

Scorecard

Function: Protection

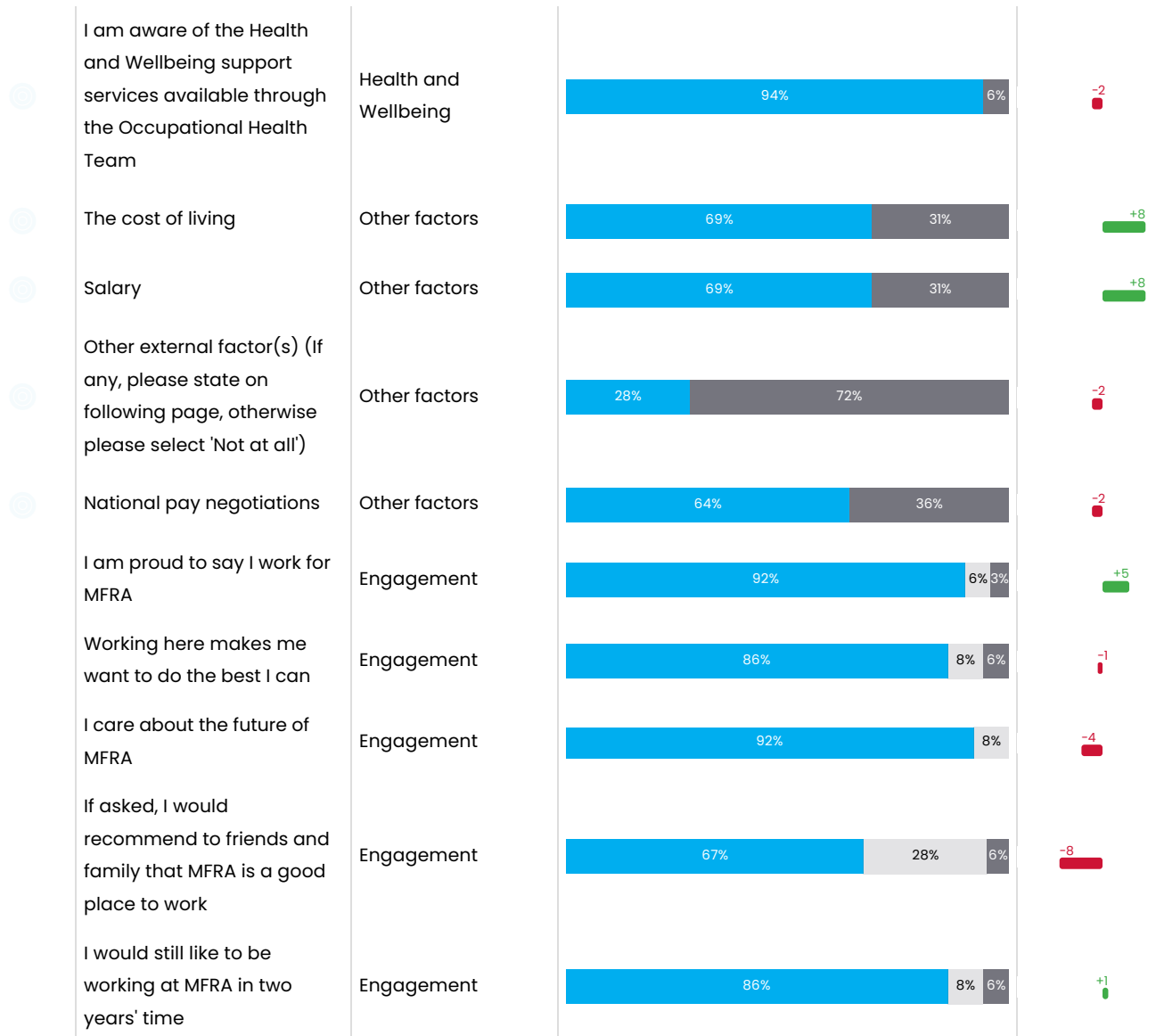
Impact	Question	Theme	Response favourability	Comparison
🎯	Generally we resolve any differences of opinion amicably	Culture & Values	61% 31% 8%	-8
🎯	I understand how the work I do helps MFRA to achieve its Purpose – Here to serve, here to protect, here to keep you safe.	Goal Clarity	94% 6%	-1
🎯	I get a sense of personal accomplishment from my work	My Job	89% 8% 3%	+5
🎯	I am communicated with about change that affects me in good time	Change Management	39% 42% 19%	-19
🎯	I have confidence in the future of MFRA	Management Effectiveness	50% 33% 17%	-10
🎯	I feel supported in my role	My Job	67% 11% 22%	-4
🎯	Change here is well managed overall	Change Management	25% 58% 17%	-23
🎯	I am able to access learning and development opportunities	Learning & Development	75% 17% 8%	+5
🎯	MFRA provides me with information that promotes a healthier lifestyle	Health and Wellbeing	50% 39% 11%	-5
🎯	Senior managers do what they say they are going to do	Management Effectiveness	36% 50% 14%	-12
🎯	I have the knowledge and skills I need to do my job well	Learning & Development	86% 8% 6%	-4
🎯	I am comfortable to speak up and constructively challenge how things are done	Employee Involvement	67% 14% 19%	-4

<p>Change within my team is well managed</p>	Change Management		-12
<p>I feel able to make decisions without fear of being blamed if things go wrong</p>	Culture & Values		-12
<p>I understand the need for change at MFRA so the Service remains relevant and continues to meet the needs of our communities</p>	Change Management		+1
<p>My job makes the best use of the skills and abilities that I have</p>	My Job		-7
<p>I am encouraged to suggest new ideas for improvements</p>	Employee Involvement		-7
<p>I have a good understanding of MFRA values</p>	Culture & Values		0
<p>I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)</p>	My Job		+2
<p>Different parts of the Service work well together</p>	Teamwork		-15
<p>Senior Managers provide a clear vision of the overall direction of MFRA</p>	Goal Clarity		-13
<p>Employees at my level are able to communicate their concerns to higher management</p>	Management Effectiveness		-6
<p>I am able to use my own initiative at work to do my job</p>	Employee Involvement		-2
<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		-3



<p>① 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		+7
<p>① I have good quality equipment to help me do my job</p>	Learning & Development		+11
<p>① I feel valued and recognised for the work that I do by senior managers</p>	Recognition & Reward		-8
<p>① My manager makes time for me</p>	Management Effectiveness		-7
<p>① I know about our staff networks and how to access them</p>	Culture & Values		-9
<p>① 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		-5
<p>① I feel valued and recognised for the work that I do by my line manager</p>	Recognition & Reward		-6
<p>① My manager gives me regular feedback on how I am doing</p>	Management Effectiveness		-18
<p>① Morale in my immediate team/watch/section is generally high</p>	Teamwork		-1
<p>① My manager communicates regularly about issues that affect my work</p>	Management Effectiveness		-8
<p>① My manager treats me fairly and with respect</p>	Management Effectiveness		-3
<p>① In the last week, I have received thanks or praise for doing good work</p>	Recognition & Reward		-18
<p>① I would say that my mental health is good</p>	Health and Wellbeing		+3





Appendix

Dashboard:	MFRS Census 2022
Dashboard hierarchy type:	none
Filters applied:	Function: Protection
Response count:	36
Panel count:	undefined
Participation:	n/a
Partial results:	Excluded
Comparison:	Survey Overall
Report produced:	30 March 2023