People matter survey wellbeing check 2022

Have your say

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Have your say

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- Age, gender, variations in sex characteristics and sexual orientation
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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 76% 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

Victorian Public Sector Commission

VICTORIA State Government

Report overview

Your comparator group

What this is

This is a list of similar organisations to yours.

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

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

How we use this in your report

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

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

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

Barwon Asset Solutions Pty Ltd

Barwon Region Water Corporation

Central Gippsland Region Water Corporation

Central Highlands Region Water Corporation

Coliban Region Water Corporation

East Gippsland Region Water Corporation

Gippsland and Southern Rural Water Corporation

Goulburn Valley Region Water Corporation

Grampians Wimmera Mallee Water Corporation

North East Region Water Corporation

South Gippsland Region Water Corporation

Wannon Region Water Corporation

Westernport Region Water Corporation

Report overview

Your response rate

What this is

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

Why this is important

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

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

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

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

How to read this

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

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

2021		2022	
86%		**87%**	
(184)		**(201)**	
Comparator	75%	Comparator	73%
Public Sector	39%	Public Sector	52%

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VICTORIA State Government

People matter survey
wellbeing check 2022

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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	
69		**67**	
Comparator	71	Comparator	69
Public Sector	70	Public Sector	69

Victorian Public Sector Commission

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People outcomes

Engagement question results 1 of 2

What this is

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

Your organisation's engagement index

Your 2022 index is 67.

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.
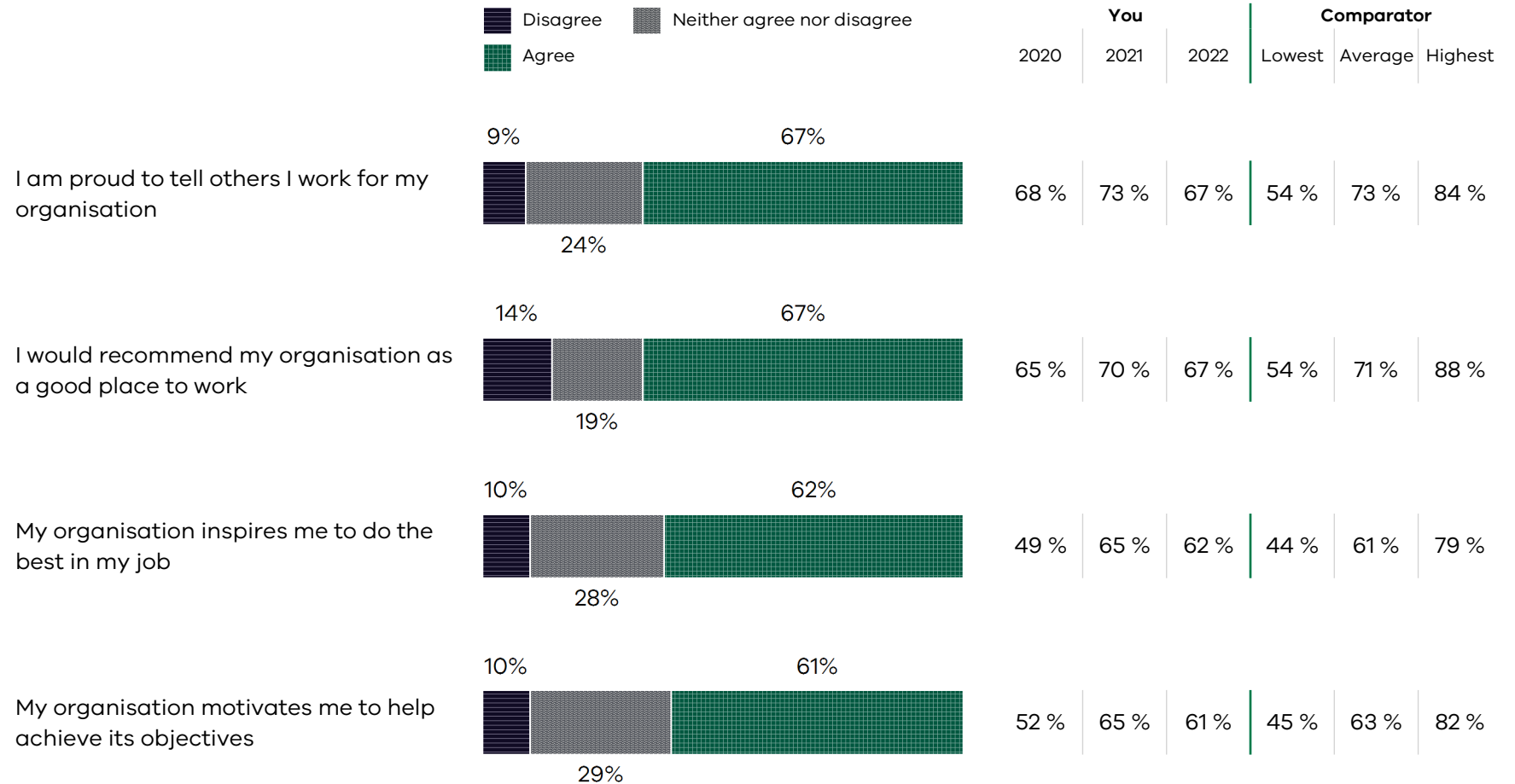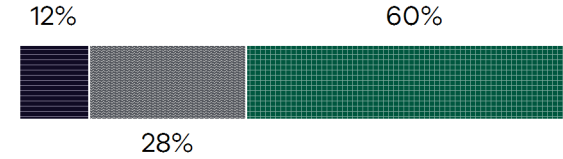
Example

67% of your staff who did the survey agreed or strongly agreed with 'I am proud to tell others I work for my organisation'.

Survey question

Your results

Legend: ■ Disagree ▨ Neither agree nor disagree ▨ Agree

Benchmark agree results

Survey question	Disagree	Neither	Agree	2020 (You)	2021 (You)	2022 (You)	Lowest (Comparator)	Average (Comparator)	Highest (Comparator)
I am proud to tell others I work for my organisation	9%	24%	67%	68 %	73 %	67 %	54 %	73 %	84 %
I would recommend my organisation as a good place to work	14%	19%	67%	65 %	70 %	67 %	54 %	71 %	88 %
My organisation inspires me to do the best in my job	10%	28%	62%	49 %	65 %	62 %	44 %	61 %	79 %
My organisation motivates me to help achieve its objectives	10%	29%	61%	52 %	65 %	61 %	45 %	63 %	82 %

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People outcomes

What this is

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

Your organisation's engagement index

Your 2022 index is 67.

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

60% of your staff who did the survey agreed or strongly agreed with 'I feel a strong personal attachment to my organisation'.

Survey question	Your results						

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

Survey question	Your results	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I feel a strong personal attachment to my organisation	12% / 28% / 60%	66 %	68 %	60 %	43 %	60 %	72 %

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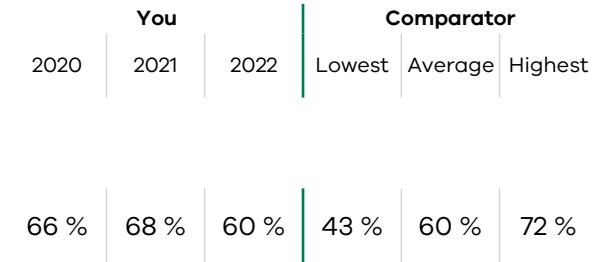
People outcomes

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:

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

Compared to:

- 78% of staff at your comparator and 78% of staff across the public sector.
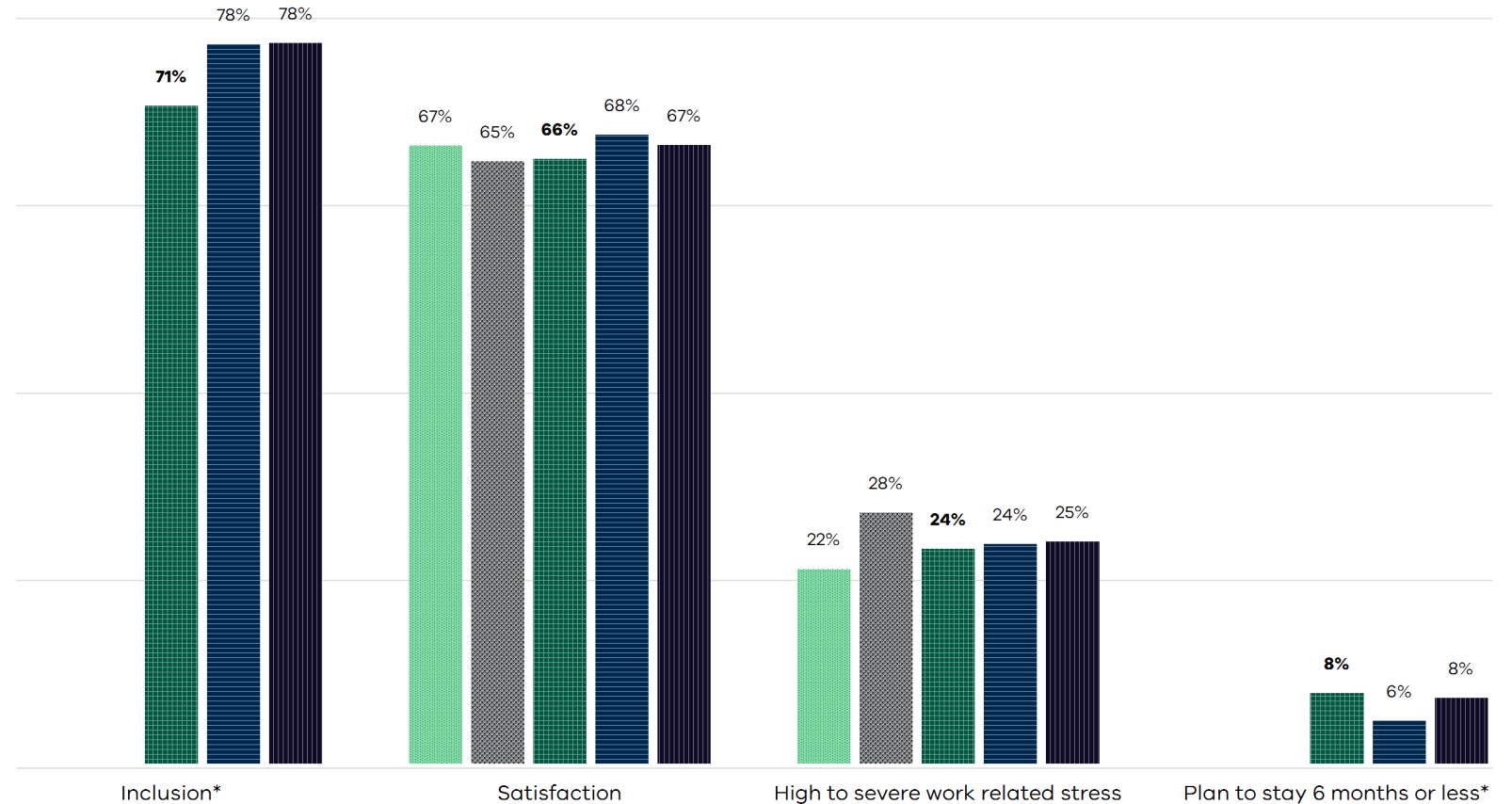
Chart categories: Inclusion*, Satisfaction, High to severe work related stress, Plan to stay 6 months or less*

- Inclusion*: You 2022 71%, Comparator 2022 78%, Public sector 2022 78%
- Satisfaction: You 2020 67%, You 2021 65%, You 2022 66%, Comparator 2022 68%, Public sector 2022 67%
- High to severe work related stress: You 2020 22%, You 2021 28%, You 2022 24%, Comparator 2022 24%, Public sector 2022 25%
- Plan to stay 6 months or less*: You 2022 8%, Comparator 2022 6%, Public sector 2022 8%

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

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

People outcomes

Satisfaction question results

What this is

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

Why this is important

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

How to read this

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

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

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

Example

72% 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 (dark navy)
- Satisfied (green)
- Neither satisfied nor dissatisfied (grey)

Survey question	Dissatisfied	Neither	Satisfied	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
Considering everything, how satisfied are you with your current job	9%	19%	72%	74 %	75 %	72 %	60 %	73 %	91 %
How satisfied are you with the work/life balance in your current job	14%	20%	66%	69 %	65 %	66 %	52 %	73 %	90 %
How satisfied are you with your career development within your current organisation	11%	30%	59%	57 %	56 %	59 %	46 %	58 %	72 %

People outcomes

Work-related stress levels

What this is

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

Why this is important

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

How to read this

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

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

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

Example

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

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

Nil	13%
Low / mild	36%
Moderate	27%
High	15%
Very high	8%
Severe	0%
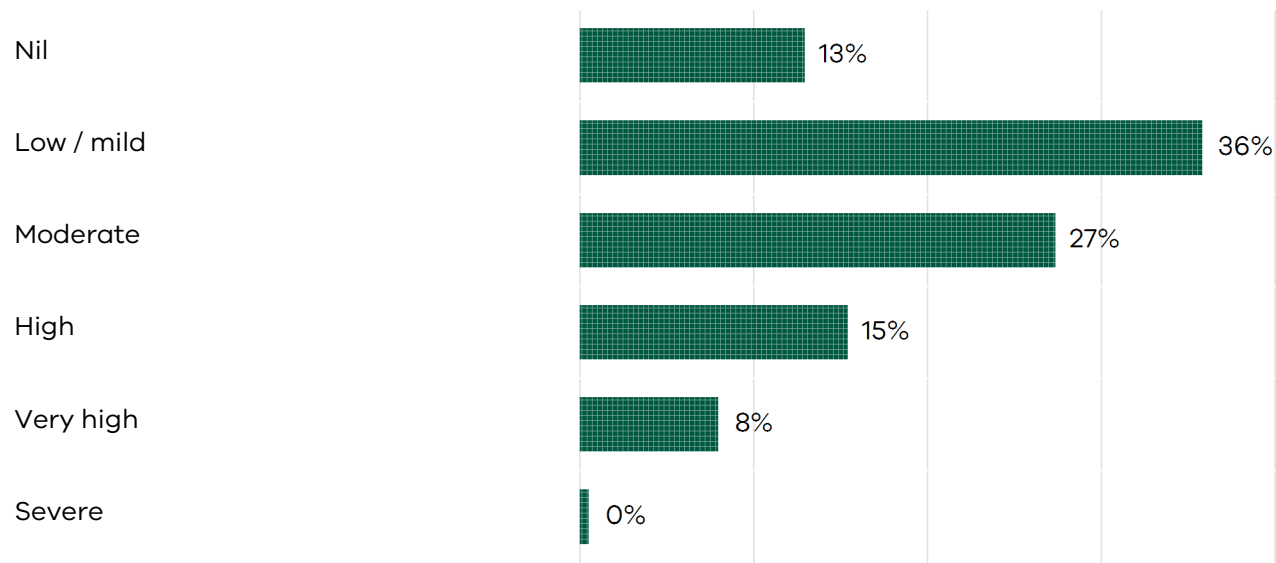
Reported levels of high to severe stress

2021		2022	
28%		**24%**	
Comparator	24%	Comparator	24%
Public Sector	26%	Public Sector	25%
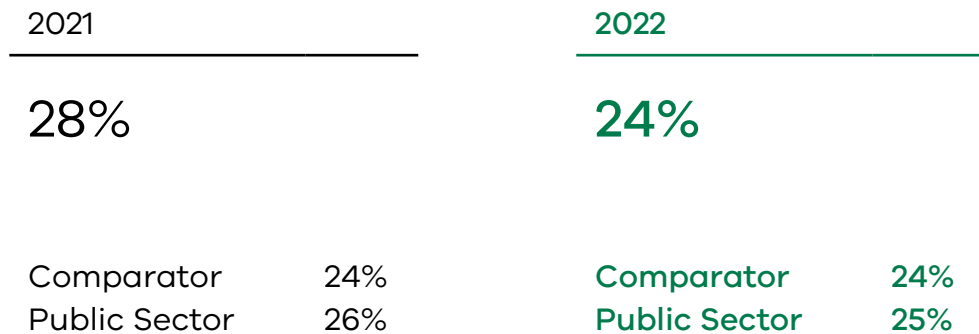
People outcomes

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

87% of your staff who did the survey said they experienced mild to severe stress.

Of that 87%, 55% said the top reason was 'Workload'.

	175		26
	87%		13%

■ Experienced some work-related stress   ▦ Did not experience some work-related stress
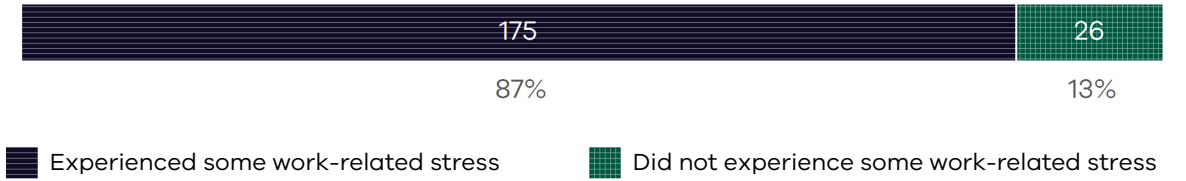
Of those that experienced work related stress it was from ...	You 2021	You 2022	Comparator 2022	Public sector 2022
Workload	59%	55%	56%	51%
Time pressure	42%	39%	39%	44%
Dealing with clients, patients or stakeholders	19%	22%	13%	15%
Social environment (e.g. relationships with colleagues, manager and/or senior leaders)	7%	14%	10%	10%
Organisation or workplace change	11%	14%	14%	13%
Management of work (e.g. supervision, training, information, support)	11%	13%	12%	12%
Unclear job expectations	12%	11%	12%	14%
Other	9%	9%	11%	9%
Content, variety, or difficulty of work	13%	9%	12%	11%
Ability to choose how my work is done	4%	6%	4%	5%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Intention to stay

What this is

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

Why this is important

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

How to read this

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

Example

8% of your staff who did the survey said they intended to work for your organisation for 6 months or less.

Employees plan to work at your organisation for …	You 2022	Comparator 2022	Public sector 2022
6 months or less	8%	6%	8%
Over 6 months and up to 1 year	8%	7%	10%
Over 1 year and up to 3 years	19%	22%	25%
Over 3 years and up to 5 years	12%	15%	16%
Over 5 years	51%	51%	41%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Inclusion question results

What this is

This is how included staff feel in their workplace.

