

Fire Service Organizational Culture of Safety (FOCUS) Report

First Mario Fire Department, PA

Assessment Period: January 2024 – March 2024

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Demographics First Mario Fire Department, PA

Assessment Period: January 2024 – March 2024

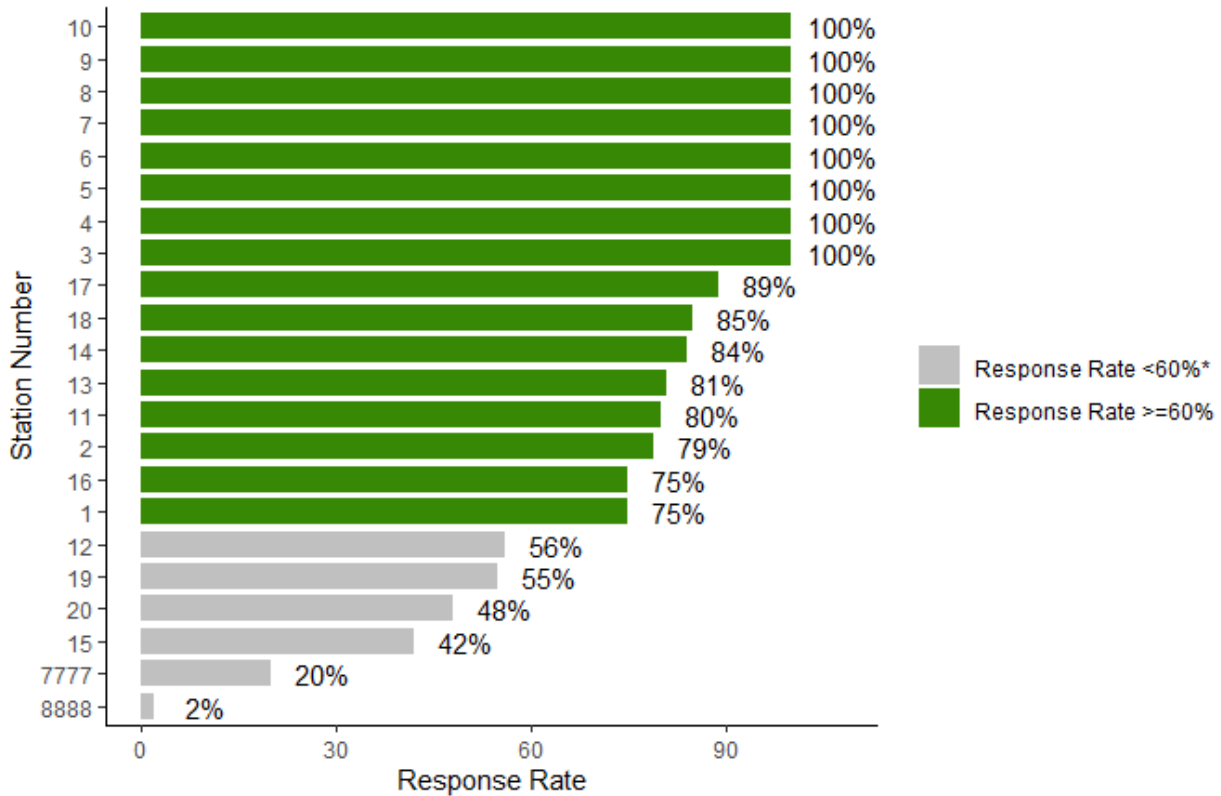
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Department Provided Demographic Information

FEMA Region	Population Served	Call Volume	Stations	Roster Size	Respondents	Dept. Response Rate	Injury Rate
3	150,000	149,016	20	612	419	68%	10%

Response Rate by Station



*Unreliable data due to insufficient response rate
 7777= Admin/Training, 8888= Rovers

FOCUS Report Executive Summary

First Mario Fire Department, PA

Number of Stations: 20; Department Response Rate: 68%

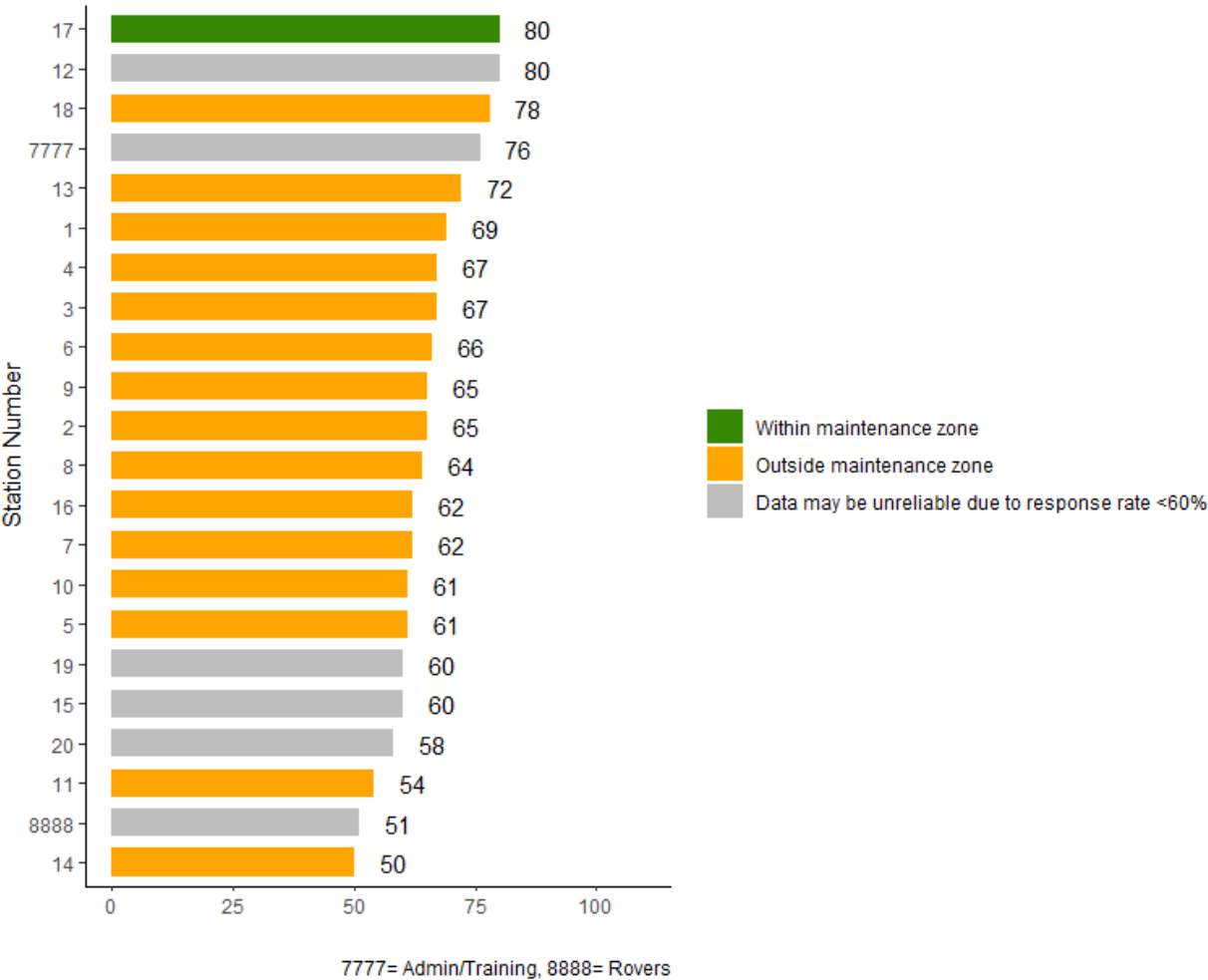
Scale	Station Min. Score	Avg. Dept. Score	Station Max. Score
Safety Climate and Leadership			
Management Commitment	50	65	80
Supervisor Support	75	85	96
Leadership Communication	40	67	88
Safety-Specific Transformational Leadership	40	68	90
Organizational Readiness for Implementing Change (ORIC)	61	76	97
Climate for Inclusion	39	70	91
Team Psychological Safety	50	64	79
Participation in Decision Making	30	61	84
Safety Behavior and Compliance			
Fire Safety Compliance	80	88	100
EMS Safety Compliance	62	73	85
Safety Citizenship	76	86	93
Safety Initiative	50	58	66
Safety Behavior	73	87	96
Organizational Outcomes			
Burnout (Emotional Exhaustion) - EMS	40	45	54
Burnout (Emotional Exhaustion) - Fire	20	34	46
Engagement - EMS	61	70	84
Engagement - Fire	73	83	91
Job Satisfaction - EMS	61	74	84
Job Satisfaction - Fire	70	83	94
Mental Health and Well-Being Outcomes			
Resilience (CD-RISC-10)	76	81	88
Intention to Leave to the Profession - EMS	23	45	63
Intention to Leave to the Profession - Fire	23	35	57
Compassion Fatigue - Job Burnout	28	37	50
Compassion Fatigue - Secondary Trauma	27	35	45

	Percentage
Depression (Moderate to Severe)	15%
Anxiety (Moderate to Severe)	12%
Suicidal Ideation (Low to High Ideation)	27%
Self-reported Injury Rate (by respondent)	15%

Management Commitment to Safety First Mario Fire Department, PA

Management Commitment to Safety: This component measures firefighters' perceptions of management's commitment to safety (e.g., how leadership values and supports safety within the organization).

