



People matter survey wellbeing check 2022

Have your say

People matter survey

wellbeing check 2022

Have your say

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

About your report

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

Report contents

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

Comparing data in this report

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

This means you'll be able to compare about 77% of this year's survey with your previous results.

Rounding of percentages

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

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

Survey questions and definitions

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

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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.

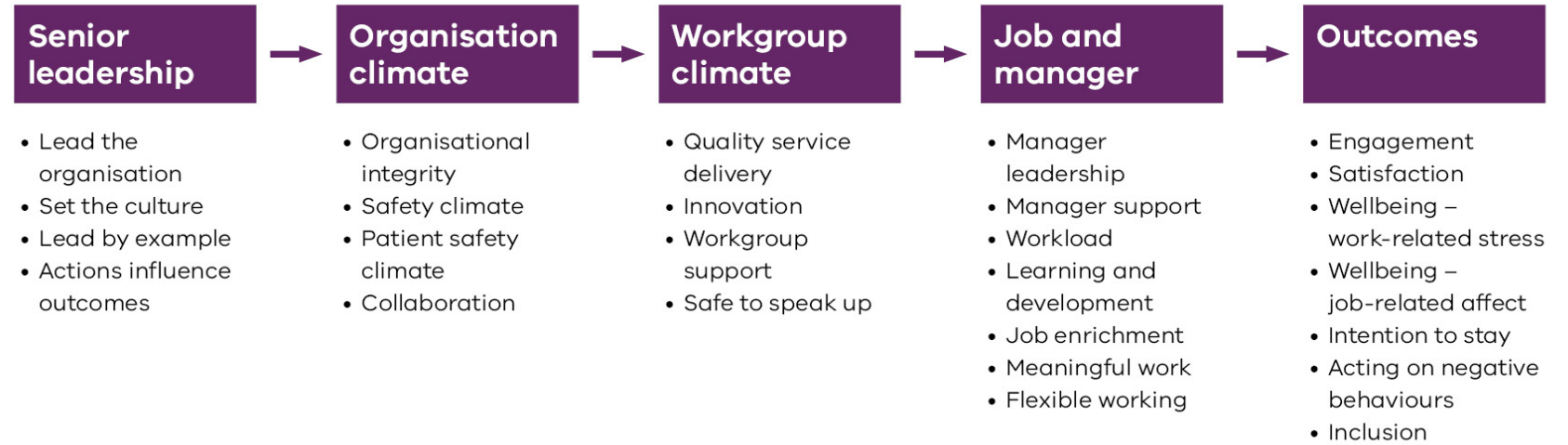
We developed the framework in consultation with stakeholders from the public sector and Deakin University.

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'.

Alfred Health

Austin Health

Dental Health Services Victoria

Melbourne Health

Monash Health

Peninsula Health

Peter MacCallum Cancer Centre

Royal Children's Hospital

Royal Victorian Eye and Ear Hospital

Royal Women's Hospital

The Queen Elizabeth Centre

Tweddle Child and Family Health Service

Victorian Institute of Forensic Mental Health

Western Health

Report overview

Your response rate

What this is

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

Why this is important

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

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

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

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

How to read this

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

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

2021

18%
(763)

Comparator 30%
Public Sector 39%

2022

27%
(1908)

Comparator 28%
Public Sector 42%

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People outcomes

Scorecard: employee engagement index

What this is

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

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

The weightings for each engagement response are:

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

Why this is important

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

2021

64

Comparator 72
Public Sector 70

2022

62

Comparator 70
Public Sector 68

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 62.

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.

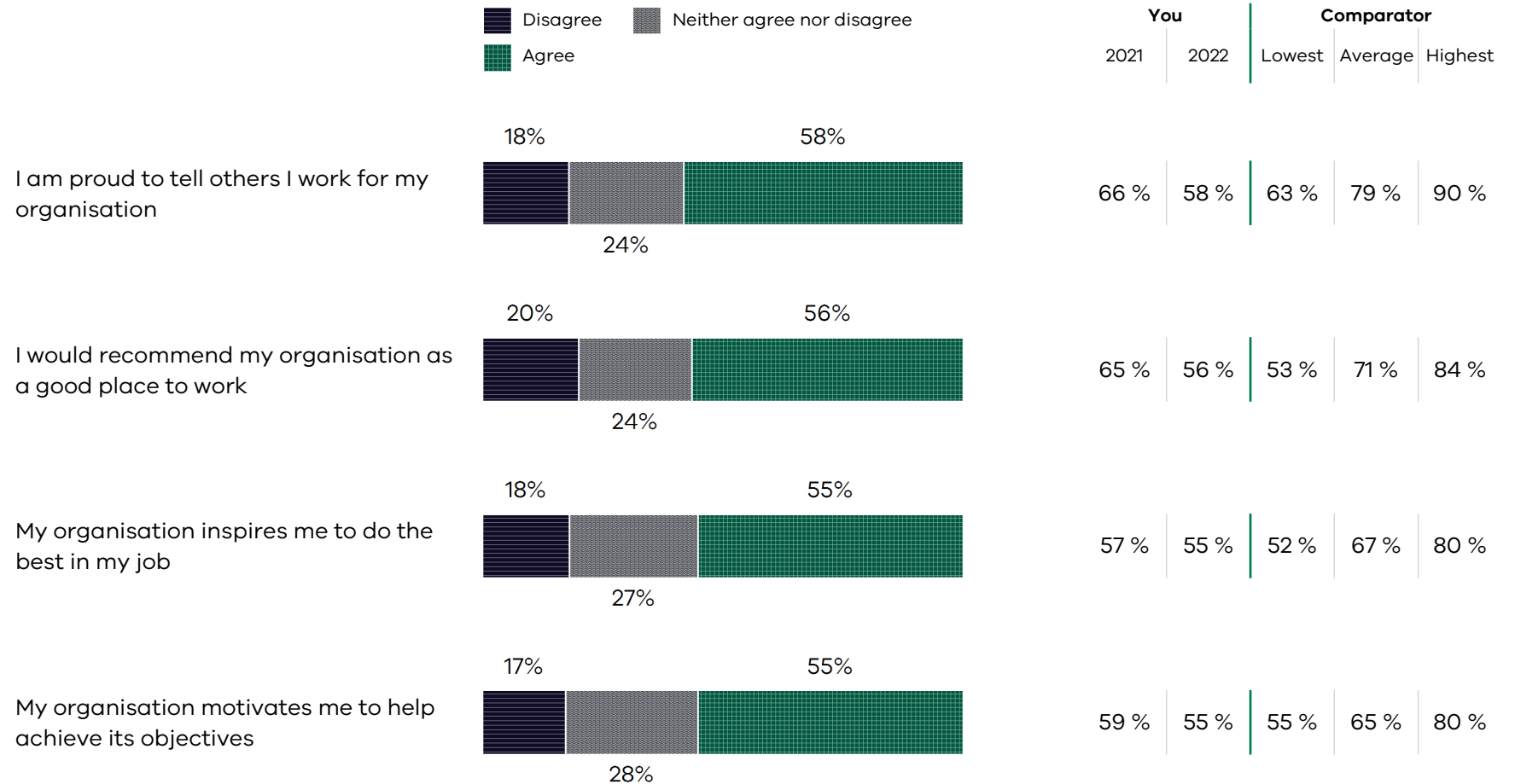
Example

58% 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 62.

Why this is important

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

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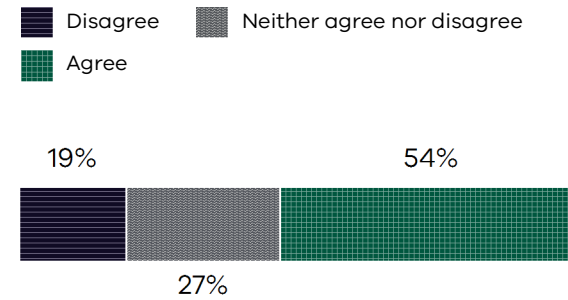
Example

54% of your staff who did the survey agreed or strongly agreed with 'I feel a strong personal attachment to my organisation'.

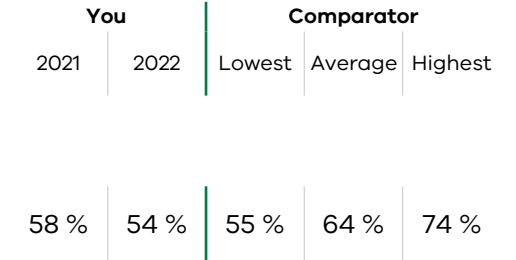
Survey question

I feel a strong personal attachment to my organisation

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.

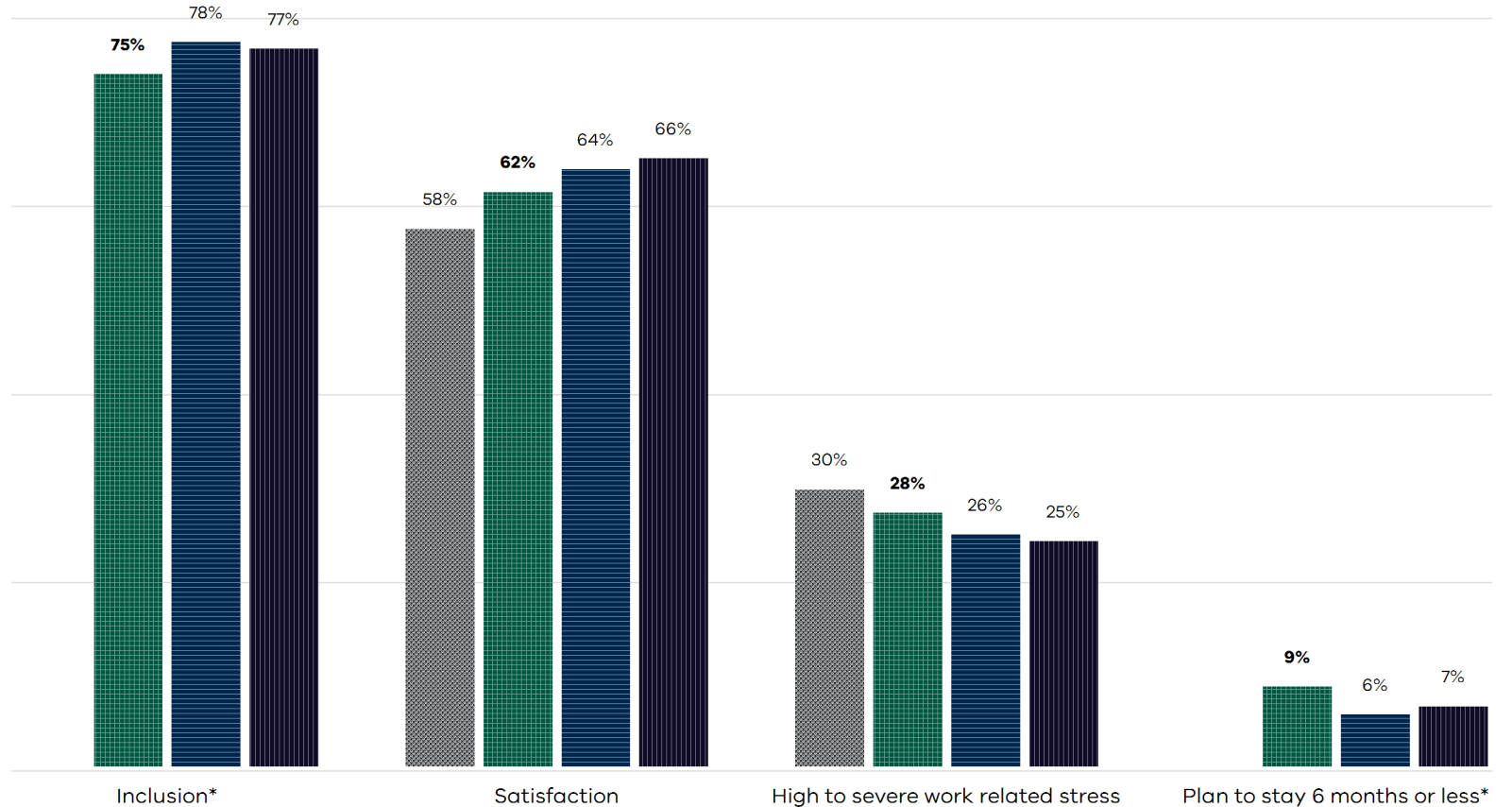
Example

In 2022:

- 75% of your staff who did the survey responded positively to questions about Inclusion.

Compared to:

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



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

■ You 2021 ■ You 2022 ■ Comparator 2022 ■ Public sector 2022

People outcomes

Satisfaction question results

What this is

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

Why this is important

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

How to read this

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

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

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

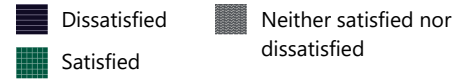
Example

67% of your staff who did the survey were satisfied or very satisfied with 'Considering everything, how satisfied are you with your current job'.

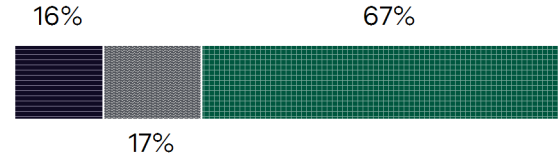
Survey question

Your results

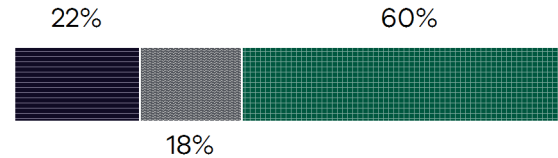
Benchmark satisfied results



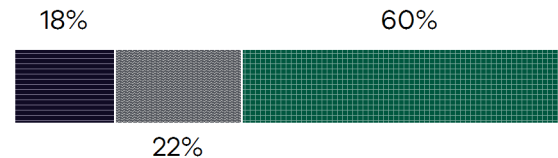
Considering everything, how satisfied are you with your current job



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		
2021	2022	Lowest	Average	Highest
63 %	67 %	63 %	70 %	85 %
59 %	60 %	58 %	63 %	81 %
52 %	60 %	51 %	60 %	65 %

People outcomes

Work-related stress levels

What this is

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

Why this is important

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

How to read this

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

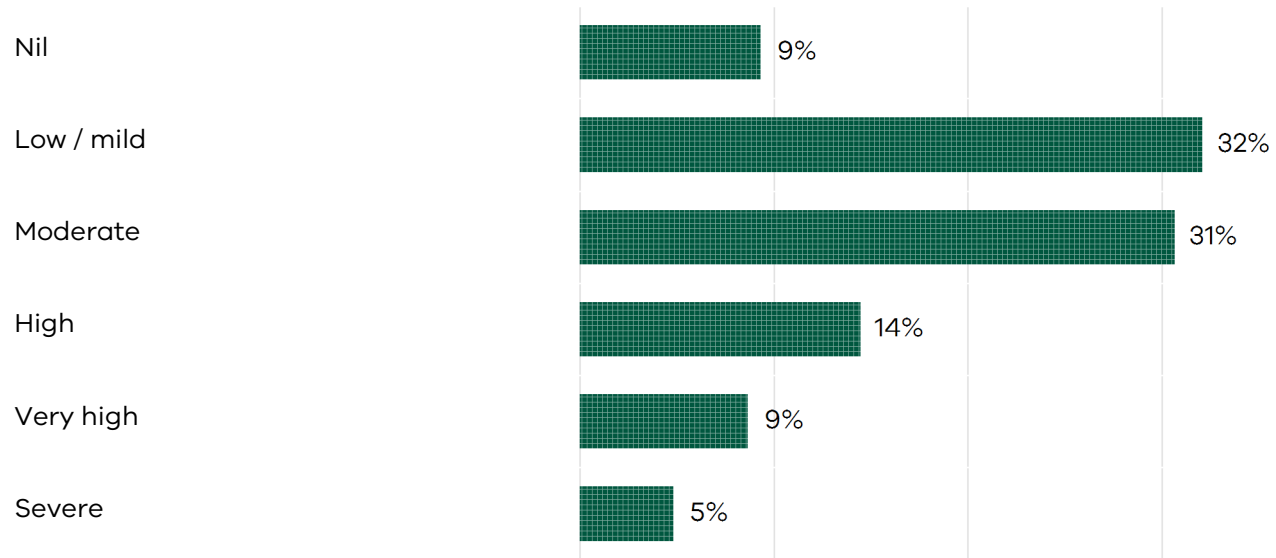
The graph at the top shows how staff in your organisation rated their current levels of work-related stress.

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

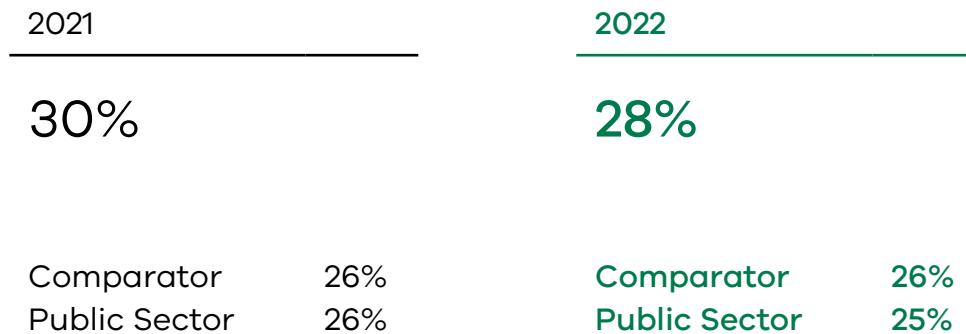
Example

28% of your staff who did the survey said they had high to severe stress in 2022. This is compared to 26% 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.

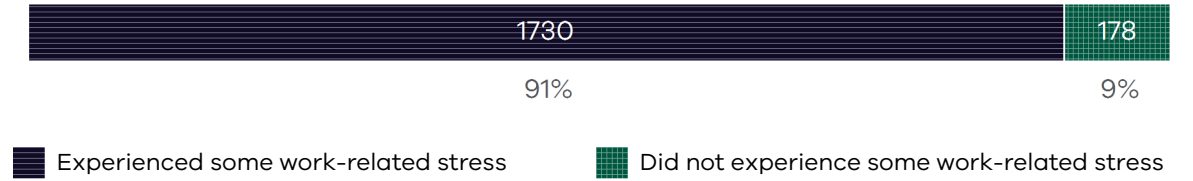
If they answer yes, we ask them to tell us what caused the stress. They can select more than one cause.

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

Example

91% of your staff who did the survey said they experienced mild to severe stress.

Of that 91%, 59% said the top reason was 'Workload'.



Of those that experienced work related stress it was from ...	You 2021	You 2022	Comparator 2022	Public sector 2022
Workload	56%	59%	56%	53%
Time pressure	40%	45%	43%	43%
Dealing with clients, patients or stakeholders	15%	17%	17%	15%
Competing home and work responsibilities	12%	15%	16%	15%
Management of work (e.g. supervision, training, information, support)	15%	14%	13%	13%
Social environment (e.g. relationships with colleagues, manager and/or senior leaders)	15%	12%	13%	11%
Physical environment	11%	12%	8%	5%
Content, variety, or difficulty of work	9%	11%	12%	11%
Unclear job expectations	8%	10%	8%	12%
Other	8%	8%	9%	9%

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

11% of your staff who did the survey said they intended to work for your organisation for Over 6 months and up to 1 year.

Employees plan to work at your organisation for ...	You 2022	Comparator 2022	Public sector 2022
6 months or less	9%	6%	7%
Over 6 months and up to 1 year	11%	10%	10%
Over 1 year and up to 3 years	22%	23%	23%
Over 3 years and up to 5 years	15%	16%	16%
Over 5 years	42%	45%	44%

People outcomes

Inclusion question results

What this is

This is how included staff feel in their workplace.

