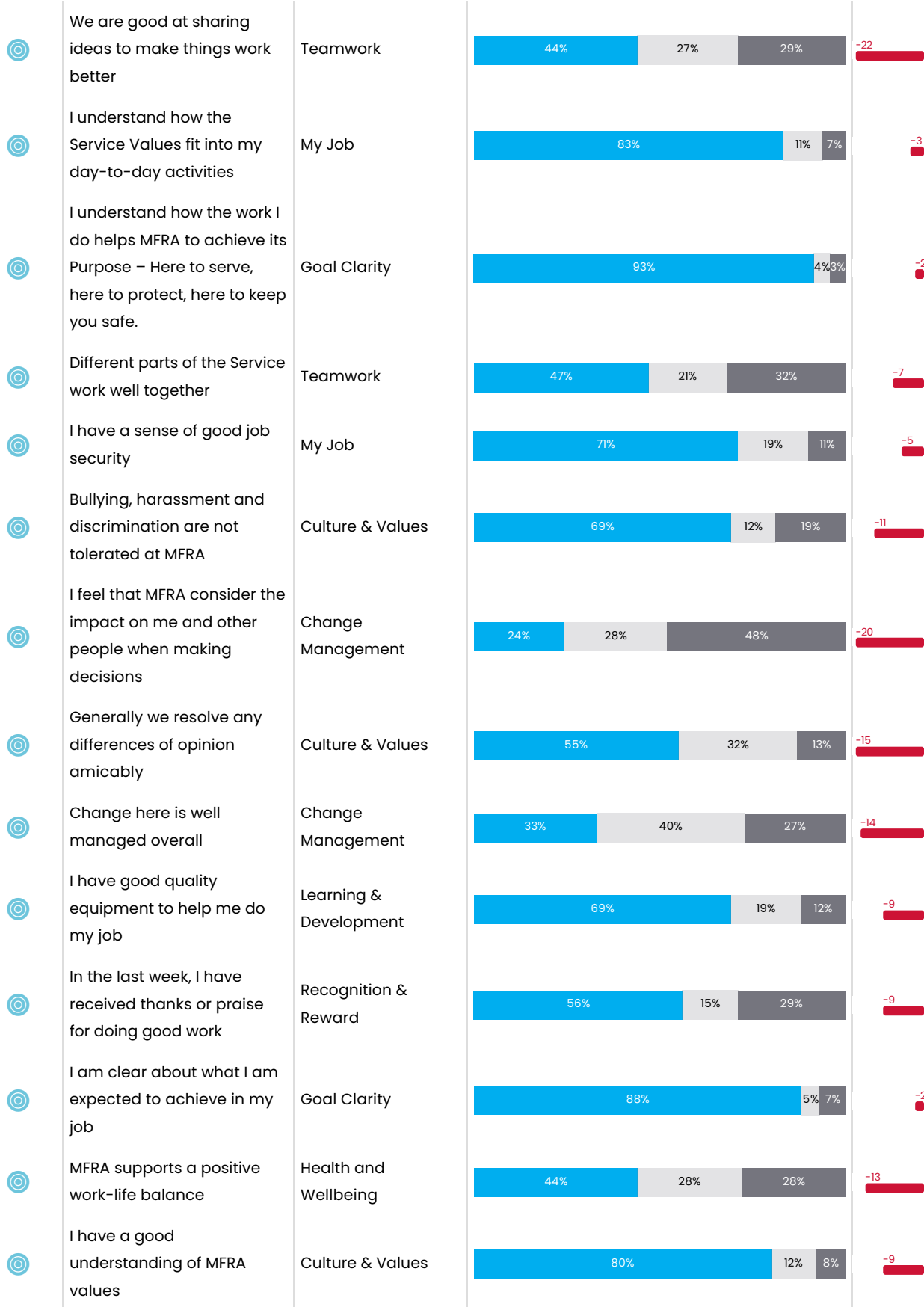
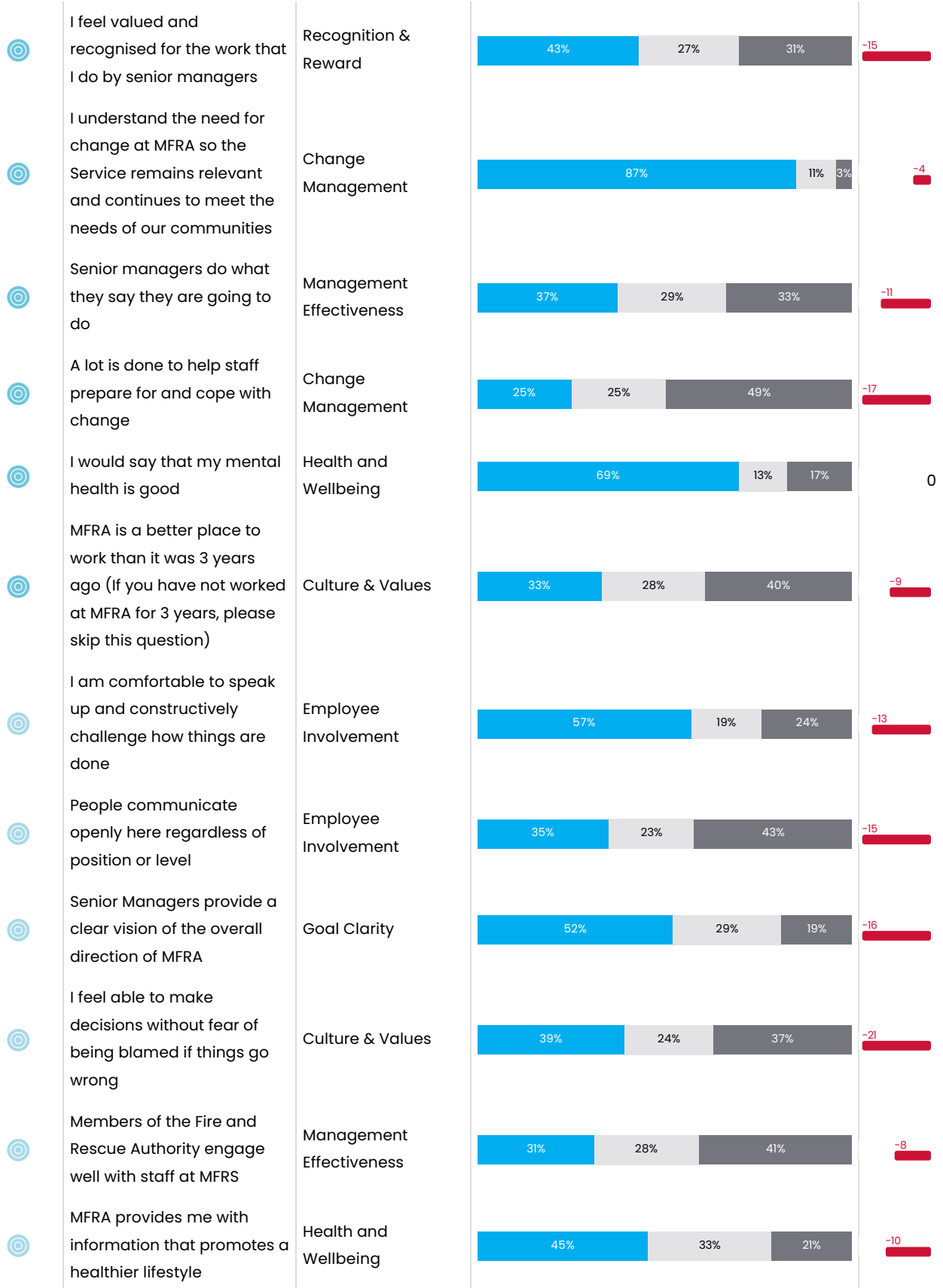


