

Comparisons

Displaying Christian to Baha'i Faith

	Overall	Christian	No Religion	Prefer not to say	Agnostic	Atheist	Other	Muslim	Humanist	Buddhist	Jewish	Pagan	Baha'i Faith
No. of Responses	422	202	102	65	21	20	4	3	2	1	1	1	0
Goal Clarity	91%	95%	91%	77%	90%	93%	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I am clear about what I am expected to achieve in my job	92%	96%	94%	77%	90%	95%	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I understand how the work I do helps MFRS to achieve its Purpose – Here to serve, here to...	95%	98%	94%	86%	95%	100%	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I understand our Vision, Our Purpose, Our Aims and Our Values	95%	97%	94%	86%	100%	100%	n/a	n/a	n/a	n/a	n/a	n/a	n/a
The Chief Fire Officer and strategic leadership team provide a clear vision of the overall directio...	83%	90%	83%	60%	76%	75%	n/a	n/a	n/a	n/a	n/a	n/a	n/a
My Job	82%	88%	81%	66%	78%	85%	n/a	n/a	n/a	n/a	n/a	n/a	n/a
As a manager I feel confident to have conversations about performance (including...	89%	94%	86%	84%	73%	92%	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	77%	84%	76%	60%	62%	70%	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I feel supported in my role	72%	79%	75%	43%	81%	85%	n/a	n/a	n/a	n/a	n/a	n/a	n/a

Merseyside FRS Census 2024: Comparisons

Survey closed: 11 December 2024

	Overall	Christian	No Religion	Prefer not to say	Agnostic	Atheist	Other	Muslim	Humanist	Buddhist	Jewish	Pagan	Bahá'í Faith
I get a sense of personal accomplishment from my work	85%	91%	83%	71%	76%	85%	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I have a sense of good job security	82%	86%	80%	65%	95%	80%	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I understand how the Service Values fit into my day-to-day activities	89%	94%	85%	75%	81%	95%	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Employee Involvement	74%	80%	72%	56%	74%	78%	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I am able to use my own initiative at work (where appropriate) to do my job	86%	90%	85%	74%	95%	90%	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I am encouraged to suggest new ideas for improvements	73%	80%	68%	55%	71%	75%	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I feel my work contributes to our Functional or Station Plan	83%	87%	82%	68%	71%	95%	n/a	n/a	n/a	n/a	n/a	n/a	n/a
People communicate openly here regardless of position or level	52%	61%	51%	28%	57%	50%	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Teamwork	73%	78%	78%	56%	65%	59%	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Different parts of the Service work well together	54%	63%	58%	28%	43%	35%	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I understand that people have different ways of working and I use that knowledge to help me do...	90%	93%	90%	85%	81%	85%	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Morale in my immediate team/watch/section is generally high	71%	73%	79%	57%	62%	55%	n/a	n/a	n/a	n/a	n/a	n/a	n/a

Merseyside FRS Census 2024: Comparisons

Survey closed: 11 December 2024

		Overall	Christian	No Religion	Prefer not to say	Agnostic	Atheist	Other	Muslim	Humanist	Buddhist	Jewish	Pagan	Bahá'í Faith
We are good at sharing ideas to make things work better	77%	83%	85%	55%	76%	60%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Learning & Development	73%	79%	70%	61%	69%	71%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I am able to access learning and development opportunities	71%	75%	70%	60%	67%	65%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I feel competent in my role	89%	93%	81%	86%	90%	90%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I have good quality equipment to help me do my job	69%	76%	67%	49%	57%	65%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I have had an appraisal in the last 12 months	81%	87%	76%	83%	52%	80%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I've used the feedback I've received to help me develop in my role	66%	71%	65%	46%	73%	69%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm...	64%	73%	62%	41%	73%	56%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Recognition & Reward	70%	75%	71%	55%	68%	70%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I feel valued and recognised for the work that I do by my line manager	74%	76%	75%	66%	76%	80%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I feel valued and recognised for the work that I do by other team members	81%	85%	79%	72%	81%	75%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I feel valued and recognised for the work that I do by senior managers	57%	66%	59%	28%	48%	55%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

Merseyside FRS Census 2024: Comparisons

Survey closed: 11 December 2024

		Overall	Christian	No Religion	Prefer not to say	Agnostic	Atheist	Other	Muslim	Humanist	Buddhist	Jewish	Pagan	Bahá'í Faith
Management Effectiveness	69%	74%	70%	52%	69%	73%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Employees at my level are able to communicate their concerns to senior and strategic...	56%	65%	53%	29%	67%	55%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I have confidence in the future of MFRS	75%	83%	74%	51%	71%	80%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Members of the Fire and Rescue Authority engage well with staff at MFRS	40%	49%	34%	29%	29%	25%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
My line manager communicates with me regularly about issues that affect my work	78%	82%	82%	66%	67%	85%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
My line manager gives me regular feedback on how I am doing	69%	71%	78%	46%	71%	70%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
My line manager listens to me	83%	84%	86%	72%	90%	100%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
My line manager makes time for me	82%	84%	88%	65%	90%	85%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
My line manager treats me fairly and with respect	88%	89%	90%	80%	95%	100%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Senior managers do what they say they are going to do	49%	56%	47%	26%	43%	55%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Culture & Values	72%	77%	72%	54%	70%	72%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Bullying, harassment and discrimination are not tolerated at MFRS	81%	87%	83%	54%	95%	85%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

