

## Comparisons

	Overall	20+ years	10 to less than 20 years	2 to less than 5 years	Less than 2 years	5 to less than 10 years
<b>No. of Responses</b>	637	211	145	120	111	50
<b>Goal Clarity</b>	86%	84%	86%	85%	93%	89%
I am clear about what I am expected to achieve in my job	92%	91%	91%	91%	95%	92%
I understand how the work I do helps MFRA to achieve its Mission & Aims	92%	89%	91%	93%	98%	92%
I understand the priorities or Missions & Aims of MFRA	93%	91%	95%	93%	95%	96%
Senior Managers provide a clear vision of the overall direction of MFRA	68%	65%	68%	61%	81%	74%
<b>My Job</b>	80%	77%	79%	85%	87%	72%
I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	78%	75%	77%	86%	81%	70%
I enjoy my work	89%	82%	91%	92%	99%	80%
I feel supported in my role	71%	62%	68%	78%	88%	68%
I feel that my work contributes to Safer Stronger Communities	87%	83%	87%	88%	93%	82%

I get a sense of personal accomplishment from my work	86%	81%	87%	89%	96%	74%
I have a sense of good job security	76%	82%	73%	82%	66%	68%
My job makes the best use of the skills and abilities that I have	74%	70%	69%	79%	86%	62%
<b>Employee Involvement</b>	70%	67%	69%	72%	83%	60%
I am able to use my own initiative at work to do my job	81%	75%	82%	83%	94%	76%
I am comfortable to speak up and constructively challenge how things are done	72%	73%	68%	75%	77%	60%
I am encouraged to suggest new ideas for improvements	74%	70%	74%	75%	84%	64%
People communicate openly here regardless of position or level	55%	49%	50%	55%	77%	38%
<b>Teamwork</b>	68%	63%	63%	72%	82%	63%
Different parts of the service work well together	54%	51%	48%	53%	70%	56%
Morale in my immediate team/watch/section is generally high	70%	65%	67%	73%	86%	60%
We are good at sharing ideas to make things work better	79%	73%	74%	89%	89%	72%
<b>Learning &amp; Development</b>	76%	75%	74%	79%	82%	67%
I am able to access learning and development opportunities	72%	73%	65%	73%	82%	62%
I have good quality equipment to help me do my job	83%	83%	82%	80%	86%	80%

I have received the training and development I need to do my job well and safely	81%	80%	85%	81%	84%	72%
I have the knowledge and skills I need to do my job well	93%	92%	92%	95%	94%	88%
I have the right opportunities to learn and grow at work	68%	63%	63%	76%	82%	52%
My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	61%	59%	55%	73%	66%	48%
<b>Recognition &amp; Reward</b>	67%	64%	63%	70%	79%	62%
I feel valued and recognised for the work that I do by my line manager	79%	75%	77%	85%	87%	66%
I feel valued and recognised for the work that I do by other team members	83%	85%	79%	83%	85%	80%
I feel valued and recognised for the work that I do by senior managers	51%	48%	46%	52%	65%	48%
I receive feedback on my work	61%	55%	54%	65%	81%	54%
In the last week, I have received thanks or praise for doing good work	63%	58%	60%	65%	75%	64%
<b>Management Effectiveness</b>	68%	66%	64%	69%	81%	61%
Employees at my level are able to communicate their concerns to higher management	60%	64%	52%	57%	73%	52%
I have confidence in the future of MFRA	68%	64%	63%	69%	83%	68%
MFRA Members engage well with staff at MFRA	45%	46%	33%	44%	65%	36%

