People matter survey wellbeing check 2022

Have your say

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Have your say

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Report overview

About your report

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

Report contents

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

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 74% 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.

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VICTORIA State Government

Report overview

Survey's theoretical framework

What this is

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

Why this is important

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

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

Our public sector values

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

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

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

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

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

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

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

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

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

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

Responsiveness **Integrity** **Impartiality** **Accountability** **Respect** **Leadership** **Human Rights**

Victorian Public Sector Commission

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Report overview

Your comparator group

What this is

This is a list of similar organisations to yours.

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

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

How we use this in your report

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

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

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

Australian Grand Prix Corporation

Fed Square Pty Ltd

Melbourne and Olympic Parks Trust

Victorian Arts Centre Trust

Report overview

Your response rate

What this is

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

Why this is important

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

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

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

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

How to read this

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

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

2021		2022	
38%		**20%**	
(98)		**(152)**	
Comparator	84%	Comparator	36%
Public Sector	39%	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	
73		**70**	
Comparator	77	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 70.

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.
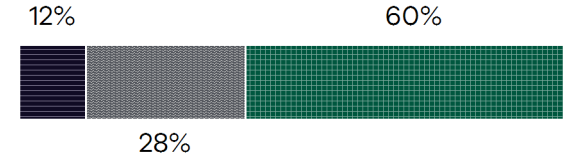
Example

74% 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			You		Comparator		
	Disagree	Neither agree nor disagree	Agree	2021	2022	Lowest	Average	Highest
I am proud to tell others I work for my organisation	5%	22%	74%	85 %	74 %	83 %	86 %	94 %
I would recommend my organisation as a good place to work	10%	18%	72%	79 %	72 %	35 %	71 %	87 %
I feel a strong personal attachment to my organisation	14%	21%	64%	65 %	64 %	60 %	71 %	82 %
My organisation inspires me to do the best in my job	11%	29%	60%	67 %	60 %	60 %	68 %	89 %
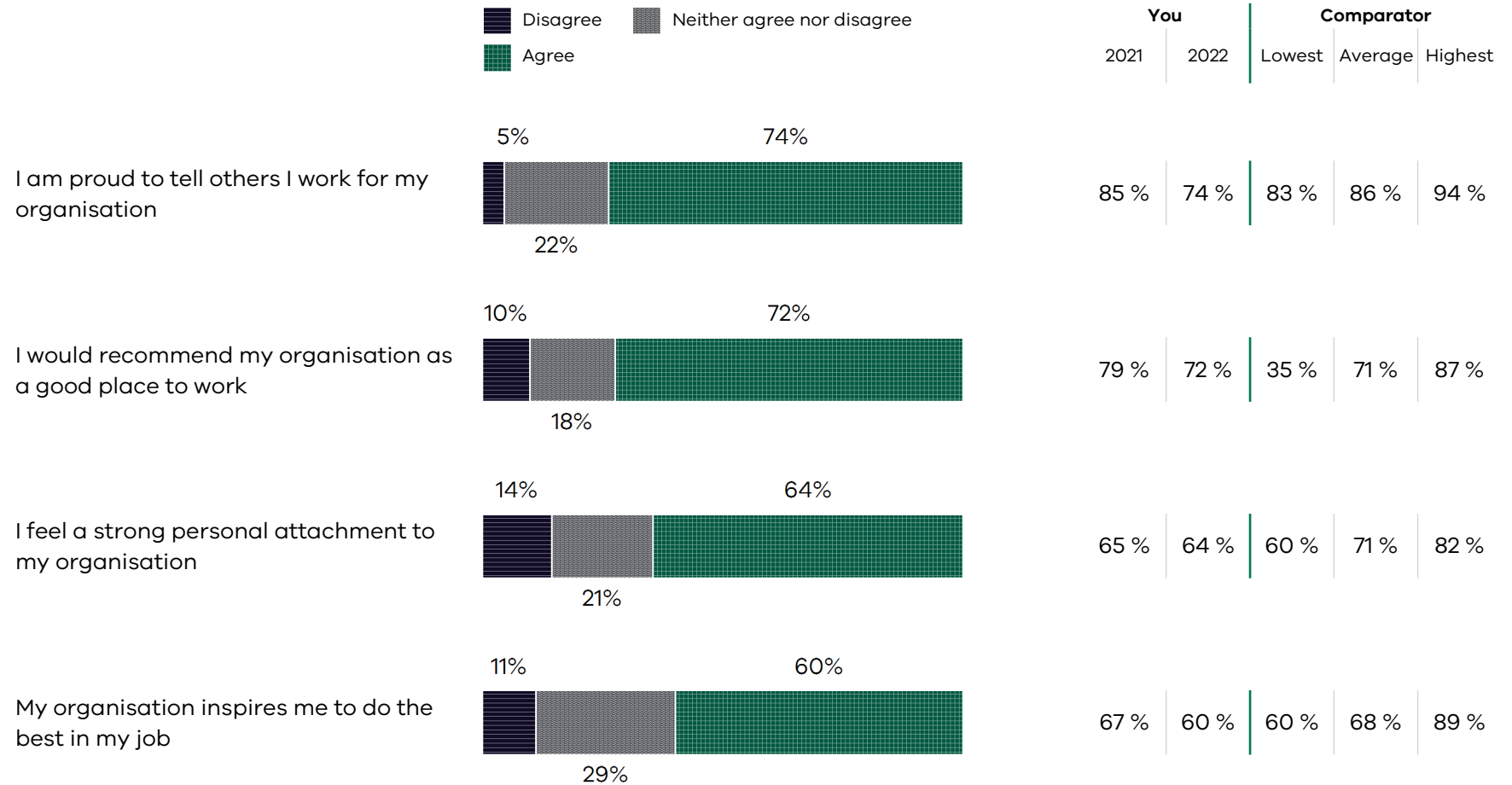
People outcomes

Engagement question results 2 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 70.

Why this is important

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

How to read this

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

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

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

Example

60% of your staff who did the survey agreed or strongly agreed with 'My organisation motivates me to help achieve its objectives'.

Survey question

Your results

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

My organisation motivates me to help achieve its objectives

12% 28% 60%

Benchmark agree results

	You		Comparator		
	2021	2022	Lowest	Average	Highest
	72 %	60 %	63 %	70 %	88 %

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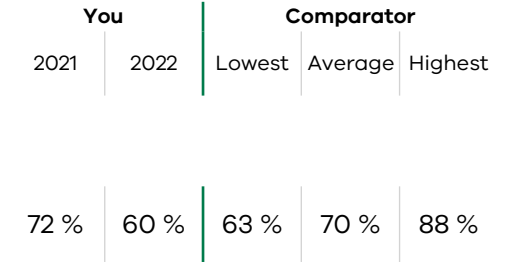
People outcomes

Scorecard: satisfaction, stress, intention to stay, inclusion

What this is

This scorecard provides overall results for satisfaction, high to severe work-related stress, intention to stay and inclusion.

There are more people outcomes scorecards throughout this report.

Why this is important

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

How to read this

Each label represents a group of questions in the survey about people outcomes.

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

Example

In 2022:

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

Compared to:

- 79% of staff at your comparator and 78% of staff across the public sector.
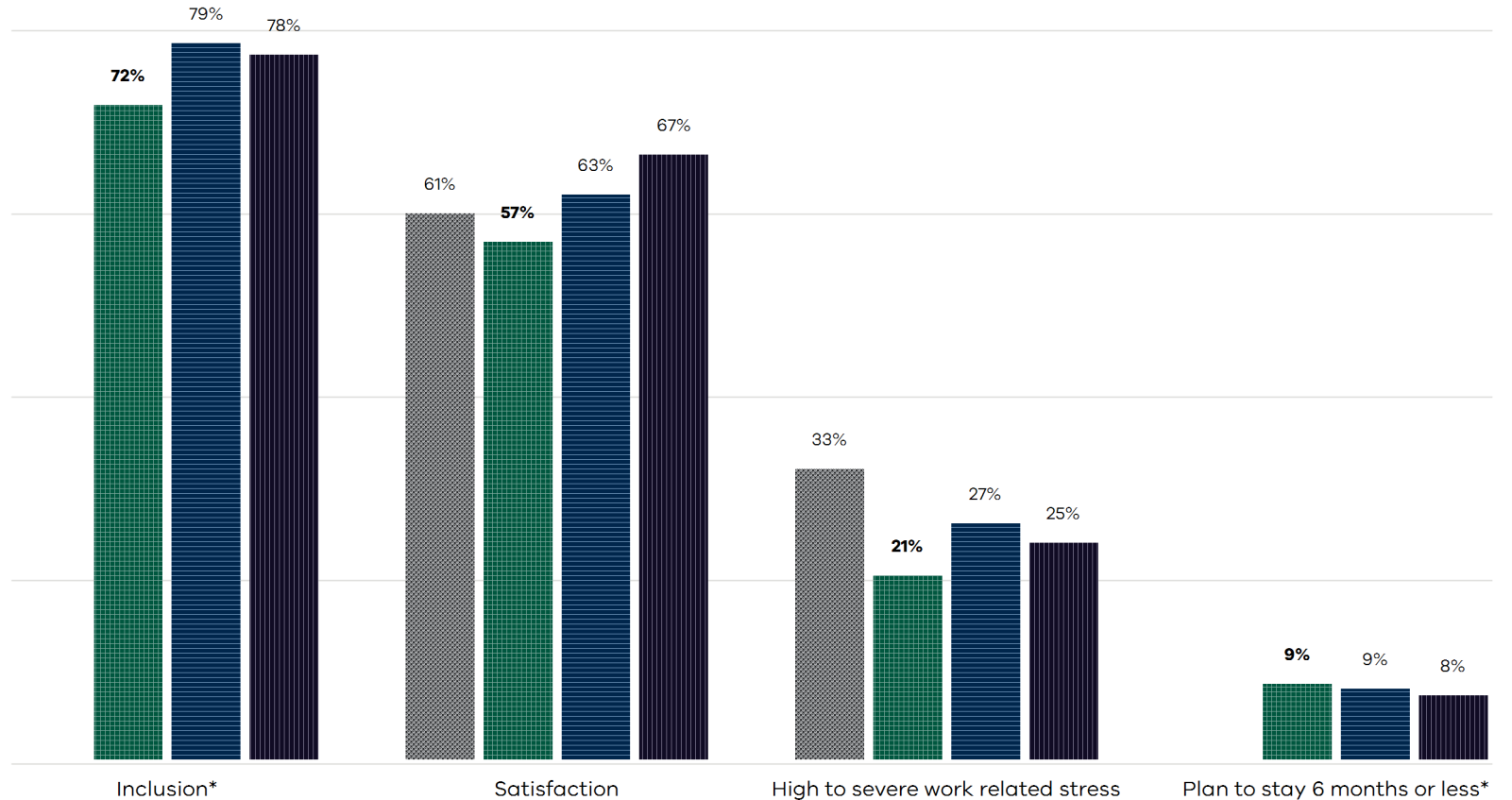
*We can't compare some data here because one or more questions were not asked in a previous survey

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

Chart data:
- Inclusion*: You 2022 72%, Comparator 2022 79%, Public sector 2022 78%
- Satisfaction: You 2021 61%, You 2022 57%, Comparator 2022 63%, Public sector 2022 67%
- High to severe work related stress: You 2021 33%, You 2022 21%, Comparator 2022 27%, Public sector 2022 25%
- Plan to stay 6 months or less*: You 2022 9%, Comparator 2022 9%, Public sector 2022 8%

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

63% of your staff who did the survey were satisfied or very satisfied with 'Considering everything, how satisfied are you with your current job'.

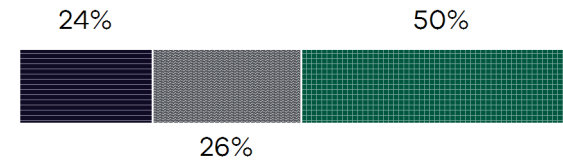| Survey question | Your results | Benchmark satisfied results |

Legend: ■ Dissatisfied ▨ Neither satisfied nor dissatisfied ▦ Satisfied
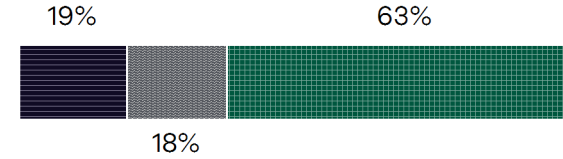
	You		Comparator		
	2021	2022	Lowest	Average	Highest
Considering everything, how satisfied are you with your current job — 19% Dissatisfied, 18% Neither, 63% Satisfied	67 %	63 %	63 %	73 %	88 %
How satisfied are you with the work/life balance in your current job — 22% Dissatisfied, 19% Neither, 59% Satisfied	68 %	59 %	35 %	61 %	87 %
How satisfied are you with your career development within your current organisation — 24% Dissatisfied, 26% Neither, 50% Satisfied	46 %	50 %	39 %	53 %	69 %
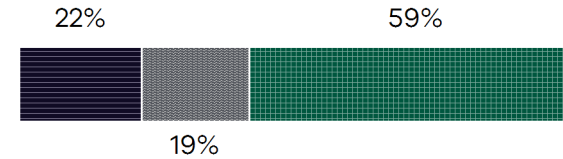
People outcomes

Work-related stress levels

What this is

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

Why this is important

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

How to read this

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

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

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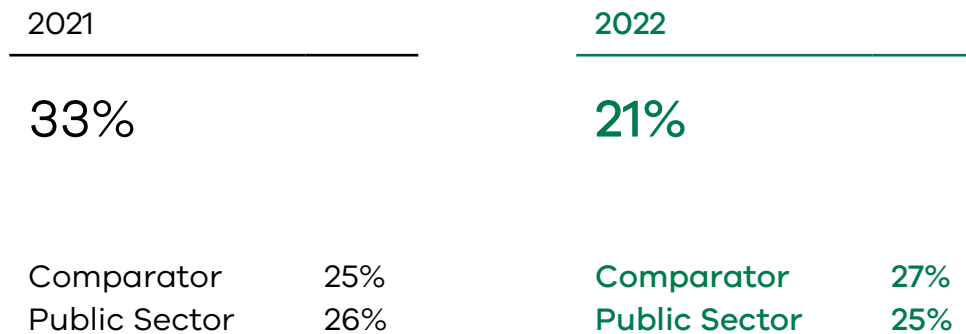
Example

21% of your staff who did the survey said they had high to severe stress in 2022. This is compared to 27% of staff in your comparator group and 25% of staff across the public sector.

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

Nil	5%
Low / mild	35%
Moderate	39%
High	12%
Very high	8%
Severe	1%
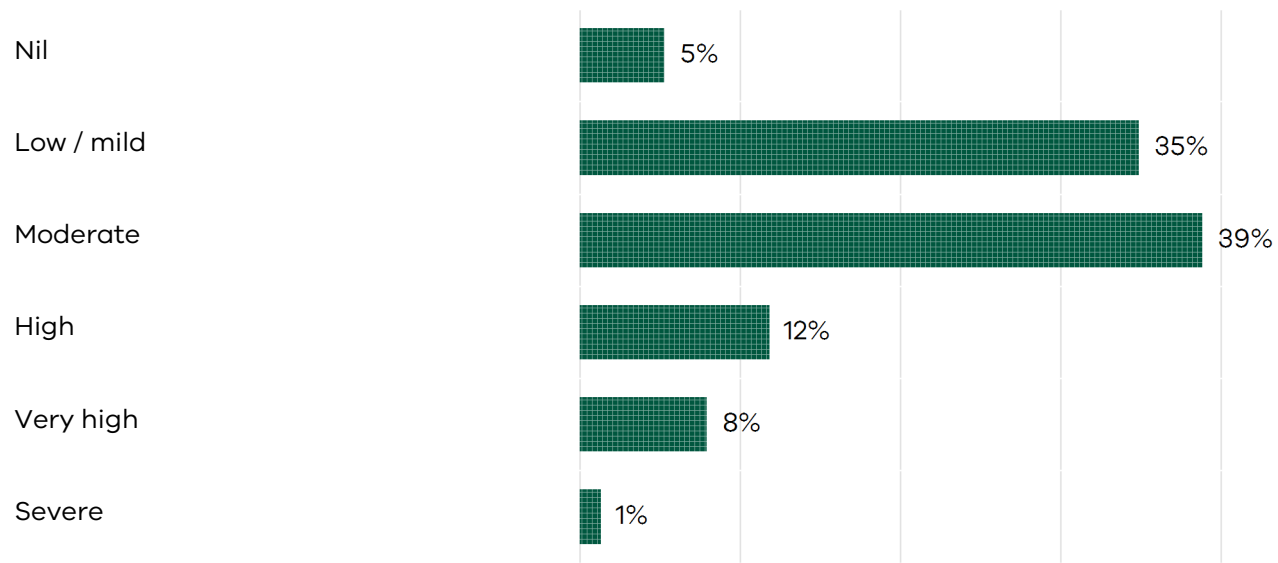
Reported levels of high to severe stress

2021		2022	
33%		**21%**	
Comparator	25%	Comparator	27%
Public Sector	26%	Public Sector	25%

People outcomes

Work-related stress causes

What this is

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

Why this is important

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

How to read this

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

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

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

Example

95% of your staff who did the survey said they experienced mild to severe stress.

Of that 95%, 43% said the top reason was 'Workload'.

144	8
95%	5%

■ Experienced some work-related stress　　■ Did not experience some work-related stress
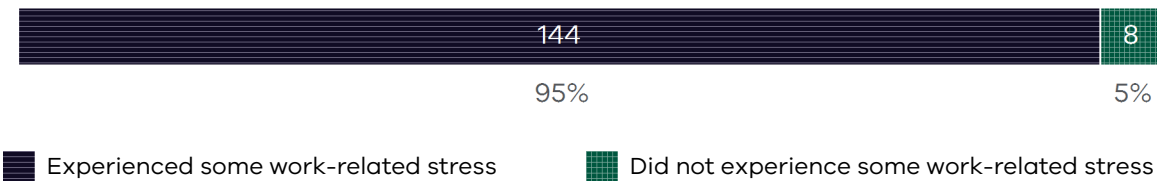
Of those that experienced work related stress it was from …	You 2021	You 2022	Comparator 2022	Public sector 2022
Workload	47%	43%	48%	51%
Time pressure	35%	34%	45%	44%
Management of work (e.g. supervision, training, information, support)	8%	21%	17%	12%
Social environment (e.g. relationships with colleagues, manager and/or senior leaders)	8%	19%	9%	10%
Dealing with clients, patients or stakeholders	18%	17%	24%	15%
Organisation or workplace change	15%	17%	13%	13%
Unclear job expectations	17%	15%	11%	14%
Work schedule or hours	3%	13%	15%	6%
Content, variety, or difficulty of work	22%	12%	7%	11%
Competing home and work responsibilities	7%	11%	13%	14%

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

9% 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	9%	9%	8%
Over 6 months and up to 1 year	17%	10%	10%
Over 1 year and up to 3 years	26%	34%	25%
Over 3 years and up to 5 years	13%	17%	16%
Over 5 years	35%	30%	41%

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People outcomes

Inclusion question results

What this is

This is how included staff feel in their workplace.

Why this is important

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

How to read this

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

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

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

Example

80% of your staff who did the survey agreed or strongly agreed with 'I can be myself at work'.

