People matter survey wellbeing check 2022

Have your say

Mildura Base Public Hospital
2022 people matter survey results report

Victorian Public Sector Commission

VICTORIA State Government

People matter survey wellbeing check 2022

Have your say

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Victorian Public Sector Commission

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Report overview

About your report

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

Report contents

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

Comparing data in this report

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

This means you'll be able to compare about 77% 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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Overview | Result summary

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Report overview

Privacy and anonymity

To protect you, we:

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

Read more in our privacy policy.

Report overview

Survey's theoretical framework

What this is

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

Why this is important

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

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

Our public sector values

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

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

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

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

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

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

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

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

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

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

Responsiveness Integrity Impartiality Accountability Respect Leadership Human Rights

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Report overview

Your comparator group

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'.

Echuca Regional Health

Monash Health

The Queen Elizabeth Centre

Victorian Institute of Forensic Mental Health

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

39% (423)

Comparator	32%
Public Sector	39%

2022

53% (615)

Comparator	16%
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	
68		**69**	
Comparator	70	Comparator	66
Public Sector	70	Public Sector	69

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People outcomes

Engagement question results 1 of 2

What this is

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

Your organisation's engagement index

Your 2022 index is 69.

Why this is important

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

How to read this

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

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

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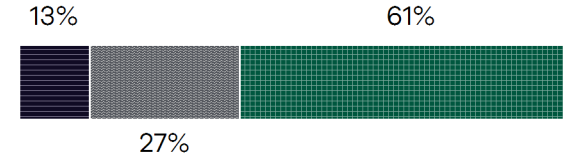
Example

71% of your staff who did the survey agreed or strongly agreed with 'I am proud to tell others I work for my organisation'.

Survey question	Your results	Benchmark agree results

Legend: ■ Disagree ▨ Neither agree nor disagree ▨ Agree

Survey question		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I am proud to tell others I work for my organisation	7% / 21% / 71%	78 %	71 %	69 %	71 %	84 %
I would recommend my organisation as a good place to work	11% / 21% / 68%	70 %	68 %	60 %	62 %	84 %
My organisation inspires me to do the best in my job	10% / 24% / 67%	63 %	67 %	57 %	59 %	80 %
My organisation motivates me to help achieve its objectives	11% / 24% / 65%	60 %	65 %	55 %	58 %	80 %

People outcomes

What this is

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

Your organisation's engagement index

Your 2022 index is 69.

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

61% of your staff who did the survey agreed or strongly agreed with 'I feel a strong personal attachment to my organisation'.

Survey question	Your results	Benchmark agree results

Survey question — **Your results** — **Benchmark agree results**

Legend: Disagree | Neither agree nor disagree | Agree

Survey question	13%	27%	61%	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I feel a strong personal attachment to my organisation				67 %	61 %	55 %	56 %	74 %
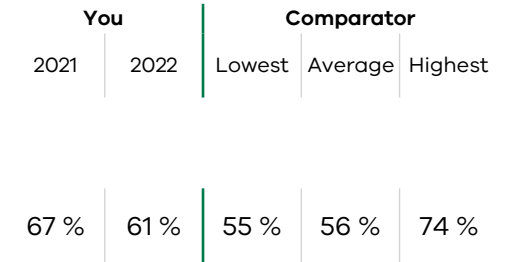
People outcomes

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:

- 79% of your staff who did the survey responded positively to questions about Inclusion.

Compared to:

- 73% of staff at your comparator and 78% of staff across the public sector.
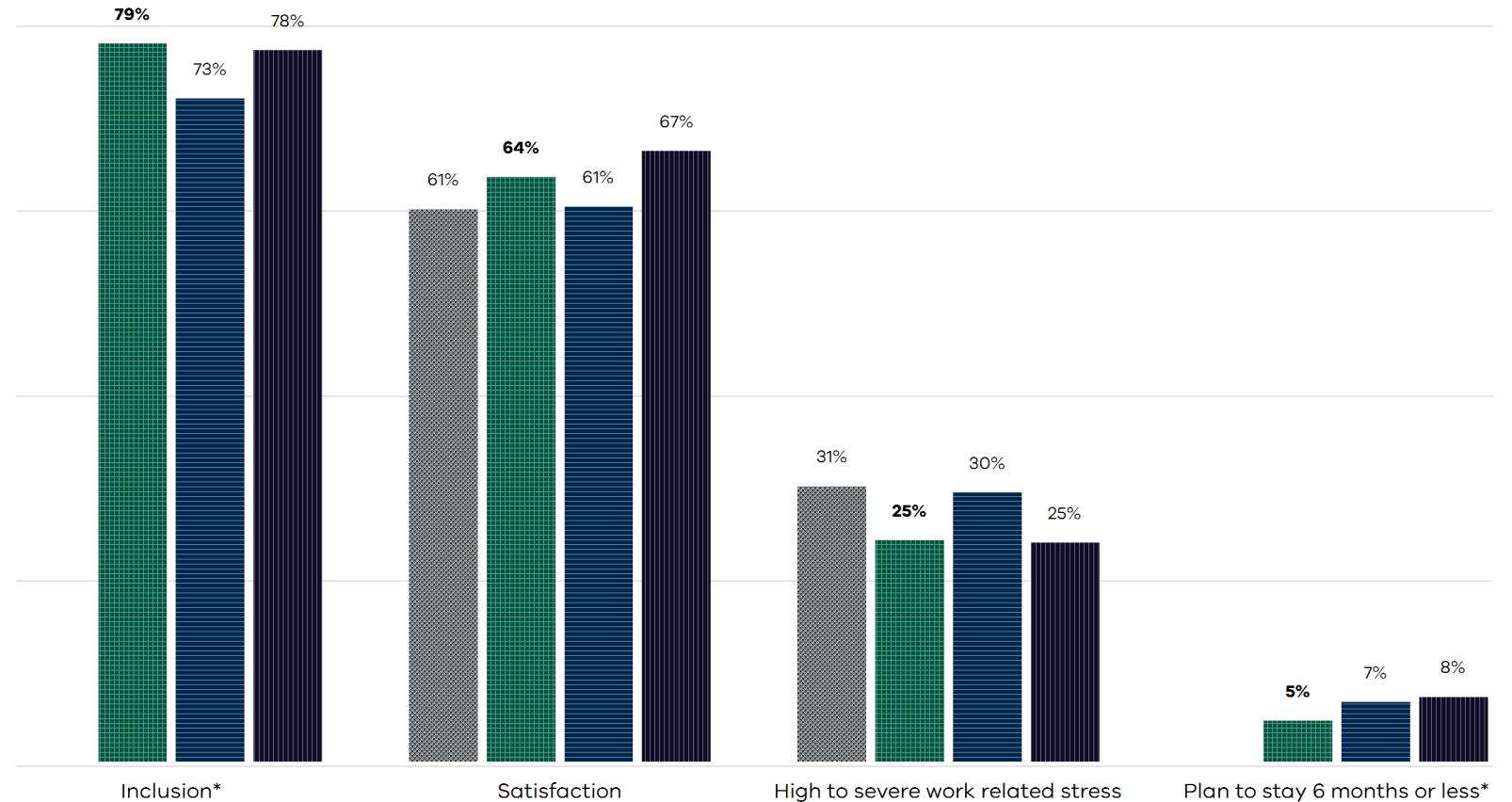
*We can't compare some data here because one or more questions were not asked in a previous survey

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

Chart values:
- Inclusion*: You 2022 79%, Comparator 2022 73%, Public sector 2022 78%
- Satisfaction: You 2021 61%, You 2022 64%, Comparator 2022 61%, Public sector 2022 67%
- High to severe work related stress: You 2021 31%, You 2022 25%, Comparator 2022 30%, Public sector 2022 25%
- Plan to stay 6 months or less*: You 2022 5%, Comparator 2022 7%, Public sector 2022 8%

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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

71% 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					

Survey question | **Your results** | **Benchmark satisfied results**

Legend:
- Dissatisfied
- Neither satisfied nor dissatisfied
- Satisfied

		You		Comparator		
Survey question		2021	2022	Lowest	Average	Highest
Considering everything, how satisfied are you with your current job	12% / 17% / 71%	66 %	71 %	63 %	66 %	85 %
How satisfied are you with the work/life balance in your current job	20% / 19% / 61%	61 %	61 %	58 %	61 %	81 %
How satisfied are you with your career development within your current organisation	12% / 28% / 60%	55 %	60 %	53 %	56 %	65 %

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

25% of your staff who did the survey said they had high to severe stress in 2022. This is compared to 30% 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)

Level	Percentage
Nil	10%
Low / mild	31%
Moderate	34%
High	14%
Very high	8%
Severe	3%
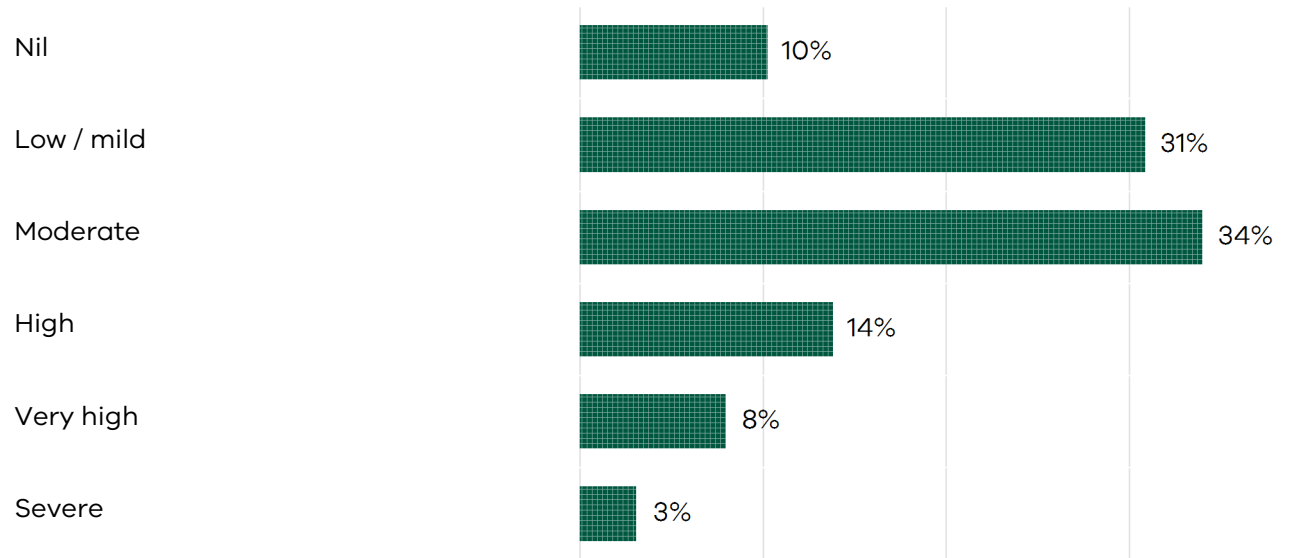
Reported levels of high to severe stress

2021	2022
31%	25%

2021		2022	
Comparator	28%	Comparator	30%
Public Sector	26%	Public Sector	25%
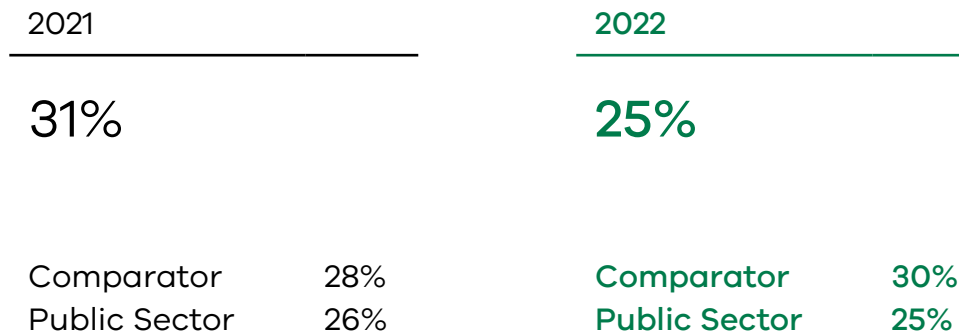
People outcomes

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

90% of your staff who did the survey said they experienced mild to severe stress.

Of that 90%, 59% said the top reason was 'Workload'.

	552	63
	90%	10%

■ Experienced some work-related stress   ▨ Did not experience some work-related stress
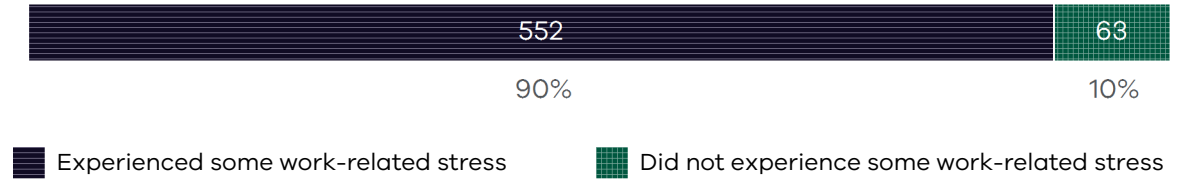
Of those that experienced work related stress it was from …	You 2021	You 2022	Comparator 2022	Public sector 2022
Workload	58%	59%	54%	51%
Time pressure	44%	45%	41%	44%
Other changes due to COVID-19	10%	18%	14%	7%
Dealing with clients, patients or stakeholders	15%	16%	14%	15%
Competing home and work responsibilities	12%	15%	15%	14%
Content, variety, or difficulty of work	11%	12%	10%	11%
Management of work (e.g. supervision, training, information, support)	15%	12%	13%	12%
Work schedule or hours	14%	11%	10%	6%
Physical environment	7%	11%	8%	3%
Social environment (e.g. relationships with colleagues, manager and/or senior leaders)	18%	10%	14%	10%

People outcomes

Intention to stay

What this is

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

Why this is important

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

How to read this

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

Example

5% 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	5%	7%	8%
Over 6 months and up to 1 year	9%	9%	10%
Over 1 year and up to 3 years	20%	22%	25%
Over 3 years and up to 5 years	16%	16%	16%
Over 5 years	50%	45%	41%

People outcomes

Inclusion question results

What this is

This is how included staff feel in their workplace.

Why this is important

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

How to read this

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

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

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

Example

82% of your staff who did the survey agreed or strongly agreed with 'I can be myself at work'.

Survey question	Your results	Benchmark agree results

Legend: ■ Disagree ▨ Neither agree nor disagree ▨ Agree
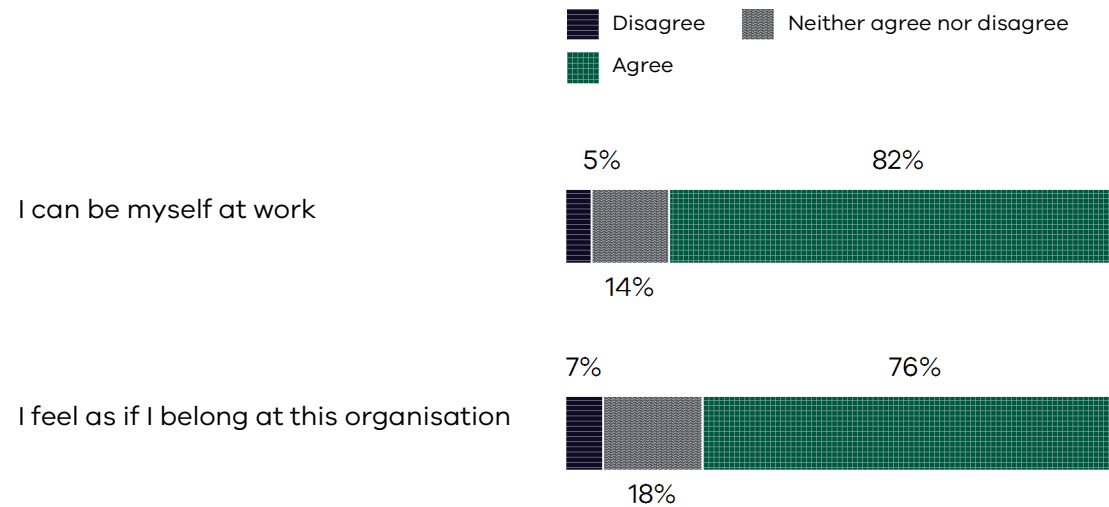
	You		Comparator		
	2021	2022	Lowest	Average	Highest
I can be myself at work	5% / 14% / 82%	Not asked	82 %	73 %	76 %	88 %
I feel as if I belong at this organisation	7% / 18% / 76%	Not asked	76 %	68 %	69 %	80 %

People outcomes

Inclusion - Barriers to success

What this is

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

Why this is important

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

How to read this

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

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

Example

7% of your staff who did the survey said they have experienced barriers to success in the last 12 months due to 'My caring responsibilities'.

Staff who experienced one or more barriers to success at work

155	460
25%	75%

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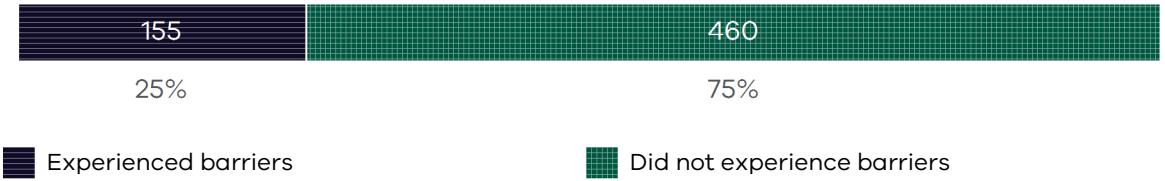
During the last 12 months, employees experienced barriers to their success due to …	You 2022	Comparator 2022	Public sector 2022
My caring responsibilities	7%	8%	7%
My mental health	7%	7%	7%
My age	5%	9%	8%
My physical health	4%	5%	4%
Other	4%	6%	4%
My cultural background	3%	4%	3%
My race	2%	2%	1%
My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

People outcomes

Scorecard: emotional effects of work

What this is

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

Why this is important

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

How to read this

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

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

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

Example

In 2022:

- 60% of your staff who did the survey said work made them feel happy in 2022, which is up from 48% in 2021

Compared to:

- 51% of staff at your comparator and 54% of staff across the public sector.

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

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

	Happy	Enthusiastic	Worried	Miserable
You 2021	48%	47%	41%	26%
You 2022	60%	49%	36%	25%
Comparator 2022	51%	44%	38%	25%
Public sector 2022	54%	49%	31%	17%
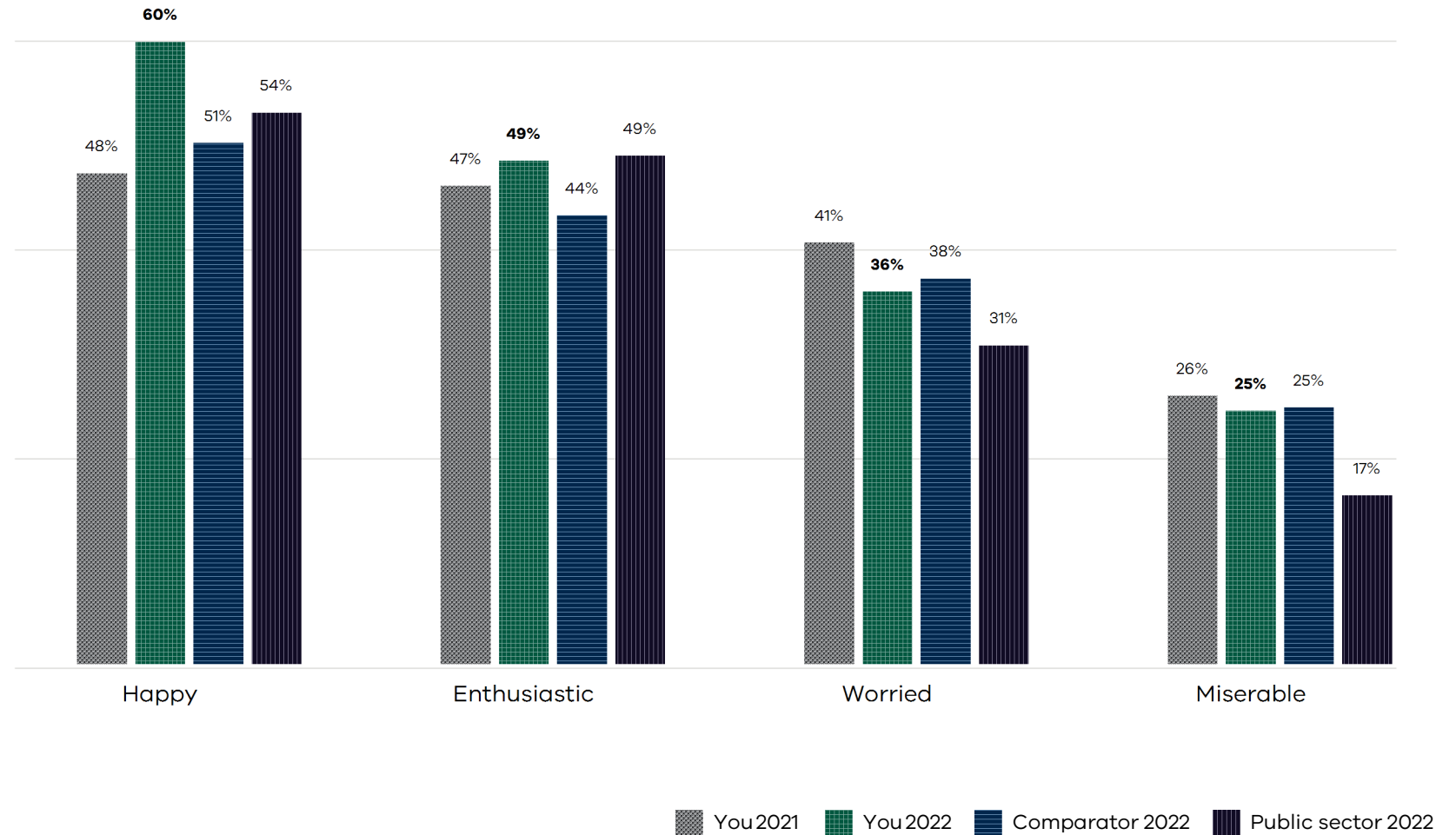
People outcomes

Scorecard: negative behaviours

What this is

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

Why this is important

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

How to read this

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

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

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

Example

In 2022:

- 33% of your staff who did the survey stated they experienced 'Violence or aggression' in the last 12 months which is down from 40% in 2021.

Compared to:

- 29% of staff at your comparator and 10% of staff across the public sector.