Why this is important

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

How to read this

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

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

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

Example

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

Survey question	Your results			Benchmark agree results		

Legend: ■ Disagree ▨ Neither agree nor disagree ▤ Agree

Survey question		You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
I can be myself at work	7% / 16% / 76%	Not asked	Not asked	76 %	70 %	82 %	91 %
I feel as if I belong at this organisation	7% / 26% / 66%	Not asked	Not asked	66 %	61 %	73 %	81 %
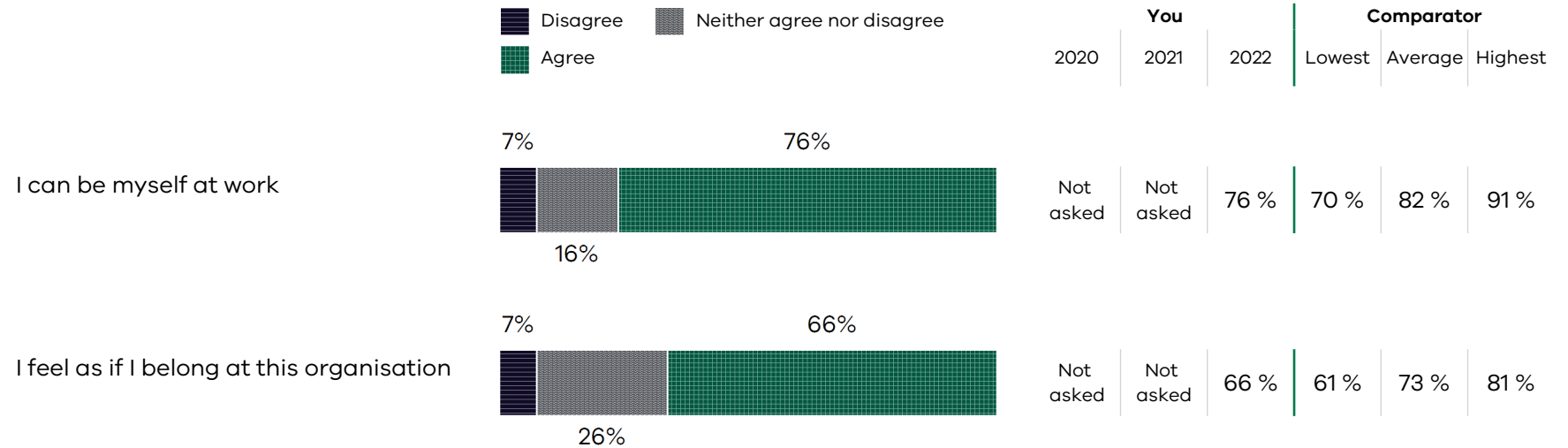
People outcomes

Inclusion - Barriers to success

What this is

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

Why this is important

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

How to read this

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

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

Example

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

Staff who experienced one or more barriers to success at work

38	163
19%	81%

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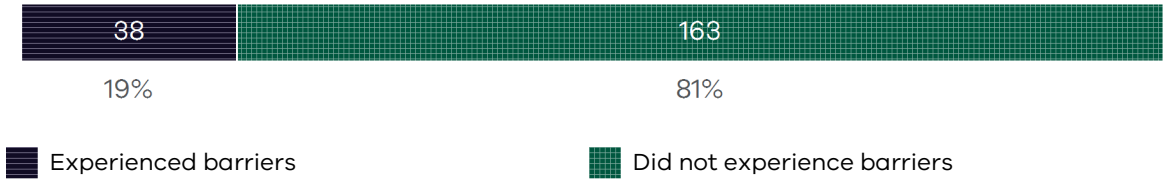
During the last 12 months, employees experienced barriers to their success due to ...	You 2022	Comparator 2022	Public sector 2022
My age	8%	6%	8%
My sex	4%	5%	4%
Other	4%	4%	4%
My caring responsibilities	2%	5%	7%
My mental health	2%	6%	7%
My cultural background	1%	1%	3%
My industrial activity	1%	1%	1%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

People outcomes

Scorecard: emotional effects of work

What this is

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

Why this is important

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

How to read this

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

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

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

Example

In 2022:

- 50% of your staff who did the survey said work made them feel happy in 2022, which is down from 51% in 2021

Compared to:

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

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

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

Happy: 43%, 51%, **50%**, 52%, 54%
Enthusiastic: 45%, 50%, **42%**, 45%, 49%
Worried: 23%, 29%, **29%**, 30%, 31%
Miserable: 12%, 14%, **15%**, 17%, 17%

Victorian Public Sector Commission

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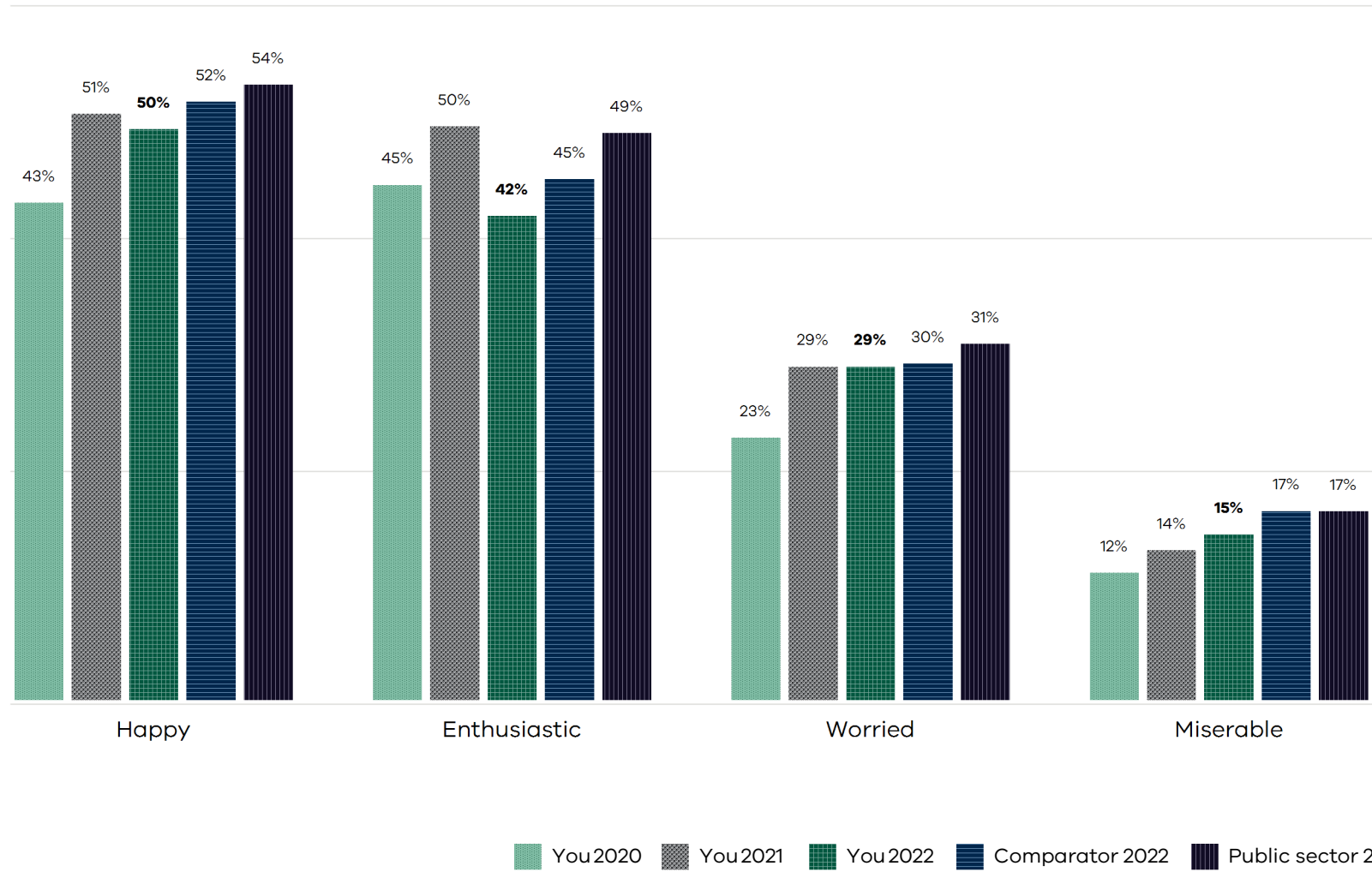
People outcomes

Scorecard: negative behaviours

What this is

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

Why this is important

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

How to read this

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

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

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

Example

In 2022:

- 8% of your staff who did the survey stated they experienced 'Violence or aggression' in the last 12 months which is down from 11% in 2021.

Compared to:

- 5% of staff at your comparator and 10% of staff across the public sector.

Chart legend: You 2020 | You 2021 | You 2022 | Comparator 2022 | Public sector 2022

Violence or aggression: 7%, 11%, **8%**, 5%, 10%
Bullying: 10%, 9%, **7%**, 7%, 11%
Sexual harassment: 5%, 3%, **3%**, 3%, 4%
Discrimination: 2%, 4%, **1%**, 3%, 5%
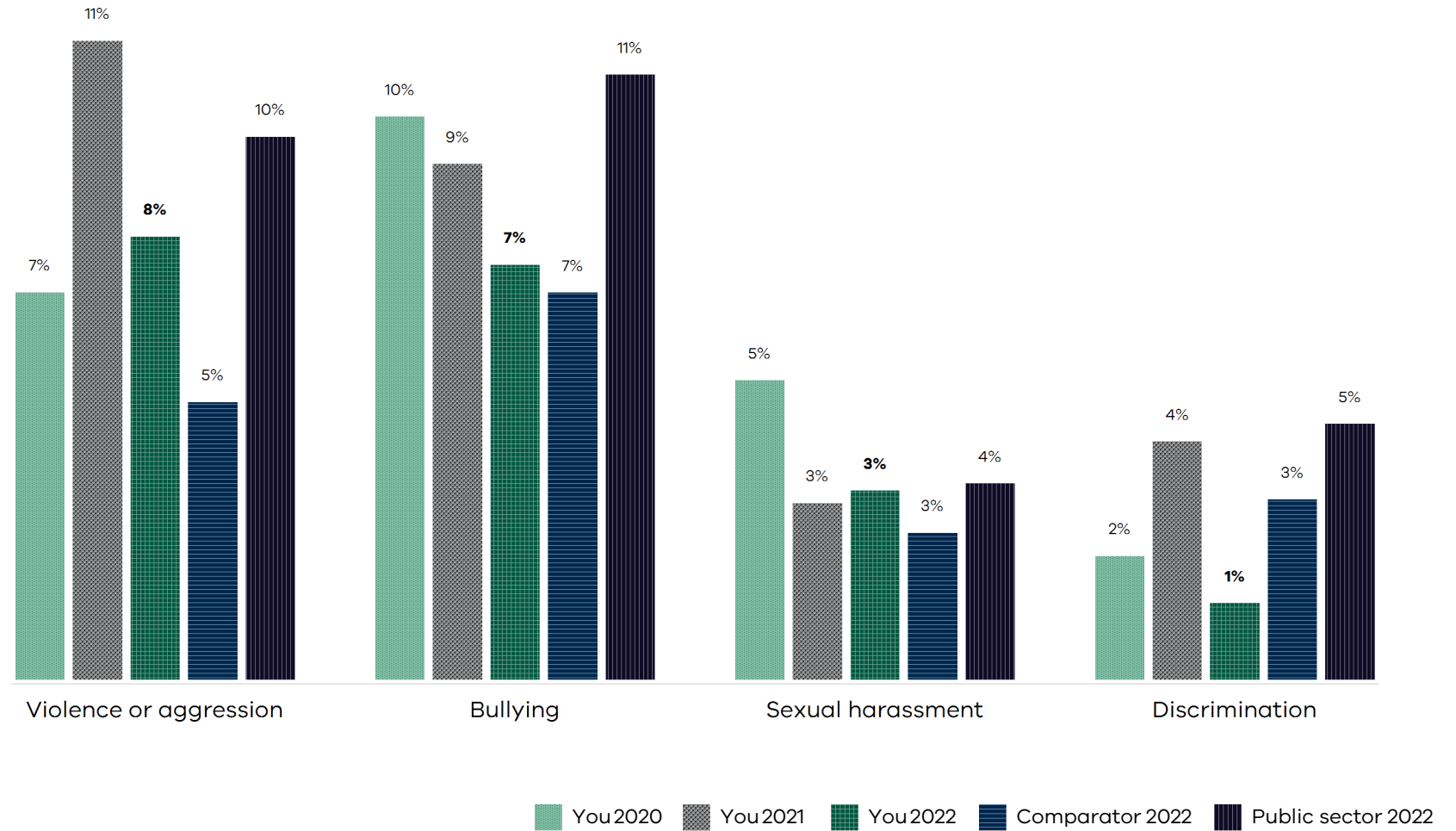
People outcomes

Bullying

What this is

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

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

7% of your staff who did the survey said they experienced bullying.

Of that 7%, 67% said the top type was 'Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)'.

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

15	163	23
7%	81%	11%

■ Experienced bullying　▨ Did not experience bullying　▨ Not sure
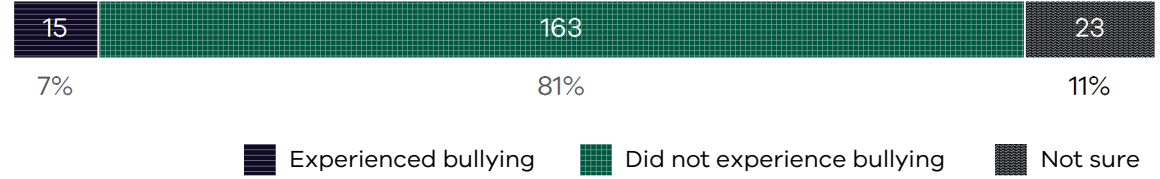
If you experienced bullying, what type of bullying did you experience?	You 2021	You 2022	Comparator 2022	Public sector 2022
Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)	53%	67%	72%	71%
Exclusion or isolation	18%	40%	38%	43%
Intimidation and/or threats	18%	40%	18%	30%
Verbal abuse	41%	27%	22%	19%
Withholding essential information for me to do my job	18%	27%	23%	33%
Other	6%	13%	8%	15%
Being assigned meaningless tasks unrelated to the job	29%	7%	8%	13%

People outcomes

Telling someone about the bullying

What this is

This is if staff told someone when they experienced bullying.

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

7% of your staff who did the survey said they experienced bullying, of which

- 47% said the top way they reported the bullying was 'Told a manager'.
- 93% said they didn't submit a formal complaint.

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

15	163	23
7%	81%	11%

■ Experienced bullying   ▦ Did not experience bullying   ▨ Not sure
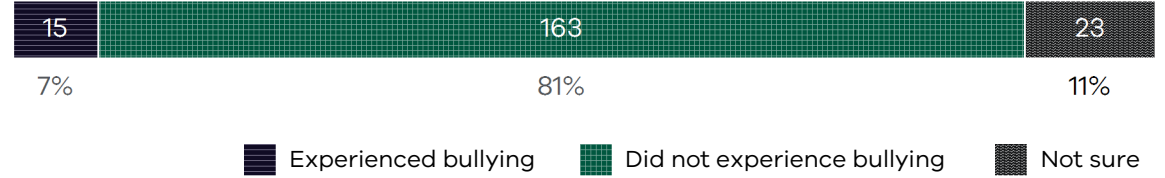
Did you tell anyone about the bullying?	You 2021	You 2022	Comparator 2022	Public sector 2022
Told a manager	71%	47%	39%	49%
Told a friend or family member	29%	40%	38%	35%
Told a colleague	29%	27%	39%	41%
I did not tell anyone about the bullying	18%	20%	15%	12%
Told the person the behaviour was not OK	6%	20%	11%	17%
Told Human Resources	18%	13%	15%	13%
Submitted a formal complaint	12%	7%	8%	11%
Told employee assistance program (EAP) or peer support	6%	7%	5%	10%

People outcomes

Bullying - reasons for not submitting a formal complaint

What this is

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

Why this is important

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

How to read this

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

Example

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

- 57% said the top reason was 'I believed there would be negative consequences for my reputation'.

Did you submit a formal complaint?

1	14
7%	93%

■ Submitted formal complaint ■ Did not submit a formal complaint
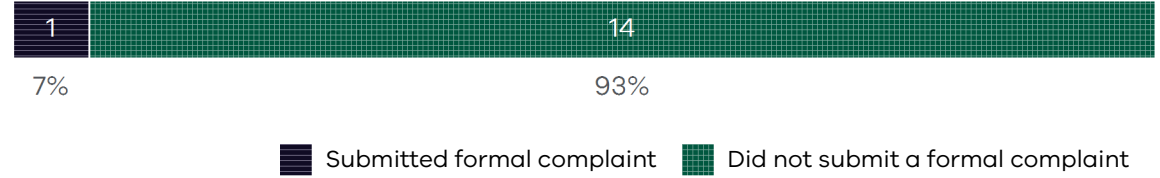
What was your reason for not submitting a formal complaint?	You 2021	You 2022	Comparator 2022	Public sector 2022
I believed there would be negative consequences for my reputation	53%	57%	49%	52%
I didn't think it would make a difference	33%	57%	58%	51%
I believed there would be negative consequences for my career	20%	43%	37%	41%
I didn't feel safe to report the incident	0%	21%	17%	19%
I didn't think it was serious enough	7%	14%	15%	16%
I thought the complaint process would be embarrassing or difficult	7%	14%	18%	13%
I believed there would be negative consequences for the person I was going to complain about	0%	7%	8%	9%
Other	0%	7%	8%	12%

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People outcomes

Perpetrators of bullying

What this is

This is who staff have said are responsible for bullying.

Why this is important

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

How to read this

In this year's survey, 7% of your staff said they experienced bullying.

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

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

Each row is one perpetrator or group of perpetrators.

Example

7% of your staff who did the survey said they experienced bullying.

Of that 7%, 53% said it was by 'A manager or supervisor'.

