People matter survey wellbeing check 2022

Have your say

Alfred Health
2022 people matter survey results report

Victorian Public Sector Commission

VICTORIA State Government

People matter survey
wellbeing check 2022

Have your say

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- Aboriginal and/or Torres Strait Islander
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- Adjustments
- Caring
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Report overview

About your report

The results in this report help your organisation build a positive workplace culture with integrity that live the public sector values.

Report contents

The visual on the right shows you what sections we've included in this report for your organisation's survey results.

Comparing data in this report

Your organisation took part in the survey in 2021 but not 2020.

This means you'll be able to compare about 77% of this year's survey with your previous results.

Rounding of percentages

In this report, we round numbers up or down to their nearest whole percentage.

This means some percentages may not add up to 100%.

Survey questions and definitions

Download Survey questions: People matter survey 2022 (DOCX, 55 pages) to see how we asked questions and defined concepts in the 2022 survey

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Report overview

Privacy and anonymity

To protect you, we:

- use an anonymous survey link and everyone in your organisation receives the same survey link
- de-identify all survey response data provided to your organisation
- don't collect your name, date of birth or employee ID
- don't release results when fewer than 10 people in a work group have responded to the survey
- don't release employee opinion results for demographic groups where organisations have fewer than 30 responses in total
- don't link the free-text comment reporting to any other survey information

Read more in our privacy policy.

Report overview

Survey's theoretical framework

What this is

The framework provides an overview of the workplace factors and outcomes that the survey measures.

Why this is important

Based on theory and research, the framework focuses on core themes that help guide organisations in creating better workplaces.

We developed the framework in consultation with stakeholders from the public sector and Deakin University.

Our public sector values

The public sector values inform the professional and ethical conduct of everyone who works in the public sector.

As such, these values underpin the theoretical framework of the survey.

There's a strong link between workplace culture and how staff perceive their organisation lives the public sector values.

Senior leadership → **Organisation climate** → **Workgroup climate** → **Job and manager** → **Outcomes**

Senior leadership
- Lead the organisation
- Set the culture
- Lead by example
- Actions influence outcomes

Organisation climate
- Organisational integrity
- Safety climate
- Patient safety climate
- Collaboration

Workgroup climate
- Quality service delivery
- Innovation
- Workgroup support
- Safe to speak up

Job and manager
- Manager leadership
- Manager support
- Workload
- Learning and development
- Job enrichment
- Meaningful work
- Flexible working

Outcomes
- Engagement
- Satisfaction
- Wellbeing – work-related stress
- Wellbeing – job-related affect
- Intention to stay
- Acting on negative behaviours
- Inclusion

The public sector values that underpin the framework and all public sector organisations

Responsiveness   Integrity   Impartiality   Accountability   Respect   Leadership   Human Rights

Report overview

Your comparator group

What this is

This is a list of similar organisations to yours.

We try to make sure they're in the same industry your organisation is in.

Some organisations may not have taken part in the survey previously. This means your comparator group may be different to previous years.

How we use this in your report

In this report, we compare your organisation's survey results to your comparator group's results.

This is so you can compare how your organisation is doing in your industry or to similar organisations.

We refer to your comparator group in this report as 'comparator'.

Austin Health

Dental Health Services Victoria

Melbourne Health

Monash Health

Northern Health

Peninsula Health

Peter MacCallum Cancer Centre

Royal Children's Hospital

Royal Victorian Eye and Ear Hospital

Royal Women's Hospital

The Queen Elizabeth Centre

Tweddle Child and Family Health Service

Victorian Institute of Forensic Mental Health

Western Health

Report overview

Your response rate

What this is

This is how many staff in your organisation did the survey in 2022.

Why this is important

The higher the response rate, the more your results will reflect how staff feel.

If less than 100 completed the survey, consider how much one person could change your results.

For example, if only 25 people did the survey, 1 person would account for 4% of any result.

In this example, if your survey result and comparator group result or previous survey result are within 4% of each other, there is very little difference in the results.

How to read this

The number in the brackets () shows how many staff completed the survey this year.

We've also expressed this as a percentage of all the staff who work in your organisation.

2021		2022	
17%		**14%**	
(1842)		**(1681)**	
Comparator	31%	Comparator	31%
Public Sector	39%	Public Sector	42%

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People outcomes

Scorecard: employee engagement index

What this is

Engaged employees are committed to their organisation's goals and values, and motivated to contribute to organisational success.

The employee engagement index is a score out of 100. It is a weighting of all engagement question responses.

The weightings for each engagement response are:

- strongly agree is 100 points
- agree is 75 points
- neither agree nor disagree is 50 points
- disagree is 25 points
- strongly disagree is 0 points

Why this is important

High engagement may lead to greater satisfaction and lower absences, turnover and workplace stress.

2021		2022	
72		**68**	
Comparator	72	Comparator	70
Public Sector	70	Public Sector	68

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People outcomes

Engagement question results 1 of 2

What this is

This is the overall sense of pride, attachment, inspiration, motivation and advocacy your employees have for your organisation.

Your organisation's engagement index

Your 2022 index is 68.

Why this is important

High engagement drives greater productivity, employee wellbeing and lower absences, turnover and workplace stress.

How to read this

Under 'Your results', see results for each question in descending order by most agreed.

'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.

Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.
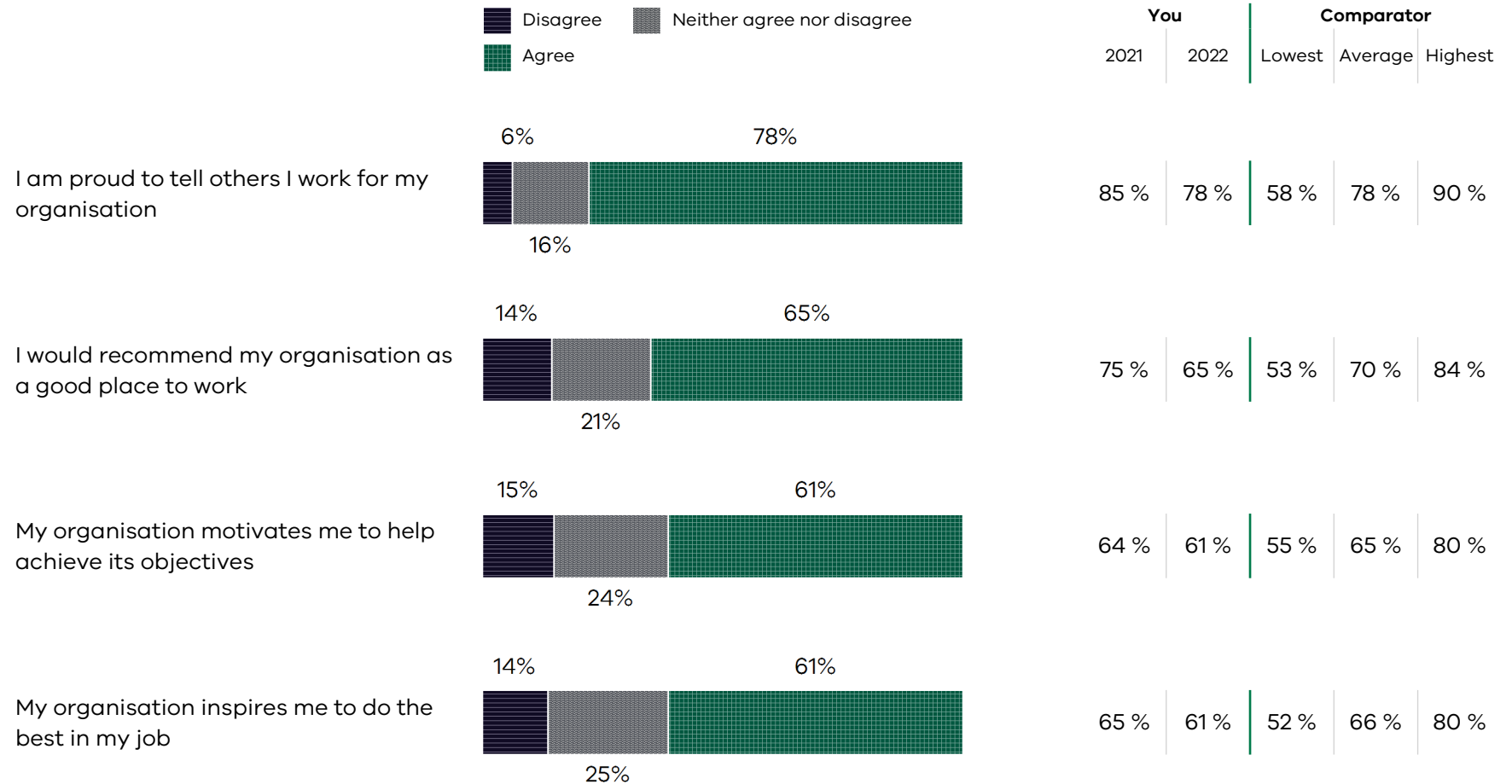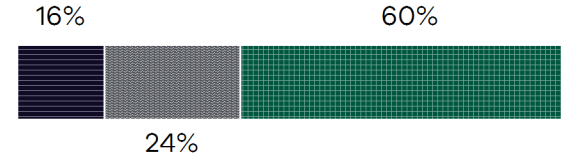
Example

78% of your staff who did the survey agreed or strongly agreed with 'I am proud to tell others I work for my organisation'.

Survey question	Your results						

Your results legend:
- Disagree
- Neither agree nor disagree
- Agree

Survey question	Disagree	Neither	Agree	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I am proud to tell others I work for my organisation	6%	16%	78%	85 %	78 %	58 %	78 %	90 %
I would recommend my organisation as a good place to work	14%	21%	65%	75 %	65 %	53 %	70 %	84 %
My organisation motivates me to help achieve its objectives	15%	24%	61%	64 %	61 %	55 %	65 %	80 %
My organisation inspires me to do the best in my job	14%	25%	61%	65 %	61 %	52 %	66 %	80 %

People outcomes

Engagement question results 2 of 2

What this is

This is the overall sense of pride, attachment, inspiration, motivation and advocacy your employees have for your organisation.

Your organisation's engagement index

Your 2022 index is 68.

Why this is important

High engagement drives greater productivity, employee wellbeing and lower absences, turnover and workplace stress.

How to read this

Under 'Your results', see results for each question in descending order by most agreed.

'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.

Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

60% of your staff who did the survey agreed or strongly agreed with 'I feel a strong personal attachment to my organisation'.
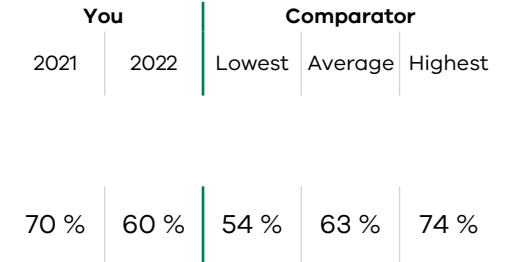
Survey question

Your results

| ■ Disagree | ▨ Neither agree nor disagree |
| ▨ Agree | |

I feel a strong personal attachment to my organisation

16%   60%

24%

Benchmark agree results

	You		Comparator		
	2021	2022	Lowest	Average	Highest
	70 %	60 %	54 %	63 %	74 %

People outcomes

Scorecard: satisfaction, stress, intention to stay, inclusion

What this is

This scorecard provides overall results for satisfaction, high to severe work-related stress, intention to stay and inclusion.

There are more people outcomes scorecards throughout this report.

Why this is important

This page shows which outcomes are performing well and which outcomes you can look to improve.

How to read this

Each label represents a group of questions in the survey about people outcomes.

Each result is the overall percentage of positive responses for your organisation, comparator and public sector.

Example

In 2022:

- 75% of your staff who did the survey responded positively to questions about Inclusion.

Compared to:

- 78% of staff at your comparator and 77% of staff across the public sector.
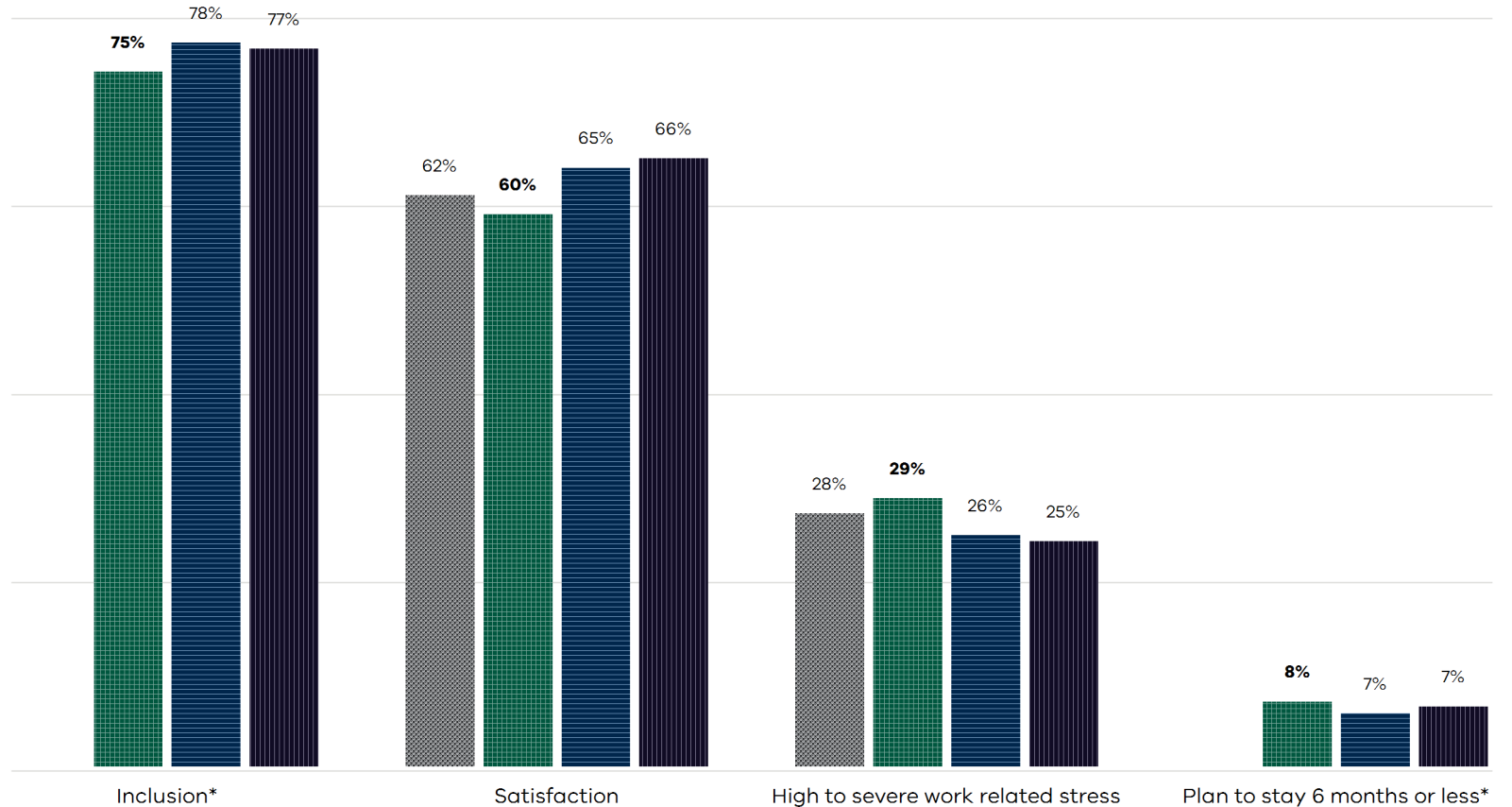
*We can't compare some data here because one or more questions were not asked in a previous survey

Legend: You 2021 | You 2022 | Comparator 2022 | Public sector 2022

Inclusion*: You 2022 75%, Comparator 2022 78%, Public sector 2022 77%
Satisfaction: You 2021 62%, You 2022 60%, Comparator 2022 65%, Public sector 2022 66%
High to severe work related stress: You 2021 28%, You 2022 29%, Comparator 2022 26%, Public sector 2022 25%
Plan to stay 6 months or less*: You 2022 8%, Comparator 2022 7%, Public sector 2022 7%

People outcomes

Satisfaction question results

What this is

This is how satisfied staff are with their jobs, work-life balance and career development.

Why this is important

High satisfaction may lead to improved engagement, performance and lower absences and turnover.

How to read this

Under 'Your results', see results for each question in descending order by most satisfied.

'Satisfied' combines responses for satisfied and very satisfied and 'Dissatisfied' combines responses for dissatisfied and very dissatisfied.

Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

66% of your staff who did the survey were satisfied or very satisfied with 'Considering everything, how satisfied are you with your current job'.

Survey question	Your results					

Survey question — **Your results** — **Benchmark satisfied results**

Legend:
- Dissatisfied
- Satisfied
- Neither satisfied nor dissatisfied

	You		Comparator		
	2021	2022	Lowest	Average	Highest
Considering everything, how satisfied are you with your current job	67 %	66 %	63 %	70 %	85 %
How satisfied are you with the work/life balance in your current job	62 %	58 %	58 %	63 %	81 %
How satisfied are you with your career development within your current organisation	55 %	55 %	51 %	60 %	65 %

Your results bars:
- Considering everything, how satisfied are you with your current job: 17% Dissatisfied, 16% Neither, 66% Satisfied
- How satisfied are you with the work/life balance in your current job: 24% Dissatisfied, 18% Neither, 58% Satisfied
- How satisfied are you with your career development within your current organisation: 21% Dissatisfied, 24% Neither, 55% Satisfied

People outcomes

Work-related stress levels

What this is

This is the level of stress experienced by employees in response to work-related factors.

Why this is important

Stress can negatively affect peoples health and wellbeing as well as their performance and behaviour.

How to read this

In this survey we asked staff to tell us their stress level.

The graph at the top shows how staff in your organisation rated their current levels of work-related stress.

The numbers below show the percentage of staff in your organisation who said they experienced high to severe stress in 2022 compared to 2021 and your comparator.

Example

29% of your staff who did the survey said they had high to severe stress in 2022. This is compared to 26% of staff in your comparator group and 25% of staff across the public sector.

How would you rate your current level of work-related stress? (You 2022)

Nil	9%
Low / mild	29%
Moderate	32%
High	15%
Very high	10%
Severe	4%
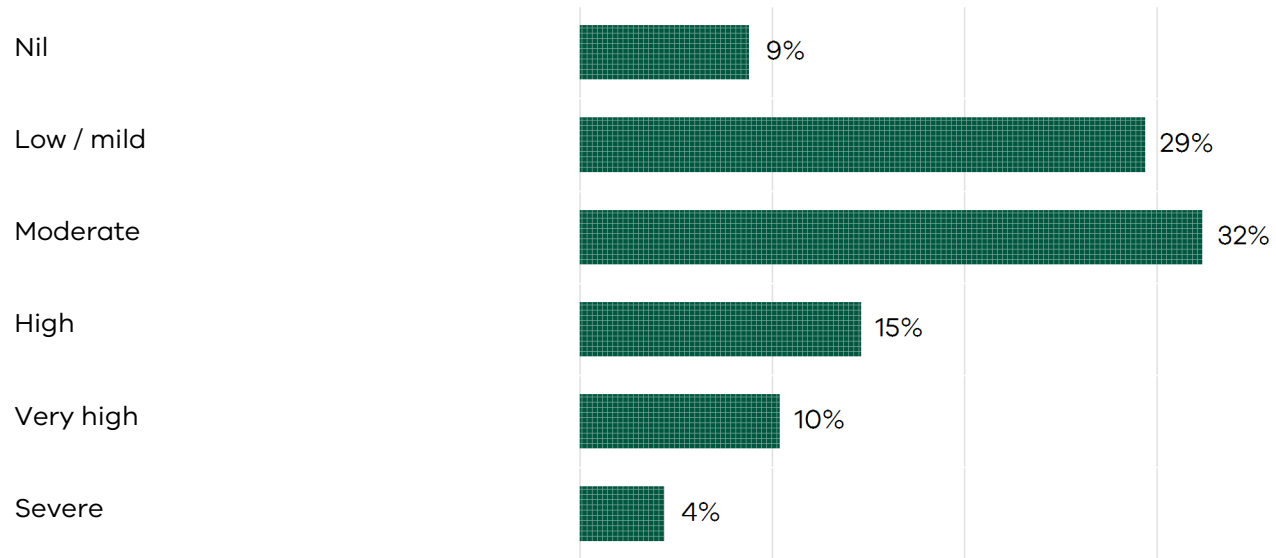
Reported levels of high to severe stress

2021		2022	
28%		**29%**	
Comparator	26%	Comparator	26%
Public Sector	26%	Public Sector	25%
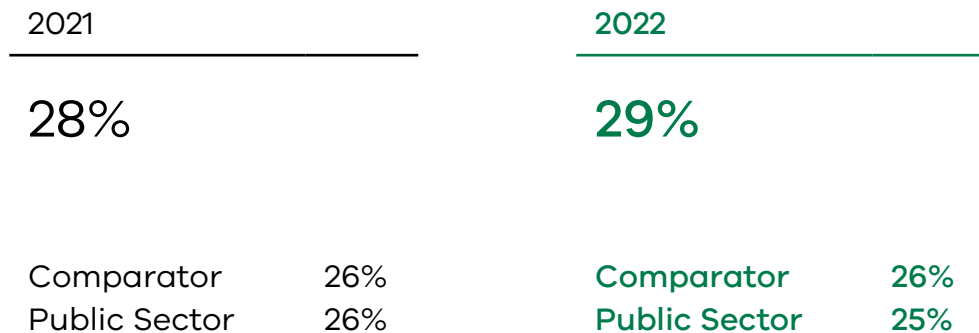
People outcomes

Work-related stress causes

What this is

This is the main work-related causes of stress reported by staff.

Why this is important

Stress can negatively affect peoples health and wellbeing as well as their performance and behaviour.

How to read this

In the survey, we ask staff to tell us if they have experienced mild to severe stress at work, as shown in the visual above the table.

If they answer yes, we ask them to tell us what caused the stress. They can select more than one cause.

In descending order, the table shows the top 10 causes.

Example

91% of your staff who did the survey said they experienced mild to severe stress.

Of that 91%, 53% said the top reason was 'Workload'.

	1533	148
	91%	9%

■ Experienced some work-related stress   ▦ Did not experience some work-related stress
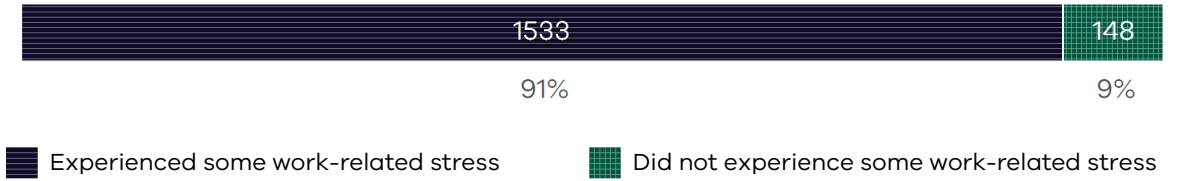
Of those that experienced work related stress it was from …	You 2021	You 2022	Comparator 2022	Public sector 2022
Workload	54%	53%	56%	53%
Time pressure	42%	41%	43%	43%
Dealing with clients, patients or stakeholders	13%	17%	17%	15%
Competing home and work responsibilities	12%	16%	15%	15%
Management of work (e.g. supervision, training, information, support)	14%	15%	13%	13%
Social environment (e.g. relationships with colleagues, manager and/or senior leaders)	14%	14%	13%	11%
Content, variety, or difficulty of work	12%	12%	12%	11%
Unclear job expectations	9%	11%	8%	12%
Physical environment	9%	11%	8%	5%
Work schedule or hours	10%	10%	11%	8%

People outcomes

Intention to stay

What this is

This is what your staff intend to do with their careers in the near future.

Why this is important

In the public sector, we want to attract, keep, motivate and engage staff.

How to read this

In the survey, we ask staff to tell us how long they intend to work at their organisation.

Example

12% of your staff who did the survey said they intended to work for your organisation for Over 6 months and up to 1 year.

Employees plan to work at your organisation for ...	You 2022	Comparator 2022	Public sector 2022
6 months or less	8%	7%	7%
Over 6 months and up to 1 year	12%	9%	10%
Over 1 year and up to 3 years	25%	23%	23%
Over 3 years and up to 5 years	17%	15%	16%
Over 5 years	39%	46%	44%

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People outcomes

Inclusion question results

What this is

This is how included staff feel in their workplace.

Why this is important

When people feel like they belong, they can bring their true selves and lived experience to their work and workplace. This leads to increased productivity, wellbeing and better outcomes for the community.

How to read this

Under 'Your results', see results for each question in descending order by most agreed.

'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.

Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

79% of your staff who did the survey agreed or strongly agreed with 'I can be myself at work'.

Survey question	Your results	Benchmark agree results

Legend:
- Disagree
- Neither agree nor disagree
- Agree
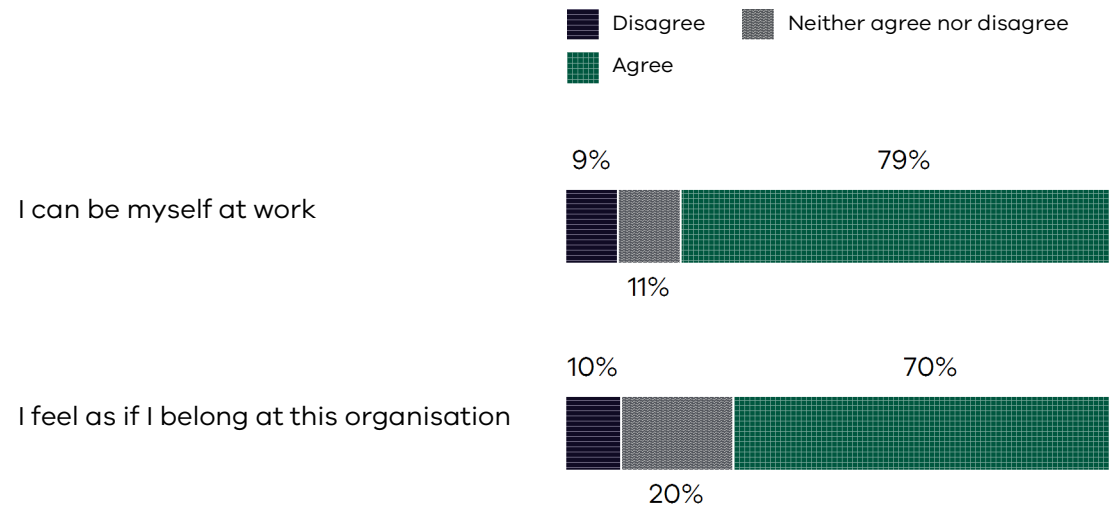
Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I can be myself at work	9% / 11% / 79%	Not asked	79 %	73 %	81 %	88 %
I feel as if I belong at this organisation	10% / 20% / 70%	Not asked	70 %	68 %	74 %	80 %

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People outcomes

Inclusion - Barriers to success

What this is

This is a list of things that staff felt were barriers to their success at work.

Why this is important

These results can show areas of focus for improvement to enable employee success in the workplace.

How to read this

In the survey, we ask staff to tell us if they have experienced any barriers to their success at work and what those barriers were. They can select more than one barrier.

In descending order, the table shows to top 10 answers.

Example

9% of your staff who did the survey said they have experienced barriers to success in the last 12 months due to 'My mental health'.

