People matter survey wellbeing check 2022

Have your say

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Have your say

Overview

Report overview

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

Result summary

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Custom questions

- Questions requested by your organisation

Demographics

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

Victorian Public Sector Commission

VICTORIA State Government

Report overview

About your report

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

Report contents

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

Comparing data in this report

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

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

Rounding of percentages

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

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

Survey questions and definitions

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

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Result summary

People outcomes

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- Scorecard: satisfaction, stress, intention to stay, inclusion
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- Work-related stress causes
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- Sexual harassment
- Discrimination
- Violence and aggression

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- Taking action questions

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- Senior leadership questions

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- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

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

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- Scorecard
- Manager leadership
- Manager support
- Workload
- Learning and development
- Job enrichment
- Meaningful work
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Victorian Public Sector Commission

VICTORIA State Government

Report overview

Privacy and anonymity

To protect you, we:

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

Read more in our privacy policy.

Report overview

Survey's theoretical framework

What this is

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

Why this is important

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

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

Our public sector values

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

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

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

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

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

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

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

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

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

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

Responsiveness   Integrity   Impartiality   Accountability   Respect   Leadership   Human Rights

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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 Education and Training

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

State Revenue Office

Victorian Public Sector Commission

VICTORIA State Government

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

65%
(546)

Comparator	49%
Public Sector	39%

2022

80%
(791)

Comparator	64%
Public Sector	52%

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Result summary

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People outcomes

- Scorecard: engagement index
- Engagement
- Scorecard: satisfaction, stress, intention to stay, inclusion
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- Work-related stress levels
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- Scorecard: emotional effects of work
- Scorecard: negative behaviour
- Bullying
- Sexual harassment
- Discrimination
- Violence and aggression

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Custom questions

- Questions requested by your organisation

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- Employment
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People outcomes

Scorecard: employee engagement index

What this is

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

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

The weightings for each engagement response are:

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

Why this is important

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

2021		2022	
73		**75**	
Comparator	71	Comparator	69
Public Sector	70	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 75.

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.
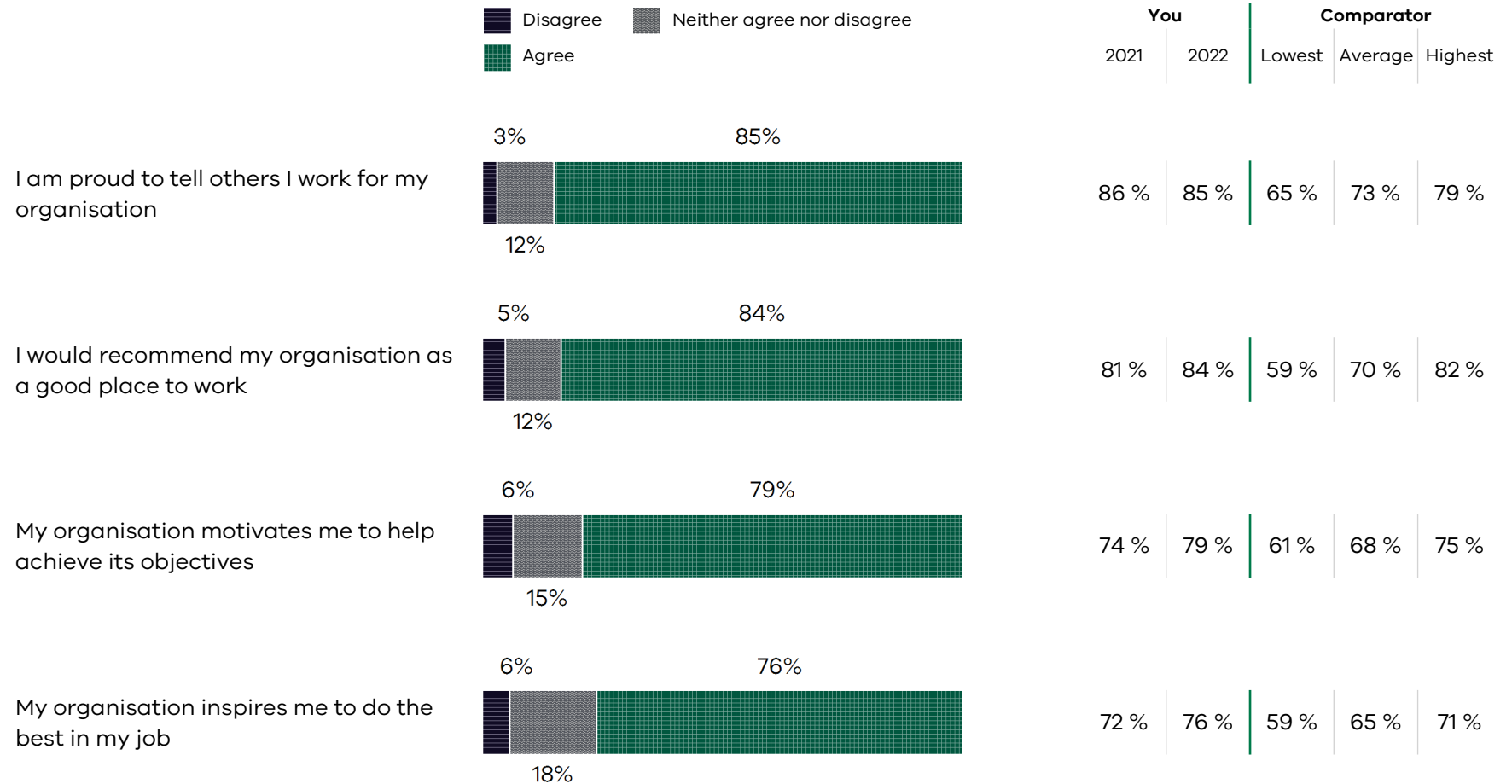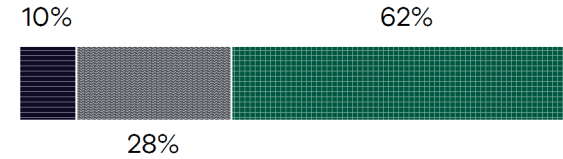
Example

85% 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 | Benchmark agree results |

Legend: ■ Disagree ▨ Neither agree nor disagree ▨ Agree

	You		Comparator		
Survey question	2021	2022	Lowest	Average	Highest
I am proud to tell others I work for my organisation (3% / 12% / 85%)	86 %	85 %	65 %	73 %	79 %
I would recommend my organisation as a good place to work (5% / 12% / 84%)	81 %	84 %	59 %	70 %	82 %
My organisation motivates me to help achieve its objectives (6% / 15% / 79%)	74 %	79 %	61 %	68 %	75 %
My organisation inspires me to do the best in my job (6% / 18% / 76%)	72 %	76 %	59 %	65 %	71 %

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 75.

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

62% of your staff who did the survey agreed or strongly agreed with 'I feel a strong personal attachment to my organisation'.
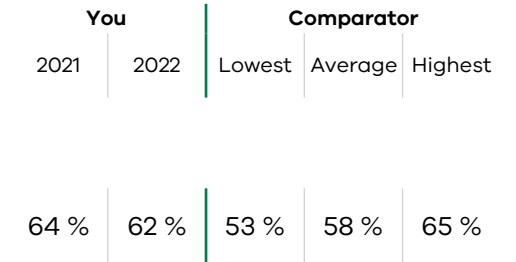
Survey question	Your results	Benchmark agree results

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

Survey question	Disagree	Neither	Agree	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I feel a strong personal attachment to my organisation	10%	28%	62%	64 %	62 %	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:

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

Compared to:

- 79% of staff at your comparator and 78% of staff across the public sector.
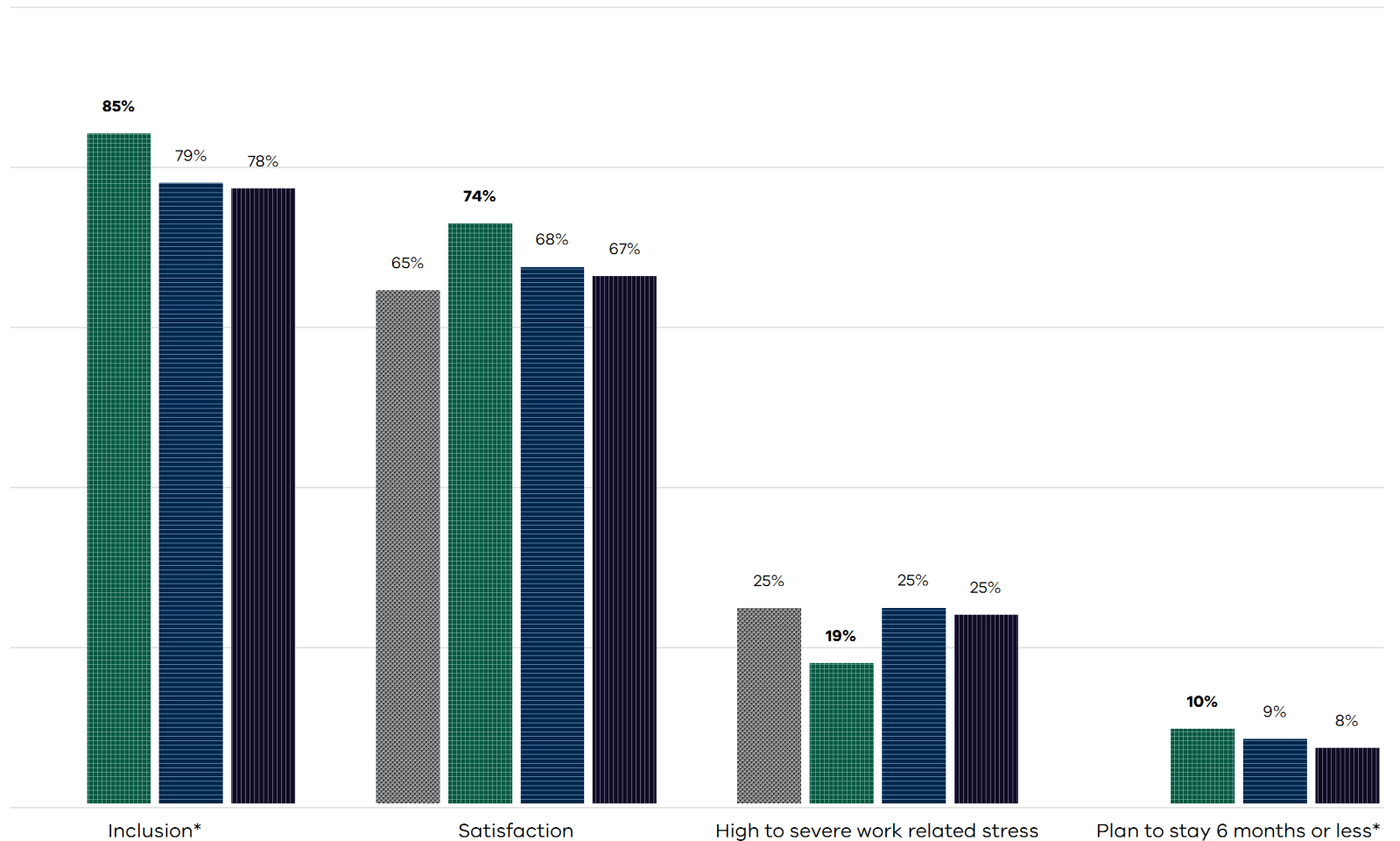
Inclusion*: 85% (You 2022), 79% (Comparator 2022), 78% (Public sector 2022)

Satisfaction: 65% (You 2021), 74% (You 2022), 68% (Comparator 2022), 67% (Public sector 2022)

High to severe work related stress: 25% (You 2021), 19% (You 2022), 25% (Comparator 2022), 25% (Public sector 2022)

Plan to stay 6 months or less*: 10% (You 2022), 9% (Comparator 2022), 8% (Public sector 2022)

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

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

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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

79% of your staff who did the survey were satisfied or very satisfied with 'Considering everything, how satisfied are you with your current job'.

Survey question	Your results	Benchmark satisfied results

Legend: Dissatisfied ■ (dark) | Neither satisfied nor dissatisfied ■ (grey) | Satisfied ■ (green)

	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest

Considering everything, how satisfied are you with your current job
6% / 15% / 79%

| 72 % | 79 % | 68 % | 74 % | 82 % |

How satisfied are you with the work/life balance in your current job
11% / 12% / 77%

| 69 % | 77 % | 64 % | 72 % | 87 % |

How satisfied are you with your career development within your current organisation
12% / 23% / 65%

| 54 % | 65 % | 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

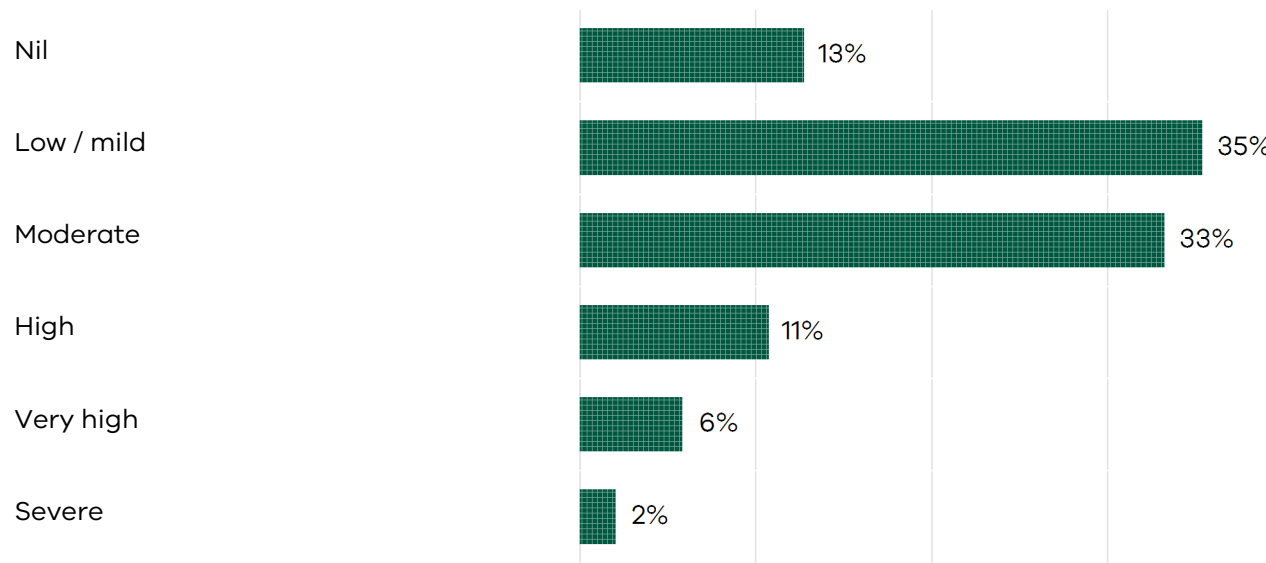In this survey we asked staff to tell us their stress level.

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

19% of your staff who did the survey said they had high to severe stress in 2022. This is compared to 25% 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)

Level	Percentage
Nil	13%
Low / mild	35%
Moderate	33%
High	11%
Very high	6%
Severe	2%

Reported levels of high to severe stress

2021	2022
25%	19%

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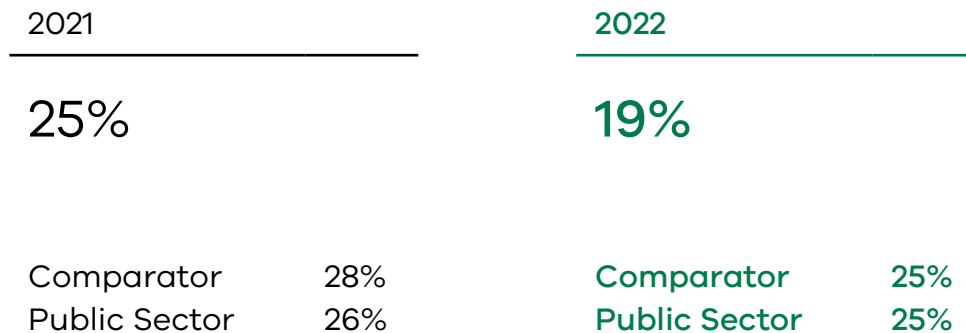
People outcomes

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

87% of your staff who did the survey said they experienced mild to severe stress.

Of that 87%, 54% said the top reason was 'Time pressure'.

| 690 | 101 |
| 87% | 13% |

■ Experienced some work-related stress ▦ Did not experience some work-related stress
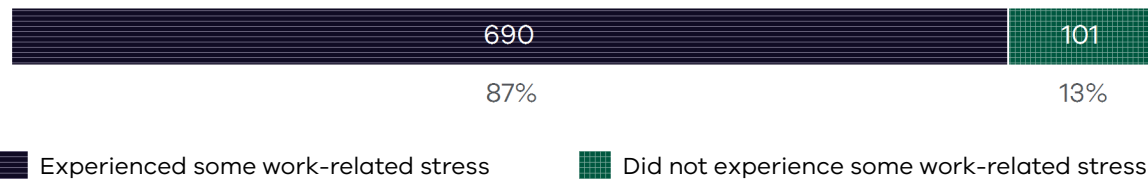
Of those that experienced work related stress it was from …	You 2021	You 2022	Comparator 2022	Public sector 2022
Time pressure	53%	54%	47%	44%
Workload	54%	49%	51%	51%
Content, variety, or difficulty of work	14%	18%	12%	11%
Dealing with clients, patients or stakeholders	11%	18%	14%	15%
Competing home and work responsibilities	14%	16%	14%	14%
Unclear job expectations	16%	16%	15%	14%
Management of work (e.g. supervision, training, information, support)	12%	9%	11%	12%
Work that doesn't match my skills or experience	7%	8%	8%	7%
Other	7%	7%	9%	9%
Organisation or workplace change	5%	6%	15%	13%

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

10% 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	10%	9%	8%
Over 6 months and up to 1 year	12%	11%	10%
Over 1 year and up to 3 years	33%	26%	25%
Over 3 years and up to 5 years	19%	16%	16%
Over 5 years	26%	38%	41%

People outcomes

Inclusion question results

What this is

This is how included staff feel in their workplace.

Why this is important

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

How to read this

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

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

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

Example

89% 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

	You		Comparator		
	2021	2022	Lowest	Average	Highest
I can be myself at work	4% / 89% / 7%	Not asked	89 %	81 %	84 %	86 %
I feel as if I belong at this organisation	5% / 80% / 15%	Not asked	80 %	69 %	73 %	79 %
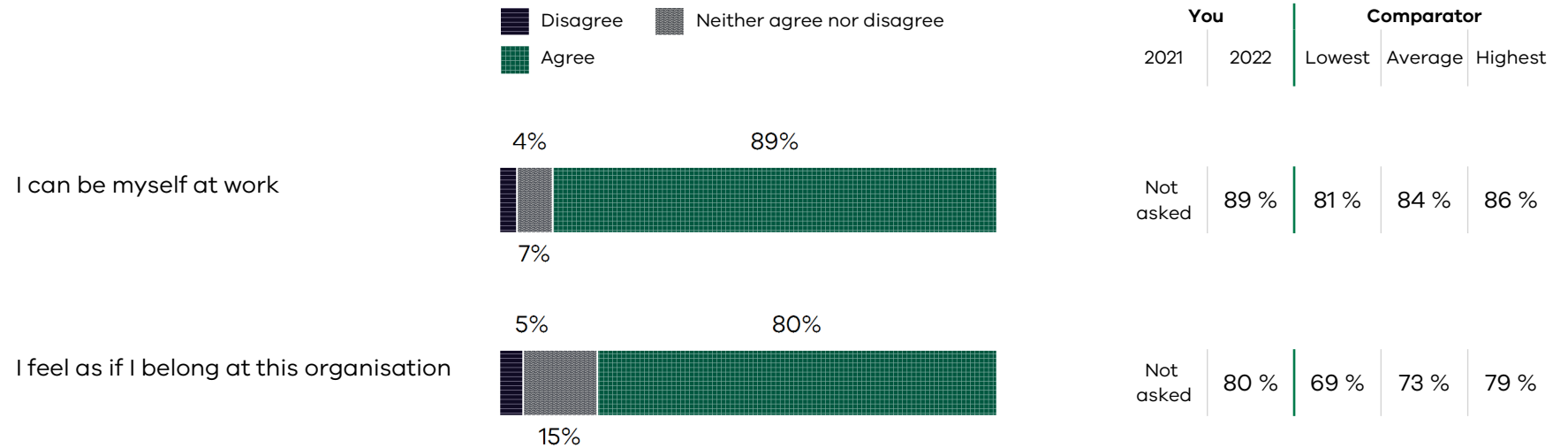
People outcomes

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

6% 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

151	640
19%	81%

■ Experienced barriers   ■ Did not experience barriers
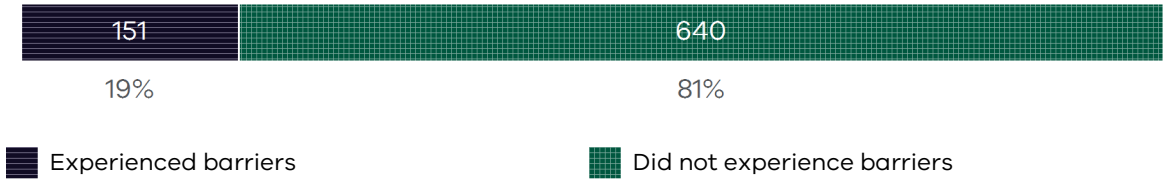
During the last 12 months, employees experienced barriers to their success due to ...	You 2022	Comparator 2022	Public sector 2022
My caring responsibilities	6%	7%	7%
My age	6%	8%	8%
My mental health	6%	7%	7%
My physical health	3%	4%	4%
My sex	3%	4%	4%
Other	3%	5%	4%
My cultural background	2%	3%	3%
My disability	1%	2%	1%
My race	1%	1%	1%
My physical features	0%	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:

- 55% of your staff who did the survey said work made them feel happy in 2022, which is up from 49% in 2021

Compared to:

- 51% of staff at your comparator and 54% of staff across the public sector.

