People matter survey

wellbeing check 2022

Have your say

Goulburn Valley Region Water Corporation
2022 people matter survey results report

Victorian
Public Sector
Commission

VICTORIA
State Government

People matter survey wellbeing check 2022

Have your say

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- Age, gender, variations in sex characteristics and sexual orientation
- Aboriginal and/or Torres Strait Islander
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- Adjustments
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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 but not 2021.

This means you'll be able to compare about 45% 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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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.

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Report overview

Survey's theoretical framework

What this is

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

Why this is important

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

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

Our public sector values

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

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

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

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

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

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

Responsiveness Integrity Impartiality Accountability Respect Leadership Human Rights

Report overview

Your comparator group

What this is

This is a list of similar organisations to yours.

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

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

How we use this in your report

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

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

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

Barwon Asset Solutions Pty Ltd

Barwon Region Water Corporation

Central Gippsland Region Water Corporation

Central Highlands Region Water Corporation

Coliban Region Water Corporation

East Gippsland Region Water Corporation

Gippsland and Southern Rural Water Corporation

Grampians Wimmera Mallee Water Corporation

Lower Murray Urban and Rural Water Corporation

North East Region Water Corporation

South Gippsland Region Water Corporation

Wannon Region Water Corporation

Westernport Region Water Corporation

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.

2020		2022	
97%		**87%**	
(222)		**(204)**	
Comparator	67%	Comparator	73%
Public Sector	49%	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.

2020		2022	
71		**62**	
Comparator	72	Comparator	69
Public Sector	68	Public Sector	69

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People outcomes

What this is

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

Your organisation's engagement index

Your 2022 index is 62.

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.
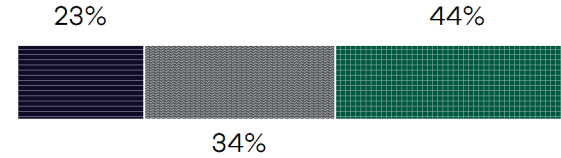
Example

71% 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

Legend:
- Disagree
- Neither agree nor disagree
- Agree

Benchmark agree results

Survey question		You		Comparator		
		2020	2022	Lowest	Average	Highest
I am proud to tell others I work for my organisation	8% / 21% / 71%	81 %	71 %	54 %	73 %	84 %
I would recommend my organisation as a good place to work	9% / 28% / 62%	82 %	62 %	54 %	71 %	88 %
I feel a strong personal attachment to my organisation	12% / 38% / 50%	66 %	50 %	43 %	61 %	72 %
My organisation motivates me to help achieve its objectives	22% / 33% / 45%	63 %	45 %	48 %	65 %	82 %

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

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

Example

44% of your staff who did the survey agreed or strongly agreed with 'My organisation inspires me to do the best in my job'.

Survey question

Your results

Benchmark agree results

| | | Disagree | | Neither agree nor disagree |
| | | Agree | | |

	You		Comparator		
	2020	2022	Lowest	Average	Highest

My organisation inspires me to do the best in my job

23%   44%
34%

| 60 % | 44 % | 48 % | 63 % | 79 % |
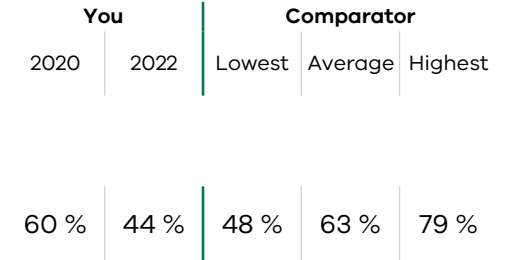
People outcomes

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:

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

Compared to:

- 77% of staff at your comparator and 78% of staff across the public sector.
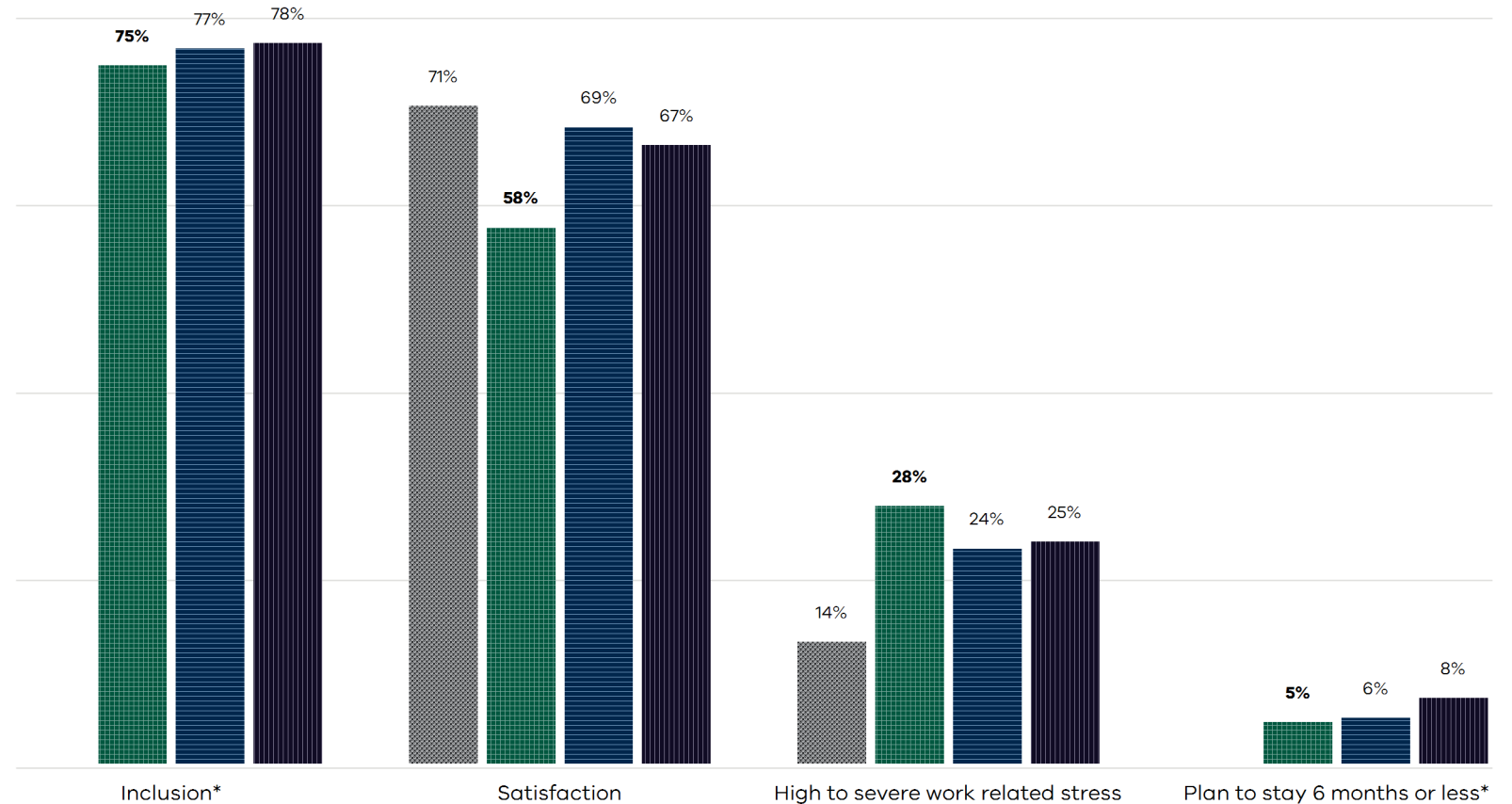
*We can't compare some data here because one or more questions were not asked in a previous survey

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

Chart data:
- Inclusion*: You 2022 75%, Comparator 2022 77%, Public sector 2022 78%
- Satisfaction: You 2020 71%, You 2022 58%, Comparator 2022 69%, Public sector 2022 67%
- High to severe work related stress: You 2020 14%, You 2022 28%, Comparator 2022 24%, Public sector 2022 25%
- Plan to stay 6 months or less*: You 2022 5%, Comparator 2022 6%, Public sector 2022 8%

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People outcomes

Satisfaction question results

What this is

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

Why this is important

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

How to read this

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

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

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

Example

68% of your staff who did the survey were satisfied or very satisfied with 'How satisfied are you with the work/life balance in your current job'.

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

Legend: Dissatisfied | Neither satisfied nor dissatisfied | Satisfied

		You		Comparator		
Survey question	Your results	2020	2022	Lowest	Average	Highest
How satisfied are you with the work/life balance in your current job	15% / 17% / 68%	72 %	68 %	52 %	73 %	90 %
Considering everything, how satisfied are you with your current job	14% / 26% / 60%	79 %	60 %	63 %	74 %	91 %
How satisfied are you with your career development within your current organisation	21% / 32% / 47%	62 %	47 %	46 %	60 %	72 %

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

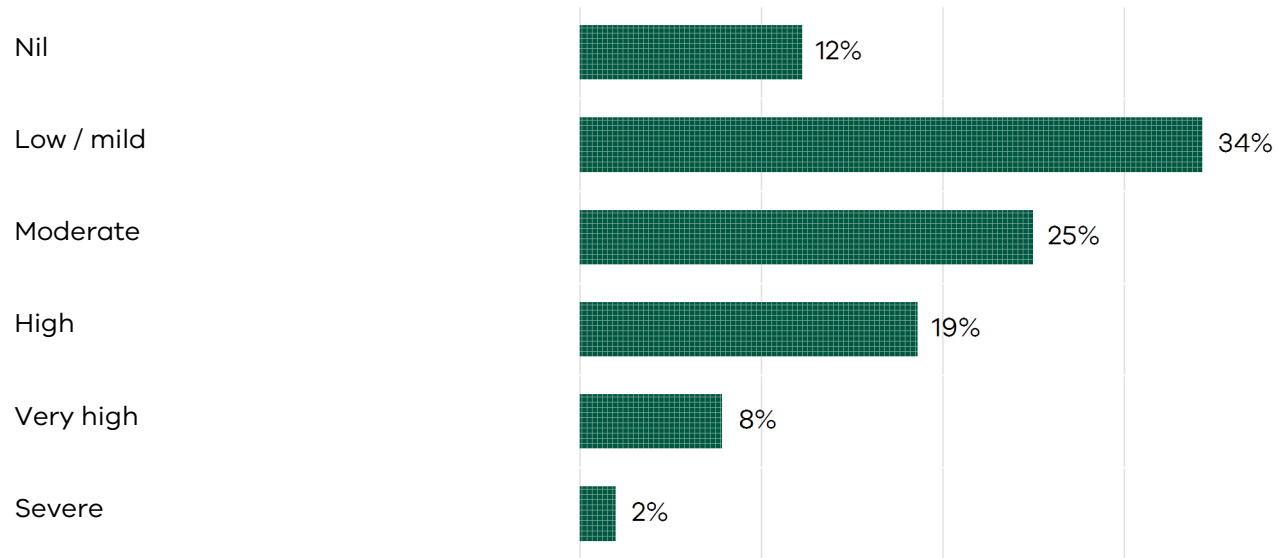In this survey we asked staff to tell us their stress level.

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 2020 and your comparator.

Example

28% of your staff who did the survey said they had high to severe stress in 2022. This is compared to 24% 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)

Rating	Percentage
Nil	12%
Low / mild	34%
Moderate	25%
High	19%
Very high	8%
Severe	2%

Reported levels of high to severe stress

2020	2022
14%	28%

2020		2022	
Comparator	21%	Comparator	24%
Public Sector	23%	Public Sector	25%
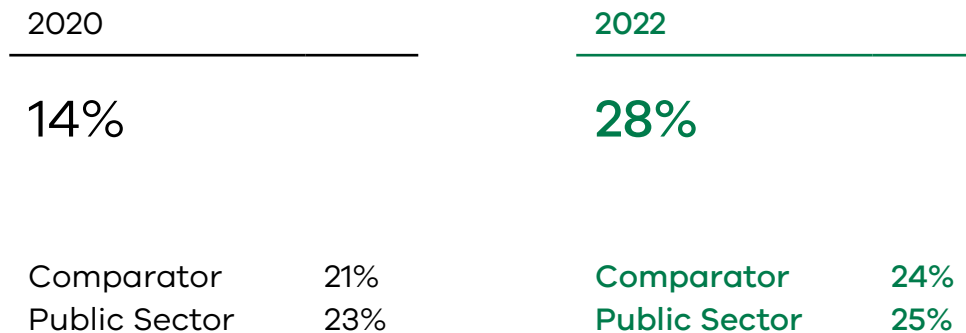
People outcomes

Work-related stress causes

What this is

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

Why this is important

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

How to read this

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

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

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

Example

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

Of that 88%, 46% said the top reason was 'Workload'.

	179	25
	88%	12%

■ Experienced some work-related stress   ▨ Did not experience some work-related stress
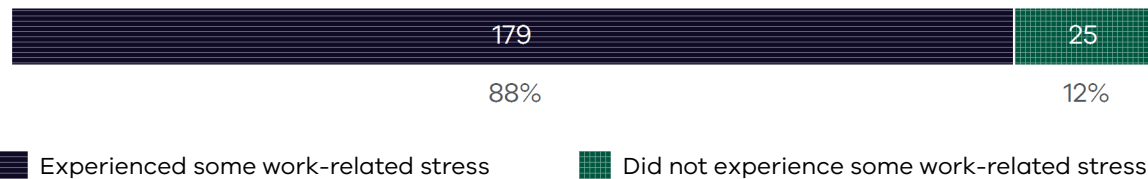
Of those that experienced work related stress it was from …	You 2020	You 2022	Comparator 2022	Public sector 2022
Workload	42%	46%	57%	51%
Time pressure	31%	40%	39%	44%
Other	15%	17%	10%	9%
Competing home and work responsibilities	17%	15%	12%	14%
Social environment (e.g. relationships with colleagues, manager and/or senior leaders)	15%	15%	10%	10%
Management of work (e.g. supervision, training, information, support)	12%	13%	12%	12%
Organisation or workplace change	4%	13%	14%	13%
Other changes due to COVID-19	7%	12%	6%	7%
Unclear job expectations	5%	10%	12%	14%
Content, variety, or difficulty of work	13%	9%	11%	11%

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People outcomes

Intention to stay

What this is

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

Why this is important

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

How to read this

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

Example

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

Employees plan to work at your organisation for ...	You 2022	Comparator 2022	Public sector 2022
6 months or less	5%	6%	8%
Over 6 months and up to 1 year	7%	7%	10%
Over 1 year and up to 3 years	16%	23%	25%
Over 3 years and up to 5 years	14%	15%	16%
Over 5 years	57%	50%	41%

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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

81% of your staff who did the survey agreed or strongly agreed with 'I can be myself at work'.

Survey question

Your results

Legend:
- Disagree
- Neither agree nor disagree
- Agree

I can be myself at work
- 7%
- 12%
- 81%

I feel as if I belong at this organisation
- 11%
- 19%
- 70%

Benchmark agree results
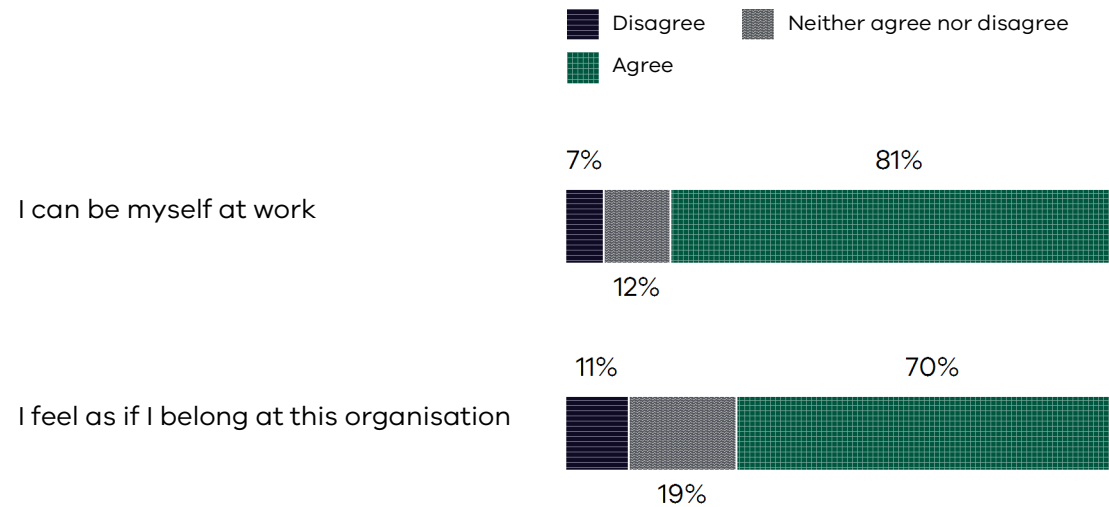
	You		Comparator		
	2020	2022	Lowest	Average	Highest
I can be myself at work	Not asked	81 %	70 %	82 %	91 %
I feel as if I belong at this organisation	Not asked	70 %	61 %	73 %	81 %

People outcomes

Inclusion - Barriers to success

What this is

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

Why this is important

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

How to read this

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

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

Example

8% of your staff who did the survey said they have experienced barriers to success in the last 12 months due to 'My age'.

Staff who experienced one or more barriers to success at work

53	151
26%	74%

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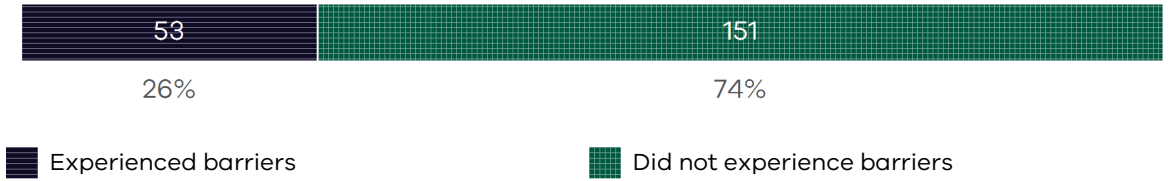
During the last 12 months, employees experienced barriers to their success due to ...	You 2022	Comparator 2022	Public sector 2022
My age	8%	6%	8%
My mental health	7%	6%	7%
My sex	6%	5%	4%
Other	6%	4%	4%
My caring responsibilities	5%	5%	7%
My cultural background	2%	1%	3%
My disability	1%	0%	1%
My gender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

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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:

- 47% of your staff who did the survey said work made them feel happy in 2022, which is down from 52% in 2020

Compared to:

- 52% of staff at your comparator and 54% of staff across the public sector.

