People matter survey wellbeing check 2022

Have your say

Heathcote Health
2022 people matter survey results report

Victorian Public Sector Commission

VICTORIA State Government

People matter survey
wellbeing check 2022

Have your say

Overview

Report overview

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

Result summary

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

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

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Custom questions

- Questions requested by your organisation

Demographics

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

Report overview

About your report

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

Report contents

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

Comparing data in this report

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

This means you'll be able to compare about 78% of this year's survey with your previous results.

Rounding of percentages

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

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

Survey questions and definitions

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

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- Work-related stress causes
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- Bullying
- Sexual harassment
- Discrimination
- Violence and aggression

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- Taking action questions

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- Senior leadership questions

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

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

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

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'.

Beaufort and Skipton Health Service

Boort District Health

Cohuna District Hospital

Corryong Health

East Wimmera Health Service

Hesse Rural Health Service

Inglewood and Districts Health Service

Kerang District Health

Kilmore and District Hospital

Mallee Track Health and Community Service

Mansfield District Hospital

Omeo District Health

Tallangatta Health Service

Timboon and District Healthcare Service

Report overview

Your response rate

What this is

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

Why this is important

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

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

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

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

How to read this

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

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

2021		2022	
60%		**57%**	
(81)		**(81)**	
Comparator	51%	Comparator	49%
Public Sector	39%	Public Sector	52%

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People outcomes

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- Scorecard: negative behaviour
- Bullying
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- Discrimination
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- Lowest scoring
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- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

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

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Custom questions

- Questions requested by your organisation

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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	
75		**76**	
Comparator	75	Comparator	71
Public Sector	70	Public Sector	69

People outcomes

Engagement question results 1 of 2

What this is

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

Your organisation's engagement index

Your 2022 index is 76.

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.
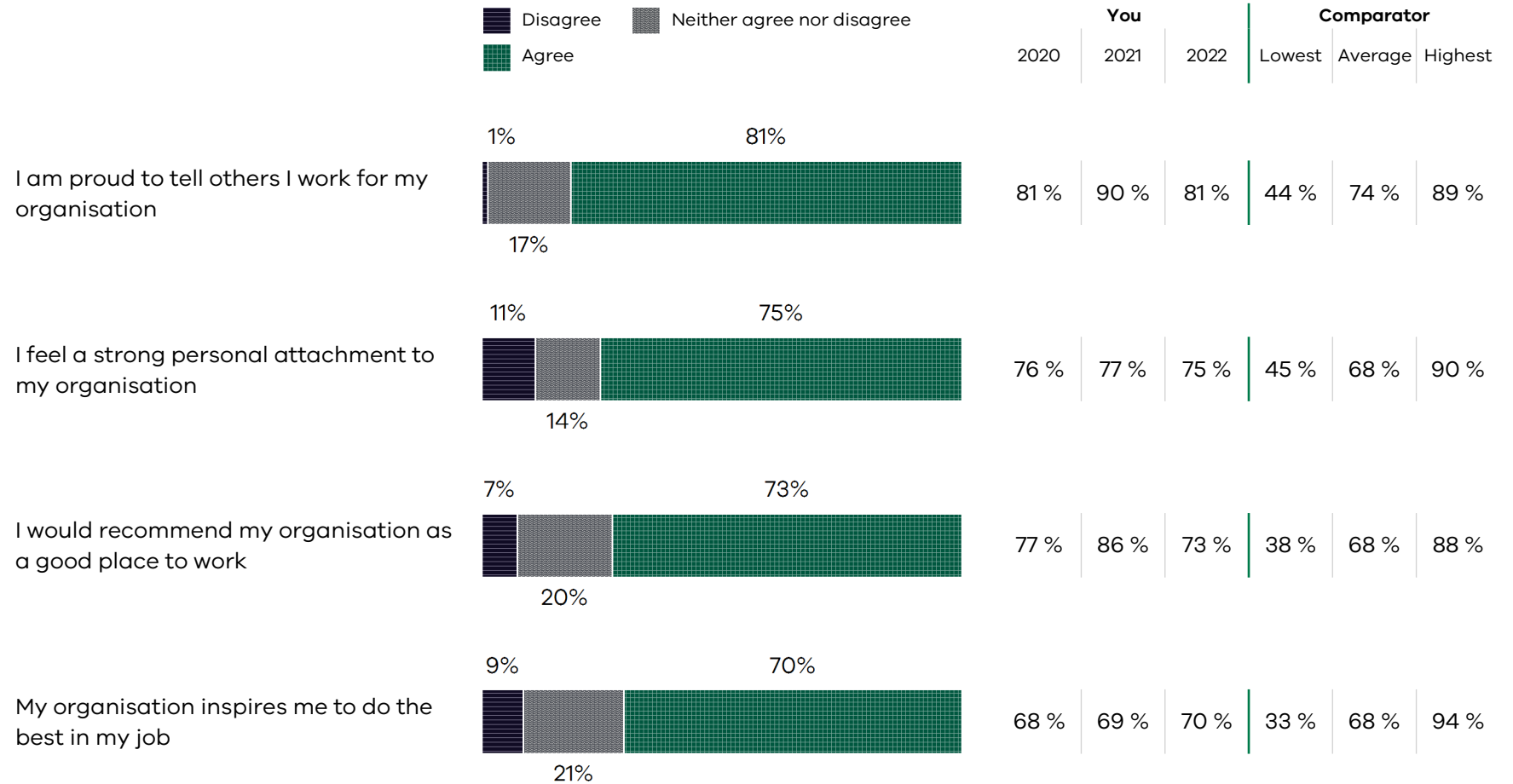
Example

81% 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	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I am proud to tell others I work for my organisation	1% / 17% / 81%	81 %	90 %	81 %	44 %	74 %	89 %
I feel a strong personal attachment to my organisation	11% / 14% / 75%	76 %	77 %	75 %	45 %	68 %	90 %
I would recommend my organisation as a good place to work	7% / 20% / 73%	77 %	86 %	73 %	38 %	68 %	88 %
My organisation inspires me to do the best in my job	9% / 21% / 70%	68 %	69 %	70 %	33 %	68 %	94 %

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 76.

Why this is important

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

How to read this

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

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

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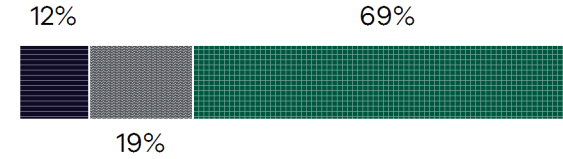
Example

69% of your staff who did the survey agreed or strongly agreed with 'My organisation motivates me to help achieve its objectives'.
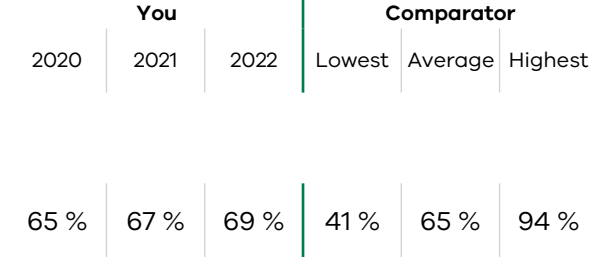
Survey question

Your results

Benchmark agree results

Disagree   Neither agree nor disagree

Agree

Survey question	Your results		You			Comparator		
		2020	2021	2022		Lowest	Average	Highest
My organisation motivates me to help achieve its objectives	12% / 19% / 69%	65 %	67 %	69 %		41 %	65 %	94 %

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.
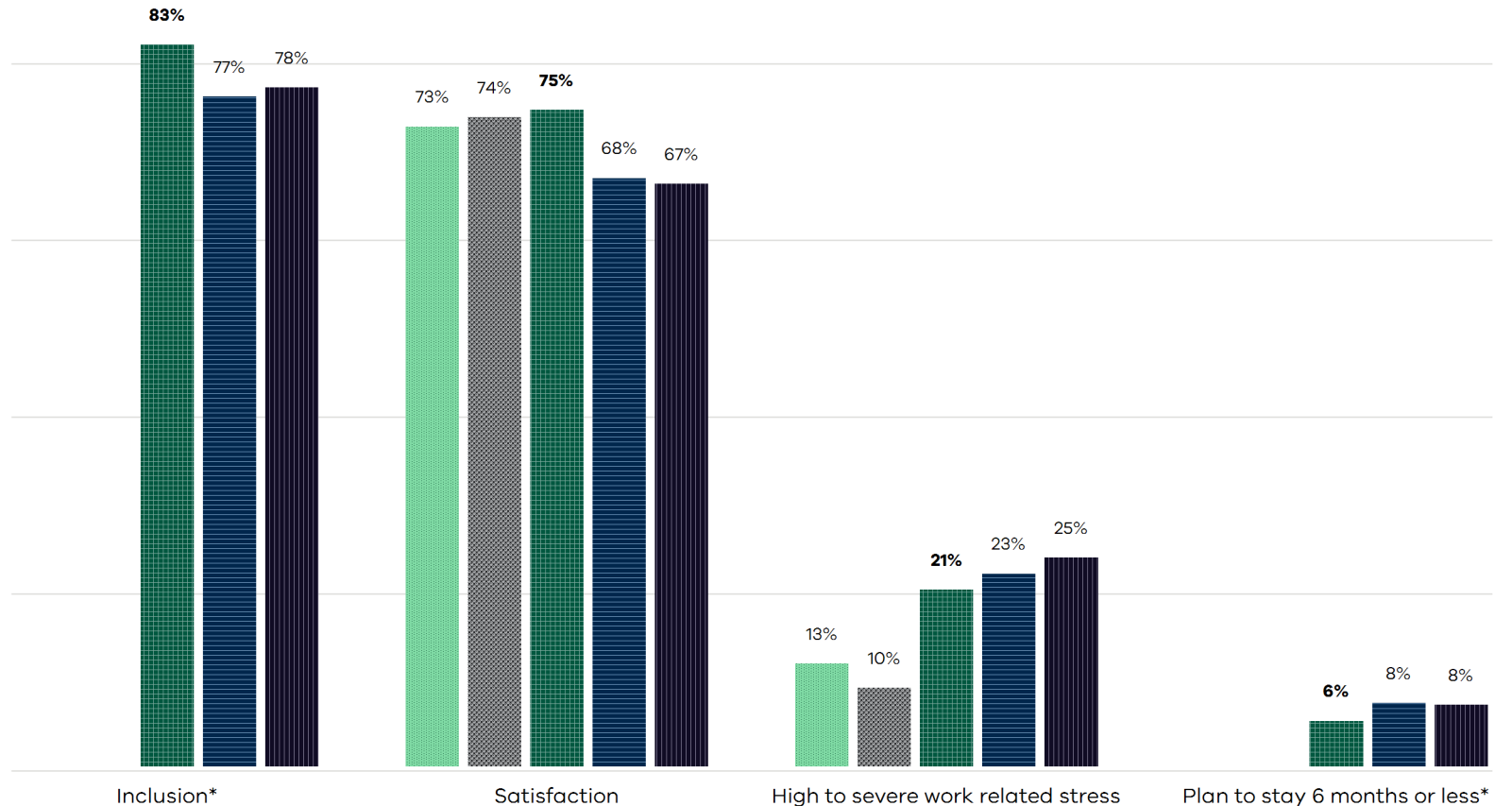
Example

In 2022:

- 83% of your staff who did the survey responded positively to questions about Inclusion.

Compared to:

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

	Inclusion*	Satisfaction	High to severe work related stress	Plan to stay 6 months or less*
You 2020		73%	13%	
You 2021		74%	10%	
You 2022	83%	75%	21%	6%
Comparator 2022	77%	68%	23%	8%
Public sector 2022	78%	67%	25%	8%

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

Legend: You 2020, You 2021, You 2022, Comparator 2022, Public sector 2022

People outcomes

Satisfaction question results

What this is

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

Why this is important

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

How to read this

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

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

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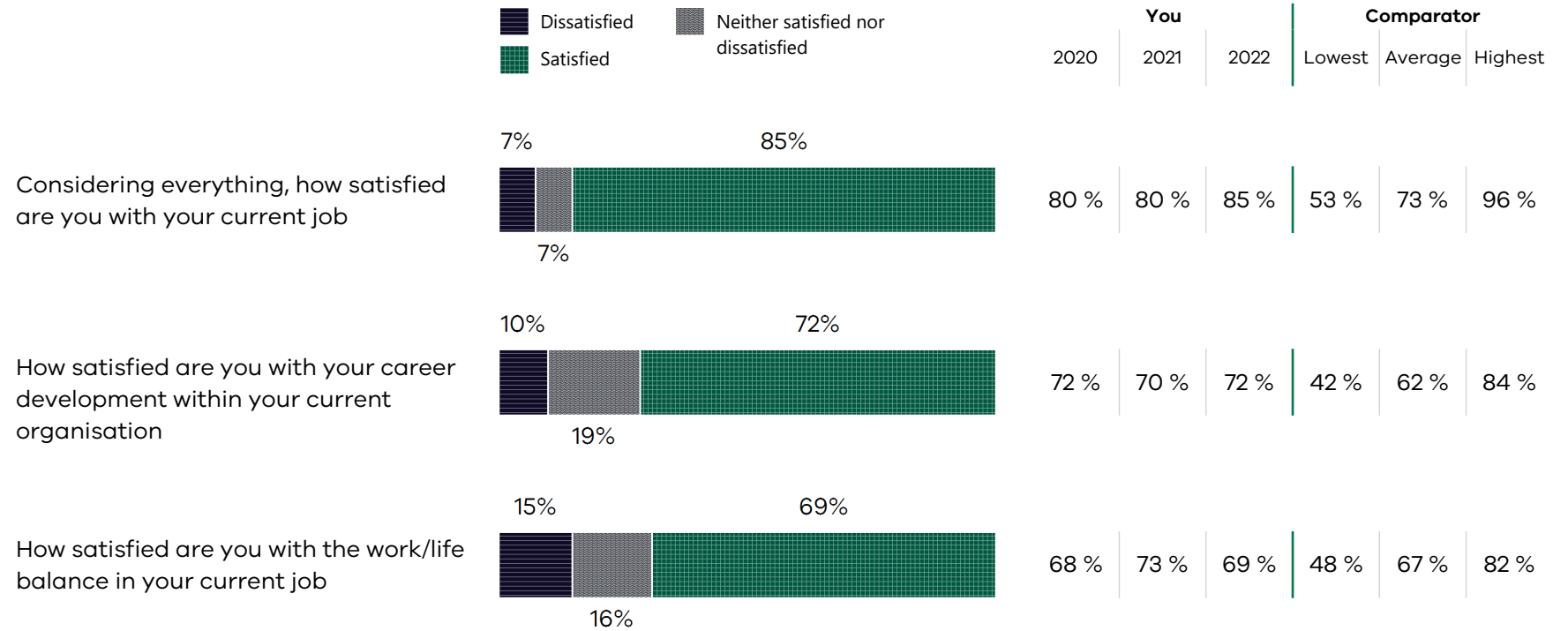
Example

85% 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						

Legend: Dissatisfied · Neither satisfied nor dissatisfied · Satisfied

	Your results	**Benchmark satisfied results**					
Survey question		**You**			**Comparator**		
		2020	2021	2022	Lowest	Average	Highest
Considering everything, how satisfied are you with your current job	7% · 7% · 85%	80 %	80 %	85 %	53 %	73 %	96 %
How satisfied are you with your career development within your current organisation	10% · 19% · 72%	72 %	70 %	72 %	42 %	62 %	84 %
How satisfied are you with the work/life balance in your current job	15% · 16% · 69%	68 %	73 %	69 %	48 %	67 %	82 %

People outcomes

Work-related stress levels

What this is

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

Why this is important

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

How to read this

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

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

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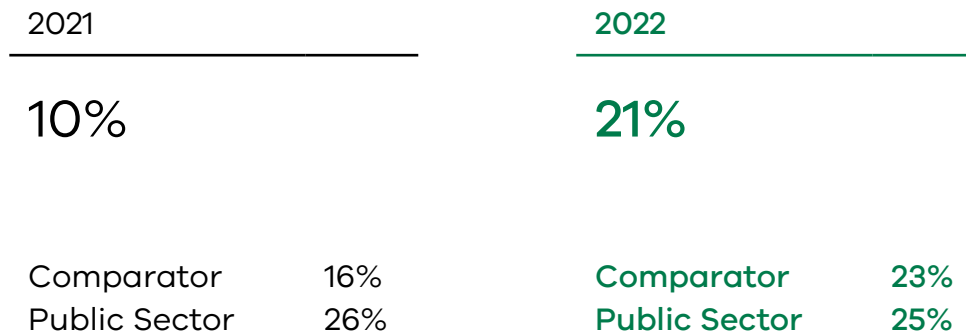
Example

21% of your staff who did the survey said they had high to severe stress in 2022. This is compared to 23% 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	22%
Low / mild	40%
Moderate	17%
High	12%
Very high	5%
Severe	4%
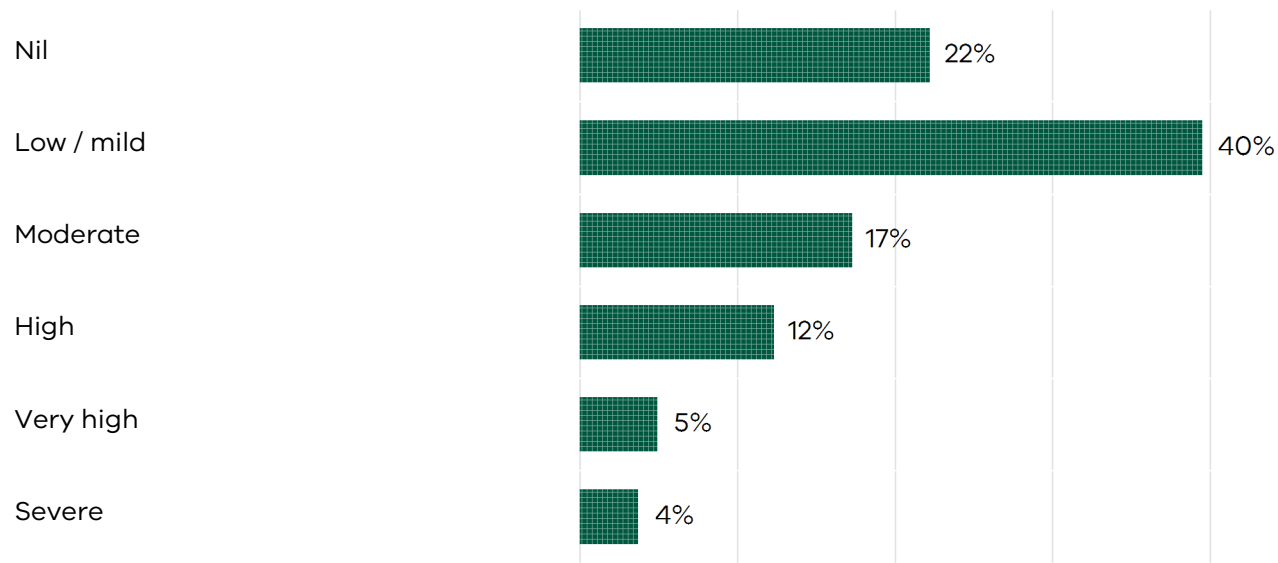
Reported levels of high to severe stress

2021		2022	
10%		**21%**	
Comparator	16%	Comparator	23%
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

78% of your staff who did the survey said they experienced mild to severe stress.

Of that 78%, 56% said the top reason was 'Time pressure'.