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

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

	Happy	Enthusiastic	Worried	Miserable
You 2021	49%	51%	35%	14%
You 2022	55%	54%	23%	9%
Comparator 2022	51%	49%	32%	16%
Public sector 2022	54%	49%	31%	17%
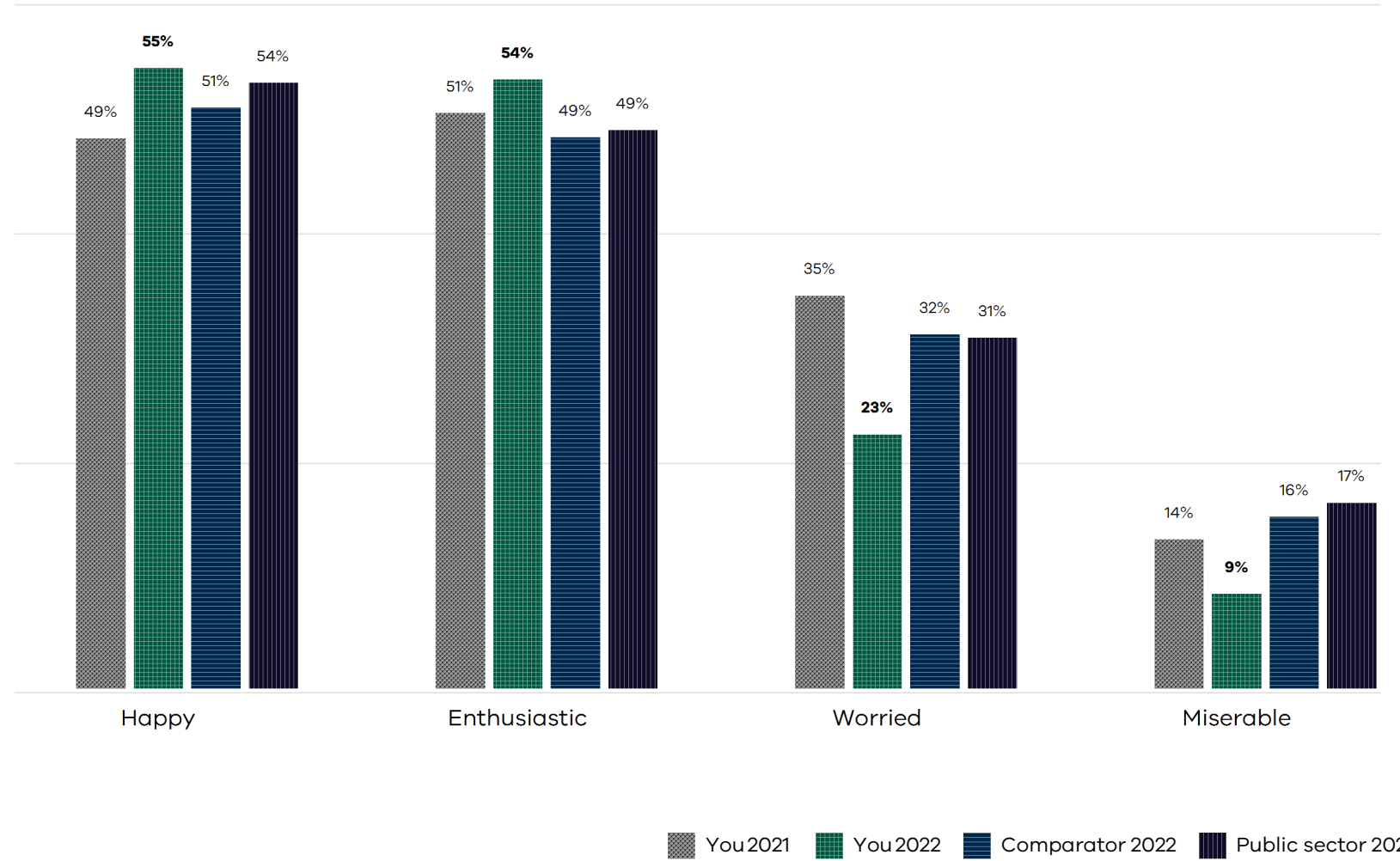
People outcomes

Scorecard: negative behaviours

What this is

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

Why this is important

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

How to read this

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

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

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

Example

In 2022:

- 4% of your staff who did the survey stated they experienced 'Bullying' in the last 12 months which is down from 7% in 2021.

Compared to:

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

Bullying: You 2021 7%, You 2022 4%, Comparator 2022 9%, Public sector 2022 11%

Sexual harassment: You 2021 3%, You 2022 2%, Comparator 2022 2%, Public sector 2022 4%

Violence or aggression: You 2021 2%, You 2022 1%, Comparator 2022 6%, Public sector 2022 10%

Discrimination: You 2021 3%, You 2022 1%, Comparator 2022 4%, Public sector 2022 5%

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

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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

4% of your staff who did the survey said they experienced bullying.

Of that 4%, 82% 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?

34	719	38
4%	91%	5%

■ Experienced bullying ▦ Did not experience bullying ▨ Not sure
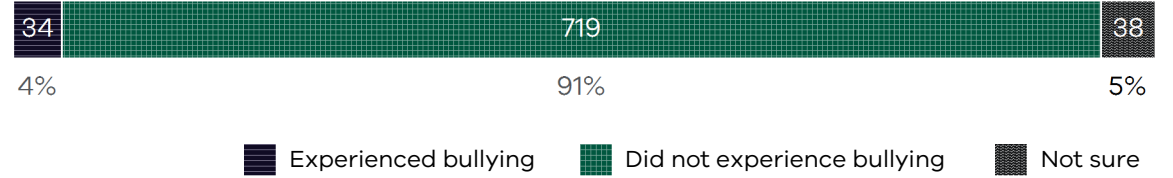
If you experienced bullying, what type of bullying did you experience?	You 2021	You 2022	Comparator 2022	Public sector 2022
Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)	75%	82%	74%	71%
Withholding essential information for me to do my job	30%	26%	36%	33%
Intimidation and/or threats	20%	18%	26%	30%
Other	18%	18%	16%	15%
Exclusion or isolation	35%	15%	45%	43%
Being given impossible assignment(s)	15%	12%	13%	10%
Verbal abuse	10%	9%	15%	19%
Being assigned meaningless tasks unrelated to the job	20%	6%	15%	13%

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People outcomes

Telling someone about the bullying

What this is

This is if staff told someone when they experienced bullying.

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

4% of your staff who did the survey said they experienced bullying, of which

- 56% said the top way they reported the bullying was 'Told a manager'.
- 94% said they didn't submit a formal complaint.

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

34	719	38
4%	91%	5%
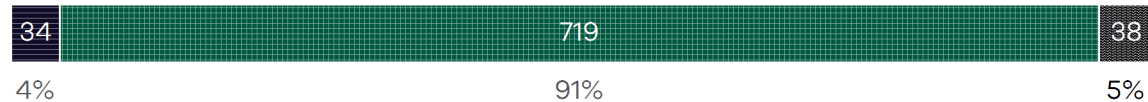
■ Experienced bullying ▦ Did not experience bullying ▨ Not sure

Did you tell anyone about the bullying?	You 2021	You 2022	Comparator 2022	Public sector 2022
Told a manager	43%	56%	52%	49%
Told a colleague	33%	38%	42%	41%
Told a friend or family member	28%	35%	35%	35%
Told the person the behaviour was not OK	23%	21%	17%	17%
I did not tell anyone about the bullying	25%	12%	12%	12%
Told employee assistance program (EAP) or peer support	3%	9%	13%	10%
Told Human Resources	10%	9%	10%	13%
Submitted a formal complaint	8%	6%	9%	11%
Told someone else	5%	3%	12%	12%

People outcomes

Bullying - reasons for not submitting a formal complaint

What this is

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

Why this is important

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

How to read this

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

Example

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

- 44% said the top reason was 'I believed there would be negative consequences for my reputation'.

Did you submit a formal complaint?
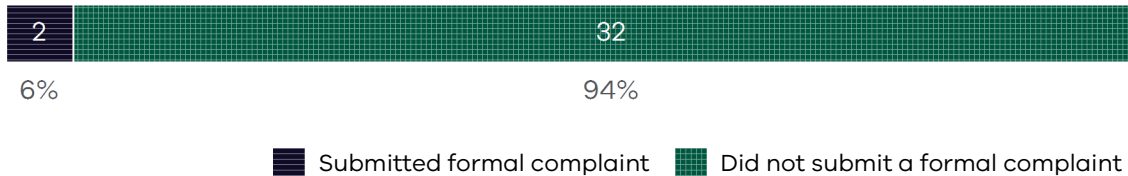
2	32
6%	94%

■ Submitted formal complaint   ■ Did not submit a formal complaint

What was your reason for not submitting a formal complaint?	You 2021	You 2022	Comparator 2022	Public sector 2022
I believed there would be negative consequences for my reputation	59%	44%	55%	52%
I believed there would be negative consequences for my career	46%	41%	47%	41%
I didn't think it would make a difference	54%	31%	50%	51%
I didn't feel safe to report the incident	19%	19%	20%	19%
I didn't think it was serious enough	22%	19%	16%	16%
I didn't need to because I no longer had contact with the person(s) who bullied me	3%	16%	9%	7%
Other	11%	13%	11%	12%
I believed there would be negative consequences for the person I was going to complain about	16%	6%	10%	9%
I didn't need to because I made the bullying stop	8%	6%	6%	6%
I didn't know who to talk to	5%	3%	5%	5%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Perpetrators of bullying

What this is

This is who staff have said are responsible for bullying.

Why this is important

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

How to read this

In this year's survey, 4% 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

4% of your staff who did the survey said they experienced bullying.

Of that 4%, 44% said it was by 'A manager or supervisor'.

34 people (4% of staff) experienced bullying (You 2022)
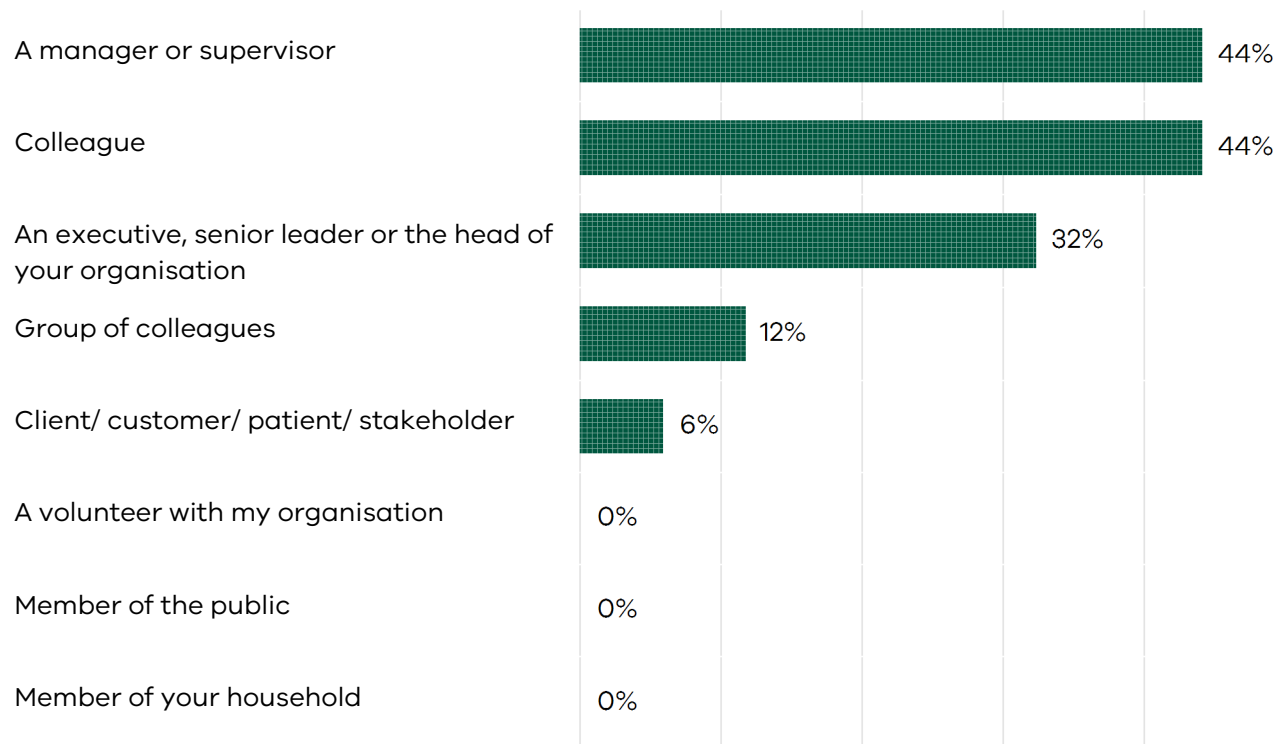
Perpetrator	Percentage
A manager or supervisor	44%
Colleague	44%
An executive, senior leader or the head of your organisation	32%
Group of colleagues	12%
Client/ customer/ patient/ stakeholder	6%
A volunteer with my organisation	0%
Member of the public	0%
Member of your household	0%

People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

In this year's survey, 4% 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

4% of your staff who did the survey said they experienced bullying.

Of that 4%, 97% said it was by someone within the organisation.

Of that 97%, 67% said it was 'They were in my workgroup'.

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

They were in my workgroup	67%
They were my immediate manager or supervisor	30%
They were outside my workgroup	15%
They were someone I supervise or manage	0%
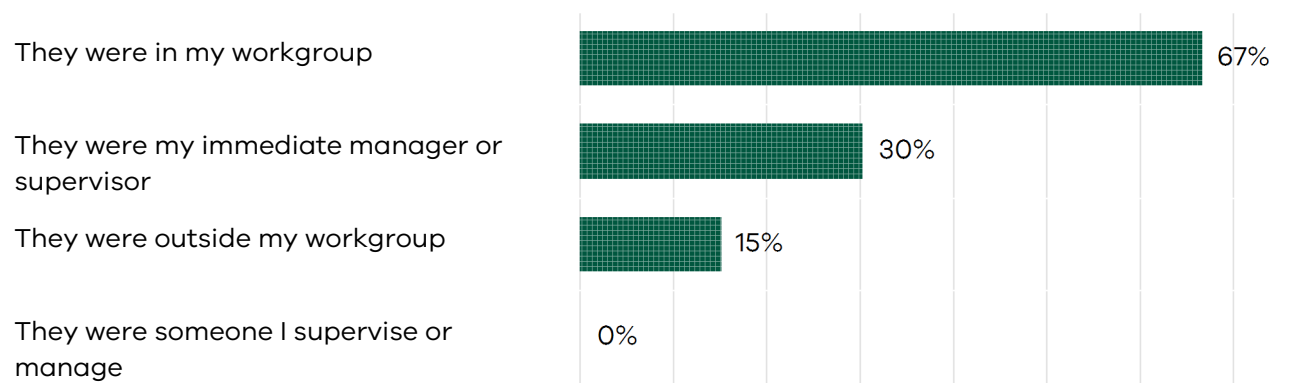
People outcomes

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, 38% 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?

16	775
2%	98%

■ Experienced sexual harassment   ▦ Did not experience sexual harassment
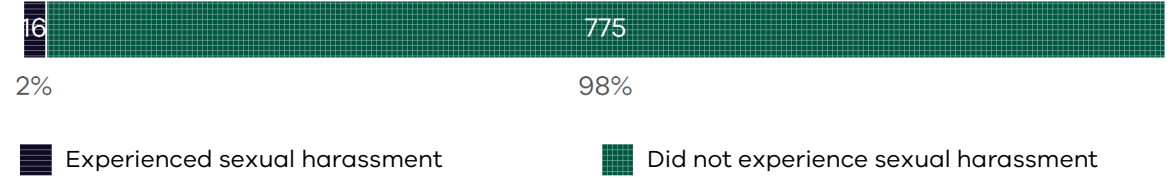
Behaviours reported	You 2021	You 2022	Comparator 2022	Public sector 2022
Intrusive questions about your private life or comments about your physical appearance	63%	38%	45%	46%
Inappropriate staring or leering that made you feel intimidated	16%	31%	11%	14%
Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)	42%	19%	49%	49%
Inappropriate physical contact (including momentary or brief physical contact)	5%	13%	10%	14%
Unwelcome touching, hugging, cornering or kissing	0%	13%	8%	11%
Repeated or inappropriate advances on email, social networking websites or internet chat rooms by a work colleague	16%	6%	4%	3%
Repeated or inappropriate invitations to go out on dates	11%	6%	4%	3%
Any other unwelcome conduct of a sexual nature	0%	0%	4%	6%
Request or pressure for sex or other sexual acts	0%	0%	0%	1%
Sexual gestures, indecent exposure or inappropriate display of the body	0%	0%	1%	3%

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, 44% said their top response was 'Pretended it didn't bother you'.

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

	16	775
	2%	98%

■ Experienced sexual harassment   ▦ Did not experience sexual harassment
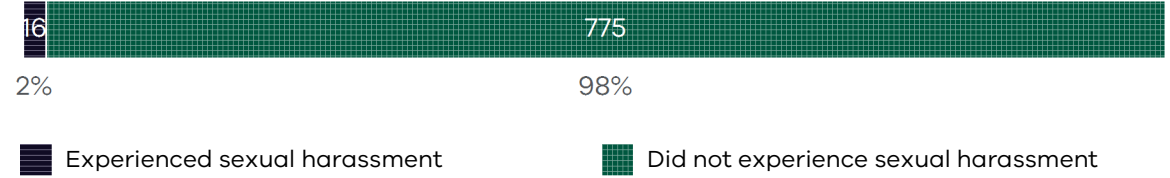
When the harassment happened to you, did you respond in any of the following ways?	You 2021	You 2022	Comparator 2022	Public sector 2022
Pretended it didn't bother you	63%	44%	43%	43%
Tried to laugh it off or forget about it	58%	38%	41%	37%
Told the person the behaviour was not OK	21%	31%	19%	22%
Avoided the person(s) by staying away from them	42%	25%	30%	32%
Told a friend or family member	26%	25%	21%	21%
Told a manager	16%	13%	15%	17%
Submitted a formal complaint	11%	6%	4%	5%
Told Human Resources	11%	6%	3%	4%

People outcomes

Sexual harassment - reasons for not submitting a formal complaint

What this is

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

Why this is important

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

How to read this

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

Example

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

- 87% said the top reason was 'I didn't think it was serious enough'.

Did you submit a formal complaint?
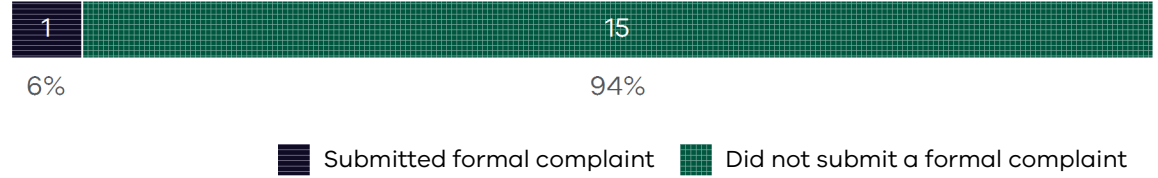
	1	15
	6%	94%

■ Submitted formal complaint   ■ Did not submit a formal complaint

What was your reason for not submitting a formal complaint?	You 2021	You 2022	Comparator 2022	Public sector 2022
I didn't think it was serious enough	53%	87%	49%	44%
I didn't think it would make a difference	29%	33%	33%	38%
I believed there would be negative consequences for my reputation	18%	27%	34%	33%
I didn't need to because I no longer had contact with the person(s) who harassed me	0%	27%	6%	8%
I believed there would be negative consequences for the person I was going to complain about	18%	13%	16%	13%
I thought the complaint process would be embarrassing or difficult	24%	13%	15%	13%
I didn't know how to make a complaint	6%	7%	2%	5%
I didn't know who to talk to	6%	7%	3%	5%
I didn't need to because I made the harassment stop	18%	7%	7%	9%
Other	0%	7%	10%	10%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Perpetrators of sexual harassment

What this is

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

Why this is important

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

How to read this

In this year's survey, 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.
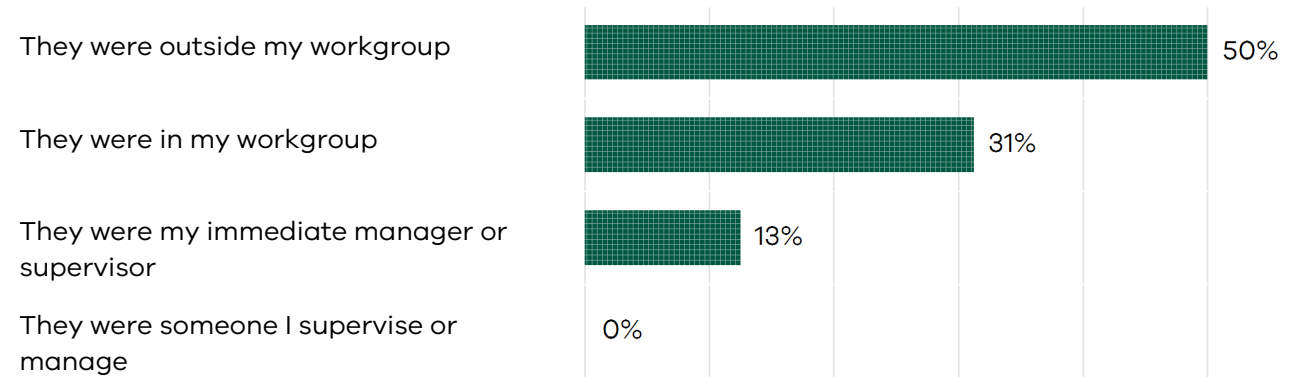
Each row is one perpetrator or group of perpetrators.

