

Royal Berkshire FRS Retained Duty System Partners' Survey 2010

Results for Royal Berkshire FRS

Date of Issue: 27th April 2010

Opinion Research Services

Spin-out Company of the
University of Wales Swansea

Project Overview

The Survey

Report Contents

This document contains results for the Royal Berkshire Fire and Rescue Service RDS Partners' Survey 2010. The data in this volume is also available electronically.

Other Volumes Available

- Graphical report

Survey Scope

The questionnaire was distributed to partners of retained fire fighters at Royal Berkshire FRS and contained questions about their partner's work as a retained fire fighter. The cut-off date for returned questionnaires was 12th April 2010.

Survey Response

28 completed questionnaires were returned.

Interpreting Data – ORS Guide for Users

Introduction

This document gives a basic guide to the interpretation of data tables. We hope it will assist readers in understanding the statistical outputs that ORS provides. The sections are in the following order:

Valid data

Basic data tables – including:

Frequency tables

Multi-response tables

Cross-tabulations – including:

General

Interpreting cross-tabulations

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Valid Data

In a perfect world, respondents to questionnaires would answer every question – but in practice respondents may overlook some questions, decline to answer or say that they “do not know”. Normally, when analysing responses to questionnaires the data primarily to consider is the ‘valid data’ – that is, the views of respondents who expressed an opinion.

Q. A1 - Is this your only home?

RESPONSE OPTIONS		All Responses		VALID RESPONSES	
		Unweighted Count	Weighted Total%	Unweighted Count	Weighted Valid%
1	Yes	50	50%	50	67%
2	No	25	25%	25	33%
95	Not Answered	25	25%	-	-
Total		100	100%	75	100%

In the above example, 100 people returned a questionnaire. For question A1: 50 answered yes; 25 answered no; and the remaining 25 did not answer – yielding a 50%, 25% and 25% split respectively. However, in this case, we are interested primarily in the respondents who gave an answer (Yes or No). This is the ‘valid data’.

If we consider question A1 above, 75 of the 100 responses should be considered ‘valid data’. The percentage splits can then be calculated as 67% for yes (50 out of 75) and 33% for no (25 out of 75).

All analysis including cross-tabulation uses only ‘valid data’. For this reason the population labelled as ‘Count’ should be noted, as when this number drops so would the statistical significance of the result.

Basic Data Tables

Frequency Tables

For questions requiring a single answer from the respondent, basic analysis is produced in frequency tables – which display the full range of answers given with details of counts and percentages. The percentages are shown in two ways: firstly, as a proportion of the number of returned questionnaires; and secondly as a proportion of the valid responses.

In the following example, reading from left to right, column three shows all the responses which were given, and column four shows these as a proportion of returned questionnaires, while the valid counts and percentages are shown in the fifth and sixth columns of the table.

It is also worth noting that in this example the percentages in the valid % column (Column 6) sum to 101% and not 100%. This is because the percentages have been presented to the nearest whole number and not as their exact figures.

Q. A2 - How satisfied or dissatisfied are you with your home?

RESPONSE OPTIONS		All Responses		VALID RESPONSES	
		Unweighted Count	Weighted Total%	Unweighted Count	Weighted Valid%
VS	Very satisfied	30	30%	30	38%
FS	Fairly satisfied	20	20%	20	25%
NSND	Neither satisfied nor dissatisfied	10	10%	10	13%
FD	Fairly dissatisfied	15	15%	15	19%
VD	Very dissatisfied	5	5%	5	6%
95	Not Answered	20	20%	-	-
Total		100	100%	80	100%

Multi-response Tables

Some questions are designed to gather more than one answer from respondents. In such ‘multi-response’ questions, respondents may select more than one ‘answer’ from a range of options.

In the following example, the number of respondents who gave at least one valid answer to the question is shown as the ‘respondent count’ (which in this case was 40). The respondent count does not necessarily match the number of respondents who returned a questionnaire as some may have left this particular question blank, refused to answer, or said don’t know. The example shows that all 40 respondents selected good salary; 20 selected good working conditions; and a further 20 selected job security.

All multi-response valid percentages for each option are calculated by dividing the total number of people who selected that option by the number of people who gave at least one valid answer to the question (the respondent count). In this example, the respondent count was 40, and 20 respondents selected good working conditions. Therefore, the valid percentage for this option was 50%. The total number of responses shows how many valid responses were given in total. In this case the 40 respondents who gave at least one valid answer gave 80 responses in total, and therefore on average gave two responses each.

