People matter survey wellbeing check 2022

Have your say

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Have your say

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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 2020 but not 2021.

This means you'll be able to compare about 45% 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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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	Organisation climate	Workgroup climate	Job and manager	Outcomes
• Lead the organisation • Set the culture • Lead by example • Actions influence outcomes	• Organisational integrity • Safety climate • Patient safety climate • Collaboration	• Quality service delivery • Innovation • Workgroup support • Safe to speak up	• Manager leadership • Manager support • Workload • Learning and development • Job enrichment • Meaningful work • Flexible working	• 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

Victorian Public Sector Commission

VICTORIA State Government

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'.

Barwon Region Water Corporation

Central Gippsland Region Water Corporation

Central Highlands Region Water Corporation

Coliban Region Water Corporation

East Gippsland Region Water Corporation

Gippsland and Southern Rural Water Corporation

Goulburn Valley Region Water Corporation

Grampians Wimmera Mallee Water Corporation

Lower Murray Urban and Rural Water Corporation

North East Region Water Corporation

South Gippsland Region Water Corporation

Wannon Region Water Corporation

Westernport Region Water Corporation

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.

2020	
49%	
(42)	
Comparator	71%
Public Sector	49%

2022	
44%	
(46)	
Comparator	76%
Public Sector	52%

Victorian Public Sector Commission

VICTORIA State Government

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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.

2020		2022	
67		**62**	
Comparator	72	Comparator	69
Public Sector	68	Public Sector	69

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 62.

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.
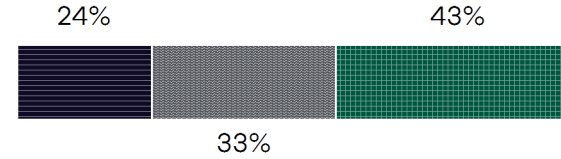
Example

54% 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

Legend: ■ Disagree ▨ Neither agree nor disagree ▧ Agree

Benchmark agree results

Survey question	9% / 37% / 54%	You 2020	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I am proud to tell others I work for my organisation	9% · 37% · 54%	69 %	54 %	56 %	73 %	84 %
I would recommend my organisation as a good place to work	24% · 22% · 54%	74 %	54 %	54 %	71 %	88 %
My organisation inspires me to do the best in my job	22% · 30% · 48%	57 %	48 %	44 %	62 %	79 %
My organisation motivates me to help achieve its objectives	22% · 30% · 48%	55 %	48 %	45 %	64 %	82 %

People outcomes

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 62.

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

43% 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

24%   43%

33%

Benchmark agree results

	You		Comparator		
	2020	2022	Lowest	Average	Highest
	64 %	43 %	50 %	60 %	72 %
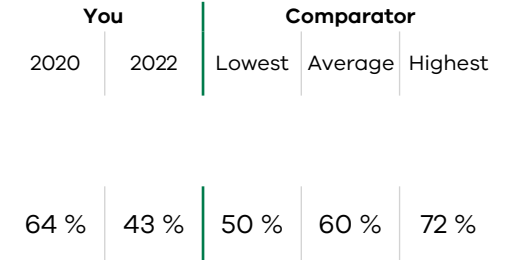
People outcomes

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:

- 65% of your staff who did the survey responded positively to questions about Inclusion.

Compared to:

- 77% of staff at your comparator and 78% of staff across the public sector.
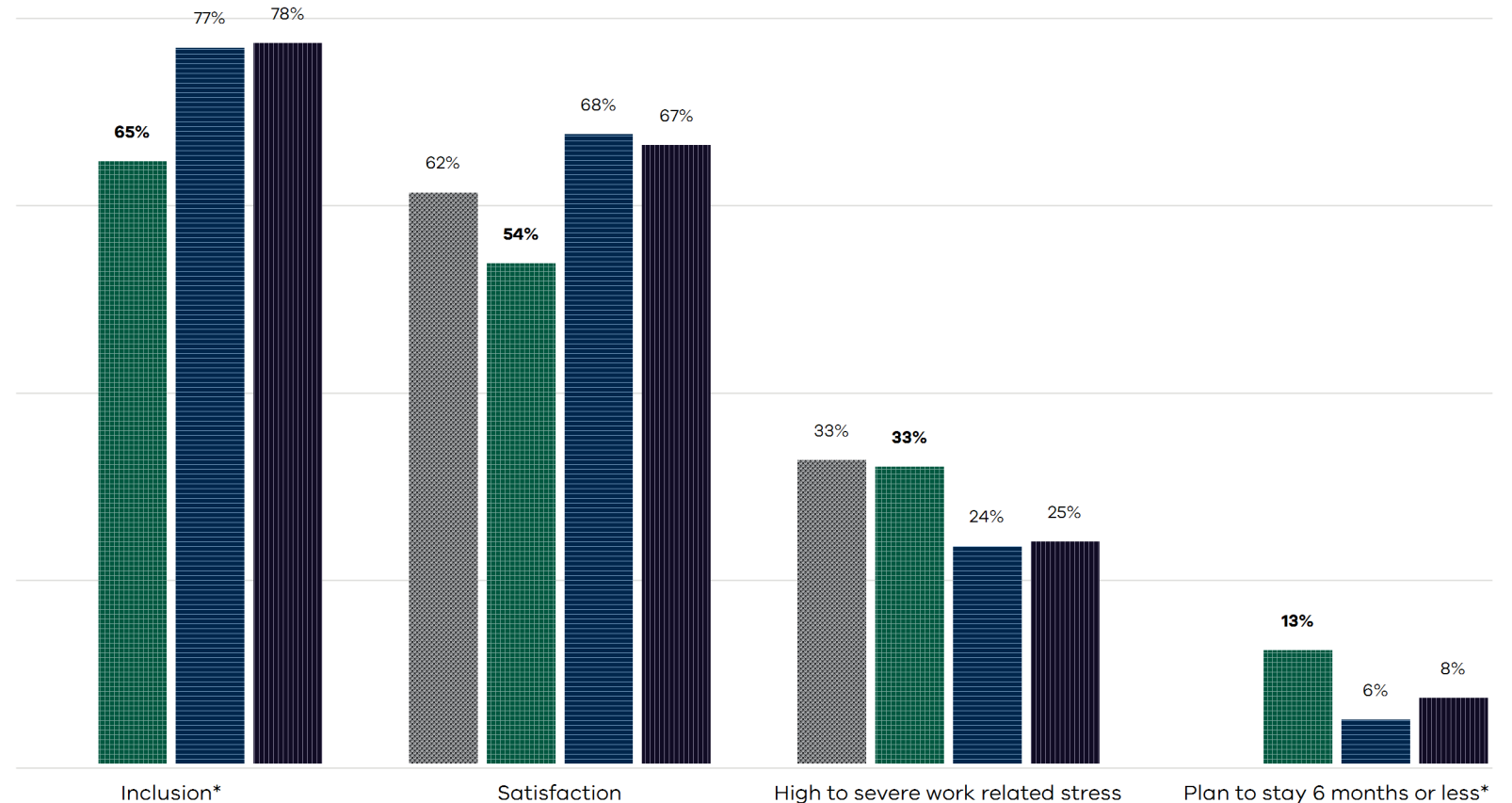
Chart data:

	Inclusion*	Satisfaction	High to severe work related stress	Plan to stay 6 months or less*
You 2020		62%	33%	
You 2022	65%	54%	33%	13%
Comparator 2022	77%	68%	24%	6%
Public sector 2022	78%	67%	25%	8%

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

Legend: You 2020 · You 2022 · Comparator 2022 · Public sector 2022

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

63% of your staff who did the survey were satisfied or very satisfied with 'Considering everything, how satisfied are you with your current job'.

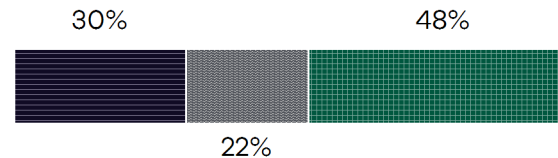| Survey question | Your results | Benchmark satisfied results |
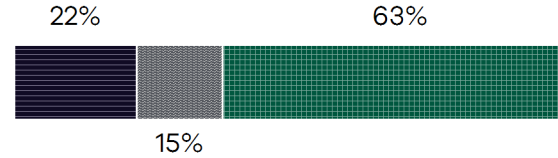
Your results legend: Dissatisfied | Neither satisfied nor dissatisfied | Satisfied
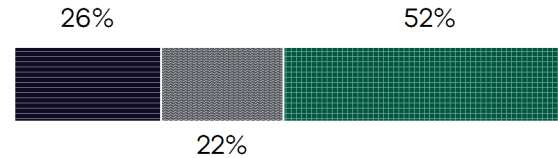
Survey question		You 2020	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
Considering everything, how satisfied are you with your current job	Dissatisfied 22%, Neither 15%, Satisfied 63%	71 %	63 %	60 %	73 %	91 %
How satisfied are you with the work/life balance in your current job	Dissatisfied 26%, Neither 22%, Satisfied 52%	57 %	52 %	66 %	73 %	90 %
How satisfied are you with your career development within your current organisation	Dissatisfied 30%, Neither 22%, Satisfied 48%	57 %	48 %	46 %	59 %	72 %

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 2020 and your comparator.

Example

33% of your staff who did the survey said they had high to severe stress in 2022. This is compared to 24% 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	35%
Moderate	24%
High	15%
Very high	13%
Severe	4%
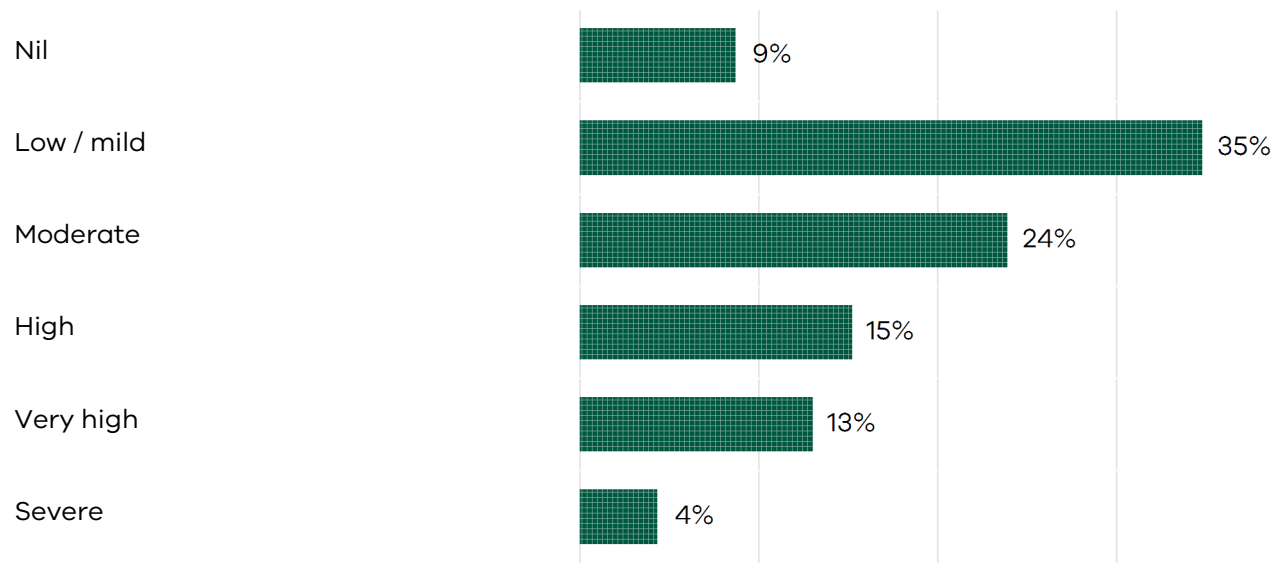
Reported levels of high to severe stress

2020		2022	
33%		**33%**	
Comparator	19%	Comparator	24%
Public Sector	23%	Public Sector	25%
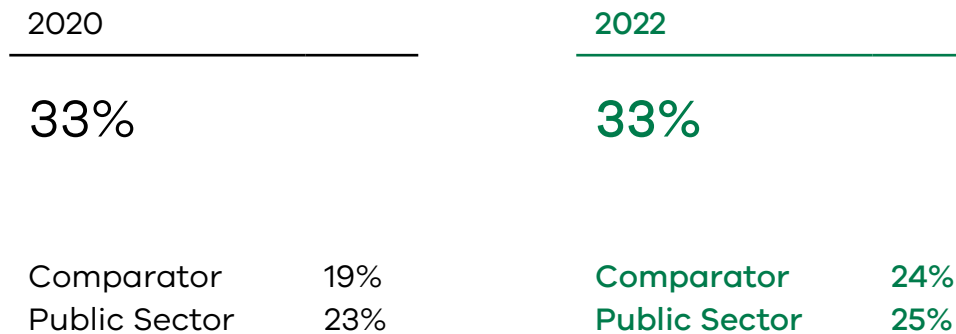
People outcomes

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%, 43% said the top reason was 'Workload'.

	42	4
	91%	9%

■ Experienced some work-related stress   ▨ Did not experience some work-related stress
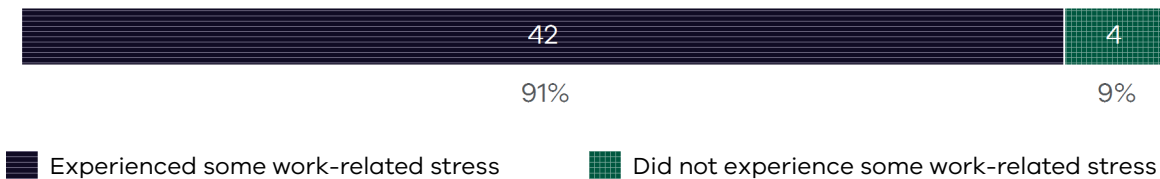
Of those that experienced work related stress it was from …	You 2020	You 2022	Comparator 2022	Public sector 2022
Workload	56%	43%	56%	51%
Time pressure	50%	31%	39%	44%
Management of work (e.g. supervision, training, information, support)	14%	29%	12%	12%
Competing home and work responsibilities	8%	19%	12%	14%
Other	8%	19%	10%	9%
Dealing with clients, patients or stakeholders	11%	17%	14%	15%
Work schedule or hours	6%	17%	5%	6%
Content, variety, or difficulty of work	17%	14%	11%	11%
Job security	11%	12%	5%	10%
Unclear job expectations	8%	10%	12%	14%

Victorian Public Sector Commission

VICTORIA State Government

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

13% of your staff who did the survey said they intended to work for your organisation for 6 months or less.

