People matter survey wellbeing check 2022

Have your say

Colac Area Health
2022 people matter survey results report

Victorian Public Sector Commission

VICTORIA State Government

People matter survey wellbeing check 2022

Have your say

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- Aboriginal and/or Torres Strait Islander
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Report overview

About your report

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

Report contents

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

Comparing data in this report

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

This means you'll be able to compare about 76% of this year's survey with your previous results.

Rounding of percentages

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

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

Survey questions and definitions

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

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Report overview

Privacy and anonymity

To protect you, we:

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

Read more in our privacy policy.

Report overview

Survey's theoretical framework

What this is

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

Why this is important

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

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

Our public sector values

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

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

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

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

Senior leadership	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

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'.

Bass Coast Health

Benalla Health

Dhelkaya Health

East Grampians Health Service

Gippsland Southern Health Service

Kyabram and District Health Service

Maryborough District Health Service

Portland District Health

West Wimmera Health Service

Report overview

Your response rate

What this is

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

Why this is important

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

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

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

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

How to read this

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

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

2021	
61%	
(306)	
Comparator	43%
Public Sector	39%

2022	
66%	
(369)	
Comparator	44%
Public Sector	42%

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People outcomes

Scorecard: employee engagement index

What this is

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

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

The weightings for each engagement response are:

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

Why this is important

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

2021		2022	
67		**54**	
Comparator	71	Comparator	68
Public Sector	70	Public Sector	68

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 54.

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.
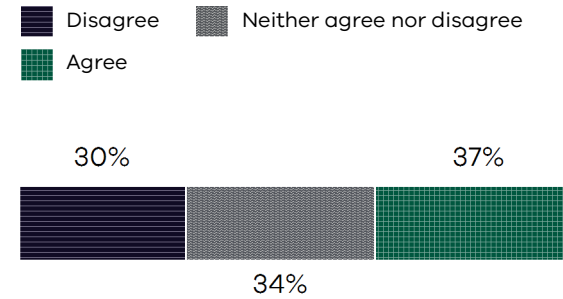
Example

50% 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					
		You		**Comparator**		
		2021	2022	Lowest	Average	Highest

Legend: Disagree | Neither agree nor disagree | Agree

Benchmark agree results

Survey question	Disagree	Neither	Agree	You 2021	You 2022	Lowest	Average	Highest
I am proud to tell others I work for my organisation	19%	31%	50%	77 %	50 %	42 %	72 %	86 %
I feel a strong personal attachment to my organisation	23%	35%	42%	61 %	42 %	40 %	61 %	77 %
My organisation inspires me to do the best in my job	28%	31%	41%	57 %	41 %	35 %	64 %	78 %
I would recommend my organisation as a good place to work	33%	27%	40%	67 %	40 %	33 %	66 %	83 %

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 54.

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

37% of your staff who did the survey agreed or strongly agreed with 'My organisation motivates me to help achieve its objectives'.

Survey question

Your results

Benchmark agree results

| Disagree | Neither agree nor disagree |
| Agree | |

My organisation motivates me to help achieve its objectives

30% 37%

34%

	You		**Comparator**	
2021	2022	Lowest	Average	Highest
59 %	37 %	33 %	61 %	75 %
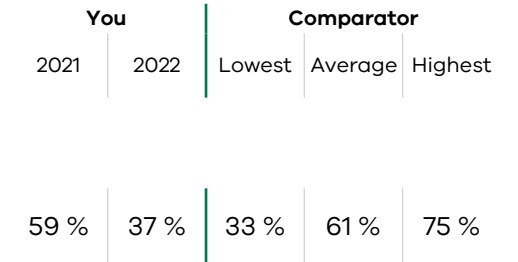
People outcomes

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:

- 66% of your staff who did the survey responded positively to questions about Inclusion.

Compared to:

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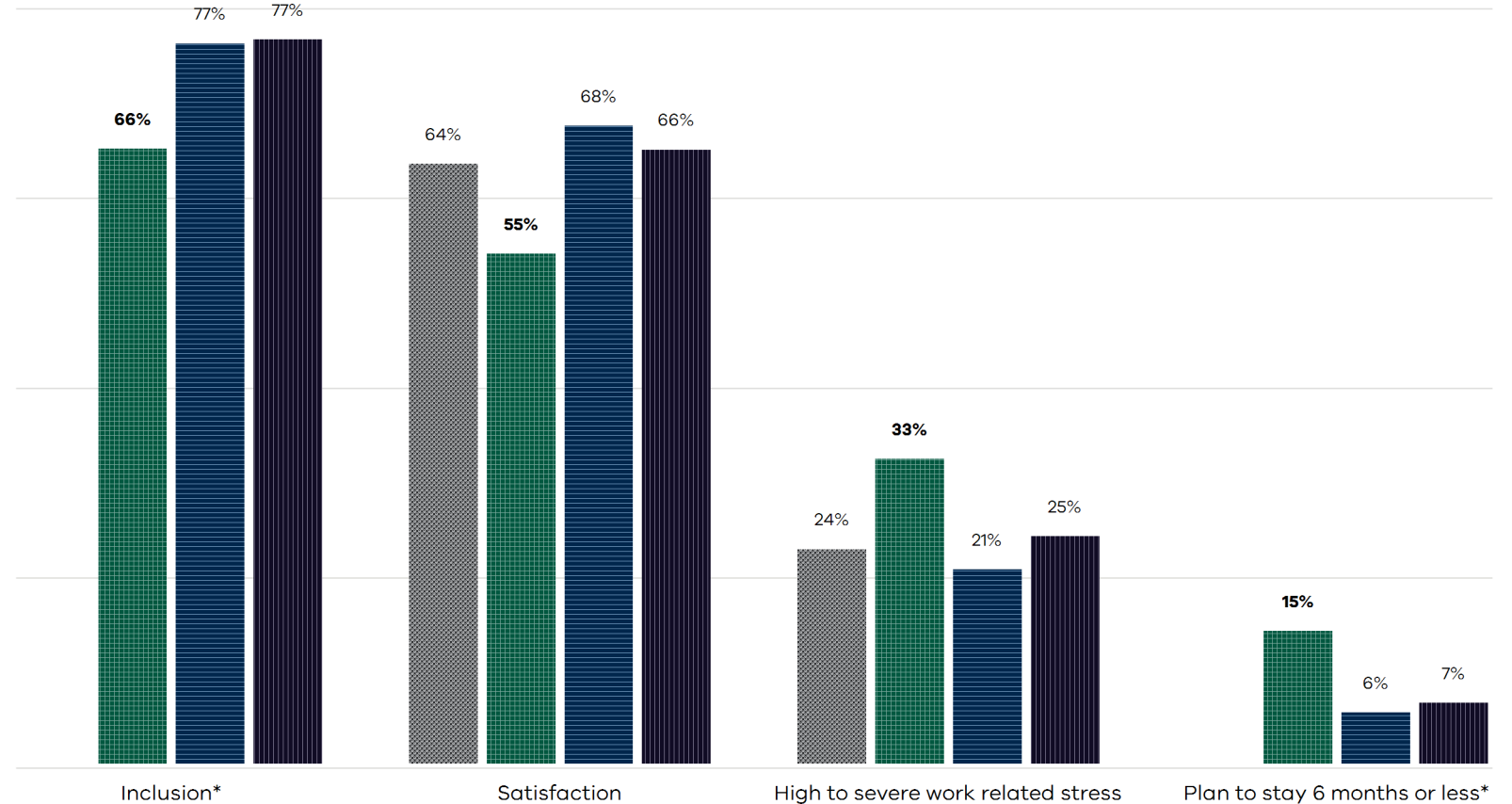
*We can't compare some data here because one or more questions were not asked in a previous survey

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

Chart values:
- Inclusion*: You 2022 66%, Comparator 2022 77%, Public sector 2022 77%
- Satisfaction: You 2021 64%, You 2022 55%, Comparator 2022 68%, Public sector 2022 66%
- High to severe work related stress: You 2021 24%, You 2022 33%, Comparator 2022 21%, Public sector 2022 25%
- Plan to stay 6 months or less*: You 2022 15%, Comparator 2022 6%, Public sector 2022 7%

People outcomes

Satisfaction question results

What this is

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

Why this is important

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

How to read this

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

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

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

Example

57% of your staff who did the survey were satisfied or very satisfied with 'How satisfied are you with the work/life balance in your current job'.
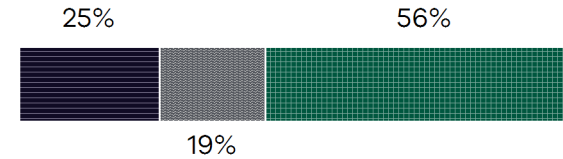
## Survey question / Your results / Benchmark satisfied results

Legend:
- Dissatisfied
- Satisfied
- Neither satisfied nor dissatisfied
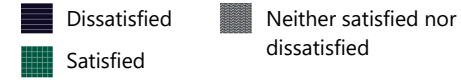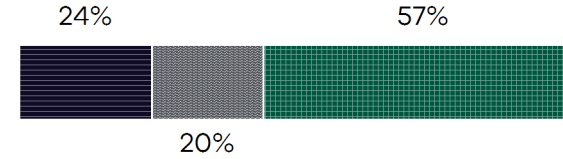
Survey question		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
How satisfied are you with the work/life balance in your current job	24% / 20% / 57%	61 %	57 %	60 %	69 %	83 %
Considering everything, how satisfied are you with your current job	25% / 19% / 56%	69 %	56 %	55 %	73 %	86 %
How satisfied are you with your career development within your current organisation	21% / 28% / 51%	63 %	51 %	48 %	62 %	78 %
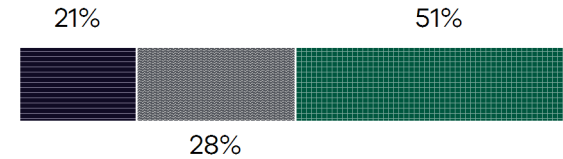
Victorian Public Sector Commission

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People outcomes

Work-related stress levels

What this is

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

Why this is important

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

How to read this

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

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

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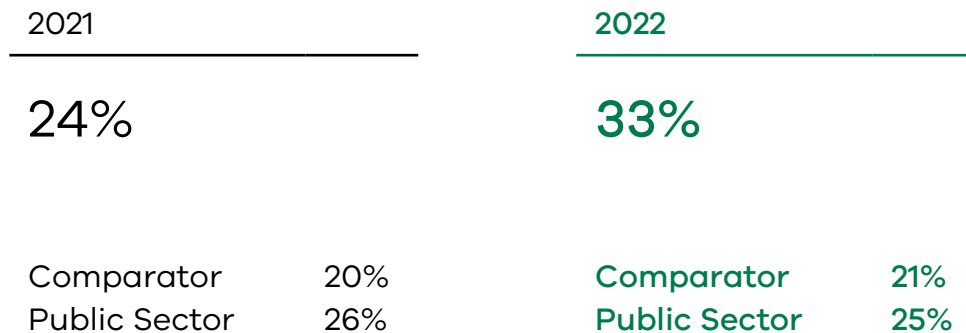
Example

33% of your staff who did the survey said they had high to severe stress in 2022. This is compared to 21% 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	10%
Low / mild	25%
Moderate	32%
High	12%
Very high	12%
Severe	8%
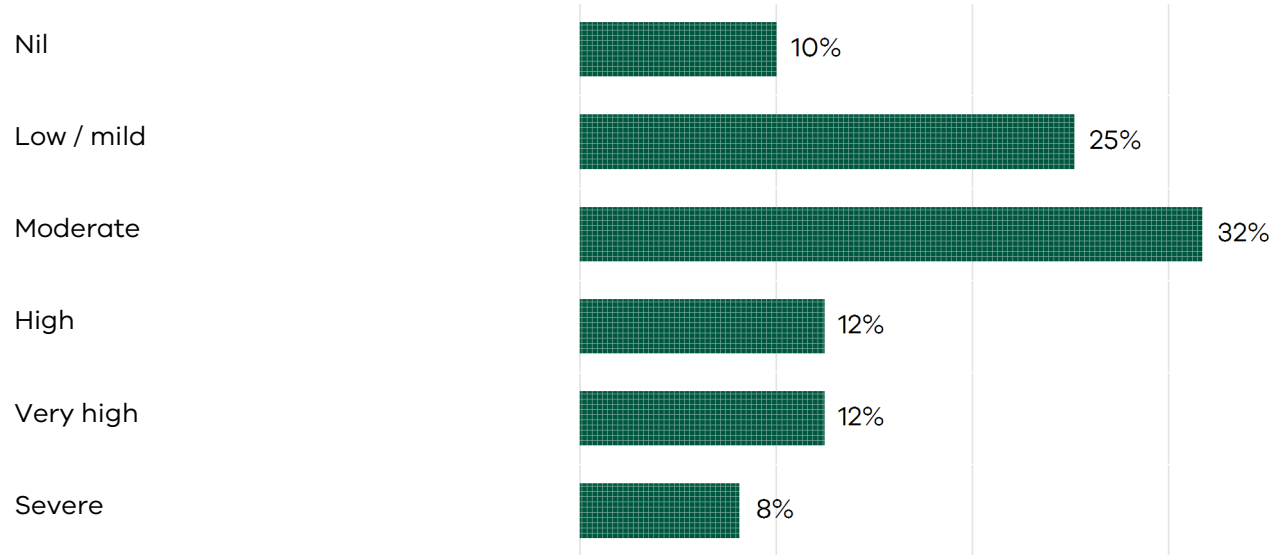
Reported levels of high to severe stress

2021		2022	
24%		**33%**	
Comparator	20%	Comparator	21%
Public Sector	26%	Public Sector	25%

People outcomes

Work-related stress causes

What this is

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

Why this is important

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

How to read this

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

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

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

Example

90% of your staff who did the survey said they experienced mild to severe stress.

Of that 90%, 68% said the top reason was 'Workload'.

	332			37
	90%			10%

■ Experienced some work-related stress   ▦ Did not experience some work-related stress
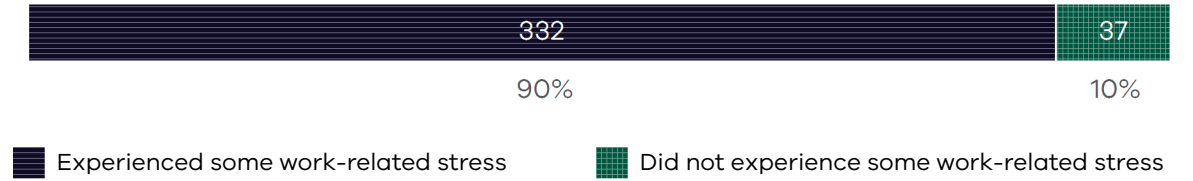
Of those that experienced work related stress it was from ...	You 2021	You 2022	Comparator 2022	Public sector 2022
Workload	62%	68%	53%	53%
Time pressure	50%	53%	38%	43%
Organisation or workplace change	13%	20%	8%	11%
Social environment (e.g. relationships with colleagues, manager and/or senior leaders)	13%	15%	16%	11%
Management of work (e.g. supervision, training, information, support)	7%	12%	13%	13%
Content, variety, or difficulty of work	8%	11%	9%	11%
Competing home and work responsibilities	10%	10%	14%	15%
Unclear job expectations	6%	10%	12%	12%
Other	9%	9%	11%	9%
Dealing with clients, patients or stakeholders	9%	8%	14%	15%

Victorian Public Sector Commission

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People outcomes

Intention to stay

What this is

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

Why this is important

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

How to read this

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

Example

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

Employees plan to work at your organisation for …	You 2022	Comparator 2022	Public sector 2022
6 months or less	15%	6%	7%
Over 6 months and up to 1 year	12%	9%	10%
Over 1 year and up to 3 years	20%	20%	23%
Over 3 years and up to 5 years	20%	16%	16%
Over 5 years	34%	49%	44%

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.
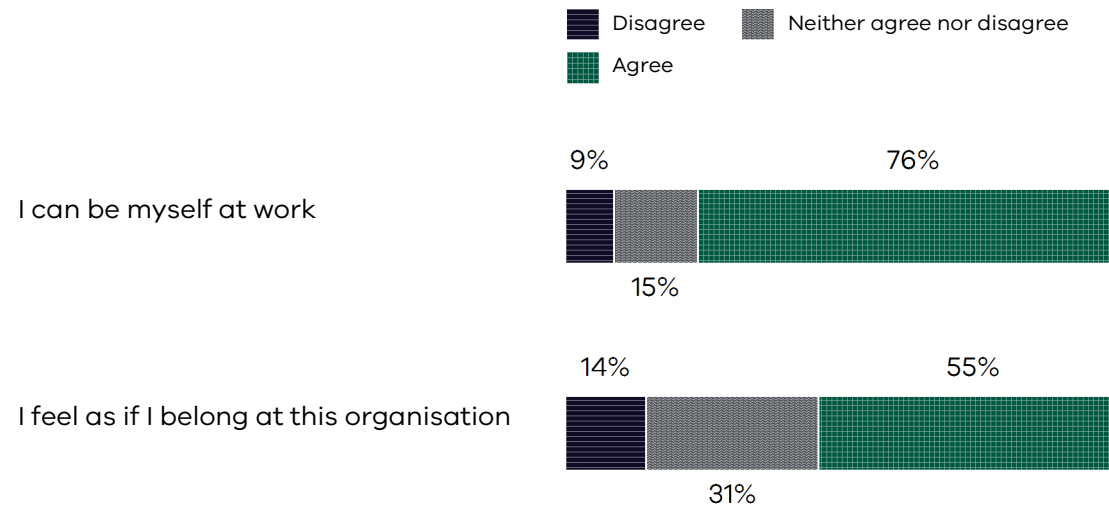
Example

76% 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 |

Survey question		You		Comparator		
		2021	2022	Lowest	Average	Highest

Legend: Disagree | Neither agree nor disagree | Agree

Survey question	Disagree	Neither	Agree	2021	2022	Lowest	Average	Highest
I can be myself at work	9%	15%	76%	Not asked	76 %	64 %	81 %	92 %
I feel as if I belong at this organisation	14%	31%	55%	Not asked	55 %	55 %	72 %	84 %

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People outcomes

Inclusion - Barriers to success

What this is

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

Why this is important

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

How to read this

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

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

Example

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

Staff who experienced one or more barriers to success at work

111	258
30%	70%

■ Experienced barriers   ▦ Did not experience barriers
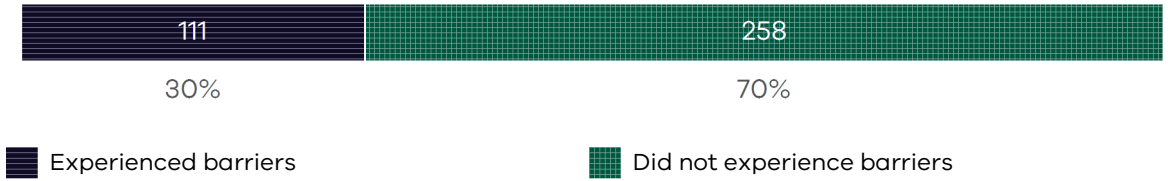
During the last 12 months, employees experienced barriers to their success due to ...	You 2022	Comparator 2022	Public sector 2022
My caring responsibilities	9%	6%	7%
My mental health	9%	8%	7%
My physical health	9%	4%	4%
My age	8%	7%	8%
Other	8%	4%	5%
My sex	2%	2%	4%
My industrial activity	2%	1%	1%
My cultural background	1%	2%	3%
My physical features	1%	1%	1%
My political belief	1%	1%	1%

People outcomes

Scorecard: emotional effects of work

What this is

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

Why this is important

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

How to read this

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

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

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

Example

In 2022:

*   44% of your staff who did the survey said work made them feel happy in 2022, which is down from 52% in 2021

Compared to:

*   60% of staff at your comparator and 54% of staff across the public sector.

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

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

	Worried	Happy	Miserable	Enthusiastic
You 2021	35%	52%	19%	44%
You 2022	54%	44%	37%	34%
Comparator 2022	31%	60%	19%	51%
Public sector 2022	33%	54%	19%	48%
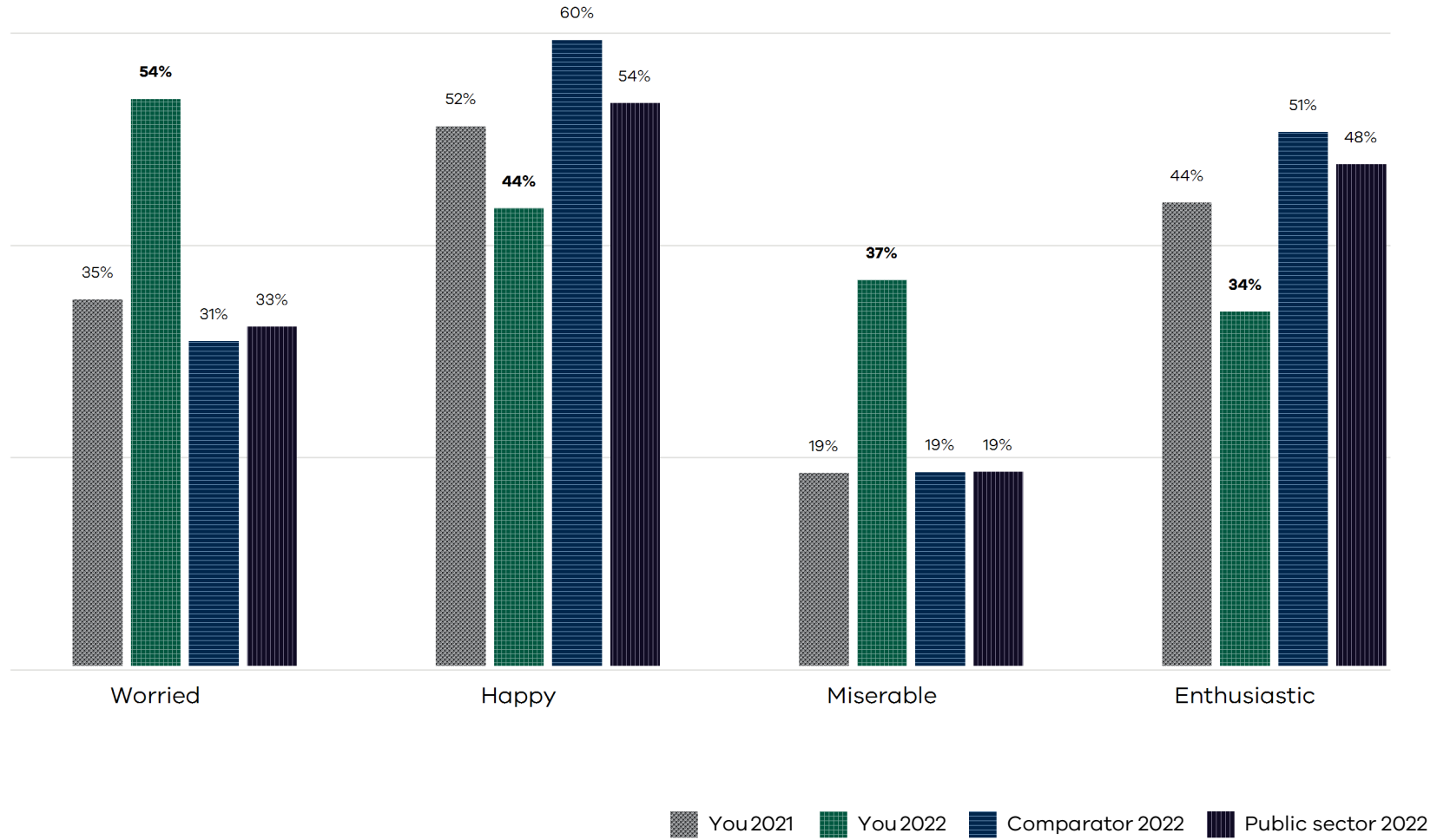
People outcomes

Scorecard: negative behaviours

What this is

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

Why this is important

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

How to read this

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

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

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

Example

In 2022:

- 30% of your staff who did the survey stated they experienced 'Violence or aggression' in the last 12 months which is up from 22% in 2021.

