

SAMPLE

BENCHMARK REPORT

WELLBEING MODULE

PEOPLE MATTER SURVEY  
2016

ORGANISATIONS

VPSC

Victorian Public Sector Commission

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## Introduction

This report provides comparative survey data for **wellbeing** survey module.

The comparative results can highlight areas for improvement and action and can provide realistic targets for future performance. The data can also be used to communicate why actions are needed.

## How to use the information in this report

1. You can discuss your results with your management team to identify strengths and any areas to investigate further or improve.
2. Prioritise one or two areas to respond to. It is important that employees see that their voice has been heard.

## Important information

- Your comparator group in this report may be different to the one in the report for the core survey or other modules. See page 3 for the comparator group used in this report.
- Some questions ask for the level of agreement with a negative statement. E.g. "I am often unable to take breaks during work hours due to my workload". For these questions we give the Disagreement % as the positive benchmark measure.
- All percentages are of all respondents, unless stated otherwise.
- The percentage agreement calculation is now:  
Agreement % = Respondents that agree or strongly agree # / All respondents #
- All percentages have been rounded to whole numbers.
- The colours used to show your results reflect the nature of the question asked. For example, 'yes' can be red (if negative) or green (if positive). Therefore, it is important to check the scale descriptions provided.
- To protect anonymity, opinion question results for demographic groups such as gender, occupation etc. are not shown where there are fewer than 10 survey responses for the group.

Please contact [people.matter@vpsc.vic.gov.au](mailto:people.matter@vpsc.vic.gov.au) for further information or to provide feedback.

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## Comparator group

The survey modules are optional for certain public sector organisations. This means that the comparator groups for individual modules may be different than those for the core survey and for other modules.

The comparative data in this report is based on the survey results of the following organisations:

Organisation 1

Organisation 2

Organisation 3

Organisation 4

Organisation 5

Organisation 6

Organisation 7

The composition of your comparator group may change from year to year, due to survey participation.

## Response rate

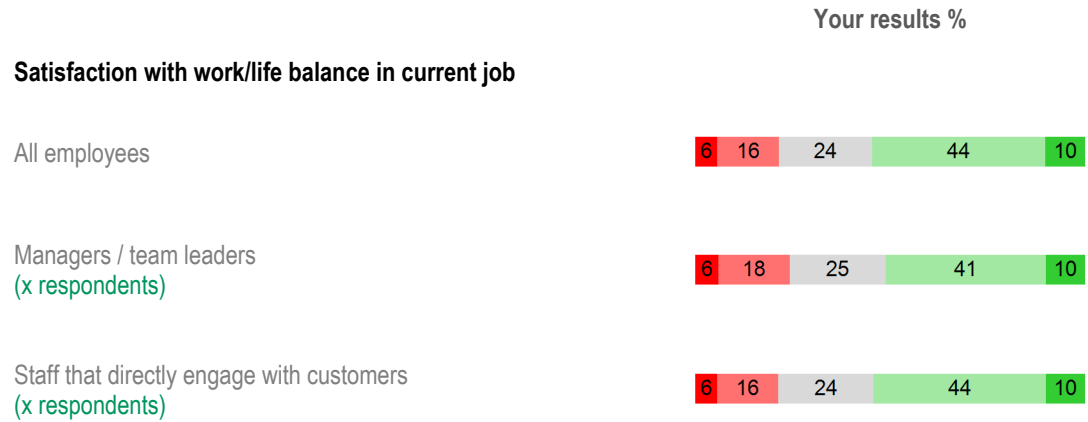
Your results reflect the views and experiences of **x** of the employees invited to participate (a **x%** response rate).

The higher your response rate the more likely it is the results reflect the views and experiences of your workforce.

