People matter survey

wellbeing check 2022

Have your say

Major Transport Infrastructure Authority
2022 people matter survey results report

**Victorian
Public Sector
Commission**

VICTORIA
State Government

People matter survey wellbeing check 2022

Have your say

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

About your report

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

Report contents

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

Comparing data in this report

Your organisation took part in the survey in 2021 but not 2020.

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

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Report overview

Your comparator group 1 of 2

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'.

Bushfire Recovery Victoria

CenITex

Commission for Children and Young People

Emergency Services Superannuation Board

Essential Services Commission

Game Management Authority

Independent Broad-based Anti-corruption Commission

Infrastructure Victoria

Labour Hire Licensing Authority

Latrobe Valley Authority

Local Government Inspectorate

Office of the Chief Parliamentary Counsel

Office of the Governor Victoria

Office of the Legal Services Commissioner

Office of the Ombudsman Victoria

Office of the Victorian Electoral Commissioner

Office of the Victorian Government Architect

Office of the Victorian Information Commissioner

Office of the Victorian Inspectorate

Portable Long Service Authority

Public Record Office Victoria

Safer Care Victoria

Service Victoria

Suburban Rail Loop Authority

Victorian Auditor-General's Office

Victorian Commission for Gambling and Liquor Regulation

Victorian Disability Worker Commission

Victorian Equal Opportunity and Human Rights Commission

Victorian Fisheries Authority

Victorian Government Solicitor's Office

Victorian Public Sector Commission

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Victorian Responsible Gambling Foundation

Victorian Skills Authority

Wage Inspectorate Victoria

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

44%
(1048)

Comparator	51%
Public Sector	39%

2022

32%
(890)

Comparator	65%
Public Sector	52%

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People outcomes

Scorecard: employee engagement index

What this is

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

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

The weightings for each engagement response are:

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

Why this is important

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

2021		2022	
75		**74**	
Comparator	73	Comparator	72
Public Sector	70	Public Sector	69

People outcomes

Engagement question results 1 of 2

What this is

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

Your organisation's engagement index

Your 2022 index is 74.

Why this is important

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

How to read this

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

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

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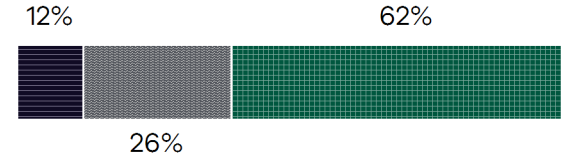
Example

84% 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	Benchmark agree results

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

Survey question	Disagree	Neither	Agree	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I am proud to tell others I work for my organisation	4%	12%	84%	85 %	84 %	53 %	78 %	100 %
I would recommend my organisation as a good place to work	6%	13%	81%	81 %	81 %	50 %	72 %	100 %
My organisation motivates me to help achieve its objectives	7%	17%	76%	76 %	76 %	53 %	74 %	97 %
My organisation inspires me to do the best in my job	8%	18%	74%	74 %	74 %	53 %	72 %	97 %

People outcomes

What this is

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

Your organisation's engagement index

Your 2022 index is 74.

Why this is important

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

How to read this

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

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

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

Example

62% 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

Benchmark agree results

Legend: ■ Disagree ▦ Neither agree nor disagree ▦ Agree

I feel a strong personal attachment to my organisation

12% | 26% | 62%

	You		Comparator	
	2021	2022	Lowest	Average	Highest
	65 %	62 %	42 %	61 %	89 %
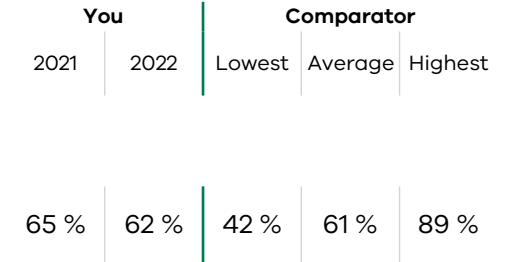
People outcomes

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:

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

Compared to:

- 80% of staff at your comparator and 78% of staff across the public sector.
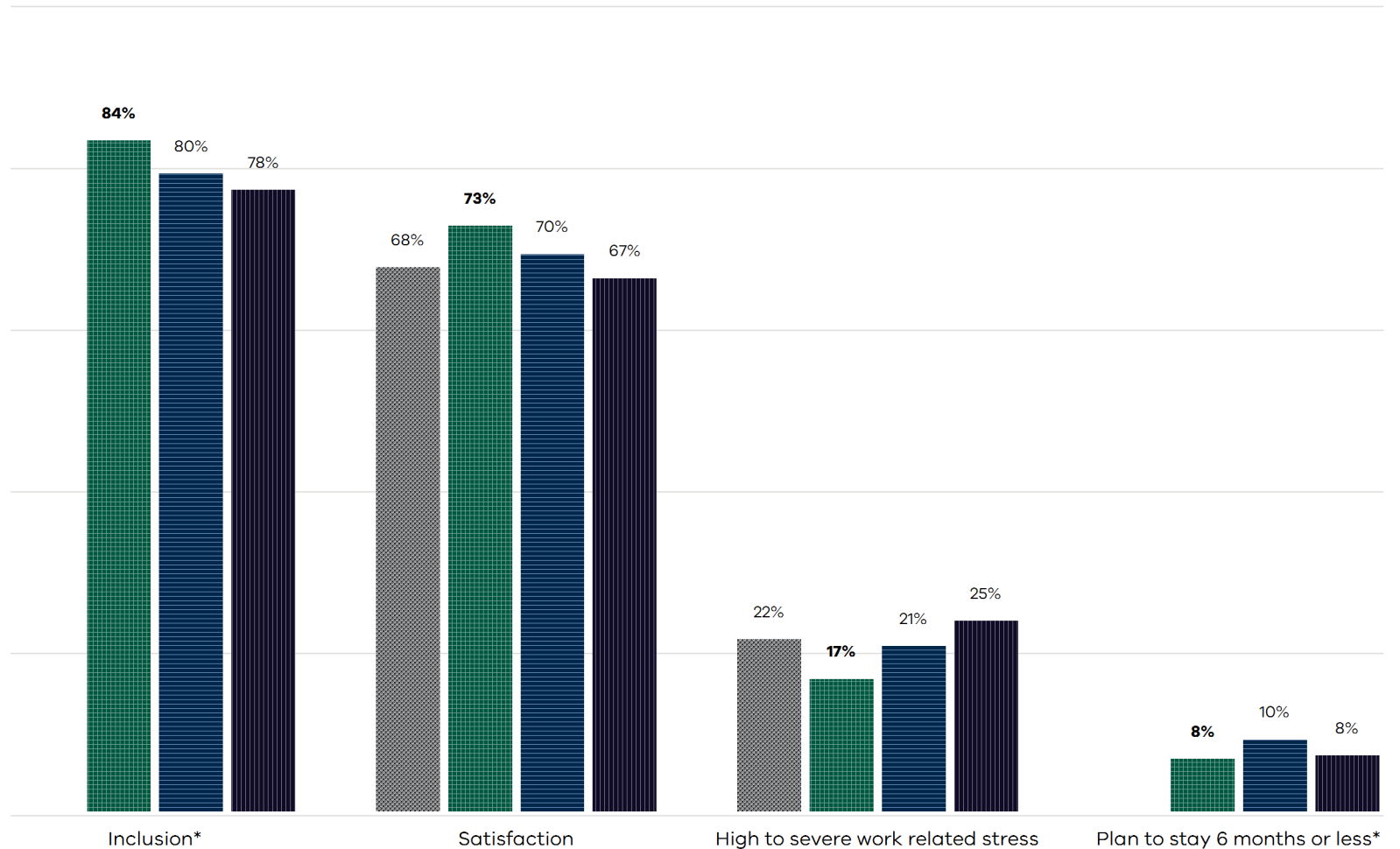
Bar chart data:

	You 2021	You 2022	Comparator 2022	Public sector 2022
Inclusion*		84%	80%	78%
Satisfaction	68%	73%	70%	67%
High to severe work related stress	22%	17%	21%	25%
Plan to stay 6 months or less*		8%	10%	8%

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

Legend: 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

79% of your staff who did the survey were satisfied or very satisfied with 'How satisfied are you with the work/life balance in your current job'.

| Survey question | Your results | Benchmark satisfied results |

Dissatisfied / Neither satisfied nor dissatisfied / Satisfied

		You		Comparator		
		2021	2022	Lowest	Average	Highest

How satisfied are you with the work/life balance in your current job
9% — 11% — 79%

| | 75 % | 79 % | 38 % | 75 % | 100 % |

Considering everything, how satisfied are you with your current job
9% — 13% — 78%

| | 74 % | 78 % | 55 % | 76 % | 97 % |

How satisfied are you with your career development within your current organisation
15% — 22% — 63%

| | 56 % | 63 % | 36 % | 58 % | 81 % |

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

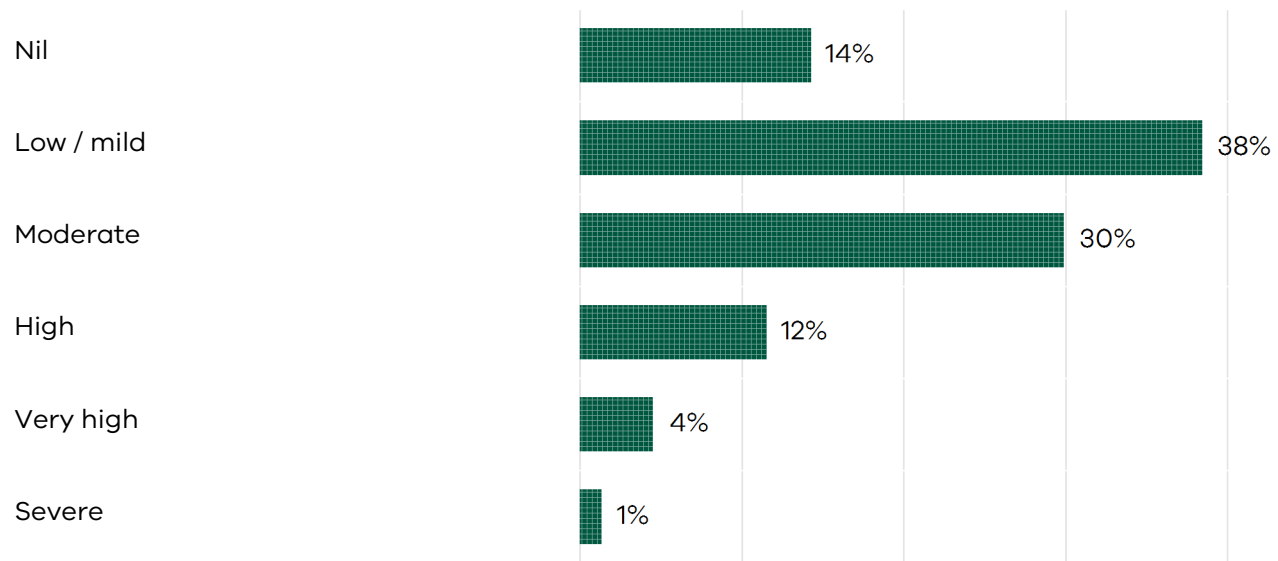In this survey we asked staff to tell us their stress level.

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

17% of your staff who did the survey said they had high to severe stress in 2022. This is compared to 21% of staff in your comparator group and 25% of staff across the public sector.

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

Rating	Percentage
Nil	14%
Low / mild	38%
Moderate	30%
High	12%
Very high	4%
Severe	1%

Reported levels of high to severe stress

2021	2022
22%	**17%**

2021		2022	
Comparator	28%	Comparator	21%
Public Sector	26%	Public Sector	25%

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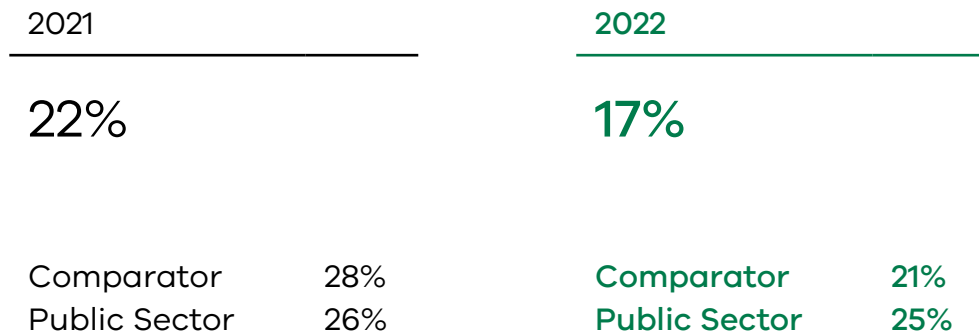
People outcomes

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

86% of your staff who did the survey said they experienced mild to severe stress.

Of that 86%, 47% said the top reason was 'Time pressure'.

	763	127
	86%	14%

■ Experienced some work-related stress ▦ Did not experience some work-related stress
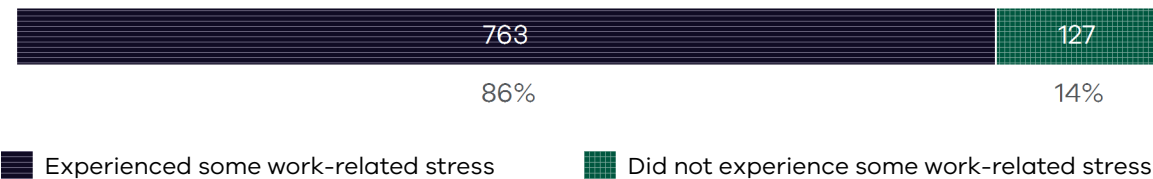
Of those that experienced work related stress it was from …	You 2021	You 2022	Comparator 2022	Public sector 2022
Time pressure	48%	47%	47%	44%
Workload	48%	46%	50%	51%
Dealing with clients, patients or stakeholders	18%	20%	14%	15%
Competing home and work responsibilities	12%	16%	14%	14%
Unclear job expectations	14%	15%	16%	14%
Content, variety, or difficulty of work	13%	12%	14%	11%
Work that doesn't match my skills or experience	9%	9%	8%	7%
Other	7%	9%	8%	9%
Management of work (e.g. supervision, training, information, support)	8%	9%	13%	12%
Job security	5%	7%	9%	10%

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%	10%	8%
Over 6 months and up to 1 year	11%	14%	10%
Over 1 year and up to 3 years	33%	30%	25%
Over 3 years and up to 5 years	21%	17%	16%
Over 5 years	26%	29%	41%

People outcomes

Inclusion question results

What this is

This is how included staff feel in their workplace.

Why this is important

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

How to read this

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

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

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

Example

88% 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
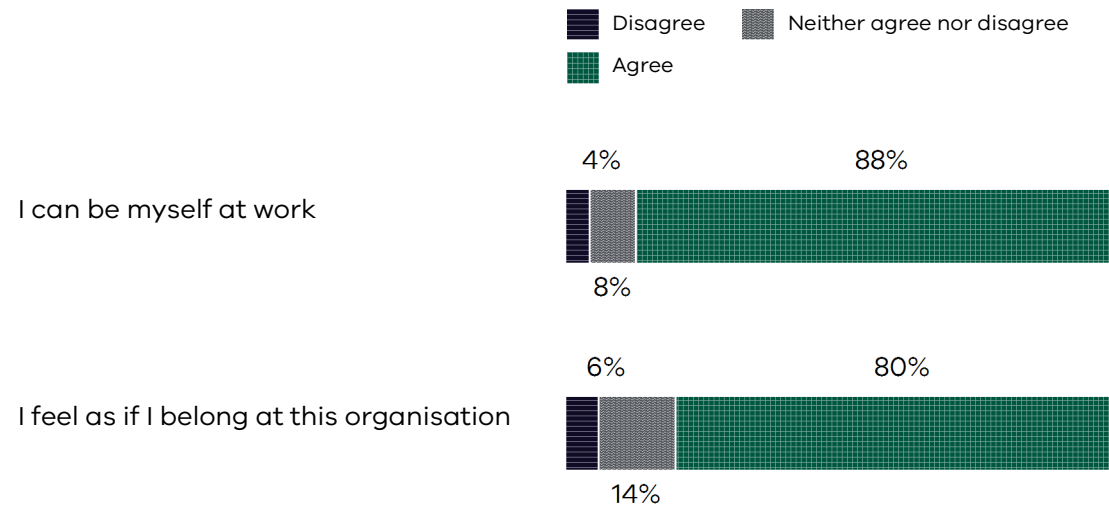
Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I can be myself at work	4% / 8% / 88%	Not asked	88 %	74 %	85 %	100 %
I feel as if I belong at this organisation	6% / 14% / 80%	Not asked	80 %	54 %	75 %	97 %

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

7% 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

192	698
22%	78%

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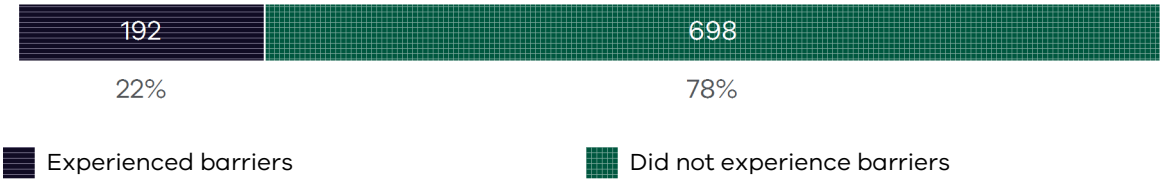
During the last 12 months, employees experienced barriers to their success due to ...	You 2022	Comparator 2022	Public sector 2022
My age	7%	5%	8%
My mental health	6%	8%	7%
My caring responsibilities	5%	6%	7%
My sex	5%	4%	4%
Other	3%	4%	4%
My cultural background	3%	2%	3%
My physical health	2%	4%	4%
My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

People outcomes

Scorecard: emotional effects of work

What this is

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

Why this is important

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

How to read this

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

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

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

Example

In 2022:

- 53% of your staff who did the survey said work made them feel happy in 2022, which is down from 54% in 2021

Compared to:

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

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

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

	Happy	Enthusiastic	Worried	Miserable
You 2021	54%	56%	28%	10%
You 2022	53%	52%	20%	11%
Comparator 2022	55%	53%	27%	14%
Public sector 2022	54%	49%	31%	17%
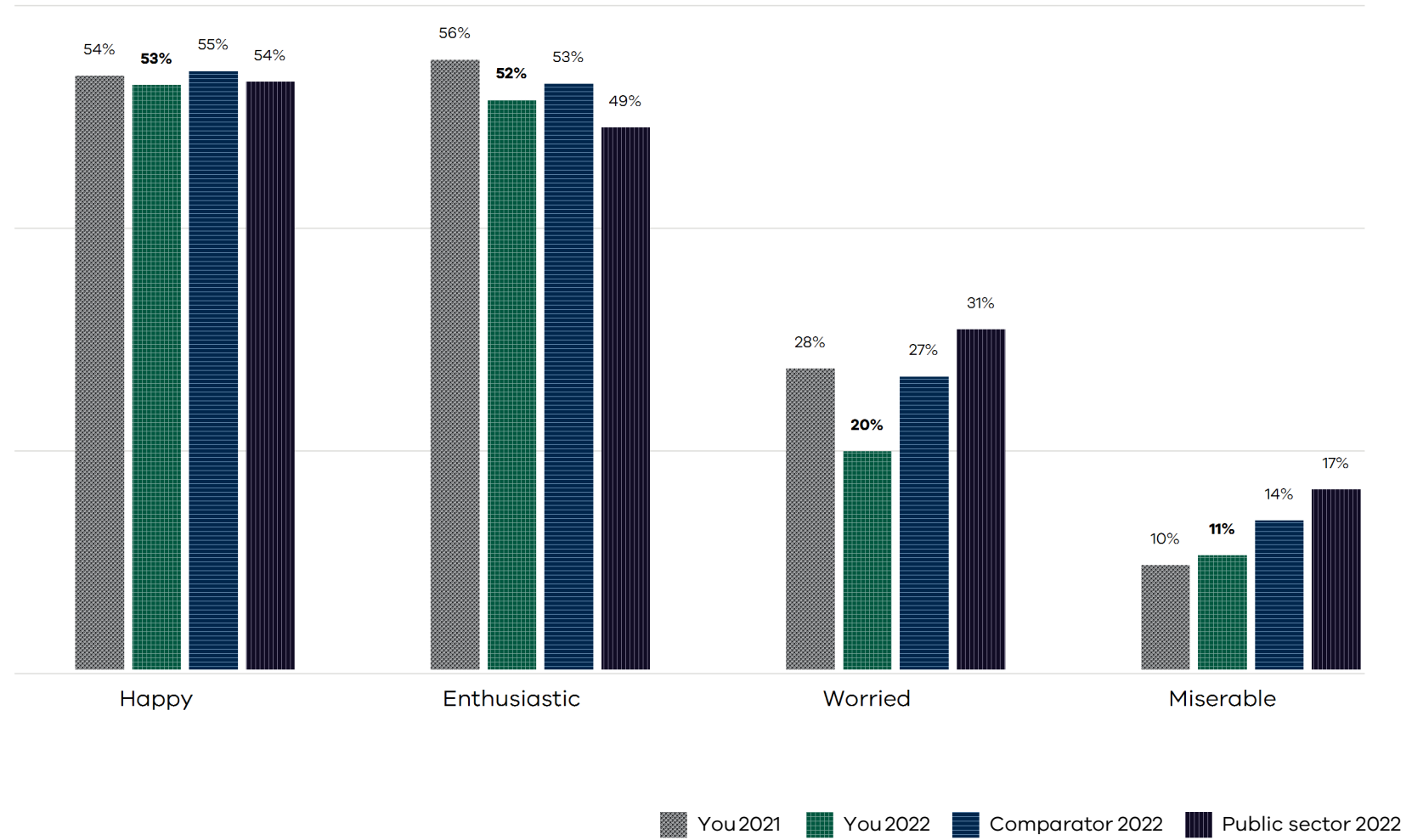
People outcomes

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:

- 5% of your staff who did the survey stated they experienced 'Bullying' in the last 12 months which is up from 4% in 2021.

