People matter survey wellbeing check 2022

Have your say

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Have your say

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Report overview

About your report

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

Report contents

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

Rounding of percentages

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

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

Survey questions and definitions

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

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Report overview

Privacy and anonymity

To protect you, we:

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

Read more in our privacy policy.

Report overview

Survey's theoretical framework

What this is

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

Why this is important

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

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

Our public sector values

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

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

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

Senior leadership

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

→

Organisation climate

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

→

Workgroup climate

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

→

Job and manager

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

→

Outcomes

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

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

Responsiveness   Integrity   Impartiality   Accountability   Respect   Leadership   Human Rights

Victorian Public Sector Commission

VICTORIA State Government

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'.

Albury Wodonga Health

Bairnsdale Regional Health Service

Barwon Health

Bendigo Health Care Group

Central Gippsland Health Service

Echuca Regional Health

Goulburn Valley Health Services

Latrobe Regional Hospital

Mildura Base Public Hospital

Northeast Health Wangaratta

South West Healthcare

Swan Hill District Health

West Gippsland Healthcare Group

Western District Health Service

Report overview

Your response rate

What this is

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

Why this is important

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

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

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

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

How to read this

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

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

2021

–

–

Comparator	28%
Public Sector	39%

2022

21%

(1194)

Comparator	37%
Public Sector	42%

Victorian Public Sector Commission

VICTORIA State Government

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People outcomes

Scorecard: employee engagement index

What this is

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

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

The weightings for each engagement response are:

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

Why this is important

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

2021		2022	
–		**59**	
Comparator	68	Comparator	65
Public Sector	70	Public Sector	68

Victorian Public Sector Commission

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People outcomes

Engagement question results 1 of 2

What this is

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

Your organisation's engagement index

Your 2022 index is 59.

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.
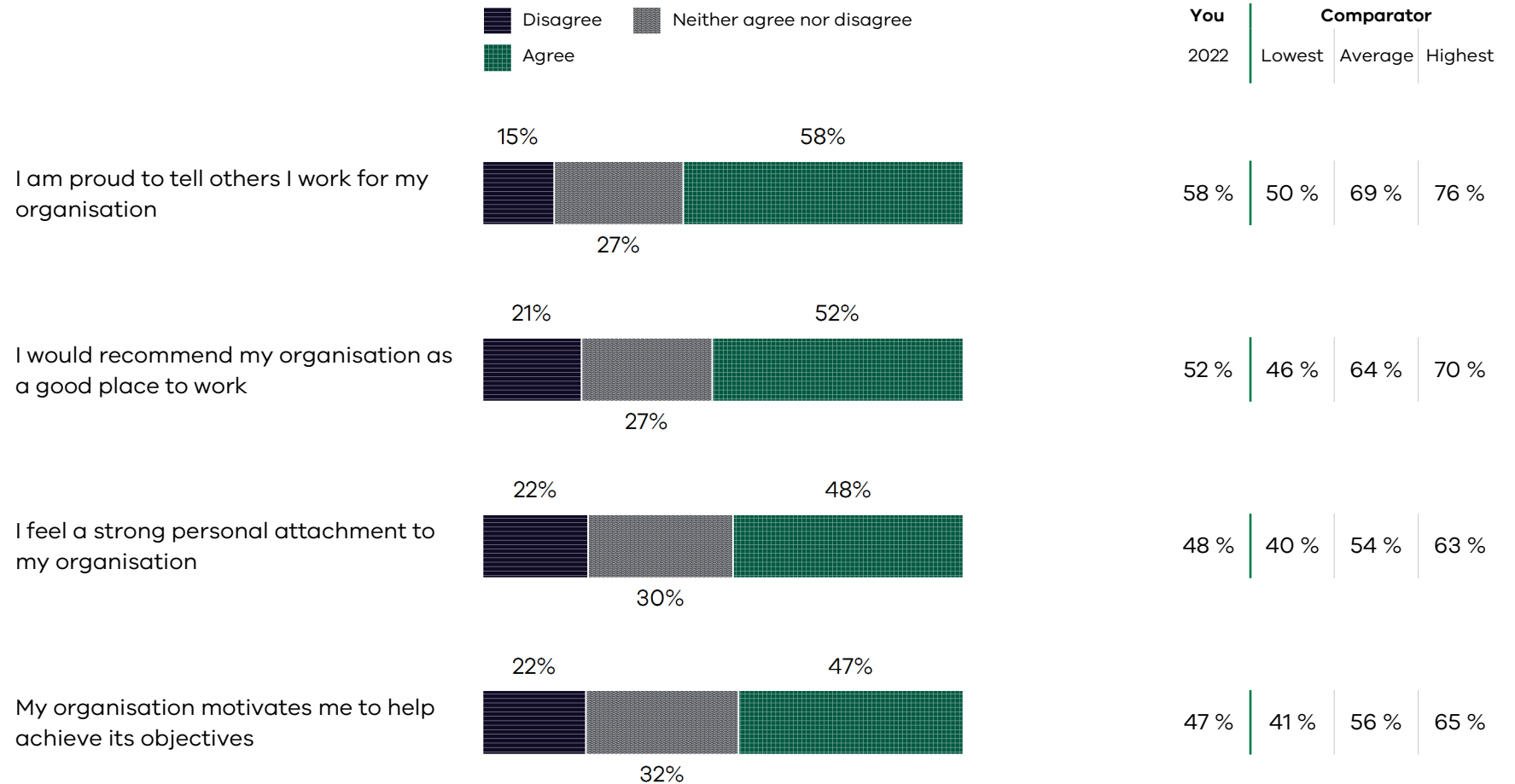
Example

58% of your staff who did the survey agreed or strongly agreed with 'I am proud to tell others I work for my organisation'.

Legend:
- Disagree
- Neither agree nor disagree
- Agree

Survey question	Your results (Disagree / Neither / Agree)	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I am proud to tell others I work for my organisation	15% / 27% / 58%	58 %	50 %	69 %	76 %
I would recommend my organisation as a good place to work	21% / 27% / 52%	52 %	46 %	64 %	70 %
I feel a strong personal attachment to my organisation	22% / 30% / 48%	48 %	40 %	54 %	63 %
My organisation motivates me to help achieve its objectives	22% / 32% / 47%	47 %	41 %	56 %	65 %

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 59.

Why this is important

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

How to read this

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

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

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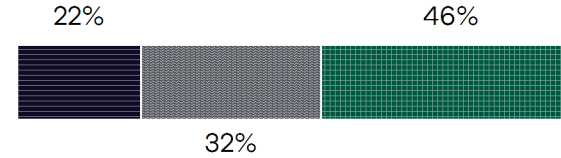
Example

46% of your staff who did the survey agreed or strongly agreed with 'My organisation inspires me to do the best in my job'.
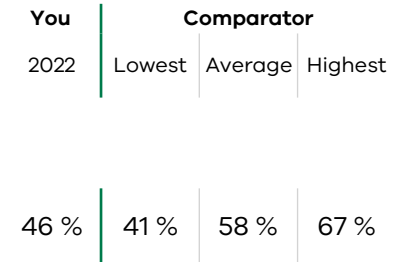
Survey question

Your results

■ Disagree	▦ Neither agree nor disagree
▦ Agree	

My organisation inspires me to do the best in my job

22%   46%

32%

Benchmark agree results

	You	Comparator		
	2022	Lowest	Average	Highest
	46 %	41 %	58 %	67 %

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.
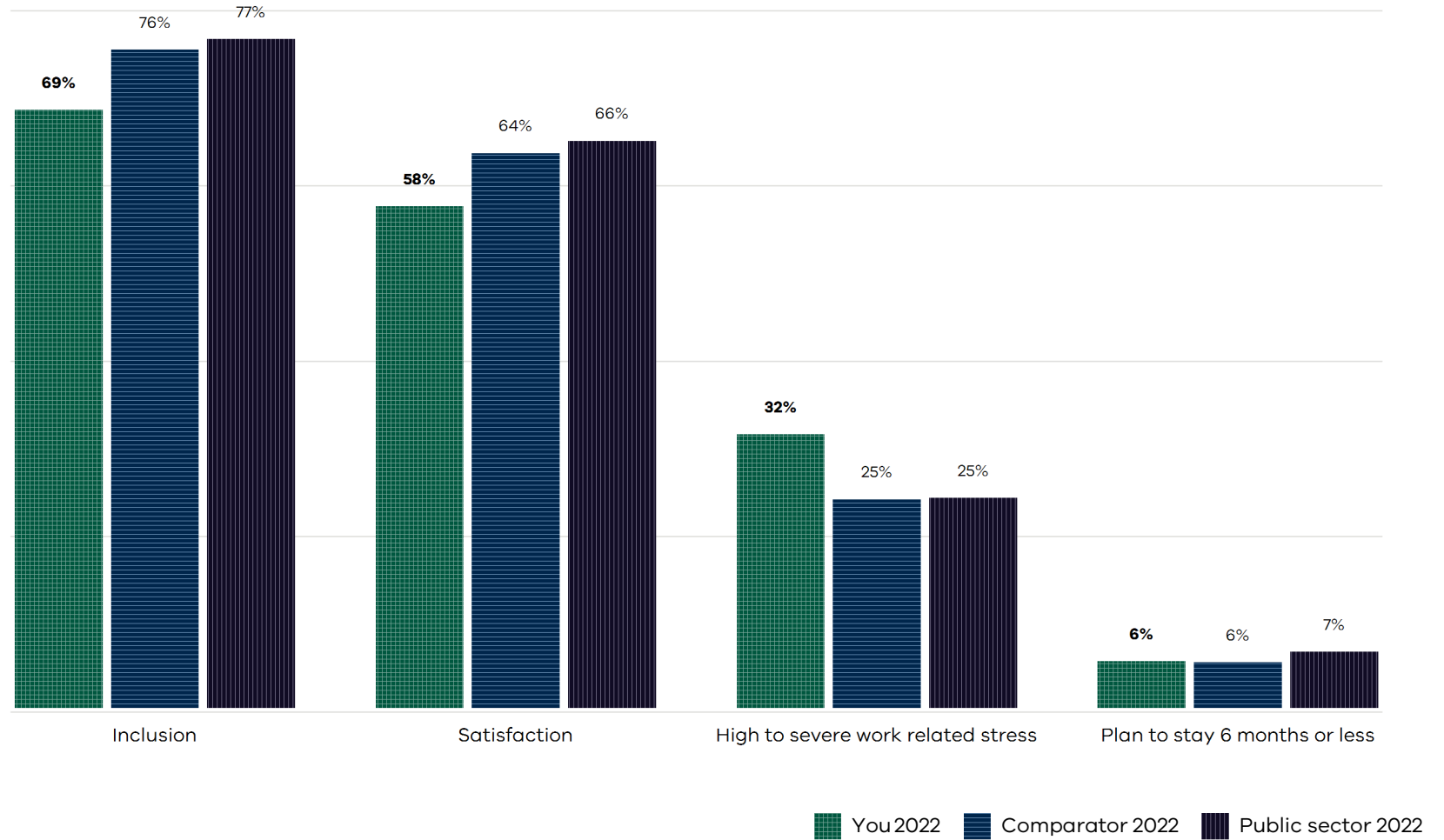
Example

In 2022:

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

Compared to:

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

Legend: You 2022 (green) · Comparator 2022 (blue) · Public sector 2022 (dark navy)

Category	You 2022	Comparator 2022	Public sector 2022
Inclusion	69%	76%	77%
Satisfaction	58%	64%	66%
High to severe work related stress	32%	25%	25%
Plan to stay 6 months or less	6%	6%	7%

People outcomes

Satisfaction question results

What this is

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

Why this is important

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

How to read this

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

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

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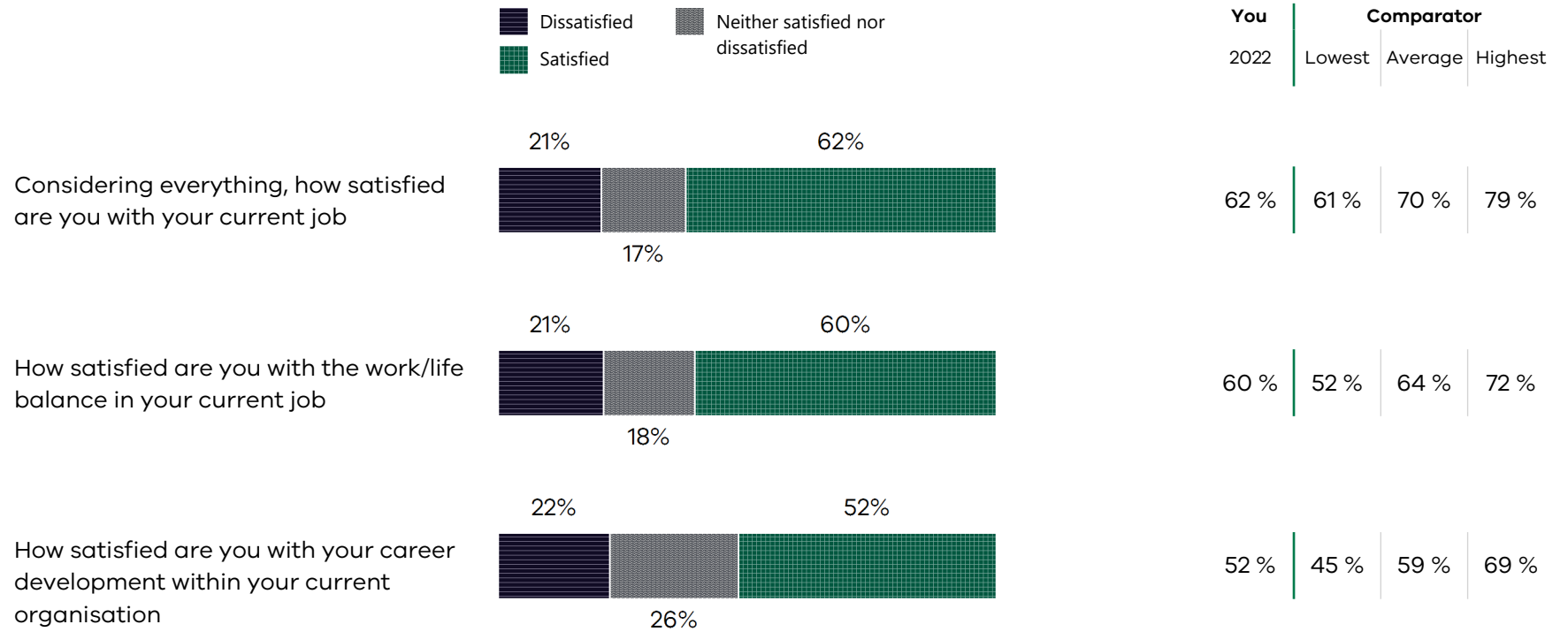
Example

62% of your staff who did the survey were satisfied or very satisfied with 'Considering everything, how satisfied are you with your current job'.

Survey question	Your results	Benchmark satisfied results

Legend: ■ Dissatisfied ▨ Neither satisfied nor dissatisfied ▦ Satisfied

Survey question	Your results	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
Considering everything, how satisfied are you with your current job	21% / 17% / 62%	62 %	61 %	70 %	79 %
How satisfied are you with the work/life balance in your current job	21% / 18% / 60%	60 %	52 %	64 %	72 %
How satisfied are you with your career development within your current organisation	22% / 26% / 52%	52 %	45 %	59 %	69 %

People outcomes

Work-related stress levels

What this is

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

Why this is important

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

How to read this

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

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

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

Example

32% of your staff who did the survey said they had high to severe stress in 2022. This is compared to 25% of staff in your comparator group and 25% of staff across the public sector.

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

Nil	7%
Low / mild	28%
Moderate	32%
High	18%
Very high	9%
Severe	5%
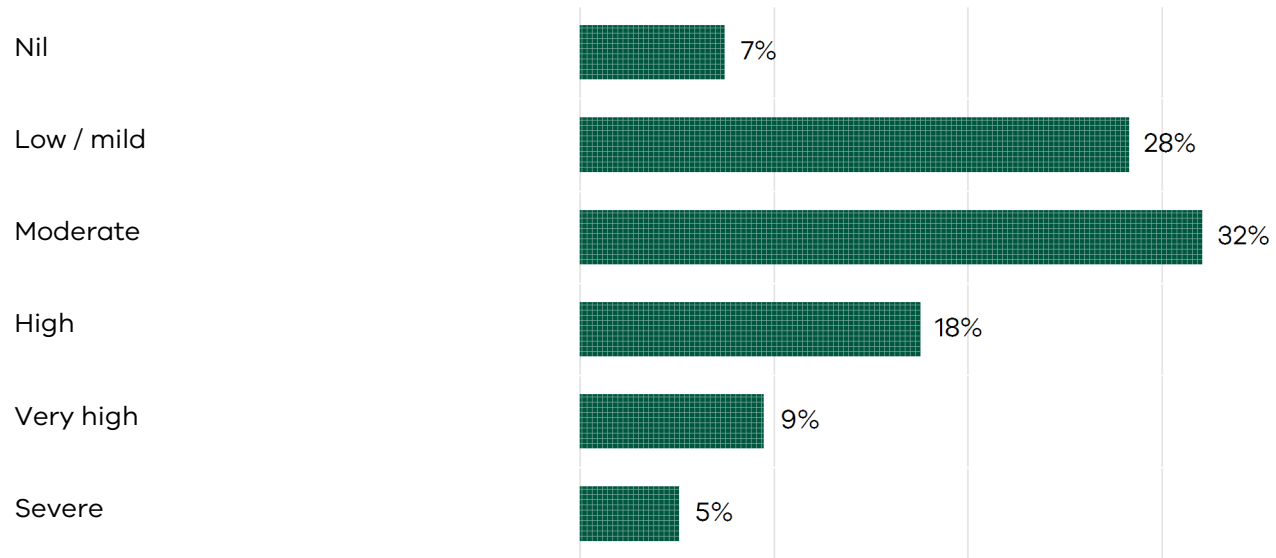
Reported levels of high to severe stress

2021		2022	
–		**32%**	
Comparator	26%	Comparator	25%
Public Sector	26%	Public Sector	25%

People outcomes

Work-related stress causes

What this is

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

Why this is important

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

How to read this

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

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

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

Example

93% of your staff who did the survey said they experienced mild to severe stress.

Of that 93%, 53% said the top reason was 'Workload'.

	1105	89
	93%	7%

■ Experienced some work-related stress   ▦ Did not experience some work-related stress
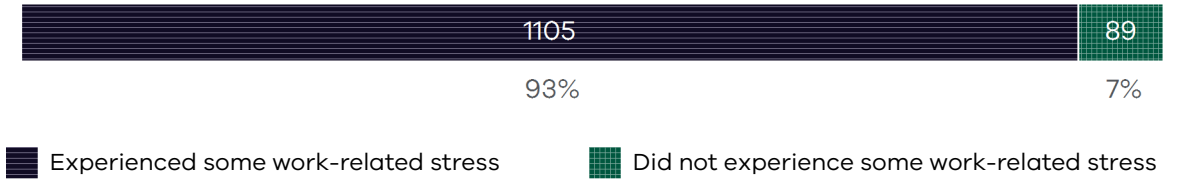
Of those that experienced work related stress it was from …	You 2022	Comparator 2022	Public sector 2022
Workload	53%	58%	53%
Time pressure	36%	43%	43%
Organisation or workplace change	22%	9%	11%
Social environment (e.g. relationships with colleagues, manager and/or senior leaders)	16%	13%	11%
Dealing with clients, patients or stakeholders	15%	16%	15%
Competing home and work responsibilities	13%	15%	15%
Unclear job expectations	13%	9%	12%
Management of work (e.g. supervision, training, information, support)	13%	13%	13%
Content, variety, or difficulty of work	11%	11%	11%
Incivility, bullying, harassment or discrimination	11%	8%	6%

Victorian Public Sector Commission

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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

11% of your staff who did the survey said they intended to work for your organisation for Over 6 months and up to 1 year.

Employees plan to work at your organisation for ...	You 2022	Comparator 2022	Public sector 2022
6 months or less	6%	6%	7%
Over 6 months and up to 1 year	11%	8%	10%
Over 1 year and up to 3 years	21%	20%	23%
Over 3 years and up to 5 years	16%	15%	16%
Over 5 years	46%	50%	44%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Inclusion question results

What this is

This is how included staff feel in their workplace.

Why this is important

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

How to read this

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

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

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

Example

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

Survey question	Your results		Benchmark agree results			
	Disagree	Neither agree nor disagree			Comparator	
	Agree		You 2022	Lowest	Average	Highest
I can be myself at work	11% / 13% / 76%		76 %	73 %	81 %	87 %
I feel as if I belong at this organisation	14% / 23% / 62%		62 %	62 %	71 %	80 %

Victorian Public Sector Commission

VICTORIA State Government
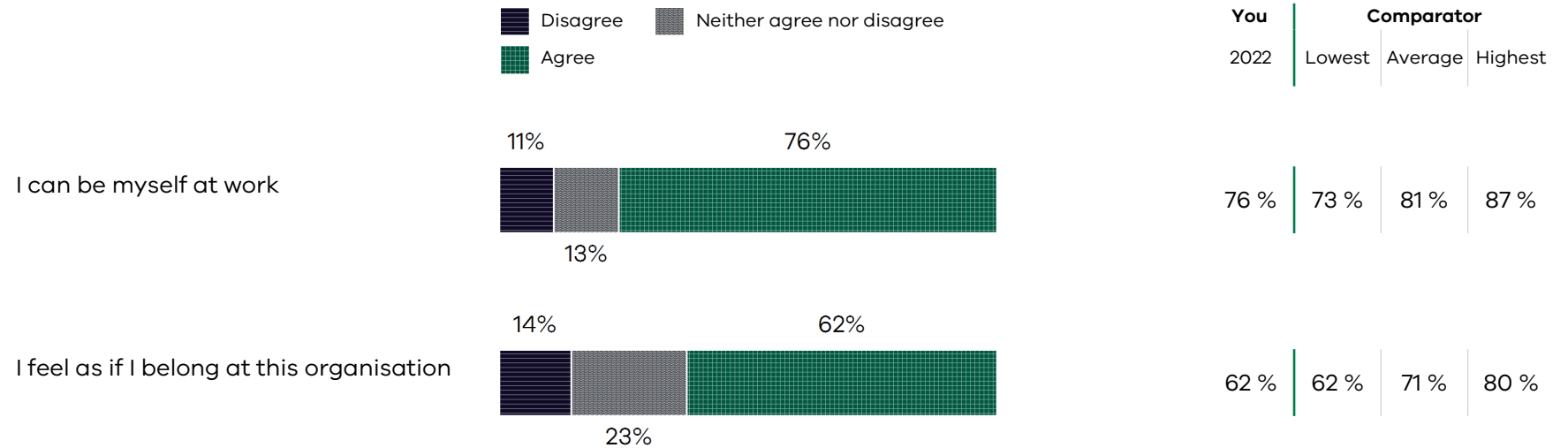
People outcomes

Inclusion - Barriers to success

What this is

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

Why this is important

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

How to read this

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

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

Example

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

Staff who experienced one or more barriers to success at work

386	808
32%	68%

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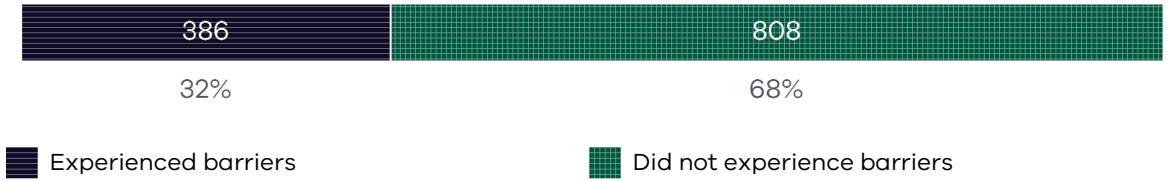
During the last 12 months, employees experienced barriers to their success due to ...	You 2022	Comparator 2022	Public sector 2022
My age	9%	7%	8%
My caring responsibilities	8%	7%	7%
My mental health	8%	7%	7%
Other	7%	4%	5%
My sex	6%	3%	4%
My physical health	4%	5%	4%
My cultural background	2%	2%	3%
My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

People outcomes

Scorecard: emotional effects of work

What this is

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

Why this is important

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

How to read this

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

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

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

Example

In 2022:

- 47% of your staff who did the survey said work made them feel happy in 2022

Compared to:

- 55% of staff at your comparator and 54% of staff across the public sector.