Why this is important

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

How to read this

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

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

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

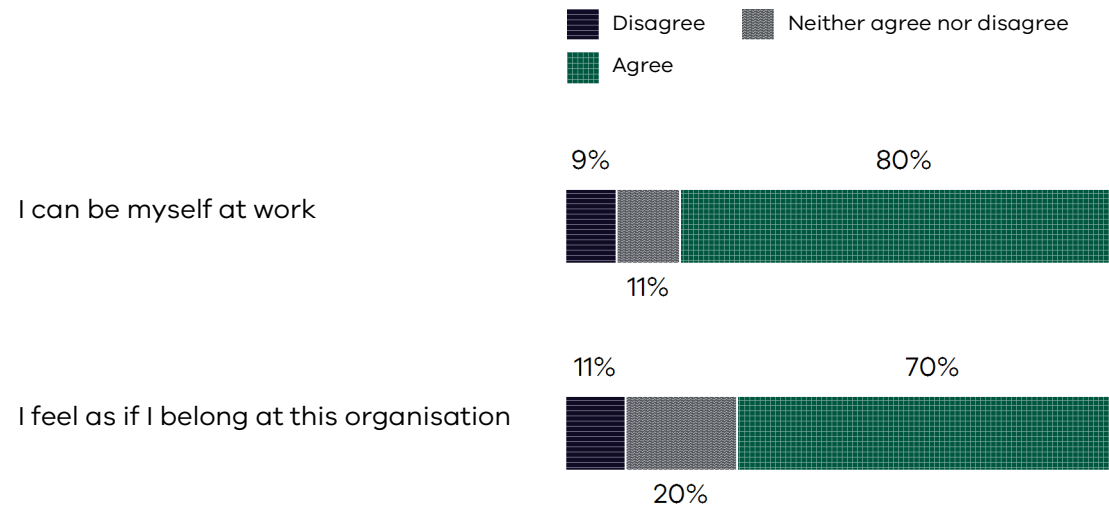
Example

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

Survey question

Your results

Benchmark agree results



	You		Comparator		
	2021	2022	Lowest	Average	Highest
I can be myself at work	Not asked	80 %	73 %	81 %	88 %
I feel as if I belong at this organisation	Not asked	70 %	68 %	75 %	80 %

People outcomes

Inclusion - Barriers to success

What this is

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

Why this is important

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

How to read this

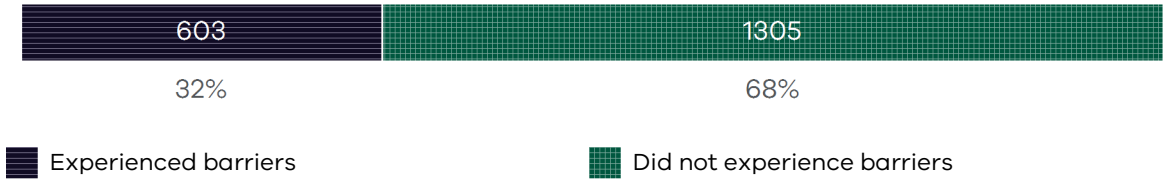
In the survey, we ask staff to tell us if they have experienced any barriers to their success at work and what those barriers were. They can select more than one barrier.

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

Example

9% of your staff who did the survey said they have experienced barriers to success in the last 12 months due to 'My caring responsibilities'.

Staff who experienced one or more barriers to success at work



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

	You 2022	Comparator 2022	Public sector 2022
My caring responsibilities	9%	7%	7%
My mental health	8%	7%	7%
My age	7%	8%	8%
Other	6%	4%	5%
My physical health	6%	4%	4%
My cultural background	5%	4%	3%
My sex	4%	4%	4%
My race	3%	2%	1%
My industrial activity	1%	1%	1%
My physical features	1%	1%	1%

People outcomes

Scorecard: emotional effects of work

What this is

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

Why this is important

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

How to read this

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

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

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

Example

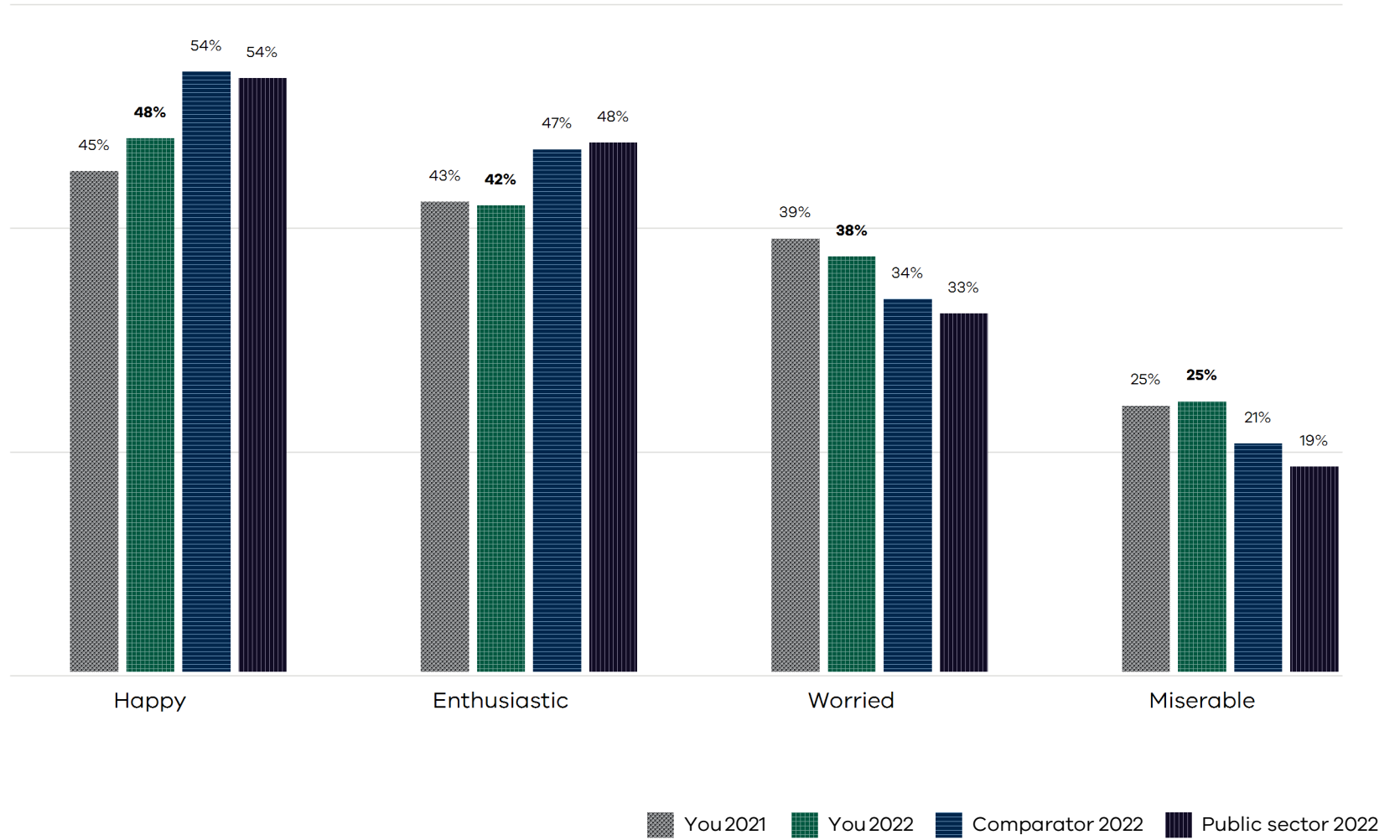
In 2022:

- 48% of your staff who did the survey said work made them feel happy in 2022, which is up from 45% in 2021

Compared to:

- 54% 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.

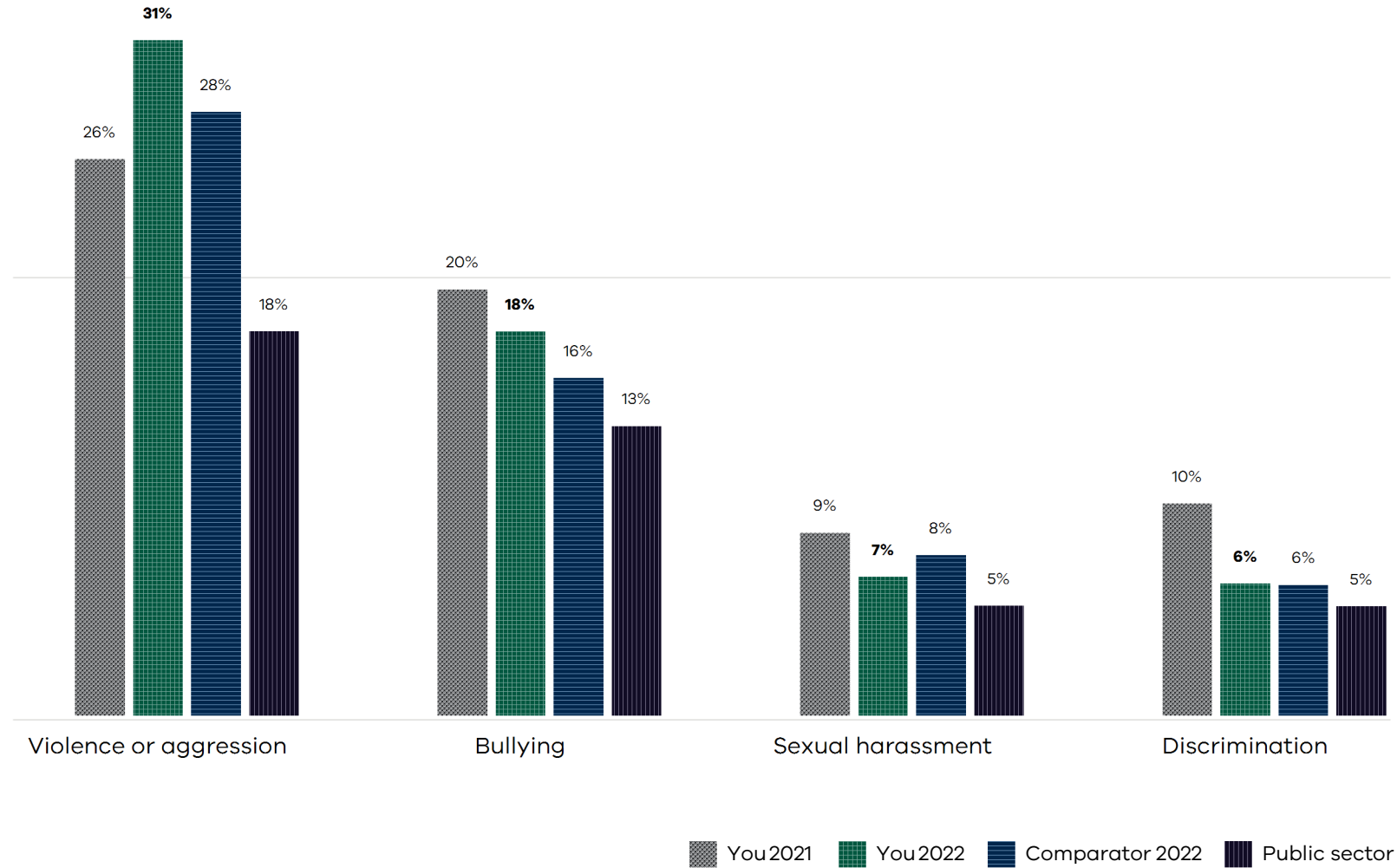
Example

In 2022:

- 31% of your staff who did the survey stated they experienced 'Violence or aggression' in the last 12 months which is up from 26% in 2021.

Compared to:

- 28% of staff at your comparator and 18% 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.

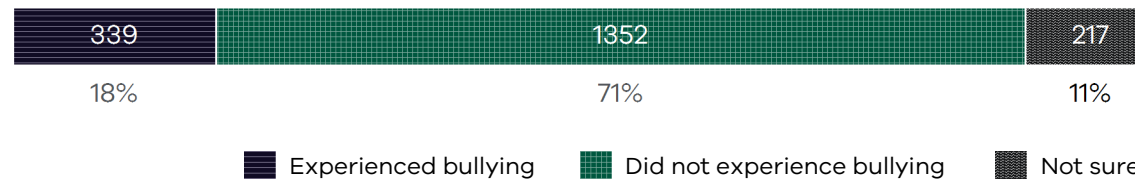
In descending order, the table shows the answers.

Example

18% of your staff who did the survey said they experienced bullying.

Of that 18%, 70% said the top type was 'Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)'.

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



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

	You 2021	You 2022	Comparator 2022	Public sector 2022
Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)	74%	70%	71%	70%
Intimidation and/or threats	43%	39%	30%	31%
Exclusion or isolation	47%	38%	38%	42%
Verbal abuse	22%	25%	22%	20%
Withholding essential information for me to do my job	29%	21%	23%	28%
Other	16%	17%	15%	15%
Being assigned meaningless tasks unrelated to the job	17%	11%	12%	12%
Being given impossible assignment(s)	14%	11%	8%	9%
Interference with my personal property and/or work equipment	4%	4%	4%	4%

People outcomes

Telling someone about the bullying

What this is

This is if staff told someone when they experienced bullying.

Why this is important

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

How to read this

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

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

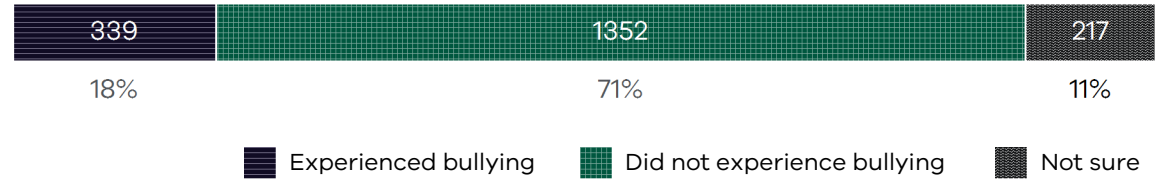
In descending order, the table shows the answers.

Example

18% of your staff who did the survey said they experienced bullying, of which

- 46% said the top way they reported the bullying was 'Told a manager'.
- 85% 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 2021	You 2022	Comparator 2022	Public sector 2022
Told a manager	50%	46%	47%	48%
Told a colleague	32%	46%	43%	41%
Told a friend or family member	40%	37%	37%	36%
Told the person the behaviour was not OK	19%	19%	17%	17%
Submitted a formal complaint	19%	15%	11%	11%
I did not tell anyone about the bullying	11%	12%	11%	12%
Told Human Resources	9%	11%	10%	12%
Told someone else	19%	10%	13%	12%
Told employee assistance program (EAP) or peer support	8%	7%	8%	9%

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

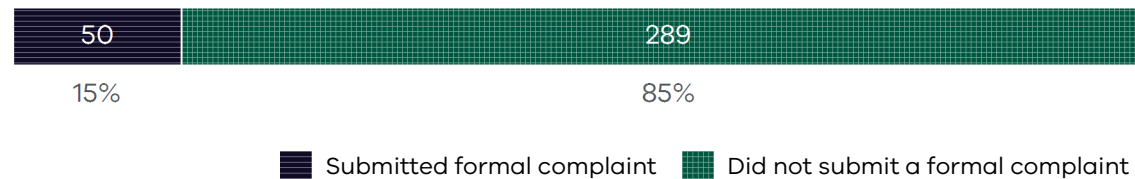
In the survey, we asked staff to tell us if they'd experienced bullying at work. We then asked them if they submitted a formal complaint. If they didn't, they could tell us with one or more answers why not. In descending order, the table shows the top 10 answers.

Example

85% of your staff who experienced bullying did not submit a formal complaint, of which:

- 54% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal complaint?



Submitted formal complaint Did not submit a formal complaint

What was your reason for not submitting a formal complaint?	You 2021	You 2022	Comparator 2022	Public sector 2022
I didn't think it would make a difference	62%	54%	52%	52%
I believed there would be negative consequences for my reputation	57%	46%	47%	49%
I believed there would be negative consequences for my career	48%	34%	34%	37%
I didn't feel safe to report the incident	26%	22%	17%	18%
I didn't think it was serious enough	11%	19%	18%	16%
I thought the complaint process would be embarrassing or difficult	20%	13%	12%	12%
I believed there would be negative consequences for the person I was going to complain about	7%	12%	11%	9%
Other	8%	11%	11%	11%
I didn't know how to make a complaint	4%	9%	6%	5%
I didn't need to because I no longer had contact with the person(s) who bullied me	5%	8%	7%	7%

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, 18% 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.

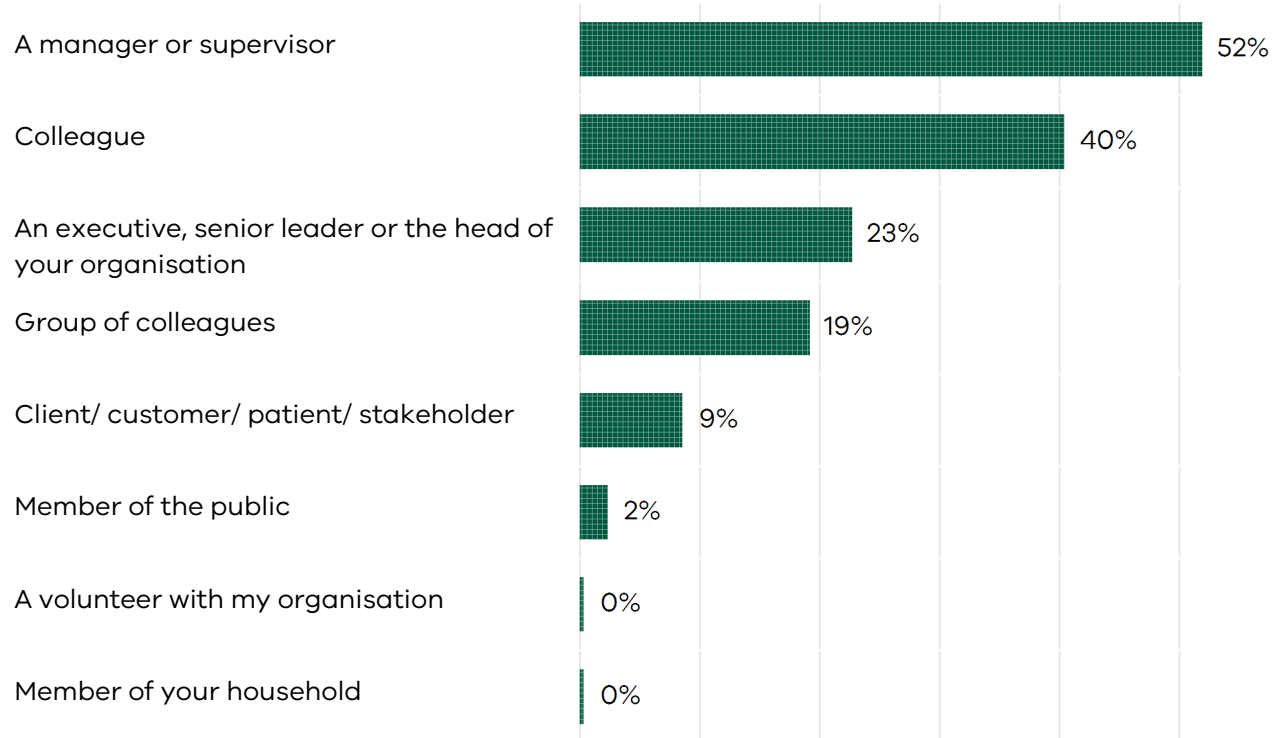
Each row is one perpetrator or group of perpetrators.

Example

18% of your staff who did the survey said they experienced bullying.

Of that 18%, 52% said it was by 'A manager or supervisor'.

339 people (18% 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, 18% 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.

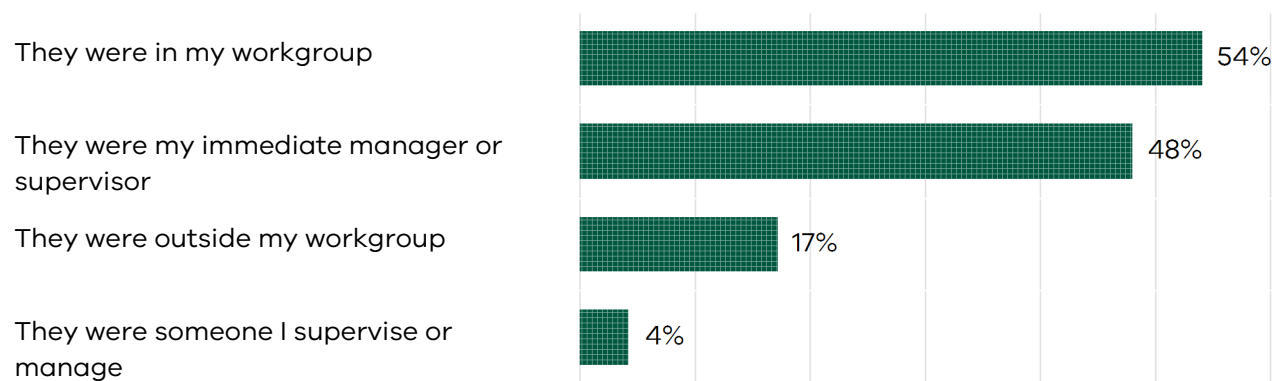
Example

18% of your staff who did the survey said they experienced bullying.

Of that 18%, 98% said it was by someone within the organisation.

Of that 98%, 54% said it was 'They were in my workgroup'.

331 people (98% 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.

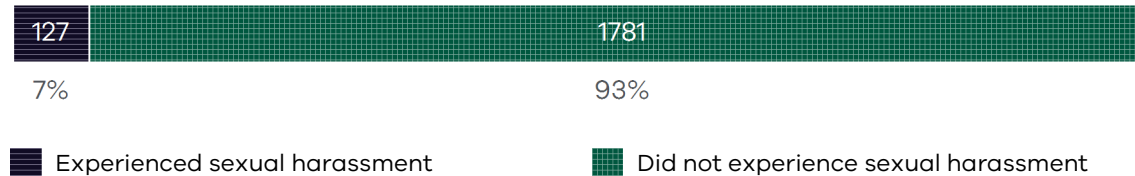
In descending order, the table shows the top 10 answers.

