

Comparisons

Role: Uniformed

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

	Overall	Male	Prefer not to say	Female
No. of Responses	132	106	16	10
Goal Clarity	82%	85%	58%	88%
I am clear about what I am expected to achieve in my job	87%	90%	63%	100%
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%	94%	94%	100%
I understand the new leadership message (Vision, Our Purpose, Our Aims and Our Values)	82%	84%	63%	90%
Senior Managers provide a clear vision of the overall direction of MFRA	63%	71%	13%	60%
My Job	72%	77%	34%	85%
I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	72%	76%	38%	80%
I feel supported in my role	66%	70%	25%	90%
I get a sense of personal accomplishment from my work	81%	86%	44%	90%
I have a sense of good job security	71%	76%	31%	80%
I understand how the Service Values fit into my day-to-day activities	83%	84%	63%	100%

	Overall	Male	Prefer not to say	Female
My job makes the best use of the skills and abilities that I have	60%	67%	6%	70%
Employee Involvement	65%	70%	31%	68%
I am able to use my own initiative at work to do my job	80%	85%	38%	100%
I am comfortable to speak up and constructively challenge how things are done	65%	70%	38%	60%
I am encouraged to suggest new ideas for improvements	67%	72%	38%	70%
People communicate openly here regardless of position or level	46%	52%	13%	40%
Teamwork	56%	61%	28%	50%
Different parts of the Service work well together	51%	56%	31%	30%
Morale in my immediate team/watch/section is generally high	57%	61%	44%	30%
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.)	58%	62%	23%	75%
We are good at sharing ideas to make things work better	58%	64%	13%	70%
Learning & Development	72%	77%	35%	82%
I am able to access learning and development opportunities	70%	75%	19%	90%
I have good quality equipment to help me do my job	73%	78%	31%	80%

	Overall	Male	Prefer not to say	Female
I have the knowledge and skills I need to do my job well	86%	90%	63%	90%
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)	59%	63%	27%	67%
Recognition & Reward	70%	74%	45%	70%
I feel valued and recognised for the work that I do by my line manager	77%	80%	56%	80%
I feel valued and recognised for the work that I do by other team members	84%	88%	81%	50%
I feel valued and recognised for the work that I do by senior managers	57%	60%	25%	70%
In the last week, I have received thanks or praise for doing good work	64%	69%	19%	80%
Management Effectiveness	66%	70%	38%	74%
Employees at my level are able to communicate their concerns to higher management	62%	68%	19%	70%
I have confidence in the future of MFRA	51%	57%	6%	60%
Members of the Fire and Rescue Authority engage well with staff at MFRS	40%	42%	19%	60%
My manager communicates regularly about issues that affect my work	76%	79%	50%	80%
My manager gives me regular feedback on how I am doing	70%	73%	56%	60%
My manager listens to me	80%	82%	63%	80%

	Overall	Male	Prefer not to say	Female
My manager makes time for me	78%	78%	63%	100%
My manager treats me fairly and with respect	89%	92%	69%	100%
Senior managers do what they say they are going to do	51%	58%	0%	60%
Culture & Values	65%	70%	36%	69%
Bullying, harassment and discrimination are not tolerated at MFRA	77%	85%	38%	60%
Generally we resolve any differences of opinion amicably	62%	68%	19%	70%
I am able to strike the right balance between my work and home life	61%	64%	44%	60%
I feel able to make decisions without fear of being blamed if things go wrong	54%	59%	19%	50%
I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	68%	75%	25%	70%
I have a good understanding of MFRA values	86%	84%	88%	100%
I know about our staff networks and how to access them	68%	72%	44%	70%
I know what I should do and what action I should take if I was concerned that bullying and harassment were taking place.	95%	98%	81%	80%
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%	47%	8%	44%
MFRA promotes a culture of openness and transparency	49%	52%	19%	70%

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The "Colours" training has helped me in my interactions with different people. (If you have not completed this training, please skip this question)	52%	56%	8%	78%
Change Management	51%	56%	25%	50%
A lot is done to help staff prepare for and cope with change	33%	37%	6%	30%
Change here is well managed overall	41%	47%	0%	40%
Change within my team is well managed	56%	62%	31%	30%
I am communicated with about change that affects me in good time	53%	58%	13%	60%
I feel that MFRA consider the impact on me and other people when making decisions	35%	38%	6%	50%
I understand the need for change at MFRA so the Service remains relevant and continues to meet the needs of our communities	91%	91%	94%	90%
Health and Wellbeing	70%	74%	49%	69%
I am aware of the Health and Wellbeing support services available through the Occupational Health Team	97%	97%	94%	100%
I consider that I benefited from the support I received through the Occupational Health Team	85%	87%	78%	75%
I have used the services available through the Occupational Health Team	61%	63%	44%	60%
I would say my physical health is good	86%	92%	56%	70%
I would say that my mental health is good	70%	75%	31%	80%

	Overall	Male	Prefer not to say	Female
MFRA provides me with information that promotes a healthier lifestyle	52%	56%	31%	50%
MFRA supports a positive work-life balance	49%	54%	19%	50%
Other factors	50%	49%	58%	47%
Flexibility of work	55%	54%	56%	60%
Hours of work	52%	55%	31%	50%
National pay negotiations	72%	72%	75%	70%
Other external factor(s) (If any, please state on following page, otherwise please select 'Not at all')	33%	32%	56%	10%
Other factor(s) (If any, please state on following page, otherwise please select 'Not at all')	14%	12%	31%	10%
Salary	60%	57%	75%	70%
The cost of living	65%	63%	81%	60%
Engagement	85%	87%	63%	96%
I am proud to say I work for MFRA	86%	90%	50%	100%
I care about the future of MFRA	95%	94%	100%	100%
I would still like to be working at MFRA in two years' time	88%	89%	75%	100%

	Overall	Male	Prefer not to say	Female
If asked, I would recommend to friends and family that MFRA is a good place to work	70%	75%	25%	90%
Working here makes me want to do the best I can	84%	87%	63%	90%

Appendix

Dashboard:	MFRS Census 2022
Dashboard hierarchy type:	none
Filters applied:	Role: Uniformed
Response count:	132
Panel count:	undefined
Participation:	n/a
Partial results:	Excluded
Comparison:	Survey Overall
Report produced:	30 March 2023