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

Legend: You 2022 | Comparator 2022 | Public sector 2022

	Happy	Worried	Enthusiastic	Miserable
You 2022	47%	43%	38%	27%
Comparator 2022	55%	35%	45%	23%
Public sector 2022	54%	33%	48%	19%
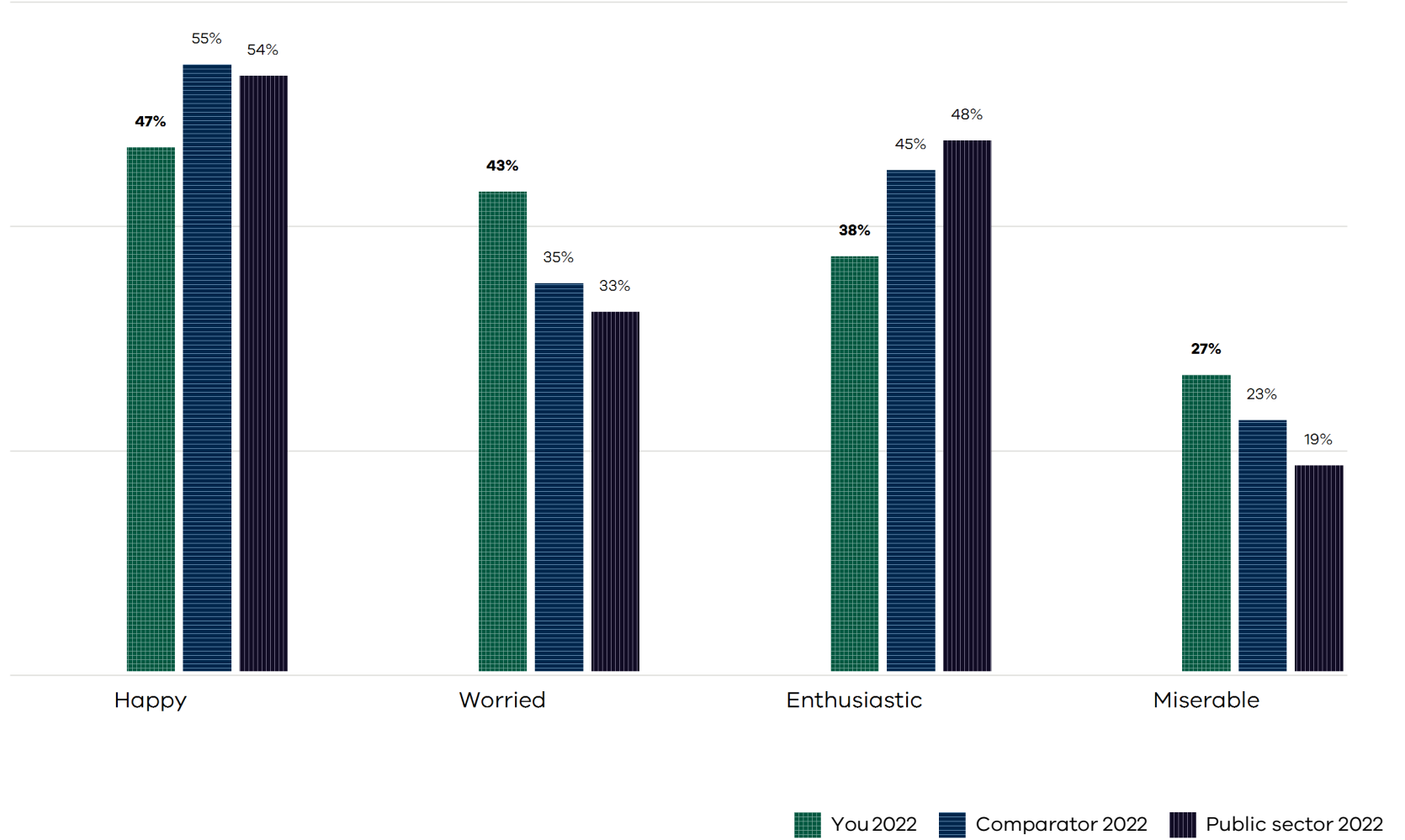
People outcomes

Scorecard: negative behaviours

What this is

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

Why this is important

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

How to read this

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

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

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

Example

In 2022:

- 33% of your staff who did the survey stated they experienced 'Violence or aggression' in the last 12 months.

Compared to:

- 32% of staff at your comparator and 18% of staff across the public sector.

Violence or aggression: You 2022 33%, Comparator 2022 32%, Public sector 2022 18%
Bullying: You 2022 23%, Comparator 2022 18%, Public sector 2022 13%
Sexual harassment: You 2022 8%, Comparator 2022 8%, Public sector 2022 5%
Discrimination: You 2022 6%, Comparator 2022 6%, Public sector 2022 5%

Legend: You 2022, Comparator 2022, Public sector 2022

Victorian Public Sector Commission

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People outcomes

Bullying

What this is

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

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

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

Of that 23%, 65% 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?

277	798	119
23%	67%	10%

■ Experienced bullying   ■ Did not experience bullying   ■ Not sure
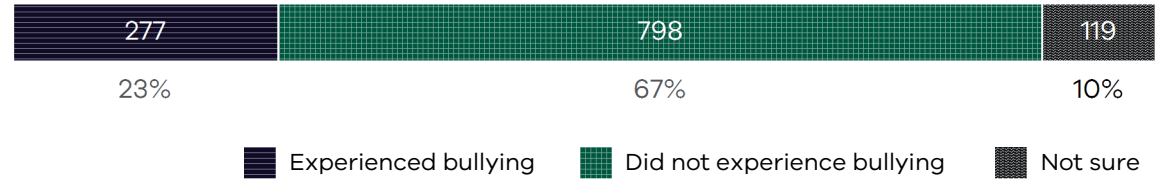
If you experienced bullying, what type of bullying did you experience?	You 2022	Comparator 2022	Public sector 2022
Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)	65%	71%	70%
Exclusion or isolation	43%	40%	42%
Intimidation and/or threats	32%	33%	31%
Withholding essential information for me to do my job	32%	24%	28%
Verbal abuse	22%	22%	20%
Being assigned meaningless tasks unrelated to the job	12%	11%	12%
Other	12%	14%	15%
Being given impossible assignment(s)	8%	7%	9%
Interference with my personal property and/or work equipment	4%	5%	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

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

- 49% said the top way they reported the bullying was 'Told a manager'.

- 87% said they didn't submit a formal complaint.

Have you experienced bullying at work in the last 12 months?	277	798	119
	23%	67%	10%

■ Experienced bullying ▦ Did not experience bullying ▨ Not sure
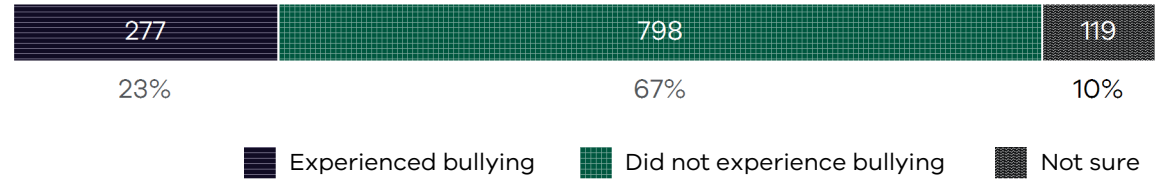
Did you tell anyone about the bullying?	You 2022	Comparator 2022	Public sector 2022
Told a manager	49%	47%	48%
Told a colleague	40%	42%	41%
Told a friend or family member	33%	35%	36%
Told the person the behaviour was not OK	19%	15%	17%
Told someone else	15%	11%	12%
Told Human Resources	14%	12%	12%
Submitted a formal complaint	13%	11%	11%
I did not tell anyone about the bullying	11%	12%	12%
Told employee assistance program (EAP) or peer support	11%	6%	9%

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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

87% of your staff who experienced bullying did not submit a formal complaint, of which:

- 53% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal complaint?

35	242
13%	87%

■ Submitted formal complaint   ■ Did not submit a formal complaint
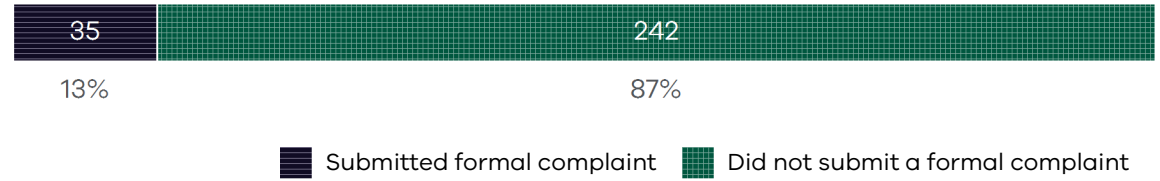
What was your reason for not submitting a formal complaint?	You 2022	Comparator 2022	Public sector 2022
I didn't think it would make a difference	53%	56%	52%
I believed there would be negative consequences for my reputation	45%	48%	49%
I believed there would be negative consequences for my career	31%	29%	37%
I didn't feel safe to report the incident	16%	16%	18%
I didn't think it was serious enough	13%	15%	16%
Other	11%	11%	11%
I didn't need to because I made the bullying stop	8%	5%	6%
I thought the complaint process would be embarrassing or difficult	7%	10%	12%
I believed there would be negative consequences for the person I was going to complain about	7%	8%	9%
I didn't know how to make a complaint	6%	4%	5%

People outcomes

Perpetrators of bullying

What this is

This is who staff have said are responsible for bullying.

Why this is important

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

How to read this

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

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

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

Each row is one perpetrator or group of perpetrators.

Example

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

Of that 23%, 49% said it was by 'Colleague'.

277 people (23% of staff) experienced bullying (You 2022)
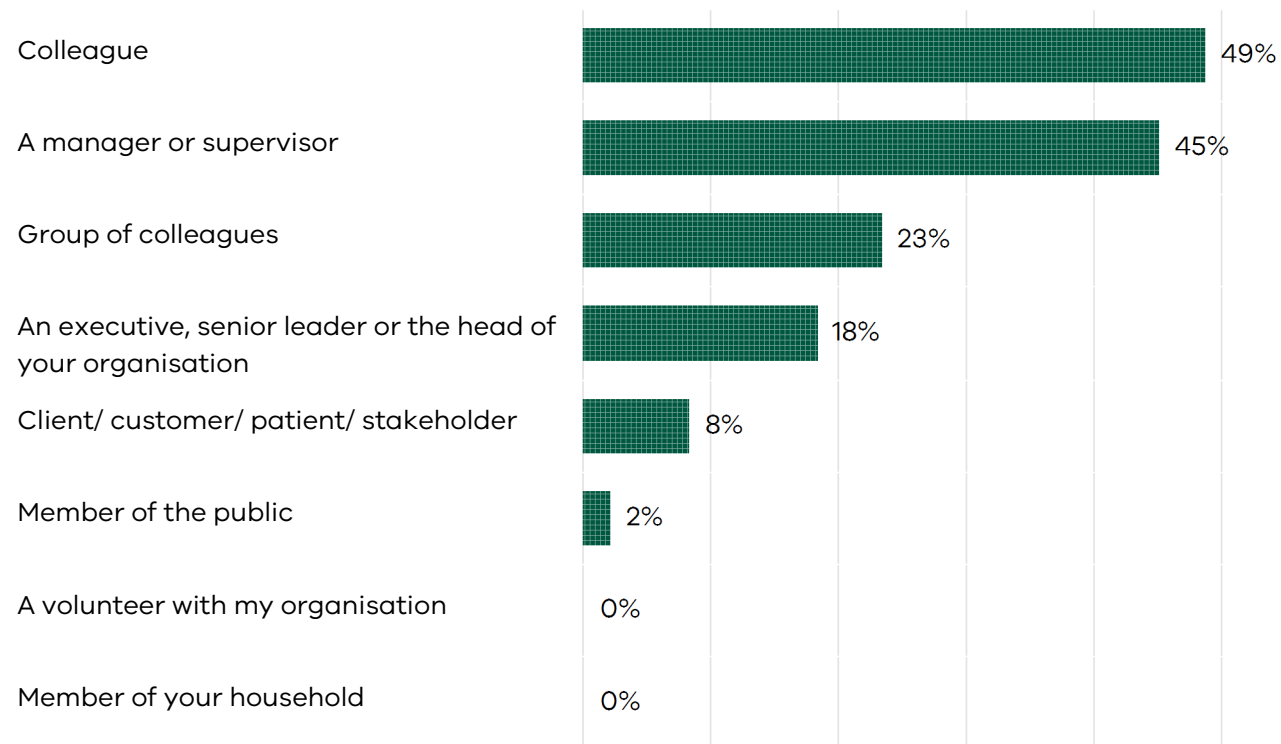
Perpetrator	Percentage
Colleague	49%
A manager or supervisor	45%
Group of colleagues	23%
An executive, senior leader or the head of your organisation	18%
Client/ customer/ patient/ stakeholder	8%
Member of the public	2%
A volunteer with my organisation	0%
Member of your household	0%

People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

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

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

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

Example

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

Of that 23%, 99% said it was by someone within the organisation.

Of that 99%, 58% said it was 'They were in my workgroup'.

274 people (99% of staff who experienced bullying) experienced bullying from within your organisation (You 2022)

They were in my workgroup	58%
They were my immediate manager or supervisor	35%
They were outside my workgroup	26%
They were someone I supervise or manage	6%
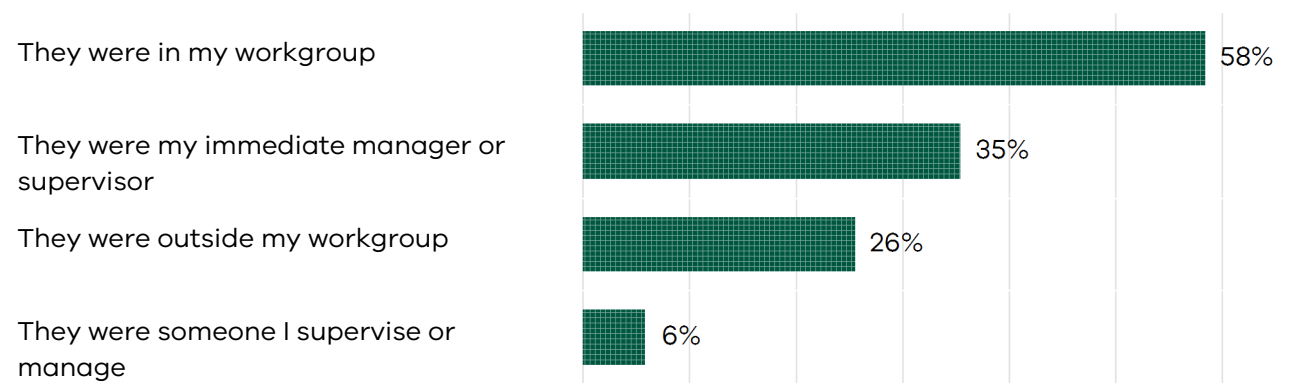
People outcomes

Sexual harassment

What this is

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

Why this is important

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

How to read this

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

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

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

Example

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

Of those, 64% said the top type was 'Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)'.

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

94	1100
8%	92%

■ Experienced sexual harassment   ▦ Did not experience sexual harassment
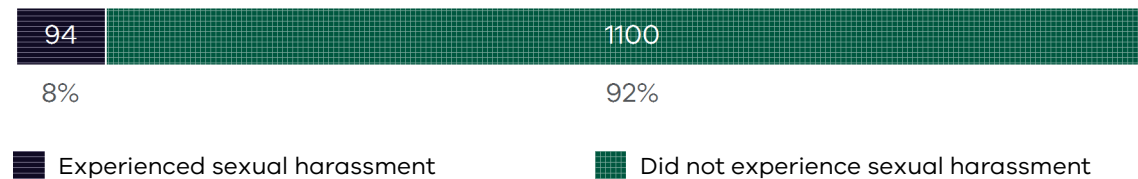
Behaviours reported	You 2022	Comparator 2022	Public sector 2022
Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)	64%	58%	53%
Intrusive questions about your private life or comments about your physical appearance	50%	48%	48%
Inappropriate physical contact (including momentary or brief physical contact)	18%	24%	20%
Unwelcome touching, hugging, cornering or kissing	15%	22%	16%
Inappropriate staring or leering that made you feel intimidated	13%	17%	16%
Sexual gestures, indecent exposure or inappropriate display of the body	6%	11%	8%
Any other unwelcome conduct of a sexual nature	4%	8%	7%
Repeated or inappropriate invitations to go out on dates	3%	4%	4%
Repeated or inappropriate advances on email, social networking websites or internet chat rooms by a work colleague	2%	1%	2%
Request or pressure for sex or other sexual acts	1%	2%	2%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Response to sexual harassment

What this is

This is how staff responded when they experienced sexual harassment.

Why this is important

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

How to read this

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

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

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

Example

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

Of those, 39% said their top response was 'Told the person the behaviour was not OK'.

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

94	1100
8%	92%

■ Experienced sexual harassment   ▦ Did not experience sexual harassment
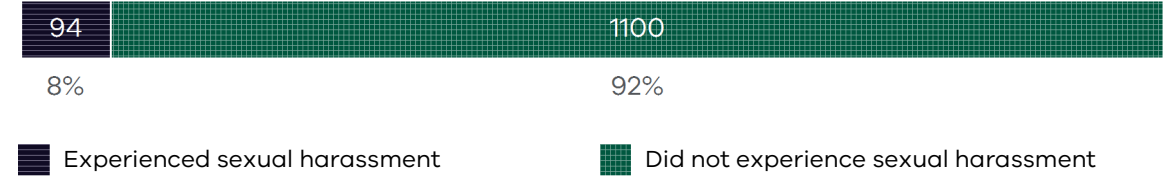
When the harassment happened to you, did you respond in any of the following ways?	You 2022	Comparator 2022	Public sector 2022
Told the person the behaviour was not OK	39%	39%	33%
Told a colleague	32%	30%	27%
Pretended it didn't bother you	31%	40%	41%
Tried to laugh it off or forget about it	30%	35%	36%
Avoided the person(s) by staying away from them	28%	35%	33%
Told a manager	21%	20%	20%
Told a friend or family member	18%	16%	20%
Avoided locations where the behaviour might occur	14%	12%	12%
Submitted a formal complaint	6%	5%	5%
Told employee assistance program (EAP) or peer support	5%	1%	3%

People outcomes

Sexual harassment - reasons for not submitting a formal complaint

What this is

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

Why this is important

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

How to read this

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

Example

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

- 38% said the top reason was 'I didn't think it was serious enough'.

Did you submit a formal complaint?
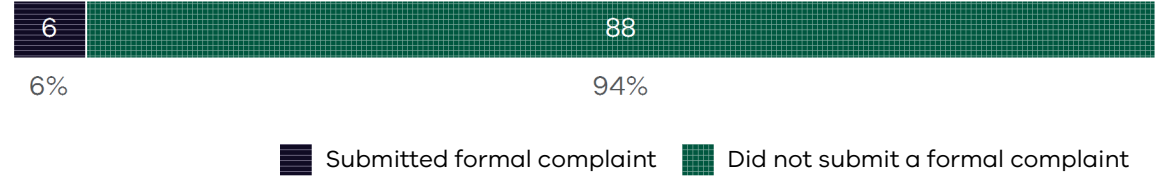
6	88
6%	94%

■ 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 was serious enough	38%	45%	46%
I didn't think it would make a difference	24%	45%	40%
I believed there would be negative consequences for my reputation	19%	20%	25%
I believed there would be negative consequences for my career	18%	10%	17%
Other	17%	9%	10%
I didn't need to because I made the harassment stop	14%	11%	11%
I didn't need to because I no longer had contact with the person(s) who harassed me	13%	10%	9%
I believed there would be negative consequences for the person I was going to complain about	10%	6%	10%
I didn't feel safe to report the incident	7%	5%	7%
I didn't know how to make a complaint	6%	3%	5%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Perpetrators of sexual harassment

What this is

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

Why this is important

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

How to read this

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

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

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

Each row is one perpetrator or group of perpetrators.

Example

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

Of that 8%, 50% said it was by 'Client/customer/patient/stakeholder'.

94 people (8% of staff) experienced sexual harassment (You2022)
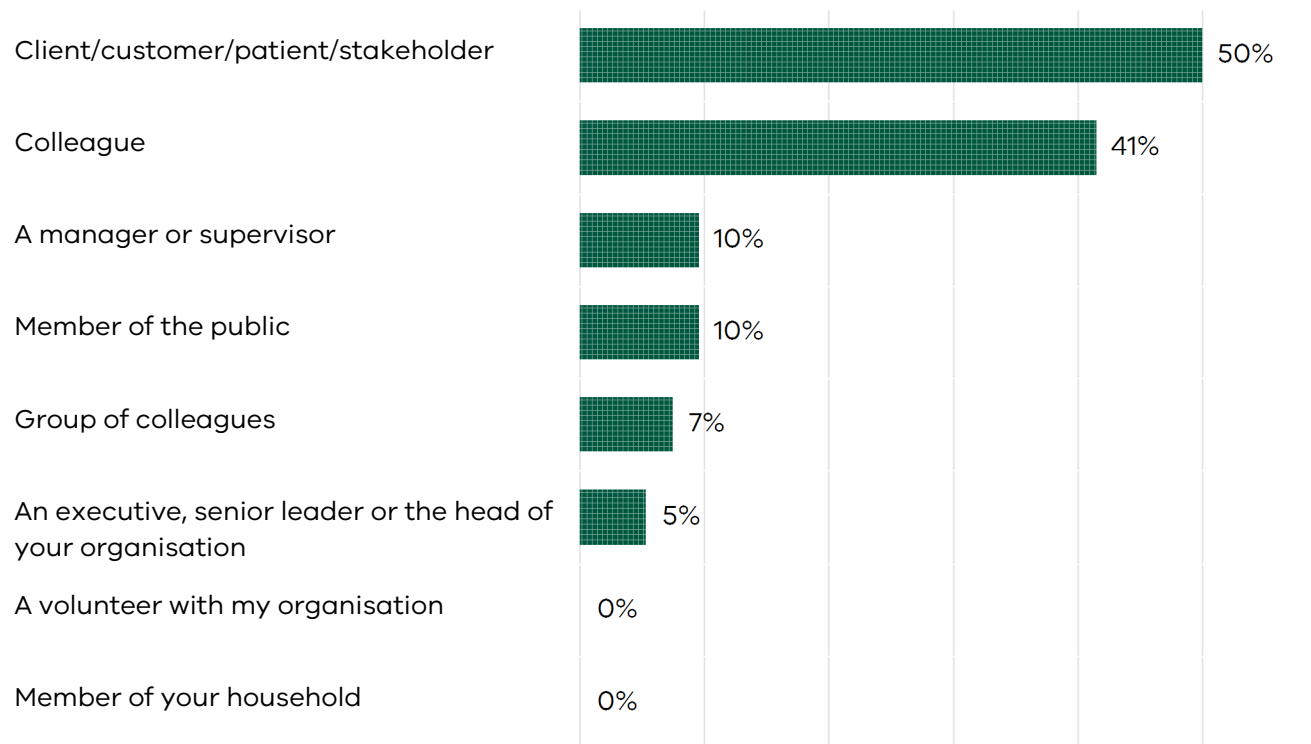
Perpetrator	Percentage
Client/customer/patient/stakeholder	50%
Colleague	41%
A manager or supervisor	10%
Member of the public	10%
Group of colleagues	7%
An executive, senior leader or the head of your organisation	5%
A volunteer with my organisation	0%
Member of your household	0%

People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

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

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

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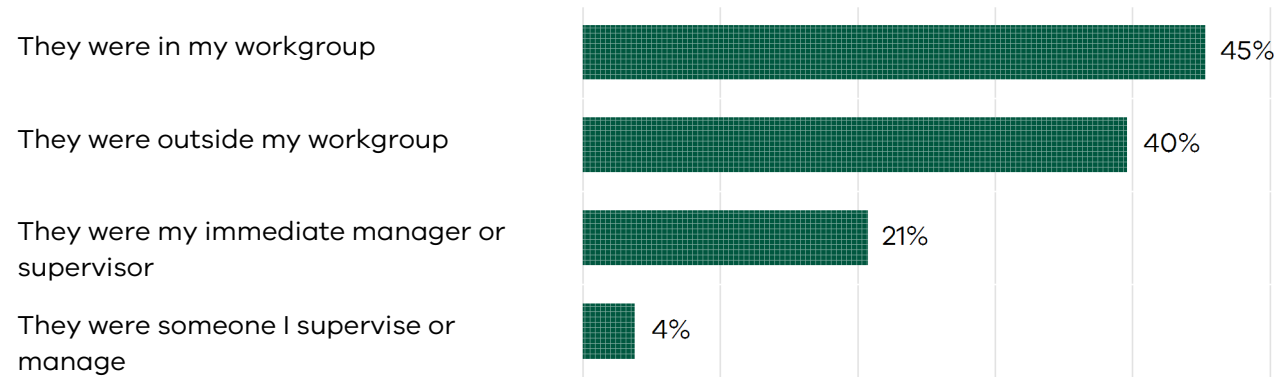
Example

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

Of that 8%, 56% said it was by someone within the organisation.

Of that 56%, 45% said it was 'They were in my workgroup'.

---

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

They were in my workgroup	45%
They were outside my workgroup	40%
They were my immediate manager or supervisor	21%
They were someone I supervise or manage	4%

People outcomes

Discrimination

What this is

Discrimination is when a person treats, or proposes to treat, a person unfavourably because of their personal characteristics, such as their age or gender, or other attributes.

Why this is important

Staff expect to have a safe and inclusive working environment to work in that is free of discrimination.

