

Comparisons

	Overall	17-24	25-35	36-45	46-55	56-65	66+	Prefer not to say
No. of Responses	637	32	129	137	225	54	3	57
Goal Clarity	86%	93%	90%	87%	86%	83%		77%
I am clear about what I am expected to achieve in my job	92%	97%	96%	93%	92%	85%		81%
I understand how the work I do helps MFRA to achieve its Mission & Aims	92%	97%	95%	93%	90%	94%		86%
I understand the priorities or Missions & Aims of MFRA	93%	100%	96%	96%	92%	85%		91%
Senior Managers provide a clear vision of the overall direction of MFRA	68%	78%	73%	68%	70%	67%		51%
My Job	80%	86%	85%	82%	80%	76%		64%
I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	78%	91%	79%	79%	79%	70%		68%
I enjoy my work	89%	94%	95%	93%	87%	83%		74%
I feel supported in my role	71%	84%	84%	73%	68%	69%		47%
I feel that my work contributes to Safer Stronger Communities	87%	88%	91%	88%	88%	81%		75%
I get a sense of personal accomplishment from my work	86%	94%	92%	88%	86%	81%		67%

I have a sense of good job security	76%	72%	74%	77%	78%	78%	70%
My job makes the best use of the skills and abilities that I have	74%	78%	82%	75%	75%	70%	47%
Employee Involvement	70%	82%	75%	74%	70%	71%	45%
I am able to use my own initiative at work to do my job	81%	97%	89%	85%	77%	81%	61%
I am comfortable to speak up and constructively challenge how things are done	72%	72%	72%	74%	77%	74%	42%
I am encouraged to suggest new ideas for improvements	74%	81%	78%	82%	71%	74%	47%
People communicate openly here regardless of position or level	55%	78%	60%	54%	56%	54%	28%
Teamwork	68%	86%	74%	71%	67%	59%	47%
Different parts of the service work well together	54%	88%	57%	55%	55%	46%	33%
Morale in my immediate team/watch/section is generally high	70%	81%	80%	72%	70%	59%	47%
We are good at sharing ideas to make things work better	79%	91%	85%	85%	76%	72%	61%
Learning & Development	76%	88%	79%	77%	77%	73%	62%
I am able to access learning and development opportunities	72%	84%	77%	66%	78%	67%	51%
I have good quality equipment to help me do my job	83%	91%	82%	86%	84%	74%	75%
I have received the training and development I need to do my job well and safely	81%	91%	84%	88%	80%	78%	67%

I have the knowledge and skills I need to do my job well	93%	97%	93%	93%	93%	94%	84%
I have the right opportunities to learn and grow at work	68%	91%	78%	67%	66%	67%	42%
My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	61%	72%	63%	63%	60%	57%	54%
Recognition & Reward	67%	75%	73%	69%	67%	63%	52%
I feel valued and recognised for the work that I do by my line manager	79%	84%	84%	83%	78%	69%	67%
I feel valued and recognised for the work that I do by other team members	83%	81%	84%	85%	85%	83%	65%
I feel valued and recognised for the work that I do by senior managers	51%	59%	56%	50%	52%	61%	28%
I receive feedback on my work	61%	78%	70%	63%	60%	54%	44%
In the last week, I have received thanks or praise for doing good work	63%	72%	74%	65%	61%	50%	54%
Management Effectiveness	68%	79%	75%	69%	69%	63%	50%
Employees at my level are able to communicate their concerns to higher management	60%	72%	64%	57%	64%	67%	37%
I have confidence in the future of MFRA	68%	84%	74%	67%	68%	74%	44%
MFRA Members engage well with staff at MFRA	45%	66%	54%	39%	49%	39%	19%
My manager communicates regularly about issues that affect my work	82%	84%	87%	85%	83%	65%	70%

