



**People matter survey**

**wellbeing check 2022**

**Have your say**

# People matter survey

## wellbeing check 2022

Have your say

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

### About your report

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

### Report contents

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

### Comparing data in this report

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

This means you'll be able to compare about 75% 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.



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



## 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'.

Bendigo Kangan Institute

Box Hill Institute

Chisholm Institute

Gippsland Institute of TAFE

Gordon Institute of TAFE

Holmesglen Institute

Melbourne Polytechnic

South West Institute of TAFE

Sunraysia Institute of TAFE

William Angliss Institute of TAFE

Wodonga Institute of TAFE

## 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

87%

(428)

Comparator 60%  
Public Sector 39%

2022

82%

(429)

Comparator 65%  
Public Sector 52%

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## People outcomes

### Scorecard: employee engagement index

#### What this is

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

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

The weightings for each engagement response are:

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

#### Why this is important

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

2021

69

Comparator 68  
Public Sector 70

2022

68

Comparator 66  
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 68.

#### 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.

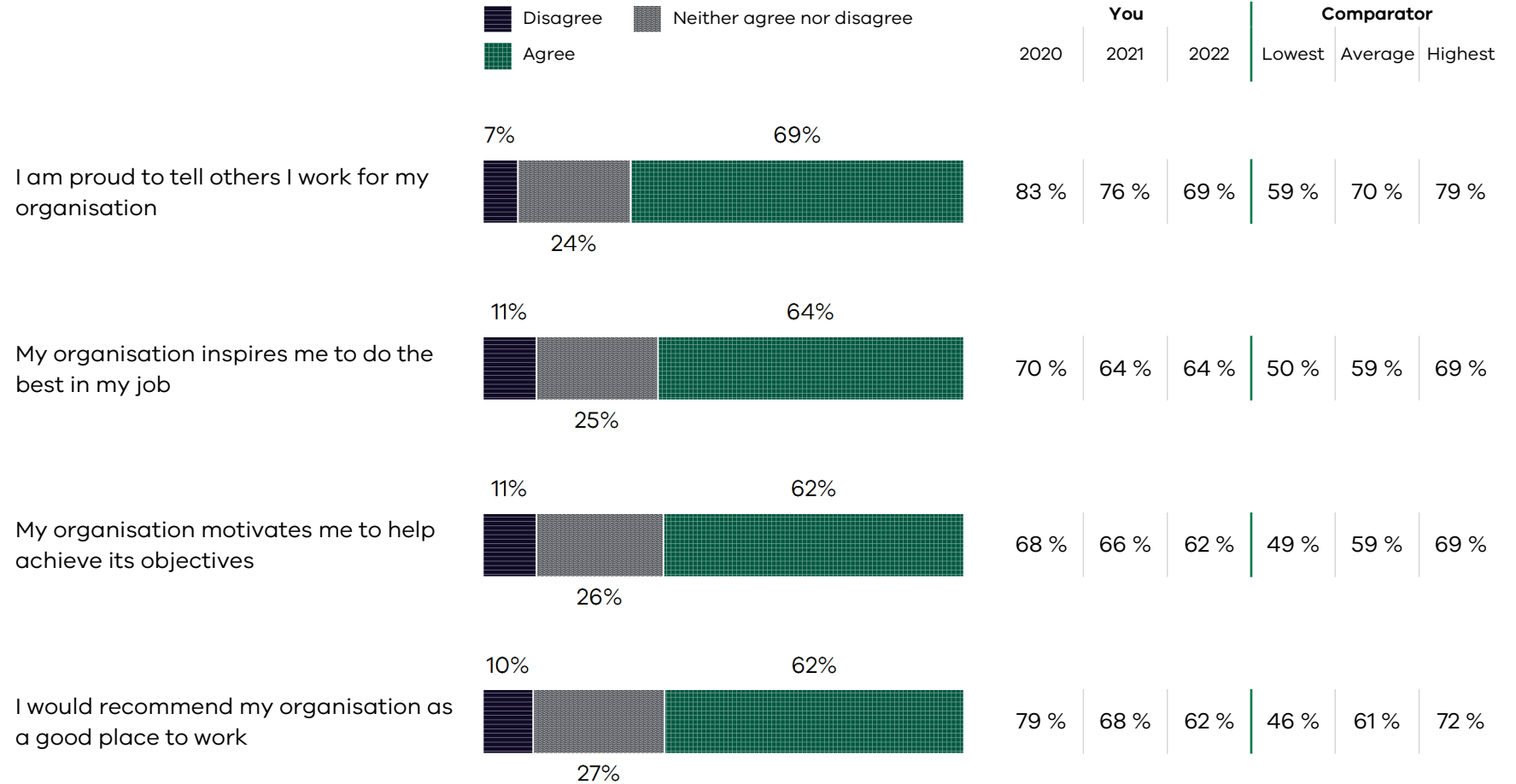
#### Example

69% of your staff who did the survey agreed or strongly agreed with 'I am proud to tell others I work for my organisation'.

### Survey question

### Your results

### Benchmark agree results



## 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 68.

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High engagement drives greater productivity, employee wellbeing and lower absences, turnover and workplace stress.

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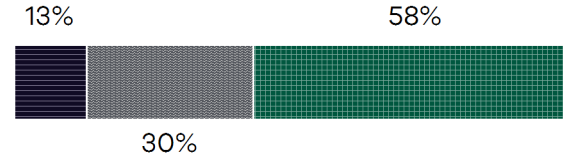
#### Example

58% of your staff who did the survey agreed or strongly agreed with 'I feel a strong personal attachment to my organisation'.

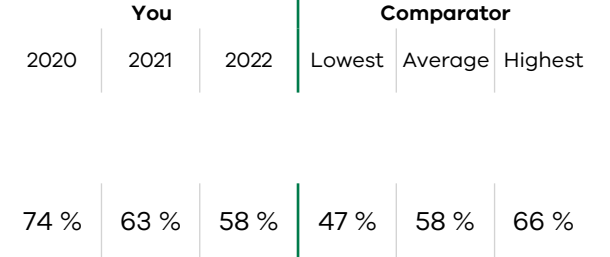
### Survey question

I feel a strong personal attachment to my organisation

### Your results



### Benchmark agree results



## 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.

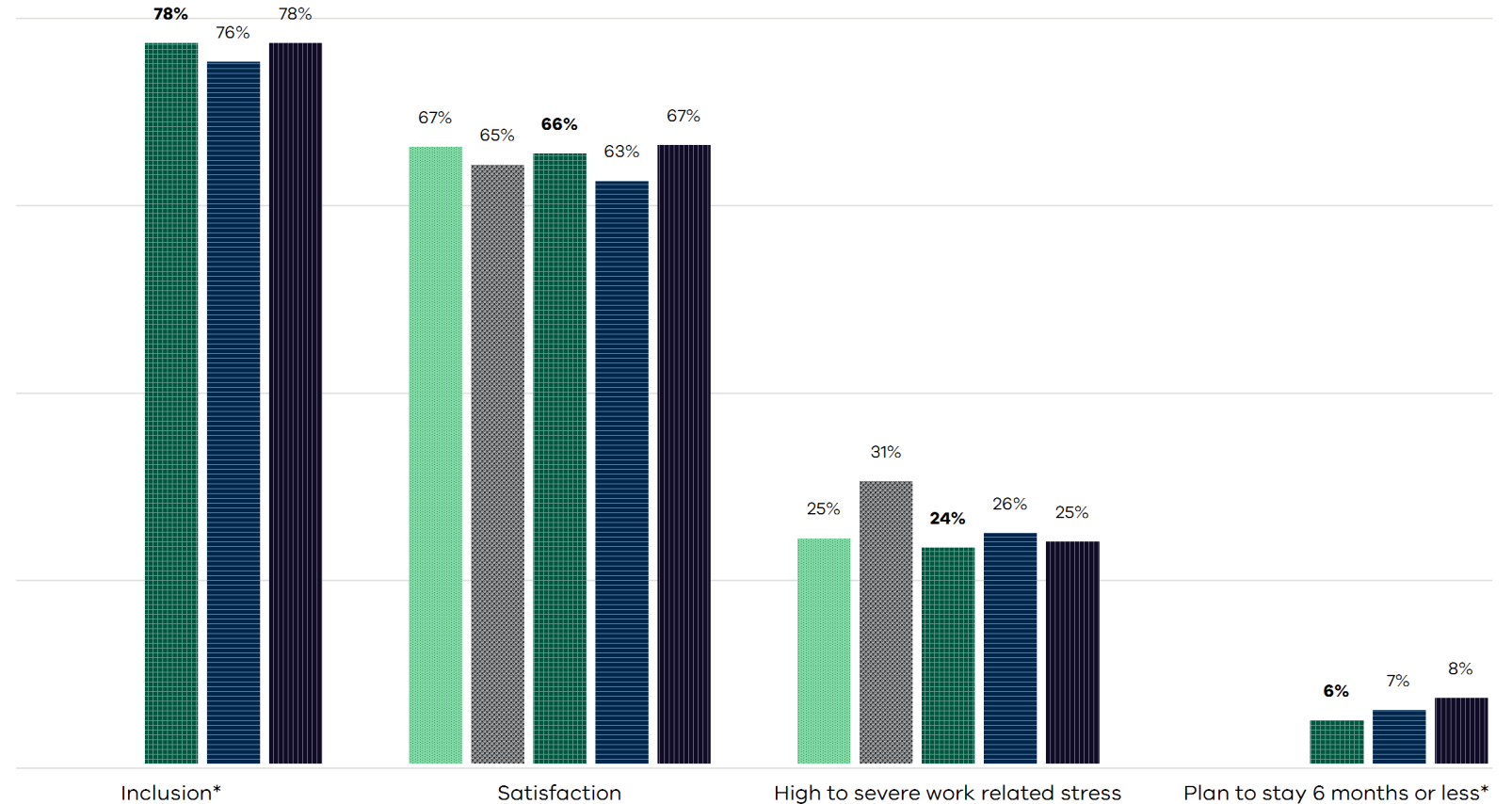
### Example

In 2022:

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

Compared to:

- 76% 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

■ You 2020 ■ You 2021 ■ You 2022 ■ Comparator 2022 ■ Public sector 2022

## People outcomes

### Satisfaction question results

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

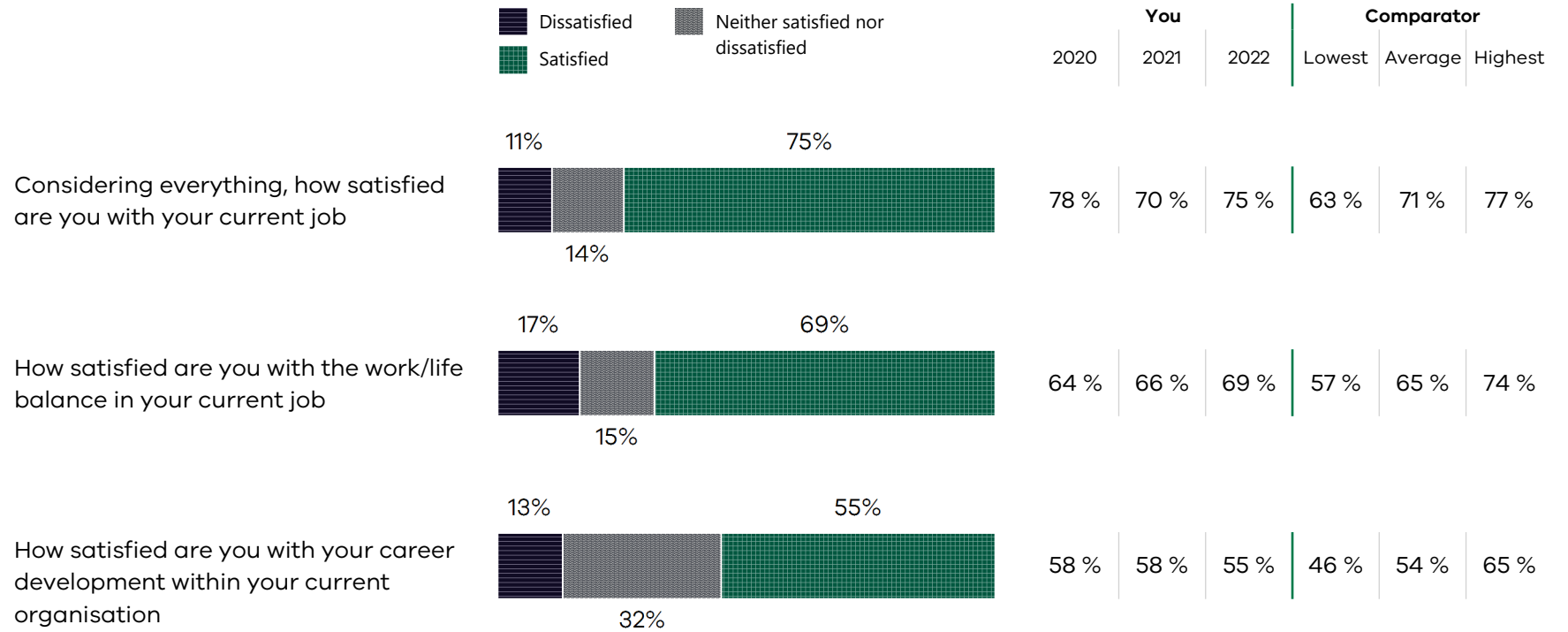
#### Example

75% 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



## 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.

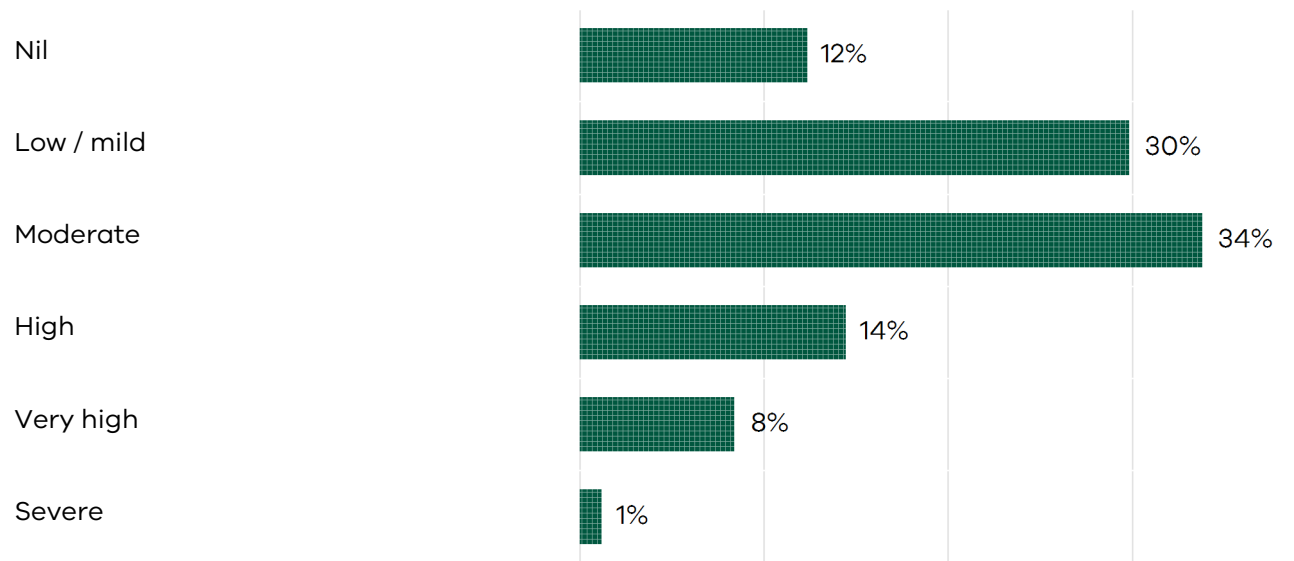
The graph at the top shows how staff in your organisation rated their current levels of work-related stress.

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.

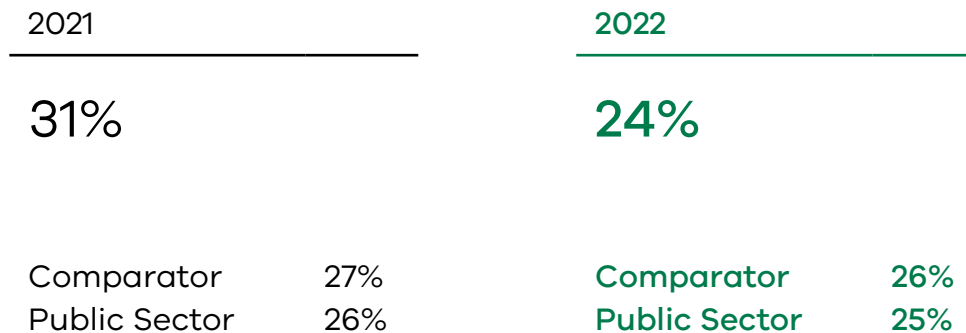
#### Example

24% of your staff who did the survey said they had high to severe stress in 2022. This is compared to 26% of staff in your comparator group and 25% of staff across the public sector.

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



### Reported levels of high to severe stress



## 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.

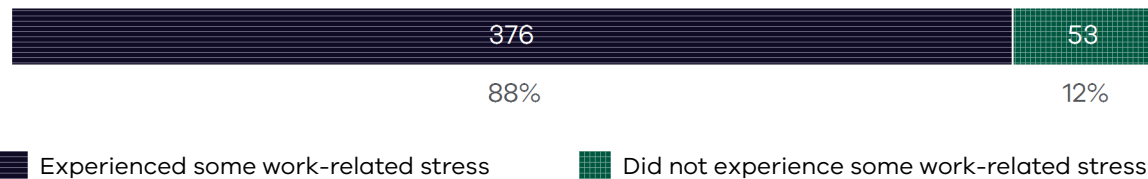
If they answer yes, we ask them to tell us what caused the stress. They can select more than one cause.

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

#### Example

88% of your staff who did the survey said they experienced mild to severe stress.

Of that 88%, 58% said the top reason was 'Workload'.



Of those that experienced work related stress it was from ...	You 2021	You 2022	Comparator 2022	Public sector 2022
Workload	57%	58%	50%	51%
Time pressure	48%	47%	41%	44%
Management of work (e.g. supervision, training, information, support)	16%	13%	15%	12%
Organisation or workplace change	19%	13%	10%	13%
Content, variety, or difficulty of work	10%	12%	9%	11%
Unclear job expectations	11%	12%	14%	14%
Competing home and work responsibilities	9%	11%	12%	14%
Dealing with clients, patients or stakeholders	14%	11%	13%	15%
Other	8%	10%	10%	9%
Social environment (e.g. relationships with colleagues, manager and/or senior leaders)	5%	9%	11%	10%

## 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

6% 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	6%	7%	8%
Over 6 months and up to 1 year	9%	9%	10%
Over 1 year and up to 3 years	24%	23%	25%
Over 3 years and up to 5 years	14%	16%	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.

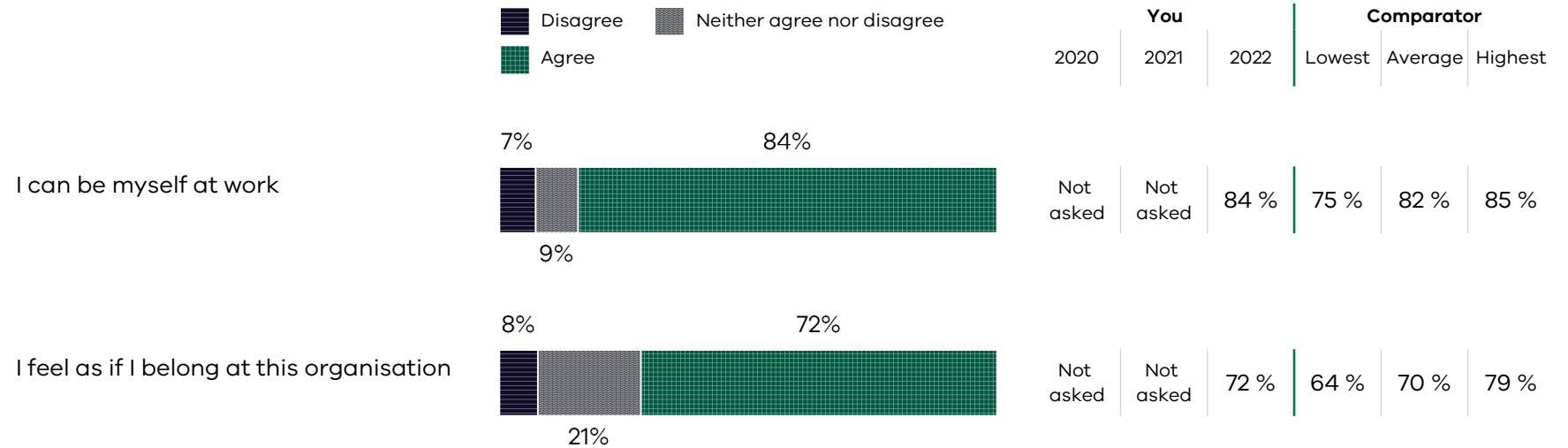
#### Example

84% 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



## 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

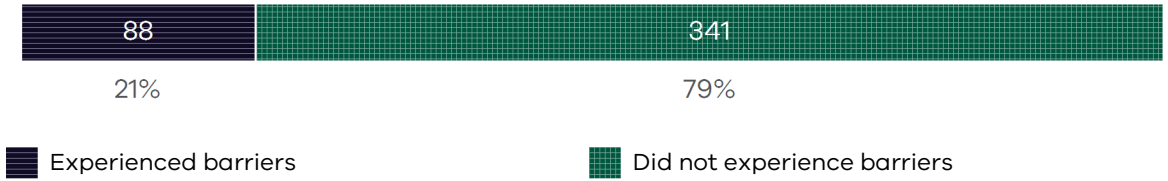
In the survey, we ask staff to tell us if they have experienced any barriers to their success at work and what those barriers were. They can select more than one barrier.

In descending order, the table shows the 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 age'.

Staff who experienced one or more barriers to success at work



During the last 12 months, employees experienced barriers to their success due to ...