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 attributes the discrimination was based on.
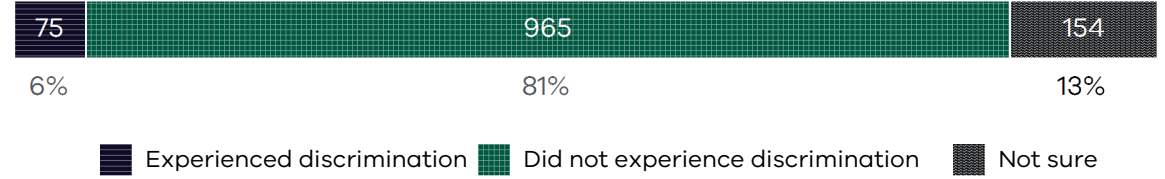
In descending order, the table shows the top 10 answers.

Example

6% of your staff who did the survey said they experienced discrimination.

Of that 6%, 35% said it was 'Age'.

Have you experienced discrimination at work?

75	965	154
6%	81%	13%

■ Experienced discrimination ▦ Did not experience discrimination ▦ Not sure

Why were you discriminated against?	You 2022	Comparator 2022	Public sector 2022
Age	35%	27%	28%
Employment activity	31%	31%	30%
Sex	20%	13%	18%
Parent or carer status (including pregnancy and breastfeeding)	16%	14%	13%

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

6% of your staff who did the survey said they experienced discrimination.

Of that 6%, 49% said it was 'Other'.

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

75	965	154
6%	81%	13%

■ Experienced discrimination ▦ Did not experience discrimination ▨ Not sure
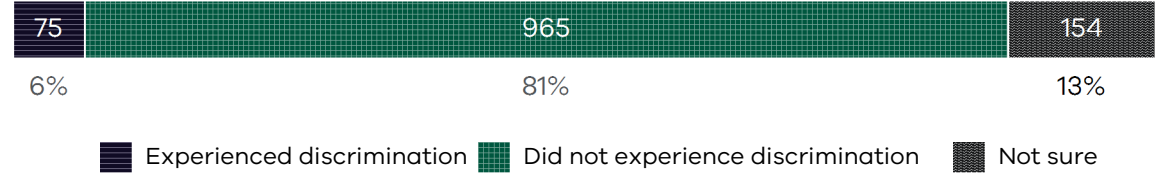
If you experienced discrimination, what type of discrimination did you experience?	You 2022	Comparator 2022	Public sector 2022
Other	49%	42%	39%
Opportunities for promotion	35%	30%	36%
Denied flexible work arrangements or other adjustments	20%	25%	22%
Opportunities for training	20%	18%	22%
Pay or conditions offered by employer	13%	11%	11%
Opportunities for transfer/secondment	8%	8%	12%
Employment security - threats of dismissal or termination	7%	11%	14%
Access to leave	5%	11%	9%

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

6% of your staff who did the survey said they experienced discrimination, of which

- 36% said the top way they reported the discrimination was 'Told a colleague'.
- 95% said they didn't submit a formal complaint.

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

75	965	154
6%	81%	13%

■ Experienced discrimination ■ Did not experience discrimination ■ Not sure
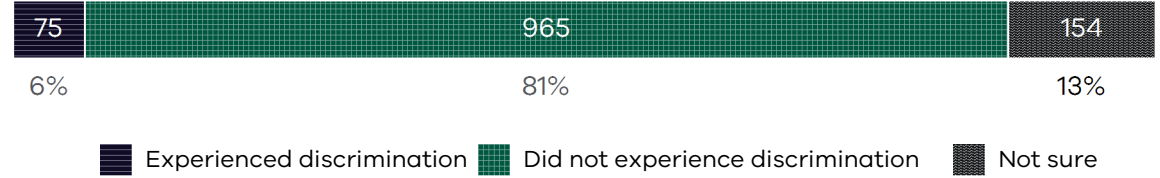
Did you tell anyone about the discrimination?	You 2022	Comparator 2022	Public sector 2022
Told a colleague	36%	38%	37%
Told a friend or family member	27%	32%	34%
I did not tell anyone about the discrimination	24%	24%	24%
Told a manager	21%	25%	28%
Told someone else	19%	12%	14%
Told employee assistance program (EAP) or peer support	16%	4%	8%
Told Human Resources	16%	12%	11%
Told the person the behaviour was not OK	8%	6%	9%
Submitted a formal complaint	5%	9%	8%

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

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

- 51% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal complaint?

4	71
5%	95%

■ Submitted formal complaint   ▦ Did not submit a formal complaint
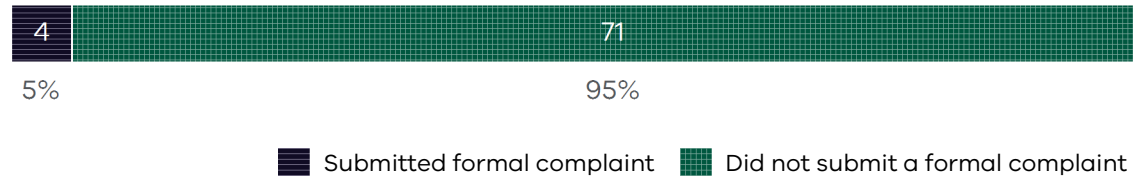
What was your reason for not submitting a formal complaint?	You 2022	Comparator 2022	Public sector 2022
I didn't think it would make a difference	51%	57%	59%
I believed there would be negative consequences for my reputation	44%	43%	50%
I believed there would be negative consequences for my career	42%	40%	49%
I didn't feel safe to report the incident	14%	17%	19%
I thought the complaint process would be embarrassing or difficult	14%	9%	12%
I didn't think it was serious enough	11%	12%	13%
Other	10%	8%	8%
I believed there would be negative consequences for the person I was going to complain about	8%	7%	8%
I didn't know how to make a complaint	8%	4%	5%
I didn't know who to talk to	7%	5%	7%

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, 6% 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.
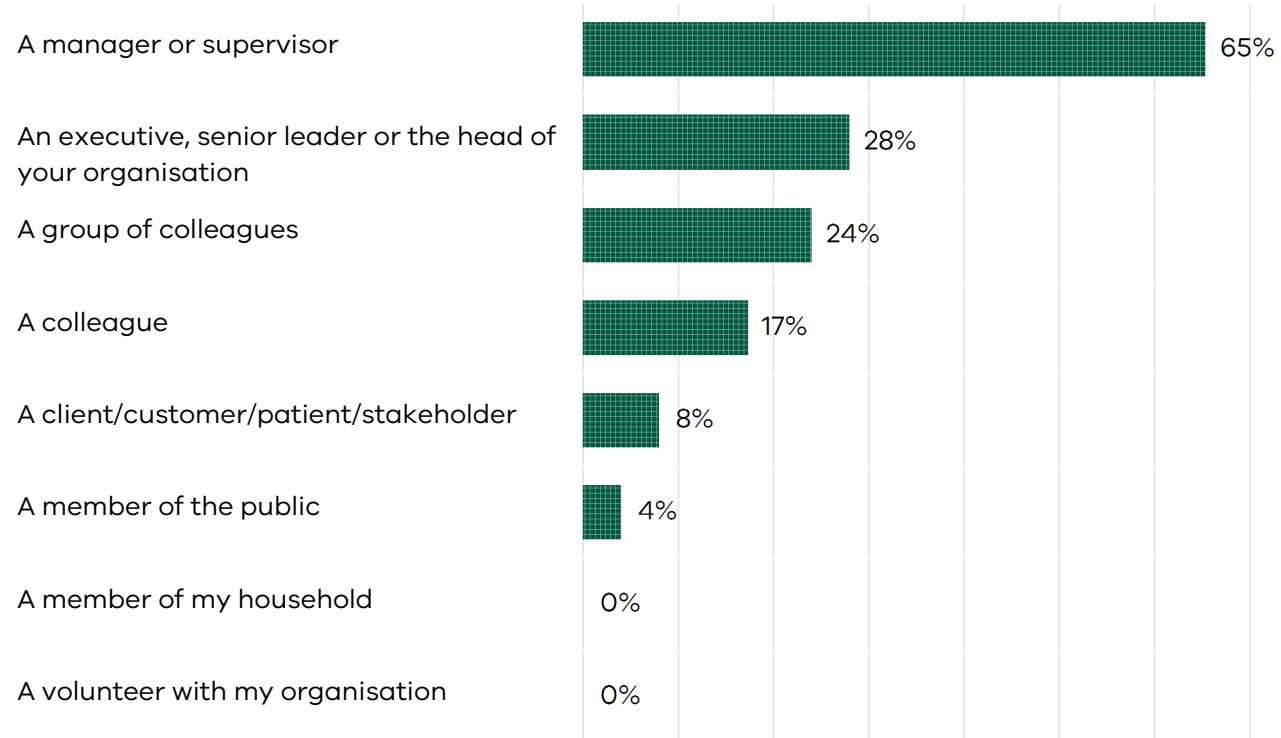
Each row is one perpetrator or group of perpetrators.

Example

6% of your staff who did the survey said they experienced discrimination.

Of that 6%, 65% said it was by 'A manager or supervisor'.

75 people (6% of staff) experienced discrimination (You2022)

Perpetrator	Percentage
A manager or supervisor	65%
An executive, senior leader or the head of your organisation	28%
A group of colleagues	24%
A colleague	17%
A client/customer/patient/stakeholder	8%
A member of the public	4%
A member of my household	0%
A volunteer with my organisation	0%

People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

In this year's survey, 6% 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.
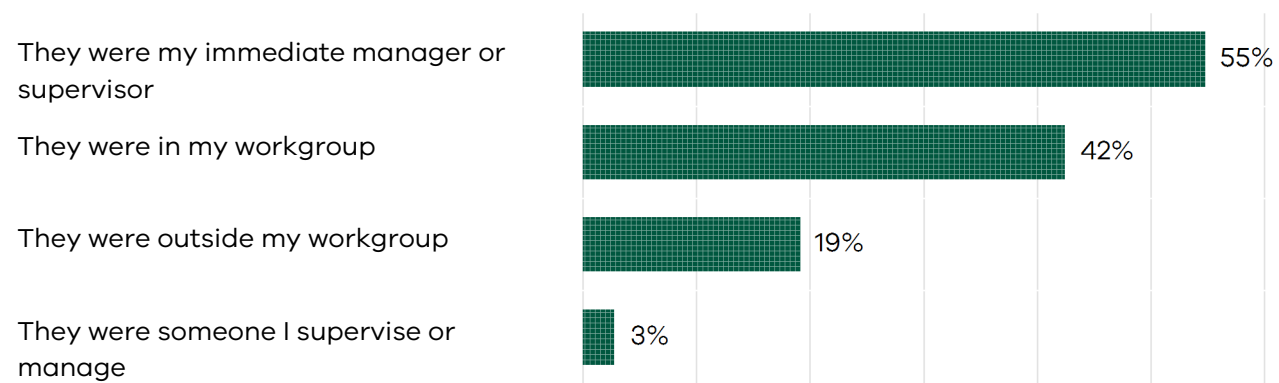
Example

6% of your staff who did the survey said they experienced discrimination.

Of that 6%, 97% said it was by someone within the organisation.

Of that 97%, 55% said it was 'They were my immediate manager or supervisor'.

73 people (97% of staff who experienced discrimination) experienced discrimination from within your organisation (You 2022)

Relationship	Percentage
They were my immediate manager or supervisor	55%
They were in my workgroup	42%
They were outside my workgroup	19%
They were someone I supervise or manage	3%

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

33% of your staff who did the survey said they experienced violence or aggression.

Of that 33%, 88% said it was from 'Abusive language'.

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

395	760	39
33%	64%	3%

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

If you experienced violence or aggression, what type did you experience?	You 2022	Comparator 2022	Public sector 2022
Abusive language	88%	88%	82%
Intimidating behaviour	70%	68%	68%
Threats of violence	49%	44%	37%
Physical assault (e.g. spitting, hitting, punching, pushing, tripping, grabbing, throwing objects)	38%	39%	28%
Damage to my property or work equipment	8%	10%	8%
Other	2%	3%	4%
Stalking, including cyber-stalking	2%	1%	1%

Negative behaviour

Telling someone about violence and aggression

What this is

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

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

33% of your staff who did the survey said they experienced violence or aggression, fo which

- 54% said the top way they reported the violence or agression was 'Told a manager'
- 58% said they didn't submit a formal incident report.

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

395	760	39
33%	64%	3%

■ Experienced violence or aggression   ■ Did not experience violence or aggression   ■ Not sure
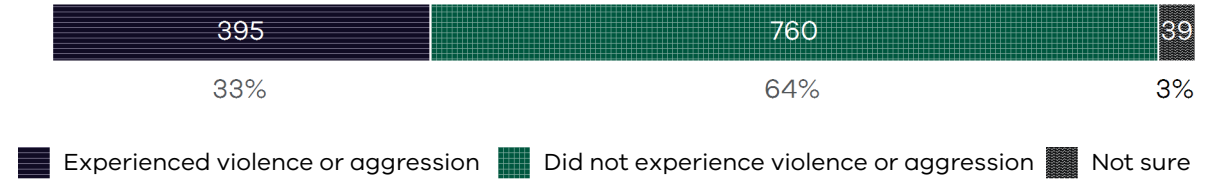
Did you tell anyone about the incident?	You 2022	Comparator 2022	Public sector 2022
Told a manager	54%	54%	56%
Told a colleague	44%	49%	47%
Submitted a formal incident report	42%	35%	32%
Told the person the behaviour was not OK	39%	38%	34%
Told a friend or family member	18%	18%	20%
I did not tell anyone about the incident(s)	7%	6%	7%
Told employee assistance program (EAP) or peer support	6%	2%	4%
Told Human Resources	5%	3%	4%
Told someone else	5%	5%	6%

Negative behaviour

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

What this is

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

Why this is important

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

How to read this

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

Example

58% of your staff who experienced violence or aggression did not submit a formal incident report, of which:

- 38% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal incident report?

164	231
42%	58%

■ Submitted formal incident report ■ Did not submit a formal incident report
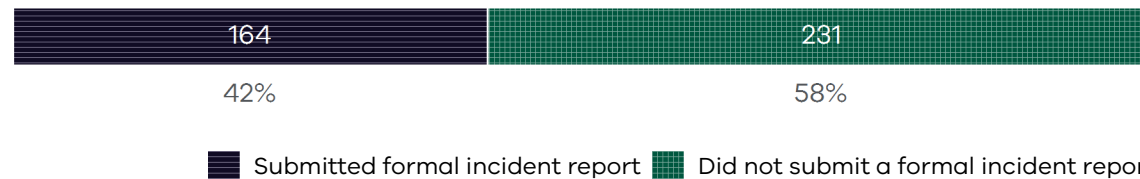
What was your reason for not submitting a formal incident report?	You 2022	Comparator 2022	Public sector 2022
I didn't think it would make a difference	38%	42%	40%
I didn't think it was serious enough	28%	30%	32%
Other	20%	23%	20%
I didn't need to because I made the violence or aggression stop	19%	15%	15%
I didn't need to because I no longer had contact with the person(s) who was aggressive or violent to me	16%	14%	16%
I believed there would be negative consequences for my reputation	9%	10%	14%
I believed there would be negative consequences for my career	8%	6%	10%
I believed there would be negative consequences for the person I was going to complain about	3%	2%	4%
I didn't know how to make a complaint	3%	3%	4%
I didn't feel safe to report the incident	2%	3%	4%

Victorian Public Sector Commission

VICTORIA State Government

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.

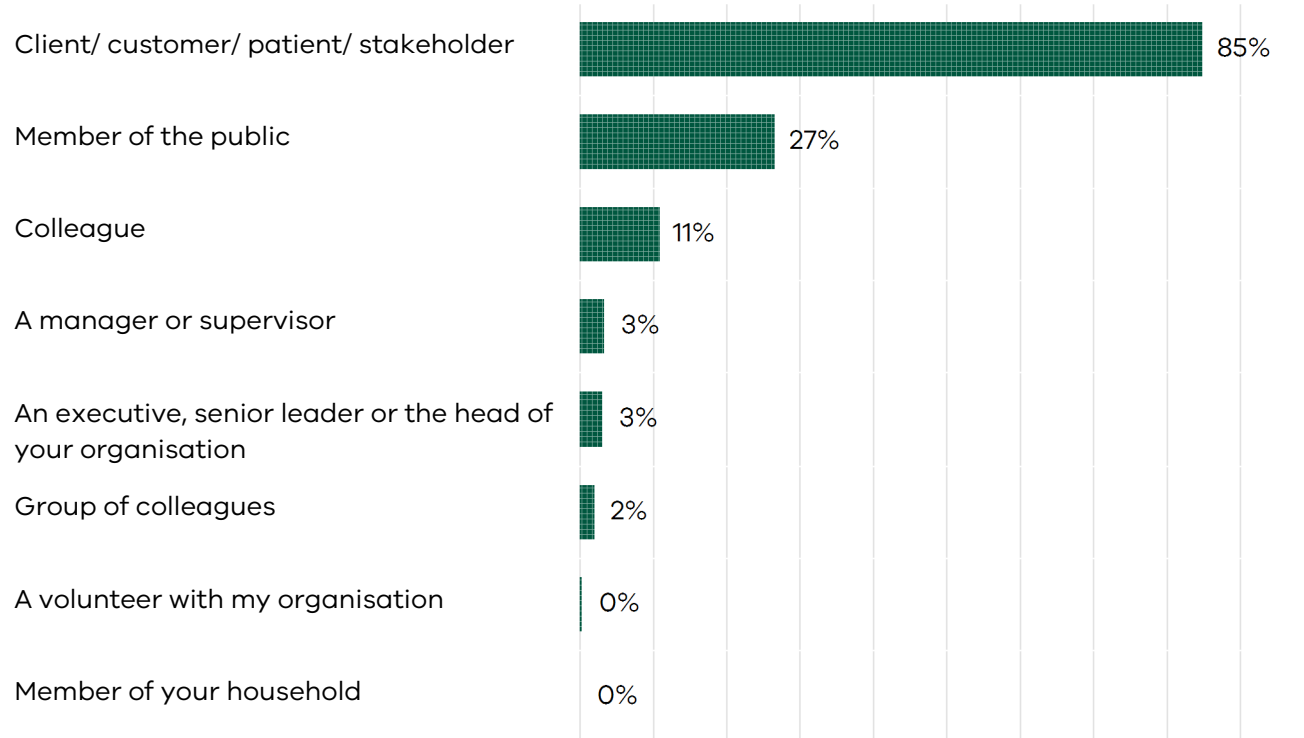In descending order, the bar chart shows the perpetrators with the largest number of responses.

Each row is one perpetrator or a group of perpetrators.

Example

33% of your staff who did the survey said they experienced violence or aggression.

Of that 33%, 85% said it was 'Client/ customer/ patient/ stakeholder'.

395 people (33% of staff) experienced violence or aggression (You2022)

Perpetrator	Percentage
Client/ customer/ patient/ stakeholder	85%
Member of the public	27%
Colleague	11%
A manager or supervisor	3%
An executive, senior leader or the head of your organisation	3%
Group of colleagues	2%
A volunteer with my organisation	0%
Member of your household	0%

Victorian
Public Sector
Commission

VICTORIA
State Government

People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

In this year's survey, 33% of your staff said they experienced violence or aggression.

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

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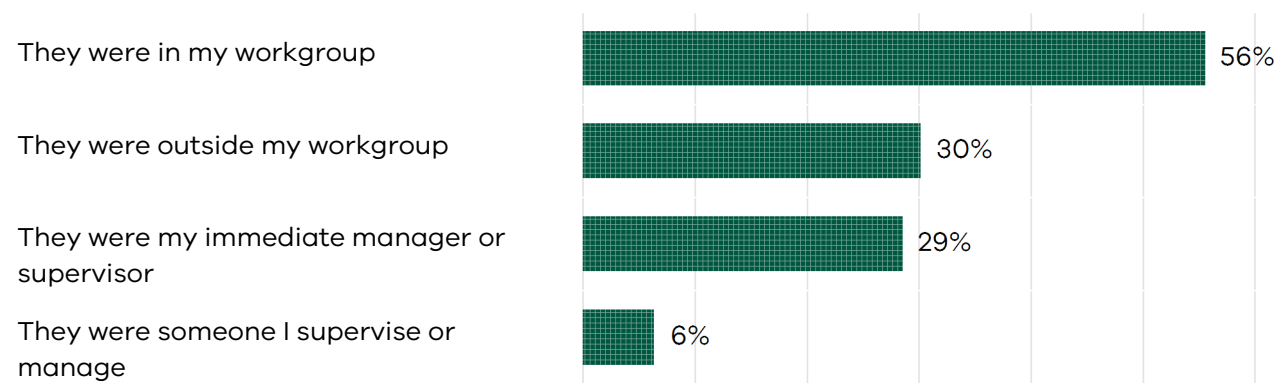
Example

33% of your staff who did the survey said they experienced violence or aggression.

Of that 33%, 16% said it was by someone within the organisation.

Of that 16%, 56% said it was 'They were in my workgroup'.

63 people (16% of staff who experienced violence or aggression) experienced violence or aggression from within your organisation (You2022)

They were in my workgroup	56%
They were outside my workgroup	30%
They were my immediate manager or supervisor	29%
They were someone I supervise or manage	6%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Negative behaviour — satisfaction with making a formal complaint

What this is

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

Why this is important

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

How to read this

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

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

Example

46% of staff who did the survey were satisfied with the way your organisation handled their formal 'Violence or aggression' complaint.
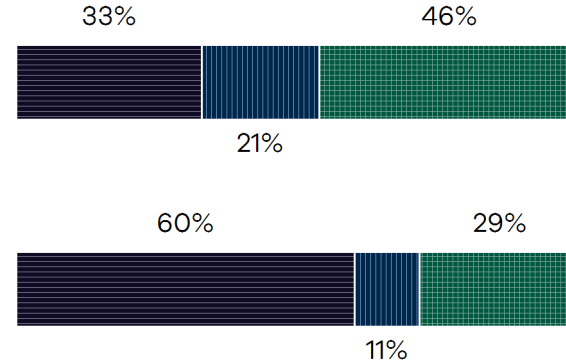
Survey question

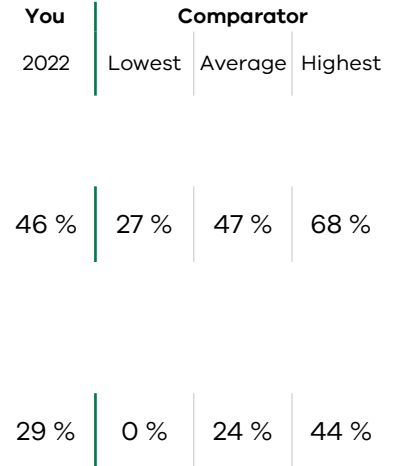Were you satisfied with the way your formal complaint was handled

■ No	■ Don't know
■ Yes	

Your results

Violence or aggression

33%   46%

21%

Bullying

60%   29%

11%

Benchmark satisfied results

	You	**Comparator**		
	2022	Lowest	Average	Highest
Violence or aggression	46 %	27 %	47 %	68 %
Bullying	29 %	0 %	24 %	44 %

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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 comparator group.

Example

On the first row 'Job enrichment', the 'You 2022' column shows 90% of your staff agreed with 'I can use my skills and knowledge in my job'.

Question group	Highest scoring questions	You 2022	Comparator 2022
Job enrichment	I can use my skills and knowledge in my job	90%	93%
Meaningful work	I can make a worthwhile contribution at work	90%	93%
Meaningful work	I achieve something important through my work	89%	92%
Job enrichment	I understand how my job helps my organisation achieve it's goals	86%	89%
Job enrichment	I clearly understand what I am expected to do in this job	83%	88%
Meaningful work	I get a sense of accomplishment from my work	80%	85%
Collaboration	I am able to work effectively with others outside my immediate workgroup	79%	85%
Safe to speak up	I feel culturally safe at work	79%	83%
Manager leadership	My manager treats employees with dignity and respect	79%	82%
Manager leadership	My manager demonstrates honesty and integrity	77%	80%

Key differences

Lowest scoring questions

What this is

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

How to read this

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

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

You can also compare your 2022 comparator group.

Example

On the first row 'Safety climate', the 'You 2022' column shows 30% of your staff agreed with 'All levels of my organisation are involved in the prevention of stress'.

Question subgroup	Lowest scoring questions	You 2022	Comparator 2022
Safety climate	All levels of my organisation are involved in the prevention of stress	30%	38%
Taking action	I believe my organisation will make improvements based on the results of this survey	32%	42%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	33%	45%
Organisational integrity	I believe the promotion processes in my organisation are fair	36%	43%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	38%	49%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	38%	44%
Organisational integrity	I have an equal chance at promotion in my organisation	39%	47%
Senior leadership	Senior leaders provide clear strategy and direction	40%	55%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	42%	46%
Learning and development	I am satisfied with the opportunities to progress in my organisation	43%	51%

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.

As there is no positive difference from your comparator, we have no data to show on this page.

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 'Senior leadership', the 'You 2022' column shows 40% of your staff agreed with 'Senior leaders provide clear strategy and direction'.

The 'difference' column, shows that agreement for this question was 15 percentage points lower in your organisation than in your comparator.