Compared to:

- 25% of staff at your comparator and 18% of staff across the public sector.

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

Violence or aggression: 22%, 30%, 25%, 18%
Bullying: 21%, 23%, 20%, 13%
Sexual harassment: 5%, 6%, 6%, 5%
Discrimination: 4%, 5%, 5%, 5%
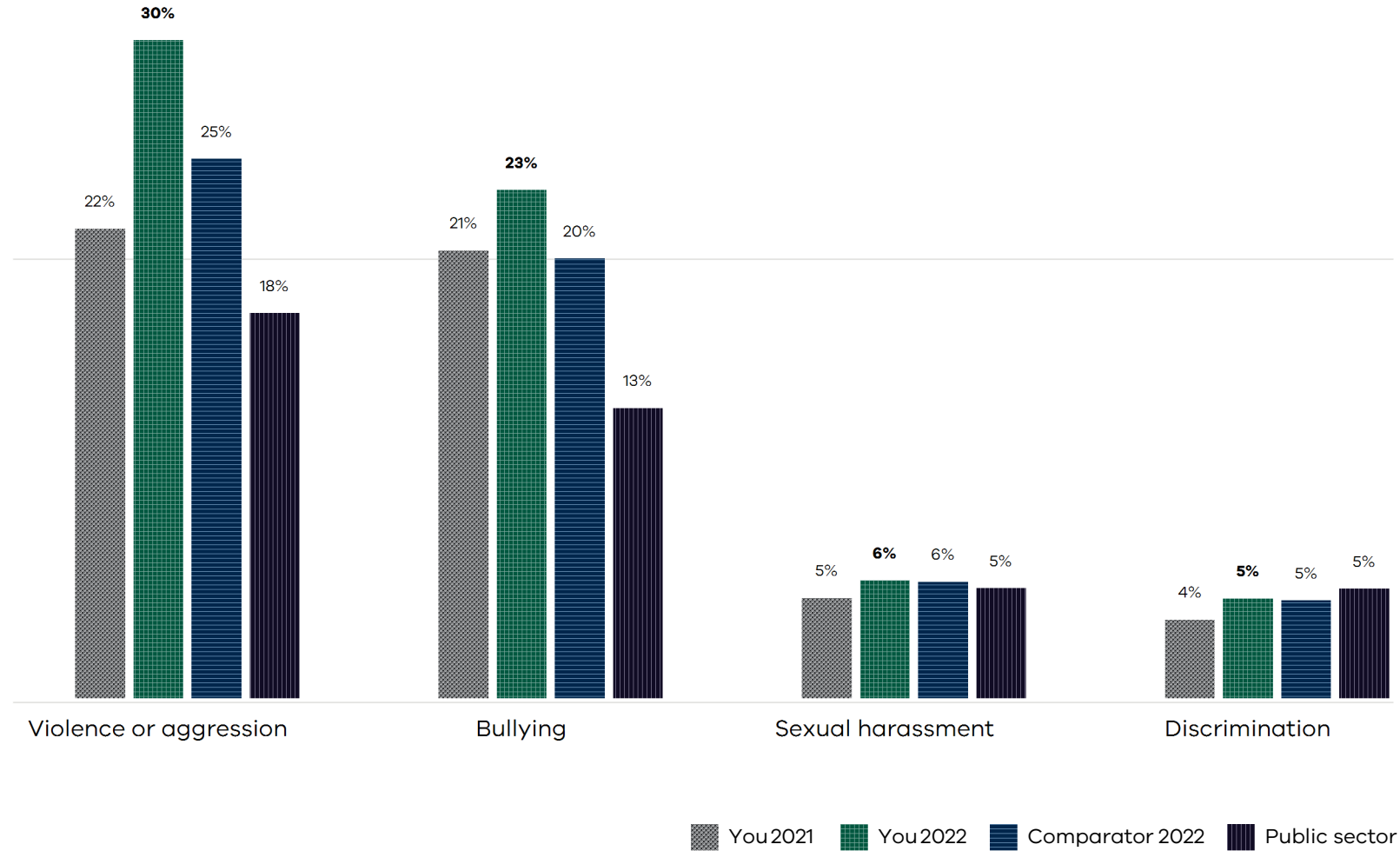
People outcomes

Bullying

What this is

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

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

23% of your staff who did the survey said they experienced bullying.

Of that 23%, 65% said the top type was 'Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)'.

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

86	244	39
23%	66%	11%

■ Experienced bullying   ■ Did not experience bullying   ■ Not sure
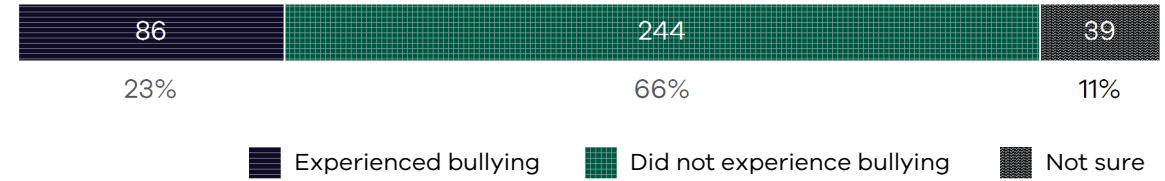
If you experienced bullying, what type of bullying did you experience?	You 2021	You 2022	Comparator 2022	Public sector 2022
Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)	68%	65%	67%	70%
Exclusion or isolation	30%	45%	40%	42%
Intimidation and/or threats	30%	38%	33%	31%
Withholding essential information for me to do my job	17%	24%	30%	28%
Being given impossible assignment(s)	8%	17%	5%	9%
Verbal abuse	17%	14%	20%	20%
Other	16%	9%	14%	15%
Being assigned meaningless tasks unrelated to the job	8%	7%	10%	12%
Interference with my personal property and/or work equipment	2%	5%	2%	4%

People outcomes

Telling someone about the bullying

What this is

This is if staff told someone when they experienced bullying.

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

23% of your staff who did the survey said they experienced bullying, of which

- 40% said the top way they reported the bullying was 'Told a friend or family member'.
- 94% said they didn't submit a formal complaint.

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

86	244	39
23%	66%	11%

■ Experienced bullying ▦ Did not experience bullying ▨ Not sure
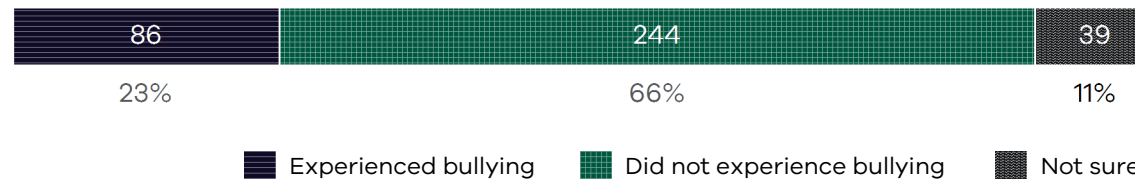
Did you tell anyone about the bullying?	You 2021	You 2022	Comparator 2022	Public sector 2022
Told a friend or family member	33%	40%	34%	36%
Told a manager	37%	34%	48%	48%
Told a colleague	41%	33%	41%	41%
I did not tell anyone about the bullying	10%	23%	10%	12%
Told Human Resources	13%	12%	14%	12%
Told the person the behaviour was not OK	17%	12%	15%	17%
Told someone else	5%	10%	11%	12%
Told employee assistance program (EAP) or peer support	5%	7%	5%	9%
Submitted a formal complaint	10%	6%	13%	11%

People outcomes

Bullying - reasons for not submitting a formal complaint

What this is

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

Why this is important

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

How to read this

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

Example

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

- 51% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal complaint?

5	81
6%	94%

■ Submitted formal complaint   ■ Did not submit a formal complaint
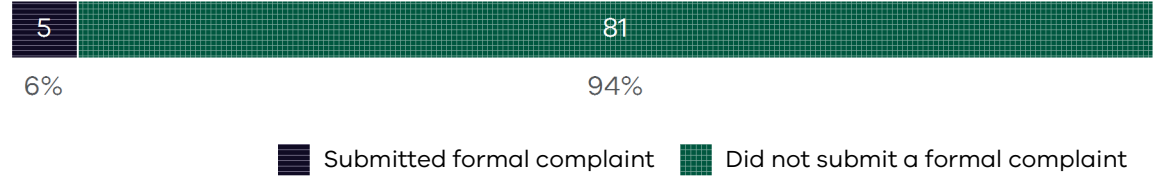
What was your reason for not submitting a formal complaint?	You 2021	You 2022	Comparator 2022	Public sector 2022
I didn't think it would make a difference	49%	51%	47%	52%
I believed there would be negative consequences for my reputation	44%	43%	44%	49%
I believed there would be negative consequences for my career	16%	30%	24%	37%
I didn't feel safe to report the incident	5%	22%	13%	18%
I didn't think it was serious enough	18%	15%	16%	16%
I believed there would be negative consequences for the person I was going to complain about	11%	10%	9%	9%
I didn't know how to make a complaint	2%	10%	5%	5%
Other	14%	10%	11%	11%
I didn't know who to talk to	4%	9%	5%	5%
I thought the complaint process would be embarrassing or difficult	12%	9%	8%	12%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Perpetrators of bullying

What this is

This is who staff have said are responsible for bullying.

Why this is important

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

How to read this

In this year's survey, 23% of your staff said they experienced bullying.

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

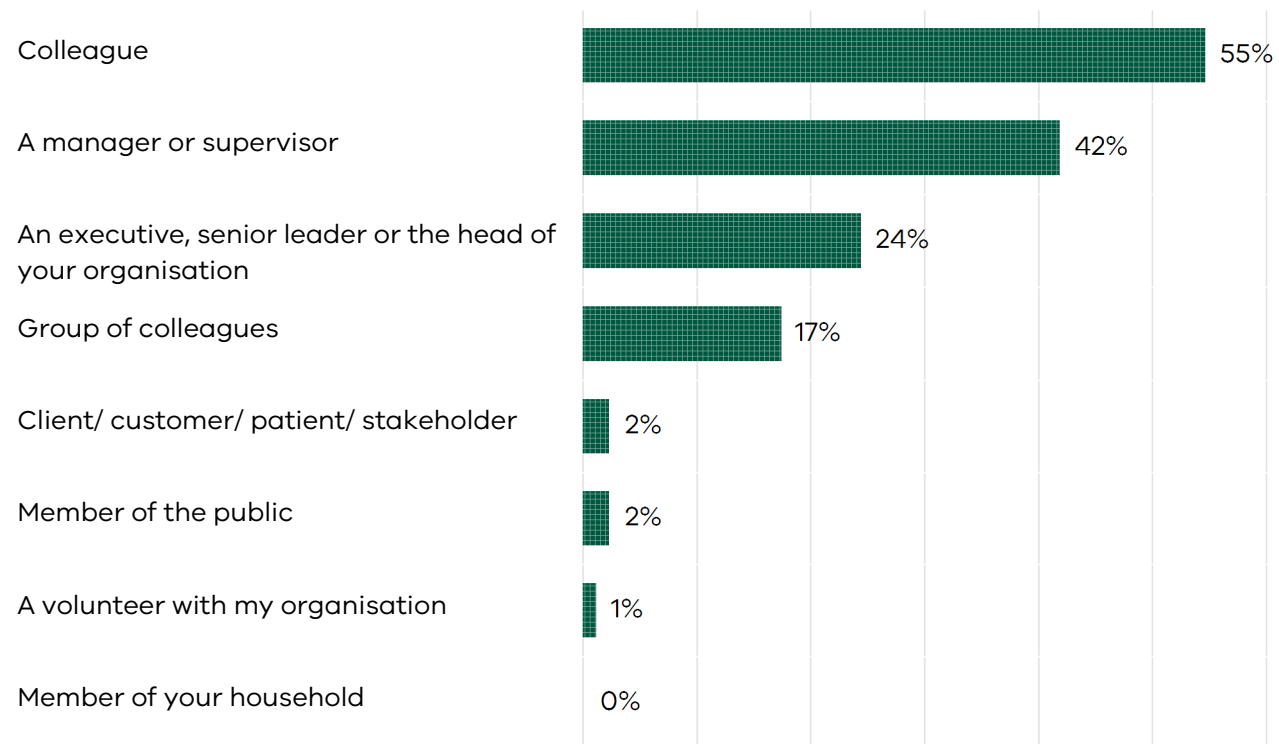In descending order, the bar chart shows the perpetrators with the largest number of responses.

Each row is one perpetrator or group of perpetrators.

Example

23% of your staff who did the survey said they experienced bullying.

Of that 23%, 55% said it was by 'Colleague'.

86 people (23% of staff) experienced bullying (You 2022)

Perpetrator	Percentage
Colleague	55%
A manager or supervisor	42%
An executive, senior leader or the head of your organisation	24%
Group of colleagues	17%
Client/ customer/ patient/ stakeholder	2%
Member of the public	2%
A volunteer with my organisation	1%
Member of your household	0%

People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

In this year's survey, 23% of your staff said they experienced bullying.

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

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

Example

23% of your staff who did the survey said they experienced bullying.

Of that 23%, 100% said it was by someone within the organisation.

Of that 100%, 59% said it was 'They were in my workgroup'.

86 people (100% of staff who experienced bullying) experienced bullying from within your organisation (You 2022)

They were in my workgroup	59%
They were my immediate manager or supervisor	41%
They were outside my workgroup	21%
They were someone I supervise or manage	3%
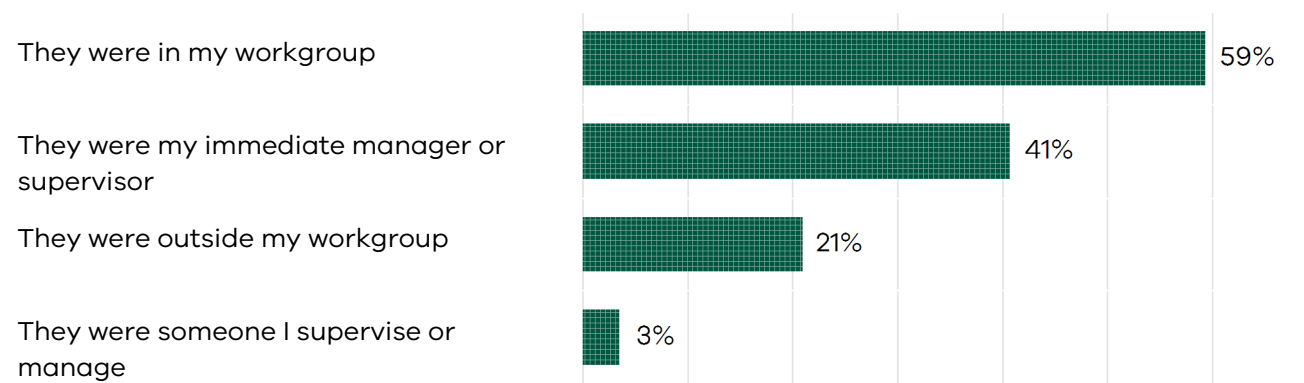
People outcomes

Sexual harassment

What this is

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

Why this is important

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

How to read this

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

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

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

Example

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

Of those, 43% said the top type was 'Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)'.

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

21	348
6%	94%

■ Experienced sexual harassment   ▦ Did not experience sexual harassment
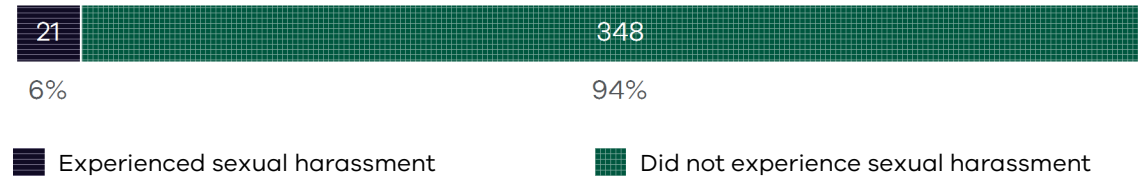
Behaviours reported	You 2021	You 2022	Comparator 2022	Public sector 2022
Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)	60%	43%	47%	53%
Intrusive questions about your private life or comments about your physical appearance	53%	38%	53%	48%
Inappropriate staring or leering that made you feel intimidated	33%	24%	20%	16%
Unwelcome touching, hugging, cornering or kissing	7%	14%	13%	16%
Inappropriate physical contact (including momentary or brief physical contact)	33%	5%	22%	20%
Sexual gestures, indecent exposure or inappropriate display of the body	0%	5%	5%	8%
Sexually explicit posts or messages on social media (including Facebook, Snapchat, Instagram etc)	0%	5%	0%	1%
Repeated or inappropriate invitations to go out on dates	7%	0%	8%	4%
Any other unwelcome conduct of a sexual nature	0%	0%	7%	7%
Repeated or inappropriate advances on email, social networking websites or internet chat rooms by a work colleague	0%	0%	2%	2%

People outcomes

Response to sexual harassment

What this is

This is how staff responded when they experienced sexual harassment.

Why this is important

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

How to read this

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

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

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

Example

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

Of those, 38% said their top response was 'Pretended it didn't bother you'.

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

21	348
6%	94%

- ■ Experienced sexual harassment
- ▨ Did not experience sexual harassment
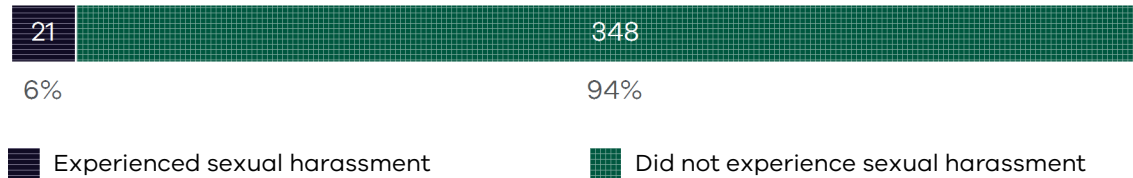
When the harassment happened to you, did you respond in any of the following ways?	You 2021	You 2022	Comparator 2022	Public sector 2022
Pretended it didn't bother you	27%	38%	34%	41%
Told a colleague	33%	38%	31%	27%
Told the person the behaviour was not OK	40%	38%	40%	33%
Tried to laugh it off or forget about it	27%	38%	27%	36%
Told a friend or family member	53%	24%	18%	20%
Avoided the person(s) by staying away from them	47%	19%	34%	33%
Other	13%	10%	4%	4%
Avoided locations where the behaviour might occur	13%	5%	14%	12%
Told a manager	13%	5%	20%	20%

People outcomes

Sexual harassment - reasons for not submitting a formal complaint

What this is

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

Why this is important

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

How to read this

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

Example

100% of your staff who experienced sexual harassment did not submit a formal complaint, of which:

- 52% said the top reason was 'I didn't think it was serious enough'.

Did you submit a formal complaint?
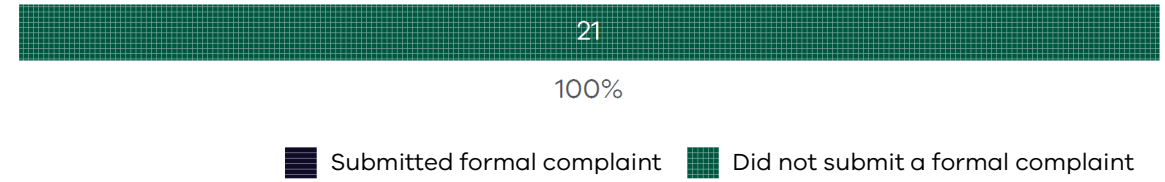
21

100%

■ Submitted formal complaint   ■ Did not submit a formal complaint

What was your reason for not submitting a formal complaint?	You 2021	You 2022	Comparator 2022	Public sector 2022
I didn't think it was serious enough	50%	52%	48%	46%
I believed there would be negative consequences for my reputation	21%	24%	21%	25%
I didn't think it would make a difference	43%	24%	37%	40%
I believed there would be negative consequences for the person I was going to complain about	14%	14%	8%	10%
I didn't need to because I no longer had contact with the person(s) who harassed me	7%	14%	8%	9%
I believed there would be negative consequences for my career	21%	10%	10%	17%
I didn't need to because I made the harassment stop	0%	10%	18%	11%
Other	14%	10%	8%	10%
I didn't feel safe to report the incident	7%	5%	3%	7%
I thought the complaint process would be embarrassing or difficult	14%	5%	8%	10%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Perpetrators of sexual harassment

What this is

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

Why this is important

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

How to read this

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

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

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

Each row is one perpetrator or group of perpetrators.

Example

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

Of that 6%, 71% said it was by 'Client/customer/patient/stakeholder'.

21 people (6% of staff) experienced sexual harassment (You2022)

Perpetrator	%
Client/customer/patient/stakeholder	71%
Colleague	38%
Member of the public	5%
A manager or supervisor	0%
A volunteer with my organisation	0%
An executive, senior leader or the head of your organisation	0%
Group of colleagues	0%
Member of your household	0%
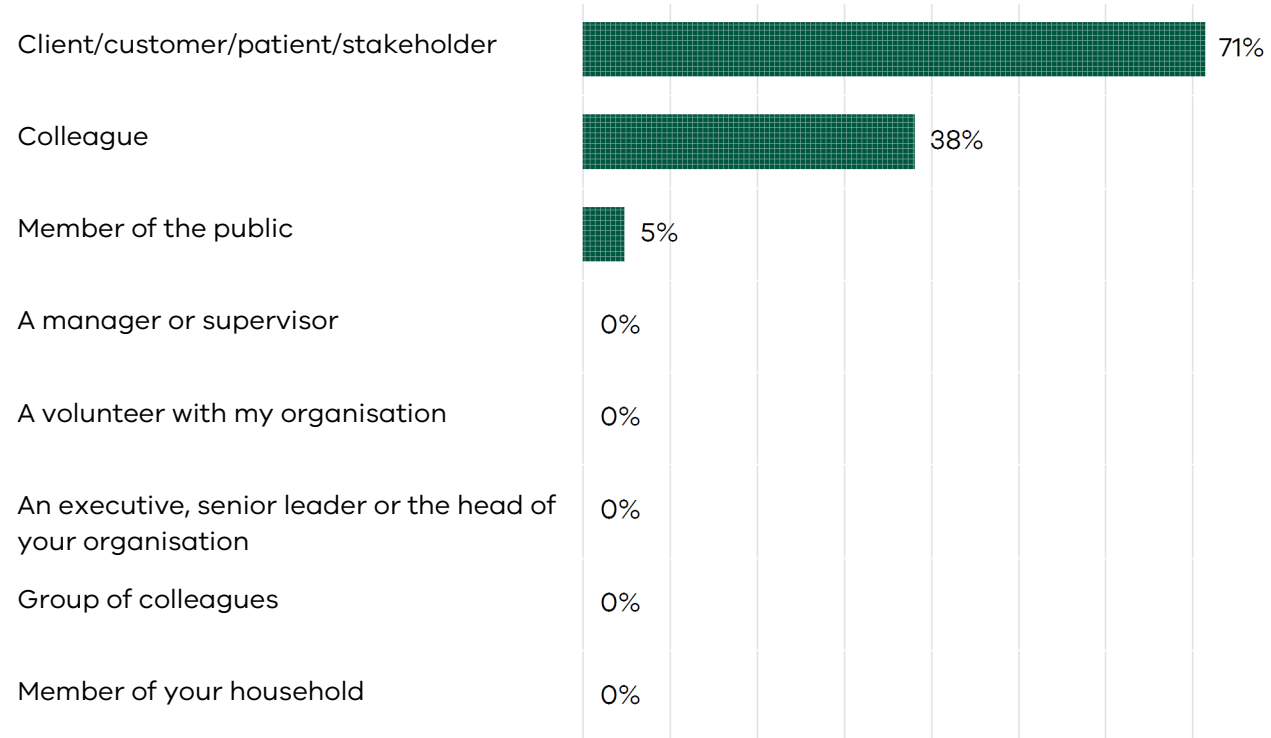
People outcomes

Type of discrimination

What this is

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

Why this is important

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

How to read this

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

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

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

Example

5% of your staff who did the survey said they experienced discrimination.