Example

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

Of those, 56% said the top type was 'Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)'.
'

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



Behaviours reported	You 2021	You 2022	Comparator 2022	Public sector 2022
Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)	50%	56%	54%	53%
Intrusive questions about your private life or comments about your physical appearance	48%	50%	51%	48%
Inappropriate physical contact (including momentary or brief physical contact)	20%	25%	25%	20%
Unwelcome touching, hugging, cornering or kissing	21%	22%	19%	16%
Inappropriate staring or leering that made you feel intimidated	14%	19%	18%	16%
Sexual gestures, indecent exposure or inappropriate display of the body	3%	11%	12%	8%
Repeated or inappropriate invitations to go out on dates	6%	6%	4%	4%
Any other unwelcome conduct of a sexual nature	3%	4%	9%	7%
Repeated or inappropriate advances on email, social networking websites or internet chat rooms by a work colleague	2%	2%	1%	2%
Request or pressure for sex or other sexual acts	2%	2%	2%	2%

People outcomes

Response to sexual harassment

What this is

This is how staff responded when they experienced sexual harassment.

Why this is important

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

How to read this

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

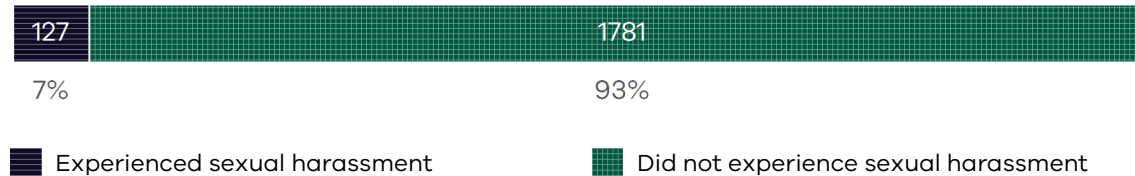
If they did, they could tell us with one or more answers how they responded.

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

Example

7% of your staff who did the survey said they experienced sexual harassment. Of those, 41% 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 2021	You 2022	Comparator 2022	Public sector 2022
Pretended it didn't bother you	53%	41%	39%	41%
Told the person the behaviour was not OK	41%	40%	41%	33%
Tried to laugh it off or forget about it	36%	37%	35%	36%
Avoided the person(s) by staying away from them	45%	30%	34%	33%
Told a colleague	32%	25%	32%	27%
Told a manager	17%	21%	23%	20%
Told a friend or family member	17%	16%	21%	20%
Avoided locations where the behaviour might occur	21%	8%	13%	12%
Submitted a formal complaint	9%	7%	6%	5%
Told someone else	8%	6%	6%	5%

People outcomes

Sexual harassment - reasons for not submitting a formal complaint

What this is

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

Why this is important

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

How to read this

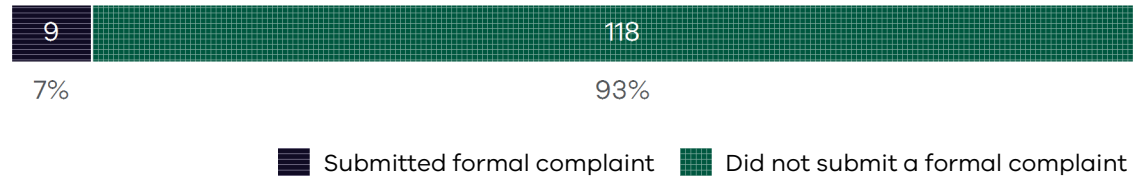
In the survey, we asked staff to tell us if they'd experienced sexual harassment at work. We then asked them if they submitted a formal complaint. If they did not, they could tell us with one or more answers why not. In descending order, the table shows the top 10 answers.

Example

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

- 55% said the top reason was 'I didn't think it was serious enough'.

Did you submit a formal complaint?



Submitted formal complaint Did not submit a formal complaint

What was your reason for not submitting a formal complaint?	You 2021	You 2022	Comparator 2022	Public sector 2022
I didn't think it was serious enough	38%	55%	48%	46%
I didn't think it would make a difference	48%	49%	39%	40%
I believed there would be negative consequences for my reputation	23%	20%	18%	25%
I believed there would be negative consequences for the person I was going to complain about	10%	15%	10%	10%
I didn't need to because I made the harassment stop	17%	11%	13%	11%
I believed there would be negative consequences for my career	20%	9%	12%	17%
I didn't need to because I no longer had contact with the person(s) who harassed me	12%	9%	11%	9%
I thought the complaint process would be embarrassing or difficult	8%	8%	9%	10%
I didn't know how to make a complaint	0%	8%	5%	5%
Other	15%	6%	12%	10%

People outcomes

Perpetrators of sexual harassment

What this is

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

Why this is important

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

How to read this

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

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

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

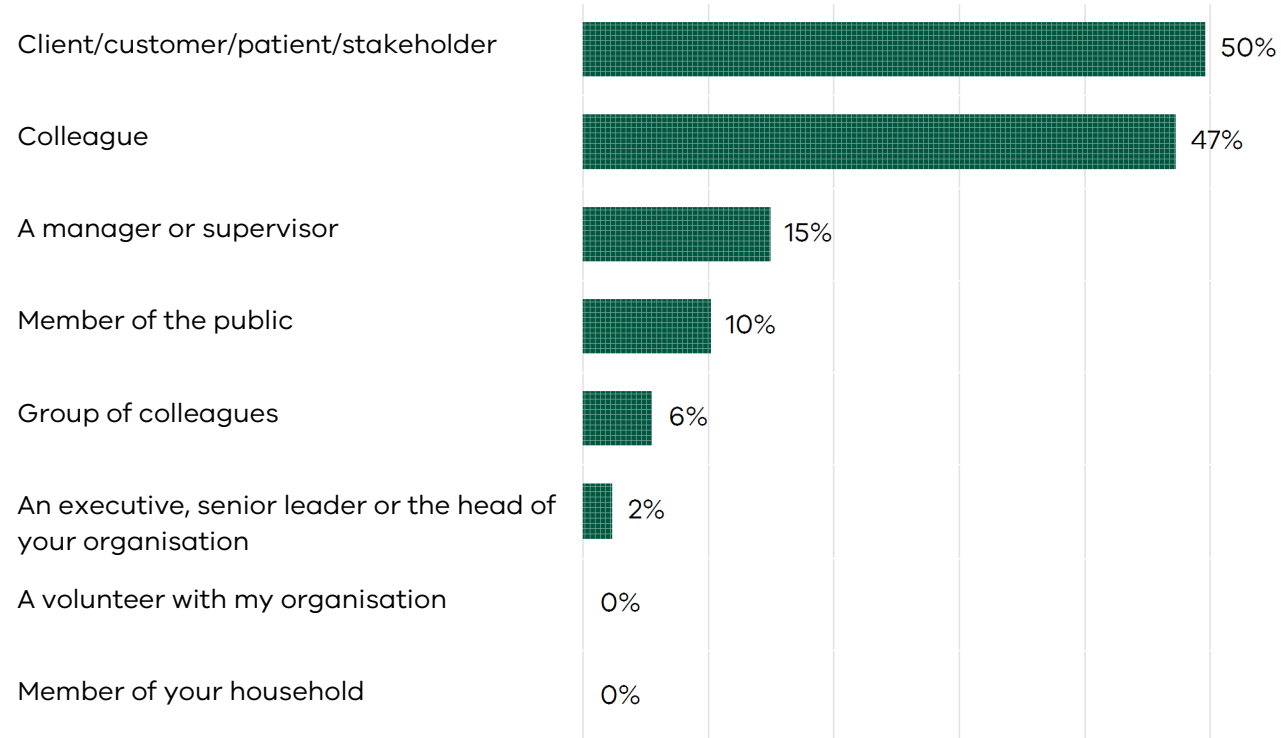
Each row is one perpetrator or group of perpetrators.

Example

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

Of that 7%, 50% said it was by 'Client/customer/patient/stakeholder'.

127 people (7% 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, 7% of your staff said they experienced sexual harassment.

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

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

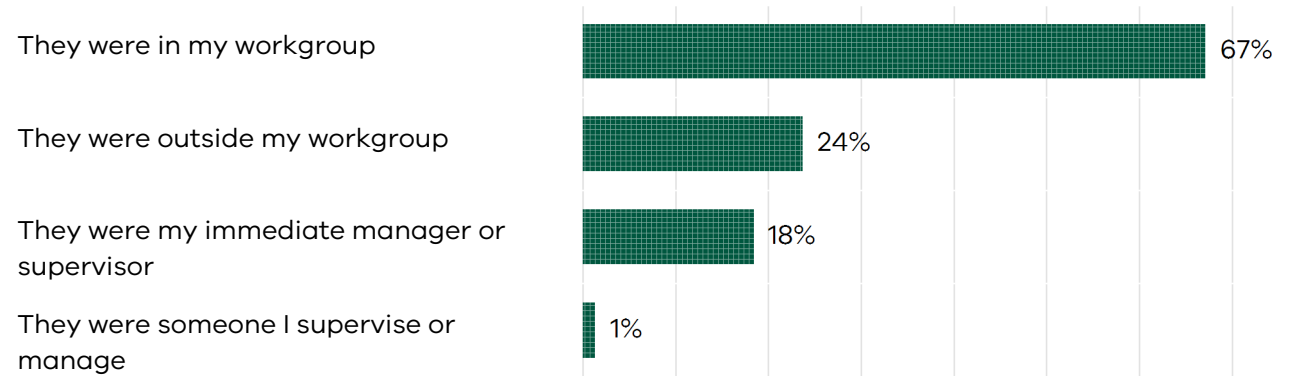
Example

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

Of that 7%, 60% said it was by someone within the organisation.

Of that 60%, 67% said it was 'They were in my workgroup'.

76 people (60% of staff who experienced harassment) experienced harassment from within your organisation (You2022)



People outcomes

Discrimination

What this is

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

Why this is important

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

How to read this

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

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

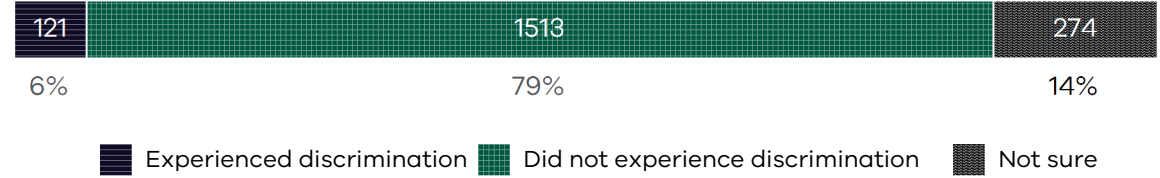
In descending order, the table shows the top 10 answers.

Example

6% of your staff who did the survey said they experienced discrimination.

Of that 6%, 36% said it was 'Employment activity'.

Have you experienced discrimination at work?



Why were you discriminated against?

	You 2021	You 2022	Comparator 2022	Public sector 2022
Employment activity	39%	36%	30%	30%
Race	21%	25%	23%	16%
Age	26%	18%	26%	28%
Parent or carer status (including pregnancy and breastfeeding)	20%	17%	14%	13%
Sex	16%	12%	16%	18%
Physical features	0%	10%	8%	7%
Disability	0%	8%	8%	8%

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.

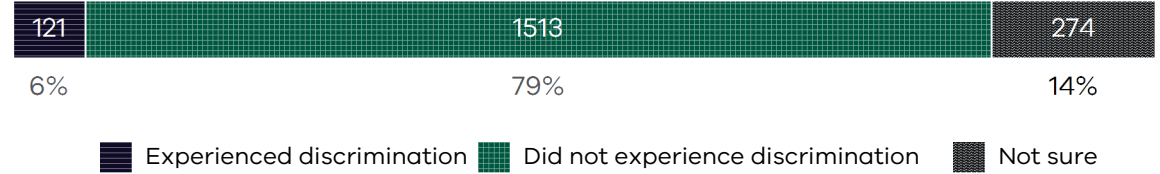
In descending order, the table shows the top 10 types.

Example

6% of your staff who did the survey said they experienced discrimination.

Of that 6%, 44% said it was 'Opportunities for promotion'.

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



If you experienced discrimination, what type of discrimination did you experience?	You 2021	You 2022	Comparator 2022	Public sector 2022
Opportunities for promotion	49%	44%	32%	36%
Other	30%	33%	40%	39%
Denied flexible work arrangements or other adjustments	39%	31%	26%	22%
Opportunities for training	37%	27%	22%	22%
Access to leave	16%	19%	11%	9%
Pay or conditions offered by employer	17%	18%	10%	11%
Employment security - threats of dismissal or termination	16%	12%	12%	14%
Opportunities for transfer/secondment	11%	9%	9%	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.

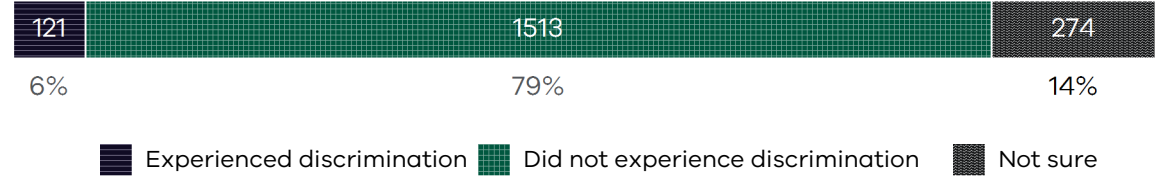
In descending order, the table shows the answers.

Example

6% of your staff who did the survey said they experienced discrimination, of which

- 45% said the top way they reported the discrimination was 'Told a colleague'.
- 89% 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 2021	You 2022	Comparator 2022	Public sector 2022
Told a colleague	46%	45%	38%	37%
Told a friend or family member	30%	32%	37%	34%
I did not tell anyone about the discrimination	26%	28%	23%	24%
Told a manager	24%	25%	24%	28%
Told someone else	20%	14%	15%	14%
Submitted a formal complaint	12%	11%	7%	8%
Told Human Resources	7%	10%	9%	11%
Told employee assistance program (EAP) or peer support	0%	7%	6%	8%
Told the person the behaviour was not OK	8%	7%	10%	9%

People outcomes

Discrimination - reasons for not submitting a formal complaint

What this is

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

Why this is important

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

How to read this

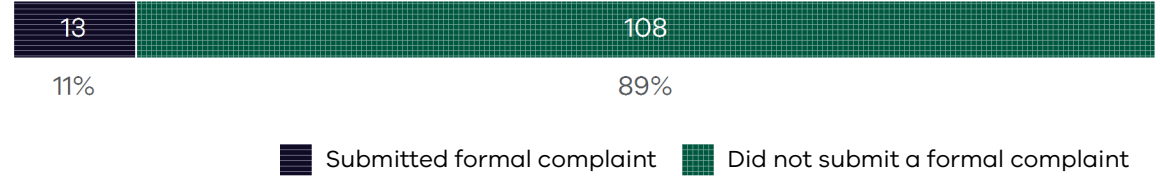
In the survey, we asked staff to tell us if they'd experienced discrimination at work. We then asked them if they submitted a formal complaint. If they did not, they could tell us with one or more answers why not. In descending order, the table shows the top 10 answers.

Example

89% of your staff who experienced discrimination 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 2021	You 2022	Comparator 2022	Public sector 2022
I didn't think it would make a difference	72%	60%	60%	59%
I believed there would be negative consequences for my reputation	57%	45%	48%	50%
I believed there would be negative consequences for my career	54%	44%	46%	49%
I didn't feel safe to report the incident	22%	23%	20%	19%
I believed there would be negative consequences for the person I was going to complain about	12%	10%	8%	8%
I was advised not to	6%	10%	4%	4%
I didn't know who to talk to	0%	8%	8%	7%
Other	3%	8%	8%	8%
I thought the complaint process would be embarrassing or difficult	16%	7%	12%	12%
I didn't know how to make a complaint	3%	6%	5%	5%

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, 6% 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.

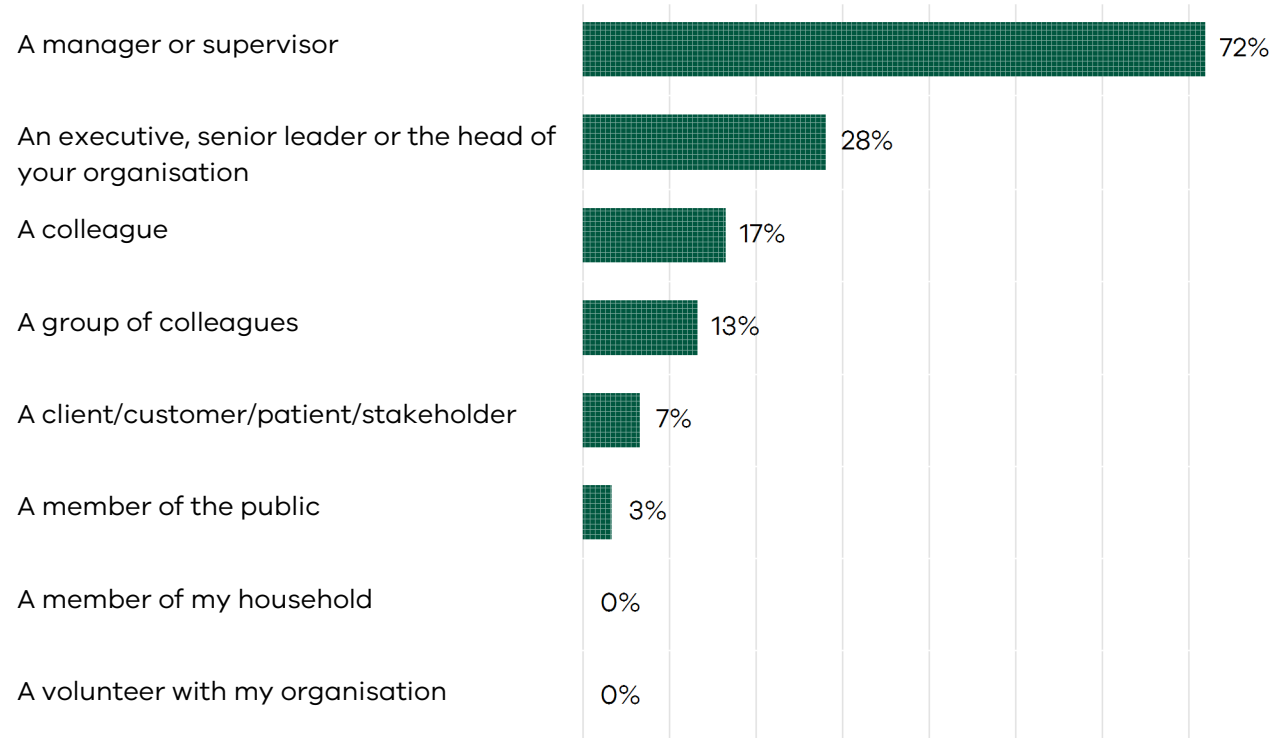
Each row is one perpetrator or group of perpetrators.

Example

6% of your staff who did the survey said they experienced discrimination.

Of that 6%, 72% said it was by 'A manager or supervisor'.

121 people (6% 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, 6% 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.

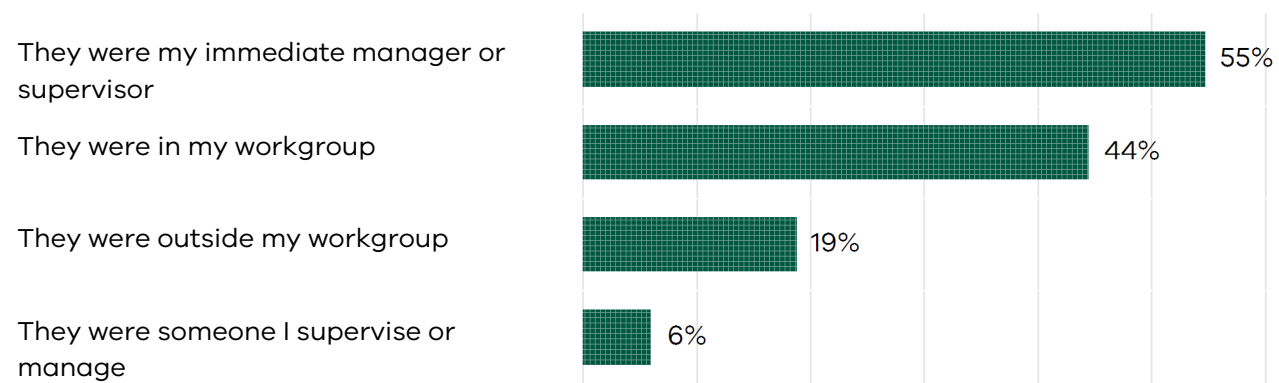
Example

6% of your staff who did the survey said they experienced discrimination.

Of that 6%, 97% said it was by someone within the organisation.

Of that 97%, 55% said it was 'They were my immediate manager or supervisor'.

117 people (97% 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.

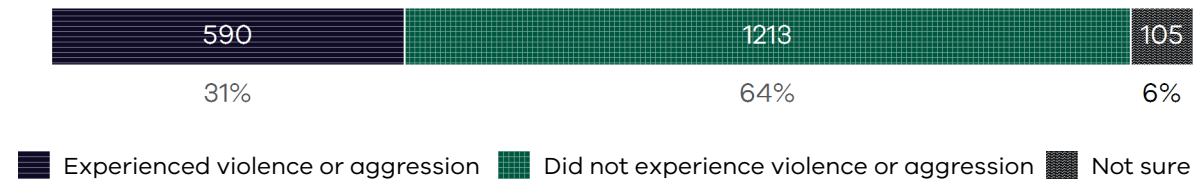
In descending order, the table shows the answers.