	63	18
	78%	22%

■ Experienced some work-related stress   ■ Did not experience some work-related stress

Of those that experienced work related stress it was from …	You 2021	You 2022	Comparator 2022	Public sector 2022
Time pressure	41%	56%	41%	44%
Workload	39%	51%	51%	51%
Other changes due to COVID-19	23%	21%	20%	7%
Competing home and work responsibilities	14%	19%	14%	14%
Social environment (e.g. relationships with colleagues, manager and/or senior leaders)	13%	11%	16%	10%
Work schedule or hours	7%	11%	9%	6%
Management of work (e.g. supervision, training, information, support)	13%	10%	10%	12%
Other	6%	10%	11%	9%
Content, variety, or difficulty of work	9%	6%	7%	11%
Incivility, bullying, harassment or discrimination	7%	6%	10%	5%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Intention to stay

What this is

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

Why this is important

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

How to read this

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

Example

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

Employees plan to work at your organisation for …	You 2022	Comparator 2022	Public sector 2022
6 months or less	6%	8%	8%
Over 6 months and up to 1 year	9%	8%	10%
Over 1 year and up to 3 years	20%	19%	25%
Over 3 years and up to 5 years	12%	16%	16%
Over 5 years	53%	48%	41%

People outcomes

Inclusion question results

What this is

This is how included staff feel in their workplace.

Why this is important

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

How to read this

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

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

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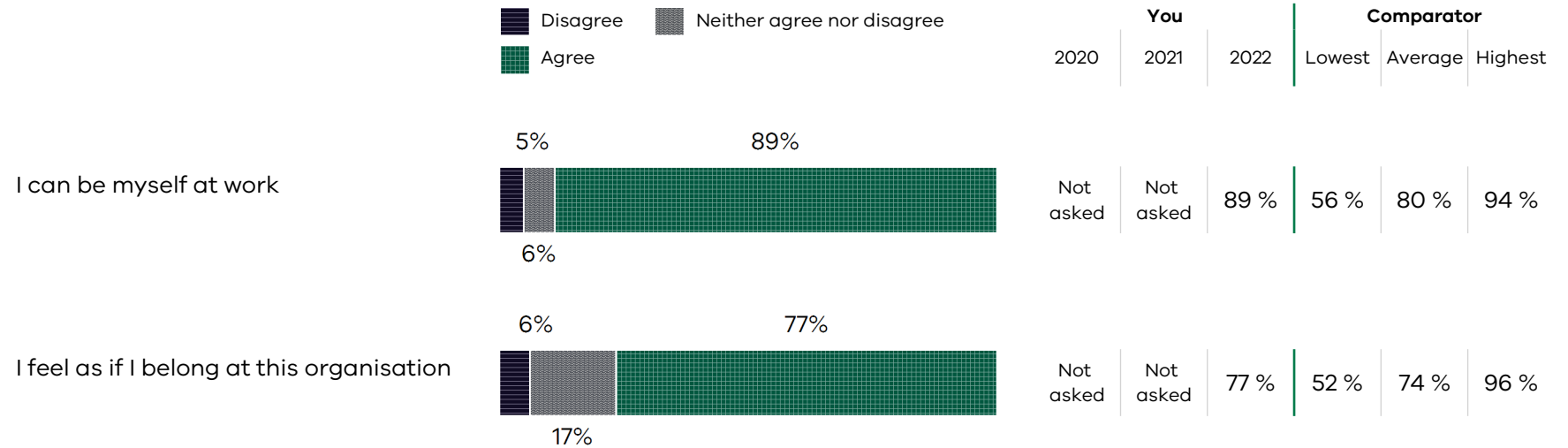
Example

89% of your staff who did the survey agreed or strongly agreed with 'I can be myself at work'.

Survey question	Your results							

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

Survey question	Your results	Benchmark agree results					
		You				**Comparator**	
		2020	2021	2022	Lowest	Average	Highest
I can be myself at work	5% / 6% / 89%	Not asked	Not asked	89 %	56 %	80 %	94 %
I feel as if I belong at this organisation	6% / 17% / 77%	Not asked	Not asked	77 %	52 %	74 %	96 %

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 caring responsibilities'.

Staff who experienced one or more barriers to success at work

19	62
23%	77%

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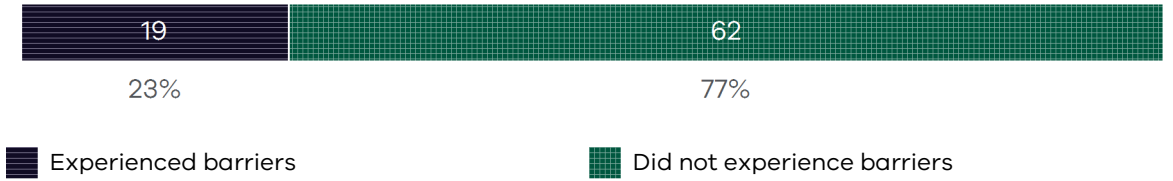
During the last 12 months, employees experienced barriers to their success due to …	You 2022	Comparator 2022	Public sector 2022
My caring responsibilities	9%	6%	7%
My mental health	9%	5%	7%
My age	5%	6%	8%
My physical health	5%	5%	4%
My disability	2%	1%	1%
Other	2%	3%	4%
My physical features	1%	1%	1%

People outcomes

Scorecard: emotional effects of work

What this is

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

Why this is important

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

How to read this

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

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

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

Example

In 2022:

- 69% of your staff who did the survey said work made them feel happy in 2022, which is up from 62% in 2021

Compared to:

- 64% of staff at your comparator and 54% of staff across the public sector.

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

Legend: You 2020 | You 2021 | You 2022 | Comparator 2022 | Public sector 2022

Happy: 71%, 62%, **69%**, 64%, 54%
Enthusiastic: 59%, 47%, **58%**, 55%, 49%
Worried: 19%, 22%, **26%**, 31%, 31%
Miserable: 11%, 11%, **17%**, 20%, 17%

Victorian Public Sector Commission

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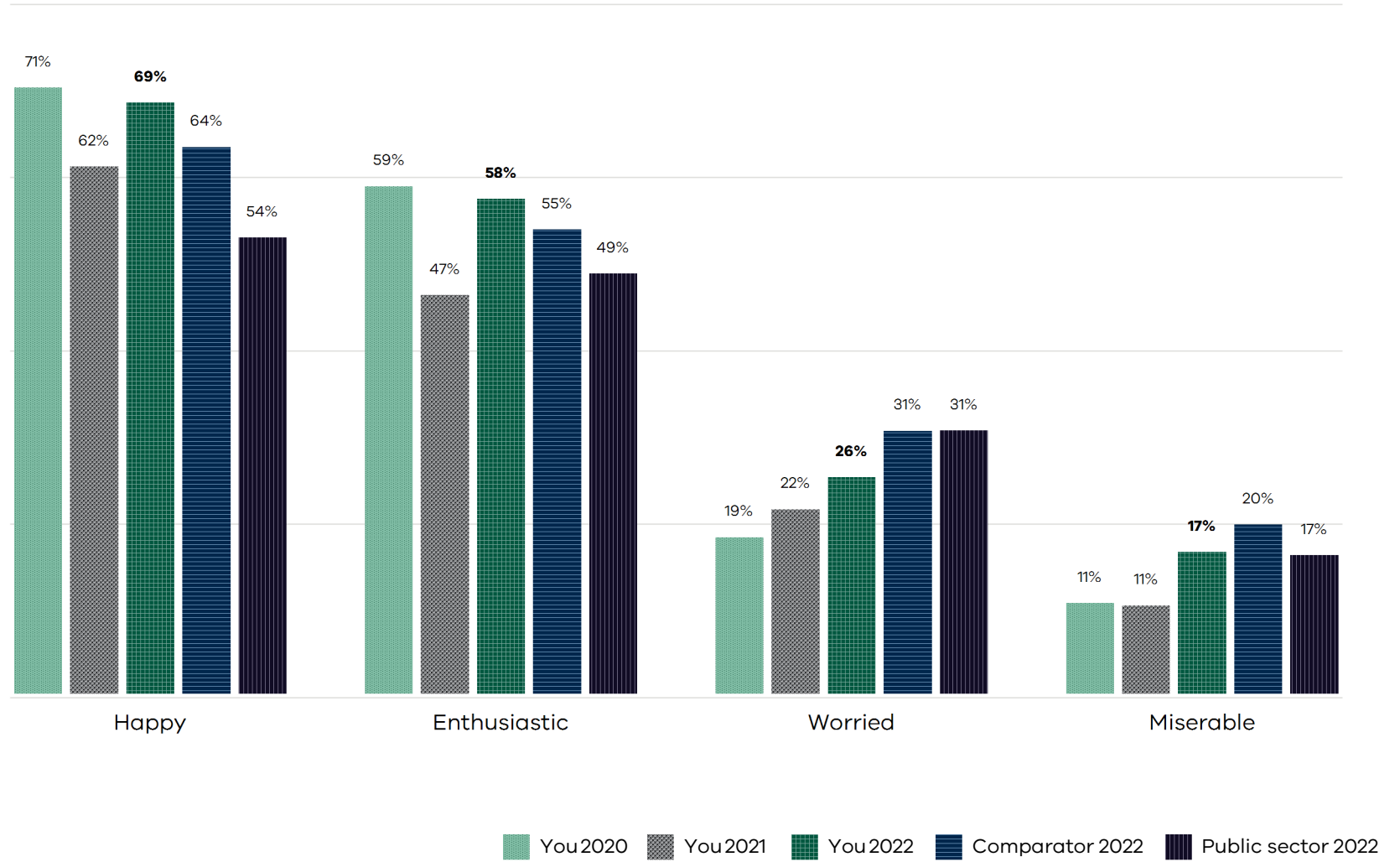
People outcomes

Scorecard: negative behaviours

What this is

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

Why this is important

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

How to read this

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

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

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

Example

In 2022:

- 19% of your staff who did the survey stated they experienced ' Violence or aggression' in the last 12 months which is the same as 2021.

Compared to:

- 23% of staff at your comparator and 10% of staff across the public sector.

Legend: You 2020 | You 2021 | You 2022 | Comparator 2022 | Public sector 2022

Violence or aggression: 15%, 19%, **19%**, 23%, 10%
Bullying: 19%, 16%, **6%**, 20%, 11%
Sexual harassment: 4%, 1%, **4%**, 6%, 4%
Discrimination: 3%, 5%, **2%**, 5%, 5%
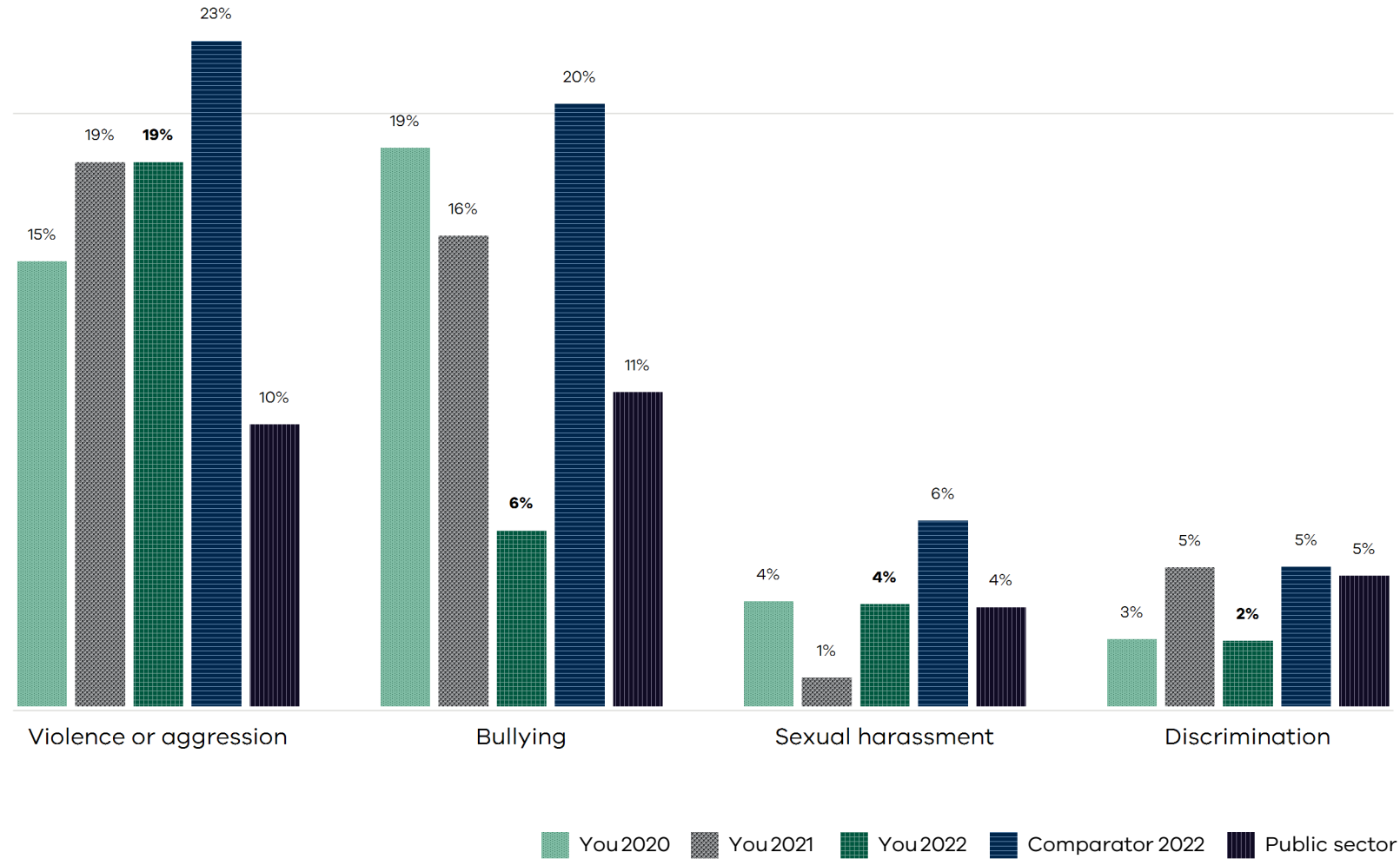
People outcomes

Bullying

What this is

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

Why this is important

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

Why there is no data here

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

We do this to protect the respondents.

People outcomes

Sexual harassment

What this is

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

Why this is important

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

Why there is no data here

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

We do this to protect the respondents.

People outcomes

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.

Why there is no data here

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

We do this to protect the respondents.

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

19% of your staff who did the survey said they experienced violence or aggression.

Of that 19%, 80% said it was from 'Abusive language'.

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

15	62	4
19%	77%	5%

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

If you experienced violence or aggression, what type did you experience?	**You 2021**	**You 2022**	**Comparator 2022**	**Public sector 2022**
Abusive language	73%	80%	78%	73%
Physical assault (e.g. spitting, hitting, punching, pushing, tripping, grabbing, throwing objects)	33%	40%	33%	14%
Intimidating behaviour	33%	33%	58%	69%
Threats of violence	7%	20%	23%	27%
Other	7%	13%	4%	6%
Stalking, including cyber-stalking	0%	7%	1%	2%

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

19% of your staff who did the survey said they experienced violence or aggression, fo which

- 33% said the top way they reported the violence or agression was 'Submitted a formal incident report'
- 67% said they didn't submit a formal incident report.

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

15	62	4
19%	77%	5%

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

Did you tell anyone about the incident?	You 2021	You 2022	Comparator 2022	Public sector 2022
Submitted a formal incident report	27%	33%	44%	26%
Told a colleague	40%	33%	44%	44%
Told a manager	27%	33%	56%	59%
Told the person the behaviour was not OK	53%	27%	32%	26%
I did not tell anyone about the incident(s)	7%	7%	4%	8%
Told a friend or family member	20%	7%	14%	20%
Told Human Resources	7%	7%	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

67% of your staff who experienced violence or aggression did not submit a formal incident report, of which:

- 40% said the top reason was 'Other'.

Did you submit a formal incident report?

5	10
33%	67%
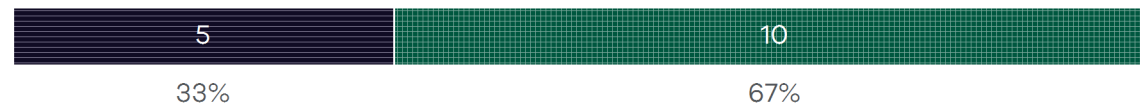
■ Submitted formal incident report ■ Did not submit a formal incident report

What was your reason for not submitting a formal incident report?	You 2021	You 2022	Comparator 2022	Public sector 2022
Other	45%	40%	25%	19%
I didn't need to because I made the violence or aggression stop	27%	30%	8%	14%
I believed there would be negative consequences for the person I was going to complain about	0%	10%	3%	4%
I didn't think it was serious enough	55%	10%	28%	31%
I didn't think it would make a difference	27%	10%	39%	39%
I was advised not to	0%	10%	2%	3%

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

19% of your staff who did the survey said they experienced violence or aggression.

Of that 19%, 80% said it was 'Client/ customer/ patient/ stakeholder'.

15 people (19% of staff) experienced violence or aggression (You2022)

Perpetrator	Percentage
Client/ customer/ patient/ stakeholder	80%
Member of the public	13%
Colleague	7%
A manager or supervisor	0%
A volunteer with my organisation	0%
An executive, senior leader or the head of your organisation	0%
Group of colleagues	0%
Member of your household	0%

People matter survey

wellbeing check 2022

Have your say

Overview

Result summary

Report overview

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

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

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

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Custom questions

- Questions requested by your organisation

Demographics

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

Key differences

What this is

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

How to read this

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

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

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

Example

On the first row 'Meaningful work', the 'You 2022' column shows 99% of your staff agreed with 'I can make a worthwhile contribution at work'.
This question was not asked in 2021.

Question group	Highest scoring questions	You 2022	Change from 2021	Comparator 2022
Meaningful work	I can make a worthwhile contribution at work	99%	Not asked in 2021	93%
Job enrichment	I clearly understand what I am expected to do in this job	95%	+6%	89%
Job enrichment	I can use my skills and knowledge in my job	94%	Not asked in 2021	91%
Job enrichment	I understand how my job helps my organisation achieve it's goals	94%	Not asked in 2021	91%
Meaningful work	I achieve something important through my work	94%	+2%	92%
Job enrichment	I have the authority to do my job effectively	93%	+1%	80%
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	91%	-4%	87%
Safe to speak up	I feel culturally safe at work	91%	+6%	83%
Inclusion	I can be myself at work	89%	Not asked in 2021	80%
Collaboration	I am able to work effectively with others outside my immediate workgroup	88%	-4%	87%

Victorian Public Sector Commission

VICTORIA State Government

Key differences

Lowest scoring questions

What this is

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

How to read this

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

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

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

Example

On the first row 'Taking action', the 'You 2022' column shows 35% of your staff agreed with 'My organisation has made improvements based on the survey results from last year'.
This question was not asked in 2021.

Question subgroup	Lowest scoring questions	You 2022	Change from 2021	Comparator 2022
Taking action	My organisation has made improvements based on the survey results from last year	35%	Not asked in 2021	38%
Learning and development	My organisation places a high priority on the learning and development of staff	53%	-10%	64%
Organisational integrity	I believe the promotion processes in my organisation are fair	56%	Not asked in 2021	52%
Safety climate	All levels of my organisation are involved in the prevention of stress	56%	0%	49%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	56%	-7%	51%
Innovation	My workgroup learns from failures and mistakes	56%	-17%	69%
Collaboration	Workgroups across my organisation willingly share information with each other	57%	-2%	61%
Taking action	I believe my organisation will make improvements based on the results of this survey	57%	Not asked in 2021	56%
Innovation	My workgroup is quick to respond to opportunities to do things better	57%	-20%	67%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	58%	+0%	56%

Victorian Public Sector Commission

VICTORIA State Government

Key differences

Most improved

What this is

This is where staff feel their organisation has most improved.

How to read this

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

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

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

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

Example

On the first row 'Learning and development', the 'You 2022' column shows 68% of your staff agreed with 'I am satisfied with the way my learning and development needs have been addressed in the last 12 months'.

In the 'Increase from 2021' column, you have a 16% increase, which is a positive trend.

