

## Comparisons

Role: Control, Non-Uniformed, Uniformed, Working arrangement: Full Time Fixed Working Hours, Full Time Flexi-time system, Full time Flexible working and/or Compressed Hours, Reduced hours / Part time / Flexible Working and/or Compressed Hours, Marine Rescue Unit, Day related Flexi time system, LLAR, Day Crewing WTR, WT (224 (12/12), 24 Hours WTR, Senior Officer (FDS/Continuous Cover), NRAT (National Resilience Assurance Team)

	Overall	Full Time Flexi-time system	Full Time Fixed Working Hours	Reduced hours / Flexible Working and/or Compress...	Senior Officer (FDS/Continuous Cover)	WT (224 (12/12)	Day related Flexi time system	NRAT (National Resilience Assurance Team)	24 Hours WTR	Day Crewing WTR
<b>No. of Responses</b>	<b>317</b>	141	36	33	28	24	13	13	11	10
<b>Goal Clarity</b>	<b>85%</b>	88%	71%	92%	96%	77%	77%	94%	80%	85%
I am clear about what I am expected to achieve in my job	90%	91%	78%	94%	96%	92%	85%	100%	91%	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%	95%	83%	97%	100%	96%	100%	100%	91%	100%
I understand the new leadership message (Vision, Our Purpose, Our Aims and Our Values)	88%	92%	75%	97%	100%	75%	77%	85%	73%	90%
Senior Managers provide a clear vision of the overall direction of MFRA	68%	74%	47%	79%	89%	46%	46%	92%	64%	50%
<b>My Job</b>	<b>77%</b>	79%	64%	86%	93%	61%	72%	85%	88%	58%
I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	76%	80%	58%	79%	93%	79%	85%	77%	73%	50%
I feel supported in my role	71%	70%	56%	94%	93%	50%	62%	92%	91%	50%
I get a sense of personal accomplishment from my work	84%	86%	69%	94%	96%	71%	77%	100%	100%	80%

	Overall	Full Time Flexi-time system	Full Time Fixed Working Hours	Reduced hours / Flexible Working / Compress...	Senior Officer (FDS) / Continuous Cover	WT (224 (12/12)	Day related Flexi time system	NRAT (National Resilience Assurance Team)	24 Hours WTR	Day Crewing WTR
I have a sense of good job security	75%	77%	72%	79%	93%	67%	77%	62%	91%	60%
I understand how the Service Values fit into my day-to-day activities	85%	87%	72%	97%	100%	71%	77%	77%	100%	80%
My job makes the best use of the skills and abilities that I have	68%	77%	58%	76%	82%	29%	54%	100%	73%	30%
<b>Employee Involvement</b>	<b>70%</b>	71%	63%	80%	84%	39%	73%	94%	66%	43%
I am able to use my own initiative at work to do my job	85%	90%	78%	97%	86%	46%	92%	100%	100%	70%
I am comfortable to speak up and constructively challenge how things are done	70%	67%	61%	88%	93%	58%	69%	100%	64%	30%
I am encouraged to suggest new ideas for improvements	73%	77%	64%	85%	86%	33%	92%	100%	64%	50%
People communicate openly here regardless of position or level	49%	52%	50%	48%	71%	17%	38%	77%	36%	20%
<b>Teamwork</b>	<b>60%</b>	64%	46%	67%	77%	41%	50%	80%	58%	42%
Different parts of the Service work well together	54%	59%	42%	55%	68%	46%	38%	54%	55%	40%
Morale in my immediate team/watch/section is generally high	59%	62%	42%	58%	82%	50%	62%	92%	36%	40%
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...	63%	61%	53%	77%	84%	38%	36%	90%	80%	63%
We are good at sharing ideas to make things work better	66%	74%	50%	79%	75%	29%	62%	85%	64%	30%
<b>Learning &amp; Development</b>	<b>76%</b>	78%	66%	86%	80%	55%	79%	79%	84%	76%

