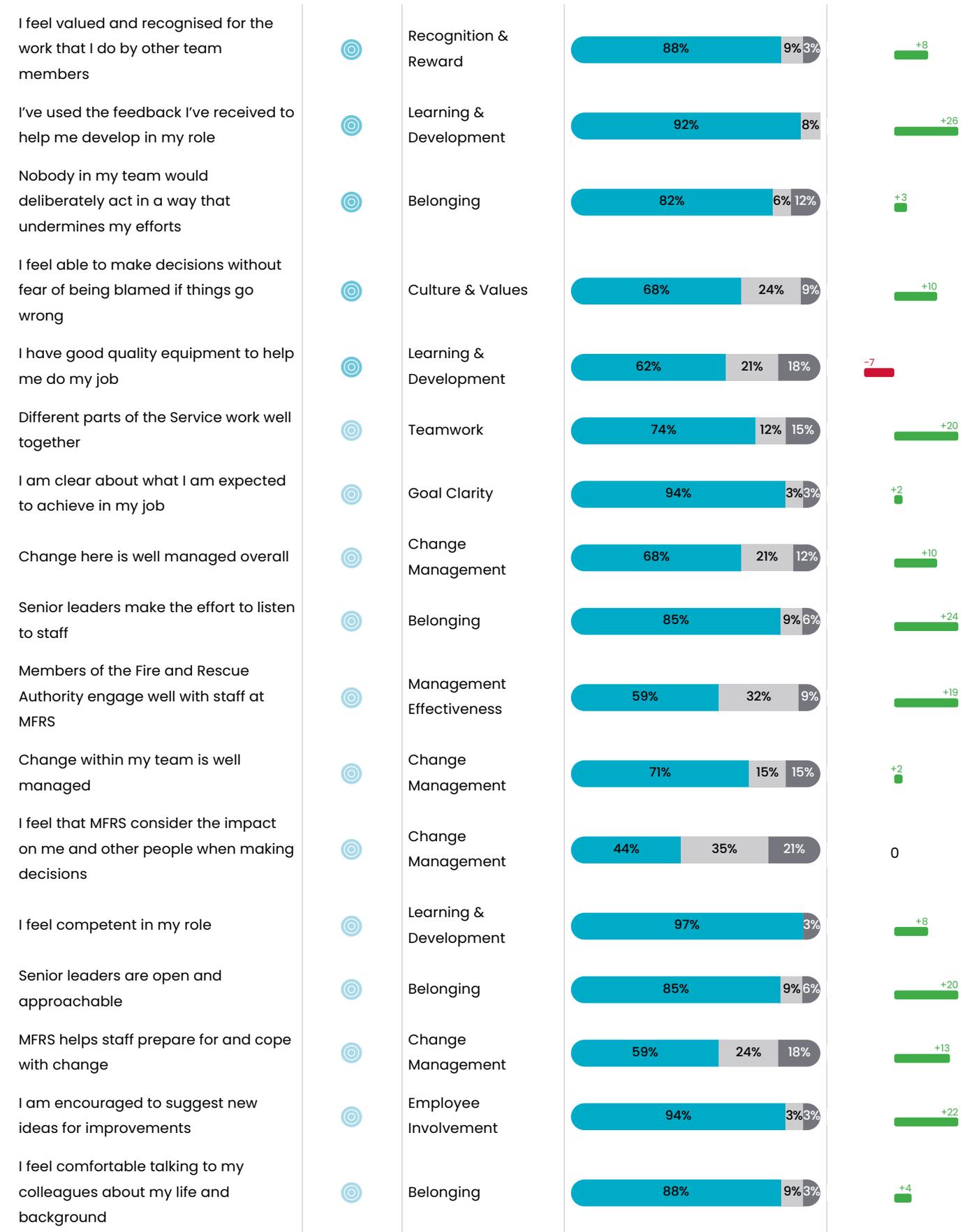


Scorecard

Function/place: People and Organisational Development/Legal and Democratic Services

Question	Impact ↓	Theme	Response Favourability	Comparison
I have a good understanding of MFRS's expectations of staff behaviour	🎯	Culture & Values	100%	+7
I have confidence in the future of MFRS	🎯	Management Effectiveness	91% 6% 3%	+16
I understand how the work I do helps MFRS to achieve its Purpose – Here to serve, here to protect, here to keep you safe.	🎯	Goal Clarity	100%	+5
I feel valued	🎯	Culture & Values	85% 6% 9%	+19
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	73% 14% 14%	+22
The Chief Fire Officer and strategic leadership team provide a clear vision of the overall direction of MFRS	🎯	Goal Clarity	88% 9% 3%	+6
I feel supported in my role	🎯	My Job	91% 3% 6%	+19
Bullying, harassment and discrimination are not tolerated at MFRS	🎯	Culture & Values	100%	+19
When I first joined I was made to feel welcome	🎯	Belonging	94% 3% 3%	+9
MFRS promotes a culture of openness and transparency	🎯	Culture & Values	88% 9% 3%	+24
I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	🎯	My Job	76% 6% 18%	0
As a manager I feel confident to have conversations about performance (including good or poor performance), or behaviour with the people I line manage	🎯	My Job	81% 6% 13%	-8

My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	Learning & Development	96%	4%	+32
I feel supported by my colleagues	Belonging	94%	6%	+9
I understand our Vision, Our Purpose, Our Aims and Our Values	Goal Clarity	100%		+5
I feel MFRS treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	Culture & Values	97%	3%	+26
I get a sense of personal accomplishment from my work	My Job	91%	3% 6%	+6
I understand the need for change at MFRS so the Service remains relevant and continues to meet the needs of our communities	Change Management	100%		+8
I know what I should do and what action I should take if I was concerned that bullying and harassment were taking place.	Culture & Values	97%	3%	+3
I feel I can share how I feel with my team	Belonging	85%	12% 3%	+5
We are good at sharing ideas to make things work better	Teamwork	88%	12%	+11
MFRS provides me with Health and Wellbeing promotional information and access to initiatives that helps support my individual needs	Health and Wellbeing	91%	9%	+17
I am communicated with about change that affects me	Change Management	79%	12% 9%	+8
Morale in my immediate team/watch/section is generally high	Teamwork	74%	12% 15%	+3
People communicate openly here regardless of position or level	Employee Involvement	71%	12% 18%	+18
I feel valued and recognised for the work that I do by my line manager	Recognition & Reward	88%	9% 3%	+14
I am able to access learning and development opportunities	Learning & Development	82%	9% 9%	+11







Appendix

Dashboard:	Merseyside FRS Dashboard 2024
Dashboard hierarchy type:	None
Filters applied:	Function/place: People and Organisational Development/Legal and Democratic Services
Response count:	34
Panel count:	n/a
Participation:	n/a
Partial results:	Excluded
Comparison:	Survey Overall
Report produced:	19 March 2025