



**People matter survey**

**wellbeing check 2022**

**Have your say**

# People matter survey

## wellbeing check 2022

Have your say

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- Disability
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## Report overview

### About your report

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

### Report contents

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

### Comparing data in this report

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

This means you'll be able to compare about 45% of this year's survey with your previous results.

### Rounding of percentages

In this report, we round numbers up or down to their nearest whole percentage.

This means some percentages may not add up to 100%.

### Survey questions and definitions

Download Survey questions: [People matter survey 2022 \(DOCX, 55 pages\)](#) to see how we asked questions and defined concepts in the 2022 survey

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## Report overview

### Privacy and anonymity

To protect you, we:

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

Read more in [our privacy policy](#).

## Report overview

### Survey's theoretical framework

#### What this is

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

#### Why this is important

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

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

#### Our public sector values

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

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

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



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



## Report overview

### Your comparator group

#### What this is

This is a list of similar organisations to yours.

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

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

#### How we use this in your report

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

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

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

Australian Centre for the Moving Image

Film Victoria

Geelong Performing Arts Centre Trust

Melbourne Recital Centre

National Gallery of Victoria

Shrine of Remembrance Trustees

Victorian Arts Centre Trust

## Report overview

### Your response rate

#### What this is

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

#### Why this is important

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

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

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

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

#### How to read this

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

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

2020

64%  
(413)

Comparator 55%  
Public Sector 49%

2022

62%  
(397)

Comparator 30%  
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.

2020

68

Comparator 68  
Public Sector 68

2022

69

Comparator 71  
Public Sector 69

## People outcomes

### Engagement question results 1 of 2

#### What this is

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

#### Your organisation's engagement index

Your 2022 index is 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.

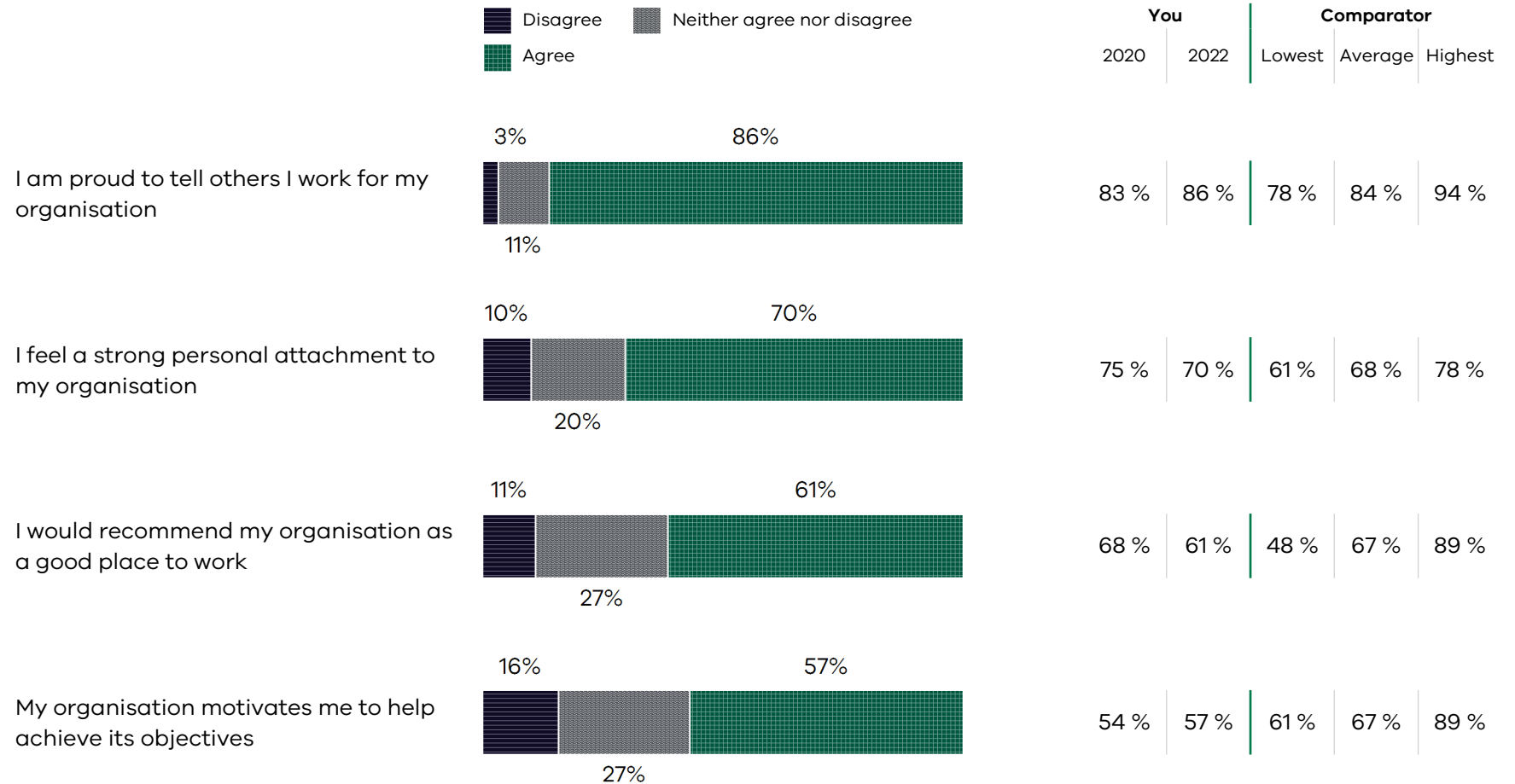
#### Example

86% 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



## People outcomes

### Engagement question results 2 of 2

#### What this is

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

#### Your organisation's engagement index

Your 2022 index is 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.

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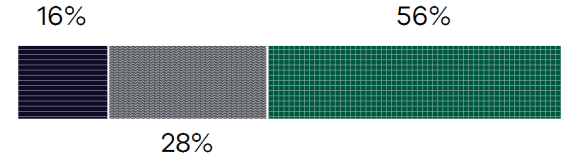
#### Example

56% of your staff who did the survey agreed or strongly agreed with 'My organisation inspires me to do the best in my job'.

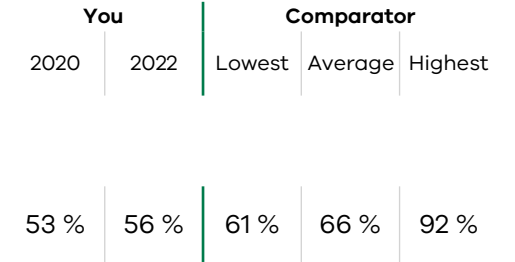
## Survey question

My organisation inspires me to do the best in my job

## Your results



## Benchmark agree results



## 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.

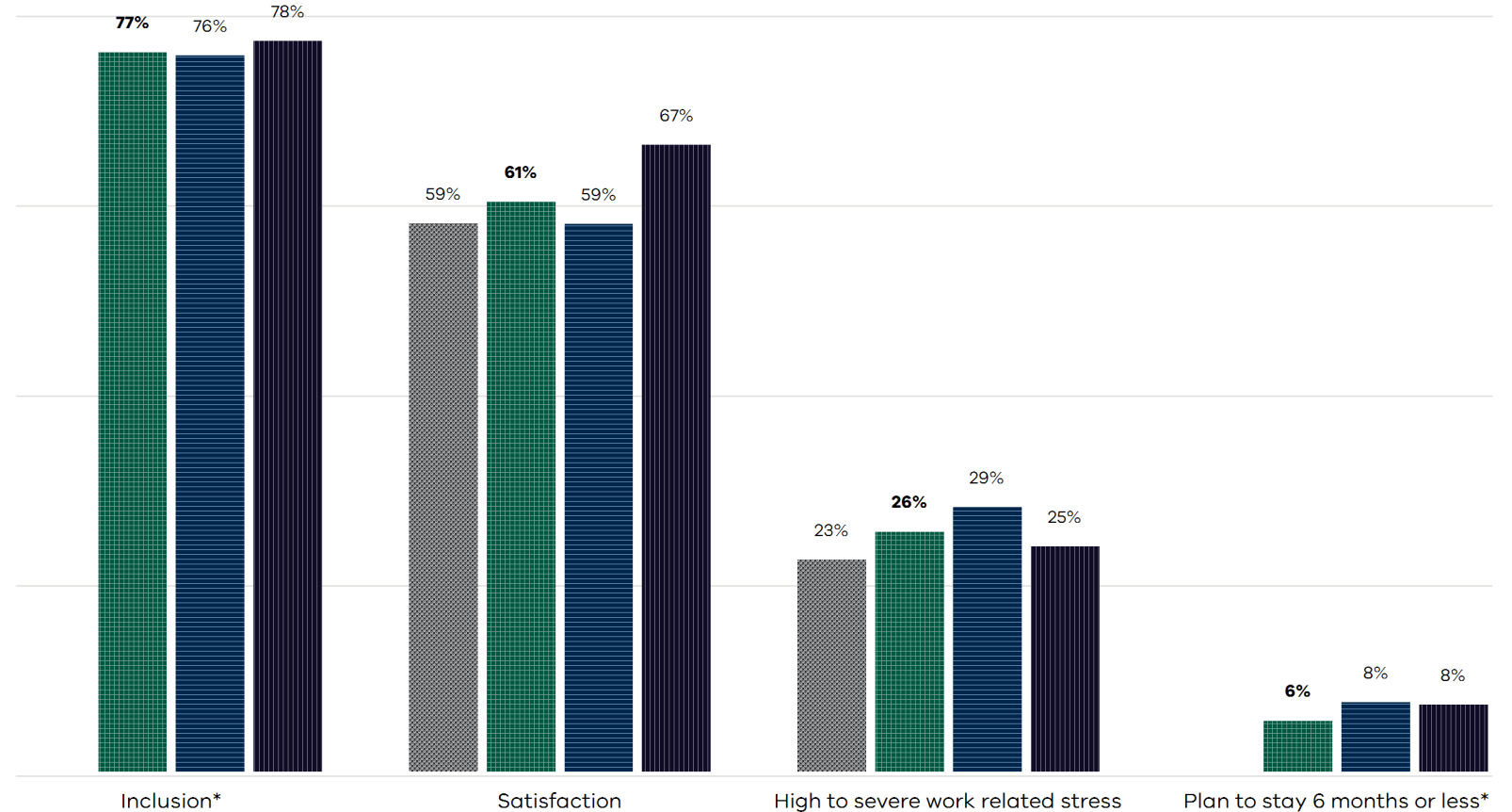
### Example

In 2022:

- 77% of your staff who did the survey responded positively to questions about Inclusion.

Compared to:

- 76% 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

■ You 2020 ■ You 2022 ■ Comparator 2022 ■ Public sector 2022



## People outcomes

### Satisfaction question results

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

#### Example

70% of your staff who did the survey were satisfied or very satisfied with 'Considering everything, how satisfied are you with your current job'.

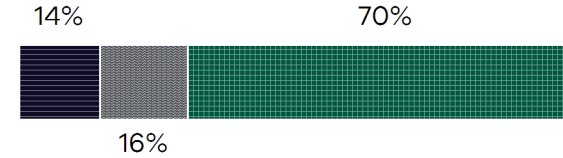
### Survey question

### Your results

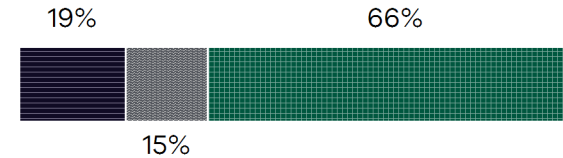
### Benchmark satisfied results



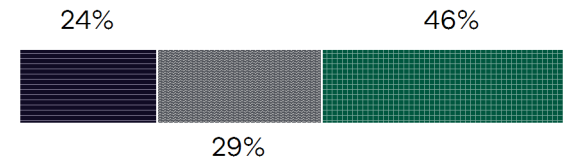
Considering everything, how satisfied are you with your current job



How satisfied are you with the work/life balance in your current job



How satisfied are you with your career development within your current organisation



You		Comparator		
2020	2022	Lowest	Average	Highest
69 %	70 %	44 %	68 %	82 %
68 %	66 %	33 %	60 %	80 %
39 %	46 %	37 %	47 %	56 %

## 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.

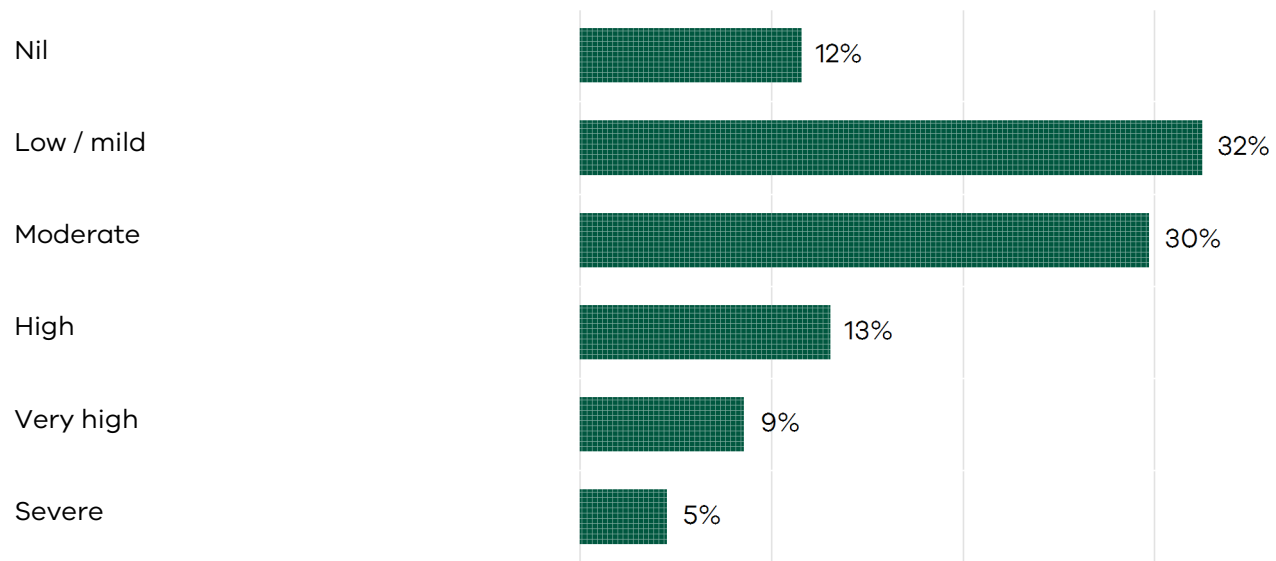
The graph at the top shows how staff in your organisation rated their current levels of work-related stress.

The numbers below show the percentage of staff in your organisation who said they experienced high to severe stress in 2022 compared to 2020 and your comparator.

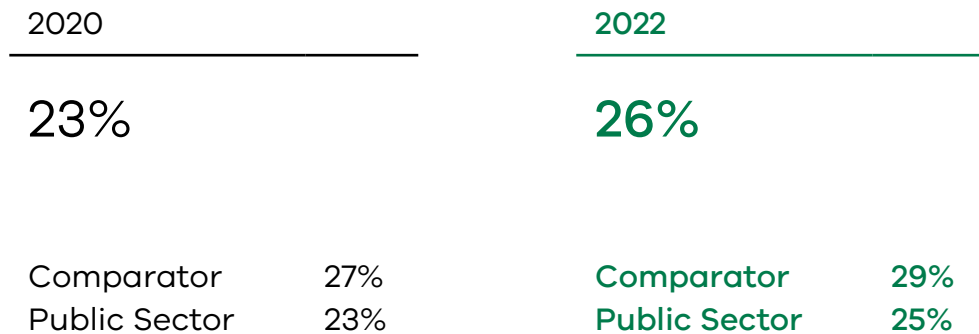
#### Example

26% of your staff who did the survey said they had high to severe stress in 2022. This is compared to 29% 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)



### Reported levels of high to severe stress



## 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.

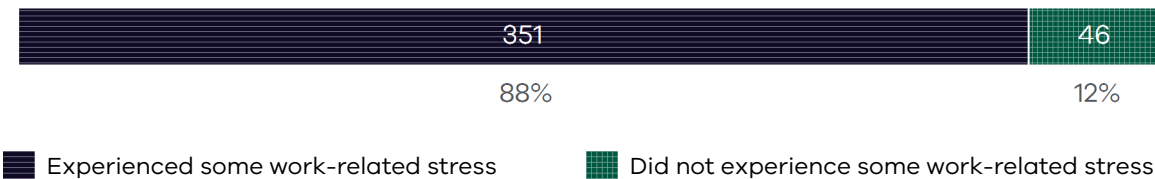
If they answer yes, we ask them to tell us what caused the stress. They can select more than one cause.

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

#### Example

88% of your staff who did the survey said they experienced mild to severe stress.

Of that 88%, 44% said the top reason was 'Time pressure'.



Of those that experienced work related stress it was from ...	You 2020	You 2022	Comparator 2022	Public sector 2022
Time pressure	33%	44%	43%	44%
Workload	33%	44%	46%	51%
Dealing with clients, patients or stakeholders	12%	16%	22%	15%
Management of work (e.g. supervision, training, information, support)	15%	14%	17%	12%
Social environment (e.g. relationships with colleagues, manager and/or senior leaders)	13%	14%	14%	10%
Unclear job expectations	15%	14%	11%	14%
Competing home and work responsibilities	17%	13%	14%	14%
Organisation or workplace change	8%	13%	10%	13%
Other	8%	11%	8%	9%
Job security	17%	11%	9%	10%

## People outcomes

### Intention to stay

#### What this is

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

#### Why this is important

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

#### How to read this

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

#### Example

6% 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	6%	8%	8%
Over 6 months and up to 1 year	7%	10%	10%
Over 1 year and up to 3 years	27%	31%	25%
Over 3 years and up to 5 years	17%	16%	16%
Over 5 years	44%	34%	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.

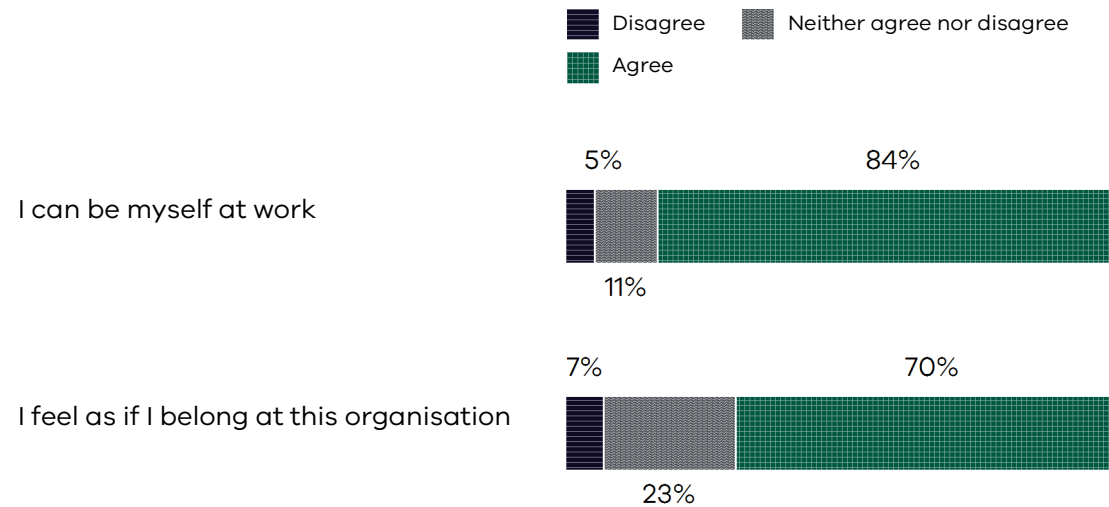
#### Example

84% 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



	You		Comparator		
	2020	2022	Lowest	Average	Highest
I can be myself at work	Not asked	84 %	63 %	81 %	89 %
I feel as if I belong at this organisation	Not asked	70 %	59 %	71 %	85 %

## People outcomes

### Inclusion - Barriers to success

#### What this is

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

#### Why this is important

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

#### How to read this

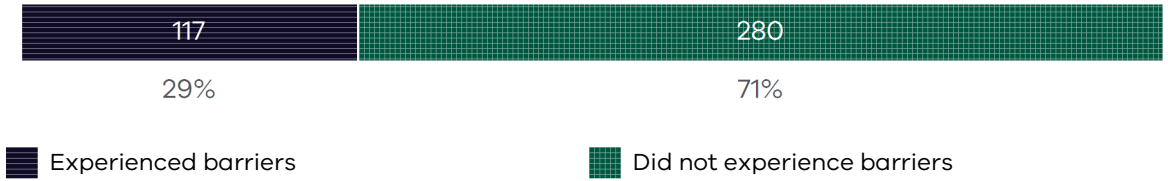
In the survey, we ask staff to tell us if they have experienced any barriers to their success at work and what those barriers were. They can select more than one barrier.

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

#### Example

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

Staff who experienced one or more barriers to success at work



During the last 12 months, employees experienced barriers to their success due to ...