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

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

Happy: 52%, 47%, 52%, 54%
Worried: 16%, 36%, 29%, 31%
Enthusiastic: 44%, 34%, 46%, 49%
Miserable: 8%, 25%, 16%, 17%

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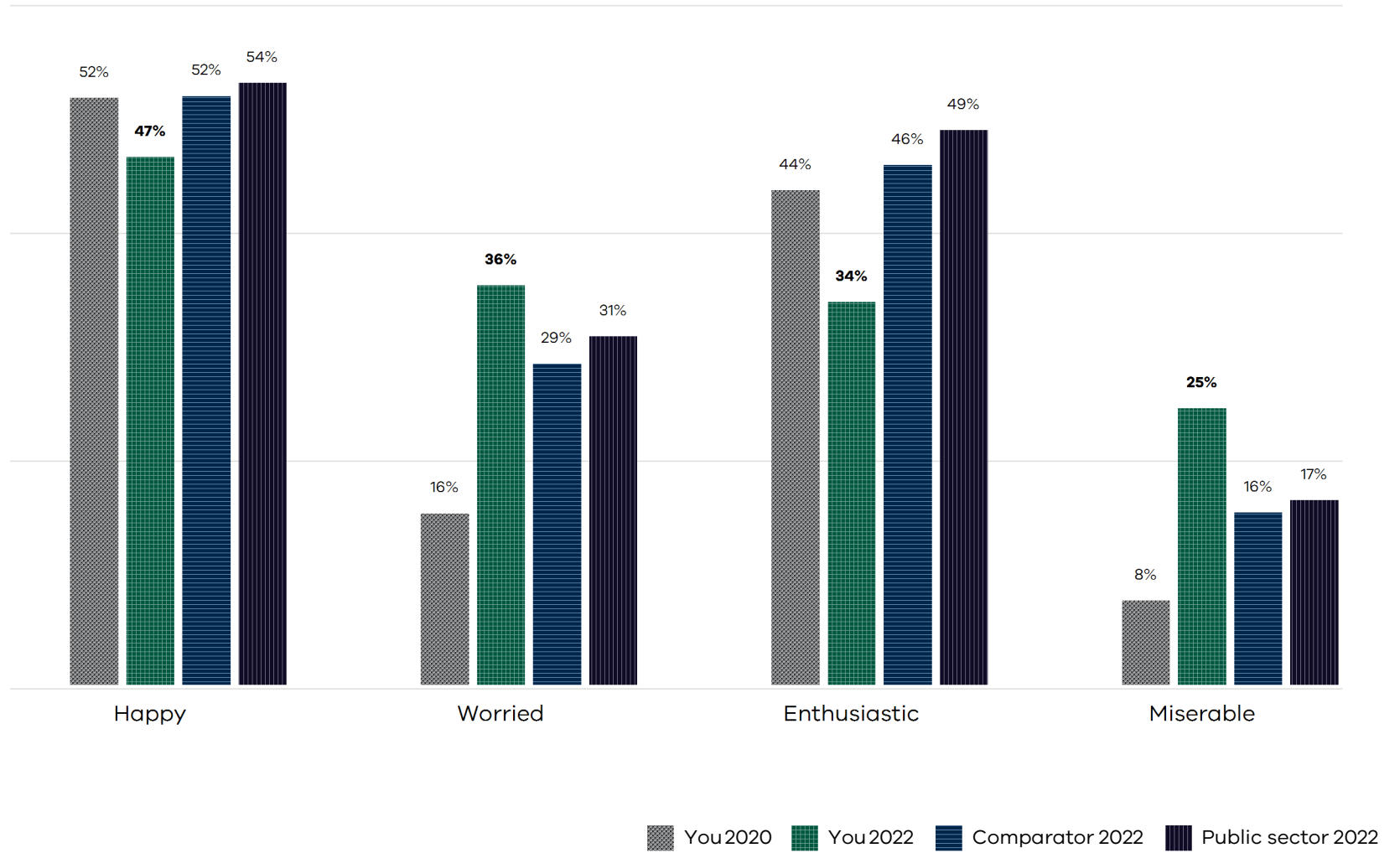
People outcomes

Scorecard: negative behaviours

What this is

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

Why this is important

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

How to read this

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

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

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

Example

In 2022:

- 8% of your staff who did the survey stated they experienced 'Bullying' in the last 12 months which is down from 10% in 2020.

Compared to:

- 7% of staff at your comparator and 11% of staff across the public sector.

Chart — Negative behaviours by category:

Category	You 2020	You 2022	Comparator 2022	Public sector 2022
Bullying	10%	8%	7%	11%
Discrimination	5%	8%	3%	5%
Violence or aggression	5%	5%	5%	10%
Sexual harassment	4%	3%	3%	4%

Legend: You 2020, You 2022, Comparator 2022, Public sector 2022
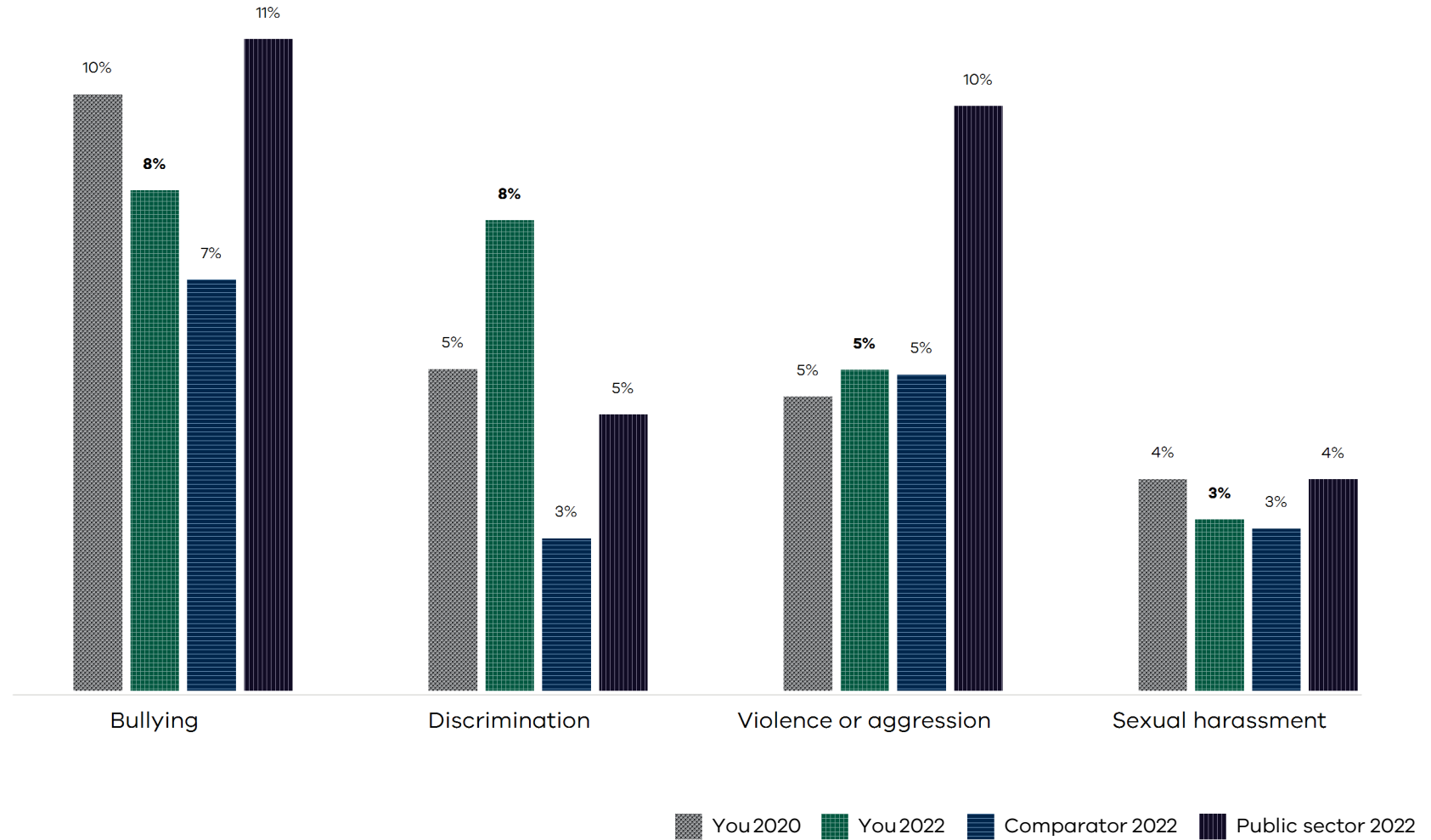
People outcomes

Bullying

What this is

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

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

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

Of that 8%, 71% 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?

17	156	31
8%	76%	15%

■ Experienced bullying   ▦ Did not experience bullying   ▨ Not sure
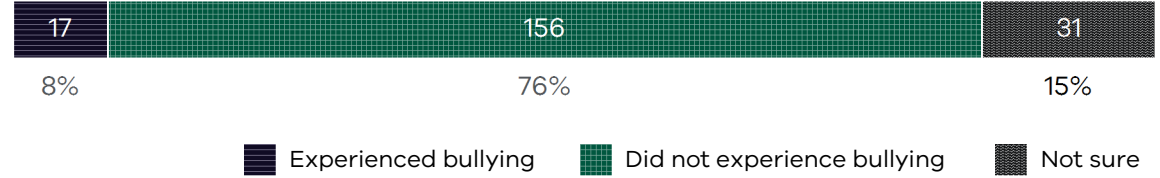
If you experienced bullying, what type of bullying did you experience?	You 2020	You 2022	Comparator 2022	Public sector 2022
Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)	59%	71%	72%	71%
Exclusion or isolation	27%	41%	38%	43%
Verbal abuse	18%	41%	20%	19%
Withholding essential information for me to do my job	5%	24%	23%	33%
Other	27%	18%	7%	15%
Being assigned meaningless tasks unrelated to the job	0%	12%	7%	13%
Intimidation and/or threats	23%	12%	22%	30%
Being given impossible assignment(s)	5%	6%	3%	10%
Interference with my personal property and/or work equipment	5%	6%	7%	4%

People outcomes

Telling someone about the bullying

What this is

This is if staff told someone when they experienced bullying.

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

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

- 47% said the top way they reported the bullying was 'Told a colleague'.
- 94% said they didn't submit a formal complaint.

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

17	156	31
8%	76%	15%

■ Experienced bullying   ▦ Did not experience bullying   ▨ Not sure
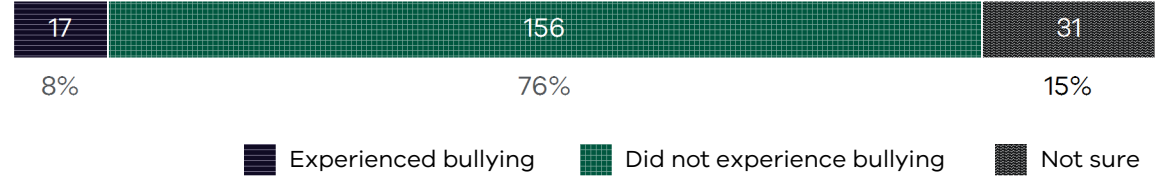
Did you tell anyone about the bullying?	You 2020	You 2022	Comparator 2022	Public sector 2022
Told a colleague	32%	47%	37%	41%
Told a manager	23%	47%	39%	49%
Told a friend or family member	18%	41%	38%	35%
I did not tell anyone about the bullying	36%	24%	15%	12%
Told someone else	14%	18%	6%	12%
Told the person the behaviour was not OK	0%	12%	12%	17%
Submitted a formal complaint	5%	6%	9%	11%
Told employee assistance program (EAP) or peer support	0%	6%	5%	10%

People outcomes

Bullying - reasons for not submitting a formal complaint

What this is

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

Why this is important

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

How to read this

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

Example

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

- 63% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal complaint?

1	16
6%	94%

■ Submitted formal complaint   ■ Did not submit a formal complaint
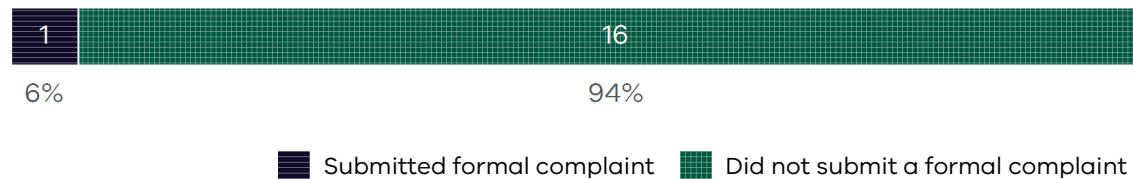
What was your reason for not submitting a formal complaint?	You 2022	Comparator 2022	Public sector 2022
I didn't think it would make a difference	63%	57%	51%
I didn't think it was serious enough	31%	13%	16%
I believed there would be negative consequences for my reputation	25%	53%	52%
I didn't feel safe to report the incident	19%	17%	19%
I thought the complaint process would be embarrassing or difficult	19%	17%	13%
I believed there would be negative consequences for my career	13%	41%	41%
I believed there would be negative consequences for the person I was going to complain about	13%	7%	9%
Other	13%	8%	12%
I didn't need to because I made the bullying stop	6%	4%	6%
I didn't need to because I no longer had contact with the person(s) who bullied me	6%	7%	7%

People outcomes

Perpetrators of bullying

What this is

This is who staff have said are responsible for bullying.

Why this is important

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

How to read this

In this year's survey, 8% of your staff said they experienced bullying.

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

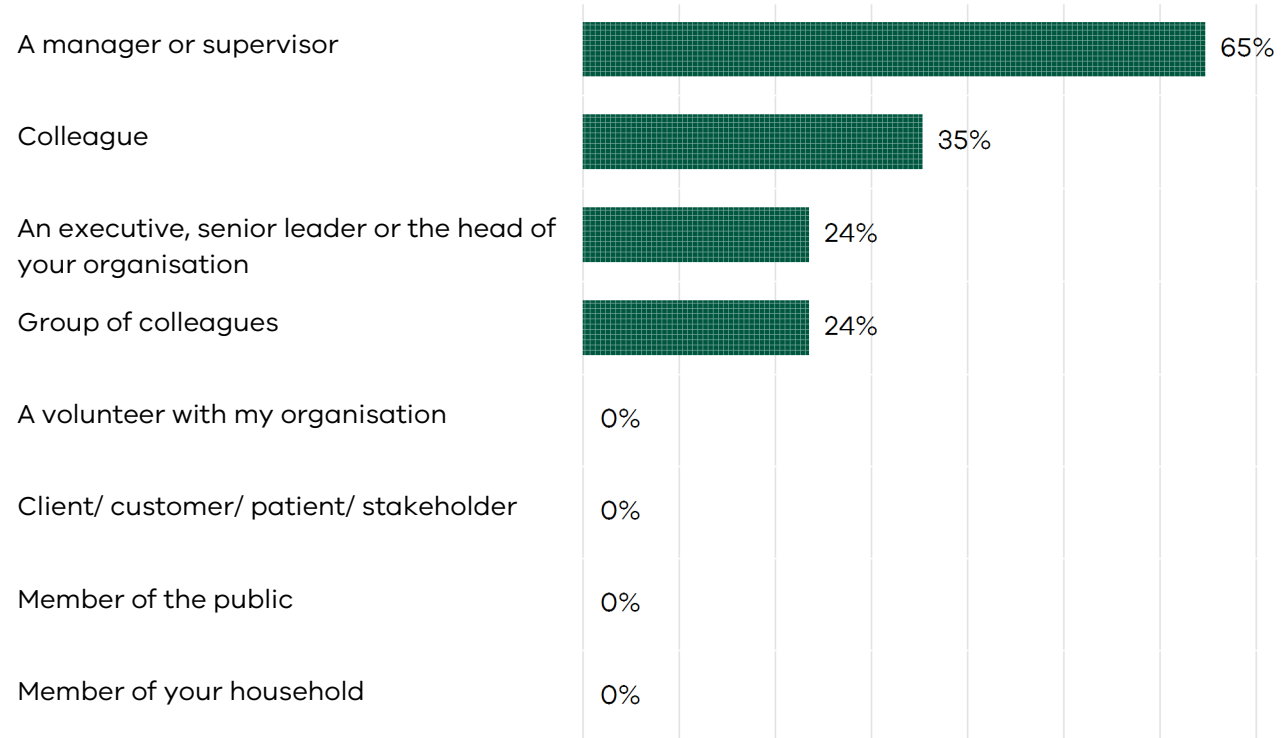In descending order, the bar chart shows the perpetrators with the largest number of responses.

Each row is one perpetrator or group of perpetrators.

Example

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

Of that 8%, 65% said it was by 'A manager or supervisor'.

17 people (8% of staff) experienced bullying (You2022)

Perpetrator	Percentage
A manager or supervisor	65%
Colleague	35%
An executive, senior leader or the head of your organisation	24%
Group of colleagues	24%
A volunteer with my organisation	0%
Client/ customer/ patient/ stakeholder	0%
Member of the public	0%
Member of your household	0%

People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

In this year's survey, 8% of your staff said they experienced bullying.

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

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

Example

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

Of that 8%, 100% said it was by someone within the organisation.

Of that 100%, 41% said it was 'They were my immediate manager or supervisor'.

17 people (100% of staff who experienced bullying) experienced bullying from within your organisation (You 2022)

Category	Value
They were my immediate manager or supervisor	41%
They were outside my workgroup	41%
They were in my workgroup	29%
They were someone I supervise or manage	0%
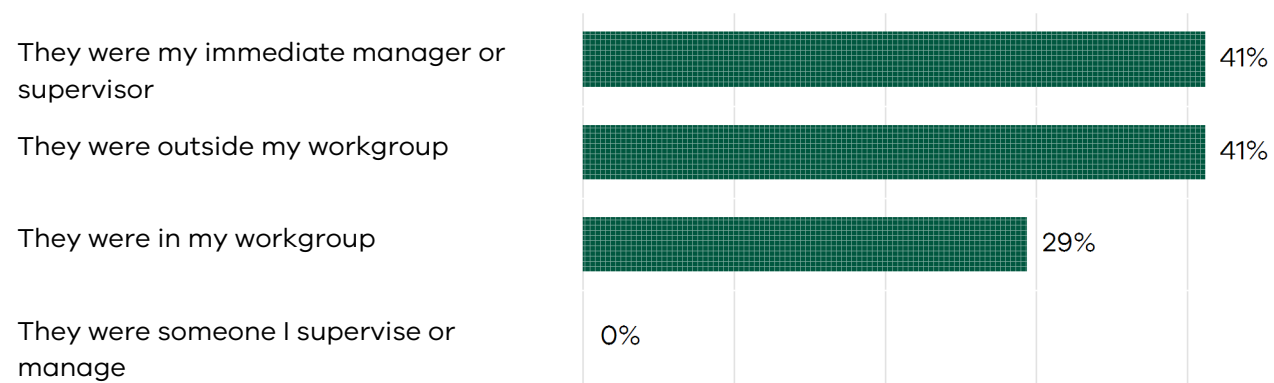
People outcomes

Sexual harassment

What this is

This is non-consensual or unwelcome sexual behaviour that could cause an employee to feel offended, humiliated or intimidated.

Why this is important

Sexual harassment can have an immediate and long-term negative impact on those involved, including those who witness sexual harassment.

Why there is no data here

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

We do this to protect the respondents.

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

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

Of that 8%, 38% said it was 'Denied flexible work arrangements or other adjustments'.