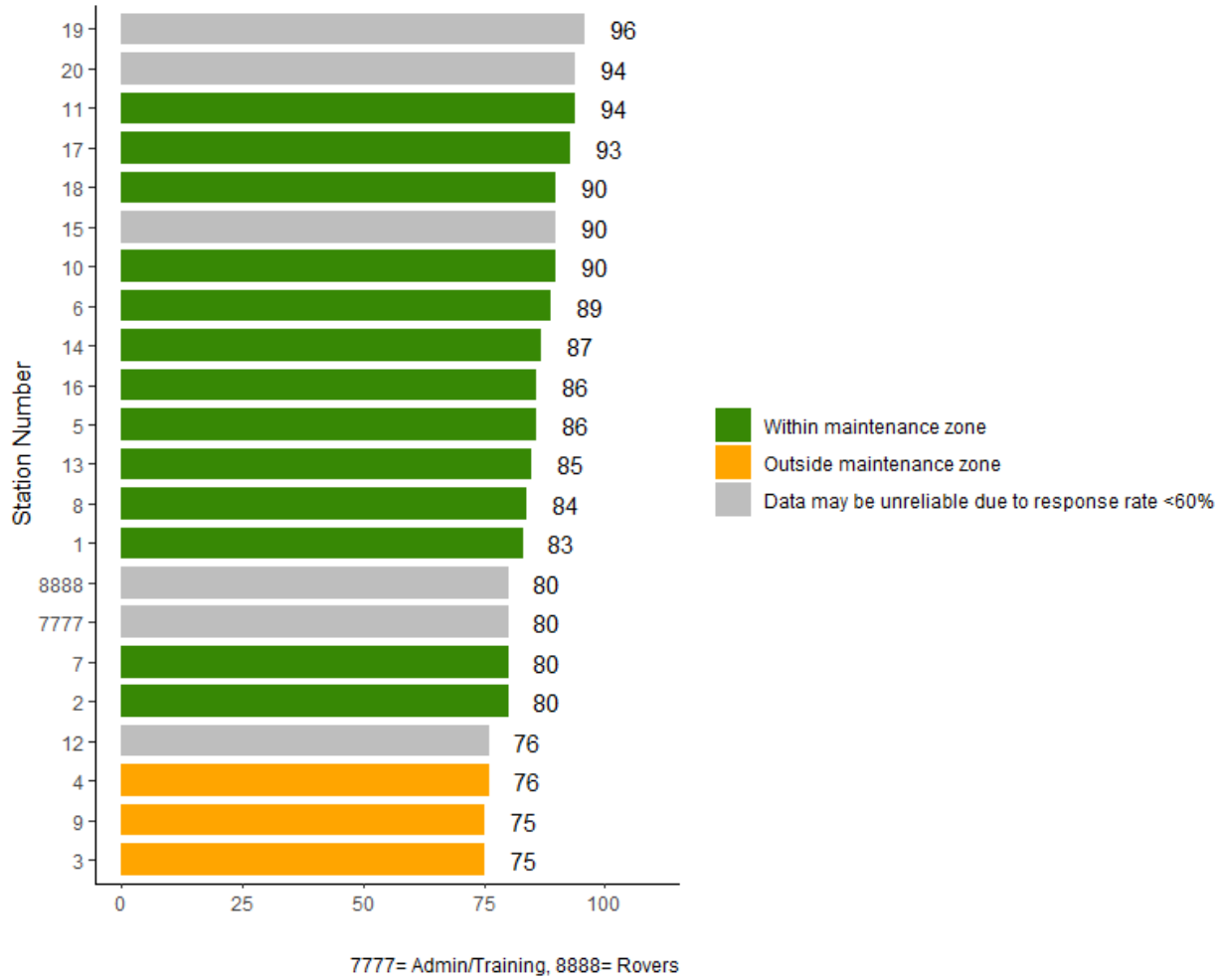
Management Commitment to Safety Average = 65



Supervisor Support for Safety First Mario Fire Department, PA

Supervisor Support for Safety: This component measures department members' perceptions of their direct supervisor's (e.g., captain, lieutenant) commitment to safety.

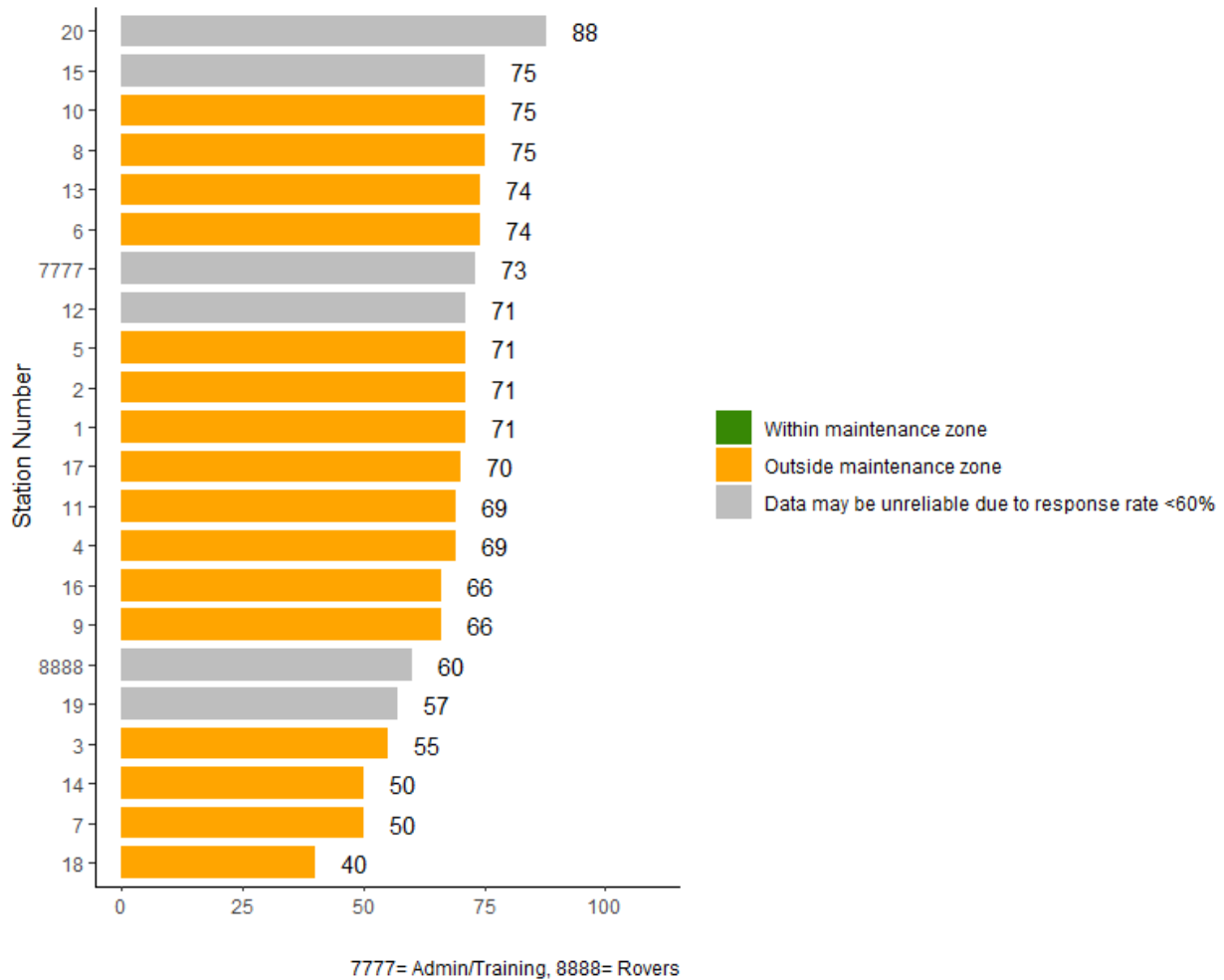
Supervisor Support for Safety Average = 85



Leadership Communication First Mario Fire Department, PA

Leadership Communication: This component measures the degree to which leadership disseminates department information, such as mission and philosophy, and explains leadership decisions to members.

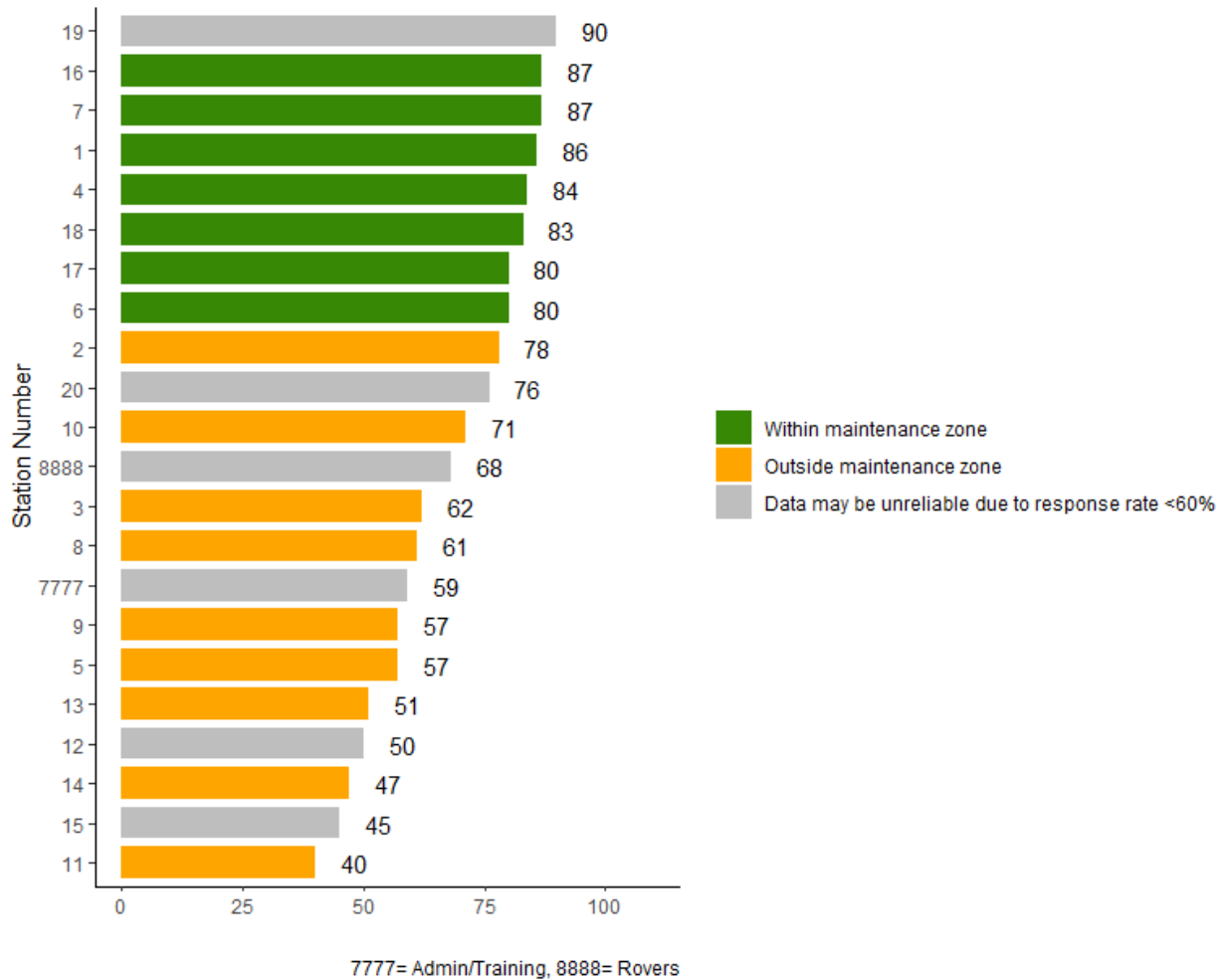
Leadership Communication Average = 67



Safety-Specific Transformational Leadership First Mario Fire Department, PA

Safety-Specific Transformational Leadership: This component measures individual's perceptions of department leadership regarding their behavior directed at leading and guiding safety among their members, including inspiring individual leadership in safety.

