

Comparisons

	Overall	Christian	No religion	Prefer not to say	Atheist	Agnostic	Other	Humanist	Buddhist	Muslim	Jewish
No. of Responses	637	312	146	86	42	29	11	4	4	2	1
Goal Clarity	86%	89%	88%	78%	86%	78%	84%				
I am clear about what I am expected to achieve in my job	92%	94%	93%	84%	93%	83%	100%				
I understand how the work I do helps MFRA to achieve its Mission & Aims	92%	94%	92%	87%	93%	79%	91%				
I understand the priorities or Missions & Aims of MFRA	93%	94%	95%	91%	93%	86%	91%				
Senior Managers provide a clear vision of the overall direction of MFRA	68%	75%	71%	49%	64%	62%	55%				
My Job	80%	85%	82%	66%	74%	77%	71%				
I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	78%	82%	78%	64%	71%	83%	82%				
I enjoy my work	89%	92%	92%	79%	79%	83%	91%				
I feel supported in my role	71%	79%	71%	49%	71%	66%	55%				
I feel that my work contributes to Safer Stronger Communities	87%	92%	86%	80%	76%	76%	82%				
I get a sense of personal accomplishment from my work	86%	91%	90%	67%	81%	76%	82%				

I have a sense of good job security	76%	79%	76%	69%	71%	79%	45%
My job makes the best use of the skills and abilities that I have	74%	79%	77%	53%	67%	76%	64%
Employee Involvement	70%	76%	75%	50%	64%	66%	55%
I am able to use my own initiative at work to do my job	81%	88%	84%	63%	79%	72%	64%
I am comfortable to speak up and constructively challenge how things are done	72%	78%	79%	52%	62%	59%	55%
I am encouraged to suggest new ideas for improvements	74%	77%	76%	57%	74%	76%	64%
People communicate openly here regardless of position or level	55%	61%	63%	29%	40%	55%	36%
Teamwork	68%	71%	71%	54%	63%	62%	73%
Different parts of the service work well together	54%	59%	53%	44%	50%	52%	55%
Morale in my immediate team/watch/section is generally high	70%	72%	77%	52%	69%	62%	82%
We are good at sharing ideas to make things work better	79%	82%	84%	66%	71%	72%	82%
Learning & Development	76%	80%	78%	62%	74%	82%	65%
I am able to access learning and development opportunities	72%	78%	72%	56%	64%	79%	64%
I have good quality equipment to help me do my job	83%	85%	82%	69%	90%	97%	82%
I have received the training and development I need to do my job well and safely	81%	85%	83%	65%	83%	90%	73%

I have the knowledge and skills I need to do my job well	93%	94%	94%	83%	98%	93%	100%
I have the right opportunities to learn and grow at work	68%	72%	75%	48%	62%	69%	36%
My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	61%	68%	60%	50%	45%	62%	36%
Recognition & Reward	67%	71%	72%	50%	66%	62%	64%
I feel valued and recognised for the work that I do by my line manager	79%	82%	82%	60%	79%	72%	82%
I feel valued and recognised for the work that I do by other team members	83%	84%	89%	65%	86%	83%	91%
I feel valued and recognised for the work that I do by senior managers	51%	59%	55%	28%	40%	41%	45%
I receive feedback on my work	61%	64%	65%	45%	67%	59%	55%
In the last week, I have received thanks or praise for doing good work	63%	67%	67%	53%	57%	55%	45%
Management Effectiveness	68%	73%	71%	53%	60%	64%	68%
Employees at my level are able to communicate their concerns to higher management	60%	68%	62%	42%	48%	55%	45%
I have confidence in the future of MFRA	68%	75%	75%	50%	50%	59%	45%
MFRA Members engage well with staff at MFRA	45%	52%	49%	24%	33%	38%	27%
My manager communicates regularly about issues that affect my work	82%	83%	86%	70%	76%	76%	100%

