












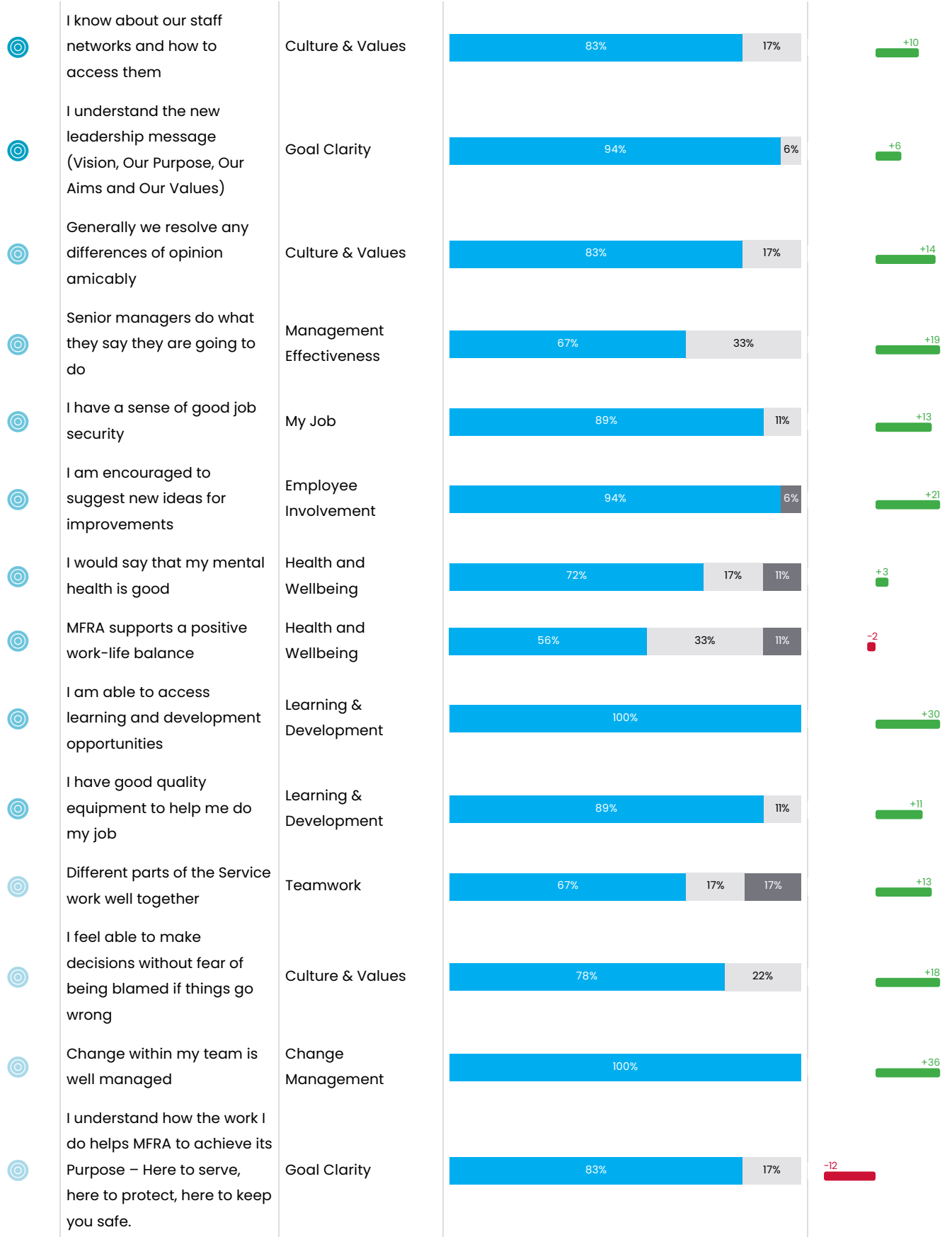


Scorecard

Function: Finance and Procurement

Impact	Question	Theme	Response favourability	Comparison
🎯	I have a good understanding of MFRA values	Culture & Values		+5 
🎯	I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	Culture & Values		+7 
🎯	I have confidence in the future of MFRA	Management Effectiveness		+23 
🎯	I understand how the Service Values fit into my day-to-day activities	My Job		-2 
🎯	A lot is done to help staff prepare for and cope with change	Change Management		+25 
🎯	I feel valued and recognised for the work that I do by other team members	Recognition & Reward		0 
🎯	My manager listens to me	Management Effectiveness		+9 
🎯	I feel valued and recognised for the work that I do by senior managers	Recognition & Reward		+20 
🎯	Senior Managers provide a clear vision of the overall direction of MFRA	Goal Clarity		+4 
🎯	In the last week, I have received thanks or praise for doing good work	Recognition & Reward		-10 
🎯	Bullying, harassment and discrimination are not tolerated at MFRA	Culture & Values		+8 





<p>MFRA promotes a culture of openness and transparency</p>	Culture & Values		+16
<p>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)</p>	Culture & Values		+11
<p>My job makes the best use of the skills and abilities that I have</p>	My Job		+26
<p>Employees at my level are able to communicate their concerns to higher management</p>	Management Effectiveness		+11
<p>My manager communicates regularly about issues that affect my work</p>	Management Effectiveness		+6
<p>My manager gives me regular feedback on how I am doing</p>	Management Effectiveness		+2
<p>I would say my physical health is good</p>	Health and Wellbeing		-17
<p>The "Colours" training has helped me in my interactions with different people. (If you have not completed this training, please skip this question)</p>	Culture & Values		+4
<p>I feel valued and recognised for the work that I do by my line manager</p>	Recognition & Reward		0
<p>My manager treats me fairly and with respect</p>	Management Effectiveness		0
<p>I am clear about what I am expected to achieve in my job</p>	Goal Clarity		+10
<p>Other factor(s) (If any, please state on following page, otherwise please select 'Not at all')</p>	Other factors		-2





Appendix

Dashboard:	MFRS Census 2022
Dashboard hierarchy type:	none
Filters applied:	Function: Finance and Procurement
Response count:	18
Panel count:	undefined
Participation:	n/a
Partial results:	Excluded
Comparison:	Survey Overall
Report produced:	30 March 2023