15 people (7% of staff) experienced bullying (You 2022)

Perpetrator	Percentage
A manager or supervisor	53%
An executive, senior leader or the head of your organisation	33%
Colleague	20%
Group of colleagues	13%
Client/ customer/ patient/ stakeholder	7%
A volunteer with my organisation	0%
Member of the public	0%
Member of your household	0%
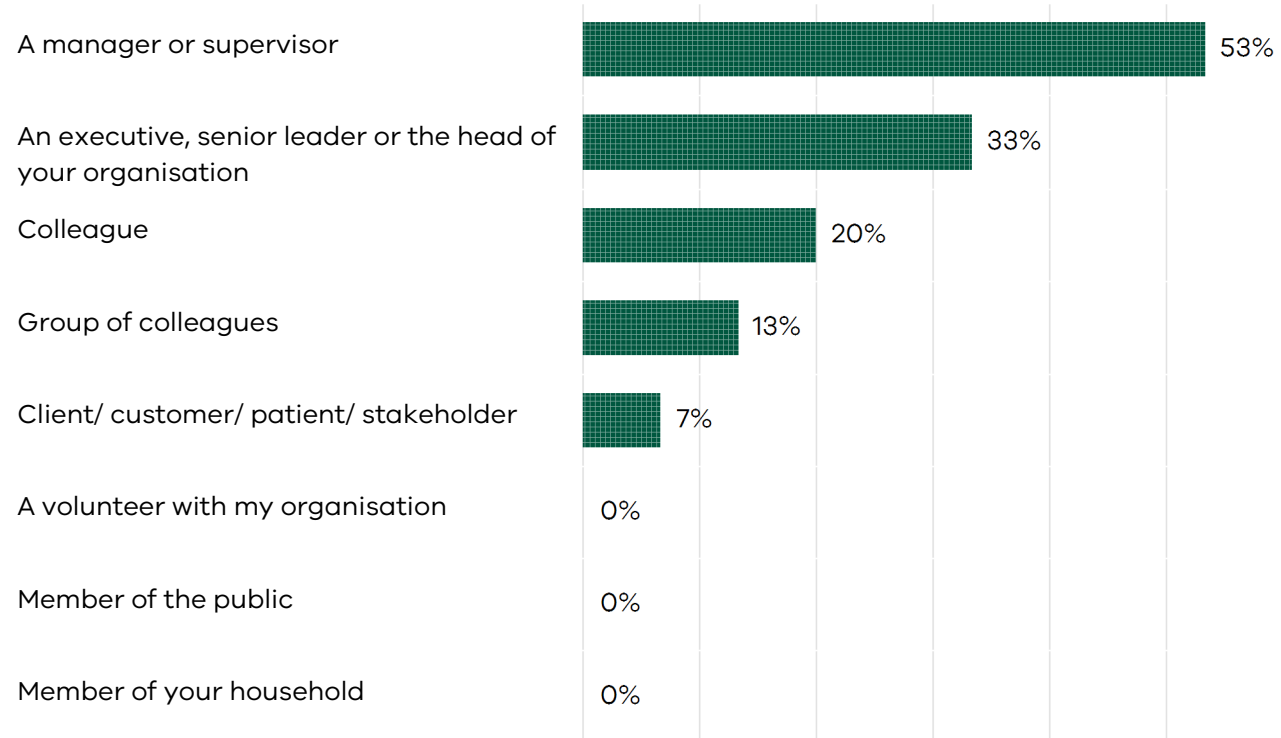
People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

In this year's survey, 7% of your staff said they experienced bullying.

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

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

Example

7% of your staff who did the survey said they experienced bullying.

Of that 7%, 93% said it was by someone within the organisation.

Of that 93%, 71% said it was 'They were in my workgroup'.

14 people (93% of staff who experienced bullying) experienced bullying from within your organisation (You 2022)

They were in my workgroup	71%
They were my immediate manager or supervisor	29%
They were outside my workgroup	21%
They were someone I supervise or manage	0%
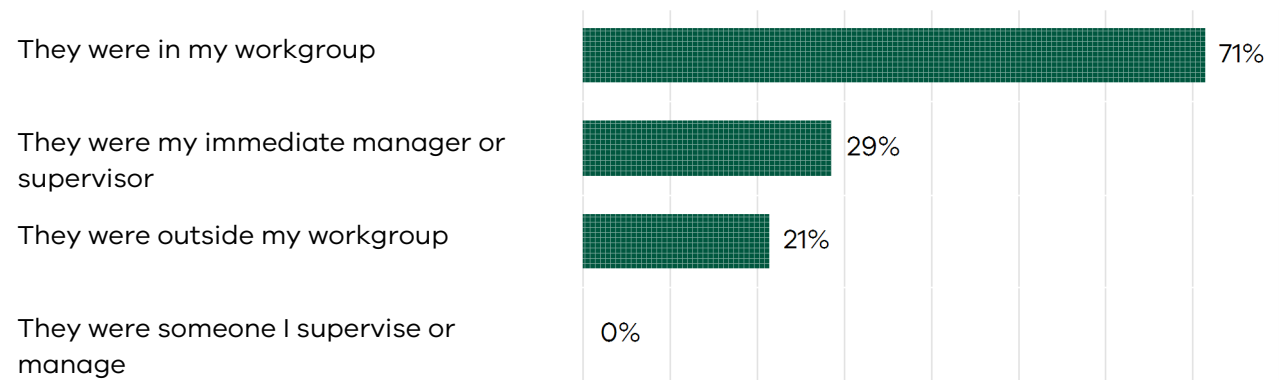
People outcomes

Sexual harassment

What this is

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

Why this is important

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

Why there is no data here

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

We do this to protect the respondents.

People outcomes

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

8% of your staff who did the survey said they experienced violence or aggression.

Of that 8%, 75% said it was from 'Intimidating behaviour'.

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

16	179	6
8%	89%	3%

- ■ Experienced violence or aggression
- ▨ Did not experience violence or aggression
- ▨ Not sure
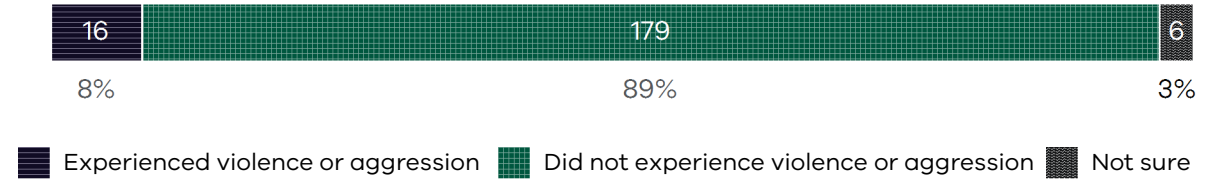
If you experienced violence or aggression, what type did you experience?	You 2021	You 2022	Comparator 2022	Public sector 2022
Intimidating behaviour	48%	75%	79%	69%
Abusive language	71%	56%	54%	73%
Threats of violence	14%	19%	11%	27%
Other	5%	6%	7%	6%
Stalking, including cyber-stalking	0%	6%	0%	2%

Negative behaviour

Telling someone about violence and aggression

What this is

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

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

8% of your staff who did the survey said they experienced violence or aggression, fo which

- 56% said the top way they reported the violence or agression was 'Told a manager'

- 88% said they didn't submit a formal incident report.

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

16	179	6
8%	89%	3%

■ Experienced violence or aggression ▦ Did not experience violence or aggression ▦ Not sure
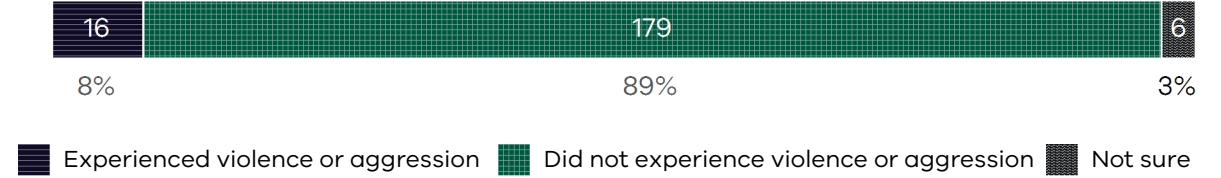
Did you tell anyone about the incident?	You 2021	You 2022	Comparator 2022	Public sector 2022
Told a manager	76%	56%	54%	59%
Told a colleague	29%	31%	38%	44%
Told the person the behaviour was not OK	10%	25%	14%	26%
I did not tell anyone about the incident(s)	14%	19%	14%	8%
Submitted a formal incident report	14%	13%	12%	26%
Told a friend or family member	19%	13%	21%	20%

Negative behaviour

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

What this is

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

Why this is important

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

How to read this

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

Example

88% of your staff who experienced violence or aggression did not submit a formal incident report, of which:

- 50% said the top reason was 'I didn't think it was serious enough'.

Did you submit a formal incident report?

2		14
13%		88%

■ Submitted formal incident report ▦ Did not submit a formal incident report
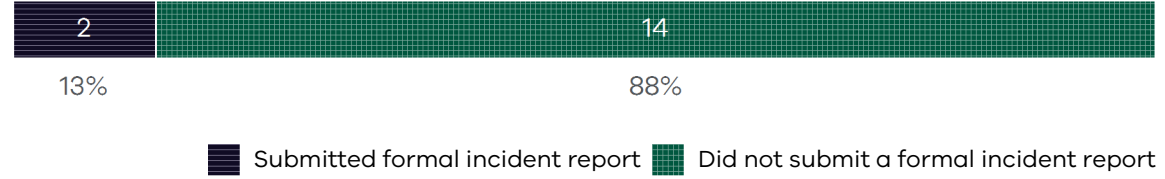
What was your reason for not submitting a formal incident report?	You 2021	You 2022	Comparator 2022	Public sector 2022
I didn't think it was serious enough	33%	50%	34%	31%
I didn't need to because I made the violence or aggression stop	6%	29%	10%	14%
I didn't think it would make a difference	28%	29%	42%	39%
I believed there would be negative consequences for my reputation	6%	21%	25%	21%
I believed there would be negative consequences for my career	11%	7%	20%	17%
I didn't feel safe to report the incident	6%	7%	13%	7%
I didn't know how to make a complaint	0%	7%	2%	4%
I didn't know who to talk to	0%	7%	1%	2%

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

8% of your staff who did the survey said they experienced violence or aggression.

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

16 people (8% of staff) experienced violence or aggression (You2022)

Perpetrator	Percentage
Client/ customer/ patient/ stakeholder	50%
A manager or supervisor	19%
An executive, senior leader or the head of your organisation	19%
Colleague	19%
Member of the public	19%
A volunteer with my organisation	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 'Meaningful work', the 'You 2022' column shows 96% of your staff agreed with 'I can make a worthwhile contribution at work'.
This question was not asked in 2021.

Question group	Highest scoring questions	You 2022	Change from 2021	Comparator 2022
Meaningful work	I can make a worthwhile contribution at work	96%	Not asked in 2021	93%
Job enrichment	I can use my skills and knowledge in my job	95%	Not asked in 2021	92%
Safety climate	My organisation provides a physically safe work environment	95%	+1%	91%
Meaningful work	I achieve something important through my work	93%	+8%	90%
Job enrichment	I understand how my job helps my organisation achieve it's goals	91%	Not asked in 2021	94%
Job enrichment	I clearly understand what I am expected to do in this job	87%	+5%	84%
Organisational integrity	My organisation encourages employees to act in ways that are consistent with human rights	86%	+2%	88%
Manager leadership	My manager demonstrates honesty and integrity	85%	-6%	86%
Quality service delivery	My workgroup provides high quality advice and services	84%	Not asked in 2021	88%
Manager leadership	My manager treats employees with dignity and respect	83%	-7%	88%

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 27% 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	27%	Not asked in 2021	35%
Safety climate	All levels of my organisation are involved in the prevention of stress	41%	-6%	50%
Taking action	I believe my organisation will make improvements based on the results of this survey	43%	Not asked in 2021	47%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	44%	-24%	54%
Organisational integrity	I believe the promotion processes in my organisation are fair	45%	Not asked in 2021	44%
Workload	I have enough time to do my job effectively	45%	+4%	54%
Organisational integrity	I have an equal chance at promotion in my organisation	46%	Not asked in 2021	48%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	47%	-15%	60%
Learning and development	I am satisfied with the way my learning and development needs have been addressed in the last 12 months	48%	-3%	58%
Learning and development	I am satisfied with the opportunities to progress in my organisation	50%	Not asked in 2021	48%

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Key differences

Most improved

What this is

This is where staff feel their organisation has most improved.

How to read this

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

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

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

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

Example

On the first row 'Meaningful work', the 'You 2022' column shows 93% of your staff agreed with 'I achieve something important through my work'.

In the 'Increase from 2021' column, you have a 8% increase, which is a positive trend.

Question group	Most improved from last year	You 2022	Increase from 2021	Comparator 2022
Meaningful work	I achieve something important through my work	93%	+8%	90%
Senior leadership	Senior leaders provide clear strategy and direction	55%	+7%	59%
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	74%	+7%	77%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	63%	+5%	60%
Workload	The workload I have is appropriate for the job that I do	52%	+5%	59%
Job enrichment	I clearly understand what I am expected to do in this job	87%	+5%	84%
Collaboration	Workgroups across my organisation willingly share information with each other	61%	+4%	61%
Workload	I have enough time to do my job effectively	45%	+4%	54%
Meaningful work	I get a sense of accomplishment from my work	83%	+4%	83%
Workgroup support	People in my workgroup are politically impartial in their work	73%	+4%	78%

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 'Safety climate', the 'You 2022' column shows 44% of your staff agreed with 'My organisation has effective procedures in place to support employees who may experience stress'.

In the 'Decrease from 2021' column, you have a 24% decrease, which is a negative trend.

Question subgroup	Largest decline from last year	You 2022	Decrease from 2021	Comparator 2022
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	44%	-24%	54%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	47%	-15%	60%
Manager support	My manager listens to what I have to say	79%	-9%	83%
Job enrichment	I have the authority to do my job effectively	76%	-9%	79%
Engagement	I feel a strong personal attachment to my organisation	60%	-8%	60%
Organisational integrity	My organisation encourages respectful workplace behaviours	82%	-8%	87%
Organisational integrity	My organisation takes steps to eliminate bullying, harassment and discrimination	73%	-7%	75%
Collaboration	I am able to work effectively with others outside my immediate workgroup	83%	-7%	87%
Manager leadership	My manager treats employees with dignity and respect	83%	-7%	88%
Organisational integrity	My organisation is committed to earning a high level of public trust	81%	-6%	87%

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 'Safety climate', the 'You 2022' column shows 95% of your staff agreed with 'My organisation provides a physically safe work environment'.

The 'difference' column, shows that agreement for this question was 3 percentage points higher in your organisation than in your comparator.

Question group	Biggest positive difference from comparator	You 2022	Difference	Comparator 2022
Safety climate	My organisation provides a physically safe work environment	95%	+3%	91%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	54%	+3%	51%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	63%	+3%	60%
Meaningful work	I can make a worthwhile contribution at work	96%	+2%	93%
Job enrichment	I clearly understand what I am expected to do in this job	87%	+2%	84%
Job enrichment	I can use my skills and knowledge in my job	95%	+2%	92%
Meaningful work	I achieve something important through my work	93%	+2%	90%
Learning and development	I am satisfied with the opportunities to progress in my organisation	50%	+1%	48%
Innovation	My workgroup encourages employee creativity	73%	+1%	72%
Engagement	My organisation inspires me to do the best in my job	62%	+1%	61%

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 'Safety climate', the 'You 2022' column shows 47% of your staff agreed with 'In my workplace, there is good communication about psychological safety issues that affect me'.

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

Question subgroup	Biggest negative difference from comparator	You 2022	Difference	Comparator 2022
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	47%	-13%	60%
Flexible working	I am confident that if I requested a flexible work arrangement, it would be given due consideration	67%	-10%	77%
Learning and development	I am satisfied with the way my learning and development needs have been addressed in the last 12 months	48%	-10%	58%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	44%	-10%	54%
Workload	I have enough time to do my job effectively	45%	-9%	54%
Safe to speak up	I feel culturally safe at work	76%	-9%	85%
Job enrichment	I have a say in how I do my work	75%	-8%	83%
Safety climate	All levels of my organisation are involved in the prevention of stress	41%	-8%	50%
Manager support	My manager provides me with enough support when I need it	74%	-7%	81%
Taking action	My organisation has made improvements based on the survey results from last year	27%	-7%	35%

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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

43% 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
Don't know
Neither agree nor disagree
Agree
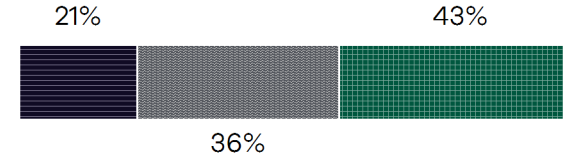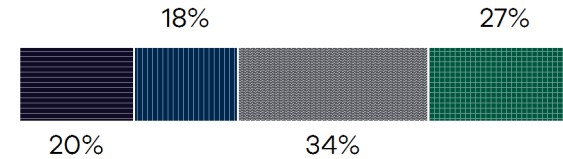
Survey question	Your results		You			Comparator	
		2020	2021	2022	Lowest	Average	Highest
I believe my organisation will make improvements based on the results of this survey	21% / 36% / 43%	Not asked	Not asked	43 %	27 %	47 %	74 %
My organisation has made improvements based on the survey results from last year	20% / 18% / 34% / 27%	Not asked	Not asked	27 %	22 %	35 %	50 %

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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

66% of your staff who did the survey agreed or strongly agreed with 'Senior leaders demonstrate honesty and integrity'.

Survey question	Your results	Benchmark agree results

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

Survey question	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
Senior leaders demonstrate honesty and integrity (4% / 7% / 23% / 66%)	Not asked	71 %	66 %	50 %	66 %	82 %
Senior leaders model my organisation's values (3% / 9% / 25% / 63%)	Not asked	68 %	63 %	49 %	65 %	90 %
Senior leaders provide clear strategy and direction (2% / 15% / 27% / 55%)	46 %	48 %	55 %	43 %	59 %	84 %

People matter survey wellbeing check 2022

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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:

- 72% of your staff who did the survey responded positively to questions about Collaboration which is down from 73% in 2021.

Compared to:

- 74% of staff at your comparator and 73% of staff across the public sector.

