

Comparisons

Role: Control, Non-Uniformed

	Overall	36-45	46-55	56-65	25-35	17-24
No. of Responses	185	54	46	37	28	18
Goal Clarity	88%	88%	92%	87%	80%	93%
I am clear about what I am expected to achieve in my job	92%	93%	96%	92%	82%	100%
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%	98%	91%	95%	93%	100%
I understand the new leadership message (Vision, Our Purpose, Our Aims and Our Values)	92%	91%	100%	89%	86%	94%
Senior Managers provide a clear vision of the overall direction of MFRA	72%	69%	80%	73%	61%	78%
My Job	80%	77%	88%	79%	74%	83%
I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	79%	72%	87%	78%	79%	83%
I feel supported in my role	75%	74%	93%	59%	64%	78%
I get a sense of personal accomplishment from my work	86%	85%	89%	86%	79%	100%
I have a sense of good job security	78%	76%	78%	81%	82%	78%
I understand how the Service Values fit into my day-to-day activities	87%	87%	91%	89%	79%	89%

	Overall	36-45	46-55	56-65	25-35	17-24
My job makes the best use of the skills and abilities that I have	74%	69%	87%	78%	61%	72%
Employee Involvement	73%	69%	85%	74%	63%	68%
I am able to use my own initiative at work to do my job	89%	89%	93%	89%	79%	100%
I am comfortable to speak up and constructively challenge how things are done	74%	72%	87%	78%	71%	44%
I am encouraged to suggest new ideas for improvements	77%	76%	93%	73%	68%	67%
People communicate openly here regardless of position or level	51%	41%	65%	57%	36%	61%
Teamwork	63%	59%	73%	55%	59%	82%
Different parts of the Service work well together	56%	57%	57%	49%	43%	89%
Morale in my immediate team/watch/section is generally high	61%	52%	74%	51%	61%	78%
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.)	65%	61%	76%	57%	69%	75%
We are good at sharing ideas to make things work better	71%	67%	85%	62%	64%	83%
Learning & Development	79%	76%	86%	82%	64%	85%
I am able to access learning and development opportunities	70%	70%	80%	76%	43%	78%
I have good quality equipment to help me do my job	82%	74%	91%	84%	75%	89%

	Overall	36-45	46-55	56-65	25-35	17-24
I have the knowledge and skills I need to do my job well	92%	94%	93%	95%	82%	94%
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)	69%	64%	76%	74%	57%	75%
Recognition & Reward	74%	73%	81%	71%	66%	76%
I feel valued and recognised for the work that I do by my line manager	88%	83%	96%	86%	82%	89%
I feel valued and recognised for the work that I do by other team members	83%	81%	83%	86%	79%	83%
I feel valued and recognised for the work that I do by senior managers	58%	59%	70%	57%	43%	56%
In the last week, I have received thanks or praise for doing good work	66%	67%	76%	54%	61%	78%
Management Effectiveness	69%	69%	75%	67%	62%	75%
Employees at my level are able to communicate their concerns to higher management	61%	59%	59%	65%	50%	78%
I have confidence in the future of MFRA	67%	67%	74%	70%	50%	72%
Members of the Fire and Rescue Authority engage well with staff at MFRS	38%	35%	48%	30%	29%	56%
My manager communicates regularly about issues that affect my work	78%	81%	85%	73%	75%	72%
My manager gives me regular feedback on how I am doing	71%	72%	83%	57%	64%	83%
My manager listens to me	89%	83%	91%	100%	86%	89%

	Overall	36-45	46-55	56-65	25-35	17-24
My manager makes time for me	85%	89%	91%	76%	82%	83%
My manager treats me fairly and with respect	89%	89%	93%	89%	86%	89%
Senior managers do what they say they are going to do	46%	41%	54%	46%	36%	56%
Culture & Values	72%	67%	79%	72%	69%	82%
Bullying, harassment and discrimination are not tolerated at MFRA	83%	76%	87%	89%	82%	83%
Generally we resolve any differences of opinion amicably	75%	69%	83%	68%	79%	83%
I am able to strike the right balance between my work and home life	70%	57%	80%	73%	64%	89%
I feel able to make decisions without fear of being blamed if things go wrong	63%	50%	74%	70%	57%	72%
I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	82%	80%	87%	84%	75%	89%
I have a good understanding of MFRA values	91%	93%	93%	89%	89%	94%
I know about our staff networks and how to access them	76%	72%	85%	73%	71%	83%
I know what I should do and what action I should take if I was concerned that bullying and harassment were taking place.	89%	81%	96%	92%	93%	83%
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%	47%	43%	40%	30%	56%
MFRA promotes a culture of openness and transparency	61%	52%	63%	68%	61%	72%

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The "Colours" training has helped me in my interactions with different people. (If you have not completed this training, please skip this question)	56%	56%	69%	44%	46%	79%
Change Management	62%	60%	70%	64%	49%	70%
A lot is done to help staff prepare for and cope with change	49%	41%	61%	57%	25%	67%
Change here is well managed overall	52%	48%	59%	59%	36%	61%
Change within my team is well managed	70%	72%	80%	65%	54%	78%
I am communicated with about change that affects me in good time	62%	61%	70%	57%	57%	61%
I feel that MFRA consider the impact on me and other people when making decisions	51%	46%	59%	54%	32%	67%
I understand the need for change at MFRA so the Service remains relevant and continues to meet the needs of our communities	91%	91%	93%	92%	89%	89%
Health and Wellbeing	71%	66%	75%	73%	62%	81%
I am aware of the Health and Wellbeing support services available through the Occupational Health Team	96%	98%	100%	100%	93%	83%
I consider that I benefited from the support I received through the Occupational Health Team	85%	83%	90%	85%	70%	100%
I have used the services available through the Occupational Health Team	50%	44%	35%	46%	64%	89%
I would say my physical health is good	82%	76%	87%	76%	86%	89%
I would say that my mental health is good	69%	63%	76%	68%	64%	78%

	Overall	36-45	46-55	56-65	25-35	17-24
MFRA provides me with information that promotes a healthier lifestyle	57%	50%	74%	68%	25%	67%
MFRA supports a positive work-life balance	63%	57%	72%	73%	39%	78%
Other factors	51%	52%	52%	51%	51%	54%
Flexibility of work	69%	81%	70%	65%	64%	50%
Hours of work	67%	76%	63%	59%	64%	78%
National pay negotiations	62%	52%	65%	65%	61%	78%
Other external factor(s) (If any, please state on following page, otherwise please select 'Not at all')	27%	28%	28%	19%	39%	22%
Other factor(s) (If any, please state on following page, otherwise please select 'Not at all')	12%	15%	7%	11%	11%	22%
Salary	63%	59%	65%	73%	61%	61%
The cost of living	59%	54%	63%	65%	54%	67%
Engagement	87%	83%	87%	88%	86%	96%
I am proud to say I work for MFRA	88%	89%	83%	86%	89%	100%
I care about the future of MFRA	96%	94%	96%	95%	96%	100%
I would still like to be working at MFRA in two years' time	83%	72%	87%	81%	93%	94%

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If asked, I would recommend to friends and family that MFRA is a good place to work	77%	69%	83%	84%	68%	94%
Working here makes me want to do the best I can	90%	91%	89%	92%	86%	89%

Appendix

Dashboard:	MFRS Census 2022
Dashboard hierarchy type:	none
Filters applied:	Role: Control, Non-Uniformed
Response count:	185
Panel count:	undefined
Participation:	n/a
Partial results:	Excluded
Comparison:	Survey Overall
Report produced:	31 March 2023