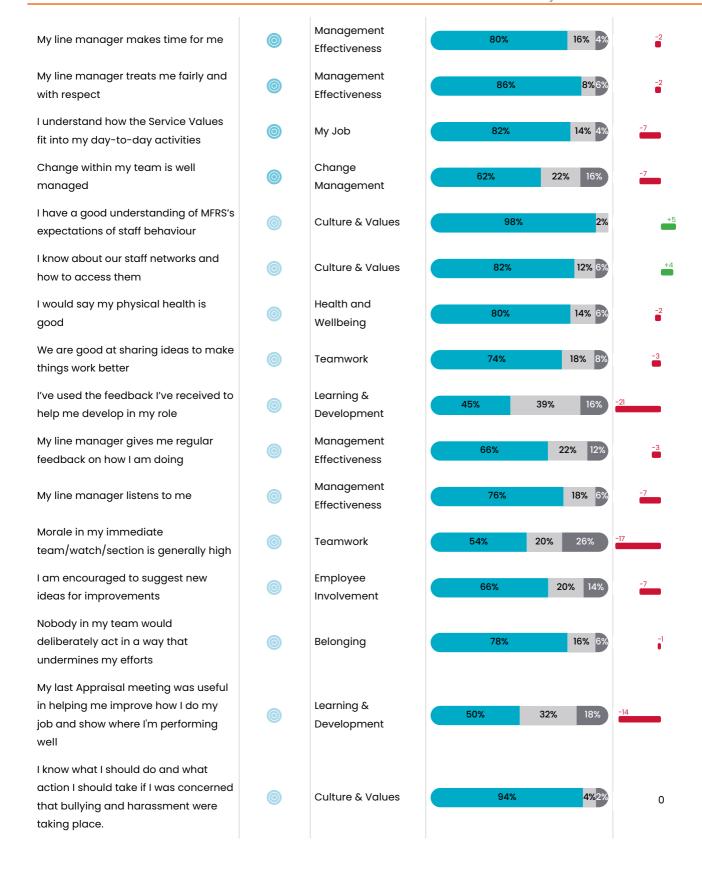
Scorecard

Function/place: Operational Preparedness

Question	Impact	Theme	Response Favourability	Comparison
I have confidence in the future of MFRS	©	Management Effectiveness	74% 18% 8%	-1 •
Employees at my level are able to communicate their concerns to senior and strategic management	©	Management Effectiveness	58% 28% 14%	+2
Senior leaders make the effort to listen to staff	©	Belonging	72% 16% 12%	+11
Senior leaders are open and approachable	©	Belonging	74% 16% 10%	+8
I feel that MFRS consider the impact on me and other people when making decisions	©	Change Management	48% 40% 12%	+4
I feel MFRS treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	©	Culture & Values	78% 16% 6%	+7
MFRS promotes a culture of openness and transparency	©	Culture & Values	72% 14% 14%	+7
I feel valued	©	Culture & Values	60% 24% 16%	-6
I get a sense of personal accomplishment from my work	©	My Job	80% 14% 6%	-5
MFRS is a better place to work than it was 3 years ago (If you have not worked at MFRS for 3 years, please skip this question)	©	Culture & Values	49% 37% 15%	-2
Generally we resolve any differences of opinion amicably	©	Culture & Values	82% 12% 6%	+7
Different parts of the Service work well together	©	Teamwork	60% 28% 12%	+6
I feel my work contributes to our Functional or Station Plan	©	Employee Involvement	82% 12% 6%	-1 ■
MFRS helps staff prepare for and cope with change	©	Change Management	40% 44% 16%	-6





I understand how the work I do helps MFRS to achieve its Purpose - Here to Goal Clarity 98% serve, here to protect, here to keep you safe. People communicate openly here **Employee** 54% 26% Involvement regardless of position or level I am communicated with about Change 26% **72%** change that affects me Management I feel I can share how I feel with my 18% Belonging 76% team I understand the need for change at MFRS so the Service remains relevant Change 98% 2% and continues to meet the needs of Management our communities I feel supported by my colleagues Belonging 82% 16% 2% I feel valued and recognised for the Recognition & 62% 24% work that I do by my line manager Reward I am able to access learning and Learning & 64% 22% Development development opportunities I feel comfortable talking to my colleagues about my life and Belonging 86% 10%4% background I am clear about what I am expected **Goal Clarity** 8% 92% to achieve in my job I feel valued and recognised for the Recognition & work that I do by other team 78% 18% 4% Reward members My line manager communicates with Management 16% 10% me regularly about issues that affect 74% Effectiveness my work MFRS provides me with Health and Wellbeing promotional information Health and 20% 78% and access to initiatives that helps Wellbeing support my individual needs Lunderstand our Vision, Our Purpose, **Goal Clarity 4%**2% 94% Our Aims and Our Values When I first joined I was made to feel 8%4% Belonging 88% welcome I am able to strike the right balance Culture & Values 62% 20% 18% between my work and home life



Appendix

Dashboard: Merseyside FRS Dashboard 2024

Dashboard hierarchy type: None

Filters applied: Function/place: Operational Preparedness

Response count: 50

Panel count: undefined

Participation: n/a

Partial results: Excluded

Comparison: Survey Overall

Report produced: 5 March 2025