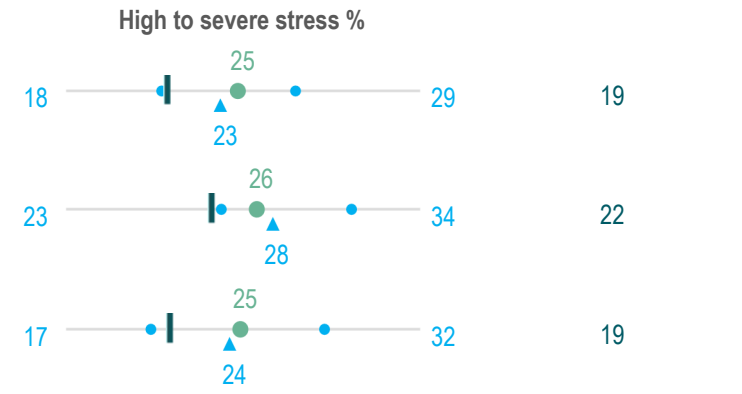
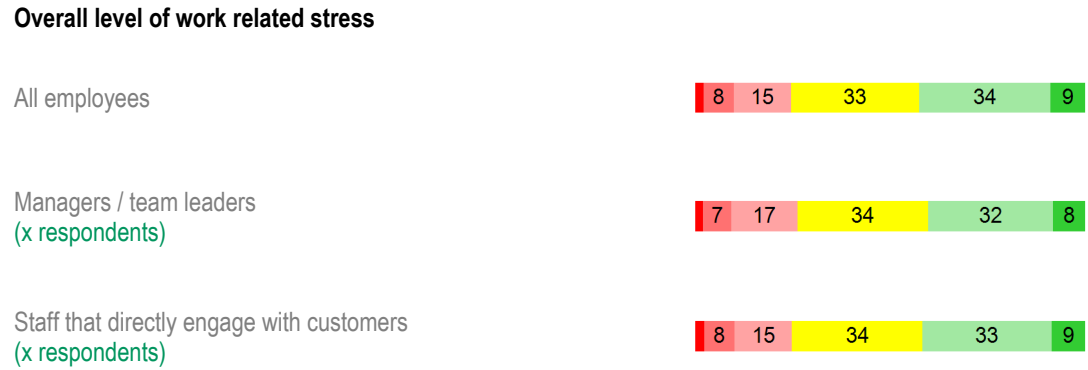
# Work life balance and work related stress

Very dissatisfied Dissatisfied Neither satisfied nor dissatisfied Satisfied Very satisfied

