People matter survey wellbeing check 2022

Have your say

Kooweerup Regional Health Service
2022 people matter survey results report

Victorian Public Sector Commission

VICTORIA
State Government

People matter survey wellbeing check 2022

Have your say

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Victorian Public Sector Commission

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Report overview

About your report

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

Report contents

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

Comparing data in this report

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

This means you'll be able to compare about 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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Report overview

Privacy and anonymity

To protect you, we:

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

Read more in our privacy policy.

Report overview

Survey's theoretical framework

What this is

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

Why this is important

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

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

Our public sector values

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

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

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

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

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

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

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

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

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

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

Responsiveness   Integrity   Impartiality   Accountability   Respect   Leadership   Human Rights

Report overview

Your comparator group

What this is

This is a list of similar organisations to yours.

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

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

How we use this in your report

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

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

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

Alexandra District Health

Alpine Health

Beaufort and Skipton Health Service

Beechworth Health Service

Boort District Health

Casterton Memorial Hospital

Central Highlands Rural Health

Cohuna District Hospital

Corryong Health

East Wimmera Health Service

Great Ocean Road Health

Heathcote Health

Hesse Rural Health Service

Heywood Rural Health

Inglewood and Districts Health Service

Kerang District Health

Kilmore and District Hospital

Mallee Track Health and Community Service

Mansfield District Hospital

Moyne Health Services

NCN Health

Omeo District Health

Orbost Regional Health

Robinvale District Health Services

Rural Northwest Health

Seymour Health

South Gippsland Hospital

Tallangatta Health Service

Terang and Mortlake Health Service

Timboon and District Healthcare Service

Yarram and District Health Service

Yarrawonga Health

Yea and District Memorial Hospital

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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
32%	**41%**
(74)	**(91)**

2021		2022	
Comparator	52%	Comparator	52%
Public Sector	39%	Public Sector	42%

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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	
68		**74**	
Comparator	73	Comparator	71
Public Sector	70	Public Sector	68

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 74.

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.
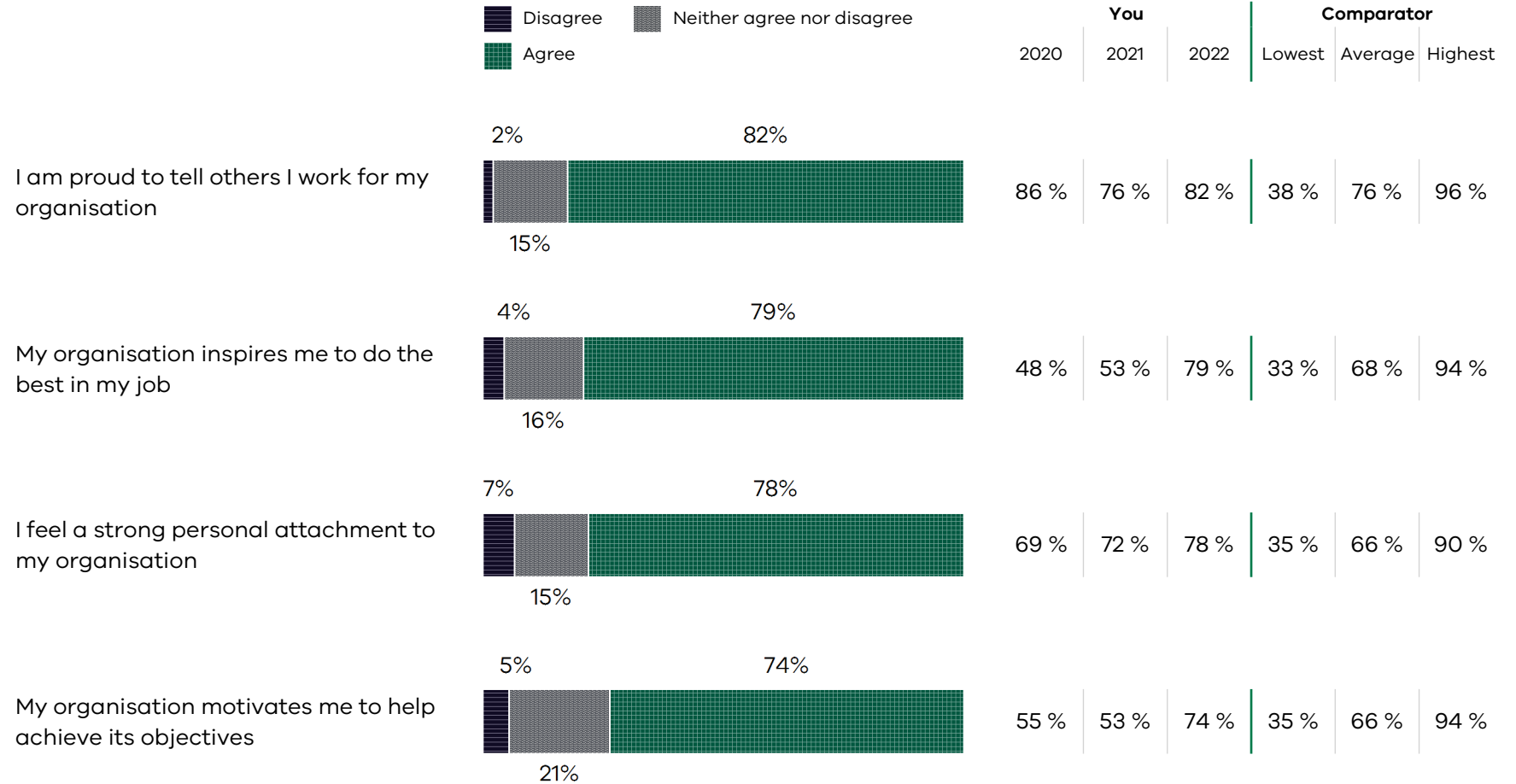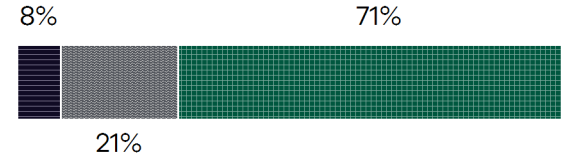
Example

82% 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	2% / 15% / 82%	86 %	76 %	82 %	38 %	76 %	96 %
My organisation inspires me to do the best in my job	4% / 16% / 79%	48 %	53 %	79 %	33 %	68 %	94 %
I feel a strong personal attachment to my organisation	7% / 15% / 78%	69 %	72 %	78 %	35 %	66 %	90 %
My organisation motivates me to help achieve its objectives	5% / 21% / 74%	55 %	53 %	74 %	35 %	66 %	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 74.

Why this is important

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

How to read this

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

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

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

Example

71% of your staff who did the survey agreed or strongly agreed with 'I would recommend my organisation as a good place to work'.
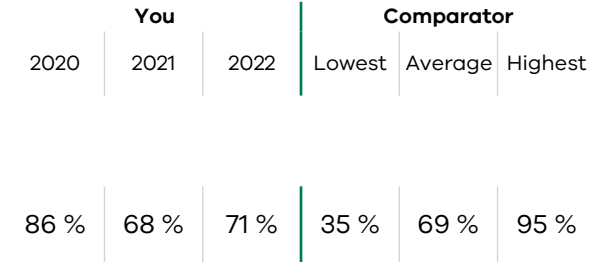
Survey question

Your results

Benchmark agree results

Legend: ■ Disagree ▓ Neither agree nor disagree ▓ Agree

Survey question	Your results	You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
I would recommend my organisation as a good place to work	8% / 21% / 71%	86 %	68 %	71 %	35 %	69 %	95 %

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:

- 90% of your staff who did the survey responded positively to questions about Inclusion.

Compared to:

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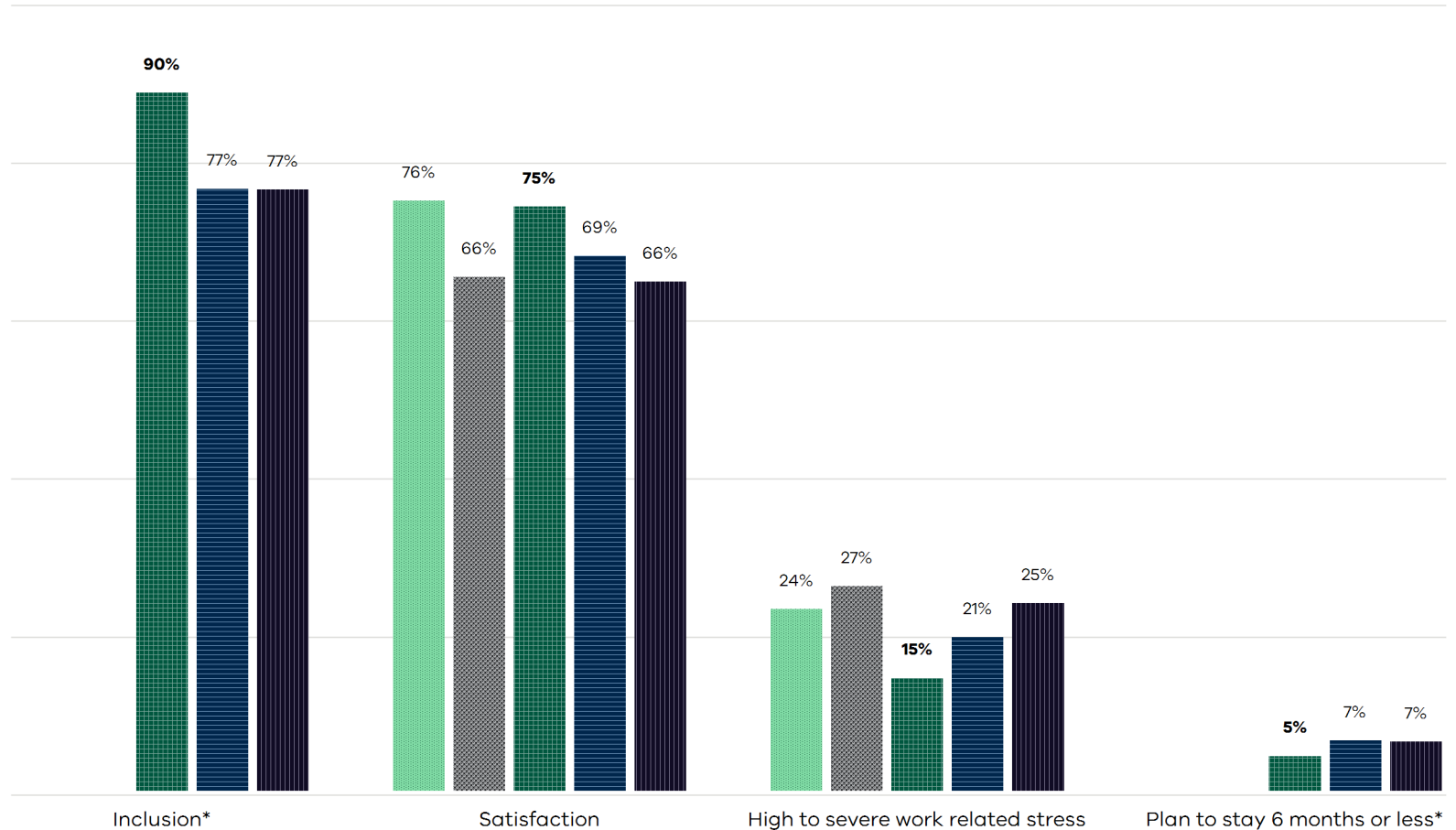
*We can't compare some data here because one or more questions were not asked in a previous survey

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

Chart data:
- Inclusion*: You 2022 90%, Comparator 2022 77%, Public sector 2022 77%
- Satisfaction: You 2020 76%, You 2021 66%, You 2022 75%, Comparator 2022 69%, Public sector 2022 66%
- High to severe work related stress: You 2020 24%, You 2021 27%, You 2022 15%, Comparator 2022 21%, Public sector 2022 25%
- Plan to stay 6 months or less*: You 2022 5%, Comparator 2022 7%, Public sector 2022 7%

People outcomes

Satisfaction question results

What this is

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

Why this is important

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

How to read this

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

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

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

Example

82% of your staff who did the survey were satisfied or very satisfied with 'Considering everything, how satisfied are you with your current job'.

Survey question	Your results	Benchmark satisfied results

Legend:
- Dissatisfied
- Satisfied
- Neither satisfied nor dissatisfied

Survey question	Your results		You			Comparator		
			2020	2021	2022	Lowest	Average	Highest
Considering everything, how satisfied are you with your current job	7% / 11% / 82%		79 %	62 %	82 %	51 %	75 %	96 %
How satisfied are you with the work/life balance in your current job	10% / 18% / 73%		76 %	76 %	73 %	48 %	68 %	82 %
How satisfied are you with your career development within your current organisation	10% / 20% / 70%		72 %	61 %	70 %	40 %	63 %	84 %

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

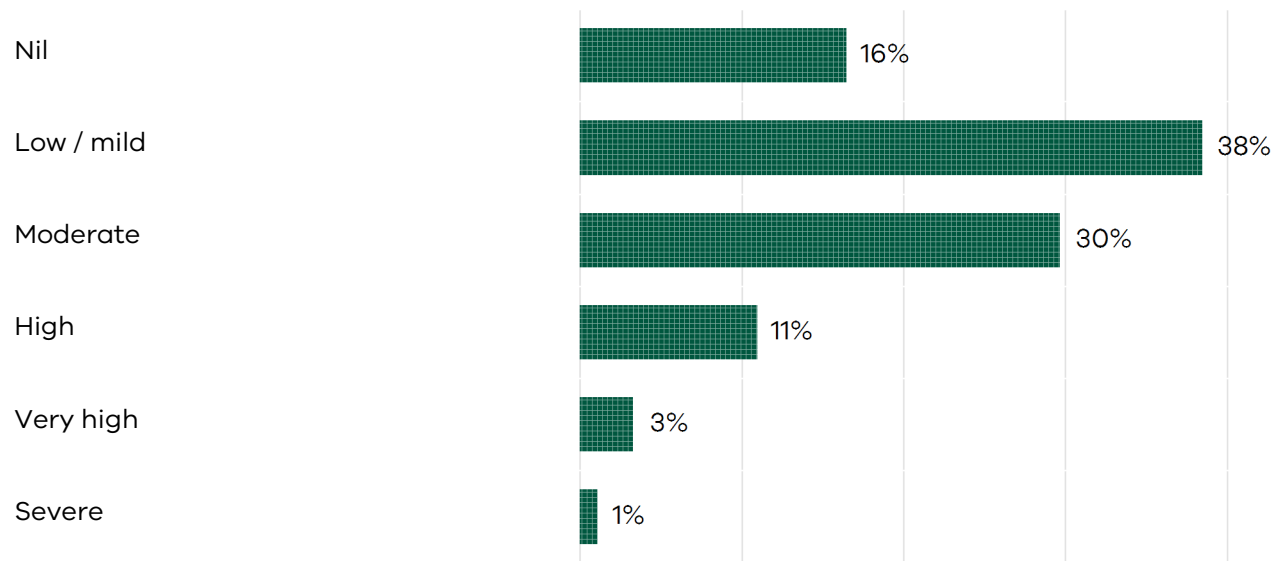In this survey we asked staff to tell us their stress level.

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

15% of your staff who did the survey said they had high to severe stress in 2022. This is compared to 21% of staff in your comparator group and 25% of staff across the public sector.

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

Category	%
Nil	16%
Low / mild	38%
Moderate	30%
High	11%
Very high	3%
Severe	1%

Reported levels of high to severe stress

2021	2022
27%	15%

	2021		2022
Comparator	19%	Comparator	21%
Public Sector	26%	Public Sector	25%
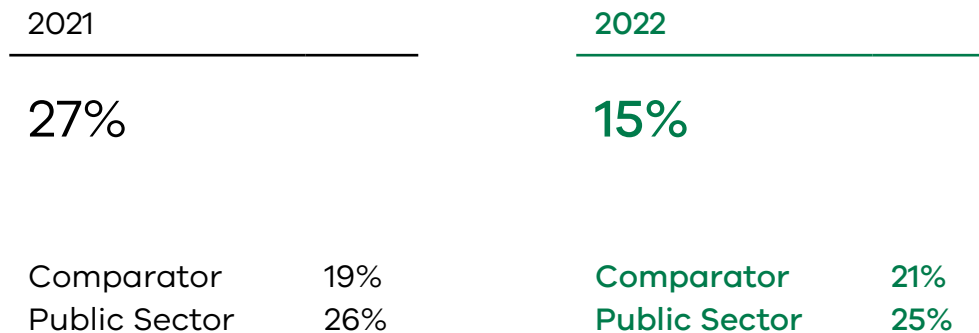
People outcomes

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

84% of your staff who did the survey said they experienced mild to severe stress.

Of that 84%, 57% said the top reason was 'Workload'.

	76	15
	84%	16%

■ Experienced some work-related stress   ▦ Did not experience some work-related stress
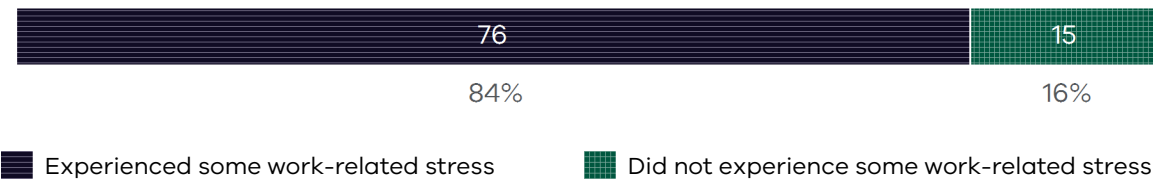
Of those that experienced work related stress it was from …	You 2021	You 2022	Comparator 2022	Public sector 2022
Workload	56%	57%	50%	53%
Time pressure	48%	45%	40%	43%
Competing home and work responsibilities	5%	16%	15%	15%
Other changes due to COVID-19	30%	14%	16%	8%
Dealing with clients, patients or stakeholders	9%	13%	13%	15%
Work schedule or hours	5%	13%	9%	8%
Content, variety, or difficulty of work	6%	11%	8%	11%
Social environment (e.g. relationships with colleagues, manager and/or senior leaders)	14%	11%	14%	11%
Unclear job expectations	8%	11%	10%	12%
Other	8%	9%	11%	9%

Victorian Public Sector Commission

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People outcomes

Intention to stay

What this is

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

Why this is important

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

How to read this

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

Example

7% of your staff who did the survey said they intended to work for your organisation for Over 6 months and up to 1 year.