Survey question

Your results

■ Disagree ▨ Neither agree nor disagree ▨ Agree

Survey question	Your results	Benchmark agree results

Benchmark agree results
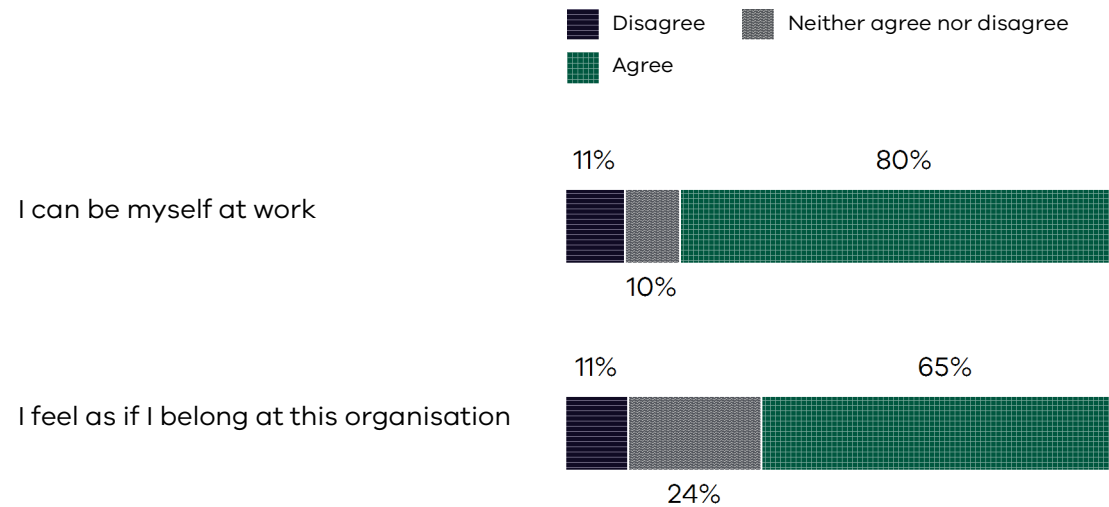
	You		Comparator		
	2021	2022	Lowest	Average	Highest
I can be myself at work	11% / 10% / 80%	Not asked	80 %	79 %	83 %	94 %
I feel as if I belong at this organisation	11% / 24% / 65%	Not asked	65 %	71 %	75 %	88 %

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People outcomes

Inclusion - Barriers to success

What this is

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

Why this is important

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

How to read this

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

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

Example

11% of your staff who did the survey said they have experienced barriers to success in the last 12 months due to 'My mental health'.

Staff who experienced one or more barriers to success at work

51	101
34%	66%

■ Experienced barriers   ▦ Did not experience barriers
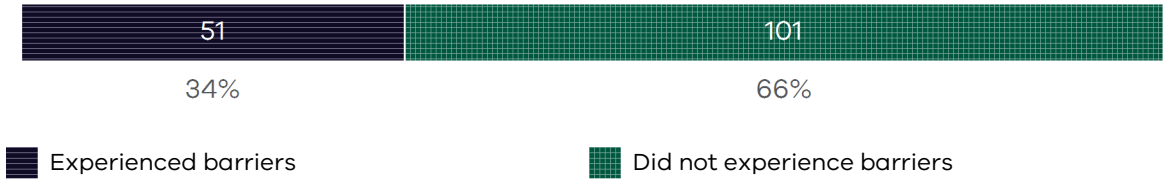
During the last 12 months, employees experienced barriers to their success due to ...	You 2022	Comparator 2022	Public sector 2022
My mental health	11%	11%	7%
My caring responsibilities	9%	7%	7%
My age	8%	10%	8%
My cultural background	6%	3%	3%
My sex	5%	8%	4%
Other	5%	2%	4%
My physical health	4%	4%	4%
My identity as an Aboriginal and/or Torres Strait Islander	1%	0%	0%
My industrial activity	1%	2%	1%
My race	1%	2%	1%

People outcomes

Scorecard: emotional effects of work

What this is

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

Why this is important

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

How to read this

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

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

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

Example

In 2022:

- 47% of your staff who did the survey said work made them feel happy in 2022, which is up from 44% in 2021

Compared to:

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

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

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

Happy: You 2021 44%, You 2022 47%, Comparator 2022 64%, Public sector 2022 54%
Enthusiastic: You 2021 40%, You 2022 43%, Comparator 2022 58%, Public sector 2022 49%
Worried: You 2021 43%, You 2022 37%, Comparator 2022 33%, Public sector 2022 31%
Miserable: You 2021 11%, You 2022 24%, Comparator 2022 17%, Public sector 2022 17%
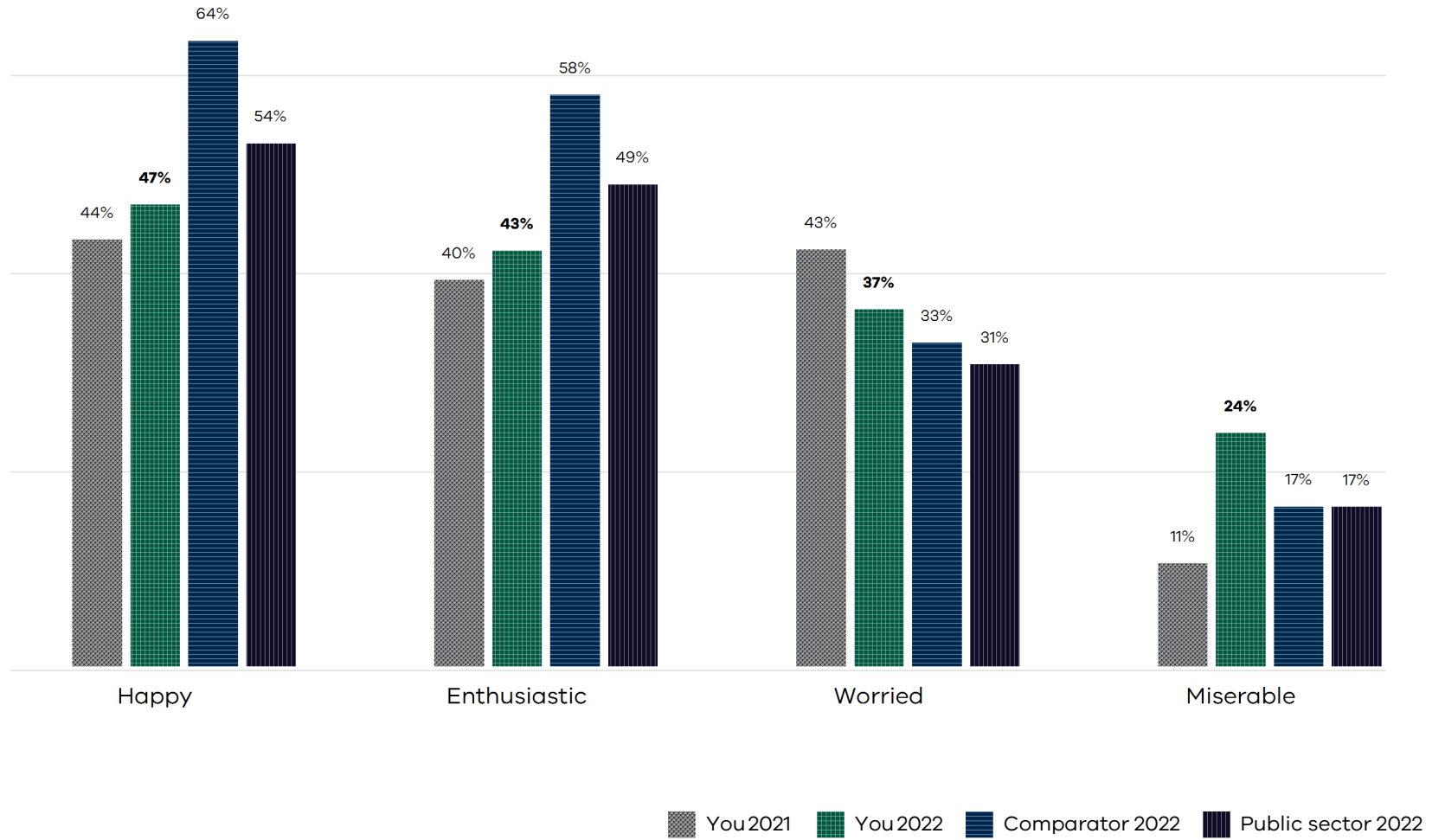
People outcomes

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:

- 14% of your staff who did the survey stated they experienced 'Bullying' in the last 12 months which is up from 11% in 2021.

Compared to:

- 12% of staff at your comparator and 11% of staff across the public sector.

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

Bullying: You 2021 11%, You 2022 14%, Comparator 2022 12%, Public sector 2022 11%

Sexual harassment: You 2021 6%, You 2022 11%, Comparator 2022 9%, Public sector 2022 4%

Violence or aggression: You 2021 6%, You 2022 8%, Comparator 2022 15%, Public sector 2022 10%

Discrimination: You 2021 1%, You 2022 3%, Comparator 2022 6%, Public sector 2022 5%
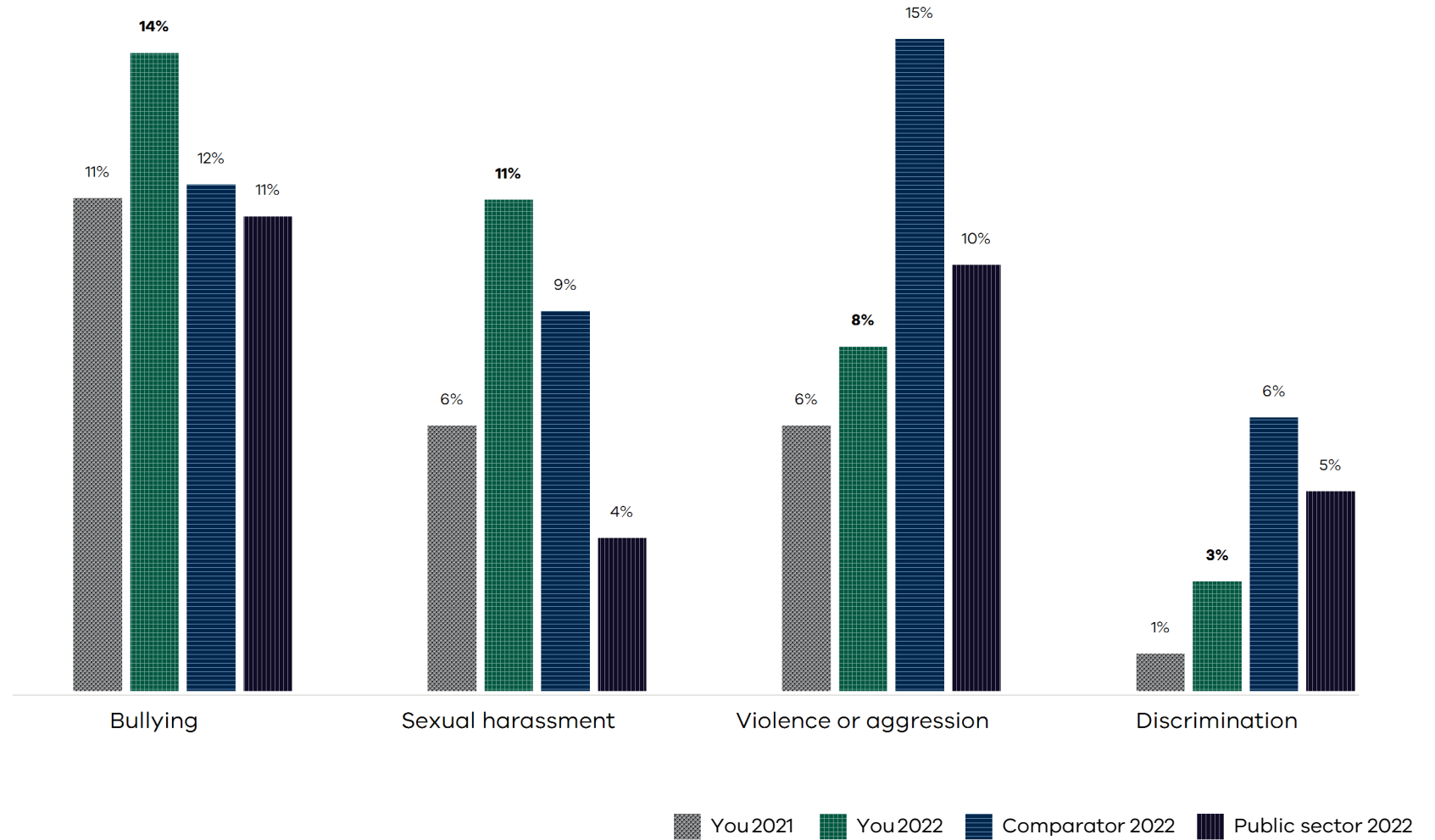
People outcomes

Bullying

What this is

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

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

14% of your staff who did the survey said they experienced bullying.

Of that 14%, 73% 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?	22	109	21
	14%	72%	14%

Legend: ■ Experienced bullying ▧ Did not experience bullying ▨ Not sure
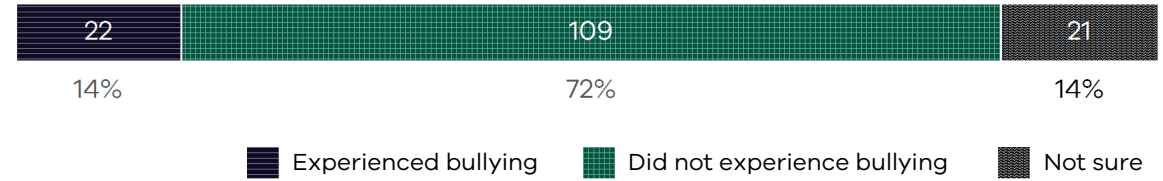
If you experienced bullying, what type of bullying did you experience?	You 2021	You 2022	Comparator 2022	Public sector 2022
Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)	82%	73%	75%	71%
Intimidation and/or threats	18%	27%	30%	30%
Other	0%	27%	6%	15%
Exclusion or isolation	64%	23%	30%	43%
Withholding essential information for me to do my job	45%	14%	25%	33%
Verbal abuse	18%	9%	32%	19%

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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

14% of your staff who did the survey said they experienced bullying, of which

- 41% said the top way they reported the bullying was 'Told a colleague'.
- 95% said they didn't submit a formal complaint.

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

22	109	21
14%	72%	14%

■ Experienced bullying ▦ Did not experience bullying ▨ Not sure
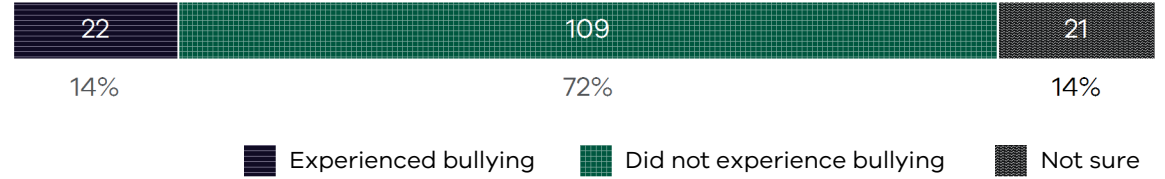
Did you tell anyone about the bullying?	You 2021	You 2022	Comparator 2022	Public sector 2022
Told a colleague	27%	41%	43%	41%
Told a manager	27%	41%	47%	49%
Told a friend or family member	27%	32%	32%	35%
Told Human Resources	0%	23%	21%	13%
I did not tell anyone about the bullying	36%	18%	13%	12%
Told someone else	18%	14%	6%	12%
Told the person the behaviour was not OK	0%	9%	19%	17%
Submitted a formal complaint	0%	5%	13%	11%
Told employee assistance program (EAP) or peer support	18%	5%	4%	10%

People outcomes

Bullying - reasons for not submitting a formal complaint

What this is

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

Why this is important

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

How to read this

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

Example

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

- 33% said the top reason was 'I believed there would be negative consequences for my reputation'.

Did you submit a formal complaint?

| 1 | 21 |
| 5% | 95% |

■ Submitted formal complaint   ■ Did not submit a formal complaint
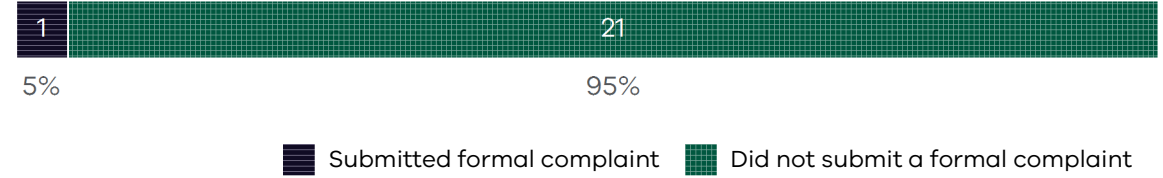
What was your reason for not submitting a formal complaint?	You 2021	You 2022	Comparator 2022	Public sector 2022
I believed there would be negative consequences for my reputation	45%	33%	50%	52%
I didn't think it would make a difference	27%	33%	37%	51%
I didn't think it was serious enough	0%	24%	20%	16%
I believed there would be negative consequences for my career	18%	19%	46%	41%
I didn't feel safe to report the incident	27%	19%	15%	19%
I didn't need to because I no longer had contact with the person(s) who bullied me	0%	14%	11%	7%
I thought the complaint process would be embarrassing or difficult	18%	14%	11%	13%
Other	9%	14%	2%	12%
I didn't know how to make a complaint	27%	10%	9%	5%
I didn't know who to talk to	27%	10%	2%	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, 14% 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

14% of your staff who did the survey said they experienced bullying.

Of that 14%, 45% said it was by 'Colleague'.

22 people (14% of staff) experienced bullying (You 2022)
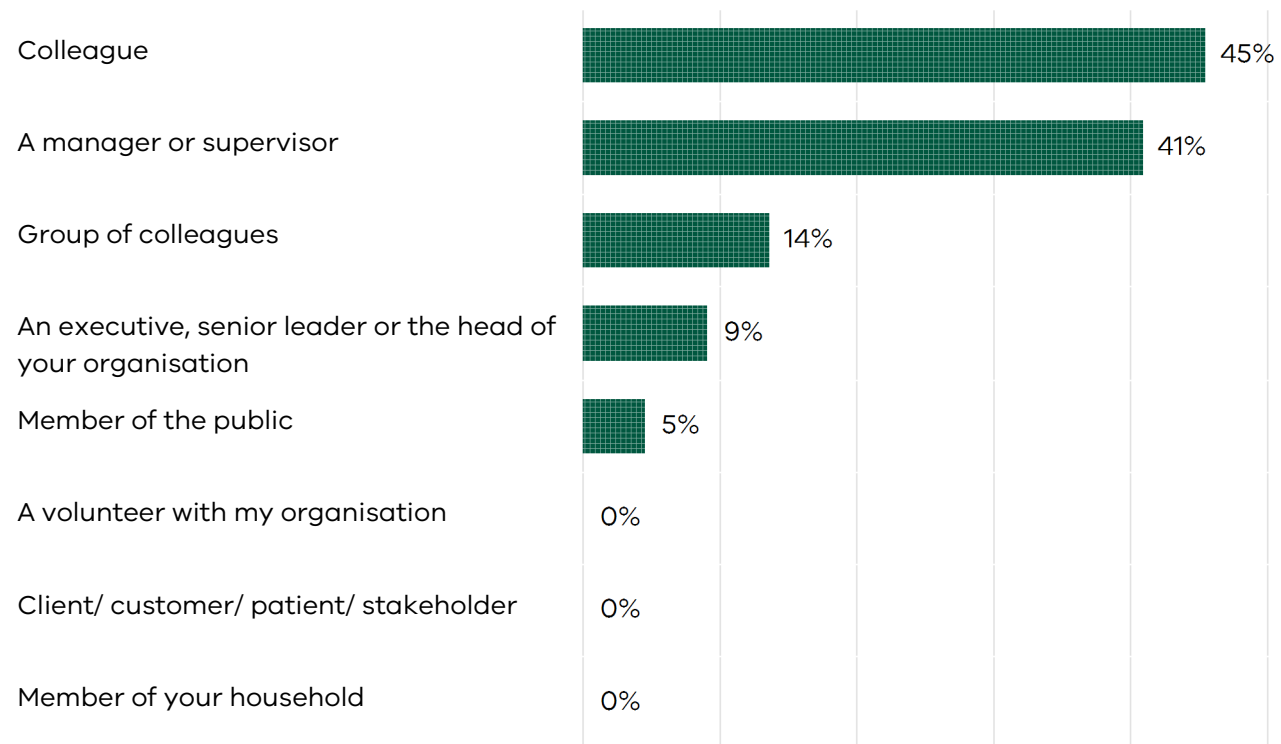
Perpetrator	%
Colleague	45%
A manager or supervisor	41%
Group of colleagues	14%
An executive, senior leader or the head of your organisation	9%
Member of the public	5%
A volunteer with my organisation	0%
Client/ customer/ patient/ stakeholder	0%
Member of your household	0%

People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

In this year's survey, 14% 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

14% of your staff who did the survey said they experienced bullying.