Q. A3 - What first attracted you to work with this company?

RESPONSE OPTIONS		All Responses		VALID RESPONSES	
		Unweighted Count	Weighted Total%	Unweighted Count	Weighted Valid%
1	Good salary	40	80%	40	100%
2	Good working conditions	20	40%	20	50%
3	Job security	20	40%	20	50%
95	Not Answered	10	20%	-	-
Respondent Count		50		40	
Total Number of Responses		90		80	

Cross-tabulations

General

The purpose of cross-tabulations is to breakdown survey results in order to compare results for the various sub-groups within the population. For example, a cross-tabulation by gender compares the responses of men and women.

The overall survey response options for any question are shown across the top of the table and the figures directly underneath refer to the distribution of valid responses. These figures give a benchmark/average against which to judge each sub-group.

In cross-tabulations produced by ORS, the sub-groups are identified down the left-hand side of the page – and their respective responses are shown across the corresponding rows. By identifying sub-groups on the left, and then reading across the table beneath the relevant column response headings, the responses of different sub-groups can be compared.

On some occasions there are differences between the total number of valid responses and the summed total of cases in a sub-group. This difference arises when individuals gave a valid answer to the main question, but withheld information concerning their identity or characteristics. In this example there were a total of 2,863 valid responses, but the number of cases in the gender sub group totals only 2,750 – showing that not everyone who gave a valid response to the main question also answered the question regarding their gender.

		RESPONSE OPTIONS					
		Unweighted Count	VS*	FS*	NSND*	FD*	VD*
		N	%	%	%	%	%
By Overall Figures		2863	75	17	5	1	1
By Gender							
M	Male	1349	71	20	6	1	2
F	Female	1401	79	15	4	1	1

*VS (Very Satisfied), FS (Fairly Satisfied), NSND (Neither Satisfied nor Dissatisfied), FD (Fairly Dissatisfied), VD (Very Dissatisfied)

Interpreting Cross-tabulations

Even simple cross-tabulations often contain important information. For example, in the case above women are three percentage points more likely than men to feel very or fairly satisfied (the results being 91% for males and 94% for females (71 + 20 and 79 + 15 respectively)).

Given the sample size for each sub-group in this example (1,349 males and 1,401 females), and the polarised split in opinion, the difference between the responses of men and women is statistically significant. Applying standard statistical procedures, we can be 95% confident that the difference in the responses for men and women is real and not due to chance. So, whilst the difference is apparently numerically small, it is very significant – women are more likely to feel satisfied than men.

In this simplified example, gender defines the only sub-group, but more commonly cross-tabulations would include age, ethnicity, location, household types, and so on. Many of our tables use colour and other codes to indicate whether apparent sub-group differences are statistically significant.

Statistical Significance

In the following more complex cross-tabulation tables, a boxed frequency table is included just above the cross-tabulations. The boxed frequency table displays the full range of answers given, with details of the counts and percentages – and, as we have said, the percentages are shown in two ways: first, as a proportion of the questionnaires returned and, secondly as a proportion of the valid responses.

Cross-tabulations have been provided for gender, age and employment status. Each row should first be read independently, but can then be compared with results from other rows.

In order to identify which differences in sub-group responses are significant, ORS applies statistical tests to calculate whether apparent differences are due to chance or statistically significant. By taking into account the sample and sub-sample sizes, we calculate whether we can be 90% or 95% confident that a particular difference is statistically significant.

In the following tables, where the results for sub-groups or areas show statistically significant variations, they have been shaded – with red to highlight percentages that are higher than average and blue (cyan) for those which are lower than average.

In some cases, › and ›› or ‹ and ‹‹ symbols are also used to show whether the statistical significance for the sub-group differences have been calculated at a 90% or 95% level of confidence – as shown in the key below:

Symbol	Level of Confidence
››	Significantly higher at 95% level of confidence
›	Significantly higher at 90% level of confidence
‹‹	Significantly lower at 95% level of confidence
‹	Significantly lower at 90% level of confidence