Employees plan to work at your organisation for …	You 2022	Comparator 2022	Public sector 2022
6 months or less	13%	6%	8%
Over 6 months and up to 1 year	9%	7%	10%
Over 1 year and up to 3 years	17%	22%	25%
Over 3 years and up to 5 years	11%	15%	16%
Over 5 years	50%	51%	41%

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

70% 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		You 2020	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I can be myself at work	13% / 17% / 70%	Not asked	70 %	76 %	82 %	91 %
I feel as if I belong at this organisation	15% / 24% / 61%	Not asked	61 %	66 %	73 %	81 %

Victorian Public Sector Commission

VICTORIA State Government
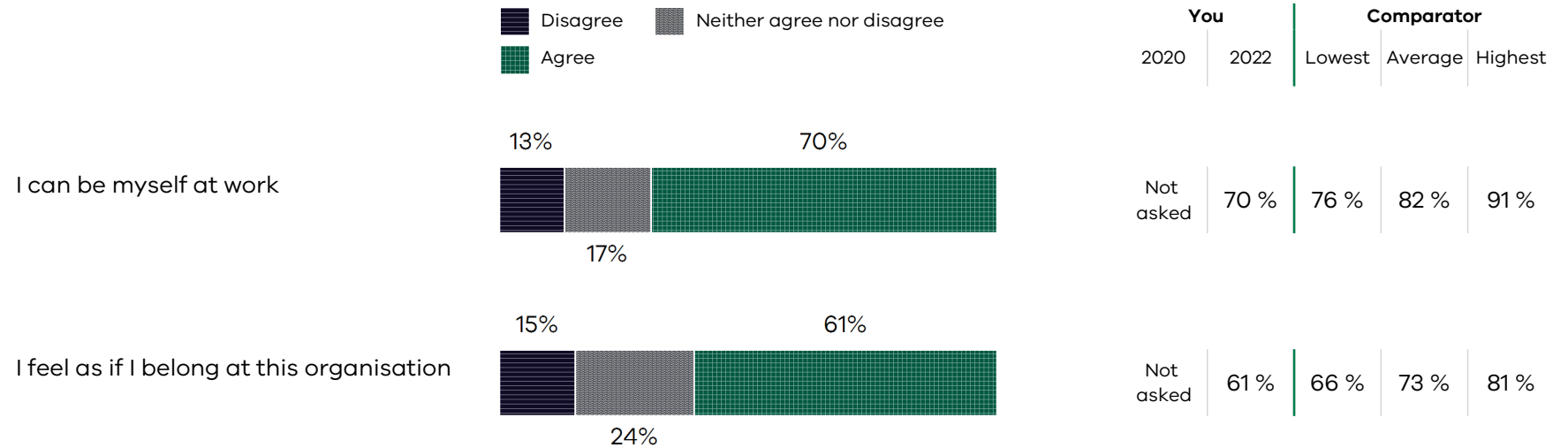
People outcomes

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

17% 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

14	32
30%	70%

■ Experienced barriers　　　■ Did not experience barriers
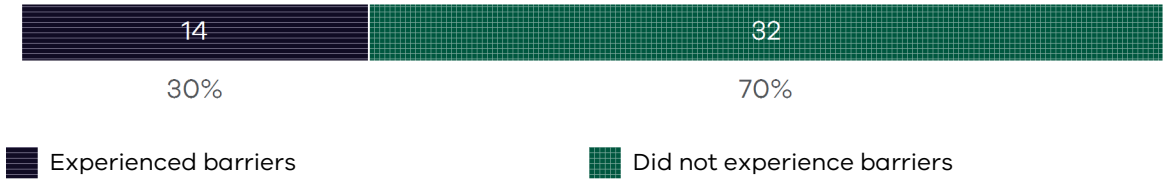
During the last 12 months, employees experienced barriers to their success due to ...	You 2022	Comparator 2022	Public sector 2022
My mental health	17%	6%	7%
My age	9%	6%	8%
My sex	9%	5%	4%
My physical health	7%	2%	4%
Other	7%	4%	4%
My caring responsibilities	4%	5%	7%
My gender identity	2%	0%	1%
My industrial activity	2%	1%	1%
My political belief	2%	1%	1%
My religious belief	2%	0%	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:

- 50% of your staff who did the survey said work made them feel happy in 2022, which is down from 52% in 2020

Compared to:

- 52% 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 2020 | You 2022 | Comparator 2022 | Public sector 2022

	Happy	Enthusiastic	Worried	Miserable
You 2020	52%	60%	24%	10%
You 2022	50%	46%	39%	30%
Comparator 2022	52%	45%	29%	16%
Public sector 2022	54%	49%	31%	17%
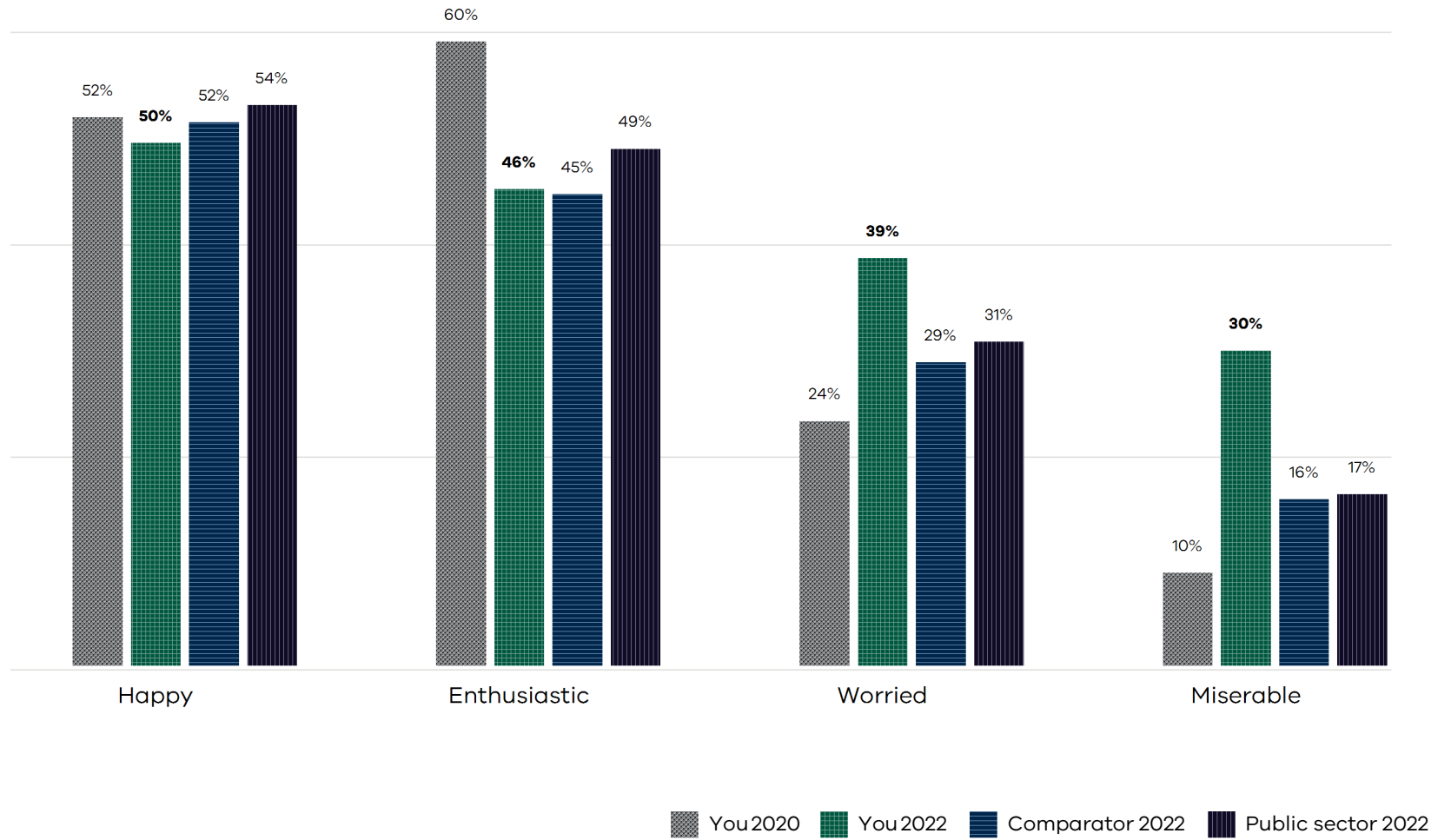
People outcomes

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:

- 7% of your staff who did the survey stated they experienced 'Violence or aggression' in the last 12 months which is down from 7% in 2020.

Compared to:

- 5% of staff at your comparator and 10% of staff across the public sector.

Legend: You 2020, You 2022, Comparator 2022, Public sector 2022

Categories with values:
- Violence or aggression: 7%, 7%, 5%, 10%
- Sexual harassment: 2%, 4%, 3%, 4%
- Bullying: 10%, 2%, 7%, 11%
- Discrimination: 7%, 0%, 3%, 5%

Victorian Public Sector Commission

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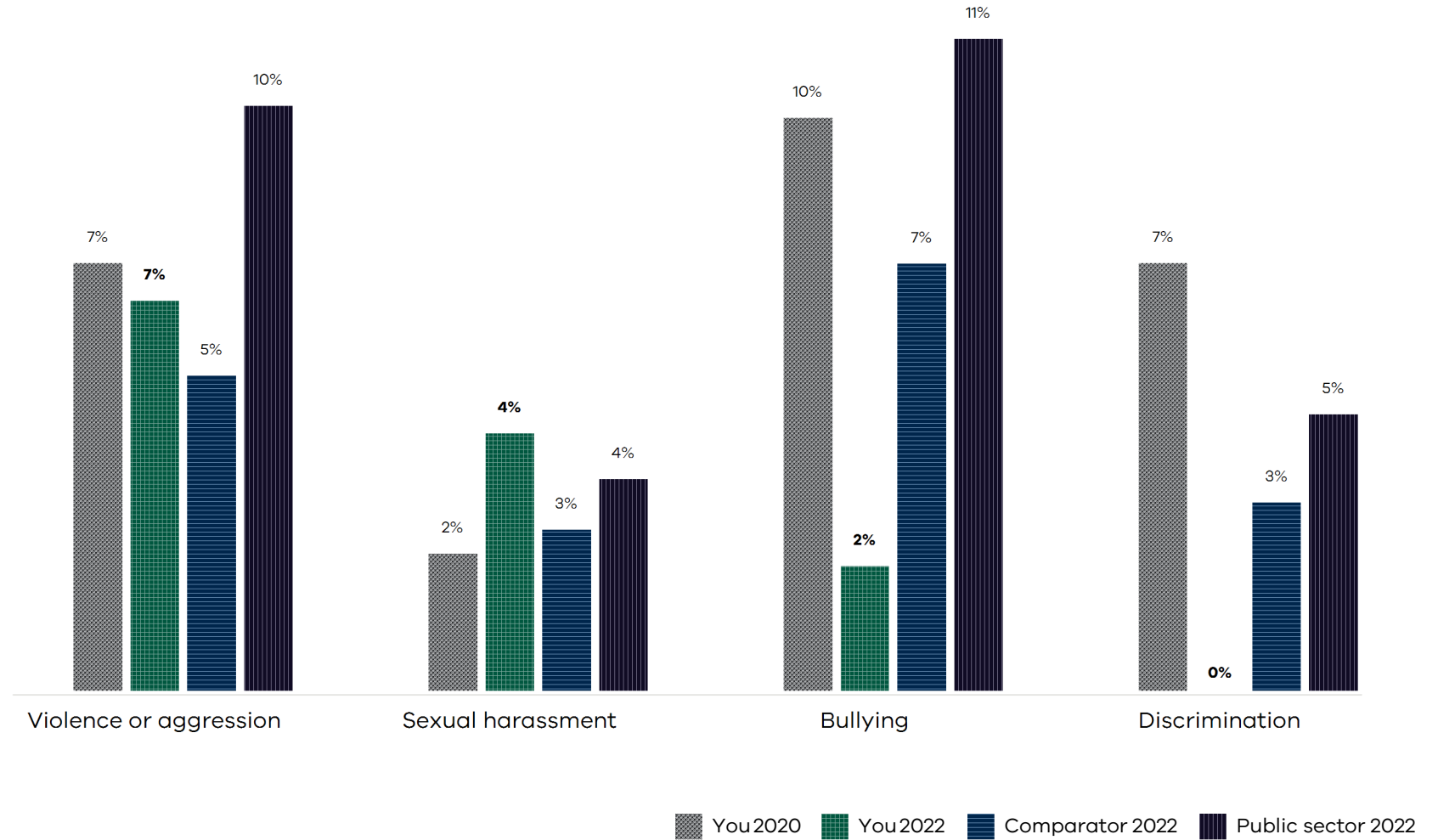
People outcomes

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.

Why there is no data here

We've not published the results for this section because less than 10 people said they experienced bullying.

We do this to protect the respondents.

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.

Why there is no data here

We've not published the results for this section because less than 10 people said they experienced sexual harassment.

We do this to protect the respondents.

People outcomes

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.

Why there is no data here

We've not published the results for this section because less than 10 people said they experienced violence or aggression.

We do this to protect the respondents.

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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 2020 scores and your 2022 comparator group.

Example

On the first row 'Job enrichment', the 'You 2022' column shows 91% of your staff agreed with 'I can use my skills and knowledge in my job'.
This question was not asked in 2020.

Question group	Highest scoring questions	You 2022	Change from 2020	Comparator 2022
Job enrichment	I can use my skills and knowledge in my job	91%	Not asked in 2020	93%
Job enrichment	I understand how my job helps my organisation achieve it's goals	89%	Not asked in 2020	94%
Meaningful work	I can make a worthwhile contribution at work	87%	Not asked in 2020	94%
Meaningful work	I get a sense of accomplishment from my work	87%	Not asked in 2020	83%
Workgroup support	People in my workgroup treat each other with respect	87%	+4%	86%
Meaningful work	I achieve something important through my work	85%	-6%	91%
Quality service delivery	My workgroup provides high quality advice and services	85%	Not asked in 2020	87%
Safe to speak up	I feel culturally safe at work	83%	Not asked in 2020	84%
Workgroup support	People in my workgroup work together effectively to get the job done	83%	-3%	85%
Collaboration	I am able to work effectively with others outside my immediate workgroup	80%	-10%	87%

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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 2020 scores and your 2022 comparator group.

Example

On the first row 'Taking action', the 'You 2022' column shows 30% of your staff agreed with 'I believe my organisation will make improvements based on the results of this survey'.
This question was not asked in 2020.