Of that 14%, 95% said it was by someone within the organisation.

Of that 95%, 67% said it was 'They were in my workgroup'.

21 people (95% of staff who experienced bullying) experienced bullying from within your organisation (You 2022)

They were in my workgroup	67%
They were outside my workgroup	33%
They were my immediate manager or supervisor	19%
They were someone I supervise or manage	0%
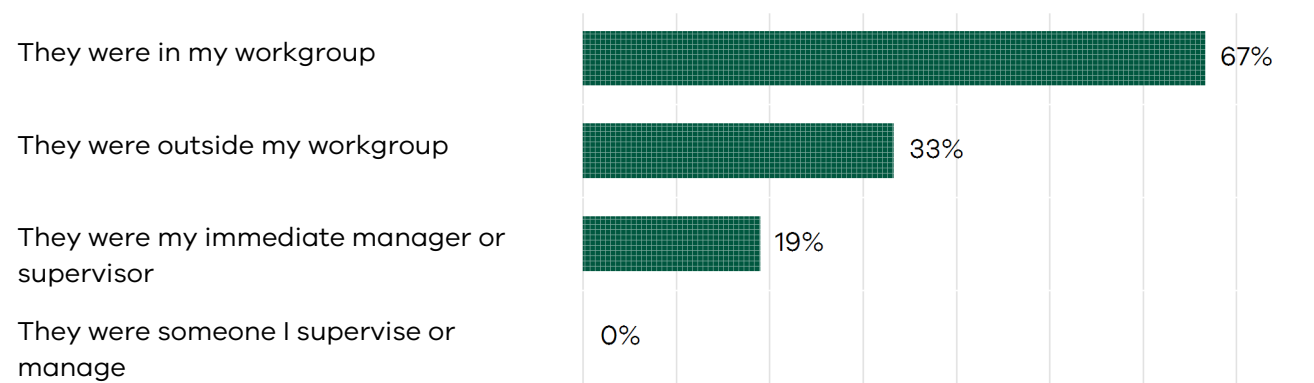
People outcomes

Sexual harassment

What this is

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

Why this is important

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

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

11% of your staff who did the survey said they experienced sexual harassment.

Of those, 47% 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?

17	135
11%	89%

■ Experienced sexual harassment   ▧ Did not experience sexual harassment
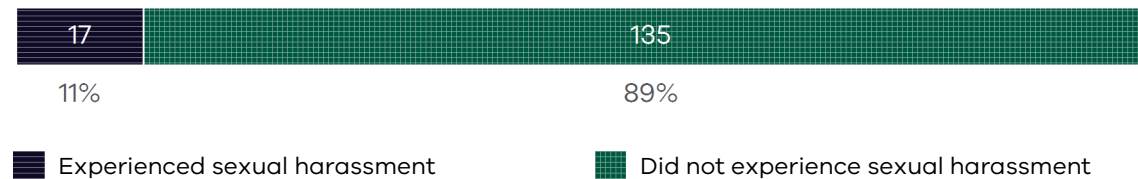
Behaviours reported	You 2022	Comparator 2022	Public sector 2022
Intrusive questions about your private life or comments about your physical appearance	47%	33%	46%
Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)	29%	53%	49%
Unwelcome touching, hugging, cornering or kissing	24%	5%	11%
Inappropriate physical contact (including momentary or brief physical contact)	18%	25%	14%
Any other unwelcome conduct of a sexual nature	12%	3%	6%
Inappropriate staring or leering that made you feel intimidated	12%	20%	14%
Repeated or inappropriate invitations to go out on dates	12%	10%	3%
Repeated or inappropriate advances on email, social networking websites or internet chat rooms by a work colleague	6%	3%	3%
Request or pressure for sex or other sexual acts	0%	0%	1%
Sexual gestures, indecent exposure or inappropriate display of the body	0%	3%	3%

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

11% of your staff who did the survey said they experienced sexual harassment.

Of those, 35% said their top response was 'Avoided the person(s) by staying away from them'.

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

17	135
11%	89%

■ Experienced sexual harassment   ▦ Did not experience sexual harassment
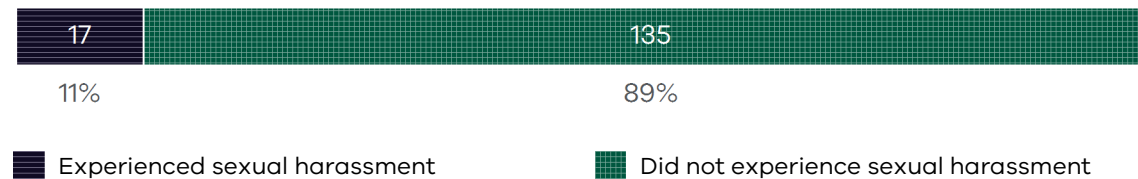
When the harassment happened to you, did you respond in any of the following ways?	You 2022	Comparator 2022	Public sector 2022
Avoided the person(s) by staying away from them	35%	48%	32%
Pretended it didn't bother you	35%	45%	43%
Tried to laugh it off or forget about it	35%	55%	37%
Told a colleague	24%	28%	24%
Told a manager	24%	20%	17%
Told Human Resources	24%	3%	4%
Told the person the behaviour was not OK	24%	23%	22%
Submitted a formal complaint	18%	3%	5%
Told a friend or family member	18%	33%	21%
Took time off work	12%	8%	5%

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

82% of your staff who experienced sexual harassment did not submit a formal complaint, of which:

- 57% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal complaint?

3	14
18%	82%

■ Submitted formal complaint   ▦ Did not submit a formal complaint
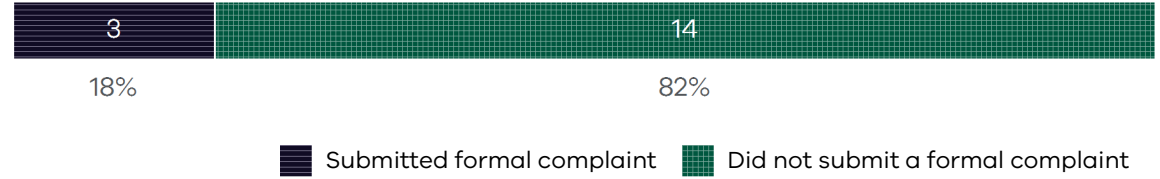
What was your reason for not submitting a formal complaint?	You 2022	Comparator 2022	Public sector 2022
I didn't think it would make a difference	57%	33%	38%
I didn't need to because I no longer had contact with the person(s) who harassed me	43%	26%	8%
I didn't think it was serious enough	43%	49%	44%
I believed there would be negative consequences for my reputation	29%	38%	33%
I believed there would be negative consequences for the person I was going to complain about	29%	18%	13%
I didn't need to because I made the harassment stop	14%	8%	9%
I believed there would be negative consequences for my career	7%	21%	24%
I didn't feel safe to report the incident	7%	8%	10%
I thought the complaint process would be embarrassing or difficult	7%	26%	13%

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, 11% of your staff said they experienced sexual harassment.

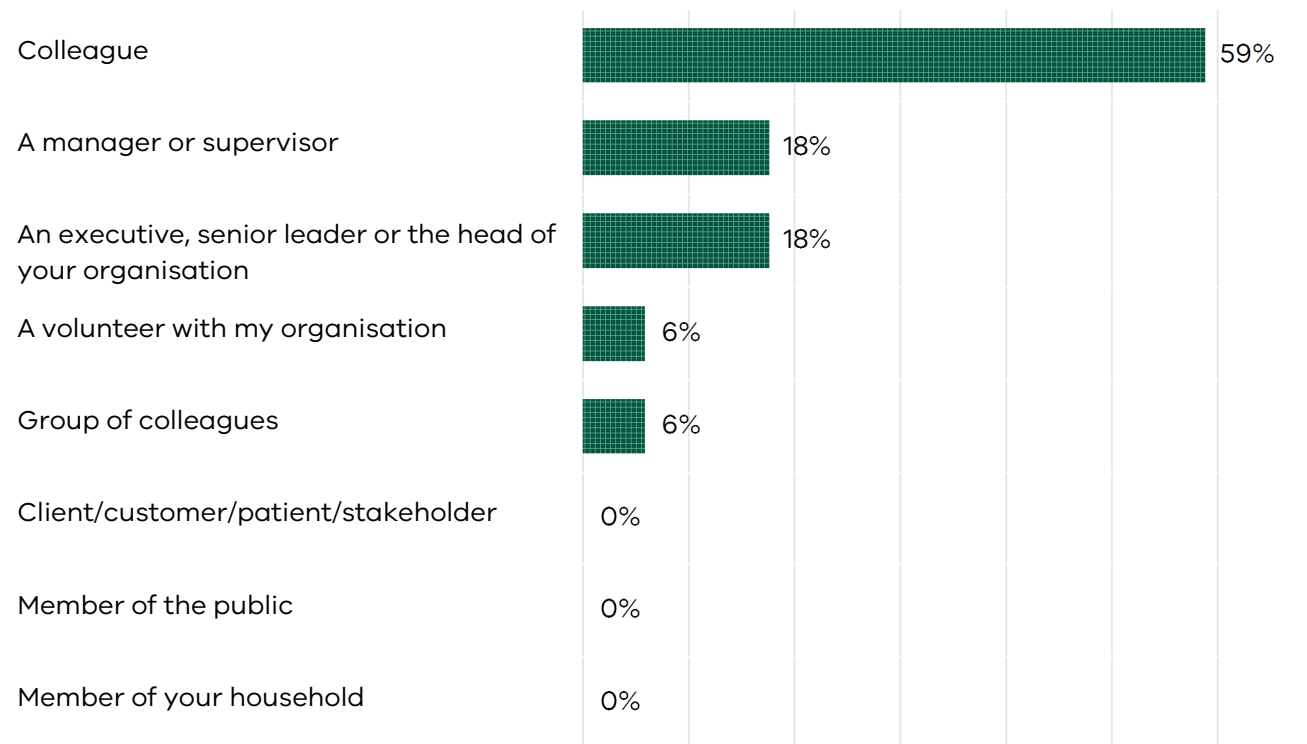If they did, they could tell us with one or more answers who the perpetrator was.

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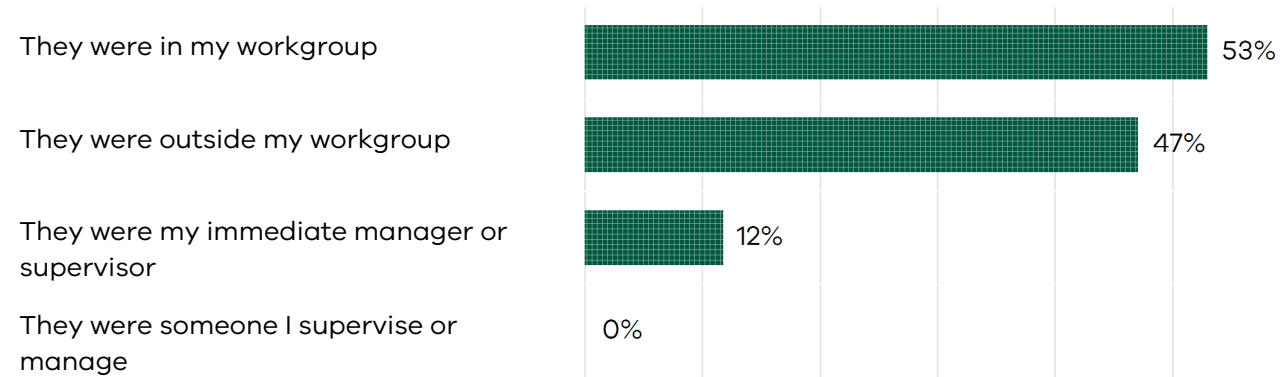
Each row is one perpetrator or group of perpetrators.

Example

11% of your staff who did the survey said they experienced sexual harassment.

Of that 11%, 59% said it was by 'Colleague'.

17 people (11% of staff) experienced sexual harassment (You2022)

Colleague	59%
A manager or supervisor	18%
An executive, senior leader or the head of your organisation	18%
A volunteer with my organisation	6%
Group of colleagues	6%
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, 11% 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

11% of your staff who did the survey said they experienced sexual harassment.

Of that 11%, 100% said it was by someone within the organisation.

Of that 100%, 53% said it was 'They were in my workgroup'.

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

Relationship	Percentage
They were in my workgroup	53%
They were outside my workgroup	47%
They were my immediate manager or supervisor	12%
They were someone I supervise or manage	0%

People outcomes

Discrimination

What this is

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

Why this is important

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

Why there is no data here

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

We do this to protect the respondents.

Victorian Public Sector Commission

VICTORIA State Government

Negative behaviour

Violence and aggression

What this is

This is when staff are abused, threatened or assaulted in a situation related to their work.

Why this is important

Violence and aggression can have an immediate and long-term negative impact of those involved, including those who witness violence and aggression.

How to read this

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

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

In descending order, the table shows the answers.

Example

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

Of that 8%, 75% said it was from 'Abusive language'.

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

12	131	9
8%	86%	6%

■ Experienced violence or aggression   ■ Did not experience violence or aggression   ■ Not sure
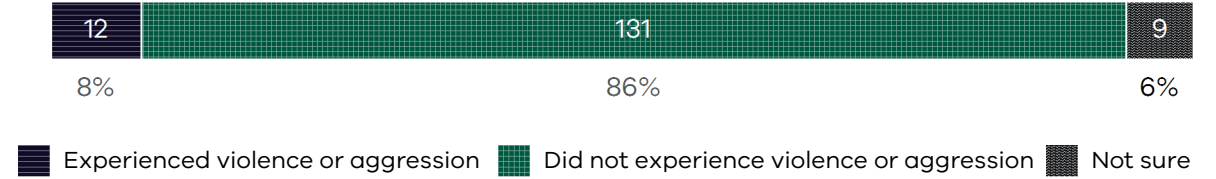
If you experienced violence or aggression, what type did you experience?	You 2022	Comparator 2022	Public sector 2022
Abusive language	75%	79%	73%
Intimidating behaviour	58%	72%	69%
Threats of violence	17%	18%	27%
Other	8%	6%	6%
Physical assault (e.g. spitting, hitting, punching, pushing, tripping, grabbing, throwing objects)	8%	3%	14%

Negative behaviour

Telling someone about violence and aggression

What this is

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

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

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

- 58% said the top way they reported the violence or agression was 'Told a manager'
- 100% said they didn't submit a formal incident report.

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

12	131	9
8%	86%	6%

■ Experienced violence or aggression   ■ Did not experience violence or aggression   ■ Not sure
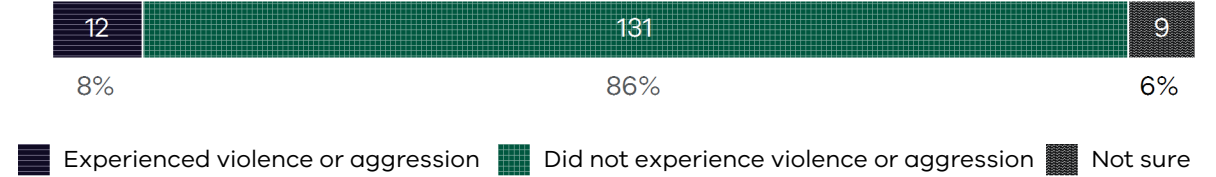
Did you tell anyone about the incident?	You 2022	Comparator 2022	Public sector 2022
Told a manager	58%	60%	59%
Told a colleague	33%	44%	44%
Told the person the behaviour was not OK	25%	16%	26%
I did not tell anyone about the incident(s)	8%	13%	8%
Told a friend or family member	8%	24%	20%
Told employee assistance program (EAP) or peer support	8%	3%	5%
Told someone else	8%	6%	6%

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

100% of your staff who experienced violence or aggression did not submit a formal incident report, of which:

- 42% said the top reason was 'I didn't think it was serious enough'.

Did you submit a formal incident report?

	12

100%

■ Submitted formal incident report ▦ Did not submit a formal incident report
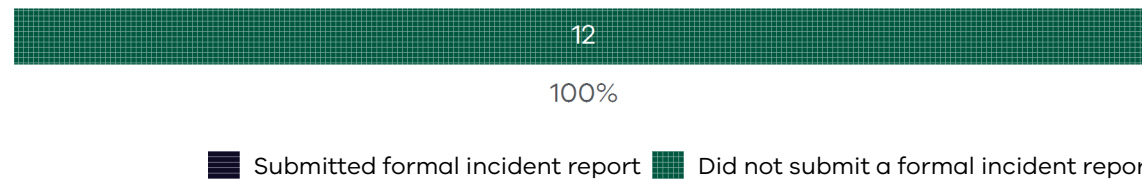
What was your reason for not submitting a formal incident report?	You 2022	Comparator 2022	Public sector 2022
I didn't think it was serious enough	42%	36%	31%
I didn't think it would make a difference	42%	46%	39%
I believed there would be negative consequences for my reputation	17%	15%	21%
Other	17%	12%	19%
I believed there would be negative consequences for my career	8%	10%	17%
I didn't know how to make a complaint	8%	12%	4%
I didn't need to because I made the violence or aggression stop	8%	12%	14%
I didn't need to because I no longer had contact with the person(s) who was aggressive or violent to me	8%	24%	14%
I thought the complaint process would be embarrassing or difficult	8%	8%	6%

Negative behaviour

Perpetrators of violence and aggression

What this is

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

Why this is important

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

How to read this

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

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

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

Each row is one perpetrator or a group of perpetrators.

Example

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

Of that 8%, 58% said it was 'Member of the public'.

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

Perpetrator	Percentage
Member of the public	58%
Client/ customer/ patient/ stakeholder	42%
A manager or supervisor	17%
Colleague	17%
An executive, senior leader or the head of your organisation	8%
A volunteer with my organisation	0%
Group of colleagues	0%
Member of your household	0%

People matter survey
wellbeing check 2022

Have your say

Overview

Report overview

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- Your response rate

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- Work-related stress levels
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- Inclusion
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- Highest scoring
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- Disability
- Cultural diversity
- Employment
- Adjustments
- Caring

Key differences

Highest scoring questions

What this is

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

How to read this

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

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

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

Example

On the first row 'Job enrichment', the 'You 2022' column shows 94% of your staff agreed with 'I understand how my job helps my organisation achieve it's goals'. This question was not asked in 2021.

Question group	Highest scoring questions	You 2022	Change from 2021	Comparator 2022
Job enrichment	I understand how my job helps my organisation achieve it's goals	94%	Not asked in 2021	94%
Job enrichment	I can use my skills and knowledge in my job	91%	Not asked in 2021	91%
Meaningful work	I can make a worthwhile contribution at work	88%	Not asked in 2021	93%
Collaboration	I am able to work effectively with others outside my immediate workgroup	85%	-12%	82%
Manager leadership	My manager treats employees with dignity and respect	84%	-10%	86%
Organisational integrity	My organisation encourages employees to act in ways that are consistent with human rights	84%	-4%	87%
Organisational integrity	My organisation is committed to earning a high level of public trust	84%	-9%	83%
Job enrichment	I clearly understand what I am expected to do in this job	83%	+6%	88%
Organisational integrity	My organisation encourages respectful workplace behaviours	83%	-7%	85%
Safe to speak up	I feel culturally safe at work	83%	+1%	80%

Key differences

Lowest scoring questions

What this is

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

How to read this

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

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

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

Example

On the first row 'Taking action', the 'You 2022' column shows 20% 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	20%	Not asked in 2021	38%
Organisational integrity	I believe the promotion processes in my organisation are fair	41%	Not asked in 2021	47%
Learning and development	I am satisfied with the way my learning and development needs have been addressed in the last 12 months	45%	-7%	45%
Learning and development	I am satisfied with the opportunities to progress in my organisation	47%	Not asked in 2021	47%
Organisational integrity	I have an equal chance at promotion in my organisation	47%	Not asked in 2021	54%
Taking action	I believe my organisation will make improvements based on the results of this survey	47%	Not asked in 2021	52%
Satisfaction	How satisfied are you with your career development within your current organisation	50%	+4%	53%
Learning and development	My organisation places a high priority on the learning and development of staff	53%	-16%	45%
Manager support	I receive meaningful recognition when I do good work	53%	Not asked in 2021	64%
Workload	The workload I have is appropriate for the job that I do	53%	+0%	63%

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Key differences

Most improved

What this is

This is where staff feel their organisation has most improved.

