



# Results of the Survey for Merseyside Fire and Rescue

## Data tables showing results for Uniformed Staff by Ethnic Group

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

Total respondents: 565




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

Uniformed Staff	Questions in the "Goal Clarity" section	White - British	White - Any Other	Prefer not to say
   		   	   	   
<b>A</b> 68% 16% 16%	1. I understand the priorities or Missions & Aims of MFRA	<b>A</b> 70% 15% 16%	<b>R</b> 50% 33% 17%	<b>A</b> 63% 23% 14%
<b>A</b> 69% 15% 16%	2. I am clear about what I am expected to achieve in my job	<b>A</b> 72% 13% 16%	<b>G</b> 83% 0% 17%	<b>A</b> 56% 26% 17%
<b>A</b> 60% 22% 19%	3. I understand how the work I do helps MFRA to achieve its missions & aims	<b>A</b> 63% 19% 18%	<b>A</b> 58% 25% 17%	<b>R</b> 44% 34% 22%
<b>R</b> 26% 21% 53%	4. Senior managers provide a clear vision of the overall direction of MFRA	<b>R</b> 29% 22% 49%	<b>R</b> 17% 17% 67%	<b>R</b> 10% 20% 70%
<b>R</b> 56% 19% 26%	<b>Section averages</b>	<b>A</b> 58% 17% 25%	<b>R</b> 52% 19% 29%	<b>R</b> 43% 26% 31%

Uniformed Staff	Questions in the "My Job" section	White - British	White - Any Other	Prefer not to say
<b>R</b> 39% 18% 43%	1. I enjoy my work	<b>R</b> 41% 17% 42%	<b>R</b> 58% 8% 33%	<b>R</b> 26% 24% 49%
<b>R</b> 32% 18% 51%	2. My job makes the best use of the skills and abilities that I have	<b>R</b> 34% 18% 48%	<b>R</b> 25% 17% 58%	<b>R</b> 21% 14% 66%
<b>R</b> 44% 16% 40%	3. I get a sense of personal accomplishment from my work	<b>R</b> 45% 15% 40%	<b>R</b> 50% 8% 42%	<b>R</b> 36% 22% 43%
<b>R</b> 55% 24% 21%	4. I feel that my work contributes to Safer Stronger Communities	<b>A</b> 58% 23% 19%	<b>A</b> 58% 17% 25%	<b>R</b> 43% 29% 29%
<b>R</b> 21% 19% 59%	5. I feel supported in my role	<b>R</b> 24% 19% 57%	<b>R</b> 25% 8% 67%	<b>R</b> 5% 25% 70%
<b>R</b> 38% 19% 43%	<b>Section averages</b>	<b>R</b> 40% 18% 41%	<b>R</b> 43% 12% 45%	<b>R</b> 26% 23% 51%

Uniformed Staff	Questions in the "Employee Involvement" section	White - British	White - Any Other	Prefer not to say
   		   	   	   
<b>R</b> 28% 14% 58%	1. I am able to use my own initiative at work to do my job	<b>R</b> 31% 14% 55%	<b>R</b> 25% 8% 67%	<b>R</b> 11% 16% 72%
<b>R</b> 29% 22% 49%	2. I am encouraged to suggest new ideas for improvements	<b>R</b> 32% 22% 46%	<b>R</b> 42% 0% 58%	<b>R</b> 14% 22% 64%
<b>R</b> 27% 10% 63%	3. I am comfortable to speak up and constructively challenge how things are done	<b>R</b> 29% 11% 60%	<b>R</b> 50% 0% 50%	<b>R</b> 15% 8% 77%
<b>R</b> 15% 8% 78%	4. People can communicate openly with each other here regardless of position or level	<b>R</b> 17% 8% 75%	<b>R</b> 17% 8% 75%	<b>R</b> 5% 5% 91%
<b>R</b> 25% 13% 62%	<b>Section averages</b>	<b>R</b> 27% 14% 59%	<b>R</b> 33% 4% 63%	<b>R</b> 11% 13% 76%