Question subgroup	Lowest scoring questions	You 2022	Change from 2020	Comparator 2022
Taking action	I believe my organisation will make improvements based on the results of this survey	30%	Not asked in 2020	47%
Organisational integrity	I believe the promotion processes in my organisation are fair	33%	Not asked in 2020	45%
Safety climate	All levels of my organisation are involved in the prevention of stress	33%	-5%	49%
Learning and development	I am satisfied with the way my learning and development needs have been addressed in the last 12 months	35%	Not asked in 2020	57%
Organisational integrity	I have an equal chance at promotion in my organisation	37%	Not asked in 2020	48%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	37%	-27%	53%
Organisational integrity	I believe the recruitment processes in my organisation are fair	41%	Not asked in 2020	60%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	41%	-2%	52%
Learning and development	I am satisfied with the opportunities to progress in my organisation	43%	Not asked in 2020	49%
Engagement	I feel a strong personal attachment to my organisation	43%	-21%	60%

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 2020' column.

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

This is because the increase from 2020 shows you where the most positive changes are happening in your organisation.

Example

On the first row 'Senior leadership', the 'You 2022' column shows 54% of your staff agreed with 'Senior leaders provide clear strategy and direction'.
In the 'Increase from 2020' column, you have a 14% increase, which is a positive trend.

Question group	Most improved from last survey	You 2022	Increase from 2020	Comparator 2022
Senior leadership	Senior leaders provide clear strategy and direction	54%	+14%	58%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	52%	+7%	60%
Workload	I have enough time to do my job effectively	46%	+5%	54%
Safe to speak up	People in my workgroup are able to bring up problems and tough issues	80%	+4%	76%
Workgroup support	People in my workgroup treat each other with respect	87%	+4%	86%

Victorian
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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 2020' column.

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

This is because the decrease from 2020 shows you where the most negative changes are happening in your organisation.

Example

On the first row 'Safety climate', the 'You 2022' column shows 37% of your staff agreed with 'My organisation has effective procedures in place to support employees who may experience stress'.
In the 'Decrease from 2020' column, you have a 27% decrease, which is a negative trend.

Question subgroup	Largest decline from last survey	You 2022	Decrease from 2020	Comparator 2022
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	37%	–27%	53%
Flexible working	I am confident that if I requested a flexible work arrangement, it would be given due consideration	52%	–24%	77%
Engagement	I feel a strong personal attachment to my organisation	43%	–21%	60%
Engagement	I would recommend my organisation as a good place to work	54%	–19%	71%
Manager support	My manager provides me with enough support when I need it	54%	–19%	81%
Manager support	My manager listens to what I have to say	65%	–18%	83%
Engagement	I am proud to tell others I work for my organisation	54%	–15%	73%
Collaboration	I am able to work effectively with others outside my immediate workgroup	80%	–10%	87%
Satisfaction	How satisfied are you with your career development within your current organisation	48%	–9%	59%
Engagement	My organisation inspires me to do the best in my job	48%	–9%	62%

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 'Safe to speak up', the 'You 2022' column shows 80% of your staff agreed with 'I feel safe to challenge inappropriate behaviour at work'.

The 'difference' column, shows that agreement for this question was 6 percentage points higher in your organisation than in your comparator.

Question group	Biggest positive difference from comparator	You 2022	Difference	Comparator 2022
Safe to speak up	I feel safe to challenge inappropriate behaviour at work	80%	+6%	74%
Meaningful work	I get a sense of accomplishment from my work	87%	+4%	83%
Safe to speak up	People in my workgroup are able to bring up problems and tough issues	80%	+4%	76%
Workgroup support	People in my workgroup treat each other with respect	87%	+1%	86%
Innovation	My workgroup learns from failures and mistakes	76%	+0%	76%

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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 'Manager support', the 'You 2022' column shows 54% of your staff agreed with 'My manager provides me with enough support when I need it'.

The 'difference' column, shows that agreement for this question was 27 percentage points lower in your organisation than in your comparator.

Question subgroup	Biggest negative difference from comparator	You 2022	Difference	Comparator 2022
Manager support	My manager provides me with enough support when I need it	54%	-27%	81%
Manager support	I can discuss problems or issues with my manager	59%	-25%	84%
Manager support	My manager gives me feedback that helps me improve my performance	50%	-25%	75%
Flexible working	I am confident that if I requested a flexible work arrangement, it would be given due consideration	52%	-24%	77%
Safety climate	My organisation provides a physically safe work environment	70%	-23%	92%
Learning and development	I am satisfied with the way my learning and development needs have been addressed in the last 12 months	35%	-22%	57%
Manager leadership	My manager demonstrates honesty and integrity	65%	-22%	87%
Flexible working	My manager supports working flexibly	65%	-21%	87%
Satisfaction	How satisfied are you with the work/life balance in your current job	52%	-21%	73%
Manager leadership	My manager models my organisation's values	65%	-19%	85%

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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

30% 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'.

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

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

39%   30%

30%

	You		**Comparator**	
2020	2022	Lowest	Average	Highest
Not asked	30 %	27 %	47 %	74 %

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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

54% of your 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

Survey question		Benchmark agree results				
		You		**Comparator**		
		2020	2022	Lowest	Average	Highest
Senior leaders provide clear strategy and direction	26% / 20% / 54%	40 %	54 %	43 %	58 %	84 %
Senior leaders model my organisation's values	26% / 2% / 20% / 52%	Not asked	52 %	49 %	65 %	90 %
Senior leaders demonstrate honesty and integrity	28% / 22% / 50%	Not asked	50 %	53 %	66 %	82 %

People matter survey wellbeing check 2022

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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:

- 68% of your staff who did the survey responded positively to questions about Collaboration which is down from 76% in 2020.

Compared to:

- 74% of staff at your comparator and 73% of staff across the public sector.
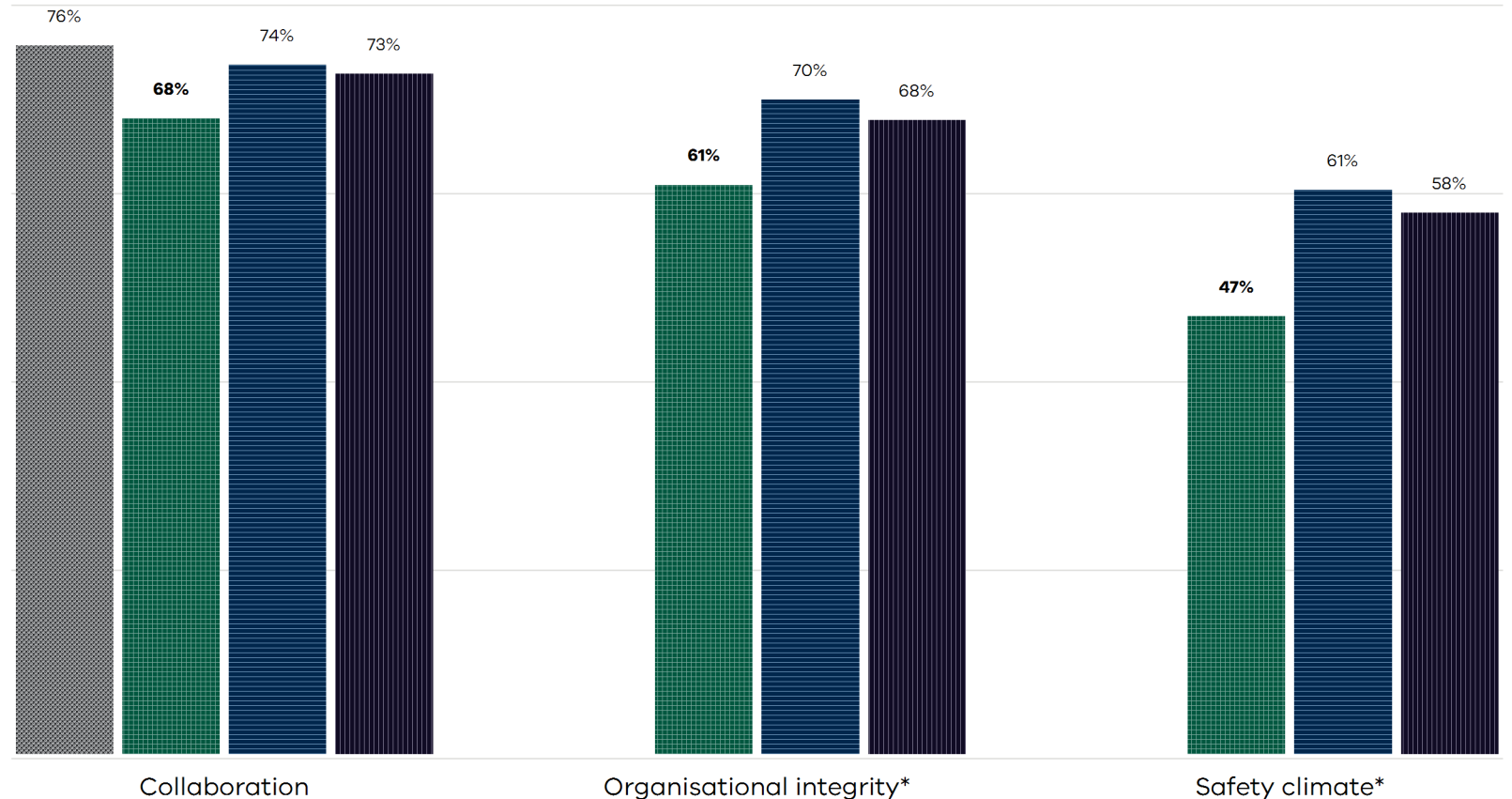
*We can't compare some data here because one or more questions were not asked in a previous survey

Legend: You 2020 | You 2022 | Comparator 2022 | Public sector 2022

Collaboration: 76%, 68%, 74%, 73%
Organisational integrity*: 61%, 70%, 68%
Safety climate*: 47%, 61%, 58%

Organisational climate

Organisational integrity 1 of 2

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.
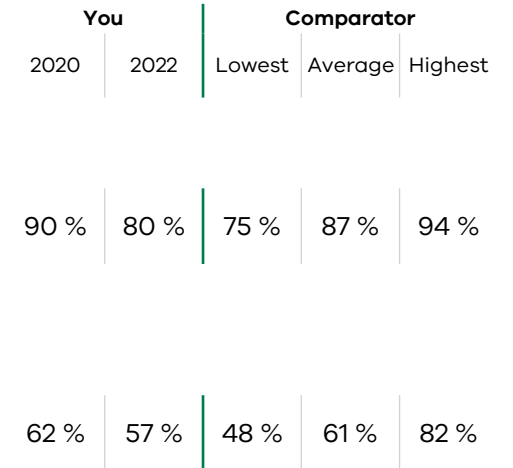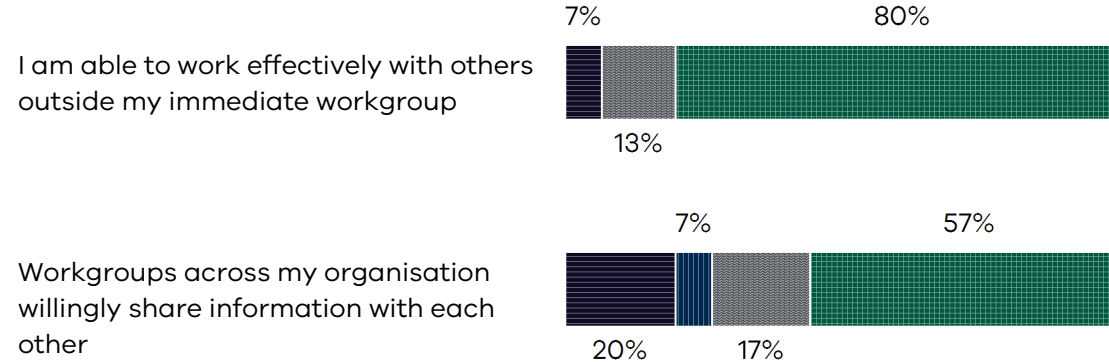
Example

80% of your staff who did the survey agreed or strongly agreed with 'My organisation encourages respectful workplace behaviours'.

Survey question	Your results	Benchmark agree results

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

	You		Comparator		
Survey question	2020	2022	Lowest	Average	Highest
My organisation encourages respectful workplace behaviours (4% / 15% / 80%)	Not asked	80 %	79 %	87 %	99 %
My organisation encourages employees to act in ways that are consistent with human rights (7% / 15% / 78%)	Not asked	78 %	80 %	88 %	96 %
My organisation is committed to earning a high level of public trust (7% / 15% / 78%)	Not asked	78 %	71 %	86 %	96 %
My organisation does not tolerate improper conduct (9% / 2% / 15% / 74%)	Not asked	74 %	51 %	75 %	93 %

Victorian Public Sector Commission

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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

70% of your staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.

Survey question | Your results | Benchmark agree results

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

Survey question		You		Comparator		
		2020	2022	Lowest	Average	Highest
My organisation takes steps to eliminate bullying, harassment and discrimination (4%, 9%, 17%, 70%)		Not asked	70 %	54 %	75 %	91 %
I believe the recruitment processes in my organisation are fair (35%, 24%, 41%)		Not asked	41 %	50 %	60 %	76 %
I have an equal chance at promotion in my organisation (26%, 37%, 37%)		Not asked	37 %	39 %	48 %	61 %
I believe the promotion processes in my organisation are fair (28%, 2%, 37%, 33%)		Not asked	33 %	36 %	45 %	60 %

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

80% 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				

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

Benchmark agree results

Survey question	You 2020	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I am able to work effectively with others outside my immediate workgroup (7% / 80% / 13%)	90 %	80 %	75 %	87 %	94 %
Workgroups across my organisation willingly share information with each other (7% / 57% / 20% / 17%)	62 %	57 %	48 %	61 %	82 %

Victorian Public Sector Commission

VICTORIA State Government

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

70% of your staff who did the survey agreed or strongly agreed with 'My organisation provides a physically safe work environment'.

Survey question	Your results	Benchmark agree results

Legend: Disagree | Neither agree nor disagree | Don't know | Agree
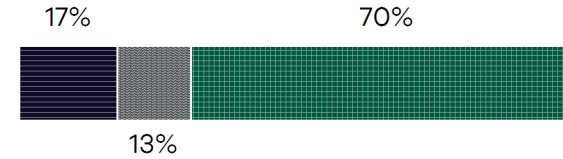
Survey question	You 2020	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My organisation provides a physically safe work environment (17%, 13%, 70%)	Not asked	70 %	78 %	92 %	100 %
In my workplace, there is good communication about psychological safety issues that affect me (24%, 24%, 52%)	60 %	52 %	45 %	59 %	79 %
Senior leaders consider the psychological health of employees to be as important as productivity (26%, 22%, 52%)	45 %	52 %	44 %	60 %	82 %
Senior leaders show support for stress prevention through involvement and commitment (28%, 30%, 41%)	43 %	41 %	38 %	52 %	78 %

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

37% 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	Benchmark agree results

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

	You		Comparator		
	2020	2022	Lowest	Average	Highest
My organisation has effective procedures in place to support employees who may experience stress	64 %	37 %	41 %	53 %	78 %
All levels of my organisation are involved in the prevention of stress	38 %	33 %	32 %	49 %	66 %

My organisation has effective procedures in place to support employees who may experience stress: 28% / 2% / 33% / 37%

All levels of my organisation are involved in the prevention of stress: 33% / 35% / 33%

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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.

