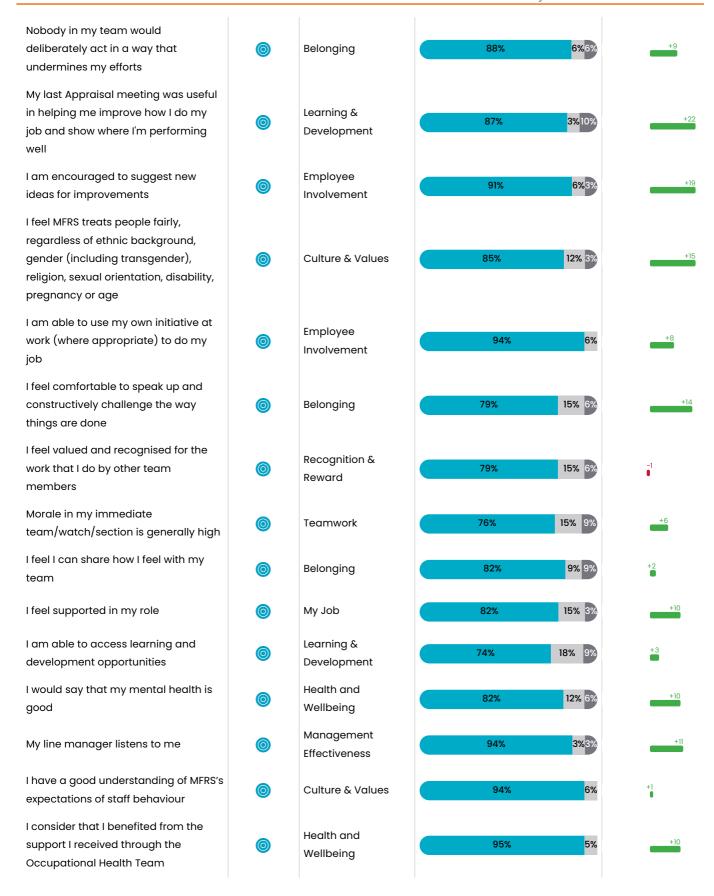
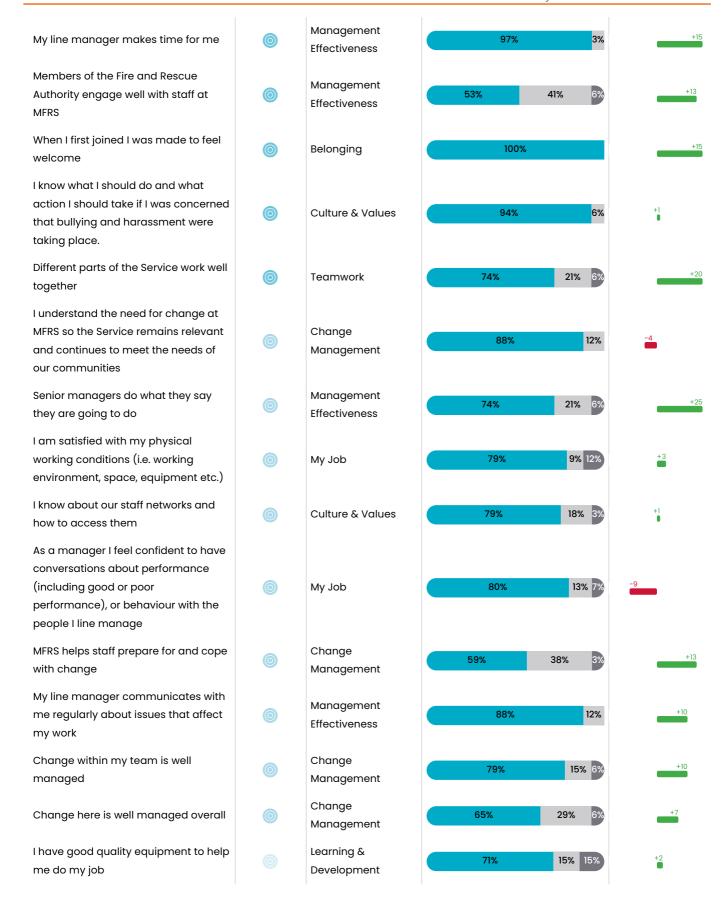
Scorecard

Function/place: Strategy & Performance

Question	Impact	Theme	Response Favourability	Comparison
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	97% 3%	+2
I get a sense of personal accomplishment from my work	©	My Job	88% 6%6%	+3
I understand our Vision, Our Purpose, Our Aims and Our Values	©	Goal Clarity	97% 3%	+2
I have confidence in the future of MFRS	©	Management Effectiveness	94% 3%3%	+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	60% 36% 4%	+9
I feel supported by my colleagues	©	Belonging	85% 9% 6%	0
I understand how the Service Values fit into my day-to-day activities	©	My Job	94% 3%3%	+5
I am clear about what I am expected to achieve in my job	©	Goal Clarity	94% 3%3%	+2
I feel valued	6	Culture & Values	82% 9%	+16
I feel my work contributes to our Functional or Station Plan	©	Employee Involvement	85% 9% 6%	+3
MFRS promotes a culture of openness and transparency	©	Culture & Values	74% 21% 6%	+9
My line manager treats me fairly and with respect	©	Management Effectiveness	97% 3%	+9
Generally we resolve any differences of opinion amicably	©	Culture & Values	82% 15% 3%	+7
I've used the feedback I've received to help me develop in my role	©	Learning & Development	87% 7%7%	+21
I feel valued and recognised for the work that I do by senior managers	©	Recognition & Reward	79% 12% 9%	+23



MFRS provides me with Health and Health and Wellbeing promotional information 82% 15% 3% Wellbeing and access to initiatives that helps support my individual needs I feel able to make decisions without fear of being blamed if things go Culture & Values 24% 74% wrong People communicate openly here **Employee** 74% 15% 12% regardless of position or level Involvement I feel comfortable talking to my colleagues about my life and 91% Belonging 9% background Employees at my level are able to Management communicate their concerns to senior 74% 21% Effectiveness and strategic management My line manager gives me regular Management 82% 18% feedback on how I am doing Effectiveness Senior leaders are open and 82% 15% 3% Belonging approachable I feel valued and recognised for the Recognition & 82% 12% 6% work that I do by my line manager Reward We are good at sharing ideas to make Teamwork 85% 9%6% things work better The Chief Fire Officer and strategic leadership team provide a clear 12% **Goal Clarity** 88% vision of the overall direction of MFRS Bullying, harassment and discrimination are not tolerated at Culture & Values 91% 9% MFRS I am able to strike the right balance Culture & Values 9% 12% between my work and home life I feel that MFRS consider the impact Change on me and other people when making 68% 29% Management decisions I understand that people have different ways of working and I use Teamwork 91% 9% that knowledge to help me do my job Learning & 6%<mark>3%</mark> I feel competent in my role 91% Development Senior leaders make the effort to listen 18% 3% Belonging 79% to staff





Appendix

Dashboard: Merseyside FRS Dashboard 2024

Dashboard hierarchy type: None

Filters applied: Function/place: Strategy & Performance

Response count: 34

Panel count: n/a

Participation: n/a

Partial results: Excluded

Comparison: Survey Overall