Uniformed Staff	Questions in the "Teamwork" section	White - British	White - Any Other	Prefer not to say
				
<b>R</b> 23% 10% 67%	1. Morale in my immediate team/watch/section is generally high	<b>R</b> 27% 10% 64%	<b>R</b> 17% 8% 75%	<b>R</b> 8% 7% 85%
<b>R</b> 45% 22% 33%	2. We are good at sharing ideas to make things work better	<b>R</b> 48% 21% 30%	<b>R</b> 50% 8% 42%	<b>R</b> 30% 26% 44%
<b>R</b> 12% 22% 66%	3. Different parts of the service work well together	<b>R</b> 14% 23% 63%	<b>R</b> 0% 25% 75%	<b>R</b> 5% 16% 79%
<b>R</b> 27% 18% 55%	<b>Section averages</b>	<b>R</b> 30% 18% 52%	<b>R</b> 22% 14% 64%	<b>R</b> 14% 16% 69%





Uniformed Staff	Questions in the "Learning & Development" section	White - British	White - Any Other	Prefer not to say
				
<b>A</b> 61% 20% 19%	1. I have received the training and development I need to do my job well and safely	<b>A</b> 62% 19% 19%	<b>A</b> 58% 42% 0%	<b>A</b> 61% 17% 22%
<b>R</b> 26% 25% 49%	2. I have the right opportunities to learn and grow at work	<b>R</b> 29% 25% 46%	<b>R</b> 17% 25% 58%	<b>R</b> 13% 24% 63%
<b>G</b> 78% 15% 7%	3. I have the knowledge and skills I need to do my job	<b>G</b> 81% 14% 5%	<b>G</b> 100% 0% 0%	<b>A</b> 66% 23% 11%
<b>R</b> 29% 27% 44%	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> 32% 27% 42%	<b>R</b> 33% 17% 50%	<b>R</b> 16% 25% 59%
<b>A</b> 70% 17% 12%	5. I have good quality equipment to help me do my job	<b>G</b> 73% 16% 11%	<b>G</b> 75% 17% 8%	<b>A</b> 60% 23% 17%
<b>R</b> 53% 21% 26%	<b>Section averages</b>	<b>R</b> 55% 20% 25%	<b>R</b> 57% 20% 23%	<b>R</b> 43% 23% 34%





Uniformed Staff	Questions in the "Recognition & Reward" section	White - British	White - Any Other	Prefer not to say
<b>R</b> 32% 16% 52%	1. In the last week, I have received thanks or praise for doing good work	<b>R</b> 35% 16% 48%	<b>R</b> 33% 0% 67%	<b>R</b> 18% 14% 68%
<b>A</b> 62% 16% 22%	2. I feel valued and recognised for the work that I do by my line manager	<b>A</b> 64% 16% 20%	<b>A</b> 58% 17% 25%	<b>R</b> 49% 16% 34%
<b>G</b> 75% 16% 9%	3. I feel valued and recognised for the work that I do by other team members	<b>G</b> 76% 16% 8%	<b>G</b> 83% 8% 8%	<b>G</b> 71% 17% 11%
<b>R</b> 16% 13% 72%	4. I feel valued and recognised for the work that I do by senior managers	<b>R</b> 17% 14% 69%	<b>R</b> 17% 0% 83%	<b>R</b> 8% 6% 86%
<b>R</b> 30% 30% 39%	5. I receive feedback on my work	<b>R</b> 33% 30% 37%	<b>R</b> 25% 33% 42%	<b>R</b> 17% 34% 48%
<b>R</b> 43% 18% 39%	<b>Section averages</b>	<b>R</b> 45% 18% 37%	<b>R</b> 43% 12% 45%	<b>R</b> 33% 17% 50%