How to read this

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

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

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

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

Example

On the first row 'Human rights', the 'You 2022' column shows 64% 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 18% 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	64%	+18%	61%
Meaningful work	I achieve something important through my work	81%	+13%	85%
Job enrichment	I clearly understand what I am expected to do in this job	83%	+6%	88%
Safety climate	All levels of my organisation are involved in the prevention of stress	53%	+6%	42%
Meaningful work	I get a sense of accomplishment from my work	76%	+4%	84%
Satisfaction	How satisfied are you with your career development within your current organisation	50%	+4%	53%
Safe to speak up	I feel culturally safe at work	83%	+1%	80%
Workload	The workload I have is appropriate for the job that I do	53%	+0%	63%

Key differences

Most declined

What this is

This is where staff feel their organisation has most declined.

How to read this

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

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

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

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

Example

On the first row 'Innovation', the 'You 2022' column shows 62% of your staff agreed with 'My workgroup is quick to respond to opportunities to do things better'.
In the 'Decrease from 2021' column, you have a 20% decrease, which is a negative trend.

Question subgroup	Largest decline from last year	You 2022	Decrease from 2021	Comparator 2022
Innovation	My workgroup is quick to respond to opportunities to do things better	62%	-20%	68%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	56%	-19%	47%
Workgroup support	People in my workgroup appropriately manage conflicts of interest	66%	-16%	73%
Flexible working	I am confident that if I requested a flexible work arrangement, it would be given due consideration	75%	-16%	72%
Learning and development	My organisation places a high priority on the learning and development of staff	53%	-16%	45%
Workgroup support	People in my workgroup are honest, open and transparent in their dealings	64%	-15%	77%
Manager support	My manager provides me with enough support when I need it	73%	-14%	79%
Innovation	My workgroup encourages employee creativity	62%	-14%	67%
Job enrichment	I have the authority to do my job effectively	68%	-13%	75%
Manager support	My manager listens to what I have to say	75%	-13%	83%

Key differences

Biggest positive difference from comparator

What this is

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

How to read this

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

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

Example

On the first row 'Safety climate', the 'You 2022' column shows 53% of your staff agreed with 'All levels of my organisation are involved in the prevention of stress'.

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

Question group	Biggest positive difference from comparator	You 2022	Difference	Comparator 2022
Safety climate	All levels of my organisation are involved in the prevention of stress	53%	+11%	42%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	58%	+10%	48%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	66%	+9%	57%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	56%	+9%	47%
Learning and development	My organisation places a high priority on the learning and development of staff	53%	+8%	45%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	58%	+7%	51%
Collaboration	Workgroups across my organisation willingly share information with each other	56%	+5%	50%
Workgroup support	People in my workgroup are politically impartial in their work	78%	+5%	73%
Flexible working	I am confident that if I requested a flexible work arrangement, it would be given due consideration	75%	+3%	72%
Safe to speak up	I feel culturally safe at work	83%	+3%	80%

Victorian Public Sector Commission

VICTORIA State Government

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 'Taking action', the 'You 2022' column shows 20% of your staff agreed with 'My organisation has made improvements based on the survey results from last year'.

The 'difference' column, shows that agreement for this question was 17 percentage points lower in your organisation than in your comparator.

Question subgroup	Biggest negative difference from comparator	You 2022	Difference	Comparator 2022
Taking action	My organisation has made improvements based on the survey results from last year	20%	-17%	38%
Workgroup support	People in my workgroup are honest, open and transparent in their dealings	64%	-13%	77%
Engagement	I am proud to tell others I work for my organisation	74%	-12%	86%
Manager support	I receive meaningful recognition when I do good work	53%	-12%	64%
Satisfaction	Considering everything, how satisfied are you with your current job	63%	-10%	73%
Quality service delivery	My workgroup has clear lines of responsibility	62%	-10%	72%
Inclusion	I feel as if I belong at this organisation	65%	-10%	75%
Workload	The workload I have is appropriate for the job that I do	53%	-10%	63%
Engagement	My organisation motivates me to help achieve its objectives	60%	-10%	70%
Learning and development	I am developing and learning in my role	61%	-9%	70%

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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

47% of your staff who did the survey agreed or strongly agreed with 'I believe my organisation will make improvements based on the results of this survey'.
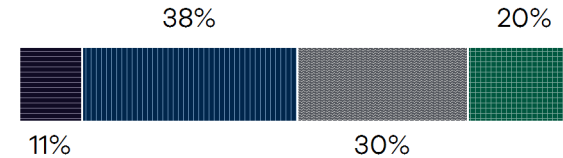
Survey question	Your results	Benchmark agree results

Legend: Disagree · Don't know · Neither agree nor disagree · Agree
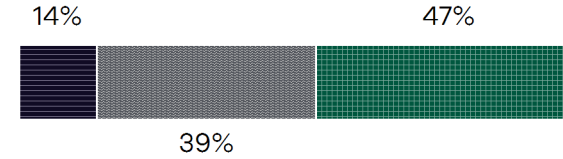
	You		**Comparator**		
	2021	2022	Lowest	Average	Highest
I believe my organisation will make improvements based on the results of this survey	Not asked	47 %	20 %	52 %	83 %
My organisation has made improvements based on the survey results from last year	Not asked	20 %	11 %	38 %	59 %

I believe my organisation will make improvements based on the results of this survey
- 14% Disagree
- 39% Neither agree nor disagree
- 47% Agree

My organisation has made improvements based on the survey results from last year
- 11% Disagree
- 38% Don't know
- 30% Neither agree nor disagree
- 20% Agree

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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

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

Survey question	Disagree	Neither	Agree	2021	2022	Lowest	Average	Highest
Senior leaders demonstrate honesty and integrity	3% / 4%	26%	68%	80 %	68 %	60 %	67 %	88 %
Senior leaders model my organisation's values	2% / 7%	26%	65%	78 %	65 %	50 %	63 %	87 %
Senior leaders provide clear strategy and direction	1% / 15%	25%	59%	66 %	59 %	40 %	57 %	79 %

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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:

- 70% of your staff who did the survey responded positively to questions about Collaboration which is down from 80% in 2021.

Compared to:

- 66% of staff at your comparator and 73% of staff across the public sector.
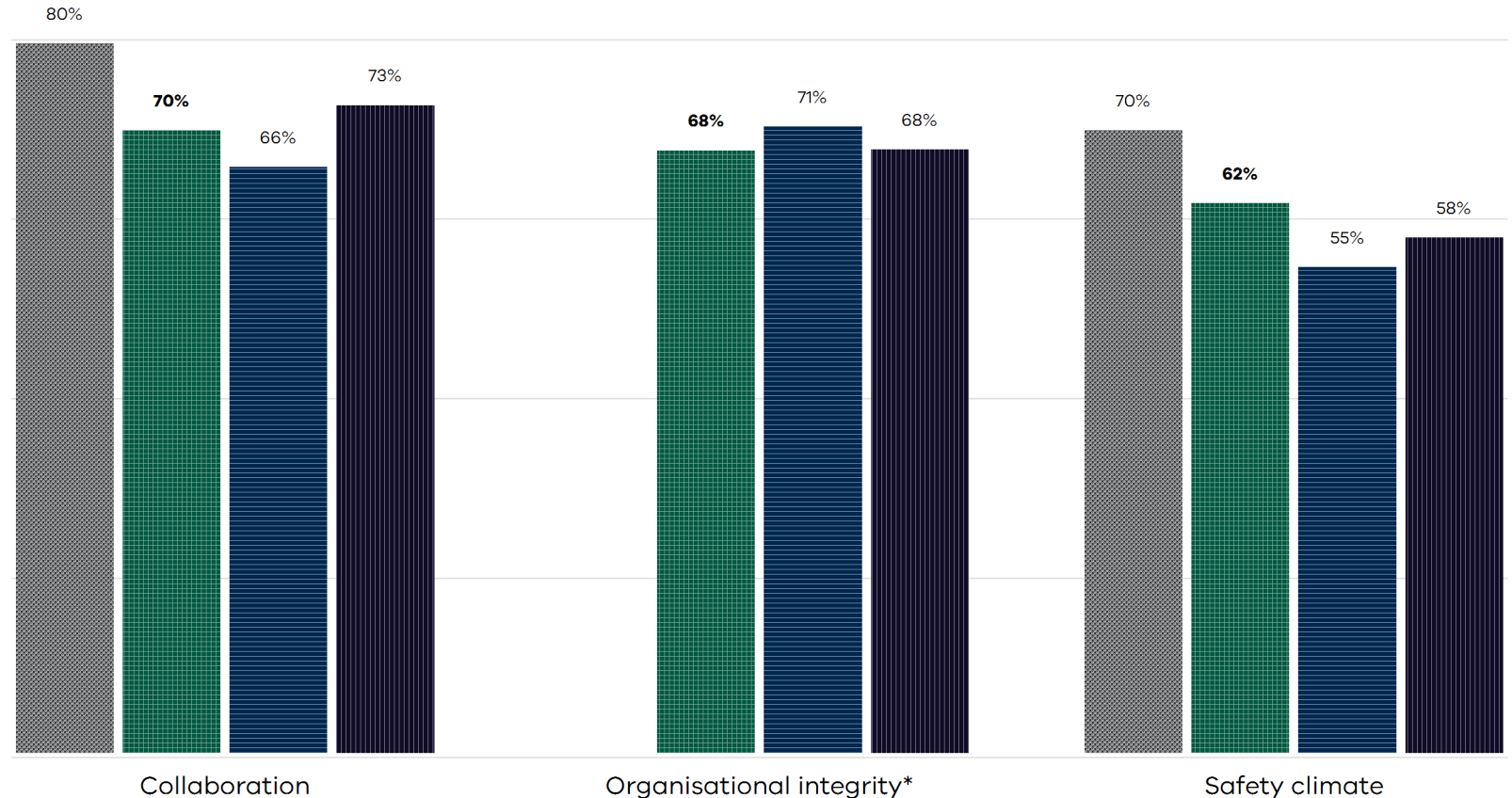
*We can't compare some data here because one or more questions were not asked in a previous survey

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

Chart data:
- Collaboration: You 2021 80%, You 2022 70%, Comparator 2022 66%, Public sector 2022 73%
- Organisational integrity*: You 2022 68%, Comparator 2022 71%, Public sector 2022 68%
- Safety climate: You 2021 70%, You 2022 62%, Comparator 2022 55%, Public sector 2022 58%

Victorian Public Sector Commission

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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

84% of your staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.

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

Survey question	1%	84%	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest

Survey question			You		Comparator		
			2021	2022	Lowest	Average	Highest
My organisation encourages employees to act in ways that are consistent with human rights (1% / 13% / 84%)			88 %	84 %	68 %	87 %	99 %
My organisation is committed to earning a high level of public trust (3% / 11% / 84%)			93 %	84 %	77 %	83 %	97 %
My organisation encourages respectful workplace behaviours (4% / 13% / 83%)			90 %	83 %	68 %	85 %	96 %
My organisation does not tolerate improper conduct (9% / 3% / 15% / 74%)			84 %	74 %	55 %	75 %	89 %

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Organisational climate

Organisational integrity 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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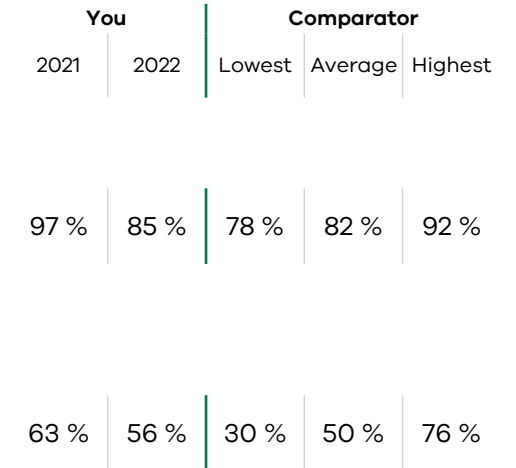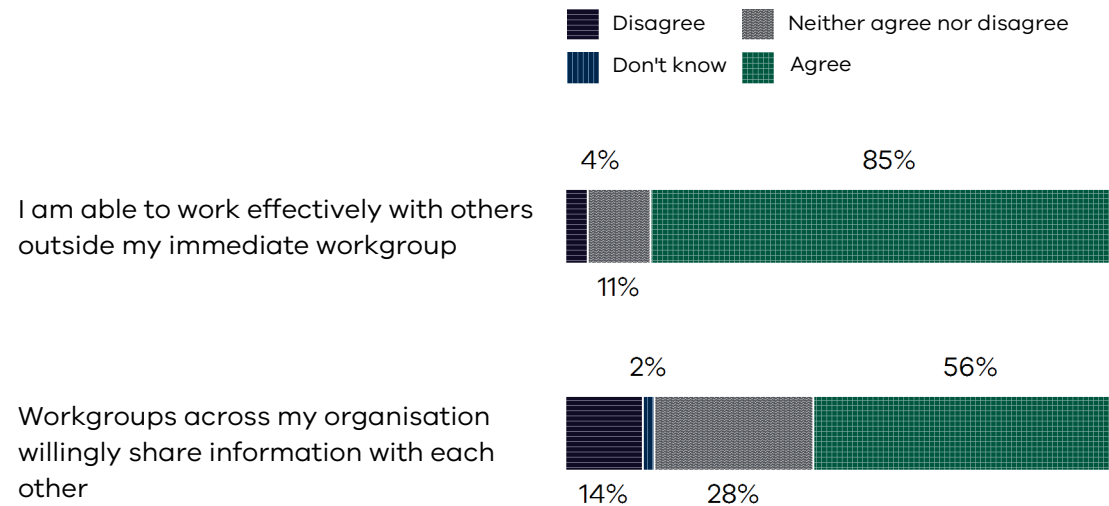
Example

71% 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
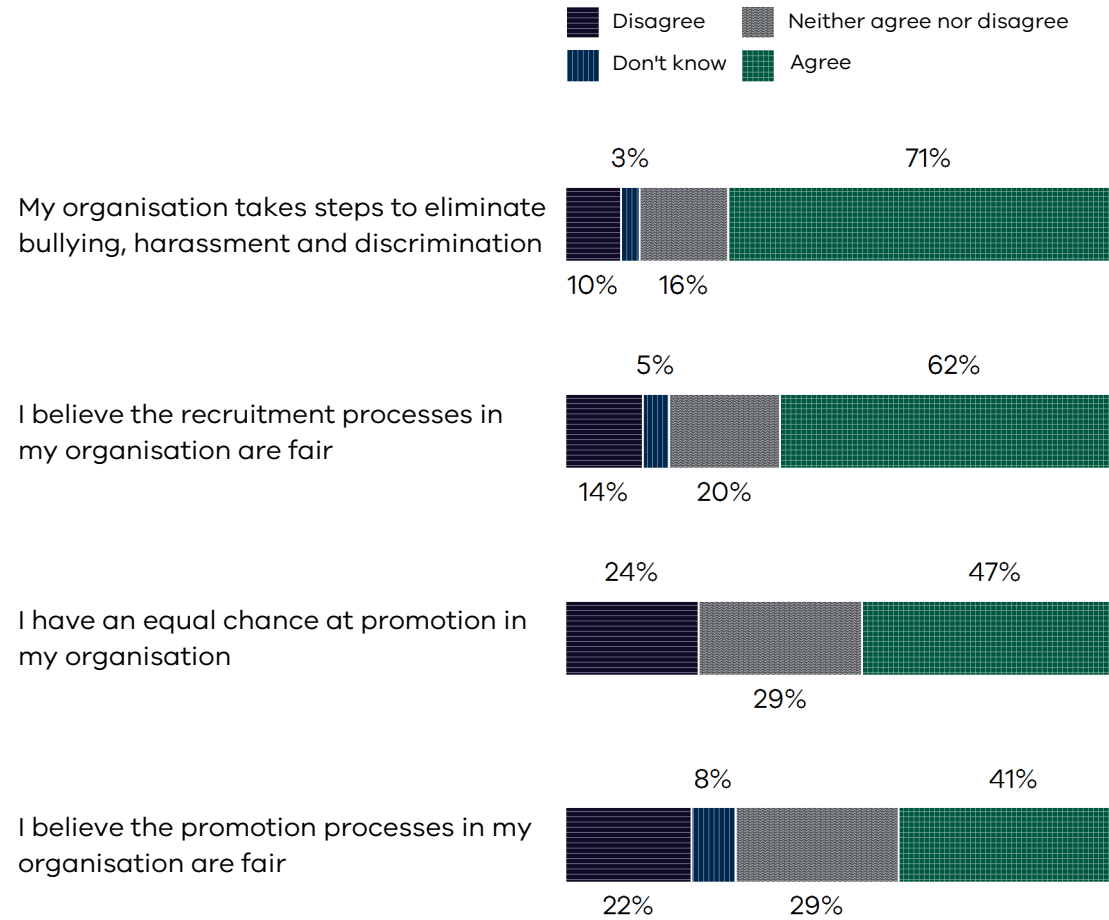
	You		Comparator		
	2021	2022	Lowest	Average	Highest
My organisation takes steps to eliminate bullying, harassment and discrimination — 3% / 71% / 10% / 16%	79 %	71 %	60 %	71 %	92 %
I believe the recruitment processes in my organisation are fair — 5% / 62% / 14% / 20%	Not asked	62 %	59 %	66 %	89 %
I have an equal chance at promotion in my organisation — 24% / 47% / 29%	Not asked	47 %	32 %	54 %	73 %
I believe the promotion processes in my organisation are fair — 8% / 41% / 22% / 29%	Not asked	41 %	29 %	47 %	66 %

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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

85% of your staff who did the survey agreed or strongly agreed with 'I am able to work effectively with others outside my immediate workgroup'.

Survey question

Your results

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

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

4% / 85% / 11%

Workgroups across my organisation willingly share information with each other

2% / 56% / 14% / 28%

Benchmark agree results

Survey question	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I am able to work effectively with others outside my immediate workgroup	97 %	85 %	78 %	82 %	92 %
Workgroups across my organisation willingly share information with each other	63 %	56 %	30 %	50 %	76 %

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

82% of your staff who did the survey agreed or strongly agreed with 'My organisation provides a physically safe work environment'.

Survey question		You		Comparator		
		2021	2022	Lowest	Average	Highest
My organisation provides a physically safe work environment	Disagree 1%, Agree 82%, Don't know 6%, Neither agree nor disagree 11%	95 %	82 %	82 %	86 %	97 %
Senior leaders consider the psychological health of employees to be as important as productivity	Disagree 15%, Agree 66%, Neither 18%	74 %	66 %	48 %	57 %	79 %
In my workplace, there is good communication about psychological safety issues that affect me	Disagree 18%, Agree 58%, Neither 24%	68 %	58 %	43 %	51 %	67 %
Senior leaders show support for stress prevention through involvement and commitment	Disagree 16%, Agree 58%, Neither 26%	63 %	58 %	38 %	48 %	68 %

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

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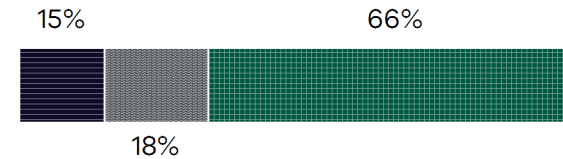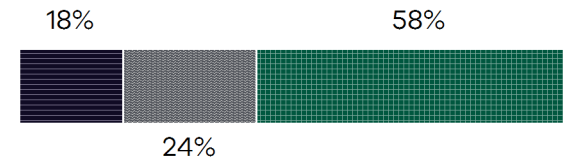
Organisational climate

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

56% 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 | Neither agree nor disagree | Don't know | Agree
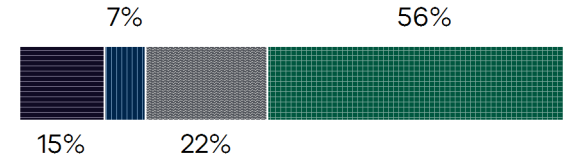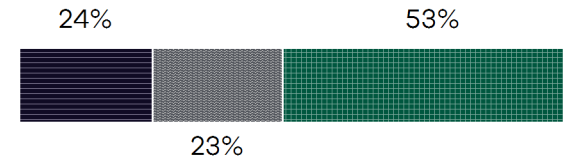
Survey question	Your results		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My organisation has effective procedures in place to support employees who may experience stress	15% / 7% / 22%	56%	74 %	56 %	28 %	47 %	60 %
All levels of my organisation are involved in the prevention of stress	24% / 23%	53%	47 %	53 %	30 %	42 %	64 %

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Workgroup climate

Scorecard

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2022:

- 73% of your staff who did the survey responded positively to questions about Workgroup support which is down from 84% in 2021.