Question group	Most improved from last year	You 2022	Increase from 2021	Comparator 2022
Learning and development	I am satisfied with the way my learning and development needs have been addressed in the last 12 months	68%	+16%	61%
Patient safety climate	This health service does a good job of training new and existing staff	60%	+10%	57%
Job enrichment	I clearly understand what I am expected to do in this job	95%	+6%	89%
Safe to speak up	I feel culturally safe at work	91%	+6%	83%
Safe to speak up	I feel safe to challenge inappropriate behaviour at work	74%	+6%	66%
Satisfaction	Considering everything, how satisfied are you with your current job	85%	+5%	73%
Learning and development	I am developing and learning in my role	74%	+5%	74%
Patient safety climate	The culture in my work area makes it easy to learn from the errors of others	68%	+4%	62%
Patient safety climate	Trainees in my discipline are adequately supervised	67%	+4%	61%
Organisational integrity	My organisation does not tolerate improper conduct	78%	+4%	70%

Key differences

Most declined

What this is

This is where staff feel their organisation has most declined.

How to read this

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

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

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

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

Example

On the first row 'Innovation', the 'You 2022' column shows 57% of your staff agreed with 'My workgroup is quick to respond to opportunities to do things better'.
In the 'Decrease from 2021' column, you have a 20% decrease, which is a negative trend.

Question subgroup	Largest decline from last year	You 2022	Decrease from 2021	Comparator 2022
Innovation	My workgroup is quick to respond to opportunities to do things better	57%	-20%	67%
Innovation	My workgroup learns from failures and mistakes	56%	-17%	69%
Senior leadership	Senior leaders model my organisation's values	64%	-16%	68%
Engagement	I would recommend my organisation as a good place to work	73%	-14%	68%
Patient safety climate	Management is driving us to be a safety-centred organisation	70%	-10%	75%
Learning and development	My organisation places a high priority on the learning and development of staff	53%	-10%	64%
Engagement	I am proud to tell others I work for my organisation	81%	-9%	74%
Manager leadership	My manager demonstrates honesty and integrity	79%	-9%	80%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	56%	-7%	51%
Manager support	My manager listens to what I have to say	83%	-7%	77%

Victorian Public Sector Commission

VICTORIA State Government

Key differences

Biggest positive difference from comparator

What this is

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

How to read this

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

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

Example

On the first row 'Job enrichment', the 'You 2022' column shows 93% of your staff agreed with 'I have the authority to do my job effectively'.

The 'difference' column, shows that agreement for this question was 12 percentage points higher in your organisation than in your comparator.

Question group	Biggest positive difference from comparator	You 2022	Difference	Comparator 2022
Job enrichment	I have the authority to do my job effectively	93%	+12%	80%
Satisfaction	Considering everything, how satisfied are you with your current job	85%	+12%	73%
Flexible working	I am confident that if I requested a flexible work arrangement, it would be given due consideration	77%	+10%	66%
Satisfaction	How satisfied are you with your career development within your current organisation	72%	+9%	62%
Workgroup support	People in my workgroup work together effectively to get the job done	83%	+9%	73%
Inclusion	I can be myself at work	89%	+9%	80%
Safe to speak up	I feel safe to challenge inappropriate behaviour at work	74%	+8%	66%
Organisational integrity	My organisation is committed to earning a high level of public trust	85%	+8%	77%
Safe to speak up	I feel culturally safe at work	91%	+8%	83%
Workload	I have enough time to do my job effectively	59%	+8%	51%

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 'Innovation', the 'You 2022' column shows 56% of your staff agreed with 'My workgroup learns from failures and mistakes'.

The 'difference' column, shows that agreement for this question was 13 percentage points lower in your organisation than in your comparator.

Question subgroup	Biggest negative difference from comparator	You 2022	Difference	Comparator 2022
Innovation	My workgroup learns from failures and mistakes	56%	-13%	69%
Learning and development	My organisation places a high priority on the learning and development of staff	53%	-10%	64%
Innovation	My workgroup is quick to respond to opportunities to do things better	57%	-10%	67%
Manager support	My manager gives me feedback that helps me improve my performance	63%	-7%	70%
Quality service delivery	My workgroup uses its resources well	62%	-6%	68%
Patient safety climate	Management is driving us to be a safety-centred organisation	70%	-5%	75%
Senior leadership	Senior leaders model my organisation's values	64%	-4%	68%
Collaboration	Workgroups across my organisation willingly share information with each other	57%	-4%	61%
Meaningful work	I get a sense of accomplishment from my work	84%	-3%	87%
Taking action	My organisation has made improvements based on the survey results from last year	35%	-3%	38%

People matter survey wellbeing check 2022

Have your say

Overview

Report overview

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

Result summary

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

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

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Custom questions

- Questions requested by your organisation

Demographics

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

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

57% of your staff who did the survey agreed or strongly agreed with 'I believe my organisation will make improvements based on the results of this survey'.
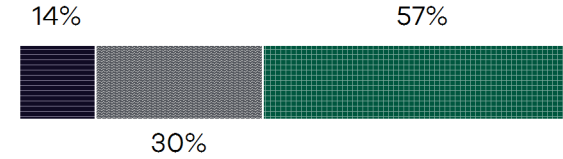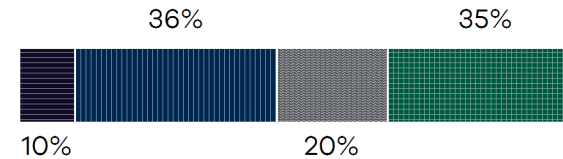
| Survey question | Your results | | | Benchmark agree results | | |

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

	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
I believe my organisation will make improvements based on the results of this survey	Not asked	Not asked	57 %	34 %	56 %	84 %
My organisation has made improvements based on the survey results from last year	Not asked	Not asked	35 %	22 %	38 %	59 %

Your results — I believe my organisation will make improvements based on the results of this survey: 14%, 30%, 57%

Your results — My organisation has made improvements based on the survey results from last year: 10%, 36%, 20%, 35%

People matter survey wellbeing check 2022

Have your say

Overview

Report overview

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

Result summary

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

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

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Custom questions

- Questions requested by your organisation

Demographics

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

Victorian Public Sector Commission

VICTORIA State Government

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.

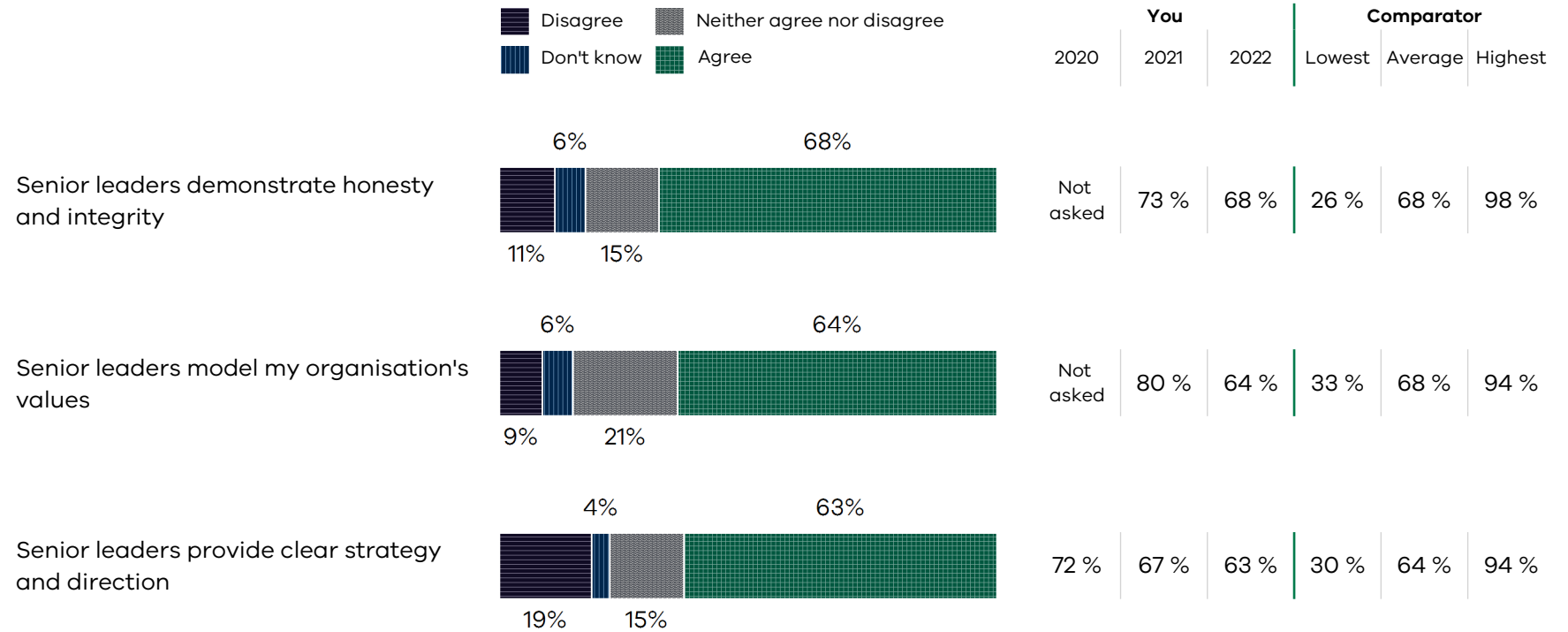Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

68% of your staff who did the survey agreed or strongly agreed with 'Senior leaders demonstrate honesty and integrity'.

Survey question — Your results — Benchmark agree results

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

Survey question	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
Senior leaders demonstrate honesty and integrity (11% Disagree, 6% Don't know, 15% Neither, 68% Agree)	Not asked	73 %	68 %	26 %	68 %	98 %
Senior leaders model my organisation's values (9% Disagree, 6% Don't know, 21% Neither, 64% Agree)	Not asked	80 %	64 %	33 %	68 %	94 %
Senior leaders provide clear strategy and direction (19% Disagree, 4% Don't know, 15% Neither, 63% Agree)	72 %	67 %	63 %	30 %	64 %	94 %

People matter survey
wellbeing check 2022

Have your say

Overview

Report overview

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

Result summary

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

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

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Custom questions

- Questions requested by your organisation

Demographics

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

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.

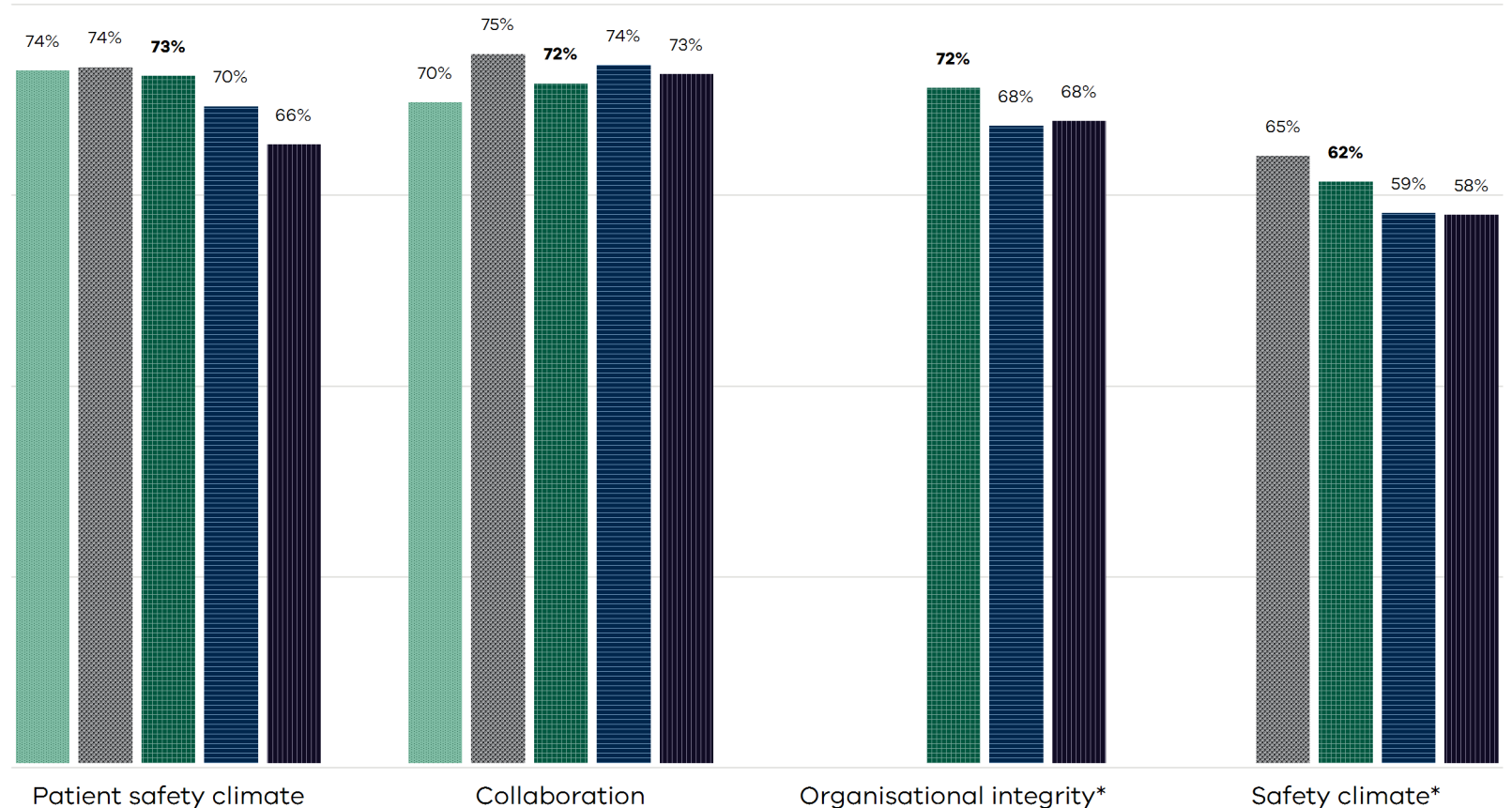Each result is the overall percentage of positive responses for your organisation, comparator and public sector.

Example

In 2022:

- 73% of your staff who did the survey responded positively to questions about Patient safety climate which is down from 74% in 2021.

Compared to:

- 70% of staff at your comparator and 66% of staff across the public sector.

Patient safety climate: 74%, 74%, **73%**, 70%, 66%
Collaboration: 70%, 75%, **72%**, 74%, 73%
Organisational integrity*: **72%**, 68%, 68%
Safety climate*: 65%, **62%**, 59%, 58%

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

Legend: You 2020 | You 2021 | You 2022 | Comparator 2022 | Public sector 2022

Organisational climate

Organisational integrity 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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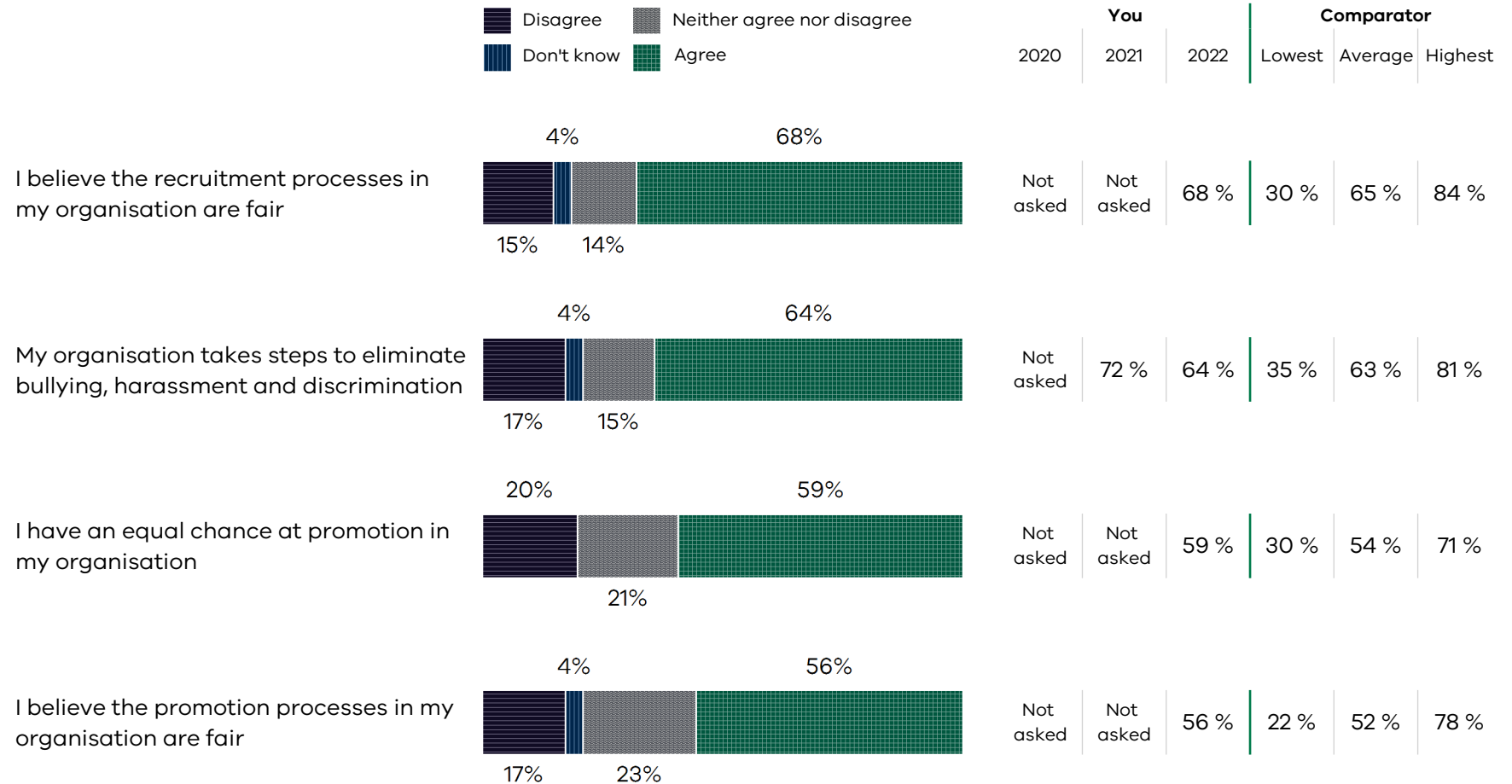
Example

86% of your staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.