Example

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

Of that 2%, 81% said it was by 'Colleague'.

16 people (2% of staff) experienced sexual harassment (You2022)
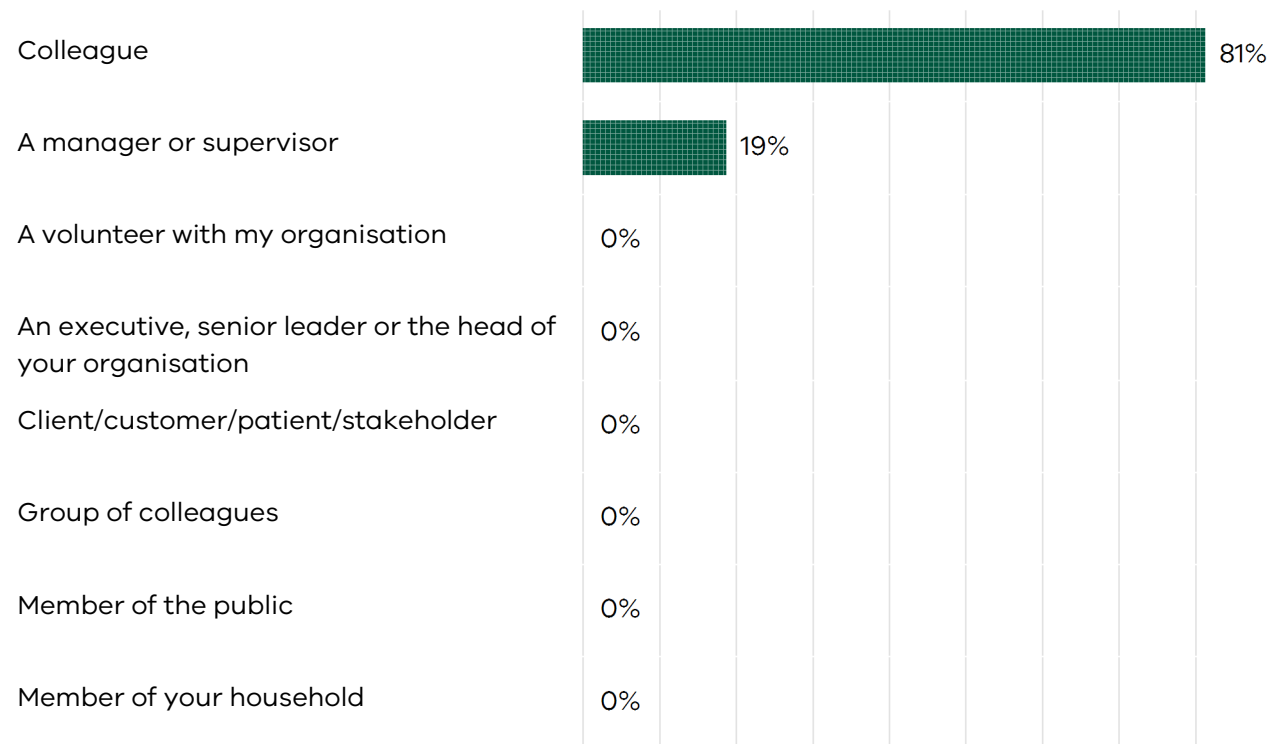
Perpetrator	Percentage
Colleague	81%
A manager or supervisor	19%
A volunteer with my organisation	0%
An executive, senior leader or the head of your organisation	0%
Client/customer/patient/stakeholder	0%
Group of colleagues	0%
Member of the public	0%
Member of your household	0%

People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

In this year's survey, 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%, 100% said it was by someone within the organisation.

Of that 100%, 50% said it was 'They were outside my workgroup'.

16 people (100% of staff who experienced harassment) experienced harassment from within your organisation (You 2022)

Relationship	Percentage
They were outside my workgroup	50%
They were in my workgroup	31%
They were my immediate manager or supervisor	13%
They were someone I supervise or manage	0%

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.

Why there is no data here

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

We do this to protect the respondents.

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Violence and aggression

What this is

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

Why this is important

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

Why there is no data here

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

We do this to protect the respondents.

People matter survey wellbeing check 2022

Have your say

Overview

Result summary

Report overview

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

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Custom questions

- Questions requested by your organisation

Demographics

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

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 'Manager leadership', the 'You 2022' column shows 96% of your staff agreed with 'My manager treats employees with dignity and respect'.
In the 'Change from 2021' column, you have a 5% increase, which is a positive trend.

Question group	Highest scoring questions	You 2022	Change from 2021	Comparator 2022
Manager leadership	My manager treats employees with dignity and respect	96%	+5%	91%
Workgroup support	People in my workgroup treat each other with respect	95%	+7%	88%
Manager leadership	My manager demonstrates honesty and integrity	95%	+4%	90%
Flexible working	My manager supports working flexibly	95%	Not asked in 2021	91%
Job enrichment	I understand how my job helps my organisation achieve it's goals	94%	Not asked in 2021	91%
Meaningful work	I can make a worthwhile contribution at work	94%	Not asked in 2021	92%
Job enrichment	I can use my skills and knowledge in my job	93%	Not asked in 2021	91%
Manager leadership	My manager models my organisation's values	93%	+5%	88%
Quality service delivery	My workgroup provides high quality advice and services	93%	Not asked in 2021	87%
Organisational integrity	My organisation encourages respectful workplace behaviours	92%	+3%	86%

Victorian Public Sector Commission

VICTORIA State Government

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 43% 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	43%	Not asked in 2021	31%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	53%	–4%	52%
Organisational integrity	I believe the promotion processes in my organisation are fair	54%	Not asked in 2021	47%
Learning and development	I am satisfied with the opportunities to progress in my organisation	56%	Not asked in 2021	52%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	56%	–2%	56%
Organisational integrity	I have an equal chance at promotion in my organisation	57%	Not asked in 2021	51%
Safety climate	All levels of my organisation are involved in the prevention of stress	59%	+11%	47%
Engagement	I feel a strong personal attachment to my organisation	62%	–1%	58%
Learning and development	I am satisfied with the way my learning and development needs have been addressed in the last 12 months	63%	+5%	57%
Satisfaction	How satisfied are you with your career development within your current organisation	65%	+11%	59%

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 'Workload', the 'You 2022' column shows 70% of your staff agreed with 'The workload I have is appropriate for the job that I do'.

In the 'Increase from 2021' column, you have a 13% increase, which is a positive trend.

Question group	Most improved from last year	You 2022	Increase from 2021	Comparator 2022
Workload	The workload I have is appropriate for the job that I do	70%	+13%	60%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	72%	+12%	62%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	67%	+11%	55%
Satisfaction	How satisfied are you with your career development within your current organisation	65%	+11%	59%
Safety climate	All levels of my organisation are involved in the prevention of stress	59%	+11%	47%
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	87%	+10%	84%
Senior leadership	Senior leaders model my organisation's values	85%	+10%	71%
Safe to speak up	I feel safe to challenge inappropriate behaviour at work	83%	+10%	74%
Workload	I have enough time to do my job effectively	66%	+10%	56%
Meaningful work	I achieve something important through my work	91%	+9%	90%

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 53% 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 4% 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	53%	-4%	52%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	56%	-2%	56%
Engagement	I feel a strong personal attachment to my organisation	62%	-1%	58%
Engagement	I am proud to tell others I work for my organisation	85%	-1%	73%
Safety climate	My organisation provides a physically safe work environment	89%	-1%	85%

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 'Taking action', the 'You 2022' column shows 66% of your staff agreed with 'I believe my organisation will make improvements based on the results of this survey'.

The 'difference' column, shows that agreement for this question was 16 percentage points higher in your organisation than in your comparator.

Question group	Biggest positive difference from comparator	You 2022	Difference	Comparator 2022
Taking action	I believe my organisation will make improvements based on the results of this survey	66%	+16%	49%
Senior leadership	Senior leaders model my organisation's values	85%	+14%	71%
Senior leadership	Senior leaders demonstrate honesty and integrity	86%	+14%	72%
Engagement	I would recommend my organisation as a good place to work	84%	+13%	70%
Taking action	My organisation has made improvements based on the survey results from last year	43%	+12%	31%
Safety climate	All levels of my organisation are involved in the prevention of stress	59%	+12%	47%
Engagement	I am proud to tell others I work for my organisation	85%	+12%	73%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	67%	+11%	55%
Engagement	My organisation motivates me to help achieve its objectives	79%	+11%	68%
Organisational integrity	I believe the recruitment processes in my organisation are fair	73%	+11%	62%

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 56% 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 0 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	56%	0%	56%

People matter survey wellbeing check 2022

Have your say

Overview

Report overview

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

Result summary

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

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- Questions requested by your organisation

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- Disability
- Cultural diversity
- Employment
- Adjustments
- Caring

Victorian Public Sector Commission

VICTORIA State Government

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

66% 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
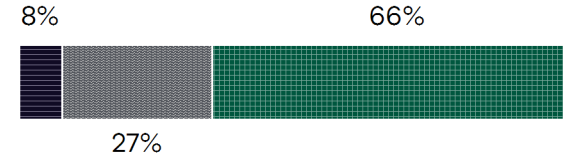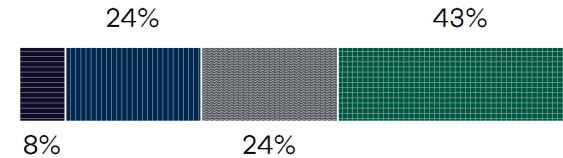
	You		Comparator		
	2021	2022	Lowest	Average	Highest

I believe my organisation will make improvements based on the results of this survey
- 8% (Disagree)
- 27% (Neither agree nor disagree)
- 66% (Agree)

| | Not asked | 66 % | 38 % | 49 % | 69 % |

My organisation has made improvements based on the survey results from last year
- 8% (Disagree)
- 24% (Don't know)
- 24% (Neither agree nor disagree)
- 43% (Agree)

| | Not asked | 43 % | 22 % | 31 % | 56 % |

People matter survey wellbeing check 2022

Have your say

Overview

Result summary

Report overview

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

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Custom questions

- Questions requested by your organisation

Demographics

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

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.

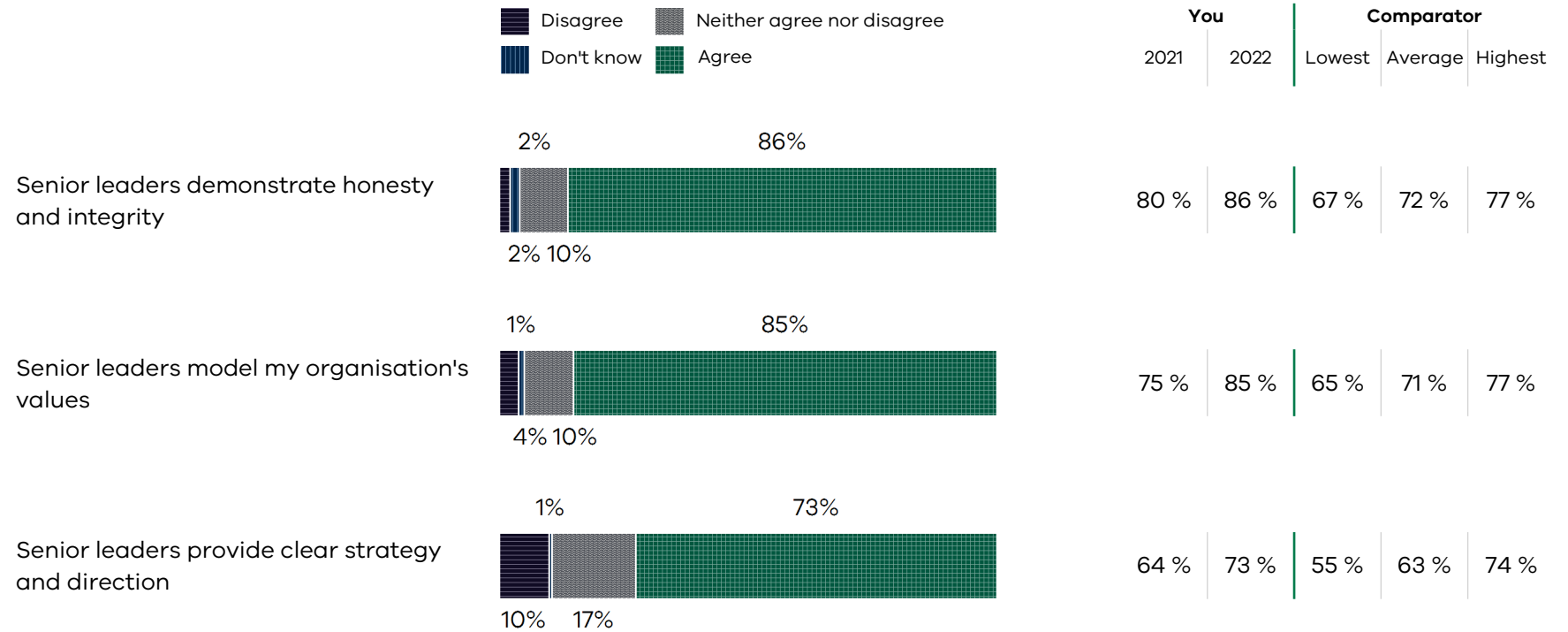Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

86% 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	Your results (Disagree / Don't know / Neither / Agree)	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
Senior leaders demonstrate honesty and integrity	2% / 2% / 10% / 86%	80 %	86 %	67 %	72 %	77 %
Senior leaders model my organisation's values	1% / 4% / 10% / 85%	75 %	85 %	65 %	71 %	77 %
Senior leaders provide clear strategy and direction	1% / 10% / 17% / 73%	64 %	73 %	55 %	63 %	74 %

People matter survey wellbeing check 2022

Have your say

Overview

Result summary

Report overview

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

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

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

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:

- 81% of your staff who did the survey responded positively to questions about Collaboration which is up from 78% in 2021.

Compared to:

- 76% of staff at your comparator and 73% of staff across the public sector.
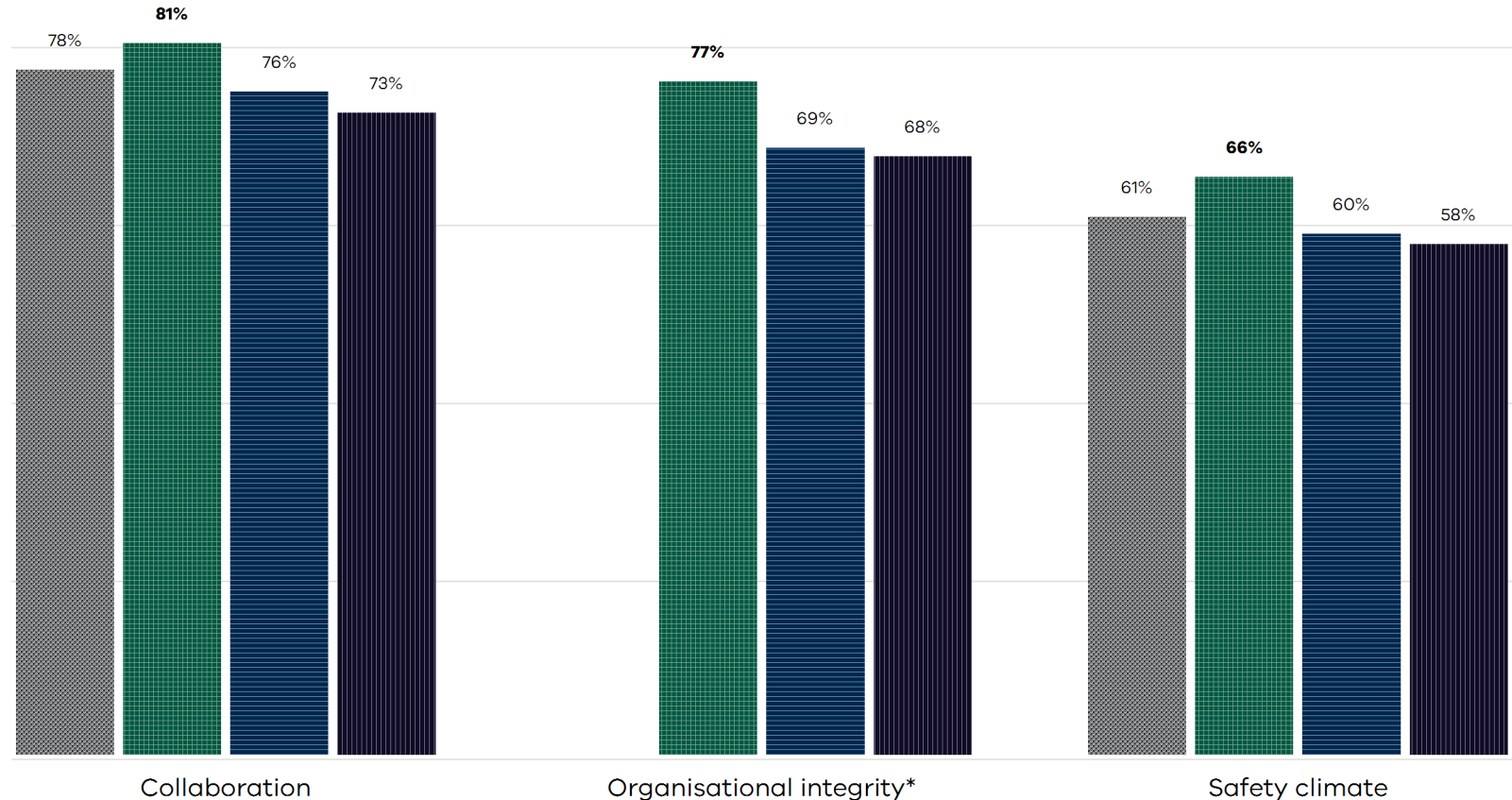
Chart data:

Factor	You 2021	You 2022	Comparator 2022	Public sector 2022
Collaboration	78%	81%	76%	73%
Organisational integrity*		77%	69%	68%
Safety climate	61%	66%	60%	58%

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

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

Victorian Public Sector Commission

VICTORIA State Government

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.
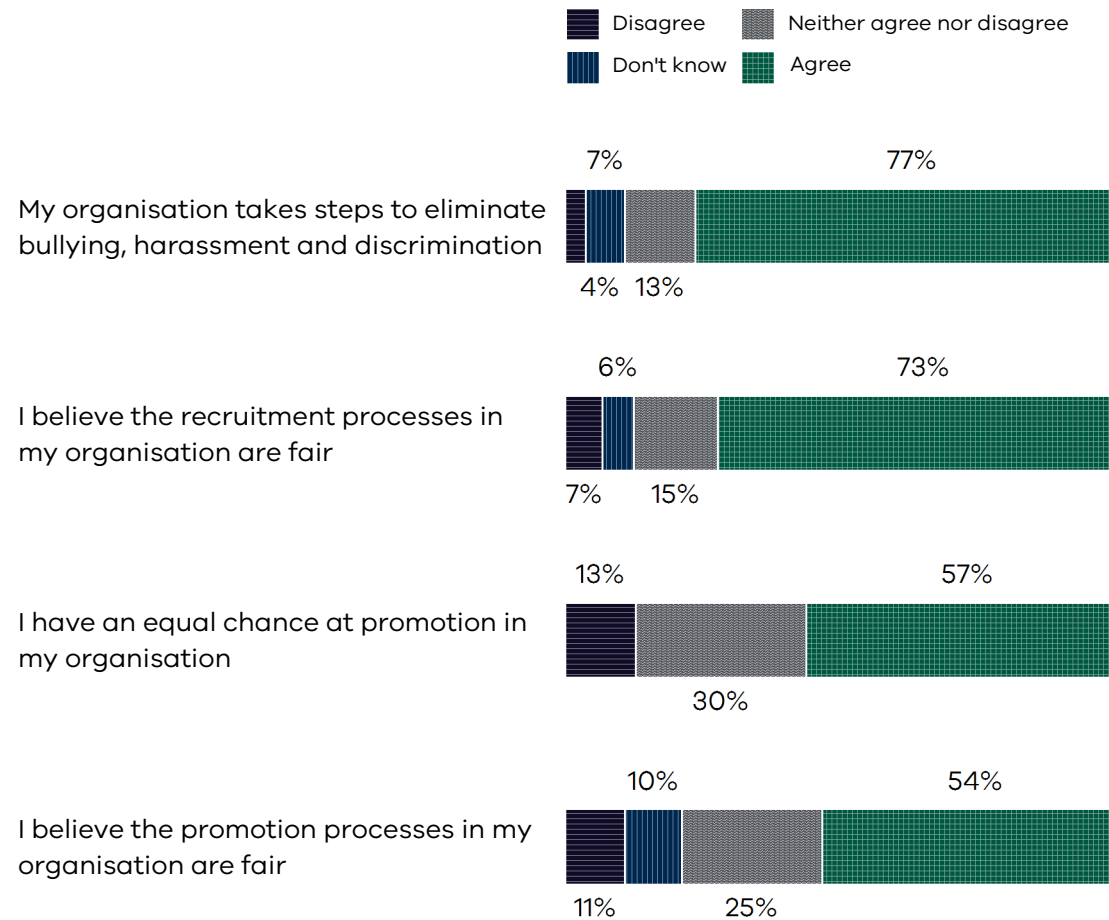
Example

92% of your staff who did the survey agreed or strongly agreed with 'My organisation encourages respectful workplace behaviours'.

