People matter survey wellbeing check 2022

Have your say

Department of Education and Training
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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- Age, gender, variations in sex characteristics and sexual orientation
- Aboriginal and/or Torres Strait Islander
- Disability
- Cultural diversity
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Report overview

About your report

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

Report contents

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

Comparing data in this report

Your organisation took part in the survey in 2020 and 2021.

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

Rounding of percentages

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

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

Survey questions and definitions

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

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Victorian Public Sector Commission

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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.

Victorian Public Sector Commission

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Report overview

Survey's theoretical framework

What this is

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

Why this is important

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

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

Our public sector values

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

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

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

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

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

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

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

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

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

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

Responsiveness　Integrity　Impartiality　Accountability　Respect　Leadership　Human Rights

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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'.

Department of Environment, Land, Water and Planning

Department of Families, Fairness and Housing

Department of Health

Department of Jobs, Precincts and Regions

Department of Premier and Cabinet

Department of Transport

Department of Treasury and Finance

State Revenue Office

Report overview

Your response rate

What this is

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

Why this is important

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

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

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

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

How to read this

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

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

2021	2022
71% (3739)	75% (4321)

2021		2022	
Comparator	47%	Comparator	62%
Public Sector	39%	Public Sector	52%

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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	
73	
Comparator	71
Public Sector	70

2022	
72	
Comparator	69
Public Sector	69

People outcomes

Engagement question results 1 of 2

What this is

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

Your organisation's engagement index

Your 2022 index is 72.

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.
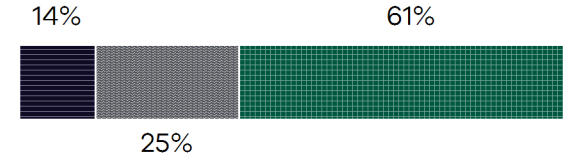
Example

79% 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		
		2020	2021	2022		Lowest	Average	Highest

Legend: Disagree | Neither agree nor disagree | Agree

Survey question	Disagree	Neither	Agree	2020	2021	2022	Lowest	Average	Highest
I am proud to tell others I work for my organisation	5%	16%	79%	76 %	84 %	79 %	65 %	73 %	85 %
I would recommend my organisation as a good place to work	9%	18%	73%	73 %	80 %	73 %	59 %	70 %	84 %
My organisation motivates me to help achieve its objectives	9%	19%	72%	66 %	72 %	72 %	61 %	68 %	79 %
My organisation inspires me to do the best in my job	10%	21%	69%	63 %	69 %	69 %	59 %	65 %	76 %

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 72.

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

61% of your staff who did the survey agreed or strongly agreed with 'I feel a strong personal attachment to my organisation'.

| Survey question | Your results | Benchmark agree results |

Survey question

Your results

Benchmark agree results

Disagree ▮   Neither agree nor disagree ▨

Agree ▨

I feel a strong personal attachment to my organisation

14%   61%

25%

	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
	65 %	67 %	61 %	53 %	58 %	65 %
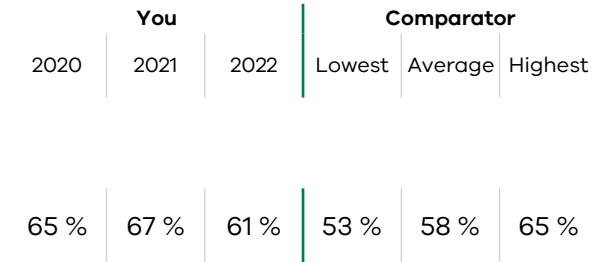
People outcomes

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:

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

Compared to:

- 78% of staff at your comparator and 78% of staff across the public sector.
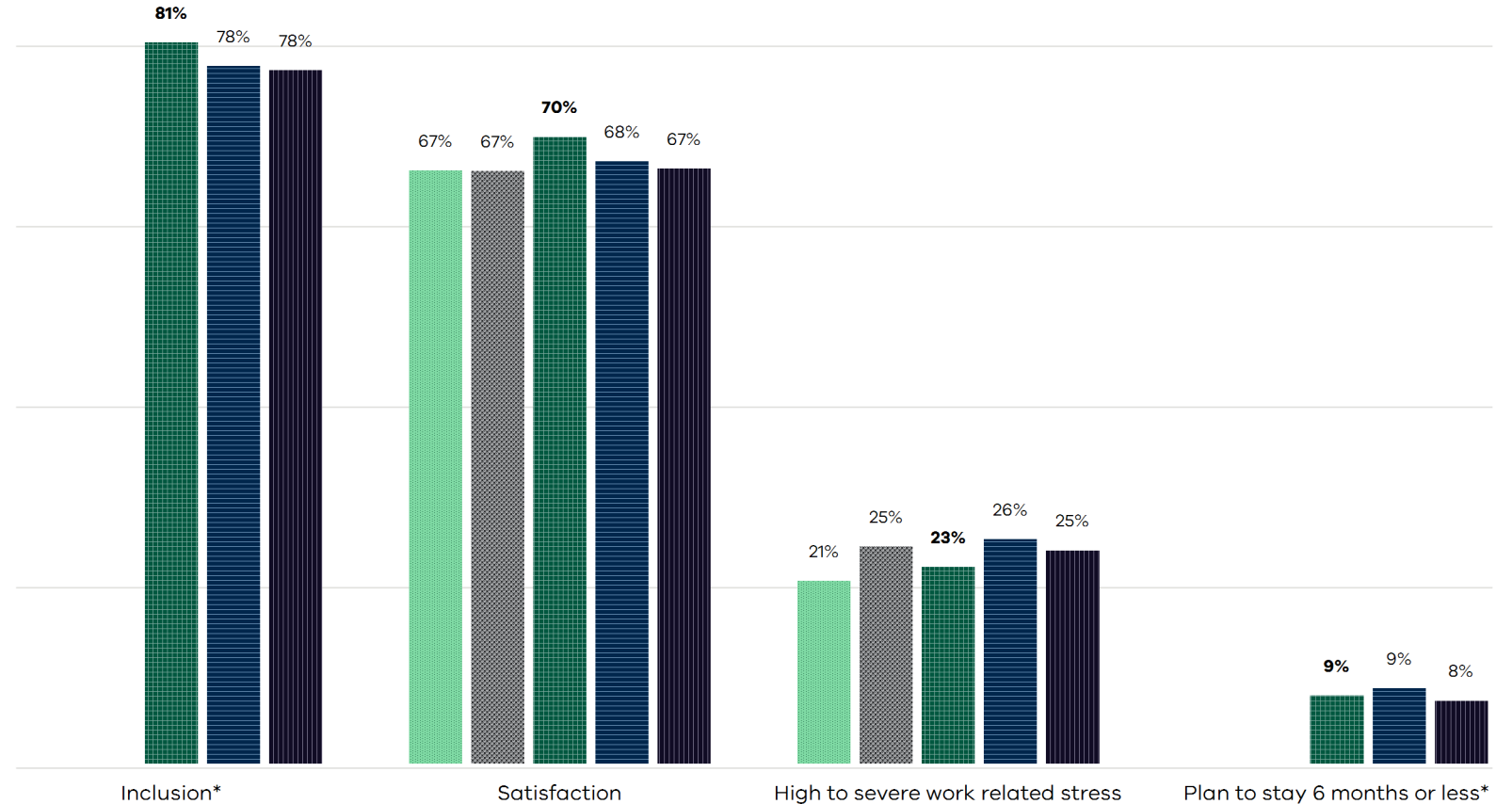
Inclusion*: You 2022 81%, Comparator 2022 78%, Public sector 2022 78%

Satisfaction: You 2020 67%, You 2021 67%, You 2022 70%, Comparator 2022 68%, Public sector 2022 67%

High to severe work related stress: You 2020 21%, You 2021 25%, You 2022 23%, Comparator 2022 26%, Public sector 2022 25%

Plan to stay 6 months or less*: You 2022 9%, Comparator 2022 9%, Public sector 2022 8%

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

Legend: You 2020 | You 2021 | You 2022 | Comparator 2022 | Public sector 2022

People outcomes

Satisfaction question results

What this is

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

Why this is important

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

How to read this

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

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

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

Example

78% of your staff who did the survey were satisfied or very satisfied with 'Considering everything, how satisfied are you with your current job'.

Survey question	Your results					

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

■ Dissatisfied ▦ Neither satisfied nor dissatisfied ▦ Satisfied

Survey question		You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
Considering everything, how satisfied are you with your current job	10% / 12% / 78%	73 %	73 %	78 %	68 %	73 %	82 %
How satisfied are you with the work/life balance in your current job	14% / 12% / 74%	71 %	70 %	74 %	64 %	71 %	87 %
How satisfied are you with your career development within your current organisation	15% / 25% / 60%	56 %	57 %	60 %	53 %	59 %	65 %

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

23% of your staff who did the survey said they had high to severe stress in 2022. This is compared to 26% of staff in your comparator group and 25% of staff across the public sector.

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

Category	Percentage
Nil	11%
Low / mild	34%
Moderate	32%
High	13%
Very high	7%
Severe	3%
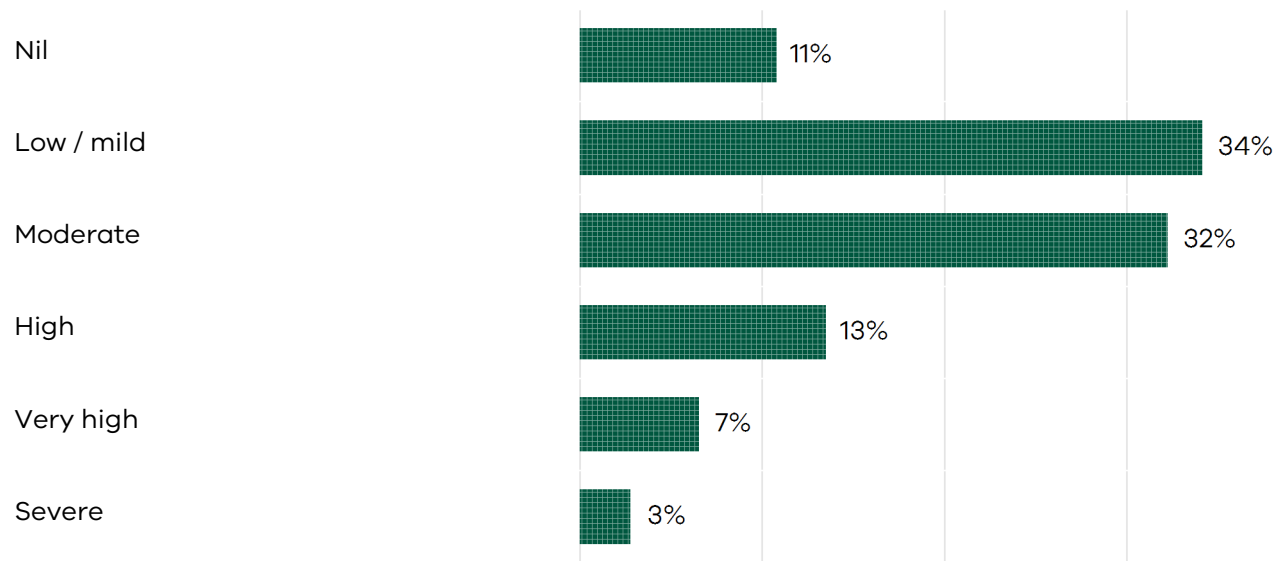
Reported levels of high to severe stress

2021		2022	
25%		**23%**	
Comparator	28%	Comparator	26%
Public Sector	26%	Public Sector	25%
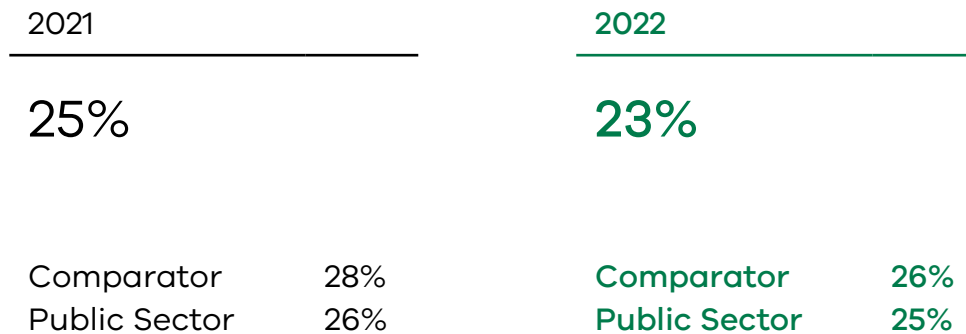
People outcomes

Work-related stress causes

What this is

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

Why this is important

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

How to read this

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

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

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

Example

89% of your staff who did the survey said they experienced mild to severe stress.

Of that 89%, 53% said the top reason was 'Workload'.

	3854	467
	89%	11%

■ Experienced some work-related stress   ▨ Did not experience some work-related stress
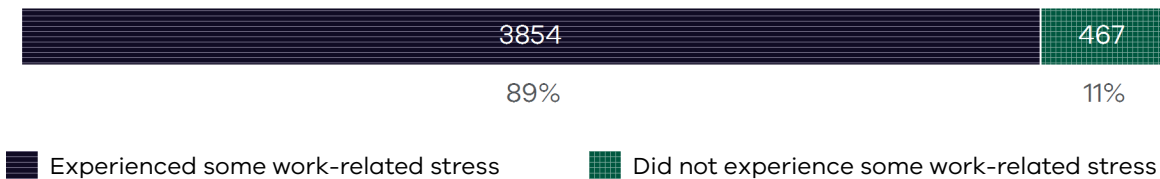
Of those that experienced work related stress it was from …	You 2021	You 2022	Comparator 2022	Public sector 2022
Workload	54%	53%	50%	51%
Time pressure	46%	49%	47%	44%
Dealing with clients, patients or stakeholders	16%	16%	14%	15%
Competing home and work responsibilities	12%	16%	14%	14%
Unclear job expectations	15%	15%	15%	14%
Content, variety, or difficulty of work	14%	13%	12%	11%
Management of work (e.g. supervision, training, information, support)	12%	10%	11%	12%
Job security	10%	10%	13%	10%
Other	8%	10%	9%	9%
Organisation or workplace change	8%	9%	16%	13%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Intention to stay

What this is

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

Why this is important

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

How to read this

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

Example

9% of your staff who did the survey said they intended to work for your organisation for 6 months or less.

Employees plan to work at your organisation for ...	You 2022	Comparator 2022	Public sector 2022
6 months or less	9%	9%	8%
Over 6 months and up to 1 year	11%	11%	10%
Over 1 year and up to 3 years	26%	26%	25%
Over 3 years and up to 5 years	16%	16%	16%
Over 5 years	39%	37%	41%

Victorian Public Sector Commission

VICTORIA State Government

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

86% of your staff who did the survey agreed or strongly agreed with 'I can be myself at work'.

| Survey question | Your results | Benchmark agree results |

Legend: ■ Disagree ▨ Neither agree nor disagree ▨ Agree

Survey question		You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
I can be myself at work	5% / 9% / 86%	Not asked	Not asked	86 %	81 %	84 %	89 %
I feel as if I belong at this organisation	8% / 16% / 76%	Not asked	Not asked	76 %	69 %	72 %	80 %
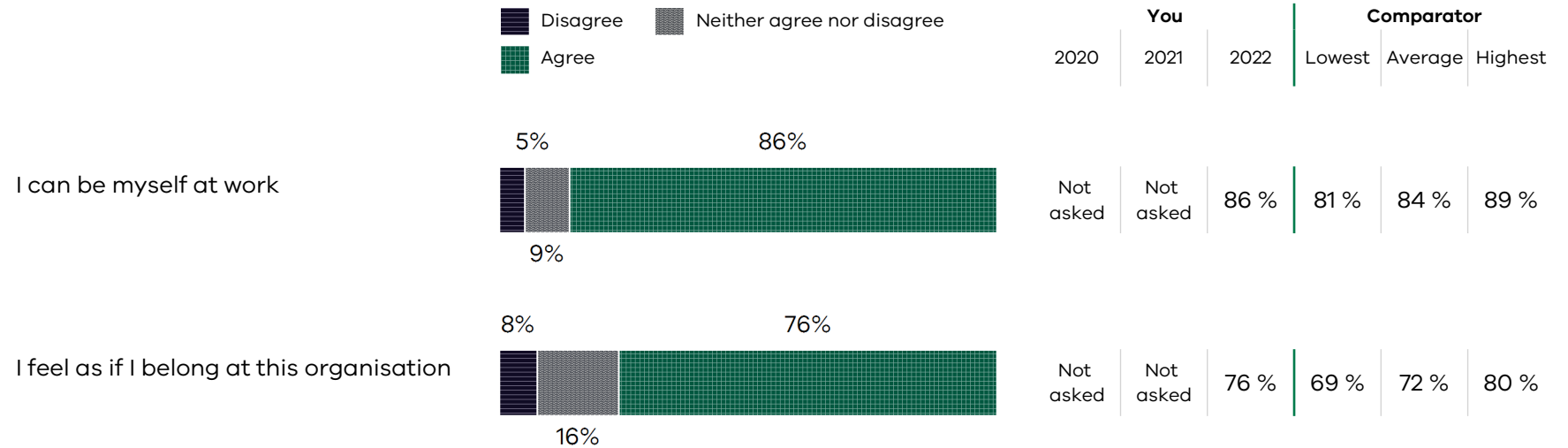
People outcomes

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

8% 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

1098	3223
25%	75%

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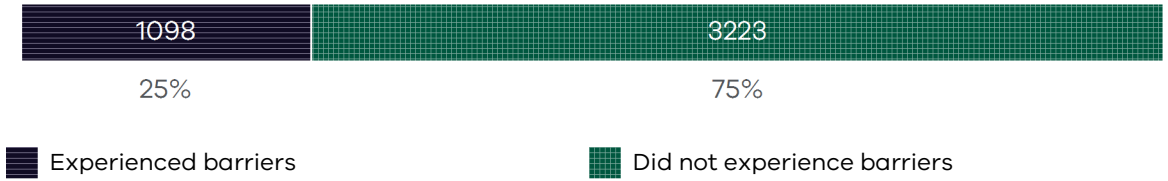
During the last 12 months, employees experienced barriers to their success due to …	You 2022	Comparator 2022	Public sector 2022
My caring responsibilities	8%	7%	7%
My mental health	7%	7%	7%
My age	6%	9%	8%
Other	4%	5%	4%
My physical health	4%	4%	4%
My sex	3%	5%	4%
My cultural background	2%	3%	3%
My disability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

- 56% of your staff who did the survey said work made them feel happy in 2022, which is up from 51% in 2021

Compared to:

- 50% of staff at your comparator and 54% of staff across the public sector.

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

Legend: You 2020 | You 2021 | You 2022 | Comparator 2022 | Public sector 2022

Happy: 44%, 51%, 56%, 50%, 54%
Enthusiastic: 45%, 53%, 53%, 48%, 49%
Worried: 27%, 36%, 29%, 32%, 31%
Miserable: 10%, 14%, 13%, 16%, 17%
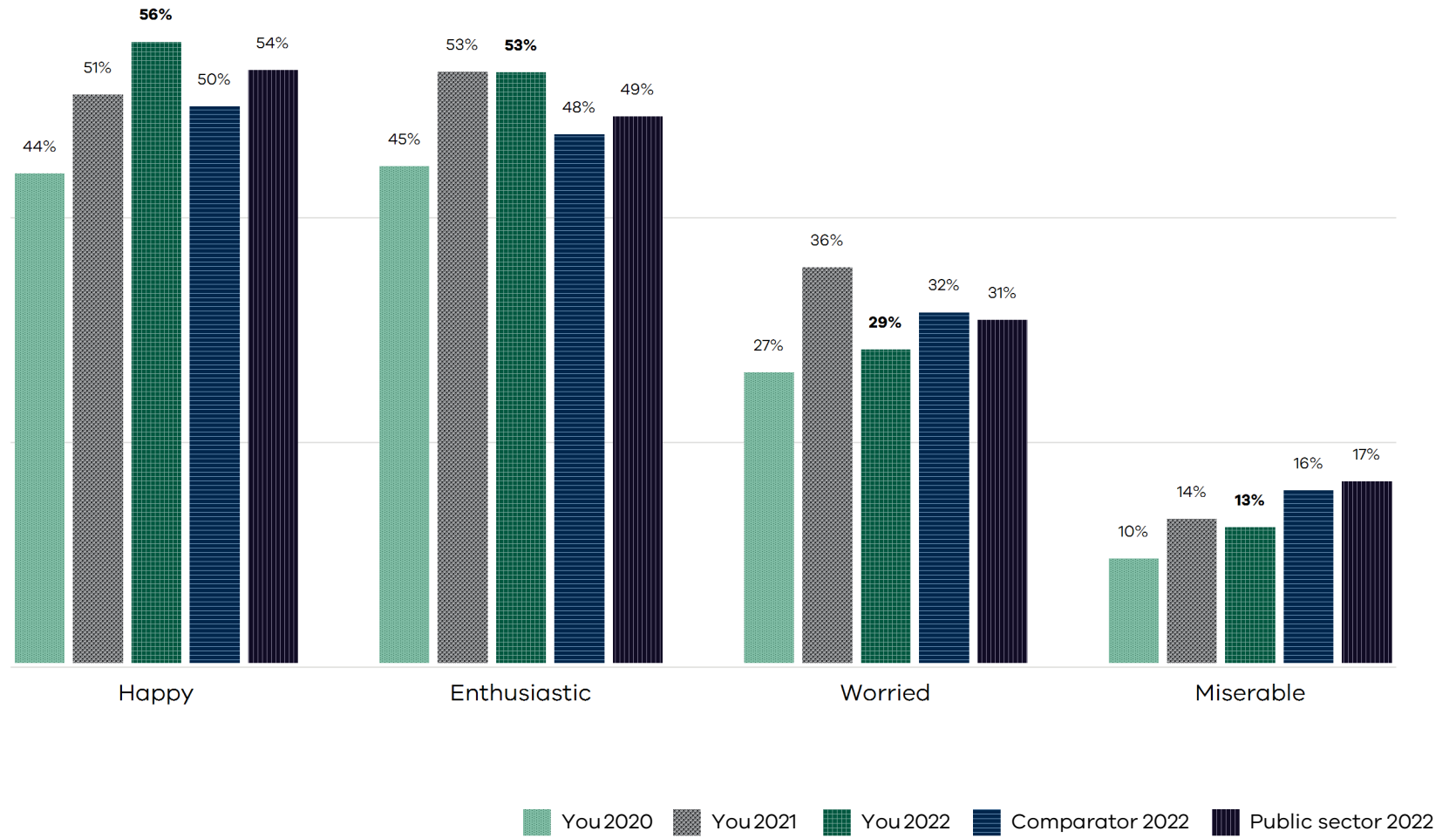
People outcomes

Scorecard: negative behaviours

What this is

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

Why this is important

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

How to read this

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

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

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

Example

In 2022:

- 8% of your staff who did the survey stated they experienced 'Bullying' in the last 12 months which is down from 10% in 2021.