Q. A4 - Overall, how satisfied or dissatisfied are you with your local area as a place to live?

RESPONSE OPTIONS		All Responses		VALID RESPONSES	
		Unweighted Count	Weighted Total%	Unweighted Count	Weighted Valid%
VS	Very satisfied	699	41%	699	42%
FS	Fairly satisfied	690	46%	690	47%
NSND	Neither satisfied nor dissatisfied	74	6%	74	6%
FD	Fairly dissatisfied	48	3%	48	3%
VD	Very dissatisfied	18	2%	18	2%
NAN	Not answered	12	1%	-	-
Total		1541	100%	1529	100%

		RESPONSE OPTIONS					
		Unweighted Count	VS	FS	NSND	FD	VD
		N	%	%	%	%	%
By Overall Figures		1529	42	47	6	3	2
By Gender							
1	Male	595	37	51	8	4	2
2	Female	918	45	44	5	3	2

By Age

1	18 to 34	180	‹‹25	55›	11›	4	4
2	35 to 44	265	41	49	5	4	1
3	45 to 54	254	37	50	7	4	2
4	55 to 64	300	49››	45	‹4	2	‹‹0
5	65 to 74	264	58››	‹‹37	‹‹3	2	‹‹0

By Employment Status

1	Good	1108	43	46	6	3	2
2	Fair	326	37	50	7	4	2
3	Bad	75	37	55	4	3	‹‹0

Small Sample Sizes

Where results are based upon a small number of survey cases (say, less than about 70 respondents) they should be treated with caution – since error margins increase as number of cases in the sample decreases. ORS will normally advise clients if this is the case.

Survey Results

Q. Q1A - In the last 12 months, do you feel that your own life has been restricted because of your partner's work as a retained firefighter?

RESPONSE OPTIONS		All Responses		VALID RESPONSES	
		Count	Total%	Count	Valid%
Yes	Yes	16	57%	16	57%
No	No	12	43%	12	43%
	Total	28	100%	28	100%

Q. Q1B - How has your life been restricted?

		All Responses		VALID RESPONSES	
MULTI-RESPONSE OPTIONS		Count	Total%	Count	Valid%
1	Partner cannot reliably provide childcare	5	18%	5	31%
2	Partner cannot reliably provide care for other dependents (e.g. sick/elderly relatives)	1	4%	1	6%
3	Difficulty in planning holidays	5	18%	5	31%
4	Cannot plan activities 'on the spur of the moment'	16	57%	16	100%
6	Partner brings work home	5	18%	5	31%
7	Other	2	7%	2	12%
NAS	Not asked	12	43%	12	-
Respondent Count		28		16	
Total Number of Responses		46		34	

Q. Q1BTX - How has your life been restricted? Other

- I HAVE LITTLE / NO FLEXIBILITY TO BE ABLE TO GO OUT AND PLAN FUNCTIONS ETC DUE TO RESTRICTIONS.
- LOCATION OF LIVING ACCOMMODATION RESTRICTED AS WELL AS FINANCIALLY.

Q. Q2TX - Is there anything that Royal Berkshire Fire and Rescue Service could do to help reduce the impact of your partner's work on you and your family?

- A SALARIED INCOME RELEVANT TO COVER PROVIDED, RATHER THAN "CALL OUT" RELATED PAY. THIS WOULD HELP ALLEVIATE THE CONSTANT COVER NEEDED TO MAKE IT PAY AND WOULD HELP TOWARDS BECOMING FAMILY FRIENDLY.
- ASSIST WITH CHILDCARE PAYMENTS.
- BETTER SALARY TO COMPENSATE.
- BRING MORE FIREFIGHTERS TO THE STATION TO ALLOW A FAIR AND EVEN WORK LOAD.
- EMPLOY MORE FIREFIGHTERS, CHECK THAT THE SAME PEOPLE ARE NOT BOOKING OFF EVERY WEEKEND.
- EMPLOY MORE STAFF.
- EVEN A LETTER ONCE A YEAR THANKING THEM FOR THEIR SUPPORT WOULD GO SOME WAY. I HAVE MENTIONED THIS FOR MANY YEARS, FALLS ON DEAF EARS AND THE RDS IS THE POOR RELATION.
- GET PAID TO BE ON CALL, SO MUCH TIME SPENT WAITING! JUST IN CASE Bleeps GO OFF.
- HAPPY WITH MY HUSBANDS COMMITMENT TO RBFRRS AND THE COMMUNITY. JUST WISH RECRUITMENT COULD BE SOLVED BY RBFRRS.
- HIRE MORE RETAINED / PART TIME FIREFIGHTERS TO HIS STATION.
- MORE FLEXIBLE HOURS.
- NO.
- ***** PREVIOUS RESPONSE REPEATED 2 TIMES ******
- PROVIDE MORE STAFF AT STATION, LOWER THE ENTRANCE STANDARDS TO FIT RDS STATIONS.
- QUIETER ALARM WHICH GOES OFF WHEN PRESSED JUST ONCE, AS THE PRESENT "ALERTER" WAKES UP THE ENTIRE HOUSEHOLD.
- SORT OUT LINE MANAGER, UNFAIR POOR STANDARD OF MANAGER. HE IS A POOR MANAGER WITH VARYING STANDARDS FOR VARYING STAFF, A BULLY.
- THE RATE OF PAY IS VERY LOW, IT DOES NOT ENABLE US TO "PAY" FOR CHILDCARE SO THAT WE CAN (I CAN) DO ALTERNATIVE ACTIVITIES. LIFE HAS BECOME VERY HOME BASED, WE HARDLY GO OUT, WHETHER FOR WALKS, ACTIVITIES WITH KIDS OR WEEKENDS AWAY.