Compared to:

- 8% of staff at your comparator and 11% of staff across the public sector.

Chart legend: You 2021, You 2022, Comparator 2022, Public sector 2022

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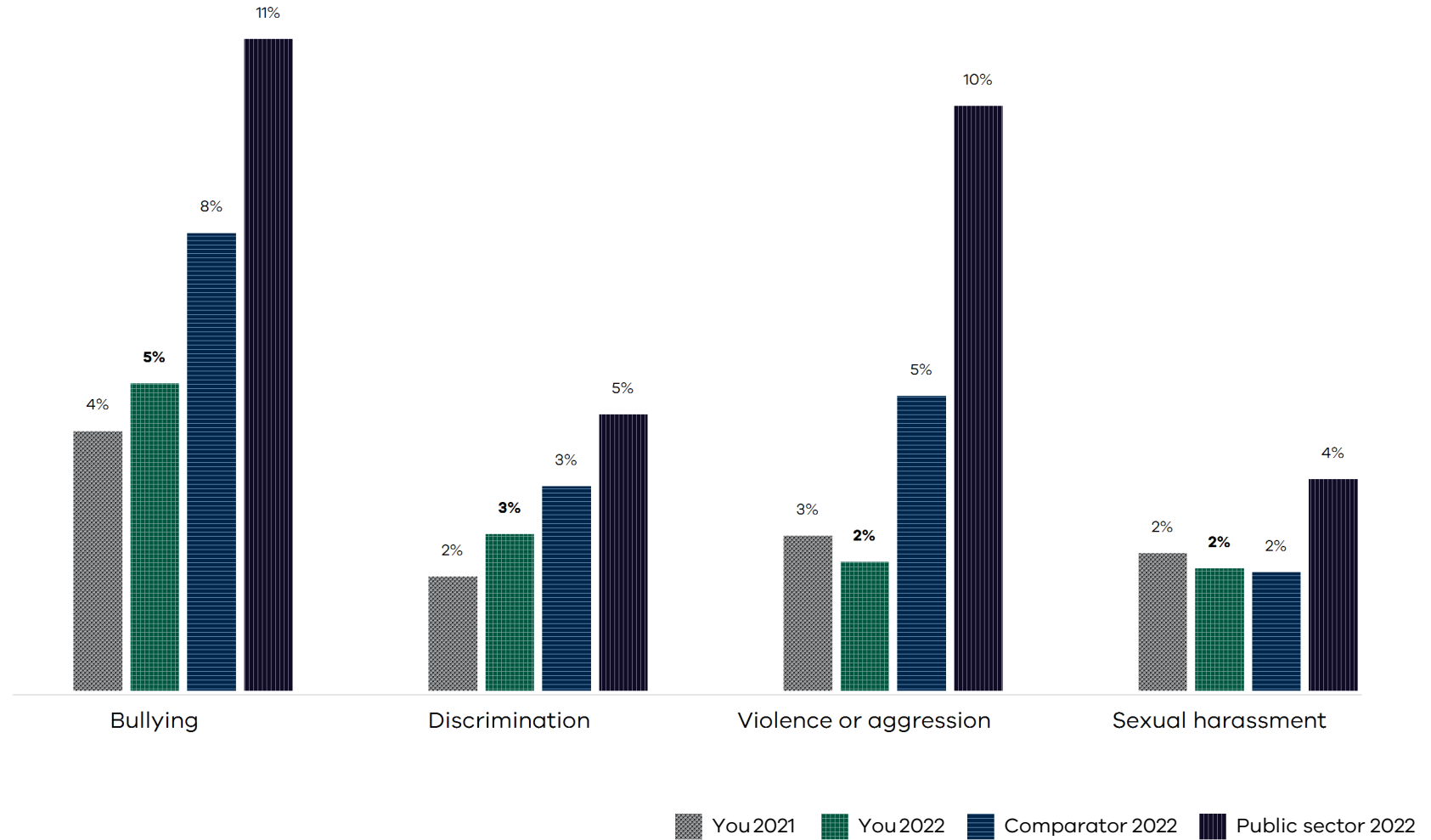
People outcomes

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

5% of your staff who did the survey said they experienced bullying.

Of that 5%, 80% 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?

46	794	50
5%	89%	6%

■ Experienced bullying   ▨ Did not experience bullying   ▨ Not sure
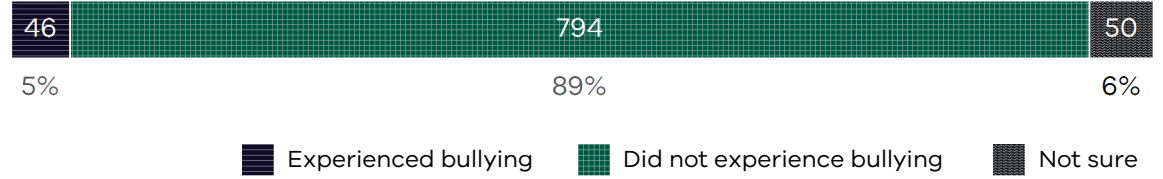
If you experienced bullying, what type of bullying did you experience?	You 2021	You 2022	Comparator 2022	Public sector 2022
Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)	67%	80%	75%	71%
Withholding essential information for me to do my job	26%	50%	43%	33%
Exclusion or isolation	24%	41%	50%	43%
Intimidation and/or threats	26%	37%	24%	30%
Verbal abuse	35%	24%	20%	19%
Being assigned meaningless tasks unrelated to the job	13%	22%	19%	13%
Being given impossible assignment(s)	15%	9%	13%	10%
Other	11%	9%	9%	15%
Interference with my personal property and/or work equipment	2%	2%	2%	4%

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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

5% of your staff who did the survey said they experienced bullying, of which

- 59% said the top way they reported the bullying was 'Told a manager'.

- 91% said they didn't submit a formal complaint.

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

46	794	50
5%	89%	6%

■ Experienced bullying ▦ Did not experience bullying ▨ Not sure
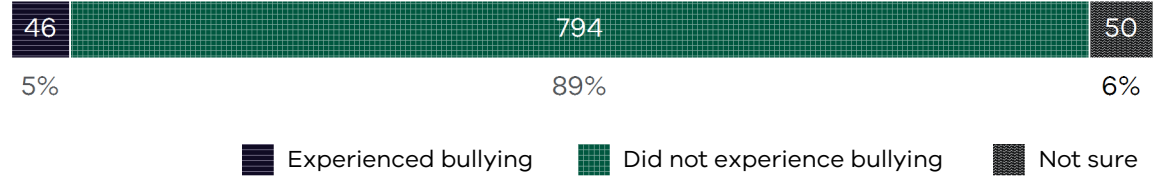
Did you tell anyone about the bullying?	You 2021	You 2022	Comparator 2022	Public sector 2022
Told a manager	52%	59%	45%	49%
Told a friend or family member	48%	33%	35%	35%
Told a colleague	26%	28%	46%	41%
Told Human Resources	28%	20%	17%	13%
Told the person the behaviour was not OK	17%	20%	16%	17%
I did not tell anyone about the bullying	11%	13%	15%	12%
Told employee assistance program (EAP) or peer support	7%	11%	12%	10%
Told someone else	7%	11%	12%	12%
Submitted a formal complaint	11%	9%	6%	11%

Victorian Public Sector Commission

VICTORIA State Government

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

91% of your staff who experienced bullying did not submit a formal complaint, of which:

- 62% said the top reason was 'I believed there would be negative consequences for my reputation'.

Did you submit a formal complaint?
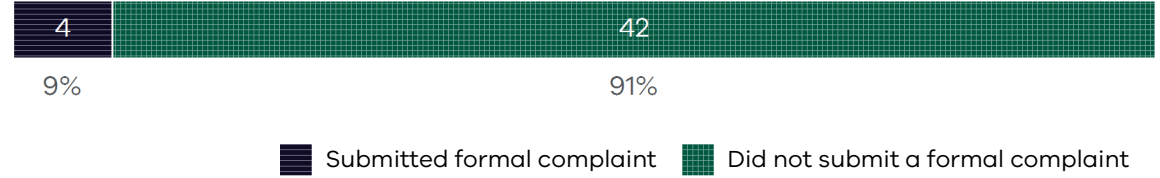
4	42
9%	91%

■ 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	59%	62%	65%	52%
I believed there would be negative consequences for my career	46%	57%	55%	41%
I didn't think it would make a difference	37%	48%	49%	51%
I didn't think it was serious enough	29%	26%	14%	16%
I believed there would be negative consequences for the person I was going to complain about	15%	21%	8%	9%
I didn't feel safe to report the incident	22%	19%	24%	19%
Other	7%	19%	11%	12%
I thought the complaint process would be embarrassing or difficult	20%	14%	17%	13%
I didn't know how to make a complaint	5%	12%	5%	5%
I didn't know who to talk to	10%	10%	5%	5%

Victorian Public Sector Commission

VICTORIA State Government

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, 5% of your staff said they experienced bullying.

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

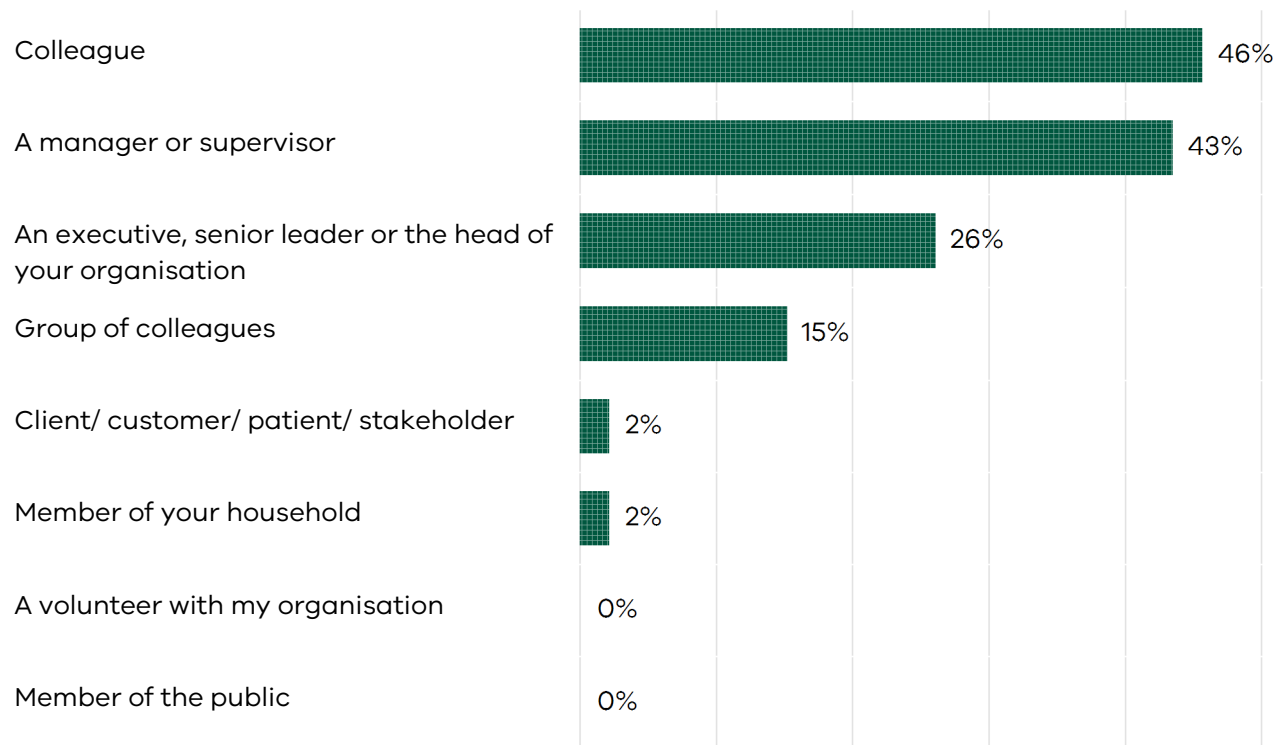In descending order, the bar chart shows the perpetrators with the largest number of responses.

Each row is one perpetrator or group of perpetrators.

Example

5% of your staff who did the survey said they experienced bullying.

Of that 5%, 46% said it was by 'Colleague'.

46 people (5% of staff) experienced bullying (You 2022)

Perpetrator	Percentage
Colleague	46%
A manager or supervisor	43%
An executive, senior leader or the head of your organisation	26%
Group of colleagues	15%
Client/ customer/ patient/ stakeholder	2%
Member of your household	2%
A volunteer with my organisation	0%
Member of the public	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, 5% 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

5% of your staff who did the survey said they experienced bullying.

Of that 5%, 98% said it was by someone within the organisation.

Of that 98%, 51% said it was 'They were in my workgroup'.

45 people (98% of staff who experienced bullying) experienced bullying from within your organisation (You 2022)

Relationship	Percentage
They were in my workgroup	51%
They were outside my workgroup	36%
They were my immediate manager or supervisor	29%
They were someone I supervise or manage	2%
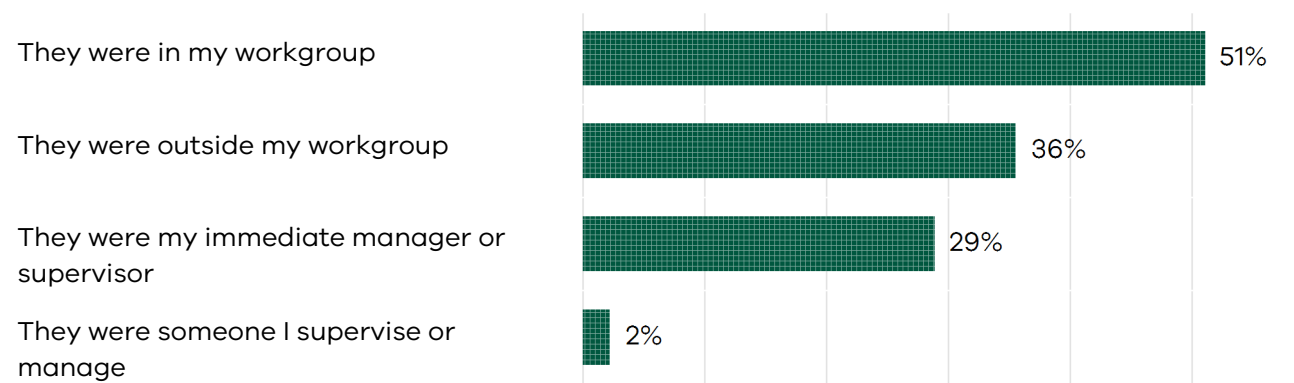
People outcomes

Sexual harassment

What this is

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

Why this is important

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

How to read this

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

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

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

Example

2% of your staff who did the survey said they experienced sexual harassment.

Of those, 53% said the top type was 'Intrusive questions about your private life or comments about your physical appearance'.

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

19	871
2%	98%

■ Experienced sexual harassment   ▓ Did not experience sexual harassment
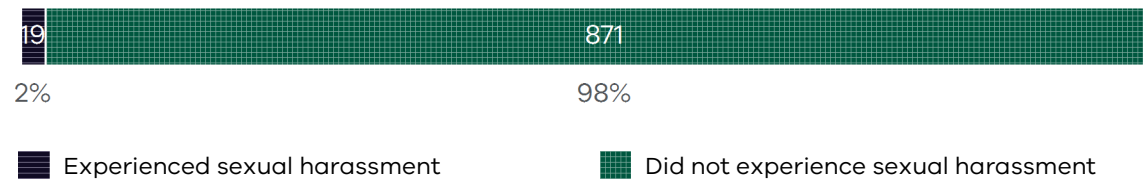
Behaviours reported	You 2021	You 2022	Comparator 2022	Public sector 2022
Intrusive questions about your private life or comments about your physical appearance	40%	53%	49%	46%
Inappropriate staring or leering that made you feel intimidated	16%	37%	12%	14%
Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)	44%	16%	54%	49%
Unwelcome touching, hugging, cornering or kissing	8%	5%	5%	11%
Any other unwelcome conduct of a sexual nature	4%	5%	7%	6%
Inappropriate physical contact (including momentary or brief physical contact)	8%	0%	3%	14%
Repeated or inappropriate advances on email, social networking websites or internet chat rooms by a work colleague	0%	0%	2%	3%
Repeated or inappropriate invitations to go out on dates	0%	0%	2%	3%
Request or pressure for sex or other sexual acts	0%	0%	2%	1%
Sexual gestures, indecent exposure or inappropriate display of the body	0%	0%	2%	3%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Response to sexual harassment

What this is

This is how staff responded when they experienced sexual harassment.

Why this is important

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

How to read this

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

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

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

Example

2% of your staff who did the survey said they experienced sexual harassment.

Of those, 42% said their top response was 'Pretended it didn't bother you'.

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

19	871
2%	98%

■ Experienced sexual harassment   ▨ Did not experience sexual harassment
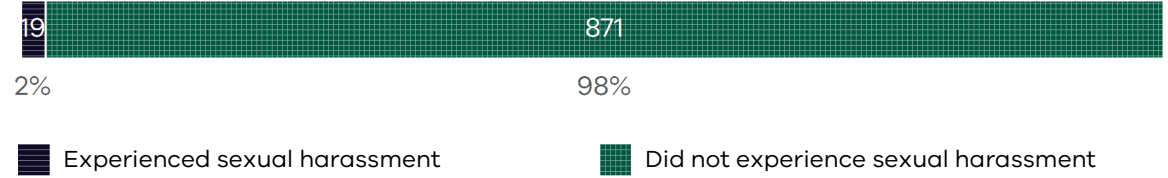
When the harassment happened to you, did you respond in any of the following ways?	You 2021	You 2022	Comparator 2022	Public sector 2022
Pretended it didn't bother you	56%	42%	49%	43%
Tried to laugh it off or forget about it	52%	37%	39%	37%
Told a manager	8%	21%	25%	17%
Avoided the person(s) by staying away from them	28%	16%	39%	32%
Told a colleague	12%	11%	20%	24%
Told someone else	8%	11%	5%	5%
Told the person the behaviour was not OK	8%	11%	10%	22%
Other	4%	5%	0%	4%
Told employee assistance program (EAP) or peer support	0%	5%	3%	4%
Told Human Resources	4%	5%	5%	4%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Sexual harassment - reasons for not submitting a formal complaint

What this is

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

Why this is important

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

How to read this

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

Example

100% of your staff who experienced sexual harassment did not submit a formal complaint, of which:

- 74% said the top reason was 'I didn't think it was serious enough'.

Did you submit a formal complaint?

19

100%

■ Submitted formal complaint   ■ Did not submit a formal complaint
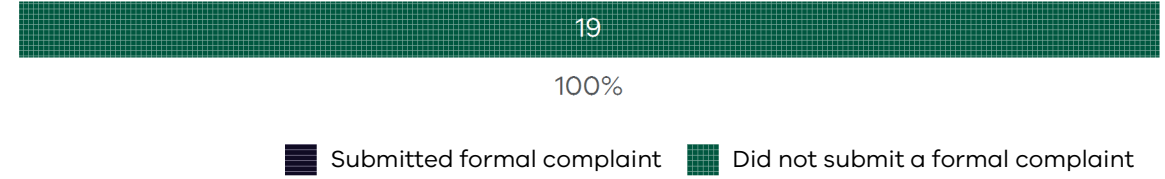
What was your reason for not submitting a formal complaint?	You 2021	You 2022	Comparator 2022	Public sector 2022
I didn't think it was serious enough	54%	74%	42%	44%
I believed there would be negative consequences for my career	21%	21%	39%	24%
I believed there would be negative consequences for my reputation	54%	21%	39%	33%
I didn't think it would make a difference	46%	21%	39%	38%
Other	13%	16%	9%	10%
I thought the complaint process would be embarrassing or difficult	21%	11%	14%	13%
I believed there would be negative consequences for the person I was going to complain about	21%	5%	19%	13%
I didn't feel safe to report the incident	13%	5%	12%	10%
I didn't know who to talk to	13%	5%	4%	5%
I didn't need to because I made the harassment stop	0%	5%	2%	9%

People outcomes

Perpetrators of sexual harassment

What this is

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

Why this is important

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

How to read this

In this year's survey, 2% of your staff said they experienced sexual harassment.

