MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	**SCRUTINY COMMITTEE**		
DATE:	**25 APRIL 2024**	**REPORT NO:**	**CFO/23/24**
PRESENTING OFFICER	**CHIEF FIRE OFFICER, PHIL GARRIGAN**		
RESPONSIBLE OFFICER:	**DEB APPLETON**	**REPORT AUTHOR:**	**DEB APPLETON, MICHELLE KIRK**
OFFICERS CONSULTED:	**STRATEGIC LEADERSHIP TEAM**		
TITLE OF REPORT:	**STAFF SURVEY 2022 ACTIONS UPDATE**		

APPENDICES:	**NONE**

Purpose of Report

1. To request that Members consider this report and a presentation to be given at the meeting as part of a broader scrutiny discussion about the outcomes of the 2022 staff survey.

Recommendation

2. It is recommended that Members note and scrutinise the content of the report (and the presentation that will be given) as part of a broader discussion about the 2022 staff survey results and actions.

Introduction and Background

3. Members will recall that Merseyside Fire and Rescue Service has conducted a comprehensive staff engagement survey since 2014. The survey is conducted every two years and uses the previous survey as a benchmark for trend analysis. The fifth staff engagement survey took place from 14th November 2022 to 21st December 2022.

4. Following the analysis of the results and dissemination to staff (all results are available on the Merseyfire website; https://www.merseyfire.gov.uk/about/staff-survey-results/) key action areas were established and presented to Members in June 2023.

5. The presentation that will be given to Members will provide an overview of the key areas to be discussed at the Scrutiny Committee, where further details will be provided to assist members of the Committee to scrutinise the Service's approach and response to the staff survey.

Equality and Diversity Implications

6. There is no EIA required for this report as all the actions resulting from the staff survey are subject to an individual EIA and/or an EIA produced as part of the planning process for the People Plan and other plans and strategies.

Staff Implications

7. The interests and views of staff are a fundamental part of this report and will form the basis of scrutiny discussions with Members of the Committee.

Legal Implications

8. The use of staff surveys to gauge staff opinion is a useful way for the Authority and Officers to determine what actions are required to improve staff engagement and this includes legal and non-legal aspects of the employee/employer relationship.

Financial Implications & Value for Money

9. There are no specific financial implications relating to this report. Any costs associated with delivering against the actions arising from the staff survey are picked up through departmental budgets and requests for growth or savings, where appropriate, are identified through normal financial processes.

Risk Management and Health & Implications

10. Staff surveys can help identify risks and health and safety implications within the organisation and this is considered during the process of analysing the outcomes and identifying areas of focus.

Environmental Implications

11. The staff survey does not focus on broader environmental matters (although that does not mean it couldn't do so in the future).

Contribution to Our Vision: ***To be the best Fire & Rescue Service in the UK.***

Our Purpose: *Here to serve, Here to protect, Here to keep you safe.*

12. The staff survey results (especially the cumulative impact of five such surveys) are beneficial to the organisation in that they help shape future strategy to improve outcomes for staff and communities.

BACKGROUND PAPERS

NONE

GLOSSARY OF TERMS

MFRA	**M**erseyside **F**ire and **R**escue **A**uthority
MFRS	**M**erseyside **F**ire and **R**escue **S**ervice