	You 2022	Comparator 2022	Public sector 2022
My age	7%	7%	8%
My mental health	7%	8%	7%
My physical health	4%	5%	4%
My caring responsibilities	3%	6%	7%
My cultural background	2%	3%	3%
Other	2%	4%	4%
My sex	2%	3%	4%
My disability	1%	1%	1%
My race	1%	1%	1%
My religious belief	1%	1%	1%

## People outcomes

### Scorecard: emotional effects of work

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

#### Example

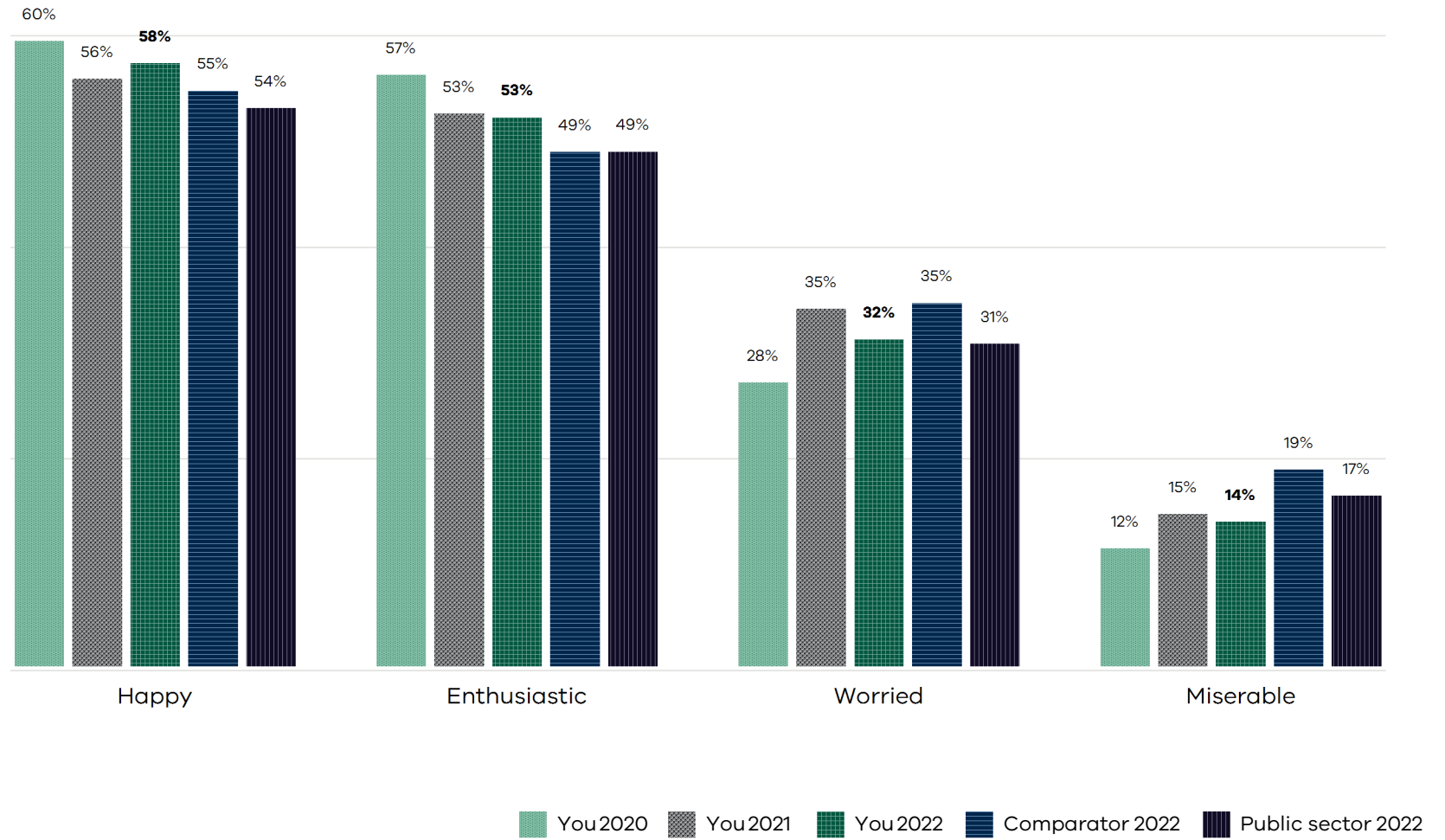
In 2022:

- 58% of your staff who did the survey said work made them feel happy in 2022, which is up from 56% in 2021

Compared to:

- 55% 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 ...



## 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.

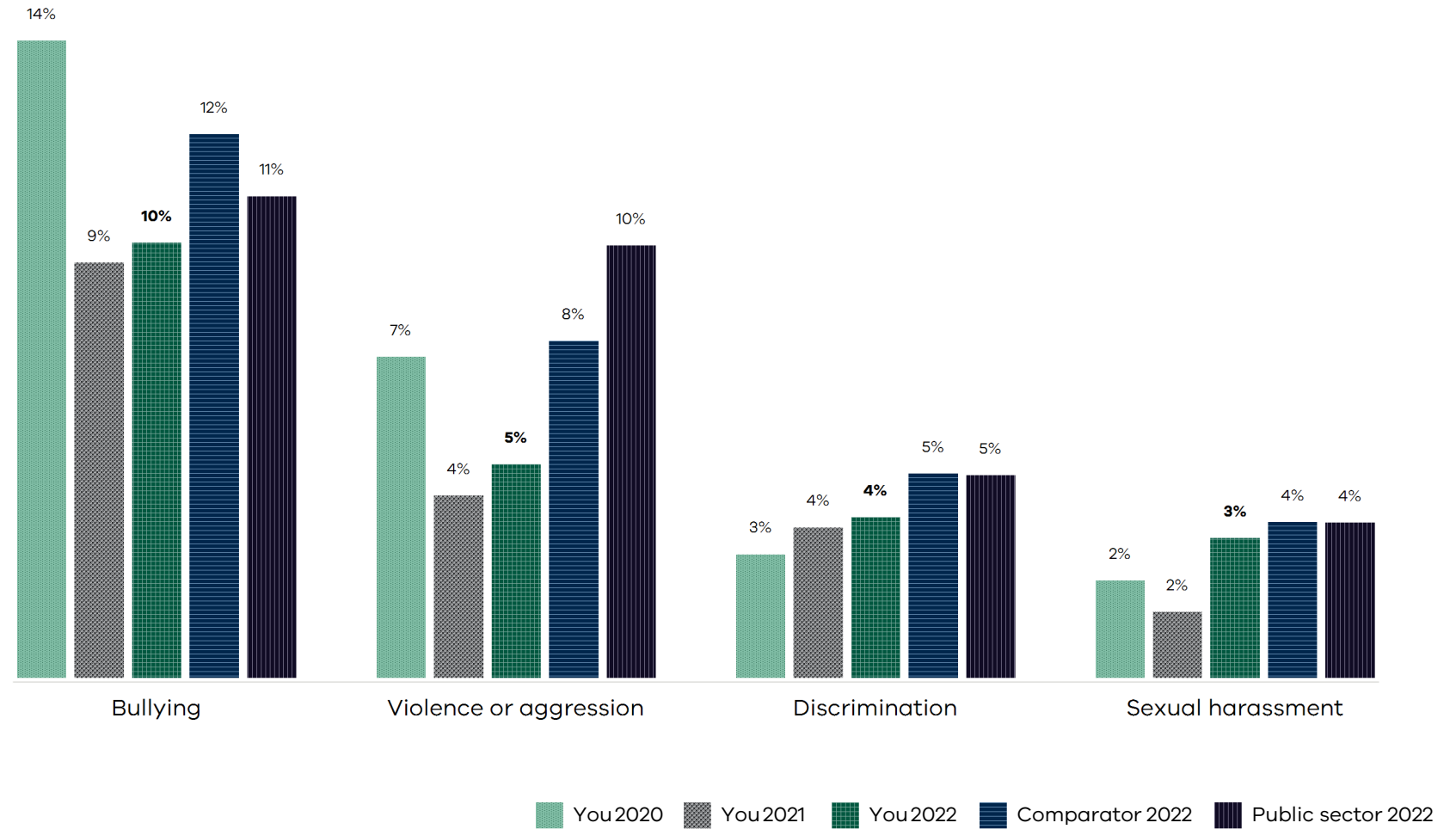
#### Example

In 2022:

- 10% of your staff who did the survey stated they experienced 'Bullying' in the last 12 months which is up from 9% in 2021.

Compared to:

- 12% of staff at your comparator and 11% of staff across the public sector.



## 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.

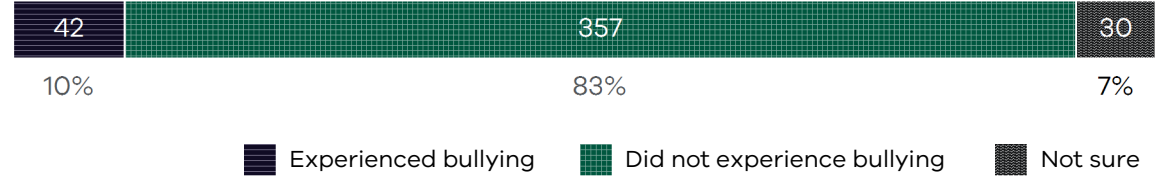
In descending order, the table shows the answers.

#### Example

10% of your staff who did the survey said they experienced bullying.

Of that 10%, 60% said the top type was 'Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)'.  
 Of that 10%, 60% said the top type was 'Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)'.  
 Of that 10%, 60% 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?



#### 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)	63%	60%	64%	71%
Intimidation and/or threats	40%	45%	31%	30%
Exclusion or isolation	35%	29%	42%	43%
Withholding essential information for me to do my job	20%	26%	35%	33%
Being assigned meaningless tasks unrelated to the job	5%	12%	12%	13%
Being given impossible assignment(s)	8%	12%	13%	10%
Other	13%	10%	16%	15%
Verbal abuse	18%	10%	22%	19%
Interference with my personal property and/or work equipment	8%	2%	6%	4%

## People outcomes

### Telling someone about the bullying

#### What this is

This is if staff told someone when they experienced bullying.

#### Why this is important

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

#### How to read this

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

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

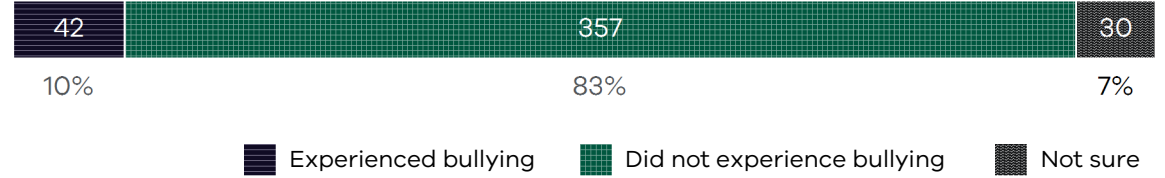
In descending order, the table shows the answers.

#### Example

10% of your staff who did the survey said they experienced bullying, of which

- 48% said the top way they reported the bullying was 'Told a manager'.
- 95% said they didn't submit a formal complaint.

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



### Did you tell anyone about the bullying?

	You 2021	You 2022	Comparator 2022	Public sector 2022
Told a manager	58%	48%	50%	49%
Told a friend or family member	15%	31%	38%	35%
Told a colleague	45%	24%	38%	41%
Told Human Resources	18%	19%	17%	13%
I did not tell anyone about the bullying	5%	12%	10%	12%
Told the person the behaviour was not OK	10%	12%	20%	17%
Told someone else	8%	7%	12%	12%
Submitted a formal complaint	13%	5%	14%	11%

## People outcomes

### Bullying - reasons for not submitting a formal complaint

#### What this is

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

#### Why this is important

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

#### How to read this

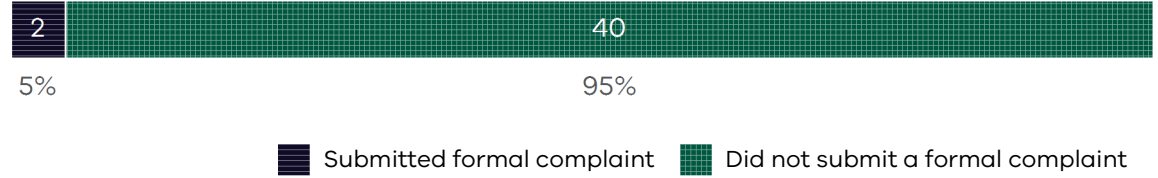
In the survey, we asked staff to tell us if they'd experienced bullying at work. We then asked them if they submitted a formal complaint. If they didn't, they could tell us with one or more answers why not. In descending order, the table shows the top 10 answers.

#### Example

95% of your staff who experienced bullying did not submit a formal complaint, of which:

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

Did you submit a formal complaint?



What was your reason for not submitting a formal complaint?	You 2021	You 2022	Comparator 2022	Public sector 2022
I believed there would be negative consequences for my reputation	40%	43%	50%	52%
I believed there would be negative consequences for my career	17%	38%	40%	41%
I didn't think it would make a difference	49%	33%	53%	51%
I didn't feel safe to report the incident	14%	23%	18%	19%
I didn't think it was serious enough	0%	23%	14%	16%
I believed there would be negative consequences for the person I was going to complain about	6%	18%	10%	9%
Other	17%	15%	13%	12%
I didn't need to because I made the bullying stop	11%	10%	8%	6%
I didn't need to because I no longer had contact with the person(s) who bullied me	14%	10%	6%	7%
I didn't know how to make a complaint	11%	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, 10% 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.

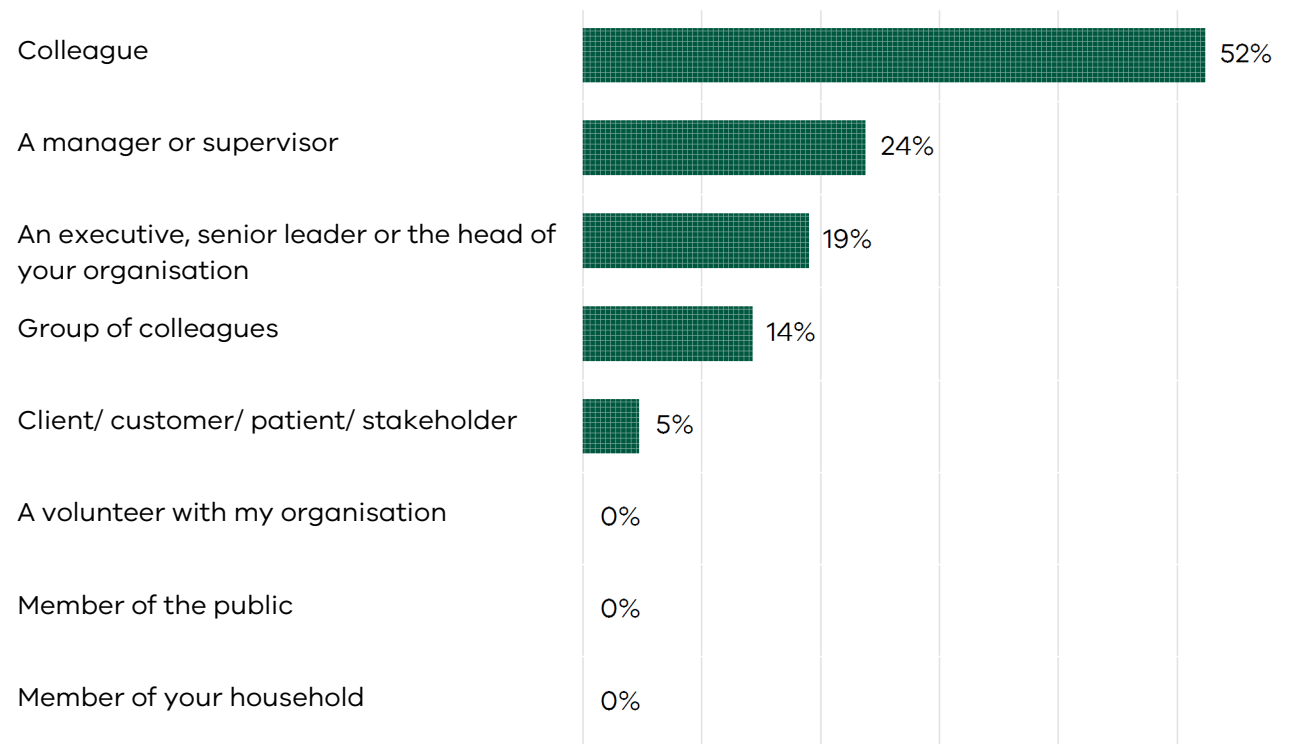
Each row is one perpetrator or group of perpetrators.

#### Example

10% of your staff who did the survey said they experienced bullying.

Of that 10%, 52% said it was by 'Colleague'.

### 42 people (10% of staff) experienced bullying (You2022)





## 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, 10% 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.

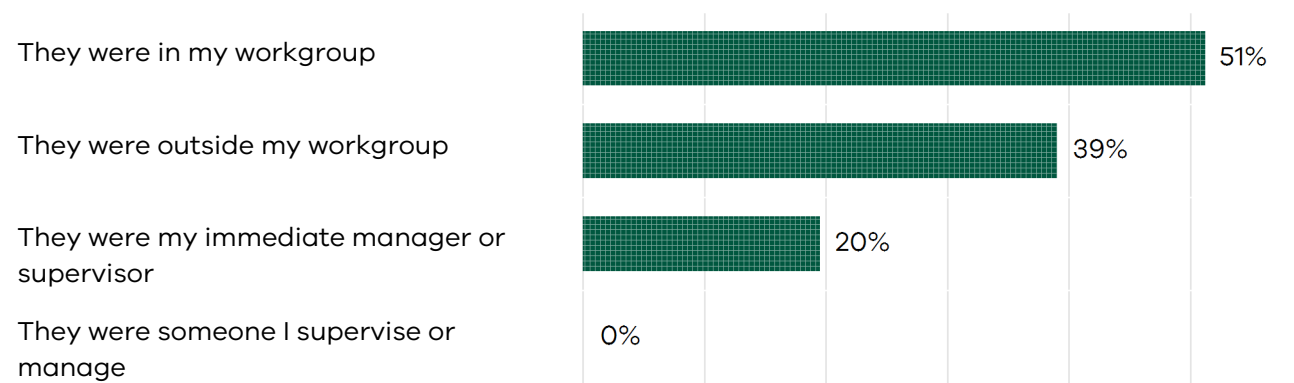
#### Example

10% of your staff who did the survey said they experienced bullying.

Of that 10%, 98% said it was by someone within the organisation.

Of that 98%, 51% said it was 'They were in my workgroup'.

41 people (98% of staff who experienced bullying) experienced bullying from within your organisation (You 2022)



## 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.

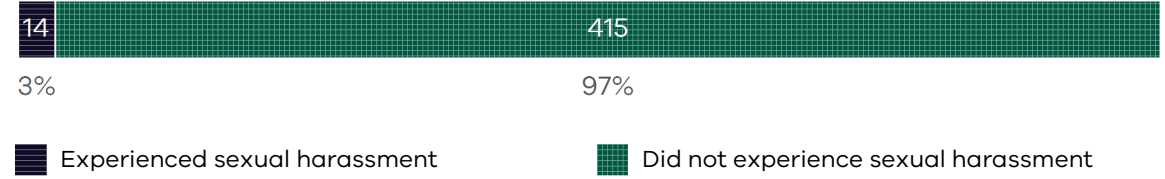
In descending order, the table shows the top 10 answers.

#### Example

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

Of those, 50% said the top type was 'Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)'.  
 39% said the top type was 'Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)'.  
 49% said the top type was 'Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)'.  
 46% said the top type was 'Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)'.  
 14% said the top type was 'Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)'.  
 11% said the top type was 'Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)'.  
 6% said the top type was 'Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)'.  
 14% said the top type was 'Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)'.  
 3% said the top type was 'Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)'.  
 3% said the top type was 'Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)'.  
 1% said the top type was 'Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)'.  
 3% 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?



#### 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)	50%	39%	49%
Intrusive questions about your private life or comments about your physical appearance	36%	47%	46%
Inappropriate staring or leering that made you feel intimidated	21%	12%	14%
Unwelcome touching, hugging, cornering or kissing	7%	10%	11%
Any other unwelcome conduct of a sexual nature	7%	6%	6%
Inappropriate physical contact (including momentary or brief physical contact)	7%	10%	14%
Repeated or inappropriate advances on email, social networking websites or internet chat rooms by a work colleague	0%	2%	3%
Repeated or inappropriate invitations to go out on dates	0%	2%	3%
Request or pressure for sex or other sexual acts	0%	0%	1%
Sexual gestures, indecent exposure or inappropriate display of the body	0%	2%	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.

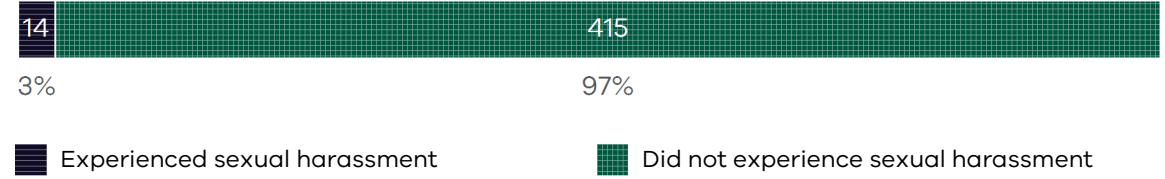
In descending order, the table shows the top 10 responses.

#### Example

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

Of those, 71% said their top response was 'Pretended it didn't bother you'.

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



### When the harassment happened to you, did you respond in any of the following ways?

	You 2022	Comparator 2022	Public sector 2022
Pretended it didn't bother you	71%	43%	43%
Avoided the person(s) by staying away from them	36%	27%	32%
Told a colleague	29%	14%	24%
Tried to laugh it off or forget about it	29%	28%	37%
Told the person the behaviour was not OK	21%	20%	22%
Avoided locations where the behaviour might occur	7%	9%	12%
Submitted a formal complaint	7%	3%	5%
Told a friend or family member	7%	27%	21%
Told a manager	7%	14%	17%
Took time off work	7%	8%	5%

## 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

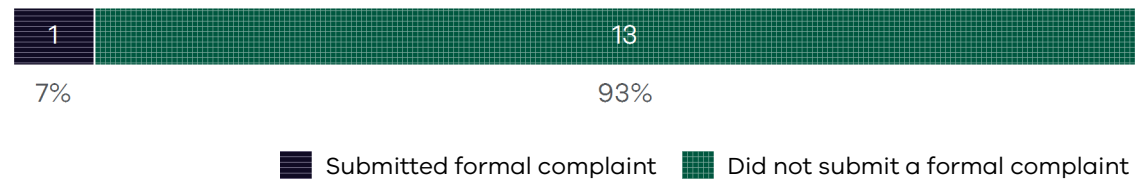
In the survey, we asked staff to tell us if they'd experienced sexual harassment at work. We then asked them if they submitted a formal complaint. If they did not, they could tell us with one or more answers why not. In descending order, the table shows the top 10 answers.