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

16	160	28
8%	78%	14%

■ Experienced discrimination ▦ Did not experience discrimination ▦ Not sure
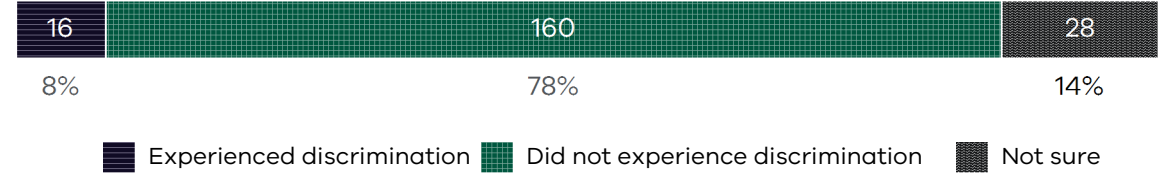
If you experienced discrimination, what type of discrimination did you experience?	You 2020	You 2022	Comparator 2022	Public sector 2022
Denied flexible work arrangements or other adjustments	0%	38%	4%	20%
Opportunities for promotion	25%	38%	43%	38%
Opportunities for transfer/secondment	0%	31%	10%	13%
Opportunities for training	17%	25%	20%	22%
Pay or conditions offered by employer	25%	25%	16%	12%
Other	42%	19%	31%	39%
Access to leave	0%	6%	10%	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

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

- 56% said the top way they reported the discrimination was 'Told a colleague'.

- 100% said they didn't submit a formal complaint.

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

16	160	28
8%	78%	14%

■ Experienced discrimination ▦ Did not experience discrimination ▨ Not sure
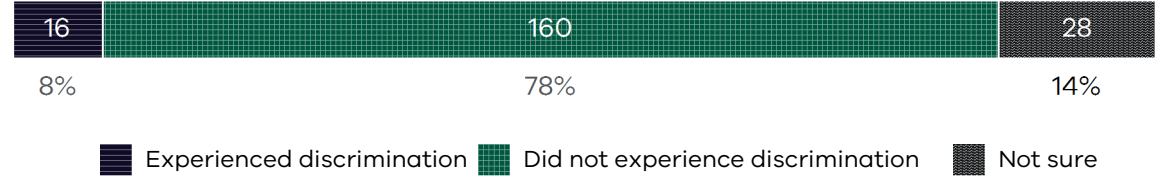
Did you tell anyone about the discrimination?	You 2020	You 2022	Comparator 2022	Public sector 2022
Told a colleague	17%	56%	37%	36%
Told a manager	17%	44%	20%	31%
Told a friend or family member	33%	38%	35%	33%
I did not tell anyone about the discrimination	42%	19%	20%	24%
Told Human Resources	8%	6%	4%	13%
Told the person the behaviour was not OK	0%	6%	10%	9%

Victorian Public Sector Commission

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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:

- 56% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal complaint?

16

100%

■ Submitted formal complaint   ■ Did not submit a formal complaint
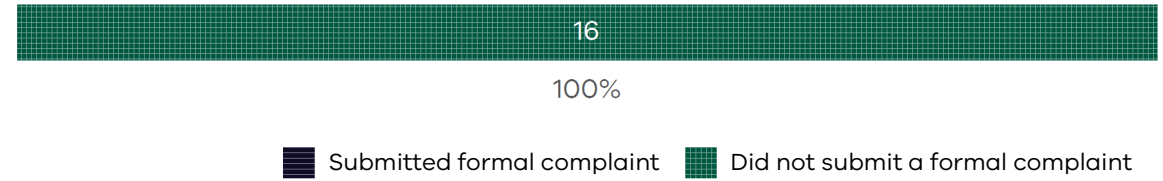
What was your reason for not submitting a formal complaint?	You 2022	Comparator 2022	Public sector 2022
I didn't think it would make a difference	56%	65%	59%
I believed there would be negative consequences for my career	44%	50%	53%
I believed there would be negative consequences for my reputation	44%	41%	53%
I didn't feel safe to report the incident	25%	11%	20%
I didn't need to because I no longer had contact with the person(s) who discriminated against me	6%	0%	3%
I didn't think it was serious enough	6%	17%	12%
Other	6%	9%	9%

Victorian Public Sector Commission

VICTORIA State Government

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, 8% 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

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

Of that 8%, 56% said it was by 'An executive, senior leader or the head of your organisation'.

16 people (8% of staff) experienced discrimination (You 2022)
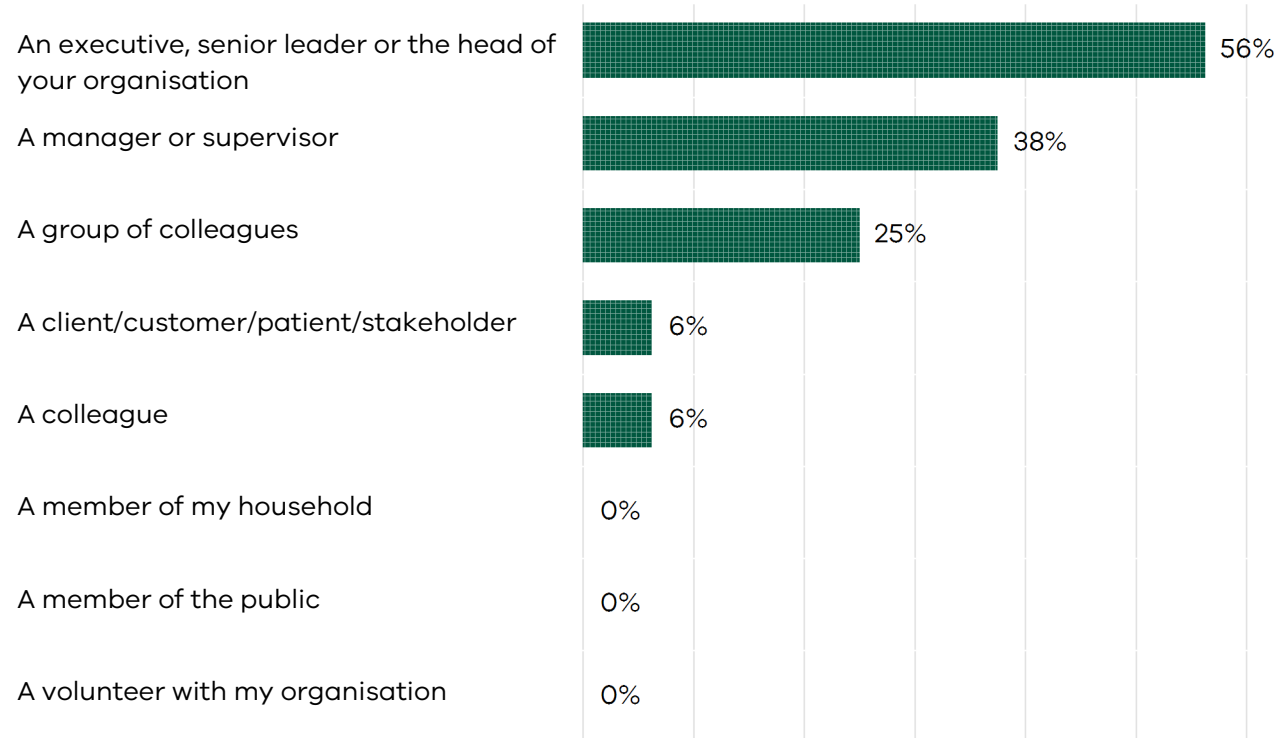
An executive, senior leader or the head of your organisation	56%
A manager or supervisor	38%
A group of colleagues	25%
A client/customer/patient/stakeholder	6%
A colleague	6%
A member of my household	0%
A member of the public	0%
A volunteer with my organisation	0%

People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

In this year's survey, 8% 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

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

Of that 8%, 94% said it was by someone within the organisation.

Of that 94%, 60% said it was 'They were outside my workgroup'.

15 people (94% of staff who experienced discrimination) experienced discrimination from within your organisation (You 2022)

They were outside my workgroup	60%
They were my immediate manager or supervisor	27%
They were in my workgroup	20%
They were someone I supervise or manage	0%

Victorian Public Sector Commission

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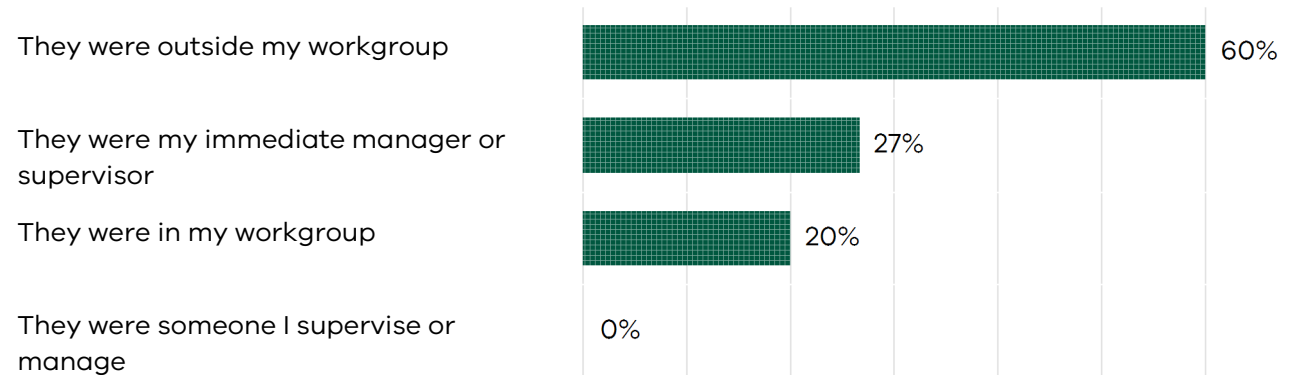
Negative behaviour

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%, 82% said it was from 'Intimidating behaviour'.

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

11	183	10
5%	90%	5%

■ Experienced violence or aggression ▦ Did not experience violence or aggression ▩ Not sure
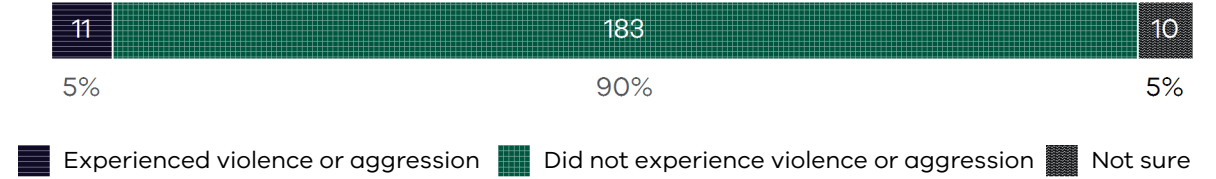
If you experienced violence or aggression, what type did you experience?	You 2020	You 2022	Comparator 2022	Public sector 2022
Intimidating behaviour	45%	82%	78%	69%
Abusive language	64%	36%	57%	73%
Other	9%	18%	6%	6%
Threats of violence	0%	9%	12%	27%

Negative behaviour

Telling someone about violence and aggression

What this is

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

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

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

- 45% said the top way they reported the violence or agression 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?

11	183	10
5%	90%	5%

■ Experienced violence or aggression ■ Did not experience violence or aggression ■ Not sure
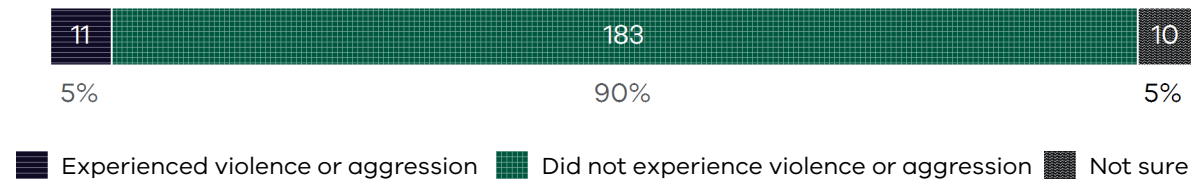
Did you tell anyone about the incident?	You 2020	You 2022	Comparator 2022	Public sector 2022
Told a manager	45%	45%	56%	59%
Told a colleague	45%	36%	37%	44%
Told a friend or family member	9%	36%	18%	20%
I did not tell anyone about the incident(s)	18%	18%	14%	8%
Told someone else	9%	18%	5%	6%
Told Human Resources	0%	9%	12%	6%
Told the person the behaviour was not OK	0%	9%	16%	26%

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:

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

Did you submit a formal incident report?

11

100%

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

What was your reason for not submitting a formal incident report?	You 2022	Comparator 2022	Public sector 2022
I believed there would be negative consequences for my reputation	55%	21%	21%
I didn't think it would make a difference	45%	40%	39%
I didn't feel safe to report the incident	36%	9%	7%
I believed there would be negative consequences for my career	27%	17%	17%
I didn't think it was serious enough	18%	38%	31%
I believed there would be negative consequences for the person I was going to complain about	9%	7%	4%
I didn't need to because I made the violence or aggression stop	9%	13%	14%
I thought the complaint process would be embarrassing or difficult	9%	3%	6%
I was advised not to	9%	2%	3%
Other	9%	10%	19%

Victorian Public Sector Commission

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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%, 55% said it was 'A manager or supervisor'.

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

Perpetrator	Percentage
A manager or supervisor	55%
An executive, senior leader or the head of your organisation	9%
Client/ customer/ patient/ stakeholder	9%
Colleague	9%
Group of colleagues	9%
Member of the public	9%
A volunteer with my organisation	0%
Member of your household	0%

People matter survey wellbeing check 2022

Have your say

Overview

Report overview

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- Your response rate

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- Work-related stress causes
- Intention to stay

- Inclusion
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- Bullying
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- Highest scoring
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- Most improved
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- Senior leadership questions

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- Employment
- Adjustments
- Caring
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Key differences

Highest scoring questions

What this is

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

How to read this

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

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

You can also compare your 2022 scores against your 2020 scores and your 2022 comparator group.

Example

On the first row 'Job enrichment', the 'You 2022' column shows 92% of your staff agreed with 'I can use my skills and knowledge in my job'.
This question was not asked in 2020.

Question group	Highest scoring questions	You 2022	Change from 2020	Comparator 2022
Job enrichment	I can use my skills and knowledge in my job	92%	Not asked in 2020	93%
Job enrichment	I understand how my job helps my organisation achieve it's goals	91%	Not asked in 2020	94%
Meaningful work	I can make a worthwhile contribution at work	89%	Not asked in 2020	94%
Manager leadership	My manager demonstrates honesty and integrity	88%	Not asked in 2020	86%
Workgroup support	People in my workgroup treat each other with respect	87%	+2%	86%
Manager leadership	My manager treats employees with dignity and respect	86%	Not asked in 2020	88%
Workgroup support	People in my workgroup work together effectively to get the job done	86%	+0%	85%
Meaningful work	I achieve something important through my work	86%	+5%	91%
Quality service delivery	My workgroup provides high quality advice and services	85%	Not asked in 2020	87%
Collaboration	I am able to work effectively with others outside my immediate workgroup	84%	+0%	87%

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 2020 scores and your 2022 comparator group.

Example

On the first row 'Taking action', the 'You 2022' column shows 27% of your staff agreed with 'I believe my organisation will make improvements based on the results of this survey'.
This question was not asked in 2020.

Question subgroup	Lowest scoring questions	You 2022	Change from 2020	Comparator 2022
Taking action	I believe my organisation will make improvements based on the results of this survey	27%	Not asked in 2020	49%
Safety climate	All levels of my organisation are involved in the prevention of stress	32%	-21%	51%
Learning and development	I am satisfied with the opportunities to progress in my organisation	35%	Not asked in 2020	50%
Organisational integrity	I believe the promotion processes in my organisation are fair	37%	Not asked in 2020	45%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	38%	-31%	53%
Organisational integrity	I have an equal chance at promotion in my organisation	39%	Not asked in 2020	49%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	41%	-30%	54%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	44%	-30%	62%
Engagement	My organisation inspires me to do the best in my job	44%	-17%	63%
Engagement	My organisation motivates me to help achieve its objectives	45%	-18%	65%

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Key differences

Most improved

What this is

This is where staff feel their organisation has most improved.

How to read this

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

In this table, your trend is shown in the 'Increase from 2020' column.

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

This is because the increase from 2020 shows you where the most positive changes are happening in your organisation.

Example

On the first row 'Meaningful work', the 'You 2022' column shows 86% of your staff agreed with 'I achieve something important through my work'.
In the 'Increase from 2020' column, you have a 5% increase, which is a positive trend.

Question group	Most improved from last survey	You 2022	Increase from 2020	Comparator 2022
Meaningful work	I achieve something important through my work	86%	+5%	91%
Workgroup support	People in my workgroup treat each other with respect	87%	+2%	86%
Collaboration	I am able to work effectively with others outside my immediate workgroup	84%	+0%	87%
Workgroup support	People in my workgroup work together effectively to get the job done	86%	+0%	85%

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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 2020' column.

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

This is because the decrease from 2020 shows you where the most negative changes are happening in your organisation.

Example

On the first row 'Safety climate', the 'You 2022' column shows 38% of your staff agreed with 'Senior leaders show support for stress prevention through involvement and commitment'.
In the 'Decrease from 2020' column, you have a 31% decrease, which is a negative trend.

Question subgroup	Largest decline from last survey	You 2022	Decrease from 2020	Comparator 2022
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	38%	-31%	53%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	44%	-30%	62%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	41%	-30%	54%
Flexible working	I am confident that if I requested a flexible work arrangement, it would be given due consideration	65%	-23%	77%
Safety climate	All levels of my organisation are involved in the prevention of stress	32%	-21%	51%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	45%	-20%	60%
Engagement	I would recommend my organisation as a good place to work	62%	-20%	71%
Satisfaction	Considering everything, how satisfied are you with your current job	60%	-19%	74%
Engagement	My organisation motivates me to help achieve its objectives	45%	-18%	65%
Engagement	My organisation inspires me to do the best in my job	44%	-17%	63%

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 'Manager leadership', the 'You 2022' column shows 88% of your staff agreed with 'My manager demonstrates honesty and integrity'.

The 'difference' column, shows that agreement for this question was 2 percentage points higher in your organisation than in your comparator.

Question group	Biggest positive difference from comparator	You 2022	Difference	Comparator 2022
Manager leadership	My manager demonstrates honesty and integrity	88%	+2%	86%
Workgroup support	People in my workgroup work together effectively to get the job done	86%	+2%	85%
Workgroup support	People in my workgroup treat each other with respect	87%	+0%	86%

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 'Organisational integrity', the 'You 2022' column shows 51% of your staff agreed with 'My organisation does not tolerate improper conduct'.

The 'difference' column, shows that agreement for this question was 26 percentage points lower in your organisation than in your comparator.

Question subgroup	Biggest negative difference from comparator	You 2022	Difference	Comparator 2022
Organisational integrity	My organisation does not tolerate improper conduct	51%	-26%	77%
Organisational integrity	My organisation takes steps to eliminate bullying, harassment and discrimination	54%	-22%	77%
Taking action	I believe my organisation will make improvements based on the results of this survey	27%	-22%	49%
Engagement	My organisation motivates me to help achieve its objectives	45%	-21%	65%
Engagement	My organisation inspires me to do the best in my job	44%	-20%	63%
Safety climate	All levels of my organisation are involved in the prevention of stress	32%	-19%	51%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	44%	-18%	62%
Senior leadership	Senior leaders model my organisation's values	49%	-18%	66%
Learning and development	I am satisfied with the opportunities to progress in my organisation	35%	-15%	50%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	38%	-15%	53%

People matter survey wellbeing check 2022

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- Disability
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- Adjustments
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- Business units

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

27% 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

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

Your results

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

44%   27%

29%

Benchmark agree results

	You		Comparator		
	2020	2022	Lowest	Average	Highest
	Not asked	27 %	30 %	49 %	74 %

People matter survey
wellbeing check 2022

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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

53% of your staff who did the survey agreed or strongly agreed with 'Senior leaders demonstrate honesty and integrity'.