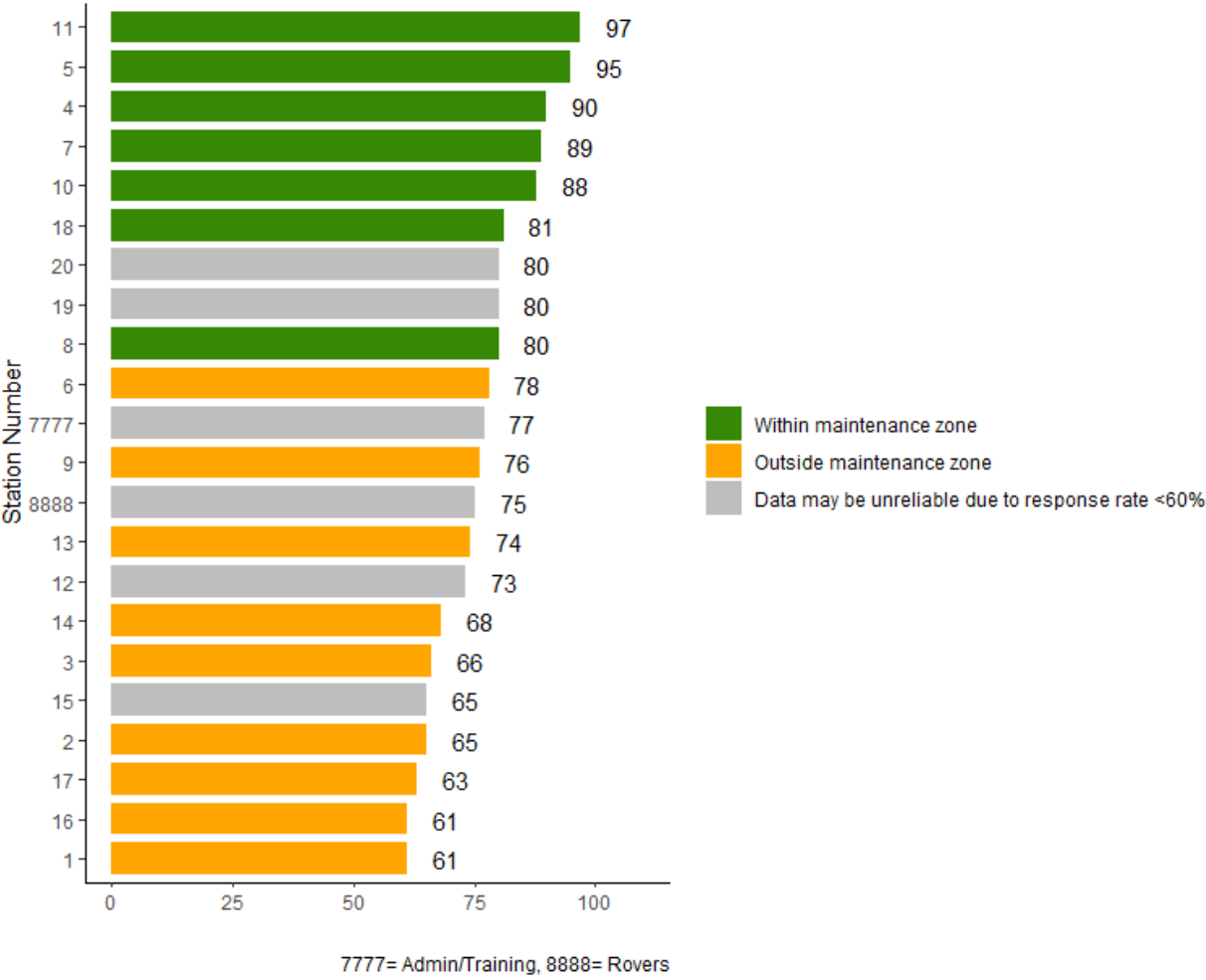
Safety-Specific Transformational Leadership Average = 68



Organizational Readiness for Implementing Change (ORIC) First Mario Fire Department, PA

Organizational Readiness for Implementing Change (ORIC): This component measures how well employees of an organization feel about their ability to implement change in their department’s processes required through a proposed intervention.

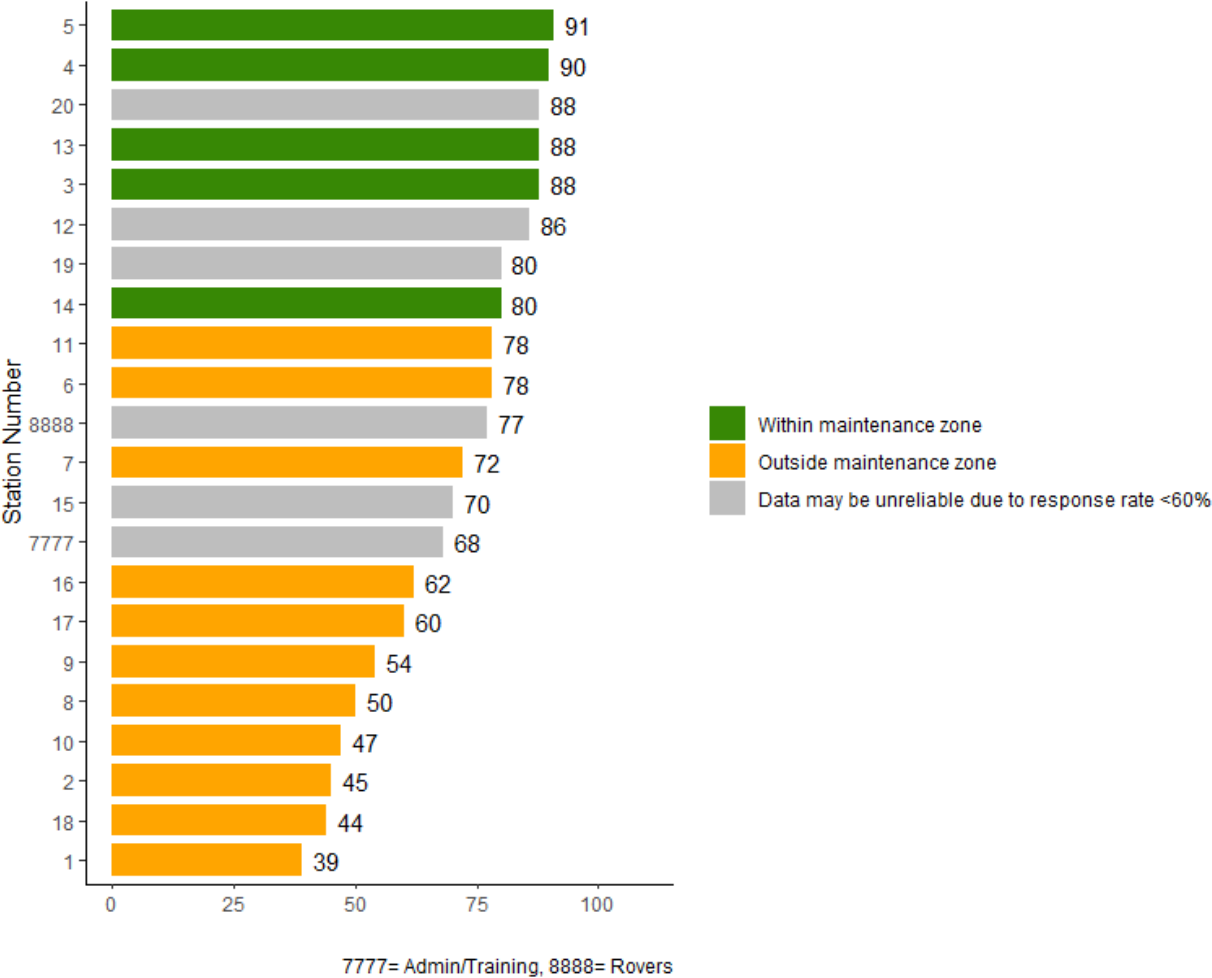
Organizational Readiness for Implementing Change (ORIC) Average = 76



Climate for Inclusion First Mario Fire Department, PA

Climate for Inclusion: This component measures the inclusivity of your work environment. Inclusive environments espouse the idea that people are of approximately equal status; have opportunities to get to know each other in more personal ways, establish cross-cutting ties, and rely less on stereotypes; and work together across roles, levels, and demographic boundaries to solve shared problems through participative decision making.

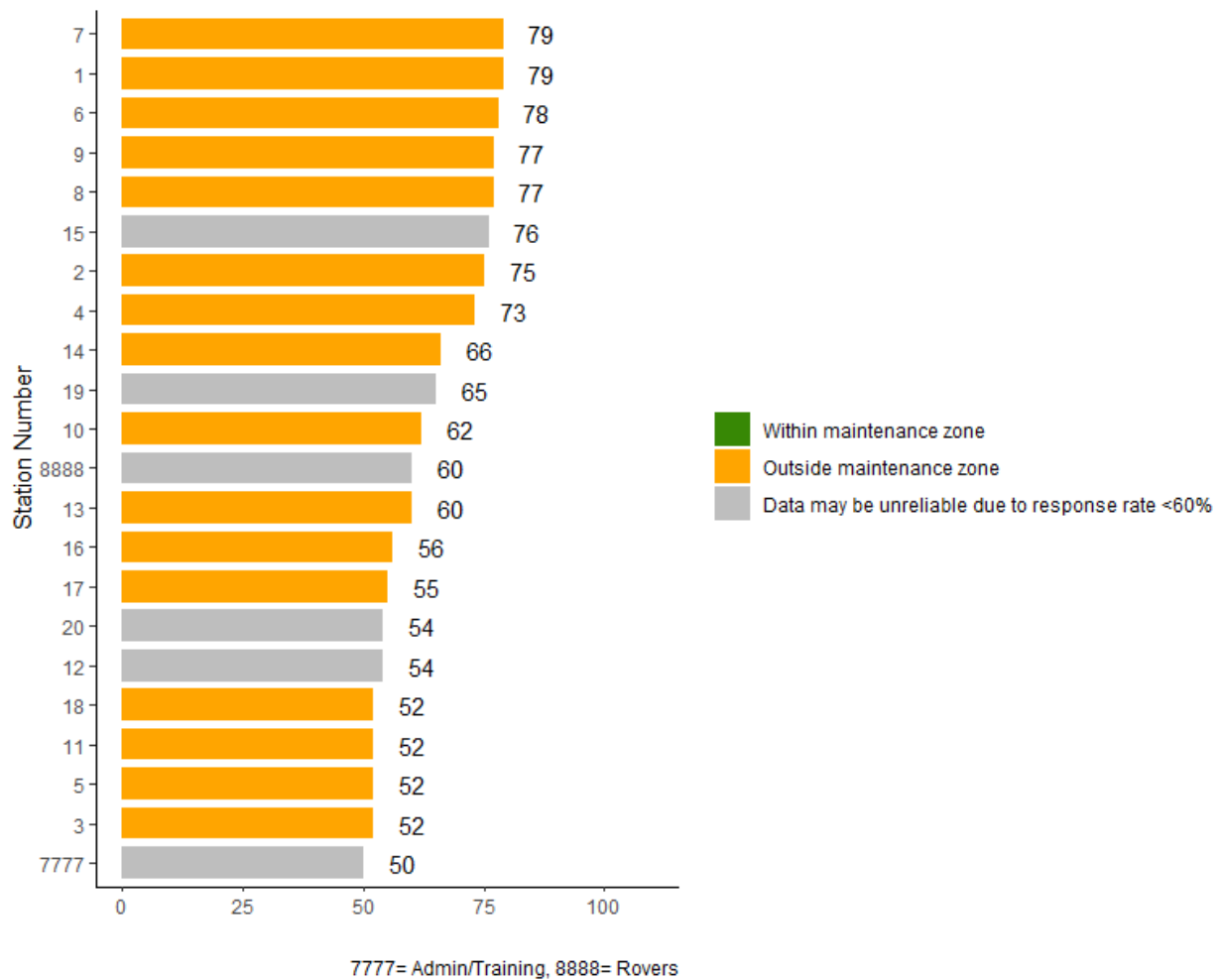
Climate for Inclusion Average = 70



Team Psychological Safety First Mario Fire Department, PA

Team Psychological Safety: Team psychological safety is a shared belief held by members of a team that the team is safe for interpersonal risk taking. Psychological safety is necessary for individuals to feel secure and capable of changing.