	You 2022	Comparator 2022	Public sector 2022
My mental health	11%	12%	7%
My caring responsibilities	8%	7%	7%
My age	6%	11%	8%
My physical health	5%	6%	4%
My sex	5%	6%	4%
My disability	4%	1%	1%
My cultural background	3%	3%	3%
Other	3%	3%	4%
My gender identity	2%	3%	1%
My industrial activity	2%	2%	1%

## People outcomes

### Scorecard: emotional effects of work

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

#### Example

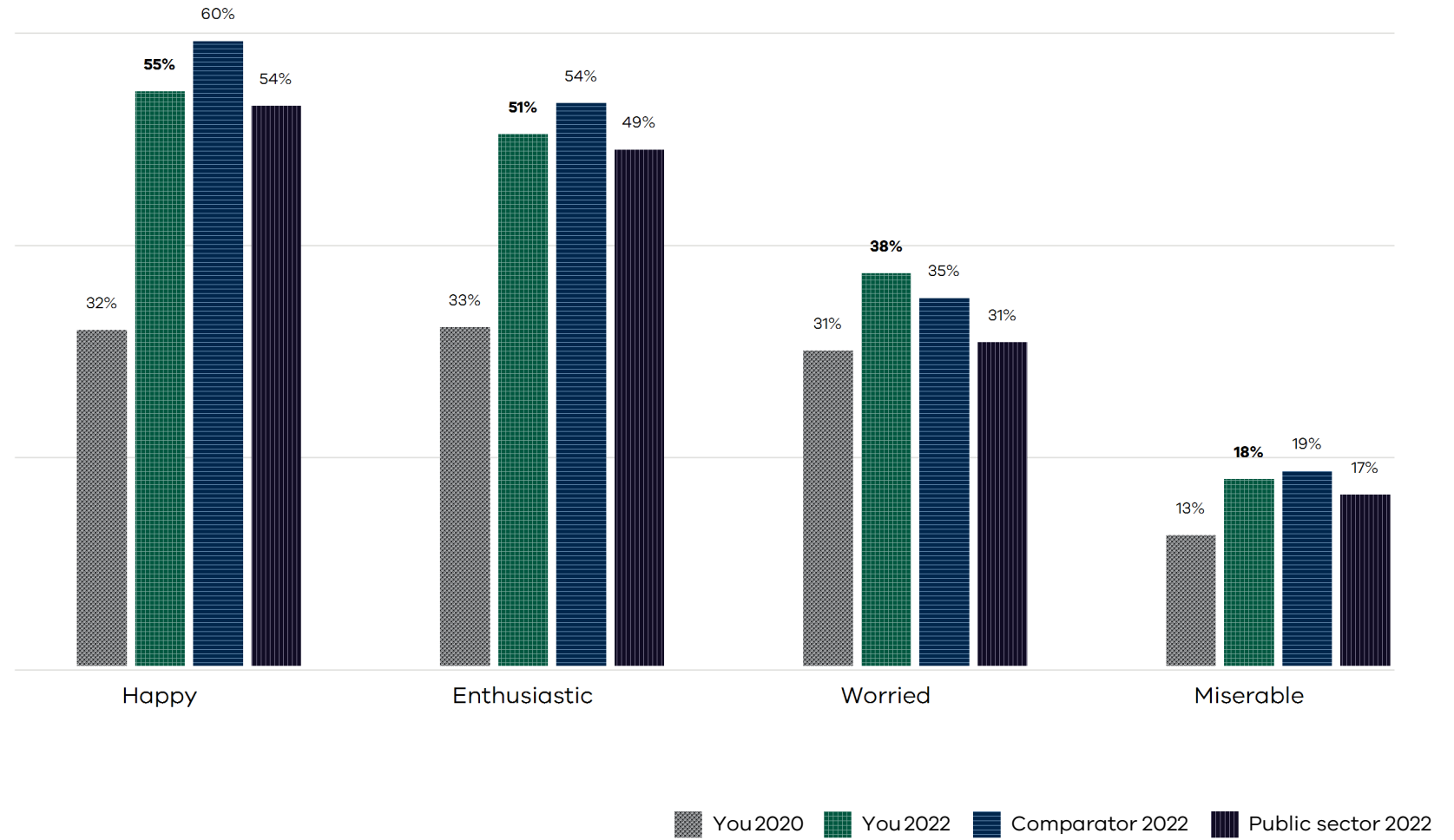
In 2022:

- 55% of your staff who did the survey said work made them feel happy in 2022, which is up from 32% in 2020

Compared to:

- 60% 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 ...



## 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.

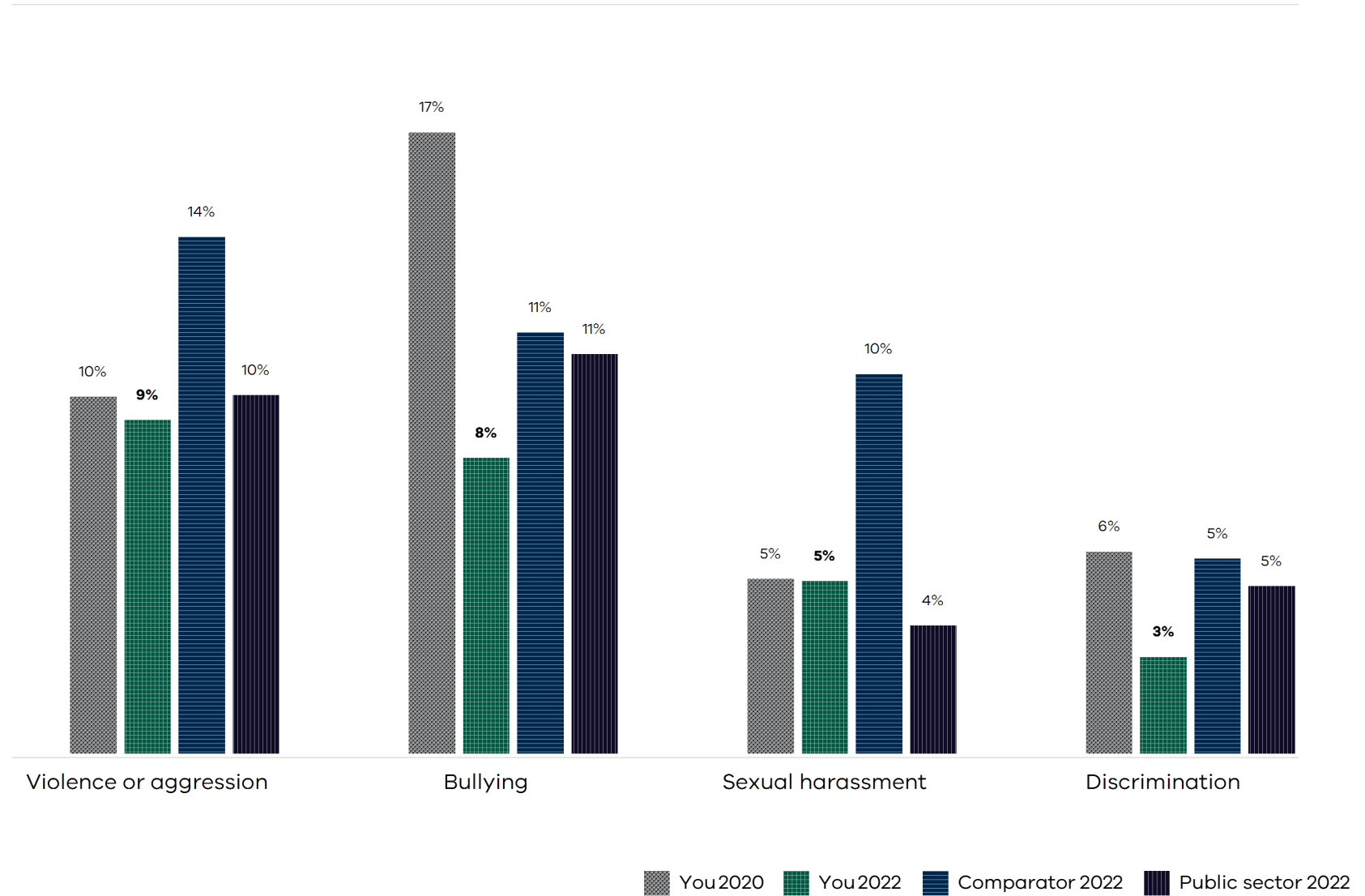
#### Example

In 2022:

- 9% of your staff who did the survey stated they experienced 'Violence or aggression' in the last 12 months which is down from 10% in 2020.

Compared to:

- 14% of staff at your comparator and 10% of staff across the public sector.





## 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.

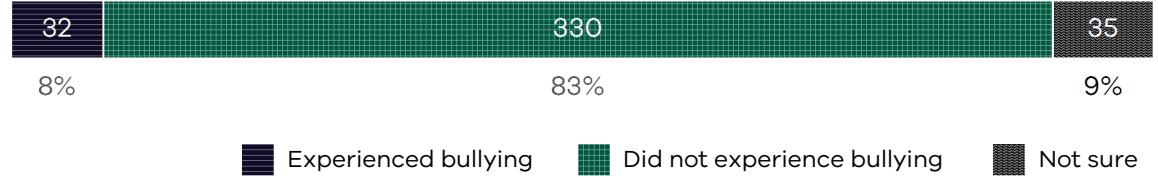
In descending order, the table shows the answers.

#### Example

8% of your staff who did the survey said they experienced bullying.

Of that 8%, 69% said the top type was 'Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)'.  
 Of that 8%, 69% said the top type was 'Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)'.  
 Of that 8%, 69% 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?



#### If you experienced bullying, what type of bullying did you experience?

	You 2020	You 2022	Comparator 2022	Public sector 2022
Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)	78%	69%	82%	71%
Exclusion or isolation	32%	34%	35%	43%
Withholding essential information for me to do my job	29%	22%	31%	33%
Intimidation and/or threats	23%	13%	31%	30%
Other	10%	13%	4%	15%
Being given impossible assignment(s)	9%	9%	6%	10%
Being assigned meaningless tasks unrelated to the job	10%	6%	18%	13%
Verbal abuse	22%	6%	32%	19%

## 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.

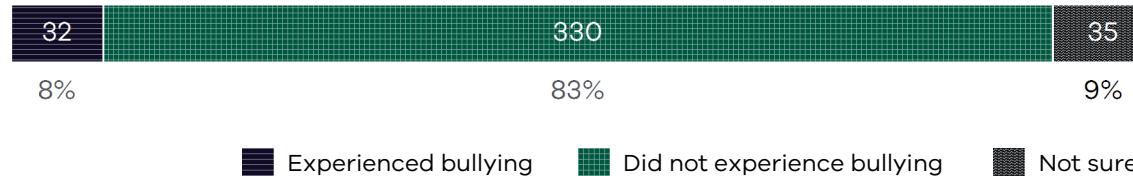
In descending order, the table shows the answers.

#### Example

8% of your staff who did the survey said they experienced bullying, of which

- 50% said the top way they reported the bullying was 'Told a manager'.
- 94% said they didn't submit a formal complaint.

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



#### Did you tell anyone about the bullying?

	You 2020	You 2022	Comparator 2022	Public sector 2022
Told a manager	49%	50%	40%	49%
Told a colleague	49%	44%	38%	41%
Told a friend or family member	42%	38%	39%	35%
I did not tell anyone about the bullying	12%	19%	18%	12%
Told Human Resources	10%	13%	19%	13%
Told the person the behaviour was not OK	0%	9%	17%	17%
Submitted a formal complaint	12%	6%	11%	11%
Told someone else	12%	6%	7%	12%

## 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

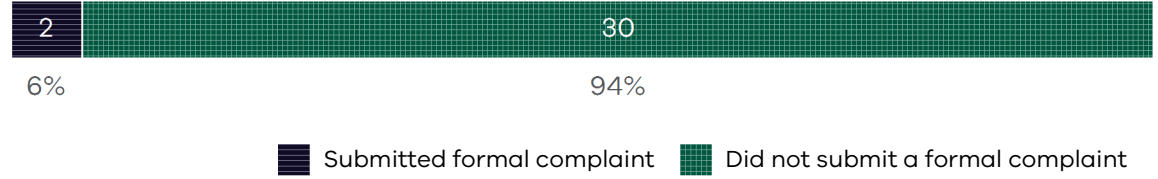
In the survey, we asked staff to tell us if they'd experienced bullying at work. We then asked them if they submitted a formal complaint. If they didn't, they could tell us with one or more answers why not. In descending order, the table shows the top 10 answers.

#### Example

94% 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?



#### What was your reason for not submitting a formal complaint?

	You 2022	Comparator 2022	Public sector 2022
I didn't think it would make a difference	60%	42%	51%
I believed there would be negative consequences for my career	37%	47%	41%
I believed there would be negative consequences for my reputation	33%	47%	52%
I didn't think it was serious enough	20%	20%	16%
I believed there would be negative consequences for the person I was going to complain about	10%	8%	9%
I didn't feel safe to report the incident	10%	20%	19%
I didn't need to because I no longer had contact with the person(s) who bullied me	10%	14%	7%
I thought the complaint process would be embarrassing or difficult	10%	9%	13%
Other	7%	6%	12%
I was advised not to	3%	5%	5%

## 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, 8% 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.

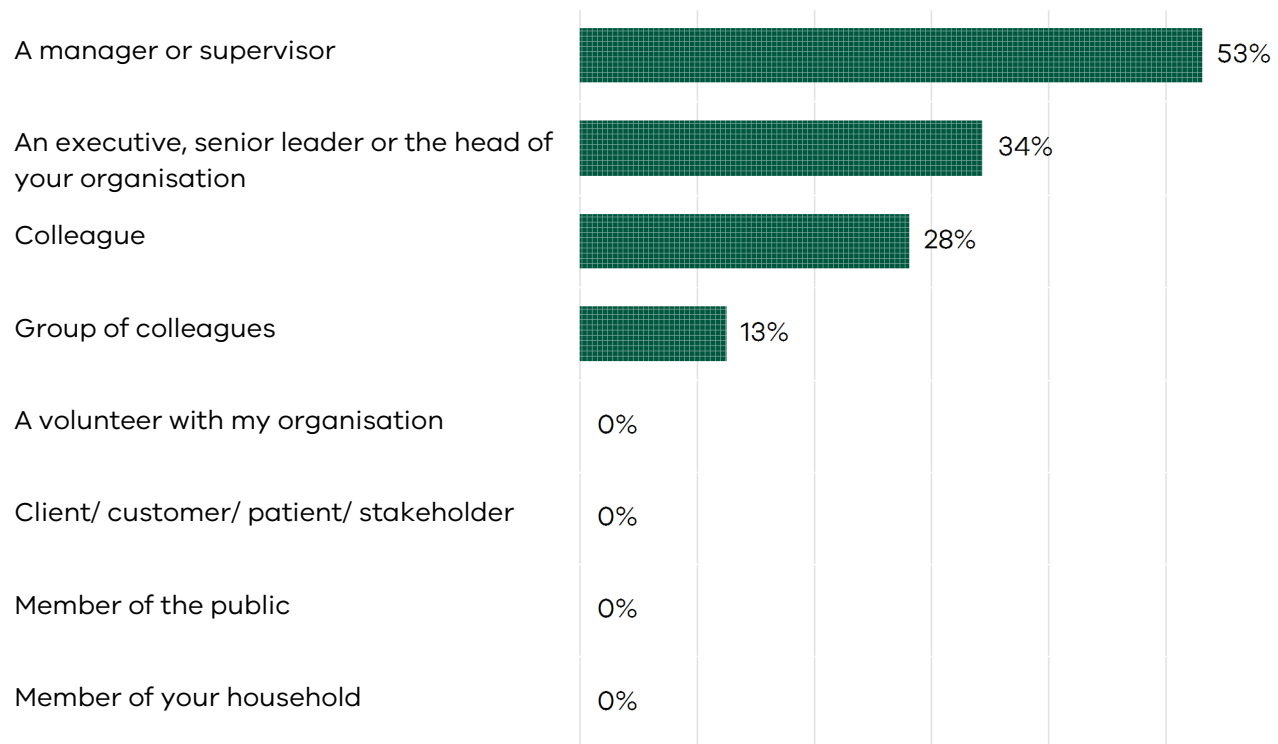
Each row is one perpetrator or group of perpetrators.

#### Example

8% of your staff who did the survey said they experienced bullying.

Of that 8%, 53% said it was by 'A manager or supervisor'.

### 32 people (8% of staff) experienced bullying (You2022)



## 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, 8% 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.

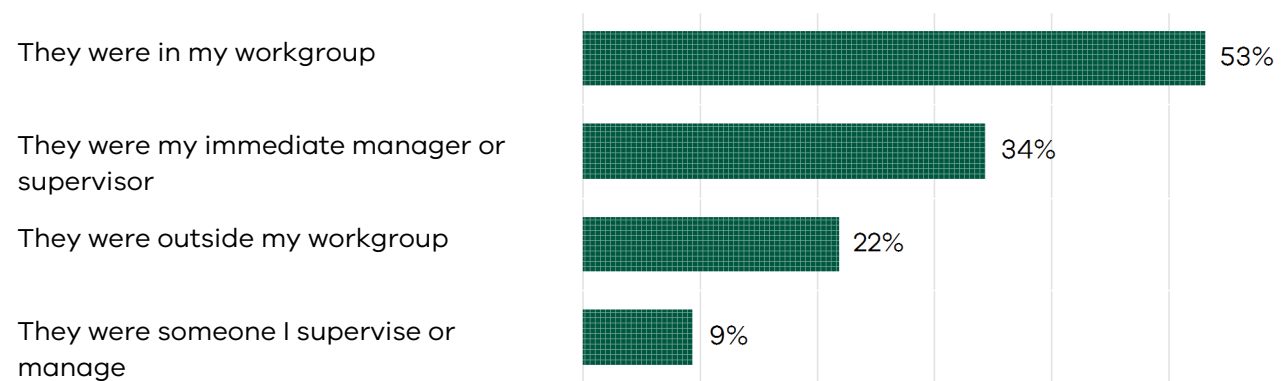
#### Example

8% of your staff who did the survey said they experienced bullying.

Of that 8%, 100% said it was by someone within the organisation.

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

32 people (100% of staff who experienced bullying) experienced bullying from within your organisation (You 2022)



## 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.

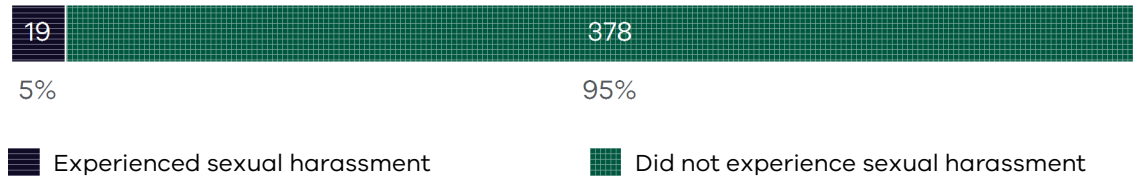
In descending order, the table shows the top 10 answers.

#### Example

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

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

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



Behaviours reported	You 2020	You 2022	Comparator 2022	Public sector 2022
Intrusive questions about your private life or comments about your physical appearance	55%	53%	38%	46%
Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)	40%	32%	52%	49%
Inappropriate staring or leering that made you feel intimidated	20%	32%	15%	14%
Inappropriate physical contact (including momentary or brief physical contact)	10%	11%	23%	14%
Sexually explicit pictures, posters or gifts that made you feel offended	5%	5%	0%	1%
Sexually explicit posts or messages on social media (including Facebook, Snapchat, Instagram etc)	0%	5%	0%	1%
Any other unwelcome conduct of a sexual nature	10%	0%	8%	6%
Repeated or inappropriate advances on email, social networking websites or internet chat rooms by a work colleague	10%	0%	3%	3%
Unwelcome touching, hugging, cornering or kissing	5%	0%	5%	11%
Repeated or inappropriate invitations to go out on dates	0%	0%	6%	3%



## People outcomes

### Response to sexual harassment

#### What this is

This is how staff responded when they experienced sexual harassment.

#### Why this is important

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

#### How to read this

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

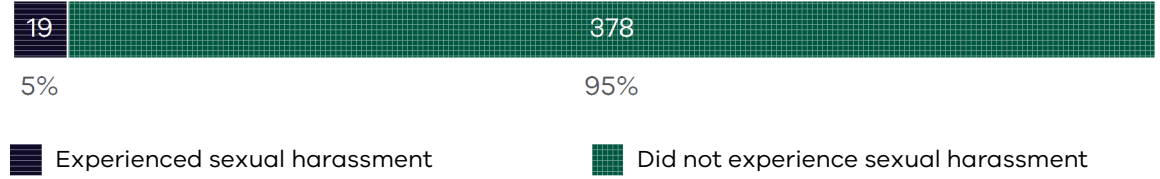
If they did, they could tell us with one or more answers how they responded.

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

#### Example

5% of your staff who did the survey said they experienced sexual harassment. Of those, 63% said their top response was 'Pretended it didn't bother you'.

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



### When the harassment happened to you, did you respond in any of the following ways?

	You 2020	You 2022	Comparator 2022	Public sector 2022
Pretended it didn't bother you	70%	63%	48%	43%
Tried to laugh it off or forget about it	55%	53%	49%	37%
Avoided the person(s) by staying away from them	45%	32%	46%	32%
Told a colleague	40%	21%	26%	24%
Avoided locations where the behaviour might occur	25%	16%	14%	12%
Told a friend or family member	30%	16%	26%	21%
Told a manager	15%	5%	18%	17%

## People outcomes

### Sexual harassment - reasons for not submitting a formal complaint

#### What this is

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

#### Why this is important

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

#### How to read this

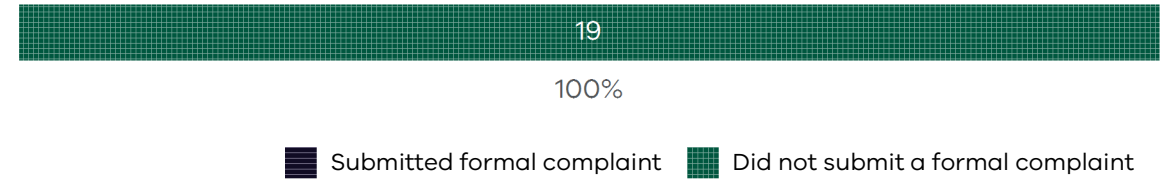
In the survey, we asked staff to tell us if they'd experienced sexual harassment at work. We then asked them if they submitted a formal complaint. If they did not, they could tell us with one or more answers why not. In descending order, the table shows the top 10 answers.

#### Example

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

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

Did you submit a formal complaint?



#### What was your reason for not submitting a formal complaint?

	You 2022	Comparator 2022	Public sector 2022
I didn't think it was serious enough	47%	52%	44%
I believed there would be negative consequences for my reputation	37%	31%	33%
I didn't think it would make a difference	37%	36%	38%
I believed there would be negative consequences for my career	21%	22%	24%
I thought the complaint process would be embarrassing or difficult	16%	17%	13%
I believed there would be negative consequences for the person I was going to complain about	11%	22%	13%
I didn't feel safe to report the incident	11%	8%	10%
I didn't need to because I no longer had contact with the person(s) who harassed me	11%	20%	8%

## 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, 5% 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.

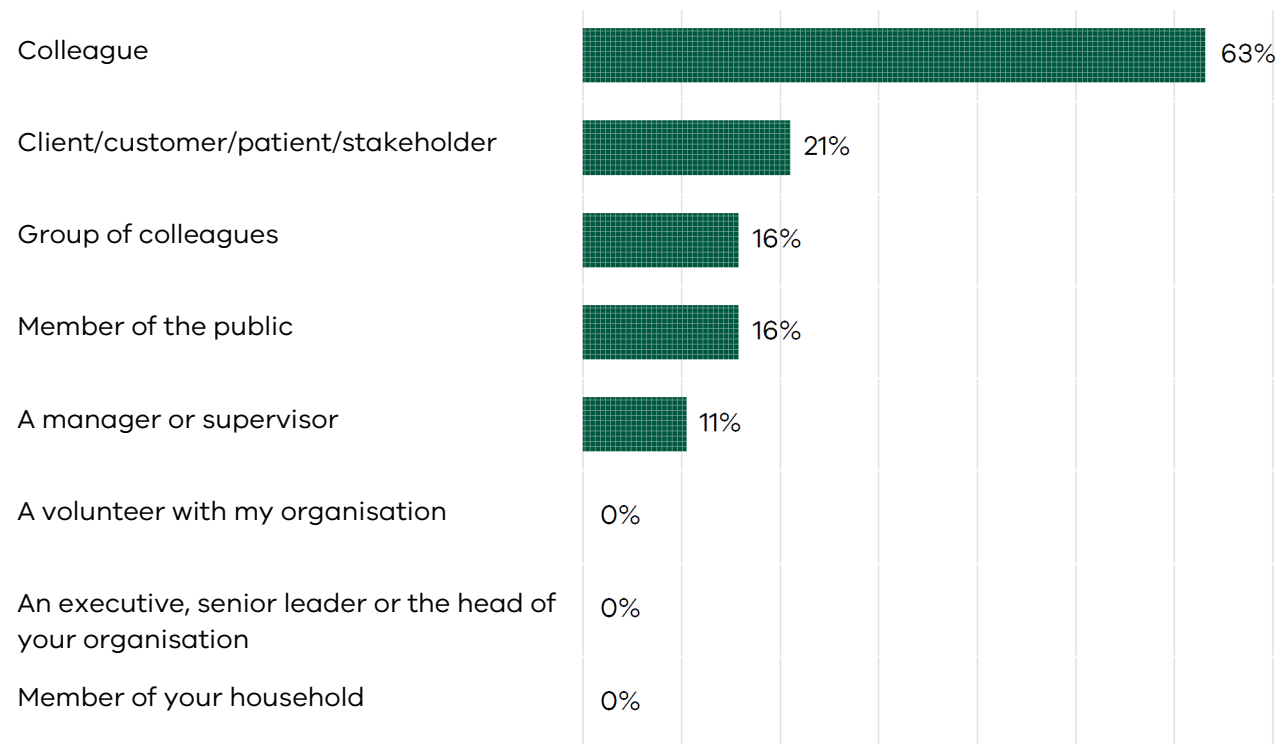
Each row is one perpetrator or group of perpetrators.