	Overall	Full Time Flexi-time system	Full Time Fixed Working Hours	Reduced hours / Flexible Working / Compress...	Senior Officer (FDS) / Continuous Cover	WT (224 (12/12)	Day related Flexi time system	NRAT (National Resilience Assurance Team)	24 Hours WTR	Day Crewing WTR
I am able to access learning and development opportunities	70%	71%	64%	76%	82%	29%	85%	85%	91%	80%
I have good quality equipment to help me do my job	78%	81%	67%	94%	79%	71%	85%	54%	91%	70%
I have the knowledge and skills I need to do my job well	90%	91%	83%	97%	93%	83%	77%	100%	73%	90%
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...	65%	68%	48%	77%	65%	35%	69%	78%	82%	57%
<b>Recognition &amp; Reward</b>	<b>72%</b>	72%	63%	83%	81%	63%	75%	94%	73%	60%
I feel valued and recognised for the work that I do by my line manager	83%	84%	78%	94%	86%	79%	92%	92%	73%	70%
I feel valued and recognised for the work that I do by other team members	83%	84%	67%	85%	93%	92%	100%	100%	73%	80%
I feel valued and recognised for the work that I do by senior managers	58%	57%	47%	73%	79%	29%	54%	92%	64%	30%
In the last week, I have received thanks or praise for doing good work	65%	65%	61%	79%	68%	50%	54%	92%	82%	60%
<b>Management Effectiveness</b>	<b>68%</b>	69%	62%	72%	87%	53%	63%	83%	64%	54%
Employees at my level are able to communicate their concerns to higher management	61%	61%	50%	58%	89%	46%	69%	100%	55%	60%
I have confidence in the future of MFRA	60%	64%	58%	73%	79%	29%	38%	77%	64%	10%
Members of the Fire and Rescue Authority engage well with staff at MFRS	39%	45%	31%	27%	71%	17%	38%	31%	27%	10%
My manager communicates regularly about issues that affect my work	77%	78%	69%	82%	86%	67%	77%	100%	55%	80%

	Overall	Full Time Flexi-time system	Full Time Fixed Working Hours	Reduced hours / Flexible Working / Compress...	Senior Officer (FDS) Continuous Cover	WT (224 (12/12)	Day related Flexi time system	NRAT (National Resilience Assurance Team)	24 Hours WTR	Day Crewing WTR
My manager gives me regular feedback on how I am doing	71%	70%	72%	82%	86%	54%	62%	85%	64%	60%
My manager listens to me	85%	87%	81%	97%	89%	75%	77%	92%	82%	80%
My manager makes time for me	82%	82%	72%	91%	93%	83%	92%	92%	73%	60%
My manager treats me fairly and with respect	89%	87%	81%	100%	96%	83%	92%	100%	91%	100%
Senior managers do what they say they are going to do	48%	50%	44%	36%	89%	21%	23%	69%	64%	30%
<b>Culture &amp; Values</b>	<b>69%</b>	73%	59%	74%	81%	49%	63%	80%	75%	60%
Bullying, harassment and discrimination are not tolerated at MFRA	80%	82%	72%	82%	86%	58%	92%	100%	82%	70%
Generally we resolve any differences of opinion amicably	69%	74%	56%	76%	79%	42%	69%	77%	73%	60%
I am able to strike the right balance between my work and home life	67%	70%	56%	82%	61%	67%	77%	77%	55%	60%
I feel able to make decisions without fear of being blamed if things go wrong	59%	64%	42%	67%	64%	33%	54%	100%	55%	50%
I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	76%	82%	61%	85%	89%	50%	54%	77%	82%	80%
I have a good understanding of MFRA values	89%	91%	78%	94%	100%	83%	85%	85%	82%	90%
I know about our staff networks and how to access them	73%	78%	64%	64%	89%	42%	77%	77%	100%	70%
I know what I should do and what action I should take if I was concerned that bullying and harassment were taking place.	91%	88%	94%	94%	100%	83%	100%	100%	100%	90%

	Overall	Full Time Flexi-time system	Full Time Fixed Working Hours	Reduced hours / Flexible Working / Compress...	Senior Officer (FDS)/Continuous Cover	WT (224 (12/12)	Day related Flexi time system	NRAT (National Resilience Assurance Team)	24 Hours WTR	Day Crewing WTR
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%	40%	38%	68%	19%	25%	25%	60%	17%
MFRA promotes a culture of openness and transparency	56%	61%	42%	67%	75%	25%	38%	62%	64%	30%
The "Colours" training has helped me in my interactions with different people. (If you have not completed this training, please skip this question)	55%	57%	44%	67%	84%	29%	17%	82%	60%	22%
<b>Change Management</b>	<b>58%</b>	61%	53%	62%	77%	40%	45%	71%	42%	37%
A lot is done to help staff prepare for and cope with change	42%	48%	36%	45%	68%	25%	23%	46%	18%	0%
Change here is well managed overall	48%	53%	39%	48%	71%	25%	23%	62%	27%	40%
Change within my team is well managed	64%	68%	64%	64%	79%	63%	54%	85%	18%	50%
I am communicated with about change that affects me in good time	58%	60%	53%	64%	82%	25%	46%	92%	55%	30%
I feel that MFRA consider the impact on me and other people when making decisions	44%	50%	36%	58%	64%	17%	23%	46%	36%	10%
I understand the need for change at MFRA so the Service remains relevant and continues to meet the needs of our communities	91%	89%	89%	94%	100%	83%	100%	92%	100%	90%
<b>Health and Wellbeing</b>	<b>70%</b>	71%	65%	75%	71%	64%	72%	80%	81%	68%
I am aware of the Health and Wellbeing support services available through the Occupational Health Team	97%	96%	97%	97%	100%	96%	92%	92%	100%	100%
I consider that I benefited from the support I received through the Occupational Health Team	85%	94%	75%	76%	94%	55%	86%	100%	100%	100%

