

Scorecard report (Function/Place (self-report): People and Organisational Development)

Impact	Question	Theme	Response favourability	Comparison
🎯	I feel that my work contributes to Safer Stronger Communities	My Job	85% 15%	-2
🎯	I am comfortable to speak up and constructively challenge how things are done	Employee Involvement	81% 8% 12%	+9
🎯	I feel valued	Culture & Values	85% 8% 8%	+23
🎯	People communicate openly here regardless of position or level	Employee Involvement	69% 12% 19%	+15
🎯	I believe the measures we are taking will ensure that it is safe for employees to work on fire stations and other locations	COVID-19 Related Questions	85% 15%	+10
🎯	Employees at my level are able to communicate their concerns to higher management	Management Effectiveness	73% 12% 15%	+13
🎯	Senior managers do what they say they are going to do	Management Effectiveness	69% 19% 12%	+22
🎯	I am clear about what I am expected to achieve in my job	Goal Clarity	96% 4%	+4
🎯	Different parts of the service work well together	Teamwork	73% 15% 12%	+19
🎯	My manager gives me regular feedback on how I am doing	Management Effectiveness	77% 15% 8%	+6
🎯	I have confidence in the future of MFRA	Management Effectiveness	77% 19% 4%	+9
🎯	MFRA promotes a culture of openness and transparency	Culture & Values	73% 15% 12%	+13
🎯	I am communicated with about change that affects me in good time	Change Management	73% 15% 12%	+13
🎯	A lot is done to help staff prepare for and cope with change	Change Management	62% 27% 12%	+20
🎯	MFRA is a better place to work than it was 3 years ago	Culture & Values	46% 42% 12%	+4
🎯	MFRA is doing a good job of maintaining services under the current circumstances	COVID-19 Related Questions	96% 4%	+6
	The organisation has kept			

<p>me well informed and has maintained effective communication during the COVID-19 pandemic</p>	COVID-19 Related Questions		-1
<p>I feel that MFRA consider the impact on me and other people when making decisions</p>	Change Management		+21
<p>Bullying, harassment and discrimination are not tolerated at MFRA</p>	Culture & Values		+10
<p>MFRA supports a positive work-life balance</p>	Health and Wellbeing		+19
<p>We are good at sharing ideas to make things work better</p>	Teamwork		+13
<p>Morale in my immediate team/watch/section is generally high</p>	Teamwork		+15
<p>Change within my team is well managed</p>	Change Management		+6
<p>I receive feedback on my work</p>	Recognition & Reward		+12
<p>I enjoy my work</p>	My Job		+3
<p>I get a sense of personal accomplishment from my work</p>	My Job		+6
<p>I feel valued and recognised for the work that I do by senior managers</p>	Recognition & Reward		+14
<p>I feel supported in my role</p>	My Job		+13
<p>My job makes the best use of the skills and abilities that I have</p>	My Job		+11
<p>I am able to access learning and development opportunities</p>	Learning & Development		+17
<p>I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age</p>	Culture & Values		+16
<p>Change here is well managed overall</p>	Change Management		+6
<p>MFRA Members engage well with staff at MFRA</p>	Management Effectiveness		+5
<p>I consider that I benefited from the support I received through the Occupational Health Team</p>	Health and Wellbeing		+11
<p>I am able to strike the right balance between my work and home life</p>	Culture & Values		+3

	I understand how the work I do helps MFRA to achieve its Mission & Aims	Goal Clarity	100%	+8
	My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	Learning & Development	65% 35%	+4
	I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	My Job	96% 4%	+18
	In the last week, I have received thanks or praise for doing good work	Recognition & Reward	85% 8% 8%	+21
	I am able to use my own initiative at work to do my job	Employee Involvement	100%	+19
	I am aware of the Health and Wellbeing support services available through the Occupational Health Team	Yes/No Questions	92% 8%	-1
	Generally we resolve any differences of opinion amicably	Culture & Values	77% 15% 8%	+5
	MFRA provides me with information that promotes a healthier lifestyle	Health and Wellbeing	85% 4% 12%	+10
	I have the right opportunities to learn and grow at work	Learning & Development	88% 4% 8%	+21
	I have a sense of good job security	My Job	81% 4% 15%	+5
	Senior Managers provide a clear vision of the overall direction of MFRA	Goal Clarity	88% 4% 8%	+20
	I understand the need for change at MFRA given the cuts faced by the Authority	Change Management	92% 8%	+13
	I have a good understanding of MFRA values	Culture & Values	96% 4%	+9
	My manager communicates regularly about issues that affect my work	Management Effectiveness	81% 19%	-1
	I am encouraged to suggest new ideas for improvements	Employee Involvement	88% 12%	+15
	I have the knowledge and skills I need to do my job well	Learning & Development	100%	+7
	I have good quality equipment to help me do my job	Learning & Development	88% 8% 4%	+6
	I feel able to make decisions without fear of being blamed if things go wrong	Culture & Values	81% 8% 12%	+24

	I have used the services available through the Occupational Health Team	Yes/No Questions		
	My manager makes time for me	Management Effectiveness		
	I have received the training and development I need to do my job well and safely	Learning & Development		
	I feel valued and recognised for the work that I do by my line manager	Recognition & Reward		
	My manager treats me fairly and with respect	Management Effectiveness		
	The pandemic has affected us all in different ways. Do you think that your experience of the pandemic has heavily influenced your responses in the survey?	Yes/No Questions		
	I understand the priorities or Missions & Aims of MFRA	Goal Clarity		
	I do not feel I have been bullied, harassed or discriminated against in the last 12 months	Culture & Values		
	In general I would say my health is good	Health and Wellbeing		
	I feel valued and recognised for the work that I do by other team members	Recognition & Reward		
	Did you take part in the 2018 Staff Survey?	Yes/No Questions		
	I care about the future of MFRA	Engagement		
	I am proud to say I work for MFRA	Engagement		
	Working here makes me want to do the best I can	Engagement		
	If asked, I would recommend to friends and family that MFRA is a good place to work	Engagement		
	I would still like to be working at MFRA in two years' time	Engagement		

Appendix

Dashboard:	Merseyside Fire & Rescue Census 2020
Dashboard hierarchy type:	none
Response count:	26
Panel count:	26
Participation:	100%
Comparison:	Survey Overall
Report produced:	4 January 2021