People matter survey wellbeing check 2022

Have your say

Gippsland Southern Health Service
2022 people matter survey results report

People matter survey
wellbeing check 2022

Have your say

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- Aboriginal and/or Torres Strait Islander
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Report overview

About your report

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

Report contents

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

Comparing data in this report

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

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

Rounding of percentages

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

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

Survey questions and definitions

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

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Report overview

Privacy and anonymity

To protect you, we:

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

Read more in our privacy policy.

Report overview

Survey's theoretical framework

What this is

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

Why this is important

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

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

Our public sector values

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

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

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

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

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

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

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

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

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

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

Responsiveness   Integrity   Impartiality   Accountability   Respect   Leadership   Human Rights

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'.

Benalla Health

Portland District Health

West Wimmera Health Service

Victorian Public Sector Commission

VICTORIA State Government

Report overview

Your response rate

What this is

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

Why this is important

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

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

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

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

How to read this

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

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

2021		2022	
29%		**66%**	
(154)		**(336)**	
Comparator	47%	Comparator	41%
Public Sector	39%	Public Sector	52%

Victorian Public Sector Commission

VICTORIA State Government

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Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Scorecard: employee engagement index

What this is

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

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

The weightings for each engagement response are:

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

Why this is important

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

2021		2022	
67		**69**	
Comparator	70	Comparator	68
Public Sector	70	Public Sector	69

People outcomes

Engagement question results 1 of 2

What this is

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

Your organisation's engagement index

Your 2022 index is 69.

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.
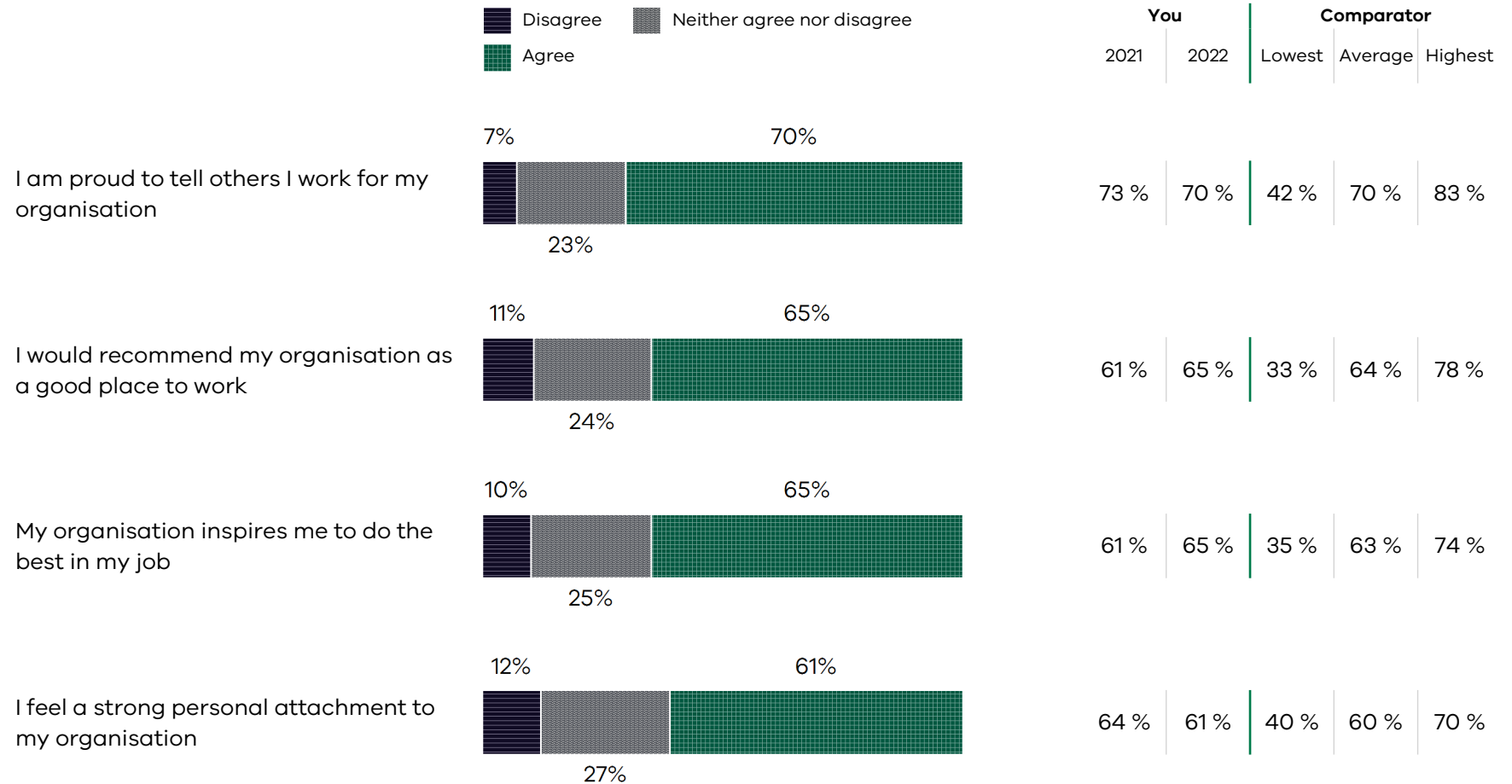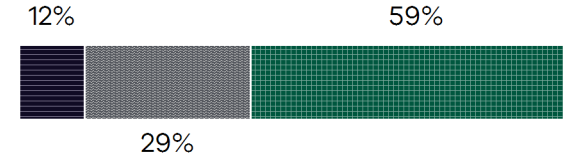
Example

70% 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					

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

Survey question	Benchmark agree results				
	You		**Comparator**		
	2021	2022	Lowest	Average	Highest
I am proud to tell others I work for my organisation	73 %	70 %	42 %	70 %	83 %
I would recommend my organisation as a good place to work	61 %	65 %	33 %	64 %	78 %
My organisation inspires me to do the best in my job	61 %	65 %	35 %	63 %	74 %
I feel a strong personal attachment to my organisation	64 %	61 %	40 %	60 %	70 %

Your results bar values:
- I am proud to tell others I work for my organisation: 7% Disagree, 23% Neither, 70% Agree
- I would recommend my organisation as a good place to work: 11% Disagree, 24% Neither, 65% Agree
- My organisation inspires me to do the best in my job: 10% Disagree, 25% Neither, 65% Agree
- I feel a strong personal attachment to my organisation: 12% Disagree, 27% Neither, 61% Agree

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 69.

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

59% 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

Survey question	12%	59%
My organisation motivates me to help achieve its objectives		

29%

Benchmark agree results

	You		Comparator		
	2021	2022	Lowest	Average	Highest
My organisation motivates me to help achieve its objectives	57 %	59 %	33 %	62 %	75 %

Victorian Public Sector Commission

VICTORIA State Government
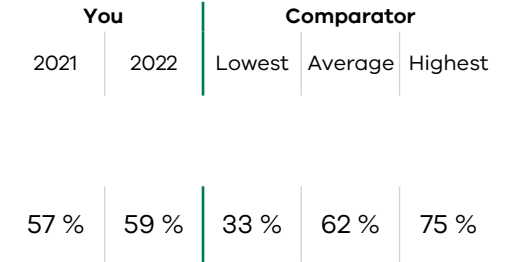
People outcomes

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:

- 80% of your staff who did the survey responded positively to questions about Inclusion.

Compared to:

- 74% of staff at your comparator and 78% of staff across the public sector.
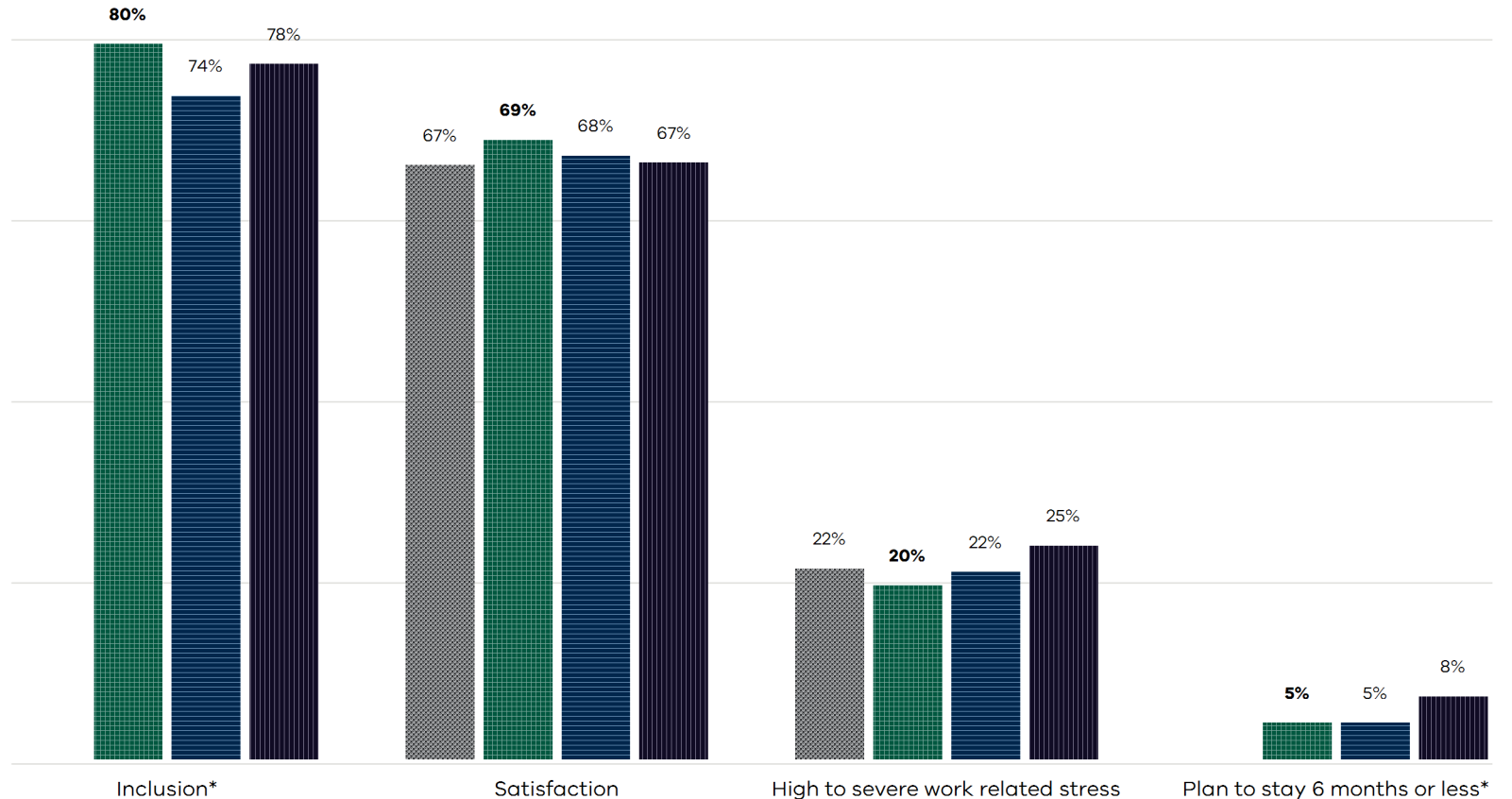
*We can't compare some data here because one or more questions were not asked in a previous survey

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

Inclusion*: 80%, 74%, 78%
Satisfaction: 67%, 69%, 68%, 67%
High to severe work related stress: 22%, 20%, 22%, 25%
Plan to stay 6 months or less*: 5%, 5%, 8%

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

76% of your staff who did the survey were satisfied or very satisfied with 'Considering everything, how satisfied are you with your current job'.

Survey question	Your results	Benchmark satisfied results

Legend: Dissatisfied (dark navy), Satisfied (green), Neither satisfied nor dissatisfied (grey)

Survey question	Dissatisfied	Neither	Satisfied	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
Considering everything, how satisfied are you with your current job	10%	13%	76%	75 %	76 %	55 %	72 %	79 %
How satisfied are you with the work/life balance in your current job	11%	18%	71%	66 %	71 %	60 %	67 %	72 %
How satisfied are you with your career development within your current organisation	13%	26%	61%	59 %	61 %	48 %	64 %	74 %

People outcomes

Work-related stress levels

What this is

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

Why this is important

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

How to read this

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

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

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

Example

20% 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)

Category	Percentage
Nil	15%
Low / mild	41%
Moderate	24%
High	10%
Very high	8%
Severe	2%
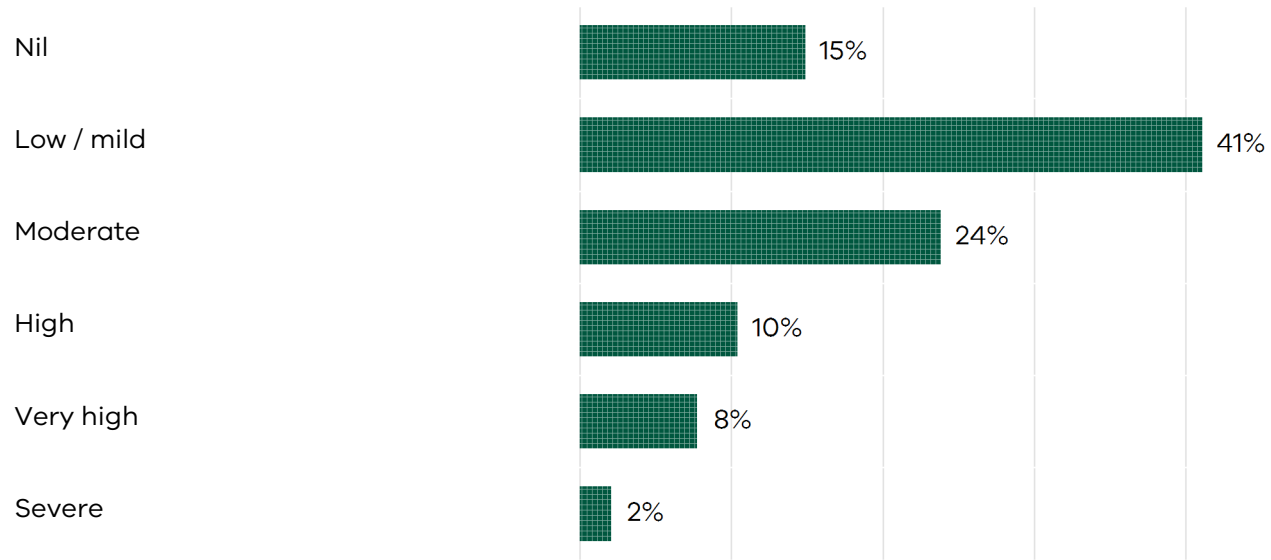
Reported levels of high to severe stress

2021		2022	
22%		**20%**	
Comparator	20%	Comparator	22%
Public Sector	26%	Public Sector	25%
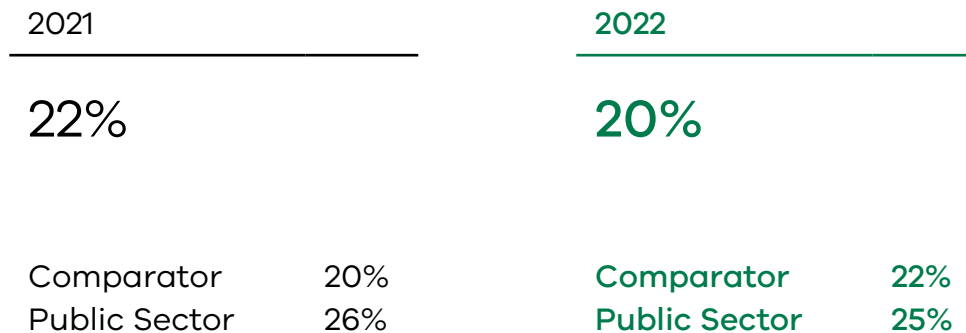
People outcomes

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

85% of your staff who did the survey said they experienced mild to severe stress.

Of that 85%, 55% said the top reason was 'Workload'.

	286	50
	85%	15%

■ Experienced some work-related stress   ▨ Did not experience some work-related stress
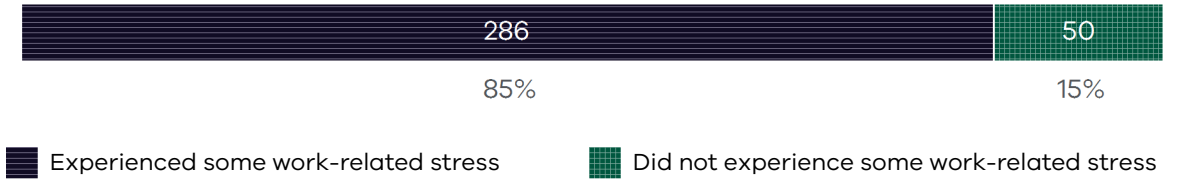
Of those that experienced work related stress it was from ...	You 2021	You 2022	Comparator 2022	Public sector 2022
Workload	50%	55%	49%	51%
Time pressure	44%	35%	35%	44%
Other changes due to COVID-19	25%	23%	16%	7%
Dealing with clients, patients or stakeholders	10%	18%	13%	15%
Social environment (e.g. relationships with colleagues, manager and/or senior leaders)	14%	17%	18%	10%
Competing home and work responsibilities	7%	16%	14%	14%
Management of work (e.g. supervision, training, information, support)	13%	13%	14%	12%
Incivility, bullying, harassment or discrimination	9%	10%	10%	5%
Unclear job expectations	11%	10%	12%	14%
Work schedule or hours	8%	10%	9%	6%

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

5% of your staff who did the survey said they intended to work for your organisation for 6 months or less.

Employees plan to work at your organisation for ...	You 2022	Comparator 2022	Public sector 2022
6 months or less	5%	5%	8%
Over 6 months and up to 1 year	10%	9%	10%
Over 1 year and up to 3 years	22%	21%	25%
Over 3 years and up to 5 years	15%	18%	16%
Over 5 years	48%	46%	41%

People outcomes

Inclusion question results

What this is

This is how included staff feel in their workplace.

Why this is important

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

How to read this

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

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

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

Example

83% of your staff who did the survey agreed or strongly agreed with 'I can be myself at work'.

Survey question	Your results	Benchmark agree results

Legend:
- Disagree
- Neither agree nor disagree
- Agree
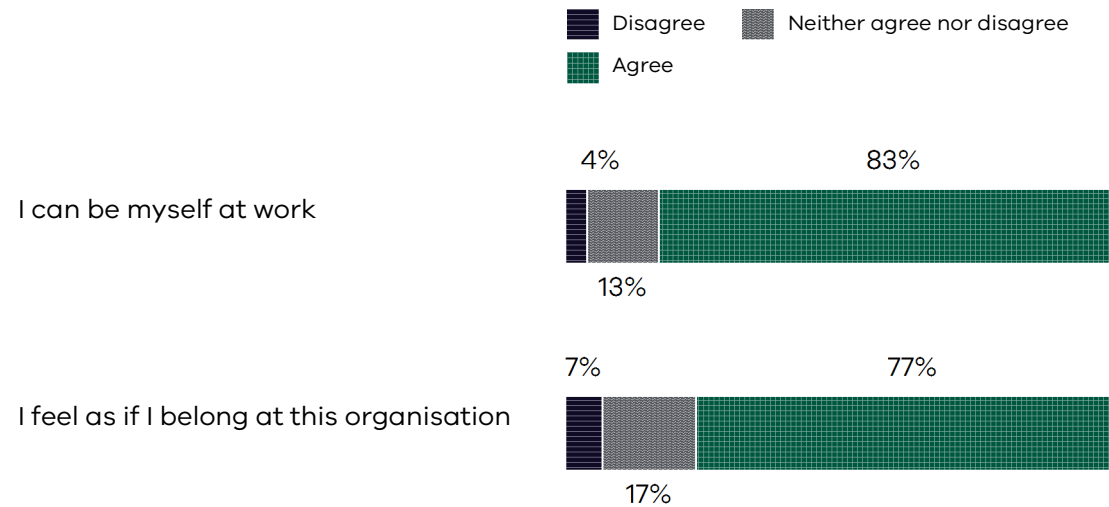
Survey question		You		Comparator		
		2021	2022	Lowest	Average	Highest
I can be myself at work	4% / 13% / 83%	Not asked	83 %	64 %	78 %	85 %
I feel as if I belong at this organisation	7% / 17% / 77%	Not asked	77 %	55 %	71 %	79 %

People outcomes

Inclusion - Barriers to success

What this is

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

Why this is important

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

How to read this

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

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

Example

7% 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

64	272
19%	81%

■ Experienced barriers   ▦ Did not experience barriers
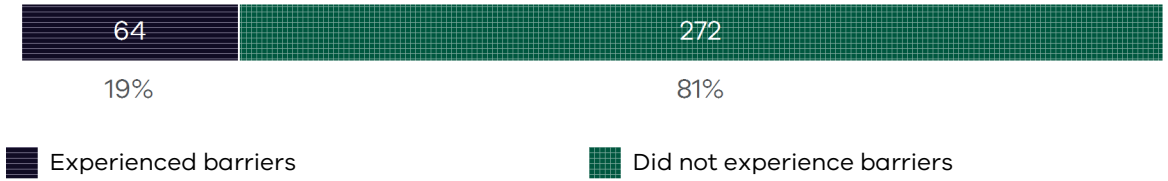
During the last 12 months, employees experienced barriers to their success due to ...	You 2022	Comparator 2022	Public sector 2022
My mental health	7%	10%	7%
My caring responsibilities	5%	6%	7%
My age	5%	7%	8%
My physical health	4%	5%	4%
My cultural background	2%	1%	3%
My sex	2%	1%	4%
Other	2%	4%	4%
My disability	1%	0%	1%
My race	1%	0%	1%
My industrial activity	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:

- 65% of your staff who did the survey said work made them feel happy in 2022, which is up from 53% in 2021

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 2021, You 2022, Comparator 2022, Public sector 2022

	Happy	Enthusiastic	Worried	Miserable
You 2021	53%	49%	32%	21%
You 2022	65%	56%	28%	15%
Comparator 2022	58%	47%	33%	22%
Public sector 2022	54%	49%	31%	17%
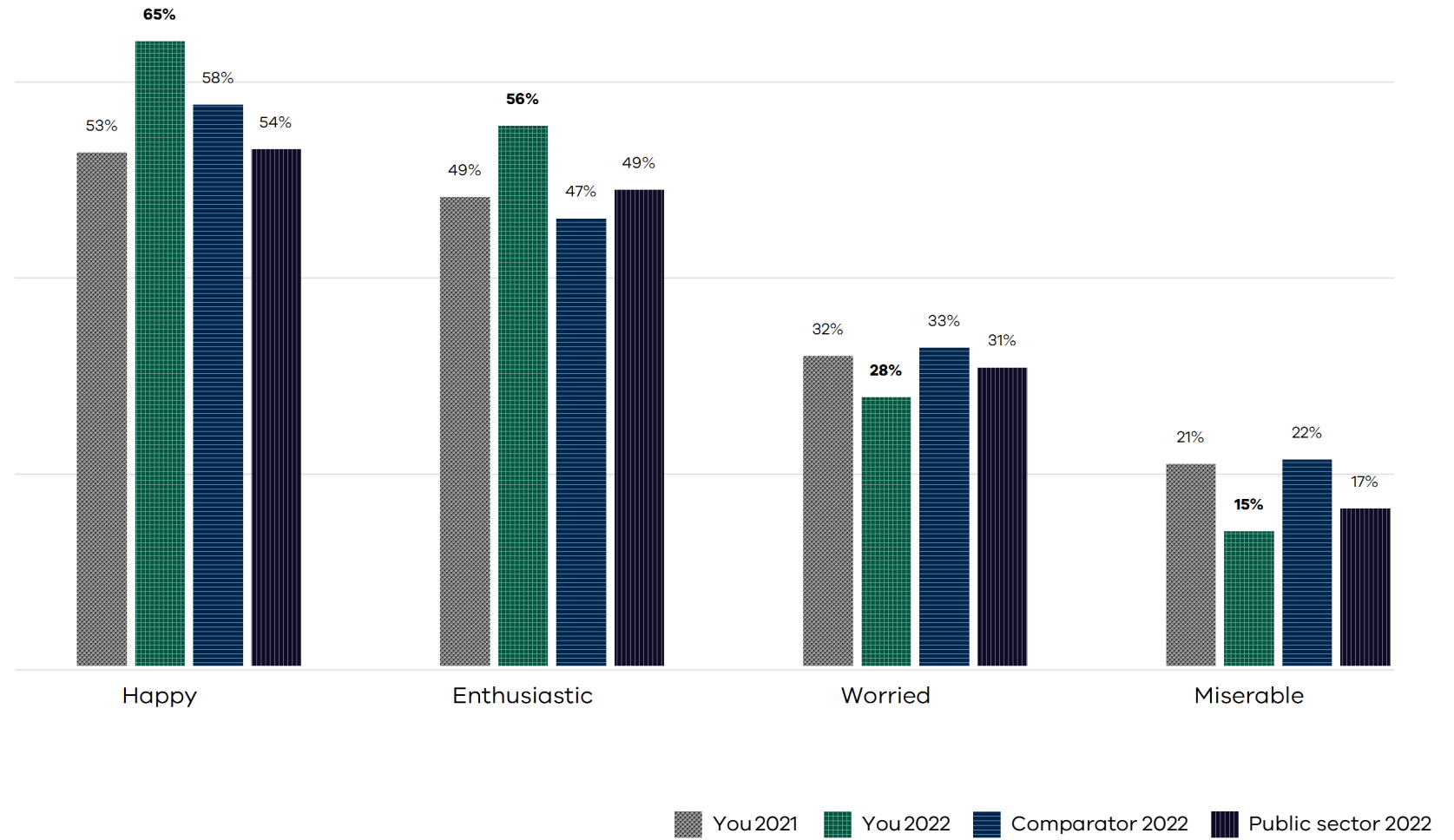
People outcomes

Scorecard: negative behaviours

What this is

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

Why this is important

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

How to read this

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

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

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

Example

In 2022:

- 24% of your staff who did the survey stated they experienced 'Violence or aggression' in the last 12 months which is up from 22% in 2021.