	Overall	Full Time Flexi-time system	Full Time Fixed Working Hours	Reduced hours / Flexible Working / Compress...	Senior Officer (FDS) Continuous Cover	WT (224 (12/12)	Day related Flexi time system	NRAT (National Resilience Assurance Team)	24 Hours WTR	Day Crewing WTR
I have used the services available through the Occupational Health Team	55%	54%	44%	48%	43%	54%	46%	85%	91%	80%
I would say my physical health is good	83%	81%	83%	85%	71%	92%	85%	100%	100%	100%
I would say that my mental health is good	69%	68%	58%	76%	71%	75%	62%	92%	82%	60%
MFRA provides me with information that promotes a healthier lifestyle	55%	56%	53%	67%	75%	29%	62%	46%	64%	30%
MFRA supports a positive work-life balance	57%	60%	50%	79%	50%	42%	77%	62%	45%	30%
<b>Other factors</b>	<b>51%</b>	53%	52%	51%	42%	61%	47%	43%	35%	53%
Flexibility of work	63%	67%	64%	76%	36%	54%	69%	54%	55%	70%
Hours of work	61%	65%	61%	79%	50%	54%	46%	46%	36%	60%
National pay negotiations	66%	66%	58%	58%	68%	83%	69%	69%	64%	80%
Other external factor(s) (if any, please state on following page, otherwise please select 'Not at all')	30%	30%	28%	30%	18%	63%	15%	8%	9%	50%
Other factor(s) (if any, please state on following page, otherwise please select 'Not at all')	13%	13%	8%	12%	11%	38%	8%	8%	0%	10%
Salary	62%	66%	75%	55%	54%	63%	69%	54%	36%	40%
The cost of living	62%	66%	67%	45%	61%	71%	54%	62%	45%	60%
<b>Engagement</b>	<b>86%</b>	86%	81%	92%	96%	74%	78%	89%	98%	84%

	Overall	Full Time Flexi-time system	Full Time Fixed Working Hours	Reduced hours / Flexible Working / Compress...	Senior Officer (FDS) / Continuous Cover	WT (224 (12/12)	Day related Flexi time system	NRAT (National Resilience Assurance Team)	24 Hours WTR	Day Crewing WTR
I am proud to say I work for MFRA	87%	87%	75%	91%	96%	79%	85%	85%	100%	90%
I care about the future of MFRA	96%	94%	94%	97%	100%	100%	92%	100%	100%	100%
I would still like to be working at MFRA in two years' time	85%	84%	86%	88%	93%	71%	85%	85%	100%	90%
If asked, I would recommend to friends and family that MFRA is a good place to work	74%	76%	67%	88%	93%	54%	46%	77%	91%	60%
Working here makes me want to do the best I can	87%	87%	81%	97%	96%	67%	85%	100%	100%	80%

## Appendix

Dashboard:	MFRS Census 2022
Dashboard hierarchy type:	none
Filters applied:	Role: Control, Non-Uniformed, Uniformed, Working arrangement: Full Time Fixed Working Hours, Full Time Flexi-time system, Full time Flexible working and/or Compressed Hours, Reduced hours / Part time / Flexible Working and/or Compressed Hours, Marine Rescue Unit, Day related Flexi time system, LLAR, Day Crewing WTR, WT (224 (12/12), 24 Hours WTR, Senior Officer (FDS/Continuous Cover), NRAT (National Resilience Assurance Team)
Response count:	317
Panel count:	undefined
Participation:	n/a
Partial results:	Excluded
Comparison:	Survey Overall
Report produced:	30 March 2023