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

In descending order, the bar chart shows the perpetrators with the largest number of responses.
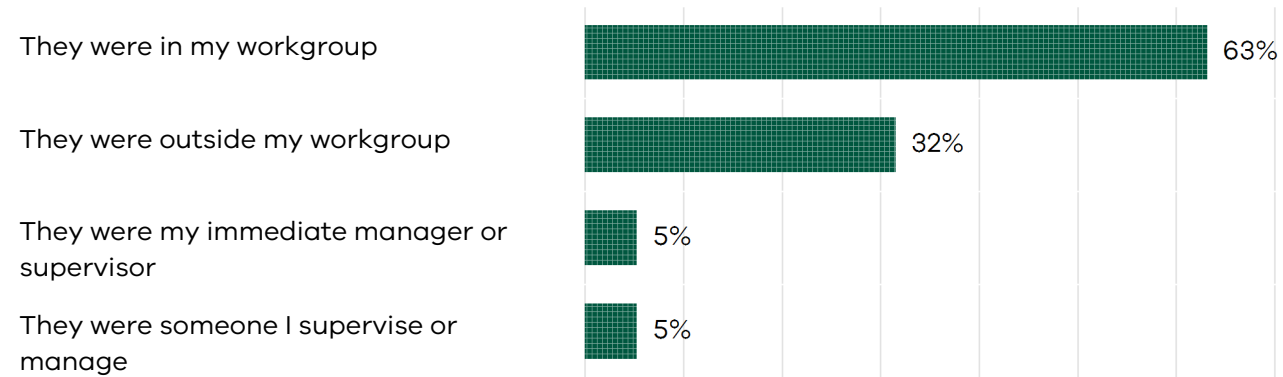
Each row is one perpetrator or group of perpetrators.

Example

2% of your staff who did the survey said they experienced sexual harassment.

Of that 2%, 47% said it was by 'Colleague'.

19 people (2% of staff) experienced sexual harassment (You2022)
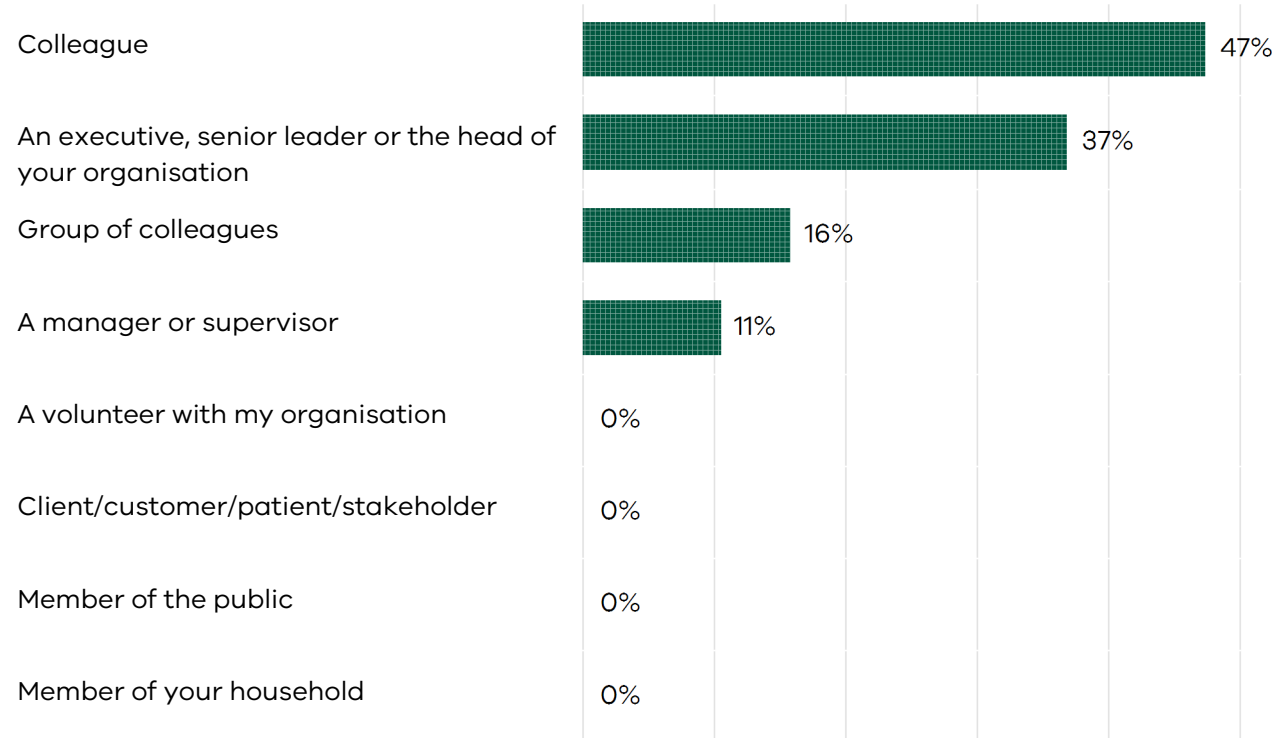
Perpetrator	Percentage
Colleague	47%
An executive, senior leader or the head of your organisation	37%
Group of colleagues	16%
A manager or supervisor	11%
A volunteer with my organisation	0%
Client/customer/patient/stakeholder	0%
Member of the public	0%
Member of your household	0%

People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

In this year's survey, 2% of your staff said they experienced sexual harassment.

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

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

Example

2% of your staff who did the survey said they experienced sexual harassment.

Of that 2%, 100% said it was by someone within the organisation.

Of that 100%, 63% said it was 'They were in my workgroup'.

19 people (100% of staff who experienced harassment) experienced harassment from within your organisation (You 2022)

They were in my workgroup	63%
They were outside my workgroup	32%
They were my immediate manager or supervisor	5%
They were someone I supervise or manage	5%

People outcomes

Discrimination

What this is

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

Why this is important

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

How to read this

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

If they did, they could tell us with one or more answers what attributes the discrimination was based on.

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

Example

3% of your staff who did the survey said they experienced discrimination.

Of that 3%, 46% said it was 'Sex'.

Have you experienced discrimination at work?

24	792	74
3%	89%	8%

■ Experienced discrimination ■ Did not experience discrimination ■ Not sure
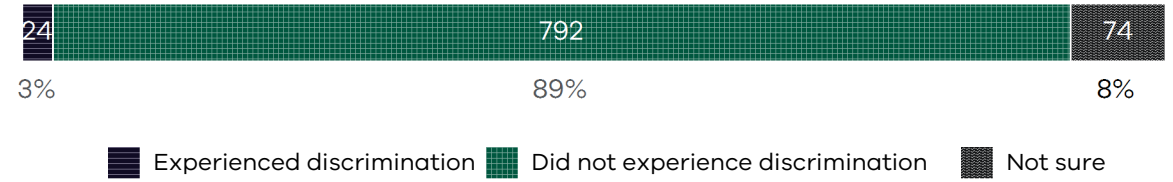
Why were you discriminated against?	You 2021	You 2022	Comparator 2022	Public sector 2022
Sex	0%	46%	24%	19%

People outcomes

Type of discrimination

What this is

This is what types of discrimination staff report experiencing in their organisation.

Why this is important

Understanding what types of discrimination happen means an organisation can work out what action to take.

How to read this

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

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

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

Example

3% of your staff who did the survey said they experienced discrimination.

Of that 3%, 63% said it was 'Other'.

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

24	792	74
3%	89%	8%

Experienced discrimination   Did not experience discrimination   Not sure
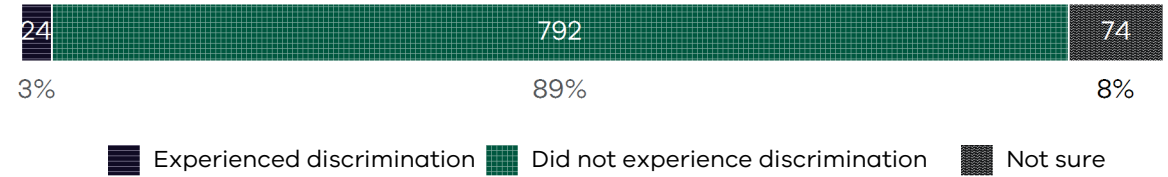
If you experienced discrimination, what type of discrimination did you experience?	You 2021	You 2022	Comparator 2022	Public sector 2022
Other	38%	63%	35%	39%
Opportunities for promotion	57%	29%	40%	38%
Employment security - threats of dismissal or termination	10%	13%	14%	16%
Pay or conditions offered by employer	0%	13%	17%	12%
Denied flexible work arrangements or other adjustments	10%	8%	22%	20%
Opportunities for training	14%	8%	21%	22%
Opportunities for transfer/secondment	10%	4%	18%	13%

People outcomes

Telling someone about the discrimination

What this is

This is who staff told about the discrimination they experienced.

Why this is important

Understanding who staff tell about their discrimination can inform how organisations can support staff.

How to read this

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

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

In descending order, the table shows the answers.

Example

3% of your staff who did the survey said they experienced discrimination, of which

- 46% said the top way they reported the discrimination was 'Told a friend or family member'.
- 100% said they didn't submit a formal complaint.

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

24	792	74
3%	89%	8%

■ Experienced discrimination ■ Did not experience discrimination ■ Not sure
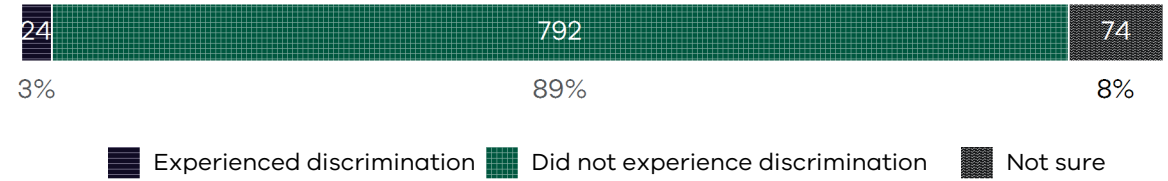
Did you tell anyone about the discrimination?	You 2021	You 2022	Comparator 2022	Public sector 2022
Told a friend or family member	14%	46%	36%	33%
I did not tell anyone about the discrimination	52%	33%	20%	24%
Told a manager	29%	29%	32%	31%
Told a colleague	14%	17%	43%	36%
Told Human Resources	19%	13%	20%	13%
Told someone else	5%	13%	17%	14%
Told employee assistance program (EAP) or peer support	5%	4%	10%	10%
Told the person the behaviour was not OK	5%	4%	9%	9%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Discrimination - reasons for not submitting a formal complaint

What this is

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

Why this is important

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

How to read this

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

Example

100% of your staff who experienced discrimination did not submit a formal complaint, of which:

- 63% said the top reason was 'I believed there would be negative consequences for my career'.

Did you submit a formal complaint?
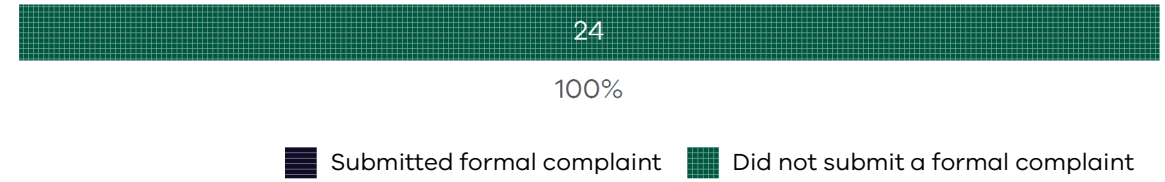
	24
	100%

■ 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 career	57%	63%	68%	53%
I believed there would be negative consequences for my reputation	52%	54%	61%	53%
I didn't think it would make a difference	48%	54%	56%	59%
I thought the complaint process would be embarrassing or difficult	14%	29%	15%	13%
I didn't feel safe to report the incident	29%	21%	28%	20%
I didn't know how to make a complaint	0%	21%	6%	6%
I didn't think it was serious enough	19%	17%	12%	12%
Other	10%	17%	4%	9%
I didn't know who to talk to	0%	13%	7%	7%
I believed there would be negative consequences for the person I was going to complain about	5%	8%	13%	8%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Perpetrators of discrimination

What this is

This is who staff have said are responsible for discrimination.

Why this is important

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

How to read this

In this year's survey, 3% of your staff said they experienced discrimination.

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

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

Each row is one perpetrator or group of perpetrators.

Example

3% of your staff who did the survey said they experienced discrimination.

Of that 3%, 58% said it was by 'An executive, senior leader or the head of your organisation'.

24 people (3% of staff) experienced discrimination (You 2022)
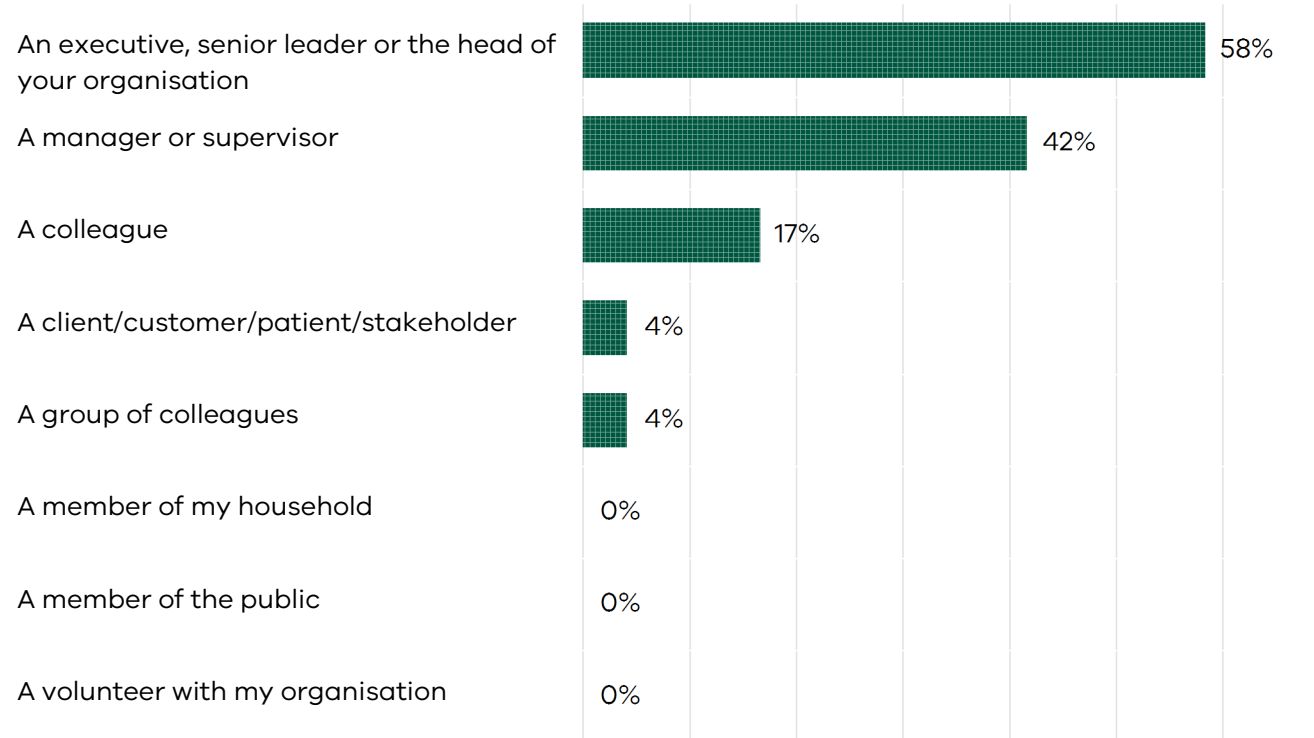
Perpetrator	Percentage
An executive, senior leader or the head of your organisation	58%
A manager or supervisor	42%
A colleague	17%
A client/customer/patient/stakeholder	4%
A group of colleagues	4%
A member of my household	0%
A member of the public	0%
A volunteer with my organisation	0%

People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

In this year's survey, 3% of your staff said they experienced discrimination.

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

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

Example

3% of your staff who did the survey said they experienced discrimination.

Of that 3%, 96% said it was by someone within the organisation.

Of that 96%, 65% said it was 'They were outside my workgroup'.

23 people (96% of staff who experienced discrimination) experienced discrimination from within your organisation (You 2022)

They were outside my workgroup	65%
They were in my workgroup	39%
They were my immediate manager or supervisor	30%
They were someone I supervise or manage	0%
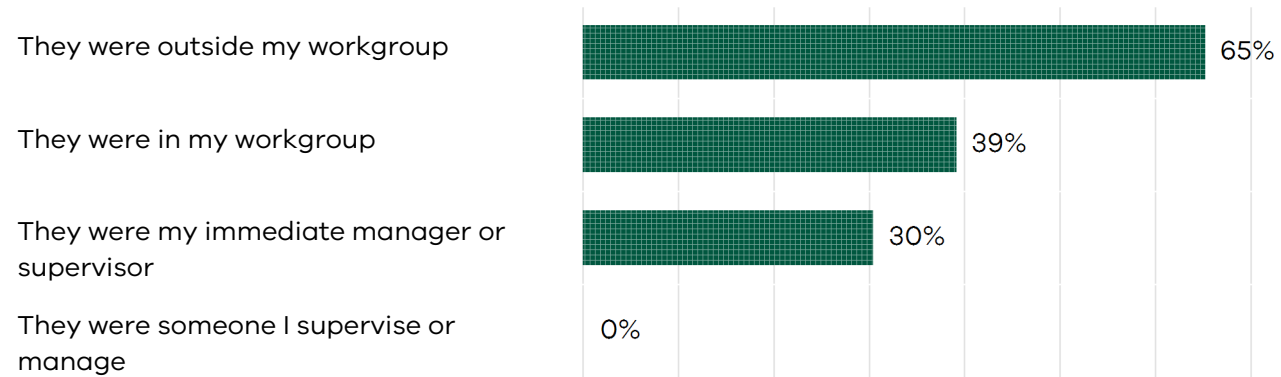
Negative behaviour

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

2% of your staff who did the survey said they experienced violence or aggression.

Of that 2%, 70% said it was from 'Intimidating behaviour'.

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

20	850	20
2%	96%	2%

▪ Experienced violence or aggression   ▪ Did not experience violence or aggression   ▪ Not sure
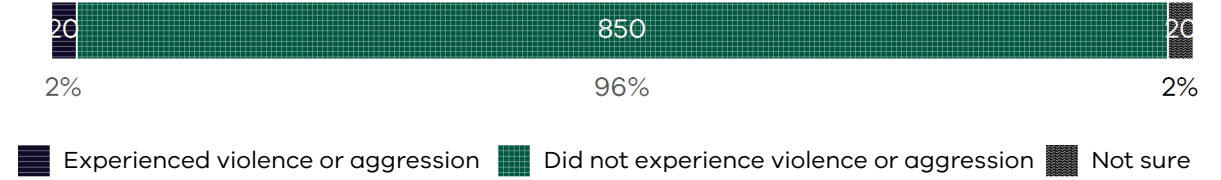
If you experienced violence or aggression, what type did you experience?	You 2021	You 2022	Comparator 2022	Public sector 2022
Intimidating behaviour	75%	70%	70%	69%
Abusive language	54%	60%	65%	73%
Other	11%	5%	6%	6%

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

2% of your staff who did the survey said they experienced violence or aggression, fo which

- 35% said the top way they reported the violence or agression was 'I did not tell anyone about the incident(s)'
- 95% said they didn't submit a formal incident report.

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

20	850	20
2%	96%	2%

■ 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
I did not tell anyone about the incident(s)	14%	35%	9%	8%
Told a colleague	32%	35%	49%	44%
Told a manager	57%	35%	63%	59%
Told a friend or family member	21%	15%	19%	20%
Told the person the behaviour was not OK	14%	15%	27%	26%
Told employee assistance program (EAP) or peer support	7%	10%	7%	5%
Told Human Resources	29%	10%	14%	6%
Told someone else	7%	10%	9%	6%
Submitted a formal incident report	11%	5%	9%	26%

Victorian Public Sector Commission

VICTORIA State Government

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

95% of your staff who experienced violence or aggression did not submit a formal incident report, of which:

- 47% said the top reason was 'I didn't think it was serious enough'.

Did you submit a formal incident report?

1	19
5%	95%
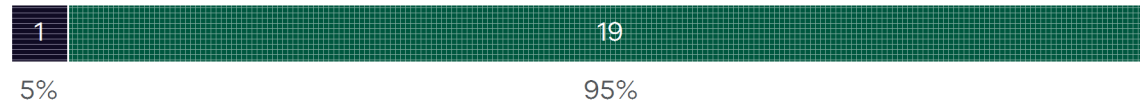
■ Submitted formal incident report ▦ Did not submit a formal incident report

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	36%	47%	28%	31%
I believed there would be negative consequences for my career	40%	42%	23%	17%
I believed there would be negative consequences for my reputation	48%	37%	23%	21%
I didn't think it would make a difference	40%	37%	34%	39%
I didn't need to because I made the violence or aggression stop	16%	21%	15%	14%
I believed there would be negative consequences for the person I was going to complain about	12%	16%	4%	4%
I didn't feel safe to report the incident	12%	16%	5%	7%
I thought the complaint process would be embarrassing or difficult	8%	16%	2%	6%
I didn't know how to make a complaint	0%	11%	4%	4%
I didn't know who to talk to	0%	11%	0%	2%

Victorian Public Sector Commission

VICTORIA State Government

Negative behaviour

Perpetrators of violence and aggression

What this is

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

Why this is important

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

How to read this

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

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

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

Each row is one perpetrator or a group of perpetrators.