Compared to:

- 26% of staff at your comparator and 10% of staff across the public sector.

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

Violence or aggression: 22%, 24%, 26%, 10%
Bullying: 23%, 23%, 23%, 11%
Sexual harassment: 5%, 5%, 6%, 4%
Discrimination: 3%, 4%, 4%, 5%
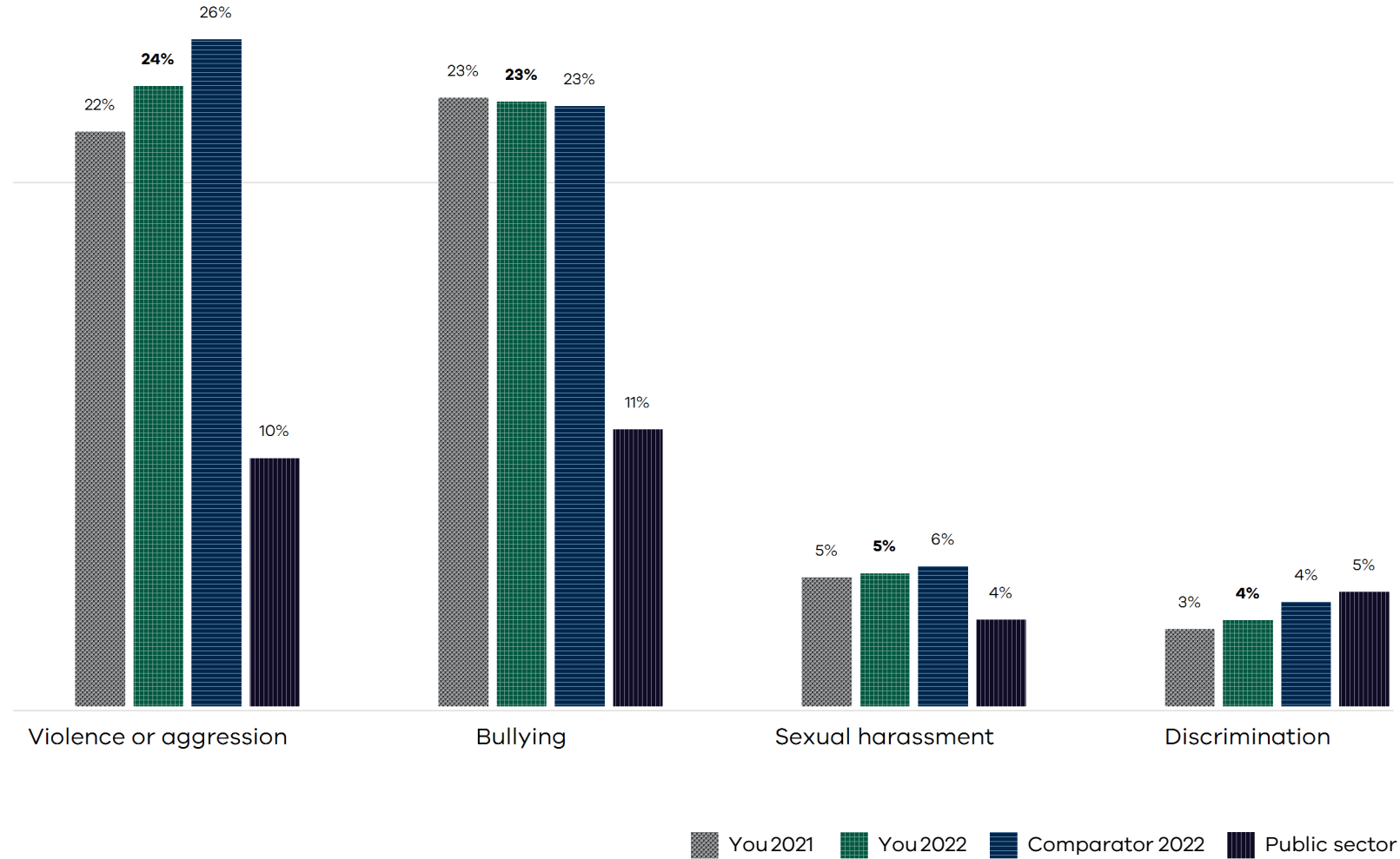
People outcomes

Bullying

What this is

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

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

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

Of that 23%, 59% 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?

78	227	31
23%	68%	9%

■ Experienced bullying   ▨ Did not experience bullying   ▨ Not sure
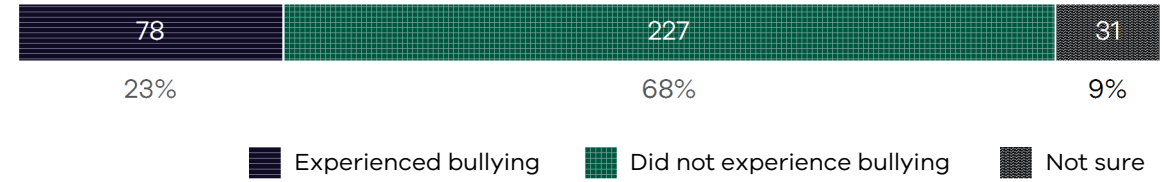
If you experienced bullying, what type of bullying did you experience?	You 2021	You 2022	Comparator 2022	Public sector 2022
Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)	67%	59%	66%	71%
Exclusion or isolation	31%	31%	43%	43%
Intimidation and/or threats	25%	29%	39%	30%
Verbal abuse	14%	22%	20%	19%
Withholding essential information for me to do my job	31%	19%	37%	33%
Other	8%	9%	22%	15%
Being assigned meaningless tasks unrelated to the job	11%	4%	9%	13%

People outcomes

Telling someone about the bullying

What this is

This is if staff told someone when they experienced bullying.

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

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

- 59% said the top way they reported the bullying was 'Told a manager'.
- 81% said they didn't submit a formal complaint.

Have you experienced bullying at work in the last 12 months?	78	227	31
	23%	68%	9%

■ Experienced bullying ▦ Did not experience bullying ▨ Not sure
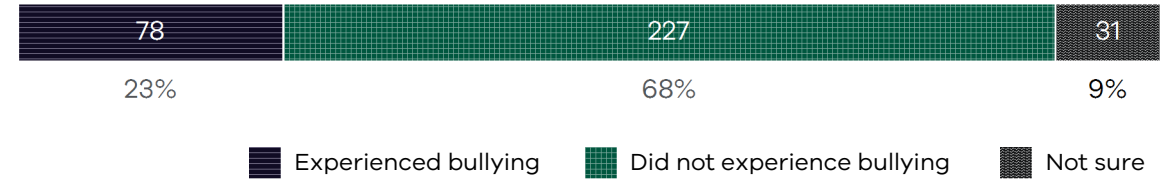
Did you tell anyone about the bullying?	You 2021	You 2022	Comparator 2022	Public sector 2022
Told a manager	56%	59%	39%	49%
Told a colleague	28%	40%	39%	41%
Told a friend or family member	22%	26%	34%	35%
Submitted a formal complaint	14%	19%	13%	11%
Told someone else	6%	13%	9%	12%
Told the person the behaviour was not OK	19%	10%	18%	17%
Told Human Resources	11%	9%	19%	13%
I did not tell anyone about the bullying	14%	5%	14%	12%
Told employee assistance program (EAP) or peer support	6%	3%	9%	10%

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

81% of your staff who experienced bullying did not submit a formal complaint, of which:

- 49% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal complaint?

15	63
19%	81%

■ Submitted formal complaint   ■ Did not submit a formal complaint
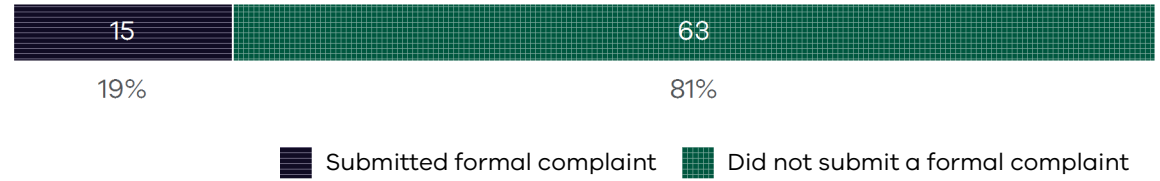
What was your reason for not submitting a formal complaint?	You 2021	You 2022	Comparator 2022	Public sector 2022
I didn't think it would make a difference	35%	49%	51%	51%
I believed there would be negative consequences for my reputation	39%	38%	51%	52%
I didn't think it was serious enough	13%	21%	9%	16%
I believed there would be negative consequences for my career	23%	14%	27%	41%
I believed there would be negative consequences for the person I was going to complain about	6%	13%	12%	9%
Other	16%	13%	10%	12%
I thought the complaint process would be embarrassing or difficult	6%	11%	9%	13%
I didn't feel safe to report the incident	6%	10%	14%	19%
I didn't need to because I made the bullying stop	13%	8%	5%	6%
I didn't know who to talk to	0%	5%	6%	5%

People outcomes

Perpetrators of bullying

What this is

This is who staff have said are responsible for bullying.

Why this is important

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

How to read this

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

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

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

Each row is one perpetrator or group of perpetrators.

Example

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

Of that 23%, 56% said it was by 'Colleague'.

78 people (23% of staff) experienced bullying (You 2022)
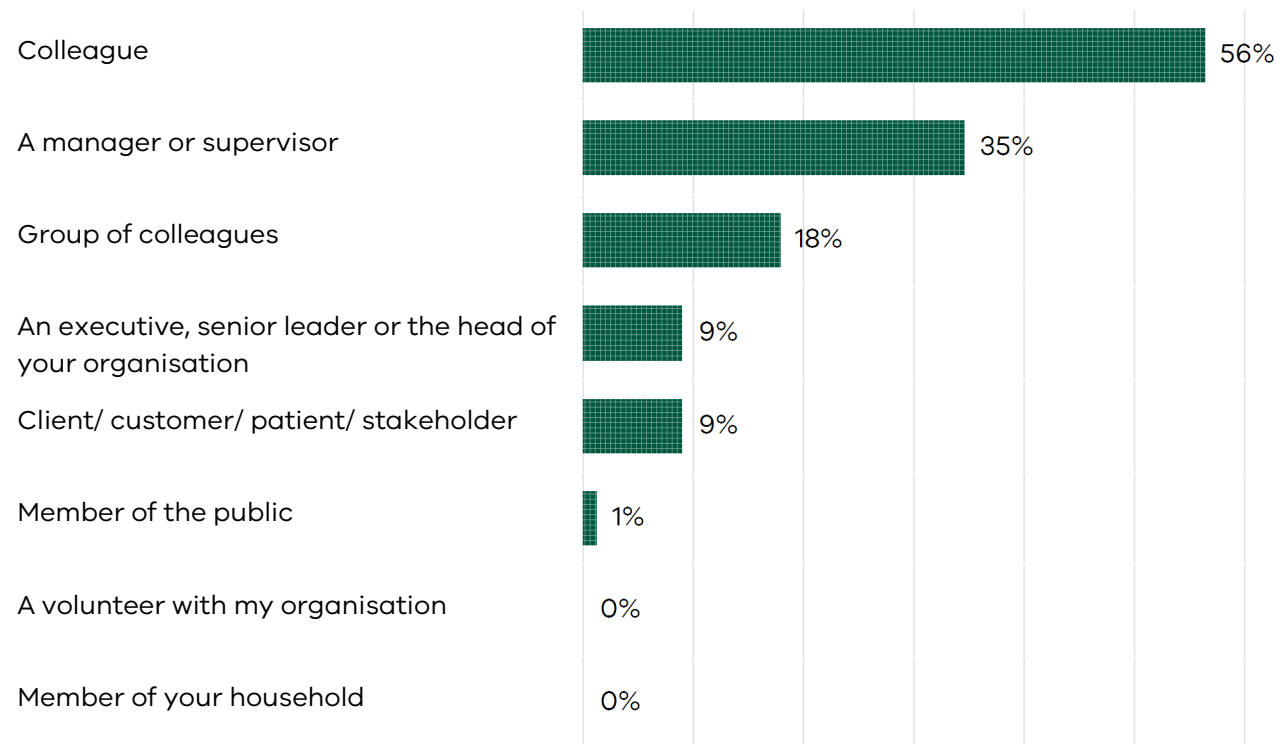
Perpetrator	Percentage
Colleague	56%
A manager or supervisor	35%
Group of colleagues	18%
An executive, senior leader or the head of your organisation	9%
Client/ customer/ patient/ stakeholder	9%
Member of the public	1%
A volunteer with my organisation	0%
Member of your household	0%

People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

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

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

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

Example

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

Of that 23%, 96% said it was by someone within the organisation.

Of that 96%, 61% said it was 'They were in my workgroup'.

75 people (96% of staff who experienced bullying) experienced bullying from within your organisation (You 2022)

They were in my workgroup	61%
They were my immediate manager or supervisor	33%
They were outside my workgroup	15%
They were someone I supervise or manage	4%

People matter survey | results

Victorian
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Commission

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Government

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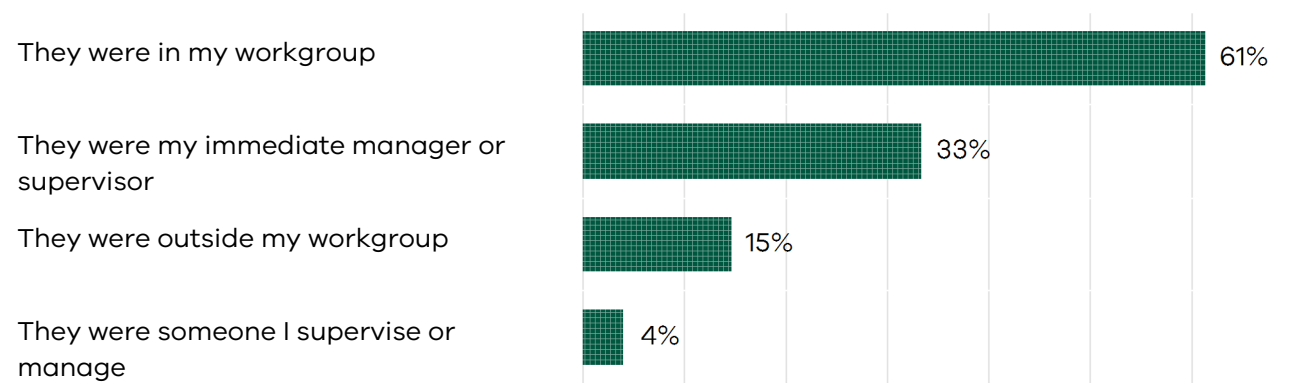
People outcomes

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, 56% said the top type was 'Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)'.

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

18	318
5%	95%

■ Experienced sexual harassment   ▦ Did not experience sexual harassment
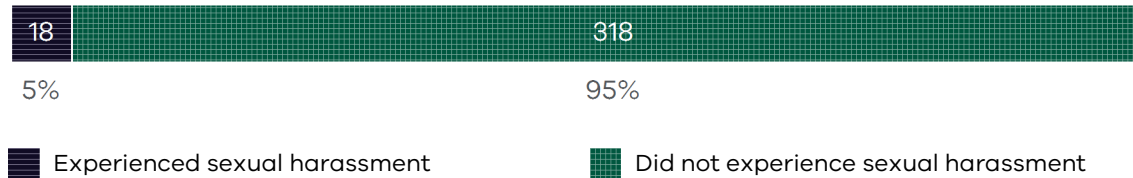
Behaviours reported	You 2022	Comparator 2022	Public sector 2022
Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)	56%	52%	49%
Intrusive questions about your private life or comments about your physical appearance	50%	48%	46%
Inappropriate physical contact (including momentary or brief physical contact)	28%	24%	14%
Inappropriate staring or leering that made you feel intimidated	28%	14%	14%
Any other unwelcome conduct of a sexual nature	11%	0%	6%
Sexual gestures, indecent exposure or inappropriate display of the body	11%	0%	3%
Unwelcome touching, hugging, cornering or kissing	11%	10%	11%
Repeated or inappropriate invitations to go out on dates	11%	7%	3%
Request or pressure for sex or other sexual acts	11%	0%	1%
Repeated or inappropriate advances on email, social networking websites or internet chat rooms by a work colleague	6%	3%	3%

People outcomes

Response to sexual harassment

What this is

This is how staff responded when they experienced sexual harassment.

Why this is important

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

How to read this

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

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

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

Example

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

Of those, 44% said their top response was 'Told a colleague'.

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

18	318
5%	95%

■ Experienced sexual harassment   ▦ Did not experience sexual harassment
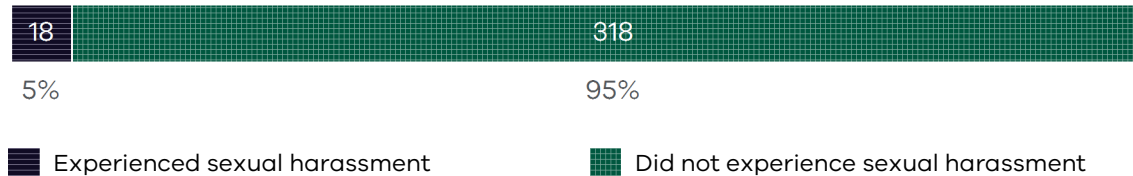
When the harassment happened to you, did you respond in any of the following ways?	You 2022	Comparator 2022	Public sector 2022
Told a colleague	44%	24%	24%
Avoided the person(s) by staying away from them	39%	31%	32%
Told the person the behaviour was not OK	33%	41%	22%
Tried to laugh it off or forget about it	28%	21%	37%
Told a friend or family member	22%	10%	21%
Avoided locations where the behaviour might occur	17%	14%	12%
Pretended it didn't bother you	17%	24%	43%
Submitted a formal complaint	17%	7%	5%
Told a manager	17%	17%	17%
Told Human Resources	11%	3%	4%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Sexual harassment - reasons for not submitting a formal complaint

What this is

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

Why this is important

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

How to read this

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

Example

83% of your staff who experienced sexual harassment did not submit a formal complaint, of which:

- 40% said the top reason was 'I didn't think it was serious enough'.

Did you submit a formal complaint?
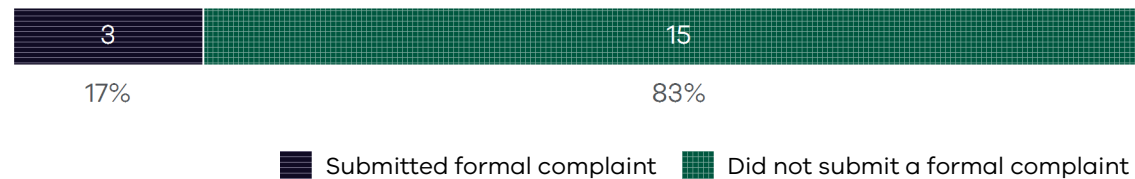
3	15
17%	83%

■ 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	40%	52%	44%
I didn't think it would make a difference	33%	41%	38%
I believed there would be negative consequences for my reputation	13%	19%	33%
I didn't know who to talk to	13%	0%	5%
I didn't need to because I no longer had contact with the person(s) who harassed me	13%	7%	8%
I thought the complaint process would be embarrassing or difficult	13%	4%	13%
I believed there would be negative consequences for my career	7%	7%	24%
I believed there would be negative consequences for the person I was going to complain about	7%	4%	13%
I didn't feel safe to report the incident	7%	4%	10%
I didn't know how to make a complaint	7%	0%	5%

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.
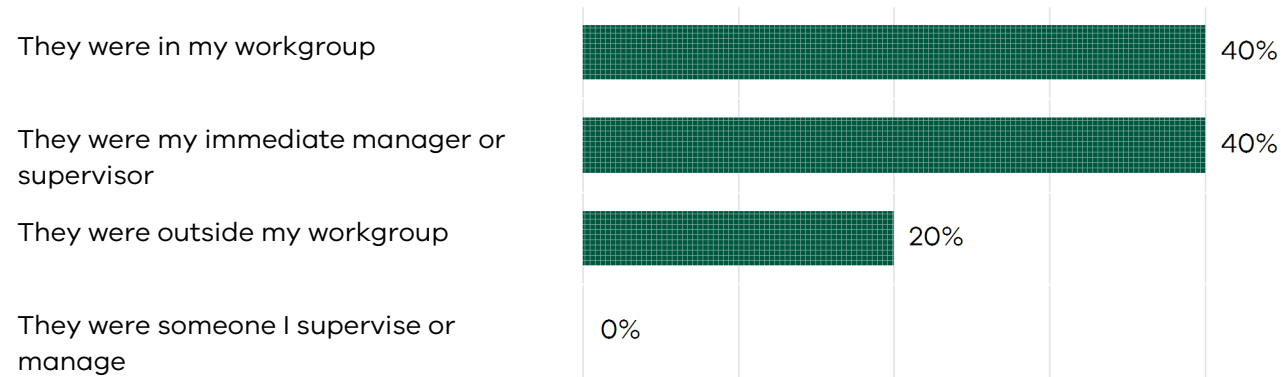
Each row is one perpetrator or group of perpetrators.

Example

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

Of that 5%, 44% said it was by 'Client/customer/patient/stakeholder'.

