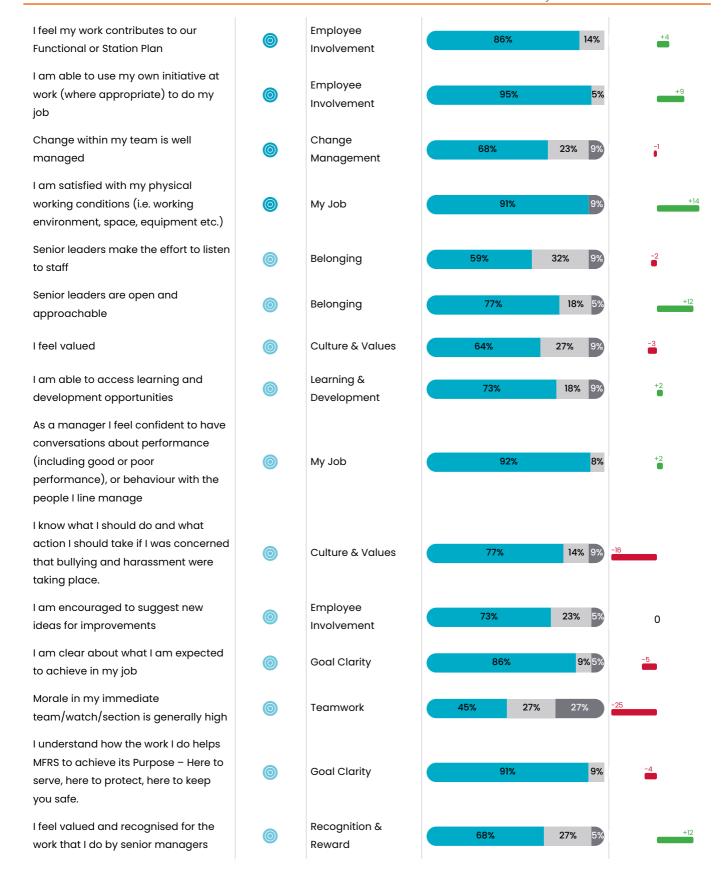
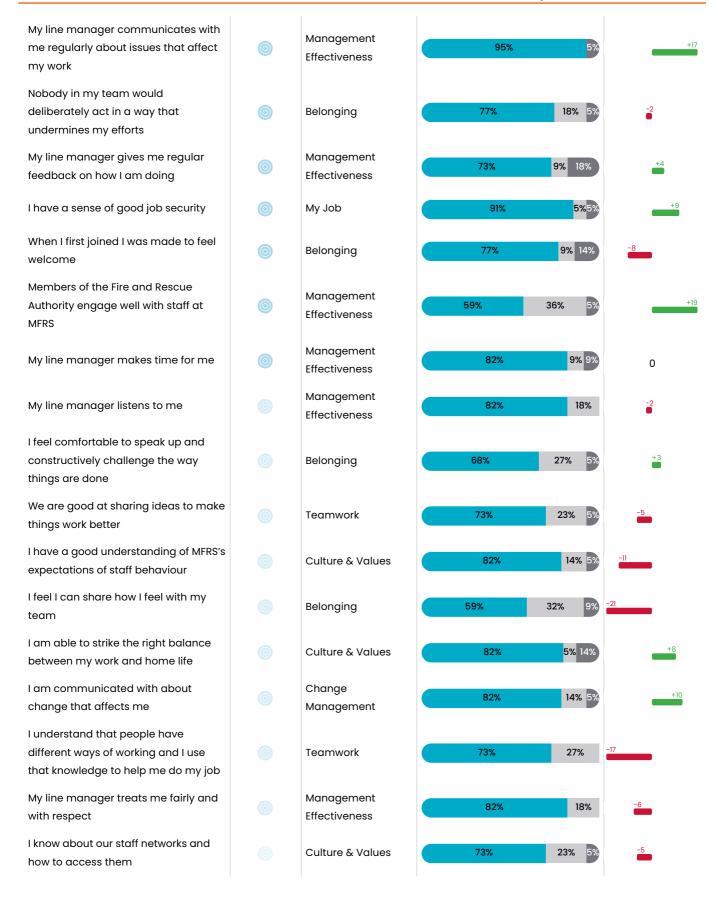
Scorecard

Function/place: Finance and Procurement

Question	Impact ↓	Theme	Response Favourability	Comparison
I consider that I benefited from the support I received through the Occupational Health Team	©	Health and Wellbeing	70% 20% 10%	-15
The Chief Fire Officer and strategic leadership team provide a clear vision of the overall direction of MFRS	©	Goal Clarity	86% 14%	+4
I have confidence in the future of MFRS		Management Effectiveness	86% 9%5%	+11
MFRS promotes a culture of openness and transparency		Culture & Values	77% 18% 5%	+13
I understand how the Service Values fit into my day-to-day activities		My Job	82% 18%	-7
I get a sense of personal accomplishment from my work		My Job	91% 9%	+6
People communicate openly here regardless of position or level	©	Employee Involvement	55% 27% 18%	+2
Generally we resolve any differences of opinion amicably		Culture & Values	73% 18% 9%	2 •
Senior managers do what they say they are going to do		Management Effectiveness	64% 27% 9%	+15
Bullying, harassment and discrimination are not tolerated at MFRS	©	Culture & Values	82% 9%	+1
I feel that MFRS consider the impact on me and other people when making decisions	©	Change Management	41% 50% 9%	-3
l understand our Vision, Our Purpose, Our Aims and Our Values		Goal Clarity	95% 5%	+1
Change here is well managed overall		Change Management	55% 32% 14%	-3
MFRS helps staff prepare for and cope with change	©	Change Management	50% 41% 9%	+4
I feel able to make decisions without fear of being blamed if things go wrong	©	Culture & Values	68% 18% 14%	+10



Employees at my level are able to Management communicate their concerns to senior 68% 14% 18% Effectiveness and strategic management I feel MFRS treats people fairly, regardless of ethnic background, gender (including transgender), Culture & Values 86% religion, sexual orientation, disability, pregnancy or age I feel valued and recognised for the Recognition & 18% 5% work that I do by other team 77% Reward members MFRS is a better place to work than it was 3 years ago (If you have not 53% 33% 13% Culture & Values worked at MFRS for 3 years, please skip this question) I feel valued and recognised for the Recognition & 73% 27% work that I do by my line manager Reward My last Appraisal meeting was useful in helping me improve how I do my Learning & 30% job and show where I'm performing Development well I feel supported in my role My Job 82% 14% 5% I feel supported by my colleagues Belonging 23% 77% I've used the feedback I've received to Learning & 80% 5% 15% help me develop in my role Development Learning & I have good quality equipment to help 68% 14% 18% me do my job Development I would say that my mental health is Health and 18% 73% Wellbeing good MFRS provides me with Health and Health and Wellbeing promotional information 18% 82% and access to initiatives that helps Wellbeing support my individual needs I feel comfortable talking to my 14% 9% colleagues about my life and Belonging 77% background I understand the need for change at MFRS so the Service remains relevant Change 95% 5% and continues to meet the needs of Management our communities





Appendix

Dashboard: Merseyside FRS Dashboard 2024

Dashboard hierarchy type: None

Filters applied: Function/place: Finance and Procurement

Response count: 22

Panel count: undefined

Participation: n/a

Partial results: Excluded

Comparison: Survey Overall Report produced: 5 March 2025