

Comparisons (Substantive role/grade (self-report): Area Manager, Crew Manager, Firefighter, Group Manager, Head of Function/Director, Principal Officer, Station Manager, Watch Manager)

	Overall	Yes	No	Prefer not to say
No. of Responses	390	14	331	45
Goal Clarity	86%	82%	88%	73%
I am clear about what I am expected to achieve in my job	93%	86%	95%	84%
I understand how the work I do helps MFRA to achieve its Mission & Aims	91%	93%	93%	76%
I understand the priorities or Missions & Aims of MFRA	94%	93%	95%	84%
Senior Managers provide a clear vision of the overall direction of MFRA	66%	57%	69%	47%
My Job	81%	74%	84%	66%
I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	78%	79%	80%	62%
I enjoy my work	90%	86%	91%	84%
I feel supported in my role	71%	50%	75%	51%
I feel that my work contributes to Safer Stronger Communities	89%	93%	91%	71%

I get a sense of personal accomplishment from my work	87%	79%	89%	69%
I have a sense of good job security	81%	64%	82%	76%
My job makes the best use of the skills and abilities that I have	74%	71%	77%	47%
Employee Involvement	69%	75%	72%	44%
I am able to use my own initiative at work to do my job	78%	79%	82%	51%
I am comfortable to speak up and constructively challenge how things are done	73%	79%	76%	47%
I am encouraged to suggest new ideas for improvements	72%	79%	75%	49%
People communicate openly here regardless of position or level	54%	64%	56%	31%
Teamwork	69%	62%	71%	56%
Different parts of the service work well together	53%	50%	56%	36%
Morale in my immediate team/watch/section is generally high	76%	71%	78%	64%
We are good at sharing ideas to make things work better	77%	64%	79%	69%
Learning & Development	78%	76%	80%	60%
I am able to access learning and development opportunities	77%	86%	79%	56%
I have good quality equipment to help me do my job	85%	93%	87%	69%

I have received the training and development I need to do my job well and safely	82%	79%	84%	64%
I have the knowledge and skills I need to do my job well	92%	93%	93%	84%
I have the right opportunities to learn and grow at work	70%	57%	74%	47%
My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	61%	50%	63%	42%
Recognition & Reward	68%	74%	70%	56%
I feel valued and recognised for the work that I do by my line manager	81%	93%	82%	69%
I feel valued and recognised for the work that I do by other team members	85%	86%	85%	78%
I feel valued and recognised for the work that I do by senior managers	52%	64%	54%	29%
I receive feedback on my work	62%	57%	63%	51%
In the last week, I have received thanks or praise for doing good work	63%	71%	64%	53%
Management Effectiveness	70%	69%	72%	55%
Employees at my level are able to communicate their concerns to higher management	61%	71%	63%	42%
I have confidence in the future of MFRA	67%	43%	71%	42%
MFRA Members engage well with staff at MFRA	48%	43%	51%	31%

My manager communicates regularly about issues that affect my work	86%	86%	87%	80%
My manager gives me regular feedback on how I am doing	73%	79%	75%	62%
My manager makes time for me	86%	86%	87%	78%
My manager treats me fairly and with respect	92%	100%	93%	80%
Senior managers do what they say they are going to do	48%	43%	51%	27%
Culture & Values	70%	70%	73%	52%
Bullying, harassment and discrimination are not tolerated at MFRA	83%	93%	85%	60%
Generally we resolve any differences of opinion amicably	72%	64%	75%	56%
I am able to strike the right balance between my work and home life	77%	86%	77%	71%
I do not feel I have been bullied, harassed or discriminated against in the last 12 months	80%	71%	84%	53%
I feel able to make decisions without fear of being blamed if things go wrong	52%	64%	54%	31%
I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	76%	64%	79%	60%
I feel valued	65%	71%	68%	40%
I have a good understanding of MFRA values	87%	93%	88%	78%

MFRA is a better place to work than it was 3 years ago	48%	36%	52%	27%
MFRA promotes a culture of openness and transparency	61%	57%	64%	42%
Change Management	59%	50%	61%	48%
A lot is done to help staff prepare for and cope with change	41%	36%	43%	33%
Change here is well managed overall	57%	57%	61%	33%
Change within my team is well managed	72%	50%	74%	58%
I am communicated with about change that affects me in good time	62%	50%	65%	49%
I feel that MFRA consider the impact on me and other people when making decisions	46%	29%	48%	33%
I understand the need for change at MFRA given the cuts faced by the Authority	78%	79%	78%	82%
Health and Wellbeing	78%	78%	80%	64%
I consider that I benefited from the support I received through the Occupational Health Team	89%	86%	91%	77%
In general I would say my health is good	93%	86%	95%	82%
MFRA provides me with information that promotes a healthier lifestyle	73%	79%	75%	56%
MFRA supports a positive work-life balance	63%	64%	66%	47%
COVID-19 Related Questions	86%	83%	88%	73%

I believe the measures we are taking will ensure that it is safe for employees to work on fire stations and other locations	74%	71%	76%	60%
MFRA is doing a good job of maintaining services under the current circumstances	90%	93%	92%	73%
The organisation has kept me well informed and has maintained effective communication during the COVID-19 pandemic	94%	86%	95%	87%
Engagement	87%	91%	89%	68%
I am proud to say I work for MFRA	88%	86%	91%	69%
I care about the future of MFRA	96%	100%	97%	82%
I would still like to be working at MFRA in two years` time	85%	86%	88%	67%
If asked, I would recommend to friends and family that MFRA is a good place to work	81%	93%	83%	56%
Working here makes me want to do the best I can	85%	93%	88%	64%
Yes/No Questions	73%	66%	73%	76%
Did you take part in the 2018 Staff Survey?	64%	43%	64%	71%
I am aware of the Health and Wellbeing support services available through the Occupational Health Team	92%	93%	92%	87%
I have used the services available through the Occupational Health Team	50%	50%	49%	58%
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?	88%	79%	88%	89%

Appendix

Dashboard:	Merseyside Fire & Rescue Census 2020
Dashboard hierarchy type:	none
Response count:	390
Panel count:	undefined
Participation:	n/a
Comparison:	Survey Overall
Report produced:	8 January 2021