18 people (5% of staff) experienced sexual harassment (You2022)
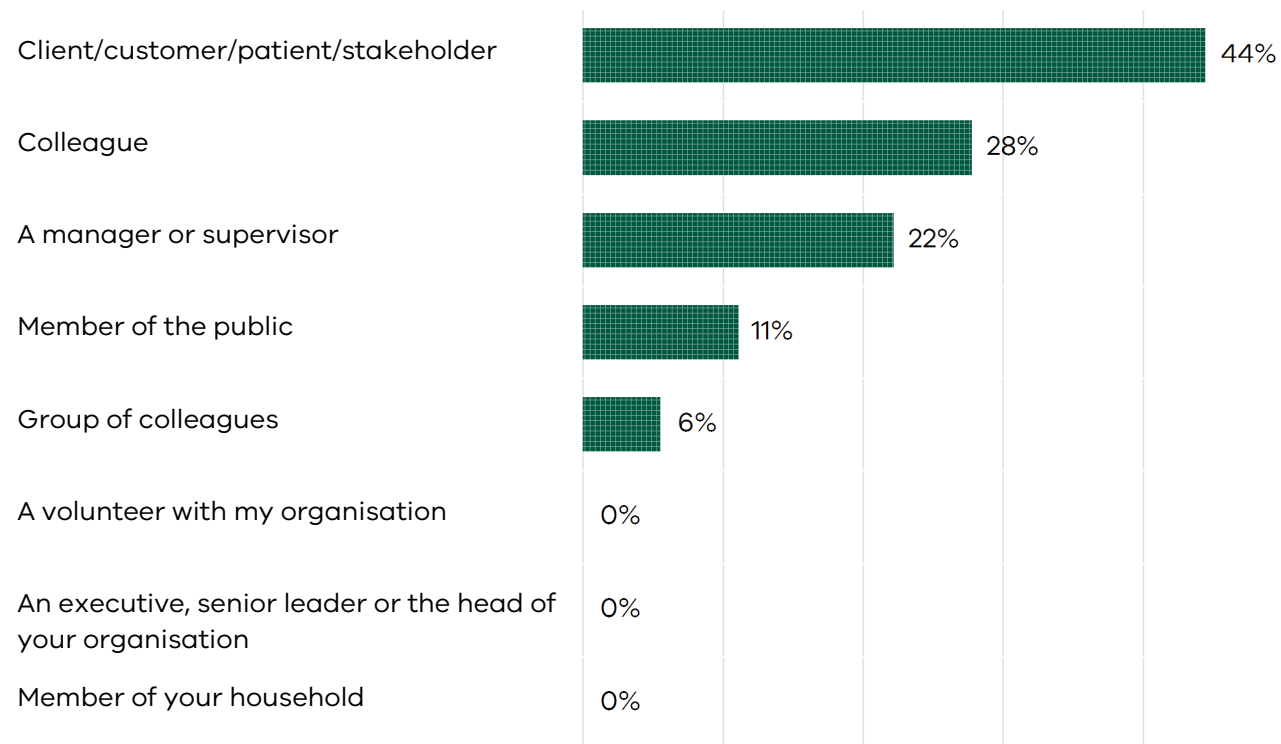
Perpetrator	Percentage
Client/customer/patient/stakeholder	44%
Colleague	28%
A manager or supervisor	22%
Member of the public	11%
Group of colleagues	6%
A volunteer with my organisation	0%
An executive, senior leader or the head of your organisation	0%
Member of your household	0%

People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

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

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

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

Example

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

Of that 5%, 56% said it was by someone within the organisation.

Of that 56%, 40% said it was 'They were in my workgroup'.

10 people (56% of staff who experienced harassment) experienced harassment from within your organisation (You 2022)

Relationship	Percentage
They were in my workgroup	40%
They were my immediate manager or supervisor	40%
They were outside my workgroup	20%
They were someone I supervise or manage	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%, 58% said it was 'Other'.

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

12	291	33
4%	87%	10%

■ Experienced discrimination ▦ Did not experience discrimination ▦ Not sure
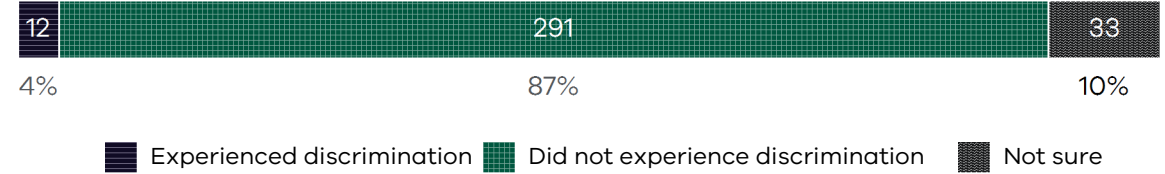
If you experienced discrimination, what type of discrimination did you experience?		You 2022	Comparator 2022	Public sector 2022
Other	0%	58%	32%	39%
Denied flexible work arrangements or other adjustments	0%	25%	32%	20%
Opportunities for promotion	0%	17%	23%	38%
Employment security - threats of dismissal or termination	0%	8%	18%	16%
Opportunities for training	0%	8%	18%	22%
Opportunities for transfer/secondment	0%	8%	9%	13%

Victorian Public Sector Commission

VICTORIA State Government

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

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

- 92% said they didn't submit a formal complaint.

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

12	291	33
4%	87%	10%

■ Experienced discrimination   ■ Did not experience discrimination   ■ Not sure
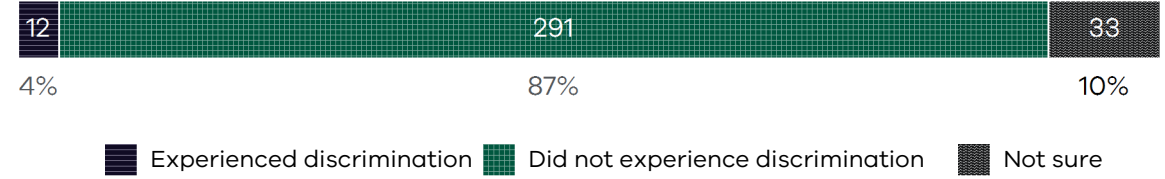
Did you tell anyone about the discrimination?	You 2022	Comparator 2022	Public sector 2022
Told a manager	42%	36%	31%
I did not tell anyone about the discrimination	25%	9%	24%
Told a friend or family member	25%	45%	33%
Told a colleague	17%	27%	36%
Told someone else	17%	9%	14%
Submitted a formal complaint	8%	9%	7%
Told Human Resources	8%	9%	13%
Told the person the behaviour was not OK	8%	9%	9%

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

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

- 36% said the top reason was 'I believed there would be negative consequences for my career'.

Did you submit a formal complaint?
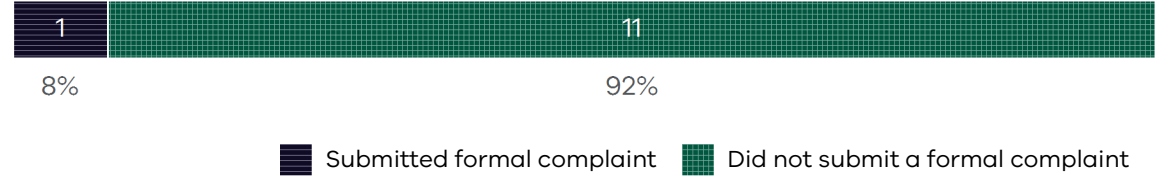
1	11
8%	92%

■ 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 career	36%	60%	53%
I didn't think it would make a difference	36%	45%	59%
I believed there would be negative consequences for my reputation	27%	45%	53%
Other	27%	0%	9%
I believed there would be negative consequences for the person I was going to complain about	9%	20%	8%
I didn't feel safe to report the incident	9%	10%	20%
I didn't know who to talk to	9%	0%	7%
I didn't think it was serious enough	9%	5%	12%
I thought the complaint process would be embarrassing or difficult	9%	0%	13%

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%, 67% said it was by 'A colleague'.

12 people (4% of staff) experienced discrimination (You 2022)
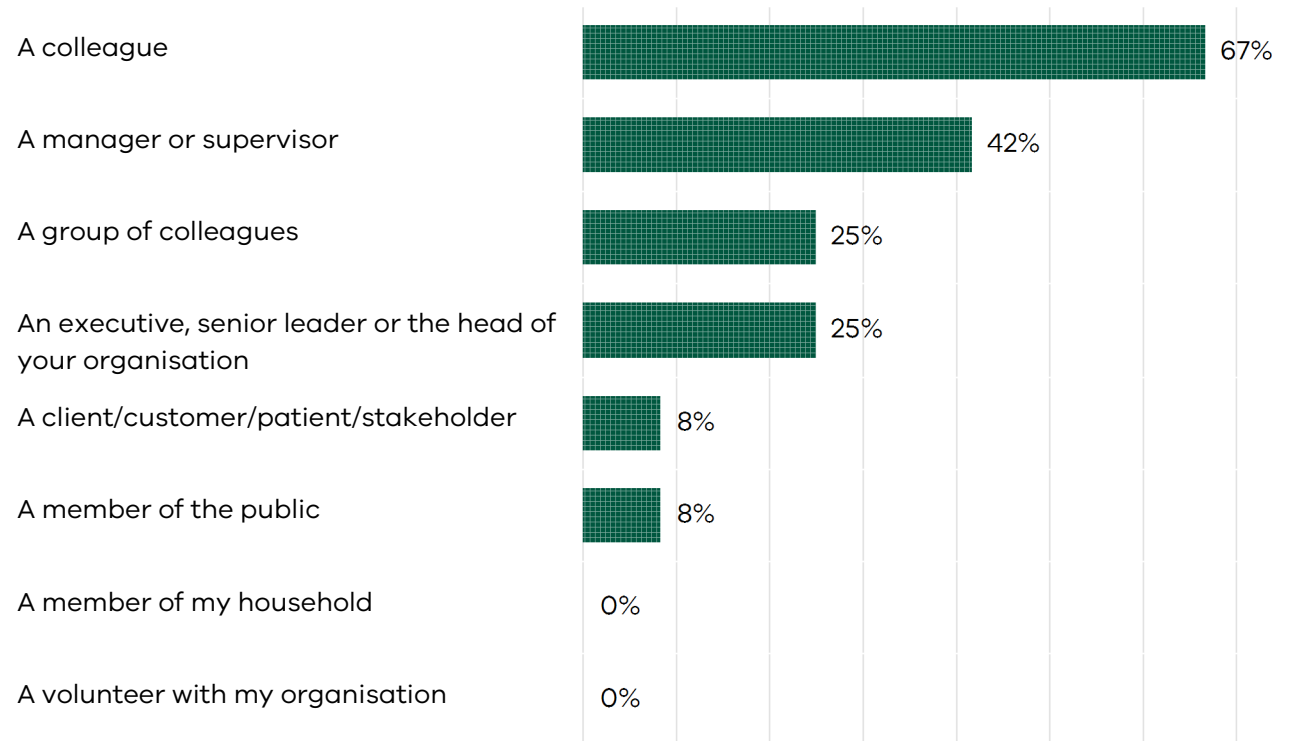
Perpetrator	Percentage
A colleague	67%
A manager or supervisor	42%
A group of colleagues	25%
An executive, senior leader or the head of your organisation	25%
A client/customer/patient/stakeholder	8%
A member of the public	8%
A member of my household	0%
A volunteer with my organisation	0%

People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

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

Of that 100%, 67% said it was 'They were in my workgroup'.

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

Relationship	Percentage
They were in my workgroup	67%
They were outside my workgroup	33%
They were my immediate manager or supervisor	17%
They were someone I supervise or manage	8%
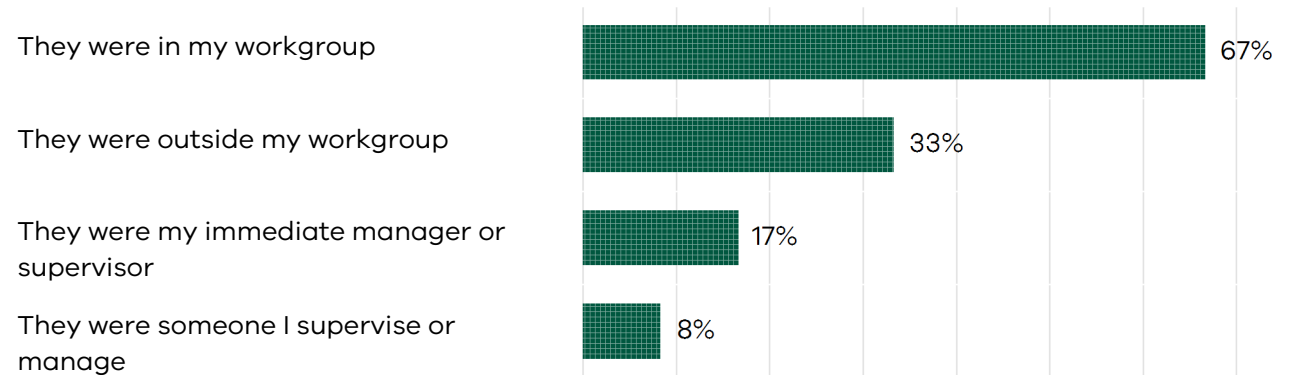
Negative behaviour

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

24% of your staff who did the survey said they experienced violence or aggression.

Of that 24%, 74% said it was from 'Abusive language'.

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

80	245	11
24%	73%	3%

■ Experienced violence or aggression   ▦ Did not experience violence or aggression   ▦ Not sure

If you experienced violence or aggression, what type did you experience?	You 2021	You 2022	Comparator 2022	Public sector 2022
Abusive language	68%	74%	82%	73%
Intimidating behaviour	62%	54%	57%	69%
Physical assault (e.g. spitting, hitting, punching, pushing, tripping, grabbing, throwing objects)	35%	29%	34%	14%
Threats of violence	35%	19%	35%	27%
Other	0%	6%	4%	6%
Stalking, including cyber-stalking	0%	5%	1%	2%
Damage to my property or work equipment	0%	4%	4%	5%

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

24% of your staff who did the survey said they experienced violence or aggression, fo which

- 64% said the top way they reported the violence or agression was 'Told a manager'
- 56% said they didn't submit a formal incident report.

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

80	245	11
24%	73%	3%

■ Experienced violence or aggression ■ Did not experience violence or aggression ■ Not sure
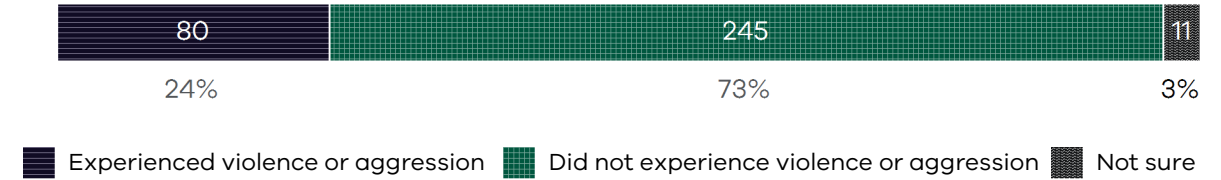
Did you tell anyone about the incident?	You 2021	You 2022	Comparator 2022	Public sector 2022
Told a manager	53%	64%	51%	59%
Told a colleague	35%	51%	36%	44%
Submitted a formal incident report	35%	44%	40%	26%
Told the person the behaviour was not OK	44%	33%	31%	26%
Told a friend or family member	15%	14%	12%	20%
Told Human Resources	6%	8%	1%	6%
I did not tell anyone about the incident(s)	0%	4%	5%	8%
Told employee assistance program (EAP) or peer support	0%	4%	2%	5%
Told someone else	3%	3%	3%	6%

Victorian Public Sector Commission

VICTORIA State Government

Negative behaviour

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

What this is

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

Why this is important

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

How to read this

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

Example

56% of your staff who experienced violence or aggression did not submit a formal incident report, of which:

- 36% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal incident report?

35	45
44%	56%

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

What was your reason for not submitting a formal incident report?	You 2021	You 2022	Comparator 2022	Public sector 2022
I didn't think it would make a difference	41%	36%	49%	39%
I didn't think it was serious enough	23%	24%	32%	31%
Other	32%	24%	19%	19%
I didn't need to because I made the violence or aggression stop	27%	16%	15%	14%
I believed there would be negative consequences for my reputation	18%	9%	14%	21%
I didn't need to because I no longer had contact with the person(s) who was aggressive or violent to me	0%	9%	9%	14%
I didn't feel safe to report the incident	5%	4%	3%	7%
I believed there would be negative consequences for my career	0%	2%	11%	17%
I thought the complaint process would be embarrassing or difficult	5%	2%	3%	6%

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.

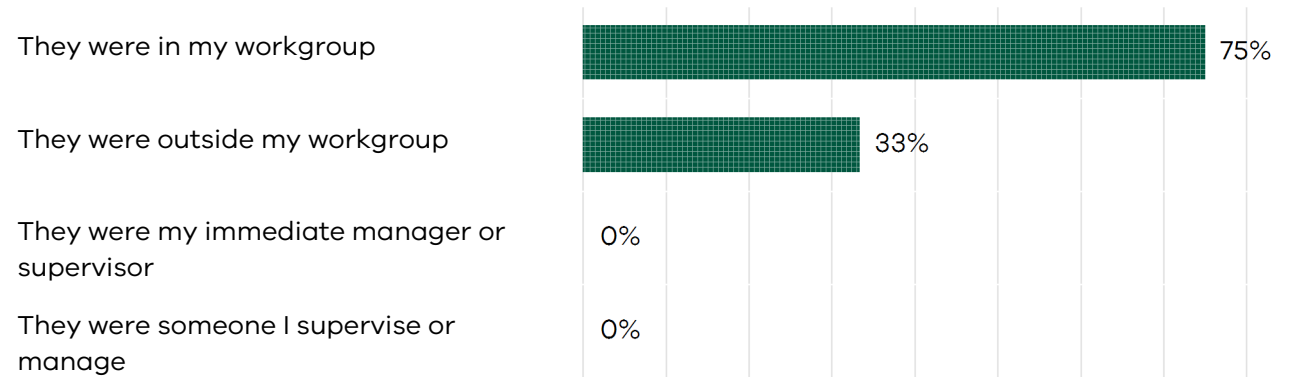### Example

24% of your staff who did the survey said they experienced violence or aggression.

Of that 24%, 84% said it was 'Client/ customer/ patient/ stakeholder'.

80 people (24% of staff) experienced violence or aggression (You2022)
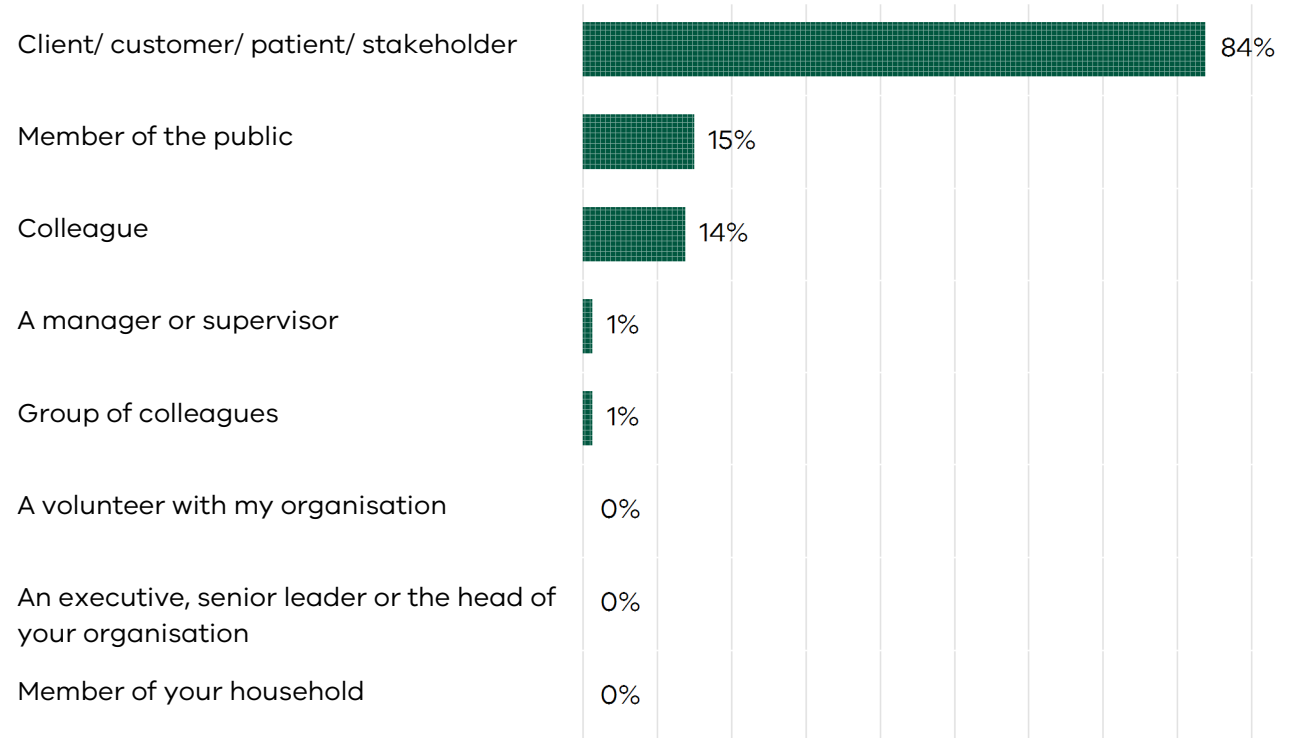
Perpetrator	Percentage
Client/ customer/ patient/ stakeholder	84%
Member of the public	15%
Colleague	14%
A manager or supervisor	1%
Group of colleagues	1%
A volunteer with my organisation	0%
An executive, senior leader or the head of your organisation	0%
Member of your household	0%

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, 24% 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

24% of your staff who did the survey said they experienced violence or aggression.

Of that 24%, 15% said it was by someone within the organisation.

Of that 15%, 75% said it was 'They were in my workgroup'.

12 people (15% of staff who experienced violence or aggression) experienced violence or aggression from within your organisation (You2022)

They were in my workgroup	75%
They were outside my workgroup	33%
They were my immediate manager or supervisor	0%
They were someone I supervise or manage	0%

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

54% of staff who did the survey were satisfied with the way your organisation handled their formal 'Violence or aggression' complaint.

Survey question	Your results	Benchmark satisfied results

Survey question

Were you satisfied with the way your formal complaint was handled

Your results

- No
- Don't know
- Yes

	You		Comparator		
	2021	2022	Lowest	Average	Highest
Violence or aggression	42 %	54 %	23 %	40 %	53 %
Bullying	Not asked	27 %	0 %	31 %	57 %

Violence or aggression: 26% / 20% / 54%

Bullying: 47% / 27% / 27%

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- 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 scores against your 2021 scores and your 2022 comparator group.

Example

On the first row 'Meaningful work', the 'You 2022' column shows 95% of your staff agreed with 'I can make a worthwhile contribution at work'.
This question was not asked in 2021.

Question group	Highest scoring questions	You 2022	Change from 2021	Comparator 2022
Meaningful work	I can make a worthwhile contribution at work	95%	Not asked in 2021	96%
Meaningful work	I achieve something important through my work	93%	+7%	92%
Job enrichment	I clearly understand what I am expected to do in this job	91%	+10%	90%
Meaningful work	I get a sense of accomplishment from my work	91%	+10%	86%
Job enrichment	I understand how my job helps my organisation achieve it's goals	90%	Not asked in 2021	92%
Job enrichment	I can use my skills and knowledge in my job	90%	Not asked in 2021	91%
Collaboration	I am able to work effectively with others outside my immediate workgroup	87%	-1%	84%
Patient safety climate	I am encouraged by my colleagues to report any patient safety concerns I may have	87%	+2%	81%
Safe to speak up	I feel culturally safe at work	85%	+3%	83%
Organisational integrity	My organisation encourages employees to act in ways that are consistent with human rights	84%	+5%	82%

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Key differences

Lowest scoring questions

What this is

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

How to read this

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

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

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

Example

On the first row 'Taking action', the 'You 2022' column shows 26% of your staff agreed with 'My organisation has made improvements based on the survey results from last year'.
This question was not asked in 2021.

Question subgroup	Lowest scoring questions	You 2022	Change from 2021	Comparator 2022
Taking action	My organisation has made improvements based on the survey results from last year	26%	Not asked in 2021	37%
Safety climate	All levels of my organisation are involved in the prevention of stress	41%	+7%	46%
Organisational integrity	I believe the promotion processes in my organisation are fair	42%	Not asked in 2021	45%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	44%	-2%	49%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	45%	+7%	52%
Patient safety climate	This health service does a good job of training new and existing staff	48%	+5%	52%
Organisational integrity	I have an equal chance at promotion in my organisation	49%	Not asked in 2021	49%
Taking action	I believe my organisation will make improvements based on the results of this survey	49%	Not asked in 2021	53%
Learning and development	I am satisfied with the opportunities to progress in my organisation	50%	Not asked in 2021	55%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	50%	-6%	57%

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Key differences

Most improved

What this is

This is where staff feel their organisation has most improved.

How to read this

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

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

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

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

Example

On the first row 'Safe to speak up', the 'You 2022' column shows 70% of your staff agreed with 'I feel safe to challenge inappropriate behaviour at work'.
In the 'Increase from 2021' column, you have a 11% increase, which is a positive trend.

Question group	Most improved from last year	You 2022	Increase from 2021	Comparator 2022
Safe to speak up	I feel safe to challenge inappropriate behaviour at work	70%	+11%	64%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	50%	+11%	56%
Senior leadership	Senior leaders provide clear strategy and direction	52%	+11%	59%
Job enrichment	I clearly understand what I am expected to do in this job	91%	+10%	90%
Meaningful work	I get a sense of accomplishment from my work	91%	+10%	86%
Senior leadership	Senior leaders demonstrate honesty and integrity	57%	+10%	60%
Collaboration	Workgroups across my organisation willingly share information with each other	67%	+10%	54%
Learning and development	I am developing and learning in my role	77%	+9%	74%
Meaningful work	I achieve something important through my work	93%	+7%	92%
Safety climate	All levels of my organisation are involved in the prevention of stress	41%	+7%	46%

Key differences

Most declined

What this is

This is where staff feel their organisation has most declined.