Of that 5%, 50% said it was 'Other'.

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

18	300	51
5%	81%	14%

■ Experienced discrimination ▨ Did not experience discrimination ▨ Not sure
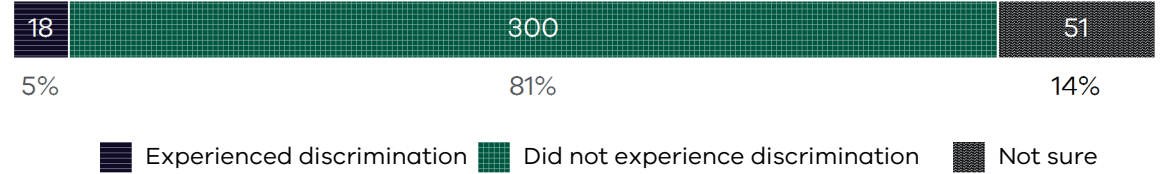
If you experienced discrimination, what type of discrimination did you experience?	You 2021	You 2022	Comparator 2022	Public sector 2022
Other	50%	50%	47%	39%
Employment security - threats of dismissal or termination	17%	33%	12%	14%
Denied flexible work arrangements or other adjustments	25%	22%	28%	22%
Opportunities for promotion	25%	22%	22%	36%
Opportunities for training	8%	17%	14%	22%
Pay or conditions offered by employer	8%	11%	7%	11%
Access to leave	8%	6%	13%	9%

People outcomes

Telling someone about the discrimination

What this is

This is who staff told about the discrimination they experienced.

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

5% of your staff who did the survey said they experienced discrimination, of which

- 39% said the top way they reported the discrimination was 'Told a colleague'.
- 94% said they didn't submit a formal complaint.

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

18	300	51
5%	81%	14%

■ Experienced discrimination ▦ Did not experience discrimination ▨ Not sure
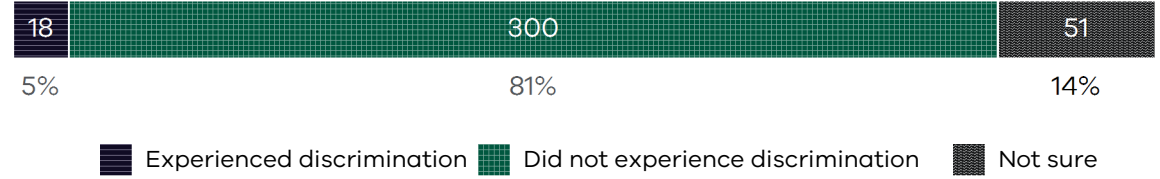
Did you tell anyone about the discrimination?	You 2021	You 2022	Comparator 2022	Public sector 2022
Told a colleague	42%	39%	34%	37%
Told a manager	17%	28%	36%	28%
I did not tell anyone about the discrimination	25%	22%	20%	24%
Told a friend or family member	33%	22%	33%	34%
Submitted a formal complaint	0%	6%	4%	8%
Told employee assistance program (EAP) or peer support	17%	6%	6%	8%
Told Human Resources	25%	6%	9%	11%
Told someone else	0%	6%	13%	14%
Told the person the behaviour was not OK	0%	6%	11%	9%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Discrimination - reasons for not submitting a formal complaint

What this is

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

Why this is important

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

How to read this

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

Example

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

- 41% said the top reason was 'I believed there would be negative consequences for my reputation'.

Did you submit a formal complaint?
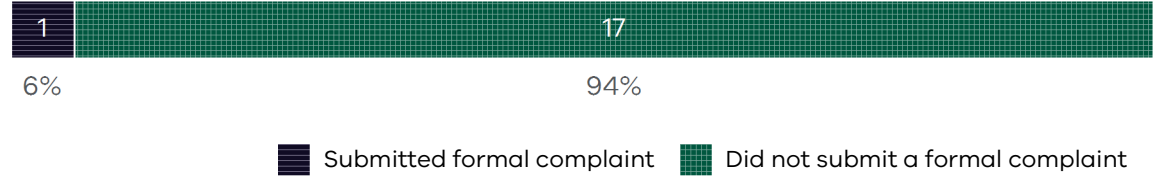
1	17
6%	94%

■ Submitted formal complaint   ■ Did not submit a formal complaint

What was your reason for not submitting a formal complaint?	You 2021	You 2022	Comparator 2022	Public sector 2022
I believed there would be negative consequences for my reputation	42%	41%	41%	50%
I believed there would be negative consequences for my career	42%	35%	37%	49%
I didn't think it would make a difference	42%	35%	52%	59%
I didn't feel safe to report the incident	25%	18%	18%	19%
I was advised not to	0%	18%	1%	4%
Other	8%	18%	5%	8%
I didn't think it was serious enough	17%	12%	8%	13%
I didn't know how to make a complaint	0%	6%	6%	5%
I didn't need to because I made the discrimination stop	0%	6%	3%	3%
I thought the complaint process would be embarrassing or difficult	8%	6%	9%	12%

People outcomes

Perpetrators of discrimination

What this is

This is who staff have said are responsible for discrimination.

Why this is important

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

How to read this

In this year's survey, 5% of your staff said they experienced discrimination.

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

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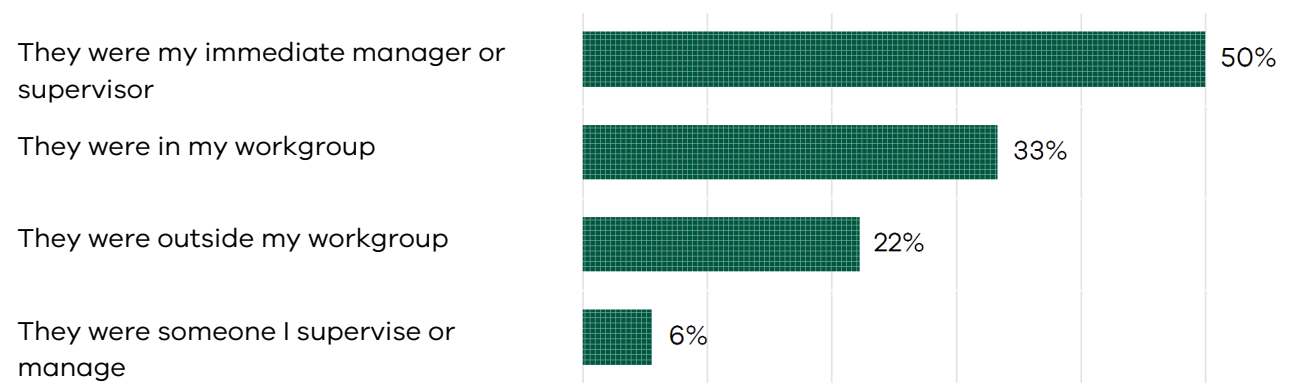
Each row is one perpetrator or group of perpetrators.

Example

5% of your staff who did the survey said they experienced discrimination.

Of that 5%, 50% said it was by 'A manager or supervisor'.

18 people (5% of staff) experienced discrimination (You 2022)
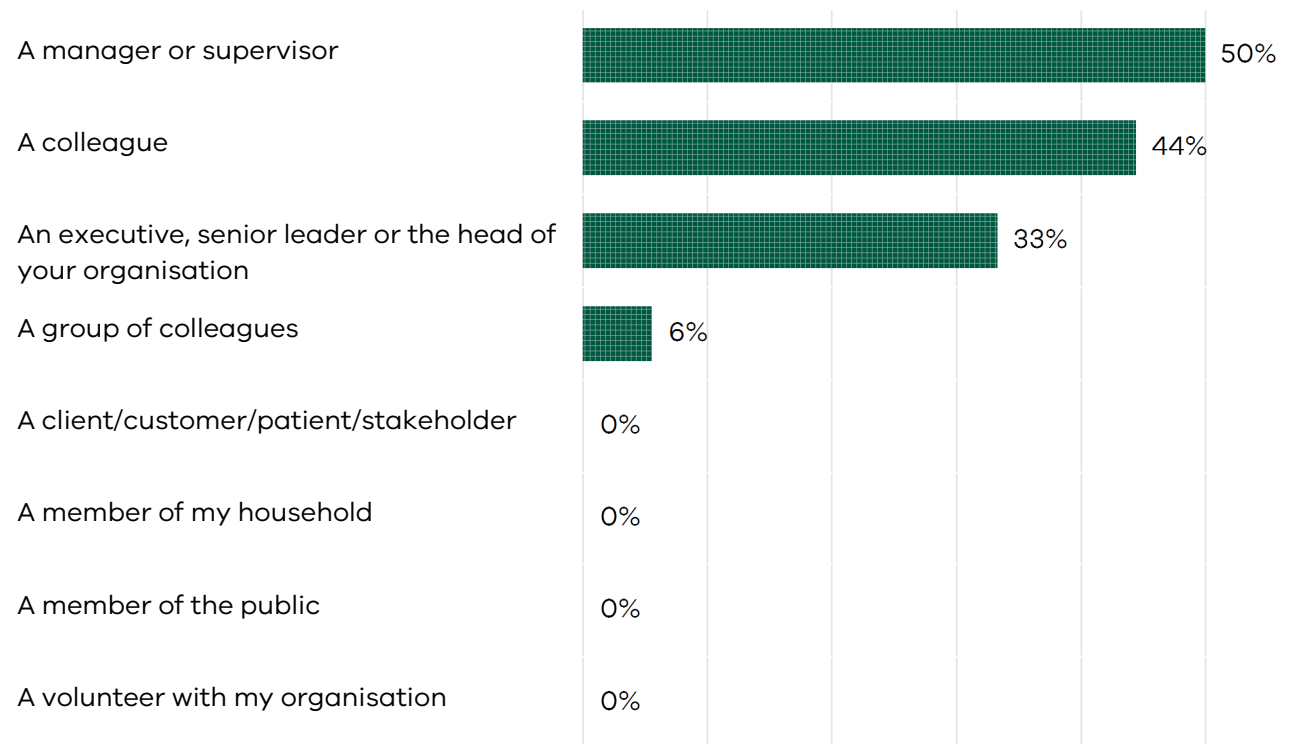
Perpetrator	Percentage
A manager or supervisor	50%
A colleague	44%
An executive, senior leader or the head of your organisation	33%
A group of colleagues	6%
A client/customer/patient/stakeholder	0%
A member of my household	0%
A member of the public	0%
A volunteer with my organisation	0%

People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

In this year's survey, 5% of your staff said they experienced discrimination.

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

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

Example

5% of your staff who did the survey said they experienced discrimination.

Of that 5%, 100% said it was by someone within the organisation.

Of that 100%, 50% said it was 'They were my immediate manager or supervisor'.

18 people (100% of staff who experienced discrimination) experienced discrimination from within your organisation (You 2022)

Relationship	Percentage
They were my immediate manager or supervisor	50%
They were in my workgroup	33%
They were outside my workgroup	22%
They were someone I supervise or manage	6%

Negative behaviour

Violence and aggression

What this is

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

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

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

Of that 30%, 74% said it was from 'Abusive language'.

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

111	245	13
30%	66%	4%

■ Experienced violence or aggression　■ Did not experience violence or aggression　▨ Not sure
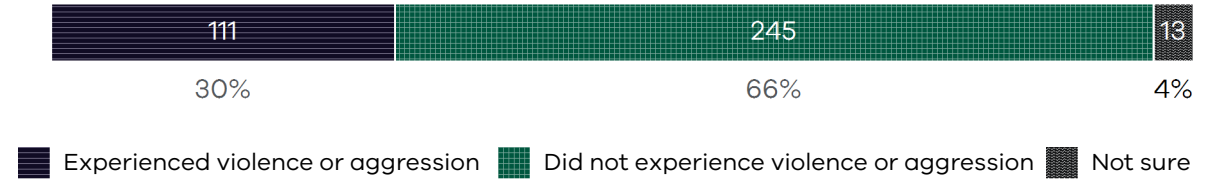
If you experienced violence or aggression, what type did you experience?	You 2021	You 2022	Comparator 2022	Public sector 2022
Abusive language	80%	74%	81%	82%
Intimidating behaviour	58%	63%	54%	68%
Threats of violence	30%	32%	33%	37%
Physical assault (e.g. spitting, hitting, punching, pushing, tripping, grabbing, throwing objects)	27%	21%	38%	28%
Damage to my property or work equipment	12%	5%	5%	8%
Other	6%	5%	4%	4%
Stalking, including cyber-stalking	2%	1%	2%	1%

Negative behaviour

Telling someone about violence and aggression

What this is

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

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

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

- 49% said the top way they reported the violence or agression was 'Told a manager'
- 68% said they didn't submit a formal incident report.

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

111	245	13
30%	66%	4%

■ Experienced violence or aggression   ■ Did not experience violence or aggression   ▦ Not sure
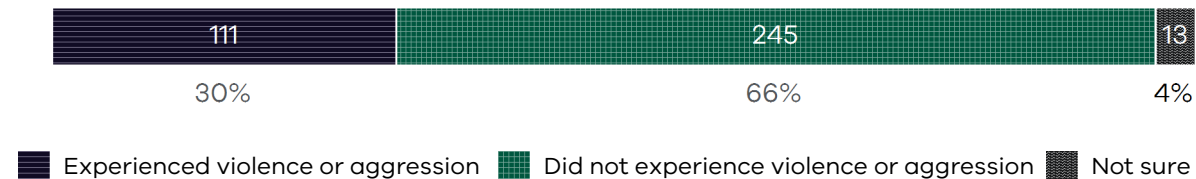
Did you tell anyone about the incident?	You 2021	You 2022	Comparator 2022	Public sector 2022
Told a manager	62%	49%	57%	56%
Told a colleague	48%	47%	47%	47%
Submitted a formal incident report	38%	32%	43%	32%
Told the person the behaviour was not OK	30%	31%	31%	34%
Told a friend or family member	15%	20%	15%	20%
Told Human Resources	3%	6%	3%	4%
Told someone else	2%	4%	3%	6%
Told employee assistance program (EAP) or peer support	5%	2%	1%	4%
I did not tell anyone about the incident(s)	8%	1%	4%	7%

Negative behaviour

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

What this is

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

Why this is important

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

How to read this

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

Example

68% of your staff who experienced violence or aggression did not submit a formal incident report, of which:

- 53% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal incident report?

36	75
32%	68%

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

What was your reason for not submitting a formal incident report?	You 2021	You 2022	Comparator 2022	Public sector 2022
I didn't think it would make a difference	32%	53%	39%	40%
I didn't think it was serious enough	44%	29%	31%	32%
Other	27%	20%	23%	20%
I believed there would be negative consequences for my reputation	12%	19%	11%	14%
I didn't need to because I made the violence or aggression stop	12%	11%	14%	15%
I didn't need to because I no longer had contact with the person(s) who was aggressive or violent to me	20%	9%	10%	16%
I believed there would be negative consequences for my career	5%	8%	7%	10%
I didn't feel safe to report the incident	2%	5%	3%	4%
I didn't know who to talk to	0%	4%	2%	2%
I didn't know how to make a complaint	0%	3%	3%	4%

Victorian Public Sector Commission

VICTORIA State Government

Negative behaviour

Perpetrators of violence and aggression

What this is

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

Why this is important

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

How to read this

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

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

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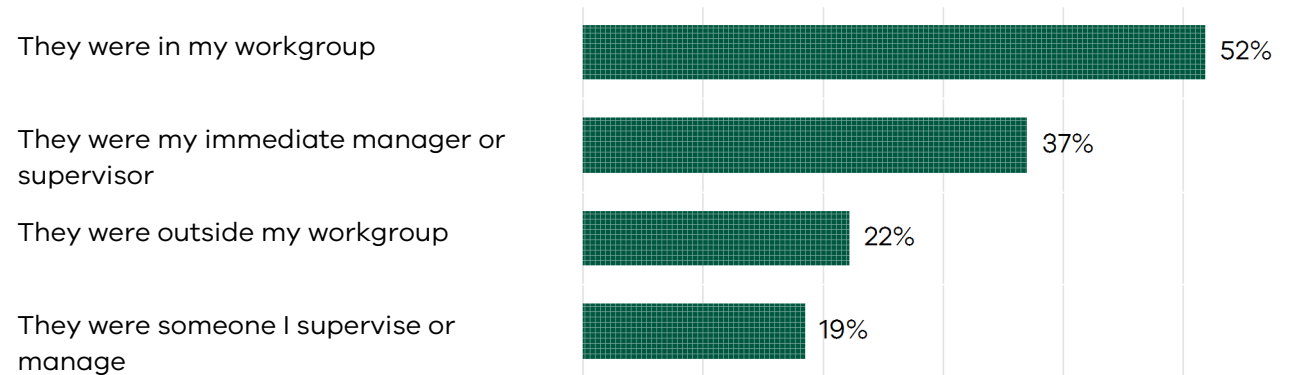
Each row is one perpetrator or a group of perpetrators.

Example

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

Of that 30%, 77% said it was 'Client/ customer/ patient/ stakeholder'.

111 people (30% of staff) experienced violence or aggression (You2022)
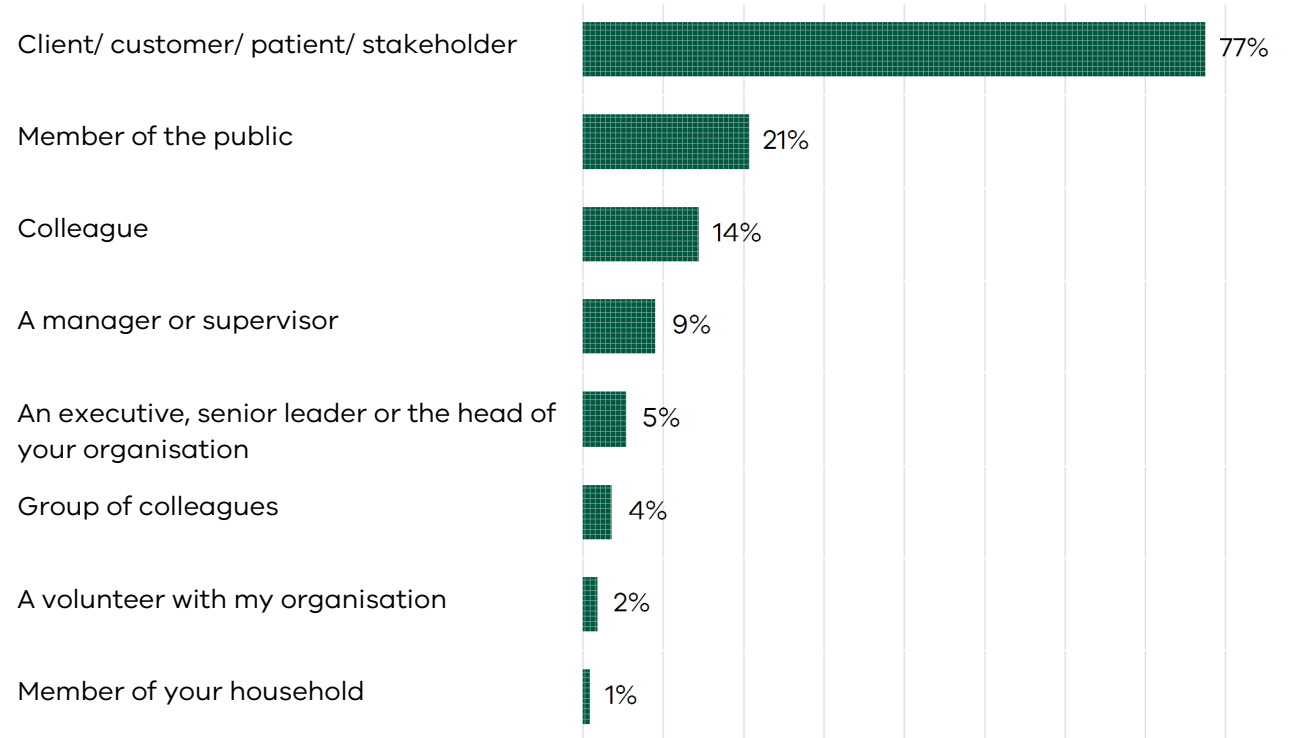
Perpetrator	Percentage
Client/ customer/ patient/ stakeholder	77%
Member of the public	21%
Colleague	14%
A manager or supervisor	9%
An executive, senior leader or the head of your organisation	5%
Group of colleagues	4%
A volunteer with my organisation	2%
Member of your household	1%

People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

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

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

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

Example

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

Of that 30%, 24% said it was by someone within the organisation.

Of that 24%, 52% said it was 'They were in my workgroup'.

27 people (24% of staff who experienced violence or aggression) experienced violence or aggression from within your organisation (You2022)

Relationship	%
They were in my workgroup	52%
They were my immediate manager or supervisor	37%
They were outside my workgroup	22%
They were someone I supervise or manage	19%

People outcomes

Negative behaviour — satisfaction with making a formal complaint

What this is

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

Why this is important

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

How to read this

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

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

Example

47% of staff who did the survey were satisfied with the way your organisation handled their formal 'Violence or aggression' complaint.

Survey question

Were you satisfied with the way your formal complaint was handled

■ No   ▥ Don't know
▦ Yes

Your results

Violence or aggression

14%   47%

39%

Benchmark satisfied results

	You		Comparator		
	2021	2022	Lowest	Average	Highest
	68 %	47 %	23 %	50 %	63 %

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Key differences

Highest scoring questions

What this is

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

How to read this

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

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

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

Example

On the first row 'Meaningful work', the 'You 2022' column shows 92% of your staff agreed with 'I can make a worthwhile contribution at work'.
This question was not asked in 2021.