Compared to:

- 9% of staff at your comparator and 11% of staff across the public sector.

Legend: You 2020, You 2021, You 2022, Comparator 2022, Public sector 2022

Bullying: 14%, 10%, 8%, 9%, 11%
Violence or aggression: 7%, 5%, 5%, 7%, 10%
Discrimination: 6%, 4%, 3%, 5%, 5%
Sexual harassment: 3%, 3%, 2%, 2%, 4%

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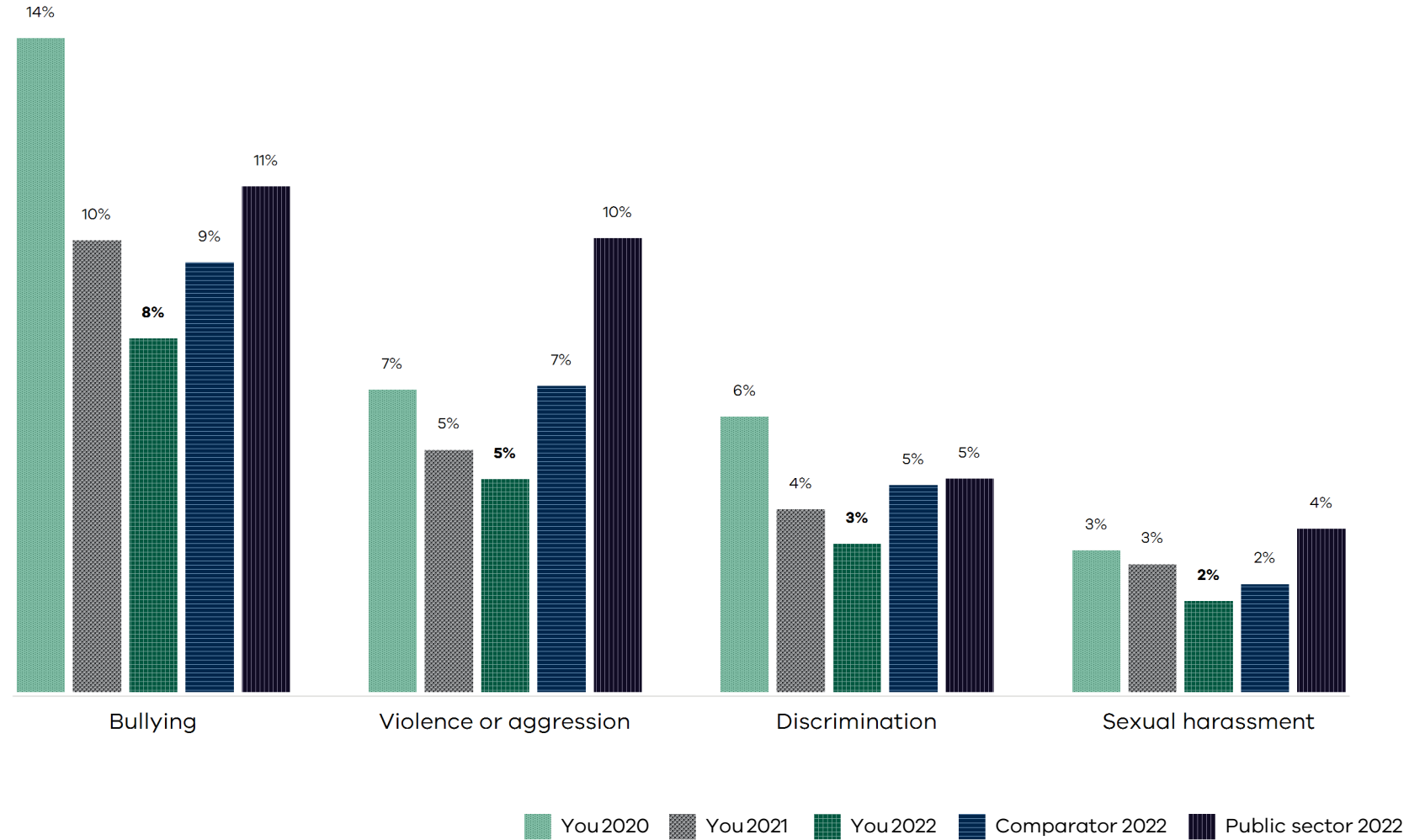
People outcomes

Bullying

What this is

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

Why this is important

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

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

8% of your staff who did the survey said they experienced bullying.

Of that 8%, 75% 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?

329	3719	273
8%	86%	6%

■ Experienced bullying ▦ Did not experience bullying ▨ Not sure
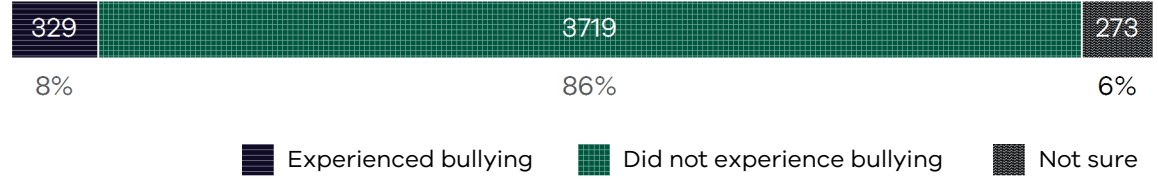
If you experienced bullying, what type of bullying did you experience?	You 2021	You 2022	Comparator 2022	Public sector 2022
Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)	73%	75%	74%	71%
Exclusion or isolation	42%	43%	45%	43%
Withholding essential information for me to do my job	31%	36%	36%	33%
Intimidation and/or threats	25%	26%	26%	30%
Verbal abuse	16%	18%	14%	19%
Other	16%	18%	16%	15%
Being assigned meaningless tasks unrelated to the job	17%	15%	15%	13%
Being given impossible assignment(s)	15%	12%	13%	10%
Interference with my personal property and/or work equipment	2%	1%	3%	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

8% of your staff who did the survey said they experienced bullying, of which

- 53% said the top way they reported the bullying was 'Told a manager'.
- 92% said they didn't submit a formal complaint.

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

329	3719	273
8%	86%	6%

■ Experienced bullying   ▦ Did not experience bullying   ▨ Not sure
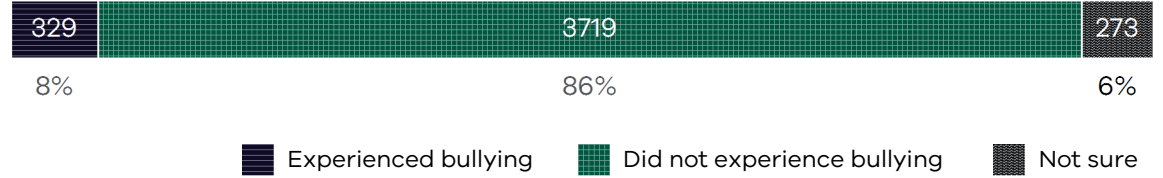
Did you tell anyone about the bullying?	You 2021	You 2022	Comparator 2022	Public sector 2022
Told a manager	53%	53%	52%	49%
Told a colleague	54%	49%	40%	41%
Told a friend or family member	34%	36%	34%	35%
Told the person the behaviour was not OK	16%	17%	17%	17%
Told someone else	10%	15%	11%	12%
Told employee assistance program (EAP) or peer support	10%	13%	13%	10%
I did not tell anyone about the bullying	10%	10%	13%	12%
Submitted a formal complaint	7%	8%	9%	11%
Told Human Resources	4%	5%	11%	13%

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

92% of your staff who experienced bullying did not submit a formal complaint, of which:

- 55% said the top reason was 'I believed there would be negative consequences for my reputation'.

Did you submit a formal complaint?
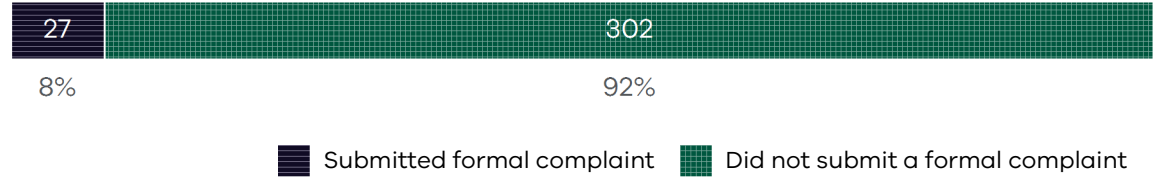
27	302
8%	92%

■ 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	58%	55%	54%	52%
I didn't think it would make a difference	50%	51%	49%	51%
I believed there would be negative consequences for my career	44%	48%	46%	41%
I didn't feel safe to report the incident	23%	20%	20%	19%
I thought the complaint process would be embarrassing or difficult	17%	17%	13%	13%
I didn't think it was serious enough	19%	16%	17%	16%
Other	10%	12%	11%	12%
I believed there would be negative consequences for the person I was going to complain about	9%	11%	9%	9%
I was advised not to	5%	9%	5%	5%
I didn't need to because I no longer had contact with the person(s) who bullied me	13%	8%	9%	7%

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, 8% of your staff said they experienced bullying.

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

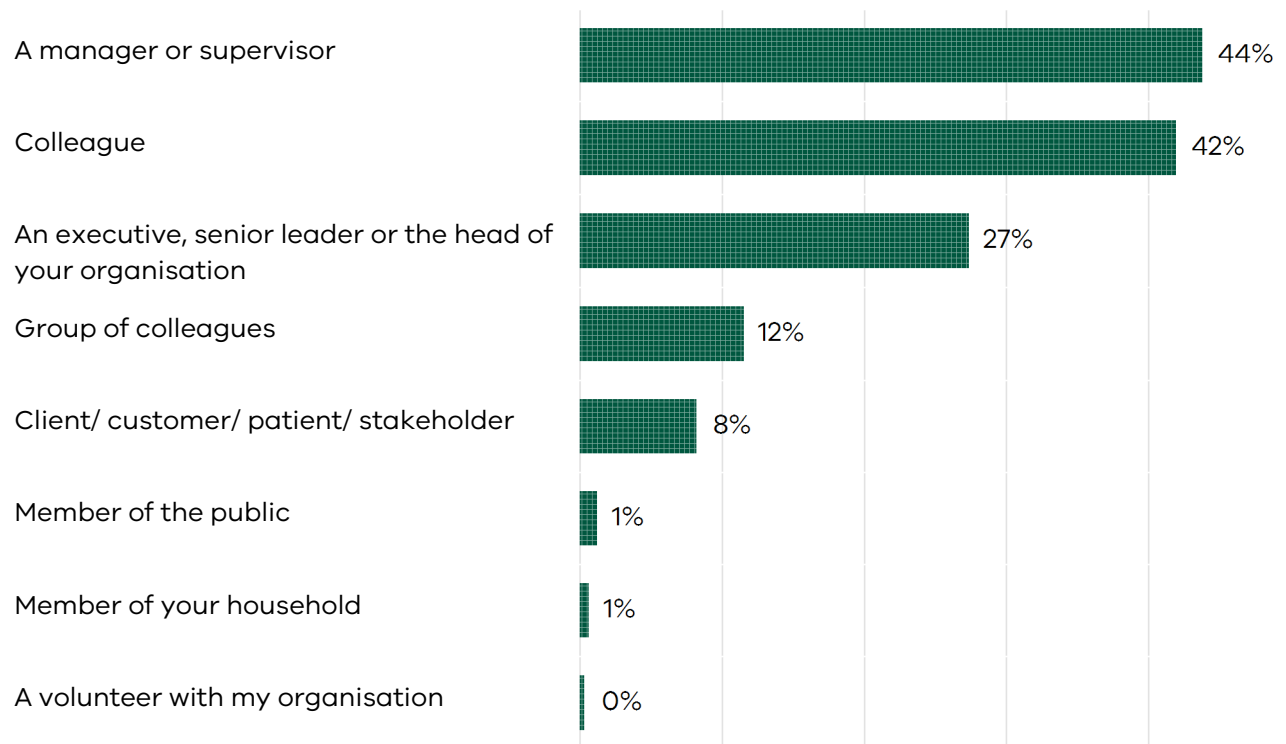In descending order, the bar chart shows the perpetrators with the largest number of responses.

Each row is one perpetrator or group of perpetrators.

Example

8% of your staff who did the survey said they experienced bullying.

Of that 8%, 44% said it was by 'A manager or supervisor'.

329 people (8% of staff) experienced bullying (You 2022)

Perpetrator	Percentage
A manager or supervisor	44%
Colleague	42%
An executive, senior leader or the head of your organisation	27%
Group of colleagues	12%
Client/ customer/ patient/ stakeholder	8%
Member of the public	1%
Member of your household	1%
A volunteer with my organisation	0%

Victorian Public Sector Commission

VICTORIA State Government

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, 8% 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

8% of your staff who did the survey said they experienced bullying.

Of that 8%, 97% said it was by someone within the organisation.

Of that 97%, 52% said it was 'They were in my workgroup'.

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

They were in my workgroup	52%
They were my immediate manager or supervisor	34%
They were outside my workgroup	29%
They were someone I supervise or manage	4%
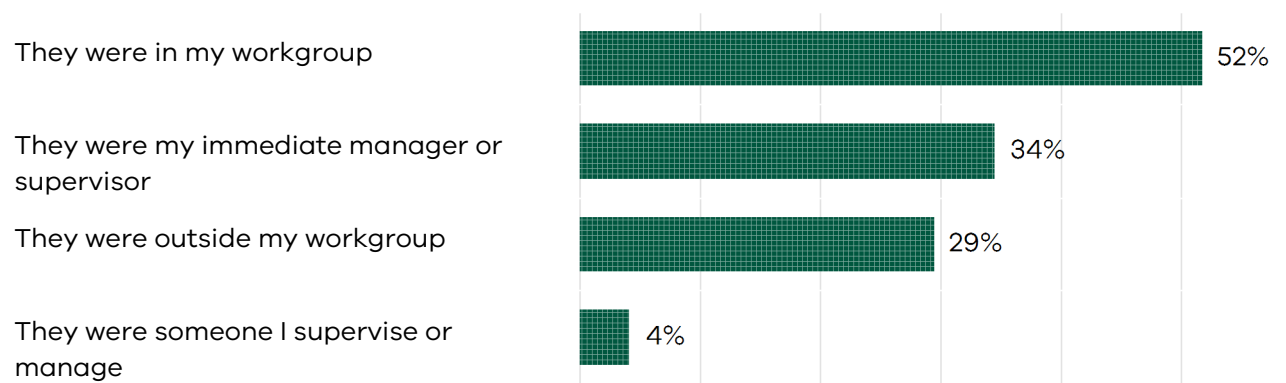
People outcomes

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

2% of your staff who did the survey said they experienced sexual harassment.

Of those, 48% said the top type was 'Intrusive questions about your private life or comments about your physical appearance'.

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

90	4231
2%	98%

■ Experienced sexual harassment   ▦ Did not experience sexual harassment
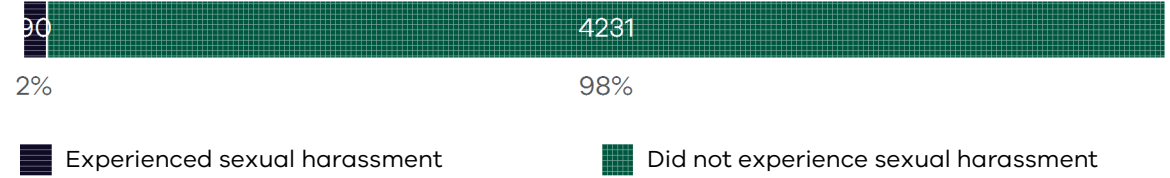
Behaviours reported	You 2021	You 2022	Comparator 2022	Public sector 2022
Intrusive questions about your private life or comments about your physical appearance	57%	48%	44%	46%
Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)	45%	39%	50%	49%
Inappropriate physical contact (including momentary or brief physical contact)	9%	7%	10%	14%
Inappropriate staring or leering that made you feel intimidated	7%	7%	12%	14%
Unwelcome touching, hugging, cornering or kissing	3%	7%	8%	11%
Repeated or inappropriate invitations to go out on dates	5%	2%	5%	3%
Repeated or inappropriate advances on email, social networking websites or internet chat rooms by a work colleague	3%	2%	4%	3%
Any other unwelcome conduct of a sexual nature	5%	1%	5%	6%
Sexual gestures, indecent exposure or inappropriate display of the body	2%	1%	1%	3%
Sexually explicit email or SMS message	2%	1%	2%	1%

People outcomes

Response to sexual harassment

What this is

This is how staff responded when they experienced sexual harassment.

Why this is important

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

How to read this

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

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

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

Example

2% 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?

90	4231
2%	98%

■ Experienced sexual harassment ▦ Did not experience sexual harassment
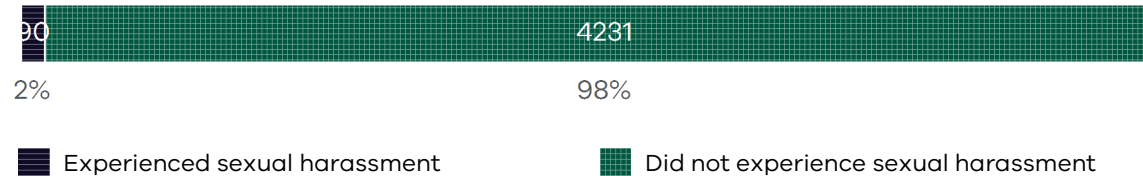
When the harassment happened to you, did you respond in any of the following ways?	You 2021	You 2022	Comparator 2022	Public sector 2022
Pretended it didn't bother you	50%	38%	44%	43%
Tried to laugh it off or forget about it	39%	37%	41%	37%
Avoided the person(s) by staying away from them	35%	29%	30%	32%
Told a colleague	25%	27%	21%	24%
Told a friend or family member	23%	20%	22%	21%
Told the person the behaviour was not OK	12%	14%	20%	22%
Told a manager	19%	13%	15%	17%
Avoided locations where the behaviour might occur	12%	8%	11%	12%
Took time off work	5%	6%	5%	5%
Other	7%	4%	5%	4%

Victorian Public Sector Commission

VICTORIA State Government

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

99% 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?
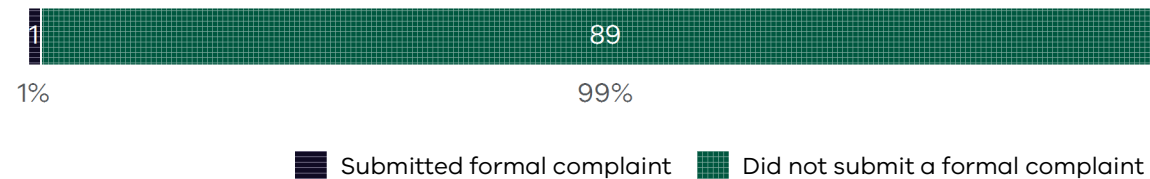
1	89
1%	99%

■ Submitted formal complaint   ■ Did not submit a formal complaint

What was your reason for not submitting a formal complaint?	You 2021	You 2022	Comparator 2022	Public sector 2022
I didn't think it was serious enough	49%	52%	49%	44%
I didn't think it would make a difference	32%	29%	34%	38%
I believed there would be negative consequences for my reputation	41%	28%	35%	33%
I believed there would be negative consequences for my career	29%	26%	26%	24%
I believed there would be negative consequences for the person I was going to complain about	13%	15%	16%	13%
I thought the complaint process would be embarrassing or difficult	10%	12%	15%	13%
Other	8%	9%	11%	10%
I didn't feel safe to report the incident	13%	7%	11%	10%
I didn't need to because I no longer had contact with the person(s) who harassed me	9%	6%	7%	8%
I didn't need to because I made the harassment stop	9%	3%	8%	9%

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, 2% 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

2% of your staff who did the survey said they experienced sexual harassment.