#### Example

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

Of that 5%, 63% said it was by 'Colleague'.

### 19 people (5% of staff) experienced sexual harassment (You2022)



## 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, 5% 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.

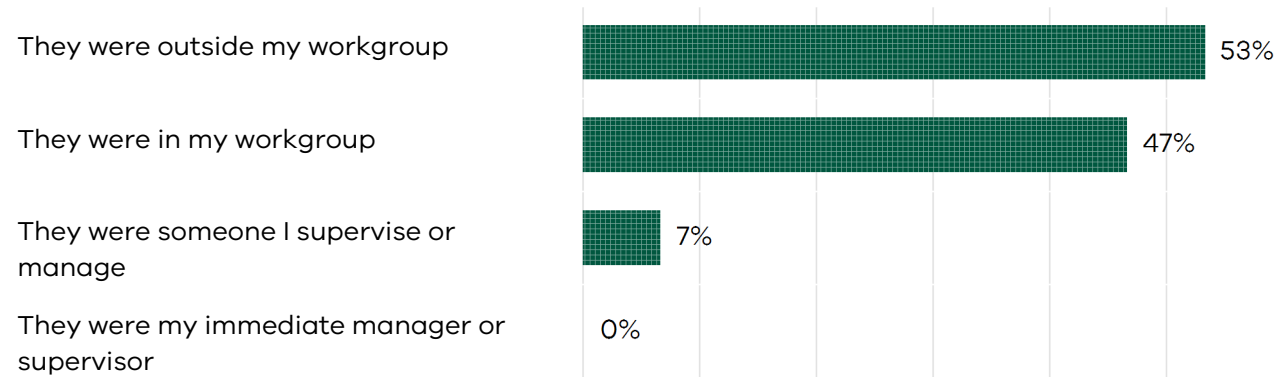
#### Example

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

Of that 5%, 79% said it was by someone within the organisation.

Of that 79%, 53% said it was 'They were outside my workgroup'.

15 people (79% of staff who experienced harassment) experienced harassment from within your organisation (You2022)



## People outcomes

### Type of discrimination

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

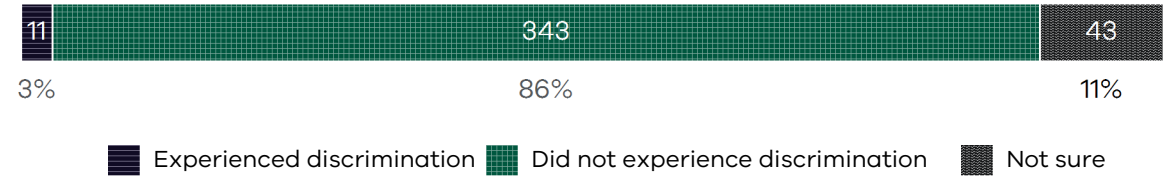
In descending order, the table shows the top 10 types.

#### Example

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

Of that 3%, 55% said it was 'Other'.

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



If you experienced discrimination, what type of discrimination did you experience?	You 2020	You 2022	Comparator 2022	Public sector 2022
Other	61%	55%	62%	39%
Opportunities for promotion	26%	36%	35%	38%
Denied flexible work arrangements or other adjustments	0%	9%	15%	20%
Employment security - threats of dismissal or termination	17%	9%	9%	16%
Opportunities for training	17%	9%	24%	22%
Pay or conditions offered by employer	13%	9%	3%	12%

## People outcomes

### Telling someone about the discrimination

#### What this is

This is who staff told about the discrimination they experienced.

#### Why this is important

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

#### How to read this

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

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

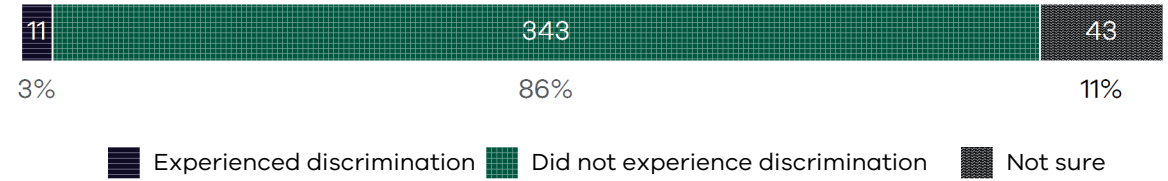
In descending order, the table shows the answers.

#### Example

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

- 36% said the top way they reported the discrimination was 'I did not tell anyone about the discrimination'.
- 100% said they didn't submit a formal complaint.

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



#### Did you tell anyone about the discrimination?

	You 2020	You 2022	Comparator 2022	Public sector 2022
I did not tell anyone about the discrimination	26%	36%	21%	24%
Told a friend or family member	43%	36%	35%	33%
Told a colleague	43%	27%	44%	36%
Told a manager	35%	18%	35%	31%
Told someone else	9%	9%	21%	14%



## People outcomes

### Discrimination - reasons for not submitting a formal complaint

#### What this is

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

#### Why this is important

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

#### How to read this

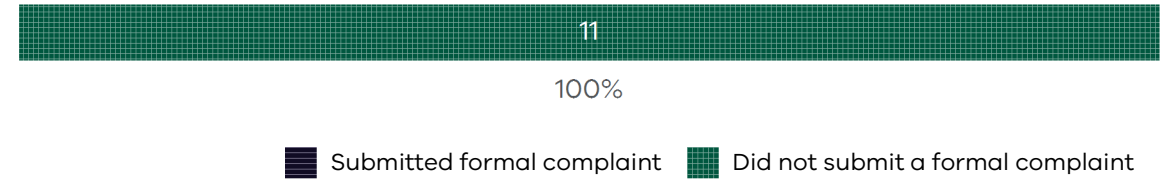
In the survey, we asked staff to tell us if they'd experienced discrimination at work. We then asked them if they submitted a formal complaint. If they did not, they could tell us with one or more answers why not. In descending order, the table shows the top 10 answers.

#### Example

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

- 55% said the top reason was 'I believed there would be negative consequences for my career'.

Did you submit a formal complaint?



What was your reason for not submitting a formal complaint?	You 2022	Comparator 2022	Public sector 2022
I believed there would be negative consequences for my career	55%	56%	53%
I didn't think it would make a difference	55%	66%	59%
I believed there would be negative consequences for my reputation	36%	47%	53%
I didn't think it was serious enough	27%	25%	12%
I believed there would be negative consequences for the person I was going to complain about	9%	13%	8%
I was advised not to	9%	3%	4%

## People outcomes

### Perpetrators of discrimination

#### What this is

This is who staff have said are responsible for discrimination.

#### Why this is important

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

#### How to read this

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

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

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

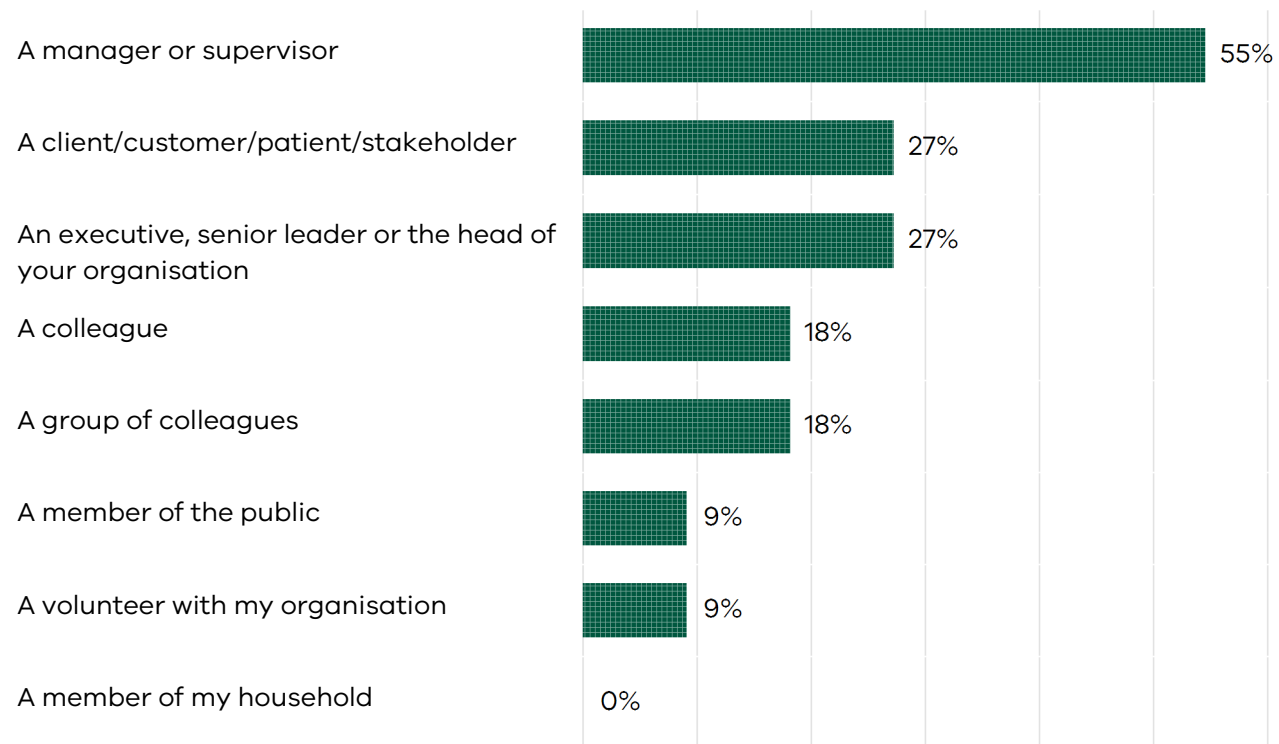
Each row is one perpetrator or group of perpetrators.

#### Example

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

Of that 3%, 55% said it was by 'A manager or supervisor'.

### 11 people (3% of staff) experienced discrimination (You2022)



## People outcomes

### Relationship to perpetrator

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

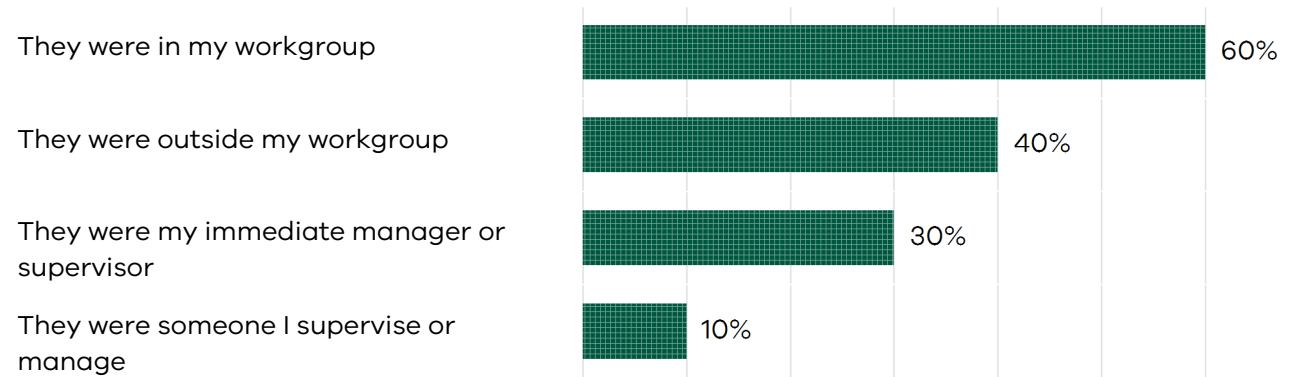
#### Example

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

Of that 3%, 91% said it was by someone within the organisation.

Of that 91%, 60% said it was 'They were in my workgroup'.

10 people (91% of staff who experienced discrimination) experienced discrimination from within your organisation (You2022)



## 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.

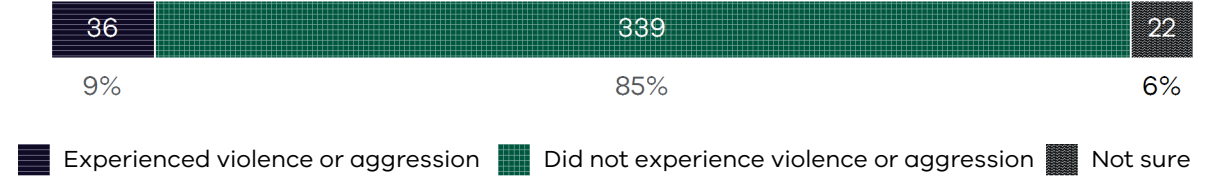
In descending order, the table shows the answers.

#### Example

9% of your staff who did the survey said they experienced violence or aggression.

Of that 9%, 72% said it was from 'Intimidating behaviour'.

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



#### If you experienced violence or aggression, what type did you experience?

	You 2020	You 2022	Comparator 2022	Public sector 2022
Intimidating behaviour	80%	72%	70%	69%
Abusive language	73%	67%	77%	73%
Threats of violence	3%	8%	17%	27%
Physical assault (e.g. spitting, hitting, punching, pushing, tripping, grabbing, throwing objects)	5%	6%	1%	14%
Damage to my property or work equipment	5%	3%	3%	5%
Stalking, including cyber-stalking	3%	3%	0%	2%

## Negative behaviour

### Telling someone about violence and aggression

#### What this is

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

#### Why this is important

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

#### How to read this

In the survey, we asked staff to tell us if they'd experienced violence or aggression. If they did, they could tell us with one or more answers who they told.

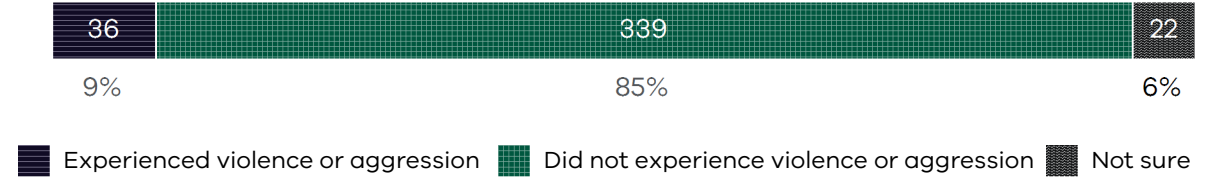
In descending order, the table shows the answers.

#### Example

9% of your staff who did the survey said they experienced violence or aggression, of which

- 83% said the top way they reported the violence or aggression was 'Told a manager'
- 94% said they didn't submit a formal incident report.

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



### Did you tell anyone about the incident?

	You 2020	You 2022	Comparator 2022	Public sector 2022
Told a manager	80%	83%	57%	59%
Told a colleague	50%	50%	48%	44%
Told a friend or family member	38%	28%	30%	20%
Told Human Resources	10%	17%	3%	6%
Told the person the behaviour was not OK	0%	8%	14%	26%
Submitted a formal incident report	8%	6%	14%	26%
I did not tell anyone about the incident(s)	8%	3%	15%	8%
Told someone else	10%	3%	6%	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

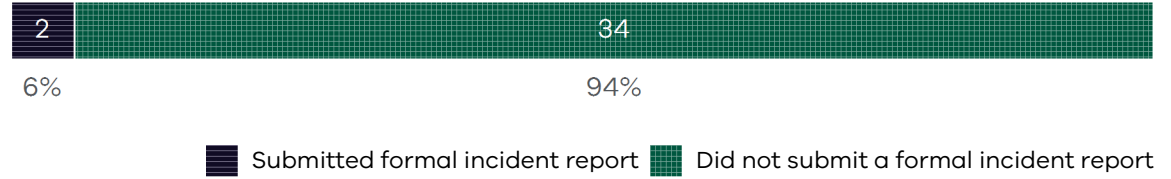
In the survey, we asked staff to tell us if they'd experienced violence or aggression at work. We then asked them if they submitted a formal incident report. If they did not, they could tell us with one or more answers why not. In descending order, the table shows the top 10 answers.

#### Example

94% of your staff who experienced violence or aggression did not submit a formal incident report, of which:

- 35% said the top reason was 'I didn't think it was serious enough'.

Did you submit a formal incident report?



### What was your reason for not submitting a formal incident report?

	You 2022	Comparator 2022	Public sector 2022
I didn't think it was serious enough	35%	36%	31%
I didn't think it would make a difference	35%	47%	39%
I didn't need to because I no longer had contact with the person(s) who was aggressive or violent to me	24%	18%	14%
I didn't need to because I made the violence or aggression stop	18%	11%	14%
Other	18%	12%	19%
I believed there would be negative consequences for my reputation	9%	21%	21%
I believed there would be negative consequences for the person I was going to complain about	9%	4%	4%
I didn't know how to make a complaint	9%	9%	4%
I thought the complaint process would be embarrassing or difficult	6%	8%	6%
I believed there would be negative consequences for my career	3%	17%	17%



## 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.

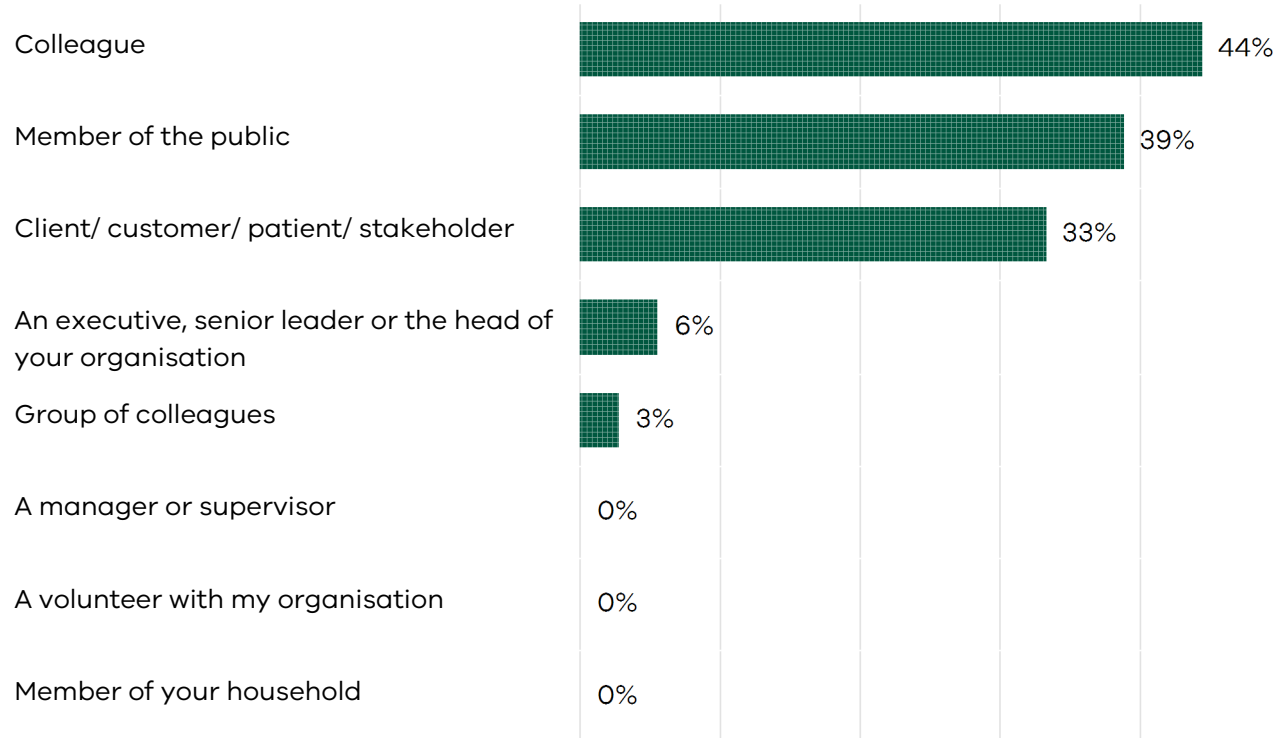
Each row is one perpetrator or a group of perpetrators.

#### Example

9% of your staff who did the survey said they experienced violence or aggression.

Of that 9%, 44% said it was 'Colleague'.

36 people (9% of staff) experienced violence or aggression (You2022)



## 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, 9% 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.

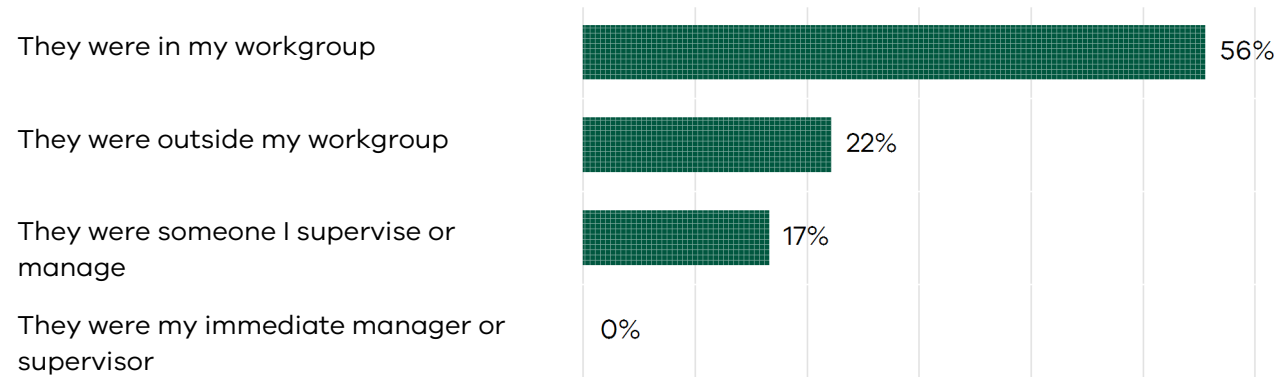
#### Example

9% of your staff who did the survey said they experienced violence or aggression.

Of that 9%, 50% said it was by someone within the organisation.

Of that 50%, 56% said it was 'They were in my workgroup'.

