

Comparisons (Ethnic origin grouped (self-report): BAME, White British, Any other White Background, Prefer not to say)

	Overall	White British	Prefer not to say	BAME	Any other White Background
No. of Responses	637	536	73	20	8
Goal Clarity	86%	89%	72%	83%	78%
I am clear about what I am expected to achieve in my job	92%	93%	81%	90%	100%
I understand how the work I do helps MFRA to achieve its Mission & Aims	92%	94%	82%	85%	75%
I understand the priorities or Missions & Aims of MFRA	93%	94%	88%	90%	88%
Senior Managers provide a clear vision of the overall direction of MFRA	68%	73%	38%	65%	50%
My Job	80%	82%	64%	83%	70%
I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	78%	79%	64%	85%	88%
I enjoy my work	89%	91%	79%	85%	63%
I feel supported in my role	71%	75%	45%	80%	63%
I feel that my work contributes to Safer Stronger Communities	87%	89%	74%	85%	75%

I get a sense of personal accomplishment from my work	86%	89%	67%	90%	63%
I have a sense of good job security	76%	77%	67%	80%	63%
My job makes the best use of the skills and abilities that I have	74%	77%	48%	75%	75%
Employee Involvement	70%	74%	42%	69%	56%
I am able to use my own initiative at work to do my job	81%	85%	58%	85%	38%
I am comfortable to speak up and constructively challenge how things are done	72%	76%	45%	75%	63%
I am encouraged to suggest new ideas for improvements	74%	78%	44%	65%	63%
People communicate openly here regardless of position or level	55%	59%	23%	50%	63%
Teamwork	68%	70%	54%	65%	50%
Different parts of the service work well together	54%	56%	41%	55%	38%
Morale in my immediate team/watch/section is generally high	70%	73%	49%	70%	38%
We are good at sharing ideas to make things work better	79%	80%	73%	70%	75%
Learning & Development	76%	79%	60%	78%	69%
I am able to access learning and development opportunities	72%	75%	51%	75%	63%
I have good quality equipment to help me do my job	83%	85%	68%	80%	100%

I have received the training and development I need to do my job well and safely	81%	84%	62%	80%	88%
I have the knowledge and skills I need to do my job well	93%	94%	82%	90%	88%
I have the right opportunities to learn and grow at work	68%	71%	47%	75%	25%
My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	61%	63%	49%	65%	50%
Recognition & Reward	67%	70%	52%	62%	40%
I feel valued and recognised for the work that I do by my line manager	79%	81%	66%	65%	50%
I feel valued and recognised for the work that I do by other team members	83%	85%	66%	85%	75%
I feel valued and recognised for the work that I do by senior managers	51%	55%	22%	55%	25%
I receive feedback on my work	61%	64%	47%	55%	25%
In the last week, I have received thanks or praise for doing good work	63%	65%	59%	50%	25%
Management Effectiveness	68%	71%	49%	67%	50%
Employees at my level are able to communicate their concerns to higher management	60%	65%	30%	55%	25%
I have confidence in the future of MFRA	68%	72%	45%	65%	50%
MFRA Members engage well with staff at MFRA	45%	49%	22%	40%	38%

My manager communicates regularly about issues that affect my work	82%	84%	70%	80%	63%
My manager gives me regular feedback on how I am doing	71%	74%	59%	65%	25%
My manager makes time for me	84%	86%	71%	90%	75%
My manager treats me fairly and with respect	90%	92%	75%	85%	88%
Senior managers do what they say they are going to do	47%	51%	21%	55%	38%
Culture & Values	70%	73%	47%	70%	57%
Bullying, harassment and discrimination are not tolerated at MFRA	82%	85%	62%	85%	88%
Generally we resolve any differences of opinion amicably	72%	76%	45%	60%	75%
I am able to strike the right balance between my work and home life	78%	79%	71%	85%	63%
I do not feel I have been bullied, harassed or discriminated against in the last 12 months	80%	83%	58%	75%	88%
I feel able to make decisions without fear of being blamed if things go wrong	56%	60%	29%	60%	25%
I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	77%	80%	51%	80%	75%
I feel valued	62%	67%	30%	60%	38%
I have a good understanding of MFRA values	87%	89%	75%	90%	63%

MFRA is a better place to work than it was 3 years ago	42%	46%	19%	45%	13%
MFRA promotes a culture of openness and transparency	60%	65%	27%	60%	50%
Change Management	58%	61%	36%	68%	42%
A lot is done to help staff prepare for and cope with change	41%	44%	18%	55%	13%
Change here is well managed overall	56%	60%	27%	70%	25%
Change within my team is well managed	68%	70%	49%	70%	50%
I am communicated with about change that affects me in good time	60%	62%	40%	70%	63%
I feel that MFRA consider the impact on me and other people when making decisions	44%	48%	12%	60%	38%
I understand the need for change at MFRA given the cuts faced by the Authority	79%	81%	71%	80%	63%
Health and Wellbeing	79%	81%	63%	89%	72%
I consider that I benefited from the support I received through the Occupational Health Team	89%	90%	76%	100%	100%
In general I would say my health is good	90%	90%	81%	100%	88%
MFRA provides me with information that promotes a healthier lifestyle	75%	77%	55%	85%	75%
MFRA supports a positive work-life balance	66%	69%	47%	75%	38%
COVID-19 Related Questions	86%	88%	67%	85%	83%

I believe the measures we are taking will ensure that it is safe for employees to work on fire stations and other locations	74%	78%	48%	70%	75%
MFRA is doing a good job of maintaining services under the current circumstances	90%	92%	74%	90%	88%
The organisation has kept me well informed and has maintained effective communication during the COVID-19 pandemic	93%	95%	79%	95%	88%
Engagement	88%	90%	73%	91%	78%
I am proud to say I work for MFRA	90%	92%	75%	95%	75%
I care about the future of MFRA	96%	96%	92%	95%	100%
I would still like to be working at MFRA in two years` time	84%	86%	67%	90%	63%
If asked, I would recommend to friends and family that MFRA is a good place to work	81%	84%	58%	85%	75%
Working here makes me want to do the best I can	88%	90%	73%	90%	75%
Yes/No Questions	74%	74%	71%	75%	84%
Did you take part in the 2018 Staff Survey?	67%	66%	73%	65%	75%
I am aware of the Health and Wellbeing support services available through the Occupational Health Team	93%	94%	84%	95%	100%
I have used the services available through the Occupational Health Team	54%	54%	51%	50%	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%	82%	77%	90%	100%

Appendix

Dashboard:	Merseyside Fire & Rescue Employee Census 2020
Dashboard hierarchy type:	none
Response count:	637
Panel count:	undefined
Participation:	n/a
Comparison:	Survey Overall
Report produced:	9 February 2021