How to read this

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

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

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

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

Example

On the first row 'Safe to speak up', the 'You 2022' column shows 68% of your staff agreed with 'People in my workgroup are able to bring up problems and tough issues'.

In the 'Decrease from 2021' column, you have a 8% decrease, which is a negative trend.

Question subgroup	Largest decline from last year	You 2022	Decrease from 2021	Comparator 2022
Safe to speak up	People in my workgroup are able to bring up problems and tough issues	68%	–8%	63%
Innovation	My workgroup is quick to respond to opportunities to do things better	70%	–6%	65%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	50%	–6%	57%
Workgroup support	People in my workgroup are honest, open and transparent in their dealings	73%	–5%	65%
Engagement	I feel a strong personal attachment to my organisation	61%	–3%	60%
Engagement	I am proud to tell others I work for my organisation	70%	–3%	70%
Organisational integrity	My organisation takes steps to eliminate bullying, harassment and discrimination	61%	–2%	60%
Patient safety climate	Patient care errors are handled appropriately in my work area	68%	–2%	63%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	44%	–2%	49%
Safety climate	My organisation provides a physically safe work environment	77%	–2%	79%

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Key differences

Biggest positive difference from comparator

What this is

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

How to read this

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

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

Example

On the first row 'Flexible working', the 'You 2022' column shows 83% of your staff agreed with 'My manager supports working flexibly'.

The 'difference' column, shows that agreement for this question was 14 percentage points higher in your organisation than in your comparator.

Question group	Biggest positive difference from comparator	You 2022	Difference	Comparator 2022
Flexible working	My manager supports working flexibly	83%	+14%	69%
Collaboration	Workgroups across my organisation willingly share information with each other	67%	+12%	54%
Patient safety climate	I would recommend a friend or relative to be treated as a patient here	79%	+9%	70%
Workgroup support	People in my workgroup are politically impartial in their work	76%	+9%	67%
Workgroup support	People in my workgroup are honest, open and transparent in their dealings	73%	+8%	65%
Quality service delivery	My workgroup acts fairly and without bias	74%	+8%	66%
Workgroup support	People in my workgroup treat each other with respect	80%	+7%	72%
Flexible working	I am confident that if I requested a flexible work arrangement, it would be given due consideration	69%	+7%	62%
Safe to speak up	I feel safe to challenge inappropriate behaviour at work	70%	+6%	64%
Patient safety climate	I am encouraged by my colleagues to report any patient safety concerns I may have	87%	+6%	81%

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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 'Taking action', the 'You 2022' column shows 26% of your staff agreed with 'My organisation has made improvements based on the survey results from last year'.

The 'difference' column, shows that agreement for this question was 11 percentage points lower in your organisation than in your comparator.

Question subgroup	Biggest negative difference from comparator	You 2022	Difference	Comparator 2022
Taking action	My organisation has made improvements based on the survey results from last year	26%	-11%	37%
Learning and development	My organisation places a high priority on the learning and development of staff	54%	-10%	64%
Senior leadership	Senior leaders model my organisation's values	54%	-9%	63%
Senior leadership	Senior leaders provide clear strategy and direction	52%	-7%	59%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	50%	-7%	57%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	45%	-7%	52%
Organisational integrity	My organisation is committed to earning a high level of public trust	68%	-6%	75%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	50%	-6%	56%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	44%	-5%	49%
Safety climate	All levels of my organisation are involved in the prevention of stress	41%	-5%	46%

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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

49% of your staff who did the survey agreed or strongly agreed with 'I believe my organisation will make improvements based on the results of this survey'.
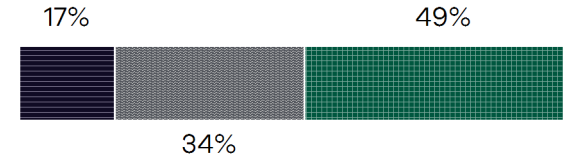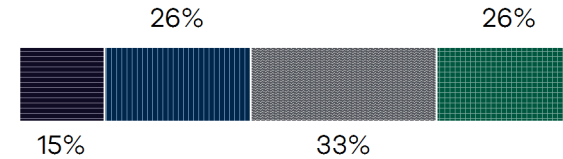
Survey question	Your results	Benchmark agree results

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

Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I believe my organisation will make improvements based on the results of this survey	17% / 34% / 49%	Not asked	49 %	28 %	53 %	65 %
My organisation has made improvements based on the survey results from last year	15% / 26% / 33% / 26%	Not asked	26 %	17 %	37 %	45 %

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Senior leadership

Senior leadership

What this is

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

Why this is important

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

How to read this

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

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

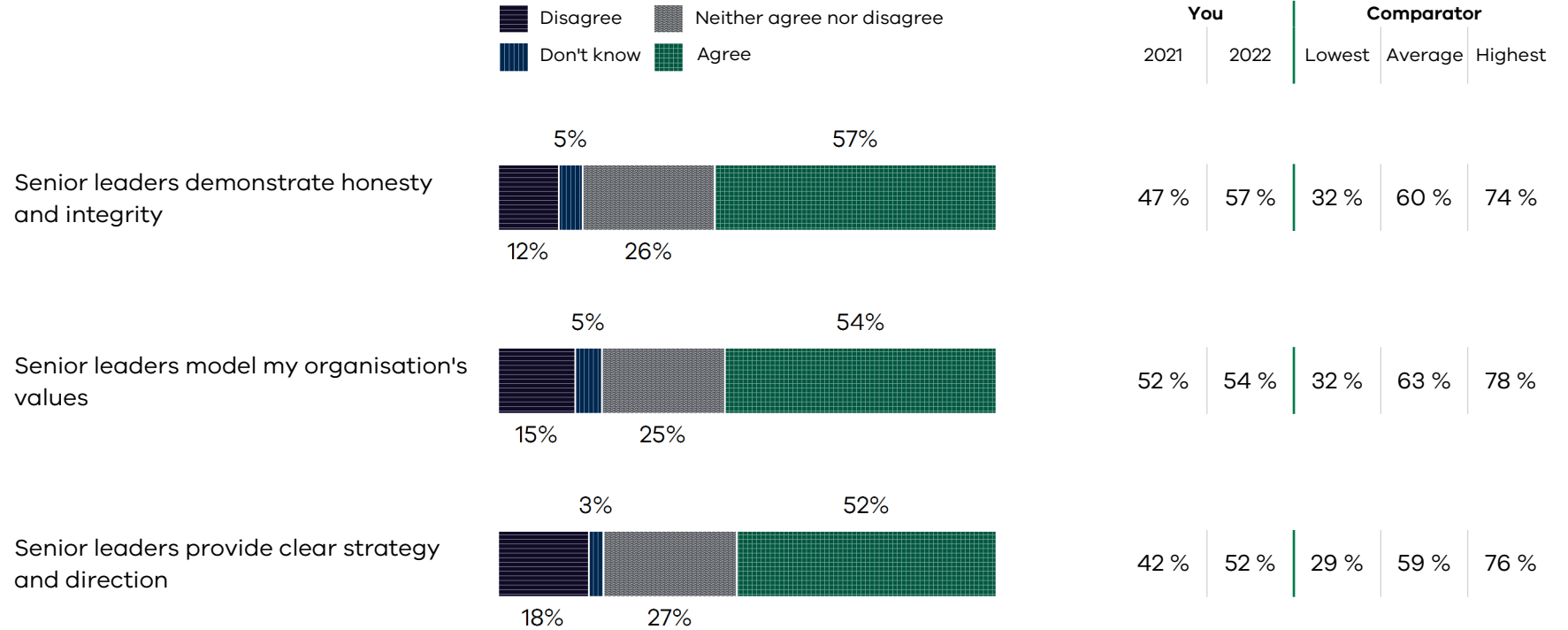Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

57% of your staff who did the survey agreed or strongly agreed with 'Senior leaders demonstrate honesty and integrity'.

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

Survey question	Disagree	Don't know	Neither agree nor disagree	Agree	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
Senior leaders demonstrate honesty and integrity	12%	5%	26%	57%	47 %	57 %	32 %	60 %	74 %
Senior leaders model my organisation's values	15%	5%	25%	54%	52 %	54 %	32 %	63 %	78 %
Senior leaders provide clear strategy and direction	18%	3%	27%	52%	42 %	52 %	29 %	59 %	76 %

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Organisational climate

Scorecard

What this is

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

Why this is important

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

How to read this

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

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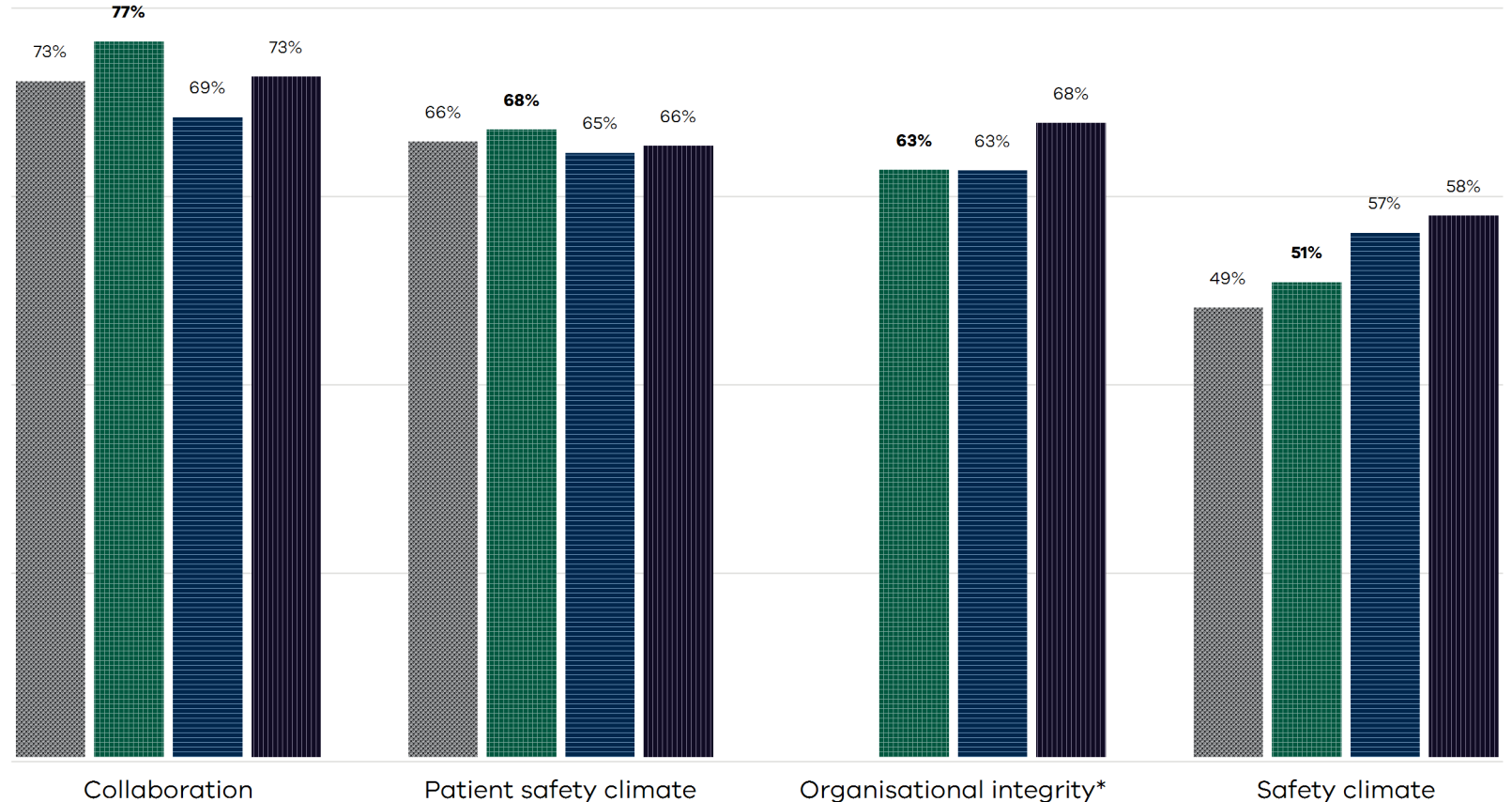
Example

In 2022:

- 77% of your staff who did the survey responded positively to questions about Collaboration which is up from 73% in 2021.

Compared to:

- 69% of staff at your comparator and 73% of staff across the public sector.

Chart data:

Factor	You 2021	You 2022	Comparator 2022	Public sector 2022
Collaboration	73%	77%	69%	73%
Patient safety climate	66%	68%	65%	66%
Organisational integrity*		63%	63%	68%
Safety climate	49%	51%	57%	58%

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

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

Organisational climate

What this is

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

Why this is important

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

How to read this

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

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

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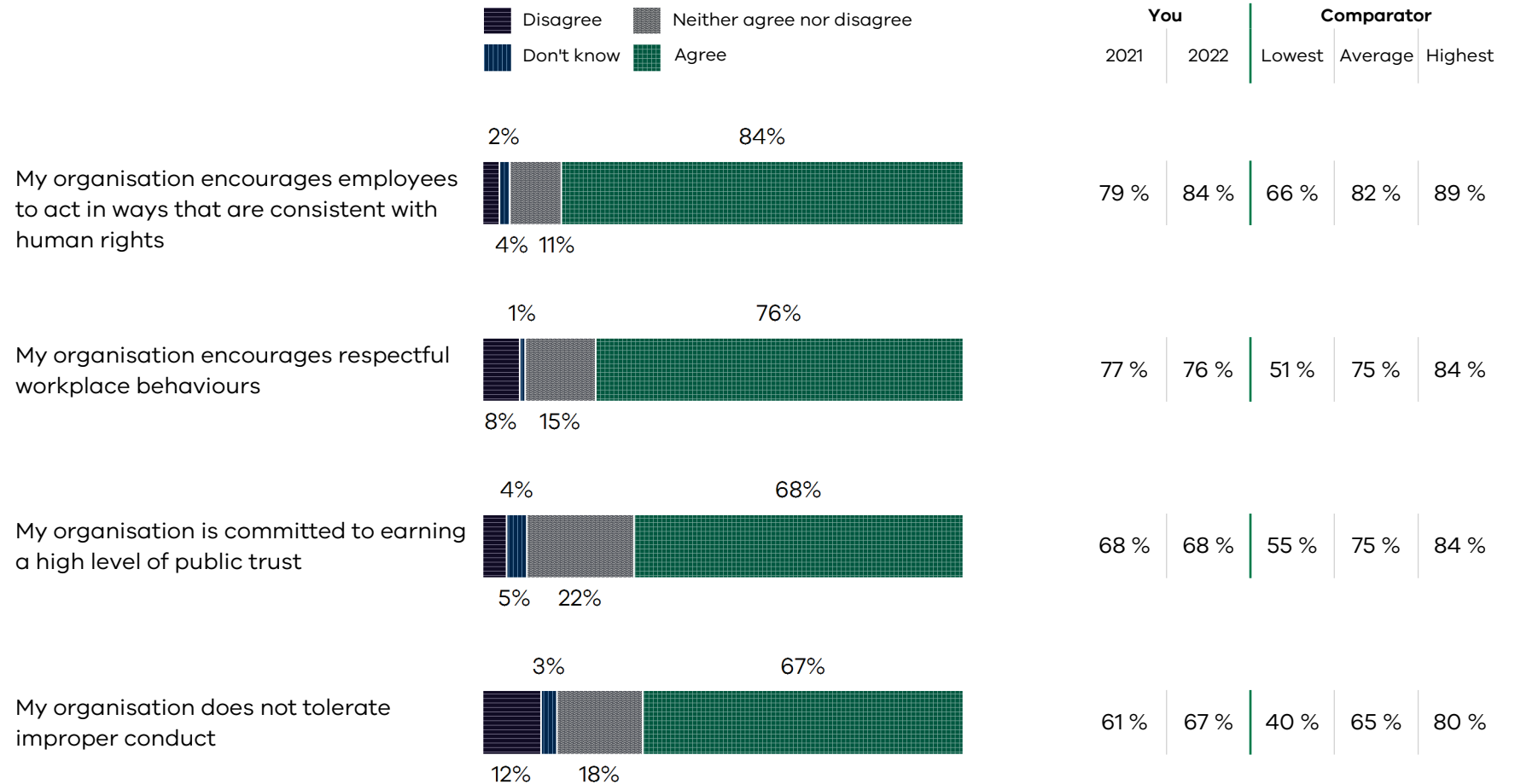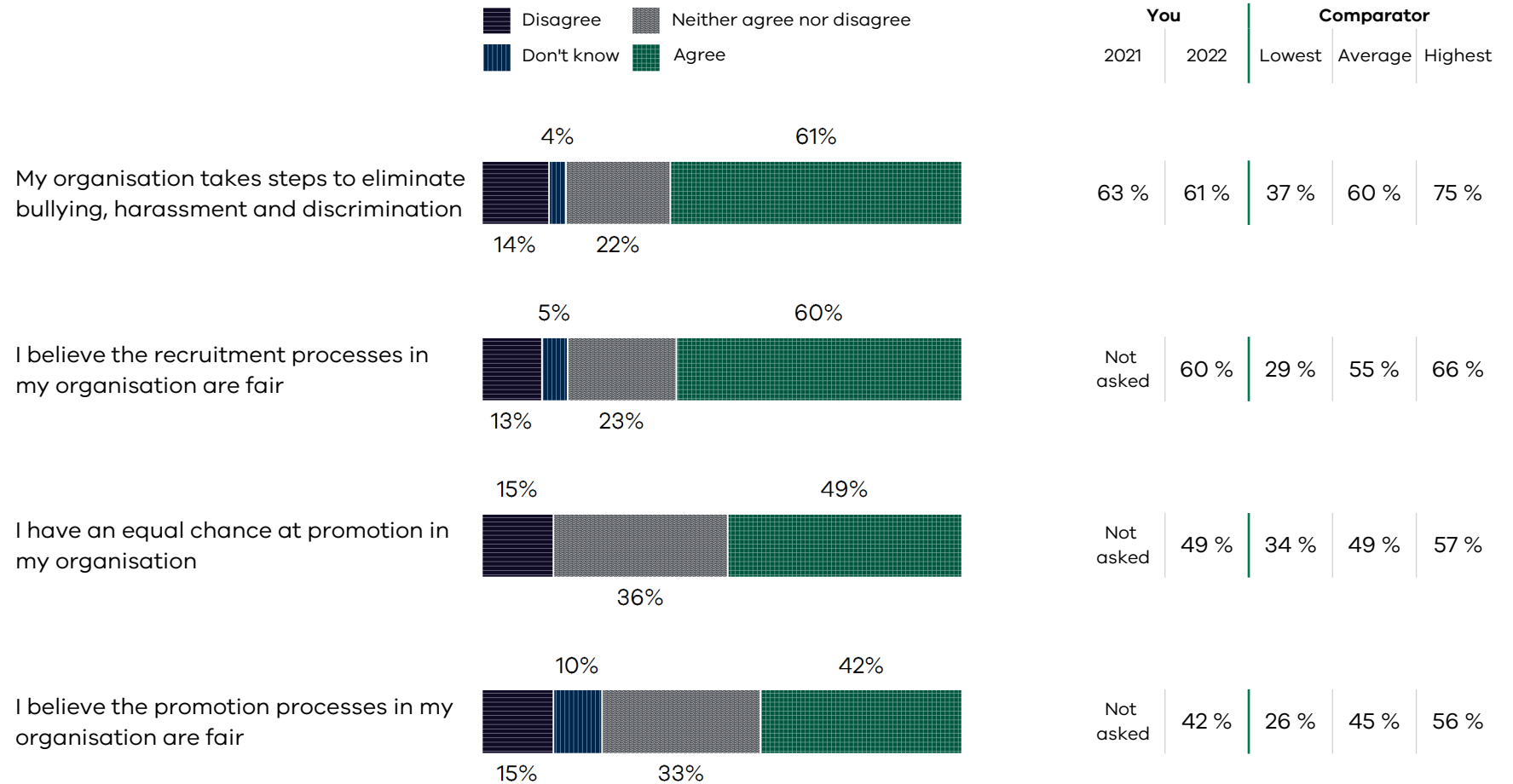
Example

84% of your staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.

Survey question	Your results						

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

Survey question	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My organisation encourages employees to act in ways that are consistent with human rights	79 %	84 %	66 %	82 %	89 %
My organisation encourages respectful workplace behaviours	77 %	76 %	51 %	75 %	84 %
My organisation is committed to earning a high level of public trust	68 %	68 %	55 %	75 %	84 %
My organisation does not tolerate improper conduct	61 %	67 %	40 %	65 %	80 %

Your results bar values:
- My organisation encourages employees to act in ways that are consistent with human rights: 2%, 4%, 11%, 84%
- My organisation encourages respectful workplace behaviours: 1%, 8%, 15%, 76%
- My organisation is committed to earning a high level of public trust: 4%, 5%, 22%, 68%
- My organisation does not tolerate improper conduct: 3%, 12%, 18%, 67%

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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.
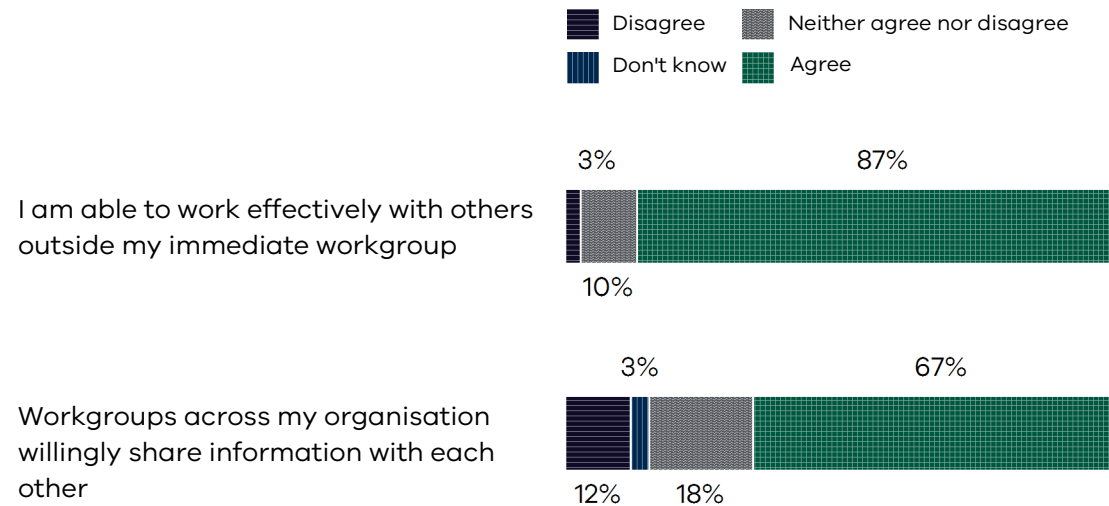
Example

61% 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 | Neither agree nor disagree | Don't know | Agree

Benchmark agree results

Survey question		You		Comparator		
		2021	2022	Lowest	Average	Highest
My organisation takes steps to eliminate bullying, harassment and discrimination	14% / 4% / 22% / 61%	63 %	61 %	37 %	60 %	75 %
I believe the recruitment processes in my organisation are fair	13% / 5% / 23% / 60%	Not asked	60 %	29 %	55 %	66 %
I have an equal chance at promotion in my organisation	15% / 36% / 49%	Not asked	49 %	34 %	49 %	57 %
I believe the promotion processes in my organisation are fair	15% / 10% / 33% / 42%	Not asked	42 %	26 %	45 %	56 %

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

87% of your staff who did the survey agreed or strongly agreed with 'I am able to work effectively with others outside my immediate workgroup'.

Survey question

Your results

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

I am able to work effectively with others outside my immediate workgroup

3% 87%
10%

Workgroups across my organisation willingly share information with each other

3% 67%
12% 18%

Benchmark agree results

	You		Comparator		
	2021	2022	Lowest	Average	Highest
I am able to work effectively with others outside my immediate workgroup	88 %	87 %	75 %	84 %	92 %
Workgroups across my organisation willingly share information with each other	57 %	67 %	34 %	54 %	65 %

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

77% of your staff who did the survey agreed or strongly agreed with 'My organisation provides a physically safe work environment'.