Employees plan to work at your organisation for …	You 2022	Comparator 2022	Public sector 2022
6 months or less	5%	7%	7%
Over 6 months and up to 1 year	7%	9%	10%
Over 1 year and up to 3 years	22%	21%	23%
Over 3 years and up to 5 years	18%	15%	16%
Over 5 years	48%	47%	44%

Victorian Public Sector Commission

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People outcomes

Inclusion question results

What this is

This is how included staff feel in their workplace.

Why this is important

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

How to read this

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

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

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

Example

91% 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

Benchmark agree results

Survey question		You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
I can be myself at work	2% / 7% / 91%	Not asked	Not asked	91 %	56 %	81 %	94 %
I feel as if I belong at this organisation	1% / 11% / 88%	Not asked	Not asked	88 %	48 %	74 %	96 %

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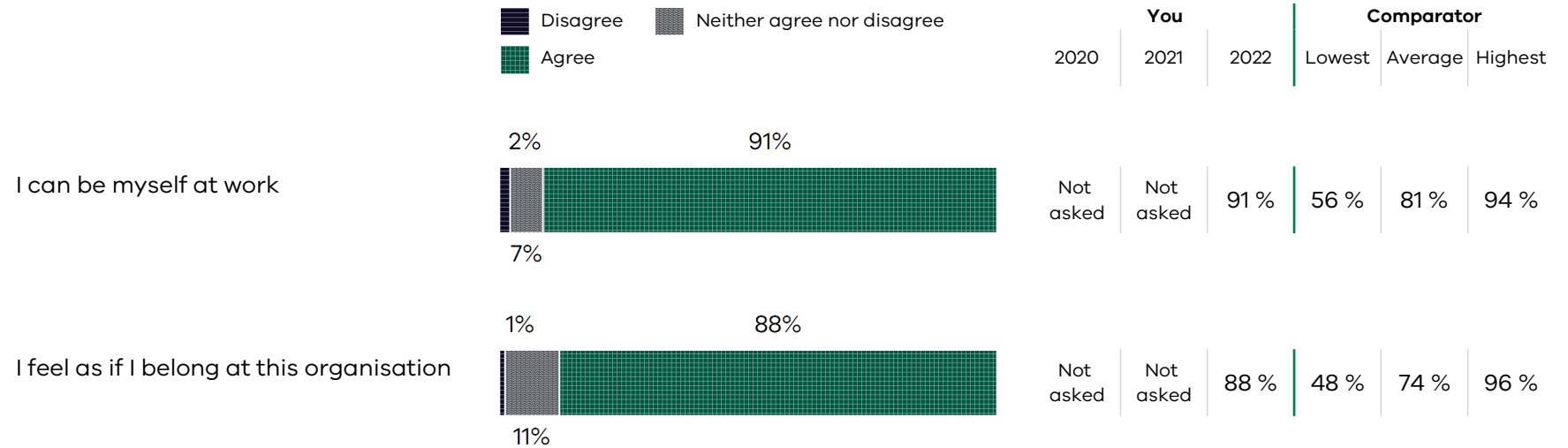
People outcomes

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

4% of your staff who did the survey said they have experienced barriers to success in the last 12 months due to 'My mental health'.

Staff who experienced one or more barriers to success at work

14	77
15%	85%

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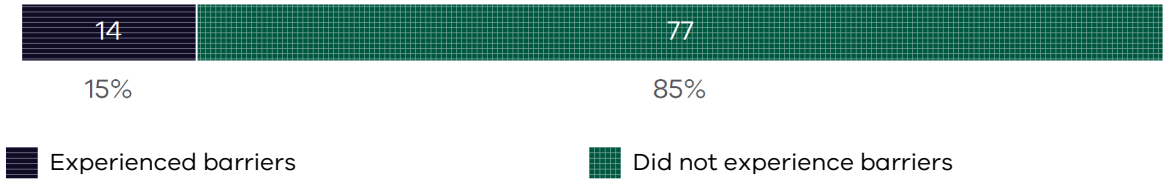
During the last 12 months, employees experienced barriers to their success due to ...	You 2022	Comparator 2022	Public sector 2022
My mental health	4%	6%	7%
My age	3%	6%	8%
My caring responsibilities	3%	6%	7%
My cultural background	3%	2%	3%
Other	3%	3%	5%
My industrial activity	2%	1%	1%
My disability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

- 66% of your staff who did the survey said work made them feel happy in 2022, which is up from 47% 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: 41%, 47%, 66%, 64%, 54%
Enthusiastic: 24%, 42%, 51%, 54%, 48%
Worried: 31%, 30%, 23%, 29%, 33%
Miserable: 10%, 23%, 11%, 19%, 19%
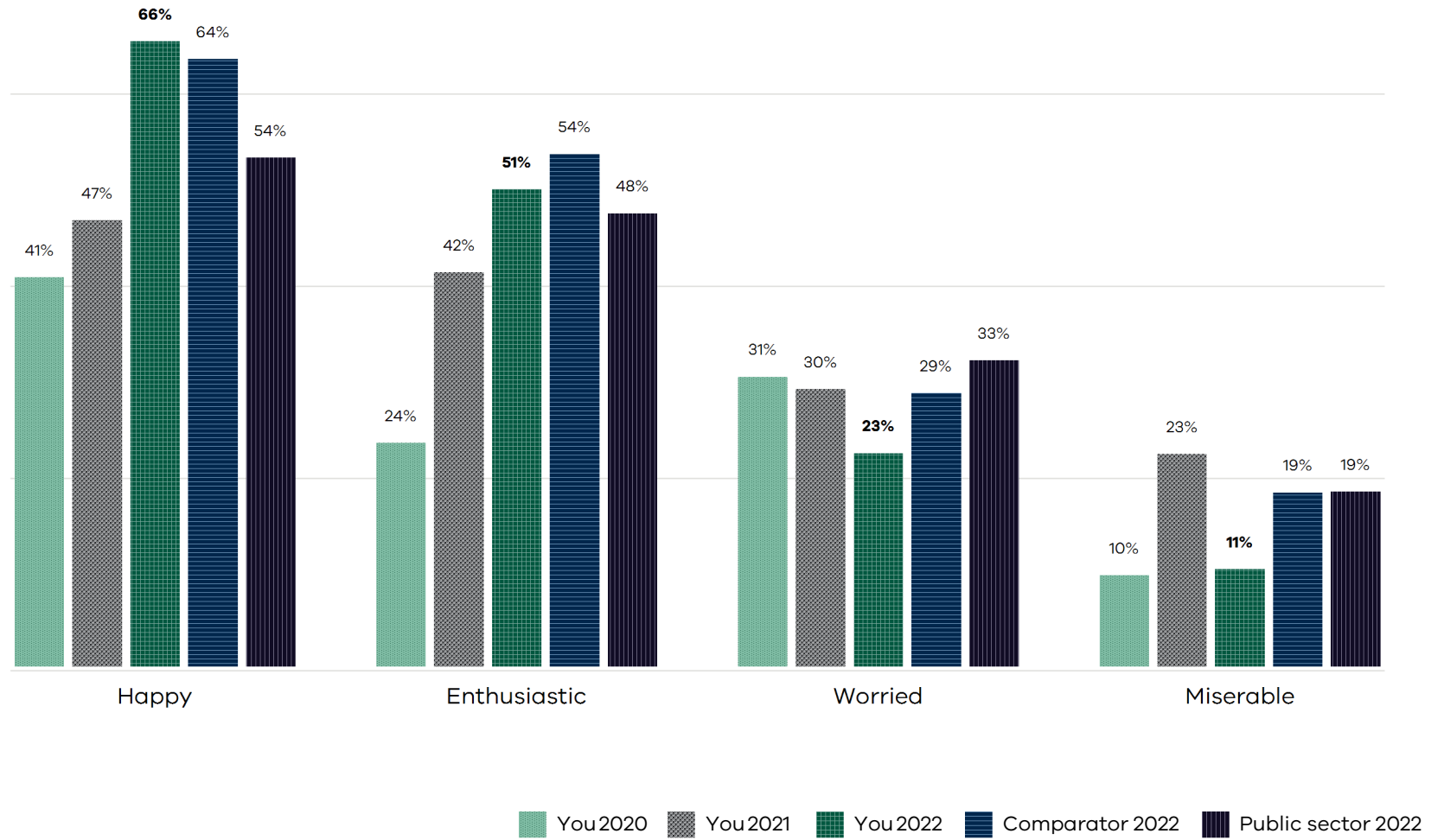
People outcomes

Scorecard: negative behaviours

What this is

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

Why this is important

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

How to read this

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

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

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

Example

In 2022:

- 13% of your staff who did the survey stated they experienced ' Violence or aggression' in the last 12 months which is down from 18% in 2021.

Compared to:

- 21% of staff at your comparator and 18% of staff across the public sector.

Bar chart of negative behaviours by category:

Violence or aggression: You 2020: 21%, You 2021: 18%, You 2022: 13%, Comparator 2022: 21%, Public sector 2022: 18%

Bullying: You 2020: 28%, You 2021: 19%, You 2022: 7%, Comparator 2022: 19%, Public sector 2022: 13%

Discrimination: You 2020: 10%, You 2021: 7%, You 2022: 3%, Comparator 2022: 4%, Public sector 2022: 5%

Sexual harassment: You 2020: 3%, You 2021: 4%, You 2022: 3%, Comparator 2022: 6%, Public sector 2022: 5%

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

People outcomes

Bullying

What this is

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

Why this is important

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

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

13% of your staff who did the survey said they experienced violence or aggression.

Of that 13%, 92% said it was from 'Abusive language'.

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

12	75	4
13%	82%	4%

■ Experienced violence or aggression   ■ Did not experience violence or aggression   ■ Not sure
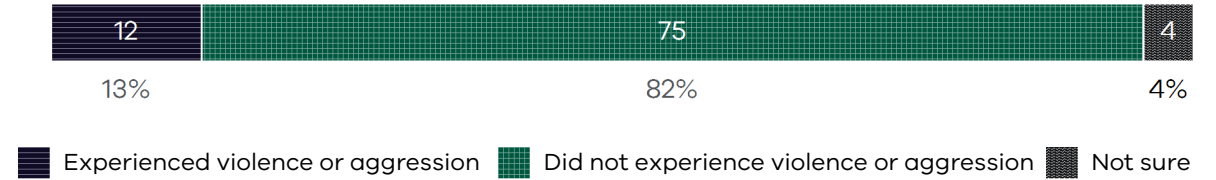
If you experienced violence or aggression, what type did you experience?	You 2021	You 2022	Comparator 2022	Public sector 2022
Abusive language	85%	92%	77%	82%
Physical assault (e.g. spitting, hitting, punching, pushing, tripping, grabbing, throwing objects)	62%	67%	32%	28%
Threats of violence	23%	50%	25%	37%
Intimidating behaviour	46%	25%	58%	68%
Stalking, including cyber-stalking	8%	8%	1%	1%

Negative behaviour

Telling someone about violence and aggression

What this is

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

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

13% of your staff who did the survey said they experienced violence or aggression, fo which

- 58% said the top way they reported the violence or agression was 'Submitted a formal incident report'

- 42% said they didn't submit a formal incident report.

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

12	75	4
13%	82%	4%

■ Experienced violence or aggression ■ Did not experience violence or aggression ■ Not sure
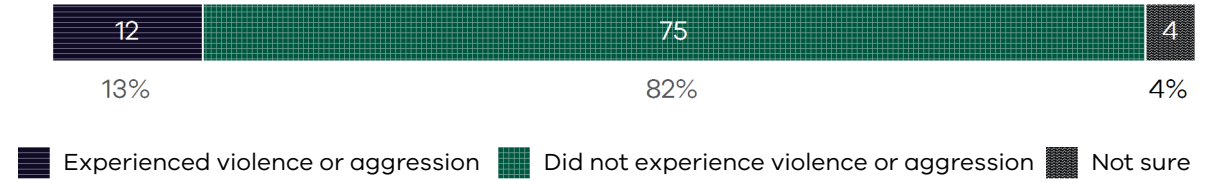
Did you tell anyone about the incident?	You 2021	You 2022	Comparator 2022	Public sector 2022
Submitted a formal incident report	46%	58%	42%	32%
Told the person the behaviour was not OK	62%	50%	30%	34%
Told a manager	69%	42%	52%	56%
Told a colleague	54%	17%	41%	47%

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Negative behaviour

Perpetrators of violence and aggression

What this is

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

Why this is important

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

How to read this

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

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

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

Each row is one perpetrator or a group of perpetrators.

Example

13% of your staff who did the survey said they experienced violence or aggression.

Of that 13%, 92% said it was 'Client/ customer/ patient/ stakeholder'.

12 people (13% of staff) experienced violence or aggression (You2022)

Perpetrator	Percentage
Client/ customer/ patient/ stakeholder	92%
Member of the public	8%
A manager or supervisor	0%
A volunteer with my organisation	0%
An executive, senior leader or the head of your organisation	0%
Colleague	0%
Group of colleagues	0%
Member of your household	0%

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Key differences

Highest scoring questions

What this is

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

How to read this

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

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

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

Example

On the first row 'Job enrichment', the 'You 2022' column shows 99% of your staff agreed with 'I understand how my job helps my organisation achieve it's goals'. This question was not asked in 2021.

Question group	Highest scoring questions	You 2022	Change from 2021	Comparator 2022
Job enrichment	I understand how my job helps my organisation achieve it's goals	99%	Not asked in 2021	92%
Job enrichment	I clearly understand what I am expected to do in this job	97%	+16%	89%
Meaningful work	I can make a worthwhile contribution at work	97%	Not asked in 2021	94%
Manager leadership	My manager treats employees with dignity and respect	96%	+20%	82%
Manager support	I can discuss problems or issues with my manager	95%	Not asked in 2021	79%
Meaningful work	I achieve something important through my work	95%	+9%	93%
Manager leadership	My manager demonstrates honesty and integrity	93%	+18%	81%
Meaningful work	I get a sense of accomplishment from my work	93%	+16%	87%
Organisational integrity	My organisation encourages employees to act in ways that are consistent with human rights	92%	+13%	83%
Patient safety climate	I am encouraged by my colleagues to report any patient safety concerns I may have	92%	+7%	83%

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Key differences

Lowest scoring questions

What this is

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

How to read this

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

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

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

Example

On the first row 'Taking action', the 'You 2022' column shows 36% 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	36%	Not asked in 2021	36%
Patient safety climate	This health service does a good job of training new and existing staff	54%	0%	57%
Learning and development	My organisation places a high priority on the learning and development of staff	59%	+8%	63%
Organisational integrity	I have an equal chance at promotion in my organisation	59%	Not asked in 2021	54%
Taking action	I believe my organisation will make improvements based on the results of this survey	59%	Not asked in 2021	55%
Learning and development	I am satisfied with the opportunities to progress in my organisation	62%	Not asked in 2021	56%
Safety climate	All levels of my organisation are involved in the prevention of stress	62%	+24%	51%
Learning and development	I am satisfied with the way my learning and development needs have been addressed in the last 12 months	63%	+10%	61%
Workload	I have enough time to do my job effectively	64%	+22%	55%
Organisational integrity	I believe the promotion processes in my organisation are fair	64%	Not asked in 2021	52%

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Key differences

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 'Safety climate', the 'You 2022' column shows 75% of your staff agreed with 'Senior leaders consider the psychological health of employees to be as important as productivity'.
In the 'Increase from 2021' column, you have a 33% increase, which is a positive trend.

Question group	Most improved from last year	You 2022	Increase from 2021	Comparator 2022
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	75%	+33%	61%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	68%	+28%	56%
Patient safety climate	My suggestions about patient safety would be acted upon if I expressed them to my manager	89%	+27%	76%
Senior leadership	Senior leaders demonstrate honesty and integrity	73%	+27%	66%
Patient safety climate	Management is driving us to be a safety-centred organisation	85%	+27%	74%
Engagement	My organisation inspires me to do the best in my job	79%	+26%	68%
Manager support	My manager provides me with enough support when I need it	90%	+25%	77%
Organisational integrity	My organisation takes steps to eliminate bullying, harassment and discrimination	79%	+24%	64%
Safety climate	All levels of my organisation are involved in the prevention of stress	62%	+24%	51%
Quality service delivery	My workgroup has clear lines of responsibility	86%	+22%	74%

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 'Human rights', the 'You 2022' column shows 91% of your staff agreed with 'I understand how the Charter of Human Rights and Responsibilities applies to my work'.
In the 'Decrease from 2021' column, you have a 3% decrease, which is a negative trend.

Question subgroup	Largest decline from last year	You 2022	Decrease from 2021	Comparator 2022
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	91%	-3%	87%
Satisfaction	How satisfied are you with the work/life balance in your current job	73%	-3%	68%
Patient safety climate	This health service does a good job of training new and existing staff	54%	0%	57%

Key differences

Biggest positive difference from comparator

What this is

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

How to read this

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

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

Example

On the first row 'Organisational integrity', the 'You 2022' column shows 88% of your staff agreed with 'My organisation does not tolerate improper conduct'.

The 'difference' column, shows that agreement for this question was 16 percentage points higher in your organisation than in your comparator.

