

Comparisons

	Overall	Flexi time (e.g. green book)	Wholetime 224 (12/12) including Fire Control	Day Crewing Wholetime Retained or Day Crewing Wholetime Retained Hybrid	Grey Book Day Related Flexi time	Senior Officer (Flexible Duty System/Continuous cover)	24hr Wholetime Retained (Search and Rescue Team)	Low Level Activity and Risk	Senior Officer (National Resilience Assurance Team)	Fixed Hours (e.g. Workshops, Couriers)	Marine Rescue Unit
No. of Responses	637	201	183	88	40	36	32	29	15	7	6
Goal Clarity	86%	89%	81%	90%	86%	94%	93%	79%	93%	64%	
I am clear about what I am expected to achieve in my job	92%	92%	92%	95%	90%	92%	97%	90%	93%	43%	
I understand how the work I do helps MFRA to achieve its Mission & Aims	92%	94%	85%	99%	95%	97%	100%	86%	93%	86%	
I understand the priorities or Missions & Aims of MFRA	93%	95%	91%	99%	90%	97%	97%	86%	93%	71%	

Senior Managers provide a clear vision of the overall direction of MFRA	68%	75%	56%	66%	68%	92%	78%	55%	93%	57%
My Job	80%	78%	76%	90%	83%	92%	82%	76%	87%	49%
I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	78%	80%	79%	83%	80%	92%	47%	86%	73%	43%
I enjoy my work	89%	87%	86%	95%	85%	100%	94%	90%	100%	57%
I feel supported in my role	71%	73%	60%	89%	73%	83%	81%	55%	87%	43%
I feel that my work contributes to Safer Stronger Communities	87%	83%	83%	98%	95%	97%	94%	72%	87%	71%
I get a sense of personal accomplishment from my work	86%	86%	80%	98%	85%	94%	88%	79%	100%	43%
I have a sense of good job security	76%	66%	75%	88%	83%	94%	94%	86%	67%	57%
My job makes the best use of the skills and abilities that I have	74%	76%	67%	82%	78%	83%	78%	66%	93%	29%
Employee Involvement	70%	75%	58%	76%	76%	83%	80%	63%	97%	46%
I am able to use my own initiative at work to do my job	81%	89%	67%	89%	93%	89%	91%	62%	100%	57%
I am comfortable to speak up and constructively challenge how things are done	72%	73%	63%	78%	73%	89%	78%	72%	100%	43%
I am encouraged to suggest new ideas for improvements	74%	80%	60%	77%	80%	89%	88%	62%	100%	43%
People communicate openly here regardless of position or level	55%	58%	42%	59%	57%	64%	63%	55%	87%	43%
Teamwork	68%	67%	64%	78%	67%	80%	68%	59%	84%	38%

Different parts of the service work well together	54%	56%	49%	63%	60%	58%	53%	48%	60%	43%
Morale in my immediate team/watch/section is generally high	70%	62%	69%	89%	63%	92%	72%	59%	93%	29%
We are good at sharing ideas to make things work better	79%	83%	73%	84%	78%	89%	78%	69%	100%	43%
Learning & Development	76%	76%	72%	83%	75%	85%	89%	76%	77%	43%
I am able to access learning and development opportunities	72%	69%	65%	83%	80%	86%	84%	86%	60%	29%
I have good quality equipment to help me do my job	83%	80%	89%	86%	70%	89%	91%	86%	73%	29%
I have received the training and development I need to do my job well and safely	81%	83%	79%	85%	75%	83%	100%	72%	73%	57%
I have the knowledge and skills I need to do my job well	93%	94%	91%	94%	93%	92%	97%	90%	100%	71%
I have the right opportunities to learn and grow at work	68%	68%	57%	81%	73%	83%	94%	62%	67%	29%
My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	61%	63%	54%	67%	57%	75%	66%	59%	87%	43%
Recognition & Reward	67%	69%	61%	73%	70%	82%	64%	61%	88%	51%
I feel valued and recognised for the work that I do by my line manager	79%	77%	77%	86%	78%	86%	72%	69%	100%	71%
I feel valued and recognised for the work that I do by other team members	83%	81%	85%	88%	80%	89%	69%	86%	100%	57%
I feel valued and recognised for the work that I do by senior managers	51%	56%	36%	56%	55%	83%	56%	48%	80%	29%