Staff who experienced one or more barriers to success at work

520	1161
31%	69%

■ Experienced barriers   ▨ Did not experience barriers
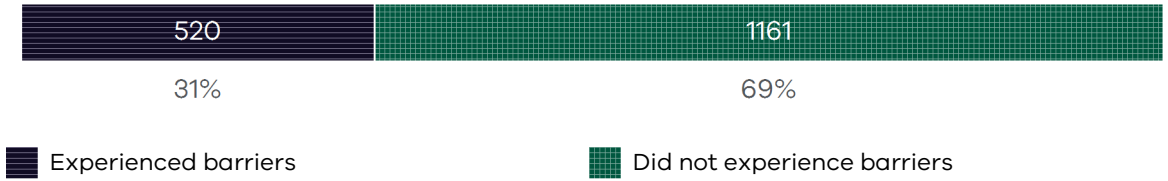
During the last 12 months, employees experienced barriers to their success due to ...	You 2022	Comparator 2022	Public sector 2022
My mental health	9%	7%	7%
My age	9%	7%	8%
My caring responsibilities	8%	8%	7%
My sex	5%	4%	4%
My physical health	5%	4%	4%
Other	5%	5%	5%
My cultural background	4%	4%	3%
My race	4%	2%	1%
My physical features	1%	1%	1%
My industrial activity	1%	1%	1%

People outcomes

Scorecard: emotional effects of work

What this is

This is the level of positive and negative feelings experienced by staff in the 3 months before the survey.

Why this is important

Positive feelings can lead to higher wellbeing and job satisfaction and a lower chance of burnout.

How to read this

Each label represents a question in the survey about emotional effects of work.

Each result is the percentage of staff who said they often, very often or always felt happy, enthusiastic, worried or miserable in the past 3 months.

You can compare these with your comparator and the public sector.

Example

In 2022:

- 48% of your staff who did the survey said work made them feel happy in 2022, which is down from 49% in 2021

Compared to:

- 54% of staff at your comparator and 54% of staff across the public sector.

Thinking about the last three months, how often has work made you feel …

Legend: You 2021, You 2022, Comparator 2022, Public sector 2022

	Happy	Enthusiastic	Worried	Miserable
You 2021	49%	47%	39%	20%
You 2022	48%	44%	39%	23%
Comparator 2022	54%	47%	34%	21%
Public sector 2022	54%	48%	33%	19%
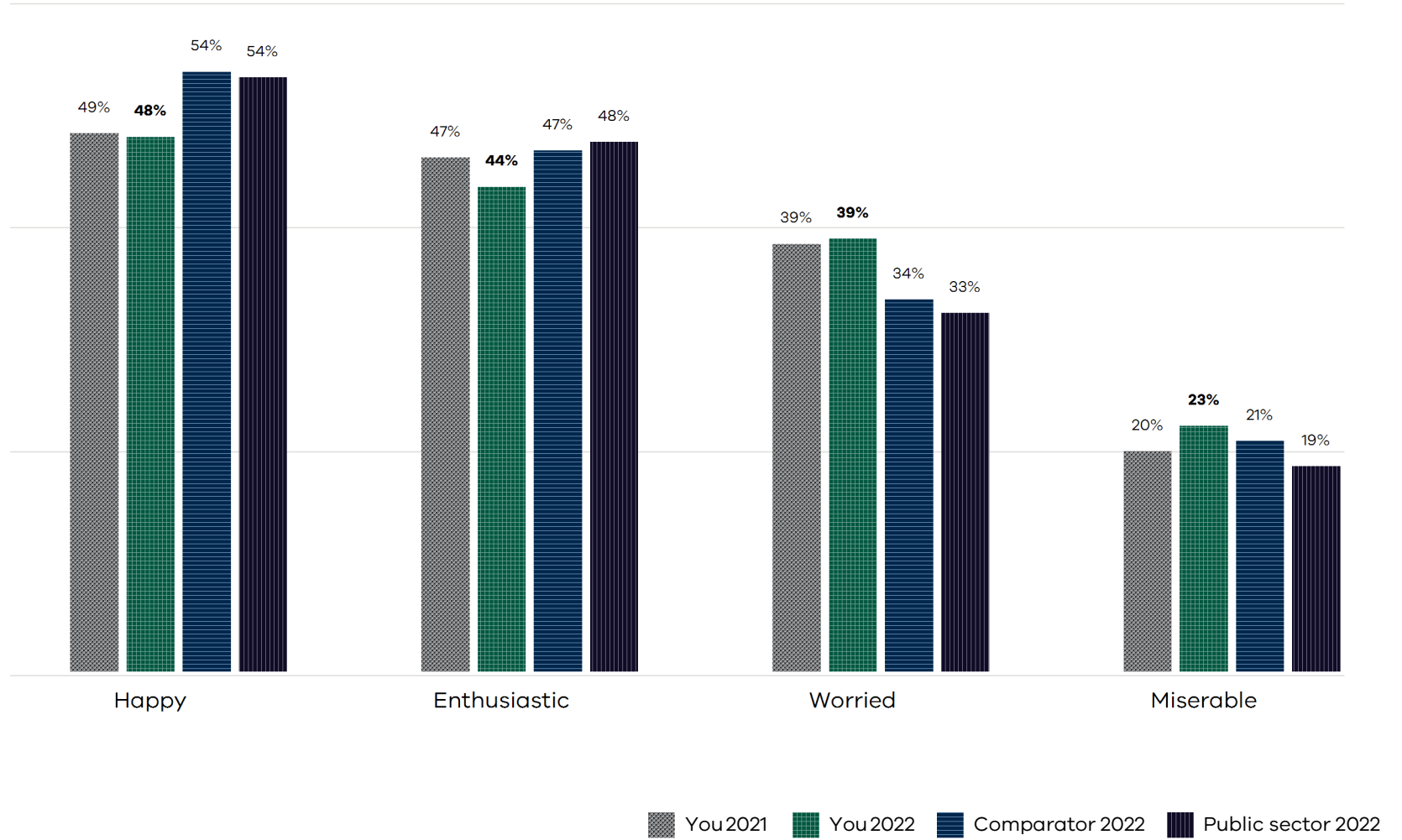
People outcomes

Scorecard: negative behaviours

What this is

This is how many staff have experienced negative behaviours at work in the past 12 months.

Why this is important

Negative behaviours can be detrimental to health and wellbeing as well as performance and behaviour.

How to read this

Each label represents a question in the survey about negative behaviour.

Each result is the percentage of staff who said they experienced bullying, sexual harassment, discrimination or violence and aggression in the past 12 months.

You can compare these with your comparator and the public sector.

Example

In 2022:

- 30% of your staff who did the survey stated they experienced 'Violence or aggression' in the last 12 months which is up from 25% in 2021.

Compared to:

- 28% of staff at your comparator and 18% of staff across the public sector.

	Violence or aggression	Bullying	Sexual harassment	Discrimination
You 2021	25%	18%	8%	6%
You 2022	30%	17%	9%	6%
Comparator 2022	28%	16%	7%	6%
Public sector 2022	18%	13%	5%	5%
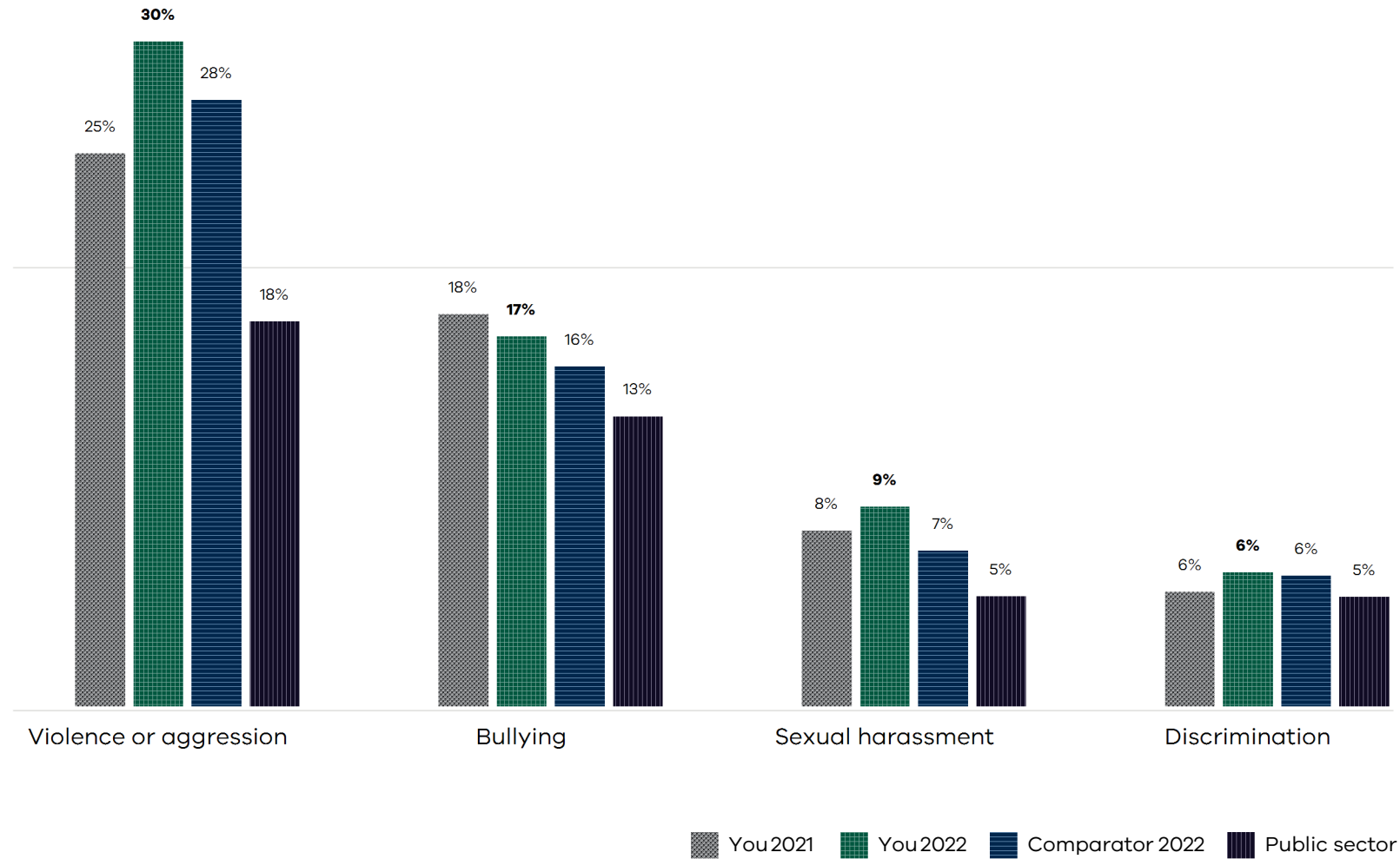
People outcomes

Bullying

What this is

This is repeated unreasonable behaviour directed at an employee that creates a risk to their health and safety.

Why this is important

Bullying can have an immediate and long-term negative impact on those involved, including those who witness bullying.

How to read this

In the survey, we asked staff to tell us if they'd experienced bullying at work.

If they did, they could tell us with one or more answers what they experienced.

In descending order, the table shows the answers.

Example

17% of your staff who did the survey said they experienced bullying.

Of that 17%, 74% said the top type was 'Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)'.

Have you experienced bullying at work in the last 12 months?

287	1236	158
17%	74%	9%

■ Experienced bullying ■ Did not experience bullying ■ Not sure
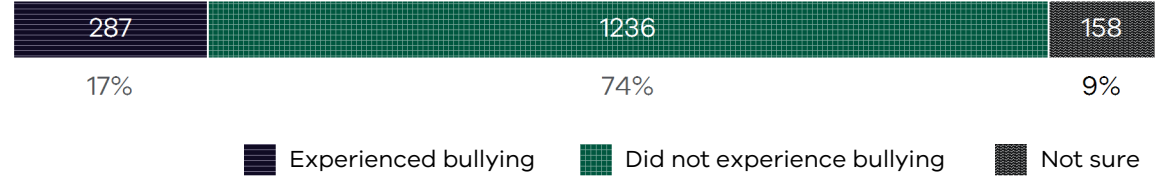
If you experienced bullying, what type of bullying did you experience?	You 2021	You 2022	Comparator 2022	Public sector 2022
Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)	75%	74%	71%	70%
Exclusion or isolation	40%	40%	38%	42%
Intimidation and/or threats	33%	27%	31%	31%
Withholding essential information for me to do my job	24%	26%	23%	28%
Verbal abuse	21%	18%	22%	20%
Other	11%	16%	15%	15%
Being assigned meaningless tasks unrelated to the job	15%	13%	12%	12%
Being given impossible assignment(s)	8%	8%	8%	9%
Interference with my personal property and/or work equipment	4%	5%	4%	4%

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People outcomes

Telling someone about the bullying

What this is

This is if staff told someone when they experienced bullying.

Why this is important

By understanding how staff report bullying, organisations can plan how to support and protect staff.

How to read this

In the survey, we asked staff to tell us if they'd experienced bullying at work.

If they did, they could tell us with one or more answers who they told about it.

In descending order, the table shows the answers.

Example

17% of your staff who did the survey said they experienced bullying, of which

- 47% said the top way they reported the bullying was 'Told a manager'.
- 97% said they didn't submit a formal complaint.

Have you experienced bullying at work in the last 12 months?

287	1236	158
17%	74%	9%

■ Experienced bullying ■ Did not experience bullying ■ Not sure
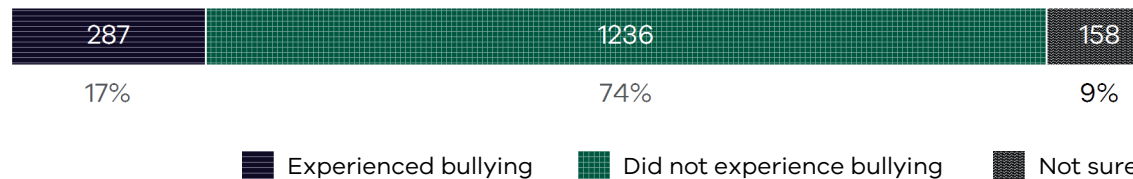
Did you tell anyone about the bullying?	You 2021	You 2022	Comparator 2022	Public sector 2022
Told a manager	41%	47%	47%	48%
Told a colleague	50%	46%	43%	41%
Told a friend or family member	36%	36%	37%	36%
Told the person the behaviour was not OK	16%	15%	18%	17%
I did not tell anyone about the bullying	13%	13%	11%	12%
Told Human Resources	7%	10%	10%	12%
Told someone else	13%	9%	13%	12%
Submitted a formal complaint	5%	3%	12%	11%
Told employee assistance program (EAP) or peer support	4%	3%	8%	9%

People outcomes

Bullying - reasons for not submitting a formal complaint

What this is

This is why staff who experienced bullying chose not to submit a formal complaint.

Why this is important

By understanding this, organisations can plan how to support staff.

How to read this

In the survey, we asked staff to tell us if they'd experienced bullying at work. We then asked them if they submitted a formal complaint. If they didn't, they could tell us with one or more answers why not. In descending order, the table shows the top 10 answers.

Example

97% of your staff who experienced bullying did not submit a formal complaint, of which:

- 55% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal complaint?

10	277
3%	97%

■ Submitted formal complaint   ■ Did not submit a formal complaint
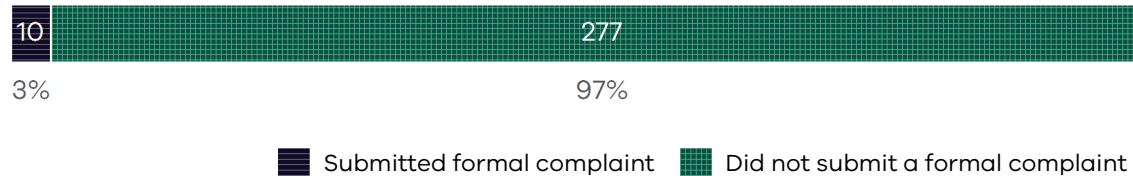
What was your reason for not submitting a formal complaint?	You 2021	You 2022	Comparator 2022	Public sector 2022
I didn't think it would make a difference	60%	55%	52%	52%
I believed there would be negative consequences for my reputation	53%	52%	47%	49%
I believed there would be negative consequences for my career	41%	42%	33%	37%
I didn't think it was serious enough	19%	20%	17%	16%
I didn't feel safe to report the incident	16%	16%	18%	18%
I believed there would be negative consequences for the person I was going to complain about	10%	12%	11%	9%
I thought the complaint process would be embarrassing or difficult	16%	12%	12%	12%
Other	9%	10%	11%	11%
I was advised not to	6%	8%	5%	5%
I didn't know how to make a complaint	6%	6%	6%	5%

People outcomes

Perpetrators of bullying

What this is

This is who staff have said are responsible for bullying.

Why this is important

Understanding where bullying happens means organisations can work out what action to take.

How to read this

In this year's survey, 17% of your staff said they experienced bullying.

If they did, they could tell us with one or more answers who the perpetrator was.

In descending order, the bar chart shows the perpetrators with the largest number of responses.

Each row is one perpetrator or group of perpetrators.

Example

17% of your staff who did the survey said they experienced bullying.

Of that 17%, 48% said it was by 'Colleague'.

287 people (17% of staff) experienced bullying (You 2022)
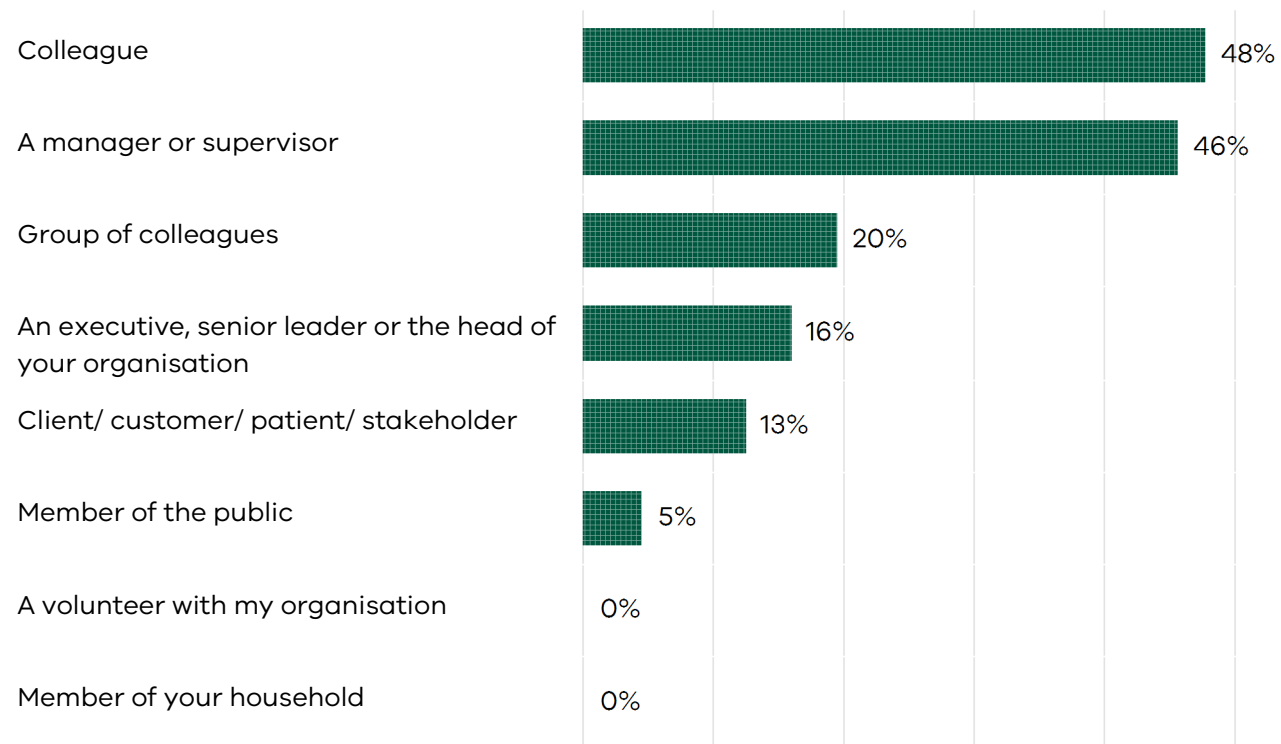
Perpetrator	Percentage
Colleague	48%
A manager or supervisor	46%
Group of colleagues	20%
An executive, senior leader or the head of your organisation	16%
Client/ customer/ patient/ stakeholder	13%
Member of the public	5%
A volunteer with my organisation	0%
Member of your household	0%

People outcomes

Relationship to perpetrator

What this is

This provides further detail on who staff have said are responsible for bullying within your organisation.

Why this is important

Understanding where bullying happens means organisations can work out what action to take.

How to read this

In this year's survey, 17% of your staff said they experienced bullying.

If they experienced bullying from within the organisation, they could tell us their relationship to the perpetrator.

The bar chart shows, in descending order, how many employees linked the bullying to different workplace relationships.

Example

17% of your staff who did the survey said they experienced bullying.

Of that 17%, 97% said it was by someone within the organisation.

Of that 97%, 58% said it was 'They were in my workgroup'.

279 people (97% of staff who experienced bullying) experienced bullying from within your organisation (You 2022)

They were in my workgroup	58%
They were my immediate manager or supervisor	37%
They were outside my workgroup	21%
They were someone I supervise or manage	7%
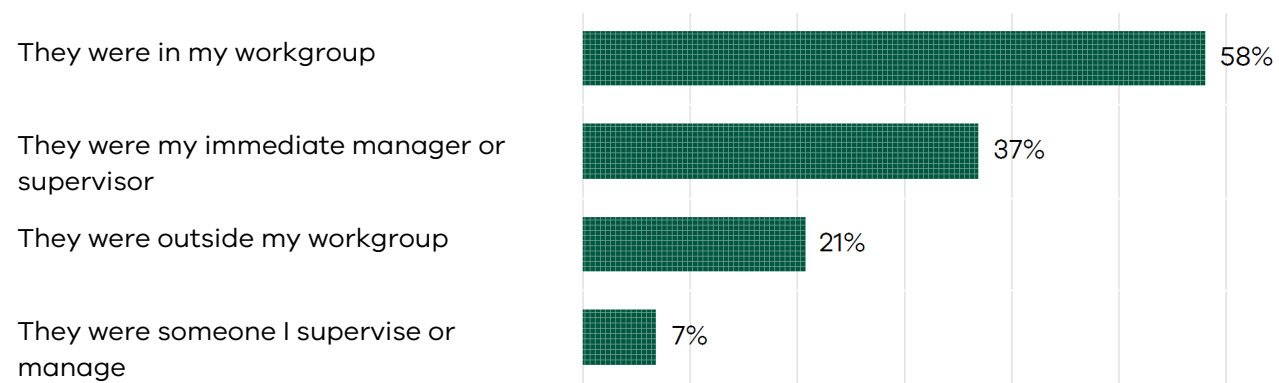
People outcomes

Sexual harassment

What this is

This is non-consensual or unwelcome sexual behaviour that could cause an employee to feel offended, humiliated or intimidated.

Why this is important

Sexual harassment can have an immediate and long-term negative impact on those involved, including those who witness sexual harassment.

How to read this

In the survey, we asked staff to tell us if they'd experienced sexual harassment at work.

If they did, they could tell us with one or more answers what they experienced.

In descending order, the table shows the top 10 answers.

Example

9% of your staff who did the survey said they experienced sexual harassment.

Of those, 56% said the top type was 'Intrusive questions about your private life or comments about your physical appearance'.

Have you experienced sexual harassment at work in the last 12 months?

158	1523
9%	91%

- ■ Experienced sexual harassment
- ▦ Did not experience sexual harassment
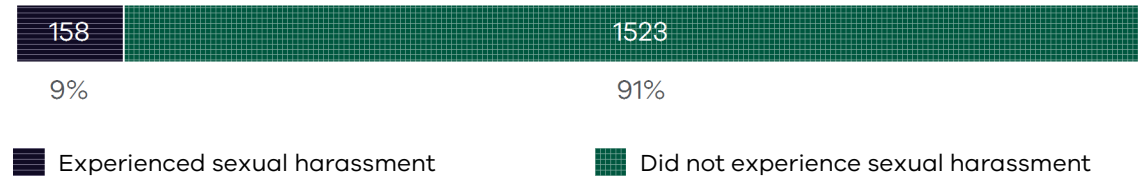
Behaviours reported	You 2021	You 2022	Comparator 2022	Public sector 2022
Intrusive questions about your private life or comments about your physical appearance	58%	56%	50%	48%
Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)	50%	53%	54%	53%
Inappropriate physical contact (including momentary or brief physical contact)	31%	28%	24%	20%
Inappropriate staring or leering that made you feel intimidated	17%	16%	18%	16%
Unwelcome touching, hugging, cornering or kissing	16%	16%	20%	16%
Sexual gestures, indecent exposure or inappropriate display of the body	10%	12%	12%	8%
Any other unwelcome conduct of a sexual nature	5%	6%	8%	7%
Repeated or inappropriate invitations to go out on dates	3%	4%	4%	4%
Request or pressure for sex or other sexual acts	1%	3%	2%	2%
Sexually explicit email or SMS message	1%	1%	0%	1%

People outcomes

Response to sexual harassment

What this is

This is how staff responded when they experienced sexual harassment.

Why this is important

How staff respond when they experience sexual harassment may help organisations work out what action they need to take.

How to read this

In the survey, we asked staff to tell us if they'd experienced sexual harassment at work.

If they did, they could tell us with one or more answers how they responded.

In descending order, the table shows the top 10 responses.

Example

9% of your staff who did the survey said they experienced sexual harassment.

Of those, 41% said their top response was 'Tried to laugh it off or forget about it'.

Have you experienced sexual harassment at work in the last 12 months?

158	1523
9%	91%

- ■ Experienced sexual harassment
- ▧ Did not experience sexual harassment
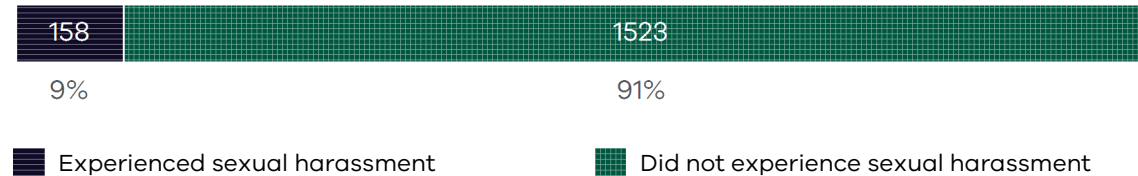
When the harassment happened to you, did you respond in any of the following ways?	You 2021	You 2022	Comparator 2022	Public sector 2022
Tried to laugh it off or forget about it	50%	41%	35%	36%
Avoided the person(s) by staying away from them	40%	39%	33%	33%
Told the person the behaviour was not OK	39%	39%	41%	33%
Pretended it didn't bother you	41%	35%	40%	41%
Told a colleague	38%	30%	31%	27%
Told a manager	25%	23%	23%	20%
Told a friend or family member	29%	22%	21%	20%
Avoided locations where the behaviour might occur	13%	11%	13%	12%
Submitted a formal complaint	4%	6%	6%	5%
Took time off work	3%	5%	4%	5%

People outcomes

Sexual harassment - reasons for not submitting a formal complaint

What this is

This is why staff who experienced sexual harassment chose not to submit a formal complaint.

Why this is important

By understanding this, organisations can work out what action to take.

How to read this

In the survey, we asked staff to tell us if they'd experienced sexual harassment at work. We then asked them if they submitted a formal complaint. If they did not, they could tell us with one or more answers why not. In descending order, the table shows the top 10 answers.

Example

94% of your staff who experienced sexual harassment did not submit a formal complaint, of which:

- 53% said the top reason was 'I didn't think it was serious enough'.

