



Results of the Survey for Merseyside Fire and Rescue

Data tables showing results for Prevention and Protection 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: 76

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

Prevention and Protection	Questions in the "Goal Clarity" section	Uniformed Staff	Non Uniformed Staff
   		   	   
 95% 3% 3%	1. I understand the priorities or Missions & Aims of MFRA	 82% 9% 9%	 100% 0% 0%
 86% 4% 11%	2. I am clear about what I am expected to achieve in my job	 77% 9% 14%	 89% 2% 9%
 91% 7% 3%	3. I understand how the work I do helps MFRA to achieve its missions & aims	 86% 9% 5%	 93% 6% 2%
 63% 25% 12%	4. Senior managers provide a clear vision of the overall direction of MFRA	 59% 27% 14%	 65% 24% 11%
 84% 10% 7%	Section averages	 76% 14% 10%	 87% 8% 6%

Prevention and Protection	Questions in the "My Job" section	Uniformed Staff	Non Uniformed Staff
   		   	   
 89% 4% 7%	1. I enjoy my work	 82% 5% 14%	 93% 4% 4%
 71% 11% 18%	2. My job makes the best use of the skills and abilities that I have	 64% 9% 27%	 74% 11% 15%
 84% 7% 9%	3. I get a sense of personal accomplishment from my work	 77% 5% 18%	 87% 7% 6%
 89% 8% 3%	4. I feel that my work contributes to Safer Stronger Communities	 91% 5% 5%	 89% 9% 2%
 63% 22% 14%	5. I feel supported in my role	 55% 18% 27%	 67% 24% 9%
 79% 10% 10%	Section averages	 74% 8% 18%	 82% 11% 7%

Prevention and Protection	Questions in the "Employee Involvement" section	Uniformed Staff	Non Uniformed Staff
   		   	   
 82% 9% 9%	1. I am able to use my own initiative at work to do my job	 73% 9% 18%	 85% 9% 6%
 79% 8% 13%	2. I am encouraged to suggest new ideas for improvements	 68% 9% 23%	 83% 7% 9%
 57% 14% 29%	3. I am comfortable to speak up and constructively challenge how things are done	 27% 23% 50%	 69% 11% 20%
 38% 20% 42%	4. People can communicate openly with each other here regardless of position or level	 32% 9% 59%	 41% 24% 35%
 64% 13% 23%	Section averages	 50% 13% 38%	 69% 13% 18%

Prevention and Protection	Questions in the "Teamwork" section	Uniformed Staff	Non Uniformed Staff
			
R 54% 22% 24%	1. Morale in my immediate team/watch/section is generally high	R 45% 23% 32%	A 57% 22% 20%
G 75% 11% 14%	2. We are good at sharing ideas to make things work better	A 59% 18% 23%	G 81% 7% 11%
R 39% 28% 33%	3. Different parts of the service work well together	R 32% 23% 45%	R 43% 30% 28%
R 56% 20% 24%	Section averages	R 45% 21% 33%	A 60% 20% 20%

Prevention and Protection	Questions in the "Learning & Development" section	Uniformed Staff	Non Uniformed Staff
   		   	   
A 63% 20% 17%	1. I have received the training and development I need to do my job well and safely	R 55% 23% 23%	A 67% 19% 15%
R 51% 24% 25%	2. I have the right opportunities to learn and grow at work	R 41% 32% 27%	R 56% 20% 24%
G 87% 8% 5%	3. I have the knowledge and skills I need to do my job	G 77% 14% 9%	G 91% 6% 4%
R 55% 18% 26%	4. My last appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	R 36% 18% 45%	A 63% 19% 19%
A 64% 24% 12%	5. I have good quality equipment to help me do my job	G 86% 9% 5%	A 56% 30% 15%
A 64% 19% 17%	Section averages	A 59% 19% 22%	A 66% 19% 15%

Prevention and Protection	Questions in the "Recognition & Reward" section	Uniformed Staff	Non Uniformed Staff
			
R 53% 16% 32%	1. In the last week, I have received thanks or praise for doing good work	R 45% 18% 36%	R 56% 15% 30%
G 71% 17% 12%	2. I feel valued and recognised for the work that I do by my line manager	R 55% 27% 18%	G 78% 13% 9%
G 82% 12% 7%	3. I feel valued and recognised for the work that I do by other team members	G 73% 18% 9%	G 85% 9% 6%
R 43% 30% 26%	4. I feel valued and recognised for the work that I do by senior managers	R 41% 32% 27%	R 44% 30% 26%
R 57% 17% 26%	5. I receive feedback on my work	R 55% 9% 36%	A 57% 20% 22%
A 61% 18% 21%	Section averages	R 54% 21% 25%	A 64% 17% 19%