My manager communicates regularly about issues that affect my work	82%	79%	81%	84%	91%	68%
My manager gives me regular feedback on how I am doing	71%	67%	66%	78%	85%	54%
My manager makes time for me	84%	79%	86%	88%	92%	76%
My manager treats me fairly and with respect	90%	88%	89%	93%	93%	82%
Senior managers do what they say they are going to do	47%	44%	40%	42%	67%	50%
<b>Culture &amp; Values</b>	70%	67%	63%	73%	81%	67%
Bullying, harassment and discrimination are not tolerated at MFRA	82%	83%	73%	85%	91%	78%
Generally we resolve any differences of opinion amicably	72%	66%	64%	78%	89%	62%
I am able to strike the right balance between my work and home life	78%	69%	74%	85%	92%	78%
I do not feel I have been bullied, harassed or discriminated against in the last 12 months	80%	76%	74%	85%	89%	78%
I feel able to make decisions without fear of being blamed if things go wrong	56%	52%	46%	62%	74%	54%
I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	77%	73%	69%	83%	91%	68%
I feel valued	62%	57%	52%	68%	81%	56%
I have a good understanding of MFRA values	87%	85%	81%	89%	95%	94%

MFRA is a better place to work than it was 3 years ago	42%	51%	48%	39%	19%	46%
MFRA promotes a culture of openness and transparency	60%	58%	48%	58%	85%	52%
<b>Change Management</b>	58%	58%	54%	56%	67%	56%
A lot is done to help staff prepare for and cope with change	41%	42%	34%	38%	55%	36%
Change here is well managed overall	56%	57%	49%	53%	65%	56%
Change within my team is well managed	68%	63%	63%	73%	80%	58%
I am communicated with about change that affects me in good time	60%	63%	56%	57%	63%	58%
I feel that MFRA consider the impact on me and other people when making decisions	44%	42%	40%	42%	59%	42%
I understand the need for change at MFRA given the cuts faced by the Authority	79%	81%	80%	74%	78%	88%
<b>Health and Wellbeing</b>	79%	78%	75%	81%	85%	73%
I consider that I benefited from the support I received through the Occupational Health Team	89%	90%	86%	94%	91%	87%
In general I would say my health is good	90%	89%	86%	93%	95%	82%
MFRA provides me with information that promotes a healthier lifestyle	75%	76%	77%	70%	77%	66%
MFRA supports a positive work-life balance	66%	61%	56%	75%	81%	62%
<b>COVID-19 Related Questions</b>	86%	85%	80%	87%	91%	87%

I believe the measures we are taking will ensure that it is safe for employees to work on fire stations and other locations	74%	76%	66%	77%	80%	72%
MFRA is doing a good job of maintaining services under the current circumstances	90%	89%	86%	91%	95%	92%
The organisation has kept me well informed and has maintained effective communication during the COVID-19 pandemic	93%	91%	89%	94%	97%	98%
<b>Engagement</b>	88%	81%	88%	91%	97%	83%
I am proud to say I work for MFRA	90%	84%	90%	93%	98%	88%
I care about the future of MFRA	96%	93%	96%	96%	100%	98%
I would still like to be working at MFRA in two years` time	84%	73%	89%	91%	96%	74%
If asked, I would recommend to friends and family that MFRA is a good place to work	81%	76%	78%	85%	95%	70%
Working here makes me want to do the best I can	88%	82%	89%	88%	98%	86%
<b>Yes/No Questions</b>	74%	86%	81%	66%	49%	79%
Did you take part in the 2018 Staff Survey?	67%	88%	88%	57%	1%	86%
I am aware of the Health and Wellbeing support services available through the Occupational Health Team	93%	97%	94%	90%	86%	94%
I have used the services available through the Occupational Health Team	54%	71%	66%	30%	30%	60%
The pandemic has affected us all in different ways. Do you think that your experience of the pandemic has heavily influenced your responses in the survey?	82%	87%	76%	88%	78%	76%

## Appendix

Dashboard:	Merseyside Fire & Rescue Census 2020
Dashboard hierarchy type:	none
Response count:	637
Panel count:	1039
Participation:	61%
Comparison:	Survey Overall
Report produced:	4 January 2021