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

	Violence or aggression	Bullying	Sexual harassment	Discrimination
You 2021	40%	22%	10%	8%
You 2022	33%	14%	7%	5%
Comparator 2022	29%	20%	8%	8%
Public sector 2022	10%	11%	4%	5%
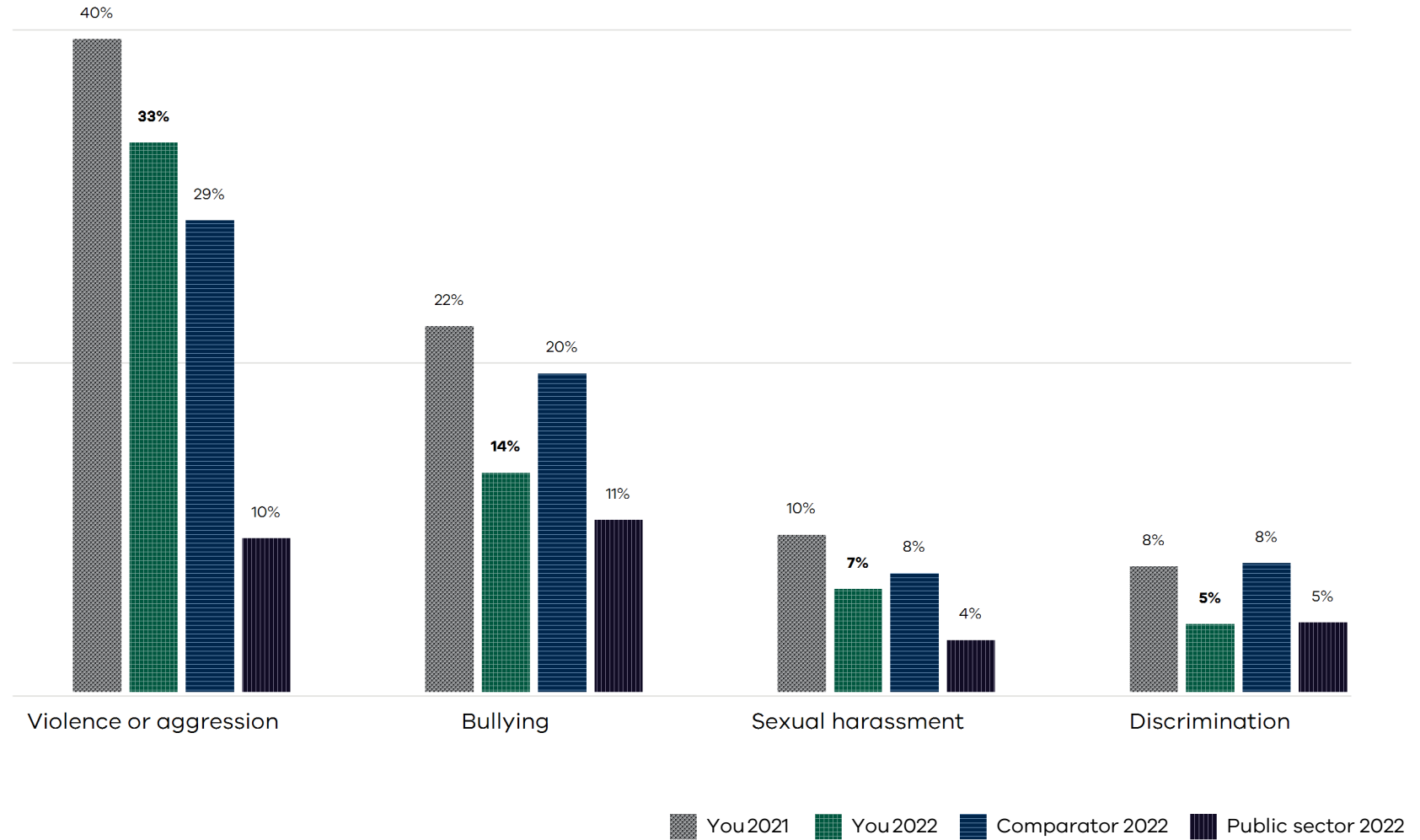
People outcomes

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%, 70% 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?

84	464	67
14%	75%	11%

■ Experienced bullying   ▨ Did not experience bullying   ▨ Not sure
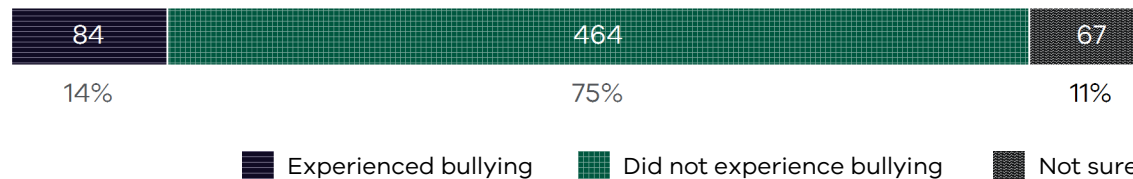
If you experienced bullying, what type of bullying did you experience?	You 2021	You 2022	Comparator 2022	Public sector 2022
Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)	73%	70%	71%	71%
Exclusion or isolation	48%	36%	39%	43%
Intimidation and/or threats	26%	35%	33%	30%
Verbal abuse	23%	27%	22%	19%
Withholding essential information for me to do my job	26%	27%	24%	33%
Being assigned meaningless tasks unrelated to the job	9%	13%	12%	13%
Other	15%	12%	16%	15%
Being given impossible assignment(s)	4%	10%	10%	10%
Interference with my personal property and/or work equipment	6%	5%	4%	4%

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

- 48% said the top way they reported the bullying was 'Told a manager'.
- 87% said they didn't submit a formal complaint.

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

84	464	67
14%	75%	11%

■ Experienced bullying   ▦ Did not experience bullying   ▨ Not sure
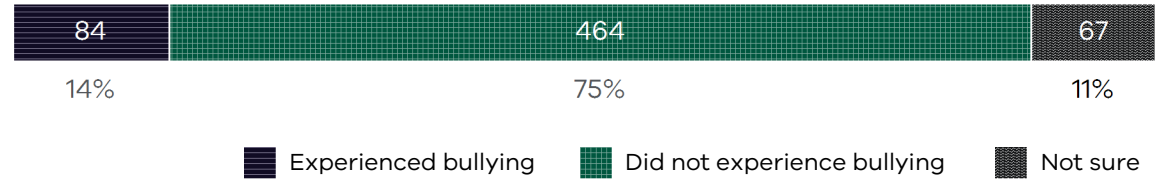
Did you tell anyone about the bullying?	You 2021	You 2022	Comparator 2022	Public sector 2022
Told a manager	48%	48%	46%	49%
Told a colleague	39%	43%	44%	41%
Told a friend or family member	37%	26%	36%	35%
Told the person the behaviour was not OK	19%	14%	16%	17%
Submitted a formal complaint	8%	13%	10%	11%
I did not tell anyone about the bullying	13%	12%	11%	12%
Told Human Resources	12%	10%	13%	13%
Told someone else	11%	7%	12%	12%
Told employee assistance program (EAP) or peer support	3%	2%	7%	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

87% of your staff who experienced bullying did not submit a formal complaint, of which:

- 60% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal complaint?

11	73
13%	87%
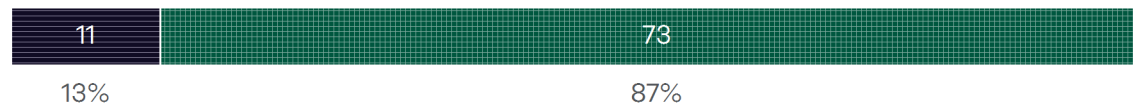
■ Submitted formal complaint   ■ Did not submit a formal complaint

What was your reason for not submitting a formal complaint?	You 2021	You 2022	Comparator 2022	Public sector 2022
I didn't think it would make a difference	41%	60%	54%	51%
I believed there would be negative consequences for my reputation	53%	34%	50%	52%
I didn't think it was serious enough	18%	22%	15%	16%
I believed there would be negative consequences for my career	36%	16%	36%	41%
I thought the complaint process would be embarrassing or difficult	8%	15%	10%	13%
Other	7%	12%	11%	12%
I didn't feel safe to report the incident	22%	8%	19%	19%
I didn't need to because I no longer had contact with the person(s) who bullied me	3%	8%	7%	7%
I didn't need to because I made the bullying stop	7%	7%	6%	6%
I believed there would be negative consequences for the person I was going to complain about	10%	4%	9%	9%

Victorian Public Sector Commission

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People outcomes

Perpetrators of bullying

What this is

This is who staff have said are responsible for bullying.

Why this is important

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

How to read this

In this year's survey, 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%, 60% said it was by 'Colleague'.

84 people (14% of staff) experienced bullying (You 2022)
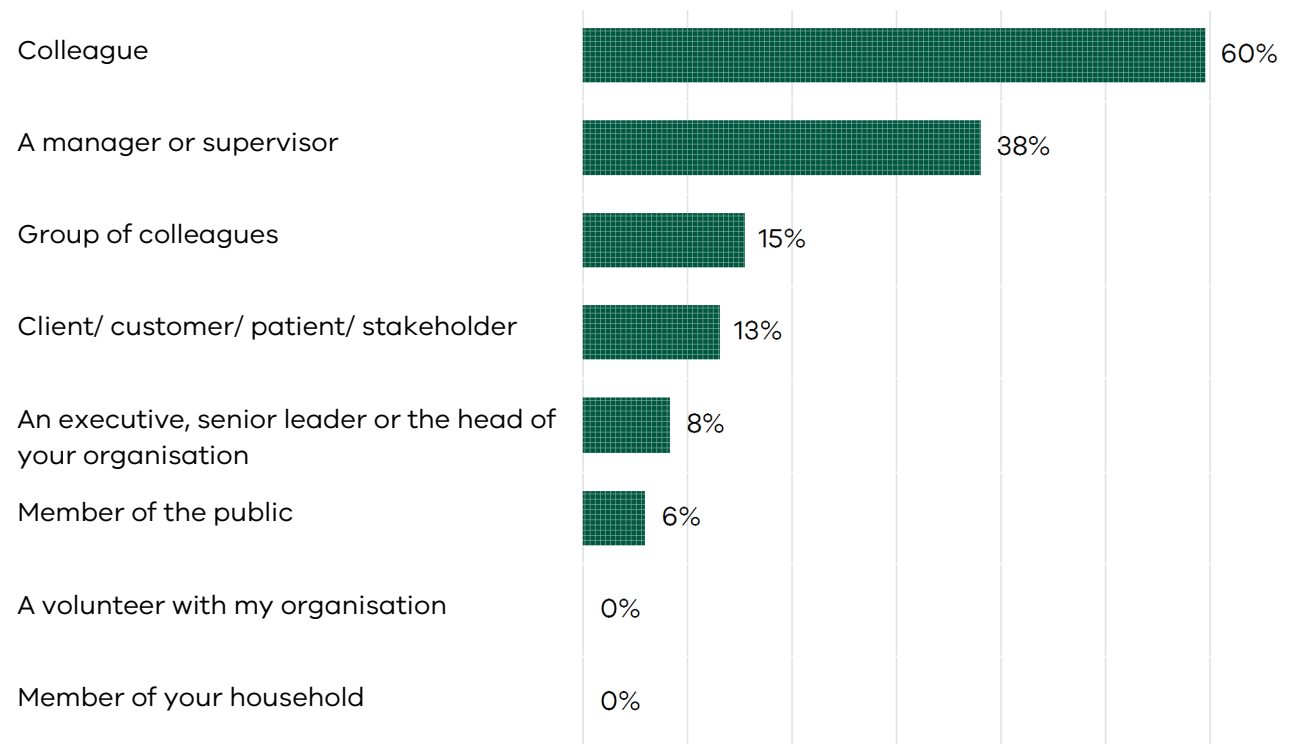
Perpetrator	Percentage
Colleague	60%
A manager or supervisor	38%
Group of colleagues	15%
Client/ customer/ patient/ stakeholder	13%
An executive, senior leader or the head of your organisation	8%
Member of the public	6%
A volunteer with my organisation	0%
Member of your household	0%

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%, 92% said it was by someone within the organisation.

Of that 92%, 66% said it was 'They were in my workgroup'.

77 people (92% of staff who experienced bullying) experienced bullying from within your organisation (You 2022)

Category	Percentage
They were in my workgroup	66%
They were my immediate manager or supervisor	26%
They were outside my workgroup	18%
They were someone I supervise or manage	5%
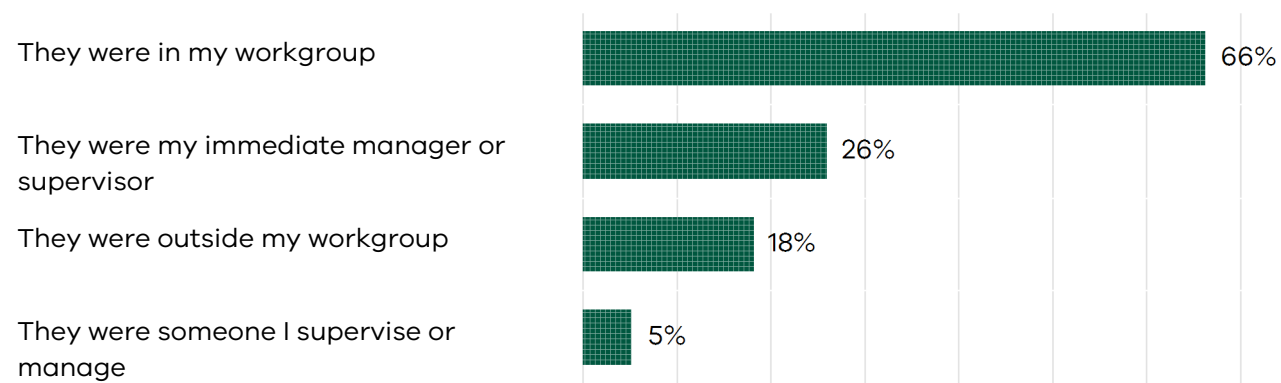
People outcomes

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

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

Of those, 46% said the top type was 'Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)'.

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

41	574
7%	93%

■ Experienced sexual harassment   ▦ Did not experience sexual harassment

Behaviours reported	You 2021	You 2022	Comparator 2022	Public sector 2022
Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)	60%	46%	52%	49%
Intrusive questions about your private life or comments about your physical appearance	52%	37%	46%	46%
Unwelcome touching, hugging, cornering or kissing	17%	29%	21%	11%
Inappropriate staring or leering that made you feel intimidated	24%	20%	15%	14%
Inappropriate physical contact (including momentary or brief physical contact)	12%	20%	23%	14%
Any other unwelcome conduct of a sexual nature	5%	10%	7%	6%
Repeated or inappropriate invitations to go out on dates	7%	5%	4%	3%
Sexual gestures, indecent exposure or inappropriate display of the body	2%	5%	10%	3%
Repeated or inappropriate advances on email, social networking websites or internet chat rooms by a work colleague	5%	2%	1%	3%
Sexually explicit posts or messages on social media (including Facebook, Snapchat, Instagram etc)	5%	0%	2%	1%

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

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

Of those, 39% 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?

41	574
7%	93%

■ Experienced sexual harassment   ▦ Did not experience sexual harassment
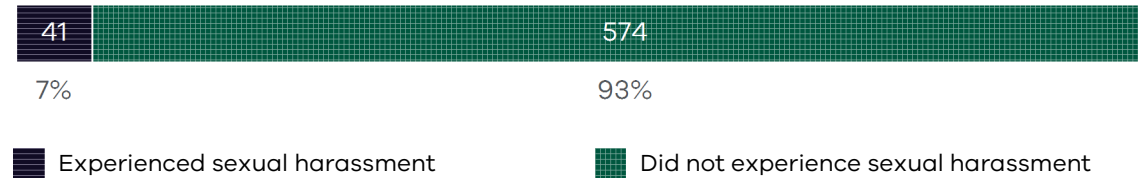
When the harassment happened to you, did you respond in any of the following ways?	You 2021	You 2022	Comparator 2022	Public sector 2022
Avoided the person(s) by staying away from them	43%	39%	35%	32%
Told a colleague	26%	32%	33%	24%
Told the person the behaviour was not OK	55%	32%	38%	22%
Told a manager	24%	29%	21%	17%
Tried to laugh it off or forget about it	19%	29%	29%	37%
Pretended it didn't bother you	33%	27%	41%	43%
Told a friend or family member	21%	15%	17%	21%
Took time off work	10%	7%	6%	5%
Avoided locations where the behaviour might occur	17%	5%	16%	12%
Submitted a formal complaint	0%	5%	7%	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

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

- 36% said the top reason was 'I didn't think it was serious enough'.

Did you submit a formal complaint?
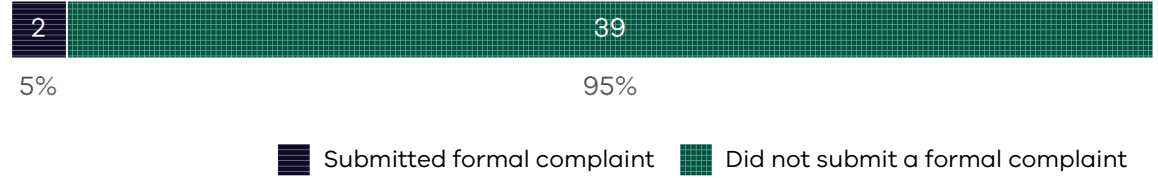
2	39
5%	95%

■ 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 didn't think it was serious enough	33%	36%	41%	44%
I didn't think it would make a difference	38%	33%	41%	38%
I believed there would be negative consequences for my reputation	33%	21%	23%	33%
I believed there would be negative consequences for my career	26%	15%	11%	24%
I didn't need to because I made the harassment stop	26%	15%	14%	9%
I thought the complaint process would be embarrassing or difficult	14%	15%	11%	13%
Other	5%	10%	12%	10%
I didn't know how to make a complaint	7%	8%	3%	5%
I was advised not to	5%	8%	2%	2%
I believed there would be negative consequences for the person I was going to complain about	2%	5%	10%	13%

Victorian Public Sector Commission

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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, 7% 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.
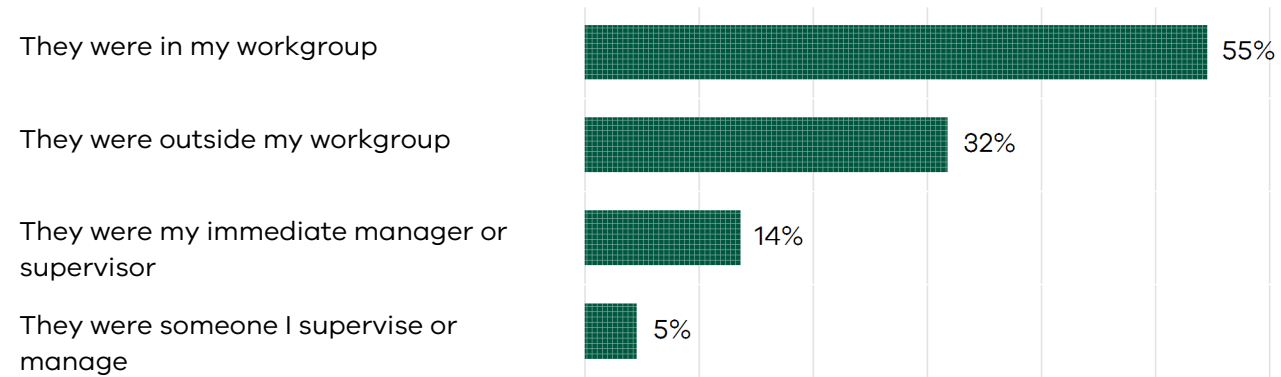
Each row is one perpetrator or group of perpetrators.

Example

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

Of that 7%, 46% said it was by 'Client/customer/patient/stakeholder'.

41 people (7% of staff) experienced sexual harassment (You2022)
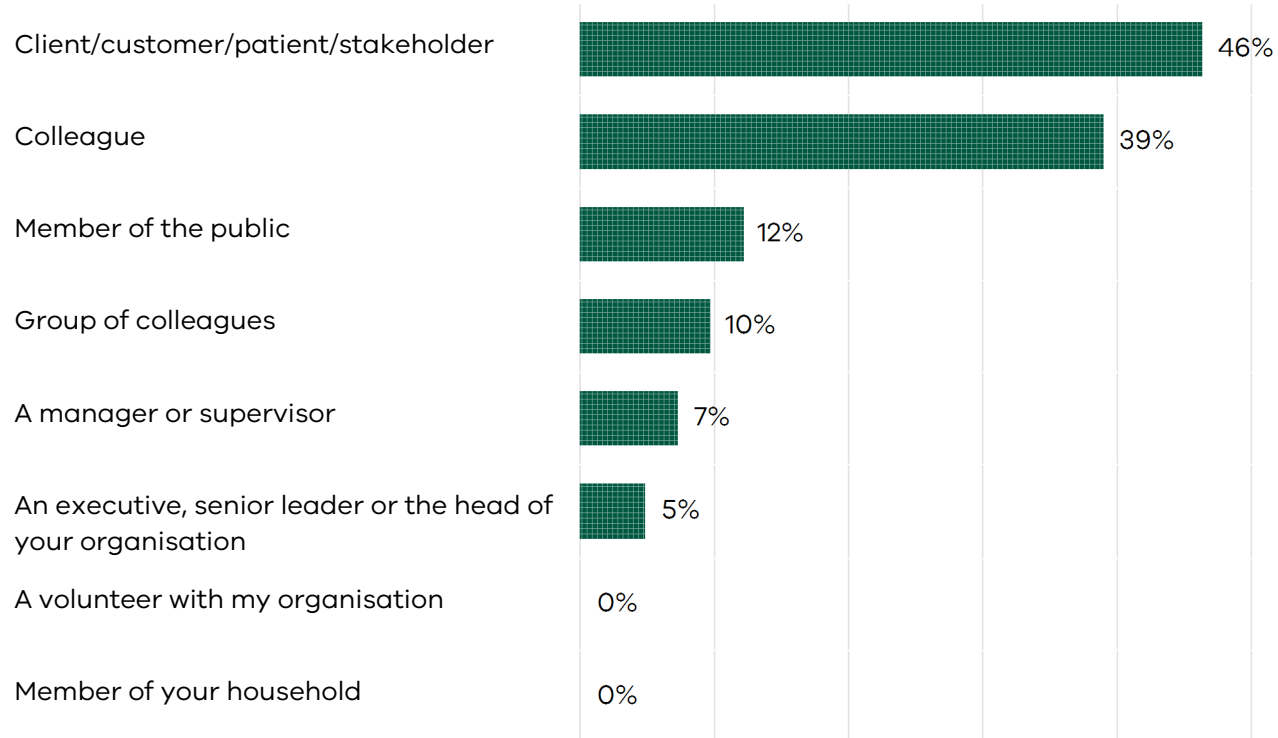
Perpetrator	Percentage
Client/customer/patient/stakeholder	46%
Colleague	39%
Member of the public	12%
Group of colleagues	10%
A manager or supervisor	7%
An executive, senior leader or the head of your organisation	5%
A volunteer with my organisation	0%
Member of your household	0%

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, 7% 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

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

Of that 7%, 54% said it was by someone within the organisation.

Of that 54%, 55% said it was 'They were in my workgroup'.

22 people (54% of staff who experienced harassment) experienced harassment from within your organisation (You 2022)

They were in my workgroup	55%
They were outside my workgroup	32%
They were my immediate manager or supervisor	14%
They were someone I supervise or manage	5%

People outcomes

Discrimination

What this is

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

Why this is important

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

How to read this

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

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

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

Example

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

Of that 5%, 43% said it was 'Employment activity'.

Have you experienced discrimination at work?