Question group	Biggest positive difference from comparator	You 2022	Difference	Comparator 2022
Organisational integrity	My organisation does not tolerate improper conduct	88%	+16%	72%
Manager support	I can discuss problems or issues with my manager	95%	+16%	79%
Organisational integrity	My organisation takes steps to eliminate bullying, harassment and discrimination	79%	+15%	64%
Inclusion	I feel as if I belong at this organisation	88%	+14%	74%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	75%	+14%	61%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	66%	+13%	53%
Manager leadership	My manager treats employees with dignity and respect	96%	+13%	82%
Manager support	My manager provides me with enough support when I need it	90%	+13%	77%
Safe to speak up	People in my workgroup are able to bring up problems and tough issues	79%	+13%	66%
Workgroup support	People in my workgroup appropriately manage conflicts of interest	74%	+13%	61%

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Key differences

Biggest negative difference from comparator

What this is

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

How to read this

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

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

Example

On the first row 'Learning and development', the 'You 2022' column shows 59% of your staff agreed with 'My organisation places a high priority on the learning and development of staff'.

The 'difference' column, shows that agreement for this question was 4 percentage points lower in your organisation than in your comparator.

Question subgroup	Biggest negative difference from comparator	You 2022	Difference	Comparator 2022
Learning and development	My organisation places a high priority on the learning and development of staff	59%	-4%	63%
Patient safety climate	This health service does a good job of training new and existing staff	54%	-4%	57%
Patient safety climate	I would recommend a friend or relative to be treated as a patient here	74%	-3%	76%
Learning and development	I am developing and learning in my role	75%	0%	75%

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Taking action

What this is

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

Why this is important

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

How to read this

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

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

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

Example

59% 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'.

Legend: Disagree · Neither agree nor disagree · Don't know · Agree
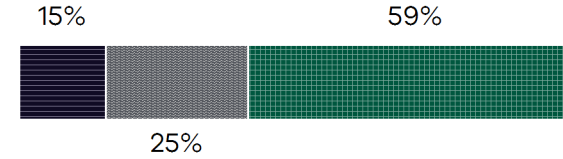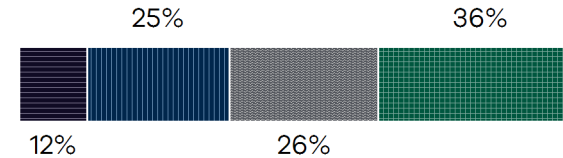
Survey question	Your results	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I believe my organisation will make improvements based on the results of this survey	15% / 25% / 59%	Not asked	Not asked	59 %	29 %	55 %	84 %
My organisation has made improvements based on the survey results from last year	12% / 25% / 26% / 36%	Not asked	Not asked	36 %	13 %	36 %	59 %

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Senior leadership

Senior leadership

What this is

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

Why this is important

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

How to read this

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

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

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

Example

75% of your staff who did the survey agreed or strongly agreed with 'Senior leaders model my organisation's values'.

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

Survey question	2020	You 2021	2022	Comparator Lowest	Comparator Average	Comparator Highest
Senior leaders model my organisation's values (5% / 5% / 14% / 75%)	Not asked	59 %	75 %	33 %	66 %	94 %
Senior leaders demonstrate honesty and integrity (8% / 5% / 14% / 73%)	Not asked	46 %	73 %	26 %	66 %	98 %
Senior leaders provide clear strategy and direction (5% / 10% / 13% / 71%)	76 %	57 %	71 %	30 %	62 %	94 %

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Organisational climate

Scorecard

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2022:

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

Compared to:

- 68% of staff at your comparator and 67% of staff across the public sector.
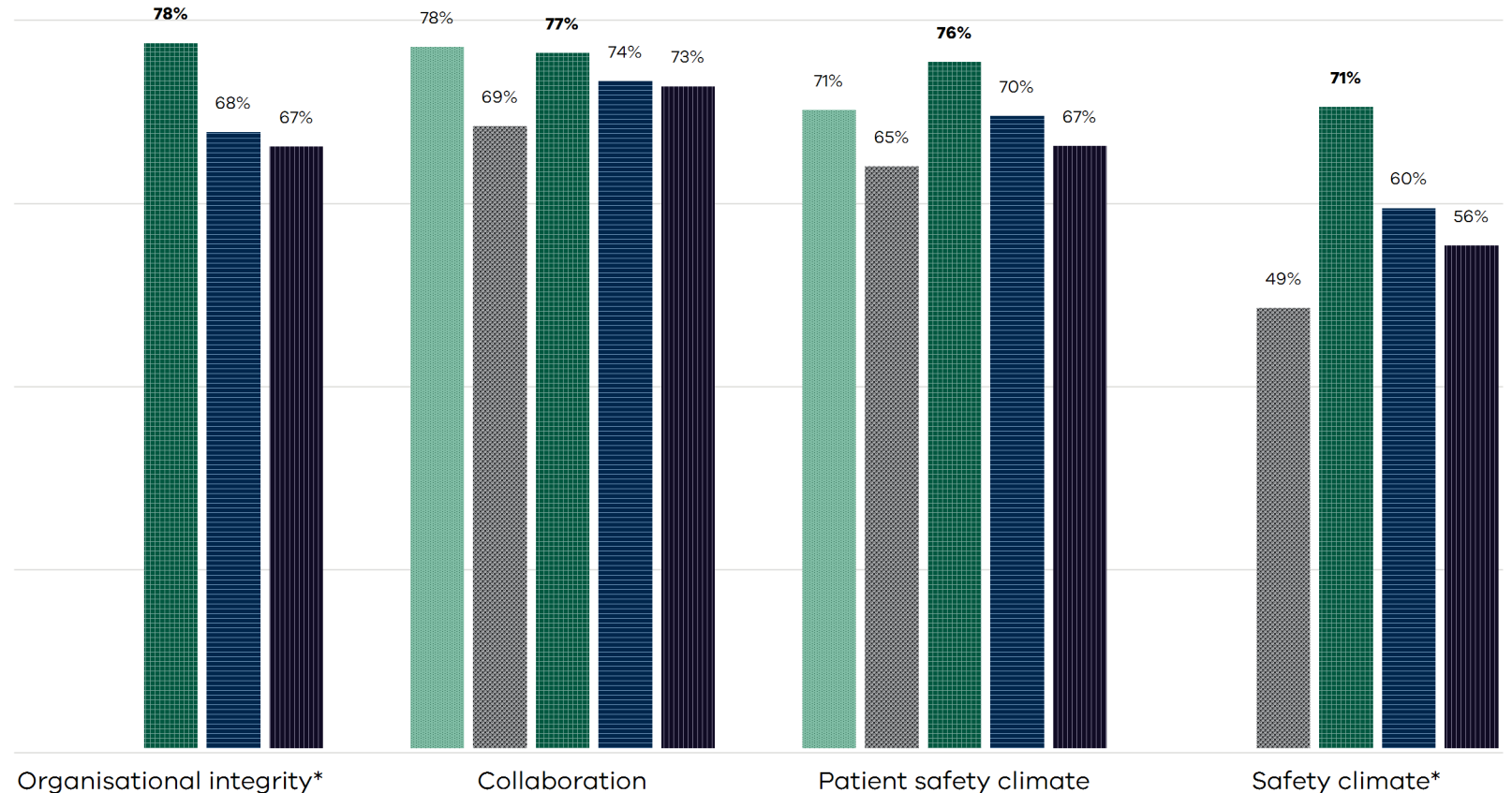
*We can't compare some data here because one or more questions were not asked in a previous survey

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

Categories and values:

Organisational integrity* — You 2022: 78%, Comparator 2022: 68%, Public sector 2022: 67%

Collaboration — You 2020: 78%, You 2021: 69%, You 2022: 77%, Comparator 2022: 74%, Public sector 2022: 73%

Patient safety climate — You 2020: 71%, You 2021: 65%, You 2022: 76%, Comparator 2022: 70%, Public sector 2022: 67%

Safety climate* — You 2021: 49%, You 2022: 71%, Comparator 2022: 60%, Public sector 2022: 56%

Organisational climate

Organisational integrity 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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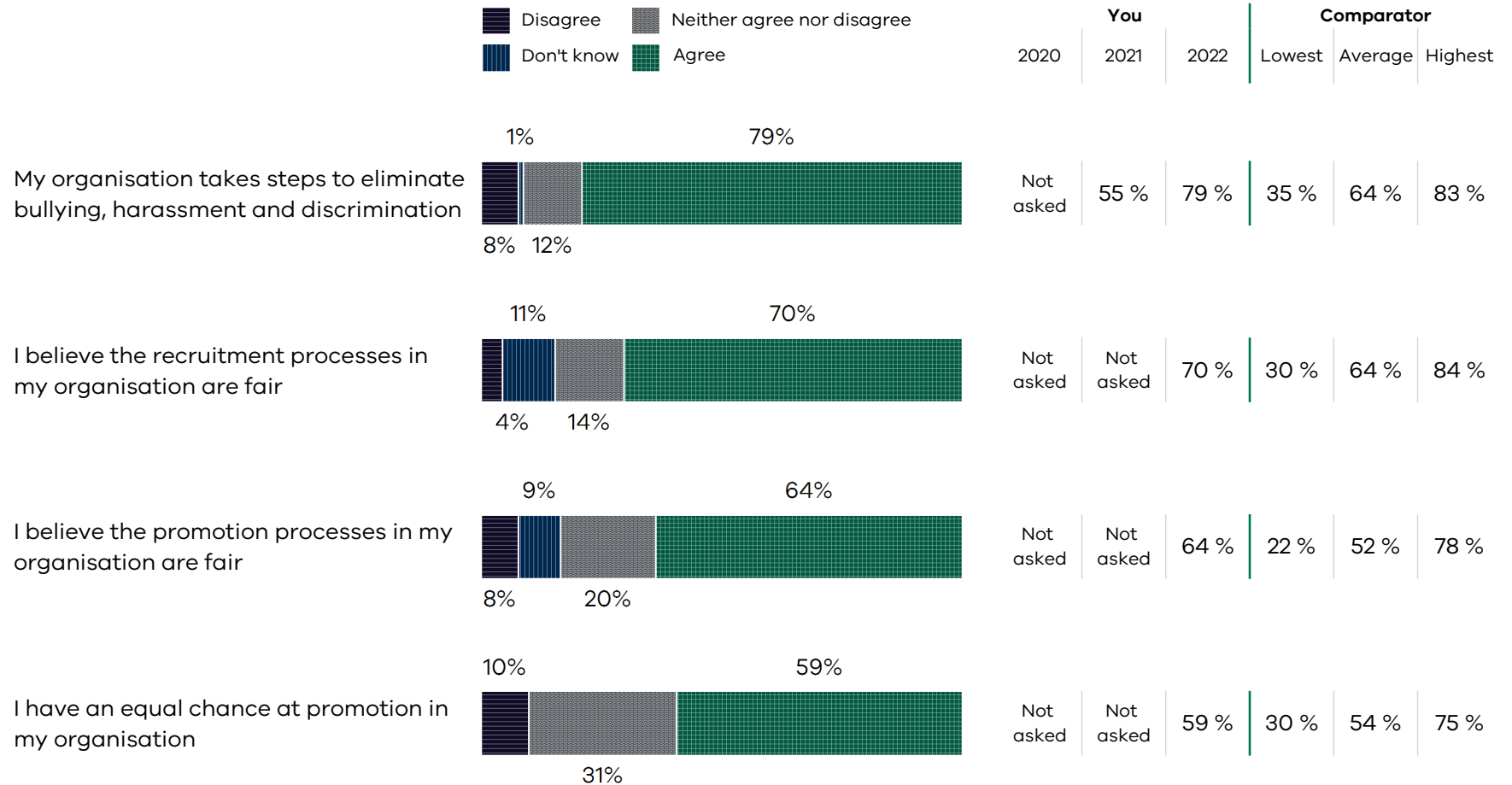
Example

92% 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'.

Your results

Benchmark agree results

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

Survey question	Disagree	Don't know	Neither	Agree	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My organisation encourages employees to act in ways that are consistent with human rights	2%	1%	4%	92%	Not asked	80 %	92 %	52 %	83 %	98 %
My organisation does not tolerate improper conduct	2%	5%	4%	88%	Not asked	66 %	88 %	47 %	72 %	91 %
My organisation is committed to earning a high level of public trust	1%		12%	87%	Not asked	81 %	87 %	47 %	79 %	99 %
My organisation encourages respectful workplace behaviours	1%	3%	11%	85%	Not asked	72 %	85 %	51 %	78 %	98 %

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Organisational climate

Organisational integrity 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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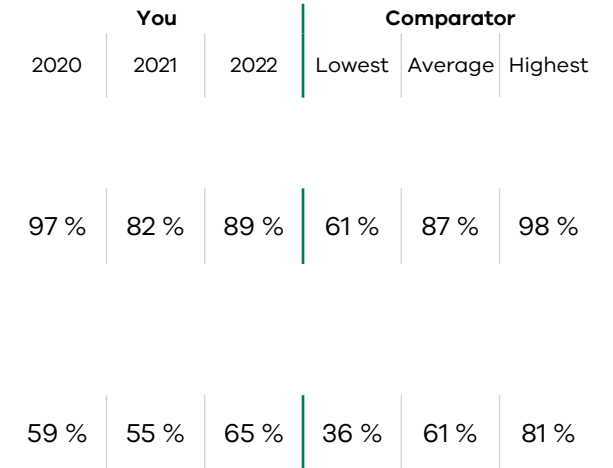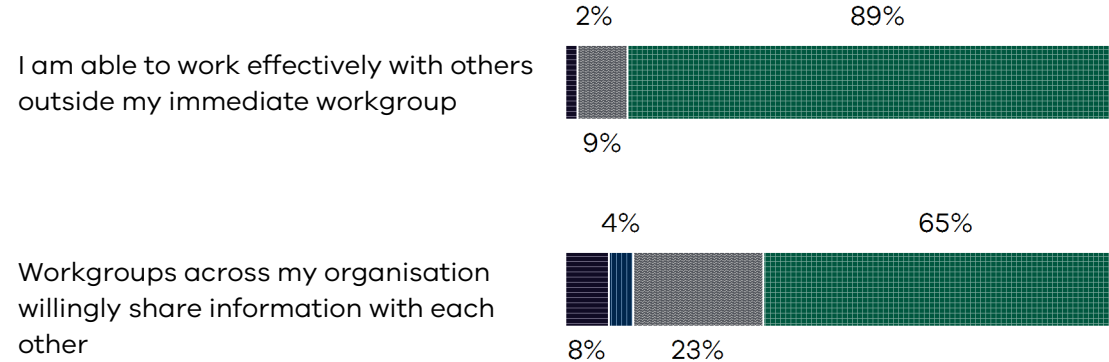
Example

79% of your staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.

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 organisation takes steps to eliminate bullying, harassment and discrimination	8% / 1% / 12% / 79%	Not asked	55 %	79 %	35 %	64 %	83 %
I believe the recruitment processes in my organisation are fair	4% / 11% / 14% / 70%	Not asked	Not asked	70 %	30 %	64 %	84 %
I believe the promotion processes in my organisation are fair	8% / 9% / 20% / 64%	Not asked	Not asked	64 %	22 %	52 %	78 %
I have an equal chance at promotion in my organisation	10% / 31% / 59%	Not asked	Not asked	59 %	30 %	54 %	75 %

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.
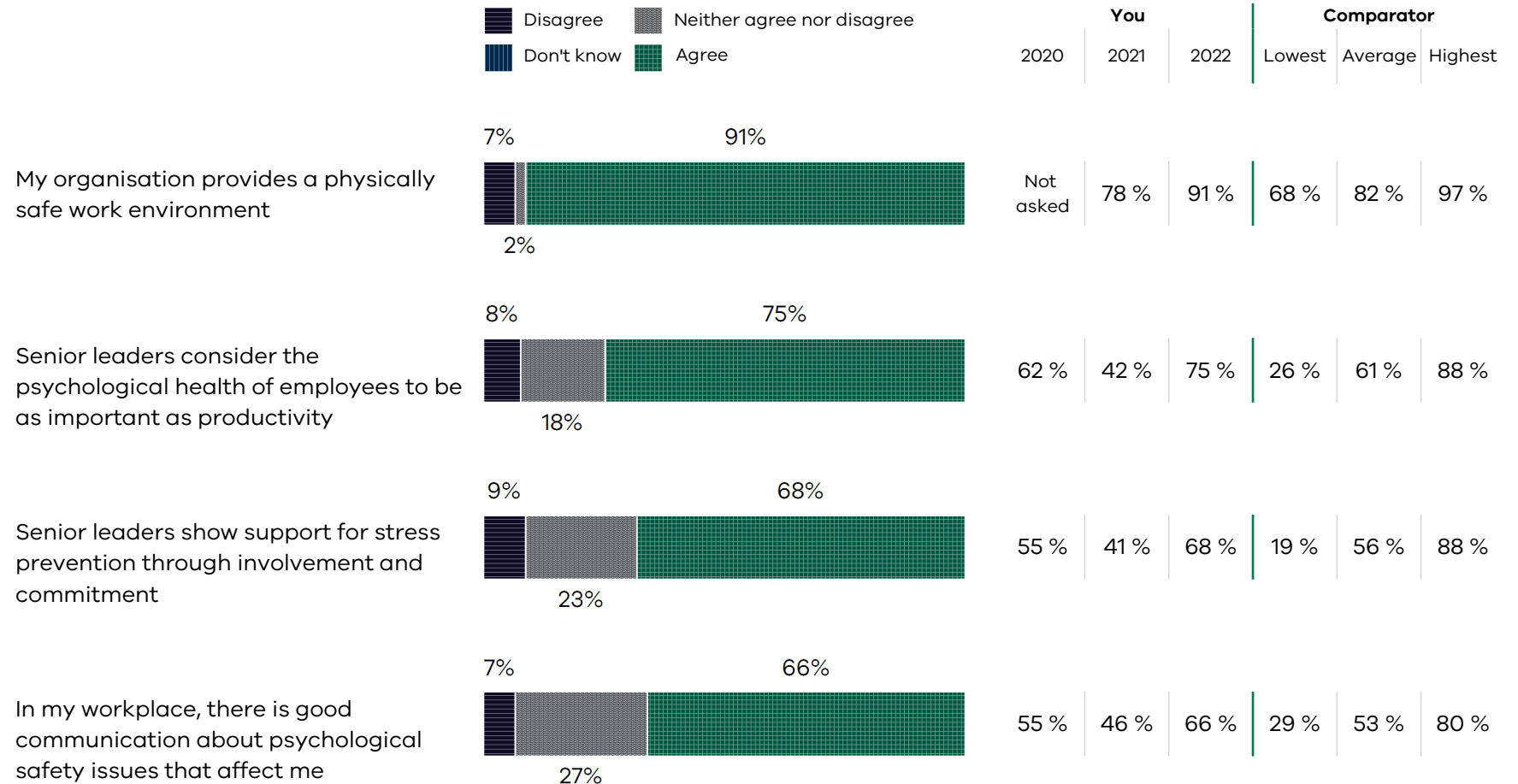
Example

89% of your staff who did the survey agreed or strongly agreed with 'I am able to work effectively with others outside my immediate workgroup'.