You Group average Highest & lowest in group All org. average



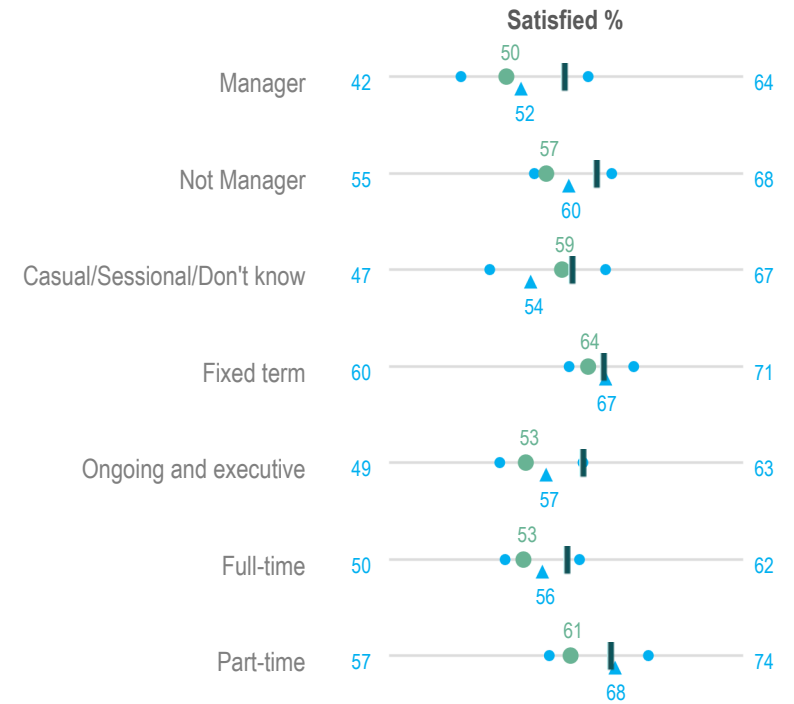
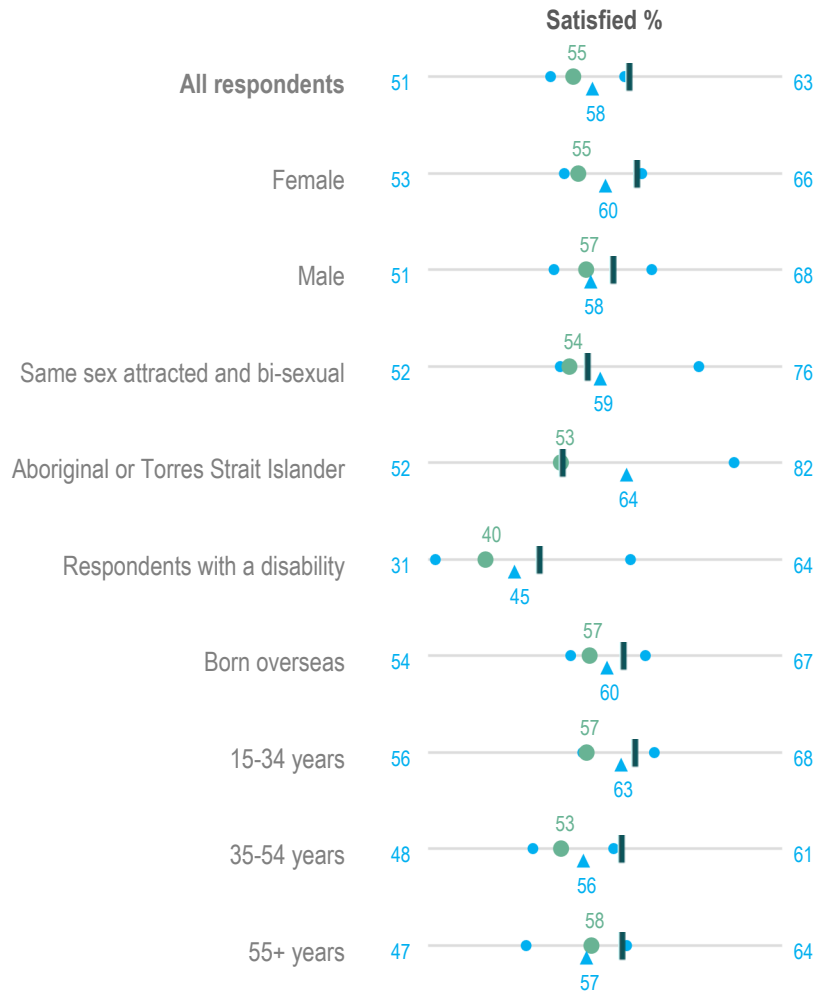
Severe Very high High Moderate Low / mild Nil



## Satisfaction with work/life balance