Question subgroup	Biggest negative difference from comparator	You 2022	Difference	Comparator 2022
Senior leadership	Senior leaders provide clear strategy and direction	40%	-15%	55%
Senior leadership	Senior leaders model my organisation's values	44%	-14%	58%
Organisational integrity	My organisation is committed to earning a high level of public trust	60%	-14%	73%
Senior leadership	Senior leaders demonstrate honesty and integrity	44%	-14%	58%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	33%	-12%	45%
Organisational integrity	My organisation does not tolerate improper conduct	51%	-12%	63%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	38%	-12%	49%
Engagement	My organisation inspires me to do the best in my job	46%	-11%	58%
Engagement	I would recommend my organisation as a good place to work	52%	-11%	64%
Collaboration	Workgroups across my organisation willingly share information with each other	49%	-11%	60%

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Taking action

What this is

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

Why this is important

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

How to read this

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

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

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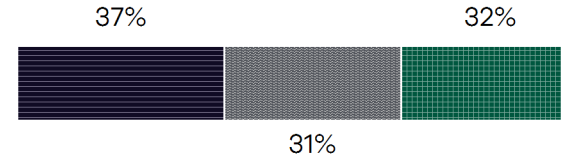
Example

32% of your staff who did the survey agreed or strongly agreed with 'I believe my organisation will make improvements based on the results of this survey'.
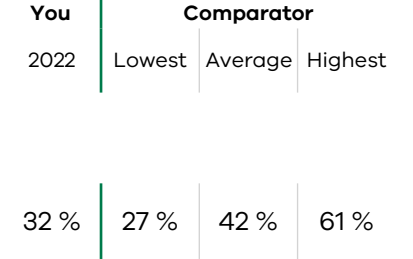
Survey question

Your results

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

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

37%   32%
31%

Benchmark agree results

	You	Comparator		
	2022	Lowest	Average	Highest
	32 %	27 %	42 %	61 %

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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.

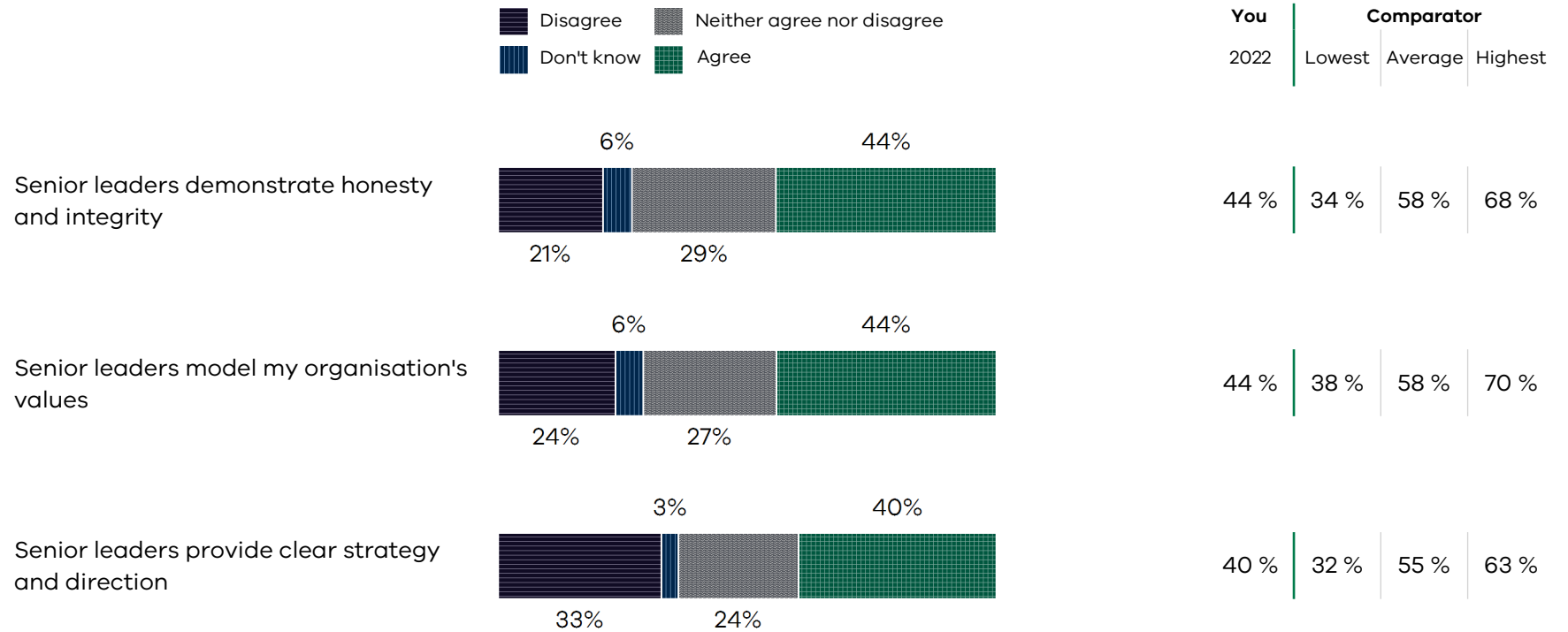Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

44% of your staff who did the survey agreed or strongly agreed with 'Senior leaders demonstrate honesty and integrity'.

Survey question

Your results

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

	You 2022	Comparator Lowest	Comparator Average	Comparator Highest

Senior leaders demonstrate honesty and integrity

6% / 44% / 21% / 29%

You 2022	Lowest	Average	Highest
44 %	34 %	58 %	68 %

Senior leaders model my organisation's values

6% / 44% / 24% / 27%

You 2022	Lowest	Average	Highest
44 %	38 %	58 %	70 %

Senior leaders provide clear strategy and direction

3% / 40% / 33% / 24%

You 2022	Lowest	Average	Highest
40 %	32 %	55 %	63 %

Benchmark agree results

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Organisational climate

Scorecard

What this is

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

Why this is important

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

How to read this

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

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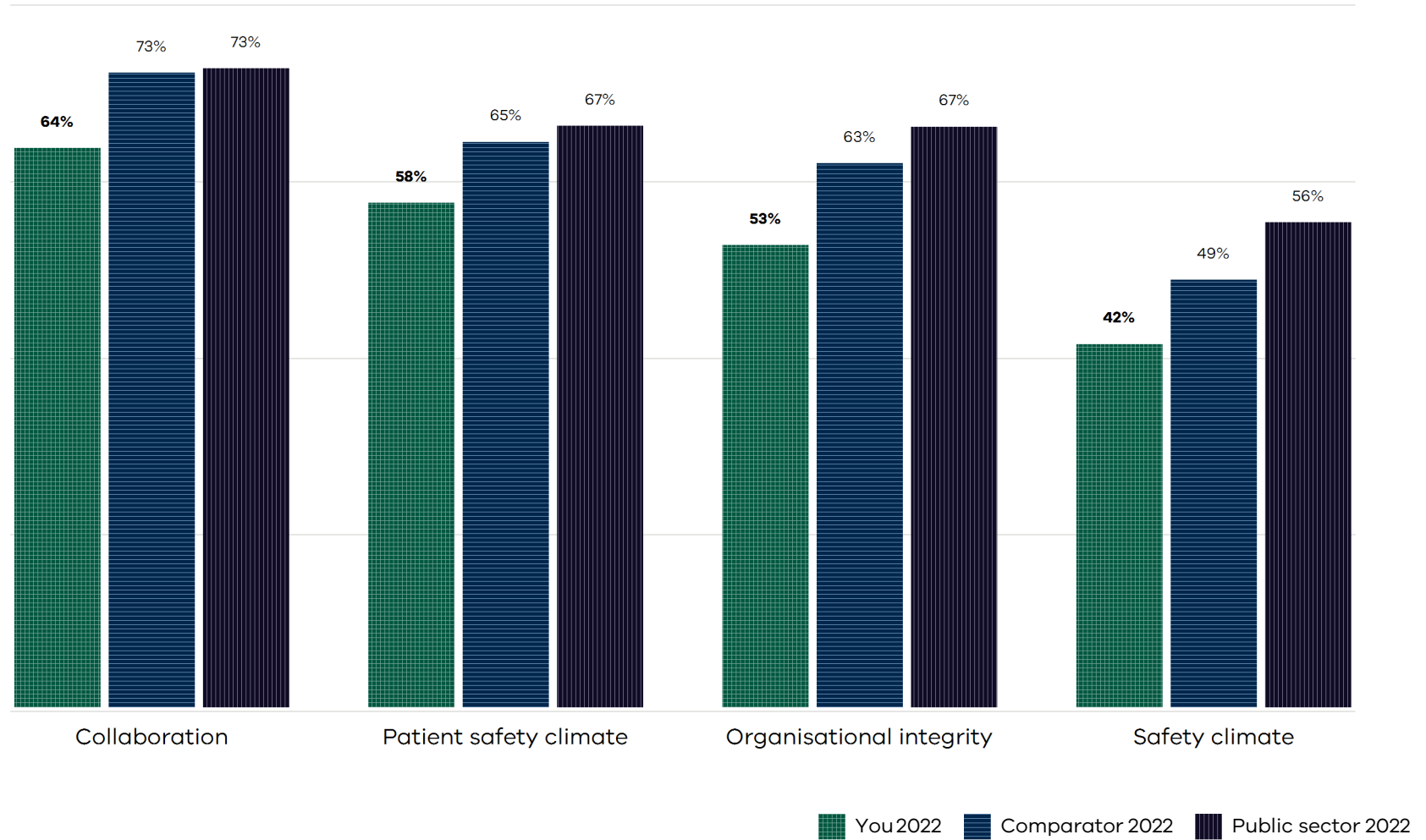
Example

In 2022:

- 64% of your staff who did the survey responded positively to questions about Collaboration.

Compared to:

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

Legend: You 2022 | Comparator 2022 | Public sector 2022

Collaboration: 64%, 73%, 73%
Patient safety climate: 58%, 65%, 67%
Organisational integrity: 53%, 63%, 67%
Safety climate: 42%, 49%, 56%

Organisational climate

Organisational integrity 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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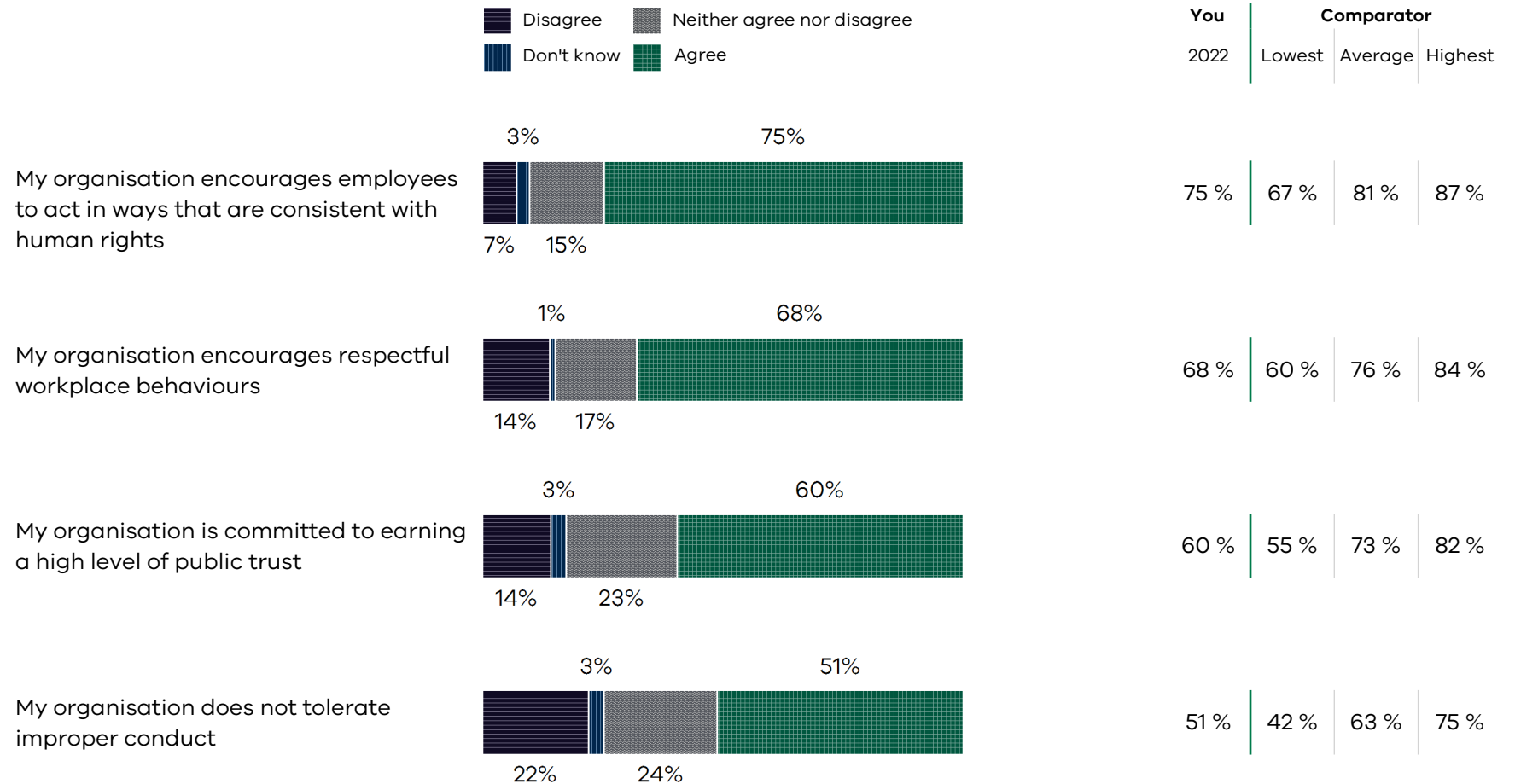
Example

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

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

Survey question	Your results	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My organisation encourages employees to act in ways that are consistent with human rights	3% / 75% / 7% / 15%	75 %	67 %	81 %	87 %
My organisation encourages respectful workplace behaviours	1% / 68% / 14% / 17%	68 %	60 %	76 %	84 %
My organisation is committed to earning a high level of public trust	3% / 60% / 14% / 23%	60 %	55 %	73 %	82 %
My organisation does not tolerate improper conduct	3% / 51% / 22% / 24%	51 %	42 %	63 %	75 %

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.
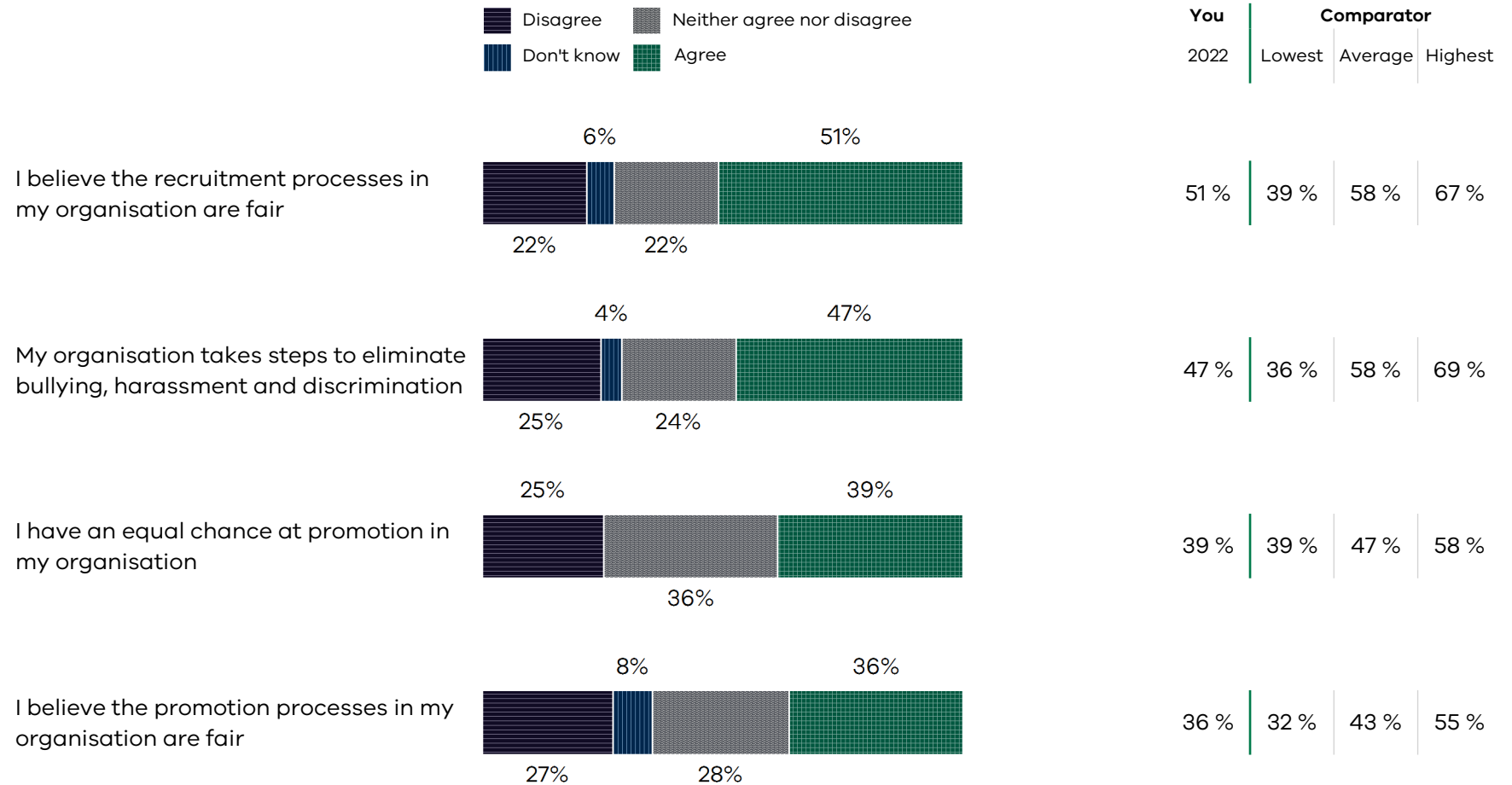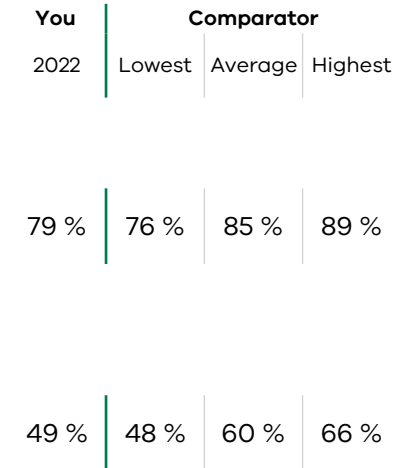
Example

51% of your staff who did the survey agreed or strongly agreed with 'I believe the recruitment processes in my organisation are fair'.

Survey question	Your results			Benchmark agree results			

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

	You	Comparator		
	2022	Lowest	Average	Highest

Survey question	Disagree	Don't know	Neither	Agree	You 2022	Lowest	Average	Highest
I believe the recruitment processes in my organisation are fair	22%	6%	22%	51%	51 %	39 %	58 %	67 %
My organisation takes steps to eliminate bullying, harassment and discrimination	25%	4%	24%	47%	47 %	36 %	58 %	69 %
I have an equal chance at promotion in my organisation	25%		36%	39%	39 %	39 %	47 %	58 %
I believe the promotion processes in my organisation are fair	27%	8%	28%	36%	36 %	32 %	43 %	55 %

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.
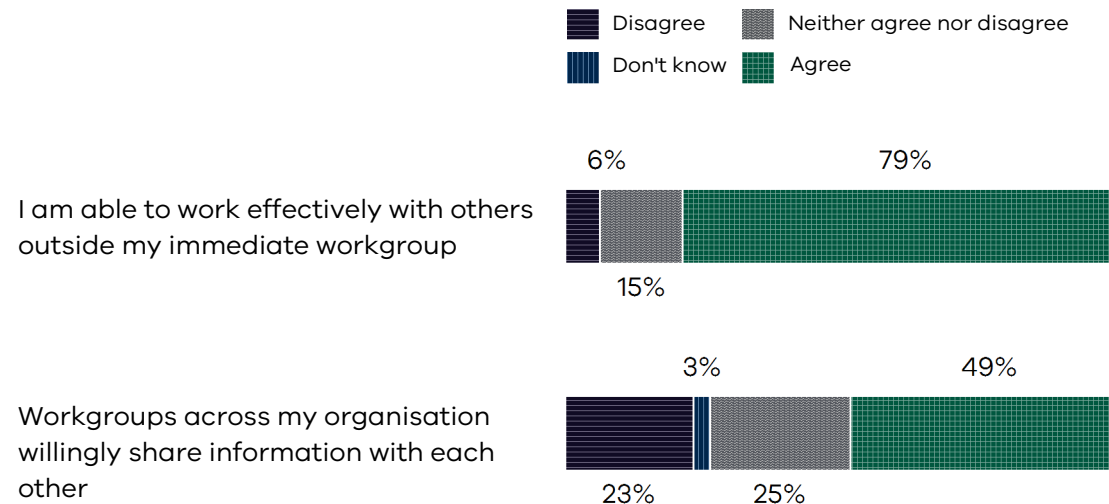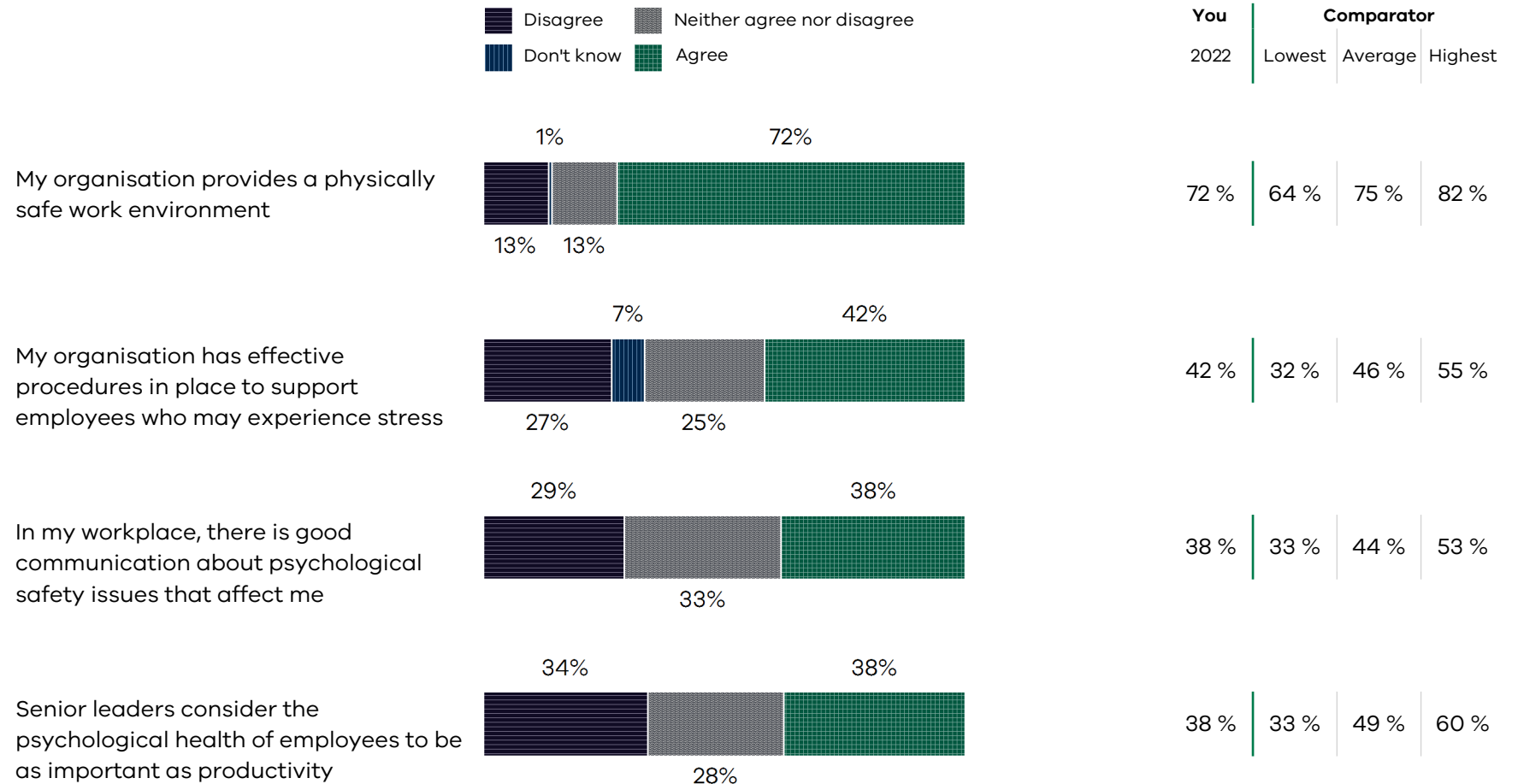
Example

79% of your staff who did the survey agreed or strongly agreed with 'I am able to work effectively with others outside my immediate workgroup'.