Collaboration — 62%, 73%, **72%**, 74%, 73%
Organisational integrity* — **68%**, 70%, 68%
Safety climate* — 64%, **57%**, 61%, 58%

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

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

What this is

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

Why this is important

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

How to read this

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

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

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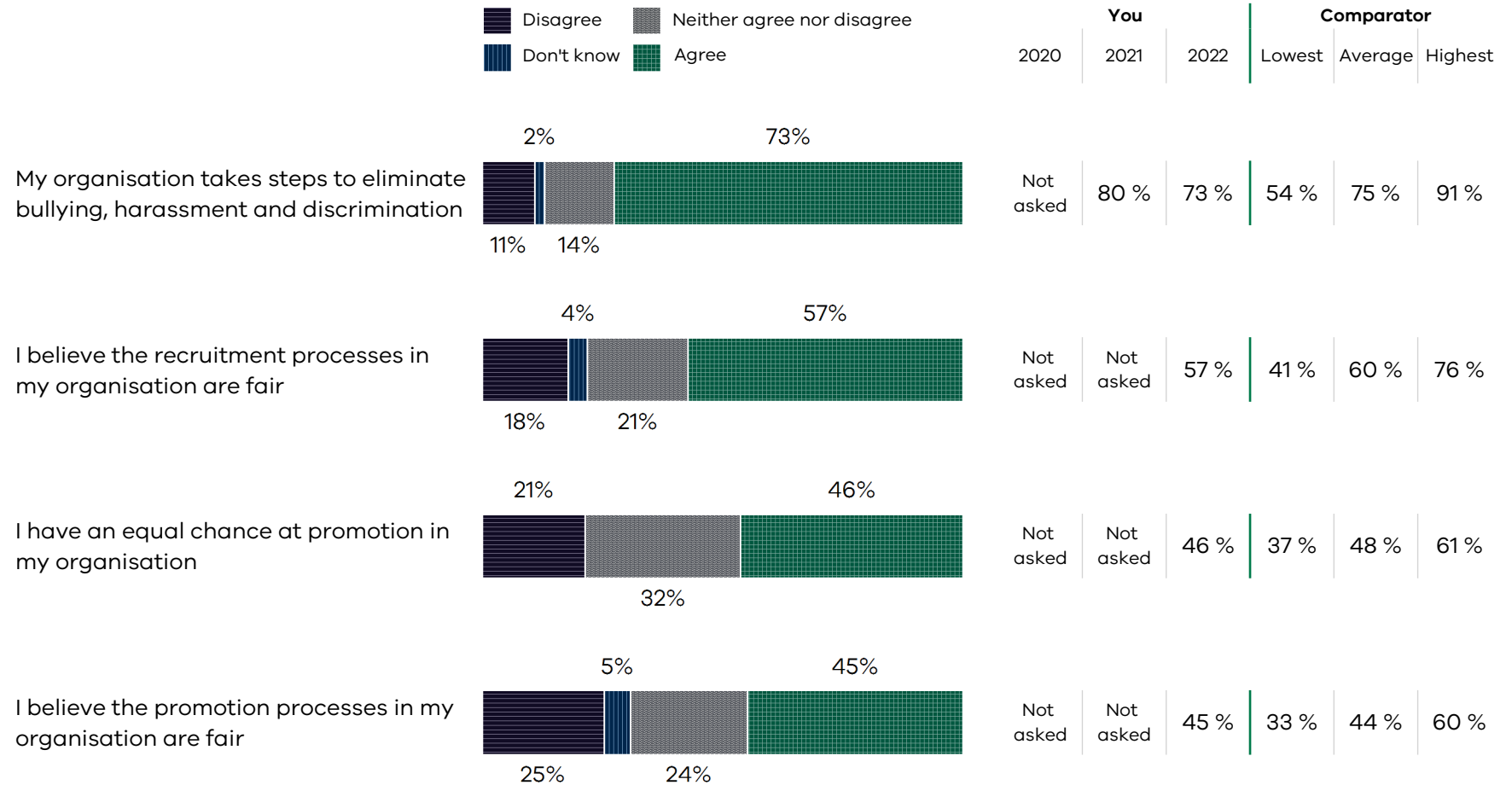
Example

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

Survey question	Your results	Benchmark agree results

Legend:
- Disagree (dark navy)
- Don't know (blue)
- Neither agree nor disagree (grey)
- Agree (green)

Survey question		You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
My organisation encourages employees to act in ways that are consistent with human rights	2% / 2% / 10% / 86%	Not asked	84 %	86 %	78 %	88 %	96 %
My organisation encourages respectful workplace behaviours	7% / 11% / 82%	Not asked	90 %	82 %	79 %	87 %	99 %
My organisation is committed to earning a high level of public trust	3% / 16% / 81%	Not asked	87 %	81 %	71 %	87 %	96 %
My organisation does not tolerate improper conduct	10% / 2% / 12% / 76%	Not asked	82 %	76 %	51 %	75 %	93 %

Organisational climate

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.
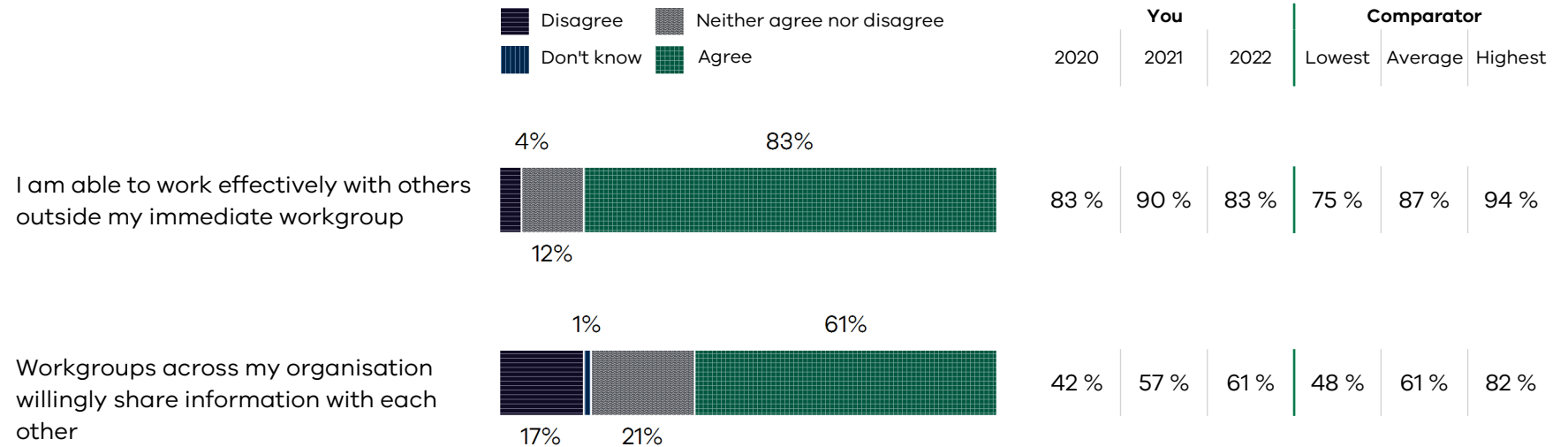
Example

73% of your staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.

Survey question | Your results | Benchmark agree results

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

Survey question		You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
My organisation takes steps to eliminate bullying, harassment and discrimination (Disagree 11%, 2%, Neither 14%, Agree 73%)	Not asked	80 %	73 %	54 %	75 %	91 %
I believe the recruitment processes in my organisation are fair (Disagree 18%, 4%, Neither 21%, Agree 57%)	Not asked	Not asked	57 %	41 %	60 %	76 %
I have an equal chance at promotion in my organisation (Disagree 21%, Neither 32%, Agree 46%)	Not asked	Not asked	46 %	37 %	48 %	61 %
I believe the promotion processes in my organisation are fair (Disagree 25%, 5%, Neither 24%, Agree 45%)	Not asked	Not asked	45 %	33 %	44 %	60 %

Victorian Public Sector Commission

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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

83% of your staff who did the survey agreed or strongly agreed with 'I am able to work effectively with others outside my immediate workgroup'.

Survey question

Your results

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

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

4% · 83% · 12%

Workgroups across my organisation willingly share information with each other

1% · 61% · 17% · 21%

Benchmark agree results

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	83 %	90 %	83 %	75 %	87 %	94 %
Workgroups across my organisation willingly share information with each other	42 %	57 %	61 %	48 %	61 %	82 %

Organisational climate

Safety climate 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

95% of your staff who did the survey agreed or strongly agreed with 'My organisation provides a physically safe work environment'.

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

Survey question	Your results	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My organisation provides a physically safe work environment	4% / 95%	Not asked	94 %	95 %	70 %	91 %	100 %
Senior leaders consider the psychological health of employees to be as important as productivity	12% / 25% / 63%	66 %	58 %	63 %	44 %	60 %	82 %
Senior leaders show support for stress prevention through involvement and commitment	16% / 29% / 54%	56 %	58 %	54 %	38 %	51 %	78 %
In my workplace, there is good communication about psychological safety issues that affect me	12% / 40% / 47%	57 %	63 %	47 %	45 %	60 %	79 %

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

44% 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						

Legend: Disagree / Don't know / Neither agree nor disagree / Agree
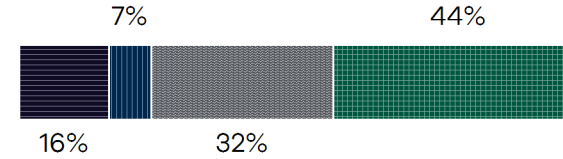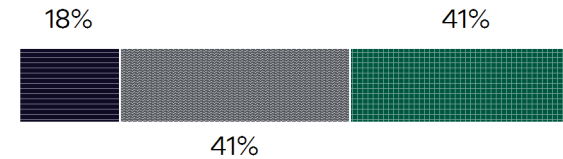
	Benchmark agree results					
Survey question	**You**			**Comparator**		
	2020	2021	2022	Lowest	Average	Highest
My organisation has effective procedures in place to support employees who may experience stress	61 %	68 %	44 %	37 %	54 %	78 %
All levels of my organisation are involved in the prevention of stress	44 %	47 %	41 %	32 %	50 %	66 %

Chart values:
- My organisation has effective procedures in place to support employees who may experience stress: 16% Disagree, 7% Don't know, 32% Neither agree nor disagree, 44% Agree
- All levels of my organisation are involved in the prevention of stress: 18% Disagree, 41% Neither agree nor disagree, 41% Agree

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People matter survey wellbeing check 2022

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- Highest scoring
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- Biggest positive difference from comparator
- Biggest negative difference from comparator

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- Questions requested by your organisation

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- Aboriginal and/or Torres Strait Islander
- Disability
- Cultural diversity
- Employment
- Adjustments
- Caring
- Business units

Workgroup climate

Scorecard

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2022:

- 77% of your staff who did the survey responded positively to questions about Workgroup support which is down from 79% in 2021.

Compared to:

- 81% of staff at your comparator and 80% of staff across the public sector.
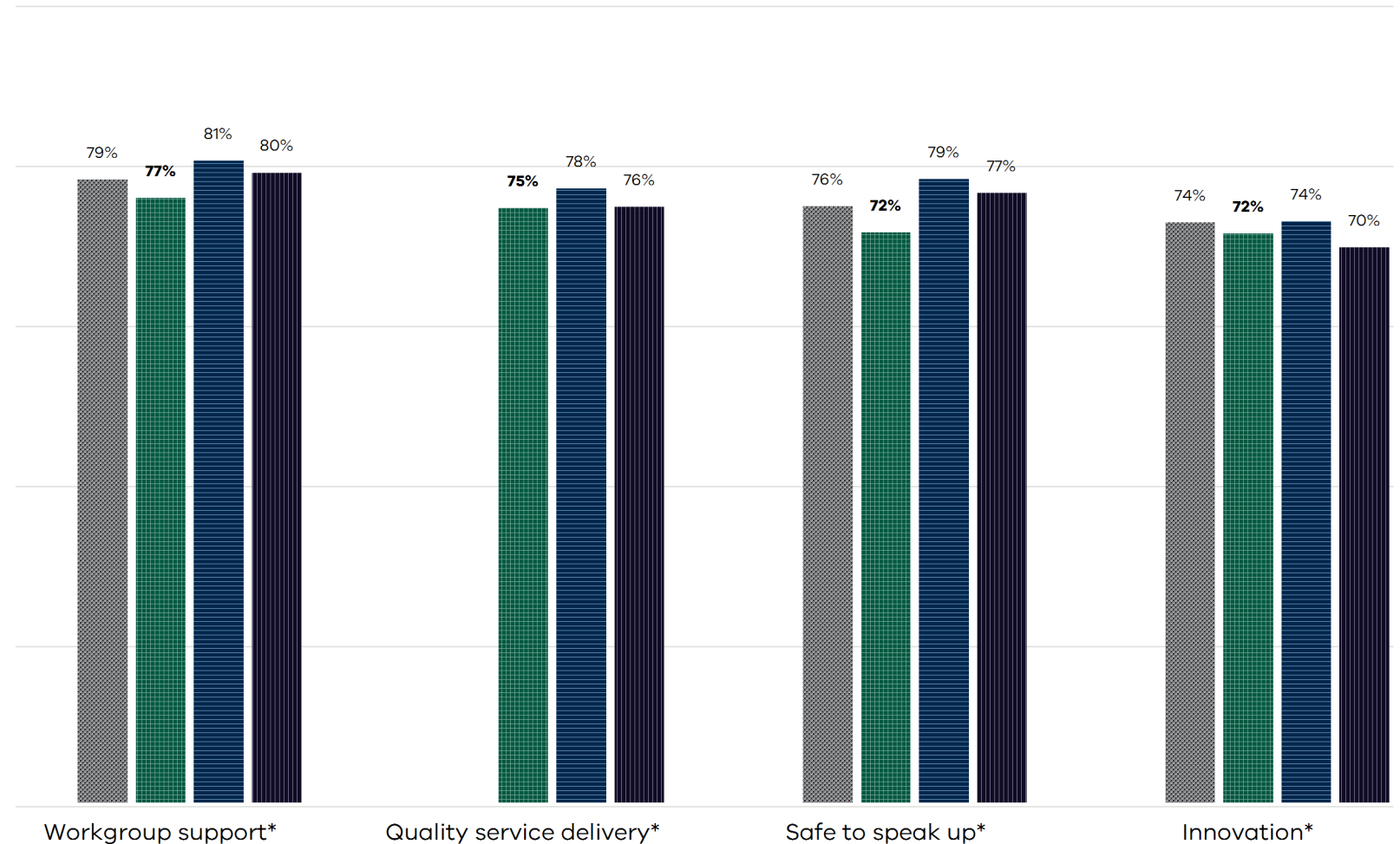
	Workgroup support*	Quality service delivery*	Safe to speak up*	Innovation*
You 2021	79%		76%	74%
You 2022	77%	75%	72%	72%
Comparator 2022	81%	78%	79%	74%
Public sector 2022	80%	76%	77%	70%

*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

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

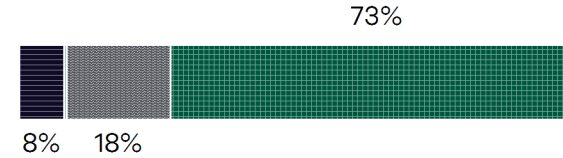84% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.
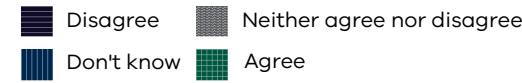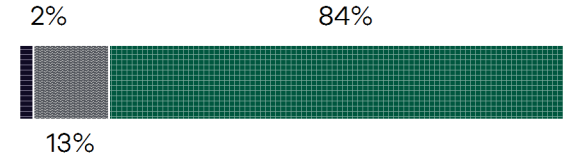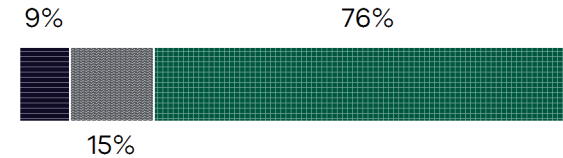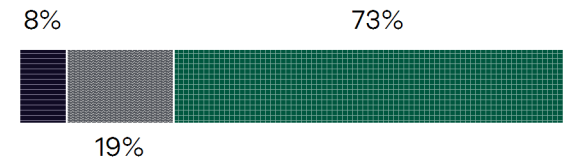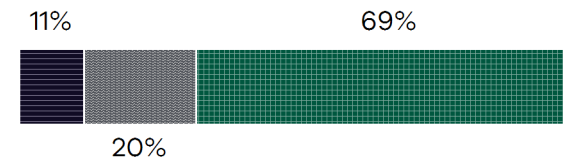
Survey question	Your results	2020	2021	2022	Comparator Lowest	Comparator Average	Comparator Highest
		You					
My workgroup provides high quality advice and services	2% / 13% / 84%	Not asked	Not asked	84 %	82 %	88 %	97 %
My workgroup acts fairly and without bias	9% / 15% / 76%	Not asked	Not asked	76 %	73 %	80 %	87 %
My workgroup has clear lines of responsibility	8% / 19% / 73%	Not asked	74 %	73 %	65 %	73 %	81 %
My workgroup uses its resources well	11% / 20% / 69%	Not asked	Not asked	69 %	60 %	71 %	90 %

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

Victorian Public Sector Commission

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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

73% of your staff who did the survey agreed or strongly agreed with 'My workgroup encourages employee creativity'.

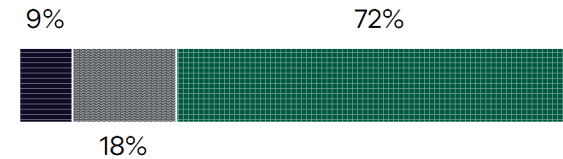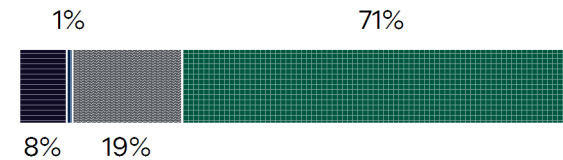| Survey question | Your results | Benchmark agree results |

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

Survey question		2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup encourages employee creativity	8% / 18% / 73%	Not asked	70 %	73 %	63 %	72 %	80 %
My workgroup is quick to respond to opportunities to do things better	9% / 18% / 72%	Not asked	76 %	72 %	66 %	73 %	88 %
My workgroup learns from failures and mistakes	1% / 8% / 19% / 71%	Not asked	76 %	71 %	70 %	76 %	87 %

Workgroup climate

Workgroup support 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

83% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup treat each other with respect'.
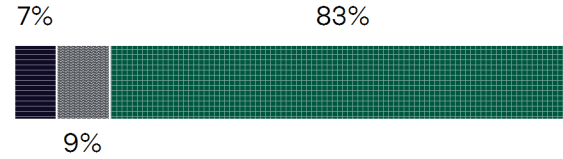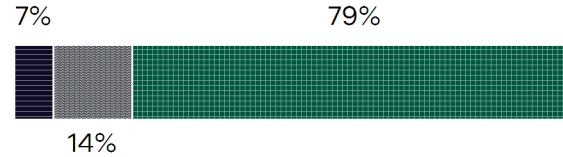
Legend: Disagree | Neither agree nor disagree | Don't know | Agree

Survey question	Your results		You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
People in my workgroup treat each other with respect	7% / 9% / 83%	87 %	89 %	83 %	82 %	87 %	91 %
People in my workgroup work together effectively to get the job done	7% / 14% / 79%	80 %	85 %	79 %	81 %	86 %	94 %
People in my workgroup are honest, open and transparent in their dealings	7% / 1% / 16% / 75%	Not asked	76 %	75 %	71 %	79 %	88 %
People in my workgroup appropriately manage conflicts of interest	4% / 5% / 17% / 73%	Not asked	76 %	73 %	67 %	77 %	82 %
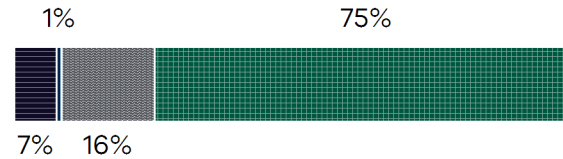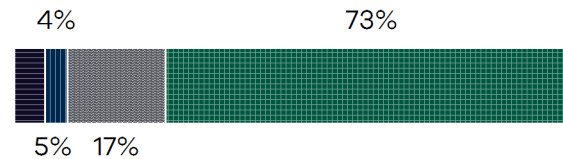
Workgroup climate

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

73% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.