Survey question	Your results	Benchmark agree results					

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

Survey question		You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I am able to work effectively with others outside my immediate workgroup	2% / 9% / 89%	97 %	82 %	89 %	61 %	87 %	98 %
Workgroups across my organisation willingly share information with each other	8% / 4% / 23% / 65%	59 %	55 %	65 %	36 %	61 %	81 %

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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

91% of your staff who did the survey agreed or strongly agreed with 'My organisation provides a physically safe work environment'.

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

Survey question	Your results	2020 (You)	2021 (You)	2022 (You)	Lowest (Comparator)	Average (Comparator)	Highest (Comparator)
My organisation provides a physically safe work environment	7% / 2% / 91%	Not asked	78 %	91 %	68 %	82 %	97 %
Senior leaders consider the psychological health of employees to be as important as productivity	8% / 18% / 75%	62 %	42 %	75 %	26 %	61 %	88 %
Senior leaders show support for stress prevention through involvement and commitment	9% / 23% / 68%	55 %	41 %	68 %	19 %	56 %	88 %
In my workplace, there is good communication about psychological safety issues that affect me	7% / 27% / 66%	55 %	46 %	66 %	29 %	53 %	80 %

Organisational climate

Safety climate 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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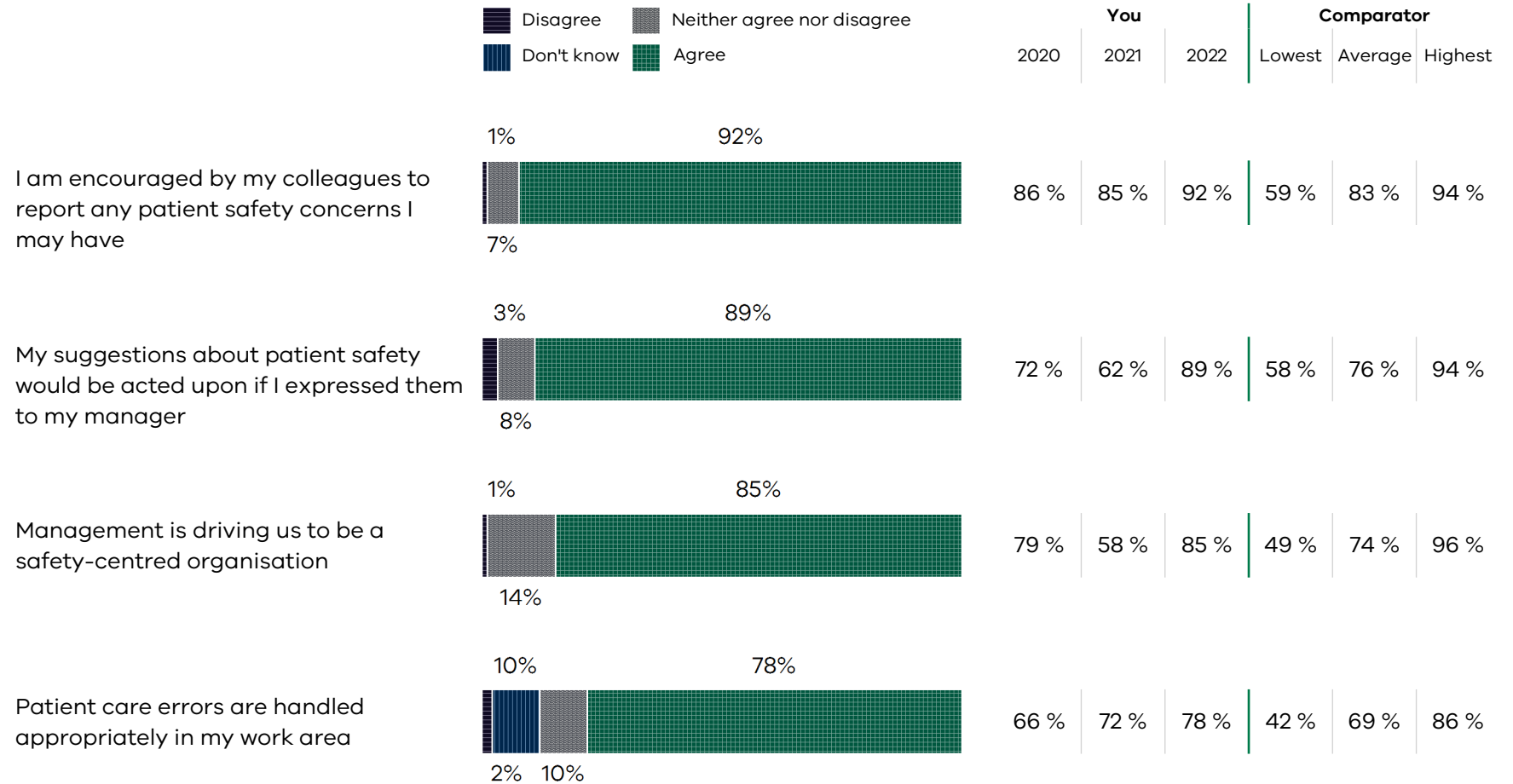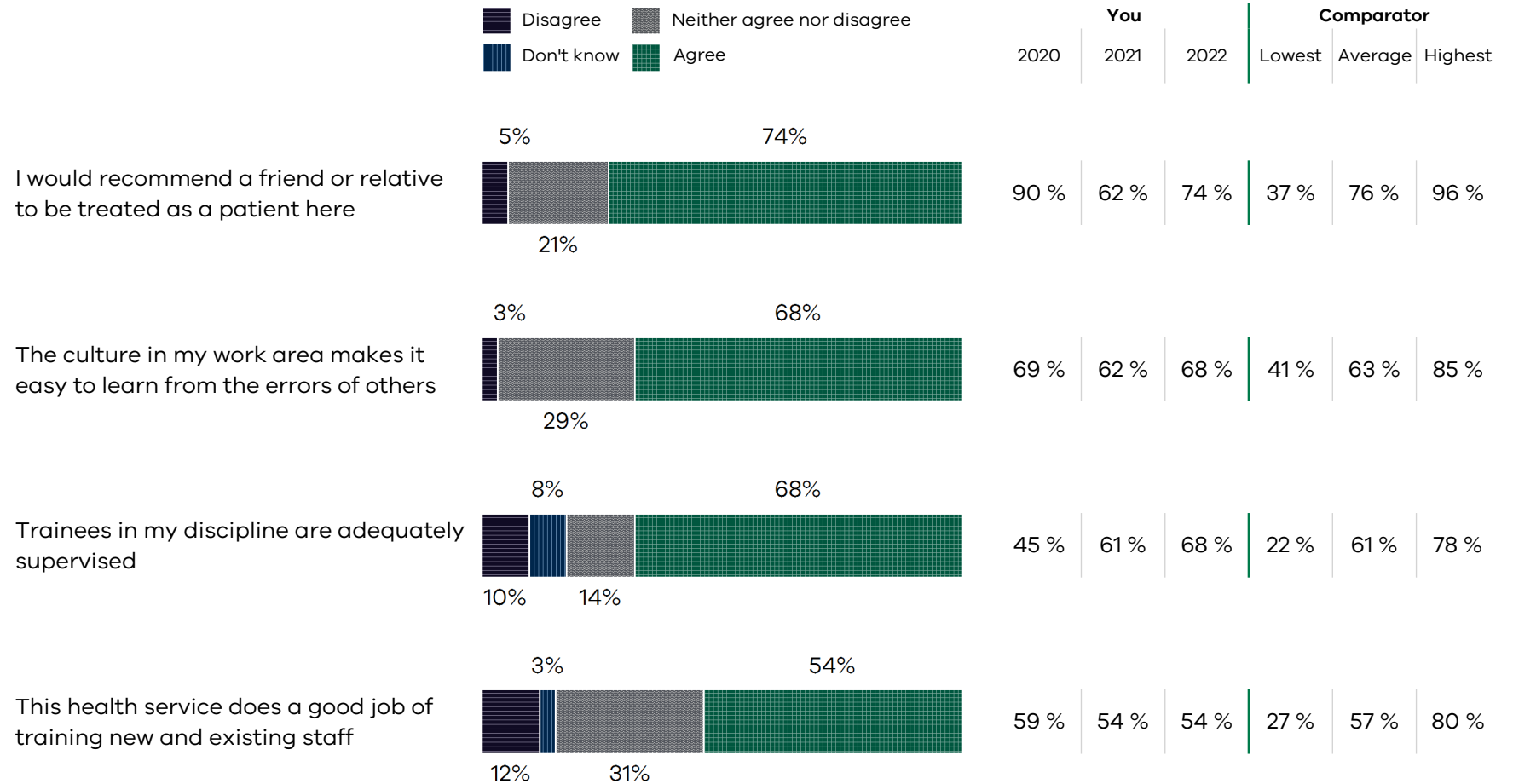
Example

65% of your staff who did the survey agreed or strongly agreed with 'My organisation has effective procedures in place to support employees who may experience stress'.

Survey question	Your results	Benchmark agree results

Legend: Disagree ■ | Neither agree nor disagree ■ | Don't know ■ | Agree ■
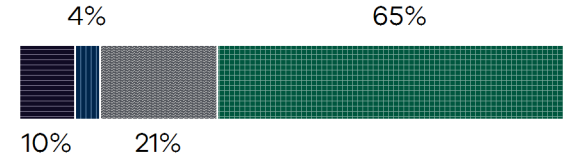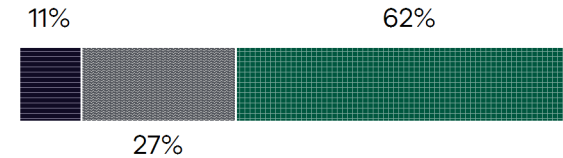
Survey question		You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
My organisation has effective procedures in place to support employees who may experience stress	4% / 65% / 10% / 21%	72 %	50 %	65 %	36 %	57 %	88 %
All levels of my organisation are involved in the prevention of stress	11% / 62% / 27%	45 %	38 %	62 %	30 %	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

92% of your staff who did the survey agreed or strongly agreed with 'I am encouraged by my colleagues to report any patient safety concerns I may have'.

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

Survey question	Your results	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I am encouraged by my colleagues to report any patient safety concerns I may have	1% / 92% / 7%	86 %	85 %	92 %	59 %	83 %	94 %
My suggestions about patient safety would be acted upon if I expressed them to my manager	3% / 89% / 8%	72 %	62 %	89 %	58 %	76 %	94 %
Management is driving us to be a safety-centred organisation	1% / 85% / 14%	79 %	58 %	85 %	49 %	74 %	96 %
Patient care errors are handled appropriately in my work area	10% / 78% / 2% / 10%	66 %	72 %	78 %	42 %	69 %	86 %

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

74% of your staff who did the survey agreed or strongly agreed with 'I would recommend a friend or relative to be treated as a patient here'.

Survey question · Your results · Benchmark agree results

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

Survey question		You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
I would recommend a friend or relative to be treated as a patient here	90 %	62 %	74 %	37 %	76 %	96 %
The culture in my work area makes it easy to learn from the errors of others	69 %	62 %	68 %	41 %	63 %	85 %
Trainees in my discipline are adequately supervised	45 %	61 %	68 %	22 %	61 %	78 %
This health service does a good job of training new and existing staff	59 %	54 %	54 %	27 %	57 %	80 %

Your results bar values:

- I would recommend a friend or relative to be treated as a patient here: 5%, 21%, 74%
- The culture in my work area makes it easy to learn from the errors of others: 3%, 29%, 68%
- Trainees in my discipline are adequately supervised: 10%, 8%, 14%, 68%
- This health service does a good job of training new and existing staff: 12%, 3%, 31%, 54%

People matter survey

wellbeing check 2022

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

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:

- 82% of your staff who did the survey responded positively to questions about Quality service delivery.

Compared to:

- 72% of staff at your comparator and 74% of staff across the public sector.
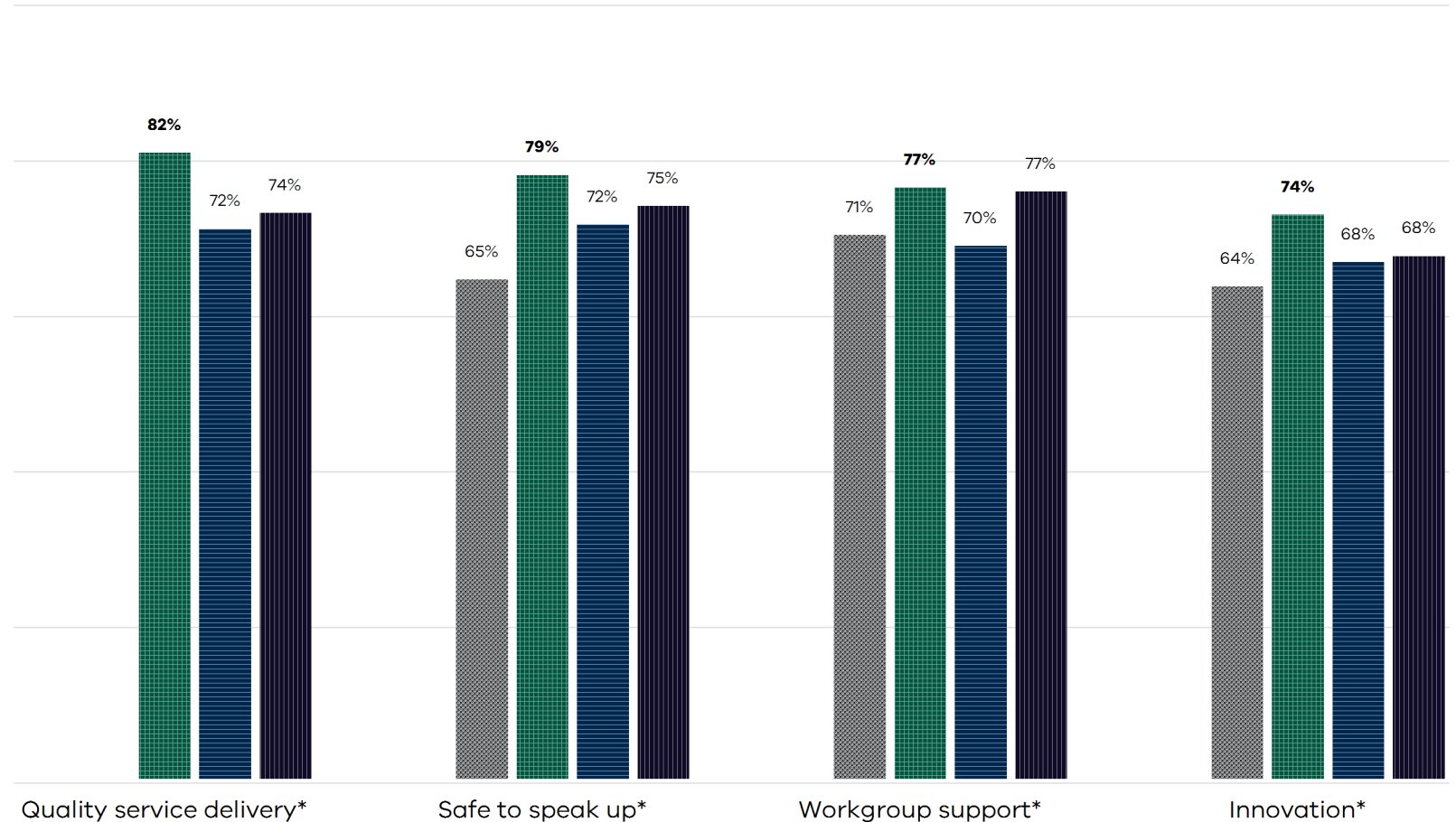
	Quality service delivery*	Safe to speak up*	Workgroup support*	Innovation*
You 2021		65%	71%	64%
You 2022	82%	79%	77%	74%
Comparator 2022	72%	72%	70%	68%
Public sector 2022	74%	75%	77%	68%

