

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

Impact	Question	Theme	Response favourability	Comparison
	I consider that I benefited from the support I received through the Occupational Health Team	Health and Wellbeing		+1
	I get a sense of personal accomplishment from my work	My Job		+11
	I have confidence in the future of MFRA	Management Effectiveness		+4
	I enjoy my work	My Job		+5
	I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	Culture & Values		+2
	I understand how the work I do helps MFRA to achieve its Mission & Aims	Goal Clarity		+2
	I have a good understanding of MFRA values	Culture & Values		0
	I have the right opportunities to learn and grow at work	Learning & Development		+11
	My job makes the best use of the skills and abilities that I have	My Job		+11
	I feel that my work contributes to Safer Stronger Communities	My Job		+10
	MFRA is doing a good job of maintaining services under the current circumstances	COVID-19 Related Questions		+7
	MFRA promotes a culture of openness and transparency	Culture & Values		+4
	I feel valued	Culture & Values		+8
	I am clear about what I am expected to achieve in my job	Goal Clarity		-1
	I feel valued and recognised for the work that I do by other team members	Recognition & Reward		+11
	The organisation has kept me well informed and has maintained effective communication during the COVID-19 pandemic	COVID-19 Related Questions		+1
	I feel valued and recognised for the work that I do by my line manager	Recognition & Reward		+9

	Bullying, harassment and discrimination are not tolerated at MFRA	Culture & Values		0
	Generally we resolve any differences of opinion amicably	Culture & Values		+7
	I feel supported in my role	My Job		+1
	I have received the training and development I need to do my job well and safely	Learning & Development		+4
	I do not feel I have been bullied, harassed or discriminated against in the last 12 months	Culture & Values		+5
	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		+14
	I am able to use my own initiative at work to do my job	Employee Involvement		+4
	I receive feedback on my work	Recognition & Reward		+8
	MFRA is a better place to work than it was 3 years ago	Culture & Values		+3
	We are good at sharing ideas to make things work better	Teamwork		+3
	MFRA supports a positive work-life balance	Health and Wellbeing		+19
	I am able to access learning and development opportunities	Learning & Development		+1
	Morale in my immediate team/watch/section is generally high	Teamwork		-6
	People communicate openly here regardless of position or level	Employee Involvement		-3
	I have good quality equipment to help me do my job	Learning & Development		+2
	My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	Learning & Development		+12
	MFRA provides me with information that promotes a healthier lifestyle	Health and Wellbeing		+4
	A lot is done to help staff prepare for and cope with change	Change Management		-5

<p>I feel that MFRA consider the impact on me and other people when making decisions</p>	Change Management	48%	39%	12%	+4
<p>I am comfortable to speak up and constructively challenge how things are done</p>	Employee Involvement	88%	9%	3%	+16
<p>Change here is well managed overall</p>	Change Management	42%	39%	18%	-13
<p>I feel valued and recognised for the work that I do by senior managers</p>	Recognition & Reward	61%	27%	12%	+9
<p>I understand the need for change at MFRA given the cuts faced by the Authority</p>	Change Management	91%	6%	3%	+11
<p>Senior managers do what they say they are going to do</p>	Management Effectiveness	30%	52%	18%	-17
<p>I am encouraged to suggest new ideas for improvements</p>	Employee Involvement	79%	18%	3%	+5
<p>I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)</p>	My Job	94%	6%		+16
<p>My manager treats me fairly and with respect</p>	Management Effectiveness	100%			+10
<p>In the last week, I have received thanks or praise for doing good work</p>	Recognition & Reward	52%	33%	15%	-12
<p>Change within my team is well managed</p>	Change Management	55%	33%	12%	-13
<p>I understand the priorities or Missions & Aims of MFRA</p>	Goal Clarity	97%	3%		+4
<p>Did you take part in the 2018 Staff Survey?</p>	Yes/No Questions	76%	24%		+9
<p>Senior Managers provide a clear vision of the overall direction of MFRA</p>	Goal Clarity	73%	18%	9%	+4
<p>I am communicated with about change that affects me in good time</p>	Change Management	61%	27%	12%	+1
<p>MFRA Members engage well with staff at MFRA</p>	Management Effectiveness	33%	42%	24%	-12
<p>My manager makes time for me</p>	Management Effectiveness	88%	9%	3%	+4
<p>Employees at my level are able to communicate their concerns to higher management</p>	Management Effectiveness	64%	30%	6%	+3
<p>In general I would say my health is good</p>	Health and Wellbeing	85%	12%	3%	-5
<p>I have a sense of good job security</p>	My Job	88%	6%	6%	+12

<p>My manager gives me regular feedback on how I am doing</p>	<p>Management Effectiveness</p>	<p>61% 39%</p>	<p>-10</p>
<p>I have used the services available through the Occupational Health Team</p>	<p>Yes/No Questions</p>	<p>61% 39%</p>	<p>+7</p>
<p>Different parts of the service work well together</p>	<p>Teamwork</p>	<p>36% 33% 30%</p>	<p>-18</p>
<p>I have the knowledge and skills I need to do my job well</p>	<p>Learning & Development</p>	<p>97% 3%</p>	<p>+4</p>
<p>My manager communicates regularly about issues that affect my work</p>	<p>Management Effectiveness</p>	<p>70% 21% 9%</p>	<p>-12</p>
<p>I am aware of the Health and Wellbeing support services available through the Occupational Health Team</p>	<p>Yes/No Questions</p>	<p>100%</p>	<p>+7</p>
<p>I am able to strike the right balance between my work and home life</p>	<p>Culture & Values</p>	<p>91% 9%</p>	<p>+13</p>
<p>I feel able to make decisions without fear of being blamed if things go wrong</p>	<p>Culture & Values</p>	<p>76% 18% 6%</p>	<p>+19</p>
<p>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?</p>	<p>Yes/No Questions</p>	<p>85% 15%</p>	<p>+3</p>
<p>I am proud to say I work for MFRA</p>	<p>Engagement</p>	<p>91% 9%</p>	<p>+1</p>
<p>Working here makes me want to do the best I can</p>	<p>Engagement</p>	<p>91% 6% 3%</p>	<p>+3</p>
<p>If asked, I would recommend to friends and family that MFRA is a good place to work</p>	<p>Engagement</p>	<p>94% 3% 3%</p>	<p>+13</p>
<p>I care about the future of MFRA</p>	<p>Engagement</p>	<p>97% 3%</p>	<p>+1</p>
<p>I would still like to be working at MFRA in two years' time</p>	<p>Engagement</p>	<p>85% 6% 9%</p>	<p>+1</p>

Appendix

Dashboard:	Merseyside Fire & Rescue Census 2020
Dashboard hierarchy type:	none
Response count:	33
Panel count:	33
Participation:	100%
Comparison:	Survey Overall
Report produced:	4 January 2021