#### Example

93% of your staff who experienced sexual harassment did not submit a formal complaint, of which:

- 54% said the top reason was 'I didn't think it was serious enough'.

Did you 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	54%	39%	44%
I believed there would be negative consequences for my reputation	31%	42%	33%
I believed there would be negative consequences for my career	23%	31%	24%
I believed there would be negative consequences for the person I was going to complain about	23%	13%	13%
I didn't think it would make a difference	23%	45%	38%
I didn't feel safe to report the incident	15%	20%	10%
I didn't need to because I made the harassment stop	15%	9%	9%
I didn't need to because I no longer had contact with the person(s) who harassed me	15%	7%	8%
I thought the complaint process would be embarrassing or difficult	15%	11%	13%
I didn't know how to make a complaint	8%	15%	5%

## 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, 3% 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.

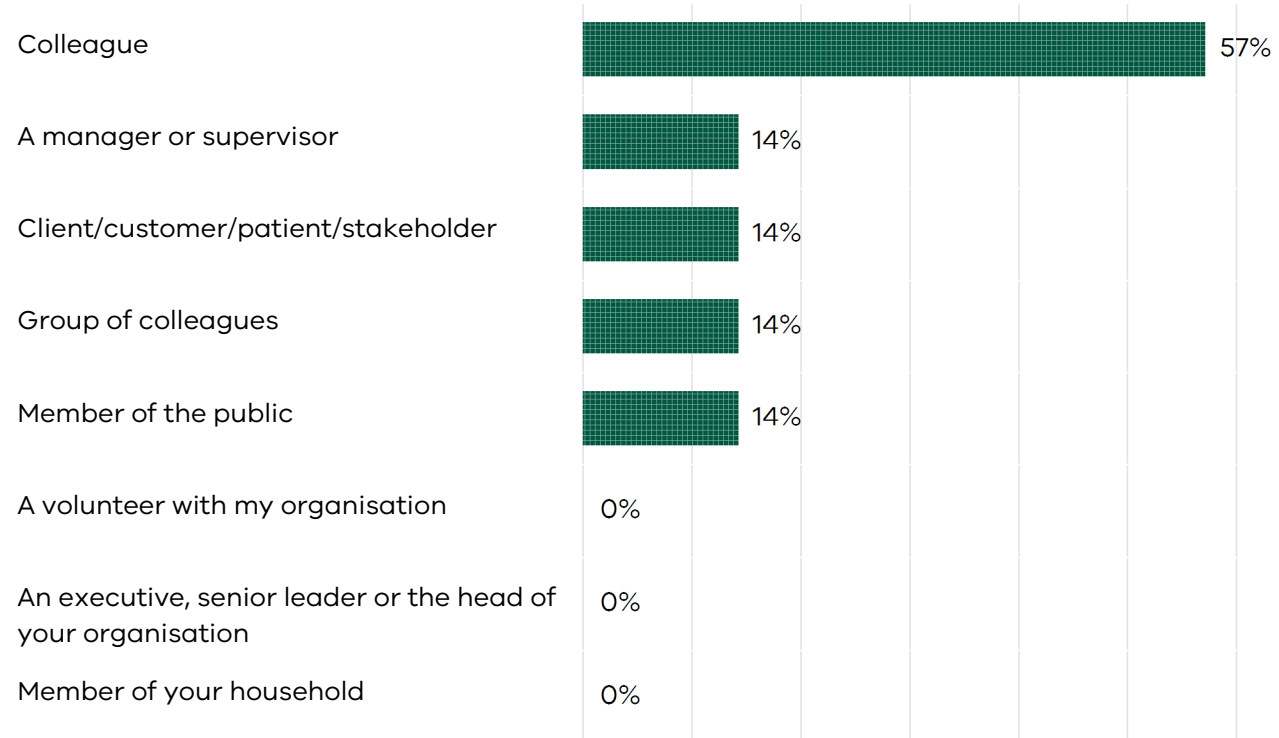
Each row is one perpetrator or group of perpetrators.

#### Example

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

Of that 3%, 57% said it was by 'Colleague'.

### 14 people (3% of staff) experienced sexual harassment (You2022)



## 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, 3% 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.

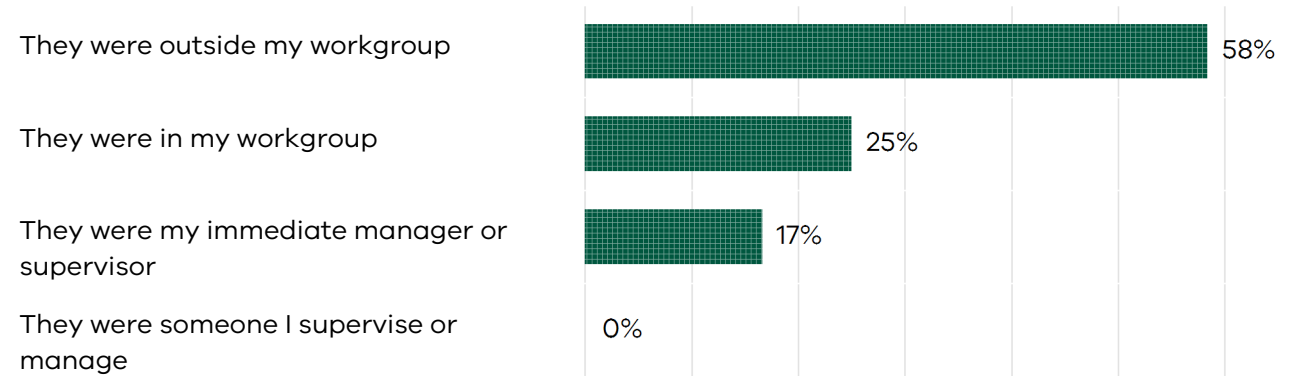
#### Example

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

Of that 3%, 86% said it was by someone within the organisation.

Of that 86%, 58% said it was 'They were outside my workgroup'.

12 people (86% of staff who experienced harassment) experienced harassment from within your organisation (You2022)



## 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%, 44% said it was 'Other'.

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



If you experienced discrimination, what type of discrimination did you experience?	You 2021	You 2022	Comparator 2022	Public sector 2022
Other	33%	44%	43%	39%
Opportunities for training	13%	31%	21%	22%
Denied flexible work arrangements or other adjustments	13%	19%	25%	20%
Employment security - threats of dismissal or termination	27%	19%	23%	16%
Opportunities for promotion	40%	19%	28%	38%
Pay or conditions offered by employer	0%	13%	10%	12%
Access to leave	7%	6%	11%	8%

## People outcomes

### Telling someone about the discrimination

#### What this is

This is who staff told about the discrimination they experienced.

#### Why this is important

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

#### How to read this

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

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

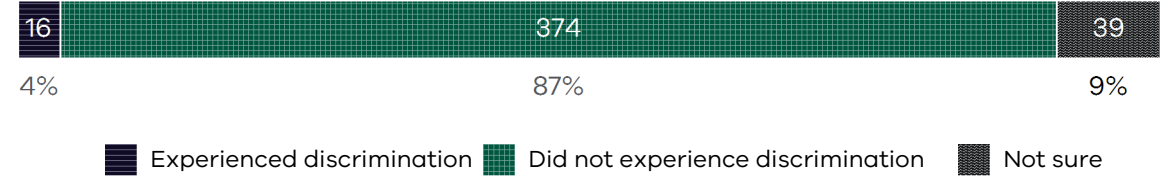
In descending order, the table shows the answers.

#### Example

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

- 38% said the top way they reported the discrimination was 'I did not tell anyone about the discrimination'.
- 100% said they didn't submit a formal complaint.

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



### Did you tell anyone about the discrimination?

	You 2021	You 2022	Comparator 2022	Public sector 2022
I did not tell anyone about the discrimination	27%	38%	17%	24%
Told a colleague	20%	25%	42%	36%
Told a friend or family member	7%	25%	41%	33%
Told someone else	13%	25%	12%	14%
Told a manager	27%	19%	34%	31%
Told Human Resources	33%	6%	19%	13%
Told the person the behaviour was not OK	13%	6%	14%	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

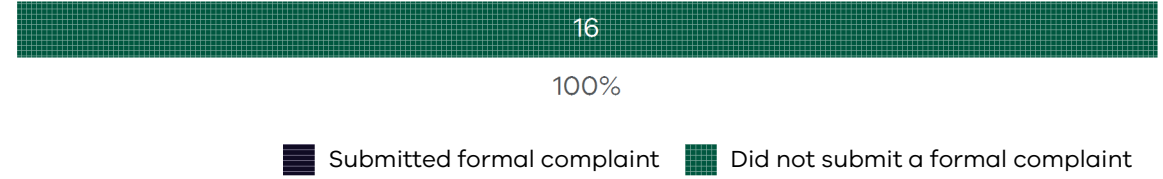
In the survey, we asked staff to tell us if they'd experienced discrimination at work. We then asked them if they submitted a formal complaint. If they did not, they could tell us with one or more answers why not. In descending order, the table shows the top 10 answers.

#### Example

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

- 75% said the top reason was 'I believed there would be negative consequences for my reputation!'

Did you submit a formal complaint?



What was your reason for not submitting a formal complaint?	You 2021	You 2022	Comparator 2022	Public sector 2022
I believed there would be negative consequences for my reputation	57%	75%	55%	53%
I believed there would be negative consequences for my career	50%	63%	51%	53%
I didn't feel safe to report the incident	7%	31%	23%	20%
I didn't think it would make a difference	64%	31%	61%	59%
I believed there would be negative consequences for the person I was going to complain about	0%	25%	10%	8%
Other	7%	25%	9%	9%
I didn't know who to talk to	7%	13%	10%	7%
I was advised not to	0%	6%	7%	4%

## 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.

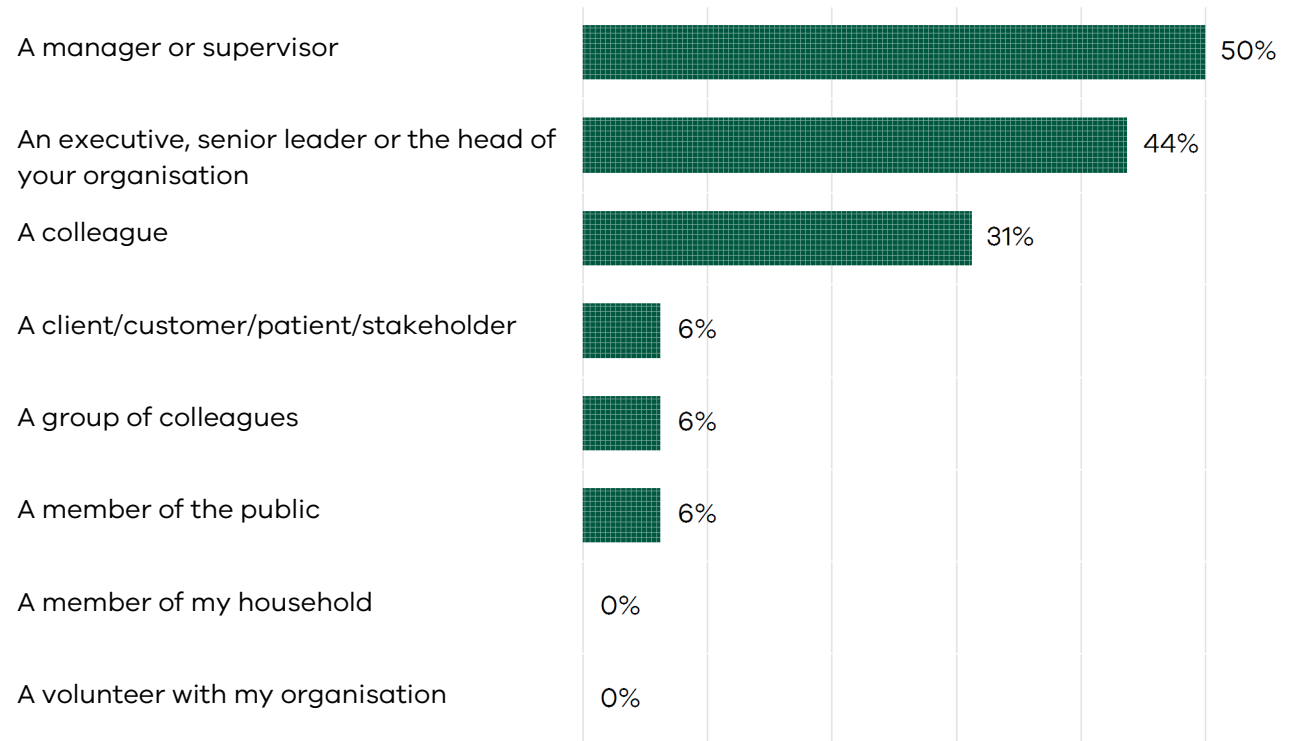
Each row is one perpetrator or group of perpetrators.

#### Example

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

Of that 4%, 50% said it was by 'A manager or supervisor'.

### 16 people (4% of staff) experienced discrimination (You2022)



## 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.

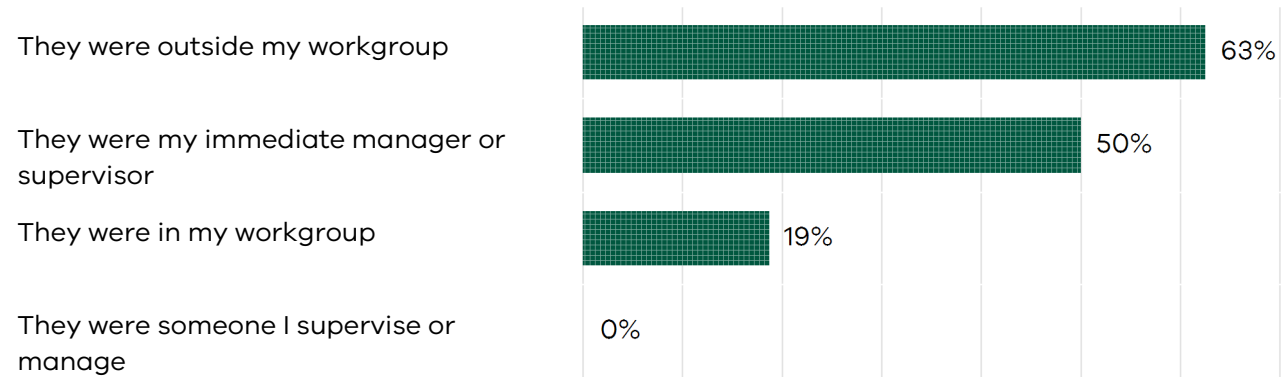
#### Example

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%, 63% said it was 'They were outside my workgroup'.

16 people (100% of staff who experienced discrimination) experienced discrimination from within your organisation (You2022)



## Negative behaviour

### Violence and aggression

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

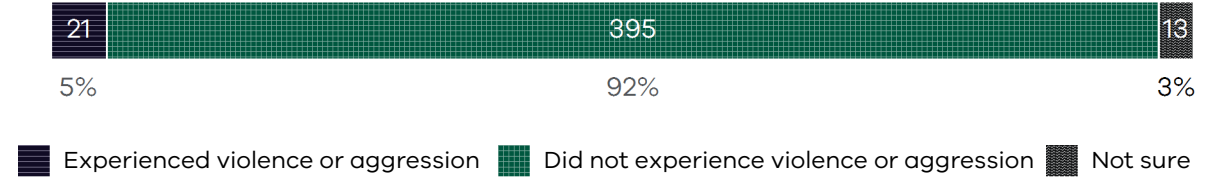
In descending order, the table shows the answers.

#### Example

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

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

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



#### If you experienced violence or aggression, what type did you experience?

	You 2021	You 2022	Comparator 2022	Public sector 2022
Intimidating behaviour	61%	67%	74%	69%
Abusive language	44%	48%	58%	73%
Other	17%	10%	10%	6%

## Negative behaviour

### Telling someone about violence and aggression

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

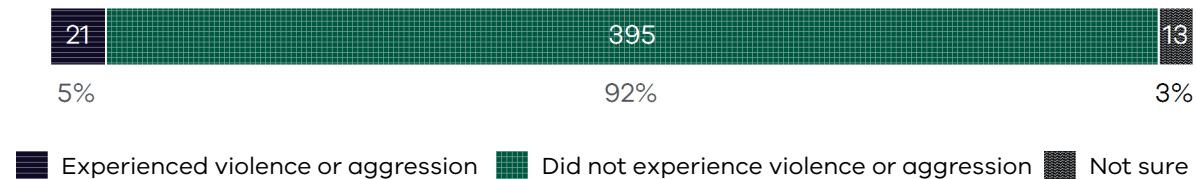
In descending order, the table shows the answers.

#### Example

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

- 38% said the top way they reported the violence or aggression was 'Told a manager'
- 100% said they didn't submit a formal incident report.

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



### Did you tell anyone about the incident?

	You 2021	You 2022	Comparator 2022	Public sector 2022
Told a manager	78%	38%	64%	59%
Told a colleague	39%	24%	43%	44%
I did not tell anyone about the incident(s)	0%	19%	8%	8%
Told a friend or family member	11%	19%	24%	20%
Told the person the behaviour was not OK	33%	19%	25%	26%
Told Human Resources	6%	10%	12%	6%
Told someone else	17%	10%	9%	6%

## 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

100% of your staff who experienced violence or aggression did not submit a formal incident report, of which:

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

Did you 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 believed there would be negative consequences for my reputation	13%	43%	28%	21%
I believed there would be negative consequences for my career	7%	33%	23%	17%
I didn't think it would make a difference	20%	29%	42%	39%
I believed there would be negative consequences for the person I was going to complain about	13%	24%	9%	4%
I didn't think it was serious enough	20%	24%	22%	31%
I didn't feel safe to report the incident	7%	14%	13%	7%
I didn't need to because I no longer had contact with the person(s) who was aggressive or violent to me	27%	14%	9%	14%
Other	47%	14%	20%	19%
I didn't know how to make a complaint	7%	5%	6%	4%

## Negative behaviour

### Perpetrators of violence and aggression

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

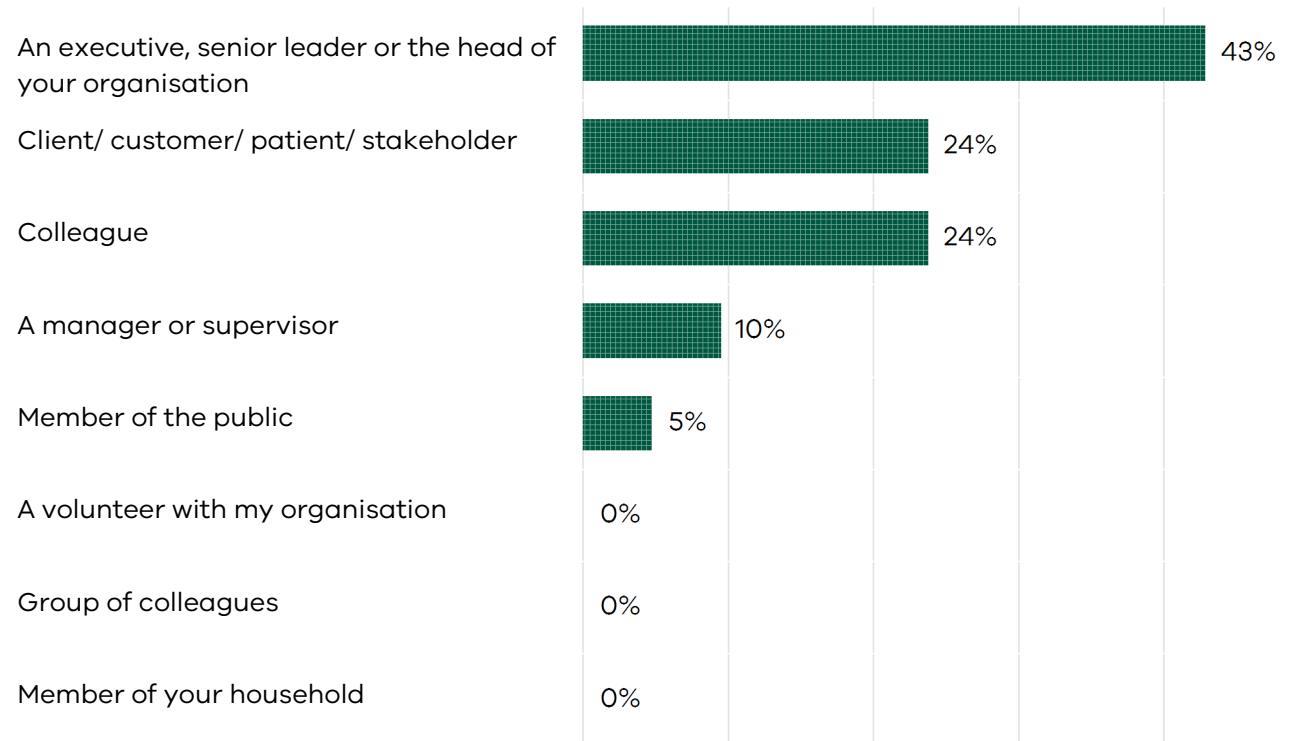
Each row is one perpetrator or a group of perpetrators.

#### Example

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

Of that 5%, 43% said it was 'An executive, senior leader or the head of your organisation'.