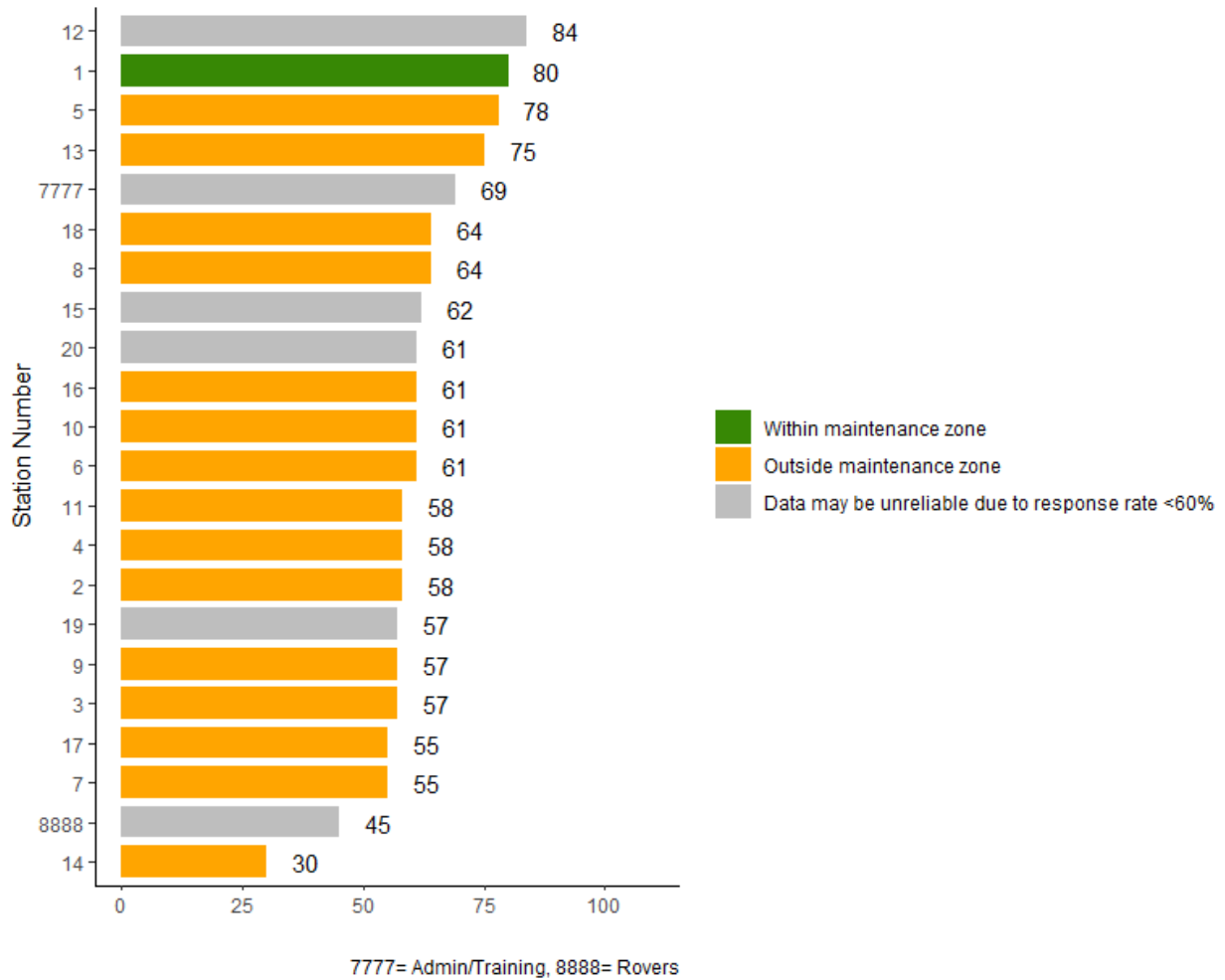
Team Psychological Safety Average = 64



Participation in Decision Making First Mario Fire Department, PA

Participation in Decision Making: This component measures the degree to which leadership includes and engages members in the decision-making processes of the department.

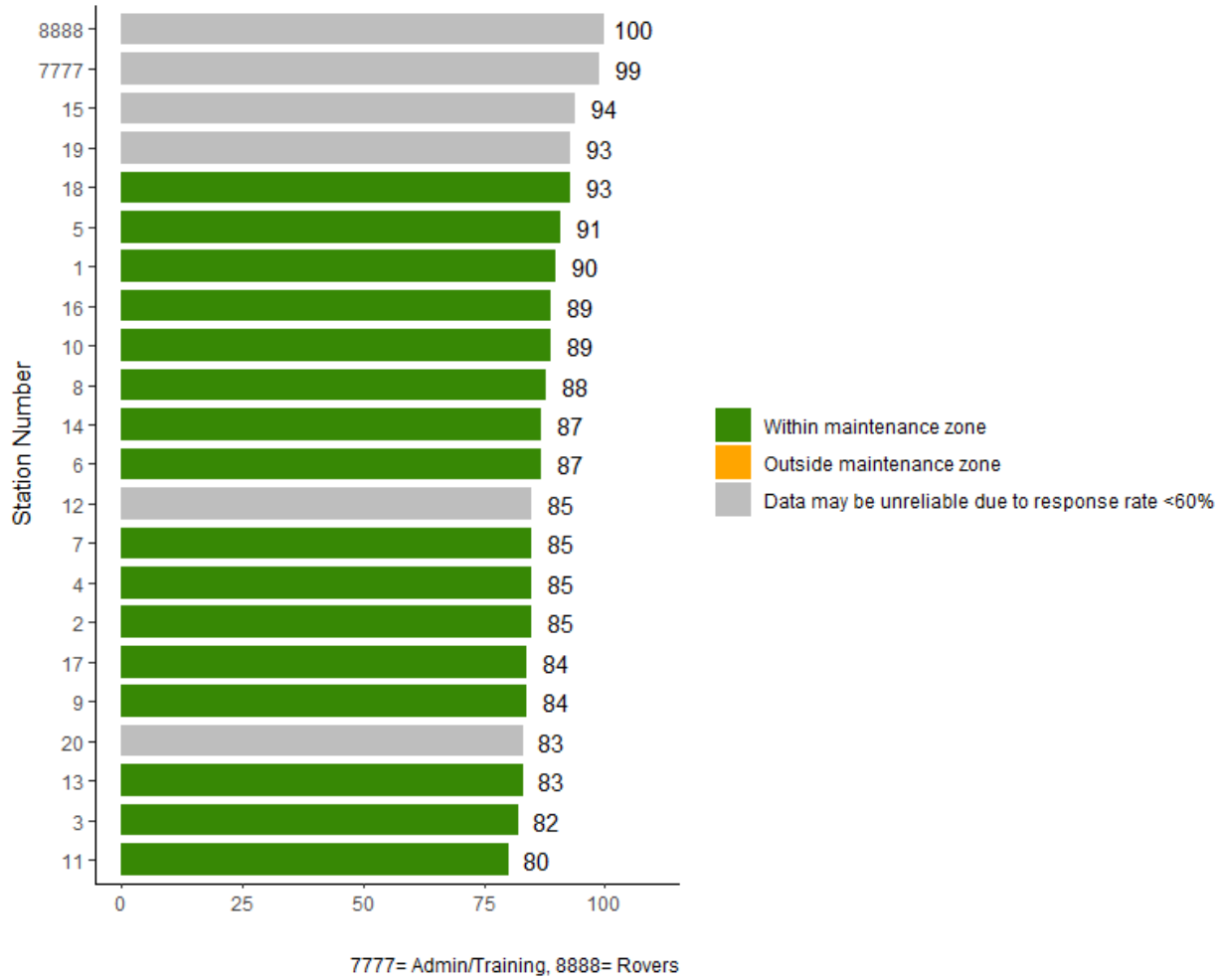
Participation in Decision Making Average = 61



Fire Safety Compliance First Mario Fire Department, PA

Fire Safety Compliance: This component measures the degree to which members act in accordance with established safety protocols, processes, and standards on fire runs.

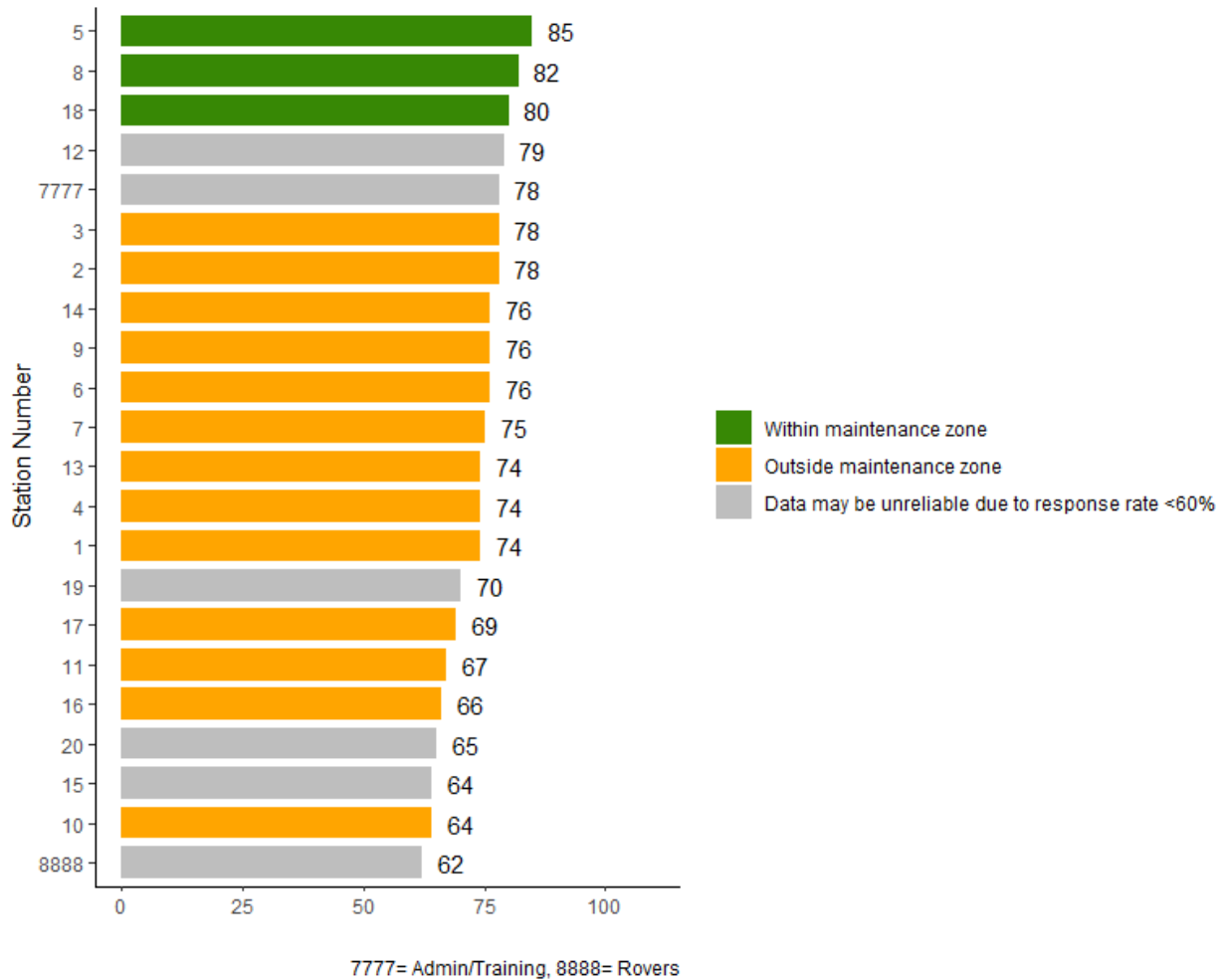
Fire Safety Compliance Average = 88



EMS Safety Compliance First Mario Fire Department, PA

EMS Safety Compliance: This component measures the degree to which members act in accordance with established safety protocols, processes, and standards in regards to their work on EMS runs.