Survey question	Your results		Benchmark agree results				
			You		**Comparator**		
			2020	2022	Lowest	Average	Highest
Senior leaders demonstrate honesty and integrity	18% / 3% / 26% / 53%		Not asked	53 %	50 %	67 %	82 %
Senior leaders model my organisation's values	18% / 1% / 32% / 49%		Not asked	49 %	52 %	66 %	90 %
Senior leaders provide clear strategy and direction	22% / 1% / 29% / 48%		64 %	48 %	43 %	60 %	84 %

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

People matter survey wellbeing check 2022

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Victorian Public Sector Commission

VICTORIA State Government

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:

- 67% of your staff who did the survey responded positively to questions about Collaboration which is down from 71% in 2020.

Compared to:

- 75% of staff at your comparator and 73% of staff across the public sector.

	Collaboration	Organisational integrity*	Safety climate*
You 2020	71%		
You 2022	67%	59%	46%
Comparator 2022	75%	71%	62%
Public sector 2022	73%	68%	58%

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

Legend: You 2020 · You 2022 · Comparator 2022 · Public sector 2022

Victorian Public Sector Commission

VICTORIA State Government

Organisational climate

Organisational integrity 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

82% 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						

Your results

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

Benchmark agree results
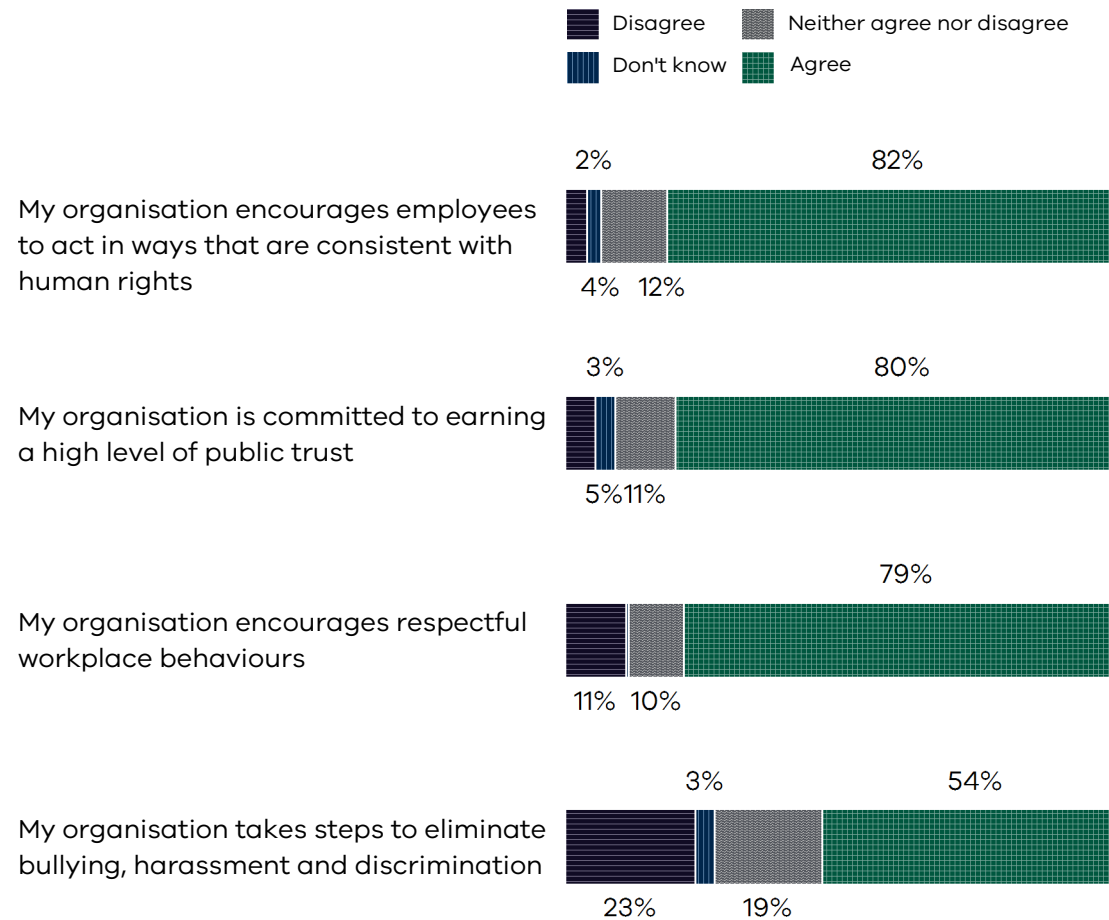
Survey question	You 2020	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My organisation encourages employees to act in ways that are consistent with human rights	Not asked	82 %	78 %	88 %	96 %
My organisation is committed to earning a high level of public trust	Not asked	80 %	71 %	87 %	96 %
My organisation encourages respectful workplace behaviours	Not asked	79 %	80 %	88 %	99 %
My organisation takes steps to eliminate bullying, harassment and discrimination	Not asked	54 %	63 %	77 %	91 %

Your results bar values:
- My organisation encourages employees to act in ways that are consistent with human rights: 2%, 4%, 12%, 82%
- My organisation is committed to earning a high level of public trust: 3%, 5%, 11%, 80%
- My organisation encourages respectful workplace behaviours: 11%, 10%, 79%
- My organisation takes steps to eliminate bullying, harassment and discrimination: 23%, 3%, 19%, 54%

Victorian Public Sector Commission

VICTORIA State Government

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

51% 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

Legend: Disagree | Neither agree nor disagree | Don't know | Agree
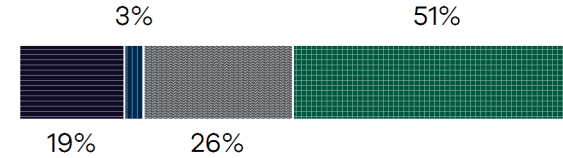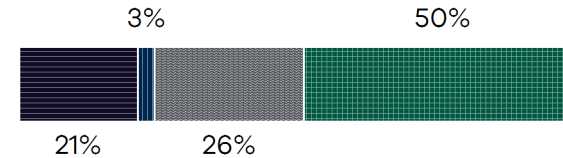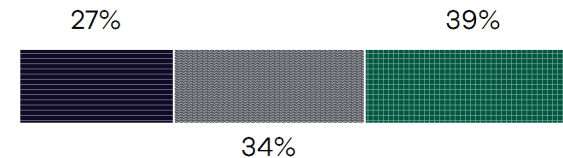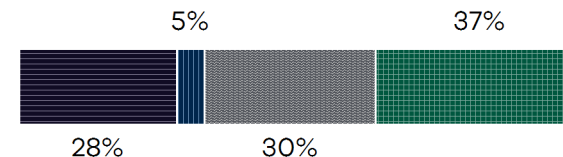
	You		Comparator		
Survey question	2020	2022	Lowest	Average	Highest
My organisation does not tolerate improper conduct	Not asked	51 %	59 %	77 %	93 %
I believe the recruitment processes in my organisation are fair	Not asked	50 %	41 %	61 %	76 %
I have an equal chance at promotion in my organisation	Not asked	39 %	37 %	49 %	61 %
I believe the promotion processes in my organisation are fair	Not asked	37 %	33 %	45 %	60 %

Your results (bar chart values):

My organisation does not tolerate improper conduct: Disagree 19%, 3%, Neither 26%, Agree 51%

I believe the recruitment processes in my organisation are fair: Disagree 21%, 3%, Neither 26%, Agree 50%

I have an equal chance at promotion in my organisation: Disagree 27%, Neither 34%, Agree 39%

I believe the promotion processes in my organisation are fair: Disagree 28%, 5%, Neither 30%, Agree 37%

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.
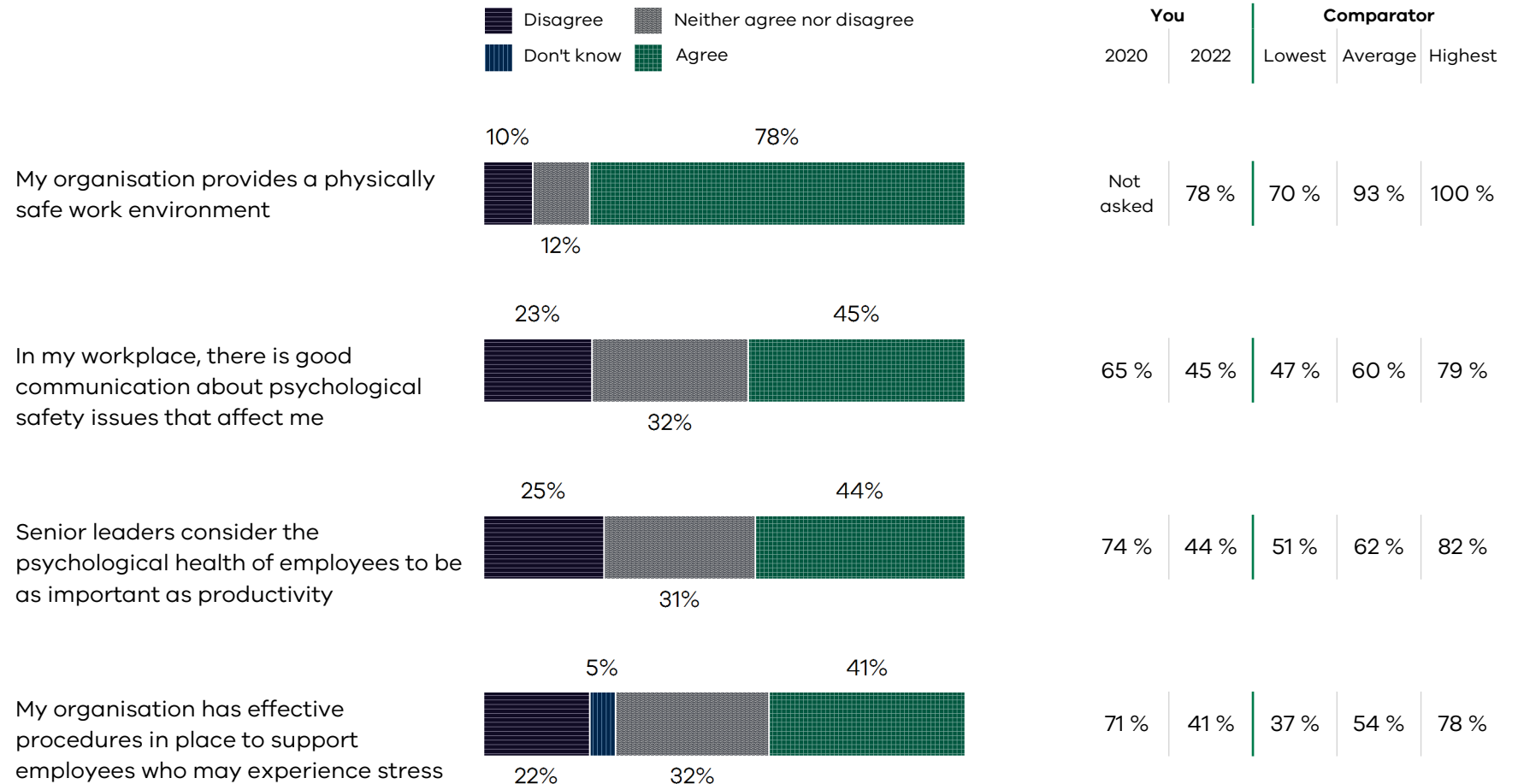
Example

84% of your staff who did the survey agreed or strongly agreed with 'I am able to work effectively with others outside my immediate workgroup'.

Survey question	Your results			

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

Benchmark agree results
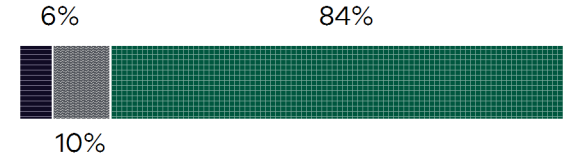
Survey question		You		Comparator		
		2020	2022	Lowest	Average	Highest
I am able to work effectively with others outside my immediate workgroup	6% / 10% / 84%	83 %	84 %	75 %	87 %	94 %
Workgroups across my organisation willingly share information with each other	23% / 26% / 50%	58 %	50 %	48 %	63 %	82 %
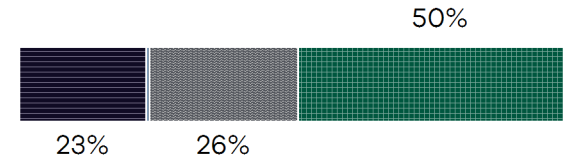
Organisational climate

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

78% of your staff who did the survey agreed or strongly agreed with 'My organisation provides a physically safe work environment'.

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

Survey question		You		Comparator		
		2020	2022	Lowest	Average	Highest
My organisation provides a physically safe work environment	10% / 12% / 78%	Not asked	78 %	70 %	93 %	100 %
In my workplace, there is good communication about psychological safety issues that affect me	23% / 32% / 45%	65 %	45 %	47 %	60 %	79 %
Senior leaders consider the psychological health of employees to be as important as productivity	25% / 31% / 44%	74 %	44 %	51 %	62 %	82 %
My organisation has effective procedures in place to support employees who may experience stress	22% / 5% / 32% / 41%	71 %	41 %	37 %	54 %	78 %

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

38% 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

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

Senior leaders show support for stress prevention through involvement and commitment
- 29%
- 33%
- 38%

All levels of my organisation are involved in the prevention of stress
- 31%
- 37%
- 32%

Benchmark agree results
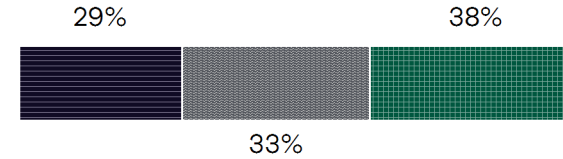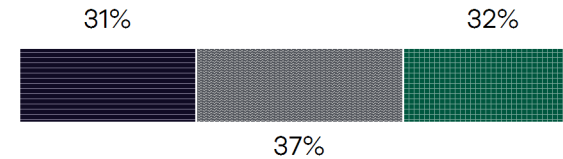
	You		Comparator		
	2020	2022	Lowest	Average	Highest
Senior leaders show support for stress prevention through involvement and commitment	69 %	38 %	39 %	53 %	78 %
All levels of my organisation are involved in the prevention of stress	53 %	32 %	33 %	51 %	66 %

People matter survey wellbeing check 2022

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Victorian Public Sector Commission

VICTORIA State Government

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:

- 79% of your staff who did the survey responded positively to questions about Workgroup support.

Compared to:

- 81% of staff at your comparator and 80% of staff across the public sector.
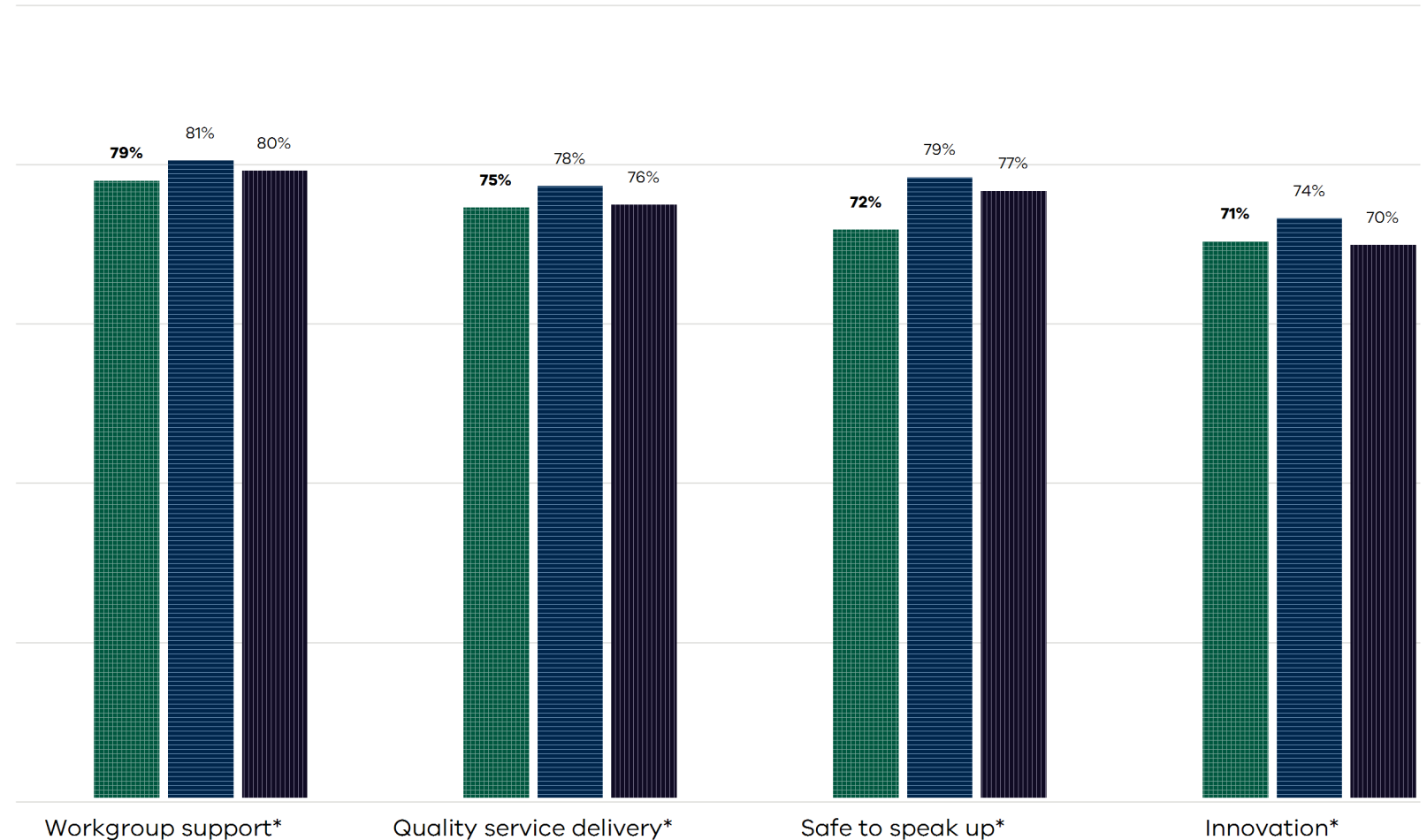
	You 2022	Comparator 2022	Public sector 2022
Workgroup support*	79%	81%	80%
Quality service delivery*	75%	78%	76%
Safe to speak up*	72%	79%	77%
Innovation*	71%	74%	70%