Of that 2%, 66% said it was by 'Colleague'.

90 people (2% of staff) experienced sexual harassment (You2022)
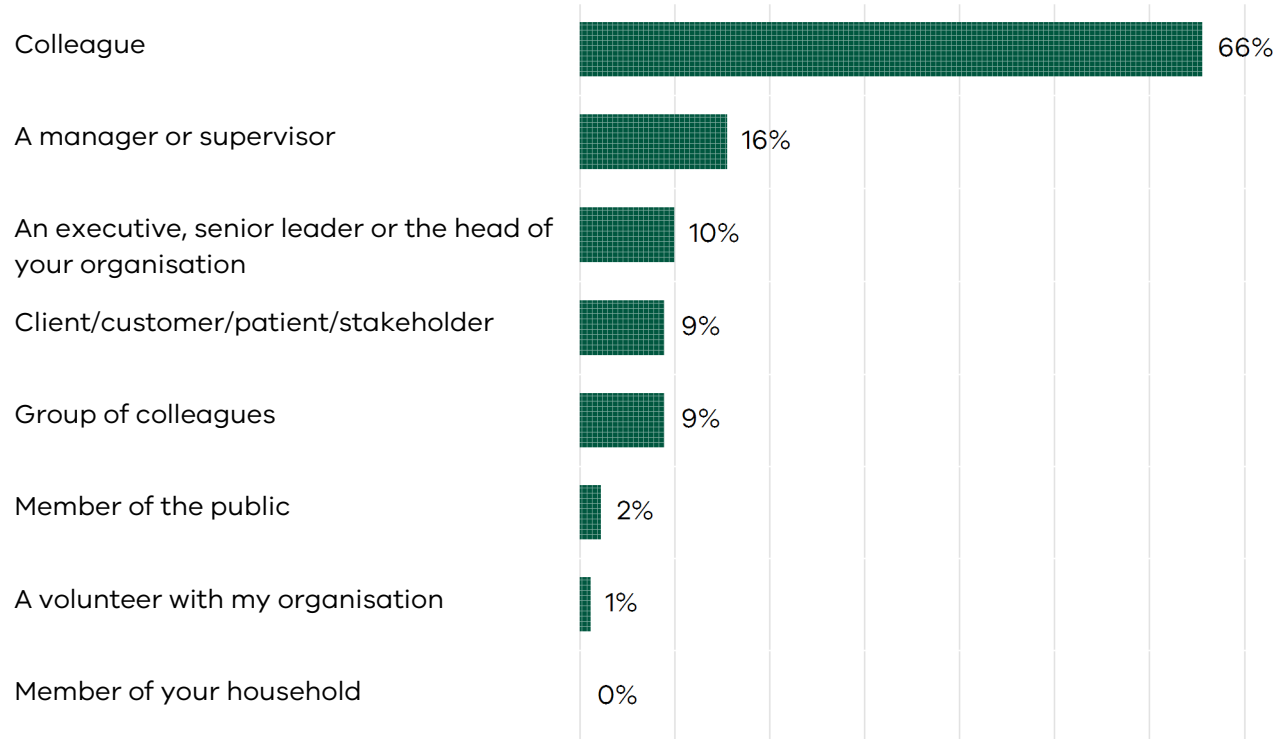
Perpetrator	Percentage
Colleague	66%
A manager or supervisor	16%
An executive, senior leader or the head of your organisation	10%
Client/customer/patient/stakeholder	9%
Group of colleagues	9%
Member of the public	2%
A volunteer with my organisation	1%
Member of your household	0%

People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

In this year's survey, 2% of your staff said they experienced sexual harassment.

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

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

Example

2% of your staff who did the survey said they experienced sexual harassment.

Of that 2%, 93% said it was by someone within the organisation.

Of that 93%, 51% said it was 'They were in my workgroup'.

84 people (93% of staff who experienced harassment) experienced harassment from within your organisation (You 2022)

They were in my workgroup	51%
They were outside my workgroup	46%
They were my immediate manager or supervisor	6%
They were someone I supervise or manage	2%
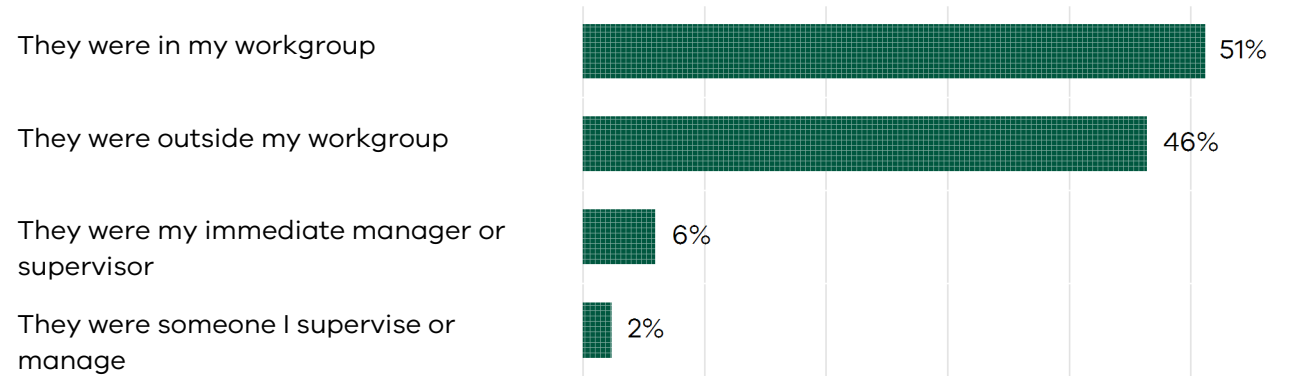
People outcomes

Discrimination

What this is

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

Why this is important

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

How to read this

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

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

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

Example

3% of your staff who did the survey said they experienced discrimination.

Of that 3%, 33% said it was 'Age'.

Have you experienced discrimination at work?

142	3816	363
3%	88%	8%

■ Experienced discrimination ▦ Did not experience discrimination ▨ Not sure
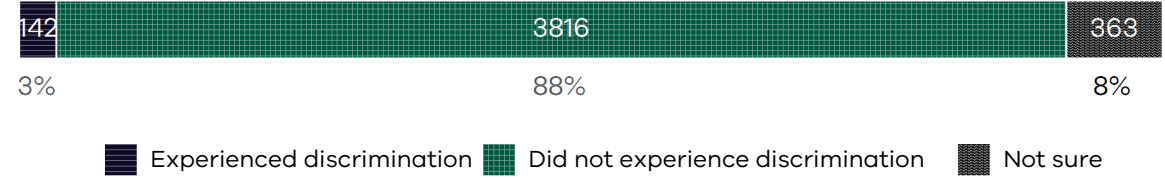
Why were you discriminated against?	You 2021	You 2022	Comparator 2022	Public sector 2022
Age	30%	33%	31%	28%
Employment activity	23%	28%	23%	29%
Sex	11%	19%	19%	19%
Race	18%	14%	13%	13%
Disability	8%	13%	13%	10%
Parent or carer status (including pregnancy and breastfeeding)	15%	11%	12%	12%

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

3% of your staff who did the survey said they experienced discrimination.

Of that 3%, 44% said it was 'Other'.

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

142	3816	363
3%	88%	8%

▉ Experienced discrimination ▨ Did not experience discrimination ▩ Not sure
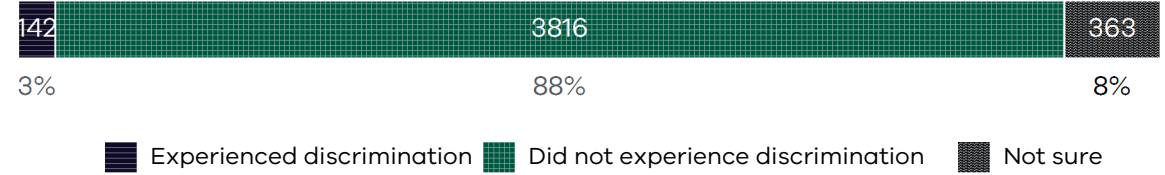
If you experienced discrimination, what type of discrimination did you experience?	You 2021	You 2022	Comparator 2022	Public sector 2022
Other	40%	44%	35%	39%
Opportunities for promotion	39%	39%	46%	38%
Denied flexible work arrangements or other adjustments	18%	18%	17%	20%
Opportunities for transfer/secondment	25%	17%	16%	13%
Opportunities for training	25%	15%	21%	22%
Employment security - threats of dismissal or termination	8%	12%	18%	16%
Pay or conditions offered by employer	7%	11%	12%	12%
Access to leave	3%	7%	4%	8%

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

3% of your staff who did the survey said they experienced discrimination, of which

- 42% said the top way they reported the discrimination was 'Told a colleague'.

- 98% said they didn't submit a formal complaint.

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

142	3816	363
3%	88%	8%
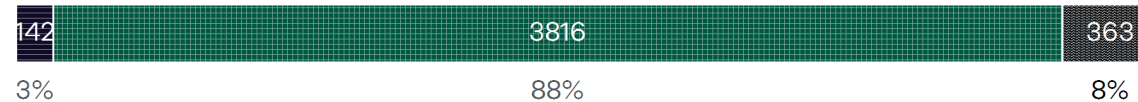
■ Experienced discrimination ■ Did not experience discrimination ■ Not sure

Did you tell anyone about the discrimination?	You 2021	You 2022	Comparator 2022	Public sector 2022
Told a colleague	42%	42%	31%	36%
Told a manager	28%	32%	29%	31%
Told a friend or family member	27%	27%	31%	33%
I did not tell anyone about the discrimination	24%	23%	26%	24%
Told employee assistance program (EAP) or peer support	8%	12%	12%	10%
Told someone else	12%	12%	14%	14%
Told the person the behaviour was not OK	9%	9%	9%	9%
Told Human Resources	1%	8%	11%	13%
Submitted a formal complaint	5%	2%	6%	7%

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

98% of your staff who experienced discrimination did not submit a formal complaint, of which:

- 60% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal complaint?

3	139
2%	98%

■ Submitted formal complaint　　■ Did not submit a formal complaint
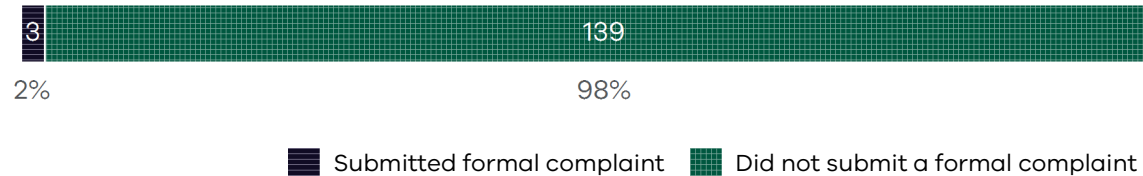
What was your reason for not submitting a formal complaint?	You 2021	You 2022	Comparator 2022	Public sector 2022
I didn't think it would make a difference	55%	60%	58%	59%
I believed there would be negative consequences for my reputation	64%	59%	55%	53%
I believed there would be negative consequences for my career	60%	54%	57%	53%
I didn't feel safe to report the incident	22%	24%	20%	20%
I didn't think it was serious enough	17%	14%	13%	12%
I thought the complaint process would be embarrassing or difficult	13%	9%	12%	13%
Other	10%	9%	9%	9%
I believed there would be negative consequences for the person I was going to complain about	9%	8%	8%	8%
I didn't know how to make a complaint	8%	7%	6%	6%
I didn't know who to talk to	10%	7%	8%	7%

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, 3% 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

3% of your staff who did the survey said they experienced discrimination.

Of that 3%, 54% said it was by 'A manager or supervisor'.

142 people (3% of staff) experienced discrimination (You 2022)
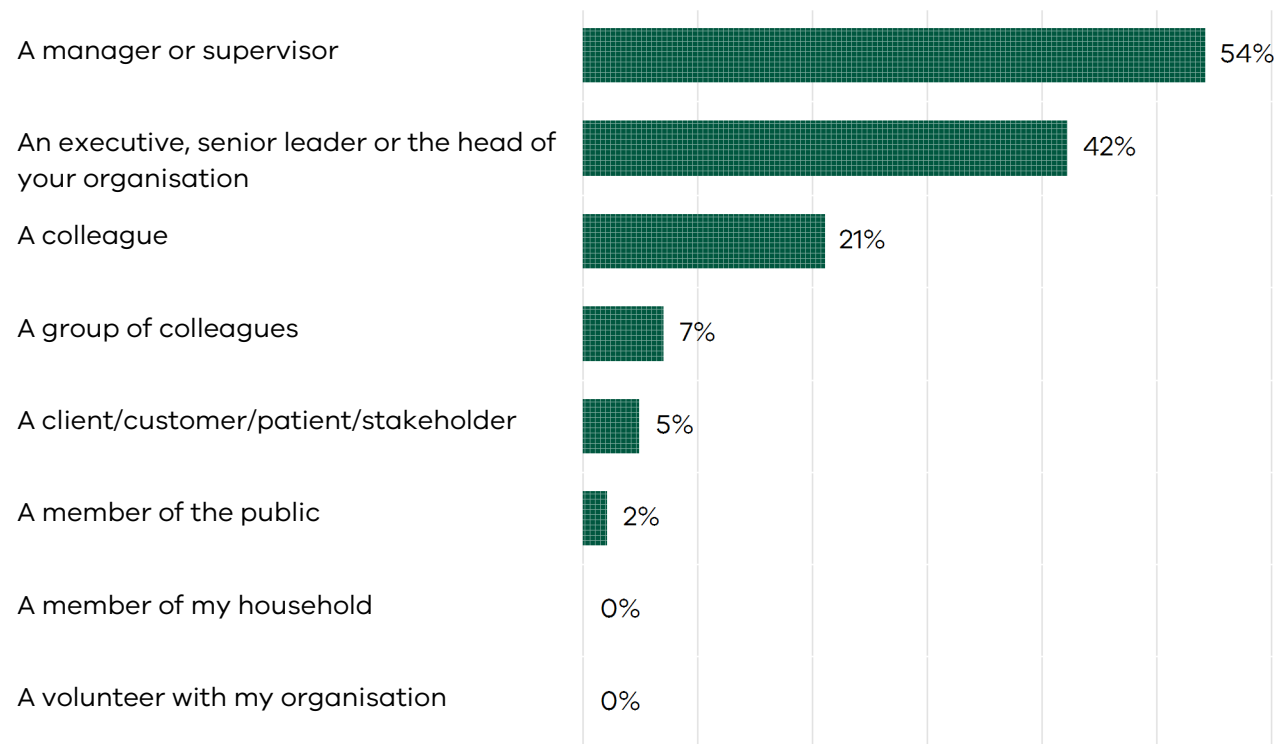
Perpetrator	Percentage
A manager or supervisor	54%
An executive, senior leader or the head of your organisation	42%
A colleague	21%
A group of colleagues	7%
A client/customer/patient/stakeholder	5%
A member of the public	2%
A member of my household	0%
A volunteer with my organisation	0%

People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

In this year's survey, 3% 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

3% of your staff who did the survey said they experienced discrimination.

Of that 3%, 96% said it was by someone within the organisation.

Of that 96%, 41% said it was 'They were in my workgroup'.

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

Relationship	Percentage
They were in my workgroup	41%
They were my immediate manager or supervisor	35%
They were outside my workgroup	33%
They were someone I supervise or manage	1%
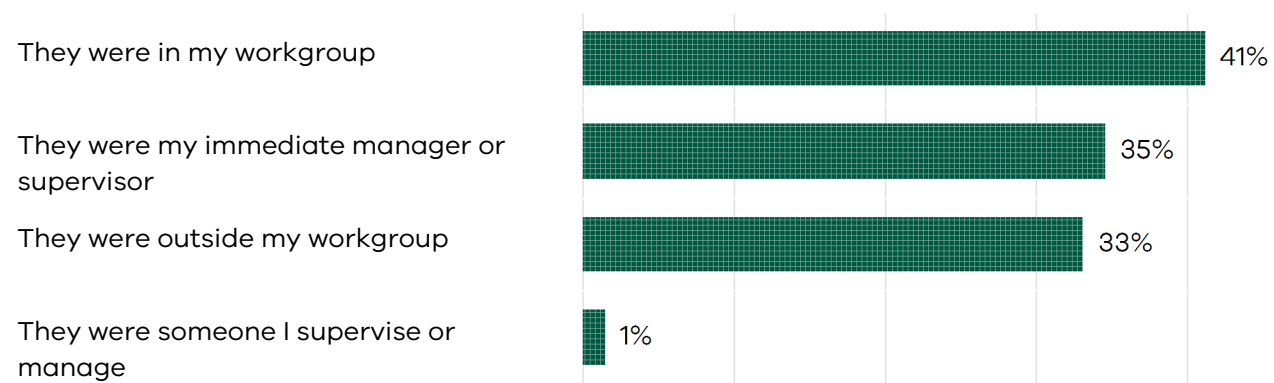
Negative behaviour

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

5% of your staff who did the survey said they experienced violence or aggression.

Of that 5%, 67% said it was from 'Intimidating behaviour'.

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

201	3987	133
5%	92%	3%

■ Experienced violence or aggression　■ Did not experience violence or aggression　■ Not sure
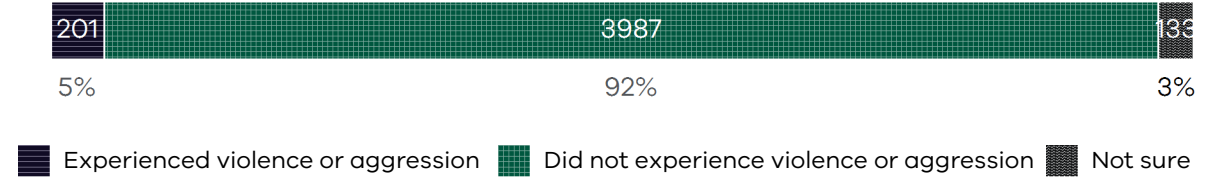
If you experienced violence or aggression, what type did you experience?	You 2021	You 2022	Comparator 2022	Public sector 2022
Intimidating behaviour	69%	67%	71%	69%
Abusive language	54%	60%	68%	73%
Threats of violence	15%	12%	26%	27%
Other	9%	9%	9%	6%
Physical assault (e.g. spitting, hitting, punching, pushing, tripping, grabbing, throwing objects)	7%	8%	5%	14%
Damage to my property or work equipment	3%	3%	2%	5%
Stalking, including cyber-stalking	1%	1%	3%	2%

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

5% of your staff who did the survey said they experienced violence or aggression, fo which

- 64% said the top way they reported the violence or agression was 'Told a manager'
- 90% said they didn't submit a formal incident report.

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

201	3987	133
5%	92%	3%

■ Experienced violence or aggression ■ Did not experience violence or aggression ■ Not sure
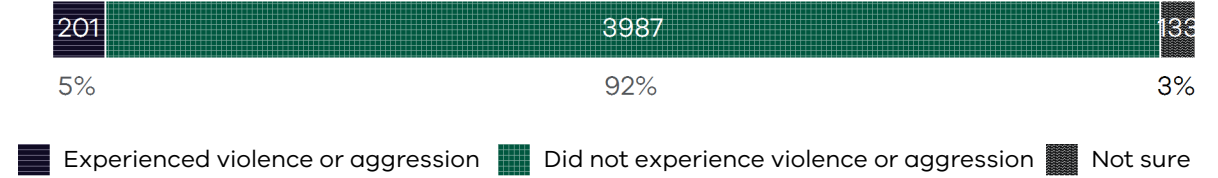
Did you tell anyone about the incident?	You 2021	You 2022	Comparator 2022	Public sector 2022
Told a manager	58%	64%	66%	59%
Told a colleague	50%	49%	46%	44%
Told a friend or family member	25%	20%	22%	20%
Told the person the behaviour was not OK	22%	20%	22%	26%
Submitted a formal incident report	8%	10%	16%	26%
Told someone else	9%	8%	7%	6%
I did not tell anyone about the incident(s)	7%	6%	8%	8%
Told employee assistance program (EAP) or peer support	6%	6%	8%	5%
Told Human Resources	1%	2%	6%	6%

Victorian Public Sector Commission

VICTORIA State Government

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

90% of your staff who experienced violence or aggression did not submit a formal incident report, of which:

- 37% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal incident report?

21	180
10%	90%
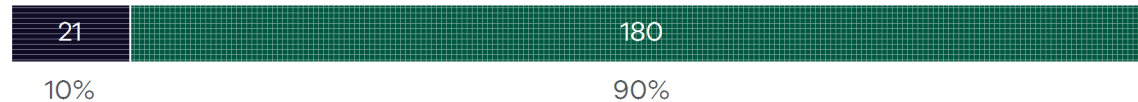
■ Submitted formal incident report ■ Did not submit a formal incident report

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	31%	37%	38%	39%
I didn't think it was serious enough	29%	31%	35%	31%
I believed there would be negative consequences for my reputation	28%	30%	25%	21%
I believed there would be negative consequences for my career	20%	23%	21%	17%
Other	17%	20%	19%	19%
I didn't need to because I no longer had contact with the person(s) who was aggressive or violent to me	15%	16%	13%	14%
I didn't need to because I made the violence or aggression stop	16%	9%	12%	14%
I believed there would be negative consequences for the person I was going to complain about	5%	8%	4%	4%
I thought the complaint process would be embarrassing or difficult	3%	7%	6%	6%
I didn't feel safe to report the incident	6%	7%	7%	7%

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

5% of your staff who did the survey said they experienced violence or aggression.