Survey question

Your results

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

My organisation encourages respectful workplace behaviours — 92%, 2%, 5%

My organisation encourages employees to act in ways that are consistent with human rights — 2%, 89%, 2%, 7%

My organisation is committed to earning a high level of public trust — 2%, 88%, 1% 8%

My organisation does not tolerate improper conduct — 5%, 83%, 3% 9%

Benchmark agree results

Survey question	You		Comparator		
	2021	2022	Lowest	Average	Highest
My organisation encourages respectful workplace behaviours	89 %	92 %	80 %	86 %	91 %
My organisation encourages employees to act in ways that are consistent with human rights	83 %	89 %	84 %	86 %	89 %
My organisation is committed to earning a high level of public trust	86 %	88 %	71 %	80 %	89 %
My organisation does not tolerate improper conduct	75 %	83 %	64 %	72 %	79 %

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.
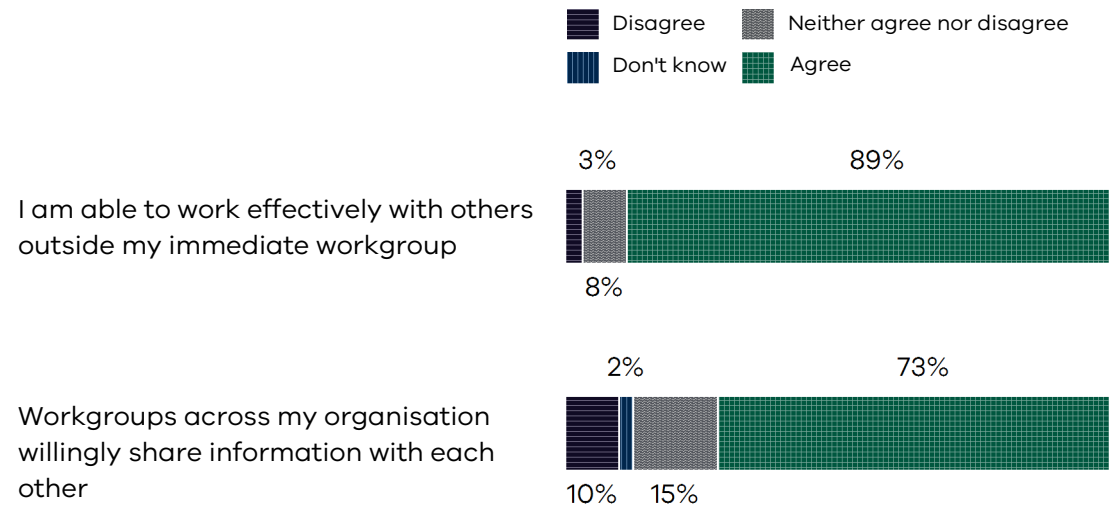
Example

77% of your staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.

Survey question · Your results · Benchmark agree results

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

Survey question		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My organisation takes steps to eliminate bullying, harassment and discrimination	Disagree 7%, Don't know 4%, Neither 13%, Agree 77%	77 %	77 %	62 %	71 %	77 %
I believe the recruitment processes in my organisation are fair	Disagree 6%, Don't know 7%, Neither 15%, Agree 73%	Not asked	73 %	55 %	62 %	68 %
I have an equal chance at promotion in my organisation	Disagree 13%, Neither 30%, Agree 57%	Not asked	57 %	46 %	51 %	59 %
I believe the promotion processes in my organisation are fair	Disagree 10%, Don't know 11%, Neither 25%, Agree 54%	Not asked	54 %	41 %	47 %	58 %

Victorian Public Sector Commission · VICTORIA State Government

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.
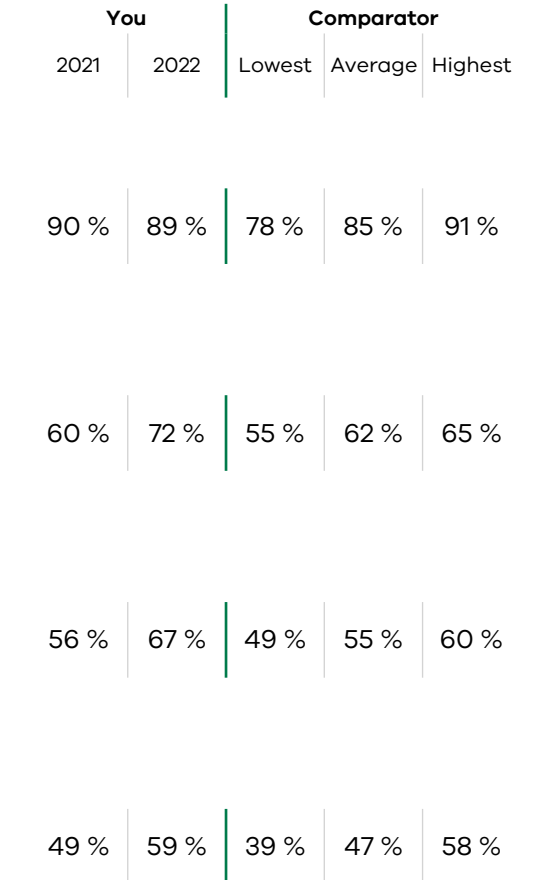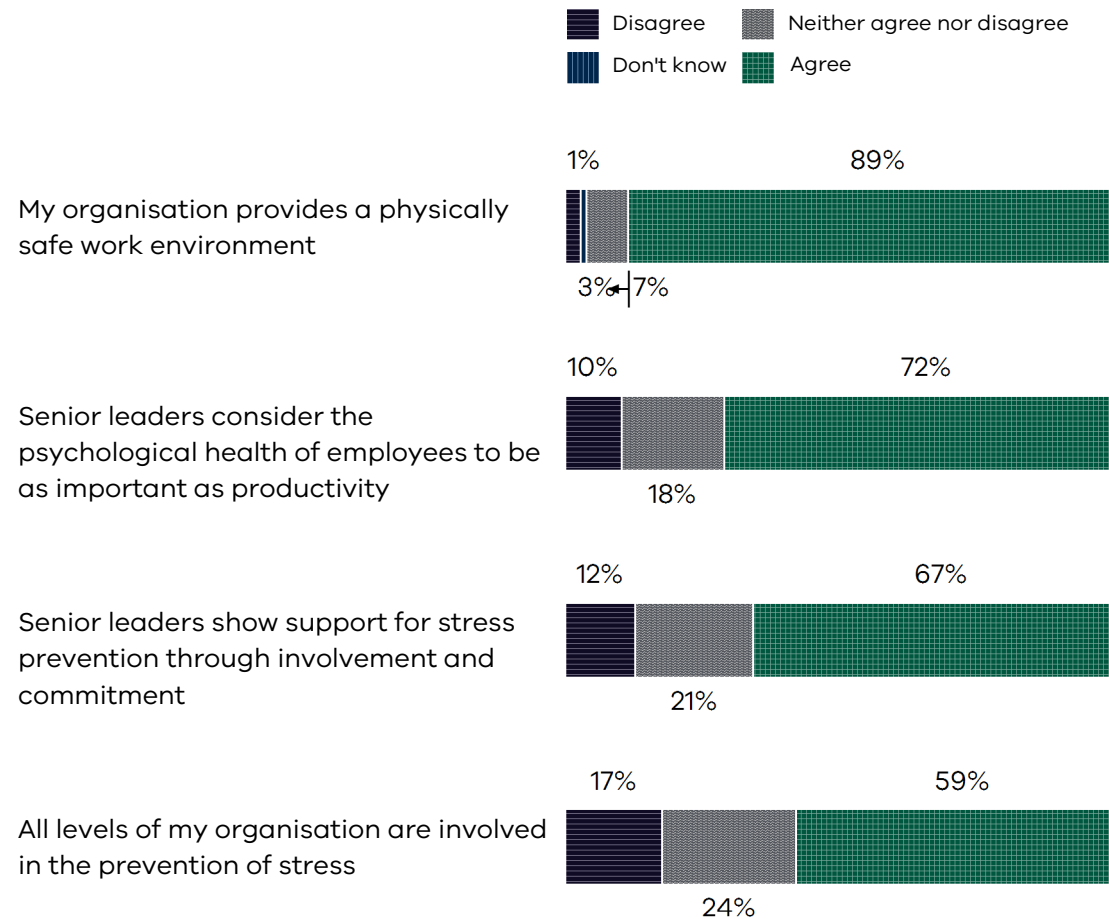
Example

89% of your staff who did the survey agreed or strongly agreed with 'I am able to work effectively with others outside my immediate workgroup'.

Survey question	Your results					

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

Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I am able to work effectively with others outside my immediate workgroup	3% / 8% / 89%	89 %	89 %	84 %	86 %	88 %
Workgroups across my organisation willingly share information with each other	10% / 2% / 15% / 73%	67 %	73 %	61 %	65 %	72 %

Victorian Public Sector Commission

VICTORIA State Government

Organisational climate

Safety climate 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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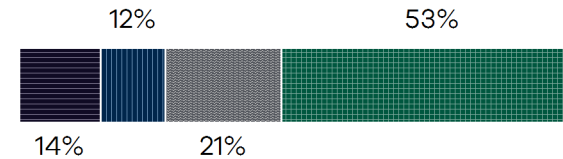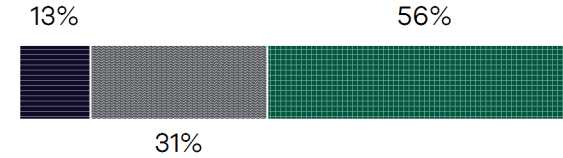
Example

89% of your staff who did the survey agreed or strongly agreed with 'My organisation provides a physically safe work environment'.

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

Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My organisation provides a physically safe work environment	1% ... 89% / 3% 7%	90 %	89 %	78 %	85 %	91 %
Senior leaders consider the psychological health of employees to be as important as productivity	10% ... 72% / 18%	60 %	72 %	55 %	62 %	65 %
Senior leaders show support for stress prevention through involvement and commitment	12% ... 67% / 21%	56 %	67 %	49 %	55 %	60 %
All levels of my organisation are involved in the prevention of stress	17% ... 59% / 24%	49 %	59 %	39 %	47 %	58 %

Organisational climate

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

56% of your staff who did the survey agreed or strongly agreed with 'In my workplace, there is good communication about psychological safety issues that affect me'.

Survey question

Your results

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

In my workplace, there is good communication about psychological safety issues that affect me
- 13%
- 56%
- 31%

My organisation has effective procedures in place to support employees who may experience stress
- 12%
- 53%
- 14%
- 21%

Benchmark agree results

	You		Comparator		
	2021	2022	Lowest	Average	Highest
In my workplace, there is good communication...	58 %	56 %	49 %	56 %	65 %
My organisation has effective procedures...	58 %	53 %	47 %	52 %	62 %

Victorian Public Sector Commission

VICTORIA State Government

People matter survey wellbeing check 2022

Have your say

Overview

Report overview

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

Result summary

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Custom questions

- Questions requested by your organisation

Demographics

- Age, gender, variations in sex characteristics and sexual orientation
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- Disability
- Cultural diversity
- Employment
- Adjustments
- Caring

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:

- 90% of your staff who did the survey responded positively to questions about Workgroup support which is up from 85% in 2021.

Compared to:

- 83% of staff at your comparator and 80% of staff across the public sector.
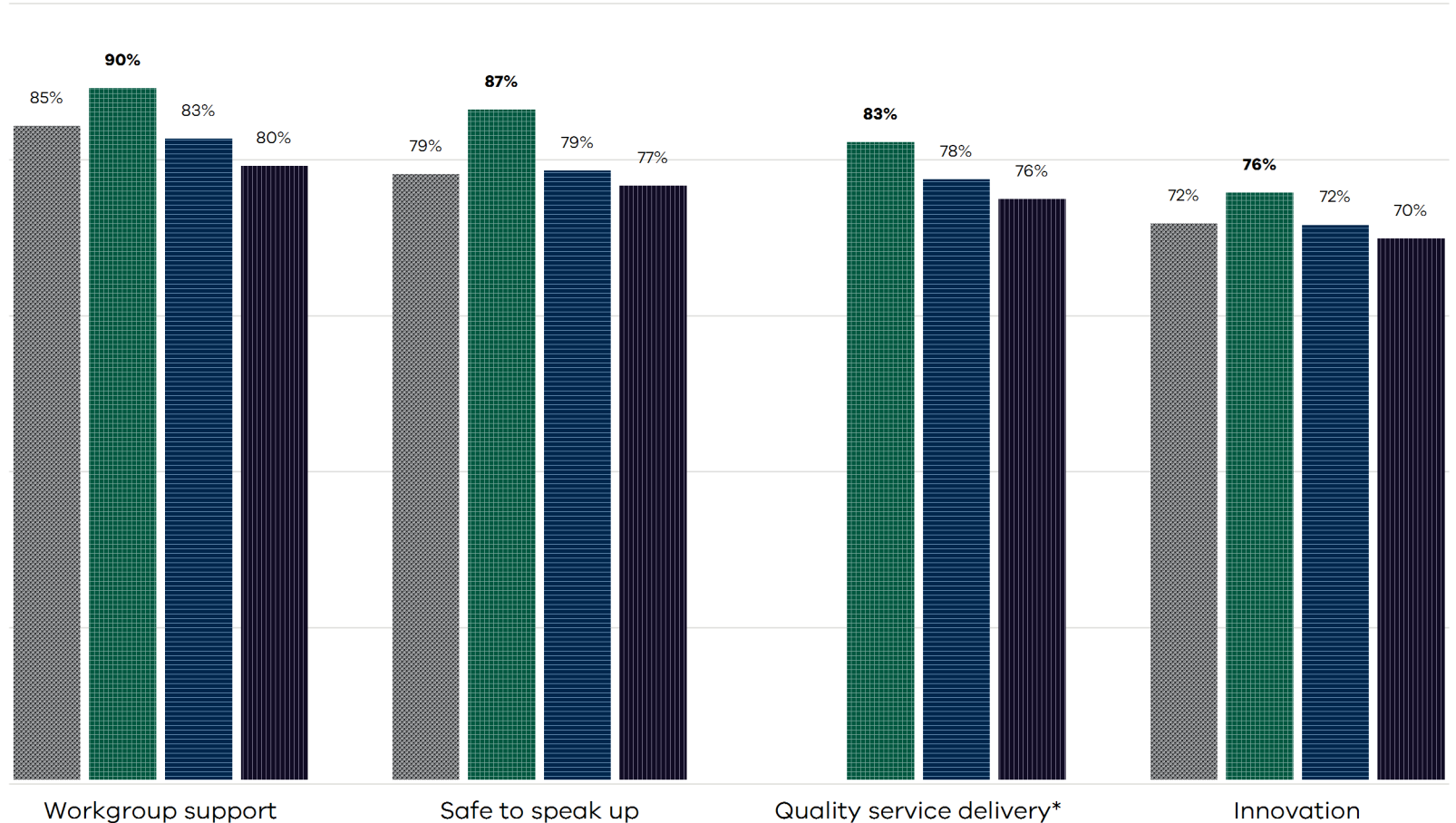
*We can't compare some data here because one or more questions were not asked in a previous survey

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

Chart data:
- Workgroup support: You 2021 85%, You 2022 90%, Comparator 2022 83%, Public sector 2022 80%
- Safe to speak up: You 2021 79%, You 2022 87%, Comparator 2022 79%, Public sector 2022 77%
- Quality service delivery*: You 2022 83%, Comparator 2022 78%, Public sector 2022 76%
- Innovation: You 2021 72%, You 2022 76%, Comparator 2022 72%, Public sector 2022 70%

Victorian Public Sector Commission

VICTORIA State Government

Workgroup climate

Quality service delivery

What this is

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

Why this is important

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

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

How to read this

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

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

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

Example

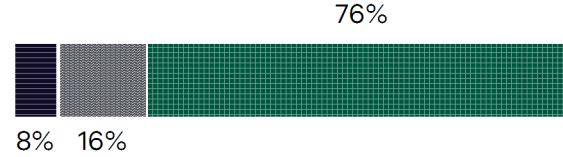93% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

Survey question	Your results				Benchmark agree results				

Legend: Disagree · Don't know · Neither agree nor disagree · Agree
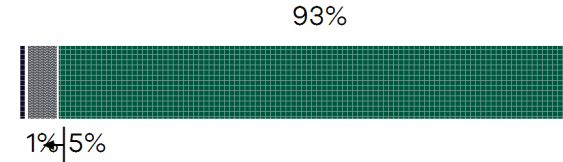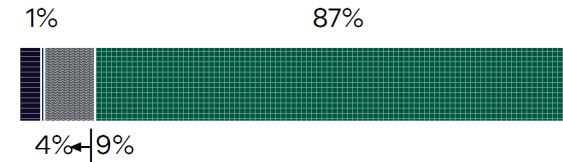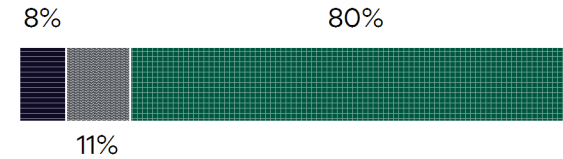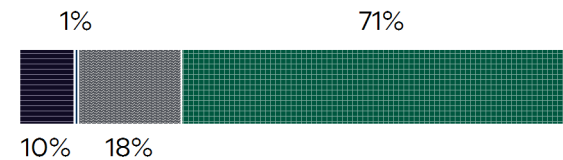
		You		Comparator		
		2021	2022	Lowest	Average	Highest
My workgroup provides high quality advice and services	93% (Agree), 1%, 5%	Not asked	93 %	82 %	87 %	90 %
My workgroup acts fairly and without bias	87% (Agree), 1%, 4%, 9%	Not asked	87 %	76 %	80 %	85 %
My workgroup has clear lines of responsibility	80% (Agree), 8%, 11%	77 %	80 %	71 %	75 %	84 %
My workgroup uses its resources well	71% (Agree), 1%, 10%, 18%	Not asked	71 %	66 %	70 %	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 encourages employee creativity'.