Prevention and Protection	Questions in the "Management Effectiveness" section	Uniformed Staff	Non Uniformed Staff
74% 16% 11%	1. My manager communicates regularly about issues that affect my work	73% 14% 14%	74% 17% 9%
76% 13% 11%	2. My manager makes time for me	64% 18% 18%	81% 11% 7%
79% 12% 9%	3. My manager treats people fairly and with respect	59% 23% 18%	87% 7% 6%
58% 25% 17%	4. My manager gives me regular feedback on how I am doing	50% 27% 23%	61% 24% 15%
39% 37% 24%	5. Senior managers do what they say they are going to do	32% 36% 32%	43% 37% 20%
39% 32% 29%	6. Employees at my level are able to communicate their concerns to higher management	45% 14% 41%	37% 39% 24%
9% 46% 45%	7. Fire Authority Council Members engage well with staff at MFRA	5% 41% 55%	11% 48% 41%
37% 32% 32%	8. I have confidence in the future of MFRA	32% 32% 36%	39% 31% 30%
51% 26% 22%	Section averages	45% 26% 30%	54% 27% 19%

Prevention and Protection	Questions in the "Culture & Values" section	Uniformed Staff	Non Uniformed Staff
A 62% 14% 24%	1. Bullying, harassment and discrimination are not tolerated at MFRA	R 50% 5% 45%	A 67% 19% 15%
A 70% 13% 17%	2. I do not feel I have been bullied, harassed or discriminated against in the last 12 months	R 41% 9% 50%	G 81% 15% 4%
R 54% 24% 22%	3. I feel able to make decisions without fear of being blamed if things go wrong	R 50% 9% 41%	A 56% 30% 15%
A 66% 22% 12%	4. Generally we resolve any differences of opinion amicably	R 50% 32% 18%	G 72% 19% 9%
R 53% 17% 30%	5. Merseyside Fire and Rescue Authority promotes a culture of openness and transparency	R 55% 0% 45%	R 52% 24% 24%
R 22% 41% 37%	6. Merseyside Fire and Rescue Authority is a better place to work than it was 3 years ago	R 27% 32% 41%	R 20% 44% 35%
G 86% 8% 7%	7. I have a good understanding of Merseyside Fire and Rescue Authority values	G 82% 0% 18%	G 87% 11% 2%
A 68% 24% 8%	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 64% 14% 23%	G 70% 28% 2%
R 53% 28% 20%	9. I feel valued	R 36% 32% 32%	A 59% 26% 15%
A 68% 20% 12%	10. I am able to strike the right balance between my work and home life	R 45% 27% 27%	G 78% 17% 6%
A 60% 21% 19%	Section averages	R 50% 16% 34%	A 64% 23% 13%

Prevention and Protection	Questions in the "Change Management" section	Uniformed Staff	Non Uniformed Staff
   		   	   
 89% 9% 1%	1. I understand the need for change at MFRA given the cuts faced by the Authority	 86% 9% 5%	 91% 9% 0%
 66% 24% 11%	2. I am communicated with about change that affects me in good time	 64% 27% 9%	 67% 22% 11%
 49% 30% 21%	3. Change here is well managed overall	 45% 32% 23%	 50% 30% 20%
 62% 22% 16%	4. Change within my team is well managed	 45% 32% 23%	 69% 19% 13%
 42% 32% 26%	5. I feel that MFRA consider the impact on me and other people when making decisions	 41% 27% 32%	 43% 33% 24%
 45% 32% 24%	6. A lot is done to help staff prepare for and cope with change	 36% 18% 45%	 48% 37% 15%
 59% 25% 16%	Section averages	 53% 24% 23%	 61% 25% 14%

Prevention and Protection	Questions in the "Overall" section	Uniformed Staff	Non Uniformed Staff
   		   	   
 76% 18% 5%	1. I am proud to say I work for MFRA	 64% 23% 14%	 81% 17% 2%
 78% 14% 8%	2. Working here makes me want to do the best work I can	 73% 14% 14%	 80% 15% 6%
 59% 20% 21%	3. If asked, I would recommend to friends and family that MFRA is a good place to work	 45% 14% 41%	 65% 22% 13%
 93% 5% 1%	4. I care about the future of MFRA	 91% 5% 5%	 94% 6% 0%
 36% 28% 37%	5. I have a sense of good job security	 59% 18% 23%	 26% 31% 43%
 68% 17% 14%	Section averages	 66% 15% 19%	 69% 18% 13%

Breakdown of respondents for Merseyside Fire and Rescue: Function/Dept [Prevention and Protection]

Staff Grouping	Total
Uniformed Staff	22
Non Uniformed Staff	54
Control Staff	0
Total	76