Of that 5%, 48% said it was 'Client/ customer/ patient/ stakeholder'.

201 people (5% of staff) experienced violence or aggression (You2022)
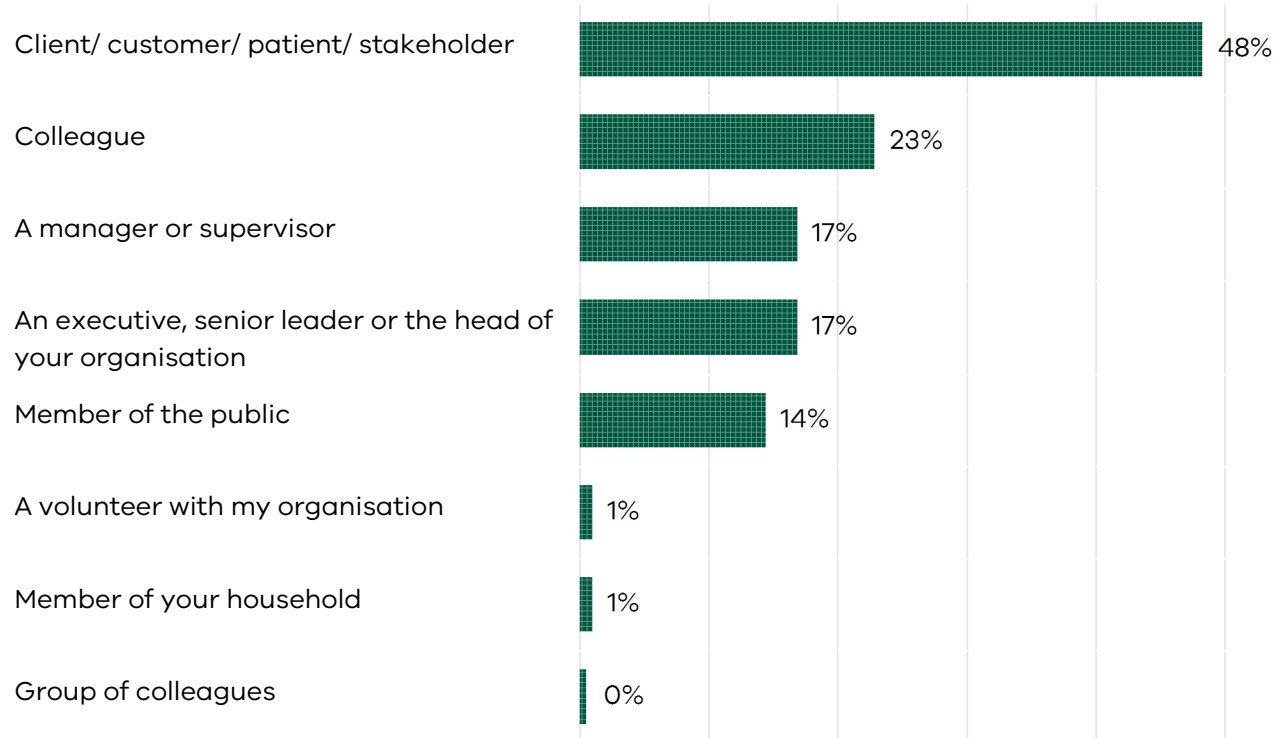
Perpetrator	Percentage
Client/ customer/ patient/ stakeholder	48%
Colleague	23%
A manager or supervisor	17%
An executive, senior leader or the head of your organisation	17%
Member of the public	14%
A volunteer with my organisation	1%
Member of your household	1%
Group of colleagues	0%

People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

In this year's survey, 5% 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

5% of your staff who did the survey said they experienced violence or aggression.

Of that 5%, 48% said it was by someone within the organisation.

Of that 48%, 41% said it was 'They were in my workgroup'.

97 people (48% of staff who experienced violence or aggression) experienced violence or aggression from within your organisation (You2022)

They were in my workgroup	41%
They were outside my workgroup	37%
They were my immediate manager or supervisor	23%
They were someone I supervise or manage	12%
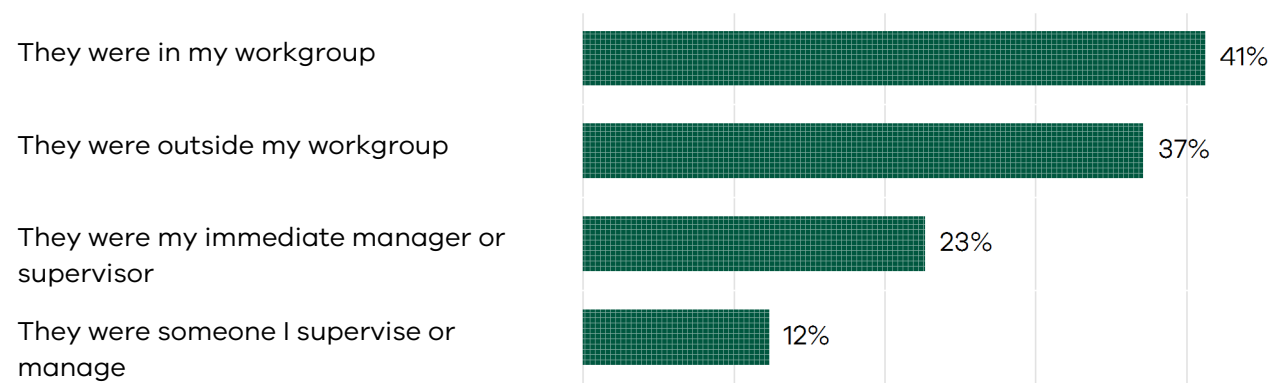
People outcomes

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

62% of staff who did the survey were satisfied with the way your organisation handled their formal 'Violence or aggression' complaint.

| | Survey question | Your results | Benchmark satisfied results |

Were you satisfied with the way your formal complaint was handled
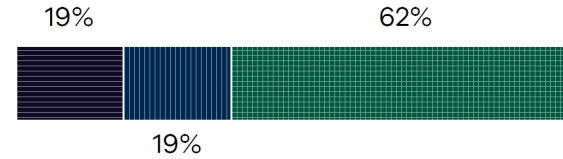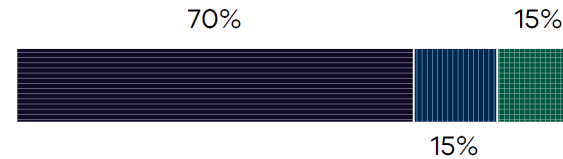
Legend: ■ No   ▦ Don't know   ▦ Yes

Survey question		You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
Violence or aggression	19% / 19% / 62%	Not asked	63 %	62 %	0 %	53 %	100 %
Bullying	70% / 15% / 15%	Not asked	22 %	15 %	0 %	23 %	75 %

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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 94% 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	94%	Not asked in 2021	92%
Job enrichment	I understand how my job helps my organisation achieve it's goals	92%	Not asked in 2021	91%
Job enrichment	I can use my skills and knowledge in my job	92%	Not asked in 2021	91%
Flexible working	My manager supports working flexibly	92%	Not asked in 2021	91%
Manager leadership	My manager demonstrates honesty and integrity	91%	+3%	90%
Manager leadership	My manager treats employees with dignity and respect	91%	+2%	91%
Meaningful work	I achieve something important through my work	91%	+7%	89%
Quality service delivery	My workgroup provides high quality advice and services	90%	Not asked in 2021	87%
Workgroup support	People in my workgroup treat each other with respect	89%	+1%	88%
Manager leadership	My manager models my organisation's values	89%	+2%	88%

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 33% 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	33%	Not asked in 2021	31%
Safety climate	All levels of my organisation are involved in the prevention of stress	49%	+3%	47%
Organisational integrity	I believe the promotion processes in my organisation are fair	51%	Not asked in 2021	46%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	52%	-8%	52%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	54%	-5%	57%
Taking action	I believe my organisation will make improvements based on the results of this survey	54%	Not asked in 2021	49%
Learning and development	I am satisfied with the opportunities to progress in my organisation	54%	Not asked in 2021	52%
Organisational integrity	I have an equal chance at promotion in my organisation	55%	Not asked in 2021	51%
Workload	I have enough time to do my job effectively	56%	+3%	57%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	58%	-1%	55%

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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 'Safe to speak up', the 'You 2022' column shows 74% of your staff agreed with 'I feel safe to challenge inappropriate behaviour at work'.
In the 'Increase from 2021' column, you have a 10% increase, which is a positive trend.

Question group	Most improved from last year	You 2022	Increase from 2021	Comparator 2022
Safe to speak up	I feel safe to challenge inappropriate behaviour at work	74%	+10%	75%
Safe to speak up	I feel culturally safe at work	88%	+7%	86%
Meaningful work	I achieve something important through my work	91%	+7%	89%
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	87%	+7%	84%
Workgroup support	People in my workgroup are politically impartial in their work	86%	+5%	83%
Organisational integrity	My organisation does not tolerate improper conduct	74%	+5%	72%
Job enrichment	I clearly understand what I am expected to do in this job	85%	+5%	83%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	65%	+5%	62%
Satisfaction	Considering everything, how satisfied are you with your current job	78%	+5%	73%
Workload	The workload I have is appropriate for the job that I do	61%	+4%	60%

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 'Safety climate', the 'You 2022' column shows 52% of your staff agreed with 'My organisation has effective procedures in place to support employees who may experience stress'.
In the 'Decrease from 2021' column, you have a 8% decrease, which is a negative trend.

Question subgroup	Largest decline from last year	You 2022	Decrease from 2021	Comparator 2022
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	52%	–8%	52%
Engagement	I would recommend my organisation as a good place to work	73%	–7%	70%
Engagement	I feel a strong personal attachment to my organisation	61%	–6%	58%
Engagement	I am proud to tell others I work for my organisation	79%	–5%	73%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	54%	–5%	57%
Collaboration	I am able to work effectively with others outside my immediate workgroup	86%	–3%	86%
Learning and development	My organisation places a high priority on the learning and development of staff	61%	–2%	57%
Workgroup support	People in my workgroup work together effectively to get the job done	85%	–2%	85%
Innovation	My workgroup is quick to respond to opportunities to do things better	76%	–1%	73%
Job enrichment	I have the authority to do my job effectively	78%	–1%	76%

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Key differences

Biggest positive difference from comparator

What this is

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

How to read this

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

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

Example

On the first row 'Engagement', the 'You 2022' column shows 79% of your staff agreed with 'I am proud to tell others I work for my organisation'.

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

Question group	Biggest positive difference from comparator	You 2022	Difference	Comparator 2022
Engagement	I am proud to tell others I work for my organisation	79%	+6%	73%
Senior leadership	Senior leaders provide clear strategy and direction	68%	+6%	62%
Taking action	I believe my organisation will make improvements based on the results of this survey	54%	+5%	49%
Organisational integrity	I believe the recruitment processes in my organisation are fair	66%	+5%	61%
Organisational integrity	My organisation is committed to earning a high level of public trust	84%	+5%	79%
Organisational integrity	I believe the promotion processes in my organisation are fair	51%	+5%	46%
Satisfaction	Considering everything, how satisfied are you with your current job	78%	+5%	73%
Engagement	My organisation inspires me to do the best in my job	69%	+5%	65%
Organisational integrity	I have an equal chance at promotion in my organisation	55%	+4%	51%
Engagement	My organisation motivates me to help achieve its objectives	72%	+4%	68%

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Key differences

Biggest negative difference from comparator

What this is

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

How to read this

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

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

Example

On the first row 'Safety climate', the 'You 2022' column shows 54% of your staff agreed with 'In my workplace, there is good communication about psychological safety issues that affect me'.

The 'difference' column, shows that agreement for this question was 3 percentage points lower in your organisation than in your comparator.

Question subgroup	Biggest negative difference from comparator	You 2022	Difference	Comparator 2022
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	54%	-3%	57%
Safe to speak up	I feel safe to challenge inappropriate behaviour at work	74%	-1%	75%
Manager support	My manager gives me feedback that helps me improve my performance	76%	-1%	76%
Workload	I have enough time to do my job effectively	56%	-1%	57%
Workgroup support	People in my workgroup appropriately manage conflicts of interest	78%	-1%	78%

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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

54% 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	Benchmark agree results

Legend: Disagree ■ | Don't know ■ | Neither agree nor disagree ■ | Agree ■
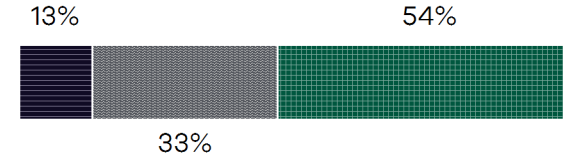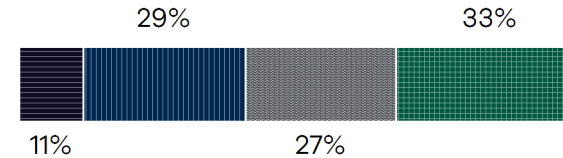
	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
I believe my organisation will make improvements based on the results of this survey	Not asked	Not asked	54 %	38 %	49 %	69 %
My organisation has made improvements based on the survey results from last year	Not asked	Not asked	33 %	22 %	31 %	56 %

I believe my organisation will make improvements based on the results of this survey — Disagree 13%, Neither 33%, Agree 54%

My organisation has made improvements based on the survey results from last year — Disagree 11%, Don't know 29%, Neither 27%, Agree 33%

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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

76% of your staff who did the survey agreed or strongly agreed with 'Senior leaders demonstrate honesty and integrity'.

Survey question	Your results						

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

Survey question		You 2020	2021	2022	Comparator Lowest	Average	Highest
Senior leaders demonstrate honesty and integrity	3% 6% 16% 76%	Not asked	72 %	76 %	67 %	72 %	86 %
Senior leaders model my organisation's values	2% 9% 15% 74%	Not asked	74 %	74 %	65 %	71 %	85 %
Senior leaders provide clear strategy and direction	1% 13% 18% 68%	65 %	67 %	68 %	55 %	62 %	74 %

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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:

- 77% of your staff who did the survey responded positively to questions about Collaboration which is down from 78% in 2021.

Compared to:

- 75% of staff at your comparator and 73% of staff across the public sector.
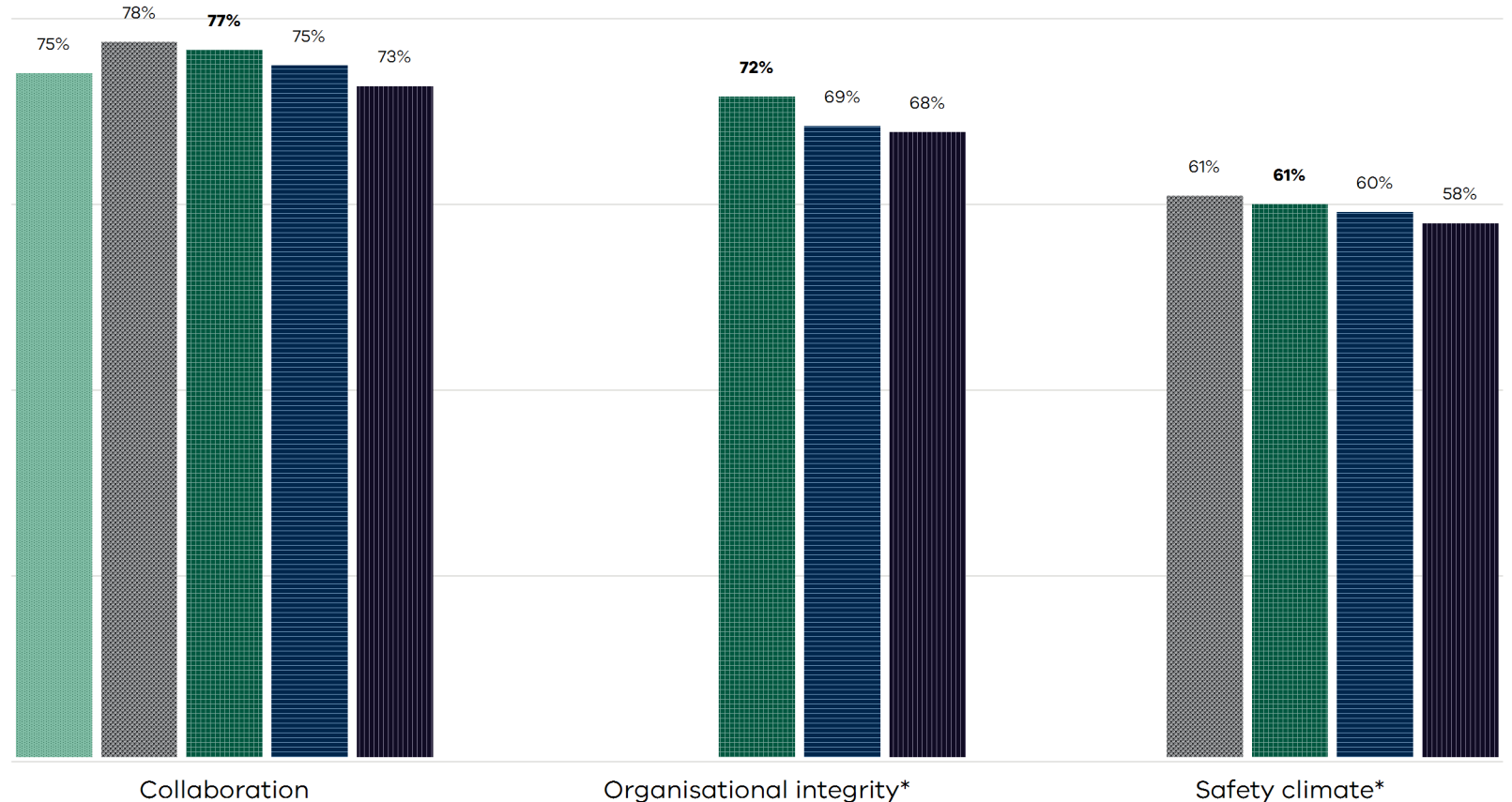
*We can't compare some data here because one or more questions were not asked in a previous survey

Legend: You 2020 | You 2021 | You 2022 | Comparator 2022 | Public sector 2022

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

88% of your staff who did the survey agreed or strongly agreed with 'My organisation encourages respectful workplace behaviours'.

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

Survey question	Your results	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My organisation encourages respectful workplace behaviours	1% / 88% (4%, 7%)	Not asked	86 %	88 %	80 %	86 %	92 %
My organisation encourages employees to act in ways that are consistent with human rights	2% / 87% (3%, 8%)	Not asked	85 %	87 %	84 %	85 %	89 %
My organisation is committed to earning a high level of public trust	2% / 84% (3%, 11%)	Not asked	84 %	84 %	71 %	79 %	89 %
My organisation does not tolerate improper conduct	4% / 74% (9%, 14%)	Not asked	69 %	74 %	64 %	72 %	83 %

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

72% 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
- Don't know
- Neither agree nor disagree
- Agree

Survey question		You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
My organisation takes steps to eliminate bullying, harassment and discrimination (7% / 5% / 15% / 72%)	Not asked	69 %	72 %	62 %	71 %	77 %
I believe the recruitment processes in my organisation are fair (13% / 3% / 18% / 66%)	Not asked	Not asked	66 %	55 %	61 %	73 %
I have an equal chance at promotion in my organisation (15% / 29% / 55%)	Not asked	Not asked	55 %	46 %	51 %	59 %
I believe the promotion processes in my organisation are fair (15% / 8% / 26% / 51%)	Not asked	Not asked	51 %	41 %	46 %	58 %

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Organisational climate

Collaboration

What this is

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

Why this is important

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

How to read this

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

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

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

Example

86% of your staff who did the survey agreed or strongly agreed with 'I am able to work effectively with others outside my immediate workgroup'.

Legend: Disagree | Neither agree nor disagree | Don't know | Agree
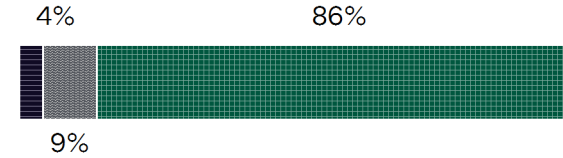
Survey question	Your results		You			Comparator		
			2020	2021	2022	Lowest	Average	Highest
I am able to work effectively with others outside my immediate workgroup	4% / 9% / 86%		85 %	89 %	86 %	84 %	86 %	89 %
Workgroups across my organisation willingly share information with each other	13% / 2% / 17% / 68%		64 %	67 %	68 %	61 %	65 %	73 %

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

86% of your staff who did the survey agreed or strongly agreed with 'My organisation provides a physically safe work environment'.