28	511	76
5%	83%	12%

■ Experienced discrimination ▦ Did not experience discrimination ▨ Not sure
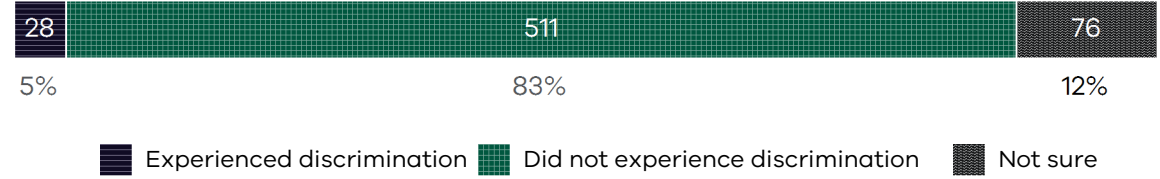
Why were you discriminated against?	You 2021	You 2022	Comparator 2022	Public sector 2022
Employment activity	47%	43%	29%	29%

Victorian Public Sector Commission

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People outcomes

Type of discrimination

What this is

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

Why this is important

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

How to read this

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

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

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

Example

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

Of that 5%, 43% said it was 'Other'.

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

28	511	76
5%	83%	12%

■ Experienced discrimination   ▨ Did not experience discrimination   ▨ Not sure
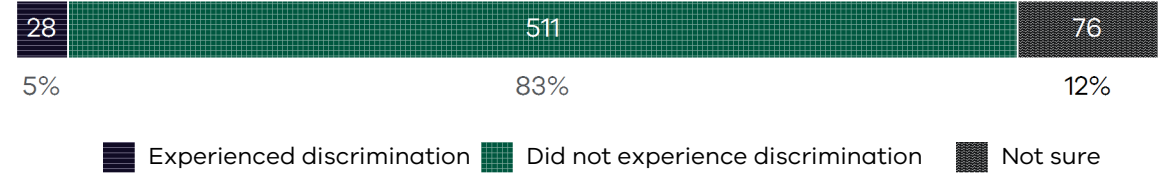
If you experienced discrimination, what type of discrimination did you experience?	You 2021	You 2022	Comparator 2022	Public sector 2022
Other	32%	43%	40%	39%
Opportunities for promotion	26%	39%	33%	38%
Denied flexible work arrangements or other adjustments	21%	14%	31%	20%
Opportunities for transfer/secondment	21%	14%	13%	13%
Opportunities for training	21%	11%	19%	22%
Pay or conditions offered by employer	15%	11%	11%	12%
Access to leave	15%	7%	12%	8%
Employment security - threats of dismissal or termination	15%	4%	13%	16%

People outcomes

Telling someone about the discrimination

What this is

This is who staff told about the discrimination they experienced.

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

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

- 54% said the top way they reported the discrimination was 'Told a colleague'.
- 86% said they didn't submit a formal complaint.

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

28	511	76
5%	83%	12%

■ Experienced discrimination   ■ Did not experience discrimination   ■ Not sure
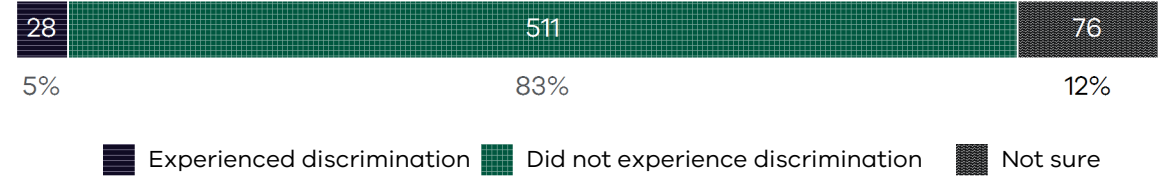
Did you tell anyone about the discrimination?	You 2021	You 2022	Comparator 2022	Public sector 2022
Told a colleague	38%	54%	35%	36%
Told a friend or family member	56%	32%	33%	33%
Told a manager	38%	25%	24%	31%
Told Human Resources	21%	18%	8%	13%
I did not tell anyone about the discrimination	12%	14%	26%	24%
Submitted a formal complaint	3%	14%	6%	7%
Told someone else	12%	7%	17%	14%
Told employee assistance program (EAP) or peer support	3%	4%	6%	10%
Told the person the behaviour was not OK	12%	4%	6%	9%

People outcomes

Discrimination - reasons for not submitting a formal complaint

What this is

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

Why this is important

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

How to read this

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

Example

86% of your staff who experienced discrimination did not submit a formal complaint, of which:

- 67% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal complaint?

4	24
14%	86%
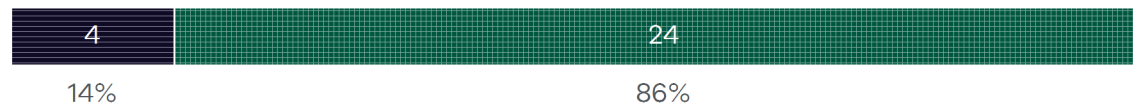
■ Submitted formal complaint   ■ Did not submit a formal complaint

What was your reason for not submitting a formal complaint?	You 2021	You 2022	Comparator 2022	Public sector 2022
I didn't think it would make a difference	36%	67%	57%	59%
I believed there would be negative consequences for my career	64%	46%	40%	53%
I believed there would be negative consequences for my reputation	42%	42%	44%	53%
I didn't feel safe to report the incident	21%	13%	20%	20%
I didn't think it was serious enough	15%	13%	12%	12%
I thought the complaint process would be embarrassing or difficult	12%	13%	12%	13%
I believed there would be negative consequences for the person I was going to complain about	12%	8%	9%	8%
I didn't know who to talk to	3%	4%	6%	7%
I didn't need to because I made the discrimination stop	6%	4%	1%	2%
Other	6%	4%	8%	9%

Victorian Public Sector Commission

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People outcomes

Perpetrators of discrimination

What this is

This is who staff have said are responsible for discrimination.

Why this is important

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

How to read this

In this year's survey, 5% of your staff said they experienced discrimination.

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

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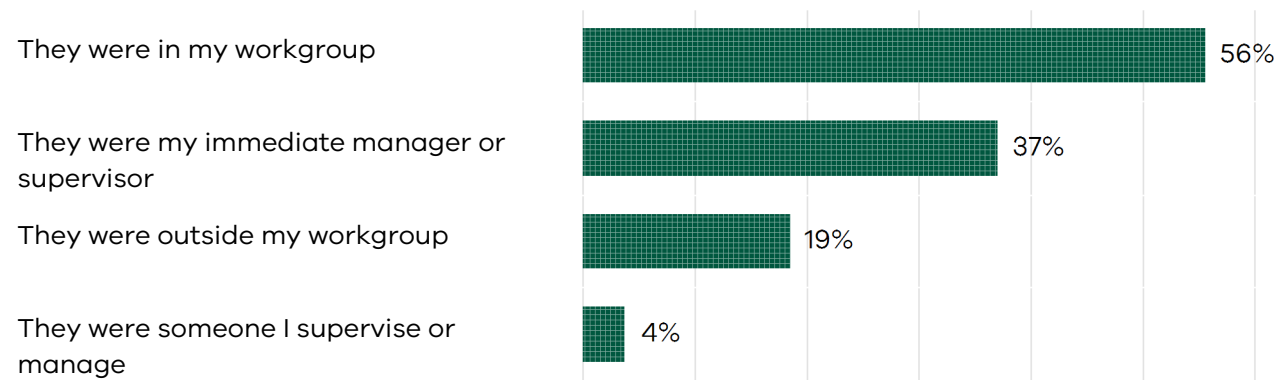
Each row is one perpetrator or group of perpetrators.

Example

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

Of that 5%, 61% said it was by 'A manager or supervisor'.

28 people (5% of staff) experienced discrimination (You 2022)
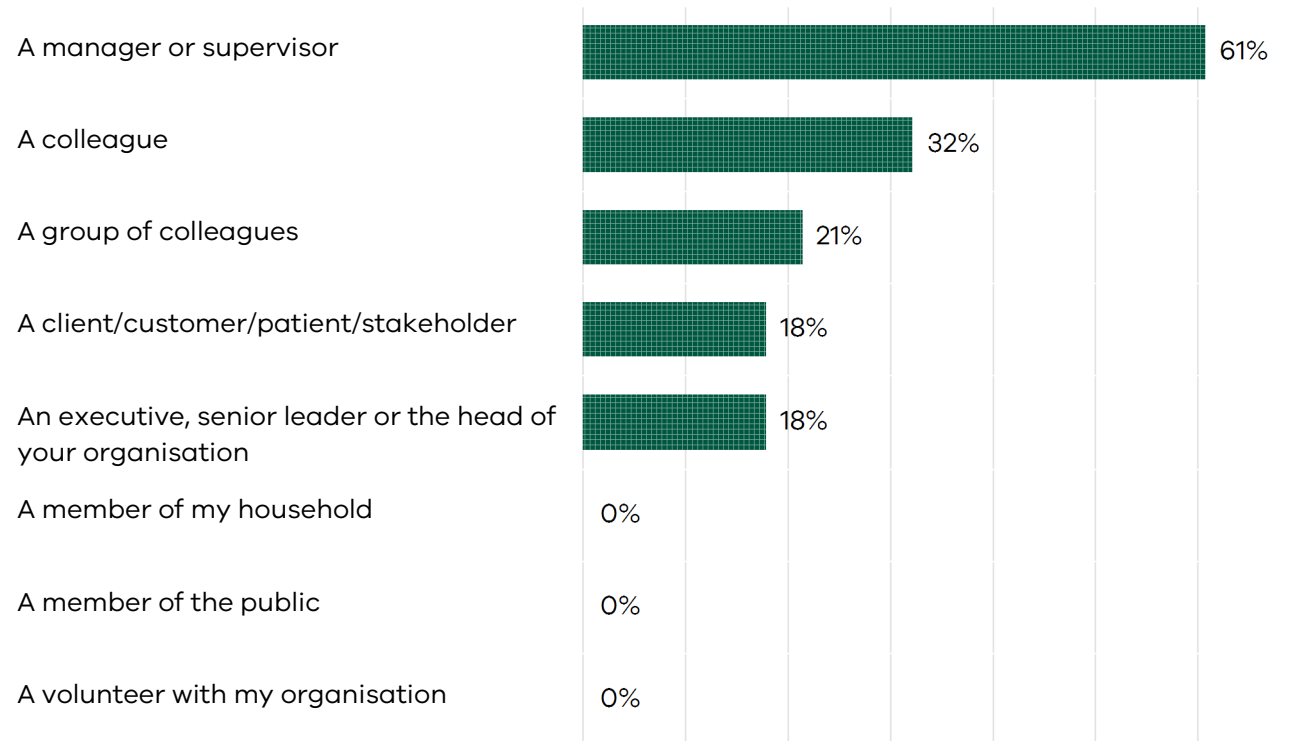
Perpetrator	Percentage
A manager or supervisor	61%
A colleague	32%
A group of colleagues	21%
A client/customer/patient/stakeholder	18%
An executive, senior leader or the head of your organisation	18%
A member of my household	0%
A member of the public	0%
A volunteer with my organisation	0%

People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

In this year's survey, 5% of your staff said they experienced discrimination.

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

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

Example

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

Of that 5%, 96% said it was by someone within the organisation.

Of that 96%, 56% said it was 'They were in my workgroup'.

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

They were in my workgroup	56%
They were my immediate manager or supervisor	37%
They were outside my workgroup	19%
They were someone I supervise or manage	4%

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

33% of your staff who did the survey said they experienced violence or aggression.

Of that 33%, 92% said it was from 'Abusive language'.

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

206	381	28
33%	62%	5%

■ Experienced violence or aggression   ■ Did not experience violence or aggression   ▨ Not sure
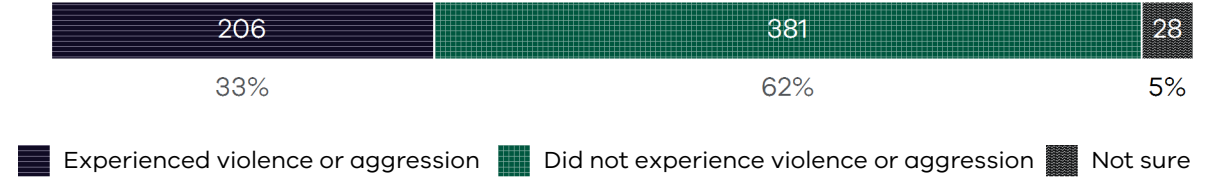
If you experienced violence or aggression, what type did you experience?	You 2021	You 2022	Comparator 2022	Public sector 2022
Abusive language	90%	92%	85%	73%
Intimidating behaviour	64%	63%	70%	69%
Threats of violence	49%	50%	42%	27%
Physical assault (e.g. spitting, hitting, punching, pushing, tripping, grabbing, throwing objects)	40%	48%	30%	14%
Damage to my property or work equipment	10%	12%	10%	5%
Other	4%	2%	4%	6%
Stalking, including cyber-stalking	2%	1%	1%	2%

Negative behaviour

Telling someone about violence and aggression

What this is

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

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

33% 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'
- 68% said they didn't submit a formal incident report.

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

206	381	28
33%	62%	5%

■ Experienced violence or aggression   ■ Did not experience violence or aggression   ■ Not sure
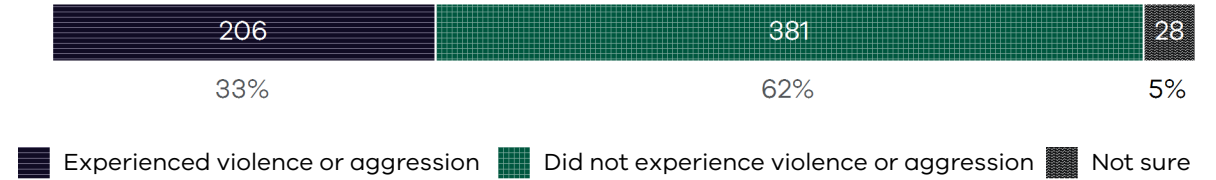
Did you tell anyone about the incident?	You 2021	You 2022	Comparator 2022	Public sector 2022
Told a manager	47%	58%	55%	59%
Told a colleague	45%	48%	48%	44%
Told the person the behaviour was not OK	40%	36%	36%	26%
Submitted a formal incident report	22%	32%	38%	26%
Told a friend or family member	12%	13%	21%	20%
I did not tell anyone about the incident(s)	5%	3%	7%	8%
Told employee assistance program (EAP) or peer support	1%	2%	2%	5%
Told Human Resources	1%	2%	3%	6%
Told someone else	4%	0%	5%	6%

Negative behaviour

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

What this is

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

Why this is important

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

How to read this

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

Example

68% of your staff who experienced violence or aggression did not submit a formal incident report, of which:

- 36% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal incident report?

65	141
32%	68%
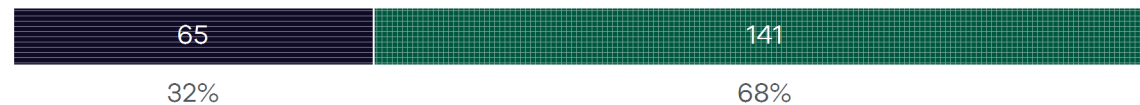
■ Submitted formal incident report　■ Did not submit a formal incident report

What was your reason for not submitting a formal incident report?	You 2021	You 2022	Comparator 2022	Public sector 2022
I didn't think it would make a difference	37%	36%	43%	39%
I didn't think it was serious enough	31%	33%	31%	31%
Other	32%	25%	22%	19%
I didn't need to because I made the violence or aggression stop	15%	21%	13%	14%
I didn't need to because I no longer had contact with the person(s) who was aggressive or violent to me	11%	15%	14%	14%
I believed there would be negative consequences for my career	9%	6%	9%	17%
I believed there would be negative consequences for my reputation	13%	5%	13%	21%
I didn't know how to make a complaint	4%	4%	3%	4%
I thought the complaint process would be embarrassing or difficult	4%	3%	3%	6%
I didn't feel safe to report the incident	5%	1%	5%	7%

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Negative behaviour

Perpetrators of violence and aggression

What this is

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

Why this is important

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

How to read this

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

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

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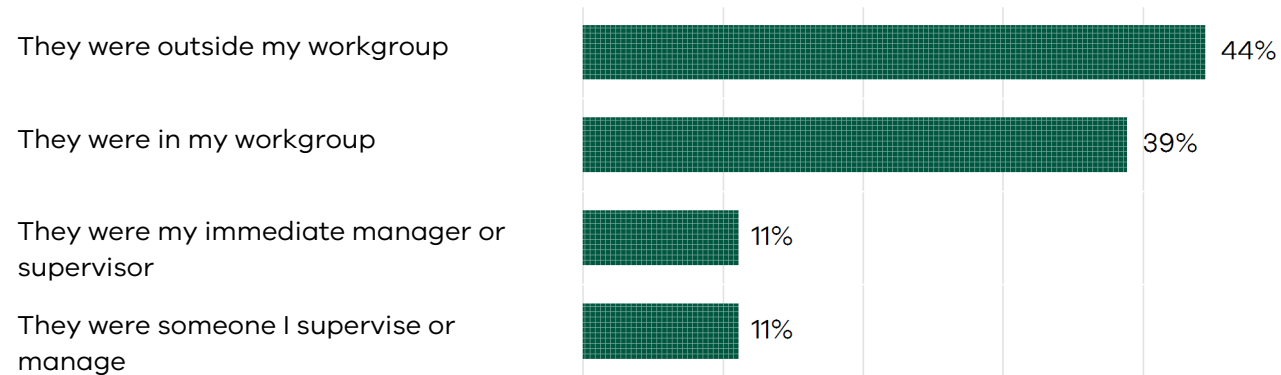
Each row is one perpetrator or a group of perpetrators.

Example

33% of your staff who did the survey said they experienced violence or aggression.

Of that 33%, 89% said it was 'Client/ customer/ patient/ stakeholder'.

206 people (33% of staff) experienced violence or aggression (You2022)
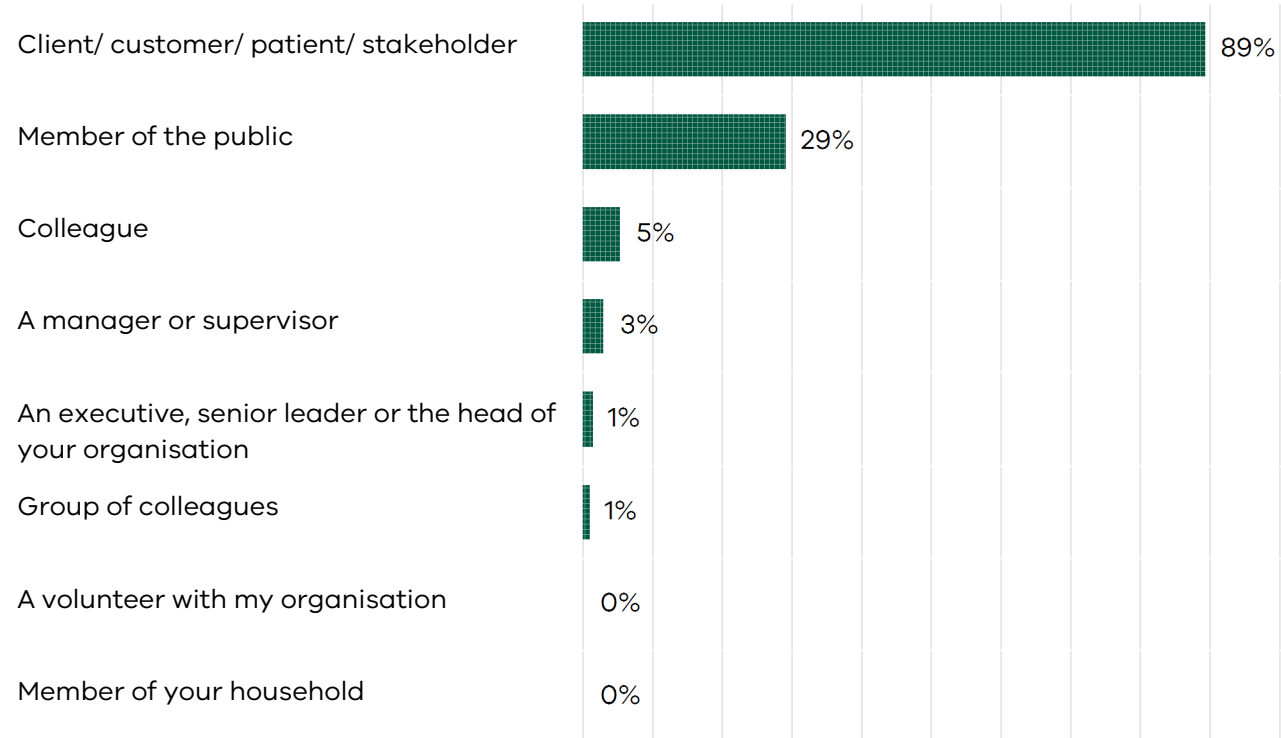
Perpetrator	Percentage
Client/ customer/ patient/ stakeholder	89%
Member of the public	29%
Colleague	5%
A manager or supervisor	3%
An executive, senior leader or the head of your organisation	1%
Group of colleagues	1%
A volunteer with my organisation	0%
Member of your household	0%

People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

In this year's survey, 33% of your staff said they experienced violence or aggression.

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

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

Example

33% of your staff who did the survey said they experienced violence or aggression.

Of that 33%, 9% said it was by someone within the organisation.

Of that 9%, 44% said it was 'They were outside my workgroup'.

18 people (9% of staff who experienced violence or aggression) experienced violence or aggression from within your organisation (You2022)

They were outside my workgroup	44%
They were in my workgroup	39%
They were my immediate manager or supervisor	11%
They were someone I supervise or manage	11%

Victorian Public Sector Commission

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People outcomes

Negative behaviour — satisfaction with making a formal complaint

What this is

This is how satisfied a staff member was with how your organisation managed their complaint.

Why this is important

When staff submit a formal complaint for negative behaviours, they should feel your organisation will manage it effectively and professionally.

How to read this

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

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

Example

45% of staff who did the survey were satisfied with the way your organisation handled their formal 'Violence or aggression' complaint.

Survey question

Were you satisfied with the way your formal complaint was handled

■ No ▥ Don't know ▦ Yes

Your results

Violence or aggression

22%   45%
34%

Bullying

55%   27%
18%

Benchmark satisfied results

	You		Comparator		
	2021	2022	Lowest	Average	Highest
Violence or aggression	70 %	45 %	57 %	57 %	58 %
Bullying	Not asked	27 %	0 %	31 %	64 %

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Key differences

Highest scoring questions

What this is

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

How to read this

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

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

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

Example

On the first row 'Meaningful work', the 'You 2022' column shows 94% of your staff agreed with 'I can make a worthwhile contribution at work'.
This question was not asked in 2021.

Question group	Highest scoring questions	You 2022	Change from 2021	Comparator 2022
Meaningful work	I can make a worthwhile contribution at work	94%	Not asked in 2021	92%
Job enrichment	I can use my skills and knowledge in my job	92%	Not asked in 2021	92%
Meaningful work	I achieve something important through my work	91%	+10%	92%
Job enrichment	I understand how my job helps my organisation achieve it's goals	90%	Not asked in 2021	89%
Job enrichment	I clearly understand what I am expected to do in this job	89%	+9%	88%
Manager leadership	My manager treats employees with dignity and respect	89%	+6%	80%
Organisational integrity	My organisation encourages employees to act in ways that are consistent with human rights	87%	+8%	81%
Manager leadership	My manager demonstrates honesty and integrity	86%	+7%	77%
Manager leadership	My manager models my organisation's values	85%	+6%	77%
Collaboration	I am able to work effectively with others outside my immediate workgroup	85%	-2%	84%

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 46% 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	46%	Not asked in 2021	26%
Safety climate	All levels of my organisation are involved in the prevention of stress	48%	+10%	37%
Workload	I have enough time to do my job effectively	48%	+7%	49%
Workload	The workload I have is appropriate for the job that I do	52%	+4%	53%
Patient safety climate	This health service does a good job of training new and existing staff	53%	+8%	52%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	53%	+6%	44%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	55%	+4%	46%
Organisational integrity	I believe the promotion processes in my organisation are fair	55%	Not asked in 2021	42%
Learning and development	I am satisfied with the opportunities to progress in my organisation	56%	Not asked in 2021	49%
Learning and development	I am satisfied with the way my learning and development needs have been addressed in the last 12 months	57%	+9%	53%

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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 'Collaboration', the 'You 2022' column shows 66% of your staff agreed with 'Workgroups across my organisation willingly share information with each other'.