I receive feedback on my work	61%	62%	55%	64%	70%	81%	63%	52%	93%	29%
In the last week, I have received thanks or praise for doing good work	63%	69%	55%	73%	68%	69%	59%	48%	67%	71%
Management Effectiveness	68%	67%	62%	73%	72%	81%	76%	72%	82%	46%
Employees at my level are able to communicate their concerns to higher management	60%	64%	46%	60%	68%	83%	72%	62%	87%	43%
I have confidence in the future of MFRA	68%	71%	52%	75%	75%	89%	88%	69%	93%	57%
MFRA Members engage well with staff at MFRA	45%	43%	40%	51%	43%	58%	56%	52%	47%	29%
My manager communicates regularly about issues that affect my work	82%	75%	81%	92%	80%	92%	81%	97%	93%	57%
My manager gives me regular feedback on how I am doing	71%	66%	72%	77%	83%	75%	75%	66%	73%	57%
My manager makes time for me	84%	82%	83%	89%	85%	86%	78%	100%	87%	57%
My manager treats me fairly and with respect	90%	86%	89%	94%	95%	94%	91%	90%	100%	57%
Senior managers do what they say they are going to do	47%	53%	35%	44%	50%	72%	66%	38%	73%	14%
Culture & Values	70%	71%	60%	79%	71%	83%	77%	64%	81%	43%
Bullying, harassment and discrimination are not tolerated at MFRA	82%	82%	75%	93%	88%	94%	84%	76%	93%	43%
Generally we resolve any differences of opinion amicably	72%	71%	62%	86%	73%	81%	75%	69%	93%	43%
I am able to strike the right balance between my work and home life	78%	82%	75%	91%	68%	61%	91%	66%	73%	57%

I do not feel I have been bullied, harassed or discriminated against in the last 12 months	80%	81%	73%	91%	85%	81%	81%	76%	93%	43%
I feel able to make decisions without fear of being blamed if things go wrong	56%	67%	38%	63%	53%	75%	59%	48%	93%	43%
I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	77%	79%	67%	82%	78%	92%	91%	72%	87%	57%
I feel valued	62%	62%	48%	77%	70%	86%	78%	55%	73%	14%
I have a good understanding of MFRA values	87%	89%	78%	95%	93%	100%	94%	90%	93%	71%
MFRA is a better place to work than it was 3 years ago	42%	37%	34%	52%	48%	83%	44%	38%	40%	14%
MFRA promotes a culture of openness and transparency	60%	63%	51%	61%	55%	81%	75%	55%	67%	43%
Change Management	58%	60%	48%	60%	52%	87%	72%	59%	79%	40%
A lot is done to help staff prepare for and cope with change	41%	46%	29%	41%	28%	78%	59%	41%	60%	29%
Change here is well managed overall	56%	58%	44%	59%	45%	89%	72%	55%	73%	43%
Change within my team is well managed	68%	65%	62%	81%	53%	92%	72%	72%	87%	29%
I am communicated with about change that affects me in good time	60%	59%	53%	61%	57%	86%	72%	62%	80%	43%
I feel that MFRA consider the impact on me and other people when making decisions	44%	47%	30%	42%	48%	81%	69%	45%	73%	43%
I understand the need for change at MFRA given the cuts faced by the Authority	79%	84%	72%	75%	83%	97%	88%	76%	100%	57%

Health and Wellbeing	79%	80%	75%	84%	77%	82%	86%	78%	84%	68%
I consider that I benefited from the support I received through the Occupational Health Team	89%	89%	85%	94%	91%	97%	93%	79%	100%	100%
In general I would say my health is good	90%	82%	91%	99%	95%	83%	100%	100%	93%	71%
MFRA provides me with information that promotes a healthier lifestyle	75%	78%	73%	74%	68%	86%	72%	72%	80%	71%
MFRA supports a positive work-life balance	66%	73%	54%	77%	60%	67%	84%	62%	73%	43%
COVID-19 Related Questions	86%	86%	82%	92%	83%	96%	81%	86%	91%	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%	76%	69%	84%	70%	94%	56%	66%	80%	57%
MFRA is doing a good job of maintaining services under the current circumstances	90%	91%	85%	92%	90%	97%	94%	97%	100%	71%
The organisation has kept me well informed and has maintained effective communication during the COVID-19 pandemic	93%	91%	92%	99%	90%	97%	94%	97%	93%	86%
Engagement	88%	89%	80%	96%	87%	97%	99%	83%	92%	66%
I am proud to say I work for MFRA	90%	93%	79%	98%	93%	100%	100%	93%	87%	57%
I care about the future of MFRA	96%	96%	94%	100%	95%	100%	100%	86%	100%	86%
I would still like to be working at MFRA in two years' time	84%	83%	79%	94%	78%	94%	97%	79%	100%	71%
If asked, I would recommend to friends and family that MFRA is a good place to work	81%	82%	70%	94%	80%	97%	97%	72%	87%	43%
Working here makes me want to do the best I can	88%	92%	78%	94%	90%	92%	100%	86%	87%	71%

Yes/No Questions	74%	75%	78%	66%	75%	87%	64%	74%	60%	68%
Did you take part in the 2018 Staff Survey?	67%	74%	73%	43%	65%	92%	41%	72%	33%	57%
I am aware of the Health and Wellbeing support services available through the Occupational Health Team	93%	97%	95%	91%	90%	97%	84%	86%	93%	57%
I have used the services available through the Occupational Health Team	54%	60%	55%	36%	57%	81%	44%	48%	27%	57%
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%	70%	87%	93%	88%	78%	88%	90%	87%	100%

Appendix

Dashboard:	Merseyside Fire & Rescue Census 2020
Dashboard hierarchy type:	none
Response count:	637
Panel count:	1039
Participation:	61%
Comparison:	Survey Overall
Report produced:	4 January 2021