18 people (50% of staff who experienced violence or aggression) experienced violence or aggression from within your organisation (You2022)



# People matter survey

## wellbeing check 2022

Have your say

### Overview

#### Report overview

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

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- Scorecard: satisfaction, stress, intention to stay, inclusion
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- 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

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- 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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- Senior leadership questions

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- Organisational integrity
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- Aboriginal and/or Torres Strait Islander
- Disability
- Cultural diversity
- Employment
- Adjustments
- Caring

## Key differences

### Highest scoring questions

#### What this is

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

#### How to read this

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

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

You can also compare your 2022 scores against your 2020 scores and your 2022 comparator group.

#### Example

On the first row 'Meaningful work', the 'You 2022' column shows 92% of your staff agreed with 'I can make a worthwhile contribution at work'.

This question was not asked in 2020.

Question group	Highest scoring questions	You 2022	Change from 2020	Comparator 2022
Meaningful work	I can make a worthwhile contribution at work	92%	Not asked in 2020	92%
Job enrichment	I can use my skills and knowledge in my job	91%	Not asked in 2020	89%
Flexible working	My manager supports working flexibly	90%	Not asked in 2020	78%
Job enrichment	I understand how my job helps my organisation achieve it's goals	89%	Not asked in 2020	94%
Manager leadership	My manager treats employees with dignity and respect	89%	Not asked in 2020	86%
Safety climate	My organisation provides a physically safe work environment	88%	Not asked in 2020	83%
Meaningful work	I achieve something important through my work	88%	+10%	84%
Manager leadership	My manager demonstrates honesty and integrity	87%	Not asked in 2020	84%
Quality service delivery	My workgroup provides high quality advice and services	86%	Not asked in 2020	80%
Engagement	I am proud to tell others I work for my organisation	86%	+3%	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 2020 scores and your 2022 comparator group.

#### Example

On the first row 'Learning and development', the 'You 2022' column shows 32% of your staff agreed with 'I am satisfied with the opportunities to progress in my organisation'.

This question was not asked in 2020.

Question subgroup	Lowest scoring questions	You 2022	Change from 2020	Comparator 2022
Learning and development	I am satisfied with the opportunities to progress in my organisation	32%	Not asked in 2020	40%
Safety climate	All levels of my organisation are involved in the prevention of stress	34%	+2%	37%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	34%	-19%	44%
Learning and development	My organisation places a high priority on the learning and development of staff	35%	Not asked in 2020	39%
Organisational integrity	I believe the promotion processes in my organisation are fair	35%	Not asked in 2020	43%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	37%	-12%	43%
Taking action	I believe my organisation will make improvements based on the results of this survey	39%	Not asked in 2020	47%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	39%	-10%	46%
Learning and development	I am satisfied with the way my learning and development needs have been addressed in the last 12 months	40%	Not asked in 2020	42%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	41%	-18%	51%

## 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 2020' column.

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

This is because the increase from 2020 shows you where the most positive changes are happening in your organisation.

#### Example

On the first row 'Meaningful work', the 'You 2022' column shows 88% of your staff agreed with 'I achieve something important through my work'.

In the 'Increase from 2020' column, you have a 10% increase, which is a positive trend.

Question group	Most improved from last survey	You 2022	Increase from 2020	Comparator 2022
Meaningful work	I achieve something important through my work	88%	+10%	84%
Satisfaction	How satisfied are you with your career development within your current organisation	46%	+7%	47%
Collaboration	Workgroups across my organisation willingly share information with each other	54%	+4%	52%
Collaboration	I am able to work effectively with others outside my immediate workgroup	82%	+3%	81%
Engagement	I am proud to tell others I work for my organisation	86%	+3%	84%
Engagement	My organisation motivates me to help achieve its objectives	57%	+2%	67%
Engagement	My organisation inspires me to do the best in my job	56%	+2%	66%
Workgroup support	People in my workgroup work together effectively to get the job done	85%	+2%	84%
Manager support	My manager provides me with enough support when I need it	82%	+2%	80%
Safety climate	All levels of my organisation are involved in the prevention of stress	34%	+2%	37%



## 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 2020' column.

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

This is because the decrease from 2020 shows you where the most negative changes are happening in your organisation.

#### Example

On the first row 'Safety climate', the 'You 2022' column shows 34% of your staff agreed with 'Senior leaders show support for stress prevention through involvement and commitment'.

In the 'Decrease from 2020' column, you have a 19% decrease, which is a negative trend.

Question subgroup	Largest decline from last survey	You 2022	Decrease from 2020	Comparator 2022
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	34%	-19%	44%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	41%	-18%	51%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	37%	-12%	43%
Senior leadership	Senior leaders provide clear strategy and direction	41%	-11%	58%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	39%	-10%	46%
Engagement	I would recommend my organisation as a good place to work	61%	-6%	67%
Workload	The workload I have is appropriate for the job that I do	58%	-6%	58%
Engagement	I feel a strong personal attachment to my organisation	70%	-5%	68%
Workgroup support	People in my workgroup treat each other with respect	84%	-2%	83%
Workload	I have enough time to do my job effectively	56%	-2%	54%

## 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 'Human rights', the 'You 2022' column shows 85% of your staff agreed with 'I understand how the Charter of Human Rights and Responsibilities applies to my work'.

The 'difference' column, shows that agreement for this question was 20 percentage points higher in your organisation than in your comparator.

Question group	Biggest positive difference from comparator	You 2022	Difference	Comparator 2022
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	85%	+20%	65%
Flexible working	I am confident that if I requested a flexible work arrangement, it would be given due consideration	79%	+15%	64%
Flexible working	My manager supports working flexibly	90%	+12%	78%
Innovation	My workgroup encourages employee creativity	73%	+9%	64%
Quality service delivery	My workgroup acts fairly and without bias	79%	+8%	71%
Satisfaction	How satisfied are you with the work/life balance in your current job	66%	+6%	60%
Workgroup support	People in my workgroup are politically impartial in their work	80%	+6%	74%
Safe to speak up	I feel culturally safe at work	85%	+6%	79%
Quality service delivery	My workgroup provides high quality advice and services	86%	+6%	80%
Safety climate	My organisation provides a physically safe work environment	88%	+6%	83%

## 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 'Senior leadership', the 'You2022' column shows 41% of your staff agreed with 'Senior leaders provide clear strategy and direction'.

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

Question subgroup	Biggest negative difference from comparator	You 2022	Difference	Comparator 2022
Senior leadership	Senior leaders provide clear strategy and direction	41%	-17%	58%
Senior leadership	Senior leaders demonstrate honesty and integrity	47%	-16%	63%
Senior leadership	Senior leaders model my organisation's values	47%	-14%	61%
Engagement	My organisation inspires me to do the best in my job	56%	-10%	66%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	34%	-10%	44%
Engagement	My organisation motivates me to help achieve its objectives	57%	-10%	67%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	41%	-9%	51%
Job enrichment	I have the authority to do my job effectively	65%	-8%	74%
Taking action	I believe my organisation will make improvements based on the results of this survey	39%	-8%	47%
Organisational integrity	I believe the promotion processes in my organisation are fair	35%	-8%	43%

# People matter survey

## wellbeing check 2022

Have your say

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- Your comparator group
- Your response rate

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

#### Key differences

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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

## 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.

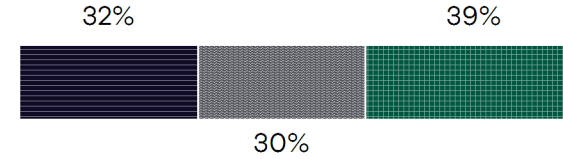
### Example

39% 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'.

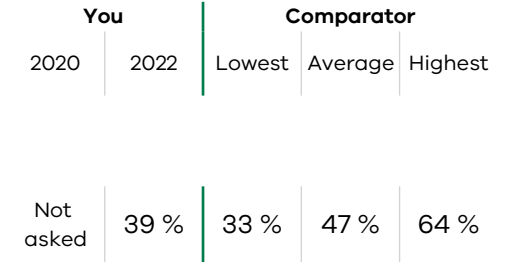
## Survey question

I believe my organisation will make improvements based on the results of this survey

## Your results



## Benchmark agree results



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- Employment
- Adjustments
- Caring

## 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.

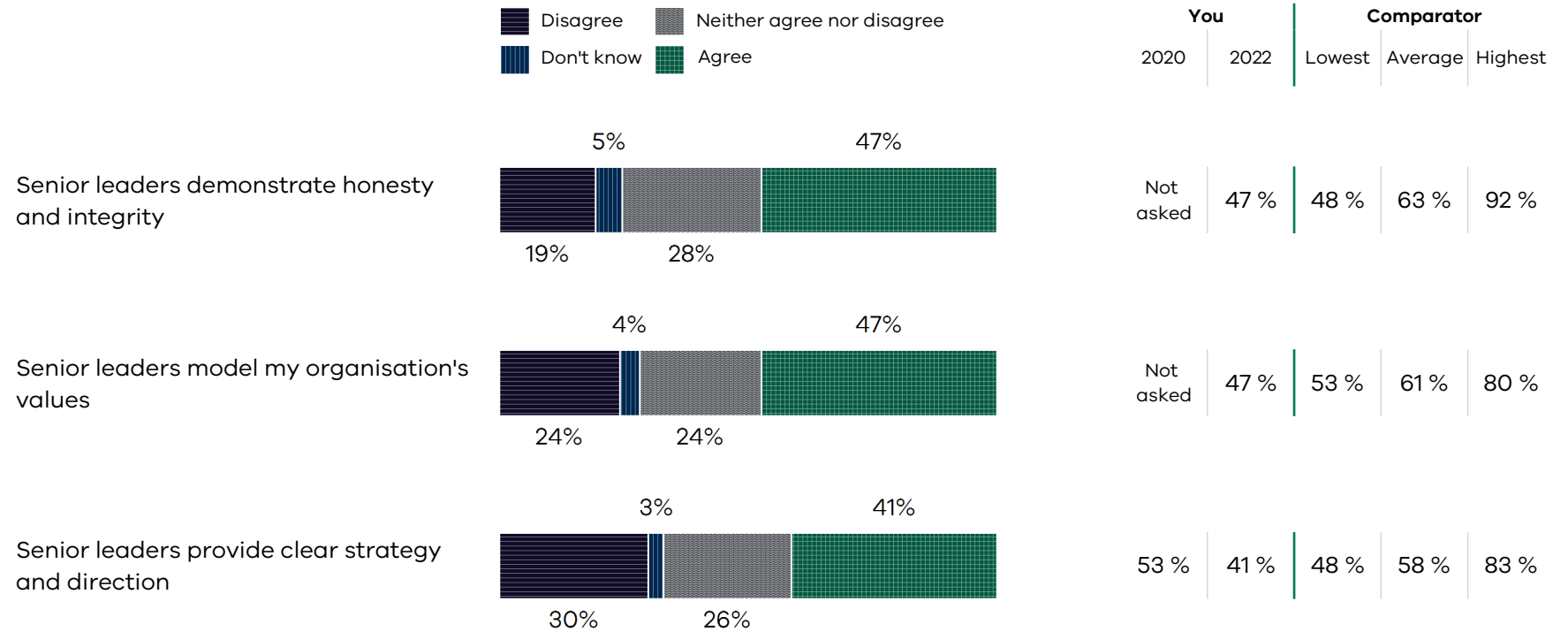
#### Example

47% of your staff who did the survey agreed or strongly agreed with 'Senior leaders demonstrate honesty and integrity'.

### Survey question

### Your results

### Benchmark agree results





# People matter survey

## wellbeing check 2022

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- Caring



# 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.

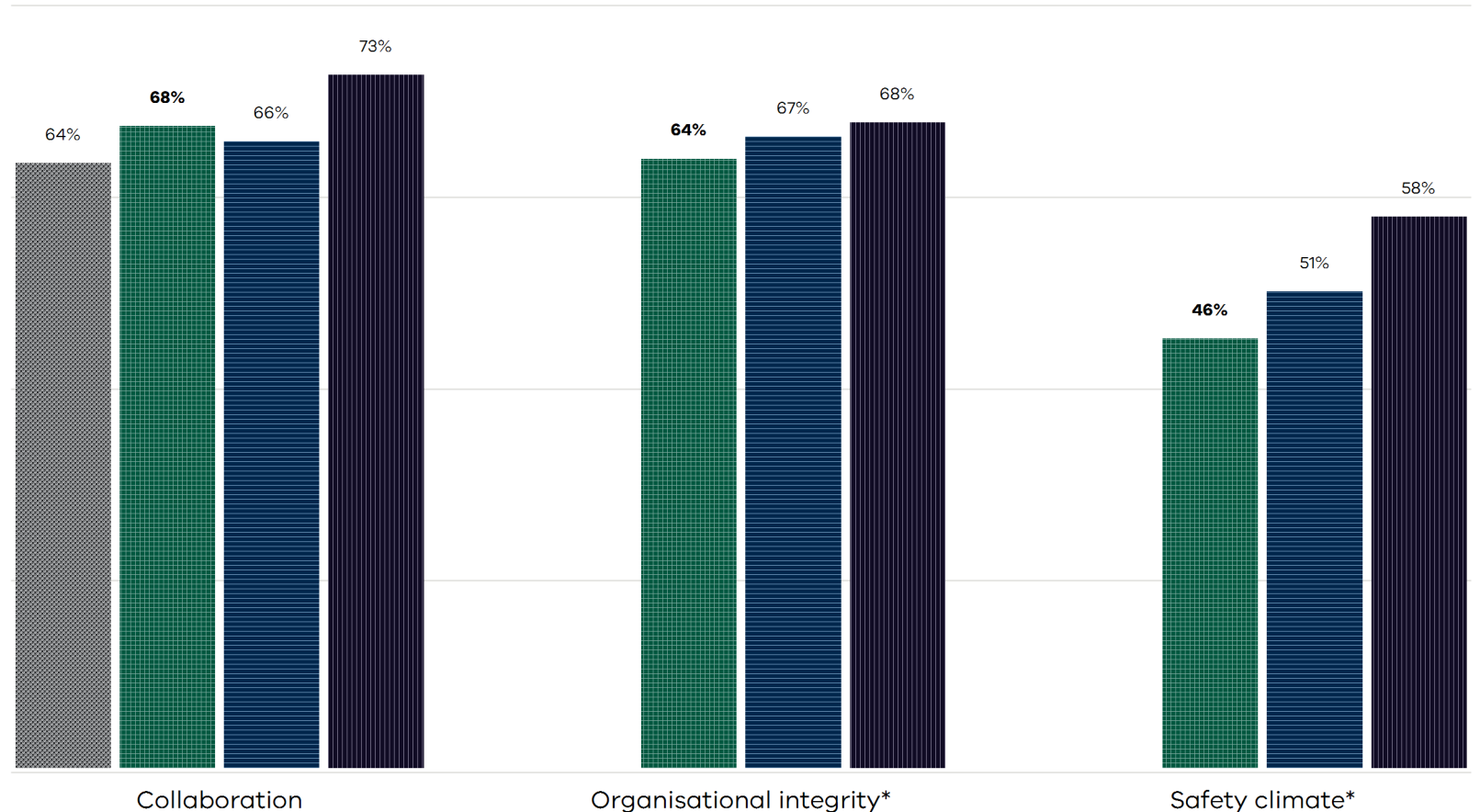
### Example

In 2022:

- 68% of your staff who did the survey responded positively to questions about Collaboration which is up from 64% in 2020.

Compared to:

- 66% of staff at your comparator and 73% of staff across the public sector.



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

■ You2020 ■ You2022 ■ 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.

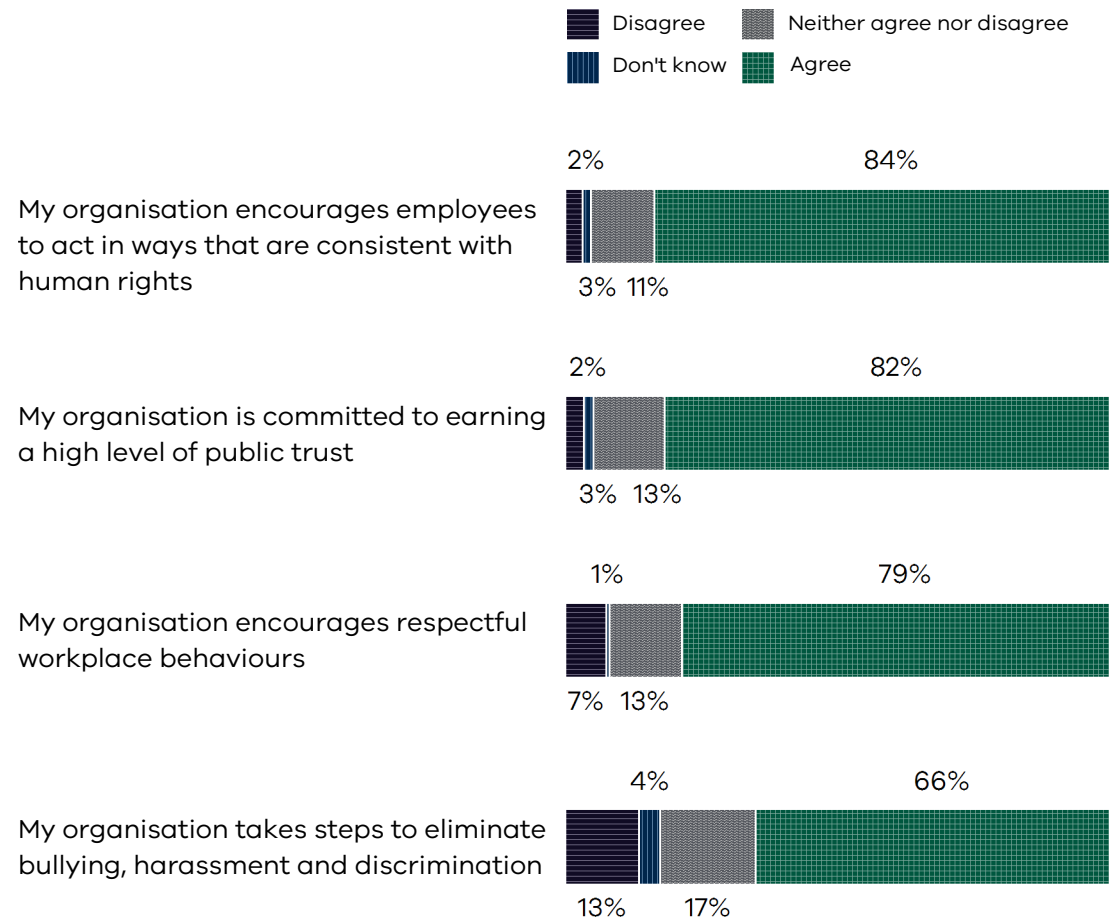
#### Example

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

### Survey question

### Your results

### Benchmark agree results



	You		Comparator		
	2020	2022	Lowest	Average	Highest
My organisation encourages employees to act in ways that are consistent with human rights	Not asked	84 %	73 %	83 %	92 %
My organisation is committed to earning a high level of public trust	Not asked	82 %	74 %	81 %	94 %
My organisation encourages respectful workplace behaviours	Not asked	79 %	71 %	82 %	95 %
My organisation takes steps to eliminate bullying, harassment and discrimination	Not asked	66 %	53 %	65 %	86 %

## 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

65% of your staff who did the survey agreed or strongly agreed with 'My organisation does not tolerate improper conduct'.

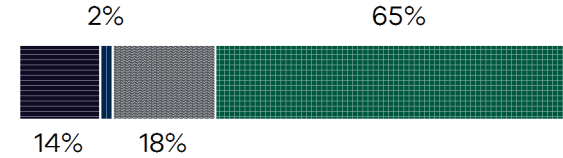
### Survey question

### Your results

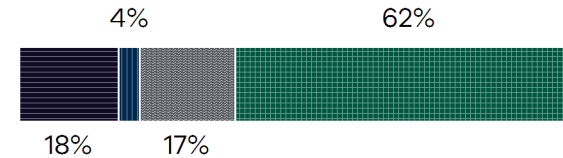
### Benchmark agree results



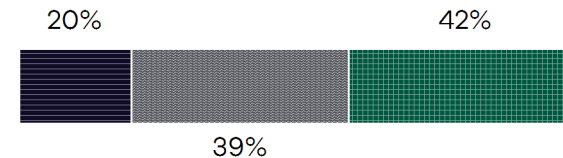
My organisation does not tolerate improper conduct



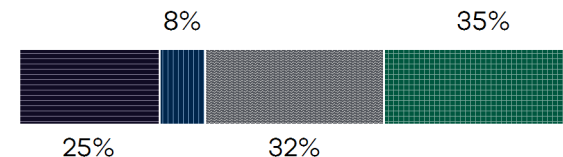
I believe the recruitment processes in my organisation are fair



I have an equal chance at promotion in my organisation



I believe the promotion processes in my organisation are fair



	You		Comparator		
	2020	2022	Lowest	Average	Highest
My organisation does not tolerate improper conduct	Not asked	65 %	61 %	71 %	92 %
I believe the recruitment processes in my organisation are fair	Not asked	62 %	59 %	64 %	79 %
I have an equal chance at promotion in my organisation	Not asked	42 %	26 %	47 %	59 %
I believe the promotion processes in my organisation are fair	Not asked	35 %	33 %	43 %	59 %

## 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.

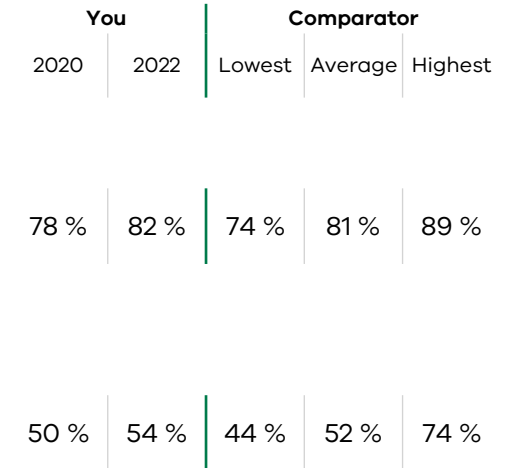
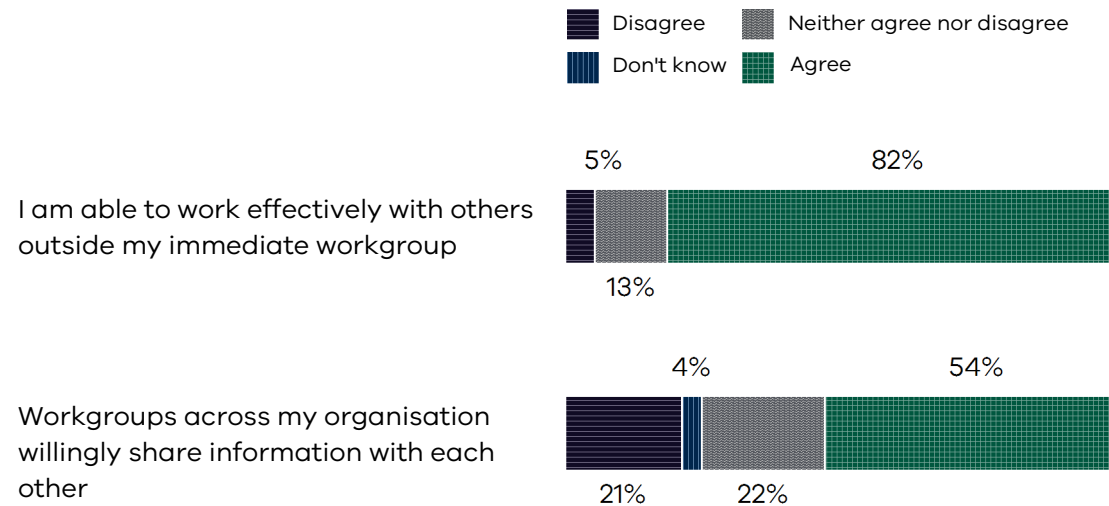
#### Example

82% of your staff who did the survey agreed or strongly agreed with 'I am able to work effectively with others outside my immediate workgroup'.