Merseyside FRS Census 2024: Comparisons

Survey closed: 11 December 2024

	Overall	Christian	No Religion	Prefer not to say	Agnostic	Atheist	Other	Muslim	Humanist	Buddhist	Jewish	Pagan	Bahá'í Faith
Generally we resolve any differences of opinion amicably	75%	83%	73%	48%	71%	85%	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I am able to strike the right balance between my work and home life	74%	74%	83%	63%	62%	80%	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I feel able to make decisions without fear of being blamed if things go wrong	58%	67%	55%	37%	48%	60%	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I feel MFRS treats people fairly, regardless of ethnic background, gender (including...	71%	80%	70%	42%	62%	80%	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I feel valued	66%	73%	69%	42%	71%	50%	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I have a good understanding of MFRS's expectations of staff behaviour	93%	97%	91%	85%	90%	95%	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I know about our staff networks and how to access them	78%	81%	75%	71%	81%	70%	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I know how to access the confidential reporting service, Safe Call	57%	58%	60%	52%	52%	35%	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I know what I should do and what action I should take if I was concerned that bullying and...	94%	96%	93%	86%	90%	100%	n/a	n/a	n/a	n/a	n/a	n/a	n/a
MFRS is a better place to work than it was 3 years ago (If you have not worked at MFRS for 3 years,...	51%	56%	51%	25%	53%	64%	n/a	n/a	n/a	n/a	n/a	n/a	n/a
MFRS promotes a culture of openness and transparency	65%	76%	59%	40%	62%	60%	n/a	n/a	n/a	n/a	n/a	n/a	n/a

Merseyside FRS Census 2024: Comparisons

Survey closed: 11 December 2024

		Overall	Christian	No Religion	Prefer not to say	Agnostic	Atheist	Other	Muslim	Humanist	Buddhist	Jewish	Pagan	Bahá'í Faith
Change Management	63%	69%	63%	44%	66%	63%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Change here is well managed overall	58%	65%	54%	35%	57%	60%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Change within my team is well managed	69%	72%	73%	57%	67%	60%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I am communicated with about change that affects me	72%	77%	76%	48%	67%	75%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I feel that MFRS consider the impact on me and other people when making decisions	44%	50%	44%	17%	57%	45%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I understand the need for change at MFRS so the Service remains relevant and continues to meet...	92%	94%	89%	89%	95%	95%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
MFRS helps staff prepare for and cope with change	46%	54%	42%	17%	52%	40%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Health and Wellbeing	77%	81%	77%	69%	77%	68%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I am aware of the support services available through the Occupational Health and Wellbeing...	94%	97%	93%	91%	86%	95%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I consider that I benefited from the support I received through the Occupational Health Team	85%	88%	85%	79%	85%	75%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I have used the services available through the Occupational Health and Wellbeing Team	55%	62%	45%	51%	62%	60%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I would say my physical health is good	82%	84%	83%	75%	86%	65%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

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Survey closed: 11 December 2024

		Overall	Christian	No Religion	Prefer not to say	Agnostic	Atheist	Other	Muslim	Humanist	Buddhist	Jewish	Pagan	Bahá'í Faith
I would say that my mental health is good	73%	79%	75%	57%	62%	50%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
MFRS provides me with Health and Wellbeing promotional information and access to initiative...	74%	78%	77%	58%	81%	60%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Belonging	76%	81%	78%	56%	79%	74%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I feel comfortable talking to my colleagues about my life and background	84%	86%	90%	69%	86%	80%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I feel comfortable to speak up and constructively challenge the way things are done	65%	77%	62%	37%	52%	60%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I feel I can share how I feel with my team	81%	82%	85%	69%	95%	70%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I feel supported by my colleagues	85%	85%	88%	74%	95%	90%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Nobody in my team would deliberately act in a way that undermines my efforts	79%	84%	82%	63%	76%	70%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Senior leaders are open and approachable	66%	75%	65%	38%	71%	65%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Senior leaders make the effort to listen to staff	61%	70%	60%	31%	67%	75%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
When I first joined I was made to feel welcome	85%	89%	88%	69%	90%	80%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Engagement	88%	93%	89%	74%	90%	85%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