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

Survey question		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My organisation provides a physically safe work environment	1% / 77% / 12% / 10%	79 %	77 %	68 %	79 %	86 %
My organisation has effective procedures in place to support employees who may experience stress	10% / 50% / 18% / 22%	56 %	50 %	32 %	57 %	70 %
Senior leaders consider the psychological health of employees to be as important as productivity	19% / 50% / 31%	39 %	50 %	29 %	56 %	70 %
Senior leaders show support for stress prevention through involvement and commitment	22% / 45% / 33%	38 %	45 %	25 %	52 %	65 %

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

44% of your staff who did the survey agreed or strongly agreed with 'In my workplace, there is good communication about psychological safety issues that affect me'.
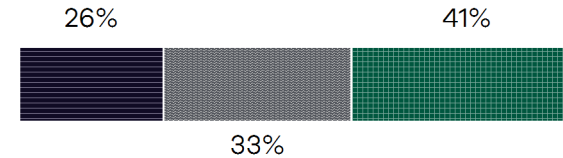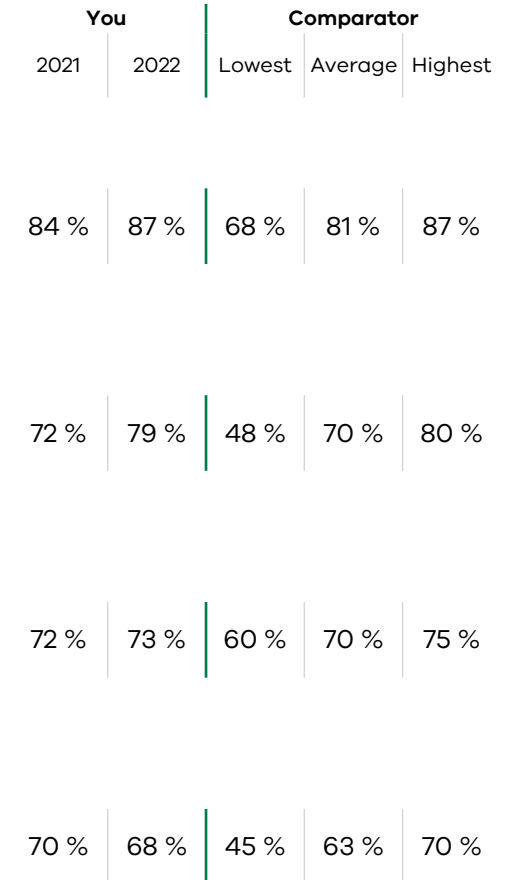
Survey question	Your results	Benchmark agree results

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

	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
In my workplace, there is good communication about psychological safety issues that affect me — 20% / 36% / 44%	46 %	44 %	26 %	49 %	62 %
All levels of my organisation are involved in the prevention of stress — 26% / 33% / 41%	34 %	41 %	22 %	46 %	59 %

Victorian Public Sector Commission

VICTORIA State Government

Organisational climate

Survey question | Your results | Benchmark agree results

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.

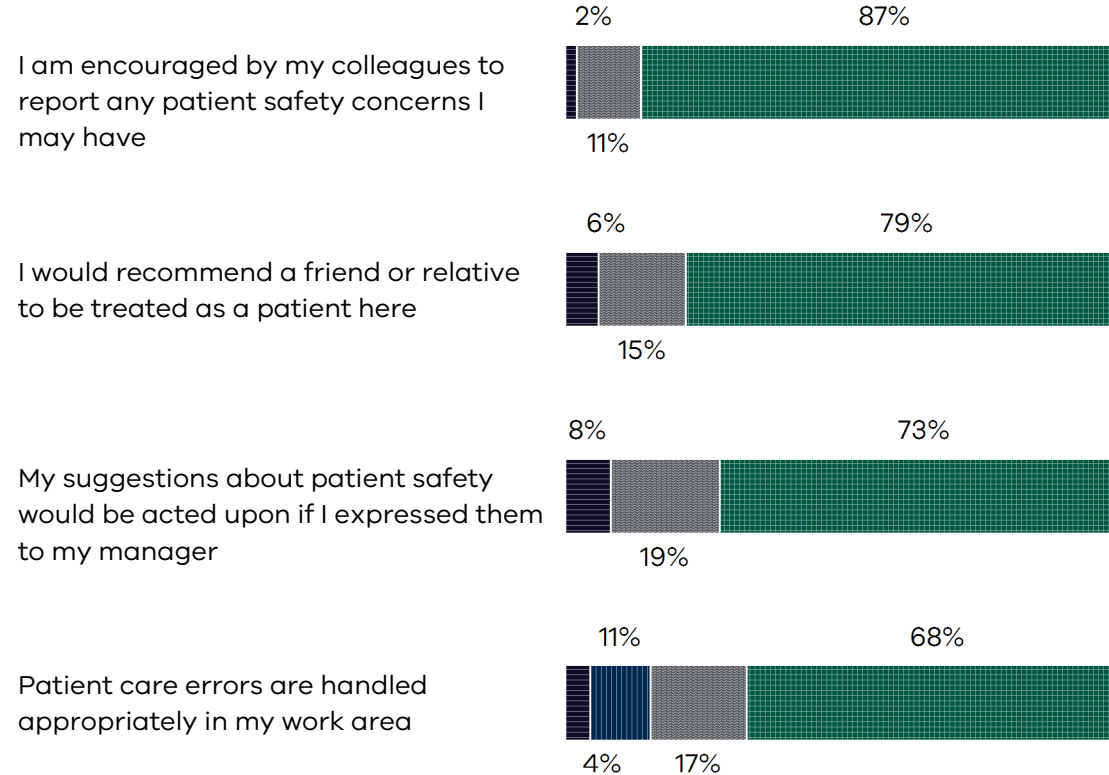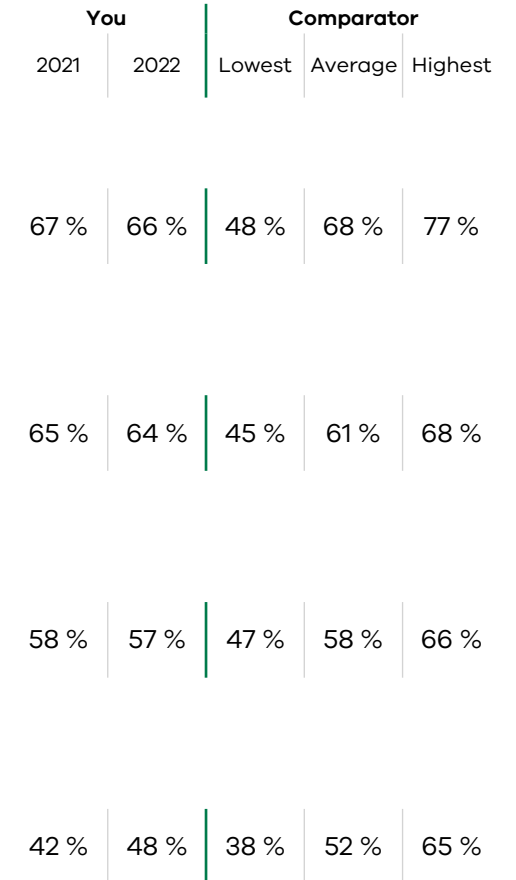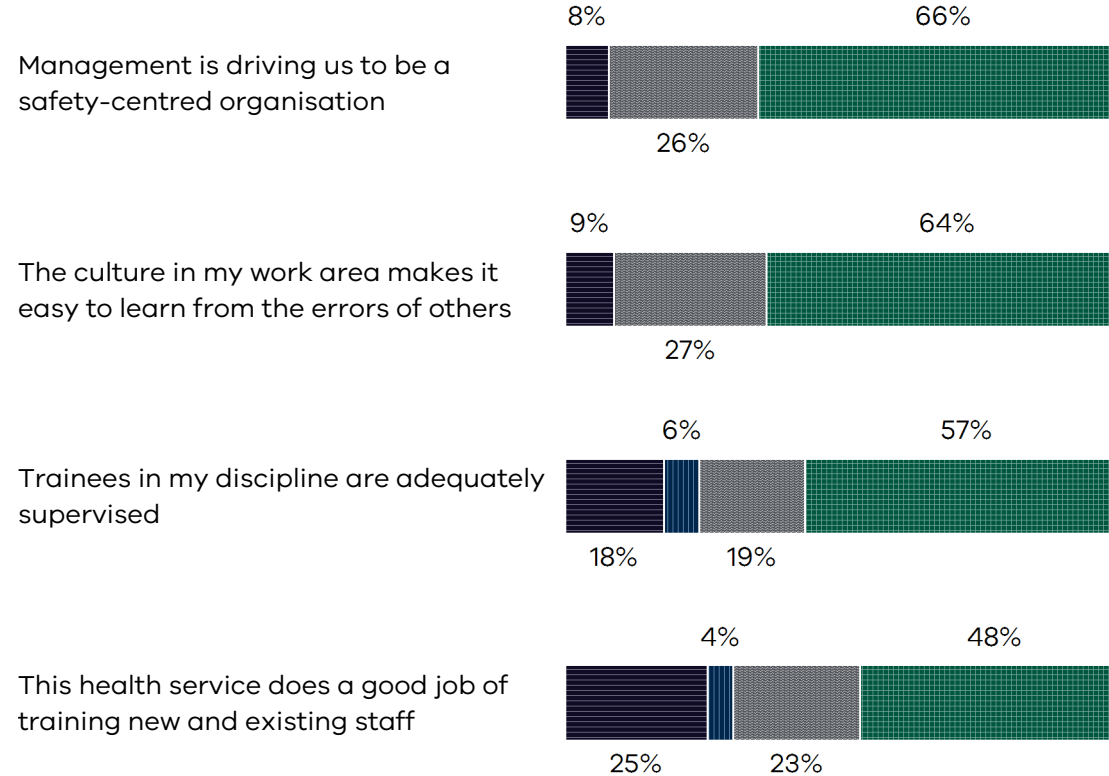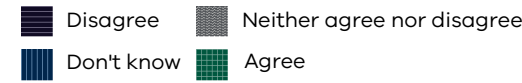Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

87% 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 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I am encouraged by my colleagues to report any patient safety concerns I may have	2% / 11% / 87%	84 %	87 %	68 %	81 %	87 %
I would recommend a friend or relative to be treated as a patient here	6% / 15% / 79%	72 %	79 %	48 %	70 %	80 %
My suggestions about patient safety would be acted upon if I expressed them to my manager	8% / 19% / 73%	72 %	73 %	60 %	70 %	75 %
Patient care errors are handled appropriately in my work area	11% / 4% / 17% / 68%	70 %	68 %	45 %	63 %	70 %

Victorian Public Sector Commission

VICTORIA State Government

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

66% of your staff who did the survey agreed or strongly agreed with 'Management is driving us to be a safety-centred organisation'.

Survey question	Your results					

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

Survey question	Your results	Benchmark agree results				
		You		**Comparator**		
		2021	2022	Lowest	Average	Highest
Management is driving us to be a safety-centred organisation	8% / 26% / 66%	67 %	66 %	48 %	68 %	77 %
The culture in my work area makes it easy to learn from the errors of others	9% / 27% / 64%	65 %	64 %	45 %	61 %	68 %
Trainees in my discipline are adequately supervised	18% / 6% / 19% / 57%	58 %	57 %	47 %	58 %	66 %
This health service does a good job of training new and existing staff	25% / 4% / 23% / 48%	42 %	48 %	38 %	52 %	65 %

Victorian Public Sector Commission

VICTORIA State Government

People matter survey wellbeing check 2022

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

Workgroup climate

Scorecard

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2022:

- 75% of your staff who did the survey responded positively to questions about Workgroup support which is down from 75% in 2021.

Compared to:

- 68% of staff at your comparator and 80% of staff across the public sector.
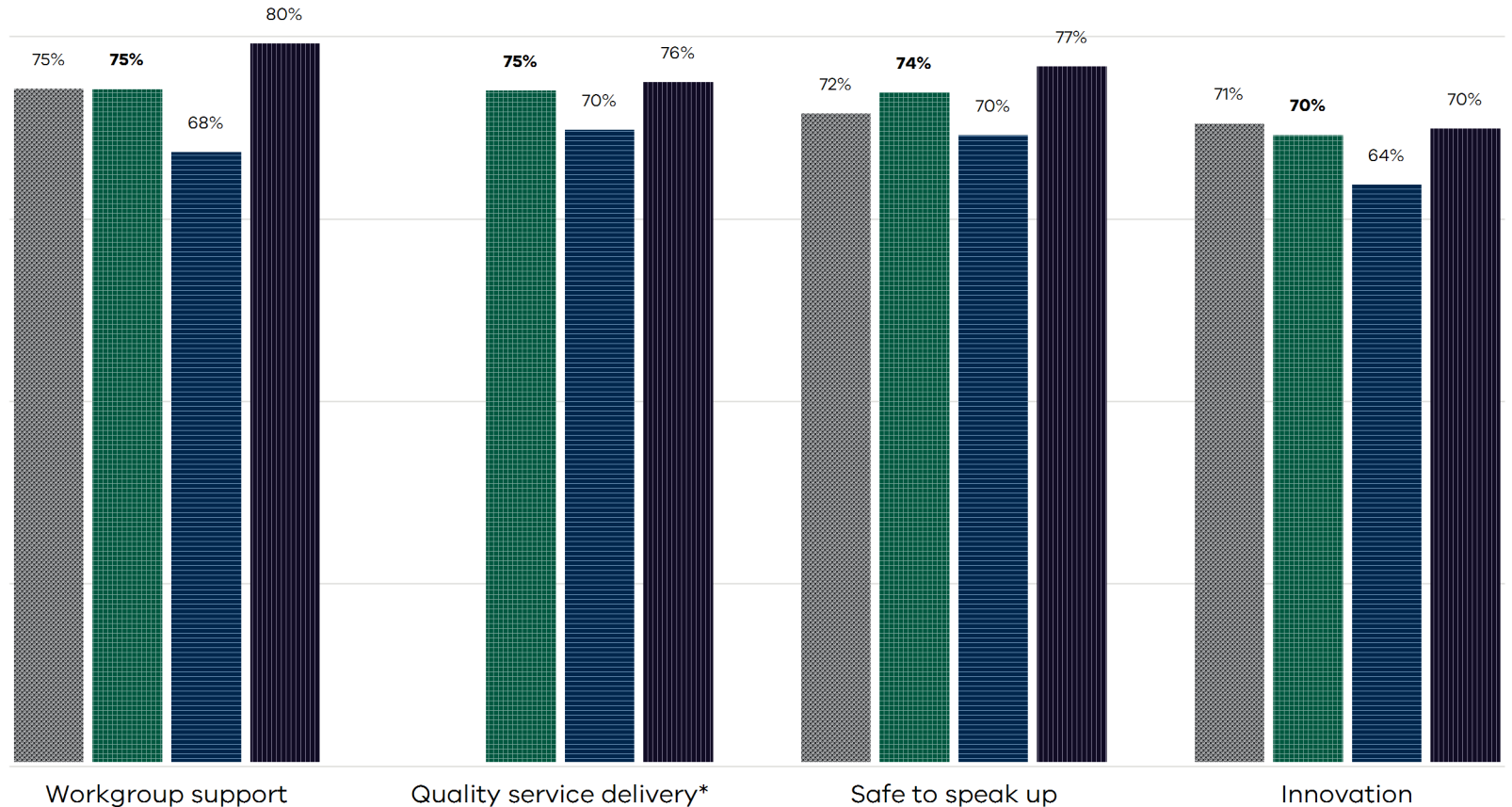
Chart data:

Factor	You 2021	You 2022	Comparator 2022	Public sector 2022
Workgroup support	75%	75%	68%	80%
Quality service delivery*		75%	70%	76%
Safe to speak up	72%	74%	70%	77%
Innovation	71%	70%	64%	70%

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

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

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

78% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.
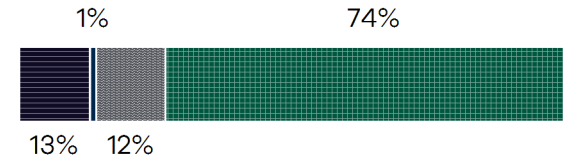
Survey question	Your results		Benchmark agree results			
			You		**Comparator**	
			2021	2022	Lowest	Average	Highest

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

Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup provides high quality advice and services	78% (5% / 16%)	Not asked	78 %	68 %	76 %	82 %
My workgroup has clear lines of responsibility	76% (12% / 12%)	73 %	76 %	59 %	73 %	85 %
My workgroup acts fairly and without bias	74% (13% / 12% / 1%)	Not asked	74 %	59 %	66 %	73 %
My workgroup uses its resources well	70% (9% / 20% / 1%)	Not asked	70 %	51 %	66 %	73 %

Victorian Public Sector Commission

VICTORIA State Government

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.
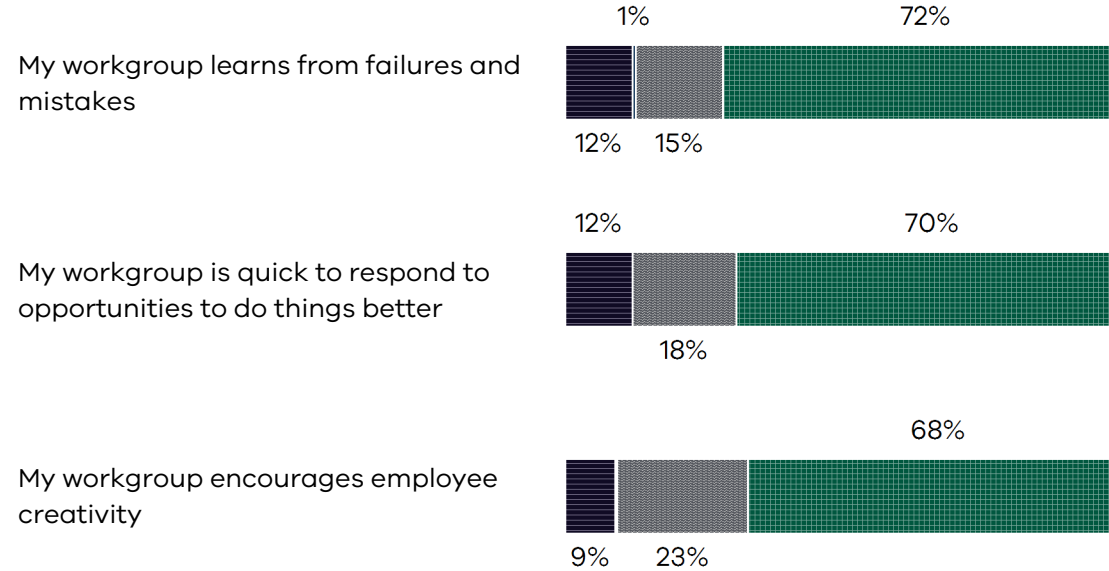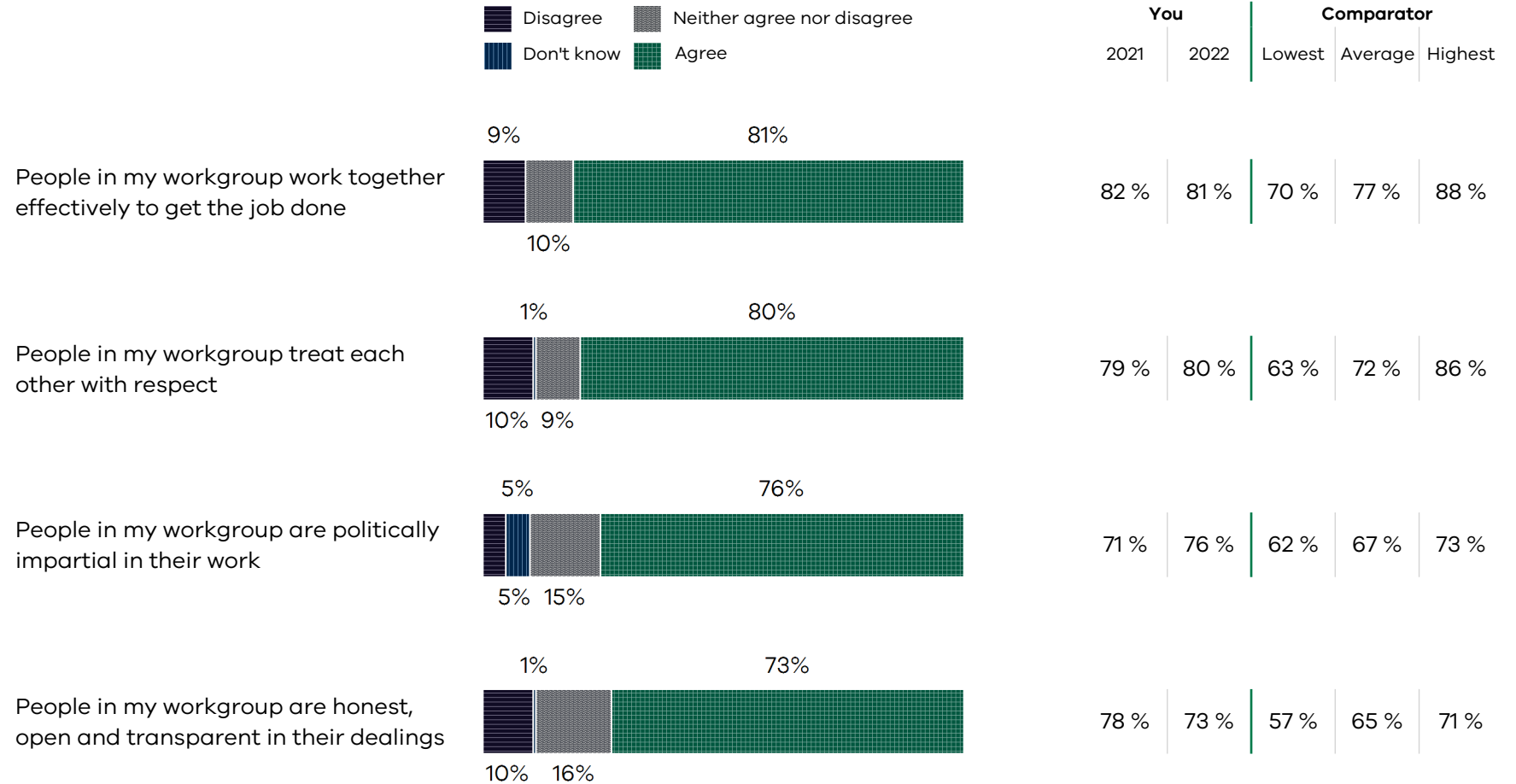
Example

72% of your staff who did the survey agreed or strongly agreed with 'My workgroup learns from failures and mistakes'.

Survey question	Your results			Benchmark agree results				
				You		**Comparator**		
				2021	2022	Lowest	Average	Highest
My workgroup learns from failures and mistakes	1% / 72% / 12% / 15%			73 %	72 %	55 %	66 %	72 %
My workgroup is quick to respond to opportunities to do things better	12% / 70% / 18%			75 %	70 %	57 %	65 %	69 %
My workgroup encourages employee creativity	68% / 9% / 23%			64 %	68 %	57 %	62 %	67 %

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

Victorian Public Sector Commission

VICTORIA State Government

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.

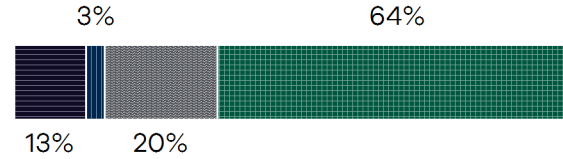Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

81% 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 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup work together effectively to get the job done	9% / 10% / 81%	82 %	81 %	70 %	77 %	88 %
People in my workgroup treat each other with respect	10% / 1% / 9% / 80%	79 %	80 %	63 %	72 %	86 %
People in my workgroup are politically impartial in their work	5% / 5% / 15% / 76%	71 %	76 %	62 %	67 %	73 %
People in my workgroup are honest, open and transparent in their dealings	10% / 1% / 16% / 73%	78 %	73 %	57 %	65 %	71 %

Victorian Public Sector Commission

VICTORIA State Government

Workgroup climate

Workgroup support 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

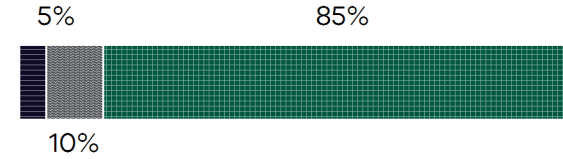64% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.