Q. Q3A - Do you agree or disagree that the money your partner earns as a retained firefighter means that any inconvenience caused to you and your family is worthwhile?

RESPONSE OPTIONS		All Responses		VALID RESPONSES	
		Count	Total%	Count	Valid%
SA	Strongly agree	1	4%	1	4%
TA	Tend to agree	5	18%	5	20%
NAND	Neither agree nor disagree	2	7%	2	8%
TD	Tend to disagree	4	14%	4	16%
SD	Strongly disagree	13	46%	13	52%
NAN	Not Answered	3	11%	-	-
Total		28	100%	25	100%

Q. Q3BTX - What else, if anything, means you feel that your partner's work as a retained firefighter is worthwhile?

- BEING RETAINED HELPS THEM TO PROGRESS WITH THEIR CAREER. EXTRA TRAINING AND SERVING THE COMMUNITY.
- HE FEELS IT IS SO I SUPPORT HIM BUT I THINK THE FAMILY SUFFER FOR IT LONG TERM.
- HE IS GIVING BACK TO THE COMMUNITY, WITH TALKS TO YOUNG CHILDREN AND THE WORK IN GENERAL.
- HELPING THE COMMUNITY AND PROMOTING SAFETY.
- HIS CONTRIBUTION TO THE COMMUNITY AS A WHOLE. TO SEE HIM ENJOYING THE ROLE AS A RETAINED FIREFIGHTER AND GETTING JOB SATISFACTION.
- I KNOW THAT MY HUSBAND LOVES BEING A RETAINED FIREFIGHTER SO I WILL SUPPORT HIM 100%. HOWEVER, A REALISTIC SALARY, ONE THAT NOT ONLY COMPENSATES FOR THE INCONVENIENCE CAUSED BUT ONE THAT REFLECTS THE HARD WORK AND DEDICATION HE APPLIES TO THE ROLE, WOULD BE BENEFICIAL.
- I LIKE TO THINK HE IS HELPING THE COMMUNITY, BEING A FIREFIGHTER COMPLIMENTS HIS DAY JOB AS A BUILDING CONTROL SURVEYOR AND ALSO KEEPS HIM RELATIVELY FIT.
- MORE RECOGNITION AND PAID FOR THE HOURS AND HOURS OF WAITING FOR CALLS AND NOT LEAVING THE AREA.
- MY PARTNER GIVES A GOOD SERVICE TO THE TOWN / COMMUNITY AND SEE THE RETAINED AS A VALUED MEMBER OF RBFERS.
- MY PARTNER HAS GIVEN 40 YEARS SERVICE TO THE LOCAL COMMUNITY, SAVED MANY LIVES OVER THAT TIME AND HAS BEEN FULLY DEDICATED OVER THE YEARS.
- MY PARTNER IS A FIREFIGHTER BECAUSE HE CARES FOR HIS COMMUNITY AND WE BOTH WANT A LOCAL STATION.
- NOTHING ELSE, HE LOVES SERVING THE COMMUNITY.
- PROVIDE SERVICE TO THE LOCAL COMMUNITY.
- THE VALUE OF THE SERVICE TO THE LOCAL TOWN AND COMMUNITY IS OF MORE VALUE THAN THE MONEY.
- WE LIVE IN A SMALL VILLAGE AND ALSO ON THE M4 CORRIDOR SO IT IS ESSENTIAL THAT WE HAVE THIS SERVICE TO DEAL WITH EMERGENCIES THAT MAY OCCUR, OTHERWISE OUR NEAREST RETAINED FIRE APPLIANCE IS 8 MILES AWAY. THEY DO AN EXCELLENT JOB AND DON'T WANT TO LOSE THEM.
- WORKING WITHIN THE LOCAL COMMUNITY DOES MEAN MY PARTNER IS AT HOME WHILST ON CALL AND THIS HAS A POSITIVE IMPACT FOR OUR FAMILY ROUTINES.

