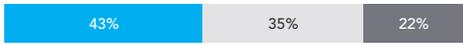
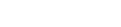


Scorecard report (Function/Place (self-report): Strategy & Performance)

Impact	Question	Theme	Response favourability	Comparison
🎯	My job makes the best use of the skills and abilities that I have	My Job	74% 9% 17%	0
🎯	I enjoy my work	My Job	83% 9% 9%	-6
🎯	I get a sense of personal accomplishment from my work	My Job	83% 4% 13%	-3
🎯	I am able to use my own initiative at work to do my job	Employee Involvement	87% 4% 9%	+6
🎯	I have confidence in the future of MFRA	Management Effectiveness	65% 17% 17%	-3
🎯	Employees at my level are able to communicate their concerns to higher management	Management Effectiveness	61% 17% 22%	0
🎯	Senior managers do what they say they are going to do	Management Effectiveness	52% 22% 26%	+5
🎯	MFRA promotes a culture of openness and transparency	Culture & Values	52% 30% 17%	-8
🎯	I feel valued and recognised for the work that I do by senior managers	Recognition & Reward	57% 17% 26%	+5
🎯	I am communicated with about change that affects me in good time	Change Management	65% 4% 30%	+5
🎯	Senior Managers provide a clear vision of the overall direction of MFRA	Goal Clarity	70% 9% 22%	+1
🎯	MFRA is a better place to work than it was 3 years ago	Culture & Values	13% 74% 13%	-29
🎯	The organisation has kept me well informed and has maintained effective communication during the COVID-19 pandemic	COVID-19 Related Questions	83% 4% 13%	-10
🎯	MFRA Members engage well with staff at MFRA	Management Effectiveness	48% 26% 26%	+2
🎯	Change here is well managed overall	Change Management	61% 22% 17%	+5
🎯	I feel valued	Culture & Values	61% 13% 26%	-1
🎯	People communicate openly here regardless of position or level	Employee Involvement	52% 22% 26%	-2
🎯	I do not feel I have been bullied, harassed or discriminated against in the last 12 months	Culture & Values	87% 4% 9%	+7

	I feel that MFRA consider the impact on me and other people when making decisions	Change Management		
	I have a good understanding of MFRA values	Culture & Values		
	A lot is done to help staff prepare for and cope with change	Change Management		
	I feel able to make decisions without fear of being blamed if things go wrong	Culture & Values		
	I feel supported in my role	My Job		
	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		
	I have a sense of good job security	My Job		
	I am clear about what I am expected to achieve in my job	Goal Clarity		
	Generally we resolve any differences of opinion amicably	Culture & Values		
	I understand the priorities or Missions & Aims of MFRA	Goal Clarity		
	I am comfortable to speak up and constructively challenge how things are done	Employee Involvement		
	MFRA is doing a good job of maintaining services under the current circumstances	COVID-19 Related Questions		
	Different parts of the service work well together	Teamwork		
	Morale in my immediate team/watch/section is generally high	Teamwork		
	I understand how the work I do helps MFRA to achieve its Mission & Aims	Goal Clarity		
	I am encouraged to suggest new ideas for improvements	Employee Involvement		
	My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	Learning & Development		
	I have received the training and development I need to do my job well and safely	Learning & Development		

 I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	Culture & Values		+1
 I have the knowledge and skills I need to do my job well	Learning & Development		+3
 I feel that my work contributes to Safer Stronger Communities	My Job		-21
 I understand the need for change at MFRA given the cuts faced by the Authority	Change Management		-5
 I feel valued and recognised for the work that I do by other team members	Recognition & Reward		-5
 MFRA provides me with information that promotes a healthier lifestyle	Health and Wellbeing		-5
 We are good at sharing ideas to make things work better	Teamwork		+21
 Bullying, harassment and discrimination are not tolerated at MFRA	Culture & Values		+1
 I feel valued and recognised for the work that I do by my line manager	Recognition & Reward		+17
 In general I would say my health is good	Health and Wellbeing		-3
 I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	My Job		0
 MFRA supports a positive work-life balance	Health and Wellbeing		+3
 I have the right opportunities to learn and grow at work	Learning & Development		+19
 My manager communicates regularly about issues that affect my work	Management Effectiveness		+5
 I am able to strike the right balance between my work and home life	Culture & Values		+5
 I receive feedback on my work	Recognition & Reward		+26
 My manager treats me fairly and with respect	Management Effectiveness		+6
 Change within my team is well managed	Change Management		+15
 My manager gives me regular feedback on how I am doing	Management Effectiveness		+20

<p>My manager makes time for me</p>	<p><b>Management Effectiveness</b></p>	<p>96% 4%</p>	<p>+12</p>
<p>I am aware of the Health and Wellbeing support services available through the Occupational Health Team</p>	<p><b>Yes/No Questions</b></p>	<p>91% 9%</p>	<p>-2</p>
<p>I have used the services available through the Occupational Health Team</p>	<p><b>Yes/No Questions</b></p>	<p>35% 65%</p>	<p>-19</p>
<p>I am able to access learning and development opportunities</p>	<p><b>Learning &amp; Development</b></p>	<p>74% 22% 4%</p>	<p>+2</p>
<p>In the last week, I have received thanks or praise for doing good work</p>	<p><b>Recognition &amp; Reward</b></p>	<p>91% 4% 4%</p>	<p>+28</p>
<p>Did you take part in the 2018 Staff Survey?</p>	<p><b>Yes/No Questions</b></p>	<p>48% 52%</p>	<p>-19</p>
<p>I have good quality equipment to help me do my job</p>	<p><b>Learning &amp; Development</b></p>	<p>83% 17%</p>	<p>0</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><b>Yes/No Questions</b></p>	<p>61% 39%</p>	<p>-21</p>
<p>I consider that I benefited from the support I received through the Occupational Health Team</p>	<p><b>Health and Wellbeing</b></p>	<p>100%</p>	<p>+11</p>
<p>I am proud to say I work for MFRA</p>	<p><b>Engagement</b></p>	<p>83% 9% 9%</p>	<p>-7</p>
<p>Working here makes me want to do the best I can</p>	<p><b>Engagement</b></p>	<p>78% 13% 9%</p>	<p>-9</p>
<p>If asked, I would recommend to friends and family that MFRA is a good place to work</p>	<p><b>Engagement</b></p>	<p>70% 13% 17%</p>	<p>-11</p>
<p>I would still like to be working at MFRA in two years' time</p>	<p><b>Engagement</b></p>	<p>70% 26% 4%</p>	<p>-14</p>
<p>I care about the future of MFRA</p>	<p><b>Engagement</b></p>	<p>96% 4%</p>	<p>0</p>

## Appendix

Dashboard:	Merseyside Fire & Rescue Census 2020
Dashboard hierarchy type:	none
Response count:	23
Panel count:	23
Participation:	100%
Comparison:	Survey Overall
Report produced:	4 January 2021