Question group	Highest scoring questions	You 2022	Change from 2021	Comparator 2022
Meaningful work	I can make a worthwhile contribution at work	92%	Not asked in 2021	95%
Meaningful work	I achieve something important through my work	90%	+5%	93%
Job enrichment	I can use my skills and knowledge in my job	89%	Not asked in 2021	92%
Job enrichment	I clearly understand what I am expected to do in this job	87%	-1%	88%
Job enrichment	I understand how my job helps my organisation achieve it's goals	86%	Not asked in 2021	91%
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	81%	-6%	85%
Manager leadership	My manager treats employees with dignity and respect	80%	-5%	81%
Collaboration	I am able to work effectively with others outside my immediate workgroup	79%	-10%	86%
Meaningful work	I get a sense of accomplishment from my work	79%	-3%	88%
Manager leadership	My manager demonstrates honesty and integrity	78%	-7%	79%

Key differences

Lowest scoring questions

What this is

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

How to read this

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

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

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

Example

On the first row 'Taking action', the 'You 2022' column shows 23% of your staff agreed with 'My organisation has made improvements based on the survey results from last year'.
This question was not asked in 2021.

Question subgroup	Lowest scoring questions	You 2022	Change from 2021	Comparator 2022
Taking action	My organisation has made improvements based on the survey results from last year	23%	Not asked in 2021	31%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	24%	-13%	49%
Safety climate	All levels of my organisation are involved in the prevention of stress	25%	-11%	45%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	26%	-16%	54%
Taking action	I believe my organisation will make improvements based on the results of this survey	30%	Not asked in 2021	49%
Senior leadership	Senior leaders model my organisation's values	31%	-23%	61%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	32%	-17%	48%
Senior leadership	Senior leaders demonstrate honesty and integrity	33%	-20%	60%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	34%	-18%	54%
Organisational integrity	I believe the promotion processes in my organisation are fair	35%	Not asked in 2021	45%

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Key differences

Most improved

What this is

This is where staff feel their organisation has most improved.

How to read this

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

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

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

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

Example

On the first row 'Meaningful work', the 'You 2022' column shows 90% of your staff agreed with 'I achieve something important through my work'.
In the 'Increase from 2021' column, you have a 5% increase, which is a positive trend.

Question group	Most improved from last year	You 2022	Increase from 2021	Comparator 2022
Meaningful work	I achieve something important through my work	90%	+5%	93%
Safe to speak up	I feel culturally safe at work	77%	+0%	84%

Key differences

Most declined

What this is

This is where staff feel their organisation has most declined.

How to read this

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

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

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

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

Example

On the first row 'Engagement', the 'You 2022' column shows 50% of your staff agreed with 'I am proud to tell others I work for my organisation'.

In the 'Decrease from 2021' column, you have a 28% decrease, which is a negative trend.

Question subgroup	Largest decline from last year	You 2022	Decrease from 2021	Comparator 2022
Engagement	I am proud to tell others I work for my organisation	50%	-28%	72%
Engagement	I would recommend my organisation as a good place to work	40%	-27%	66%
Senior leadership	Senior leaders model my organisation's values	31%	-23%	61%
Patient safety climate	This health service does a good job of training new and existing staff	37%	-23%	52%
Organisational integrity	My organisation is committed to earning a high level of public trust	54%	-23%	77%
Engagement	My organisation motivates me to help achieve its objectives	37%	-22%	61%
Senior leadership	Senior leaders demonstrate honesty and integrity	33%	-20%	60%
Safety climate	My organisation provides a physically safe work environment	60%	-20%	78%
Engagement	I feel a strong personal attachment to my organisation	42%	-19%	61%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	34%	-18%	54%

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.

As there is no positive difference from your comparator, we have no data to show on this page.

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 'Senior leadership', the 'You 2022' column shows 31% of your staff agreed with 'Senior leaders model my organisation's values'.

The 'difference' column, shows that agreement for this question was 29 percentage points lower in your organisation than in your comparator.

Question subgroup	Biggest negative difference from comparator	You 2022	Difference	Comparator 2022
Senior leadership	Senior leaders model my organisation's values	31%	-29%	61%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	26%	-28%	54%
Engagement	I would recommend my organisation as a good place to work	40%	-27%	66%
Senior leadership	Senior leaders demonstrate honesty and integrity	33%	-26%	60%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	24%	-25%	49%
Patient safety climate	I would recommend a friend or relative to be treated as a patient here	50%	-25%	74%
Engagement	My organisation motivates me to help achieve its objectives	37%	-24%	61%
Engagement	My organisation inspires me to do the best in my job	41%	-24%	64%
Organisational integrity	My organisation is committed to earning a high level of public trust	54%	-23%	77%
Engagement	I am proud to tell others I work for my organisation	50%	-23%	72%

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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'.
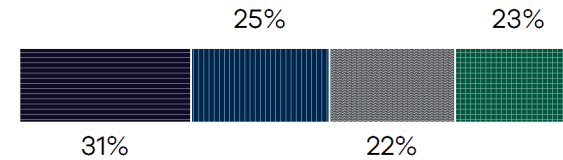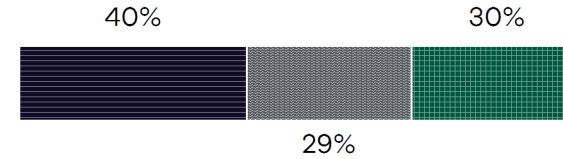
Survey question	Your results			

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

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

40% · 30% · 29%

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

25% · 23% · 31% · 22%

Benchmark agree results

	You		Comparator		
	2021	2022	Lowest	Average	Highest
I believe my organisation will make improvements based on the results of this survey	Not asked	30 %	28 %	49 %	65 %
My organisation has made improvements based on the survey results from last year	Not asked	23 %	17 %	31 %	45 %

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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

36% of your staff who did the survey agreed or strongly agreed with 'Senior leaders provide clear strategy and direction'.
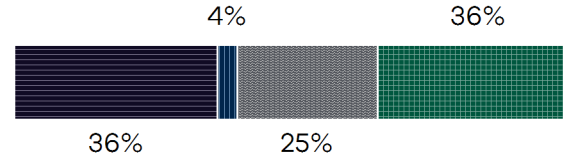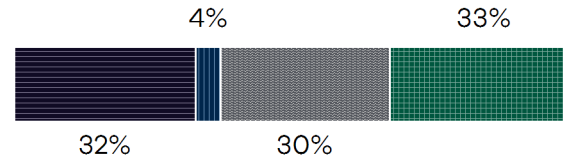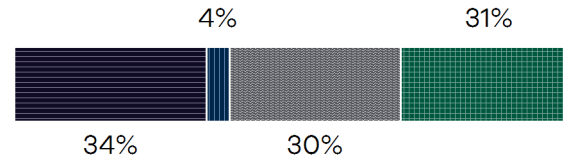
Survey question

Your results

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

Senior leaders provide clear strategy and direction

4% | 36%
36% | 25%

Senior leaders demonstrate honesty and integrity

4% | 33%
32% | 30%

Senior leaders model my organisation's values

4% | 31%
34% | 30%

Benchmark agree results

	You		Comparator		
	2021	2022	Lowest	Average	Highest
Senior leaders provide clear strategy and direction	53 %	36 %	29 %	57 %	76 %
Senior leaders demonstrate honesty and integrity	53 %	33 %	32 %	60 %	77 %
Senior leaders model my organisation's values	55 %	31 %	32 %	61 %	79 %

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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.
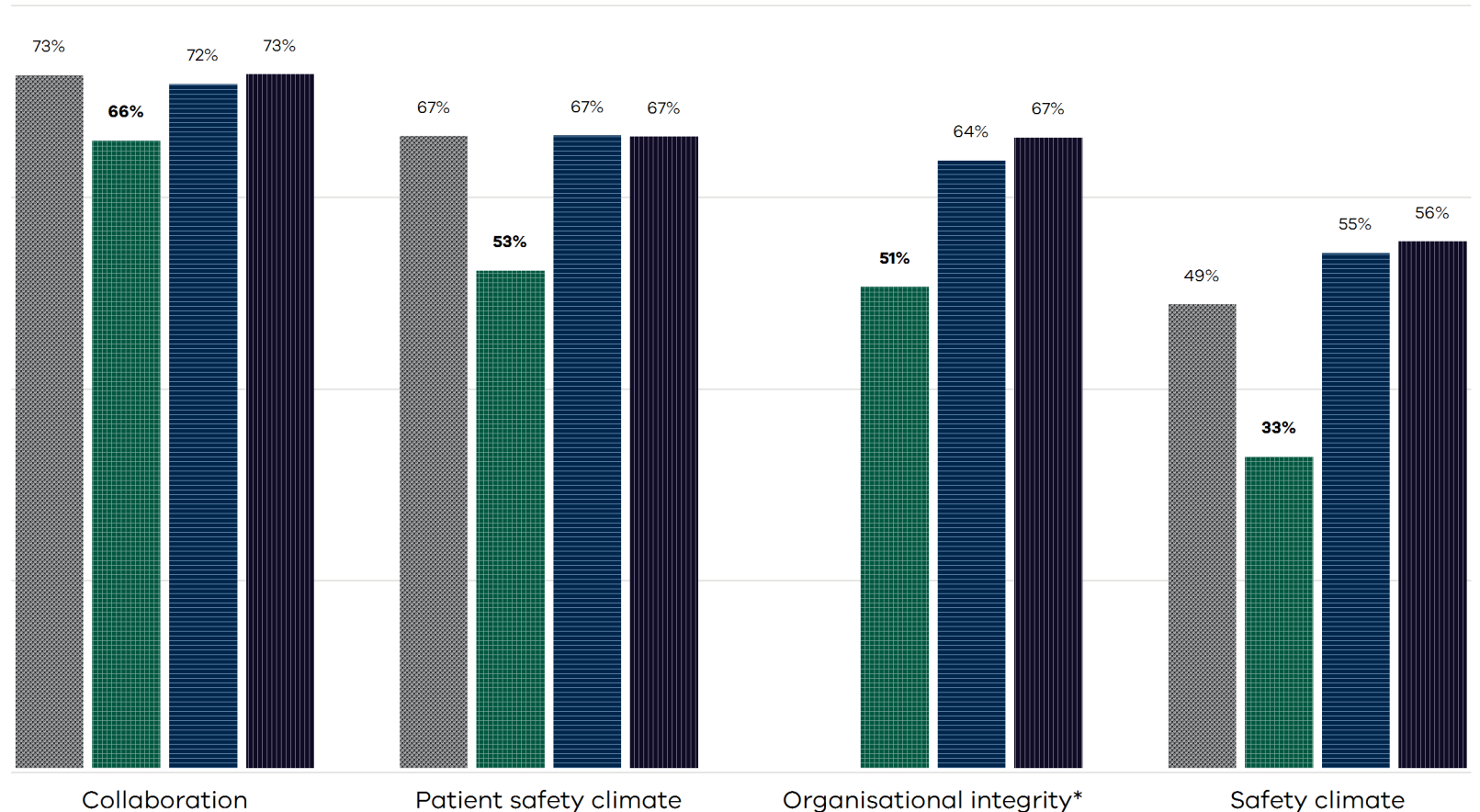
Example

In 2022:

- 66% of your staff who did the survey responded positively to questions about Collaboration which is down from 73% in 2021.

Compared to:

- 72% 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 2021 | You 2022 | Comparator 2022 | Public sector 2022

Chart data:

Factor	You 2021	You 2022	Comparator 2022	Public sector 2022
Collaboration	73%	66%	72%	73%
Patient safety climate	67%	53%	67%	67%
Organisational integrity*		51%	64%	67%
Safety climate	49%	33%	55%	56%

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.
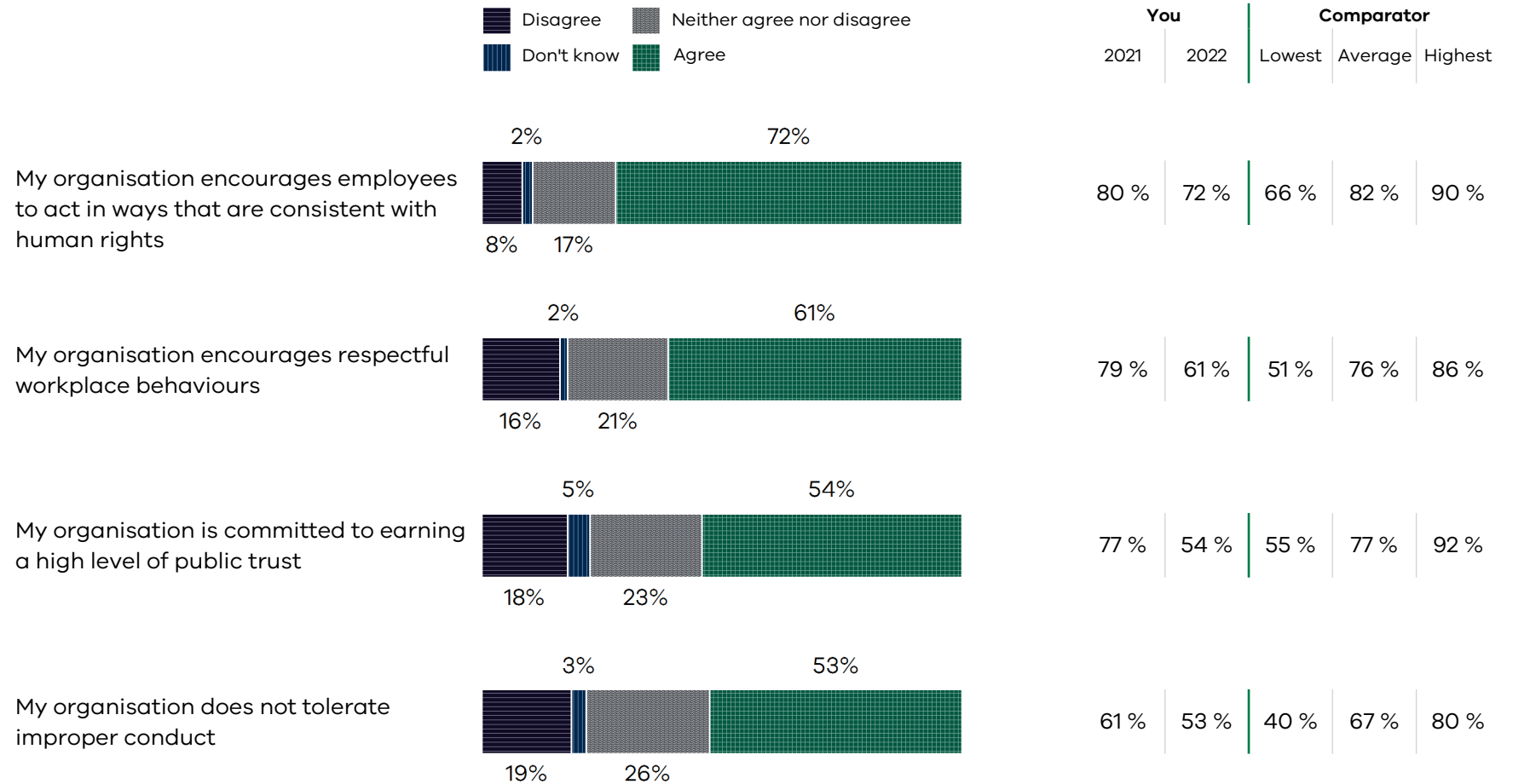
Example

72% of your staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.

Survey question

Your results

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

Benchmark agree results

Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My organisation encourages employees to act in ways that are consistent with human rights	8% / 2% / 17% / 72%	80 %	72 %	66 %	82 %	90 %
My organisation encourages respectful workplace behaviours	16% / 2% / 21% / 61%	79 %	61 %	51 %	76 %	86 %
My organisation is committed to earning a high level of public trust	18% / 5% / 23% / 54%	77 %	54 %	55 %	77 %	92 %
My organisation does not tolerate improper conduct	19% / 3% / 26% / 53%	61 %	53 %	40 %	67 %	80 %

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

49% 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
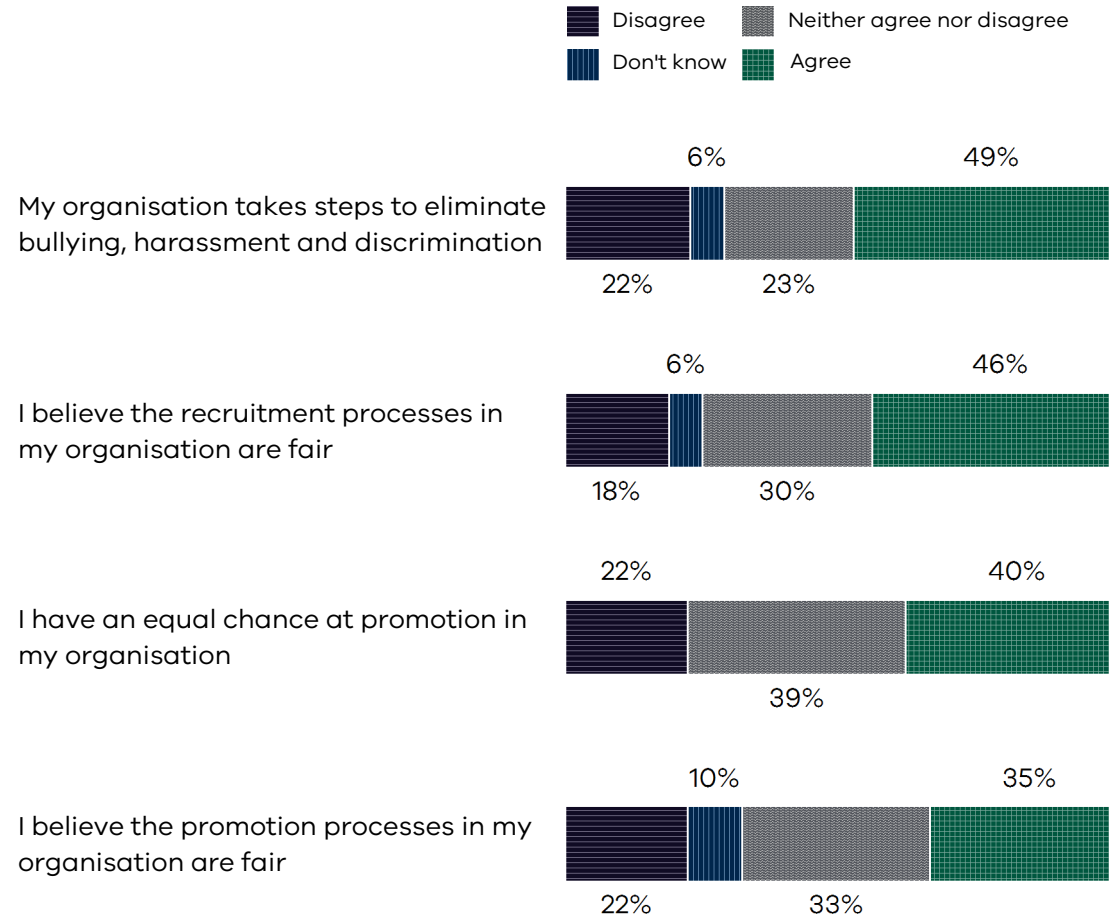
	You		Comparator		
Survey question	2021	2022	Lowest	Average	Highest
My organisation takes steps to eliminate bullying, harassment and discrimination	60 %	49 %	37 %	61 %	78 %
I believe the recruitment processes in my organisation are fair	Not asked	46 %	29 %	58 %	70 %
I have an equal chance at promotion in my organisation	Not asked	40 %	34 %	49 %	63 %
I believe the promotion processes in my organisation are fair	Not asked	35 %	26 %	45 %	61 %

Your results (bar values):

My organisation takes steps to eliminate bullying, harassment and discrimination: 22% / 6% / 23% / 49%

I believe the recruitment processes in my organisation are fair: 18% / 6% / 30% / 46%

I have an equal chance at promotion in my organisation: 22% / 39% / 40%

I believe the promotion processes in my organisation are fair: 22% / 10% / 33% / 35%

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

79% of your staff who did the survey agreed or strongly agreed with 'I am able to work effectively with others outside my immediate workgroup'.
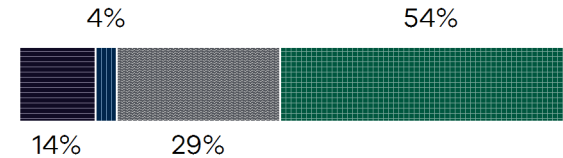
Survey question | Your results | Benchmark agree results

Legend: Disagree | Neither agree nor disagree | Don't know | Agree
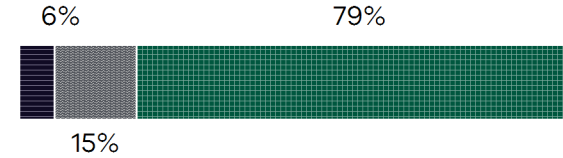
Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I am able to work effectively with others outside my immediate workgroup	Disagree 6%, Neither 15%, Agree 79%	90 %	79 %	75 %	86 %	92 %
Workgroups across my organisation willingly share information with each other	Disagree 14%, Don't know 4%, Neither 29%, Agree 54%	57 %	54 %	34 %	58 %	69 %

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

60% of your staff who did the survey agreed or strongly agreed with 'My organisation provides a physically safe work environment'.
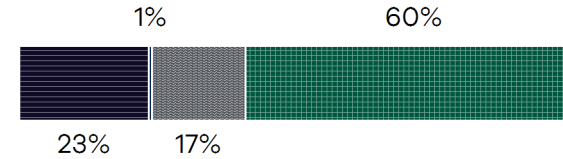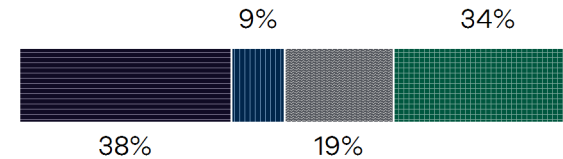
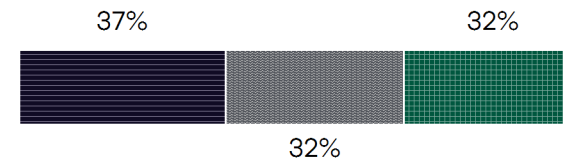| Survey question	Your results			Benchmark agree results				
				You		**Comparator**		
				2021	2022	Lowest	Average	Highest
My organisation provides a physically safe work environment	Disagree 23% · Don't know · Neither agree nor disagree 17% · Agree 60% (1%)			80 %	60 %	62 %	78 %	88 %
My organisation has effective procedures in place to support employees who may experience stress	Disagree 38% · Don't know 9% · Neither agree nor disagree 19% · Agree 34%			52 %	34 %	32 %	54 %	71 %
In my workplace, there is good communication about psychological safety issues that affect me	Disagree 37% · Neither agree nor disagree 32% · Agree 32%			49 %	32 %	26 %	48 %	66 %
Senior leaders consider the psychological health of employees to be as important as productivity	Disagree 47% · Neither agree nor disagree 27% · Agree 26%			42 %	26 %	29 %	54 %	70 %

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

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.
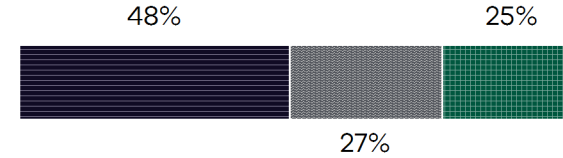
Example

25% of your staff who did the survey agreed or strongly agreed with 'All levels of my organisation are involved in the prevention of stress'.
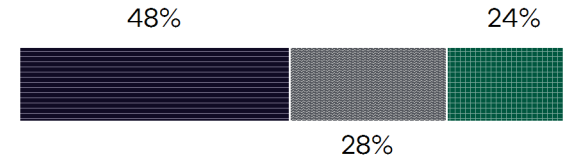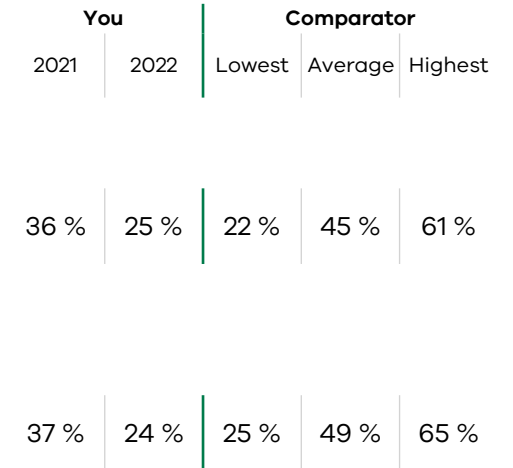
Survey question	Your results				
	Disagree	**Neither agree nor disagree**			
	Don't know	**Agree**			

Benchmark agree results

		You		Comparator		
Survey question		2021	2022	Lowest	Average	Highest
All levels of my organisation are involved in the prevention of stress	48% ... 25% (27%)	36 %	25 %	22 %	45 %	61 %
Senior leaders show support for stress prevention through involvement and commitment	48% ... 24% (28%)	37 %	24 %	25 %	49 %	65 %

Organisational climate

Patient safety climate 1 of 2

What this is

This is the safety culture in a healthcare workplace.