Survey question | Your results | Benchmark agree results

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

Survey question	Your results		You			Comparator		
		2020	2021	2022		Lowest	Average	Highest
My organisation encourages employees to act in ways that are consistent with human rights	1% ... 86% / 4% 9%	Not asked	84 %	86 %		52 %	83 %	98 %
My organisation is committed to earning a high level of public trust	1% ... 85% / 2% 11%	Not asked	88 %	85 %		47 %	77 %	92 %
My organisation does not tolerate improper conduct	12% ... 78% / 10%	Not asked	74 %	78 %		48 %	70 %	90 %
My organisation encourages respectful workplace behaviours	1% ... 78% / 9% 12%	Not asked	80 %	78 %		52 %	78 %	98 %

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

68% 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 | Neither agree nor disagree | Don't know | Agree

Survey question		You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
I believe the recruitment processes in my organisation are fair	15% / 4% / 14% / 68%	Not asked	Not asked	68 %	30 %	65 %	84 %
My organisation takes steps to eliminate bullying, harassment and discrimination	17% / 4% / 15% / 64%	Not asked	72 %	64 %	35 %	63 %	81 %
I have an equal chance at promotion in my organisation	20% / 21% / 59%	Not asked	Not asked	59 %	30 %	54 %	71 %
I believe the promotion processes in my organisation are fair	17% / 4% / 23% / 56%	Not asked	Not asked	56 %	22 %	52 %	78 %

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.
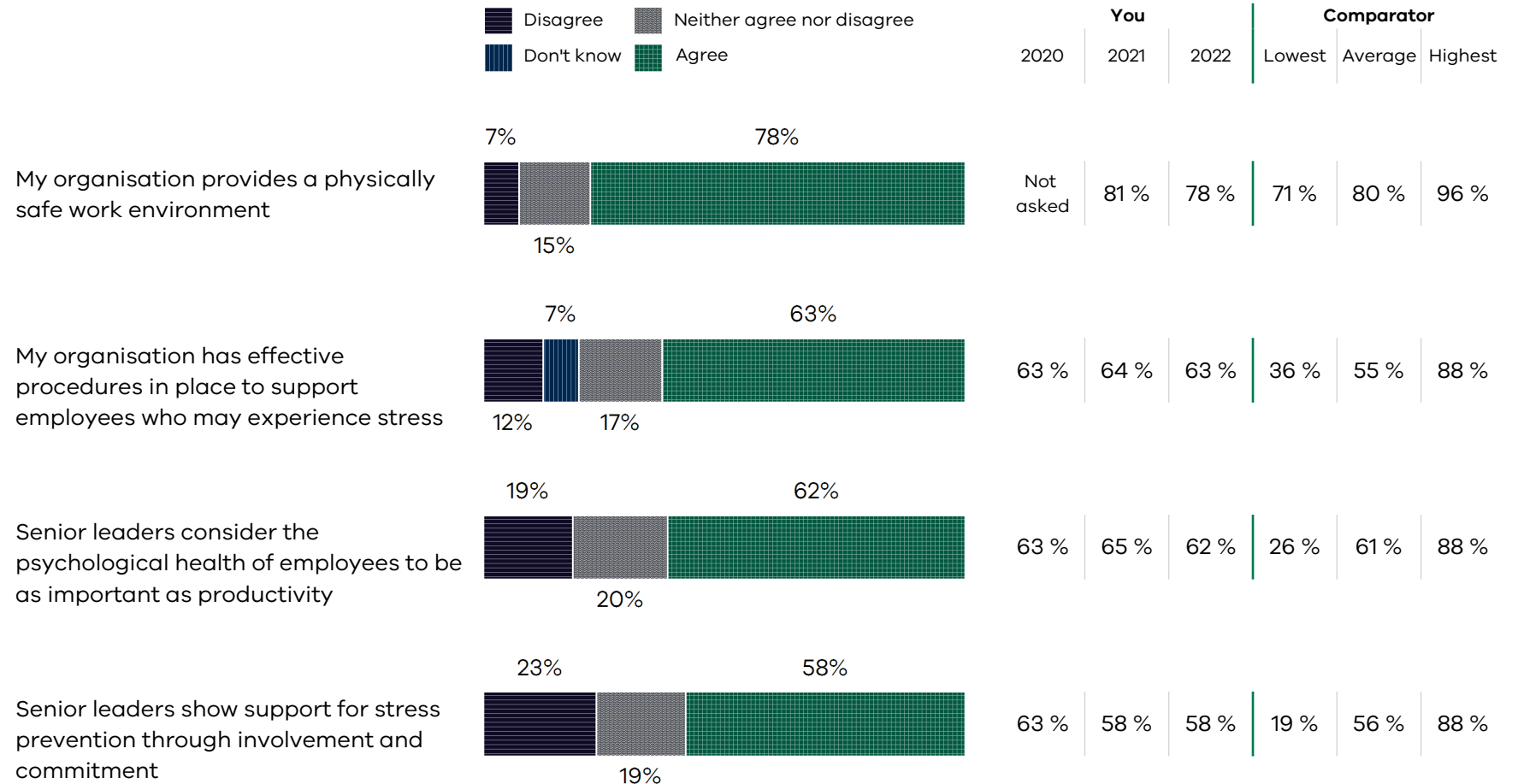
Example

88% of your staff who did the survey agreed or strongly agreed with 'I am able to work effectively with others outside my immediate workgroup'.

Legend: Disagree | Neither agree nor disagree | Don't know | Agree
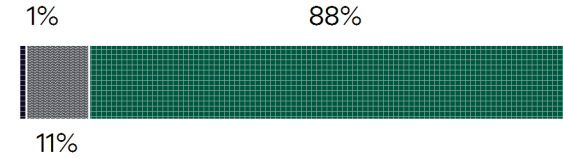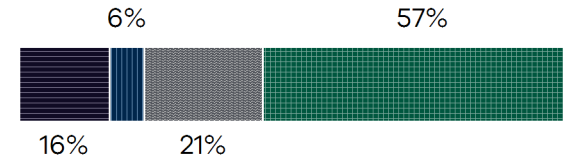
Survey question		You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
I am able to work effectively with others outside my immediate workgroup	1% / 11% / 88%	89 %	91 %	88 %	74 %	87 %	98 %
Workgroups across my organisation willingly share information with each other	16% / 6% / 21% / 57%	52 %	59 %	57 %	38 %	61 %	78 %

Victorian Public Sector Commission

VICTORIA State Government

Organisational climate

Safety climate 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

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

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

Survey question	Your results	2020	You 2021	2022	Comparator Lowest	Average	Highest
My organisation provides a physically safe work environment	7% / 15% / 78%	Not asked	81 %	78 %	71 %	80 %	96 %
My organisation has effective procedures in place to support employees who may experience stress	12% / 7% / 17% / 63%	63 %	64 %	63 %	36 %	55 %	88 %
Senior leaders consider the psychological health of employees to be as important as productivity	19% / 20% / 62%	63 %	65 %	62 %	26 %	61 %	88 %
Senior leaders show support for stress prevention through involvement and commitment	23% / 19% / 58%	63 %	58 %	58 %	19 %	56 %	88 %

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.
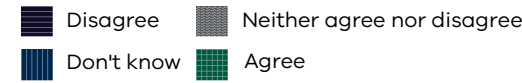
Example

56% of your staff who did the survey agreed or strongly agreed with 'All levels of my organisation are involved in the prevention of stress'.

| Survey question | Your results | Benchmark agree results |

Legend:
- Disagree
- Neither agree nor disagree
- Don't know
- Agree
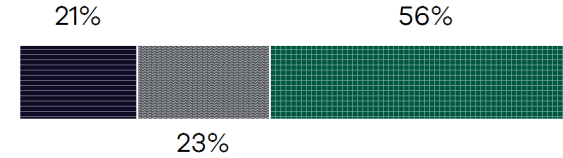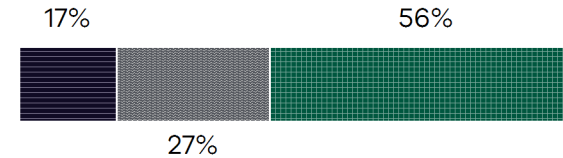
			You			Comparator		
Survey question	Your results	2020	2021	2022	Lowest	Average	Highest
All levels of my organisation are involved in the prevention of stress	21% / 23% / 56%	47 %	56 %	56 %	30 %	49 %	76 %
In my workplace, there is good communication about psychological safety issues that affect me	17% / 27% / 56%	58 %	63 %	56 %	29 %	51 %	80 %

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

88% 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'.
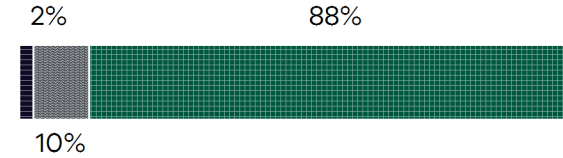
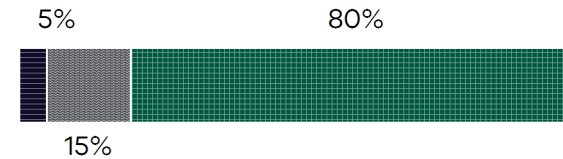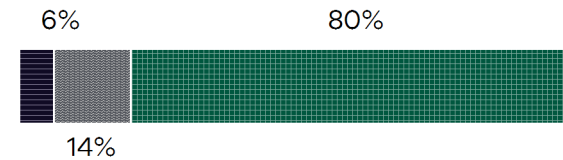| Survey question	Your results	You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
I am encouraged by my colleagues to report any patient safety concerns I may have	2% / 10% / 88%	90 %	86 %	88 %	59 %	82 %	94 %
I would recommend a friend or relative to be treated as a patient here	5% / 15% / 80%	81 %	86 %	80 %	52 %	76 %	92 %
My suggestions about patient safety would be acted upon if I expressed them to my manager	6% / 14% / 80%	85 %	84 %	80 %	60 %	74 %	94 %
Management is driving us to be a safety-centred organisation	7% / 22% / 70%	76 %	80 %	70 %	55 %	75 %	96 %

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

Victorian Public Sector Commission

VICTORIA State Government

Organisational climate

Patient safety climate 2 of 2

What this is

This is the safety culture in a healthcare workplace.

Why this is important

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

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

How to read this

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

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

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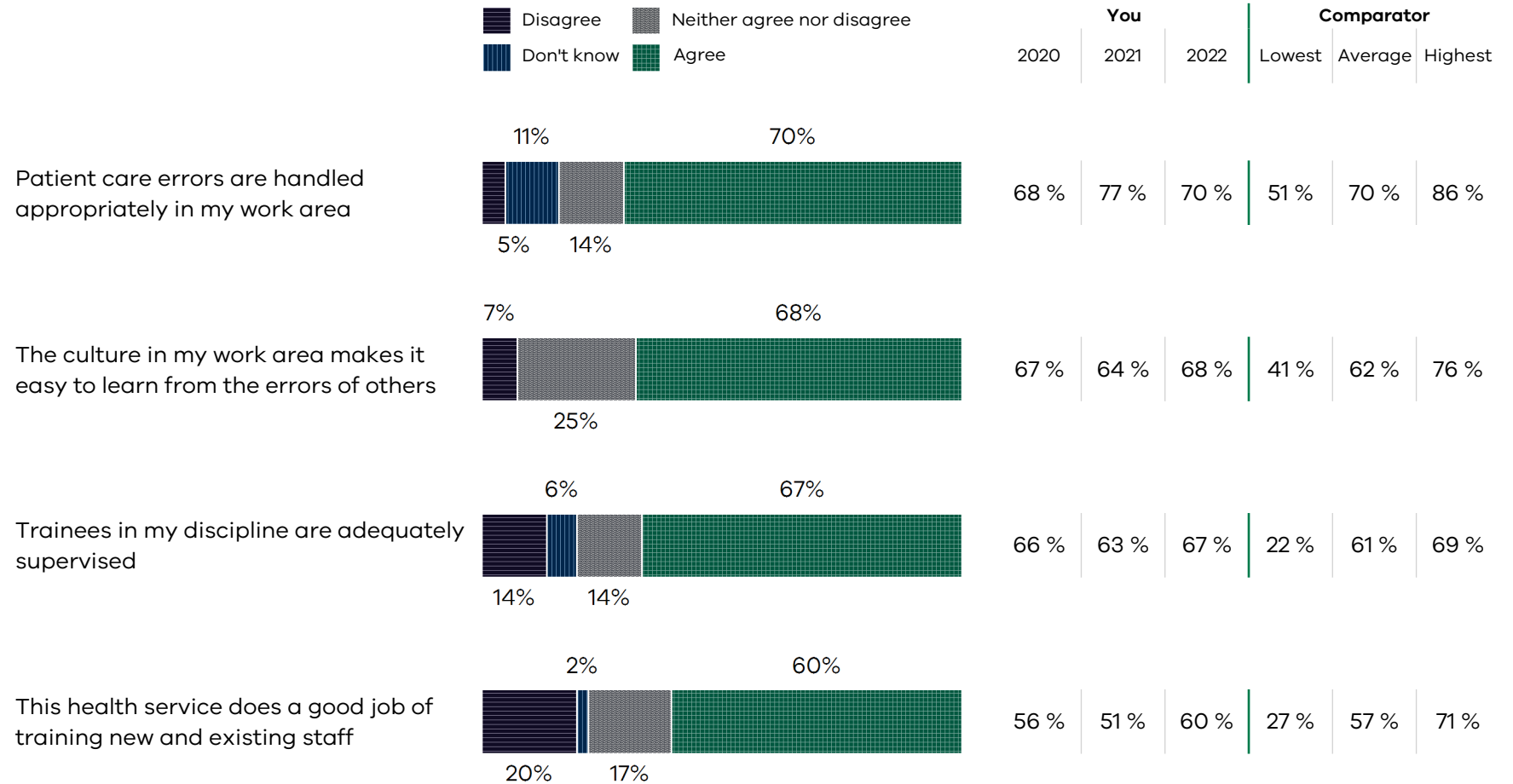
Example

70% of your staff who did the survey agreed or strongly agreed with 'Patient care errors are handled appropriately in my work area'.

Survey question	Your results	Benchmark agree results					
		You			**Comparator**		
		2020	2021	2022	Lowest	Average	Highest
Patient care errors are handled appropriately in my work area	11% ... 70% / 5% 14%	68 %	77 %	70 %	51 %	70 %	86 %
The culture in my work area makes it easy to learn from the errors of others	7% ... 68% / 25%	67 %	64 %	68 %	41 %	62 %	76 %
Trainees in my discipline are adequately supervised	6% ... 67% / 14% 14%	66 %	63 %	67 %	22 %	61 %	69 %
This health service does a good job of training new and existing staff	2% ... 60% / 20% 17%	56 %	51 %	60 %	27 %	57 %	71 %

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

Victorian Public Sector Commission

VICTORIA State Government

People matter survey wellbeing check 2022

Have your say

Overview

Result summary

Report overview

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

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

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

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Custom questions

- Questions requested by your organisation

Demographics

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

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.
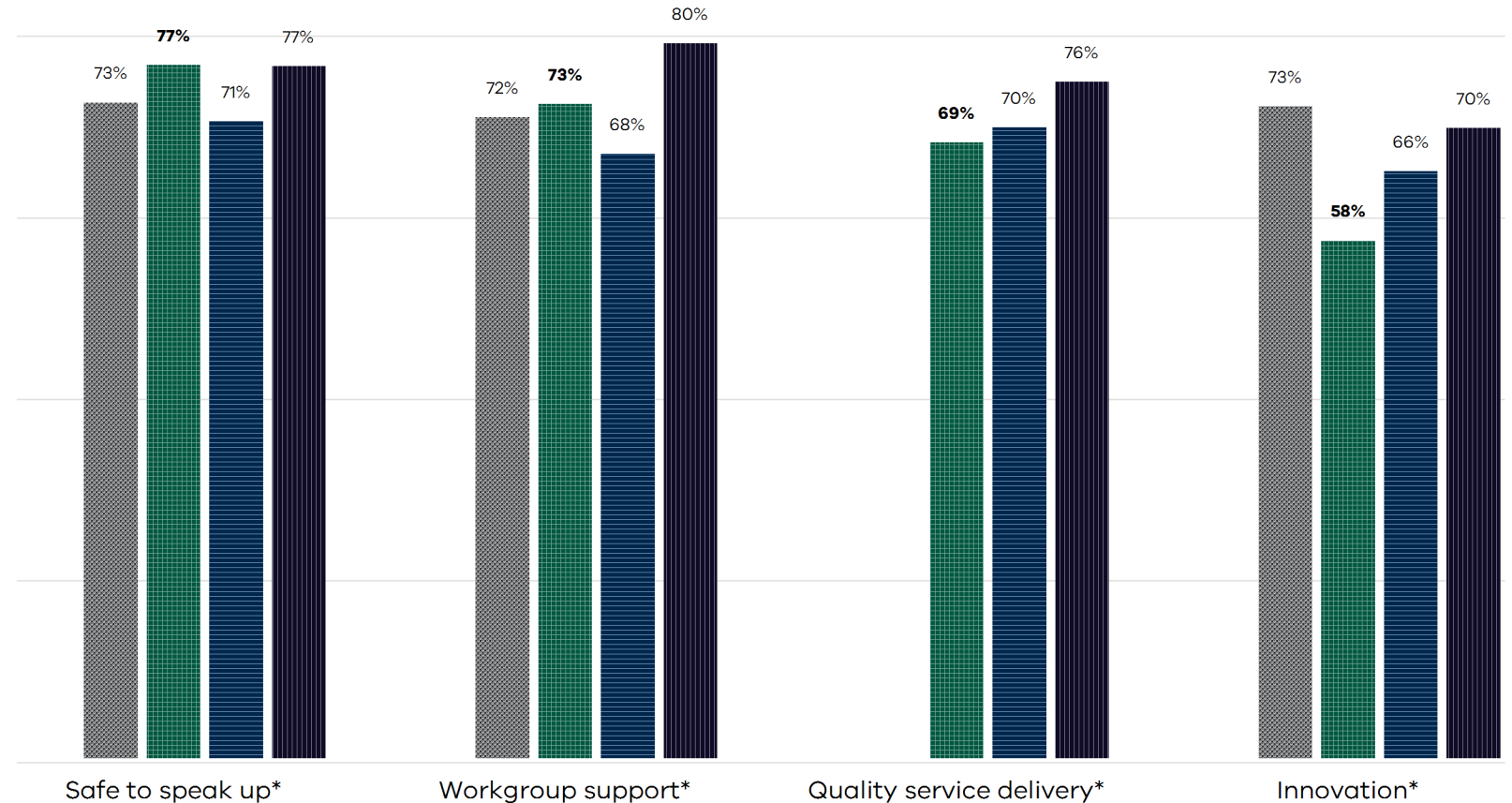
Example

In 2022:

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

Compared to:

- 71% of staff at your comparator and 77% of staff across the public sector.

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

Legend: You 2020, You 2021, You 2022, Comparator 2022, Public sector 2022

Safe to speak up*: 73%, 77%, 71%, 77%
Workgroup support*: 72%, 73%, 68%, 80%
Quality service delivery*: 69%, 70%, 76%
Innovation*: 73%, 58%, 66%, 70%

Victorian Public Sector Commission

Victoria State Government

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

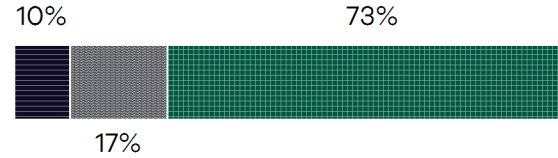73% of your staff who did the survey agreed or strongly agreed with 'My workgroup has clear lines of responsibility'.

Legend: Disagree · Neither agree nor disagree · Don't know · Agree
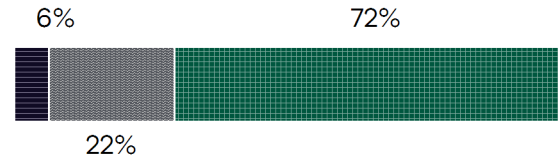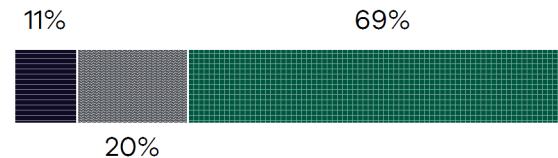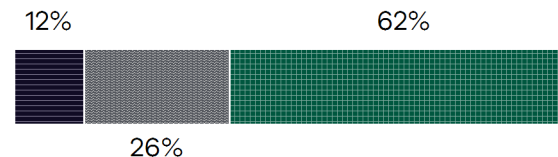
Survey question	Your results	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup has clear lines of responsibility	10% · 17% · 73%	Not asked	77 %	73 %	58 %	74 %	88 %
My workgroup provides high quality advice and services	6% · 22% · 72%	Not asked	Not asked	72 %	60 %	75 %	87 %
My workgroup acts fairly and without bias	11% · 20% · 69%	Not asked	Not asked	69 %	46 %	66 %	77 %
My workgroup uses its resources well	12% · 26% · 62%	Not asked	Not asked	62 %	52 %	68 %	82 %

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

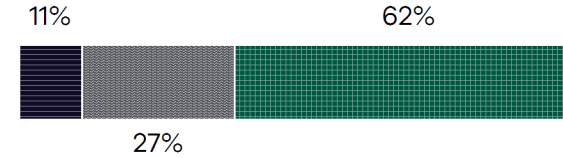62% of your staff who did the survey agreed or strongly agreed with 'My workgroup encourages employee creativity'.