Compared to:

- 79% of staff at your comparator and 80% of staff across the public sector.
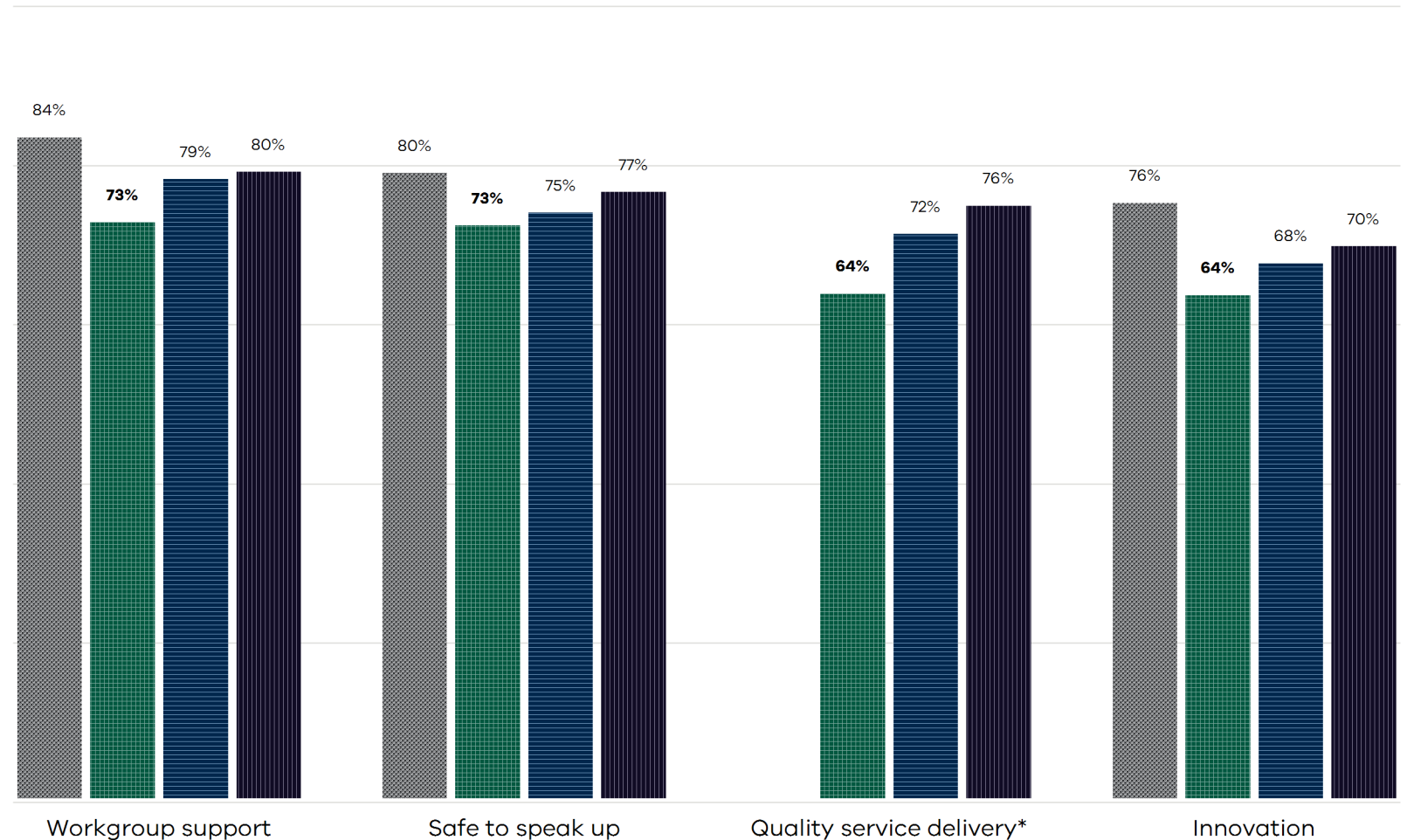
Workgroup support: You 2021 84%, You 2022 73%, Comparator 2022 79%, Public sector 2022 80%

Safe to speak up: You 2021 80%, You 2022 73%, Comparator 2022 75%, Public sector 2022 77%

Quality service delivery*: You 2022 64%, Comparator 2022 72%, Public sector 2022 76%

Innovation: You 2021 76%, You 2022 64%, Comparator 2022 68%, Public sector 2022 70%

*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

Workgroup climate

Quality service delivery

What this is

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

Why this is important

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

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

How to read this

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

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

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

Example

74% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

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 workgroup provides high quality advice and services	6% / 1% / 20% / 74%	Not asked	74 %	75 %	79 %	91 %
My workgroup acts fairly and without bias	14% / 1% / 20% / 64%	Not asked	64 %	64 %	73 %	94 %
My workgroup has clear lines of responsibility	13% / 25% / 62%	68 %	62 %	53 %	72 %	81 %
My workgroup uses its resources well	21% / 21% / 58%	Not asked	58 %	50 %	64 %	82 %

Workgroup climate

Innovation

What this is

This is how well staff feel their workgroup innovates its operations.

Why this is important

Innovation can reduce costs, create public value and lead to higher engagement.

How to read this

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

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

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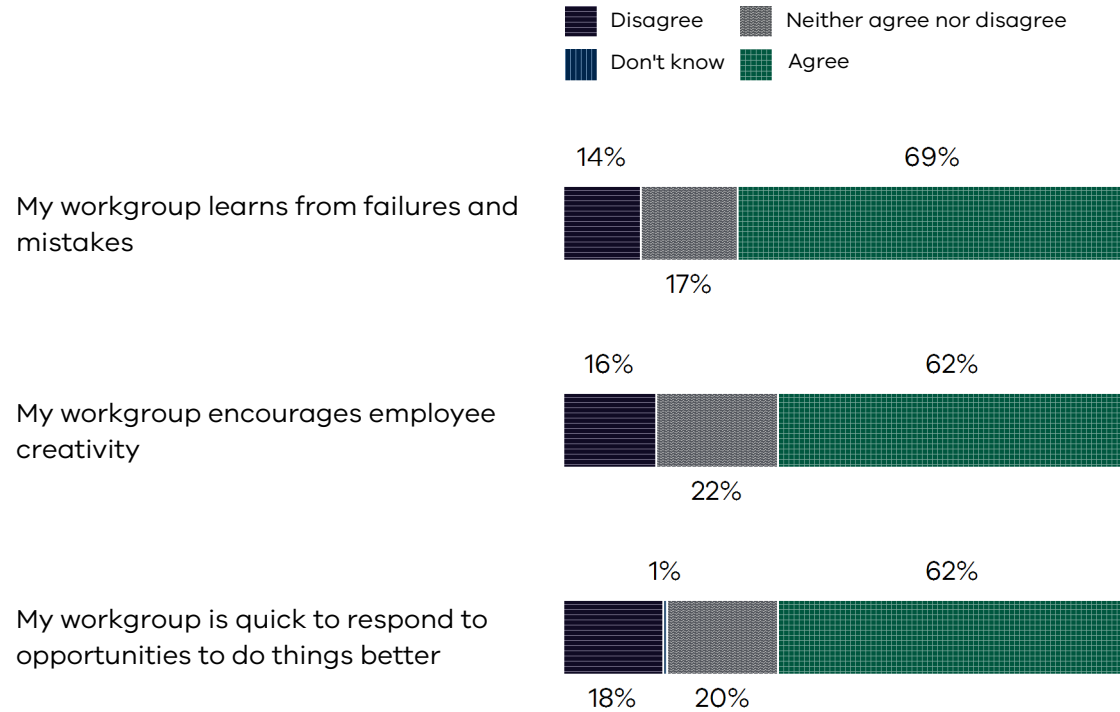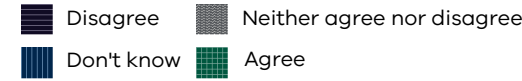
Example

69% of your staff who did the survey agreed or strongly agreed with 'My workgroup learns from failures and mistakes'.

Survey question	Your results			You		Comparator		
				2021	2022	Lowest	Average	Highest

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

Survey question	14% / 17% / 69%	2021	2022	Lowest	Average	Highest
My workgroup learns from failures and mistakes	14% ... 17% ... 69%	70 %	69 %	58 %	69 %	87 %
My workgroup encourages employee creativity	16% ... 22% ... 62%	76 %	62 %	58 %	67 %	88 %
My workgroup is quick to respond to opportunities to do things better	18% ... 1% / 20% ... 62%	82 %	62 %	62 %	68 %	87 %

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Workgroup climate

Workgroup support 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

81% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup treat each other with respect'.
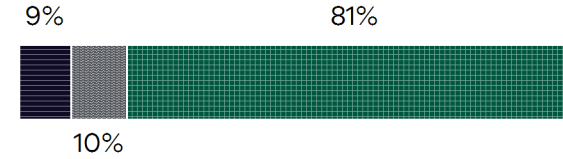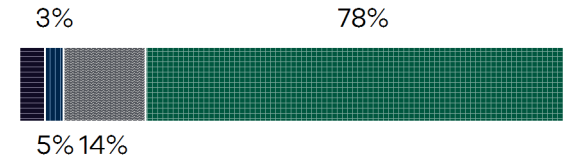
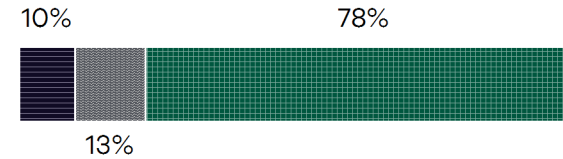| Survey question	Your results	Benchmark agree results

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

	You		Comparator		
Survey question	2021	2022	Lowest	Average	Highest
People in my workgroup treat each other with respect — 9% / 10% / 81%	89 %	81 %	81 %	85 %	92 %
People in my workgroup are politically impartial in their work — 3% / 5% / 14% / 78%	81 %	78 %	69 %	73 %	81 %
People in my workgroup work together effectively to get the job done — 10% / 13% / 78%	89 %	78 %	78 %	87 %	96 %
People in my workgroup appropriately manage conflicts of interest — 5% / 11% / 18% / 66%	83 %	66 %	67 %	73 %	87 %
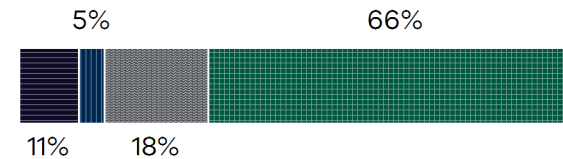
Workgroup climate

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.
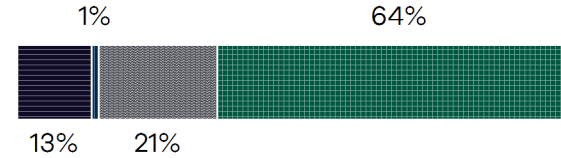
Example

64% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup are honest, open and transparent in their dealings'.
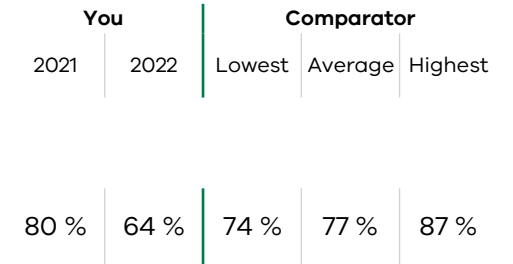
Legend: Disagree | Neither agree nor disagree | Don't know | Agree

People in my workgroup are honest, open and transparent in their dealings

1% | 64%
13% | 21%

	You		Comparator		
	2021	2022	Lowest	Average	Highest
	80 %	64 %	74 %	77 %	87 %

Workgroup climate

Safe to speak up

What this is

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

Why this is important

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

How to read this

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

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

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

Example

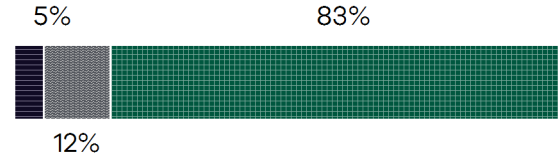83% of your staff who did the survey agreed or strongly agreed with 'I feel culturally safe at work'.
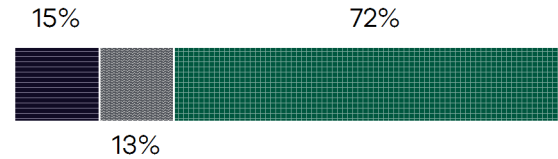
Survey question	Your results					

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

	You		**Comparator**		
Survey question	2021	2022	Lowest	Average	Highest
I feel culturally safe at work	82 %	83 %	75 %	80 %	94 %
I feel safe to challenge inappropriate behaviour at work	81 %	72 %	60 %	72 %	89 %
People in my workgroup are able to bring up problems and tough issues	77 %	64 %	69 %	73 %	84 %

I feel culturally safe at work — 5% / 12% / 83%

I feel safe to challenge inappropriate behaviour at work — 15% / 13% / 72%

People in my workgroup are able to bring up problems and tough issues — 12% / 24% / 64%

People matter survey wellbeing check 2022

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Victorian Public Sector Commission

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Job and manager factors

Scorecard 1 of 2

What this is

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

Why this is important

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

How to read this

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

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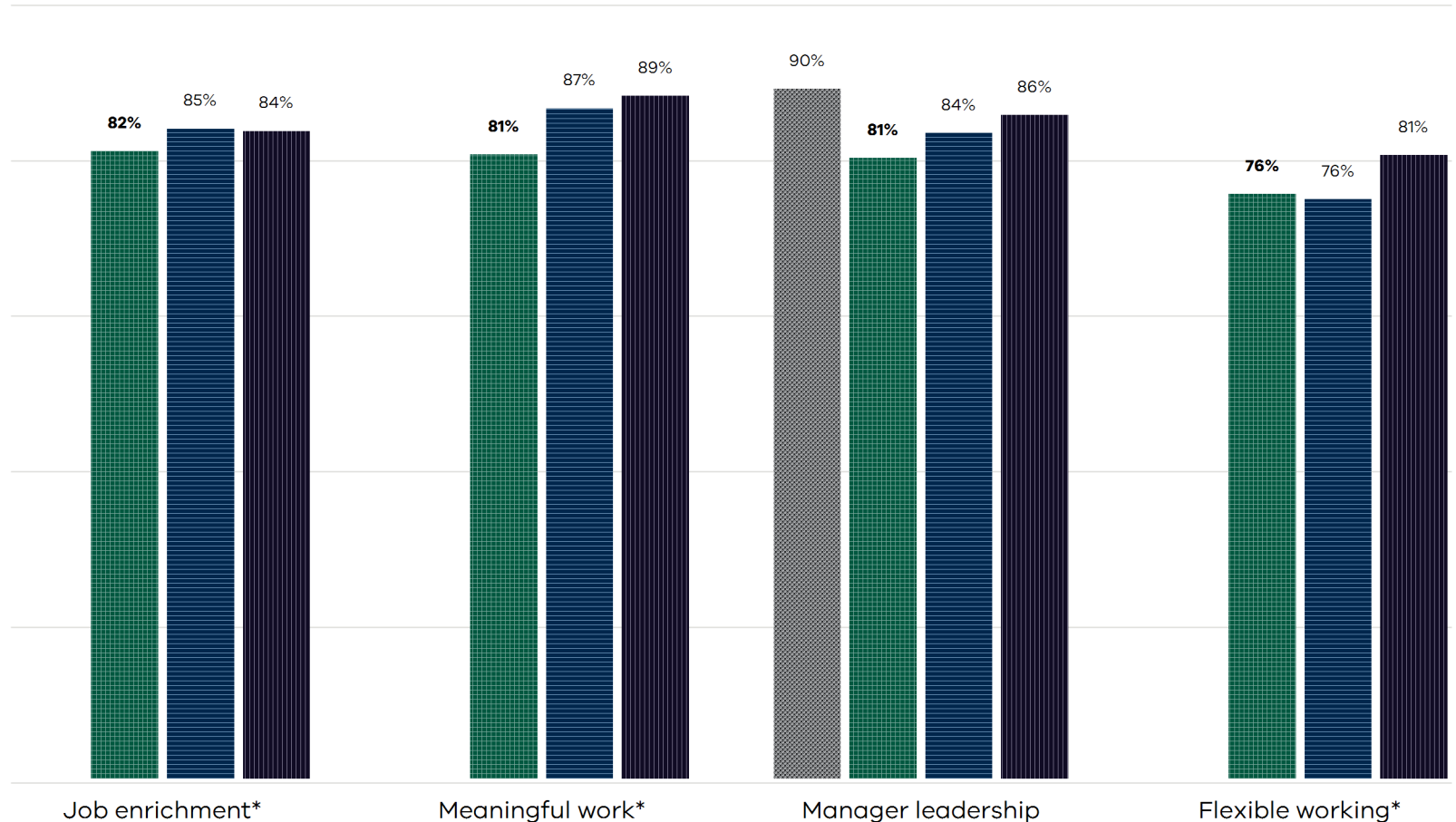
Example

In 2022:

- 82% of your staff who did the survey responded positively to questions about Job enrichment.

Compared to:

- 85% of staff at your comparator and 84% 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:
- Job enrichment*: You 2022 82%, Comparator 2022 85%, Public sector 2022 84%
- Meaningful work*: You 2022 81%, Comparator 2022 87%, Public sector 2022 89%
- Manager leadership: You 2021 90%, You 2022 81%, Comparator 2022 84%, Public sector 2022 86%
- Flexible working*: You 2022 76%, Comparator 2022 76%, Public sector 2022 81%

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Job and manager factors

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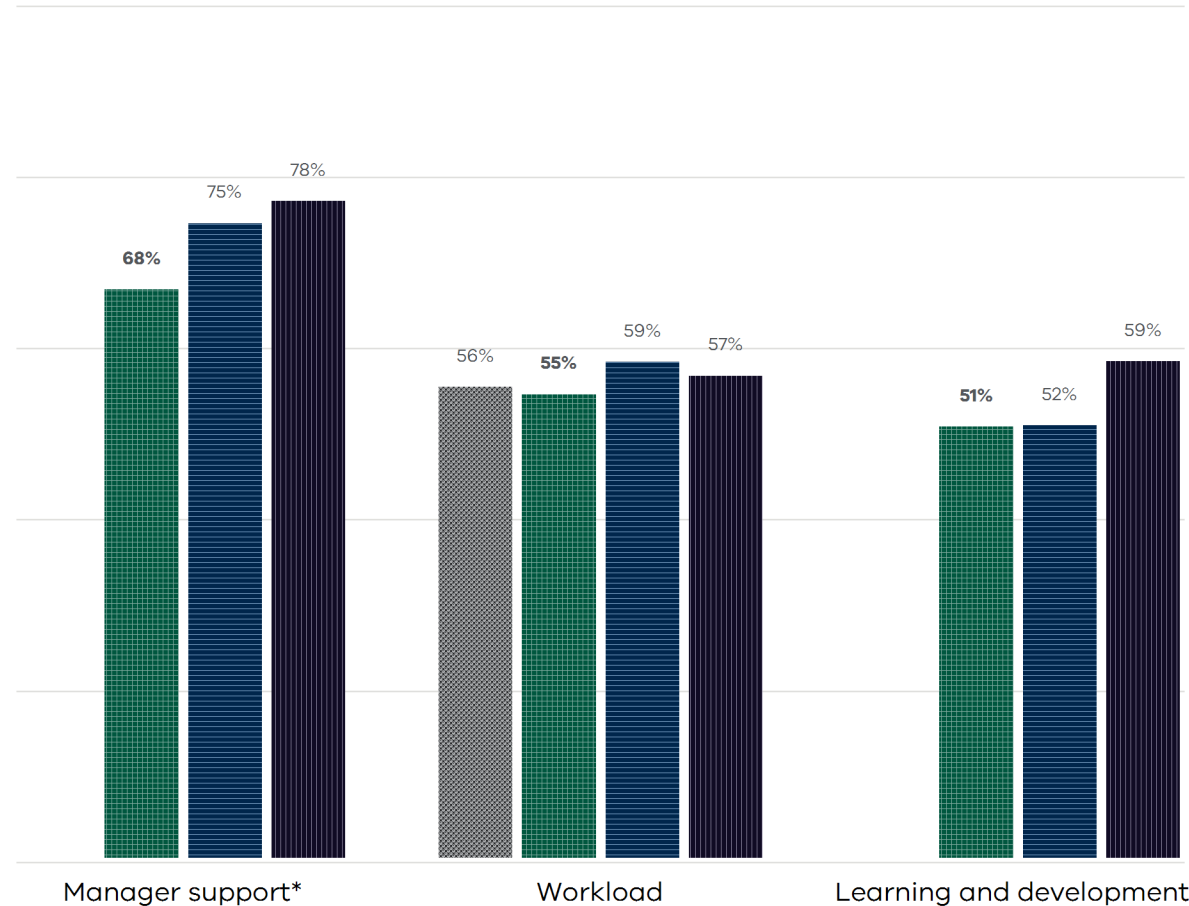
Example

In 2022:

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

Compared to:

- 75% of staff at your comparator and 78% of staff across the public sector.