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

Legend: You 2020 · 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

85% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.
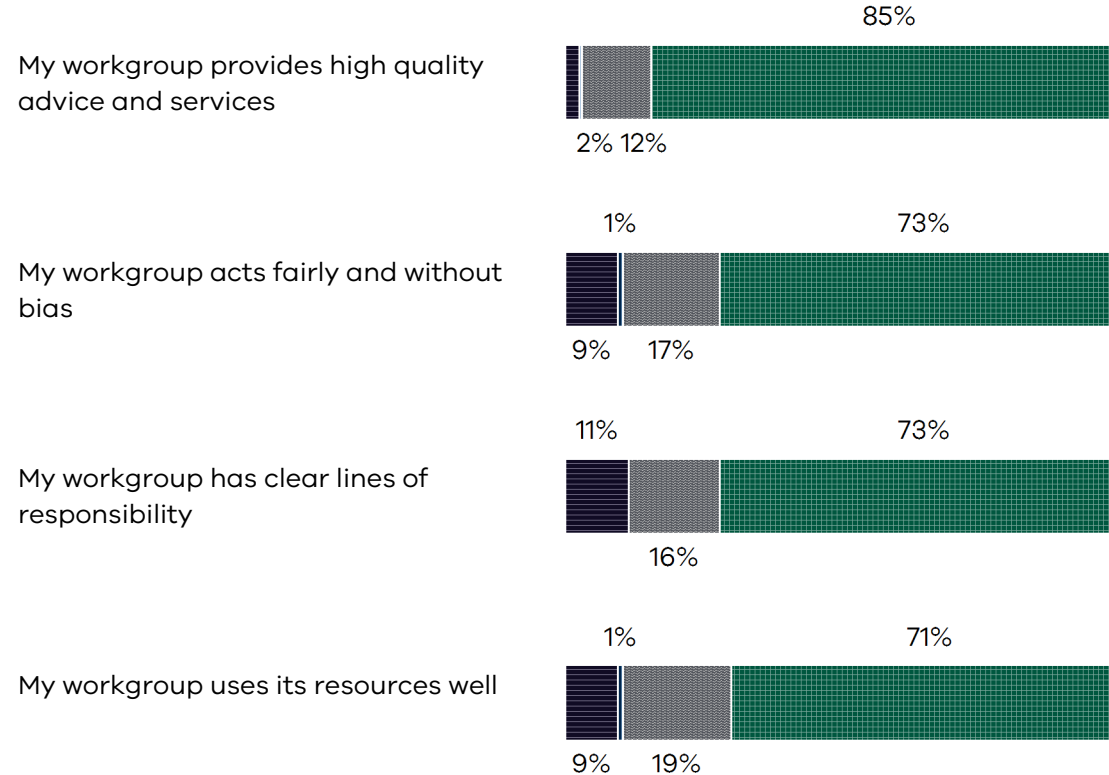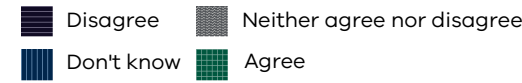
Survey question	Your results	You 2020	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
	Legend: Disagree, Don't know, Neither agree nor disagree, Agree					
My workgroup provides high quality advice and services	2% 12% 85%	Not asked	85 %	82 %	87 %	97 %
My workgroup acts fairly and without bias	9% 1% 17% 73%	Not asked	73 %	75 %	80 %	87 %
My workgroup has clear lines of responsibility	11% 16% 73%	Not asked	73 %	65 %	73 %	81 %
My workgroup uses its resources well	9% 1% 19% 71%	Not asked	71 %	60 %	71 %	90 %

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

73% of your staff who did the survey agreed or strongly agreed with 'My workgroup is quick to respond to opportunities to do things better'.

Legend: Disagree | Neither agree nor disagree | Don't know | Agree
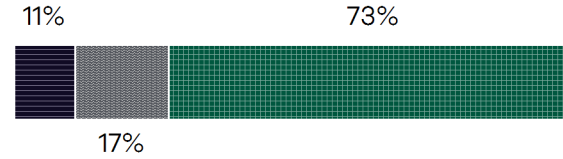
Survey question	Your results	You 2020	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup is quick to respond to opportunities to do things better	11% / 17% / 73%	Not asked	73 %	66 %	73 %	88 %
My workgroup encourages employee creativity	9% / 21% / 70%	Not asked	70 %	63 %	72 %	80 %
My workgroup learns from failures and mistakes	9% / 20% / 70%	Not asked	70 %	70 %	76 %	87 %
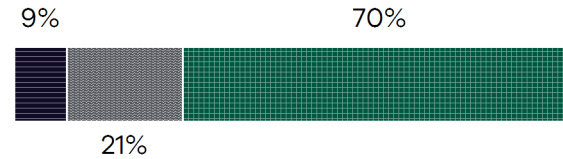
Workgroup climate

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

87% 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

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

	You		Comparator		
	2020	2022	Lowest	Average	Highest
People in my workgroup treat each other with respect	85 %	87 %	82 %	86 %	91 %
People in my workgroup work together effectively to get the job done	86 %	86 %	79 %	85 %	94 %
People in my workgroup are politically impartial in their work	Not asked	74 %	70 %	78 %	87 %
People in my workgroup appropriately manage conflicts of interest	Not asked	74 %	67 %	77 %	82 %

Your results bars:
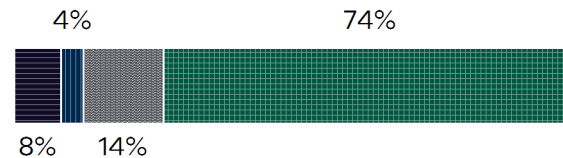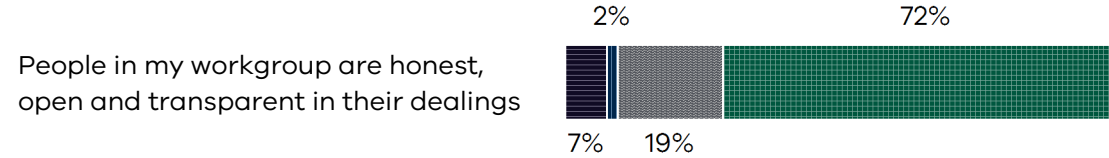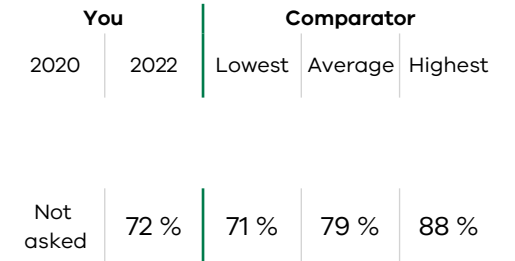- People in my workgroup treat each other with respect: 4% / 9% / 87%
- People in my workgroup work together effectively to get the job done: 3% / 11% / 86%
- People in my workgroup are politically impartial in their work: 4% / 3% / 19% / 74%
- People in my workgroup appropriately manage conflicts of interest: 4% / 8% / 14% / 74%
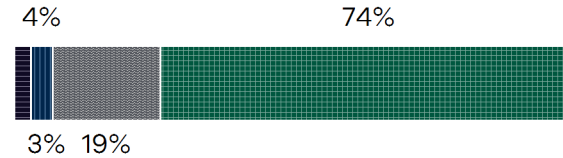
Workgroup climate

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

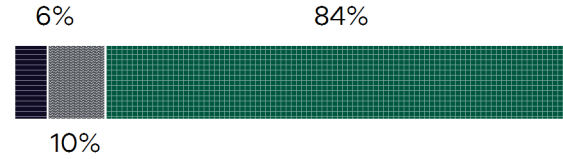72% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup are honest, open and transparent in their dealings'.

Survey question

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

Your results

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

2%   72%

7%   19%

Benchmark agree results

	You		Comparator		
2020	2022	Lowest	Average	Highest
Not asked	72 %	71 %	79 %	88 %

Victorian Public Sector Commission

VICTORIA State Government

Workgroup climate

Safe to speak up

What this is

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

Why this is important

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

How to read this

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

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

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

Example

84% of your staff who did the survey agreed or strongly agreed with 'I feel culturally safe at work'.
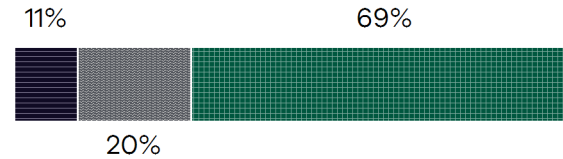
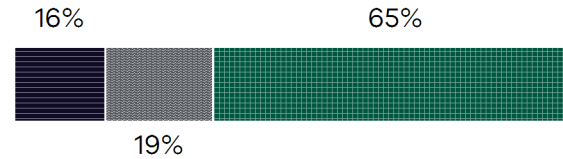| Survey question	Your results	Benchmark agree results

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

Survey question		You 2020	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I feel culturally safe at work	6% / 10% / 84%	Not asked	84 %	76 %	84 %	91 %
People in my workgroup are able to bring up problems and tough issues	11% / 20% / 69%	72 %	69 %	73 %	77 %	83 %
I feel safe to challenge inappropriate behaviour at work	16% / 19% / 65%	Not asked	65 %	68 %	75 %	90 %

Victorian Public Sector Commission

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People matter survey wellbeing check 2022

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- Business units

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.
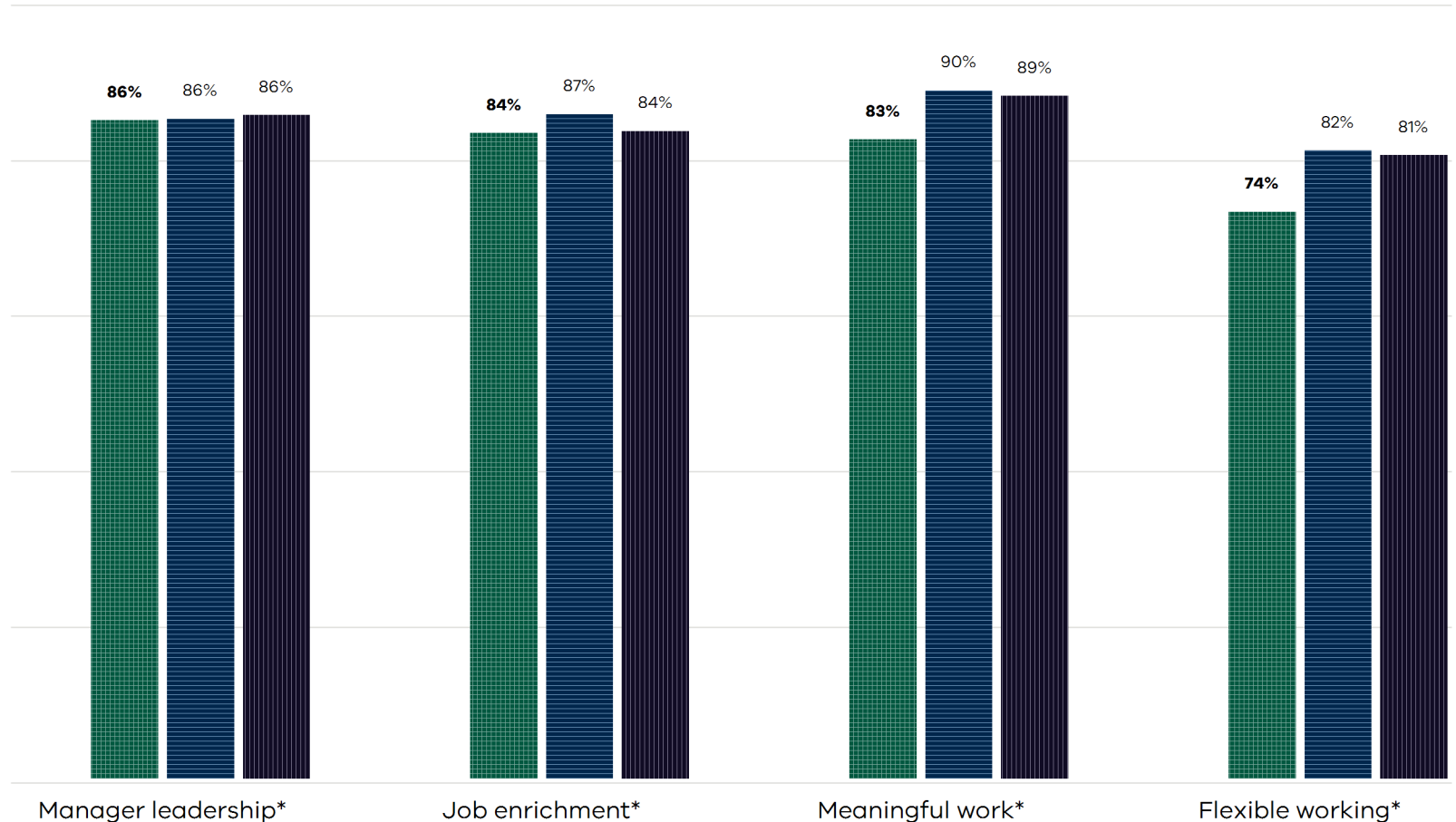
Example

In 2022:

- 86% of your staff who did the survey responded positively to questions about Manager leadership.

Compared to:

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

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

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

Chart data:
- Manager leadership*: You 2022 86%, Comparator 2022 86%, Public sector 2022 86%
- Job enrichment*: You 2022 84%, Comparator 2022 87%, Public sector 2022 84%
- Meaningful work*: You 2022 83%, Comparator 2022 90%, Public sector 2022 89%
- Flexible working*: You 2022 74%, Comparator 2022 82%, Public sector 2022 81%

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.
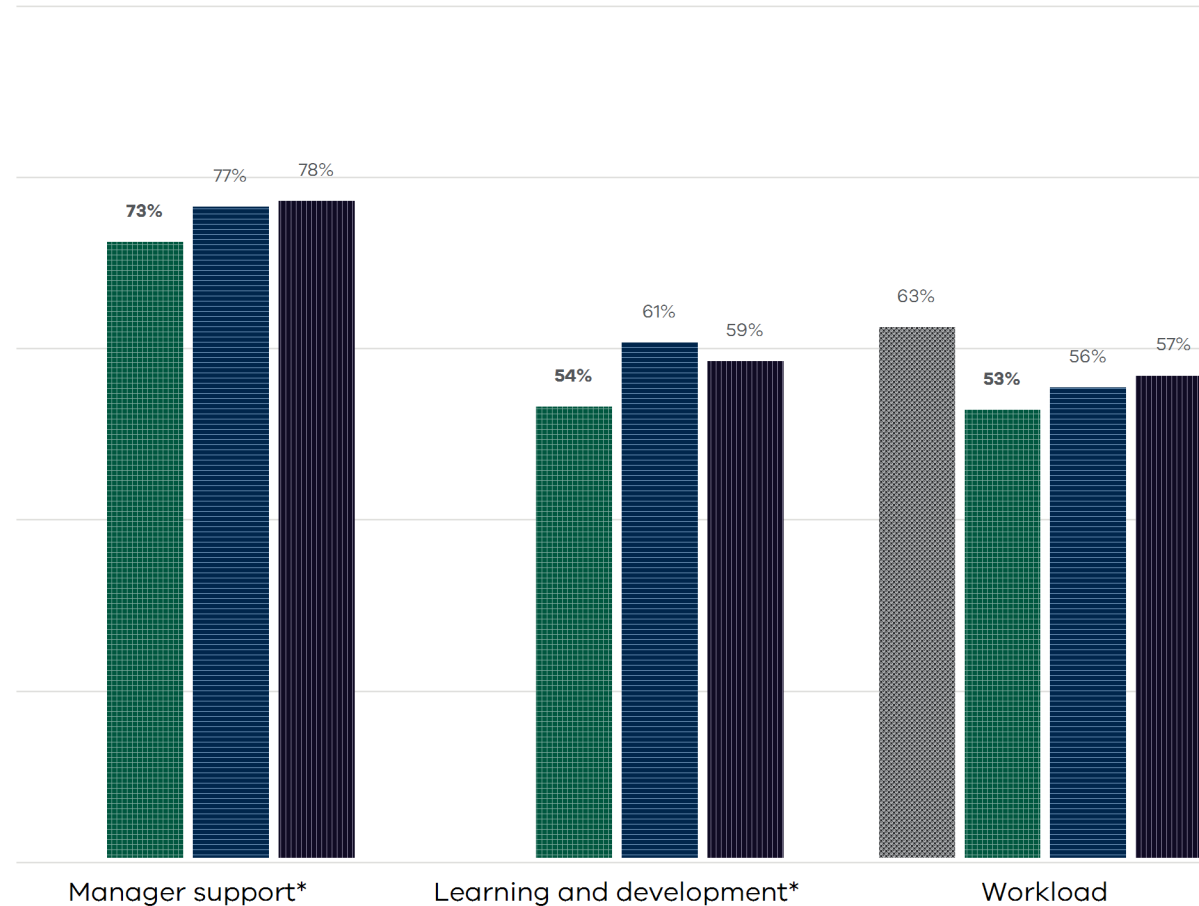
Example

In 2022:

- 73% of your staff who did the survey responded positively to questions about Manager support.

Compared to:

- 77% of staff at your comparator and 78% of staff across the public sector.

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

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

Chart values:
- Manager support*: You 2022 73%, Comparator 2022 77%, Public sector 2022 78%
- Learning and development*: You 2022 54%, Comparator 2022 61%, Public sector 2022 59%
- Workload: You 2020 63%, You 2022 53%, Comparator 2022 56%, Public sector 2022 57%

Victorian Public Sector Commission

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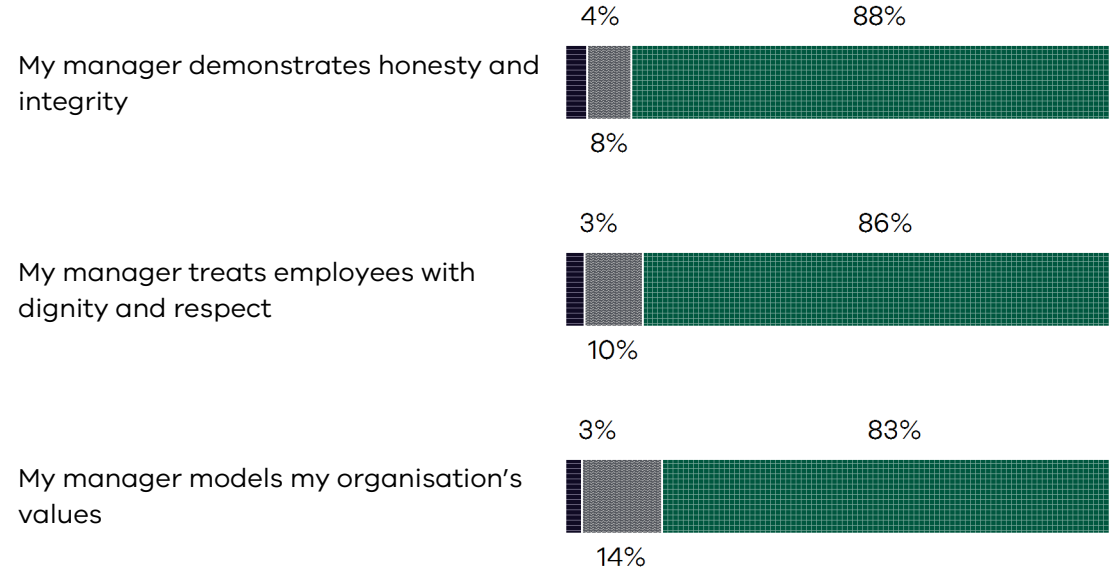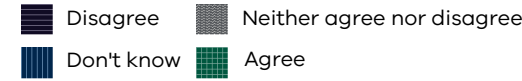
Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

88% of your staff who did the survey agreed or strongly agreed with 'My manager demonstrates honesty and integrity'.