Survey question	Your results	Benchmark agree results

Legend: Disagree | Neither agree nor disagree | Don't know | Agree
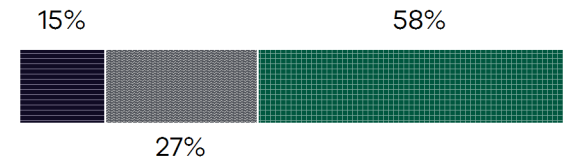
	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
My organisation provides a physically safe work environment	Not asked	85 %	86 %	78 %	85 %	91 %
Senior leaders consider the psychological health of employees to be as important as productivity	65 %	60 %	65 %	55 %	62 %	72 %
Senior leaders show support for stress prevention through involvement and commitment	63 %	58 %	58 %	49 %	55 %	67 %
In my workplace, there is good communication about psychological safety issues that affect me	63 %	59 %	54 %	49 %	57 %	65 %

My organisation provides a physically safe work environment: 1%, 86%, 5% 8%

Senior leaders consider the psychological health of employees to be as important as productivity: 14%, 65%, 21%

Senior leaders show support for stress prevention through involvement and commitment: 15%, 58%, 27%

In my workplace, there is good communication about psychological safety issues that affect me: 17%, 54%, 29%

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

52% of your staff who did the survey agreed or strongly agreed with 'My organisation has effective procedures in place to support employees who may experience stress'.

Legend: Disagree | Neither agree nor disagree | Don't know | Agree
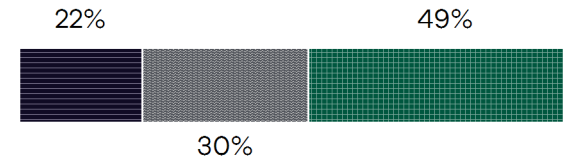
Survey question	Your results		You			Comparator		
		2020	2021	2022		Lowest	Average	Highest
My organisation has effective procedures in place to support employees who may experience stress	17% / 9% / 22% / 52%	61 %	60 %	52 %		47 %	52 %	62 %
All levels of my organisation are involved in the prevention of stress	22% / 30% / 49%	47 %	45 %	49 %		39 %	47 %	59 %

People matter survey wellbeing check 2022

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- Biggest positive difference from comparator
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Custom questions

- Questions requested by your organisation

Demographics

- Age, gender, variations in sex characteristics and sexual orientation
- Aboriginal and/or Torres Strait Islander
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Workgroup climate

Scorecard

What this is

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

Why this is important

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

How to read this

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

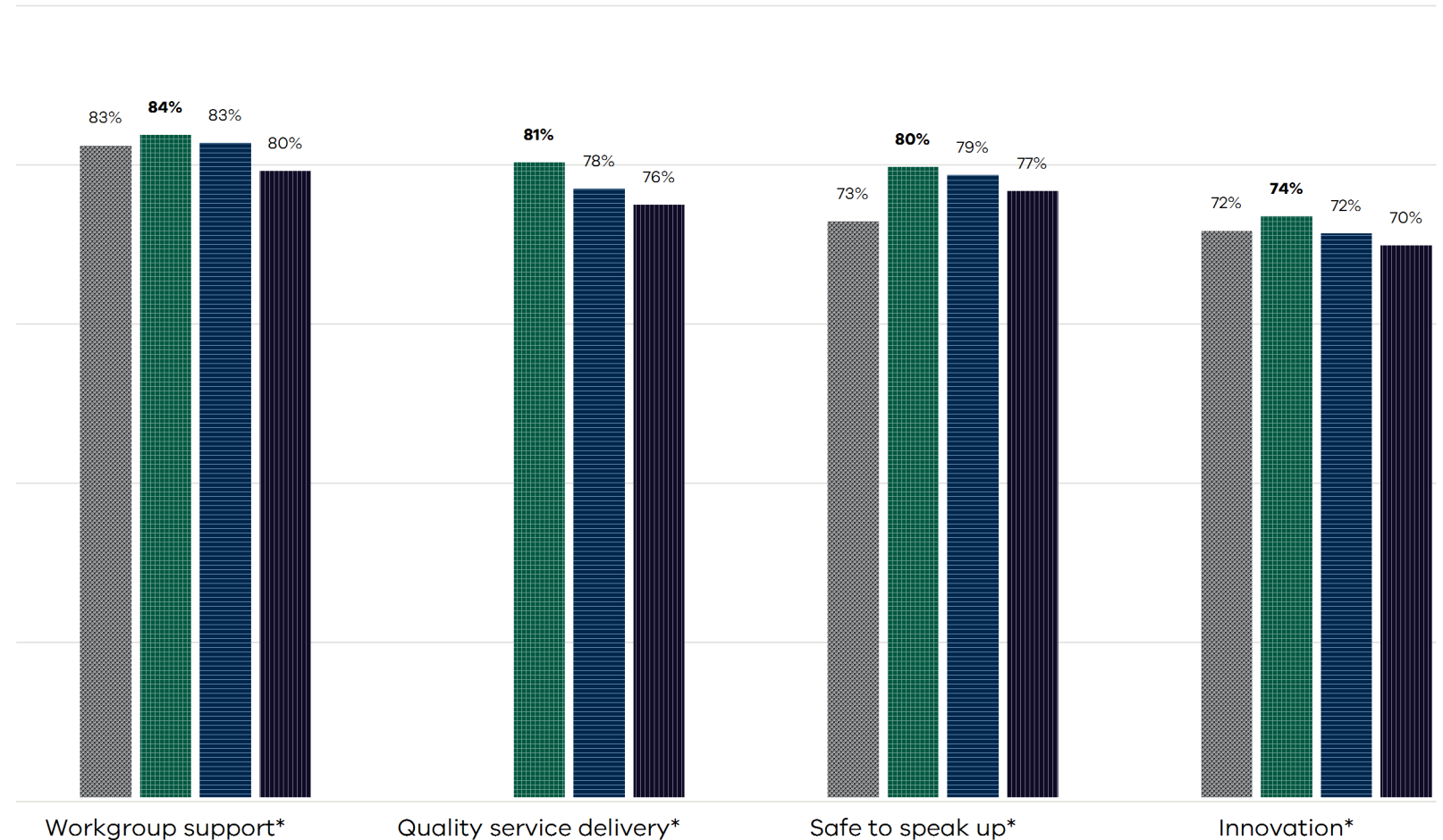Each result is the overall percentage of positive responses for your organisation, comparator and public sector.

Example

In 2022:

- 84% of your staff who did the survey responded positively to questions about Workgroup support which is up from 83% in 2021.

Compared to:

- 83% of staff at your comparator and 80% of staff across the public sector.

Workgroup support*: 83%, 84%, 83%, 80%
Quality service delivery*: 81%, 78%, 76%
Safe to speak up*: 73%, 80%, 79%, 77%
Innovation*: 72%, 74%, 72%, 70%

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

Legend: You 2020, You 2021, You 2022, Comparator 2022, Public sector 2022

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

90% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.
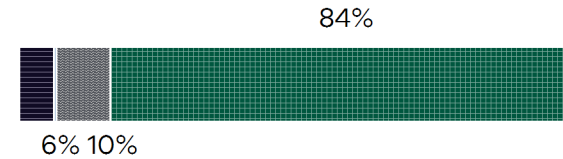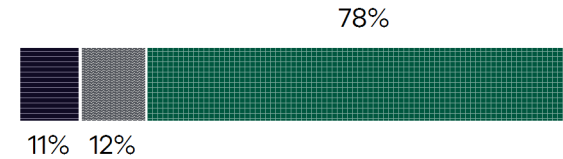
Survey question	Your results				Benchmark agree results		

Legend: Disagree | Neither agree nor disagree | Don't know | Agree
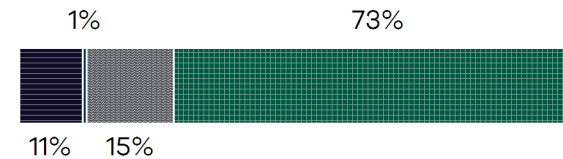
Survey question		You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup provides high quality advice and services	90% (3% / 7%)	Not asked	Not asked	90 %	82 %	87 %	93 %
My workgroup acts fairly and without bias	84% (6% / 10%)	Not asked	Not asked	84 %	76 %	80 %	87 %
My workgroup has clear lines of responsibility	78% (11% / 12%)	Not asked	78 %	78 %	71 %	75 %	84 %
My workgroup uses its resources well	73% (1% / 11% / 15%)	Not asked	Not asked	73 %	66 %	69 %	79 %

Workgroup climate

Innovation

What this is

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

Why this is important

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

How to read this

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

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

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

Example

76% of your staff who did the survey agreed or strongly agreed with 'My workgroup is quick to respond to opportunities to do things better'.
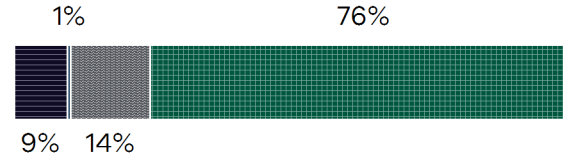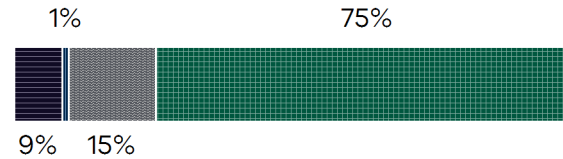
	Disagree		Neither agree nor disagree
	Don't know		Agree

Survey question	Your results	2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup is quick to respond to opportunities to do things better	1% ... 76% / 9% 14%	Not asked	77 %	76 %	71 %	73 %	77 %
My workgroup learns from failures and mistakes	1% ... 75% / 9% 15%	Not asked	72 %	75 %	69 %	72 %	77 %
My workgroup encourages employee creativity	1% ... 71% / 10% 18%	Not asked	67 %	71 %	66 %	71 %	76 %

Victorian Public Sector Commission

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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.

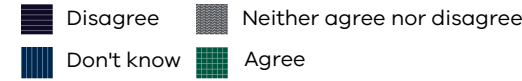Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

89% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup treat each other with respect'.
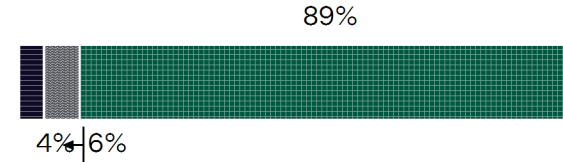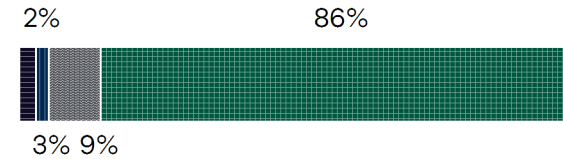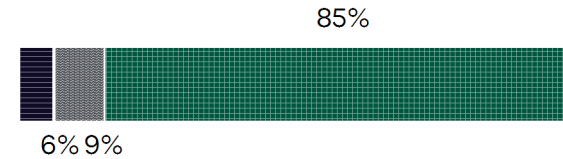
Survey question	Your results		You			Comparator		
		2020	2021	2022		Lowest	Average	Highest

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

Survey question	Your results	2020	2021	2022	Lowest	Average	Highest
People in my workgroup treat each other with respect	89% (4% / 6%)	88 %	88 %	89 %	84 %	88 %	95 %
People in my workgroup are politically impartial in their work	86% (2% / 3% / 9%)	Not asked	80 %	86 %	80 %	83 %	91 %
People in my workgroup work together effectively to get the job done	85% (6% / 9%)	84 %	87 %	85 %	81 %	85 %	90 %
People in my workgroup are honest, open and transparent in their dealings	84% (1% / 5% / 10%)	Not asked	82 %	84 %	77 %	82 %	91 %

Victorian Public Sector Commission

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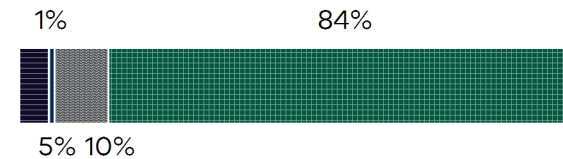
Workgroup climate

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

78% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.

Survey question	Your results	Benchmark agree results

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

		You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
People in my workgroup appropriately manage conflicts of interest	7% / 4% / 12% / 78%	Not asked	78 %	78 %	75 %	78 %	82 %
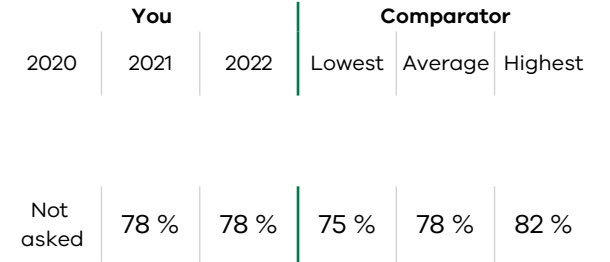
Workgroup climate

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.

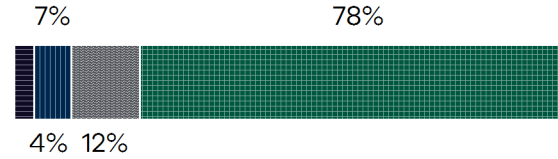Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

88% of your staff who did the survey agreed or strongly agreed with 'I feel culturally safe at work'.

Survey question	Your results						

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

Benchmark agree results
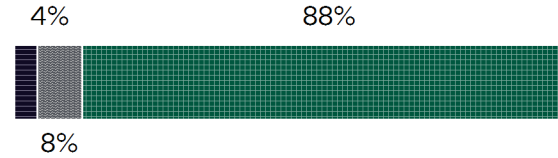
Survey question		You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
I feel culturally safe at work	4% / 8% / 88%	Not asked	81 %	88 %	82 %	86 %	92 %
People in my workgroup are able to bring up problems and tough issues	8% / 12% / 79%	74 %	76 %	79 %	72 %	77 %	87 %
I feel safe to challenge inappropriate behaviour at work	12% / 14% / 74%	Not asked	64 %	74 %	68 %	75 %	83 %

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People matter survey wellbeing check 2022

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Key differences

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- Questions requested by your organisation

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- Caring

Job and manager factors

Scorecard 1 of 2

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:

- 91% of your staff who did the survey responded positively to questions about Manager leadership.

Compared to:

- 90% of staff at your comparator and 86% of staff across the public sector.

Manager leadership*: 88%, 91%, 90%, 86%
Meaningful work*: 90%, 88%, 89%
Flexible working*: 89%, 87%, 81%
Job enrichment*: 86%, 84%, 84%

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

Legend: You 2020 · 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.

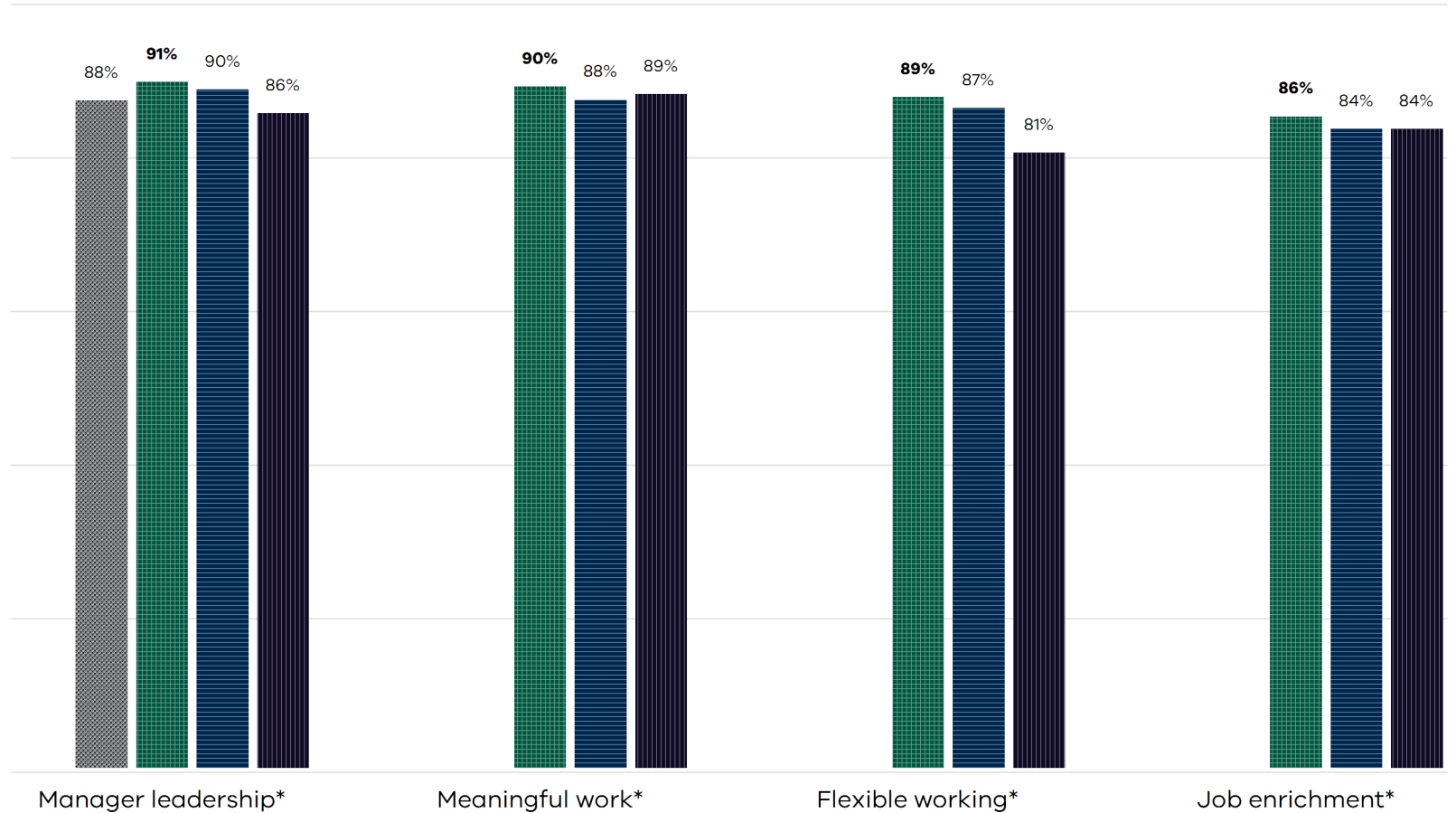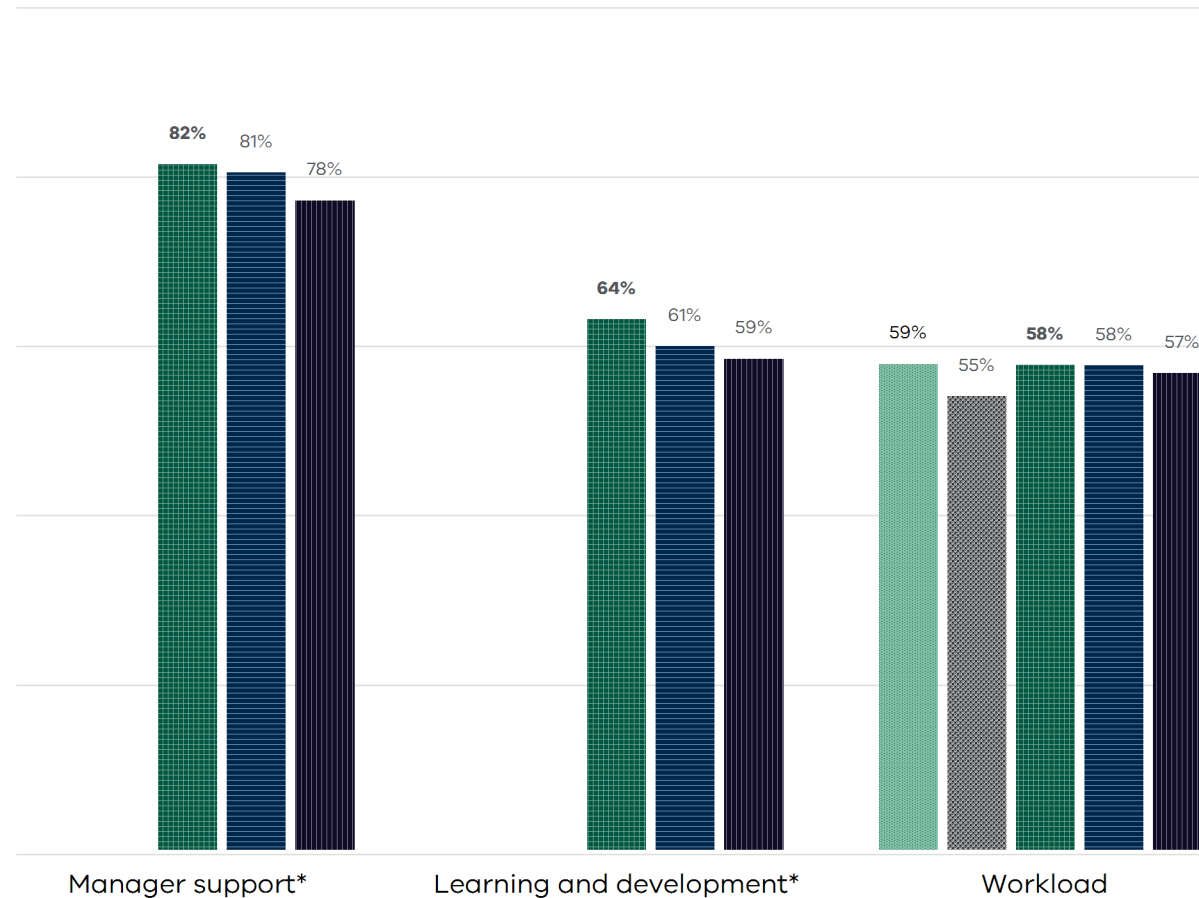**Example**

In 2022:

- 82% of your staff who did the survey responded positively to questions about Manager support.

Compared to:

- 81% of staff at your comparator and 78% of staff across the public sector.

