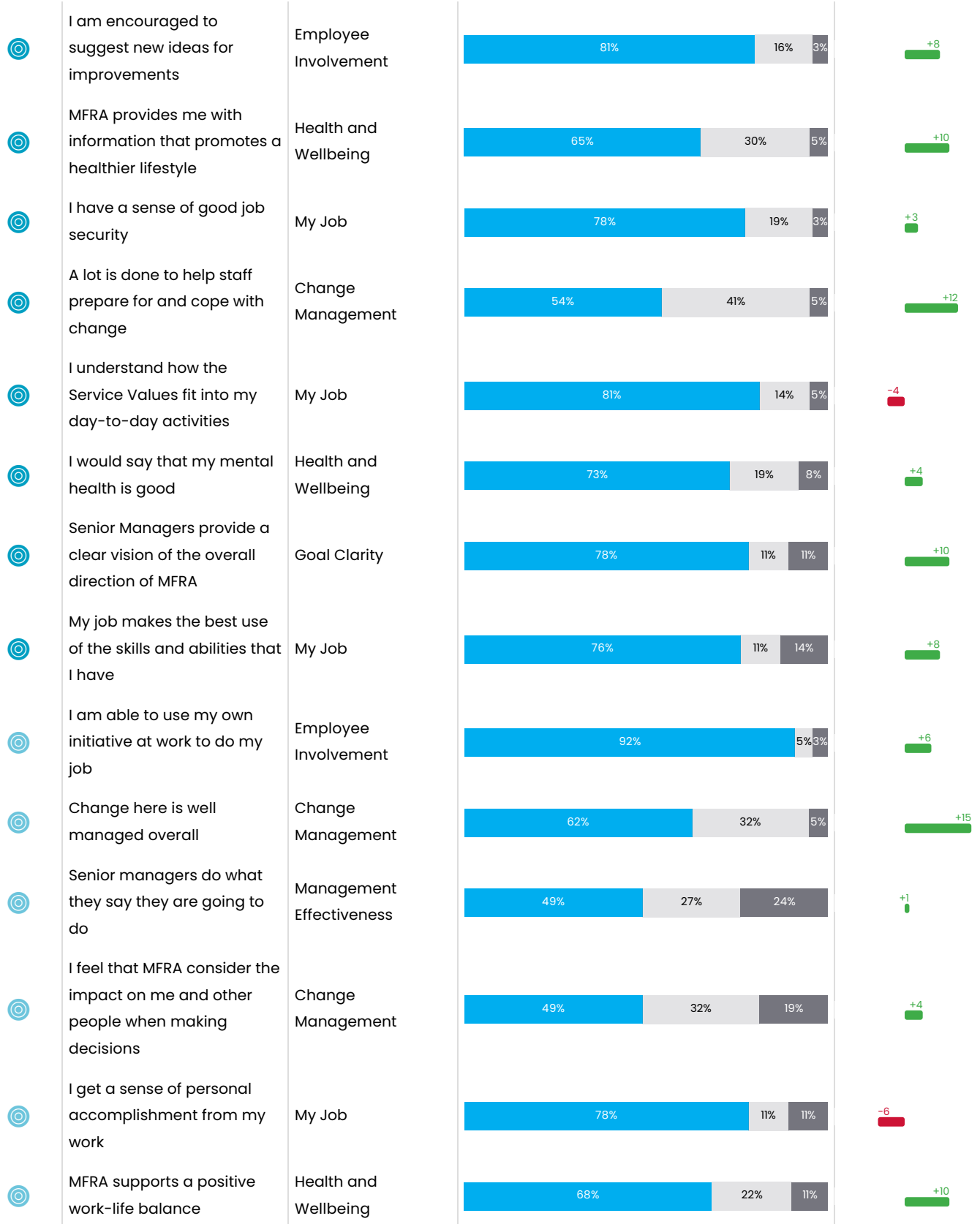


## Scorecard

Function: Operational Preparedness

Impact	Question	Theme	Response favourability	Comparison
🎯	Employees at my level are able to communicate their concerns to higher management	Management Effectiveness	<p>62% 32% 5%</p>	+1
🎯	I am comfortable to speak up and constructively challenge how things are done	Employee Involvement	<p>81% 11% 8%</p>	+11
🎯	I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	Culture & Values	<p>81% 5% 14%</p>	+5
🎯	I have confidence in the future of MFRA	Management Effectiveness	<p>65% 30% 5%</p>	+5
🎯	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	<p>42% 50% 8%</p>	0
🎯	Different parts of the Service work well together	Teamwork	<p>57% 30% 14%</p>	+3
🎯	I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	My Job	<p>78% 11% 11%</p>	+2
🎯	I am able to access learning and development opportunities	Learning & Development	<p>73% 16% 11%</p>	+3
🎯	I consider that I benefited from the support I received through the Occupational Health Team	Health and Wellbeing	<p>88% 6% 6%</p>	+4
🎯	I have a good understanding of MFRA values	Culture & Values	<p>86% 14%</p>	-2



<p>Generally we resolve any differences of opinion amicably</p>	Culture & Values		+4
<p>I know about our staff networks and how to access them</p>	Culture & Values		+6
<p>I understand the new leadership message (Vision, Our Purpose, Our Aims and Our Values)</p>	Goal Clarity		-2
<p>Bullying, harassment and discrimination are not tolerated at MFRA</p>	Culture & Values		+9
<p>MFRA promotes a culture of openness and transparency</p>	Culture & Values		+17
<p>I have the knowledge and skills I need to do my job well</p>	Learning & Development		-3
<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		+1
<p>I would say my physical health is good</p>	Health and Wellbeing		+3
<p>Members of the Fire and Rescue Authority engage well with staff at MFRS</p>	Management Effectiveness		+1
<p>I am clear about what I am expected to achieve in my job</p>	Goal Clarity		+7
<p>The "Colours" training and profile provided to me by MFRS have given me a better understanding of myself and those I work with (If you have not completed this training, please skip the question.)</p>	Teamwork		+3