Did you submit a formal complaint?
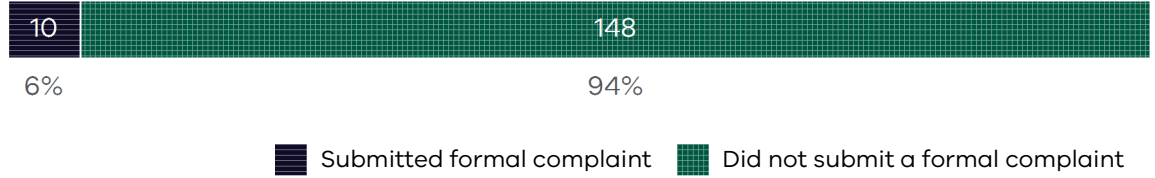
| 10 | 148 |
| 6% | 94% |

■ Submitted formal complaint   ■ Did not submit a formal complaint

What was your reason for not submitting a formal complaint?	You 2021	You 2022	Comparator 2022	Public sector 2022
I didn't think it was serious enough	53%	53%	49%	46%
I didn't think it would make a difference	45%	43%	40%	40%
I believed there would be negative consequences for my reputation	32%	20%	18%	25%
Other	12%	14%	11%	10%
I didn't need to because I made the harassment stop	12%	13%	12%	11%
I believed there would be negative consequences for the person I was going to complain about	14%	11%	10%	10%
I believed there would be negative consequences for my career	20%	11%	12%	17%
I thought the complaint process would be embarrassing or difficult	13%	9%	9%	10%
I didn't need to because I no longer had contact with the person(s) who harassed me	14%	9%	11%	9%
I didn't know who to talk to	7%	4%	3%	4%

People outcomes

Perpetrators of sexual harassment

What this is

This is who staff have said are responsible for sexual harassment.

Why this is important

Understanding where harassment happens means organisations can work out what action to take.

How to read this

In this year's survey, 9% of your staff said they experienced sexual harassment.

If they did, they could tell us with one or more answers who the perpetrator was.

In descending order, the bar chart shows the perpetrators with the largest number of responses.
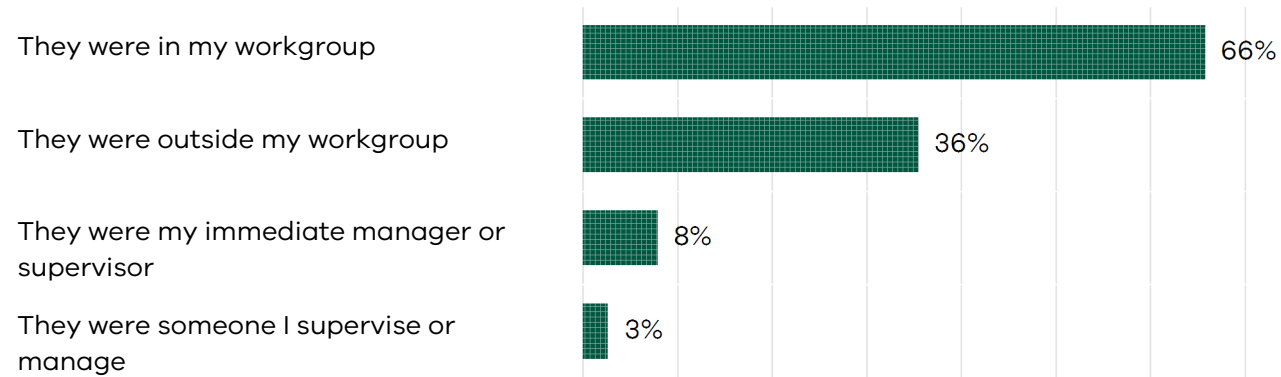
Each row is one perpetrator or group of perpetrators.

Example

9% of your staff who did the survey said they experienced sexual harassment.

Of that 9%, 60% said it was by 'Client/customer/patient/stakeholder'.

158 people (9% of staff) experienced sexual harassment (You2022)
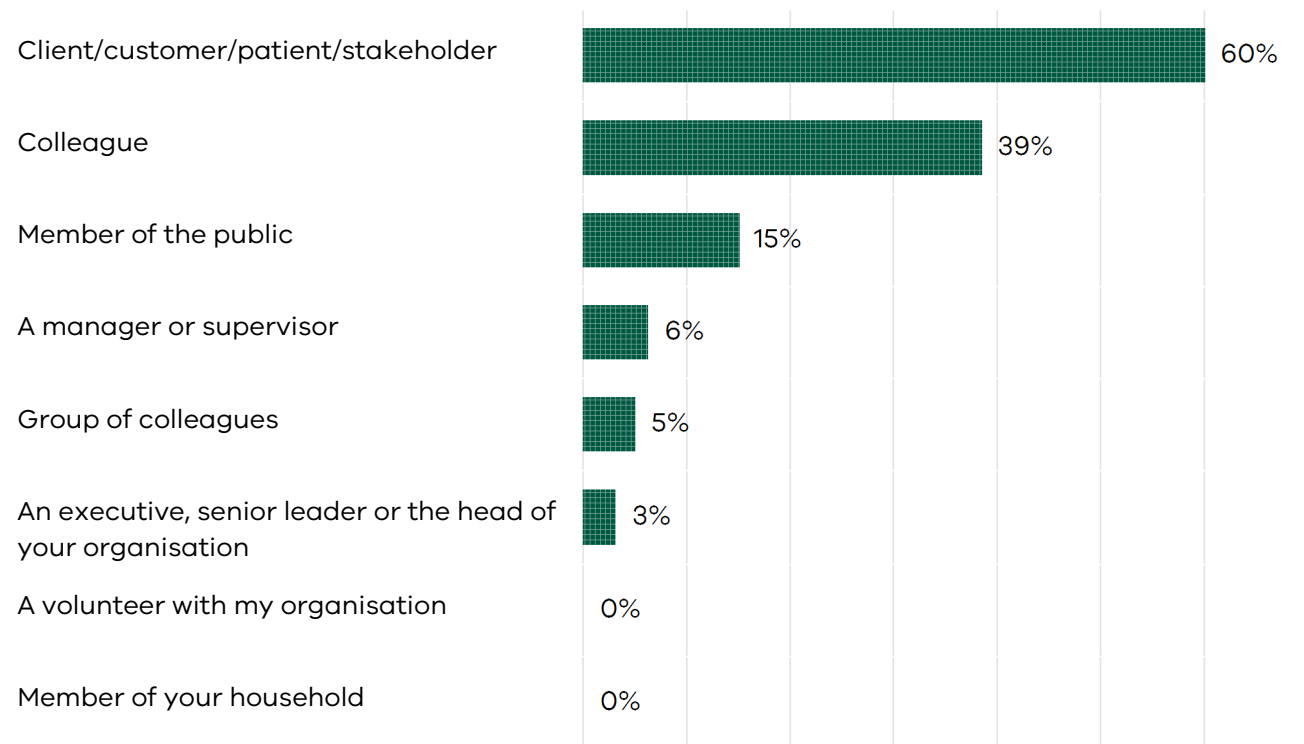
Perpetrator	Percentage
Client/customer/patient/stakeholder	60%
Colleague	39%
Member of the public	15%
A manager or supervisor	6%
Group of colleagues	5%
An executive, senior leader or the head of your organisation	3%
A volunteer with my organisation	0%
Member of your household	0%

People outcomes

Relationship to perpetrator

What this is

This provides further detail on who staff have said are responsible for sexual harassment within your organisation.

Why this is important

Understanding where sexual harassment happens means organisations can work out what action to take.

How to read this

In this year's survey, 9% of your staff said they experienced sexual harassment.

If they experienced sexual harassment from within the organisation, they could tell us their relationship to the perpetrator.

The bar chart shows, in descending order, how many employees linked the sexual harassment to different workplace relationships.

Example

9% of your staff who did the survey said they experienced sexual harassment.

Of that 9%, 48% said it was by someone within the organisation.

Of that 48%, 66% said it was 'They were in my workgroup'.

76 people (48% of staff who experienced harassment) experienced harassment from within your organisation (You 2022)

Relationship	Percentage
They were in my workgroup	66%
They were outside my workgroup	36%
They were my immediate manager or supervisor	8%
They were someone I supervise or manage	3%

People outcomes

Discrimination

What this is

Discrimination is when a person treats, or proposes to treat, a person unfavourably because of their personal characteristics, such as their age or gender, or other attributes.

Why this is important

Staff expect to have a safe and inclusive working environment to work in that is free of discrimination.

How to read this

In the survey, we asked staff to tell us if they'd experienced discrimination.

If they did, they could tell us with one or more answers what attributes the discrimination was based on.

In descending order, the table shows the top 10 answers.

Example

6% of your staff who did the survey said they experienced discrimination.

Of that 6%, 31% said it was 'Employment activity'.

Have you experienced discrimination at work?

108	1365	208
6%	81%	12%

■ Experienced discrimination ▦ Did not experience discrimination ▨ Not sure

Why were you discriminated against?	You 2021	You 2022	Comparator 2022	Public sector 2022
Employment activity	28%	31%	31%	30%
Race	25%	30%	23%	16%
Age	14%	27%	25%	28%
Parent or carer status (including pregnancy and breastfeeding)	21%	17%	14%	13%
Sex	11%	14%	16%	18%
Disability	0%	9%	8%	8%

People outcomes

Type of discrimination

What this is

This is what types of discrimination staff report experiencing in their organisation.

Why this is important

Understanding what types of discrimination happen means an organisation can work out what action to take.

How to read this

In the survey, we asked staff to tell us if they'd experienced discrimination.

If they did, they could tell us with one or more answers what they experienced.

In descending order, the table shows the top 10 types.

Example

6% of your staff who did the survey said they experienced discrimination.

Of that 6%, 36% said it was 'Opportunities for promotion'.

Have you experienced discrimination at work in the last 12 months?

108	1365	208
6%	81%	12%

■ Experienced discrimination ▦ Did not experience discrimination ▨ Not sure

If you experienced discrimination, what type of discrimination did you experience?	You 2021	You 2022	Comparator 2022	Public sector 2022
Opportunities for promotion	29%	36%	33%	36%
Other	39%	36%	40%	39%
Denied flexible work arrangements or other adjustments	25%	31%	26%	22%
Opportunities for training	26%	25%	23%	22%
Access to leave	3%	12%	12%	9%
Employment security - threats of dismissal or termination	14%	12%	12%	14%
Pay or conditions offered by employer	7%	9%	11%	11%
Opportunities for transfer/secondment	12%	5%	9%	12%

People outcomes

Telling someone about the discrimination

What this is

This is who staff told about the discrimination they experienced.

Why this is important

Understanding who staff tell about their discrimination can inform how organisations can support staff.

How to read this

In the survey, we asked staff to tell us if they'd experienced discrimination.

If they did, they could tell us with one or more answers who they told.

In descending order, the table shows the answers.

Example

6% of your staff who did the survey said they experienced discrimination, of which

- 45% said the top way they reported the discrimination was 'Told a colleague'.
- 99% said they didn't submit a formal complaint.

Have you experienced discrimination at work in the last 12 months?

108	1365	208
6%	81%	12%

■ Experienced discrimination　■ Did not experience discrimination　■ Not sure
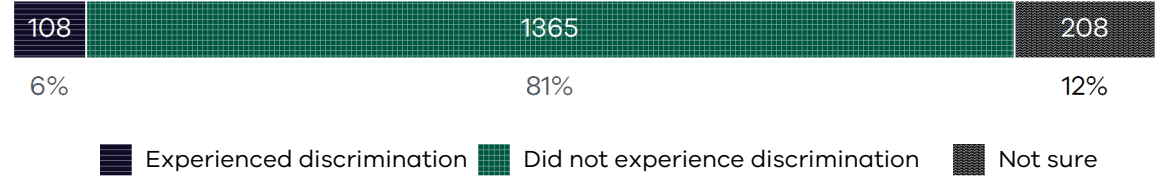
Did you tell anyone about the discrimination?	You 2021	You 2022	Comparator 2022	Public sector 2022
Told a colleague	42%	45%	38%	37%
Told a friend or family member	36%	36%	36%	34%
Told a manager	21%	27%	24%	28%
I did not tell anyone about the discrimination	23%	20%	24%	24%
Told someone else	15%	10%	15%	14%
Told the person the behaviour was not OK	9%	7%	10%	9%
Told Human Resources	8%	5%	10%	11%
Told employee assistance program (EAP) or peer support	1%	4%	7%	8%
Submitted a formal complaint	5%	1%	8%	8%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Discrimination - reasons for not submitting a formal complaint

What this is

This is why staff who experienced discrimination chose not to submit a formal complaint.

Why this is important

By understanding this, organisations can work out what action to take.

How to read this

In the survey, we asked staff to tell us if they'd experienced discrimination at work. We then asked them if they submitted a formal complaint. If they did not, they could tell us with one or more answers why not. In descending order, the table shows the top 10 answers.

Example

99% of your staff who experienced discrimination did not submit a formal complaint, of which:

- 64% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal complaint?

1	107
1%	99%

■ Submitted formal complaint ■ Did not submit a formal complaint
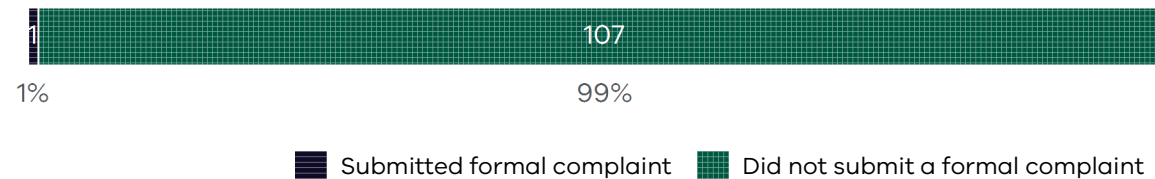
What was your reason for not submitting a formal complaint?	You 2021	You 2022	Comparator 2022	Public sector 2022
I didn't think it would make a difference	60%	64%	60%	59%
I believed there would be negative consequences for my reputation	58%	55%	47%	50%
I believed there would be negative consequences for my career	45%	52%	45%	49%
I didn't feel safe to report the incident	21%	21%	20%	19%
I didn't think it was serious enough	19%	17%	15%	13%
I thought the complaint process would be embarrassing or difficult	15%	17%	11%	12%
I didn't know who to talk to	12%	14%	8%	7%
I believed there would be negative consequences for the person I was going to complain about	11%	7%	8%	8%
Other	10%	7%	8%	8%
I didn't know how to make a complaint	5%	7%	5%	5%

People outcomes

Perpetrators of discrimination

What this is

This is who staff have said are responsible for discrimination.

Why this is important

Understanding where discrimination happens means organisations can work out what action to take.

How to read this

In this year's survey, 6% of your staff said they experienced discrimination.

If they did, they could tell us with one or more answers who the perpetrator was.

In descending order, the bar chart shows the perpetrators with the largest number of responses.
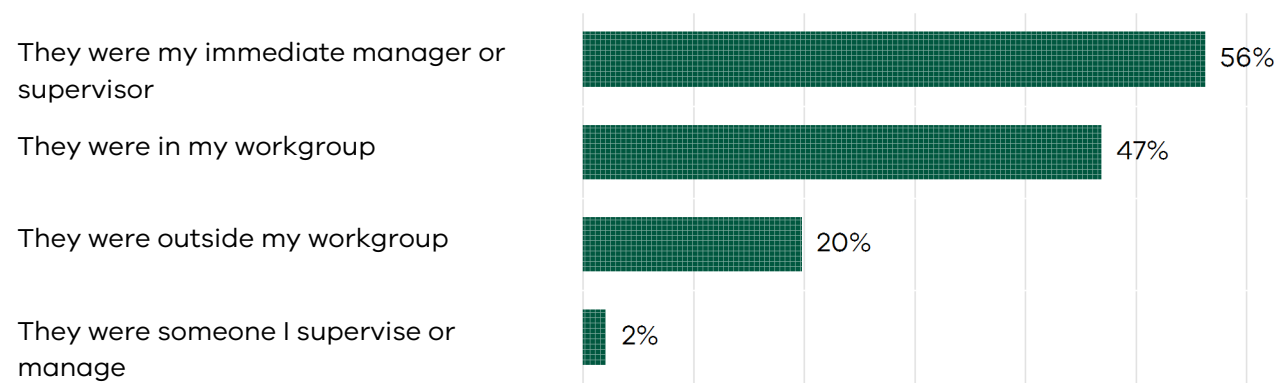
Each row is one perpetrator or group of perpetrators.

Example

6% of your staff who did the survey said they experienced discrimination.

Of that 6%, 70% said it was by 'A manager or supervisor'.

108 people (6% of staff) experienced discrimination (You 2022)
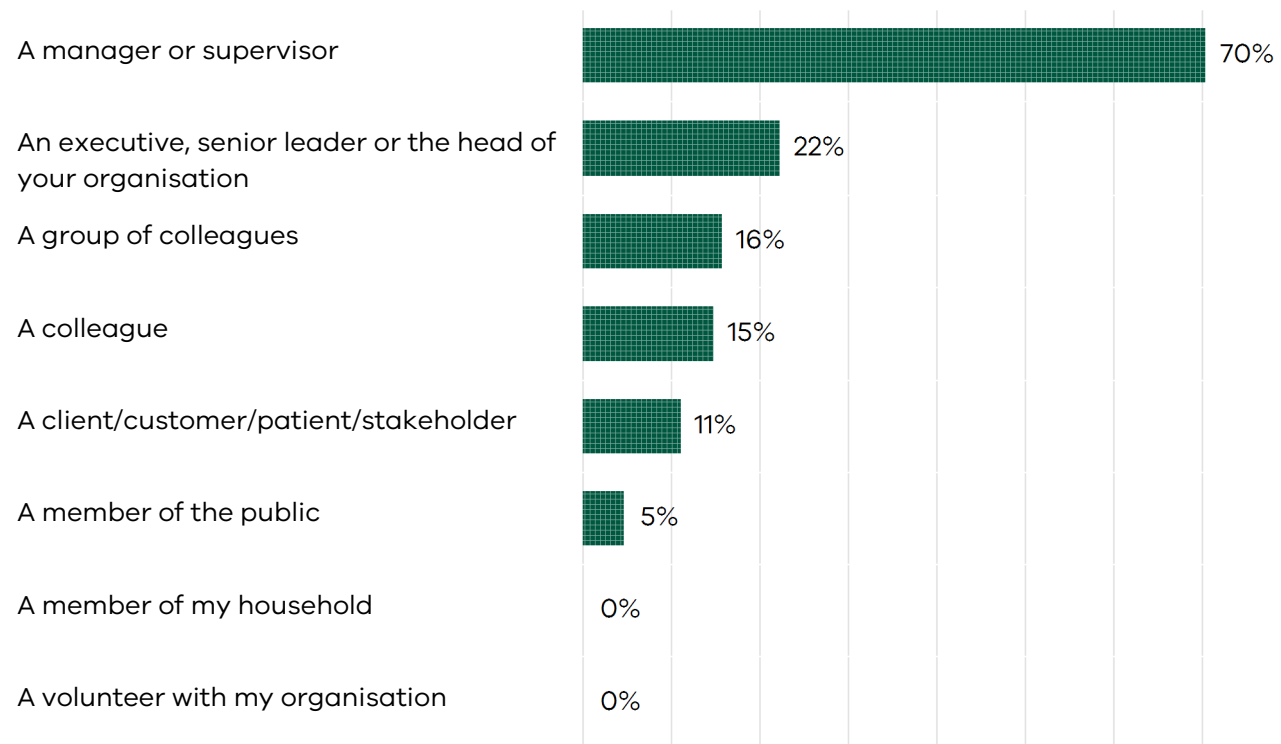
Perpetrator	Percentage
A manager or supervisor	70%
An executive, senior leader or the head of your organisation	22%
A group of colleagues	16%
A colleague	15%
A client/customer/patient/stakeholder	11%
A member of the public	5%
A member of my household	0%
A volunteer with my organisation	0%

People outcomes

Relationship to perpetrator

What this is

This provides further detail on who staff have said are responsible for discrimination within your organisation.

Why this is important

Understanding where discrimination happens means organisations can work out what action to take.

How to read this

In this year's survey, 6% of your staff said they experienced discrimination.

If they experienced discrimination from within the organisation, they could tell us their relationship to the perpetrator.

The bar chart shows, in descending order, how many employees linked the discrimination to different workplace relationships.

Example

6% of your staff who did the survey said they experienced discrimination.

Of that 6%, 89% said it was by someone within the organisation.

Of that 89%, 56% said it was 'They were my immediate manager or supervisor'.

96 people (89% of staff who experienced discrimination) experienced discrimination from within your organisation (You 2022)

They were my immediate manager or supervisor	56%
They were in my workgroup	47%
They were outside my workgroup	20%
They were someone I supervise or manage	2%

Negative behaviour

Violence and aggression

What this is

This is when staff are abused, threatened or assaulted in a situation related to their work.

Why this is important

Violence and aggression can have an immediate and long-term negative impact of those involved, including those who witness violence and aggression.

How to read this

In the survey, we asked staff to tell us if they'd experienced violence or aggression.

If they did, they could tell us with one or more answers what they experienced.

In descending order, the table shows the answers.

Example

30% of your staff who did the survey said they experienced violence or aggression.

Of that 30%, 90% said it was from 'Abusive language'.

Have you experienced violence or aggression at work in the last 12 months?

511	1122	48
30%	67%	3%

■ Experienced violence or aggression ■ Did not experience violence or aggression ▦ Not sure

If you experienced violence or aggression, what type did you experience?	You 2021	You 2022	Comparator 2022	Public sector 2022
Abusive language	91%	90%	86%	82%
Intimidating behaviour	69%	72%	70%	68%
Threats of violence	43%	46%	40%	37%
Physical assault (e.g. spitting, hitting, punching, pushing, tripping, grabbing, throwing objects)	30%	37%	31%	28%
Damage to my property or work equipment	8%	10%	10%	8%
Other	2%	2%	3%	4%
Stalking, including cyber-stalking	0%	1%	1%	1%

Victorian Public Sector Commission

VICTORIA State Government

Negative behaviour

Telling someone about violence and aggression

What this is

This is who staff told about what violence and aggression they experienced.

Why this is important

Understanding this means organisations can plan how to support and protect staff.

How to read this

In the survey, we asked staff to tell us if they'd experienced violence or aggression.

If they did, they could tell us with one or more answers who they told.

In descending order, the table shows the answers.

Example

30% of your staff who did the survey said they experienced violence or aggression, fo which

- 56% said the top way they reported the violence or agression was 'Told a manager'
- 64% said they didn't submit a formal incident report.

Have you experienced violence or aggression at work in the last 12 months?

511	1122	48
30%	67%	3%

■ Experienced violence or aggression ■ Did not experience violence or aggression ▦ Not sure
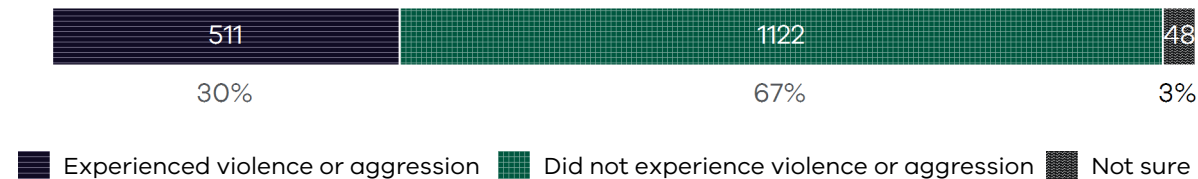
Did you tell anyone about the incident?	You 2021	You 2022	Comparator 2022	Public sector 2022
Told a manager	48%	56%	56%	56%
Told a colleague	52%	52%	50%	47%
Told the person the behaviour was not OK	34%	38%	39%	34%
Submitted a formal incident report	31%	36%	34%	32%
Told a friend or family member	20%	21%	22%	20%
Told someone else	7%	7%	6%	6%
I did not tell anyone about the incident(s)	10%	6%	6%	7%
Told employee assistance program (EAP) or peer support	1%	1%	3%	4%
Told Human Resources	1%	1%	2%	4%

Negative behaviour

Violence and aggression - reasons for not submitting a formal incident report

What this is

This is why staff who experienced violence or aggression chose not to submit a formal incident report.

Why this is important

By understanding this, organisations can work out what action to take.

How to read this

In the survey, we asked staff to tell us if they'd experienced violence or aggression at work. We then asked them if they submitted a formal incident report. If they did not, they could tell us with one or more answers why not. In descending order, the table shows the top 10 answers.

Example

64% of your staff who experienced violence or aggression did not submit a formal incident report, of which:

- 43% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal incident report?

183	328
36%	64%

■ Submitted formal incident report ■ Did not submit a formal incident report

What was your reason for not submitting a formal incident report?	You 2021	You 2022	Comparator 2022	Public sector 2022
I didn't think it would make a difference	46%	43%	39%	40%
I didn't think it was serious enough	39%	37%	34%	32%
Other	24%	20%	22%	20%
I didn't need to because I made the violence or aggression stop	15%	15%	17%	15%
I didn't need to because I no longer had contact with the person(s) who was aggressive or violent to me	14%	15%	18%	16%
I believed there would be negative consequences for my reputation	10%	9%	10%	14%
I believed there would be negative consequences for my career	6%	5%	7%	10%
I didn't know how to make a complaint	4%	5%	4%	4%
I believed there would be negative consequences for the person I was going to complain about	4%	4%	3%	4%
I thought the complaint process would be embarrassing or difficult	3%	4%	3%	4%

Negative behaviour

Perpetrators of violence and aggression

What this is

This is who staff have said are responsible for violence and aggression.

Why this is important

Understanding this means organisations can plan how to support and protect staff.

How to read this

In the survey, we asked staff to tell us if they'd experienced violence or aggression.

If they did, they could tell us with one or more answers who the perpetrator was.

In descending order, the bar chart shows the perpetrators with the largest number of responses.

Each row is one perpetrator or a group of perpetrators.

Example

30% of your staff who did the survey said they experienced violence or aggression.

Of that 30%, 88% said it was 'Client/ customer/ patient/ stakeholder'.

