

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

	Overall	Bisexual	Gay Man	Gay Woman/Lesbian	Heterosexual/Straight	Other	Prefer not to say
No. of Responses	390	6	1	8	313	4	58
Goal Clarity	86%			94%	88%		73%
I am clear about what I am expected to achieve in my job	93%			100%	95%		84%
I understand how the work I do helps MFRA to achieve its Mission & Aims	91%			100%	92%		81%
I understand the priorities or Missions & Aims of MFRA	94%			100%	95%		88%
Senior Managers provide a clear vision of the overall direction of MFRA	66%			75%	71%		40%
My Job	81%			91%	84%		68%
I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	78%			88%	81%		59%
I enjoy my work	90%			100%	91%		88%
I feel supported in my role	71%			88%	76%		48%
I feel that my work contributes to Safer Stronger Communities	89%			100%	90%		79%

I get a sense of personal accomplishment from my work	87%	100%	89%	72%
I have a sense of good job security	81%	75%	82%	72%
My job makes the best use of the skills and abilities that I have	74%	88%	77%	57%
Employee Involvement	69%	78%	73%	46%
I am able to use my own initiative at work to do my job	78%	88%	82%	59%
I am comfortable to speak up and constructively challenge how things are done	73%	75%	77%	47%
I am encouraged to suggest new ideas for improvements	72%	88%	75%	52%
People communicate openly here regardless of position or level	54%	63%	58%	28%
Teamwork	69%	83%	71%	55%
Different parts of the service work well together	53%	88%	55%	36%
Morale in my immediate team/watch/section is generally high	76%	75%	80%	60%
We are good at sharing ideas to make things work better	77%	88%	79%	67%
Learning & Development	78%	79%	80%	63%
I am able to access learning and development opportunities	77%	88%	81%	57%
I have good quality equipment to help me do my job	85%	100%	87%	72%

I have received the training and development I need to do my job well and safely	82%	75%	85%	64%
I have the knowledge and skills I need to do my job well	92%	88%	94%	83%
I have the right opportunities to learn and grow at work	70%	75%	74%	50%
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%	50%
Recognition & Reward	68%	70%	70%	56%
I feel valued and recognised for the work that I do by my line manager	81%	75%	82%	69%
I feel valued and recognised for the work that I do by other team members	85%	75%	87%	71%
I feel valued and recognised for the work that I do by senior managers	52%	88%	55%	28%
I receive feedback on my work	62%	63%	63%	53%
In the last week, I have received thanks or praise for doing good work	63%	50%	64%	60%
Management Effectiveness	70%	78%	73%	55%
Employees at my level are able to communicate their concerns to higher management	61%	63%	66%	36%
I have confidence in the future of MFRA	67%	88%	72%	41%
MFRA Members engage well with staff at MFRA	48%	63%	53%	28%

My manager communicates regularly about issues that affect my work	86%	100%	87%	79%
My manager gives me regular feedback on how I am doing	73%	63%	75%	69%
My manager makes time for me	86%	100%	88%	78%
My manager treats me fairly and with respect	92%	88%	94%	83%
Senior managers do what they say they are going to do	48%	63%	52%	24%
Culture & Values	70%	86%	73%	51%
Bullying, harassment and discrimination are not tolerated at MFRA	83%	88%	86%	60%
Generally we resolve any differences of opinion amicably	72%	100%	76%	47%
I am able to strike the right balance between my work and home life	77%	88%	77%	74%
I do not feel I have been bullied, harassed or discriminated against in the last 12 months	80%	75%	84%	59%
I feel able to make decisions without fear of being blamed if things go wrong	52%	88%	56%	28%
I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	76%	100%	80%	55%
I feel valued	65%	100%	70%	40%
I have a good understanding of MFRA values	87%	100%	88%	79%

MFRA is a better place to work than it was 3 years ago	48%	50%	51%	31%
MFRA promotes a culture of openness and transparency	61%	75%	65%	38%
Change Management	59%	67%	63%	40%
A lot is done to help staff prepare for and cope with change	41%	38%	46%	21%
Change here is well managed overall	57%	75%	63%	26%
Change within my team is well managed	72%	88%	74%	57%
I am communicated with about change that affects me in good time	62%	88%	65%	41%
I feel that MFRA consider the impact on me and other people when making decisions	46%	50%	50%	22%
I understand the need for change at MFRA given the cuts faced by the Authority	78%	63%	80%	72%
Health and Wellbeing	78%	73%	81%	64%
I consider that I benefited from the support I received through the Occupational Health Team	89%	50%	91%	77%
In general I would say my health is good	93%	100%	94%	86%
MFRA provides me with information that promotes a healthier lifestyle	73%	75%	76%	53%
MFRA supports a positive work-life balance	63%	50%	67%	45%
COVID-19 Related Questions	86%	92%	88%	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%	88%	78%	53%
MFRA is doing a good job of maintaining services under the current circumstances	90%	88%	92%	76%
The organisation has kept me well informed and has maintained effective communication during the COVID-19 pandemic	94%	100%	96%	84%
Engagement	87%	100%	90%	72%
I am proud to say I work for MFRA	88%	100%	91%	72%
I care about the future of MFRA	96%	100%	97%	88%
I would still like to be working at MFRA in two years` time	85%	100%	88%	69%
If asked, I would recommend to friends and family that MFRA is a good place to work	81%	100%	84%	59%
Working here makes me want to do the best I can	85%	100%	88%	71%
Yes/No Questions	73%	59%	74%	75%
Did you take part in the 2018 Staff Survey?	64%	38%	63%	74%
I am aware of the Health and Wellbeing support services available through the Occupational Health Team	92%	88%	93%	84%
I have used the services available through the Occupational Health Team	50%	25%	51%	52%
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%	88%	87%	90%

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