In the 'Increase from 2021' column, you have a 12% increase, which is a positive trend.

Question group	Most improved from last year	You 2022	Increase from 2021	Comparator 2022
Collaboration	Workgroups across my organisation willingly share information with each other	66%	+12%	60%
Manager support	My manager provides me with enough support when I need it	80%	+12%	72%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	58%	+11%	44%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	60%	+11%	50%
Safety climate	All levels of my organisation are involved in the prevention of stress	48%	+10%	37%
Safe to speak up	I feel culturally safe at work	83%	+10%	82%
Workgroup support	People in my workgroup are honest, open and transparent in their dealings	73%	+10%	65%
Meaningful work	I achieve something important through my work	91%	+10%	92%
Workgroup support	People in my workgroup treat each other with respect	78%	+9%	76%
Innovation	My workgroup encourages employee creativity	66%	+9%	56%

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Key differences

Most declined

What this is

This is where staff feel their organisation has most declined.

How to read this

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

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

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

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

Example

On the first row 'Engagement', the 'You 2022' column shows 71% of your staff agreed with 'I am proud to tell others I work for my organisation'.
In the 'Decrease from 2021' column, you have a 6% decrease, which is a negative trend.

Question subgroup	Largest decline from last year	You 2022	Decrease from 2021	Comparator 2022
Engagement	I am proud to tell others I work for my organisation	71%	-6%	71%
Engagement	I feel a strong personal attachment to my organisation	61%	-6%	56%
Engagement	I would recommend my organisation as a good place to work	68%	-2%	62%
Collaboration	I am able to work effectively with others outside my immediate workgroup	85%	-2%	84%
Quality service delivery	My workgroup has clear lines of responsibility	73%	-2%	70%
Patient safety climate	Trainees in my discipline are adequately supervised	57%	0%	58%
Organisational integrity	My organisation is committed to earning a high level of public trust	82%	0%	74%

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Key differences

Biggest positive difference from comparator

What this is

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

How to read this

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

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

Example

On the first row 'Taking action', the 'You 2022' column shows 46% 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 21 percentage points higher in your organisation than in your comparator.

Question group	Biggest positive difference from comparator	You 2022	Difference	Comparator 2022
Taking action	My organisation has made improvements based on the survey results from last year	46%	+21%	26%
Taking action	I believe my organisation will make improvements based on the results of this survey	61%	+19%	42%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	58%	+13%	44%
Organisational integrity	I believe the promotion processes in my organisation are fair	55%	+13%	42%
Organisational integrity	I have an equal chance at promotion in my organisation	58%	+12%	46%
Flexible working	My manager supports working flexibly	81%	+12%	69%
Safety climate	All levels of my organisation are involved in the prevention of stress	48%	+11%	37%
Senior leadership	Senior leaders model my organisation's values	70%	+11%	59%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	60%	+11%	50%
Senior leadership	Senior leaders demonstrate honesty and integrity	68%	+10%	57%

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Key differences

Biggest negative difference from comparator

What this is

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

How to read this

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

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

Example

On the first row 'Meaningful work', the 'You 2022' column shows 82% of your staff agreed with 'I get a sense of accomplishment from my work'.

The 'difference' column, shows that agreement for this question was 1 percentage points lower in your organisation than in your comparator.

Question subgroup	Biggest negative difference from comparator	You 2022	Difference	Comparator 2022
Meaningful work	I get a sense of accomplishment from my work	82%	–1%	84%
Workload	The workload I have is appropriate for the job that I do	52%	–1%	53%
Workload	I have enough time to do my job effectively	48%	–1%	49%
Job enrichment	I can use my skills and knowledge in my job	92%	0%	92%
Patient safety climate	Trainees in my discipline are adequately supervised	57%	0%	58%
Meaningful work	I achieve something important through my work	91%	0%	92%

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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

61% 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
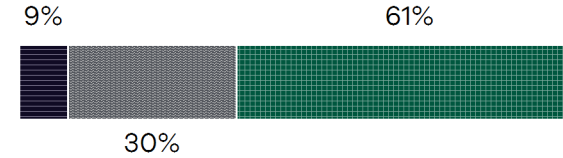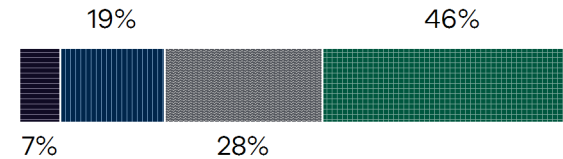
		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I believe my organisation will make improvements based on the results of this survey	9% / 30% / 61%	Not asked	61 %	37 %	42 %	61 %
My organisation has made improvements based on the survey results from last year	7% / 19% / 28% / 46%	Not asked	46 %	20 %	26 %	42 %

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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

70% of your staff who did the survey agreed or strongly agreed with 'Senior leaders model my organisation's values'.

Survey question	Your results						

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

Survey question		Benchmark agree results				
		You		**Comparator**		
		2021	2022	Lowest	Average	Highest
Senior leaders model my organisation's values	2% / 70% / 9% / 19%	69 %	70 %	54 %	59 %	86 %
Senior leaders demonstrate honesty and integrity	3% / 68% / 8% / 21%	62 %	68 %	51 %	57 %	81 %
Senior leaders provide clear strategy and direction	1% / 63% / 13% / 23%	60 %	63 %	52 %	58 %	80 %

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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:

- 75% of your staff who did the survey responded positively to questions about Collaboration which is up from 71% in 2021.

Compared to:

- 72% of staff at your comparator and 73% of staff across the public sector.
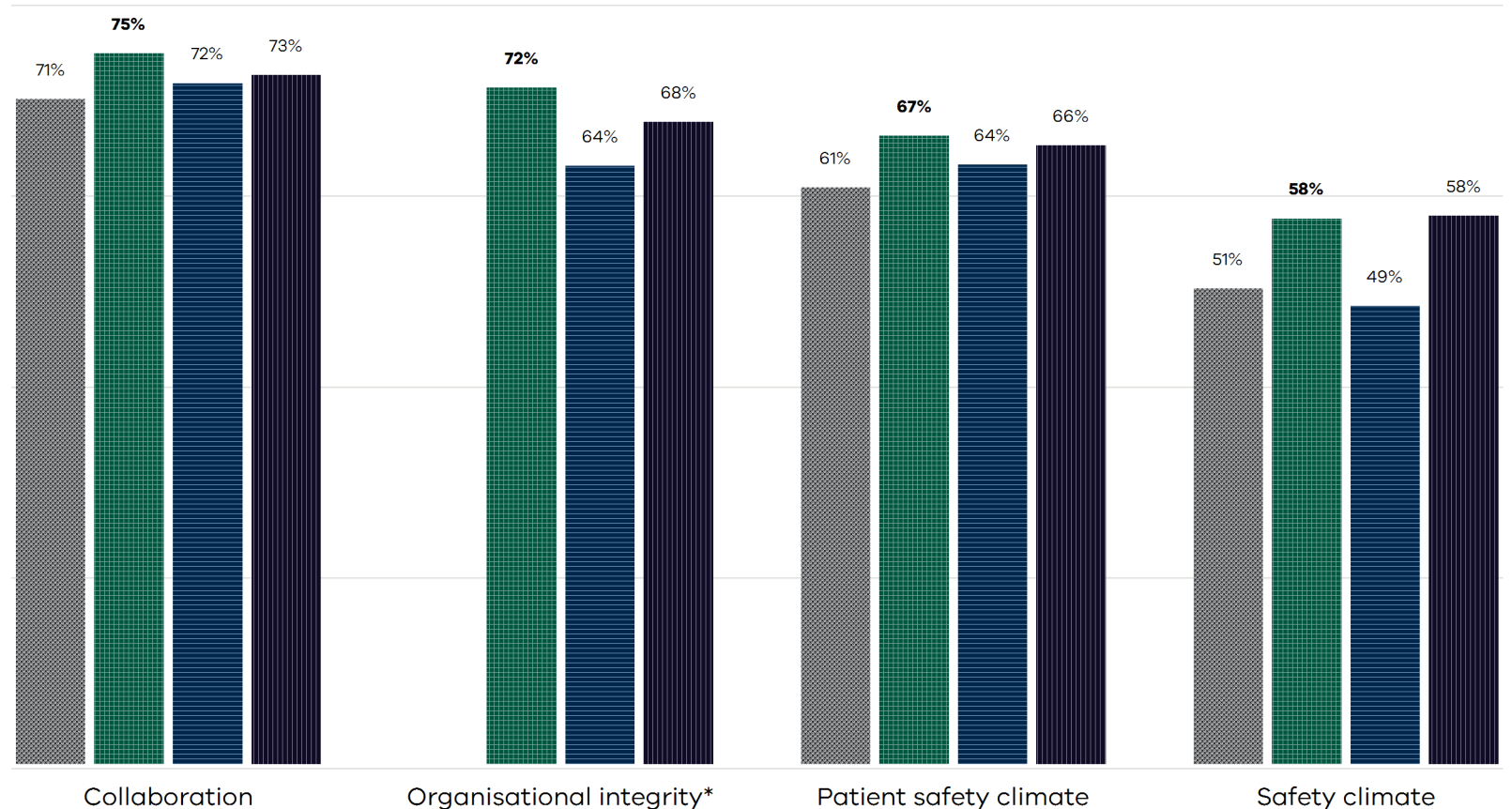
Chart data:

Factor	You 2021	You 2022	Comparator 2022	Public sector 2022
Collaboration	71%	75%	72%	73%
Organisational integrity*		72%	64%	68%
Patient safety climate	61%	67%	64%	66%
Safety climate	51%	58%	49%	58%

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

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

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

87% 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 | Neither agree nor disagree | Don't know | Agree

Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My organisation encourages employees to act in ways that are consistent with human rights	1% ... 87% (2% 9%)	79 %	87 %	79 %	81 %	93 %
My organisation encourages respectful workplace behaviours	84% (5% 11%)	76 %	84 %	75 %	78 %	91 %
My organisation is committed to earning a high level of public trust	2% ... 82% (4% 13%)	82 %	82 %	67 %	74 %	94 %
My organisation does not tolerate improper conduct	3% ... 75% (7% 15%)	67 %	75 %	56 %	66 %	88 %

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.
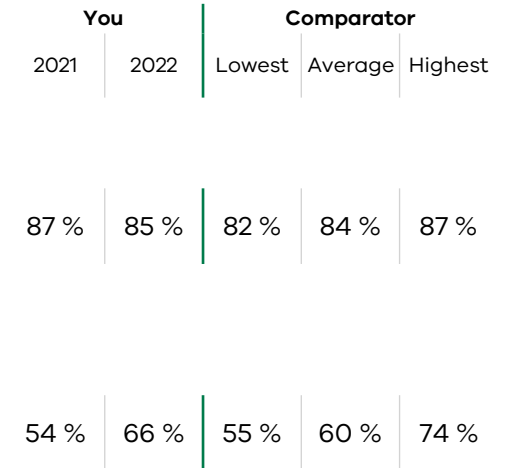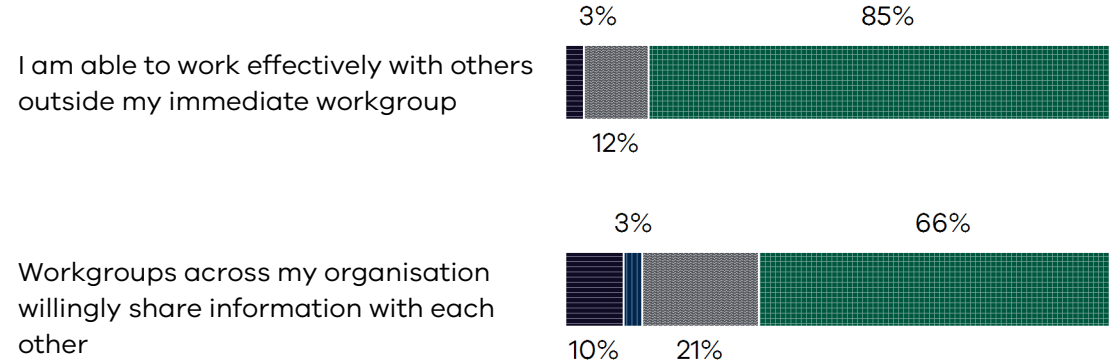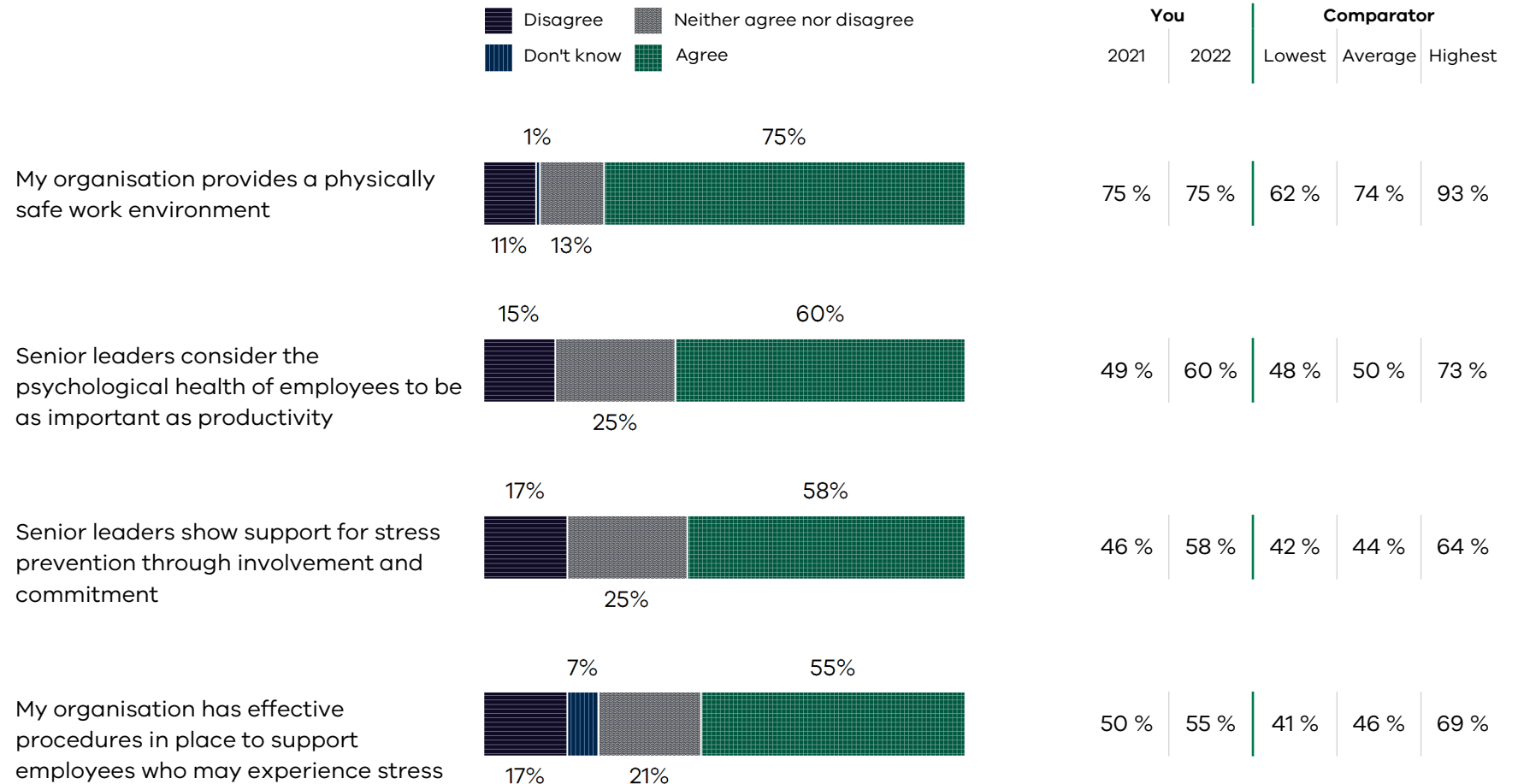
Example

69% of your staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.

Survey question	Your results		Benchmark agree results				

Legend: Disagree | Don't know | Neither agree nor disagree | Agree
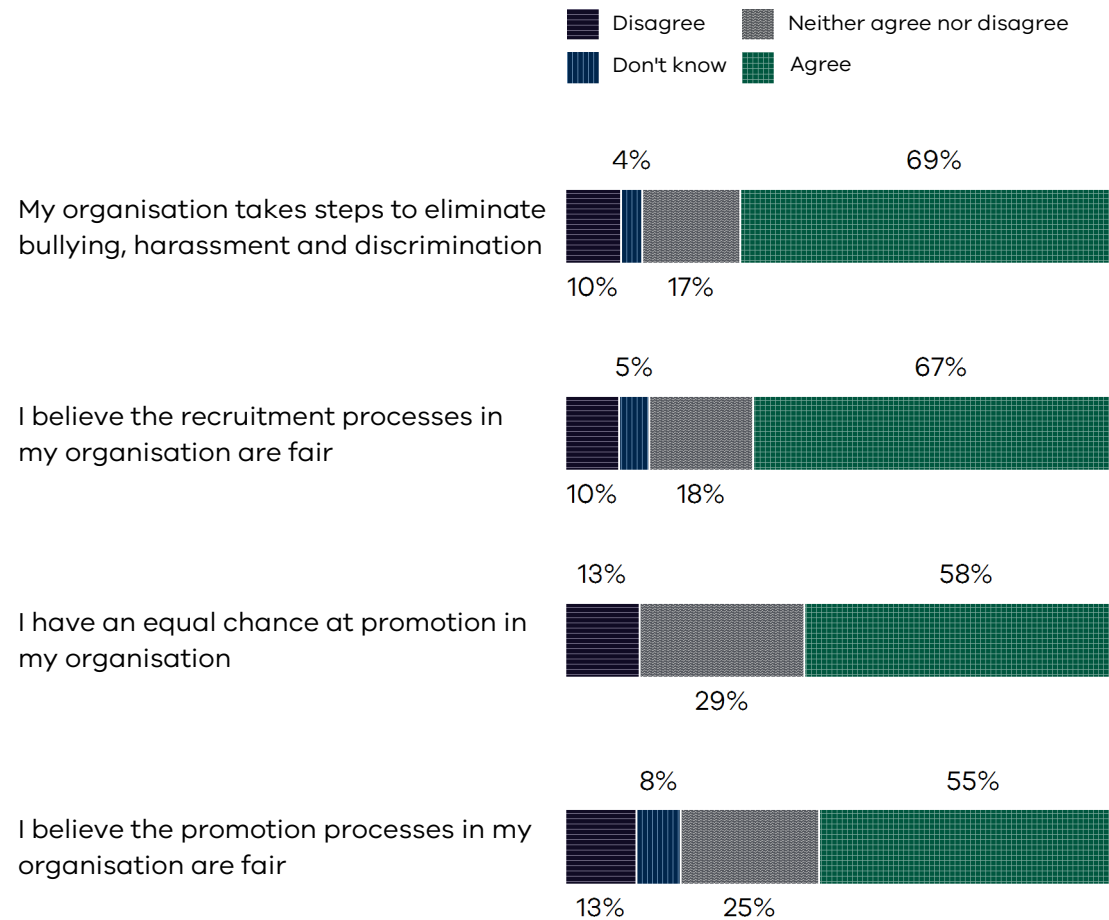
	You		Comparator		
	2021	2022	Lowest	Average	Highest
My organisation takes steps to eliminate bullying, harassment and discrimination — 4% Disagree, 10%, 17%, 69% Agree	60 %	69 %	59 %	64 %	80 %
I believe the recruitment processes in my organisation are fair — 5%, 10%, 18%, 67%	Not asked	67 %	57 %	58 %	78 %
I have an equal chance at promotion in my organisation — 13%, 29%, 58%	Not asked	58 %	44 %	46 %	48 %
I believe the promotion processes in my organisation are fair — 8%, 13%, 25%, 55%	Not asked	55 %	42 %	42 %	46 %

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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'.

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

Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I am able to work effectively with others outside my immediate workgroup	Disagree 3%, Neither agree nor disagree 12%, Agree 85%	87 %	85 %	82 %	84 %	87 %
Workgroups across my organisation willingly share information with each other	Disagree 10%, Don't know 3%, Neither agree nor disagree 21%, Agree 66%	54 %	66 %	55 %	60 %	74 %

Organisational climate

Safety climate 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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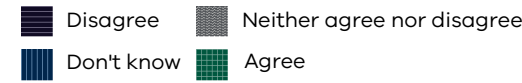
Example

75% of your staff who did the survey agreed or strongly agreed with 'My organisation provides a physically safe work environment'.

Survey question	Your results					

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

Survey question		You		Comparator		
		2021	2022	Lowest	Average	Highest
My organisation provides a physically safe work environment (11% / 1% / 13% / 75%)		75 %	75 %	62 %	74 %	93 %
Senior leaders consider the psychological health of employees to be as important as productivity (15% / 25% / 60%)		49 %	60 %	48 %	50 %	73 %
Senior leaders show support for stress prevention through involvement and commitment (17% / 25% / 58%)		46 %	58 %	42 %	44 %	64 %
My organisation has effective procedures in place to support employees who may experience stress (17% / 7% / 21% / 55%)		50 %	55 %	41 %	46 %	69 %

Victorian Public Sector Commission

VICTORIA State Government

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

53% of your staff who did the survey agreed or strongly agreed with 'In my workplace, there is good communication about psychological safety issues that affect me'.

Legend:
- Disagree
- Neither agree nor disagree
- Don't know
- Agree
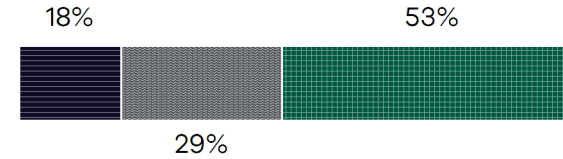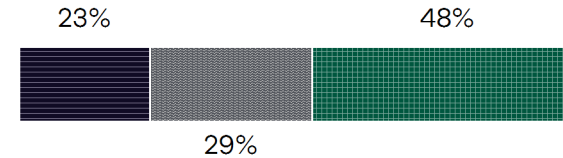
Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
In my workplace, there is good communication about psychological safety issues that affect me	18% / 29% / 53%	47 %	53 %	38 %	44 %	63 %
All levels of my organisation are involved in the prevention of stress	23% / 29% / 48%	38 %	48 %	36 %	37 %	64 %

Organisational climate

Patient safety climate 1 of 2

What this is

This is the safety culture in a healthcare workplace.