### Survey question

### Your results

### Benchmark agree results



## 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

88% of your staff who did the survey agreed or strongly agreed with 'My organisation provides a physically safe work environment'.

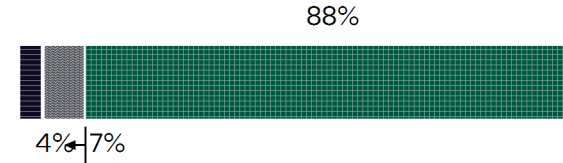
### Survey question

### Your results

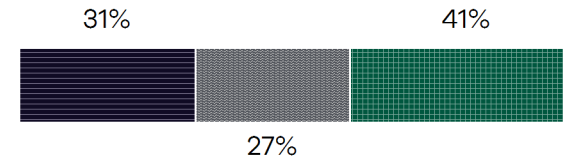
### Benchmark agree results



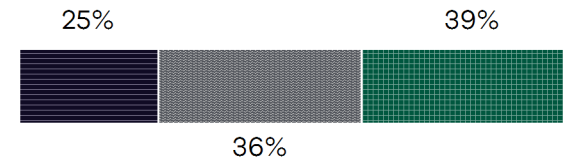
My organisation provides a physically safe work environment



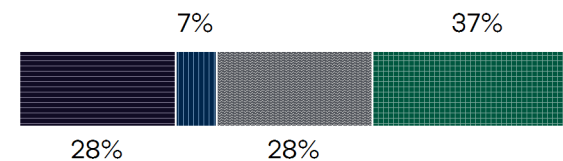
Senior leaders consider the psychological health of employees to be as important as productivity



In my workplace, there is good communication about psychological safety issues that affect me



My organisation has effective procedures in place to support employees who may experience stress



	You		Comparator		
	2020	2022	Lowest	Average	Highest
My organisation provides a physically safe work environment	Not asked	88 %	78 %	83 %	94 %
Senior leaders consider the psychological health of employees to be as important as productivity	59 %	41 %	34 %	51 %	76 %
In my workplace, there is good communication about psychological safety issues that affect me	50 %	39 %	34 %	46 %	65 %
My organisation has effective procedures in place to support employees who may experience stress	49 %	37 %	28 %	43 %	62 %

## 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

34% of your staff who did the survey agreed or strongly agreed with 'Senior leaders show support for stress prevention through involvement and commitment'.

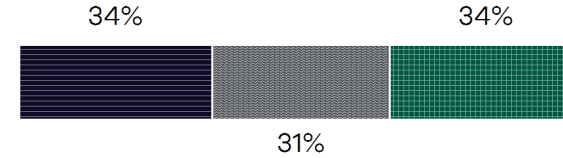
### Survey question

### Your results

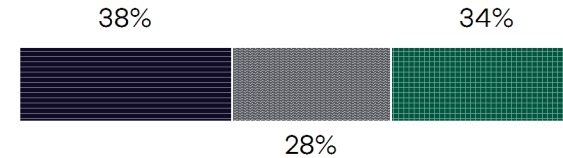
### Benchmark agree results



Senior leaders show support for stress prevention through involvement and commitment



All levels of my organisation are involved in the prevention of stress



You		Comparator		
2020	2022	Lowest	Average	Highest
53 %	34 %	31 %	44 %	68 %
32 %	34 %	27 %	37 %	59 %

# People matter survey

## wellbeing check 2022

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

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- Job enrichment
- Meaningful work
- Flexible working

#### Public sector values

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- Accountability
- Respect
- Leadership
- Human rights

#### Custom questions

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



## Workgroup climate

### Scorecard

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

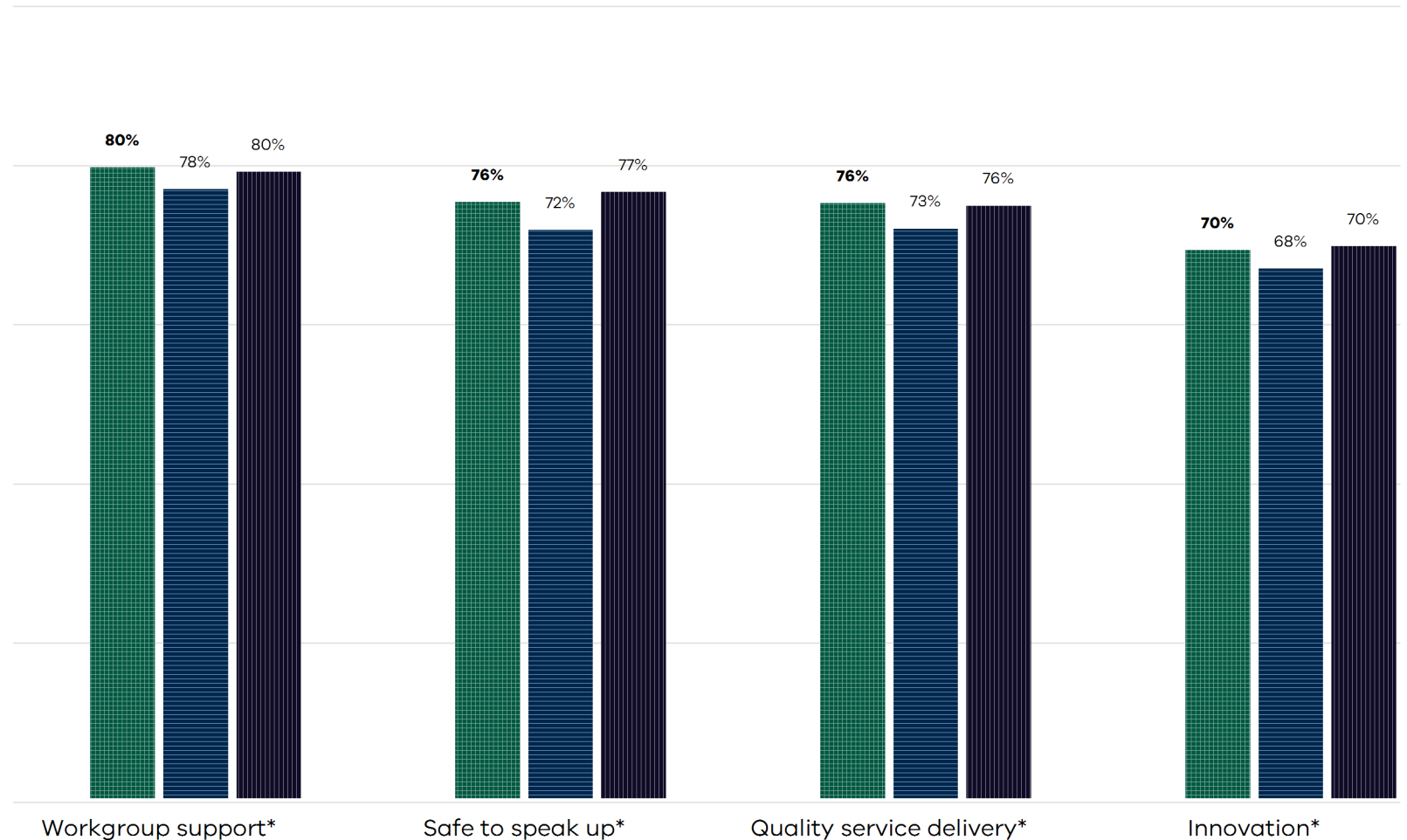
#### Example

In 2022:

- 80% of your staff who did the survey responded positively to questions about Workgroup support.

Compared to:

- 78% of staff at your comparator and 80% 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

■ You2020 ■ You2022 ■ Comparator 2022 ■ Public sector 2022



## Workgroup climate

### Quality service delivery

#### What this is

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

#### Why this is important

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

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

#### How to read this

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

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

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

#### Example

86% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

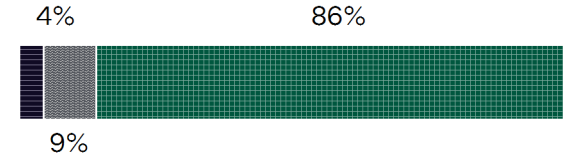
### Survey question

### Your results

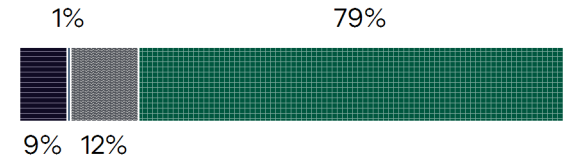
### Benchmark agree results



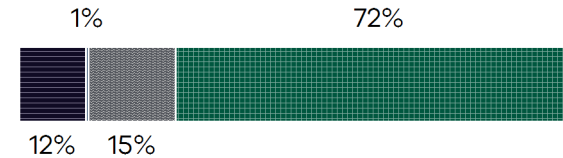
My workgroup provides high quality advice and services



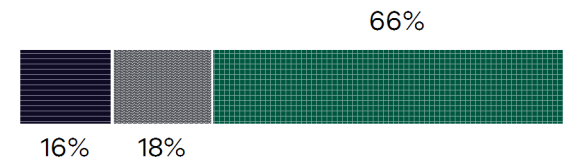
My workgroup acts fairly and without bias



My workgroup uses its resources well



My workgroup has clear lines of responsibility



	You		Comparator		
	2020	2022	Lowest	Average	Highest
My workgroup provides high quality advice and services	Not asked	86 %	74 %	80 %	89 %
My workgroup acts fairly and without bias	Not asked	79 %	64 %	71 %	88 %
My workgroup uses its resources well	Not asked	72 %	60 %	67 %	82 %
My workgroup has clear lines of responsibility	Not asked	66 %	58 %	72 %	92 %

## Workgroup climate

### Innovation

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

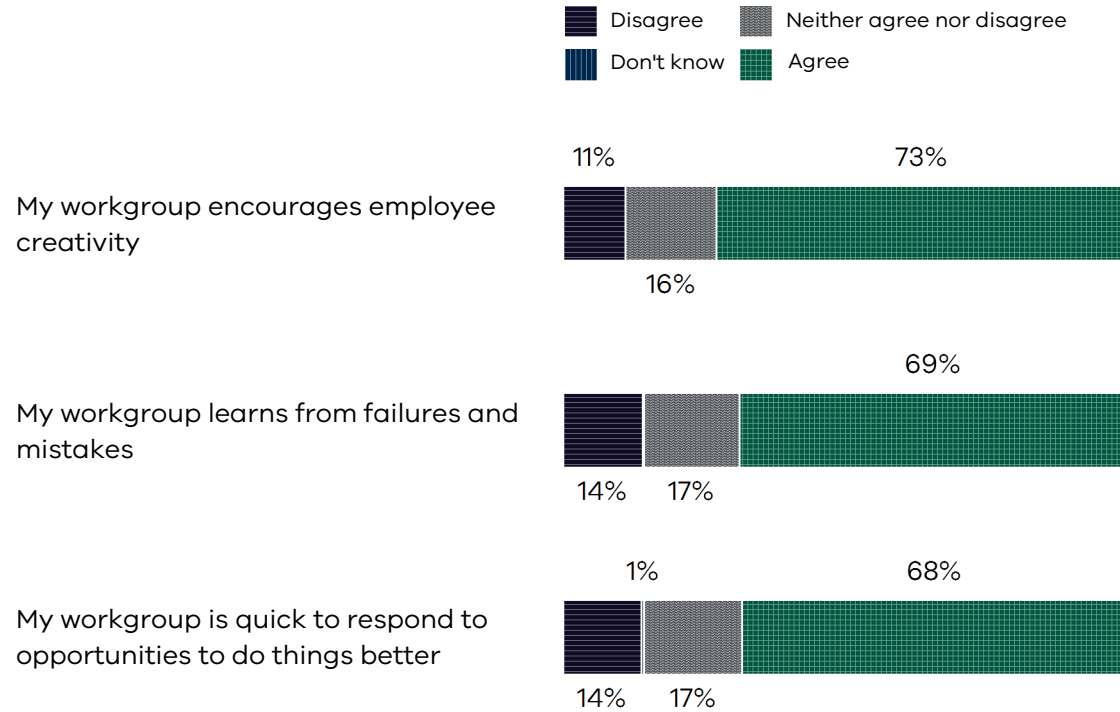
#### Example

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

## Survey question

## Your results

## Benchmark agree results



	You		Comparator		
	2020	2022	Lowest	Average	Highest
My workgroup encourages employee creativity	Not asked	73 %	58 %	64 %	77 %
My workgroup learns from failures and mistakes	Not asked	69 %	67 %	71 %	83 %
My workgroup is quick to respond to opportunities to do things better	Not asked	68 %	62 %	68 %	83 %

## Workgroup climate

### Workgroup support 1 of 2

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

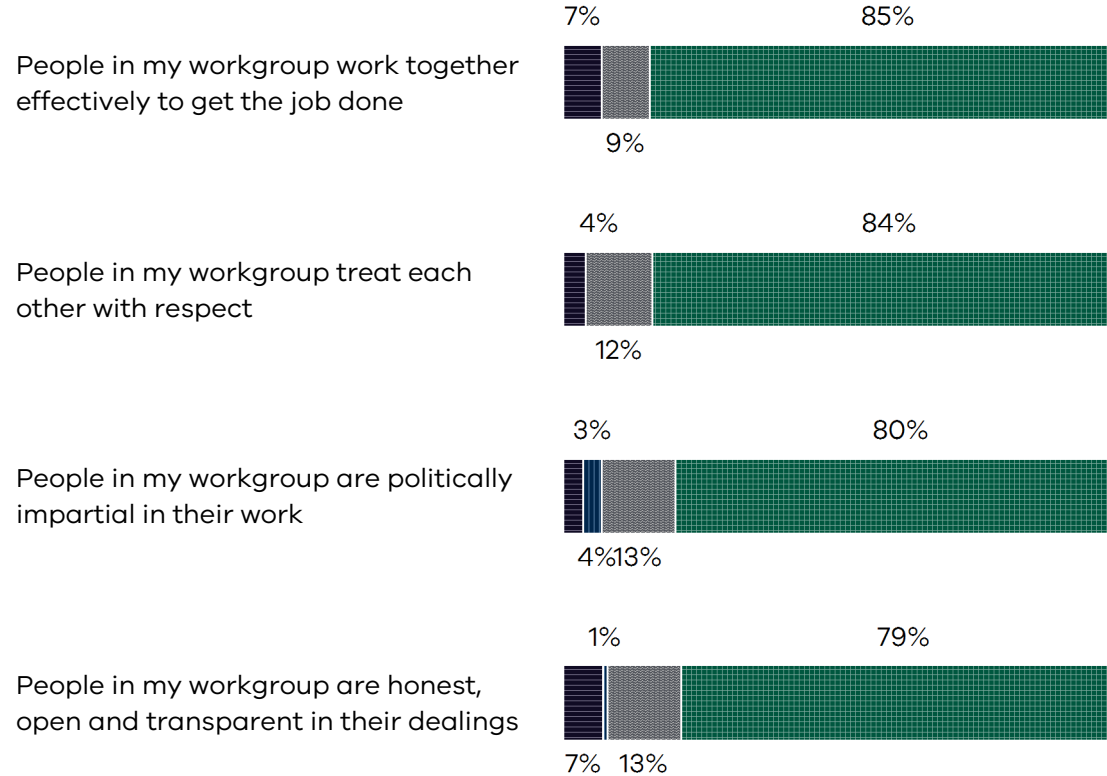
#### Example

85% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup work together effectively to get the job done'.

## Survey question

## Your results

## Benchmark agree results



You		Comparator		
2020	2022	Lowest	Average	Highest
82 %	85 %	70 %	84 %	91 %
86 %	84 %	77 %	83 %	89 %
Not asked	80 %	67 %	74 %	83 %
Not asked	79 %	70 %	76 %	86 %

## Workgroup climate

### Workgroup support 2 of 2

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

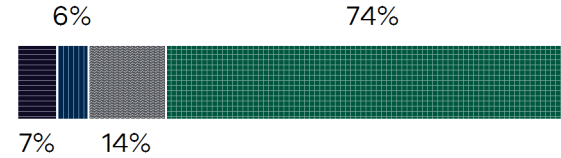
#### Example

74% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.

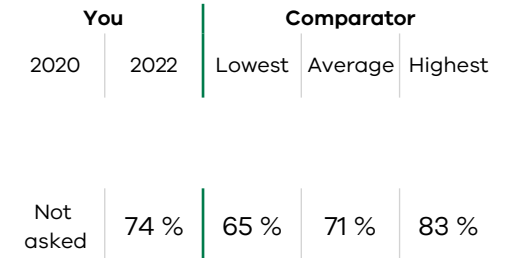
## Survey question

People in my workgroup appropriately manage conflicts of interest

## Your results



## Benchmark agree results



## Workgroup climate

### Safe to speak up

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

#### Example

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

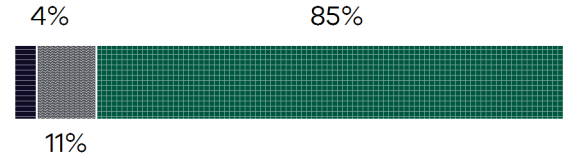
## Survey question

## Your results

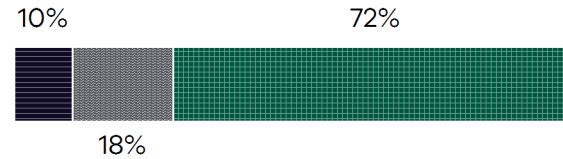
## Benchmark agree results



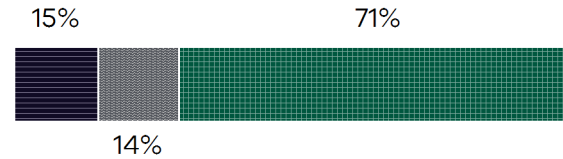
I feel culturally safe at work



People in my workgroup are able to bring up problems and tough issues



I feel safe to challenge inappropriate behaviour at work



	You		Comparator		
	2020	2022	Lowest	Average	Highest
I feel culturally safe at work	Not asked	85 %	70 %	79 %	94 %
People in my workgroup are able to bring up problems and tough issues	73 %	72 %	65 %	71 %	83 %
I feel safe to challenge inappropriate behaviour at work	Not asked	71 %	61 %	67 %	82 %

# People matter survey

## wellbeing check 2022

Have your say

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- Your comparator group
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- Engagement
- Scorecard: satisfaction, stress, intention to stay, inclusion
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- Work-related stress levels
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- Scorecard: negative behaviour
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- Sexual harassment
- Discrimination
- Violence and aggression

#### Key differences

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

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- Scorecard
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- Respect
- Leadership
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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

## Job and manager factors

### Scorecard 1 of 2

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

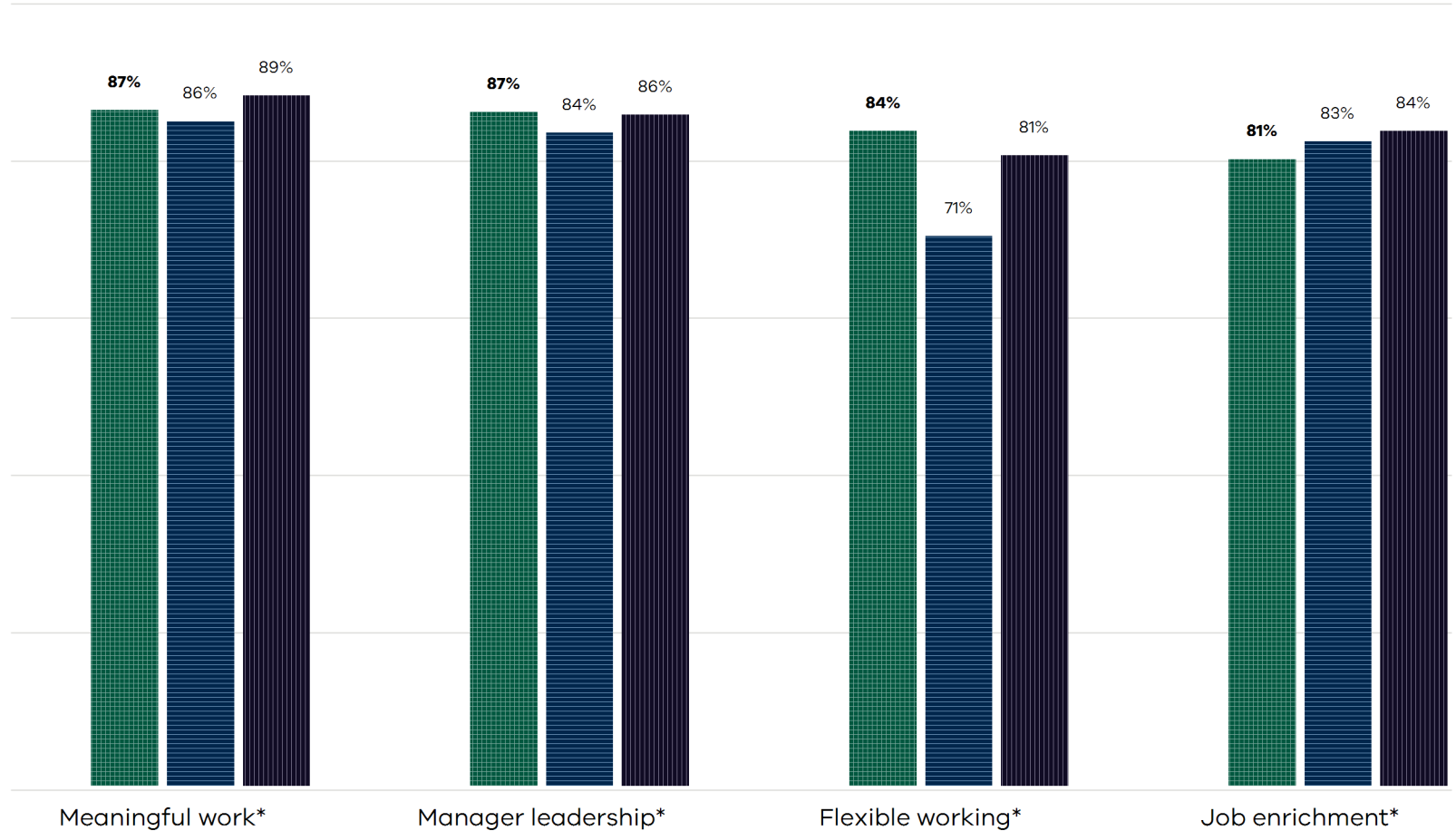
#### Example

In 2022:

- 87% of your staff who did the survey responded positively to questions about Meaningful work.