511 people (30% of staff) experienced violence or aggression (You2022)
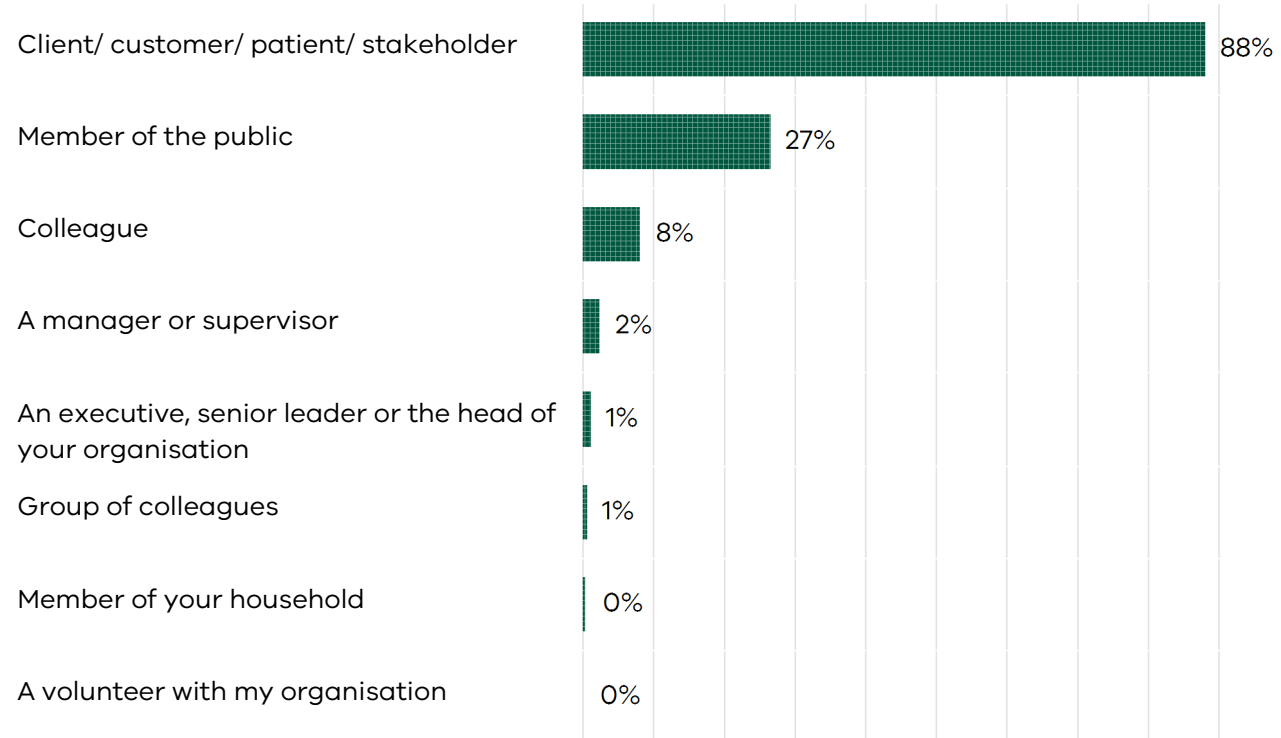
Perpetrator	Percentage
Client/ customer/ patient/ stakeholder	88%
Member of the public	27%
Colleague	8%
A manager or supervisor	2%
An executive, senior leader or the head of your organisation	1%
Group of colleagues	1%
Member of your household	0%
A volunteer with my organisation	0%

People outcomes

Relationship to perpetrator

What this is

This provides further detail on who staff have said are responsible for violence or aggression within your organisation.

Why this is important

Understanding where violence or aggression happens means organisations can work out what action to take.

How to read this

In this year's survey, 30% of your staff said they experienced violence or aggression.

If they experienced violence or aggression from within the organisation, they could tell us their relationship to the perpetrator.

The bar chart shows, in descending order, how many employees linked the violence or aggression to different workplace relationships.

Example

30% of your staff who did the survey said they experienced violence or aggression.

Of that 30%, 11% said it was by someone within the organisation.

Of that 11%, 59% said it was 'They were in my workgroup'.

54 people (11% of staff who experienced violence or aggression) experienced violence or aggression from within your organisation (You2022)

They were in my workgroup	59%
They were outside my workgroup	30%
They were my immediate manager or supervisor	20%
They were someone I supervise or manage	13%
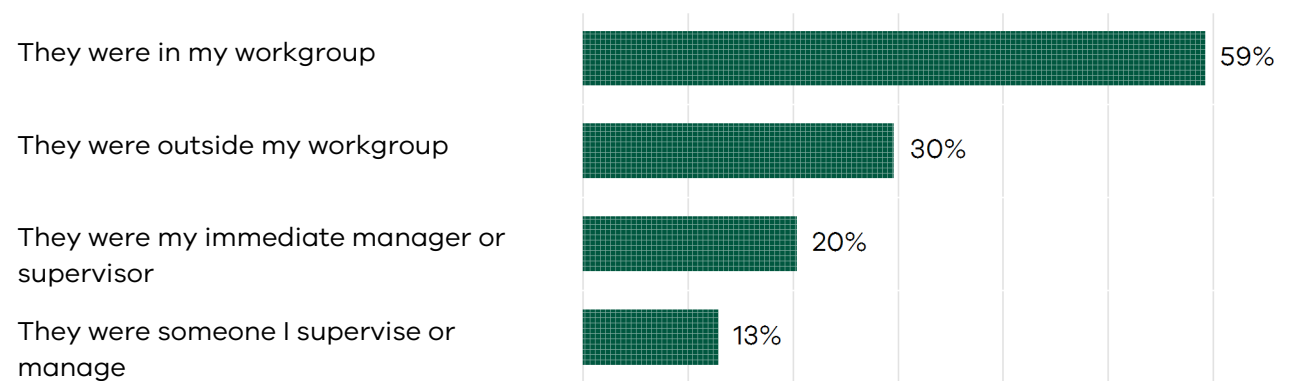
People outcomes

Negative behaviour — satisfaction with making a formal complaint

What this is

This is how satisfied a staff member was with how your organisation managed their complaint.

Why this is important

When staff submit a formal complaint for negative behaviours, they should feel your organisation will manage it effectively and professionally.

How to read this

Under 'Your results', see results for each question in descending order by yes.

Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

57% of staff who did the survey were satisfied with the way your organisation handled their formal 'Violence or aggression' complaint.

Survey question

Were you satisfied with the way your formal complaint was handled

	No		Don't know
	Yes		
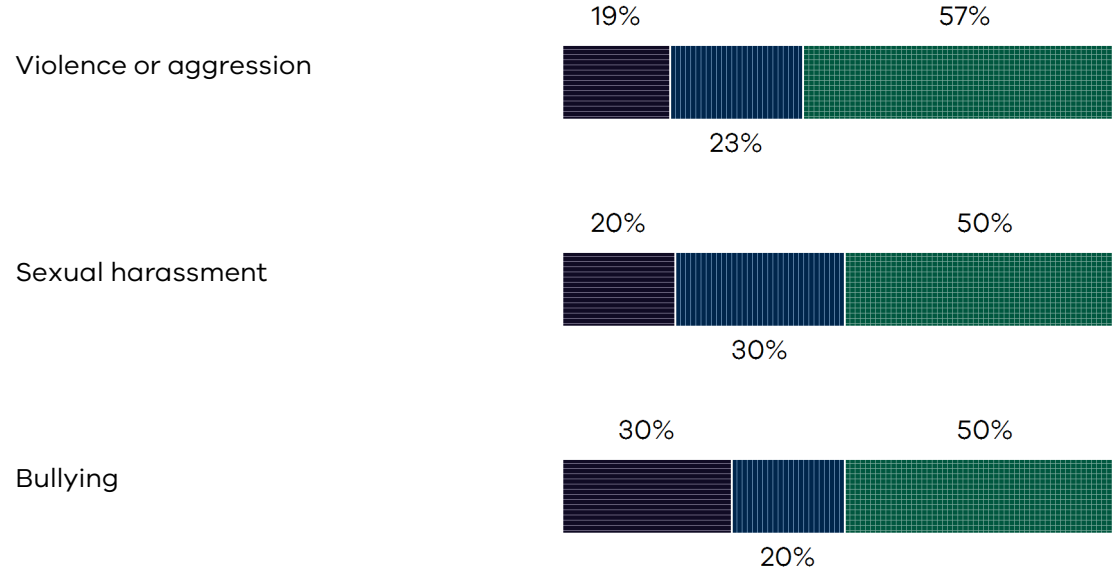
Your results

Violence or aggression
19%   57%
23%

Sexual harassment
20%   50%
30%

Bullying
30%   50%
20%

Benchmark satisfied results

	You		Comparator		
	2021	2022	Lowest	Average	Highest
Violence or aggression	59 %	57 %	27 %	56 %	64 %
Sexual harassment	Not asked	50 %	0 %	54 %	72 %
Bullying	13 %	50 %	0 %	26 %	64 %

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Key differences

Highest scoring questions

What this is

These are the questions your organisation had the highest agreement or satisfaction with in 2022.

How to read this

Use this data to see where your organisation has the highest agreement or satisfaction with questions from the 2022 survey.

In this table, your score for this year is shown in the 'you 2022 column'.

You can also compare your 2022 scores against your 2021 scores and your 2022 comparator group.

Example

On the first row 'Job enrichment', the 'You 2022' column shows 94% of your staff agreed with 'I can use my skills and knowledge in my job'.
This question was not asked in 2021.

Question group	Highest scoring questions	You 2022	Change from 2021	Comparator 2022
Job enrichment	I can use my skills and knowledge in my job	94%	Not asked in 2021	93%
Meaningful work	I can make a worthwhile contribution at work	93%	Not asked in 2021	93%
Meaningful work	I achieve something important through my work	92%	+6%	92%
Job enrichment	I understand how my job helps my organisation achieve it's goals	92%	Not asked in 2021	92%
Job enrichment	I clearly understand what I am expected to do in this job	87%	+4%	90%
Collaboration	I am able to work effectively with others outside my immediate workgroup	84%	-5%	86%
Meaningful work	I get a sense of accomplishment from my work	83%	+2%	85%
Manager leadership	My manager treats employees with dignity and respect	82%	0%	84%
Safe to speak up	I feel culturally safe at work	82%	+4%	84%
Organisational integrity	My organisation encourages employees to act in ways that are consistent with human rights	81%	+1%	84%

Key differences

Lowest scoring questions

What this is

These are the questions your organisation had the lowest agreement or satisfaction with in 2022.

How to read this

Use this data to see where your organisation has the lowest agreement or satisfaction with questions from the 2022 survey.

In this table, your score for this year is shown in the 'you 2022 column'.

You can also compare your 2022 scores against your 2021 scores and your 2022 comparator group.

Example

On the first row 'Taking action', the 'You 2022' column shows 26% of your staff agreed with 'My organisation has made improvements based on the survey results from last year'.
This question was not asked in 2021.

Question subgroup	Lowest scoring questions	You 2022	Change from 2021	Comparator 2022
Taking action	My organisation has made improvements based on the survey results from last year	26%	Not asked in 2021	27%
Safety climate	All levels of my organisation are involved in the prevention of stress	38%	+1%	43%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	40%	-9%	51%
Taking action	I believe my organisation will make improvements based on the results of this survey	42%	Not asked in 2021	47%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	42%	-3%	50%
Organisational integrity	I believe the promotion processes in my organisation are fair	43%	Not asked in 2021	47%
Organisational integrity	I have an equal chance at promotion in my organisation	47%	Not asked in 2021	51%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	47%	+4%	51%
Learning and development	I am satisfied with the opportunities to progress in my organisation	48%	Not asked in 2021	54%
Workload	I have enough time to do my job effectively	50%	+1%	51%

Key differences

Most improved

What this is

This is where staff feel their organisation has most improved.

How to read this

Use this data to see if your organisation has a developing or changing trend.

In this table, your trend is shown in the 'Increase from 2021' column.

When you use this data, focus on the increase instead of individual numbers.

This is because the increase from 2021 shows you where the most positive changes are happening in your organisation.

Example

On the first row 'Senior leadership', the 'You 2022' column shows 63% of your staff agreed with 'Senior leaders demonstrate honesty and integrity'.
In the 'Increase from 2021' column, you have a 6% increase, which is a positive trend.

Question group	Most improved from last year	You 2022	Increase from 2021	Comparator 2022
Senior leadership	Senior leaders demonstrate honesty and integrity	63%	+6%	63%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	52%	+6%	56%
Meaningful work	I achieve something important through my work	92%	+6%	92%
Workgroup support	People in my workgroup are politically impartial in their work	74%	+6%	72%
Senior leadership	Senior leaders provide clear strategy and direction	61%	+5%	62%
Safe to speak up	I feel culturally safe at work	82%	+4%	84%
Job enrichment	I clearly understand what I am expected to do in this job	87%	+4%	90%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	47%	+4%	51%
Collaboration	Workgroups across my organisation willingly share information with each other	62%	+4%	66%
Safe to speak up	I feel safe to challenge inappropriate behaviour at work	64%	+4%	66%

Key differences

Most declined

What this is

This is where staff feel their organisation has most declined.

How to read this

Use this data to see if your organisation has a developing or changing trend.

In this table, your trend is shown in the 'Decrease from 2021' column.

When you use this data, focus on the decrease instead of individual numbers.

This is because the decrease from 2021 shows you where the most negative changes are happening in your organisation.

Example

On the first row 'Engagement', the 'You 2022' column shows 65% of your staff agreed with 'I would recommend my organisation as a good place to work'.
In the 'Decrease from 2021' column, you have a 10% decrease, which is a negative trend.

Question subgroup	Largest decline from last year	You 2022	Decrease from 2021	Comparator 2022
Engagement	I would recommend my organisation as a good place to work	65%	-10%	70%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	40%	-9%	51%
Engagement	I feel a strong personal attachment to my organisation	60%	-9%	63%
Patient safety climate	This health service does a good job of training new and existing staff	52%	-8%	58%
Engagement	I am proud to tell others I work for my organisation	78%	-8%	78%
Patient safety climate	I would recommend a friend or relative to be treated as a patient here	74%	-7%	75%
Patient safety climate	Patient care errors are handled appropriately in my work area	65%	-7%	68%
Learning and development	My organisation places a high priority on the learning and development of staff	56%	-6%	60%
Innovation	My workgroup is quick to respond to opportunities to do things better	64%	-6%	67%
Collaboration	I am able to work effectively with others outside my immediate workgroup	84%	-5%	86%

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Key differences

Biggest positive difference from comparator

What this is

This is where your staff have agreed more to a question compared to staff at similar organisations.

How to read this

Use this data to see where your organisation has the biggest positive difference with questions from the 2022 survey compared to your comparator group.

In this table, the difference to your comparator is shown in the 'difference' column.

Example

On the first row 'Workgroup support', the 'You 2022' column shows 74% of your staff agreed with 'People in my workgroup are politically impartial in their work'.

The 'difference' column, shows that agreement for this question was 2 percentage points higher in your organisation than in your comparator.

Question group	Biggest positive difference from comparator	You 2022	Difference	Comparator 2022
Workgroup support	People in my workgroup are politically impartial in their work	74%	+2%	72%
Quality service delivery	My workgroup provides high quality advice and services	80%	+1%	79%
Organisational integrity	My organisation is committed to earning a high level of public trust	80%	+0%	80%
Job enrichment	I can use my skills and knowledge in my job	94%	+0%	93%
Engagement	I am proud to tell others I work for my organisation	78%	+0%	78%
Meaningful work	I achieve something important through my work	92%	+0%	92%
Meaningful work	I can make a worthwhile contribution at work	93%	+0%	93%

Key differences

Biggest negative difference from comparator

What this is

This is where your staff have agreed less to a question compared to staff at similar organisations.

How to read this

Use this data to see where your organisation has the biggest negative difference with questions from the 2022 survey compared to your comparator group.

In this table, the difference to your comparator is shown in the 'difference' column.

Example

On the first row 'Safety climate', the 'You 2022' column shows 40% of your staff agreed with 'My organisation has effective procedures in place to support employees who may experience stress'.

The 'difference' column, shows that agreement for this question was 11 percentage points lower in your organisation than in your comparator.

Question subgroup	Biggest negative difference from comparator	You 2022	Difference	Comparator 2022
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	40%	-11%	51%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	42%	-8%	50%
Organisational integrity	My organisation takes steps to eliminate bullying, harassment and discrimination	58%	-7%	66%
Patient safety climate	This health service does a good job of training new and existing staff	52%	-7%	58%
Patient safety climate	Trainees in my discipline are adequately supervised	57%	-7%	63%
Learning and development	I am satisfied with the way my learning and development needs have been addressed in the last 12 months	53%	-6%	59%
Safety climate	All levels of my organisation are involved in the prevention of stress	38%	-6%	43%
Taking action	I believe my organisation will make improvements based on the results of this survey	42%	-6%	47%
Satisfaction	How satisfied are you with your career development within your current organisation	55%	-5%	60%
Satisfaction	How satisfied are you with the work/life balance in your current job	58%	-5%	63%

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Taking action

What this is

This is how well staff feel their organisation takes action and makes improvements from your survey results.

Why this is important

If your organisation takes action as a result of survey results, your staff may feel their feedback is valuable.

How to read this

Under 'Your results', see results for each question in descending order by most agreed.

'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.

Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

42% of your staff who did the survey agreed or strongly agreed with 'I believe my organisation will make improvements based on the results of this survey'.

Survey question

Your results

	Disagree		Neither agree nor disagree
	Don't know		Agree

I believe my organisation will make improvements based on the results of this survey

21% 42%
37%

My organisation has made improvements based on the survey results from last year

34% 26%
15% 25%

Benchmark agree results
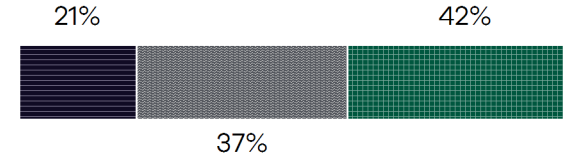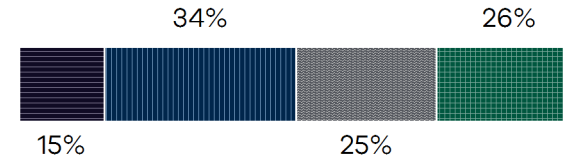
	You		Comparator		
	2021	2022	Lowest	Average	Highest
I believe my organisation will make improvements based on the results of this survey	Not asked	42 %	37 %	47 %	61 %
My organisation has made improvements based on the survey results from last year	Not asked	26 %	20 %	27 %	42 %

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Senior leadership

Senior leadership

What this is

This is how supported staff feel by senior leaders in their organisation and how well they believe senior leaders communicate.

Why this is important

Supportive senior leaders who communicate well mean staff may feel more connected to their work and organisation.

How to read this

Under 'Your results', see results for each question in descending order by most agreed.

'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.

Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

64% of your staff who did the survey agreed or strongly agreed with 'Senior leaders model my organisation's values'.

Survey question	Your results			Benchmark agree results				
				You		**Comparator**		
	Disagree	Neither agree nor disagree		2021	2022	Lowest	Average	Highest
	Don't know	Agree						
Senior leaders model my organisation's values	3% / 64% / 12% / 21%			62 %	64 %	54 %	65 %	86 %
Senior leaders demonstrate honesty and integrity	4% / 63% / 13% / 20%			57 %	63 %	51 %	63 %	81 %
Senior leaders provide clear strategy and direction	2% / 61% / 18% / 19%			55 %	61 %	52 %	62 %	80 %

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Organisational climate

Scorecard

What this is

This scorecard provides overall results for each factor in the organisation climate part of the survey's theoretical framework.

Why this is important

This page shows which factors are performing well and which factors you can look to improve.

How to read this

Each label represents a group of questions in the survey about organisational climate.

Each result is the overall percentage of positive responses for your organisation, comparator and public sector.

Example

In 2022:

- 73% of your staff who did the survey responded positively to questions about Collaboration which is down from 74% in 2021.

Compared to:

- 76% of staff at your comparator and 73% of staff across the public sector.
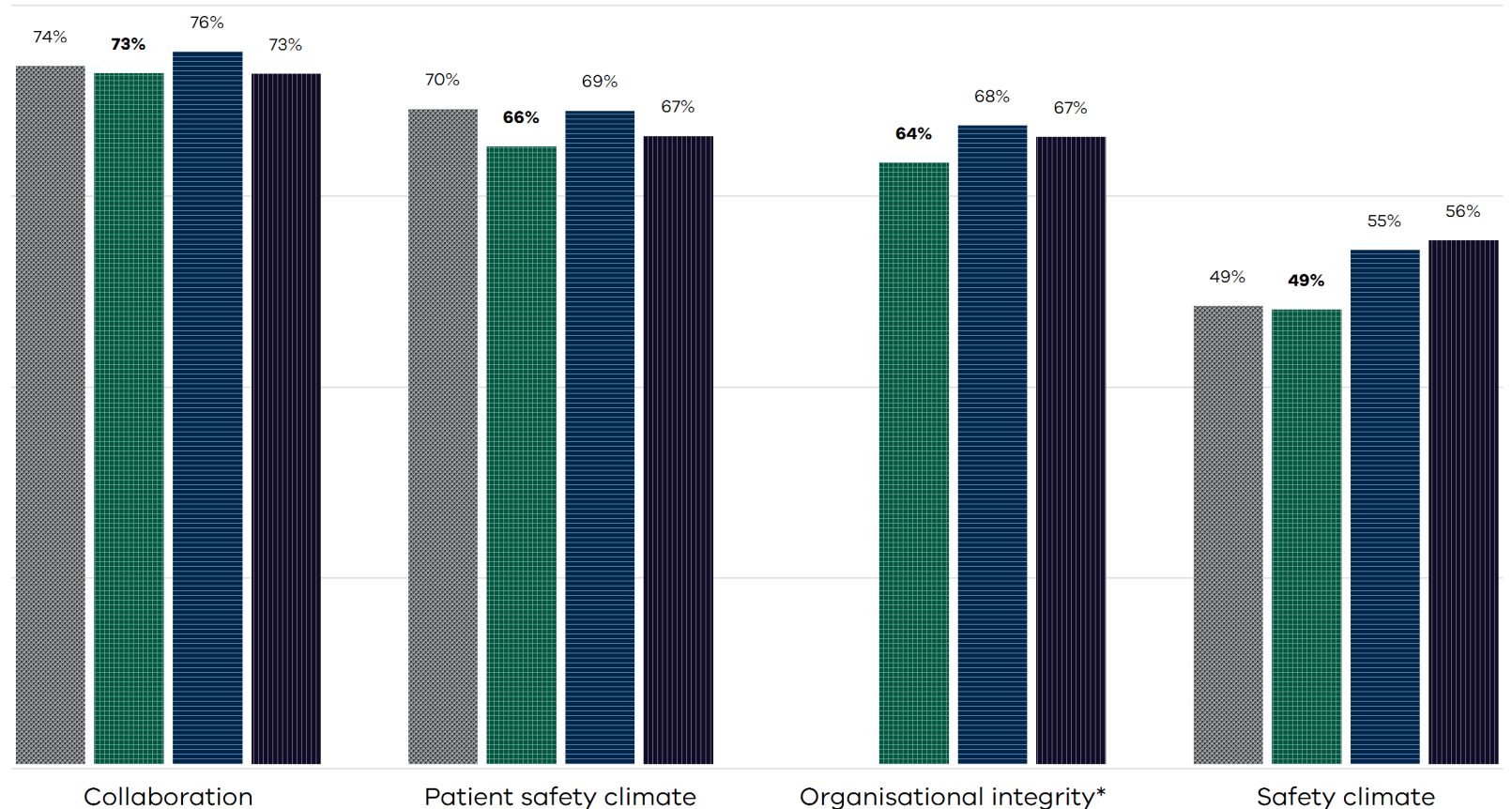
	Collaboration	Patient safety climate	Organisational integrity*	Safety climate
You 2021	74%	70%		49%
You 2022	73%	66%	64%	49%
Comparator 2022	76%	69%	68%	55%
Public sector 2022	73%	67%	67%	56%

*We can't compare some data here because one or more questions were not asked in a previous survey

Legend: You 2021 · You 2022 · Comparator 2022 · Public sector 2022

Organisational climate

What this is

This is how much trust staff have in your organisation's ability to operate, implement policy and deliver services for Victorians.

Why this is important

We need the community to have high trust in how we work and what we do.

How to read this

Under 'Your results', see results for each question in descending order by most agreed.

'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.

Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.
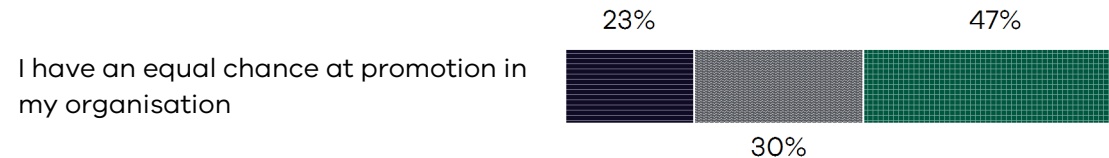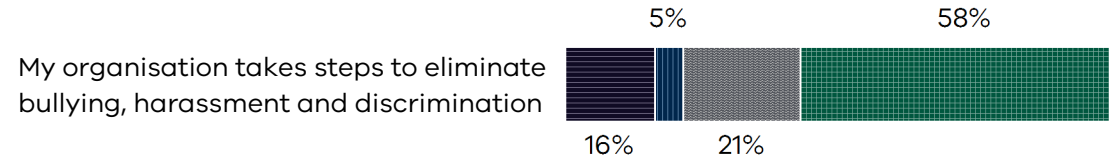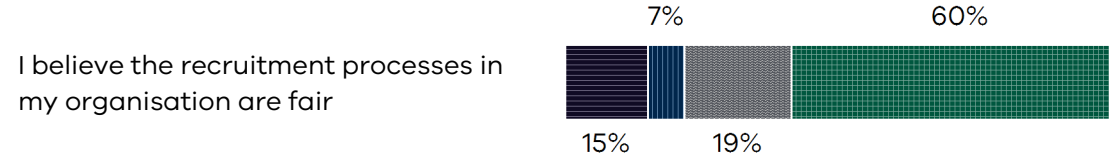
Example

81% of your staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.

| Survey question | Your results | Benchmark agree results |

Legend:
- Disagree
- Neither agree nor disagree
- Don't know
- Agree

Survey question		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My organisation encourages employees to act in ways that are consistent with human rights	3% / 81% / 4% / 13%	79 %	81 %	74 %	84 %	93 %
My organisation is committed to earning a high level of public trust	3% / 80% / 4% / 13%	84 %	80 %	65 %	80 %	94 %
My organisation encourages respectful workplace behaviours	1% / 77% / 9% / 13%	76 %	77 %	72 %	82 %	91 %
My organisation does not tolerate improper conduct	3% / 67% / 14% / 17%	63 %	67 %	56 %	71 %	88 %

Organisational climate

What this is

This is how much trust staff have in your organisation's ability to operate, implement policy and deliver services for Victorians.

Why this is important

We need the community to have high trust in how we work and what we do.

How to read this

Under 'Your results', see results for each question in descending order by most agreed.

'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.

Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.
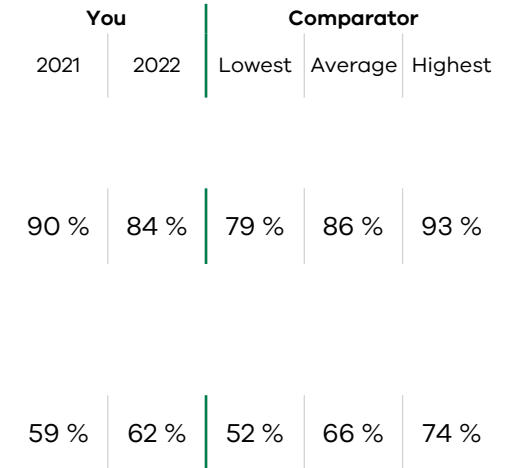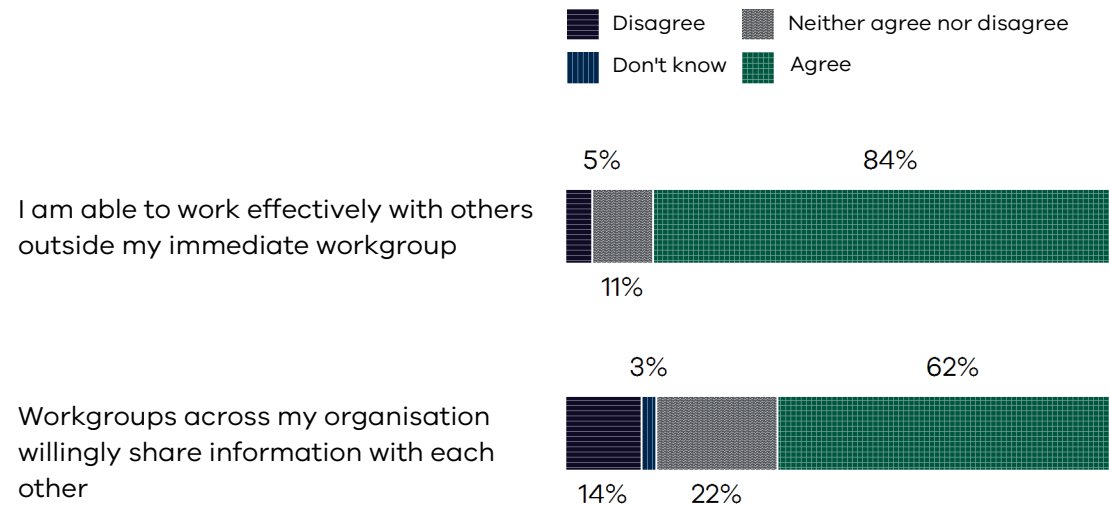
Example

60% of your staff who did the survey agreed or strongly agreed with 'I believe the recruitment processes in my organisation are fair'.