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

Legend: You 2020 | You 2021 | You 2022 | Comparator 2022 | Public sector 2022

Job and manager factors

Manager leadership

What this is

This is how well staff perceive their direct managers lead.

Why this is important

Great managers can foster the right environment for staff engagement.

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

How to read this

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

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

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

Example

91% of your staff who did the survey agreed or strongly agreed with 'My manager demonstrates honesty and integrity'.

Survey question	Your results			Benchmark agree results		

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

Survey question	Your results	2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager demonstrates honesty and integrity	3% / 91% / 6%	Not asked	88 %	91 %	87 %	90 %	95 %
My manager treats employees with dignity and respect	3% / 91% / 5%	Not asked	89 %	91 %	87 %	91 %	96 %
My manager models my organisation's values	4% / 89% / 7%	Not asked	86 %	89 %	85 %	88 %	93 %

Job and manager factors

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

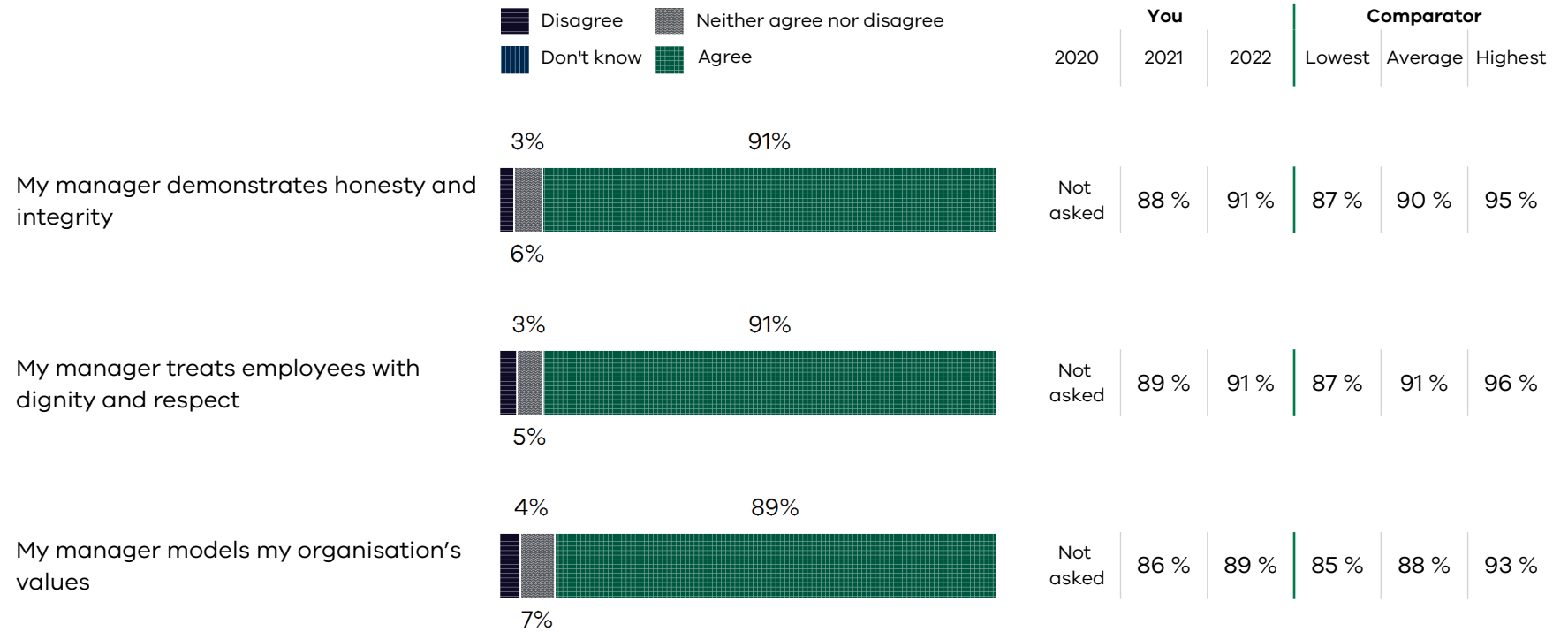Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

88% 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
- Don't know
- Neither agree nor disagree
- Agree

Survey question	Your results	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager listens to what I have to say	5% / 7% / 88%	85 %	88 %	88 %	84 %	87 %	92 %
I can discuss problems or issues with my manager	5% / 7% / 87%	Not asked	Not asked	87 %	82 %	86 %	92 %
My manager provides me with enough support when I need it	6% / 9% / 85%	81 %	81 %	85 %	78 %	83 %	89 %
My manager gives me feedback that helps me improve my performance	9% / 14% / 1% / 76%	Not asked	Not asked	76 %	73 %	76 %	83 %

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.

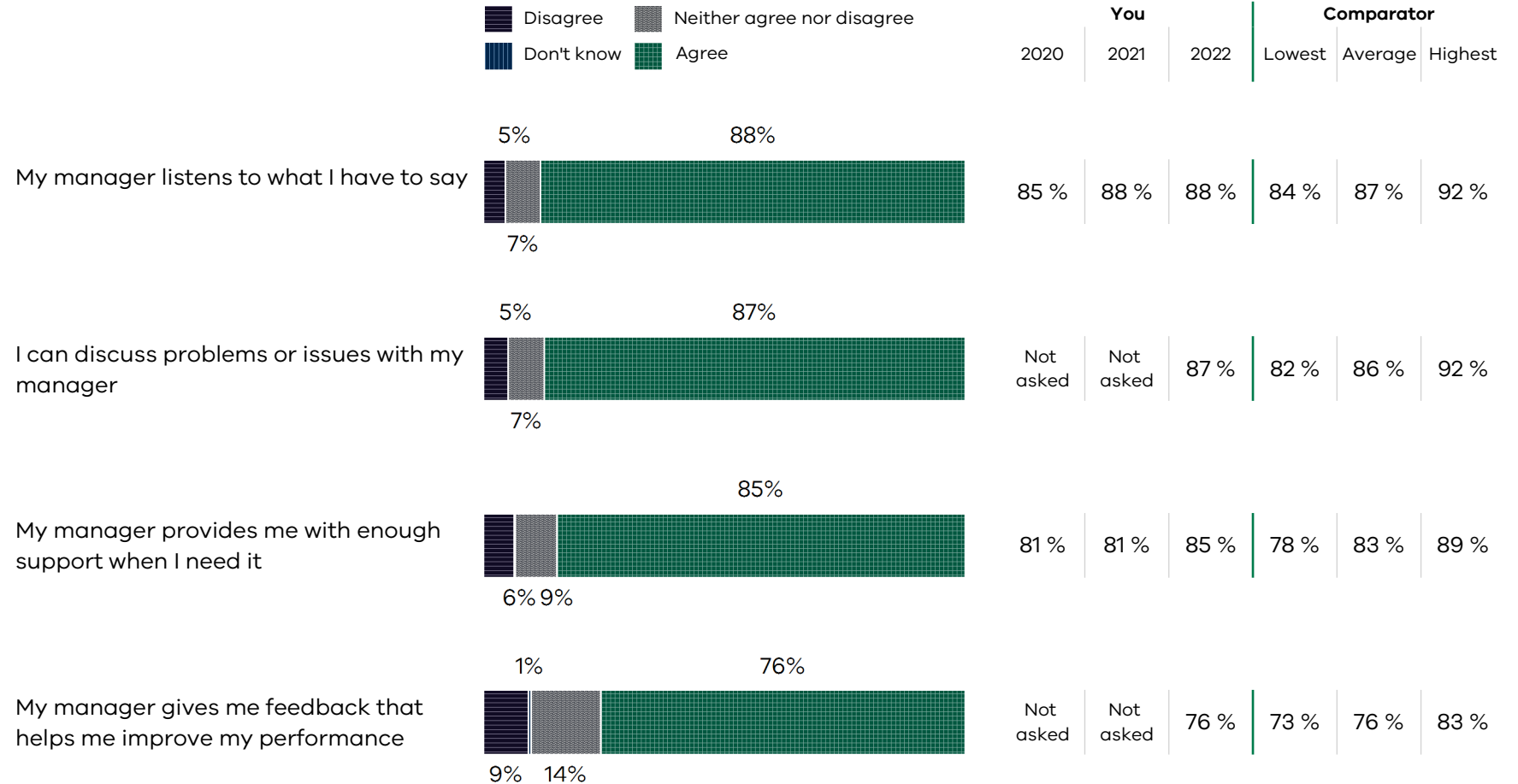Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

74% of your staff who did the survey agreed or strongly agreed with 'I receive meaningful recognition when I do good work'.

Survey question

Your results

Benchmark agree results

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

I receive meaningful recognition when I do good work

10% 15% 74%

	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
	Not asked	Not asked	74 %	68 %	72 %	79 %

Victorian Public Sector Commission

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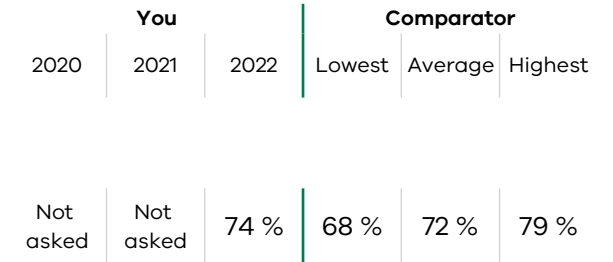
Job and manager factors

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.
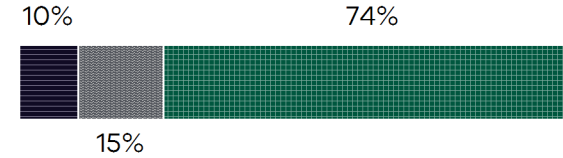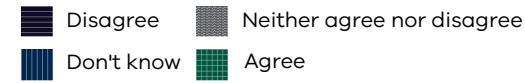
Example

61% 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

■ Disagree ▨ Neither agree nor disagree
▨ Agree

The workload I have is appropriate for the job that I do

25% | 14% | 61%

I have enough time to do my job effectively

28% | 16% | 56%

Benchmark agree results

	You			Comparator		
2020	2021	2022		Lowest	Average	Highest
61 %	57 %	61 %		52 %	60 %	73 %
56 %	53 %	56 %		48 %	57 %	70 %

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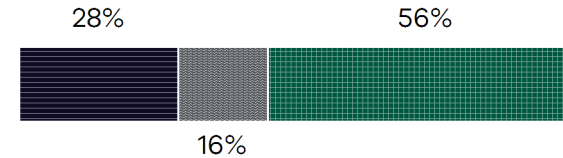
Job and manager factors

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.
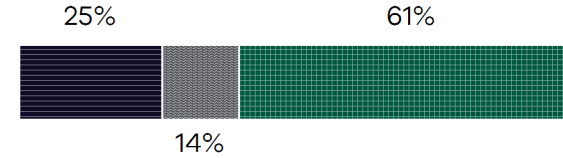
Example

80% 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

Legend: Disagree | Neither agree nor disagree | Agree

Survey question		You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
I am developing and learning in my role	Not asked	77 %	80 %	74 %	77 %	82 %
My organisation places a high priority on the learning and development of staff	Not asked	63 %	61 %	50 %	57 %	73 %
I am satisfied with the way my learning and development needs have been addressed in the last 12 months	Not asked	60 %	60 %	52 %	56 %	66 %
I am satisfied with the opportunities to progress in my organisation	Not asked	Not asked	54 %	47 %	52 %	61 %

Your results (bar chart values):
- I am developing and learning in my role: Disagree 8%, Neither 12%, Agree 80%
- My organisation places a high priority on the learning and development of staff: Disagree 16%, Neither 23%, Agree 61%
- I am satisfied with the way my learning and development needs have been addressed in the last 12 months: Disagree 17%, Neither 24%, Agree 60%
- I am satisfied with the opportunities to progress in my organisation: Disagree 20%, Neither 26%, Agree 54%

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Job enrichment 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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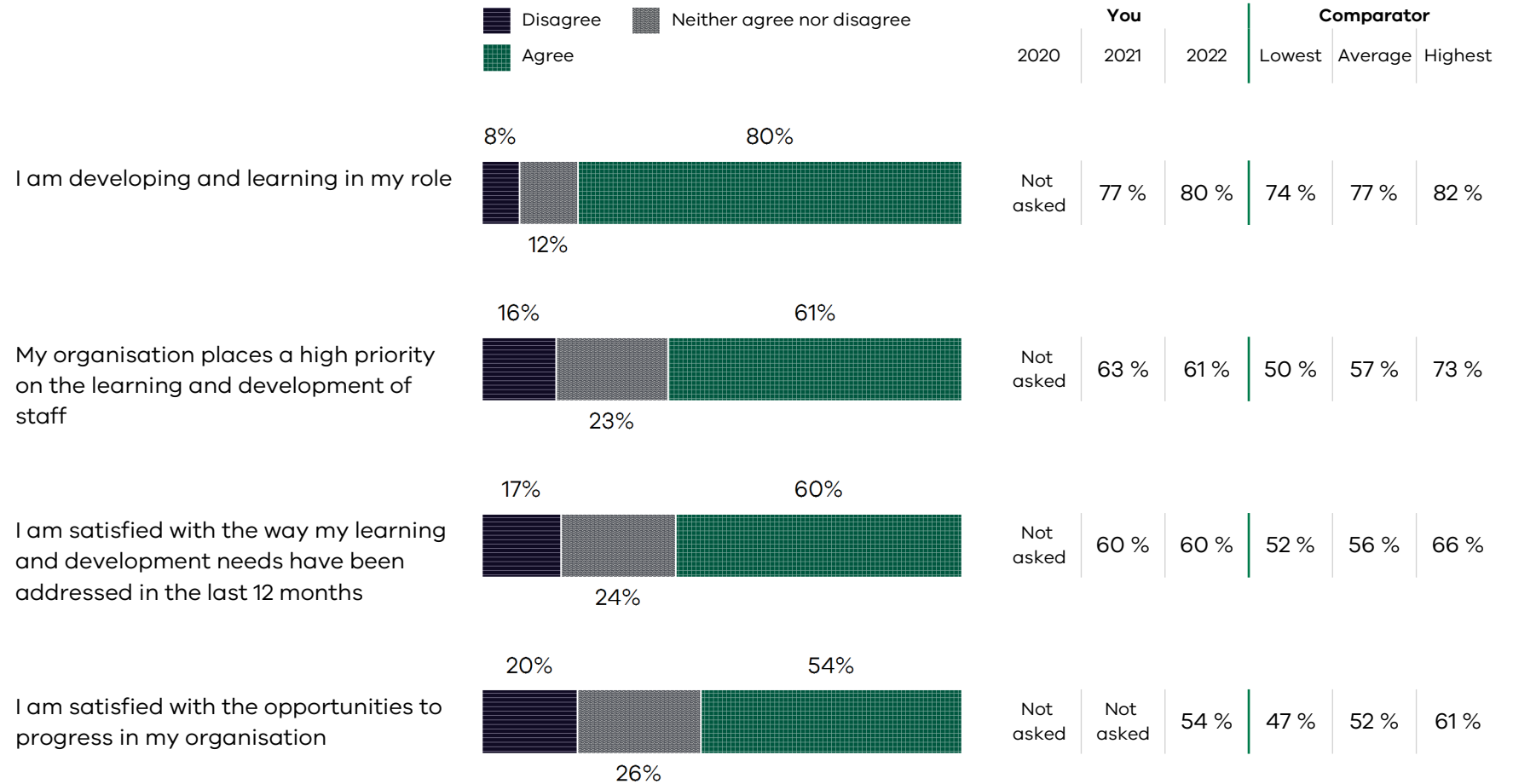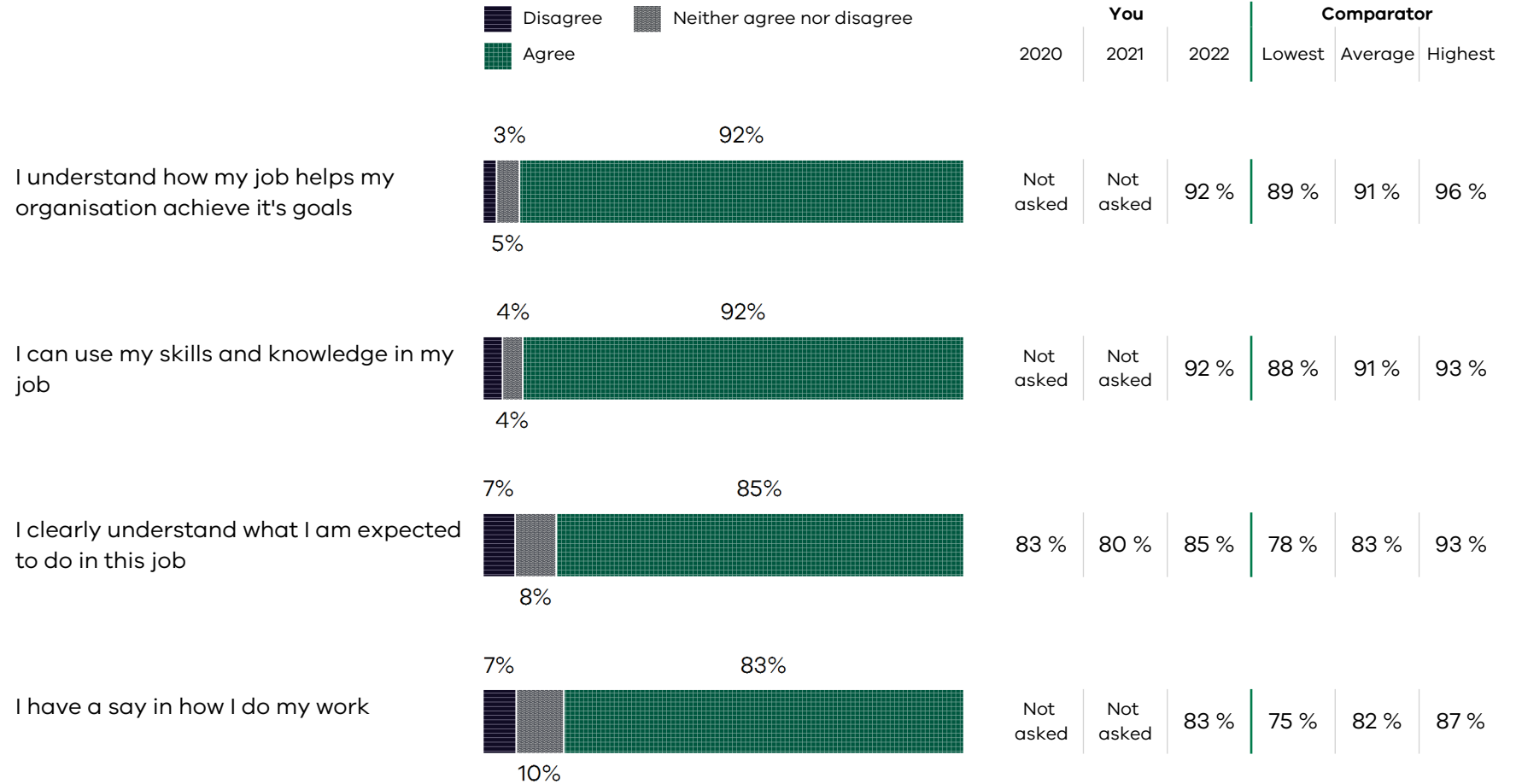
Example

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

Survey question	Your results						

Legend: ■ Disagree ▦ Neither agree nor disagree ▦ Agree

Benchmark agree results

Survey question		You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
I understand how my job helps my organisation achieve it's goals	3% / 92% / 5%	Not asked	Not asked	92 %	89 %	91 %	96 %
I can use my skills and knowledge in my job	4% / 92% / 4%	Not asked	Not asked	92 %	88 %	91 %	93 %
I clearly understand what I am expected to do in this job	7% / 85% / 8%	83 %	80 %	85 %	78 %	83 %	93 %
I have a say in how I do my work	7% / 83% / 10%	Not asked	Not asked	83 %	75 %	82 %	87 %

Victorian Public Sector Commission

VICTORIA State Government

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.
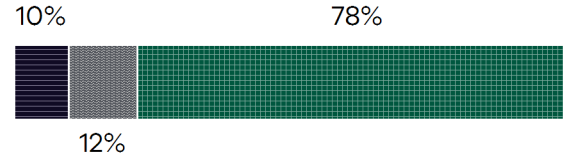
Example

78% of your staff who did the survey agreed or strongly agreed with 'I have the authority to do my job effectively'.
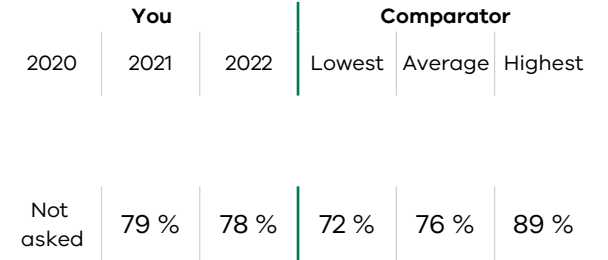
Survey question

I have the authority to do my job effectively

Your results

- Disagree
- Neither agree nor disagree
- Agree

10%   78%

12%

Benchmark agree results

	You			Comparator		
2020	2021	2022		Lowest	Average	Highest
Not asked	79 %	78 %		72 %	76 %	89 %

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.
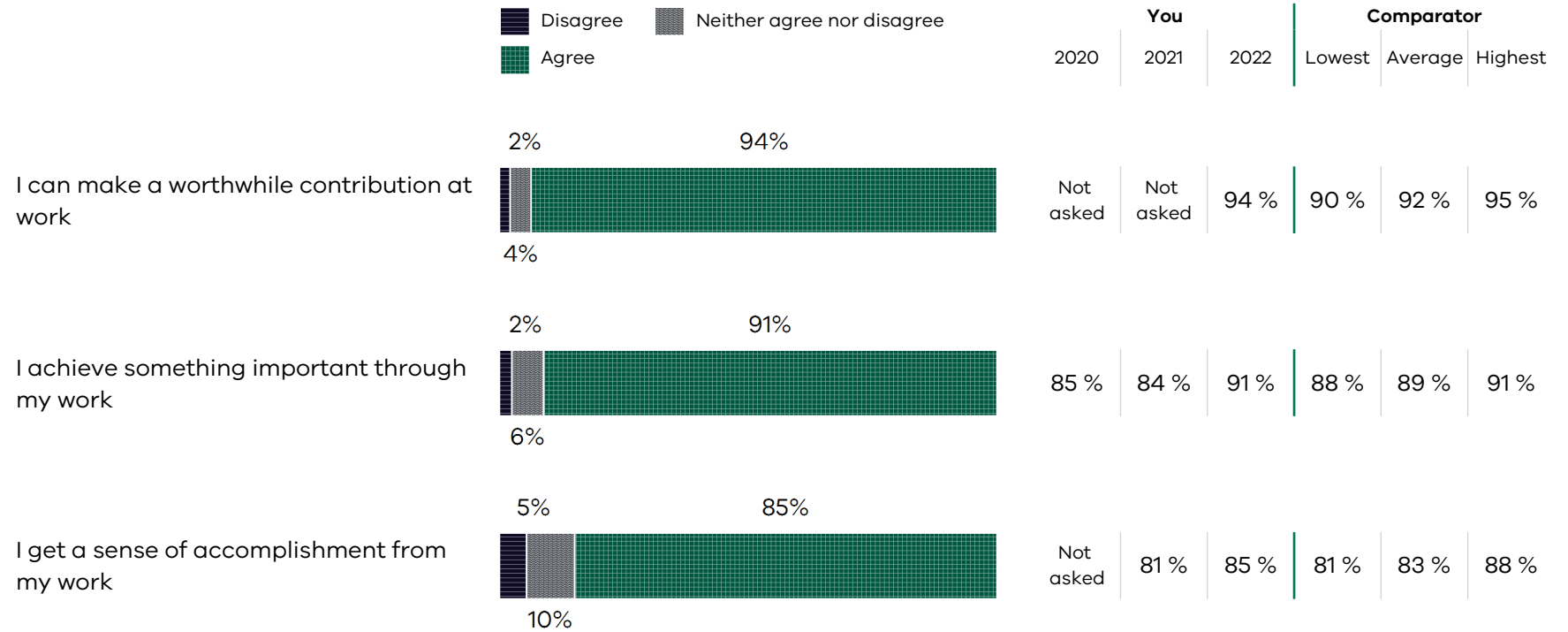
Example

94% of your staff who did the survey agreed or strongly agreed with 'I can make a worthwhile contribution at work'.

