People matter survey wellbeing check 2022

Have your say

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Have your say

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Report overview

About your report

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

Report contents

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

Rounding of percentages

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

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

Survey questions and definitions

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

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Report overview

Privacy and anonymity

To protect you, we:

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

Read more in our privacy policy.

Report overview

Survey's theoretical framework

What this is

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

Why this is important

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

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

Our public sector values

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

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

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

Senior leadership	Organisation climate	Workgroup climate	Job and manager	Outcomes
• Lead the organisation • Set the culture • Lead by example • Actions influence outcomes	• Organisational integrity • Safety climate • Patient safety climate • Collaboration	• Quality service delivery • Innovation • Workgroup support • Safe to speak up	• Manager leadership • Manager support • Workload • Learning and development • Job enrichment • Meaningful work • Flexible working	• Engagement • Satisfaction • Wellbeing – work-related stress • Wellbeing – job-related affect • Intention to stay • Acting on negative behaviours • Inclusion

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

Responsiveness   Integrity   Impartiality   Accountability   Respect   Leadership   Human Rights

Report overview

Your comparator group

What this is

This is a list of similar organisations to yours.

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

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

How we use this in your report

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

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

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

Bass Coast Health

Benalla Health

Colac Area Health

East Grampians Health Service

Gippsland Southern Health Service

Kyabram and District Health Service

Maryborough District Health Service

Portland District Health

West Wimmera Health Service

Report overview

Your response rate

What this is

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

Why this is important

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

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

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

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

How to read this

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

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

2021		2022	
–		**35%**	
–		**(282)**	
Comparator	45%	Comparator	48%
Public Sector	39%	Public Sector	42%

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People outcomes

Scorecard: employee engagement index

What this is

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

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

The weightings for each engagement response are:

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

Why this is important

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

2021		2022	
–		**63**	
Comparator	70	Comparator	67
Public Sector	70	Public Sector	68

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People outcomes

Engagement question results 1 of 2

What this is

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

Your organisation's engagement index

Your 2022 index is 63.

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.
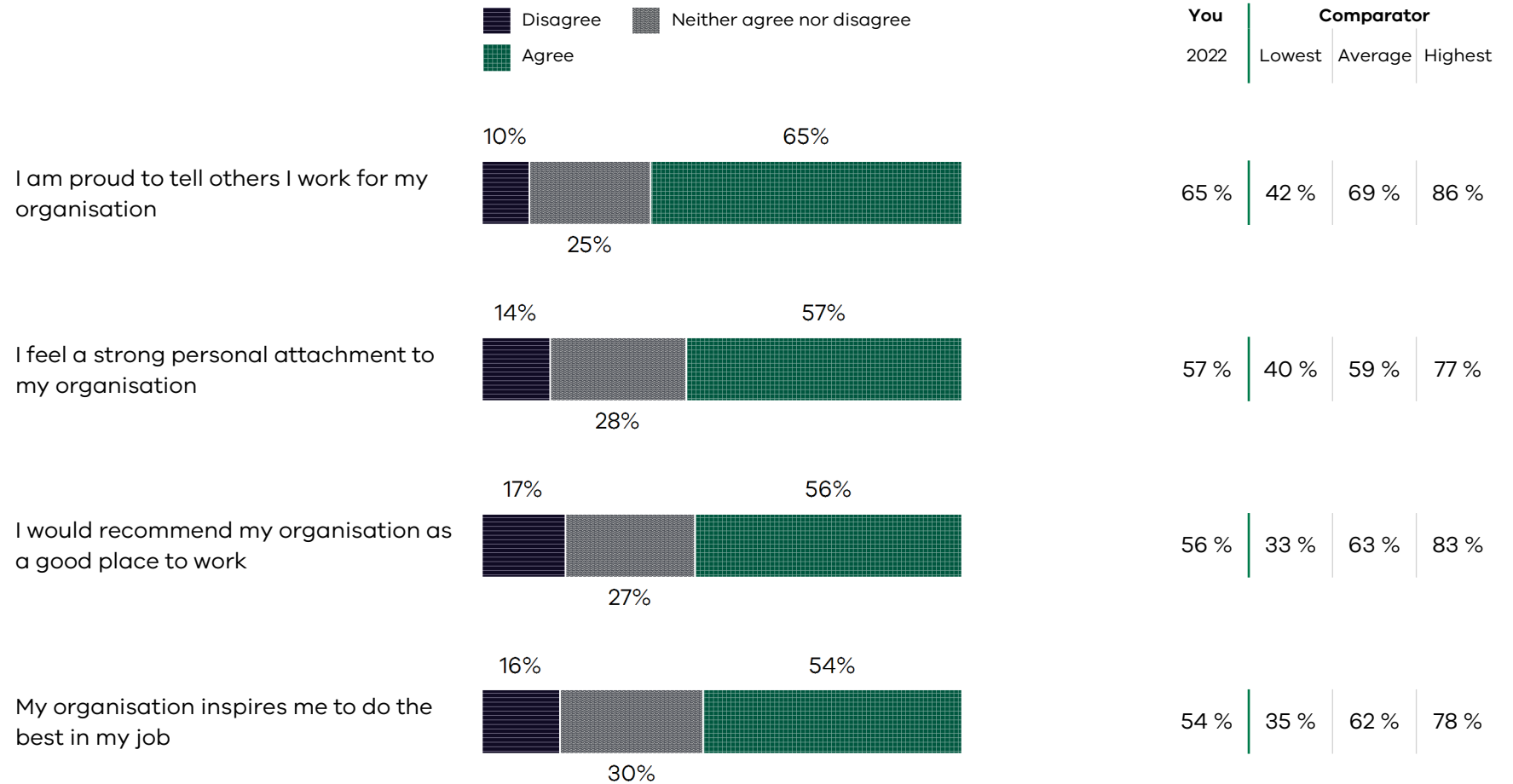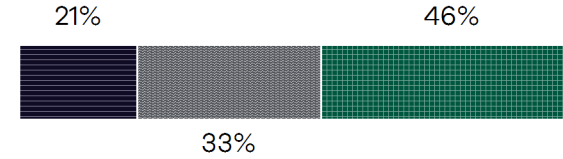
Example

65% 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 2022	Comparator Lowest	Comparator Average	Comparator Highest
I am proud to tell others I work for my organisation — Disagree 10%, Neither 25%, Agree 65%	65 %	42 %	69 %	86 %
I feel a strong personal attachment to my organisation — Disagree 14%, Neither 28%, Agree 57%	57 %	40 %	59 %	77 %
I would recommend my organisation as a good place to work — Disagree 17%, Neither 27%, Agree 56%	56 %	33 %	63 %	83 %
My organisation inspires me to do the best in my job — Disagree 16%, Neither 30%, Agree 54%	54 %	35 %	62 %	78 %

People outcomes

Engagement question results 2 of 2

What this is

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

Your organisation's engagement index

Your 2022 index is 63.

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

46% of your staff who did the survey agreed or strongly agreed with 'My organisation motivates me to help achieve its objectives'.
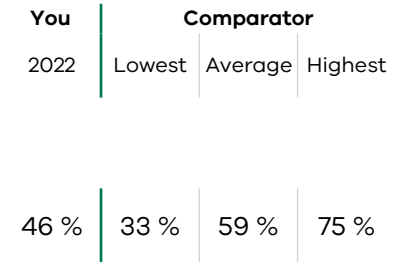
Survey question

Your results

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

My organisation motivates me to help achieve its objectives

21%   46%

33%

Benchmark agree results

	You	Comparator		
	2022	Lowest	Average	Highest
	46 %	33 %	59 %	75 %

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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:

- 70% of your staff who did the survey responded positively to questions about Inclusion.

Compared to:

- 76% of staff at your comparator and 77% of staff across the public sector.

Bar chart legend: You 2022, Comparator 2022, Public sector 2022

Category	You 2022	Comparator 2022	Public sector 2022
Inclusion	70%	76%	77%
Satisfaction	60%	67%	66%
High to severe work related stress	29%	22%	25%
Plan to stay 6 months or less	11%	7%	7%
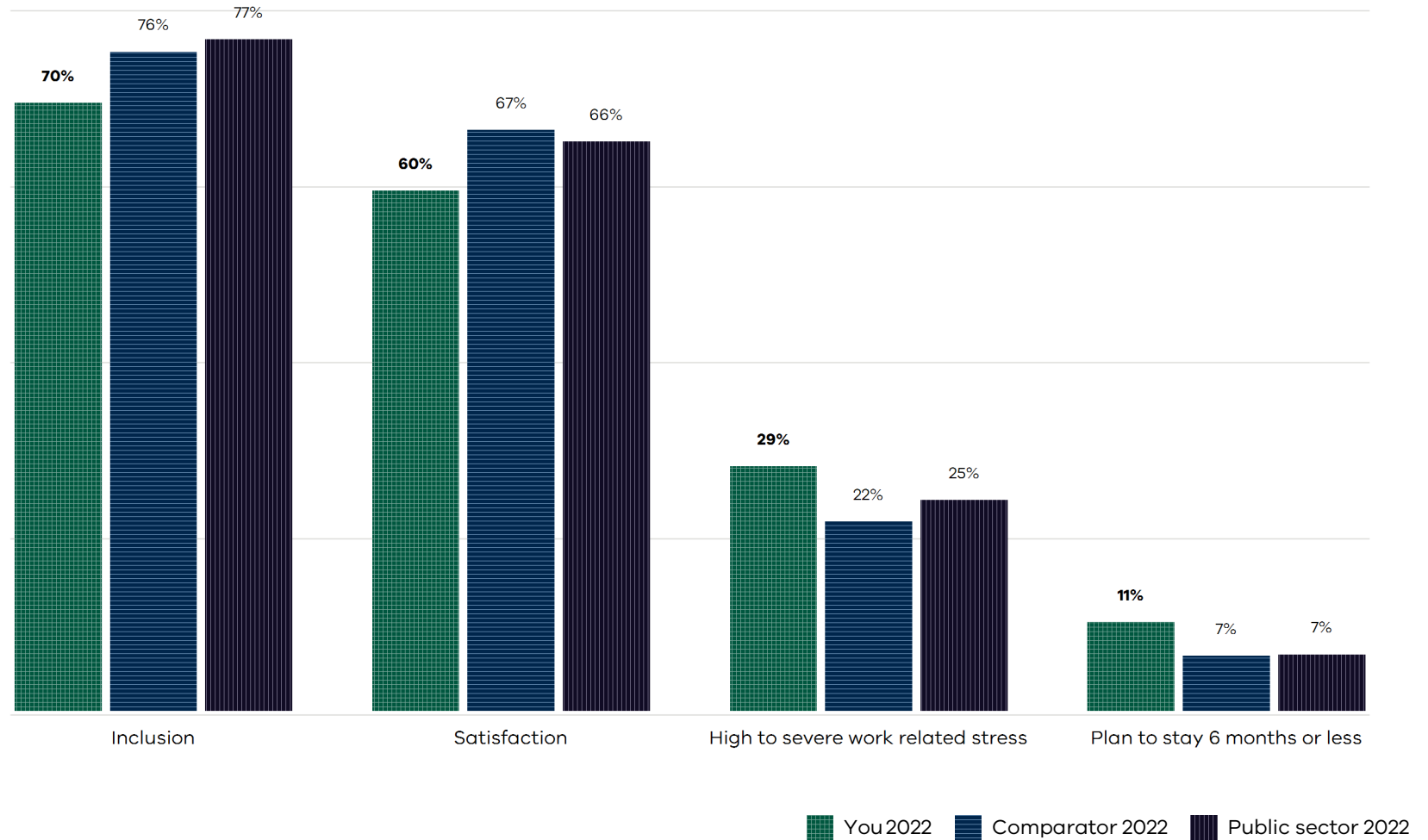
People outcomes

Satisfaction question results

What this is

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

Why this is important

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

How to read this

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

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

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

Example

66% of your staff who did the survey were satisfied or very satisfied with 'How satisfied are you with the work/life balance in your current job'.

| Survey question | Your results | Benchmark satisfied results |

Legend: Dissatisfied, Satisfied, Neither satisfied nor dissatisfied

	You	Comparator		
	2022	Lowest	Average	Highest

Survey question	Dissatisfied	Neither	Satisfied	You 2022	Lowest	Average	Highest
How satisfied are you with the work/life balance in your current job	16%	18%	66%	66 %	57 %	67 %	83 %
Considering everything, how satisfied are you with your current job	19%	16%	65%	65 %	55 %	71 %	86 %
How satisfied are you with your career development within your current organisation	18%	32%	50%	50 %	48 %	62 %	78 %

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People outcomes

Work-related stress levels

What this is

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

Why this is important

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

How to read this

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

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

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

Example

29% of your staff who did the survey said they had high to severe stress in 2022. This is compared to 22% 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	%
Nil	10%
Low / mild	32%
Moderate	30%
High	15%
Very high	10%
Severe	4%
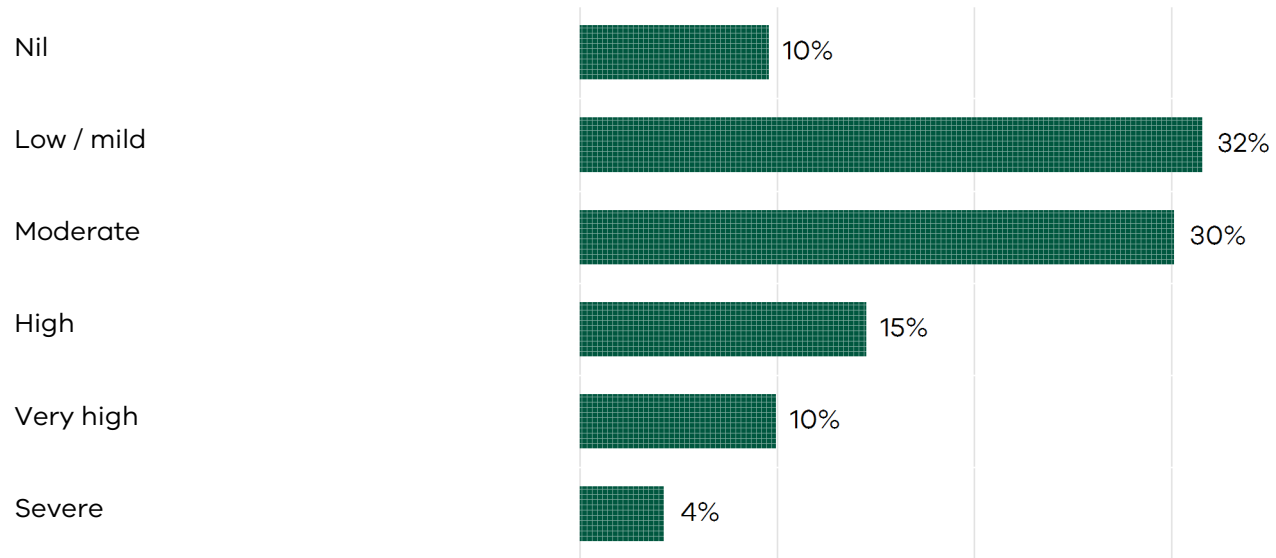
Reported levels of high to severe stress

2021		2022	
–		**29%**	
Comparator	21%	Comparator	22%
Public Sector	26%	Public Sector	25%
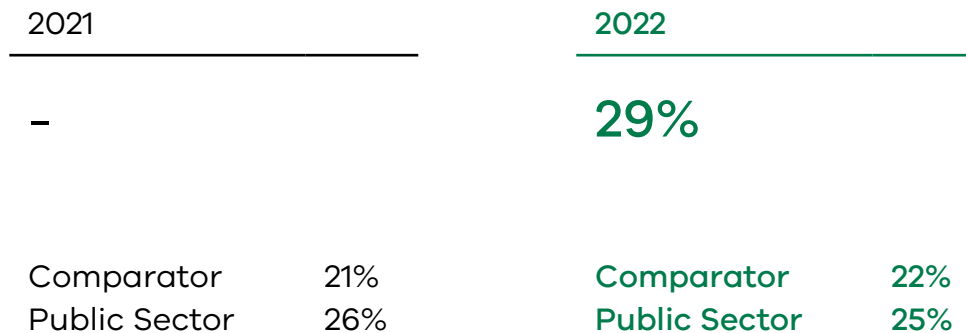
People outcomes

Work-related stress causes

What this is

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

Why this is important

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

How to read this

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

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

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

Example

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

Of that 90%, 60% said the top reason was 'Workload'.

	255		27
	90%		10%

■ Experienced some work-related stress   ▦ Did not experience some work-related stress
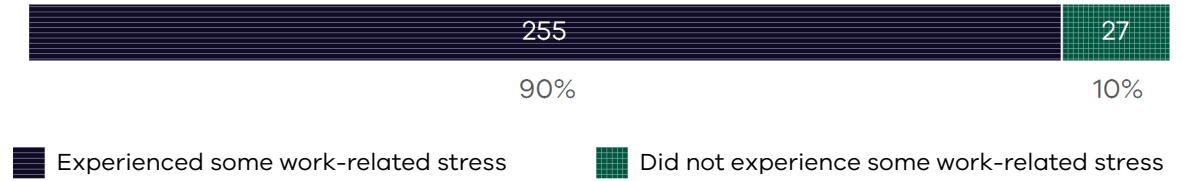
Of those that experienced work related stress it was from ...	You 2022	Comparator 2022	Public sector 2022
Workload	60%	54%	53%
Time pressure	37%	41%	43%
Social environment (e.g. relationships with colleagues, manager and/or senior leaders)	21%	15%	11%
Management of work (e.g. supervision, training, information, support)	17%	13%	13%
Dealing with clients, patients or stakeholders	15%	13%	15%
Unclear job expectations	15%	11%	12%
Organisation or workplace change	14%	9%	11%
Content, variety, or difficulty of work	12%	9%	11%
Physical environment	12%	7%	5%
Competing home and work responsibilities	11%	14%	15%

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People outcomes

Intention to stay

What this is

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

Why this is important

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

How to read this

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

Example

9% of your staff who did the survey said they intended to work for your organisation for Over 6 months and up to 1 year.

Employees plan to work at your organisation for …	You 2022	Comparator 2022	Public sector 2022
6 months or less	11%	7%	7%
Over 6 months and up to 1 year	9%	10%	10%
Over 1 year and up to 3 years	22%	20%	23%
Over 3 years and up to 5 years	16%	16%	16%
Over 5 years	43%	47%	44%

People outcomes

Inclusion question results

What this is

This is how included staff feel in their workplace.

Why this is important

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

How to read this

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

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

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

Example

76% of your staff who did the survey agreed or strongly agreed with 'I can be myself at work'.

Survey question	Your results	Benchmark agree results

Legend: Disagree | Neither agree nor disagree | Agree

	You	Comparator		
	2022	Lowest	Average	Highest

I can be myself at work
- 12% Disagree
- 13% Neither agree nor disagree
- 76% Agree

You	Lowest	Average	Highest
76 %	64 %	81 %	92 %

I feel as if I belong at this organisation
- 15% Disagree
- 21% Neither agree nor disagree
- 65% Agree

You	Lowest	Average	Highest
65 %	55 %	70 %	84 %
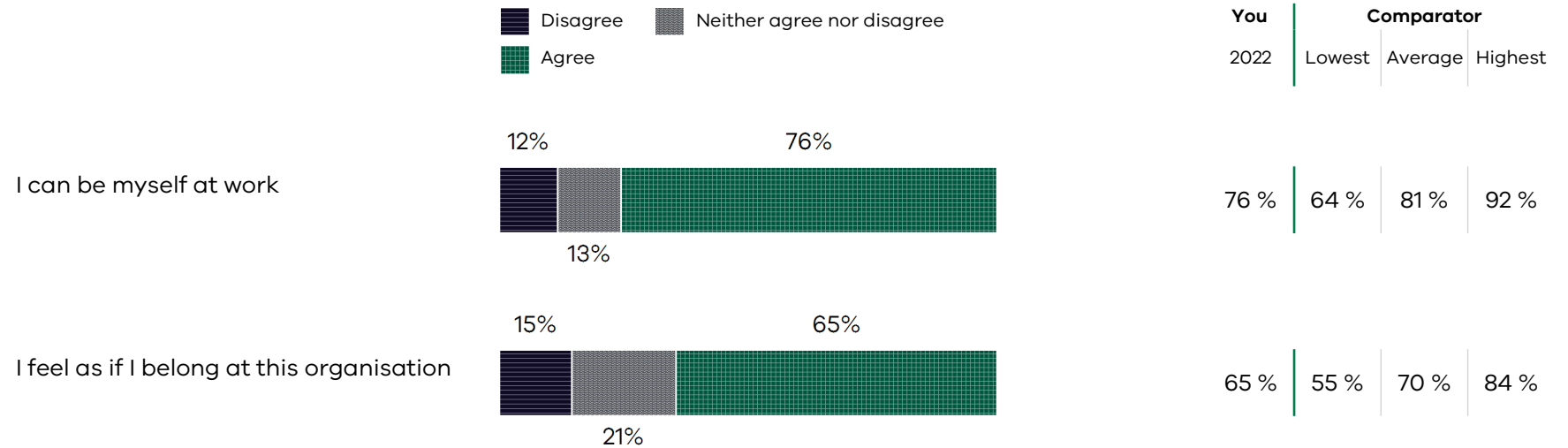
People outcomes

Inclusion - Barriers to success

What this is

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

Why this is important

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

How to read this

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

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

Example

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

Staff who experienced one or more barriers to success at work

74	208
26%	74%

■ Experienced barriers　　　■ Did not experience barriers
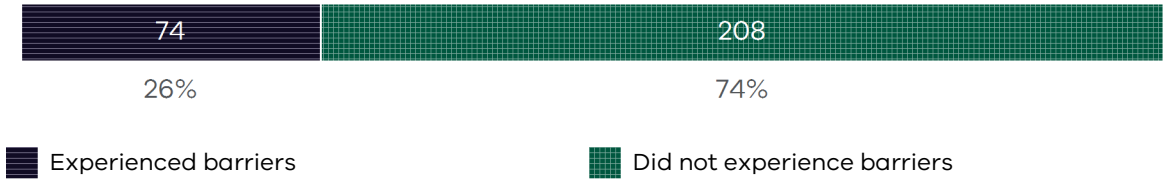
During the last 12 months, employees experienced barriers to their success due to …	You 2022	Comparator 2022	Public sector 2022
My mental health	9%	8%	7%
My caring responsibilities	9%	6%	7%
My age	7%	7%	8%
My physical health	7%	5%	4%
Other	3%	4%	5%
My disability	2%	1%	1%
My sex	2%	2%	4%
My cultural background	1%	2%	3%
My gender identity	1%	0%	1%
My race	1%	1%	1%

People outcomes

Scorecard: emotional effects of work

What this is

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

Why this is important

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

How to read this

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

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

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

Example

In 2022:

- 50% of your staff who did the survey said work made them feel happy in 2022

Compared to:

- 58% 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 2022 | Comparator 2022 | Public sector 2022

Happy: 50%, 58%, 54%
Enthusiastic: 43%, 49%, 48%
Worried: 40%, 34%, 33%
Miserable: 24%, 21%, 19%
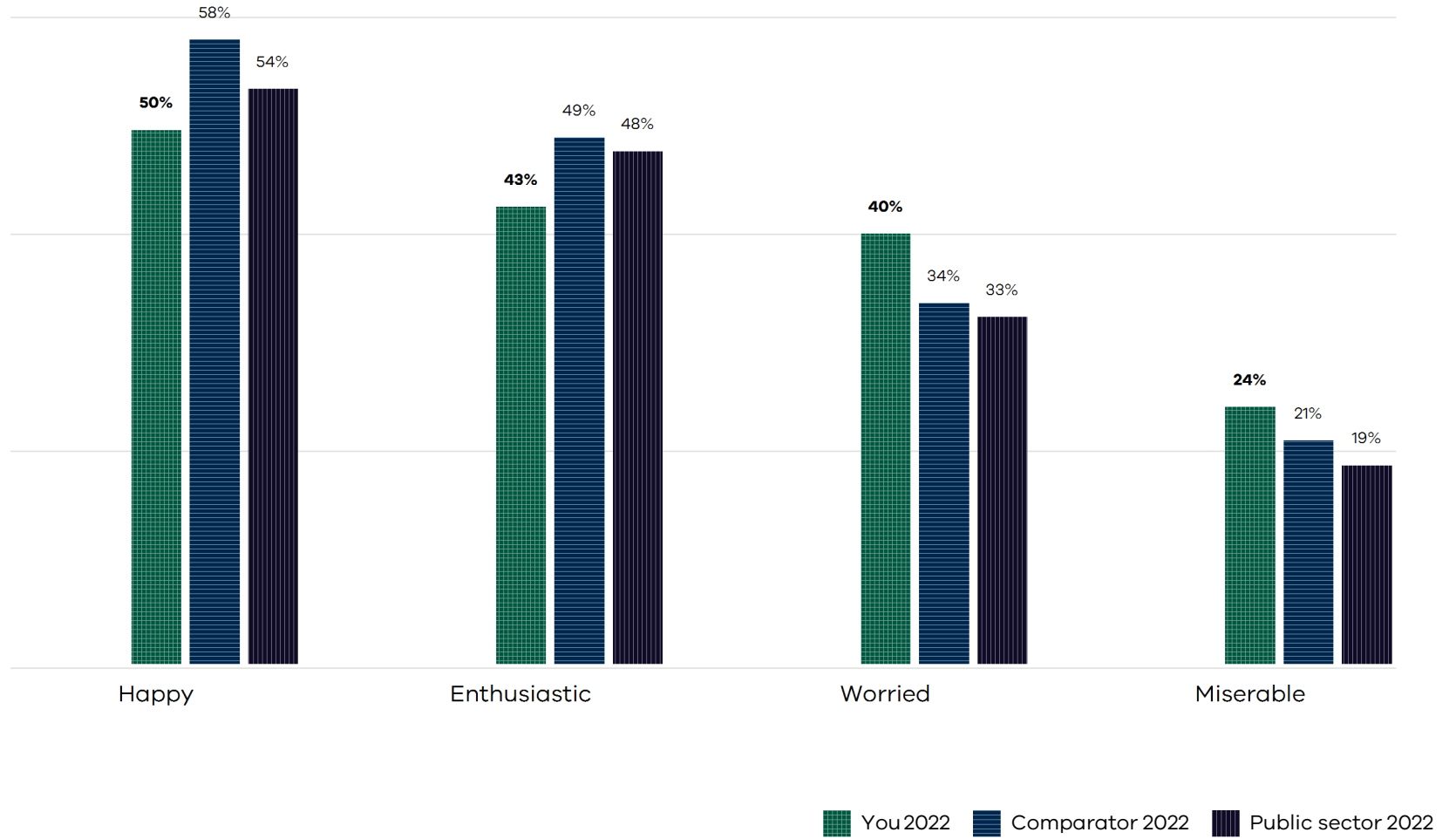
People outcomes

Scorecard: negative behaviours

What this is

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

Why this is important

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

How to read this

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

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

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

Example

In 2022:

- 27% of your staff who did the survey stated they experienced ' Violence or aggression' in the last 12 months.