Survey question	Your results						
		You		**Comparator**		
		2021	2022	Lowest	Average	Highest

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree

Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I believe the recruitment processes in my organisation are fair	15% / 7% / 19% / 60%	Not asked	60 %	55 %	64 %	78 %
My organisation takes steps to eliminate bullying, harassment and discrimination	16% / 5% / 21% / 58%	58 %	58 %	58 %	66 %	80 %
I have an equal chance at promotion in my organisation	23% / 30% / 47%	Not asked	47 %	44 %	51 %	57 %
I believe the promotion processes in my organisation are fair	23% / 8% / 27% / 43%	Not asked	43 %	40 %	47 %	53 %

Victorian Public Sector Commission

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Organisational climate

Collaboration

What this is

This shows how well the workgroups in your organisation work together and share information.

Why this is important

Improving these results can improve the cohesiveness of your organisation and allow for greater intra-organisational collaboration.

How to read this

Under 'Your results', see results for each question in descending order by most agreed.

'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.

Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.
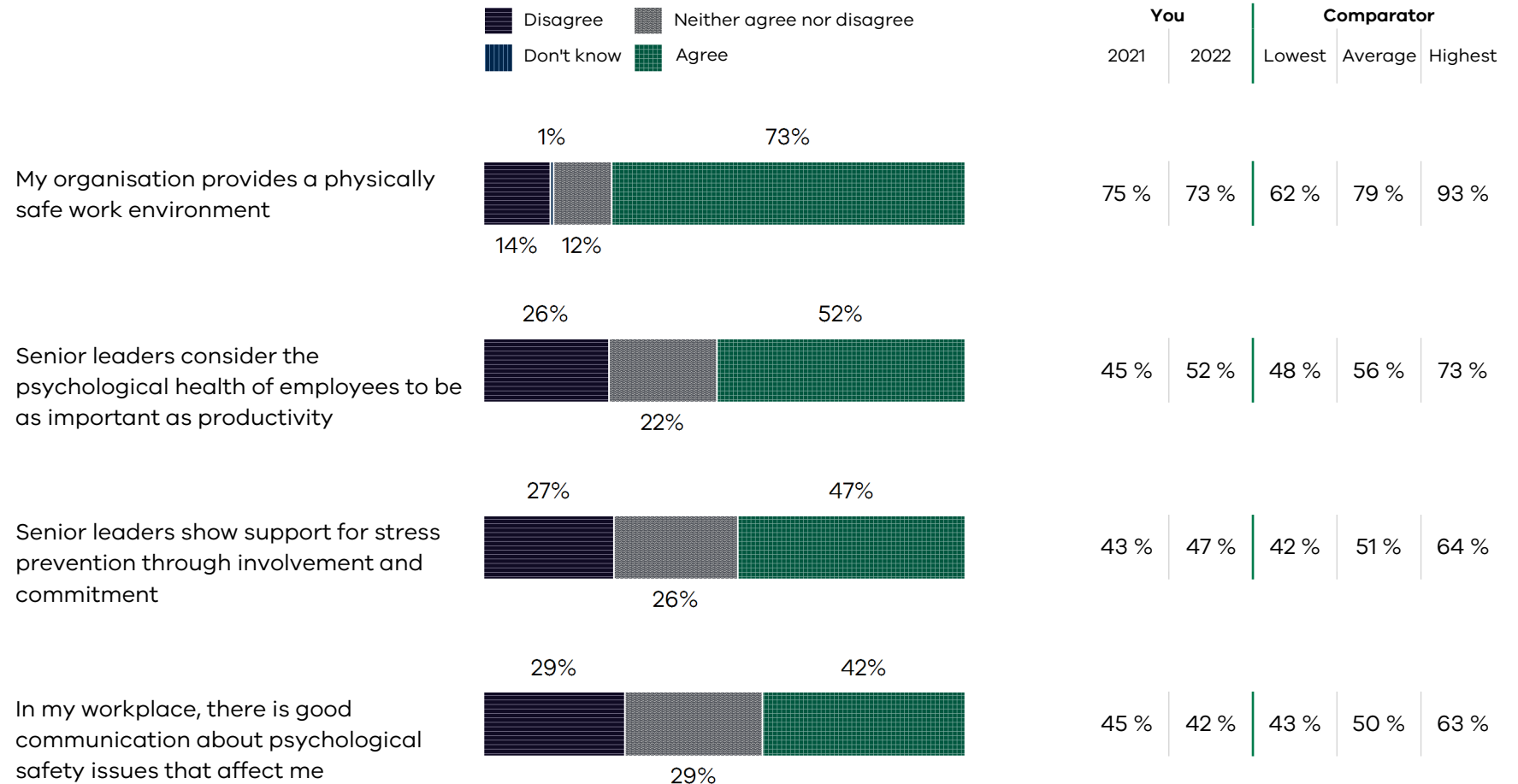
Example

84% of your staff who did the survey agreed or strongly agreed with 'I am able to work effectively with others outside my immediate workgroup'.

Survey question	Your results	Benchmark agree results

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree

	You		Comparator		
	2021	2022	Lowest	Average	Highest
I am able to work effectively with others outside my immediate workgroup — 5%, 11%, 84%	90 %	84 %	79 %	86 %	93 %
Workgroups across my organisation willingly share information with each other — 14%, 3%, 22%, 62%	59 %	62 %	52 %	66 %	74 %

Organisational climate

Safety climate 1 of 2

What this is

This is how well staff feel your organisation supports safety at work.

Why this is important

A safe workplace is a key outcome of Leading the way and the Victorian public sector mental health and wellbeing charter.

How to read this

Under 'Your results', see results for each question in descending order by most agreed.

'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.

Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.
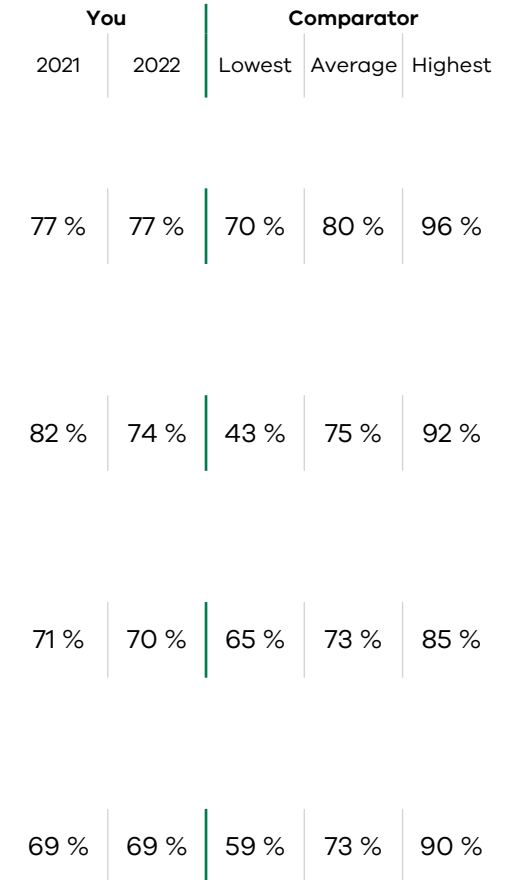
Example

73% of your staff who did the survey agreed or strongly agreed with 'My organisation provides a physically safe work environment'.

Survey question	Your results		You		Comparator		
			2021	2022	Lowest	Average	Highest
My organisation provides a physically safe work environment	1% 73% / 14% 12%		75 %	73 %	62 %	79 %	93 %
Senior leaders consider the psychological health of employees to be as important as productivity	26% 52% / 22%		45 %	52 %	48 %	56 %	73 %
Senior leaders show support for stress prevention through involvement and commitment	27% 47% / 26%		43 %	47 %	42 %	51 %	64 %
In my workplace, there is good communication about psychological safety issues that affect me	29% 42% / 29%		45 %	42 %	43 %	50 %	63 %

Legend: Disagree, Neither agree nor disagree, Don't know, Agree

Victorian Public Sector Commission

VICTORIA State Government

Organisational climate

Safety climate 2 of 2

What this is

This is how well staff feel your organisation supports safety at work.

Why this is important

A safe workplace is a key outcome of Leading the way and the Victorian public sector mental health and wellbeing charter.

How to read this

Under 'Your results', see results for each question in descending order by most agreed.

'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.

Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.
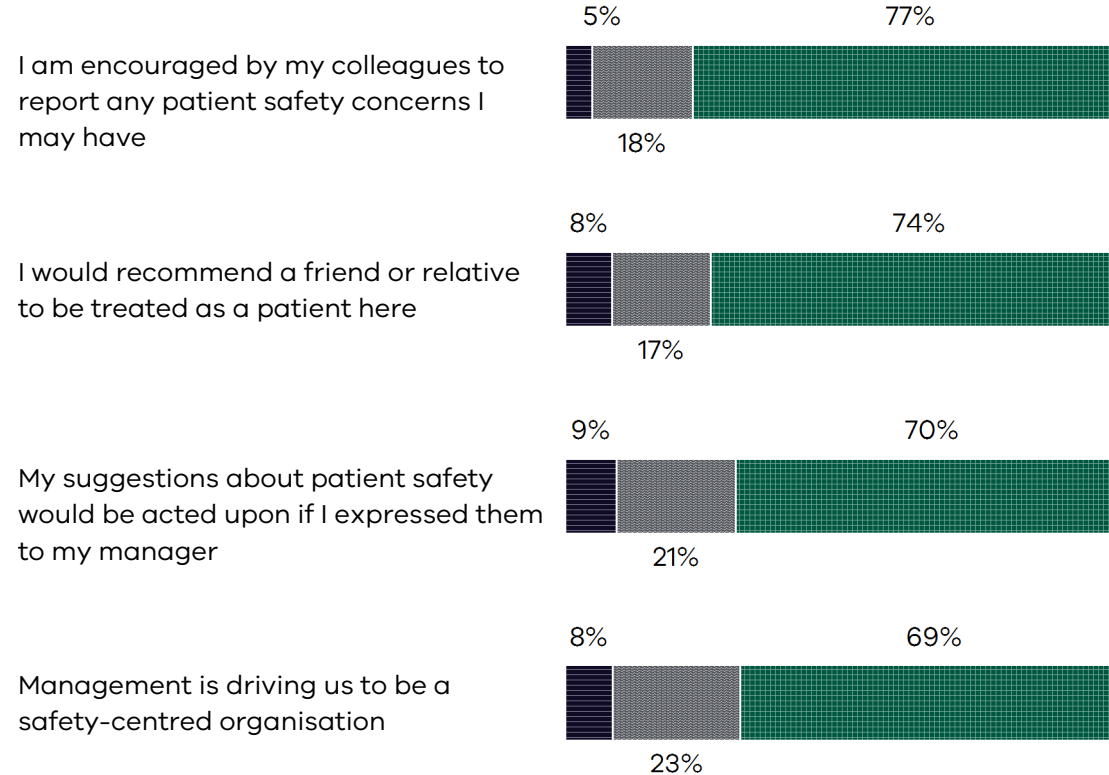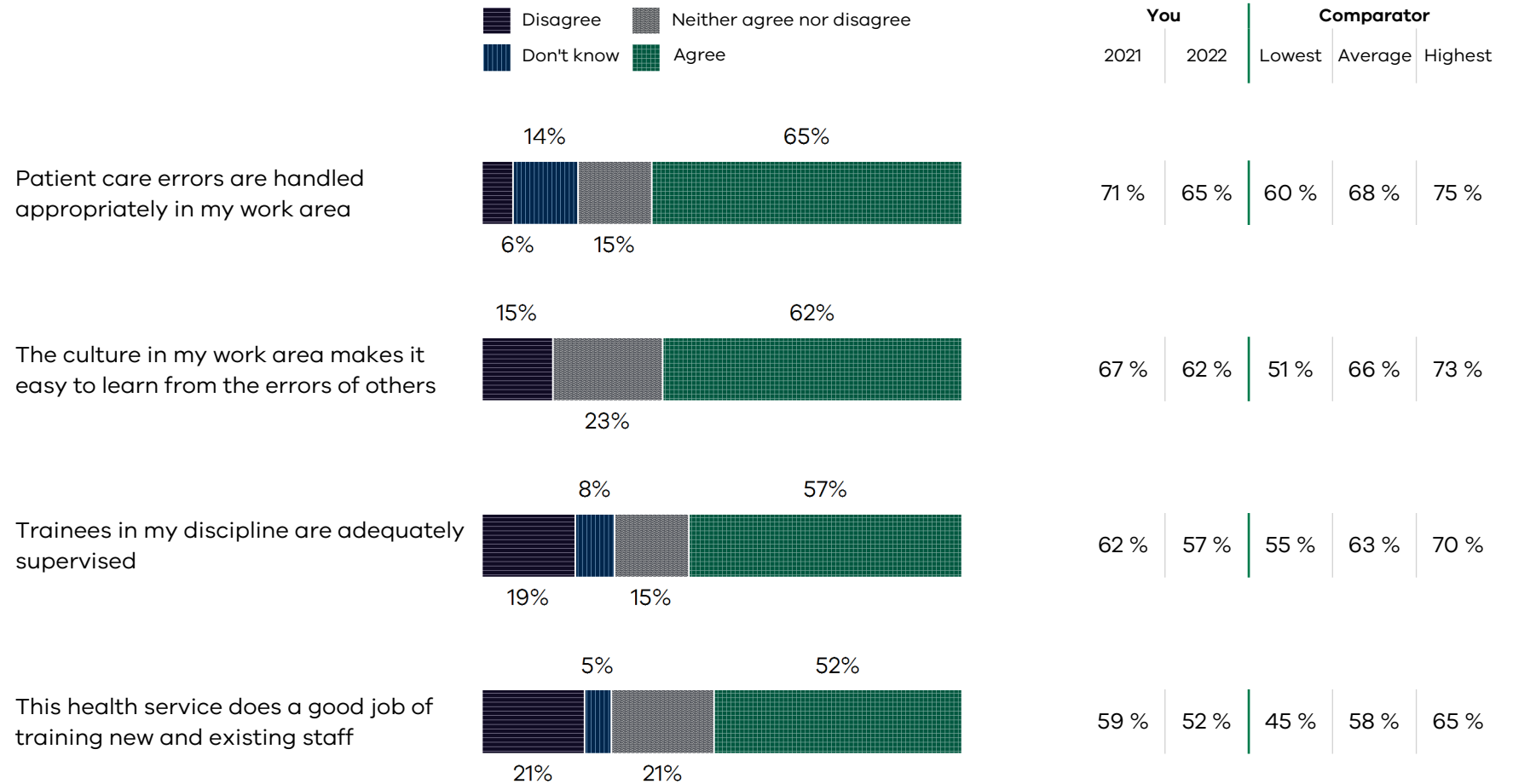
Example

40% of your staff who did the survey agreed or strongly agreed with 'My organisation has effective procedures in place to support employees who may experience stress'.

Survey question	Your results

Legend: Disagree · Don't know · Neither agree nor disagree · Agree

My organisation has effective procedures in place to support employees who may experience stress
- 27% · 9% · 24% · 40%

All levels of my organisation are involved in the prevention of stress
- 34% · 29% · 38%

Benchmark agree results
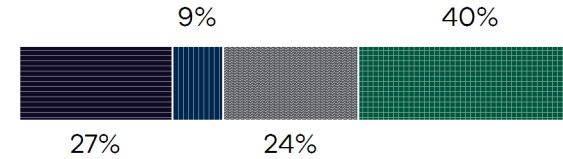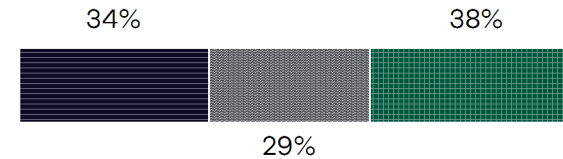
Survey question	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My organisation has effective procedures in place to support employees who may experience stress	49 %	40 %	44 %	51 %	69 %
All levels of my organisation are involved in the prevention of stress	36 %	38 %	36 %	43 %	64 %

Organisational climate

Patient safety climate 1 of 2

What this is

This is the safety culture in a healthcare workplace.

Why this is important

A good patient safety climate means safe, high-quality care and experiences.

The Victorian Managed Insurance Authority and the Victorian Quality Council developed these tools.

How to read this

Under 'Your results', see results for each question in descending order by most agreed.

'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.

Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

77% of your staff who did the survey agreed or strongly agreed with 'I am encouraged by my colleagues to report any patient safety concerns I may have'.

Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I am encouraged by my colleagues to report any patient safety concerns I may have	5% / 18% / 77%	77 %	77 %	70 %	80 %	96 %
I would recommend a friend or relative to be treated as a patient here	8% / 17% / 74%	82 %	74 %	43 %	75 %	92 %
My suggestions about patient safety would be acted upon if I expressed them to my manager	9% / 21% / 70%	71 %	70 %	65 %	73 %	85 %
Management is driving us to be a safety-centred organisation	8% / 23% / 69%	69 %	69 %	59 %	73 %	90 %

Legend: Disagree / Don't know / Neither agree nor disagree / Agree

Victorian Public Sector Commission

VICTORIA State Government

Organisational climate

Patient safety climate 2 of 2

What this is

This is the safety culture in a healthcare workplace.

Why this is important

A good patient safety climate means safe, high-quality care and experiences.

The Victorian Managed Insurance Authority and the Victorian Quality Council developed these tools.

How to read this

Under 'Your results', see results for each question in descending order by most agreed.

'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.

Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

65% of your staff who did the survey agreed or strongly agreed with 'Patient care errors are handled appropriately in my work area'.

| Survey question | Your results | Benchmark agree results |

Legend: Disagree | Neither agree nor disagree | Don't know | Agree

Survey question	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
Patient care errors are handled appropriately in my work area	71 %	65 %	60 %	68 %	75 %
The culture in my work area makes it easy to learn from the errors of others	67 %	62 %	51 %	66 %	73 %
Trainees in my discipline are adequately supervised	62 %	57 %	55 %	63 %	70 %
This health service does a good job of training new and existing staff	59 %	52 %	45 %	58 %	65 %

Your results bars:
- Patient care errors are handled appropriately in my work area: 6%, 14%, 15%, 65%
- The culture in my work area makes it easy to learn from the errors of others: 15%, 23%, 62%
- Trainees in my discipline are adequately supervised: 19%, 8%, 15%, 57%
- This health service does a good job of training new and existing staff: 21%, 5%, 21%, 52%

People matter survey

wellbeing check 2022

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Demographics

- Age, gender, variations in sex characteristics and sexual orientation
- Aboriginal and/or Torres Strait Islander
- Disability
- Cultural diversity
- Employment
- Adjustments
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- Primary role

Workgroup climate

Scorecard

What this is

This scorecard provides overall results for each factor in the workgroup climate part of the survey's theoretical framework.

Why this is important

This page shows which factors are performing well and which factors you can look to improve.

How to read this

Each label represents a group of questions in the survey about workgroup climate.

Each result is the overall percentage of positive responses for your organisation, comparator and public sector.

Example

In 2022:

- 72% of your staff who did the survey responded positively to questions about Workgroup support which is up from 71% in 2021.

Compared to:
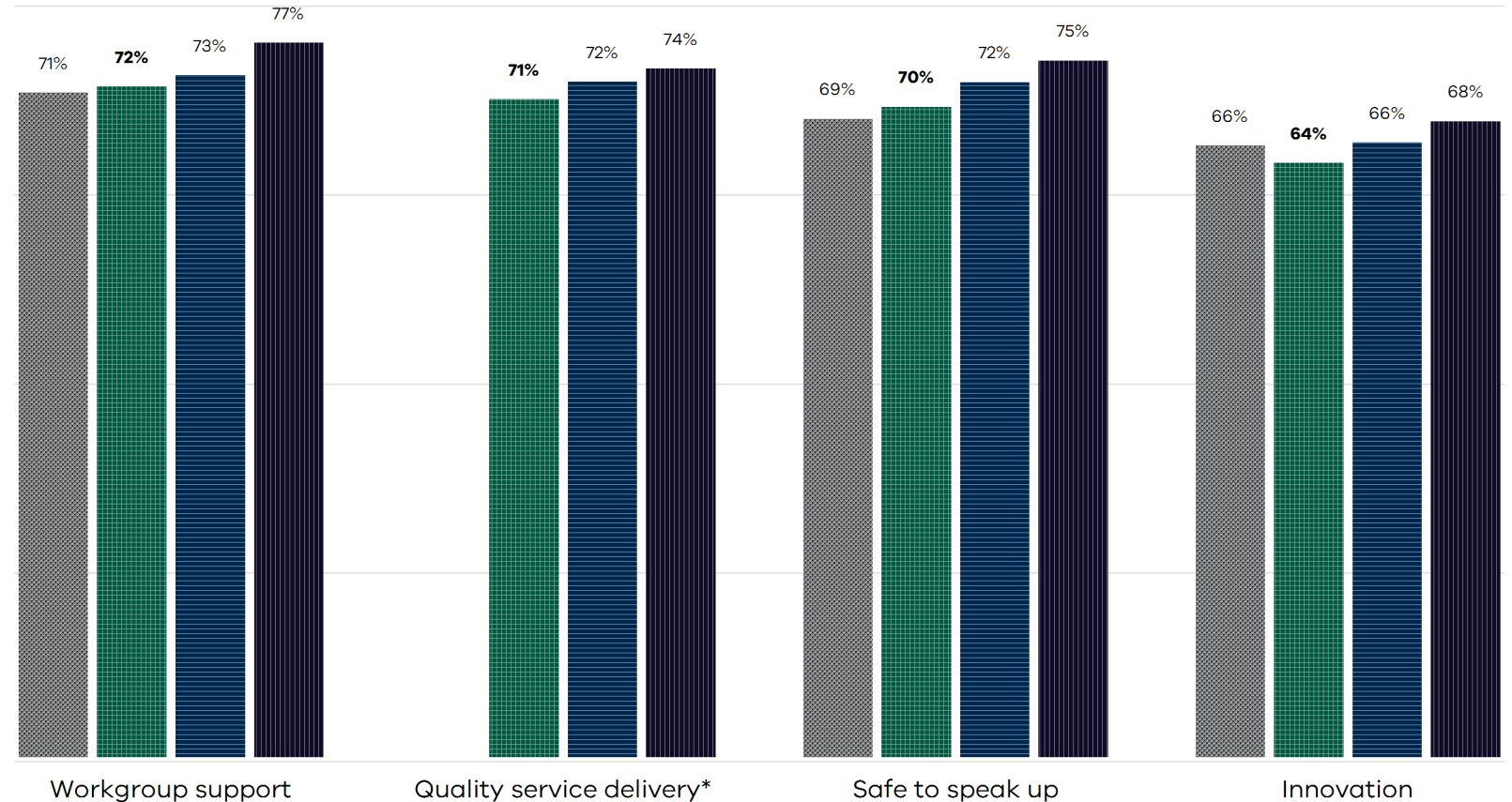
- 73% of staff at your comparator and 77% of staff across the public sector.

	You 2021	You 2022	Comparator 2022	Public sector 2022
Workgroup support	71%	72%	73%	77%
Quality service delivery*		71%	72%	74%
Safe to speak up	69%	70%	72%	75%
Innovation	66%	64%	66%	68%

*We can't compare some data here because one or more questions were not asked in a previous survey

Workgroup climate

Quality service delivery

What this is

This is how well workgroups in your organisation operate to deliver quality services.

Why this is important

The public sector must provide high-quality services in a timely way to meet the needs of Victorians.

Workgroups need to be motivated, make impartial decisions and have clear accountabilities.

How to read this

Under 'Your results', see results for each question in descending order by most agreed.

'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.

Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

80% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.
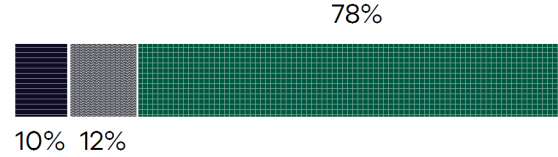
Survey question	Your results	Benchmark agree results

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree
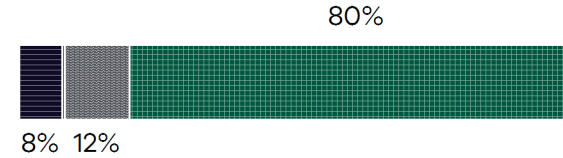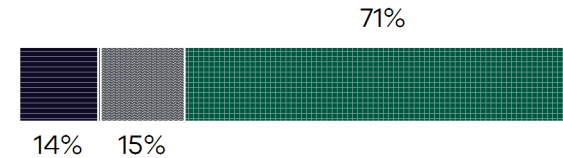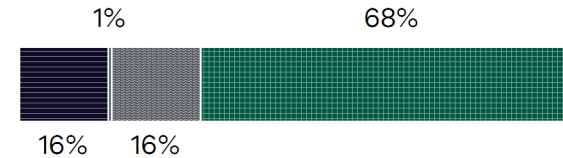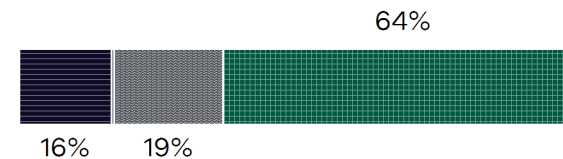
Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup provides high quality advice and services	8% / 12% / 80%	Not asked	80 %	71 %	79 %	91 %
My workgroup has clear lines of responsibility	14% / 15% / 71%	75 %	71 %	64 %	75 %	79 %
My workgroup acts fairly and without bias	16% / 1% / 16% / 68%	Not asked	68 %	60 %	68 %	84 %
My workgroup uses its resources well	16% / 19% / 64%	Not asked	64 %	56 %	68 %	79 %

Victorian Public Sector Commission

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Workgroup climate

Innovation

What this is

This is how well staff feel their workgroup innovates its operations.

Why this is important

Innovation can reduce costs, create public value and lead to higher engagement.

How to read this

Under 'Your results', see results for each question in descending order by most agreed.

'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.

Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

68% of your staff who did the survey agreed or strongly agreed with 'My workgroup learns from failures and mistakes'.

Legend: Disagree | Neither agree nor disagree | Don't know | Agree
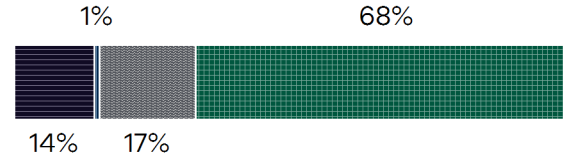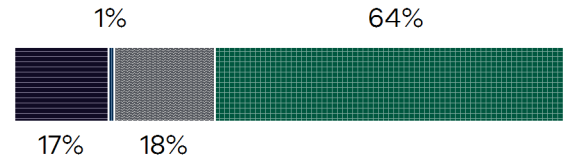
Survey question		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup learns from failures and mistakes	Disagree 14%, Don't know 1%, Neither 17%, Agree 68%	69 %	68 %	57 %	70 %	76 %
My workgroup is quick to respond to opportunities to do things better	Disagree 17%, Don't know 1%, Neither 18%, Agree 64%	70 %	64 %	61 %	67 %	79 %
My workgroup encourages employee creativity	Disagree 18%, Don't know 1%, Neither 21%, Agree 60%	59 %	60 %	55 %	61 %	76 %
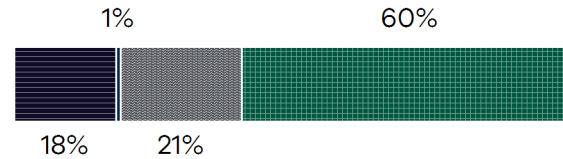
Workgroup climate

Workgroup support 1 of 2

What this is

This is how well staff feel people work together and support each other in your organisation.