Example

2% of your staff who did the survey said they experienced violence or aggression.

Of that 2%, 35% said it was 'Colleague'.

20 people (2% of staff) experienced violence or aggression (You2022)
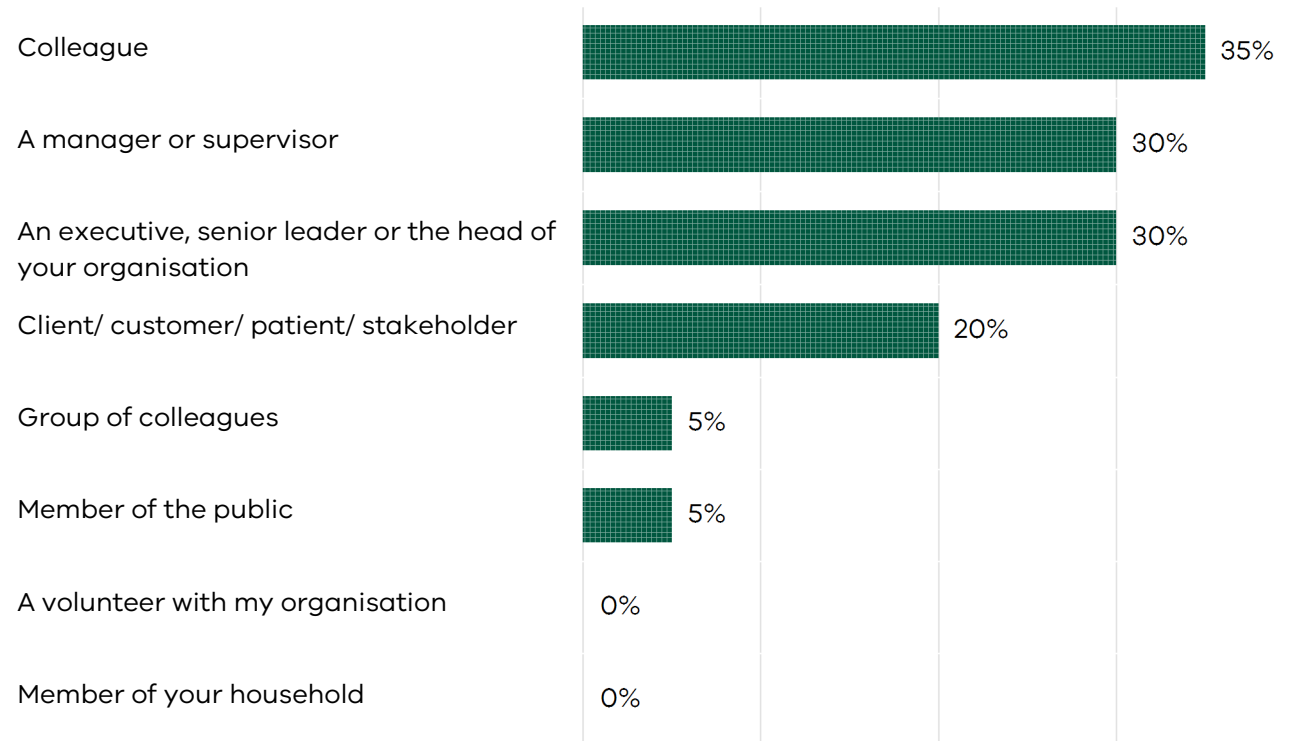
Perpetrator	Percentage
Colleague	35%
A manager or supervisor	30%
An executive, senior leader or the head of your organisation	30%
Client/ customer/ patient/ stakeholder	20%
Group of colleagues	5%
Member of the public	5%
A volunteer with my organisation	0%
Member of your household	0%

Victorian Public Sector Commission

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People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

In this year's survey, 2% of your staff said they experienced violence or aggression.

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

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

Example

2% of your staff who did the survey said they experienced violence or aggression.

Of that 2%, 80% said it was by someone within the organisation.

Of that 80%, 63% said it was 'They were outside my workgroup'.

16 people (80% of staff who experienced violence or aggression) experienced violence or aggression from within your organisation (You2022)

They were outside my workgroup	63%
They were in my workgroup	38%
They were my immediate manager or supervisor	19%
They were someone I supervise or manage	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 'Safety climate', the 'You 2022' column shows 95% of your staff agreed with 'My organisation provides a physically safe work environment'.
In the 'Change from 2021' column, you have a 1% increase, which is a positive trend.

Question group	Highest scoring questions	You 2022	Change from 2021	Comparator 2022
Safety climate	My organisation provides a physically safe work environment	95%	+1%	90%
Job enrichment	I understand how my job helps my organisation achieve it's goals	93%	Not asked in 2021	92%
Flexible working	My manager supports working flexibly	93%	Not asked in 2021	92%
Workgroup support	People in my workgroup treat each other with respect	93%	+1%	90%
Manager leadership	My manager demonstrates honesty and integrity	93%	-1%	91%
Manager leadership	My manager treats employees with dignity and respect	93%	+0%	91%
Meaningful work	I can make a worthwhile contribution at work	92%	Not asked in 2021	92%
Safe to speak up	I feel culturally safe at work	91%	+5%	87%
Job enrichment	I can use my skills and knowledge in my job	91%	Not asked in 2021	91%
Organisational integrity	My organisation encourages respectful workplace behaviours	90%	+1%	87%

Key differences

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 28% 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	28%	Not asked in 2021	37%
Organisational integrity	I believe the promotion processes in my organisation are fair	50%	Not asked in 2021	50%
Learning and development	I am satisfied with the opportunities to progress in my organisation	51%	Not asked in 2021	50%
Organisational integrity	I have an equal chance at promotion in my organisation	55%	Not asked in 2021	54%
Taking action	I believe my organisation will make improvements based on the results of this survey	55%	Not asked in 2021	60%
Safety climate	All levels of my organisation are involved in the prevention of stress	56%	+2%	55%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	60%	-10%	55%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	61%	-3%	59%
Engagement	I feel a strong personal attachment to my organisation	62%	-3%.	61%
Satisfaction	How satisfied are you with your career development within your current organisation	63%	+7%	58%

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 'Human rights', the 'You 2022' column shows 72% of your staff agreed with 'I understand how the Charter of Human Rights and Responsibilities applies to my work'.
In the 'Increase from 2021' column, you have a 9% increase, which is a positive trend.

Question group	Most improved from last year	You 2022	Increase from 2021	Comparator 2022
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	72%	+9%	82%
Meaningful work	I achieve something important through my work	88%	+8%	90%
Satisfaction	How satisfied are you with your career development within your current organisation	63%	+7%	58%
Workload	The workload I have is appropriate for the job that I do	73%	+6%	65%
Meaningful work	I get a sense of accomplishment from my work	83%	+5%	85%
Satisfaction	How satisfied are you with the work/life balance in your current job	79%	+5%	75%
Safe to speak up	I feel culturally safe at work	91%	+5%	87%
Safe to speak up	I feel safe to challenge inappropriate behaviour at work	81%	+5%	76%
Learning and development	I am developing and learning in my role	80%	+5%	77%
Job enrichment	I clearly understand what I am expected to do in this job	87%	+4%	84%

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Key differences

Most declined

What this is

This is where staff feel their organisation has most declined.

How to read this

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

In this table, your trend is shown in the 'Decrease from 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 60% 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 10% 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	60%	-10%	55%
Innovation	My workgroup is quick to respond to opportunities to do things better	77%	-5%	76%
Learning and development	My organisation places a high priority on the learning and development of staff	67%	-3%	60%
Engagement	I feel a strong personal attachment to my organisation	62%	-3%	61%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	61%	-3%	59%
Manager support	My manager listens to what I have to say	89%	-2%	88%
Collaboration	I am able to work effectively with others outside my immediate workgroup	90%	-1%	85%
Engagement	I am proud to tell others I work for my organisation	84%	-1%	78%
Manager leadership	My manager demonstrates honesty and integrity	93%	-1%	91%
Innovation	My workgroup learns from failures and mistakes	79%	-1%	75%

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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 'Engagement', the 'You 2022' column shows 81% of your staff agreed with 'I would recommend my organisation as a good place to work'.

The 'difference' column, shows that agreement for this question was 9 percentage points higher in your organisation than in your comparator.

Question group	Biggest positive difference from comparator	You 2022	Difference	Comparator 2022
Engagement	I would recommend my organisation as a good place to work	81%	+9%	72%
Workload	I have enough time to do my job effectively	69%	+8%	61%
Workload	The workload I have is appropriate for the job that I do	73%	+8%	65%
Organisational integrity	My organisation does not tolerate improper conduct	82%	+8%	75%
Learning and development	My organisation places a high priority on the learning and development of staff	67%	+7%	60%
Senior leadership	Senior leaders provide clear strategy and direction	74%	+6%	67%
Learning and development	I am satisfied with the way my learning and development needs have been addressed in the last 12 months	64%	+6%	58%
Senior leadership	Senior leaders demonstrate honesty and integrity	82%	+6%	76%
Engagement	I am proud to tell others I work for my organisation	84%	+6%	78%
Quality service delivery	My workgroup has clear lines of responsibility	81%	+6%	75%

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 'Human rights', the 'You 2022' column shows 72% of your staff agreed with 'I understand how the Charter of Human Rights and Responsibilities applies to my work'.

The 'difference' column, shows that agreement for this question was 11 percentage points lower in your organisation than in your comparator.

Question subgroup	Biggest negative difference from comparator	You 2022	Difference	Comparator 2022
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	72%	-11%	82%
Taking action	My organisation has made improvements based on the survey results from last year	28%	-9%	37%
Taking action	I believe my organisation will make improvements based on the results of this survey	55%	-5%	60%
Meaningful work	I get a sense of accomplishment from my work	83%	-2%	85%
Meaningful work	I achieve something important through my work	88%	-1%	90%
Flexible working	I am confident that if I requested a flexible work arrangement, it would be given due consideration	83%	-1%	84%
Organisational integrity	My organisation encourages employees to act in ways that are consistent with human rights	86%	-1%	87%
Meaningful work	I can make a worthwhile contribution at work	92%	-1%	92%
Job enrichment	I have the authority to do my job effectively	77%	0%	77%

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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

55% of your staff who did the survey agreed or strongly agreed with 'I believe my organisation will make improvements based on the results of this survey'.

Legend: Disagree | Neither agree nor disagree | Don't know | Agree
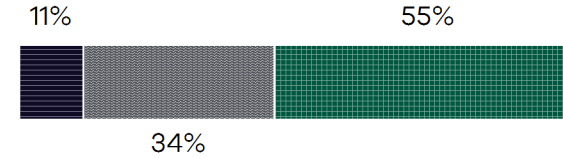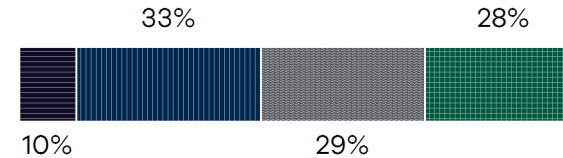
Survey question	Your results		You		Comparator		
			2021	2022	Lowest	Average	Highest
I believe my organisation will make improvements based on the results of this survey	11% / 34% / 55%		Not asked	55 %	32 %	60 %	100 %
My organisation has made improvements based on the survey results from last year	10% / 33% / 29% / 28%		Not asked	28 %	8 %	37 %	75 %

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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

82% of your staff who did the survey agreed or strongly agreed with 'Senior leaders demonstrate honesty and integrity'.

Survey question	Your results		You		Comparator		
			2021	2022	Lowest	Average	Highest

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

Survey question		You 2021	You 2022	Lowest	Average	Highest
Senior leaders demonstrate honesty and integrity	2% / 4% / 11% / 82%	79 %	82 %	43 %	76 %	100 %
Senior leaders model my organisation's values	3% / 7% / 13% / 78%	75 %	78 %	43 %	74 %	100 %
Senior leaders provide clear strategy and direction	1% / 12% / 13% / 74%	70 %	74 %	35 %	67 %	100 %

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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:

- 81% of your staff who did the survey responded positively to questions about Collaboration which is up from 81% in 2021.

Compared to:

- 76% of staff at your comparator and 73% of staff across the public sector.
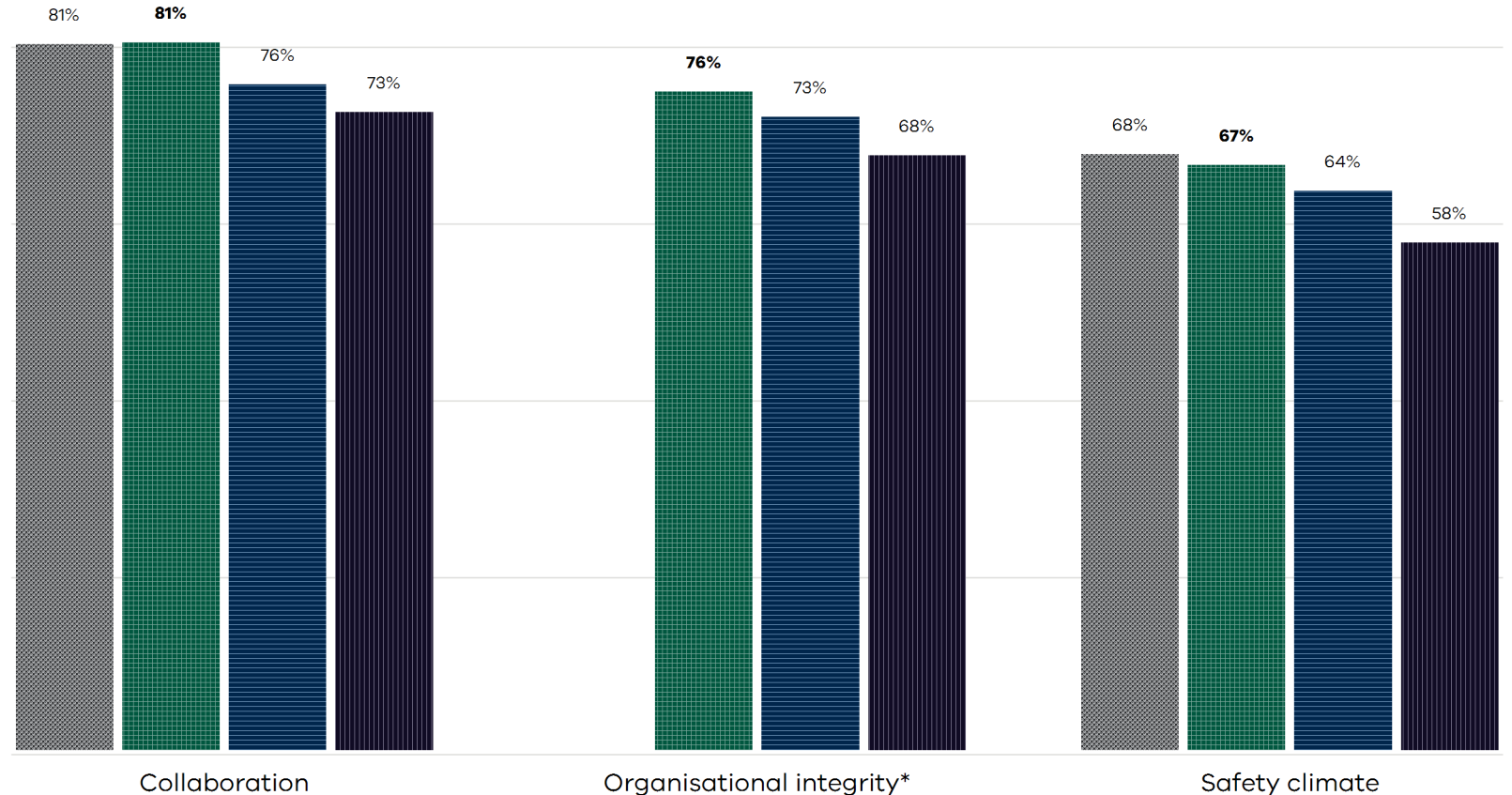
	Collaboration	Organisational integrity*	Safety climate
You 2021	81%		68%
You 2022	81%	76%	67%
Comparator 2022	76%	73%	64%
Public sector 2022	73%	68%	58%

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

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

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Organisational climate

Organisational integrity 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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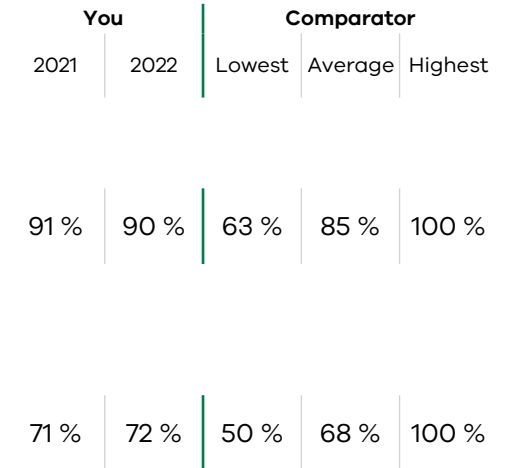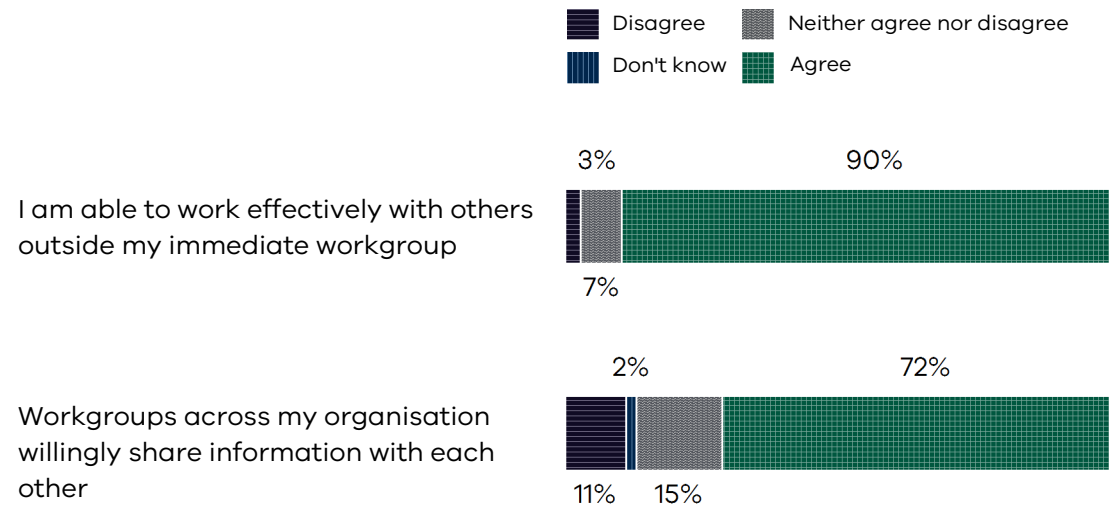
Example

90% of your staff who did the survey agreed or strongly agreed with 'My organisation encourages respectful workplace behaviours'.

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

Survey question		You		Comparator		
		2021	2022	Lowest	Average	Highest
My organisation encourages respectful workplace behaviours	1% ... 90% (2% 6%)	89 %	90 %	60 %	87 %	100 %
My organisation is committed to earning a high level of public trust	2% ... 89% (3% 7%)	90 %	89 %	45 %	87 %	100 %
My organisation encourages employees to act in ways that are consistent with human rights	4% ... 86% (2% 8%)	83 %	86 %	64 %	87 %	100 %
My organisation does not tolerate improper conduct	5% ... 82% (3% 9%)	81 %	82 %	46 %	75 %	91 %

Organisational climate

Organisational integrity 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

77% 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 ■ Neither agree nor disagree ■ Don't know ■ Agree

		You		Comparator		
Survey question	Your results	2021	2022	Lowest	Average	Highest
My organisation takes steps to eliminate bullying, harassment and discrimination	8% / 5% / 10% / 77%	74 %	77 %	47 %	71 %	97 %
I believe the recruitment processes in my organisation are fair	4% / 8% / 14% / 75%	Not asked	75 %	43 %	70 %	92 %
I have an equal chance at promotion in my organisation	15% / 30% / 55%	Not asked	55 %	30 %	54 %	84 %
I believe the promotion processes in my organisation are fair	15% / 10% / 24% / 50%	Not asked	50 %	28 %	50 %	83 %

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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

90% of your staff who did the survey agreed or strongly agreed with 'I am able to work effectively with others outside my immediate workgroup'.

| Survey question | Your results | Benchmark agree results |

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

	You		Comparator		
Survey question	2021	2022	Lowest	Average	Highest
I am able to work effectively with others outside my immediate workgroup	91 %	90 %	63 %	85 %	100 %
Workgroups across my organisation willingly share information with each other	71 %	72 %	50 %	68 %	100 %

Your results — I am able to work effectively with others outside my immediate workgroup: 3%, 7%, 90%

Your results — Workgroups across my organisation willingly share information with each other: 11%, 2%, 15%, 72%

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Organisational climate

What this is

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

Why this is important

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

How to read this

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

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

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

Example

95% of your staff who did the survey agreed or strongly agreed with 'My organisation provides a physically safe work environment'.
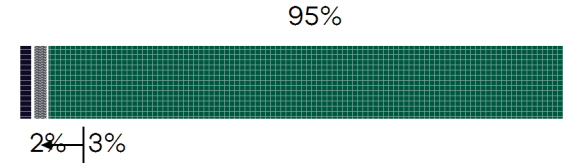
Survey question	Your results		Benchmark agree results				
			You		**Comparator**		
	Disagree / Don't know / Neither agree nor disagree / Agree		2021	2022	Lowest	Average	Highest
My organisation provides a physically safe work environment	95% / 2% / 3%		94 %	95 %	74 %	90 %	100 %
Senior leaders consider the psychological health of employees to be as important as productivity	10% / 68% / 21%		65 %	68 %	35 %	67 %	94 %
Senior leaders show support for stress prevention through involvement and commitment	12% / 63% / 24%		64 %	63 %	35 %	60 %	91 %
In my workplace, there is good communication about psychological safety issues that affect me	15% / 61% / 24%		63 %	61 %	40 %	59 %	84 %
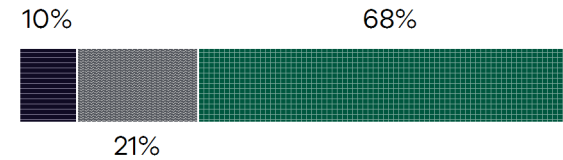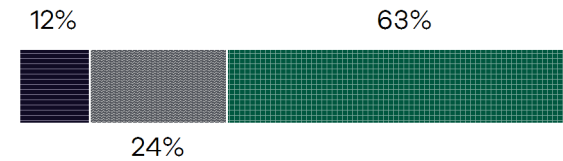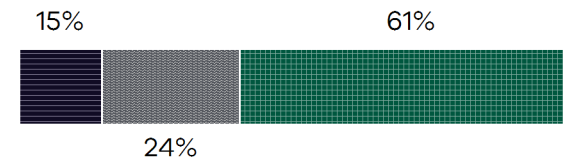
Organisational climate

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

60% 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'.