Survey question	Your results	Benchmark agree results

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

	You	Comparator		
	2022	Lowest	Average	Highest

I am able to work effectively with others outside my immediate workgroup — 6%, 79%, 15%

| 79 % | 76 % | 85 % | 89 % |

Workgroups across my organisation willingly share information with each other — 3%, 49%, 23%, 25%

| 49 % | 48 % | 60 % | 66 % |

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

72% 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 2022	Comparator Lowest	Average	Highest
My organisation provides a physically safe work environment	1% / 72% / 13% / 13%	72 %	64 %	75 %	82 %
My organisation has effective procedures in place to support employees who may experience stress	7% / 42% / 27% / 25%	42 %	32 %	46 %	55 %
In my workplace, there is good communication about psychological safety issues that affect me	29% / 38% / 33%	38 %	33 %	44 %	53 %
Senior leaders consider the psychological health of employees to be as important as productivity	34% / 38% / 28%	38 %	33 %	49 %	60 %

Organisational climate

What this is

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

Why this is important

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

How to read this

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

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

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

Example

33% of your staff who did the survey agreed or strongly agreed with 'Senior leaders show support for stress prevention through involvement and commitment'.
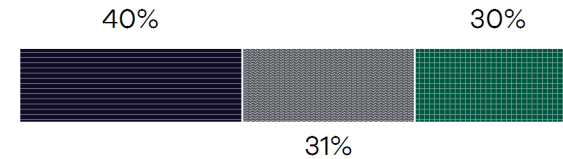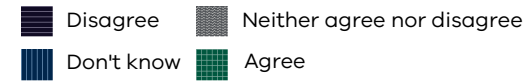
Survey question | Your results | Benchmark agree results

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

Survey question		You 2022	Comparator Lowest	Comparator Average	Comparator Highest
Senior leaders show support for stress prevention through involvement and commitment	37% / 30% / 33%	33 %	27 %	45 %	58 %
All levels of my organisation are involved in the prevention of stress	40% / 31% / 30%	30 %	30 %	38 %	48 %

Organisational climate

Patient safety climate 1 of 2

What this is

This is the safety culture in a healthcare workplace.

Why this is important

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

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

How to read this

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

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

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

Example

74% of your staff who did the survey agreed or strongly agreed with 'I am encouraged by my colleagues to report any patient safety concerns I may have'.
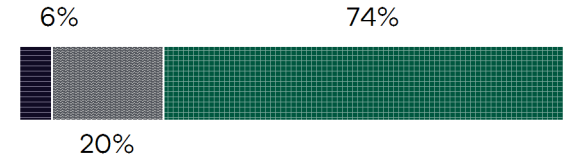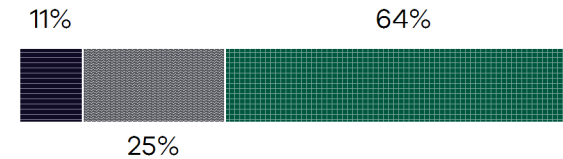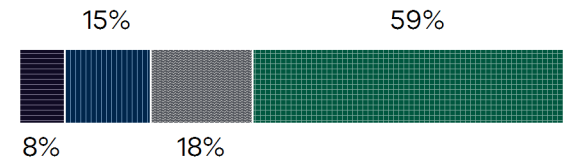
Survey question	Your results	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
	Disagree — Neither agree nor disagree — Don't know — Agree				
I am encouraged by my colleagues to report any patient safety concerns I may have	6% / 20% / 74%	74 %	73 %	79 %	85 %
My suggestions about patient safety would be acted upon if I expressed them to my manager	11% / 25% / 64%	64 %	62 %	70 %	78 %
Patient care errors are handled appropriately in my work area	8% / 15% / 18% / 59%	59 %	54 %	65 %	69 %
Management is driving us to be a safety-centred organisation	13% / 29% / 58%	58 %	54 %	66 %	74 %
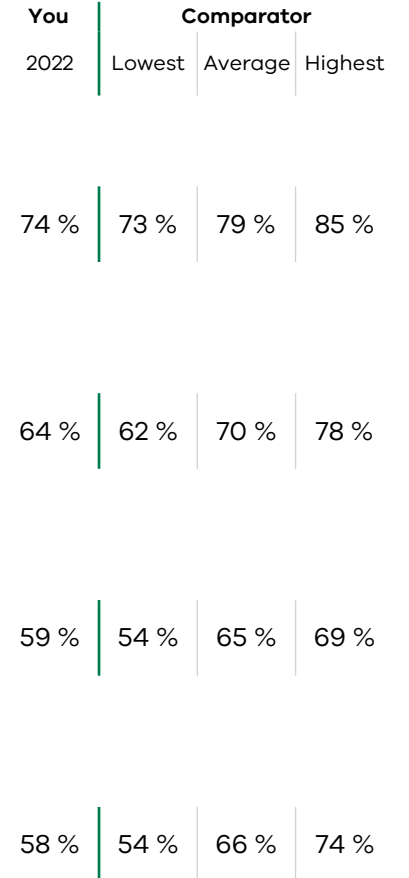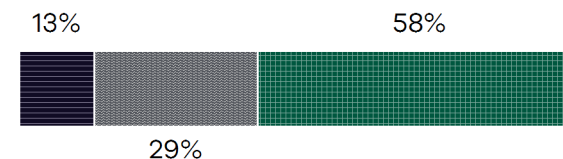
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Patient safety climate 2 of 2

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Why this is important

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

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

How to read this

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

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

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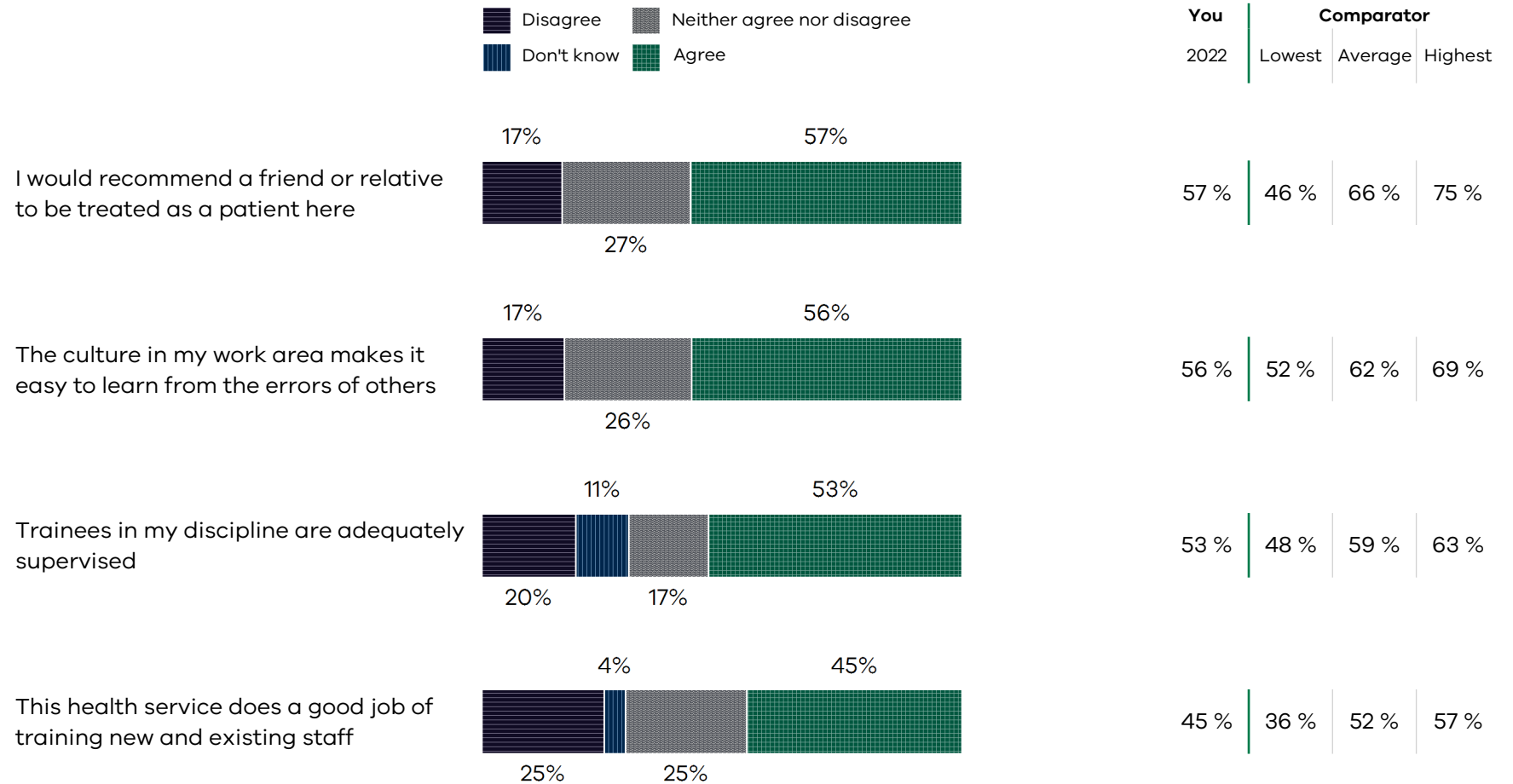
Example

57% of your staff who did the survey agreed or strongly agreed with 'I would recommend a friend or relative to be treated as a patient here'.

Survey question / Your results / Benchmark agree results

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

Survey question	Your results	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I would recommend a friend or relative to be treated as a patient here	17% / 27% / 57%	57 %	46 %	66 %	75 %
The culture in my work area makes it easy to learn from the errors of others	17% / 26% / 56%	56 %	52 %	62 %	69 %
Trainees in my discipline are adequately supervised	20% / 11% / 17% / 53%	53 %	48 %	59 %	63 %
This health service does a good job of training new and existing staff	25% / 4% / 25% / 45%	45 %	36 %	52 %	57 %

Victorian Public Sector Commission

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People matter survey wellbeing check 2022

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Workgroup climate

Scorecard

What this is

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

Why this is important

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

How to read this

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

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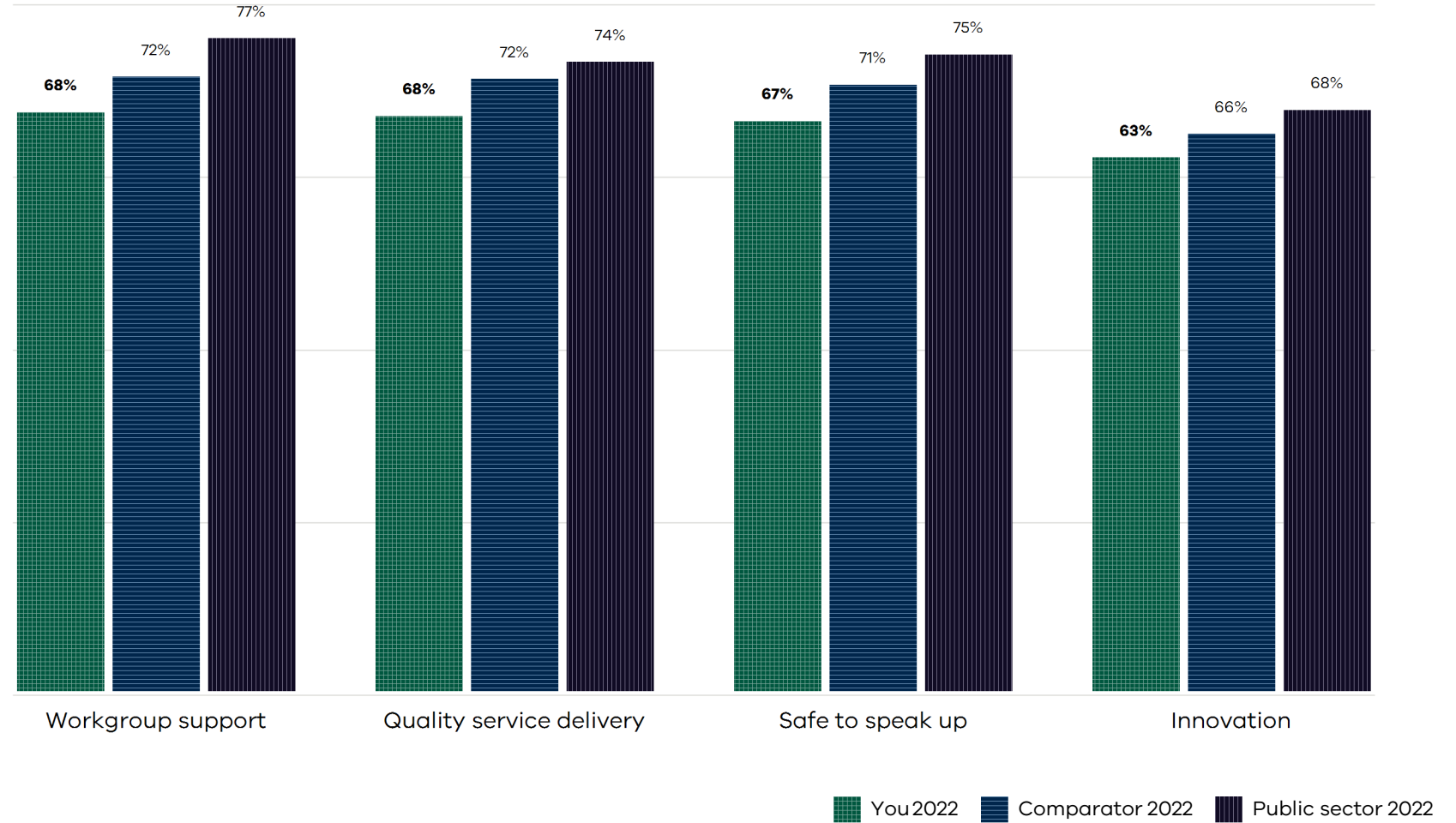
Example

In 2022:

- 68% of your staff who did the survey responded positively to questions about Workgroup support.

Compared to:

- 72% of staff at your comparator and 77% of staff across the public sector.

	You 2022	Comparator 2022	Public sector 2022
Workgroup support	68%	72%	77%
Quality service delivery	68%	72%	74%
Safe to speak up	67%	71%	75%
Innovation	63%	66%	68%

Victorian Public Sector Commission

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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.
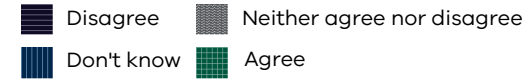
Example

74% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.
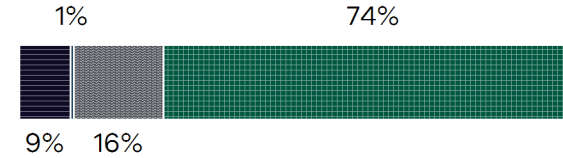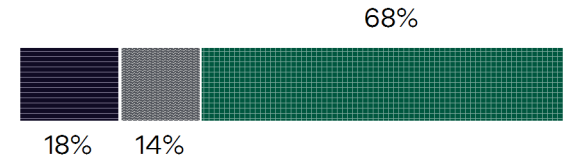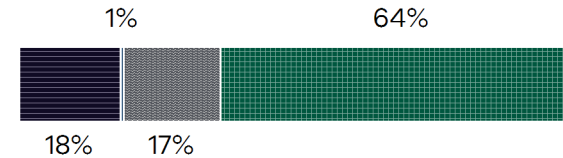
Survey question | Your results | Benchmark agree results

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

Survey question	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup provides high quality advice and services	74 %	72 %	78 %	82 %
My workgroup has clear lines of responsibility	68 %	63 %	73 %	77 %
My workgroup acts fairly and without bias	64 %	61 %	68 %	73 %
My workgroup uses its resources well	64 %	60 %	68 %	76 %

My workgroup provides high quality advice and services: 9% Disagree, 1% Don't know, 16% Neither agree nor disagree, 74% Agree

My workgroup has clear lines of responsibility: 18% Disagree, 14% Neither agree nor disagree, 68% Agree

My workgroup acts fairly and without bias: 18% Disagree, 1% Don't know, 17% Neither agree nor disagree, 64% Agree

My workgroup uses its resources well: 17% Disagree, 1% Don't know, 19% Neither agree nor disagree, 64% Agree

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.
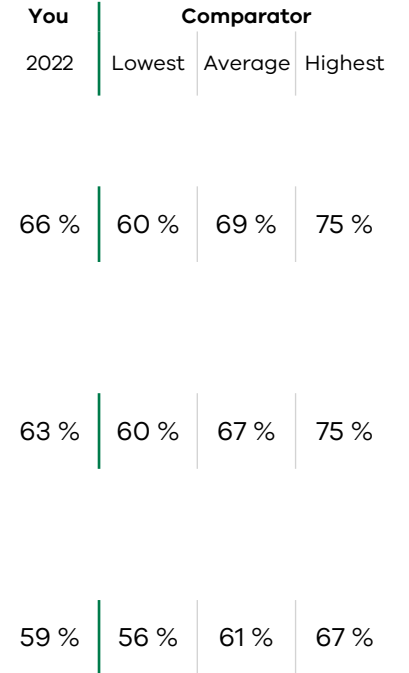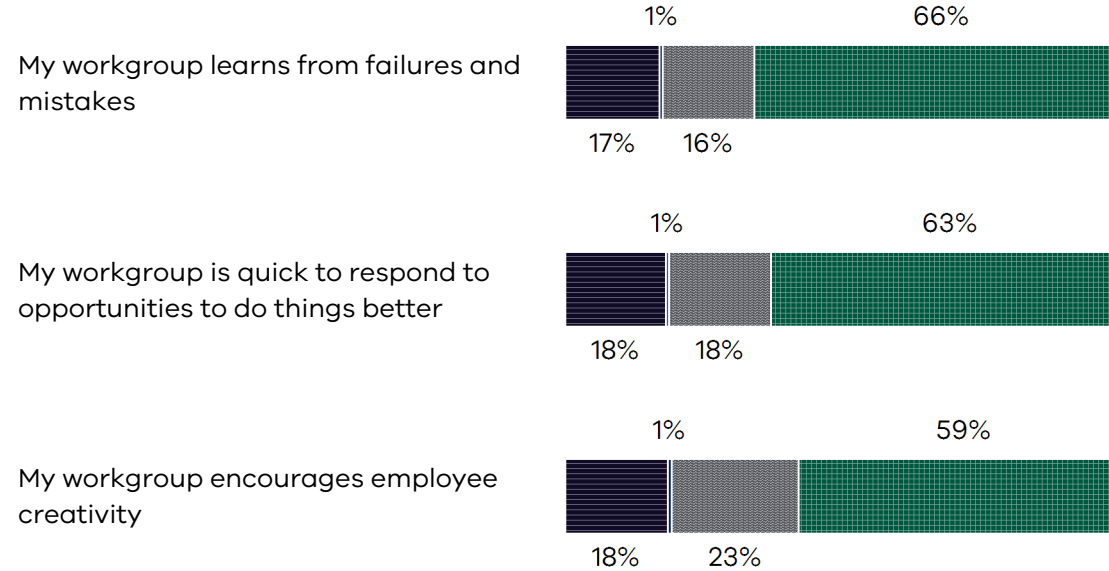
Example

66% of your staff who did the survey agreed or strongly agreed with 'My workgroup learns from failures and mistakes'.

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

Survey question	Your results	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup learns from failures and mistakes	17% / 16% / 1% / 66%	66 %	60 %	69 %	75 %
My workgroup is quick to respond to opportunities to do things better	18% / 18% / 1% / 63%	63 %	60 %	67 %	75 %
My workgroup encourages employee creativity	18% / 23% / 1% / 59%	59 %	56 %	61 %	67 %

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Workgroup climate

Workgroup support 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

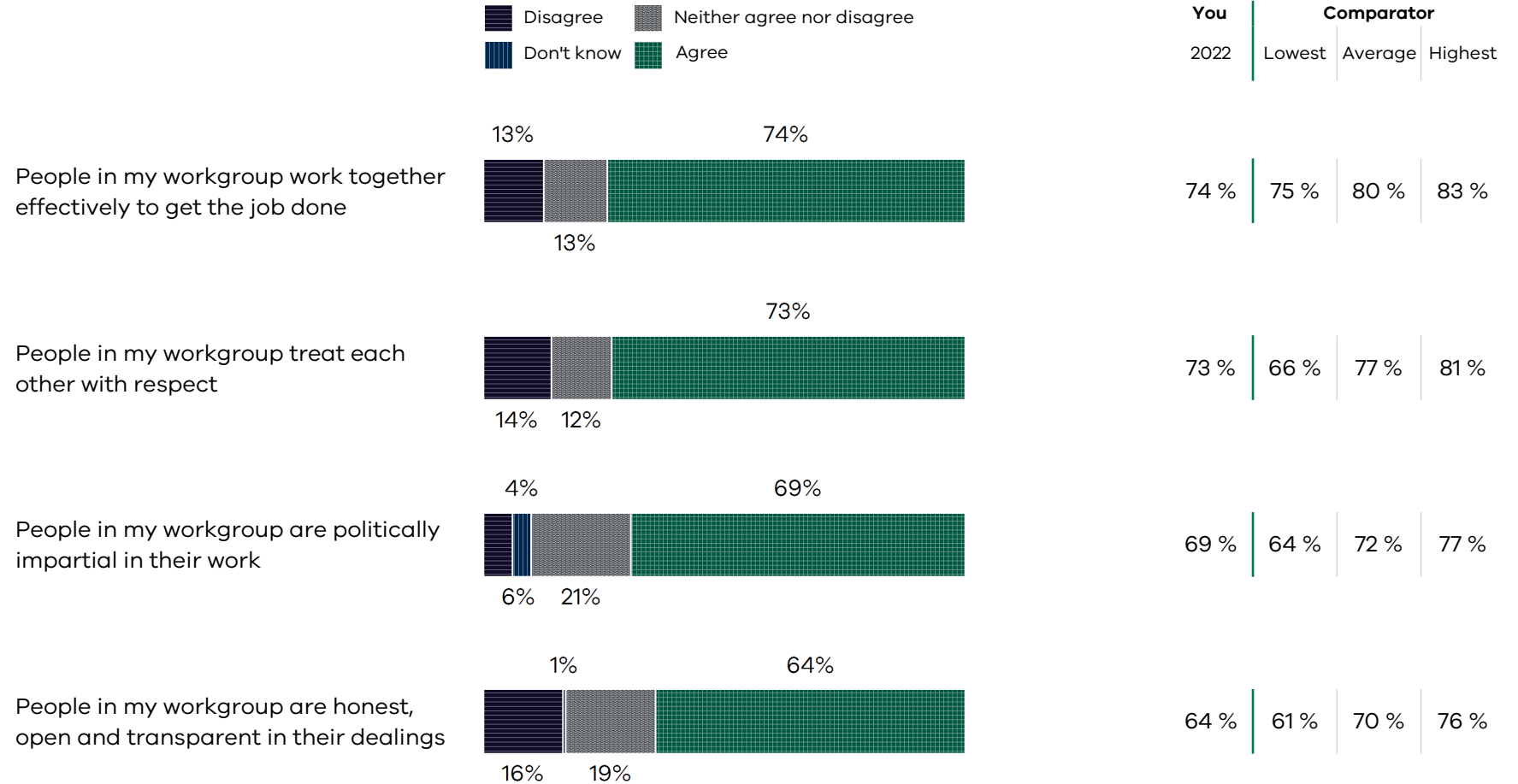Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

74% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup work together effectively to get the job done'.

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

Survey question	Your results	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup work together effectively to get the job done	13% / 13% / 74%	74 %	75 %	80 %	83 %
People in my workgroup treat each other with respect	14% / 12% / 73%	73 %	66 %	77 %	81 %
People in my workgroup are politically impartial in their work	4% / 6% / 21% / 69%	69 %	64 %	72 %	77 %
People in my workgroup are honest, open and transparent in their dealings	16% / 1% / 19% / 64%	64 %	61 %	70 %	76 %

Workgroup climate

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.

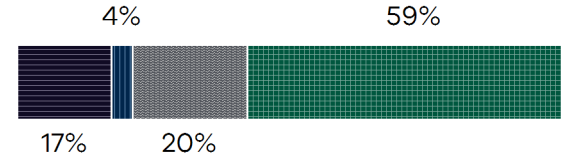Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

59% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.
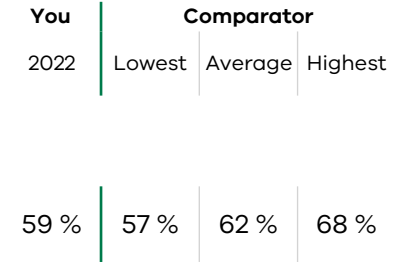
Survey question	Your results	Benchmark agree results

Your results legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree

	You	Comparator		
	2022	Lowest	Average	Highest

People in my workgroup appropriately manage conflicts of interest

17% | 4% | 20% | 59%

| | 59 % | 57 % | 62 % | 68 % |

Victorian Public Sector Commission

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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

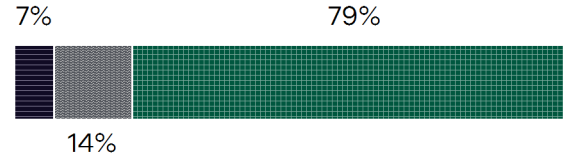79% of your staff who did the survey agreed or strongly agreed with 'I feel culturally safe at work'.
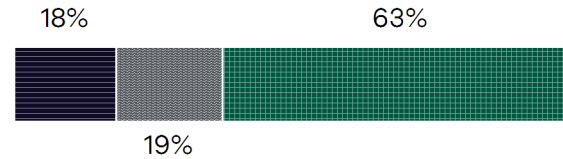
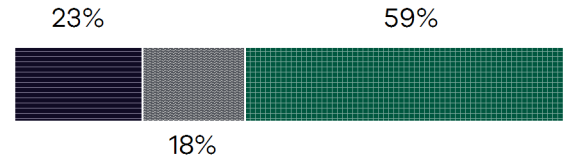| Survey question | Your results | Benchmark agree results |

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

	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I feel culturally safe at work — 7% / 79% / 14%	79 %	77 %	83 %	87 %
People in my workgroup are able to bring up problems and tough issues — 18% / 63% / 19%	63 %	60 %	66 %	72 %
I feel safe to challenge inappropriate behaviour at work — 23% / 59% / 18%	59 %	52 %	64 %	75 %

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People matter survey
wellbeing check 2022

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Job and manager factors

Scorecard 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2022:

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

Compared to:

- 90% of staff at your comparator and 89% of staff across the public sector.

