Suggested key messages

People matter survey wellbeing check 2022

This document is part of the [People matter survey wellbeing check 2022 resources.](https://vpsc.vic.gov.au/data-and-research/about-the-people-matter-survey/prepare-for-the-2022-survey/)

## Overall messages

* The People matter survey wellbeing check 2022 will take place from 10 October to 28 October (3 weeks). It will be around half the length of the 2021 survey and focused on wellbeing reporting.
* The annual People matter survey reflects the Victorian public sector’s sincere commitment to listening to our employees.
* The People matter survey is a safe and anonymous way for employees to tell organisations what they think and experience in the workplace. It asks for employees’ opinions on how our public sector values and employment principles are practised within their organisations.
* Public sector organisations use the People matter survey to find out what they’re doing well and where they need to improve.
* People matter survey results provide valuable insights for organisations so that they can develop and implement improvements to inclusion and wellbeing, eliminate negative workplace behaviours, and ensure the public sector workforce reflects the diversity of the Victorian community.
* Safe, healthy public sector workplaces with positive, ethical cultures result in better outcomes for the community we serve.
* Employee participation is optional, but the survey is relevant to all employees regardless of where and how they work, including on the front line.
* Following sector wide consultation in 2021, the Victorian Public Sector Commission will offer a short survey in 2022, and a longer survey in 2023 to help organisations meet their Gender Equality Act 2020 audit and reporting requirements.

## Survey background messages

* The People matter survey is an independent survey run by the Victorian Public Sector Commission, so that employees from organisations across the public sector can have their say.
* In 2021, 92,008 people (39% of all eligible public sector employees) from a record 241 organisations took part in the People matter survey.
* The Victorian Public Sector Commission collects a rich data set about the Victorian public sector workforce, providing a holistic view of the sector and its people which is evidence-based to inform continuous improvement.
* Access to timely, trusted data such as the People matter survey helps the sector collectively maintain an inclusive, high-performing and engaged workforce.
* The Victorian Public Sector Commission reports on people, leadership, culture and inclusion across the sector and monitors diversity targets and their impact on inclusion outcomes.

## Participation of organisations

* All eligible public sector organisations are expected to take part in the 2022 survey.
* Greater organisation participation improves the consistency of data collection across the public sector and improves annual reporting of whole-of-sector survey results.
* Increasing the numbers of participating organisations from across the public sector supports accountability across the whole of government.
* Employee participation is optional, but the survey is relevant to all employees regardless of where and how they work, including on the front line.

## Transparent publication of organisation-level results

* In November 2021, the Victorian Public Sector Commission improved the transparency of the survey results by publishing online high-level whole-of-public sector trends and results for individual public sector organisations.
* The Victorian public sector’s commitment to transparency is balanced with the need to protect the anonymity of survey participants. Within organisations, survey results are not reported for workgroups of less than 10 employees because the results may identify individuals.
* All public sector organisations are committed to transparency within their organisations. Staff receive results for their organisation as a whole and for their workgroups, for a more detailed view.

## Results reporting

* People matter survey results reveal how employees view different aspects of their workplaces, including equal employment opportunity, collaboration, learning and development, and diversity and inclusion, and helps the sector develop a high performing and engaged workforce.
* Our most important conversation about our People matter survey results is with our people.
* We are committed to transparency within our organisation. We share with employees the results for the organisation as a whole, and for workgroups so that employees get a more detailed view.
* Sharing our People matter survey wellbeing check results with our employees and the broader community shows our commitment to accountability and continuous improvement towards creating safer, more supportive and increasingly effective workplaces.
* We don’t shy away from survey results that tell us where we need to improve. We take responsibility for our results and use this information to plan and implement initiatives and changes.
* Together with our people, we are focused on celebrating the positives in our results and targeting our efforts on the areas we need to improve on.
* Following each People matter survey we identify key areas for improvement and undertake action planning to address them.
* Our action plans are developed in collaboration with our people. These plans lead to more effective, engaged workforces and safer, healthier workplaces.

## Coronavirus inclusions

* Employees are encouraged to have their say to provide feedback on their workplace experience during the coronavirus pandemic.
* The 2022 people matter survey wellbeing check is another way organisations are continuing to support and listen to employees during this unprecedented time.
* The People matter survey wellbeing check lets your organisation gain valuable employee feedback on public sector workplaces during the coronavirus pandemic to inform opportunities for improvement.

## Where can I get more information

If you have further questions about the People matter survey, please visit the Commission’s  [website](https://vpsc.vic.gov.au/data-and-research/about-the-people-matter-survey/) at vpsc.vic.gov.au, or contact the People matter survey team on [people.matter@vpsc.vic.gov.au](mailto:people.matter@vpsc.vic.gov.au).