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree
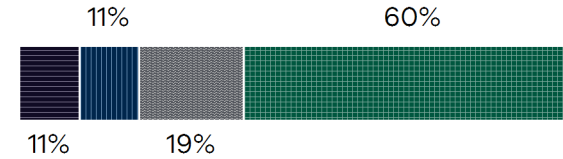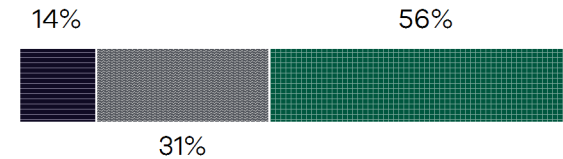
Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My organisation has effective procedures in place to support employees who may experience stress	11% / 11% / 19% / 60%	70 %	60 %	38 %	55 %	80 %
All levels of my organisation are involved in the prevention of stress	14% / 31% / 56%	54 %	56 %	28 %	55 %	91 %

People matter survey
wellbeing check 2022

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Demographics

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

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:

- 88% of your staff who did the survey responded positively to questions about Workgroup support which is up from 87% in 2021.

Compared to:

- 86% of staff at your comparator and 80% of staff across the public sector.
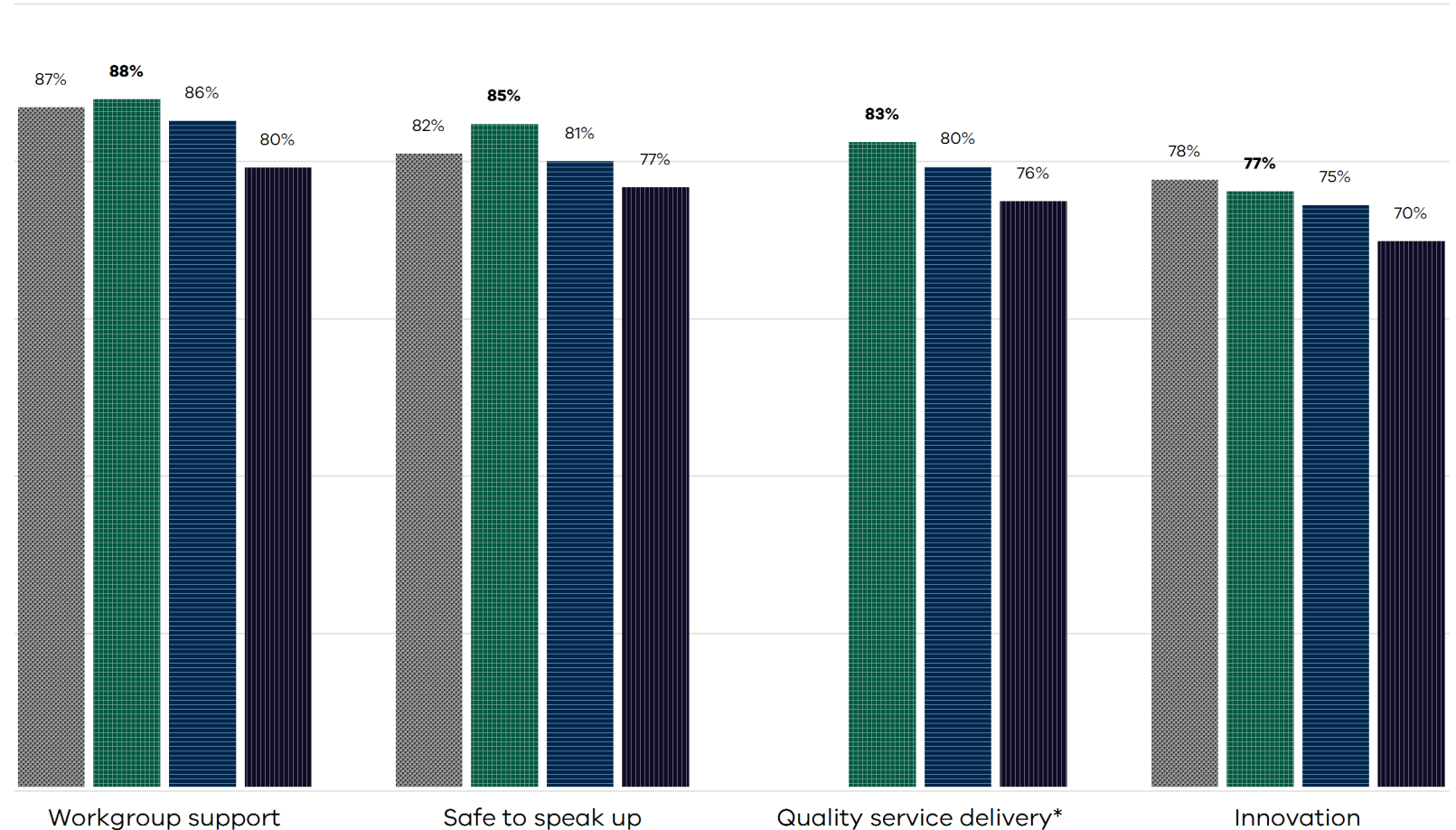
	You 2021	You 2022	Comparator 2022	Public sector 2022
Workgroup support	87%	88%	86%	80%
Safe to speak up	82%	85%	81%	77%
Quality service delivery*		83%	80%	76%
Innovation	78%	77%	75%	70%

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

Victorian Public Sector Commission

VICTORIA State Government

Workgroup climate

Quality service delivery

What this is

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

Why this is important

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

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

How to read this

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

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

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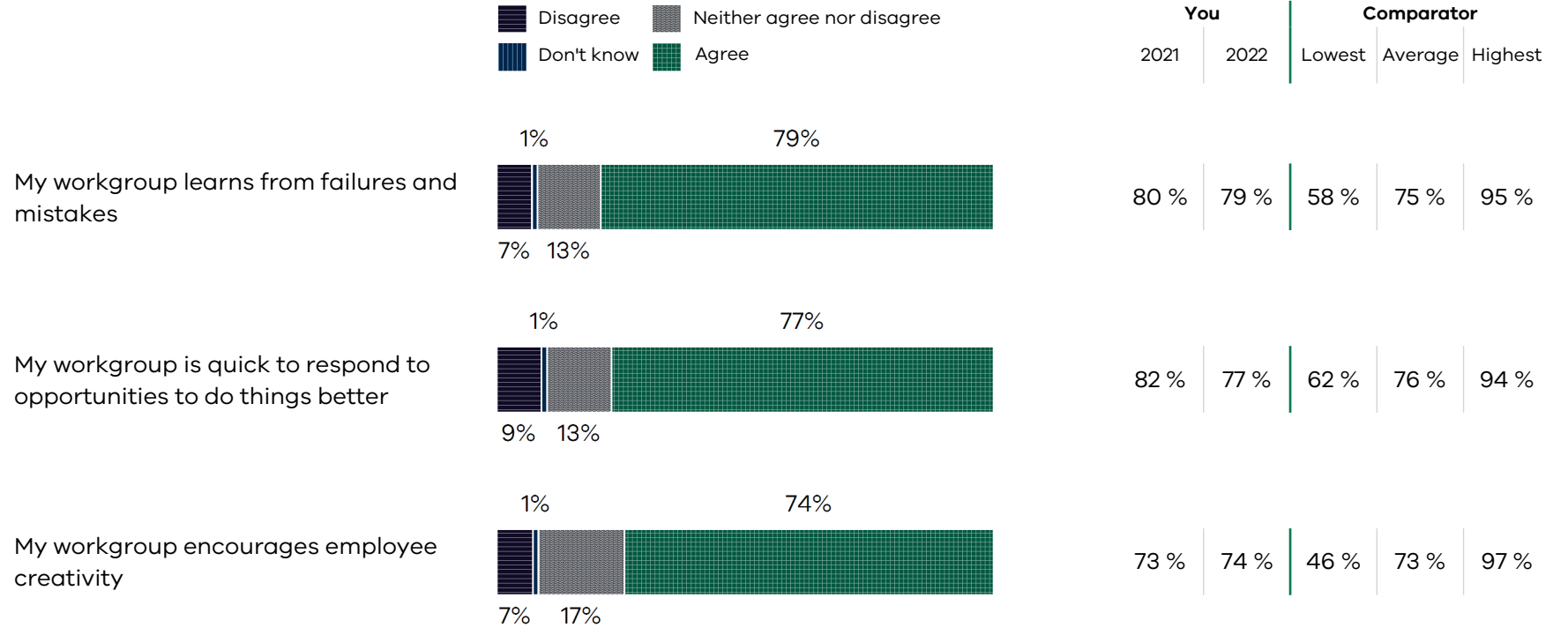
Example

90% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

Survey question	Your results	Benchmark agree results
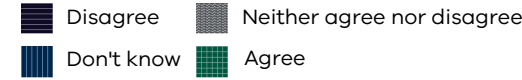
Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree
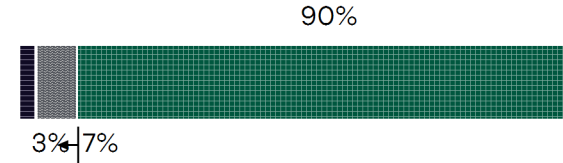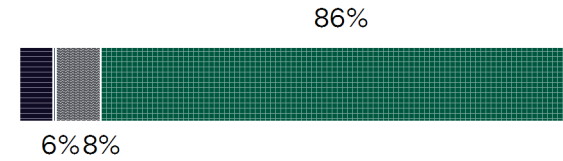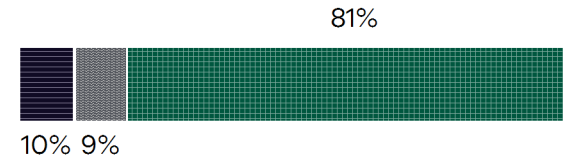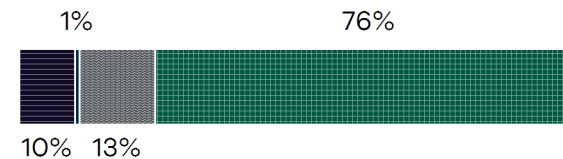
| | You | | Comparator | | |
Survey question	2021	2022	Lowest	Average	Highest
My workgroup provides high quality advice and services — 90% (3%, 7%)	Not asked	90 %	75 %	88 %	100 %
My workgroup acts fairly and without bias — 86% (6%, 8%)	Not asked	86 %	59 %	84 %	100 %
My workgroup has clear lines of responsibility — 81% (10%, 9%)	80 %	81 %	55 %	75 %	100 %
My workgroup uses its resources well — 76% (1%, 10%, 13%)	Not asked	76 %	59 %	72 %	88 %

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

79% of your staff who did the survey agreed or strongly agreed with 'My workgroup learns from failures and mistakes'.

Survey question	Your results		Benchmark agree results				
			You		**Comparator**		
			2021	2022	Lowest	Average	Highest
My workgroup learns from failures and mistakes	1% / 79% / 7% / 13%		80 %	79 %	58 %	75 %	95 %
My workgroup is quick to respond to opportunities to do things better	1% / 77% / 9% / 13%		82 %	77 %	62 %	76 %	94 %
My workgroup encourages employee creativity	1% / 74% / 7% / 17%		73 %	74 %	46 %	73 %	97 %

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

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.

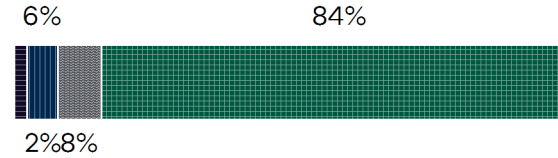Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

93% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup treat each other with respect'.

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

Survey question		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup treat each other with respect	3% / 93% / 3%	92 %	93 %	77 %	90 %	98 %
People in my workgroup work together effectively to get the job done	89% / 5% / 6%	89 %	89 %	75 %	87 %	97 %
People in my workgroup are honest, open and transparent in their dealings	1% / 88% / 4% / 7%	86 %	88 %	69 %	84 %	100 %
People in my workgroup are politically impartial in their work	3% / 87% / 2% / 7%	85 %	87 %	75 %	86 %	100 %
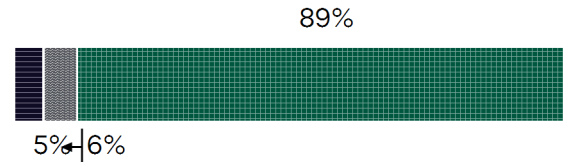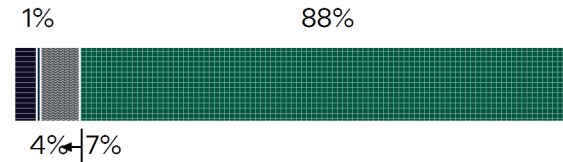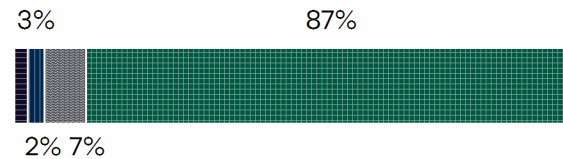
Workgroup climate

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

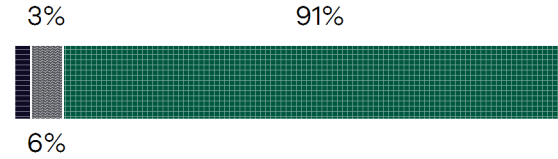84% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.

	Disagree		Neither agree nor disagree
	Don't know		Agree

People in my workgroup appropriately manage conflicts of interest

6%   84%

2% 8%

	You		Comparator		
	2021	2022	Lowest	Average	Highest
	85 %	84 %	69 %	81 %	100 %

Workgroup climate

Safe to speak up

What this is

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

Why this is important

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

How to read this

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

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

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

Example

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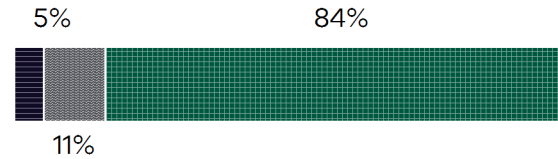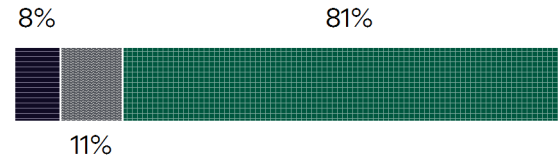
Survey question	Your results					

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

	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I feel culturally safe at work	3% / 6% / 91%	87 %	91 %	78 %	87 %	100 %
People in my workgroup are able to bring up problems and tough issues	5% / 11% / 84%	82 %	84 %	68 %	79 %	97 %
I feel safe to challenge inappropriate behaviour at work	8% / 11% / 81%	76 %	81 %	51 %	76 %	100 %

People matter survey

wellbeing check 2022

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Key differences

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

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Demographics

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

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.
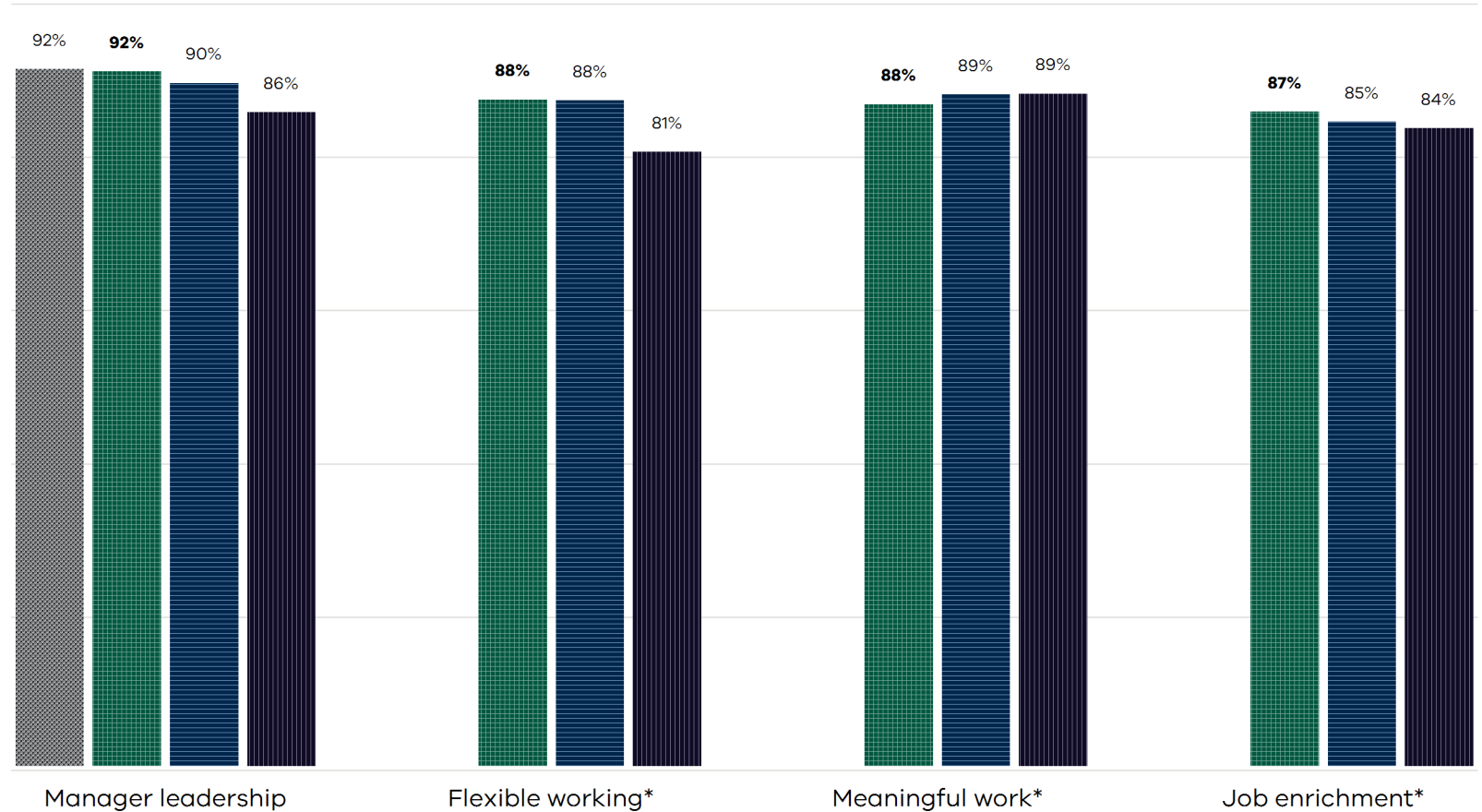
Example

In 2022:

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

Compared to:

- 90% of staff at your comparator and 86% of staff across the public sector.

