

MFRS Staff Survey 2022 – question set

Theme	Question
My Job	I get a sense of personal accomplishment from my work
My Job	I understand how the Service Values fit into my day-to-day activities
My Job	I feel supported in my role
My Job	My job makes the best use of the skills and abilities that I have
My Job	I have a sense of good job security
My Job	I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)
Change Management	Change here is well managed overall
Change Management	I feel that MFRA consider the impact on me and other people when making decisions
Change Management	I understand the need for change at MFRA so the Service remains relevant and continues to meet the needs of our communities
Change Management	A lot is done to help staff prepare for and cope with change
Change Management	I am communicated with about change that affects me in good time
Change Management	Change within my team is well managed
Culture & Values	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)
Culture & Values	I have a good understanding of MFRA values
Culture & Values	I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age
Culture & Values	Generally we resolve any differences of opinion amicably
Culture & Values	MFRA promotes a culture of openness and transparency
Culture & Values	Bullying, harassment and discrimination are not tolerated at MFRA
Culture & Values	I feel able to make decisions without fear of being blamed if things go wrong
Culture & Values	The “Colours” training has helped me in my interactions with different people. (If you have not completed this training, please skip this question)
Culture & Values	I know what I should do and what action I should take if I was concerned that bullying and harassment were taking place.
Culture & Values	I know about our staff networks and how to access them
Culture & Values	I am able to strike the right balance between my work and home life

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Employee Involvement	I am able to use my own initiative at work to do my job
Employee Involvement	I am encouraged to suggest new ideas for improvements
Employee Involvement	I am comfortable to speak up and constructively challenge how things are done
Employee Involvement	People communicate openly here regardless of position or level
Engagement	I am proud to say I work for MFRA
Engagement	If asked, I would recommend to friends and family that MFRA is a good place to work
Engagement	Working here makes me want to do the best I can
Engagement	I would still like to be working at MFRA in two years' time
Engagement	I care about the future of MFRA
Goal Clarity	Senior Managers provide a clear vision of the overall direction of MFRA
Goal Clarity	I am clear about what I am expected to achieve in my job
Goal Clarity	I understand how the work I do helps MFRA to achieve its Purpose – Here to serve, here to protect, here to keep you safe.
Goal Clarity	I understand the new leadership message (Vision, Our Purpose, Our Aims and Our Values)
Health and Wellbeing	MFRA supports a positive work-life balance
Health and Wellbeing	I would say that my mental health is good
Health and Wellbeing	MFRA provides me with information that promotes a healthier lifestyle
Health and Wellbeing	I consider that I benefited from the support I received through the Occupational Health Team
Health and Wellbeing	I would say my physical health is good
Health and Wellbeing	I am aware of the Health and Wellbeing support services available through the Occupational Health Team
Health and Wellbeing	I have used the services available through the Occupational Health Team
Learning & Development	I am able to access learning and development opportunities
Learning & Development	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)
Learning & Development	I have good quality equipment to help me do my job
Learning & Development	I have the knowledge and skills I need to do my job well
Management Effectiveness	I have confidence in the future of MFRA

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Management Effectiveness	Senior managers do what they say they are going to do
Management Effectiveness	Employees at my level are able to communicate their concerns to higher management
Management Effectiveness	Members of the Fire and Rescue Authority engage well with staff at MFRS
Management Effectiveness	My manager listens to me
Management Effectiveness	My manager gives me regular feedback on how I am doing
Management Effectiveness	My manager makes time for me
Management Effectiveness	My manager treats me fairly and with respect
Management Effectiveness	My manager communicates regularly about issues that affect my work
Recognition & Reward	I feel valued and recognised for the work that I do by senior managers
Recognition & Reward	In the last week, I have received thanks or praise for doing good work
Recognition & Reward	I feel valued and recognised for the work that I do by other team members
Recognition & Reward	I feel valued and recognised for the work that I do by my line manager
Teamwork	We are good at sharing ideas to make things work better
Teamwork	Different parts of the Service work well together
Teamwork	Morale in my immediate team/watch/section is generally high
Teamwork	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.)
Other factors	The cost of living
Other factors	Flexibility of work
Other factors	Hours of work
Other factors	Other factor(s) (If any, please state on following page, otherwise please select 'Not at all')
Other factors	Salary
Other factors	National pay negotiations
Other factors	Other external factor(s) (If any, please state on following page, otherwise please select 'Not at all')