Survey question	Your results	Benchmark agree results

Legend: Disagree | Neither agree nor disagree | Don't know | Agree
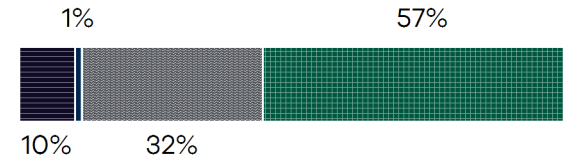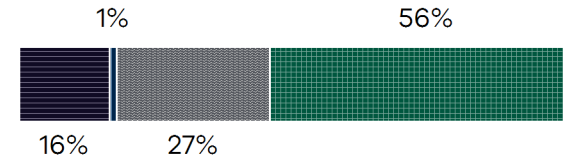
Survey question	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup encourages employee creativity (11% / 27% / 62%)	Not asked	69 %	62 %	40 %	62 %	75 %
My workgroup is quick to respond to opportunities to do things better (10% / 1% / 32% / 57%)	Not asked	77 %	57 %	44 %	67 %	76 %
My workgroup learns from failures and mistakes (16% / 1% / 27% / 56%)	Not asked	73 %	56 %	53 %	69 %	78 %

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

83% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup work together effectively to get the job done'.

Survey question	Your results			You		Comparator		
		2020	2021	2022	Lowest	Average	Highest
	Disagree / Don't know / Neither agree nor disagree / Agree						
People in my workgroup work together effectively to get the job done	6% — 11% — 83%	72 %	81 %	83 %	54 %	73 %	83 %
People in my workgroup treat each other with respect	9% — 14% — 78%	72 %	75 %	78 %	42 %	71 %	82 %
People in my workgroup are politically impartial in their work	7% — 4% — 14% — 75%	Not asked	73 %	75 %	48 %	70 %	87 %
People in my workgroup are honest, open and transparent in their dealings	1% — 12% — 19% — 68%	Not asked	68 %	68 %	38 %	66 %	78 %

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

Workgroup climate

Workgroup support 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

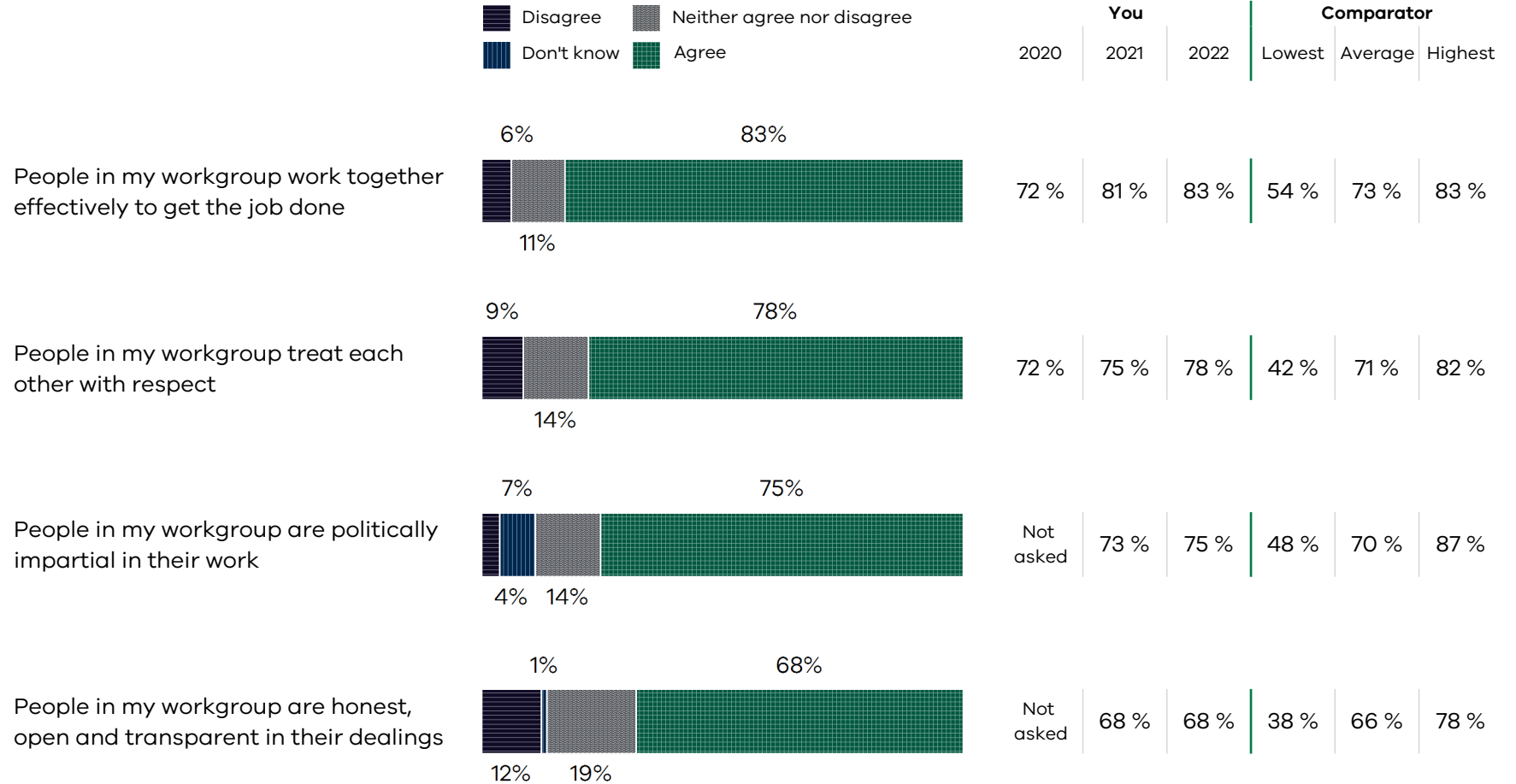Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

62% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.

	Disagree		Neither agree nor disagree
	Don't know		Agree

People in my workgroup appropriately manage conflicts of interest

5% · 62%

14% · 20%

	You			**Comparator**		
2020	2021	2022	Lowest	Average	Highest
Not asked	60 %	62 %	33 %	58 %	70 %

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.

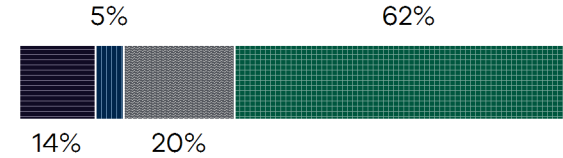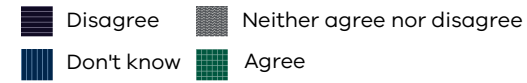Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

91% of your staff who did the survey agreed or strongly agreed with 'I feel culturally safe at work'.

Survey question	Your results			

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

Survey question	Your results	Benchmark agree results					
		You			**Comparator**		
		2020	2021	2022	Lowest	Average	Highest
I feel culturally safe at work	4% ... 91% / 5%	Not asked	85 %	91 %	67 %	83 %	96 %
I feel safe to challenge inappropriate behaviour at work	12% ... 74% / 14%	Not asked	68 %	74 %	41 %	66 %	86 %
People in my workgroup are able to bring up problems and tough issues	17% ... 67% / 16%	72 %	67 %	67 %	38 %	64 %	76 %

People matter survey wellbeing check 2022

Have your say

Overview

Result summary

Report overview

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

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

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

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Custom questions

- Questions requested by your organisation

Demographics

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

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:

- 92% of your staff who did the survey responded positively to questions about Meaningful work.

Compared to:

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

	Meaningful work*	Job enrichment*	Manager leadership*	Flexible working*
You 2021			87%	
You 2022	92%	91%	80%	79%
Comparator 2022	91%	85%	80%	73%
Public sector 2022	89%	84%	86%	81%

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

Legend: You 2020 | You 2021 | You 2022 | Comparator 2022 | Public sector 2022

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.

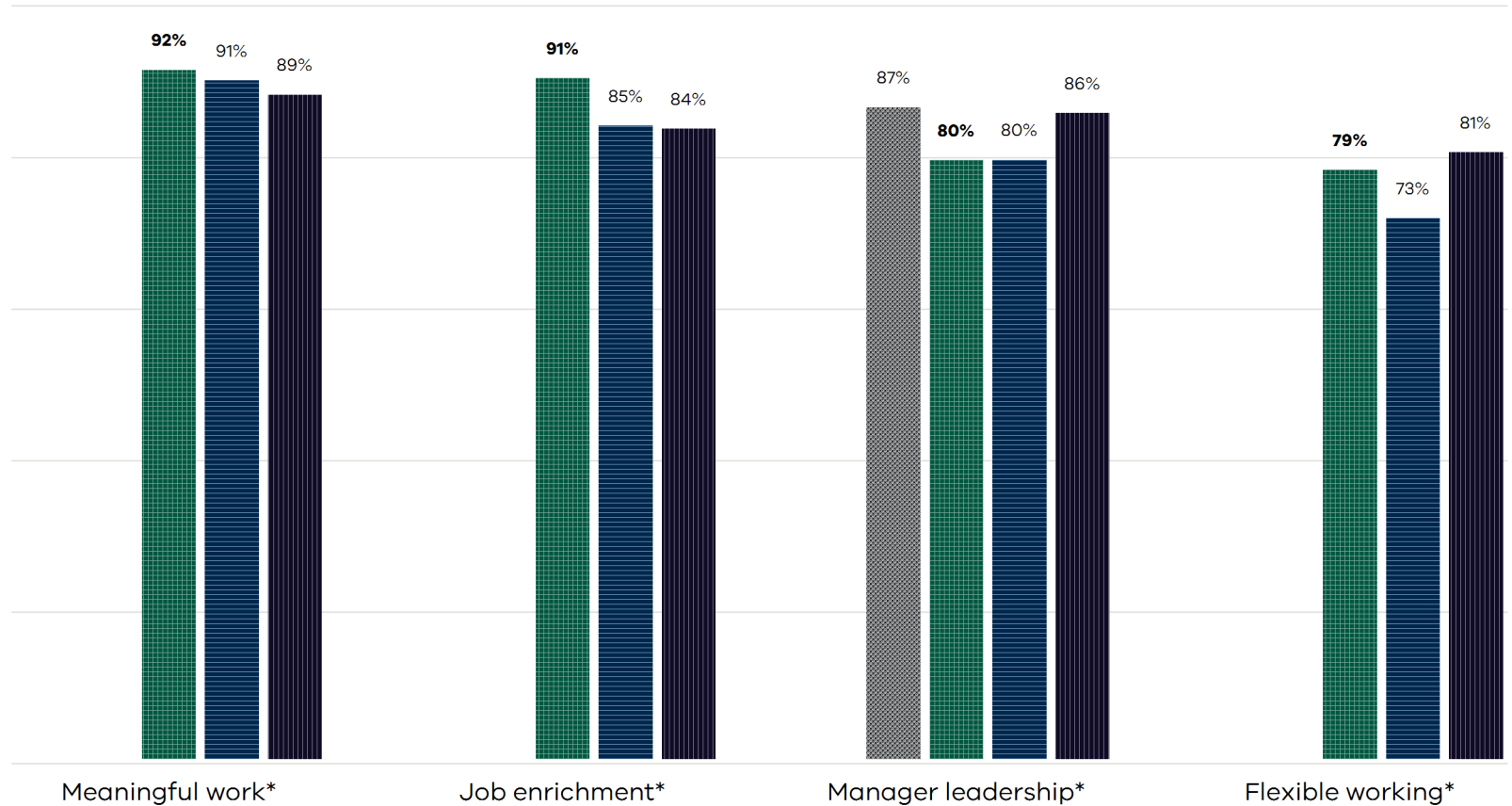Each result is the overall percentage of positive responses for your organisation, comparator and public sector.

Example

In 2022:

- 74% of your staff who did the survey responded positively to questions about Manager support.

Compared to:

- 72% of staff at your comparator and 78% of staff across the public sector.

	Manager support*	Learning and development*	Workload
You 2020			64%
You 2021			61%
You 2022	74%	64%	62%
Comparator 2022	72%	63%	55%
Public sector 2022	78%	59%	57%

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

Legend: You 2020, You 2021, You 2022, Comparator 2022, Public sector 2022

Victorian Public Sector Commission

VICTORIA State Government

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

85% of your staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

Survey question	Your results	Benchmark agree results

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

Survey question		You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
My manager treats employees with dignity and respect	10% / 5% / 85%	Not asked	91 %	85 %	63 %	82 %	96 %
My manager demonstrates honesty and integrity	14% / 7% / 79%	Not asked	88 %	79 %	59 %	80 %	96 %
My manager models my organisation's values	12% / 11% / 77%	Not asked	83 %	77 %	63 %	79 %	93 %

Job and manager factors

Manager support 1 of 2

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

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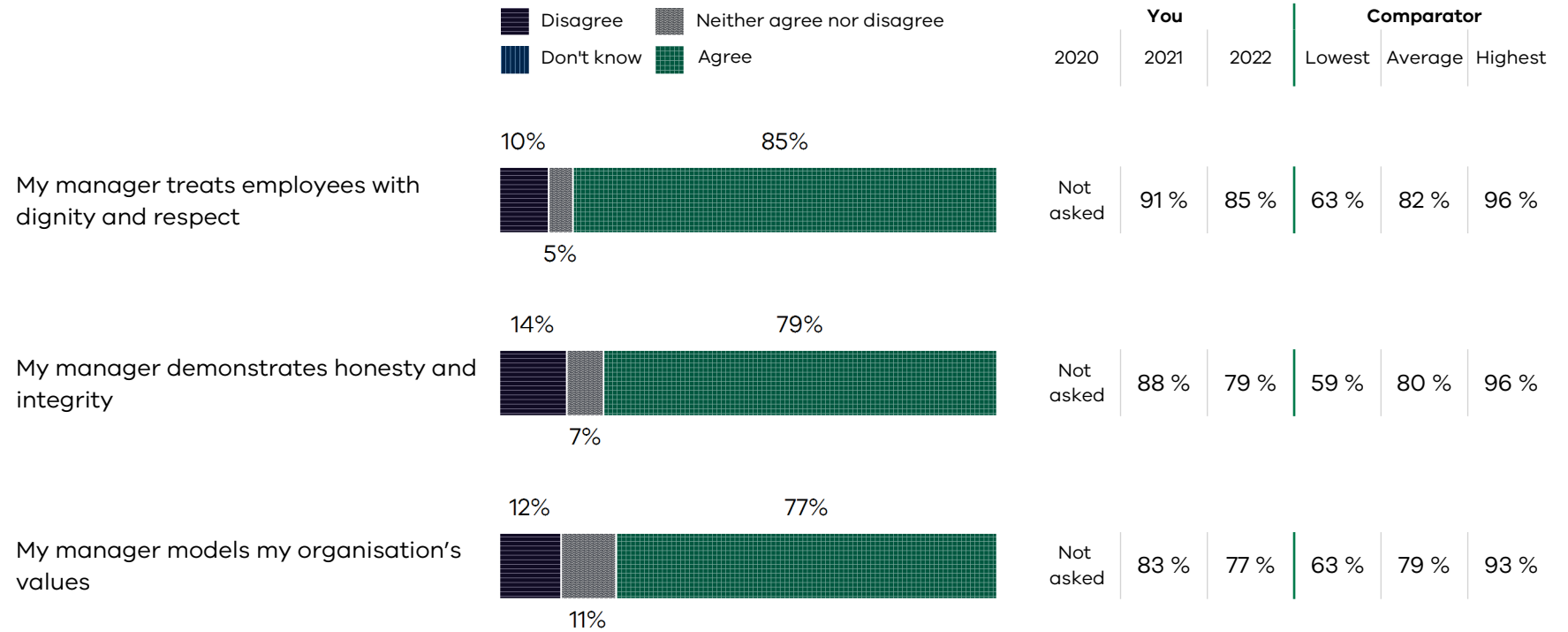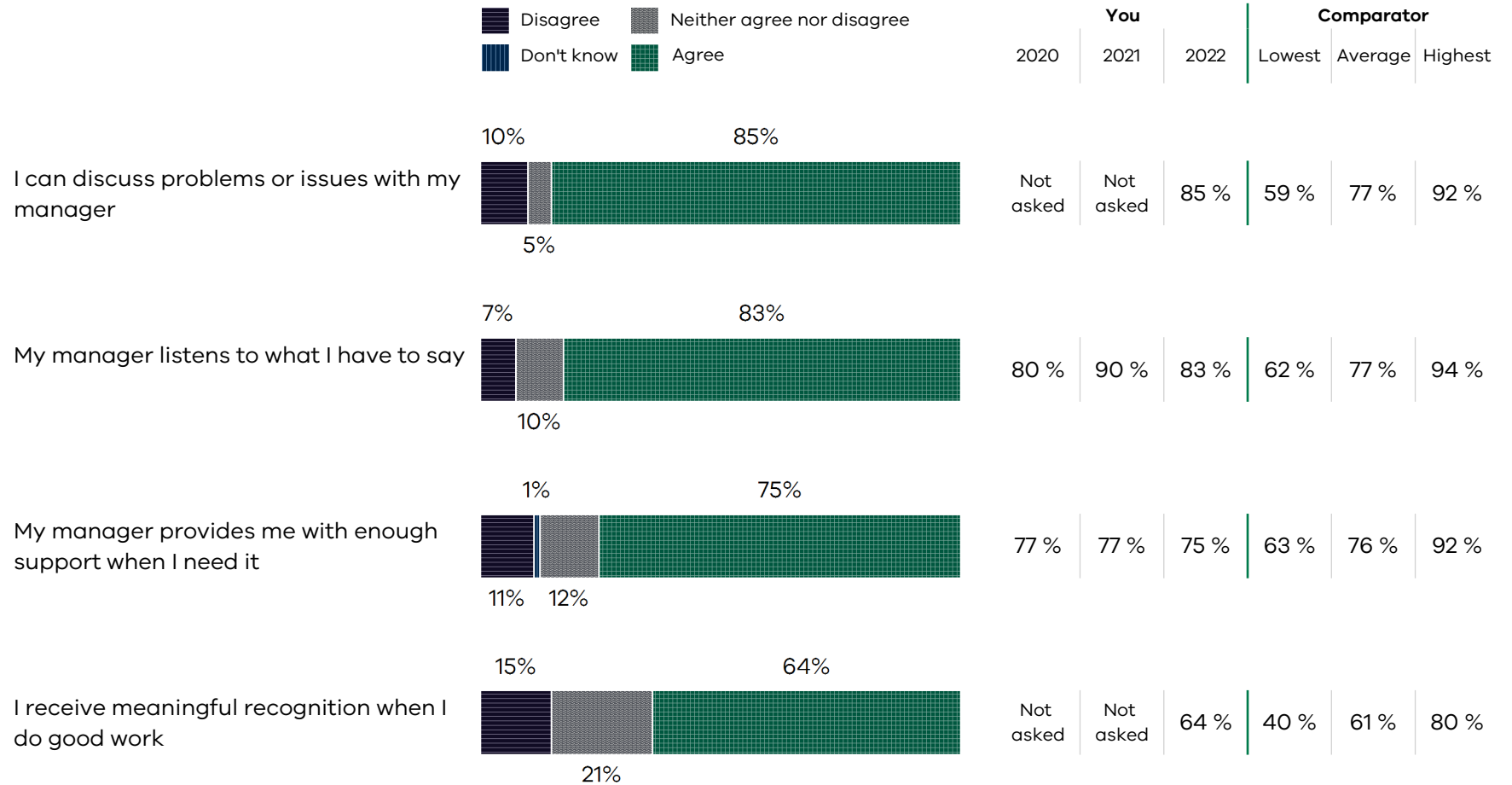
Example

85% of your staff who did the survey agreed or strongly agreed with 'I can discuss problems or issues with my manager'.