Why this is important

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

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

How to read this

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

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

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

Example

76% of your staff who did the survey agreed or strongly agreed with 'I am encouraged by my colleagues to report any patient safety concerns I may have'.
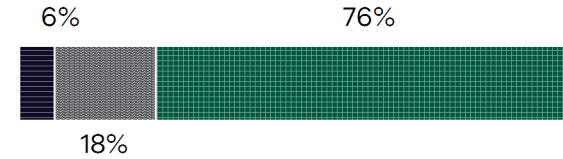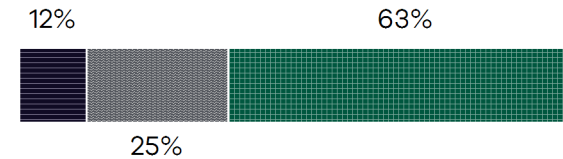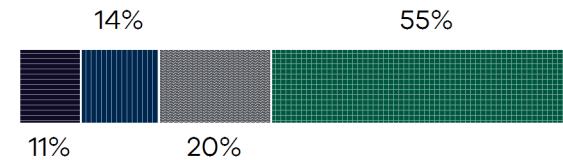

Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I am encouraged by my colleagues to report any patient safety concerns I may have	6% / 18% / 76%	82 %	76 %	68 %	82 %	88 %
My suggestions about patient safety would be acted upon if I expressed them to my manager	12% / 25% / 63%	73 %	63 %	60 %	71 %	81 %
Patient care errors are handled appropriately in my work area	14% / 11% / 20% / 55%	68 %	55 %	45 %	65 %	78 %
The culture in my work area makes it easy to learn from the errors of others	15% / 35% / 51%	65 %	51 %	45 %	63 %	79 %

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

Organisational climate

Patient safety climate 2 of 2

What this is

This is the safety culture in a healthcare workplace.

Why this is important

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

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

How to read this

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

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

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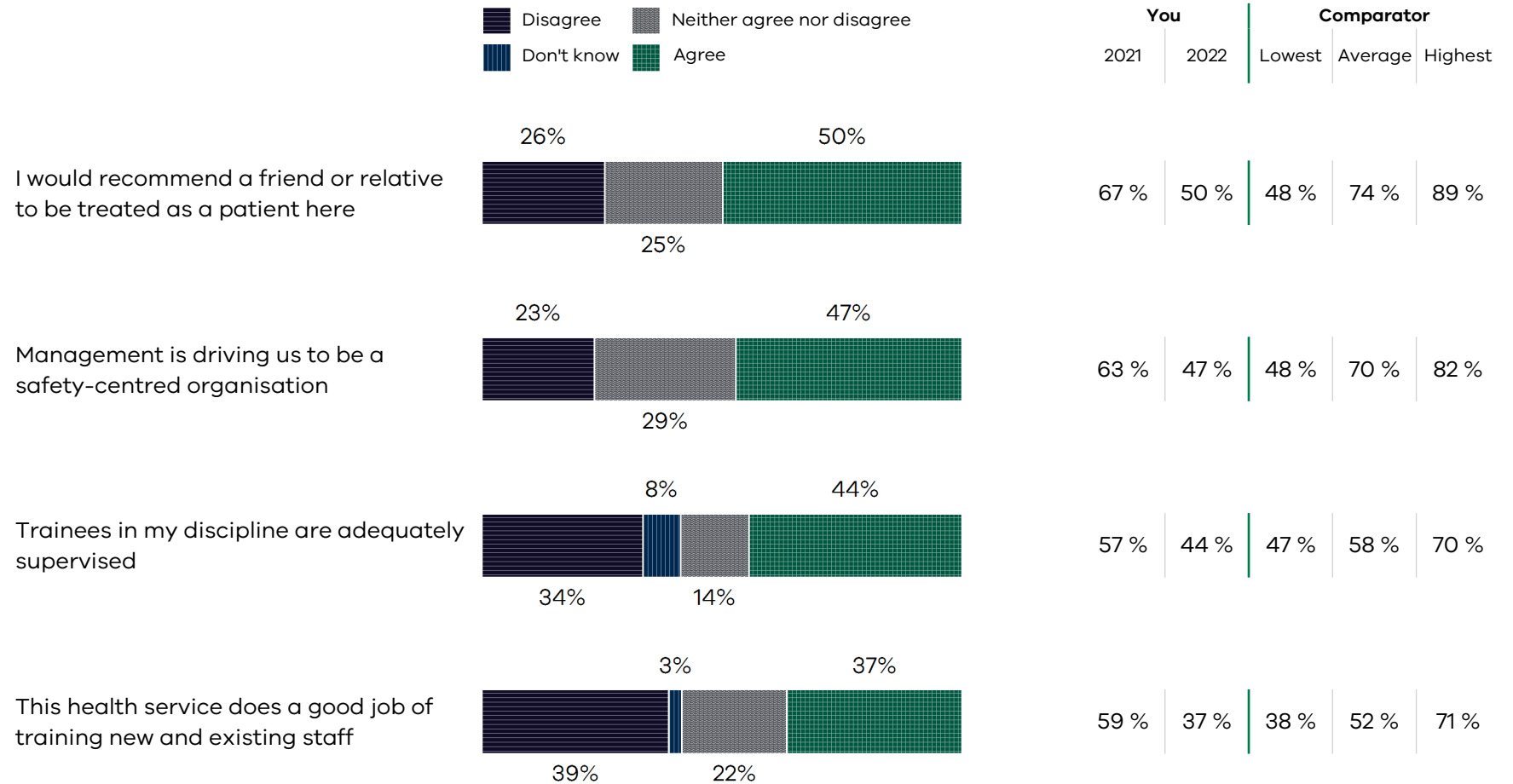
Example

50% of your staff who did the survey agreed or strongly agreed with 'I would recommend a friend or relative to be treated as a patient here'.

Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I would recommend a friend or relative to be treated as a patient here	Disagree 26%, Neither 25%, Agree 50%	67 %	50 %	48 %	74 %	89 %
Management is driving us to be a safety-centred organisation	Disagree 23%, Neither 29%, Agree 47%	63 %	47 %	48 %	70 %	82 %
Trainees in my discipline are adequately supervised	Disagree 34%, Don't know 8%, Neither 14%, Agree 44%	57 %	44 %	47 %	58 %	70 %
This health service does a good job of training new and existing staff	Disagree 39%, Don't know 3%, Neither 22%, Agree 37%	59 %	37 %	38 %	52 %	71 %

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

Victorian Public Sector Commission

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People matter survey wellbeing check 2022

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Demographics

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- Aboriginal and/or Torres Strait Islander
- Disability
- Cultural diversity
- Employment
- Adjustments
- Caring
- Categories
- Primary role

Workgroup climate

Scorecard

What this is

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

Why this is important

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

How to read this

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

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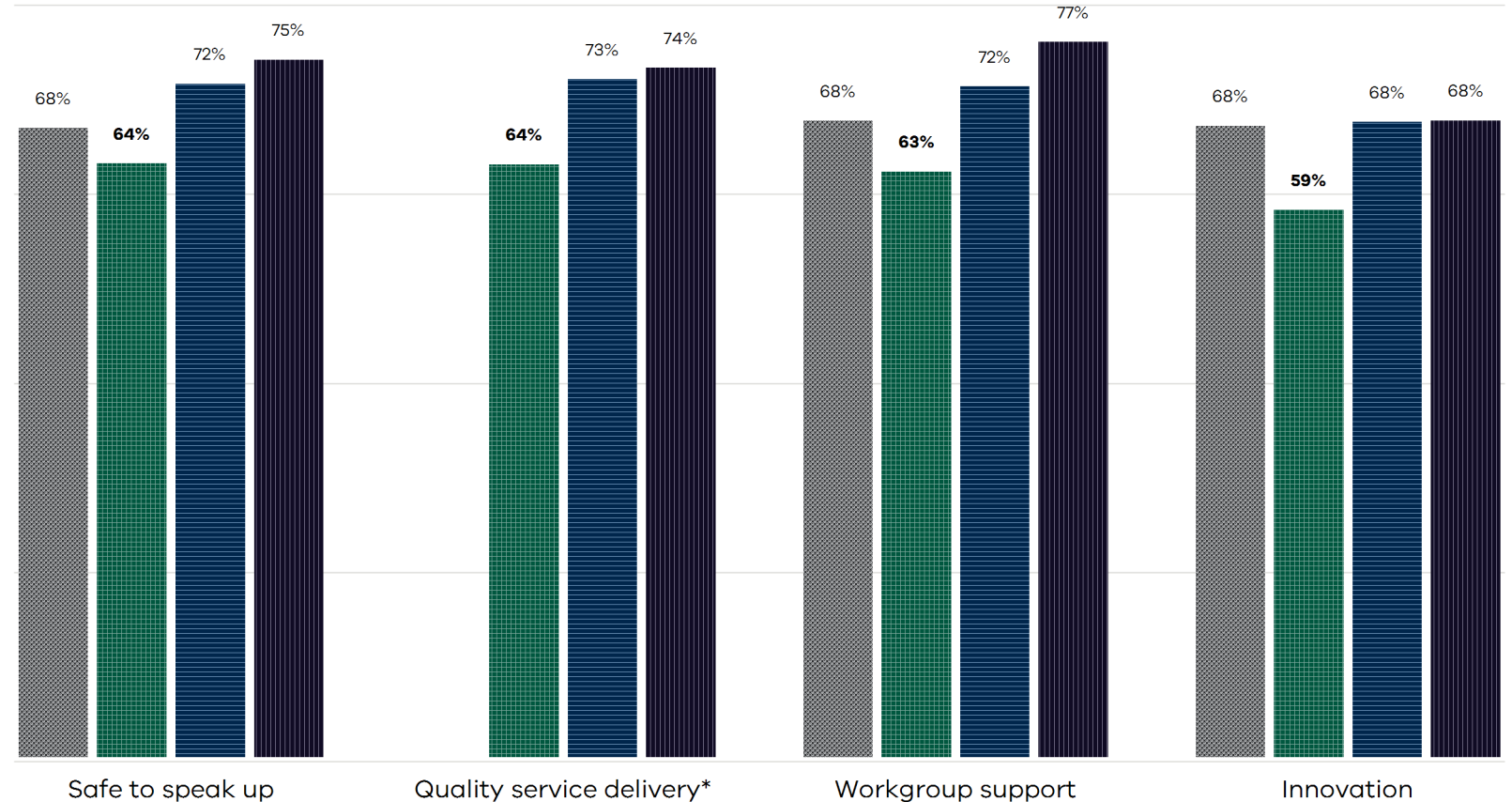
Example

In 2022:

- 64% of your staff who did the survey responded positively to questions about Safe to speak up which is down from 68% in 2021.

Compared to:

- 72% of staff at your comparator and 75% of staff across the public sector.

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

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

Chart data:
- Safe to speak up: You 2021 68%, You 2022 64%, Comparator 2022 72%, Public sector 2022 75%
- Quality service delivery*: You 2022 64%, Comparator 2022 73%, Public sector 2022 74%
- Workgroup support: You 2021 68%, You 2022 63%, Comparator 2022 72%, Public sector 2022 77%
- Innovation: You 2021 68%, You 2022 59%, Comparator 2022 68%, Public sector 2022 68%

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.
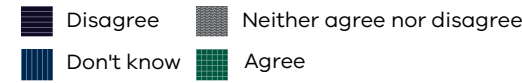
Example

69% of your staff who did the survey agreed or strongly agreed with 'My workgroup has clear lines of responsibility'.
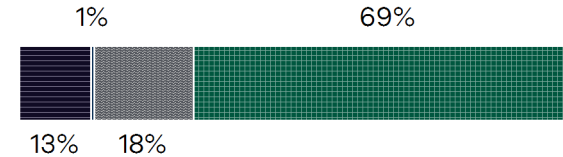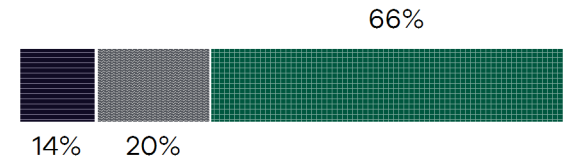
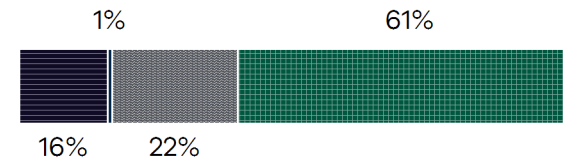| Survey question	Your results	Benchmark agree results

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

Survey question		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup has clear lines of responsibility	13% / 18% / 1% / 69%	78 %	69 %	59 %	74 %	85 %
My workgroup provides high quality advice and services	14% / 20% / 66%	Not asked	66 %	68 %	78 %	87 %
My workgroup uses its resources well	16% / 22% / 1% / 61%	Not asked	61 %	51 %	69 %	83 %
My workgroup acts fairly and without bias	18% / 22% / 1% / 58%	Not asked	58 %	59 %	70 %	80 %

Victorian Public Sector Commission

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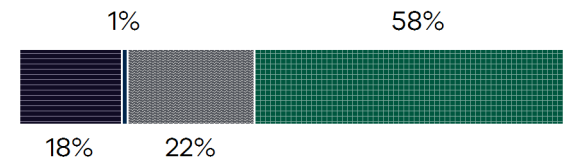
Workgroup climate

Innovation

What this is

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

Why this is important

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

How to read this

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

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

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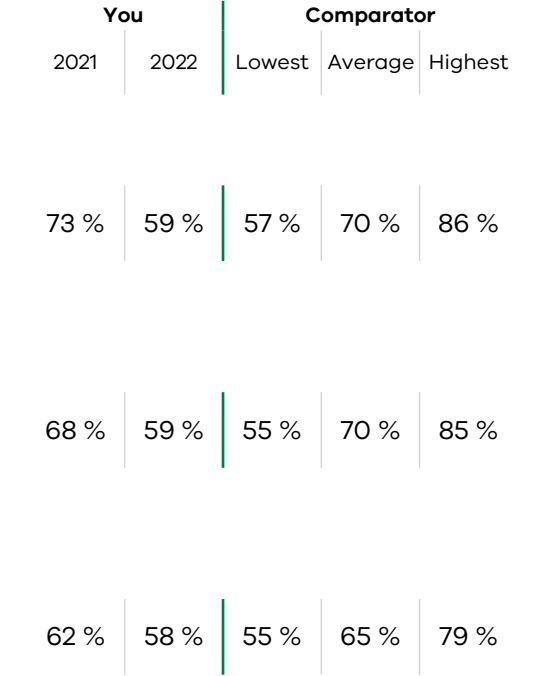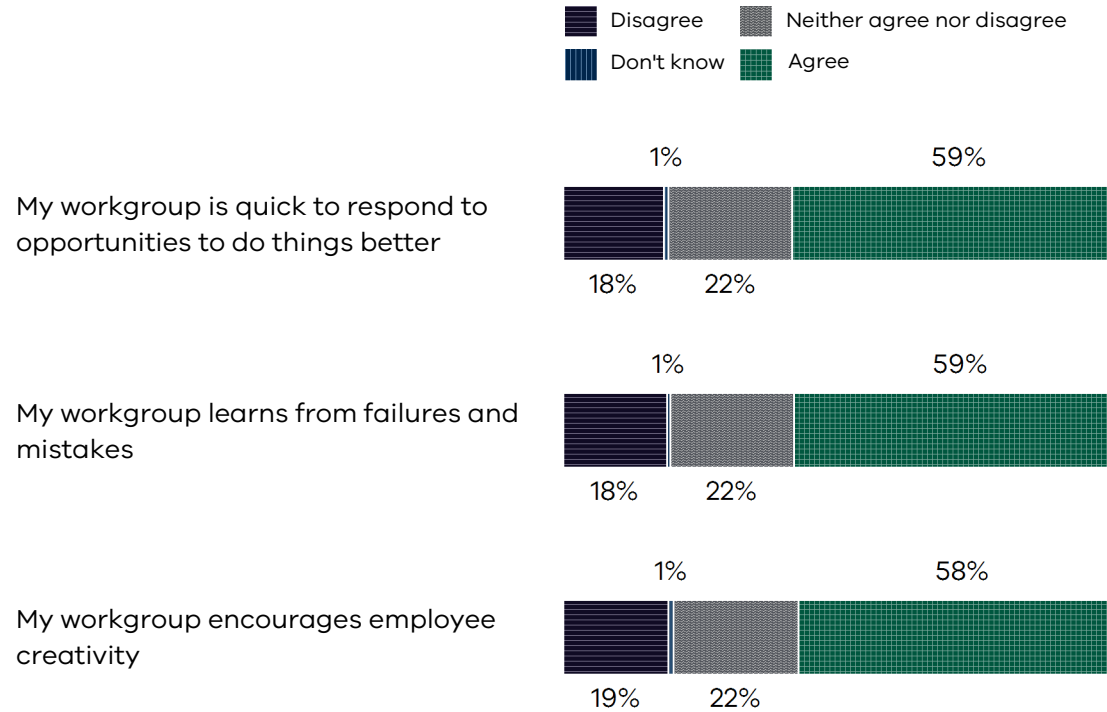
Example

59% of your staff who did the survey agreed or strongly agreed with 'My workgroup is quick to respond to opportunities to do things better'.

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

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

Survey question	Your results (Disagree / Neither / Agree)	You 2021	You 2022	Lowest	Average	Highest
My workgroup is quick to respond to opportunities to do things better	18% / 1% / 22% / 59%	73 %	59 %	57 %	70 %	86 %
My workgroup learns from failures and mistakes	18% / 1% / 22% / 59%	68 %	59 %	55 %	70 %	85 %
My workgroup encourages employee creativity	19% / 1% / 22% / 58%	62 %	58 %	55 %	65 %	79 %

Workgroup climate

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.

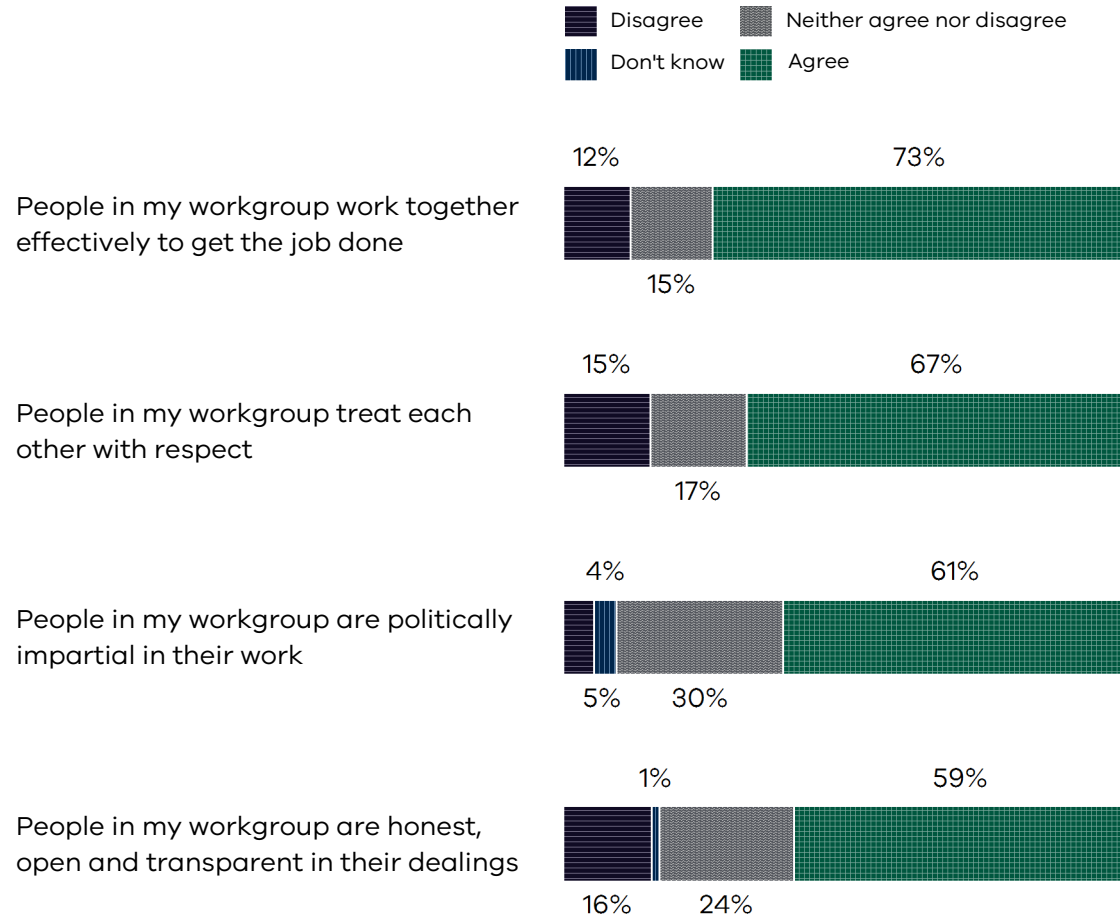Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

73% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup work together effectively to get the job done'.

Survey question	Your results	Benchmark agree results

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

	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup work together effectively to get the job done — 12% / 15% / 73%	80 %	73 %	70 %	79 %	89 %
People in my workgroup treat each other with respect — 15% / 17% / 67%	71 %	67 %	63 %	77 %	88 %
People in my workgroup are politically impartial in their work — 4% / 5% / 30% / 61%	65 %	61 %	62 %	71 %	78 %
People in my workgroup are honest, open and transparent in their dealings — 1% / 16% / 24% / 59%	66 %	59 %	57 %	70 %	78 %

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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.

