

Comparisons

Role: Control, Non-Uniformed

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

	Overall	Female	Male	Prefer not to say
No. of Responses	185	102	64	19
Goal Clarity	88%	90%	87%	79%
I am clear about what I am expected to achieve in my job	92%	94%	94%	79%
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%	99%	91%	89%
I understand the new leadership message (Vision, Our Purpose, Our Aims and Our Values)	92%	90%	95%	95%
Senior Managers provide a clear vision of the overall direction of MFRA	72%	77%	69%	53%
My Job	80%	86%	78%	57%
I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	79%	85%	77%	53%
I feel supported in my role	75%	76%	77%	58%
I get a sense of personal accomplishment from my work	86%	91%	88%	58%
I have a sense of good job security	78%	86%	73%	53%
I understand how the Service Values fit into my day-to-day activities	87%	92%	84%	68%

	Overall	Female	Male	Prefer not to say
My job makes the best use of the skills and abilities that I have	74%	82%	67%	53%
Employee Involvement	73%	75%	75%	51%
I am able to use my own initiative at work to do my job	89%	91%	89%	79%
I am comfortable to speak up and constructively challenge how things are done	74%	78%	77%	42%
I am encouraged to suggest new ideas for improvements	77%	79%	78%	63%
People communicate openly here regardless of position or level	51%	53%	58%	21%
Teamwork	63%	68%	60%	49%
Different parts of the Service work well together	56%	65%	50%	32%
Morale in my immediate team/watch/section is generally high	61%	62%	63%	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.)	65%	73%	57%	47%
We are good at sharing ideas to make things work better	71%	74%	70%	63%
Learning & Development	79%	81%	79%	65%
I am able to access learning and development opportunities	70%	71%	75%	53%
I have good quality equipment to help me do my job	82%	88%	78%	58%

	Overall	Female	Male	Prefer not to say
I have the knowledge and skills I need to do my job well	92%	90%	97%	89%
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%	74%	64%	61%
Recognition & Reward	74%	75%	74%	64%
I feel valued and recognised for the work that I do by my line manager	88%	85%	91%	89%
I feel valued and recognised for the work that I do by other team members	83%	82%	83%	84%
I feel valued and recognised for the work that I do by senior managers	58%	62%	61%	32%
In the last week, I have received thanks or praise for doing good work	66%	72%	63%	53%
Management Effectiveness	69%	70%	72%	55%
Employees at my level are able to communicate their concerns to higher management	61%	60%	69%	37%
I have confidence in the future of MFRA	67%	75%	64%	37%
Members of the Fire and Rescue Authority engage well with staff at MFRS	38%	42%	39%	16%
My manager communicates regularly about issues that affect my work	78%	77%	80%	79%
My manager gives me regular feedback on how I am doing	71%	74%	73%	53%
My manager listens to me	89%	86%	95%	84%

	Overall	Female	Male	Prefer not to say
My manager makes time for me	85%	83%	88%	84%
My manager treats me fairly and with respect	89%	87%	94%	84%
Senior managers do what they say they are going to do	46%	49%	48%	21%
Culture & Values	72%	74%	75%	52%
Bullying, harassment and discrimination are not tolerated at MFRA	83%	83%	88%	63%
Generally we resolve any differences of opinion amicably	75%	75%	78%	63%
I am able to strike the right balance between my work and home life	70%	73%	73%	47%
I feel able to make decisions without fear of being blamed if things go wrong	63%	65%	72%	26%
I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	82%	86%	84%	47%
I have a good understanding of MFRA values	91%	93%	91%	84%
I know about our staff networks and how to access them	76%	78%	73%	74%
I know what I should do and what action I should take if I was concerned that bullying and harassment were taking place.	89%	90%	94%	68%
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%	41%	50%	26%
MFRA promotes a culture of openness and transparency	61%	63%	67%	32%

	Overall	Female	Male	Prefer not to say
The "Colours" training has helped me in my interactions with different people. (If you have not completed this training, please skip this question)	56%	61%	53%	41%
Change Management	62%	66%	65%	36%
A lot is done to help staff prepare for and cope with change	49%	52%	55%	11%
Change here is well managed overall	52%	57%	56%	16%
Change within my team is well managed	70%	72%	73%	53%
I am communicated with about change that affects me in good time	62%	66%	61%	42%
I feel that MFRA consider the impact on me and other people when making decisions	51%	53%	56%	21%
I understand the need for change at MFRA so the Service remains relevant and continues to meet the needs of our communities	91%	94%	91%	74%
Health and Wellbeing	71%	73%	73%	52%
I am aware of the Health and Wellbeing support services available through the Occupational Health Team	96%	97%	95%	95%
I consider that I benefited from the support I received through the Occupational Health Team	85%	89%	79%	75%
I have used the services available through the Occupational Health Team	50%	45%	63%	37%
I would say my physical health is good	82%	86%	81%	58%
I would say that my mental health is good	69%	74%	69%	42%

	Overall	Female	Male	Prefer not to say
MFRA provides me with information that promotes a healthier lifestyle	57%	60%	61%	32%
MFRA supports a positive work-life balance	63%	66%	67%	37%
Other factors	51%	51%	54%	41%
Flexibility of work	69%	73%	67%	53%
Hours of work	67%	71%	67%	47%
National pay negotiations	62%	59%	70%	47%
Other external factor(s) (If any, please state on following page, otherwise please select 'Not at all')	27%	29%	22%	32%
Other factor(s) (If any, please state on following page, otherwise please select 'Not at all')	12%	12%	11%	16%
Salary	63%	60%	73%	47%
The cost of living	59%	56%	70%	42%
Engagement	87%	89%	88%	69%
I am proud to say I work for MFRA	88%	91%	84%	79%
I care about the future of MFRA	96%	97%	95%	89%
I would still like to be working at MFRA in two years' time	83%	86%	83%	63%

	Overall	Female	Male	Prefer not to say
If asked, I would recommend to friends and family that MFRA is a good place to work	77%	78%	86%	42%
Working here makes me want to do the best I can	90%	93%	89%	74%

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