*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

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Workgroup climate

Quality service delivery

What this is

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

Why this is important

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

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

How to read this

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

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

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

Example

86% of your staff who did the survey agreed or strongly agreed with 'My workgroup has clear lines of responsibility'.
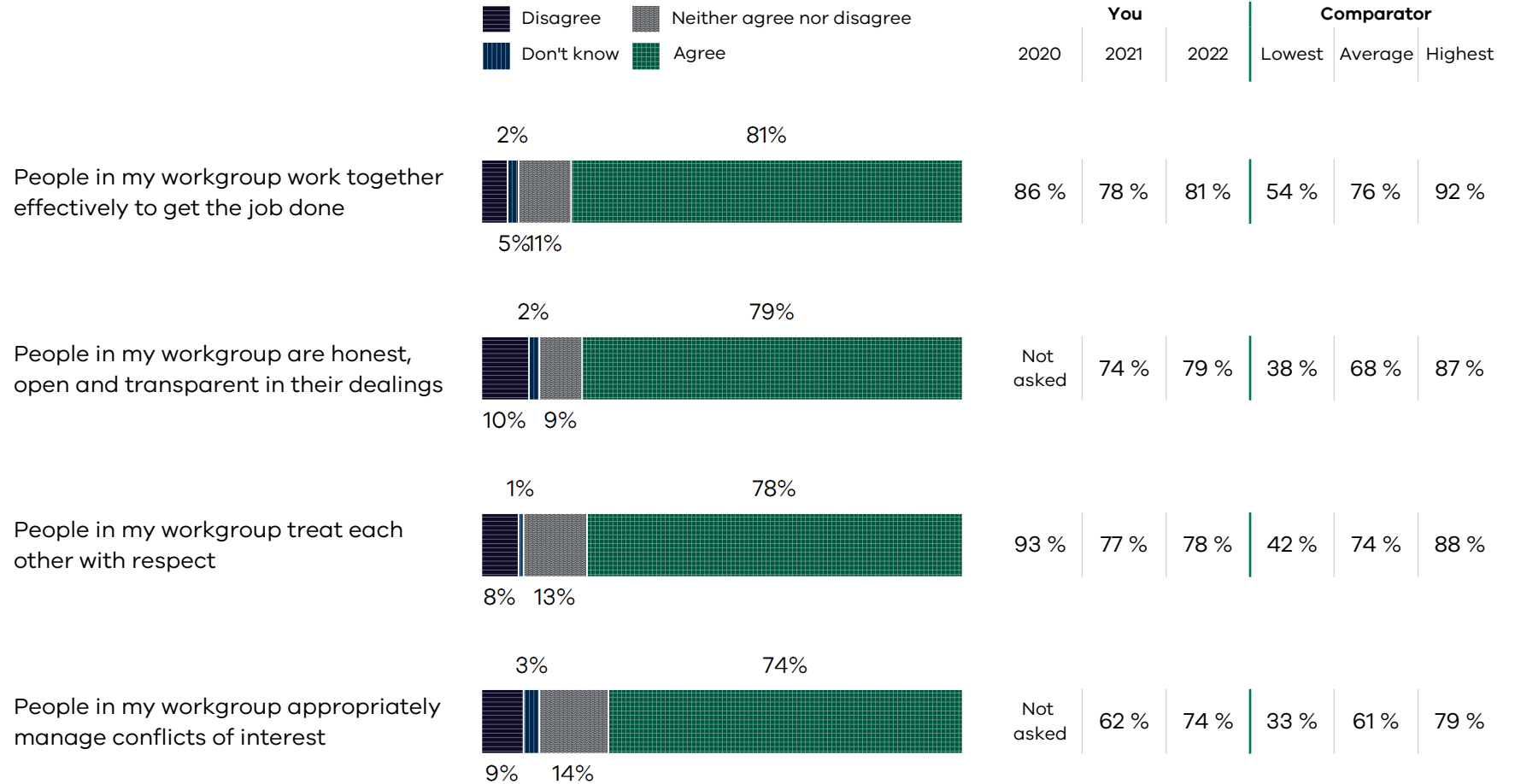
Survey question	Your results						

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

Survey question		You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
My workgroup has clear lines of responsibility	1% ... 86% (3% 10%)	Not asked	64 %	86 %	53 %	74 %	89 %
My workgroup provides high quality advice and services	1% ... 85% (2% 12%)	Not asked	Not asked	85 %	60 %	77 %	93 %
My workgroup acts fairly and without bias	1% ... 79% (5% 14%)	Not asked	Not asked	79 %	46 %	67 %	82 %
My workgroup uses its resources well	1% ... 77% (7% 15%)	Not asked	Not asked	77 %	52 %	69 %	92 %

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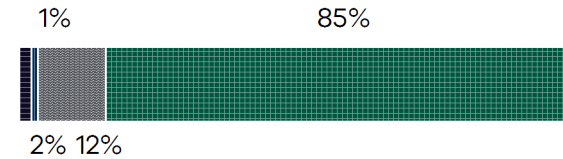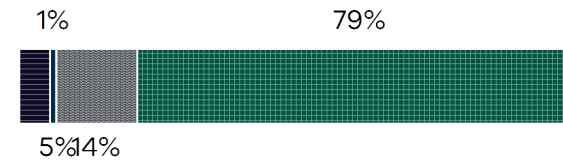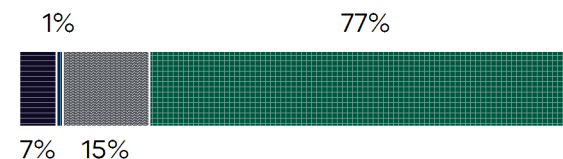
Workgroup climate

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.
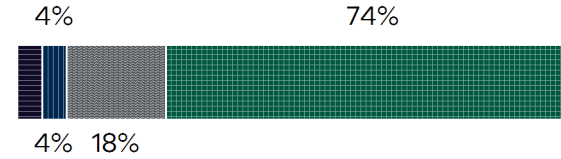
Example

77% of your staff who did the survey agreed or strongly agreed with 'My workgroup is quick to respond to opportunities to do things better'.

Survey question | **Your results** | **Benchmark agree results**

Legend: Disagree | Neither agree nor disagree | Don't know | Agree
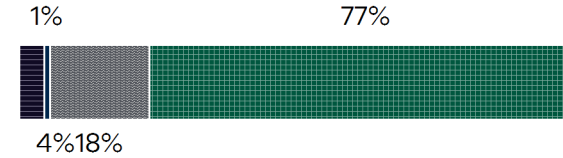
Survey question		2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup is quick to respond to opportunities to do things better	1% / 77% / 4% 18%	Not asked	68 %	77 %	44 %	68 %	91 %
My workgroup encourages employee creativity	1% / 73% / 3% 23%	Not asked	58 %	73 %	40 %	65 %	87 %
My workgroup learns from failures and mistakes	1% / 71% / 5% 22%	Not asked	68 %	71 %	53 %	69 %	92 %
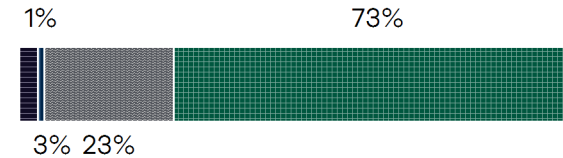
Workgroup climate

Workgroup support 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

81% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup work together effectively to get the job done'.

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

Survey question	Your results	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup work together effectively to get the job done	2% / 81% / 5% / 11%	86 %	78 %	81 %	54 %	76 %	92 %
People in my workgroup are honest, open and transparent in their dealings	2% / 79% / 10% / 9%	Not asked	74 %	79 %	38 %	68 %	87 %
People in my workgroup treat each other with respect	1% / 78% / 8% / 13%	93 %	77 %	78 %	42 %	74 %	88 %
People in my workgroup appropriately manage conflicts of interest	3% / 74% / 9% / 14%	Not asked	62 %	74 %	33 %	61 %	79 %

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

74% of your 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

Survey question | **Your results** | **Benchmark agree results**

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

People in my workgroup are politically impartial in their work

4% | 4% | 18% | 74%

	You			**Comparator**		
2020	2021	2022		Lowest	Average	Highest
Not asked	64 %	74 %		48 %	70 %	87 %
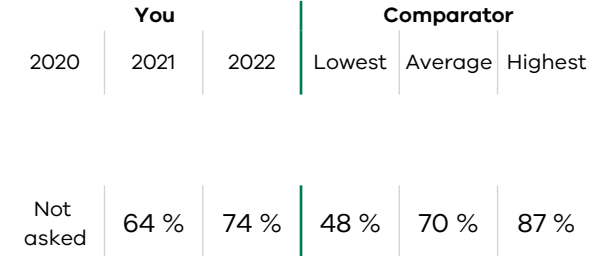
Workgroup climate

Safe to speak up

What this is

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

Why this is important

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

How to read this

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

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

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

Example

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

Survey question	Your results		Benchmark agree results					

Legend: ■ Disagree ▦ Neither agree nor disagree ▦ Don't know ▦ Agree
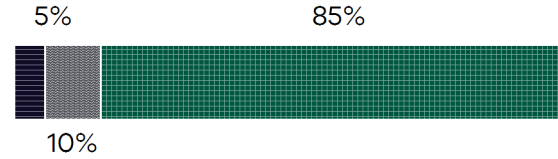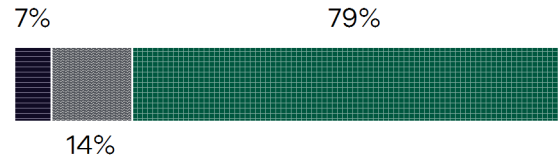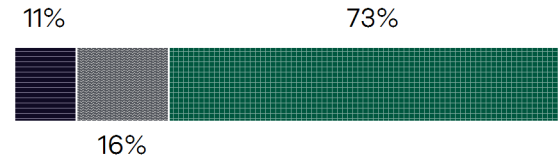
Survey question	Your results	2020	You 2021	2022	Comparator Lowest	Average	Highest
I feel culturally safe at work	5% / 10% / 85%	Not asked	74 %	85 %	67 %	84 %	96 %
People in my workgroup are able to bring up problems and tough issues	7% / 14% / 79%	86 %	65 %	79 %	38 %	66 %	85 %
I feel safe to challenge inappropriate behaviour at work	11% / 16% / 73%	Not asked	57 %	73 %	41 %	67 %	87 %

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People matter survey wellbeing check 2022

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Demographics

- Age, gender, variations in sex characteristics and sexual orientation
- Aboriginal and/or Torres Strait Islander
- Disability
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- Employment
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- 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.

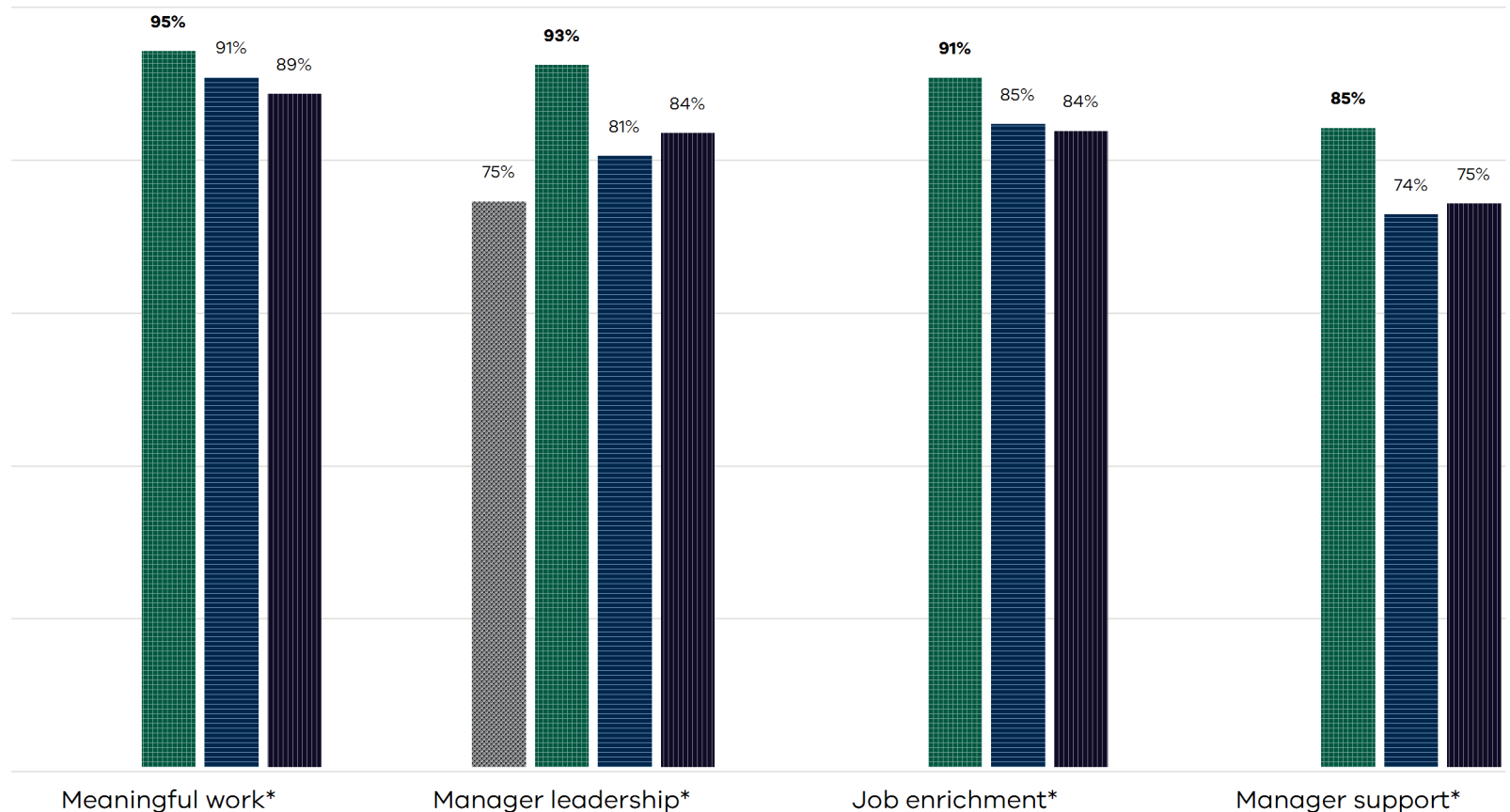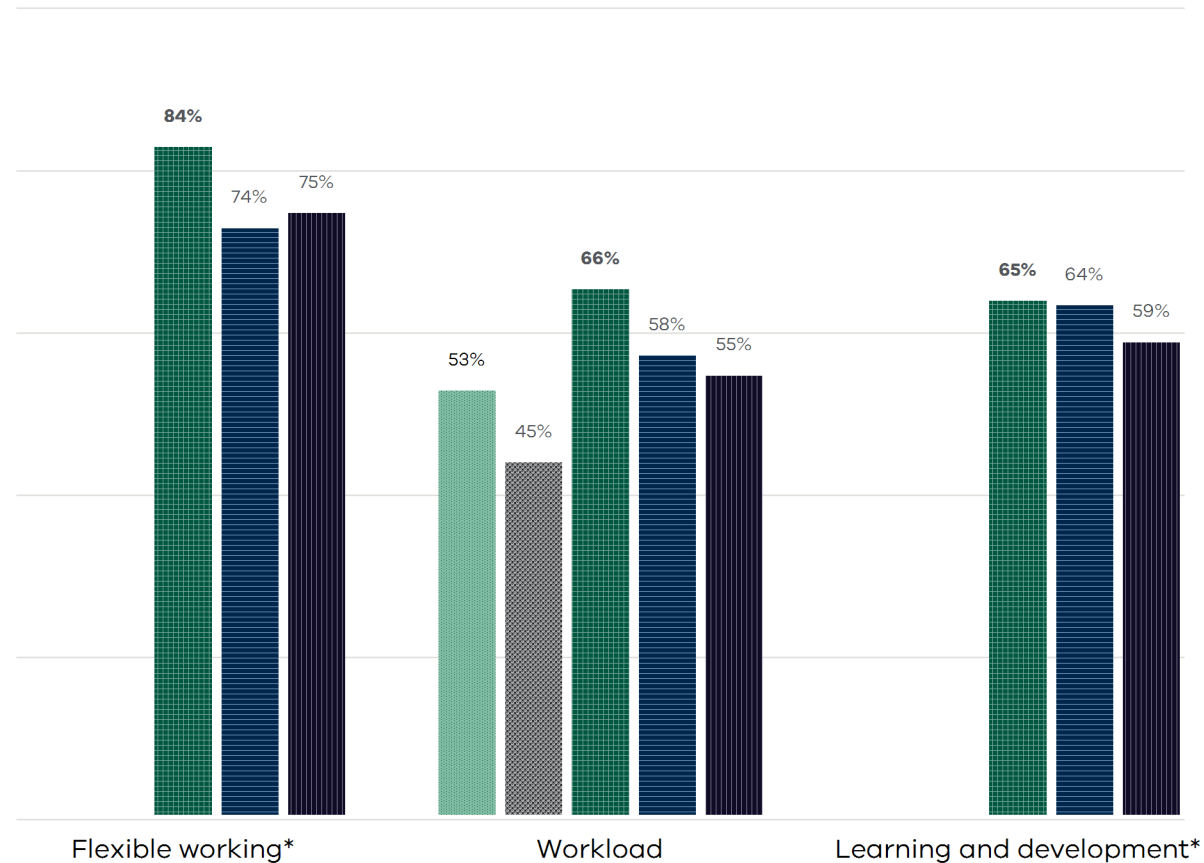Each result is the overall percentage of positive responses for your organisation, comparator and public sector.

Example

In 2022:

- 95% 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.

*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:

- 84% of your staff who did the survey responded positively to questions about Flexible working.