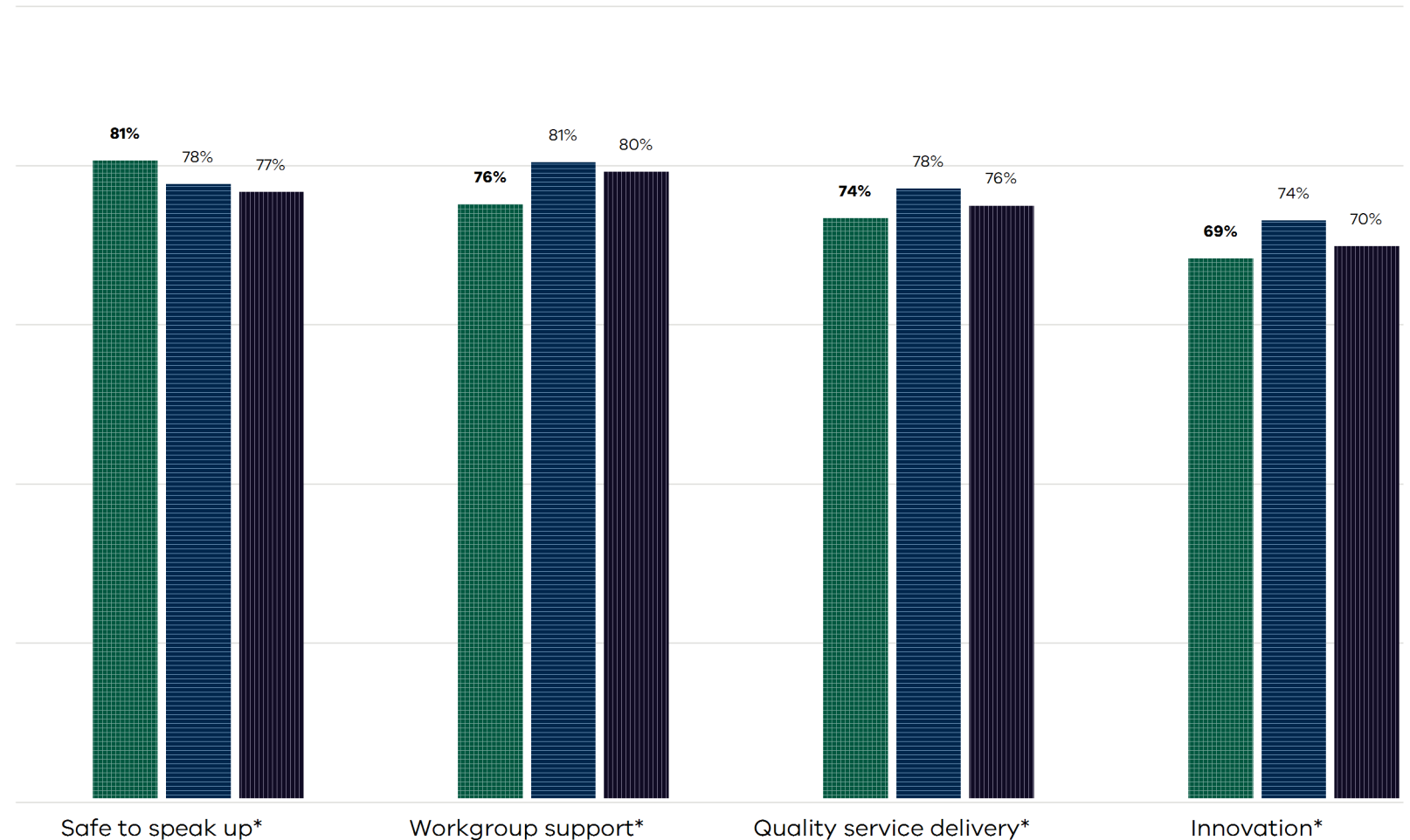Each result is the overall percentage of positive responses for your organisation, comparator and public sector.

Example

In 2022:

- 81% of your staff who did the survey responded positively to questions about Safe to speak up.

Compared to:

- 78% of staff at your comparator and 77% of staff across the public sector.

Chart — values by factor:

- Safe to speak up*: 81%, 78%, 77%
- Workgroup support*: 76%, 81%, 80%
- Quality service delivery*: 74%, 78%, 76%
- Innovation*: 69%, 74%, 70%

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

Legend: You 2020 · You 2022 · Comparator 2022 · Public sector 2022

Victorian Public Sector Commission

VICTORIA State Government

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

85% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

Legend: Disagree | Neither agree nor disagree | Don't know | Agree
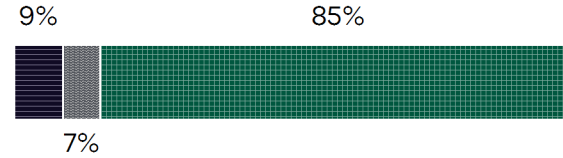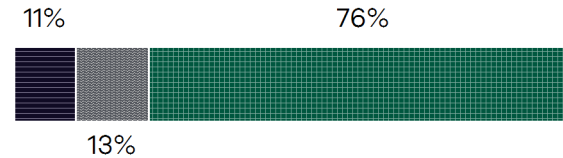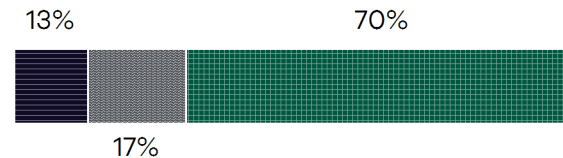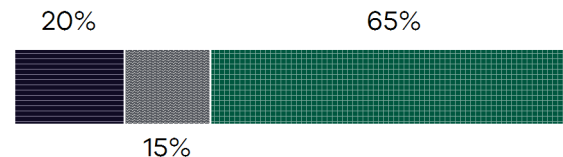
Survey question	Your results	You 2020	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup provides high quality advice and services	Disagree 9%, 7%, Agree 85%	Not asked	85 %	82 %	87 %	97 %
My workgroup acts fairly and without bias	Disagree 11%, 13%, Agree 76%	Not asked	76 %	73 %	79 %	87 %
My workgroup uses its resources well	Disagree 13%, 17%, Agree 70%	Not asked	70 %	60 %	71 %	90 %
My workgroup has clear lines of responsibility	Disagree 20%, 15%, Agree 65%	Not asked	65 %	66 %	73 %	81 %

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

76% of your staff who did the survey agreed or strongly agreed with 'My workgroup learns from failures and mistakes'.

Survey question	Your results					

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

Benchmark agree results
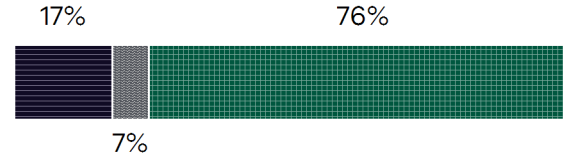
Survey question	You		Comparator		
	2020	2022	Lowest	Average	Highest
My workgroup learns from failures and mistakes — 17% / 7% / 76%	Not asked	76 %	70 %	76 %	87 %
My workgroup is quick to respond to opportunities to do things better — 15% / 17% / 67%	Not asked	67 %	66 %	73 %	88 %
My workgroup encourages employee creativity — 17% / 20% / 63%	Not asked	63 %	65 %	72 %	80 %
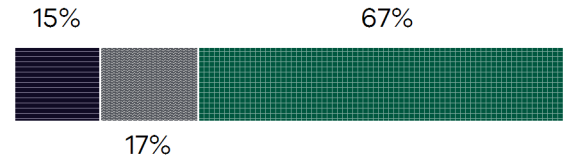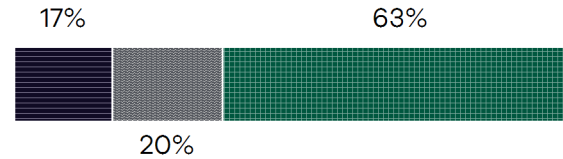
Victorian Public Sector Commission

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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

87% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup treat each other with respect'.
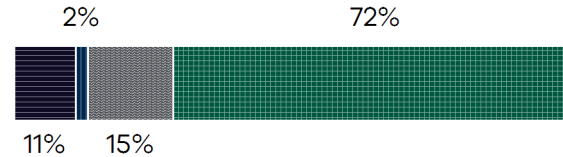
| Survey question | Your results | Benchmark agree results |

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

Survey question	You 2020	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup treat each other with respect (2% / 11% / 87%)	83 %	87 %	82 %	86 %	91 %
People in my workgroup work together effectively to get the job done (7% / 11% / 83%)	86 %	83 %	79 %	85 %	94 %
People in my workgroup are honest, open and transparent in their dealings (11% / 2% / 15% / 72%)	Not asked	72 %	71 %	79 %	88 %
People in my workgroup are politically impartial in their work (9% / 2% / 20% / 70%)	Not asked	70 %	73 %	78 %	87 %

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.

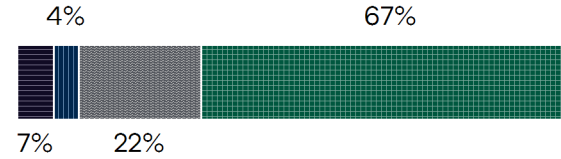Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

67% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.
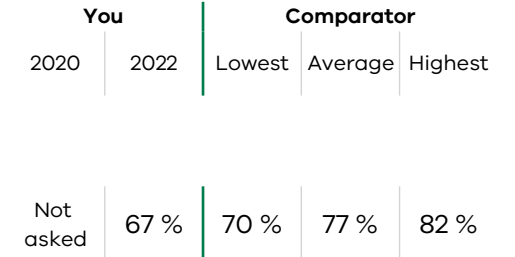
Survey question

Your results

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

People in my workgroup appropriately manage conflicts of interest

4%   67%

7%   22%

Benchmark agree results

	You		Comparator		
2020	2022		Lowest	Average	Highest
Not asked	67 %		70 %	77 %	82 %

Victorian Public Sector Commission

VICTORIA State Government

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.
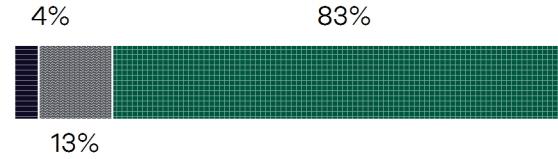
Example

83% of your staff who did the survey agreed or strongly agreed with 'I feel culturally safe at work'.
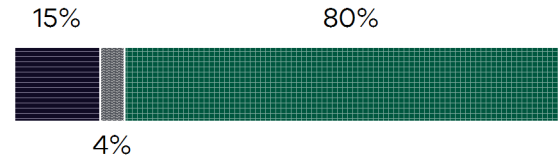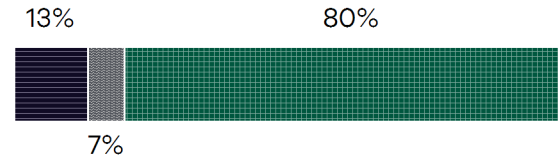
Survey question	Your results	Benchmark agree results

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

Survey question		You 2020	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I feel culturally safe at work	4% / 13% / 83%	Not asked	83 %	76 %	84 %	91 %
I feel safe to challenge inappropriate behaviour at work	15% / 4% / 80%	Not asked	80 %	65 %	74 %	90 %
People in my workgroup are able to bring up problems and tough issues	13% / 7% / 80%	76 %	80 %	69 %	76 %	83 %

Victorian Public Sector Commission

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People matter survey wellbeing check 2022

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- Employment
- Adjustments
- Caring
- Business units

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.
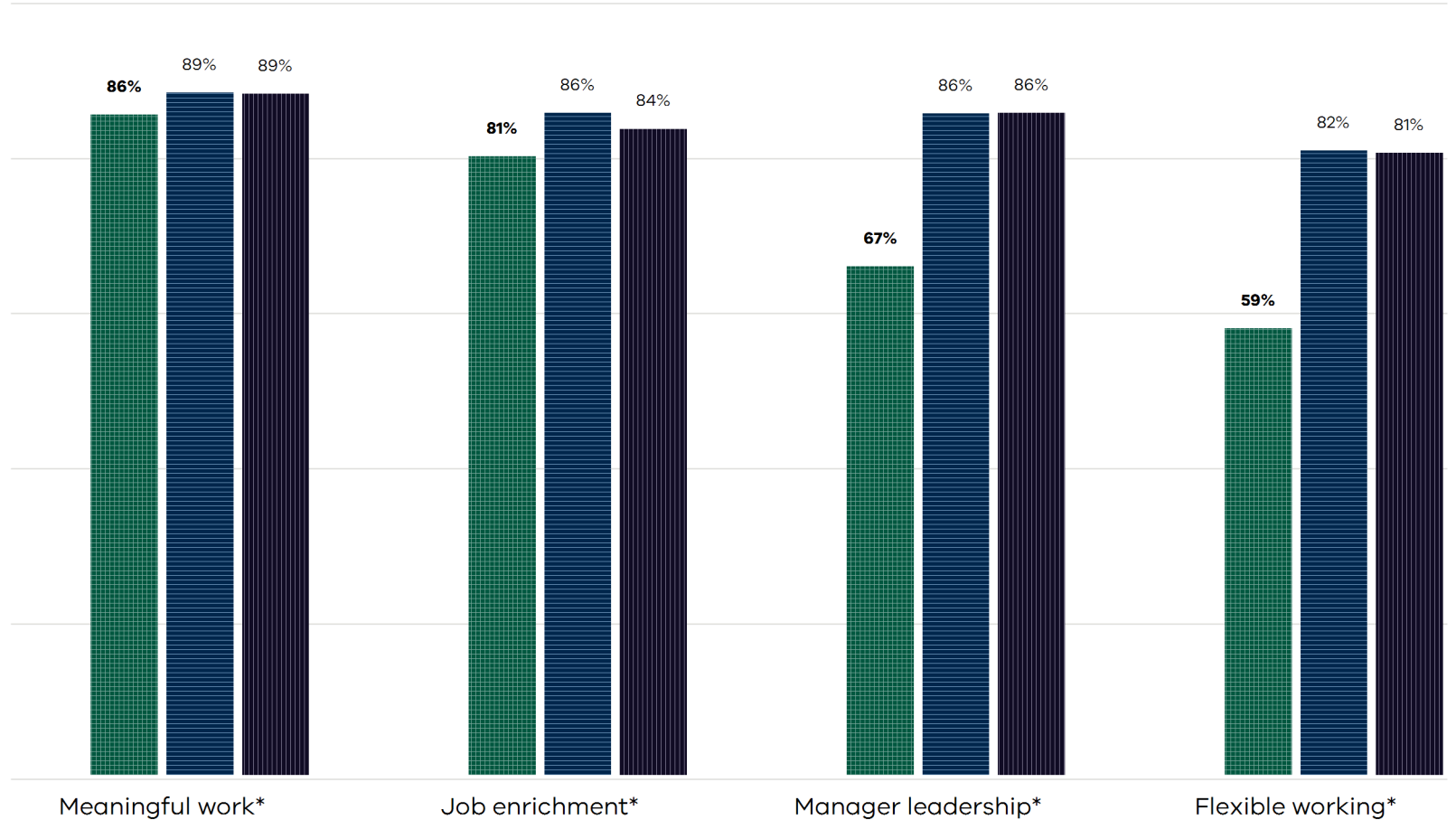
Example

In 2022:

- 86% of your staff who did the survey responded positively to questions about Meaningful work.