Survey question	Your results	You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
I can discuss problems or issues with my manager	10% / 5% / 85%	Not asked	Not asked	85 %	59 %	77 %	92 %
My manager listens to what I have to say	7% / 10% / 83%	80 %	90 %	83 %	62 %	77 %	94 %
My manager provides me with enough support when I need it	11% / 1% / 12% / 75%	77 %	77 %	75 %	63 %	76 %	92 %
I receive meaningful recognition when I do good work	15% / 21% / 64%	Not asked	Not asked	64 %	40 %	61 %	80 %

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

Victorian Public Sector Commission

VICTORIA State Government

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.
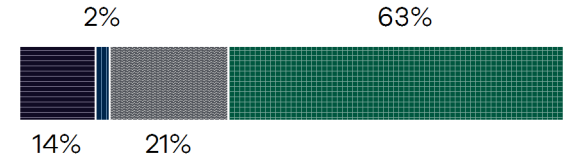
Example

63% of your staff who did the survey agreed or strongly agreed with 'My manager gives me feedback that helps me improve my performance'.
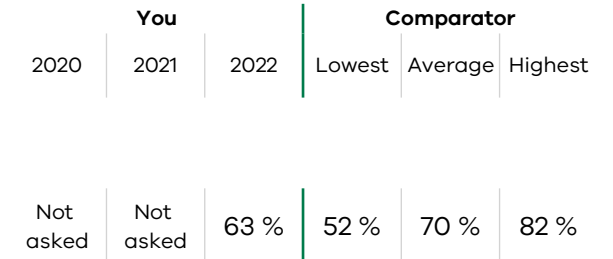
Survey question

My manager gives me feedback that helps me improve my performance

Your results

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

2% | 63%

14% | 21%

Benchmark agree results

	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
	Not asked	Not asked	63 %	52 %	70 %	82 %

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Workload

What this is

This is how staff feel about workload and time pressure.

Why this is important

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

How to read this

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

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

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

Example

64% of your staff who did the survey agreed or strongly agreed with 'The workload I have is appropriate for the job that I do'.
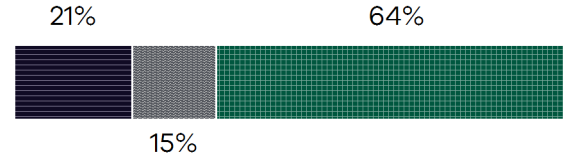
| Survey question | Your results | | | | Benchmark agree results | | | | | |

Legend: ■ Disagree ▦ Neither agree nor disagree ▩ Agree
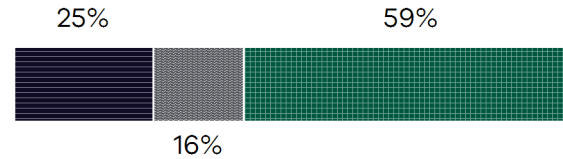
		You			Comparator		
Survey question	Your results	2020	2021	2022	Lowest	Average	Highest
The workload I have is appropriate for the job that I do	21% / 15% / 64%	66 %	65 %	64 %	48 %	58 %	67 %
I have enough time to do my job effectively	25% / 16% / 59%	62 %	57 %	59 %	42 %	51 %	61 %

Job and manager factors

Learning and development

What this is

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

Why this is important

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

How to read this

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

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

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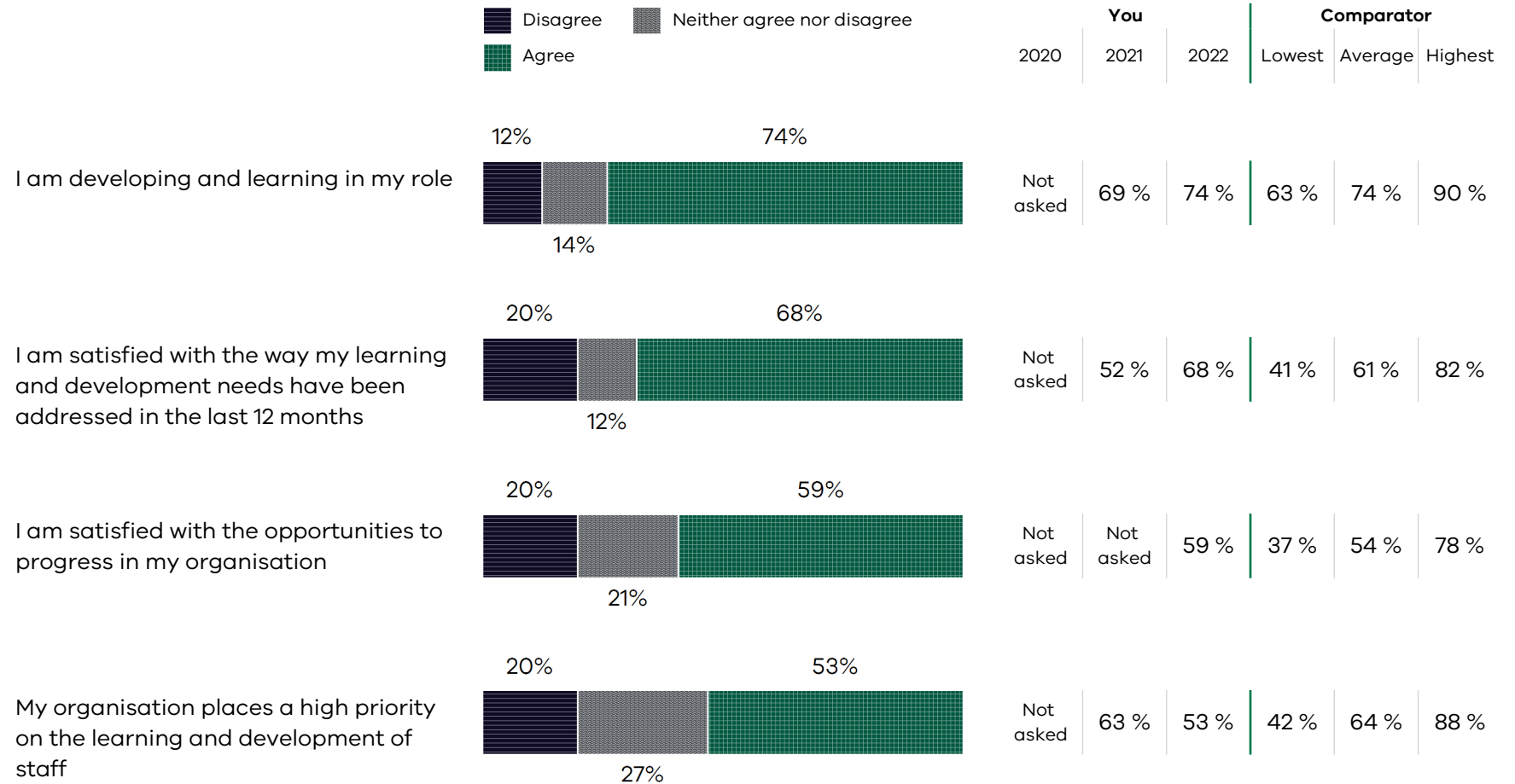
Example

74% of your staff who did the survey agreed or strongly agreed with 'I am developing and learning in my role'.

Legend: ■ Disagree ▨ Neither agree nor disagree ▨ Agree

Survey question	Your results (Disagree / Neither / Agree)	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I am developing and learning in my role	12% / 14% / 74%	Not asked	69 %	74 %	63 %	74 %	90 %
I am satisfied with the way my learning and development needs have been addressed in the last 12 months	20% / 12% / 68%	Not asked	52 %	68 %	41 %	61 %	82 %
I am satisfied with the opportunities to progress in my organisation	20% / 21% / 59%	Not asked	Not asked	59 %	37 %	54 %	78 %
My organisation places a high priority on the learning and development of staff	20% / 27% / 53%	Not asked	63 %	53 %	42 %	64 %	88 %

Job and manager factors

Job enrichment 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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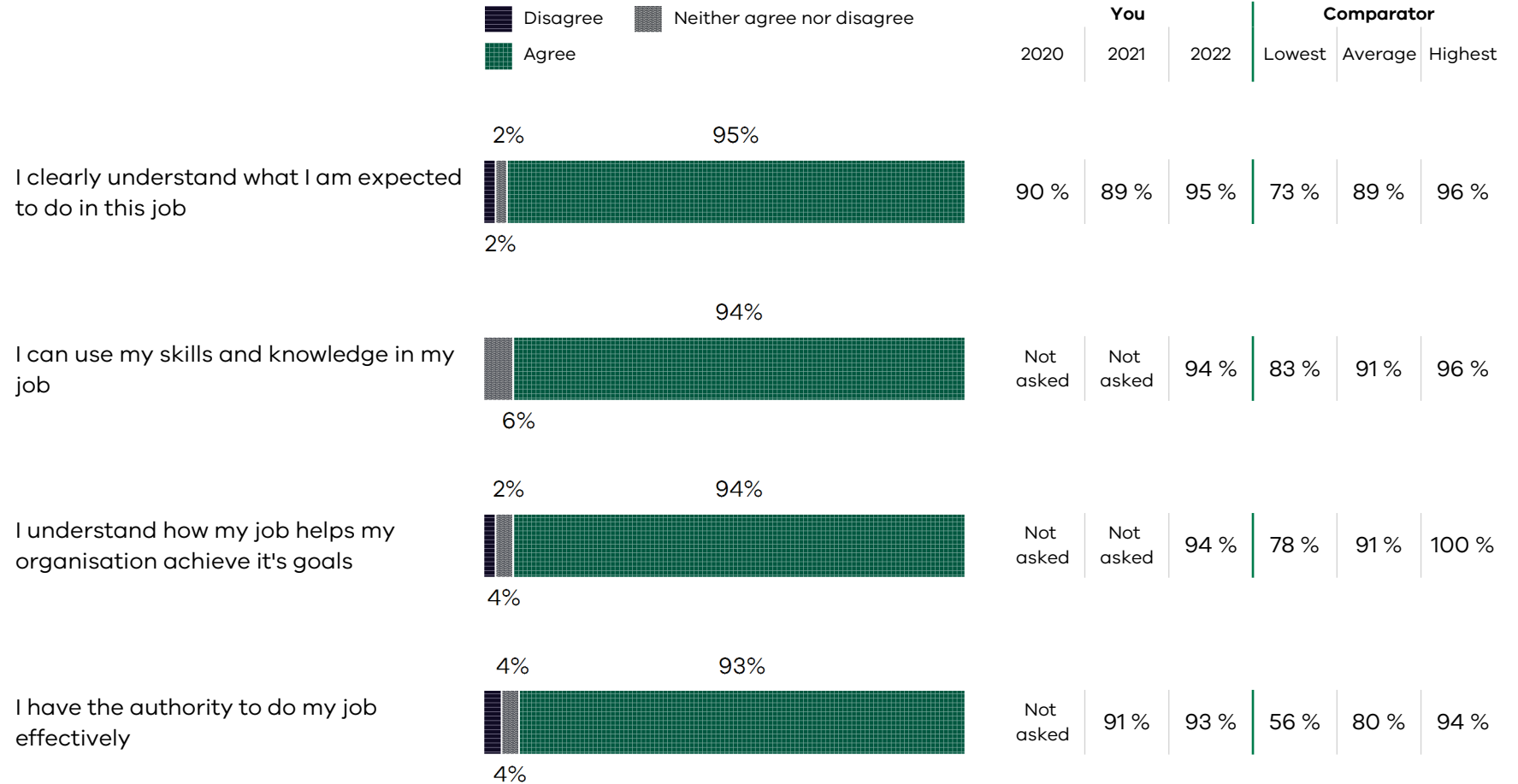
Example

95% of your staff who did the survey agreed or strongly agreed with 'I clearly understand what I am expected to do in this job'.

Survey question	Your results							

Your results

■ Disagree ▦ Neither agree nor disagree
▦ Agree

Benchmark agree results

	You			**Comparator**		
	2020	2021	2022	Lowest	Average	Highest
I clearly understand what I am expected to do in this job — 2% / 95% / 2%	90 %	89 %	95 %	73 %	89 %	96 %
I can use my skills and knowledge in my job — 94% / 6%	Not asked	Not asked	94 %	83 %	91 %	96 %
I understand how my job helps my organisation achieve it's goals — 2% / 94% / 4%	Not asked	Not asked	94 %	78 %	91 %	100 %
I have the authority to do my job effectively — 4% / 93% / 4%	Not asked	91 %	93 %	56 %	80 %	94 %

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Job enrichment 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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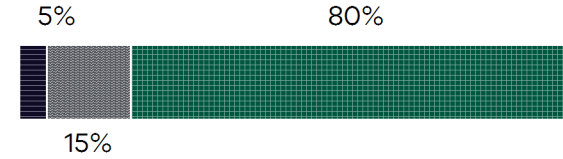
Example

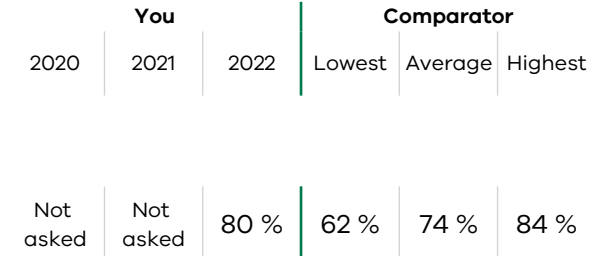80% of your staff who did the survey agreed or strongly agreed with 'I have a say in how I do my work'.

Survey question

I have a say in how I do my work

Your results

■ Disagree   ▨ Neither agree nor disagree
▨ Agree

5%   80%

15%

Benchmark agree results

	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
	Not asked	Not asked	80 %	62 %	74 %	84 %

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.
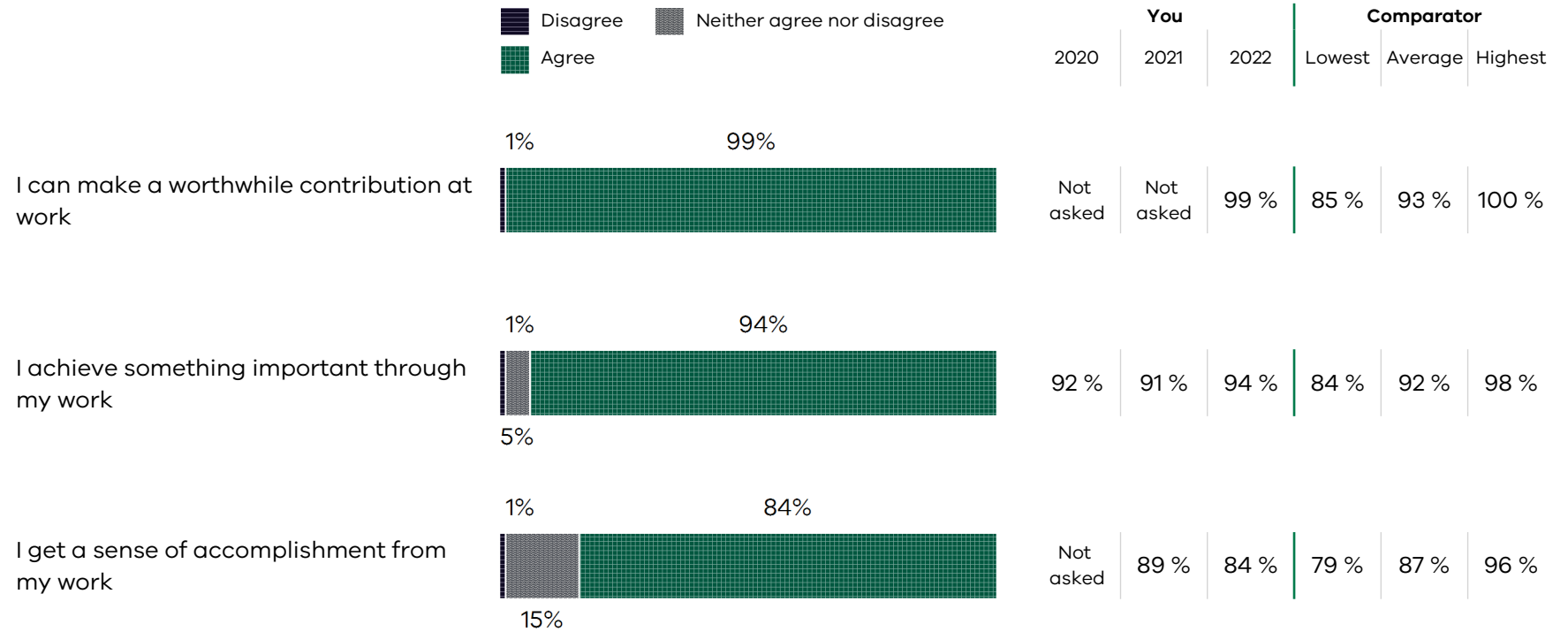
Example

99% of your staff who did the survey agreed or strongly agreed with 'I can make a worthwhile contribution at work'.

■ Disagree   ▦ Neither agree nor disagree
▦ Agree

Survey question	Your results	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I can make a worthwhile contribution at work	1% / 99%	Not asked	Not asked	99 %	85 %	93 %	100 %
I achieve something important through my work	1% / 94% / 5%	92 %	91 %	94 %	84 %	92 %	98 %
I get a sense of accomplishment from my work	1% / 84% / 15%	Not asked	89 %	84 %	79 %	87 %	96 %

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

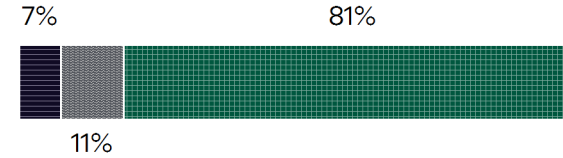81% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.
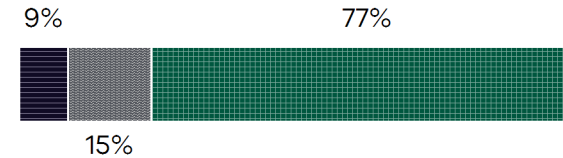
Survey question	Your results		You			Comparator		
		2020	2021	2022	Lowest	Average	Highest

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

Survey question	Your results	2020	2021	2022	Lowest	Average	Highest
My manager supports working flexibly	7% / 11% / 81%	Not asked	Not asked	81 %	65 %	79 %	96 %
I am confident that if I requested a flexible work arrangement, it would be given due consideration	9% / 15% / 77%	76 %	77 %	77 %	49 %	66 %	88 %

People matter survey wellbeing check 2022

Have your say

Overview

Report overview

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

Result summary

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

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

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Custom questions

- Questions requested by your organisation

Demographics

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

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.
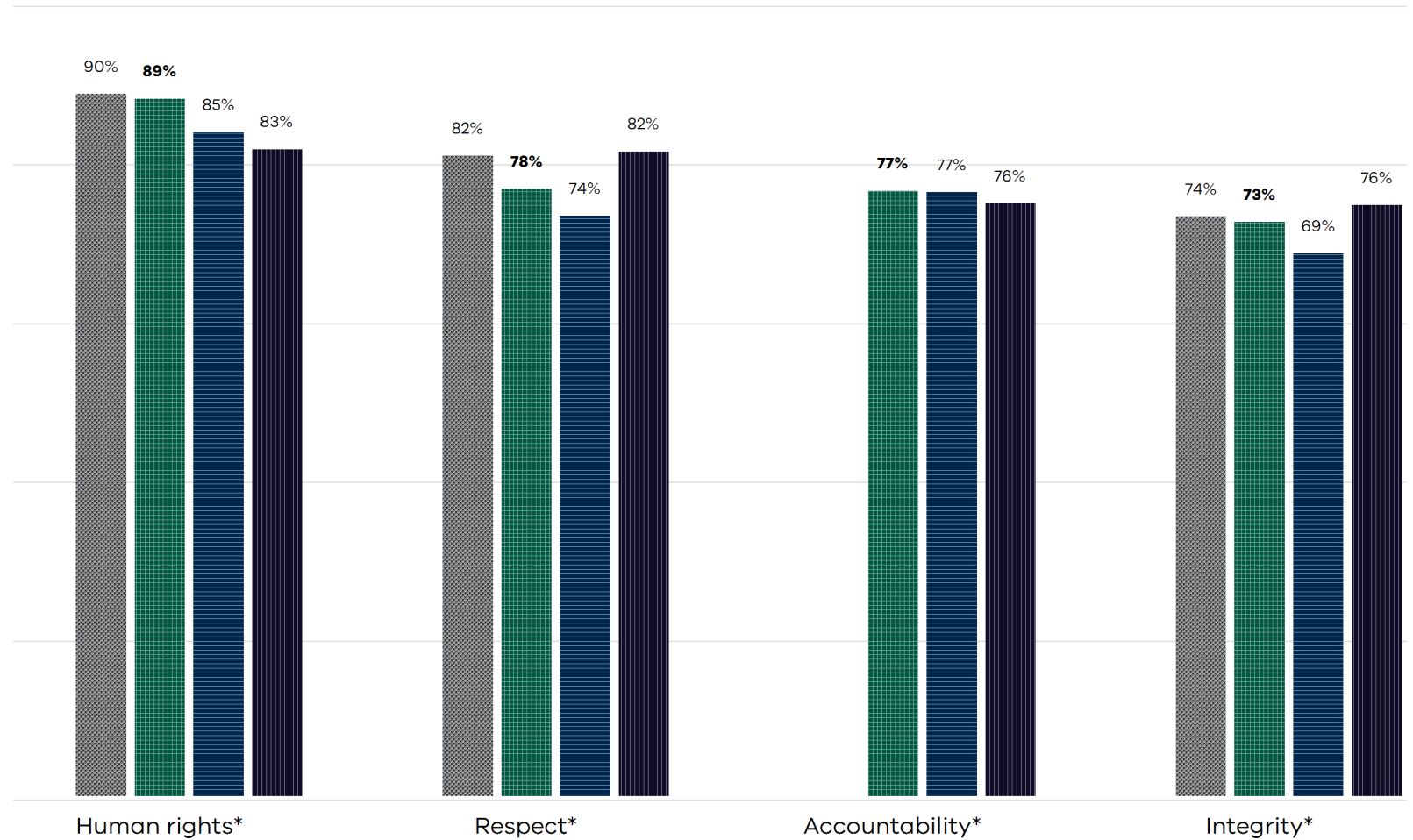
Example

In 2022:

- 89% of your staff who did the survey responded positively to questions about Human rights , which is down 1% in 2021.