Compared to:

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

Bar chart of negative behaviours:

	You 2022	Comparator 2022	Public sector 2022
Violence or aggression	27%	25%	18%
Bullying	24%	20%	13%
Sexual harassment	5%	6%	5%
Discrimination	4%	5%	5%

Legend: You 2022, Comparator 2022, Public sector 2022
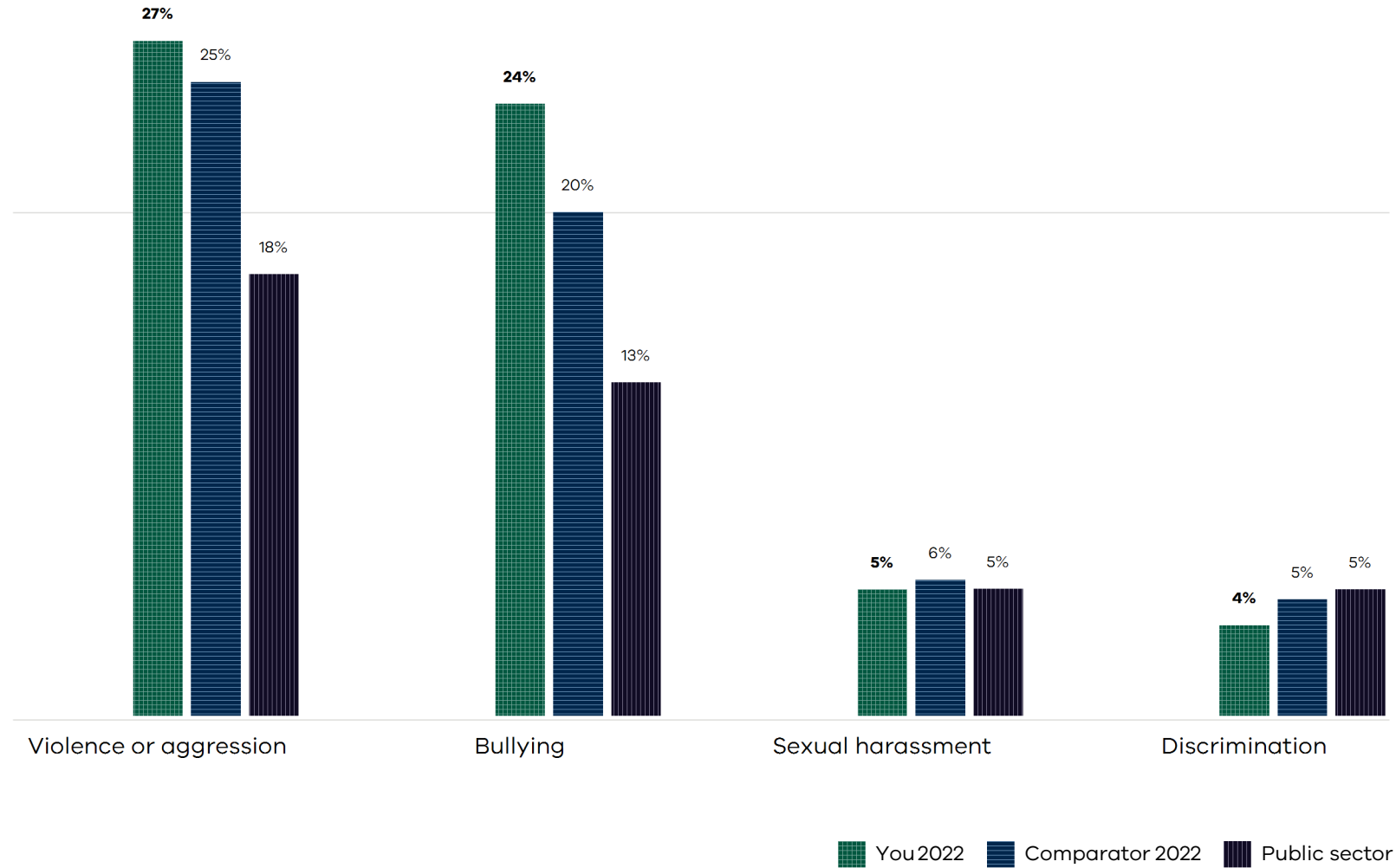
People outcomes

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

24% of your staff who did the survey said they experienced bullying.

Of that 24%, 70% 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?

69	192	21
24%	68%	7%

■ Experienced bullying ▨ Did not experience bullying ▨ Not sure
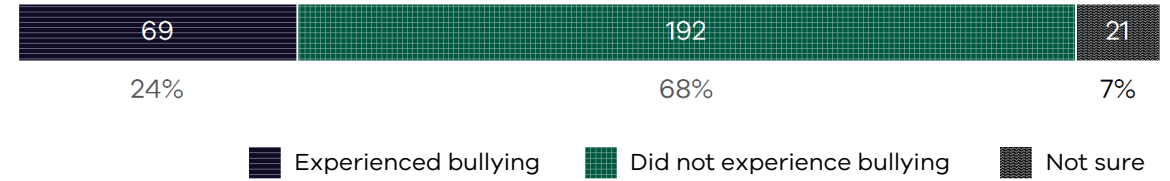
If you experienced bullying, what type of bullying did you experience?	You 2022	Comparator 2022	Public sector 2022
Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)	70%	66%	70%
Exclusion or isolation	48%	40%	42%
Intimidation and/or threats	32%	34%	31%
Withholding essential information for me to do my job	30%	28%	28%
Verbal abuse	19%	19%	20%
Being assigned meaningless tasks unrelated to the job	12%	9%	12%
Other	6%	14%	15%
Being given impossible assignment(s)	4%	8%	9%
Interference with my personal property and/or work equipment	4%	2%	4%

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People outcomes

Telling someone about the bullying

What this is

This is if staff told someone when they experienced bullying.

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

24% of your staff who did the survey said they experienced bullying, of which

- 59% 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?

69	192	21
24%	68%	7%

■ Experienced bullying   ■ Did not experience bullying   ■ Not sure
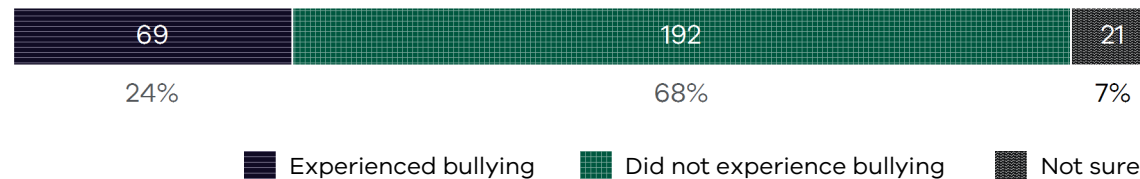
Did you tell anyone about the bullying?	You 2022	Comparator 2022	Public sector 2022
Told a manager	59%	44%	48%
Told a colleague	42%	40%	41%
Told a friend or family member	35%	35%	36%
Told Human Resources	19%	13%	12%
Told the person the behaviour was not OK	16%	15%	17%
Told someone else	12%	11%	12%
I did not tell anyone about the bullying	10%	13%	12%
Told employee assistance program (EAP) or peer support	7%	5%	9%
Submitted a formal complaint	6%	13%	11%

People outcomes

Bullying - reasons for not submitting a formal complaint

What this is

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

Why this is important

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

How to read this

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

Example

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

- 43% said the top reason was 'I believed there would be negative consequences for my reputation'.

Did you submit a formal complaint?

4	65
6%	94%

■ Submitted formal complaint ■ Did not submit a formal complaint
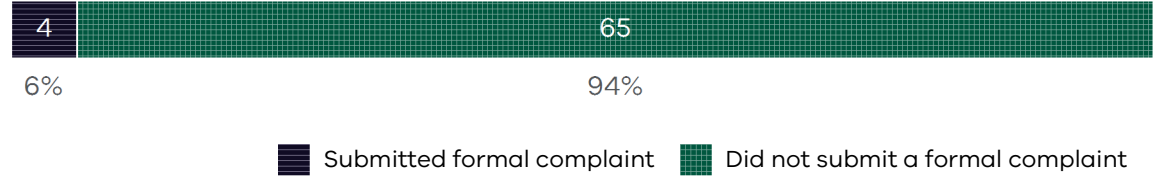
What was your reason for not submitting a formal complaint?	You 2022	Comparator 2022	Public sector 2022
I believed there would be negative consequences for my reputation	43%	44%	49%
I didn't think it would make a difference	40%	49%	52%
I believed there would be negative consequences for my career	17%	26%	37%
I didn't feel safe to report the incident	17%	14%	18%
Other	15%	10%	11%
I didn't think it was serious enough	14%	16%	16%
I thought the complaint process would be embarrassing or difficult	11%	8%	12%
I believed there would be negative consequences for the person I was going to complain about	5%	10%	9%
I didn't know how to make a complaint	5%	6%	5%
I didn't need to because I made the bullying stop	5%	4%	6%

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, 24% of your staff said they experienced bullying.

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

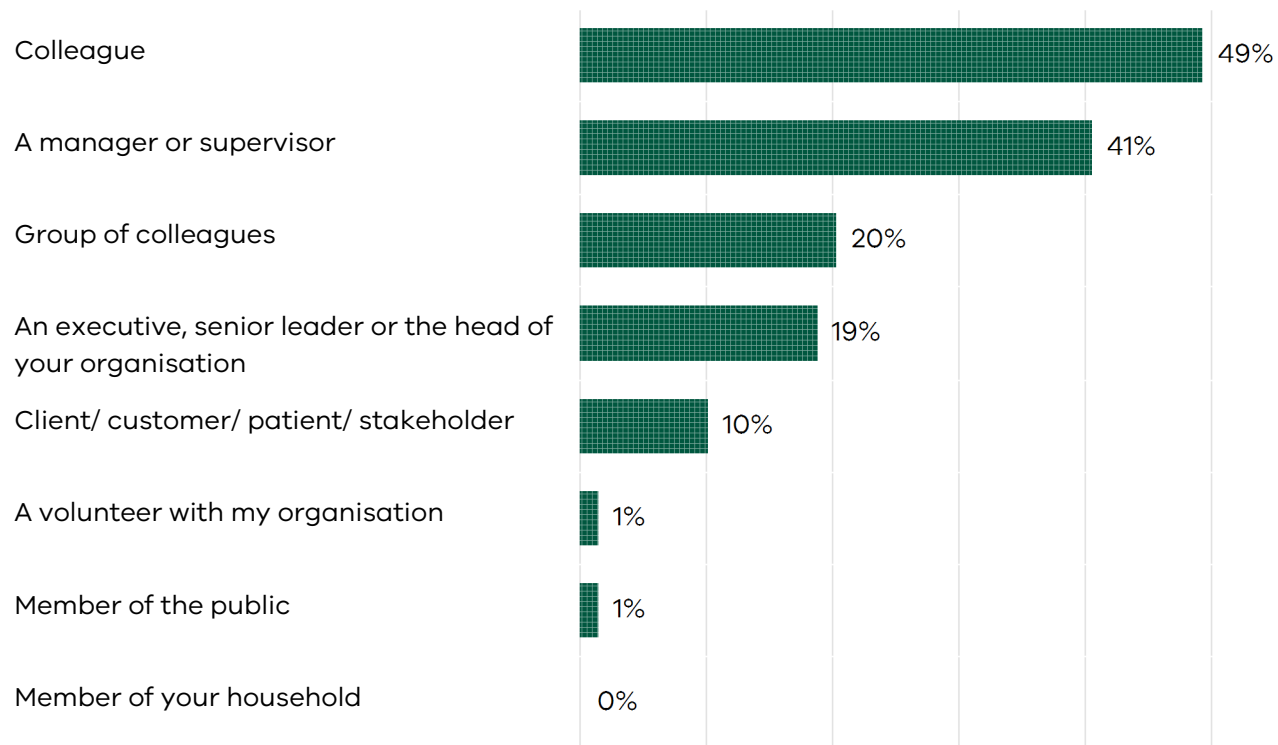In descending order, the bar chart shows the perpetrators with the largest number of responses.

Each row is one perpetrator or group of perpetrators.

Example

24% of your staff who did the survey said they experienced bullying.

Of that 24%, 49% said it was by 'Colleague'.

69 people (24% of staff) experienced bullying (You 2022)

Perpetrator	Percentage
Colleague	49%
A manager or supervisor	41%
Group of colleagues	20%
An executive, senior leader or the head of your organisation	19%
Client/ customer/ patient/ stakeholder	10%
A volunteer with my organisation	1%
Member of the public	1%
Member of your household	0%

People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

In this year's survey, 24% 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

24% of your staff who did the survey said they experienced bullying.

Of that 24%, 97% said it was by someone within the organisation.

Of that 97%, 69% said it was 'They were in my workgroup'.

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

They were in my workgroup	69%
They were my immediate manager or supervisor	36%
They were outside my workgroup	15%
They were someone I supervise or manage	6%
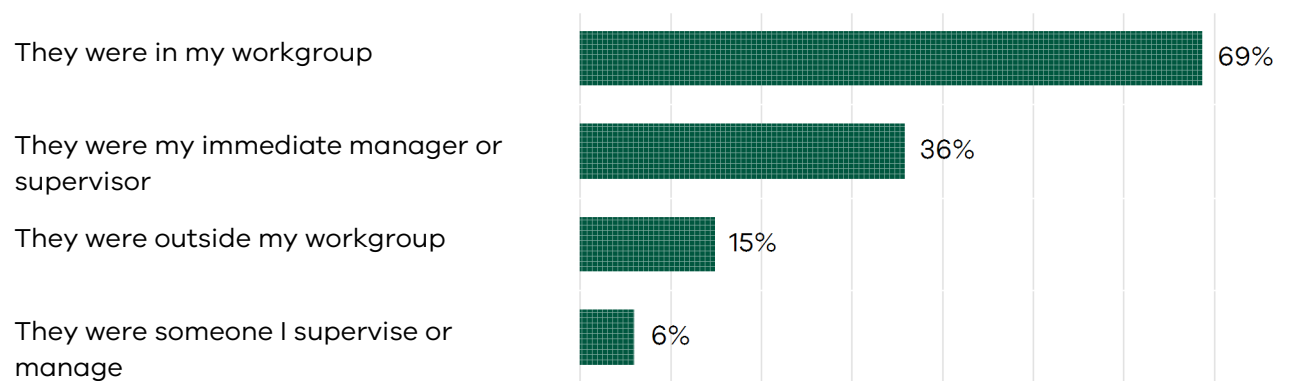
People outcomes

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

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

Of those, 47% 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?

15	267
5%	95%

■ Experienced sexual harassment   ▦ Did not experience sexual harassment
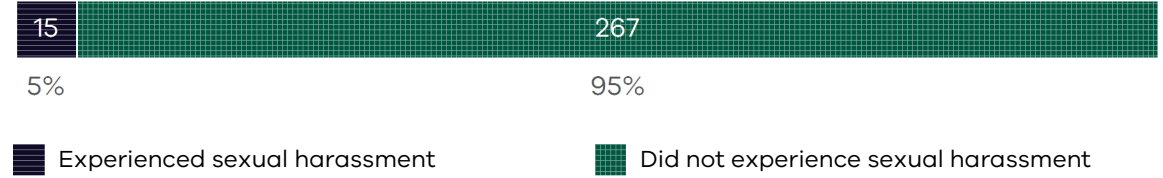
Behaviours reported	You 2022	Comparator 2022	Public sector 2022
Intrusive questions about your private life or comments about your physical appearance	47%	51%	48%
Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)	40%	47%	53%
Inappropriate physical contact (including momentary or brief physical contact)	33%	18%	20%
Unwelcome touching, hugging, cornering or kissing	13%	14%	16%
Any other unwelcome conduct of a sexual nature	7%	6%	7%
Inappropriate staring or leering that made you feel intimidated	7%	22%	16%
Sexual gestures, indecent exposure or inappropriate display of the body	7%	5%	8%
Repeated or inappropriate advances on email, social networking websites or internet chat rooms by a work colleague	0%	2%	2%
Repeated or inappropriate invitations to go out on dates	0%	8%	4%
Request or pressure for sex or other sexual acts	0%	3%	2%

Victorian Public Sector Commission

VICTORIA State Government

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

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

Of those, 40% said their top response was 'Pretended it didn't bother you'.

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

15	267
5%	95%

■ Experienced sexual harassment   ▦ Did not experience sexual harassment
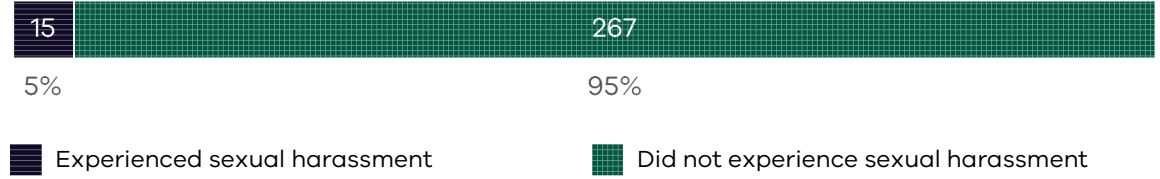
When the harassment happened to you, did you respond in any of the following ways?	You 2022	Comparator 2022	Public sector 2022
Pretended it didn't bother you	40%	34%	41%
Told a colleague	33%	32%	27%
Told a manager	33%	16%	20%
Tried to laugh it off or forget about it	33%	28%	36%
Told a friend or family member	27%	18%	20%
Told the person the behaviour was not OK	27%	42%	33%
Avoided locations where the behaviour might occur	20%	12%	12%
Avoided the person(s) by staying away from them	20%	33%	33%
Told employee assistance program (EAP) or peer support	7%	0%	3%

People outcomes

Sexual harassment - reasons for not submitting a formal complaint

What this is

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

Why this is important

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

How to read this

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

Example

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

- 47% said the top reason was 'I didn't think it was serious enough'.

Did you submit a formal complaint?
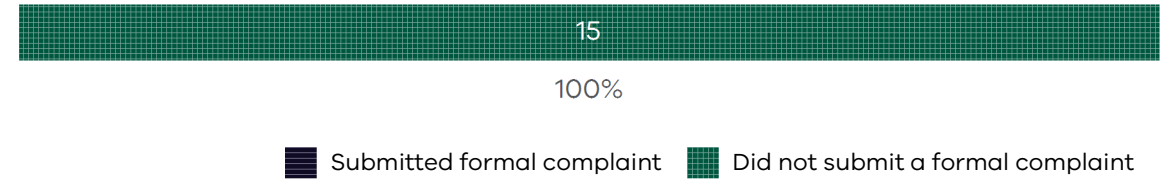
15

100%

■ Submitted formal complaint   ■ Did not submit a formal complaint

What was your reason for not submitting a formal complaint?	You 2022	Comparator 2022	Public sector 2022
I didn't think it was serious enough	47%	49%	46%
I didn't think it would make a difference	27%	36%	40%
I believed there would be negative consequences for my reputation	20%	22%	25%
I didn't need to because I made the harassment stop	20%	16%	11%
I thought the complaint process would be embarrassing or difficult	20%	6%	10%
I believed there would be negative consequences for the person I was going to complain about	13%	8%	10%
I believed there would be negative consequences for my career	7%	10%	17%
I didn't need to because I no longer had contact with the person(s) who harassed me	7%	9%	9%

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, 5% 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

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

Of that 5%, 53% said it was by 'Client/customer/patient/stakeholder'.

15 people (5% of staff) experienced sexual harassment (You2022)

Client/customer/patient/stakeholder	53%
Colleague	53%
Group of colleagues	7%
Member of the public	7%
A manager or supervisor	0%
A volunteer with my organisation	0%
An executive, senior leader or the head of your organisation	0%
Member of your household	0%
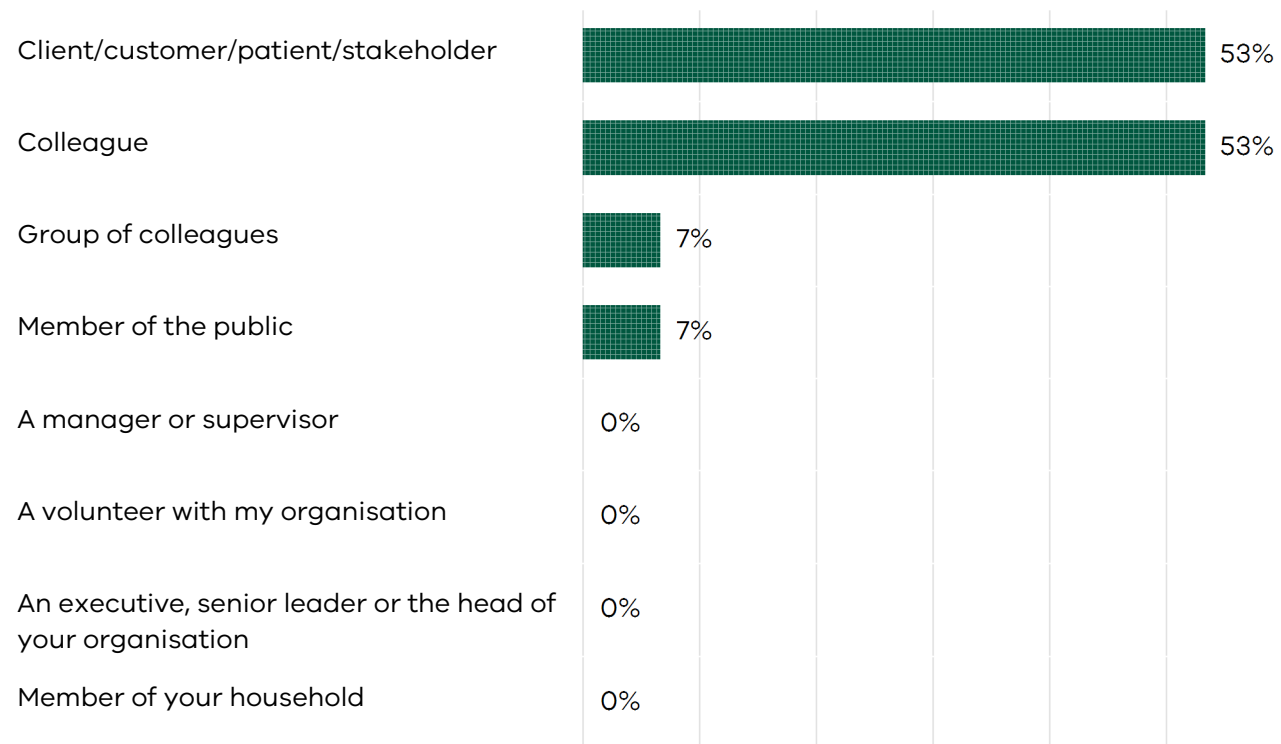
People outcomes

Type of discrimination

What this is

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

Why this is important

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

How to read this

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

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

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

Example

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

Of that 4%, 64% said it was 'Other'.