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

People in my workgroup are politically impartial in their work

8%   73%
1%   18%

	You			Comparator		
2020	2021	2022		Lowest	Average	Highest
Not asked	69 %	73 %		70 %	78 %	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.
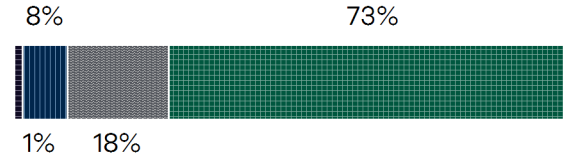
Example

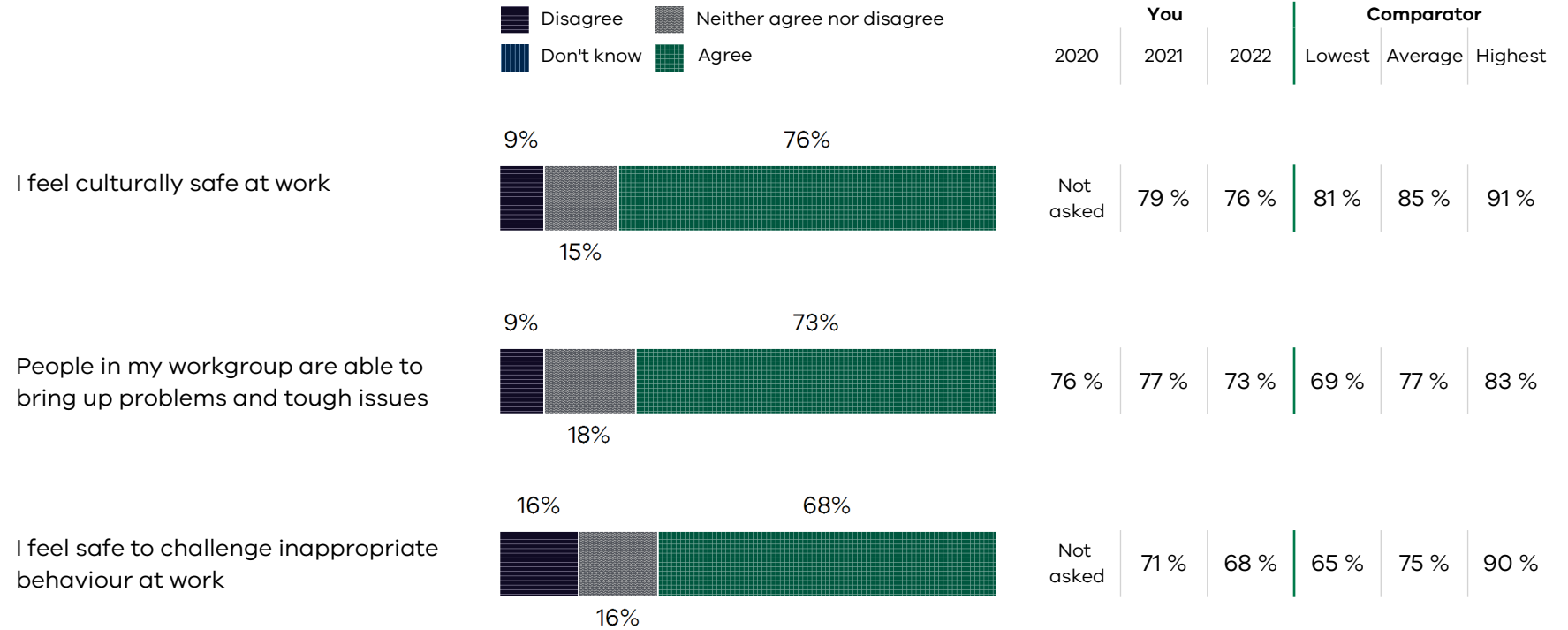76% of your staff who did the survey agreed or strongly agreed with 'I feel culturally safe at work'.

Survey question	Your results						

Your results

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

Benchmark agree results

Survey question		You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
I feel culturally safe at work	9% / 15% / 76%	Not asked	79 %	76 %	81 %	85 %	91 %
People in my workgroup are able to bring up problems and tough issues	9% / 18% / 73%	76 %	77 %	73 %	69 %	77 %	83 %
I feel safe to challenge inappropriate behaviour at work	16% / 16% / 68%	Not asked	71 %	68 %	65 %	75 %	90 %

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- Biggest negative difference from comparator

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Custom questions

- Questions requested by your organisation

Demographics

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

Job and manager factors

Scorecard 1 of 2

What this is

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

Why this is important

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

How to read this

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

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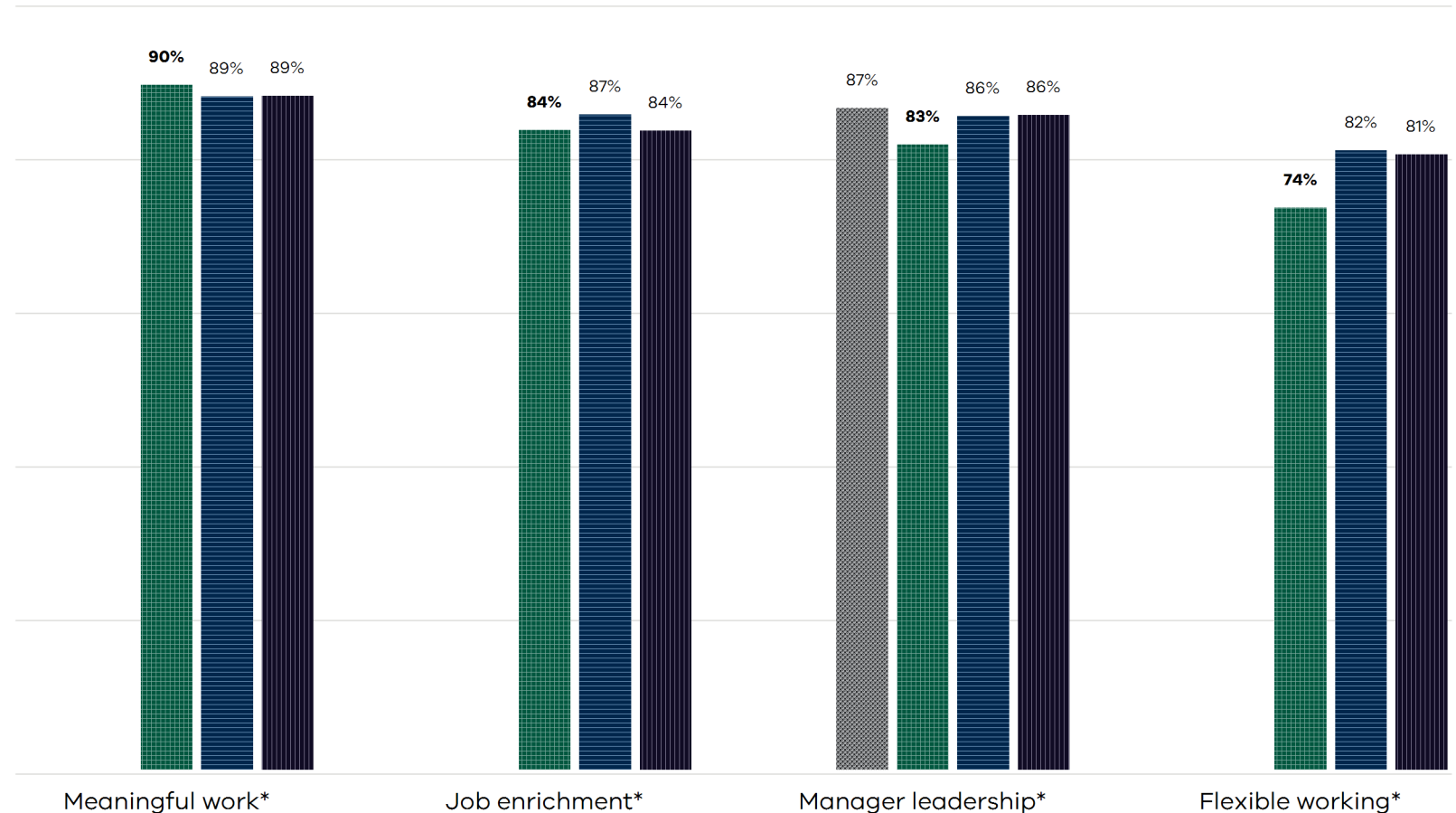
Example

In 2022:

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

Compared to:

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

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

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

Meaningful work*: 90%, 89%, 89%
Job enrichment*: 84%, 87%, 84%
Manager leadership*: 87%, 83%, 86%, 86%
Flexible working*: 74%, 82%, 81%

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.
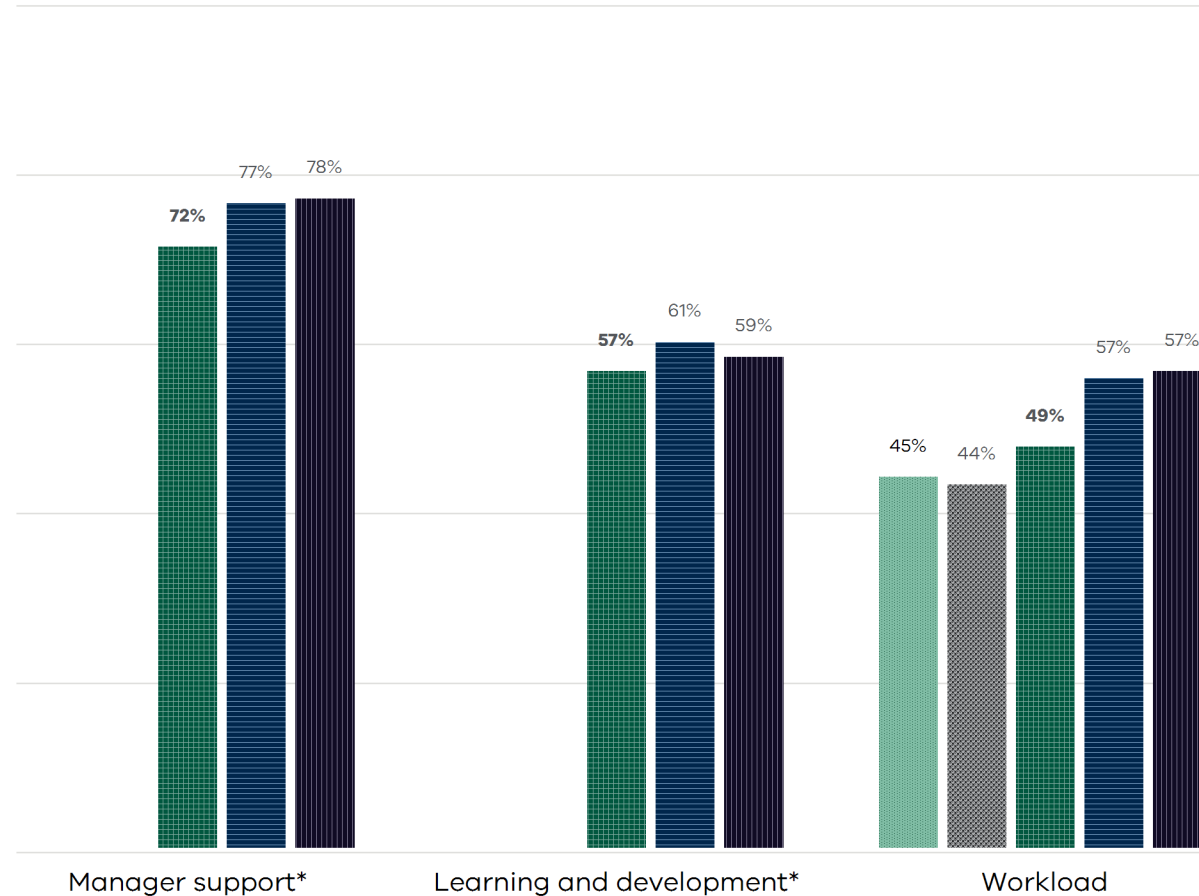
Example

In 2022:

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

Compared to:

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

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

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

Chart values:
- Manager support*: You 2022 72%, Comparator 2022 77%, Public sector 2022 78%
- Learning and development*: You 2022 57%, Comparator 2022 61%, Public sector 2022 59%
- Workload: You 2020 45%, You 2021 44%, You 2022 49%, Comparator 2022 57%, Public sector 2022 57%

Job and manager factors

Manager leadership

What this is

This is how well staff perceive their direct managers lead.

Why this is important

Great managers can foster the right environment for staff engagement.

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

How to read this

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

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

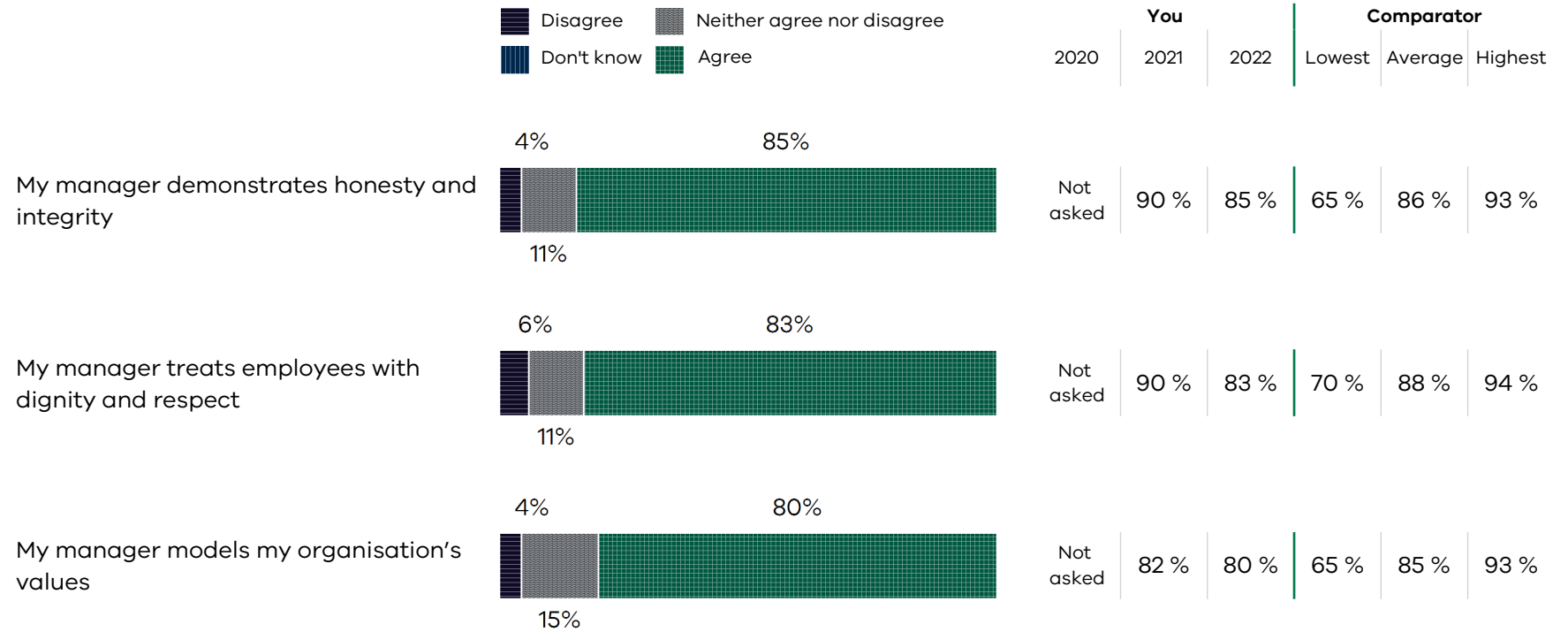Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

85% of your staff who did the survey agreed or strongly agreed with 'My manager demonstrates honesty and integrity'.

Survey question	Your results	Benchmark agree results

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

Survey question		You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
My manager demonstrates honesty and integrity	4% / 11% / 85%	Not asked	90 %	85 %	65 %	86 %	93 %
My manager treats employees with dignity and respect	6% / 11% / 83%	Not asked	90 %	83 %	70 %	88 %	94 %
My manager models my organisation's values	4% / 15% / 80%	Not asked	82 %	80 %	65 %	85 %	93 %

Job and manager factors

Manager support 1 of 2

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

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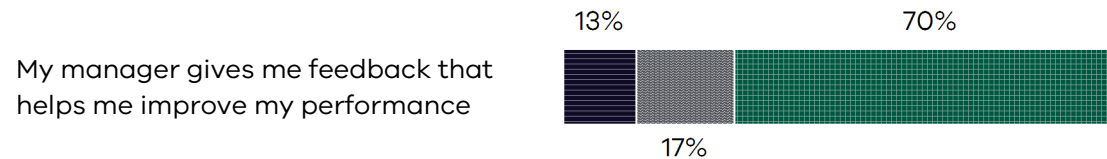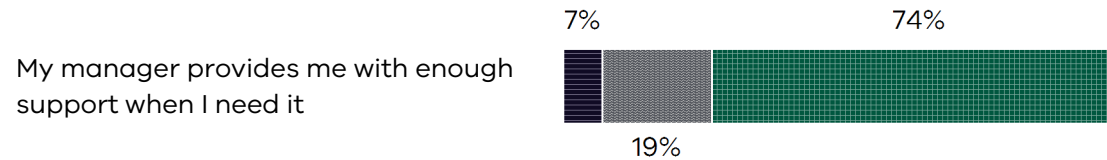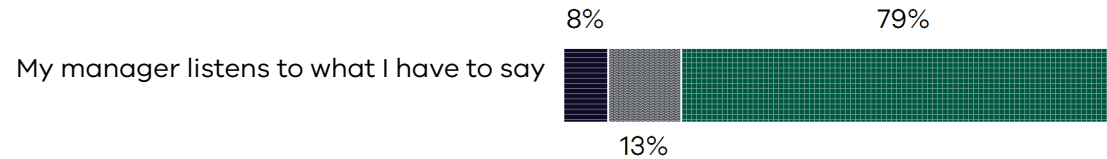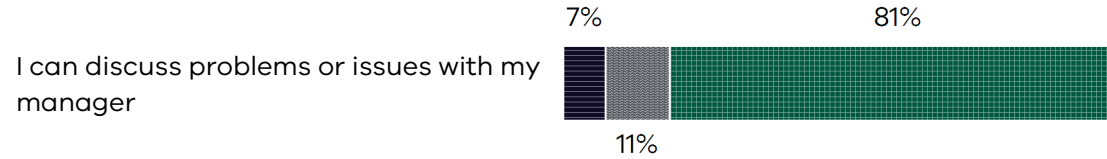
Example

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

Survey question	Your results			Benchmark agree results			
		You			**Comparator**		
		2020	2021	2022	Lowest	Average	Highest

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

Survey question	Your results (Disagree / Neither / Agree)	2020	2021	2022	Lowest	Average	Highest
I can discuss problems or issues with my manager	7% / 11% / 81%	Not asked	Not asked	81 %	59 %	83 %	93 %
My manager listens to what I have to say	8% / 13% / 79%	78 %	89 %	79 %	65 %	83 %	90 %
My manager provides me with enough support when I need it	7% / 19% / 74%	71 %	80 %	74 %	54 %	81 %	92 %
My manager gives me feedback that helps me improve my performance	13% / 17% / 70%	Not asked	Not asked	70 %	50 %	75 %	87 %

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

57% 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 |

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

I receive meaningful recognition when I do good work

16%   27%   57%

| Not asked | Not asked | 57 % | 52 % | 64 % | 79 % |
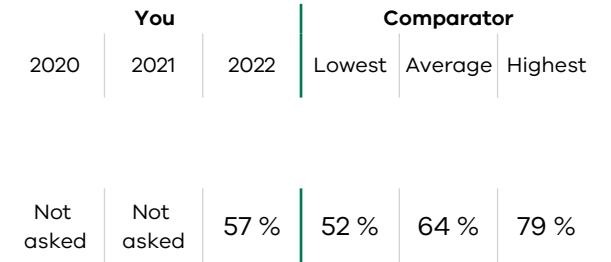
Job and manager factors

Workload

What this is

This is how staff feel about workload and time pressure.