Why this is important

Collaboration can lead to higher team satisfaction, performance and effectiveness.

How to read this

Under 'Your results', see results for each question in descending order by most agreed.

'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.

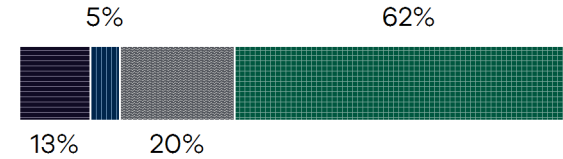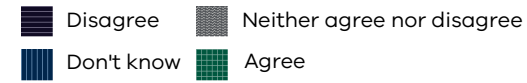Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

78% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup treat each other with respect'.

Survey question	Your results					

Legend: Disagree | Neither agree nor disagree | Don't know | Agree

Benchmark agree results

Survey question		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup treat each other with respect	78% (10% / 12%)	78 %	78 %	69 %	80 %	88 %
People in my workgroup work together effectively to get the job done	78% (9% / 12%)	80 %	78 %	67 %	81 %	86 %
People in my workgroup are politically impartial in their work	74% (5% / 6% / 15%)	68 %	74 %	70 %	72 %	84 %
People in my workgroup are honest, open and transparent in their dealings	68% (1% / 13% / 18%)	67 %	68 %	60 %	70 %	83 %
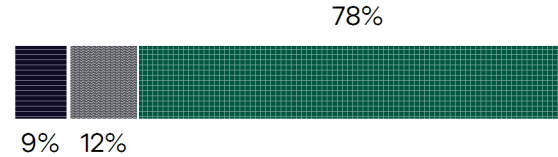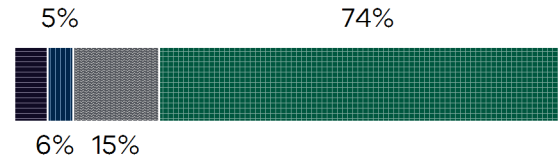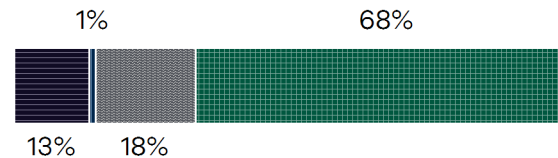
Workgroup climate

Workgroup support 2 of 2

What this is

This is how well staff feel people work together and support each other in your organisation.

Why this is important

Collaboration can lead to higher team satisfaction, performance and effectiveness.

How to read this

Under 'Your results', see results for each question in descending order by most agreed.

'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.

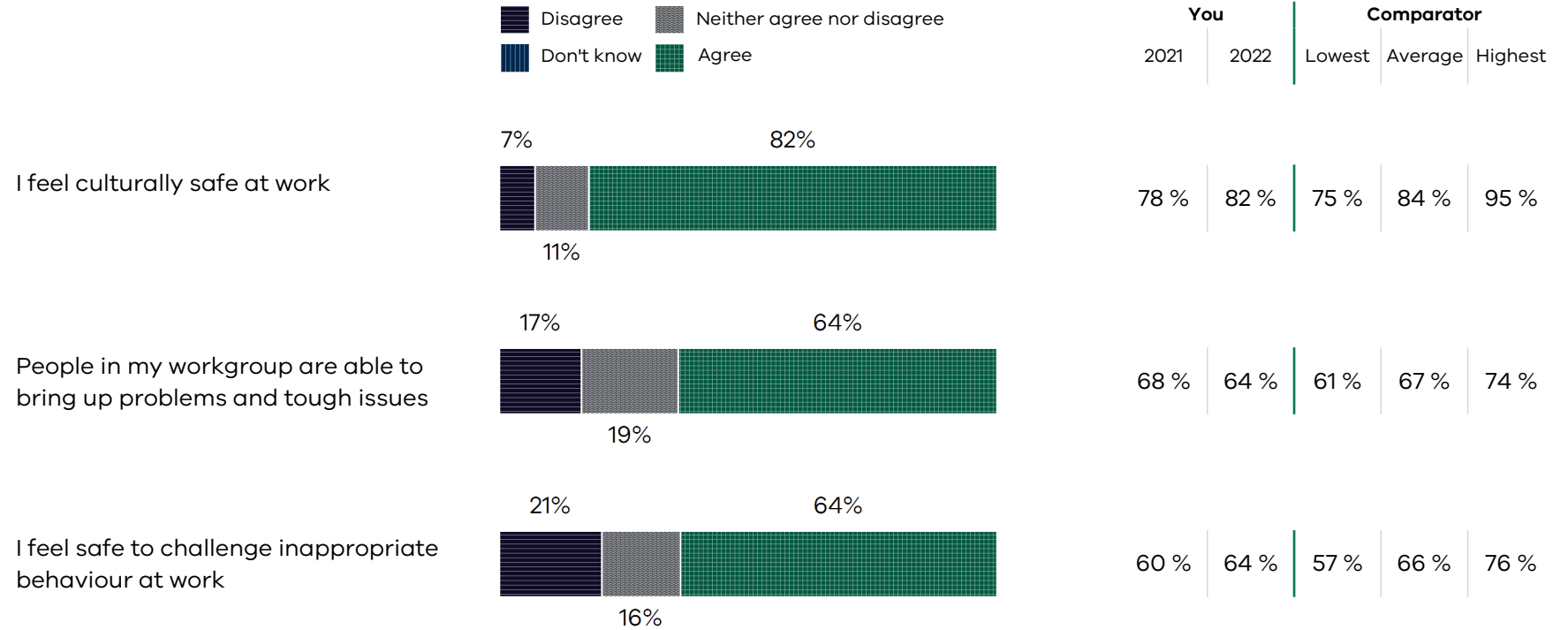Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

62% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.

| | Disagree | | Neither agree nor disagree |
| | Don't know | | Agree |

| | You | | Comparator | | |
Survey question	2021	2022	Lowest	Average	Highest
People in my workgroup appropriately manage conflicts of interest	63 %	62 %	58 %	63 %	78 %

Your results bar: 13% Disagree, 5% Don't know, 20% Neither agree nor disagree, 62% Agree
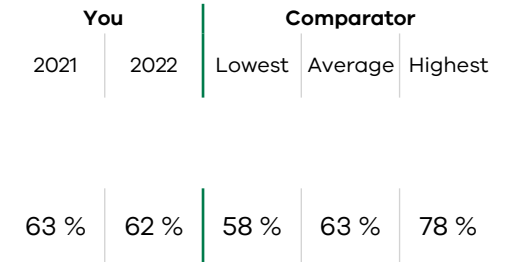
Workgroup climate

Safe to speak up

What this is

This is how freely and confidently staff feel they can talk about issues without fear of retribution.

Why this is important

Organisations with psychologically safe cultures empower staff to report negative behaviour and integrity issues.

How to read this

Under 'Your results', see results for each question in descending order by most agreed.

'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.

Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

82% of your staff who did the survey agreed or strongly agreed with 'I feel culturally safe at work'.

Survey question	Your results			Benchmark agree results				

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree

Survey question		You		Comparator		
		2021	2022	Lowest	Average	Highest
I feel culturally safe at work	7% / 11% / 82%	78 %	82 %	75 %	84 %	95 %
People in my workgroup are able to bring up problems and tough issues	17% / 19% / 64%	68 %	64 %	61 %	67 %	74 %
I feel safe to challenge inappropriate behaviour at work	21% / 16% / 64%	60 %	64 %	57 %	66 %	76 %

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- Biggest negative difference from comparator

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- Respect
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- Adjustments
- Caring
- Categories
- Primary role

Job and manager factors

What this is

This scorecard provides overall results for each job and manager factor in the survey's theoretical framework.

Why this is important

This page shows which factors are performing well and which factors you can look to improve.

How to read this

Each label represents a group of questions in the survey about job and manager factors.

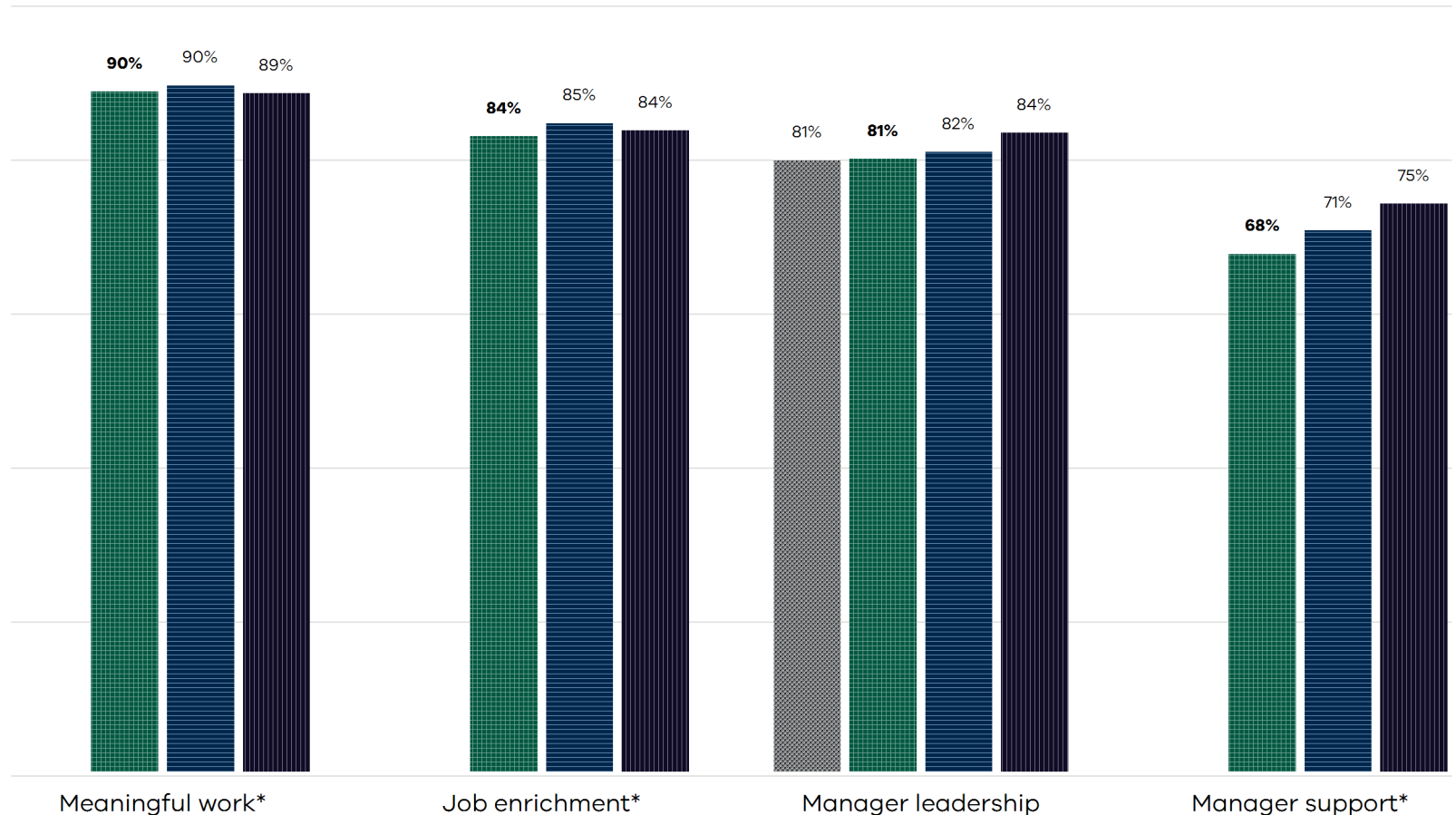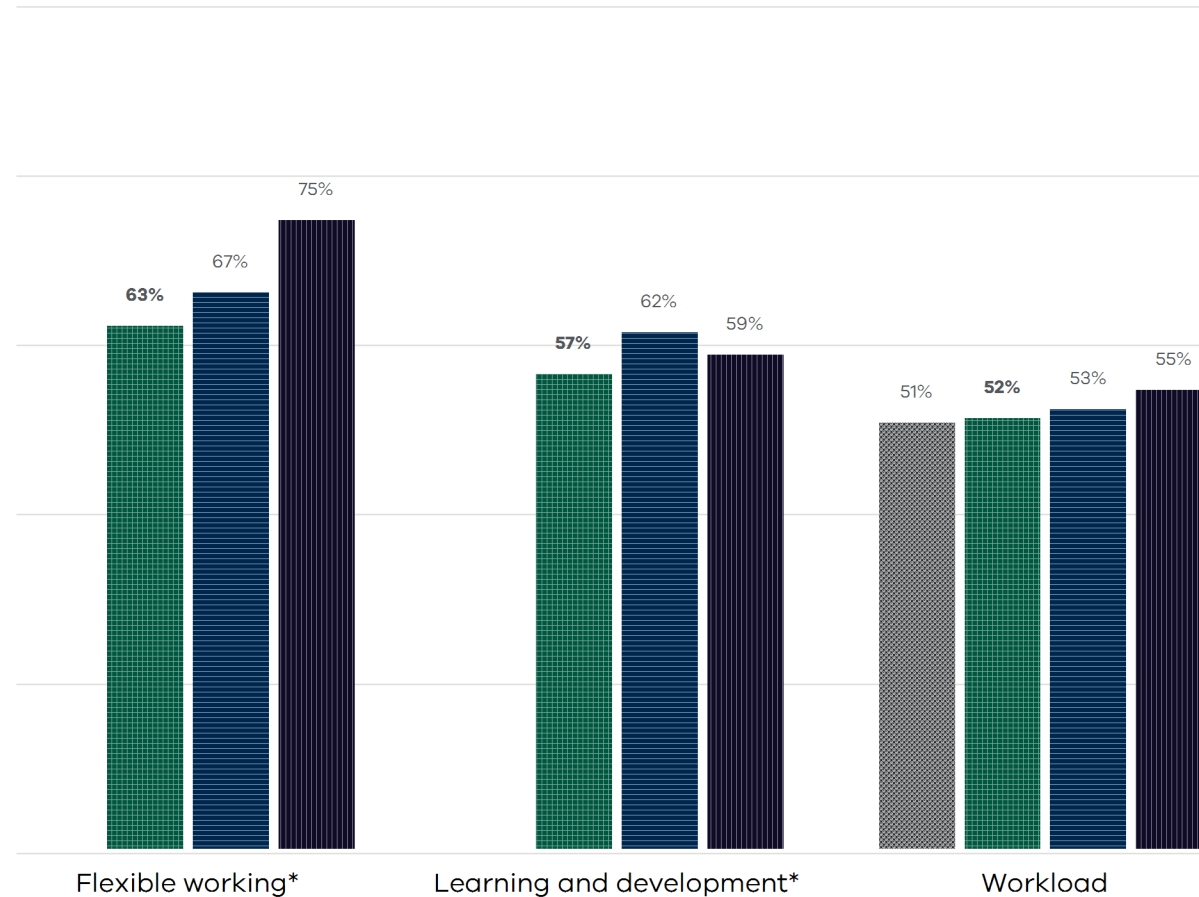Each result is the overall percentage of positive responses for your organisation, comparator and public sector.

Example

In 2022:

- 90% of your staff who did the survey responded positively to questions about Meaningful work.

Compared to:

- 90% of staff at your comparator and 89% of staff across the public sector.

Chart — Job and manager factors:

Factor	You 2021	You 2022	Comparator 2022	Public sector 2022
Meaningful work*		90%	90%	89%
Job enrichment*		84%	85%	84%
Manager leadership	81%	81%	82%	84%
Manager support*		68%	71%	75%

*We can't compare some data here because one or more questions were not asked in a previous survey

Legend: You 2021 · You 2022 · Comparator 2022 · Public sector 2022

Job and manager factors

What this is

This scorecard provides overall results for each job and manager factor in the survey's theoretical framework.

Why this is important

This page shows which factors are performing well and which factors you can look to improve.

How to read this

Each label represents a group of questions in the survey about job and manager factors.

Each result is the overall percentage of positive responses for your organisation, comparator and public sector.

Example

In 2022:

- 63% of your staff who did the survey responded positively to questions about Flexible working.

Compared to:

- 67% of staff at your comparator and 75% of staff across the public sector.

	Flexible working*	Learning and development*	Workload
You 2021			51%
You 2022	63%	57%	52%
Comparator 2022	67%	62%	53%
Public sector 2022	75%	59%	55%

*We can't compare some data here because one or more questions were not asked in a previous survey

Legend: You 2021 | You 2022 | Comparator 2022 | Public sector 2022

Job and manager factors

Manager leadership

What this is

This is how well staff perceive their direct managers lead.

Why this is important

Great managers can foster the right environment for staff engagement.

They can act as role models for your organisation's strategy and values.

How to read this

Under 'Your results', see results for each question in descending order by most agreed.

'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.

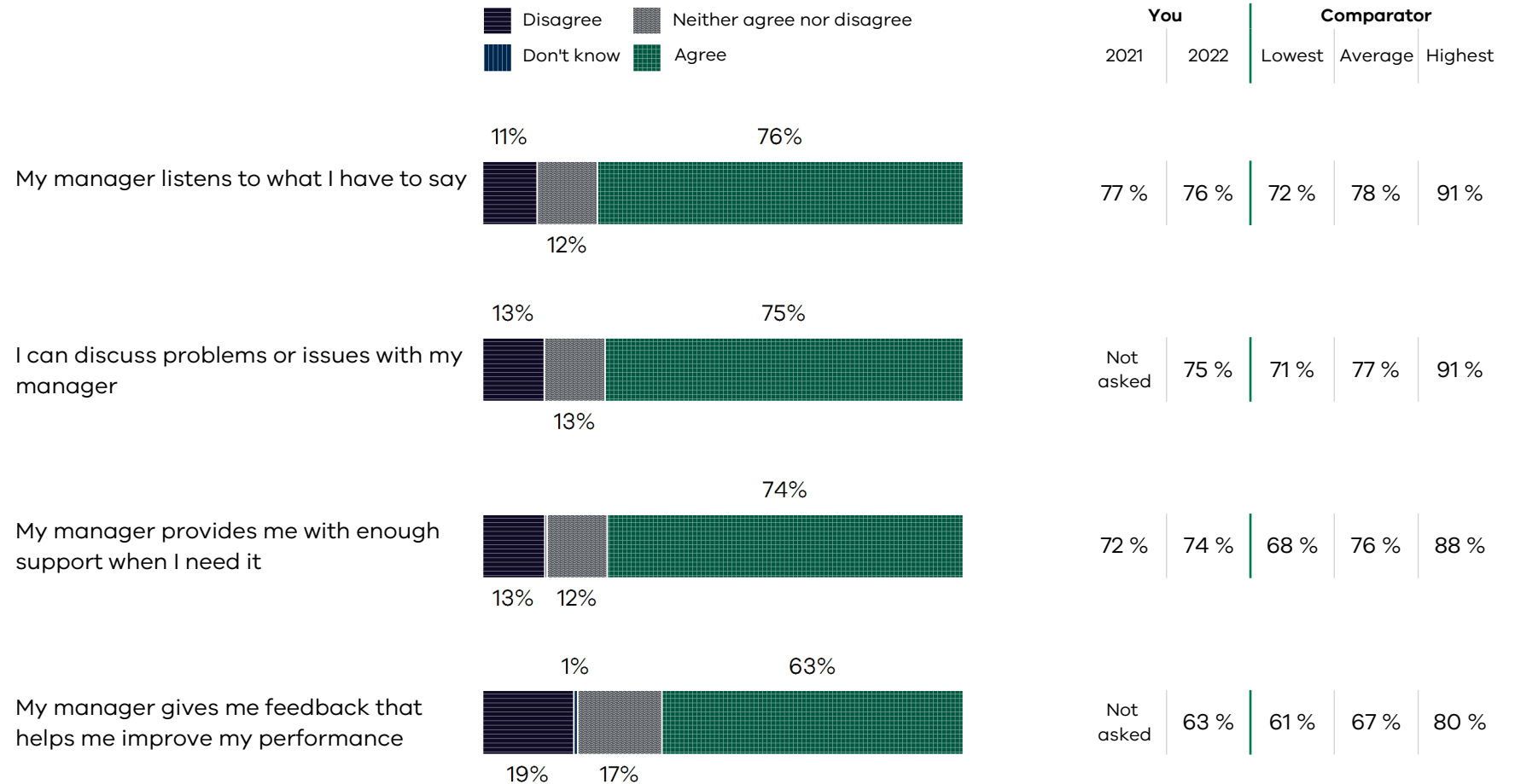Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

82% of your staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

Legend: Disagree | Neither agree nor disagree | Don't know | Agree

Survey question	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager treats employees with dignity and respect (8% / 82% / 9%)	83 %	82 %	77 %	84 %	93 %
My manager demonstrates honesty and integrity (8% / 80% / 12%)	79 %	80 %	75 %	81 %	93 %
My manager models my organisation's values (8% / 80% / 12%)	80 %	80 %	74 %	81 %	91 %

Victorian Public Sector Commission

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Job and manager factors

What this is

This is how supported staff feel by their direct manager.

Why this is important

Supportive managers can give staff clarity, appreciation and positive feedback and coaching.

This can lead to higher satisfaction, performance and capacity to do work.

How to read this

Under 'Your results', see results for each question in descending order by most agreed.

'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.

Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.
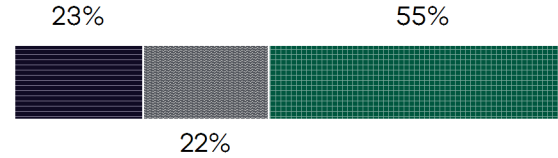
Example

76% of your staff who did the survey agreed or strongly agreed with 'My manager listens to what I have to say'.

Survey question	Your results		Benchmark agree results				
			You		**Comparator**		
			2021	2022	Lowest	Average	Highest
My manager listens to what I have to say	11% / 12% / 76%		77 %	76 %	72 %	78 %	91 %
I can discuss problems or issues with my manager	13% / 13% / 75%		Not asked	75 %	71 %	77 %	91 %
My manager provides me with enough support when I need it	13% / 12% / 74%		72 %	74 %	68 %	76 %	88 %
My manager gives me feedback that helps me improve my performance	19% / 1% / 17% / 63%		Not asked	63 %	61 %	67 %	80 %

Legend: Disagree, Don't know, Neither agree nor disagree, Agree

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Manager support 2 of 2

What this is

This is how supported staff feel by their direct manager.

Why this is important

Supportive managers can give staff clarity, appreciation and positive feedback and coaching.

This can lead to higher satisfaction, performance and capacity to do work.

How to read this

Under 'Your results', see results for each question in descending order by most agreed.

'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.

Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

55% of your staff who did the survey agreed or strongly agreed with 'I receive meaningful recognition when I do good work'.

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree

I receive meaningful recognition when I do good work

23% | 22% | 55%

	You		Comparator		
	2021	2022	Lowest	Average	Highest
	Not asked	55 %	50 %	59 %	70 %

Victorian Public Sector Commission

VICTORIA State Government
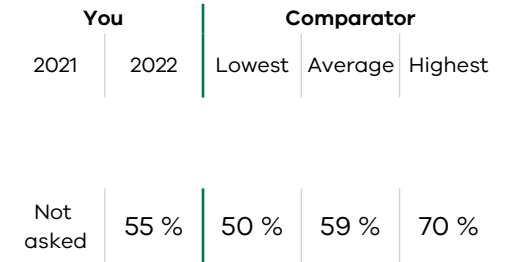
Job and manager factors

Workload

What this is

This is how staff feel about workload and time pressure.

Why this is important

Workload and time pressure are the most prominent causes of work-related stress.

How to read this

Under 'Your results', see results for each question in descending order by most agreed.

'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.

Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.
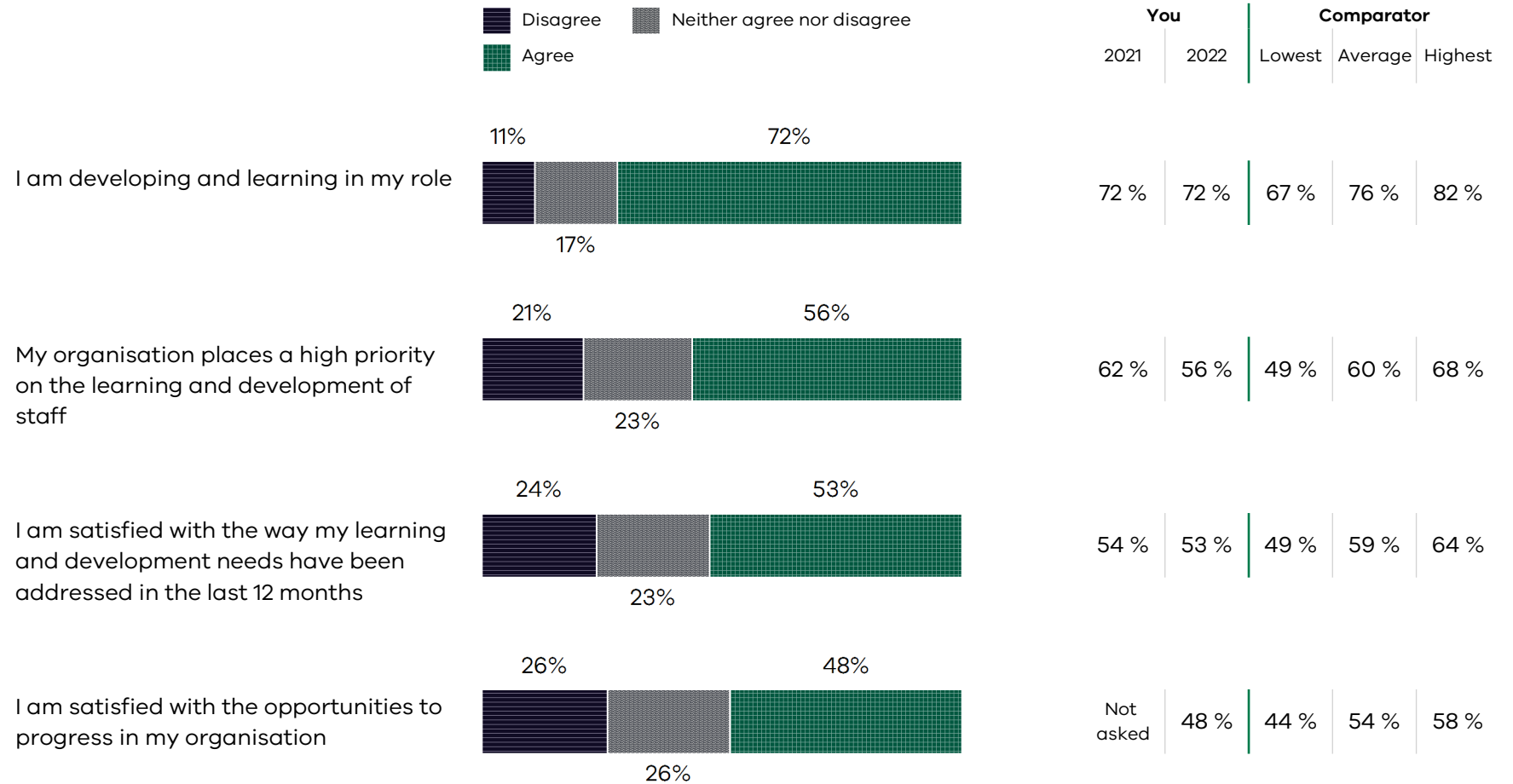
Example

54% of your staff who did the survey agreed or strongly agreed with 'The workload I have is appropriate for the job that I do'.