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

11	235	36
4%	83%	13%

■ Experienced discrimination ▦ Did not experience discrimination ▨ Not sure
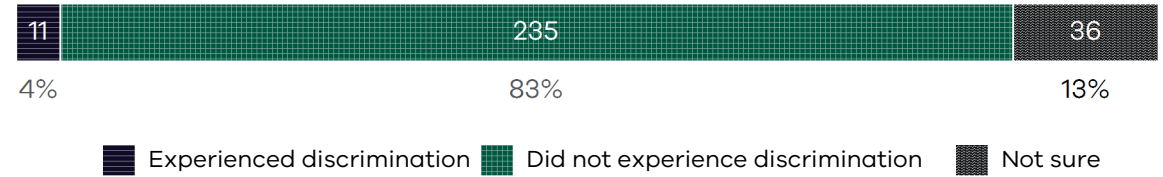
If you experienced discrimination, what type of discrimination did you experience?	You 2022	Comparator 2022	Public sector 2022
Other	64%	45%	39%
Denied flexible work arrangements or other adjustments	27%	27%	22%
Access to leave	9%	12%	9%
Employment security - threats of dismissal or termination	9%	16%	14%
Opportunities for promotion	9%	23%	36%

People outcomes

Telling someone about the discrimination

What this is

This is who staff told about the discrimination they experienced.

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

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

- 55% said the top way they reported the discrimination was 'Told a colleague'.

- 91% said they didn't submit a formal complaint.

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

11	235	36
4%	83%	13%

■ Experienced discrimination   ▦ Did not experience discrimination   ▨ Not sure
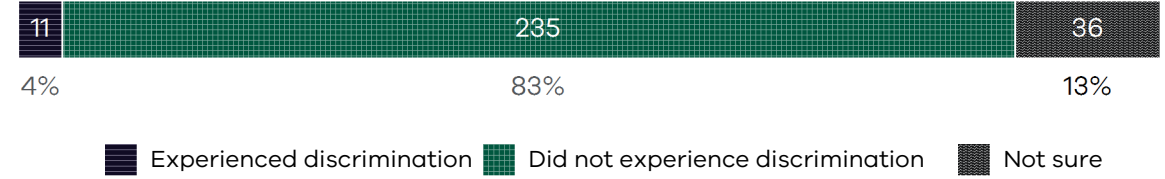
Did you tell anyone about the discrimination?	You 2022	Comparator 2022	Public sector 2022
Told a colleague	55%	32%	37%
Told a friend or family member	36%	31%	34%
Told a manager	36%	34%	28%
I did not tell anyone about the discrimination	18%	20%	24%
Told someone else	18%	11%	14%
Told the person the behaviour was not OK	18%	9%	9%
Submitted a formal complaint	9%	4%	8%
Told employee assistance program (EAP) or peer support	9%	6%	8%
Told Human Resources	9%	8%	11%

People outcomes

Discrimination - reasons for not submitting a formal complaint

What this is

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

Why this is important

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

How to read this

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

Example

91% of your staff who experienced discrimination did not submit a formal complaint, of which:

- 40% said the top reason was 'I believed there would be negative consequences for my reputation'.

Did you submit a formal complaint?

1	10
9%	91%

■ Submitted formal complaint ■ Did not submit a formal complaint
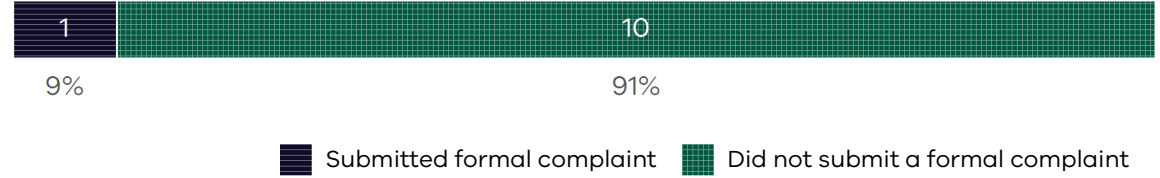
What was your reason for not submitting a formal complaint?	You 2022	Comparator 2022	Public sector 2022
I believed there would be negative consequences for my reputation	40%	41%	50%
I didn't think it would make a difference	40%	50%	59%
I thought the complaint process would be embarrassing or difficult	40%	6%	12%
I didn't feel safe to report the incident	30%	16%	19%
I didn't need to because I made the discrimination stop	20%	2%	3%
I believed there would be negative consequences for my career	10%	39%	49%
I didn't know how to make a complaint	10%	6%	5%

People outcomes

Perpetrators of discrimination

What this is

This is who staff have said are responsible for discrimination.

Why this is important

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

How to read this

In this year's survey, 4% of your staff said they experienced discrimination.

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

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

Each row is one perpetrator or group of perpetrators.

Example

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

Of that 4%, 64% said it was by 'A manager or supervisor'.

11 people (4% of staff) experienced discrimination (You 2022)
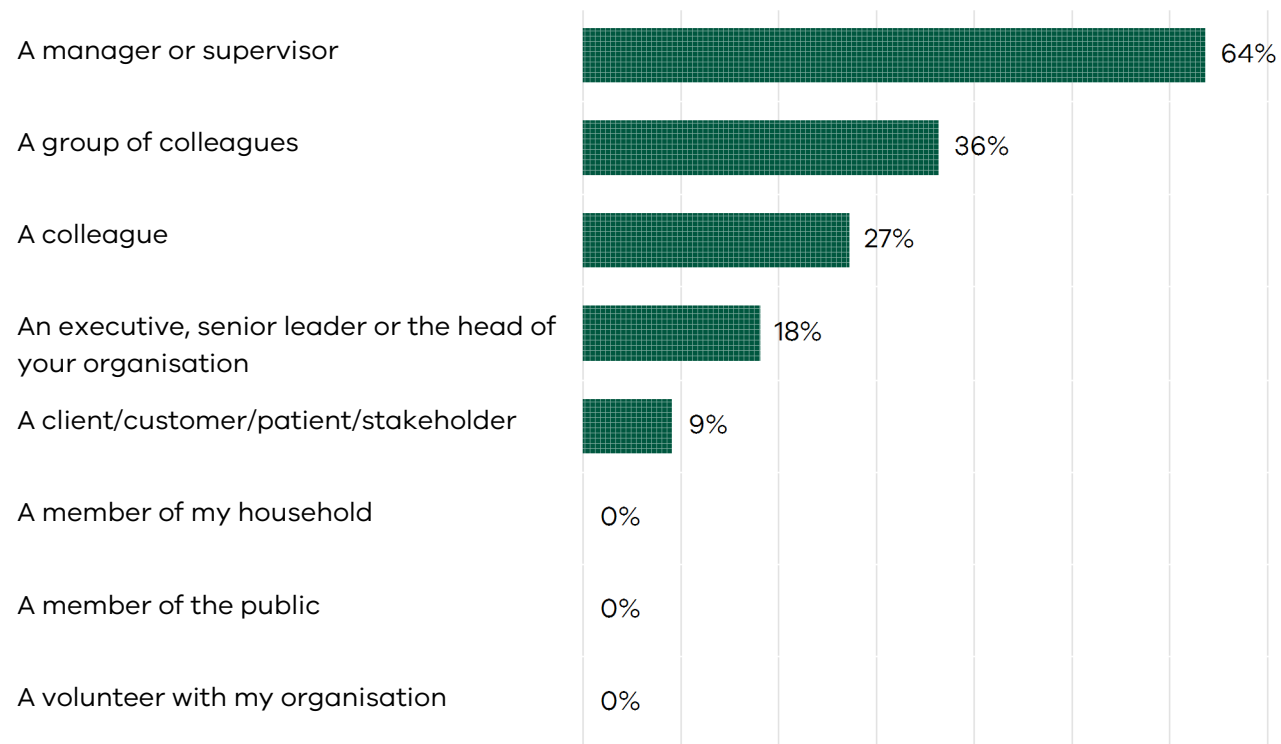
A manager or supervisor	64%
A group of colleagues	36%
A colleague	27%
An executive, senior leader or the head of your organisation	18%
A client/customer/patient/stakeholder	9%
A member of my household	0%
A member of the public	0%
A volunteer with my organisation	0%

People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

In this year's survey, 4% of your staff said they experienced discrimination.

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

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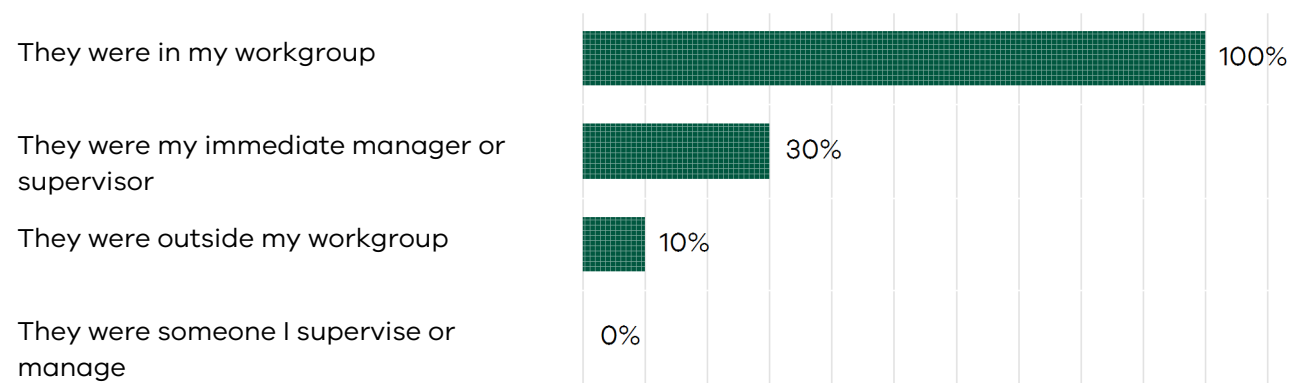
Example

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

Of that 4%, 91% said it was by someone within the organisation.

Of that 91%, 100% said it was 'They were in my workgroup'.

10 people (91% of staff who experienced discrimination) experienced discrimination from within your organisation (You 2022)

Relationship	Percentage
They were in my workgroup	100%
They were my immediate manager or supervisor	30%
They were outside my workgroup	10%
They were someone I supervise or manage	0%

Negative behaviour

Violence and aggression

What this is

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

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

27% of your staff who did the survey said they experienced violence or aggression.

Of that 27%, 80% said it was from 'Abusive language'.

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

76	196	10
27%	70%	4%

■ Experienced violence or aggression ■ Did not experience violence or aggression ■ Not sure
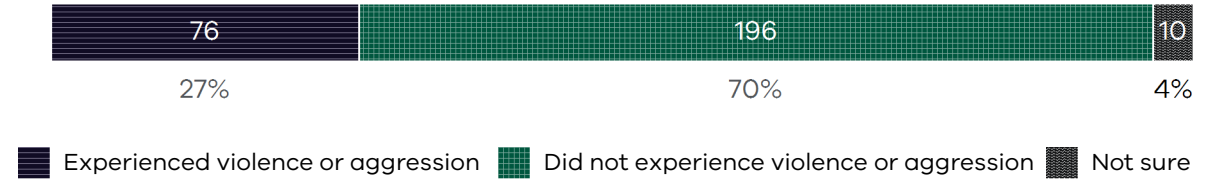
If you experienced violence or aggression, what type did you experience?	You 2022	Comparator 2022	Public sector 2022
Abusive language	80%	80%	82%
Intimidating behaviour	55%	55%	68%
Physical assault (e.g. spitting, hitting, punching, pushing, tripping, grabbing, throwing objects)	49%	33%	28%
Threats of violence	36%	32%	37%
Damage to my property or work equipment	5%	5%	8%
Other	4%	4%	4%
Stalking, including cyber-stalking	1%	1%	1%

Negative behaviour

Telling someone about violence and aggression

What this is

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

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

27% of your staff who did the survey said they experienced violence or aggression, fo which

- 59% said the top way they reported the violence or agression was 'Told a manager'
- 53% said they didn't submit a formal incident report.

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

76	196	10
27%	70%	4%

■ Experienced violence or aggression ■ Did not experience violence or aggression ▨ Not sure
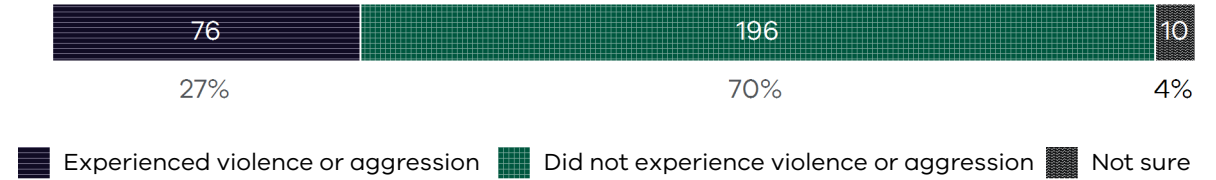
Did you tell anyone about the incident?	You 2022	Comparator 2022	Public sector 2022
Told a manager	59%	55%	56%
Told a colleague	57%	45%	47%
Submitted a formal incident report	47%	41%	32%
Told the person the behaviour was not OK	28%	32%	34%
Told a friend or family member	20%	15%	20%
Told Human Resources	3%	4%	4%
Told someone else	3%	3%	6%
I did not tell anyone about the incident(s)	1%	4%	7%

Negative behaviour

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

What this is

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

Why this is important

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

How to read this

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

Example

53% of your staff who experienced violence or aggression did not submit a formal incident report, of which:

- 45% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal incident report?

36	40
47%	53%

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

What was your reason for not submitting a formal incident report?	You 2022	Comparator 2022	Public sector 2022
I didn't think it would make a difference	45%	41%	40%
I didn't think it was serious enough	38%	30%	32%
I didn't need to because I no longer had contact with the person(s) who was aggressive or violent to me	18%	9%	16%
Other	13%	24%	20%
I believed there would be negative consequences for my reputation	10%	13%	14%
I didn't know how to make a complaint	8%	3%	4%
I didn't need to because I made the violence or aggression stop	8%	14%	15%
I believed there would be negative consequences for my career	5%	8%	10%
I didn't feel safe to report the incident	5%	3%	4%
I thought the complaint process would be embarrassing or difficult	5%	2%	4%

Negative behaviour

Perpetrators of violence and aggression

What this is

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

Why this is important

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

How to read this

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

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

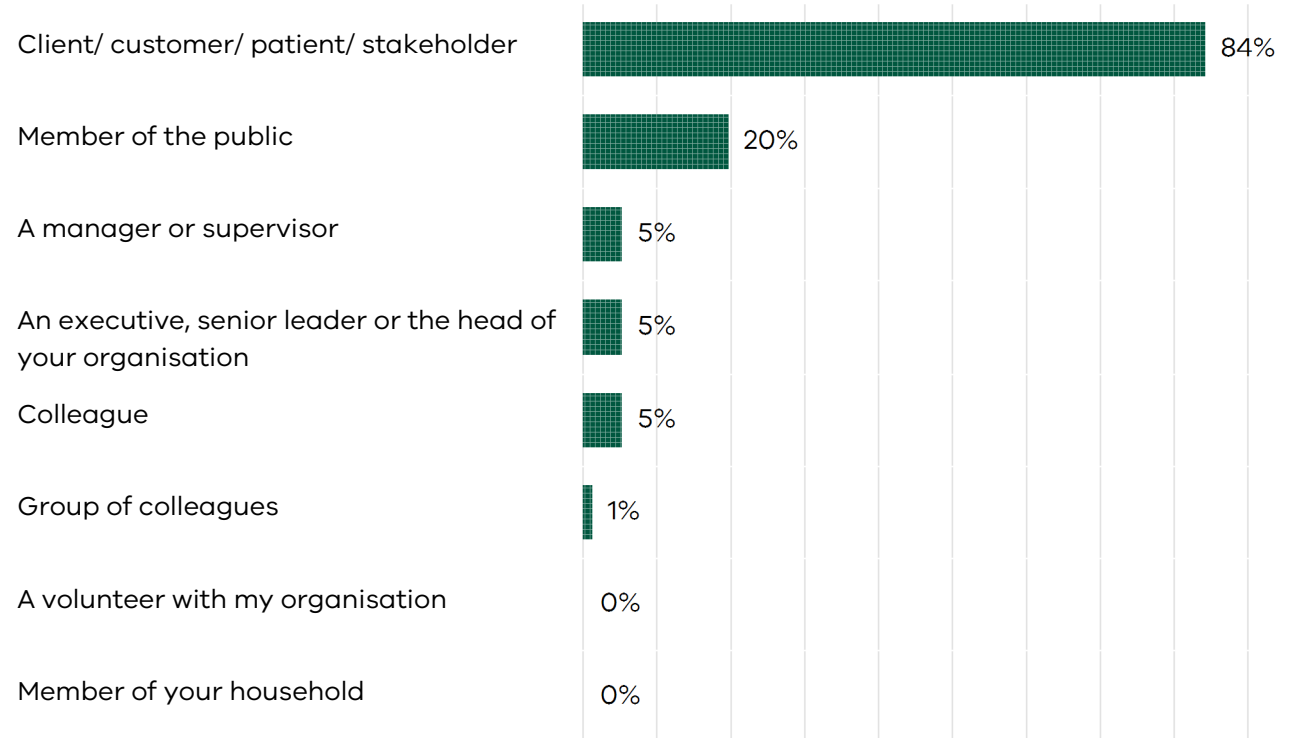In descending order, the bar chart shows the perpetrators with the largest number of responses.

Each row is one perpetrator or a group of perpetrators.

Example

27% of your staff who did the survey said they experienced violence or aggression.

Of that 27%, 84% said it was 'Client/ customer/ patient/ stakeholder'.

76 people (27% of staff) experienced violence or aggression (You2022)

Perpetrator	Percentage
Client/ customer/ patient/ stakeholder	84%
Member of the public	20%
A manager or supervisor	5%
An executive, senior leader or the head of your organisation	5%
Colleague	5%
Group of colleagues	1%
A volunteer with my organisation	0%
Member of your household	0%

People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

In this year's survey, 27% of your staff said they experienced violence or aggression.

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

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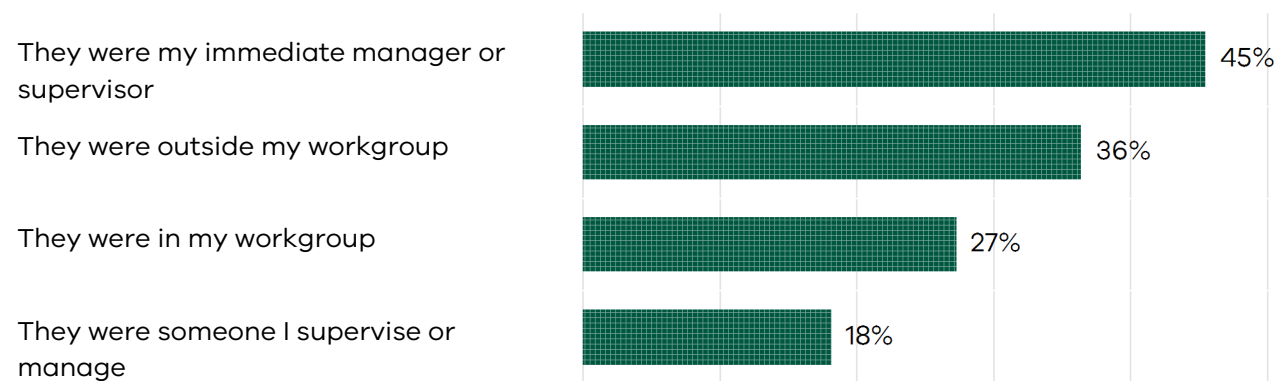
Example

27% of your staff who did the survey said they experienced violence or aggression.

Of that 27%, 14% said it was by someone within the organisation.

Of that 14%, 45% said it was 'They were my immediate manager or supervisor'.

11 people (14% of staff who experienced violence or aggression) experienced violence or aggression from within your organisation (You2022)

They were my immediate manager or supervisor — 45%

They were outside my workgroup — 36%

They were in my workgroup — 27%

They were someone I supervise or manage — 18%

People outcomes

Negative behaviour — satisfaction with making a formal complaint

What this is

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

Why this is important

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

How to read this

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

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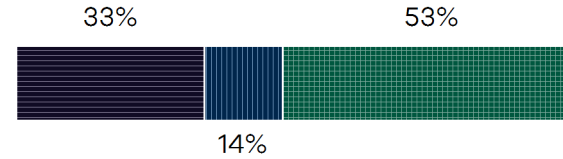
Example

53% of staff who did the survey were satisfied with the way your organisation handled their formal 'Violence or aggression' complaint.
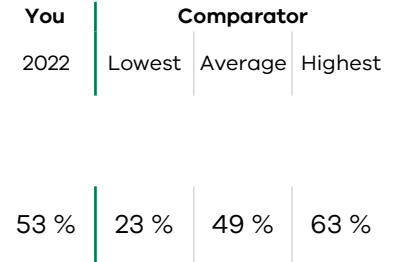
Survey question

Were you satisfied with the way your formal complaint was handled

	No		Don't know
	Yes		

Your results

Violence or aggression

33%   53%

14%

Benchmark satisfied results

	You	Comparator		
	2022	Lowest	Average	Highest
	53 %	23 %	49 %	63 %

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
- Satisfaction with complaint processes

Key differences

- Highest scoring
- Lowest scoring
- Biggest positive difference from comparator
- Biggest negative difference from comparator

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

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

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Demographics

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

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 comparator group.

Example

On the first row 'Meaningful work', the 'You 2022' column shows 93% of your staff agreed with 'I can make a worthwhile contribution at work'.

Question group	Highest scoring questions	You 2022	Comparator 2022
Meaningful work	I can make a worthwhile contribution at work	93%	95%
Meaningful work	I achieve something important through my work	91%	93%
Job enrichment	I can use my skills and knowledge in my job	90%	92%
Job enrichment	I understand how my job helps my organisation achieve it's goals	87%	91%
Collaboration	I am able to work effectively with others outside my immediate workgroup	85%	85%
Meaningful work	I get a sense of accomplishment from my work	84%	87%
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	82%	84%
Job enrichment	I clearly understand what I am expected to do in this job	80%	89%
Patient safety climate	I am encouraged by my colleagues to report any patient safety concerns I may have	78%	82%
Patient safety climate	I would recommend a friend or relative to be treated as a patient here	78%	70%

Victorian Public Sector Commission

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Key differences

Lowest scoring questions

What this is

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

How to read this

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

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

You can also compare your 2022 comparator group.

Example

On the first row 'Organisational integrity', the 'You 2022' column shows 31% of your staff agreed with 'I believe the promotion processes in my organisation are fair'.

Question subgroup	Lowest scoring questions	You 2022	Comparator 2022
Organisational integrity	I believe the promotion processes in my organisation are fair	31%	45%
Safety climate	All levels of my organisation are involved in the prevention of stress	33%	43%
Workload	I have enough time to do my job effectively	37%	52%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	37%	46%
Taking action	I believe my organisation will make improvements based on the results of this survey	38%	47%
Learning and development	My organisation places a high priority on the learning and development of staff	39%	58%
Organisational integrity	I have an equal chance at promotion in my organisation	39%	49%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	39%	47%
Senior leadership	Senior leaders provide clear strategy and direction	39%	56%
Learning and development	I am satisfied with the opportunities to progress in my organisation	41%	53%

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 'Patient safety climate', the 'You 2022' column shows 78% of your staff agreed with 'I would recommend a friend or relative to be treated as a patient here'.