Why this is important

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

How to read this

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

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

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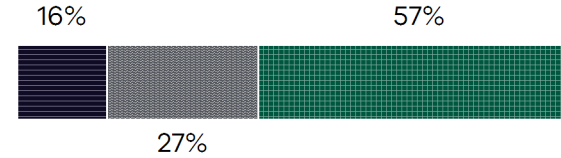
Example

52% of your staff who did the survey agreed or strongly agreed with 'The workload I have is appropriate for the job that I do'.

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

Survey question			You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
The workload I have is appropriate for the job that I do	28% / 20% / 52%	50 %	47 %	52 %	46 %	59 %	69 %
I have enough time to do my job effectively	29% / 26% / 45%	40 %	41 %	45 %	45 %	54 %	69 %

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.
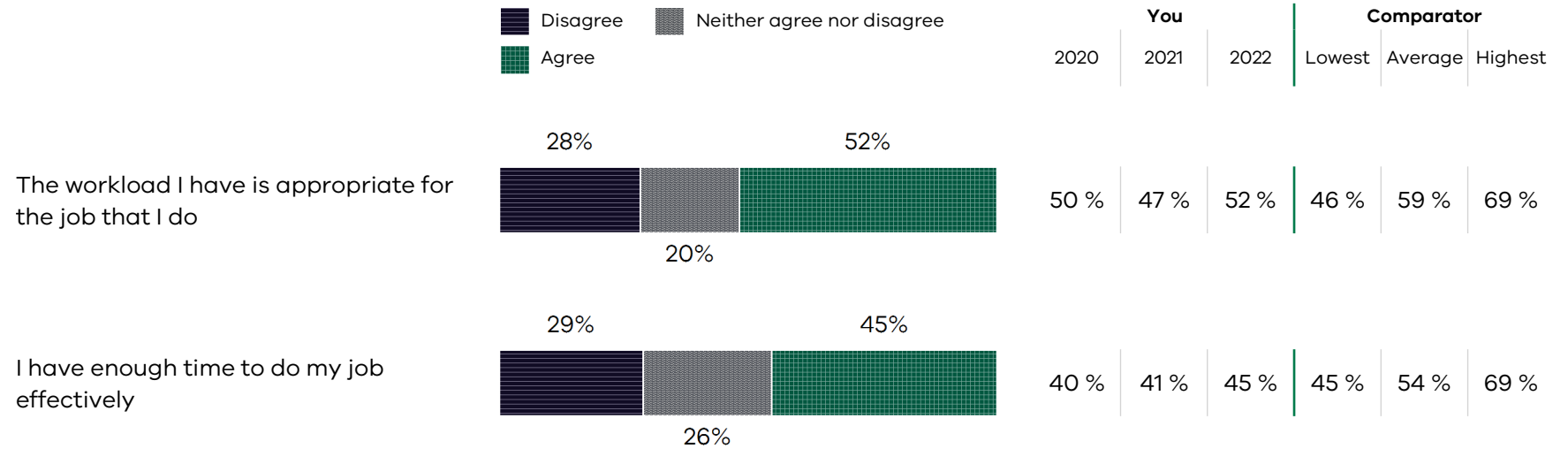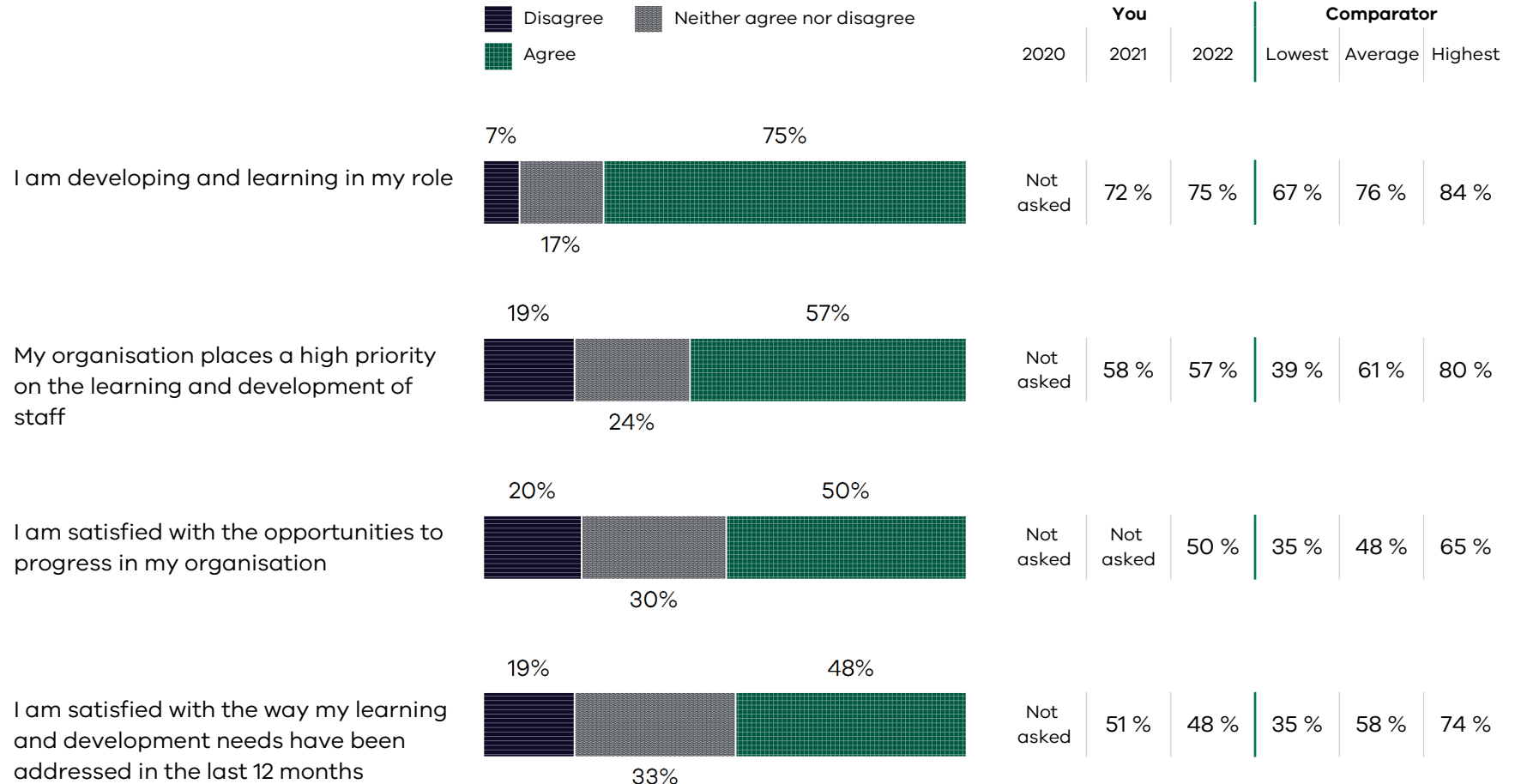
Example

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	Benchmark agree results

Legend: ■ Disagree ▨ Neither agree nor disagree ▨ Agree

		You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
I am developing and learning in my role	7% · 17% · 75%	Not asked	72 %	75 %	67 %	76 %	84 %
My organisation places a high priority on the learning and development of staff	19% · 24% · 57%	Not asked	58 %	57 %	39 %	61 %	80 %
I am satisfied with the opportunities to progress in my organisation	20% · 30% · 50%	Not asked	Not asked	50 %	35 %	48 %	65 %
I am satisfied with the way my learning and development needs have been addressed in the last 12 months	19% · 33% · 48%	Not asked	51 %	48 %	35 %	58 %	74 %

Job enrichment 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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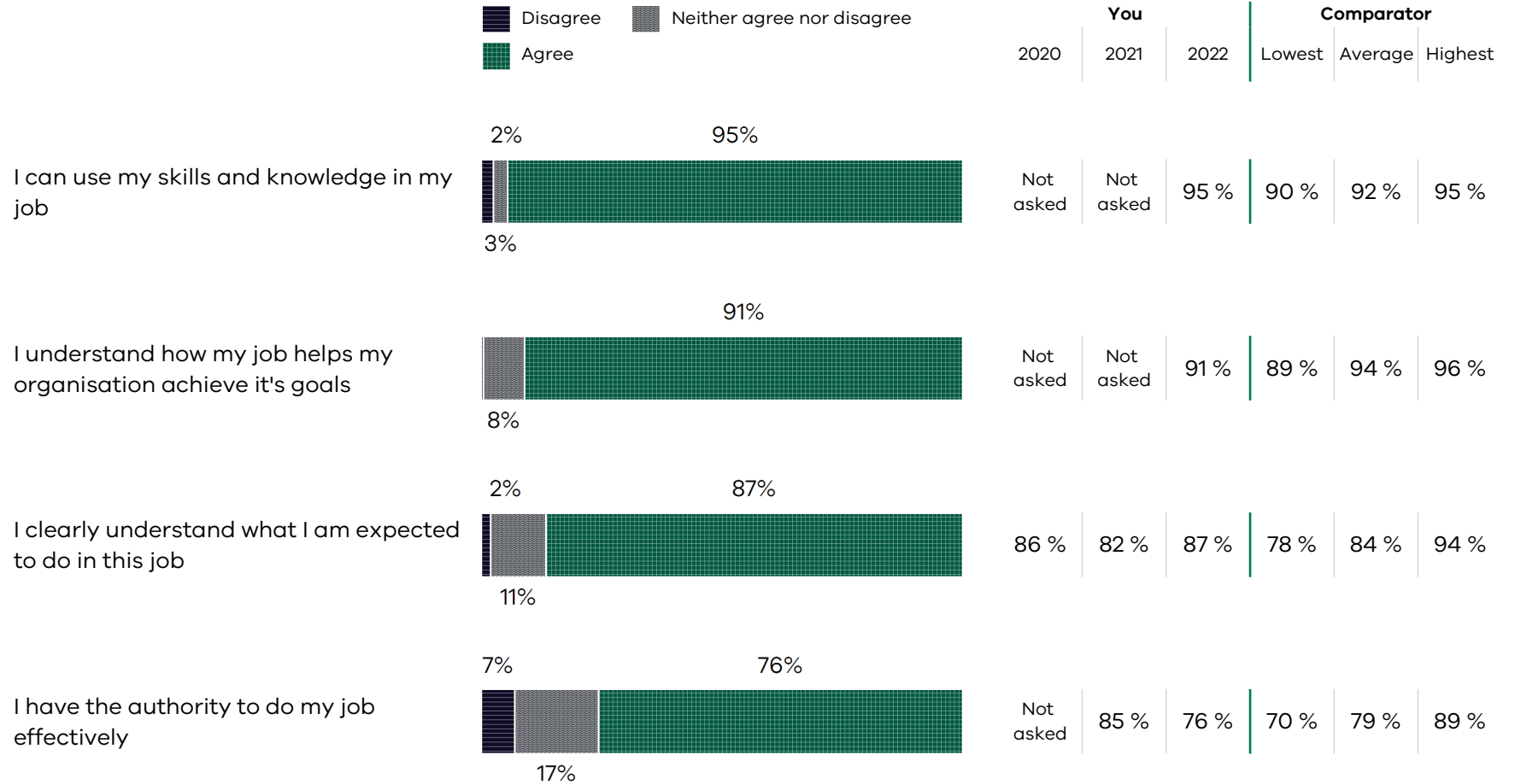
Example

95% of your staff who did the survey agreed or strongly agreed with 'I can use my skills and knowledge in my job'.

Survey question — Your results — Benchmark agree results

Legend: Disagree | Neither agree nor disagree | Agree

Survey question		You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
I can use my skills and knowledge in my job	Disagree 2%, Neither 3%, Agree 95%	Not asked	Not asked	95 %	90 %	92 %	95 %
I understand how my job helps my organisation achieve it's goals	Neither 8%, Agree 91%	Not asked	Not asked	91 %	89 %	94 %	96 %
I clearly understand what I am expected to do in this job	Disagree 2%, Neither 11%, Agree 87%	86 %	82 %	87 %	78 %	84 %	94 %
I have the authority to do my job effectively	Disagree 7%, Neither 17%, Agree 76%	Not asked	85 %	76 %	70 %	79 %	89 %

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.
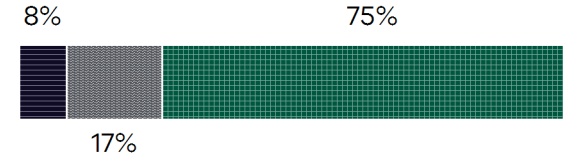
Example

75% of your staff who did the survey agreed or strongly agreed with 'I have a say in how I do my work'.
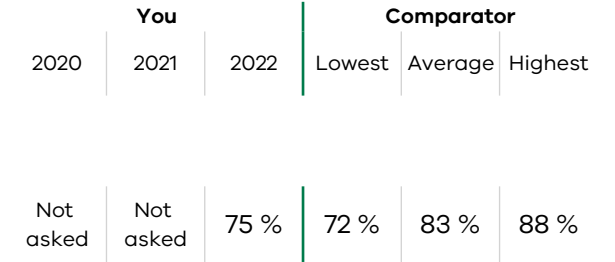
Survey question	Your results	Benchmark agree results

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%   75%

17%

	2020	2021	2022	Lowest	Average	Highest
	Not asked	Not asked	75 %	72 %	83 %	88 %

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Meaningful work

What this is

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

Why this is important

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

How to read this

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

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

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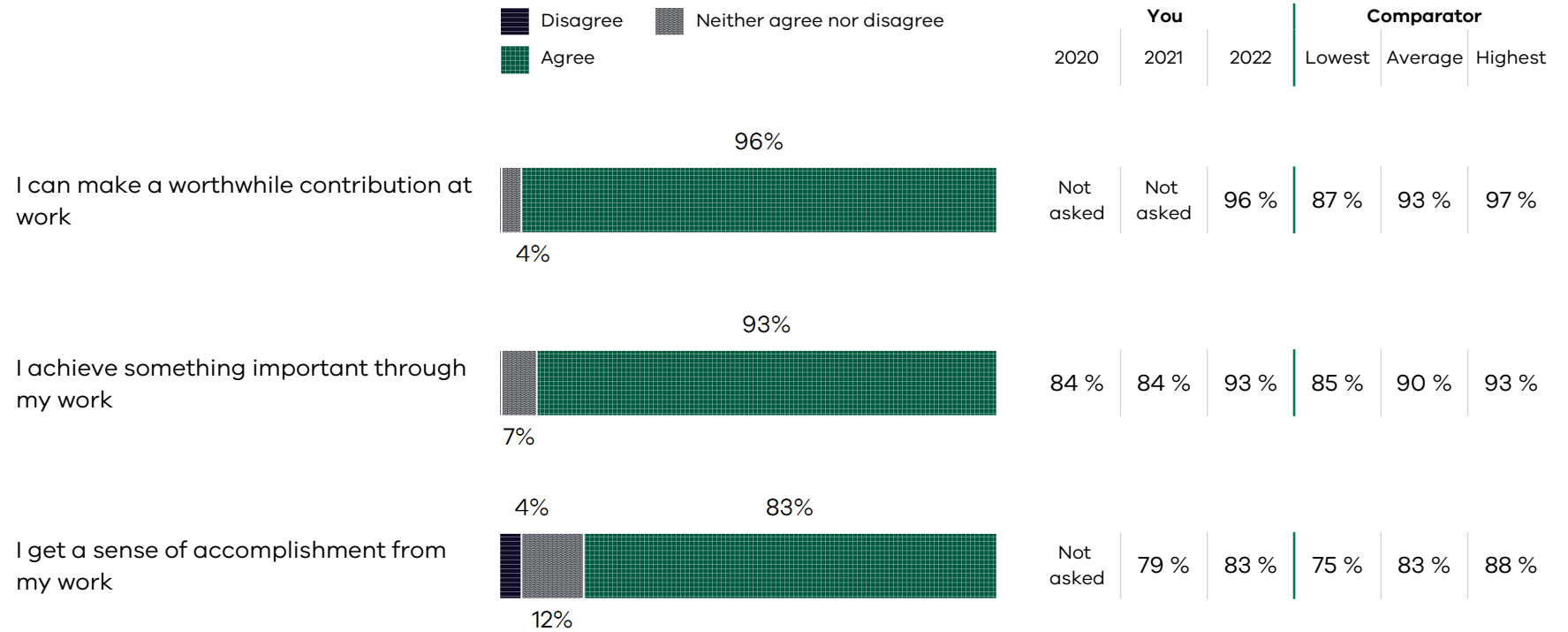
Example

96% of your staff who did the survey agreed or strongly agreed with 'I can make a worthwhile contribution at work'.
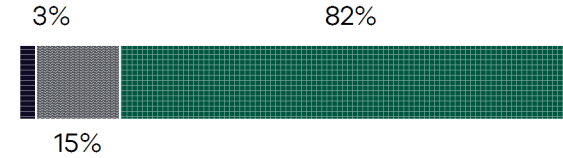
Survey question	Your results				Benchmark agree results				

Legend: ■ Disagree ▨ Neither agree nor disagree ▨ Agree

Survey question	Your results	You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
I can make a worthwhile contribution at work	4% / 96%	Not asked	Not asked	96 %	87 %	93 %	97 %
I achieve something important through my work	7% / 93%	84 %	84 %	93 %	85 %	90 %	93 %
I get a sense of accomplishment from my work	4% / 12% / 83%	Not asked	79 %	83 %	75 %	83 %	88 %

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

82% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.