<p>I know what I should do and what action I should take if I was concerned that bullying and harassment were taking place.</p>	Culture & Values		0
<p>We are good at sharing ideas to make things work better</p>	Teamwork		+4
<p>I have good quality equipment to help me do my job</p>	Learning & Development		-5
<p>Change within my team is well managed</p>	Change Management		-2
<p>People communicate openly here regardless of position or level</p>	Employee Involvement		+5
<p>I am able to strike the right balance between my work and home life</p>	Culture & Values		+6
<p>I feel able to make decisions without fear of being blamed if things go wrong</p>	Culture & Values		+14
<p>I feel supported in my role</p>	My Job		-12
<p>Morale in my immediate team/watch/section is generally high</p>	Teamwork		-8
<p>I understand the need for change at MFRA so the Service remains relevant and continues to meet the needs of our communities</p>	Change Management		+1
<p>I feel valued and recognised for the work that I do by senior managers</p>	Recognition & Reward		+2
<p>I understand how the work I do helps MFRA to achieve its Purpose – Here to serve, here to protect, here to keep you safe.</p>	Goal Clarity		0



My manager gives me regular feedback on how I am doing	Management Effectiveness	70% 22% 8%	0
I have used the services available through the Occupational Health Team	Health and Wellbeing	54% 46%	-1
Salary	Other factors	62% 38%	0
Other factor(s) (if any, please state on following page, otherwise please select 'Not at all')	Other factors	14% 86%	+1
Flexibility of work	Other factors	62% 38%	-1
Other external factor(s) (if any, please state on following page, otherwise please select 'Not at all')	Other factors	24% 76%	-5
I am proud to say I work for MFRA	Engagement	78% 19% 3%	-8
If asked, I would recommend to friends and family that MFRA is a good place to work	Engagement	78% 16% 5%	+4
Working here makes me want to do the best I can	Engagement	89% 8% 3%	+2
I would still like to be working at MFRA in two years' time	Engagement	95% 5%	+10
I care about the future of MFRA	Engagement	92% 8%	-4

## Appendix

Dashboard:	MFRS Census 2022
Dashboard hierarchy type:	none
Filters applied:	Function: Operational Preparedness
Response count:	37
Panel count:	undefined
Participation:	n/a
Partial results:	Excluded
Comparison:	Survey Overall
Report produced:	30 March 2023