Compared to:

- 85% of staff at your comparator and 83% of staff across the public sector.

Human rights*
- 90%
- 89%
- 85%
- 83%

Respect*
- 82%
- 78%
- 74%
- 82%

Accountability*
- 77%
- 77%
- 76%

Integrity*
- 74%
- 73%
- 69%
- 76%

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

Legend: You 2020 | You 2021 | You 2022 | Comparator 2022 | Public sector 2022

Public sector values

What this is

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

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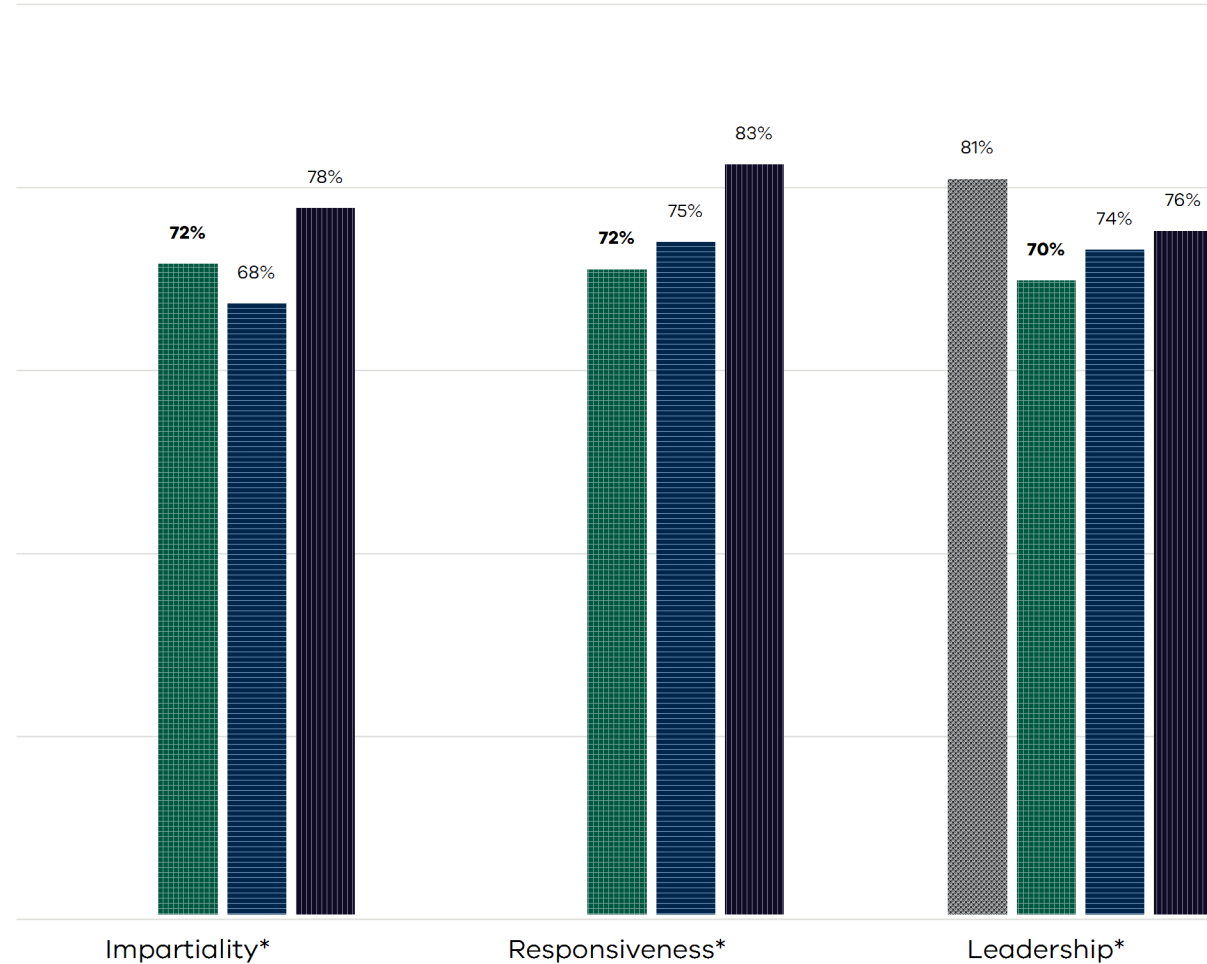
Example

In 2022:

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

Compared to:

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

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

Legend: You 2020 · You 2021 · You 2022 · Comparator 2022 · Public sector 2022

Impartiality*: 72%, 68%, 78%
Responsiveness*: 72%, 75%, 83%
Leadership*: 81%, 70%, 74%, 76%

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.
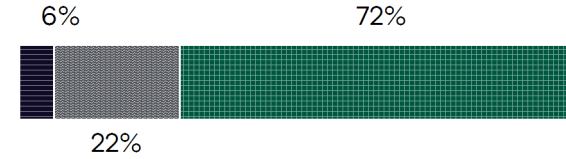
Example

72% 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

My workgroup provides high quality advice and services

6% · 22% · 72%

	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
My workgroup provides high quality advice and services	Not asked	Not asked	72 %	60 %	75 %	87 %

Victorian Public Sector Commission

VICTORIA State Government
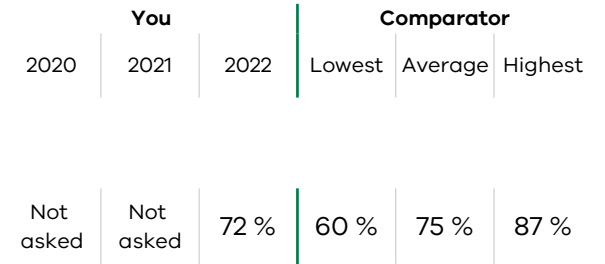
Public sector values

Integrity 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

85% of staff who did the survey agreed or strongly agreed with 'My organisation is committed to earning a high level of public trust'.
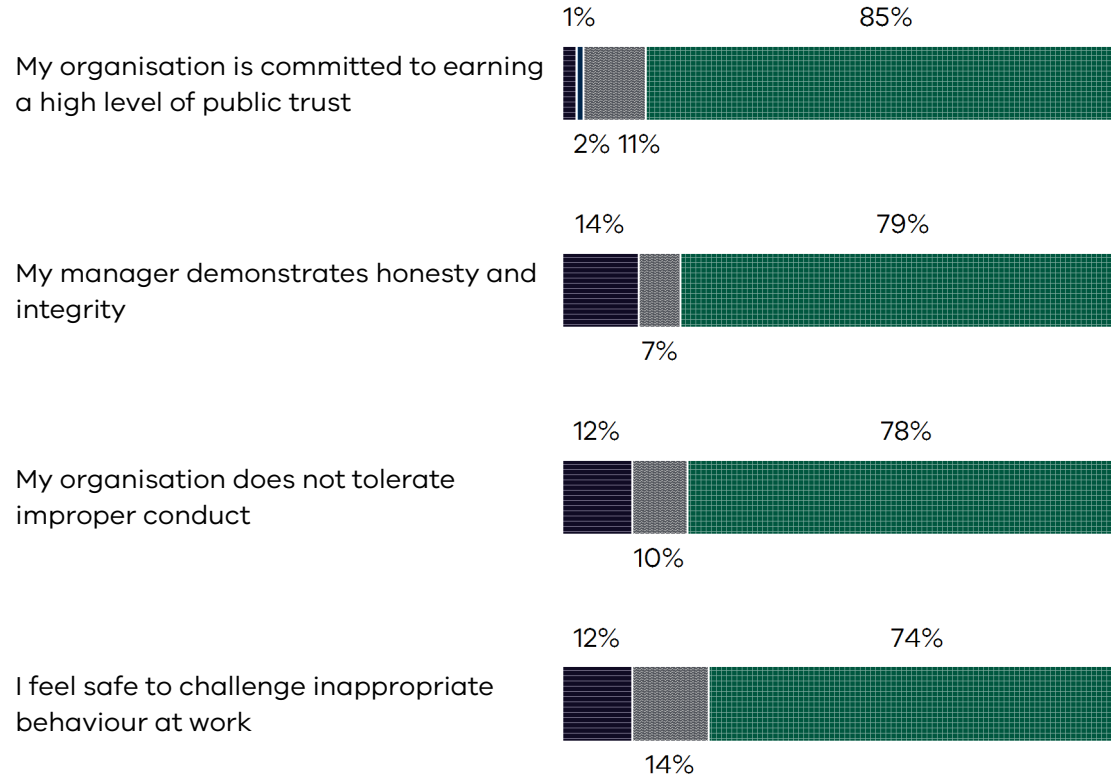
Survey question — Your results — Benchmark agree results

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

Survey question		2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My organisation is committed to earning a high level of public trust	1% Disagree, 2% Don't know, 11% Neither, 85% Agree	Not asked	88 %	85 %	47 %	77 %	92 %
My manager demonstrates honesty and integrity	14% Disagree, 7% Neither, 79% Agree	Not asked	88 %	79 %	59 %	80 %	96 %
My organisation does not tolerate improper conduct	12% Disagree, 10% Neither, 78% Agree	Not asked	74 %	78 %	48 %	70 %	90 %
I feel safe to challenge inappropriate behaviour at work	12% Disagree, 14% Neither, 74% Agree	Not asked	68 %	74 %	41 %	66 %	86 %

People matter survey | results

Victorian Public Sector Commission | VICTORIA State Government

Public sector values

Integrity 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

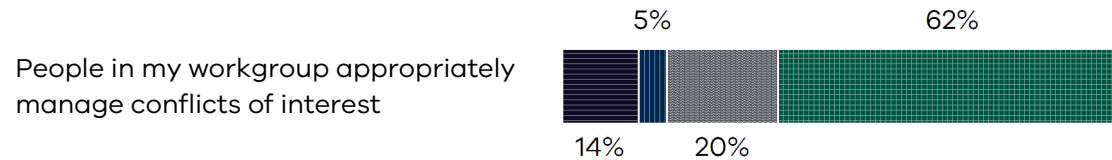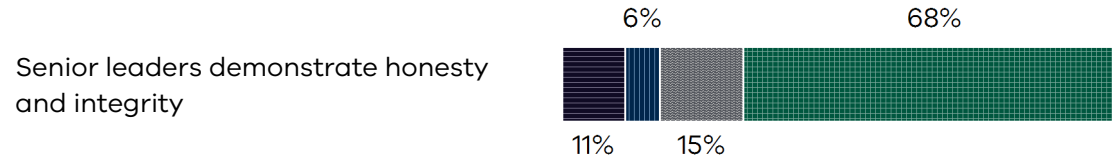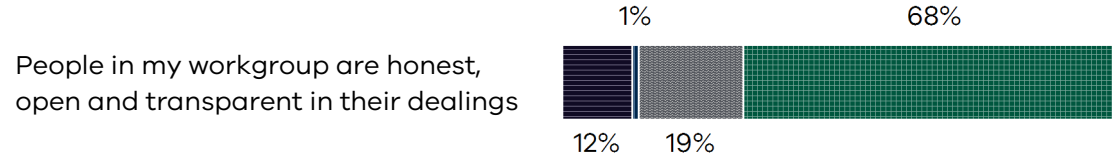Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

68% of staff who did the survey agreed or strongly agreed with 'People in my workgroup are honest, open and transparent in their dealings'.

Survey question	Your results		Benchmark agree results					

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

	You			Comparator		
Survey question	2020	2021	2022	Lowest	Average	Highest
People in my workgroup are honest, open and transparent in their dealings (12% / 1% / 19% / 68%)	Not asked	68 %	68 %	38 %	66 %	78 %
Senior leaders demonstrate honesty and integrity (11% / 6% / 15% / 68%)	Not asked	73 %	68 %	26 %	68 %	98 %
People in my workgroup appropriately manage conflicts of interest (14% / 5% / 20% / 62%)	Not asked	60 %	62 %	33 %	58 %	70 %

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

75% of staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.
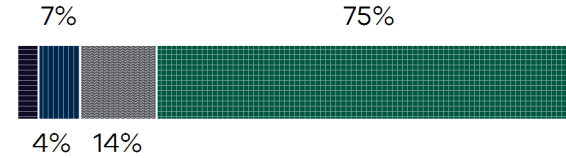
Survey question / Your results / Benchmark agree results

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

Survey question	Your results		You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup are politically impartial in their work	7% ... 75% / 4% 14%		Not asked	73 %	75 %	48 %	70 %	87 %
My workgroup acts fairly and without bias	11% ... 69% / 20%		Not asked	Not asked	69 %	46 %	66 %	77 %

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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

Example

95% of staff who did the survey agreed or strongly agreed with 'I clearly understand what I am expected to do in this job'.

Survey question — Your results — Benchmark agree results
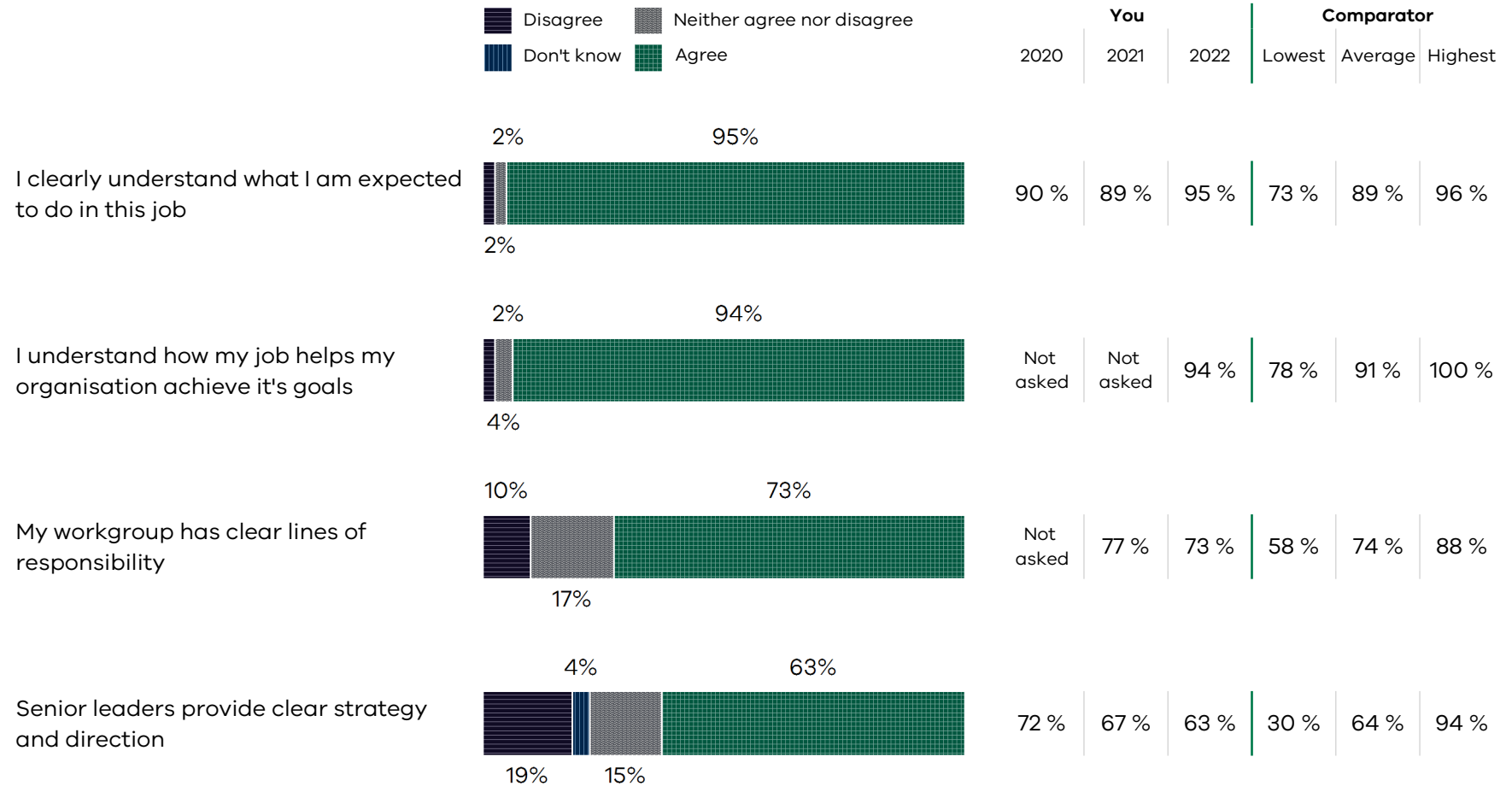
Legend: Disagree | Neither agree nor disagree | Don't know | Agree

Survey question		You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
I clearly understand what I am expected to do in this job	2% / 95% / 2%	90 %	89 %	95 %	73 %	89 %	96 %
I understand how my job helps my organisation achieve it's goals	2% / 94% / 4%	Not asked	Not asked	94 %	78 %	91 %	100 %
My workgroup has clear lines of responsibility	10% / 73% / 17%	Not asked	77 %	73 %	58 %	74 %	88 %
Senior leaders provide clear strategy and direction	19% / 4% / 63% / 15%	72 %	67 %	63 %	30 %	64 %	94 %

Victorian Public Sector Commission — VICTORIA State Government

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

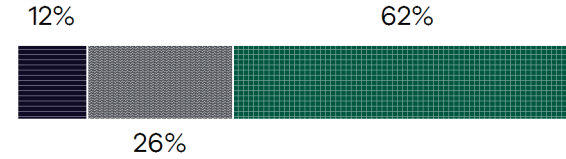Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

62% of staff who did the survey agreed or strongly agreed with 'My workgroup uses its resources well'.