The 'difference' column, shows that agreement for this question was 8 percentage points higher in your organisation than in your comparator.

Question group	Biggest positive difference from comparator	You 2022	Difference	Comparator 2022
Patient safety climate	I would recommend a friend or relative to be treated as a patient here	78%	+8%	70%
Collaboration	I am able to work effectively with others outside my immediate workgroup	85%	+0%	85%

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Key differences

Biggest negative difference from comparator

What this is

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

How to read this

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

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

Example

On the first row 'Learning and development', the 'You 2022' column shows 39% of your staff agreed with 'My organisation places a high priority on the learning and development of staff'.

The 'difference' column, shows that agreement for this question was 19 percentage points lower in your organisation than in your comparator.

Question subgroup	Biggest negative difference from comparator	You 2022	Difference	Comparator 2022
Learning and development	My organisation places a high priority on the learning and development of staff	39%	-19%	58%
Senior leadership	Senior leaders provide clear strategy and direction	39%	-16%	56%
Learning and development	I am satisfied with the way my learning and development needs have been addressed in the last 12 months	42%	-15%	57%
Workload	I have enough time to do my job effectively	37%	-15%	52%
Safety climate	My organisation provides a physically safe work environment	62%	-15%	77%
Organisational integrity	I believe the promotion processes in my organisation are fair	31%	-14%	45%
Engagement	My organisation motivates me to help achieve its objectives	46%	-13%	59%
Satisfaction	How satisfied are you with your career development within your current organisation	50%	-12%	62%
Workload	The workload I have is appropriate for the job that I do	45%	-12%	57%
Learning and development	I am satisfied with the opportunities to progress in my organisation	41%	-12%	53%

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Taking action

What this is

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

Why this is important

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

How to read this

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

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

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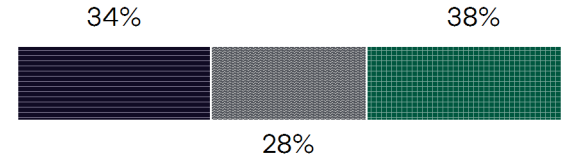
Example

38% 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'.
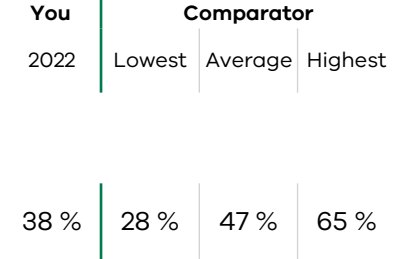
Survey question	Your results	Benchmark agree results

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

Your results:

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

34%   38%

28%

Benchmark agree results:

	You	Comparator		
	2022	Lowest	Average	Highest
	38 %	28 %	47 %	65 %

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Senior leadership

Senior leadership

What this is

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

Why this is important

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

How to read this

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

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

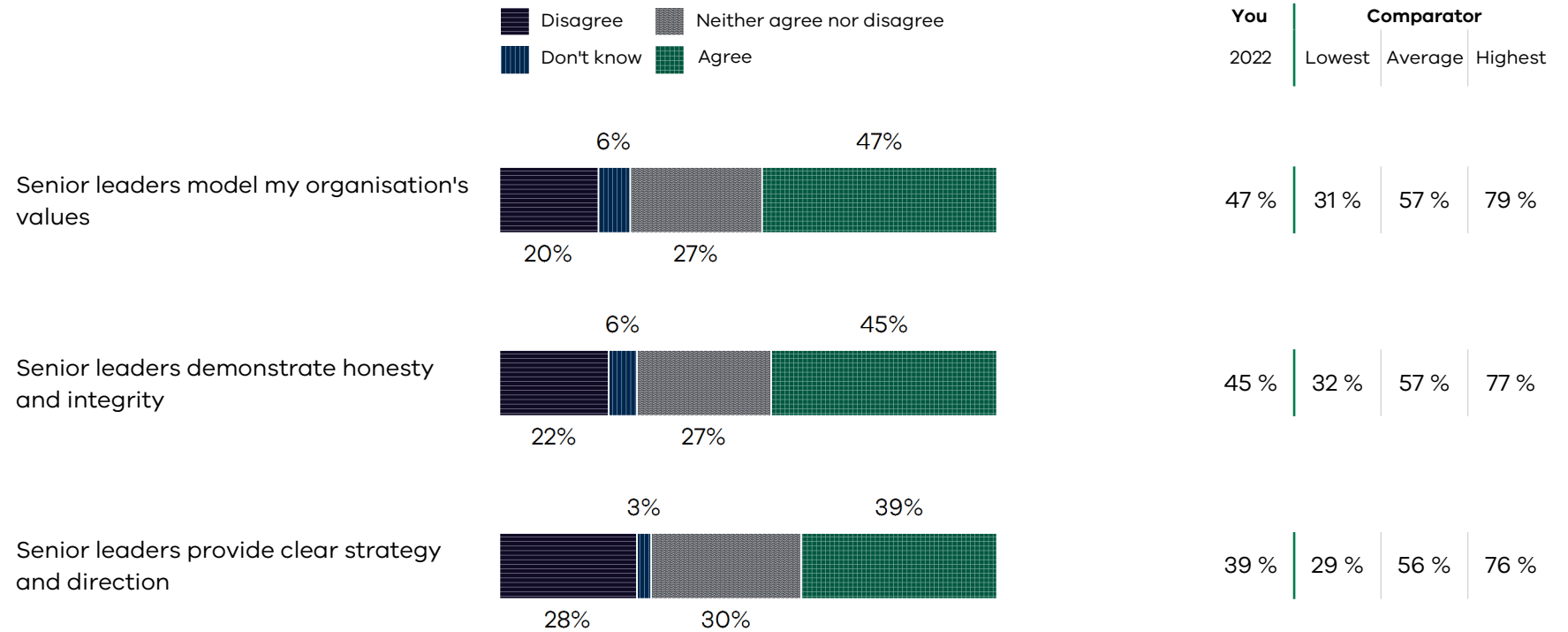Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

47% of your staff who did the survey agreed or strongly agreed with 'Senior leaders model my organisation's values'.

Survey question	Your results	Benchmark agree results

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

	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
Senior leaders model my organisation's values	47 %	31 %	57 %	79 %
Senior leaders demonstrate honesty and integrity	45 %	32 %	57 %	77 %
Senior leaders provide clear strategy and direction	39 %	29 %	56 %	76 %

Your results (bar chart values):

Senior leaders model my organisation's values: 20% / 6% / 27% / 47%

Senior leaders demonstrate honesty and integrity: 22% / 6% / 27% / 45%

Senior leaders provide clear strategy and direction: 28% / 3% / 30% / 39%

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Organisational climate

Scorecard

What this is

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

Why this is important

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

How to read this

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

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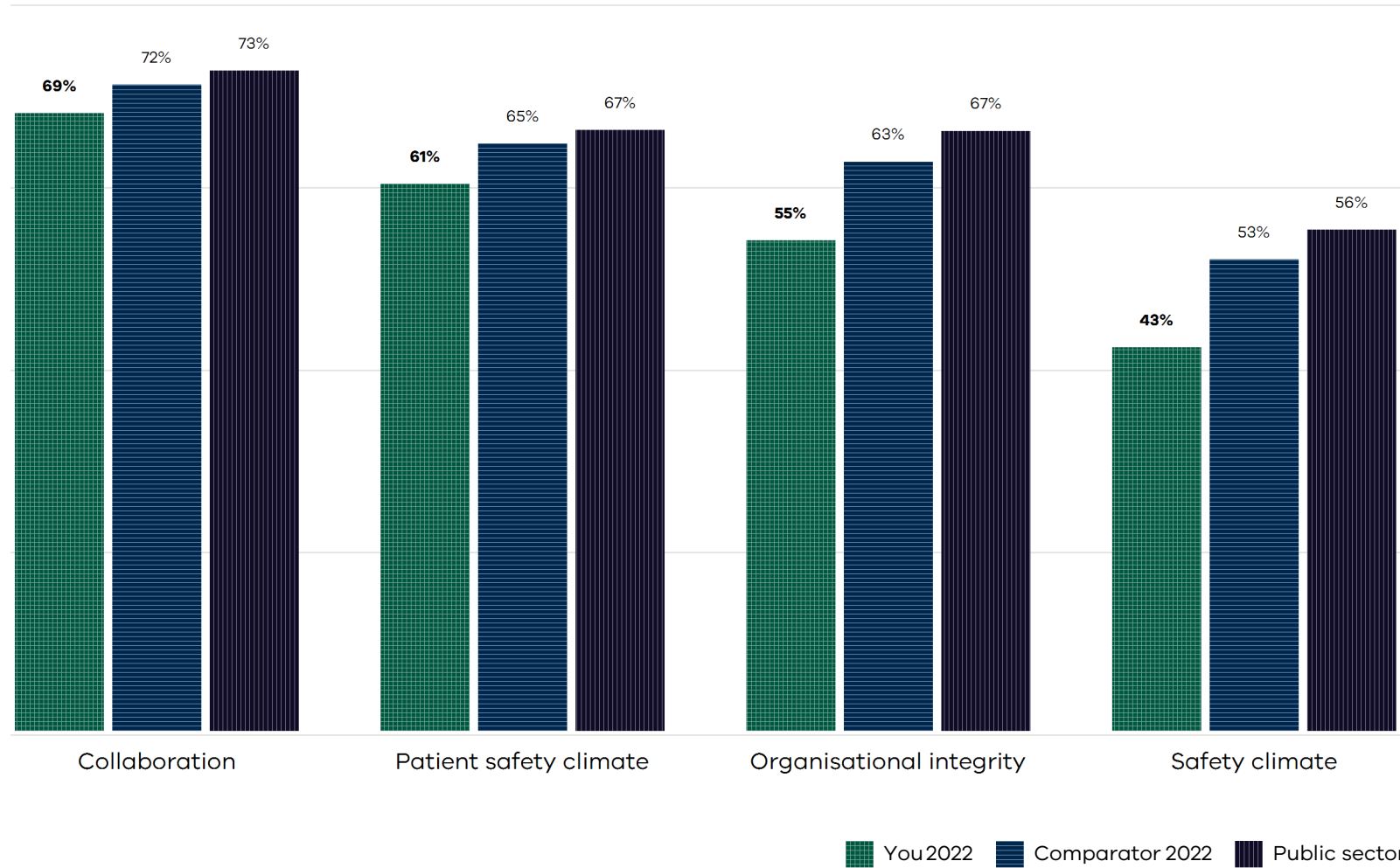
Example

In 2022:

- 69% of your staff who did the survey responded positively to questions about Collaboration.

Compared to:

- 72% of staff at your comparator and 73% of staff across the public sector.

Legend: You 2022 | Comparator 2022 | Public sector 2022

Factor	You 2022	Comparator 2022	Public sector 2022
Collaboration	69%	72%	73%
Patient safety climate	61%	65%	67%
Organisational integrity	55%	63%	67%
Safety climate	43%	53%	56%

Organisational climate

Organisational integrity 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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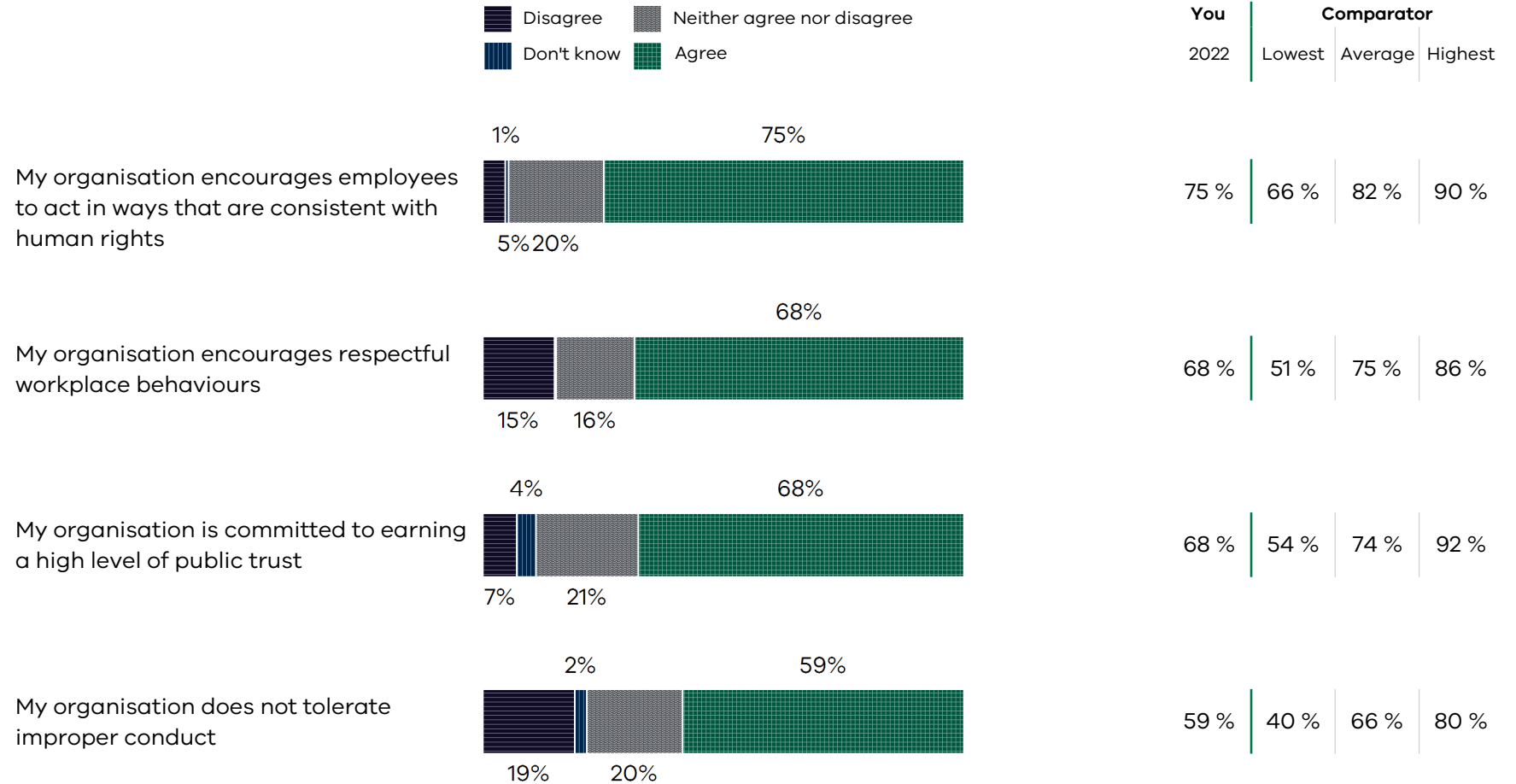
Example

75% of your staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.

Survey question	Your results	Benchmark agree results

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

	You	Comparator		
	2022	Lowest	Average	Highest
My organisation encourages employees to act in ways that are consistent with human rights — 1%, 5%, 20%, 75%	75 %	66 %	82 %	90 %
My organisation encourages respectful workplace behaviours — 15%, 16%, 68%	68 %	51 %	75 %	86 %
My organisation is committed to earning a high level of public trust — 4%, 7%, 21%, 68%	68 %	54 %	74 %	92 %
My organisation does not tolerate improper conduct — 19%, 2%, 20%, 59%	59 %	40 %	66 %	80 %

Organisational climate

Organisational integrity 2 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.
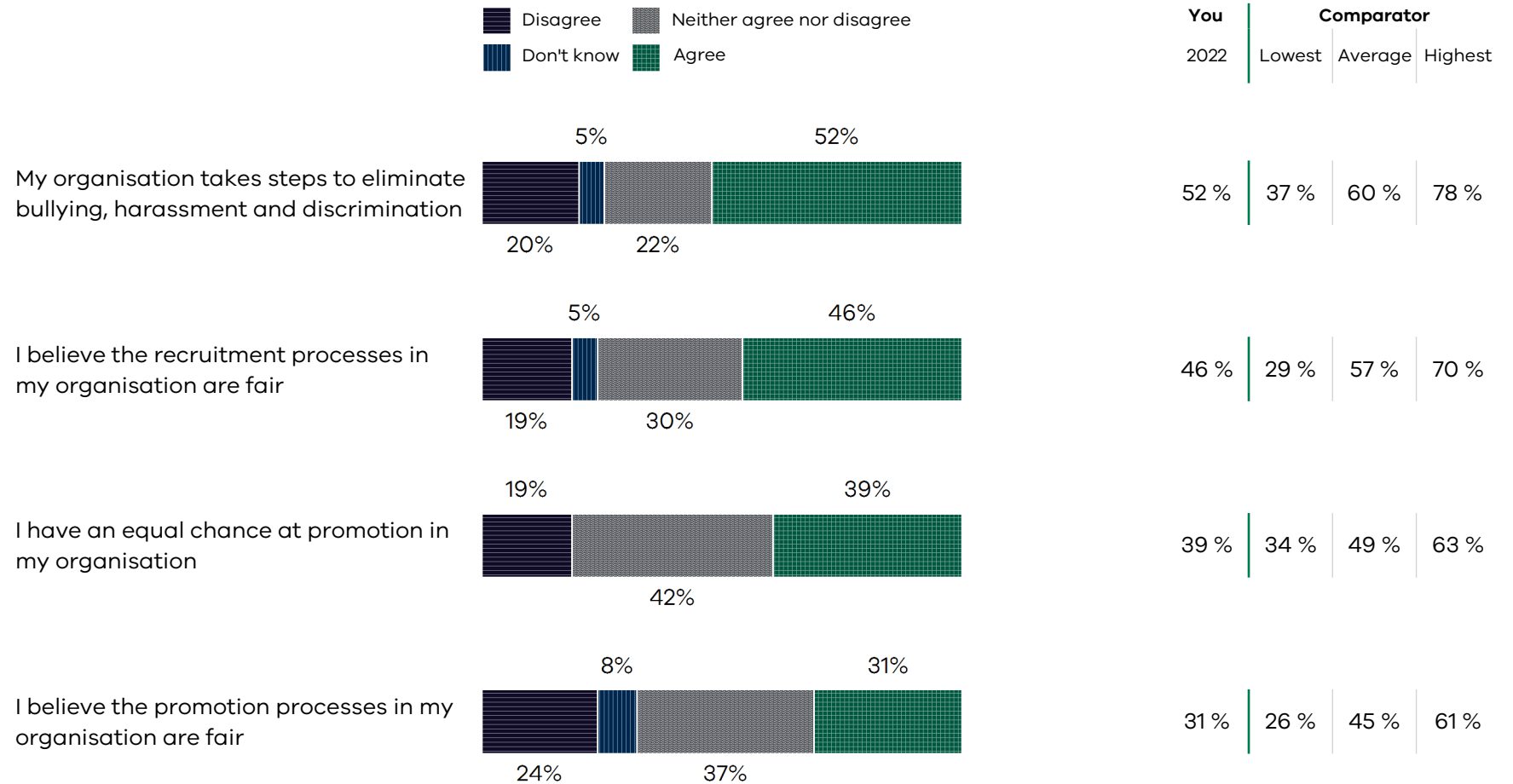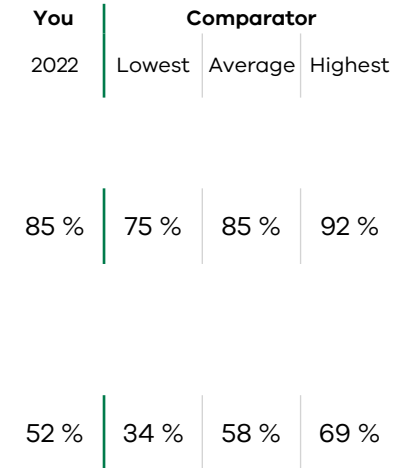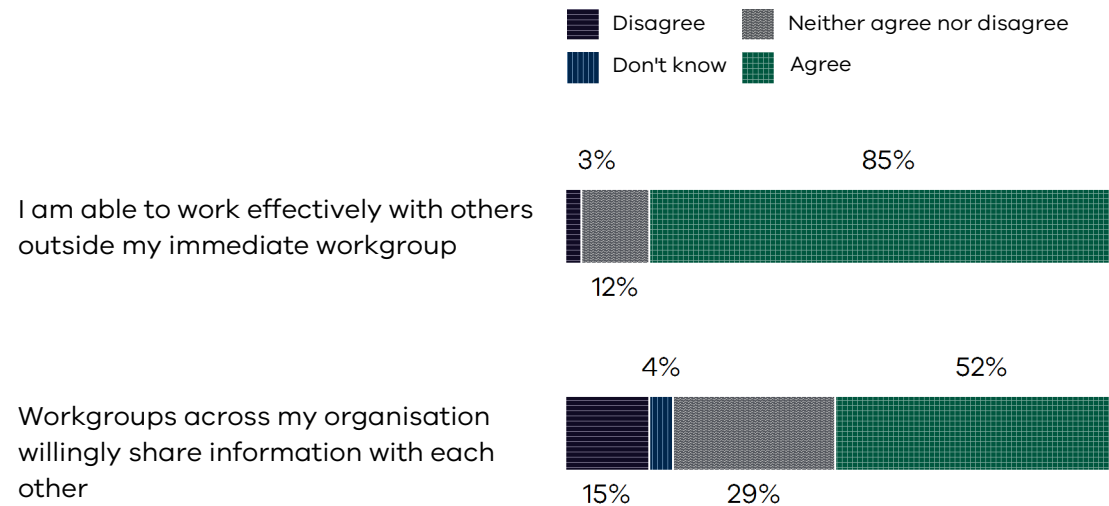
Example

52% 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

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

My organisation takes steps to eliminate bullying, harassment and discrimination
- 20%
- 5%
- 22%
- 52%

I believe the recruitment processes in my organisation are fair
- 19%
- 5%
- 30%
- 46%

I have an equal chance at promotion in my organisation
- 19%
- 42%
- 39%

I believe the promotion processes in my organisation are fair
- 24%
- 8%
- 37%
- 31%

Benchmark agree results

Survey question	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My organisation takes steps to eliminate bullying, harassment and discrimination	52 %	37 %	60 %	78 %
I believe the recruitment processes in my organisation are fair	46 %	29 %	57 %	70 %
I have an equal chance at promotion in my organisation	39 %	34 %	49 %	63 %
I believe the promotion processes in my organisation are fair	31 %	26 %	45 %	61 %

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Organisational climate

Collaboration

What this is

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

Why this is important

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

How to read this

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

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

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

Example

85% of your staff who did the survey agreed or strongly agreed with 'I am able to work effectively with others outside my immediate workgroup'.

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

Survey question	Your results		You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I am able to work effectively with others outside my immediate workgroup	3% / 12% / 85%		85 %	75 %	85 %	92 %
Workgroups across my organisation willingly share information with each other	15% / 4% / 29% / 52%		52 %	34 %	58 %	69 %

Organisational climate

Safety climate 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

62% of your staff who did the survey agreed or strongly agreed with 'My organisation provides a physically safe work environment'.