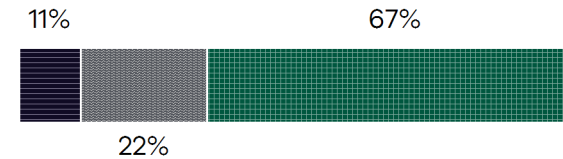Legend: Disagree | Neither agree nor disagree | Don't know | Agree

Survey question	Your results	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager supports working flexibly	3% Disagree, 15% Neither, 82% Agree	Not asked	Not asked	82 %	65 %	87 %	96 %
I am confident that if I requested a flexible work arrangement, it would be given due consideration	11% Disagree, 22% Neither, 67% Agree	75 %	71 %	67 %	52 %	77 %	90 %

People matter survey wellbeing check 2022

Have your say

Overview

Result summary

Report overview

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

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Custom questions

- Questions requested by your organisation

Demographics

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

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.
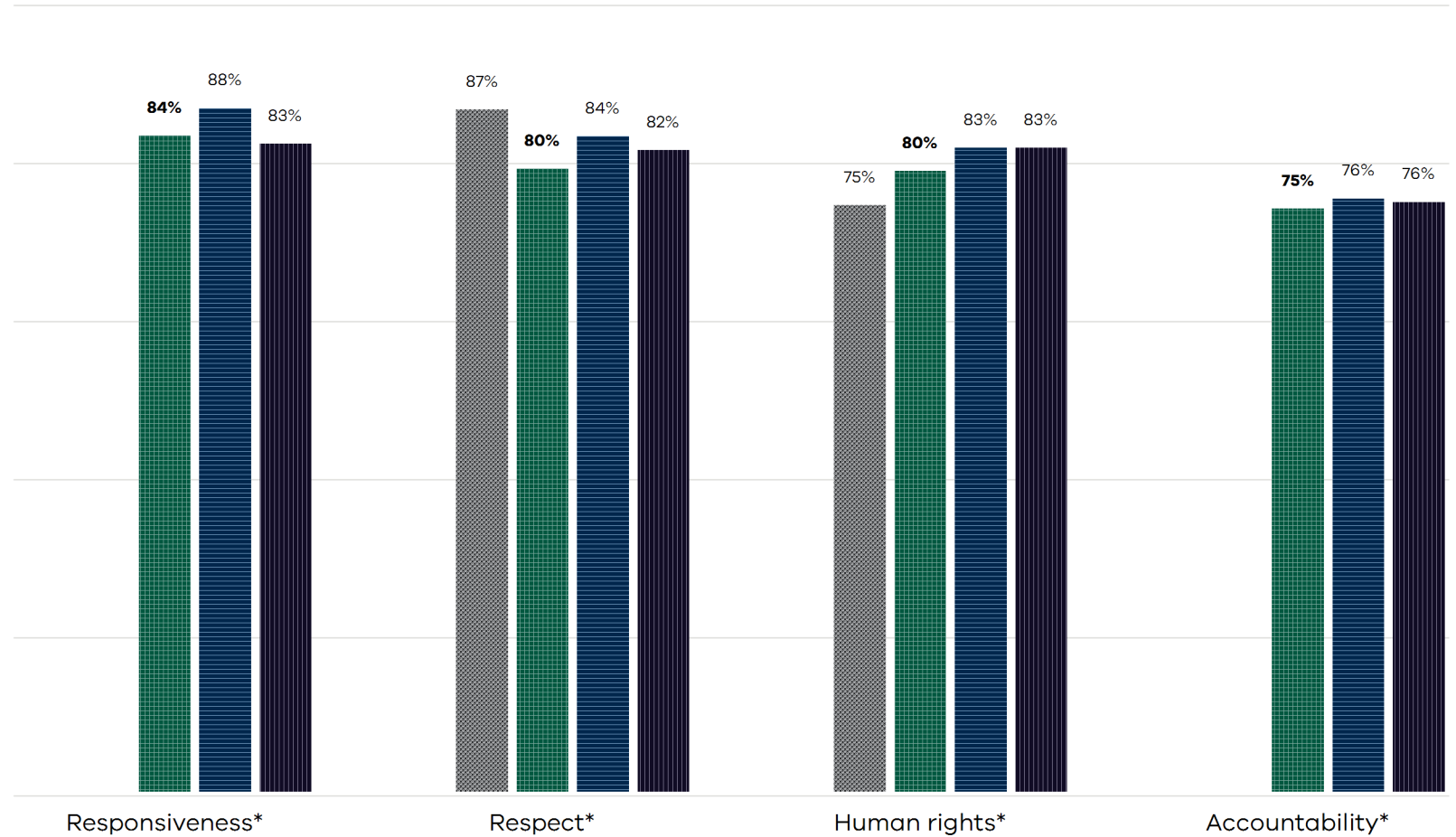
Example

In 2022:

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

Compared to:

- 88% of staff at your comparator and 83% of staff across the public sector.

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

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

Responsiveness*: 84%, 88%, 83%
Respect*: 87%, 80%, 84%, 82%
Human rights*: 75%, 80%, 83%, 83%
Accountability*: 75%, 76%, 76%

Public sector values

What this is

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

Why this is important

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

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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.
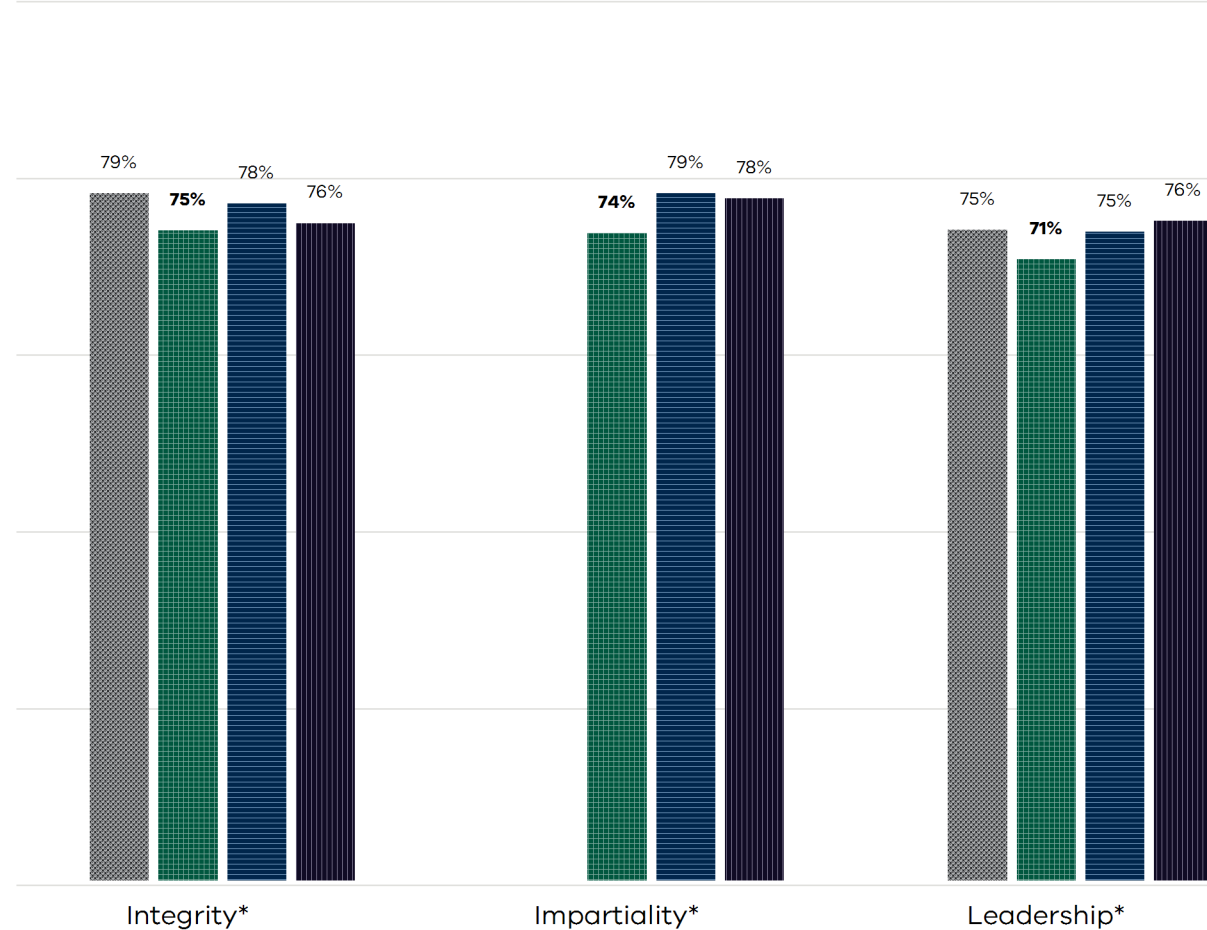
Example

In 2022:

- 75% of your staff who did the survey responded positively to questions about Integrity , which is down 4% in 2021.

Compared to:

- 78% of staff at your comparator and 76% of staff across the public sector.

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

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.
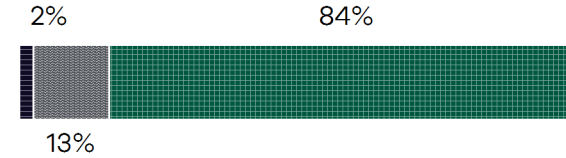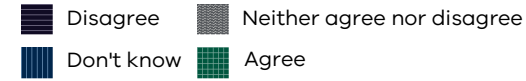
Example

84% of staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

Survey question

Your results

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

My workgroup provides high quality advice and services

2% 84%

13%

Benchmark agree results

	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
	Not asked	Not asked	84 %	82 %	88 %	97 %

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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

Example

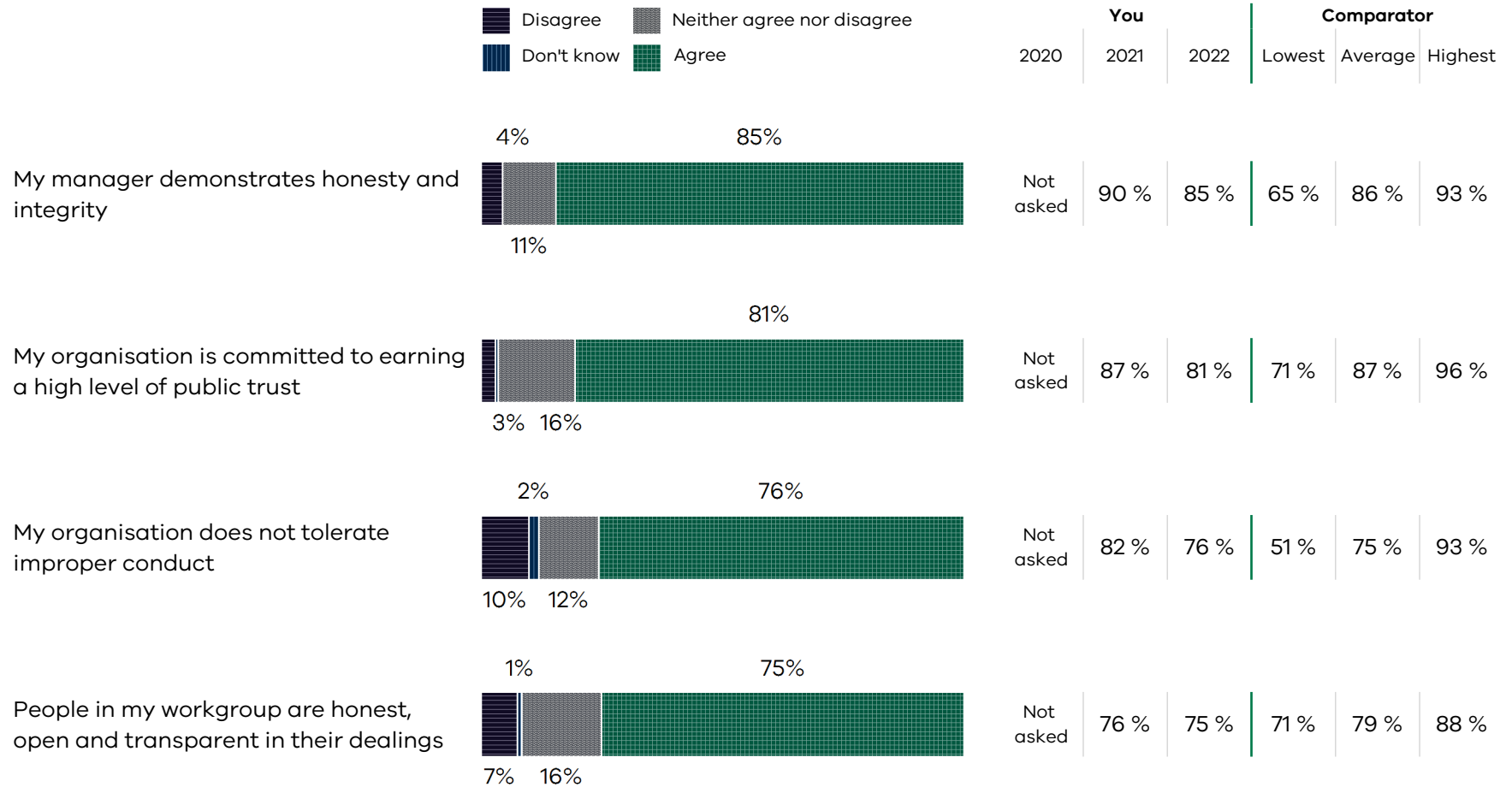85% of staff who did the survey agreed or strongly agreed with 'My manager demonstrates honesty and integrity'.

Survey question	Your results		2020	You 2021	2022	Comparator Lowest	Average	Highest

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

Survey question	Your results	2020	You 2021	2022	Comparator Lowest	Average	Highest
My manager demonstrates honesty and integrity	4% 11% 85%	Not asked	90 %	85 %	65 %	86 %	93 %
My organisation is committed to earning a high level of public trust	3% 16% 81%	Not asked	87 %	81 %	71 %	87 %	96 %
My organisation does not tolerate improper conduct	10% 2% 12% 76%	Not asked	82 %	76 %	51 %	75 %	93 %
People in my workgroup are honest, open and transparent in their dealings	7% 1% 16% 75%	Not asked	76 %	75 %	71 %	79 %	88 %

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

73% of staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.
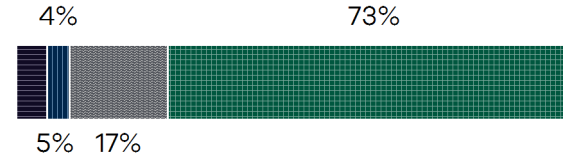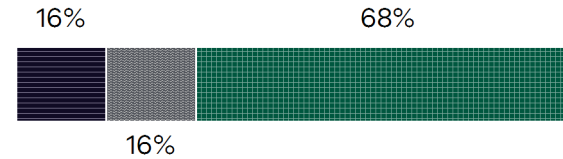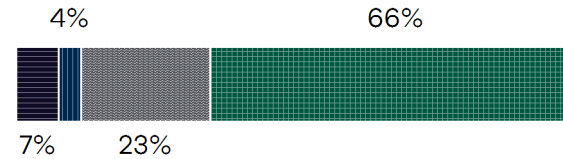
Survey question	Your results						

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

Benchmark agree results

Survey question	2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup appropriately manage conflicts of interest (4%, 5%, 17%, 73%)	Not asked	76 %	73 %	67 %	77 %	82 %
I feel safe to challenge inappropriate behaviour at work (16%, 16%, 68%)	Not asked	71 %	68 %	65 %	75 %	90 %
Senior leaders demonstrate honesty and integrity (4%, 7%, 23%, 66%)	Not asked	71 %	66 %	50 %	66 %	82 %

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

Impartiality

What this is

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

Why this is important

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

How to read this

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

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

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

Example

76% of staff who did the survey agreed or strongly agreed with 'My workgroup acts fairly and without bias'.
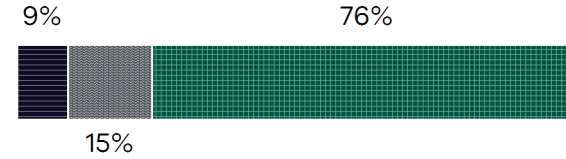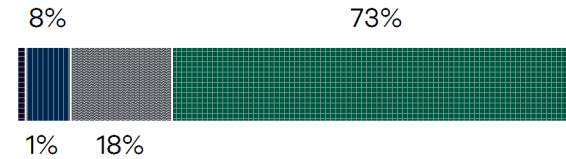
Survey question	Your results		Benchmark agree results					

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
My workgroup acts fairly and without bias	9% / 15% / 76%	Not asked	Not asked	76 %	73 %	80 %	87 %
People in my workgroup are politically impartial in their work	1% / 8% / 18% / 73%	Not asked	69 %	73 %	70 %	78 %	87 %

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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

Example

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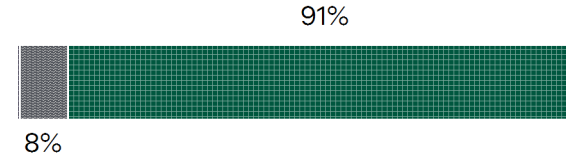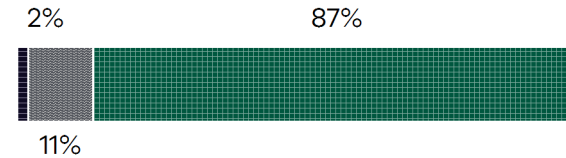
Survey question	Your results				Benchmark agree results		

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

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	91% Agree, 8% Neither	Not asked	Not asked	91 %	89 %	94 %	96 %
I clearly understand what I am expected to do in this job	87% Agree, 11% Neither, 2% Disagree	86 %	82 %	87 %	78 %	84 %	94 %
My workgroup has clear lines of responsibility	73% Agree, 19% Neither, 8% Disagree	Not asked	74 %	73 %	65 %	73 %	81 %
My workgroup uses its resources well	69% Agree, 20% Neither, 11% Disagree	Not asked	Not asked	69 %	60 %	71 %	90 %

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

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

Survey question

Your results

Benchmark agree results

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

	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest

Senior leaders provide clear strategy and direction

2% ... 55%

15% ... 27%

| | 46 % | 48 % | 55 % | 43 % | 59 % | 84 % |

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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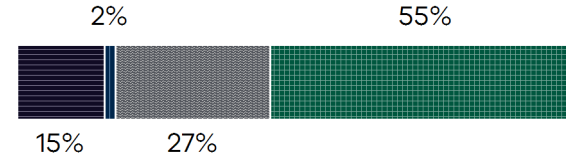
Example

83% of staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

Survey question	Your results				Benchmark agree results					

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

		You			Comparator		
Survey question	Your results	2020	2021	2022	Lowest	Average	Highest
My manager treats employees with dignity and respect	6% / 11% / 83%	Not asked	90 %	83 %	70 %	88 %	94 %
People in my workgroup treat each other with respect	7% / 9% / 83%	87 %	89 %	83 %	82 %	87 %	91 %
My organisation encourages respectful workplace behaviours	7% / 11% / 82%	Not asked	90 %	82 %	79 %	87 %	99 %
My manager listens to what I have to say	8% / 13% / 79%	78 %	89 %	79 %	65 %	83 %	90 %

