

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	Operational Response (incl. op crew staff)	Prevention	Operational Preparedness	Protection	People and Organisational Development/ Legal and Democratic S...	Strategy & Performance	Other	Finance and Procurement	National Resilience
No. of Responses	317	75	42	37	36	35	30	29	18	15
Goal Clarity	85%	78%	89%	89%	78%	93%	89%	83%	88%	95%
I am clear about what I am expected to achieve in my job	90%	88%	93%	97%	78%	97%	87%	83%	100%	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%	93%	100%	95%	94%	97%	93%	97%	83%	100%
I understand the new leadership message (Vision, Our Purpose, Our Aims and Our Values)	88%	79%	93%	86%	86%	97%	97%	86%	94%	87%
Senior Managers provide a clear vision of the overall direction of MFRA	68%	52%	71%	78%	56%	80%	80%	66%	72%	93%
My Job	77%	65%	81%	75%	78%	88%	81%	72%	90%	84%
I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	76%	63%	81%	78%	78%	89%	80%	69%	94%	73%
I feel supported in my role	71%	55%	76%	59%	67%	86%	83%	72%	89%	93%
I get a sense of personal accomplishment from my work	84%	73%	93%	78%	89%	97%	87%	72%	89%	100%

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I have a sense of good job security	75%	71%	71%	78%	81%	80%	73%	76%	89%	67%
I understand how the Service Values fit into my day-to-day activities	85%	83%	90%	81%	92%	94%	83%	76%	83%	80%
My job makes the best use of the skills and abilities that I have	68%	44%	71%	76%	61%	83%	77%	69%	94%	93%
Employee Involvement	70%	52%	68%	77%	65%	87%	71%	69%	85%	93%
I am able to use my own initiative at work to do my job	85%	67%	90%	92%	83%	100%	87%	86%	100%	100%
I am comfortable to speak up and constructively challenge how things are done	70%	57%	67%	81%	67%	89%	67%	62%	78%	100%
I am encouraged to suggest new ideas for improvements	73%	49%	69%	81%	67%	94%	87%	72%	94%	100%
People communicate openly here regardless of position or level	49%	35%	45%	54%	44%	66%	43%	55%	67%	73%
Teamwork	60%	47%	61%	61%	55%	77%	68%	58%	70%	76%
Different parts of the Service work well together	54%	47%	52%	57%	39%	66%	63%	59%	67%	53%
Morale in my immediate team/watch/section is generally high	59%	45%	50%	51%	58%	83%	67%	62%	72%	87%
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%	52%	65%	66%	61%	72%	75%	48%	59%	85%
We are good at sharing ideas to make things work better	66%	44%	76%	70%	64%	86%	67%	62%	83%	80%
Learning & Development	76%	65%	77%	75%	76%	89%	79%	77%	90%	80%

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I am able to access learning and development opportunities	70%	56%	60%	73%	75%	89%	60%	72%	100%	87%
I have good quality equipment to help me do my job	78%	69%	83%	73%	89%	86%	83%	72%	89%	60%
I have the knowledge and skills I need to do my job well	90%	84%	93%	86%	86%	94%	97%	90%	94%	100%
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%	47%	70%	66%	54%	87%	75%	75%	71%	73%
Recognition & Reward	72%	62%	73%	72%	65%	84%	82%	72%	75%	92%
I feel valued and recognised for the work that I do by my line manager	83%	73%	86%	84%	78%	91%	93%	83%	83%	100%
I feel valued and recognised for the work that I do by other team members	83%	77%	86%	84%	86%	89%	83%	79%	83%	93%
I feel valued and recognised for the work that I do by senior managers	58%	43%	60%	59%	50%	66%	67%	55%	78%	87%
In the last week, I have received thanks or praise for doing good work	65%	56%	62%	59%	47%	89%	83%	72%	56%	87%
Management Effectiveness	68%	56%	70%	70%	59%	77%	78%	71%	78%	84%
Employees at my level are able to communicate their concerns to higher management	61%	51%	55%	62%	56%	69%	77%	52%	72%	100%
I have confidence in the future of MFRA	60%	43%	60%	65%	50%	74%	70%	66%	83%	73%
Members of the Fire and Rescue Authority engage well with staff at MFRS	39%	31%	33%	41%	31%	51%	40%	48%	61%	40%
My manager communicates regularly about issues that affect my work	77%	63%	81%	76%	69%	83%	90%	86%	83%	100%