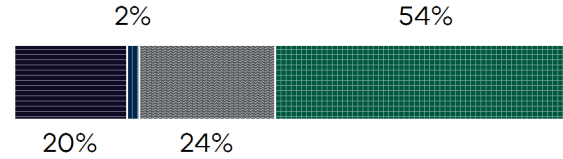Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

54% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.
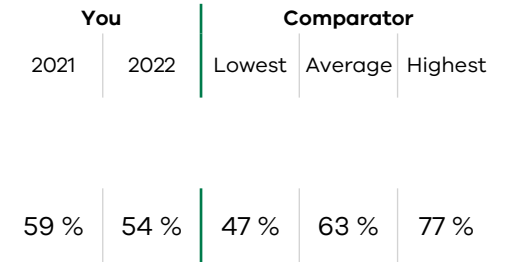
Legend: Disagree | Neither agree nor disagree | Don't know | Agree

People in my workgroup appropriately manage conflicts of interest

2%   54%
20%   24%

	You		Comparator		
	2021	2022	Lowest	Average	Highest
	59 %	54 %	47 %	63 %	77 %

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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

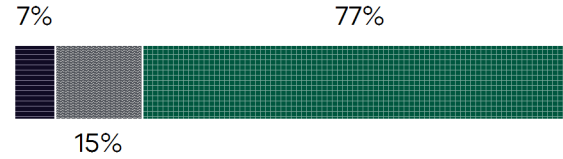77% of your staff who did the survey agreed or strongly agreed with 'I feel culturally safe at work'.
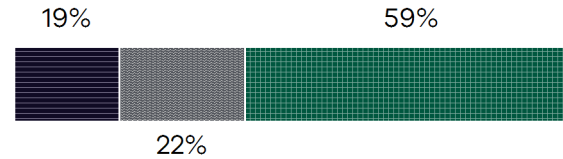
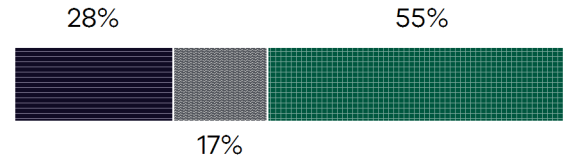| Survey question	Your results		Benchmark agree results				

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

Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I feel culturally safe at work	7% / 15% / 77%	77 %	77 %	68 %	84 %	92 %
People in my workgroup are able to bring up problems and tough issues	19% / 22% / 59%	68 %	59 %	54 %	67 %	80 %
I feel safe to challenge inappropriate behaviour at work	28% / 17% / 55%	58 %	55 %	50 %	66 %	80 %

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- Satisfaction with complaint processes

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- Biggest positive difference from comparator
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- Accountability
- Respect
- Leadership
- Human rights

Demographics

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

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:

- 87% of your staff who did the survey responded positively to questions about Meaningful work.

Compared to:

- 92% of staff at your comparator and 89% of staff across the public sector.
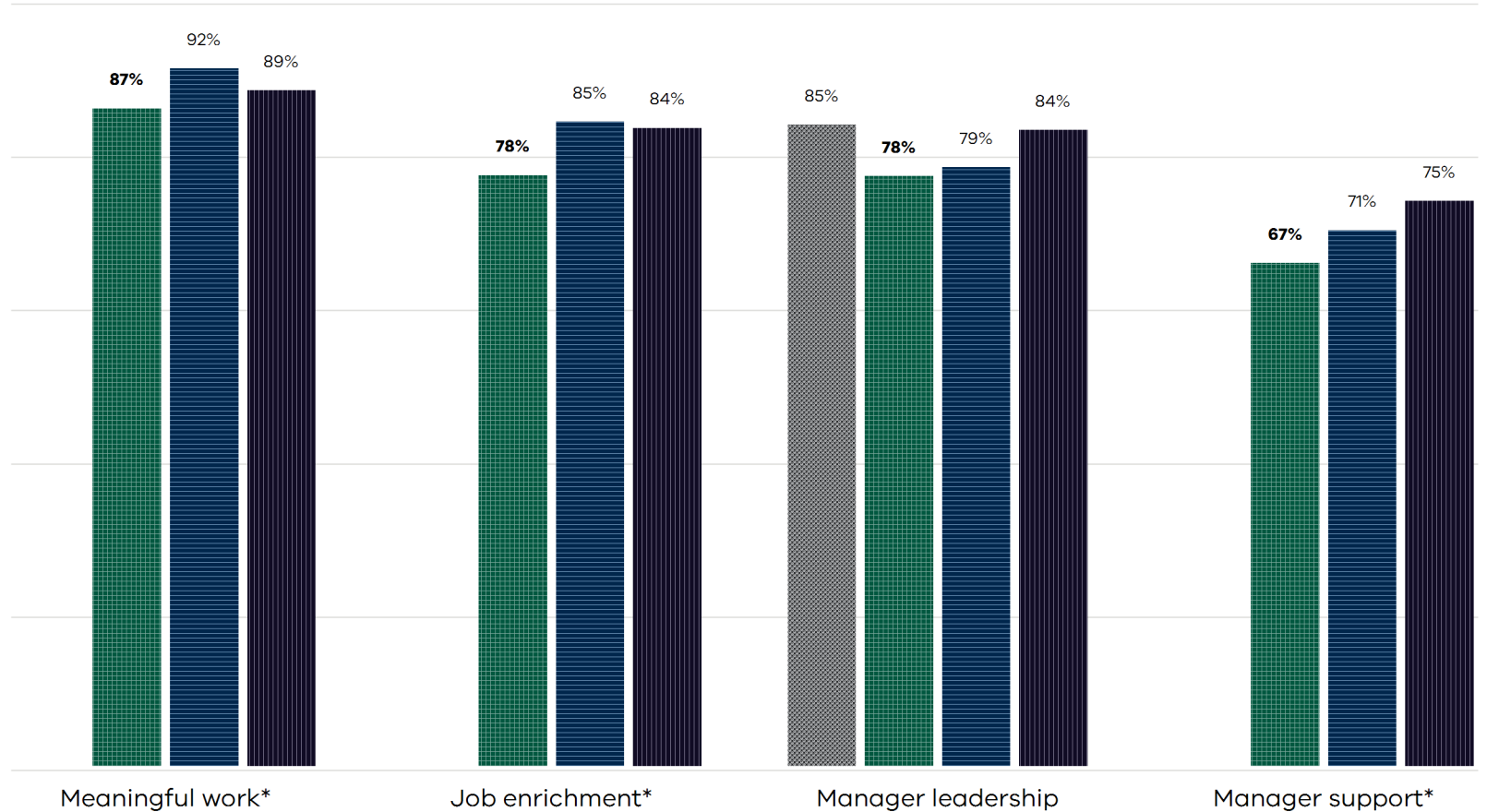
*We can't compare some data here because one or more questions were not asked in a previous survey

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

Job and manager factors

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2022:

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

Compared to:

- 71% of staff at your comparator and 75% of staff across the public sector.

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

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

Flexible working*: 63%, 71%, 75%
Learning and development*: 49%, 61%, 59%
Workload: 47%, 41%, 55%, 55%

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

80% 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 | Neither agree nor disagree | Don't know | Agree

Benchmark agree results
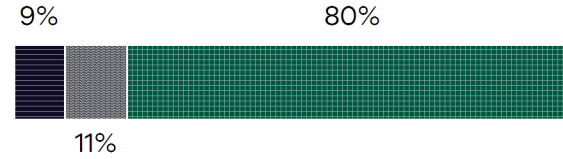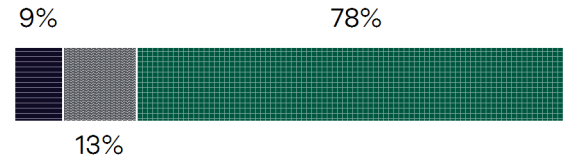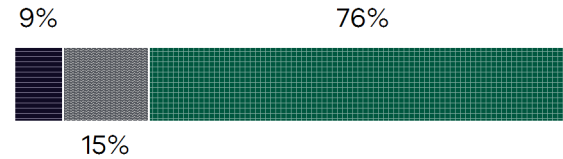
Survey question		You		Comparator		
		2021	2022	Lowest	Average	Highest
My manager treats employees with dignity and respect	9% / 11% / 80%	85 %	80 %	68 %	81 %	90 %
My manager demonstrates honesty and integrity	9% / 13% / 78%	85 %	78 %	65 %	79 %	86 %
My manager models my organisation's values	9% / 15% / 76%	84 %	76 %	66 %	78 %	85 %

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

74% 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

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

Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager listens to what I have to say	8% / 18% / 74%	81 %	74 %	63 %	77 %	84 %
I can discuss problems or issues with my manager	12% / 15% / 74%	Not asked	74 %	64 %	77 %	84 %
My manager provides me with enough support when I need it	1% / 12% / 14% / 73%	76 %	73 %	61 %	75 %	86 %
My manager gives me feedback that helps me improve my performance	17% / 18% / 64%	Not asked	64 %	51 %	68 %	80 %

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Job and manager factors

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

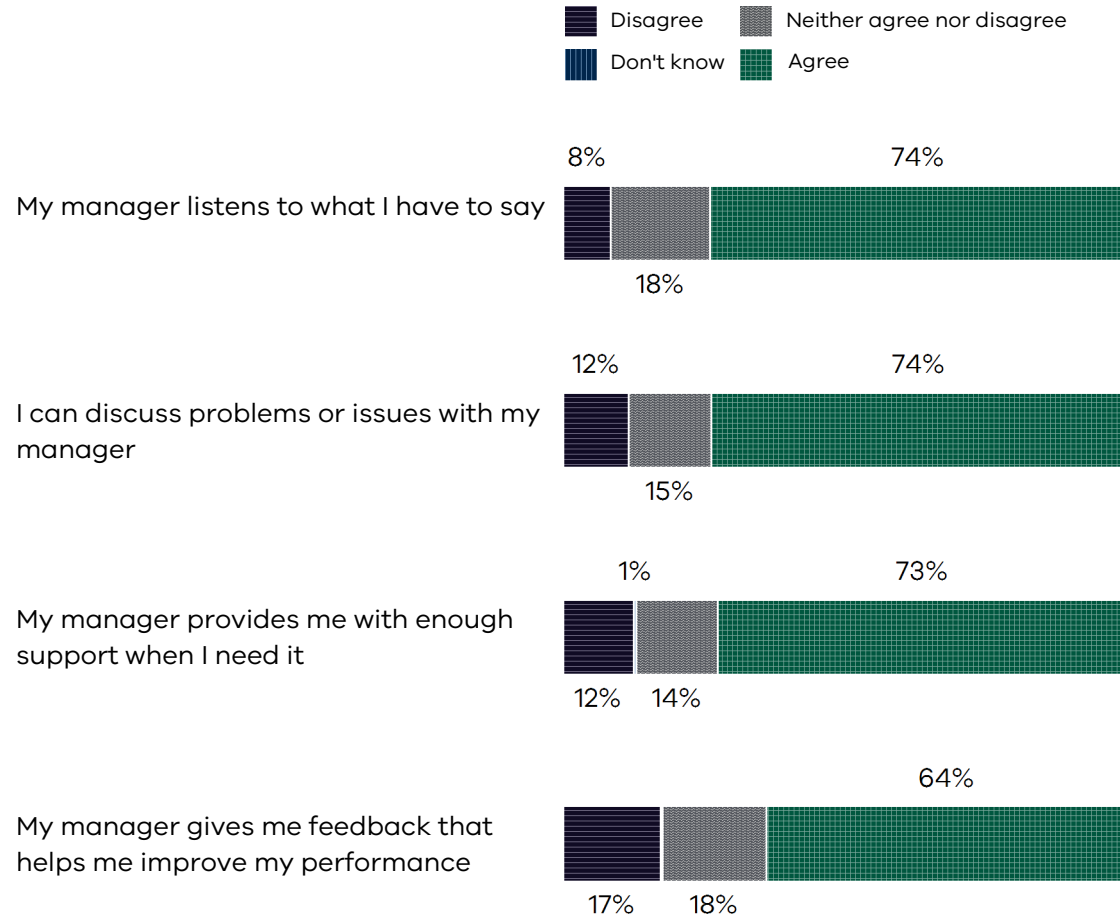Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

50% of your staff who did the survey agreed or strongly agreed with 'I receive meaningful recognition when I do good work'.

Survey question

Your results

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

I receive meaningful recognition when I do good work

29%   50%

21%

Benchmark agree results

	You		Comparator		
	2021	2022	Lowest	Average	Highest
	Not asked	50 %	40 %	59 %	72 %
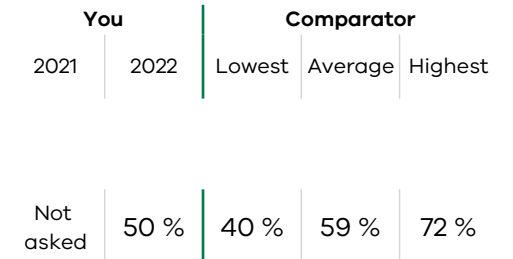
Job and manager factors

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.
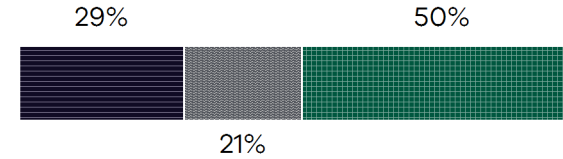
Example

44% of your staff who did the survey agreed or strongly agreed with 'The workload I have is appropriate for the job that I do'.

Survey question	Your results				

Legend: ■ Disagree ▦ Neither agree nor disagree ▦ Agree

Survey question	Disagree	Neither	Agree		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
The workload I have is appropriate for the job that I do	43%	13%	44%		53 %	44 %	45 %	58 %	72 %
I have enough time to do my job effectively	46%	17%	37%		41 %	37 %	37 %	52 %	69 %
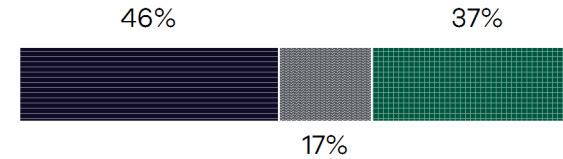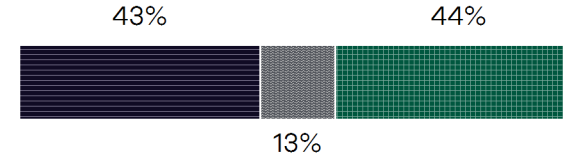
Benchmark agree results

Victorian Public Sector Commission

VICTORIA State Government

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

64% of your staff who did the survey agreed or strongly agreed with 'I am developing and learning in my role'.

Survey question	Your results	Benchmark agree results

Your results legend: ■ Disagree ▦ Neither agree nor disagree ▦ Agree

Survey question	Disagree	Neither	Agree	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I am developing and learning in my role	14%	22%	64%	74 %	64 %	63 %	76 %	88 %
I am satisfied with the way my learning and development needs have been addressed in the last 12 months	26%	27%	47%	56 %	47 %	42 %	57 %	74 %
I am satisfied with the opportunities to progress in my organisation	26%	31%	43%	Not asked	43 %	40 %	54 %	72 %
My organisation places a high priority on the learning and development of staff	30%	27%	42%	58 %	42 %	39 %	58 %	80 %

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.
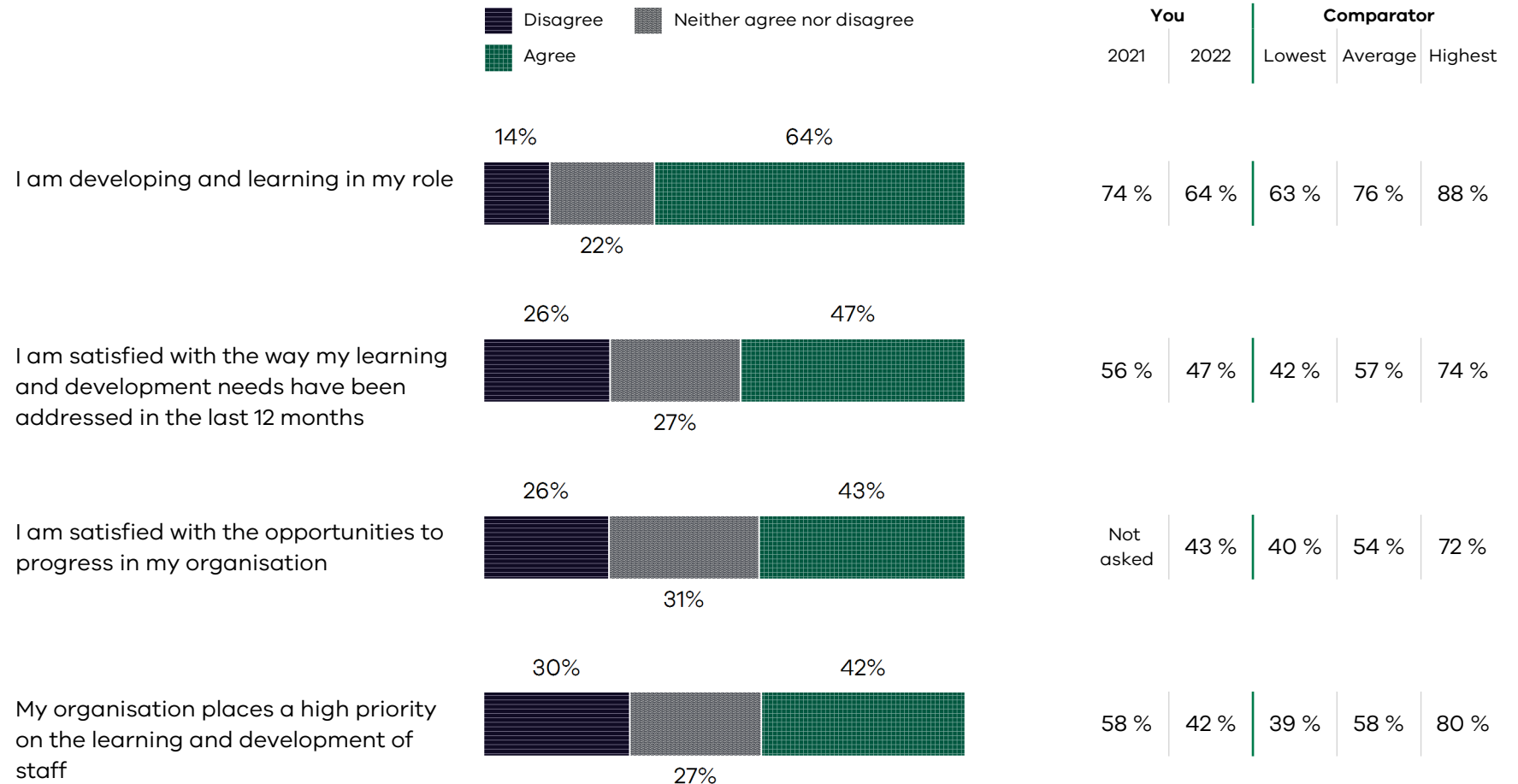
Example

89% of your staff who did the survey agreed or strongly agreed with 'I can use my skills and knowledge in my job'.
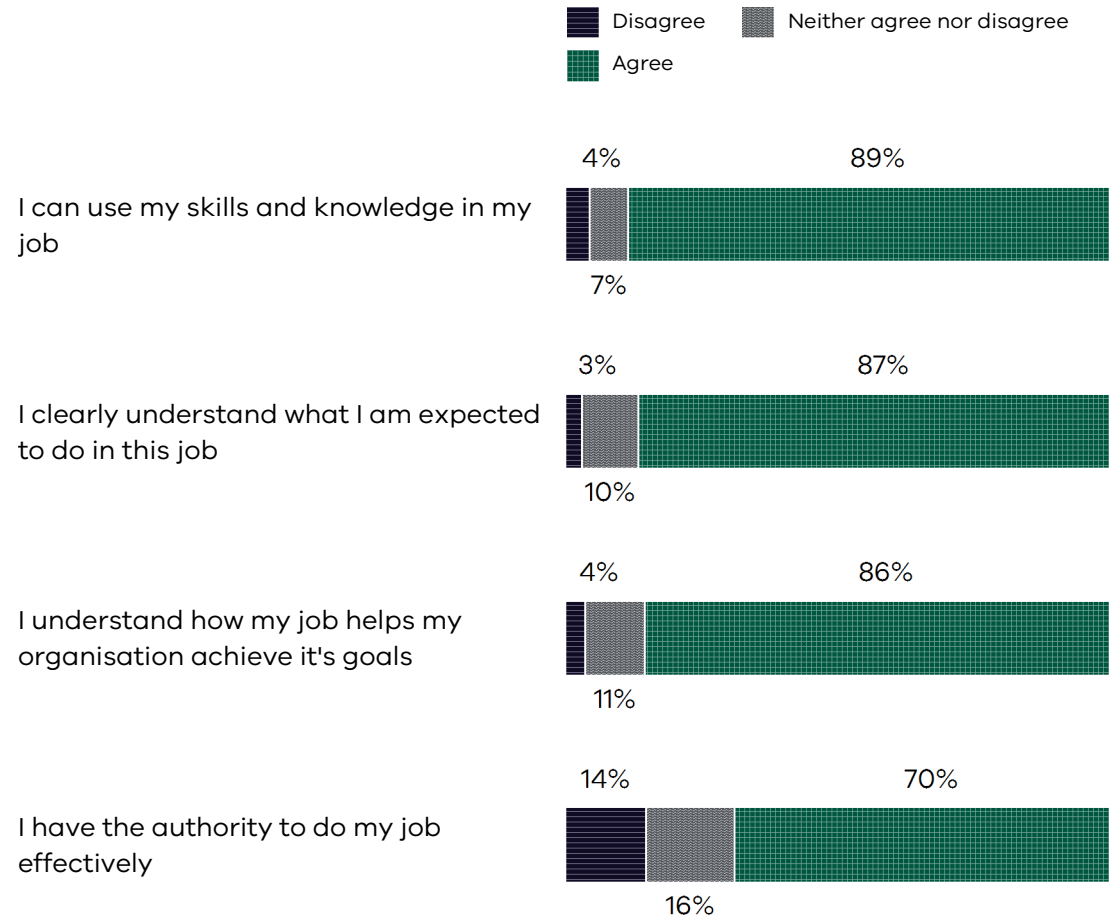
Survey question	Your results		Benchmark agree results				
			You		**Comparator**		
			2021	2022	Lowest	Average	Highest
I can use my skills and knowledge in my job	4% / 7% / 89%		Not asked	89 %	87 %	92 %	97 %
I clearly understand what I am expected to do in this job	3% / 10% / 87%		88 %	87 %	80 %	88 %	93 %
I understand how my job helps my organisation achieve it's goals	4% / 11% / 86%		Not asked	86 %	87 %	91 %	96 %
I have the authority to do my job effectively	14% / 16% / 70%		81 %	70 %	69 %	80 %	88 %

Legend: Disagree / Neither agree nor disagree / Agree

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

60% of your staff who did the survey agreed or strongly agreed with 'I have a say in how I do my work'.

