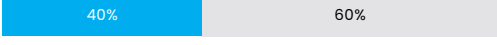






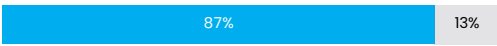





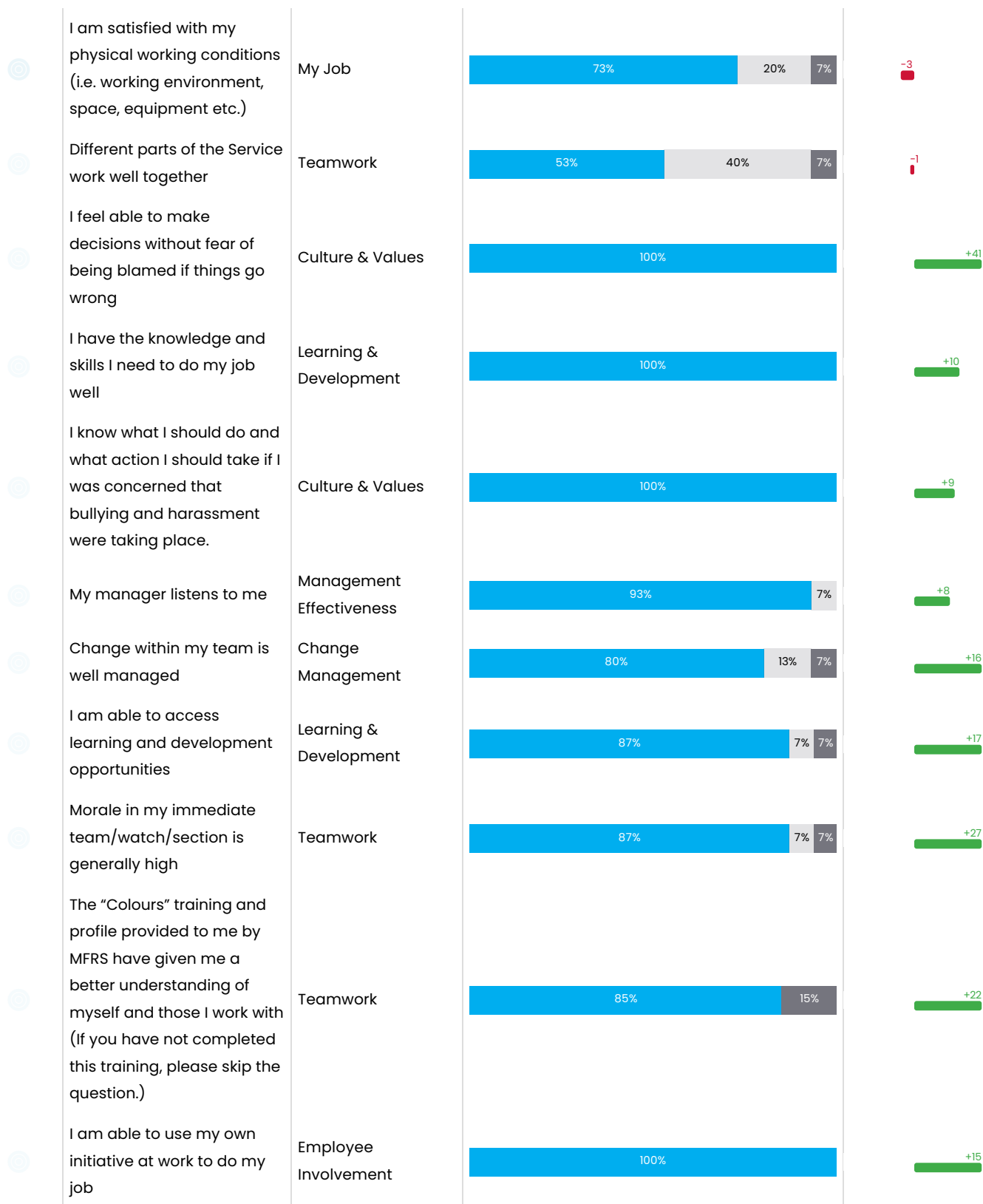
Scorecard

Function: National Resilience

Impact	Question	Theme	Response favourability	Comparison
🎯	MFRA is a better place to work than it was 3 years ago (If you have not worked at MFRA for 3 years, please skip this question)	Culture & Values	 40% 60%	-2
🎯	MFRA promotes a culture of openness and transparency	Culture & Values	 67% 33%	+11
🎯	I know about our staff networks and how to access them	Culture & Values	 80% 20%	+7
🎯	I have a good understanding of MFRA values	Culture & Values	 87% 13%	-2
🎯	I have confidence in the future of MFRA	Management Effectiveness	 73% 27%	+13
🎯	Bullying, harassment and discrimination are not tolerated at MFRA	Culture & Values	 100%	+20
🎯	I feel that MFRA consider the impact on me and other people when making decisions	Change Management	 53% 47%	+9
🎯	My manager gives me regular feedback on how I am doing	Management Effectiveness	 87% 13%	+16
🎯	I understand how the Service Values fit into my day-to-day activities	My Job	 80% 20%	-5
🎯	I understand how the work I do helps MFRA to achieve its Purpose – Here to serve, here to protect, here to keep you safe.	Goal Clarity	 100%	+5
🎯	MFRA provides me with information that promotes a healthier lifestyle	Health and Wellbeing	 47% 47% 7%	-9







<p>My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well (If you have not had an appraisal, please skip this question)</p>	Learning & Development		+8
<p>The "Colours" training has helped me in my interactions with different people. (If you have not completed this training, please skip this question)</p>	Culture & Values		+22
<p>I am able to strike the right balance between my work and home life</p>	Culture & Values		0
<p>Other external factor(s) (If any, please state on following page, otherwise please select 'Not at all')</p>	Other factors		-16
<p>I consider that I benefited from the support I received through the Occupational Health Team</p>	Health and Wellbeing	Insufficient responses	n/a
<p>I am comfortable to speak up and constructively challenge how things are done</p>	Employee Involvement		+30
<p>Other factor(s) (If any, please state on following page, otherwise please select 'Not at all')</p>	Other factors		-6
<p>We are good at sharing ideas to make things work better</p>	Teamwork		+14
<p>Flexibility of work</p>	Other factors		-3
<p>I am communicated with about change that affects me in good time</p>	Change Management		+29
<p>I am encouraged to suggest new ideas for improvements</p>	Employee Involvement		+27



Appendix

Dashboard:	MFRS Census 2022
Dashboard hierarchy type:	none
Filters applied:	Function: National Resilience
Response count:	15
Panel count:	undefined
Participation:	n/a
Partial results:	Excluded
Comparison:	Survey Overall
Report produced:	30 March 2023