Why this is important

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

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

How to read this

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

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

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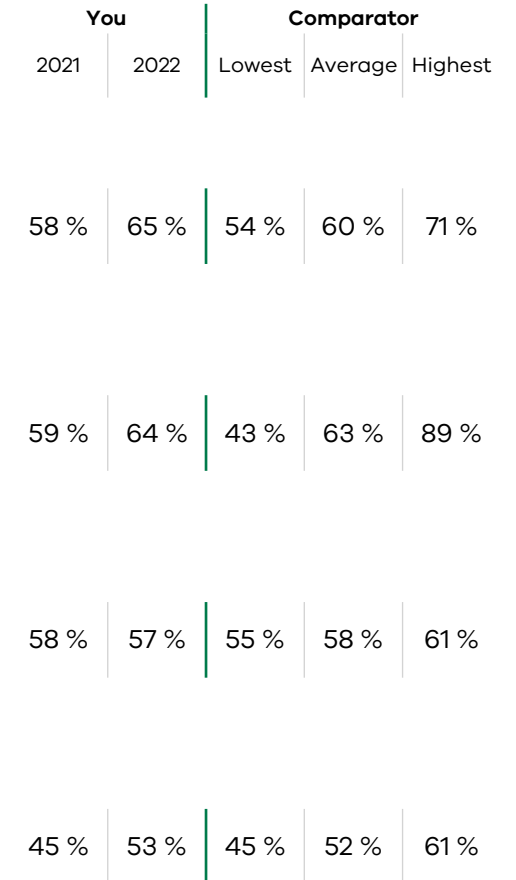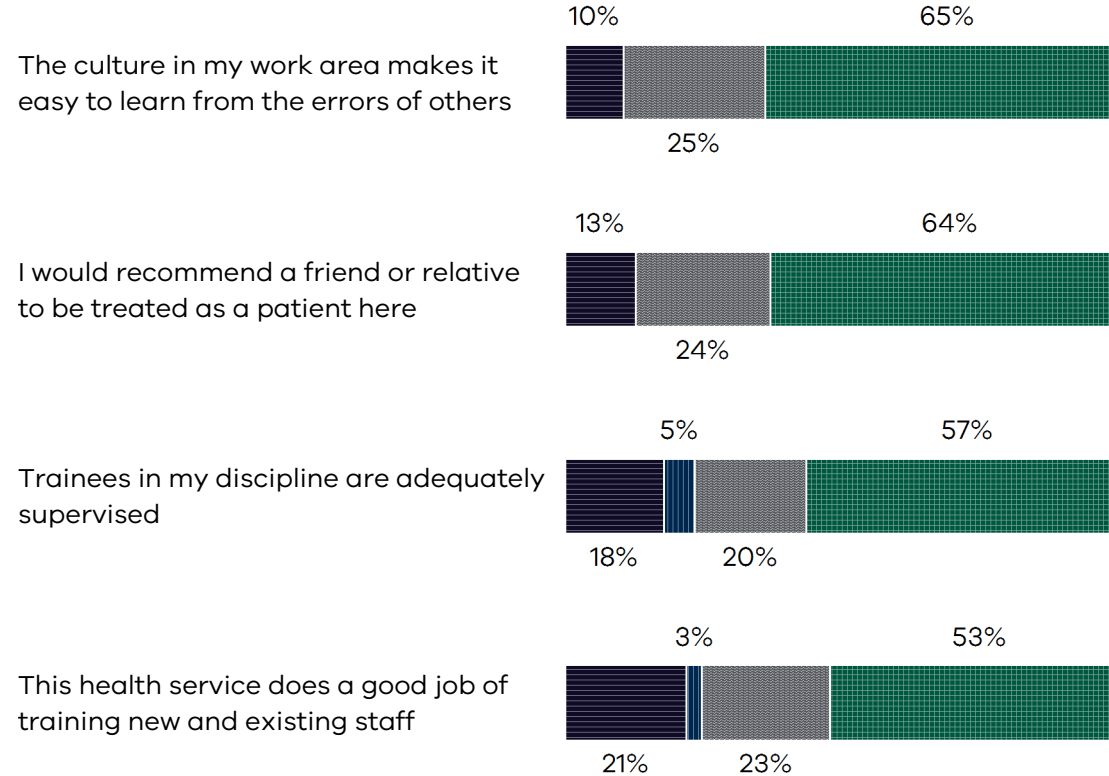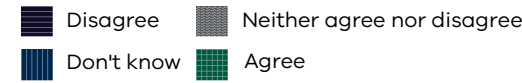
Example

81% of your staff who did the survey agreed or strongly agreed with 'I am encouraged by my colleagues to report any patient safety concerns I may have'.
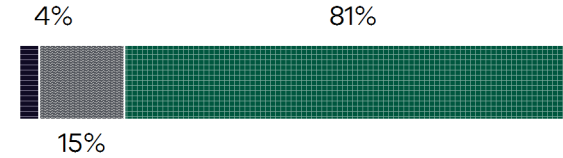
Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I am encouraged by my colleagues to report any patient safety concerns I may have	4% / 15% / 81%	74 %	81 %	70 %	77 %	90 %
Management is driving us to be a safety-centred organisation	7% / 20% / 74%	68 %	74 %	59 %	68 %	90 %
My suggestions about patient safety would be acted upon if I expressed them to my manager	7% / 21% / 72%	65 %	72 %	65 %	69 %	85 %
Patient care errors are handled appropriately in my work area	7% / 17% / 69%	64 %	69 %	61 %	64 %	69 %
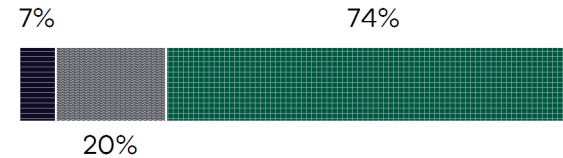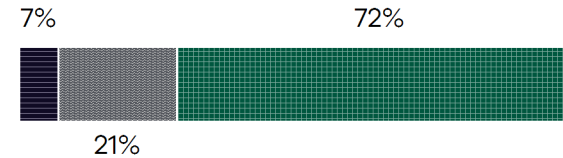
Legend: Disagree, Don't know, Neither agree nor disagree, Agree

Organisational climate

What this is

This is the safety culture in a healthcare workplace.

Why this is important

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

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

How to read this

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

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

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

Example

65% of your staff who did the survey agreed or strongly agreed with 'The culture in my work area makes it easy to learn from the errors of others'.

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
The culture in my work area makes it easy to learn from the errors of others (10% / 25% / 65%)	58 %	65 %	54 %	60 %	71 %
I would recommend a friend or relative to be treated as a patient here (13% / 24% / 64%)	59 %	64 %	43 %	63 %	89 %
Trainees in my discipline are adequately supervised (18% / 5% / 20% / 57%)	58 %	57 %	55 %	58 %	61 %
This health service does a good job of training new and existing staff (21% / 3% / 23% / 53%)	45 %	53 %	45 %	52 %	61 %

People matter survey wellbeing check 2022

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Custom questions

- Questions requested by your organisation

Demographics

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

Workgroup climate

Scorecard

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2022:

- 74% of your staff who did the survey responded positively to questions about Safe to speak up which is up from 66% in 2021.

Compared to:

- 68% of staff at your comparator and 77% of staff across the public sector.
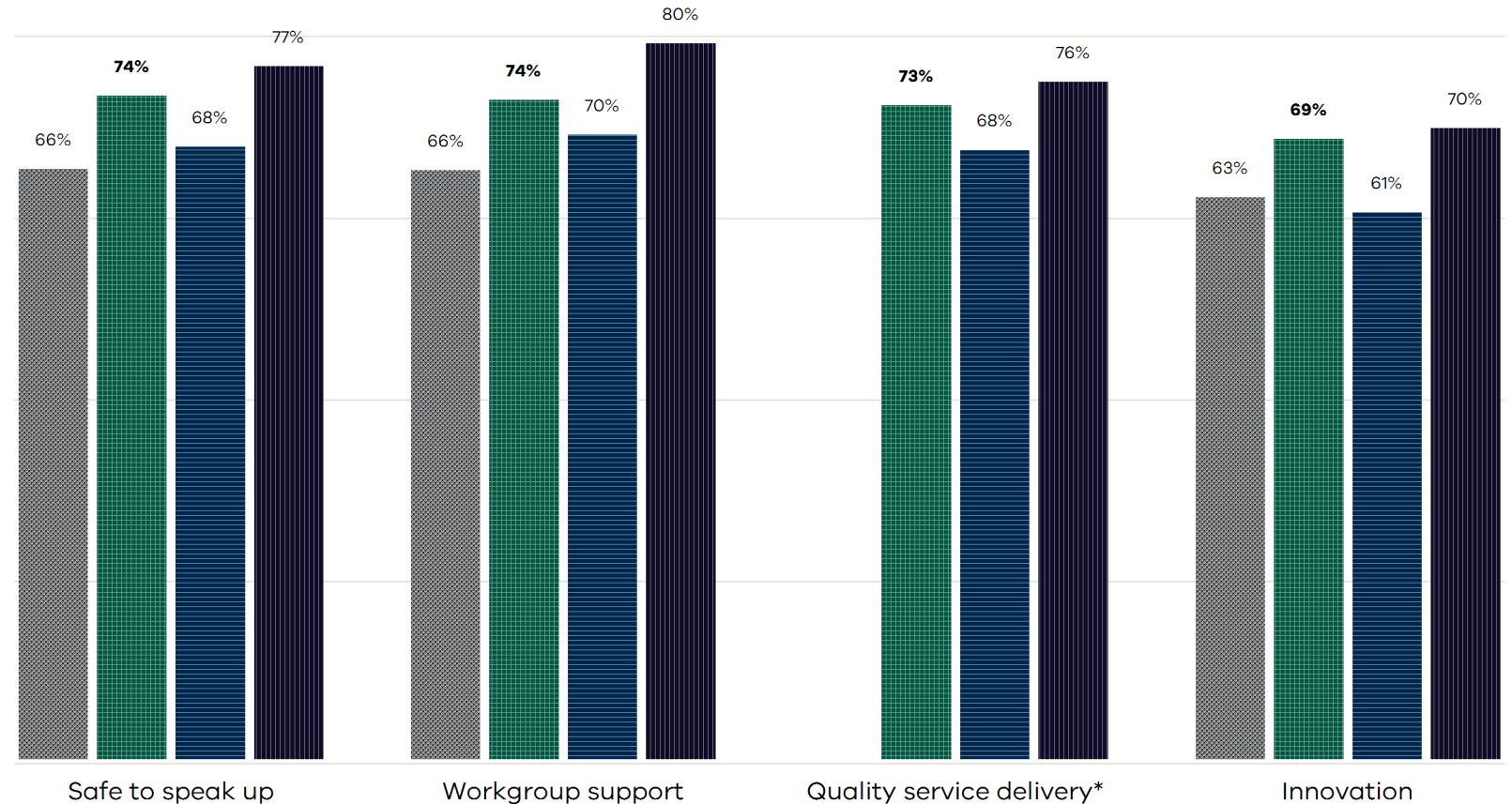
*We can't compare some data here because one or more questions were not asked in a previous survey

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

Safe to speak up: 66%, 74%, 68%, 77%
Workgroup support: 66%, 74%, 70%, 80%
Quality service delivery*: —, 73%, 68%, 76%
Innovation: 63%, 69%, 61%, 70%

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

76% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.
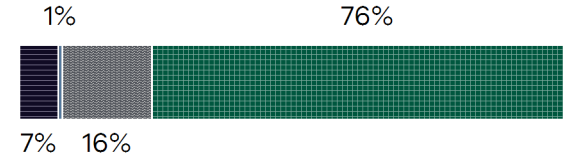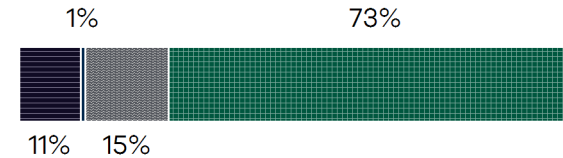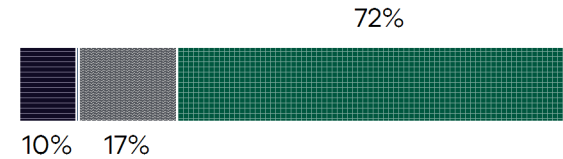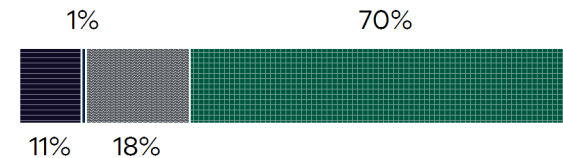
Survey question	Your results			You		Comparator		
				2021	2022	Lowest	Average	Highest
My workgroup provides high quality advice and services	Disagree 7% · Don't know 1% · Neither agree nor disagree 16% · Agree 76%			Not asked	76 %	71 %	75 %	91 %
My workgroup has clear lines of responsibility	Disagree 11% · Don't know 1% · Neither agree nor disagree 15% · Agree 73%			75 %	73 %	64 %	70 %	79 %
My workgroup acts fairly and without bias	Disagree 10% · Neither agree nor disagree 17% · Agree 72%			Not asked	72 %	64 %	66 %	84 %
My workgroup uses its resources well	Disagree 11% · Don't know 1% · Neither agree nor disagree 18% · Agree 70%			Not asked	70 %	56 %	62 %	79 %

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

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

72% of your staff who did the survey agreed or strongly agreed with 'My workgroup is quick to respond to opportunities to do things better'.

Survey question	Your results					

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

Benchmark agree results
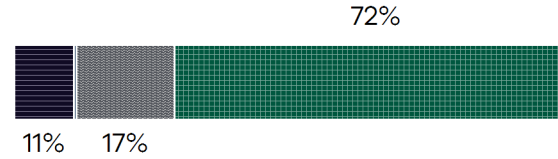
Survey question		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup is quick to respond to opportunities to do things better	11% / 17% / 72%	65 %	72 %	61 %	62 %	79 %
My workgroup learns from failures and mistakes	11% / 1% / 18% / 71%	67 %	71 %	57 %	65 %	76 %
My workgroup encourages employee creativity	11% / 23% / 66%	56 %	66 %	55 %	56 %	76 %

Victorian Public Sector Commission

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Workgroup climate

What this is

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

Why this is important

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

How to read this

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

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

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

Example

78% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup treat each other with respect'.
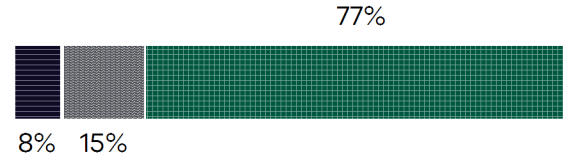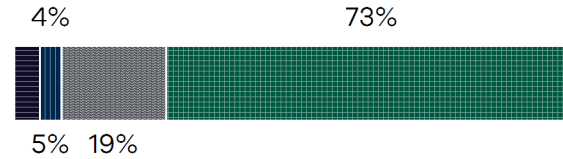
| Survey question | Your results | Benchmark agree results |

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree
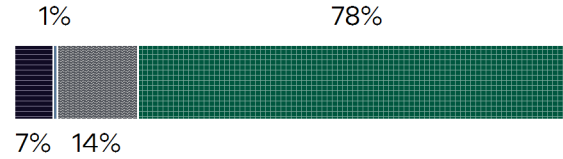
Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup treat each other with respect	7% / 14% / 1% / 78%	69 %	78 %	73 %	76 %	88 %
People in my workgroup work together effectively to get the job done	8% / 15% / 77%	72 %	77 %	73 %	76 %	86 %
People in my workgroup are politically impartial in their work	5% / 4% / 19% / 73%	66 %	73 %	70 %	71 %	84 %
People in my workgroup are honest, open and transparent in their dealings	8% / 19% / 73%	63 %	73 %	62 %	65 %	83 %

Victorian Public Sector Commission

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Workgroup climate

What this is

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

Why this is important

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

How to read this

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

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

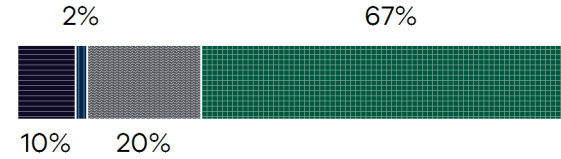Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

67% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.
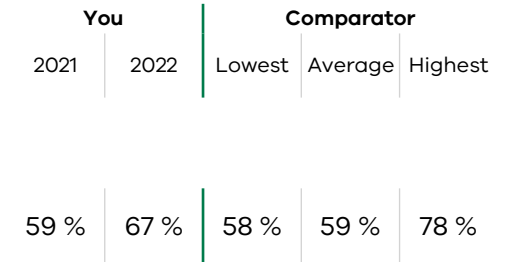
Survey question

Your results

Benchmark agree results

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

Survey question		You		Comparator		
		2021	2022	Lowest	Average	Highest
People in my workgroup appropriately manage conflicts of interest	Disagree 10%, Don't know 2%, Neither agree nor disagree 20%, Agree 67%	59 %	67 %	58 %	59 %	78 %

Victorian Public Sector Commission

VICTORIA State Government

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.

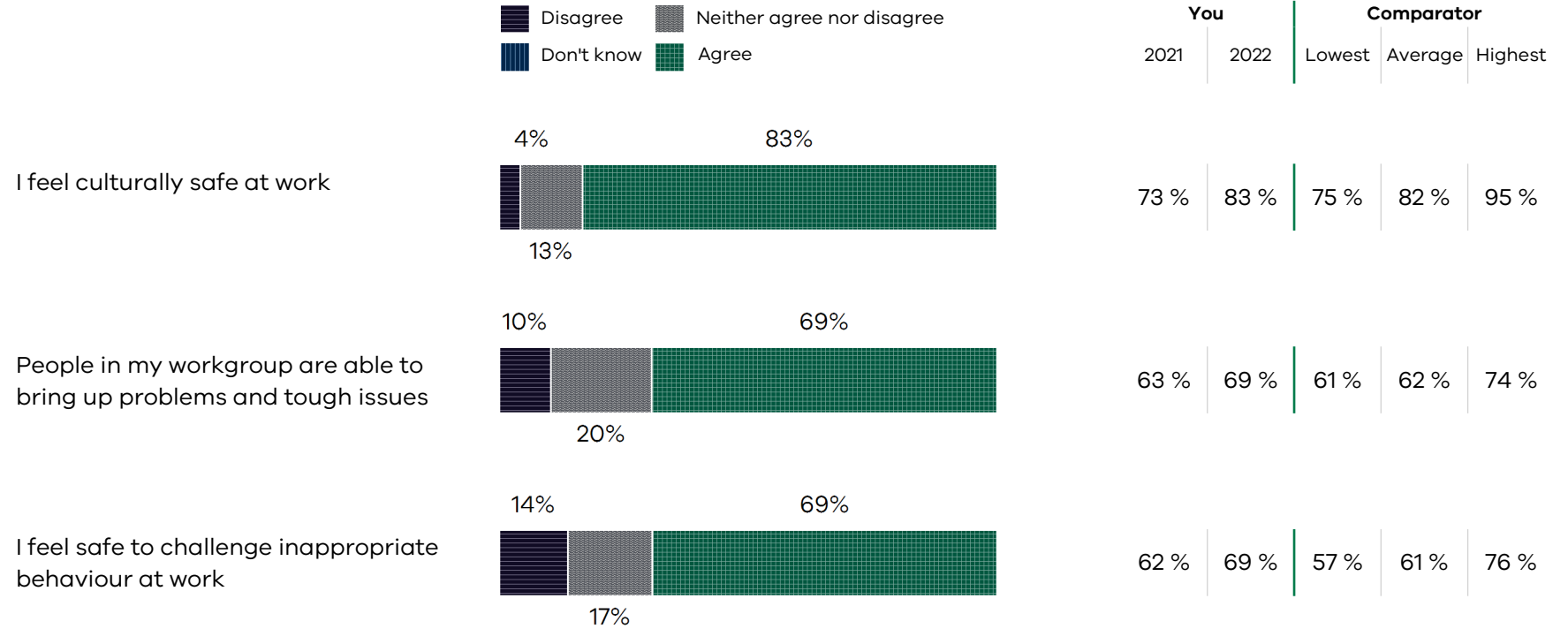Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

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

Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
	Disagree — Neither agree nor disagree — Don't know — Agree					
I feel culturally safe at work	4% / 13% / 83%	73 %	83 %	75 %	82 %	95 %
People in my workgroup are able to bring up problems and tough issues	10% / 20% / 69%	63 %	69 %	61 %	62 %	74 %
I feel safe to challenge inappropriate behaviour at work	14% / 17% / 69%	62 %	69 %	57 %	61 %	76 %

People matter survey wellbeing check 2022

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Key differences

- Highest scoring
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Public sector values

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- Accountability
- Respect
- Leadership
- Human rights

Custom questions

- Questions requested by your organisation

Demographics

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

Job and manager factors

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2022:

- 89% of your staff who did the survey responded positively to questions about Meaningful work.

Compared to:

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

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

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

Chart data:
- Meaningful work*: You 2022 89%, Comparator 2022 89%, Public sector 2022 89%
- Manager leadership: You 2021 80%, You 2022 87%, Comparator 2022 78%, Public sector 2022 86%
- Job enrichment*: You 2022 85%, Comparator 2022 82%, Public sector 2022 84%
- Manager support*: You 2022 76%, Comparator 2022 67%, Public sector 2022 78%

Victorian Public Sector Commission

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Job and manager factors

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2022:

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

Compared to:

- 62% of staff at your comparator and 81% of staff across the public sector.
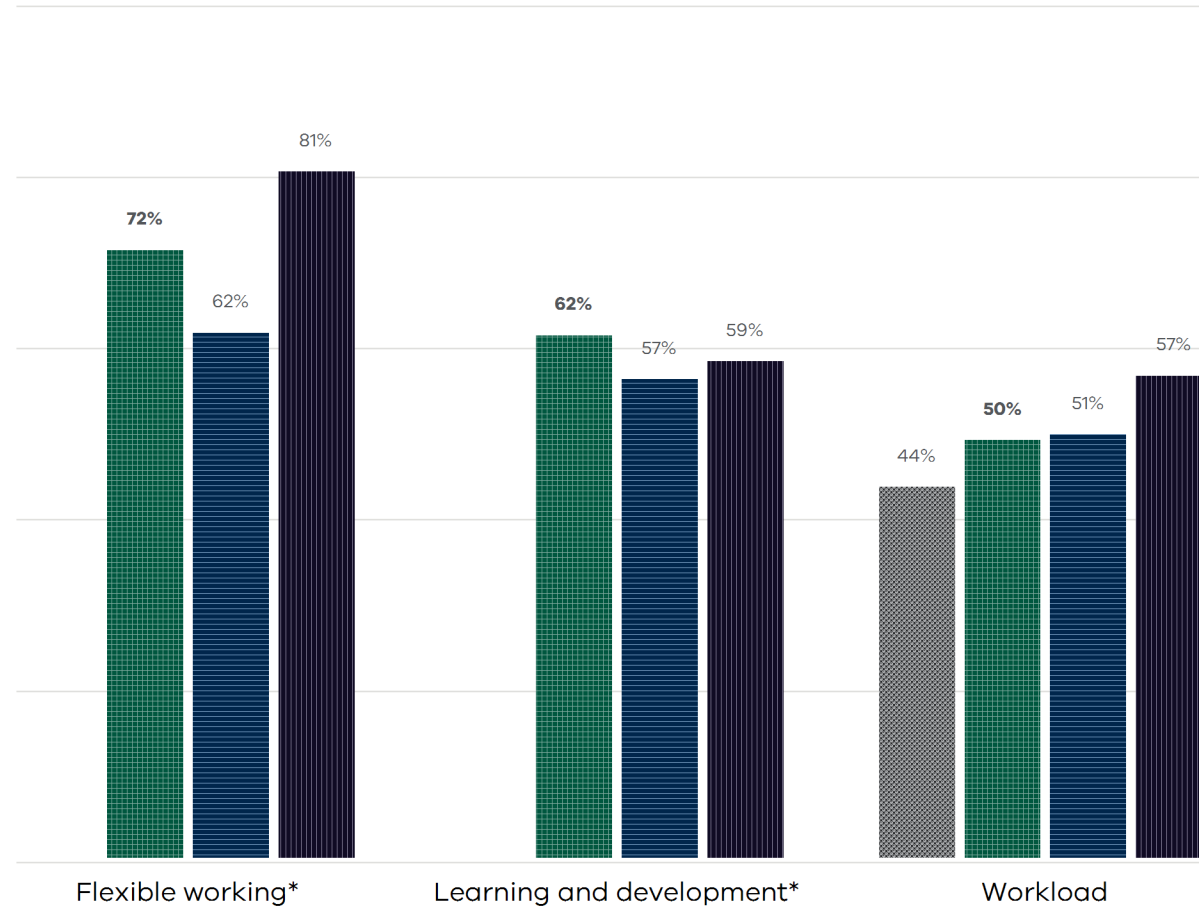
*We can't compare some data here because one or more questions were not asked in a previous survey

You 2021   You 2022   Comparator 2022   Public sector 2022

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.