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My manager gives me regular feedback on how I am doing	71%	57%	79%	70%	53%	83%	80%	83%	72%	87%
My manager listens to me	85%	72%	90%	95%	72%	89%	100%	86%	94%	93%
My manager makes time for me	82%	68%	90%	84%	75%	89%	97%	86%	83%	87%
My manager treats me fairly and with respect	89%	84%	90%	92%	86%	91%	97%	86%	89%	100%
Senior managers do what they say they are going to do	48%	37%	48%	49%	36%	60%	53%	45%	67%	73%
Culture & Values	69%	58%	69%	74%	65%	81%	72%	70%	79%	81%
Bullying, harassment and discrimination are not tolerated at MFRA	80%	69%	74%	89%	72%	94%	87%	79%	89%	100%
Generally we resolve any differences of opinion amicably	69%	55%	74%	73%	61%	86%	77%	66%	83%	80%
I am able to strike the right balance between my work and home life	67%	57%	76%	73%	78%	63%	53%	69%	72%	67%
I feel able to make decisions without fear of being blamed if things go wrong	59%	39%	50%	73%	47%	69%	73%	66%	78%	100%
I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	76%	64%	74%	81%	72%	94%	80%	76%	83%	80%
I have a good understanding of MFRA values	89%	80%	93%	86%	89%	97%	97%	90%	94%	87%
I know about our staff networks and how to access them	73%	64%	67%	78%	64%	80%	90%	72%	83%	80%
I know what I should do and what action I should take if I was concerned that bullying and harassment were taking place.	91%	92%	90%	92%	86%	91%	93%	90%	94%	100%

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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%	33%	47%	42%	39%	63%	38%	36%	53%	40%
MFRA promotes a culture of openness and transparency	56%	36%	55%	73%	42%	80%	50%	69%	72%	67%
The "Colours" training has helped me in my interactions with different people. (If you have not completed this training, please skip this question)	55%	45%	54%	56%	61%	66%	52%	48%	59%	77%
Change Management	58%	42%	60%	63%	44%	68%	66%	63%	82%	70%
A lot is done to help staff prepare for and cope with change	42%	25%	48%	54%	25%	49%	43%	55%	67%	47%
Change here is well managed overall	48%	33%	48%	62%	25%	60%	60%	48%	67%	60%
Change within my team is well managed	64%	49%	62%	62%	53%	77%	77%	66%	100%	80%
I am communicated with about change that affects me in good time	58%	36%	55%	59%	39%	74%	80%	66%	89%	87%
I feel that MFRA consider the impact on me and other people when making decisions	44%	24%	55%	49%	31%	57%	47%	52%	72%	53%
I understand the need for change at MFRA so the Service remains relevant and continues to meet the needs of our communities	91%	87%	93%	92%	92%	91%	90%	90%	100%	93%
Health and Wellbeing	70%	68%	66%	75%	71%	77%	70%	67%	67%	79%
I am aware of the Health and Wellbeing support services available through the Occupational Health Team	97%	96%	95%	100%	94%	97%	97%	97%	100%	93%
I consider that I benefited from the support I received through the Occupational Health Team	85%	75%	88%	88%	82%	93%	100%	81%	75%	100%

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I have used the services available through the Occupational Health Team	55%	63%	40%	54%	53%	57%	60%	45%	33%	87%
I would say my physical health is good	83%	89%	69%	86%	83%	91%	80%	79%	67%	100%
I would say that my mental health is good	69%	69%	60%	73%	72%	71%	67%	62%	72%	93%
MFRA provides me with information that promotes a healthier lifestyle	55%	45%	52%	65%	50%	74%	50%	59%	67%	47%
MFRA supports a positive work-life balance	57%	44%	64%	68%	67%	66%	53%	55%	56%	53%
Other factors	51%	50%	56%	49%	52%	53%	49%	46%	55%	47%
Flexibility of work	63%	52%	67%	62%	69%	66%	63%	55%	94%	60%
Hours of work	61%	55%	71%	51%	56%	80%	60%	45%	83%	53%
National pay negotiations	66%	68%	69%	70%	64%	63%	67%	59%	56%	73%
Other external factor(s) (if any, please state on following page, otherwise please select 'Not at all')	30%	37%	38%	24%	28%	31%	23%	31%	11%	13%
Other factor(s) (if any, please state on following page, otherwise please select 'Not at all')	13%	16%	14%	14%	6%	17%	10%	14%	11%	7%
Salary	62%	57%	67%	62%	69%	63%	60%	55%	72%	53%
The cost of living	62%	63%	69%	57%	69%	54%	57%	62%	56%	67%
Engagement	86%	81%	89%	86%	84%	95%	83%	84%	88%	91%

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I am proud to say I work for MFRA	87%	83%	93%	78%	92%	100%	87%	83%	78%	87%
I care about the future of MFRA	96%	97%	98%	92%	92%	100%	93%	90%	100%	100%
I would still like to be working at MFRA in two years' time	85%	81%	81%	95%	86%	89%	77%	86%	89%	87%
If asked, I would recommend to friends and family that MFRA is a good place to work	74%	64%	79%	78%	67%	89%	70%	76%	89%	80%
Working here makes me want to do the best I can	87%	77%	93%	89%	86%	97%	90%	86%	83%	100%

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