	Manager support*	Workload	Learning and development*
You 2021		56%	
You 2022	68%	55%	51%
Comparator 2022	75%	59%	52%
Public sector 2022	78%	57%	59%

*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

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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.

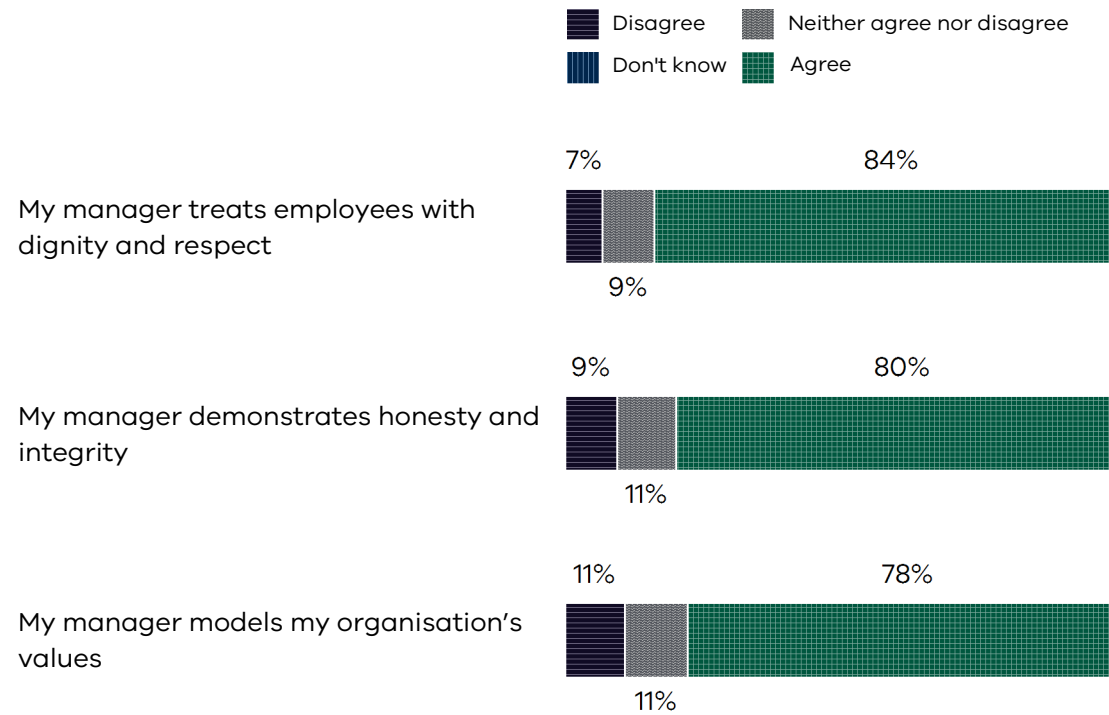Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

84% of your staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

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

Survey question	Your results		You		Comparator		
	Disagree / Neither / Agree		2021	2022	Lowest	Average	Highest
My manager treats employees with dignity and respect	7% / 9% / 84%		94 %	84 %	83 %	86 %	97 %
My manager demonstrates honesty and integrity	9% / 11% / 80%		91 %	80 %	81 %	84 %	90 %
My manager models my organisation's values	11% / 11% / 78%		85 %	78 %	78 %	83 %	93 %

Job and manager factors

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

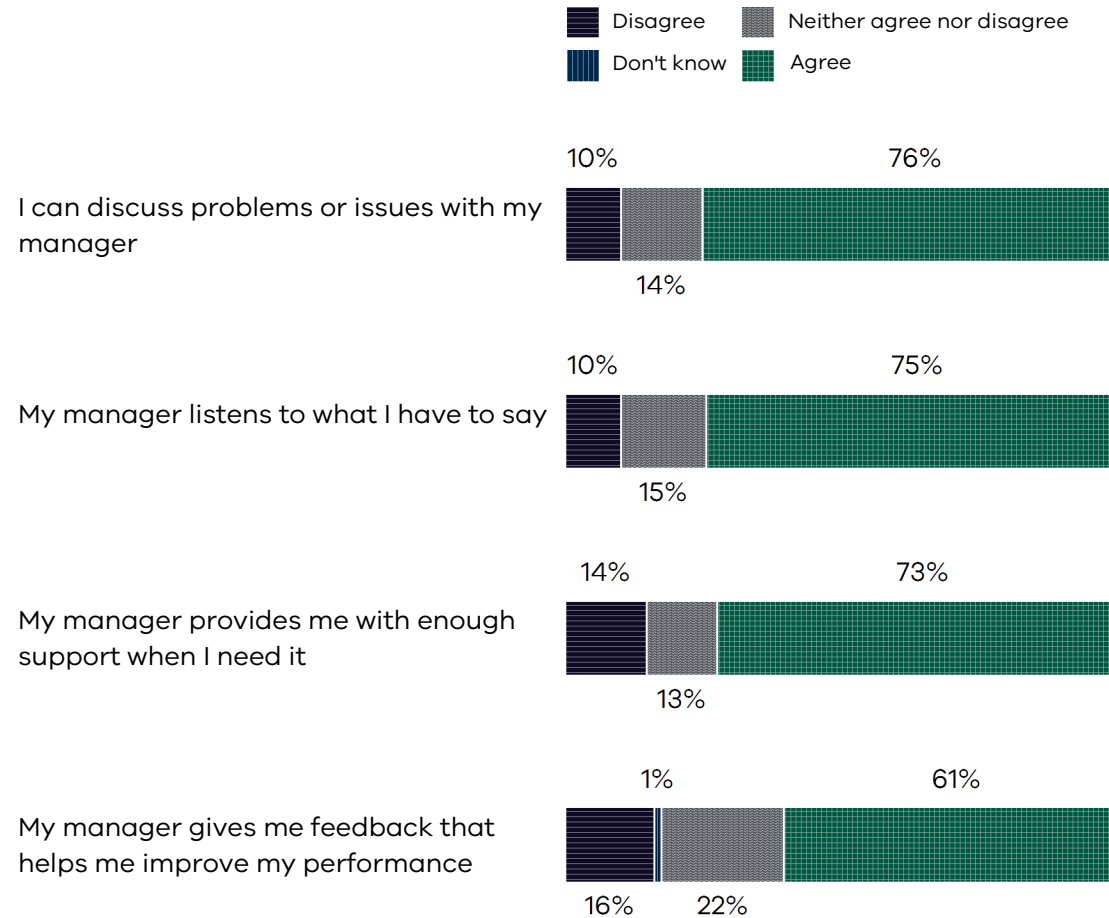Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

76% of your staff who did the survey agreed or strongly agreed with 'I can discuss problems or issues with my manager'.

Survey question	Your results	Benchmark agree results

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

Survey question		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I can discuss problems or issues with my manager	10% / 14% / 76%	Not asked	76 %	78 %	82 %	90 %
My manager listens to what I have to say	10% / 15% / 75%	88 %	75 %	76 %	83 %	93 %
My manager provides me with enough support when I need it	14% / 13% / 73%	87 %	73 %	76 %	79 %	89 %
My manager gives me feedback that helps me improve my performance	16% / 1% / 22% / 61%	Not asked	61 %	63 %	67 %	77 %

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Job and manager factors

Manager support 2 of 2

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

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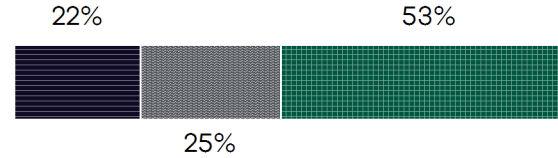
Example

53% of your staff who did the survey agreed or strongly agreed with 'I receive meaningful recognition when I do good work'.
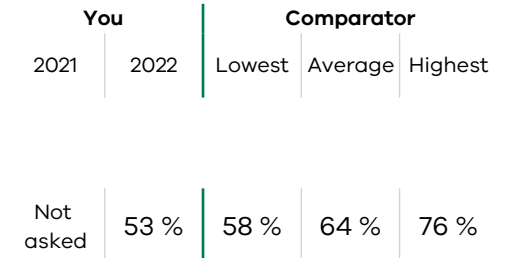
Survey question

Your results

Disagree	Neither agree nor disagree
Don't know	Agree

I receive meaningful recognition when I do good work

22%   53%

25%

Benchmark agree results

	You		Comparator		
	2021	2022	Lowest	Average	Highest
	Not asked	53 %	58 %	64 %	76 %

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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

57% of your staff who did the survey agreed or strongly agreed with 'I have enough time to do my job effectively'.
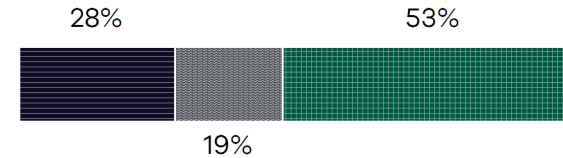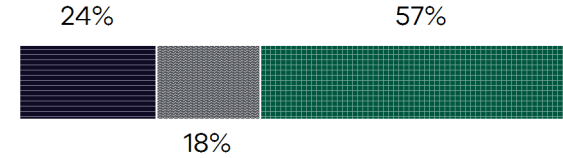
Survey question	Your results		Benchmark agree results				
			You		**Comparator**		
			2021	2022	Lowest	Average	Highest
I have enough time to do my job effectively	Disagree 24% / Neither 18% / Agree 57%		59 %	57 %	30 %	55 %	61 %
The workload I have is appropriate for the job that I do	Disagree 28% / Neither 19% / Agree 53%		53 %	53 %	40 %	63 %	70 %

Legend: ■ Disagree ▦ Neither agree nor disagree ▦ Agree

Victorian Public Sector Commission

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Job and manager factors

Learning and development

What this is

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

Why this is important

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

How to read this

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

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

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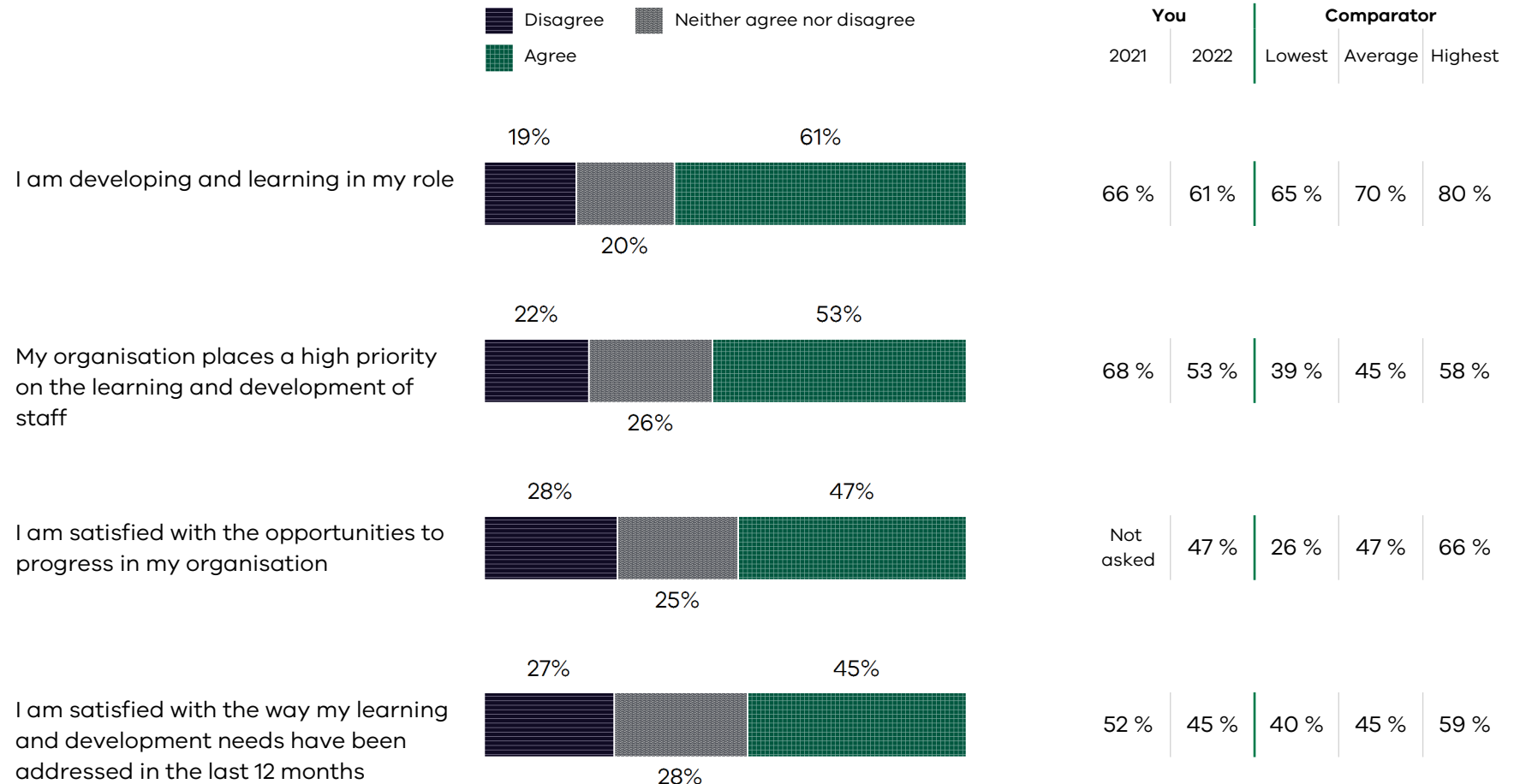
Example

61% of your staff who did the survey agreed or strongly agreed with 'I am developing and learning in my role'.

Legend: ■ Disagree ▦ Neither agree nor disagree ▦ Agree

Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I am developing and learning in my role	Disagree 19%, Neither 20%, Agree 61%	66 %	61 %	65 %	70 %	80 %
My organisation places a high priority on the learning and development of staff	Disagree 22%, Neither 26%, Agree 53%	68 %	53 %	39 %	45 %	58 %
I am satisfied with the opportunities to progress in my organisation	Disagree 28%, Neither 25%, Agree 47%	Not asked	47 %	26 %	47 %	66 %
I am satisfied with the way my learning and development needs have been addressed in the last 12 months	Disagree 27%, Neither 28%, Agree 45%	52 %	45 %	40 %	45 %	59 %

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.
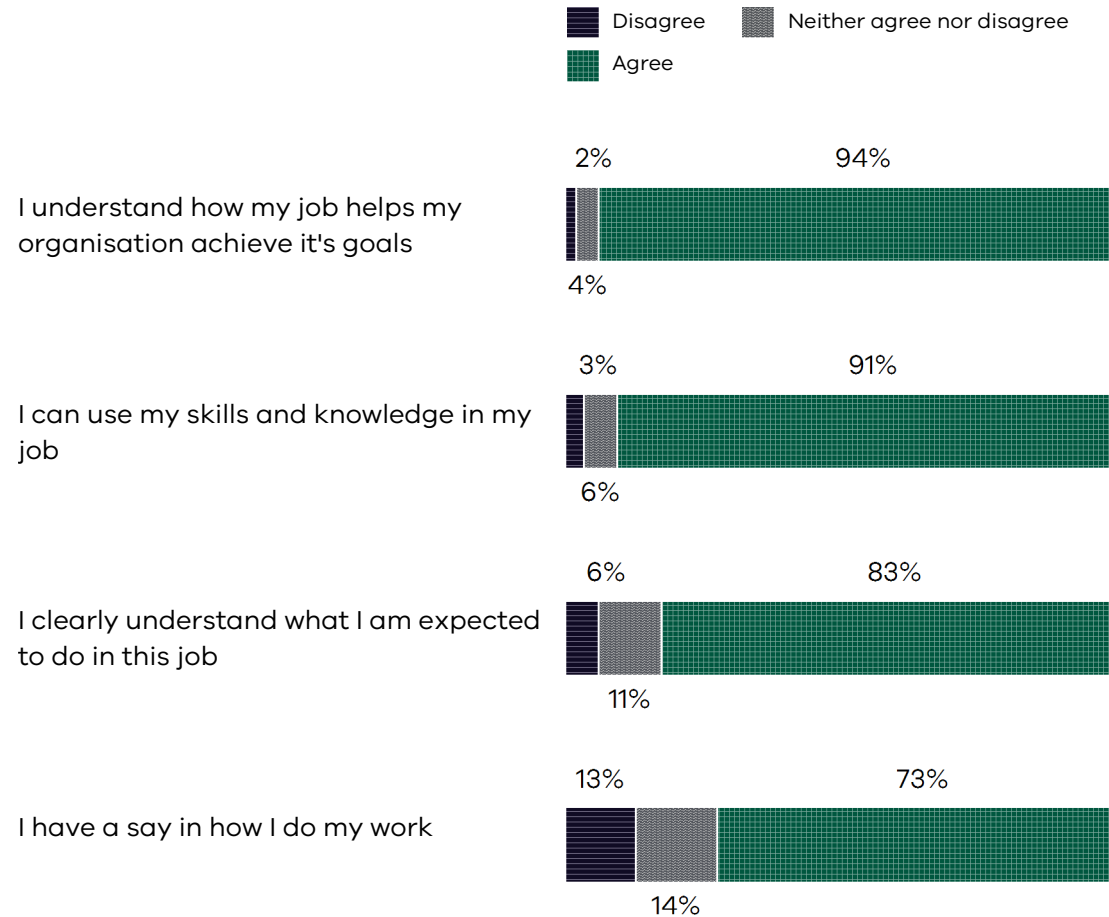
Example

94% 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	Disagree	Neither	Agree	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I understand how my job helps my organisation achieve it's goals	2%	4%	94%	Not asked	94 %	87 %	94 %	98 %
I can use my skills and knowledge in my job	3%	6%	91%	Not asked	91 %	88 %	91 %	97 %
I clearly understand what I am expected to do in this job	6%	11%	83%	77 %	83 %	80 %	88 %	92 %
I have a say in how I do my work	13%	14%	73%	Not asked	73 %	68 %	75 %	94 %

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.
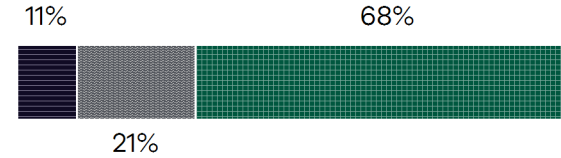
Example

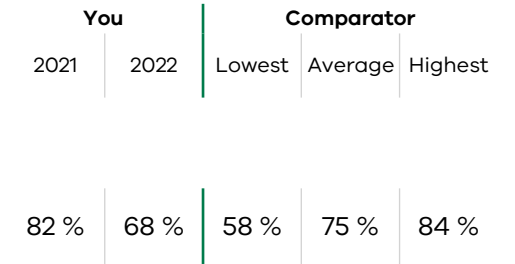68% of your staff who did the survey agreed or strongly agreed with 'I have the authority to do my job effectively'.

