


## Scorecard

Function: Prevention

Impact	Question	Theme	Response favourability	Comparison
🎯	I feel able to make decisions without fear of being blamed if things go wrong	Culture & Values		-9 
🎯	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		+5 
🎯	A lot is done to help staff prepare for and cope with change	Change Management		+6 
🎯	Generally we resolve any differences of opinion amicably	Culture & Values		+4 
🎯	Senior managers do what they say they are going to do	Management Effectiveness		0
🎯	I get a sense of personal accomplishment from my work	My Job		+9 
🎯	Change here is well managed overall	Change Management		0
🎯	MFRA promotes a culture of openness and transparency	Culture & Values		-1 
🎯	I am able to use my own initiative at work to do my job	Employee Involvement		+5 
🎯	I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	My Job		+5 
🎯	Employees at my level are able to communicate their concerns to higher management	Management Effectiveness		-6 

<p>🎯 I understand how the Service Values fit into my day-to-day activities</p>	My Job		+5
<p>🎯 Morale in my immediate team/watch/section is generally high</p>	Teamwork		-9
<p>🎯 I feel that MFRA consider the impact on me and other people when making decisions</p>	Change Management		+11
<p>🎯 I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age</p>	Culture & Values		-2
<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		+5
<p>🎯 I understand the new leadership message (Vision, Our Purpose, Our Aims and Our Values)</p>	Goal Clarity		+5
<p>🎯 I feel valued and recognised for the work that I do by senior managers</p>	Recognition & Reward		+2
<p>🎯 MFRA supports a positive work-life balance</p>	Health and Wellbeing		+7
<p>🎯 I have good quality equipment to help me do my job</p>	Learning & Development		+5
<p>🎯 I have confidence in the future of MFRA</p>	Management Effectiveness		-1
<p>🎯 I am clear about what I am expected to achieve in my job</p>	Goal Clarity		+3
<p>🎯 I have the knowledge and skills I need to do my job well</p>	Learning & Development		+3







1	The cost of living	Other factors		+7
2	Other factor(s) (if any, please state on following page, otherwise please select 'Not at all')	Other factors		+1
3	Other external factor(s) (if any, please state on following page, otherwise please select 'Not at all')	Other factors		+8
4	I am proud to say I work for MFRA	Engagement		+6
5	Working here makes me want to do the best I can	Engagement		+5
6	If asked, I would recommend to friends and family that MFRA is a good place to work	Engagement		+4
7	I would still like to be working at MFRA in two years' time	Engagement		-4
8	I care about the future of MFRA	Engagement		+2

## Appendix

Dashboard:	MFRS Census 2022
Dashboard hierarchy type:	none
Filters applied:	Function: Prevention
Response count:	42
Panel count:	undefined
Participation:	n/a
Partial results:	Excluded
Comparison:	Survey Overall
Report produced:	30 March 2023