My manager gives me regular feedback on how I am doing	71%	75%	74%	57%	69%	59%	73%
My manager makes time for me	84%	87%	84%	73%	76%	86%	100%
My manager treats me fairly and with respect	90%	92%	92%	77%	86%	93%	100%
Senior managers do what they say they are going to do	47%	51%	49%	31%	43%	48%	55%
Culture & Values	70%	74%	73%	52%	66%	69%	59%
Bullying, harassment and discrimination are not tolerated at MFRA	82%	85%	86%	66%	90%	79%	64%
Generally we resolve any differences of opinion amicably	72%	78%	77%	49%	62%	72%	64%
I am able to strike the right balance between my work and home life	78%	80%	78%	65%	86%	72%	91%
I do not feel I have been bullied, harassed or discriminated against in the last 12 months	80%	83%	84%	63%	83%	79%	73%
I feel able to make decisions without fear of being blamed if things go wrong	56%	66%	55%	30%	48%	62%	45%
I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	77%	82%	80%	59%	79%	76%	55%
I feel valued	62%	66%	70%	41%	57%	66%	36%
I have a good understanding of MFRA values	87%	91%	88%	81%	81%	79%	82%
MFRA is a better place to work than it was 3 years ago	42%	48%	40%	29%	36%	45%	36%

MFRA promotes a culture of openness and transparency	60%	66%	68%	37%	43%	62%	45%
Change Management	58%	63%	59%	42%	46%	61%	53%
A lot is done to help staff prepare for and cope with change	41%	46%	40%	24%	36%	55%	36%
Change here is well managed overall	56%	62%	60%	33%	43%	55%	55%
Change within my team is well managed	68%	73%	71%	50%	55%	66%	73%
I am communicated with about change that affects me in good time	60%	66%	60%	48%	45%	52%	55%
I feel that MFRA consider the impact on me and other people when making decisions	44%	52%	41%	27%	36%	59%	27%
I understand the need for change at MFRA given the cuts faced by the Authority	79%	82%	83%	73%	60%	79%	73%
Health and Wellbeing	79%	83%	78%	63%	75%	84%	74%
I consider that I benefited from the support I received through the Occupational Health Team	89%	90%	94%	76%	90%	94%	83%
In general I would say my health is good	90%	92%	92%	80%	81%	93%	91%
MFRA provides me with information that promotes a healthier lifestyle	75%	81%	73%	57%	71%	79%	64%
MFRA supports a positive work-life balance	66%	72%	63%	47%	64%	72%	64%
COVID-19 Related Questions	86%	88%	90%	72%	87%	83%	82%
I believe the measures we are taking will ensure that it is safe for employees to work on fire stations and other locations	74%	79%	82%	51%	71%	69%	73%

MFRA is doing a good job of maintaining services under the current circumstances	90%	92%	95%	78%	95%	86%	73%
The organisation has kept me well informed and has maintained effective communication during the COVID-19 pandemic	93%	95%	95%	86%	93%	93%	100%
Engagement	88%	92%	90%	74%	81%	89%	82%
I am proud to say I work for MFRA	90%	94%	92%	79%	86%	90%	82%
I care about the future of MFRA	96%	97%	99%	86%	93%	100%	91%
I would still like to be working at MFRA in two years` time	84%	88%	88%	72%	71%	86%	82%
If asked, I would recommend to friends and family that MFRA is a good place to work	81%	87%	84%	59%	76%	83%	64%
Working here makes me want to do the best I can	88%	94%	88%	72%	81%	86%	91%
Yes/No Questions	74%	77%	71%	73%	71%	73%	68%
Did you take part in the 2018 Staff Survey?	67%	71%	58%	69%	60%	69%	73%
I am aware of the Health and Wellbeing support services available through the Occupational Health Team	93%	96%	94%	90%	88%	93%	73%
I have used the services available through the Occupational Health Team	54%	58%	47%	52%	50%	59%	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%	81%	86%	81%	88%	72%	73%

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