### 21 people (5% of staff) experienced violence or aggression (You2022)



## People outcomes

### Relationship to perpetrator

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

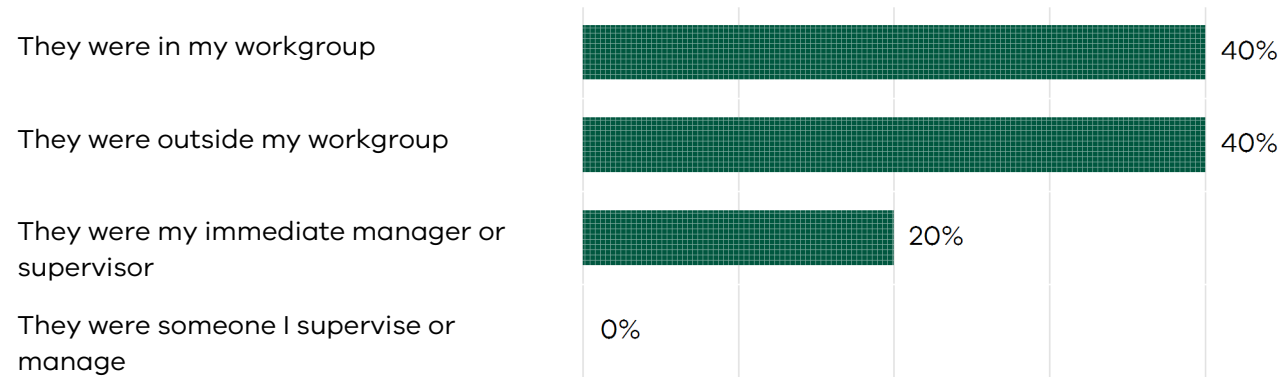
#### Example

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

Of that 5%, 71% said it was by someone within the organisation.

Of that 71%, 40% said it was 'They were in my workgroup'.

15 people (71% of staff who experienced violence or aggression) experienced violence or aggression from within your organisation (You2022)





# 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

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- 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

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- 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

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- Senior leadership questions

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- Organisational integrity
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#### Demographics

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

## 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 96% 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	96%	Not asked in 2021	92%
Meaningful work	I achieve something important through my work	96%	+10%	91%
Job enrichment	I can use my skills and knowledge in my job	94%	Not asked in 2021	92%
Job enrichment	I understand how my job helps my organisation achieve it's goals	94%	Not asked in 2021	90%
Organisational integrity	My organisation encourages employees to act in ways that are consistent with human rights	90%	+2%	82%
Manager leadership	My manager treats employees with dignity and respect	90%	+0%	83%
Organisational integrity	My organisation encourages respectful workplace behaviours	89%	-1%	79%
Meaningful work	I get a sense of accomplishment from my work	88%	+10%	85%
Flexible working	My manager supports working flexibly	87%	Not asked in 2021	79%
Manager leadership	My manager demonstrates honesty and integrity	86%	+0%	80%

## 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 37% 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	37%	Not asked in 2021	33%
Organisational integrity	I believe the promotion processes in my organisation are fair	46%	Not asked in 2021	42%
Safety climate	All levels of my organisation are involved in the prevention of stress	46%	-3%	43%
Workload	I have enough time to do my job effectively	48%	+6%	51%
Learning and development	I am satisfied with the way my learning and development needs have been addressed in the last 12 months	49%	-2%	53%
Learning and development	I am satisfied with the opportunities to progress in my organisation	50%	Not asked in 2021	45%
Organisational integrity	I have an equal chance at promotion in my organisation	51%	Not asked in 2021	45%
Workload	The workload I have is appropriate for the job that I do	52%	+3%	56%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	52%	-3%	46%
Collaboration	Workgroups across my organisation willingly share information with each other	52%	-2%	53%

## Key differences

### Most improved

#### What this is

This is where staff feel their organisation has most improved.

#### How to read this

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

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

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

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

#### Example

On the first row 'Meaningful work', the 'You 2022' column shows 96% of your staff agreed with 'I achieve something important through my work'.

In the 'Increase from 2021' column, you have a 10% increase, which is a positive trend.

Question group	Most improved from last year	You 2022	Increase from 2021	Comparator 2022
Meaningful work	I achieve something important through my work	96%	+10%	91%
Meaningful work	I get a sense of accomplishment from my work	88%	+10%	85%
Safe to speak up	I feel safe to challenge inappropriate behaviour at work	72%	+7%	70%
Workload	I have enough time to do my job effectively	48%	+6%	51%
Job enrichment	I clearly understand what I am expected to do in this job	83%	+5%	83%
Satisfaction	Considering everything, how satisfied are you with your current job	75%	+4%	71%
Workload	The workload I have is appropriate for the job that I do	52%	+3%	56%
Safe to speak up	I feel culturally safe at work	85%	+3%	84%
Satisfaction	How satisfied are you with the work/life balance in your current job	69%	+3%	65%
Organisational integrity	My organisation encourages employees to act in ways that are consistent with human rights	90%	+2%	82%

## 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 'Quality service delivery', the 'You 2022' column shows 68% of your staff agreed with 'My workgroup has clear lines of responsibility'.

In the 'Decrease from 2021' column, you have a 7% decrease, which is a negative trend.

Question subgroup	Largest decline from last year	You 2022	Decrease from 2021	Comparator 2022
Quality service delivery	My workgroup has clear lines of responsibility	68%	-7%	68%
Workgroup support	People in my workgroup are honest, open and transparent in their dealings	74%	-7%	71%
Engagement	I am proud to tell others I work for my organisation	69%	-7%	70%
Learning and development	My organisation places a high priority on the learning and development of staff	63%	-6%	55%
Workgroup support	People in my workgroup appropriately manage conflicts of interest	66%	-6%	67%
Workgroup support	People in my workgroup work together effectively to get the job done	78%	-6%	77%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	59%	-6%	49%
Flexible working	I am confident that if I requested a flexible work arrangement, it would be given due consideration	76%	-6%	68%
Engagement	I feel a strong personal attachment to my organisation	58%	-6%	58%
Engagement	I would recommend my organisation as a good place to work	62%	-5%	61%

## 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 'Organisational integrity', the 'You 2022' column shows 77% of your staff agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.

The 'difference' column, shows that agreement for this question was 10 percentage points higher in your organisation than in your comparator.

Question group	Biggest positive difference from comparator	You 2022	Difference	Comparator 2022
Organisational integrity	My organisation takes steps to eliminate bullying, harassment and discrimination	77%	+10%	68%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	59%	+9%	49%
Organisational integrity	My organisation encourages respectful workplace behaviours	89%	+9%	79%
Flexible working	My manager supports working flexibly	87%	+9%	79%
Learning and development	My organisation places a high priority on the learning and development of staff	63%	+8%	55%
Organisational integrity	My organisation encourages employees to act in ways that are consistent with human rights	90%	+8%	82%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	56%	+8%	47%
Flexible working	I am confident that if I requested a flexible work arrangement, it would be given due consideration	76%	+8%	68%
Organisational integrity	My organisation does not tolerate improper conduct	77%	+7%	69%
Manager leadership	My manager treats employees with dignity and respect	90%	+7%	83%

## 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 'Workload', the 'You 2022' column shows 52% of your staff agreed with 'The workload I have is appropriate for the job that I do'.

The 'difference' column, shows that agreement for this question was 5 percentage points lower in your organisation than in your comparator.

Question subgroup	Biggest negative difference from comparator	You 2022	Difference	Comparator 2022
Workload	The workload I have is appropriate for the job that I do	52%	-5%	56%
Learning and development	I am satisfied with the way my learning and development needs have been addressed in the last 12 months	49%	-4%	53%
Workload	I have enough time to do my job effectively	48%	-3%	51%
Senior leadership	Senior leaders demonstrate honesty and integrity	58%	-2%	60%
Collaboration	Workgroups across my organisation willingly share information with each other	52%	-1%	53%
Quality service delivery	My workgroup uses its resources well	63%	-1%	64%
Learning and development	I am developing and learning in my role	73%	-1%	74%
Engagement	I am proud to tell others I work for my organisation	69%	0%	70%
Workgroup support	People in my workgroup appropriately manage conflicts of interest	66%	0%	67%
Engagement	I feel a strong personal attachment to my organisation	58%	0%	58%

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#### Demographics

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



## 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

53% 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'.

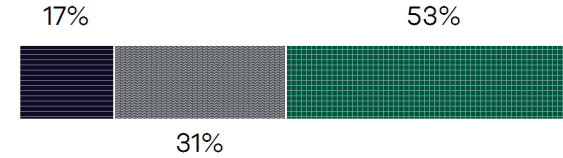
## Survey question

## Your results

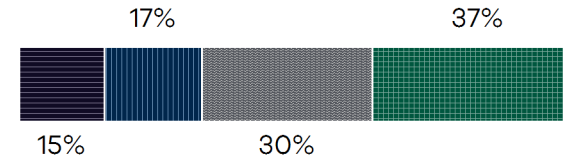
## Benchmark agree results



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



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



	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
I believe my organisation will make improvements based on the results of this survey	Not asked	Not asked	53 %	33 %	48 %	64 %
My organisation has made improvements based on the survey results from last year	Not asked	Not asked	37 %	17 %	33 %	48 %

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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.

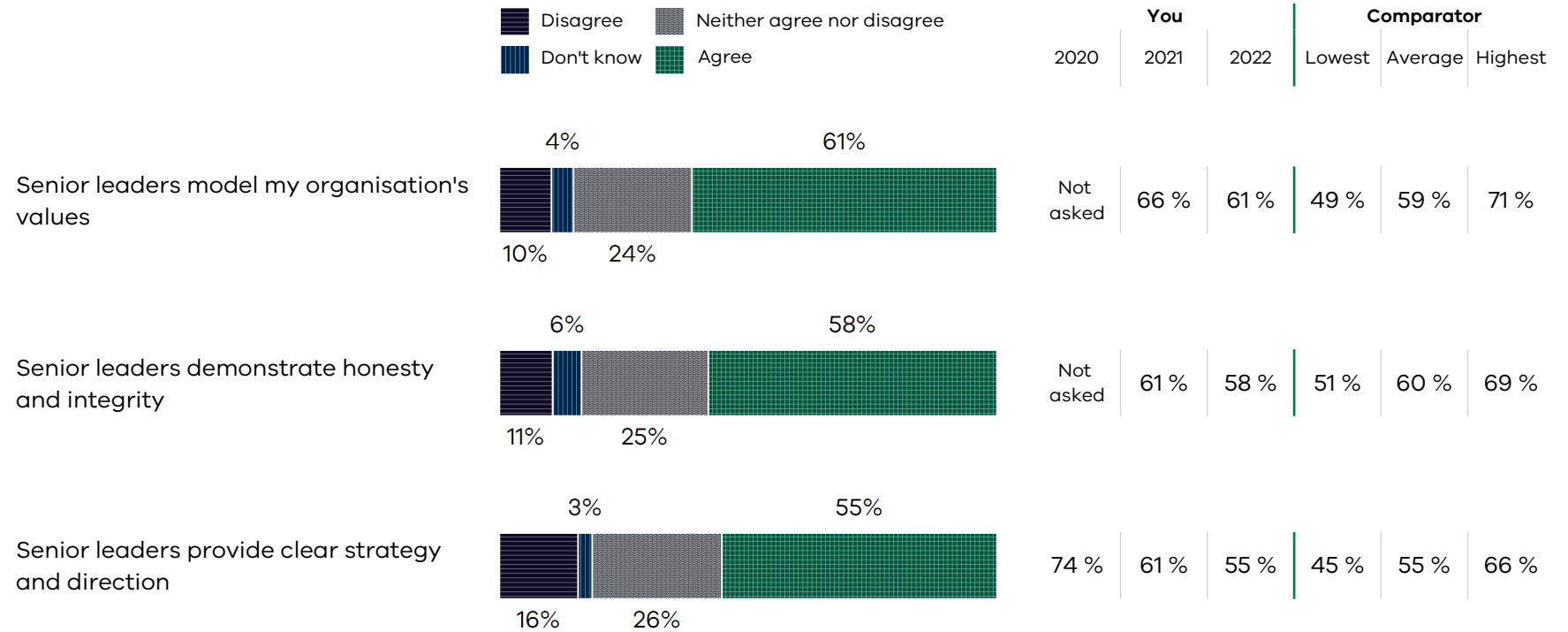
#### Example

61% of your staff who did the survey agreed or strongly agreed with 'Senior leaders model my organisation's values'.

### Survey question

### Your results

### Benchmark agree results



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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.

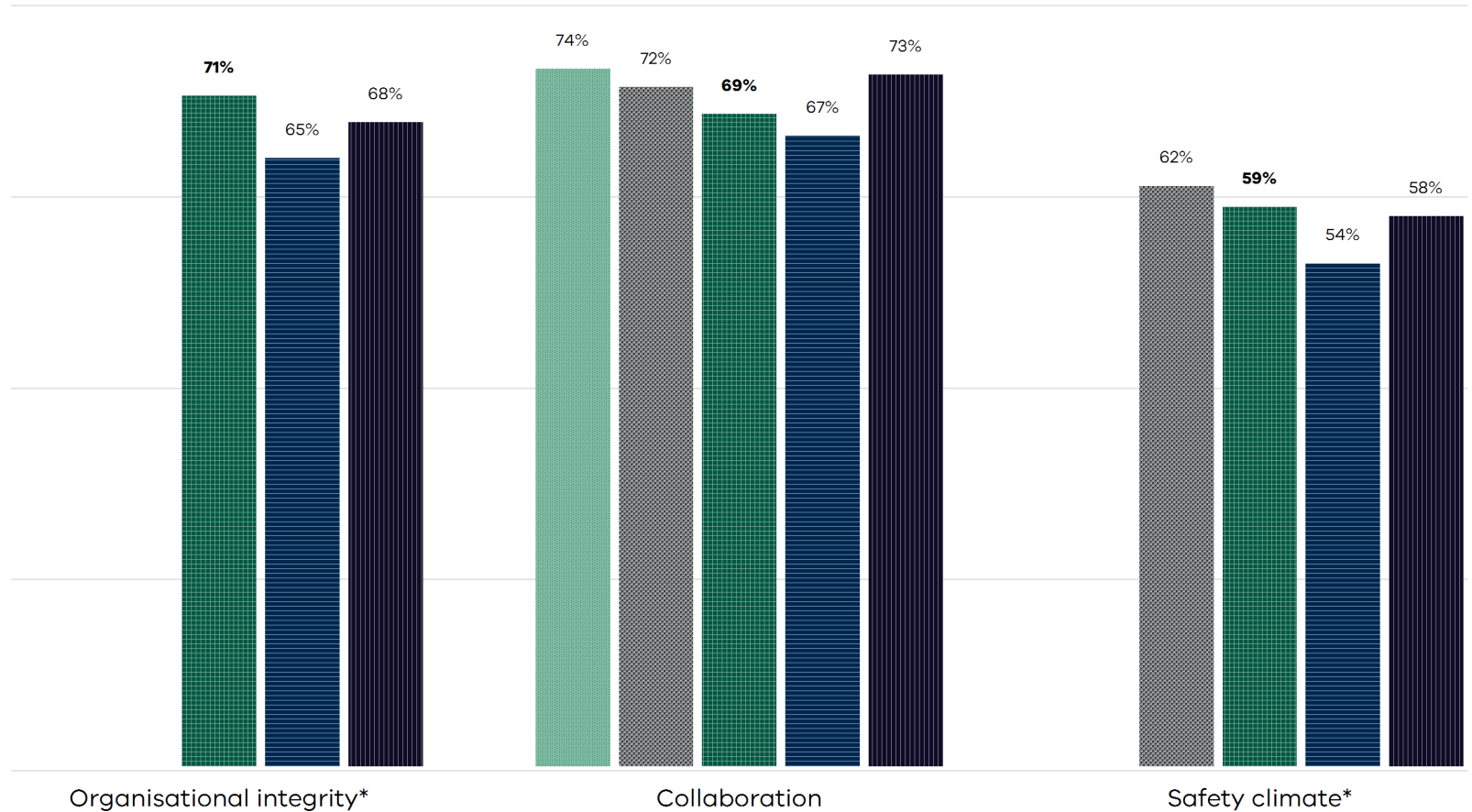
#### Example

In 2022:

- 71% of your staff who did the survey responded positively to questions about Organisational integrity.

Compared to:

- 65% of staff at your comparator and 68% 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

You2020 You2021 You2022 Comparator 2022 Public sector 2022

## Organisational climate

### Organisational integrity 1 of 2

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

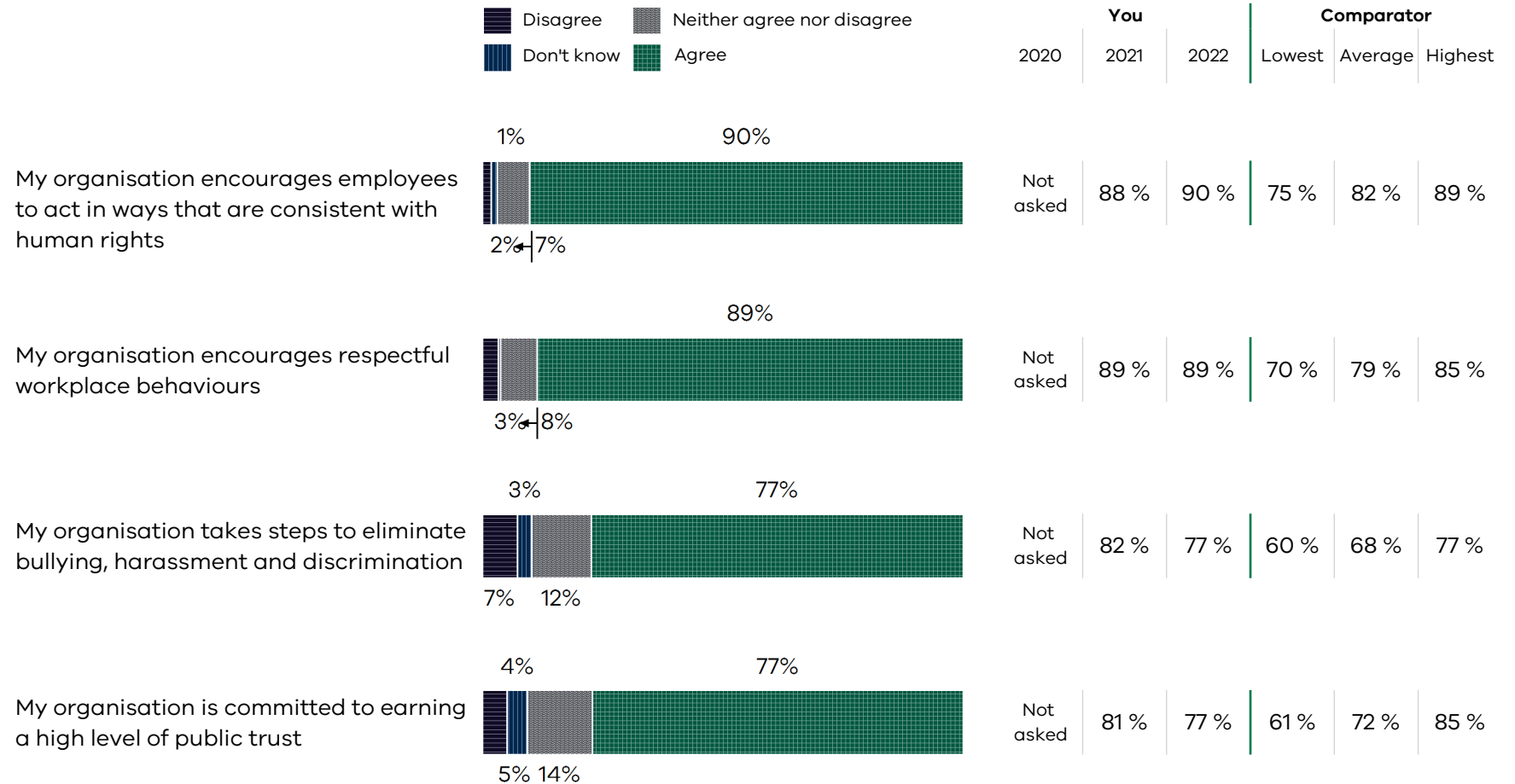
#### Example

90% of your staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.

### Survey question

### Your results

### Benchmark agree results



## 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

77% of your staff who did the survey agreed or strongly agreed with 'My organisation does not tolerate improper conduct'.