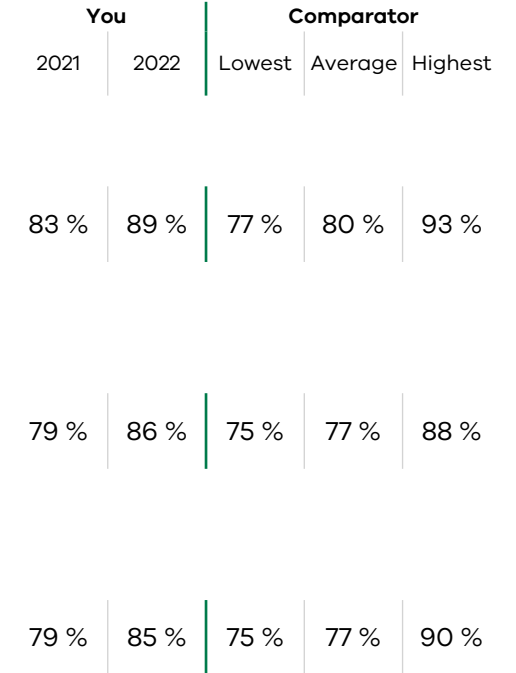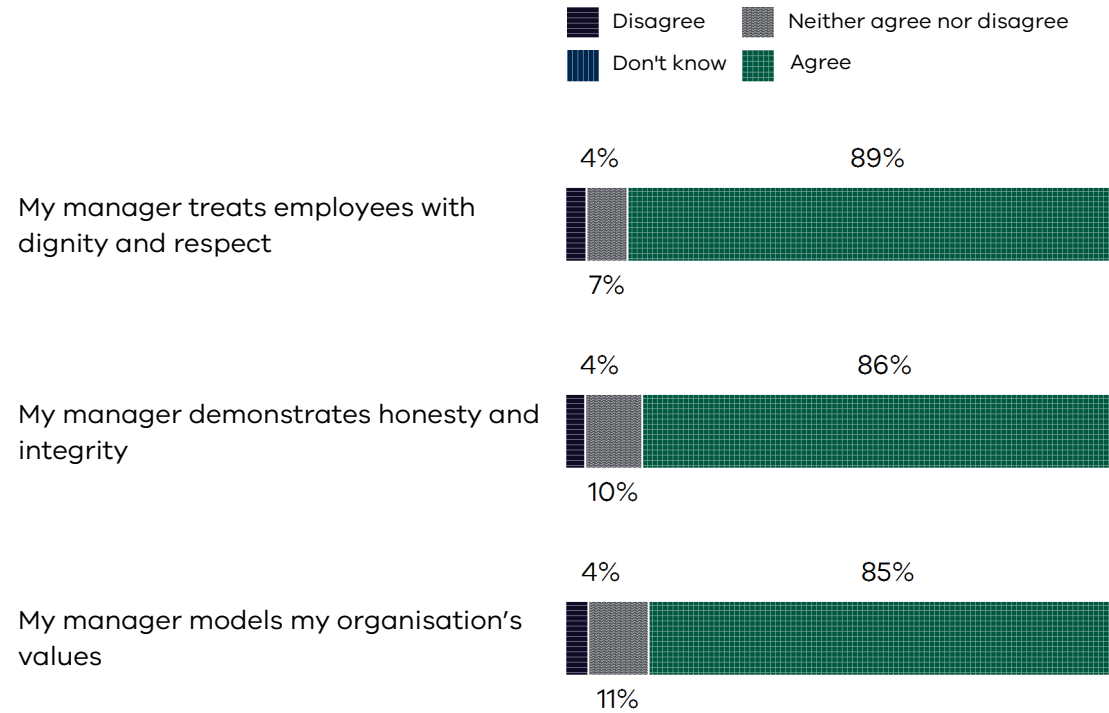Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

89% of your staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

| Survey question | Your results | Benchmark agree results |

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

	You		Comparator		
	2021	2022	Lowest	Average	Highest
My manager treats employees with dignity and respect — 4% / 89% / 7%	83 %	89 %	77 %	80 %	93 %
My manager demonstrates honesty and integrity — 4% / 86% / 10%	79 %	86 %	75 %	77 %	88 %
My manager models my organisation's values — 4% / 85% / 11%	79 %	85 %	75 %	77 %	90 %

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Manager support 1 of 2

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

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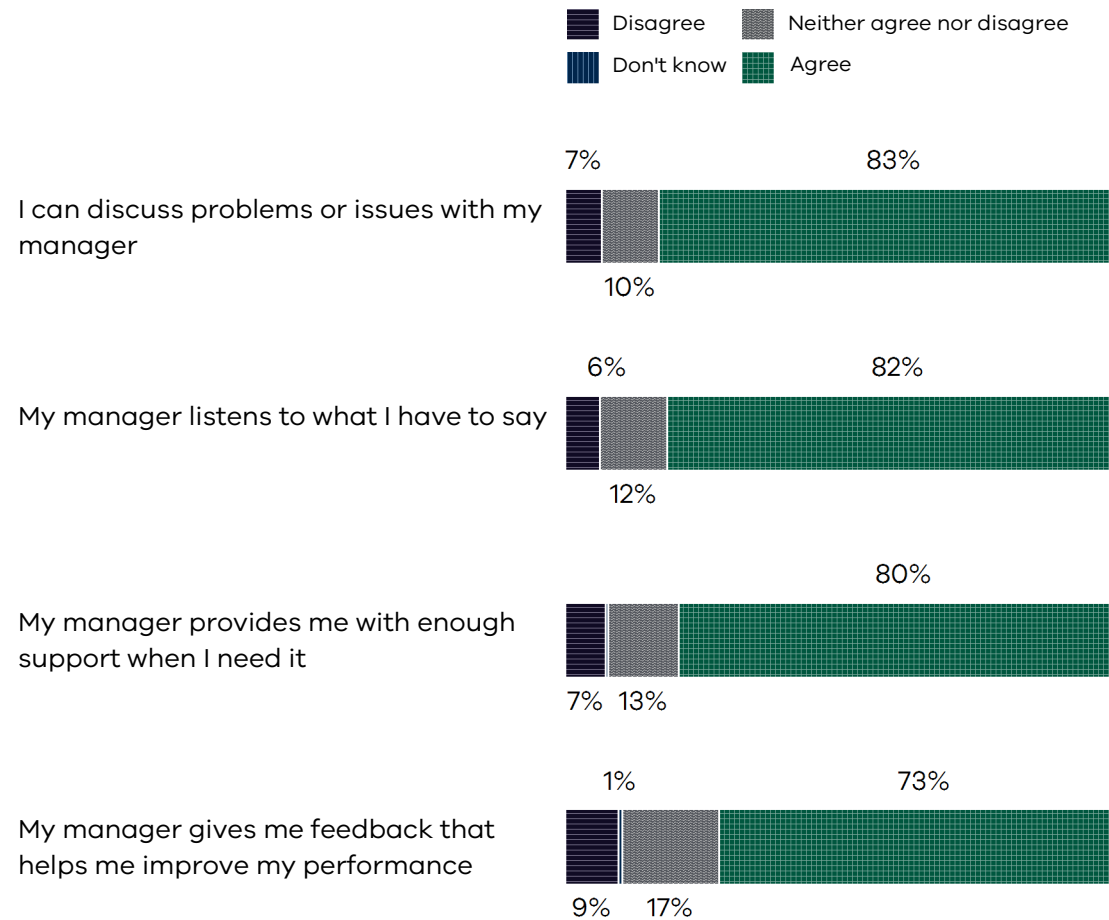
Example

83% of your staff who did the survey agreed or strongly agreed with 'I can discuss problems or issues with my manager'.

Survey question	Your results	Benchmark agree results				
		You		**Comparator**		
		2021	2022	Lowest	Average	Highest
I can discuss problems or issues with my manager	7% / 10% / 83%	Not asked	83 %	71 %	73 %	85 %
My manager listens to what I have to say	6% / 12% / 82%	78 %	82 %	72 %	75 %	86 %
My manager provides me with enough support when I need it	7% / 13% / 80%	68 %	80 %	68 %	72 %	88 %
My manager gives me feedback that helps me improve my performance	9% / 1% / 17% / 73%	Not asked	73 %	61 %	64 %	80 %

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

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Manager support 2 of 2

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

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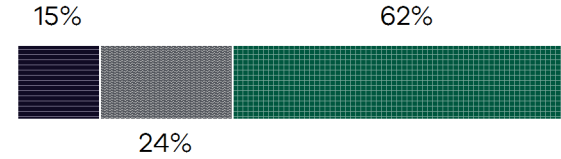
Example

62% of your staff who did the survey agreed or strongly agreed with 'I receive meaningful recognition when I do good work'.
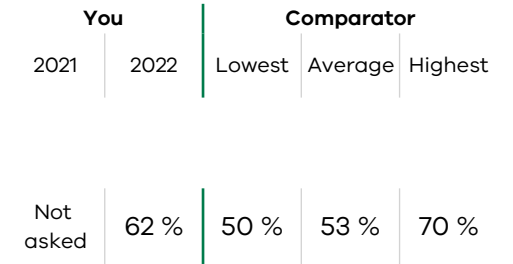
Survey question

Your results

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

I receive meaningful recognition when I do good work

15%   62%
24%

Benchmark agree results

	You		Comparator		
	2021	2022	Lowest	Average	Highest
Not asked		62 %	50 %	53 %	70 %

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Workload

What this is

This is how staff feel about workload and time pressure.

Why this is important

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

How to read this

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

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

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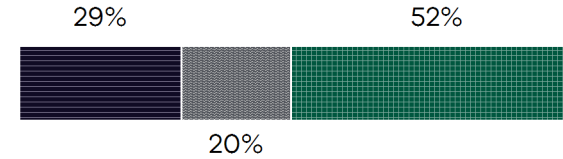
Example

52% of your staff who did the survey agreed or strongly agreed with 'The workload I have is appropriate for the job that I do'.
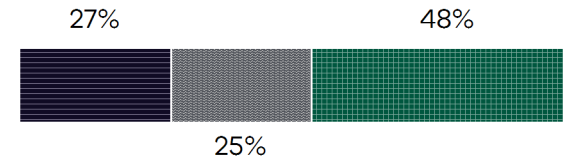
Survey question	Your results						
		You		**Comparator**		
		2021	2022	Lowest	Average	Highest
The workload I have is appropriate for the job that I do	29% Disagree, 20% Neither, 52% Agree	48 %	52 %	49 %	53 %	73 %
I have enough time to do my job effectively	27% Disagree, 25% Neither, 48% Agree	41 %	48 %	45 %	49 %	66 %

Legend: Disagree | Neither agree nor disagree | Agree

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Learning and development

What this is

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

Why this is important

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

How to read this

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

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

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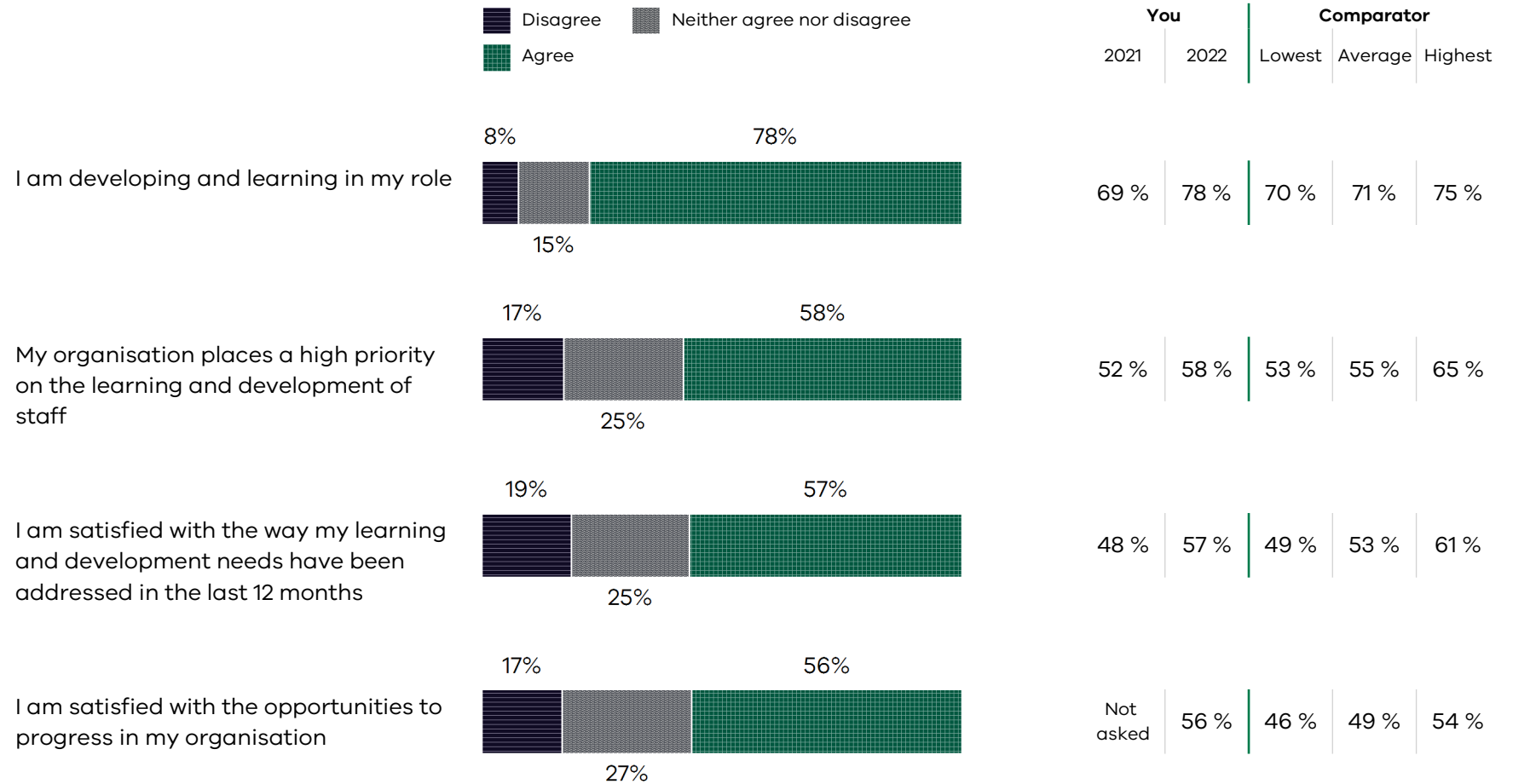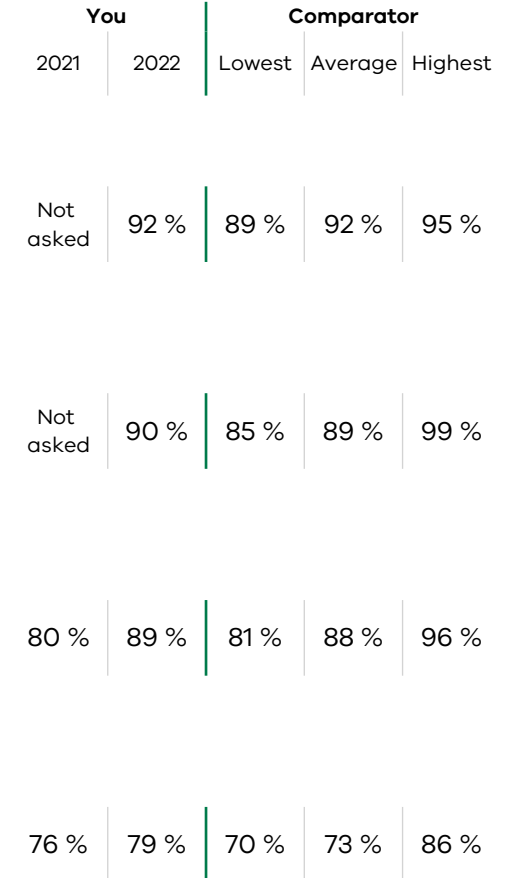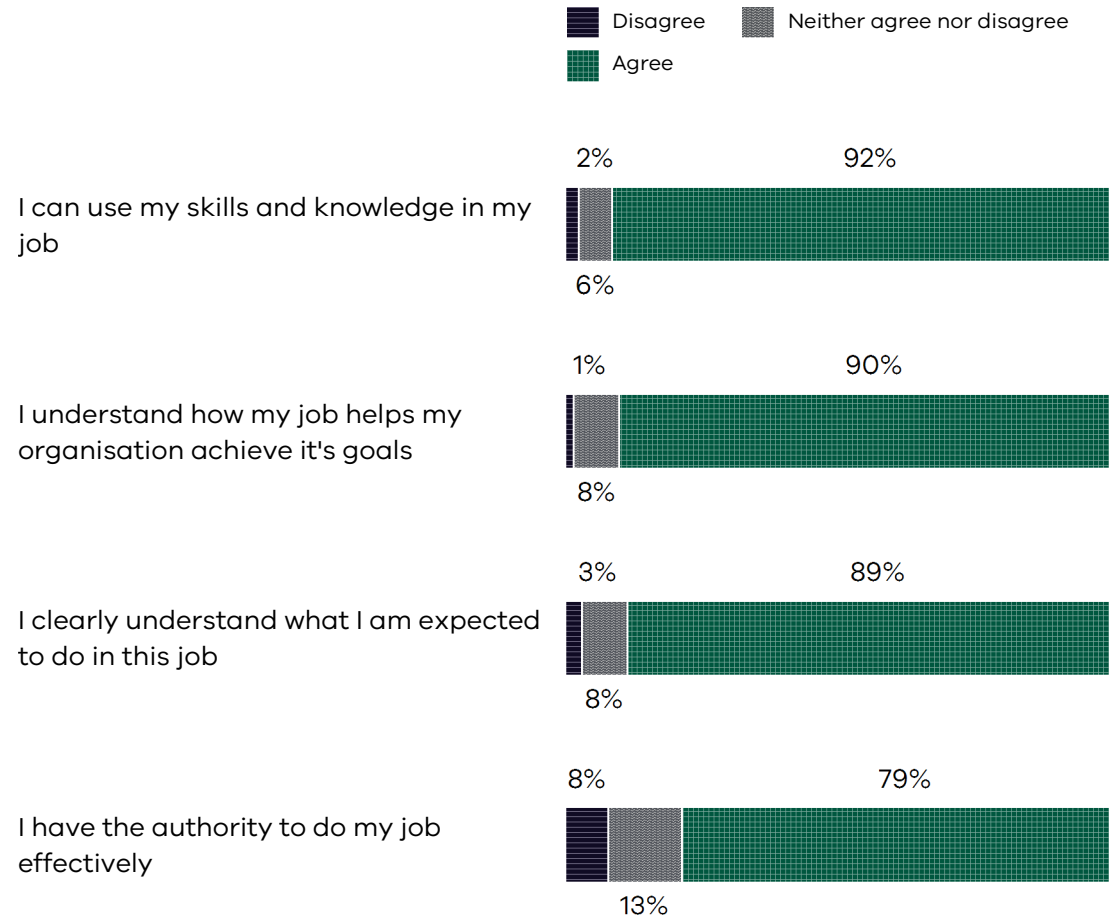
Example

78% of your staff who did the survey agreed or strongly agreed with 'I am developing and learning in my role'.

Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
	Disagree ▪ Neither agree nor disagree ▪ Agree ▪					
I am developing and learning in my role	8% / 15% / 78%	69 %	78 %	70 %	71 %	75 %
My organisation places a high priority on the learning and development of staff	17% / 25% / 58%	52 %	58 %	53 %	55 %	65 %
I am satisfied with the way my learning and development needs have been addressed in the last 12 months	19% / 25% / 57%	48 %	57 %	49 %	53 %	61 %
I am satisfied with the opportunities to progress in my organisation	17% / 27% / 56%	Not asked	56 %	46 %	49 %	54 %

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.
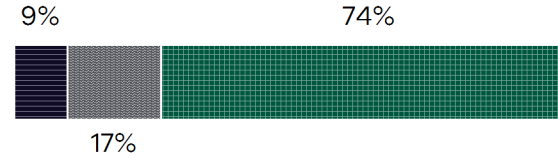
Example

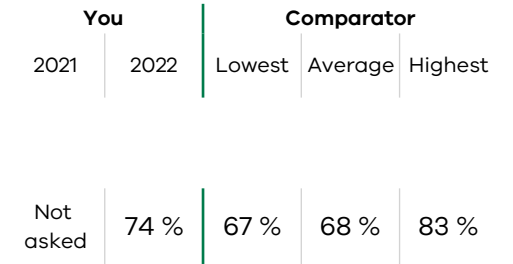92% of your staff who did the survey agreed or strongly agreed with 'I can use my skills and knowledge in my job'.