Survey question

Your results

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

Survey question	Disagree	Neither	Agree
My manager demonstrates honesty and integrity	4%	8%	88%
My manager treats employees with dignity and respect	3%	10%	86%
My manager models my organisation's values	3%	14%	83%

Benchmark agree results

Survey question	You 2020	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager demonstrates honesty and integrity	Not asked	88 %	65 %	86 %	93 %
My manager treats employees with dignity and respect	Not asked	86 %	70 %	88 %	94 %
My manager models my organisation's values	Not asked	83 %	65 %	84 %	93 %

Job and manager factors

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

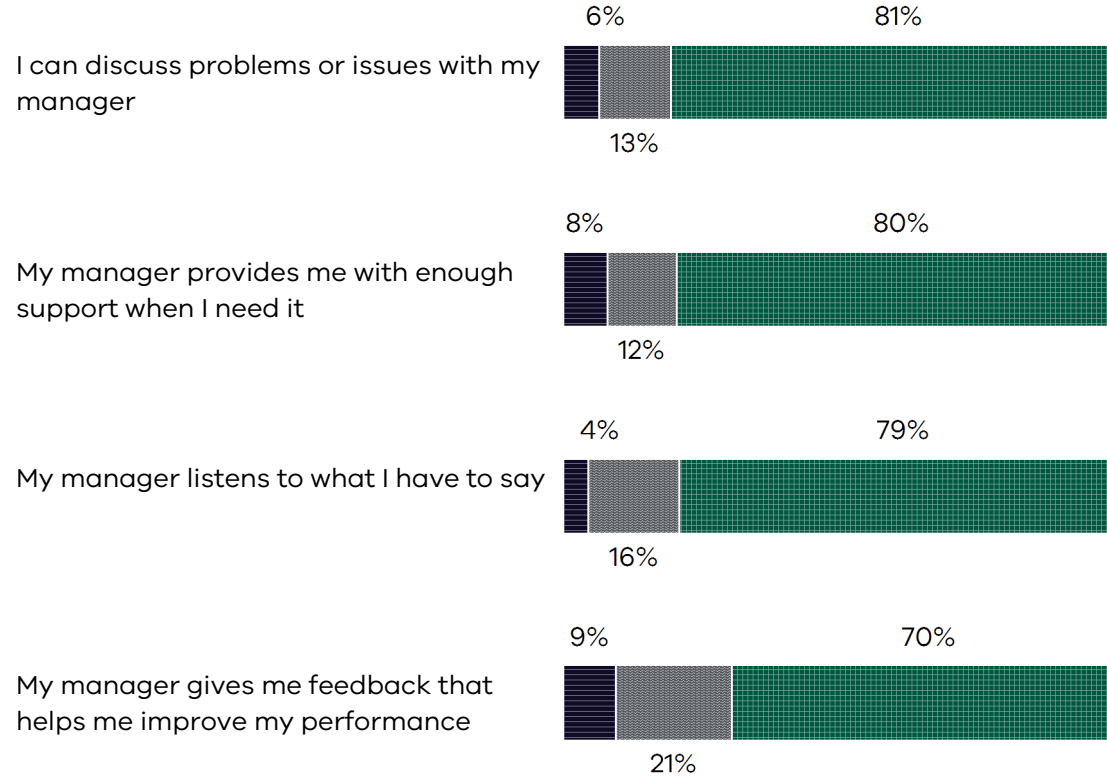Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

81% of your staff who did the survey agreed or strongly agreed with 'I can discuss problems or issues with my manager'.

Survey question	Your results					

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

Benchmark agree results

Survey question	You 2020	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I can discuss problems or issues with my manager (6% / 13% / 81%)	Not asked	81 %	59 %	83 %	93 %
My manager provides me with enough support when I need it (8% / 12% / 80%)	83 %	80 %	54 %	80 %	92 %
My manager listens to what I have to say (4% / 16% / 79%)	89 %	79 %	65 %	83 %	90 %
My manager gives me feedback that helps me improve my performance (9% / 21% / 70%)	Not asked	70 %	50 %	75 %	87 %

Victorian Public Sector Commission

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Job and manager factors

Manager support 2 of 2

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

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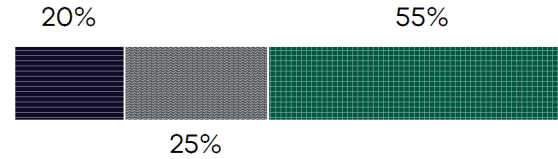
Example

55% of your staff who did the survey agreed or strongly agreed with 'I receive meaningful recognition when I do good work'.
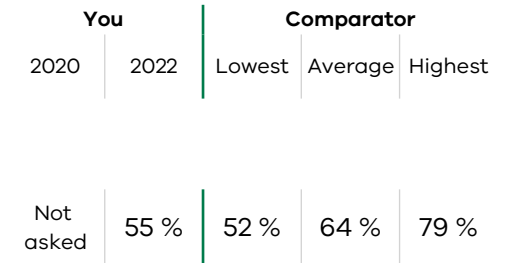
Survey question

Your results

	Disagree		Neither agree nor disagree
	Don't know		Agree

I receive meaningful recognition when I do good work

20%   55%

25%

Benchmark agree results

	You		Comparator		
	2020	2022	Lowest	Average	Highest
	Not asked	55 %	52 %	64 %	79 %

Victorian Public Sector Commission

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Job and manager factors

Workload

What this is

This is how staff feel about workload and time pressure.

Why this is important

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

How to read this

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

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

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

Example

56% of your staff who did the survey agreed or strongly agreed with 'The workload I have is appropriate for the job that I do'.
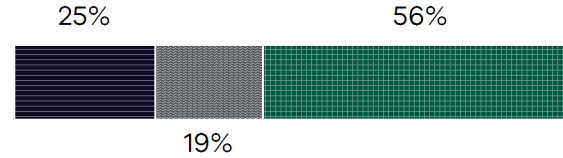
| Survey question | Your results | Benchmark agree results |

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

Survey question	Disagree	Neither	Agree	You 2020	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
The workload I have is appropriate for the job that I do	25%	19%	56%	67 %	56 %	46 %	58 %	69 %
I have enough time to do my job effectively	25%	24%	51%	59 %	51 %	45 %	54 %	69 %
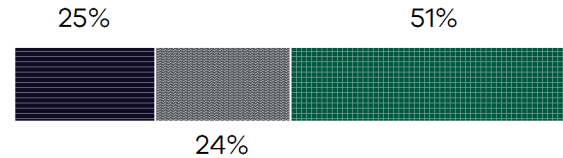
Victorian Public Sector Commission

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Job and manager factors

Learning and development

What this is

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

Why this is important

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

How to read this

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

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

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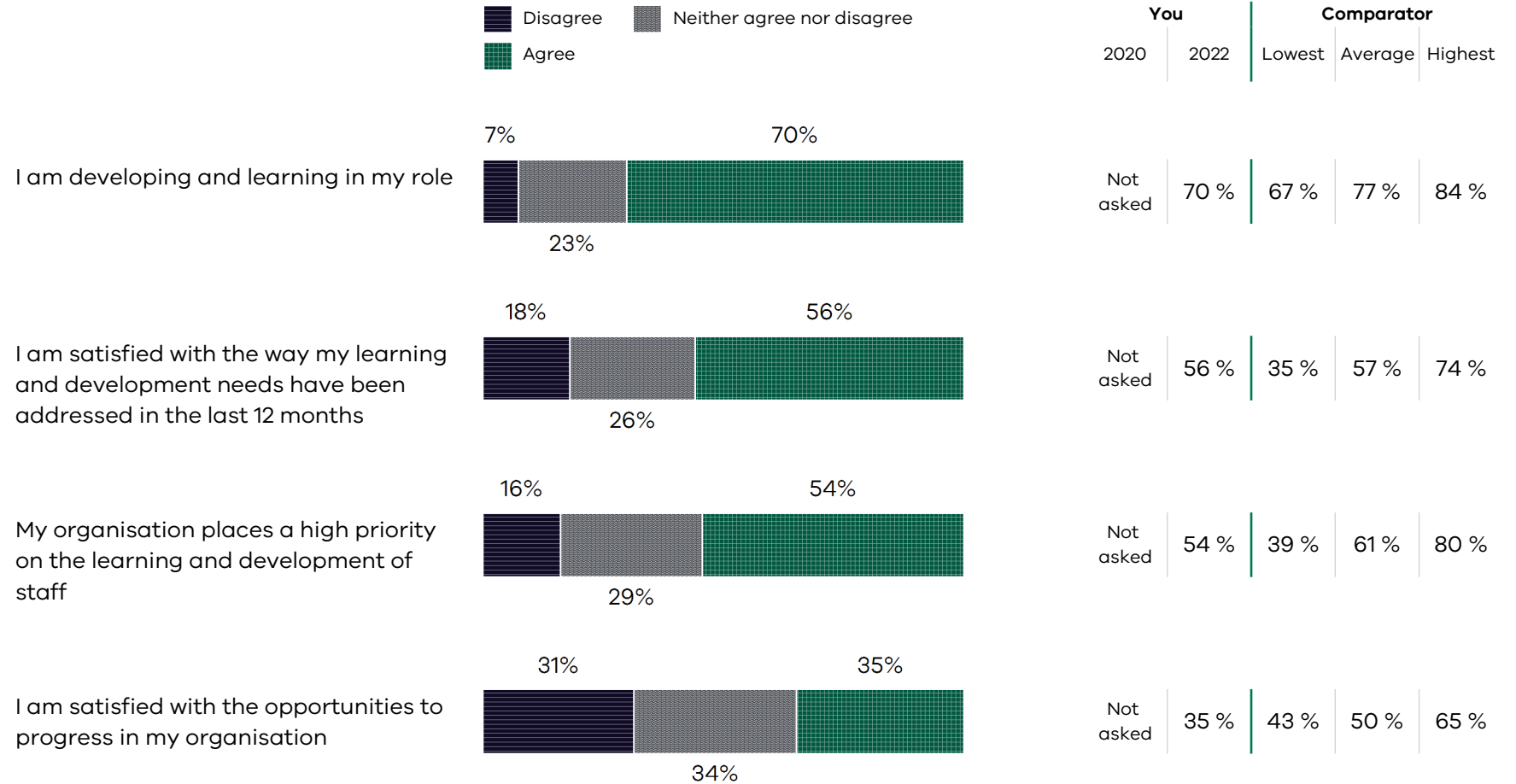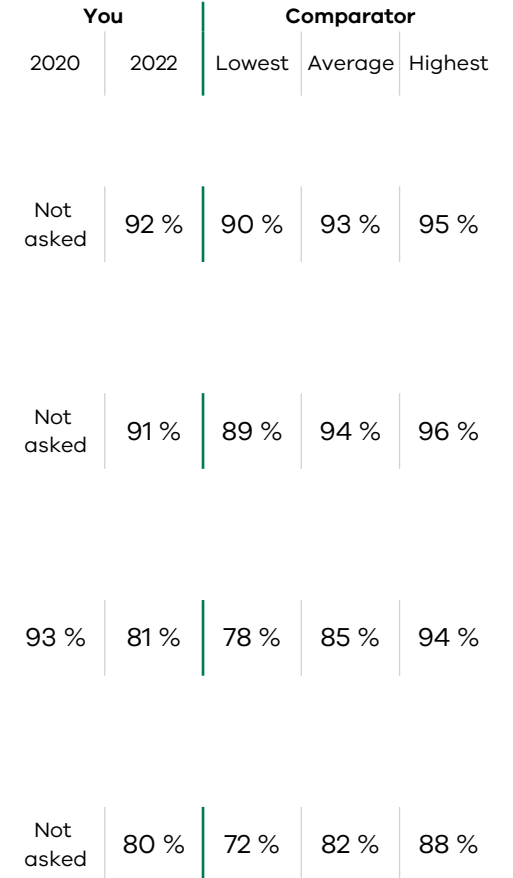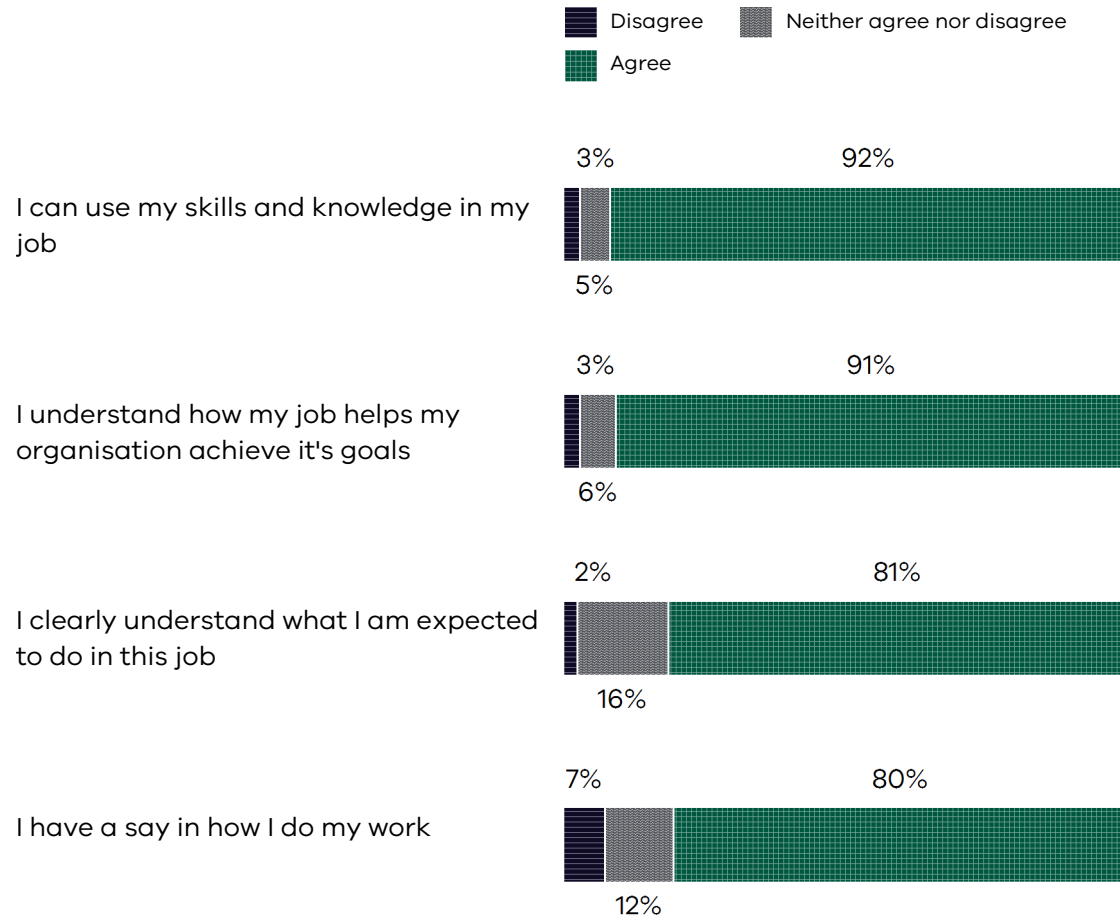
Example

70% of your staff who did the survey agreed or strongly agreed with 'I am developing and learning in my role'.

Survey question	Your results	Benchmark agree results

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

	You 2020	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I am developing and learning in my role — Disagree 7%, Neither 23%, Agree 70%	Not asked	70 %	67 %	77 %	84 %
I am satisfied with the way my learning and development needs have been addressed in the last 12 months — Disagree 18%, Neither 26%, Agree 56%	Not asked	56 %	35 %	57 %	74 %
My organisation places a high priority on the learning and development of staff — Disagree 16%, Neither 29%, Agree 54%	Not asked	54 %	39 %	61 %	80 %
I am satisfied with the opportunities to progress in my organisation — Disagree 31%, Neither 34%, Agree 35%	Not asked	35 %	43 %	50 %	65 %

Job and manager factors

Job enrichment 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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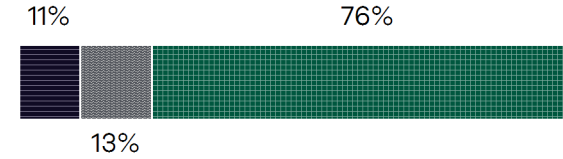
Example

92% of your staff who did the survey agreed or strongly agreed with 'I can use my skills and knowledge in my job'.

Survey question	Your results					Benchmark agree results				

Legend: Disagree | Neither agree nor disagree | Agree

		You		Comparator		
		2020	2022	Lowest	Average	Highest
I can use my skills and knowledge in my job	3% disagree, 5% neither, 92% agree	Not asked	92 %	90 %	93 %	95 %
I understand how my job helps my organisation achieve it's goals	3% disagree, 6% neither, 91% agree	Not asked	91 %	89 %	94 %	96 %
I clearly understand what I am expected to do in this job	2% disagree, 16% neither, 81% agree	93 %	81 %	78 %	85 %	94 %
I have a say in how I do my work	7% disagree, 12% neither, 80% agree	Not asked	80 %	72 %	82 %	88 %

Job and manager factors

What this is

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

Why this is important

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

How to read this

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

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

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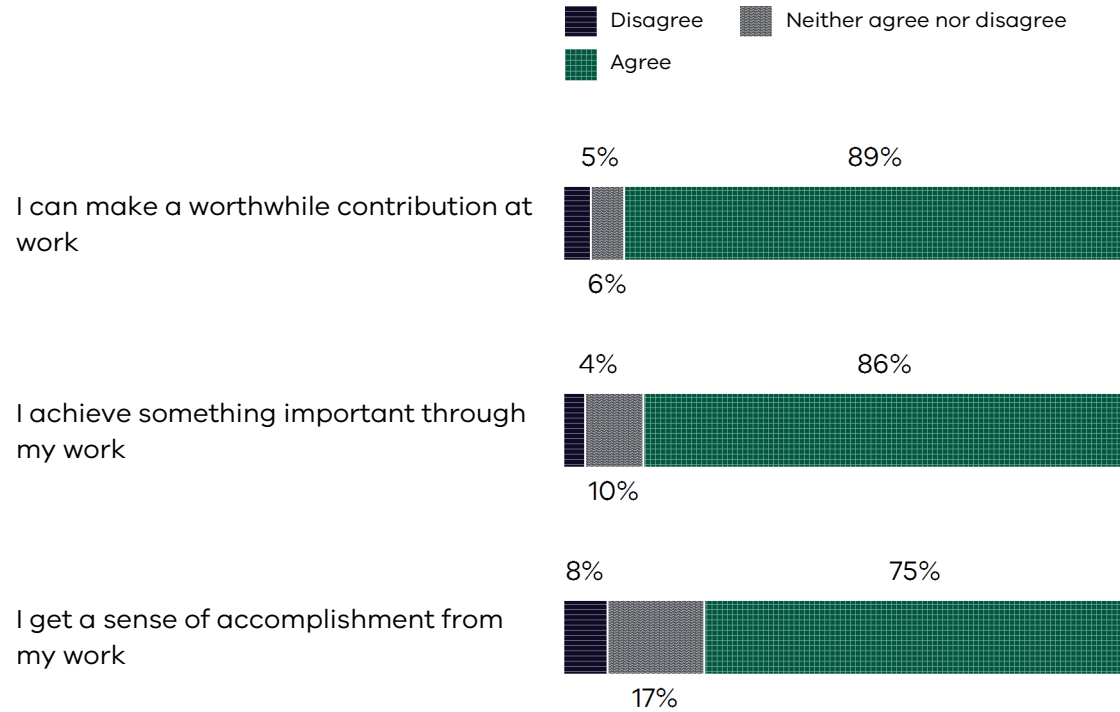
Example

76% of your staff who did the survey agreed or strongly agreed with 'I have the authority to do my job effectively'.