Survey question

I have a say in how I do my work

Your results

■ Disagree ▦ Neither agree nor disagree
▦ Agree

16% 60%

24%

Benchmark agree results

	You		Comparator		
	2021	2022	Lowest	Average	Highest
	Not asked	60 %	67 %	75 %	85 %

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Meaningful work

What this is

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

Why this is important

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

How to read this

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

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

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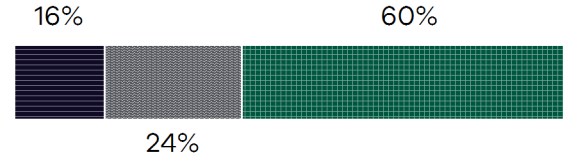
Example

92% of your staff who did the survey agreed or strongly agreed with 'I can make a worthwhile contribution at work'.
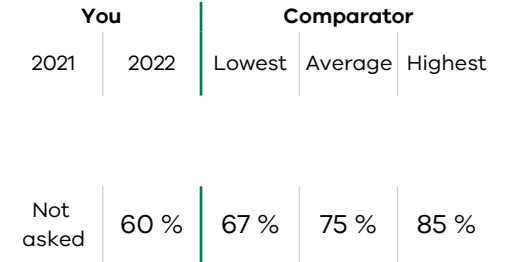
Survey question	Your results					

Your results

Legend: Disagree | Neither agree nor disagree | Agree

Benchmark agree results
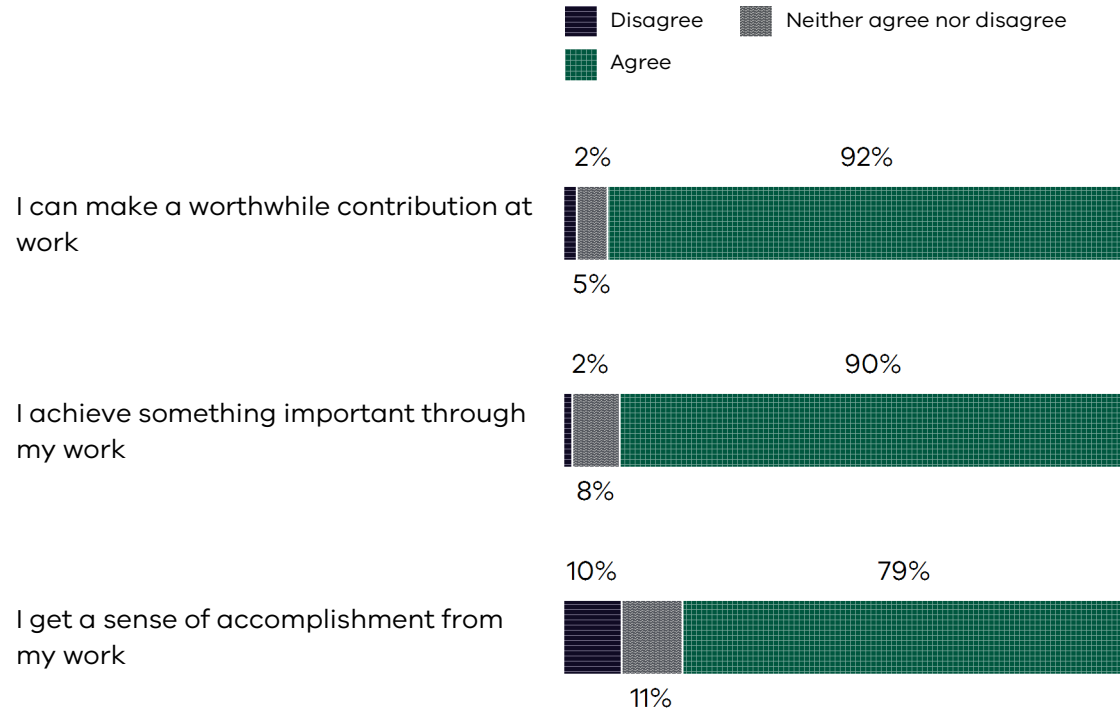
	You		Comparator		
Survey question	2021	2022	Lowest	Average	Highest
I can make a worthwhile contribution at work (2%, 5%, 92%)	Not asked	92 %	93 %	95 %	97 %
I achieve something important through my work (2%, 8%, 90%)	85 %	90 %	90 %	93 %	96 %
I get a sense of accomplishment from my work (10%, 11%, 79%)	82 %	79 %	82 %	88 %	94 %

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Flexible working

What this is

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

Why this is important

Supporting flexible working can improve employee wellbeing.

How to read this

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

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

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

Example

74% 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

	You		Comparator		
	2021	2022	Lowest	Average	Highest

My manager supports working flexibly
8% / 18% / 74%

| Not asked | 74 % | 63 % | 76 % | 86 % |

I am confident that if I requested a flexible work arrangement, it would be given due consideration
22% / 25% / 52%
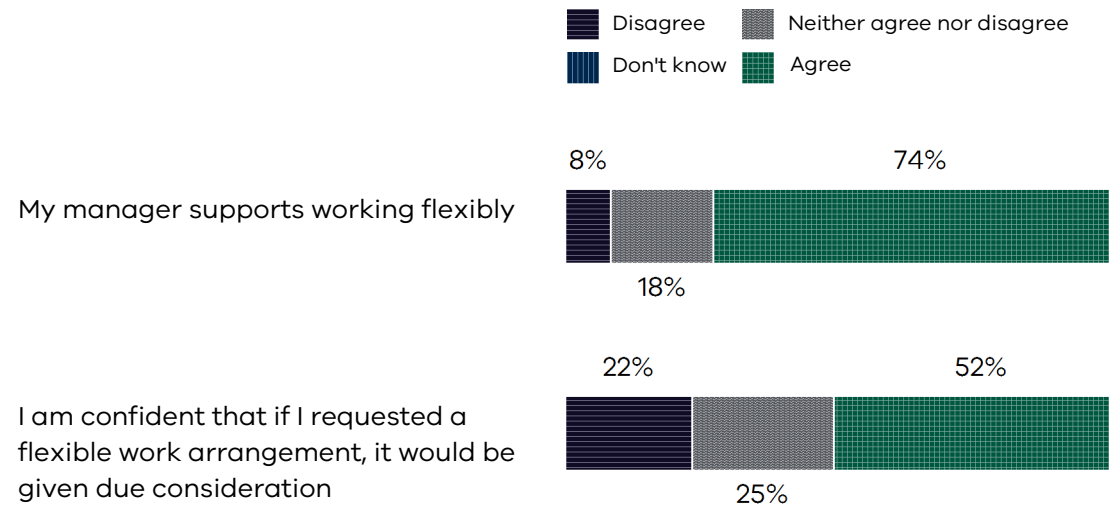
| 67 % | 52 % | 48 % | 66 % | 86 % |

People matter survey wellbeing check 2022

Have your say

Overview

Report overview

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

Result summary

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

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

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Demographics

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

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2022:

- 77% of your staff who did the survey responded positively to questions about Human rights , which is down 7% in 2021.

Compared to:

- 83% of staff at your comparator and 81% of staff across the public sector.

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

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

Chart values:
- Human rights: 84%, 77%, 83%, 81%
- Accountability*: 68%, 76%, 76%
- Respect: 75%, 66%, 74%, 79%
- Responsiveness*: 66%, 78%, 81%

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.
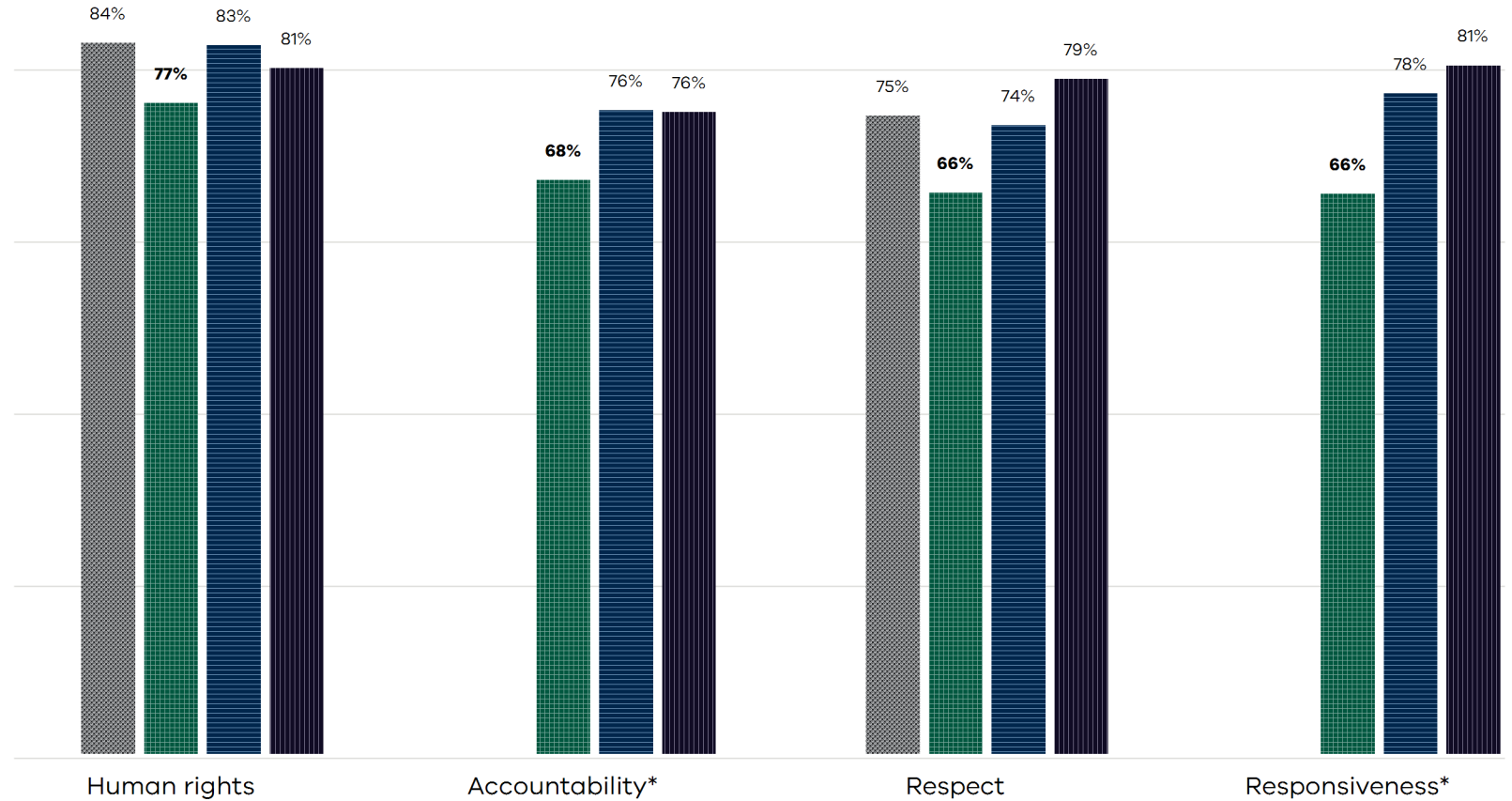
Example

In 2022:

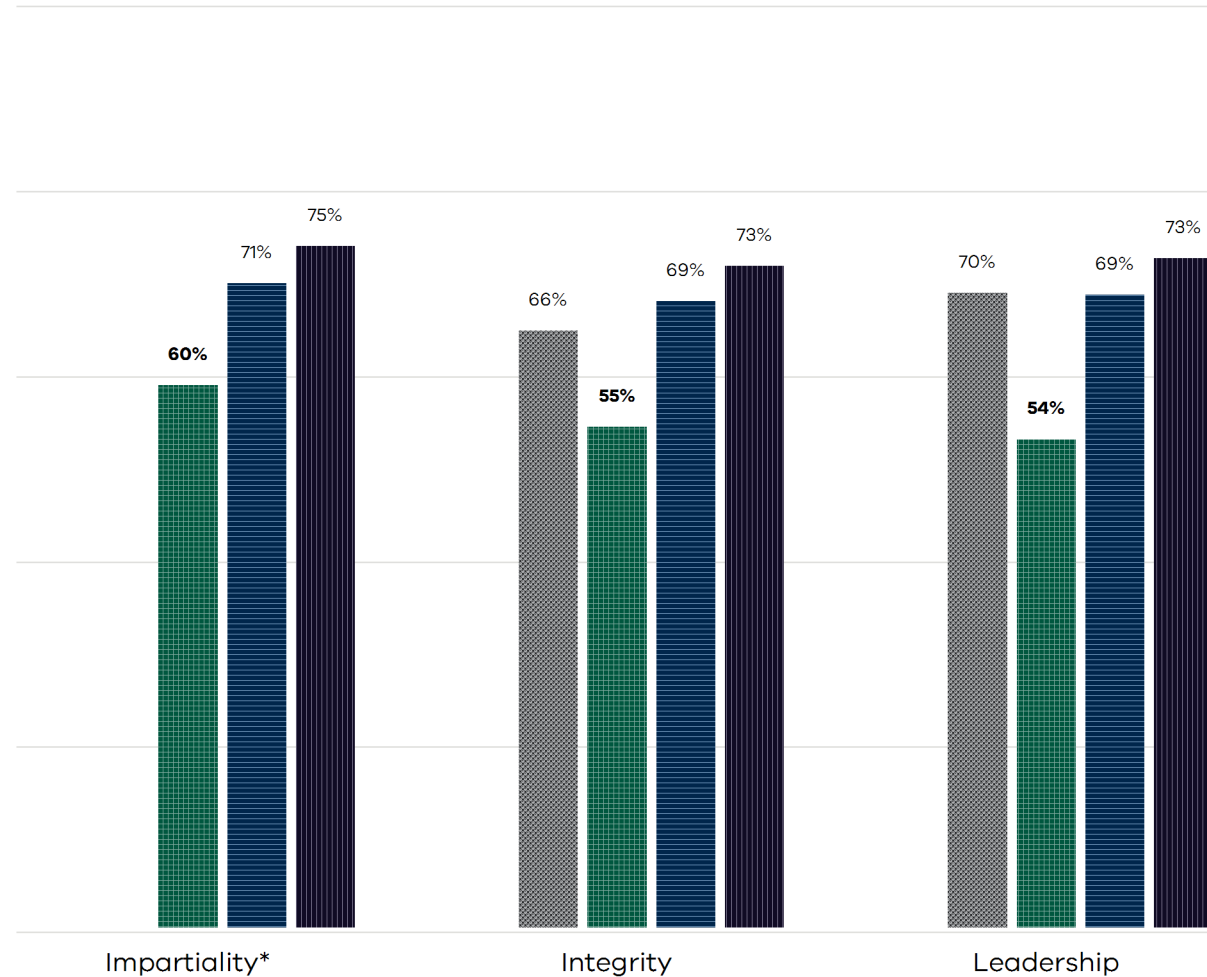- 60% of your staff who did the survey responded positively to questions about Impartiality .

Compared to:

- 71% of staff at your comparator and 75% of staff across the public sector.

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

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

Victorian Public Sector Commission

VICTORIA State Government

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

66% of staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

Survey question

My workgroup provides high quality advice and services

Your results

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

14%   20%   66%

Benchmark agree results

	You		Comparator		
	2021	2022	Lowest	Average	Highest
	Not asked	66 %	68 %	78 %	87 %

Victorian Public Sector Commission

VICTORIA State Government
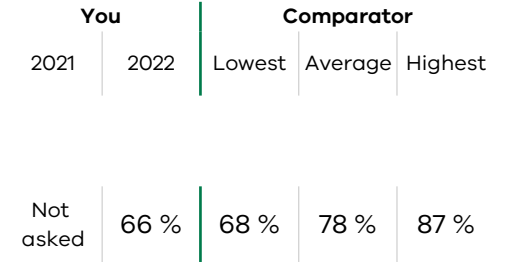
Public sector values

Integrity 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

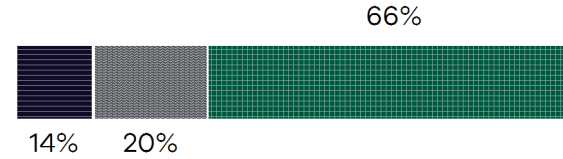Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

78% of staff who did the survey agreed or strongly agreed with 'My manager demonstrates honesty and integrity'.

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

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

Survey question	Your results	You 2021	You 2022	Lowest	Average	Highest
My manager demonstrates honesty and integrity	9% / 13% / 78%	85 %	78 %	65 %	79 %	86 %
People in my workgroup are honest, open and transparent in their dealings	16% / 1% / 24% / 59%	66 %	59 %	57 %	70 %	78 %
I feel safe to challenge inappropriate behaviour at work	28% / 17% / 55%	58 %	55 %	50 %	66 %	80 %
My organisation is committed to earning a high level of public trust	18% / 5% / 23% / 54%	77 %	54 %	55 %	77 %	92 %

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.
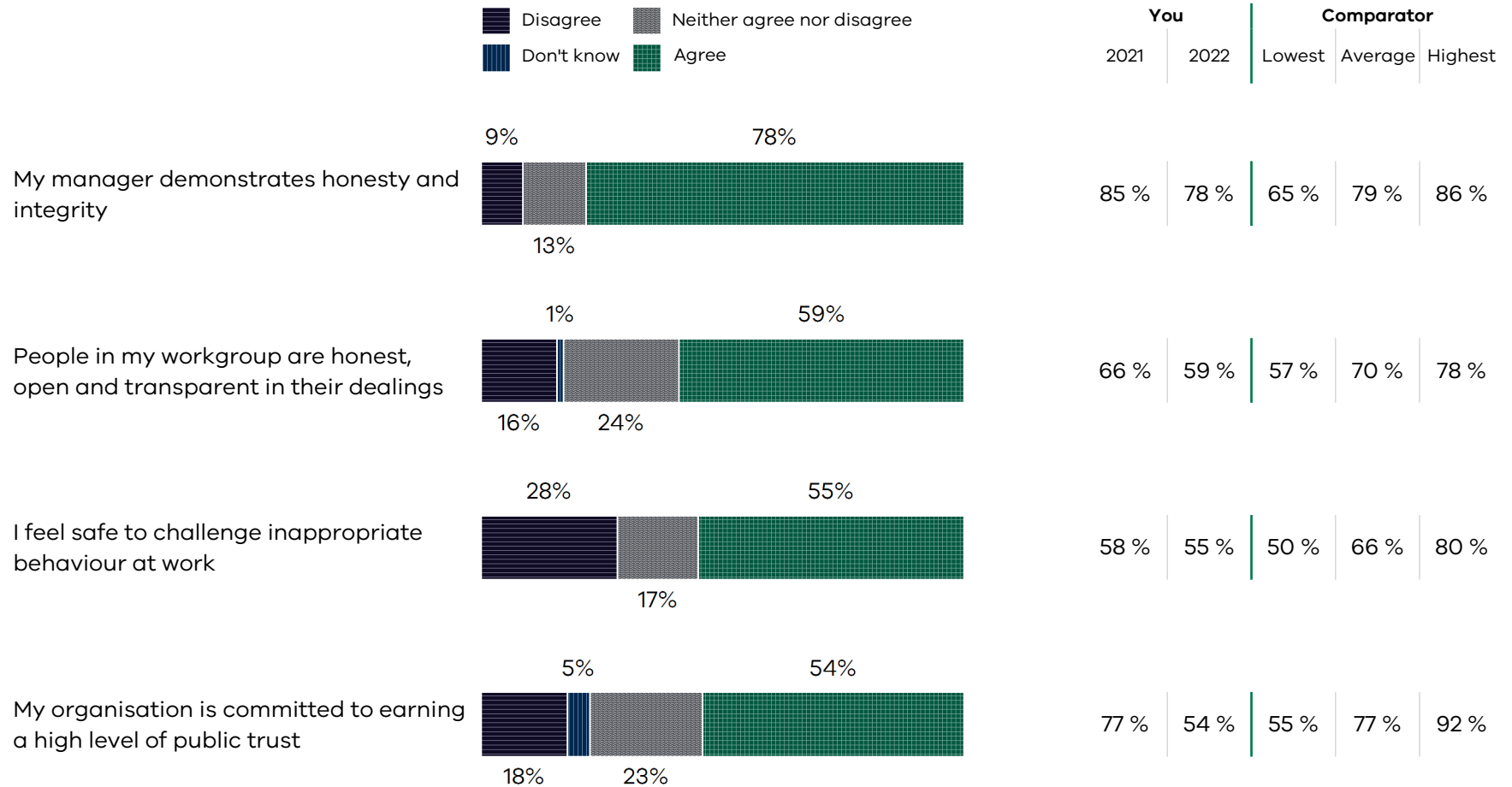
Example

54% of staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.

Survey question | Your results | Benchmark agree results

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree
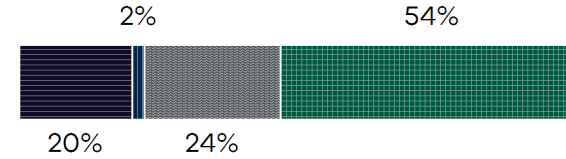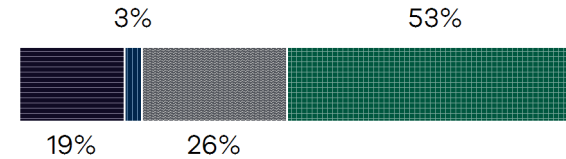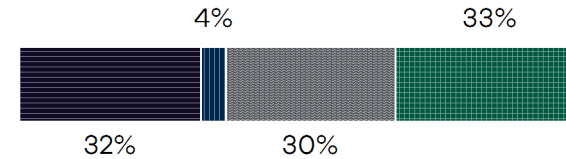
Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup appropriately manage conflicts of interest	Disagree 20%, Don't know 2%, Neither 24%, Agree 54%	59 %	54 %	47 %	63 %	77 %
My organisation does not tolerate improper conduct	Disagree 19%, Don't know 3%, Neither 26%, Agree 53%	61 %	53 %	40 %	67 %	80 %
Senior leaders demonstrate honesty and integrity	Disagree 32%, Don't know 4%, Neither 30%, Agree 33%	53 %	33 %	32 %	60 %	77 %

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.
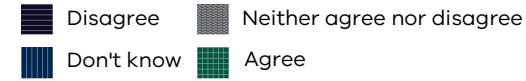
Example

61% of staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.

Survey question

Your results

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

People in my workgroup are politically impartial in their work

4% | 61%
5% | 30%

My workgroup acts fairly and without bias

1% | 58%
18% | 22%

Benchmark agree results
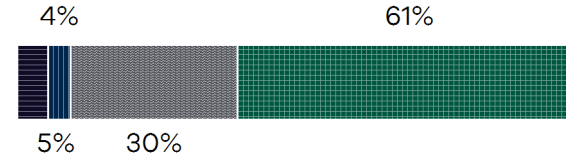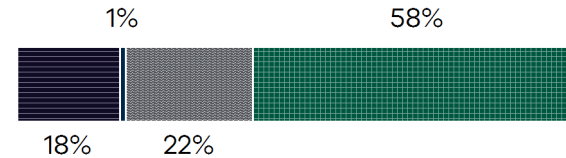
	You		Comparator		
	2021	2022	Lowest	Average	Highest
People in my workgroup are politically impartial in their work	65 %	61 %	62 %	71 %	78 %
My workgroup acts fairly and without bias	Not asked	58 %	59 %	70 %	80 %

Public sector values

Accountability 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

87% of staff who did the survey agreed or strongly agreed with 'I clearly understand what I am expected to do in this job'.