Survey question	Your results	Benchmark agree results

Survey question

Your results

Benchmark agree results

■ Disagree ▦ Neither agree nor disagree
▦ Agree

	You		Comparator		
	2021	2022	Lowest	Average	Highest
I have the authority to do my job effectively	82 %	68 %	58 %	75 %	84 %

11%   68%

21%

Victorian Public Sector Commission

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Job and manager factors

Meaningful work

What this is

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

Why this is important

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

How to read this

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

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

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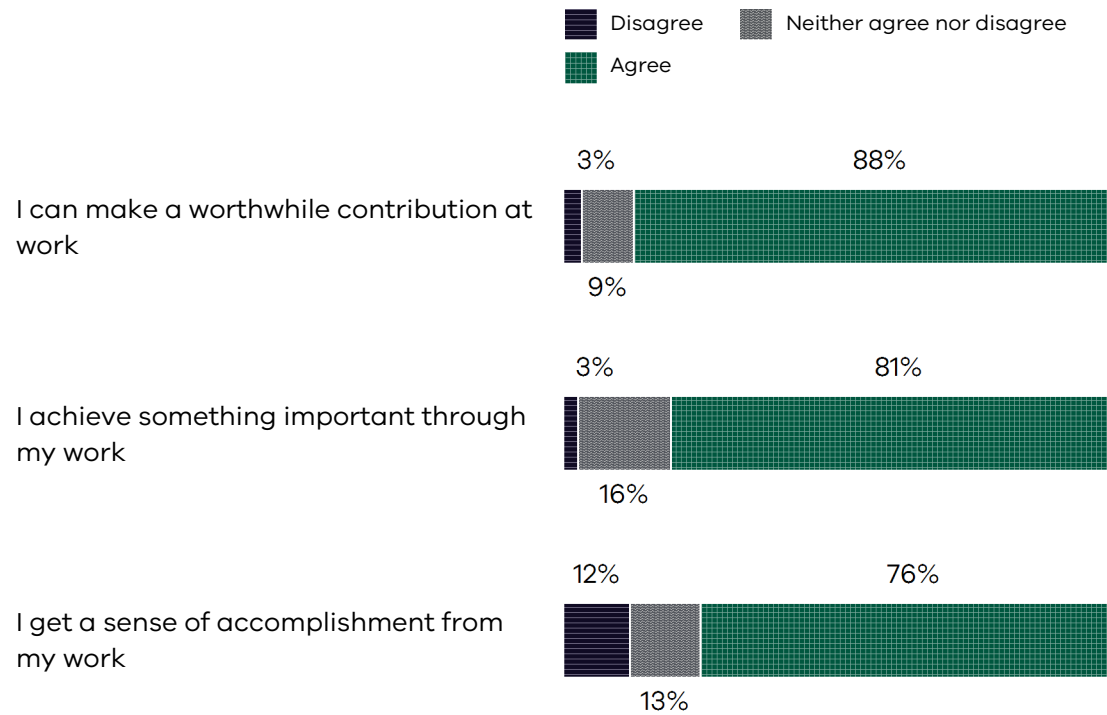
Example

88% 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

Survey question	You		Comparator		
	2021	2022	Lowest	Average	Highest
I can make a worthwhile contribution at work — Disagree 3%, Neither 9%, Agree 88%	Not asked	88 %	91 %	93 %	97 %
I achieve something important through my work — Disagree 3%, Neither 16%, Agree 81%	68 %	81 %	79 %	85 %	98 %
I get a sense of accomplishment from my work — Disagree 12%, Neither 13%, Agree 76%	71 %	76 %	79 %	84 %	98 %

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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.
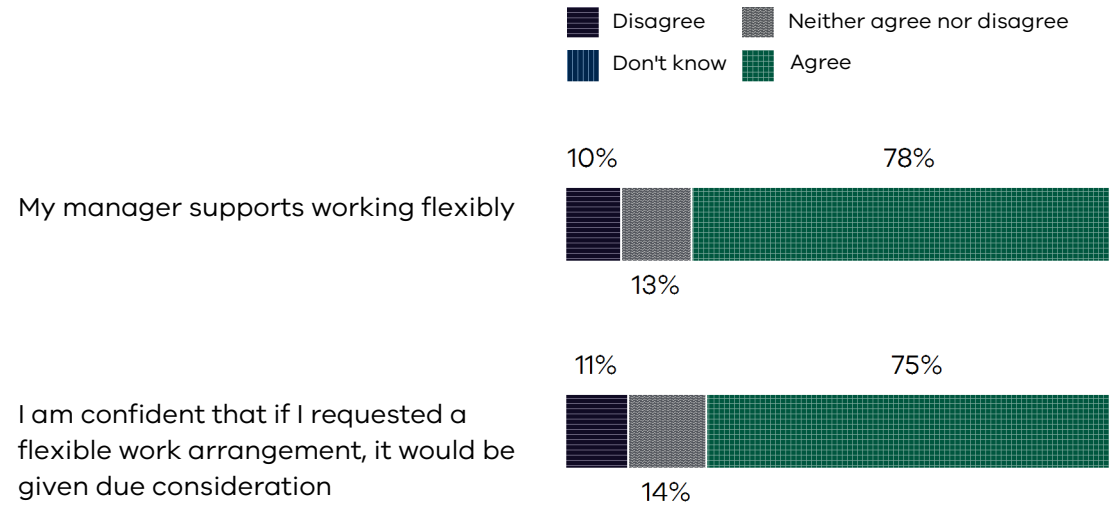
Example

78% 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		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager supports working flexibly	10% / 13% / 78%	Not asked	78 %	73 %	80 %	96 %
I am confident that if I requested a flexible work arrangement, it would be given due consideration	11% / 14% / 75%	91 %	75 %	60 %	72 %	90 %

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- Scorecard: negative behaviour
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- Sexual harassment
- Discrimination
- Violence and aggression

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

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- Taking action questions

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- Accountability
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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

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.
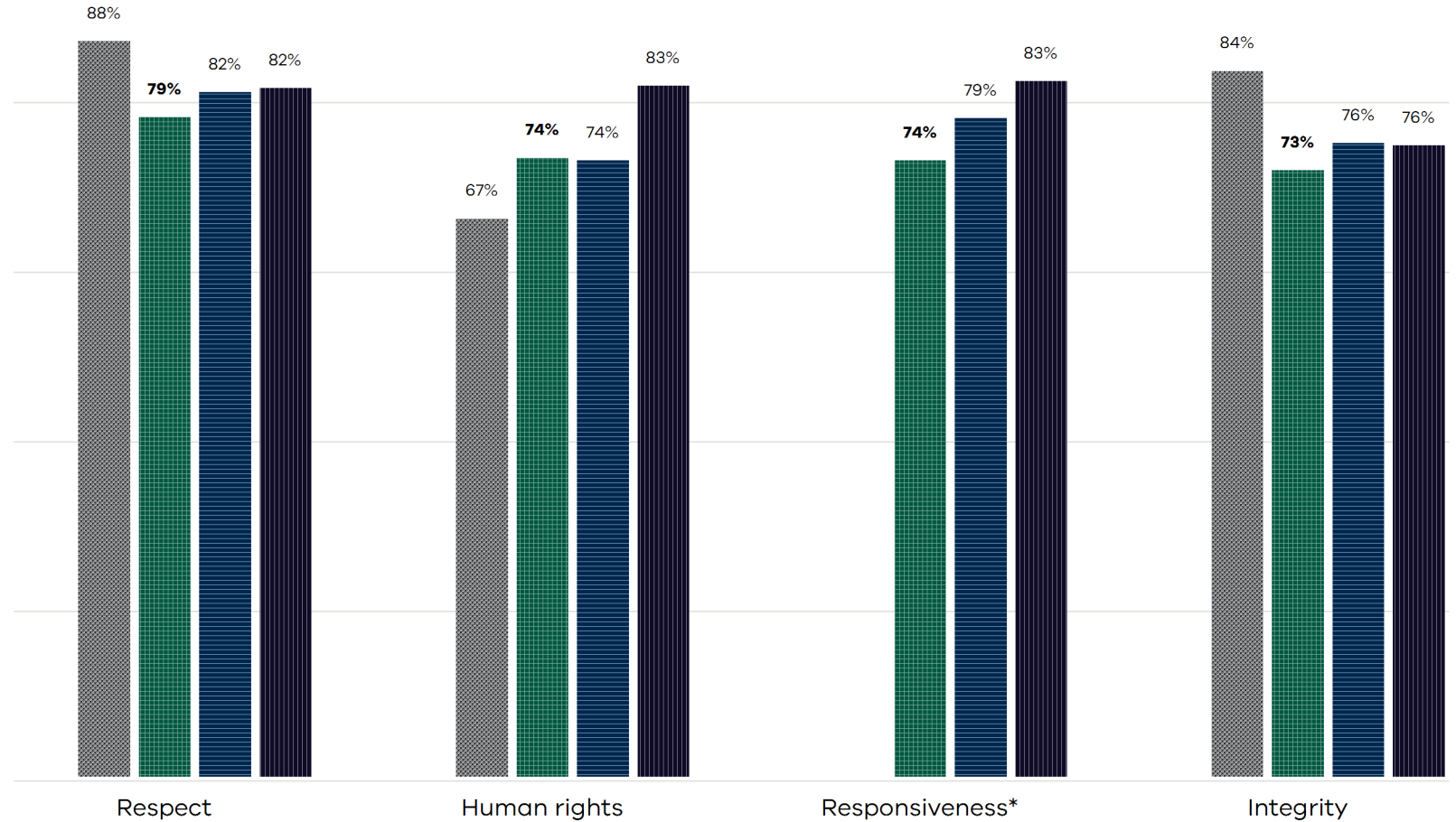
Example

In 2022:

- 79% of your staff who did the survey responded positively to questions about Respect , which is down 9% in 2021.

Compared to:

- 82% of staff at your comparator and 82% 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 values:
- Respect: You 2021 88%, You 2022 79%, Comparator 2022 82%, Public sector 2022 82%
- Human rights: You 2021 67%, You 2022 74%, Comparator 2022 74%, Public sector 2022 83%
- Responsiveness*: You 2022 74%, Comparator 2022 79%, Public sector 2022 83%
- Integrity: You 2021 84%, You 2022 73%, Comparator 2022 76%, Public sector 2022 76%

Victorian Public Sector Commission

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Public sector values

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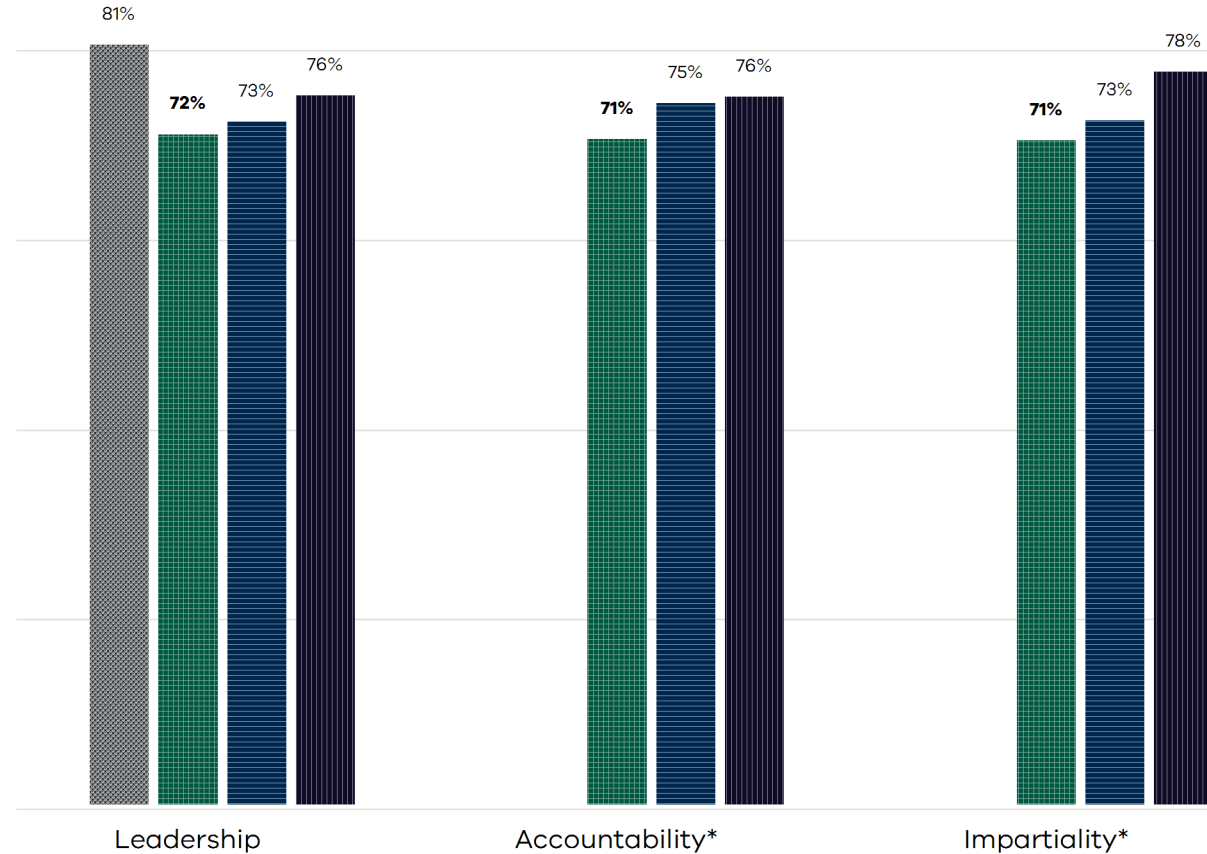
Example

In 2022:

- 72% of your staff who did the survey responded positively to questions about Leadership , which is down 9% in 2021.

Compared to:

- 73% 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

Chart data:
- Leadership: 81%, 72%, 73%, 76%
- Accountability*: 71%, 75%, 76%
- Impartiality*: 71%, 73%, 78%

Public sector values

Responsiveness

What this is

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

Why this is important

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

How to read this

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

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

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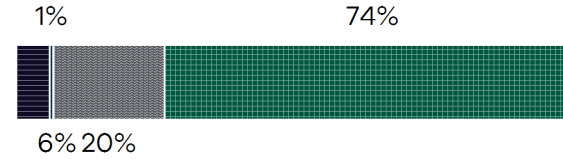
Example

74% of staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.
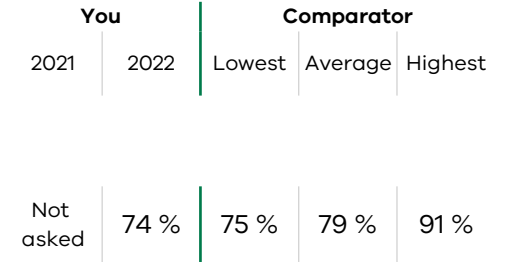
Legend:
- Disagree
- Neither agree nor disagree
- Don't know
- Agree

My workgroup provides high quality advice and services

1% | 74%

6% 20%

	You		Comparator		
	2021	2022	Lowest	Average	Highest
	Not asked	74 %	75 %	79 %	91 %

Public sector values

Integrity 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

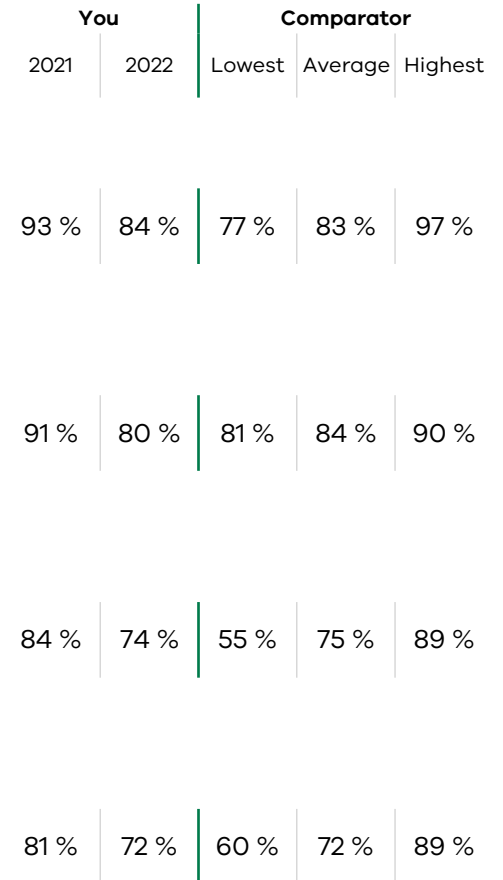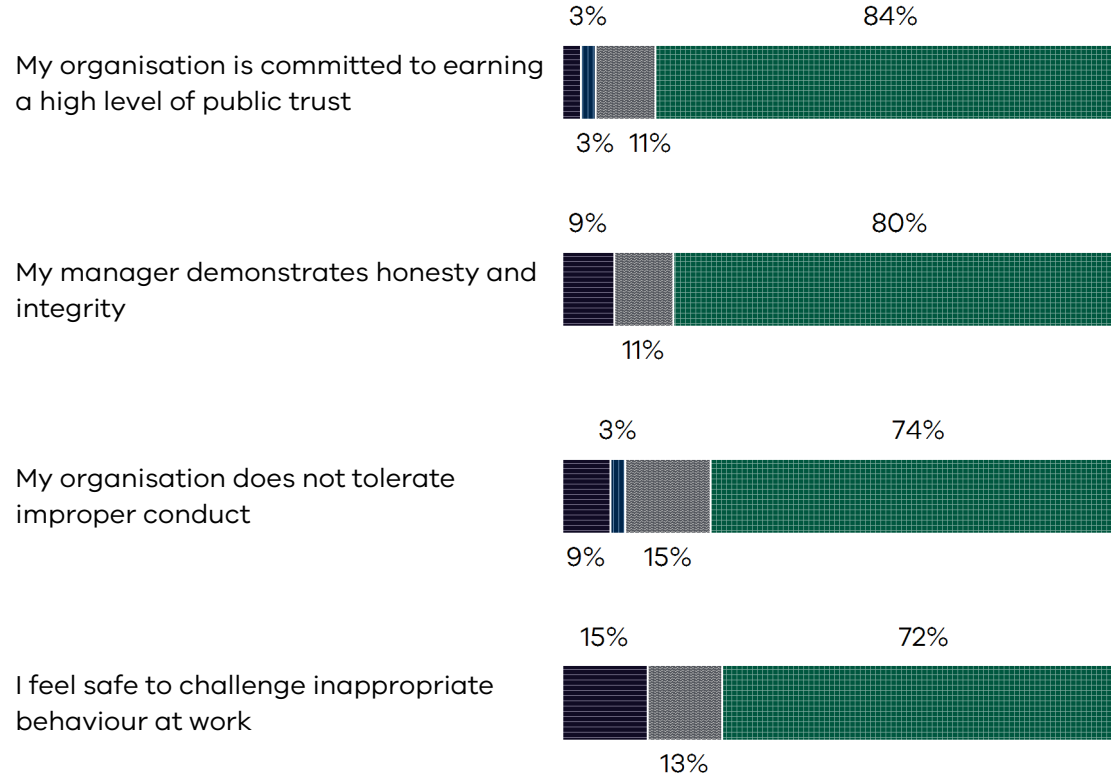Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

84% of staff who did the survey agreed or strongly agreed with 'My organisation is committed to earning a high level of public trust'.

