

Comparisons (Substantive role/grade (self-report): Firefighter (Control), Manager, Support Staff, Watch Manager/Crew Manager (Control))

	Overall	Female	Male	Other gender identity	Prefer not to say
No. of Responses	247	127	83	0	37
Goal Clarity	87%	91%	84%		82%
I am clear about what I am expected to achieve in my job	90%	93%	87%		86%
I understand how the work I do helps MFRA to achieve its Mission & Aims	94%	97%	90%		92%
I understand the priorities or Missions & Aims of MFRA	93%	97%	88%		92%
Senior Managers provide a clear vision of the overall direction of MFRA	72%	76%	71%		57%
My Job	78%	84%	76%		63%
I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	78%	81%	77%		68%
I enjoy my work	87%	93%	87%		65%
I feel supported in my role	71%	77%	70%		54%
I feel that my work contributes to Safer Stronger Communities	83%	89%	77%		78%

I get a sense of personal accomplishment from my work	85%	91%	83%	65%
I have a sense of good job security	68%	72%	65%	62%
My job makes the best use of the skills and abilities that I have	74%	81%	75%	49%
Employee Involvement	72%	74%	78%	53%
I am able to use my own initiative at work to do my job	86%	86%	92%	76%
I am comfortable to speak up and constructively challenge how things are done	71%	75%	75%	49%
I am encouraged to suggest new ideas for improvements	76%	80%	80%	57%
People communicate openly here regardless of position or level	56%	57%	67%	30%
Teamwork	66%	72%	65%	47%
Different parts of the service work well together	56%	65%	49%	41%
Morale in my immediate team/watch/section is generally high	60%	65%	64%	35%
We are good at sharing ideas to make things work better	81%	86%	82%	65%
Learning & Development	74%	79%	71%	62%
I am able to access learning and development opportunities	64%	71%	61%	49%
I have good quality equipment to help me do my job	79%	89%	71%	65%

I have received the training and development I need to do my job well and safely	81%	85%	77%	76%
I have the knowledge and skills I need to do my job well	94%	95%	94%	86%
I have the right opportunities to learn and grow at work	64%	68%	65%	46%
My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	62%	68%	58%	51%
Recognition & Reward	66%	70%	66%	52%
I feel valued and recognised for the work that I do by my line manager	76%	79%	75%	68%
I feel valued and recognised for the work that I do by other team members	80%	82%	84%	65%
I feel valued and recognised for the work that I do by senior managers	50%	54%	52%	35%
I receive feedback on my work	60%	69%	58%	38%
In the last week, I have received thanks or praise for doing good work	64%	68%	61%	57%
Management Effectiveness	66%	70%	66%	49%
Employees at my level are able to communicate their concerns to higher management	60%	61%	64%	43%
I have confidence in the future of MFRA	70%	77%	64%	62%
MFRA Members engage well with staff at MFRA	40%	46%	39%	24%

My manager communicates regularly about issues that affect my work	74%	78%	77%	57%
My manager gives me regular feedback on how I am doing	67%	70%	70%	51%
My manager makes time for me	81%	84%	82%	65%
My manager treats me fairly and with respect	86%	91%	89%	62%
Senior managers do what they say they are going to do	46%	50%	47%	30%
Culture & Values	69%	73%	72%	49%
Bullying, harassment and discrimination are not tolerated at MFRA	81%	81%	87%	70%
Generally we resolve any differences of opinion amicably	71%	77%	71%	49%
I am able to strike the right balance between my work and home life	79%	83%	80%	65%
I do not feel I have been bullied, harassed or discriminated against in the last 12 months	80%	84%	86%	54%
I feel able to make decisions without fear of being blamed if things go wrong	63%	65%	72%	35%
I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	78%	82%	83%	51%
I feel valued	57%	61%	59%	38%
I have a good understanding of MFRA values	88%	94%	81%	84%

MFRA is a better place to work than it was 3 years ago	32%	35%	34%	19%
MFRA promotes a culture of openness and transparency	59%	61%	67%	30%
Change Management	56%	60%	57%	38%
A lot is done to help staff prepare for and cope with change	41%	43%	45%	24%
Change here is well managed overall	53%	57%	57%	32%
Change within my team is well managed	61%	64%	64%	46%
I am communicated with about change that affects me in good time	56%	61%	57%	35%
I feel that MFRA consider the impact on me and other people when making decisions	43%	47%	46%	19%
I understand the need for change at MFRA given the cuts faced by the Authority	81%	87%	77%	73%
Health and Wellbeing	80%	82%	80%	70%
I consider that I benefited from the support I received through the Occupational Health Team	90%	91%	90%	83%
In general I would say my health is good	84%	89%	82%	73%
MFRA provides me with information that promotes a healthier lifestyle	78%	79%	78%	76%
MFRA supports a positive work-life balance	70%	72%	76%	54%
COVID-19 Related Questions	85%	89%	86%	71%

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%	78%	54%
MFRA is doing a good job of maintaining services under the current circumstances	90%	93%	89%	84%
The organisation has kept me well informed and has maintained effective communication during the COVID-19 pandemic	91%	97%	89%	76%
Engagement	89%	94%	86%	76%
I am proud to say I work for MFRA	93%	97%	90%	84%
I care about the future of MFRA	96%	99%	93%	92%
I would still like to be working at MFRA in two years` time	82%	88%	81%	65%
If asked, I would recommend to friends and family that MFRA is a good place to work	81%	89%	80%	59%
Working here makes me want to do the best I can	91%	98%	88%	78%
Yes/No Questions	75%	77%	73%	73%
Did you take part in the 2018 Staff Survey?	72%	74%	70%	68%
I am aware of the Health and Wellbeing support services available through the Occupational Health Team	95%	98%	93%	92%
I have used the services available through the Occupational Health Team	60%	65%	49%	65%
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?	74%	72%	80%	68%

Appendix

Dashboard:	Merseyside Fire & Rescue Census 2020
Dashboard hierarchy type:	none
Response count:	247
Panel count:	undefined
Participation:	n/a
Comparison:	Survey Overall
Report produced:	22 January 2021