

Comparisons

	Overall	Male	Female	Prefer not to say	Other gender identity
No. of Responses	637	391	169	76	1
Goal Clarity	86%	87%	92%	72%	
I am clear about what I am expected to achieve in my job	92%	93%	94%	82%	
I understand how the work I do helps MFRA to achieve its Mission & Aims	92%	92%	98%	80%	
I understand the priorities or Missions & Aims of MFRA	93%	93%	98%	86%	
Senior Managers provide a clear vision of the overall direction of MFRA	68%	69%	79%	41%	
My Job	80%	81%	85%	65%	
I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	78%	79%	81%	66%	
I enjoy my work	89%	88%	95%	79%	
I feel supported in my role	71%	73%	79%	46%	
I feel that my work contributes to Safer Stronger Communities	87%	86%	91%	78%	

I get a sense of personal accomplishment from my work	86%	86%	93%	68%
I have a sense of good job security	76%	79%	74%	68%
My job makes the best use of the skills and abilities that I have	74%	76%	80%	49%
Employee Involvement	70%	73%	76%	46%
I am able to use my own initiative at work to do my job	81%	82%	88%	63%
I am comfortable to speak up and constructively challenge how things are done	72%	75%	77%	45%
I am encouraged to suggest new ideas for improvements	74%	75%	82%	51%
People communicate openly here regardless of position or level	55%	59%	59%	24%
Teamwork	68%	68%	74%	50%
Different parts of the service work well together	54%	52%	67%	36%
Morale in my immediate team/watch/section is generally high	70%	74%	70%	49%
We are good at sharing ideas to make things work better	79%	78%	86%	67%
Learning & Development	76%	78%	80%	59%
I am able to access learning and development opportunities	72%	75%	75%	46%
I have good quality equipment to help me do my job	83%	84%	88%	67%

I have received the training and development I need to do my job well and safely	81%	83%	86%	64%
I have the knowledge and skills I need to do my job well	93%	93%	96%	86%
I have the right opportunities to learn and grow at work	68%	71%	72%	42%
My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	61%	61%	66%	47%
Recognition & Reward	67%	69%	71%	51%
I feel valued and recognised for the work that I do by my line manager	79%	81%	80%	64%
I feel valued and recognised for the work that I do by other team members	83%	86%	82%	67%
I feel valued and recognised for the work that I do by senior managers	51%	53%	59%	25%
I receive feedback on my work	61%	61%	70%	41%
In the last week, I have received thanks or praise for doing good work	63%	63%	67%	57%
Management Effectiveness	68%	71%	72%	49%
Employees at my level are able to communicate their concerns to higher management	60%	64%	63%	37%
I have confidence in the future of MFRA	68%	68%	78%	47%
MFRA Members engage well with staff at MFRA	45%	48%	49%	24%

My manager communicates regularly about issues that affect my work	82%	85%	82%	66%
My manager gives me regular feedback on how I am doing	71%	73%	72%	58%
My manager makes time for me	84%	87%	84%	70%
My manager treats me fairly and with respect	90%	92%	92%	71%
Senior managers do what they say they are going to do	47%	49%	53%	22%
Culture & Values	70%	72%	74%	48%
Bullying, harassment and discrimination are not tolerated at MFRA	82%	85%	83%	62%
Generally we resolve any differences of opinion amicably	72%	74%	79%	45%
I am able to strike the right balance between my work and home life	78%	76%	85%	72%
I do not feel I have been bullied, harassed or discriminated against in the last 12 months	80%	83%	83%	55%
I feel able to make decisions without fear of being blamed if things go wrong	56%	58%	64%	29%
I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	77%	79%	83%	50%
I feel valued	62%	66%	67%	33%
I have a good understanding of MFRA values	87%	86%	95%	79%

MFRA is a better place to work than it was 3 years ago	42%	47%	37%	25%
MFRA promotes a culture of openness and transparency	60%	63%	66%	30%
Change Management	58%	60%	62%	37%
A lot is done to help staff prepare for and cope with change	41%	44%	43%	20%
Change here is well managed overall	56%	60%	60%	26%
Change within my team is well managed	68%	69%	70%	53%
I am communicated with about change that affects me in good time	60%	63%	64%	34%
I feel that MFRA consider the impact on me and other people when making decisions	44%	48%	49%	17%
I understand the need for change at MFRA given the cuts faced by the Authority	79%	78%	86%	72%
Health and Wellbeing	79%	80%	82%	67%
I consider that I benefited from the support I received through the Occupational Health Team	89%	89%	92%	81%
In general I would say my health is good	90%	91%	91%	80%
MFRA provides me with information that promotes a healthier lifestyle	75%	76%	78%	62%
MFRA supports a positive work-life balance	66%	67%	71%	51%
COVID-19 Related Questions	86%	87%	91%	68%

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%	80%	50%
MFRA is doing a good job of maintaining services under the current circumstances	90%	91%	94%	76%
The organisation has kept me well informed and has maintained effective communication during the COVID-19 pandemic	93%	94%	97%	78%
Engagement	88%	87%	95%	72%
I am proud to say I work for MFRA	90%	89%	98%	78%
I care about the future of MFRA	96%	96%	99%	88%
I would still like to be working at MFRA in two years` time	84%	85%	91%	67%
If asked, I would recommend to friends and family that MFRA is a good place to work	81%	82%	91%	55%
Working here makes me want to do the best I can	88%	86%	98%	72%
Yes/No Questions	74%	74%	75%	73%
Did you take part in the 2018 Staff Survey?	67%	66%	66%	72%
I am aware of the Health and Wellbeing support services available through the Occupational Health Team	93%	93%	97%	87%
I have used the services available through the Occupational Health Team	54%	51%	60%	55%
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%	86%	76%	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