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

People in my workgroup appropriately manage conflicts of interest

13% | 3% | 20% | 64%

| | You | | Comparator | |
	2021	2022	Lowest	Average	Highest
	64 %	64 %	47 %	58 %	63 %

Victorian Public Sector Commission

VICTORIA State Government
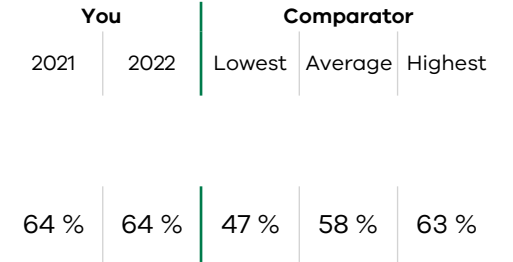
Workgroup climate

Safe to speak up

What this is

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

Why this is important

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

How to read this

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

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

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

Example

85% of your staff who did the survey agreed or strongly agreed with 'I feel culturally safe at work'.
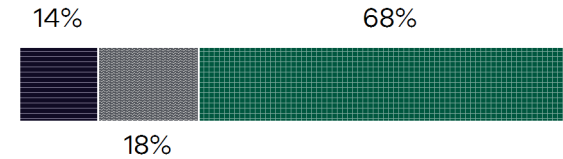
Survey question	Your results						

Your results

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

Benchmark agree results

Survey question		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I feel culturally safe at work	5% / 10% / 85%	82 %	85 %	68 %	83 %	89 %
I feel safe to challenge inappropriate behaviour at work	17% / 13% / 70%	58 %	70 %	53 %	64 %	69 %
People in my workgroup are able to bring up problems and tough issues	14% / 18% / 68%	76 %	68 %	54 %	63 %	69 %

Victorian Public Sector Commission

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People matter survey

wellbeing check 2022

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- Bullying
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Key differences

- Highest scoring
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- Biggest positive difference from comparator
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Custom questions

- Questions requested by your organisation

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- Age, gender, variations in sex characteristics and sexual orientation
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- Disability
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- Employment
- Adjustments
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- Categories
- Primary role

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.

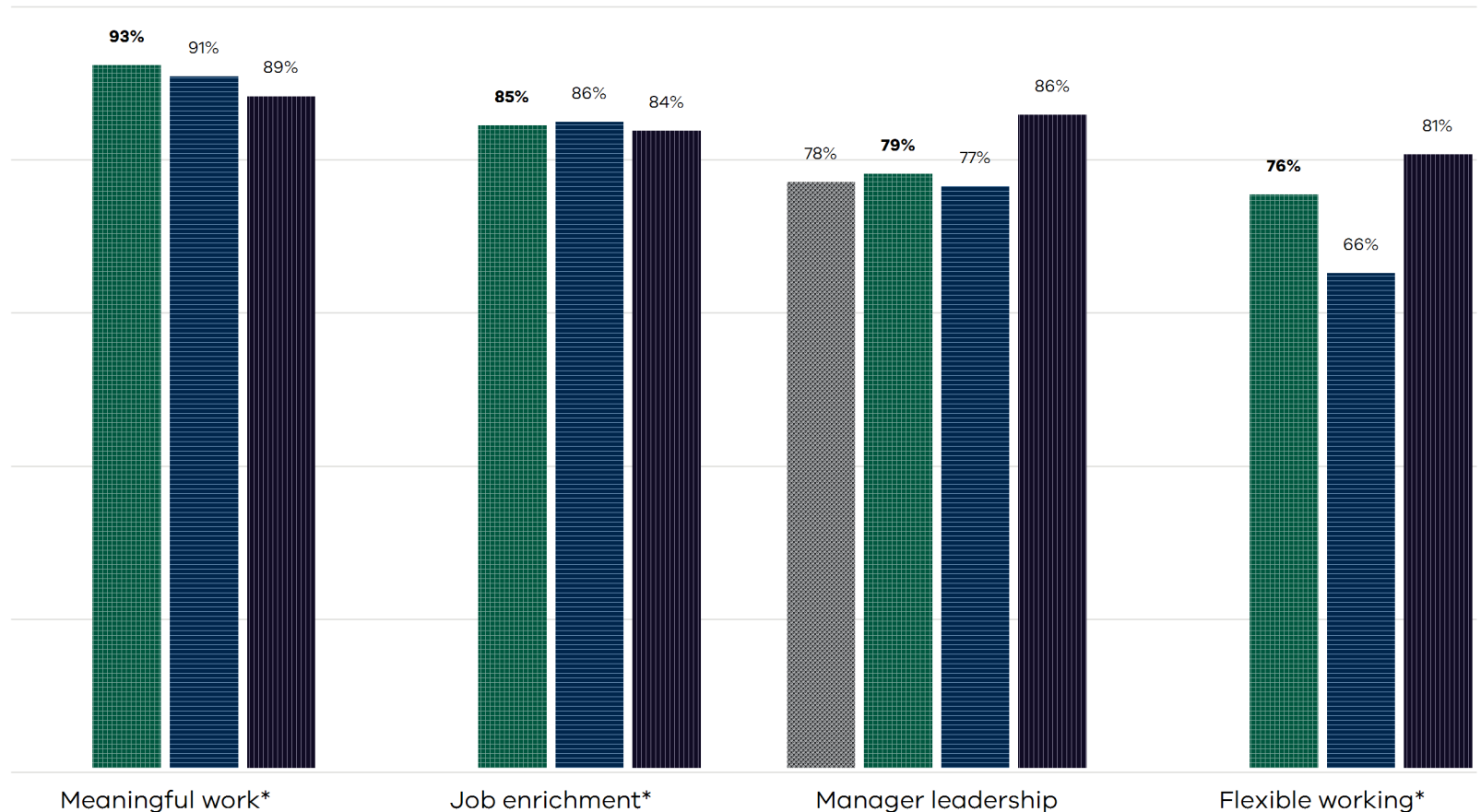Each result is the overall percentage of positive responses for your organisation, comparator and public sector.
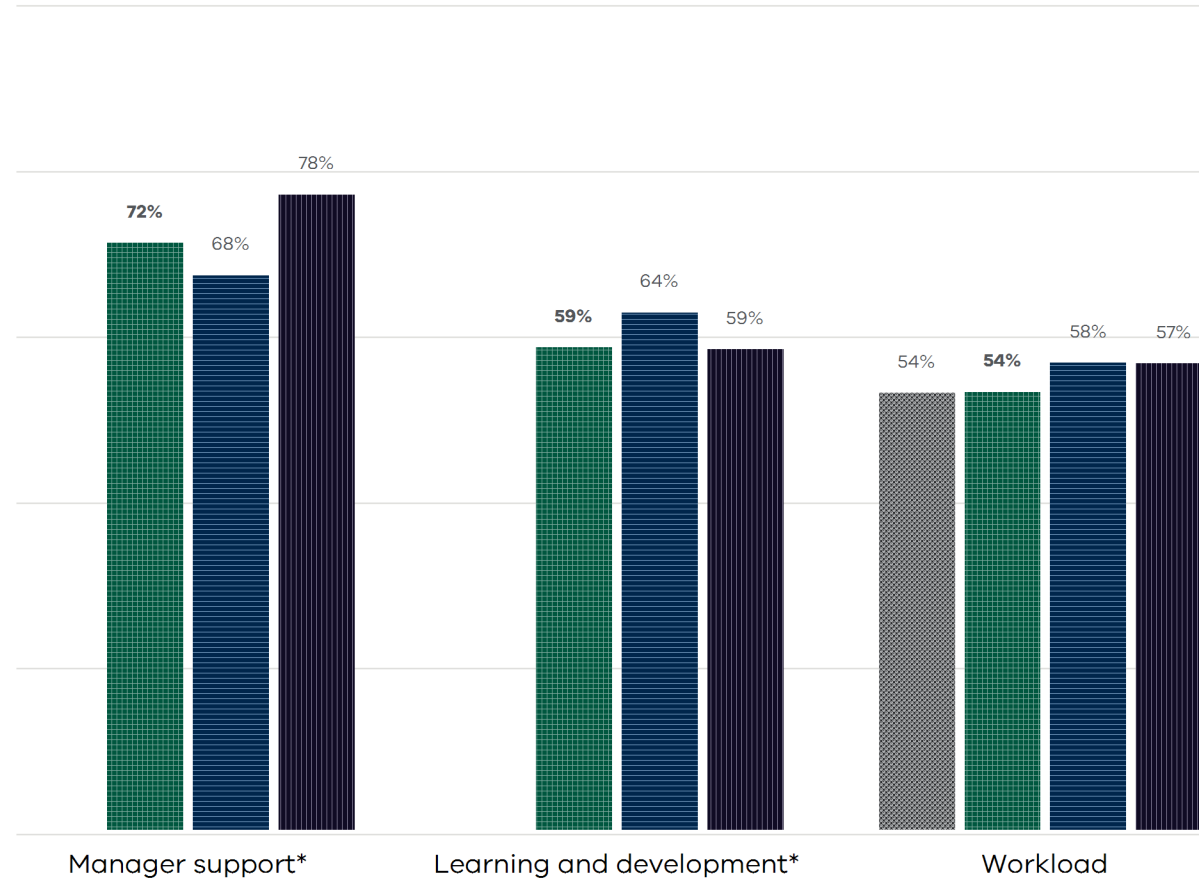
Example

In 2022:

- 93% of your staff who did the survey responded positively to questions about Meaningful work.

Compared to:

- 91% of staff at your comparator and 89% of staff across the public sector.

Chart data:

	You 2021	You 2022	Comparator 2022	Public sector 2022
Meaningful work*		93%	91%	89%
Job enrichment*		85%	86%	84%
Manager leadership	78%	79%	77%	86%
Flexible working*		76%	66%	81%

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

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

Job and manager factors

Scorecard 2 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:

- 72% of your staff who did the survey responded positively to questions about Manager support.

Compared to:

- 68% of staff at your comparator and 78% of staff across the public sector.

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

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

Chart data:
- Manager support*: You 2022 72%, Comparator 2022 68%, Public sector 2022 78%
- Learning and development*: You 2022 59%, Comparator 2022 64%, Public sector 2022 59%
- Workload: You 2021 54%, You 2022 54%, Comparator 2022 58%, Public sector 2022 57%

Job and manager factors

Manager leadership

What this is

This is how well staff perceive their direct managers lead.

Why this is important

Great managers can foster the right environment for staff engagement.

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

How to read this

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

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

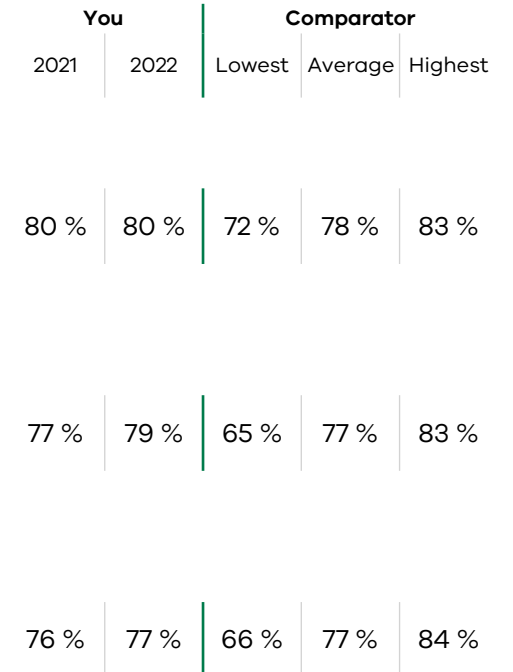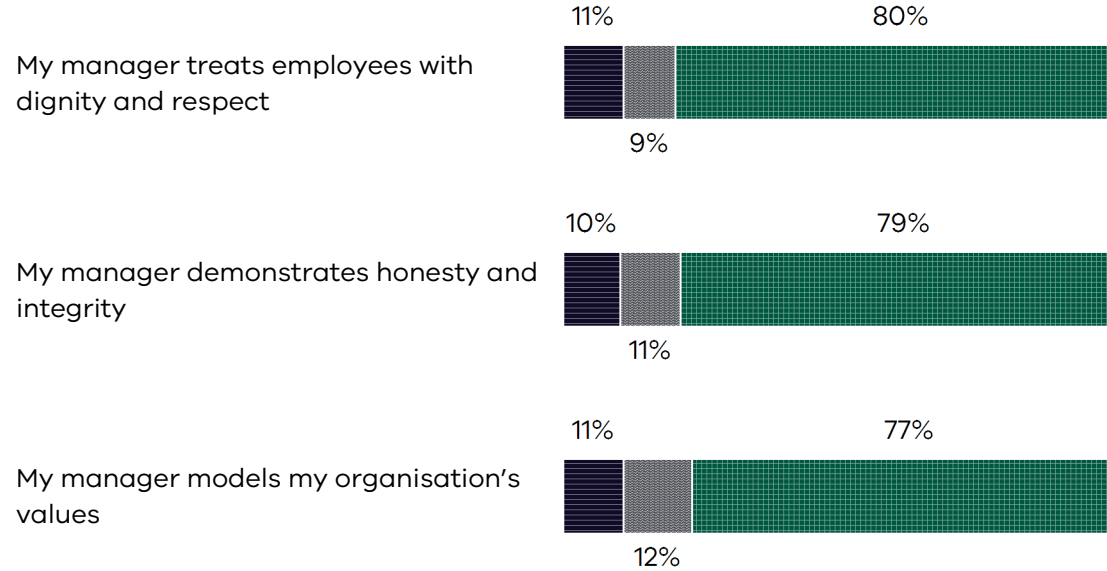Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

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

| Survey question | Your results | Benchmark agree results |

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

Survey question	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager treats employees with dignity and respect (11% / 80% / 9%)	80 %	80 %	72 %	78 %	83 %
My manager demonstrates honesty and integrity (10% / 79% / 11%)	77 %	79 %	65 %	77 %	83 %
My manager models my organisation's values (11% / 77% / 12%)	76 %	77 %	66 %	77 %	84 %

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Manager support 1 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.
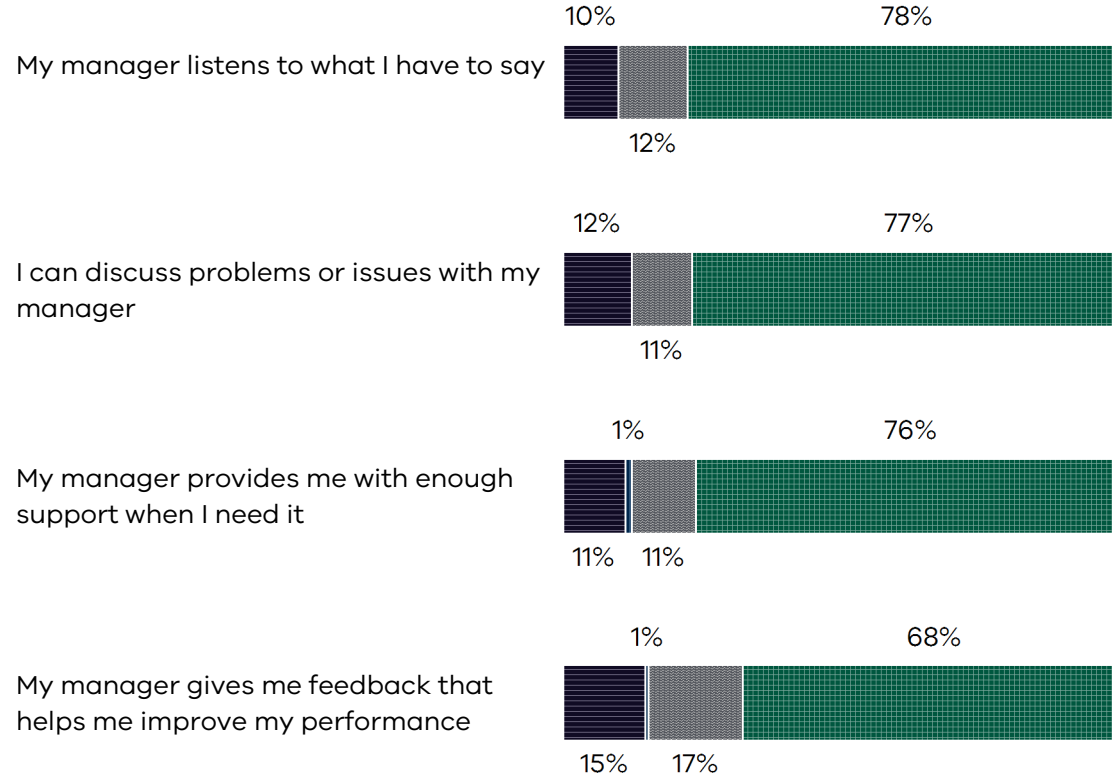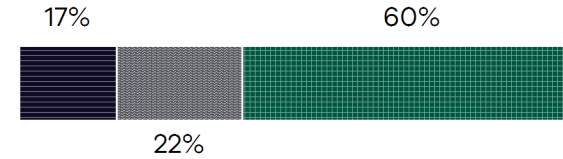
Example

78% of your staff who did the survey agreed or strongly agreed with 'My manager listens to what I have to say'.

Survey question	Your results	Benchmark agree results

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

Survey question		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager listens to what I have to say	10% / 12% / 78%	76 %	78 %	66 %	74 %	79 %
I can discuss problems or issues with my manager	12% / 11% / 77%	Not asked	77 %	64 %	73 %	78 %
My manager provides me with enough support when I need it	11% / 1% / 11% / 76%	72 %	76 %	64 %	72 %	77 %
My manager gives me feedback that helps me improve my performance	15% / 1% / 17% / 68%	Not asked	68 %	51 %	65 %	72 %

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

60% of your staff who did the survey agreed or strongly agreed with 'I receive meaningful recognition when I do good work'.
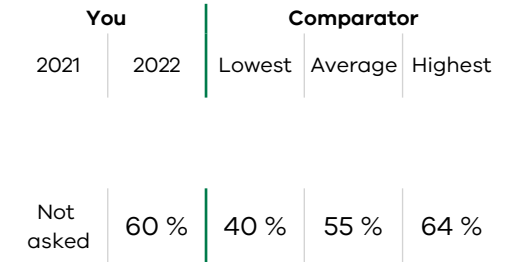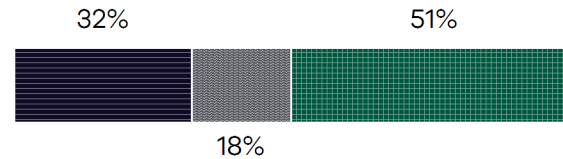
Survey question

Your results

	Disagree		Neither agree nor disagree
	Don't know		Agree

I receive meaningful recognition when I do good work

17%   60%

22%

Benchmark agree results

	You		Comparator		
	2021	2022	Lowest	Average	Highest
	Not asked	60 %	40 %	55 %	64 %

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Workload

What this is

This is how staff feel about workload and time pressure.

Why this is important

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

How to read this

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

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

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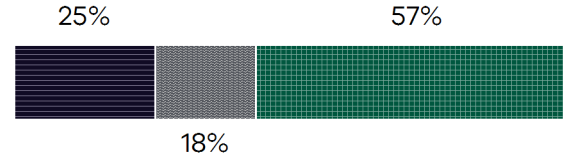
Example

57% 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

	You		Comparator		
	2021	2022	Lowest	Average	Highest

Legend: ■ Disagree ▨ Neither agree nor disagree ▦ Agree

The workload I have is appropriate for the job that I do
- Disagree: 25%
- Neither: 18%
- Agree: 57%

Benchmark: You 2021: 57 %, You 2022: 57 %, Lowest: 51 %, Average: 59 %, Highest: 64 %

I have enough time to do my job effectively
- Disagree: 32%
- Neither: 18%
- Agree: 51%

Benchmark: You 2021: 51 %, You 2022: 51 %, Lowest: 47 %, Average: 56 %, Highest: 61 %

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.
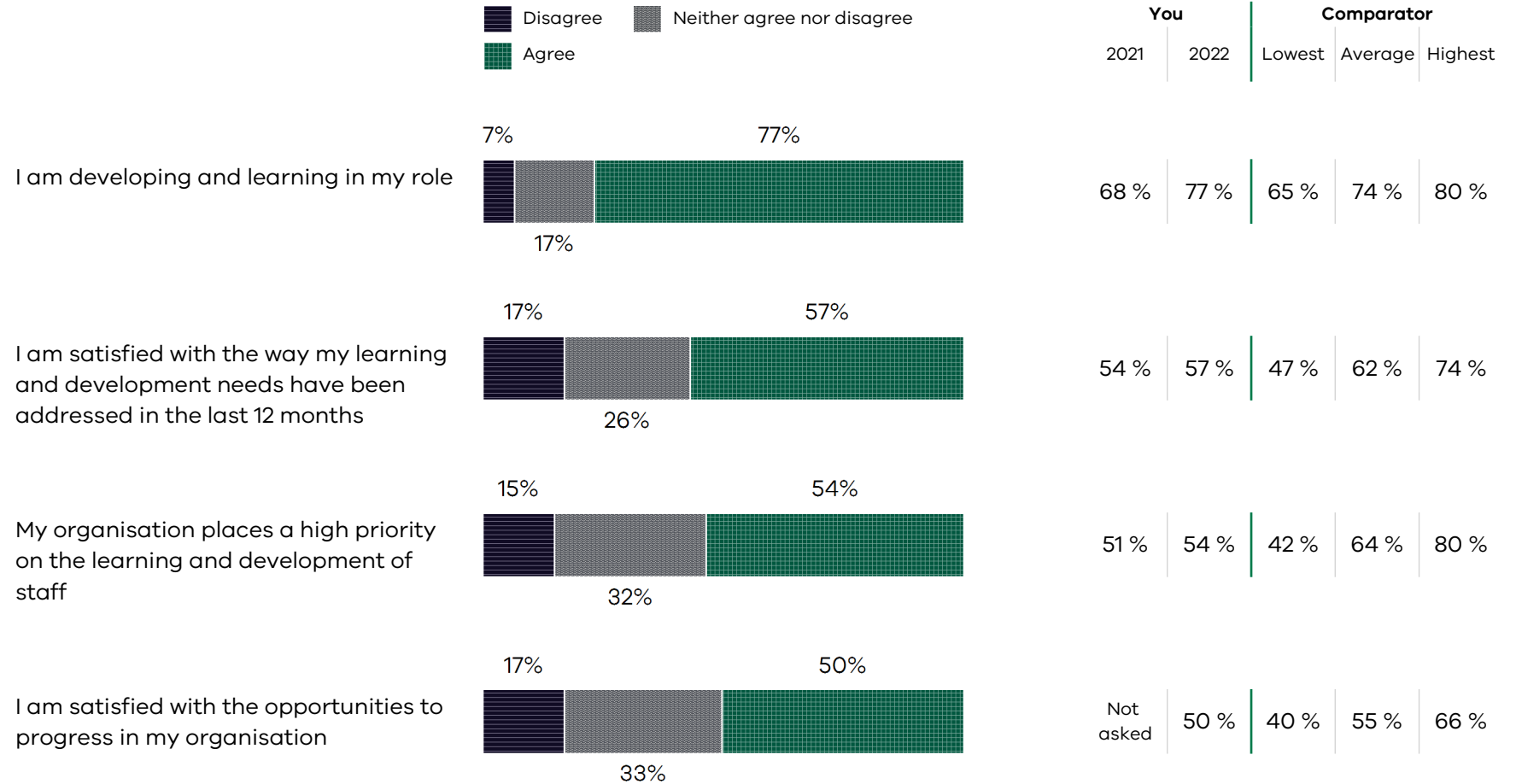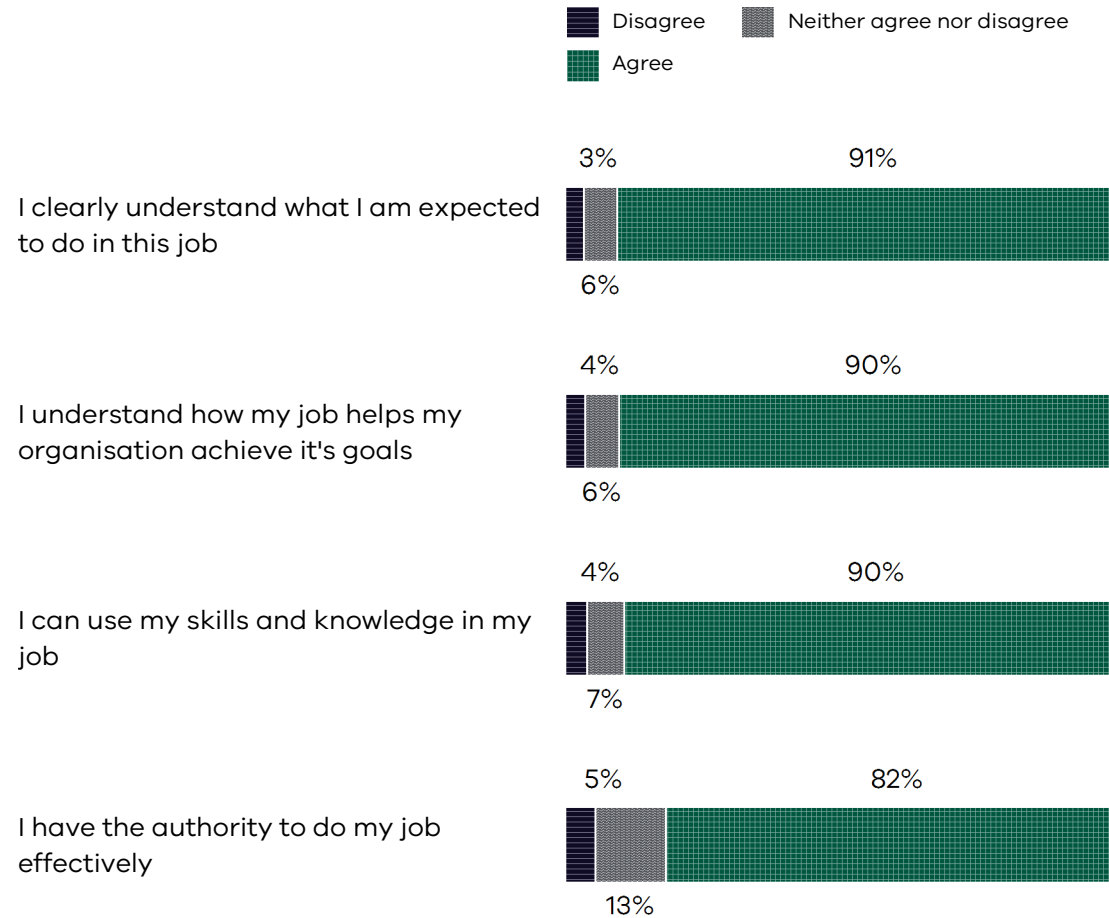
Example

77% of your staff who did the survey agreed or strongly agreed with 'I am developing and learning in my role'.