Survey question	Your results	Benchmark agree results

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

	You		Comparator		
	2021	2022	Lowest	Average	Highest
My organisation is committed to earning a high level of public trust	93 %	84 %	77 %	83 %	97 %
My manager demonstrates honesty and integrity	91 %	80 %	81 %	84 %	90 %
My organisation does not tolerate improper conduct	84 %	74 %	55 %	75 %	89 %
I feel safe to challenge inappropriate behaviour at work	81 %	72 %	60 %	72 %	89 %

Your results bar values:

My organisation is committed to earning a high level of public trust: 3%, 3%, 11%, 84%

My manager demonstrates honesty and integrity: 9%, 11%, 80%

My organisation does not tolerate improper conduct: 9%, 3%, 15%, 74%

I feel safe to challenge inappropriate behaviour at work: 15%, 13%, 72%

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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

Example

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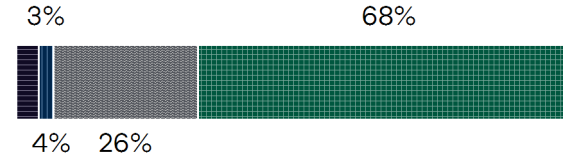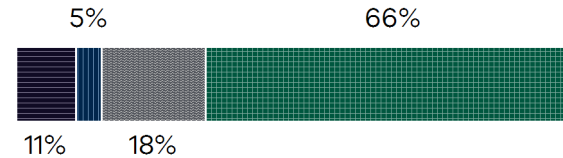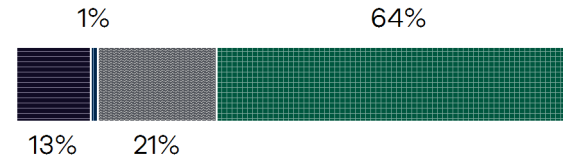
Survey question

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
Senior leaders demonstrate honesty and integrity	3% / 4% / 26% / 68%	80 %	68 %	60 %	67 %	88 %
People in my workgroup appropriately manage conflicts of interest	11% / 5% / 18% / 66%	83 %	66 %	67 %	73 %	87 %
People in my workgroup are honest, open and transparent in their dealings	13% / 1% / 21% / 64%	80 %	64 %	74 %	77 %	87 %

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

78% of staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.
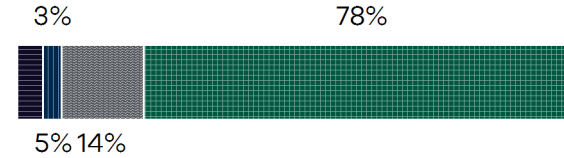
Survey question	Your results	Benchmark agree results

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

	You		Comparator		
	2021	2022	Lowest	Average	Highest
People in my workgroup are politically impartial in their work	81 %	78 %	69 %	73 %	81 %
My workgroup acts fairly and without bias	Not asked	64 %	64 %	73 %	94 %

People in my workgroup are politically impartial in their work: 3%, 5%, 14%, 78%
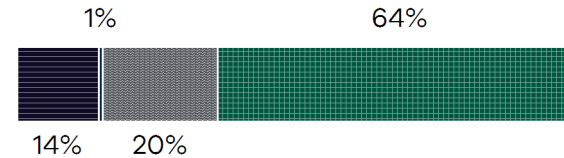
My workgroup acts fairly and without bias: 14%, 1%, 20%, 64%

Public sector values

Accountability 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

94% of staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve it's goals'.
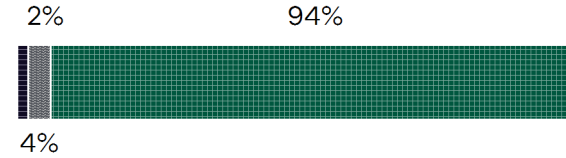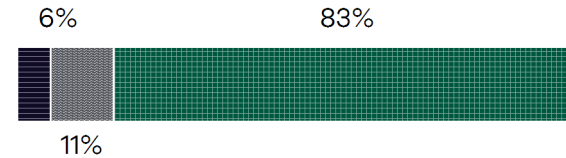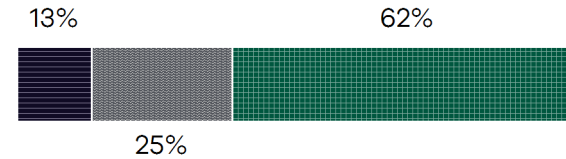
Survey question	Your results					

Legend: Disagree | Neither agree nor disagree | Don't know | Agree
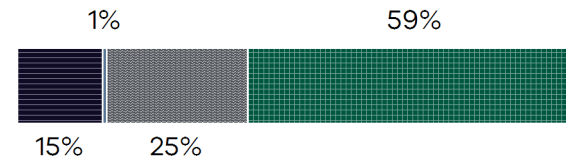
		You		Comparator		
Survey question	Your results	2021	2022	Lowest	Average	Highest
I understand how my job helps my organisation achieve it's goals	2% ... 94% / 4%	Not asked	94 %	87 %	94 %	98 %
I clearly understand what I am expected to do in this job	6% ... 83% / 11%	77 %	83 %	80 %	88 %	92 %
My workgroup has clear lines of responsibility	13% ... 62% / 25%	68 %	62 %	53 %	72 %	81 %
Senior leaders provide clear strategy and direction	1% ... 59% / 15% / 25%	66 %	59 %	40 %	57 %	79 %

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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

Example

58% of staff who did the survey agreed or strongly agreed with 'My workgroup uses its resources well'.

Survey question

Your results

	Disagree		Neither agree nor disagree
	Don't know		Agree

My workgroup uses its resources well

21%   58%

21%

Benchmark agree results

	You		Comparator		
	2021	2022	Lowest	Average	Highest
My workgroup uses its resources well	Not asked	58 %	50 %	64 %	82 %

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

Respect 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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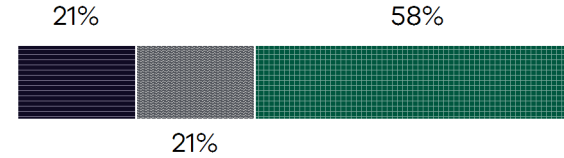
Example

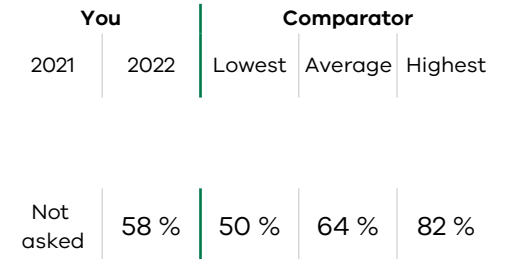84% of staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

| Survey question | Your results | Benchmark agree results |

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

Survey question	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager treats employees with dignity and respect (7%, 9%, 84%)	94 %	84 %	83 %	86 %	97 %
My organisation encourages respectful workplace behaviours (4%, 13%, 83%)	90 %	83 %	68 %	85 %	96 %
People in my workgroup treat each other with respect (9%, 10%, 81%)	89 %	81 %	81 %	85 %	92 %
My manager listens to what I have to say (10%, 15%, 75%)	88 %	75 %	76 %	83 %	93 %

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.
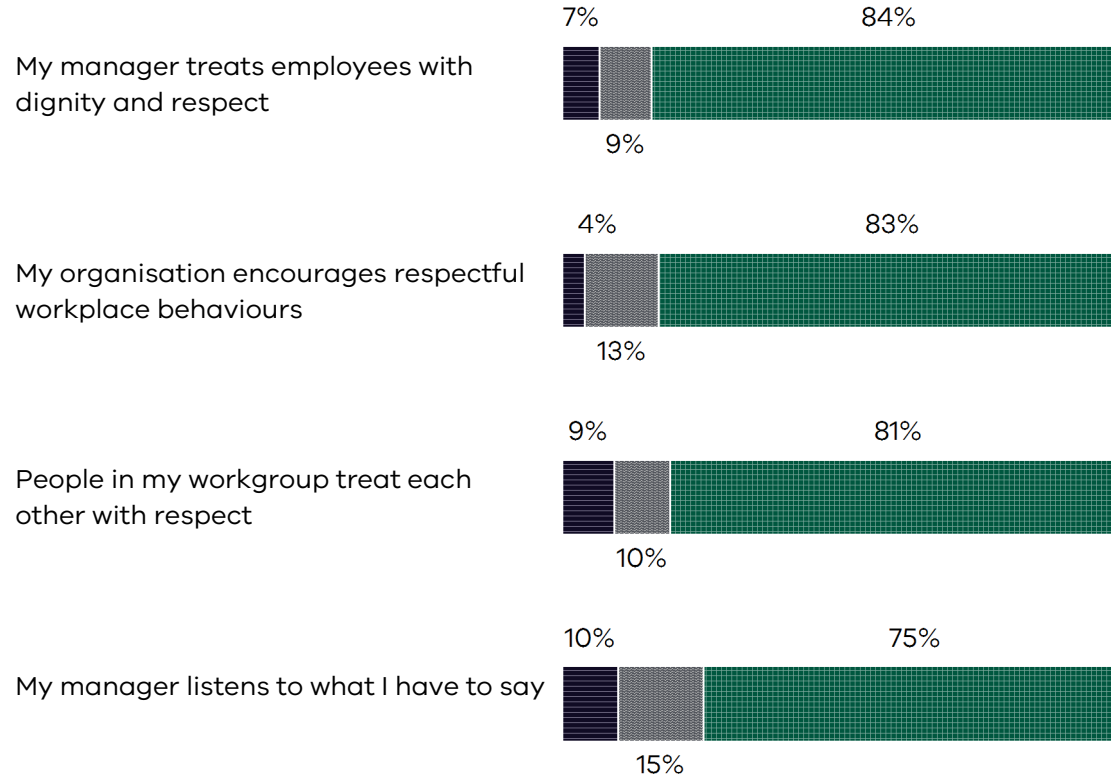
Example

71% 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

3% 71%

10% 16%

Benchmark agree results

	You		Comparator		
2021	2022		Lowest	Average	Highest
79 %	71 %		60 %	71 %	92 %
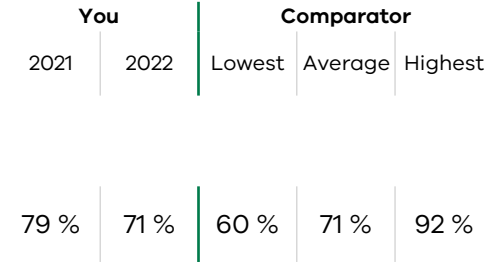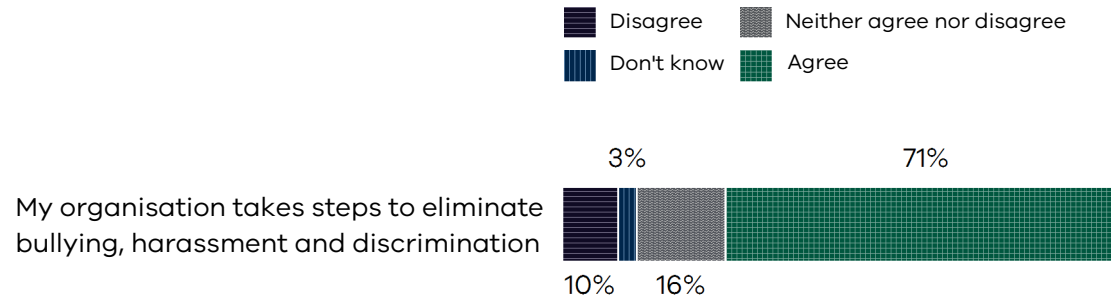
Public sector values

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

78% of staff who did the survey agreed or strongly agreed with 'My manager models my organisation's values'.

Survey question	Your results					

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

Survey question	Disagree	Neither	Agree					

Benchmark agree results

Survey question	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager models my organisation's values (11% / 11% / 78%)	85 %	78 %	78 %	83 %	93 %
Senior leaders model my organisation's values (7% / 2% / 26% / 65%)	78 %	65 %	50 %	63 %	87 %

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.
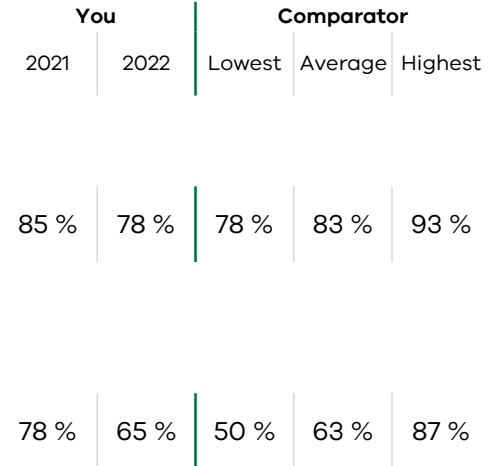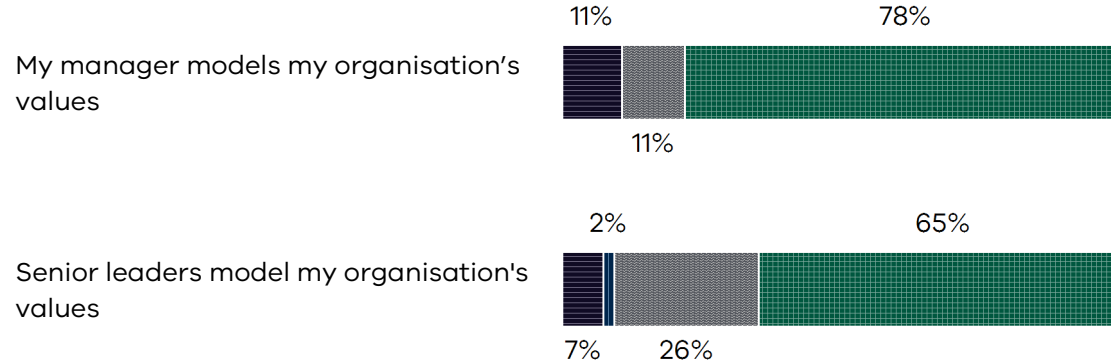
Example

84% of staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.

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

Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My organisation encourages employees to act in ways that are consistent with human rights	1% / 1% / 13% / 84%	88 %	84 %	68 %	87 %	99 %
I understand how the Charter of Human Rights and Responsibilities applies to my work	13% / 24% / 64%	46 %	64 %	43 %	61 %	77 %

People matter survey wellbeing check 2022

Have your say

Overview

Report overview

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

Result summary

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Demographics

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

Demographics

Age, gender, variations in sex characteristics and sexual orientation

What this is

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

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

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

Age	(n)	%
15-34 years	61	40%
35-54 years	63	41%
55+ years	11	7%
Prefer not to say	17	11%

How would you describe your gender?	(n)	%
Woman	75	49%
Man	58	38%
Prefer not to say	19	13%

Are you trans, non-binary or gender diverse?	(n)	%
Yes	1	1%
No	135	89%
Prefer not to say	16	11%

To your knowledge, do you have innate variation(s) of sex characteristics (often called intersex)?*	(n)	%
No	131	86%
Don't know	5	3%
Prefer not to say	16	11%

How do you describe your sexual orientation?	(n)	%
Straight (heterosexual)	115	76%
Prefer not to say	24	16%
Gay or lesbian	6	4%
Don't know	4	3%
Bisexual	3	2%

Demographics

Aboriginal and/or Torres Strait Islander employees

What this is

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

Why this is important

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

How to read this

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

How we protect anonymity and privacy

To protect you, we:
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- don't release employee opinion results for demographic groups where organisations have fewer than 30 responses in total.

Aboriginal and/or Torres Strait Islander	(n)	%
Yes	**2**	1%
Non Aboriginal and/or Torres Strait Islander	**144**	95%
Prefer not to say	**6**	4%

Demographics

Disability

What this is

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

Why this is important

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

How to read this

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

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

How we protect anonymity and privacy

To protect you, we:

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

Do you identify as a person with a disability?	(n)	%
Yes	**4**	3%
No	**139**	91%
Prefer not to say	**9**	6%

Victorian Public Sector Commission

VICTORIA State Government

Demographics

Cultural diversity 1 of 2

What this is

These are the personal characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

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

Country of birth	(n)	%
Born in Australia	**106**	70%
Not born in Australia	**32**	21%
Prefer not to say	**14**	9%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Other	**13**	36%
Spanish	**6**	17%
Cantonese	**3**	8%
Italian	**3**	8%
Mandarin	**3**	8%
Vietnamese	**3**	8%
French	**2**	6%
Greek	**2**	6%
Sinhalese	**2**	6%
Urdu	**2**	6%
Australian Indigenous Language	**1**	3%
Indonesian	**1**	3%

Language other than English spoken with family or community	(n)	%
Yes	**36**	24%
No	**106**	70%
Prefer not to say	**10**	7%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Korean	**1**	3%
Punjabi	**1**	3%
Tamil	**1**	3%

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

To protect you, we:
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- don't release employee opinion results for demographic groups where organisations have fewer than 30 responses in total.

Cultural identity	(n)	%
Australian	**101**	66%
European (including Western, Eastern and South-Eastern Europe, and Scandinavia)	**16**	11%
English, Irish, Scottish and/or Welsh	**15**	10%
Prefer not to say	**13**	9%
East and/or South-East Asian	**10**	7%
South Asian	**4**	3%
New Zealander	**3**	2%
Central and/or South American	**3**	2%
Central Asian	**3**	2%
Other	**2**	1%
African	**2**	1%
Aboriginal and/or Torres Strait Islander	**2**	1%
North American	**1**	1%
Middle Eastern	**1**	1%
Maori	**1**	1%

Religion	(n)	%
No religion	**90**	59%
Christianity	**26**	17%
Prefer not to say	**22**	14%
Buddhism	**7**	5%
Other	**3**	2%
Islam	**2**	1%
Hinduism	**1**	1%
Sikhism	**1**	1%

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

To protect you, we:

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

Working arrangement	(n)	%
Full-Time	**119**	78%
Part-Time	**33**	22%

Gross base salary (ongoing/fixed term only)	(n)	%
Below $65k	**12**	10%
$65k to $95k	**62**	51%
$95k to $125k	**25**	21%
$125k or more	**11**	9%
Prefer not to say	**11**	9%

Organisational tenure	(n)	%
<1 year	**35**	23%
1 to less than 2 years	**3**	2%
2 to less than 5 years	**50**	33%
5 to less than 10 years	**37**	24%
10 to less than 20 years	**19**	13%
More than 20 years	**8**	5%

Management responsibility	(n)	%
Non-manager	**111**	73%
Other manager	**27**	18%
Manager of other manager(s)	**14**	9%

Employment type	(n)	%
Ongoing and executive	**112**	74%
Other	**31**	20%
Fixed term	**9**	6%

Demographics

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

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

Primary workplace location over the last 3 months	(n)	%
Melbourne CBD	126	83%
Melbourne: Suburbs	23	15%
Other	2	1%
Rural	1	1%

What have been your main places of work over the last 3-months?	(n)	%
Your employer's office	111	73%
A frontline or service delivery location	33	22%
Home or private location	55	36%
A shared office space (where two or more organisations share the same workspace e.g. Gov hubs, suburban hubs etc.)	3	2%
Other	10	7%

Flexible work	(n)	%
Flexible start and finish times	60	39%
Working more hours over fewer days	58	38%
Working from an alternative location (e.g. home, hub/shared work space)	49	32%
No, I do not use any flexible work arrangements	36	24%
Other	13	9%
Purchased leave	7	5%
Using leave to work flexible hours	7	5%
Part-time	5	3%
Shift swap	3	2%
Study leave	1	1%

Demographics

Adjustments

What this is

These are adjustments staff requested to perform in their role.

Why this is important

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

How to read this

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

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

How we protect anonymity and privacy

To protect you, we:

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

Have you requested any of the following adjustments at work?*	(n)	%
No, I have not requested adjustments	**80**	53%
Flexible working arrangements	**68**	45%
Physical modifications or improvements to the workplace	**11**	7%
Career development support strategies	**4**	3%
Job redesign or role sharing	**1**	1%

Why did you make this request?	(n)	%
Work-life balance	**53**	74%
Health	**17**	24%
Family responsibilities	**14**	19%
Caring responsibilities	**8**	11%
Study commitments	**3**	4%
Other	**2**	3%
Disability	**1**	1%

What was your experience with making the request?	(n)	%
The adjustments I needed were made and the process was satisfactory	**64**	89%
The adjustments I needed were made but the process was unsatisfactory	**4**	6%
The adjustments I needed were not made	**4**	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.

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

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Caring responsibility	(n)	%
None of the above	**79**	52%
Child(ren) - younger than preschool age	**22**	14%
Primary school aged child(ren)	**19**	13%
Secondary school aged child(ren)	**15**	10%
Prefer not to say	**14**	9%
Person(s) with a mental illness	**6**	4%
Other	**6**	4%
Frail or aged person(s)	**5**	3%
Person(s) with a medical condition	**4**	3%
Preschool aged child(ren)	**3**	2%
Person(s) with disability	**2**	1%

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