	You 2022	Comparator 2022	Public sector 2022
Meaningful work	86%	90%	89%
Job enrichment	80%	84%	84%
Manager leadership	77%	81%	84%
Manager support	67%	71%	75%

Job and manager factors

What this is

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

Why this is important

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

How to read this

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

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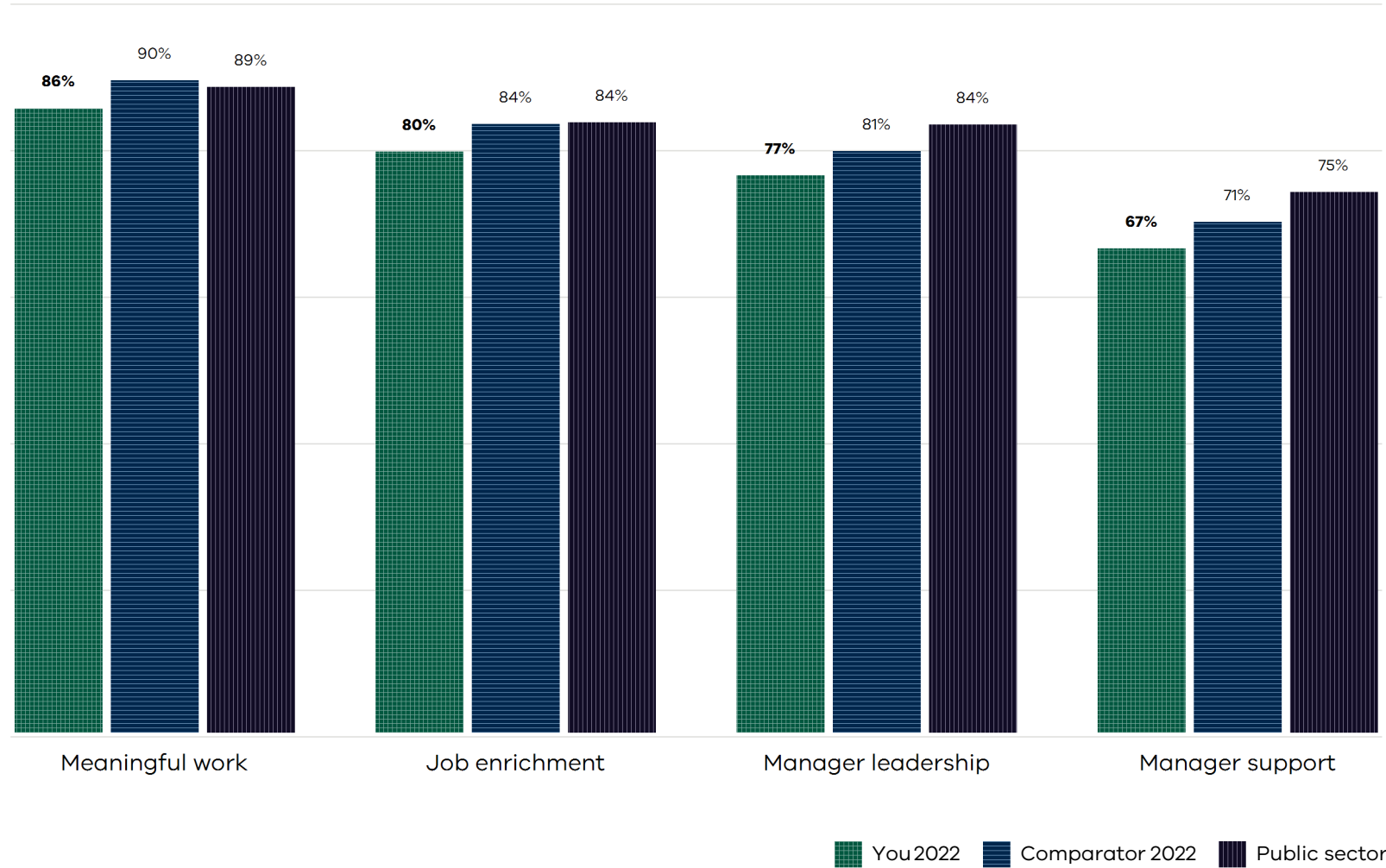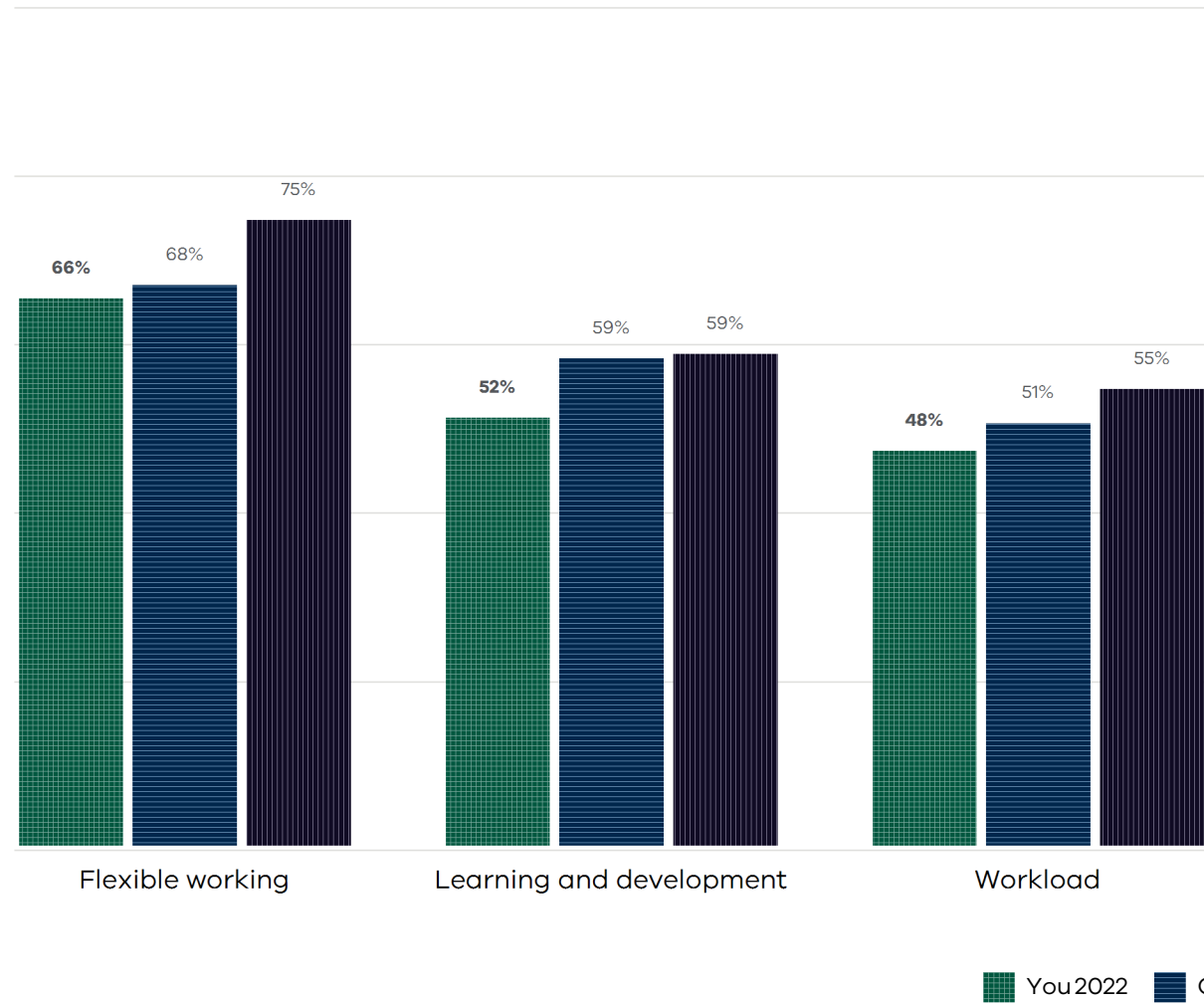
Example

In 2022:

- 66% of your staff who did the survey responded positively to questions about Flexible working.

Compared to:

- 68% of staff at your comparator and 75% of staff across the public sector.

Legend: You 2022 | Comparator 2022 | Public sector 2022

Flexible working: 66%, 68%, 75%
Learning and development: 52%, 59%, 59%
Workload: 48%, 51%, 55%

Job and manager factors

Manager leadership

What this is

This is how well staff perceive their direct managers lead.

Why this is important

Great managers can foster the right environment for staff engagement.

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

How to read this

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

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

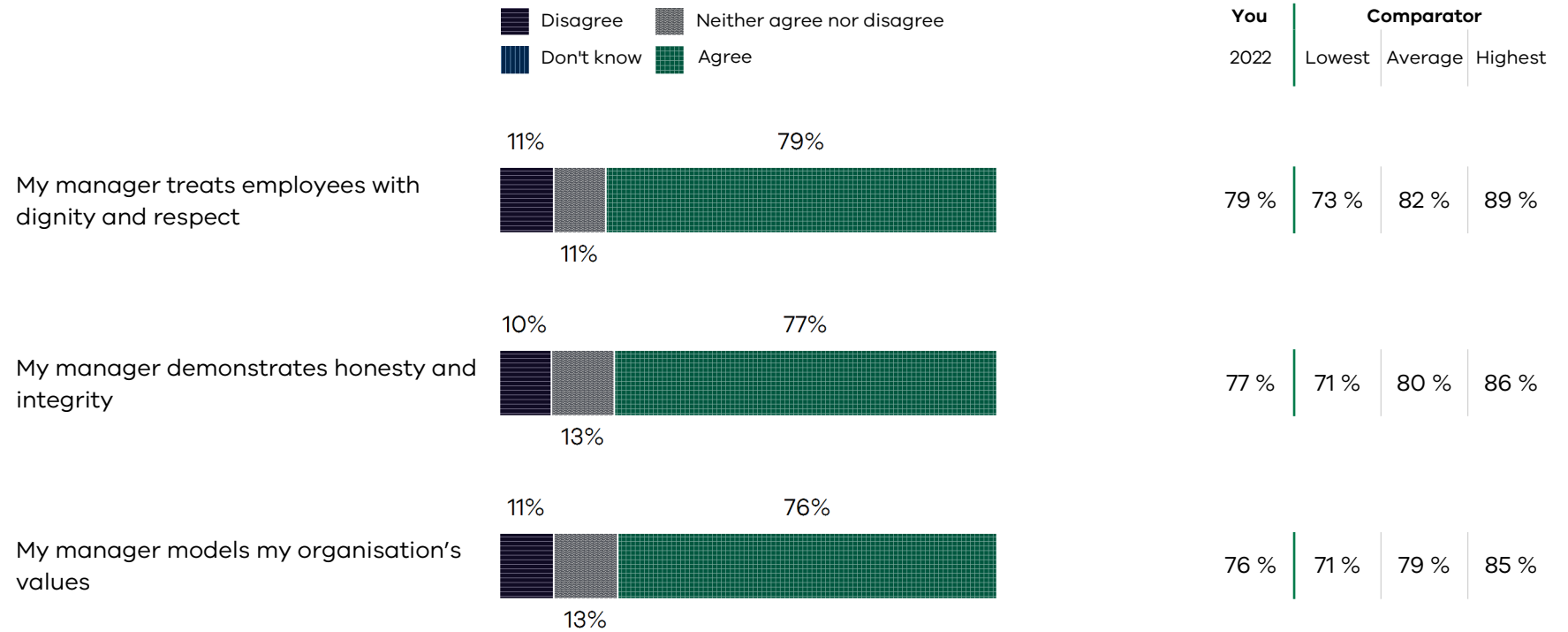Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

79% of your staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

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

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

Survey question	Disagree	Neither	Agree	You 2022	Lowest	Average	Highest
My manager treats employees with dignity and respect	11%	11%	79%	79 %	73 %	82 %	89 %
My manager demonstrates honesty and integrity	10%	13%	77%	77 %	71 %	80 %	86 %
My manager models my organisation's values	11%	13%	76%	76 %	71 %	79 %	85 %

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Job and manager factors

Manager support 1 of 2

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

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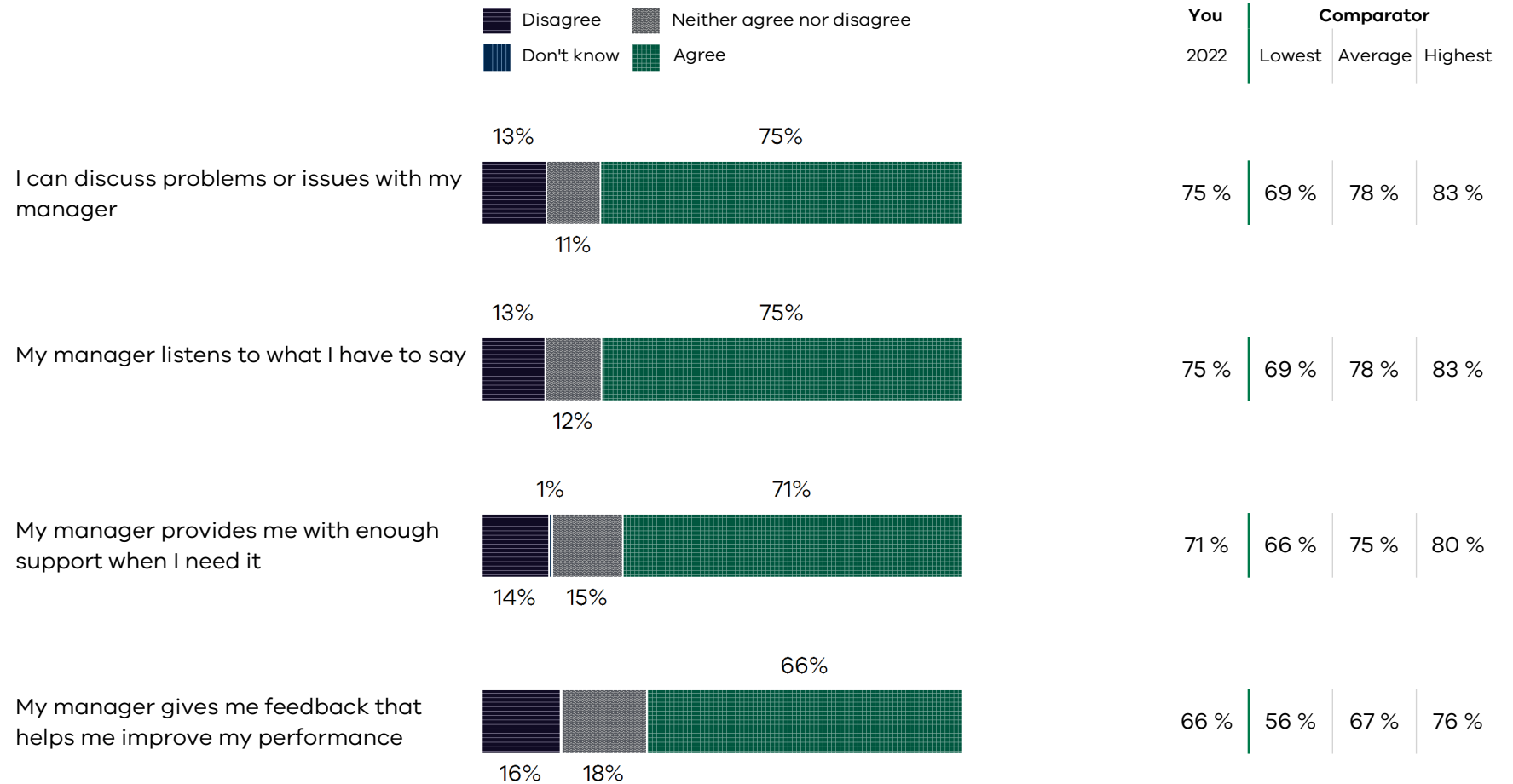
Example

75% of your staff who did the survey agreed or strongly agreed with 'I can discuss problems or issues with my manager'.

Survey question	Your results	Benchmark agree results

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

	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I can discuss problems or issues with my manager — 13%, 75%, 11%	75 %	69 %	78 %	83 %
My manager listens to what I have to say — 13%, 75%, 12%	75 %	69 %	78 %	83 %
My manager provides me with enough support when I need it — 1%, 71%, 14%, 15%	71 %	66 %	75 %	80 %
My manager gives me feedback that helps me improve my performance — 66%, 16%, 18%	66 %	56 %	67 %	76 %

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.
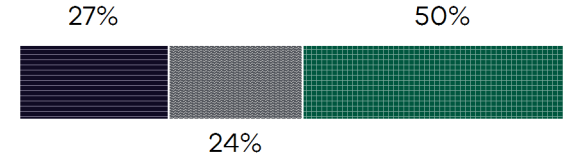
Example

50% of your staff who did the survey agreed or strongly agreed with 'I receive meaningful recognition when I do good work'.
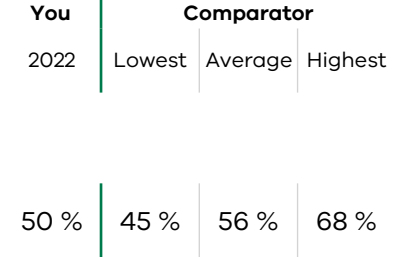
Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree

	You	Comparator		
	2022	Lowest	Average	Highest

I receive meaningful recognition when I do good work

27% | 24% | 50%

You	Comparator		
50 %	45 %	56 %	68 %

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.
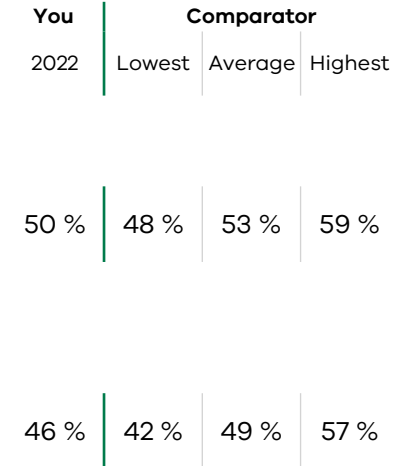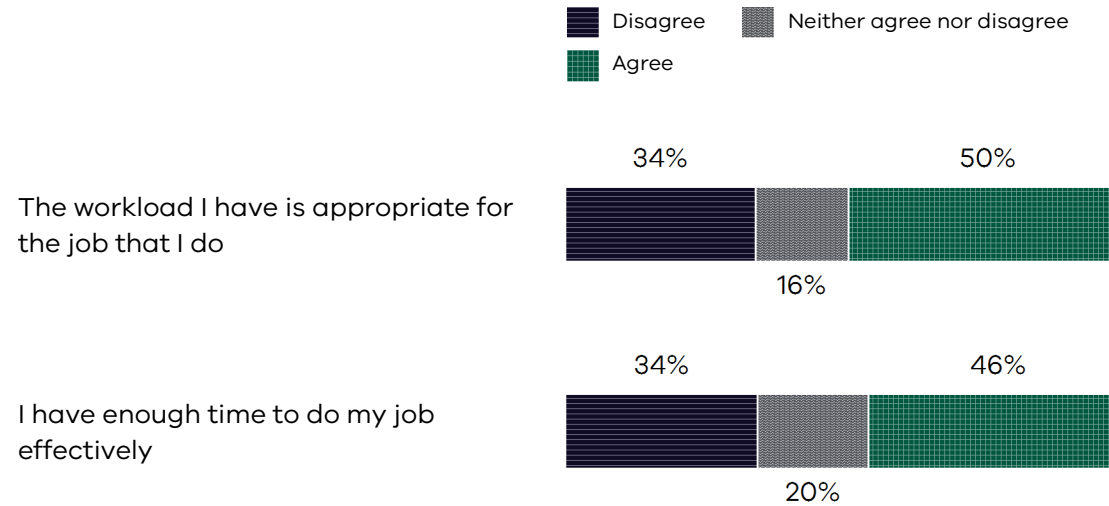
Example

50% of your staff who did the survey agreed or strongly agreed with 'The workload I have is appropriate for the job that I do'.

Legend:
- Disagree
- Neither agree nor disagree
- Agree

	You	Comparator		
	2022	Lowest	Average	Highest

The workload I have is appropriate for the job that I do
34% | 50% | 16%

| | 50 % | 48 % | 53 % | 59 % |

I have enough time to do my job effectively
34% | 46% | 20%

| | 46 % | 42 % | 49 % | 57 % |

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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.
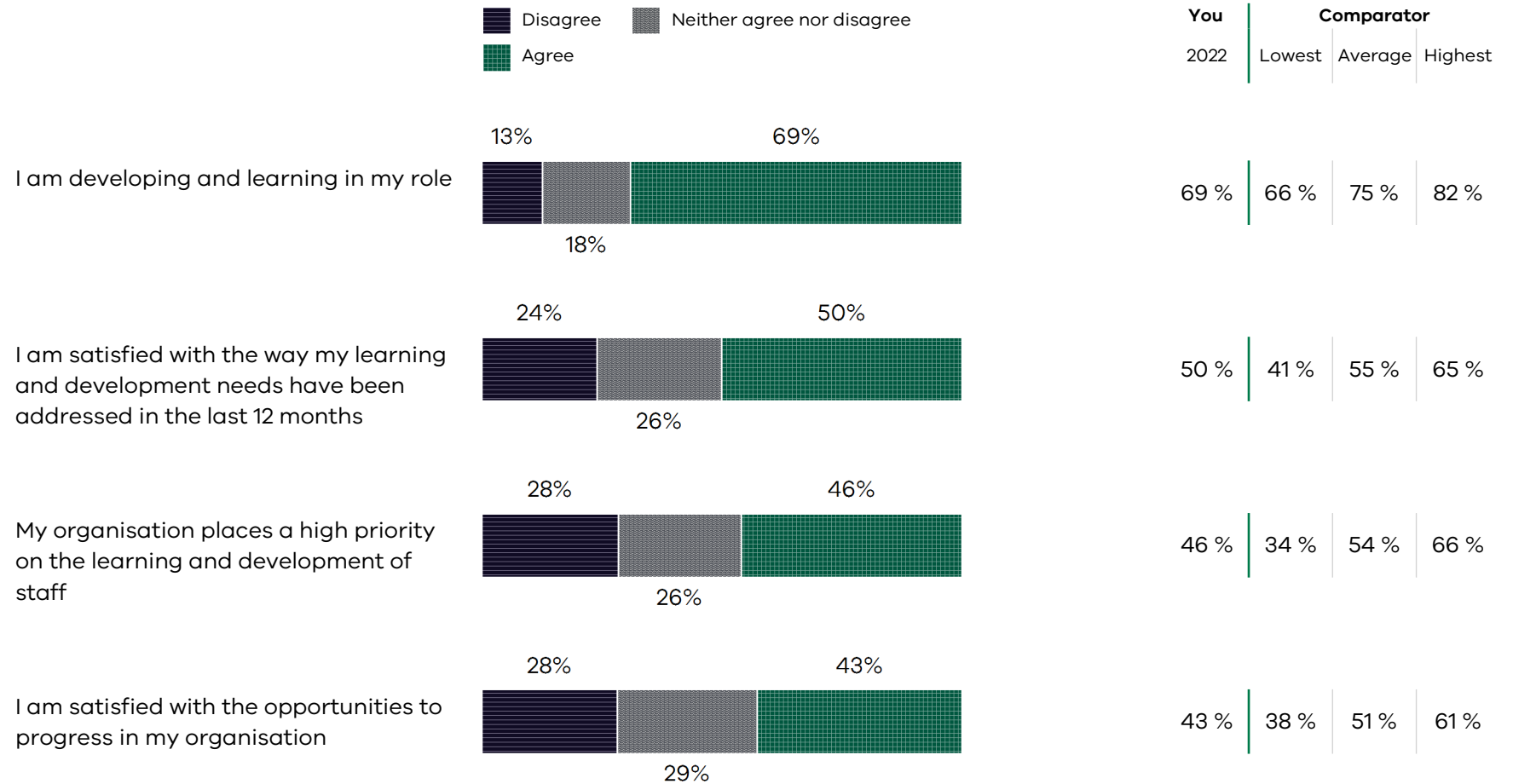
Example