Example

31% of your staff who did the survey said they experienced violence or aggression.

Of that 31%, 88% said it was from 'Abusive language'.

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 2021	You 2022	Comparator 2022	Public sector 2022
Abusive language	86%	88%	86%	82%
Intimidating behaviour	74%	72%	70%	68%
Threats of violence	33%	44%	40%	37%
Physical assault (e.g. spitting, hitting, punching, pushing, tripping, grabbing, throwing objects)	26%	32%	31%	28%
Damage to my property or work equipment	8%	14%	9%	8%
Other	4%	4%	3%	4%
Stalking, including cyber-stalking	1%	1%	1%	1%

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.

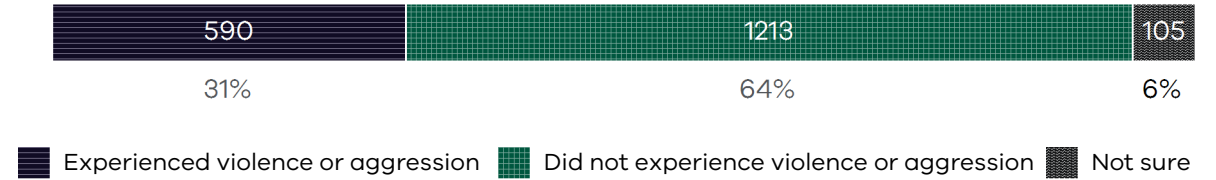
In descending order, the table shows the answers.

Example

31% of your staff who did the survey said they experienced violence or aggression, fo which

- 55% said the top way they reported the violence or aggression was 'Told a manager'
- 66% 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 2021	You 2022	Comparator 2022	Public sector 2022
Told a manager	43%	55%	56%	56%
Told a colleague	46%	49%	50%	47%
Told the person the behaviour was not OK	33%	38%	39%	34%
Submitted a formal incident report	29%	34%	34%	32%
Told a friend or family member	23%	22%	22%	20%
I did not tell anyone about the incident(s)	12%	7%	6%	7%
Told someone else	9%	7%	6%	6%
Told Human Resources	3%	2%	2%	4%
Told employee assistance program (EAP) or peer support	1%	2%	3%	4%

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

66% of your staff who experienced violence or aggression did not submit a formal incident report, of which:

- 45% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal incident report?



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

	You 2021	You 2022	Comparator 2022	Public sector 2022
I didn't think it would make a difference	50%	45%	39%	40%
I didn't think it was serious enough	39%	35%	34%	32%
Other	17%	21%	21%	20%
I didn't need to because I no longer had contact with the person(s) who was aggressive or violent to me	22%	19%	17%	16%
I didn't need to because I made the violence or aggression stop	17%	15%	17%	15%
I believed there would be negative consequences for my reputation	9%	8%	10%	14%
I believed there would be negative consequences for my career	8%	5%	7%	10%
I didn't feel safe to report the incident	4%	4%	3%	4%
I thought the complaint process would be embarrassing or difficult	4%	4%	3%	4%
I didn't know how to make a complaint	1%	3%	4%	4%

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.

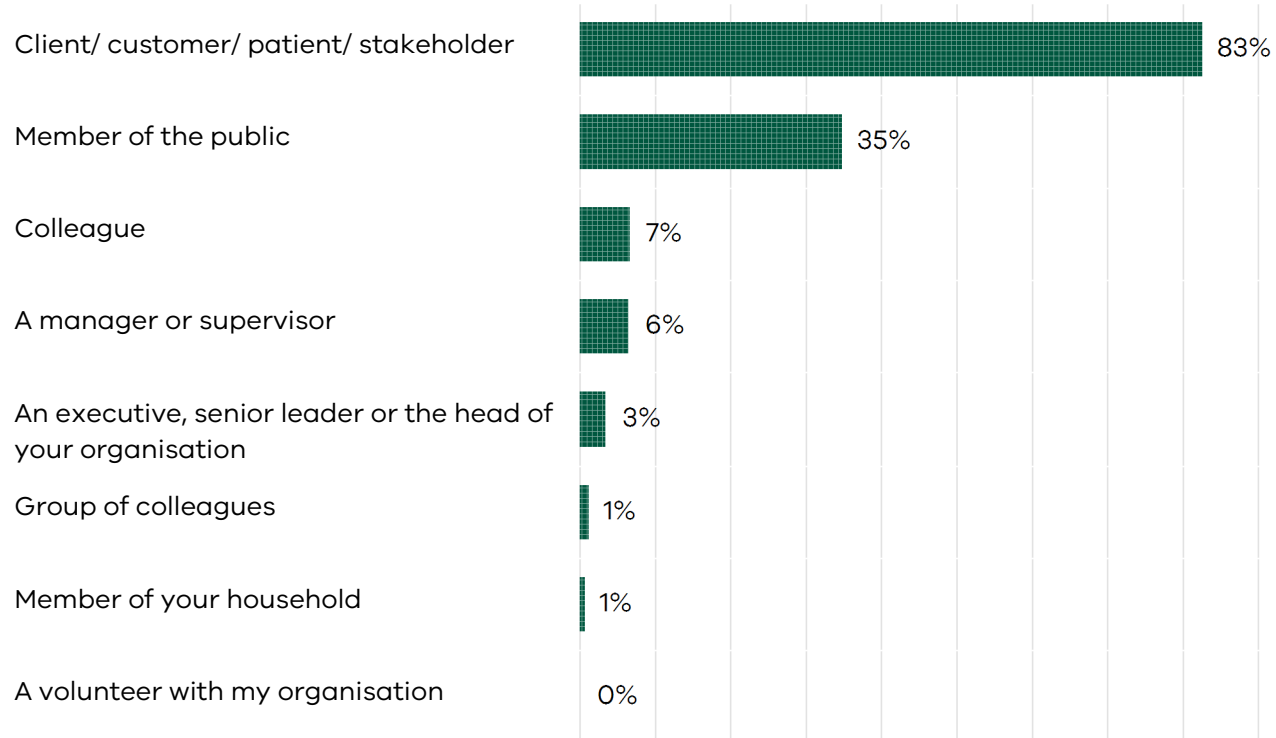
Each row is one perpetrator or a group of perpetrators.

Example

31% of your staff who did the survey said they experienced violence or aggression.

Of that 31%, 83% said it was 'Client/ customer/ patient/ stakeholder'.

590 people (31% 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, 31% 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.

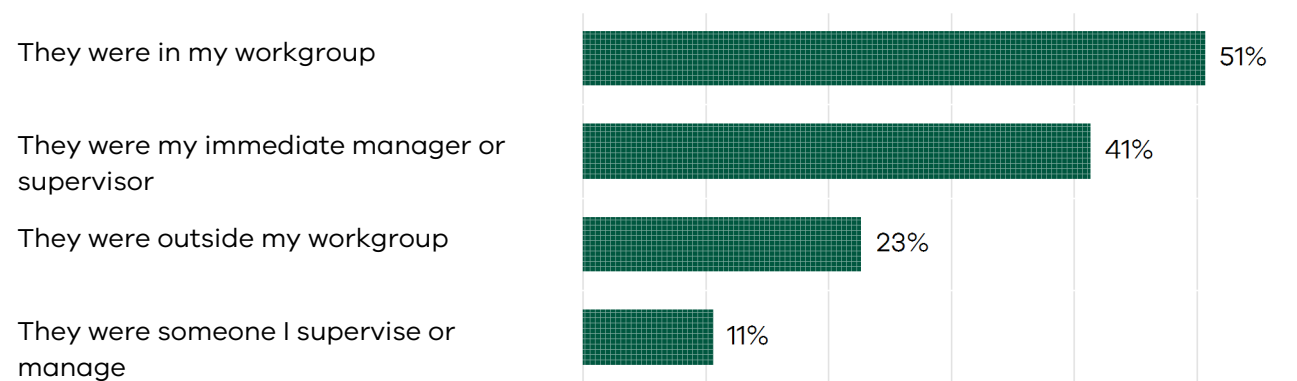
Example

31% of your staff who did the survey said they experienced violence or aggression.

Of that 31%, 13% said it was by someone within the organisation.

Of that 13%, 51% said it was 'They were in my workgroup'.

75 people (13% of staff who experienced violence or aggression) experienced violence or aggression from within your organisation (You2022)



People outcomes

Negative behaviour — satisfaction with making a formal complaint

What this is

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

Why this is important

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

How to read this

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

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

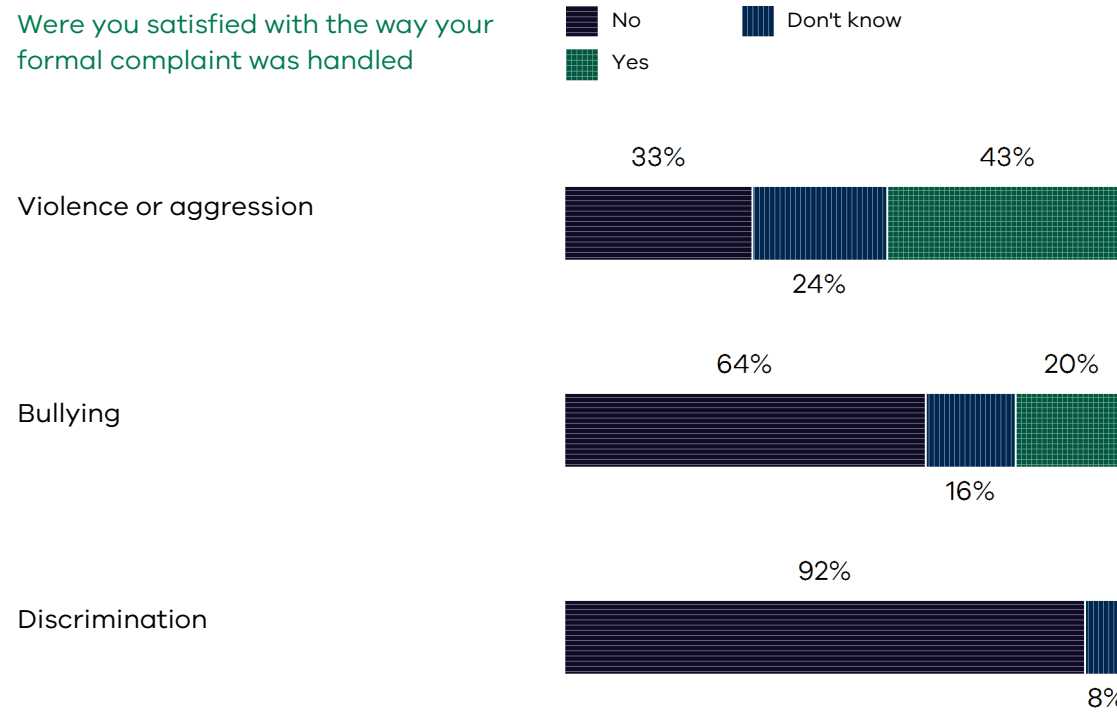
Example

43% of staff who did the survey were satisfied with the way your organisation handled their formal 'Violence or aggression' complaint.

Survey question

Were you satisfied with the way your formal complaint was handled

Your results



Benchmark satisfied results

You		Comparator		
2021	2022	Lowest	Average	Highest
49 %	43 %	27 %	57 %	64 %
11 %	20 %	0 %	27 %	64 %
Not asked	0 %	0 %	18 %	100 %

People matter survey

wellbeing check 2022

Have your say

Overview

Report overview

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

Result summary

People outcomes

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate
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Workgroup climate

- Scorecard
- Quality service delivery
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- Workgroup support
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Job and manager factors

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

Public sector values

- Scorecard
- Responsiveness
- Integrity
- Impartiality
- Accountability
- Respect
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Demographics

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

Key differences

Highest scoring questions

What this is

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

How to read this

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

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

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

Example

On the first row 'Job enrichment', the 'You 2022' column shows 93% of your staff agreed with 'I can use my skills and knowledge in my job'.

This question was not asked in 2021.

Question group	Highest scoring questions	You 2022	Change from 2021	Comparator 2022
Job enrichment	I can use my skills and knowledge in my job	93%	Not asked in 2021	94%
Meaningful work	I achieve something important through my work	92%	+11%	92%
Meaningful work	I can make a worthwhile contribution at work	91%	Not asked in 2021	93%
Job enrichment	I understand how my job helps my organisation achieve it's goals	90%	Not asked in 2021	92%
Job enrichment	I clearly understand what I am expected to do in this job	90%	+6%	90%
Meaningful work	I get a sense of accomplishment from my work	83%	+9%	85%
Collaboration	I am able to work effectively with others outside my immediate workgroup	82%	-6%	86%
Safe to speak up	I feel culturally safe at work	82%	+10%	84%
Manager leadership	My manager treats employees with dignity and respect	81%	+4%	84%
Inclusion	I can be myself at work	80%	Not asked in 2021	81%

Key differences

Lowest scoring questions

What this is

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

How to read this

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

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

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

Example

On the first row 'Taking action', the 'You 2022' column shows 24% of your staff agreed with 'My organisation has made improvements based on the survey results from last year'.

This question was not asked in 2021.

Question subgroup	Lowest scoring questions	You 2022	Change from 2021	Comparator 2022
Taking action	My organisation has made improvements based on the survey results from last year	24%	Not asked in 2021	27%
Safety climate	All levels of my organisation are involved in the prevention of stress	37%	+1%	44%
Taking action	I believe my organisation will make improvements based on the results of this survey	41%	Not asked in 2021	47%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	43%	+0%	50%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	44%	-8%	50%
Organisational integrity	I believe the promotion processes in my organisation are fair	44%	Not asked in 2021	47%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	45%	+1%	51%
Workload	I have enough time to do my job effectively	48%	+2%	51%
Organisational integrity	I have an equal chance at promotion in my organisation	49%	Not asked in 2021	51%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	50%	+6%	56%

Key differences

Most improved

What this is

This is where staff feel their organisation has most improved.

How to read this

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

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

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

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

Example

On the first row 'Meaningful work', the 'You 2022' column shows 92% of your staff agreed with 'I achieve something important through my work'.

In the 'Increase from 2021' column, you have a 11% increase, which is a positive trend.

Question group	Most improved from last year	You 2022	Increase from 2021	Comparator 2022
Meaningful work	I achieve something important through my work	92%	+11%	92%
Safe to speak up	I feel culturally safe at work	82%	+10%	84%
Meaningful work	I get a sense of accomplishment from my work	83%	+9%	85%
Satisfaction	How satisfied are you with your career development within your current organisation	60%	+8%	60%
Learning and development	I am developing and learning in my role	75%	+8%	76%
Learning and development	I am satisfied with the way my learning and development needs have been addressed in the last 12 months	56%	+7%	58%
Safe to speak up	I feel safe to challenge inappropriate behaviour at work	62%	+7%	66%
Manager support	My manager provides me with enough support when I need it	74%	+7%	76%
Workgroup support	People in my workgroup are politically impartial in their work	70%	+6%	73%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	50%	+6%	56%

Key differences

Most declined

What this is

This is where staff feel their organisation has most declined.

How to read this

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

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

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

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

Example

On the first row 'Engagement', the 'You 2022' column shows 58% of your staff agreed with 'I am proud to tell others I work for my organisation'.

In the 'Decrease from 2021' column, you have a 8% decrease, which is a negative trend.

Question subgroup	Largest decline from last year	You 2022	Decrease from 2021	Comparator 2022
Engagement	I am proud to tell others I work for my organisation	58%	-8%	79%
Engagement	I would recommend my organisation as a good place to work	56%	-8%	71%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	44%	-8%	50%
Collaboration	I am able to work effectively with others outside my immediate workgroup	82%	-6%	86%
Organisational integrity	My organisation is committed to earning a high level of public trust	65%	-6%	81%
Engagement	I feel a strong personal attachment to my organisation	54%	-4%	64%
Engagement	My organisation motivates me to help achieve its objectives	55%	-4%	65%
Patient safety climate	The culture in my work area makes it easy to learn from the errors of others	61%	-3%	66%
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	71%	-3%	73%
Quality service delivery	My workgroup has clear lines of responsibility	72%	-2%	75%

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 'Learning and development', the 'You 2022' column shows 54% of your staff agreed with 'I am satisfied with the opportunities to progress in my organisation'.

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

Question group	Biggest positive difference from comparator	You 2022	Difference	Comparator 2022
Learning and development	I am satisfied with the opportunities to progress in my organisation	54%	+1%	53%

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 'Patient safety climate', the 'You2022' column shows 51% of your staff agreed with 'I would recommend a friend or relative to be treated as a patient here'.

The 'difference' column, shows that agreement for this question was 26 percentage points lower in your organisation than in your comparator.

Question subgroup	Biggest negative difference from comparator	You 2022	Difference	Comparator 2022
Patient safety climate	I would recommend a friend or relative to be treated as a patient here	51%	-26%	77%
Engagement	I am proud to tell others I work for my organisation	58%	-21%	79%
Organisational integrity	My organisation is committed to earning a high level of public trust	65%	-16%	81%
Engagement	I would recommend my organisation as a good place to work	56%	-14%	71%
Engagement	My organisation inspires me to do the best in my job	55%	-12%	67%
Safety climate	My organisation provides a physically safe work environment	68%	-11%	79%
Engagement	I feel a strong personal attachment to my organisation	54%	-10%	64%
Engagement	My organisation motivates me to help achieve its objectives	55%	-10%	65%
Quality service delivery	My workgroup provides high quality advice and services	71%	-9%	80%
Patient safety climate	This health service does a good job of training new and existing staff	50%	-9%	59%

People matter survey

wellbeing check 2022

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- Your comparator group
- Your response rate

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

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

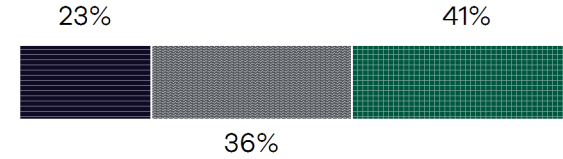
41% of your staff who did the survey agreed or strongly agreed with 'I believe my organisation will make improvements based on the results of this survey'.

Survey question

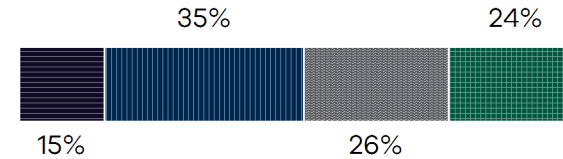
Your results

Benchmark agree results

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



My organisation has made improvements based on the survey results from last year



	You		Comparator		
	2021	2022	Lowest	Average	Highest
I believe my organisation will make improvements based on the results of this survey	Not asked	41 %	37 %	47 %	61 %
My organisation has made improvements based on the survey results from last year	Not asked	24 %	20 %	27 %	42 %

People matter survey

wellbeing check 2022

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- Primary role

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.

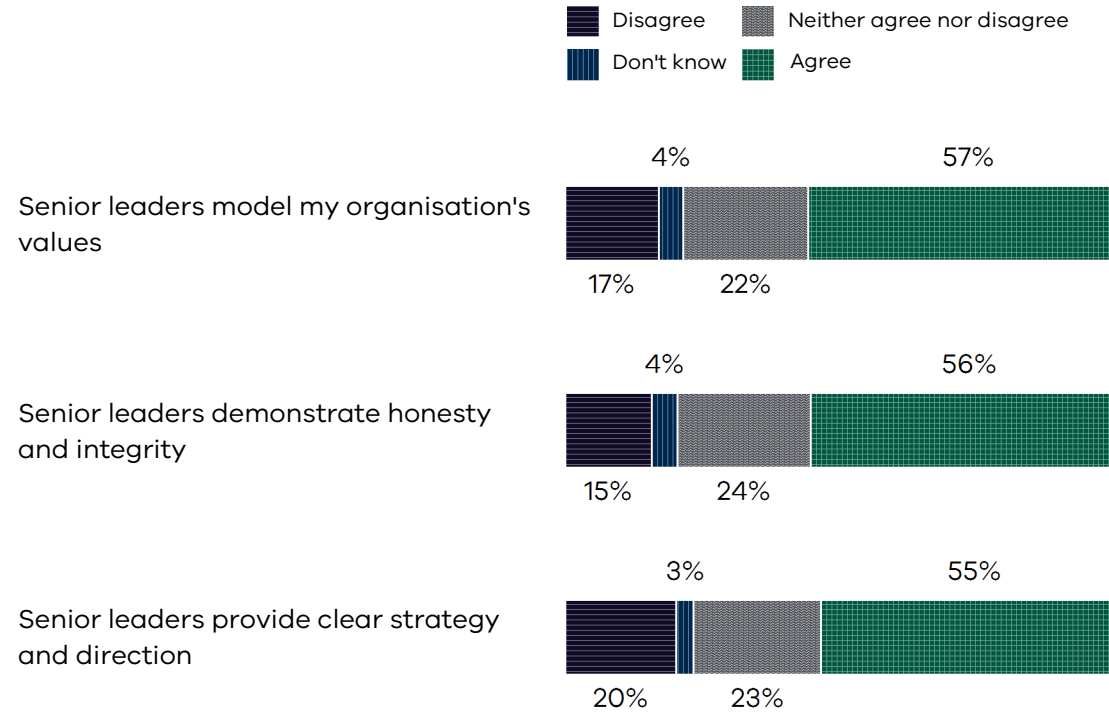
Example

57% of your staff who did the survey agreed or strongly agreed with 'Senior leaders model my organisation's values'.

