

## Comparisons

Role: Control, Non-Uniformed, Uniformed

	Overall	36-45	46-55	26-35	56-65	17-24
<b>No. of Responses</b>	<b>317</b>	100	100	54	41	19
<b>Goal Clarity</b>	<b>85%</b>	85%	89%	78%	85%	92%
I am clear about what I am expected to achieve in my job	90%	88%	93%	87%	90%	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%	96%	93%	93%	100%
I understand the new leadership message (Vision, Our Purpose, Our Aims and Our Values)	88%	86%	92%	81%	88%	95%
Senior Managers provide a clear vision of the overall direction of MFRA	68%	70%	76%	50%	68%	74%
<b>My Job</b>	<b>77%</b>	75%	82%	70%	75%	84%
I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	76%	72%	83%	67%	78%	84%
I feel supported in my role	71%	69%	82%	67%	54%	79%
I get a sense of personal accomplishment from my work	84%	85%	85%	80%	80%	100%
I have a sense of good job security	75%	74%	79%	70%	78%	79%
I understand how the Service Values fit into my day-to-day activities	85%	89%	85%	80%	83%	89%

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My job makes the best use of the skills and abilities that I have	68%	60%	79%	57%	76%	74%
<b>Employee Involvement</b>	<b>70%</b>	68%	79%	57%	69%	67%
I am able to use my own initiative at work to do my job	85%	86%	89%	76%	83%	100%
I am comfortable to speak up and constructively challenge how things are done	70%	67%	82%	61%	76%	47%
I am encouraged to suggest new ideas for improvements	73%	75%	85%	57%	66%	63%
People communicate openly here regardless of position or level	49%	44%	61%	33%	51%	58%
<b>Teamwork</b>	<b>60%</b>	58%	67%	55%	51%	83%
Different parts of the Service work well together	54%	54%	54%	46%	46%	89%
Morale in my immediate team/watch/section is generally high	59%	51%	72%	52%	49%	79%
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%	63%	69%	57%	51%	75%
We are good at sharing ideas to make things work better	66%	63%	72%	63%	56%	84%
<b>Learning &amp; Development</b>	<b>76%</b>	74%	79%	67%	80%	86%
I am able to access learning and development opportunities	70%	71%	77%	54%	71%	79%
I have good quality equipment to help me do my job	78%	71%	81%	78%	83%	89%

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I have the knowledge and skills I need to do my job well	90%	91%	90%	81%	95%	95%
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%	62%	69%	55%	71%	77%
<b>Recognition &amp; Reward</b>	<b>72%</b>	72%	80%	62%	69%	75%
I feel valued and recognised for the work that I do by my line manager	83%	82%	89%	72%	85%	89%
I feel valued and recognised for the work that I do by other team members	83%	83%	87%	78%	83%	79%
I feel valued and recognised for the work that I do by senior managers	58%	60%	69%	39%	54%	53%
In the last week, I have received thanks or praise for doing good work	65%	64%	73%	59%	54%	79%
<b>Management Effectiveness</b>	<b>68%</b>	70%	74%	56%	65%	75%
Employees at my level are able to communicate their concerns to higher management	61%	59%	68%	50%	61%	74%
I have confidence in the future of MFRA	60%	63%	66%	37%	66%	74%
Members of the Fire and Rescue Authority engage well with staff at MFRS	39%	40%	44%	31%	27%	53%
My manager communicates regularly about issues that affect my work	77%	80%	84%	69%	71%	74%
My manager gives me regular feedback on how I am doing	71%	73%	79%	59%	56%	84%
My manager listens to me	85%	84%	87%	76%	98%	89%

	Overall	36-45	46-55	25-35	56-65	17-24
My manager makes time for me	82%	89%	86%	67%	76%	84%
My manager treats me fairly and with respect	89%	91%	95%	80%	88%	89%
Senior managers do what they say they are going to do	48%	50%	55%	33%	44%	53%
<b>Culture &amp; Values</b>	<b>69%</b>	67%	73%	65%	69%	81%
Bullying, harassment and discrimination are not tolerated at MFRA	80%	76%	86%	80%	83%	79%
Generally we resolve any differences of opinion amicably	69%	68%	74%	63%	63%	84%
I am able to strike the right balance between my work and home life	67%	57%	71%	65%	71%	89%
I feel able to make decisions without fear of being blamed if things go wrong	59%	50%	66%	56%	66%	74%
I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	76%	75%	79%	70%	78%	89%
I have a good understanding of MFRA values	89%	91%	89%	85%	88%	95%
I know about our staff networks and how to access them	73%	75%	78%	63%	68%	79%
I know what I should do and what action I should take if I was concerned that bullying and harassment were taking place.	91%	86%	96%	94%	93%	84%
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%	47%	42%	31%	38%	56%
MFRA promotes a culture of openness and transparency	56%	51%	57%	56%	63%	68%

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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%	55%	63%	45%	42%	79%
<b>Change Management</b>	<b>58%</b>	53%	66%	46%	61%	69%
A lot is done to help staff prepare for and cope with change	42%	33%	54%	22%	54%	63%
Change here is well managed overall	48%	39%	56%	39%	56%	58%
Change within my team is well managed	64%	60%	75%	50%	61%	79%
I am communicated with about change that affects me in good time	58%	57%	67%	46%	54%	63%
I feel that MFRA consider the impact on me and other people when making decisions	44%	37%	52%	31%	51%	63%
I understand the need for change at MFRA so the Service remains relevant and continues to meet the needs of our communities	91%	94%	92%	87%	88%	89%
<b>Health and Wellbeing</b>	<b>70%</b>	68%	73%	67%	72%	81%
I am aware of the Health and Wellbeing support services available through the Occupational Health Team	97%	98%	99%	94%	100%	84%
I consider that I benefited from the support I received through the Occupational Health Team	85%	84%	88%	79%	81%	100%
I have used the services available through the Occupational Health Team	55%	56%	43%	65%	49%	89%
I would say my physical health is good	83%	80%	85%	89%	78%	89%
I would say that my mental health is good	69%	64%	76%	67%	68%	79%

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MFRA provides me with information that promotes a healthier lifestyle	55%	47%	66%	41%	63%	63%
MFRA supports a positive work-life balance	57%	55%	60%	41%	68%	79%
<b>Other factors</b>	<b>51%</b>	51%	50%	51%	51%	53%
Flexibility of work	63%	73%	58%	61%	61%	47%
Hours of work	61%	65%	55%	63%	59%	74%
National pay negotiations	66%	60%	71%	63%	66%	79%
Other external factor(s) (If any, please state on following page, otherwise please select 'Not at all')	30%	26%	30%	43%	24%	21%
Other factor(s) (If any, please state on following page, otherwise please select 'Not at all')	13%	13%	10%	15%	12%	21%
Salary	62%	61%	63%	56%	71%	63%
The cost of living	62%	60%	64%	57%	63%	68%
<b>Engagement</b>	<b>86%</b>	85%	85%	86%	84%	96%
I am proud to say I work for MFRA	87%	88%	83%	89%	85%	100%
I care about the future of MFRA	96%	96%	96%	96%	90%	100%
I would still like to be working at MFRA in two years' time	85%	80%	88%	91%	78%	95%

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If asked, I would recommend to friends and family that MFRA is a good place to work	74%	74%	74%	67%	80%	95%
Working here makes me want to do the best I can	87%	88%	86%	87%	88%	89%

## 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