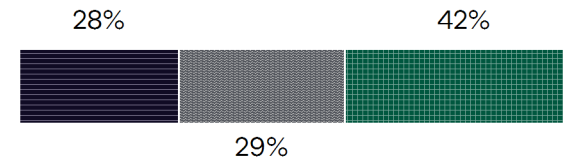| Survey question | Your results | Benchmark agree results |

Legend: Disagree | Neither agree nor disagree | Don't know | Agree
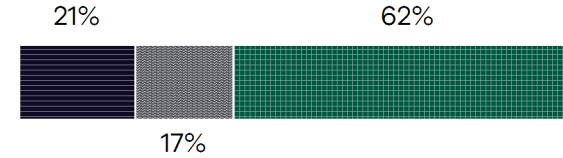
	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My organisation provides a physically safe work environment — 21% / 17% / 62%	62 %	60 %	77 %	88 %
My organisation has effective procedures in place to support employees who may experience stress — 23% / 5% / 28% / 44%	44 %	32 %	52 %	71 %
Senior leaders consider the psychological health of employees to be as important as productivity — 28% / 29% / 42%	42 %	26 %	51 %	70 %
In my workplace, there is good communication about psychological safety issues that affect me — 25% / 35% / 39%	39 %	26 %	47 %	66 %
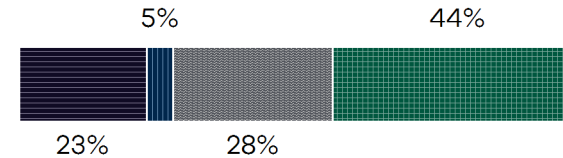
Organisational climate

Safety climate 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

37% of your staff who did the survey agreed or strongly agreed with 'Senior leaders show support for stress prevention through involvement and commitment'.
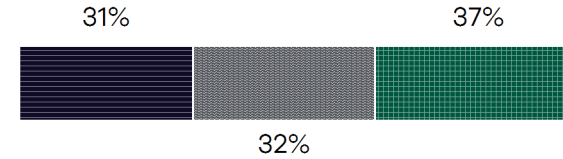
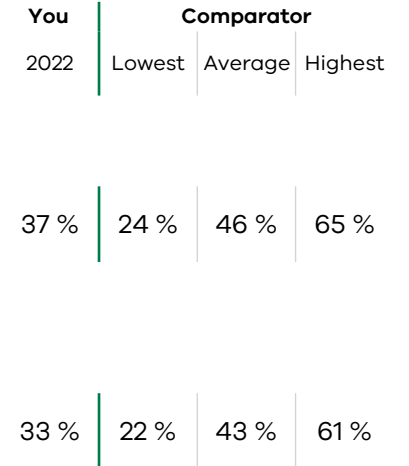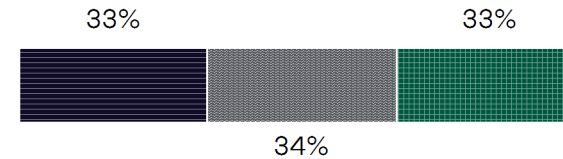Legend: Disagree | Neither agree nor disagree | Don't know | Agree

Survey question	Your results	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
Senior leaders show support for stress prevention through involvement and commitment	31% / 32% / 37%	37 %	24 %	46 %	65 %
All levels of my organisation are involved in the prevention of stress	33% / 34% / 33%	33 %	22 %	43 %	61 %

Organisational climate

Patient safety climate 1 of 2

What this is

This is the safety culture in a healthcare workplace.

Why this is important

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

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

How to read this

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

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

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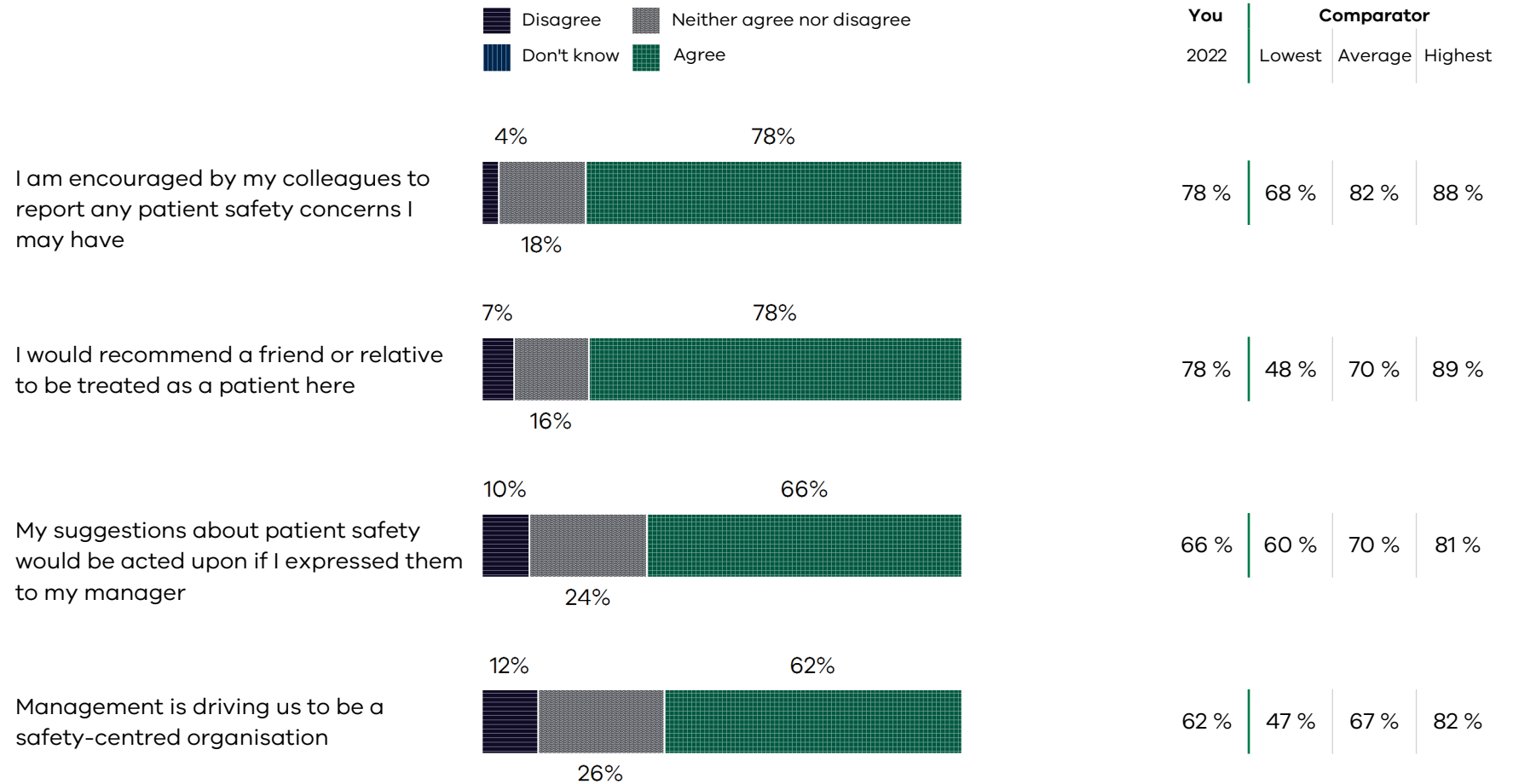
Example

78% of your staff who did the survey agreed or strongly agreed with 'I am encouraged by my colleagues to report any patient safety concerns I may have'.

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

Survey question	Your results	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I am encouraged by my colleagues to report any patient safety concerns I may have	4% / 18% / 78%	78 %	68 %	82 %	88 %
I would recommend a friend or relative to be treated as a patient here	7% / 16% / 78%	78 %	48 %	70 %	89 %
My suggestions about patient safety would be acted upon if I expressed them to my manager	10% / 24% / 66%	66 %	60 %	70 %	81 %
Management is driving us to be a safety-centred organisation	12% / 26% / 62%	62 %	47 %	67 %	82 %

Organisational climate

Patient safety climate 2 of 2

What this is

This is the safety culture in a healthcare workplace.

Why this is important

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

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

How to read this

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

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

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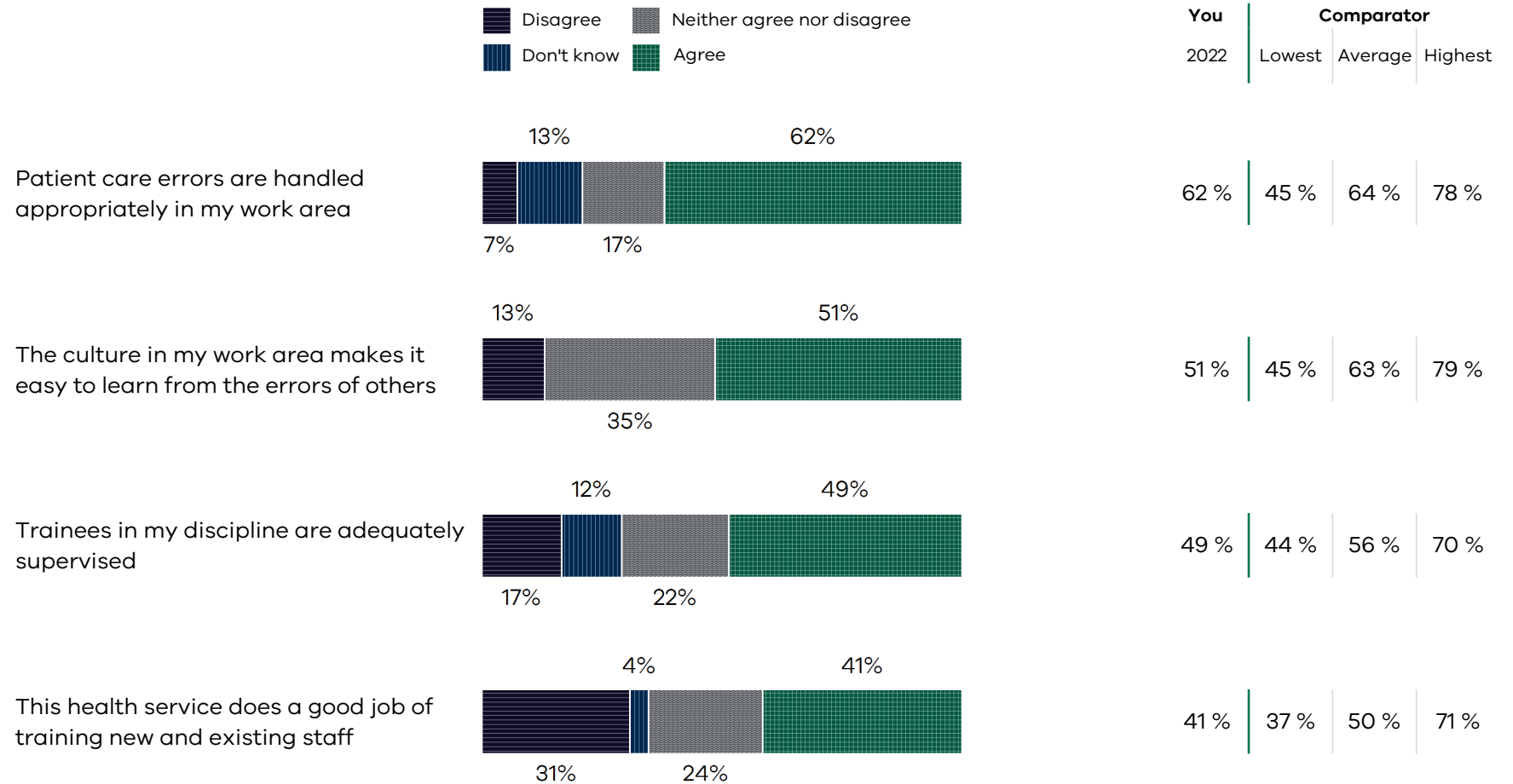
Example

62% of your staff who did the survey agreed or strongly agreed with 'Patient care errors are handled appropriately in my work area'.

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

	You	Comparator		
	2022	Lowest	Average	Highest
Patient care errors are handled appropriately in my work area	62 %	45 %	64 %	78 %
The culture in my work area makes it easy to learn from the errors of others	51 %	45 %	63 %	79 %
Trainees in my discipline are adequately supervised	49 %	44 %	56 %	70 %
This health service does a good job of training new and existing staff	41 %	37 %	50 %	71 %

Your results bar chart values:

- Patient care errors are handled appropriately in my work area: 7%, 13%, 17%, 62%
- The culture in my work area makes it easy to learn from the errors of others: 13%, 35%, 51%
- Trainees in my discipline are adequately supervised: 17%, 12%, 22%, 49%
- This health service does a good job of training new and existing staff: 31%, 4%, 24%, 41%

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Workgroup climate

Scorecard

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2022:

- 68% of your staff who did the survey responded positively to questions about Safe to speak up.

Compared to:

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

	Safe to speak up	Quality service delivery	Workgroup support	Innovation
You 2022	68%	65%	64%	60%
Comparator 2022	71%	72%	71%	68%
Public sector 2022	75%	74%	77%	68%

Legend: You 2022 ■ Comparator 2022 ■ Public sector 2022
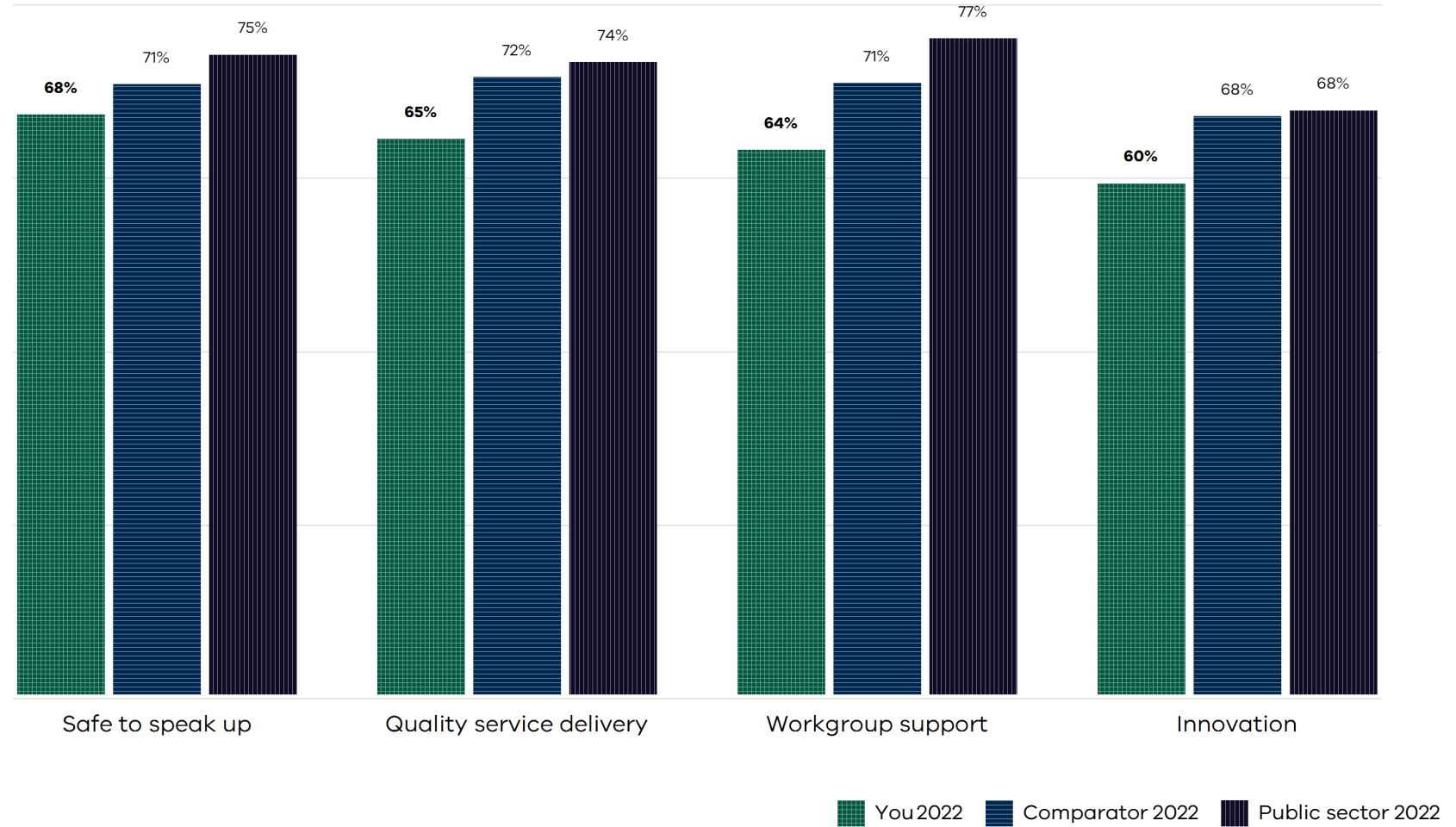
Workgroup climate

Quality service delivery

What this is

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

Why this is important

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

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

How to read this

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

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

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

Example

70% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

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

Survey question	Your results	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup provides high quality advice and services	10% / 20% / 70% (1%)	70 %	66 %	77 %	87 %
My workgroup has clear lines of responsibility	18% / 14% / 67%	67 %	59 %	74 %	85 %
My workgroup acts fairly and without bias	19% / 1% / 17% / 63%	63 %	58 %	69 %	80 %
My workgroup uses its resources well	15% / 2% / 23% / 60%	60 %	51 %	69 %	83 %
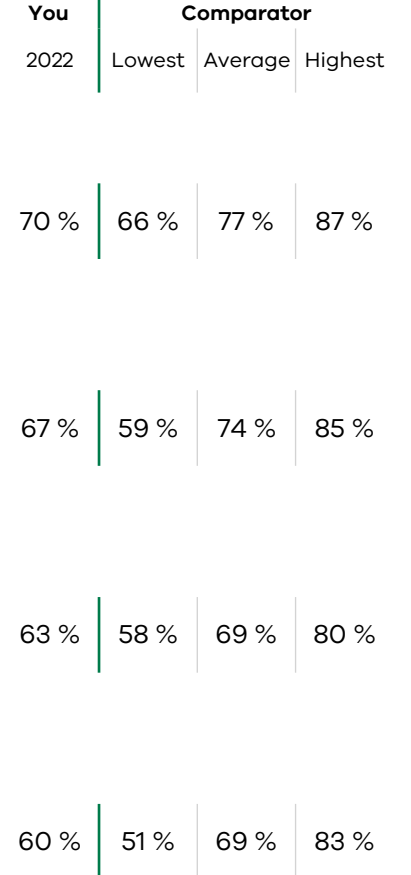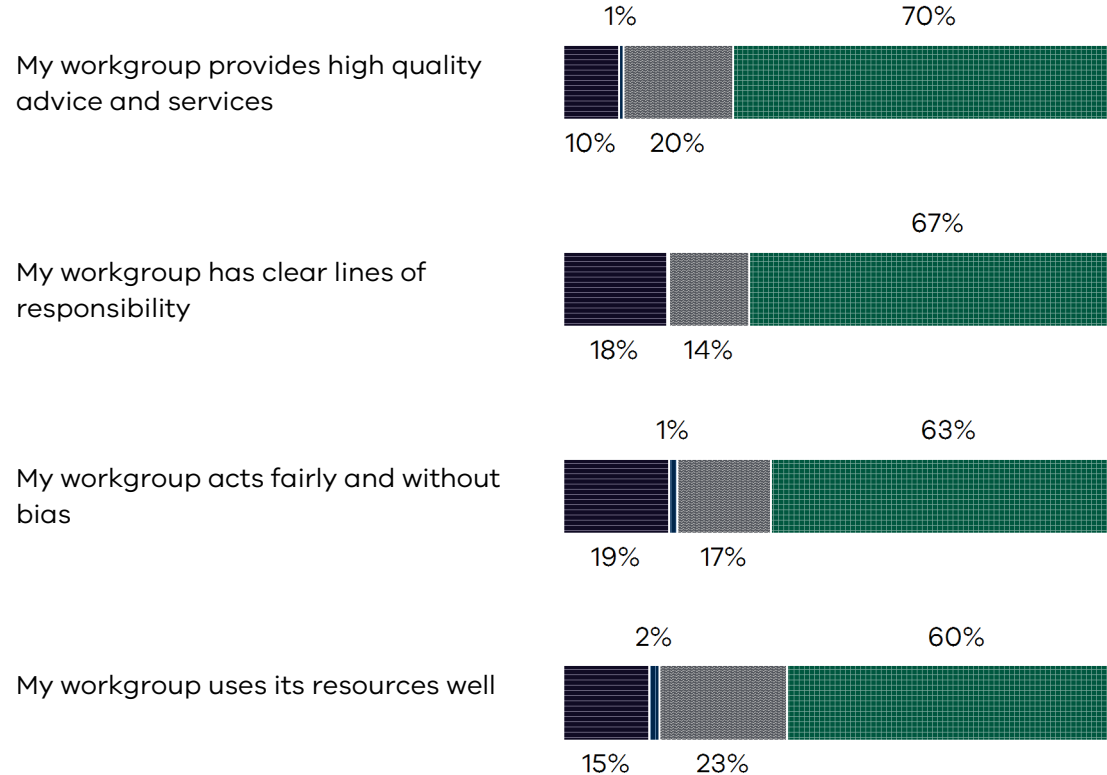
Workgroup climate

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

63% of your staff who did the survey agreed or strongly agreed with 'My workgroup is quick to respond to opportunities to do things better'.

| Survey question	Your results	Benchmark agree results

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree
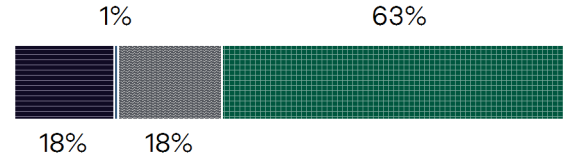
	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup is quick to respond to opportunities to do things better (18% / 1% / 18% / 63%)	63 %	57 %	69 %	86 %
My workgroup learns from failures and mistakes (18% / 1% / 19% / 62%)	62 %	55 %	69 %	85 %
My workgroup encourages employee creativity (18% / 1% / 26% / 55%)	55 %	57 %	65 %	79 %
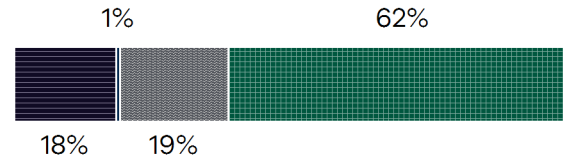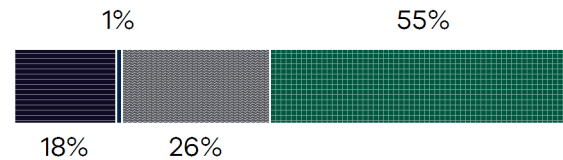
Victorian Public Sector Commission

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Workgroup climate

Workgroup support 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

71% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup work together effectively to get the job done'.
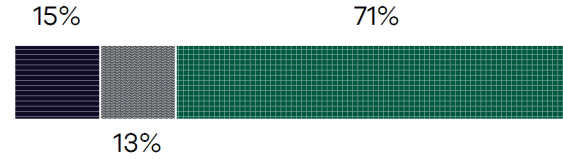
Legend:
- Disagree
- Don't know
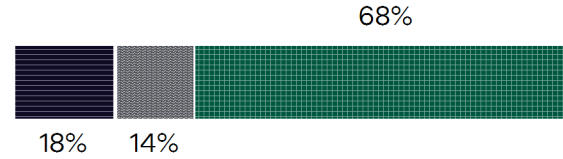- Neither agree nor disagree
- Agree

Survey question	Your results	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup work together effectively to get the job done	15% / 13% / 71%	71 %	70 %	80 %	89 %
People in my workgroup treat each other with respect	18% / 14% / 68%	68 %	63 %	76 %	88 %
People in my workgroup are politically impartial in their work	7% / 6% / 24% / 62%	62 %	61 %	71 %	78 %
People in my workgroup are honest, open and transparent in their dealings	16% / 3% / 20% / 62%	62 %	57 %	69 %	78 %

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.

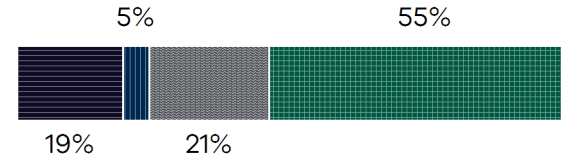Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

55% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.