Compared to:

- 86% 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

■ You 2020 ■ You 2022 ■ Comparator 2022 ■ Public sector 2022

## Job and manager factors

### Scorecard 2 of 2

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

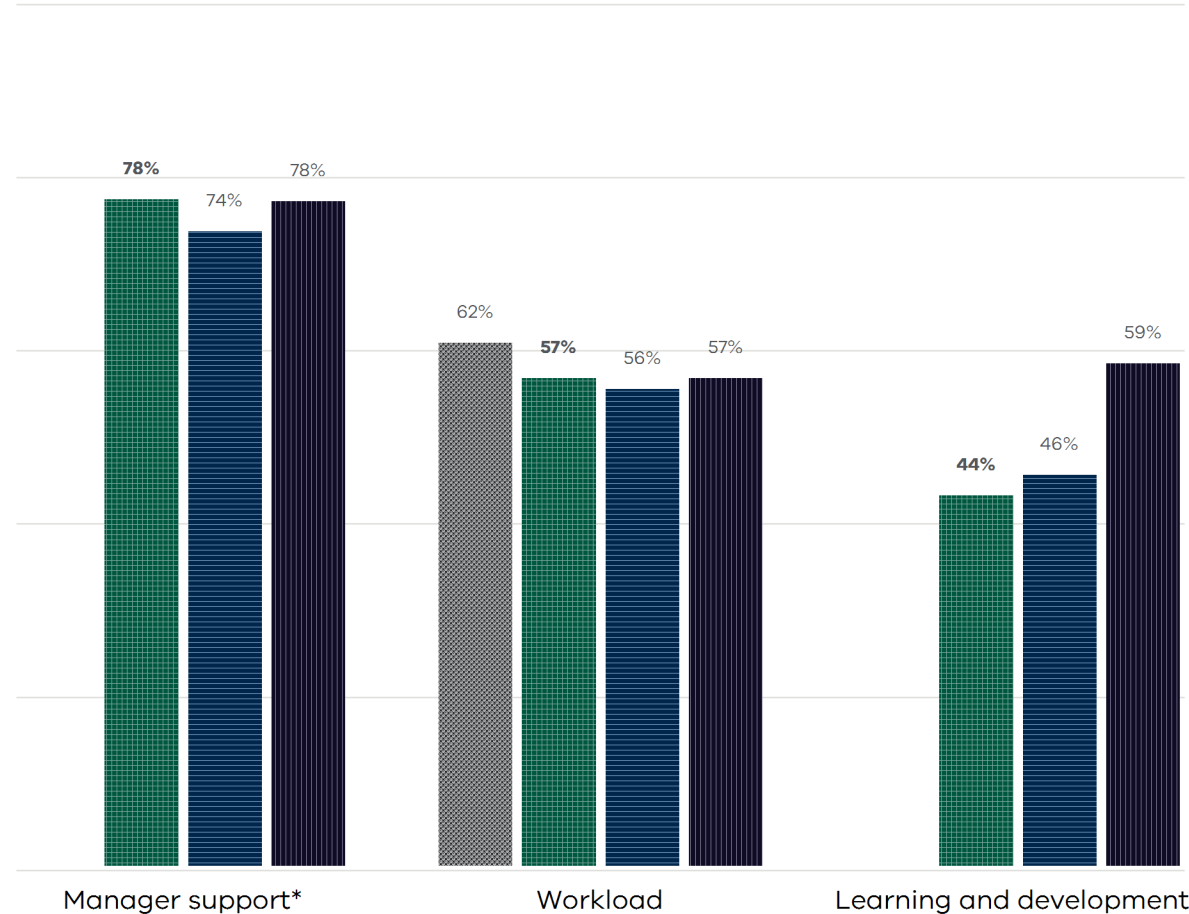
#### Example

In 2022:

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

Compared to:

- 74% 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

■ You 2020 ■ 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.

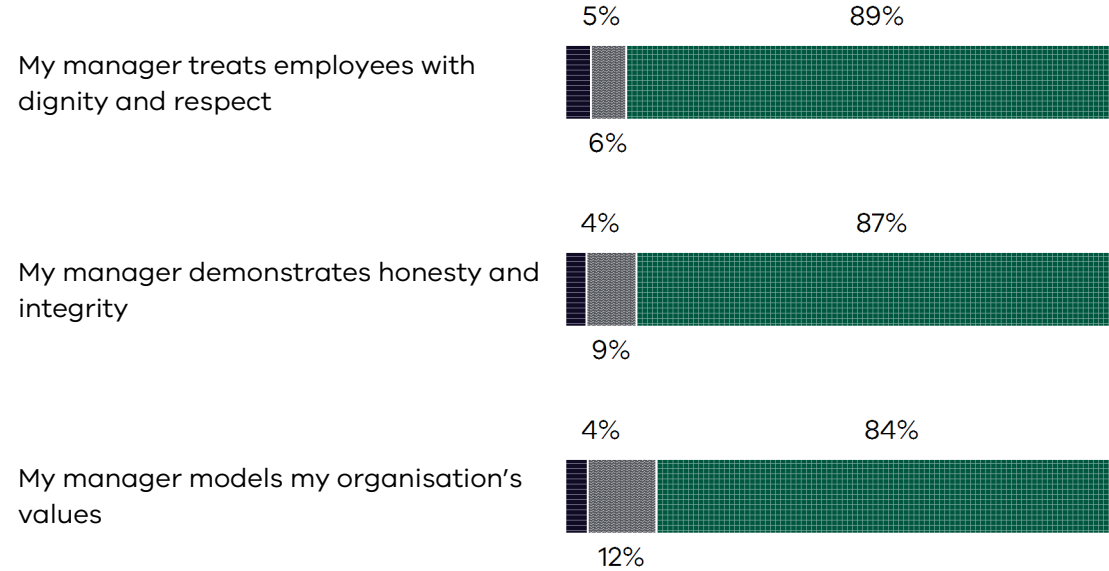
#### Example

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



	You		Comparator		
	2020	2022	Lowest	Average	Highest
My manager treats employees with dignity and respect	Not asked	89 %	78 %	86 %	97 %
My manager demonstrates honesty and integrity	Not asked	87 %	81 %	84 %	97 %
My manager models my organisation's values	Not asked	84 %	78 %	82 %	97 %

## 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.

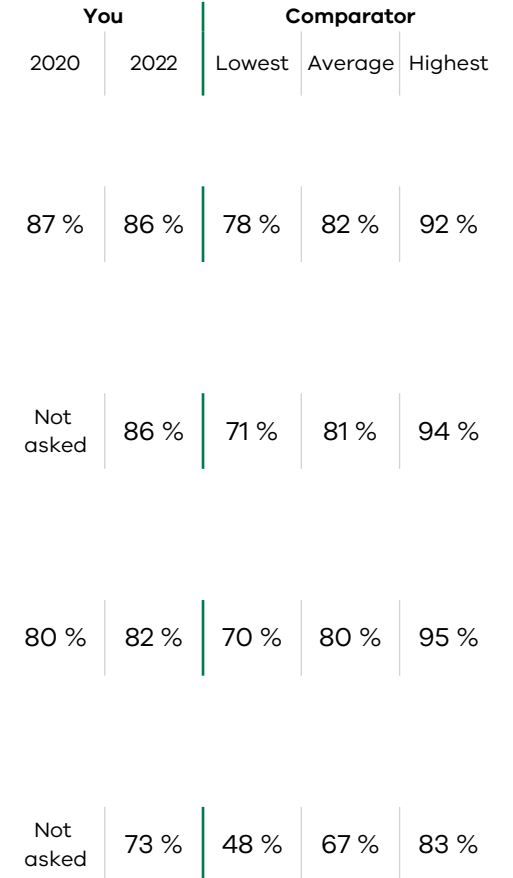
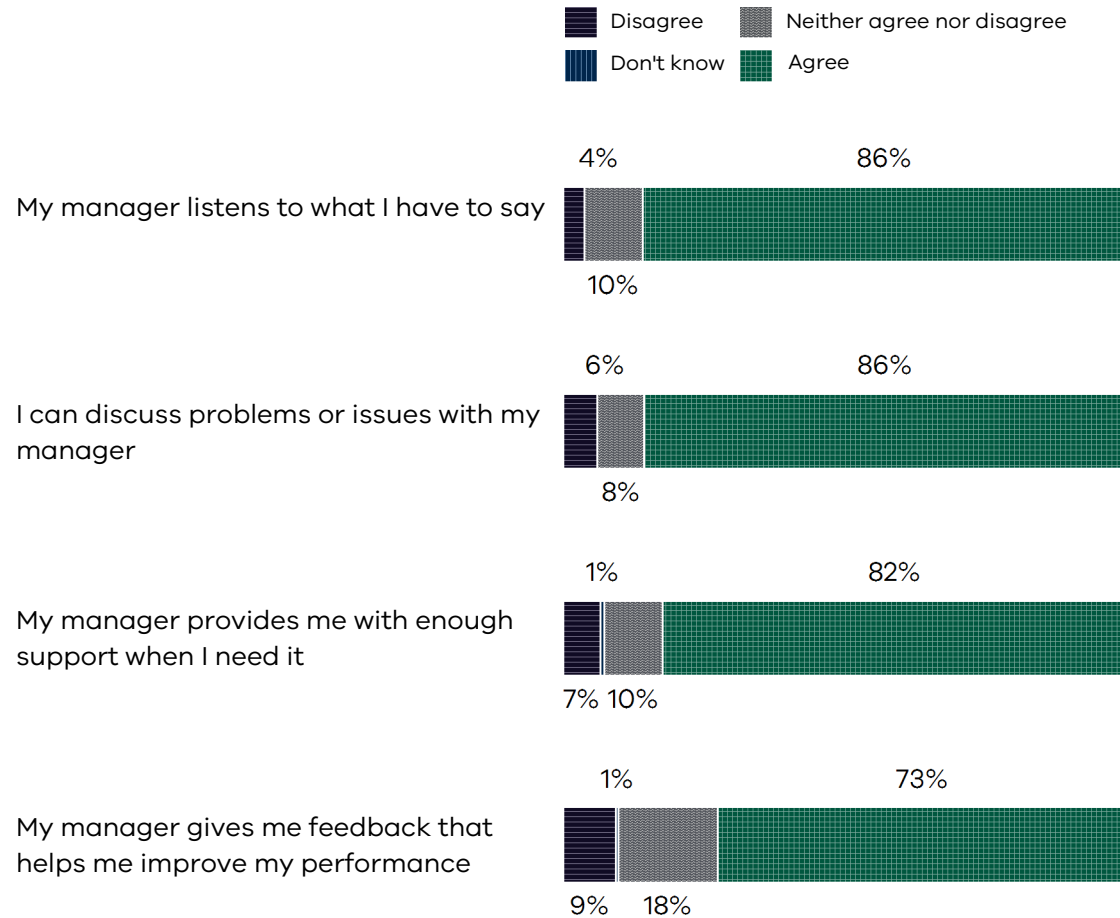
#### Example

86% of your staff who did the survey agreed or strongly agreed with 'My manager listens to what I have to say'.

### Survey question

### Your results

### Benchmark agree results



## 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.

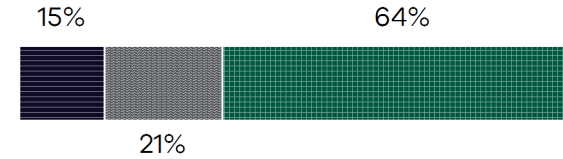
#### Example

64% of your staff who did the survey agreed or strongly agreed with 'I receive meaningful recognition when I do good work'.

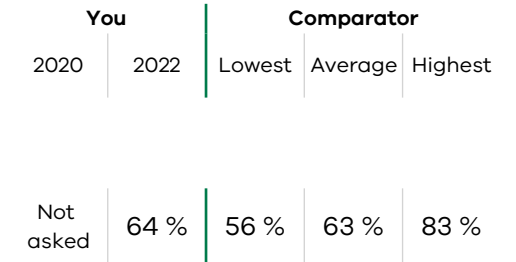
### Survey question

I receive meaningful recognition when I do good work

### Your results



### Benchmark agree results



## 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

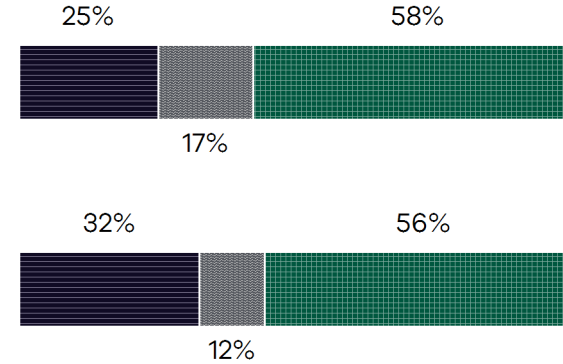
58% of your staff who did the survey agreed or strongly agreed with 'The workload I have is appropriate for the job that I do'.

## Survey question

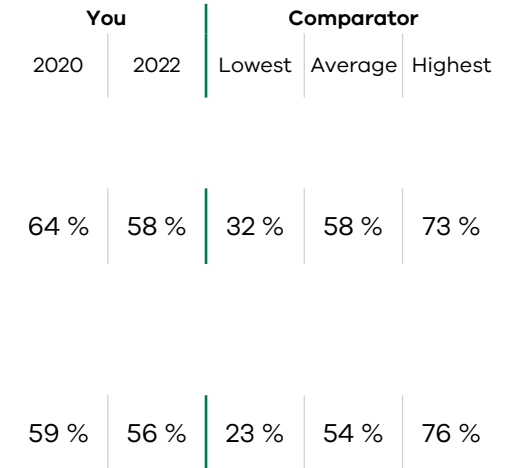
The workload I have is appropriate for the job that I do

I have enough time to do my job effectively

## Your results



## Benchmark agree results



## 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.

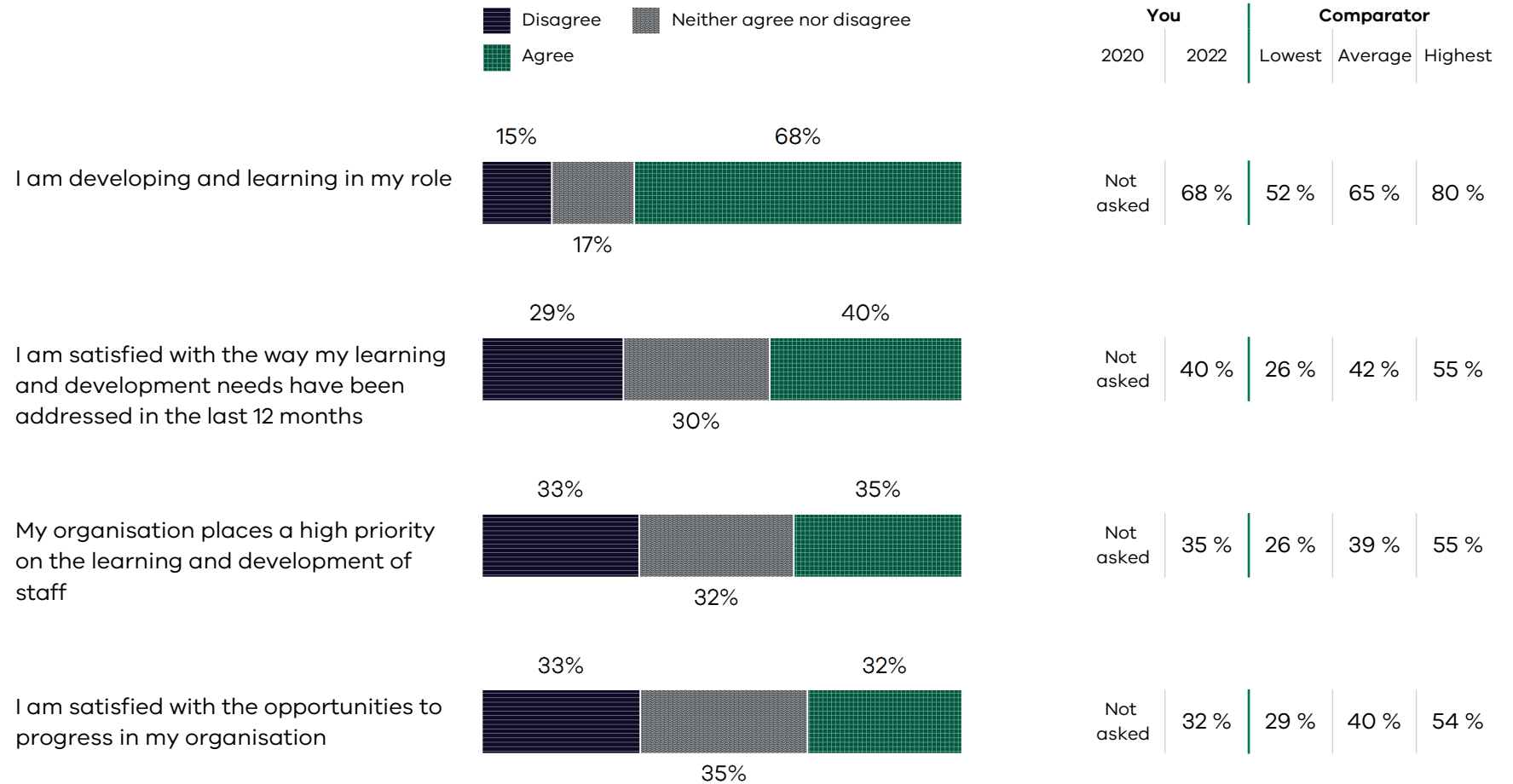
#### Example

68% of your staff who did the survey agreed or strongly agreed with 'I am developing and learning in my role'.

### Survey question

### Your results

### Benchmark agree results



## Job and manager factors

### Job enrichment 1 of 2

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

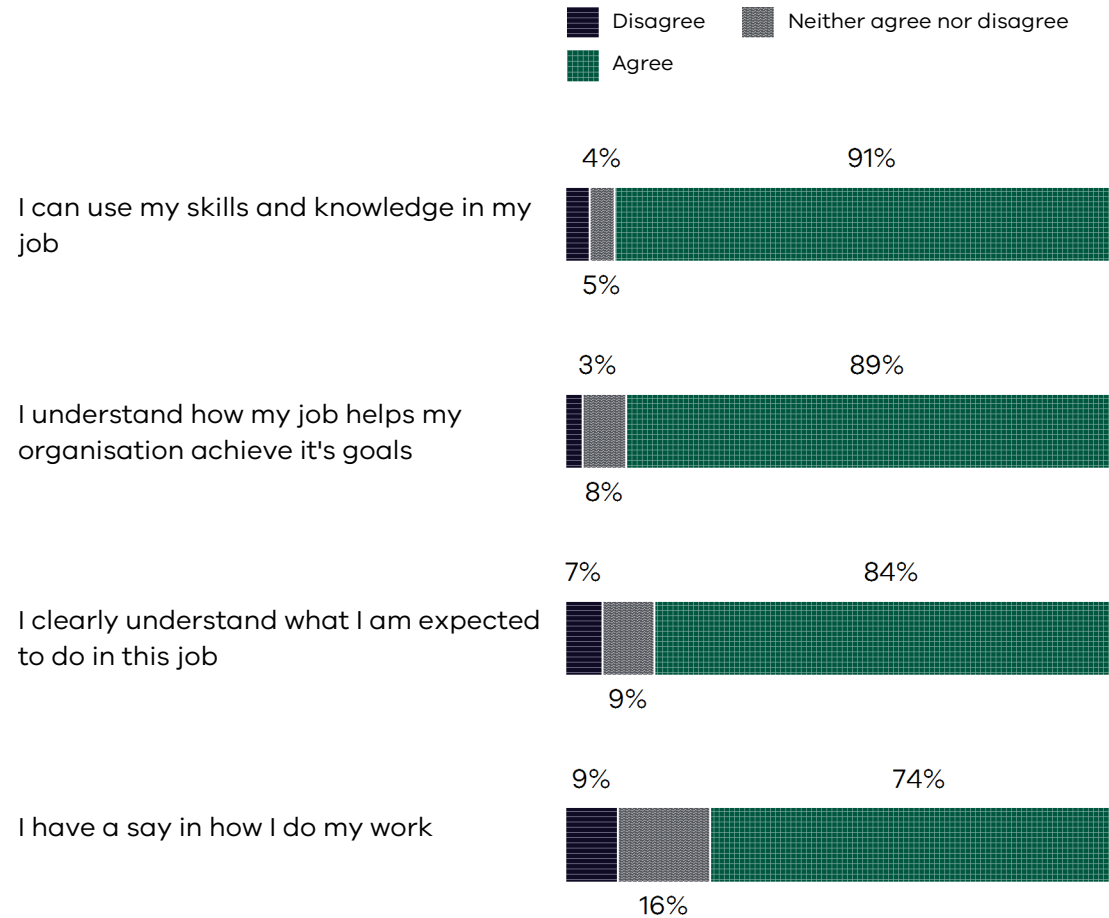
#### Example

91% 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



	You		Comparator		
	2020	2022	Lowest	Average	Highest
I can use my skills and knowledge in my job	Not asked	91 %	70 %	89 %	95 %
I understand how my job helps my organisation achieve it's goals	Not asked	89 %	90 %	94 %	97 %
I clearly understand what I am expected to do in this job	85 %	84 %	74 %	86 %	98 %
I have a say in how I do my work	Not asked	74 %	68 %	72 %	88 %

## 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.

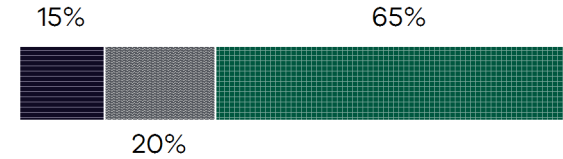
#### Example

65% of your staff who did the survey agreed or strongly agreed with 'I have the authority to do my job effectively'.