Scorecard

Function: Operational Response (incl. op crew staff)

| Impact | Question | Theme | Response favourability | Comparison |
|--------|---|--------------------------|------------------------|------------|
| 🎯 | I consider that I benefited from the support I received through the Occupational Health Team | Health and Wellbeing | 75% 21% 4% | -10 |
| 🎯 | I get a sense of personal accomplishment from my work | My Job | 73% 16% 11% | -11 |
| 🎯 | I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age | Culture & Values | 64% 15% 21% | -12 |
| 🎯 | I am able to access learning and development opportunities | Learning & Development | 56% 24% 20% | -14 |
| 🎯 | I have confidence in the future of MFRA | Management Effectiveness | 43% 31% 27% | -18 |
| 🎯 | My job makes the best use of the skills and abilities that I have | My Job | 44% 25% 31% | -24 |
| 🎯 | I am encouraged to suggest new ideas for improvements | Employee Involvement | 49% 27% 24% | -24 |
| 🎯 | 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 | 92% 7% 1% | +1 |
| 🎯 | I am able to use my own initiative at work to do my job | Employee Involvement | 67% 20% 13% | -19 |
| 🎯 | I feel supported in my role | My Job | 55% 20% 25% | -16 |
| 🎯 | MFRA promotes a culture of openness and transparency | Culture & Values | 36% 23% 41% | -20 |







| | | | |
|--|--------------------------|--|-----|
| <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 | | -10 |
| <p>My manager listens to me</p> | Management Effectiveness | | -13 |
| <p>My manager makes time for me</p> | Management Effectiveness | | -14 |
| <p>I would say my physical health is good</p> | Health and Wellbeing | | +6 |
| <p>I know about our staff networks and how to access them</p> | Culture & Values | | -9 |
| <p>My manager communicates regularly about issues that affect my work</p> | Management Effectiveness | | -15 |
| <p>Change within my team is well managed</p> | Change Management | | -15 |
| <p>I feel valued and recognised for the work that I do by my line manager</p> | Recognition & Reward | | -10 |
| <p>I am able to strike the right balance between my work and home life</p> | Culture & Values | | -9 |
| <p>My manager treats me fairly and with respect</p> | Management Effectiveness | | -5 |
| <p>I have the knowledge and skills I need to do my job well</p> | Learning & Development | | -6 |
| <p>I have used the services available through the Occupational Health Team</p> | Health and Wellbeing | | +8 |
| <p>The cost of living</p> | Other factors | | +1 |
| <p>Salary</p> | Other factors | | -4 |
| <p>National pay negotiations</p> | Other factors | | +2 |

| | | | |
|---|---------------|--|-----|
| Other factor(s) (If any, please state on following page, otherwise please select 'Not at all') | Other factors | | +3 |
| Other external factor(s) (If any, please state on following page, otherwise please select 'Not at all') | Other factors | | +8 |
| Flexibility of work | Other factors | | -11 |
| Hours of work | Other factors | | -6 |
| I am proud to say I work for MFRA | Engagement | | -4 |
| I would still like to be working at MFRA in two years' time | Engagement | | -4 |
| If asked, I would recommend to friends and family that MFRA is a good place to work | Engagement | | -10 |
| Working here makes me want to do the best I can | Engagement | | -10 |
| I care about the future of MFRA | Engagement | | +2 |

Appendix

| | |
|---------------------------|--|
| Dashboard: | MFRS Census 2022 |
| Dashboard hierarchy type: | none |
| Filters applied: | Function: Operational Response (incl. op crew staff) |
| Response count: | 75 |
| Panel count: | undefined |
| Participation: | n/a |
| Partial results: | Excluded |
| Comparison: | Survey Overall |
| Report produced: | 30 March 2023 |