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

Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup encourages employee creativity	8% / 16% / 76%	69 %	76 %	66 %	70 %	73 %
My workgroup is quick to respond to opportunities to do things better	7% / 1% / 16% / 76%	73 %	76 %	71 %	73 %	77 %
My workgroup learns from failures and mistakes	7% / 1% / 16% / 76%	75 %	76 %	69 %	73 %	77 %
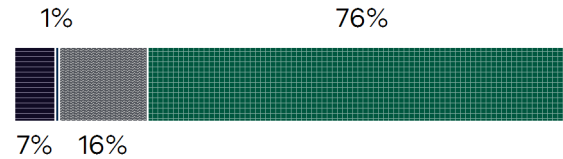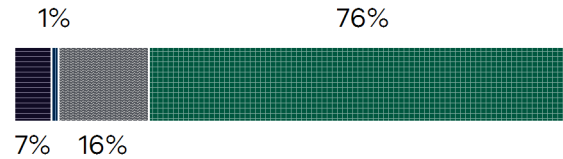
Workgroup climate

Workgroup support 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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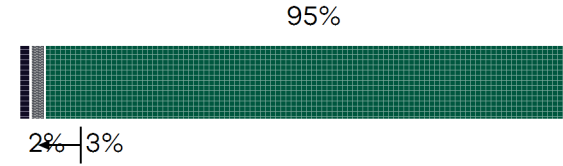
Example

95% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup treat each other with respect'.
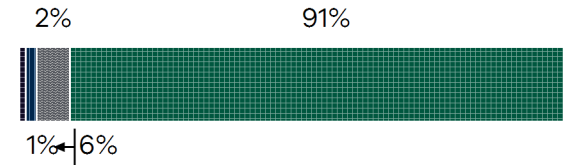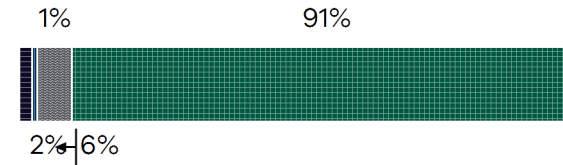
Survey question	Your results					

Your results

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

Benchmark agree results

Survey question		You		Comparator		
		2021	2022	Lowest	Average	Highest
People in my workgroup treat each other with respect	95% (2% / 3%)	88 %	95 %	84 %	88 %	90 %
People in my workgroup are politically impartial in their work	91% (2%, 1%, 6%)	86 %	91 %	80 %	84 %	86 %
People in my workgroup are honest, open and transparent in their dealings	91% (1%, 2%, 6%)	83 %	91 %	77 %	82 %	84 %
People in my workgroup work together effectively to get the job done	90% (3%, 7%)	86 %	90 %	81 %	85 %	87 %

Victorian Public Sector Commission

VICTORIA State Government
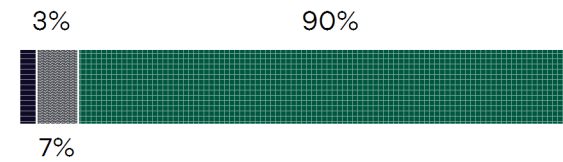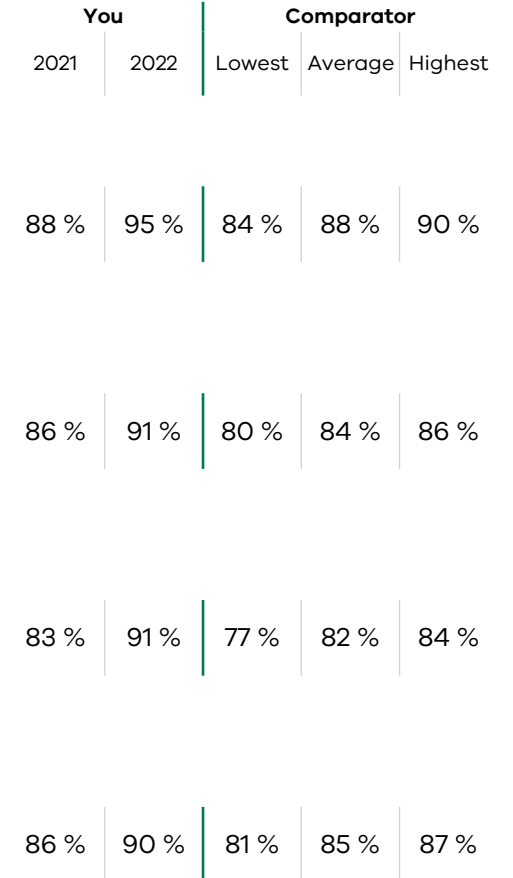
Workgroup climate

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.
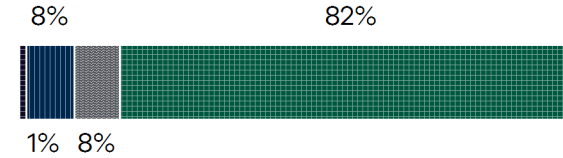
Example

82% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.
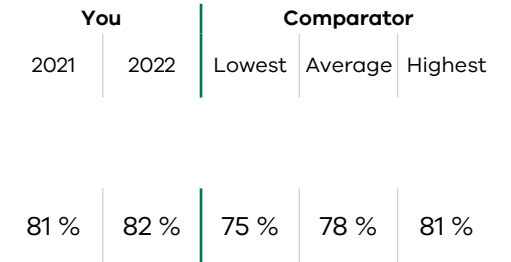
Survey question

Your results

	Disagree		Neither agree nor disagree
	Don't know		Agree

People in my workgroup appropriately manage conflicts of interest

8%   82%

1% 8%

Benchmark agree results

	You		Comparator		
	2021	2022	Lowest	Average	Highest
People in my workgroup appropriately manage conflicts of interest	81 %	82 %	75 %	78 %	81 %

Victorian Public Sector Commission

VICTORIA State Government

Workgroup climate

Safe to speak up

What this is

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

Why this is important

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

How to read this

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

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

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

Example

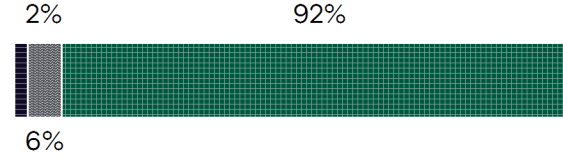92% of your staff who did the survey agreed or strongly agreed with 'I feel culturally safe at work'.
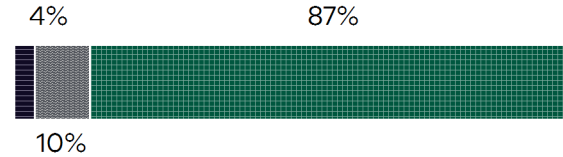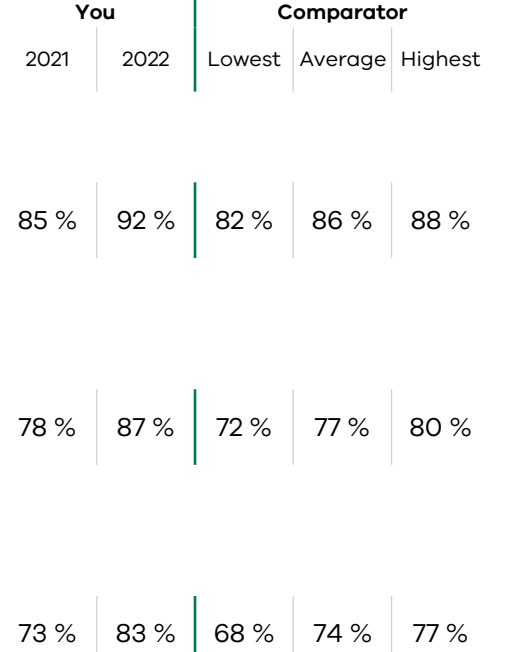
Survey question	Your results					

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

		You		Comparator		
Survey question		2021	2022	Lowest	Average	Highest
I feel culturally safe at work	2% / 92% / 6%	85 %	92 %	82 %	86 %	88 %
People in my workgroup are able to bring up problems and tough issues	4% / 87% / 10%	78 %	87 %	72 %	77 %	80 %
I feel safe to challenge inappropriate behaviour at work	6% / 83% / 11%	73 %	83 %	68 %	74 %	77 %

Victorian Public Sector Commission

VICTORIA State Government

People matter survey wellbeing check 2022

Have your say

Overview

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

Result summary

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

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

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

Taking action
- Taking action questions

Detailed results

Senior leadership
- Senior leadership questions

Organisational climate
- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

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

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

Public sector values
- Scorecard
- Responsiveness
- Integrity
- Impartiality
- Accountability
- Respect
- Leadership
- Human rights

Custom questions
- Questions requested by your organisation

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

Victorian Public Sector Commission

VICTORIA State Government

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.
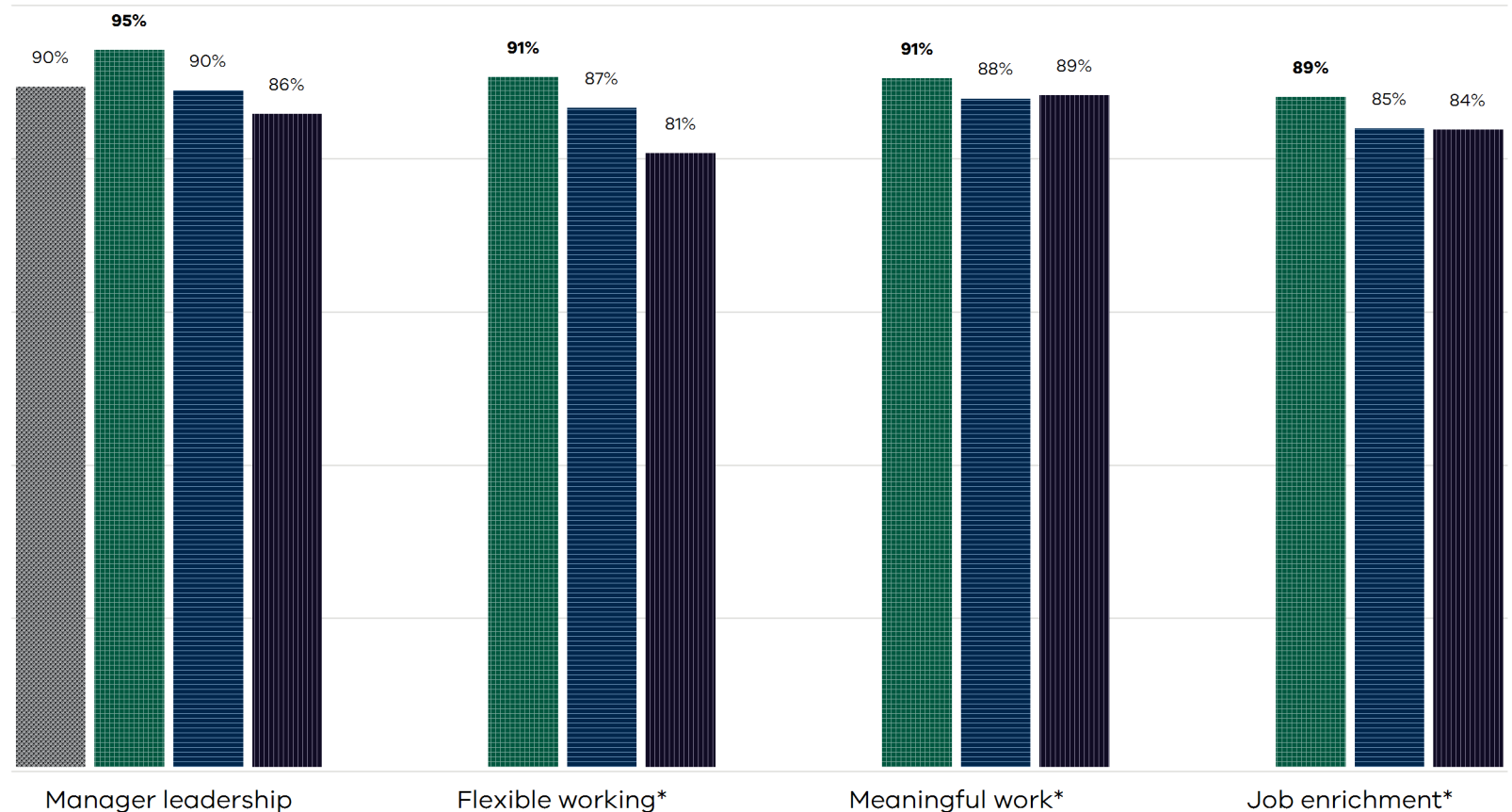
Example

In 2022:

- 95% 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	Flexible working*	Meaningful work*	Job enrichment*
You 2021	90%			
You 2022	95%	91%	91%	89%
Comparator 2022	90%	87%	88%	85%
Public sector 2022	86%	81%	89%	84%

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

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

Job and manager factors

What this is

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

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How to read this

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

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

Example

In 2022:

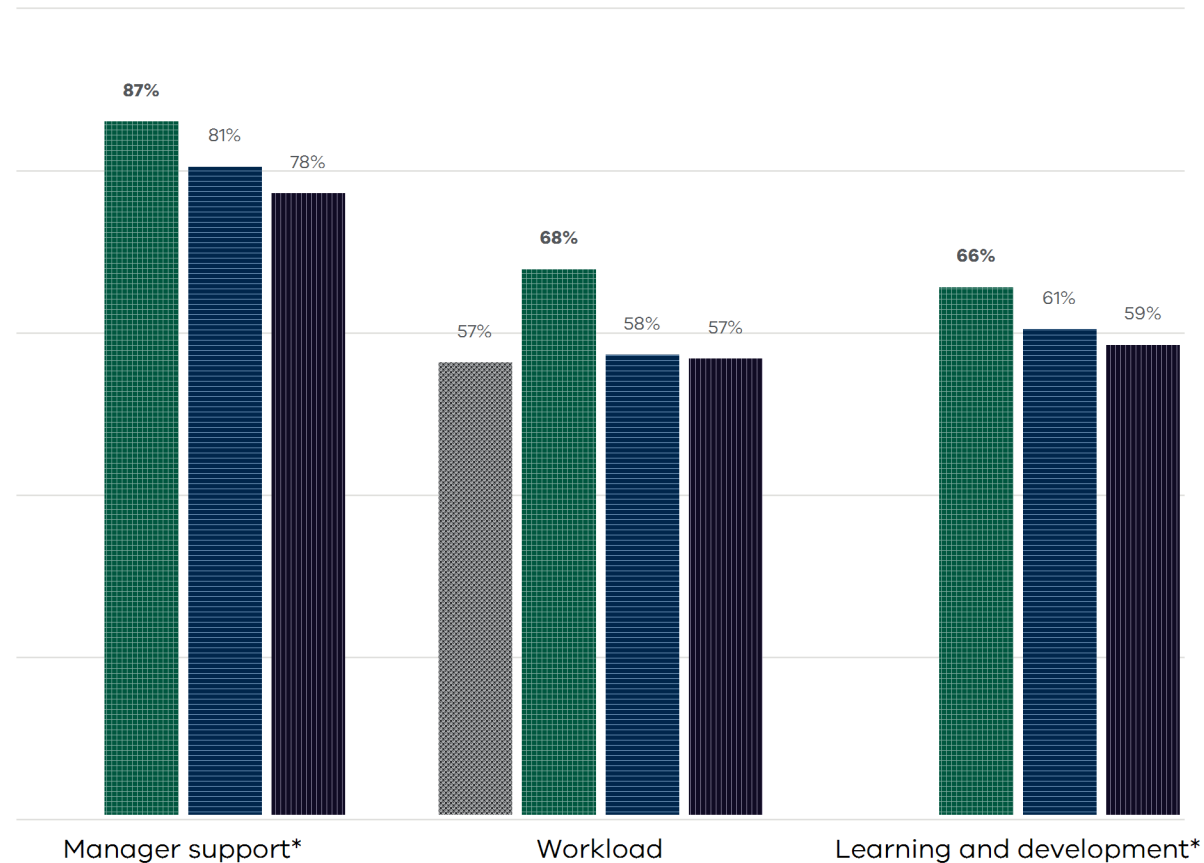- 87% of your staff who did the survey responded positively to questions about Manager support.

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 2021 | You 2022 | Comparator 2022 | Public sector 2022

Victorian Public Sector Commission

VICTORIA State Government

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.

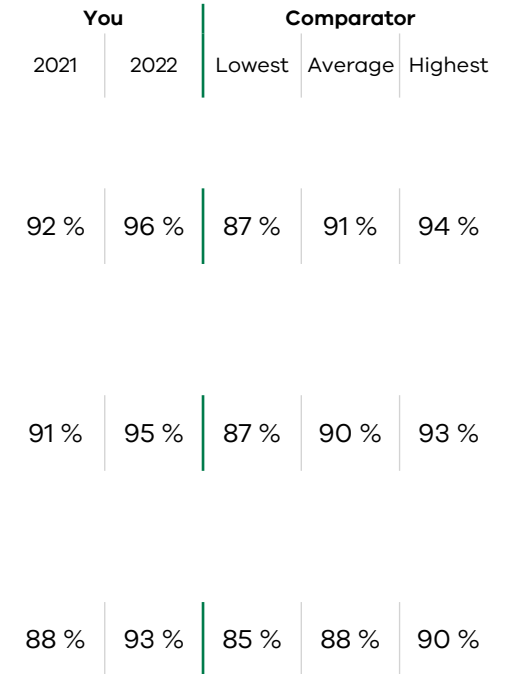Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

96% of your staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

Survey question	Your results						

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

Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager treats employees with dignity and respect	2% / 96% / 2%	92 %	96 %	87 %	91 %	94 %
My manager demonstrates honesty and integrity	1% / 95% / 4%	91 %	95 %	87 %	90 %	93 %
My manager models my organisation's values	2% / 93% / 5%	88 %	93 %	85 %	88 %	90 %

Victorian Public Sector Commission

VICTORIA State Government

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.

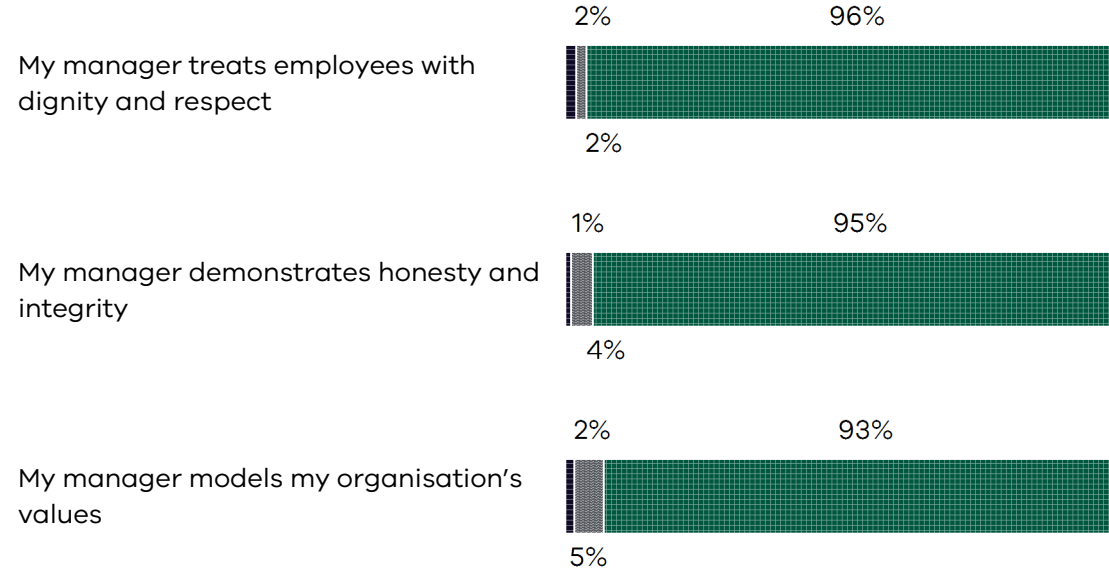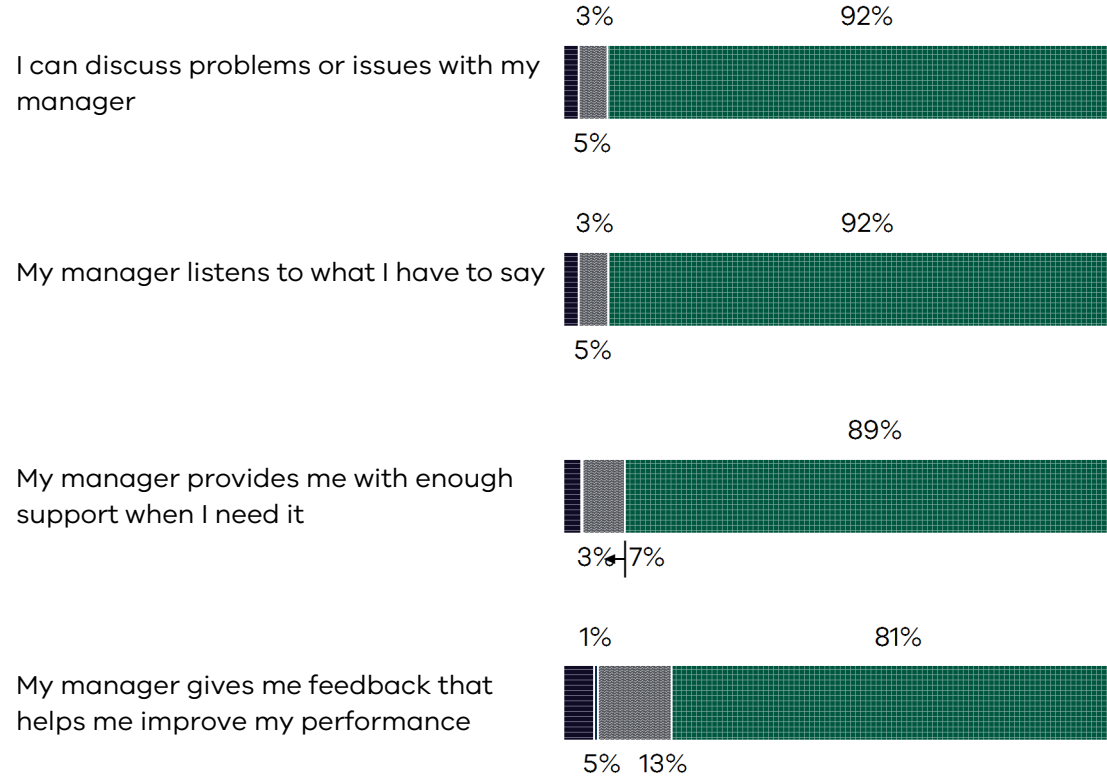Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.
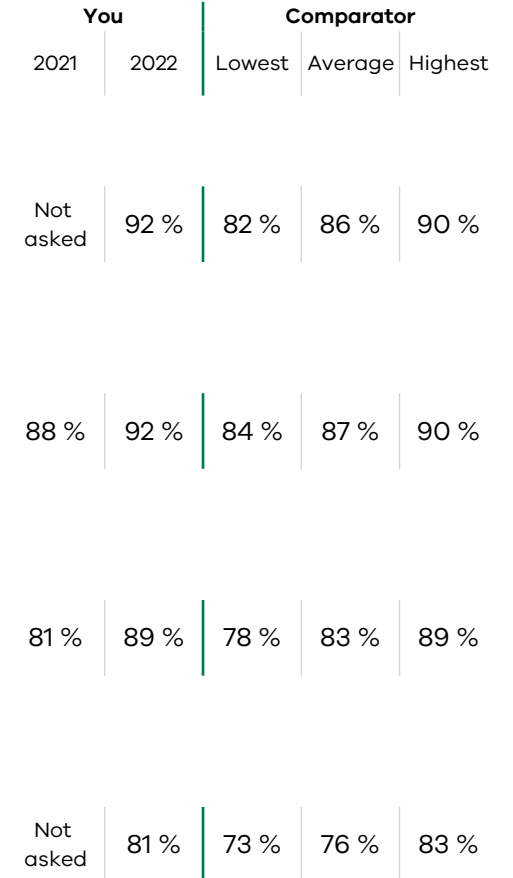
Example

92% of your staff who did the survey agreed or strongly agreed with 'I can discuss problems or issues with my manager'.