Survey question

I have the authority to do my job effectively

Your results

Disagree ▓ Neither agree nor disagree
▦ Agree

11%   76%

13%

Benchmark agree results

	You		Comparator		
2020	2022		Lowest	Average	Highest
Not asked	76 %		70 %	79 %	89 %
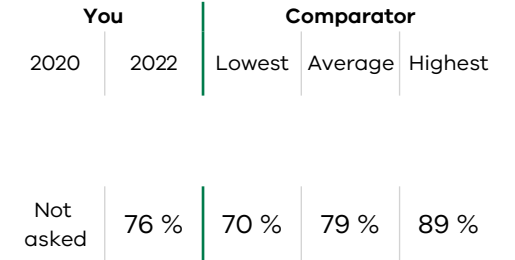
Job and manager factors

Meaningful work

What this is

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

Why this is important

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

How to read this

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

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

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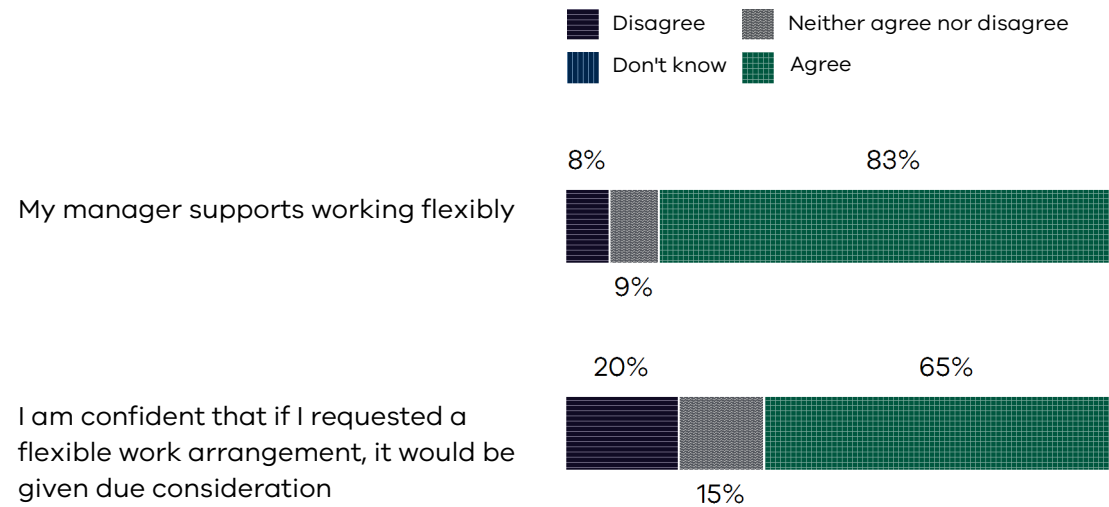
Example

89% of your staff who did the survey agreed or strongly agreed with 'I can make a worthwhile contribution at work'.

Survey question	Your results		Benchmark agree results

Legend: ■ Disagree ▨ Neither agree nor disagree ▨ Agree

Survey question	Your results (Disagree / Neither / Agree)	You 2020	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I can make a worthwhile contribution at work	5% / 6% / 89%	Not asked	89 %	87 %	94 %	97 %
I achieve something important through my work	4% / 10% / 86%	81 %	86 %	85 %	91 %	93 %
I get a sense of accomplishment from my work	8% / 17% / 75%	Not asked	75 %	80 %	84 %	88 %

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Job and manager factors

Flexible working

What this is

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

Why this is important

Supporting flexible working can improve employee wellbeing.

How to read this

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

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

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

Example

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

Survey question	Your results	Benchmark agree results

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

Survey question		You 2020	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager supports working flexibly	8% / 9% / 83%	Not asked	83 %	65 %	86 %	96 %
I am confident that if I requested a flexible work arrangement, it would be given due consideration	20% / 15% / 65%	88 %	65 %	52 %	77 %	90 %

People matter survey

wellbeing check 2022

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

Key differences

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

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- Taking action questions

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- Questions requested by your organisation

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- Age, gender, variations in sex characteristics and sexual orientation
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- Employment
- Adjustments
- Caring
- Business units

Public sector values

What this is

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

Why this is important

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

How to read this

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

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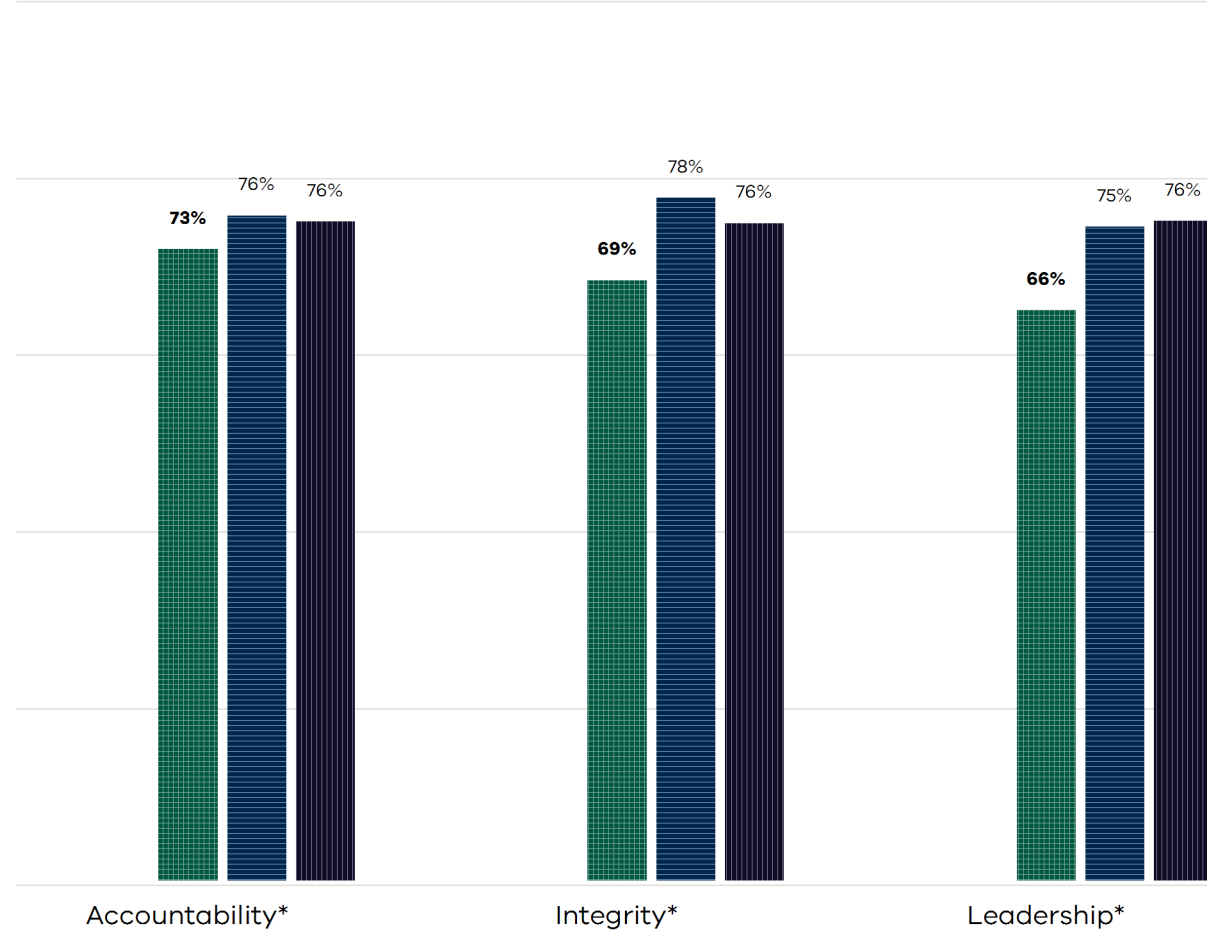
Example

In 2022:

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

Compared to:

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

Responsiveness*
- 85%
- 87%
- 83%

Respect*
- 77%
- 84%
- 82%

Human rights*
- 74%
- 83%
- 83%

Impartiality*
- 73%
- 79%
- 78%

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

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

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Public sector values

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2022:

- 73% of your staff who did the survey responded positively to questions about Accountability .

Compared to:

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

Accountability*: You 2022 73%, Comparator 2022 76%, Public sector 2022 76%
Integrity*: You 2022 69%, Comparator 2022 78%, Public sector 2022 76%
Leadership*: You 2022 66%, Comparator 2022 75%, Public sector 2022 76%

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

You 2020 | 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.
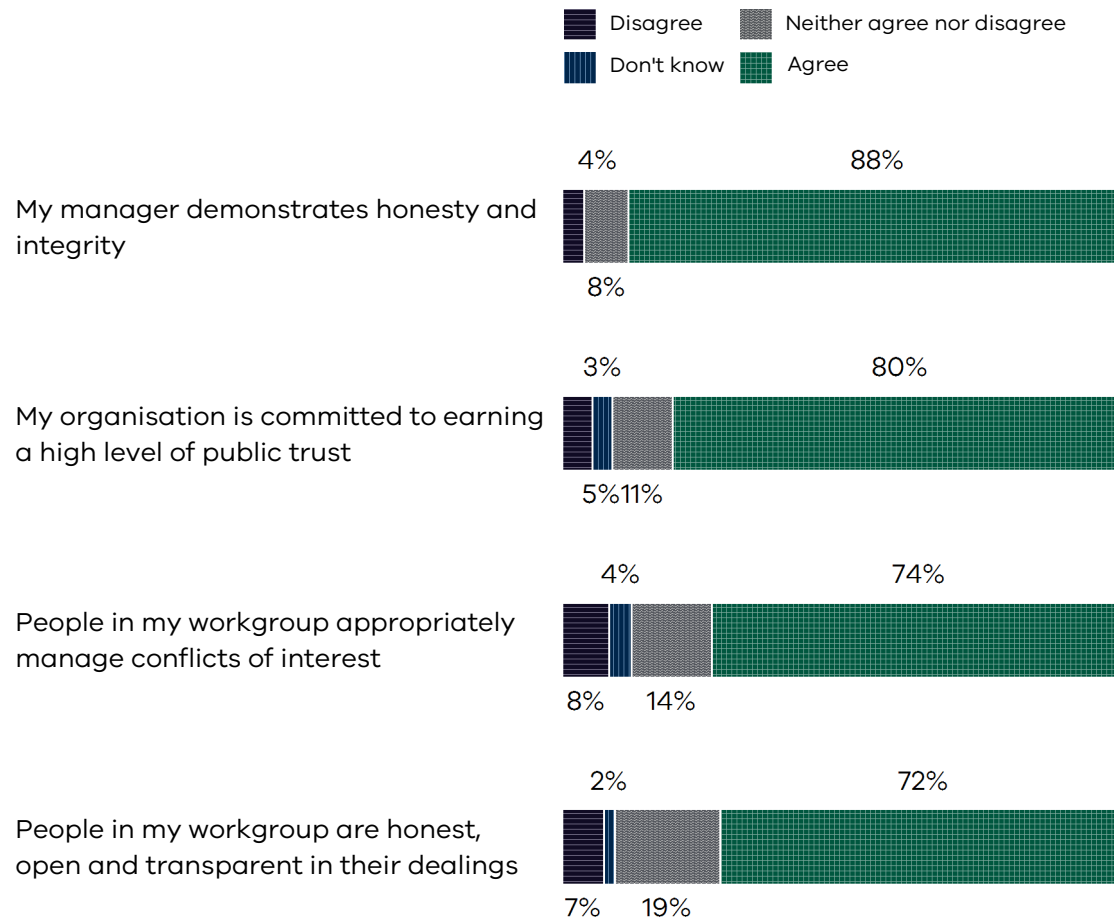
Example

85% of staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

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

Survey question	Your results	You		Comparator		
		2020	2022	Lowest	Average	Highest
My workgroup provides high quality advice and services	2% 12% 85%	Not asked	85 %	82 %	87 %	97 %

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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

Example

88% of staff who did the survey agreed or strongly agreed with 'My manager demonstrates honesty and integrity'.

Survey question | Your results | Benchmark agree results

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

Survey question	Disagree	Neither	Agree	You 2020	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager demonstrates honesty and integrity	4%	8%	88%	Not asked	88 %	65 %	86 %	93 %
My organisation is committed to earning a high level of public trust	3%	5% 11%	80%	Not asked	80 %	71 %	87 %	96 %
People in my workgroup appropriately manage conflicts of interest	4% 8%	14%	74%	Not asked	74 %	67 %	77 %	82 %
People in my workgroup are honest, open and transparent in their dealings	2% 7%	19%	72%	Not asked	72 %	71 %	79 %	88 %

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Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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

Example

65% of staff who did the survey agreed or strongly agreed with 'I feel safe to challenge inappropriate behaviour at work'.
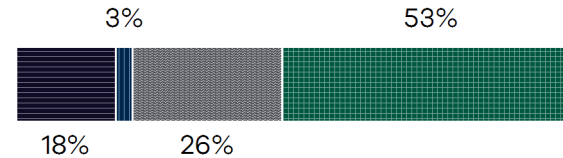
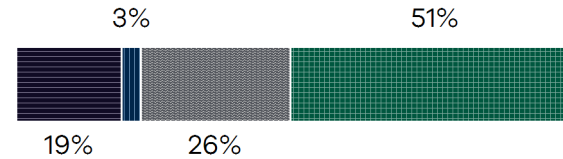## Survey question / Your results / Benchmark agree results

Legend: Disagree | Neither agree nor disagree | Don't know | Agree
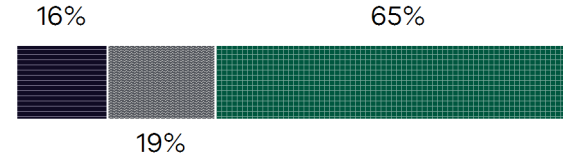
Survey question	Your results	You 2020	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I feel safe to challenge inappropriate behaviour at work	16% / 19% / 65%	Not asked	65 %	68 %	75 %	90 %
Senior leaders demonstrate honesty and integrity	18% / 3% / 26% / 53%	Not asked	53 %	50 %	67 %	82 %
My organisation does not tolerate improper conduct	19% / 3% / 26% / 51%	Not asked	51 %	59 %	77 %	93 %

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

Impartiality

What this is

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

Why this is important

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

How to read this

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

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

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

Example

74% of staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.
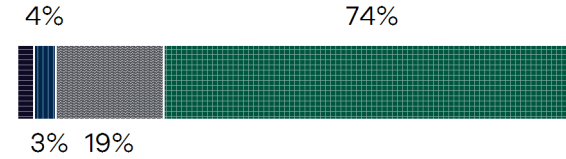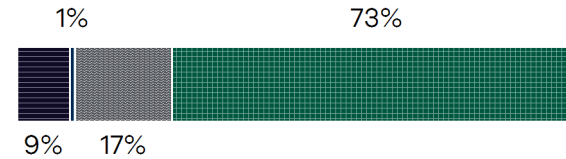
Survey question

Your results

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

People in my workgroup are politically impartial in their work
4% / 3% / 19% / 74%

My workgroup acts fairly and without bias
1% / 9% / 17% / 73%

Benchmark agree results

Survey question	You		Comparator		
	2020	2022	Lowest	Average	Highest
People in my workgroup are politically impartial in their work	Not asked	74 %	70 %	78 %	87 %
My workgroup acts fairly and without bias	Not asked	73 %	75 %	80 %	87 %

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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

Example

91% of staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve it's goals'.
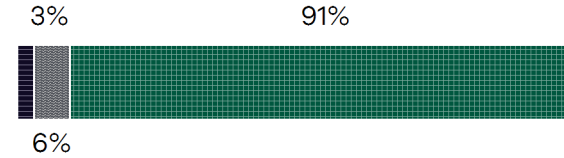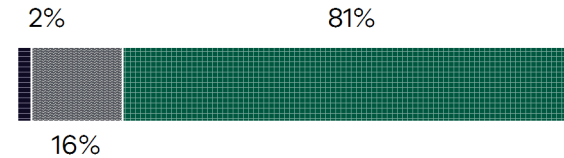
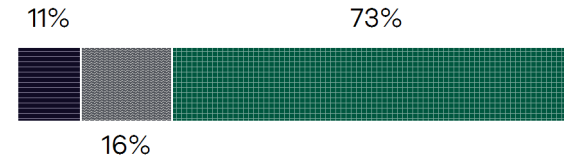**Survey question** | **Your results** | **Benchmark agree results**

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree
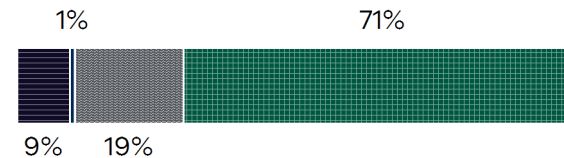
Survey question	Your results	You 2020	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I understand how my job helps my organisation achieve it's goals	3% / 6% / 91%	Not asked	91 %	89 %	94 %	96 %
I clearly understand what I am expected to do in this job	2% / 16% / 81%	93 %	81 %	78 %	85 %	94 %
My workgroup has clear lines of responsibility	11% / 16% / 73%	Not asked	73 %	65 %	73 %	81 %
My workgroup uses its resources well	1% / 9% / 19% / 71%	Not asked	71 %	60 %	71 %	90 %

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

48% of staff who did the survey agreed or strongly agreed with 'Senior leaders provide clear strategy and direction'.