Survey question — Your results — Benchmark agree results

Legend: Disagree | Neither agree nor disagree | Agree

Survey question	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I can make a worthwhile contribution at work (2% disagree, 4% neither, 94% agree)	Not asked	Not asked	94 %	90 %	92 %	95 %
I achieve something important through my work (2% disagree, 6% neither, 91% agree)	85 %	84 %	91 %	88 %	89 %	91 %
I get a sense of accomplishment from my work (5% disagree, 10% neither, 85% agree)	Not asked	81 %	85 %	81 %	83 %	88 %

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.
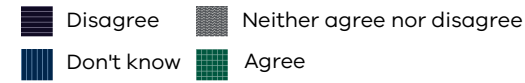
Example

92% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.
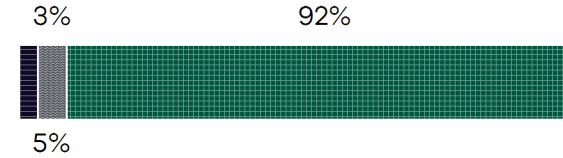
Legend:
- Disagree
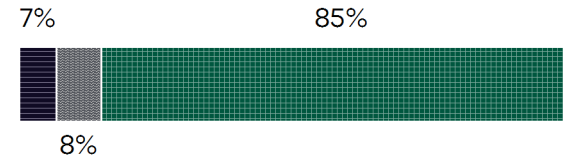- Don't know
- Neither agree nor disagree
- Agree

Survey question	Your results		You			Comparator		
		2020	2021	2022		Lowest	Average	Highest
My manager supports working flexibly	3% / 5% / 92%	Not asked	Not asked	92 %		85 %	91 %	95 %
I am confident that if I requested a flexible work arrangement, it would be given due consideration	7% / 8% / 85%	81 %	83 %	85 %		75 %	83 %	88 %

People matter survey wellbeing check 2022

Have your say

Overview

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- Your comparator group
- Your response rate

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- Work-related stress levels
- Work-related stress causes
- Intention to stay

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- Senior leadership questions

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Public sector values

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- Caring

Public sector values

Scorecard 1 of 2

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.
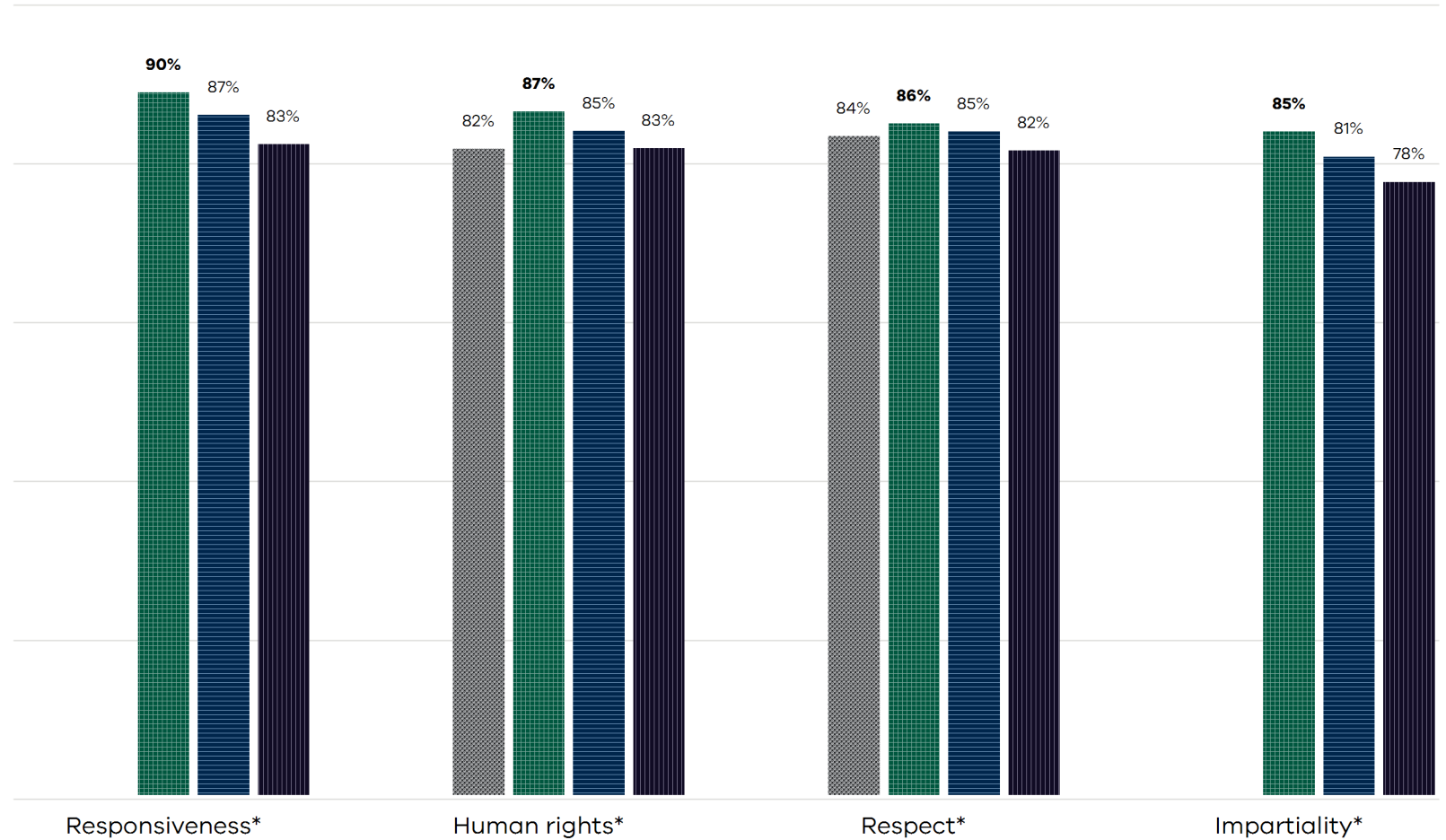
Example

In 2022:

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

Compared to:

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

Responsiveness* — 90%, 87%, 83%
Human rights* — 82%, 87%, 85%, 83%
Respect* — 84%, 86%, 85%, 82%
Impartiality* — 85%, 81%, 78%

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

Legend: You 2020 | You 2021 | You 2022 | Comparator 2022 | Public sector 2022

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:

- 82% of your staff who did the survey responded positively to questions about Leadership , which is up 2% in 2021.

Compared to:

- 79% of staff at your comparator and 76% of staff across the public sector.

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

Legend: You 2020 | You 2021 | You 2022 | Comparator 2022 | Public sector 2022

Leadership*: 80%, 82%, 79%, 76%
Integrity*: 77%, 80%, 78%, 76%
Accountability*: 79%, 76%, 76%

Public sector values

Responsiveness

What this is

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

Why this is important

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

How to read this

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

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

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

Example

90% of staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

Legend	
■ Disagree	▨ Neither agree nor disagree
▥ Don't know	▩ Agree

My workgroup provides high quality advice and services

90%

3% 7%

Survey question	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
My workgroup provides high quality advice and services	Not asked	Not asked	90 %	82 %	87 %	93 %

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.
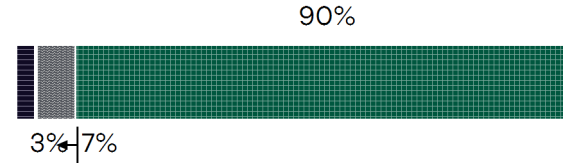
Example

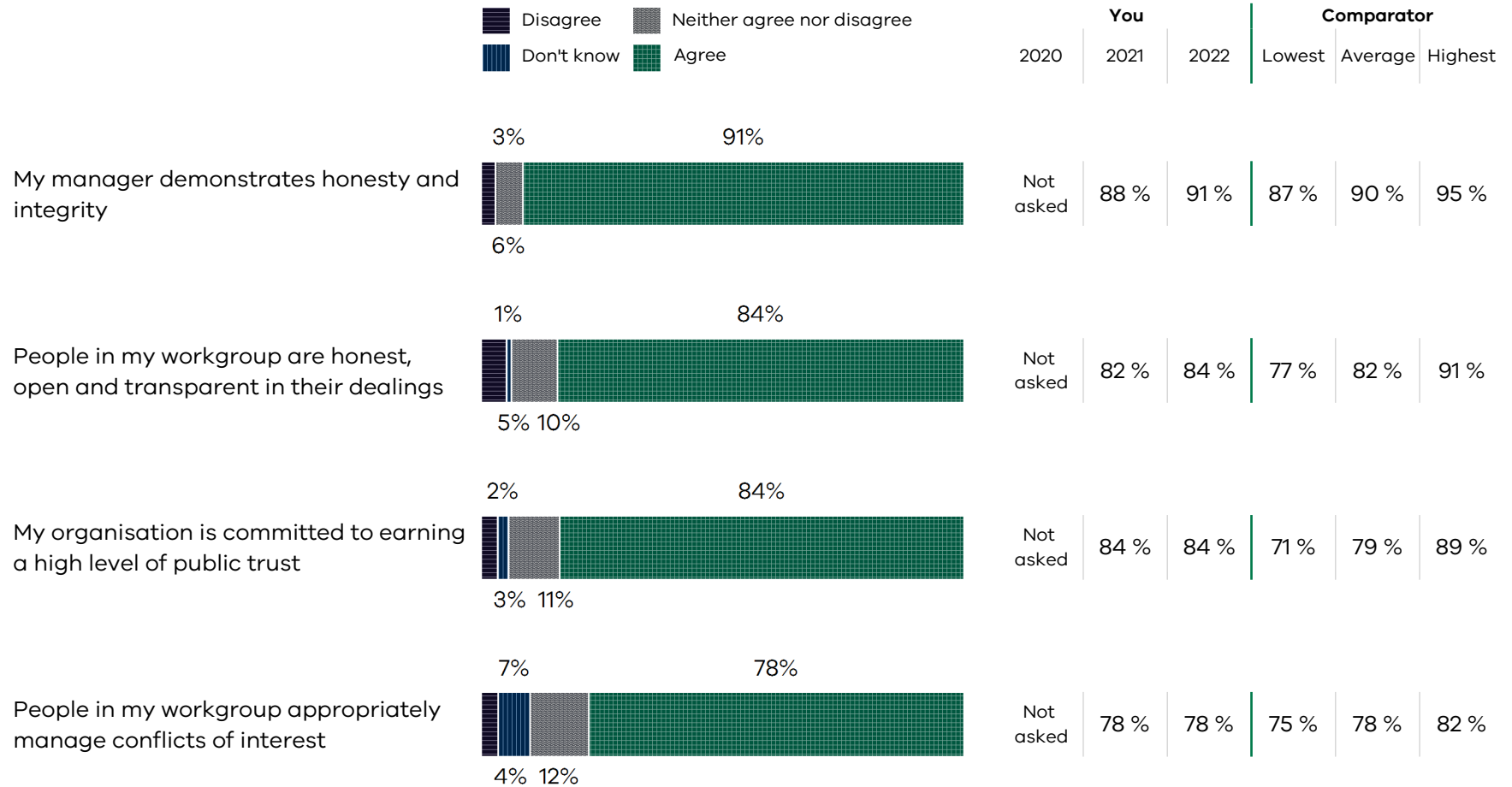91% of staff who did the survey agreed or strongly agreed with 'My manager demonstrates honesty and integrity'.

Survey question	Your results			Benchmark agree results				
					You		**Comparator**		
	Disagree / Don't know / Neither agree nor disagree / Agree			2020	2021	2022	Lowest	Average	Highest
My manager demonstrates honesty and integrity	3% ... 91% ... 6%			Not asked	88 %	91 %	87 %	90 %	95 %
People in my workgroup are honest, open and transparent in their dealings	1% ... 84% ... 5% 10%			Not asked	82 %	84 %	77 %	82 %	91 %
My organisation is committed to earning a high level of public trust	2% ... 84% ... 3% 11%			Not asked	84 %	84 %	71 %	79 %	89 %
People in my workgroup appropriately manage conflicts of interest	7% ... 78% ... 4% 12%			Not asked	78 %	78 %	75 %	78 %	82 %

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.
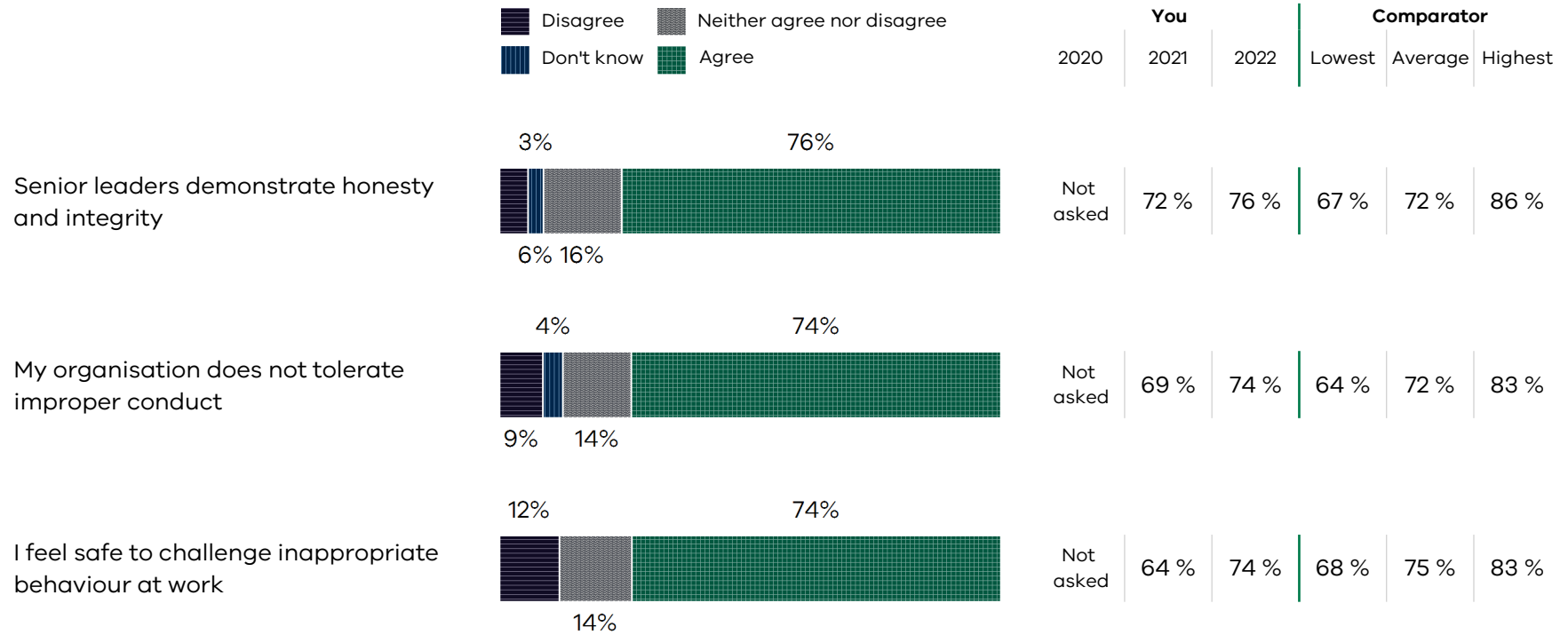
Example

76% of staff who did the survey agreed or strongly agreed with 'Senior leaders demonstrate honesty and integrity'.

Survey question / Your results / Benchmark agree results

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

Survey question		You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
Senior leaders demonstrate honesty and integrity	3% / 6% / 16% / 76%	Not asked	72 %	76 %	67 %	72 %	86 %
My organisation does not tolerate improper conduct	4% / 9% / 14% / 74%	Not asked	69 %	74 %	64 %	72 %	83 %
I feel safe to challenge inappropriate behaviour at work	12% / 14% / 74%	Not asked	64 %	74 %	68 %	75 %	83 %

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

Impartiality

What this is

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

Why this is important

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

How to read this

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

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

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

Example

86% of staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.
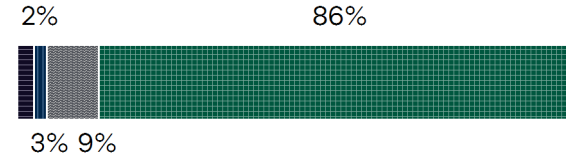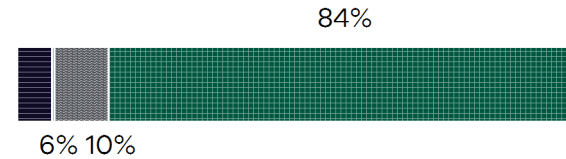
Legend: Disagree | Neither agree nor disagree | Don't know | Agree

Survey question	Your results		You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
People in my workgroup are politically impartial in their work	2% / 3% 9% / 86%	Not asked	80 %	86 %	80 %	83 %	91 %
My workgroup acts fairly and without bias	6% 10% / 84%	Not asked	Not asked	84 %	76 %	80 %	87 %

Victorian Public Sector Commission

VICTORIA State Government

86

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

92% of staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve it's goals'.
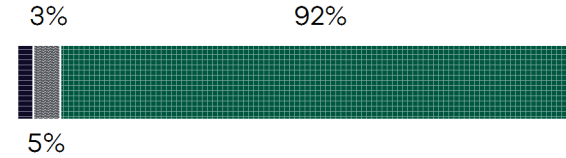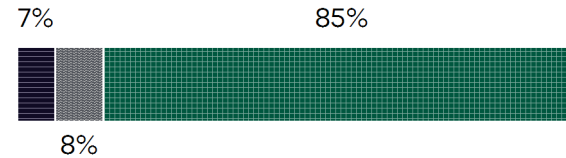
Survey question — Your results — Benchmark agree results

Legend: Disagree | Neither agree nor disagree | Don't know | Agree
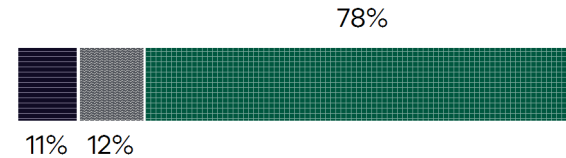
Survey question	Your results	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I understand how my job helps my organisation achieve it's goals	3% / 5% / 92%	Not asked	Not asked	92 %	89 %	91 %	96 %
I clearly understand what I am expected to do in this job	7% / 8% / 85%	83 %	80 %	85 %	78 %	83 %	93 %
My workgroup has clear lines of responsibility	11% / 12% / 78%	Not asked	78 %	78 %	71 %	75 %	84 %
My workgroup uses its resources well	11% / 15% / 73%	Not asked	Not asked	73 %	66 %	69 %	79 %

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

68% 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

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

		You			Comparator	
	2020	2021	2022	Lowest	Average	Highest

Senior leaders provide clear strategy and direction

1% · 13% · 18% · 68%

	2020	2021	2022	Lowest	Average	Highest
	65 %	67 %	68 %	55 %	62 %	74 %
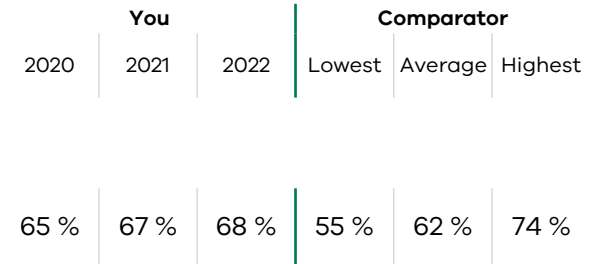
Public sector values

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.