Q. Q4A - Taking everything into account, do you agree or disagree that you are content with your partner being a retained firefighter?

RESPONSE OPTIONS		All Responses		VALID RESPONSES	
		Count	Total%	Count	Valid%
SA	Strongly agree	7	25%	7	27%
TA	Tend to agree	10	36%	10	38%
NAND	Neither agree nor disagree	7	25%	7	27%
TD	Tend to disagree	2	7%	2	8%
NAN	Not Answered	2	7%	-	-
Total		28	100%	26	100%

Q. Q4BTX - If you are not content with your partner being a retained firefighter, why is this?

- ALTHOUGH MY CHILDREN AND I DO SEE MORE OF MY PARTNER WHILST ON CALL, I FEEL OUR LIVES ARE VERY RESTRICTED WITH TIME CONSTRAINTS, ROUTINES, CREWING RESTRICTIONS ETC. HE IS UNABLE TO PROVIDE RELIABLE SPUR OF THE MOMENT CHILDCARE DUE TO THE CHANCE OF A CALL OUT OR THE LORRY GOING OFF THE RUN. WE ARE UNABLE TO PLAN SPONTANEOUS ACTIVITIES DUE TO USUALLY LIMITED CREWING. THIS IS VERY FRUSTRATING AND PARTICULARLY AS WEEKENDS ARE OUR ONLY FAMILY FREE TIME.
- FAMILY COMES SECOND.
- RESTRICTIONS TO WHAT WE CAN AND CAN'T DO DURING "SPARE TIME".

Q. Q5TX - If there are any comments you would like to make, please write them below.

- I AM VERY PROUD OF MY PARTNER BEING A MEMBER OF RBFRS AND DO HOPE IT MAY CARRY ON FOR THE FUTURE OF THE TOWN AND LOCAL VILLAGES.
- I BELIEVE THEY MAKE A SIGNIFICANT AND VALUABLE CONTRIBUTION TO OUR SOCIETY AND AM EXTREMELY PROUD THAT MY HUSBAND IS A RETAINED FIREFIGHTER. MORE FLEXIBILITY ON THE NUMBER OF HOURS HE HAS TO DO PER WEEK AND INCREASED SALARY WOULD GO A LONG WAY TO ADDING VALUE TO OUR LIVES.
- I FEEL HE HAS GIVEN 40 YEARS TO THE BRIGADE AND DOESN'T GET A DECENT WAGE FOR THE TIME HE HAS TO PUT IN. THERE IS PRESSURE ON THEM TO HOLD DOWN TWO JOBS BECAUSE OF THE WAGES, A POSTMAN TAKES HOME MORE MONEY THAN A RETAINED FIREMAN AND A FIREMAN PUTS HIS LIFE ON HOLD AND AT A DEGREE OF RISK EVERY DAY. ALSO WITH ALL THE CHANGES OVER THE YEARS HE DOESN'T ENJOY HIS JOB AS MUCH NOW.
- IT WOULD BENEFIT LOCAL RETAINED FIREFIGHTERS TO GET LOW COST HOUSING BUT NO CONSIDERATION IS MADE GIVEN THAT WE ARE LIMITED AS TO WHERE WE LIVE. WE WANT TO ASSIST THE COMMUNITY BUT ARE UNABLE TO GET SUITABLE HOUSING WITHIN THAT COMMUNITY. WEST BERKSHIRE COUNCIL DO NOT RECOGNISE FIREFIGHTERS NEEDS.
- MAKE THE CALL OUT TIME ALLOWANCE FOR RETAINED A MORE REALISTIC TARGET. ESPECIALLY WHEN IT IS A NIGHT CALL TO WAKE UP, DRESS, GET INTO CAR, TRAVEL AND GET TO STATION WITHIN 3 MINUTES IS UNREALISTIC, ESPECIALLY WHEN MAINTAINING ROAD LAWS WITHOUT BEING ABLE TO ALERT OTHER TRAFFIC USERS TO THEIR PRESENCE.
- PROMOTION PROCESS TOO LONG AND NOT ENOUGH PAY FOR HIGHER RANK!
- RETAINED PERSONNEL SHOULD BE APPRECIATED MORE. THEY DO EXACTLY THE SAME JOB AS FULL TIME, EVEN CALLED FROM THEIR BEDS THEN STILL HAVE TO DO A FULL TIME CIVILIAN JOB EVERYDAY.
- SOME PARTNERS OF RETAINED FIREFIGHTERS WILL NO DOUBT USE THIS TO VOICE FRUSTRATION GIVEN THE INCREASING STRAIN PUT ON THE FEW PART TIMERS LEFT. I SINCERELY HOPE YOU WILL NOT USE THIS AS JUSTIFICATION TO GET RID OF THEM ALTOGETHER. THE ANSWER IS TO HIRE MORE.
- THE HOURS WOULD NOT BE A PROBLEM IF ALL STAFF WERE TREATED THE SAME. SOME OF THE CREW ARE ONLY THERE FOR THE MONEY WHICH IS A SHAME. THE JOB IS MY HUSBANDS PRIORITY, NOT THE MONEY. YOU SHOULD ALSO MANAGE YOUR PROBLEMS NOT HIDE THEM. INDIVIDUALS SHOULD BE ADDRESSED FOR THEIR SHORTFALLS IN ABILITY.
- THE REDUCTION IN USE HAS REDUCED INCOME WHICH HAS PUT MORE PRESSURE FINANCIALLY.



