

Comparisons (Function/Place (self-report): Finance and Procurement, Legal and Democratic Services, National Resilience, Operational Preparedness, Operational Response (including operational crews), Other, People and Organisational Development, Prevention, Protection, Strategy & Performance)

	Overall	Operational Response (including operational crews)	Operational Preparedness	Prevention	Other	Protection	People and Organisational Development	Strategy & Performance	Finance and Procurement	National Resilience	Legal and Democratic Services
No. of Responses	637	311	97	58	49	33	26	23	19	17	4
Goal Clarity	86%	84%	89%	90%	89%	89%	95%	80%	79%	94%	
I am clear about what I am expected to achieve in my job	92%	93%	93%	91%	90%	91%	96%	83%	84%	94%	
I understand how the work I do helps MFRA to achieve its Mission & Aims	92%	89%	97%	98%	94%	94%	100%	83%	89%	94%	
I understand the priorities or Missions & Aims of MFRA	93%	92%	95%	97%	96%	97%	96%	87%	84%	94%	
Senior Managers provide a clear vision of the overall direction of MFRA	68%	62%	72%	74%	76%	73%	88%	70%	58%	94%	
My Job	80%	80%	81%	82%	74%	90%	88%	75%	66%	87%	

I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	78%	77%	73%	84%	73%	94%	96%	78%	68%	71%
I enjoy my work	89%	90%	90%	93%	80%	94%	92%	83%	68%	100%
I feel supported in my role	71%	69%	70%	78%	69%	73%	85%	83%	47%	88%
I feel that my work contributes to Safer Stronger Communities	87%	87%	92%	95%	76%	97%	85%	65%	63%	88%
I get a sense of personal accomplishment from my work	86%	85%	87%	84%	82%	97%	92%	83%	84%	100%
I have a sense of good job security	76%	80%	77%	66%	69%	88%	81%	61%	68%	65%
My job makes the best use of the skills and abilities that I have	74%	70%	80%	74%	69%	85%	85%	74%	63%	94%
Employee Involvement	70%	66%	76%	66%	70%	76%	85%	78%	62%	99%
I am able to use my own initiative at work to do my job	81%	74%	91%	84%	82%	85%	100%	87%	79%	100%
I am comfortable to speak up and constructively challenge how things are done	72%	70%	75%	62%	65%	88%	81%	83%	53%	100%
I am encouraged to suggest new ideas for improvements	74%	67%	78%	72%	78%	79%	88%	91%	68%	100%
People communicate openly here regardless of position or level	55%	52%	60%	47%	55%	52%	69%	52%	47%	94%
Teamwork	68%	67%	73%	62%	70%	61%	83%	67%	49%	84%
Different parts of the service work well together	54%	50%	67%	50%	65%	36%	73%	43%	42%	65%
Morale in my immediate team/watch/section is generally high	70%	75%	68%	59%	67%	64%	85%	57%	32%	94%

We are good at sharing ideas to make things work better	79%	75%	82%	78%	78%	82%	92%	100%	74%	94%
Learning & Development	76%	76%	74%	73%	70%	82%	87%	84%	74%	82%
I am able to access learning and development opportunities	72%	75%	65%	64%	63%	73%	88%	74%	74%	71%
I have good quality equipment to help me do my job	83%	86%	79%	78%	71%	85%	88%	83%	79%	76%
I have received the training and development I need to do my job well and safely	81%	80%	86%	84%	73%	85%	88%	87%	79%	76%
I have the knowledge and skills I need to do my job well	93%	90%	96%	95%	86%	97%	100%	96%	95%	100%
I have the right opportunities to learn and grow at work	68%	68%	56%	66%	65%	79%	88%	87%	63%	76%
My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	61%	57%	65%	53%	59%	73%	65%	78%	53%	94%
Recognition & Reward	67%	65%	65%	70%	65%	73%	80%	82%	52%	89%
I feel valued and recognised for the work that I do by my line manager	79%	78%	74%	78%	76%	88%	88%	96%	53%	100%
I feel valued and recognised for the work that I do by other team members	83%	83%	85%	74%	78%	94%	88%	78%	74%	100%
I feel valued and recognised for the work that I do by senior managers	51%	46%	52%	57%	49%	61%	65%	57%	42%	82%
I receive feedback on my work	61%	57%	59%	64%	57%	70%	73%	87%	42%	94%
In the last week, I have received thanks or praise for doing good work	63%	61%	55%	76%	65%	52%	85%	91%	47%	71%

