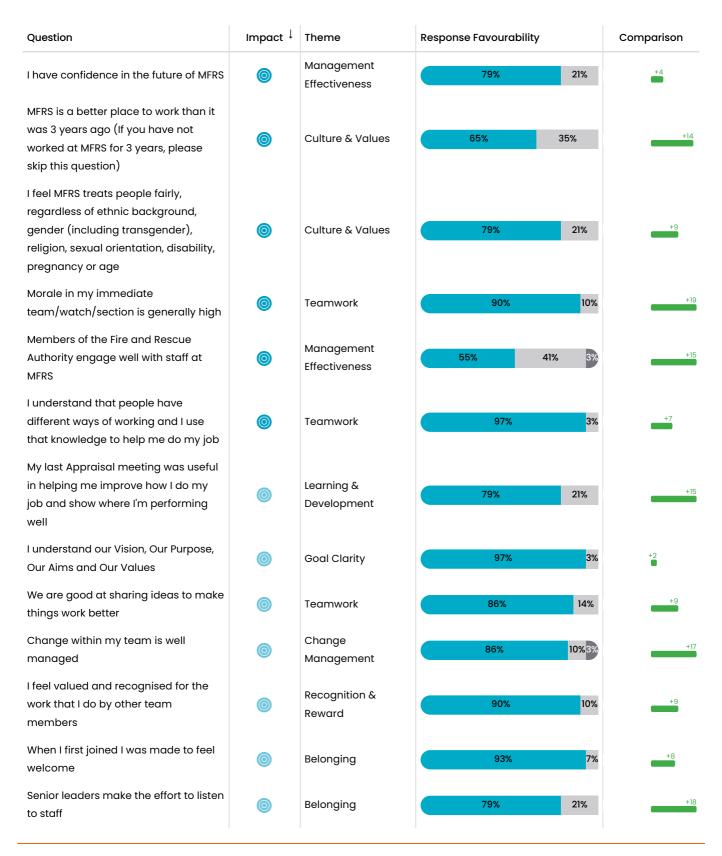
## Scorecard

Function/place: National Resilience





I understand how the work I do helps MFRS to achieve its Purpose – Here to Goal Clarity 93% serve, here to protect, here to keep you safe. I feel valued and recognised for the Recognition & 90% 10% work that I do by my line manager Reward I feel my work contributes to our **Employee** 86% 14% Functional or Station Plan Involvement Nobody in my team would deliberately act in a way that 10% Belonging 90% undermines my efforts Bullying, harassment and 93% discrimination are not tolerated at Culture & Values **MFRS** 90% 10% I feel supported by my colleagues Belonging I am communicated with about Change 86% 14% change that affects me Management I am able to use my own initiative at **Employee** work (where appropriate) to do my 100% Involvement job I know how to access the confidential Culture & Values 62% reporting service, Safe Call MFRS promotes a culture of openness Culture & Values 21% 79% and transparency I feel able to make decisions without fear of being blamed if things go Culture & Values 86% 14% wrong I know about our staff networks and Culture & Values 28% 72% how to access them Different parts of the Service work well Teamwork **72**% 24% together I consider that I benefited from the Health and support I received through the 90% 10% Wellbeing Occupational Health Team I have a sense of good job security My Job 66% 31% People communicate openly here **Employee** 83% 14% 3% Involvement regardless of position or level

I understand the need for change at MFRS so the Service remains relevant Change and continues to meet the needs of Management our communities My line manager treats me fairly and Management 93% Effectiveness with respect I feel I can share how I feel with my Belonging 93% team I feel valued and recognised for the Recognition & 83% 17% Reward work that I do by senior managers I understand how the Service Values My Job 90% 10% fit into my day-to-day activities As a manager I feel confident to have conversations about performance (including good or poor 92% 8% My Job performance), or behaviour with the people I line manage Employees at my level are able to Management communicate their concerns to senior 17% 3% Effectiveness and strategic management I am clear about what I am expected **Goal Clarity** 97% to achieve in my job MFRS provides me with Health and Wellbeing promotional information Health and 31% 66% and access to initiatives that helps Wellbeing support my individual needs Health and I would say my physical health is 10%3% 86% Wellbeing good I am encouraged to suggest new **Employee** 90% Involvement ideas for improvements Management My line manager listens to me 93% Effectiveness I get a sense of personal My Job 90% 10% accomplishment from my work Management 86% 14% My line manager makes time for me Effectiveness I feel comfortable talking to my colleagues about my life and 93% **3%**3% Belonging background Learning & **3%**3% I feel competent in my role 93% Development

I am aware of the support services available through the Occupational Health and Wellbeing Team

My line manager communicates with me regularly about issues that affect my work

My line manager gives me regular feedback on how I am doing

I have used the services available through the Occupational Health and Wellbeing Team

I am able to strike the right balance between my work and home life

If asked, I would recommend to friends and family that MFRS is a good place to work

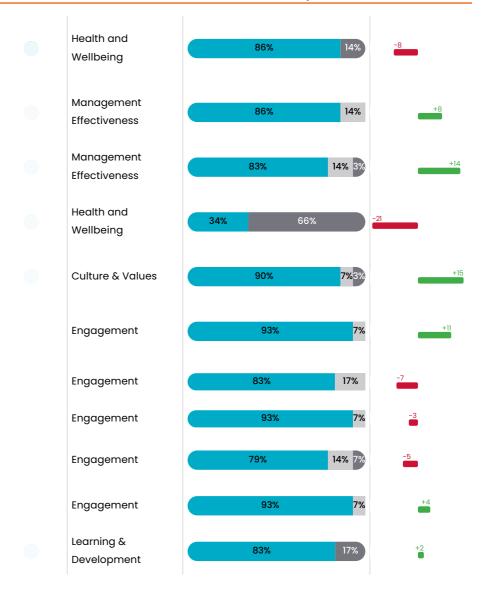
I am proud to say I work for MFRS

I care about the future of MFRS

I would still like to be working at MFRS in two years' time

Working here makes me want to do the best I can

I have had an appraisal in the last 12 months



## **Appendix**

Dashboard: Merseyside FRS Dashboard 2024

Dashboard hierarchy type: None

Filters applied: Function/place: National Resilience

Response count: 29
Panel count: n/a
Participation: n/a
Partial results: Excluded
Comparison: Survey Overall