

## Comparisons

Role: Control, Non-Uniformed, Uniformed

Due to a lower number of responses received for some types of ethnicity, results are not shown here to preserve anonymity

	Overall	White - British (English/Welsh/Irish)	White - Scottish/Northern	Prefer not to say	White - Any other background
<b>No. of Responses</b>	<b>317</b>	258	38		8
<b>Goal Clarity</b>	<b>85%</b>	88%	69%		84%
I am clear about what I am expected to achieve in my job	90%	93%	71%		88%
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%	89%		100%
I understand the new leadership message (Vision, Our Purpose, Our Aims and Our Values)	88%	90%	76%		88%
Senior Managers provide a clear vision of the overall direction of MFRA	68%	72%	39%		63%
<b>My Job</b>	<b>77%</b>	80%	50%		81%
I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	76%	79%	55%		75%
I feel supported in my role	71%	76%	45%		63%
I get a sense of personal accomplishment from my work	84%	87%	58%		100%
I have a sense of good job security	75%	81%	37%		88%
I understand how the Service Values fit into my day-to-day activities	85%	88%	68%		75%

		Overall	White - British (English/Welsh/Irish)	White - Scottish/NI	Prefer not to say	White - Any other background
My job makes the best use of the skills and abilities that I have	68%	72%	34%	88%		
<b>Employee Involvement</b>	<b>70%</b>	73%	44%	84%		
I am able to use my own initiative at work to do my job	85%	88%	61%	100%		
I am comfortable to speak up and constructively challenge how things are done	70%	74%	47%	63%		
I am encouraged to suggest new ideas for improvements	73%	76%	47%	100%		
People communicate openly here regardless of position or level	49%	53%	21%	75%		
<b>Teamwork</b>	<b>60%</b>	64%	39%	63%		
Different parts of the Service work well together	54%	57%	34%	75%		
Morale in my immediate team/watch/section is generally high	59%	62%	42%	50%		
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%	66%	36%	33%		
We are good at sharing ideas to make things work better	66%	69%	42%	88%		
<b>Learning &amp; Development</b>	<b>76%</b>	79%	52%	84%		
I am able to access learning and development opportunities	70%	74%	45%	75%		
I have good quality equipment to help me do my job	78%	82%	47%	88%		

	Overall	White - British (English/Welsh/Irish)	White - Scottish/NI	Prefer not to say	White - Any other background
I have the knowledge and skills I need to do my job well	90%	91%	82%	88%	
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%	33%	86%	
<b>Recognition &amp; Reward</b>	<b>72%</b>	75%	55%	72%	
I feel valued and recognised for the work that I do by my line manager	83%	85%	71%	88%	
I feel valued and recognised for the work that I do by other team members	83%	84%	82%	88%	
I feel valued and recognised for the work that I do by senior managers	58%	62%	26%	50%	
In the last week, I have received thanks or praise for doing good work	65%	69%	42%	63%	
<b>Management Effectiveness</b>	<b>68%</b>	71%	51%	67%	
Employees at my level are able to communicate their concerns to higher management	61%	64%	42%	63%	
I have confidence in the future of MFRA	60%	65%	26%	63%	
Members of the Fire and Rescue Authority engage well with staff at MFRS	39%	40%	24%	25%	
My manager communicates regularly about issues that affect my work	77%	80%	66%	75%	
My manager gives me regular feedback on how I am doing	71%	73%	55%	75%	
My manager listens to me	85%	87%	74%	88%	

	Overall	White - British (English/Welsh/Irish)	White - Scottish/N	Prefer not to say	White - Any other background
My manager makes time for me	82%	84%	74%	88%	
My manager treats me fairly and with respect	89%	91%	82%	75%	
Senior managers do what they say they are going to do	48%	52%	16%	50%	
<b>Culture &amp; Values</b>	<b>70%</b>	72%	49%	75%	
Bullying, harassment and discrimination are not tolerated at MFRA	80%	83%	58%	100%	
Generally we resolve any differences of opinion amicably	69%	72%	42%	88%	
I am able to strike the right balance between my work and home life	67%	70%	50%	50%	
I feel able to make decisions without fear of being blamed if things go wrong	59%	63%	32%	75%	
I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	76%	82%	45%	75%	
I have a good understanding of MFRA values	89%	89%	84%	88%	
I know about our staff networks and how to access them	73%	74%	61%	88%	
I know what I should do and what action I should take if I was concerned that bullying and harassment were taking place.	91%	94%	76%	88%	
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%	44%	21%	57%	
MFRA promotes a culture of openness and transparency	56%	60%	32%	63%	

		Overall	White - British (English/Welsh/Irish)	White - Scottish/NI	Prefer not to say	White - Any other background
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%	31%	50%		
<b>Change Management</b>	<b>58%</b>	61%	36%	71%		
A lot is done to help staff prepare for and cope with change	42%	45%	16%	50%		
Change here is well managed overall	48%	51%	18%	63%		
Change within my team is well managed	64%	67%	45%	88%		
I am communicated with about change that affects me in good time	58%	61%	34%	75%		
I feel that MFRA consider the impact on me and other people when making decisions	44%	48%	18%	50%		
I understand the need for change at MFRA so the Service remains relevant and continues to meet the needs of our communities	91%	93%	82%	100%		
<b>Health and Wellbeing</b>	<b>70%</b>	73%	55%	71%		
I am aware of the Health and Wellbeing support services available through the Occupational Health Team	97%	97%	97%	100%		
I consider that I benefited from the support I received through the Occupational Health Team	85%	87%	73%	75%		
I have used the services available through the Occupational Health Team	55%	55%	42%	50%		
I would say my physical health is good	83%	86%	66%	100%		
I would say that my mental health is good	69%	74%	37%	63%		

		Overall	White - British (English/Welsh/Irish)	White - Scottish/In	Prefer not to say	White - Any other background
MFRA provides me with information that promotes a healthier lifestyle	55%	57%	39%	50%		
MFRA supports a positive work-life balance	57%	59%	37%	63%		
<b>Other factors</b>	<b>51%</b>	50%	52%	48%		
Flexibility of work	63%	63%	58%	38%		
Hours of work	61%	61%	50%	50%		
National pay negotiations	66%	65%	63%	75%		
Other external factor(s) (If any, please state on following page, otherwise please select 'Not at all')	30%	27%	42%	38%		
Other factor(s) (If any, please state on following page, otherwise please select 'Not at all')	13%	12%	18%	0%		
Salary	62%	60%	66%	63%		
The cost of living	62%	60%	63%	75%		
<b>Engagement</b>	<b>86%</b>	88%	66%	93%		
I am proud to say I work for MFRA	87%	90%	63%	88%		
I care about the future of MFRA	96%	95%	97%	100%		
I would still like to be working at MFRA in two years' time	85%	88%	63%	75%		

	Overall	White - British (English/Welsh/Irish)	White - Scottish/Welsh	White - Any other background
If asked, I would recommend to friends and family that MFRA is a good place to work	74%	79%	39%	100%
Working here makes me want to do the best I can	87%	90%	68%	100%

## 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