

Comparisons

Role: Uniformed

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

	Overall	Heterosexual/Straight	Prefer not to say
No. of Responses	132	103	22
Goal Clarity	82%	85%	63%
I am clear about what I am expected to achieve in my job	87%	91%	68%
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%	95%	91%
I understand the new leadership message (Vision, Our Purpose, Our Aims and Our Values)	82%	85%	59%
Senior Managers provide a clear vision of the overall direction of MFRA	63%	69%	32%
My Job	72%	76%	48%
I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	72%	77%	41%
I feel supported in my role	66%	69%	50%
I get a sense of personal accomplishment from my work	81%	83%	64%
I have a sense of good job security	71%	79%	32%
I understand how the Service Values fit into my day-to-day activities	83%	85%	64%

		Overall	Heterosexual/Straight	Prefer not to say
My job makes the best use of the skills and abilities that I have	60%	63%	41%	
Employee Involvement	65%	69%	43%	
I am able to use my own initiative at work to do my job	80%	85%	50%	
I am comfortable to speak up and constructively challenge how things are done	65%	70%	45%	
I am encouraged to suggest new ideas for improvements	67%	72%	45%	
People communicate openly here regardless of position or level	46%	49%	32%	
Teamwork	56%	60%	35%	
Different parts of the Service work well together	51%	55%	36%	
Morale in my immediate team/watch/section is generally high	57%	60%	41%	
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%	26%	
We are good at sharing ideas to make things work better	58%	63%	36%	
Learning & Development	72%	77%	51%	
I am able to access learning and development opportunities	70%	75%	45%	
I have good quality equipment to help me do my job	73%	76%	55%	

	Overall	Heterosexual/Straight	Prefer not to say
I have the knowledge and skills I need to do my job well	86%	90%	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)	59%	66%	26%
Recognition & Reward	70%	74%	53%
I feel valued and recognised for the work that I do by my line manager	77%	83%	55%
I feel valued and recognised for the work that I do by other team members	84%	86%	82%
I feel valued and recognised for the work that I do by senior managers	57%	59%	41%
In the last week, I have received thanks or praise for doing good work	64%	69%	36%
Management Effectiveness	66%	71%	44%
Employees at my level are able to communicate their concerns to higher management	62%	66%	36%
I have confidence in the future of MFRA	51%	55%	23%
Members of the Fire and Rescue Authority engage well with staff at MFRS	40%	43%	18%
My manager communicates regularly about issues that affect my work	76%	82%	50%
My manager gives me regular feedback on how I am doing	70%	74%	55%
My manager listens to me	80%	84%	64%

	Overall	Heterosexual/Straight	Prefer not to say
My manager makes time for me	78%	81%	64%
My manager treats me fairly and with respect	89%	94%	68%
Senior managers do what they say they are going to do	51%	56%	18%
Culture & Values	65%	69%	45%
Bullying, harassment and discrimination are not tolerated at MFRA	77%	83%	55%
Generally we resolve any differences of opinion amicably	62%	68%	27%
I am able to strike the right balance between my work and home life	61%	61%	59%
I feel able to make decisions without fear of being blamed if things go wrong	54%	61%	23%
I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	68%	74%	41%
I have a good understanding of MFRA values	86%	85%	82%
I know about our staff networks and how to access them	68%	73%	50%
I know what I should do and what action I should take if I was concerned that bullying and harassment were taking place.	95%	98%	82%
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%	12%
MFRA promotes a culture of openness and transparency	49%	50%	36%

	Overall	Heterosexual/Straight	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)	52%	57%	21%
Change Management	51%	55%	31%
A lot is done to help staff prepare for and cope with change	33%	37%	14%
Change here is well managed overall	41%	48%	9%
Change within my team is well managed	56%	60%	36%
I am communicated with about change that affects me in good time	53%	58%	23%
I feel that MFRA consider the impact on me and other people when making decisions	35%	38%	18%
I understand the need for change at MFRA so the Service remains relevant and continues to meet the needs of our communities	91%	91%	86%
Health and Wellbeing	70%	72%	60%
I am aware of the Health and Wellbeing support services available through the Occupational Health Team	97%	97%	100%
I consider that I benefited from the support I received through the Occupational Health Team	85%	89%	75%
I have used the services available through the Occupational Health Team	61%	63%	45%
I would say my physical health is good	86%	90%	68%
I would say that my mental health is good	70%	75%	45%

	Overall	Heterosexual/Straight	Prefer not to say
MFRA provides me with information that promotes a healthier lifestyle	52%	51%	50%
MFRA supports a positive work-life balance	49%	50%	41%
Other factors	50%	50%	53%
Flexibility of work	55%	55%	55%
Hours of work	52%	56%	36%
National pay negotiations	72%	74%	64%
Other external factor(s) (If any, please state on following page, otherwise please select 'Not at all')	33%	31%	50%
Other factor(s) (If any, please state on following page, otherwise please select 'Not at all')	14%	12%	27%
Salary	60%	58%	68%
The cost of living	65%	64%	73%
Engagement	85%	86%	74%
I am proud to say I work for MFRA	86%	90%	59%
I care about the future of MFRA	95%	95%	95%
I would still like to be working at MFRA in two years' time	88%	88%	82%

	Overall	Heterosexual/Straight	Prefer not to say
If asked, I would recommend to friends and family that MFRA is a good place to work	70%	73%	55%
Working here makes me want to do the best I can	84%	85%	77%

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