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

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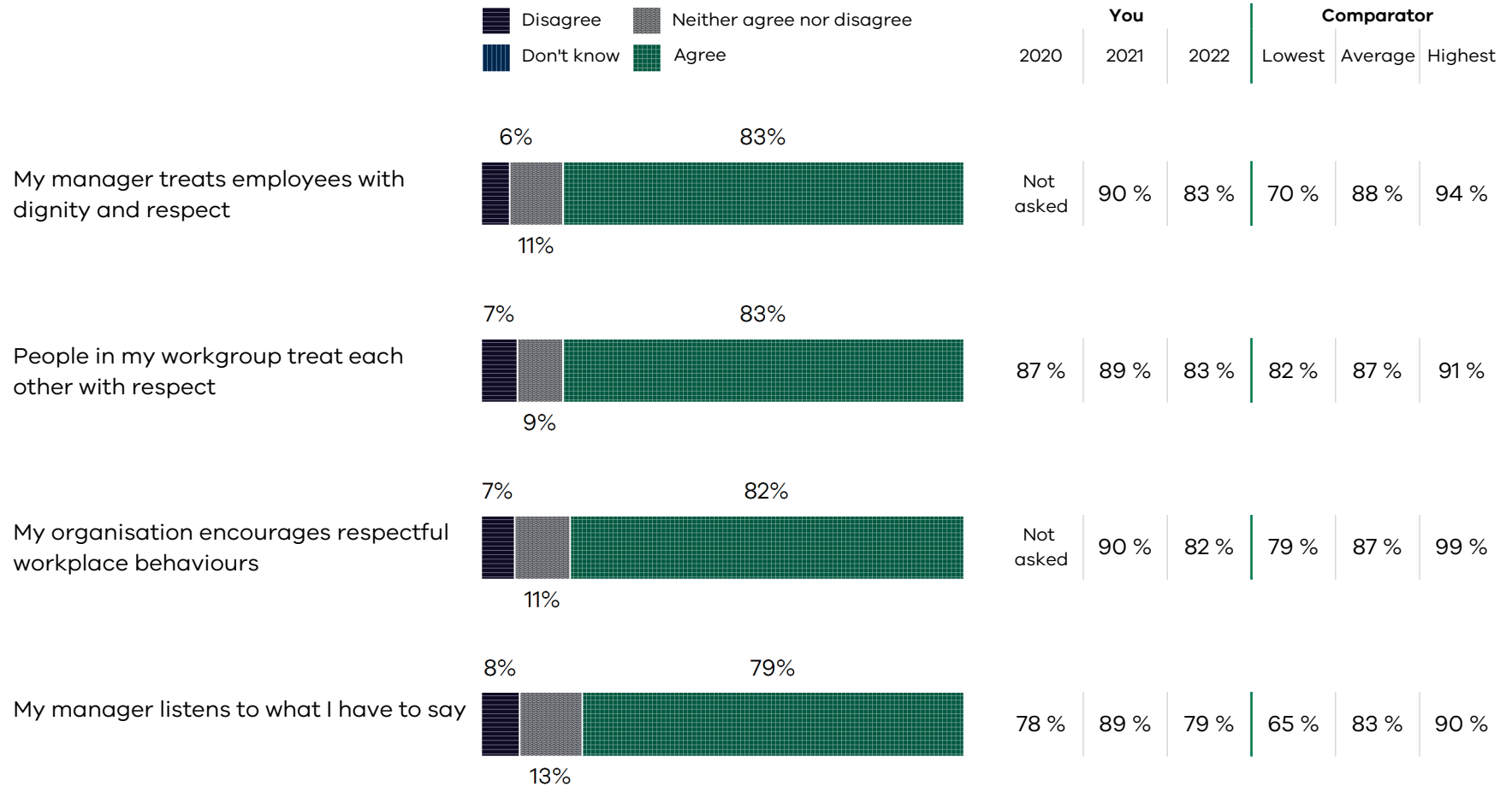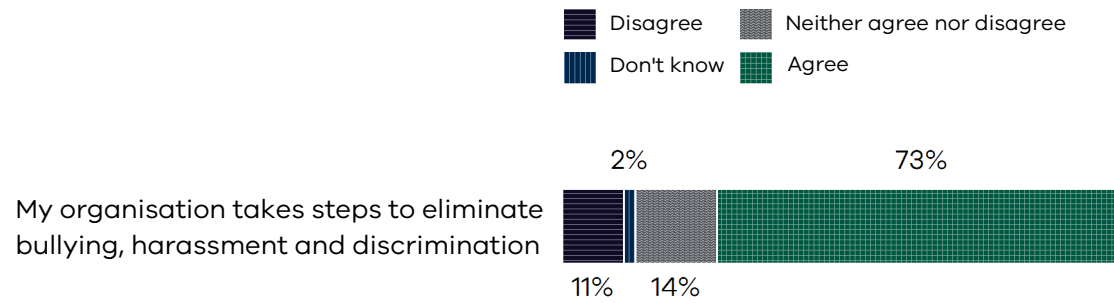
Example

73% of staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.

Survey question

Your results

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

My organisation takes steps to eliminate bullying, harassment and discrimination

11% 2% 14% 73%

Benchmark agree results

	You			Comparator		
2020	2021	2022	Lowest	Average	Highest
Not asked	80 %	73 %	54 %	75 %	91 %

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.
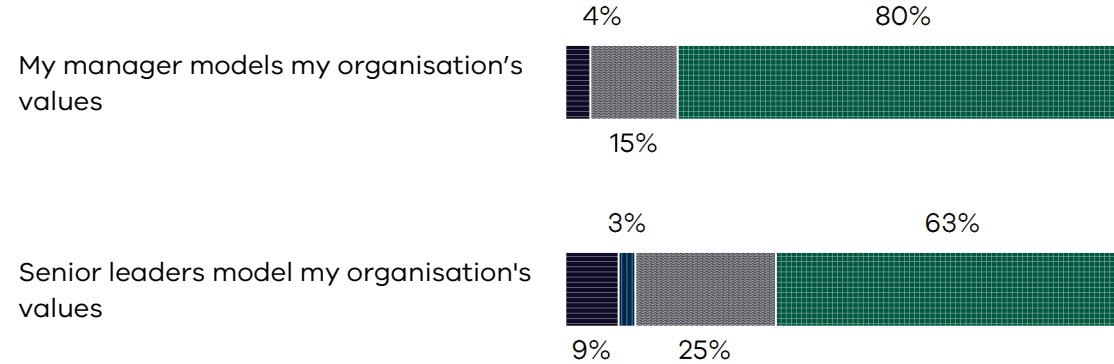
Example

80% 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	2020	2021 (You)	2022 (You)	Comparator Lowest	Comparator Average	Comparator Highest
My manager models my organisation's values — 4%, 15%, 80%	Not asked	82 %	80 %	65 %	85 %	93 %
Senior leaders model my organisation's values — 9%, 3%, 25%, 63%	Not asked	68 %	63 %	49 %	65 %	90 %

Public sector values

Human rights

What this is

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

Why this is important

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

How to read this

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

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

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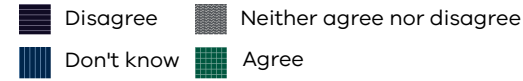
Example

86% 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'.

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

Survey question	Your results	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% / 2% / 10% / 86%	Not asked	84 %	86 %	78 %	88 %	96 %
I understand how the Charter of Human Rights and Responsibilities applies to my work	5% / 21% / 74%	Not asked	67 %	74 %	65 %	77 %	88 %

Victorian Public Sector Commission

VICTORIA State Government

People matter survey wellbeing check 2022

Have your say

Overview

Report overview

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

Result summary

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Custom questions

- Questions requested by your organisation

Demographics

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

Custom questions

What this is

Your organisation asked 6 custom questions as part of the 2022 survey.
In this report, we've only included results for 5 custom questions, as your other custom question results contain sensitive information that only specific people in your organisation can see.

Why this is important

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

How to read this

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

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

Example

83% of staff who did the survey agreed or strongly agreed with 'At work, people of all cultures and backgrounds are respected and valued'.

Survey question	Your results	Benchmark results
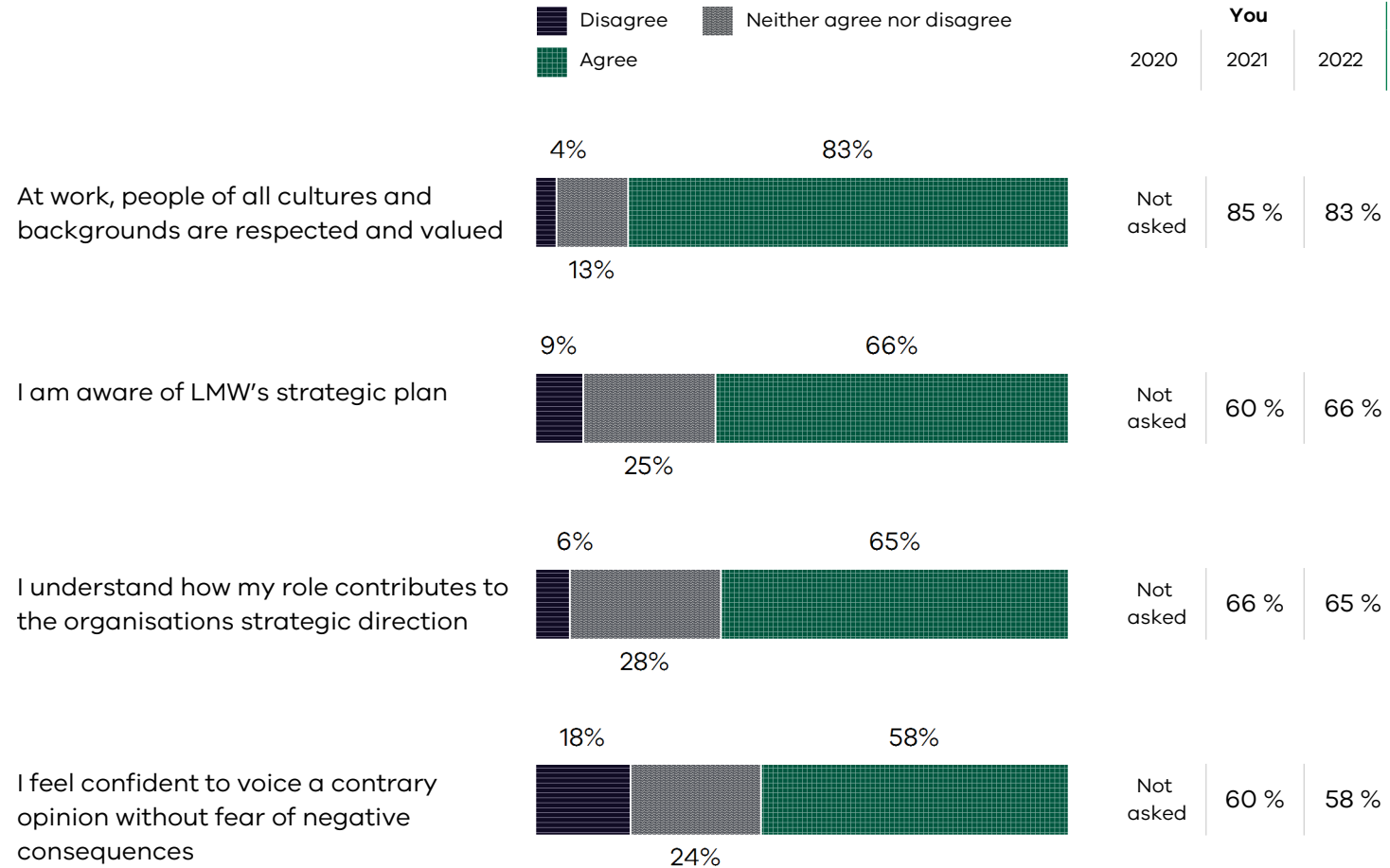
Legend: Disagree | Neither agree nor disagree | Agree

Survey question	Disagree	Neither	Agree	2020	2021	2022
At work, people of all cultures and backgrounds are respected and valued	4%	13%	83%	Not asked	85 %	83 %
I am aware of LMW's strategic plan	9%	25%	66%	Not asked	60 %	66 %
I understand how my role contributes to the organisations strategic direction	6%	28%	65%	Not asked	66 %	65 %
I feel confident to voice a contrary opinion without fear of negative consequences	18%	24%	58%	Not asked	60 %	58 %

Victorian Public Sector Commission

VICTORIA State Government

Custom questions

What this is

Your organisation asked 6 custom questions as part of the 2022 survey.
In this report, we've only included results for 5 custom questions, as your other custom question results contain sensitive information that only specific people in your organisation can see.

Why this is important

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

How to read this

The table shows you responses to the question 'During the last 12 months at LMW have you witnessed negative behaviour in relation to the following: '.

Example

89% of staff who did the survey

responded 'None of the above' to the question.

During the last 12 months at LMW have you witnessed negative behaviour in relation to the following:	You 2022
None of the above	89%
Sex	5%
Age	4%
Cultural background	2%
Other (Please specify)	2%
Sexual orientation	1%
Aboriginal and/or Torres Strait Islander status	0%
Disability	0%
Gender identity	0%
Race	0%

People matter survey
wellbeing check 2022

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Public sector values

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

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- Questions requested by your organisation

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

Demographics

Age, gender, variations in sex characteristics and sexual orientation

What this is

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

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

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

Age	(n)	%
15-34 years	39	19%
35-54 years	89	44%
55+ years	39	19%
Prefer not to say	34	17%

How would you describe your gender?	(n)	%
Man	118	59%
Woman	48	24%
Prefer not to say	33	16%
Non-binary and I use a different term	2	1%

Are you trans, non-binary or gender diverse?	(n)	%
Yes	2	1%
No	166	83%
Prefer not to say	33	16%

To your knowledge, do you have innate variation(s) of sex characteristics (often called intersex)?*	(n)	%
No	166	83%
Don't know	10	5%
Prefer not to say	25	12%

How do you describe your sexual orientation?	(n)	%
Straight (heterosexual)	154	77%
Prefer not to say	37	18%
Gay or lesbian	3	1%
I use a different term	3	1%
Bisexual	2	1%
Don't know	1	0%
Pansexual	1	0%

Demographics

Aboriginal and/or Torres Strait Islander employees

What this is

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

Why this is important

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

How to read this

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

How we protect anonymity and privacy

To protect you, we:

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Aboriginal and/or Torres Strait Islander	(n)	%
Yes	7	3%
Non Aboriginal and/or Torres Strait Islander	176	88%
Prefer not to say	18	9%

Victorian Public Sector Commission

VICTORIA State Government

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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- don't release results when fewer than 10 people in a demographic group have responded to the survey
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Do you identify as a person with a disability?

	(n)	%
Yes	**10**	5%
No	**178**	89%
Prefer not to say	**13**	6%

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

	(n)	%
Yes	**5**	50%
No	**4**	40%
Prefer not to say	**1**	10%

Demographics

Cultural diversity 1 of 2

What this is

These are the personal characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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	**175**	87%
Not born in Australia	**11**	5%
Prefer not to say	**15**	7%

Language other than English spoken with family or community	(n)	%
Yes	**6**	3%
No	**178**	89%
Prefer not to say	**17**	8%

Victorian Public Sector Commission

VICTORIA State Government

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	**159**	79%
Prefer not to say	**26**	13%
English, Irish, Scottish and/or Welsh	**9**	4%
Aboriginal and/or Torres Strait Islander	**5**	2%
European (including Western, Eastern and South-Eastern Europe, and Scandinavia)	**5**	2%
New Zealander	**2**	1%
Middle Eastern	**2**	1%
South Asian	**1**	0%
Other	**1**	0%
African	**1**	0%
Central Asian	**1**	0%
East and/or South-East Asian	**1**	0%

Religion	(n)	%
No religion	**91**	45%
Christianity	**57**	28%
Prefer not to say	**44**	22%
Other	**4**	2%
Buddhism	**2**	1%
Hinduism	**2**	1%
Islam	**1**	0%

Demographics

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

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Working arrangement	(n)	%
Full-Time	**183**	91%
Part-Time	**18**	9%

Gross base salary (ongoing/fixed term only)	(n)	%
Below $65k	**30**	16%
$65k to $95k	**78**	40%
$95k to $125k	**29**	15%
$125k or more	**22**	11%
Prefer not to say	**34**	18%

Organisational tenure	(n)	%
<1 year	**37**	18%
1 to less than 2 years	**22**	11%
2 to less than 5 years	**40**	20%
5 to less than 10 years	**28**	14%
10 to less than 20 years	**50**	25%
More than 20 years	**24**	12%

Management responsibility	(n)	%
Non-manager	**142**	71%
Other manager	**41**	20%
Manager of other manager(s)	**18**	9%

Employment type	(n)	%
Ongoing and executive	**166**	83%
Fixed term	**27**	13%
Other	**8**	4%

Demographics

What this is

These are the employment characteristics of staff.

Why this is important

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How to read this

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

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

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Primary workplace location over the last 3 months	(n)	%
Rural	118	59%
Large regional city	71	35%
Other	8	4%
Melbourne: Suburbs	3	1%
Melbourne CBD	1	0%

What have been your main places of work over the last 3-months?	(n)	%
Your employer's office	136	68%
A frontline or service delivery location	61	30%
Home or private location	36	18%
A shared office space (where two or more organisations share the same workspace e.g. Gov hubs, suburban hubs etc.)	6	3%
Other	6	3%

Flexible work	(n)	%
No, I do not use any flexible work arrangements	116	58%
Flexible start and finish times	37	18%
Working from an alternative location (e.g. home, hub/shared work space)	32	16%
Part-time	12	6%
Using leave to work flexible hours	10	5%
Other	7	3%
Working more hours over fewer days	4	2%
Shift swap	3	1%
Study leave	3	1%
Job sharing	1	0%
Purchased leave	1	0%

Demographics

Adjustments

What this is

These are adjustments staff requested to perform in their role.

Why this is important

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

How to read this

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

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

How we protect anonymity and privacy

To protect you, we:
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Have you requested any of the following adjustments at work?*	(n)	%
No, I have not requested adjustments	**146**	73%
Flexible working arrangements	**45**	22%
Physical modifications or improvements to the workplace	**13**	6%
Job redesign or role sharing	**3**	1%
Accessible communications technologies	**3**	1%
Career development support strategies	**2**	1%

Why did you make this request?	(n)	%
Work-life balance	**31**	56%
Family responsibilities	**18**	33%
Caring responsibilities	**16**	29%
Health	**12**	22%
Study commitments	**3**	5%
Other	**2**	4%
Disability	**1**	2%

What was your experience with making the request?	(n)	%
The adjustments I needed were made and the process was satisfactory	**51**	93%
The adjustments I needed were made but the process was unsatisfactory	**3**	5%
The adjustments I needed were not made	**1**	2%

Demographics

Caring

What this is

These are staff-reported caring responsibilities.

Why this is important

This shows organisations what caring responsibilities their staff have.

How to read this

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

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

How we protect anonymity and privacy

To protect you, we:
- de-identify all survey response data provided to your organisation
- don't release results when fewer than 10 people in a demographic group have responded to the survey
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Caring responsibility	(n)	%
None of the above	**75**	37%
Primary school aged child(ren)	**40**	20%
Secondary school aged child(ren)	**32**	16%
Prefer not to say	**27**	13%
Child(ren) - younger than preschool age	**26**	13%
Preschool aged child(ren)	**22**	11%
Frail or aged person(s)	**18**	9%
Person(s) with disability	**8**	4%
Person(s) with a mental illness	**6**	3%
Person(s) with a medical condition	**5**	2%
Other	**3**	1%

Demographics

Business units

What is this

This shows the business unit in which your staff work.

Why this is important

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

How to read this

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

How we protect anonymity and privacy

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.

Which of the following best describes the business unit in which you work	(n)	%
Sustainability	**5**	2%
Customer Service	**31**	15%
Corporate	**46**	23%
Assets	**50**	25%
Operations	**69**	34%

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