Compared to:

- 74% of staff at your comparator and 75% 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

Flexible working*: You 2022 84%, Comparator 2022 74%, Public sector 2022 75%

Workload: You 2020 53%, You 2021 45%, You 2022 66%, Comparator 2022 58%, Public sector 2022 55%

Learning and development*: You 2022 65%, Comparator 2022 64%, Public sector 2022 59%

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

96% of your staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

Survey question	Your results				Benchmark agree results				

Legend: ■ Disagree ▦ Neither agree nor disagree ▥ Don't know ▦ Agree
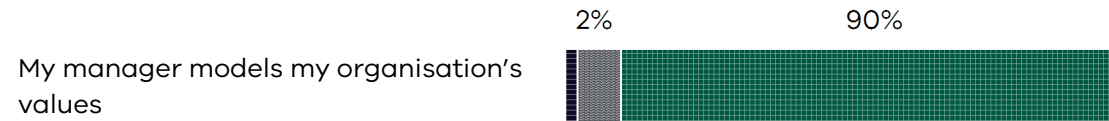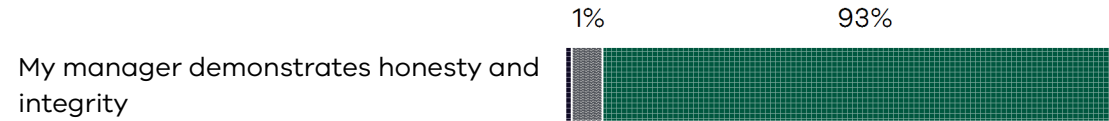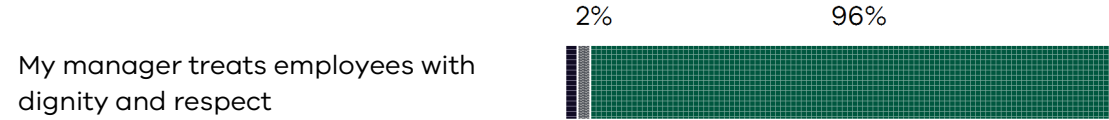
Survey question	Your results	2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager treats employees with dignity and respect	2%	96% (top) / 2% (bottom)	Not asked	76 %	96 %	63 %	82 %	97 %
My manager demonstrates honesty and integrity	1% / 93% / 5%		Not asked	76 %	93 %	59 %	81 %	96 %
My manager models my organisation's values	2% / 90% / 8%		Not asked	74 %	90 %	63 %	80 %	95 %

Victorian Public Sector Commission

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Job and manager factors

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

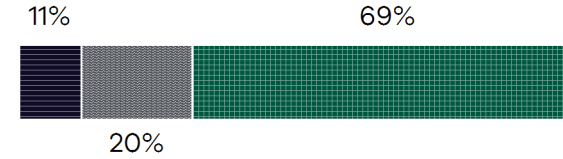Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

95% of your staff who did the survey agreed or strongly agreed with 'I can discuss problems or issues with my manager'.

Survey question / Your results / Benchmark agree results

Legend: Disagree | Neither agree nor disagree | Don't know | Agree
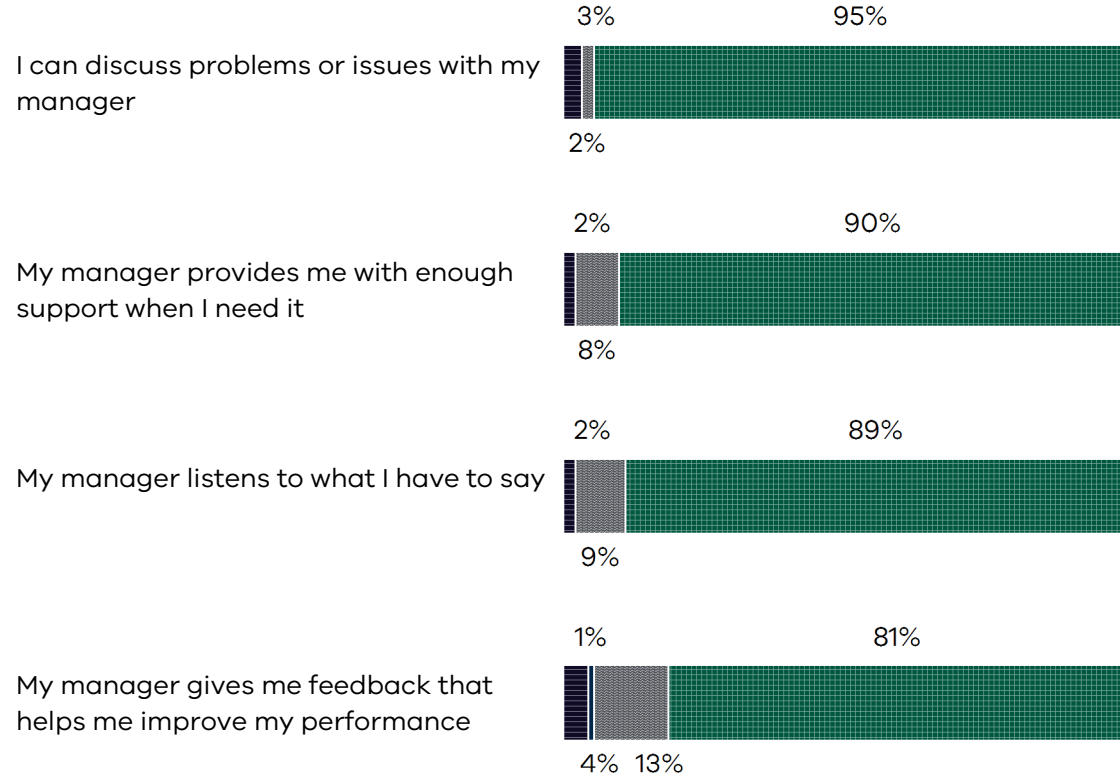
Survey question		You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
I can discuss problems or issues with my manager	3% Disagree / 2% / 95% Agree	Not asked	Not asked	95 %	59 %	79 %	92 %
My manager provides me with enough support when I need it	2% / 8% / 90% Agree	79 %	65 %	90 %	60 %	77 %	92 %
My manager listens to what I have to say	2% / 9% / 89% Agree	83 %	68 %	89 %	58 %	79 %	94 %
My manager gives me feedback that helps me improve my performance	1% / 4% / 13% / 81% Agree	Not asked	Not asked	81 %	51 %	71 %	88 %

Job and manager factors

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

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

Example

69% of your staff who did the survey agreed or strongly agreed with 'I receive meaningful recognition when I do good work'.

Survey question

Your results

Benchmark agree results

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

I receive meaningful recognition when I do good work

11%   69%

20%

	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
	Not asked	Not asked	69 %	38 %	62 %	85 %
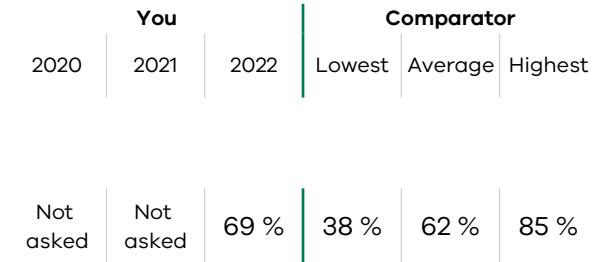
Job and manager factors

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.
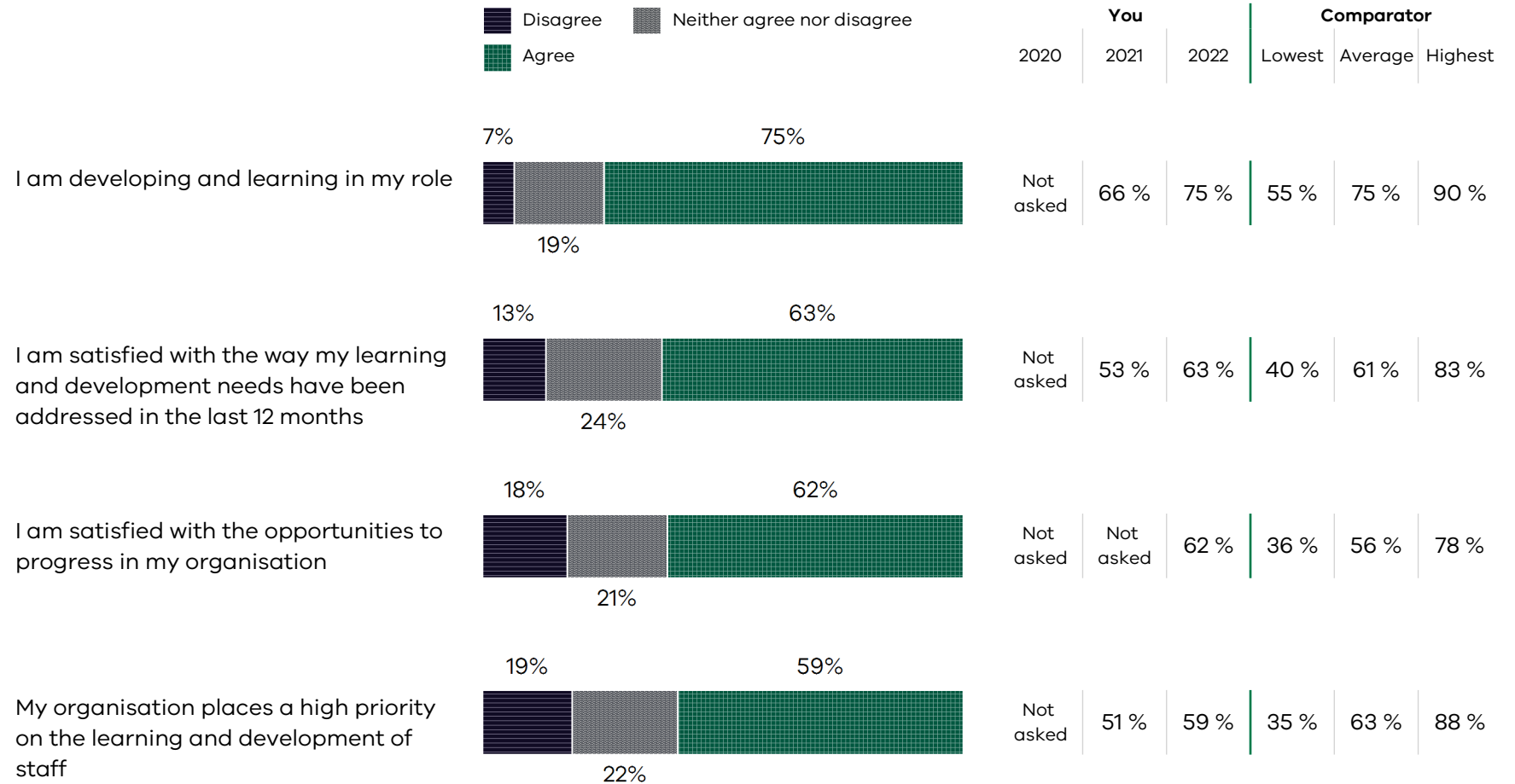
Example

68% 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

■ Disagree   ▨ Neither agree nor disagree
▨ Agree

The workload I have is appropriate for the job that I do

18%   68%
14%

I have enough time to do my job effectively

19%   64%
18%

Benchmark agree results
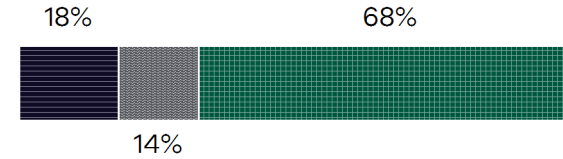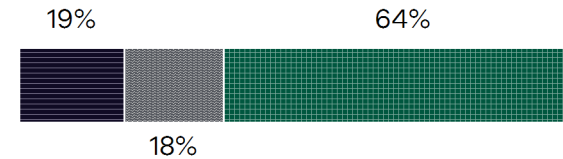
| | You | | | | Comparator | |
2020	2021	2022	Lowest	Average	Highest
62 %	47 %	68 %	43 %	61 %	83 %
45 %	42 %	64 %	42 %	55 %	77 %

Victorian Public Sector Commission

VICTORIA State Government

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

75% of your staff who did the survey agreed or strongly agreed with 'I am developing and learning in my role'.

Survey question	Your results						

Legend: ■ Disagree ▨ Neither agree nor disagree ▦ Agree

Survey question		Benchmark agree results					
			You		**Comparator**		
		2020	2021	2022	Lowest	Average	Highest
I am developing and learning in my role	7% / 19% / 75%	Not asked	66 %	75 %	55 %	75 %	90 %
I am satisfied with the way my learning and development needs have been addressed in the last 12 months	13% / 24% / 63%	Not asked	53 %	63 %	40 %	61 %	83 %
I am satisfied with the opportunities to progress in my organisation	18% / 21% / 62%	Not asked	Not asked	62 %	36 %	56 %	78 %
My organisation places a high priority on the learning and development of staff	19% / 22% / 59%	Not asked	51 %	59 %	35 %	63 %	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.
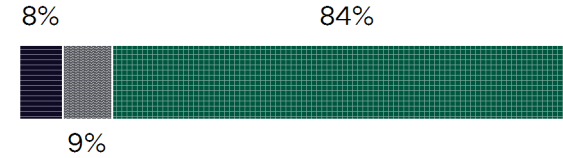
Example

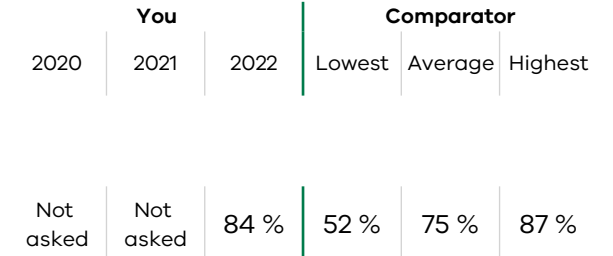99% of your staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve it's goals'.

Survey question	Your results						

Legend:
- Disagree
- Neither agree nor disagree
- Agree

Benchmark agree results

Survey question	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I understand how my job helps my organisation achieve it's goals	Not asked	Not asked	99 %	68 %	92 %	100 %
I clearly understand what I am expected to do in this job	83 %	81 %	97 %	68 %	89 %	96 %
I can use my skills and knowledge in my job	Not asked	Not asked	91 %	79 %	91 %	99 %
I have the authority to do my job effectively	Not asked	72 %	87 %	56 %	80 %	95 %

Your results bar values:
- I understand how my job helps my organisation achieve it's goals: 1% disagree, 99% agree, 1%
- I clearly understand what I am expected to do in this job: 1% disagree, 97% agree, 2%
- I can use my skills and knowledge in my job: 3%, 91% agree, 5%
- I have the authority to do my job effectively: 7%, 87% agree, 7%

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

What this is

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

Why this is important

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

How to read this

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

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

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

Example

84% of your staff who did the survey agreed or strongly agreed with 'I have a say in how I do my work'.

Survey question	Your results	Benchmark agree results

Survey question

Your results

Benchmark agree results

Disagree ▨ Neither agree nor disagree
▨ Agree

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

I have a say in how I do my work

8%   84%

9%

Not asked	Not asked	84 %	52 %	75 %	87 %

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

97% of your staff who did the survey agreed or strongly agreed with 'I can make a worthwhile contribution at work'.

Survey question	Your results						

Legend: ■ Disagree ▦ Neither agree nor disagree ▦ Agree
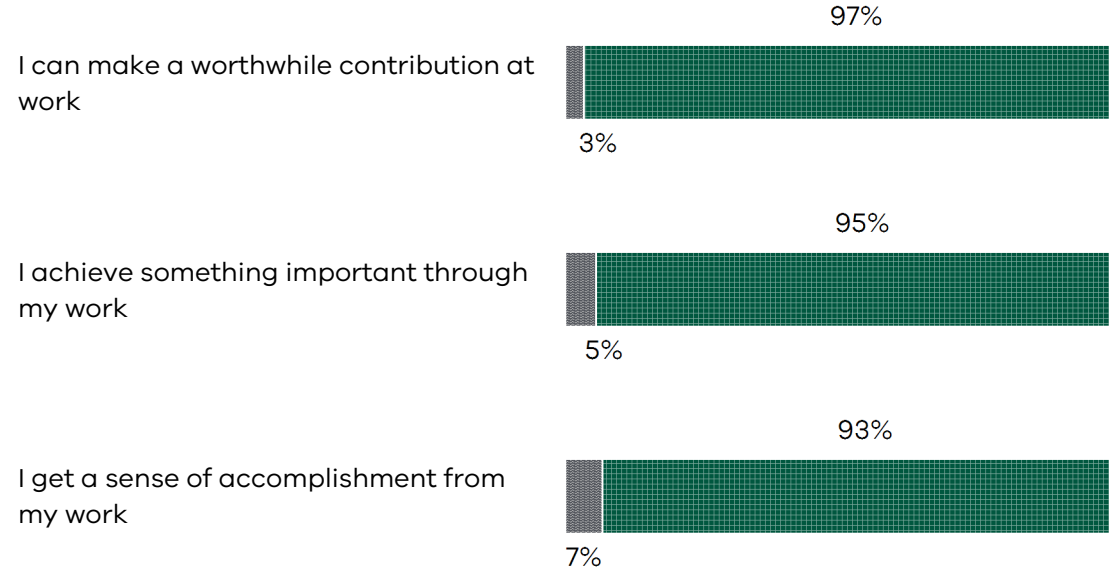
		You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
I can make a worthwhile contribution at work	97% / 3%	Not asked	Not asked	97 %	83 %	94 %	100 %
I achieve something important through my work	95% / 5%	93 %	85 %	95 %	82 %	93 %	100 %
I get a sense of accomplishment from my work	93% / 7%	Not asked	77 %	93 %	69 %	87 %	96 %

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Flexible working

What this is

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

Why this is important

Supporting flexible working can improve employee wellbeing.

How to read this

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

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

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

Example

89% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.