Compared to:

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

Bar chart data:

Factor	You 2022	Comparator 2022	Public sector 2022
Meaningful work*	86%	89%	89%
Job enrichment*	81%	86%	84%
Manager leadership*	67%	86%	86%
Flexible working*	59%	82%	81%

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

Legend: You 2020 · 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.

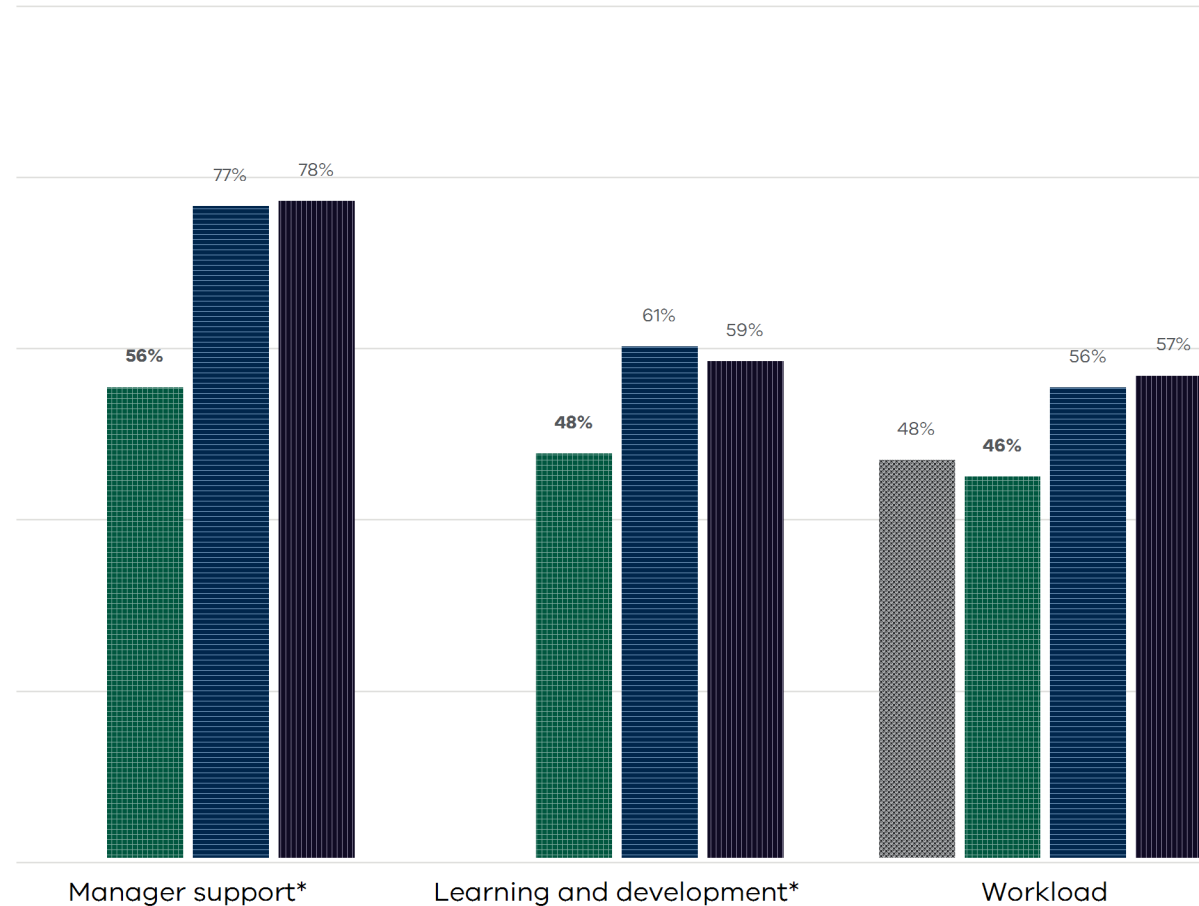Each result is the overall percentage of positive responses for your organisation, comparator and public sector.

Example

In 2022:

- 56% of your staff who did the survey responded positively to questions about Manager support.

Compared to:

- 77% of staff at your comparator and 78% 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 2020 | You 2022 | Comparator 2022 | Public sector 2022

Chart values:
- Manager support*: You 2022 56%, Comparator 2022 77%, Public sector 2022 78%
- Learning and development*: You 2022 48%, Comparator 2022 61%, Public sector 2022 59%
- Workload: You 2020 48%, You 2022 46%, Comparator 2022 56%, Public sector 2022 57%

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.

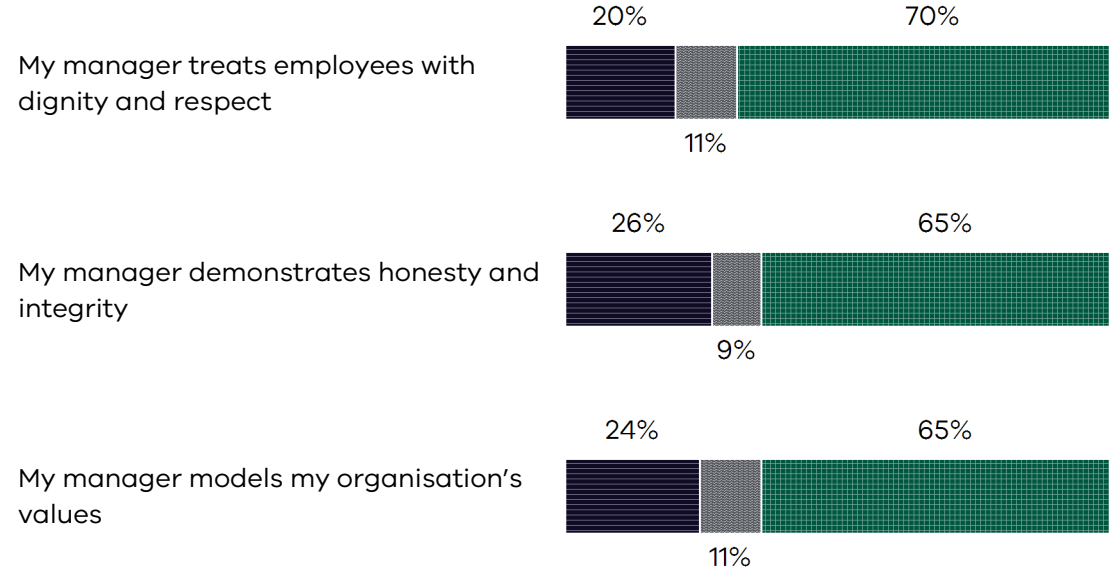Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

70% of your staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

Survey question

Your results

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

My manager treats employees with dignity and respect
- 20%
- 11%
- 70%

My manager demonstrates honesty and integrity
- 26%
- 9%
- 65%

My manager models my organisation's values
- 24%
- 11%
- 65%

Benchmark agree results

Survey question	You 2020	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager treats employees with dignity and respect	Not asked	70 %	77 %	88 %	94 %
My manager demonstrates honesty and integrity	Not asked	65 %	76 %	87 %	93 %
My manager models my organisation's values	Not asked	65 %	70 %	85 %	93 %

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.

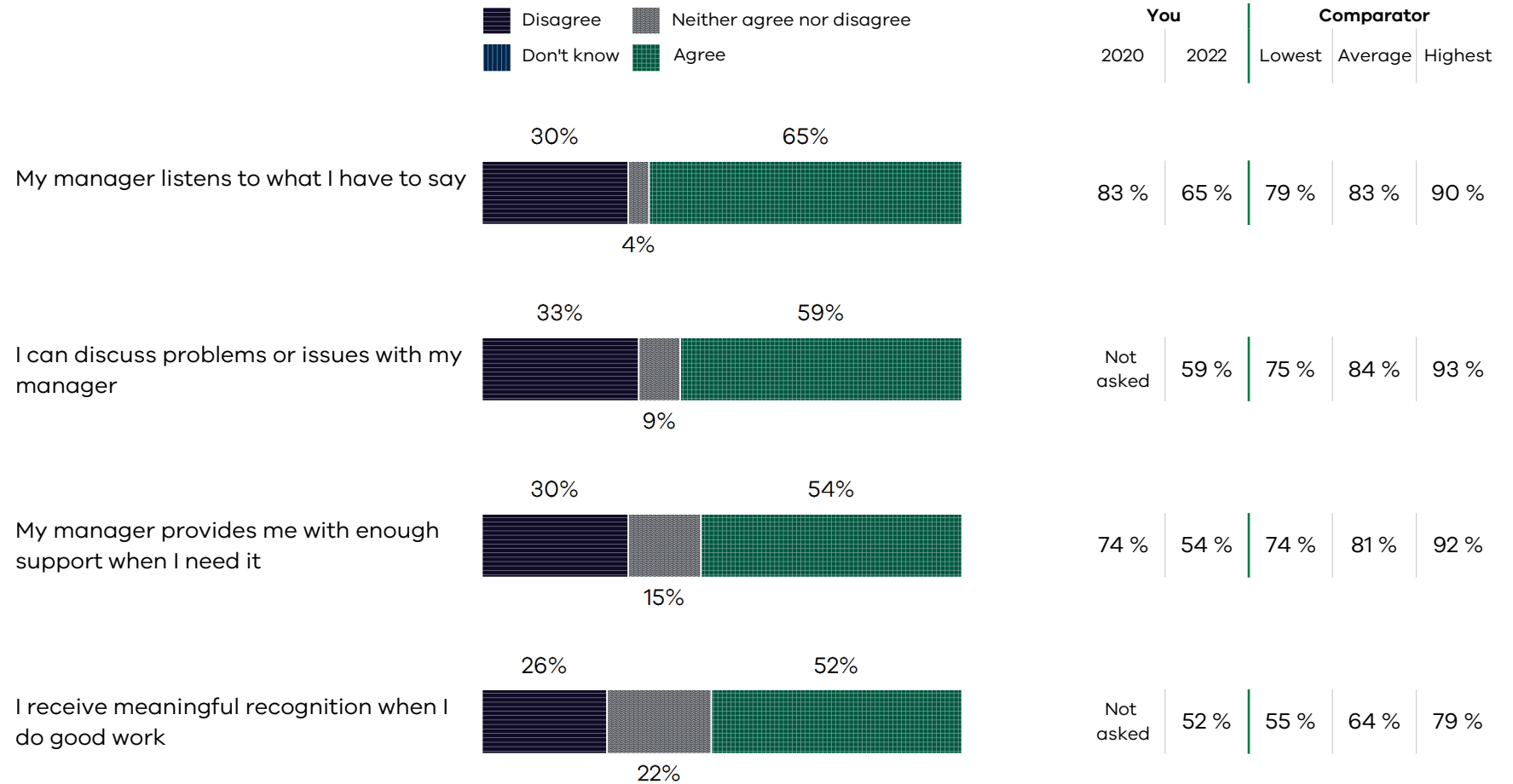Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

65% 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**		
		2020	2022	Lowest	Average	Highest
My manager listens to what I have to say	30% / 4% / 65%	83 %	65 %	79 %	83 %	90 %
I can discuss problems or issues with my manager	33% / 9% / 59%	Not asked	59 %	75 %	84 %	93 %
My manager provides me with enough support when I need it	30% / 15% / 54%	74 %	54 %	74 %	81 %	92 %
I receive meaningful recognition when I do good work	26% / 22% / 52%	Not asked	52 %	55 %	64 %	79 %

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

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.

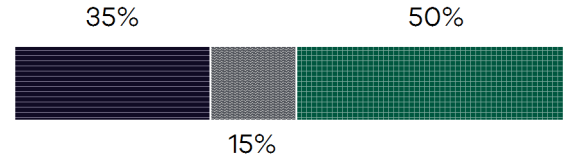Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

50% of your staff who did the survey agreed or strongly agreed with 'My manager gives me feedback that helps me improve my performance'.

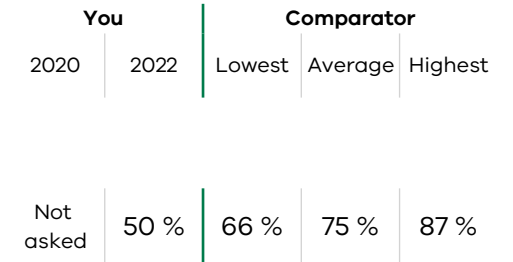## Survey question

My manager gives me feedback that helps me improve my performance

Your results

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

35%   50%

15%

Benchmark agree results

	You		Comparator		
	2020	2022	Lowest	Average	Highest
	Not asked	50 %	66 %	75 %	87 %

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

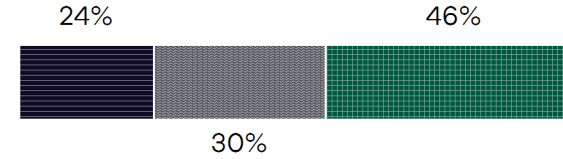46% of your staff who did the survey agreed or strongly agreed with 'I have enough time to do my job effectively'.
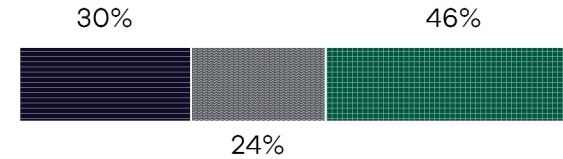
Survey question	Your results		Benchmark agree results				

Legend: ■ Disagree ▨ Neither agree nor disagree ▧ Agree

		You		Comparator		
Survey question	Your results	2020	2022	Lowest	Average	Highest
I have enough time to do my job effectively	24% / 30% / 46%	40 %	46 %	45 %	54 %	69 %
The workload I have is appropriate for the job that I do	30% / 24% / 46%	55 %	46 %	51 %	58 %	69 %