69% 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

	Disagree	Neither agree nor disagree
	Agree	

	You	Comparator		
	2022	Lowest	Average	Highest

Survey question	Disagree	Neither	Agree	You 2022	Lowest	Average	Highest
I am developing and learning in my role	13%	18%	69%	69 %	66 %	75 %	82 %
I am satisfied with the way my learning and development needs have been addressed in the last 12 months	24%	26%	50%	50 %	41 %	55 %	65 %
My organisation places a high priority on the learning and development of staff	28%	26%	46%	46 %	34 %	54 %	66 %
I am satisfied with the opportunities to progress in my organisation	28%	29%	43%	43 %	38 %	51 %	61 %

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.
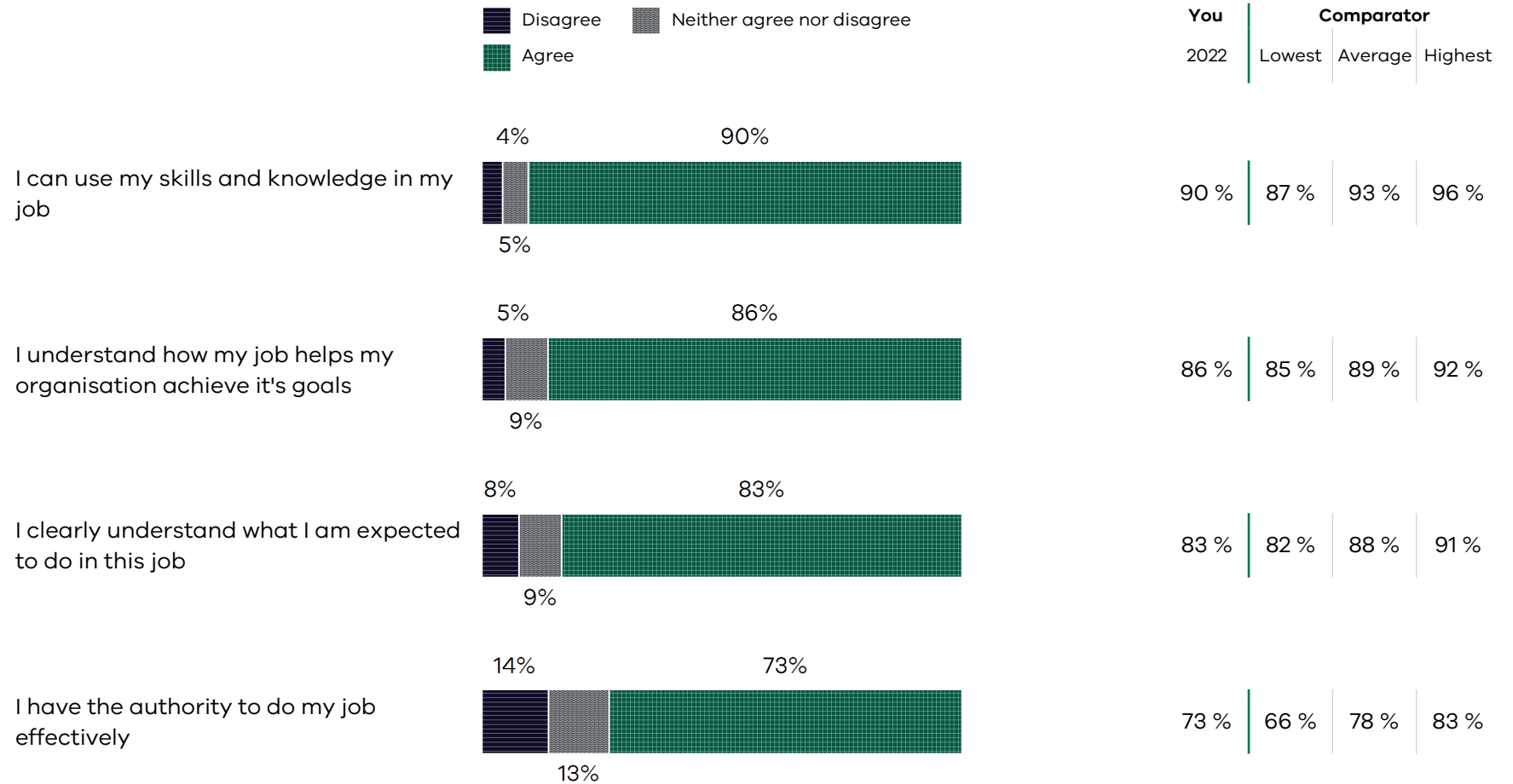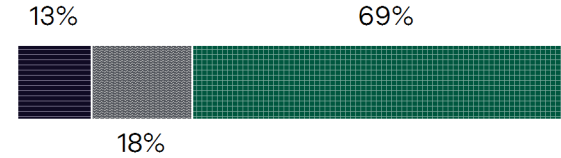
Example

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

Survey question	Your results				

Your results

- Disagree
- Neither agree nor disagree
- Agree

Benchmark agree results

	You	Comparator		
	2022	Lowest	Average	Highest
I can use my skills and knowledge in my job	90 %	87 %	93 %	96 %
I understand how my job helps my organisation achieve it's goals	86 %	85 %	89 %	92 %
I clearly understand what I am expected to do in this job	83 %	82 %	88 %	91 %
I have the authority to do my job effectively	73 %	66 %	78 %	83 %

I can use my skills and knowledge in my job — 4% / 90% / 5%

I understand how my job helps my organisation achieve it's goals — 5% / 86% / 9%

I clearly understand what I am expected to do in this job — 8% / 83% / 9%

I have the authority to do my job effectively — 14% / 73% / 13%

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Job and manager factors

Job enrichment 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

69% of your staff who did the survey agreed or strongly agreed with 'I have a say in how I do my work'.
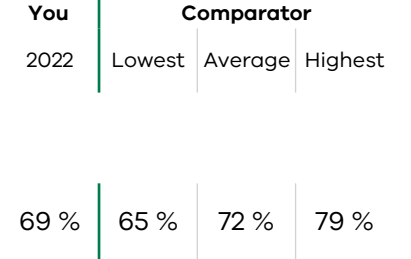
Survey question

Your results

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

I have a say in how I do my work

13%   69%

18%

Benchmark agree results

	You	Comparator		
	2022	Lowest	Average	Highest
	69 %	65 %	72 %	79 %

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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.
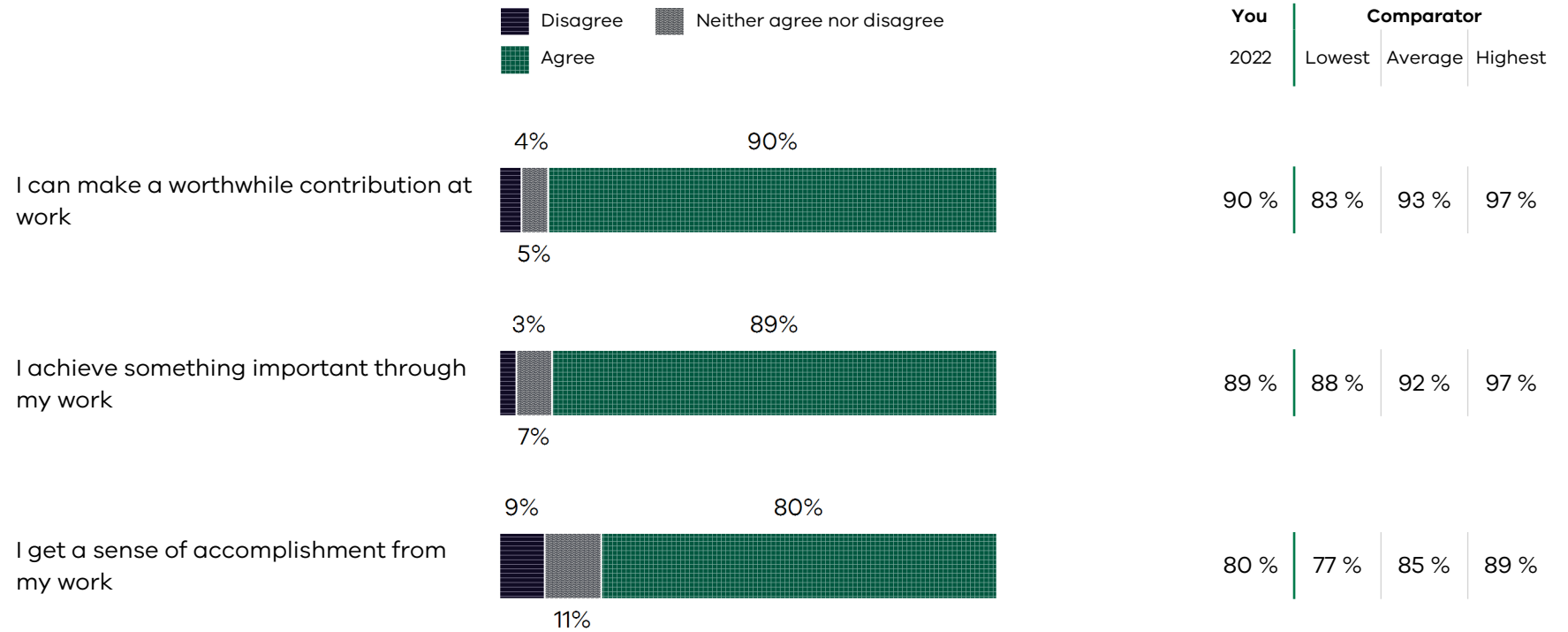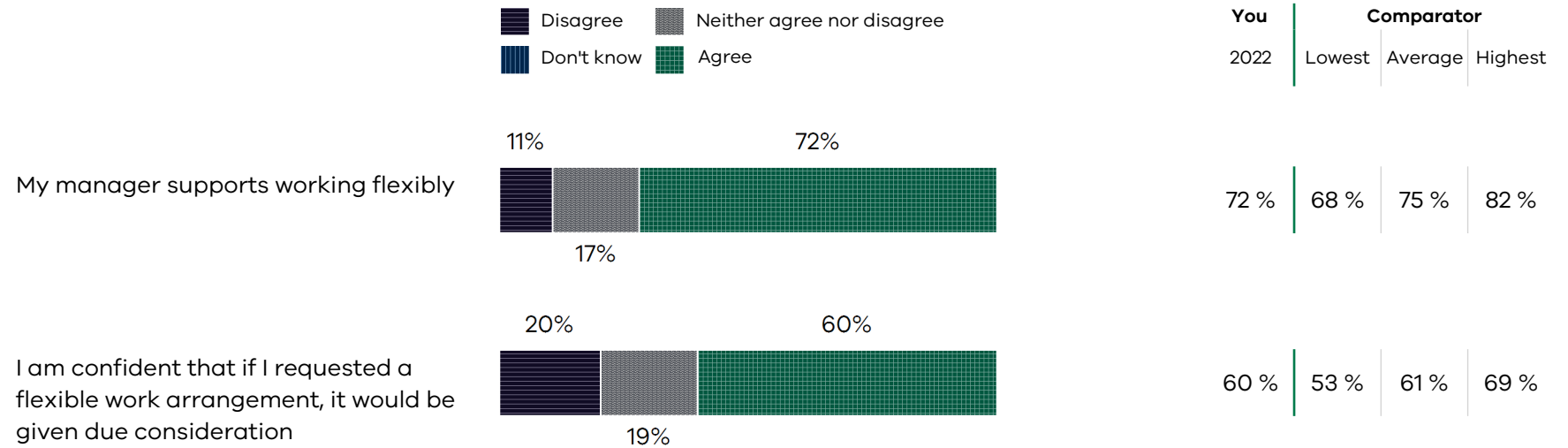
Example

90% 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		You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I can make a worthwhile contribution at work	4% / 5% / 90%	90 %	83 %	93 %	97 %
I achieve something important through my work	3% / 7% / 89%	89 %	88 %	92 %	97 %
I get a sense of accomplishment from my work	9% / 11% / 80%	80 %	77 %	85 %	89 %

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Flexible working

What this is

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

Why this is important

Supporting flexible working can improve employee wellbeing.

How to read this

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

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

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

Example

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

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

Survey question	Your results	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager supports working flexibly	11% / 17% / 72%	72 %	68 %	75 %	82 %
I am confident that if I requested a flexible work arrangement, it would be given due consideration	20% / 19% / 60%	60 %	53 %	61 %	69 %

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Victorian Public Sector Commission

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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.
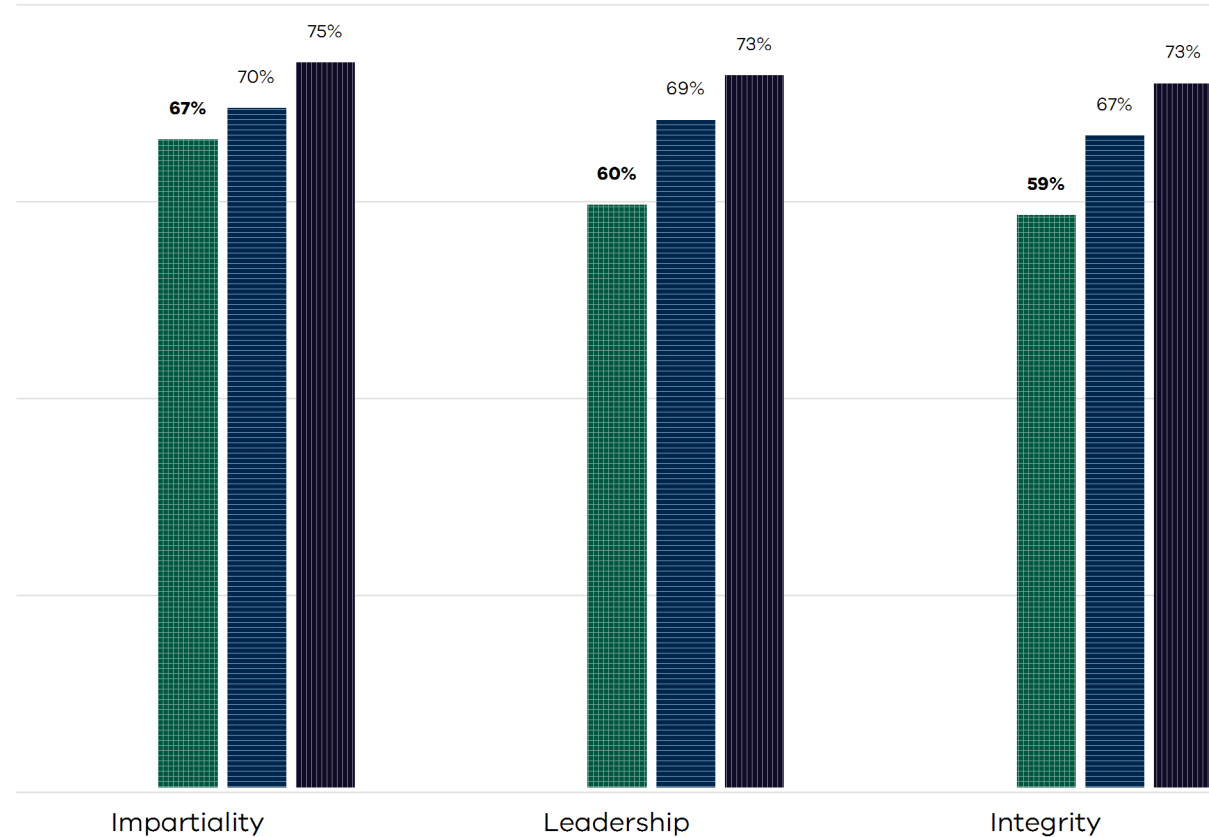
Example

In 2022:

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

Compared to:

- 79% of staff at your comparator and 81% of staff across the public sector.
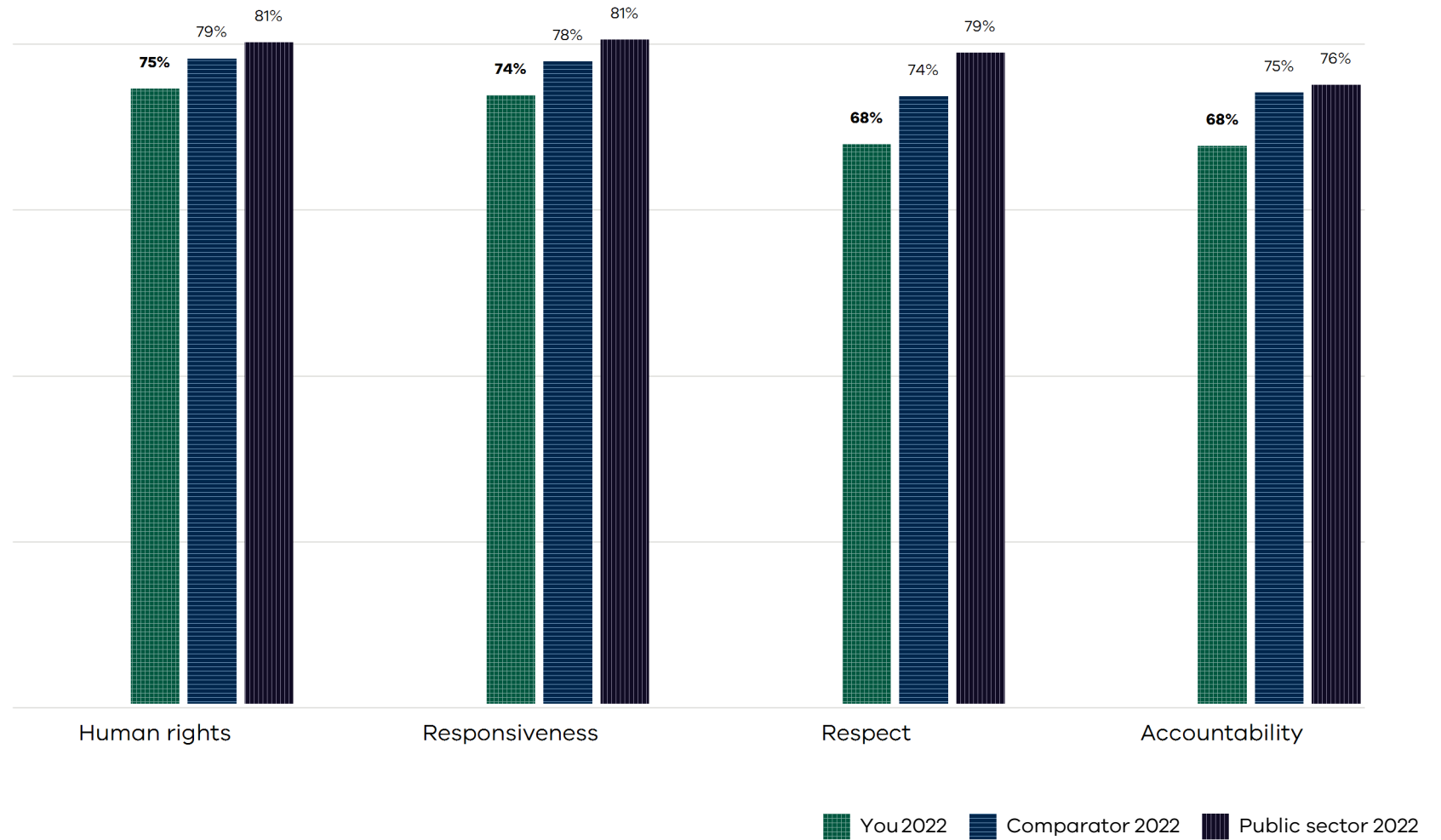
	You 2022	Comparator 2022	Public sector 2022
Human rights	75%	79%	81%
Responsiveness	74%	78%	81%
Respect	68%	74%	79%
Accountability	68%	75%	76%

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2022:

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

Compared to:

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

Chart data:

	Impartiality	Leadership	Integrity
You 2022	67%	60%	59%
Comparator 2022	70%	69%	67%
Public sector 2022	75%	73%	73%

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

Responsiveness

What this is

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

Why this is important

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

How to read this

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

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

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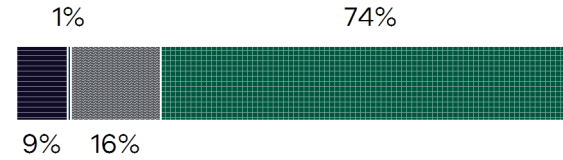
Example

74% of staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.
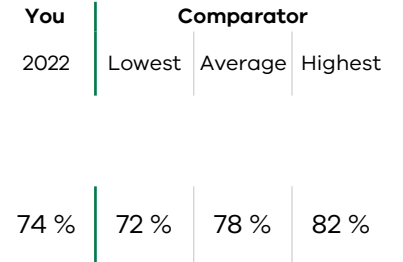
Survey question	Your results	Benchmark agree results

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

Survey question		You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup provides high quality advice and services	9% / 1% / 16% / 74%	74 %	72 %	78 %	82 %

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.
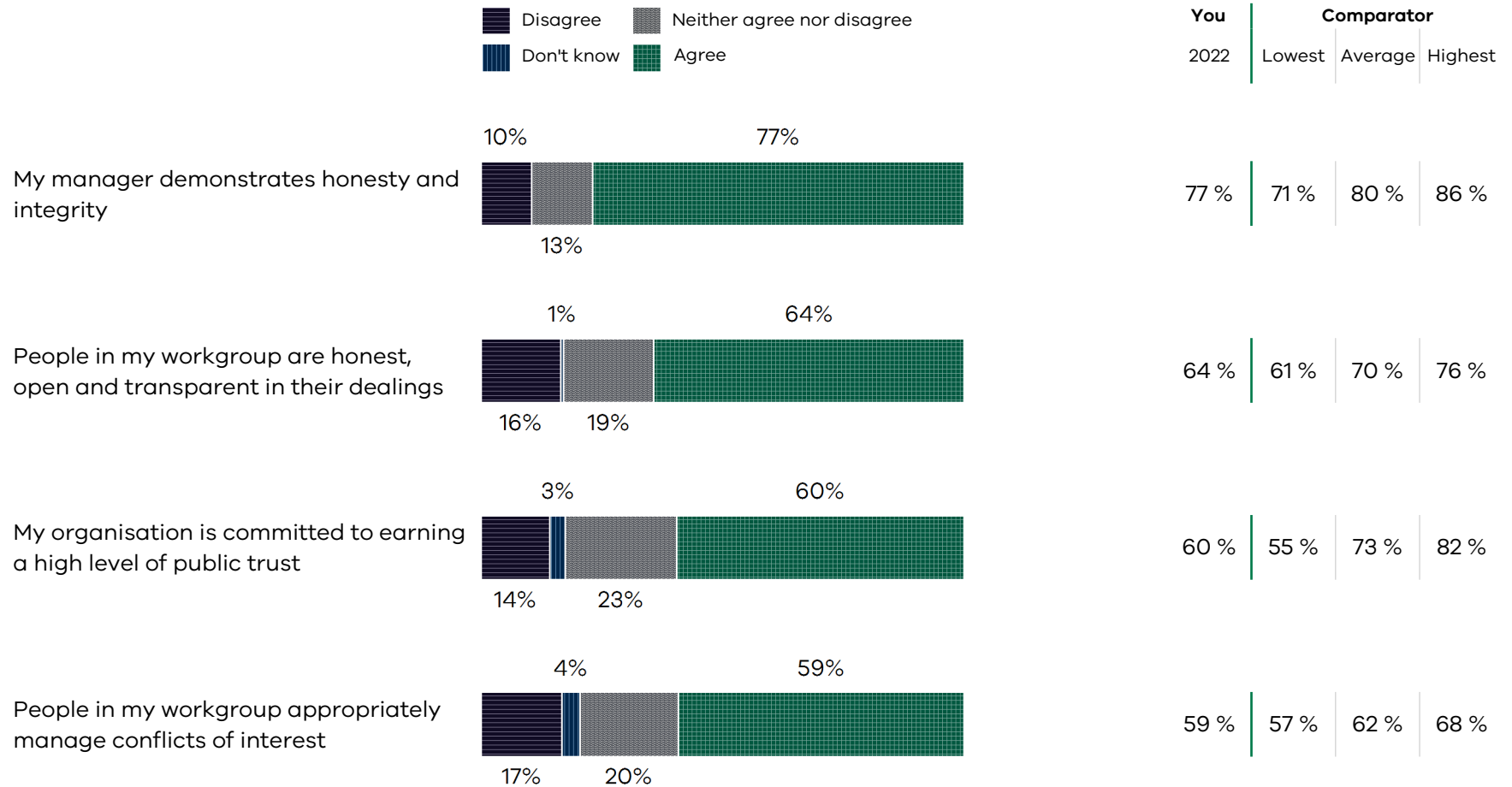
Example

77% 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

	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager demonstrates honesty and integrity — 10%, 13%, 77%	77 %	71 %	80 %	86 %
People in my workgroup are honest, open and transparent in their dealings — 16%, 19%, 1%, 64%	64 %	61 %	70 %	76 %
My organisation is committed to earning a high level of public trust — 14%, 3%, 23%, 60%	60 %	55 %	73 %	82 %
People in my workgroup appropriately manage conflicts of interest — 17%, 4%, 20%, 59%	59 %	57 %	62 %	68 %

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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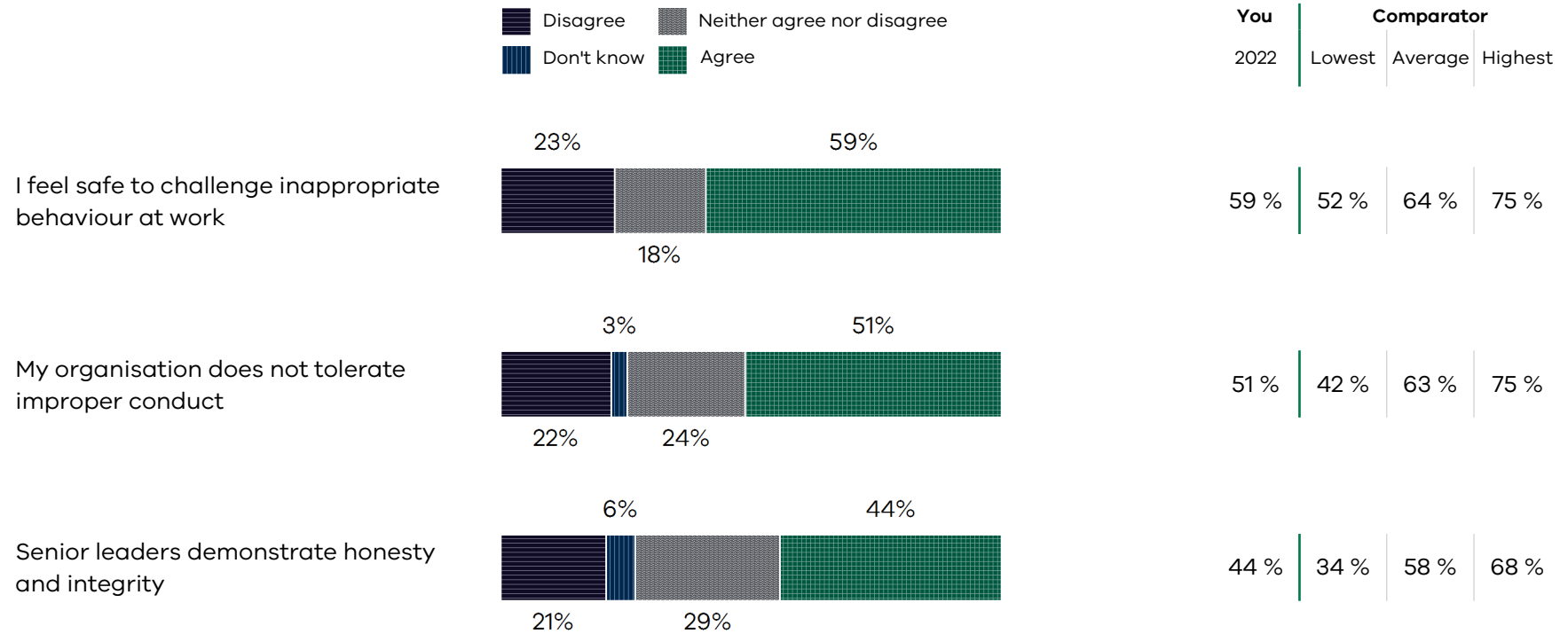
Example

59% of staff who did the survey agreed or strongly agreed with 'I feel safe to challenge inappropriate behaviour at work'.

