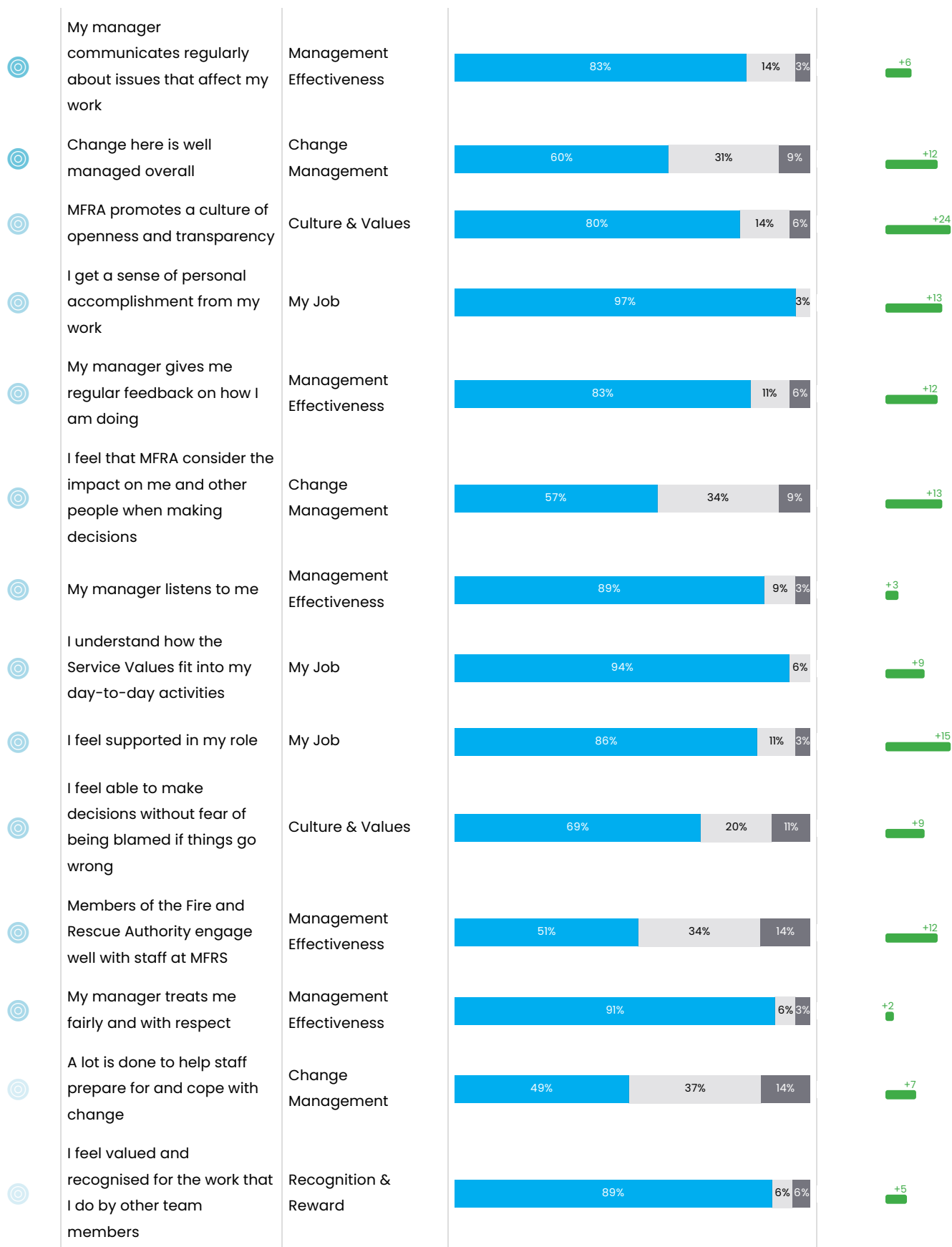


Scorecard

Function: People and Organisational Development/Legal and Democratic Services

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	94% 6%	+18 +18
🎯	Bullying, harassment and discrimination are not tolerated at MFRA	Culture & Values	94% 6%	+14 +14
🎯	I understand the need for change at MFRA so the Service remains relevant and continues to meet the needs of our communities	Change Management	91% 9%	+1 +1
🎯	I understand the new leadership message (Vision, Our Purpose, Our Aims and Our Values)	Goal Clarity	97% 3%	+9 +9
🎯	Generally we resolve any differences of opinion amicably	Culture & Values	86% 14%	+16 +16
🎯	I have confidence in the future of MFRA	Management Effectiveness	74% 26%	+14 +14
🎯	I have a good understanding of MFRA values	Culture & Values	97% 3%	+8 +8
🎯	People communicate openly here regardless of position or level	Employee Involvement	66% 31% 3%	+17 +17
🎯	MFRA supports a positive work-life balance	Health and Wellbeing	66% 23% 11%	+8 +8
🎯	I am able to access learning and development opportunities	Learning & Development	89% 6% 6%	+19 +19

<p>MFRA is a better place to work than it was 3 years ago (If you have not worked at MFRA for 3 years, please skip this question)</p>	Culture & Values		+21
<p>My manager makes time for me</p>	Management Effectiveness		+7
<p>Senior Managers provide a clear vision of the overall direction of MFRA</p>	Goal Clarity		+12
<p>I am communicated with about change that affects me in good time</p>	Change Management		+16
<p>Change within my team is well managed</p>	Change Management		+13
<p>My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well (If you have not had an appraisal, please skip this question)</p>	Learning & Development		+22
<p>I have the knowledge and skills I need to do my job well</p>	Learning & Development		+4
<p>I understand how the work I do helps MFRA to achieve its Purpose – Here to serve, here to protect, here to keep you safe.</p>	Goal Clarity		+2
<p>I feel valued and recognised for the work that I do by my line manager</p>	Recognition & Reward		+8
<p>I consider that I benefited from the support I received through the Occupational Health Team</p>	Health and Wellbeing		+9
<p>I am comfortable to speak up and constructively challenge how things are done</p>	Employee Involvement		+18





<p>The "Colours" training has helped me in my interactions with different people. (If you have not completed this training, please skip this question)</p>	Culture & Values		+11
<p>Senior managers do what they say they are going to do</p>	Management Effectiveness		+12
<p>I am clear about what I am expected to achieve in my job</p>	Goal Clarity		+7
<p>I have used the services available through the Occupational Health Team</p>	Health and Wellbeing		+3
<p>We are good at sharing ideas to make things work better</p>	Teamwork		+20
<p>I know what I should do and what action I should take if I was concerned that bullying and harassment were taking place.</p>	Culture & Values		0
<p>I feel valued and recognised for the work that I do by senior managers</p>	Recognition & Reward		+8
<p>MFRA provides me with information that promotes a healthier lifestyle</p>	Health and Wellbeing		+19
<p>My job makes the best use of the skills and abilities that I have</p>	My Job		+15
<p>Different parts of the Service work well together</p>	Teamwork		+12
<p>I am encouraged to suggest new ideas for improvements</p>	Employee Involvement		+21
<p>I would say my physical health is good</p>	Health and Wellbeing		+8
<p>Salary</p>	Other factors		+1



Appendix

Dashboard:	MFRS Census 2022
Dashboard hierarchy type:	none
Filters applied:	Function: People and Organisational Development/Legal and Democratic Services
Response count:	35
Panel count:	undefined
Participation:	n/a
Partial results:	Excluded
Comparison:	Survey Overall
Report produced:	30 March 2023