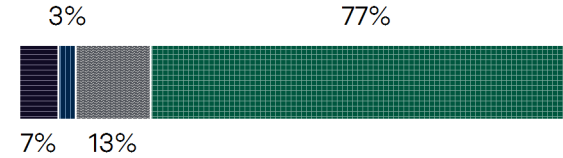
### Survey question

### Your results

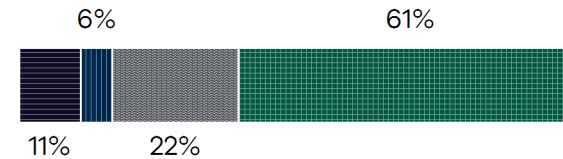
### Benchmark agree results



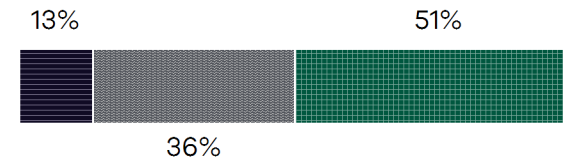
My organisation does not tolerate improper conduct



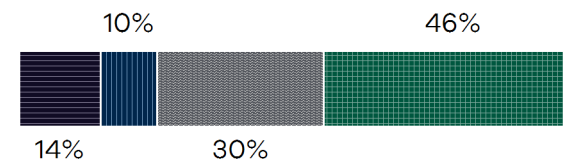
I believe the recruitment processes in my organisation are fair



I have an equal chance at promotion in my organisation



I believe the promotion processes in my organisation are fair



Year	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
My organisation does not tolerate improper conduct	Not asked	78 %	77 %	59 %	69 %	77 %
I believe the recruitment processes in my organisation are fair	Not asked	Not asked	61 %	51 %	59 %	69 %
I have an equal chance at promotion in my organisation	Not asked	Not asked	51 %	37 %	45 %	52 %
I believe the promotion processes in my organisation are fair	Not asked	Not asked	46 %	31 %	42 %	54 %

## Organisational climate

### Collaboration

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

#### Example

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

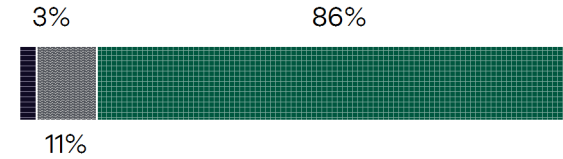
### Survey question

### Your results

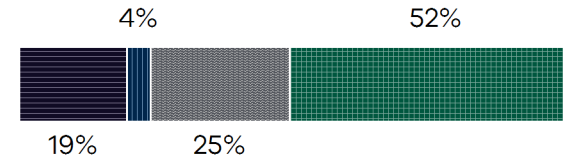
### Benchmark agree results



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



Workgroups across my organisation willingly share information with each other



	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
I am able to work effectively with others outside my immediate workgroup	87 %	90 %	86 %	73 %	80 %	88 %
Workgroups across my organisation willingly share information with each other	61 %	54 %	52 %	42 %	53 %	63 %



## Organisational climate

### Safety climate 1 of 2

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

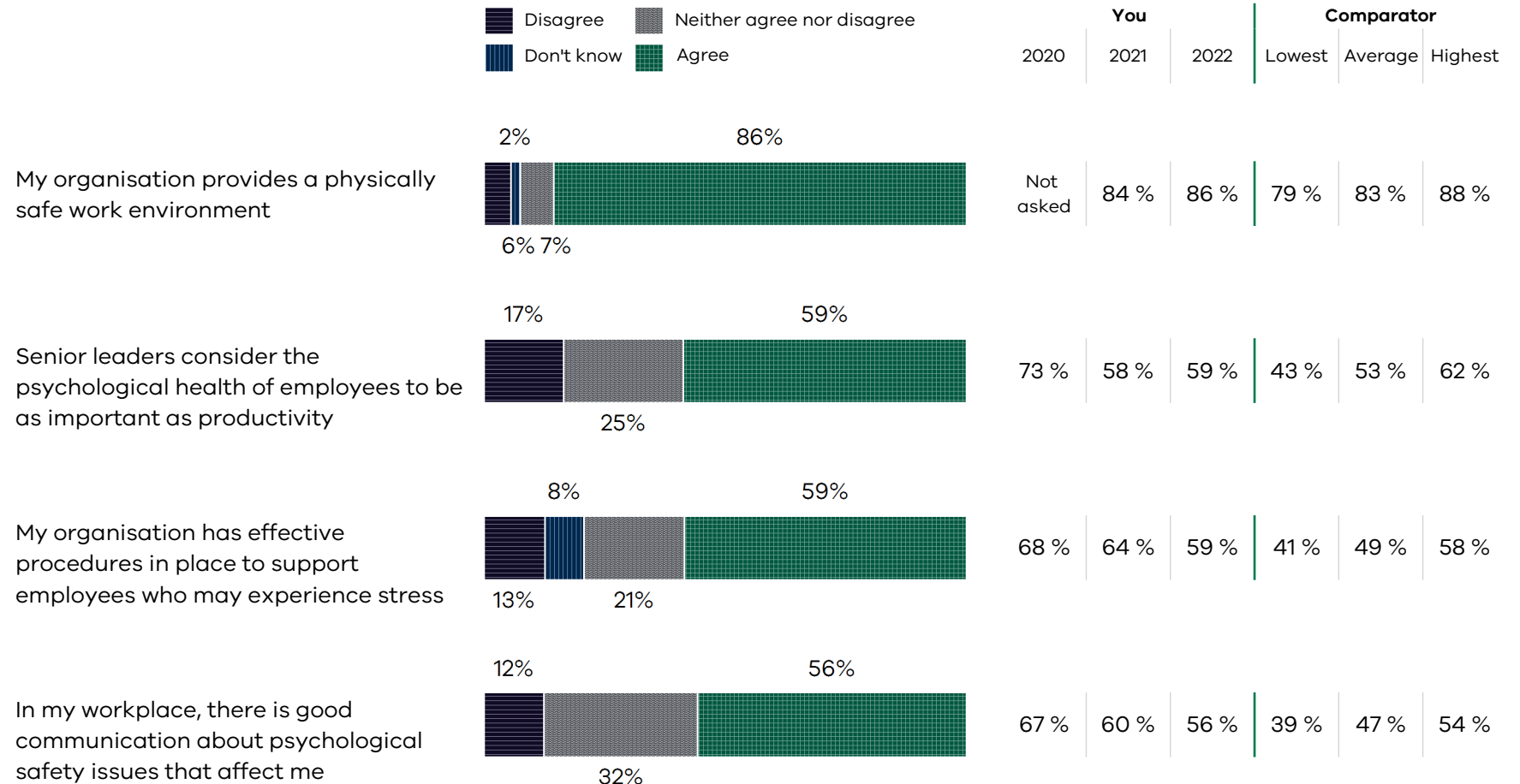
#### Example

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

### Survey question

### Your results

### Benchmark agree results



## Organisational climate

### Safety climate 2 of 2

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

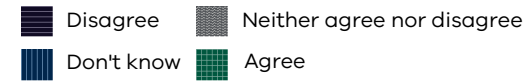
Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

#### Example

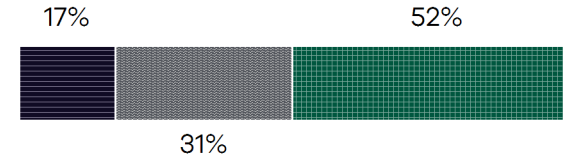
52% of your staff who did the survey agreed or strongly agreed with 'Senior leaders show support for stress prevention through involvement and commitment'.

### Survey question

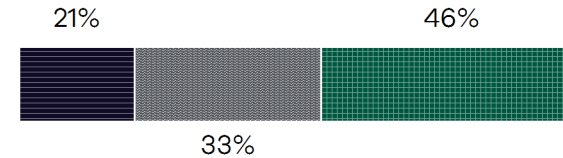
### Your results



Senior leaders show support for stress prevention through involvement and commitment



All levels of my organisation are involved in the prevention of stress



### Benchmark agree results

	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
Senior leaders show support for stress prevention through involvement and commitment	71 %	54 %	52 %	37 %	46 %	55 %
All levels of my organisation are involved in the prevention of stress	60 %	49 %	46 %	31 %	43 %	51 %

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- Violence and aggression

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## Workgroup climate

### Scorecard

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

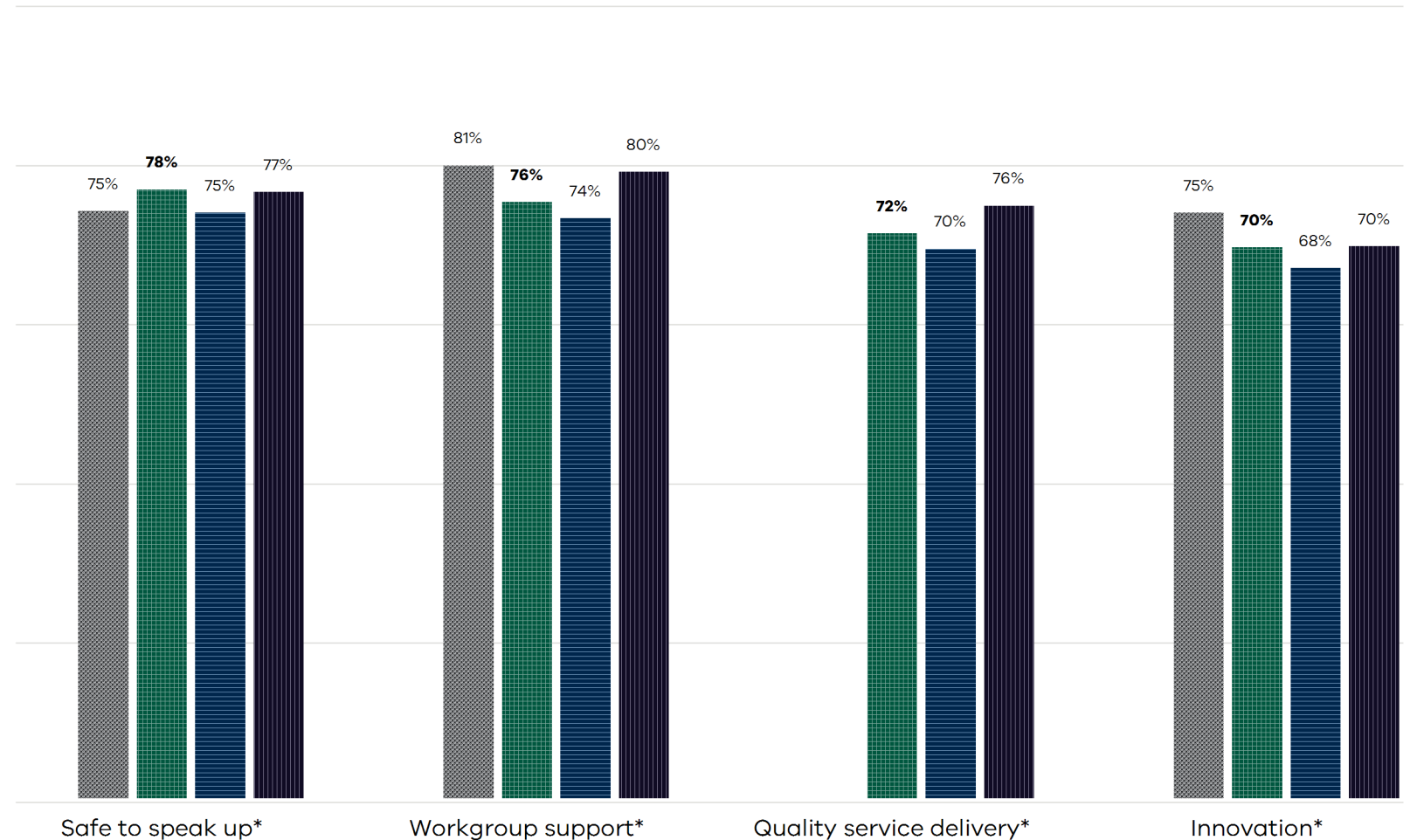
#### Example

In 2022:

- 78% of your staff who did the survey responded positively to questions about Safe to speak up which is up from 75% in 2021.

Compared to:

- 75% of staff at your comparator and 77% of staff across the public sector.



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

■ You 2020 ■ You 2021 ■ You 2022 ■ Comparator 2022 ■ Public sector 2022

## Workgroup climate

### Quality service delivery

#### What this is

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

#### Why this is important

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

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

#### How to read this

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

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

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

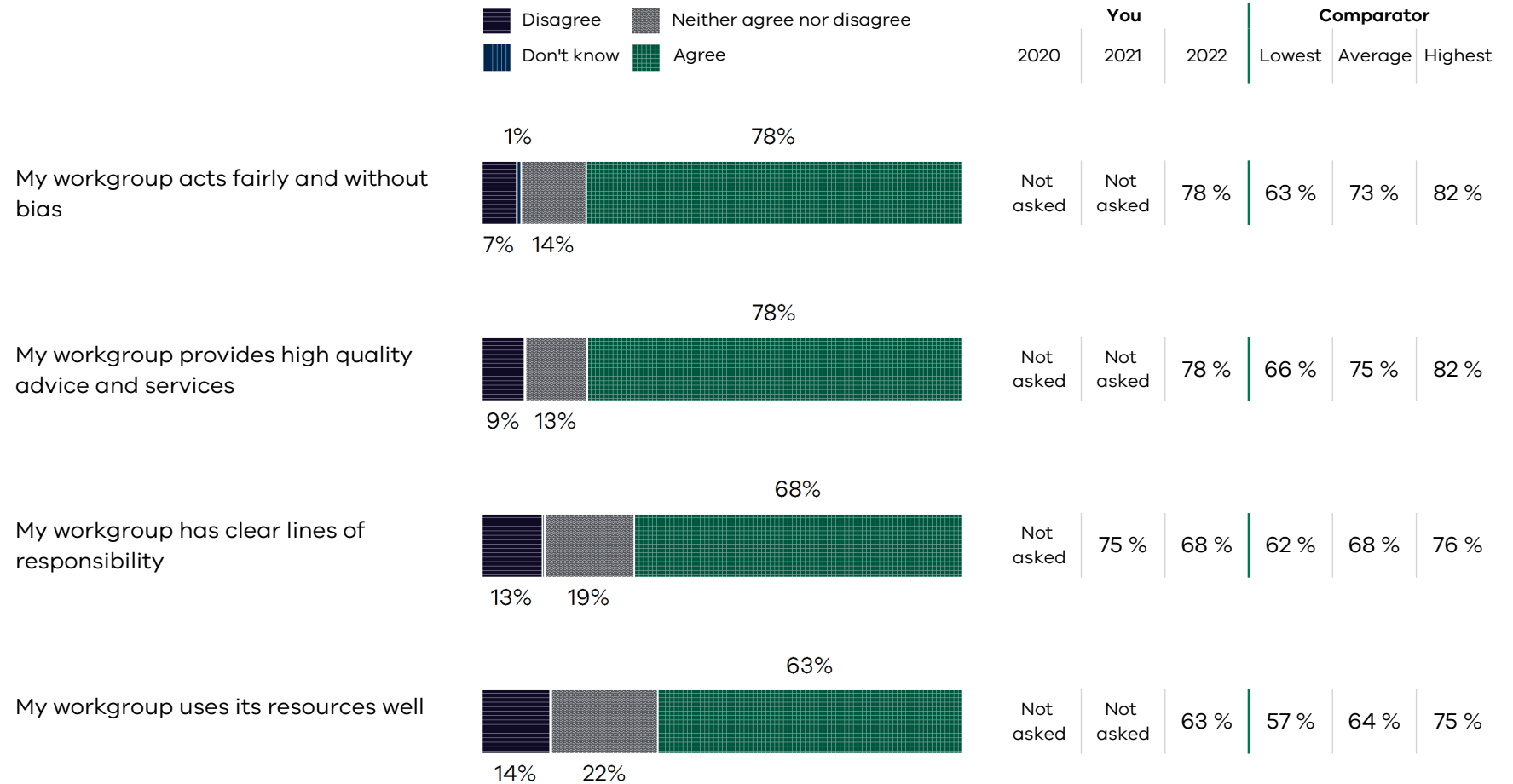
#### Example

78% of your staff who did the survey agreed or strongly agreed with 'My workgroup acts fairly and without bias'.

### Survey question

### Your results

### Benchmark agree results



## 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.

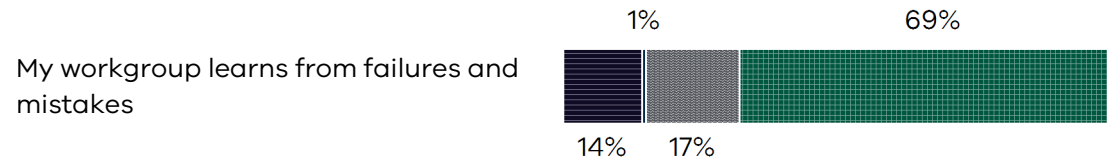
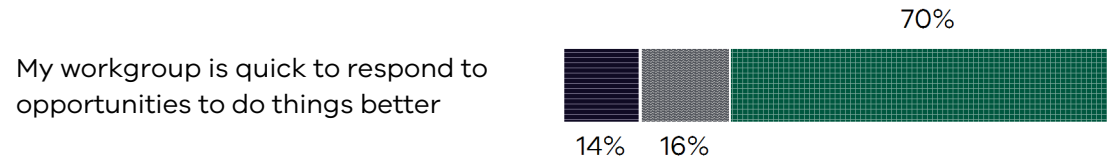
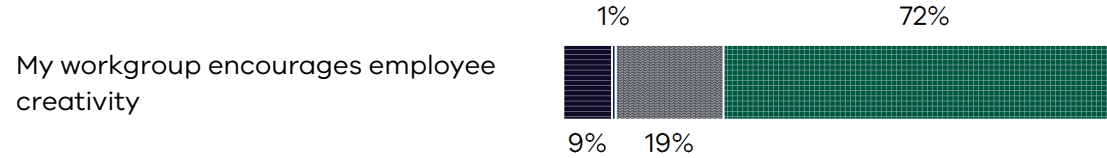
#### Example

72% of your staff who did the survey agreed or strongly agreed with 'My workgroup encourages employee creativity'.

### Survey question

### Your results

### Benchmark agree results



Year	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
My workgroup encourages employee creativity	Not asked	75 %	72 %	57 %	68 %	78 %
My workgroup is quick to respond to opportunities to do things better	Not asked	75 %	70 %	59 %	68 %	80 %
My workgroup learns from failures and mistakes	Not asked	73 %	69 %	58 %	67 %	78 %

## 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.

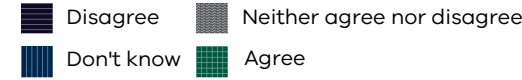
#### Example

86% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup treat each other with respect'.

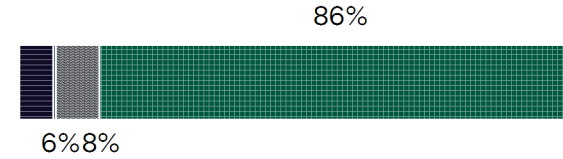
### Survey question

### Your results

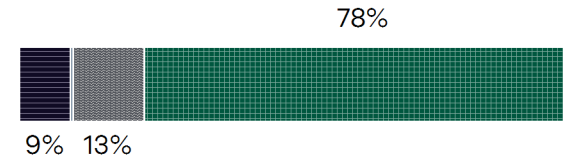
### Benchmark agree results



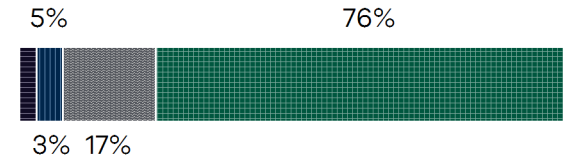
People in my workgroup treat each other with respect



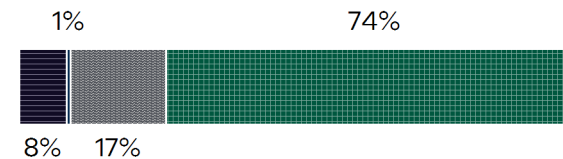
People in my workgroup work together effectively to get the job done



People in my workgroup are politically impartial in their work



People in my workgroup are honest, open and transparent in their dealings



Year	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
	88 %	89 %	86 %	72 %	81 %	89 %
	81 %	84 %	78 %	69 %	77 %	86 %
	Not asked	76 %	76 %	68 %	74 %	81 %
	Not asked	81 %	74 %	61 %	71 %	83 %

## 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.

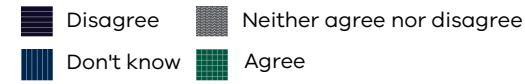
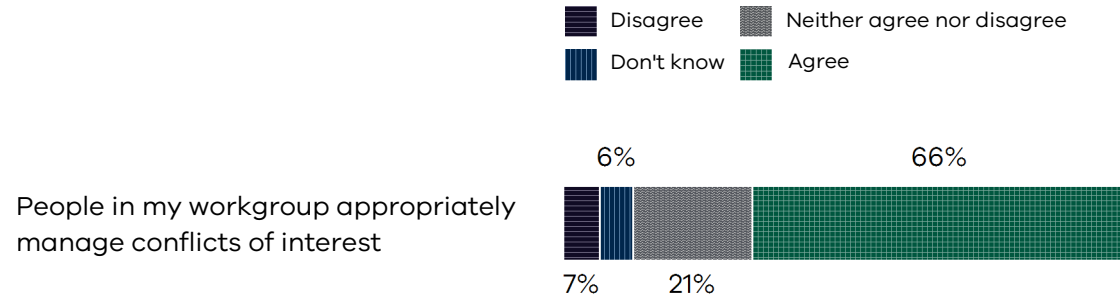
#### Example

66% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.

