

## Comparisons

Role: Control, Non-Uniformed, Uniformed, Religion: Agnostic, Athiest, Christian, Muslim, No Religion, Other, Prefer not to say, Baha'i Faith, Buddhist, Hindu, Humanist, Jain, Jewish, Pagan, Sikh, Zoroastrianism

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

	Overall	Christian	No Religion	Prefer not to say	Athiest	Agnostic
<b>No. of Responses</b>	<b>317</b>	156	79	45	18	14
<b>Goal Clarity</b>	<b>85%</b>	88%	89%	73%	78%	86%
I am clear about what I am expected to achieve in my job	90%	93%	94%	73%	89%	93%
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%	97%	87%	94%	93%
I understand the new leadership message (Vision, Our Purpose, Our Aims and Our Values)	88%	89%	90%	80%	89%	86%
Senior Managers provide a clear vision of the overall direction of MFRA	68%	72%	73%	53%	39%	71%
<b>My Job</b>	<b>77%</b>	80%	81%	58%	67%	80%
I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	76%	83%	75%	56%	67%	79%
I feel supported in my role	71%	74%	77%	53%	56%	71%
I get a sense of personal accomplishment from my work	84%	86%	89%	69%	78%	93%
I have a sense of good job security	75%	81%	84%	47%	61%	79%

	Overall	Christian	No Religion	Prefer not to say	Atheist	Agnostic
I understand how the Service Values fit into my day-to-day activities	85%	87%	90%	73%	72%	93%
My job makes the best use of the skills and abilities that I have	68%	72%	70%	51%	67%	64%
<b>Employee Involvement</b>	<b>70%</b>	74%	72%	54%	51%	75%
I am able to use my own initiative at work to do my job	85%	90%	90%	67%	72%	79%
I am comfortable to speak up and constructively challenge how things are done	70%	74%	72%	58%	50%	79%
I am encouraged to suggest new ideas for improvements	73%	78%	77%	56%	50%	79%
People communicate openly here regardless of position or level	49%	53%	48%	36%	33%	64%
<b>Teamwork</b>	<b>60%</b>	64%	62%	50%	43%	62%
Different parts of the Service work well together	54%	62%	52%	44%	39%	29%
Morale in my immediate team/watch/section is generally high	59%	61%	61%	53%	44%	71%
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%	64%	64%	51%	47%	77%
We are good at sharing ideas to make things work better	66%	69%	71%	51%	44%	71%
<b>Learning &amp; Development</b>	<b>76%</b>	80%	78%	58%	72%	82%
I am able to access learning and development opportunities	70%	74%	72%	51%	67%	71%

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I have good quality equipment to help me do my job	78%	85%	80%	53%	61%	86%
I have the knowledge and skills I need to do my job well	90%	89%	90%	87%	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 this question)	65%	70%	70%	39%	67%	69%
<b>Recognition &amp; Reward</b>	<b>72%</b>	73%	74%	62%	75%	79%
I feel valued and recognised for the work that I do by my line manager	83%	85%	80%	73%	94%	93%
I feel valued and recognised for the work that I do by other team members	83%	83%	82%	80%	89%	93%
I feel valued and recognised for the work that I do by senior managers	58%	60%	66%	40%	39%	57%
In the last week, I have received thanks or praise for doing good work	65%	64%	70%	53%	78%	71%
<b>Management Effectiveness</b>	<b>68%</b>	70%	70%	57%	62%	73%
Employees at my level are able to communicate their concerns to higher management	61%	63%	67%	51%	44%	64%
I have confidence in the future of MFRA	60%	66%	65%	42%	22%	64%
Members of the Fire and Rescue Authority engage well with staff at MFRS	39%	42%	44%	33%	17%	14%
My manager communicates regularly about issues that affect my work	77%	80%	73%	67%	83%	93%
My manager gives me regular feedback on how I am doing	71%	69%	73%	60%	78%	93%