Survey question	Your results	Benchmark agree results

Legend: Disagree ■ | Neither agree nor disagree ■ | Don't know ■ | Agree ■
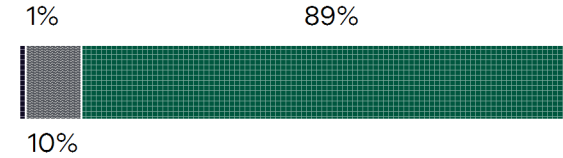
Survey question		You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
My manager supports working flexibly	1% / 10% / 89%	Not asked	Not asked	89 %	59 %	78 %	96 %
I am confident that if I requested a flexible work arrangement, it would be given due consideration	7% / 15% / 78%	66 %	59 %	78 %	49 %	69 %	88 %

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

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.
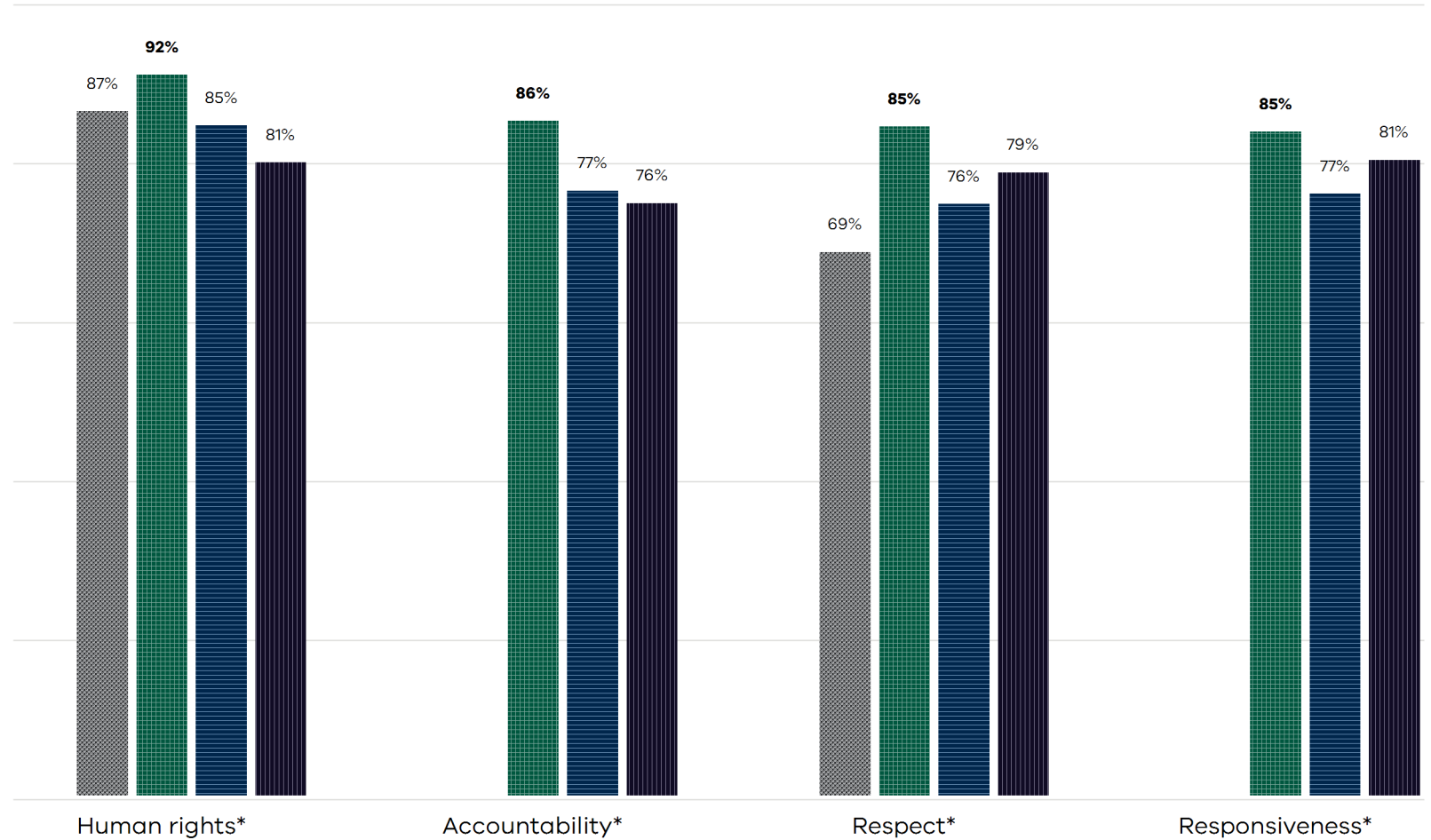
Example

In 2022:

- 92% of your staff who did the survey responded positively to questions about Human rights , which is up 5% in 2021.

Compared to:

- 85% of staff at your comparator and 81% of staff across the public sector.

Human rights*: 87%, 92%, 85%, 81%
Accountability*: 86%, 77%, 76%
Respect*: 69%, 85%, 76%, 79%
Responsiveness*: 85%, 77%, 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

Victorian Public Sector Commission

VICTORIA State Government

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.

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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.
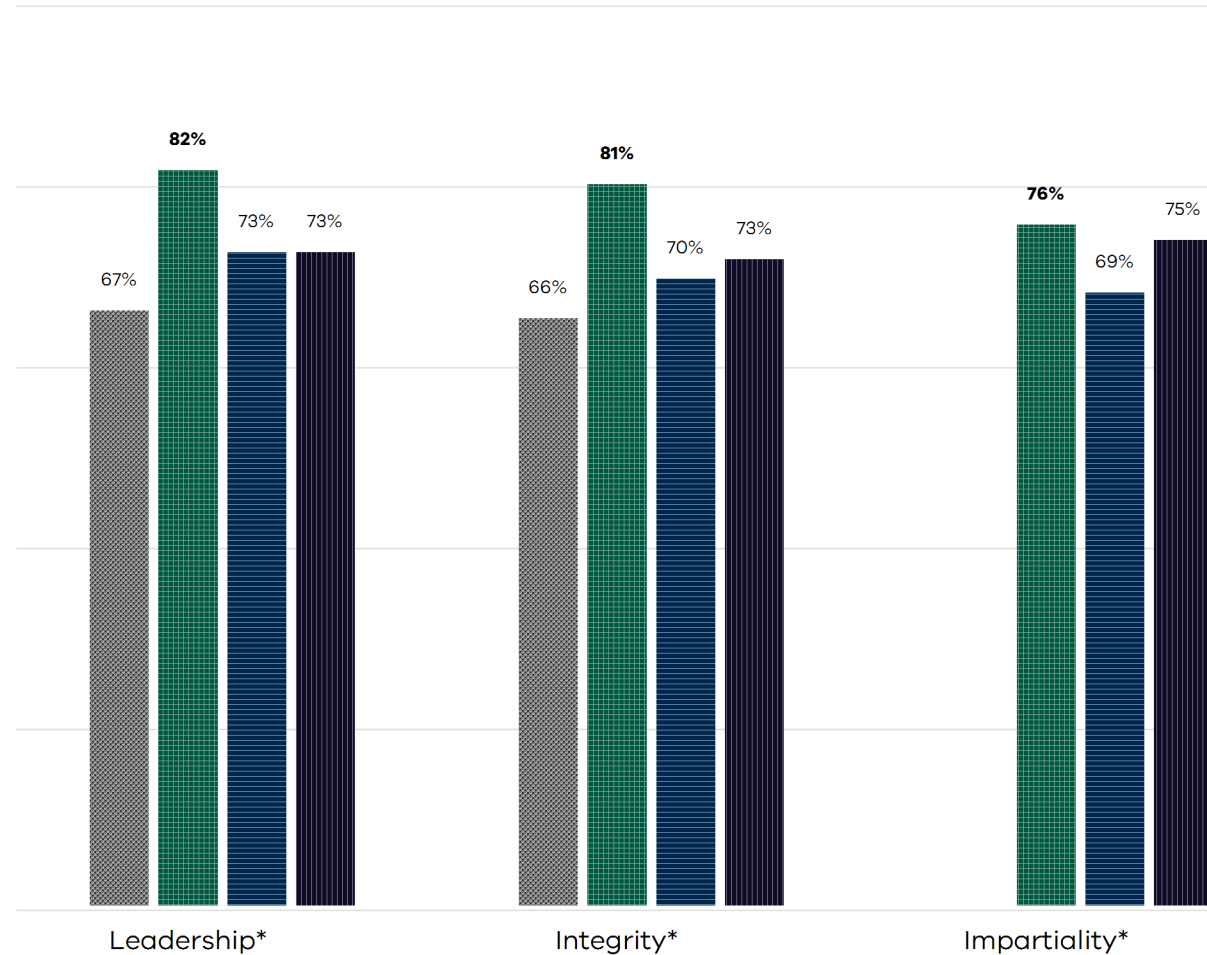
Example

In 2022:

- 82% of your staff who did the survey responded positively to questions about Leadership , which is up 16% in 2021.

Compared to:

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

Leadership*: 67%, 82%, 73%, 73%
Integrity*: 66%, 81%, 70%, 73%
Impartiality*: 76%, 69%, 75%

*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

Public sector values

Responsiveness

What this is

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

Why this is important

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

How to read this

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

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

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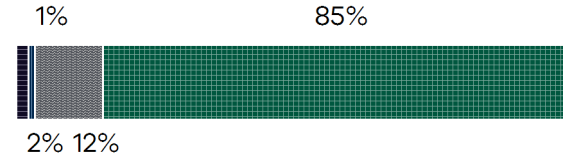
Example

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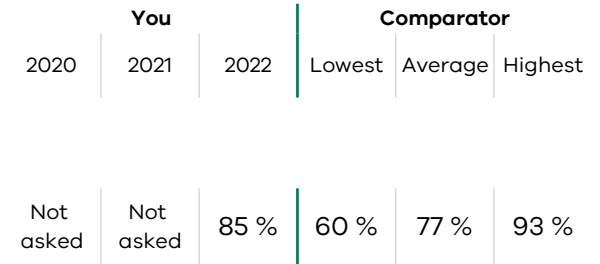
Survey question

Your results

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

My workgroup provides high quality advice and services

1%   85%
2% 12%

Benchmark agree results

Survey question	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup provides high quality advice and services	Not asked	Not asked	85 %	60 %	77 %	93 %

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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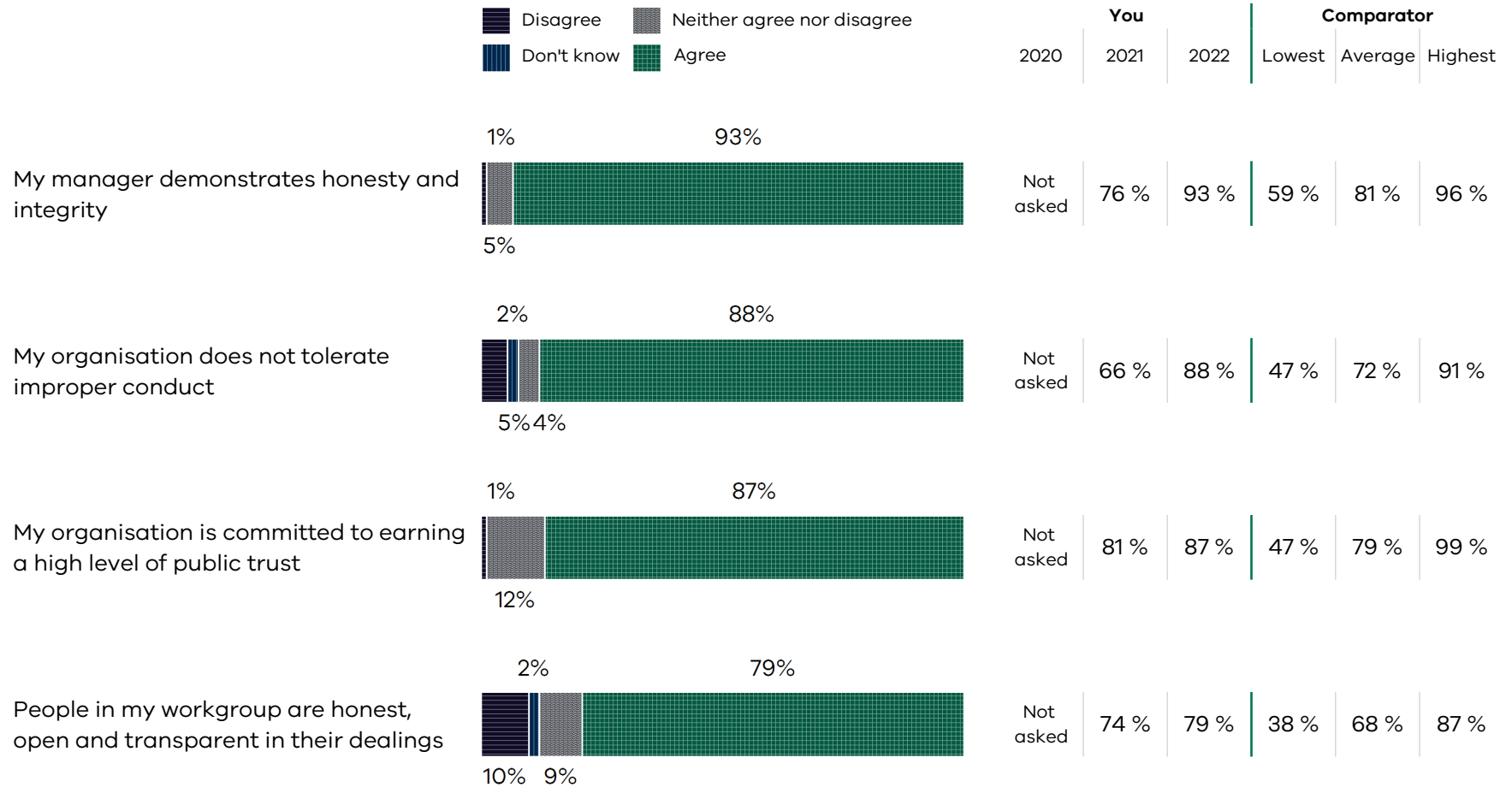
Example

93% of staff who did the survey agreed or strongly agreed with 'My manager demonstrates honesty and integrity'.

Survey question	Your results						

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

Survey question	Your results	Benchmark agree results — 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager demonstrates honesty and integrity	1% / 5% / 93%	Not asked	76 %	93 %	59 %	81 %	96 %
My organisation does not tolerate improper conduct	2% / 5% 4% / 88%	Not asked	66 %	88 %	47 %	72 %	91 %
My organisation is committed to earning a high level of public trust	1% / 12% / 87%	Not asked	81 %	87 %	47 %	79 %	99 %
People in my workgroup are honest, open and transparent in their dealings	2% / 10% 9% / 79%	Not asked	74 %	79 %	38 %	68 %	87 %

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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

Example

74% of staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.
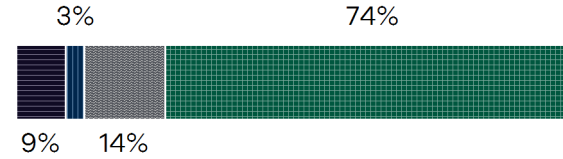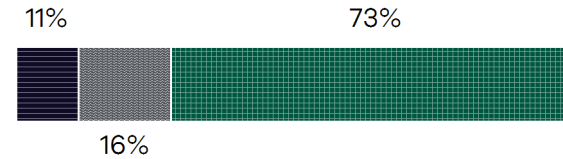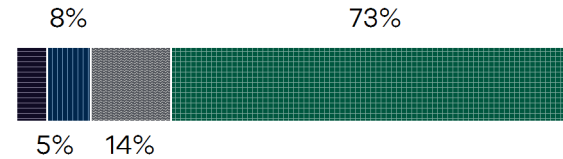
| Survey question | Your results | Benchmark agree results |

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

Survey question		You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
People in my workgroup appropriately manage conflicts of interest	3% / 74% / 9% / 14%	Not asked	62 %	74 %	33 %	61 %	79 %
I feel safe to challenge inappropriate behaviour at work	11% / 73% / 16%	Not asked	57 %	73 %	41 %	67 %	87 %
Senior leaders demonstrate honesty and integrity	8% / 73% / 5% / 14%	Not asked	46 %	73 %	26 %	66 %	98 %

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

79% of staff who did the survey agreed or strongly agreed with 'My workgroup acts fairly and without bias'.
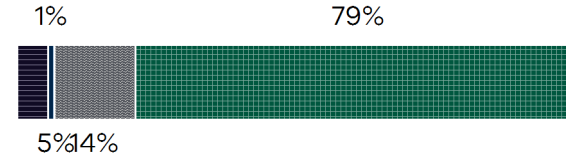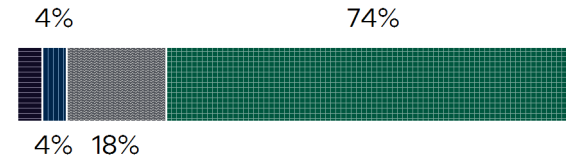
Survey question	Your results	You			Comparator		
		2020	2021	2022	Lowest	Average	Highest

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

Survey question		2020	2021	2022	Lowest	Average	Highest
My workgroup acts fairly and without bias	1% ... 79% (5% 14%)	Not asked	Not asked	79 %	46 %	67 %	82 %
People in my workgroup are politically impartial in their work	4% ... 74% (4% 18%)	Not asked	64 %	74 %	48 %	70 %	87 %

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

99% of staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve it's goals'.
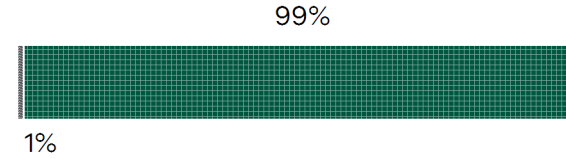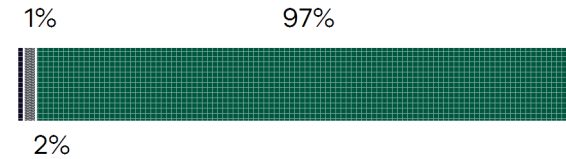
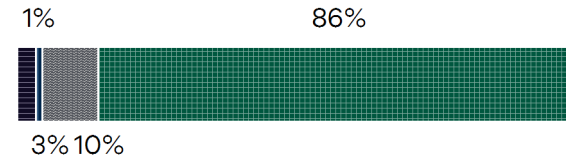| Survey question	Your results	Benchmark agree results					
		You			**Comparator**		
	Legend: Disagree / Don't know / Neither agree nor disagree / Agree	2020	2021	2022	Lowest	Average	Highest
I understand how my job helps my organisation achieve it's goals	99% / 1%	Not asked	Not asked	99 %	68 %	92 %	100 %
I clearly understand what I am expected to do in this job	97% / 1% / 2%	83 %	81 %	97 %	68 %	89 %	96 %
My workgroup has clear lines of responsibility	86% / 1% / 3% / 10%	Not asked	64 %	86 %	53 %	74 %	89 %
My workgroup uses its resources well	77% / 1% / 7% / 15%	Not asked	Not asked	77 %	52 %	69 %	92 %

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

71% of staff who did the survey agreed or strongly agreed with 'Senior leaders provide clear strategy and direction'.