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

	You	Comparator		
	2022	Lowest	Average	Highest

People in my workgroup appropriately manage conflicts of interest

Your results: 19% Disagree, 5% Don't know, 21% Neither agree nor disagree, 55% Agree

You 2022	Lowest	Average	Highest
55 %	47 %	62 %	77 %
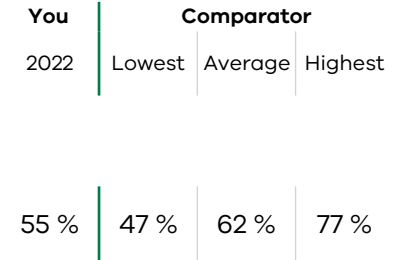
Workgroup climate

Safe to speak up

What this is

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

Why this is important

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

How to read this

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

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

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

Example

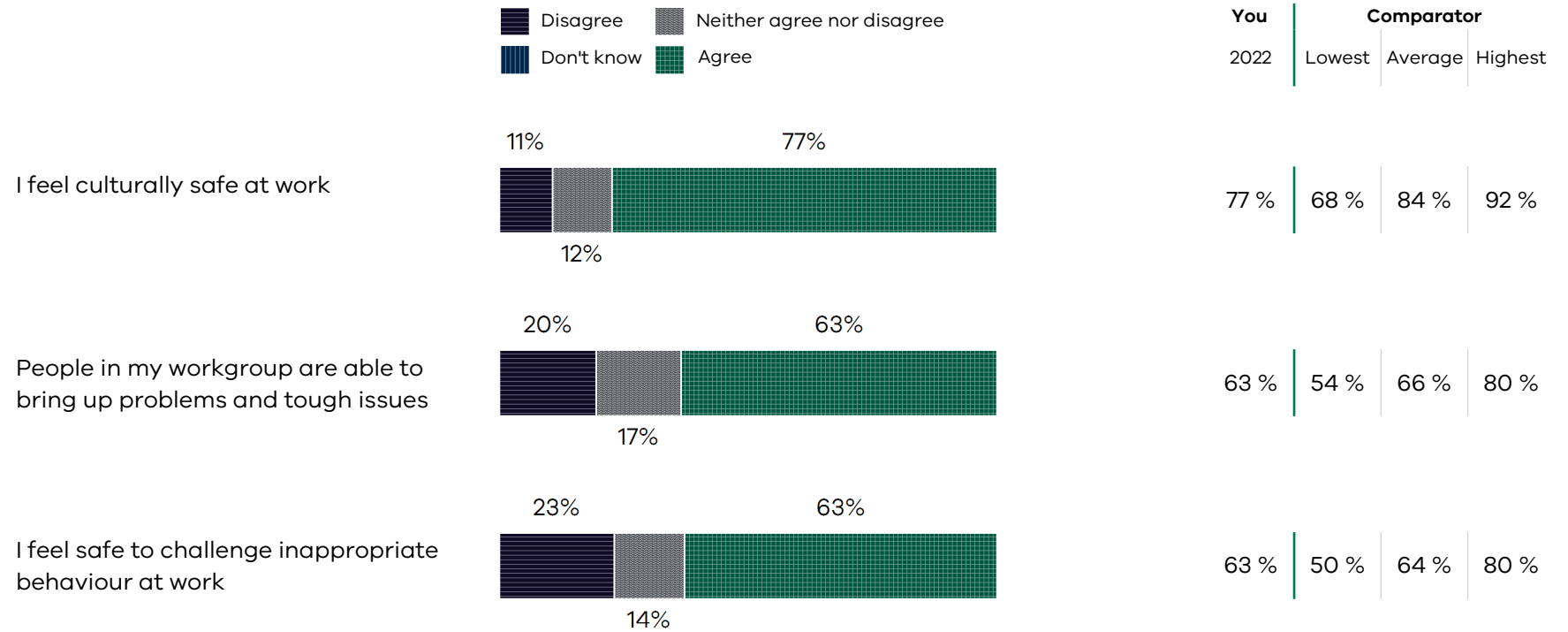77% of your staff who did the survey agreed or strongly agreed with 'I feel culturally safe at work'.

Survey question	Your results	Benchmark agree results

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

	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I feel culturally safe at work — 11% / 12% / 77%	77 %	68 %	84 %	92 %
People in my workgroup are able to bring up problems and tough issues — 20% / 17% / 63%	63 %	54 %	66 %	80 %
I feel safe to challenge inappropriate behaviour at work — 23% / 14% / 63%	63 %	50 %	64 %	80 %

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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.
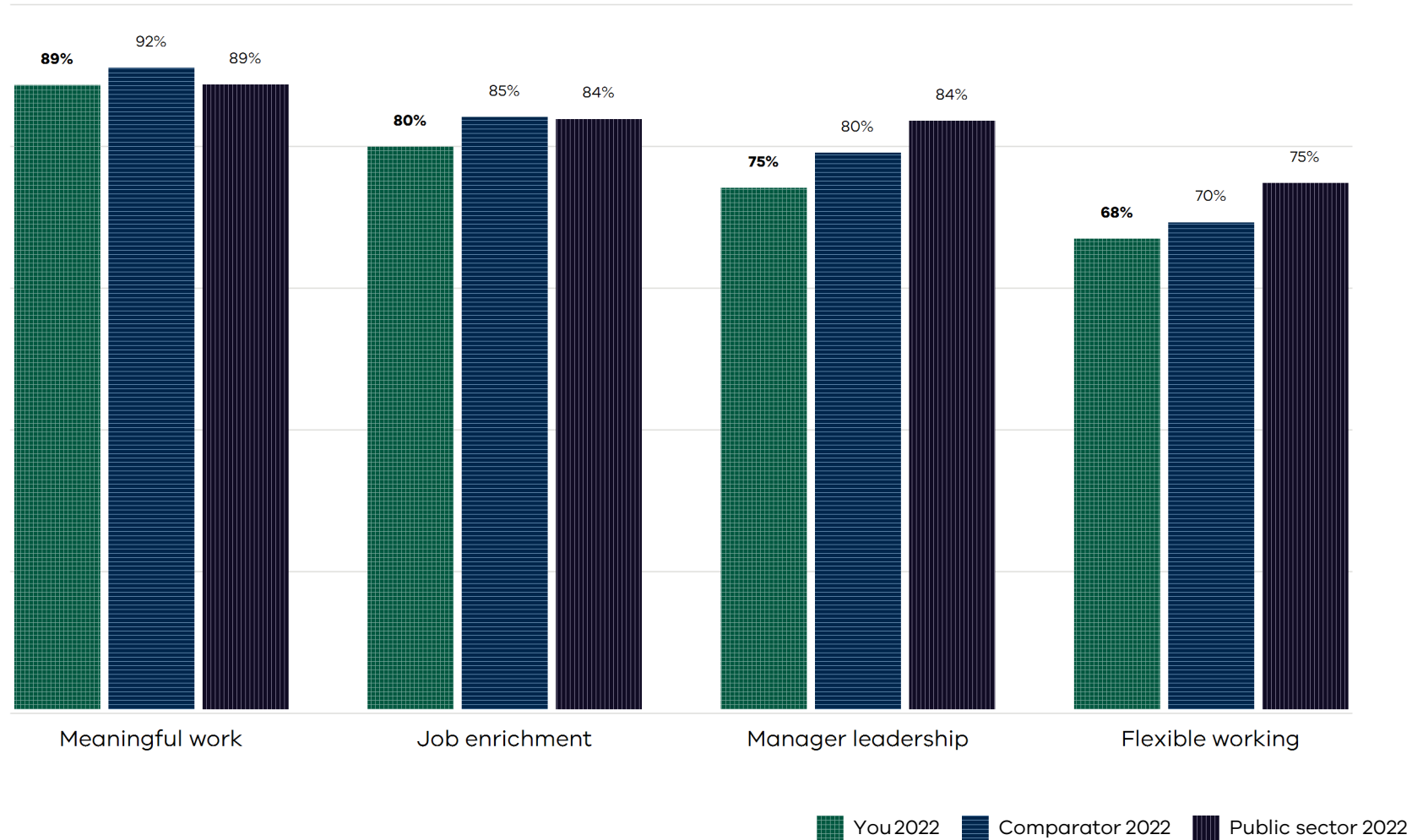
Example

In 2022:

- 89% of your staff who did the survey responded positively to questions about Meaningful work.

Compared to:

- 92% of staff at your comparator and 89% of staff across the public sector.

Bar chart comparing You 2022, Comparator 2022, and Public sector 2022 across four factors:

Factor	You 2022	Comparator 2022	Public sector 2022
Meaningful work	89%	92%	89%
Job enrichment	80%	85%	84%
Manager leadership	75%	80%	84%
Flexible working	68%	70%	75%

Legend: ■ You 2022 ■ Comparator 2022 ■ Public sector 2022

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Job and manager factors

What this is

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

Why this is important

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

How to read this

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

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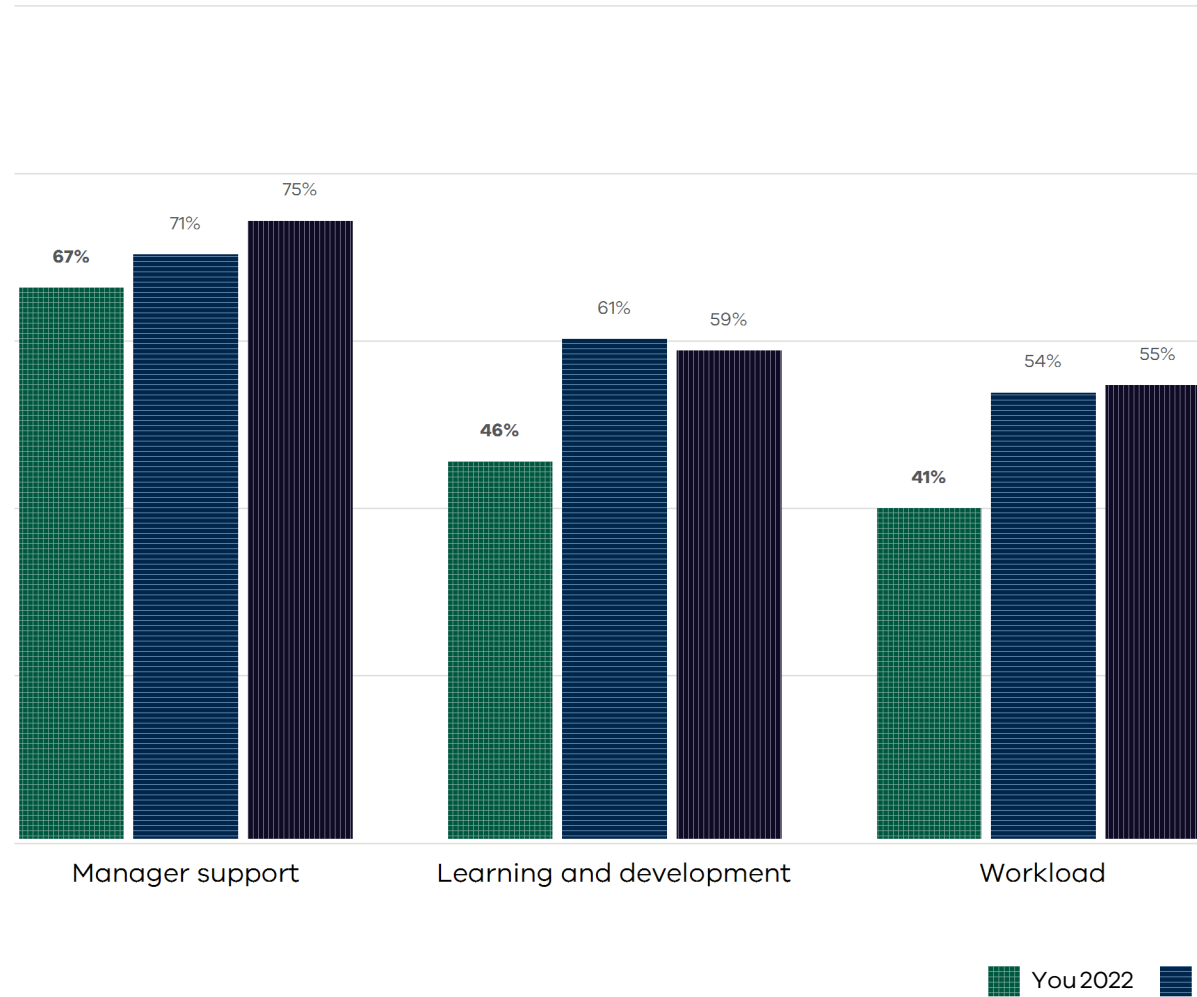
Example

In 2022:

- 67% of your staff who did the survey responded positively to questions about Manager support.

Compared to:

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

Legend: You 2022 · Comparator 2022 · Public sector 2022

Manager support: 67%, 71%, 75%
Learning and development: 46%, 61%, 59%
Workload: 41%, 54%, 55%

Job and manager factors

Manager leadership

What this is

This is how well staff perceive their direct managers lead.

Why this is important

Great managers can foster the right environment for staff engagement.

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

How to read this

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

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

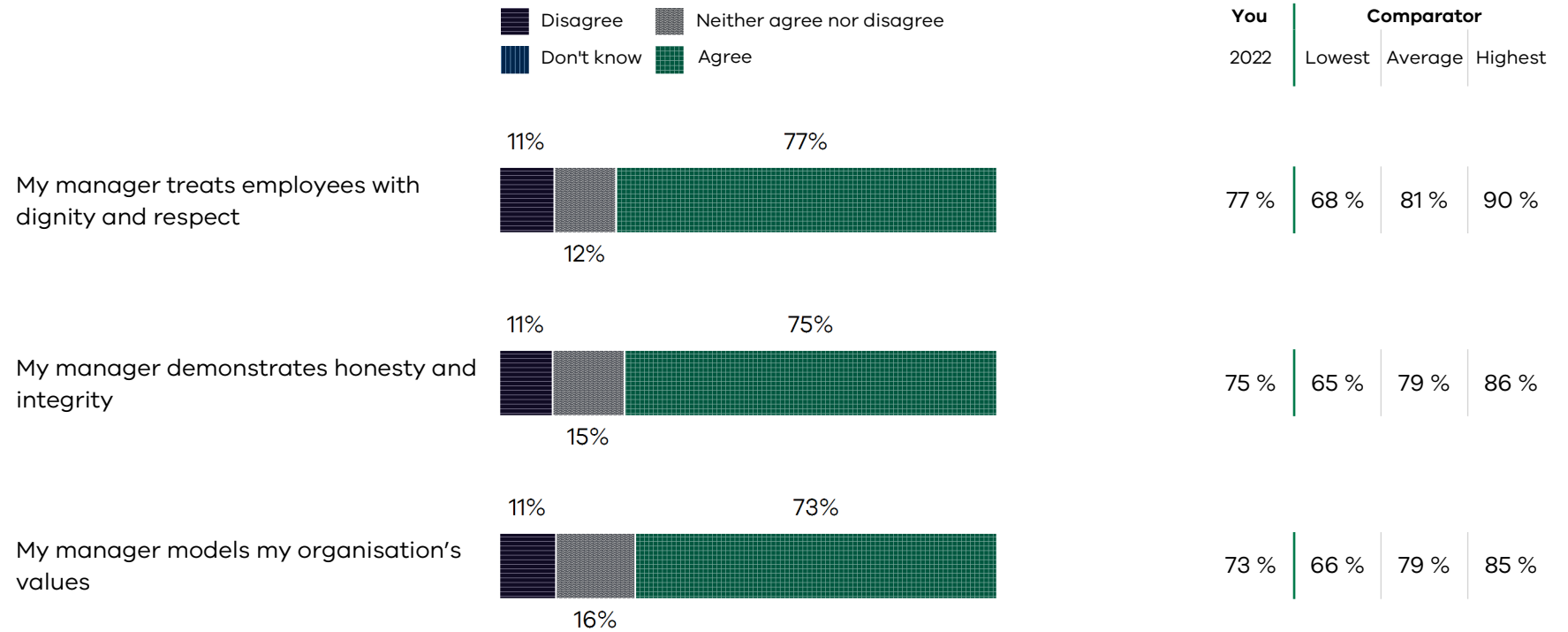Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

77% of your staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

| Survey question | Your results | Benchmark agree results |

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

Survey question	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager treats employees with dignity and respect (11% / 12% / 77%)	77 %	68 %	81 %	90 %
My manager demonstrates honesty and integrity (11% / 15% / 75%)	75 %	65 %	79 %	86 %
My manager models my organisation's values (11% / 16% / 73%)	73 %	66 %	79 %	85 %

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Job and manager factors

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

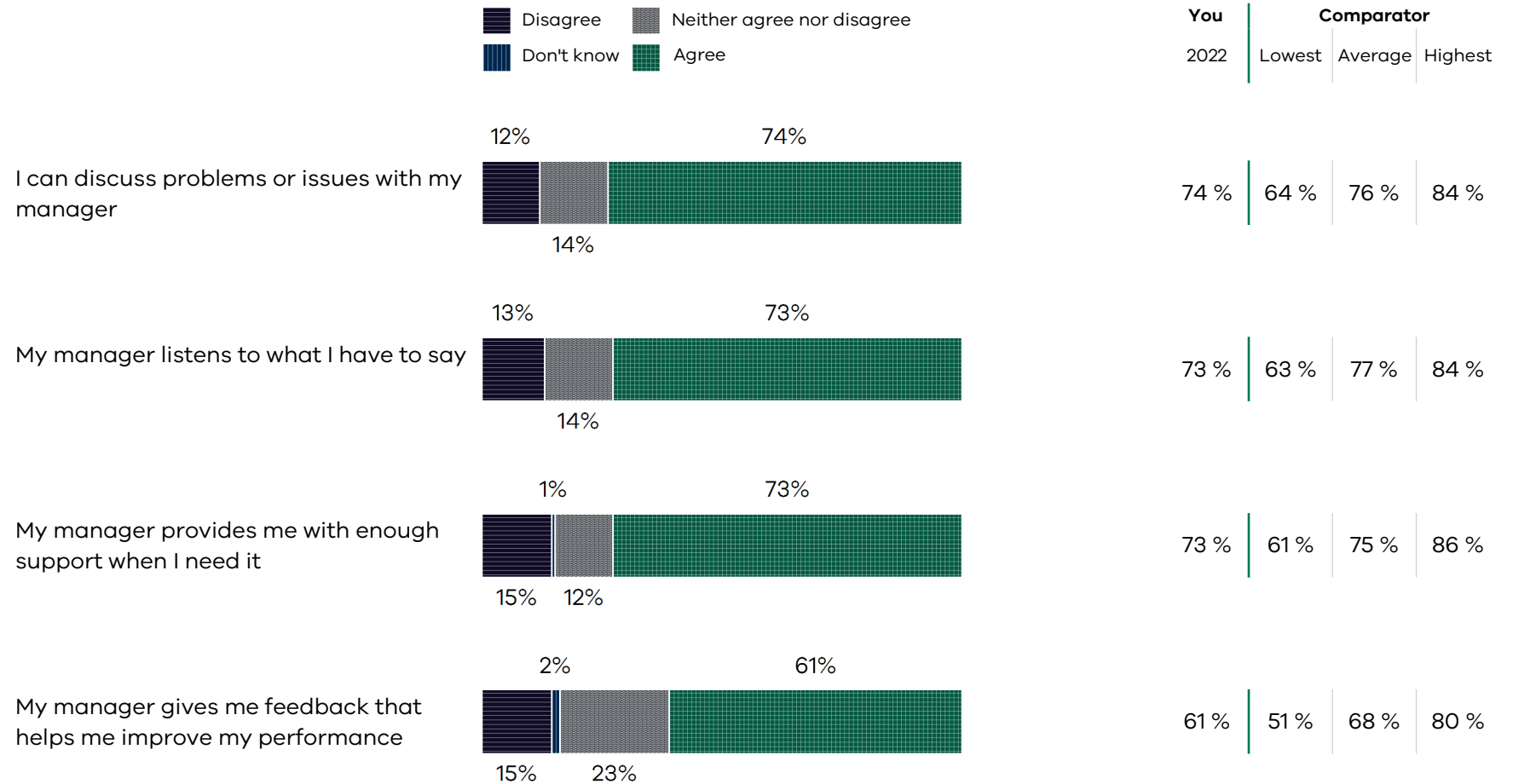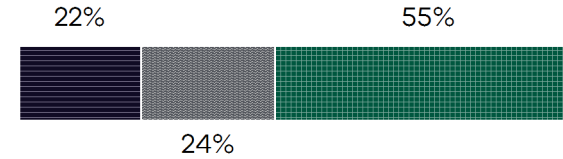Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

74% 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

	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I can discuss problems or issues with my manager	74 %	64 %	76 %	84 %
My manager listens to what I have to say	73 %	63 %	77 %	84 %
My manager provides me with enough support when I need it	73 %	61 %	75 %	86 %
My manager gives me feedback that helps me improve my performance	61 %	51 %	68 %	80 %

Your results bar values:
- I can discuss problems or issues with my manager: 12%, 14%, 74%
- My manager listens to what I have to say: 13%, 14%, 73%
- My manager provides me with enough support when I need it: 15%, 1%, 12%, 73%
- My manager gives me feedback that helps me improve my performance: 15%, 2%, 23%, 61%

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Job and manager factors

Manager support 2 of 2

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

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

Example

55% of your staff who did the survey agreed or strongly agreed with 'I receive meaningful recognition when I do good work'.
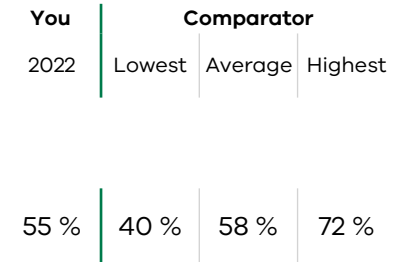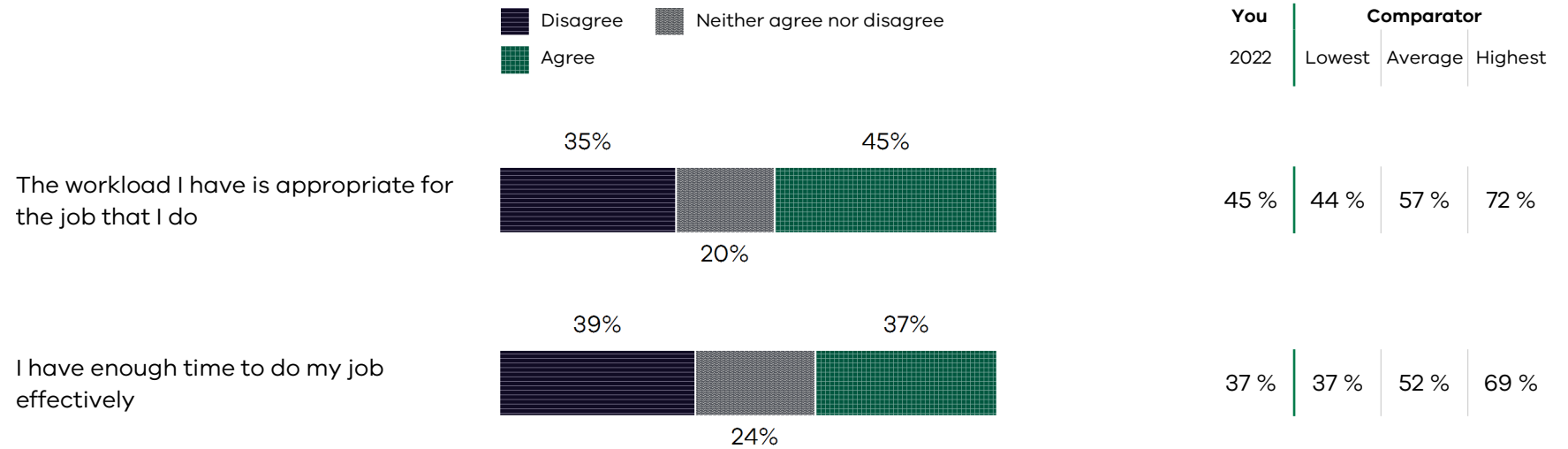
Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree

Survey question	Your results			Benchmark agree results			
				You	**Comparator**		
				2022	Lowest	Average	Highest
I receive meaningful recognition when I do good work	22% Disagree	24% Neither	55% Agree	55 %	40 %	58 %	72 %

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Job and manager factors

Workload

What this is

This is how staff feel about workload and time pressure.

