



Results of the Survey for Merseyside Fire and Rescue

Data tables showing results for People and Organisational Development 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: 19

Produced by People Insight in August 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

People and Organisational Development	Questions in the "Goal Clarity" section	Non Uniformed Staff
   		   
 95% 5% 0%	1. I understand the priorities or Missions & Aims of MFRA	 95% 5% 0%
 89% 5% 5%	2. I am clear about what I am expected to achieve in my job	 89% 5% 5%
 89% 11% 0%	3. I understand how the work I do helps MFRA to achieve its missions & aims	 89% 11% 0%
 74% 11% 16%	4. Senior managers provide a clear vision of the overall direction of MFRA	 74% 11% 16%
 87% 8% 5%	Section averages	 87% 8% 5%

People and Organisational Development	Questions in the "My Job" section	Non Uniformed Staff
   		   
 84% 16% 0%	1. I enjoy my work	 84% 16% 0%
 63% 11% 26%	2. My job makes the best use of the skills and abilities that I have	 63% 11% 26%
 84% 11% 5%	3. I get a sense of personal accomplishment from my work	 84% 11% 5%
 68% 32% 0%	4. I feel that my work contributes to Safer Stronger Communities	 68% 32% 0%
 63% 26% 11%	5. I feel supported in my role	 63% 26% 11%
 73% 19% 8%	Section averages	 73% 19% 8%

People and Organisational Development	Questions in the "Employee Involvement" section	Non Uniformed Staff
   		   
 84% 16% 0%	1. I am able to use my own initiative at work to do my job	 84% 16% 0%
 89% 11% 0%	2. I am encouraged to suggest new ideas for improvements	 89% 11% 0%
 68% 21% 11%	3. I am comfortable to speak up and constructively challenge how things are done	 68% 21% 11%
 47% 32% 21%	4. People can communicate openly with each other here regardless of position or level	 47% 32% 21%
 72% 20% 8%	Section averages	 72% 20% 8%

People and Organisational Development	Questions in the "Teamwork" section	Non Uniformed Staff
   		   
 53% 32% 16%	1. Morale in my immediate team/watch/section is generally high	 53% 32% 16%
 63% 37% 0%	2. We are good at sharing ideas to make things work better	 63% 37% 0%
 58% 32% 11%	3. Different parts of the service work well together	 58% 32% 11%
 58% 33% 9%	Section averages	 58% 33% 9%

People and Organisational Development	Questions in the "Learning & Development" section	Non Uniformed Staff
   		   
 84% 11% 5%	1. I have received the training and development I need to do my job well and safely	 84% 11% 5%
 63% 26% 11%	2. I have the right opportunities to learn and grow at work	 63% 26% 11%
 95% 0% 5%	3. I have the knowledge and skills I need to do my job	 95% 0% 5%
 79% 11% 11%	4. My last appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	 79% 11% 11%
 89% 11% 0%	5. I have good quality equipment to help me do my job	 89% 11% 0%
 82% 12% 6%	Section averages	 82% 12% 6%

People and Organisational Development	Questions in the "Recognition & Reward" section	Non Uniformed Staff
   		   
 74% 5% 21%	1. In the last week, I have received thanks or praise for doing good work	 74% 5% 21%
 74% 11% 16%	2. I feel valued and recognised for the work that I do by my line manager	 74% 11% 16%
 84% 5% 11%	3. I feel valued and recognised for the work that I do by other team members	 84% 5% 11%
 53% 0% 47%	4. I feel valued and recognised for the work that I do by senior managers	 53% 0% 47%
 58% 21% 21%	5. I receive feedback on my work	 58% 21% 21%
 68% 8% 23%	Section averages	 68% 8% 23%

People and Organisational Development	Questions in the "Management Effectiveness" section	Non Uniformed Staff
   		   
 58% 21% 21%	1. My manager communicates regularly about issues that affect my work	 58% 21% 21%
 63% 21% 16%	2. My manager makes time for me	 63% 21% 16%
 74% 26% 0%	3. My manager treats people fairly and with respect	 74% 26% 0%
 63% 11% 26%	4. My manager gives me regular feedback on how I am doing	 63% 11% 26%
 53% 37% 11%	5. Senior managers do what they say they are going to do	 53% 37% 11%
 63% 21% 16%	6. Employees at my level are able to communicate their concerns to higher management	 63% 21% 16%
 11% 42% 47%	7. Fire Authority Council Members engage well with staff at MFRA	 11% 42% 47%
 58% 26% 16%	8. I have confidence in the future of MFRA	 58% 26% 16%
 55% 26% 19%	Section averages	 55% 26% 19%

People and Organisational Development	Questions in the "Culture & Values" section	Non Uniformed Staff
		
 84% 16% 0%	1. Bullying, harassment and discrimination are not tolerated at MFRA	 84% 16% 0%
 89% 11% 0%	2. I do not feel I have been bullied, harassed or discriminated against in the last 12 months	 89% 11% 0%
 68% 5% 26%	3. I feel able to make decisions without fear of being blamed if things go wrong	 68% 5% 26%
 79% 16% 5%	4. Generally we resolve any differences of opinion amicably	 79% 16% 5%
 53% 26% 21%	5. Merseyside Fire and Rescue Authority promotes a culture of openness and transparency	 53% 26% 21%
 32% 53% 16%	6. Merseyside Fire and Rescue Authority is a better place to work than it was 3 years ago	 32% 53% 16%
 89% 11% 0%	7. I have a good understanding of Merseyside Fire and Rescue Authority values	 89% 11% 0%
 95% 5% 0%	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	 95% 5% 0%
 68% 16% 16%	9. I feel valued	 68% 16% 16%
 79% 16% 5%	10. I am able to strike the right balance between my work and home life	 79% 16% 5%
 74% 17% 9%	Section averages	 74% 17% 9%

People and Organisational Development	Questions in the "Change Management" section	Non Uniformed Staff
		
 100% 0% 0%	1. I understand the need for change at MFRA given the cuts faced by the Authority	 100% 0% 0%
 89% 0% 11%	2. I am communicated with about change that affects me in good time	 89% 0% 11%
 58% 26% 16%	3. Change here is well managed overall	 58% 26% 16%
 58% 32% 11%	4. Change within my team is well managed	 58% 32% 11%
 58% 37% 5%	5. I feel that MFRA consider the impact on me and other people when making decisions	 58% 37% 5%
 74% 11% 16%	6. A lot is done to help staff prepare for and cope with change	 74% 11% 16%
 73% 18% 10%	Section averages	 73% 18% 10%

People and Organisational Development	Questions in the "Overall" section	Non Uniformed Staff
   		   
 95% 5% 0%	1. I am proud to say I work for MFRA	 95% 5% 0%
 89% 11% 0%	2. Working here makes me want to do the best work I can	 89% 11% 0%
 74% 21% 5%	3. If asked, I would recommend to friends and family that MFRA is a good place to work	 74% 21% 5%
 100% 0% 0%	4. I care about the future of MFRA	 100% 0% 0%
 32% 21% 47%	5. I have a sense of good job security	 32% 21% 47%
 78% 12% 11%	Section averages	 78% 12% 11%

Breakdown of respondents for Merseyside Fire and Rescue: Function/Dept [People and Organisational Development]

Staff Grouping	Total
Uniformed Staff	0
Non Uniformed Staff	19
Control Staff	0
Total	19