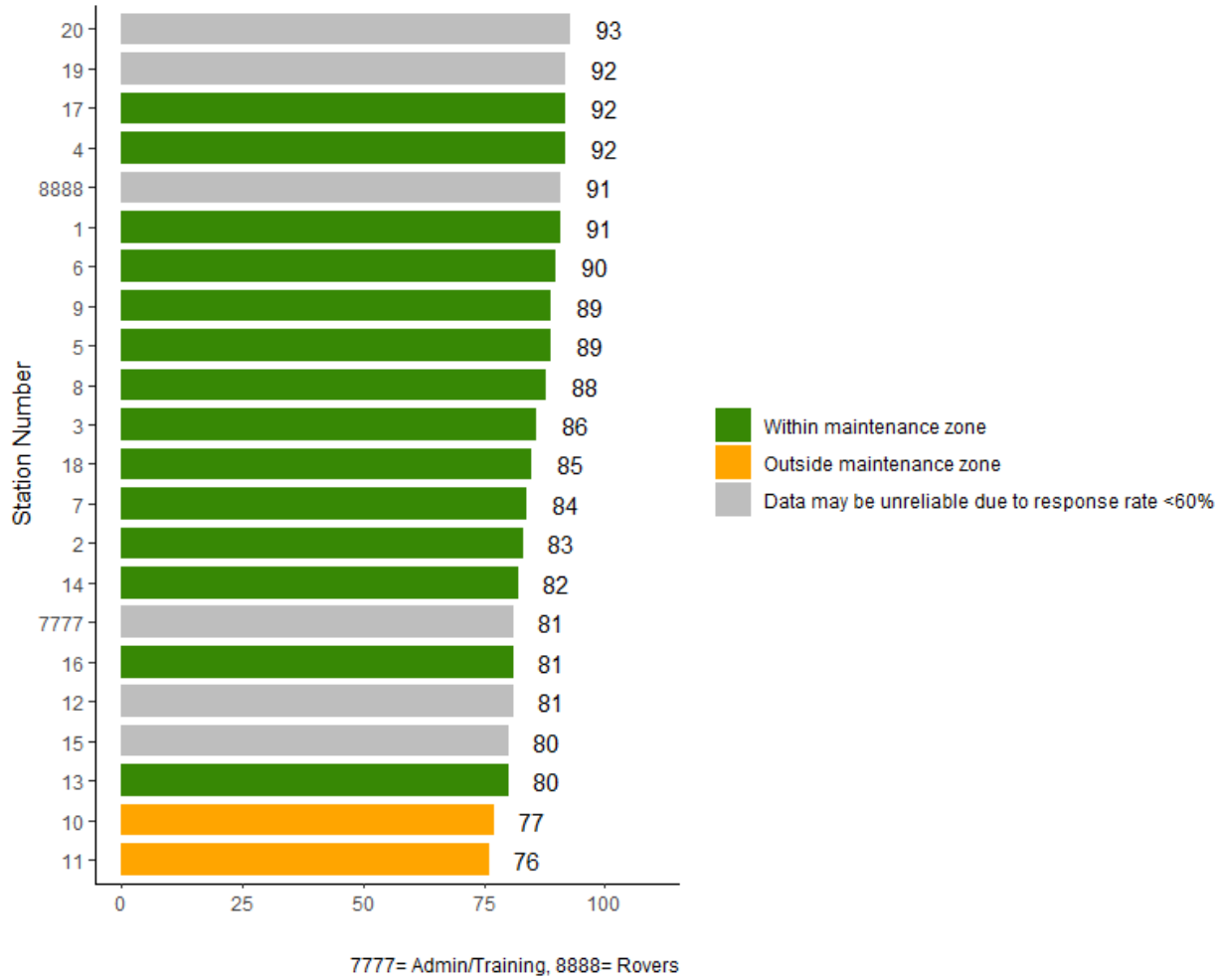
EMS Safety Compliance Average = 88



Safety Citizenship First Mario Fire Department, PA

Safety Citizenship: This component measures the proactive, voluntary actions of firefighters aimed at improving safety beyond compliance.

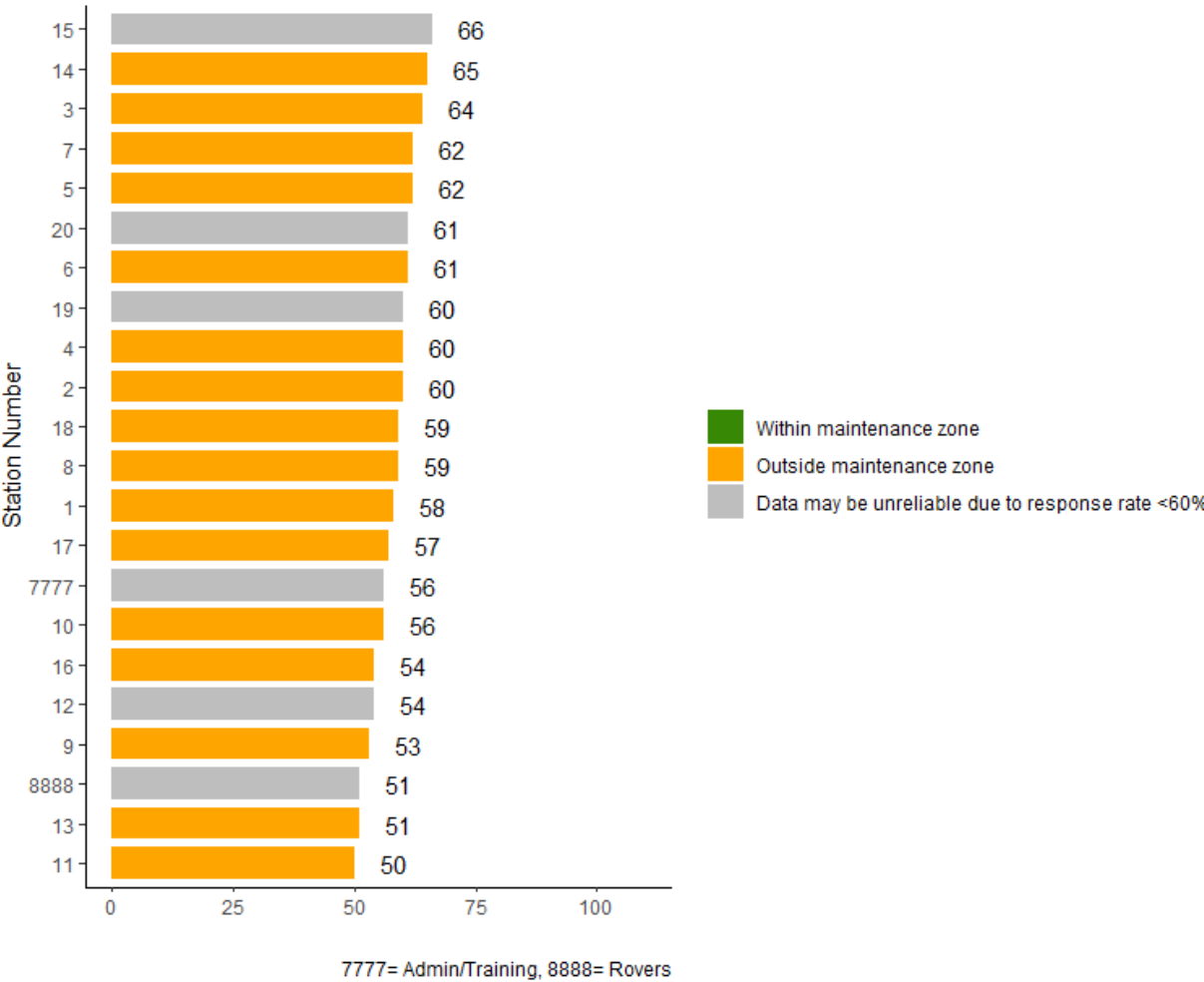
Safety Citizenship Average = 86



Safety Initiative First Mario Fire Department, PA

Safety Initiative: This refers to employees' personally driven and change-oriented behaviors aimed toward the future development and improvement of a safer working environment.