Survey question | Your results | Benchmark agree results

Legend: ■ Disagree   ▨ Neither agree nor disagree   ▤ Agree

Survey question	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I can use my skills and knowledge in my job (2% / 6% / 92%)	Not asked	92 %	89 %	92 %	95 %
I understand how my job helps my organisation achieve it's goals (1% / 8% / 90%)	Not asked	90 %	85 %	89 %	99 %
I clearly understand what I am expected to do in this job (3% / 8% / 89%)	80 %	89 %	81 %	88 %	96 %
I have the authority to do my job effectively (8% / 13% / 79%)	76 %	79 %	70 %	73 %	86 %

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Job enrichment 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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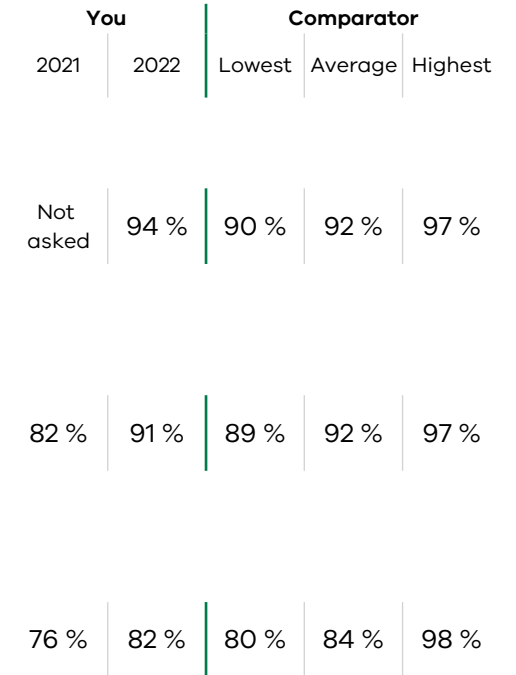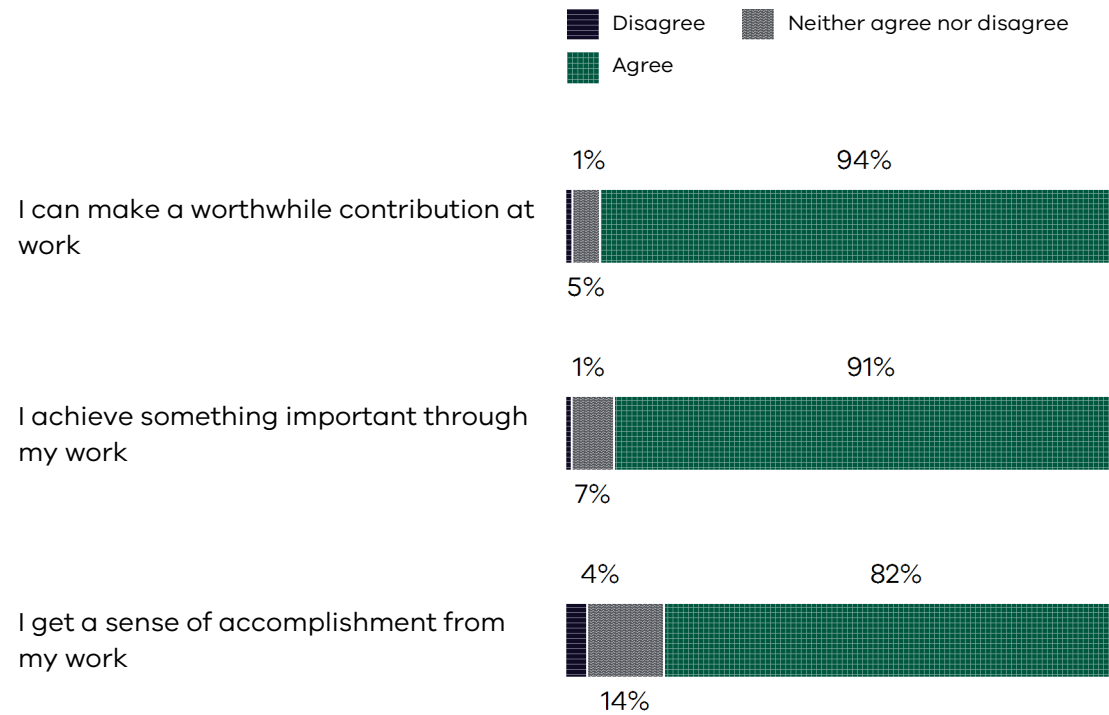
Example

74% of your staff who did the survey agreed or strongly agreed with 'I have a say in how I do my work'.

Legend
■ Disagree ▨ Neither agree nor disagree ▦ Agree

Survey question: I have a say in how I do my work

Your results: 9% Disagree, 17% Neither agree nor disagree, 74% Agree

	You		Comparator		
	2021	2022	Lowest	Average	Highest
	Not asked	74 %	67 %	68 %	83 %

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.
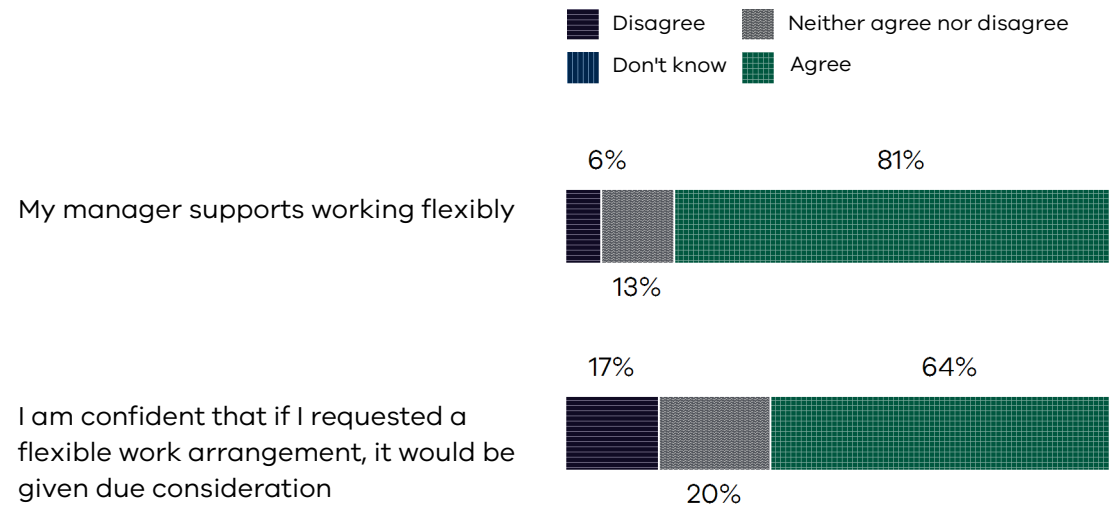
Example

94% of your staff who did the survey agreed or strongly agreed with 'I can make a worthwhile contribution at work'.

Survey question	Your results					

Survey question — **Your results** — **Benchmark agree results**

Legend: ■ Disagree ▨ Neither agree nor disagree ▨ Agree

	You		Comparator		
Survey question	2021	2022	Lowest	Average	Highest
I can make a worthwhile contribution at work (1% / 94% / 5%)	Not asked	94 %	90 %	92 %	97 %
I achieve something important through my work (1% / 91% / 7%)	82 %	91 %	89 %	92 %	97 %
I get a sense of accomplishment from my work (4% / 82% / 14%)	76 %	82 %	80 %	84 %	98 %

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Flexible working

What this is

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

Why this is important

Supporting flexible working can improve employee wellbeing.

How to read this

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

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

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

Example

81% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.

Survey question	Your results	Benchmark agree results

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

Survey question		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager supports working flexibly	6% / 13% / 81%	Not asked	81 %	65 %	69 %	81 %
I am confident that if I requested a flexible work arrangement, it would be given due consideration	17% / 20% / 64%	56 %	64 %	51 %	56 %	75 %

Victorian Public Sector Commission

VICTORIA State Government

People matter survey wellbeing check 2022

Have your say

Overview

Report overview

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

Result summary

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

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

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Custom questions

- Questions requested by your organisation

Demographics

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

Public sector values

What this is

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

Why this is important

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

How to read this

Each label represents a group of questions in the survey about public sector values.

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

Example

In 2022:

- 85% of your staff who did the survey responded positively to questions about Human rights , which is up 5% in 2021.

Compared to:

- 78% of staff at your comparator and 83% of staff across the public sector.

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

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

Human rights: 80%, 85%, 78%, 83%
Respect: 73%, 80%, 75%, 82%
Leadership: 74%, 78%, 68%, 76%
Accountability*: 77%, 73%, 76%

Public sector values

What this is

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

Why this is important

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

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:

- 76% of your staff who did the survey responded positively to questions about Responsiveness .

Compared to:

- 75% of staff at your comparator and 83% of staff across the public sector.
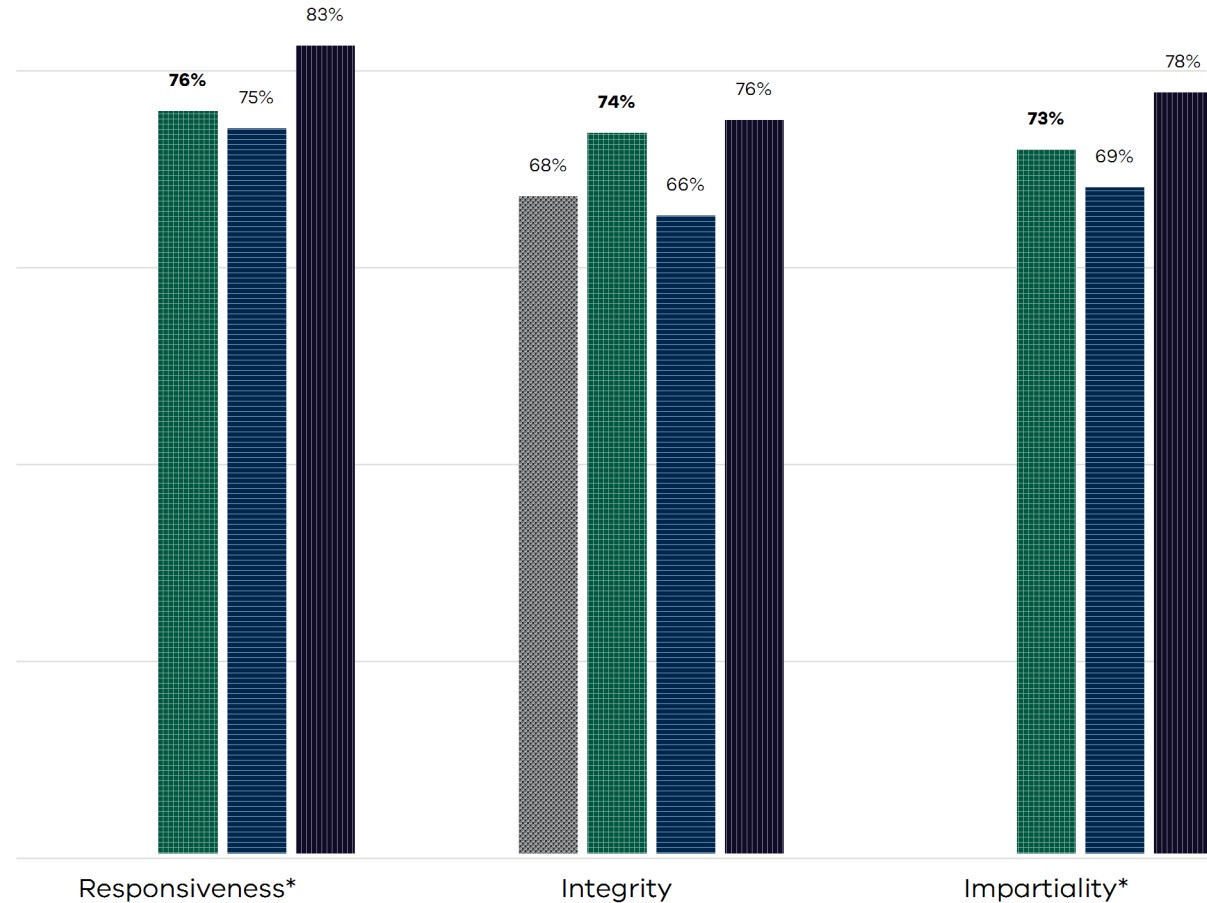
*We can't compare some data here because one or more questions were not asked in a previous survey

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

Chart values:
- Responsiveness*: You 2022 76%, Comparator 2022 75%, Public sector 2022 83%
- Integrity: You 2021 68%, You 2022 74%, Comparator 2022 66%, Public sector 2022 76%
- Impartiality*: You 2022 73%, Comparator 2022 69%, Public sector 2022 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

76% of staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.
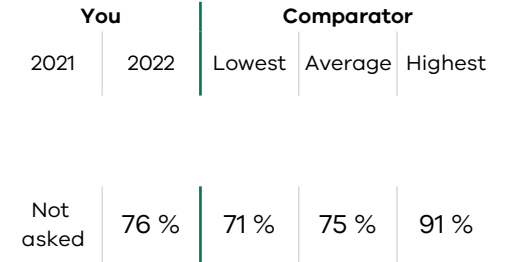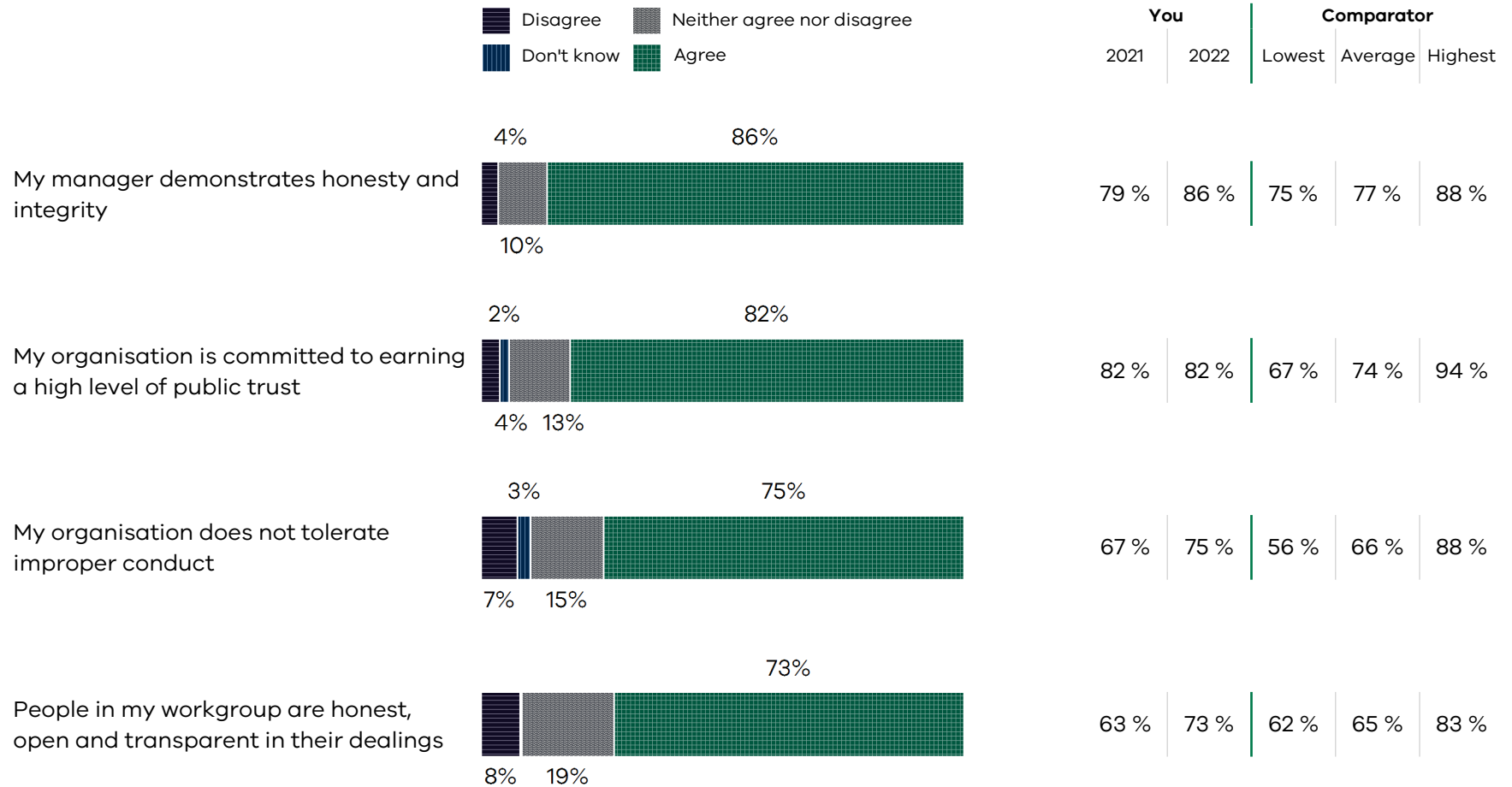
Survey question

Your results

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

My workgroup provides high quality advice and services

1%   76%

7%   16%

Benchmark agree results

	You		Comparator		
2021	2022		Lowest	Average	Highest
Not asked	76 %		71 %	75 %	91 %

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.
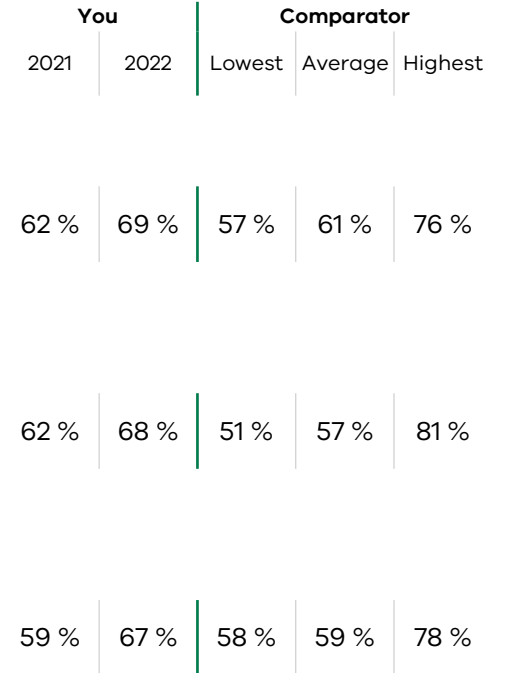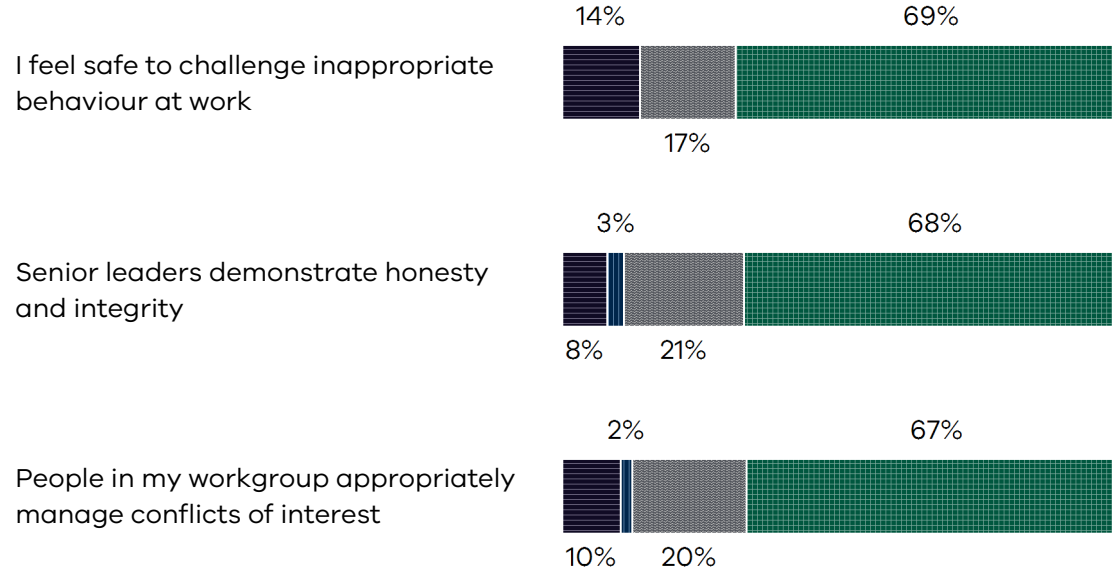
Example

86% of staff who did the survey agreed or strongly agreed with 'My manager demonstrates honesty and integrity'.

Survey question	Your results					

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

		You		Comparator		
Survey question	Your results	2021	2022	Lowest	Average	Highest
My manager demonstrates honesty and integrity	4% / 10% / 86%	79 %	86 %	75 %	77 %	88 %
My organisation is committed to earning a high level of public trust	2% / 4% / 13% / 82%	82 %	82 %	67 %	74 %	94 %
My organisation does not tolerate improper conduct	3% / 7% / 15% / 75%	67 %	75 %	56 %	66 %	88 %
People in my workgroup are honest, open and transparent in their dealings	8% / 19% / 73%	63 %	73 %	62 %	65 %	83 %

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

69% of staff who did the survey agreed or strongly agreed with 'I feel safe to challenge inappropriate behaviour at work'.

Survey question	Your results					

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

		You		Comparator		
Survey question	Your results	2021	2022	Lowest	Average	Highest
I feel safe to challenge inappropriate behaviour at work	14% / 17% / 69%	62 %	69 %	57 %	61 %	76 %
Senior leaders demonstrate honesty and integrity	3% / 8% / 21% / 68%	62 %	68 %	51 %	57 %	81 %
People in my workgroup appropriately manage conflicts of interest	2% / 10% / 20% / 67%	59 %	67 %	58 %	59 %	78 %

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

Impartiality

What this is

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

Why this is important

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

How to read this

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

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

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

Example

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

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

Survey question	Your results		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup are politically impartial in their work	Disagree 4%, Don't know 5%, Neither agree nor disagree 19%, Agree 73%		66 %	73 %	70 %	71 %	84 %
My workgroup acts fairly and without bias	Disagree 10%, Neither agree nor disagree 17%, Agree 72%		Not asked	72 %	64 %	66 %	84 %

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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

Example

90% of staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve it's goals'.
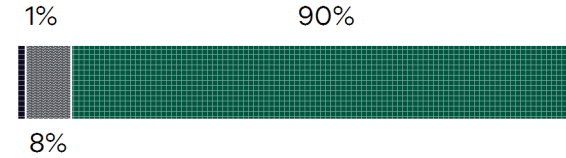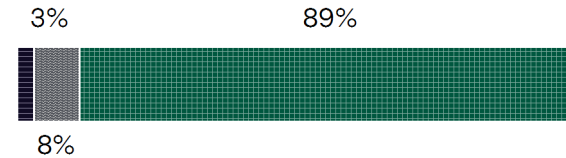
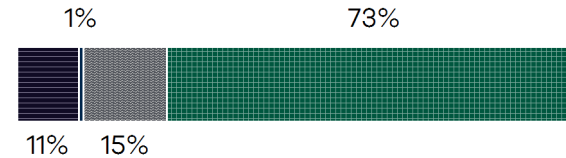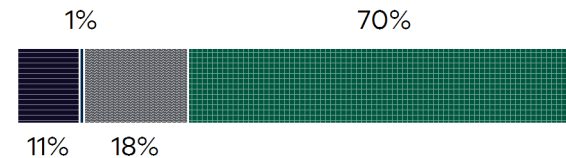| Survey question	Your results		Benchmark agree results				
			You		**Comparator**		
	Disagree / Neither agree nor disagree / Don't know / Agree		2021	2022	Lowest	Average	Highest
I understand how my job helps my organisation achieve it's goals	1% 90% / 8%		Not asked	90 %	85 %	89 %	99 %
I clearly understand what I am expected to do in this job	3% 89% / 8%		80 %	89 %	81 %	88 %	96 %
My workgroup has clear lines of responsibility	1% 73% / 11% 15%		75 %	73 %	64 %	70 %	79 %
My workgroup uses its resources well	1% 70% / 11% 18%		Not asked	70 %	56 %	62 %	79 %

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

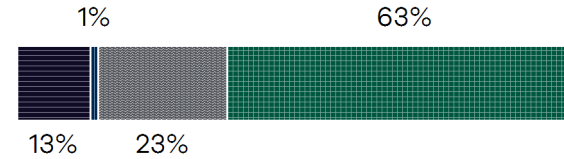Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

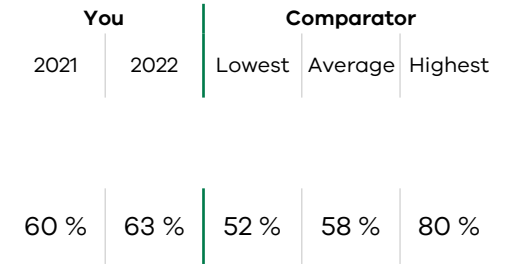63% of staff who did the survey agreed or strongly agreed with 'Senior leaders provide clear strategy and direction'.

