

Comparisons

	Overall	Heterosexual/Straight	Prefer not to say	Gay Woman/Lesbian	Bisexual	Other	Gay Man
No. of Responses	637	519	97	9	7	4	1
Goal Clarity	86%	89%	73%	94%	89%		
I am clear about what I am expected to achieve in my job	92%	94%	80%	100%	86%		
I understand how the work I do helps MFRA to achieve its Mission & Aims	92%	93%	85%	100%	100%		
I understand the priorities or Missions & Aims of MFRA	93%	95%	87%	100%	100%		
Senior Managers provide a clear vision of the overall direction of MFRA	68%	73%	42%	78%	71%		
My Job	80%	83%	64%	90%	92%		
I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	78%	81%	60%	78%	100%		
I enjoy my work	89%	91%	78%	100%	100%		
I feel supported in my role	71%	76%	45%	89%	57%		
I feel that my work contributes to Safer Stronger Communities	87%	88%	77%	100%	100%		

I get a sense of personal accomplishment from my work	86%	89%	69%	100%	100%
I have a sense of good job security	76%	77%	68%	78%	100%
My job makes the best use of the skills and abilities that I have	74%	78%	52%	89%	86%
Employee Involvement	70%	74%	47%	81%	93%
I am able to use my own initiative at work to do my job	81%	85%	62%	89%	100%
I am comfortable to speak up and constructively challenge how things are done	72%	76%	46%	78%	86%
I am encouraged to suggest new ideas for improvements	74%	77%	53%	89%	100%
People communicate openly here regardless of position or level	55%	59%	27%	67%	86%
Teamwork	68%	71%	51%	85%	86%
Different parts of the service work well together	54%	57%	37%	89%	71%
Morale in my immediate team/watch/section is generally high	70%	74%	49%	78%	86%
We are good at sharing ideas to make things work better	79%	81%	66%	89%	100%
Learning & Development	76%	79%	60%	80%	79%
I am able to access learning and development opportunities	72%	76%	52%	89%	43%
I have good quality equipment to help me do my job	83%	85%	68%	89%	86%

I have received the training and development I need to do my job well and safely	81%	84%	65%	78%	86%
I have the knowledge and skills I need to do my job well	93%	94%	85%	89%	100%
I have the right opportunities to learn and grow at work	68%	72%	46%	78%	71%
My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	61%	64%	43%	56%	86%
Recognition & Reward	67%	70%	53%	73%	86%
I feel valued and recognised for the work that I do by my line manager	79%	81%	66%	78%	100%
I feel valued and recognised for the work that I do by other team members	83%	86%	68%	78%	100%
I feel valued and recognised for the work that I do by senior managers	51%	55%	29%	89%	57%
I receive feedback on my work	61%	64%	45%	67%	100%
In the last week, I have received thanks or praise for doing good work	63%	65%	55%	56%	71%
Management Effectiveness	68%	72%	51%	81%	63%
Employees at my level are able to communicate their concerns to higher management	60%	65%	37%	67%	43%
I have confidence in the future of MFRA	68%	72%	48%	89%	57%
MFRA Members engage well with staff at MFRA	45%	49%	24%	67%	43%

My manager communicates regularly about issues that affect my work	82%	84%	69%	100%	71%
My manager gives me regular feedback on how I am doing	71%	73%	61%	67%	57%
My manager makes time for me	84%	86%	72%	100%	71%
My manager treats me fairly and with respect	90%	92%	76%	89%	100%
Senior managers do what they say they are going to do	47%	51%	23%	67%	57%
Culture & Values	70%	73%	50%	87%	80%
Bullying, harassment and discrimination are not tolerated at MFRA	82%	86%	62%	89%	100%
Generally we resolve any differences of opinion amicably	72%	75%	48%	100%	100%
I am able to strike the right balance between my work and home life	78%	79%	71%	89%	100%
I do not feel I have been bullied, harassed or discriminated against in the last 12 months	80%	85%	56%	78%	71%
I feel able to make decisions without fear of being blamed if things go wrong	56%	61%	32%	89%	71%
I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	77%	81%	56%	100%	71%
I feel valued	62%	67%	34%	100%	71%
I have a good understanding of MFRA values	87%	89%	78%	100%	100%

MFRA is a better place to work than it was 3 years ago	42%	45%	26%	44%	43%
MFRA promotes a culture of openness and transparency	60%	64%	37%	78%	71%
Change Management	58%	62%	37%	70%	57%
A lot is done to help staff prepare for and cope with change	41%	45%	21%	44%	29%
Change here is well managed overall	56%	61%	26%	78%	43%
Change within my team is well managed	68%	71%	49%	89%	71%
I am communicated with about change that affects me in good time	60%	64%	37%	89%	71%
I feel that MFRA consider the impact on me and other people when making decisions	44%	49%	21%	56%	43%
I understand the need for change at MFRA given the cuts faced by the Authority	79%	81%	71%	67%	86%
Health and Wellbeing	79%	81%	65%	76%	80%
I consider that I benefited from the support I received through the Occupational Health Team	89%	91%	80%	50%	100%
In general I would say my health is good	90%	92%	78%	100%	86%
MFRA provides me with information that promotes a healthier lifestyle	75%	77%	61%	78%	71%
MFRA supports a positive work-life balance	66%	70%	47%	56%	71%
COVID-19 Related Questions	86%	89%	70%	93%	86%

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%	53%	89%	71%
MFRA is doing a good job of maintaining services under the current circumstances	90%	92%	76%	89%	86%
The organisation has kept me well informed and has maintained effective communication during the COVID-19 pandemic	93%	95%	81%	100%	100%
Engagement	88%	90%	72%	100%	100%
I am proud to say I work for MFRA	90%	93%	75%	100%	100%
I care about the future of MFRA	96%	97%	89%	100%	100%
I would still like to be working at MFRA in two years` time	84%	87%	65%	100%	100%
If asked, I would recommend to friends and family that MFRA is a good place to work	81%	85%	58%	100%	100%
Working here makes me want to do the best I can	88%	90%	73%	100%	100%
Yes/No Questions	74%	74%	75%	56%	64%
Did you take part in the 2018 Staff Survey?	67%	66%	73%	33%	43%
I am aware of the Health and Wellbeing support services available through the Occupational Health Team	93%	95%	86%	89%	86%
I have used the services available through the Occupational Health Team	54%	54%	57%	22%	57%
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%	84%	78%	71%

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