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.
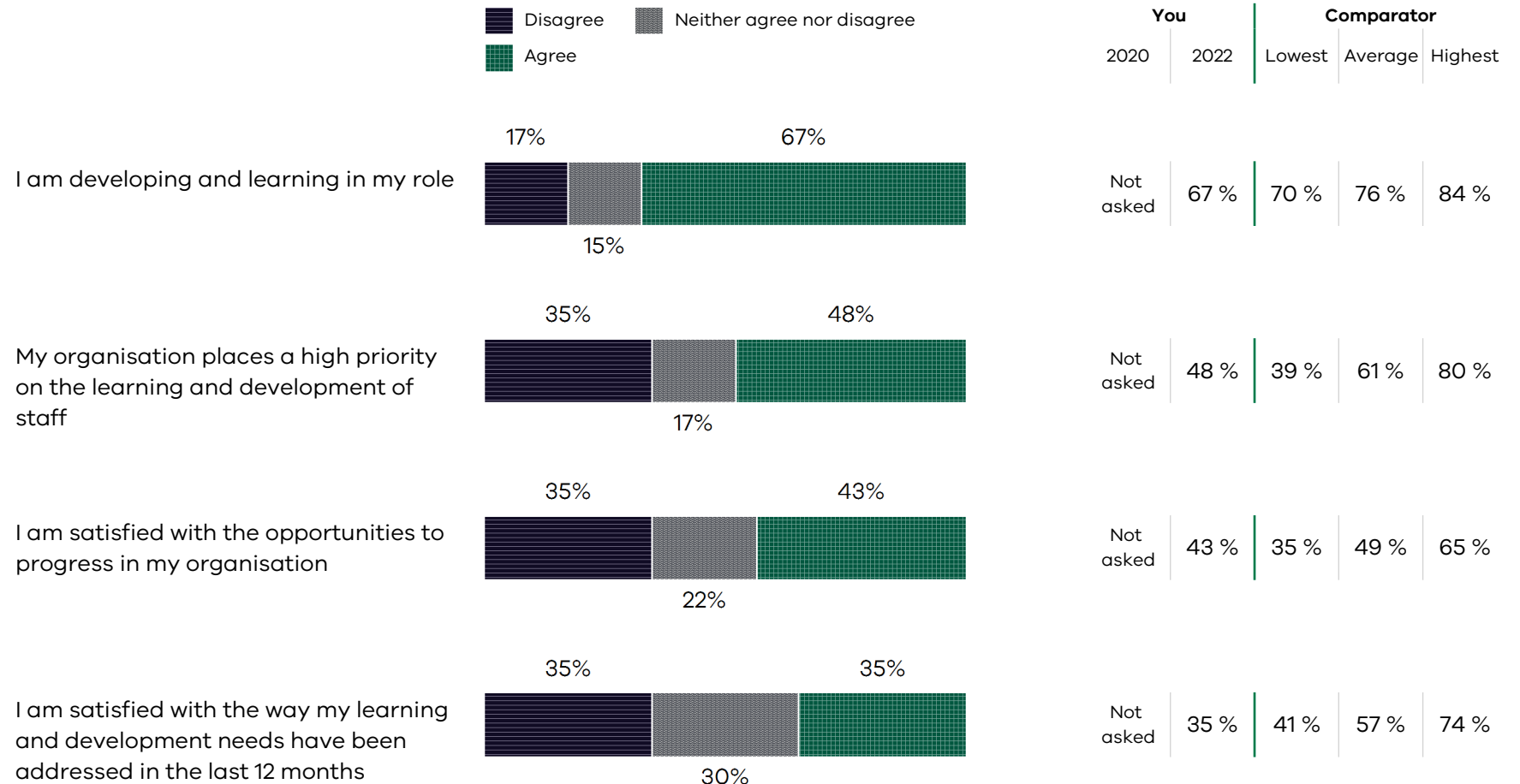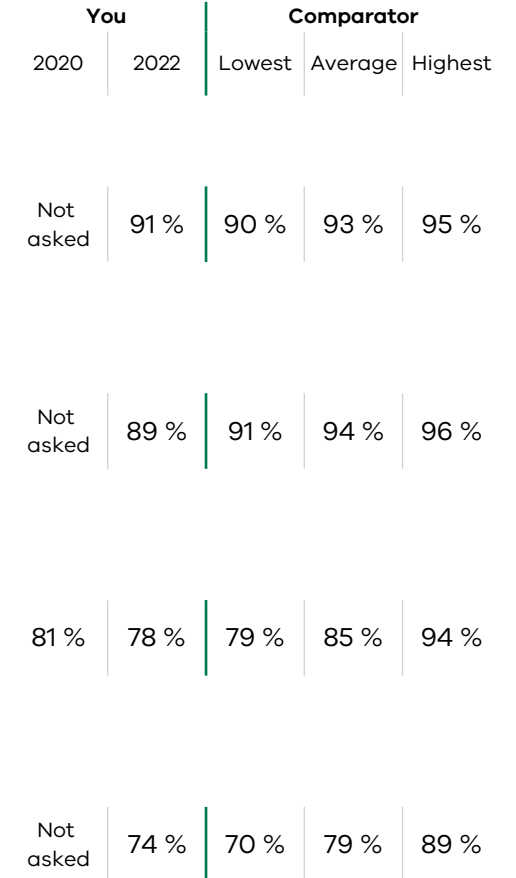
Example

67% of your staff who did the survey agreed or strongly agreed with 'I am developing and learning in my role'.

Legend: ■ Disagree ▨ Neither agree nor disagree ▨ Agree

Survey question	Disagree	Neither	Agree	You 2020	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I am developing and learning in my role	17%	15%	67%	Not asked	67 %	70 %	76 %	84 %
My organisation places a high priority on the learning and development of staff	35%	17%	48%	Not asked	48 %	39 %	61 %	80 %
I am satisfied with the opportunities to progress in my organisation	35%	22%	43%	Not asked	43 %	35 %	49 %	65 %
I am satisfied with the way my learning and development needs have been addressed in the last 12 months	35%	30%	35%	Not asked	35 %	41 %	57 %	74 %

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.
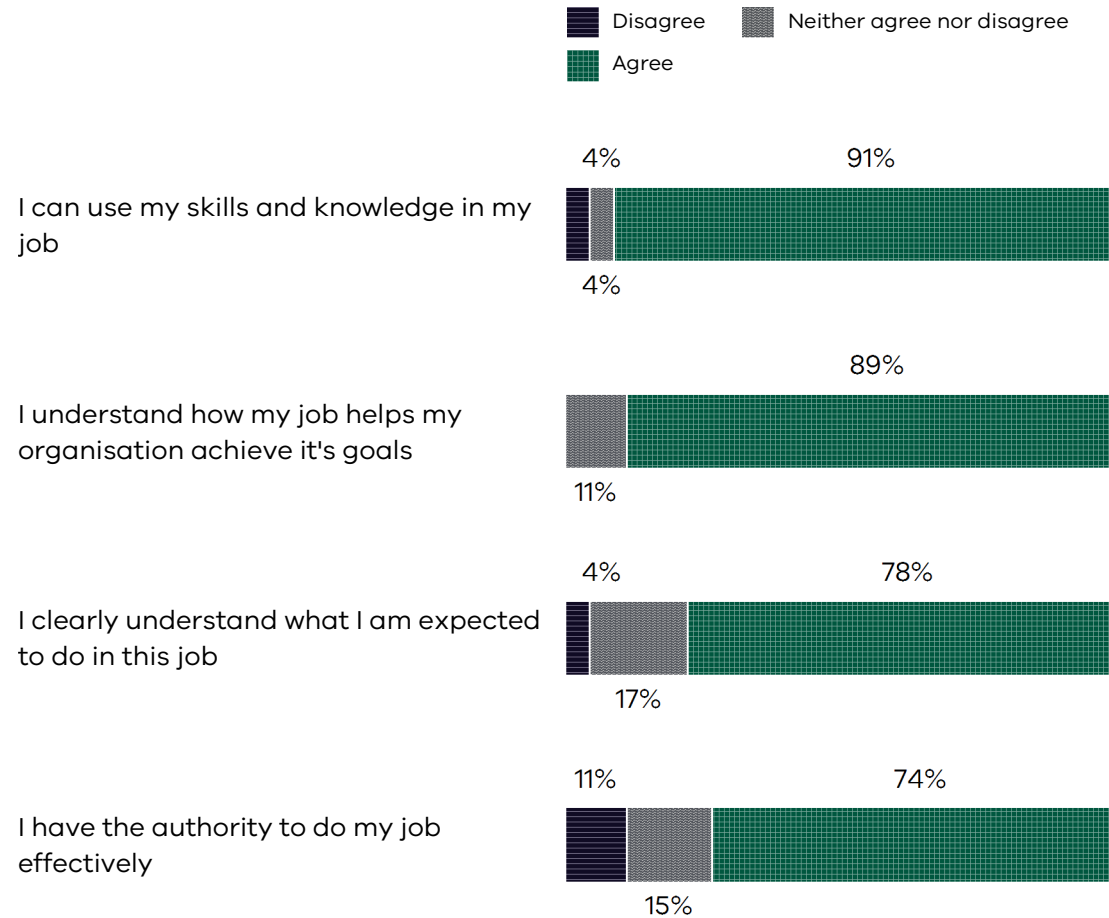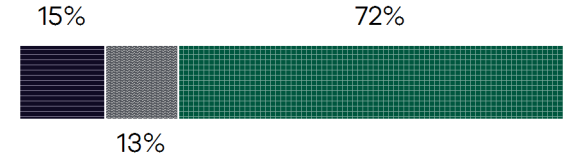
Example

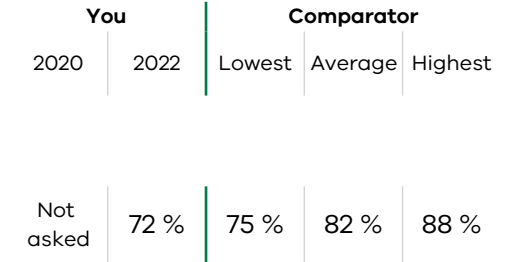91% of your staff who did the survey agreed or strongly agreed with 'I can use my skills and knowledge in my job'.

Survey question / Your results / Benchmark agree results

Legend: Disagree | Neither agree nor disagree | Agree

Survey question	Disagree	Neither	Agree	You 2020	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I can use my skills and knowledge in my job	4%	4%	91%	Not asked	91 %	90 %	93 %	95 %
I understand how my job helps my organisation achieve it's goals		11%	89%	Not asked	89 %	91 %	94 %	96 %
I clearly understand what I am expected to do in this job	4%	17%	78%	81 %	78 %	79 %	85 %	94 %
I have the authority to do my job effectively	11%	15%	74%	Not asked	74 %	70 %	79 %	89 %

Victorian Public Sector Commission

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Job and manager factors

Job enrichment 2 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.
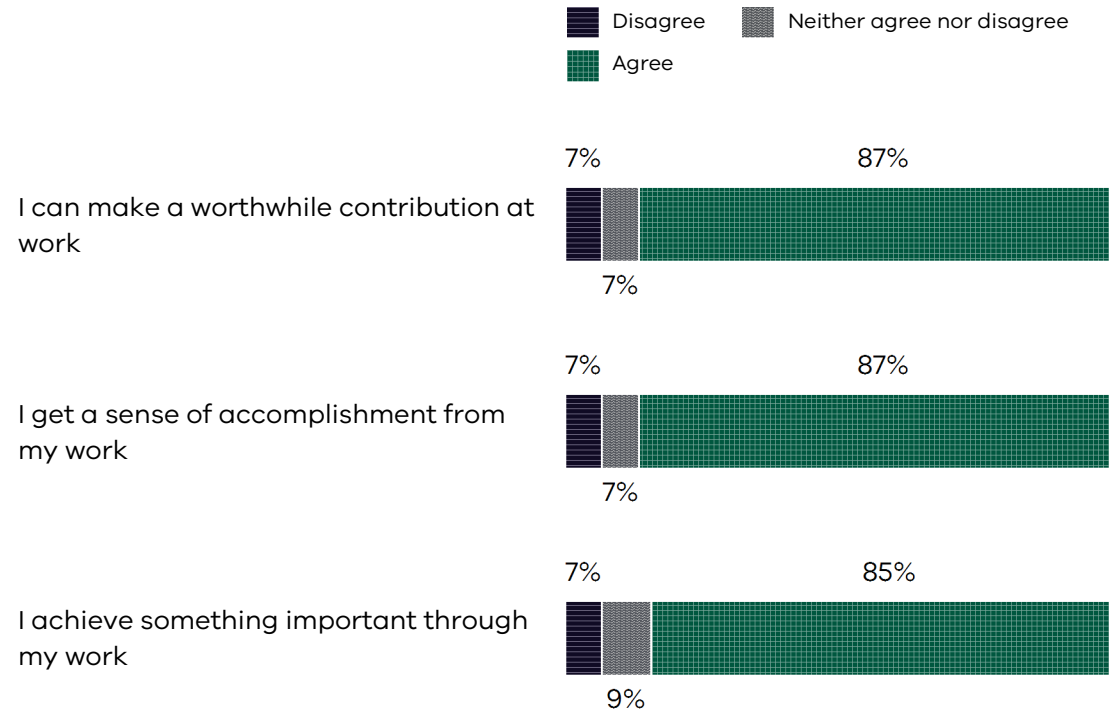
Example

72% of your staff who did the survey agreed or strongly agreed with 'I have a say in how I do my work'.

■ Disagree   ▦ Neither agree nor disagree
▦ Agree

I have a say in how I do my work

15%   72%

13%

	You		Comparator		
2020	2022	Lowest	Average	Highest
Not asked	72 %	75 %	82 %	88 %

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

87% of your staff who did the survey agreed or strongly agreed with 'I can make a worthwhile contribution at work'.

Survey question

Your results

Legend:
- Disagree
- Neither agree nor disagree
- Agree

I can make a worthwhile contribution at work
7% | 87% | 7%

I get a sense of accomplishment from my work
7% | 87% | 7%

I achieve something important through my work
7% | 85% | 9%

Benchmark agree results

Survey question	You 2020	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I can make a worthwhile contribution at work	Not asked	87 %	89 %	94 %	97 %
I get a sense of accomplishment from my work	Not asked	87 %	75 %	83 %	88 %
I achieve something important through my work	90 %	85 %	86 %	91 %	93 %

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

65% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.

	Survey question	Your results		Benchmark agree results				

Legend:
- ■ Disagree
- ■ Don't know
- ▨ Neither agree nor disagree
- ▨ Agree
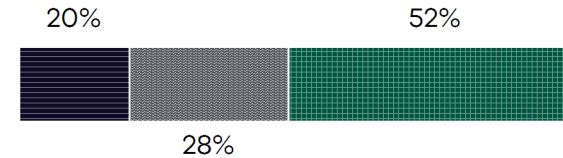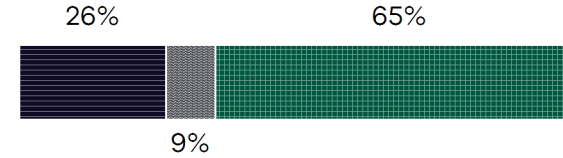
Survey question	Your results	You 2020	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager supports working flexibly	26% / 9% / 65%	Not asked	65 %	80 %	87 %	96 %
I am confident that if I requested a flexible work arrangement, it would be given due consideration	20% / 28% / 52%	76 %	52 %	65 %	77 %	90 %

People matter survey wellbeing check 2022

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- Bullying
- Sexual harassment
- Discrimination
- Violence and aggression

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

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
- Business units

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:

- 85% of your staff who did the survey responded positively to questions about Responsiveness .