Why this is important

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

How to read this

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

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

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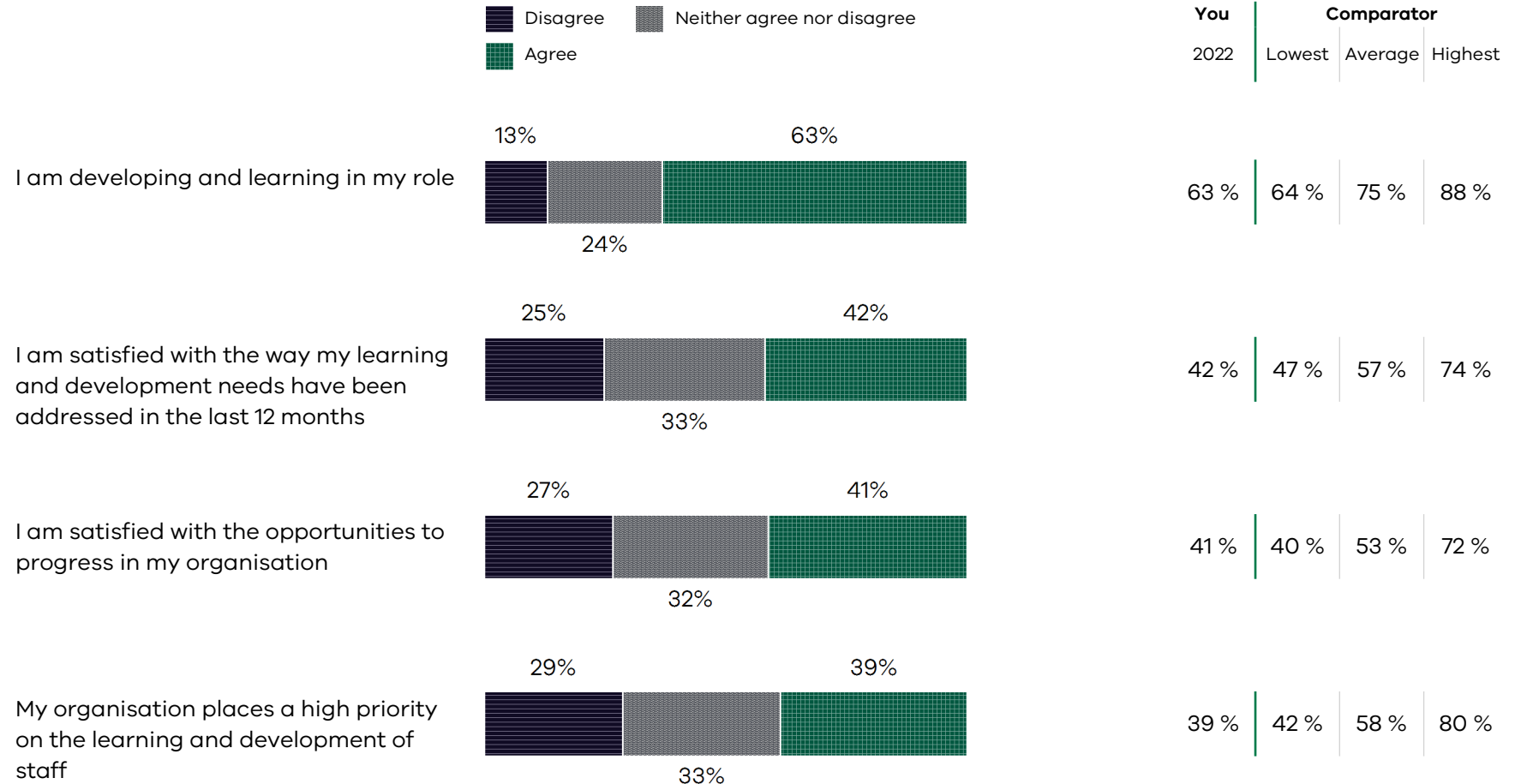
Example

45% of your staff who did the survey agreed or strongly agreed with 'The workload I have is appropriate for the job that I do'.

| Survey question | Your results | Benchmark agree results |

Legend:
- Disagree
- Neither agree nor disagree
- Agree

	You	Comparator		
	2022	Lowest	Average	Highest

Survey question	Your results	You 2022	Lowest	Average	Highest
The workload I have is appropriate for the job that I do	35% / 20% / 45%	45 %	44 %	57 %	72 %
I have enough time to do my job effectively	39% / 24% / 37%	37 %	37 %	52 %	69 %

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Job and manager factors

Learning and development

What this is

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

Why this is important

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

How to read this

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

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

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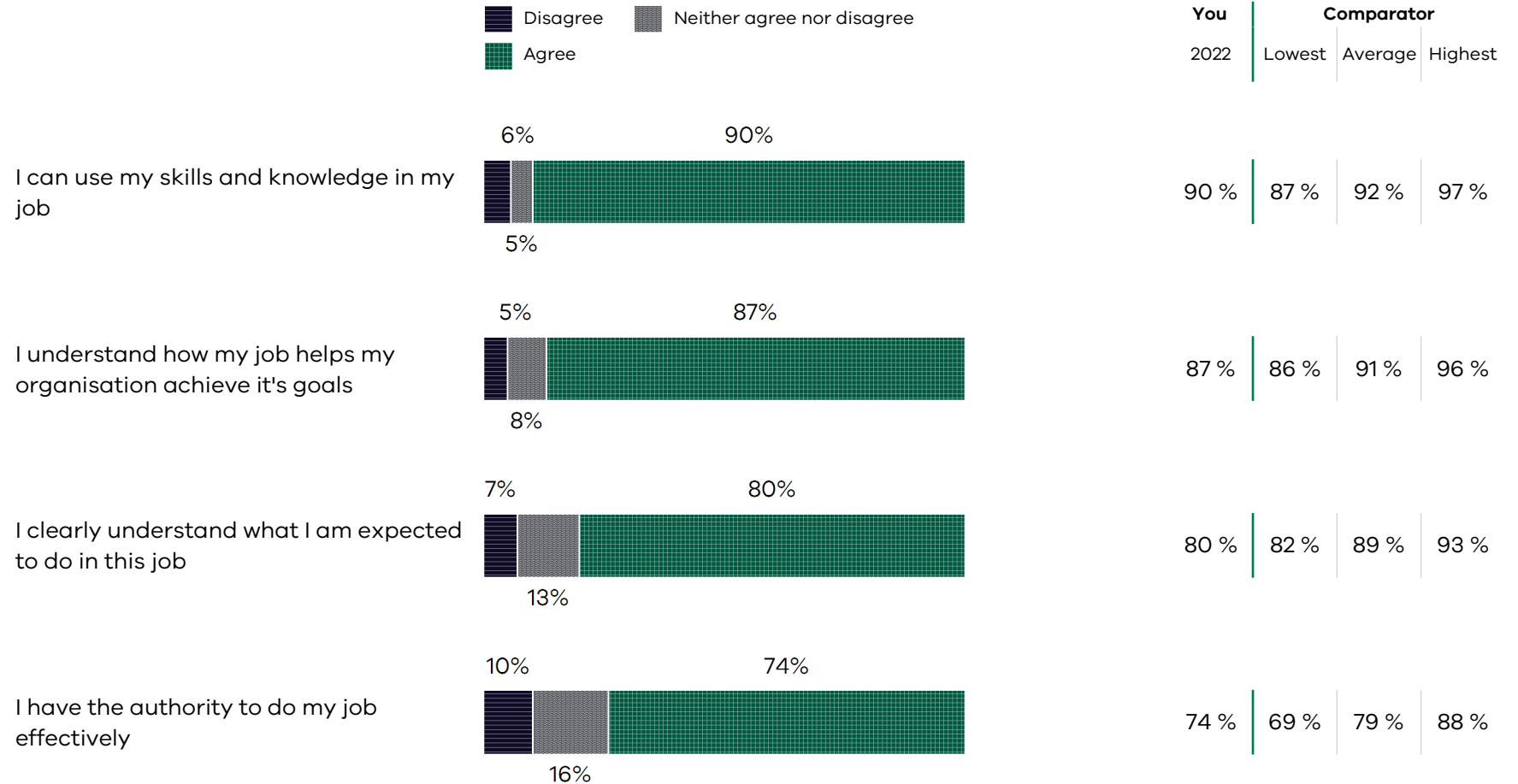
Example

63% of your staff who did the survey agreed or strongly agreed with 'I am developing and learning in my role'.

Legend:
- Disagree
- Neither agree nor disagree
- Agree

	You	Comparator		
	2022	Lowest	Average	Highest
I am developing and learning in my role	63 %	64 %	75 %	88 %
I am satisfied with the way my learning and development needs have been addressed in the last 12 months	42 %	47 %	57 %	74 %
I am satisfied with the opportunities to progress in my organisation	41 %	40 %	53 %	72 %
My organisation places a high priority on the learning and development of staff	39 %	42 %	58 %	80 %

I am developing and learning in my role: Disagree 13%, Neither 24%, Agree 63%

I am satisfied with the way my learning and development needs have been addressed in the last 12 months: Disagree 25%, Neither 33%, Agree 42%

I am satisfied with the opportunities to progress in my organisation: Disagree 27%, Neither 32%, Agree 41%

My organisation places a high priority on the learning and development of staff: Disagree 29%, Neither 33%, Agree 39%

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.
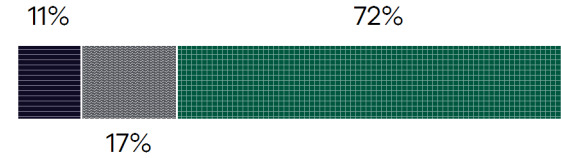
Example

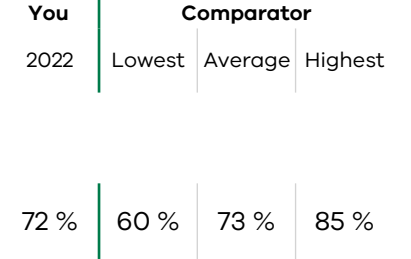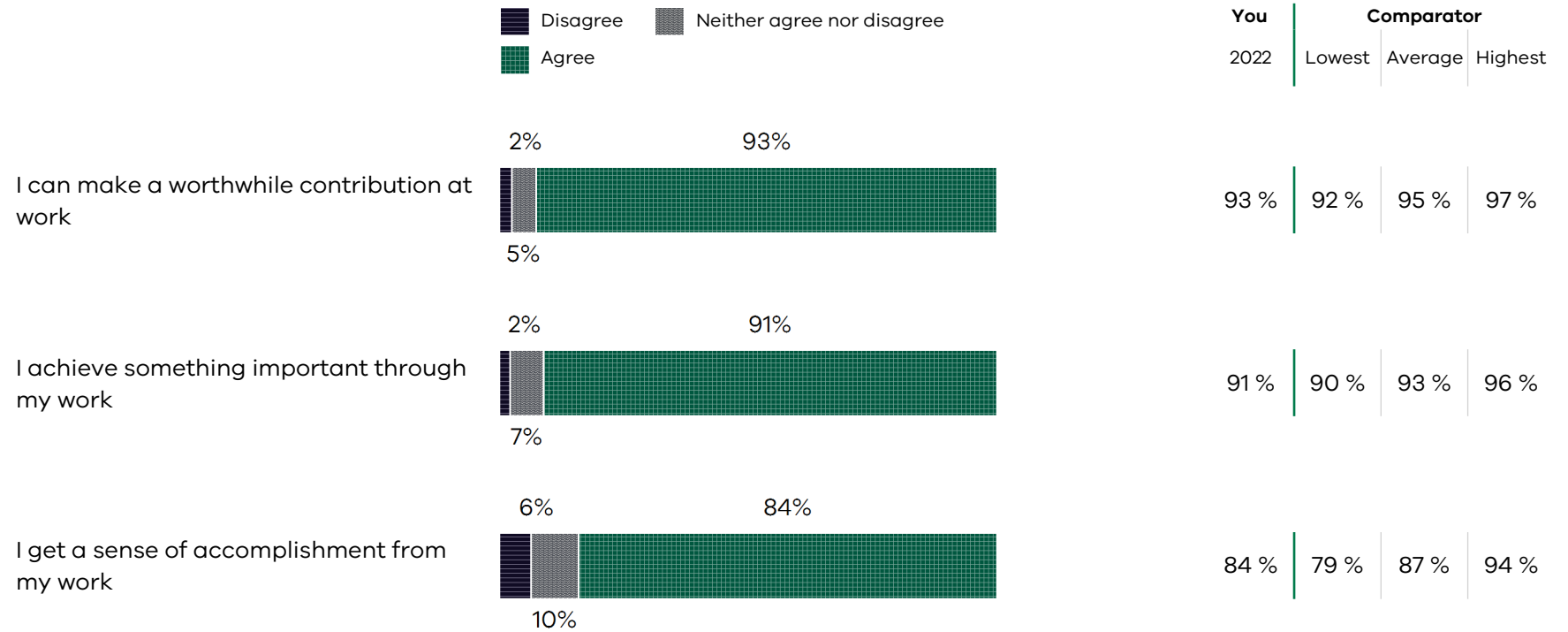90% of your staff who did the survey agreed or strongly agreed with 'I can use my skills and knowledge in my job'.

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

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

Survey question	Disagree	Neither	Agree	You 2022	Lowest	Average	Highest
I can use my skills and knowledge in my job	6%	5%	90%	90 %	87 %	92 %	97 %
I understand how my job helps my organisation achieve it's goals	5%	8%	87%	87 %	86 %	91 %	96 %
I clearly understand what I am expected to do in this job	7%	13%	80%	80 %	82 %	89 %	93 %
I have the authority to do my job effectively	10%	16%	74%	74 %	69 %	79 %	88 %

Job and manager factors

Job enrichment 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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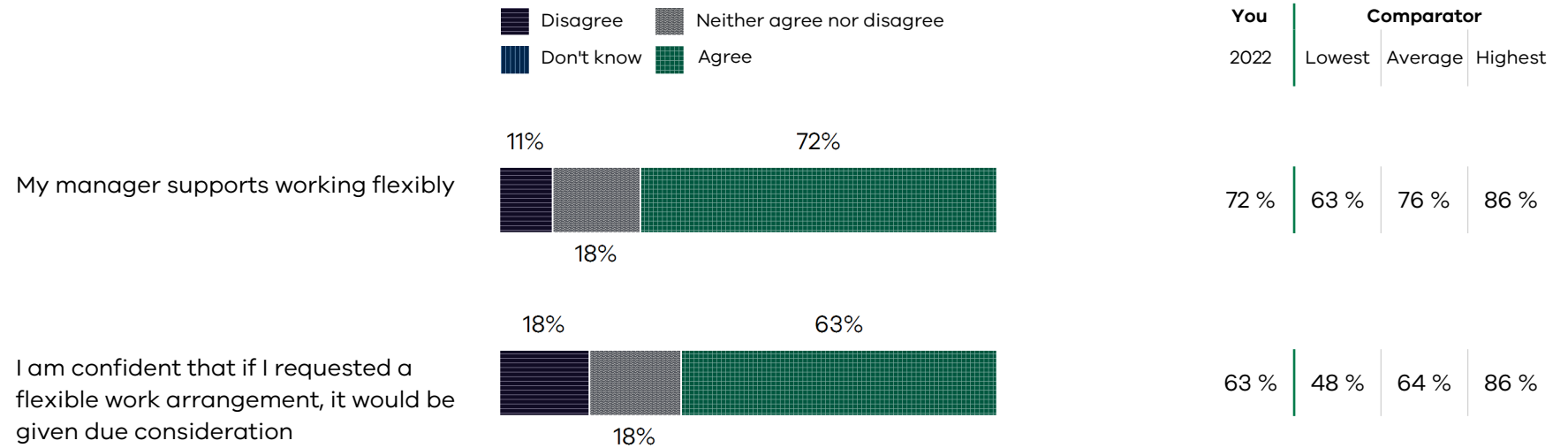
Example

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

Survey question	Your results	Benchmark agree results

Survey question | **Your results** | **Benchmark agree results**

■ Disagree   ▨ Neither agree nor disagree
▦ Agree

	You	Comparator		
	2022	Lowest	Average	Highest

I have a say in how I do my work

11%   72%
17%

| | 72 % | 60 % | 73 % | 85 % |

Job and manager factors

Meaningful work

What this is

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

Why this is important

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

How to read this

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

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

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

Example

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

Survey question

Your results

- Disagree
- Neither agree nor disagree
- Agree

I can make a worthwhile contribution at work
2% / 93% / 5%

I achieve something important through my work
2% / 91% / 7%

I get a sense of accomplishment from my work
6% / 84% / 10%

Benchmark agree results

	You	Comparator		
	2022	Lowest	Average	Highest
I can make a worthwhile contribution at work	93 %	92 %	95 %	97 %
I achieve something important through my work	91 %	90 %	93 %	96 %
I get a sense of accomplishment from my work	84 %	79 %	87 %	94 %

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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

72% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.

Survey question	Your results	Benchmark agree results

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

	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager supports working flexibly — 11% / 18% / 72%	72 %	63 %	76 %	86 %
I am confident that if I requested a flexible work arrangement, it would be given due consideration — 18% / 18% / 63%	63 %	48 %	64 %	86 %

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- Senior leadership questions

Organisational climate

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

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Demographics

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

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2022:

- 78% of your staff who did the survey responded positively to questions about Human rights .

Compared to:

- 83% of staff at your comparator and 81% of staff across the public sector.
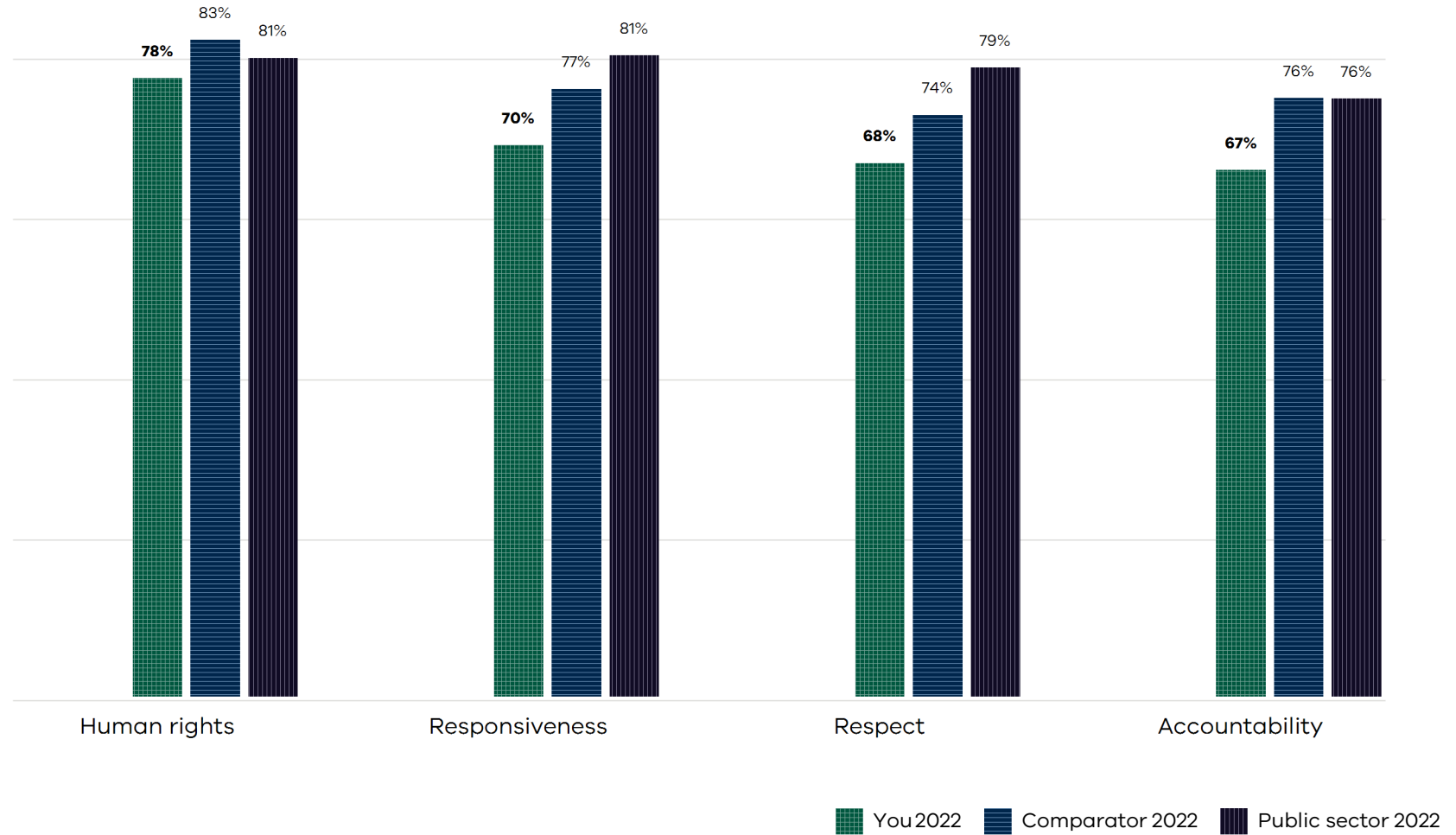
	You 2022	Comparator 2022	Public sector 2022
Human rights	78%	83%	81%
Responsiveness	70%	77%	81%
Respect	68%	74%	79%
Accountability	67%	76%	76%

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:

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

Compared to:

- 70% of staff at your comparator and 75% of staff across the public sector.

Legend: You 2022 · Comparator 2022 · Public sector 2022

Value	You 2022	Comparator 2022	Public sector 2022
Impartiality	63%	70%	75%
Integrity	61%	67%	73%
Leadership	60%	68%	73%
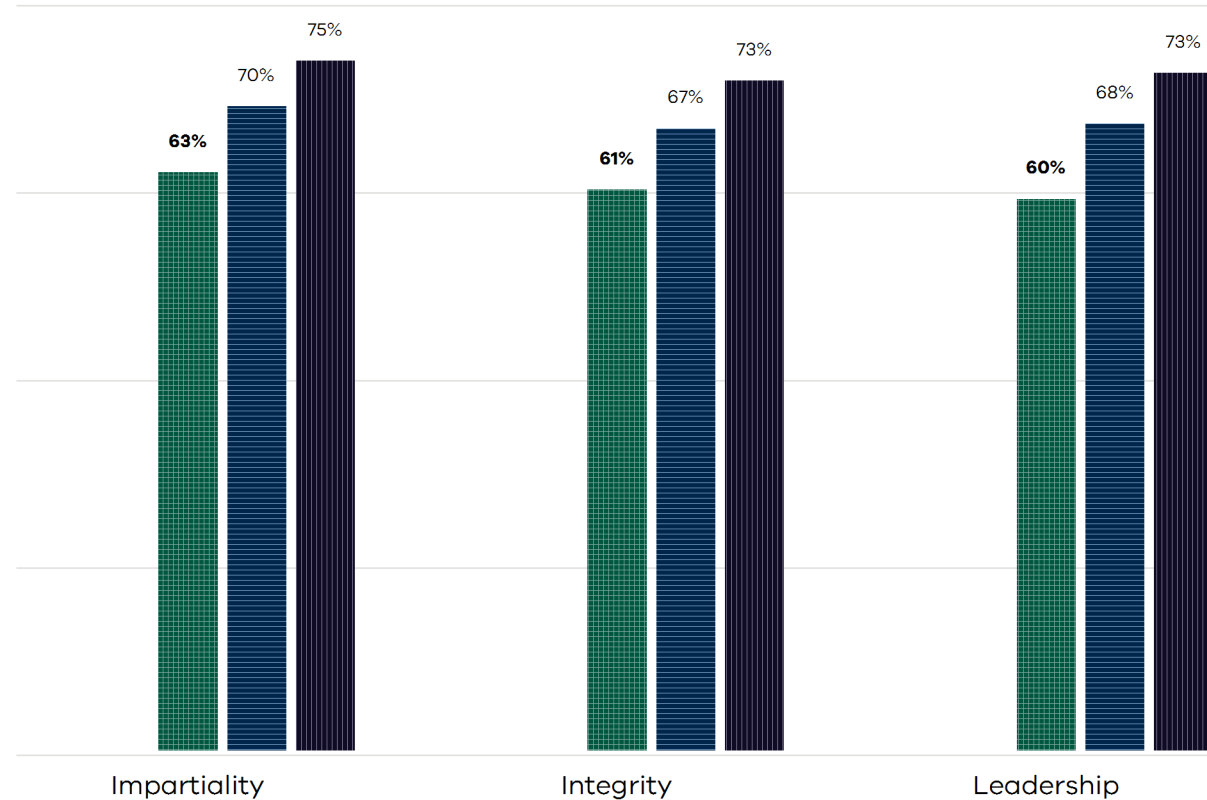
Public sector values