Survey question

Your results

Benchmark agree results

	Disagree		Neither agree nor disagree
	Don't know		Agree

	You			**Comparator**		
	2020	2021	2022	Lowest	Average	Highest

My workgroup uses its resources well

12% 62%

26%

	Not asked	Not asked	62 %	52 %	68 %	82 %

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.
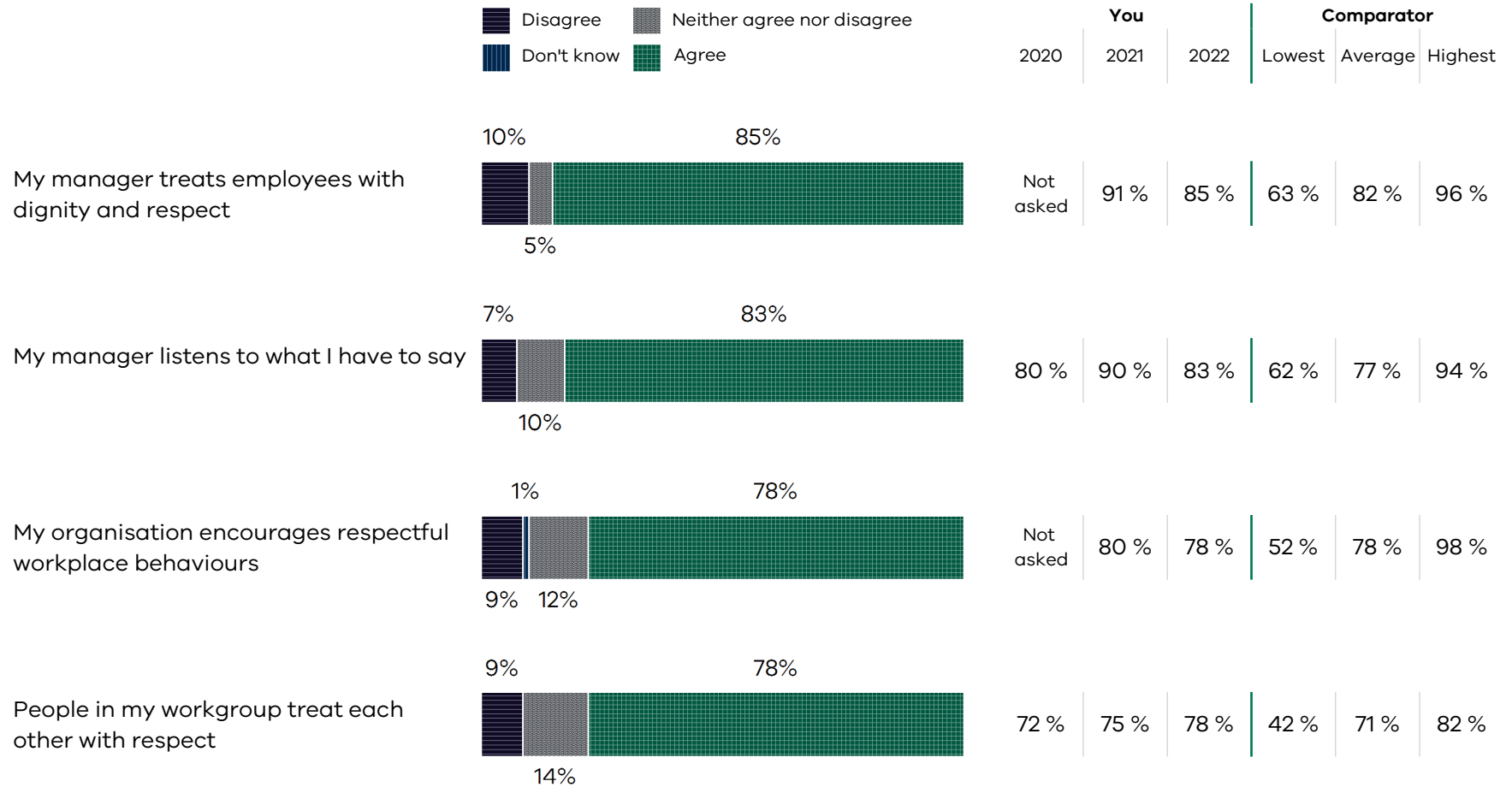
Example

85% 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 · Don't know · Neither agree nor disagree · Agree

Survey question	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager treats employees with dignity and respect (10% / 5% / 85%)	Not asked	91 %	85 %	63 %	82 %	96 %
My manager listens to what I have to say (7% / 10% / 83%)	80 %	90 %	83 %	62 %	77 %	94 %
My organisation encourages respectful workplace behaviours (9% / 1% / 12% / 78%)	Not asked	80 %	78 %	52 %	78 %	98 %
People in my workgroup treat each other with respect (9% / 14% / 78%)	72 %	75 %	78 %	42 %	71 %	82 %

Victorian Public Sector Commission

VICTORIA State Government

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.
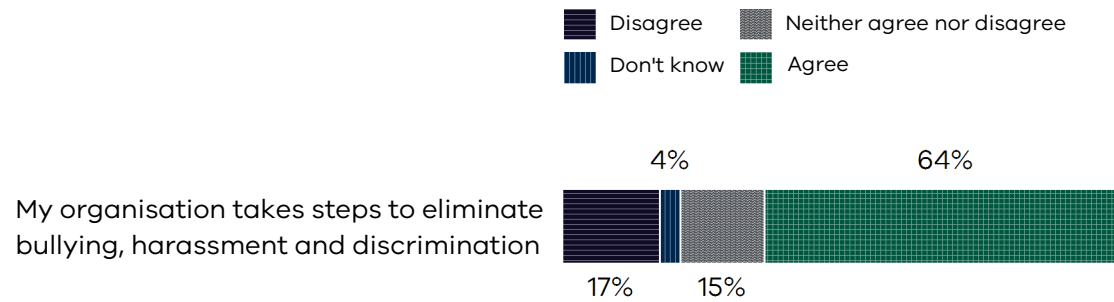
Example

64% 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

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

My organisation takes steps to eliminate bullying, harassment and discrimination

17% | 4% | 15% | 64%

Benchmark agree results

	You			Comparator		
2020	2021	2022		Lowest	Average	Highest
Not asked	72 %	64 %		35 %	63 %	81 %

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

Leadership

What this is

Leadership is how your staff feel an organisation implements and promotes the public sector values.

Why this is important

Good leadership plays a role in the development of workplace culture.

It also gives Victorians confidence that staff in the public sector behave to a high standard.

How to read this

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

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

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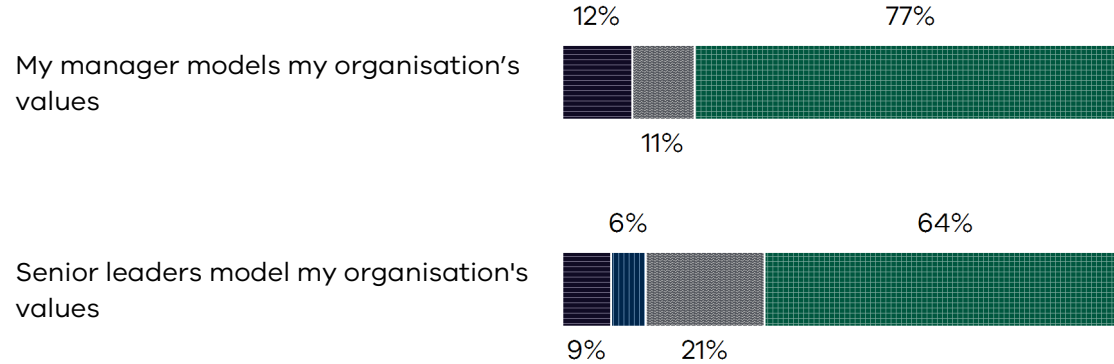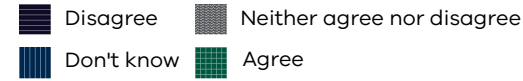
Example

77% of staff who did the survey agreed or strongly agreed with 'My manager models my organisation's values'.

Survey question	Your results	Benchmark agree results

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

	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest

My manager models my organisation's values
- Disagree 12%
- Neither agree nor disagree 11%
- Agree 77%

	You			Comparator		
2020	2021	2022	Lowest	Average	Highest
Not asked	83 %	77 %	63 %	79 %	93 %

Senior leaders model my organisation's values
- Disagree 9%
- Don't know 6%
- Neither agree nor disagree 21%
- Agree 64%

2020	2021	2022	Lowest	Average	Highest
Not asked	80 %	64 %	33 %	68 %	94 %

Victorian Public Sector Commission

VICTORIA State Government

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.
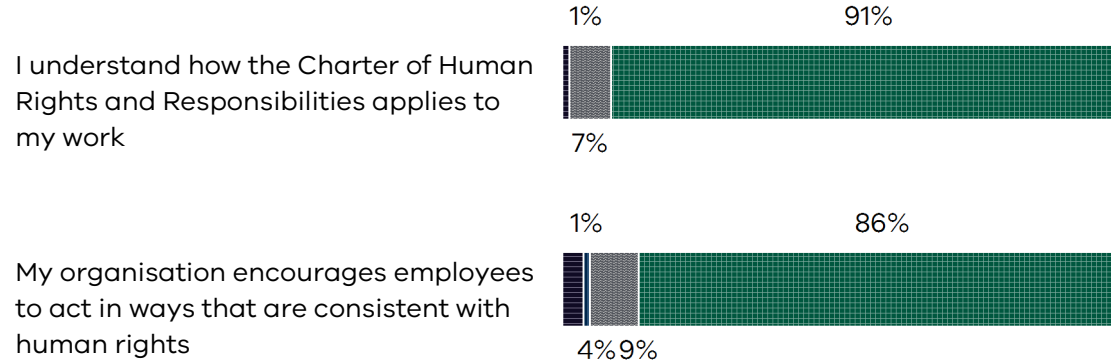
Example

91% 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					
				You		**Comparator**		
			2020	2021	2022	Lowest	Average	Highest
I understand how the Charter of Human Rights and Responsibilities applies to my work	Disagree 1%, Neither 7%, Agree 91%		Not asked	95 %	91 %	74 %	87 %	96 %
My organisation encourages employees to act in ways that are consistent with human rights	Disagree 1%, Don't know 4%, Neither 9%, Agree 86%		Not asked	84 %	86 %	52 %	83 %	98 %

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

Victorian Public Sector Commission · VICTORIA State Government

People matter survey
wellbeing check 2022

Have your say

Overview

Report overview

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

Result summary

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

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

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Custom questions

- Questions requested by your organisation

Demographics

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

Custom questions

What this is

Your organisation asked 4 custom questions as part of the 2022 survey.

Why this is important

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

How to read this

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

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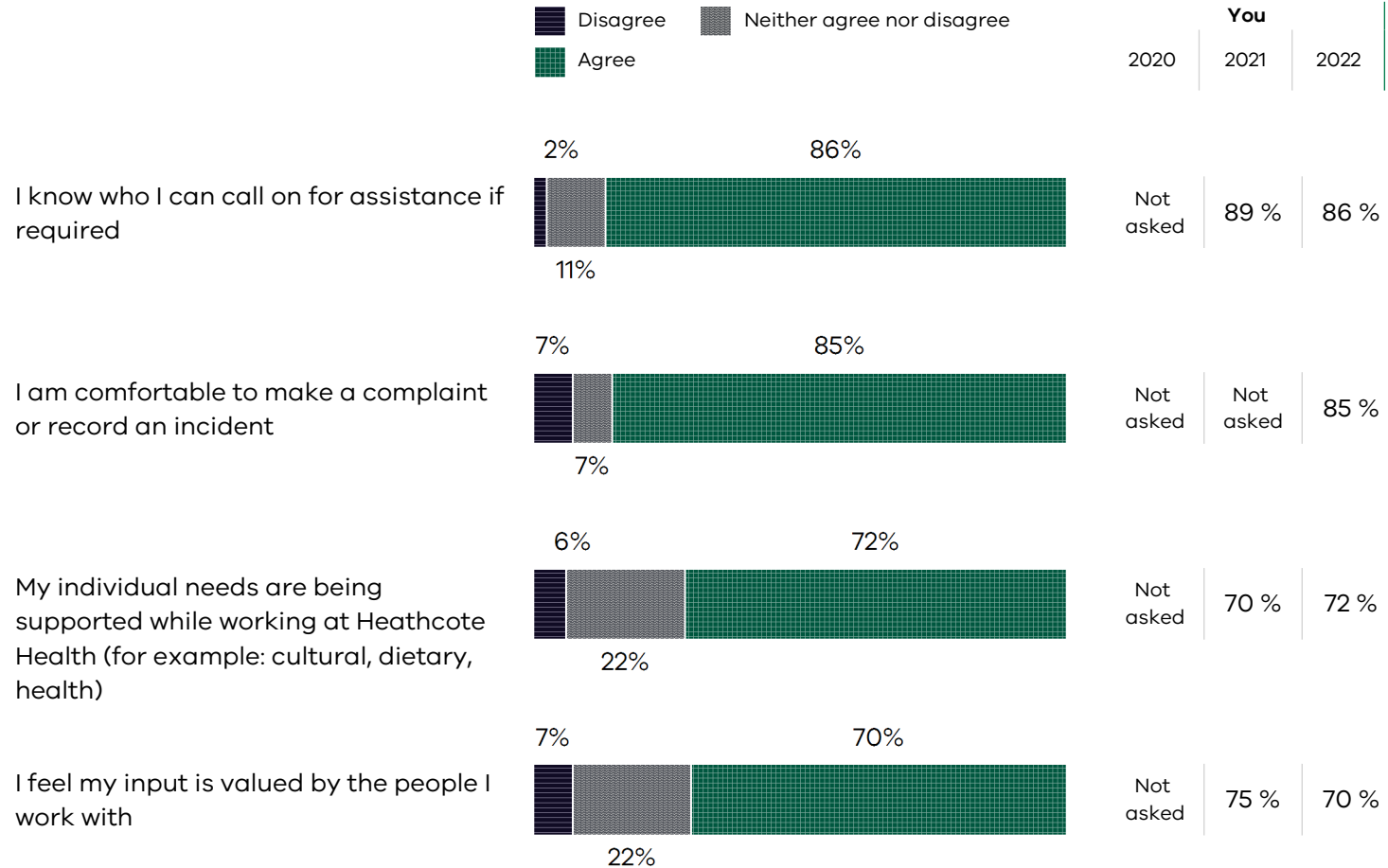
Example

86% of staff who did the survey agreed or strongly agreed with 'I know who I can call on for assistance if required'.

Legend:
- Disagree
- Neither agree nor disagree
- Agree

Survey question	Your results	You 2020	You 2021	You 2022
I know who I can call on for assistance if required	2% / 11% / 86%	Not asked	89 %	86 %
I am comfortable to make a complaint or record an incident	7% / 7% / 85%	Not asked	Not asked	85 %
My individual needs are being supported while working at Heathcote Health (for example: cultural, dietary, health)	6% / 22% / 72%	Not asked	70 %	72 %
I feel my input is valued by the people I work with	7% / 22% / 70%	Not asked	75 %	70 %

Victorian Public Sector Commission

VICTORIA State Government

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Victorian Public Sector Commission

VICTORIA State Government

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
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Age	(n)	%
15-34 years	11	14%
35-54 years	33	41%
55+ years	32	40%
Prefer not to say	5	6%

How would you describe your gender?	(n)	%
Woman	67	83%
Man	9	11%
Prefer not to say	4	5%
Non-binary and I use a different term	1	1%

Are you trans, non-binary or gender diverse?	(n)	%
Yes	1	1%
No	75	93%
Prefer not to say	5	6%

To your knowledge, do you have innate variation(s) of sex characteristics (often called intersex)?*	(n)	%
No	74	91%
Don't know	4	5%
Prefer not to say	3	4%

How do you describe your sexual orientation?	(n)	%
Straight (heterosexual)	67	83%
Prefer not to say	10	12%
Don't know	2	2%
Bisexual	1	1%
Gay or lesbian	1	1%

Demographics

Aboriginal and/or Torres Strait Islander employees

What this is

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

Why this is important

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

How to read this

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

How we protect anonymity and privacy

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Aboriginal and/or Torres Strait Islander	(n)	%
Yes	**5**	6%
Non Aboriginal and/or Torres Strait Islander	**72**	89%
Prefer not to say	**4**	5%

Demographics

Disability

What this is

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

Why this is important

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

How to read this

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

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

How we protect anonymity and privacy

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Do you identify as a person with a disability?	(n)	%
Yes	**7**	9%
No	**66**	81%
Prefer not to say	**8**	10%

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.

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Country of birth	(n)	%
Born in Australia	**76**	94%
Not born in Australia	**3**	4%
Prefer not to say	**2**	2%

Language other than English spoken with family or community	(n)	%
Yes	**2**	2%
No	**76**	94%
Prefer not to say	**3**	4%

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.

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Cultural identity	(n)	%
Australian	**71**	88%
English, Irish, Scottish and/or Welsh	**8**	10%
Prefer not to say	**3**	4%
Aboriginal and/or Torres Strait Islander	**2**	2%
European (including Western, Eastern and South-Eastern Europe, and Scandinavia)	**2**	2%
New Zealander	**1**	1%
South Asian	**1**	1%
Other	**1**	1%

Religion	(n)	%
No religion	**37**	46%
Christianity	**26**	32%
Prefer not to say	**9**	11%
Other	**7**	9%
Hinduism	**1**	1%
Islam	**1**	1%

Victorian Public Sector Commission

VICTORIA State Government

Demographics

Employment characteristics 1 of 2

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

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Working arrangement	(n)	%
Full-Time	14	17%
Part-Time	67	83%

Gross base salary (ongoing/fixed term only)	(n)	%
Below $65k	43	62%
$65k to $95k	8	12%
$95k to $125k	7	10%
$125k or more	2	3%
Prefer not to say	9	13%

Organisational tenure	(n)	%
<1 year	13	16%
1 to less than 2 years	10	12%
2 to less than 5 years	16	20%
5 to less than 10 years	15	19%
10 to less than 20 years	20	25%
More than 20 years	7	9%

Management responsibility	(n)	%
Non-manager	66	81%
Other manager	11	14%
Manager of other manager(s)	4	5%

Employment type	(n)	%
Ongoing and executive	66	81%
Other	12	15%
Fixed term	3	4%

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.

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Primary workplace location over the last 3 months	(n)	%
Rural	60	74%
Large regional city	17	21%
Other	4	5%

What have been your main places of work over the last 3-months?	(n)	%
Your employer's office	22	27%
A frontline or service delivery location	41	51%
Home or private location	4	5%
A shared office space (where two or more organisations share the same workspace e.g. Gov hubs, suburban hubs etc.)	5	6%
Other	16	20%

Flexible work	(n)	%
Part-time	34	42%
Shift swap	24	30%
Flexible start and finish times	20	25%
No, I do not use any flexible work arrangements	18	22%
Using leave to work flexible hours	10	12%
Working from an alternative location (e.g. home, hub/shared work space)	9	11%
Working more hours over fewer days	7	9%
Study leave	6	7%
Other	4	5%
Purchased leave	2	2%
Job sharing	1	1%

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	67	83%
Flexible working arrangements	9	11%
Physical modifications or improvements to the workplace	5	6%
Job redesign or role sharing	1	1%
Other	1	1%

Why did you make this request?	(n)	%
Work-life balance	8	57%
Health	5	36%
Family responsibilities	4	29%
Caring responsibilities	2	14%
Disability	2	14%
Other	2	14%

What was your experience with making the request?	(n)	%
The adjustments I needed were made and the process was satisfactory	12	86%
The adjustments I needed were made but the process was unsatisfactory	1	7%
The adjustments I needed were not made	1	7%

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	**28**	35%
Secondary school aged child(ren)	**19**	23%
Primary school aged child(ren)	**17**	21%
Child(ren) - younger than preschool age	**8**	10%
Person(s) with a medical condition	**8**	10%
Frail or aged person(s)	**6**	7%
Prefer not to say	**5**	6%
Person(s) with a mental illness	**5**	6%
Preschool aged child(ren)	**4**	5%
Other	**4**	5%
Person(s) with disability	**3**	4%

Demographics

Employment categories

What is this

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

Why this is important

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

How to read this

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

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

How we protect anonymity and privacy

To protect you, we:

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

Which of the following categories best describes your current position?	(n)	%
Nursing Employees	**30**	37%
Support services	**19**	23%
Personal service worker	**14**	17%
Management, Administration and Corporate support	**13**	16%
Allied health professional	**3**	4%
Lived experience specific worker	**2**	2%

Demographics

Primary role

What is this

This shows the primary role of your staff.

Why this is important

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

How to read this

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

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

How we protect anonymity and privacy

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Which of the following best describes the primary operational area in which you work?	(n)	%
Hospital-based services	**56**	69%
Corporate services	**4**	5%
Community-based services	**21**	26%

Is your primary work role in one of the following areas?	(n)	%
Aged care	**46**	57%
Emergency	**1**	1%
Medical	**9**	11%
Rehabilitation	**1**	1%
Other	**11**	14%
Administration	**13**	16%

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