Survey question	Your results		Benchmark agree results				
			You		**Comparator**		
			2021	2022	Lowest	Average	Highest
I clearly understand what I am expected to do in this job	Disagree 3%, 10%, Agree 87%		88 %	87 %	80 %	88 %	93 %
I understand how my job helps my organisation achieve it's goals	4%, 11%, 86%		Not asked	86 %	87 %	91 %	96 %
My workgroup has clear lines of responsibility	1%, 13%, 18%, 69%		78 %	69 %	59 %	74 %	85 %
My workgroup uses its resources well	1%, 16%, 22%, 61%		Not asked	61 %	51 %	69 %	83 %

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

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

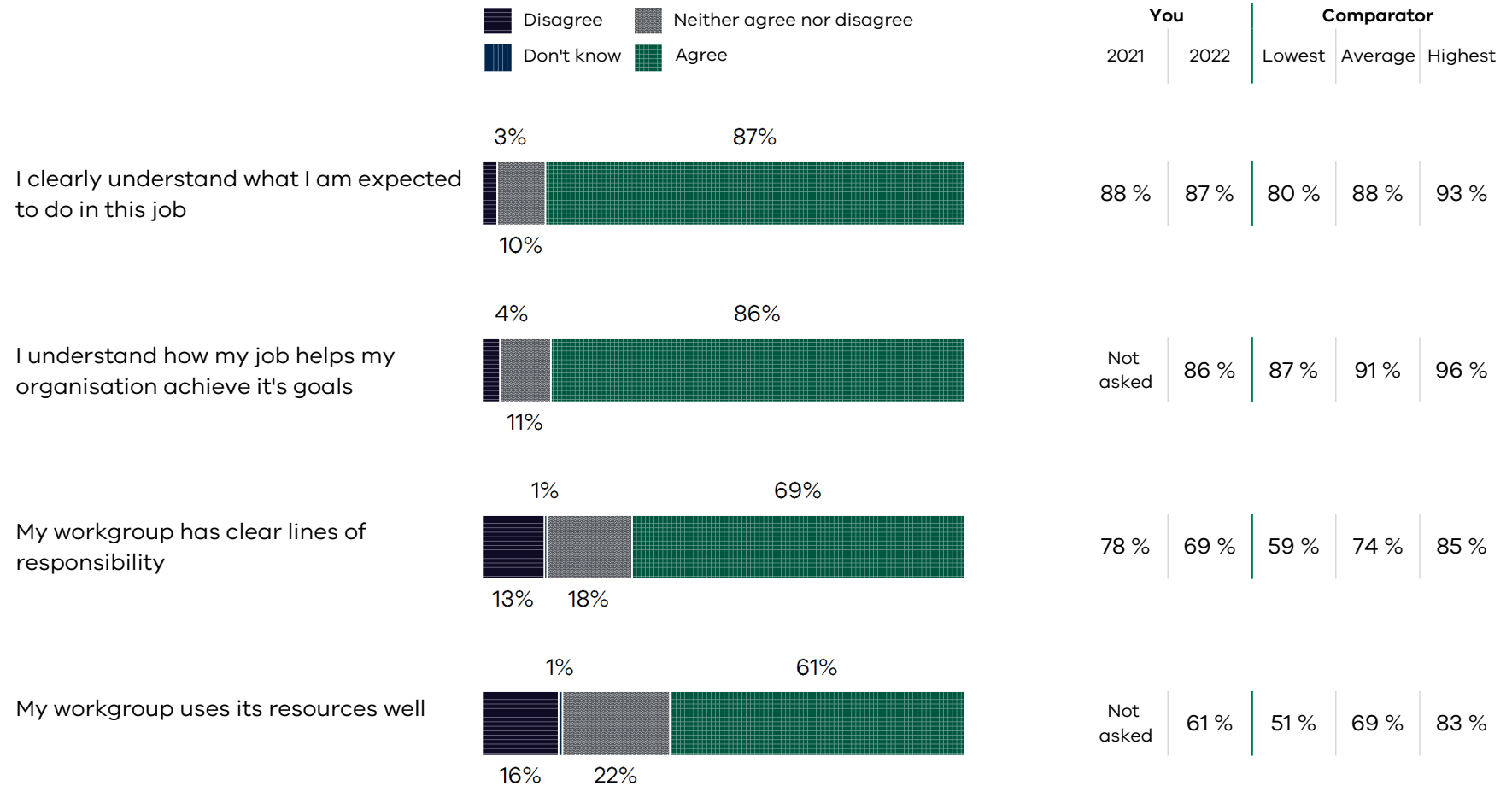Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

36% of staff who did the survey agreed or strongly agreed with 'Senior leaders provide clear strategy and direction'.

Survey question

Your results

Benchmark agree results

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

	You		Comparator		
	2021	2022	Lowest	Average	Highest
Senior leaders provide clear strategy and direction	53 %	36 %	29 %	57 %	76 %

Your results bar: 36% Disagree, 4% Don't know, 25% Neither agree nor disagree, 36% Agree
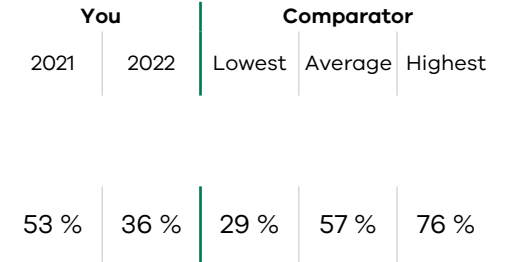
Public sector values

Respect 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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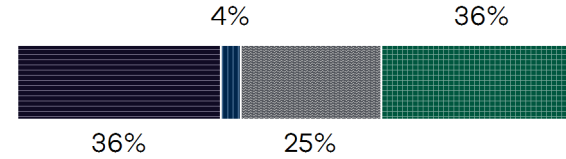
Example

80% of staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

Survey question	Your results	Benchmark agree results

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

	You		Comparator		
Survey question	2021	2022	Lowest	Average	Highest
My manager treats employees with dignity and respect (9%, 11%, 80%)	85 %	80 %	68 %	81 %	90 %
My manager listens to what I have to say (8%, 18%, 74%)	81 %	74 %	63 %	77 %	84 %
People in my workgroup treat each other with respect (15%, 17%, 67%)	71 %	67 %	63 %	77 %	88 %
My organisation encourages respectful workplace behaviours (16%, 2%, 21%, 61%)	79 %	61 %	51 %	76 %	86 %

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.
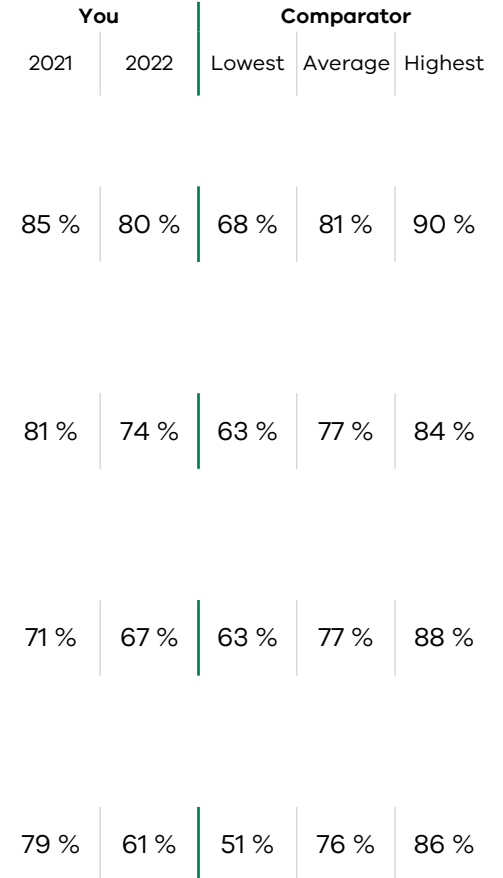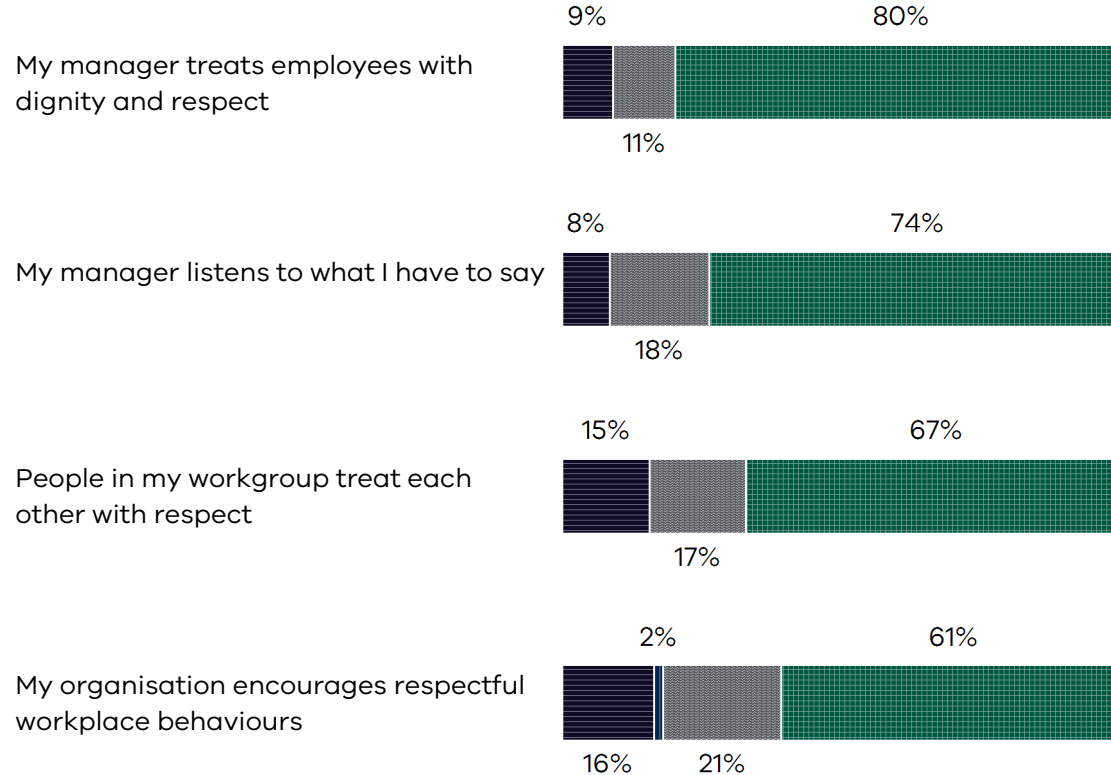
Example

49% of staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.

Survey question

Your results

Benchmark agree results

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

My organisation takes steps to eliminate bullying, harassment and discrimination

22% 6% 23% 49%

	You		Comparator		
	2021	2022	Lowest	Average	Highest
	60 %	49 %	37 %	61 %	78 %

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.
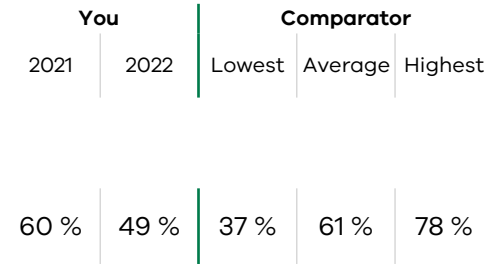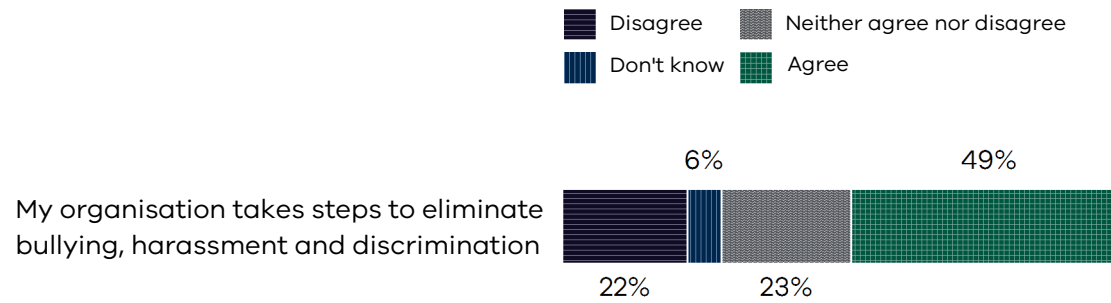
Example

76% 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
- Don't know
- Neither agree nor disagree
- Agree

Survey question		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager models my organisation's values	9% / 15% / 76%	84 %	76 %	66 %	78 %	85 %
Senior leaders model my organisation's values	34% / 4% / 30% / 31%	55 %	31 %	32 %	61 %	79 %

Public sector values

Human rights

What this is

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

Why this is important

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

How to read this

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

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

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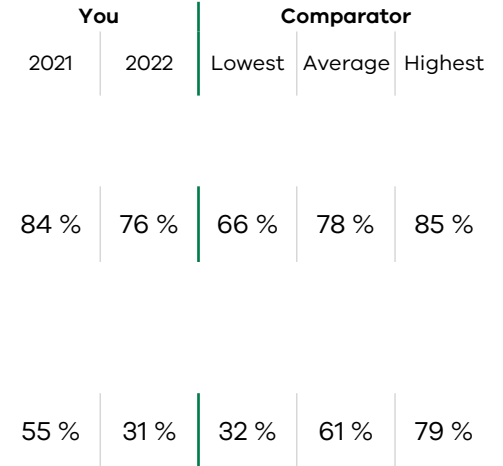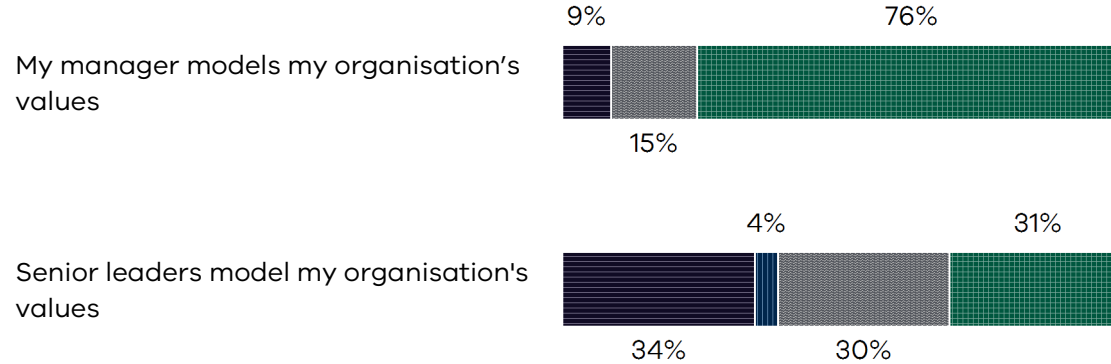
Example

81% of staff who did the survey agreed or strongly agreed with 'I understand how the Charter of Human Rights and Responsibilities applies to my work'.

| Survey question | Your results | Benchmark agree results |

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

| | You | | Comparator | | |
Survey question	2021	2022	Lowest	Average	Highest
I understand how the Charter of Human Rights and Responsibilities applies to my work	88 %	81 %	76 %	85 %	91 %
My organisation encourages employees to act in ways that are consistent with human rights	80 %	72 %	66 %	82 %	90 %

Your results:
- I understand how the Charter of Human Rights and Responsibilities applies to my work: 5% Disagree, 14% Neither agree nor disagree, 81% Agree
- My organisation encourages employees to act in ways that are consistent with human rights: 2% Disagree, 8% Don't know, 17% Neither agree nor disagree, 72% Agree

People matter survey
wellbeing check 2022

Have your say

Overview

Report overview

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

Result summary

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

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

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Demographics

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

Demographics

Age, gender, variations in sex characteristics and sexual orientation

What this is

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

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

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
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Age	(n)	%
15-34 years	88	24%
35-54 years	161	44%
55+ years	87	24%
Prefer not to say	33	9%

How would you describe your gender?	(n)	%
Woman	302	82%
Prefer not to say	37	10%
Man	29	8%
Non-binary and I use a different term	1	0%

Are you trans, non-binary or gender diverse?	(n)	%
Yes	2	1%
No	324	88%
Prefer not to say	43	12%

To your knowledge, do you have innate variation(s) of sex characteristics (often called intersex)?*	(n)	%
Yes	1	0%
No	316	86%
Don't know	13	4%
Prefer not to say	39	11%

How do you describe your sexual orientation?	(n)	%
Straight (heterosexual)	296	80%
Prefer not to say	51	14%
Bisexual	10	3%
Gay or lesbian	4	1%
I use a different term	4	1%
Don't know	2	1%
Pansexual	1	0%
Asexual	1	0%

Demographics

Aboriginal and/or Torres Strait Islander employees

What this is

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

Why this is important

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

How to read this

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

How we protect anonymity and privacy

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Aboriginal and/or Torres Strait Islander	(n)	%
Yes	**2**	1%
Non Aboriginal and/or Torres Strait Islander	**349**	95%
Prefer not to say	**18**	5%

Demographics

Disability

What this is

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

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.
This is staff who identify as a person with disability and how they share that information

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

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Do you identify as a person with a disability?	(n)	%
Yes	**7**	2%
No	**341**	92%
Prefer not to say	**21**	6%

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

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Country of birth	(n)	%
Born in Australia	**328**	89%
Not born in Australia	**20**	5%
Prefer not to say	**21**	6%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Other	**8**	57%
Filipino	**1**	7%
French	**1**	7%
German	**1**	7%
Greek	**1**	7%
Hindi	**1**	7%
Punjabi	**1**	7%

Language other than English spoken with family or community	(n)	%
Yes	**14**	4%
No	**338**	92%
Prefer not to say	**17**	5%

Demographics

Cultural diversity 2 of 2

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

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Cultural identity	(n)	%
Australian	**324**	88%
Prefer not to say	**26**	7%
English, Irish, Scottish and/or Welsh	**19**	5%
European (including Western, Eastern and South-Eastern Europe, and Scandinavia)	**10**	3%
Aboriginal and/or Torres Strait Islander	**5**	1%
Other	**2**	1%
East and/or South-East Asian	**2**	1%
New Zealander	**1**	0%
North American	**1**	0%
Middle Eastern	**1**	0%
Central Asian	**1**	0%
Maori	**1**	0%

Religion	(n)	%
No religion	**181**	49%
Christianity	**109**	30%
Prefer not to say	**58**	16%
Other	**16**	4%
Buddhism	**3**	1%
Hinduism	**1**	0%
Sikhism	**1**	0%

Demographics

Employment characteristics 1 of 2

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

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Working arrangement	(n)	%
Full-Time	**72**	20%
Part-Time	**297**	80%

Gross base salary (ongoing/fixed term only)	(n)	%
Below $65k	**130**	43%
$65k to $95k	**92**	30%
$95k to $125k	**29**	10%
$125k or more	**7**	2%
Prefer not to say	**47**	15%

Organisational tenure	(n)	%
<1 year	**58**	16%
1 to less than 2 years	**46**	12%
2 to less than 5 years	**67**	18%
5 to less than 10 years	**67**	18%
10 to less than 20 years	**78**	21%
More than 20 years	**53**	14%

Management responsibility	(n)	%
Non-manager	**304**	82%
Other manager	**50**	14%
Manager of other manager(s)	**15**	4%

Employment type	(n)	%
Ongoing and executive	**265**	72%
Other	**64**	17%
Fixed term	**40**	11%

Demographics

Employment characteristics 2 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.

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Primary workplace location over the last 3 months	(n)	%
Rural	315	85%
Large regional city	36	10%
Other	18	5%

What have been your main places of work over the last 3-months?	(n)	%
Your employer's office	105	28%
A frontline or service delivery location	217	59%
Home or private location	12	3%
A shared office space (where two or more organisations share the same workspace e.g. Gov hubs, suburban hubs etc.)	21	6%
Other	42	11%

Flexible work	(n)	%
No, I do not use any flexible work arrangements	136	37%
Part-time	135	37%
Shift swap	67	18%
Flexible start and finish times	60	16%
Using leave to work flexible hours	23	6%
Working more hours over fewer days	21	6%
Study leave	19	5%
Other	16	4%
Job sharing	11	3%
Working from an alternative location (e.g. home, hub/shared work space)	5	1%
Purchased leave	4	1%

Demographics

Adjustments

What this is

These are adjustments staff requested to perform in their role.

Why this is important

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

How to read this

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

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

How we protect anonymity and privacy

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Have you requested any of the following adjustments at work?*	(n)	%
No, I have not requested adjustments	**280**	76%
Flexible working arrangements	**63**	17%
Physical modifications or improvements to the workplace	**20**	5%
Other	**13**	4%
Job redesign or role sharing	**7**	2%
Career development support strategies	**7**	2%
Accessible communications technologies	**1**	0%

Why did you make this request?	(n)	%
Family responsibilities	**28**	31%
Caring responsibilities	**27**	30%
Health	**26**	29%
Work-life balance	**26**	29%
Other	**13**	15%
Study commitments	**7**	8%
Disability	**2**	2%

What was your experience with making the request?	(n)	%
The adjustments I needed were made and the process was satisfactory	**58**	65%
The adjustments I needed were not made	**20**	22%
The adjustments I needed were made but the process was unsatisfactory	**11**	12%

Victorian Public Sector Commission

VICTORIA State Government

Demographics

Caring

What this is

These are staff-reported caring responsibilities.

Why this is important

This shows organisations what caring responsibilities their staff have.

How to read this

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

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

How we protect anonymity and privacy

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Caring responsibility	(n)	%
None of the above	**116**	31%
Primary school aged child(ren)	**85**	23%
Secondary school aged child(ren)	**60**	16%
Prefer not to say	**49**	13%
Child(ren) - younger than preschool age	**48**	13%
Frail or aged person(s)	**45**	12%
Preschool aged child(ren)	**33**	9%
Person(s) with a medical condition	**28**	8%
Person(s) with disability	**25**	7%
Person(s) with a mental illness	**17**	5%
Other	**7**	2%

Demographics

Employment categories

What is this

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

Why this is important

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

How to read this

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

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

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Which of the following categories best describes your current position?	(n)	%
Nursing Employees	**171**	47%
Support services	**64**	17%
Management, Administration and Corporate support	**62**	17%
Allied health professional	**42**	11%
Other health professional	**17**	5%
Personal service worker	**8**	2%
Lived experience specific worker	**2**	1%
Medical Employees	**1**	0%

Demographics

Primary role

What is this

This shows the primary role of your staff.

Why this is important

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

How to read this

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

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

How we protect anonymity and privacy

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Which of the following best describes the primary operational area in which you work?	(n)	%
Hospital-based services	**262**	71%
Corporate services	**16**	4%
Community-based services	**89**	24%

Is your primary work role in one of the following areas?	(n)	%
Aged care	**87**	24%
Critical care	**2**	1%
Drug and alcohol	**5**	1%
Emergency	**24**	7%
Maternity care	**8**	2%
Medical	**23**	6%
Mental health	**2**	1%
Mixed medical/surgical	**37**	10%
Palliative care	**3**	1%
Paediatrics	**1**	0%
Peri-operative	**22**	6%
Rehabilitation	**8**	2%
Surgical	**1**	0%
Other	**92**	25%
Administration	**52**	14%

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