by demographic group

The satisfaction with work/life balance in current job reported by specific groups of employees.

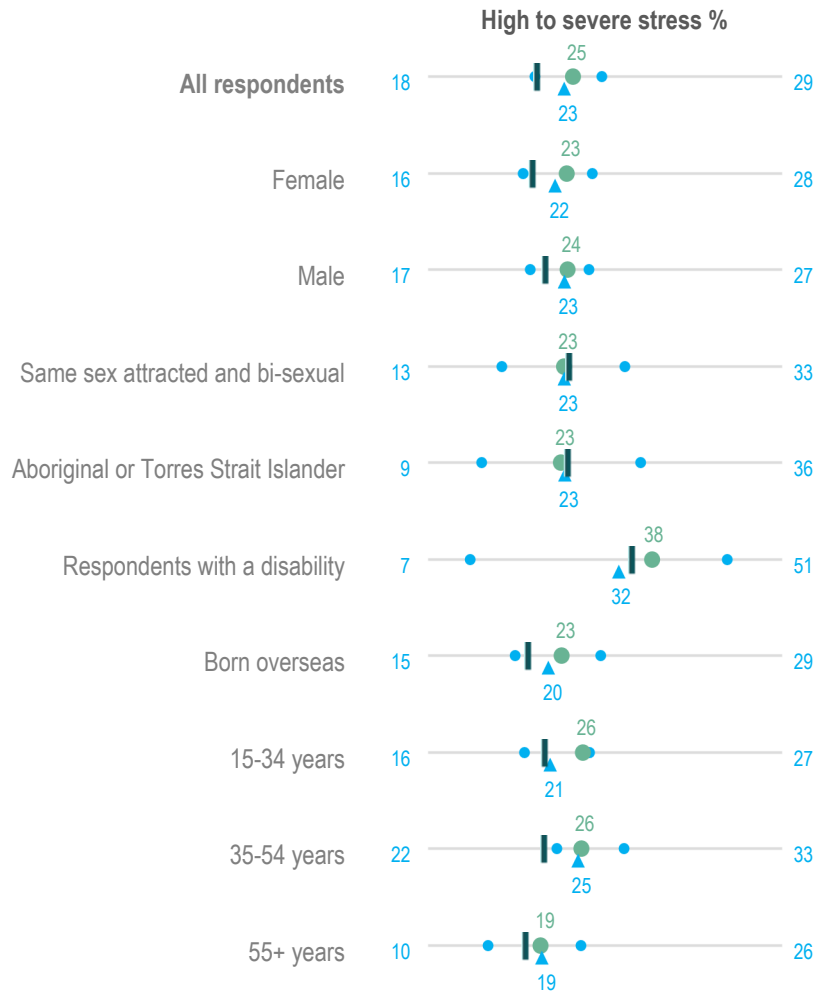
● You ▲ Group average ● Highest & lowest in group | All org. average



