

Comparisons

Role: Control, Non-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
No. of Responses	185	153	20	7	
Goal Clarity	88%	89%	79%	89%	
I am clear about what I am expected to achieve in my job	92%	94%	80%	86%	
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%	90%	100%	
I understand the new leadership message (Vision, Our Purpose, Our Aims and Our Values)	92%	93%	90%	100%	
Senior Managers provide a clear vision of the overall direction of MFRA	72%	75%	55%	71%	
My Job	80%	83%	61%	83%	
I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	79%	81%	65%	86%	
I feel supported in my role	75%	78%	55%	57%	
I get a sense of personal accomplishment from my work	86%	88%	70%	100%	
I have a sense of good job security	78%	82%	50%	100%	
I understand how the Service Values fit into my day-to-day activities	87%	90%	75%	71%	

		Overall	White - British (English/Welsh/Irish)	White - Scottish/In	Prefer not to say	White - Any other background
My job makes the best use of the skills and abilities that I have	74%	76%	50%	86%		
Employee Involvement	73%	75%	55%	82%		
I am able to use my own initiative at work to do my job	89%	90%	80%	100%		
I am comfortable to speak up and constructively challenge how things are done	74%	76%	55%	57%		
I am encouraged to suggest new ideas for improvements	77%	79%	60%	100%		
People communicate openly here regardless of position or level	51%	54%	25%	71%		
Teamwork	63%	65%	47%	69%		
Different parts of the Service work well together	56%	59%	35%	86%		
Morale in my immediate team/watch/section is generally high	61%	63%	50%	57%		
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.)	65%	68%	44%	40%		
We are good at sharing ideas to make things work better	71%	73%	60%	86%		
Learning & Development	79%	80%	64%	89%		
I am able to access learning and development opportunities	70%	71%	60%	86%		
I have good quality equipment to help me do my job	82%	86%	55%	86%		

	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	92%	92%	95%	86%	
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)	69%	71%	45%	100%	
Recognition & Reward	74%	75%	60%	75%	
I feel valued and recognised for the work that I do by my line manager	88%	88%	85%	86%	
I feel valued and recognised for the work that I do by other team members	83%	84%	80%	86%	
I feel valued and recognised for the work that I do by senior managers	58%	62%	25%	57%	
In the last week, I have received thanks or praise for doing good work	66%	68%	50%	71%	
Management Effectiveness	70%	70%	59%	76%	
Employees at my level are able to communicate their concerns to higher management	61%	62%	50%	71%	
I have confidence in the future of MFRA	67%	70%	40%	71%	
Members of the Fire and Rescue Authority engage well with staff at MFRS	38%	39%	30%	29%	
My manager communicates regularly about issues that affect my work	78%	78%	80%	86%	
My manager gives me regular feedback on how I am doing	71%	73%	55%	86%	
My manager listens to me	89%	89%	85%	100%	

	Overall	White - British (English/Welsh/Irish)	White - Scottish/NI	Prefer not to say	White - Any other background
My manager makes time for me	85%	85%	85%	100%	
My manager treats me fairly and with respect	89%	89%	90%	86%	
Senior managers do what they say they are going to do	46%	48%	20%	57%	
Culture & Values	72%	74%	57%	82%	
Bullying, harassment and discrimination are not tolerated at MFRA	83%	84%	65%	100%	
Generally we resolve any differences of opinion amicably	75%	76%	60%	100%	
I am able to strike the right balance between my work and home life	70%	74%	55%	57%	
I feel able to make decisions without fear of being blamed if things go wrong	63%	65%	40%	86%	
I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	82%	86%	55%	86%	
I have a good understanding of MFRA values	91%	91%	90%	100%	
I know about our staff networks and how to access them	76%	75%	70%	100%	
I know what I should do and what action I should take if I was concerned that bullying and harassment were taking place.	89%	92%	70%	86%	
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%	25%	67%	
MFRA promotes a culture of openness and transparency	61%	63%	45%	71%	

	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)	56%	57%	47%	40%	
Change Management	62%	64%	43%	76%	
A lot is done to help staff prepare for and cope with change	49%	52%	20%	57%	
Change here is well managed overall	52%	54%	30%	71%	
Change within my team is well managed	70%	72%	55%	86%	
I am communicated with about change that affects me in good time	62%	62%	50%	86%	
I feel that MFRA consider the impact on me and other people when making decisions	51%	53%	25%	57%	
I understand the need for change at MFRA so the Service remains relevant and continues to meet the needs of our communities	91%	93%	80%	100%	
Health and Wellbeing	71%	73%	56%	71%	
I am aware of the Health and Wellbeing support services available through the Occupational Health Team	96%	97%	95%	100%	
I consider that I benefited from the support I received through the Occupational Health Team	85%	87%	75%	67%	
I have used the services available through the Occupational Health Team	50%	50%	40%	57%	
I would say my physical health is good	82%	84%	65%	100%	
I would say that my mental health is good	69%	73%	40%	57%	

	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	57%	60%	40%	43%	
MFRA supports a positive work-life balance	63%	65%	45%	71%	
Other factors	51%	51%	49%	55%	
Flexibility of work	69%	69%	65%	43%	
Hours of work	67%	67%	60%	57%	
National pay negotiations	62%	60%	60%	86%	
Other external factor(s) (If any, please state on following page, otherwise please select 'Not at all')	27%	25%	30%	43%	
Other factor(s) (If any, please state on following page, otherwise please select 'Not at all')	12%	11%	20%	0%	
Salary	63%	63%	60%	71%	
The cost of living	59%	59%	50%	86%	
Engagement	87%	88%	71%	94%	
I am proud to say I work for MFRA	88%	88%	80%	100%	
I care about the future of MFRA	96%	96%	95%	100%	
I would still like to be working at MFRA in two years' time	83%	86%	60%	71%	

	Overall	White - British (English/Welsh/Irish)	White - Scottish/Welsh/Irish	Prefer not to say	White - Any other background
If asked, I would recommend to friends and family that MFRA is a good place to work	77%	80%	45%	100%	
Working here makes me want to do the best I can	90%	91%	75%	100%	

Appendix

Dashboard:	MFRS Census 2022
Dashboard hierarchy type:	none
Filters applied:	Role: Control, Non-Uniformed
Response count:	185
Panel count:	undefined
Participation:	n/a
Partial results:	Excluded
Comparison:	Survey Overall
Report produced:	31 March 2023