

## Comparisons

Role: Uniformed

	Overall	46-55	36-45	25-35
<b>No. of Responses</b>	<b>132</b>	54	46	26
<b>Goal Clarity</b>	<b>82%</b>	87%	82%	75%
I am clear about what I am expected to achieve in my job	87%	91%	83%	92%
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%	100%	91%	92%
I understand the new leadership message (Vision, Our Purpose, Our Aims and Our Values)	82%	85%	80%	77%
Senior Managers provide a clear vision of the overall direction of MFRA	63%	72%	72%	38%
<b>My Job</b>	<b>72%</b>	77%	72%	66%
I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	72%	80%	72%	54%
I feel supported in my role	66%	72%	63%	69%
I get a sense of personal accomplishment from my work	81%	81%	85%	81%
I have a sense of good job security	71%	80%	72%	58%
I understand how the Service Values fit into my day-to-day activities	83%	80%	91%	81%

	Overall	46-55	36-45	25-35
My job makes the best use of the skills and abilities that I have	60%	72%	50%	54%
<b>Employee Involvement</b>	<b>65%</b>	75%	66%	50%
I am able to use my own initiative at work to do my job	80%	85%	83%	73%
I am comfortable to speak up and constructively challenge how things are done	65%	78%	61%	50%
I am encouraged to suggest new ideas for improvements	67%	78%	74%	46%
People communicate openly here regardless of position or level	46%	57%	48%	31%
<b>Teamwork</b>	<b>56%</b>	62%	56%	49%
Different parts of the Service work well together	51%	52%	50%	50%
Morale in my immediate team/watch/section is generally high	57%	70%	50%	42%
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.)	58%	63%	67%	43%
We are good at sharing ideas to make things work better	58%	61%	59%	62%
<b>Learning &amp; Development</b>	<b>72%</b>	74%	72%	71%
I am able to access learning and development opportunities	70%	74%	72%	65%
I have good quality equipment to help me do my job	73%	72%	67%	81%

	Overall	46-55	36-45	25-35
I have the knowledge and skills I need to do my job well	86%	87%	87%	81%
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)	59%	63%	60%	52%
<b>Recognition &amp; Reward</b>	<b>70%</b>	78%	72%	58%
I feel valued and recognised for the work that I do by my line manager	77%	83%	80%	62%
I feel valued and recognised for the work that I do by other team members	84%	91%	85%	77%
I feel valued and recognised for the work that I do by senior managers	57%	69%	61%	35%
In the last week, I have received thanks or praise for doing good work	64%	70%	61%	58%
<b>Management Effectiveness</b>	<b>66%</b>	72%	71%	49%
Employees at my level are able to communicate their concerns to higher management	62%	76%	59%	50%
I have confidence in the future of MFRA	51%	59%	59%	23%
Members of the Fire and Rescue Authority engage well with staff at MFRS	40%	41%	46%	35%
My manager communicates regularly about issues that affect my work	76%	83%	78%	62%
My manager gives me regular feedback on how I am doing	70%	76%	74%	54%
My manager listens to me	80%	83%	85%	65%

	Overall	46-55	36-45	25-35
My manager makes time for me	78%	81%	89%	50%
My manager treats me fairly and with respect	89%	96%	93%	73%
Senior managers do what they say they are going to do	51%	56%	61%	31%
<b>Culture &amp; Values</b>	<b>65%</b>	69%	67%	62%
Bullying, harassment and discrimination are not tolerated at MFRA	77%	85%	76%	77%
Generally we resolve any differences of opinion amicably	62%	67%	67%	46%
I am able to strike the right balance between my work and home life	61%	63%	57%	65%
I feel able to make decisions without fear of being blamed if things go wrong	54%	59%	50%	54%
I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	68%	72%	70%	65%
I have a good understanding of MFRA values	86%	85%	89%	81%
I know about our staff networks and how to access them	68%	72%	78%	54%
I know what I should do and what action I should take if I was concerned that bullying and harassment were taking place.	95%	96%	91%	96%
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%	42%	47%	31%
MFRA promotes a culture of openness and transparency	49%	52%	50%	50%

	Overall	46-55	36-45	25-35
The "Colours" training has helped me in my interactions with different people. (If you have not completed this training, please skip this question)	52%	57%	54%	43%
<b>Change Management</b>	<b>51%</b>	62%	46%	43%
A lot is done to help staff prepare for and cope with change	33%	48%	24%	19%
Change here is well managed overall	41%	54%	28%	42%
Change within my team is well managed	56%	70%	46%	46%
I am communicated with about change that affects me in good time	53%	65%	52%	35%
I feel that MFRA consider the impact on me and other people when making decisions	35%	46%	26%	31%
I understand the need for change at MFRA so the Service remains relevant and continues to meet the needs of our communities	91%	91%	98%	85%
<b>Health and Wellbeing</b>	<b>70%</b>	71%	70%	72%
I am aware of the Health and Wellbeing support services available through the Occupational Health Team	97%	98%	98%	96%
I consider that I benefited from the support I received through the Occupational Health Team	85%	85%	86%	89%
I have used the services available through the Occupational Health Team	61%	50%	70%	65%
I would say my physical health is good	86%	83%	85%	92%
I would say that my mental health is good	70%	76%	65%	69%

	Overall	46-55	36-45	25-35
MFRA provides me with information that promotes a healthier lifestyle	52%	59%	43%	58%
MFRA supports a positive work-life balance	49%	50%	52%	42%
<b>Other factors</b>	<b>50%</b>	49%	50%	52%
Flexibility of work	55%	48%	63%	58%
Hours of work	52%	48%	52%	62%
National pay negotiations	72%	76%	70%	65%
Other external factor(s) (If any, please state on following page, otherwise please select 'Not at all')	33%	31%	24%	46%
Other factor(s) (If any, please state on following page, otherwise please select 'Not at all')	14%	13%	11%	19%
Salary	60%	61%	63%	50%
The cost of living	65%	65%	67%	62%
<b>Engagement</b>	<b>85%</b>	84%	88%	85%
I am proud to say I work for MFRA	86%	83%	87%	88%
I care about the future of MFRA	95%	96%	98%	96%
I would still like to be working at MFRA in two years' time	88%	89%	89%	88%

	Overall	46-55	36-45	25-35
If asked, I would recommend to friends and family that MFRA is a good place to work	70%	67%	80%	65%
Working here makes me want to do the best I can	84%	83%	85%	88%

## Appendix

Dashboard:	MFRS Census 2022
Dashboard hierarchy type:	none
Filters applied:	Role: Uniformed
Response count:	132
Panel count:	undefined
Participation:	n/a
Partial results:	Excluded
Comparison:	Survey Overall
Report produced:	30 March 2023