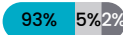
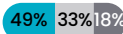
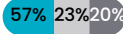
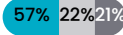


Scorecard

Question	Impact ↓	Theme	Response Favourabil...	Survey Overall	Merseyside FRS Census 2024	Merseyside FRS Census 2022
I have confidence in the future of MFRS	🎯	Leadership	74% 16%10%	0	-2	+13
Considering the Protected Characteristics* I feel MFRS treats people fairly *Age, disability, sex, gender reassignment, marriage and civil partnership status, pregnancy and maternity, race, sexual orientation, religion or belief	🎯	Culture & Values	74% 13%13%	0	+3	-2
MFRS promotes a culture of openness and transparency	🎯	Culture & Values	55% 24%21%	0	-9	-1
I feel comfortable being myself in work	🎯	Belonging	81% 11%8%	0	n/a	n/a
Senior managers are accessible and do what they say they are going to do	🎯	Leadership	56% 28%16%	0	+7	+8
Bullying, harassment and discrimination are not tolerated at MFRS	🎯	Culture & Values	80% 10%9%	0	-1	0
People are able to communicate openly here regardless of position or level	🎯	Employee Involvement	55% 19%26%	0	+3	+6
I feel supported by my colleagues	🎯	Belonging	88% 9%3%	0	+2	n/a
Change here is well managed overall	🎯	Change Management	46% 29%25%	0	-12	-2
I feel valued and recognised for the work that I do by senior managers	🎯	Leadership	59% 24%17%	0	+3	+1
We are good at sharing ideas to make things work better	🎯	Teamwork	66% 19%15%	0	-11	0
I feel that MFRS considers the impact on employees when making decisions	🎯	My Job	49% 25%26%	0	+5	+5
Generally we resolve any differences of opinion amicably	🎯	Culture & Values	70% 19%11%	0	-5	+1

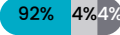
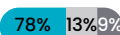
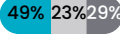
Merseyside FRS Census 2026: Scorecard

Survey closed: Tuesday, 11 August 2026

I feel able to make decisions without fear of being blamed if things go wrong		Culture & Values		0	-2	-4
Employees at my level are able to communicate their concerns to senior and strategic management		Leadership		0	-1	-6
The Chief Fire Officer and Strategic Leadership Team provide a clear vision of the overall direction of MFRS		Goal Clarity		0	-7	+7
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		0	-1	+1
I am encouraged to help influence change		Change Management		0	n/a	n/a
I am able to access learning and development opportunities		Learning & Development		0	0	+1
I am communicated with about change that affects me		Change Management		0	-14	-1
I am encouraged to suggest new ideas for improvements		Employee Involvement		0	-4	-5
I understand how the work I do helps MFRS to achieve its Purpose – Here to serve, here to protect, here to keep you safe.		Goal Clarity		0	0	0
I've used the feedback I've received to help me develop in my role		Learning & Development		0	+1	n/a
I am able to strike the right balance between my work and home life		Culture & Values		0	-2	+5
I understand how my work contributes to our Functional or Station Plan		Employee Involvement		0	+3	n/a
Different parts of the Service work well together		Teamwork		0	+4	+3
I understand our Vision, Our Purpose, Our Aims and Our Values		Goal Clarity		0	-4	+3
My line manager listens to me		My Manager		0	+1	-1
I am able to use my own initiative at work (where appropriate) to do my job		Employee Involvement		0	-2	-1

Merseyside FRS Census 2026: Scorecard

Survey closed: Tuesday, 11 August 2026

My line manager treats me fairly and with respect		My Manager		0	+1	-1
I am clear about what I am expected to achieve in my job		Goal Clarity		0	0	+1
I have good quality equipment to help me do my job		My Job		0	+8	-1
My last appraisal meeting helped me understand how I am currently performing in my role		Learning & Development		0	+9	+8
I am satisfied with my physical working conditions (i.e. working environment, space etc.)		My Job		0	+2	+3
My line manager gives me regular honest feedback on how I am doing		My Manager		0	+9	+8
As a manager I feel confident to have conversations about performance (including good or poor performance), or behaviour with the people I line manage		My Job		0	+6	n/a
I consider that I benefited from the support I received through the Occupational Health Team		Health and Wellbeing		0	-1	0
My line manager communicates with me regularly about issues that affect my team/department		My Manager		0	n/a	n/a
MFRS provides me with Health and Wellbeing promotional information and access to initiatives that helps support my individual needs		Health and Wellbeing		0	+1	n/a
The "Colours" training I have had helps me understand how to work with colleagues		Teamwork		0	n/a	n/a
I know about our staff networks and how to access them		Culture & Values		0	-4	+1
I have a sense of good job security		My Job		0	-3	+3
When I first joined I was made to feel welcome		Belonging		0	+5	n/a
I know how to access the confidential reporting service, Safe Call		Culture & Values		0	+21	n/a

Merseyside FRS Census 2026: Scorecard

Survey closed: Tuesday, 11 August 2026

MFRS is a better place to work than it was two years ago (If you have not worked at MFRS for 2 years, please skip this question)	1	Culture & Values		0	-7	+1
I have had an appraisal in the last 12 months	2	Learning & Development		0	+7	n/a
I am aware of the support services available through the Occupational Health and Wellbeing Team	3	Health and Wellbeing		0	0	-2
If asked, I would recommend to friends and family that MFRS is a good place to work	4	Engagement		0	-3	+5
I am proud to say I work for MFRS	5	Engagement		0	-1	+3
I would still like to be working at MFRS in two years' time	6	Engagement		0	+1	0
I care about the future of MFRS	7	Engagement		0	-1	0
I have used the services available through the Occupational Health and Wellbeing Team (Please skip if services have not been required)	8	Health and Wellbeing		0	+27	+36

Appendix

Dashboard:	Merseyside FRS Dashboard 2026
Dashboard hierarchy type:	None
Response count:	458
Panel count:	1025
Participation:	45%
Partial results:	Excluded
Comparison:	Merseyside FRS Census 2024
Report produced:	Thursday, 3 September 2026