

Comparisons

Role: Control, Non-Uniformed, Sexual Orientation: Gay woman/Lesbian, Heterosexual/Straight, Prefer not to say, Bisexual, Gay man, Other

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

	Overall	Heterosexual/Straight	Prefer not to say
No. of Responses	185	160	24
Goal Clarity	88%	89%	82%
I am clear about what I am expected to achieve in my job	92%	94%	83%
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%	92%
I understand the new leadership message (Vision, Our Purpose, Our Aims and Our Values)	92%	93%	92%
Senior Managers provide a clear vision of the overall direction of MFRA	72%	74%	63%
My Job	80%	82%	65%
I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	79%	81%	63%
I feel supported in my role	75%	76%	67%
I get a sense of personal accomplishment from my work	86%	89%	71%
I have a sense of good job security	78%	81%	58%
I understand how the Service Values fit into my day-to-day activities	87%	89%	75%

	Overall	Heterosexual/Straight	Prefer not to say
My job makes the best use of the skills and abilities that I have	74%	77%	54%
Employee Involvement	73%	75%	58%
I am able to use my own initiative at work to do my job	89%	91%	79%
I am comfortable to speak up and constructively challenge how things are done	74%	78%	54%
I am encouraged to suggest new ideas for improvements	77%	78%	71%
People communicate openly here regardless of position or level	51%	55%	29%
Teamwork	63%	65%	48%
Different parts of the Service work well together	56%	59%	38%
Morale in my immediate team/watch/section is generally high	61%	63%	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.)	65%	69%	39%
We are good at sharing ideas to make things work better	71%	72%	67%
Learning & Development	79%	80%	67%
I am able to access learning and development opportunities	70%	73%	54%
I have good quality equipment to help me do my job	82%	84%	63%

	Overall	Heterosexual/Straight	Prefer not to say
I have the knowledge and skills I need to do my job well	92%	93%	92%
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%	58%
Recognition & Reward	74%	74%	73%
I feel valued and recognised for the work that I do by my line manager	88%	86%	100%
I feel valued and recognised for the work that I do by other team members	83%	82%	88%
I feel valued and recognised for the work that I do by senior managers	58%	61%	42%
In the last week, I have received thanks or praise for doing good work	66%	67%	63%
Management Effectiveness	69%	70%	63%
Employees at my level are able to communicate their concerns to higher management	61%	63%	46%
I have confidence in the future of MFRA	67%	70%	46%
Members of the Fire and Rescue Authority engage well with staff at MFRS	38%	41%	21%
My manager communicates regularly about issues that affect my work	78%	77%	88%
My manager gives me regular feedback on how I am doing	71%	73%	63%
My manager listens to me	89%	88%	96%

	Overall	Heterosexual/Straight	Prefer not to say
My manager makes time for me	85%	84%	92%
My manager treats me fairly and with respect	89%	88%	96%
Senior managers do what they say they are going to do	46%	49%	25%
Culture & Values	72%	74%	59%
Bullying, harassment and discrimination are not tolerated at MFRA	83%	84%	75%
Generally we resolve any differences of opinion amicably	75%	76%	67%
I am able to strike the right balance between my work and home life	70%	72%	58%
I feel able to make decisions without fear of being blamed if things go wrong	63%	67%	38%
I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	82%	85%	58%
I have a good understanding of MFRA values	91%	92%	88%
I know about our staff networks and how to access them	76%	76%	75%
I know what I should do and what action I should take if I was concerned that bullying and harassment were taking place.	89%	90%	83%
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%	45%	26%
MFRA promotes a culture of openness and transparency	61%	63%	46%

	Overall	Heterosexual/Straight	Prefer not to say
The "Colours" training has helped me in my interactions with different people. (If you have not completed this training, please skip this question)	56%	59%	38%
Change Management	62%	65%	42%
A lot is done to help staff prepare for and cope with change	49%	53%	17%
Change here is well managed overall	52%	56%	25%
Change within my team is well managed	70%	73%	54%
I am communicated with about change that affects me in good time	62%	63%	50%
I feel that MFRA consider the impact on me and other people when making decisions	51%	54%	29%
I understand the need for change at MFRA so the Service remains relevant and continues to meet the needs of our communities	91%	93%	79%
Health and Wellbeing	71%	72%	60%
I am aware of the Health and Wellbeing support services available through the Occupational Health Team	96%	96%	96%
I consider that I benefited from the support I received through the Occupational Health Team	85%	86%	77%
I have used the services available through the Occupational Health Team	50%	51%	46%
I would say my physical health is good	82%	83%	71%
I would say that my mental health is good	69%	70%	58%

	Overall	Heterosexual/Straight	Prefer not to say
MFRA provides me with information that promotes a healthier lifestyle	57%	61%	33%
MFRA supports a positive work-life balance	63%	66%	46%
Other factors	51%	52%	43%
Flexibility of work	69%	71%	58%
Hours of work	67%	69%	50%
National pay negotiations	62%	63%	54%
Other external factor(s) (If any, please state on following page, otherwise please select 'Not at all')	27%	27%	29%
Other factor(s) (If any, please state on following page, otherwise please select 'Not at all')	12%	11%	13%
Salary	63%	65%	50%
The cost of living	59%	61%	46%
Engagement	87%	88%	78%
I am proud to say I work for MFRA	88%	88%	83%
I care about the future of MFRA	96%	96%	96%
I would still like to be working at MFRA in two years' time	83%	84%	71%

	Overall	Heterosexual/Straight	Prefer not to say
If asked, I would recommend to friends and family that MFRA is a good place to work	77%	81%	54%
Working here makes me want to do the best I can	90%	91%	83%

Appendix

Dashboard:	MFRS Census 2022
Dashboard hierarchy type:	none
Filters applied:	Role: Control, Non-Uniformed, Sexual Orientation: Gay woman/Lesbian, Heterosexual/Straight, Prefer not to say, Bisexual, Gay man, Other
Response count:	185
Panel count:	undefined
Participation:	n/a
Partial results:	Excluded
Comparison:	Survey Overall
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