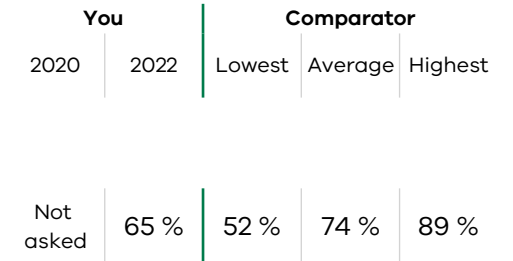
## Survey question

I have the authority to do my job effectively

## Your results



## Benchmark agree results



## Job and manager factors

### Meaningful work

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

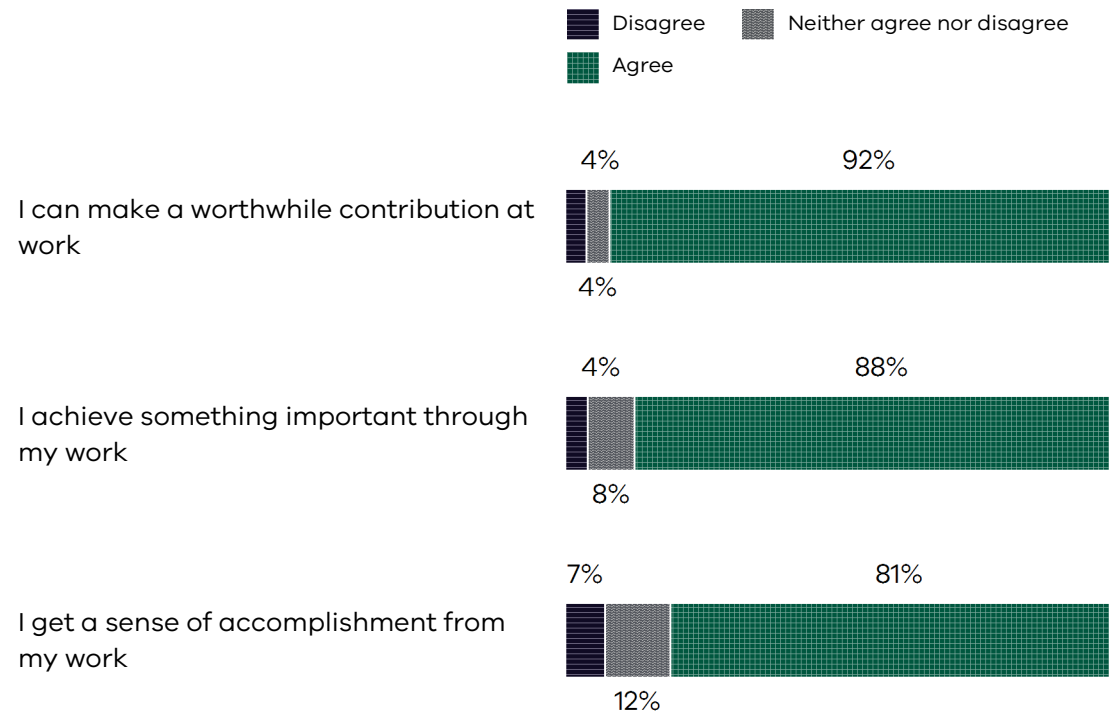
#### Example

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

## Survey question

## Your results

## Benchmark agree results



	You		Comparator		
	2020	2022	Lowest	Average	Highest
I can make a worthwhile contribution at work	Not asked	92 %	88 %	92 %	94 %
I achieve something important through my work	77 %	88 %	81 %	84 %	91 %
I get a sense of accomplishment from my work	Not asked	81 %	78 %	81 %	91 %



## Job and manager factors

### Flexible working

#### What this is

This is how well your 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.

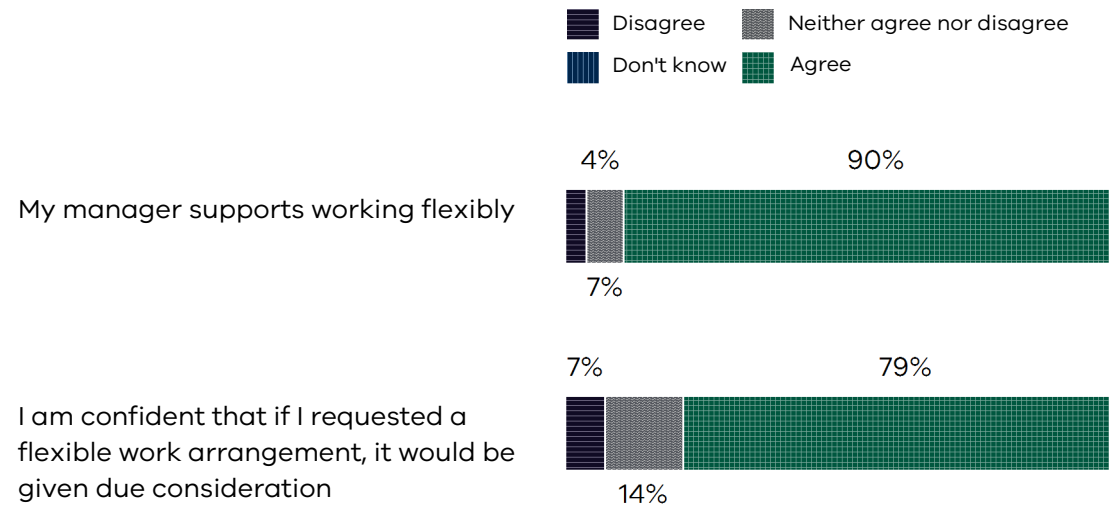
#### Example

90% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.

### Survey question

### Your results

### Benchmark agree results



	You		Comparator		
	2020	2022	Lowest	Average	Highest
Not asked		90 %	59 %	78 %	95 %
	80 %	79 %	30 %	64 %	94 %

# People matter survey

## wellbeing check 2022

Have your say

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- Inclusion
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- Sexual harassment
- Discrimination
- Violence and aggression

#### Key differences

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

#### Taking action

- Taking action questions

### Detailed results

#### Senior leadership

- Senior leadership questions

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- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

#### Workgroup climate

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

#### Job and manager factors

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- Meaningful work
- Flexible working

#### Public sector values

- Scorecard
- Responsiveness
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- Questions requested by your organisation

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- Disability
- Cultural diversity
- Employment
- Adjustments
- Caring

## Public sector values

### Scorecard 1 of 2

#### 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.

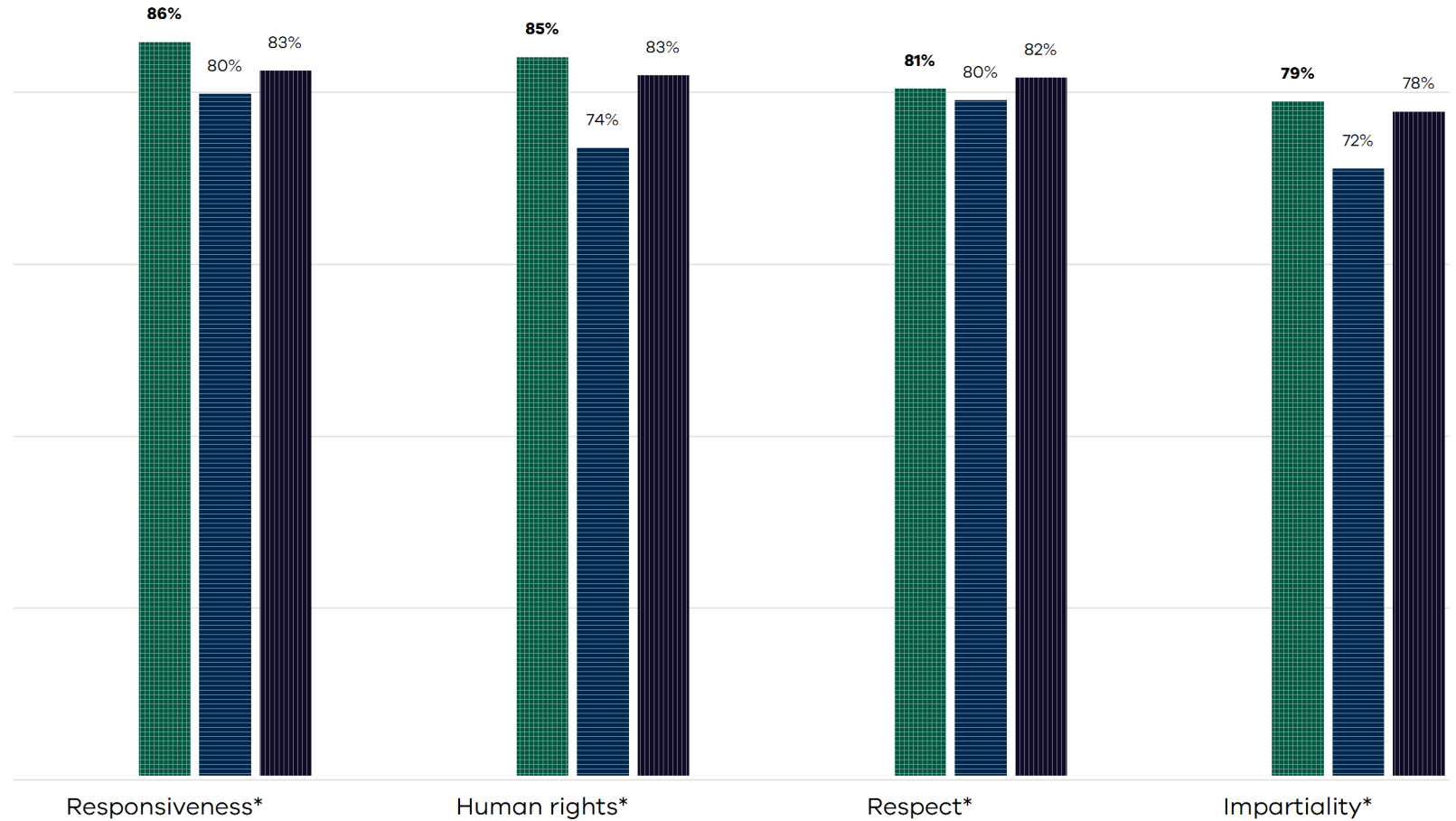
#### Example

In 2022:

- 86% of your staff who did the survey responded positively to questions about Responsiveness.

Compared to:

- 80% 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

■ You2020 ■ You2022 ■ Comparator 2022 ■ Public sector 2022

## Public sector values

### Scorecard 2 of 2

#### 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.

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

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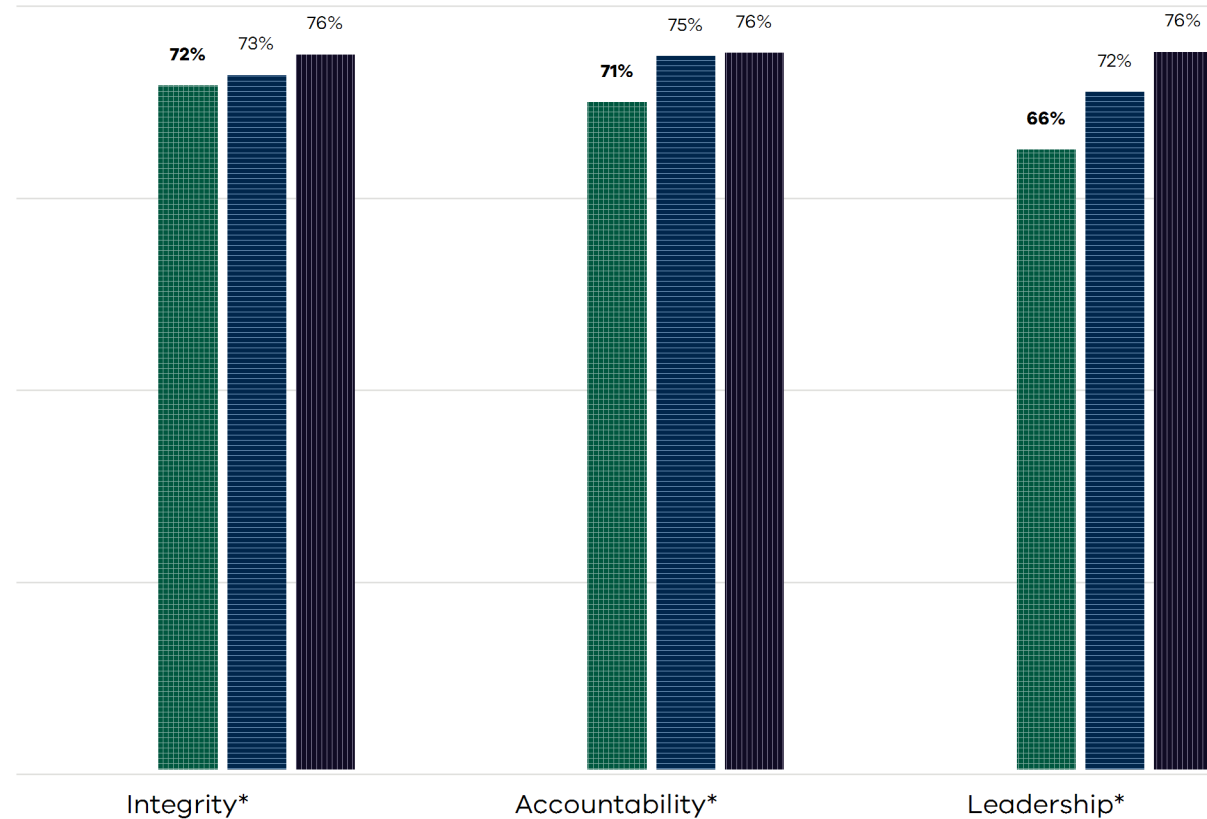
#### Example

In 2022:

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

Compared to:

- 73% of staff at your comparator and 76% of staff across the public sector.



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

■ You 2020 ■ You 2022 ■ Comparator 2022 ■ Public sector 2022

## 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.

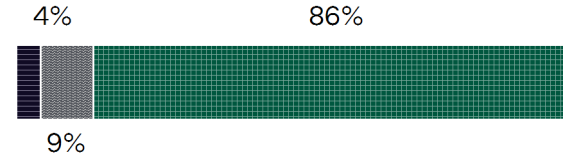
#### Example

86% of staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

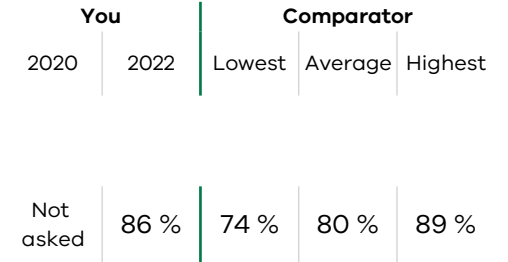
### Survey question

My workgroup provides high quality advice and services

### Your results



### Benchmark agree results



## Public sector values

### Integrity 1 of 2

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

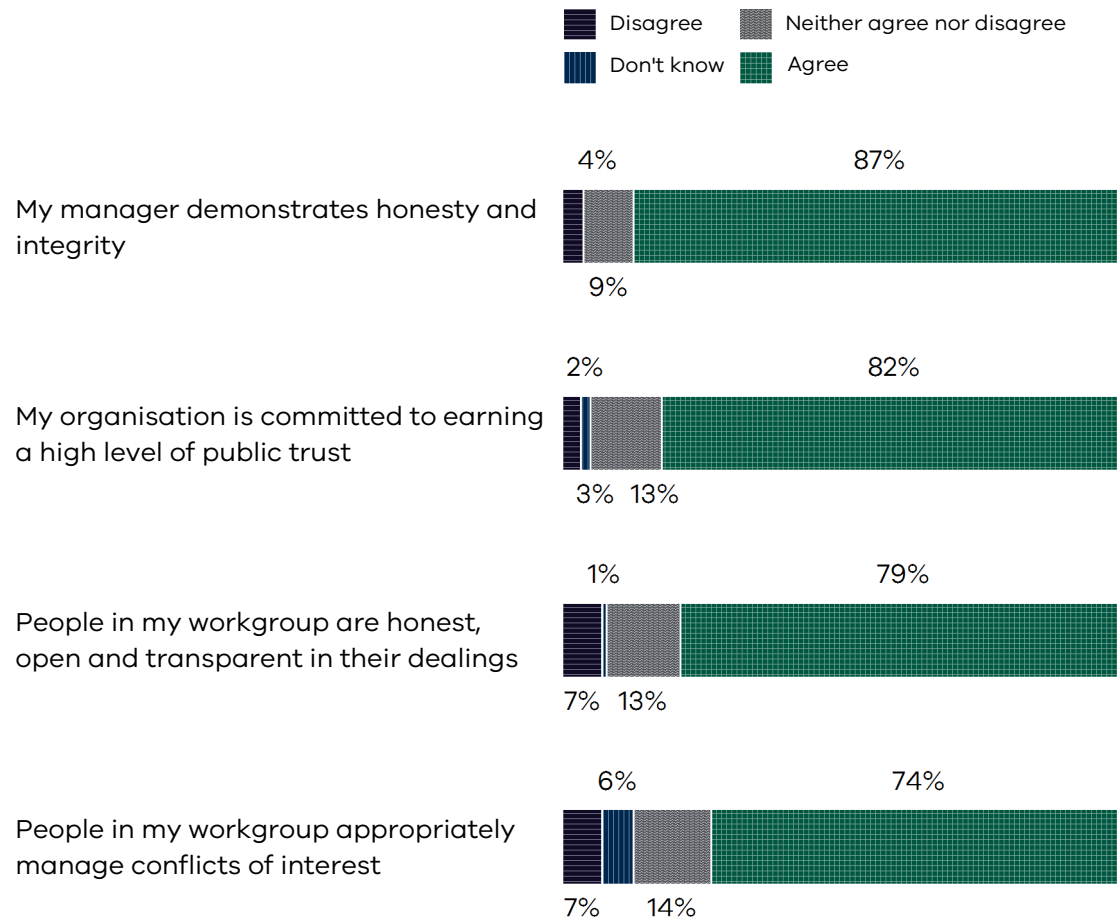
#### Example

87% of staff who did the survey agreed or strongly agreed with 'My manager demonstrates honesty and integrity'.

### Survey question

### Your results

### Benchmark agree results



	You		Comparator		
	2020	2022	Lowest	Average	Highest
My manager demonstrates honesty and integrity	Not asked	87 %	67 %	84 %	97 %
My organisation is committed to earning a high level of public trust	Not asked	82 %	74 %	80 %	94 %
People in my workgroup are honest, open and transparent in their dealings	Not asked	79 %	70 %	76 %	89 %
People in my workgroup appropriately manage conflicts of interest	Not asked	74 %	65 %	71 %	83 %

## Public sector values

### Integrity 2 of 2

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

#### Example

71% of staff who did the survey agreed or strongly agreed with 'I feel safe to challenge inappropriate behaviour at work'.

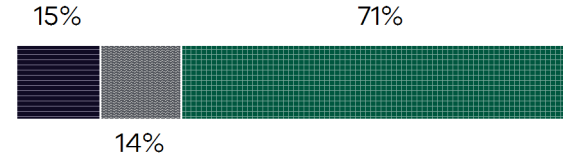
### Survey question

### Your results

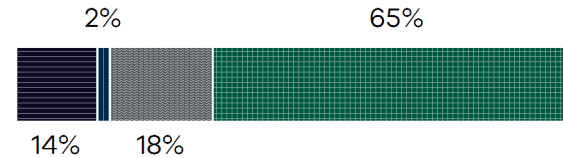
### Benchmark agree results



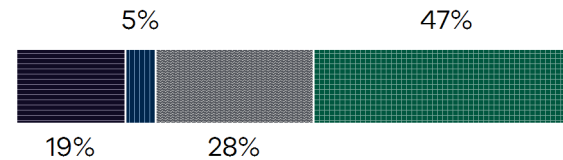
I feel safe to challenge inappropriate behaviour at work



My organisation does not tolerate improper conduct



Senior leaders demonstrate honesty and integrity



You	Comparator				
	2020	2022	Average	Lowest	Highest
2020	2022	Lowest	Average	Highest	
Not asked	71 %	61 %	68 %	89 %	
Not asked	65 %	61 %	71 %	92 %	
Not asked	47 %	48 %	63 %	92 %	

## 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

80% of staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.

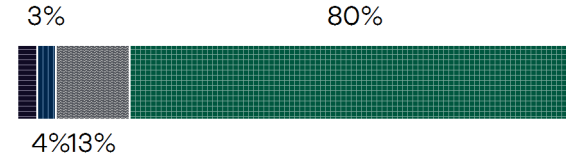
### Survey question

### Your results

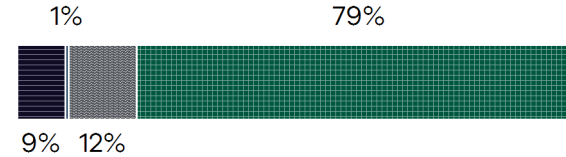
### Benchmark agree results



People in my workgroup are politically impartial in their work



My workgroup acts fairly and without bias



You		Comparator		
2020	2022	Lowest	Average	Highest
Not asked	80 %	22 %	73 %	83 %
Not asked	79 %	56 %	70 %	88 %



## Public sector values

### Accountability 1 of 2

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

#### Example

89% of staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve it's goals'.

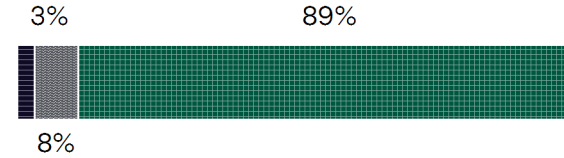
### Survey question

### Your results

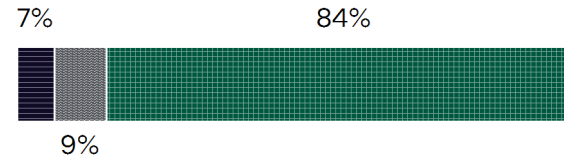
### Benchmark agree results



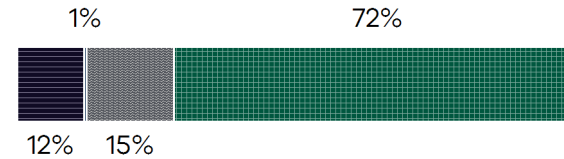
I understand how my job helps my organisation achieve it's goals



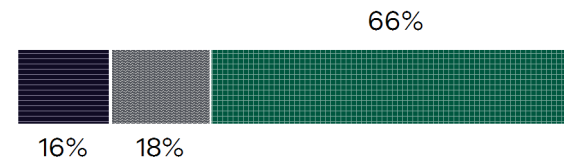
I clearly understand what I am expected to do in this job



My workgroup uses its resources well



My workgroup has clear lines of responsibility



	You		Comparator		
	2020	2022	Lowest	Average	Highest
I understand how my job helps my organisation achieve it's goals	Not asked	89 %	89 %	94 %	97 %
I clearly understand what I am expected to do in this job	85 %	84 %	56 %	86 %	98 %
My workgroup uses its resources well	Not asked	72 %	33 %	67 %	82 %
My workgroup has clear lines of responsibility	Not asked	66 %	44 %	72 %	92 %

## Public sector values

### Accountability 2 of 2

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

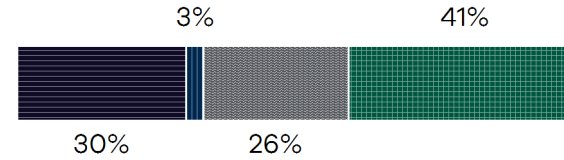
#### Example

41% of staff who did the survey agreed or strongly agreed with 'Senior leaders provide clear strategy and direction'.