## Survey question

## Your results

## Benchmark agree results



	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
Not asked	73 %	66 %	58 %	58 %	67 %	80 %



## 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.

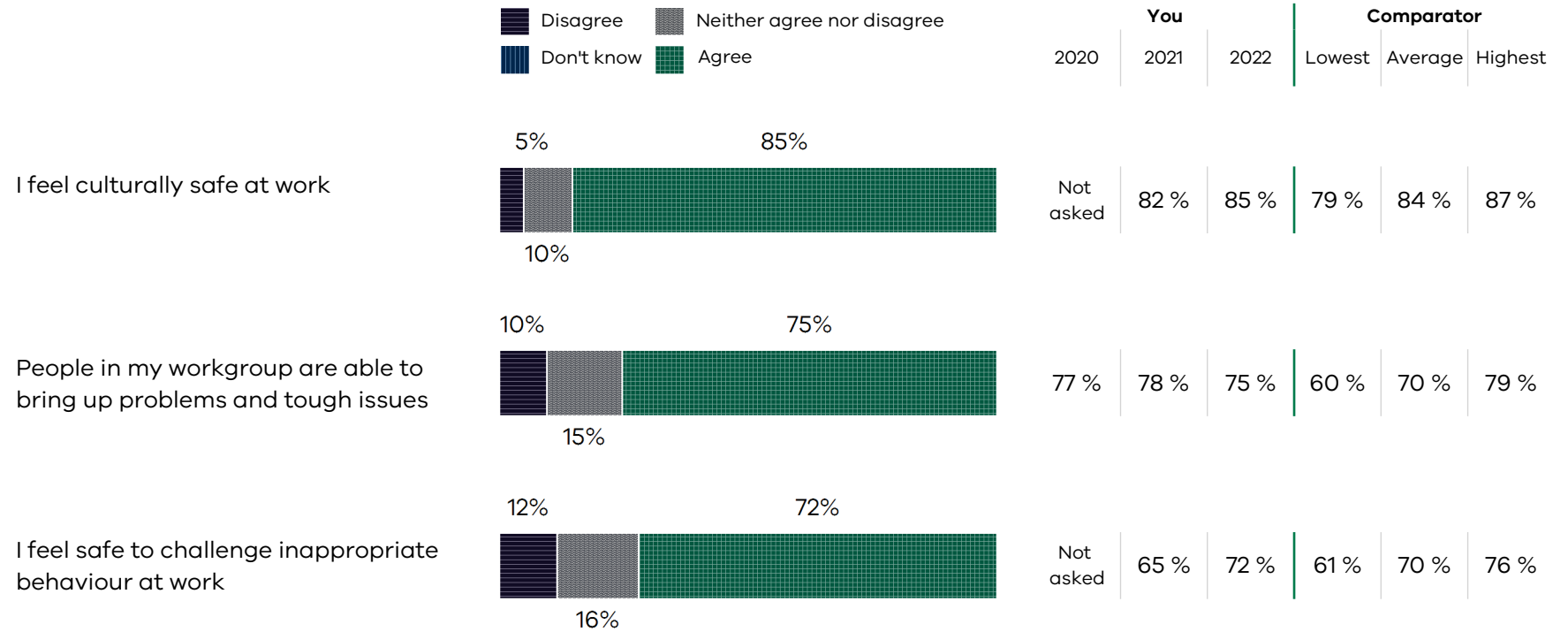
#### Example

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

## Survey question

## Your results

## Benchmark agree results



# People matter survey

## wellbeing check 2022

Have your say

### Overview

#### Report overview

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

### Result summary

#### People outcomes

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

#### Key differences

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

#### Taking action

- Taking action questions

### Detailed results

#### Senior leadership

- Senior leadership questions

#### Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

#### Workgroup climate

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

#### Job and manager factors

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

#### Public sector values

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

#### Demographics

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

## 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.

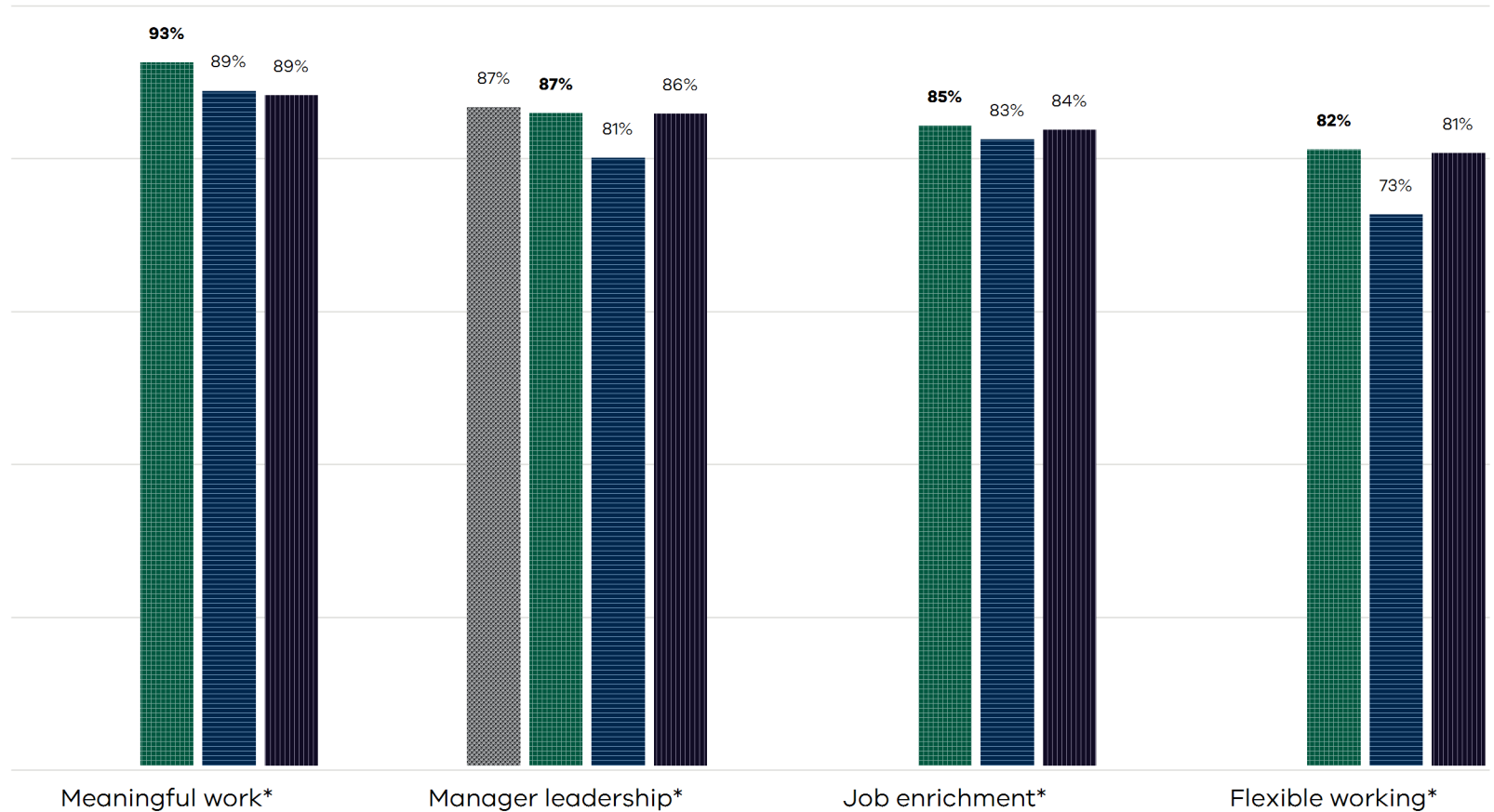
#### Example

In 2022:

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

Compared to:

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



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

■ You 2020 ■ 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.

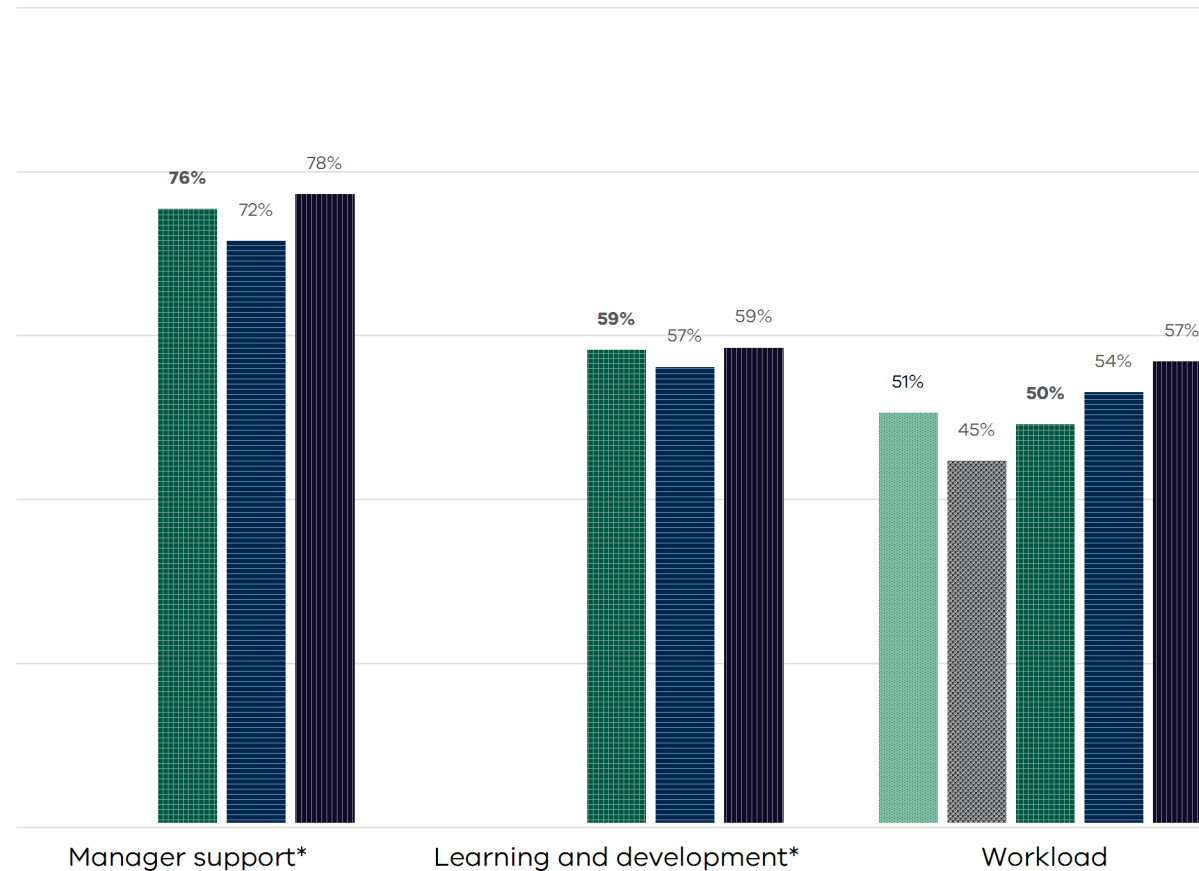
#### Example

In 2022:

- 76% of your staff who did the survey responded positively to questions about Manager support.

Compared to:

- 72% 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

■ You 2020 ■ You 2021 ■ You 2022 ■ Comparator 2022 ■ Public sector 2022

## Job and manager factors

### Manager leadership

#### What this is

This is how well staff perceive their direct managers lead.

#### Why this is important

Great managers can foster the right environment for staff engagement.

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

#### How to read this

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

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

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

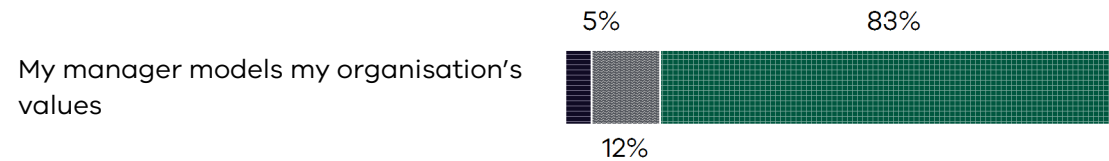
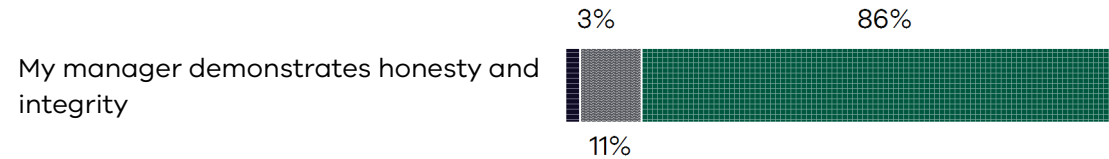
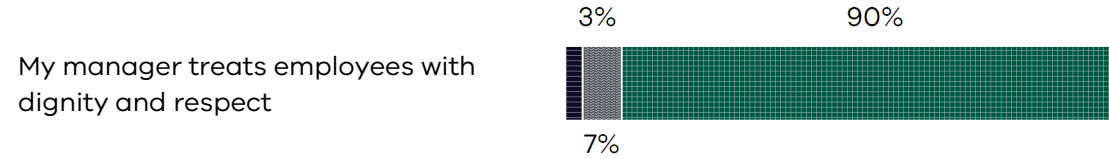
#### Example

90% 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



	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
My manager treats employees with dignity and respect	Not asked	90 %	90 %	75 %	83 %	88 %
My manager demonstrates honesty and integrity	Not asked	86 %	86 %	71 %	80 %	84 %
My manager models my organisation's values	Not asked	86 %	83 %	69 %	79 %	86 %

## 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.

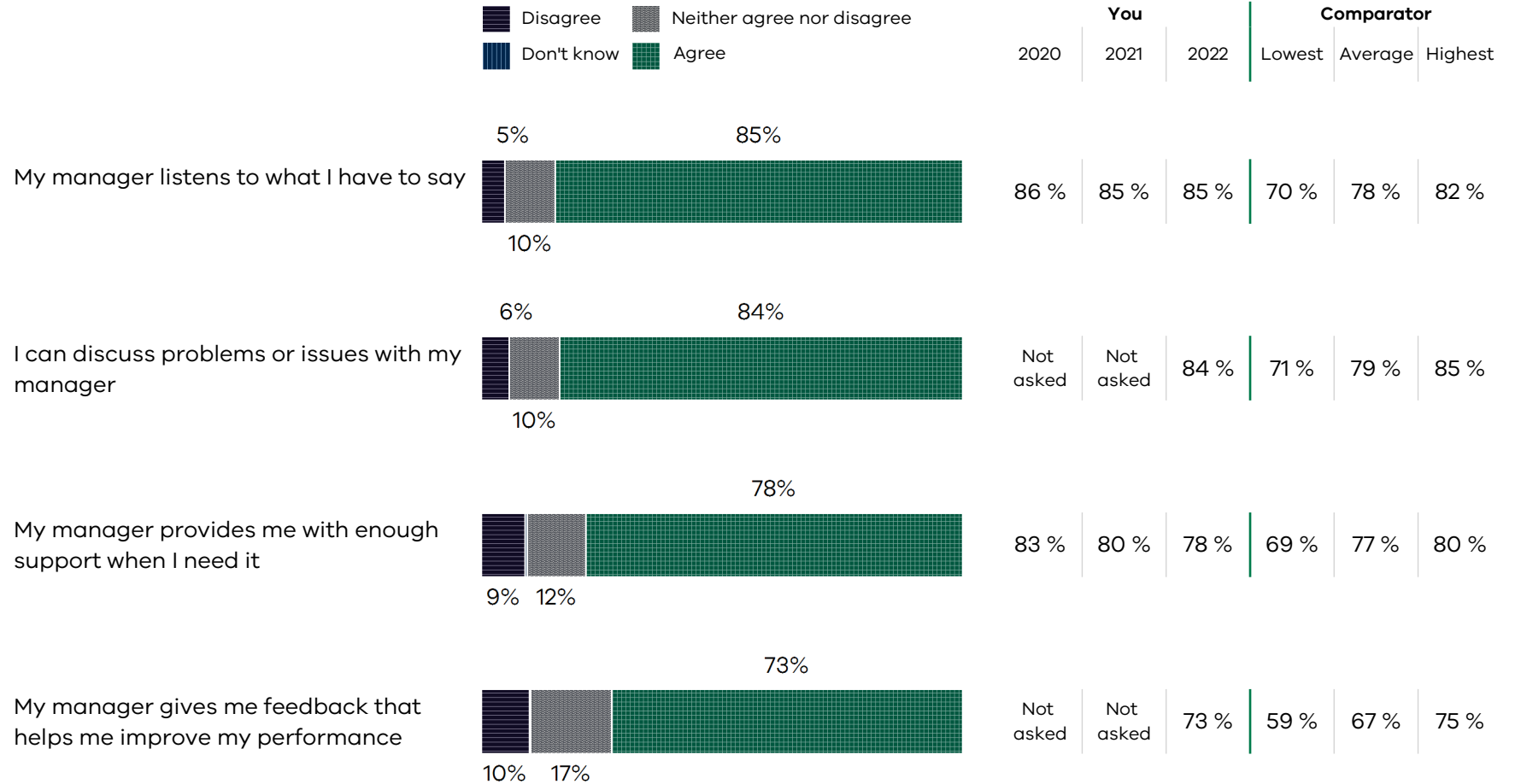
#### Example

85% 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



## Job and manager factors

### Manager support 2 of 2

#### What this is

This is how supported staff feel by their direct manager.

#### Why this is important

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

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

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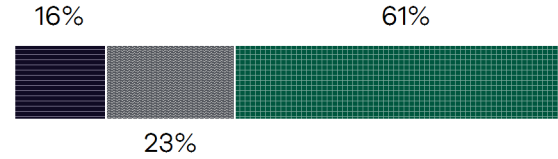
#### Example

61% of your staff who did the survey agreed or strongly agreed with 'I receive meaningful recognition when I do good work'.

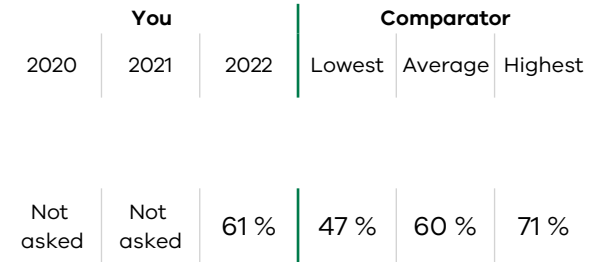
### Survey question

I receive meaningful recognition when I do good work

### Your results



### Benchmark agree results



## 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.

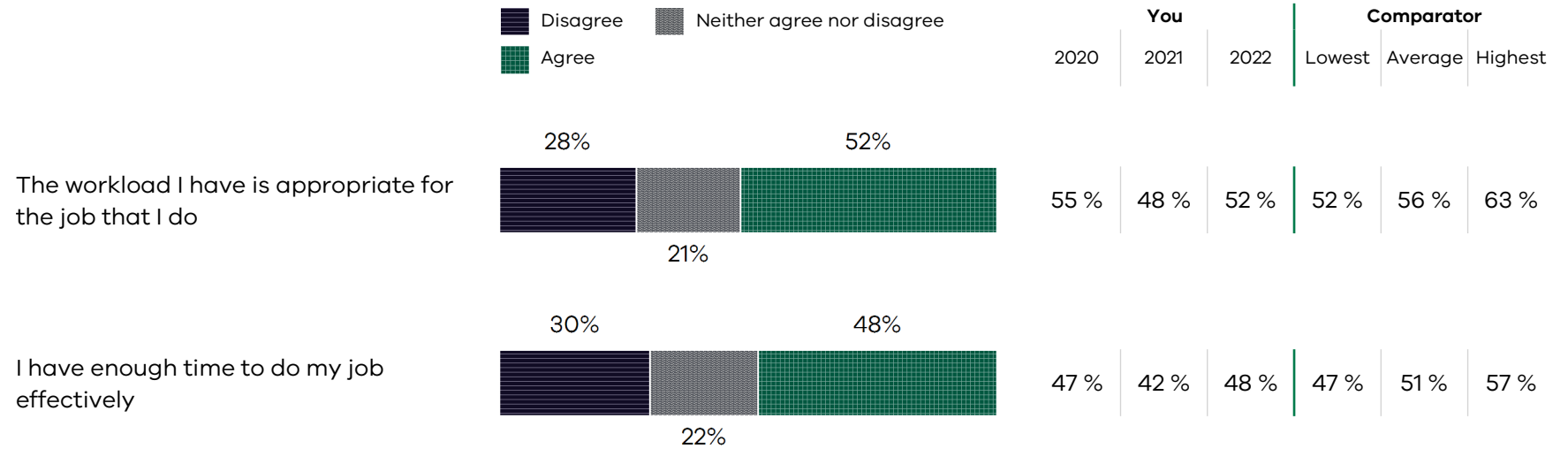
#### Example

52% 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





## 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.

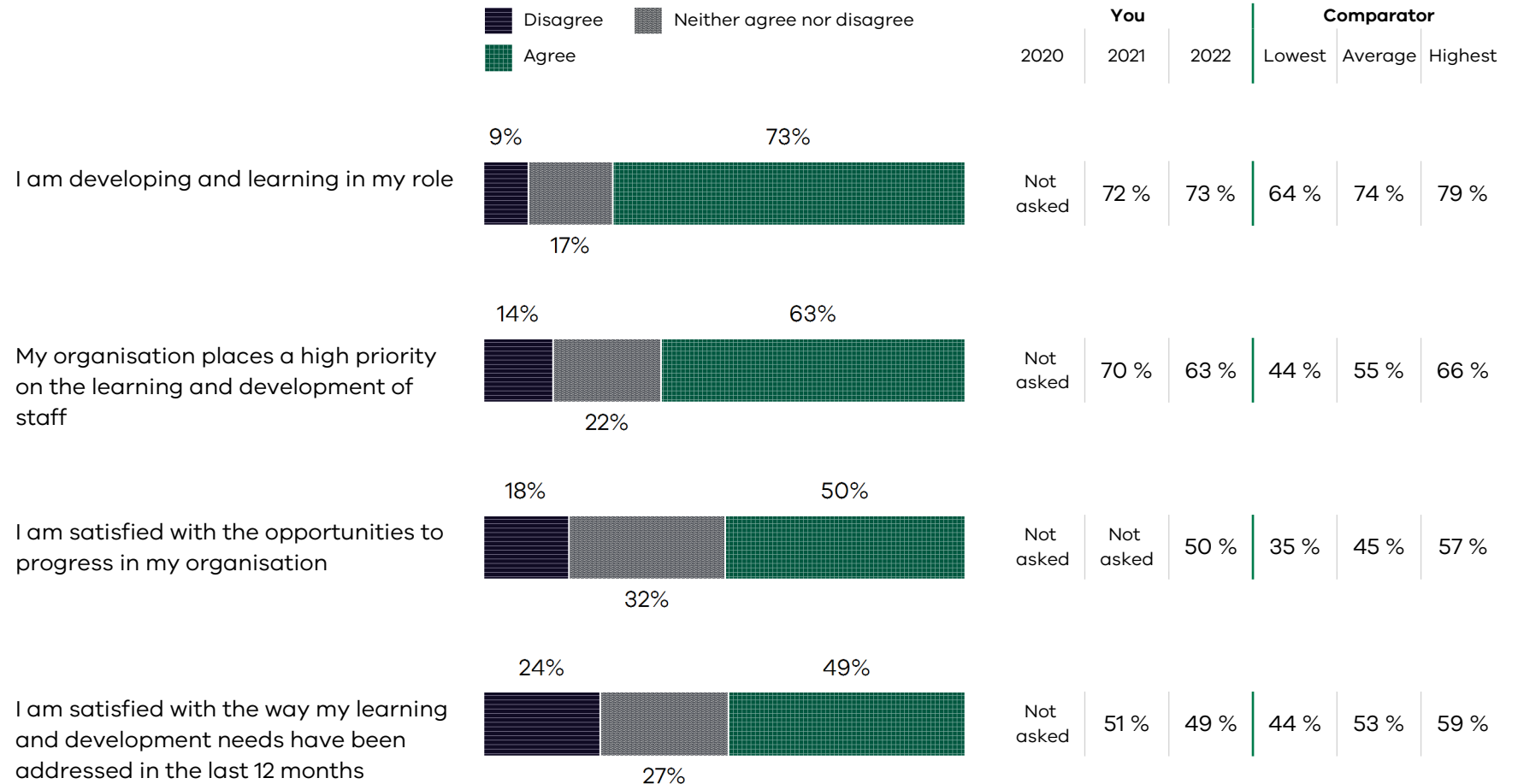
#### Example

73% of your staff who did the survey agreed or strongly agreed with 'I am developing and learning in my role'.