Survey question

Your results

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

Senior leaders provide clear strategy and direction

1%   63%

13%   23%

Benchmark agree results

	You		Comparator		
	2021	2022	Lowest	Average	Highest
	60 %	63 %	52 %	58 %	80 %

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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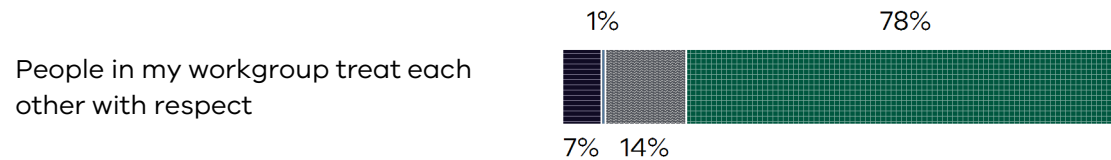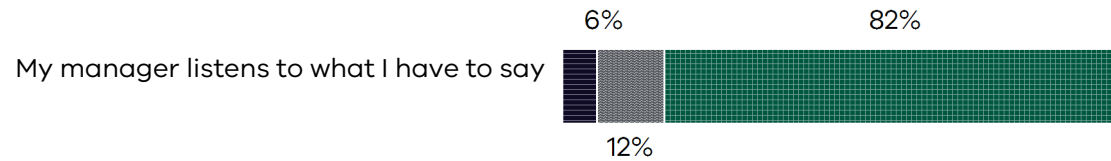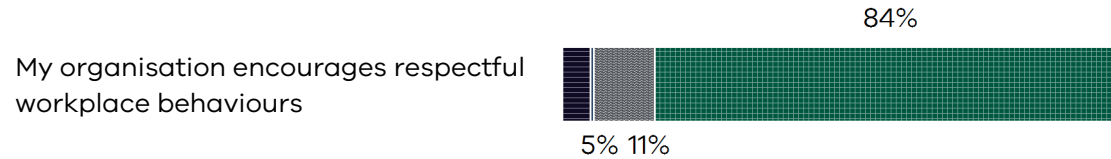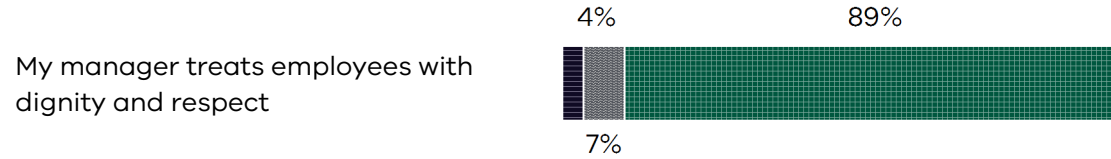
Example

89% of staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

Survey question	Your results					

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

Survey question		Benchmark agree results				
		You		**Comparator**		
		2021	2022	Lowest	Average	Highest
My manager treats employees with dignity and respect	4% / 89% / 7%	83 %	89 %	77 %	80 %	93 %
My organisation encourages respectful workplace behaviours	84% / 5% / 11%	76 %	84 %	75 %	78 %	91 %
My manager listens to what I have to say	6% / 82% / 12%	78 %	82 %	72 %	75 %	86 %
People in my workgroup treat each other with respect	1% / 78% / 7% / 14%	69 %	78 %	73 %	76 %	88 %

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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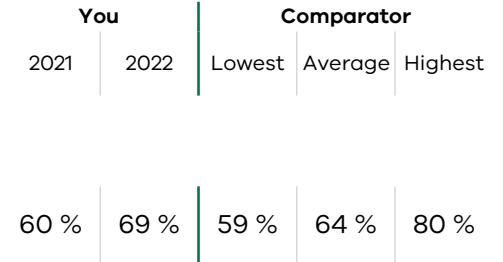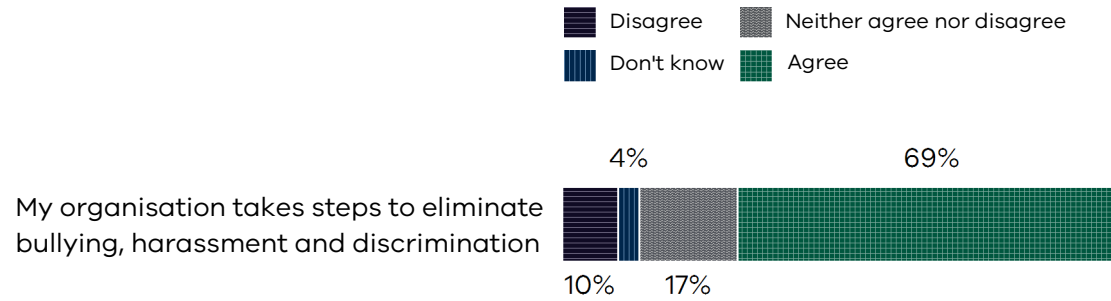
Example

69% 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	Benchmark agree results

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

	You		Comparator		
	2021	2022	Lowest	Average	Highest
My organisation takes steps to eliminate bullying, harassment and discrimination	60 %	69 %	59 %	64 %	80 %

Your results bar: 10% Disagree, 4% Don't know, 17% Neither agree nor disagree, 69% Agree

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.
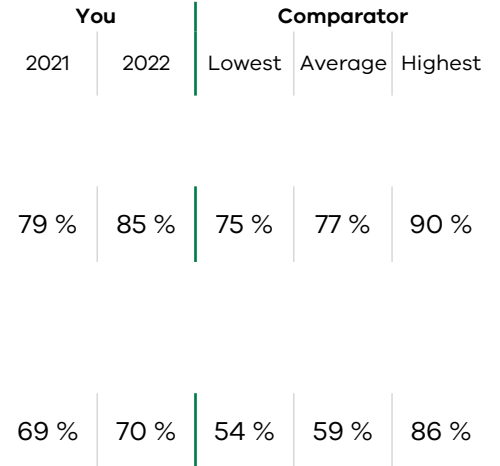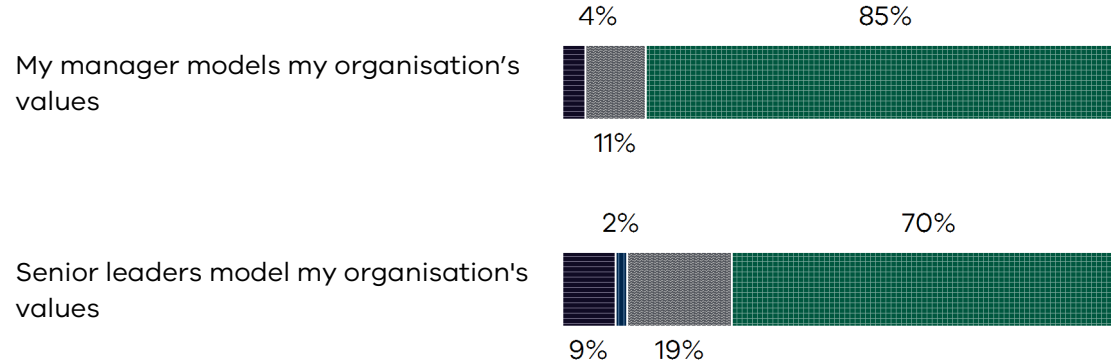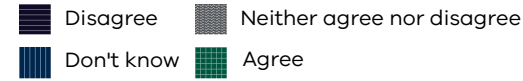
Example

85% of staff who did the survey agreed or strongly agreed with 'My manager models my organisation's values'.

Survey question	Your results		Benchmark agree results				

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

	You		Comparator		
	2021	2022	Lowest	Average	Highest
My manager models my organisation's values	79 %	85 %	75 %	77 %	90 %
Senior leaders model my organisation's values	69 %	70 %	54 %	59 %	86 %

My manager models my organisation's values: Disagree 4%, Neither agree nor disagree 11%, Agree 85%

Senior leaders model my organisation's values: Disagree 9%, Don't know 2%, Neither agree nor disagree 19%, Agree 70%

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

87% of staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.
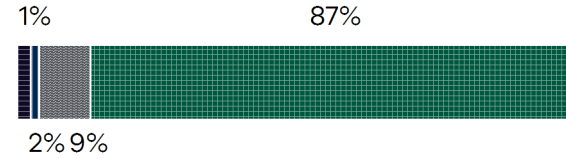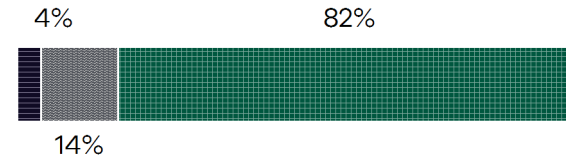
Survey question	Your results		Benchmark agree results				

Legend:
- Disagree
- 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% / 2% / 9% / 87%	79 %	87 %	79 %	81 %	93 %
I understand how the Charter of Human Rights and Responsibilities applies to my work	4% / 14% / 82%	81 %	82 %	71 %	75 %	91 %

Victorian Public Sector Commission

VICTORIA State Government

People matter survey
wellbeing check 2022

Have your say

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- Privacy and anonymity
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- Your comparator group
- Your response rate

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- 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
- Satisfaction with complaint processes

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

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- Scorecard
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Job and manager factors

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- Manager leadership
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- Questions requested by your organisation

Demographics

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

Custom questions

What this is

Your organisation asked 5 custom questions as part of the 2022 survey.

Why this is important

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

How to read this

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

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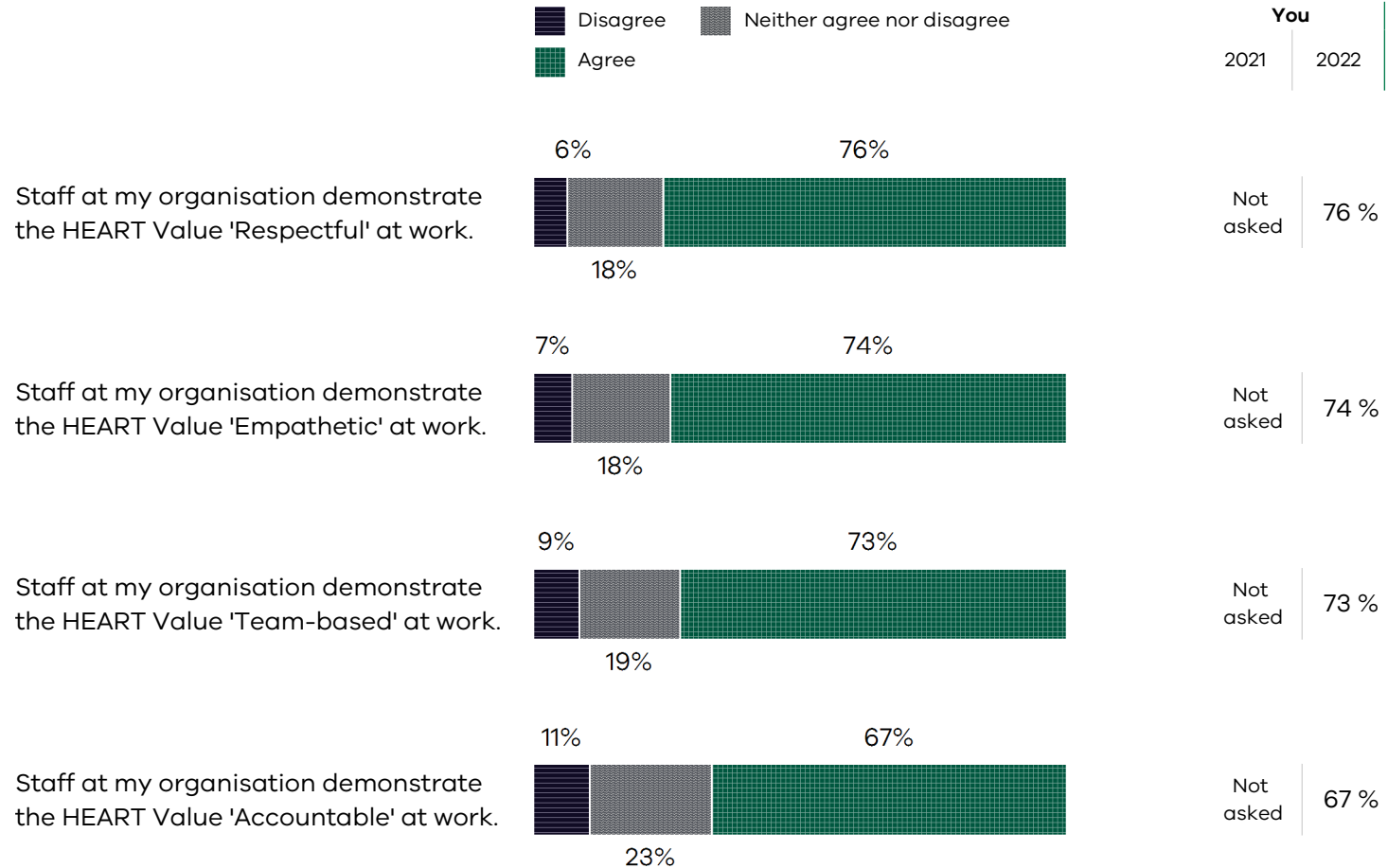
Example

76% of staff who did the survey agreed or strongly agreed with 'Staff at my organisation demonstrate the HEART Value 'Respectful' at work.'.

Survey question	Your results	Benchmark results

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

Benchmark results — You: 2021 | 2022

Survey question	Disagree	Neither	Agree	2021	2022
Staff at my organisation demonstrate the HEART Value 'Respectful' at work.	6%	18%	76%	Not asked	76 %
Staff at my organisation demonstrate the HEART Value 'Empathetic' at work.	7%	18%	74%	Not asked	74 %
Staff at my organisation demonstrate the HEART Value 'Team-based' at work.	9%	19%	73%	Not asked	73 %
Staff at my organisation demonstrate the HEART Value 'Accountable' at work.	11%	23%	67%	Not asked	67 %

Custom questions

What this is

Your organisation asked 5 custom questions as part of the 2022 survey.

Why this is important

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

How to read this

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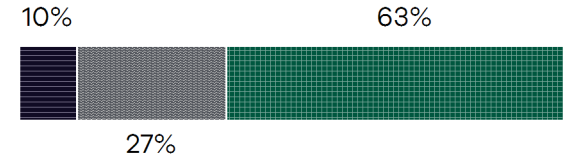
Example

63% of staff who did the survey agreed or strongly agreed with 'Staff at my organisation demonstrate the HEART Value 'Happy' at work.'.
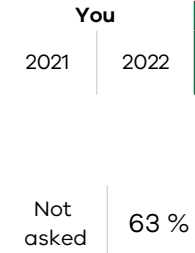
■ Disagree   ▨ Neither agree nor disagree

▦ Agree

You

	2021	2022

Staff at my organisation demonstrate the HEART Value 'Happy' at work.

10%   63%

27%

Not asked		63 %

People matter survey wellbeing check 2022

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- Highest scoring
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- Taking action questions

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

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- Employment
- Adjustments
- Caring
- Categories
- Primary role

Demographics

Age, gender, variations in sex characteristics and sexual orientation

What this is

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

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

To protect you, we:
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Age	(n)	%
15-34 years	208	34%
35-54 years	277	45%
55+ years	96	16%
Prefer not to say	34	6%

How would you describe your gender?	(n)	%
Woman	450	73%
Man	113	18%
Prefer not to say	51	8%
Non-binary and I use a different term	1	0%

Are you trans, non-binary or gender diverse?	(n)	%
Yes	4	1%
No	570	93%
Prefer not to say	41	7%

To your knowledge, do you have innate variation(s) of sex characteristics (often called intersex)?*	(n)	%
Yes	3	0%
No	551	90%
Don't know	18	3%
Prefer not to say	43	7%

How do you describe your sexual orientation?	(n)	%
Straight (heterosexual)	503	82%
Prefer not to say	68	11%
Bisexual	17	3%
Gay or lesbian	17	3%
Don't know	4	1%
Pansexual	3	0%
I use a different term	2	0%
Asexual	1	0%

Demographics

Aboriginal and/or Torres Strait Islander employees

What this is

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

Why this is important

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

How to read this

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

How we protect anonymity and privacy

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Aboriginal and/or Torres Strait Islander	(n)	%
Yes	7	1%
Non Aboriginal and/or Torres Strait Islander	577	94%
Prefer not to say	31	5%

Demographics

Disability

What this is

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

Why this is important

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

How to read this

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

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

How we protect anonymity and privacy

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Do you identify as a person with a disability?

	(n)	%
Yes	24	4%
No	558	91%
Prefer not to say	33	5%

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

	(n)	%
Yes	14	58%
No	9	38%
Prefer not to say	1	4%

Demographics

What this is

These are the personal characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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Country of birth	(n)	%
Born in Australia	453	74%
Not born in Australia	107	17%
Prefer not to say	55	9%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Other	38	40%
Filipino	31	32%
Tagalog	12	13%
Hindi	8	8%
Italian	4	4%
Mandarin	4	4%
French	3	3%
Arabic	2	2%
Auslan	2	2%
Cantonese	2	2%
German	2	2%
Korean	2	2%

Language other than English spoken with family or community	(n)	%
Yes	96	16%
No	473	77%
Prefer not to say	46	7%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Tamil	2	2%
Macedonian	1	1%
Punjabi	1	1%
Sinhalese	1	1%
Spanish	1	1%
Vietnamese	1	1%

Demographics

What this is

This is the cultural identity and religion of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

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Cultural identity	(n)	%
Australian	**445**	72%
Prefer not to say	**60**	10%
East and/or South-East Asian	**42**	7%
English, Irish, Scottish and/or Welsh	**34**	6%
European (including Western, Eastern and South-Eastern Europe, and Scandinavia)	**23**	4%
South Asian	**19**	3%
Other	**9**	1%
African	**9**	1%
Central Asian	**6**	1%
New Zealander	**5**	1%
Aboriginal and/or Torres Strait Islander	**5**	1%
Middle Eastern	**4**	1%
North American	**2**	0%
Pacific Islander	**2**	0%

Religion	(n)	%
No religion	**289**	47%
Christianity	**210**	34%
Prefer not to say	**71**	12%
Other	**25**	4%
Hinduism	**8**	1%
Buddhism	**6**	1%
Islam	**4**	1%
Judaism	**1**	0%
Sikhism	**1**	0%

Demographics

Employment characteristics 1 of 2

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

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Working arrangement	(n)	%
Full-Time	261	42%
Part-Time	354	58%

Gross base salary (ongoing/fixed term only)	(n)	%
Below $65k	146	26%
$65k to $95k	173	31%
$95k to $125k	116	21%
$125k or more	46	8%
Prefer not to say	73	13%

Organisational tenure	(n)	%
<1 year	133	22%
1 to less than 2 years	86	14%
2 to less than 5 years	139	23%
5 to less than 10 years	122	20%
10 to less than 20 years	71	12%
More than 20 years	64	10%

Management responsibility	(n)	%
Non-manager	531	86%
Other manager	51	8%
Manager of other manager(s)	33	5%

Employment type	(n)	%
Ongoing and executive	479	78%
Fixed term	75	12%
Other	61	10%

Demographics

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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How we protect anonymity and privacy

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Primary workplace location over the last 3 months

	(n)	%
Rural	420	68%
Large regional city	157	26%
Other	36	6%
Melbourne CBD	1	0%
Melbourne: Suburbs	1	0%

What have been your main places of work over the last 3-months?

	(n)	%
Your employer's office	193	31%
A frontline or service delivery location	389	63%
Home or private location	20	3%
A shared office space (where two or more organisations share the same workspace e.g. Gov hubs, suburban hubs etc.)	32	5%
Other	44	7%

Flexible work

	(n)	%
Shift swap	216	35%
No, I do not use any flexible work arrangements	197	32%
Part-time	196	32%
Flexible start and finish times	110	18%
Using leave to work flexible hours	85	14%
Study leave	81	13%
Working more hours over fewer days	60	10%
Working from an alternative location (e.g. home, hub/shared work space)	26	4%
Other	21	3%
Job sharing	11	2%

Demographics

Adjustments

What this is

These are adjustments staff requested to perform in their role.

Why this is important

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

How to read this

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

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

How we protect anonymity and privacy

To protect you, we:

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- 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	449	73%
Flexible working arrangements	119	19%
Physical modifications or improvements to the workplace	41	7%
Career development support strategies	18	3%
Job redesign or role sharing	16	3%
Other	10	2%
Accessible communications technologies	7	1%

Why did you make this request?	(n)	%
Work-life balance	66	40%
Health	62	37%
Family responsibilities	53	32%
Caring responsibilities	48	29%
Study commitments	26	16%
Other	19	11%
Disability	3	2%

What was your experience with making the request?	(n)	%
The adjustments I needed were made and the process was satisfactory	108	65%
The adjustments I needed were not made	40	24%
The adjustments I needed were made but the process was unsatisfactory	18	11%

Demographics

Caring

What this is

These are staff-reported caring responsibilities.

Why this is important

This shows organisations what caring responsibilities their staff have.

How to read this

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

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

How we protect anonymity and privacy

To protect you, we:
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Caring responsibility	(n)	%
None of the above	**246**	40%
Primary school aged child(ren)	**137**	22%
Secondary school aged child(ren)	**114**	19%
Child(ren) - younger than preschool age	**83**	13%
Preschool aged child(ren)	**48**	8%
Frail or aged person(s)	**42**	7%
Prefer not to say	**41**	7%
Person(s) with a medical condition	**40**	7%
Person(s) with disability	**30**	5%
Person(s) with a mental illness	**27**	4%
Other	**23**	4%

Demographics

Employment categories

What is this

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

Why this is important

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

How to read this

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

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

How we protect anonymity and privacy

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Which of the following categories best describes your current position?	(n)	%
Nursing Employees	**311**	51%
Management, Administration and Corporate support	**138**	22%
Support services	**60**	10%
Allied health professional	**37**	6%
Medical Employees	**34**	6%
Other health professional	**21**	3%
Personal service worker	**10**	2%
Lived experience specific worker	**4**	1%

Demographics

Primary role

What is this

This shows the primary role of your staff.

Why this is important

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

How to read this

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

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

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Which of the following best describes the primary operational area in which you work?	(n)	%
Hospital-based services	**512**	83%
Corporate services	**41**	7%
Community-based services	**62**	10%

Is your primary work role in one of the following areas?	(n)	%
Aged care	**8**	1%
Critical care	**38**	6%
Emergency	**72**	12%
Maternity care	**24**	4%
Medical	**54**	9%
Mental health	**53**	9%
Mixed medical/surgical	**45**	7%
Neonatal care	**1**	0%
Palliative care	**1**	0%
Paediatrics	**14**	2%
Peri-operative	**24**	4%
Rehabilitation	**31**	5%
Surgical	**10**	2%
Other	**122**	20%
Administration	**118**	19%

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