

## Comparisons

Role: Control, Non-Uniformed, Uniformed

Due to a lower number of responses received for some types of disability, results are not shown here to preserve anonymity

	Overall	No	Prefer not to say	Yes
<b>No. of Responses</b>	<b>317</b>	271	31	15
<b>Goal Clarity</b>	<b>85%</b>	88%	69%	73%
I am clear about what I am expected to achieve in my job	90%	93%	68%	80%
I understand how the work I do helps MFRA to achieve its Purpose – Here to serve, here to protect, here to keep you safe.	95%	96%	87%	87%
I understand the new leadership message (Vision, Our Purpose, Our Aims and Our Values)	88%	90%	77%	73%
Senior Managers provide a clear vision of the overall direction of MFRA	68%	72%	42%	53%
<b>My Job</b>	<b>77%</b>	80%	51%	63%
I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	76%	78%	61%	67%
I feel supported in my role	71%	75%	35%	73%
I get a sense of personal accomplishment from my work	84%	87%	65%	67%
I have a sense of good job security	75%	80%	42%	60%
I understand how the Service Values fit into my day-to-day activities	85%	88%	68%	67%

	Overall	No	Prefer not to say	Yes
My job makes the best use of the skills and abilities that I have	68%	73%	35%	47%
<b>Employee Involvement</b>	<b>70%</b>	73%	44%	53%
I am able to use my own initiative at work to do my job	85%	89%	61%	67%
I am comfortable to speak up and constructively challenge how things are done	70%	74%	42%	67%
I am encouraged to suggest new ideas for improvements	73%	76%	52%	60%
People communicate openly here regardless of position or level	49%	54%	23%	20%
<b>Teamwork</b>	<b>60%</b>	63%	43%	49%
Different parts of the Service work well together	54%	56%	42%	47%
Morale in my immediate team/watch/section is generally high	59%	62%	42%	53%
The "Colours" training and profile provided to me by MFRS have given me a better understanding of myself and those I work with (If you have not completed this training, please skip the question.)	63%	67%	38%	33%
We are good at sharing ideas to make things work better	66%	68%	52%	60%
<b>Learning &amp; Development</b>	<b>76%</b>	80%	48%	66%
I am able to access learning and development opportunities	70%	75%	39%	47%
I have good quality equipment to help me do my job	78%	82%	48%	73%

	Overall	No	Prefer not to say	Yes
I have the knowledge and skills I need to do my job well	90%	93%	74%	73%
My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well (If you have not had an appraisal, please skip this question)	65%	69%	30%	69%
<b>Recognition &amp; Reward</b>	<b>72%</b>	75%	58%	62%
I feel valued and recognised for the work that I do by my line manager	83%	85%	74%	67%
I feel valued and recognised for the work that I do by other team members	83%	83%	87%	73%
I feel valued and recognised for the work that I do by senior managers	58%	61%	32%	53%
In the last week, I have received thanks or praise for doing good work	65%	69%	39%	53%
<b>Management Effectiveness</b>	<b>68%</b>	71%	52%	52%
Employees at my level are able to communicate their concerns to higher management	61%	65%	42%	40%
I have confidence in the future of MFRA	60%	64%	29%	53%
Members of the Fire and Rescue Authority engage well with staff at MFRS	39%	41%	23%	33%
My manager communicates regularly about issues that affect my work	77%	80%	61%	53%
My manager gives me regular feedback on how I am doing	71%	73%	55%	53%
My manager listens to me	85%	87%	74%	73%

	Overall	No	Prefer not to say	Yes
My manager makes time for me	82%	84%	74%	67%
My manager treats me fairly and with respect	89%	91%	87%	67%
Senior managers do what they say they are going to do	48%	52%	19%	27%
<b>Culture &amp; Values</b>	<b>69%</b>	73%	49%	55%
Bullying, harassment and discrimination are not tolerated at MFRA	80%	83%	65%	60%
Generally we resolve any differences of opinion amicably	69%	72%	48%	67%
I am able to strike the right balance between my work and home life	67%	68%	55%	67%
I feel able to make decisions without fear of being blamed if things go wrong	59%	65%	23%	33%
I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	76%	80%	48%	60%
I have a good understanding of MFRA values	89%	91%	81%	67%
I know about our staff networks and how to access them	73%	76%	52%	60%
I know what I should do and what action I should take if I was concerned that bullying and harassment were taking place.	91%	93%	77%	93%
MFRA is a better place to work than it was 3 years ago (If you have not worked at MFRA for 3 years, please skip this question)	42%	46%	19%	29%
MFRA promotes a culture of openness and transparency	56%	60%	35%	33%

	Overall	No	Prefer not to say	Yes
The "Colours" training has helped me in my interactions with different people. (If you have not completed this training, please skip this question)	55%	60%	28%	29%
<b>Change Management</b>	<b>58%</b>	61%	34%	44%
A lot is done to help staff prepare for and cope with change	42%	46%	10%	27%
Change here is well managed overall	48%	52%	16%	40%
Change within my team is well managed	64%	66%	52%	60%
I am communicated with about change that affects me in good time	58%	63%	23%	33%
I feel that MFRA consider the impact on me and other people when making decisions	44%	49%	16%	20%
I understand the need for change at MFRA so the Service remains relevant and continues to meet the needs of our communities	91%	91%	90%	87%
<b>Health and Wellbeing</b>	<b>70%</b>	73%	53%	57%
I am aware of the Health and Wellbeing support services available through the Occupational Health Team	97%	97%	94%	93%
I consider that I benefited from the support I received through the Occupational Health Team	85%	88%	65%	71%
I have used the services available through the Occupational Health Team	55%	56%	45%	53%
I would say my physical health is good	83%	87%	61%	60%
I would say that my mental health is good	69%	75%	32%	40%

	Overall	No	Prefer not to say	Yes
MFRA provides me with information that promotes a healthier lifestyle	55%	58%	39%	40%
MFRA supports a positive work-life balance	57%	60%	42%	47%
<b>Other factors</b>	<b>51%</b>	51%	53%	49%
Flexibility of work	63%	64%	61%	47%
Hours of work	61%	63%	42%	60%
National pay negotiations	66%	66%	65%	67%
Other external factor(s) (If any, please state on following page, otherwise please select 'Not at all')	30%	28%	35%	40%
Other factor(s) (If any, please state on following page, otherwise please select 'Not at all')	13%	12%	19%	13%
Salary	62%	62%	71%	47%
The cost of living	62%	60%	74%	67%
<b>Engagement</b>	<b>86%</b>	88%	68%	80%
I am proud to say I work for MFRA	87%	90%	68%	67%
I care about the future of MFRA	96%	96%	87%	100%
I would still like to be working at MFRA in two years' time	85%	86%	74%	93%

	Overall	No	Prefer not to say	Yes
If asked, I would recommend to friends and family that MFRA is a good place to work	74%	79%	42%	60%
Working here makes me want to do the best I can	87%	90%	71%	80%

## Appendix

Dashboard:	MFRS Census 2022
Dashboard hierarchy type:	none
Filters applied:	Role: Control, Non-Uniformed, Uniformed
Response count:	317
Panel count:	undefined
Participation:	n/a
Partial results:	Excluded
Comparison:	Survey Overall
Report produced:	31 March 2023