Uniformed Staff	Questions in the "Management Effectiveness" section	White - British	White - Any Other	Prefer not to say
72% 17% 11%	1. My manager communicates regularly about issues that affect my work	72% 18% 10%	67% 8% 25%	72% 13% 15%
66% 19% 15%	2. My manager makes time for me	68% 18% 14%	50% 25% 25%	62% 21% 17%
75% 14% 10%	3. My manager treats people fairly and with respect	77% 14% 10%	58% 33% 8%	72% 14% 14%
53% 28% 18%	4. My manager gives me regular feedback on how I am doing	55% 29% 16%	33% 42% 25%	48% 25% 26%
12% 21% 67%	5. Senior managers do what they say they are going to do	14% 22% 64%	17% 8% 75%	2% 15% 83%
20% 10% 70%	6. Employees at my level are able to communicate their concerns to higher management	22% 10% 67%	17% 17% 67%	6% 7% 87%
5% 12% 83%	7. Fire Authority Council Members engage well with staff at MFRA	5% 13% 82%	8% 8% 83%	1% 6% 93%
11% 12% 77%	8. I have confidence in the future of MFRA	13% 13% 74%	8% 8% 83%	1% 8% 91%
39% 17% 44%	<b>Section averages</b>	41% 17% 42%	32% 19% 49%	33% 14% 53%



Uniformed Staff	Questions in the "Culture & Values" section	White - British	White - Any Other	Prefer not to say
<b>R</b> 34% 13% 53%	1. Bullying, harassment and discrimination are not tolerated at MFRA	<b>R</b> 38% 13% 50%	<b>R</b> 25% 8% 67%	<b>R</b> 15% 13% 72%
<b>R</b> 35% 18% 47%	2. I do not feel I have been bullied, harassed or discriminated against in the last 12 months	<b>R</b> 39% 17% 44%	<b>R</b> 8% 25% 67%	<b>R</b> 16% 24% 60%
<b>R</b> 17% 15% 68%	3. I feel able to make decisions without fear of being blamed if things go wrong	<b>R</b> 19% 17% 65%	<b>R</b> 25% 0% 75%	<b>R</b> 7% 9% 84%
<b>R</b> 30% 28% 42%	4. Generally we resolve any differences of opinion amicably	<b>R</b> 34% 28% 38%	<b>R</b> 42% 33% 25%	<b>R</b> 11% 29% 60%
<b>R</b> 17% 15% 69%	5. Merseyside Fire and Rescue Authority promotes a culture of openness and transparency	<b>R</b> 19% 14% 67%	<b>R</b> 17% 8% 75%	<b>R</b> 3% 15% 82%
<b>R</b> 11% 10% 79%	6. Merseyside Fire and Rescue Authority is a better place to work than it was 3 years ago	<b>R</b> 12% 11% 77%	<b>R</b> 17% 17% 67%	<b>R</b> 5% 5% 91%
<b>R</b> 49% 25% 26%	7. I have a good understanding of Merseyside Fire and Rescue Authority values	<b>R</b> 52% 23% 25%	<b>R</b> 25% 33% 42%	<b>R</b> 39% 36% 25%
<b>R</b> 38% 23% 39%	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> 41% 22% 37%	<b>R</b> 25% 33% 42%	<b>R</b> 25% 30% 45%
<b>R</b> 16% 16% 69%	9. I feel valued	<b>R</b> 18% 16% 66%	<b>R</b> 8% 25% 67%	<b>R</b> 3% 14% 83%
<b>R</b> 22% 13% 65%	10. I am able to strike the right balance between my work and home life	<b>R</b> 23% 13% 64%	<b>R</b> 42% 17% 42%	<b>R</b> 13% 15% 72%
<b>R</b> 27% 17% 56%	<b>Section averages</b>	<b>R</b> 30% 17% 53%	<b>R</b> 23% 20% 57%	<b>R</b> 14% 19% 67%

