

Scorecard

Function: Strategy & Performance

Impact	Question	Theme	Response favourability	Comparison
🎯	I get a sense of personal accomplishment from my work	My Job		+2 
🎯	The "Colours" training has helped me in my interactions with different people. (If you have not completed this training, please skip this question)	Culture & Values		-3 
🎯	I understand the need for change at MFRA so the Service remains relevant and continues to meet the needs of our communities	Change Management		-1 
🎯	I understand how the Service Values fit into my day-to-day activities	My Job		-2 
🎯	I have a good understanding of MFRA values	Culture & Values		+8 
🎯	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.)	Teamwork		+13 
🎯	I am clear about what I am expected to achieve in my job	Goal Clarity		-4 
🎯	We are good at sharing ideas to make things work better	Teamwork		+1 
🎯	I am able to strike the right balance between my work and home life	Culture & Values		-13 



<p>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)</p>	Culture & Values		-4
<p>I consider that I benefited from the support I received through the Occupational Health Team</p>	Health and Wellbeing		+15
<p>Senior Managers provide a clear vision of the overall direction of MFRA</p>	Goal Clarity		+12
<p>I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age</p>	Culture & Values		+4
<p>I understand the new leadership message (Vision, Our Purpose, Our Aims and Our Values)</p>	Goal Clarity		+9
<p>Senior managers do what they say they are going to do</p>	Management Effectiveness		+5
<p>I feel that MFRA consider the impact on me and other people when making decisions</p>	Change Management		+3
<p>Generally we resolve any differences of opinion amicably</p>	Culture & Values		+7
<p>I would say my physical health is good</p>	Health and Wellbeing		-3
<p>I am able to use my own initiative at work to do my job</p>	Employee Involvement		+1
<p>My manager listens to me</p>	Management Effectiveness		+15
<p>Bullying, harassment and discrimination are not tolerated at MFRA</p>	Culture & Values		+6



<p>Different parts of the Service work well together</p>	Teamwork		+9
<p>Employees at my level are able to communicate their concerns to higher management</p>	Management Effectiveness		+15
<p>I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)</p>	My Job		+4
<p>I have the knowledge and skills I need to do my job well</p>	Learning & Development		+7
<p>I am encouraged to suggest new ideas for improvements</p>	Employee Involvement		+13
<p>My manager treats me fairly and with respect</p>	Management Effectiveness		+7
<p>I feel valued and recognised for the work that I do by other team members</p>	Recognition & Reward		0
<p>In the last week, I have received thanks or praise for doing good work</p>	Recognition & Reward		+18
<p>My manager communicates regularly about issues that affect my work</p>	Management Effectiveness		+13
<p>My manager makes time for me</p>	Management Effectiveness		+15
<p>Hours of work</p>	Other factors		-1
<p>I have used the services available through the Occupational Health Team</p>	Health and Wellbeing		+5
<p>The cost of living</p>	Other factors		-5
<p>I am aware of the Health and Wellbeing support services available through the Occupational Health Team</p>	Health and Wellbeing		0

Other external factor(s) (If any, please state on following page, otherwise please select 'Not at all')	Other factors		-6
National pay negotiations	Other factors		+1
Flexibility of work	Other factors		+1
Salary	Other factors		-2
Other factor(s) (If any, please state on following page, otherwise please select 'Not at all')	Other factors		-3
I am proud to say I work for MFRA	Engagement		0
Working here makes me want to do the best I can	Engagement		+3
I care about the future of MFRA	Engagement		-2
I would still like to be working at MFRA in two years' time	Engagement		-8
If asked, I would recommend to friends and family that MFRA is a good place to work	Engagement		-4

Appendix

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