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.
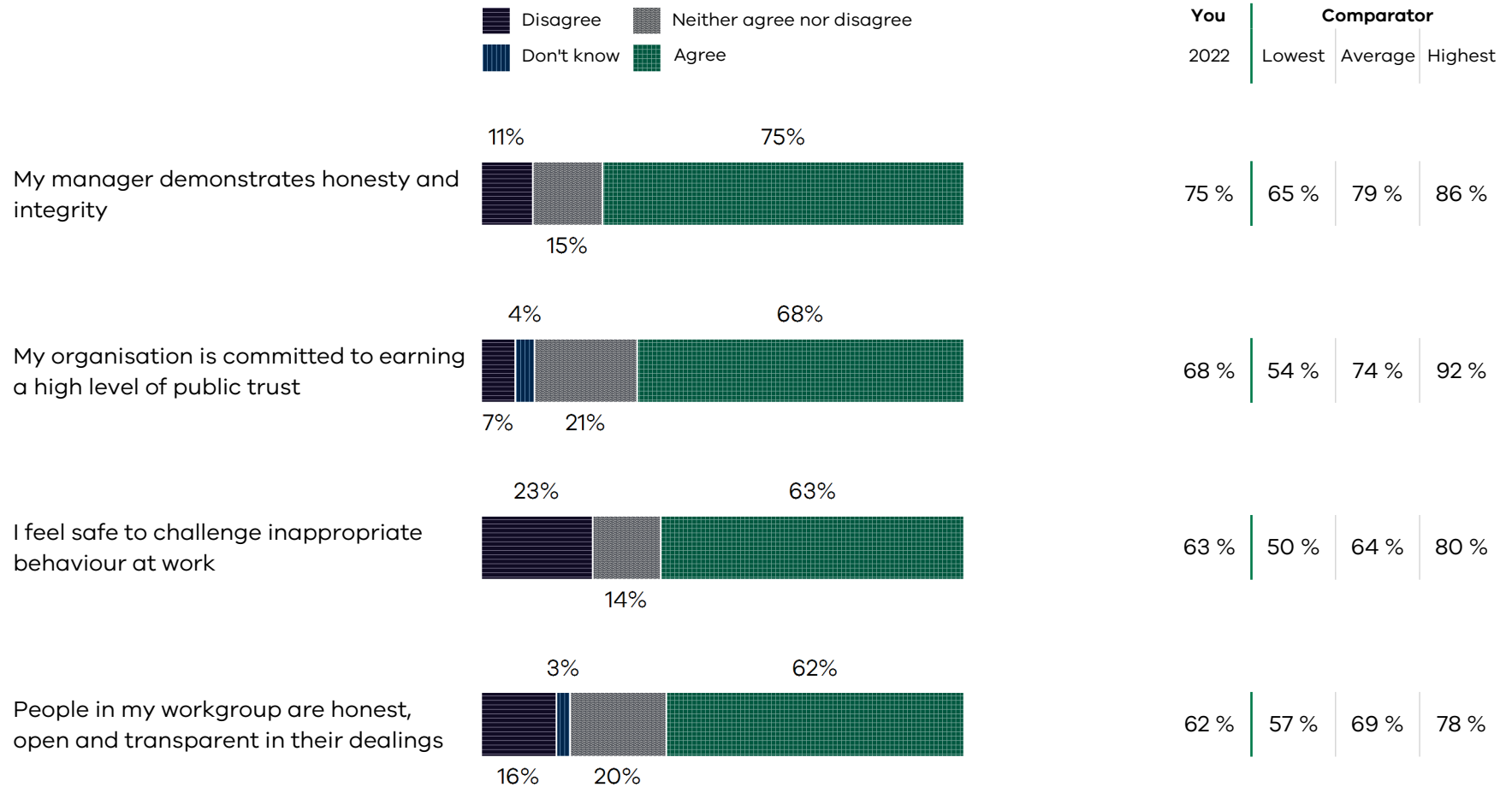
Example

70% of staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

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

My workgroup provides high quality advice and services

1%   70%

10%   20%

	You	Comparator		
	2022	Lowest	Average	Highest
	70 %	66 %	77 %	87 %

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.
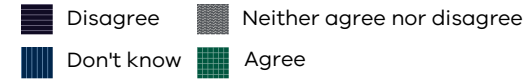
Example

75% of staff who did the survey agreed or strongly agreed with 'My manager demonstrates honesty and integrity'.

Survey question	Your results		Benchmark agree results			
			You	**Comparator**		
			2022	Lowest	Average	Highest
My manager demonstrates honesty and integrity	11% / 15% / 75%		75 %	65 %	79 %	86 %
My organisation is committed to earning a high level of public trust	4% / 7% / 21% / 68%		68 %	54 %	74 %	92 %
I feel safe to challenge inappropriate behaviour at work	23% / 14% / 63%		63 %	50 %	64 %	80 %
People in my workgroup are honest, open and transparent in their dealings	3% / 16% / 20% / 62%		62 %	57 %	69 %	78 %

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

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

59% of staff who did the survey agreed or strongly agreed with 'My organisation does not tolerate improper conduct'.

Survey question

Your results

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

My organisation does not tolerate improper conduct

2% / 59%
19% / 20%

People in my workgroup appropriately manage conflicts of interest

5% / 55%
19% / 21%

Senior leaders demonstrate honesty and integrity

6% / 45%
22% / 27%

Benchmark agree results

	You	Comparator		
	2022	Lowest	Average	Highest
My organisation does not tolerate improper conduct	59 %	40 %	66 %	80 %
People in my workgroup appropriately manage conflicts of interest	55 %	47 %	62 %	77 %
Senior leaders demonstrate honesty and integrity	45 %	32 %	57 %	77 %

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

Impartiality

What this is

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

Why this is important

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

How to read this

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

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

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

Example

63% of staff who did the survey agreed or strongly agreed with 'My workgroup acts fairly and without bias'.

Survey question	Your results			Benchmark agree results			

Legend: Disagree · Don't know · Neither agree nor disagree · Agree
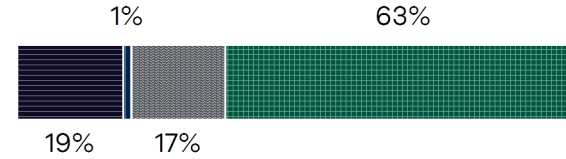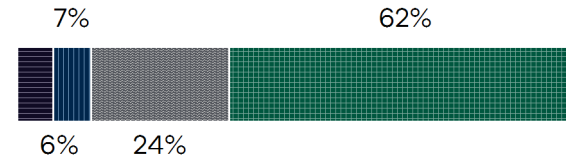
	You 2022	Comparator Lowest	Average	Highest
My workgroup acts fairly and without bias — 19% / 1% / 17% / 63%	63 %	58 %	69 %	80 %
People in my workgroup are politically impartial in their work — 6% / 7% / 24% / 62%	62 %	61 %	71 %	78 %

Public sector values

Accountability 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

87% of staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve it's goals'.
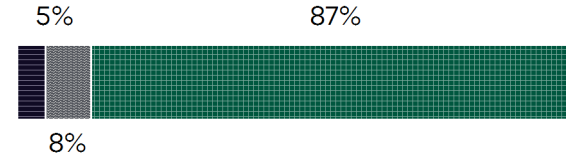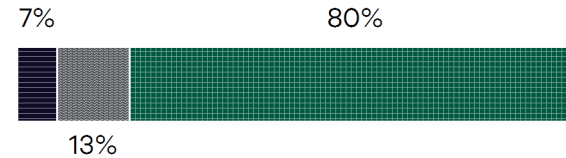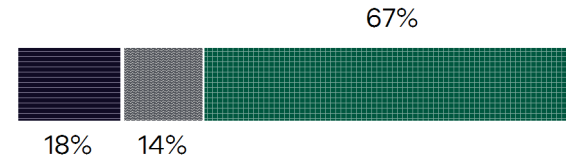
Survey question	Your results			

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

Survey question	Your results	Benchmark agree results				
		You	**Comparator**		
		2022	Lowest	Average	Highest
I understand how my job helps my organisation achieve it's goals	5% / 8% / 87%	87 %	86 %	91 %	96 %
I clearly understand what I am expected to do in this job	7% / 13% / 80%	80 %	82 %	89 %	93 %
My workgroup has clear lines of responsibility	18% / 14% / 67%	67 %	59 %	74 %	85 %
My workgroup uses its resources well	15% / 2% / 23% / 60%	60 %	51 %	69 %	83 %

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.

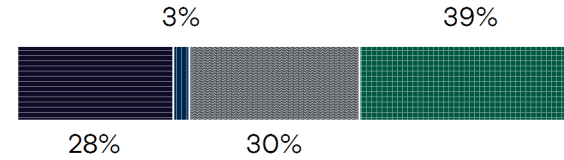Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

39% of staff who did the survey agreed or strongly agreed with 'Senior leaders provide clear strategy and direction'.
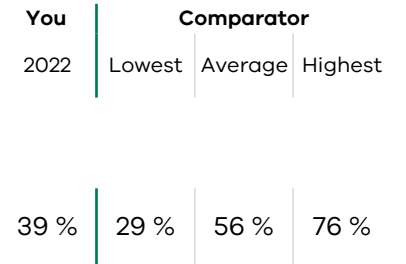
Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree

Senior leaders provide clear strategy and direction

3% 39%

28% 30%

	You	Comparator		
	2022	Lowest	Average	Highest
	39 %	29 %	56 %	76 %

Public sector values

Respect 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

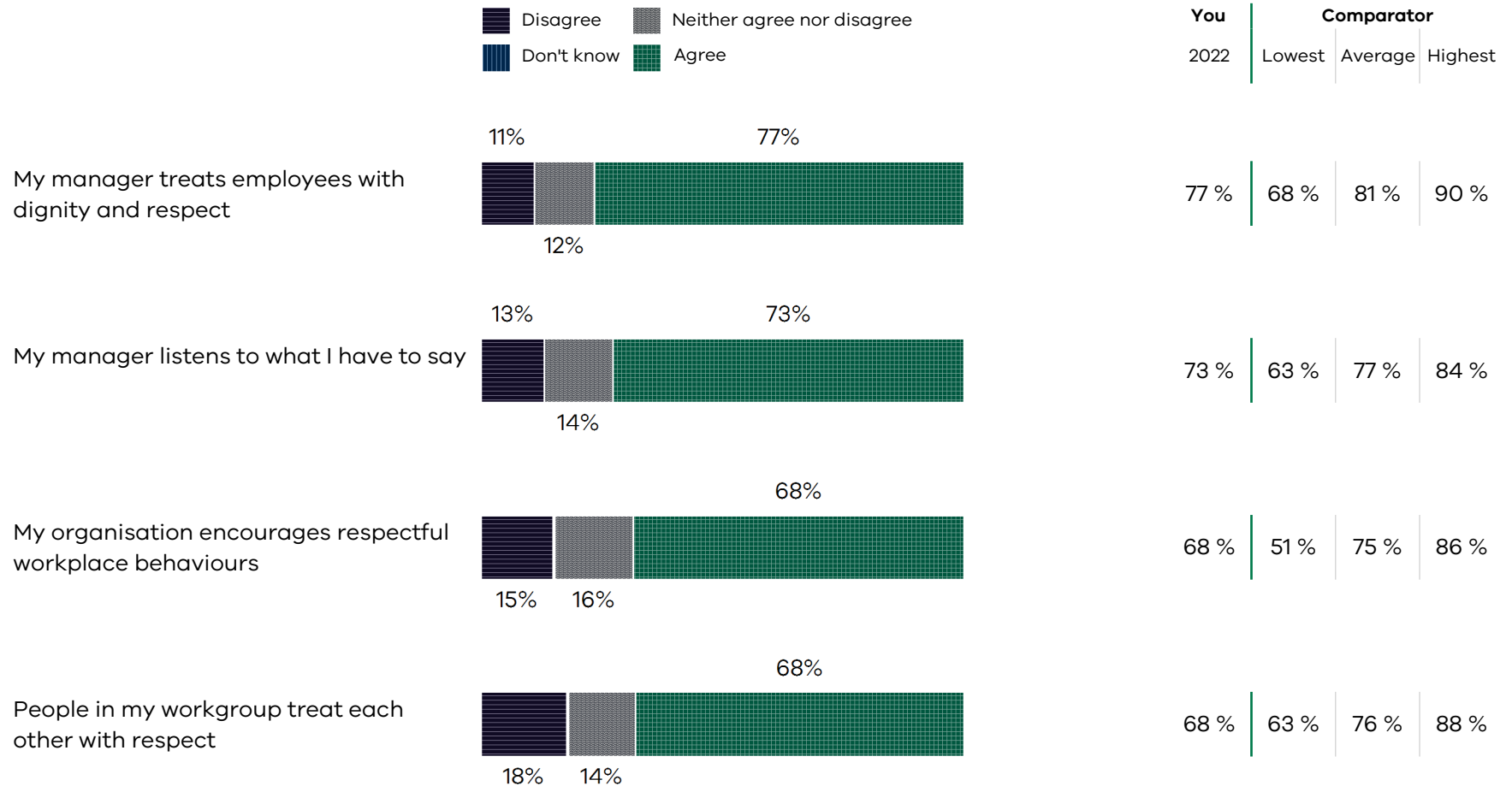Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

77% 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**		
			2022	Lowest	Average	Highest

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

Survey question	Disagree	Neither	Agree	You 2022	Lowest	Average	Highest
My manager treats employees with dignity and respect	11%	12%	77%	77 %	68 %	81 %	90 %
My manager listens to what I have to say	13%	14%	73%	73 %	63 %	77 %	84 %
My organisation encourages respectful workplace behaviours	15%	16%	68%	68 %	51 %	75 %	86 %
People in my workgroup treat each other with respect	18%	14%	68%	68 %	63 %	76 %	88 %

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

52% of staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.

Survey question

Your results

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

My organisation takes steps to eliminate bullying, harassment and discrimination

5%   52%

20%   22%

Benchmark agree results

	You	Comparator		
	2022	Lowest	Average	Highest
	52 %	37 %	60 %	78 %
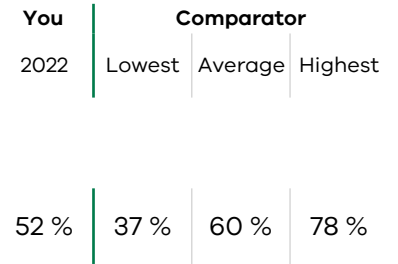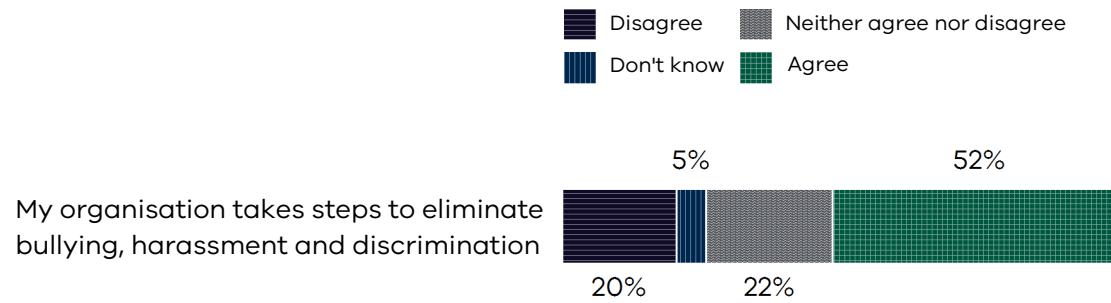
Public sector values

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.
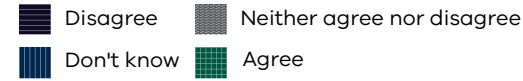
Example

73% of staff who did the survey agreed or strongly agreed with 'My manager models my organisation's values'.
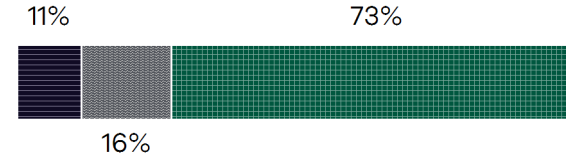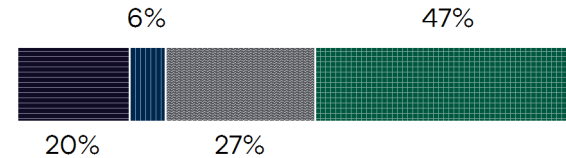
Survey question / Your results / Benchmark agree results

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

Survey question	Disagree	Neither agree nor disagree	Agree	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager models my organisation's values	11%	16%	73%	73 %	66 %	79 %	85 %
Senior leaders model my organisation's values	20% / 6%	27%	47%	47 %	31 %	57 %	79 %

Public sector values

Human rights

What this is

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

Why this is important

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

How to read this

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

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

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

Example

82% of staff who did the survey agreed or strongly agreed with 'I understand how the Charter of Human Rights and Responsibilities applies to my work'.
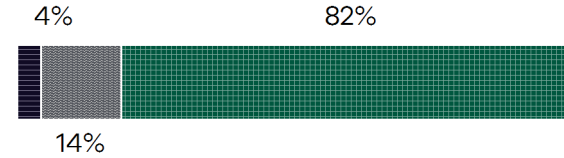
Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree

Survey question	Your results	You 2022	Lowest	Average	Highest
				Comparator	
I understand how the Charter of Human Rights and Responsibilities applies to my work	4% / 14% / 82%	82 %	76 %	84 %	91 %
My organisation encourages employees to act in ways that are consistent with human rights	1% / 5% / 20% / 75%	75 %	66 %	82 %	90 %

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
- Satisfaction with complaint processes

Key differences

- Highest scoring
- Lowest scoring
- 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
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- Patient safety climate

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- Flexible working

Public sector values

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

Demographics

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

Demographics

Age, gender, variations in sex characteristics and sexual orientation

What this is

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

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

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

Age	(n)	%
15-34 years	46	16%
35-54 years	129	46%
55+ years	89	32%
Prefer not to say	18	6%

How would you describe your gender?	(n)	%
Woman	220	78%
Man	37	13%
Prefer not to say	21	7%
Non-binary and I use a different term	4	1%

Are you trans, non-binary or gender diverse?	(n)	%
Yes	1	0%
No	255	90%
Prefer not to say	26	9%

To your knowledge, do you have innate variation(s) of sex characteristics (often called intersex)?*	(n)	%
Yes	1	0%
No	252	89%
Don't know	10	4%
Prefer not to say	19	7%

How do you describe your sexual orientation?	(n)	%
Straight (heterosexual)	216	77%
Prefer not to say	37	13%
Gay or lesbian	14	5%
Bisexual	8	3%
Don't know	4	1%
I use a different term	2	1%
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	**2**	1%
Non Aboriginal and/or Torres Strait Islander	**261**	93%
Prefer not to say	**19**	7%

Demographics

Disability

What this is

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

Why this is important

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

How to read this

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

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

How we protect anonymity and privacy

To protect you, we:

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

Do you identify as a person with a disability?	(n)	%
Yes	17	6%
No	247	88%
Prefer not to say	18	6%

If so, have you shared your disability information within your organisation (e.g. to your manager or Human Resources staff)?	(n)	%
Yes	13	76%
No	4	24%

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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- don't release employee opinion results for demographic groups where organisations have fewer than 30 responses in total.

Country of birth	(n)	%
Born in Australia	**249**	88%
Not born in Australia	**17**	6%
Prefer not to say	**16**	6%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Other	**7**	39%
French	**3**	17%
Filipino	**2**	11%
German	**2**	11%
Punjabi	**2**	11%
Hindi	**1**	6%
Italian	**1**	6%
Sinhalese	**1**	6%
Spanish	**1**	6%
Tagalog	**1**	6%
Tamil	**1**	6%

Language other than English spoken with family or community	(n)	%
Yes	**18**	6%
No	**254**	90%
Prefer not to say	**10**	4%

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	**229**	81%
English, Irish, Scottish and/or Welsh	**26**	9%
Prefer not to say	**22**	8%
European (including Western, Eastern and South-Eastern Europe, and Scandinavia)	**10**	4%
Other	**6**	2%
Aboriginal and/or Torres Strait Islander	**3**	1%
East and/or South-East Asian	**3**	1%
North American	**2**	1%
South Asian	**2**	1%
New Zealander	**1**	0%
African	**1**	0%
Central Asian	**1**	0%

Religion	(n)	%
No religion	**156**	55%
Christianity	**75**	27%
Prefer not to say	**39**	14%
Other	**9**	3%
Sikhism	**2**	1%
Hinduism	**1**	0%

Demographics

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

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	79	28%
Part-time	203	72%

Gross base salary (ongoing/fixed term only)	(n)	%
Below $65k	111	43%
$65k to $95k	74	29%
$95k to $125k	33	13%
$125k or more	3	1%
Prefer not to say	38	15%

Organisational tenure	(n)	%
<1 year	48	17%
1 to less than 2 years	37	13%
2 to less than 5 years	57	20%
5 to less than 10 years	50	18%
10 to less than 20 years	58	21%
More than 20 years	32	11%

Management responsibility	(n)	%
Non-manager	225	80%
Other manager	37	13%
Manager of other manager(s)	20	7%

Employment type	(n)	%
Ongoing and executive	229	81%
Fixed term	30	11%
Other	23	8%

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 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)	%
Rural	**211**	75%
Large regional city	**67**	24%
Other	**4**	1%

What have been your main places of work over the last 3-months?	(n)	%
Your employer's office	**99**	35%
A frontline or service delivery location	**170**	60%
Home or private location	**26**	9%
A shared office space (where two or more organisations share the same workspace e.g. Gov hubs, suburban hubs etc.)	**17**	6%
Other	**23**	8%

Flexible work	(n)	%
Part-time	**121**	43%
No, I do not use any flexible work arrangements	**84**	30%
Shift swap	**55**	20%
Flexible start and finish times	**51**	18%
Using leave to work flexible hours	**29**	10%
Study leave	**23**	8%
Working from an alternative location (e.g. home, hub/shared work space)	**22**	8%
Working more hours over fewer days	**19**	7%
Purchased leave	**14**	5%
Other	**13**	5%
Job sharing	**9**	3%

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.

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Have you requested any of the following adjustments at work?*	(n)	%
No, I have not requested adjustments	**195**	69%
Flexible working arrangements	**58**	21%
Physical modifications or improvements to the workplace	**33**	12%
Job redesign or role sharing	**14**	5%
Career development support strategies	**8**	3%
Accessible communications technologies	**6**	2%
Other	**2**	1%

Why did you make this request?	(n)	%
Health	**38**	44%
Work-life balance	**37**	43%
Caring responsibilities	**26**	30%
Family responsibilities	**21**	24%
Study commitments	**11**	13%
Other	**10**	11%
Disability	**2**	2%

What was your experience with making the request?	(n)	%
The adjustments I needed were made and the process was satisfactory	**58**	67%
The adjustments I needed were not made	**17**	20%
The adjustments I needed were made but the process was unsatisfactory	**12**	14%

Demographics

Caring

What this is

These are staff-reported caring responsibilities.

Why this is important

This shows organisations what caring responsibilities their staff have.

How to read this

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

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

How we protect anonymity and privacy

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Caring responsibility	(n)	%
None of the above	**106**	38%
Secondary school aged child(ren)	**64**	23%
Primary school aged child(ren)	**45**	16%
Frail or aged person(s)	**40**	14%
Person(s) with a mental illness	**24**	9%
Child(ren) - younger than preschool age	**22**	8%
Person(s) with a medical condition	**21**	7%
Prefer not to say	**20**	7%
Person(s) with disability	**18**	6%
Preschool aged child(ren)	**13**	5%
Other	**8**	3%

Demographics

Employment categories

What is this

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

Why this is important

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

How to read this

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

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

How we protect anonymity and privacy

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Which of the following categories best describes your current position?	(n)	%
Nursing Employees	**128**	45%
Management, Administration and Corporate support	**62**	22%
Allied health professional	**38**	13%
Support services	**30**	11%
Personal service worker	**12**	4%
Other health professional	**11**	4%
Medical Employees	**1**	0%

Demographics

Primary role

What is this

This shows the primary role of your staff.

Why this is important

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

How to read this

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

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

How we protect anonymity and privacy

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

	(n)	%
Hospital-based services	178	63%
Corporate services	38	13%
Community-based services	66	23%

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

	(n)	%
Aged care	93	33%
Critical care	1	0%
Emergency	7	2%
Maternity care	7	2%
Medical	6	2%
Mental health	4	1%
Mixed medical/surgical	9	3%
Palliative care	1	0%
Paediatrics	3	1%
Peri-operative	7	2%
Rehabilitation	30	11%
Surgical	1	0%
Other	57	20%
Administration	56	20%

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