Survey question

Your results

Benchmark agree results



You		Comparator		
2021	2022	Lowest	Average	Highest
57 %	57 %	54 %	65 %	86 %
54 %	56 %	51 %	64 %	81 %
51 %	55 %	52 %	63 %	80 %

People matter survey

wellbeing check 2022

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Organisational climate

Scorecard

What this is

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

Why this is important

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

How to read this

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

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

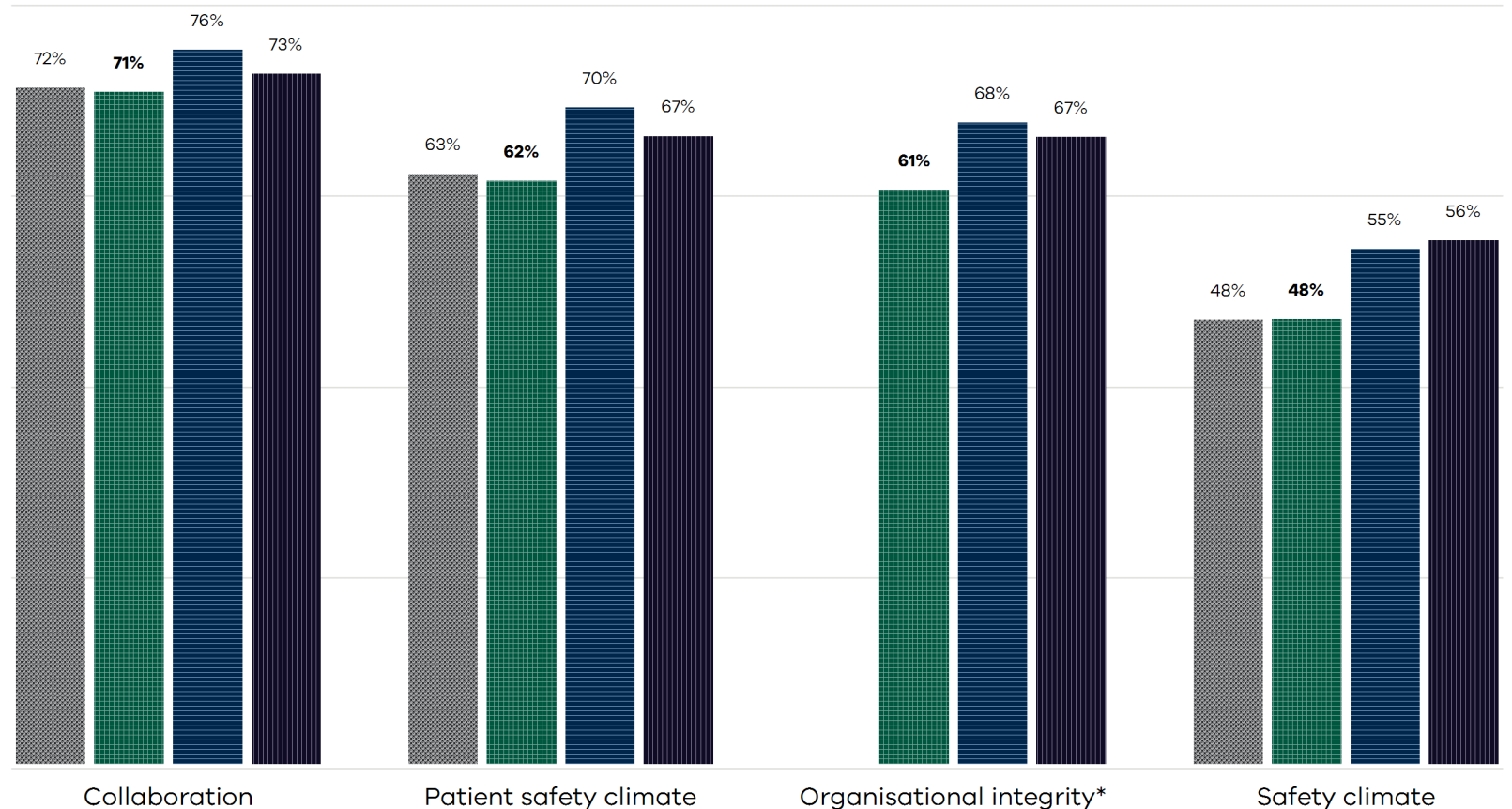
Example

In 2022:

- 71% of your staff who did the survey responded positively to questions about Collaboration which is down from 72% in 2021.

Compared to:

- 76% 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

■ You 2021 ■ You 2022 ■ Comparator 2022 ■ Public sector 2022

Organisational climate

Organisational integrity 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

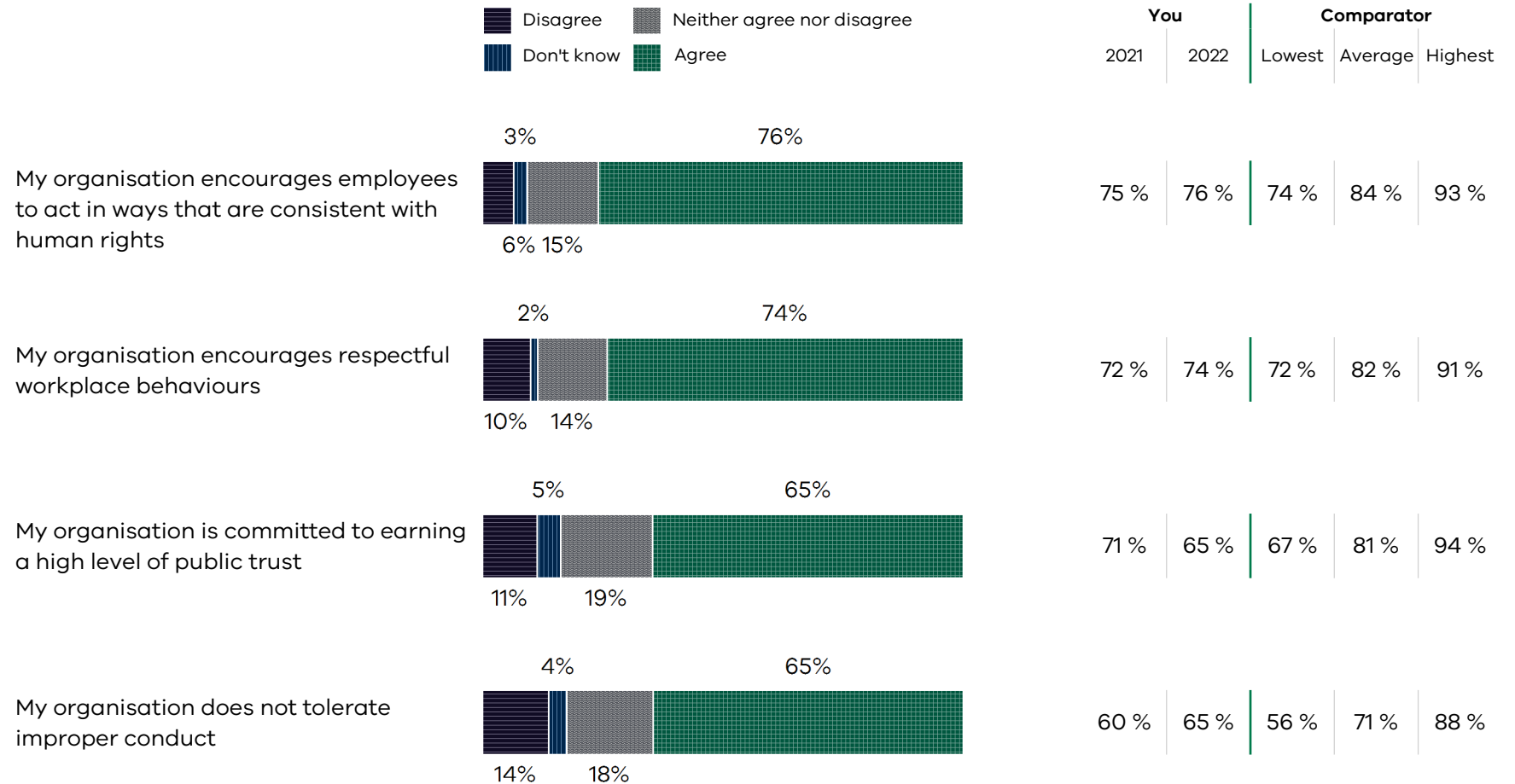
Example

76% 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



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.

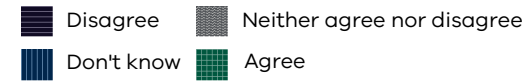
Example

59% of your staff who did the survey agreed or strongly agreed with 'I believe the recruitment processes in my organisation are fair'.

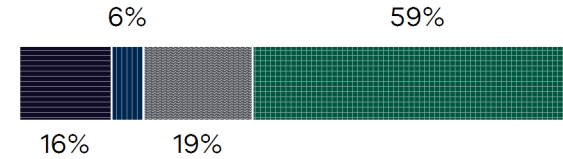
Survey question

Your results

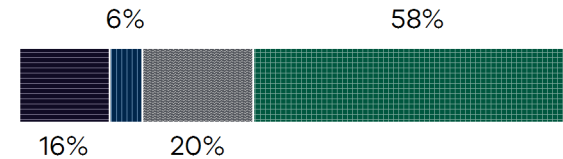
Benchmark agree results



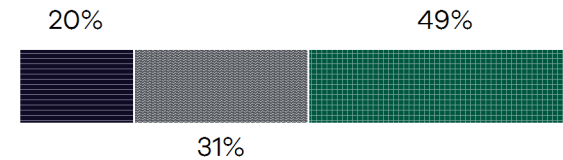
I believe the recruitment processes in my organisation are fair



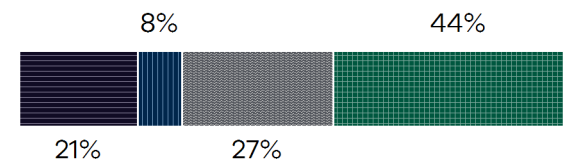
My organisation takes steps to eliminate bullying, harassment and discrimination



I have an equal chance at promotion in my organisation



I believe the promotion processes in my organisation are fair



	You		Comparator		
	2021	2022	Lowest	Average	Highest
I believe the recruitment processes in my organisation are fair	Not asked	59 %	55 %	64 %	78 %
My organisation takes steps to eliminate bullying, harassment and discrimination	57 %	58 %	58 %	66 %	80 %
I have an equal chance at promotion in my organisation	Not asked	49 %	44 %	51 %	57 %
I believe the promotion processes in my organisation are fair	Not asked	44 %	40 %	47 %	53 %

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.

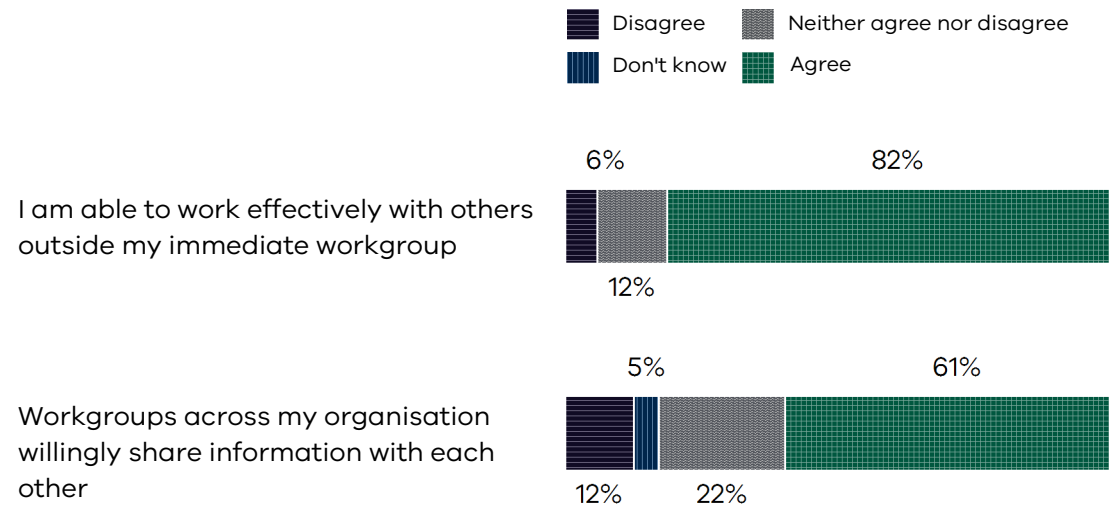
Example

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



You		Comparator		
2021	2022	Lowest	Average	Highest
88 %	82 %	79 %	86 %	93 %
56 %	61 %	52 %	66 %	74 %

Organisational climate

Safety climate 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

68% of your staff who did the survey agreed or strongly agreed with 'My organisation provides a physically safe work environment'.

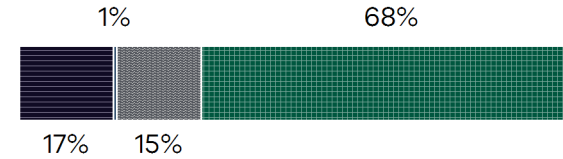
Survey question

Your results

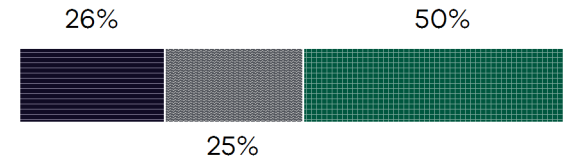
Benchmark agree results



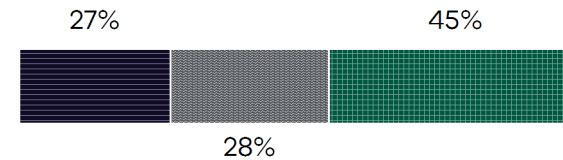
My organisation provides a physically safe work environment



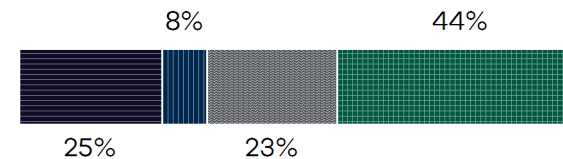
Senior leaders consider the psychological health of employees to be as important as productivity



Senior leaders show support for stress prevention through involvement and commitment



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



You		Comparator		
2021	2022	Lowest	Average	Highest
67 %	68 %	62 %	79 %	93 %
44 %	50 %	48 %	56 %	73 %
44 %	45 %	42 %	51 %	64 %
51 %	44 %	40 %	50 %	69 %

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.

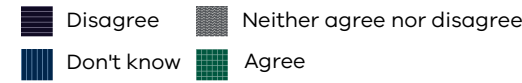
Example

43% of your staff who did the survey agreed or strongly agreed with 'In my workplace, there is good communication about psychological safety issues that affect me'.

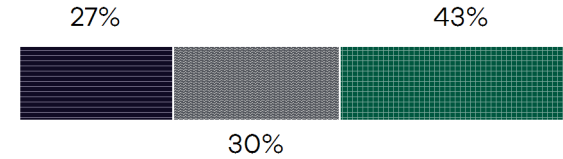
Survey question

Your results

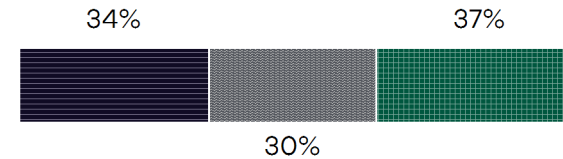
Benchmark agree results



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



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



You		Comparator		
2021	2022	Lowest	Average	Highest
43 %	43 %	42 %	50 %	63 %
36 %	37 %	36 %	44 %	64 %

Organisational climate

Patient safety climate 1 of 2

What this is

This is the safety culture in a healthcare workplace.

Why this is important

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

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

How to read this

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

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

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

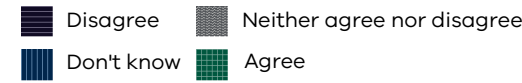
Example

78% of your staff who did the survey agreed or strongly agreed with 'I am encouraged by my colleagues to report any patient safety concerns I may have'.

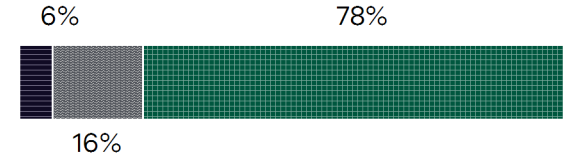
Survey question

Your results

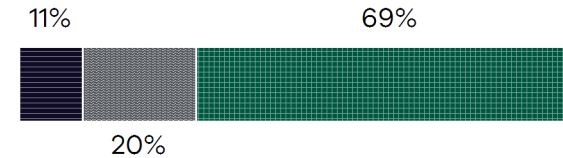
Benchmark agree results



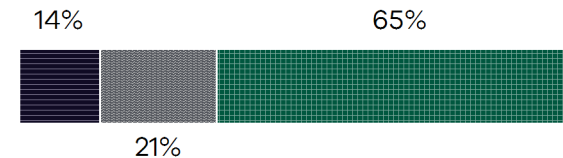
I am encouraged by my colleagues to report any patient safety concerns I may have



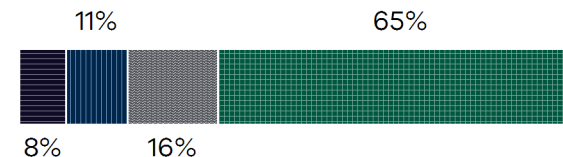
My suggestions about patient safety would be acted upon if I expressed them to my manager



Management is driving us to be a safety-centred organisation



Patient care errors are handled appropriately in my work area



You		Comparator		
2021	2022	Lowest	Average	Highest
76 %	78 %	70 %	80 %	96 %
66 %	69 %	65 %	73 %	85 %
67 %	65 %	59 %	73 %	90 %
66 %	65 %	60 %	68 %	75 %

Organisational climate

Patient safety climate 2 of 2

What this is

This is the safety culture in a healthcare workplace.

Why this is important

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

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

How to read this

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

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

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

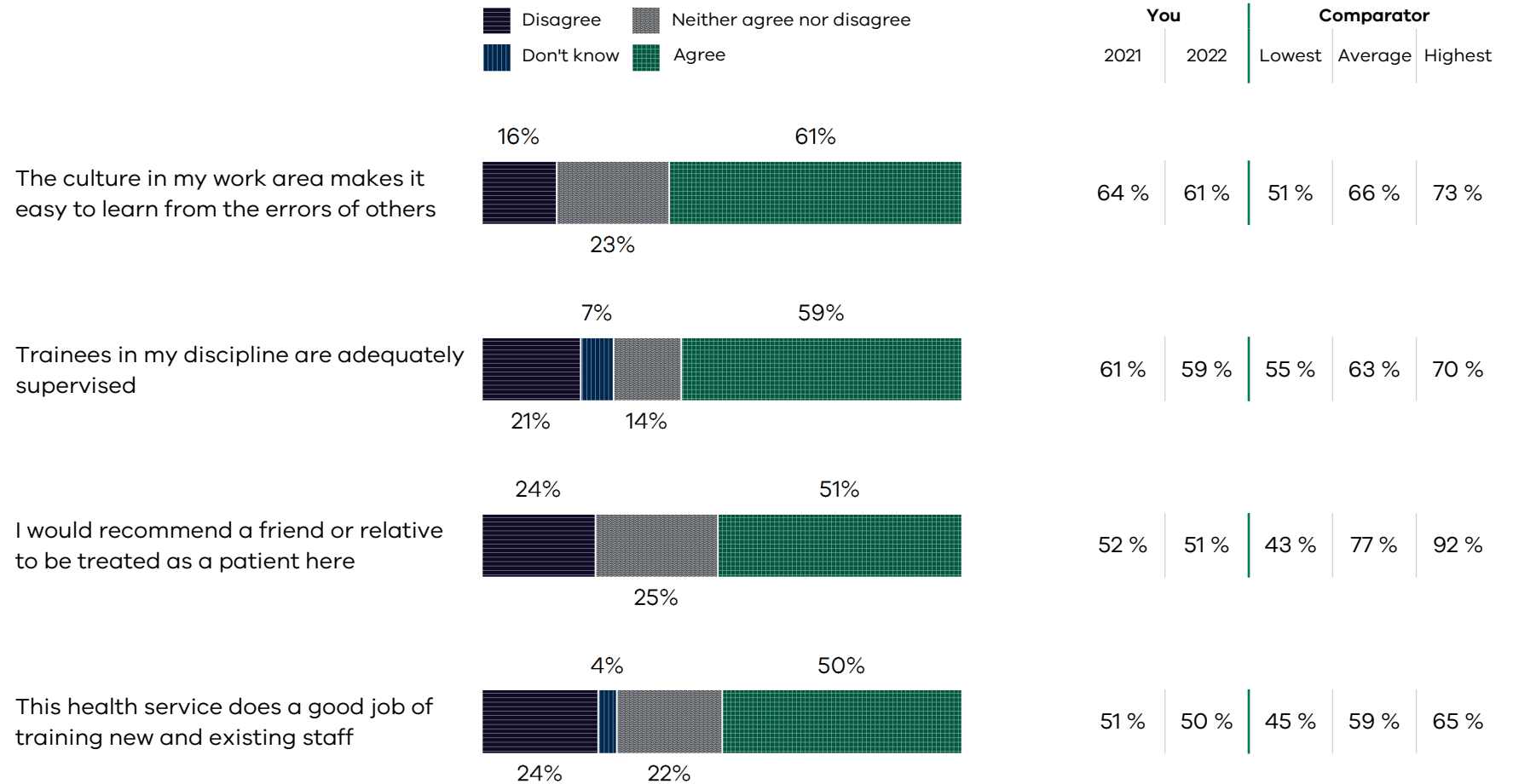
Example

61% of your staff who did the survey agreed or strongly agreed with 'The culture in my work area makes it easy to learn from the errors of others'.