# Work related stress of different demographic groups

The overall level of stress reported by specific groups of employees.

● You ▲ Group average ● Highest & lowest in group | All org. average



# Impact of work related stress

■ Strongly disagree 
 ■ Disagree 
 ■ Neither agree nor disagree 
 ■ Agree 
 ■ Strongly agree

## Impact of work related stress

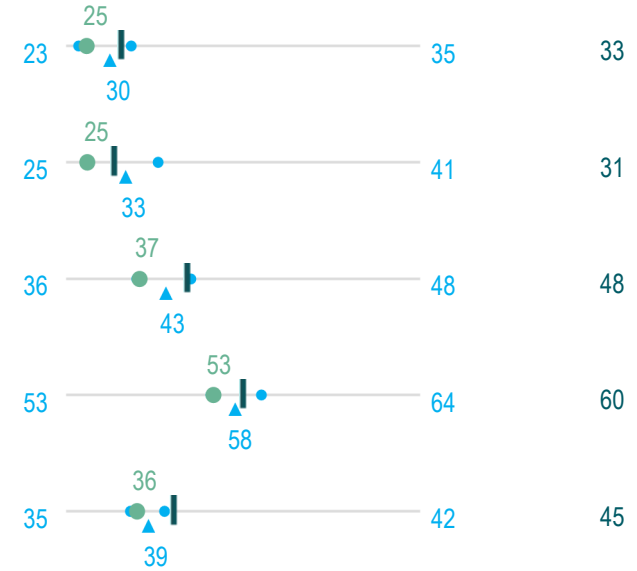


## Managers / Team Leaders



● You 
 ▲ Group average 
 ● Highest & lowest in group 
 ■ All org. average

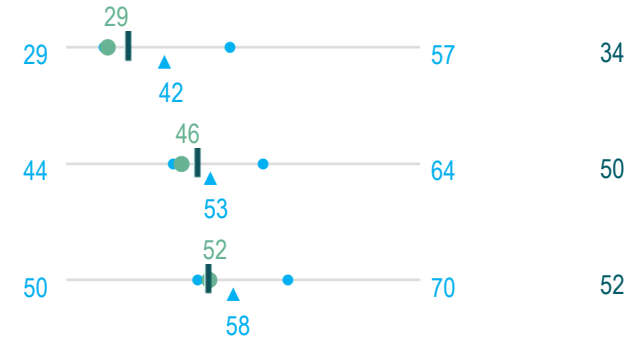
**Positive disagreement %** **All org. average %**



**Positive disagreement % of**

**Managers / Team leaders**

(x respondents)



# Control of workplace issues and workload

■ Strongly disagree 
 ■ Disagree 
 ■ Neither agree nor disagree 
 ■ Agree 
 ■ Strongly agree