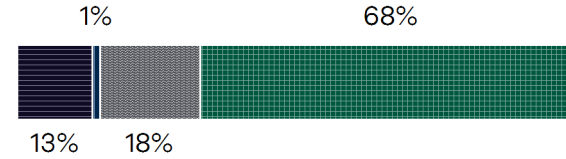Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

91% of 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		
	2020	2021	2022	Lowest	Average	Highest
My manager treats employees with dignity and respect (3% / 91% / 5%)	Not asked	89 %	91 %	87 %	91 %	96 %
People in my workgroup treat each other with respect (89% / 4% / 6%)	88 %	88 %	89 %	84 %	88 %	95 %
My manager listens to what I have to say (5% / 88% / 7%)	85 %	88 %	88 %	84 %	87 %	92 %
My organisation encourages respectful workplace behaviours (1% / 88% / 4% / 7%)	Not asked	86 %	88 %	80 %	86 %	92 %

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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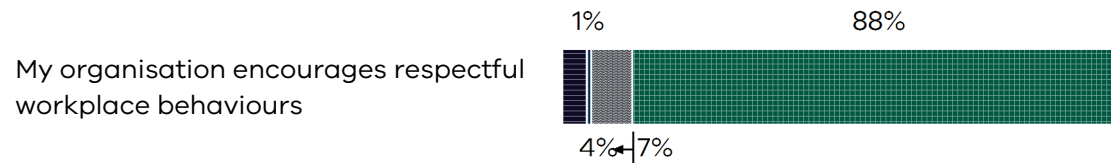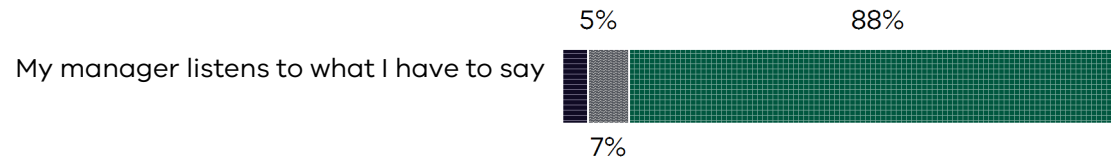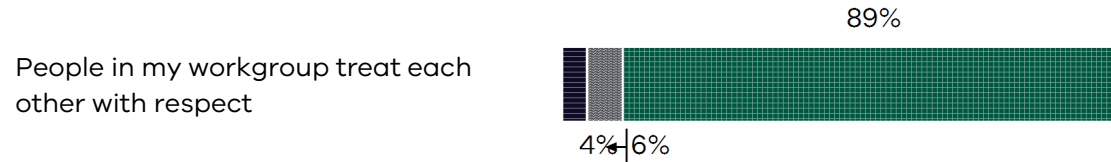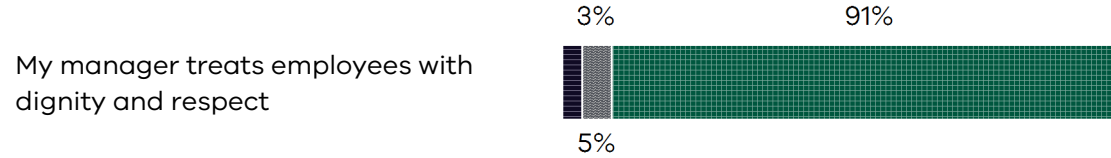
Example

72% of staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.

Survey question

Your results

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

My organisation takes steps to eliminate bullying, harassment and discrimination

- 7%
- 5%
- 15%
- 72%

Benchmark agree results

	You			Comparator		
2020	2021	2022		Lowest	Average	Highest
Not asked	69 %	72 %		62 %	71 %	77 %

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.
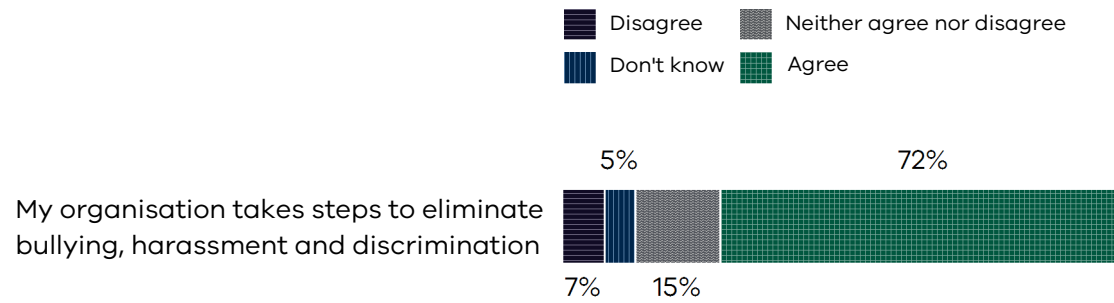
Example

89% 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
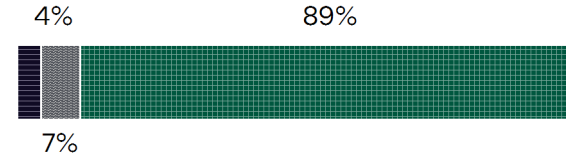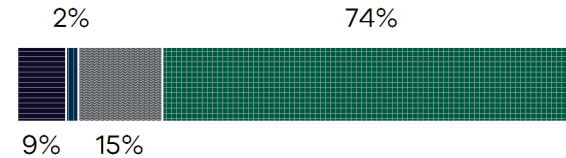
Survey question		2020	You 2021	2022	Comparator Lowest	Average	Highest
My manager models my organisation's values	4% / 7% / 89%	Not asked	86 %	89 %	85 %	88 %	93 %
Senior leaders model my organisation's values	9% / 2% / 15% / 74%	Not asked	74 %	74 %	65 %	71 %	85 %

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

87% of staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.

Survey question | Your results | Benchmark agree results
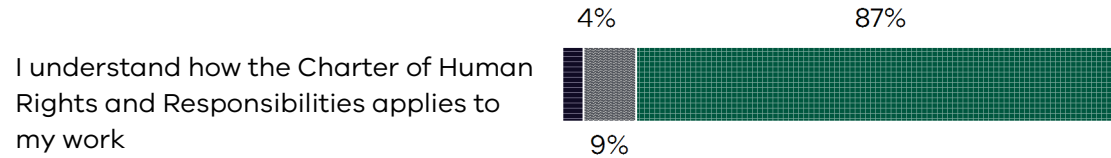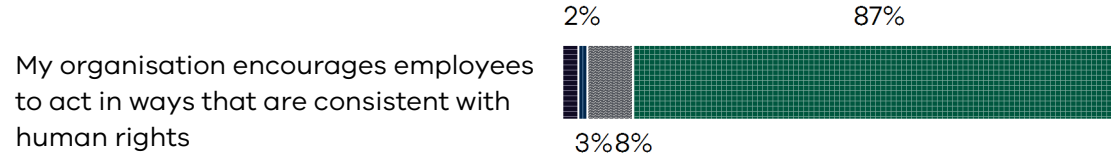
Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree

Survey question		You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
My organisation encourages employees to act in ways that are consistent with human rights	Not asked	85 %	87 %	84 %	85 %	89 %
I understand how the Charter of Human Rights and Responsibilities applies to my work	Not asked	80 %	87 %	76 %	84 %	92 %

My organisation encourages employees to act in ways that are consistent with human rights: Disagree 2%, Don't know 3%, Neither agree nor disagree 8%, Agree 87%

I understand how the Charter of Human Rights and Responsibilities applies to my work: Disagree 4%, Neither agree nor disagree 9%, Agree 87%

People matter survey wellbeing check 2022

Have your say

Overview

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- Your comparator group
- Your response rate

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- Satisfaction
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- Work-related stress causes
- Intention to stay

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- Bullying
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- Questions requested by your organisation

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- Age, gender, variations in sex characteristics and sexual orientation
- Aboriginal and/or Torres Strait Islander
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Custom questions

What this is

Your organisation asked 5 custom questions as part of the 2022 survey.

Why this is important

By asking custom questions, organisations make the survey more meaningful to their needs.

How to read this

Under 'Your results' in descending order, you can see the percentage of staff who agreed or disagreed with each question.

In this report, 'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.

Example

86% of staff who did the survey agreed or strongly agreed with 'My workgroup holds itself accountable for the delivery of results'.

Survey question	Your results	Benchmark results

Legend: Disagree | Neither agree nor disagree | Agree

Survey question	Your results	2020	You 2021	You 2022
My workgroup holds itself accountable for the delivery of results	4% / 10% / 86%	Not asked	85 %	86 %
My manager empowers me to carry out my role effectively	6% / 10% / 84%	Not asked	81 %	84 %
Senior leaders are visible in the organisation	12% / 14% / 74%	Not asked	74 %	74 %
My workgroup is effective at putting innovative ideas into practice	10% / 22% / 67%	Not asked	68 %	67 %

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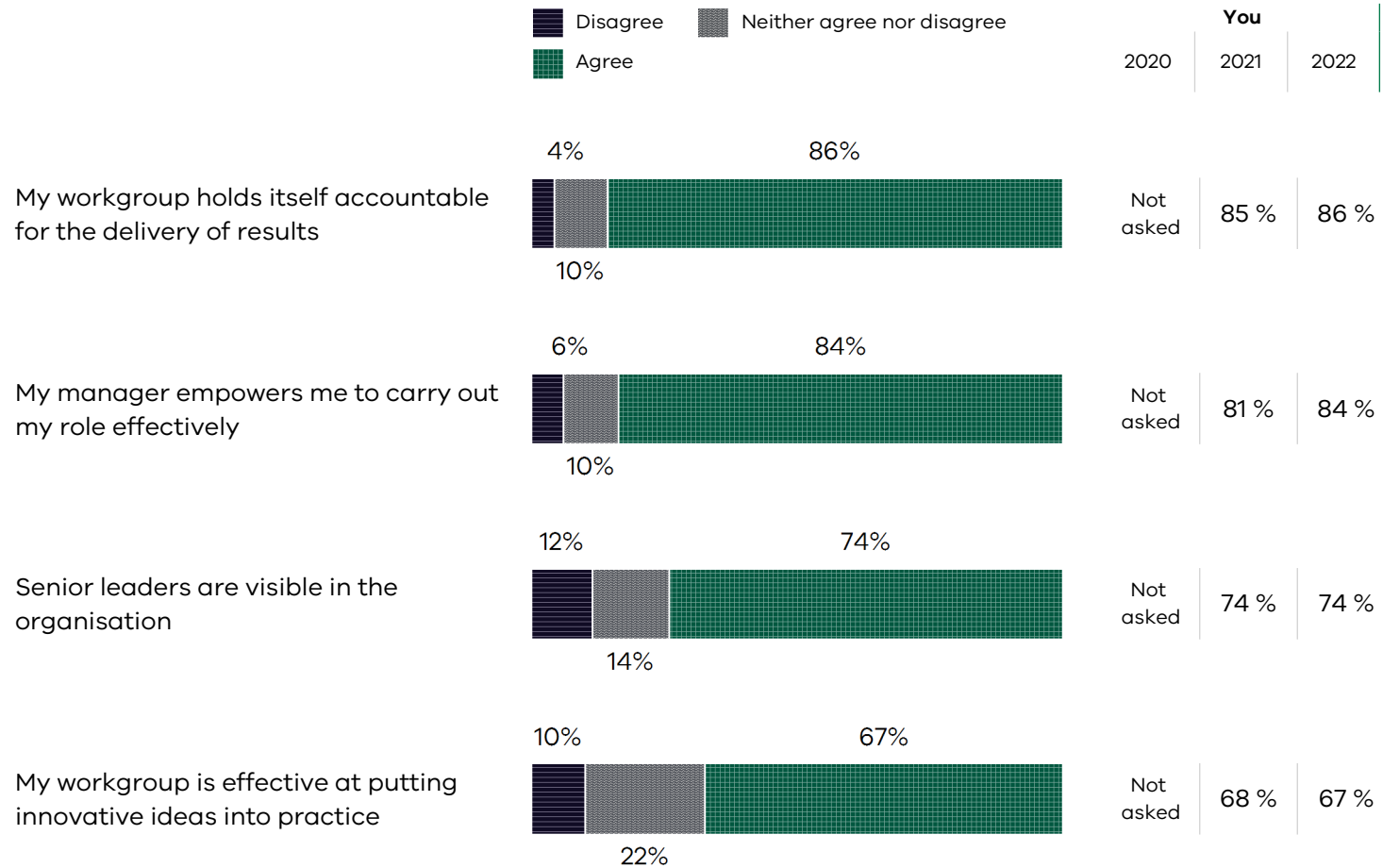
Example

59% of staff who did the survey agreed or strongly agreed with 'The systems and processes in place support my workgroup to work effectively'.

Survey question	Your results	Benchmark results

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

		You		
		2020	2021	2022
The systems and processes in place support my workgroup to work effectively	21% — 20% — 59%	Not asked	59 %	59 %

People matter survey wellbeing check 2022

Have your say

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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
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Age	(n)	%
15-34 years	**844**	20%
35-54 years	**2353**	54%
55+ years	**775**	18%
Prefer not to say	**349**	8%

How would you describe your gender?	(n)	%
Woman	**2849**	66%
Man	**1105**	26%
Prefer not to say	**336**	8%
Non-binary and I use a different term	**31**	1%

Are you trans, non-binary or gender diverse?	(n)	%
Yes	**21**	0%
No	**3973**	92%
Prefer not to say	**327**	8%

To your knowledge, do you have innate variation(s) of sex characteristics (often called intersex)?*	(n)	%
Yes	**5**	0%
No	**3918**	91%
Don't know	**96**	2%
Prefer not to say	**302**	7%

How do you describe your sexual orientation?	(n)	%
Straight (heterosexual)	**3346**	77%
Prefer not to say	**570**	13%
Gay or lesbian	**171**	4%
Bisexual	**120**	3%
I use a different term	**44**	1%
Pansexual	**36**	1%
Don't know	**21**	0%
Asexual	**13**	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

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

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Aboriginal and/or Torres Strait Islander	(n)	%
Yes	**68**	2%
Non Aboriginal and/or Torres Strait Islander	**4014**	93%
Prefer not to say	**239**	6%

Identified as Aboriginal and/or Torres Strait Islander on your organisations HR system?*	(n)	%
Yes	**62**	91%
No	**2**	3%
Don't know	**4**	6%

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	**288**	7%
No	**3750**	87%
Prefer not to say	**283**	7%

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

	(n)	%
Yes	**167**	58%
No	**106**	37%
Prefer not to say	**15**	5%

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

	(n)	%
I feel that sharing my disability information will reflect negatively on me	**39**	37%
My disability does not impact on my ability to perform my role	**30**	28%
I do not require any adjustments to be made to perform my role	**24**	23%
Other	**13**	12%

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	**3130**	72%
Not born in Australia	**761**	18%
Prefer not to say	**430**	10%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Other	**238**	31%
Italian	**97**	13%
Hindi	**81**	10%
Mandarin	**65**	8%
Cantonese	**60**	8%
Greek	**57**	7%
Spanish	**46**	6%
Vietnamese	**31**	4%
Punjabi	**30**	4%
Arabic	**29**	4%
French	**25**	3%
Urdu	**24**	3%

Language other than English spoken with family or community	(n)	%
Yes	**774**	18%
No	**3210**	74%
Prefer not to say	**337**	8%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
German	**22**	3%
Sinhalese	**20**	3%
Tamil	**18**	2%
Macedonian	**15**	2%
Auslan	**13**	2%
Tagalog	**13**	2%
Filipino	**12**	2%
Indonesian	**11**	1%
Australian Indigenous Language	**8**	1%
Korean	**3**	0%

Demographics

What this is

This is the cultural identity and religion of staff.

Why this is important

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

How to read this

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Cultural identity	(n)	%
Australian	**3000**	69%
English, Irish, Scottish and/or Welsh	**478**	11%
Prefer not to say	**441**	10%
European (including Western, Eastern and South-Eastern Europe, and Scandinavia)	**399**	9%
East and/or South-East Asian	**232**	5%
Other	**139**	3%
South Asian	**95**	2%
Aboriginal and/or Torres Strait Islander	**70**	2%
New Zealander	**67**	2%
Central Asian	**41**	1%
Middle Eastern	**40**	1%
North American	**33**	1%
African	**26**	1%
Central and/or South American	**18**	0%
Pacific Islander	**14**	0%
Maori	**7**	0%

Religion	(n)	%
No religion	**2267**	52%
Christianity	**1149**	27%
Prefer not to say	**565**	13%
Other	**90**	2%
Hinduism	**80**	2%
Buddhism	**62**	1%
Islam	**60**	1%
Judaism	**34**	1%
Sikhism	**14**	0%

Demographics

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

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Working arrangement	(n)	%
Full-Time	**3489**	81%
Part-Time	**832**	19%

Gross base salary (ongoing/fixed term only)	(n)	%
Below $65k	**103**	3%
$65k to $95k	**808**	20%
$95k to $125k	**1812**	44%
$125k or more	**963**	24%
Prefer not to say	**408**	10%

Organisational tenure	(n)	%
<1 year	**852**	20%
1 to less than 2 years	**500**	12%
2 to less than 5 years	**1041**	24%
5 to less than 10 years	**802**	19%
10 to less than 20 years	**666**	15%
More than 20 years	**460**	11%

Management responsibility	(n)	%
Non-manager	**3240**	75%
Other manager	**628**	15%
Manager of other manager(s)	**453**	10%

Employment type	(n)	%
Ongoing and executive	**3004**	70%
Fixed term	**1090**	25%
Other	**227**	5%

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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An asterisk (*) means this is a new question for the 2021 survey

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Primary workplace location over the last 3 months	(n)	%
Melbourne: Suburbs	**2139**	50%
Melbourne CBD	**1259**	29%
Large regional city	**441**	10%
Rural	**407**	9%
Other	**75**	2%

What have been your main places of work over the last 3-months?	(n)	%
Your employer's office	**2422**	56%
A frontline or service delivery location	**649**	15%
Home or private location	**3498**	81%
A shared office space (where two or more organisations share the same workspace e.g. Gov hubs, suburban hubs etc.)	**230**	5%
Other	**120**	3%

Flexible work	(n)	%
No, I do not use any flexible work arrangements	**1616**	37%
Flexible start and finish times	**1467**	34%
Working from an alternative location (e.g. home, hub/shared work space)	**903**	21%
Part-time	**677**	16%
Working more hours over fewer days	**228**	5%
Using leave to work flexible hours	**200**	5%
Other	**157**	4%
Purchased leave	**153**	4%
Study leave	**70**	2%
Job sharing	**53**	1%
Shift swap	**36**	1%

Victorian Public Sector Commission

VICTORIA State Government

Demographics

Adjustments

What this is

These are adjustments staff requested to perform in their role.

Why this is important

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

How to read this

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

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Have you requested any of the following adjustments at work?*	(n)	%
No, I have not requested adjustments	**2904**	67%
Flexible working arrangements	**1232**	29%
Physical modifications or improvements to the workplace	**229**	5%
Career development support strategies	**68**	2%
Job redesign or role sharing	**58**	1%
Other	**37**	1%
Accessible communications technologies	**26**	1%

Why did you make this request?	(n)	%
Work-life balance	**805**	57%
Caring responsibilities	**474**	33%
Family responsibilities	**457**	32%
Health	**389**	27%
Other	**120**	8%
Disability	**74**	5%
Study commitments	**66**	5%

What was your experience with making the request?	(n)	%
The adjustments I needed were made and the process was satisfactory	**1205**	85%
The adjustments I needed were not made	**118**	8%
The adjustments I needed were made but the process was unsatisfactory	**94**	7%

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

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Caring responsibility	(n)	%
None of the above	**1626**	38%
Primary school aged child(ren)	**904**	21%
Secondary school aged child(ren)	**740**	17%
Frail or aged person(s)	**488**	11%
Prefer not to say	**413**	10%
Child(ren) - younger than preschool age	**380**	9%
Preschool aged child(ren)	**315**	7%
Person(s) with a medical condition	**212**	5%
Person(s) with a mental illness	**207**	5%
Person(s) with disability	**184**	4%
Other	**102**	2%

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