

Scorecard report (Function/Place (self-report): Finance and Procurement)

Impact	Question	Theme	Response favourability	Comparison
🎯	Change here is well managed overall	Change Management	63% 16% 21%	+7
🎯	The organisation has kept me well informed and has maintained effective communication during the COVID-19 pandemic	COVID-19 Related Questions	79% 11% 11%	-14
🎯	I understand the need for change at MFRA given the cuts faced by the Authority	Change Management	84% 5% 11%	+5
🎯	I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	Culture & Values	74% 11% 16%	-3
🎯	I have received the training and development I need to do my job well and safely	Learning & Development	79% 16% 5%	-2
🎯	MFRA is doing a good job of maintaining services under the current circumstances	COVID-19 Related Questions	89% 5% 5%	0
🎯	I understand the priorities or Missions & Aims of MFRA	Goal Clarity	84% 11% 5%	-9
🎯	My manager makes time for me	Management Effectiveness	58% 32% 11%	-26
🎯	I feel able to make decisions without fear of being blamed if things go wrong	Culture & Values	58% 21% 21%	+2
🎯	MFRA supports a positive work-life balance	Health and Wellbeing	68% 21% 11%	+2
🎯	I enjoy my work	My Job	68% 21% 11%	-20
🎯	I am able to use my own initiative at work to do my job	Employee Involvement	79% 16% 5%	-2
🎯	MFRA promotes a culture of openness and transparency	Culture & Values	37% 42% 21%	-23
🎯	I am encouraged to suggest new ideas for improvements	Employee Involvement	68% 16% 16%	-5
🎯	I am comfortable to speak up and constructively challenge how things are done	Employee Involvement	53% 26% 21%	-19
🎯	I have a good understanding of MFRA values	Culture & Values	79% 11% 11%	-8
🎯	I am clear about what I am expected to achieve in my	Goal Clarity	84% 11% 5%	-8

	job					
🎯	A lot is done to help staff prepare for and cope with change	Change Management	42%	37%	21%	+1
🎯	I am able to access learning and development opportunities	Learning & Development	74%	21%	5%	+2
🎯	I feel supported in my role	My Job	47%	26%	26%	-24
🎯	My manager treats me fairly and with respect	Management Effectiveness	63%	21%	16%	-26
🎯	Bullying, harassment and discrimination are not tolerated at MFRA	Culture & Values	74%	21%	5%	-8
🎯	MFRA provides me with information that promotes a healthier lifestyle	Health and Wellbeing	63%	16%	21%	-12
🎯	Senior managers do what they say they are going to do	Management Effectiveness	47%	32%	21%	0
🎯	Change within my team is well managed	Change Management	63%	11%	26%	-4
🎯	Generally we resolve any differences of opinion amicably	Culture & Values	53%	26%	21%	-19
🎯	I get a sense of personal accomplishment from my work	My Job	84%	5%	11%	-2
🎯	I have confidence in the future of MFRA	Management Effectiveness	58%	16%	26%	-10
🎯	I feel that MFRA consider the impact on me and other people when making decisions	Change Management	42%	26%	32%	-2
🎯	I am communicated with about change that affects me in good time	Change Management	53%	16%	32%	-7
🎯	My manager communicates regularly about issues that affect my work	Management Effectiveness	58%	16%	26%	-24
🎯	I understand how the work I do helps MFRA to achieve its Mission & Aims	Goal Clarity	89%	5%	5%	-3
🎯	I have the knowledge and skills I need to do my job well	Learning & Development	95%		5%	+2
🎯	I receive feedback on my work	Recognition & Reward	42%	32%	26%	-19
🎯	Senior Managers provide a clear vision of the overall direction of MFRA	Goal Clarity	58%	11%	32%	-11
🎯	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	58%	11%	32%	-16

	I have good quality equipment to help me do my job	Learning & Development		-4
	We are good at sharing ideas to make things work better	Teamwork		-5
	I feel valued	Culture & Values		-25
	MFRA is a better place to work than it was 3 years ago	Culture & Values		-16
	I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	My Job		-10
	I have the right opportunities to learn and grow at work	Learning & Development		-5
	My manager gives me regular feedback on how I am doing	Management Effectiveness		-18
	My job makes the best use of the skills and abilities that I have	My Job		-11
	People communicate openly here regardless of position or level	Employee Involvement		-7
	MFRA Members engage well with staff at MFRA	Management Effectiveness		+2
	I feel valued and recognised for the work that I do by my line manager	Recognition & Reward		-26
	I do not feel I have been bullied, harassed or discriminated against in the last 12 months	Culture & Values		-17
	Employees at my level are able to communicate their concerns to higher management	Management Effectiveness		-8
	I have a sense of good job security	My Job		-8
	I consider that I benefited from the support I received through the Occupational Health Team	Health and Wellbeing		-28
	In general I would say my health is good	Health and Wellbeing		-21
	I am aware of the Health and Wellbeing support services available through the Occupational Health Team	Yes/No Questions		+2
	I feel valued and recognised for the work that I do by other team members	Recognition & Reward		-9
	My last Appraisal meeting was useful in helping me improve how I do my job	Learning & Development		-8

	and show where I'm performing well					
🎯	I feel valued and recognised for the work that I do by senior managers	Recognition & Reward	42%	32%	26%	-9
🎯	Morale in my immediate team/watch/section is generally high	Teamwork	32%	26%	42%	-38
🎯	I feel that my work contributes to Safer Stronger Communities	My Job	63%	26%	11%	-23
🎯	In the last week, I have received thanks or praise for doing good work	Recognition & Reward	47%	11%	42%	-16
🎯	I am able to strike the right balance between my work and home life	Culture & Values	74%	11%	16%	-4
🎯	Different parts of the service work well together	Teamwork	42%	37%	21%	-12
🎯	Did you take part in the 2018 Staff Survey?	Yes/No Questions	84%	16%		+17
🎯	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	79%	21%		-3
🎯	I have used the services available through the Occupational Health Team	Yes/No Questions	68%	32%		+15
	Working here makes me want to do the best I can	Engagement	74%	16%	11%	-14
	I care about the future of MFRA	Engagement	84%	5%	11%	-12
	I would still like to be working at MFRA in two years' time	Engagement	74%	16%	11%	-10
	If asked, I would recommend to friends and family that MFRA is a good place to work	Engagement	74%	5%	21%	-7
	I am proud to say I work for MFRA	Engagement	79%	11%	11%	-11

## Appendix

Dashboard:	Merseyside Fire & Rescue Census 2020
Dashboard hierarchy type:	none
Response count:	19
Panel count:	19
Participation:	100%
Comparison:	Survey Overall
Report produced:	4 January 2021