● You 
 ▲ Group average 
 ● Highest & lowest in group 
 | All org. average

Your results %

Positive agreement % of all staff

All org. average %

## Control of issues that cause stress

I have control over the workplace issues that cause me stress



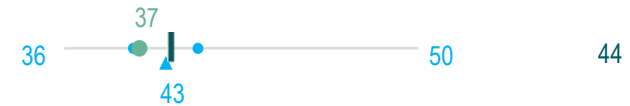
■ Strongly disagree 
 ■ Disagree 
 ■ Neither agree nor disagree 
 ■ Agree 
 ■ Strongly agree

## Ability to manage workload

I am often unable to take breaks during work hours due to my workload



Positive disagreement %



■ Strongly disagree 
 ■ Disagree 
 ■ Neither agree nor disagree 
 ■ Agree 
 ■ Strongly agree

The workload I have is appropriate for the job that I do



Positive agreement %



In times of high workload, my manager provides the support I need to get the job done

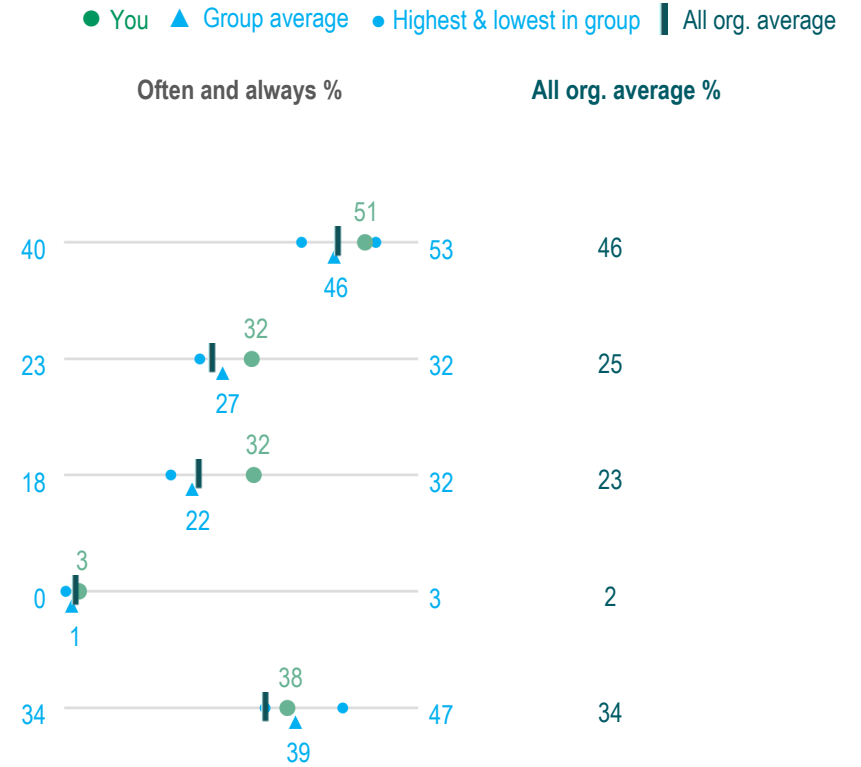
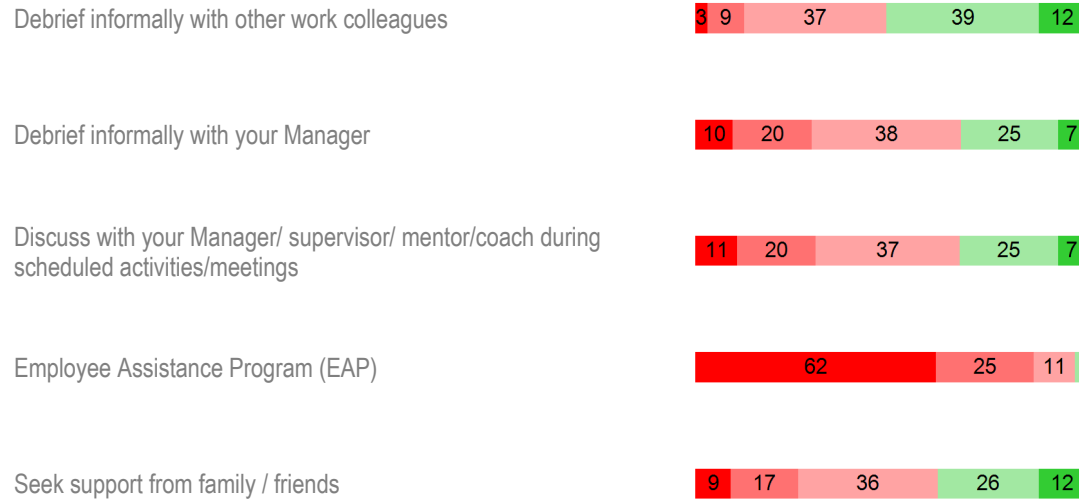