### Survey question

### Your results

### Benchmark agree results



## Job and manager factors

### Job enrichment 1 of 2

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

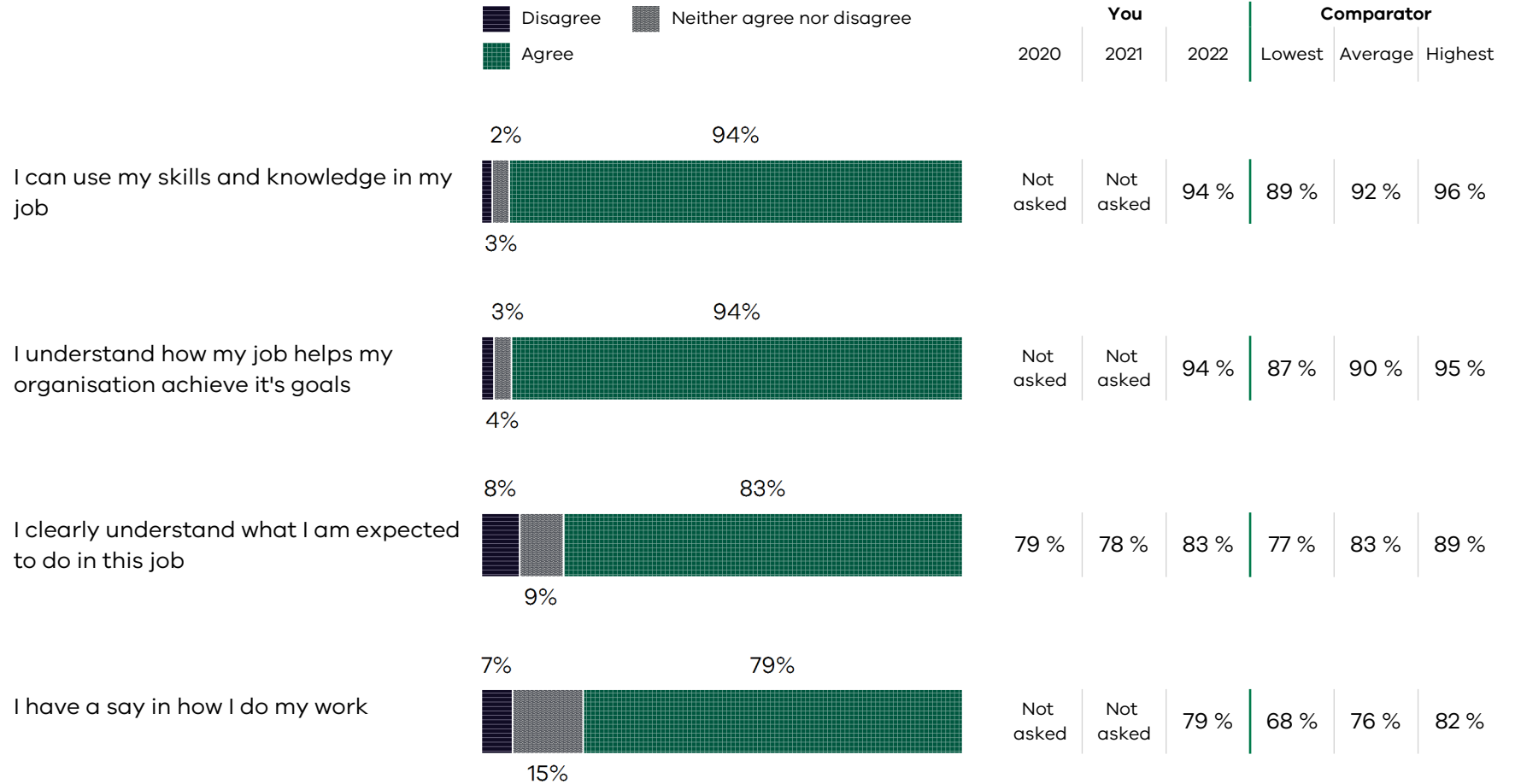
#### Example

94% of your staff who did the survey agreed or strongly agreed with 'I can use my skills and knowledge in my job'.

### Survey question

### Your results

### Benchmark agree results



## 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.

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

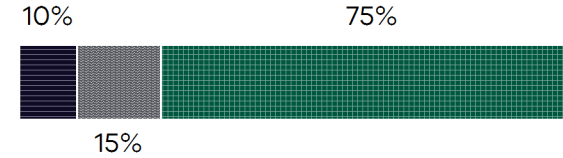
#### Example

75% of your staff who did the survey agreed or strongly agreed with 'I have the authority to do my job effectively'.

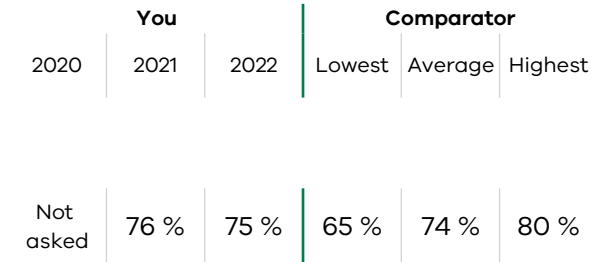
### Survey question

I have the authority to do my job effectively

### Your results



### Benchmark agree results



## 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.

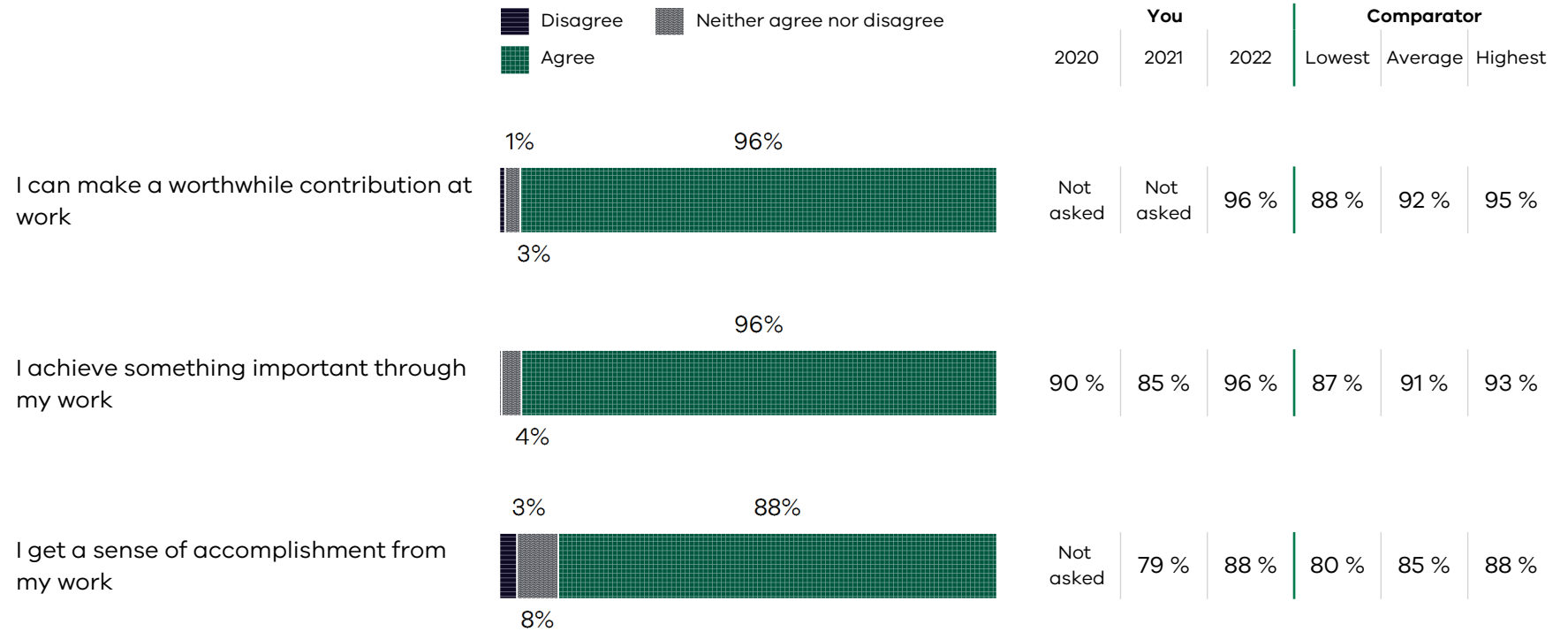
#### Example

96% of your staff who did the survey agreed or strongly agreed with 'I can make a worthwhile contribution at work'.

### Survey question

### Your results

### Benchmark agree results



## Job and manager factors

### Flexible working

#### What this is

This is how well your 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

87% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.

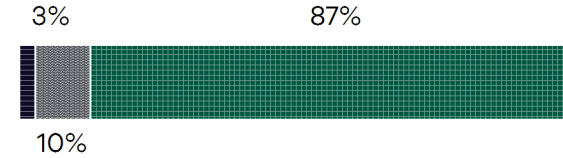
### Survey question

### Your results

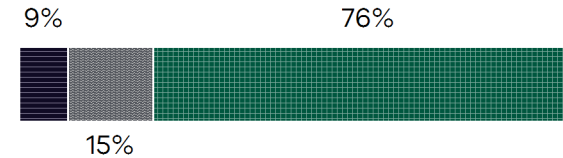
### Benchmark agree results



My manager supports working flexibly



I am confident that if I requested a flexible work arrangement, it would be given due consideration



	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
My manager supports working flexibly	Not asked	Not asked	87 %	70 %	79 %	83 %
I am confident that if I requested a flexible work arrangement, it would be given due consideration	83 %	82 %	76 %	57 %	68 %	74 %

# People matter survey

## wellbeing check 2022

Have your say

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- Your response rate

### Result summary

#### People outcomes

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- Scorecard: satisfaction, stress, intention to stay, inclusion
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- Intention to stay
- Inclusion
- Scorecard: emotional effects of work
- Scorecard: negative behaviour
- Bullying
- Sexual harassment
- Discrimination
- Violence and aggression

#### Key differences

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

#### Taking action

- Taking action questions

### Detailed results

#### Senior leadership

- Senior leadership questions

#### Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

#### Workgroup climate

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

#### Job and manager factors

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

#### Public sector values

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

#### Demographics

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

## 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.

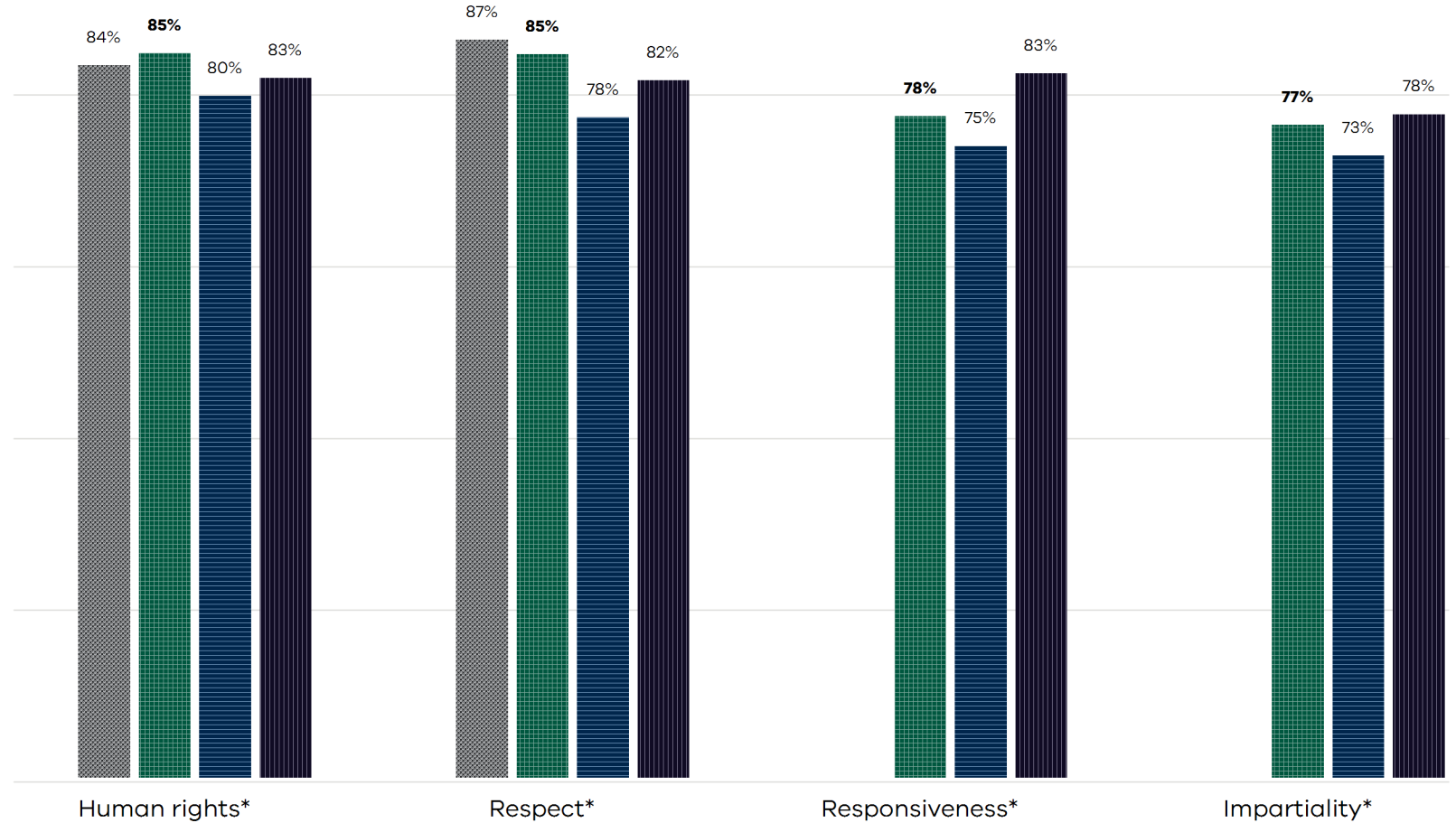
#### Example

In 2022:

- 85% of your staff who did the survey responded positively to questions about Human rights, which is up 1% in 2021.

Compared to:

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



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

■ You 2020 ■ You 2021 ■ You 2022 ■ Comparator 2022 ■ Public sector 2022

## Public sector values

### Scorecard 2 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.

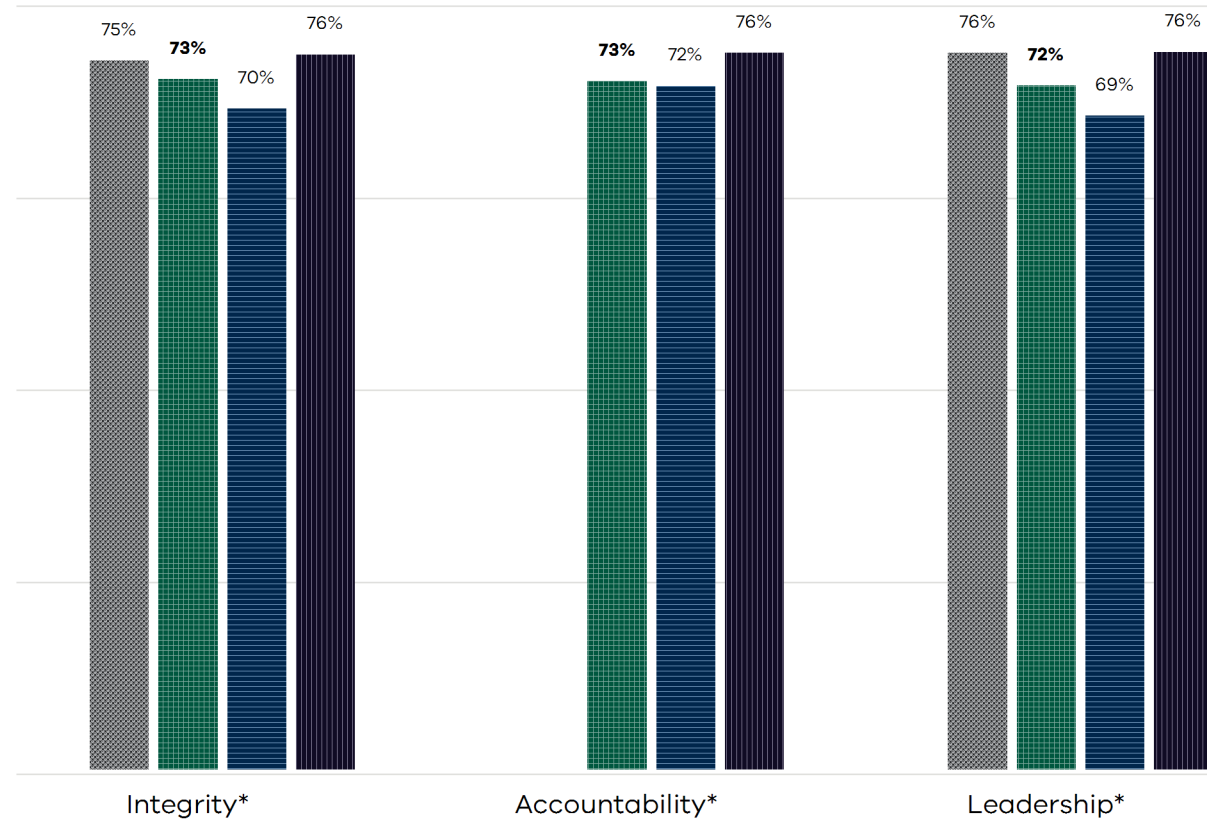
#### Example

In 2022:

- 73% of your staff who did the survey responded positively to questions about Integrity, which is down 2% in 2021.

Compared to:

- 70% of staff at your comparator and 76% of staff across the public sector.



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

■ You 2020 ■ 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.

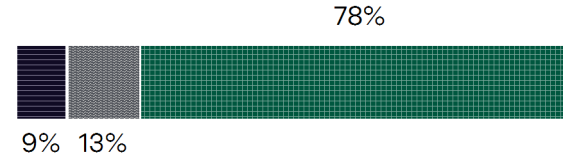
#### Example

78% of staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

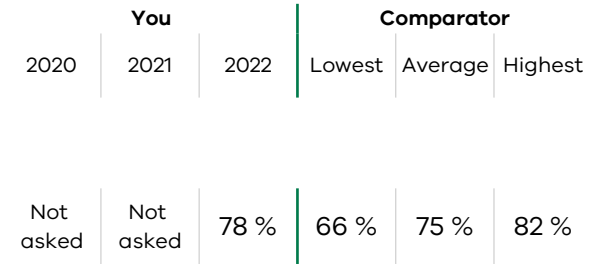
### Survey question

My workgroup provides high quality advice and services

### Your results



### Benchmark agree results



## 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.

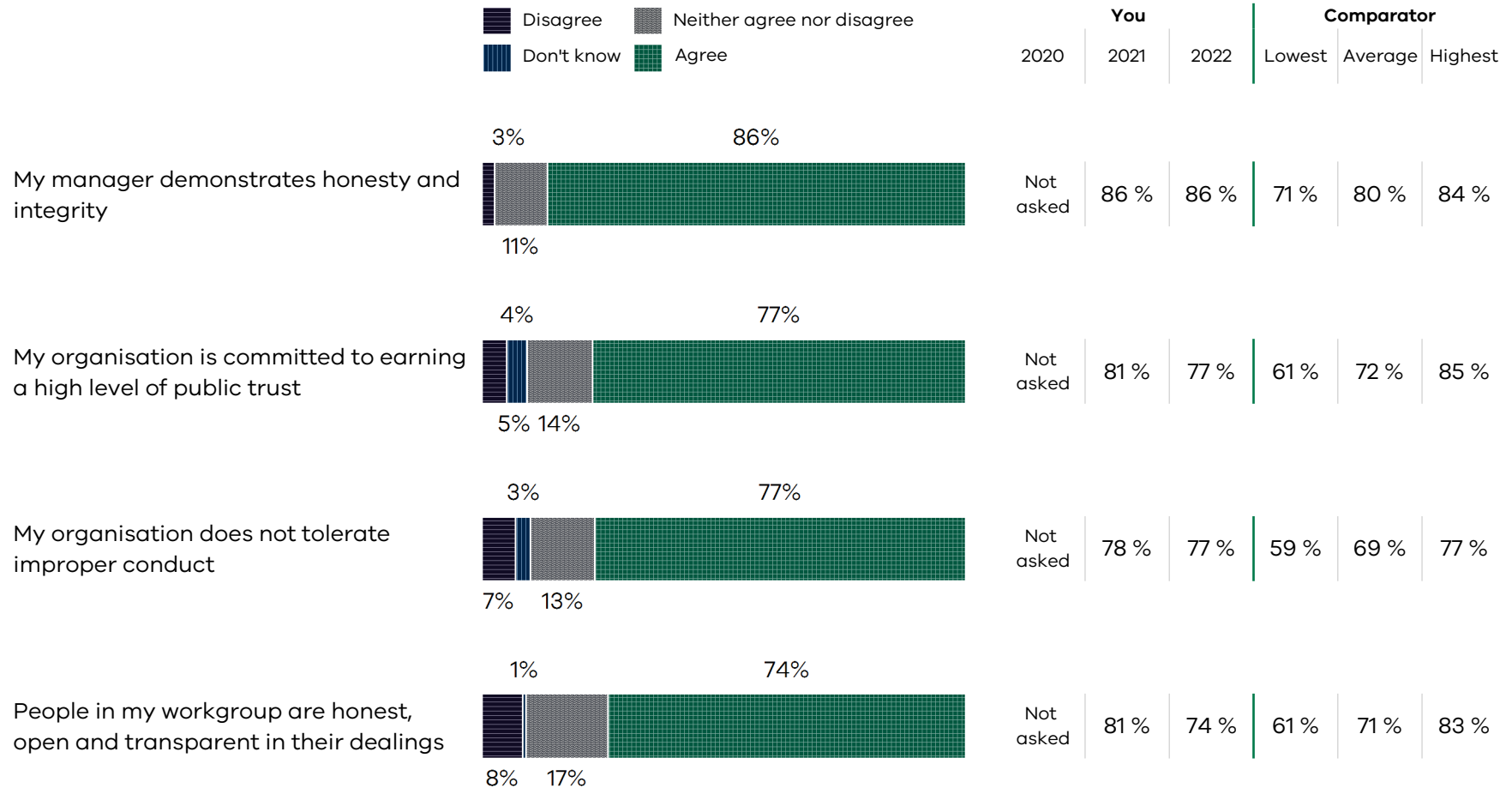
#### Example

86% of staff who did the survey agreed or strongly agreed with 'My manager demonstrates honesty and integrity'.

### Survey question

### Your results

### Benchmark agree results



## Public sector values

### Integrity 2 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

72% of staff who did the survey agreed or strongly agreed with 'I feel safe to challenge inappropriate behaviour at work'.