Survey question

Your results

Benchmark agree results



People matter survey

wellbeing check 2022

Have your say

Overview

Report overview

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

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People outcomes

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
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- Collaboration
- Safety climate
- Patient safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Demographics

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

Workgroup climate

Scorecard

What this is

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

Why this is important

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

How to read this

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

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

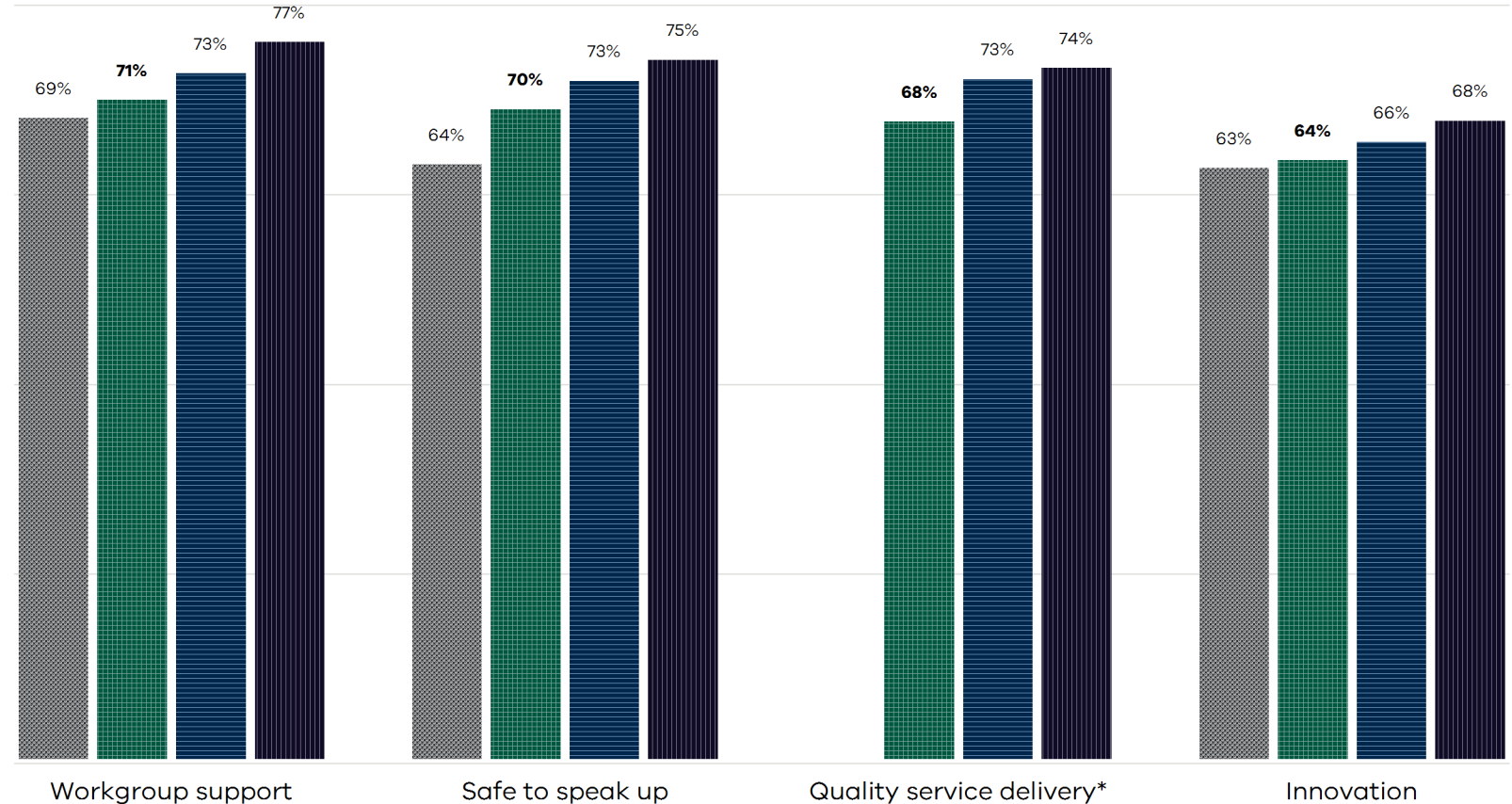
Example

In 2022:

- 71% of your staff who did the survey responded positively to questions about Workgroup support which is up from 69% in 2021.

Compared to:

- 73% of staff at your comparator and 77% of staff across the public sector.



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

■ You 2021 ■ You 2022 ■ Comparator 2022 ■ Public sector 2022

Workgroup climate

Quality service delivery

What this is

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

Why this is important

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

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

How to read this

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

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

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

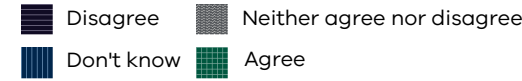
Example

72% of your staff who did the survey agreed or strongly agreed with 'My workgroup has clear lines of responsibility'.

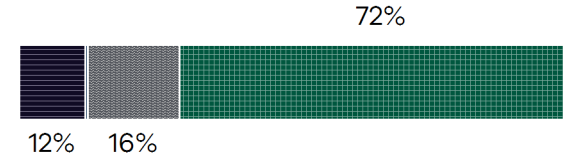
Survey question

Your results

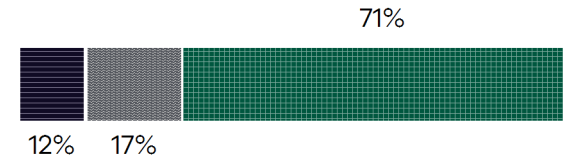
Benchmark agree results



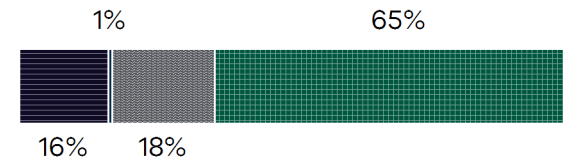
My workgroup has clear lines of responsibility



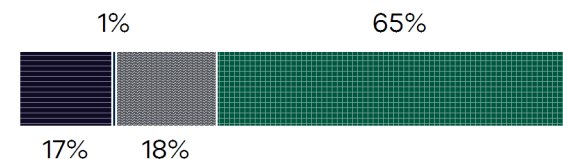
My workgroup provides high quality advice and services



My workgroup uses its resources well



My workgroup acts fairly and without bias



You		Comparator		
2021	2022	Lowest	Average	Highest
74 %	72 %	64 %	75 %	79 %
Not asked	71 %	71 %	80 %	91 %
Not asked	65 %	56 %	68 %	79 %
Not asked	65 %	60 %	69 %	84 %

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.

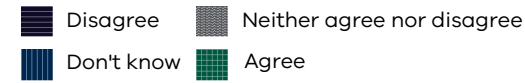
Example

67% of your staff who did the survey agreed or strongly agreed with 'My workgroup learns from failures and mistakes'.

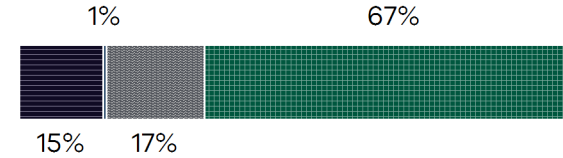
Survey question

Your results

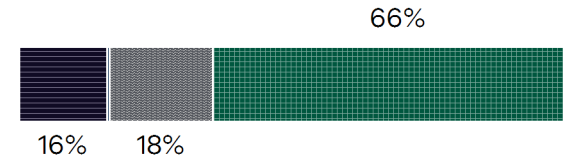
Benchmark agree results



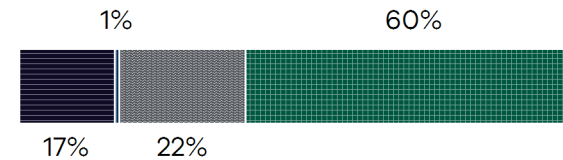
My workgroup learns from failures and mistakes



My workgroup is quick to respond to opportunities to do things better



My workgroup encourages employee creativity



You		Comparator		
2021	2022	Lowest	Average	Highest
65 %	67 %	57 %	70 %	76 %
66 %	66 %	61 %	67 %	79 %
59 %	60 %	55 %	61 %	76 %

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

78% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup work together effectively to get the job done'.

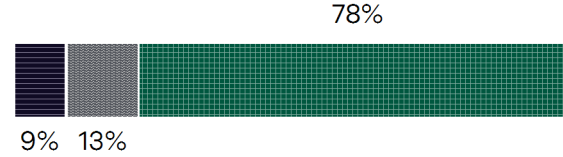
Survey question

Your results

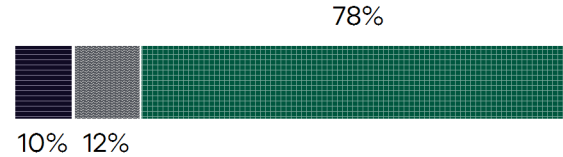
Benchmark agree results



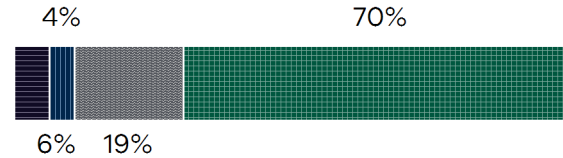
People in my workgroup work together effectively to get the job done



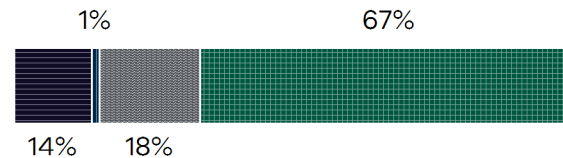
People in my workgroup treat each other with respect



People in my workgroup are politically impartial in their work



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



You		Comparator		
2021	2022	Lowest	Average	Highest
77 %	78 %	67 %	81 %	86 %
77 %	78 %	69 %	80 %	88 %
64 %	70 %	70 %	73 %	84 %
65 %	67 %	60 %	70 %	83 %

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.

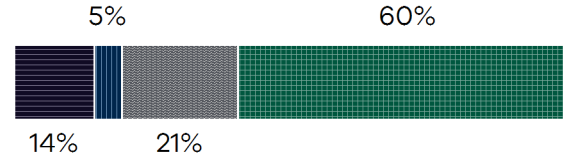
Example

60% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.

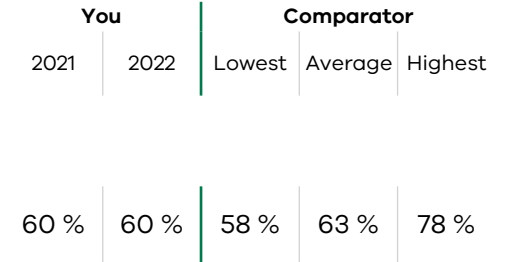
Survey question

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.

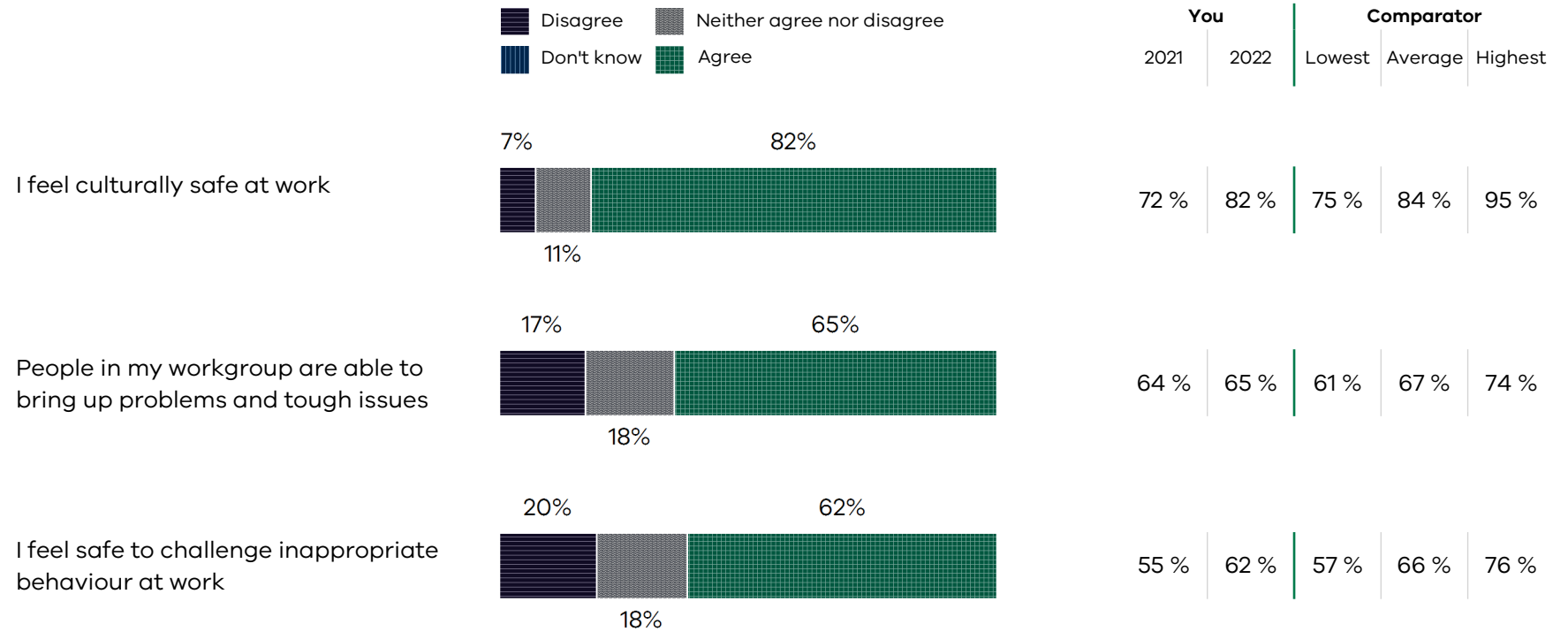
Example

82% 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



People matter survey

wellbeing check 2022

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- Senior leadership questions

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- Patient safety climate

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

Job and manager factors

- Scorecard
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- Manager support
- Workload
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- Job enrichment
- Meaningful work
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- Employment
- Adjustments
- Caring
- Categories
- Primary role

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.

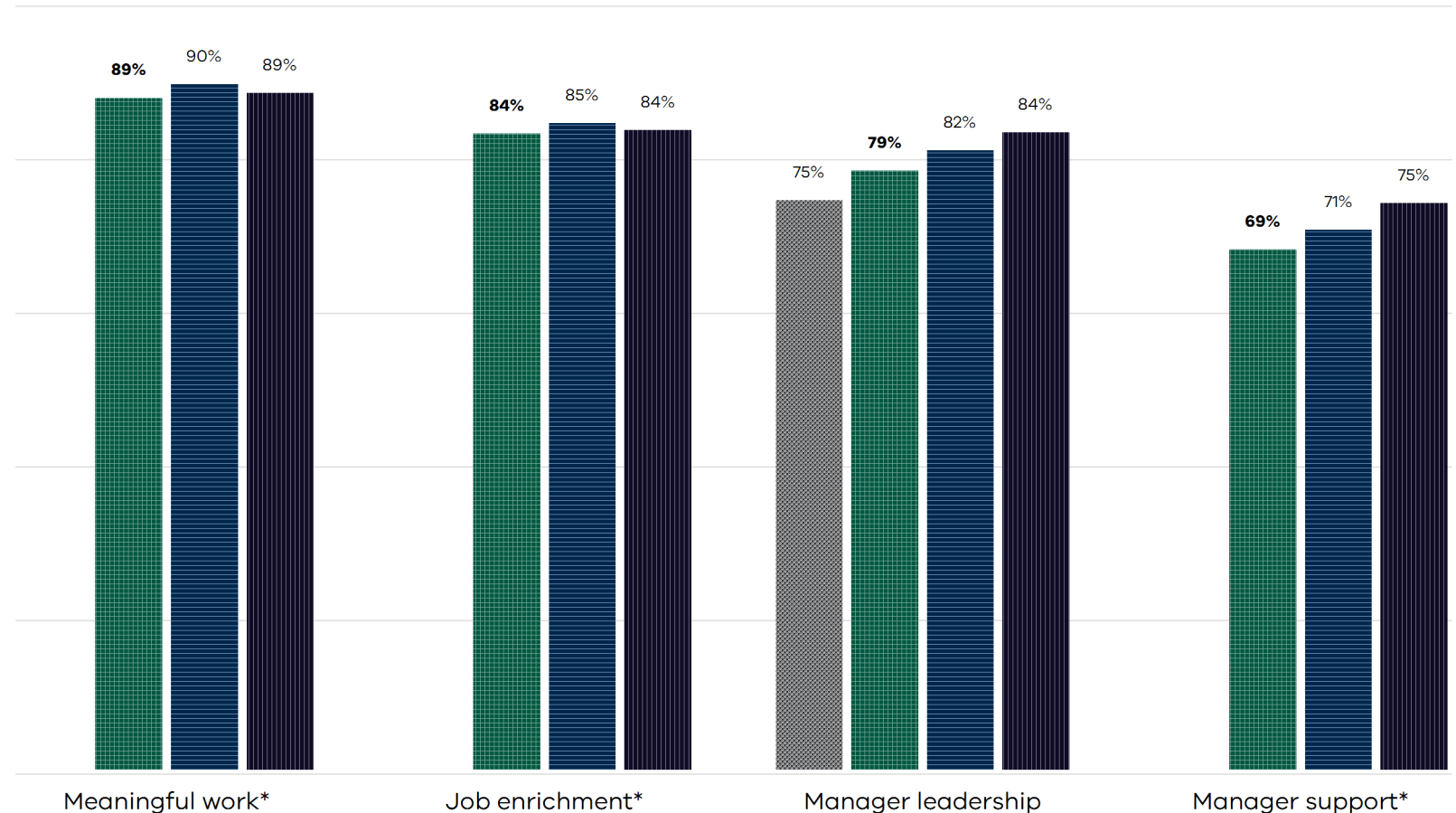
Example

In 2022:

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

Compared to:

- 90% 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 2021 ■ 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.

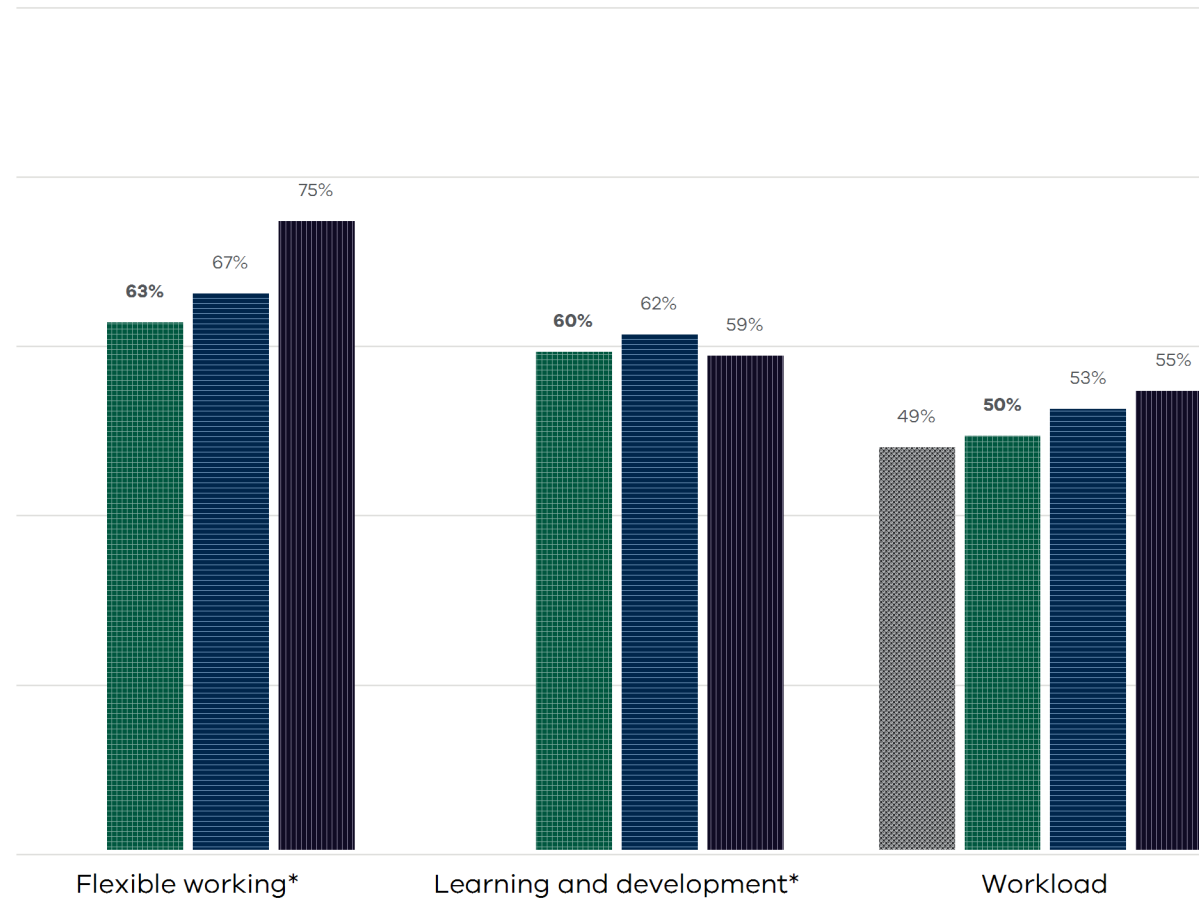
Example

In 2022:

- 63% of your staff who did the survey responded positively to questions about Flexible working.