Compared to:

- 87% of staff at your comparator and 83% of staff across the public sector.

Chart: Public sector values by category

Category	You 2022	Comparator 2022	Public sector 2022
Responsiveness*	85%	87%	83%
Respect*	74%	84%	82%
Impartiality*	73%	79%	78%
Human rights*	72%	82%	83%

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

Legend: You 2020, You 2022, Comparator 2022, Public sector 2022

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

What this is

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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:

- 71% of your staff who did the survey responded positively to questions about Accountability .

Compared to:

- 76% of staff at your comparator and 76% of staff across the public sector.
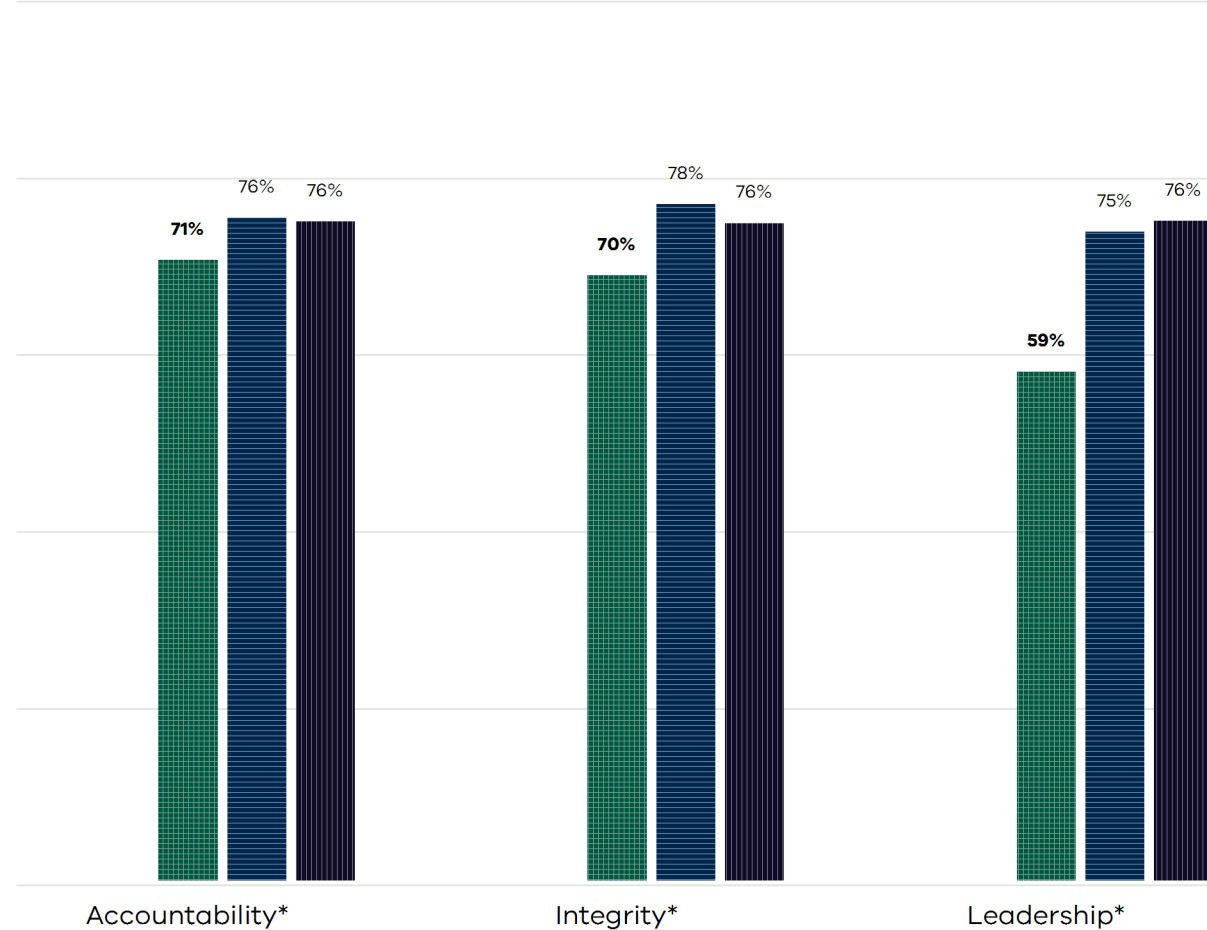
*We can't compare some data here because one or more questions were not asked in a previous survey

Legend: You 2020 | You 2022 | Comparator 2022 | Public sector 2022

Accountability*: 71%, 76%, 76%
Integrity*: 70%, 78%, 76%
Leadership*: 59%, 75%, 76%

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.
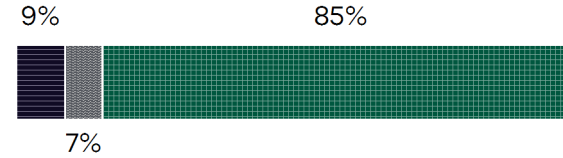
Example

85% of staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.
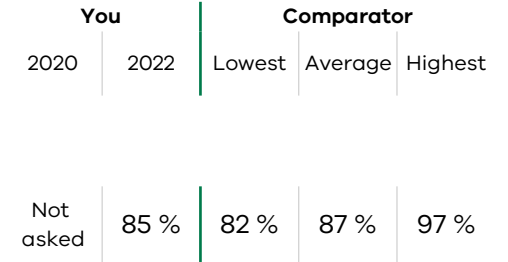
	Disagree		Neither agree nor disagree
	Don't know		Agree

My workgroup provides high quality advice and services

9%   85%

7%

	You		**Comparator**		
	2020	2022	Lowest	Average	Highest
	Not asked	85 %	82 %	87 %	97 %

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.
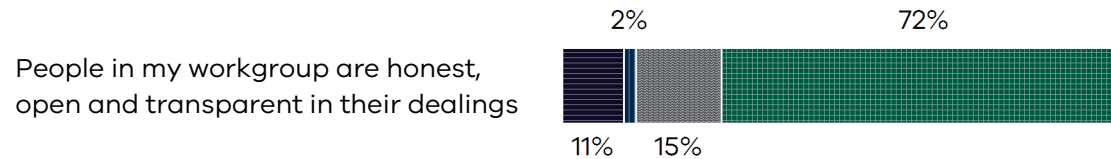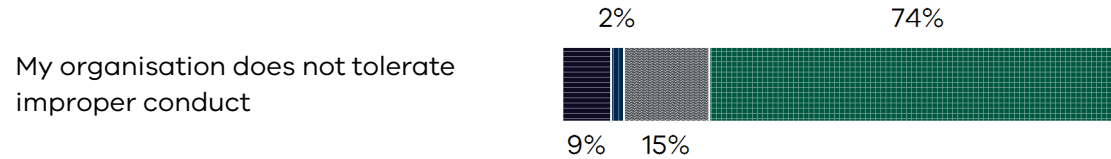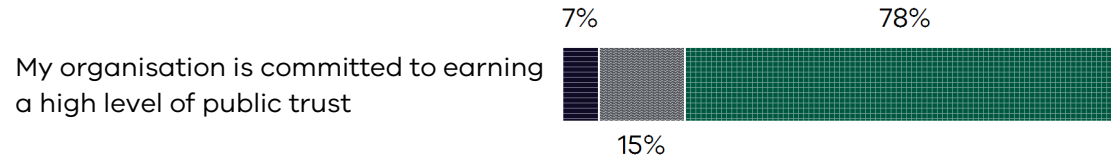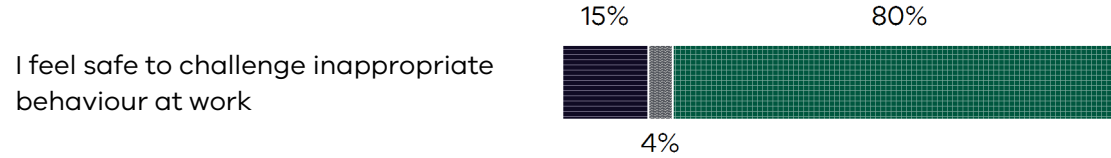
Example

80% of staff who did the survey agreed or strongly agreed with 'I feel safe to challenge inappropriate behaviour at work'.

Survey question	Your results					

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

	You		**Comparator**		
Survey question	2020	2022	Lowest	Average	Highest
I feel safe to challenge inappropriate behaviour at work (15%, 4%, 80%)	Not asked	80 %	65 %	74 %	90 %
My organisation is committed to earning a high level of public trust (7%, 15%, 78%)	Not asked	78 %	71 %	86 %	96 %
My organisation does not tolerate improper conduct (9%, 2%, 15%, 74%)	Not asked	74 %	51 %	75 %	93 %
People in my workgroup are honest, open and transparent in their dealings (11%, 2%, 15%, 72%)	Not asked	72 %	71 %	79 %	88 %

Victorian Public Sector Commission

VICTORIA State Government

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

67% of staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.
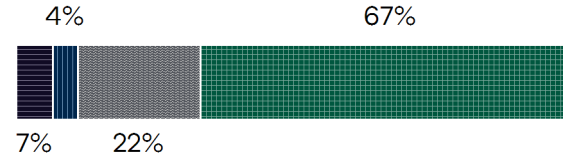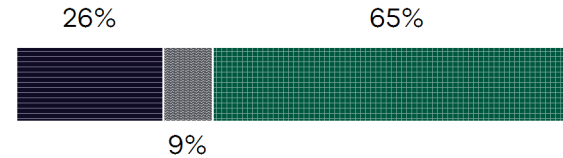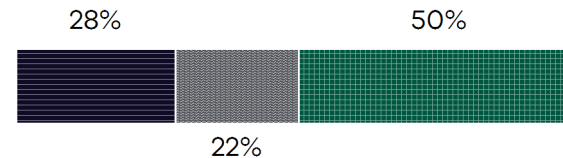
Survey question

Your results

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

People in my workgroup appropriately manage conflicts of interest
- 4%
- 67%
- 7%
- 22%

My manager demonstrates honesty and integrity
- 26%
- 65%
- 9%

Senior leaders demonstrate honesty and integrity
- 28%
- 50%
- 22%

Benchmark agree results

Survey question	You 2020	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup appropriately manage conflicts of interest	Not asked	67 %	70 %	77 %	82 %
My manager demonstrates honesty and integrity	Not asked	65 %	76 %	87 %	93 %
Senior leaders demonstrate honesty and integrity	Not asked	50 %	53 %	66 %	82 %

Victorian Public Sector Commission

VICTORIA State Government

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

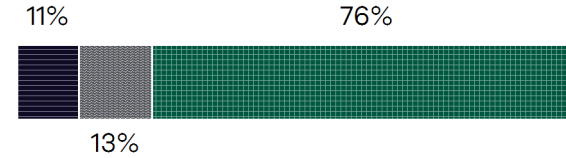76% of staff who did the survey agreed or strongly agreed with 'My workgroup acts fairly and without bias'.
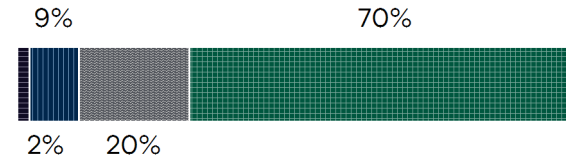
Survey question	Your results	Benchmark agree results

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

	You		Comparator		
Survey question	2020	2022	Lowest	Average	Highest
My workgroup acts fairly and without bias	Not asked	76 %	73 %	79 %	87 %
People in my workgroup are politically impartial in their work	Not asked	70 %	73 %	78 %	87 %

My workgroup acts fairly and without bias: 11% Disagree, 13% Neither agree nor disagree, 76% Agree

People in my workgroup are politically impartial in their work: 9% Disagree, 2% Don't know, 20% Neither agree nor disagree, 70% Agree

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

89% of staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve it's goals'.
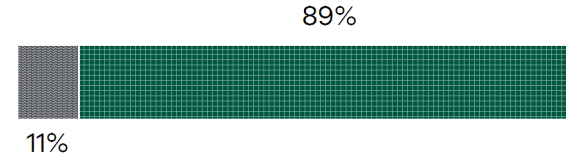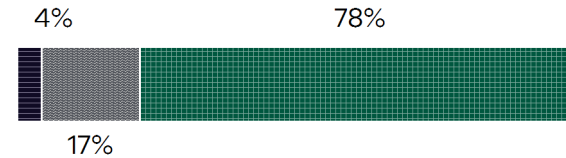
Survey question	Your results					

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

Benchmark agree results
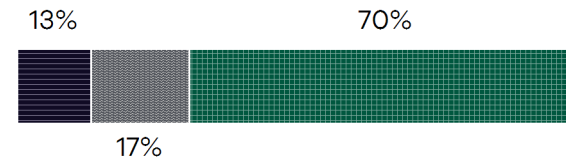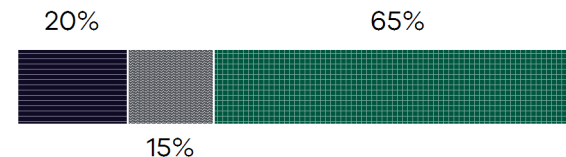
Survey question		You		Comparator		
		2020	2022	Lowest	Average	Highest
I understand how my job helps my organisation achieve it's goals	11% / 89%	Not asked	89 %	91 %	94 %	96 %
I clearly understand what I am expected to do in this job	4% / 17% / 78%	81 %	78 %	79 %	85 %	94 %
My workgroup uses its resources well	13% / 17% / 70%	Not asked	70 %	60 %	71 %	90 %
My workgroup has clear lines of responsibility	20% / 15% / 65%	Not asked	65 %	66 %	73 %	81 %

Public sector values

Accountability 2 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

54% of staff who did the survey agreed or strongly agreed with 'Senior leaders provide clear strategy and direction'.