Uniformed Staff	Questions in the "Change Management" section	White - British	White - Any Other	Prefer not to say
				
<b>A</b> 63% 14% 22%	1. I understand the need for change at MFRA given the cuts faced by the Authority	<b>A</b> 66% 13% 21%	<b>R</b> 58% 8% 33%	<b>R</b> 54% 20% 26%
<b>R</b> 44% 25% 31%	2. I am communicated with about change that affects me in good time	<b>R</b> 47% 25% 29%	<b>R</b> 50% 25% 25%	<b>R</b> 31% 29% 40%
<b>R</b> 17% 17% 66%	3. Change here is well managed overall	<b>R</b> 19% 18% 63%	<b>R</b> 25% 0% 75%	<b>R</b> 6% 16% 78%
<b>R</b> 43% 31% 26%	4. Change within my team is well managed	<b>R</b> 44% 31% 25%	<b>R</b> 42% 25% 33%	<b>R</b> 33% 34% 32%
<b>R</b> 13% 13% 74%	5. I feel that MFRA consider the impact on me and other people when making decisions	<b>R</b> 15% 14% 71%	<b>R</b> 8% 17% 75%	<b>R</b> 3% 11% 85%
<b>R</b> 13% 14% 73%	6. A lot is done to help staff prepare for and cope with change	<b>R</b> 15% 15% 69%	<b>R</b> 8% 33% 58%	<b>R</b> 2% 7% 91%
<b>R</b> 32% 19% 49%	<b>Section averages</b>	<b>R</b> 34% 19% 46%	<b>R</b> 32% 18% 50%	<b>R</b> 22% 20% 59%

Uniformed Staff	Questions in the "Overall" section	White - British	White - Any Other	Prefer not to say
				
<b>R</b> 45% 22% 33%	1. I am proud to say I work for MFRA	<b>R</b> 47% 20% 32%	<b>R</b> 50% 17% 33%	<b>R</b> 31% 32% 37%
<b>R</b> 41% 22% 37%	2. Working here makes me want to do the best work I can	<b>R</b> 42% 21% 37%	<b>R</b> 50% 25% 25%	<b>R</b> 33% 26% 40%
<b>R</b> 20% 12% 68%	3. If asked, I would recommend to friends and family that MFRA is a good place to work	<b>R</b> 23% 12% 65%	<b>R</b> 25% 0% 75%	<b>R</b> 7% 11% 82%
<b>G</b> 76% 15% 9%	4. I care about the future of MFRA	<b>G</b> 76% 14% 10%	<b>G</b> 75% 25% 0%	<b>G</b> 71% 20% 9%
<b>R</b> 26% 23% 51%	5. I have a sense of good job security	<b>R</b> 30% 22% 48%	<b>R</b> 8% 25% 67%	<b>R</b> 9% 29% 62%
<b>R</b> 42% 19% 40%	<b>Section averages</b>	<b>R</b> 44% 18% 38%	<b>R</b> 42% 18% 40%	<b>R</b> 30% 24% 46%

## Breakdown of respondents for Merseyside Fire and Rescue: Staff Grouping 2 [Uniformed Staff 2]

<b>Ethnic Group</b>	<b>Total</b>
White - British	460
White - Irish	3
White - Gypsy / Traveller	1
White - Any Other	12
Asian / Asian British - Bangladeshi	0
Asian / Asian British - Indian	0
Asian / Asian British - Pakistani	0
Asian / Asian British - Any Other	0
Black or Black British - African	0
Black or Black British - Caribbean	0
Black or Black British - Any Other	0
Mixed - White & Asian	1
Mixed - White & Black Caribbean	0
Mixed - White & Black African	0
Mixed - Any Other	1

Other Ethnic Group - Chinese	0
Other Ethnic Group - Arab	0
Other Ethnic Group - Any Other	0
Prefer not to say (Ethnicity)	87
<b>Total</b>	<b>565</b>