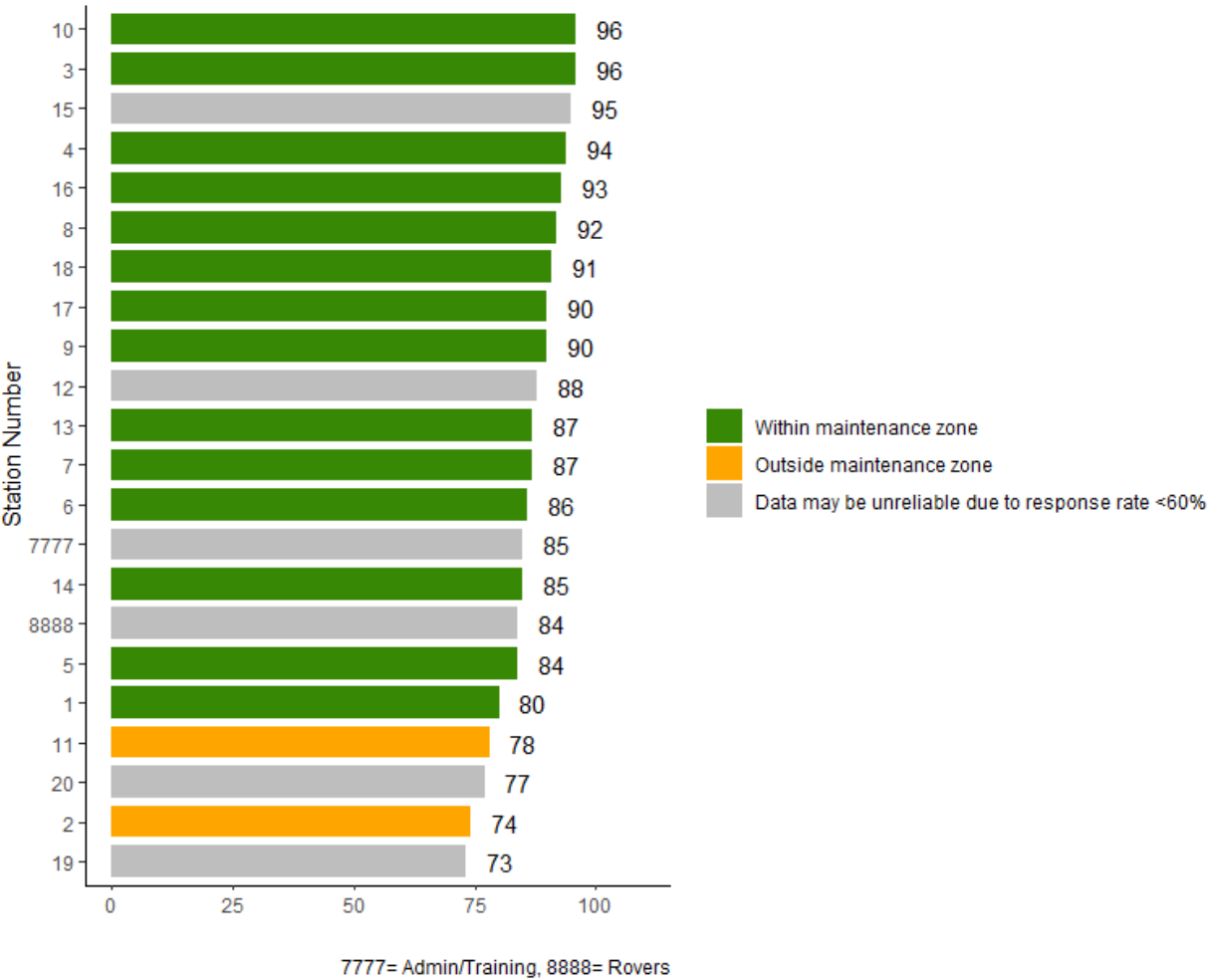
Safety Initiative Average = 58



Safety Behavior First Mario Fire Department, PA

Safety Behavior: This component measures safety awareness and safety behaviors among firefighters.

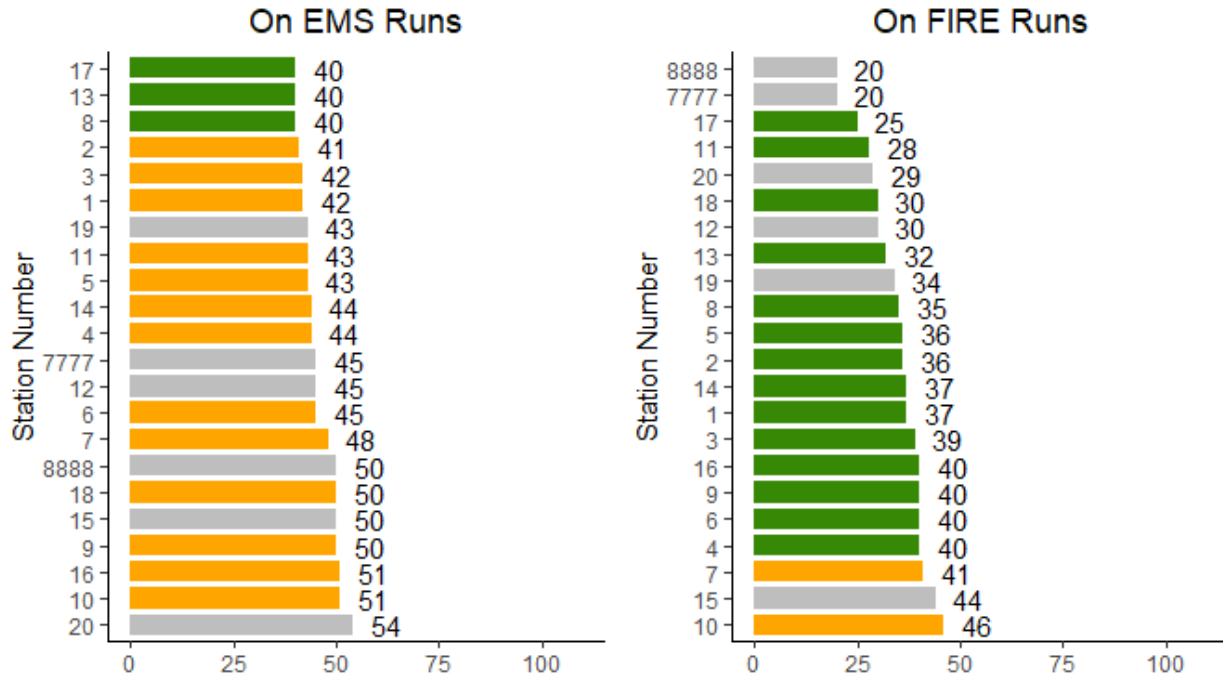
Safety Behavior Average = 87



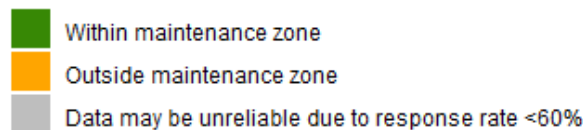
Burnout (Emotional Exhaustion) First Mario Fire Department, PA

Burnout - Emotional Exhaustion Domain: Burnout is considered a type of job stress. Individuals who work exclusively with human beings can suffer from emotional exhaustion from the chronic strain of their work. This component measures feelings of being emotionally overextended and exhausted by one's work. Items are asked in relation to work on an EMS run and on a fire run.

Burnout (Emotional Exhaustion) Average = 40



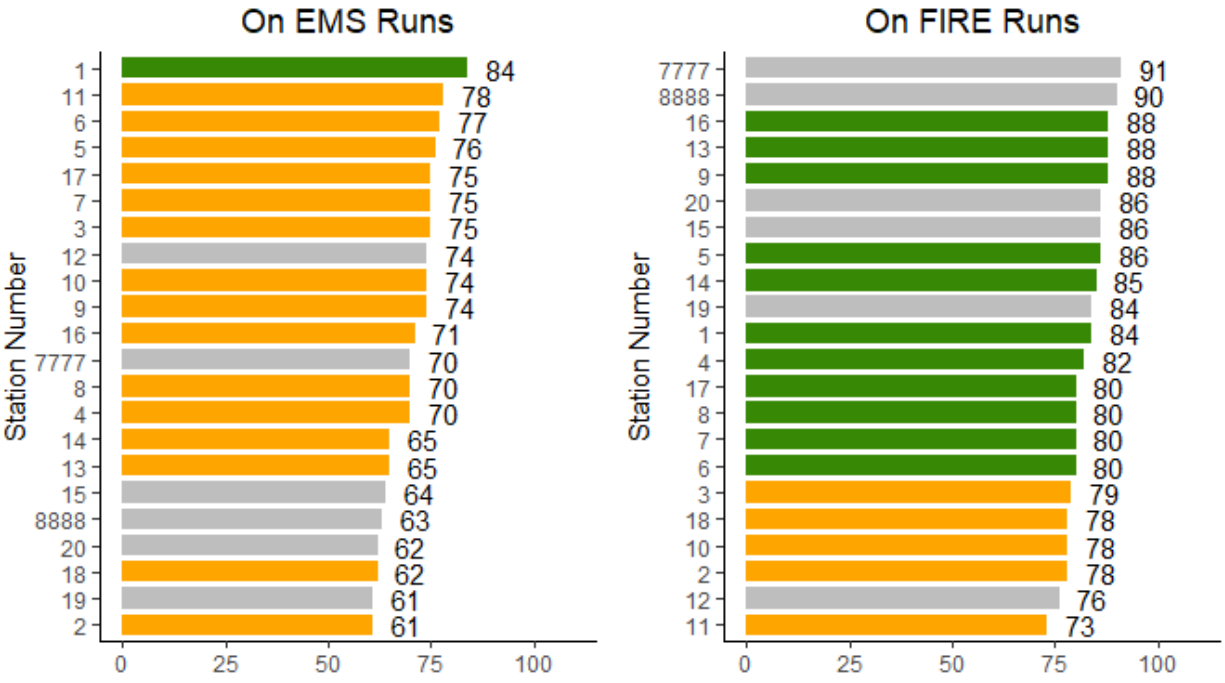
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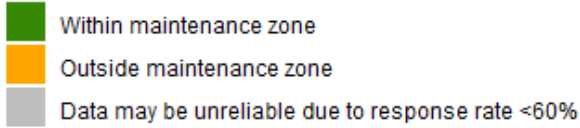
Engagement First Mario Fire Department, PA

Engagement: This component measures the work-related state characterized by vigor, absorption, and dedication. These items are asked in relation to work on an EMS run and on a fire run.

Engagement Average = 77



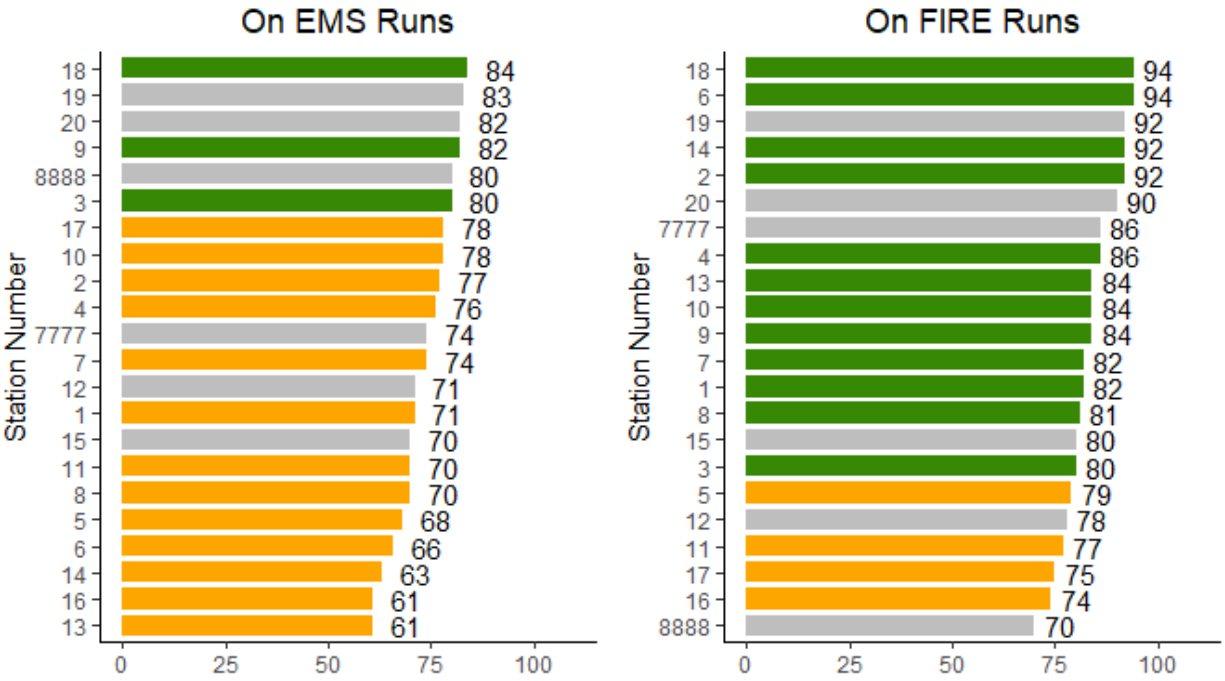
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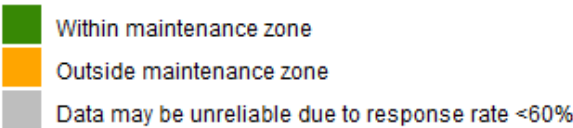
Job Satisfaction First Mario Fire Department, PA

Job Satisfaction: This component measures the degree of positivity about work. These items are asked in relation to work on an EMS run and on a fire run.