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My manager listens to me	85%	87%	82%	78%	94%	93%
My manager makes time for me	82%	83%	81%	76%	89%	93%
My manager treats me fairly and with respect	89%	90%	89%	82%	100%	93%
Senior managers do what they say they are going to do	48%	51%	54%	27%	33%	50%
<b>Culture &amp; Values</b>	<b>69%</b>	73%	73%	54%	56%	71%
Bullying, harassment and discrimination are not tolerated at MFRA	80%	85%	78%	67%	72%	86%
Generally we resolve any differences of opinion amicably	69%	72%	75%	51%	61%	79%
I am able to strike the right balance between my work and home life	67%	72%	68%	51%	67%	43%
I feel able to make decisions without fear of being blamed if things go wrong	59%	65%	63%	38%	39%	64%
I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	76%	80%	84%	53%	61%	79%
I have a good understanding of MFRA values	89%	91%	91%	82%	72%	93%
I know about our staff networks and how to access them	73%	74%	76%	60%	61%	86%
I know what I should do and what action I should take if I was concerned that bullying and harassment were taking place.	91%	91%	95%	84%	94%	93%
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%	52%	28%	14%	25%

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MFRA promotes a culture of openness and transparency	56%	63%	58%	38%	22%	64%
The “Colours” training has helped me in my interactions with different people. (If you have not completed this training, please skip this question)	55%	57%	58%	40%	38%	64%
<b>Change Management</b>	<b>58%</b>	61%	60%	43%	47%	56%
A lot is done to help staff prepare for and cope with change	42%	48%	43%	20%	33%	29%
Change here is well managed overall	48%	52%	51%	29%	28%	50%
Change within my team is well managed	64%	67%	63%	51%	56%	86%
I am communicated with about change that affects me in good time	58%	61%	62%	38%	56%	57%
I feel that MFRA consider the impact on me and other people when making decisions	44%	48%	46%	33%	28%	29%
I understand the need for change at MFRA so the Service remains relevant and continues to meet the needs of our communities	91%	90%	97%	84%	83%	86%
<b>Health and Wellbeing</b>	<b>70%</b>	73%	74%	58%	62%	69%
I am aware of the Health and Wellbeing support services available through the Occupational Health Team	97%	98%	97%	96%	83%	93%
I consider that I benefited from the support I received through the Occupational Health Team	85%	86%	86%	72%	100%	100%
I have used the services available through the Occupational Health Team	55%	48%	63%	44%	78%	79%
I would say my physical health is good	83%	86%	89%	64%	89%	71%

	Overall	Christian	No Religion	Prefer not to say	Atheist	Agnostic
I would say that my mental health is good	69%	74%	72%	49%	67%	64%
MFRA provides me with information that promotes a healthier lifestyle	55%	60%	59%	42%	17%	57%
MFRA supports a positive work-life balance	57%	65%	57%	42%	28%	43%
<b>Other factors</b>	<b>51%</b>	47%	55%	53%	56%	51%
Flexibility of work	63%	61%	63%	67%	61%	71%
Hours of work	61%	59%	66%	53%	61%	71%
National pay negotiations	66%	65%	71%	60%	72%	57%
Other external factor(s) (If any, please state on following page, otherwise please select 'Not at all')	30%	22%	41%	38%	28%	21%
Other factor(s) (If any, please state on following page, otherwise please select 'Not at all')	13%	10%	15%	20%	17%	14%
Salary	62%	58%	65%	64%	83%	57%
The cost of living	62%	56%	66%	69%	67%	64%
<b>Engagement</b>	<b>86%</b>	88%	89%	70%	83%	86%
I am proud to say I work for MFRA	87%	89%	91%	69%	83%	93%
I care about the future of MFRA	96%	96%	97%	91%	94%	93%

	Overall	Christian	No Religion	Prefer not to say	Athiest	Agnostic
I would still like to be working at MFRA in two years' time	85%	85%	87%	73%	89%	93%
If asked, I would recommend to friends and family that MFRA is a good place to work	74%	79%	81%	51%	61%	64%
Working here makes me want to do the best I can	87%	92%	89%	67%	89%	86%

## Appendix

Dashboard:	MFRS Census 2022
Dashboard hierarchy type:	none
Filters applied:	Role: Control, Non-Uniformed, Uniformed, Religion: Agnostic, Athiest, Christian, Muslim, No Religion, Other, Prefer not to say, Baha'i Faith, Buddhist, Hindu, Humanist, Jain, Jewish, Pagan, Sikh, Zoroastrianism
Response count:	317
Panel count:	undefined
Participation:	n/a
Partial results:	Excluded
Comparison:	Survey Overall
Report produced:	31 March 2023