



Results of the Survey for Merseyside Fire and Rescue

Data tables showing results for Strategy & Performance 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: 26

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

Strategy & Performance	Questions in the "Goal Clarity" section	Non Uniformed Staff
   		   
 96% 4% 0%	1. I understand the priorities or Missions & Aims of MFRA	 96% 4% 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%
 88% 12% 0%	4. Senior managers provide a clear vision of the overall direction of MFRA	 88% 13% 0%
 94% 6% 0%	Section averages	 94% 6% 0%

Strategy & Performance	Questions in the "My Job" section	Non Uniformed Staff
   		   
G 96% 0% 4%	1. I enjoy my work	G 96% 0% 4%
G 88% 8% 4%	2. My job makes the best use of the skills and abilities that I have	G 88% 8% 4%
G 96% 0% 4%	3. I get a sense of personal accomplishment from my work	G 96% 0% 4%
G 88% 12% 0%	4. I feel that my work contributes to Safer Stronger Communities	G 88% 13% 0%
G 92% 4% 4%	5. I feel supported in my role	G 92% 4% 4%
G 92% 5% 3%	Section averages	G 92% 5% 3%

Strategy & Performance	Questions in the "Employee Involvement" section	Non Uniformed Staff
   		   
 100% 0% 0%	1. I am able to use my own initiative at work to do my job	 100% 0% 0%
 92% 8% 0%	2. I am encouraged to suggest new ideas for improvements	 92% 8% 0%
 81% 12% 8%	3. I am comfortable to speak up and constructively challenge how things are done	 79% 13% 8%
 65% 19% 15%	4. People can communicate openly with each other here regardless of position or level	 63% 21% 17%
 85% 10% 6%	Section averages	 83% 10% 6%

Strategy & Performance	Questions in the "Teamwork" section	Non Uniformed Staff
   		   
 81% 12% 8%	1. Morale in my immediate team/watch/section is generally high	 79% 13% 8%
 96% 4% 0%	2. We are good at sharing ideas to make things work better	 100% 0% 0%
 54% 35% 12%	3. Different parts of the service work well together	 54% 33% 13%
 77% 17% 6%	Section averages	 78% 15% 7%

Strategy & Performance	Questions in the "Learning & Development" section	Non Uniformed Staff
   		   
 100% 0% 0%	1. I have received the training and development I need to do my job well and safely	 100% 0% 0%
 77% 15% 8%	2. I have the right opportunities to learn and grow at work	 75% 17% 8%
 100% 0% 0%	3. I have the knowledge and skills I need to do my job	 100% 0% 0%
 81% 15% 4%	4. My last appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	 79% 17% 4%
 81% 19% 0%	5. I have good quality equipment to help me do my job	 79% 21% 0%
 88% 10% 2%	Section averages	 87% 11% 3%

Strategy & Performance	Questions in the "Recognition & Reward" section	Non Uniformed Staff
   		   
 81% 15% 4%	1. In the last week, I have received thanks or praise for doing good work	 79% 17% 4%
 96% 4% 0%	2. I feel valued and recognised for the work that I do by my line manager	 96% 4% 0%
 85% 15% 0%	3. I feel valued and recognised for the work that I do by other team members	 83% 17% 0%
 85% 15% 0%	4. I feel valued and recognised for the work that I do by senior managers	 83% 17% 0%
 92% 4% 4%	5. I receive feedback on my work	 96% 0% 4%
 88% 11% 2%	Section averages	 88% 11% 2%

Strategy & Performance	Questions in the "Management Effectiveness" section	Non Uniformed Staff
   		   
 100% 0% 0%	1. My manager communicates regularly about issues that affect my work	 100% 0% 0%
 100% 0% 0%	2. My manager makes time for me	 100% 0% 0%
 100% 0% 0%	3. My manager treats people fairly and with respect	 100% 0% 0%
 92% 8% 0%	4. My manager gives me regular feedback on how I am doing	 92% 8% 0%
 65% 35% 0%	5. Senior managers do what they say they are going to do	 63% 38% 0%
 73% 23% 4%	6. Employees at my level are able to communicate their concerns to higher management	 71% 25% 4%
 38% 42% 19%	7. Fire Authority Council Members engage well with staff at MFRA	 38% 42% 21%
 62% 23% 15%	8. I have confidence in the future of MFRA	 63% 21% 17%
 79% 16% 5%	Section averages	 78% 17% 5%

Strategy & Performance	Questions in the "Culture & Values" section	Non Uniformed Staff
   		   
 85% 8% 8%	1. Bullying, harassment and discrimination are not tolerated at MFRA	 88% 4% 8%
 96% 4% 0%	2. I do not feel I have been bullied, harassed or discriminated against in the last 12 months	 96% 4% 0%
 81% 15% 4%	3. I feel able to make decisions without fear of being blamed if things go wrong	 79% 17% 4%
 85% 15% 0%	4. Generally we resolve any differences of opinion amicably	 83% 17% 0%
 69% 23% 8%	5. Merseyside Fire and Rescue Authority promotes a culture of openness and transparency	 71% 21% 8%
 31% 50% 19%	6. Merseyside Fire and Rescue Authority is a better place to work than it was 3 years ago	 29% 50% 21%
 88% 8% 4%	7. I have a good understanding of Merseyside Fire and Rescue Authority values	 88% 8% 4%
 92% 4% 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	 92% 4% 4%
 73% 27% 0%	9. I feel valued	 71% 29% 0%
 73% 23% 4%	10. I am able to strike the right balance between my work and home life	 79% 17% 4%
 77% 18% 5%	Section averages	 78% 17% 5%

Strategy & Performance	Questions in the "Change Management" section	Non Uniformed Staff
   		   
 96% 4% 0%	1. I understand the need for change at MFRA given the cuts faced by the Authority	 96% 4% 0%
 85% 4% 12%	2. I am communicated with about change that affects me in good time	 83% 4% 13%
 62% 38% 0%	3. Change here is well managed overall	 58% 42% 0%
 92% 8% 0%	4. Change within my team is well managed	 92% 8% 0%
 58% 27% 15%	5. I feel that MFRA consider the impact on me and other people when making decisions	 58% 25% 17%
 54% 38% 8%	6. A lot is done to help staff prepare for and cope with change	 54% 38% 8%
 74% 20% 6%	Section averages	 74% 20% 6%

Strategy & Performance	Questions in the "Overall" section	Non Uniformed Staff
   		   
G 96% 4% 0%	1. I am proud to say I work for MFRA	G 96% 4% 0%
G 92% 0% 8%	2. Working here makes me want to do the best work I can	G 92% 0% 8%
G 88% 12% 0%	3. If asked, I would recommend to friends and family that MFRA is a good place to work	G 88% 13% 0%
G 96% 0% 4%	4. I care about the future of MFRA	G 96% 0% 4%
R 23% 27% 50%	5. I have a sense of good job security	R 17% 29% 54%
G 79% 8% 12%	Section averages	G 78% 9% 13%

Breakdown of respondents for Merseyside Fire and Rescue: Function/Dept [Strategy & Performance]

Staff Grouping	Total
Uniformed Staff	2
Non Uniformed Staff	24
Control Staff	0
Total	26