Job Satisfaction Average = 79



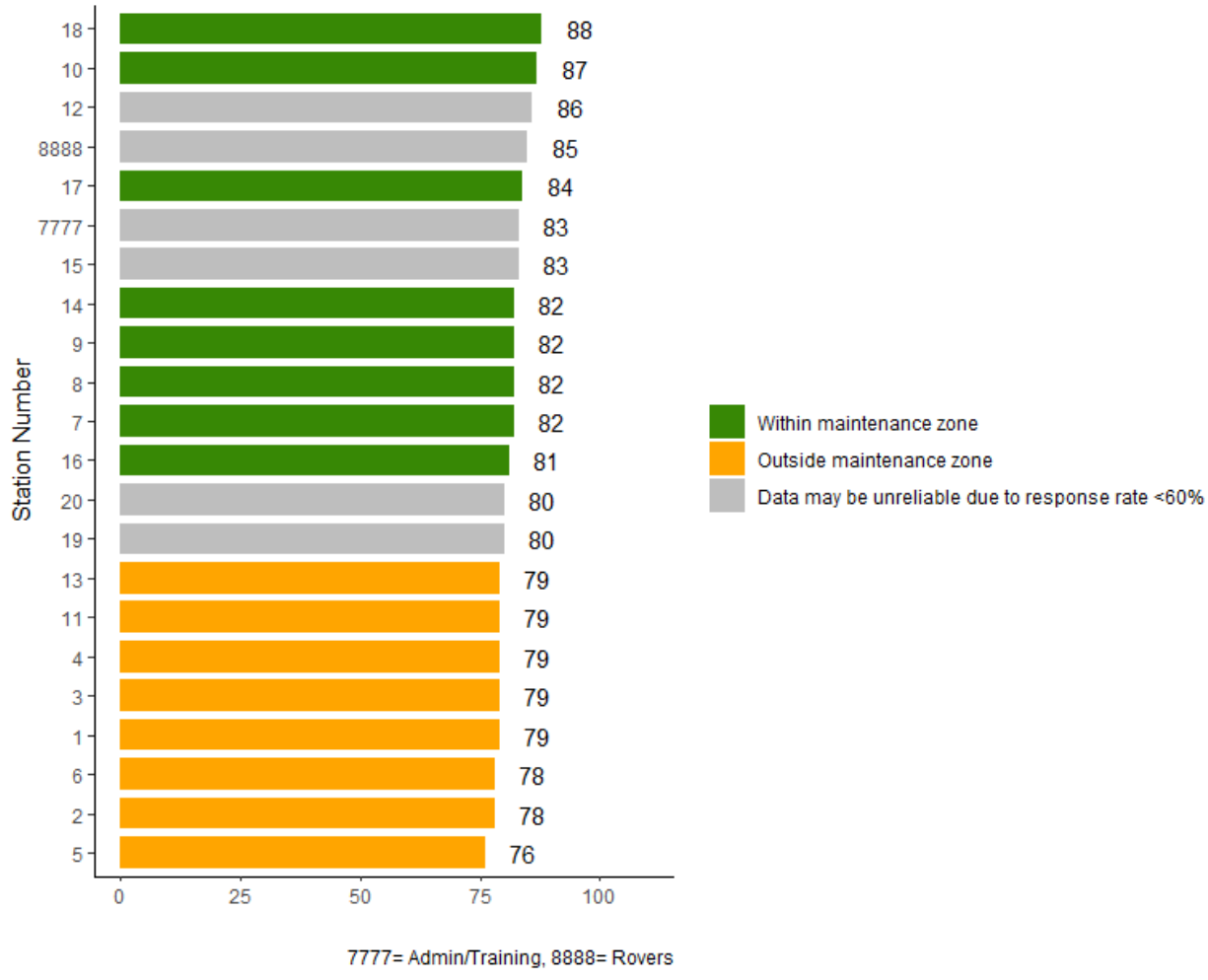
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Resilience (CD-RISC) First Mario Fire Department, PA

Resilience (CD-RISC): This component measures the ability to positively adapt in the presence of stress and cope with adversity.

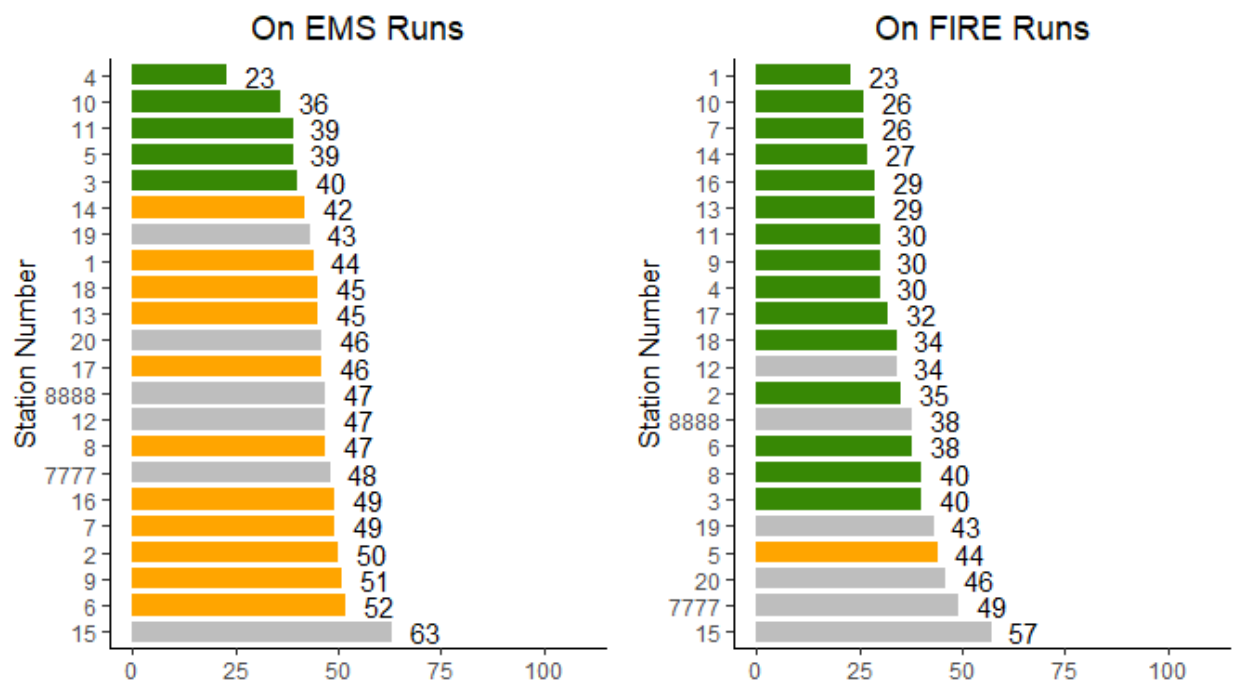
Resilience (CD-RISC) Average = 81



Intention to Leave the Profession First Mario Fire Department, PA

Intention to Leave the Profession: This component measures the degree to which employees express their desire to leave their current job in the near future. This decision may be influenced by job characteristics and the employee’s expectation for what the job should provide to workers.

Intention to Leave the Profession Average = 40



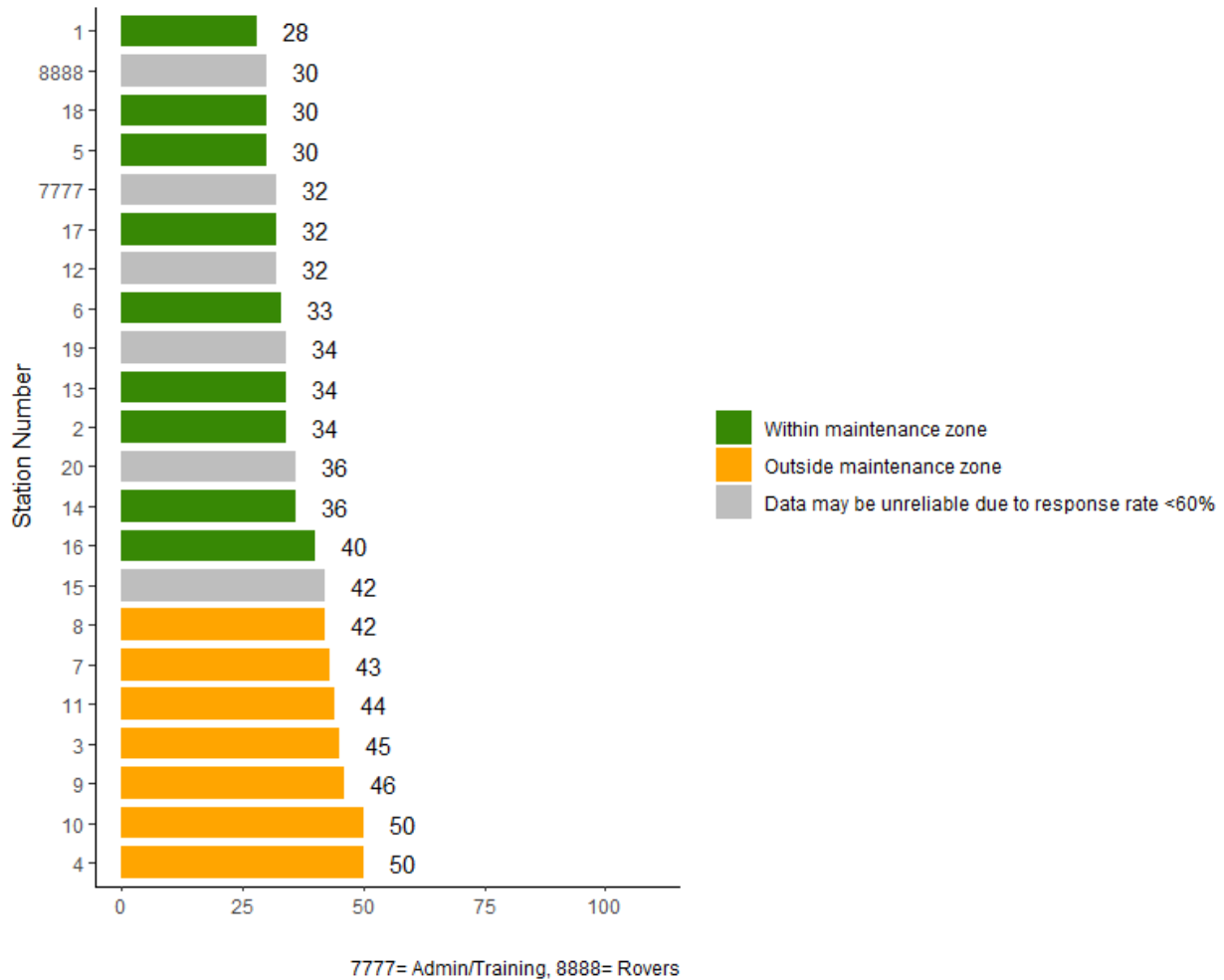
7777= Admin/Training, 8888= Rovers

- Within maintenance zone
- Outside maintenance zone
- Data may be unreliable due to response rate <60%

Compassion Fatigue - Job Burnout First Mario Fire Department, PA

Compassion Fatigue - Job Burnout Domain: Compassion Fatigue is a hazard among first responders relating to traumatic events. The job burnout domain assesses prolonged exposure to demanding interpersonal situations.