Survey question	Your results	Benchmark agree results

Legend: Disagree | Neither agree nor disagree | Agree
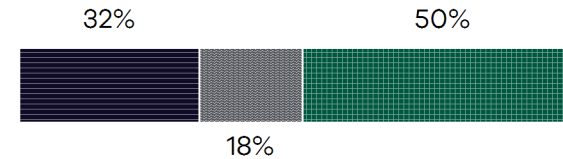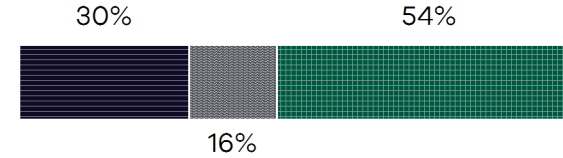
Survey question	Disagree	Neither	Agree	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
The workload I have is appropriate for the job that I do	30%	16%	54%	54 %	54 %	49 %	55 %	73 %
I have enough time to do my job effectively	32%	18%	50%	49 %	50 %	42 %	51 %	66 %

Job and manager factors

Learning and development

What this is

This is how well staff feel they can learn and grow in your organisation.

Why this is important

Good learning and career development can build engagement, efficiency and capability in organisations. It may also help staff retention.

How to read this

Under 'Your results', see results for each question in descending order by most agreed.

'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.

Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.
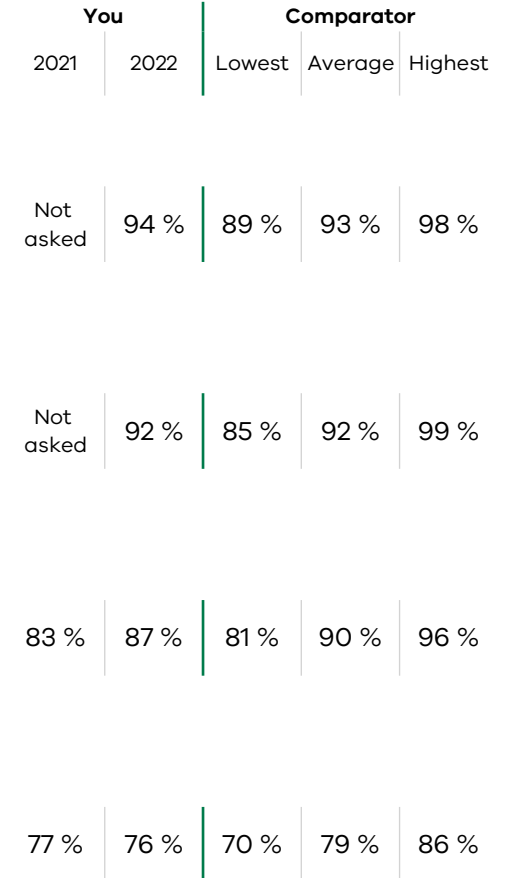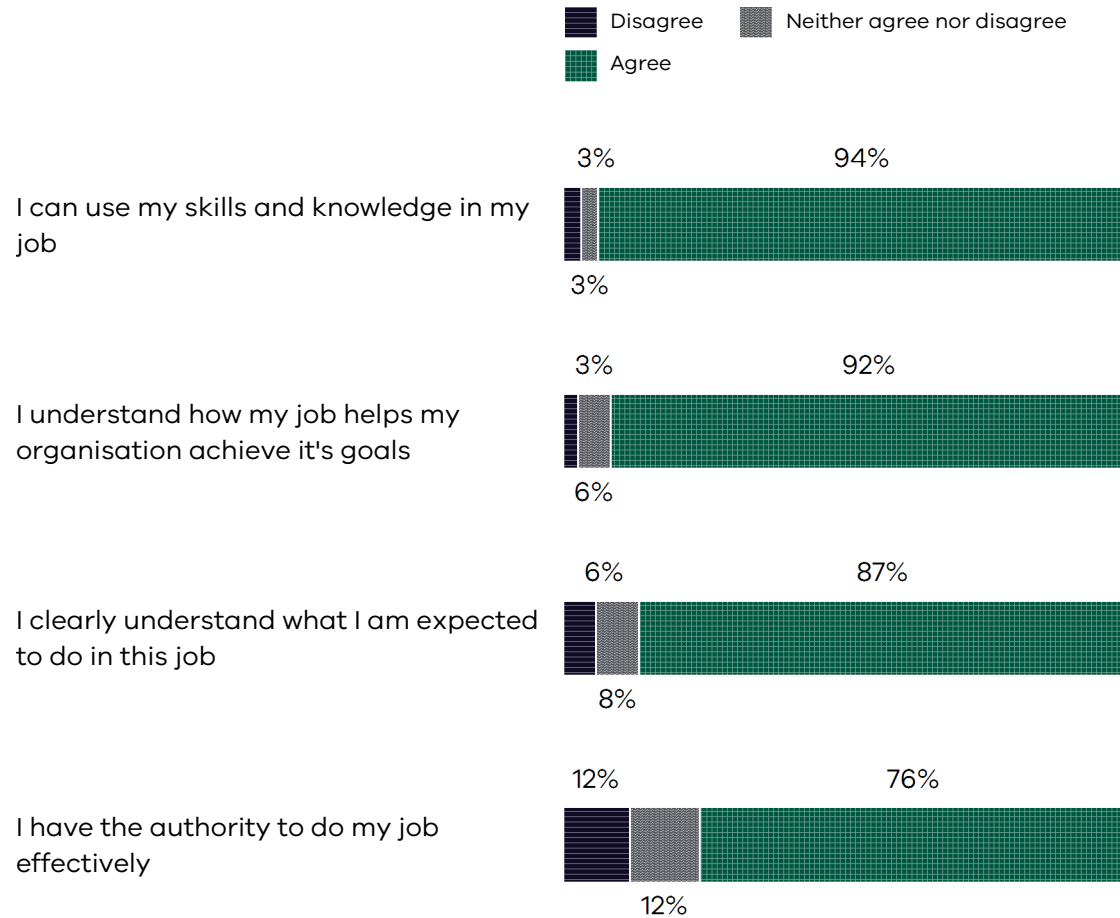
Example

72% of your staff who did the survey agreed or strongly agreed with 'I am developing and learning in my role'.

Survey question	Your results			Benchmark agree results				
				You		**Comparator**		
				2021	2022	Lowest	Average	Highest

Legend: ■ Disagree ▨ Neither agree nor disagree ▨ Agree

Survey question	Your results (Disagree / Neither / Agree)	You 2021	You 2022	Lowest	Average	Highest
I am developing and learning in my role	11% / 17% / 72%	72 %	72 %	67 %	76 %	82 %
My organisation places a high priority on the learning and development of staff	21% / 23% / 56%	62 %	56 %	49 %	60 %	68 %
I am satisfied with the way my learning and development needs have been addressed in the last 12 months	24% / 23% / 53%	54 %	53 %	49 %	59 %	64 %
I am satisfied with the opportunities to progress in my organisation	26% / 26% / 48%	Not asked	48 %	44 %	54 %	58 %

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Job enrichment 1 of 2

What this is

This is how staff feel about their autonomy at work and role clarity.

Why this is important

Job enrichment is one of the main drivers of employee engagement and workplace wellbeing.

How to read this

Under 'Your results', see results for each question in descending order by most agreed.

'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.

Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.
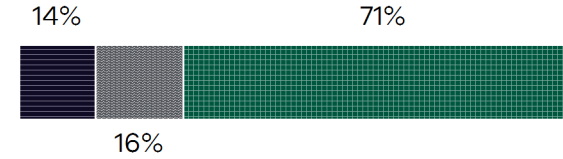
Example

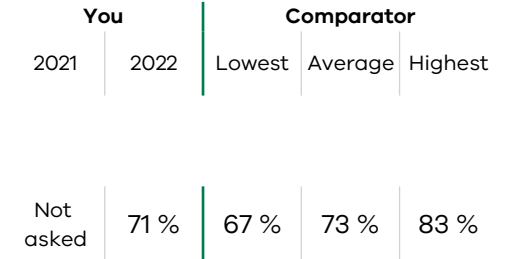94% of your staff who did the survey agreed or strongly agreed with 'I can use my skills and knowledge in my job'.

Survey question	Your results	Benchmark agree results				
		You		**Comparator**		
		2021	2022	Lowest	Average	Highest

Legend: ■ Disagree   ▨ Neither agree nor disagree   ▦ Agree

Survey question	Disagree / Neither / Agree	You 2021	You 2022	Lowest	Average	Highest
I can use my skills and knowledge in my job	3% / 3% / 94%	Not asked	94 %	89 %	93 %	98 %
I understand how my job helps my organisation achieve it's goals	3% / 6% / 92%	Not asked	92 %	85 %	92 %	99 %
I clearly understand what I am expected to do in this job	6% / 8% / 87%	83 %	87 %	81 %	90 %	96 %
I have the authority to do my job effectively	12% / 12% / 76%	77 %	76 %	70 %	79 %	86 %

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

What this is

This is how staff feel about their autonomy at work and role clarity.

Why this is important

Job enrichment is one of the main drivers of employee engagement and workplace wellbeing.

How to read this

Under 'Your results', see results for each question in descending order by most agreed.

'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.

Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

71% of your staff who did the survey agreed or strongly agreed with 'I have a say in how I do my work'.

Survey question	Your results	Benchmark agree results

Survey question

Your results

Benchmark agree results

Disagree ▪ Neither agree nor disagree ▪

Agree ▪

	You		**Comparator**		
	2021	2022	Lowest	Average	Highest
I have a say in how I do my work	Not asked	71 %	67 %	73 %	83 %

14%   71%

16%

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Meaningful work

What this is

This is how staff feel about their contribution and how worthwhile their work is.

Why this is important

Staff who feel their work is meaningful can help achieve individual, team and organisational outcomes.

How to read this

Under 'Your results', see results for each question in descending order by most agreed.

'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.

Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

93% of your staff who did the survey agreed or strongly agreed with 'I can make a worthwhile contribution at work'.

| Survey question | Your results | Benchmark agree results |

Legend: ■ Disagree | ▨ Neither agree nor disagree | ▨ Agree
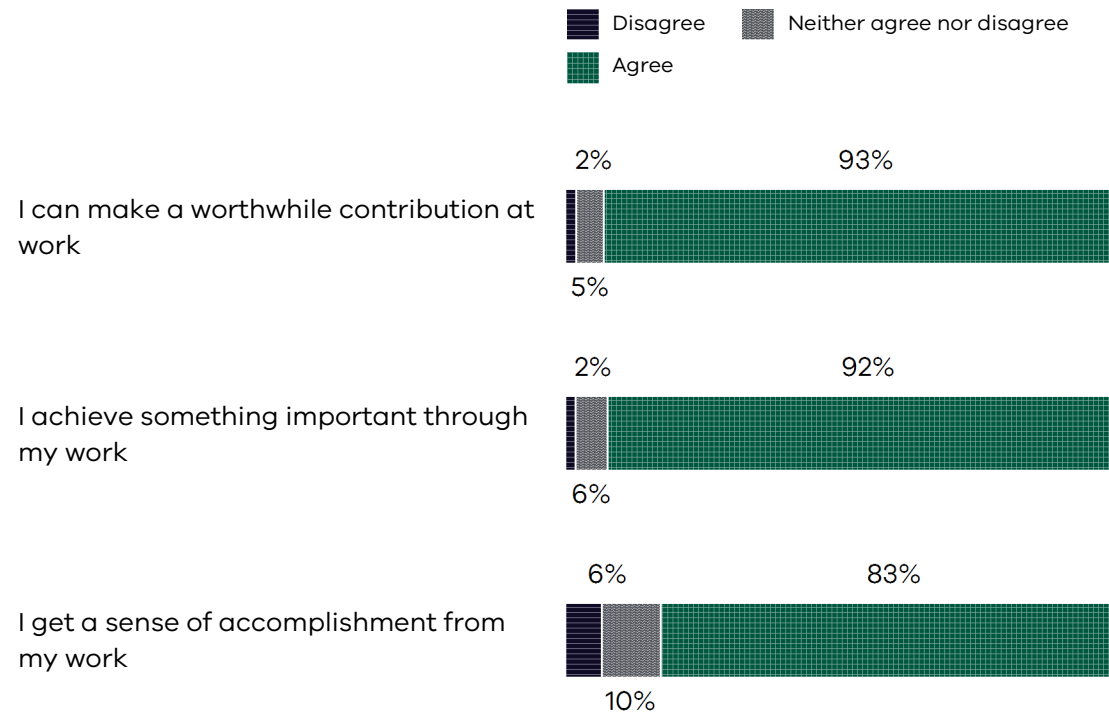
Survey question	Your results		You		Comparator		
			2021	2022	Lowest	Average	Highest
I can make a worthwhile contribution at work	2% / 93% / 5%		Not asked	93 %	90 %	93 %	95 %
I achieve something important through my work	2% / 92% / 6%		86 %	92 %	89 %	92 %	96 %
I get a sense of accomplishment from my work	6% / 83% / 10%		81 %	83 %	80 %	85 %	98 %

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Flexible working

What this is

This is how well you organisation supports staff to work flexibly.

Why this is important

Supporting flexible working can improve employee wellbeing.

How to read this

Under 'Your results', see results for each question in descending order by most agreed.

'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.

Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

69% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.

Legend: Disagree | Neither agree nor disagree | Don't know | Agree

Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager supports working flexibly	14% / 17% / 69%	Not asked	69 %	65 %	73 %	87 %
I am confident that if I requested a flexible work arrangement, it would be given due consideration	25% / 18% / 57%	57 %	57 %	51 %	61 %	75 %
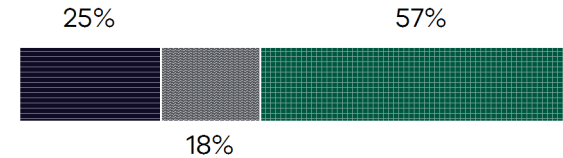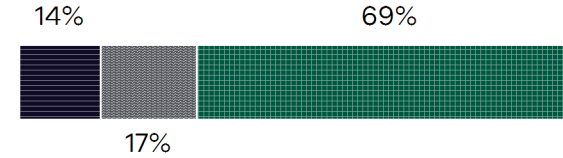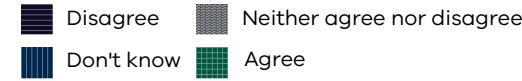
People matter survey wellbeing check 2022

Have your say

Overview

Report overview

- About your report
- Privacy and anonymity
- Survey's theoretical framework
- Your comparator group
- Your response rate

Result summary

People outcomes

- Scorecard: engagement index
- Engagement
- Scorecard: satisfaction, stress, intention to stay, inclusion
- Satisfaction
- Work-related stress levels
- Work-related stress causes
- Intention to stay

- Inclusion
- Scorecard: emotional effects of work
- Scorecard: negative behaviour
- Bullying
- Sexual harassment
- Discrimination
- Violence and aggression
- Satisfaction with complaint processes

Key differences

- Highest scoring
- Lowest scoring
- Most improved
- Most declined
- Biggest positive difference from comparator
- Biggest negative difference from comparator

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate
- Patient safety climate

Workgroup climate

- Scorecard
- Quality service delivery
- Innovation
- Workgroup support
- Safe to speak up

Job and manager factors

- Scorecard
- Manager leadership
- Manager support
- Workload
- Learning and development
- Job enrichment
- Meaningful work
- Flexible working

Public sector values

- Scorecard
- Responsiveness
- Integrity
- Impartiality
- Accountability
- Respect
- Leadership
- Human rights

Demographics

- Age, gender, variations in sex characteristics and sexual orientation
- Aboriginal and/or Torres Strait Islander
- Disability
- Cultural diversity
- Employment
- Adjustments
- Caring
- Categories
- Primary role

Public sector values

What this is

This is a set of 7 values that form the basis for the professional and ethical conduct of everyone who works in the public sector.

Why this is important

There's a strong link between workplace culture and how staff perceive their organisation lives the public sector values.

How to read this

Each label represents a group of questions in the survey about public sector values.

Each result is the overall percentage of positive responses for your organisation, comparator and public sector.
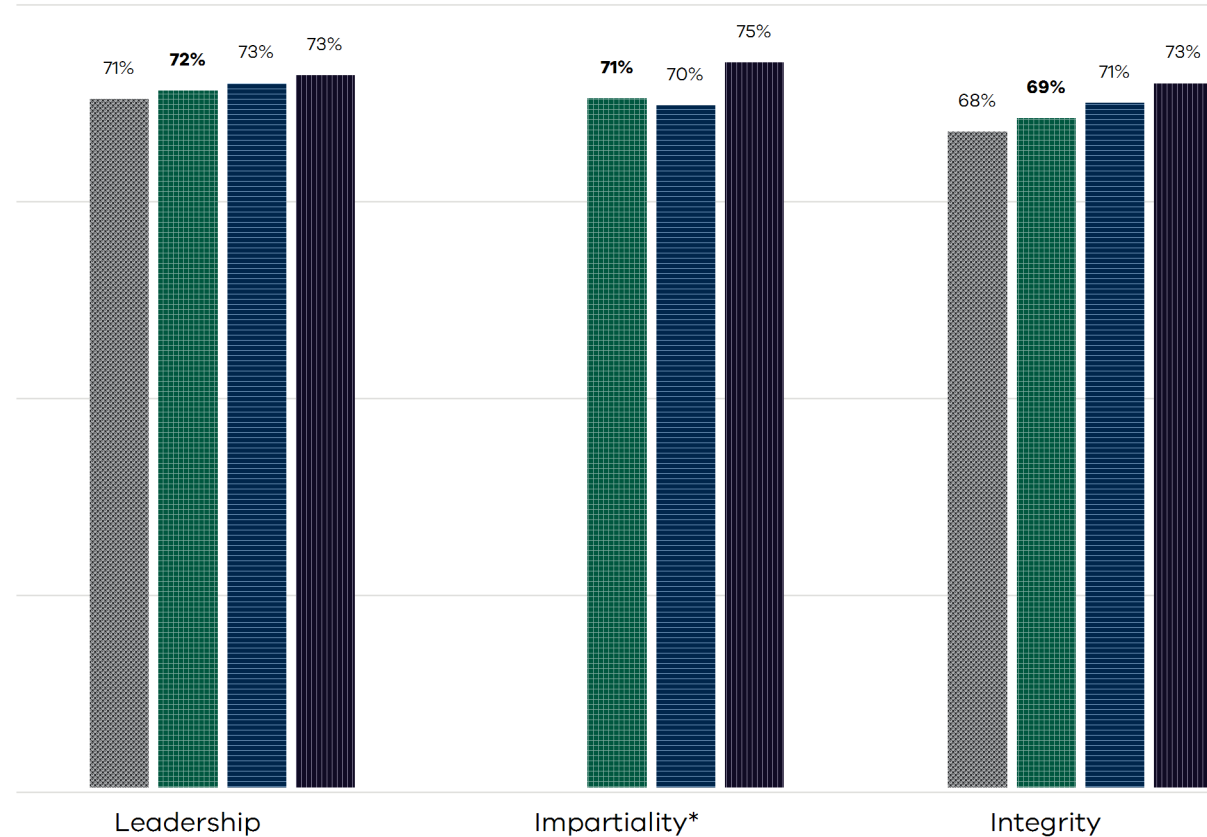
Example

In 2022:

- 80% of your staff who did the survey responded positively to questions about Responsiveness .

Compared to:

- 79% of staff at your comparator and 81% of staff across the public sector.

*We can't compare some data here because one or more questions were not asked in a previous survey

Legend: You 2021 | You 2022 | Comparator 2022 | Public sector 2022

Chart data:

Value	You 2021	You 2022	Comparator 2022	Public sector 2022
Responsiveness*		80%	79%	81%
Human rights	76%	75%	79%	81%
Accountability*		75%	77%	76%
Respect	75%	74%	78%	79%

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

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This is a set of 7 values that form the basis for the professional and ethical conduct of everyone who works in the public sector.

Why this is important

There's a strong link between workplace culture and how staff perceive their organisation lives the public sector values.

How to read this

Each label represents a group of questions in the survey about public sector values.

Each result is the overall percentage of positive responses for your organisation, comparator and public sector.

Example

In 2022:

- 72% of your staff who did the survey responded positively to questions about Leadership , which is up 1% in 2021.

Compared to:

- 73% of staff at your comparator and 73% of staff across the public sector.

	Leadership	Impartiality*	Integrity
You 2021	71%		68%
You 2022	72%	71%	69%
Comparator 2022	73%	70%	71%
Public sector 2022	73%	75%	73%

*We can't compare some data here because one or more questions were not asked in a previous survey

Legend: You 2021 | You 2022 | Comparator 2022 | Public sector 2022

Public sector values

Responsiveness

What this is

This is how responsive your staff feel they are to the community.

Why this is important

Staff need to feel they can adapt to the changing demands and circumstances of our clients and stakeholders.

How to read this

Under 'Your results', see results for each question in descending order by most agreed.

'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.

Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.
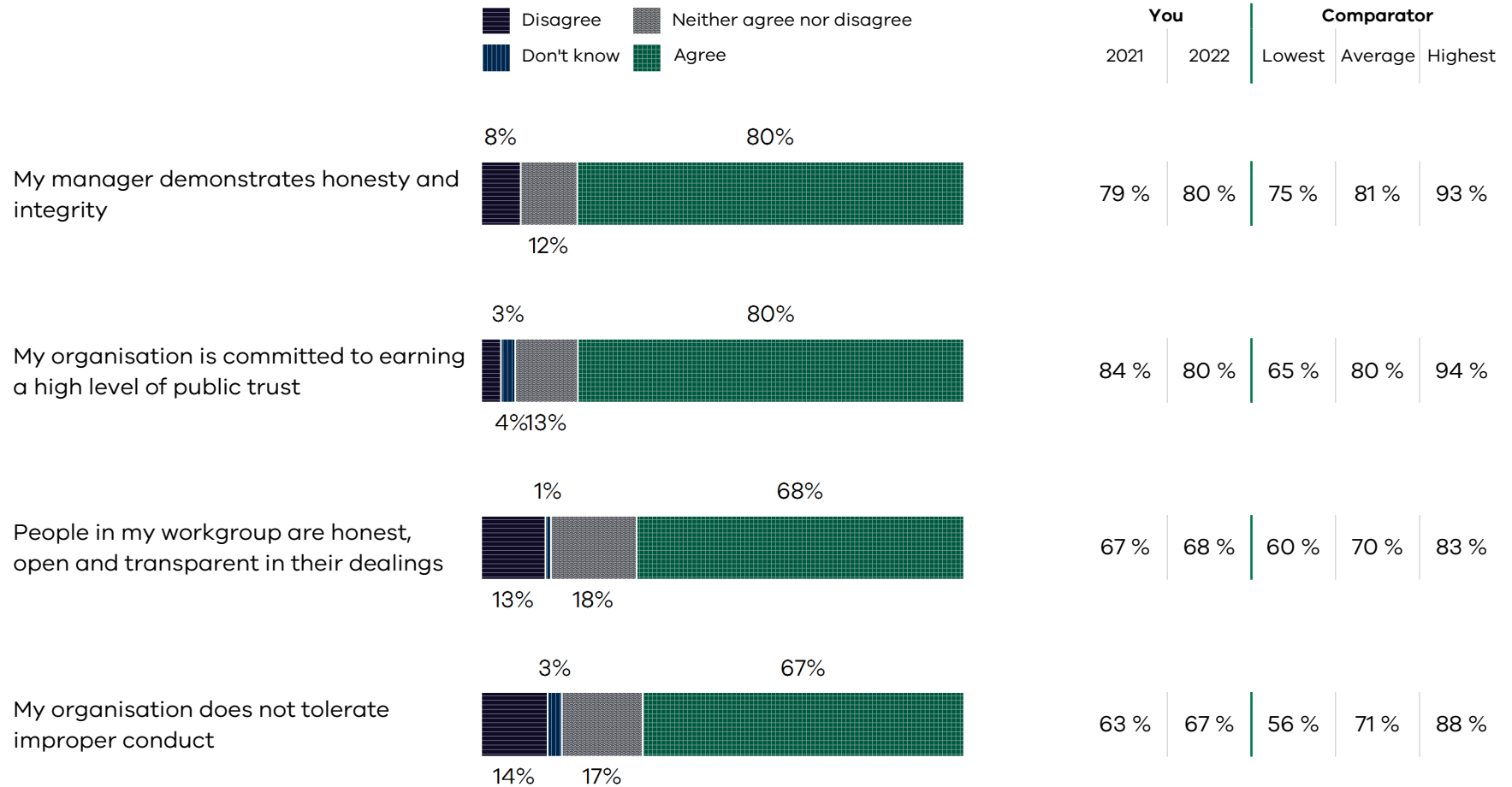
Example

80% of staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

Survey question	Your results	Benchmark agree results

Your results legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree

Survey question: My workgroup provides high quality advice and services

Your results: 8% Disagree, 12% Neither agree nor disagree, 80% Agree

Benchmark agree results:

	You		Comparator		
	2021	2022	Lowest	Average	Highest
	Not asked	80 %	71 %	79 %	91 %

Public sector values

What this is

Integrity is being honest and transparent, conducting ourselves properly and using our powers responsibly.

Why this is important

The Victorian community need high trust in how everyone in the public sector works and what they do.

How to read this

Under 'Your results', see results for each question in descending order by most agreed.

'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.

Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

80% of staff who did the survey agreed or strongly agreed with 'My manager demonstrates honesty and integrity'.

Survey question	Your results					

Legend: ■ Disagree ■ Neither agree nor disagree ■ Don't know ■ Agree

	Benchmark agree results				
	You		**Comparator**		
Survey question	2021	2022	Lowest	Average	Highest
My manager demonstrates honesty and integrity (8% / 12% / 80%)	79 %	80 %	75 %	81 %	93 %
My organisation is committed to earning a high level of public trust (3% / 4% / 13% / 80%)	84 %	80 %	65 %	80 %	94 %
People in my workgroup are honest, open and transparent in their dealings (13% / 1% / 18% / 68%)	67 %	68 %	60 %	70 %	83 %
My organisation does not tolerate improper conduct (14% / 3% / 17% / 67%)	63 %	67 %	56 %	71 %	88 %

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

Integrity 2 of 2

What this is

Integrity is being honest and transparent, conducting ourselves properly and using our powers responsibly.

Why this is important

The Victorian community need high trust in how everyone in the public sector works and what they do.

How to read this

Under 'Your results', see results for each question in descending order by most agreed.

'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.

Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

64% of staff who did the survey agreed or strongly agreed with 'I feel safe to challenge inappropriate behaviour at work'.