Disagree Neither agree nor disagree
Don't know Agree

	You		Comparator		
	2020	2022	Lowest	Average	Highest
Senior leaders provide clear strategy and direction	40 %	54 %	43 %	58 %	84 %

Your results: 26% 54% 20%

Victorian Public Sector Commission

VICTORIA State Government

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.
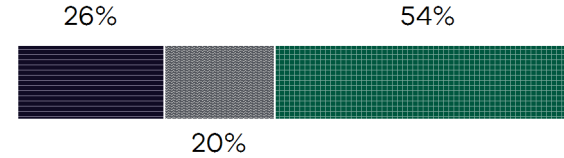
Example

87% of 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	You		Comparator		
	2020	2022	Lowest	Average	Highest

Survey question	Your results	You 2020	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup treat each other with respect	2% / 11% / 87%	83 %	87 %	82 %	86 %	91 %
My organisation encourages respectful workplace behaviours	4% / 15% / 80%	Not asked	80 %	79 %	87 %	99 %
My manager treats employees with dignity and respect	20% / 11% / 70%	Not asked	70 %	77 %	88 %	94 %
My organisation takes steps to eliminate bullying, harassment and discrimination	9% / 4% / 17% / 70%	Not asked	70 %	54 %	75 %	91 %

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.
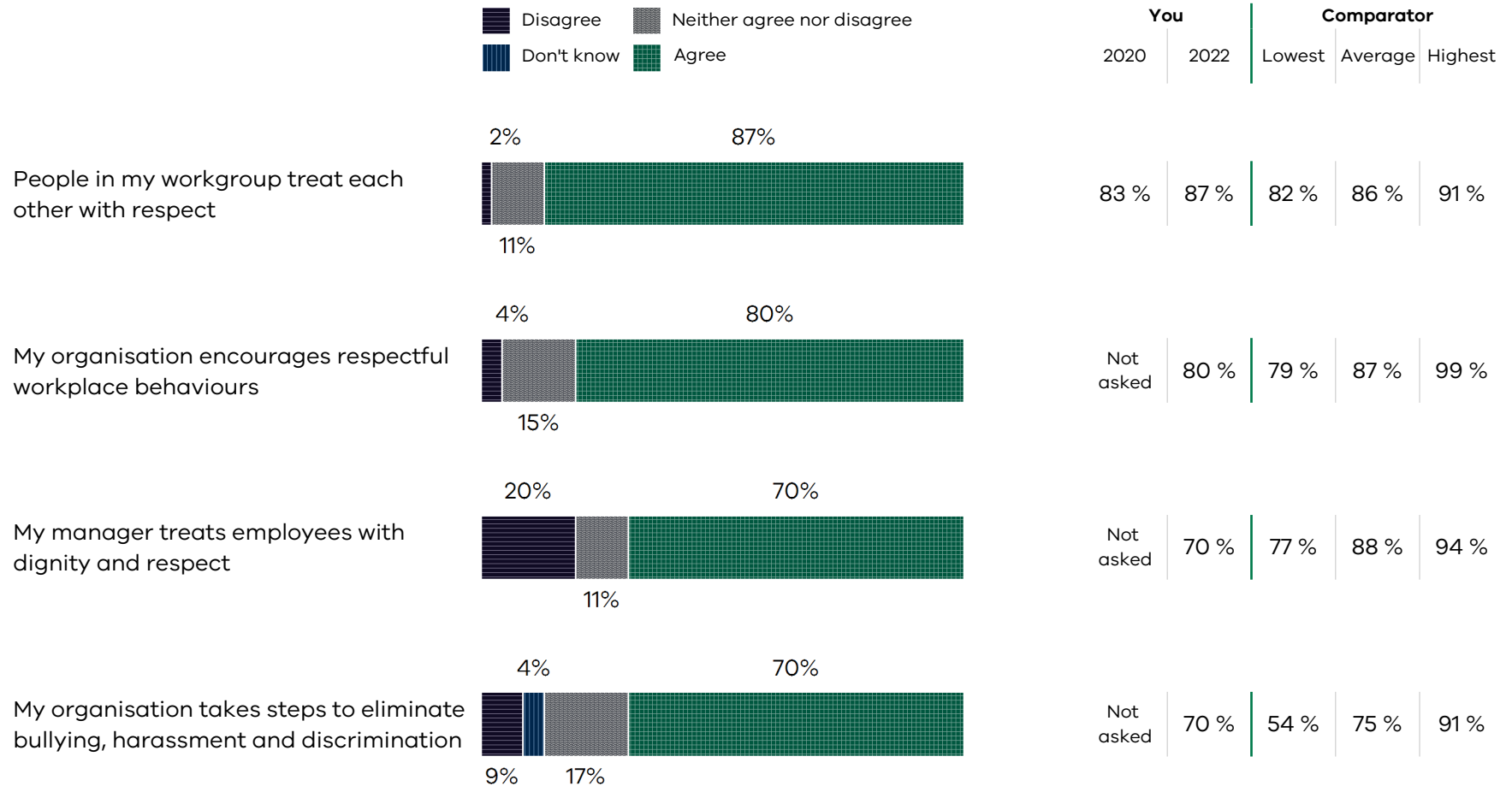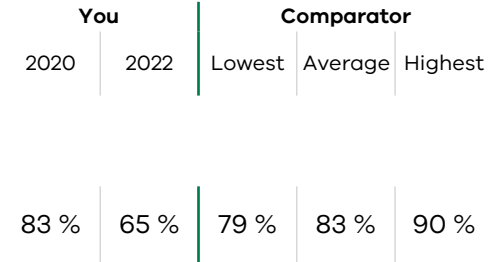
Example

65% of staff who did the survey agreed or strongly agreed with 'My manager listens to what I have to say'.

Survey question	Your results		

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

Survey question	Your results
My manager listens to what I have to say	30% / 4% / 65%

Benchmark agree results

	You		Comparator		
	2020	2022	Lowest	Average	Highest
	83 %	65 %	79 %	83 %	90 %

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.
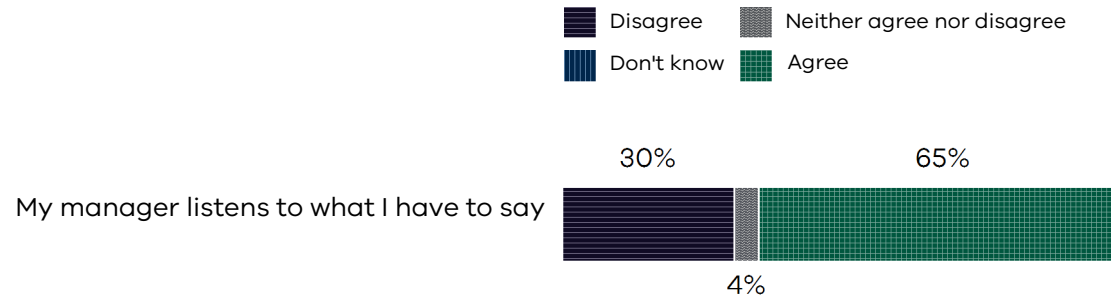
Example

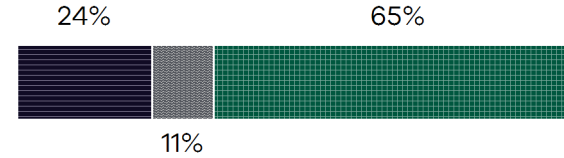65% of staff who did the survey agreed or strongly agreed with 'My manager models my organisation's values'.

Survey question	Your results	Benchmark agree results

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

		You		Comparator		
Survey question		2020	2022	Lowest	Average	Highest
My manager models my organisation's values	24% / 11% / 65%	Not asked	65 %	70 %	85 %	93 %
Senior leaders model my organisation's values	26% / 20% / 2% / 52%	Not asked	52 %	49 %	65 %	90 %

Victorian Public Sector Commission

VICTORIA State Government
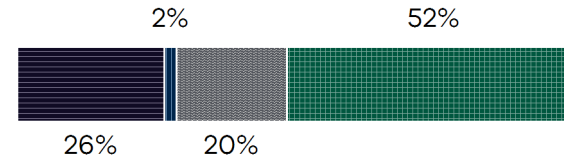
Public sector values

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

78% 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'.

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree
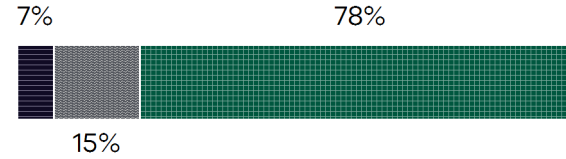
Survey question	Your results		You		Comparator		
			2020	2022	Lowest	Average	Highest
My organisation encourages employees to act in ways that are consistent with human rights	7% / 15% / 78%		Not asked	78 %	80 %	88 %	96 %
I understand how the Charter of Human Rights and Responsibilities applies to my work	17% / 17% / 65%		Not asked	65 %	66 %	77 %	88 %
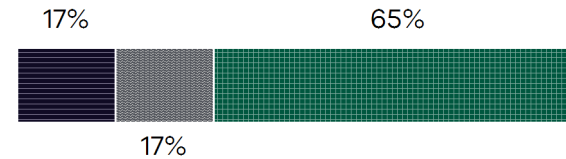
People matter survey wellbeing check 2022

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

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

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- Age, gender, variations in sex characteristics and sexual orientation
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- Employment
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- Caring
- Business units

Victorian Public Sector Commission

VICTORIA State Government

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

To protect you, we:
- de-identify all survey response data provided to your organisation
- don't release results when fewer than 10 people in a demographic group have responded to the survey
- don't release employee opinion results for demographic groups where organisations have fewer than 30 responses in total.

Age	(n)	%
15-34 years	21	46%
35-54 years	19	41%
55+ years	4	9%
Prefer not to say	2	4%

How would you describe your gender?	(n)	%
Man	29	63%
Woman	13	28%
Prefer not to say	3	7%
Non-binary and I use a different term	1	2%

Are you trans, non-binary or gender diverse?	(n)	%
No	43	93%
Prefer not to say	3	7%

To your knowledge, do you have innate variation(s) of sex characteristics (often called intersex)?*	(n)	%
No	44	96%
Don't know	1	2%
Prefer not to say	1	2%

How do you describe your sexual orientation?	(n)	%
Straight (heterosexual)	36	78%
Prefer not to say	4	9%
Bisexual	3	7%
Gay or lesbian	3	7%

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.

How we protect anonymity and privacy

To protect you, we:

- de-identify all survey response data provided to your organisation
- don't release results when fewer than 10 people in a demographic group have responded to the survey
- don't release employee opinion results for demographic groups where organisations have fewer than 30 responses in total.

Aboriginal and/or Torres Strait Islander	(n)	%
Yes	**1**	2%
Non Aboriginal and/or Torres Strait Islander	**45**	98%

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.

How we protect anonymity and privacy

To protect you, we:
- de-identify all survey response data provided to your organisation
- don't release results when fewer than 10 people in a demographic group have responded to the survey
- don't release employee opinion results for demographic groups where organisations have fewer than 30 responses in total.

Do you identify as a person with a disability?	(n)	%
Yes	**5**	11%
No	**41**	89%

Victorian Public Sector Commission

VICTORIA State Government

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.

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

To protect you, we:
- de-identify all survey response data provided to your organisation
- don't release results when fewer than 10 people in a demographic group have responded to the survey
- don't release employee opinion results for demographic groups where organisations have fewer than 30 responses in total.

Country of birth	(n)	%
Born in Australia	**44**	96%
Not born in Australia	**2**	4%

Language other than English spoken with family or community	(n)	%
Yes	**3**	7%
No	**43**	93%

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.

How we protect anonymity and privacy

To protect you, we:
- de-identify all survey response data provided to your organisation
- don't release results when fewer than 10 people in a demographic group have responded to the survey
- don't release employee opinion results for demographic groups where organisations have fewer than 30 responses in total.

Cultural identity	(n)	%
Australian	**39**	85%
English, Irish, Scottish and/or Welsh	**5**	11%
European (including Western, Eastern and South-Eastern Europe, and Scandinavia)	**3**	7%
Other	**1**	2%
Prefer not to say	**1**	2%
Aboriginal and/or Torres Strait Islander	**1**	2%
East and/or South-East Asian	**1**	2%

Religion	(n)	%
No religion	**33**	72%
Christianity	**6**	13%
Other	**3**	7%
Prefer not to say	**2**	4%
Buddhism	**1**	2%
Hinduism	**1**	2%

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

To protect you, we:

- de-identify all survey response data provided to your organisation
- don't release results when fewer than 10 people in a demographic group have responded to the survey
- don't release employee opinion results for demographic groups where organisations have fewer than 30 responses in total.

Working arrangement	(n)	%
Full-Time	41	89%
Part-Time	5	11%

Gross base salary (ongoing/fixed term only)	(n)	%
Below $65k	11	28%
$65k to $95k	18	45%
$95k to $125k	8	20%
$125k or more	1	3%
Prefer not to say	2	5%

Organisational tenure	(n)	%
<1 year	14	30%
1 to less than 2 years	11	24%
2 to less than 5 years	12	26%
5 to less than 10 years	2	4%
10 to less than 20 years	3	7%
More than 20 years	4	9%

Management responsibility	(n)	%
Non-manager	38	83%
Other manager	6	13%
Manager of other manager(s)	2	4%

Employment type	(n)	%
Ongoing and executive	39	85%
Other	6	13%
Fixed term	1	2%

Demographics

What this is

These are the employment characteristics of staff.

Why this is important

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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 2021 survey

How we protect anonymity and privacy

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Primary workplace location over the last 3 months	(n)	%
Large regional city	43	93%
Rural	3	7%

What have been your main places of work over the last 3-months?	(n)	%
Your employer's office	17	37%
A frontline or service delivery location	24	52%
Home or private location	13	28%
Other	4	9%

Flexible work	(n)	%
No, I do not use any flexible work arrangements	22	48%
Flexible start and finish times	12	26%
Working from an alternative location (e.g. home, hub/shared work space)	7	15%
Purchased leave	5	11%
Using leave to work flexible hours	3	7%
Other	2	4%
Working more hours over fewer days	2	4%
Part-time	2	4%
Shift swap	1	2%
Job sharing	1	2%
Study leave	1	2%

Victorian Public Sector Commission

VICTORIA State Government

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	**38**	83%
Flexible working arrangements	**5**	11%
Career development support strategies	**2**	4%
Other	**2**	4%
Job redesign or role sharing	**1**	2%

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

To protect you, we:
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- don't release employee opinion results for demographic groups where organisations have fewer than 30 responses in total.

Caring responsibility	(n)	%
None of the above	**22**	48%
Primary school aged child(ren)	**11**	24%
Secondary school aged child(ren)	**8**	17%
Child(ren) - younger than preschool age	**5**	11%
Preschool aged child(ren)	**3**	7%
Person(s) with a mental illness	**3**	7%
Prefer not to say	**2**	4%
Frail or aged person(s)	**1**	2%

Demographics

Business units

What is this

This shows the business unit in which your staff work.

Why this is important

Understanding how many people you have in each business unit 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

To protect you, we:
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- don't release employee opinion results for demographic groups where organisations have fewer than 30 responses in total.

Which of the following best describes the business unit in which you work	(n)	%
Corporate	**3**	7%
Customer Service	**5**	11%
Assets	**16**	35%
Operations	**22**	48%

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