Legend: ■ Disagree ▦ Neither agree nor disagree ▣ Agree

Survey question	Your results (Disagree / Neither / Agree)	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I am developing and learning in my role	7% / 17% / 77%	68 %	77 %	65 %	74 %	80 %
I am satisfied with the way my learning and development needs have been addressed in the last 12 months	17% / 26% / 57%	54 %	57 %	47 %	62 %	74 %
My organisation places a high priority on the learning and development of staff	15% / 32% / 54%	51 %	54 %	42 %	64 %	80 %
I am satisfied with the opportunities to progress in my organisation	17% / 33% / 50%	Not asked	50 %	40 %	55 %	66 %

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Job enrichment 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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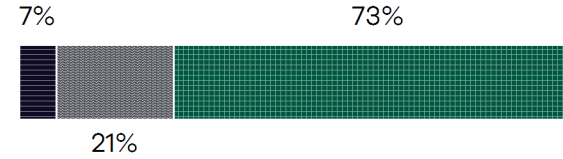
Example

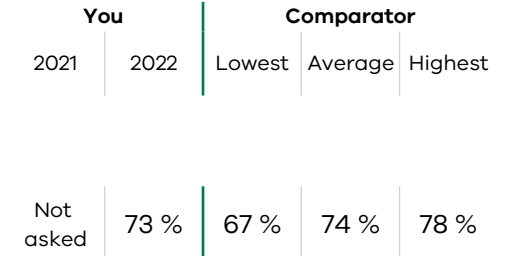91% of your staff who did the survey agreed or strongly agreed with 'I clearly understand what I am expected to do in this job'.

Survey question	Your results	Benchmark agree results				
		You		**Comparator**		
		2021	2022	Lowest	Average	Highest
I clearly understand what I am expected to do in this job	3% / 91% / 6%	81 %	91 %	82 %	90 %	93 %
I understand how my job helps my organisation achieve it's goals	4% / 90% / 6%	Not asked	90 %	87 %	92 %	95 %
I can use my skills and knowledge in my job	4% / 90% / 7%	Not asked	90 %	87 %	91 %	93 %
I have the authority to do my job effectively	5% / 82% / 13%	79 %	82 %	71 %	81 %	86 %

Legend: Disagree · Neither agree nor disagree · Agree

Victorian Public Sector Commission · VICTORIA State Government

Job and manager factors

Job enrichment 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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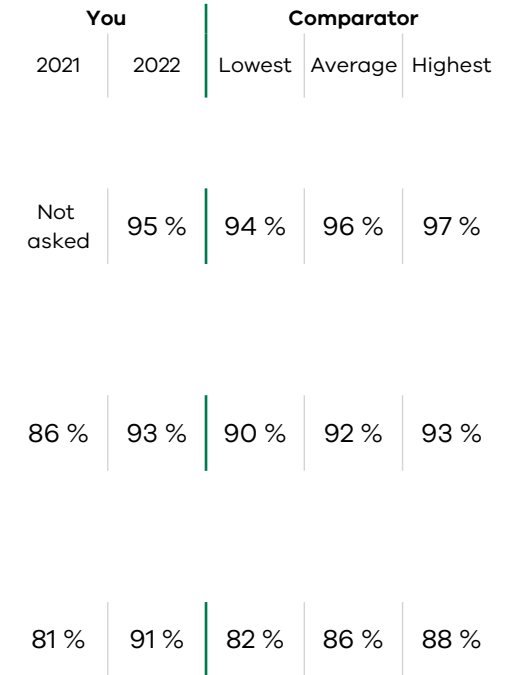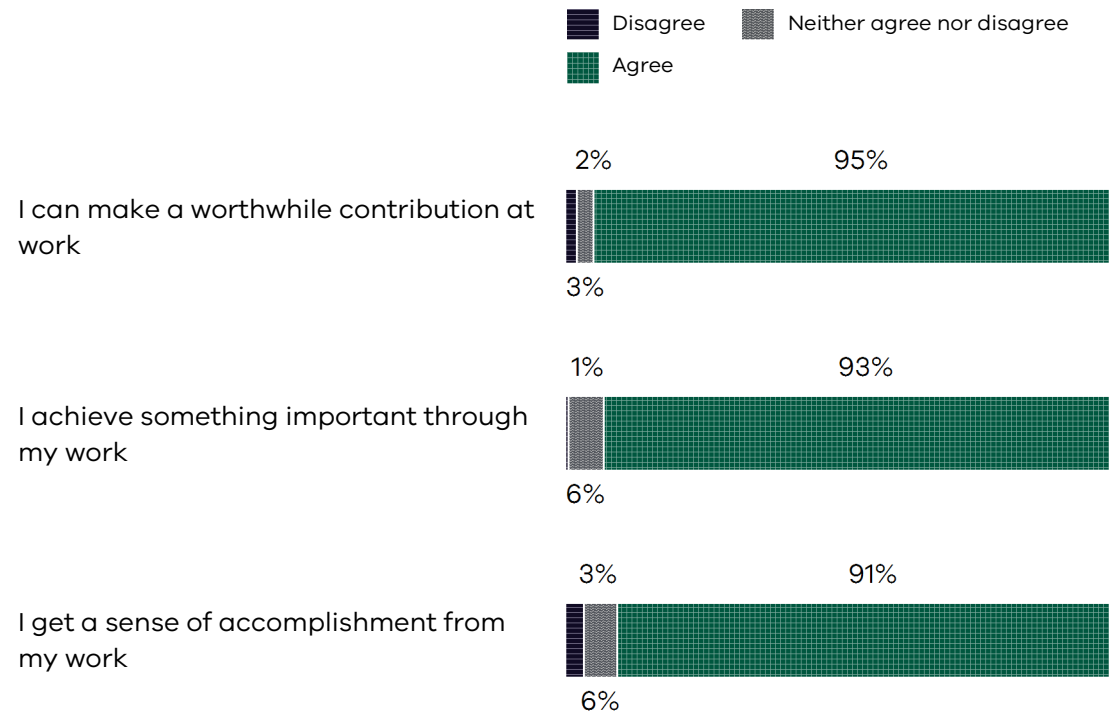
Example

73% of your staff who did the survey agreed or strongly agreed with 'I have a say in how I do my work'.

Survey question

I have a say in how I do my work

Your results

■ Disagree   ▨ Neither agree nor disagree
▨ Agree

7%   73%

21%

Benchmark agree results

	You		Comparator		
	2021	2022	Lowest	Average	Highest
	Not asked	73 %	67 %	74 %	78 %

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Meaningful work

What this is

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

Why this is important

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

How to read this

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

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

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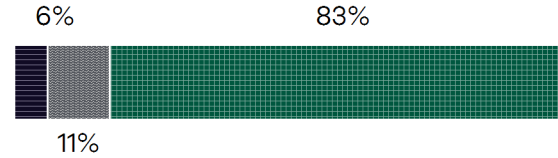
Example

95% 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% 95%
3%

I achieve something important through my work
1% 93%
6%

I get a sense of accomplishment from my work
3% 91%
6%

Benchmark agree results

Survey question	You		Comparator		
	2021	2022	Lowest	Average	Highest
I can make a worthwhile contribution at work	Not asked	95 %	94 %	96 %	97 %
I achieve something important through my work	86 %	93 %	90 %	92 %	93 %
I get a sense of accomplishment from my work	81 %	91 %	82 %	86 %	88 %

Job and manager factors

Flexible working

What this is

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

Why this is important

Supporting flexible working can improve employee wellbeing.

How to read this

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

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

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

Example

83% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree
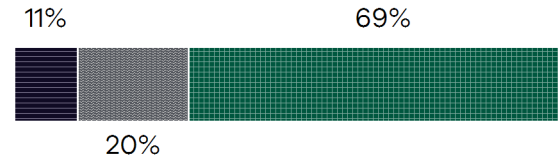
Survey question		You		Comparator		
		2021	2022	Lowest	Average	Highest
My manager supports working flexibly	6% / 11% / 83%	Not asked	83 %	66 %	69 %	72 %
I am confident that if I requested a flexible work arrangement, it would be given due consideration	11% / 20% / 69%	65 %	69 %	55 %	62 %	70 %

People matter survey
wellbeing check 2022

Have your say

Overview

Report overview

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

Result summary

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

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

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Custom questions

- Questions requested by your organisation

Demographics

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

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

Scorecard 1 of 2

What this is

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

Why this is important

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

How to read this

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

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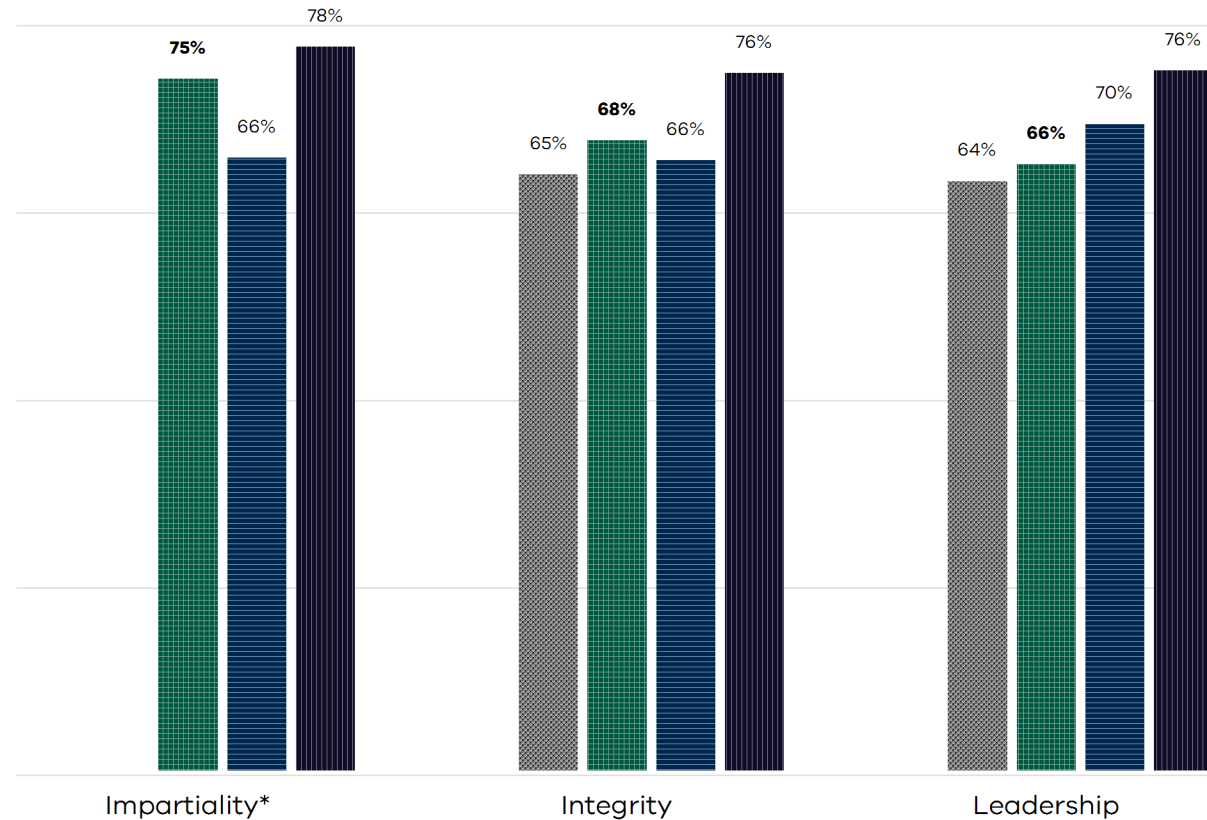
Example

In 2022:

- 83% of your staff who did the survey responded positively to questions about Human rights , which is up 3% in 2021.

Compared to:

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

Human rights: 81%, 83%, 83%, 83%
Responsiveness*: 78%, 76%, 83%
Accountability*: 76%, 76%, 76%
Respect: 75%, 75%, 72%, 82%

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

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

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:

- 75% of your staff who did the survey responded positively to questions about Impartiality .

Compared to:

- 66% of staff at your comparator and 78% of staff across the public sector.

	Impartiality*	Integrity	Leadership
You 2021		65%	64%
You 2022	75%	68%	66%
Comparator 2022	66%	66%	70%
Public sector 2022	78%	76%	76%

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

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

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.
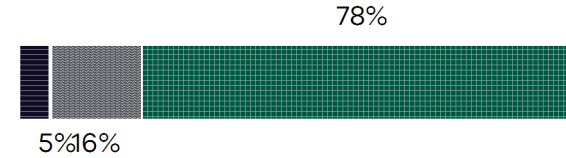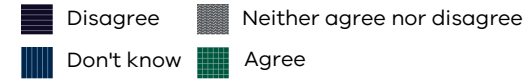
Example

78% of staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.
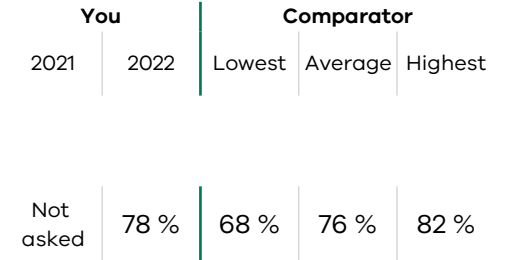
	Disagree		Neither agree nor disagree
	Don't know		Agree

My workgroup provides high quality advice and services

78%

5% 16%

	You		Comparator		
2021	2022		Lowest	Average	Highest
Not asked	78 %		68 %	76 %	82 %

Public sector values

Integrity 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

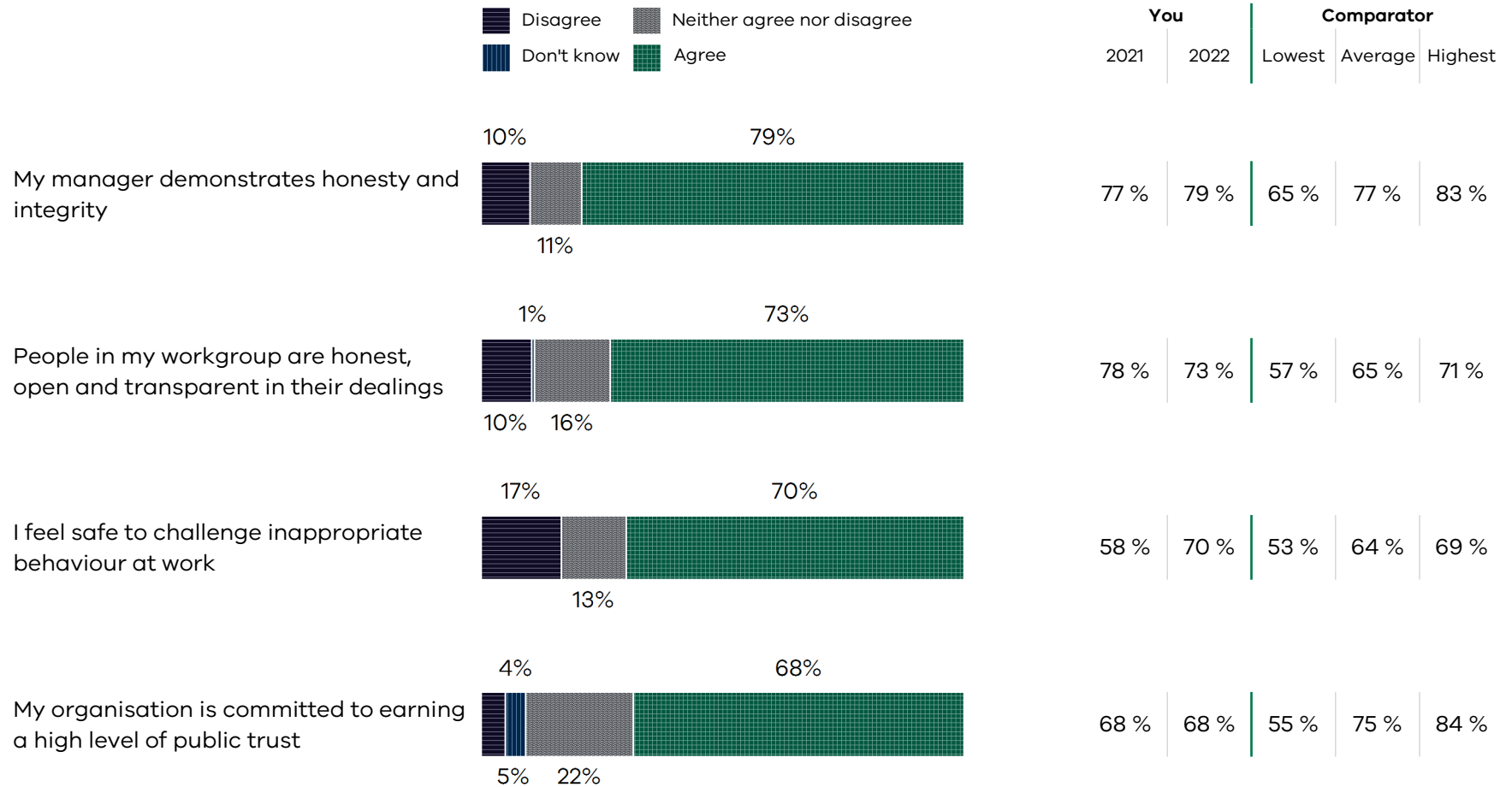Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

79% of staff who did the survey agreed or strongly agreed with 'My manager demonstrates honesty and integrity'.

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

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

Survey question	Disagree	Neither	Agree	You 2021	You 2022	Lowest	Average	Highest
My manager demonstrates honesty and integrity	10%	11%	79%	77 %	79 %	65 %	77 %	83 %
People in my workgroup are honest, open and transparent in their dealings	10%	16%	73% (1%)	78 %	73 %	57 %	65 %	71 %
I feel safe to challenge inappropriate behaviour at work	17%	13%	70%	58 %	70 %	53 %	64 %	69 %
My organisation is committed to earning a high level of public trust	4% / 5%	22%	68%	68 %	68 %	55 %	75 %	84 %

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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

Example

67% of staff who did the survey agreed or strongly agreed with 'My organisation does not tolerate improper conduct'.
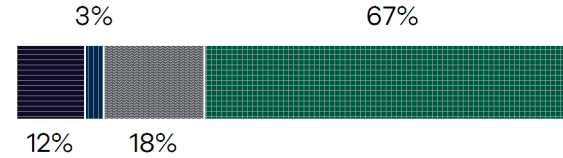
Survey question

Your results

Disagree	Neither agree nor disagree
Don't know	Agree

Benchmark agree results

	You		Comparator		
	2021	2022	Lowest	Average	Highest
My organisation does not tolerate improper conduct	61 %	67 %	40 %	65 %	80 %
People in my workgroup appropriately manage conflicts of interest	64 %	64 %	47 %	58 %	63 %
Senior leaders demonstrate honesty and integrity	47 %	57 %	32 %	60 %	74 %

My organisation does not tolerate improper conduct
- 3%
- 67%
- 12%
- 18%

People in my workgroup appropriately manage conflicts of interest
- 3%
- 64%
- 13%
- 20%
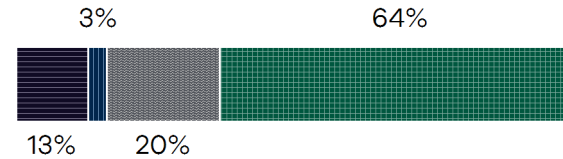
Senior leaders demonstrate honesty and integrity
- 5%
- 57%
- 12%
- 26%
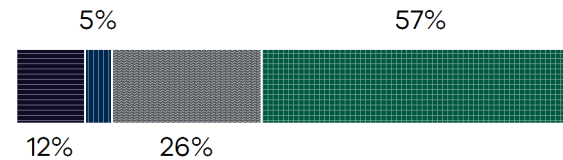
Public sector values

Impartiality

What this is

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

Why this is important

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

How to read this

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

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

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

Example

76% of staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.
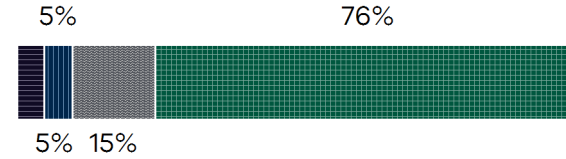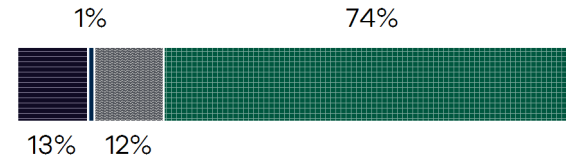
| Survey question | Your results | Benchmark agree results |

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

Survey question		You		Comparator		
		2021	2022	Lowest	Average	Highest
People in my workgroup are politically impartial in their work	5% / 5% / 15% / 76%	71 %	76 %	62 %	67 %	73 %
My workgroup acts fairly and without bias	13% / 1% / 12% / 74%	Not asked	74 %	59 %	66 %	73 %

Victorian Public Sector Commission

VICTORIA State Government

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.