## Response to work related stress

■ Never  
 ■ Rarely  
 ■ Sometimes  
 ■ Often  
 ■ Always

**How often the following approaches are used when dealing with stressful situations at work:**



## Non-work related / personal stress



Your results %

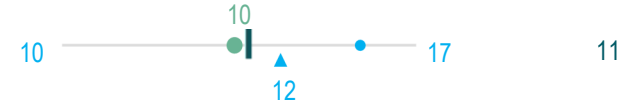
### Stress level

How would you rate your current, overall stress level in relation to personal / non-work-related stress



High to severe stress %

All org. average %

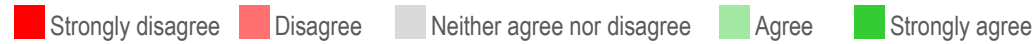
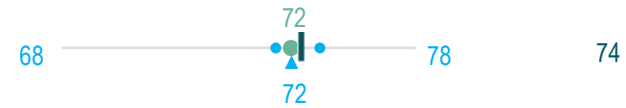


### Impact on personal life

Non-work related stress regularly has a negative impact on my ability to do my job

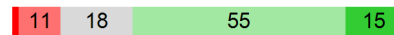


Positive disagreement %

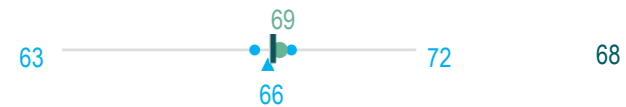


### Control of issues that cause stress

I have control over the personal issues that cause me stress



Positive agreement %

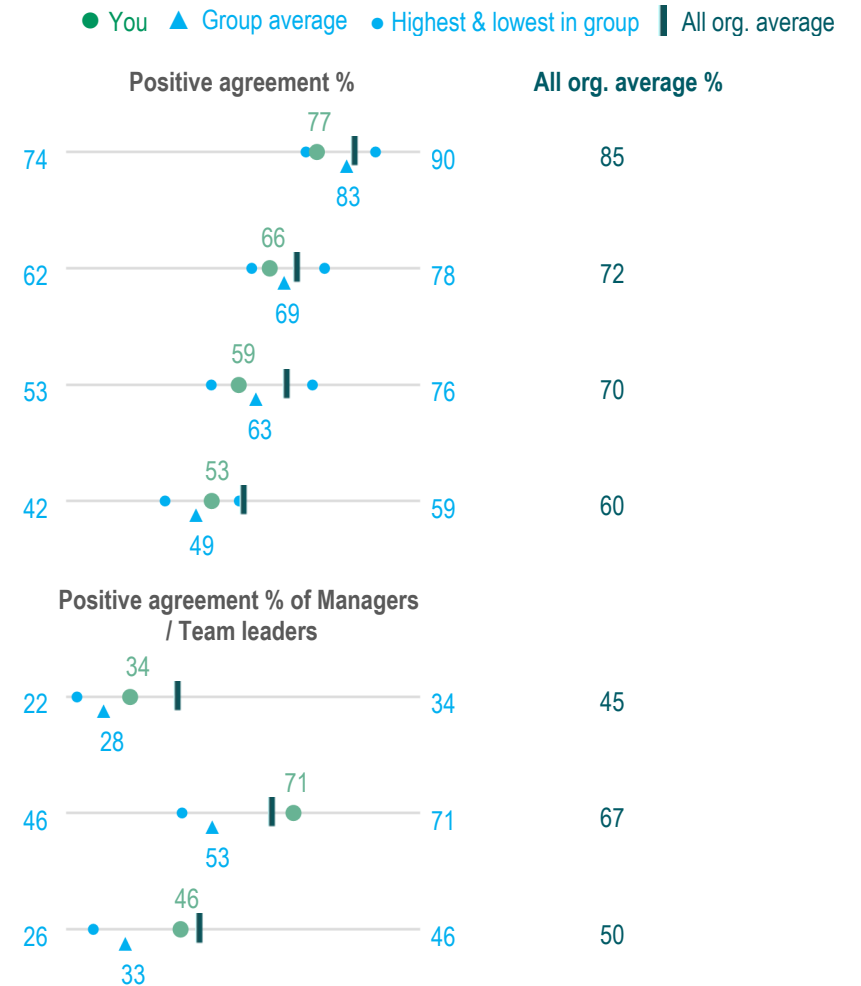
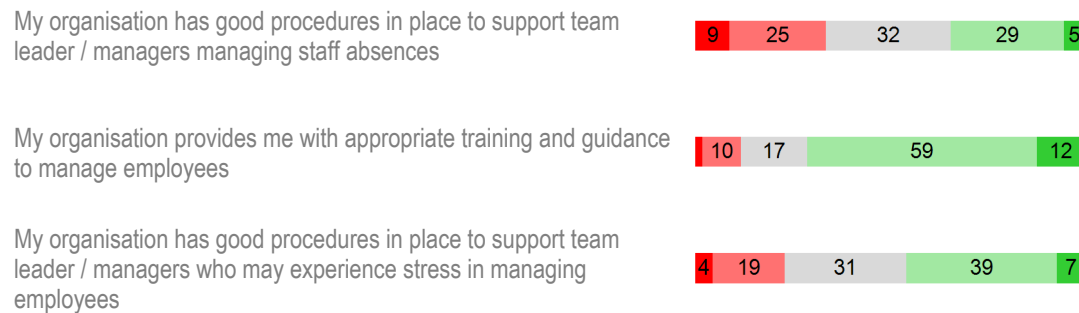


## Employee support – 1 of 2

■ Strongly disagree 
 ■ Disagree 
 ■ Neither agree nor disagree 
 ■ Agree 
 ■ Strongly agree



### Managers / Team Leaders

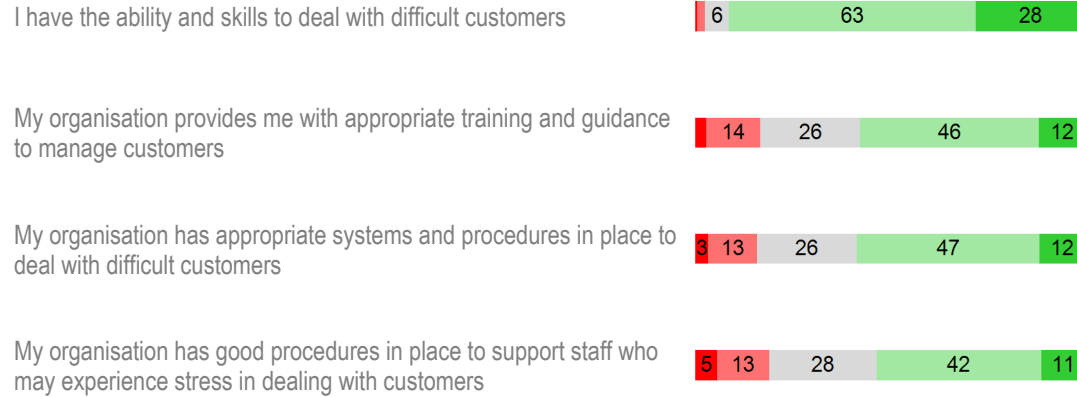


## Employee support – 2 of 2

■ Strongly disagree 
 ■ Disagree 
 ■ Neither agree nor disagree 
 ■ Agree 
 ■ Strongly agree

### Staff that directly engage with customers

% of staff that directly engage with customers



● You 
 ▲ Group average 
 ● Highest & lowest in group 
 ■ All org. average

