

## Comparisons

Role: Control, Non-Uniformed

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	Agnostic	Atheist
<b>No. of Responses</b>	<b>185</b>	96	41	23	13	9
<b>Goal Clarity</b>	<b>88%</b>	89%	91%	86%	85%	69%
<b>My Job</b>	<b>80%</b>	83%	82%	71%	78%	57%
<b>Employee Involvement</b>	<b>73%</b>	76%	75%	68%	73%	36%
I am able to use my own initiative at work to do my job	89%	93%	93%	87%	77%	56%
I am comfortable to speak up and constructively challenge how things are done	74%	75%	80%	74%	77%	22%
I am encouraged to suggest new ideas for improvements	77%	82%	78%	70%	77%	33%
People communicate openly here regardless of position or level	51%	54%	49%	43%	62%	33%
<b>Teamwork</b>	<b>63%</b>	66%	66%	62%	59%	29%
Different parts of the Service work well together	56%	66%	54%	52%	23%	22%
Morale in my immediate team/watch/section is generally high	61%	60%	66%	61%	69%	22%
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%	64%	70%	59%	75%	50%

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We are good at sharing ideas to make things work better	71%	73%	76%	74%	69%	22%
<b>Learning &amp; Development</b>	<b>79%</b>	80%	78%	74%	80%	65%
I am able to access learning and development opportunities	70%	73%	63%	74%	69%	56%
I have good quality equipment to help me do my job	82%	88%	80%	65%	85%	56%
I have the knowledge and skills I need to do my job well	92%	90%	90%	100%	100%	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)	69%	70%	77%	57%	67%	43%
<b>Recognition &amp; Reward</b>	<b>74%</b>	73%	78%	71%	79%	67%
I feel valued and recognised for the work that I do by my line manager	88%	86%	85%	87%	92%	100%
I feel valued and recognised for the work that I do by other team members	83%	80%	83%	87%	92%	89%
I feel valued and recognised for the work that I do by senior managers	58%	60%	71%	43%	54%	22%
In the last week, I have received thanks or praise for doing good work	66%	64%	73%	65%	77%	56%
<b>Management Effectiveness</b>	<b>69%</b>	68%	72%	70%	71%	59%
Employees at my level are able to communicate their concerns to higher management	61%	60%	66%	65%	62%	22%
I have confidence in the future of MFRA	67%	68%	76%	61%	62%	33%

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Members of the Fire and Rescue Authority engage well with staff at MFRS	38%	35%	54%	39%	8%	22%
My manager communicates regularly about issues that affect my work	78%	77%	73%	83%	92%	78%
My manager gives me regular feedback on how I am doing	71%	68%	78%	61%	92%	78%
My manager listens to me	89%	89%	85%	96%	92%	89%
My manager makes time for me	85%	81%	88%	91%	92%	78%
My manager treats me fairly and with respect	89%	90%	83%	96%	92%	100%
Senior managers do what they say they are going to do	46%	48%	46%	35%	46%	33%
<b>Culture &amp; Values</b>	<b>72%</b>	73%	78%	66%	69%	51%
Bullying, harassment and discrimination are not tolerated at MFRA	83%	81%	88%	83%	85%	67%
Generally we resolve any differences of opinion amicably	75%	75%	78%	70%	77%	67%
I am able to strike the right balance between my work and home life	70%	75%	80%	57%	38%	56%
I feel able to make decisions without fear of being blamed if things go wrong	63%	67%	68%	52%	62%	22%
I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	82%	83%	93%	65%	77%	56%
I have a good understanding of MFRA values	91%	92%	93%	96%	92%	67%

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I know about our staff networks and how to access them	76%	79%	68%	78%	85%	56%
I know what I should do and what action I should take if I was concerned that bullying and harassment were taking place.	89%	88%	95%	83%	92%	89%
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%	43%	53%	36%	18%	17%
MFRA promotes a culture of openness and transparency	61%	64%	71%	48%	62%	11%
The "Colours" training has helped me in my interactions with different people. (If you have not completed this training, please skip this question)	56%	54%	62%	55%	62%	38%
<b>Change Management</b>	<b>62%</b>	64%	68%	54%	55%	43%
A lot is done to help staff prepare for and cope with change	49%	52%	59%	26%	31%	33%
Change here is well managed overall	52%	55%	56%	43%	46%	22%
Change within my team is well managed	70%	70%	71%	65%	85%	56%
I am communicated with about change that affects me in good time	62%	63%	66%	57%	54%	44%
I feel that MFRA consider the impact on me and other people when making decisions	51%	52%	61%	43%	31%	22%
I understand the need for change at MFRA so the Service remains relevant and continues to meet the needs of our communities	91%	91%	98%	87%	85%	78%
<b>Health and Wellbeing</b>	<b>71%</b>	73%	74%	62%	67%	52%
I am aware of the Health and Wellbeing support services available through the Occupational Health Team	96%	99%	95%	100%	92%	67%

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I consider that I benefited from the support I received through the Occupational Health Team	85%	85%	85%	77%	100%	100%
I have used the services available through the Occupational Health Team	50%	45%	51%	43%	77%	78%
I would say my physical health is good	82%	84%	88%	65%	69%	78%
I would say that my mental health is good	69%	72%	73%	57%	62%	44%
MFRA provides me with information that promotes a healthier lifestyle	57%	61%	61%	48%	54%	11%
MFRA supports a positive work-life balance	63%	70%	68%	52%	38%	22%
<b>Other factors</b>	<b>51%</b>	50%	54%	50%	51%	52%
Flexibility of work	69%	72%	61%	74%	69%	56%
Hours of work	67%	68%	68%	61%	69%	67%
National pay negotiations	62%	60%	66%	61%	62%	56%
Other external factor(s) (if any, please state on following page, otherwise please select 'Not at all')	27%	22%	41%	22%	15%	33%
Other factor(s) (if any, please state on following page, otherwise please select 'Not at all')	12%	11%	12%	13%	8%	22%
Salary	63%	63%	63%	61%	62%	78%
The cost of living	59%	56%	63%	61%	69%	56%

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<b>Engagement</b>	<b>87%</b>	89%	87%	77%	85%	76%
I am proud to say I work for MFRA	88%	90%	85%	83%	92%	78%
I care about the future of MFRA	96%	97%	95%	91%	92%	100%
I would still like to be working at MFRA in two years' time	83%	83%	83%	74%	92%	78%
If asked, I would recommend to friends and family that MFRA is a good place to work	77%	82%	88%	61%	62%	33%
Working here makes me want to do the best I can	90%	95%	85%	78%	85%	89%

## 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