Survey question

Your results

Disagree   Neither agree nor disagree
Don't know   Agree

Senior leaders provide clear strategy and direction

1%   48%

22%   29%

Benchmark agree results

You		Comparator		
2020	2022	Lowest	Average	Highest
64 %	48 %	43 %	60 %	84 %

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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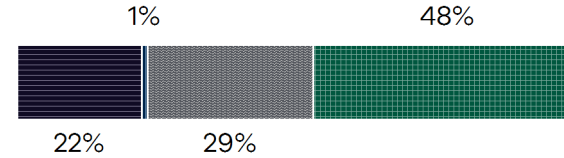
Example

87% of 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

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

	You		Comparator		
	2020	2022	Lowest	Average	Highest
People in my workgroup treat each other with respect (Disagree 4%, Neither 9%, Agree 87%)	85 %	87 %	82 %	86 %	91 %
My manager treats employees with dignity and respect (Disagree 3%, Neither 10%, Agree 86%)	Not asked	86 %	70 %	88 %	94 %
My manager listens to what I have to say (Disagree 4%, Neither 16%, Agree 79%)	89 %	79 %	65 %	83 %	90 %
My organisation encourages respectful workplace behaviours (Disagree 11%, Neither 10%, Agree 79%)	Not asked	79 %	80 %	88 %	99 %

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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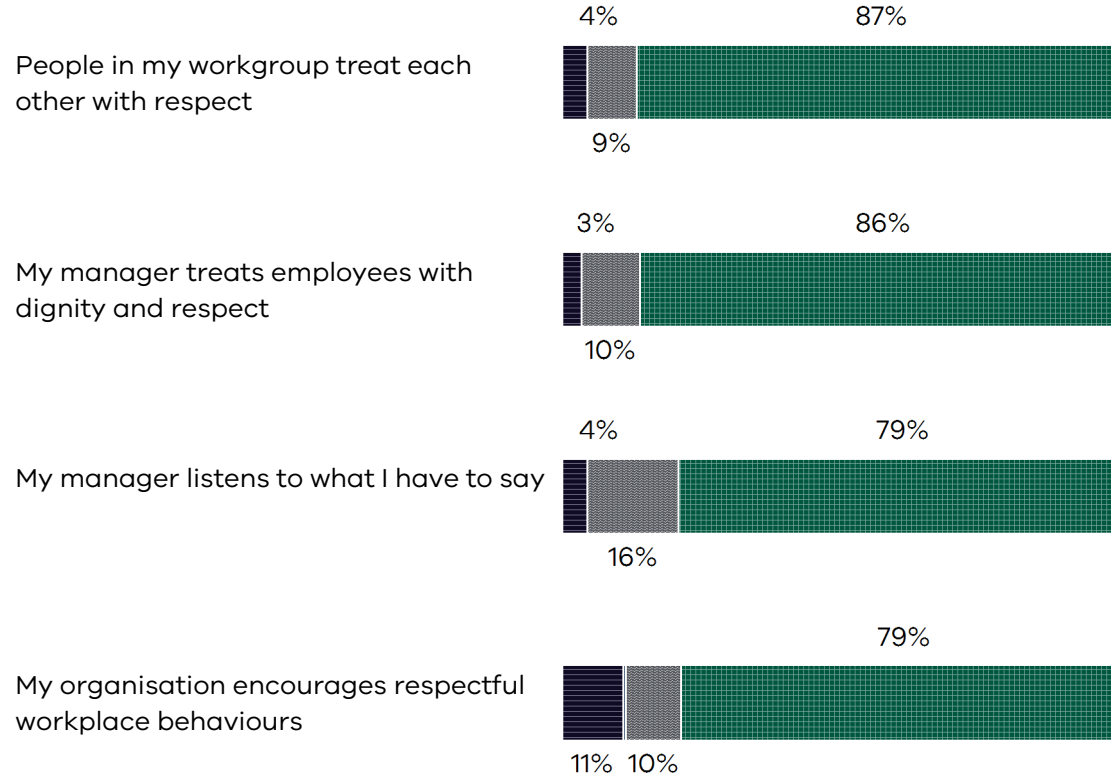
Example

54% of staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.

Survey question

Your results

Benchmark agree results

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

My organisation takes steps to eliminate bullying, harassment and discrimination

23% 3% 19% 54%
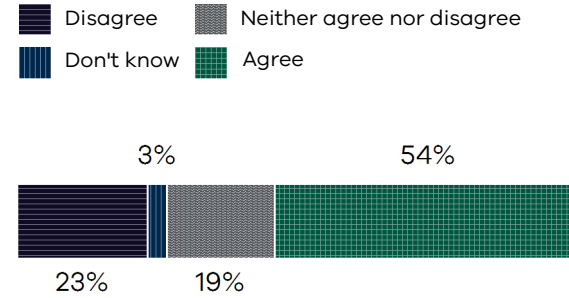
	You		Comparator		
	2020	2022	Lowest	Average	Highest
	Not asked	54 %	63 %	77 %	91 %

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

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

My manager models my organisation's values
- 3%
- 14%
- 83%

Senior leaders model my organisation's values
- 18%
- 1%
- 32%
- 49%

Benchmark agree results

Survey question	You		Comparator		
	2020	2022	Lowest	Average	Highest
My manager models my organisation's values	Not asked	83 %	65 %	84 %	93 %
Senior leaders model my organisation's values	Not asked	49 %	52 %	66 %	90 %

Public sector values

Human rights

What this is

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

Why this is important

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

How to read this

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

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

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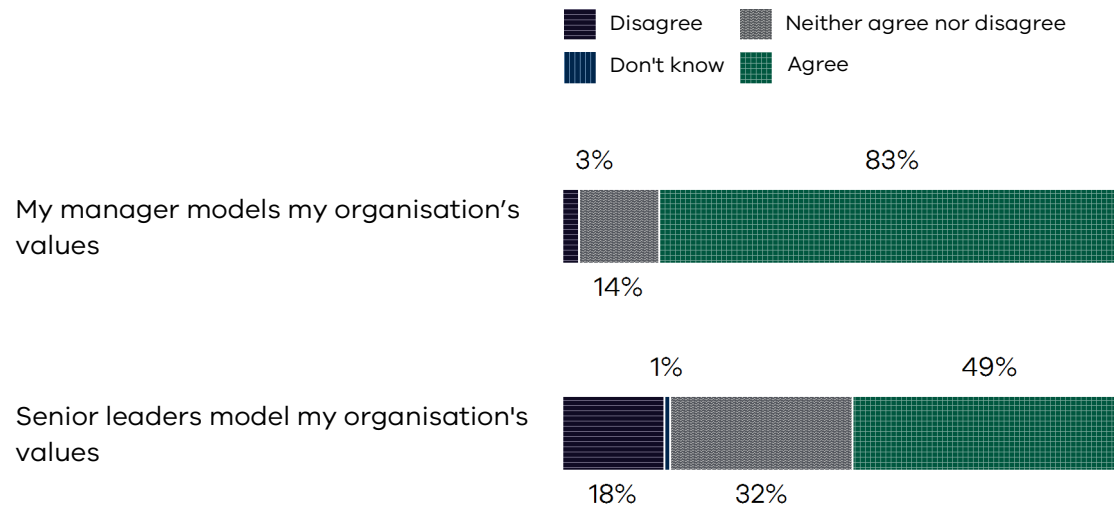
Example

82% of staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.
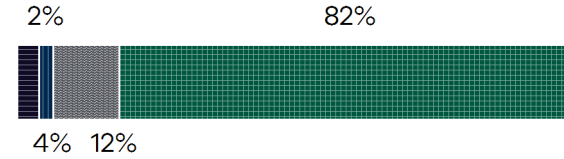
| Survey question | Your results | Benchmark agree results |

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

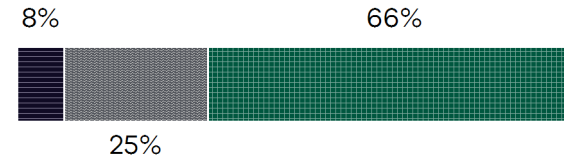|	You		Comparator		
Survey question	2020	2022	Lowest	Average	Highest
My organisation encourages employees to act in ways that are consistent with human rights	Not asked	82 %	78 %	88 %	96 %
I understand how the Charter of Human Rights and Responsibilities applies to my work	Not asked	66 %	65 %	78 %	88 %

My organisation encourages employees to act in ways that are consistent with human rights: 2%, 4%, 12%, 82%

I understand how the Charter of Human Rights and Responsibilities applies to my work: 8%, 25%, 66%

People matter survey wellbeing check 2022

Have your say

Overview

Result summary

Report overview

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

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Custom questions

- Questions requested by your organisation

Demographics

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

Custom questions

What this is

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

Why this is important

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

How to read this

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

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

Example

86% of staff who did the survey agreed or strongly agreed with 'My manager ensures that I have the right training, equipment and procedures to undertake my work safely'.

Legend: Disagree | Neither agree nor disagree | Agree

You — 2020 | 2022

Survey question	Disagree	Neither	Agree	Benchmark 2020	Benchmark 2022
My manager ensures that I have the right training, equipment and procedures to undertake my work safely	1%	13%	86%	Not asked	86 %
Most people here are trustworthy and act with integrity	6%	15%	79%	Not asked	79 %
I am comfortable making suggestions or voicing concerns about workplace health, safety and wellbeing	15%	19%	67%	Not asked	67 %
I believe Goulburn Valley Water is truly committed to the health, safety and wellbeing of staff	17%	22%	61%	Not asked	61 %

Custom questions

What this is

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

Why this is important

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

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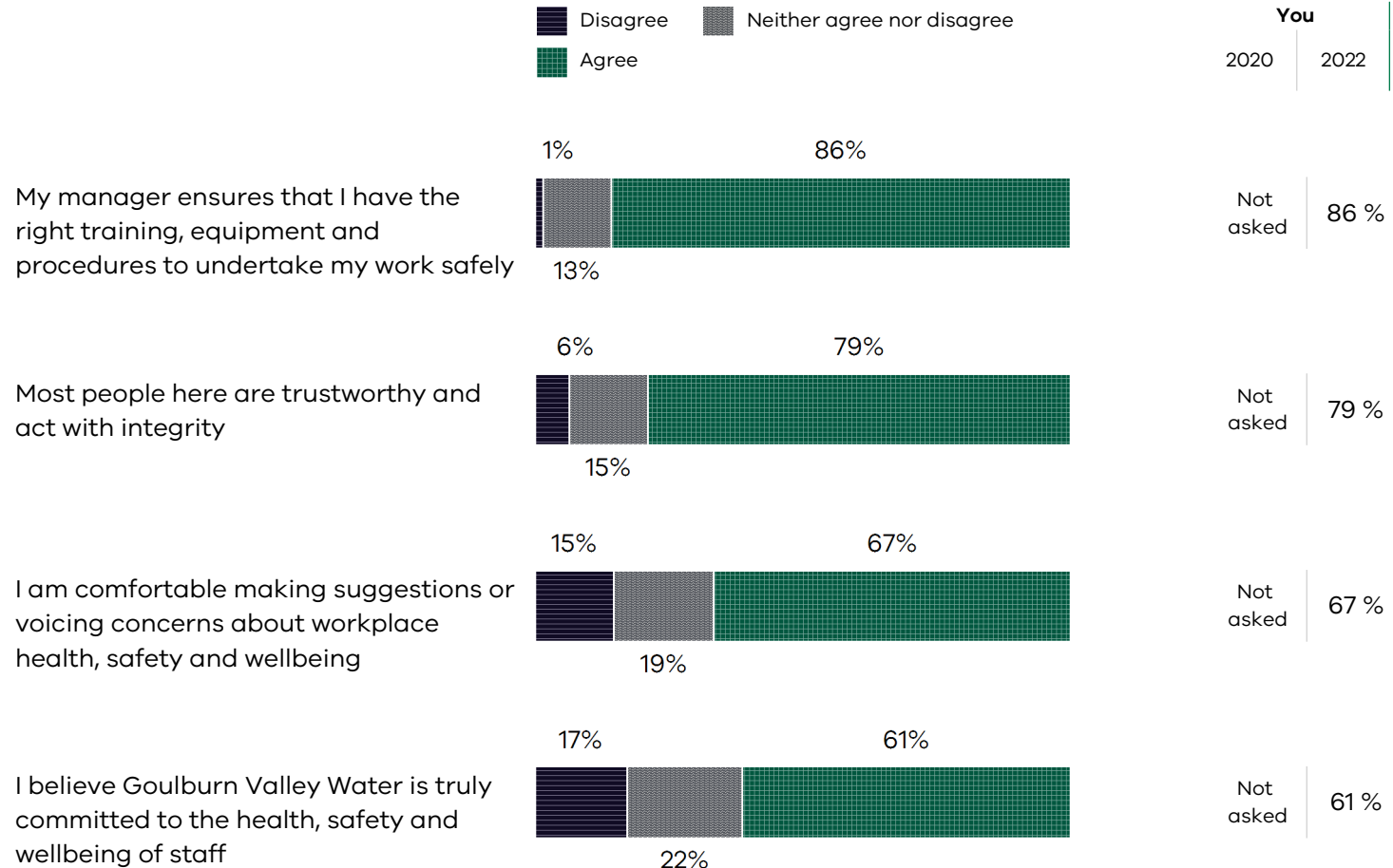
Example

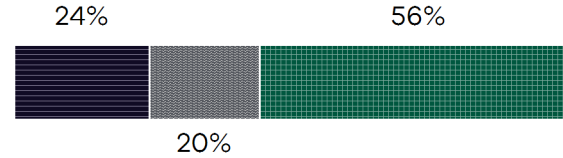56% of staff who did the survey agreed or strongly agreed with 'I feel positive about the new flexible working arrangements at Goulburn Valley Water'.

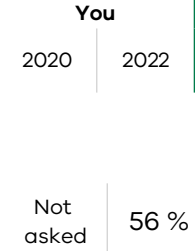**Legend:** ■ Disagree ▨ Neither agree nor disagree ▦ Agree

I feel positive about the new flexible working arrangements at Goulburn Valley Water

Your results: 24% / 20% / 56%

Benchmark results

	You	
	2020	2022
Not asked		56 %

People matter survey wellbeing check 2022

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- Cultural diversity
- Employment
- Adjustments
- Caring
- Business units

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	33	16%
35-54 years	107	52%
55+ years	37	18%
Prefer not to say	27	13%

How would you describe your gender?	(n)	%
Man	128	63%
Woman	40	20%
Prefer not to say	33	16%
Non-binary and I use a different term	3	1%

Are you trans, non-binary or gender diverse?	(n)	%
Yes	4	2%
No	170	83%
Prefer not to say	30	15%

To your knowledge, do you have innate variation(s) of sex characteristics (often called intersex)?*	(n)	%
No	169	83%
Don't know	12	6%
Prefer not to say	23	11%

How do you describe your sexual orientation?	(n)	%
Straight (heterosexual)	162	79%
Prefer not to say	34	17%
Bisexual	2	1%
Pansexual	2	1%
I use a different term	2	1%
Don't know	1	0%
Gay or lesbian	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

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Aboriginal and/or Torres Strait Islander	(n)	%
Yes	**4**	2%
Non Aboriginal and/or Torres Strait Islander	**181**	89%
Prefer not to say	**19**	9%

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	**12**	6%
No	**165**	81%
Prefer not to say	**27**	13%

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

	(n)	%
Yes	**8**	67%
No	**3**	25%
Prefer not to say	**1**	8%

Demographics

Cultural diversity 1 of 2

What this is

These are the personal characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

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Country of birth	(n)	%
Born in Australia	**181**	89%
Not born in Australia	**14**	7%
Prefer not to say	**9**	4%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Italian	**2**	17%
Sinhalese	**2**	17%
Spanish	**2**	17%
Urdu	**2**	17%
Australian Indigenous Language	**1**	8%
French	**1**	8%
Hindi	**1**	8%
Mandarin	**1**	8%
Other	**1**	8%
Punjabi	**1**	8%
Vietnamese	**1**	8%

Language other than English spoken with family or community	(n)	%
Yes	**12**	6%
No	**180**	88%
Prefer not to say	**12**	6%

Demographics

What this is

This is the cultural identity and religion of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

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

Cultural identity	(n)	%
Australian	159	78%
Prefer not to say	17	8%
English, Irish, Scottish and/or Welsh	15	7%
European (including Western, Eastern and South-Eastern Europe, and Scandinavia)	9	4%
East and/or South-East Asian	6	3%
Aboriginal and/or Torres Strait Islander	5	2%
South Asian	2	1%
Other	2	1%
New Zealander	1	0%
African	1	0%
Middle Eastern	1	0%
Central and/or South American	1	0%
Central Asian	1	0%
Maori	1	0%

Religion	(n)	%
No religion	90	44%
Christianity	69	34%
Prefer not to say	36	18%
Other	4	2%
Buddhism	2	1%
Islam	2	1%
Sikhism	1	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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- don't release employee opinion results for demographic groups where organisations have fewer than 30 responses in total.

Working arrangement	(n)	%
Full-Time	**184**	90%
Part-Time	**20**	10%

Gross base salary (ongoing/fixed term only)	(n)	%
Below $65k	**35**	17%
$65k to $95k	**65**	32%
$95k to $125k	**35**	17%
$125k or more	**33**	16%
Prefer not to say	**33**	16%

Organisational tenure	(n)	%
<1 year	**19**	9%
1 to less than 2 years	**15**	7%
2 to less than 5 years	**40**	20%
5 to less than 10 years	**40**	20%
10 to less than 20 years	**66**	32%
More than 20 years	**24**	12%

Management responsibility	(n)	%
Non-manager	**151**	74%
Other manager	**34**	17%
Manager of other manager(s)	**19**	9%

Employment type	(n)	%
Ongoing and executive	**184**	90%
Fixed term	**17**	8%
Other	**3**	1%

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

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- 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	**116**	57%
Large regional city	**84**	41%
Melbourne: Suburbs	**2**	1%
Other	**2**	1%

What have been your main places of work over the last 3-months?	(n)	%
Your employer's office	**121**	59%
A frontline or service delivery location	**74**	36%
Home or private location	**78**	38%
A shared office space (where two or more organisations share the same workspace e.g. Gov hubs, suburban hubs etc.)	**4**	2%
Other	**7**	3%

Flexible work	(n)	%
No, I do not use any flexible work arrangements	**88**	43%
Working from an alternative location (e.g. home, hub/shared work space)	**70**	34%
Flexible start and finish times	**45**	22%
Part-time	**13**	6%
Using leave to work flexible hours	**11**	5%
Purchased leave	**8**	4%
Working more hours over fewer days	**7**	3%
Other	**6**	3%
Shift swap	**3**	1%
Job sharing	**2**	1%
Study leave	**1**	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	125	61%
Flexible working arrangements	74	36%
Physical modifications or improvements to the workplace	8	4%
Career development support strategies	5	2%
Job redesign or role sharing	2	1%
Other	2	1%

Why did you make this request?	(n)	%
Work-life balance	64	81%
Family responsibilities	31	39%
Caring responsibilities	22	28%
Health	15	19%
Other	5	6%
Disability	1	1%
Study commitments	1	1%

What was your experience with making the request?	(n)	%
The adjustments I needed were made and the process was satisfactory	55	70%
The adjustments I needed were not made	15	19%
The adjustments I needed were made but the process was unsatisfactory	9	11%

Demographics

Caring

What this is

These are staff-reported caring responsibilities.

Why this is important

This shows organisations what caring responsibilities their staff have.

How to read this

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

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

How we protect anonymity and privacy

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Caring responsibility	(n)	%
None of the above	60	29%
Primary school aged child(ren)	47	23%
Secondary school aged child(ren)	37	18%
Prefer not to say	30	15%
Child(ren) - younger than preschool age	26	13%
Preschool aged child(ren)	22	11%
Frail or aged person(s)	16	8%
Person(s) with a medical condition	14	7%
Person(s) with disability	12	6%
Person(s) with a mental illness	11	5%
Other	9	4%

Demographics

Business units

What is this

This shows the business unit in which your staff work.

Why this is important

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

How to read this

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

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

How we protect anonymity and privacy

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Which of the following best describes the business unit in which you work	(n)	%
Sustainability	8	4%
Customer Service	16	8%
Assets	42	21%
Corporate	54	26%
Operations	84	41%

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