Survey question / Your results / Benchmark agree results

Legend: Disagree | Neither agree nor disagree | Don't know | Agree
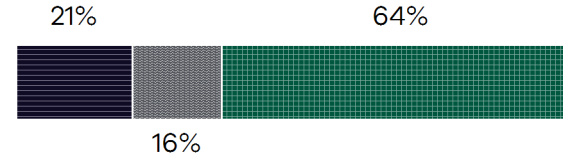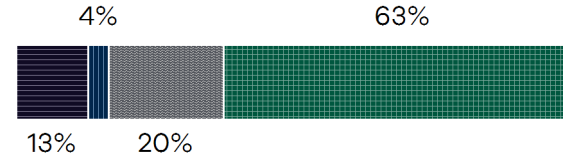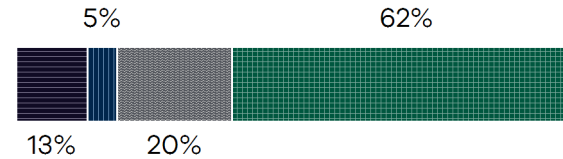
Survey question		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I feel safe to challenge inappropriate behaviour at work	21% / 16% / 64%	60 %	64 %	57 %	66 %	76 %
Senior leaders demonstrate honesty and integrity	13% / 4% / 20% / 63%	57 %	63 %	51 %	63 %	81 %
People in my workgroup appropriately manage conflicts of interest	13% / 5% / 20% / 62%	63 %	62 %	58 %	63 %	78 %

Public sector values

Impartiality

What this is

Impartiality is how your staff feel an organisation makes informed decisions and provides stable advice on merit, without bias, favouritism or self interest.

Why this is important

We all have an obligation to be impartial and make objective and fair decisions that are open to scrutiny.

How to read this

Under 'Your results', see results for each question in descending order by most agreed.

'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.

Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

74% of staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.

Survey question	Your results					

Legend: Disagree | Neither agree nor disagree | Don't know | Agree

Benchmark agree results
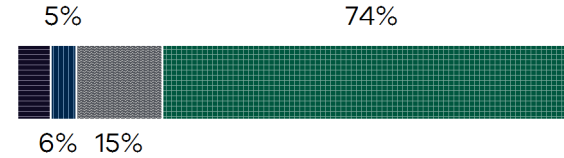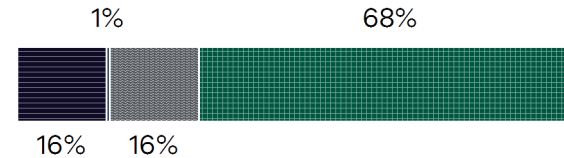
	You		Comparator		
Survey question	2021	2022	Lowest	Average	Highest
People in my workgroup are politically impartial in their work (5% / 6% / 15% / 74%)	68 %	74 %	70 %	72 %	84 %
My workgroup acts fairly and without bias (16% / 16% / 1% / 68%)	Not asked	68 %	60 %	68 %	84 %

Public sector values

Accountability 1 of 2

What this is

Accountability is if your staff feel they work to clear objectives in a transparent manner and can accept responsibility for decisions.

Why this is important

As we all make decisions on behalf of Victorians, we must be accountable in the resources we use.

How to read this

Under 'Your results', see results for each question in descending order by most agreed.

'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.

Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

92% of staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve it's goals'.

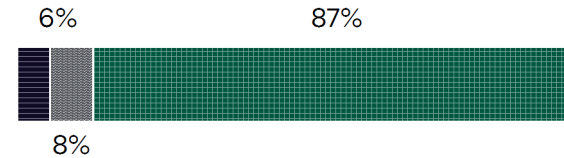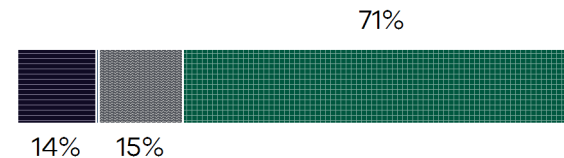| Survey question	Your results			

Legend: Disagree · Don't know · Neither agree nor disagree · Agree
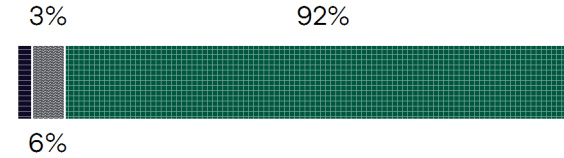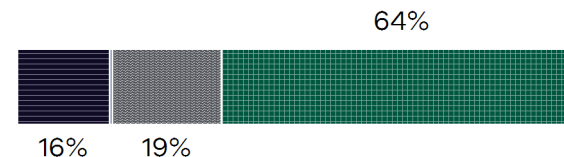
Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I understand how my job helps my organisation achieve it's goals	3% / 6% / 92%	Not asked	92 %	85 %	92 %	99 %
I clearly understand what I am expected to do in this job	6% / 8% / 87%	83 %	87 %	81 %	90 %	96 %
My workgroup has clear lines of responsibility	14% / 15% / 71%	75 %	71 %	64 %	75 %	79 %
My workgroup uses its resources well	16% / 19% / 64%	Not asked	64 %	56 %	68 %	79 %

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

What this is

Accountability is if your staff feel they work to clear objectives in a transparent manner and can accept responsibility for decisions.

Why this is important

As we all make decisions on behalf of Victorians, we must be accountable in the resources we use.

How to read this

Under 'Your results', see results for each question in descending order by most agreed.

'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.

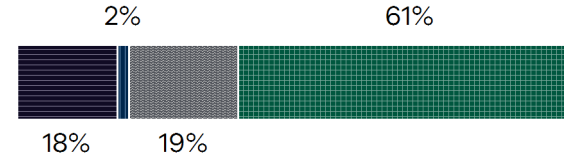Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

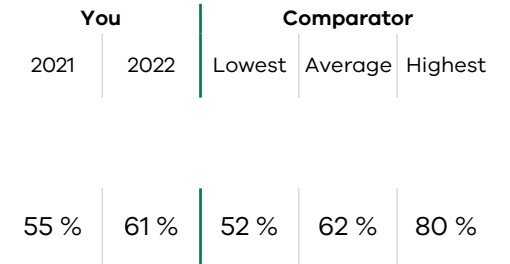61% of staff who did the survey agreed or strongly agreed with 'Senior leaders provide clear strategy and direction'.

Survey question

Your results

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree

Senior leaders provide clear strategy and direction

2% ... 61%

18% ... 19%

Benchmark agree results

	You		Comparator		
	2021	2022	Lowest	Average	Highest
	55 %	61 %	52 %	62 %	80 %

Public sector values

Respect 1 of 2

What this is

Respect is how your staff feel they're treated in the workplace and community.

Why this is important

All staff need to treat their colleagues and Victorians with respect.

How to read this

Under 'Your results', see results for each question in descending order by most agreed.

'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.

Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.
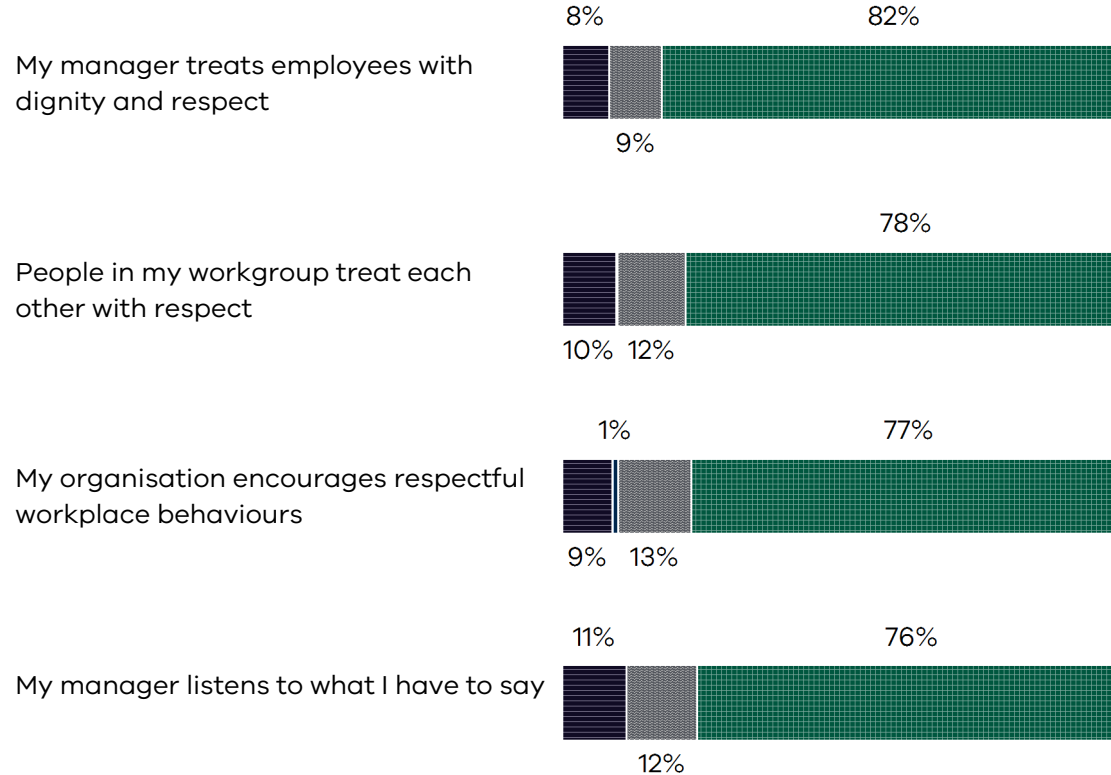
Example

82% of staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

Survey question	Your results			Benchmark agree results				
				You		**Comparator**		
				2021	2022	Lowest	Average	Highest
My manager treats employees with dignity and respect	8% / 9% / 82%			83 %	82 %	77 %	84 %	93 %
People in my workgroup treat each other with respect	10% / 12% / 78%			78 %	78 %	69 %	80 %	88 %
My organisation encourages respectful workplace behaviours	1% / 9% / 13% / 77%			76 %	77 %	72 %	82 %	91 %
My manager listens to what I have to say	11% / 12% / 76%			77 %	76 %	72 %	78 %	91 %

Legend: Disagree / Don't know / Neither agree nor disagree / Agree

Public sector values

What this is

Respect is how your staff feel they're treated in the workplace and community.

Why this is important

All staff need to treat their colleagues and Victorians with respect.

How to read this

Under 'Your results', see results for each question in descending order by most agreed.

'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.
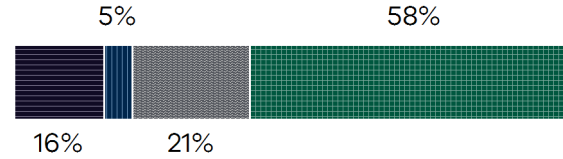
Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

58% of staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.
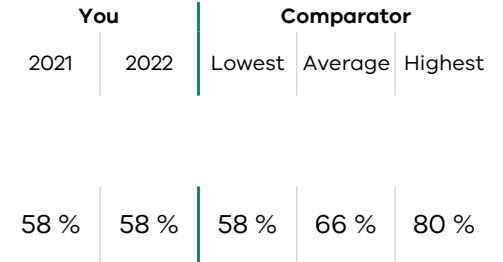
Survey question

Your results

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree

My organisation takes steps to eliminate bullying, harassment and discrimination

- 16%
- 5%
- 21%
- 58%

Benchmark agree results

	You		Comparator		
2021	2022		Lowest	Average	Highest
58 %	58 %		58 %	66 %	80 %

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

Leadership

What this is

Leadership is how your staff feel an organisation implements and promotes the public sector values.

Why this is important

Good leadership plays a role in the development of workplace culture.

It also gives Victorians confidence that staff in the public sector behave to a high standard.

How to read this

Under 'Your results', see results for each question in descending order by most agreed.

'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.

Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.
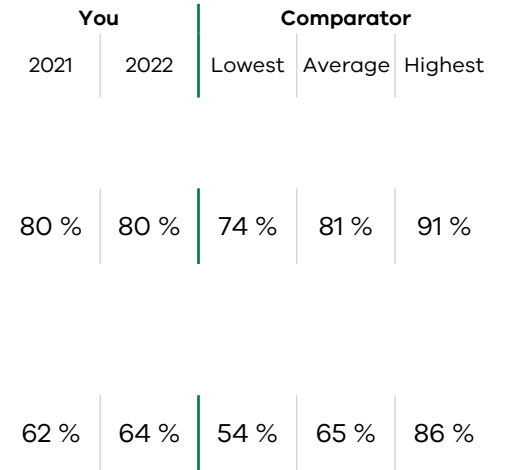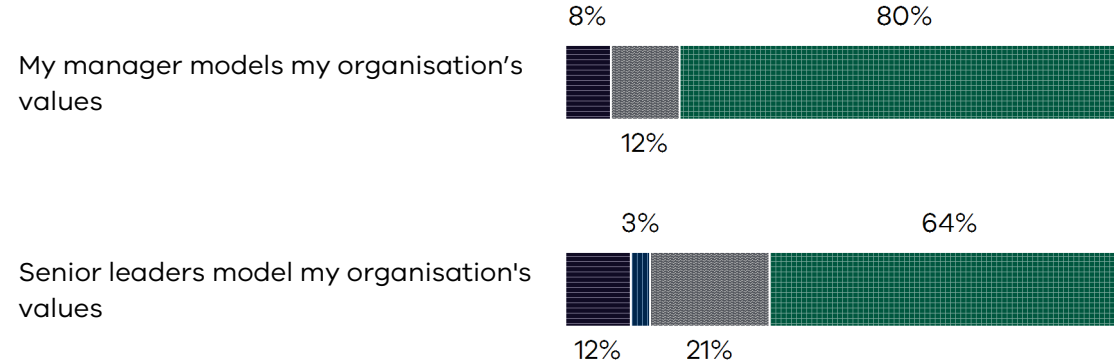
Example

80% of staff who did the survey agreed or strongly agreed with 'My manager models my organisation's values'.

Survey question	Your results			Benchmark agree results				

Legend: ■ Disagree ▦ Neither agree nor disagree ▦ Don't know ▦ Agree

		You		Comparator		
Survey question		2021	2022	Lowest	Average	Highest
My manager models my organisation's values	8% / 12% / 80%	80 %	80 %	74 %	81 %	91 %
Senior leaders model my organisation's values	12% / 3% / 21% / 64%	62 %	64 %	54 %	65 %	86 %

Public sector values

Human rights

What this is

Human rights is how your staff feel their organisation upholds basic human rights.

Why this is important

Using the Victorian Charter of Human Rights, organisations must consider human rights in how they work and act.

How to read this

Under 'Your results', see results for each question in descending order by most agreed.

'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.

Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

81% of staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.
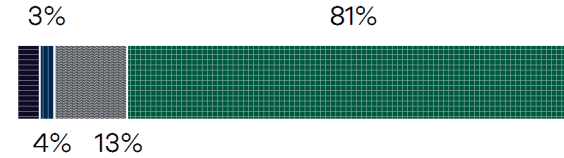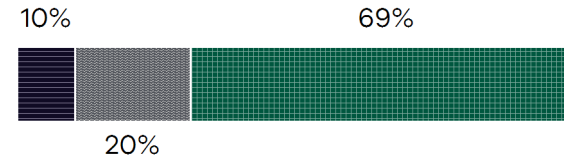
Survey question

Your results

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree

My organisation encourages employees to act in ways that are consistent with human rights

3% | 81%
4% 13%

I understand how the Charter of Human Rights and Responsibilities applies to my work

10% | 69%
20%

Benchmark agree results

	You		Comparator		
	2021	2022	Lowest	Average	Highest
My organisation encourages employees to act in ways that are consistent with human rights	79 %	81 %	74 %	84 %	93 %
I understand how the Charter of Human Rights and Responsibilities applies to my work	74 %	69 %	70 %	74 %	91 %

People matter survey wellbeing check 2022

Have your say

Overview

Report overview

- About your report
- Privacy and anonymity
- Survey's theoretical framework
- Your comparator group
- Your response rate

Result summary

People outcomes

- Scorecard: engagement index
- Engagement
- Scorecard: satisfaction, stress, intention to stay, inclusion
- Satisfaction
- Work-related stress levels
- Work-related stress causes
- Intention to stay

- Inclusion
- Scorecard: emotional effects of work
- Scorecard: negative behaviour
- Bullying
- Sexual harassment
- Discrimination
- Violence and aggression
- Satisfaction with complaint processes

Key differences

- Highest scoring
- Lowest scoring
- Most improved
- Most declined
- Biggest positive difference from comparator
- Biggest negative difference from comparator

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate
- Patient safety climate

Workgroup climate

- Scorecard
- Quality service delivery
- Innovation
- Workgroup support
- Safe to speak up

Job and manager factors

- Scorecard
- Manager leadership
- Manager support
- Workload
- Learning and development
- Job enrichment
- Meaningful work
- Flexible working

Public sector values

- Scorecard
- Responsiveness
- Integrity
- Impartiality
- Accountability
- Respect
- Leadership
- Human rights

Demographics

- Age, gender, variations in sex characteristics and sexual orientation
- Aboriginal and/or Torres Strait Islander
- Disability
- Cultural diversity
- Employment
- Adjustments
- Caring
- Categories
- Primary role

Demographics

Age, gender, variations in sex characteristics and sexual orientation

What this is

This is how staff describe their age, gender, variations in sex characteristics and sexual orientation.

Why this is important

This helps organisations understand the diversity of their staff and inform workforce strategies.

How to read this

Each table shows the breakdown of responses from your survey.

The (n) column shows the number of respondents in each category.

How we protect anonymity and privacy

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Age	(n)	%
15-34 years	**555**	33%
35-54 years	**797**	47%
55+ years	**254**	15%
Prefer not to say	**75**	4%

How would you describe your gender?	(n)	%
Woman	**1228**	73%
Man	**356**	21%
Prefer not to say	**82**	5%
Non-binary and I use a different term	**15**	1%

Are you trans, non-binary or gender diverse?	(n)	%
Yes	**18**	1%
No	**1567**	93%
Prefer not to say	**96**	6%

To your knowledge, do you have innate variation(s) of sex characteristics (often called intersex)?*	(n)	%
Yes	**6**	0%
No	**1550**	92%
Don't know	**38**	2%
Prefer not to say	**87**	5%

How do you describe your sexual orientation?	(n)	%
Straight (heterosexual)	**1293**	77%
Prefer not to say	**167**	10%
Gay or lesbian	**98**	6%
Bisexual	**68**	4%
Pansexual	**21**	1%
I use a different term	**18**	1%
Don't know	**9**	1%
Asexual	**7**	0%

Demographics

Aboriginal and/or Torres Strait Islander employees

What this is

This is staff who identify as Aboriginal and/or Torres Strait Islander.

Why this is important

This helps organisations understand the diversity of their staff and inform workforce strategies.

How to read this

Each table shows the breakdown of responses from your survey.
The (n) column shows the number of respondents in each category.
An asterisk (*) means this is a new question for the 2022 survey.

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Aboriginal and/or Torres Strait Islander	(n)	%
Yes	**3**	0%
Non Aboriginal and/or Torres Strait Islander	**1619**	96%
Prefer not to say	**59**	4%

Demographics

Disability

What this is

This is staff who identify as a person with disability and how they share that information.

Why this is important

This helps organisations understand the diversity of their staff and inform workforce strategies.

How to read this

Each table shows the breakdown of responses from your survey.

This is staff who identify as a person with disability and how they share that information

The (n) column shows the number of respondents in each category.

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Do you identify as a person with a disability?

	(n)	%
Yes	97	6%
No	1518	90%
Prefer not to say	66	4%

If so, have you shared your disability information within your organisation (e.g. to your manager or Human Resources staff)?

	(n)	%
Yes	44	45%
No	49	51%
Prefer not to say	4	4%

If not, which statement most accurately reflects your decision not to share your disability information within your organisation?

	(n)	%
I feel that sharing my disability information will reflect negatively on me	18	37%
My disability does not impact on my ability to perform my role	14	29%
I do not require any adjustments to be made to perform my role	13	27%
Other	4	8%

Demographics

Cultural diversity 1 of 2

What this is

These are the personal characteristics of staff.

Why this is important

This helps organisations understand the diversity of their staff and inform workforce strategies.

How to read this

Each table shows the breakdown of responses from your survey.

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Country of birth	(n)	%
Born in Australia	**1082**	64%
Not born in Australia	**463**	28%
Prefer not to say	**136**	8%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Other	**113**	30%
Mandarin	**44**	12%
Filipino	**37**	10%
Cantonese	**30**	8%
Greek	**30**	8%
Hindi	**29**	8%
Spanish	**26**	7%
Italian	**21**	6%
Vietnamese	**17**	5%
Arabic	**15**	4%
French	**14**	4%
Tagalog	**14**	4%

Language other than English spoken with family or community	(n)	%
Yes	**376**	22%
No	**1205**	72%
Prefer not to say	**100**	6%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Tamil	**13**	3%
German	**12**	3%
Punjabi	**11**	3%
Urdu	**8**	2%
Indonesian	**7**	2%
Auslan	**5**	1%
Macedonian	**4**	1%
Sinhalese	**4**	1%
Australian Indigenous Language	**1**	0%
Korean	**1**	0%

Victorian Public Sector Commission

VICTORIA State Government

Demographics

What this is

This is the cultural identity and religion of staff.

Why this is important

This helps organisations understand the diversity of their staff and inform workforce strategies.

How to read this

Each table shows the breakdown of responses from your survey.

The (n) column shows the number of respondents in each category.

An asterisk (*) means this is a new question for the 2022 survey.

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Cultural identity	(n)	%
Australian	1063	63%
English, Irish, Scottish and/or Welsh	213	13%
European (including Western, Eastern and South-Eastern Europe, and Scandinavia)	168	10%
Prefer not to say	150	9%
East and/or South-East Asian	130	8%
South Asian	64	4%
New Zealander	53	3%
Other	49	3%
Central Asian	27	2%
Middle Eastern	22	1%
African	14	1%
Central and/or South American	13	1%
North American	10	1%
Aboriginal and/or Torres Strait Islander	7	0%
Pacific Islander	6	0%
Maori	6	0%

Religion	(n)	%
No religion	840	50%
Christianity	474	28%
Prefer not to say	167	10%
Buddhism	54	3%
Other	45	3%
Hinduism	42	2%
Judaism	30	2%
Islam	18	1%
Sikhism	11	1%

Demographics

Employment characteristics 1 of 2

What this is

These are the employment characteristics of staff.

Why this is important

This helps organisations understand the diversity of their staff and inform workforce strategies.

How to read this

Each table shows the breakdown of responses from your survey.

The (n) column shows the number of respondents in each category.

An asterisk (*) means this is a new question for the 2022 survey.

How we protect anonymity and privacy

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Working arrangement	(n)	%
Full-Time	**988**	59%
Part-Time	**693**	41%

Gross base salary (ongoing/fixed term only)	(n)	%
Below $65k	**249**	16%
$65k to $95k	**503**	31%
$95k to $125k	**463**	29%
$125k or more	**233**	15%
Prefer not to say	**156**	10%

Organisational tenure	(n)	%
<1 year	**245**	15%
1 to less than 2 years	**210**	12%
2 to less than 5 years	**310**	18%
5 to less than 10 years	**339**	20%
10 to less than 20 years	**356**	21%
More than 20 years	**221**	13%

Management responsibility	(n)	%
Non-manager	**1260**	75%
Other manager	**273**	16%
Manager of other manager(s)	**148**	9%

Employment type	(n)	%
Ongoing and executive	**1332**	79%
Fixed term	**272**	16%
Other	**77**	5%

Demographics

What this is

These are the employment characteristics of staff.

Why this is important

This helps organisations understand the diversity of their staff and inform workforce strategies.

How to read this

Each table shows the breakdown of responses from your survey.

The (n) column shows the number of respondents in each category.

An asterisk (*) means this is a new question for the 2022 survey

How we protect anonymity and privacy

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Primary workplace location over the last 3 months	(n)	%
Melbourne: Suburbs	**934**	56%
Melbourne CBD	**714**	42%
Other	**21**	1%
Large regional city	**7**	0%
Rural	**5**	0%

What have been your main places of work over the last 3-months?	(n)	%
Your employer's office	**701**	42%
A frontline or service delivery location	**894**	53%
Home or private location	**316**	19%
A shared office space (where two or more organisations share the same workspace e.g. Gov hubs, suburban hubs etc.)	**86**	5%
Other	**61**	4%

Flexible work	(n)	%
No, I do not use any flexible work arrangements	**641**	38%
Part-time	**452**	27%
Flexible start and finish times	**331**	20%
Shift swap	**265**	16%
Using leave to work flexible hours	**204**	12%
Working from an alternative location (e.g. home, hub/shared work space)	**195**	12%
Study leave	**110**	7%
Working more hours over fewer days	**95**	6%
Other	**51**	3%
Job sharing	**25**	1%
Purchased leave	**18**	1%

Demographics

Adjustments

What this is

These are adjustments staff requested to perform in their role.

Why this is important

This shows organisations how flexible they are in adjusting for staff.

How to read this

Each demographic area shows the breakdown of responses from your survey results.

The (n) column shows the number of respondents in each category.

How we protect anonymity and privacy

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Have you requested any of the following adjustments at work?*	(n)	%
No, I have not requested adjustments	**1172**	70%
Flexible working arrangements	**362**	22%
Physical modifications or improvements to the workplace	**163**	10%
Career development support strategies	**73**	4%
Job redesign or role sharing	**36**	2%
Other	**28**	2%
Accessible communications technologies	**14**	1%

Why did you make this request?	(n)	%
Work-life balance	**229**	45%
Health	**192**	38%
Caring responsibilities	**125**	25%
Family responsibilities	**121**	24%
Other	**67**	13%
Study commitments	**62**	12%
Disability	**25**	5%

What was your experience with making the request?	(n)	%
The adjustments I needed were made and the process was satisfactory	**322**	63%
The adjustments I needed were not made	**132**	26%
The adjustments I needed were made but the process was unsatisfactory	**55**	11%

Demographics

Caring

What this is

These are staff-reported caring responsibilities.

Why this is important

This shows organisations what caring responsibilities their staff have.

How to read this

Each demographic area shows the breakdown of responses from your survey results.

The (n) column shows the number of respondents in each category.

How we protect anonymity and privacy

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Caring responsibility	(n)	%
None of the above	**800**	48%
Primary school aged child(ren)	**256**	15%
Secondary school aged child(ren)	**226**	13%
Frail or aged person(s)	**163**	10%
Child(ren) - younger than preschool age	**141**	8%
Prefer not to say	**119**	7%
Preschool aged child(ren)	**101**	6%
Person(s) with a mental illness	**83**	5%
Person(s) with a medical condition	**79**	5%
Person(s) with disability	**57**	3%
Other	**48**	3%

Demographics

Employment categories

What is this

This shows how many people in each employee category responded to the survey.

Why this is important

This helps you assess how representative of your organisation your survey was.

How to read this

Each demographic area shows the breakdown of responses from your survey results.

The (n) column shows the number of respondents in each category.

How we protect anonymity and privacy

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Which of the following categories best describes your current position?	(n)	%
Nursing Employees	516	31%
Management, Administration and Corporate support	452	27%
Allied health professional	278	17%
Other health professional	255	15%
Medical Employees	125	7%
Support services	25	1%
Personal service worker	16	1%
Lived experience specific worker	9	1%

Demographics

Primary role

What is this

This shows the primary role of your staff.

Why this is important

Understanding how many people you have in each role helps you understand if you have the right balance of staff.

How to read this

Each demographic area shows the breakdown of responses from your survey results.

The (n) column shows the number of respondents in each category.

How we protect anonymity and privacy

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Which of the following best describes the primary operational area in which you work?

	(n)	%
Hospital-based services	**1332**	79%
Corporate services	**150**	9%
Community-based services	**194**	12%

Is your primary work role in one of the following areas?

	(n)	%
Aged care	**35**	2%
Critical care	**104**	6%
Drug and alcohol	**1**	0%
Emergency	**85**	5%
Medical	**260**	16%
Mental health	**133**	8%
Mixed medical/surgical	**77**	5%
Palliative care	**5**	0%
Paediatrics	**1**	0%
Peri-operative	**42**	3%
Rehabilitation	**116**	7%
Surgical	**74**	4%
Other	**397**	24%
Administration	**346**	21%

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People matter survey | results

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