

2021 People Matter Survey FAQs

What's the People Matter Survey?

The People Matter Survey is an independent employee opinion survey run by the Victorian Public Sector Commission. Employees in organisations across the public sector are encouraged to have their say.

The survey results tell us how employees see their workplaces, including views on job satisfaction, career development, wellbeing, diversity and inclusion, and the workplace factors which drive these outcomes.

What's different in 2021?

In 2020, the Commission ran a shorter survey, called the People Matter Survey Wellbeing Check, that focused on employee wellbeing in response to the impacts of the coronavirus pandemic.

In 2021, we will run the full People Matter Survey.

This year's survey will be mandatory for organisations to take part and the Commission intends to publicly release all organisation-level results on its [website](#).

When does the survey happen?

People Matter Survey will run from Monday 31 May to Friday 25 June 2021.

What's survey reform?

Since 2018, the Commission have implemented a series of reforms to enhance the survey experience and the results provided to organisations.

In 2021, reform includes:

- annual participation of all public sector organisations
- public release of all organisations' results

- refinement to the survey, survey framework and reporting based on academic analysis and user feedback
- a new, up to date survey platform with an improved user experience, dashboard reporting and action planning tools
- new questions to support [Gender Equality Act](#) reporting and action planning requirements.

Will the People Matter Survey feature the same questions as the 2020 Survey?

The 2021 People Matter Survey will be the full-length survey and include many of the questions from the 2020 wellbeing survey. As well as new questions based on consultation with diversity and inclusion networks.

This year's survey will also include additional questions around gender equality that will assist public sector organisations to comply with annual reporting of progress against the [Gender Equality Act](#).

Survey questions for 2021 are available on the Commission's [website](#).

Will participation in the survey be optional for organisations?

All public sector organisations are expected to take part in the 2021 survey.

Mandatory organisation participation improves consistency of data collection across the public sector and enables annual reporting of whole-of-sector survey results.

Increasing the number of participating organisations from across the public sector supports accountability across the whole of government.

Will participation in the survey be optional for individuals?

The survey is optional for individuals, however people are encouraged to have their say and provide feedback on their workplace experience.

When more people take part in the survey, their views inside their own organisation and across the public sector strengthen the case for workplace cultural change.

Will survey results be publicly available in 2021?

Results from the survey will be provided to organisations in late July. The Commission intends to publicly release all organisation-level results on its [website](#) in late 2021.

How are the survey results and data used?

Information from the survey will be used to:

- provide organisations with survey result reports and benchmarking, so they can identify focus areas, develop action plans and improve how they work
- inform sector and government-wide strategies and campaigns in response to workforce issues, such as sexual harassment and bullying
- undertake research that benefits organisations and the public sector as a whole
- provide public service departments with data about the performance of their portfolio entities — e.g. health service results are provided to the Department of Health and Human Services.
- support whole-of-sector workforce, integrity, and leadership initiatives that drive positive workforce change.
- gather information that informs diversity and inclusion outcomes on behalf of agencies such as Multicultural Victoria, the Commissioner for Gender Equality, and the Commission's Aboriginal Employment Unit to improve the workplace experiences of all employees.



What is the role of the survey coordinator?

The survey coordinator is the central person in each department or organisation who administers the survey on behalf of your organisation. They're your main point of contact about the survey.

Where can I get more information

If you have further questions about the People Matter Survey, please visit the Commission's [website](#), or contact the People Matter Survey Team on people.matter@vpsc.vic.gov.au.