Comparisons
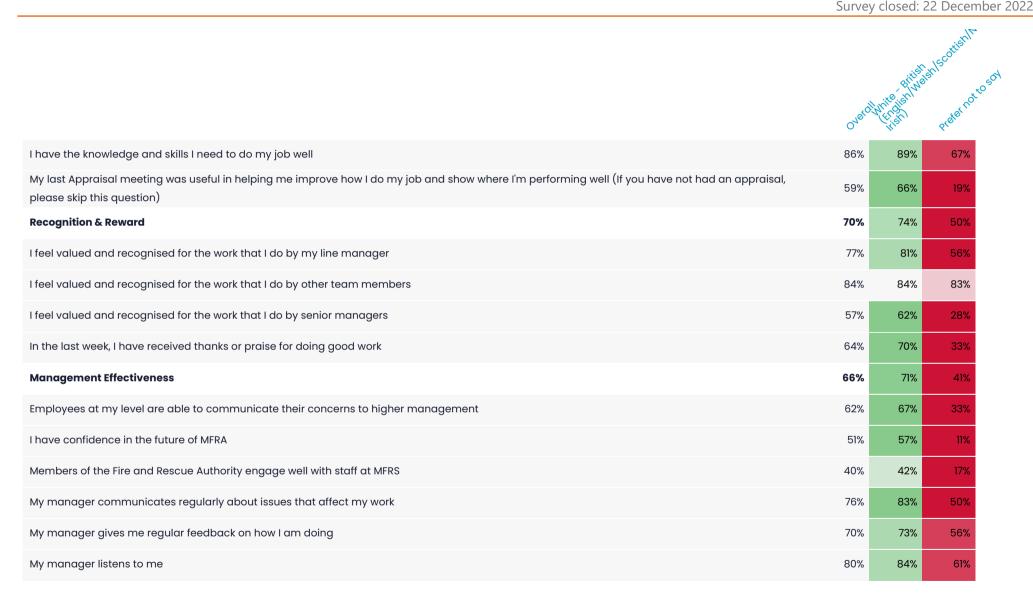
Role: Uniformed

Due to a lower number of responses received for some types of ethnicity, results are not shown here to preserve anonymity

	Overall	White - British (English/Welsh/Scottish/Northern Irish)	Prefer not to say
No. of Responses	**132**	105	18
Goal Clarity	**82%**	85%	58%
I am clear about what I am expected to achieve in my job	87%	91%	61%
I understand how the work I do helps MFRA to achieve its Purpose – Here to serve, here to protect, here to keep you safe.	95%	95%	89%
I understand the new leadership message (Vision, Our Purpose, Our Aims and Our Values)	82%	85%	61%
Senior Managers provide a clear vision of the overall direction of MFRA	63%	69%	22%
My Job	**72%**	77%	37%
I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	72%	75%	44%
I feel supported in my role	66%	71%	33%
I get a sense of personal accomplishment from my work	81%	87%	44%
I have a sense of good job security	71%	79%	22%
I understand how the Service Values fit into my day-to-day activities	83%	85%	61%

Merseyside FRS Census 2022: Comparisons report

	Overall	White - British (English/Welsh/Scottish/N Irish)	Prefer not to say
My job makes the best use of the skills and abilities that I have	60%	66%	17%
Employee Involvement	**65%**	70%	32%
I am able to use my own initiative at work to do my job	80%	86%	39%
I am comfortable to speak up and constructively challenge how things are done	65%	70%	39%
I am encouraged to suggest new ideas for improvements	67%	71%	33%
People communicate openly here regardless of position or level	46%	51%	17%
Teamwork	**56%**	61%	29%
Different parts of the Service work well together	51%	54%	33%
Morale in my immediate team/watch/section is generally high	57%	62%	33%
The "Colours" training and profile provided to me by MFRS have given me a better understanding of myself and those I work with (If you have not completed this training, please skip the question.)	58%	63%	28%
We are good at sharing ideas to make things work better	58%	65%	22%
Learning & Development	**72%**	77%	39%
I am able to access learning and development opportunities	70%	77%	28%
I have good quality equipment to help me do my job	73%	76%	39%