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

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

Chart data:

Factor	You 2021	You 2022	Comparator 2022	Public sector 2022
Manager leadership	92%	92%	90%	86%
Flexible working*		88%	88%	81%
Meaningful work*		88%	89%	89%
Job enrichment*		87%	85%	84%

Job and manager factors

What this is

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

Why this is important

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

How to read this

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

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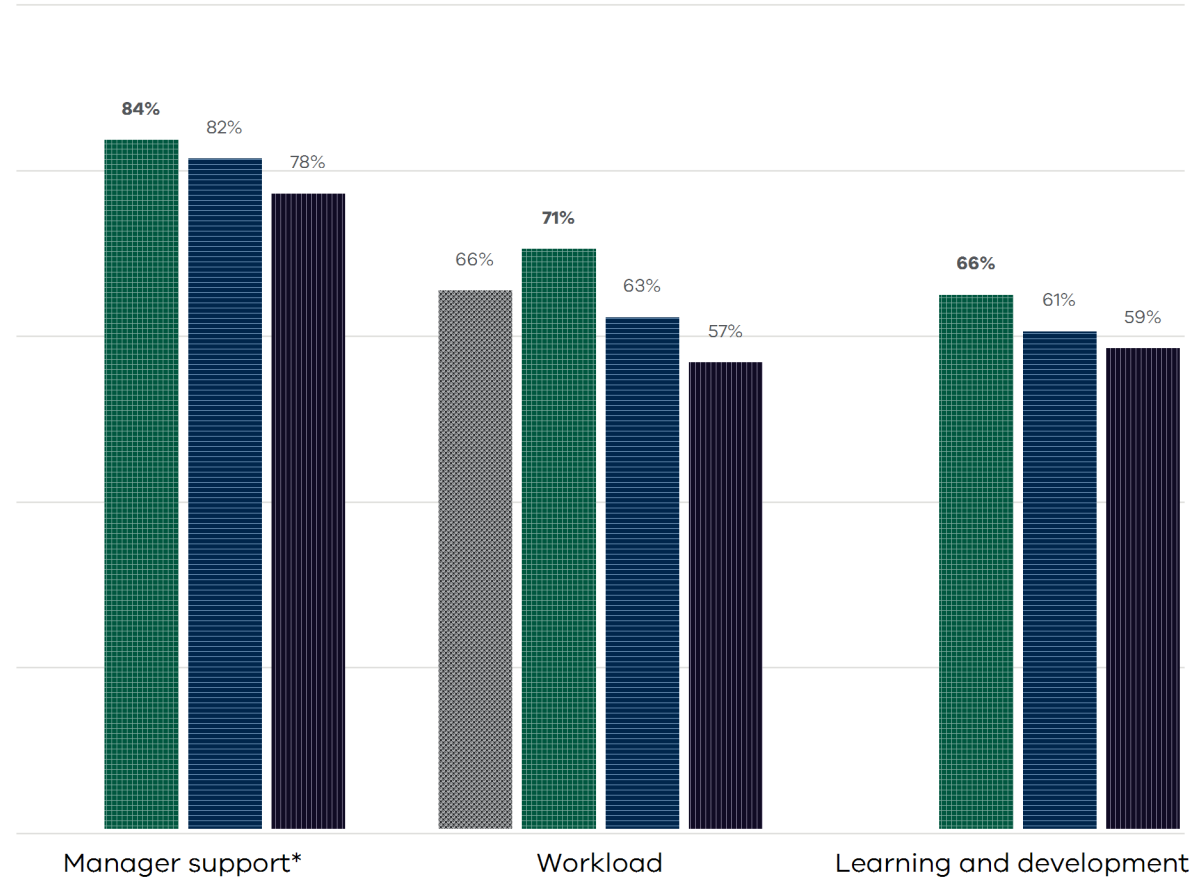
Example

In 2022:

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

Compared to:

- 82% 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 2021 | You 2022 | Comparator 2022 | Public sector 2022

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Manager leadership

What this is

This is how well staff perceive their direct managers lead.

Why this is important

Great managers can foster the right environment for staff engagement.

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

How to read this

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

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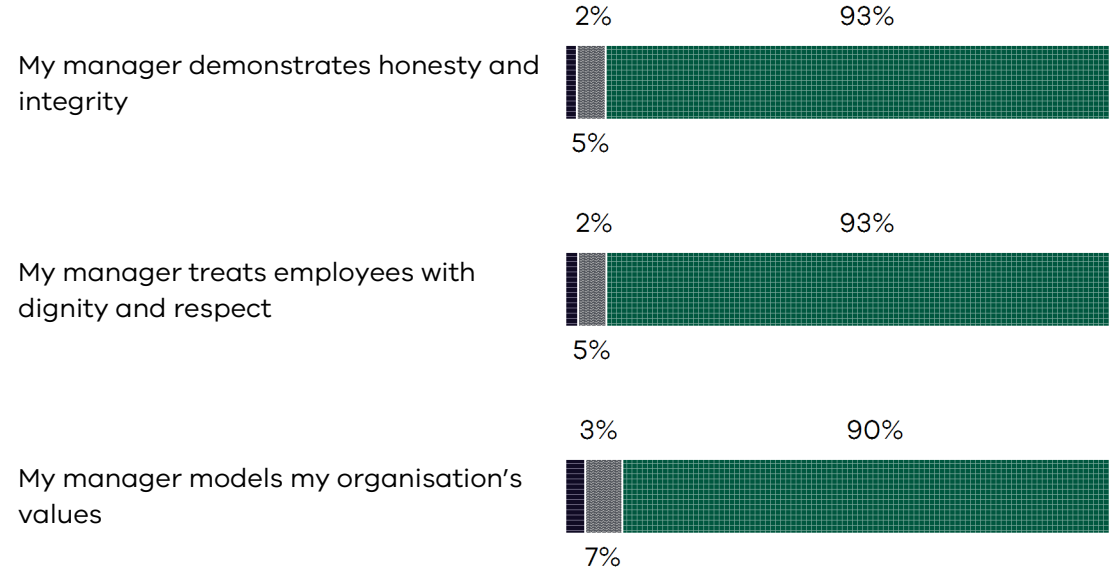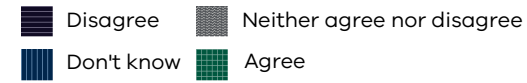
Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.
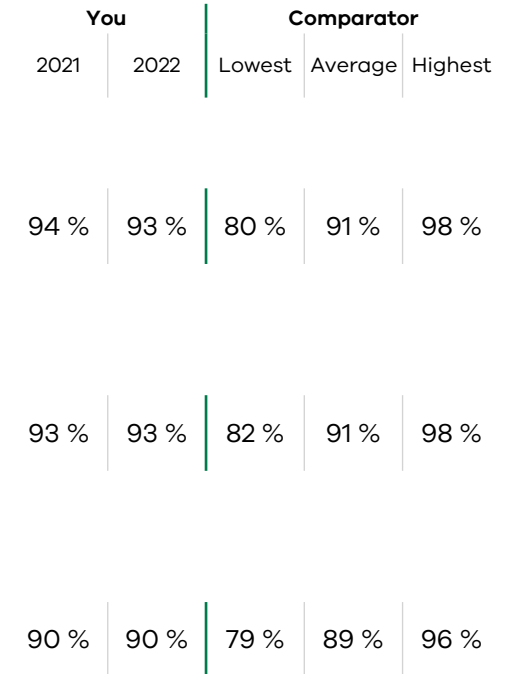
Example

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

Survey question	Your results					

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

Survey question		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager demonstrates honesty and integrity	2% / 93% / 5%	94 %	93 %	80 %	91 %	98 %
My manager treats employees with dignity and respect	2% / 93% / 5%	93 %	93 %	82 %	91 %	98 %
My manager models my organisation's values	3% / 90% / 7%	90 %	90 %	79 %	89 %	96 %

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.
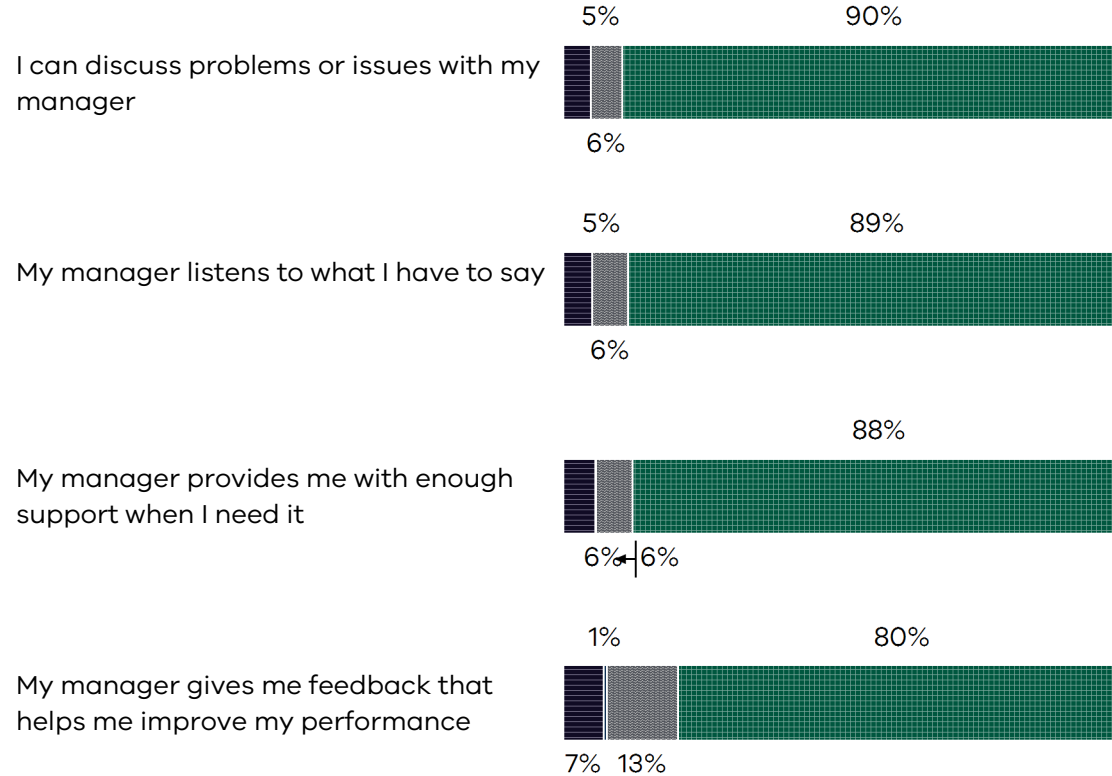
Example

90% of your staff who did the survey agreed or strongly agreed with 'I can discuss problems or issues with my manager'.

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

Survey question	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I can discuss problems or issues with my manager	Not asked	90 %	75 %	86 %	94 %
My manager listens to what I have to say	91 %	89 %	76 %	88 %	97 %
My manager provides me with enough support when I need it	85 %	88 %	70 %	84 %	98 %
My manager gives me feedback that helps me improve my performance	Not asked	80 %	60 %	78 %	91 %

Your results bar values:
- I can discuss problems or issues with my manager: 5%, 90%, 6%
- My manager listens to what I have to say: 5%, 89%, 6%
- My manager provides me with enough support when I need it: 88%, 6%, 6%
- My manager gives me feedback that helps me improve my performance: 1%, 80%, 7%, 13%

Job and manager factors

Manager support 2 of 2

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

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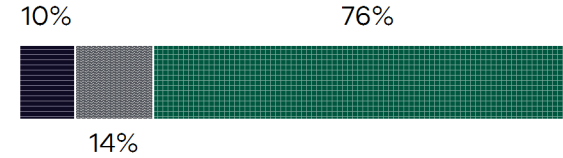
Example

76% of your staff who did the survey agreed or strongly agreed with 'I receive meaningful recognition when I do good work'.
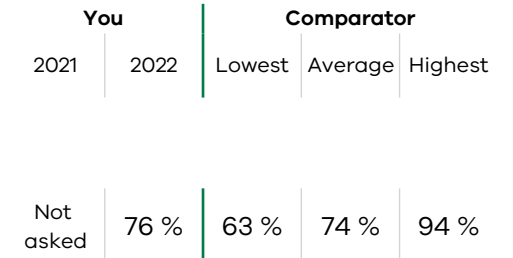
| Survey question | Your results | Benchmark agree results |

Your results

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

I receive meaningful recognition when I do good work

- 10%
- 14%
- 76%

Benchmark agree results

	You		Comparator		
	2021	2022	Lowest	Average	Highest
	Not asked	76 %	63 %	74 %	94 %

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.
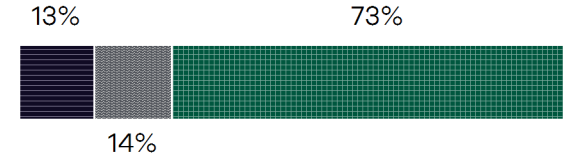
Example

73% of your staff who did the survey agreed or strongly agreed with 'The workload I have is appropriate for the job that I do'.
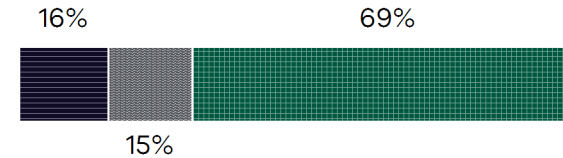
Legend: ■ Disagree ▦ Neither agree nor disagree ▨ Agree

Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
The workload I have is appropriate for the job that I do	13% / 14% / 73%	67 %	73 %	43 %	65 %	100 %
I have enough time to do my job effectively	16% / 15% / 69%	66 %	69 %	43 %	61 %	92 %

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.
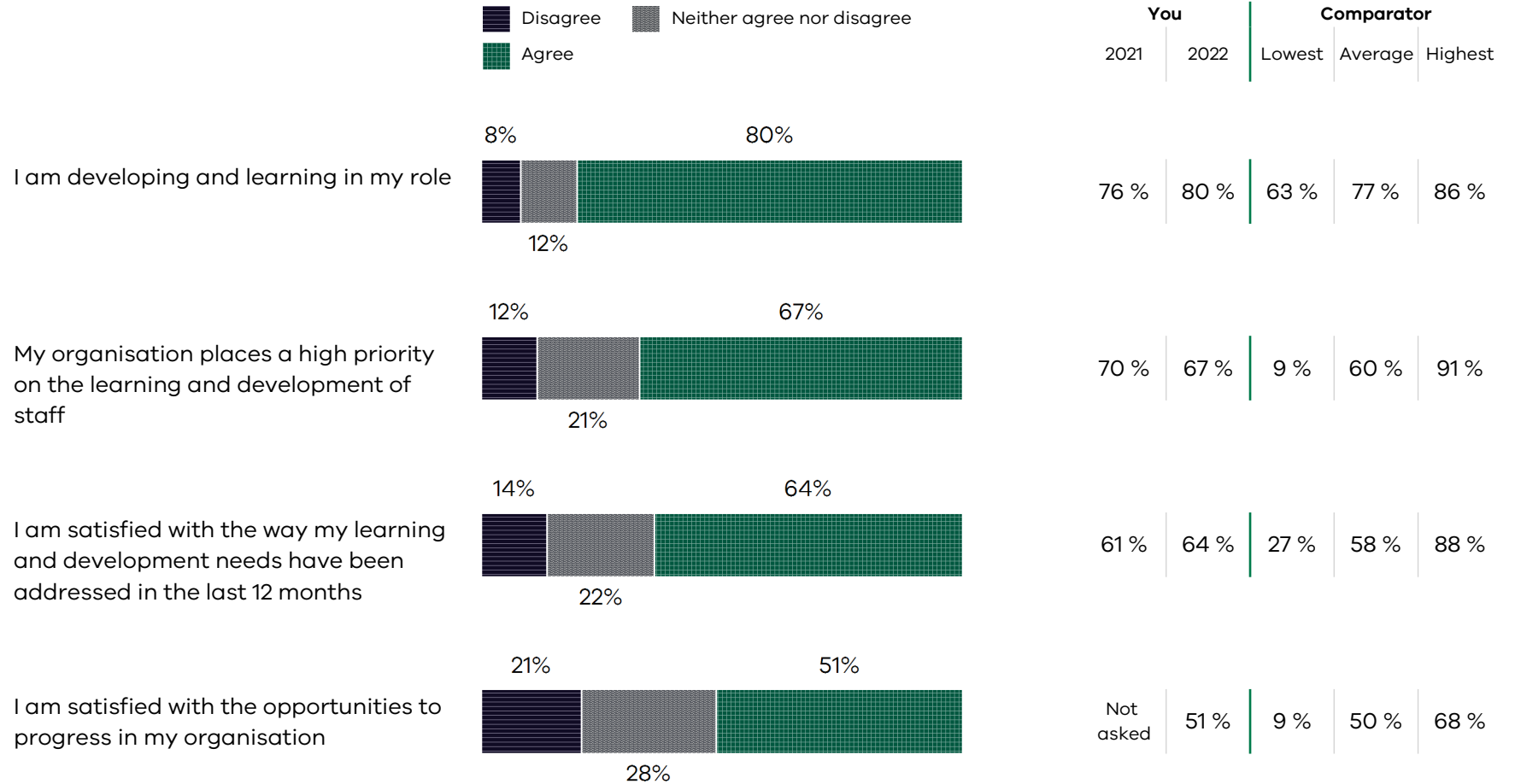
Example

80% 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		
	2021	2022	Lowest	Average	Highest
I am developing and learning in my role	8% / 12% / 80%	76 %	80 %	63 %	77 %	86 %
My organisation places a high priority on the learning and development of staff	12% / 21% / 67%	70 %	67 %	9 %	60 %	91 %
I am satisfied with the way my learning and development needs have been addressed in the last 12 months	14% / 22% / 64%	61 %	64 %	27 %	58 %	88 %
I am satisfied with the opportunities to progress in my organisation	21% / 28% / 51%	Not asked	51 %	9 %	50 %	68 %

Job and manager factors

Job enrichment 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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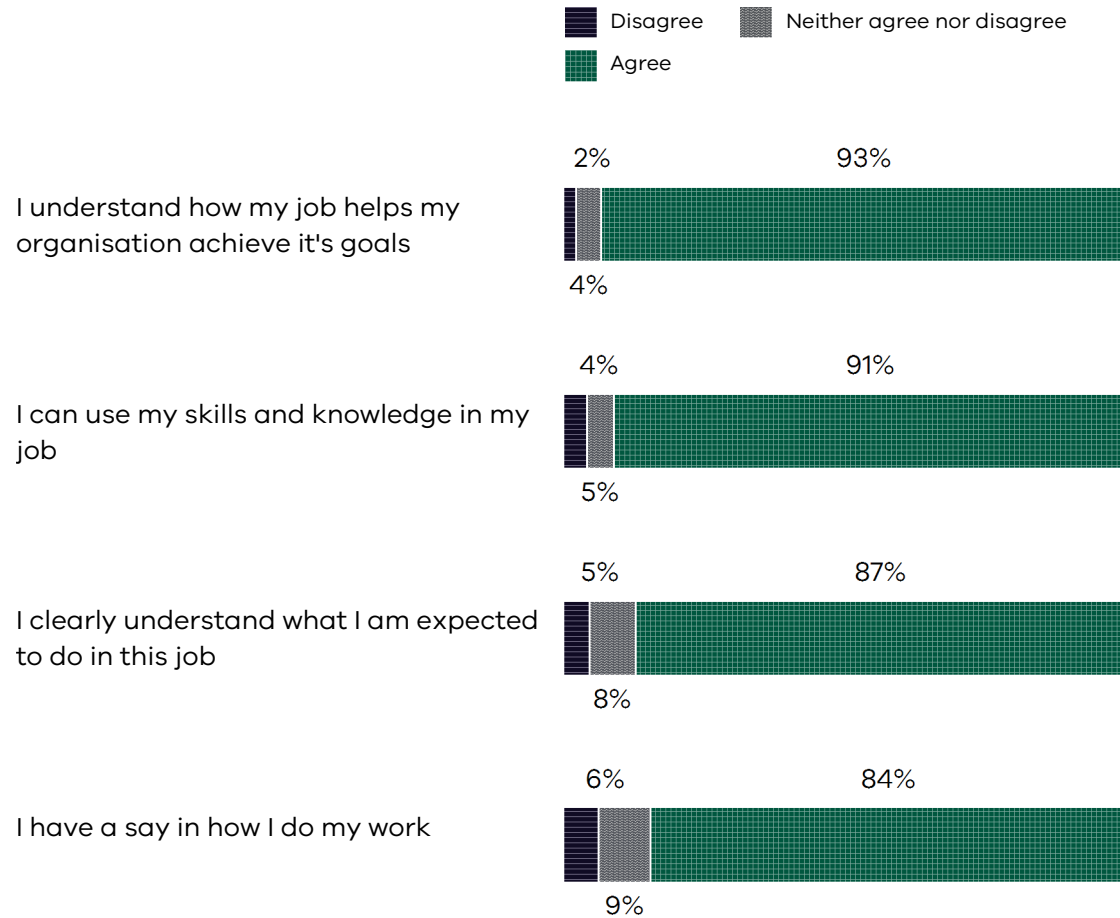
Example

93% of your staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve it's goals'.