Merseyside FRS Census 2024: Comparisons

Survey closed: 11 December 2024

		Overall	Christian	No Religion	Prefer not to say	Agnostic	Atheist	Other	Muslim	Humanist	Buddhist	Jewish	Pagan	Bahá'í Faith
I am proud to say I work for MFRS	90%	95%	86%	75%	95%	90%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I care about the future of MFRS	96%	98%	97%	88%	100%	90%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I would still like to be working at MFRS in two years' time	84%	88%	87%	69%	90%	75%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
If asked, I would recommend to friends and family that MFRS is a good place to work	82%	90%	83%	62%	76%	75%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Working here makes me want to do the best I can	89%	93%	89%	74%	90%	95%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

Displaying Hindu to Zoroastrianism

	Overall	Hindu	Jain	Sikh	Zoroastrianism
No. of Responses	422	0	0	0	0
Goal Clarity	91%	n/a	n/a	n/a	n/a
I am clear about what I am expected to achieve in my job	92%	n/a	n/a	n/a	n/a
I understand how the work I do helps MFRS to achieve its Purpose – Here to serve, here to protect, here to keep you safe.	95%	n/a	n/a	n/a	n/a
I understand our Vision, Our Purpose, Our Aims and Our Values	95%	n/a	n/a	n/a	n/a
The Chief Fire Officer and strategic leadership team provide a clear vision of the overall direction of MFRS	83%	n/a	n/a	n/a	n/a
My Job	82%	n/a	n/a	n/a	n/a
As a manager I feel confident to have conversations about performance (including good or poor performance), or behaviour with the people I line manage	89%	n/a	n/a	n/a	n/a
I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	77%	n/a	n/a	n/a	n/a
I feel supported in my role	72%	n/a	n/a	n/a	n/a
I get a sense of personal accomplishment from my work	85%	n/a	n/a	n/a	n/a

	Overall	Hindu	Jain	Sikh	Zoroastrianism
I have a sense of good job security	82%	n/a	n/a	n/a	n/a
I understand how the Service Values fit into my day-to-day activities	89%	n/a	n/a	n/a	n/a
Employee Involvement	74%	n/a	n/a	n/a	n/a
I am able to use my own initiative at work (where appropriate) to do my job	86%	n/a	n/a	n/a	n/a
I am encouraged to suggest new ideas for improvements	73%	n/a	n/a	n/a	n/a
I feel my work contributes to our Functional or Station Plan	83%	n/a	n/a	n/a	n/a
People communicate openly here regardless of position or level	52%	n/a	n/a	n/a	n/a
Teamwork	73%	n/a	n/a	n/a	n/a
Different parts of the Service work well together	54%	n/a	n/a	n/a	n/a
I understand that people have different ways of working and I use that knowledge to help me do my job	90%	n/a	n/a	n/a	n/a
Morale in my immediate team/watch/section is generally high	71%	n/a	n/a	n/a	n/a
We are good at sharing ideas to make things work better	77%	n/a	n/a	n/a	n/a

	Overall	Hindu	Jain	Sikh	Zoroastrianism
Learning & Development	73%	n/a	n/a	n/a	n/a
I am able to access learning and development opportunities	71%	n/a	n/a	n/a	n/a
I feel competent in my role	89%	n/a	n/a	n/a	n/a
I have good quality equipment to help me do my job	69%	n/a	n/a	n/a	n/a
I have had an appraisal in the last 12 months	81%	n/a	n/a	n/a	n/a
I've used the feedback I've received to help me develop in my role	66%	n/a	n/a	n/a	n/a
My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	64%	n/a	n/a	n/a	n/a
Recognition & Reward	70%	n/a	n/a	n/a	n/a
I feel valued and recognised for the work that I do by my line manager	74%	n/a	n/a	n/a	n/a
I feel valued and recognised for the work that I do by other team members	81%	n/a	n/a	n/a	n/a
I feel valued and recognised for the work that I do by senior managers	57%	n/a	n/a	n/a	n/a
Management Effectiveness	69%	n/a	n/a	n/a	n/a

Merseyside FRS Census 2024: Comparisons

Survey closed: 11 December 2024

	Overall	Hindu	Jain	Sikh	Zoroastrianism
Employees at my level are able to communicate their concerns to senior and strategic management	56%	n/a	n/a	n/a	n/a
I have confidence in the future of MFRS	75%	n/a	n/a	n/a	n/a
Members of the Fire and Rescue Authority engage well with staff at MFRS	40%	n/a	n/a	n/a	n/a
My line manager communicates with me regularly about issues that affect my work	78%	n/a	n/a	n/a	n/a
My line manager gives me regular feedback on how I am doing	69%	n/a	n/a	n/a	n/a
My line manager listens to me	83%	n/a	n/a	n/a	n/a
My line manager makes time for me	82%	n/a	n/a	n/a	n/a
My line manager treats me fairly and with respect	88%	n/a	n/a	n/a	n/a
Senior managers do what they say they are going to do	49%	n/a	n/a	n/a	n/a
Culture & Values	72%	n/a	n/a	n/a	n/a
Bullying, harassment and discrimination are not tolerated at MFRS	81%	n/a	n/a	n/a	n/a