My manager gives me regular feedback on how I am doing	71%	78%	81%	73%	69%	56%	60%
My manager makes time for me	84%	91%	89%	91%	82%	69%	74%
My manager treats me fairly and with respect	90%	91%	96%	93%	91%	81%	68%
Senior managers do what they say they are going to do	47%	66%	56%	45%	47%	50%	25%
Culture & Values	70%	85%	77%	68%	70%	68%	50%
Bullying, harassment and discrimination are not tolerated at MFRA	82%	94%	88%	79%	84%	74%	70%
Generally we resolve any differences of opinion amicably	72%	94%	83%	69%	71%	67%	46%
I am able to strike the right balance between my work and home life	78%	100%	87%	75%	75%	78%	63%
I do not feel I have been bullied, harassed or discriminated against in the last 12 months	80%	91%	89%	78%	80%	80%	56%
I feel able to make decisions without fear of being blamed if things go wrong	56%	78%	66%	53%	54%	67%	28%
I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	77%	97%	84%	74%	77%	74%	60%
I feel valued	62%	78%	74%	62%	61%	56%	35%
I have a good understanding of MFRA values	87%	97%	94%	85%	87%	89%	75%
MFRA is a better place to work than it was 3 years ago	42%	28%	37%	47%	48%	37%	32%

MFRA promotes a culture of openness and transparency	60%	91%	68%	59%	59%	59%	33%
Change Management	58%	78%	58%	58%	60%	59%	39%
A lot is done to help staff prepare for and cope with change	41%	72%	43%	36%	43%	44%	25%
Change here is well managed overall	56%	78%	57%	54%	59%	59%	32%
Change within my team is well managed	68%	84%	71%	69%	68%	63%	49%
I am communicated with about change that affects me in good time	60%	78%	58%	60%	64%	54%	40%
I feel that MFRA consider the impact on me and other people when making decisions	44%	66%	45%	48%	44%	50%	19%
I understand the need for change at MFRA given the cuts faced by the Authority	79%	88%	74%	82%	82%	81%	67%
Health and Wellbeing	79%	85%	80%	79%	80%	82%	62%
I consider that I benefited from the support I received through the Occupational Health Team	89%	92%	88%	92%	93%	86%	72%
In general I would say my health is good	90%	94%	94%	90%	91%	87%	75%
MFRA provides me with information that promotes a healthier lifestyle	75%	75%	68%	79%	79%	78%	61%
MFRA supports a positive work-life balance	66%	84%	74%	62%	64%	80%	44%
COVID-19 Related Questions	86%	93%	89%	85%	88%	83%	73%
I believe the measures we are taking will ensure that it is safe for employees to work on fire stations and other locations	74%	88%	78%	72%	77%	72%	58%

MFRA is doing a good job of maintaining services under the current circumstances	90%	97%	91%	91%	92%	87%	79%
The organisation has kept me well informed and has maintained effective communication during the COVID-19 pandemic	93%	94%	98%	93%	95%	89%	81%
Engagement	88%	97%	94%	89%	86%	86%	76%
I am proud to say I work for MFRA	90%	100%	95%	93%	87%	89%	79%
I care about the future of MFRA	96%	94%	98%	97%	96%	93%	93%
I would still like to be working at MFRA in two years` time	84%	97%	91%	89%	80%	74%	72%
If asked, I would recommend to friends and family that MFRA is a good place to work	81%	94%	91%	78%	80%	83%	61%
Working here makes me want to do the best I can	88%	100%	93%	90%	85%	89%	74%
Yes/No Questions	74%	59%	60%	76%	81%	81%	75%
Did you take part in the 2018 Staff Survey?	67%	38%	36%	72%	81%	78%	74%
I am aware of the Health and Wellbeing support services available through the Occupational Health Team	93%	94%	86%	93%	97%	96%	89%
I have used the services available through the Occupational Health Team	54%	41%	33%	56%	62%	65%	63%
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%	63%	86%	82%	84%	87%	75%

Appendix

Dashboard:	Merseyside Fire & Rescue Employee Census 2020
Dashboard hierarchy type:	none
Response count:	637
Panel count:	1039
Participation:	61%
Comparison:	Survey Overall
Report produced:	15 February 2021