Survey question	Your results						

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
Senior leaders provide clear strategy and direction	5% / 71% / 10% / 13%	76 %	57 %	71 %	30 %	62 %	94 %

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

Respect 1 of 2

What this is

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

Why this is important

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

How to read this

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

'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.
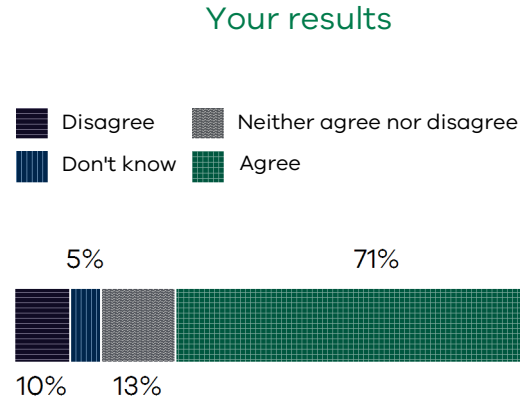
Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.
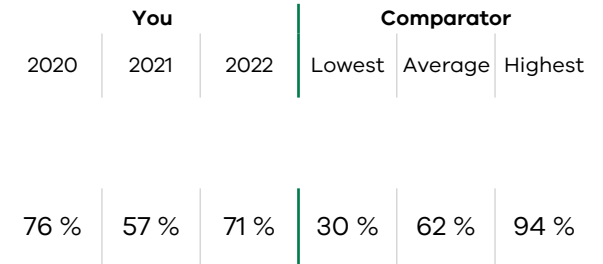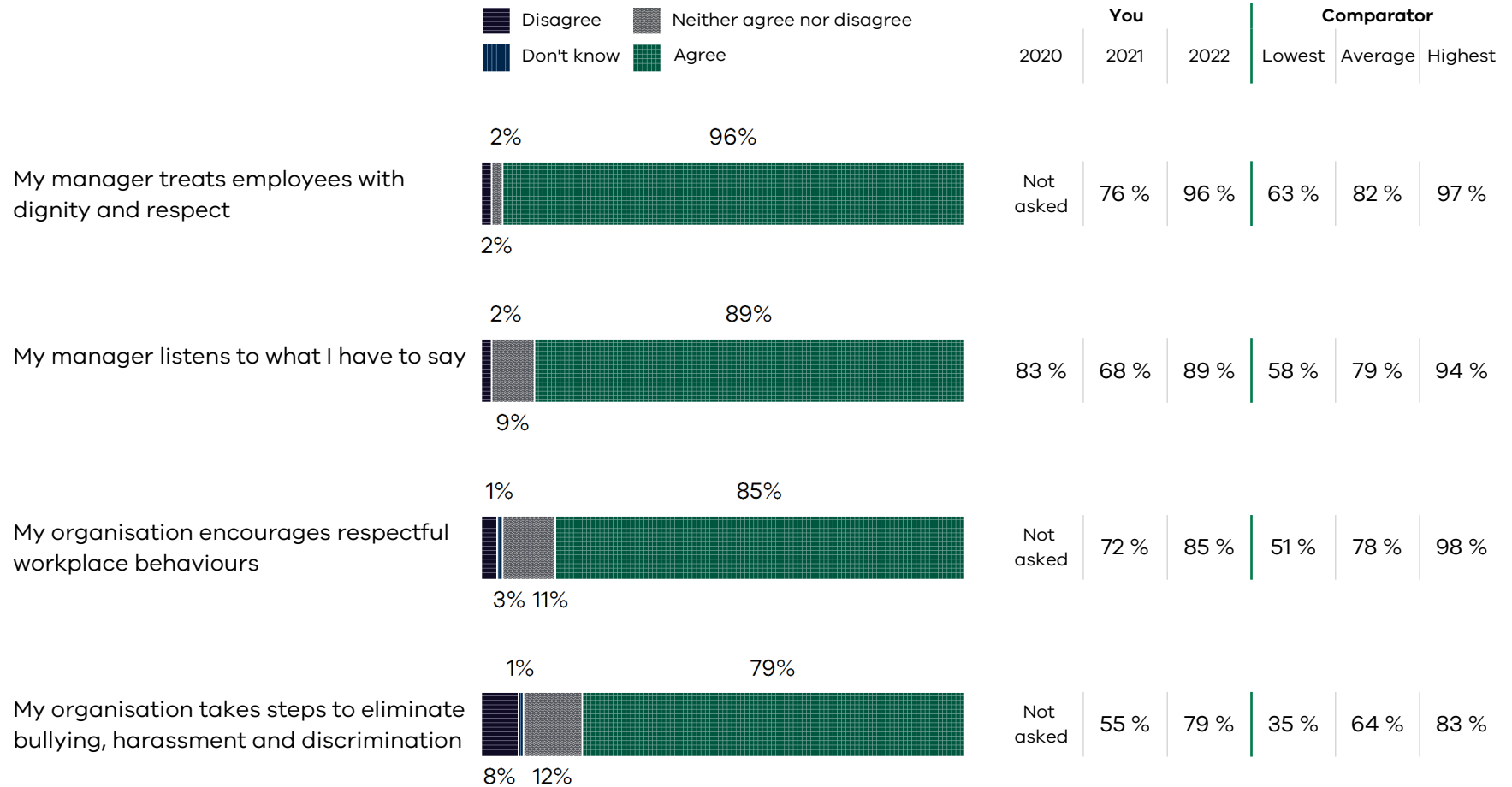
Example

96% 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					
			You		**Comparator**		
		2020	2021	2022	Lowest	Average	Highest
My manager treats employees with dignity and respect	2% / 96% / 2%	Not asked	76 %	96 %	63 %	82 %	97 %
My manager listens to what I have to say	2% / 89% / 9%	83 %	68 %	89 %	58 %	79 %	94 %
My organisation encourages respectful workplace behaviours	1% / 85% / 3% 11%	Not asked	72 %	85 %	51 %	78 %	98 %
My organisation takes steps to eliminate bullying, harassment and discrimination	1% / 79% / 8% 12%	Not asked	55 %	79 %	35 %	64 %	83 %

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

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.
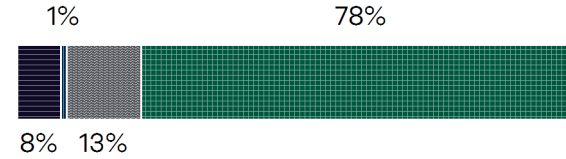
Example

78% of staff who did the survey agreed or strongly agreed with 'People in my workgroup treat each other with respect'.

Survey question	Your results						

Survey question

Your results

Benchmark agree results

Disagree   Neither agree nor disagree
Don't know   Agree

	You			Comparator		
2020	2021	2022	Lowest	Average	Highest

People in my workgroup treat each other with respect

1%   78%

8%   13%

You			Comparator		
93 %	77 %	78 %	42 %	74 %	88 %

Victorian Public Sector Commission

VICTORIA State Government
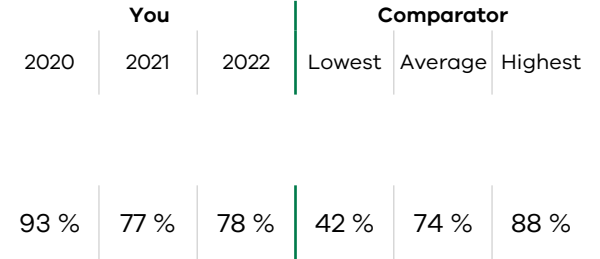
Public sector values

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

90% of staff who did the survey agreed or strongly agreed with 'My manager models my organisation's values'.
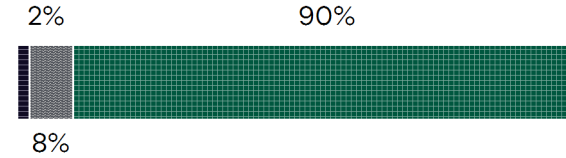
Survey question	Your results	Benchmark agree results

Legend: Disagree | Neither agree nor disagree | Don't know | Agree
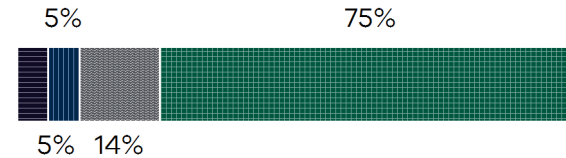
Survey question	Your results		You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager models my organisation's values	2% / 90% / 8%		Not asked	74 %	90 %	63 %	80 %	95 %
Senior leaders model my organisation's values	5% / 75% / 5% / 14%		Not asked	59 %	75 %	33 %	66 %	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

92% of staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.
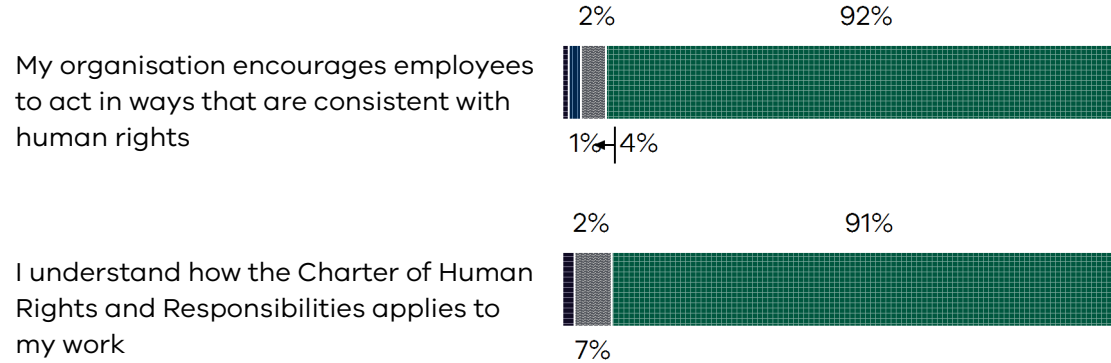
Survey question | Your results | Benchmark agree results

Legend: Disagree | 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 organisation encourages employees to act in ways that are consistent with human rights	2% / 92% / 1% / 4%		Not asked	80 %	92 %	52 %	83 %	98 %
I understand how the Charter of Human Rights and Responsibilities applies to my work	2% / 91% / 7%		Not asked	95 %	91 %	74 %	87 %	97 %

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

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

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:
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- don't release results when fewer than 10 people in a demographic group have responded to the survey
- don't release employee opinion results for demographic groups where organisations have fewer than 30 responses in total.

Age	(n)	%
15-34 years	24	26%
35-54 years	34	37%
55+ years	22	24%
Prefer not to say	11	12%

How would you describe your gender?	(n)	%
Woman	76	84%
Man	9	10%
Prefer not to say	6	7%

Are you trans, non-binary or gender diverse?	(n)	%
No	83	91%
Prefer not to say	8	9%

To your knowledge, do you have innate variation(s) of sex characteristics (often called intersex)?*	(n)	%
No	75	82%
Don't know	4	4%
Prefer not to say	12	13%

How do you describe your sexual orientation?	(n)	%
Straight (heterosexual)	63	69%
Prefer not to say	25	27%
Don't know	1	1%
Bisexual	1	1%
Asexual	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	1	1%
Non Aboriginal and/or Torres Strait Islander	80	88%
Prefer not to say	10	11%

Demographics

Disability

What this is

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

Why this is important

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

How to read this

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

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

How we protect anonymity and privacy

To protect you, we:
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Do you identify as a person with a disability?	(n)	%
Yes	**4**	4%
No	**79**	87%
Prefer not to say	**8**	9%

Demographics

Cultural diversity 1 of 2

What this is

These are the personal characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

To protect you, we:

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Country of birth	(n)	%
Born in Australia	**59**	65%
Not born in Australia	**22**	24%
Prefer not to say	**10**	11%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Punjabi	**9**	43%
Hindi	**6**	29%
Other	**6**	29%
Sinhalese	**2**	10%
Arabic	**1**	5%
Filipino	**1**	5%
German	**1**	5%
Mandarin	**1**	5%

Language other than English spoken with family or community	(n)	%
Yes	**21**	23%
No	**61**	67%
Prefer not to say	**9**	10%

Demographics

Cultural diversity 2 of 2

What this is

This is the cultural identity and religion of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

To protect you, we:

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Cultural identity	(n)	%
Australian	**60**	66%
Prefer not to say	**12**	13%
East and/or South-East Asian	**5**	5%
Other	**4**	4%
South Asian	**3**	3%
Central Asian	**3**	3%
African	**2**	2%
English, Irish, Scottish and/or Welsh	**2**	2%
European (including Western, Eastern and South-Eastern Europe, and Scandinavia)	**2**	2%
Middle Eastern	**1**	1%

Religion	(n)	%
No religion	**38**	42%
Christianity	**22**	24%
Prefer not to say	**14**	15%
Sikhism	**9**	10%
Other	**3**	3%
Buddhism	**2**	2%
Hinduism	**2**	2%
Islam	**1**	1%

Demographics

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

To protect you, we:

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Working arrangement	(n)	%
Full-Time	15	16%
Part-Time	76	84%

Gross base salary (ongoing/fixed term only)	(n)	%
Below $65k	38	48%
$65k to $95k	14	18%
$95k to $125k	6	8%
Prefer not to say	22	28%

Organisational tenure	(n)	%
<1 year	13	14%
1 to less than 2 years	12	13%
2 to less than 5 years	23	25%
5 to less than 10 years	17	19%
10 to less than 20 years	16	18%
More than 20 years	10	11%

Management responsibility	(n)	%
Non-manager	71	78%
Other manager	13	14%
Manager of other manager(s)	7	8%

Employment type	(n)	%
Ongoing and executive	73	80%
Other	11	12%
Fixed term	7	8%

Demographics

Employment characteristics 2 of 2

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

To protect you, we:
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Primary workplace location over the last 3 months	(n)	%
Rural	34	37%
Large regional city	27	30%
Melbourne: Suburbs	25	27%
Other	4	4%
Melbourne CBD	1	1%

What have been your main places of work over the last 3-months?	(n)	%
Your employer's office	35	38%
A frontline or service delivery location	36	40%
Home or private location	2	2%
A shared office space (where two or more organisations share the same workspace e.g. Gov hubs, suburban hubs etc.)	3	3%
Other	18	20%

Flexible work	(n)	%
Part-time	41	45%
Shift swap	32	35%
Flexible start and finish times	25	27%
No, I do not use any flexible work arrangements	16	18%
Using leave to work flexible hours	11	12%
Study leave	9	10%
Working more hours over fewer days	7	8%
Working from an alternative location (e.g. home, hub/shared work space)	7	8%
Job sharing	3	3%
Other	2	2%
Purchased leave	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

To protect you, we:
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Have you requested any of the following adjustments at work?*	(n)	%
No, I have not requested adjustments	63	69%
Flexible working arrangements	21	23%
Physical modifications or improvements to the workplace	7	8%
Career development support strategies	3	3%
Job redesign or role sharing	2	2%
Accessible communications technologies	2	2%
Other	1	1%

Why did you make this request?	(n)	%
Work-life balance	11	39%
Caring responsibilities	6	21%
Family responsibilities	6	21%
Health	5	18%
Other	4	14%
Study commitments	3	11%
Disability	1	4%

What was your experience with making the request?	(n)	%
The adjustments I needed were made and the process was satisfactory	20	71%
The adjustments I needed were not made	5	18%
The adjustments I needed were made but the process was unsatisfactory	3	11%

Victorian Public Sector Commission

VICTORIA State Government

Demographics

Caring

What this is

These are staff-reported caring responsibilities.

Why this is important

This shows organisations what caring responsibilities their staff have.

How to read this

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

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

How we protect anonymity and privacy

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Caring responsibility	(n)	%
None of the above	29	32%
Child(ren) - younger than preschool age	14	15%
Primary school aged child(ren)	14	15%
Prefer not to say	12	13%
Preschool aged child(ren)	10	11%
Frail or aged person(s)	9	10%
Secondary school aged child(ren)	9	10%
Person(s) with disability	6	7%
Person(s) with a medical condition	4	4%
Person(s) with a mental illness	2	2%
Other	2	2%

Demographics

Employment categories

What is this

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

Why this is important

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

How to read this

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

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

How we protect anonymity and privacy

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Which of the following categories best describes your current position?	(n)	%
Nursing Employees	**45**	49%
Management, Administration and Corporate support	**13**	14%
Support services	**13**	14%
Personal service worker	**12**	13%
Allied health professional	**6**	7%
Other health professional	**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	66	73%
Prison-based services	1	1%
Corporate services	2	2%
Community-based services	22	24%

Is your primary work role in one of the following areas?	(n)	%
Aged care	60	66%
Maternity care	1	1%
Medical	1	1%
Palliative care	1	1%
Rehabilitation	1	1%
Other	16	18%
Administration	11	12%

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