

## Comparisons

Role: Control, Non-Uniformed, 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	Gay woman/Lesbian
<b>No. of Responses</b>	<b>317</b>	263	46	5
<b>Goal Clarity</b>	<b>85%</b>	87%	73%	90%
I am clear about what I am expected to achieve in my job	90%	93%	76%	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%	91%	100%
I understand the new leadership message (Vision, Our Purpose, Our Aims and Our Values)	88%	90%	76%	100%
Senior Managers provide a clear vision of the overall direction of MFRA	68%	72%	48%	60%
<b>My Job</b>	<b>77%</b>	80%	57%	97%
I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	76%	79%	52%	100%
I feel supported in my role	71%	73%	59%	100%
I get a sense of personal accomplishment from my work	84%	87%	67%	100%
I have a sense of good job security	75%	80%	46%	100%
I understand how the Service Values fit into my day-to-day activities	85%	87%	70%	100%

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My job makes the best use of the skills and abilities that I have	68%	71%	48%	80%
<b>Employee Involvement</b>	<b>70%</b>	73%	51%	70%
I am able to use my own initiative at work to do my job	85%	89%	65%	100%
I am comfortable to speak up and constructively challenge how things are done	70%	75%	50%	60%
I am encouraged to suggest new ideas for improvements	73%	76%	59%	80%
People communicate openly here regardless of position or level	49%	52%	30%	40%
<b>Teamwork</b>	<b>60%</b>	64%	42%	68%
Different parts of the Service work well together	54%	57%	37%	40%
Morale in my immediate team/watch/section is generally high	59%	62%	46%	60%
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%	67%	33%	100%
We are good at sharing ideas to make things work better	66%	68%	52%	80%
<b>Learning &amp; Development</b>	<b>76%</b>	79%	59%	90%
I am able to access learning and development opportunities	70%	73%	50%	100%
I have good quality equipment to help me do my job	78%	81%	59%	100%

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I have the knowledge and skills I need to do my job well	90%	92%	83%	80%
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%	69%	44%	80%
<b>Recognition &amp; Reward</b>	<b>72%</b>	74%	64%	85%
I feel valued and recognised for the work that I do by my line manager	83%	84%	78%	100%
I feel valued and recognised for the work that I do by other team members	83%	84%	85%	60%
I feel valued and recognised for the work that I do by senior managers	58%	60%	41%	80%
In the last week, I have received thanks or praise for doing good work	65%	68%	50%	100%
<b>Management Effectiveness</b>	<b>68%</b>	70%	54%	87%
Employees at my level are able to communicate their concerns to higher management	61%	64%	41%	100%
I have confidence in the future of MFRA	60%	64%	35%	80%
Members of the Fire and Rescue Authority engage well with staff at MFRS	39%	41%	20%	80%
My manager communicates regularly about issues that affect my work	77%	79%	70%	100%
My manager gives me regular feedback on how I am doing	71%	73%	59%	80%
My manager listens to me	85%	87%	80%	80%

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My manager makes time for me	82%	83%	78%	100%
My manager treats me fairly and with respect	89%	90%	83%	100%
Senior managers do what they say they are going to do	48%	52%	22%	60%
<b>Culture &amp; Values</b>	<b>69%</b>	72%	53%	83%
Bullying, harassment and discrimination are not tolerated at MFRA	80%	84%	65%	80%
Generally we resolve any differences of opinion amicably	69%	73%	48%	100%
I am able to strike the right balance between my work and home life	67%	68%	59%	80%
I feel able to make decisions without fear of being blamed if things go wrong	59%	65%	30%	60%
I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	76%	81%	50%	100%
I have a good understanding of MFRA values	89%	89%	85%	100%
I know about our staff networks and how to access them	73%	75%	63%	60%
I know what I should do and what action I should take if I was concerned that bullying and harassment were taking place.	91%	93%	83%	80%
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%	20%	67%
MFRA promotes a culture of openness and transparency	56%	58%	41%	80%

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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%	58%	30%	100%
<b>Change Management</b>	<b>58%</b>	61%	37%	70%
A lot is done to help staff prepare for and cope with change	42%	47%	15%	60%
Change here is well managed overall	48%	53%	17%	60%
Change within my team is well managed	64%	68%	46%	60%
I am communicated with about change that affects me in good time	58%	61%	37%	80%
I feel that MFRA consider the impact on me and other people when making decisions	44%	48%	24%	60%
I understand the need for change at MFRA so the Service remains relevant and continues to meet the needs of our communities	91%	92%	83%	100%
<b>Health and Wellbeing</b>	<b>70%</b>	72%	60%	90%
I am aware of the Health and Wellbeing support services available through the Occupational Health Team	97%	97%	98%	100%
I consider that I benefited from the support I received through the Occupational Health Team	85%	87%	76%	100%
I have used the services available through the Occupational Health Team	55%	56%	46%	80%
I would say my physical health is good	83%	86%	70%	100%
I would say that my mental health is good	69%	72%	52%	100%

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MFRA provides me with information that promotes a healthier lifestyle	55%	57%	41%	80%
MFRA supports a positive work-life balance	57%	60%	43%	80%
<b>Other factors</b>	<b>51%</b>	51%	48%	37%
Flexibility of work	63%	65%	57%	20%
Hours of work	61%	64%	43%	40%
National pay negotiations	66%	67%	59%	60%
Other external factor(s) (If any, please state on following page, otherwise please select 'Not at all')	30%	29%	39%	0%
Other factor(s) (If any, please state on following page, otherwise please select 'Not at all')	13%	11%	20%	20%
Salary	62%	62%	59%	60%
The cost of living	62%	62%	59%	60%
<b>Engagement</b>	<b>86%</b>	87%	76%	96%
I am proud to say I work for MFRA	87%	89%	72%	100%
I care about the future of MFRA	96%	95%	96%	100%
I would still like to be working at MFRA in two years' time	85%	86%	76%	100%

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If asked, I would recommend to friends and family that MFRA is a good place to work	74%	78%	54%	100%
Working here makes me want to do the best I can	87%	89%	80%	80%

## Appendix

Dashboard:	MFRS Census 2022
Dashboard hierarchy type:	none
Filters applied:	Role: Control, Non-Uniformed, Uniformed
Response count:	317
Panel count:	undefined
Participation:	n/a
Partial results:	Excluded
Comparison:	Survey Overall
Report produced:	31 March 2023