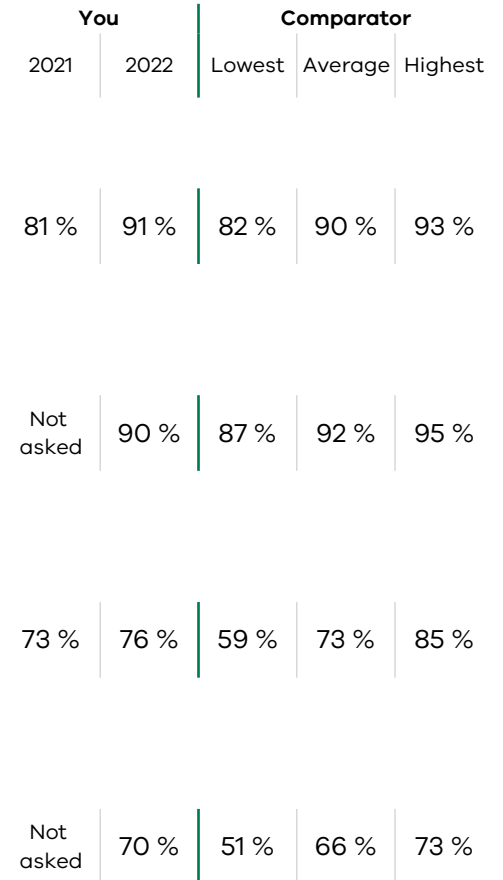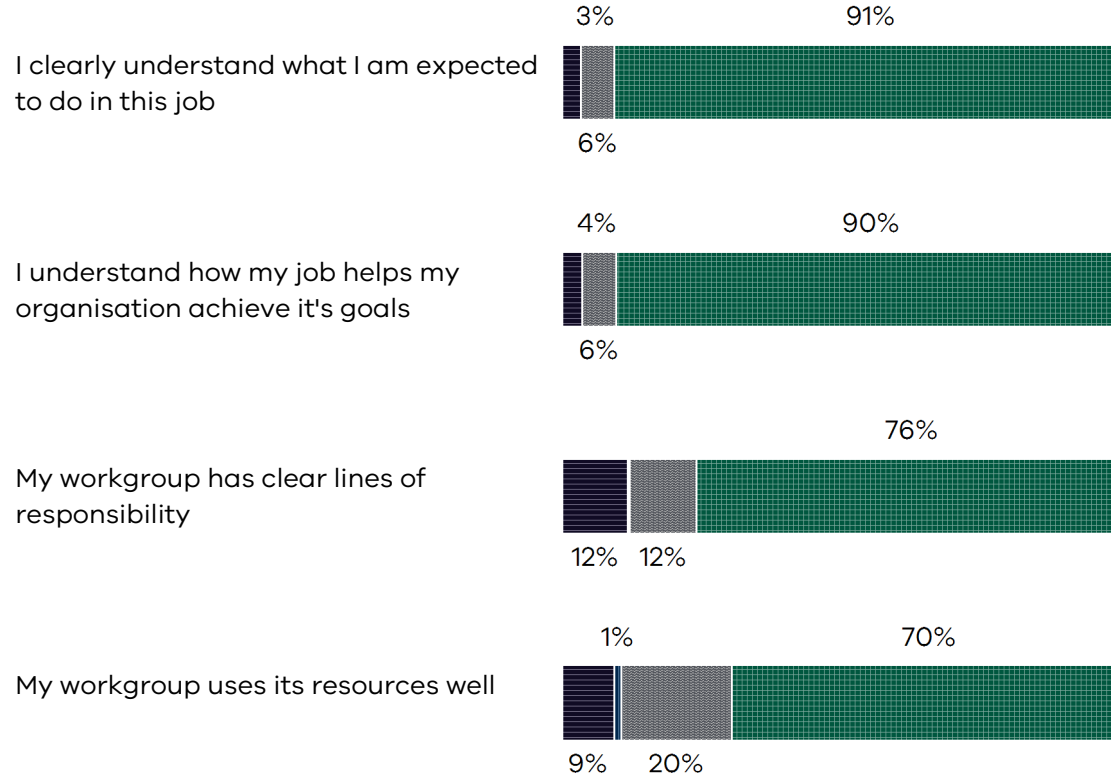Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

91% of staff who did the survey agreed or strongly agreed with 'I clearly understand what I am expected to do in this job'.

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

Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I clearly understand what I am expected to do in this job	3% / 91% / 6%	81 %	91 %	82 %	90 %	93 %
I understand how my job helps my organisation achieve it's goals	4% / 90% / 6%	Not asked	90 %	87 %	92 %	95 %
My workgroup has clear lines of responsibility	76% / 12% / 12%	73 %	76 %	59 %	73 %	85 %
My workgroup uses its resources well	1% / 70% / 9% / 20%	Not asked	70 %	51 %	66 %	73 %

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.

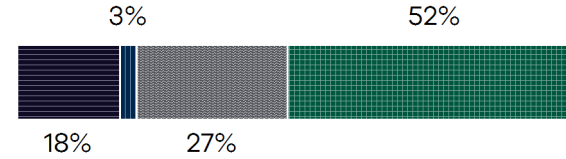Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

52% of staff who did the survey agreed or strongly agreed with 'Senior leaders provide clear strategy and direction'.
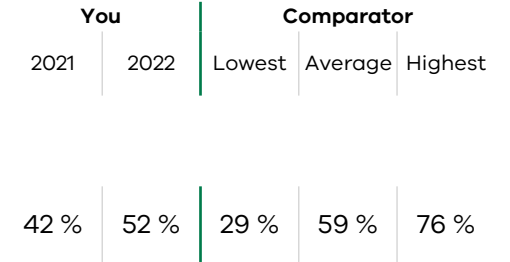
	Disagree		Neither agree nor disagree
	Don't know		Agree

Senior leaders provide clear strategy and direction

3%   52%

18%   27%

	You		Comparator		
2021	2022		Lowest	Average	Highest
42 %	52 %		29 %	59 %	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.
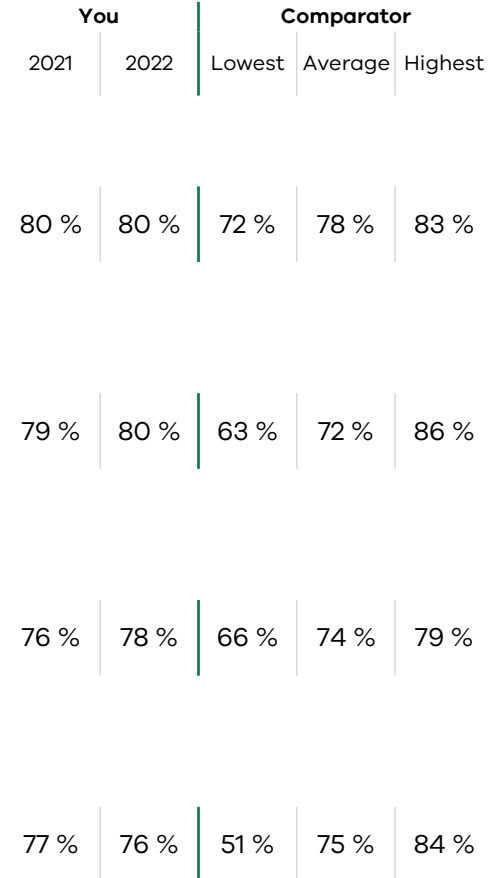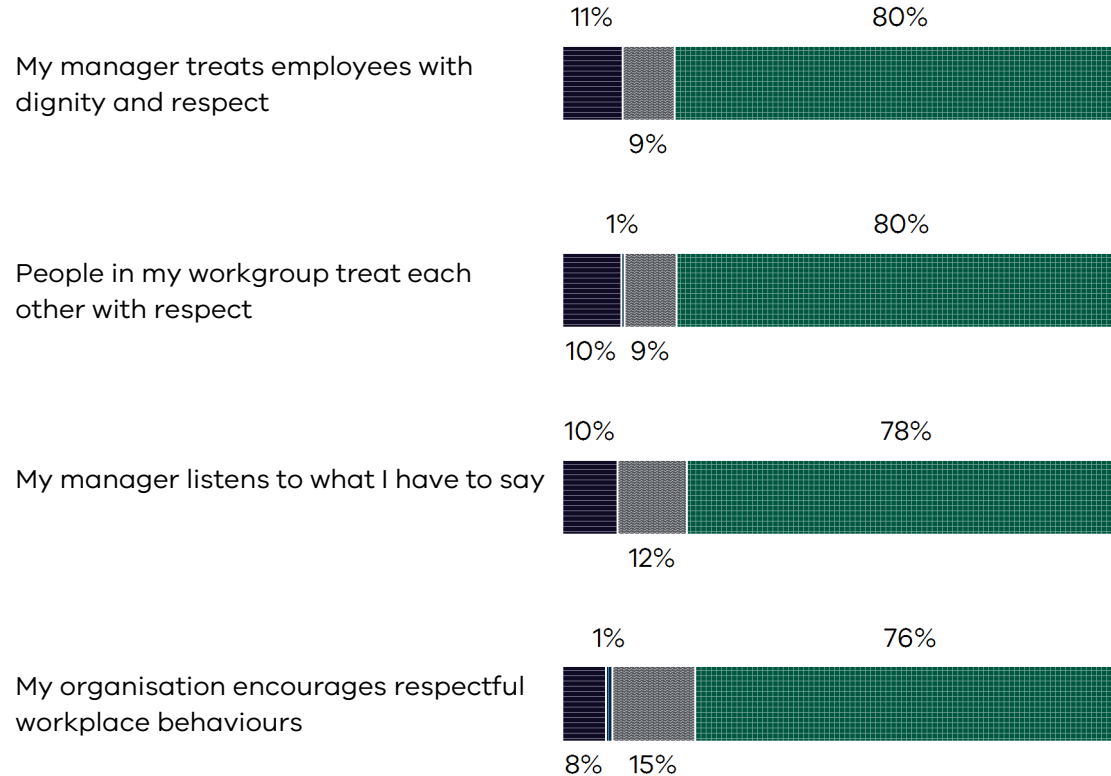
Example

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

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

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

Survey question	11% / 80% / 9%	2021	2022	Lowest	Average	Highest
My manager treats employees with dignity and respect	11% — 80% — 9%	80 %	80 %	72 %	78 %	83 %
People in my workgroup treat each other with respect	1% — 80% — 10% 9%	79 %	80 %	63 %	72 %	86 %
My manager listens to what I have to say	10% — 78% — 12%	76 %	78 %	66 %	74 %	79 %
My organisation encourages respectful workplace behaviours	1% — 76% — 8% 15%	77 %	76 %	51 %	75 %	84 %

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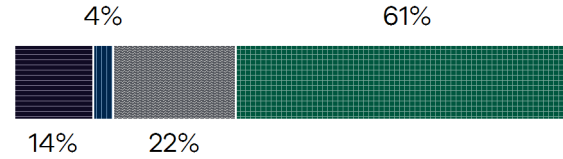
Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

61% of staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.
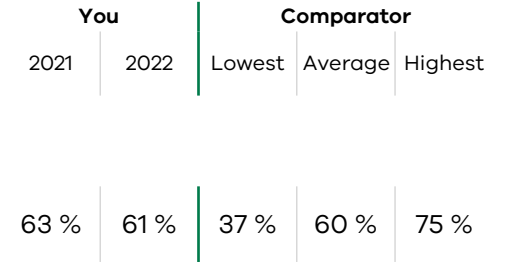
Survey question

Your results

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

My organisation takes steps to eliminate bullying, harassment and discrimination

4%
61%
14%
22%

Benchmark agree results

You		Comparator		
2021	2022	Lowest	Average	Highest
63 %	61 %	37 %	60 %	75 %

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.
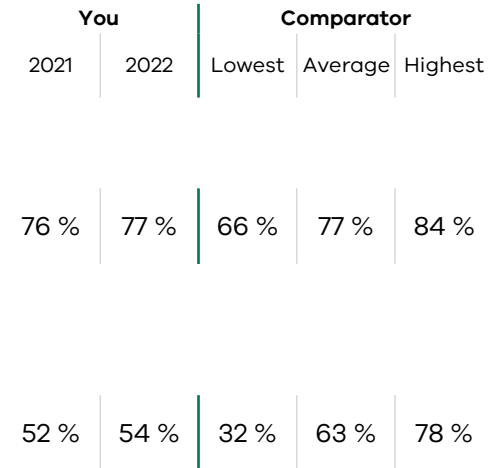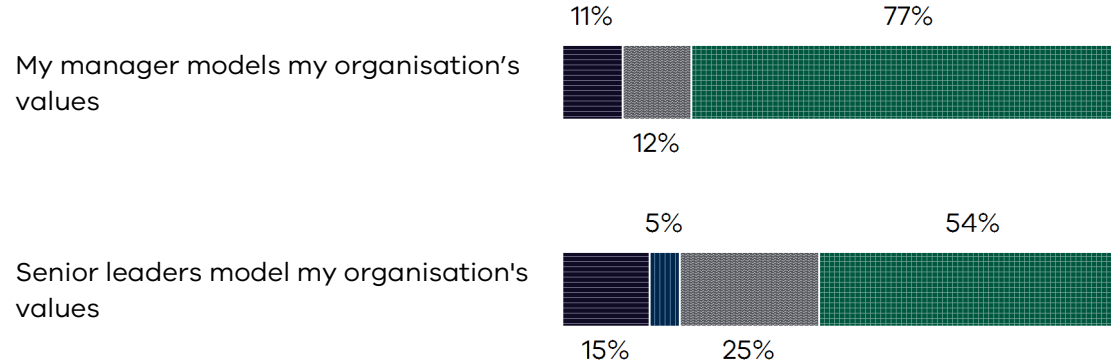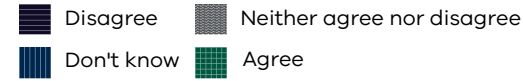
Example

77% 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

	You		**Comparator**		
	2021	2022	Lowest	Average	Highest
My manager models my organisation's values	76 %	77 %	66 %	77 %	84 %
Senior leaders model my organisation's values	52 %	54 %	32 %	63 %	78 %

Your results — My manager models my organisation's values: Disagree 11%, Neither agree nor disagree 12%, Agree 77%

Your results — Senior leaders model my organisation's values: Disagree 15%, Don't know 5%, Neither agree nor disagree 25%, Agree 54%

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.
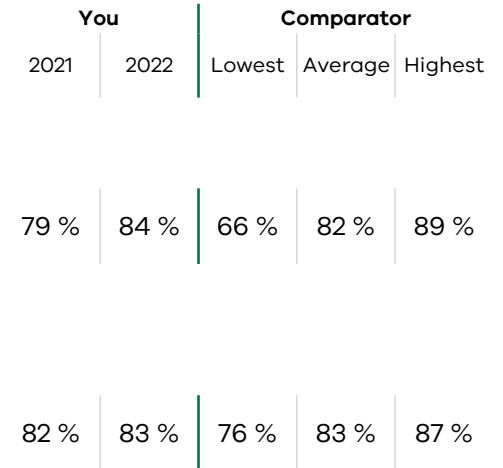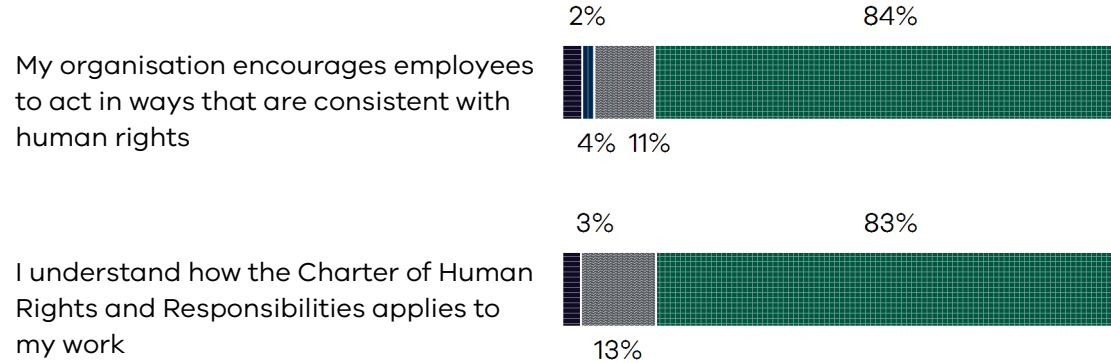
Example

84% of staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.

Survey question	Your results				

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

Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My organisation encourages employees to act in ways that are consistent with human rights	2% / 4% / 11% / 84%	79 %	84 %	66 %	82 %	89 %
I understand how the Charter of Human Rights and Responsibilities applies to my work	3% / 13% / 83%	82 %	83 %	76 %	83 %	87 %

People matter survey wellbeing check 2022

Have your say

Overview

Report overview

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

Result summary

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

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

Workgroup climate

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

Job and manager factors

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

Public sector values

- Scorecard
- Responsiveness
- Integrity
- Impartiality
- Accountability
- Respect
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Custom questions

- Questions requested by your organisation

Demographics

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

Custom questions

What this is

Your organisation asked 4 custom questions as part of the 2022 survey.
In this report, we've only included results for 3 custom questions, as your other custom question results contain sensitive information that only specific people in your organisation can see.

Why this is important

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

How to read this

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

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

Example

72% of staff who did the survey agreed or strongly agreed with 'I have participated in a connecting conversation with my manager/team leader in the last 12 months'.
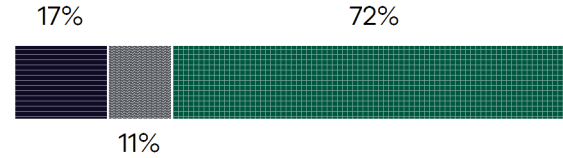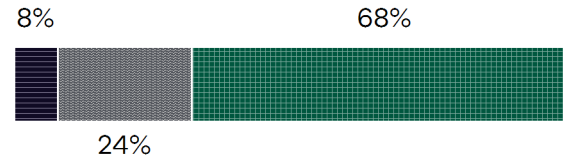
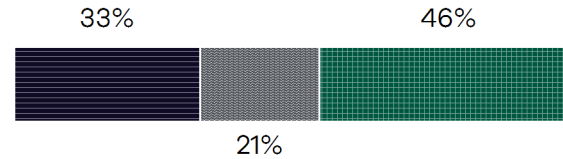| Survey question	Your results	Benchmark results

Legend: ■ Disagree ■ Neither agree nor disagree ■ Agree

You
	2021	2022

Survey question	Your results	2021	2022
I have participated in a connecting conversation with my manager/team leader in the last 12 months	17% / 11% / 72%	Not asked	72 %
I consider GSHS an employer of choice in the South Gippsland Region	8% / 24% / 68%	Not asked	68 %
Me or my team have participated in an Executive connecting session within my department in the last 12 months	33% / 21% / 46%	Not asked	46 %

People matter survey
wellbeing check 2022

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- Highest scoring
- Lowest scoring
- Most improved
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- Taking action questions

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Senior leadership

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- Meaningful work
- Flexible working

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

Custom questions

- Questions requested by your organisation

Demographics

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- 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	56	17%
35-54 years	148	44%
55+ years	107	32%
Prefer not to say	25	7%

How would you describe your gender?	(n)	%
Woman	275	82%
Man	37	11%
Prefer not to say	20	6%
Non-binary and I use a different term	4	1%

Are you trans, non-binary or gender diverse?	(n)	%
Yes	1	0%
No	311	93%
Prefer not to say	24	7%

To your knowledge, do you have innate variation(s) of sex characteristics (often called intersex)?*	(n)	%
Yes	1	0%
No	300	89%
Don't know	7	2%
Prefer not to say	28	8%

How do you describe your sexual orientation?	(n)	%
Straight (heterosexual)	283	84%
Prefer not to say	36	11%
Bisexual	4	1%
Gay or lesbian	4	1%
Pansexual	4	1%
Don't know	3	1%
I use a different term	2	1%

Demographics

Aboriginal and/or Torres Strait Islander employees

What this is

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

Why this is important

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

How to read this

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

How we protect anonymity and privacy

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Aboriginal and/or Torres Strait Islander	(n)	%
Yes	**3**	1%
Non Aboriginal and/or Torres Strait Islander	**320**	95%
Prefer not to say	**13**	4%

Victorian Public Sector Commission

VICTORIA State Government

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

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Do you identify as a person with a disability?

	(n)	%
Yes	**15**	4%
No	**308**	92%
Prefer not to say	**13**	4%

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

	(n)	%
Yes	**10**	67%
No	**4**	27%
Prefer not to say	**1**	7%

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.

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Country of birth	(n)	%
Born in Australia	**269**	80%
Not born in Australia	**46**	14%
Prefer not to say	**21**	6%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Other	**17**	55%
Mandarin	**5**	16%
Tamil	**4**	13%
Filipino	**2**	6%
Hindi	**2**	6%
Italian	**2**	6%
Cantonese	**1**	3%
French	**1**	3%
German	**1**	3%
Punjabi	**1**	3%
Sinhalese	**1**	3%
Tagalog	**1**	3%

Language other than English spoken with family or community	(n)	%
Yes	**31**	9%
No	**287**	85%
Prefer not to say	**18**	5%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Vietnamese	**1**	3%

Demographics

What this is

This is the cultural identity and religion of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

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Cultural identity	(n)	%
Australian	**273**	81%
English, Irish, Scottish and/or Welsh	**23**	7%
Prefer not to say	**18**	5%
East and/or South-East Asian	**9**	3%
European (including Western, Eastern and South-Eastern Europe, and Scandinavia)	**9**	3%
South Asian	**7**	2%
Other	**5**	1%
New Zealander	**3**	1%
Aboriginal and/or Torres Strait Islander	**3**	1%
North American	**1**	0%
African	**1**	0%
Central Asian	**1**	0%

Religion	(n)	%
No religion	**164**	49%
Christianity	**112**	33%
Prefer not to say	**37**	11%
Other	**11**	3%
Buddhism	**10**	3%
Hinduism	**2**	1%

Demographics

Employment characteristics 1 of 2

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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Working arrangement	(n)	%
Full-Time	53	16%
Part-Time	283	84%

Gross base salary (ongoing/fixed term only)	(n)	%
Below $65k	134	48%
$65k to $95k	69	25%
$95k to $125k	30	11%
$125k or more	10	4%
Prefer not to say	38	14%

Organisational tenure	(n)	%
<1 year	47	14%
1 to less than 2 years	39	12%
2 to less than 5 years	78	23%
5 to less than 10 years	62	18%
10 to less than 20 years	64	19%
More than 20 years	46	14%

Management responsibility	(n)	%
Non-manager	296	88%
Other manager	33	10%
Manager of other manager(s)	7	2%

Employment type	(n)	%
Ongoing and executive	246	73%
Other	55	16%
Fixed term	35	10%

Demographics

Employment characteristics 2 of 2

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

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Primary workplace location over the last 3 months	(n)	%
Rural	302	90%
Large regional city	24	7%
Other	6	2%
Melbourne: Suburbs	3	1%
Melbourne CBD	1	0%

What have been your main places of work over the last 3-months?	(n)	%
Your employer's office	108	32%
A frontline or service delivery location	187	56%
Home or private location	17	5%
A shared office space (where two or more organisations share the same workspace e.g. Gov hubs, suburban hubs etc.)	22	7%
Other	36	11%

Flexible work	(n)	%
Part-time	140	42%
No, I do not use any flexible work arrangements	108	32%
Flexible start and finish times	66	20%
Shift swap	63	19%
Using leave to work flexible hours	35	10%
Study leave	32	10%
Working more hours over fewer days	16	5%
Purchased leave	14	4%
Other	11	3%
Working from an alternative location (e.g. home, hub/shared work space)	11	3%
Job sharing	6	2%

Demographics

Adjustments

What this is

These are adjustments staff requested to perform in their role.

Why this is important

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

How to read this

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

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

How we protect anonymity and privacy

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Have you requested any of the following adjustments at work?*	(n)	%
No, I have not requested adjustments	241	72%
Flexible working arrangements	63	19%
Physical modifications or improvements to the workplace	37	11%
Job redesign or role sharing	11	3%
Career development support strategies	7	2%
Other	5	1%
Accessible communications technologies	3	1%

Why did you make this request?	(n)	%
Health	41	43%
Work-life balance	30	32%
Family responsibilities	26	27%
Caring responsibilities	19	20%
Other	13	14%
Study commitments	8	8%
Disability	4	4%

What was your experience with making the request?	(n)	%
The adjustments I needed were made and the process was satisfactory	65	68%
The adjustments I needed were made but the process was unsatisfactory	16	17%
The adjustments I needed were not made	14	15%

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	122	36%
Primary school aged child(ren)	81	24%
Secondary school aged child(ren)	68	20%
Frail or aged person(s)	56	17%
Preschool aged child(ren)	33	10%
Child(ren) - younger than preschool age	28	8%
Person(s) with a medical condition	28	8%
Person(s) with a mental illness	22	7%
Person(s) with disability	21	6%
Prefer not to say	17	5%
Other	11	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	**152**	45%
Management, Administration and Corporate support	**52**	15%
Allied health professional	**41**	12%
Support services	**40**	12%
Personal service worker	**31**	9%
Other health professional	**17**	5%
Lived experience specific worker	**3**	1%

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.

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Which of the following best describes the primary operational area in which you work?	(n)	%
Hospital-based services	231	69%
Corporate services	11	3%
Community-based services	94	28%

Is your primary work role in one of the following areas?	(n)	%
Aged care	104	31%
Critical care	2	1%
Drug and alcohol	3	1%
Emergency	3	1%
Maternity care	12	4%
Medical	34	10%
Mixed medical/surgical	22	7%
Palliative care	5	1%
Paediatrics	4	1%
Peri-operative	9	3%
Rehabilitation	5	1%
Surgical	5	1%
Other	78	23%
Administration	50	15%

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