Compared to:

- 67% of staff at your comparator and 75% of staff across the public sector.



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

■ You 2021 ■ You 2022 ■ Comparator 2022 ■ Public sector 2022

Job and manager factors

Manager leadership

What this is

This is how well staff perceive their direct managers lead.

Why this is important

Great managers can foster the right environment for staff engagement.

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

How to read this

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

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

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

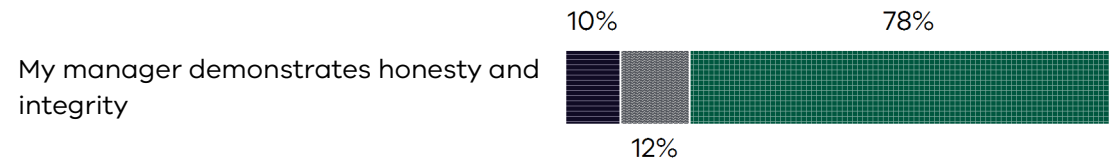
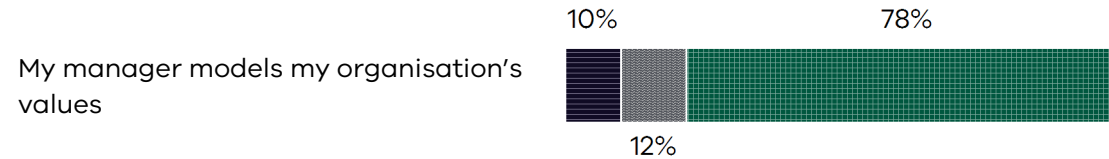
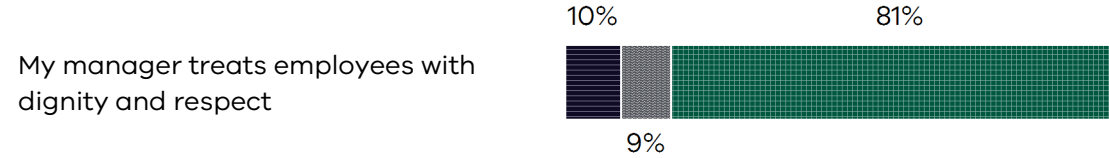
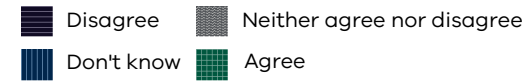
Example

81% 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		
2021	2022	Lowest	Average	Highest
77 %	81 %	77 %	84 %	93 %
74 %	78 %	74 %	81 %	91 %
75 %	78 %	75 %	81 %	93 %

Job and manager factors

Manager support 1 of 2

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

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

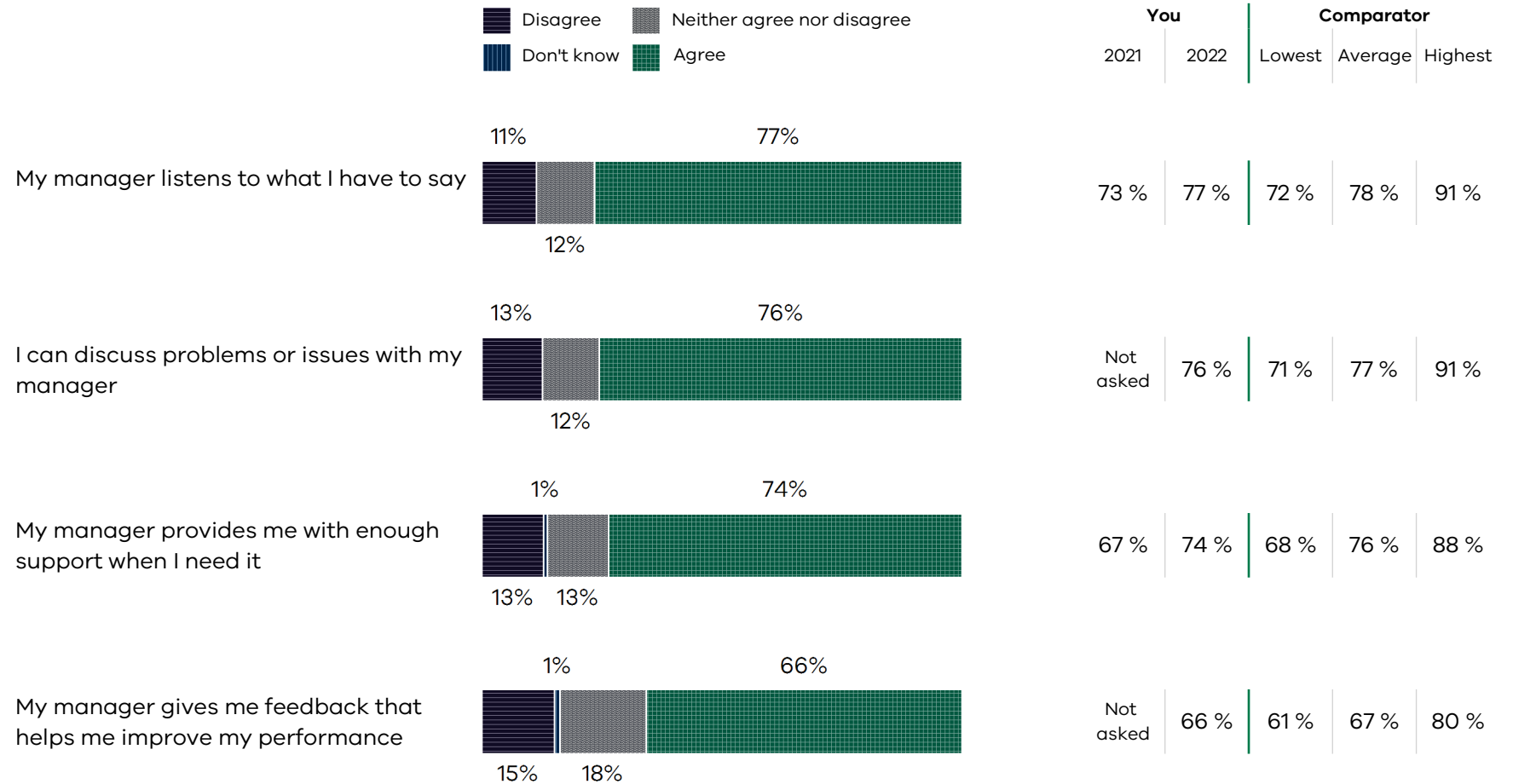
Example

77% 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.

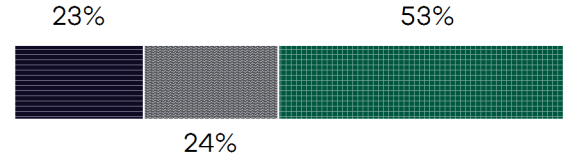
Example

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

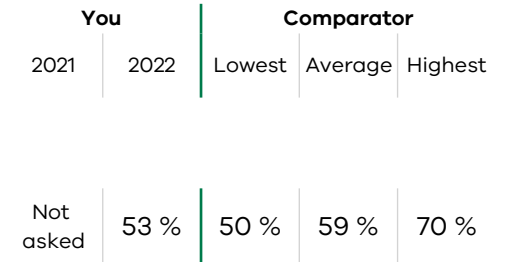
Survey question

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

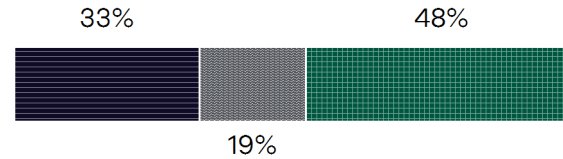
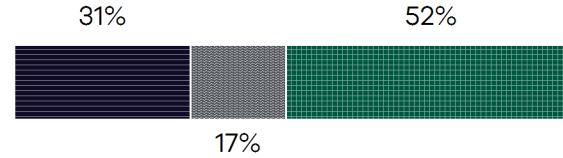
52% of your staff who did the survey agreed or strongly agreed with 'The workload I have is appropriate for the job that I do'.

Survey question

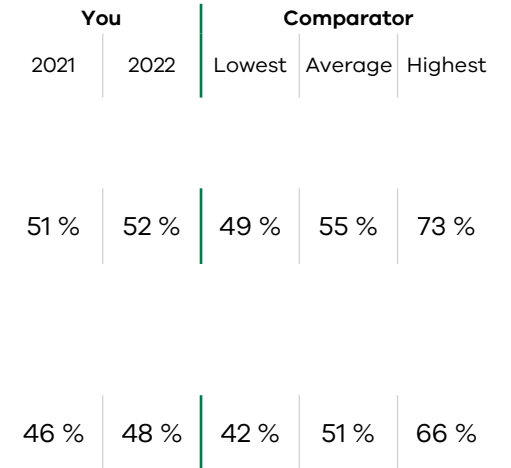
The workload I have is appropriate for the job that I do

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.

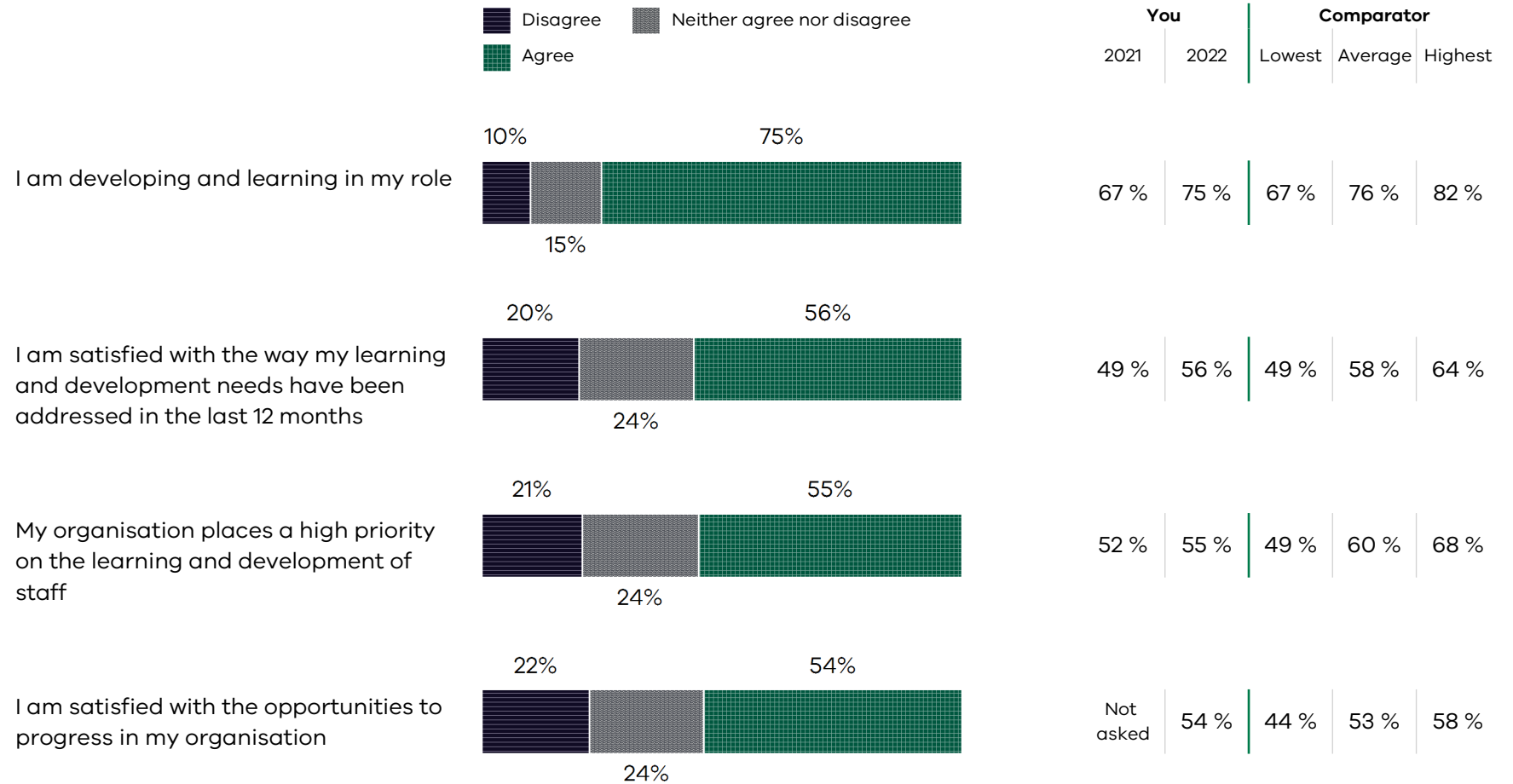
Example

75% of your staff who did the survey agreed or strongly agreed with 'I am developing and learning in my role'.

Survey question

Your results

Benchmark agree results



Job and manager factors

Job enrichment 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

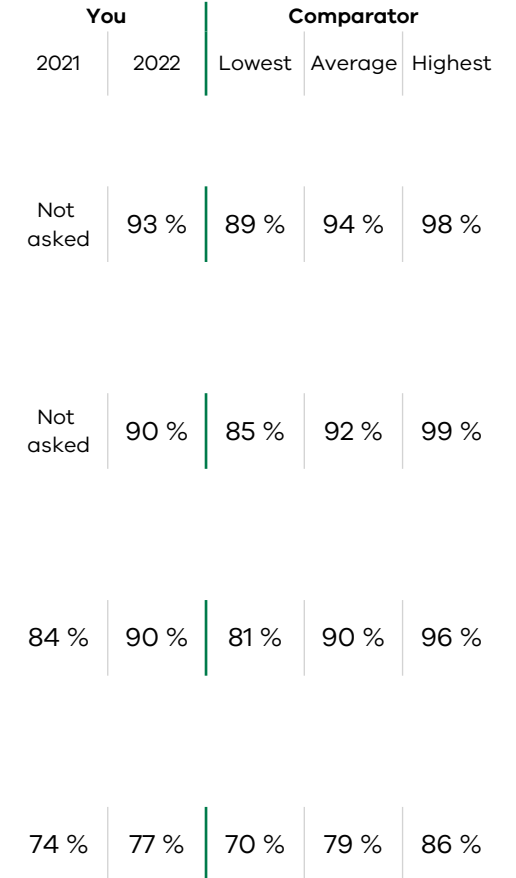
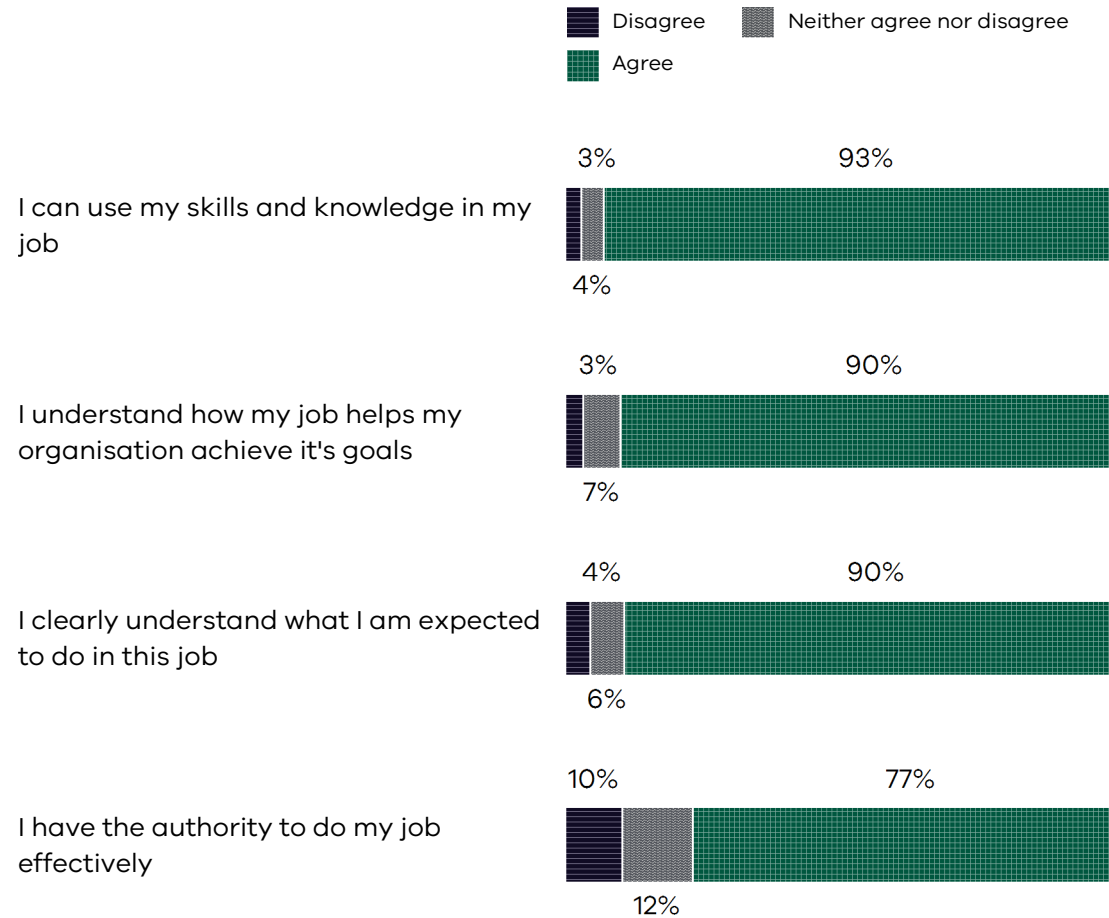
Example

93% of your staff who did the survey agreed or strongly agreed with 'I can use my skills and knowledge in my job'.

Survey question

Your results

Benchmark agree results



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.

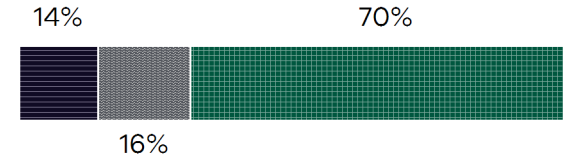
Example

70% of your staff who did the survey agreed or strongly agreed with 'I have a say in how I do my work'.

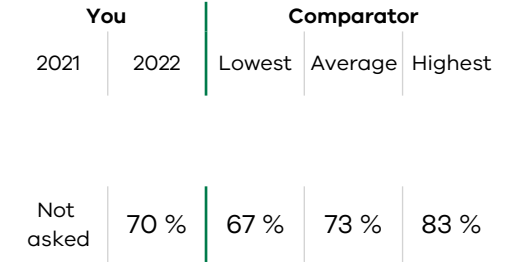
Survey question

I have a say in how I do my work

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.