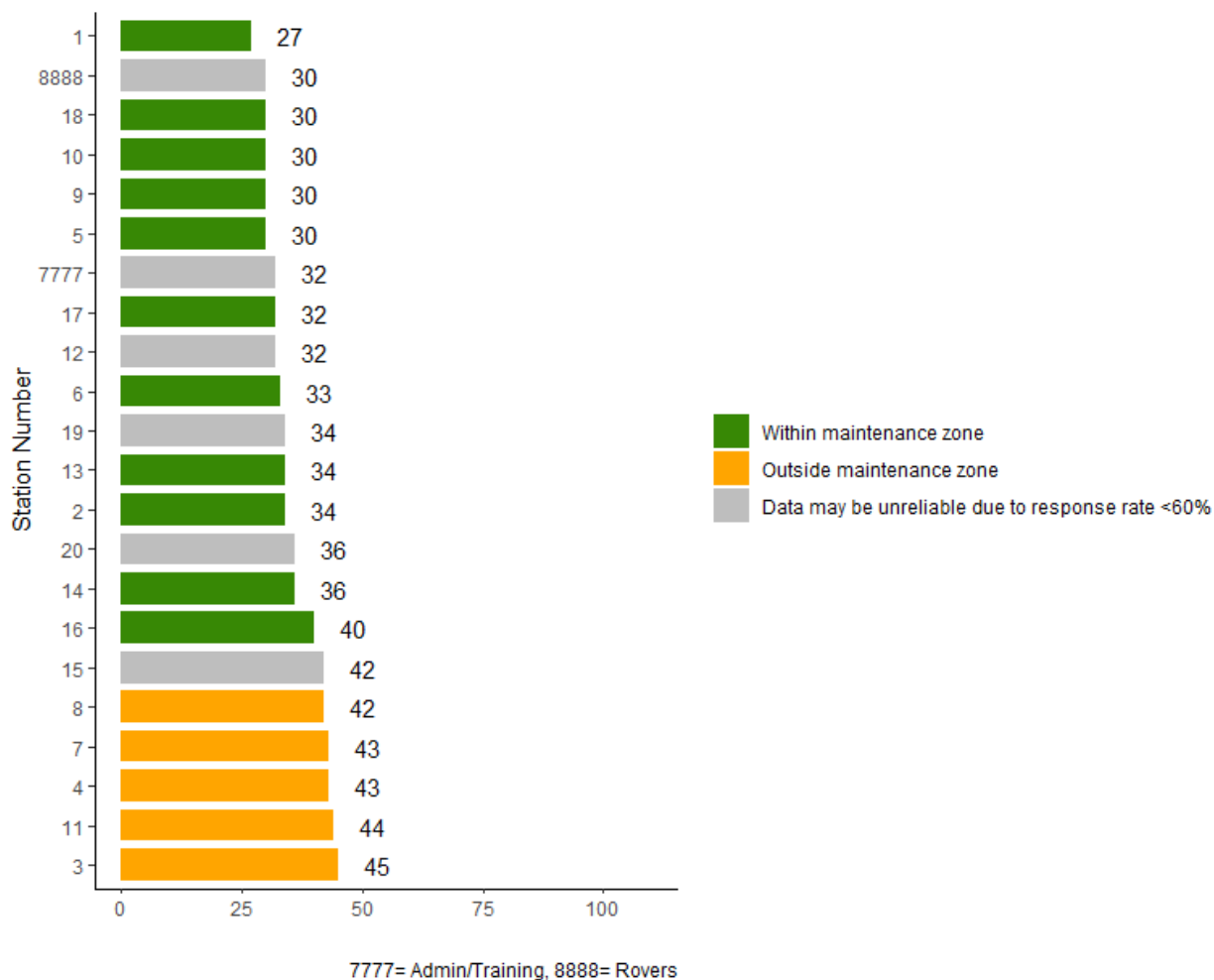
Compassion Fatigue - Job Burnout Average = 37



Compassion Fatigue - Secondary Trauma First Mario Fire Department, PA

Compassion Fatigue - Secondary Trauma Domain: Compassion Fatigue is a hazard among first responders to traumatic events. The secondary trauma domain assesses the extent to which an individual takes another person's trauma and absorbs it.

Compassion Fatigue - Secondary Trauma Average = 35



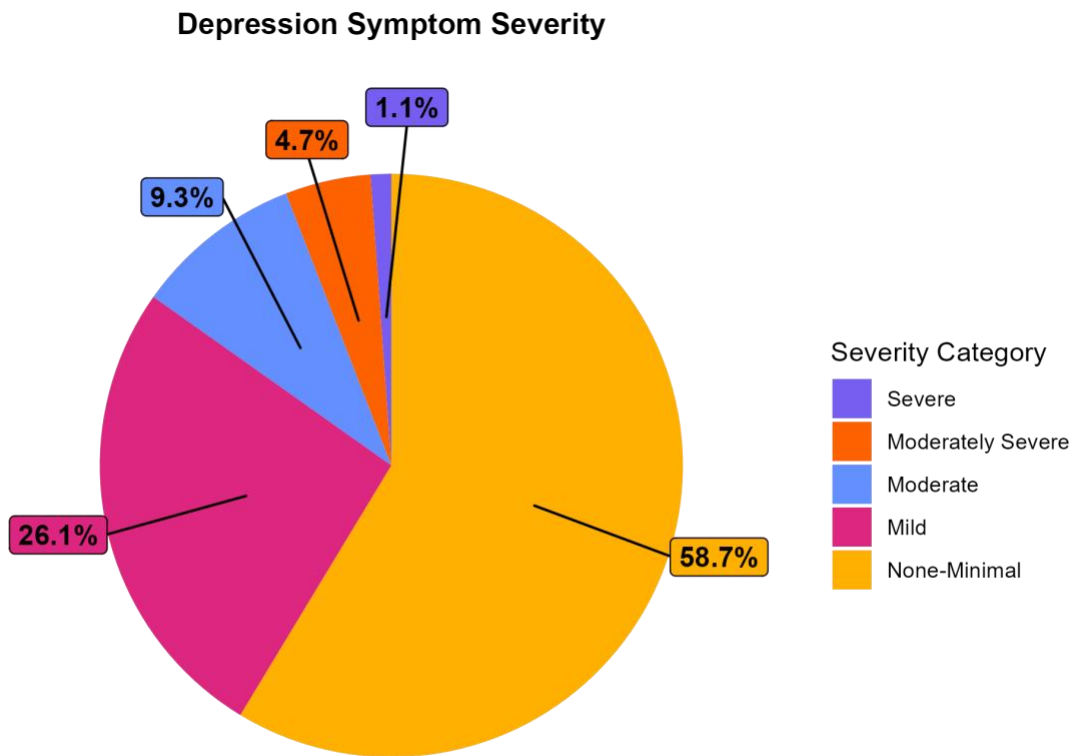
Depression Symptoms First Mario Fire Department, PA

Depression (PHQ-9): This component measures an individual's persistent and obtrusive feelings of sadness, loss of interest or pleasure within the last two weeks at the time of assessment. The maximum score for this scale is 27.

The pie chart shows the percentage of members in your department by levels of depression symptom severity.

Note: This scale is not intended to provide diagnostic information. It is used as a screening measure only.

0-4: None-Minimal | 5-9: Mild | 10-14: Moderate | 15-19: Moderately Severe | 20-27: Severe



Anxiety Symptoms First Mario Fire Department, PA

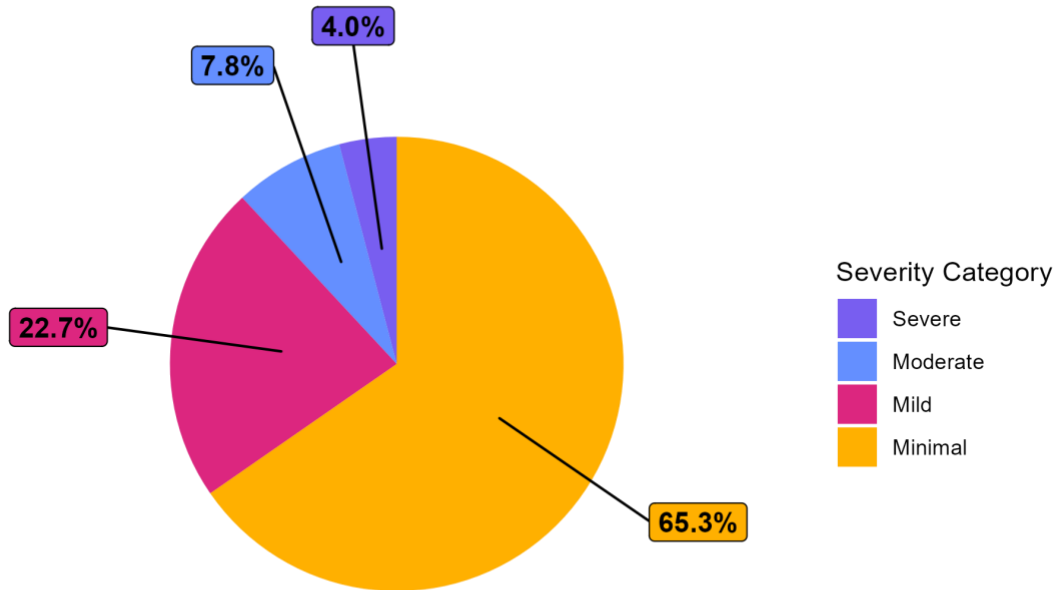
Anxiety (GAD-7): This component measures an individual's feelings of nervousness or unease within the last two weeks at the time of assessment. The maximum score for this scale is 21.

The pie chart shows the percentage of members in your department by levels of anxiety symptom severity.

Note: This scale is not intended to provide diagnostic information. It is used as a screening measure only.

0-4: Minimal | 5-9: Mild | 10-14: Moderate | 15-21: Severe

Anxiety Symptom Severity



Suicidal Ideation Attributes Scale (SIDAS) First Mario Fire Department, PA

Suicidal Ideation Attributes Scale (SIDAS): This component measures the severity of suicidal ideation for an individual within the last month at the time of assessment. The maximum score for this scale is 50.

The pie chart shows the percentage of members in your department by levels of suicidal ideation.

Note: This scale is not intended to provide diagnostic information. It is used as a screening measure only.

0: No Ideation | 1-20: Low Ideation | 21-50: High Ideation

Suicidal Ideation