Management Effectiveness	68%	68%	66%	69%	67%	65%	76%	74%	55%	90%
Employees at my level are able to communicate their concerns to higher management	60%	57%	64%	57%	63%	64%	73%	61%	53%	94%
I have confidence in the future of MFRA	68%	63%	78%	64%	78%	73%	77%	65%	58%	100%
MFRA Members engage well with staff at MFRA	45%	46%	42%	47%	37%	33%	50%	48%	47%	65%
My manager communicates regularly about issues that affect my work	82%	86%	72%	81%	78%	70%	81%	87%	58%	100%
My manager gives me regular feedback on how I am doing	71%	73%	64%	72%	69%	61%	77%	91%	53%	82%
My manager makes time for me	84%	85%	80%	86%	76%	88%	92%	96%	58%	94%
My manager treats me fairly and with respect	90%	91%	89%	84%	84%	100%	92%	96%	63%	100%
Senior managers do what they say they are going to do	47%	44%	38%	59%	51%	30%	69%	52%	47%	82%
Culture & Values	70%	67%	74%	65%	70%	76%	82%	67%	57%	84%
Bullying, harassment and discrimination are not tolerated at MFRA	82%	80%	90%	74%	84%	82%	92%	83%	74%	94%
Generally we resolve any differences of opinion amicably	72%	70%	73%	69%	76%	79%	77%	65%	53%	94%
I am able to strike the right balance between my work and home life	78%	77%	80%	74%	69%	91%	81%	83%	74%	76%
I do not feel I have been bullied, harassed or discriminated against in the last 12 months	80%	79%	85%	67%	76%	85%	96%	87%	63%	94%
I feel able to make decisions without fear of being blamed if things go wrong	56%	47%	62%	53%	57%	76%	81%	70%	58%	94%

I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	77%	74%	80%	72%	78%	79%	92%	78%	74%	88%
I feel valued	62%	61%	60%	62%	59%	70%	85%	61%	37%	82%
I have a good understanding of MFRA values	87%	85%	93%	88%	92%	88%	96%	83%	79%	94%
MFRA is a better place to work than it was 3 years ago	42%	43%	48%	41%	39%	45%	46%	13%	26%	47%
MFRA promotes a culture of openness and transparency	60%	58%	65%	52%	71%	64%	73%	52%	37%	76%
Change Management	58%	55%	58%	56%	60%	56%	71%	64%	58%	84%
A lot is done to help staff prepare for and cope with change	41%	37%	45%	34%	45%	36%	62%	43%	42%	71%
Change here is well managed overall	56%	53%	61%	53%	55%	42%	62%	61%	63%	82%
Change within my team is well managed	68%	68%	62%	60%	71%	55%	73%	83%	63%	94%
I am communicated with about change that affects me in good time	60%	58%	60%	59%	61%	61%	73%	65%	53%	82%
I feel that MFRA consider the impact on me and other people when making decisions	44%	40%	41%	41%	49%	48%	65%	57%	42%	76%
I understand the need for change at MFRA given the cuts faced by the Authority	79%	74%	79%	90%	80%	91%	92%	74%	84%	100%
Health and Wellbeing	79%	77%	87%	75%	68%	84%	89%	78%	66%	88%
I consider that I benefited from the support I received through the Occupational Health Team	89%	88%	96%	84%	86%	90%	100%	100%	62%	100%

In general I would say my health is good	90%	94%	96%	76%	80%	85%	88%	87%	68%	94%
MFRA provides me with information that promotes a healthier lifestyle	75%	72%	86%	76%	61%	79%	85%	70%	63%	82%
MFRA supports a positive work-life balance	66%	60%	74%	66%	55%	85%	85%	70%	68%	82%
COVID-19 Related Questions	86%	85%	89%	87%	82%	93%	91%	77%	75%	92%
I believe the measures we are taking will ensure that it is safe for employees to work on fire stations and other locations	74%	73%	78%	79%	63%	88%	85%	61%	58%	82%
MFRA is doing a good job of maintaining services under the current circumstances	90%	88%	94%	88%	88%	97%	96%	87%	89%	100%
The organisation has kept me well informed and has maintained effective communication during the COVID-19 pandemic	93%	94%	94%	93%	96%	94%	92%	83%	79%	94%
Engagement	88%	85%	94%	91%	84%	92%	94%	79%	77%	93%
I am proud to say I work for MFRA	90%	87%	97%	97%	88%	91%	100%	83%	79%	88%
I care about the future of MFRA	96%	95%	99%	98%	96%	97%	96%	96%	84%	100%
I would still like to be working at MFRA in two years` time	84%	83%	89%	88%	78%	85%	85%	70%	74%	100%
If asked, I would recommend to friends and family that MFRA is a good place to work	81%	78%	92%	78%	71%	94%	88%	70%	74%	88%
Working here makes me want to do the best I can	88%	84%	95%	97%	86%	91%	100%	78%	74%	88%
Yes/No Questions	74%	72%	82%	74%	69%	80%	81%	59%	82%	63%
Did you take part in the 2018 Staff Survey?	67%	62%	78%	69%	69%	76%	81%	48%	84%	35%

I am aware of the Health and Wellbeing support services available through the Occupational Health Team	93%	91%	98%	97%	86%	100%	92%	91%	95%	94%
I have used the services available through the Occupational Health Team	54%	48%	69%	66%	43%	61%	73%	35%	68%	35%
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?	82%	88%	82%	66%	78%	85%	77%	61%	79%	88%

Appendix

Dashboard:	Merseyside Fire & Rescue Census 2020
Dashboard hierarchy type:	none
Response count:	637
Panel count:	undefined
Participation:	n/a
Comparison:	Survey Overall
Report produced:	22 January 2021