Legend: Disagree | Neither agree nor disagree | Agree

Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I understand how my job helps my organisation achieve it's goals	2% / 4% / 93%	Not asked	93 %	79 %	92 %	100 %
I can use my skills and knowledge in my job	4% / 5% / 91%	Not asked	91 %	81 %	91 %	100 %
I clearly understand what I am expected to do in this job	5% / 8% / 87%	83 %	87 %	58 %	84 %	100 %
I have a say in how I do my work	6% / 9% / 84%	Not asked	84 %	67 %	82 %	100 %

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

What this is

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

Why this is important

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

How to read this

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

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

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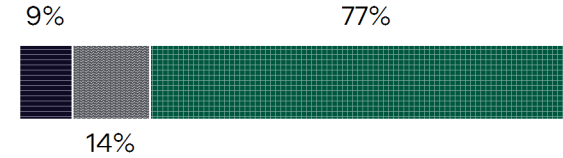
Example

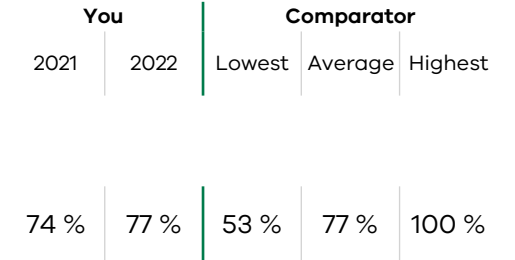77% of your staff who did the survey agreed or strongly agreed with 'I have the authority to do my job effectively'.

| Survey question | Your results | Benchmark agree results |

Survey question

Your results

Benchmark agree results

■ Disagree   ▨ Neither agree nor disagree
▦ Agree

I have the authority to do my job effectively

9%   77%

14%

	You		Comparator		
	2021	2022	Lowest	Average	Highest
	74 %	77 %	53 %	77 %	100 %

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.
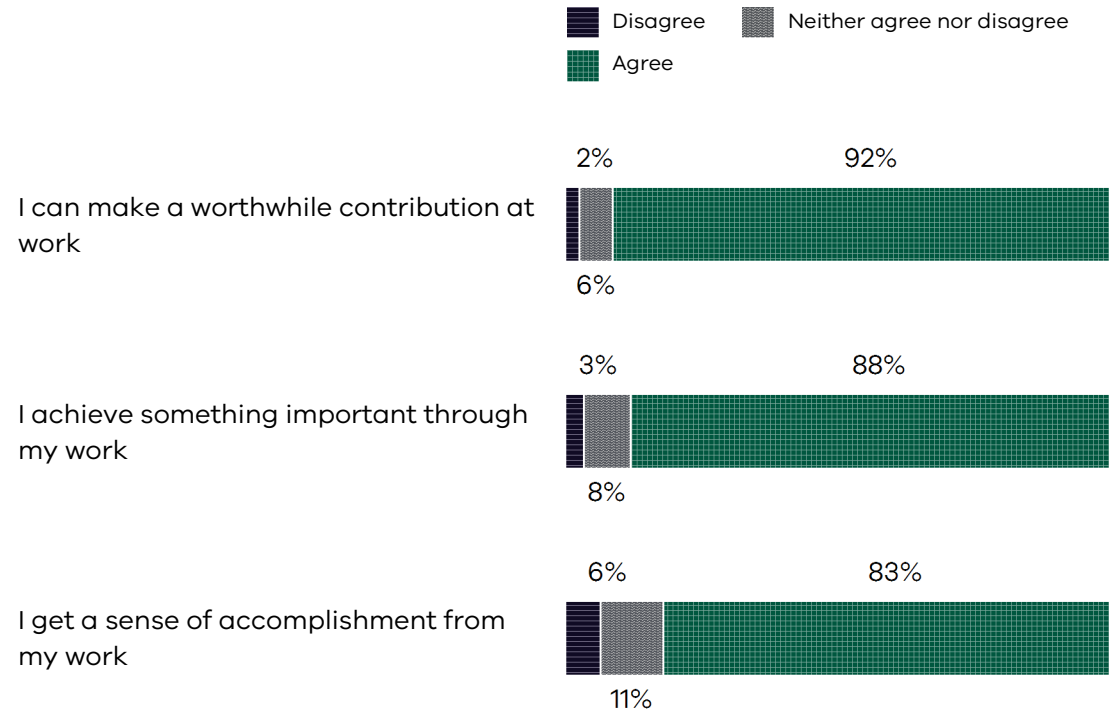
Example

92% of your staff who did the survey agreed or strongly agreed with 'I can make a worthwhile contribution at work'.

Survey question	Your results						

Your results legend: ■ Disagree ▨ Neither agree nor disagree ▦ Agree

	Benchmark agree results				
	You		**Comparator**		
Survey question	2021	2022	Lowest	Average	Highest
I can make a worthwhile contribution at work (2%, 6%, 92%)	Not asked	92 %	75 %	92 %	100 %
I achieve something important through my work (3%, 8%, 88%)	81 %	88 %	76 %	90 %	100 %
I get a sense of accomplishment from my work (6%, 11%, 83%)	78 %	83 %	65 %	85 %	100 %

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.
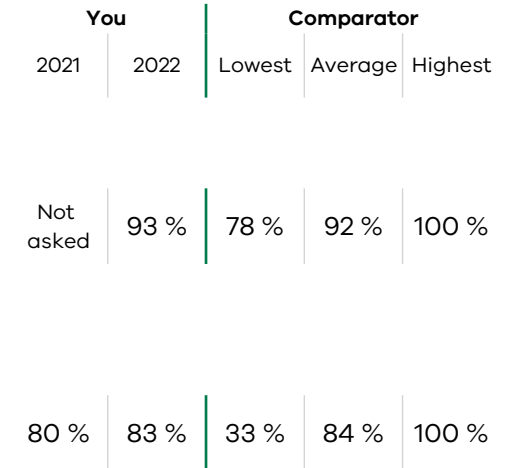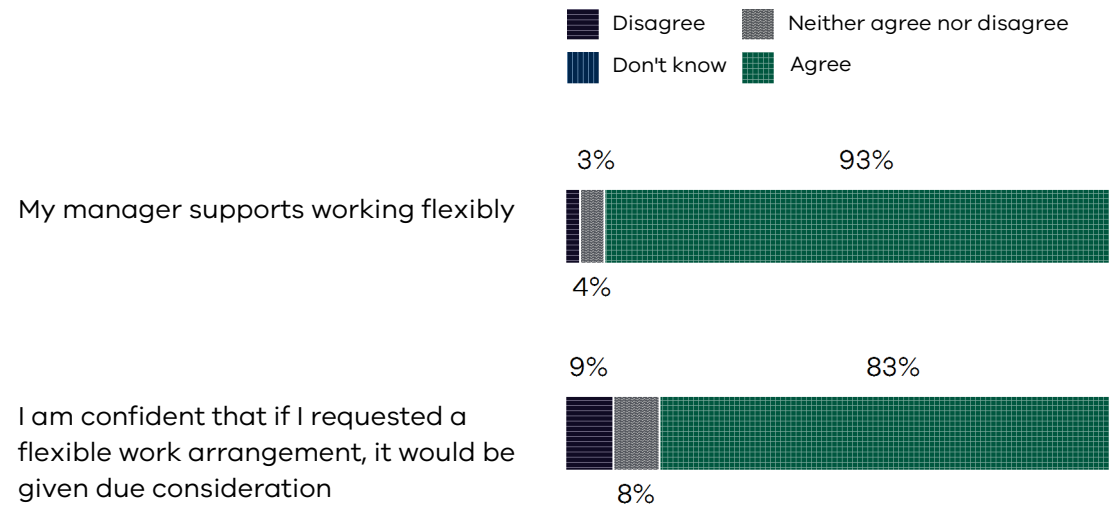
Example

93% 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 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager supports working flexibly	3% / 4% / 93%	Not asked	93 %	78 %	92 %	100 %
I am confident that if I requested a flexible work arrangement, it would be given due consideration	9% / 8% / 83%	80 %	83 %	33 %	84 %	100 %

Victorian Public Sector Commission

VICTORIA State Government

People matter survey
wellbeing check 2022

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- Scorecard: satisfaction, stress, intention to stay, inclusion
- Satisfaction
- Work-related stress levels
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- Scorecard: emotional effects of work
- Scorecard: negative behaviour
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Key differences

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- Senior leadership questions

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Job and manager factors

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Public sector values

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- Cultural diversity
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Victorian Public Sector Commission

VICTORIA State Government

Public sector values

What this is

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

Why this is important

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

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.
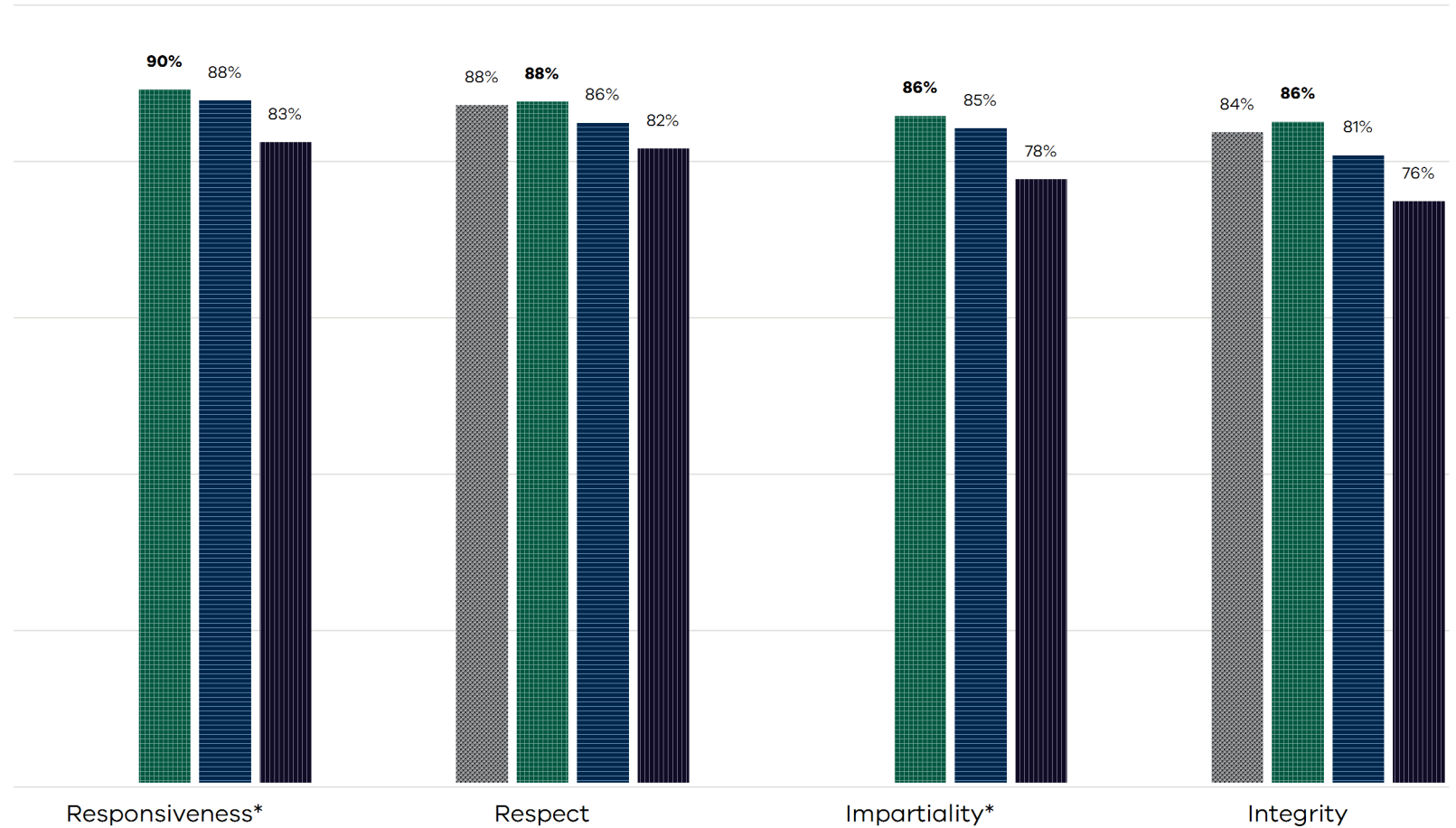
Example

In 2022:

- 90% 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 2021 | You 2022 | Comparator 2022 | Public sector 2022

Responsiveness*: 90%, 88%, 83%
Respect: 88%, 88%, 86%, 82%
Impartiality*: 86%, 85%, 78%
Integrity: 84%, 86%, 81%, 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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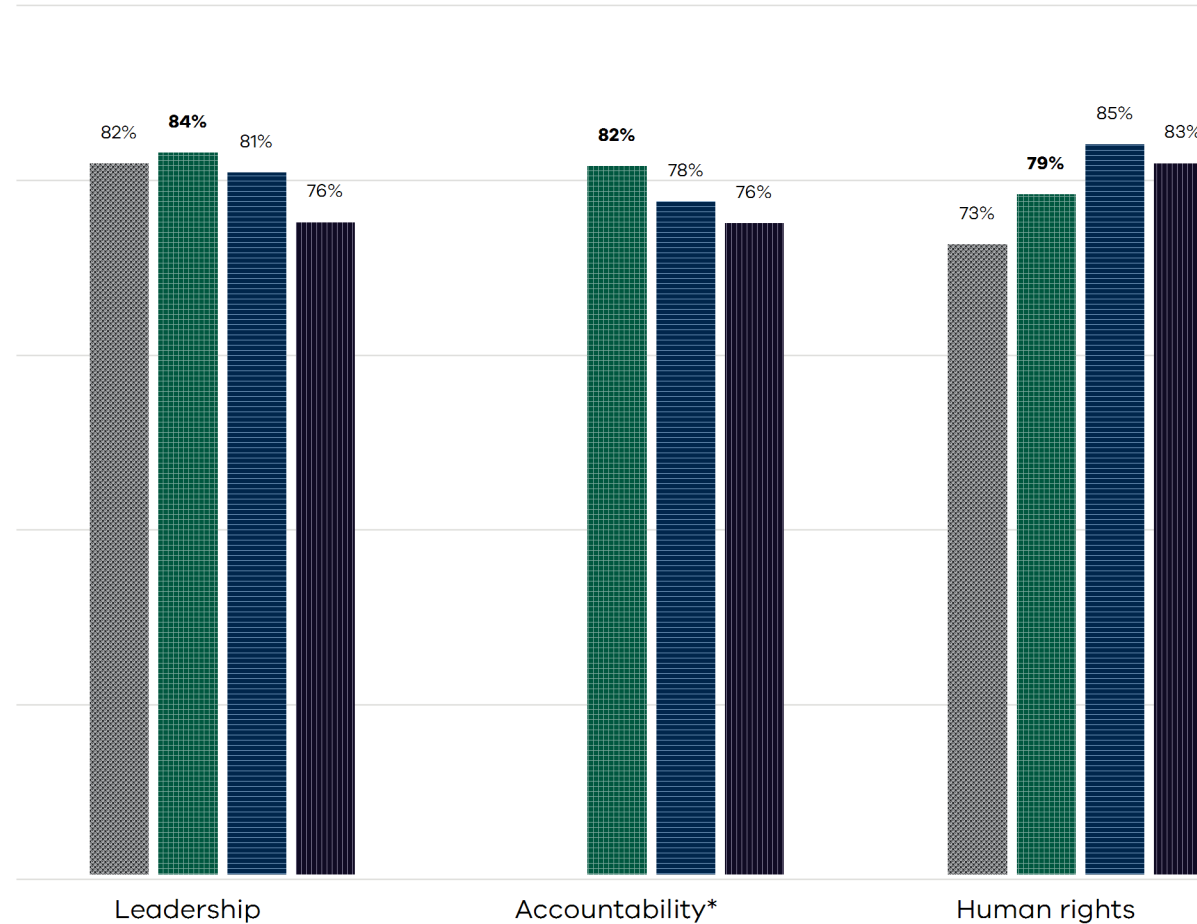
Example

In 2022:

- 84% of your staff who did the survey responded positively to questions about Leadership , which is up 1% in 2021.

Compared to:

- 81% 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 2021 | You 2022 | Comparator 2022 | Public sector 2022

Leadership: 82%, 84%, 81%, 76%
Accountability*: 82%, 78%, 76%
Human rights: 73%, 79%, 85%, 83%

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.
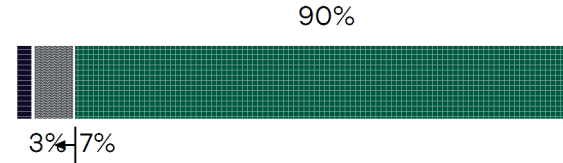
Example

90% of staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.
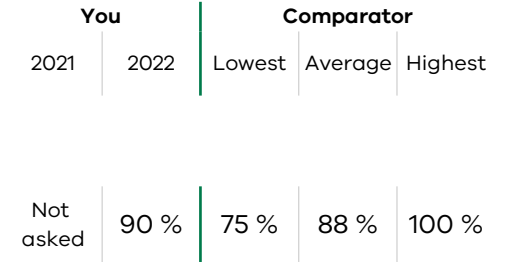
Legend	
■ Disagree	▒ Neither agree nor disagree
▬ Don't know	▦ Agree

My workgroup provides high quality advice and services

90%

3% 7%

Benchmark agree results

	You		Comparator		
	2021	2022	Lowest	Average	Highest
	Not asked	90 %	75 %	88 %	100 %

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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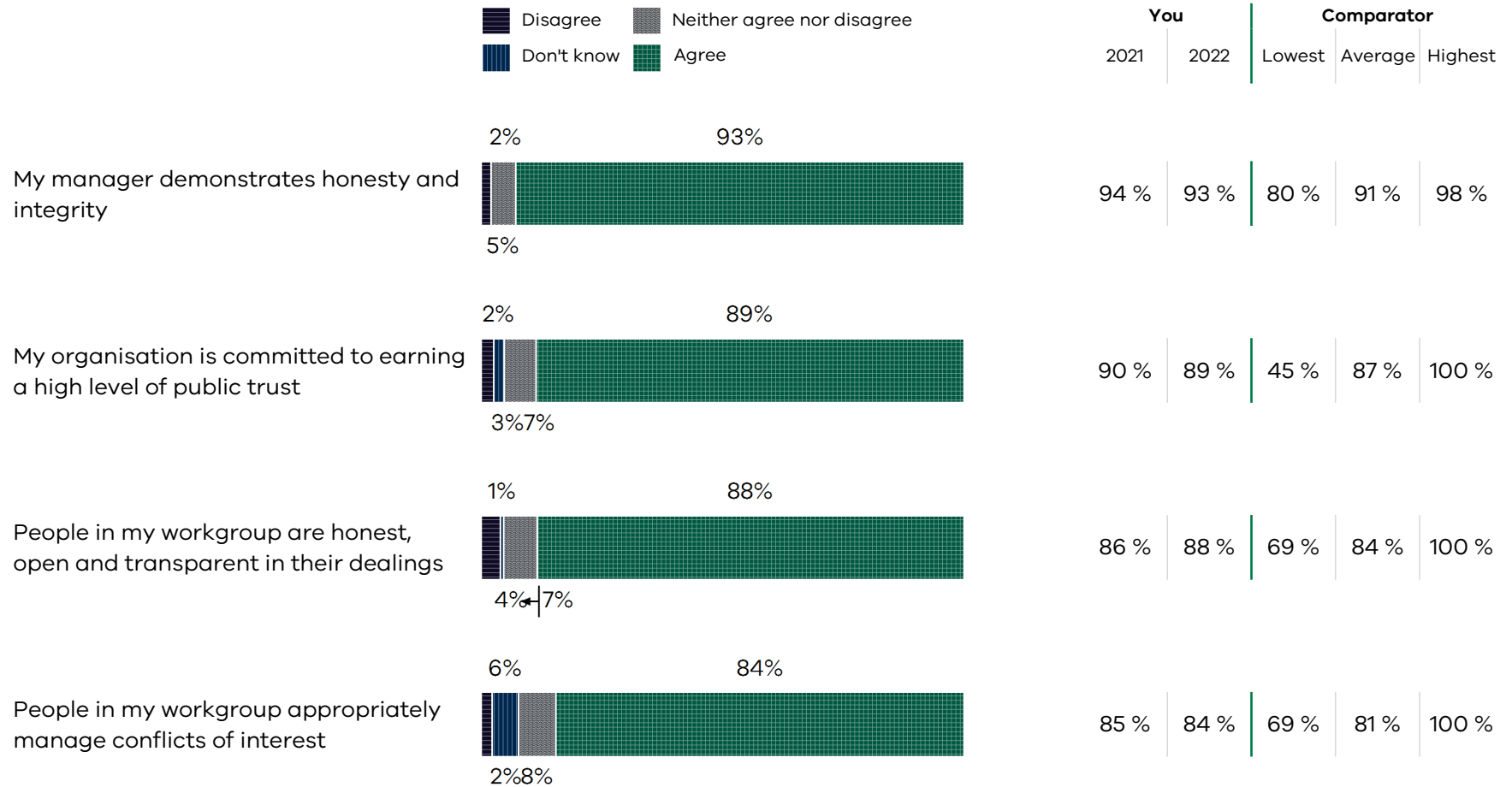
Example

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

Survey question / Your results / Benchmark agree results

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

Survey question		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager demonstrates honesty and integrity	2% / 93% / 5%	94 %	93 %	80 %	91 %	98 %
My organisation is committed to earning a high level of public trust	2% / 89% / 3% 7%	90 %	89 %	45 %	87 %	100 %
People in my workgroup are honest, open and transparent in their dealings	1% / 88% / 4% 7%	86 %	88 %	69 %	84 %	100 %
People in my workgroup appropriately manage conflicts of interest	6% / 84% / 2% 8%	85 %	84 %	69 %	81 %	100 %

