

Comparisons

Role: Non-Uniformed, Uniformed, Control

	Overall	20+ Years	10 to less than 20 years	Less than 2 years	2 to less than 5 years	5 to less than 10 years
No. of Responses	317	95	65	62	51	44
Goal Clarity	85%	87%	84%	88%	84%	81%
I am clear about what I am expected to achieve in my job	90%	94%	85%	90%	92%	89%
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%	96%	95%	97%	94%	91%
I understand the new leadership message (Vision, Our Purpose, Our Aims and Our Values)	88%	91%	86%	87%	86%	89%
Senior Managers provide a clear vision of the overall direction of MFRA	68%	67%	71%	77%	65%	57%
My Job	77%	79%	73%	84%	73%	72%
I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	76%	81%	71%	82%	67%	75%
I feel supported in my role	71%	71%	63%	79%	69%	75%
I get a sense of personal accomplishment from my work	84%	84%	78%	95%	86%	75%
I have a sense of good job security	75%	84%	72%	79%	63%	70%
I understand how the Service Values fit into my day-to-day activities	85%	84%	86%	89%	88%	77%

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My job makes the best use of the skills and abilities that I have	68%	71%	66%	77%	65%	57%
Employee Involvement	70%	75%	66%	75%	65%	60%
I am able to use my own initiative at work to do my job	85%	86%	89%	87%	82%	80%
I am comfortable to speak up and constructively challenge how things are done	70%	82%	58%	74%	65%	64%
I am encouraged to suggest new ideas for improvements	73%	78%	74%	76%	73%	59%
People communicate openly here regardless of position or level	49%	54%	43%	65%	41%	36%
Teamwork	60%	61%	58%	70%	57%	54%
Different parts of the Service work well together	54%	56%	49%	65%	57%	39%
Morale in my immediate team/watch/section is generally high	59%	63%	51%	68%	53%	59%
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.)	63%	60%	63%	80%	53%	59%
We are good at sharing ideas to make things work better	66%	63%	69%	71%	67%	59%
Learning & Development	76%	77%	73%	81%	73%	74%
I am able to access learning and development opportunities	70%	74%	69%	77%	57%	68%
I have good quality equipment to help me do my job	78%	79%	72%	77%	78%	84%

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I have the knowledge and skills I need to do my job well	90%	89%	91%	90%	92%	86%
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)	65%	66%	57%	80%	64%	56%
Recognition & Reward	72%	76%	71%	77%	66%	69%
I feel valued and recognised for the work that I do by my line manager	83%	87%	80%	85%	73%	89%
I feel valued and recognised for the work that I do by other team members	83%	87%	85%	79%	82%	80%
I feel valued and recognised for the work that I do by senior managers	58%	67%	55%	65%	39%	52%
In the last week, I have received thanks or praise for doing good work	65%	61%	63%	79%	69%	55%
Management Effectiveness	68%	71%	65%	74%	60%	67%
Employees at my level are able to communicate their concerns to higher management	61%	67%	52%	63%	65%	55%
I have confidence in the future of MFRA	60%	67%	62%	73%	41%	48%
Members of the Fire and Rescue Authority engage well with staff at MFRS	39%	45%	34%	52%	27%	30%
My manager communicates regularly about issues that affect my work	77%	78%	75%	79%	69%	86%
My manager gives me regular feedback on how I am doing	71%	72%	65%	79%	65%	73%
My manager listens to me	85%	86%	85%	84%	80%	91%

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My manager makes time for me	82%	82%	82%	81%	76%	91%
My manager treats me fairly and with respect	89%	92%	86%	95%	76%	95%
Senior managers do what they say they are going to do	48%	52%	45%	60%	41%	36%
Culture & Values	69%	70%	68%	78%	64%	66%
Bullying, harassment and discrimination are not tolerated at MFRA	80%	80%	85%	85%	75%	75%
Generally we resolve any differences of opinion amicably	69%	66%	72%	74%	71%	64%
I am able to strike the right balance between my work and home life	67%	66%	65%	76%	57%	68%
I feel able to make decisions without fear of being blamed if things go wrong	59%	57%	52%	81%	57%	48%
I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	76%	75%	69%	87%	73%	77%
I have a good understanding of MFRA values	89%	91%	89%	90%	86%	86%
I know about our staff networks and how to access them	73%	76%	75%	71%	71%	68%
I know what I should do and what action I should take if I was concerned that bullying and harassment were taking place.	91%	95%	88%	94%	88%	91%
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%	48%	44%	33%	24%	45%
MFRA promotes a culture of openness and transparency	56%	59%	49%	65%	53%	52%

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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)	55%	56%	55%	67%	41%	54%
Change Management	58%	62%	56%	63%	50%	51%
A lot is done to help staff prepare for and cope with change	42%	52%	40%	48%	29%	30%
Change here is well managed overall	48%	55%	48%	55%	39%	32%
Change within my team is well managed	64%	65%	65%	65%	57%	70%
I am communicated with about change that affects me in good time	58%	63%	51%	69%	51%	50%
I feel that MFRA consider the impact on me and other people when making decisions	44%	47%	42%	55%	35%	36%
I understand the need for change at MFRA so the Service remains relevant and continues to meet the needs of our communities	91%	93%	94%	89%	90%	86%
Health and Wellbeing	70%	70%	67%	81%	70%	65%
I am aware of the Health and Wellbeing support services available through the Occupational Health Team	97%	100%	98%	92%	96%	93%
I consider that I benefited from the support I received through the Occupational Health Team	85%	87%	93%	82%	73%	72%
I have used the services available through the Occupational Health Team	55%	37%	38%	82%	71%	59%
I would say my physical health is good	83%	80%	74%	90%	92%	84%
I would say that my mental health is good	69%	72%	60%	82%	71%	59%

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MFRA provides me with information that promotes a healthier lifestyle	55%	62%	58%	66%	41%	36%
MFRA supports a positive work-life balance	57%	56%	55%	73%	47%	55%
Other factors	51%	49%	56%	48%	53%	49%
Flexibility of work	63%	54%	78%	58%	69%	59%
Hours of work	61%	56%	66%	55%	73%	57%
National pay negotiations	66%	69%	63%	60%	73%	64%
Other external factor(s) (If any, please state on following page, otherwise please select 'Not at all')	30%	25%	34%	29%	29%	34%
Other factor(s) (If any, please state on following page, otherwise please select 'Not at all')	13%	11%	15%	13%	16%	11%
Salary	62%	63%	68%	63%	55%	57%
The cost of living	62%	62%	68%	56%	59%	64%
Engagement	86%	85%	82%	94%	88%	78%
I am proud to say I work for MFRA	87%	88%	82%	92%	90%	80%
I care about the future of MFRA	96%	95%	95%	98%	98%	91%
I would still like to be working at MFRA in two years' time	85%	86%	82%	92%	86%	75%

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If asked, I would recommend to friends and family that MFRA is a good place to work	74%	74%	69%	87%	76%	64%
Working here makes me want to do the best I can	87%	84%	83%	98%	90%	82%

Appendix

Dashboard:	MFRS Census 2022
Dashboard hierarchy type:	none
Filters applied:	Role: Non-Uniformed, Uniformed, Control
Response count:	317
Panel count:	undefined
Participation:	n/a
Partial results:	Excluded
Comparison:	Survey Overall
Report produced:	30 March 2023