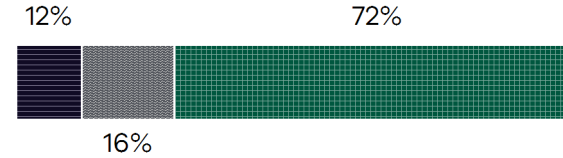
### Survey question

### Your results

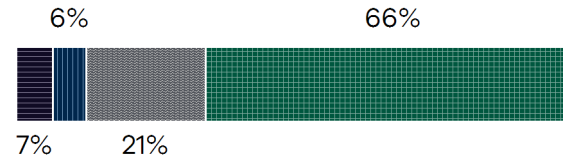
### Benchmark agree results



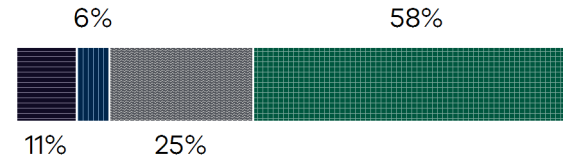
I feel safe to challenge inappropriate behaviour at work



People in my workgroup appropriately manage conflicts of interest



Senior leaders demonstrate honesty and integrity



Year	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
2020						
Not asked	65 %	72 %		61 %	70 %	76 %
Not asked	73 %	66 %		58 %	67 %	80 %
Not asked	61 %	58 %		51 %	60 %	69 %

## 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

78% of staff who did the survey agreed or strongly agreed with 'My workgroup acts fairly and without bias'.

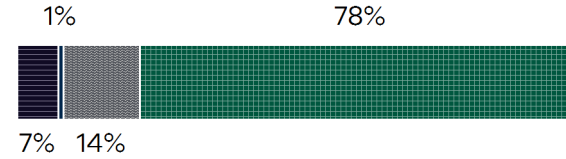
### Survey question

### Your results

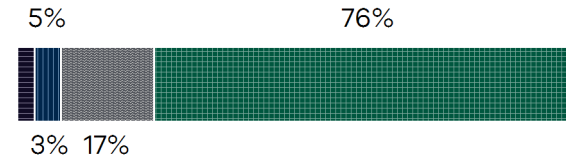
### Benchmark agree results



My workgroup acts fairly and without bias



People in my workgroup are politically impartial in their work



	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
My workgroup acts fairly and without bias	Not asked	Not asked	78 %	63 %	73 %	82 %
People in my workgroup are politically impartial in their work	Not asked	76 %	76 %	68 %	74 %	81 %

## Public sector values

### Accountability 1 of 2

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

#### Example

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

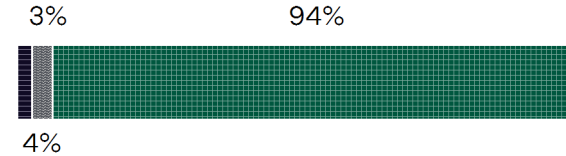
### Survey question

### Your results

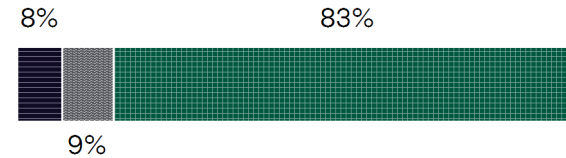
### Benchmark agree results



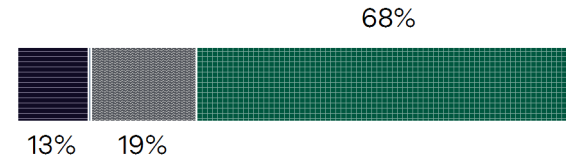
I understand how my job helps my organisation achieve its goals



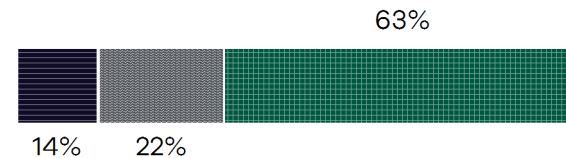
I clearly understand what I am expected to do in this job



My workgroup has clear lines of responsibility



My workgroup uses its resources well



Year	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
2020	Not asked	Not asked	94 %	87 %	90 %	95 %
2021	79 %	78 %	83 %	77 %	83 %	89 %
2022	Not asked	75 %	68 %	62 %	68 %	76 %
2023	Not asked	Not asked	63 %	57 %	64 %	75 %

## 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.

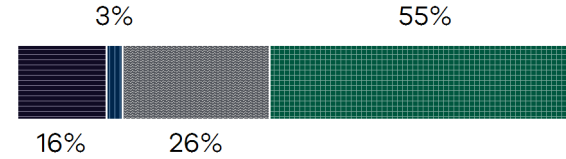
#### Example

55% of staff who did the survey agreed or strongly agreed with 'Senior leaders provide clear strategy and direction'.

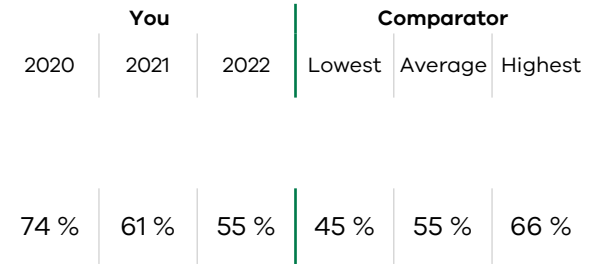
## Survey question

Senior leaders provide clear strategy and direction

## Your results



## Benchmark agree results



## 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.

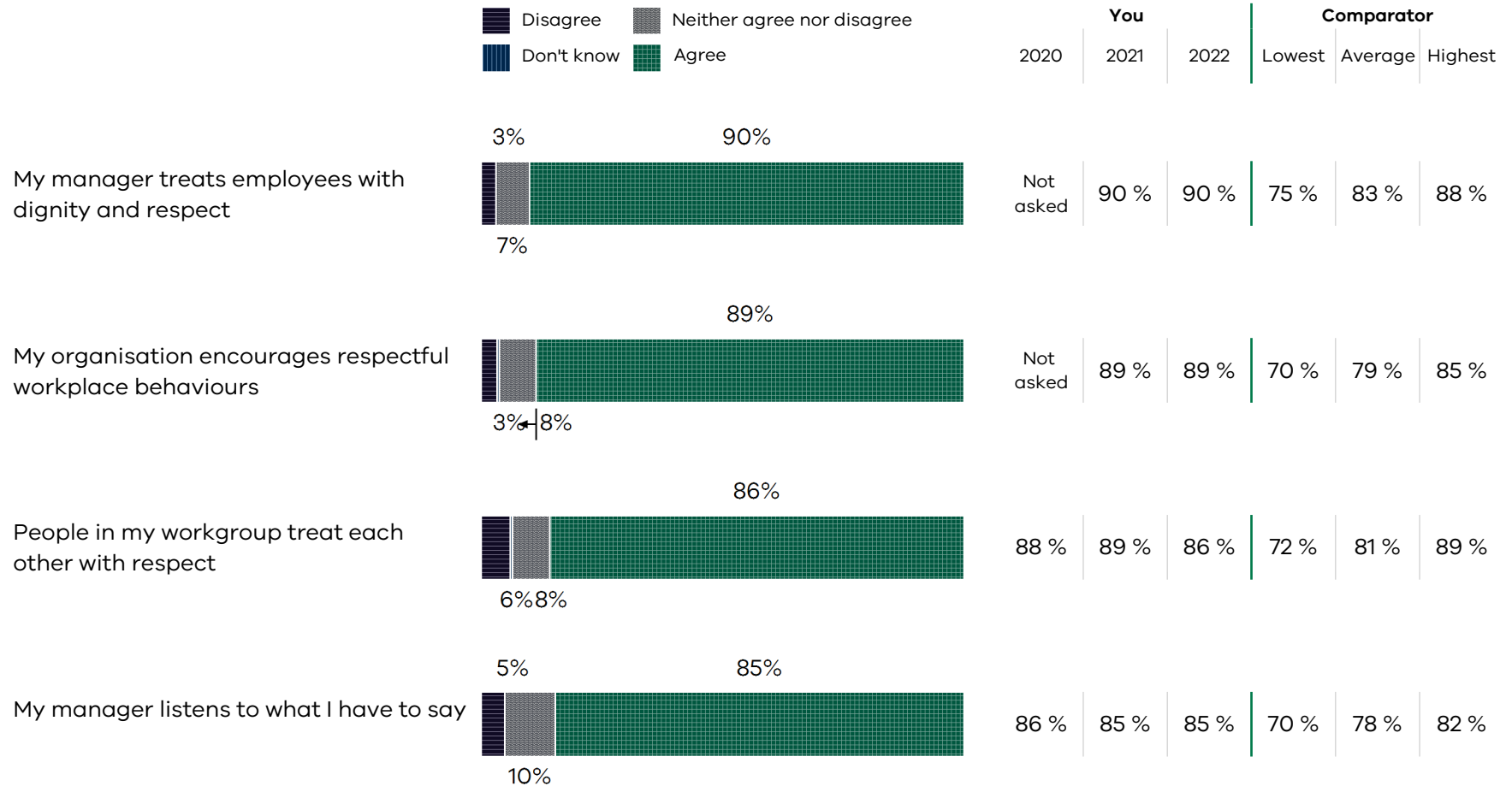
#### Example

90% of staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

### Survey question

### Your results

### Benchmark agree results



## Public sector values

### Respect 2 of 2

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

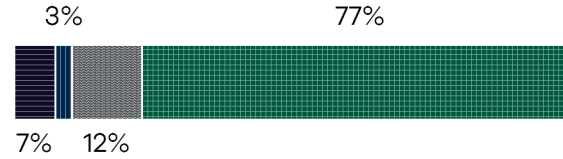
Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

#### Example

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

### Survey question

My organisation takes steps to eliminate bullying, harassment and discrimination



### Your results

### Benchmark agree results

	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
My organisation takes steps to eliminate bullying, harassment and discrimination	Not asked	82 %	77 %	60 %	68 %	77 %



## 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

83% of staff who did the survey agreed or strongly agreed with 'My manager models my organisation's values'.

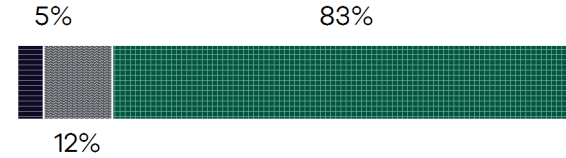
### Survey question

### Your results

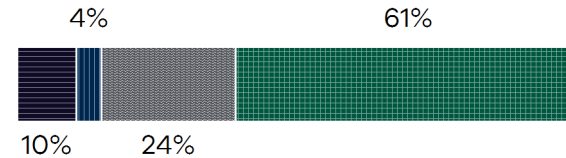
### Benchmark agree results



My manager models my organisation's values



Senior leaders model my organisation's values



	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
My manager models my organisation's values	Not asked	86 %	83 %	69 %	79 %	86 %
Senior leaders model my organisation's values	Not asked	66 %	61 %	49 %	59 %	71 %

## 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.

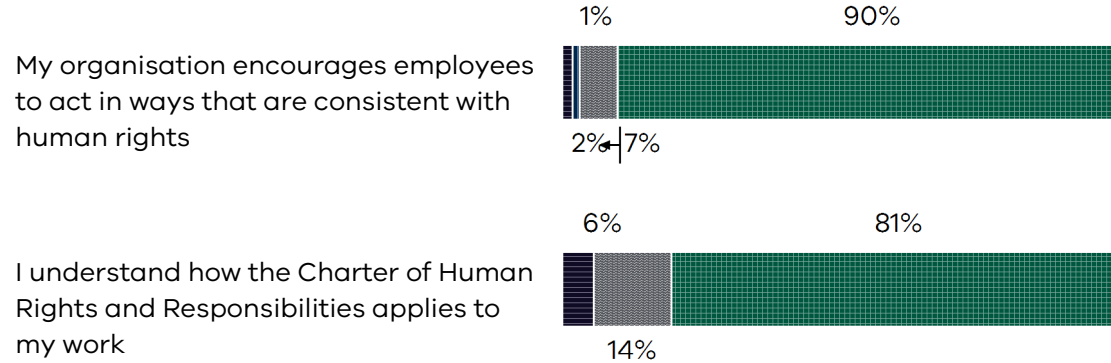
#### Example

90% of staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.

### Survey question

### Your results

### Benchmark agree results



	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
My organisation encourages employees to act in ways that are consistent with human rights	Not asked	88 %	90 %	75 %	82 %	89 %
I understand how the Charter of Human Rights and Responsibilities applies to my work	Not asked	80 %	81 %	70 %	79 %	93 %

# People matter survey

## wellbeing check 2022

Have your say

### Overview

#### Report overview

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

### Result summary

#### People outcomes

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

#### Key differences

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

#### Taking action

- Taking action questions

### Detailed results

#### Senior leadership

- Senior leadership questions

#### Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

#### Workgroup climate

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

#### Job and manager factors

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

#### Public sector values

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

#### Demographics

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

## 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	71	17%
35-54 years	202	47%
55+ years	135	31%
Prefer not to say	21	5%

How would you describe your gender?	(n)	%
Woman	256	60%
Man	142	33%
Prefer not to say	27	6%
Non-binary and I use a different term	4	1%

Are you trans, non-binary or gender diverse?	(n)	%
Yes	2	0%
No	396	92%
Prefer not to say	31	7%

To your knowledge, do you have innate variation(s) of sex characteristics (often called intersex)?\*

	(n)	%
Yes	1	0%
No	393	92%
Don't know	9	2%
Prefer not to say	26	6%

How do you describe your sexual orientation?

	(n)	%
Straight (heterosexual)	367	86%
Prefer not to say	42	10%
Gay or lesbian	7	2%
Bisexual	6	1%
I use a different term	3	1%
Don't know	3	1%
Pansexual	1	0%

## Demographics

### Aboriginal and/or Torres Strait Islander employees

#### What this is

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

#### Why this is important

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

#### How to read this

Each table shows the breakdown of responses from your survey.

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

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

#### How we protect anonymity and privacy

To protect you, we:

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### Aboriginal and/or Torres Strait Islander

	(n)	%
Yes	9	2%
Non Aboriginal and/or Torres Strait Islander	403	94%
Prefer not to say	17	4%

## Demographics

### Disability

#### What this is

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

#### Why this is important

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

#### How to read this

Each table shows the breakdown of responses from your survey.

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

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

#### How we protect anonymity and privacy

To protect you, we:

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#### Do you identify as a person with a disability?

	(n)	%
Yes	39	9%
No	371	86%
Prefer not to say	19	4%

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

	(n)	%
Yes	24	62%
No	12	31%
Prefer not to say	3	8%

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

	(n)	%
My disability does not impact on my ability to perform my role	7	58%
I do not require any adjustments to be made to perform my role	3	25%
I feel that sharing my disability information will reflect negatively on me	2	17%

## Demographics

### Cultural diversity 1 of 2

#### What this is

These are the personal characteristics of staff.

#### Why this is important

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

#### How to read this

Each table shows the breakdown of responses from your survey.

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

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

#### How we protect anonymity and privacy

To protect you, we:

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Country of birth	(n)	%
Born in Australia	<b>375</b>	87%
Not born in Australia	<b>39</b>	9%
Prefer not to say	<b>15</b>	3%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Other	<b>15</b>	36%
Italian	<b>12</b>	29%
Hindi	<b>5</b>	12%
German	<b>3</b>	7%
Punjabi	<b>3</b>	7%
Greek	<b>2</b>	5%
Macedonian	<b>2</b>	5%
Mandarin	<b>2</b>	5%
Sinhalese	<b>2</b>	5%
Spanish	<b>2</b>	5%
Tagalog	<b>2</b>	5%
Urdu	<b>2</b>	5%

Language other than English spoken with family or community	(n)	%
Yes	<b>42</b>	10%
No	<b>368</b>	86%
Prefer not to say	<b>19</b>	4%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Filipino	<b>1</b>	2%
French	<b>1</b>	2%
Indonesian	<b>1</b>	2%
Tamil	<b>1</b>	2%
Vietnamese	<b>1</b>	2%

## Demographics

### Cultural diversity 2 of 2

#### What this is

This is the cultural identity and religion of staff.

#### Why this is important

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

#### How to read this

Each table shows the breakdown of responses from your survey.

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

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

#### How we protect anonymity and privacy

To protect you, we:

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Cultural identity	(n)	%
Australian	<b>344</b>	80%
European (including Western, Eastern and South-Eastern Europe, and Scandinavia)	<b>32</b>	7%
English, Irish, Scottish and/or Welsh	<b>30</b>	7%
Prefer not to say	<b>22</b>	5%
Aboriginal and/or Torres Strait Islander	<b>9</b>	2%
South Asian	<b>7</b>	2%
New Zealander	<b>6</b>	1%
Other	<b>5</b>	1%
East and/or South-East Asian	<b>4</b>	1%
Middle Eastern	<b>2</b>	0%
Central and/or South American	<b>2</b>	0%
Maori	<b>2</b>	0%
North American	<b>1</b>	0%
Pacific Islander	<b>1</b>	0%
African	<b>1</b>	0%

Religion	(n)	%
No religion	<b>195</b>	45%
Christianity	<b>164</b>	38%
Prefer not to say	<b>44</b>	10%
Other	<b>16</b>	4%
Hinduism	<b>5</b>	1%
Buddhism	<b>3</b>	1%
Islam	<b>1</b>	0%
Sikhism	<b>1</b>	0%



## Demographics

### Employment characteristics 1 of 2

#### What this is

These are the employment characteristics of staff.

#### Why this is important

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

#### How to read this

Each table shows the breakdown of responses from your survey.

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

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

#### How we protect anonymity and privacy

To protect you, we:

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Working arrangement	(n)	%
Full-Time	<b>334</b>	78%
Part-Time	<b>95</b>	22%

Gross base salary (ongoing/fixed term only)	(n)	%
Below \$65k	<b>60</b>	15%
\$65k to \$95k	<b>176</b>	44%
\$95k to \$125k	<b>101</b>	25%
\$125k or more	<b>20</b>	5%
Prefer not to say	<b>43</b>	11%

Organisational tenure	(n)	%
<1 year	<b>89</b>	21%
1 to less than 2 years	<b>64</b>	15%
2 to less than 5 years	<b>83</b>	19%
5 to less than 10 years	<b>78</b>	18%
10 to less than 20 years	<b>80</b>	19%
More than 20 years	<b>35</b>	8%

Management responsibility	(n)	%
Non-manager	<b>367</b>	86%
Other manager	<b>38</b>	9%
Manager of other manager(s)	<b>24</b>	6%

Employment type	(n)	%
Ongoing and executive	<b>351</b>	82%
Fixed term	<b>49</b>	11%
Other	<b>29</b>	7%

## Demographics

### Employment characteristics 2 of 2

#### What this is

These are the employment characteristics of staff.

#### Why this is important

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

#### How to read this

Each table shows the breakdown of responses from your survey.

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

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

#### How we protect anonymity and privacy

To protect you, we:

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

#### Primary workplace location over the last 3 months

	(n)	%
Rural	<b>230</b>	54%
Large regional city	<b>160</b>	37%
Melbourne: Suburbs	<b>20</b>	5%
Other	<b>18</b>	4%
Melbourne CBD	<b>1</b>	0%

#### What have been your main places of work over the last 3-months?

	(n)	%
Your employer's office	<b>225</b>	52%
A frontline or service delivery location	<b>92</b>	21%
Home or private location	<b>203</b>	47%
A shared office space (where two or more organisations share the same workspace e.g. Gov hubs, suburban hubs etc.)	<b>25</b>	6%
Other	<b>18</b>	4%

#### Flexible work

	(n)	%
No, I do not use any flexible work arrangements	<b>190</b>	44%
Flexible start and finish times	<b>102</b>	24%
Working from an alternative location (e.g. home, hub/shared work space)	<b>100</b>	23%
Part-time	<b>54</b>	13%
Working more hours over fewer days	<b>27</b>	6%
Other	<b>21</b>	5%
Using leave to work flexible hours	<b>17</b>	4%
Shift swap	<b>8</b>	2%
Purchased leave	<b>3</b>	1%
Job sharing	<b>2</b>	0%
Study leave	<b>2</b>	0%

## Demographics

### Adjustments

#### What this is

These are adjustments staff requested to perform in their role.

#### Why this is important

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

#### How to read this

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

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

#### How we protect anonymity and privacy

To protect you, we:

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

### Have you requested any of the following adjustments at work?\*

	(n)	%
No, I have not requested adjustments	<b>308</b>	72%
Flexible working arrangements	<b>89</b>	21%
Physical modifications or improvements to the workplace	<b>30</b>	7%
Career development support strategies	<b>12</b>	3%
Job redesign or role sharing	<b>10</b>	2%
Other	<b>5</b>	1%
Accessible communications technologies	<b>2</b>	0%

### Why did you make this request?

	(n)	%
Work-life balance	<b>59</b>	49%
Family responsibilities	<b>41</b>	34%
Health	<b>36</b>	30%
Caring responsibilities	<b>26</b>	21%
Study commitments	<b>14</b>	12%
Other	<b>11</b>	9%
Disability	<b>8</b>	7%

### What was your experience with making the request?

	(n)	%
The adjustments I needed were made and the process was satisfactory	<b>89</b>	74%
The adjustments I needed were not made	<b>17</b>	14%
The adjustments I needed were made but the process was unsatisfactory	<b>15</b>	12%

## Demographics

### Caring

#### What this is

These are staff-reported caring responsibilities.

#### Why this is important

This shows organisations what caring responsibilities their staff have.

#### How to read this

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

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

#### How we protect anonymity and privacy

To protect you, we:

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

Caring responsibility	(n)	%
None of the above	163	38%
Secondary school aged child(ren)	89	21%
Primary school aged child(ren)	71	17%
Frail or aged person(s)	50	12%
Child(ren) - younger than preschool age	41	10%
Person(s) with a mental illness	34	8%
Prefer not to say	30	7%
Person(s) with a medical condition	30	7%
Person(s) with disability	22	5%
Preschool aged child(ren)	20	5%
Other	16	4%

## 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

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.

### Which of the following categories best describes your current position?

	(n)	%
Professional or administrative worker	159	37%
Vocational education teacher	151	35%
Other	53	12%
Manager or senior leader	47	11%
Higher education teacher	10	2%
Foundation teacher or EAL teacher	9	2%



**Victorian  
Public Sector  
Commission**



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