

Scorecard report (Function/Place (self-report): Prevention)

Impact	Question	Theme	Response favourability	Comparison
🎯	I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	Culture & Values	72% 21% 7%	-4
🎯	MFRA promotes a culture of openness and transparency	Culture & Values	52% 28% 21%	-8
🎯	I am communicated with about change that affects me in good time	Change Management	59% 22% 19%	-1
🎯	Senior managers do what they say they are going to do	Management Effectiveness	59% 24% 17%	+12
🎯	I have confidence in the future of MFRA	Management Effectiveness	64% 28% 9%	-4
🎯	I get a sense of personal accomplishment from my work	My Job	84% 9% 7%	-1
🎯	MFRA Members engage well with staff at MFRA	Management Effectiveness	47% 36% 17%	+1
🎯	A lot is done to help staff prepare for and cope with change	Change Management	34% 36% 29%	-7
🎯	My job makes the best use of the skills and abilities that I have	My Job	74% 10% 16%	0
🎯	Employees at my level are able to communicate their concerns to higher management	Management Effectiveness	57% 19% 24%	-4
🎯	I feel that MFRA consider the impact on me and other people when making decisions	Change Management	41% 31% 28%	-3
🎯	I feel supported in my role	My Job	78% 10% 12%	+6
🎯	People communicate openly here regardless of position or level	Employee Involvement	47% 22% 31%	-3
🎯	Change here is well managed overall	Change Management	53% 24% 22%	-2
🎯	I have the right opportunities to learn and grow at work	Learning & Development	66% 17% 17%	-2
🎯	MFRA supports a positive work-life balance	Health and Wellbeing	66% 26% 9%	-1
🎯	Change within my team is well managed	Change Management	60% 24% 16%	-7
🎯	Morale in my immediate team/watch/section is	Teamwork	59% 26% 16%	-11

	generally high			
	Generally we resolve any differences of opinion amicably	Culture & Values		-3
	I feel valued	Culture & Values		0
	I feel valued and recognised for the work that I do by senior managers	Recognition & Reward		+6
	Different parts of the service work well together	Teamwork		-4
	I am able to access learning and development opportunities	Learning & Development		-8
	I am encouraged to suggest new ideas for improvements	Employee Involvement		-1
	I feel able to make decisions without fear of being blamed if things go wrong	Culture & Values		-3
	I have the knowledge and skills I need to do my job well	Learning & Development		+2
	I am clear about what I am expected to achieve in my job	Goal Clarity		0
	I have good quality equipment to help me do my job	Learning & Development		-5
	We are good at sharing ideas to make things work better	Teamwork		-1
	My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	Learning & Development		-3
	I have received the training and development I need to do my job well and safely	Learning & Development		+3
	MFRA is a better place to work than it was 3 years ago	Culture & Values		-1
	I enjoy my work	My Job		+4
	I have a good understanding of MFRA values	Culture & Values		0
	I feel that my work contributes to Safer Stronger Communities	My Job		+8
	Bullying, harassment and discrimination are not tolerated at MFRA	Culture & Values		-3
	I receive feedback on my work	Recognition & Reward		+3

	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	79%	19%	2%	+5
	I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	My Job	84%	10%	5%	+6
	My manager treats me fairly and with respect	Management Effectiveness	84%	12%	3%	-5
	Senior Managers provide a clear vision of the overall direction of MFRA	Goal Clarity	74%	22%	3%	+6
	The organisation has kept me well informed and has maintained effective communication during the COVID-19 pandemic	COVID-19 Related Questions	93%	3%	3%	0
	MFRA is doing a good job of maintaining services under the current circumstances	COVID-19 Related Questions	88%	5%	7%	-2
	I understand how the work I do helps MFRA to achieve its Mission & Aims	Goal Clarity	98%	2%		+6
	My manager makes time for me	Management Effectiveness	86%	10%	3%	+2
	I do not feel I have been bullied, harassed or discriminated against in the last 12 months	Culture & Values	67%	14%	19%	-13
	I am able to strike the right balance between my work and home life	Culture & Values	74%	14%	12%	-4
	I am able to use my own initiative at work to do my job	Employee Involvement	84%	10%	5%	+3
	MFRA provides me with information that promotes a healthier lifestyle	Health and Wellbeing	76%	19%	5%	+1
	I understand the priorities or Missions & Aims of MFRA	Goal Clarity	97%	3%		+3
	I understand the need for change at MFRA given the cuts faced by the Authority	Change Management	90%	10%		+10
	I have a sense of good job security	My Job	66%	16%	19%	-11
	I consider that I benefited from the support I received through the Occupational Health Team	Health and Wellbeing	84%	3%	13%	-5
	I am comfortable to speak up and constructively challenge how things are done	Employee Involvement	62%	19%	19%	-10

 My manager communicates regularly about issues that affect my work	Management Effectiveness		-1
 My manager gives me regular feedback on how I am doing	Management Effectiveness		+1
 I feel valued and recognised for the work that I do by my line manager	Recognition & Reward		-1
 In general I would say my health is good	Health and Wellbeing		-14
 I feel valued and recognised for the work that I do by other team members	Recognition & Reward		-9
 In the last week, I have received thanks or praise for doing good work	Recognition & Reward		+13
 I have used the services available through the Occupational Health Team	Yes/No Questions		+12
 I am aware of the Health and Wellbeing support services available through the Occupational Health Team	Yes/No Questions		+3
 Did you take part in the 2018 Staff Survey?	Yes/No Questions		+2
 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		-17
 I am proud to say I work for MFRA	Engagement		+7
 Working here makes me want to do the best I can	Engagement		+9
 If asked, I would recommend to friends and family that MFRA is a good place to work	Engagement		-3
 I would still like to be working at MFRA in two years' time	Engagement		+4
 I care about the future of MFRA	Engagement		+3

Appendix

Dashboard:	Merseyside Fire & Rescue Census 2020
Dashboard hierarchy type:	none
Response count:	58
Panel count:	58
Participation:	100%
Comparison:	Survey Overall
Report produced:	4 January 2021