Royal Berkshire Fire and Rescue Service

Survey for Partners of Retained Firefighters



Royal Berkshire Fire and Rescue Service (RBFRS) is currently consulting all retained firefighters about their job conditions, and the effect work has on their personal lives. We recognise that their work also affects their families, so would like to ask you a few questions about this.

Your answers are entirely confidential, and will be processed by an independent research company, Opinion Research Services (ORS). No-one else will see your individual answers.

Please make your views count by completing and returning the survey in the enclosed FREEPOST envelope. Thank you for your help.

Iain Cox
Chief Fire Officer

For each question, put a cross in the appropriate box like this
Mark only one box for each question unless otherwise instructed.
If you mark the wrong box, fill in the box and cross the correct one.
All the information you provide will be treated as strictly confidential

Q1a In the last 12 months, do you feel that your own life has been restricted because of your partner's work as a retained firefighter? *Please cross one box only*

- Yes → *Please answer part (b) and following*
No → *Please go to question 2*

Q1b How has your life been restricted? *Please cross all boxes that apply*

- | | | | |
|---|--------------------------|--|--------------------------|
| Partner cannot reliably provide childcare | <input type="checkbox"/> | Cannot plan activities 'on the spur of the moment' | <input type="checkbox"/> |
| Partner cannot reliably provide care for other dependents (e.g. sick/elderly relatives) | <input type="checkbox"/> | Your employment opportunities are restricted | <input type="checkbox"/> |
| Difficulty in planning holidays | <input type="checkbox"/> | Partner brings work home | <input type="checkbox"/> |

Other please write in

Q2 Is there anything that Royal Berkshire Fire and Rescue Service could do to help reduce the impact of your partner's work on you and your family? *Please write in below*

Q3a Do you agree or disagree that the money your partner earns as a retained firefighter means that any inconvenience caused to you and your family is worthwhile?

Please cross one box only

Strongly agree

Tend to agree

Neither agree nor disagree

Tend to disagree

Strongly disagree

Don't know

Q3b What else, if anything, means you feel that your partner's work as a retained firefighter is worthwhile? *Please write in below*

Q4a Taking everything into account, do you agree or disagree that you are content with your partner being a retained firefighter? *Please cross one box only*

Strongly agree

Tend to agree

Neither agree nor disagree

Tend to disagree

Strongly disagree

Don't know

Q4b If you are not content with your partner being a retained firefighter, why is this?

Please write in below

Q5 If there are any comments you would like to make, please write them below.

Thank you very much for taking the time to complete this questionnaire.

***Please return the questionnaire to ORS in the FREEPOST envelope provided to:
Opinion Research Services, FREEPOST (SS1018), PO BOX 530, Swansea, SA1 1ZL.***