People insight

Merseyside FRS Census 2022: Comparisons report

	Overall	White - British (English/Welsh/Scottish/N Irish)	Prefer not to say
I have the knowledge and skills I need to do my job well	86%	89%	67%
My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well (If you have not had an appraisal, please skip this question)	59%	66%	19%
Recognition & Reward	**70%**	74%	50%
I feel valued and recognised for the work that I do by my line manager	77%	81%	56%
I feel valued and recognised for the work that I do by other team members	84%	84%	83%
I feel valued and recognised for the work that I do by senior managers	57%	62%	28%
In the last week, I have received thanks or praise for doing good work	64%	70%	33%
Management Effectiveness	**66%**	71%	41%
Employees at my level are able to communicate their concerns to higher management	62%	67%	33%
I have confidence in the future of MFRA	51%	57%	11%
Members of the Fire and Rescue Authority engage well with staff at MFRS	40%	42%	17%
My manager communicates regularly about issues that affect my work	76%	83%	50%
My manager gives me regular feedback on how I am doing	70%	73%	56%
My manager listens to me	80%	84%	61%

People insight

	Overall	White - British (English/Welsh/Scottish/N. Irish)	Prefer not to say
My manager makes time for me	78%	83%	61%
My manager treats me fairly and with respect	89%	93%	72%
Senior managers do what they say they are going to do	51%	58%	11%
Culture & Values	**65%**	70%	39%
Bullying, harassment and discrimination are not tolerated at MFRA	77%	81%	50%
Generally we resolve any differences of opinion amicably	62%	67%	22%
I am able to strike the right balance between my work and home life	61%	64%	44%
I feel able to make decisions without fear of being blamed if things go wrong	54%	60%	22%
I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	68%	76%	33%
I have a good understanding of MFRA values	86%	87%	78%
I know about our staff networks and how to access them	68%	72%	50%
I know what I should do and what action I should take if I was concerned that bullying and harassment were taking place.	95%	96%	83%
MFRA is a better place to work than it was 3 years ago (If you have not worked at MFRA for 3 years, please skip this question)	42%	44%	14%
MFRA promotes a culture of openness and transparency	49%	55%	17%

	Overall	White - British (English/Welsh/Scottish/N Irish)	Prefer not to say
The "Colours" training has helped me in my interactions with different people. (If you have not completed this training, please skip this question)	52%	58%	12%
Change Management	**51%**	56%	27%
A lot is done to help staff prepare for and cope with change	33%	36%	11%
Change here is well managed overall	41%	46%	6%
Change within my team is well managed	56%	59%	33%
I am communicated with about change that affects me in good time	53%	60%	17%
I feel that MFRA consider the impact on me and other people when making decisions	35%	40%	11%
I understand the need for change at MFRA so the Service remains relevant and continues to meet the needs of our communities	91%	92%	83%
Health and Wellbeing	**70%**	72%	53%
I am aware of the Health and Wellbeing support services available through the Occupational Health Team	97%	97%	100%
I consider that I benefited from the support I received through the Occupational Health Team	85%	87%	70%
I have used the services available through the Occupational Health Team	61%	63%	44%
I would say my physical health is good	86%	89%	67%
I would say that my mental health is good	70%	76%	33%

Peopleinsight

	Overall	White - British (English/Welsh/Scottish/N Irish)	Prefer not to say
MFRA provides me with information that promotes a healthier lifestyle	52%	52%	39%
MFRA supports a positive work-life balance	49%	51%	28%
Other factors	**50%**	49%	54%
Flexibility of work	55%	54%	50%
Hours of work	52%	52%	39%
National pay negotiations	72%	71%	67%
Other external factor(s) (If any, please state on following page, otherwise please select 'Not at all')	33%	30%	56%
Other factor(s) (If any, please state on following page, otherwise please select 'Not at all')	14%	14%	17%
Salary	60%	56%	72%
The cost of living	65%	62%	78%
Engagement	**85%**	88%	61%
I am proud to say I work for MFRA	86%	92%	44%
I care about the future of MFRA	95%	94%	100%
I would still like to be working at MFRA in two years' time	88%	90%	67%

People**insight**

	Overall	White - British (English/Welsh/Scottish/N Irish)	Prefer not to say
If asked, I would recommend to friends and family that MFRA is a good place to work	70%	76%	33%
Working here makes me want to do the best I can	84%	88%	61%

Peopleinsight

Appendix

Dashboard: MFRS Census 2022

Dashboard hierarchy type: none

Filters applied: Role: Uniformed

Response count: 132

Panel count: undefined

Participation: n/a

Partial results: Excluded

Comparison: Survey Overall

Report produced: 30 March 2023

Peopleinsight