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

Integrity 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

82% of staff who did the survey agreed or strongly agreed with 'My organisation does not tolerate improper conduct'.
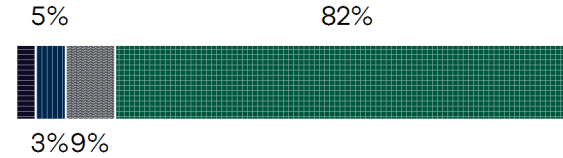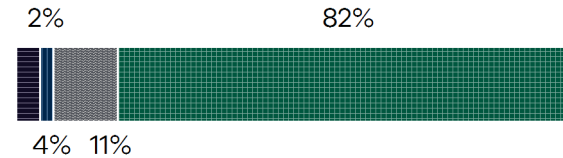
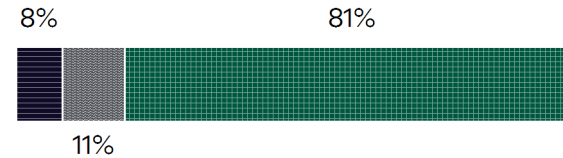| Survey question	Your results					

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

Benchmark agree results

Survey question	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My organisation does not tolerate improper conduct (5% / 82% / 3% / 9%)	81 %	82 %	46 %	75 %	91 %
Senior leaders demonstrate honesty and integrity (2% / 82% / 4% / 11%)	79 %	82 %	43 %	76 %	100 %
I feel safe to challenge inappropriate behaviour at work (8% / 81% / 11%)	76 %	81 %	51 %	76 %	100 %

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

87% of staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.
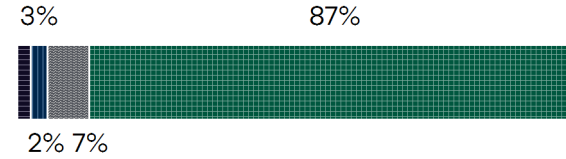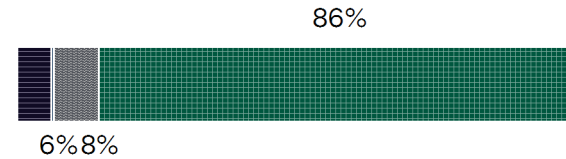
Legend	
Disagree	Neither agree nor disagree
Don't know	Agree

Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup are politically impartial in their work	3% ... 87% / 2% 7%	85 %	87 %	75 %	86 %	100 %
My workgroup acts fairly and without bias	86% / 6% 8%	Not asked	86 %	59 %	84 %	100 %

Public sector values

Accountability 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

93% of staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve it's goals'.
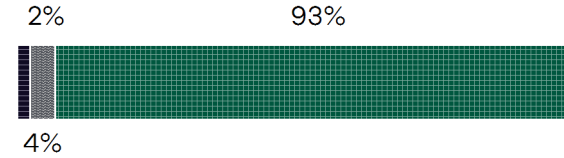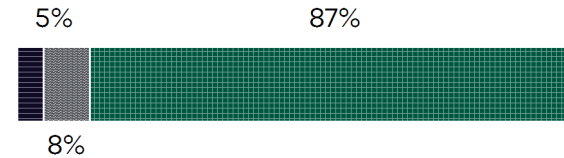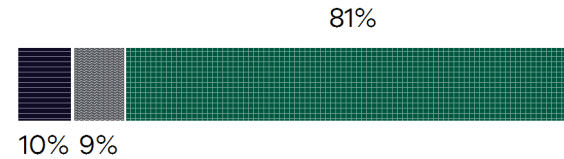
Survey question

Your results

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

Benchmark agree results
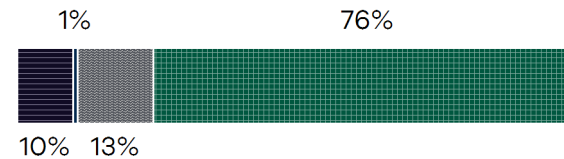
Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I understand how my job helps my organisation achieve it's goals	2% ... 93% / 4%	Not asked	93 %	79 %	92 %	100 %
I clearly understand what I am expected to do in this job	5% ... 87% / 8%	83 %	87 %	58 %	84 %	100 %
My workgroup has clear lines of responsibility	81% / 10% 9%	80 %	81 %	55 %	75 %	100 %
My workgroup uses its resources well	1% ... 76% / 10% 13%	Not asked	76 %	59 %	72 %	88 %

Public sector values

Accountability 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

74% of staff who did the survey agreed or strongly agreed with 'Senior leaders provide clear strategy and direction'.

Survey question

Your results

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

Senior leaders provide clear strategy and direction

1%   74%

12%   13%

Benchmark agree results

	You		Comparator		
	2021	2022	Lowest	Average	Highest
	70 %	74 %	35 %	67 %	100 %
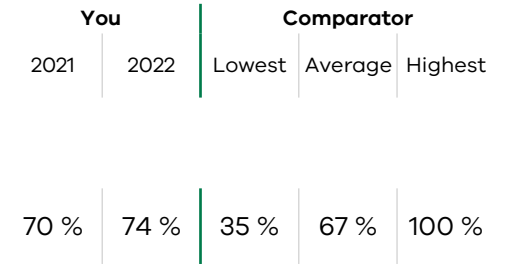
Public sector values

Respect 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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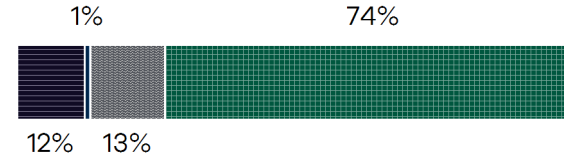
Example

93% of staff who did the survey agreed or strongly agreed with 'People in my workgroup treat each other with respect'.

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

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

Survey question	Disagree	Agree	2021	2022	Lowest	Average	Highest
People in my workgroup treat each other with respect	3%	93% (3%)	92 %	93 %	77 %	90 %	98 %
My manager treats employees with dignity and respect	2%	93% (5%)	93 %	93 %	82 %	91 %	98 %
My organisation encourages respectful workplace behaviours	1%	90% (2% 6%)	89 %	90 %	60 %	87 %	100 %
My manager listens to what I have to say	5%	89% (6%)	91 %	89 %	76 %	88 %	97 %

Public sector values

Respect 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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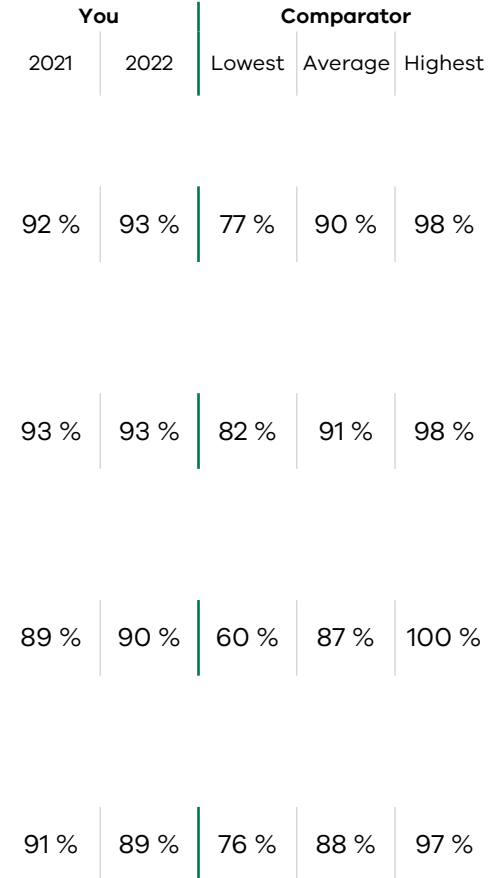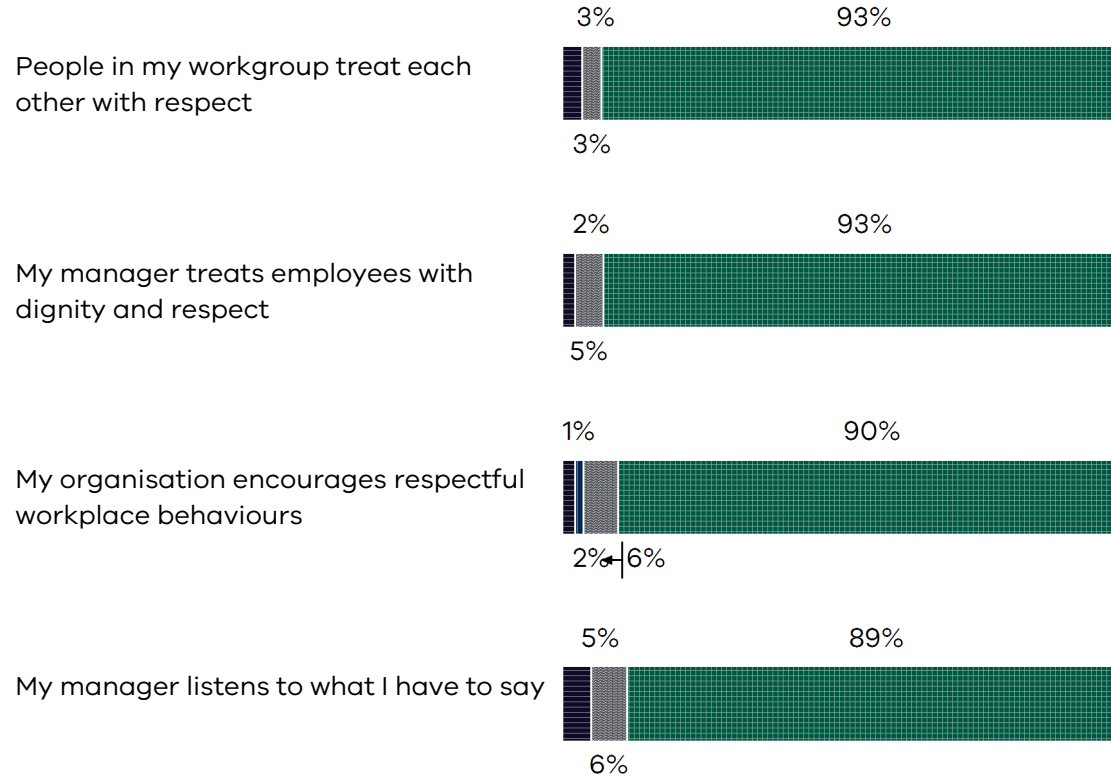
Example

77% 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 | | Neither agree nor disagree |
| | Don't know | | Agree |

My organisation takes steps to eliminate bullying, harassment and discrimination

8%   77%

5%   10%

Benchmark agree results

	You		Comparator		
2021	2022		Lowest	Average	Highest
74 %	77 %		47 %	71 %	97 %
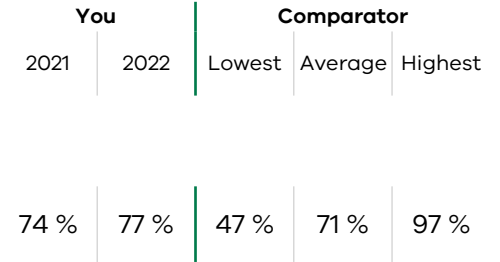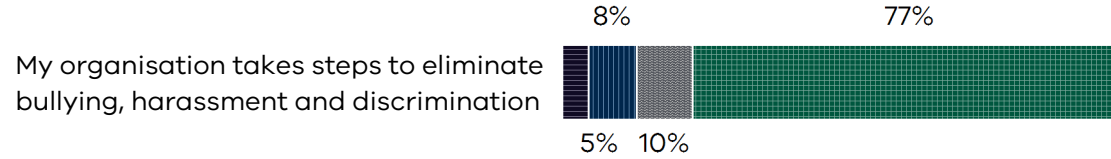
Public sector values

Leadership

What this is

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

Why this is important

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

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

How to read this

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

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

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

Example

90% of staff who did the survey agreed or strongly agreed with 'My manager models my organisation's values'.

Survey question

Your results

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

My manager models my organisation's values

3% | 90%
7%

Senior leaders model my organisation's values

3% | 78%
7% 13%

Benchmark agree results

	You		Comparator		
	2021	2022	Lowest	Average	Highest
My manager models my organisation's values	90 %	90 %	79 %	89 %	96 %
Senior leaders model my organisation's values	75 %	78 %	43 %	74 %	100 %

Victorian Public Sector Commission

VICTORIA State Government
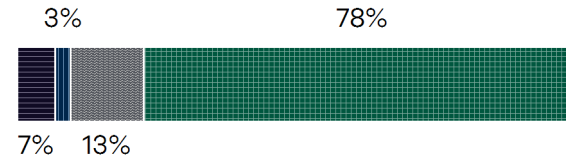
Public sector values

Human rights

What this is

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

Why this is important

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

How to read this

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

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

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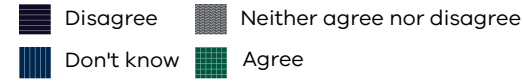
Example

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'.
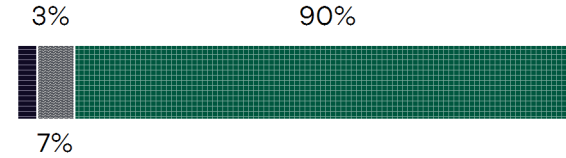
Legend: ■ Disagree ▨ Neither agree nor disagree ▮ Don't know ▨ Agree
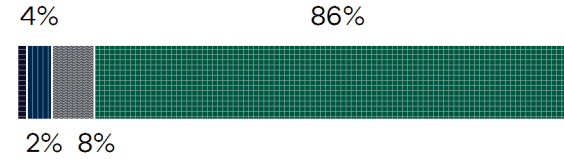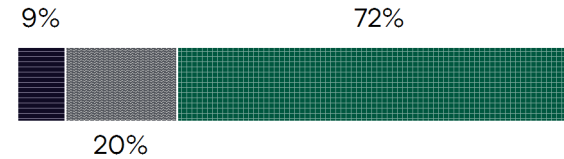
Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My organisation encourages employees to act in ways that are consistent with human rights	4% / 86% / 2% / 8%	83 %	86 %	64 %	87 %	100 %
I understand how the Charter of Human Rights and Responsibilities applies to my work	9% / 72% / 20%	63 %	72 %	67 %	82 %	100 %

People matter survey wellbeing check 2022

Have your say

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- Your comparator group
- Your response rate

Result summary

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- Discrimination
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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

Demographics

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

Victorian Public Sector Commission

VICTORIA State Government

Demographics

Age, gender, variations in sex characteristics and sexual orientation

What this is

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

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

To protect you, we:
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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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Age	(n)	%
15-34 years	**265**	30%
35-54 years	**468**	53%
55+ years	**87**	10%
Prefer not to say	**70**	8%

How would you describe your gender?	(n)	%
Man	**438**	49%
Woman	**382**	43%
Prefer not to say	**64**	7%
Non-binary and I use a different term	**6**	1%

Are you trans, non-binary or gender diverse?	(n)	%
Yes	**6**	1%
No	**823**	92%
Prefer not to say	**61**	7%

To your knowledge, do you have innate variation(s) of sex characteristics (often called intersex)?*	(n)	%
Yes	**1**	0%
No	**820**	92%
Don't know	**16**	2%
Prefer not to say	**53**	6%

How do you describe your sexual orientation?	(n)	%
Straight (heterosexual)	**726**	82%
Prefer not to say	**89**	10%
Gay or lesbian	**29**	3%
Bisexual	**25**	3%
Pansexual	**7**	1%
I use a different term	**7**	1%
Don't know	**5**	1%
Asexual	**2**	0%

Demographics

Aboriginal and/or Torres Strait Islander employees

What this is

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

Why this is important

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

How to read this

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

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Aboriginal and/or Torres Strait Islander	(n)	%
Yes	**6**	1%
Non Aboriginal and/or Torres Strait Islander	**853**	96%
Prefer not to say	**31**	3%

Demographics

Disability

What this is

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

Why this is important

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

How to read this

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

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

How we protect anonymity and privacy

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Do you identify as a person with a disability?

	(n)	%
Yes	**39**	4%
No	**808**	91%
Prefer not to say	**43**	5%

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

	(n)	%
Yes	**20**	51%
No	**19**	49%

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

	(n)	%
My disability does not impact on my ability to perform my role	**7**	37%
I feel that sharing my disability information will reflect negatively on me	**7**	37%
I do not require any adjustments to be made to perform my role	**4**	21%
Other	**1**	5%

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.

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

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Country of birth	(n)	%
Born in Australia	**611**	69%
Not born in Australia	**191**	21%
Prefer not to say	**88**	10%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Other	**69**	33%
Mandarin	**33**	16%
Cantonese	**29**	14%
Hindi	**18**	9%
Arabic	**14**	7%
Italian	**13**	6%
Greek	**9**	4%
Sinhalese	**9**	4%
Urdu	**9**	4%
Spanish	**8**	4%
Vietnamese	**8**	4%
Tamil	**7**	3%

Language other than English spoken with family or community	(n)	%
Yes	**210**	24%
No	**625**	70%
Prefer not to say	**55**	6%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Indonesian	**6**	3%
Filipino	**4**	2%
French	**4**	2%
Punjabi	**4**	2%
German	**2**	1%
Korean	**2**	1%
Macedonian	**2**	1%
Tagalog	**1**	0%

Demographics

What this is

This is the cultural identity and religion of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

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Cultural identity	(n)	%
Australian	589	66%
Prefer not to say	98	11%
English, Irish, Scottish and/or Welsh	96	11%
European (including Western, Eastern and South-Eastern Europe, and Scandinavia)	94	11%
East and/or South-East Asian	67	8%
South Asian	35	4%
Other	29	3%
Middle Eastern	19	2%
Central Asian	14	2%
New Zealander	10	1%
Aboriginal and/or Torres Strait Islander	5	1%
Central and/or South American	4	0%
North American	2	0%
Pacific Islander	2	0%
African	1	0%
Maori	1	0%

Religion	(n)	%
No religion	463	52%
Christianity	222	25%
Prefer not to say	99	11%
Buddhism	28	3%
Other	27	3%
Hinduism	23	3%
Islam	19	2%
Judaism	8	1%
Sikhism	1	0%

Demographics

Employment characteristics 1 of 2

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

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Working arrangement	(n)	%
Full-Time	**824**	93%
Part-Time	**66**	7%

Gross base salary (ongoing/fixed term only)	(n)	%
Below $65k	**19**	2%
$65k to $95k	**164**	19%
$95k to $125k	**200**	23%
$125k or more	**341**	40%
Prefer not to say	**139**	16%

Organisational tenure	(n)	%
<1 year	**249**	28%
1 to less than 2 years	**162**	18%
2 to less than 5 years	**322**	36%
5 to less than 10 years	**124**	14%
10 to less than 20 years	**27**	3%
More than 20 years	**6**	1%

Management responsibility	(n)	%
Non-manager	**497**	56%
Other manager	**199**	22%
Manager of other manager(s)	**194**	22%

Employment type	(n)	%
Fixed term	**560**	63%
Ongoing and executive	**303**	34%
Other	**27**	3%

Demographics

Employment characteristics 2 of 2

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

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Primary workplace location over the last 3 months	(n)	%
Melbourne CBD	**490**	55%
Melbourne: Suburbs	**332**	37%
Large regional city	**34**	4%
Rural	**24**	3%
Other	**10**	1%

What have been your main places of work over the last 3-months?	(n)	%
Your employer's office	**629**	71%
A frontline or service delivery location	**43**	5%
Home or private location	**676**	76%
A shared office space (where two or more organisations share the same workspace e.g. Gov hubs, suburban hubs etc.)	**36**	4%
Other	**18**	2%

Flexible work	(n)	%
No, I do not use any flexible work arrangements	**346**	39%
Working from an alternative location (e.g. home, hub/shared work space)	**267**	30%
Flexible start and finish times	**257**	29%
Part-time	**62**	7%
Other	**40**	4%
Using leave to work flexible hours	**40**	4%
Working more hours over fewer days	**30**	3%
Purchased leave	**22**	2%
Study leave	**9**	1%
Job sharing	**6**	1%
Shift swap	**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.

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Have you requested any of the following adjustments at work?*	(n)	%
No, I have not requested adjustments	567	64%
Flexible working arrangements	294	33%
Physical modifications or improvements to the workplace	39	4%
Job redesign or role sharing	6	1%
Other	6	1%
Accessible communications technologies	4	0%
Career development support strategies	3	0%

Why did you make this request?	(n)	%
Work-life balance	189	59%
Family responsibilities	98	30%
Caring responsibilities	74	23%
Health	58	18%
Other	48	15%
Disability	17	5%
Study commitments	7	2%

What was your experience with making the request?	(n)	%
The adjustments I needed were made and the process was satisfactory	279	86%
The adjustments I needed were made but the process was unsatisfactory	24	7%
The adjustments I needed were not made	20	6%

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.

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Caring responsibility	(n)	%
None of the above	**391**	44%
Primary school aged child(ren)	**159**	18%
Secondary school aged child(ren)	**113**	13%
Child(ren) - younger than preschool age	**105**	12%
Frail or aged person(s)	**74**	8%
Preschool aged child(ren)	**67**	8%
Prefer not to say	**63**	7%
Person(s) with a mental illness	**27**	3%
Person(s) with a medical condition	**23**	3%
Person(s) with disability	**22**	2%
Other	**16**	2%

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