Survey question · Your results · Benchmark agree results

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

Survey question	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I can discuss problems or issues with my manager	Not asked	92 %	82 %	86 %	90 %
My manager listens to what I have to say	88 %	92 %	84 %	87 %	90 %
My manager provides me with enough support when I need it	81 %	89 %	78 %	83 %	89 %
My manager gives me feedback that helps me improve my performance	Not asked	81 %	73 %	76 %	83 %

Your results bar values:

- I can discuss problems or issues with my manager: 3%, 5%, 92%
- My manager listens to what I have to say: 3%, 5%, 92%
- My manager provides me with enough support when I need it: 89%, 3%, 7%
- My manager gives me feedback that helps me improve my performance: 1%, 5%, 13%, 81%

Job and manager factors

Manager support 2 of 2

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

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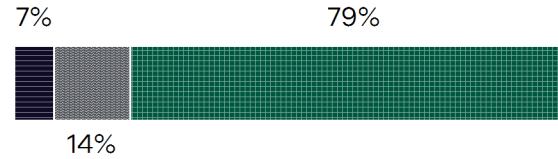
Example

79% of your staff who did the survey agreed or strongly agreed with 'I receive meaningful recognition when I do good work'.
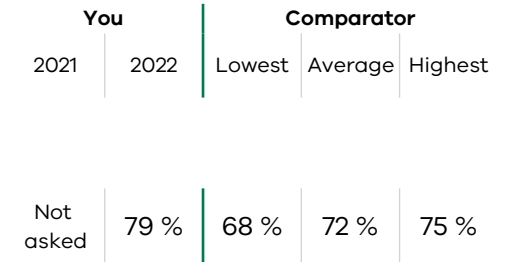
Survey question

Your results

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

I receive meaningful recognition when I do good work

7% | 79%
14%

Benchmark agree results

	You		Comparator		
	2021	2022	Lowest	Average	Highest
	Not asked	79 %	68 %	72 %	75 %

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Workload

What this is

This is how staff feel about workload and time pressure.

Why this is important

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

How to read this

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

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

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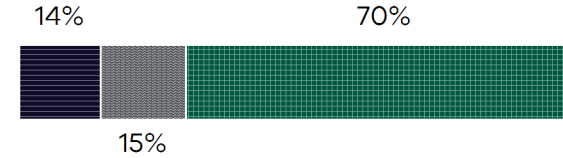
Example

70% of your staff who did the survey agreed or strongly agreed with 'The workload I have is appropriate for the job that I do'.

Legend: Disagree | Neither agree nor disagree | Agree
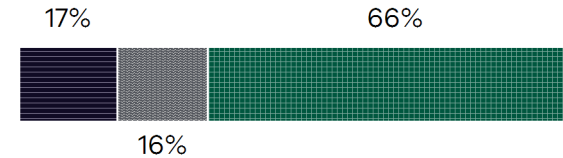
Survey question	Your results		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
The workload I have is appropriate for the job that I do	14% Disagree, 15% Neither, 70% Agree		57 %	70 %	52 %	60 %	73 %
I have enough time to do my job effectively	17% Disagree, 16% Neither, 66% Agree		57 %	66 %	48 %	56 %	70 %

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

82% of your staff who did the survey agreed or strongly agreed with 'I am developing and learning in my role'.
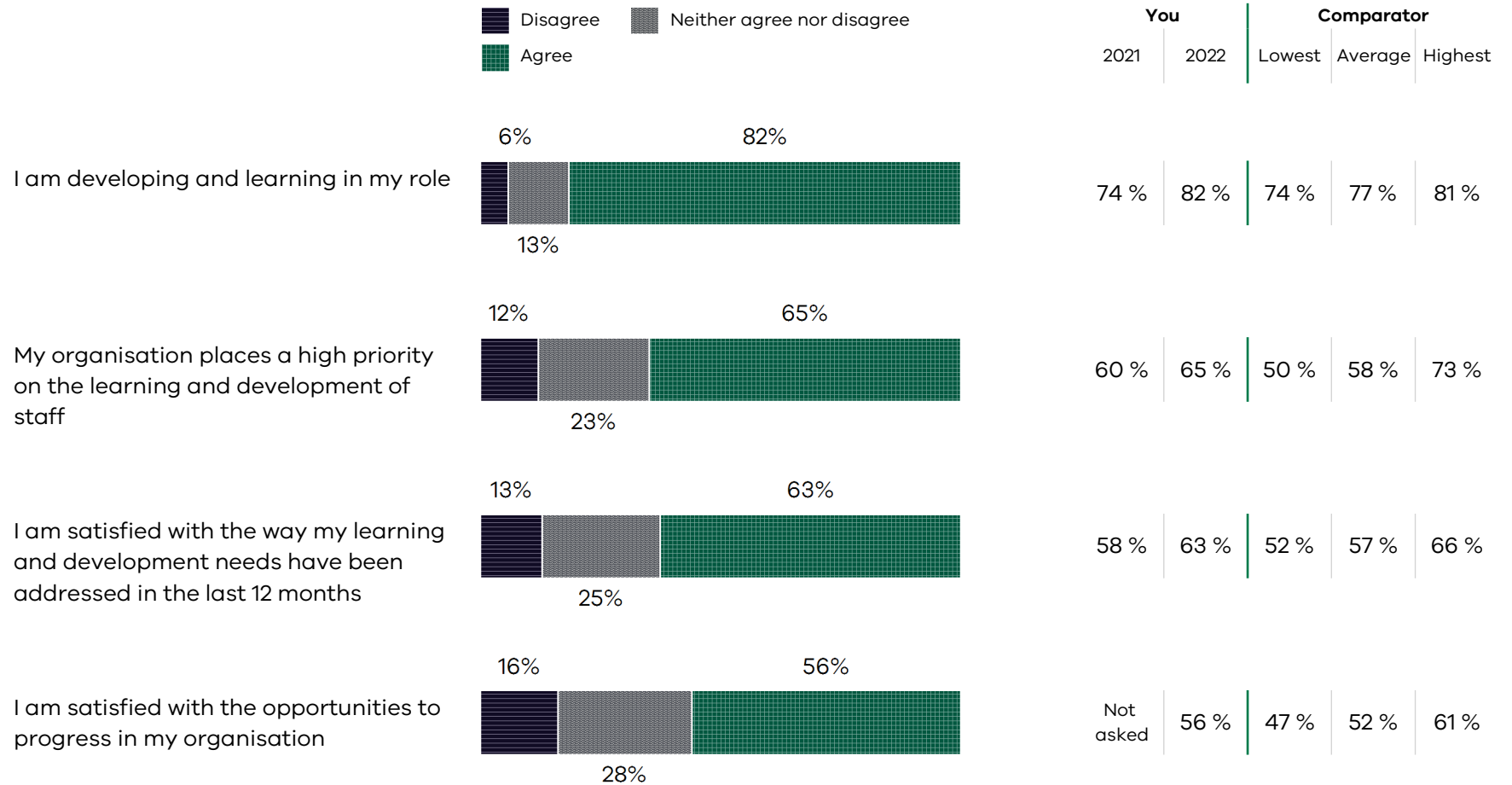
| Survey question | Your results | Benchmark agree results |

Your results

■ Disagree   ▨ Neither agree nor disagree   ▨ Agree

Benchmark agree results

	You		Comparator		
	2021	2022	Lowest	Average	Highest
I am developing and learning in my role	74 %	82 %	74 %	77 %	81 %
My organisation places a high priority on the learning and development of staff	60 %	65 %	50 %	58 %	73 %
I am satisfied with the way my learning and development needs have been addressed in the last 12 months	58 %	63 %	52 %	57 %	66 %
I am satisfied with the opportunities to progress in my organisation	Not asked	56 %	47 %	52 %	61 %

I am developing and learning in my role — 6% / 13% / 82%

My organisation places a high priority on the learning and development of staff — 12% / 23% / 65%

I am satisfied with the way my learning and development needs have been addressed in the last 12 months — 13% / 25% / 63%

I am satisfied with the opportunities to progress in my organisation — 16% / 28% / 56%

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Job enrichment 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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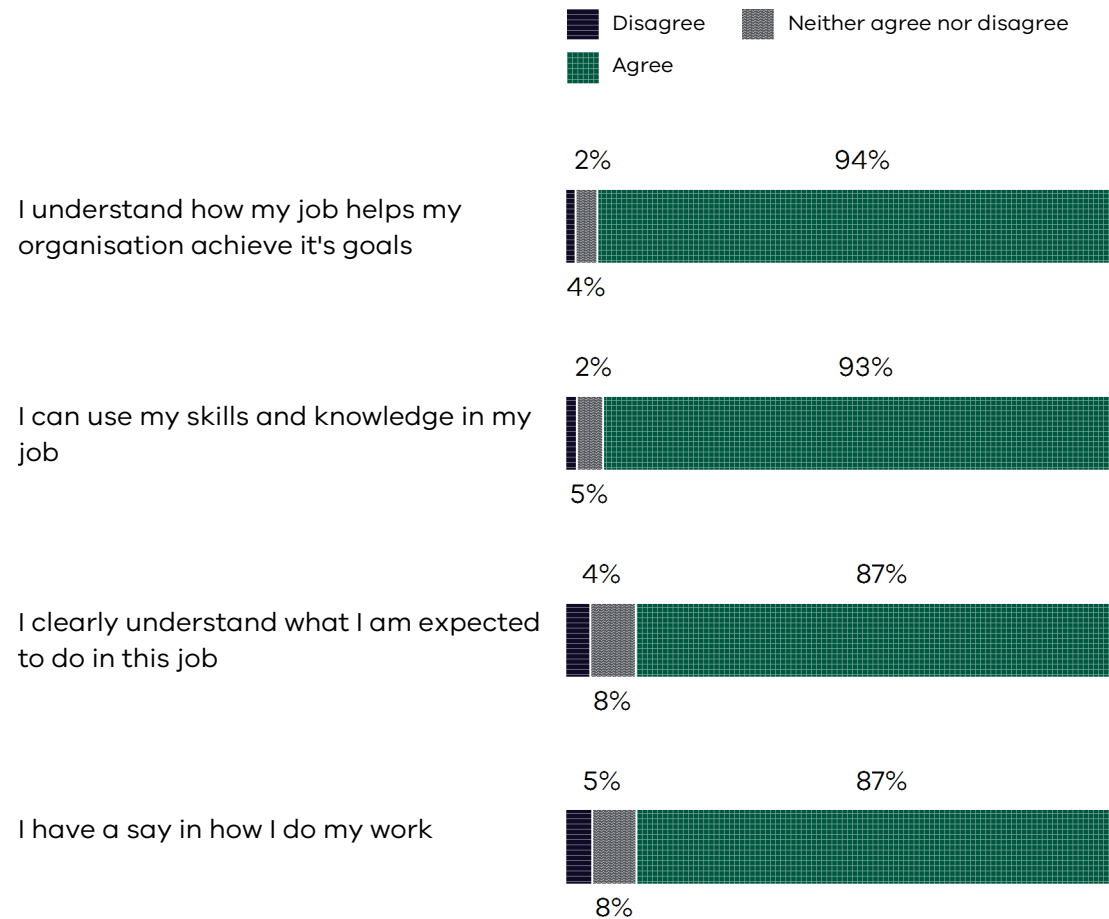
Example

94% of your staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve it's goals'.

Survey question	Your results			Benchmark agree results				
				You		**Comparator**		
				2021	2022	Lowest	Average	Highest
I understand how my job helps my organisation achieve it's goals	2% / 94% / 4%			Not asked	94 %	89 %	91 %	96 %
I can use my skills and knowledge in my job	2% / 93% / 5%			Not asked	93 %	88 %	91 %	92 %
I clearly understand what I am expected to do in this job	4% / 87% / 8%			81 %	87 %	78 %	83 %	93 %
I have a say in how I do my work	5% / 87% / 8%			Not asked	87 %	75 %	82 %	85 %

Legend: Disagree / Neither agree nor disagree / Agree

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

What this is

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

Why this is important

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

How to read this

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

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

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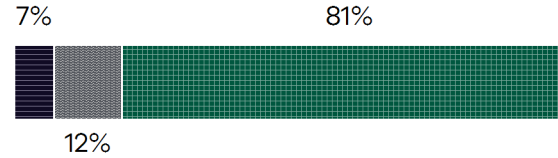
Example

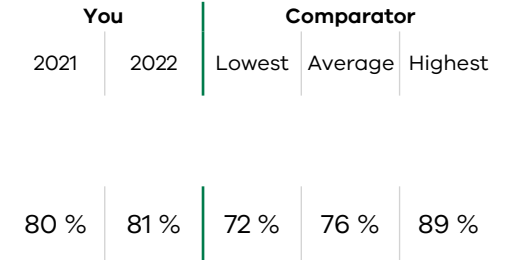81% of your staff who did the survey agreed or strongly agreed with 'I have the authority to do my job effectively'.

Survey question	Your results	Benchmark agree results

Legend: ■ Disagree   ▨ Neither agree nor disagree   ▦ Agree

	You		Comparator		
	2021	2022	Lowest	Average	Highest

I have the authority to do my job effectively

7%   12%   81%

| 80 % | 81 % | 72 % | 76 % | 89 % |

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.
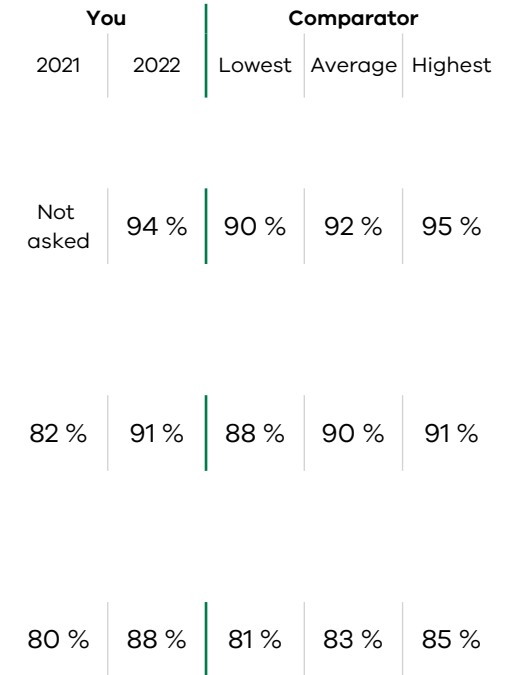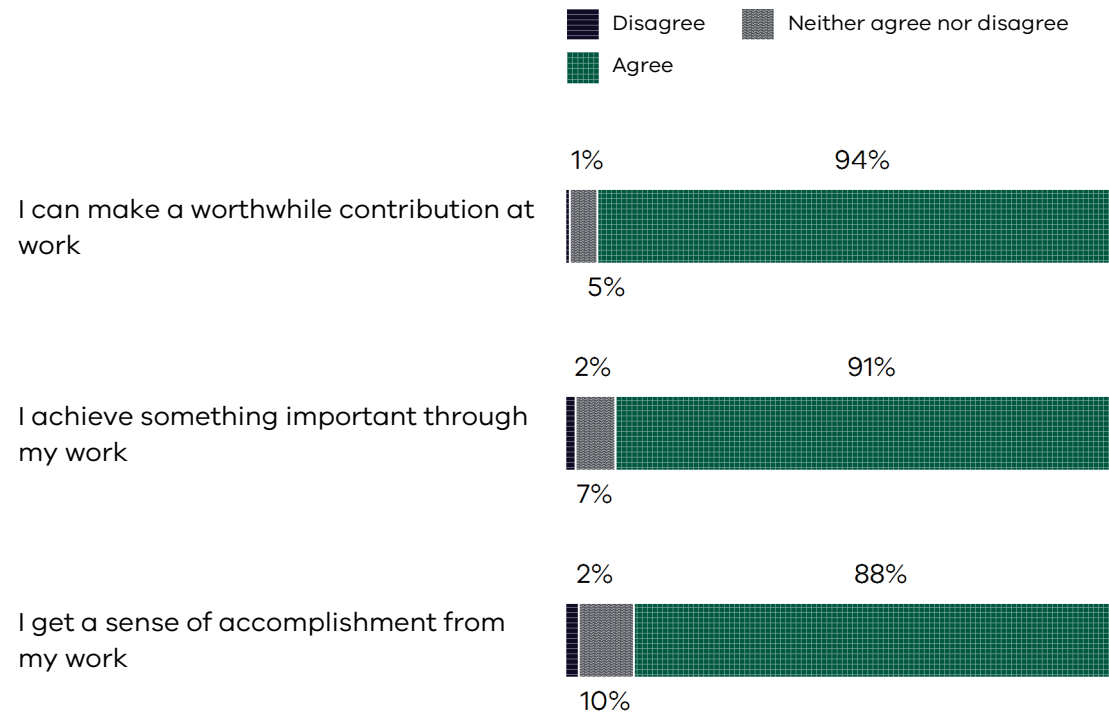
Example

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

	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I can make a worthwhile contribution at work (1%, 94%, 5%)	Not asked	94 %	90 %	92 %	95 %
I achieve something important through my work (2%, 91%, 7%)	82 %	91 %	88 %	90 %	91 %
I get a sense of accomplishment from my work (2%, 88%, 10%)	80 %	88 %	81 %	83 %	85 %

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Flexible working

What this is

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

Why this is important

Supporting flexible working can improve employee wellbeing.

How to read this

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

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

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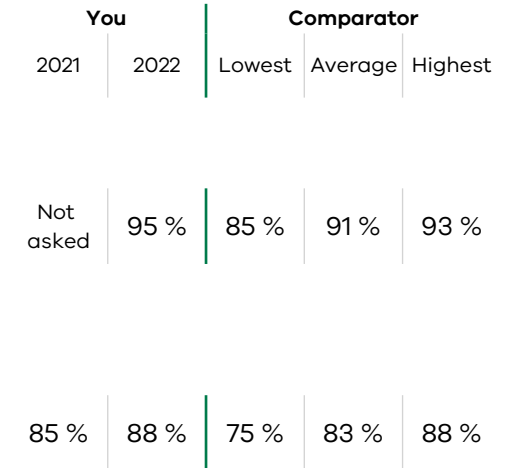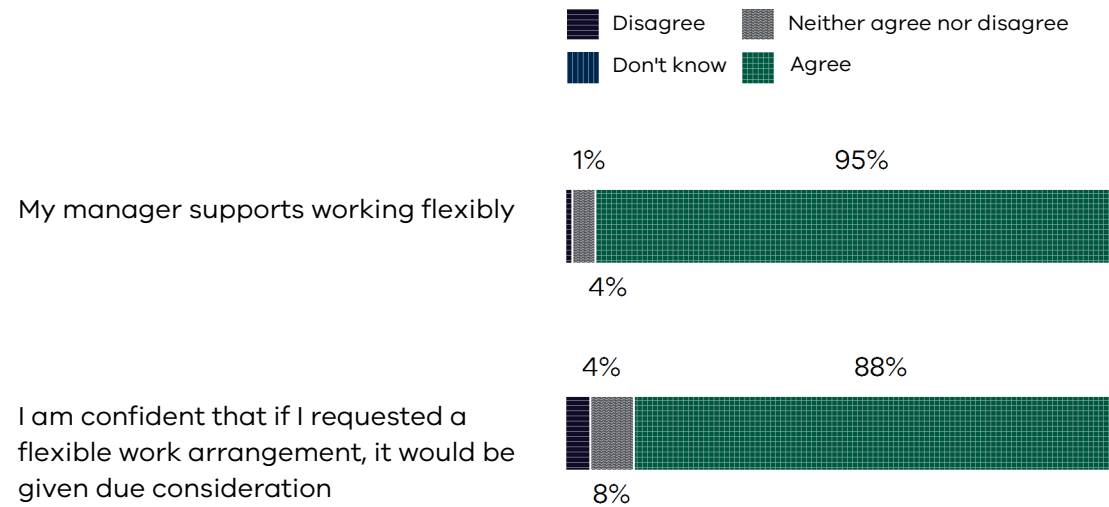
Example

95% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.

