

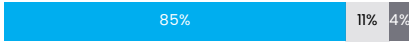
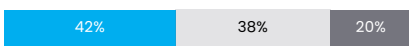
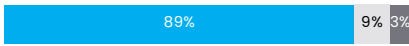


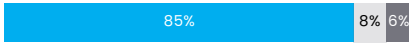











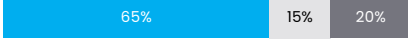
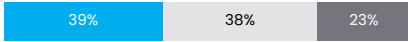


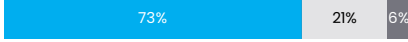




Scorecard

Impact	Question	Theme	Response favourability	Survey Overall	Fire & Rescue
🎯	I get a sense of personal accomplishment from my work	My Job		0	+9
🎯	I have confidence in the future of MFRA	Management Effectiveness		0	+26
🎯	I understand how the Service Values fit into my day-to-day activities	My Job		0	n/a
🎯	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)	Culture & Values		0	n/a
🎯	I have a good understanding of MFRA values	Culture & Values		0	+12
🎯	I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	Culture & Values		0	+12
🎯	Generally we resolve any differences of opinion amicably	Culture & Values		0	+12
🎯	I am able to use my own initiative at work to do my job	Employee Involvement		0	+16
🎯	Change here is well managed overall	Change Management		0	+16
🎯	MFRA promotes a culture of openness and transparency	Culture & Values		0	+16
🎯	I feel that MFRA consider the impact on me and other people when making decisions	Change Management		0	+10

<p>Senior managers do what they say they are going to do</p>	Management Effectiveness		0	+16
<p>I am able to access learning and development opportunities</p>	Learning & Development		0	n/a
<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		0	+9
<p>Bullying, harassment and discrimination are not tolerated at MFRA</p>	Culture & Values		0	+14
<p>I feel supported in my role</p>	My Job		0	n/a
<p>Senior Managers provide a clear vision of the overall direction of MFRA</p>	Goal Clarity		0	+17
<p>A lot is done to help staff prepare for and cope with change</p>	Change Management		0	+6
<p>MFRA supports a positive work-life balance</p>	Health and Wellbeing		0	n/a
<p>I am encouraged to suggest new ideas for improvements</p>	Employee Involvement		0	+17
<p>I feel valued and recognised for the work that I do by senior managers</p>	Recognition & Reward		0	+19
<p>I am clear about what I am expected to achieve in my job</p>	Goal Clarity		0	+6
<p>I am comfortable to speak up and constructively challenge how things are done</p>	Employee Involvement		0	+11
<p>I feel able to make decisions without fear of being blamed if things go wrong</p>	Culture & Values		0	n/a

<p>My job makes the best use of the skills and abilities that I have</p>	My Job		0	+7
<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		0	+14
<p>I understand the new leadership message (Vision, Our Purpose, Our Aims and Our Values)</p>	Goal Clarity		0	+6
<p>We are good at sharing ideas to make things work better</p>	Teamwork		0	+3
<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		0	+23
<p>Employees at my level are able to communicate their concerns to higher management</p>	Management Effectiveness		0	+22
<p>Different parts of the Service work well together</p>	Teamwork		0	+9
<p>I am communicated with about change that affects me in good time</p>	Change Management		0	+20
<p>I would say that my mental health is good</p>	Health and Wellbeing		0	n/a
<p>Morale in my immediate team/watch/section is generally high</p>	Teamwork		0	+11
<p>I have a sense of good job security</p>	My Job		0	+25
<p>People communicate openly here regardless of position or level</p>	Employee Involvement		0	+6

<p>I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)</p>	My Job		0	+3
<p>MFRA provides me with information that promotes a healthier lifestyle</p>	Health and Wellbeing		0	n/a
<p>I have good quality equipment to help me do my job</p>	Learning & Development		0	+7
<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		0	n/a
<p>In the last week, I have received thanks or praise for doing good work</p>	Recognition & Reward		0	+15
<p>Members of the Fire and Rescue Authority engage well with staff at MFRS</p>	Management Effectiveness		0	n/a
<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	n/a
<p>Change within my team is well managed</p>	Change Management		0	n/a
<p>I know about our staff networks and how to access them</p>	Culture & Values		0	n/a
<p>I consider that I benefited from the support I received through the Occupational Health Team</p>	Health and Wellbeing		0	n/a
<p>My manager listens to me</p>	Management Effectiveness		0	n/a

<p>① The “Colours” training and profile provided to me by MFRS have given me a better understanding of myself and those I work with (if you have not completed this training, please skip the question.)</p>	Teamwork		0	n/a
<p>② I have the knowledge and skills I need to do my job well</p>	Learning & Development		0	+4
<p>③ I am able to strike the right balance between my work and home life</p>	Culture & Values		0	+6
<p>④ I feel valued and recognised for the work that I do by other team members</p>	Recognition & Reward		0	+8
<p>⑤ My manager gives me regular feedback on how I am doing</p>	Management Effectiveness		0	+3
<p>⑥ My manager makes time for me</p>	Management Effectiveness		0	+5
<p>⑦ My manager treats me fairly and with respect</p>	Management Effectiveness		0	+5
<p>⑧ I feel valued and recognised for the work that I do by my line manager</p>	Recognition & Reward		0	+11
<p>⑨ My manager communicates regularly about issues that affect my work</p>	Management Effectiveness		0	+2
<p>⑩ I would say my physical health is good</p>	Health and Wellbeing		0	n/a
<p>⑪ I am aware of the Health and Wellbeing support services available through the Occupational Health Team</p>	Health and Wellbeing		0	n/a
<p>⑫ I have used the services available through the Occupational Health Team</p>	Health and Wellbeing		0	n/a

②	The cost of living	Other factors		0	n/a
②	Flexibility of work	Other factors		0	n/a
②	Hours of work	Other factors		0	n/a
②	Other factor(s) (If any, please state on following page, otherwise please select 'Not at all')	Other factors		0	n/a
②	Salary	Other factors		0	n/a
②	National pay negotiations	Other factors		0	n/a
②	Other external factor(s) (If any, please state on following page, otherwise please select 'Not at all')	Other factors		0	n/a
	I am proud to say I work for MFRA	Engagement		0	+6
	If asked, I would recommend to friends and family that MFRA is a good place to work	Engagement		0	+13
	Working here makes me want to do the best I can	Engagement		0	+10
	I would still like to be working at MFRA in two years' time	Engagement		0	+4
	I care about the future of MFRA	Engagement		0	+3

Appendix

Dashboard:	MFRS Census 2022
Dashboard hierarchy type:	none
Response count:	317
Panel count:	999
Participation:	32%
Partial results:	Excluded
Comparison:	Multiple comparators
Report produced:	30 March 2023