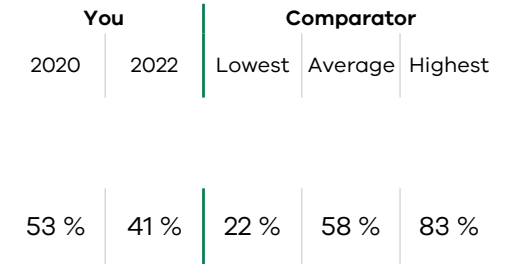
## Survey question

Senior leaders provide clear strategy and direction

## Your results



## Benchmark agree results



## Public sector values

### Respect 1 of 2

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

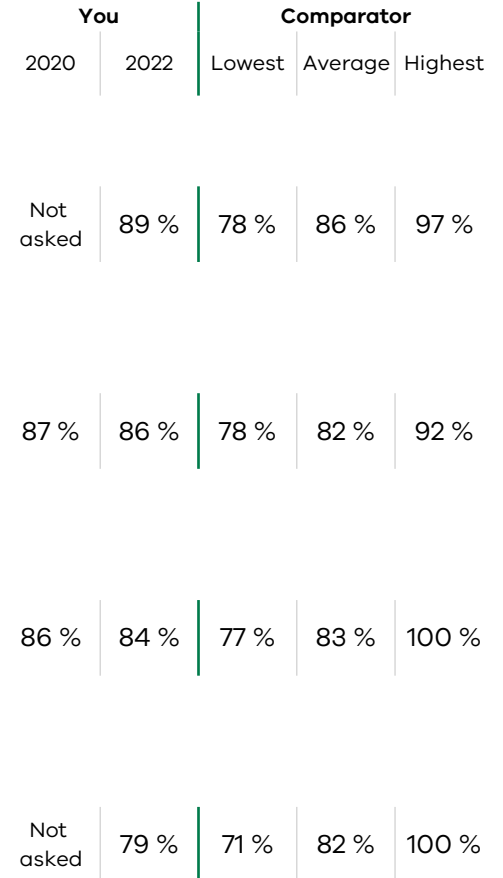
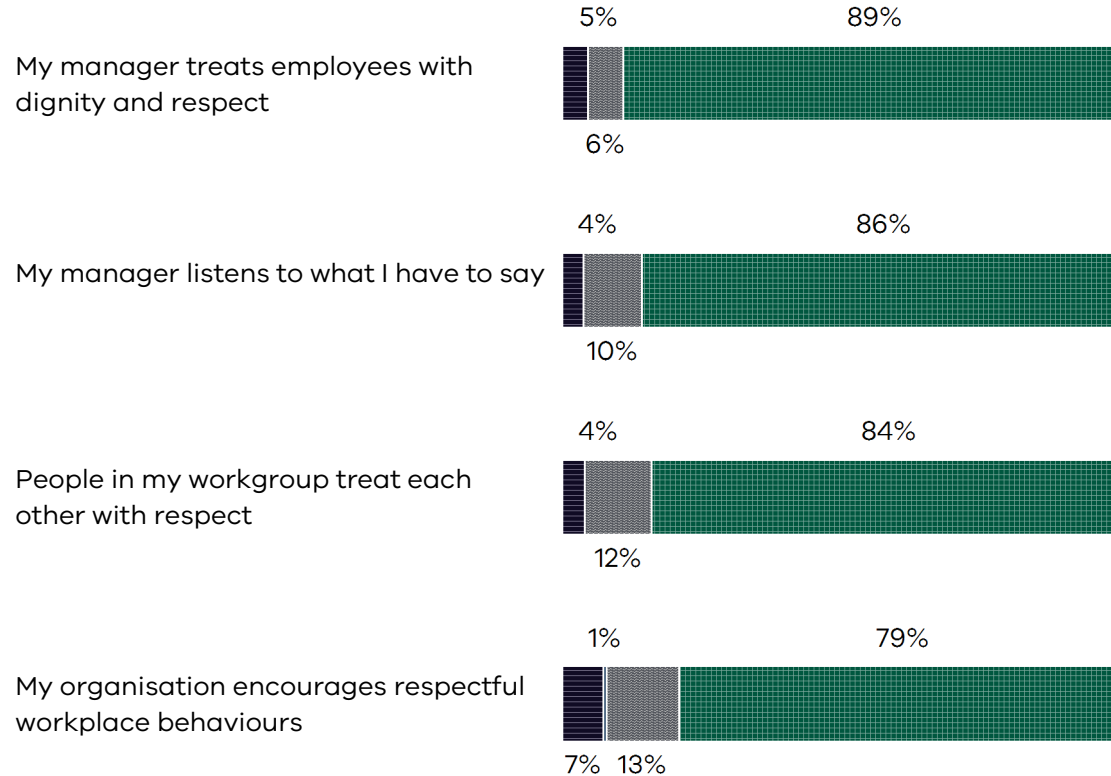
#### Example

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

### Survey question

### Your results

### Benchmark agree results



## Public sector values

### Respect 2 of 2

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

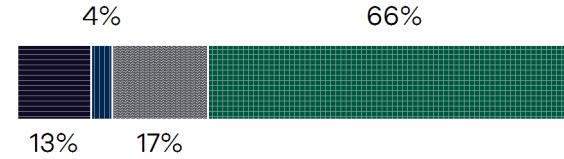
Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

#### Example

66% of staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.

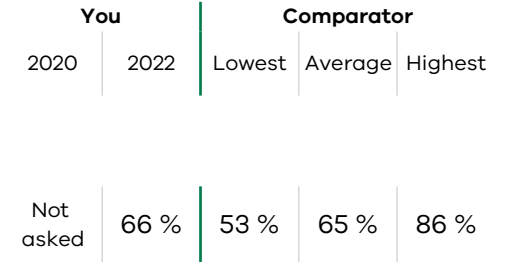
## Survey question

My organisation takes steps to eliminate bullying, harassment and discrimination



## Your results

## Benchmark agree results



## 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

84% of staff who did the survey agreed or strongly agreed with 'My manager models my organisation's values'.

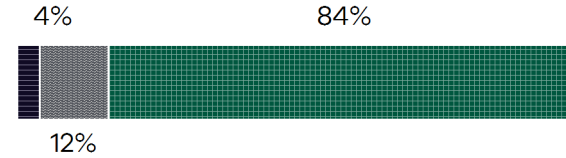
### Survey question

### Your results

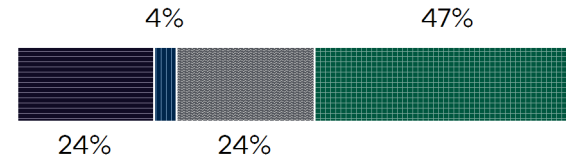
### Benchmark agree results



My manager models my organisation's values



Senior leaders model my organisation's values



You		Comparator		
2020	2022	Lowest	Average	Highest
Not asked	84 %	67 %	82 %	97 %
Not asked	47 %	53 %	61 %	80 %

## 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.

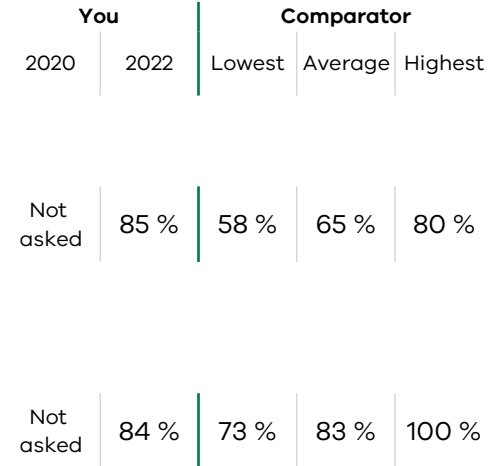
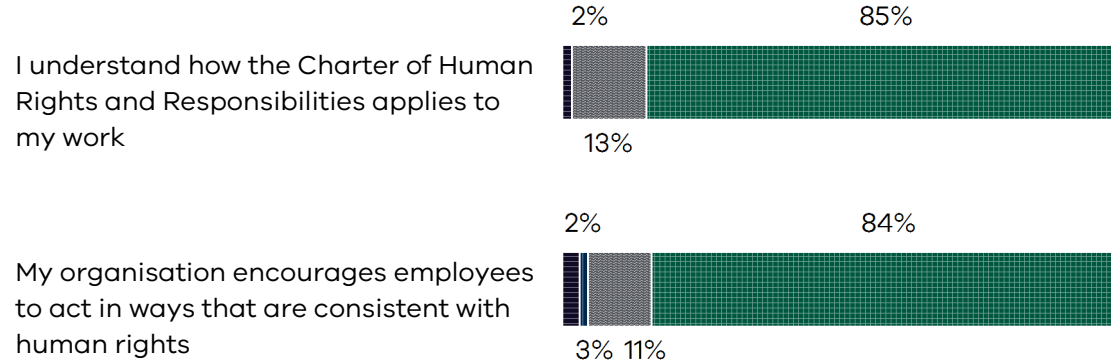
#### Example

85% of staff who did the survey agreed or strongly agreed with 'I understand how the Charter of Human Rights and Responsibilities applies to my work'.

### Survey question

### Your results

### Benchmark agree results



# People matter survey

## wellbeing check 2022

Have your say

### Overview

#### Report overview

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

### Result summary

#### People outcomes

- Scorecard: engagement index
- Engagement
- Scorecard: satisfaction, stress, intention to stay, inclusion
- Satisfaction
- Work-related stress levels
- Work-related stress causes
- Intention to stay
- Inclusion
- Scorecard: emotional effects of work
- Scorecard: negative behaviour
- Bullying
- Sexual harassment
- Discrimination
- Violence and aggression

#### Key differences

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

#### Taking action

- Taking action questions

### Detailed results

#### Senior leadership

- Senior leadership questions

#### Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

#### Workgroup climate

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

#### Job and manager factors

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

#### Public sector values

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

#### Custom questions

- Questions requested by your organisation

#### Demographics

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

## Custom questions

### What this is

Your organisation asked 5 custom questions as part of the 2022 survey. In this report, we've only included results for 3 custom questions, as your other custom question results contain sensitive information that only specific people in your organisation can see.

### Why this is important

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

### How to read this

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

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

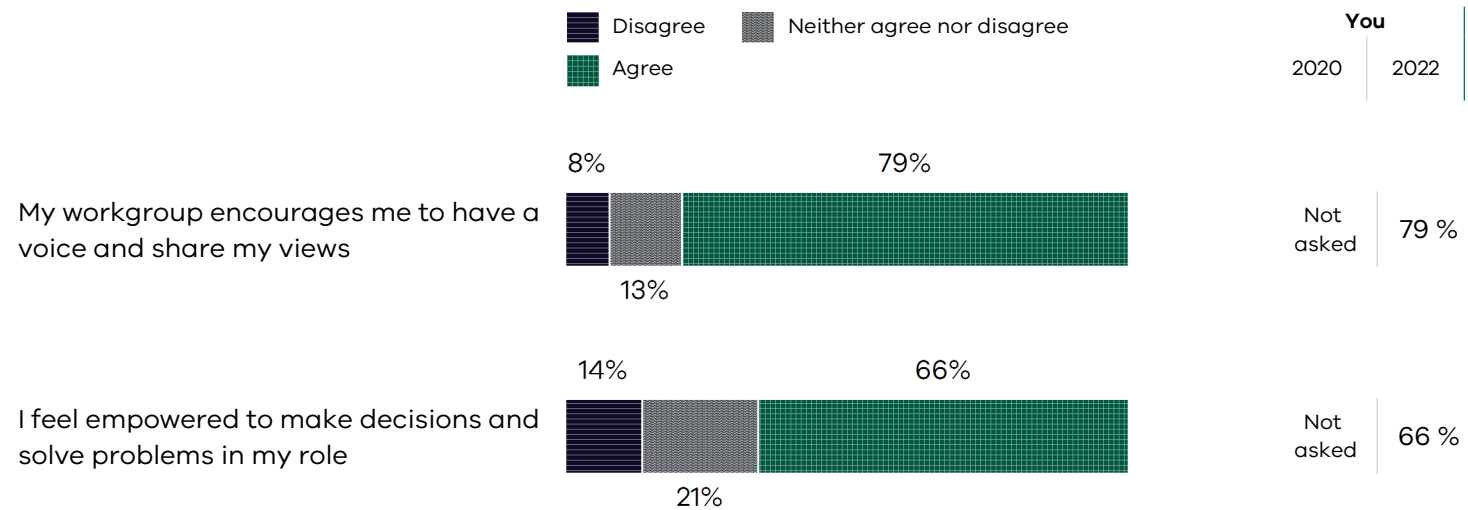
### Example

79% of staff who did the survey agreed or strongly agreed with 'My workgroup encourages me to have a voice and share my views'.

## Survey question

## Your results

## Benchmark results





## Custom questions

### What this is

Your organisation asked 5 custom questions as part of the 2022 survey. In this report, we've only included results for 3 custom questions, as your other custom question results contain sensitive information that only specific people in your organisation can see.

### Why this is important

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

### How to read this

The table shows your responses to the question 'On a scale of 0 to 10, how likely are you to recommend Museums Victoria as a good place to work'.

### Example

21% of staff who did the survey responded '8' to the question.

### On a scale of 0 to 10, how likely are you to recommend Museums Victoria as a good place to work

You  
2022

8	21%
10 - Extremely likely	18%
7	18%
6	12%
5	11%
9	8%
3	4%
4	3%
0 - Not at all likely	2%
2	2%

# People matter survey

## wellbeing check 2022

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

#### Key differences

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

#### Taking action

- Taking action questions

### Detailed results

#### Senior leadership

- Senior leadership questions

#### Organisational climate

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- Safe to speak up

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- 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

## Demographics

Age, gender, variations in sex characteristics and sexual orientation

### What this is

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

### Why this is important

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

### How to read this

Each table shows the breakdown of responses from your survey.

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

### How we protect anonymity and privacy

To protect you, we:

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

Age	(n)	%
15-34 years	104	26%
35-54 years	199	50%
55+ years	50	13%
Prefer not to say	44	11%

How would you describe your gender?	(n)	%
Woman	213	54%
Man	124	31%
Prefer not to say	52	13%
Non-binary and I use a different term	8	2%

Are you trans, non-binary or gender diverse?	(n)	%
Yes	7	2%
No	343	86%
Prefer not to say	47	12%

To your knowledge, do you have innate variation(s) of sex characteristics (often called intersex)?\*

	(n)	%
Yes	1	0%
No	337	85%
Don't know	17	4%
Prefer not to say	42	11%

How do you describe your sexual orientation?

	(n)	%
Straight (heterosexual)	264	66%
Prefer not to say	73	18%
Gay or lesbian	21	5%
Bisexual	20	5%
Don't know	7	2%
I use a different term	6	2%
Asexual	3	1%
Pansexual	3	1%

## Demographics

### Aboriginal and/or Torres Strait Islander employees

#### What this is

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

#### Why this is important

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

#### How to read this

Each table shows the breakdown of responses from your survey.

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

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

#### How we protect anonymity and privacy

To protect you, we:

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- don't release employee opinion results for demographic groups where organisations have fewer than 30 responses in total.

### Aboriginal and/or Torres Strait Islander

	(n)	%
Yes	4	1%
Non Aboriginal and/or Torres Strait Islander	365	92%
Prefer not to say	28	7%

## Demographics

### Disability

#### What this is

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

#### Why this is important

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

#### How to read this

Each table shows the breakdown of responses from your survey.

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

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

#### How we protect anonymity and privacy

To protect you, we:

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

#### Do you identify as a person with a disability?

	(n)	%
Yes	48	12%
No	314	79%
Prefer not to say	35	9%

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

	(n)	%
Yes	29	60%
No	15	31%
Prefer not to say	4	8%

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

	(n)	%
I feel that sharing my disability information will reflect negatively on me	6	40%
I do not require any adjustments to be made to perform my role	4	27%
My disability does not impact on my ability to perform my role	4	27%
Other	1	7%

## Demographics

### Cultural diversity 1 of 2

#### What this is

These are the personal characteristics of staff.

#### Why this is important

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

#### How to read this

Each table shows the breakdown of responses from your survey.

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

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

#### How we protect anonymity and privacy

To protect you, we:

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

Country of birth	(n)	%
Born in Australia	<b>287</b>	72%
Not born in Australia	<b>54</b>	14%
Prefer not to say	<b>56</b>	14%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Other	<b>18</b>	25%
Italian	<b>12</b>	17%
Greek	<b>7</b>	10%
Spanish	<b>7</b>	10%
Arabic	<b>6</b>	8%
Mandarin	<b>4</b>	6%
Auslan	<b>3</b>	4%
Cantonese	<b>3</b>	4%
French	<b>3</b>	4%
German	<b>3</b>	4%
Punjabi	<b>3</b>	4%
Australian Indigenous Language	<b>2</b>	3%

Language other than English spoken with family or community	(n)	%
Yes	<b>71</b>	18%
No	<b>284</b>	72%
Prefer not to say	<b>42</b>	11%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Filipino	<b>2</b>	3%
Hindi	<b>2</b>	3%
Sinhalese	<b>2</b>	3%
Macedonian	<b>1</b>	1%
Tamil	<b>1</b>	1%
Urdu	<b>1</b>	1%
Vietnamese	<b>1</b>	1%

## Demographics

### Cultural diversity 2 of 2

#### What this is

This is the cultural identity and religion of staff.

#### Why this is important

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

#### How to read this

Each table shows the breakdown of responses from your survey.

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

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

#### How we protect anonymity and privacy

To protect you, we:

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

Cultural identity	(n)	%
Australian	<b>257</b>	65%
Prefer not to say	<b>60</b>	15%
English, Irish, Scottish and/or Welsh	<b>56</b>	14%
European (including Western, Eastern and South-Eastern Europe, and Scandinavia)	<b>56</b>	14%
Other	<b>12</b>	3%
Middle Eastern	<b>11</b>	3%
New Zealander	<b>10</b>	3%
East and/or South-East Asian	<b>10</b>	3%
South Asian	<b>6</b>	2%
Aboriginal and/or Torres Strait Islander	<b>4</b>	1%
North American	<b>3</b>	1%
African	<b>2</b>	1%
Central and/or South American	<b>2</b>	1%
Central Asian	<b>2</b>	1%
Pacific Islander	<b>1</b>	0%
Maori	<b>1</b>	0%

Religion	(n)	%
No religion	<b>250</b>	63%
Christianity	<b>62</b>	16%
Prefer not to say	<b>55</b>	14%
Other	<b>12</b>	3%
Islam	<b>8</b>	2%
Judaism	<b>5</b>	1%
Buddhism	<b>3</b>	1%
Sikhism	<b>2</b>	1%

## Demographics

### Employment characteristics 1 of 2

#### What this is

These are the employment characteristics of staff.

#### Why this is important

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

#### How to read this

Each table shows the breakdown of responses from your survey.

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

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

#### How we protect anonymity and privacy

To protect you, we:

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

Working arrangement	(n)	%
Full-Time	<b>246</b>	62%
Part-Time	<b>151</b>	38%

Gross base salary (ongoing/fixed term only)	(n)	%
Below \$65k	<b>79</b>	23%
\$65k to \$95k	<b>136</b>	39%
\$95k to \$125k	<b>71</b>	21%
\$125k or more	<b>17</b>	5%
Prefer not to say	<b>42</b>	12%

Organisational tenure	(n)	%
<1 year	<b>72</b>	18%
1 to less than 2 years	<b>15</b>	4%
2 to less than 5 years	<b>80</b>	20%
5 to less than 10 years	<b>87</b>	22%
10 to less than 20 years	<b>78</b>	20%
More than 20 years	<b>65</b>	16%

Management responsibility	(n)	%
Non-manager	<b>286</b>	72%
Other manager	<b>66</b>	17%
Manager of other manager(s)	<b>45</b>	11%

Employment type	(n)	%
Ongoing and executive	<b>279</b>	70%
Fixed term	<b>66</b>	17%
Other	<b>52</b>	13%



## Demographics

### Employment characteristics 2 of 2

#### What this is

These are the employment characteristics of staff.

#### Why this is important

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

#### How to read this

Each table shows the breakdown of responses from your survey.

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

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

#### How we protect anonymity and privacy

To protect you, we:

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

#### Primary workplace location over the last 3 months

	(n)	%
Melbourne CBD	<b>246</b>	62%
Melbourne: Suburbs	<b>143</b>	36%
Rural	<b>5</b>	1%
Other	<b>3</b>	1%

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

	(n)	%
Your employer's office	<b>295</b>	74%
A frontline or service delivery location	<b>86</b>	22%
Home or private location	<b>137</b>	35%
A shared office space (where two or more organisations share the same workspace e.g. Gov hubs, suburban hubs etc.)	<b>16</b>	4%
Other	<b>15</b>	4%

#### Flexible work

	(n)	%
Flexible start and finish times	<b>165</b>	42%
No, I do not use any flexible work arrangements	<b>107</b>	27%
Part-time	<b>92</b>	23%
Working from an alternative location (e.g. home, hub/shared work space)	<b>76</b>	19%
Using leave to work flexible hours	<b>53</b>	13%
Shift swap	<b>34</b>	9%
Working more hours over fewer days	<b>26</b>	7%
Other	<b>24</b>	6%
Purchased leave	<b>21</b>	5%
Job sharing	<b>6</b>	2%
Study leave	<b>2</b>	1%

## Demographics

### Adjustments

#### What this is

These are adjustments staff requested to perform in their role.

#### Why this is important

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

#### How to read this

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

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

#### How we protect anonymity and privacy

To protect you, we:

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

### Have you requested any of the following adjustments at work?\*

	(n)	%
No, I have not requested adjustments	<b>259</b>	65%
Flexible working arrangements	<b>102</b>	26%
Physical modifications or improvements to the workplace	<b>41</b>	10%
Career development support strategies	<b>12</b>	3%
Job redesign or role sharing	<b>8</b>	2%
Accessible communications technologies	<b>4</b>	1%
Other	<b>3</b>	1%

### Why did you make this request?

	(n)	%
Work-life balance	<b>64</b>	46%
Health	<b>51</b>	37%
Caring responsibilities	<b>37</b>	27%
Family responsibilities	<b>33</b>	24%
Other	<b>16</b>	12%
Disability	<b>10</b>	7%
Study commitments	<b>6</b>	4%

### What was your experience with making the request?

	(n)	%
The adjustments I needed were made and the process was satisfactory	<b>122</b>	88%
The adjustments I needed were made but the process was unsatisfactory	<b>8</b>	6%
The adjustments I needed were not made	<b>8</b>	6%

## Demographics

### Caring

#### What this is

These are staff-reported caring responsibilities.

#### Why this is important

This shows organisations what caring responsibilities their staff have.

#### How to read this

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

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

#### How we protect anonymity and privacy

To protect you, we:

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

Caring responsibility	(n)	%
None of the above	174	44%
Primary school aged child(ren)	60	15%
Prefer not to say	51	13%
Secondary school aged child(ren)	48	12%
Frail or aged person(s)	39	10%
Child(ren) - younger than preschool age	30	8%
Person(s) with disability	20	5%
Person(s) with a mental illness	20	5%
Person(s) with a medical condition	19	5%
Preschool aged child(ren)	14	4%
Other	12	3%



**Victorian  
Public Sector  
Commission**



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