Survey question	Your results					

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

	You		Comparator		
Survey question	2021	2022	Lowest	Average	Highest
My manager supports working flexibly — 1% / 95% / 4%	Not asked	95 %	85 %	91 %	93 %
I am confident that if I requested a flexible work arrangement, it would be given due consideration — 4% / 88% / 8%	85 %	88 %	75 %	83 %	88 %

People matter survey wellbeing check 2022

Have your say

Overview

Report overview

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

Result summary

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

- Scorecard
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- Meaningful work
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Public sector values

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

Custom questions

- Questions requested by your organisation

Demographics

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

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.
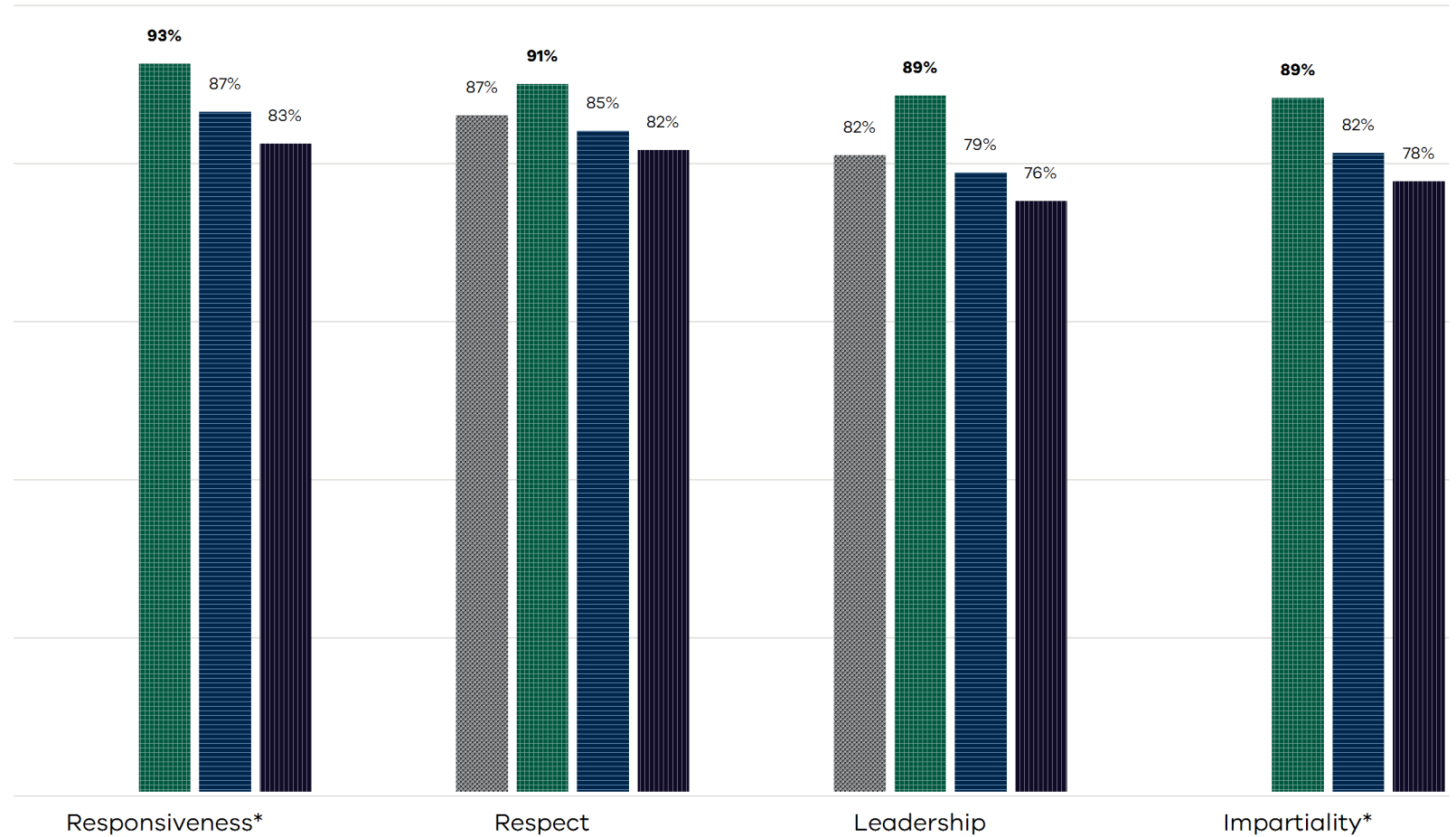
Example

In 2022:

- 93% 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.

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

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

Chart values:
- Responsiveness*: You 2022 93%, Comparator 2022 87%, Public sector 2022 83%
- Respect: You 2021 87%, You 2022 91%, Comparator 2022 85%, Public sector 2022 82%
- Leadership: You 2021 82%, You 2022 89%, Comparator 2022 79%, Public sector 2022 76%
- Impartiality*: You 2022 89%, Comparator 2022 82%, Public sector 2022 78%

Public sector values

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

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How to read this

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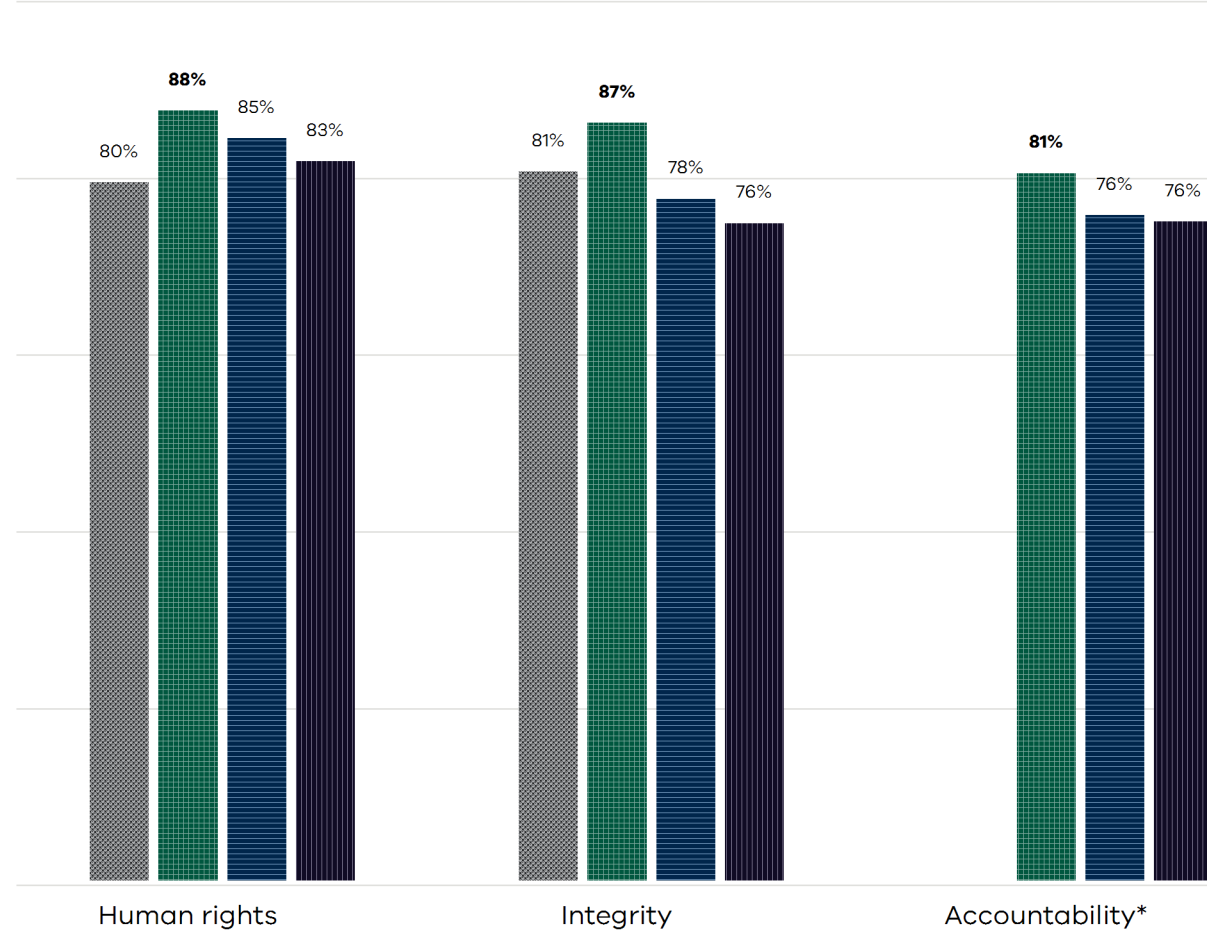
Example

In 2022:

- 88% of your staff who did the survey responded positively to questions about Human rights , which is up 8% in 2021.

Compared to:

- 85% of staff at your comparator and 83% of staff across the public sector.

Chart data — percentage of positive responses:

Value	You 2021	You 2022	Comparator 2022	Public sector 2022
Human rights	80%	88%	85%	83%
Integrity	81%	87%	78%	76%
Accountability*		81%	76%	76%

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

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

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

Responsiveness

What this is

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

Why this is important

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

How to read this

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

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

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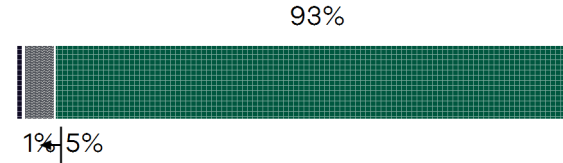
Example

93% of staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.
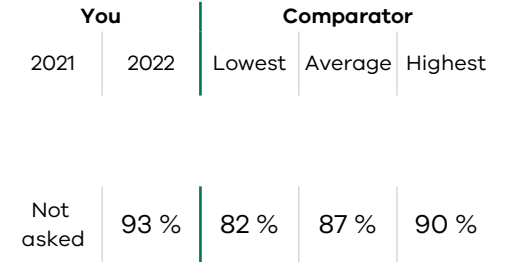
Survey question

Your results

▉ Disagree	▨ Neither agree nor disagree
▐ Don't know	▨ Agree

My workgroup provides high quality advice and services

93%

1% 5%

Benchmark agree results

	You		Comparator		
	2021	2022	Lowest	Average	Highest
	Not asked	93 %	82 %	87 %	90 %

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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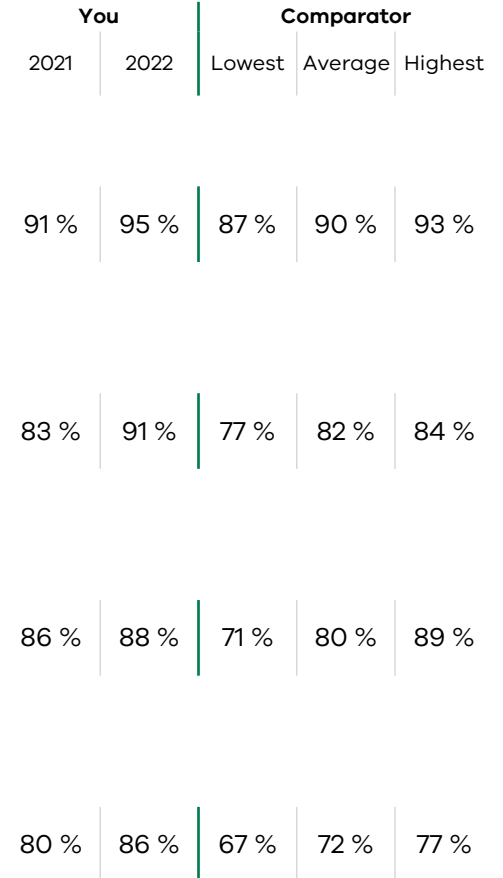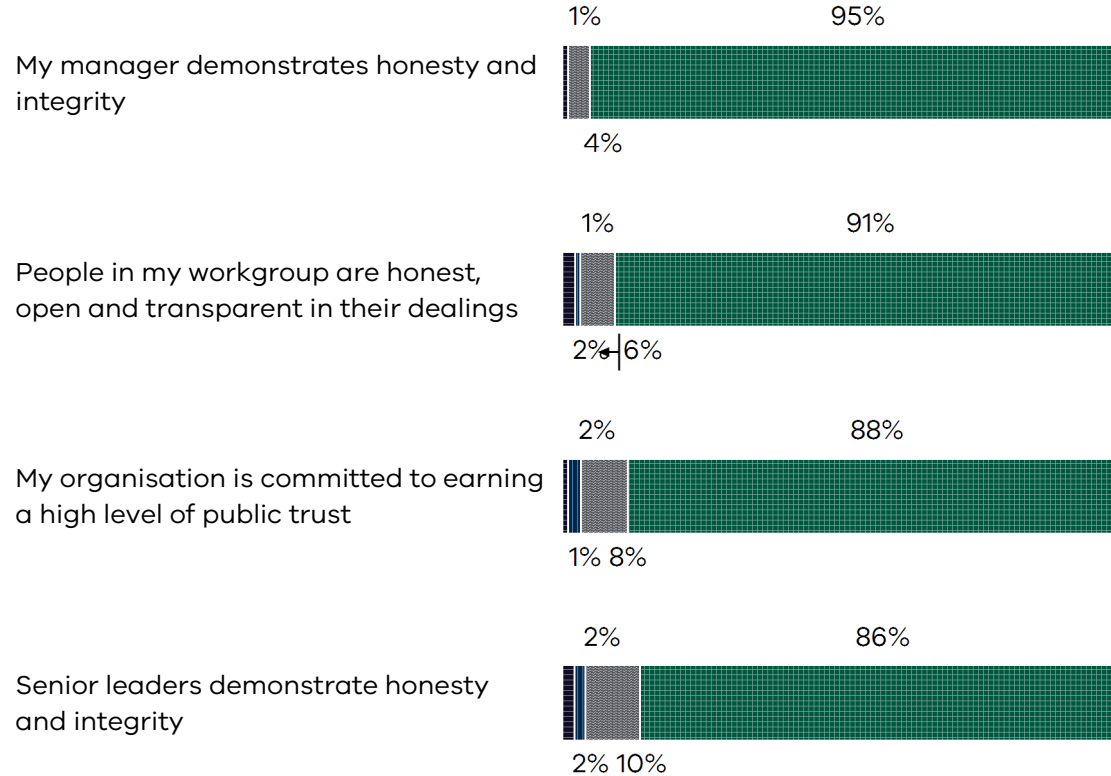
Example

95% of 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		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager demonstrates honesty and integrity	1% / 95% / 4%	91 %	95 %	87 %	90 %	93 %
People in my workgroup are honest, open and transparent in their dealings	1% / 91% / 2% 6%	83 %	91 %	77 %	82 %	84 %
My organisation is committed to earning a high level of public trust	2% / 88% / 1% 8%	86 %	88 %	71 %	80 %	89 %
Senior leaders demonstrate honesty and integrity	2% / 86% / 2% 10%	80 %	86 %	67 %	72 %	77 %

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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

Example

83% of staff who did the survey agreed or strongly agreed with 'I feel safe to challenge inappropriate behaviour at work'.
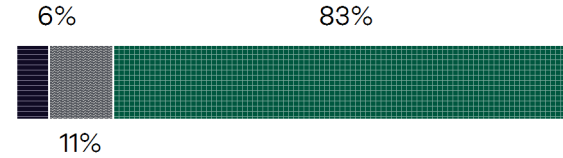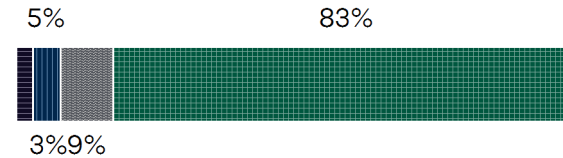
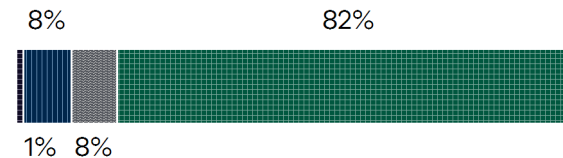## Survey question | Your results | Benchmark agree results

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

Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I feel safe to challenge inappropriate behaviour at work	6% / 11% / 83%	73 %	83 %	68 %	74 %	77 %
My organisation does not tolerate improper conduct	5% / 3% / 9% / 83%	75 %	83 %	64 %	72 %	79 %
People in my workgroup appropriately manage conflicts of interest	8% / 1% / 8% / 82%	81 %	82 %	75 %	78 %	81 %

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

91% of staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.
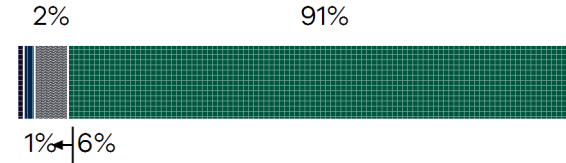
Your results

Benchmark agree results

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

	You		Comparator		
	2021	2022	Lowest	Average	Highest
People in my workgroup are politically impartial in their work	86 %	91 %	80 %	84 %	86 %
My workgroup acts fairly and without bias	Not asked	87 %	76 %	80 %	85 %

People in my workgroup are politically impartial in their work
2% / 91% / 1% / 6%

My workgroup acts fairly and without bias
1% / 87% / 4% / 9%
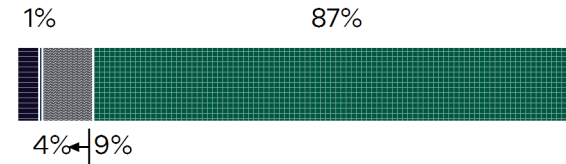
Public sector values

Accountability 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

94% of staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve it's goals'.
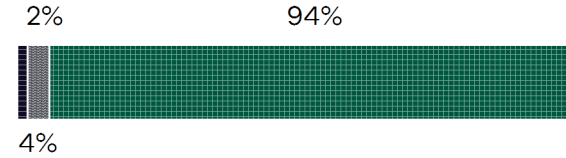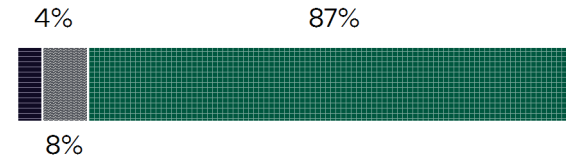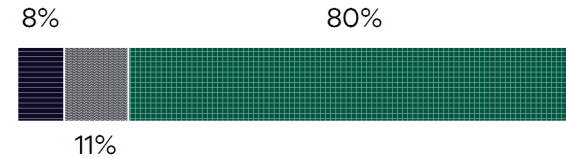
Survey question	Your results		You		Comparator		
			2021	2022	Lowest	Average	Highest
I understand how my job helps my organisation achieve it's goals	2% / 94% / 4%		Not asked	94 %	89 %	91 %	96 %
I clearly understand what I am expected to do in this job	4% / 87% / 8%		81 %	87 %	78 %	83 %	93 %
My workgroup has clear lines of responsibility	8% / 80% / 11%		77 %	80 %	71 %	75 %	84 %
Senior leaders provide clear strategy and direction	1% / 73% / 10% / 17%		64 %	73 %	55 %	63 %	74 %

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

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

Accountability 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

71% of staff who did the survey agreed or strongly agreed with 'My workgroup uses its resources well'.