Merseyside FRS Census 2024: Comparisons

Survey closed: 11 December 2024

	Overall	Hindu	Jain	Sikh	Zoroastrianism
Generally we resolve any differences of opinion amicably	75%	n/a	n/a	n/a	n/a
I am able to strike the right balance between my work and home life	74%	n/a	n/a	n/a	n/a
I feel able to make decisions without fear of being blamed if things go wrong	58%	n/a	n/a	n/a	n/a
I feel MFRS treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	71%	n/a	n/a	n/a	n/a
I feel valued	66%	n/a	n/a	n/a	n/a
I have a good understanding of MFRS's expectations of staff behaviour	93%	n/a	n/a	n/a	n/a
I know about our staff networks and how to access them	78%	n/a	n/a	n/a	n/a
I know how to access the confidential reporting service, Safe Call	57%	n/a	n/a	n/a	n/a
I know what I should do and what action I should take if I was concerned that bullying and harassment were taking place.	94%	n/a	n/a	n/a	n/a
MFRS is a better place to work than it was 3 years ago (If you have not worked at MFRS for 3 years, please skip this question)	51%	n/a	n/a	n/a	n/a
MFRS promotes a culture of openness and transparency	65%	n/a	n/a	n/a	n/a

	Overall	Hindu	Jain	Sikh	Zoroastrianism
Change Management	63%	n/a	n/a	n/a	n/a
Change here is well managed overall	58%	n/a	n/a	n/a	n/a
Change within my team is well managed	69%	n/a	n/a	n/a	n/a
I am communicated with about change that affects me	72%	n/a	n/a	n/a	n/a
I feel that MFRS consider the impact on me and other people when making decisions	44%	n/a	n/a	n/a	n/a
I understand the need for change at MFRS so the Service remains relevant and continues to meet the needs of our communities	92%	n/a	n/a	n/a	n/a
MFRS helps staff prepare for and cope with change	46%	n/a	n/a	n/a	n/a
Health and Wellbeing	77%	n/a	n/a	n/a	n/a
I am aware of the support services available through the Occupational Health and Wellbeing Team	94%	n/a	n/a	n/a	n/a
I consider that I benefited from the support I received through the Occupational Health Team	85%	n/a	n/a	n/a	n/a
I have used the services available through the Occupational Health and Wellbeing Team	55%	n/a	n/a	n/a	n/a
I would say my physical health is good	82%	n/a	n/a	n/a	n/a

	Overall	Hindu	Jain	Sikh	Zoroastrianism
I would say that my mental health is good	73%	n/a	n/a	n/a	n/a
MFRS provides me with Health and Wellbeing promotional information and access to initiatives that helps support my individual needs	74%	n/a	n/a	n/a	n/a
Belonging	76%	n/a	n/a	n/a	n/a
I feel comfortable talking to my colleagues about my life and background	84%	n/a	n/a	n/a	n/a
I feel comfortable to speak up and constructively challenge the way things are done	65%	n/a	n/a	n/a	n/a
I feel I can share how I feel with my team	81%	n/a	n/a	n/a	n/a
I feel supported by my colleagues	85%	n/a	n/a	n/a	n/a
Nobody in my team would deliberately act in a way that undermines my efforts	79%	n/a	n/a	n/a	n/a
Senior leaders are open and approachable	66%	n/a	n/a	n/a	n/a
Senior leaders make the effort to listen to staff	61%	n/a	n/a	n/a	n/a
When I first joined I was made to feel welcome	85%	n/a	n/a	n/a	n/a
Engagement	88%	n/a	n/a	n/a	n/a

	Overall	Hindu	Jain	Sikh	Zoroastrianism
I am proud to say I work for MFRS	90%	n/a	n/a	n/a	n/a
I care about the future of MFRS	96%	n/a	n/a	n/a	n/a
I would still like to be working at MFRS in two years' time	84%	n/a	n/a	n/a	n/a
If asked, I would recommend to friends and family that MFRS is a good place to work	82%	n/a	n/a	n/a	n/a
Working here makes me want to do the best I can	89%	n/a	n/a	n/a	n/a

Appendix

Dashboard:	Merseyside FRS Dashboard 2024
Dashboard hierarchy type:	None
Response count:	422
Panel count:	1030
Participation:	41%
Partial results:	Excluded
Comparison:	Survey Overall
Report produced:	21 March 2025