Survey question

Your results

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

I feel safe to challenge inappropriate behaviour at work
- 23%
- 18%
- 59%

My organisation does not tolerate improper conduct
- 22%
- 3%
- 24%
- 51%

Senior leaders demonstrate honesty and integrity
- 21%
- 6%
- 29%
- 44%

Benchmark agree results

	You	Comparator		
	2022	Lowest	Average	Highest
I feel safe to challenge inappropriate behaviour at work	59 %	52 %	64 %	75 %
My organisation does not tolerate improper conduct	51 %	42 %	63 %	75 %
Senior leaders demonstrate honesty and integrity	44 %	34 %	58 %	68 %

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

69% of staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.
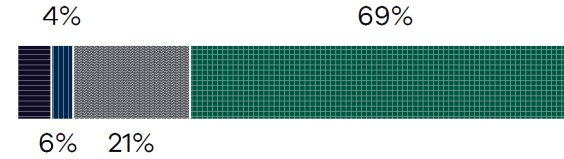
| Survey question | Your results | Benchmark agree results |

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

	You	Comparator		
	2022	Lowest	Average	Highest
People in my workgroup are politically impartial in their work	69 %	64 %	72 %	77 %
My workgroup acts fairly and without bias	64 %	61 %	68 %	73 %

People in my workgroup are politically impartial in their work: 4%, 6%, 21%, 69%

My workgroup acts fairly and without bias: 18%, 1%, 17%, 64%
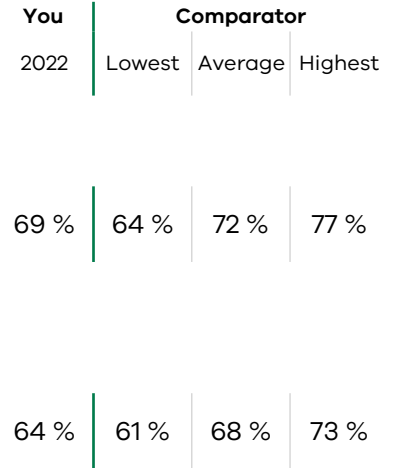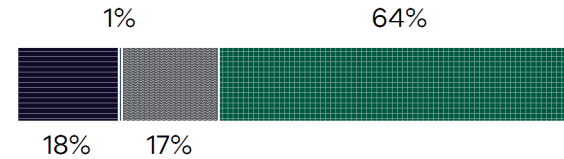
Public sector values

Accountability 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

86% of staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve it's goals'.
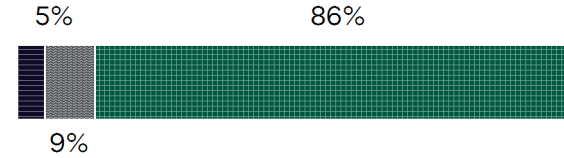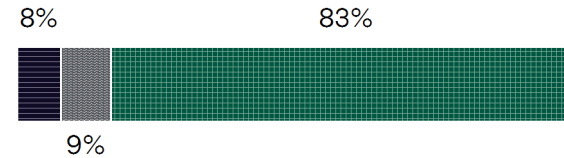
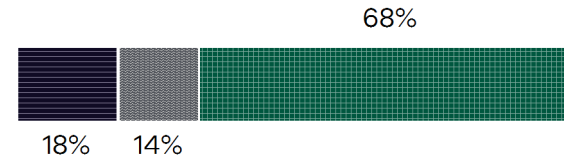| Survey question	Your results	Benchmark agree results

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

	You 2022	Comparator Lowest	Comparator Average	Comparator Highest

I understand how my job helps my organisation achieve it's goals — 5%, 86%, 9%
Benchmark: 86 % | 85 % | 89 % | 92 %

I clearly understand what I am expected to do in this job — 8%, 83%, 9%
Benchmark: 83 % | 82 % | 88 % | 91 %

My workgroup has clear lines of responsibility — 68%, 18%, 14%
Benchmark: 68 % | 63 % | 73 % | 77 %

My workgroup uses its resources well — 1%, 64%, 17%, 19%
Benchmark: 64 % | 60 % | 68 % | 76 %

Victorian Public Sector Commission

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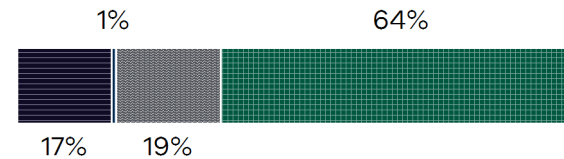
Public sector values

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.

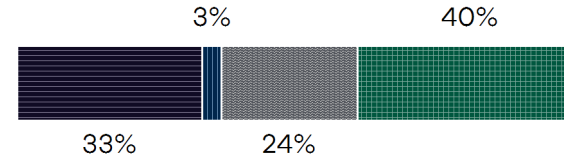Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

40% of staff who did the survey agreed or strongly agreed with 'Senior leaders provide clear strategy and direction'.

Survey question	Your results	Benchmark agree results

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

Survey question	Your results			
	Disagree	Don't know	Neither agree nor disagree	Agree
Senior leaders provide clear strategy and direction	33%	3%	24%	40%

	You	Comparator		
	2022	Lowest	Average	Highest
Senior leaders provide clear strategy and direction	40 %	32 %	55 %	63 %
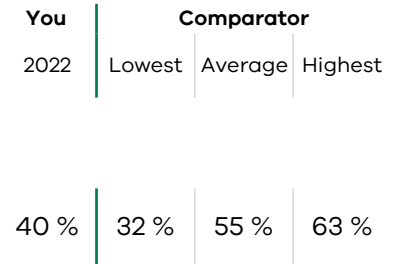
Public sector values

Respect 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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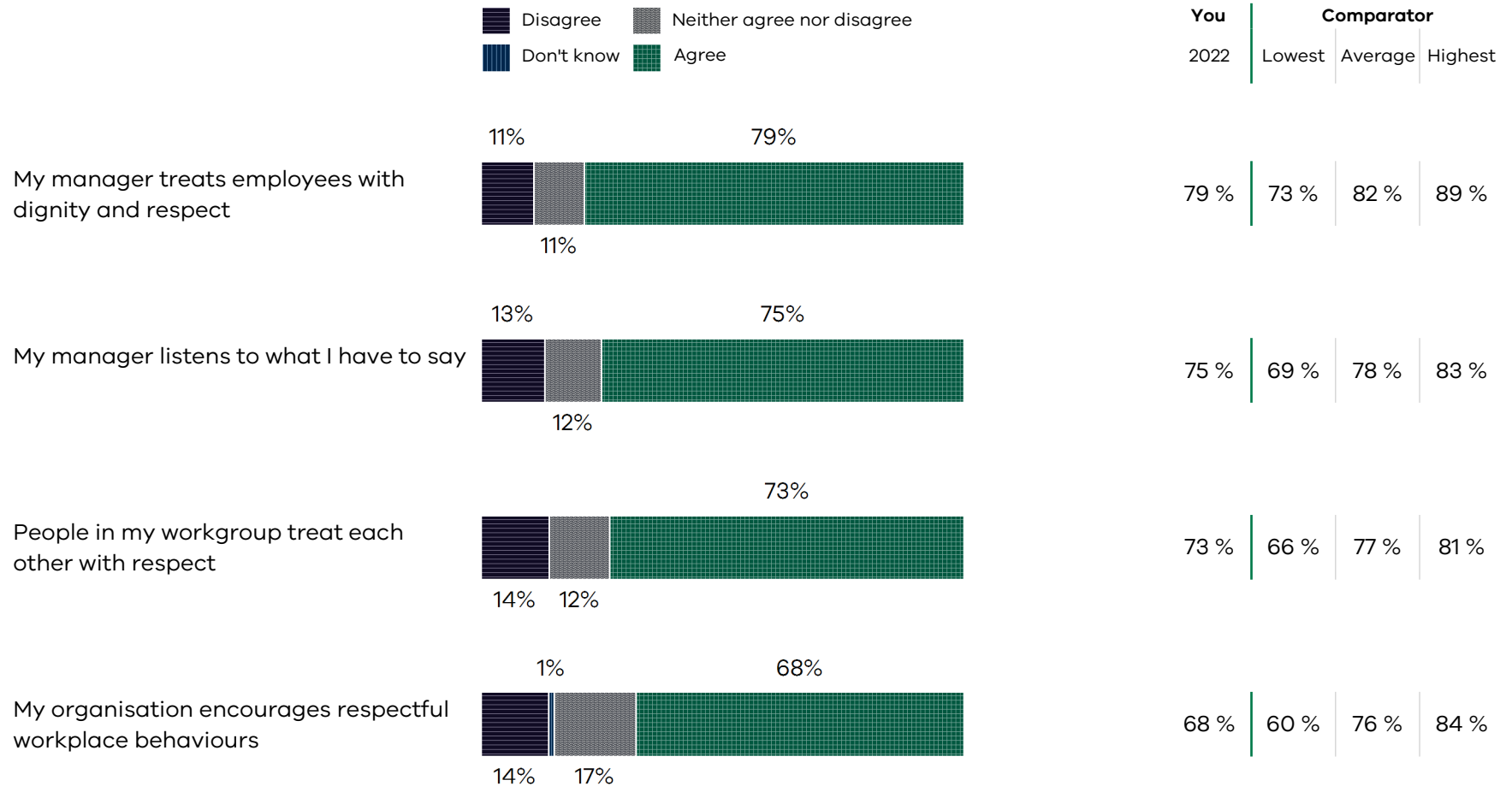
Example

79% of staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

Survey question	Your results	Benchmark agree results

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

	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager treats employees with dignity and respect — 11% / 11% / 79%	79 %	73 %	82 %	89 %
My manager listens to what I have to say — 13% / 12% / 75%	75 %	69 %	78 %	83 %
People in my workgroup treat each other with respect — 14% / 12% / 73%	73 %	66 %	77 %	81 %
My organisation encourages respectful workplace behaviours — 14% / 1% / 17% / 68%	68 %	60 %	76 %	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

47% of staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.

Survey question

Your results

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

My organisation takes steps to eliminate bullying, harassment and discrimination

25% 4% 24% 47%

Benchmark agree results

	You	Comparator		
	2022	Lowest	Average	Highest
My organisation takes steps to eliminate bullying, harassment and discrimination	47 %	36 %	58 %	69 %
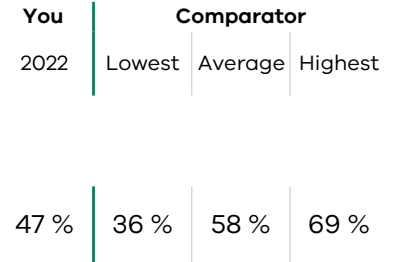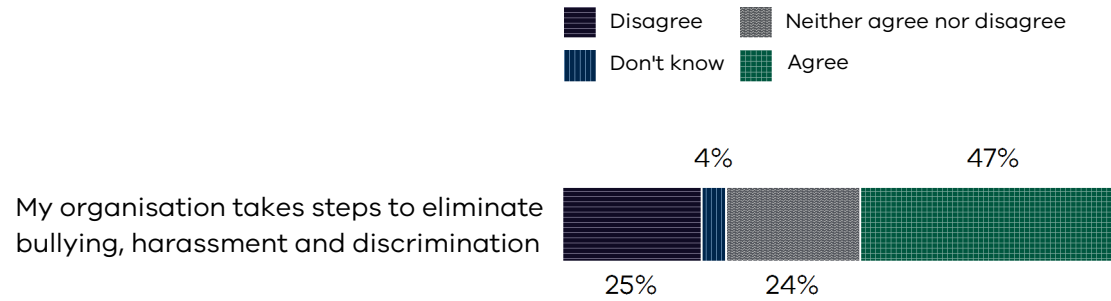
Public sector values

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.
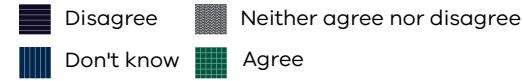
Example

76% of staff who did the survey agreed or strongly agreed with 'My manager models my organisation's values'.
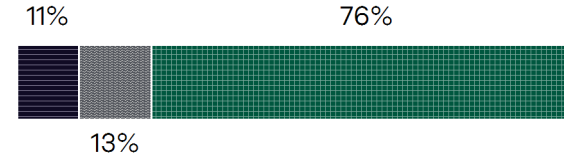
Survey question	Your results	Benchmark agree results

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

	You	Comparator		
	2022	Lowest	Average	Highest
My manager models my organisation's values	76 %	71 %	79 %	85 %
Senior leaders model my organisation's values	44 %	38 %	58 %	70 %

My manager models my organisation's values — 11% / 13% / 76%

Senior leaders model my organisation's values — 24% / 6% / 27% / 44%
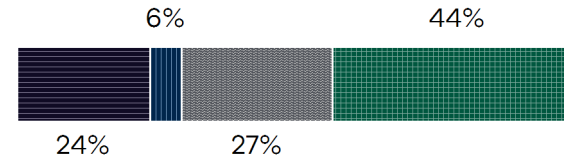
Public sector values

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

76% of staff who did the survey agreed or strongly agreed with 'I understand how the Charter of Human Rights and Responsibilities applies to my work'.

| Survey question | Your results | Benchmark agree results |

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

	You 2022	Comparator Lowest	Average	Highest

I understand how the Charter of Human Rights and Responsibilities applies to my work
8% / 17% / 76%
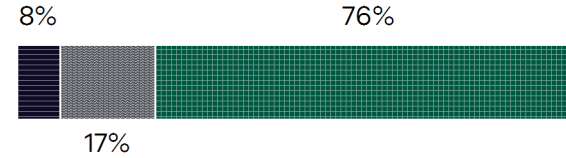
| | 76 % | 70 % | 76 % | 85 % |
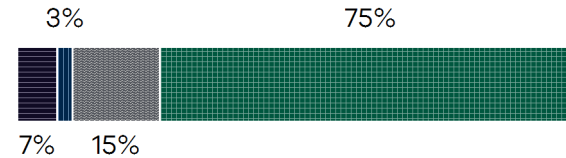
My organisation encourages employees to act in ways that are consistent with human rights
3% / 7% / 15% / 75%

| | 75 % | 67 % | 81 % | 87 % |

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

Demographics

Age, gender, variations in sex characteristics and sexual orientation

What this is

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

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

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

Age	(n)	%
15-34 years	261	22%
35-54 years	585	49%
55+ years	287	24%
Prefer not to say	61	5%

How would you describe your gender?	(n)	%
Woman	890	75%
Man	213	18%
Prefer not to say	86	7%
Non-binary and I use a different term	5	0%

Are you trans, non-binary or gender diverse?	(n)	%
Yes	12	1%
No	1092	91%
Prefer not to say	90	8%

To your knowledge, do you have innate variation(s) of sex characteristics (often called intersex)?*	(n)	%
Yes	4	0%
No	1081	91%
Don't know	35	3%
Prefer not to say	74	6%

How do you describe your sexual orientation?	(n)	%
Straight (heterosexual)	991	83%
Prefer not to say	139	12%
Gay or lesbian	22	2%
Bisexual	14	1%
Pansexual	11	1%
I use a different term	10	1%
Don't know	5	0%
Asexual	2	0%

Demographics

Aboriginal and/or Torres Strait Islander employees

What this is

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

Why this is important

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

How to read this

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

How we protect anonymity and privacy

To protect you, we:
- 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.

Aboriginal and/or Torres Strait Islander	(n)	%
Yes	17	1%
Non Aboriginal and/or Torres Strait Islander	1123	94%
Prefer not to say	54	5%

Identified as Aboriginal and/or Torres Strait Islander on your organisations HR system?*	(n)	%
Yes	8	47%
No	4	24%
Don't know	4	24%
Prefer not to say	1	6%

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	**70**	6%
No	**1054**	88%
Prefer not to say	**70**	6%

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

	(n)	%
Yes	**55**	79%
No	**13**	19%
Prefer not to say	**2**	3%

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

	(n)	%
I do not require any adjustments to be made to perform my role	**4**	31%
My disability does not impact on my ability to perform my role	**3**	23%
I feel that sharing my disability information will reflect negatively on me	**3**	23%
Other	**3**	23%

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	**1027**	86%
Not born in Australia	**105**	9%
Prefer not to say	**62**	5%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Other	**32**	44%
Hindi	**11**	15%
Filipino	**6**	8%
Tamil	**5**	7%
Auslan	**4**	5%
French	**4**	5%
Sinhalese	**4**	5%
Tagalog	**4**	5%
Spanish	**3**	4%
Vietnamese	**3**	4%
German	**2**	3%
Italian	**2**	3%

Language other than English spoken with family or community	(n)	%
Yes	**73**	6%
No	**1063**	89%
Prefer not to say	**58**	5%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Mandarin	**2**	3%
Punjabi	**2**	3%
Arabic	**1**	1%
Cantonese	**1**	1%
Indonesian	**1**	1%
Urdu	**1**	1%

Demographics

What this is

This is the cultural identity and religion of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

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Cultural identity	(n)	%
Australian	**998**	84%
English, Irish, Scottish and/or Welsh	**100**	8%
Prefer not to say	**69**	6%
European (including Western, Eastern and South-Eastern Europe, and Scandinavia)	**39**	3%
Aboriginal and/or Torres Strait Islander	**19**	2%
East and/or South-East Asian	**19**	2%
South Asian	**17**	1%
Other	**11**	1%
New Zealander	**6**	1%
Central Asian	**6**	1%
North American	**4**	0%
African	**4**	0%
Middle Eastern	**3**	0%
Central and/or South American	**2**	0%
Maori	**1**	0%

Religion	(n)	%
No religion	**596**	50%
Christianity	**392**	33%
Prefer not to say	**131**	11%
Other	**44**	4%
Buddhism	**17**	1%
Hinduism	**9**	1%
Sikhism	**3**	0%
Islam	**1**	0%
Judaism	**1**	0%

Demographics

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

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Working arrangement	(n)	%
Full-time	**554**	46%
Part-time	**640**	54%

Gross base salary (ongoing/fixed term only)	(n)	%
Below $65k	**333**	29%
$65k to $95k	**343**	30%
$95k to $125k	**243**	21%
$125k or more	**70**	6%
Prefer not to say	**155**	14%

Organisational tenure	(n)	%
<1 year	**157**	13%
1 to less than 2 years	**130**	11%
2 to less than 5 years	**188**	16%
5 to less than 10 years	**242**	20%
10 to less than 20 years	**287**	24%
More than 20 years	**190**	16%

Management responsibility	(n)	%
Non-manager	**929**	78%
Other manager	**185**	15%
Manager of other manager(s)	**80**	7%

Employment type	(n)	%
Ongoing and executive	**1014**	85%
Fixed term	**130**	11%
Other	**50**	4%

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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Primary workplace location over the last 3 months	(n)	%
Large regional city	838	70%
Rural	338	28%
Other	12	1%
Melbourne: Suburbs	5	0%
Melbourne CBD	1	0%

What have been your main places of work over the last 3-months?	(n)	%
Your employer's office	484	41%
A frontline or service delivery location	602	50%
Home or private location	162	14%
A shared office space (where two or more organisations share the same workspace e.g. Gov hubs, suburban hubs etc.)	82	7%
Other	68	6%

Flexible work	(n)	%
No, I do not use any flexible work arrangements	454	38%
Part-time	410	34%
Flexible start and finish times	217	18%
Shift swap	161	13%
Using leave to work flexible hours	135	11%
Working from an alternative location (e.g. home, hub/shared work space)	102	9%
Study leave	77	6%
Working more hours over fewer days	58	5%
Other	32	3%
Job sharing	31	3%
Purchased leave	13	1%

Victorian Public Sector Commission

VICTORIA State Government

Demographics

Adjustments

What this is

These are adjustments staff requested to perform in their role.

Why this is important

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

How to read this

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

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

How we protect anonymity and privacy

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Have you requested any of the following adjustments at work?*	(n)	%
No, I have not requested adjustments	815	68%
Flexible working arrangements	272	23%
Physical modifications or improvements to the workplace	108	9%
Career development support strategies	42	4%
Job redesign or role sharing	33	3%
Other	24	2%
Accessible communications technologies	12	1%

Why did you make this request?	(n)	%
Work-life balance	163	43%
Health	117	31%
Family responsibilities	115	30%
Caring responsibilities	97	26%
Other	53	14%
Study commitments	19	5%
Disability	18	5%

What was your experience with making the request?	(n)	%
The adjustments I needed were made and the process was satisfactory	240	63%
The adjustments I needed were not made	104	27%
The adjustments I needed were made but the process was unsatisfactory	35	9%

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.

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Caring responsibility	(n)	%
None of the above	**444**	37%
Primary school aged child(ren)	**246**	21%
Secondary school aged child(ren)	**209**	18%
Frail or aged person(s)	**145**	12%
Child(ren) - younger than preschool age	**117**	10%
Prefer not to say	**92**	8%
Preschool aged child(ren)	**75**	6%
Person(s) with a medical condition	**72**	6%
Person(s) with a mental illness	**63**	5%
Person(s) with disability	**60**	5%
Other	**30**	3%

Demographics

Employment categories

What is this

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

Why this is important

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

How to read this

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

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

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Which of the following categories best describes your current position?	(n)	%
Nursing Employees	**469**	39%
Management, Administration and Corporate support	**352**	30%
Allied health professional	**137**	12%
Support services	**94**	8%
Other health professional	**60**	5%
Medical Employees	**45**	4%
Personal service worker	**19**	2%
Lived experience specific worker	**14**	1%

Demographics

Primary role

What is this

This shows the primary role of your staff.

Why this is important

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

How to read this

Each demographic area shows the breakdown of responses from your survey results.
The (n) column shows the number of respondents in each category.

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Which of the following best describes the primary operational area in which you work?	(n)	%
Hospital-based services	**835**	70%
Corporate services	**121**	10%
Community-based services	**234**	20%

Is your primary work role in one of the following areas?	(n)	%
Aged care	**134**	11%
Critical care	**33**	3%
Drug and alcohol	**2**	0%
Emergency	**52**	4%
Maternity care	**21**	2%
Medical	**91**	8%
Mental health	**86**	7%
Mixed medical/surgical	**61**	5%
Neonatal care	**4**	0%
Palliative care	**14**	1%
Paediatrics	**10**	1%
Peri-operative	**33**	3%
Rehabilitation	**57**	5%
Surgical	**25**	2%
Other	**285**	24%
Administration	**282**	24%

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