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

My workgroup uses its resources well

1%   71%

10%   18%

	You		Comparator	
	2021	2022	Lowest	Average	Highest
My workgroup uses its resources well	Not asked	71 %	66 %	70 %	79 %

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.
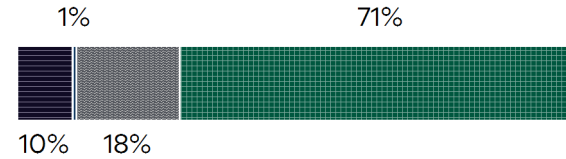
Example

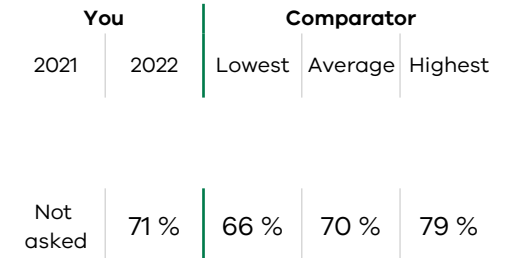96% of staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

Survey question	Your results		Benchmark agree results				
			You		**Comparator**		
			2021	2022	Lowest	Average	Highest
My manager treats employees with dignity and respect	2% · 96% · 2%		92 %	96 %	87 %	91 %	94 %
People in my workgroup treat each other with respect	95% · 2% · 3%		88 %	95 %	84 %	88 %	90 %
My organisation encourages respectful workplace behaviours	92% · 2% · 5%		89 %	92 %	80 %	86 %	91 %
My manager listens to what I have to say	3% · 92% · 5%		88 %	92 %	84 %	87 %	90 %

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

Public sector values

Respect 2 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.
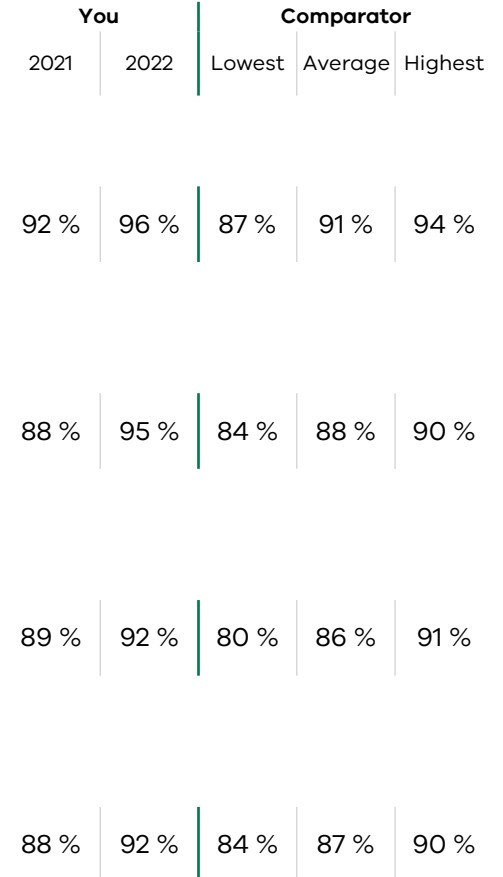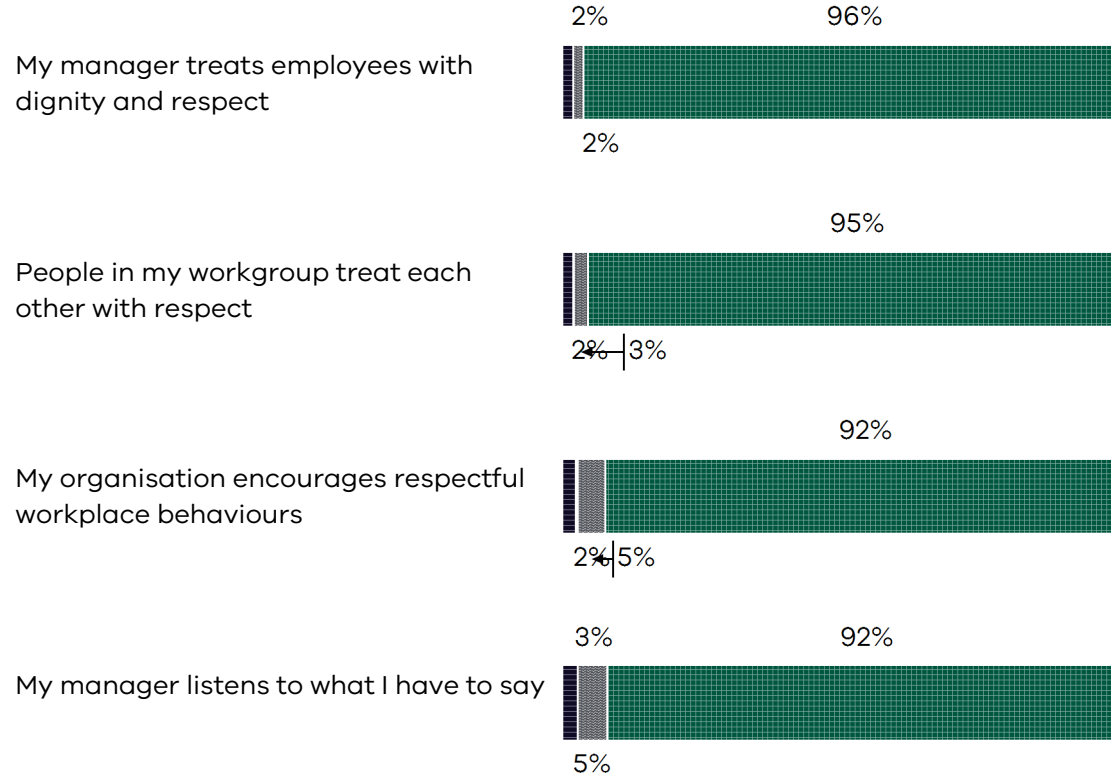
Example

77% of staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.

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

My organisation takes steps to eliminate bullying, harassment and discrimination

7%   77%

4% 13%

	You		Comparator		
	2021	2022	Lowest	Average	Highest
	77 %	77 %	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.
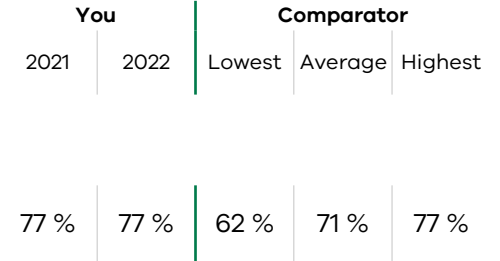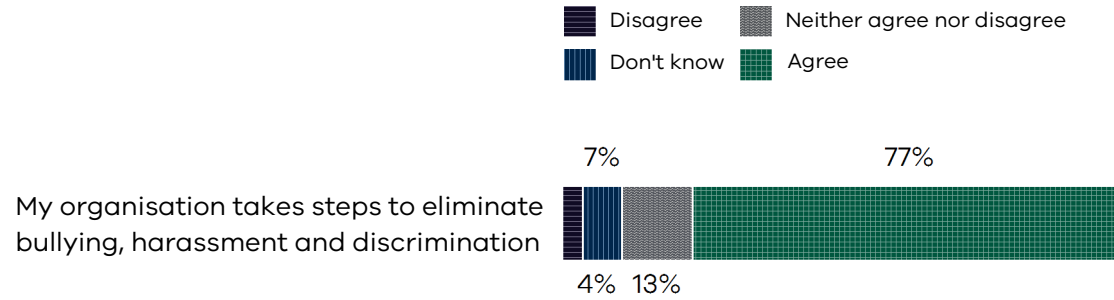
Example

93% of staff who did the survey agreed or strongly agreed with 'My manager models my organisation's values'.

| Survey question | Your results | Benchmark agree results |

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

Survey question		You		Comparator		
		2021	2022	Lowest	Average	Highest
My manager models my organisation's values	2% ... 93% ... 5%	88 %	93 %	85 %	88 %	90 %
Senior leaders model my organisation's values	1% ... 85% ... 4% 10%	75 %	85 %	65 %	71 %	77 %

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.
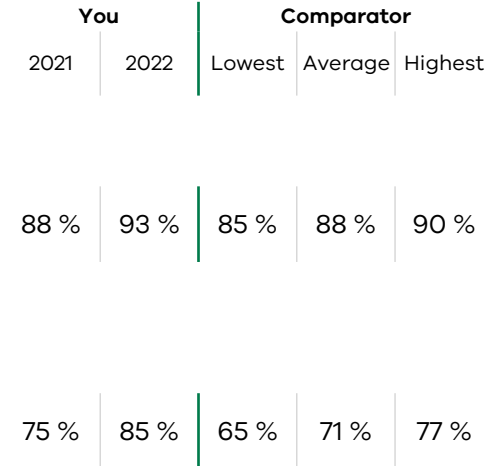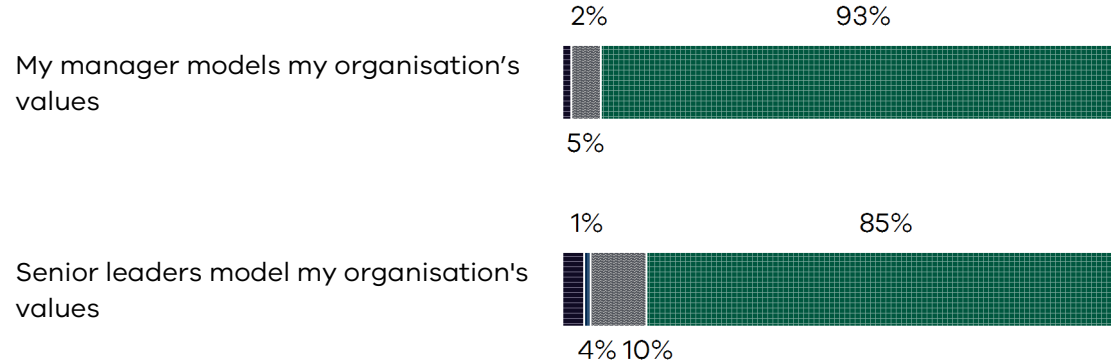
Example

89% of staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.

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

Survey question		You		Comparator		
		2021	2022	Lowest	Average	Highest
My organisation encourages employees to act in ways that are consistent with human rights (2%, 89%, 2%, 7%)		83 %	89 %	84 %	86 %	89 %
I understand how the Charter of Human Rights and Responsibilities applies to my work (3%, 87%, 10%)		77 %	87 %	76 %	84 %	92 %

Victorian Public Sector Commission

VICTORIA State Government

People matter survey
wellbeing check 2022

Have your say

Overview

Report overview

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

Result summary

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Custom questions

- Questions requested by your organisation

Demographics

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

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

91% of staff who did the survey agreed or strongly agreed with 'My manager is aware of my workload and key priorities '.

Survey question	Your results	Benchmark results
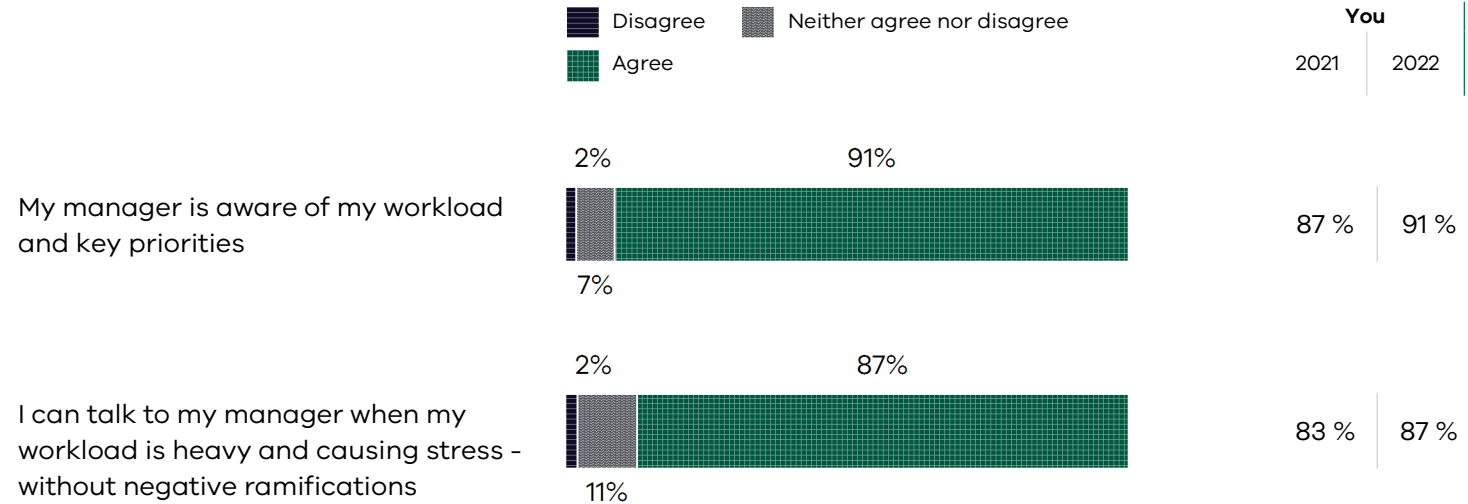
Legend: ■ Disagree ▨ Neither agree nor disagree ▨ Agree

Survey question		Benchmark results **You**
		2021	2022
My manager is aware of my workload and key priorities	2% ... 91% / 7%	87 %	91 %
I can talk to my manager when my workload is heavy and causing stress – without negative ramifications	2% ... 87% / 11%	83 %	87 %

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

The table shows you responses to the question 'What are the main causes of your workload pressure'.

Example

53% of staff who did the survey

responded 'Tight deadlines' to the question.

What are the main causes of your workload pressure	You 2021	You 2022
Tight deadlines	45%	53%
Insufficient staffing	40%	31%
Reliance on people outside my team to progress my work	21%	29%
Authorising environment, i.e. too many layers of review	21%	19%
Technology	19%	17%
Manual processes	15%	13%
Other	9%	10%
Leadership	13%	8%
Lack of capability in my team	9%	7%
Reliance on people within my team to progress my work	5%	6%

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

The table shows you responses to the question 'Over the last month, please rate your level of wellbeing'.

Example

51% of staff who did the survey

responded 'Positive' to the question.

Over the last month, please rate your level of wellbeing	You 2022
Positive	51%
I'm coping	24%
Very positive	17%
Negative	6%
Very negative	2%

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

The table shows you responses to the question 'On a scale of 1 to 5, to what extent do you experience work pressure'.

Example

43% of staff who did the survey

responded '3 - Sometimes' to the question.

On a scale of 1 to 5, to what extent do you experience work pressure	You 2022
3 - Sometimes	43%
4 - Often	25%
2 - Rarely	17%
1 - Very Rarely	8%
5 - Very Often	7%

People matter survey wellbeing check 2022

Have your say

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Key differences

- Highest scoring
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- Biggest positive difference from comparator
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- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

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- Collaboration
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- Scorecard
- Quality service delivery
- Innovation
- Workgroup support
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Job and manager factors

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

Public sector values

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

Custom questions

- Questions requested by your organisation

Demographics

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

Victorian Public Sector Commission

VICTORIA State Government

Demographics

Age, gender, variations in sex characteristics and sexual orientation

What this is

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

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

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

Age	(n)	%
15-34 years	260	33%
35-54 years	359	45%
55+ years	75	9%
Prefer not to say	97	12%

How would you describe your gender?	(n)	%
Man	346	44%
Woman	336	42%
Prefer not to say	106	13%
Non-binary and I use a different term	3	0%

Are you trans, non-binary or gender diverse?	(n)	%
Yes	3	0%
No	701	89%
Prefer not to say	87	11%

To your knowledge, do you have innate variation(s) of sex characteristics (often called intersex)?*	(n)	%
Yes	1	0%
No	694	88%
Don't know	15	2%
Prefer not to say	81	10%

How do you describe your sexual orientation?	(n)	%
Straight (heterosexual)	588	74%
Prefer not to say	134	17%
Bisexual	27	3%
Gay or lesbian	22	3%
Pansexual	11	1%
Don't know	6	1%
I use a different term	2	0%
Asexual	1	0%

Demographics

Aboriginal and/or Torres Strait Islander employees

What this is

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

Why this is important

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

How to read this

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

How we protect anonymity and privacy

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

Aboriginal and/or Torres Strait Islander	(n)	%
Yes	**4**	1%
Non Aboriginal and/or Torres Strait Islander	**724**	92%
Prefer not to say	**63**	8%

Demographics

Disability

What this is

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

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

To protect you, we:

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Do you identify as a person with a disability?

	(n)	%
Yes	**49**	6%
No	**680**	86%
Prefer not to say	**62**	8%

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

	(n)	%
Yes	**22**	45%
No	**24**	49%
Prefer not to say	**3**	6%

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	**9**	38%
My disability does not impact on my ability to perform my role	**7**	29%
I do not require any adjustments to be made to perform my role	**6**	25%
Other	**2**	8%

Demographics

Cultural diversity 1 of 2

What this is

These are the personal characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

To protect you, we:
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Country of birth	(n)	%
Born in Australia	**503**	64%
Not born in Australia	**183**	23%
Prefer not to say	**105**	13%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Other	**56**	28%
Mandarin	**33**	16%
Cantonese	**28**	14%
Hindi	**16**	8%
Greek	**15**	7%
Vietnamese	**15**	7%
Italian	**14**	7%
Spanish	**11**	5%
Sinhalese	**8**	4%
Urdu	**6**	3%
Macedonian	**5**	2%
Tamil	**5**	2%

Language other than English spoken with family or community	(n)	%
Yes	**203**	26%
No	**490**	62%
Prefer not to say	**98**	12%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Indonesian	**4**	2%
Korean	**4**	2%
Arabic	**3**	1%
Filipino	**3**	1%
French	**3**	1%
Punjabi	**3**	1%
Tagalog	**3**	1%
Australian Indigenous Language	**1**	0%

Demographics

Cultural diversity 2 of 2

What this is

This is the cultural identity and religion of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

To protect you, we:

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

Cultural identity	(n)	%
Australian	478	60%
Prefer not to say	109	14%
European (including Western, Eastern and South-Eastern Europe, and Scandinavia)	101	13%
East and/or South-East Asian	94	12%
English, Irish, Scottish and/or Welsh	76	10%
South Asian	26	3%
Other	21	3%
New Zealander	12	2%
Central Asian	12	2%
Middle Eastern	9	1%
Central and/or South American	6	1%
North American	5	1%
African	5	1%
Aboriginal and/or Torres Strait Islander	3	0%

Religion	(n)	%
No religion	417	53%
Christianity	190	24%
Prefer not to say	118	15%
Hinduism	17	2%
Buddhism	16	2%
Judaism	12	2%
Islam	11	1%
Other	8	1%
Sikhism	2	0%

Victorian Public Sector Commission

VICTORIA State Government

Demographics

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

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

Working arrangement	(n)	%
Full-Time	**721**	91%
Part-Time	**70**	9%

Gross base salary (ongoing/fixed term only)	(n)	%
Below $65k	**51**	7%
$65k to $95k	**134**	17%
$95k to $125k	**215**	28%
$125k or more	**270**	35%
Prefer not to say	**107**	14%

Organisational tenure	(n)	%
<1 year	**246**	31%
1 to less than 2 years	**107**	14%
2 to less than 5 years	**179**	23%
5 to less than 10 years	**121**	15%
10 to less than 20 years	**102**	13%
More than 20 years	**36**	5%

Management responsibility	(n)	%
Non-manager	**514**	65%
Other manager	**162**	20%
Manager of other manager(s)	**115**	15%

Employment type	(n)	%
Ongoing and executive	**645**	82%
Fixed term	**132**	17%
Other	**14**	2%

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.

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

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

How we protect anonymity and privacy

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

Primary workplace location over the last 3 months	(n)	%
Melbourne: Suburbs	**417**	53%
Melbourne CBD	**336**	42%
Other	**13**	2%
Rural	**13**	2%
Large regional city	**12**	2%

What have been your main places of work over the last 3-months?	(n)	%
Your employer's office	**454**	57%
A frontline or service delivery location	**13**	2%
Home or private location	**699**	88%
A shared office space (where two or more organisations share the same workspace e.g. Gov hubs, suburban hubs etc.)	**34**	4%
Other	**5**	1%

Flexible work	(n)	%
No, I do not use any flexible work arrangements	**304**	38%
Flexible start and finish times	**263**	33%
Working from an alternative location (e.g. home, hub/shared work space)	**161**	20%
Part-time	**66**	8%
Working more hours over fewer days	**49**	6%
Using leave to work flexible hours	**43**	5%
Other	**32**	4%
Study leave	**26**	3%
Purchased leave	**13**	2%
Shift swap	**5**	1%
Job sharing	**4**	1%

Demographics

Adjustments

What this is

These are adjustments staff requested to perform in their role.

Why this is important

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

How to read this

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

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

How we protect anonymity and privacy

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

Have you requested any of the following adjustments at work?*	(n)	%
No, I have not requested adjustments	**575**	73%
Flexible working arrangements	**184**	23%
Physical modifications or improvements to the workplace	**55**	7%
Accessible communications technologies	**3**	0%
Career development support strategies	**3**	0%
Other	**3**	0%

Why did you make this request?	(n)	%
Work-life balance	**109**	50%
Caring responsibilities	**66**	31%
Family responsibilities	**56**	26%
Health	**55**	25%
Study commitments	**12**	6%
Disability	**8**	4%
Other	**8**	4%

What was your experience with making the request?	(n)	%
The adjustments I needed were made and the process was satisfactory	**190**	88%
The adjustments I needed were made but the process was unsatisfactory	**14**	6%
The adjustments I needed were not made	**12**	6%

Demographics

Caring

What this is

These are staff-reported caring responsibilities.

Why this is important

This shows organisations what caring responsibilities their staff have.

How to read this

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

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

How we protect anonymity and privacy

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

Caring responsibility	(n)	%
None of the above	**349**	44%
Primary school aged child(ren)	**125**	16%
Prefer not to say	**112**	14%
Secondary school aged child(ren)	**86**	11%
Child(ren) - younger than preschool age	**76**	10%
Frail or aged person(s)	**60**	8%
Preschool aged child(ren)	**56**	7%
Person(s) with a medical condition	**31**	4%
Person(s) with a mental illness	**23**	3%
Person(s) with disability	**20**	3%
Other	**9**	1%

Victorian Public Sector Commission

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