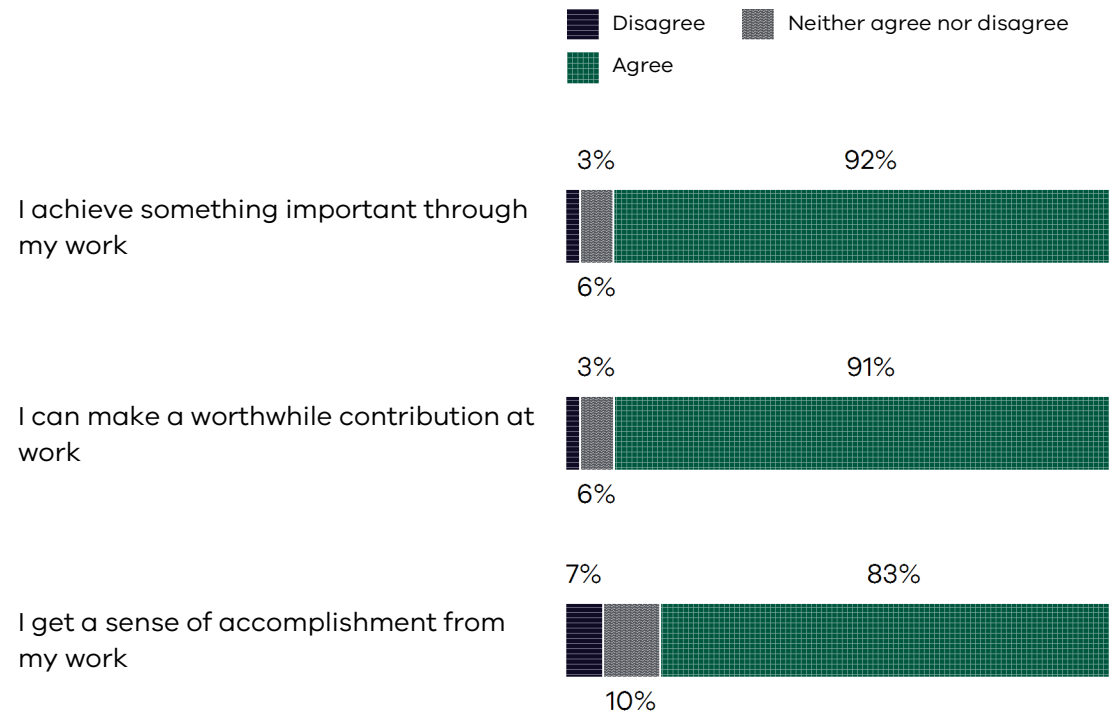
Example

92% of your staff who did the survey agreed or strongly agreed with 'I achieve something important through my work'.

Survey question

Your results

Benchmark agree results



You		Comparator		
2021	2022	Lowest	Average	Highest
81 %	92 %	89 %	92 %	96 %
Not asked	91 %	90 %	93 %	95 %
75 %	83 %	80 %	85 %	98 %

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

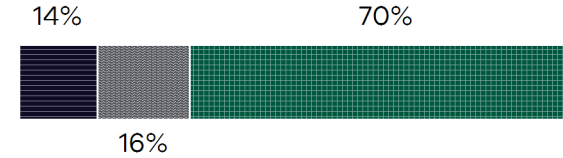
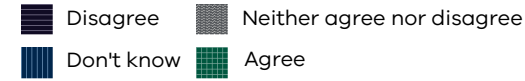
70% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.

Survey question

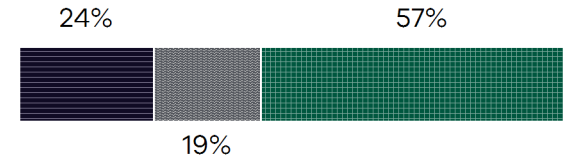
Your results

Benchmark agree results

My manager supports working flexibly



I am confident that if I requested a flexible work arrangement, it would be given due consideration



	You		Comparator		
	2021	2022	Lowest	Average	Highest
Not asked		70 %	65 %	73 %	87 %
	54 %	57 %	51 %	61 %	75 %

People matter survey

wellbeing check 2022

Have your say

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- Survey's theoretical framework
- Your comparator group
- Your response rate

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- Scorecard: engagement index
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- Scorecard: satisfaction, stress, intention to stay, inclusion
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Demographics

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

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.

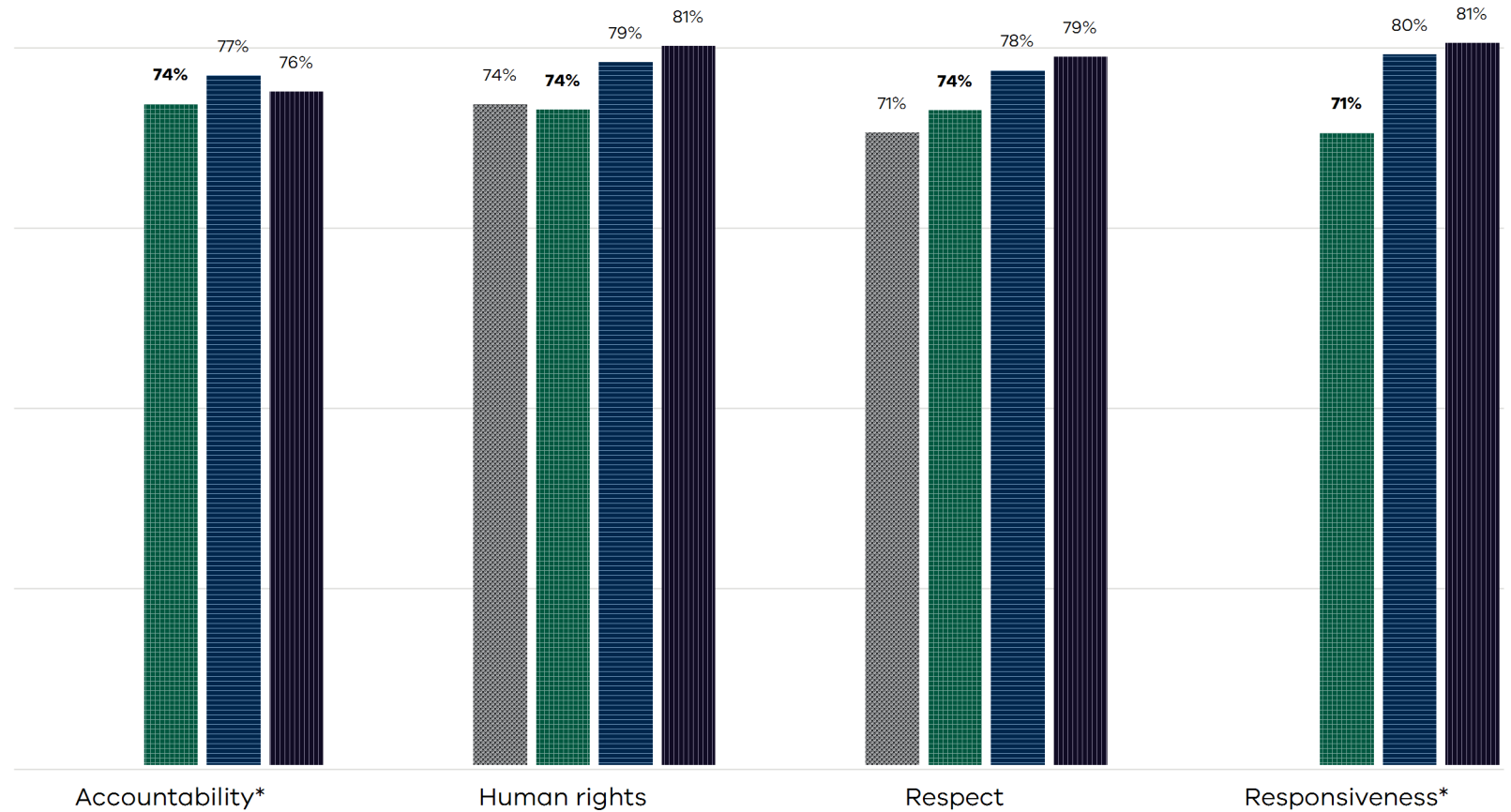
Example

In 2022:

- 74% of your staff who did the survey responded positively to questions about Accountability .

Compared to:

- 77% 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 2021 ■ You 2022 ■ 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.

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.

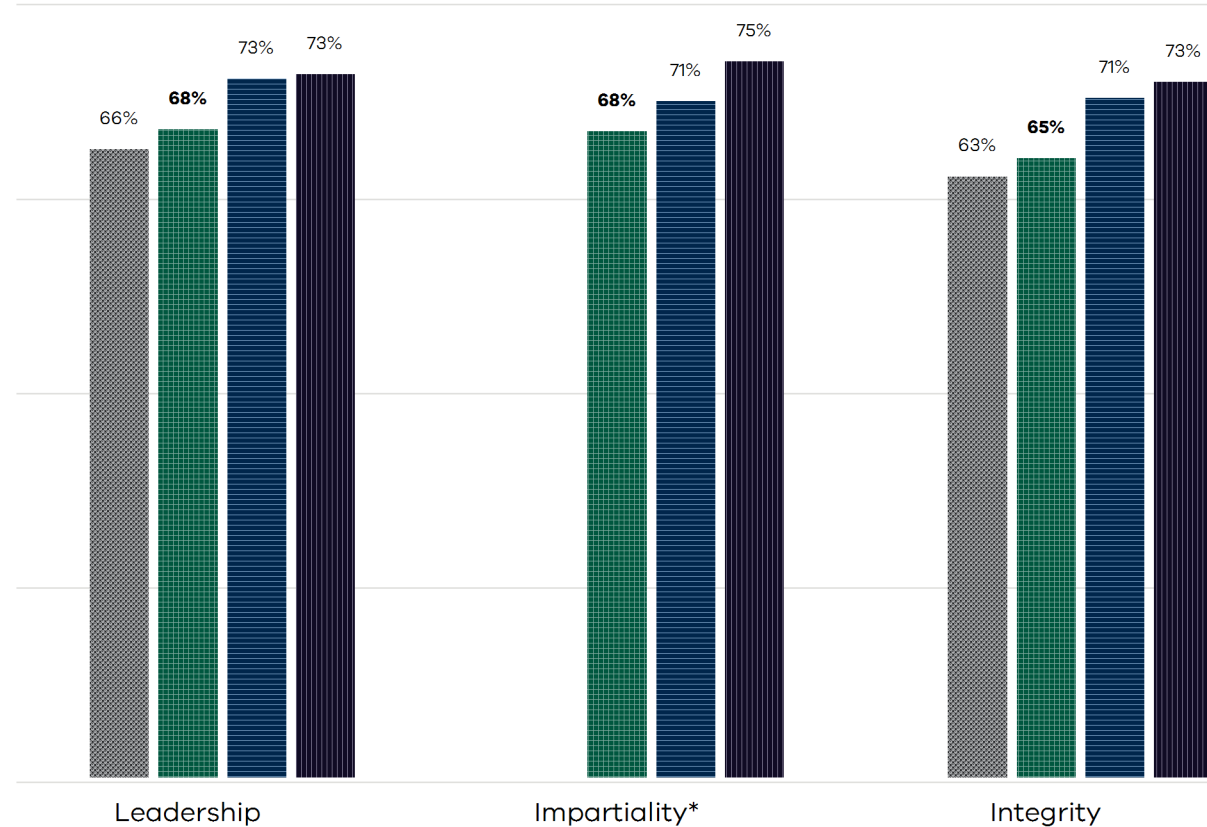
Example

In 2022:

- 68% of your staff who did the survey responded positively to questions about Leadership, which is up 2% in 2021.

Compared to:

- 73% 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

■ You 2021 ■ 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.

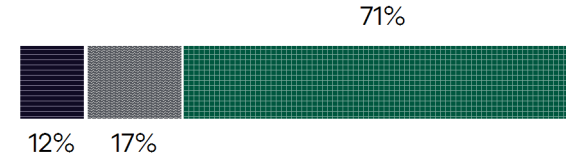
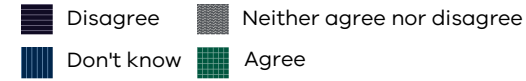
Example

71% of staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

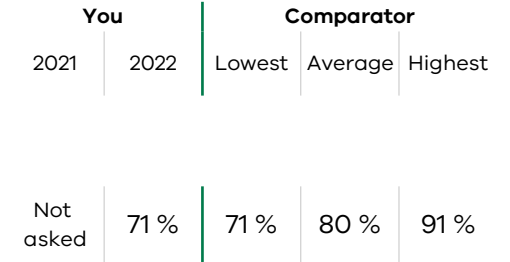
Survey question

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.

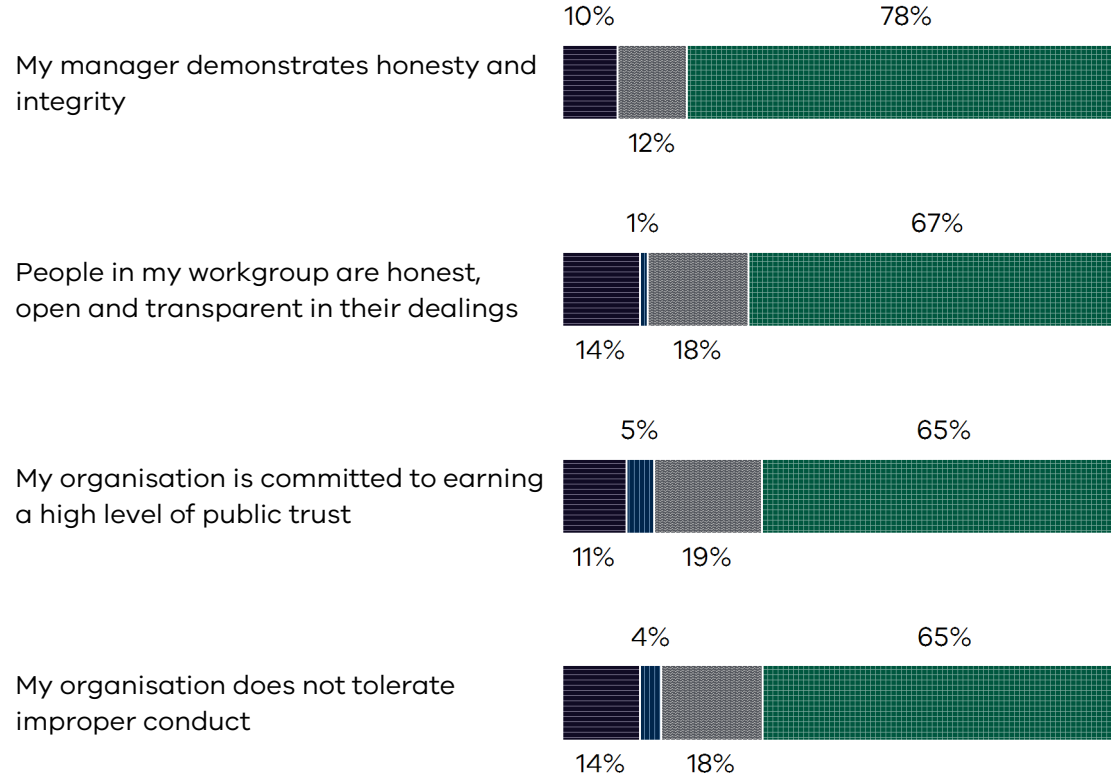
Example

78% 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		
2021	2022	Lowest	Average	Highest
75 %	78 %	75 %	81 %	93 %
65 %	67 %	60 %	70 %	83 %
71 %	65 %	67 %	81 %	94 %
60 %	65 %	56 %	71 %	88 %

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

62% of staff who did the survey agreed or strongly agreed with 'I feel safe to challenge inappropriate behaviour at work'.

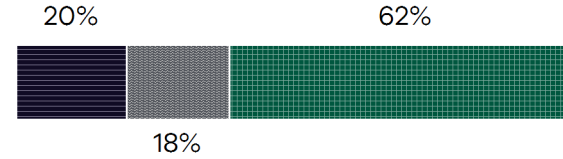
Survey question

Your results

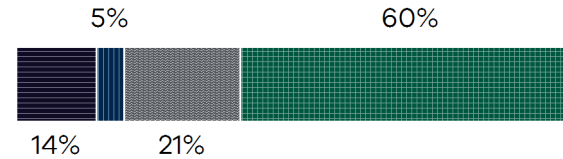
Benchmark agree results



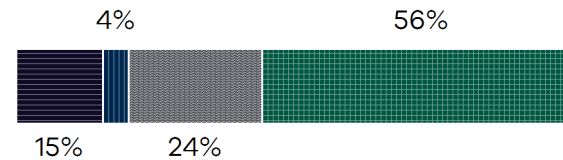
I feel safe to challenge inappropriate behaviour at work



People in my workgroup appropriately manage conflicts of interest



Senior leaders demonstrate honesty and integrity



You		Comparator		
2021	2022	Lowest	Average	Highest
55 %	62 %	57 %	66 %	76 %
60 %	60 %	58 %	63 %	78 %
54 %	56 %	51 %	64 %	81 %

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

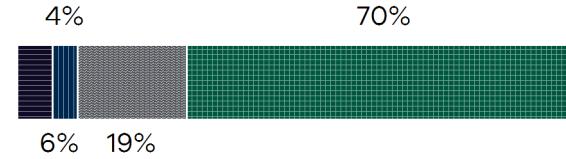
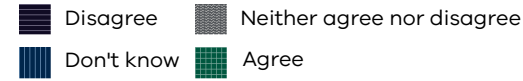
70% of staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.

Survey question

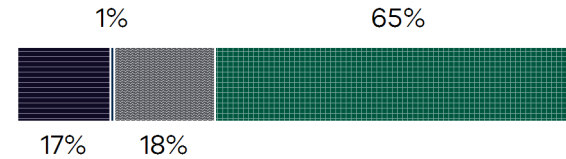
Your results

Benchmark agree results

People in my workgroup are politically impartial in their work



My workgroup acts fairly and without bias



You		Comparator		
2021	2022	Lowest	Average	Highest
64 %	70 %	70 %	73 %	84 %
Not asked	65 %	60 %	69 %	84 %

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.

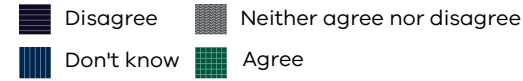
Example

90% of staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve it's goals'.

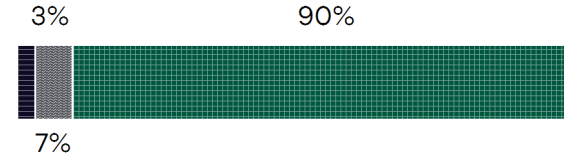
Survey question

Your results

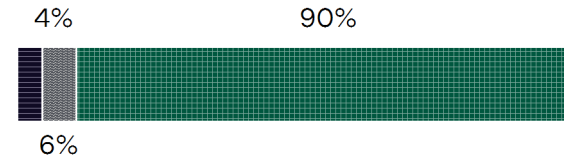
Benchmark agree results



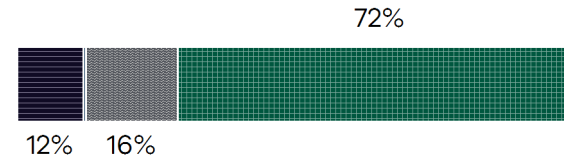
I understand how my job helps my organisation achieve it's goals



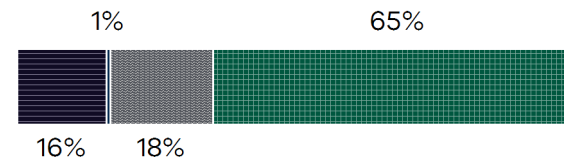
I clearly understand what I am expected to do in this job



My workgroup has clear lines of responsibility



My workgroup uses its resources well



	You		Comparator		
	2021	2022	Lowest	Average	Highest
I understand how my job helps my organisation achieve it's goals	Not asked	90 %	85 %	92 %	99 %
I clearly understand what I am expected to do in this job	84 %	90 %	81 %	90 %	96 %
My workgroup has clear lines of responsibility	74 %	72 %	64 %	75 %	79 %
My workgroup uses its resources well	Not asked	65 %	56 %	68 %	79 %

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.

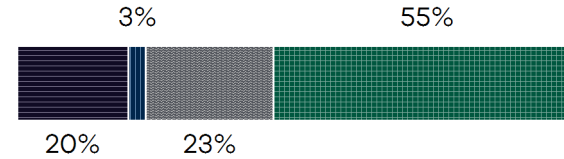
Example

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

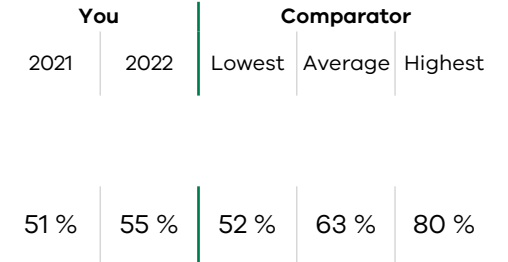
Survey question

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.

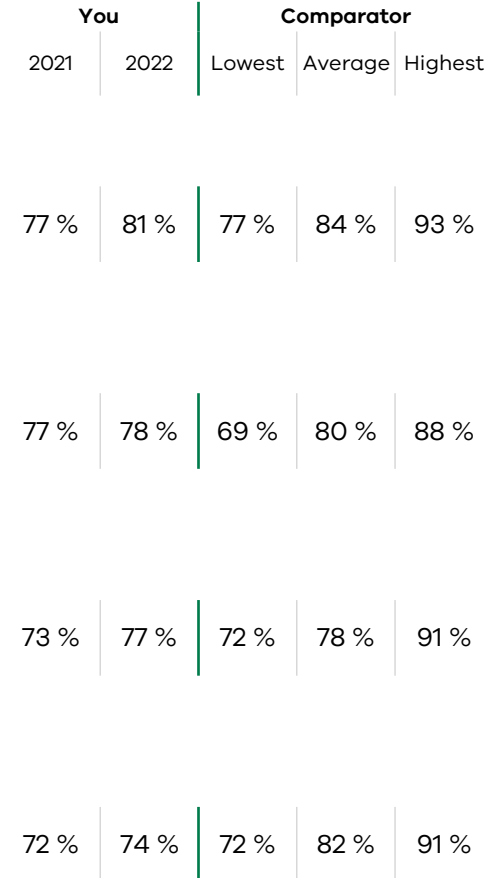
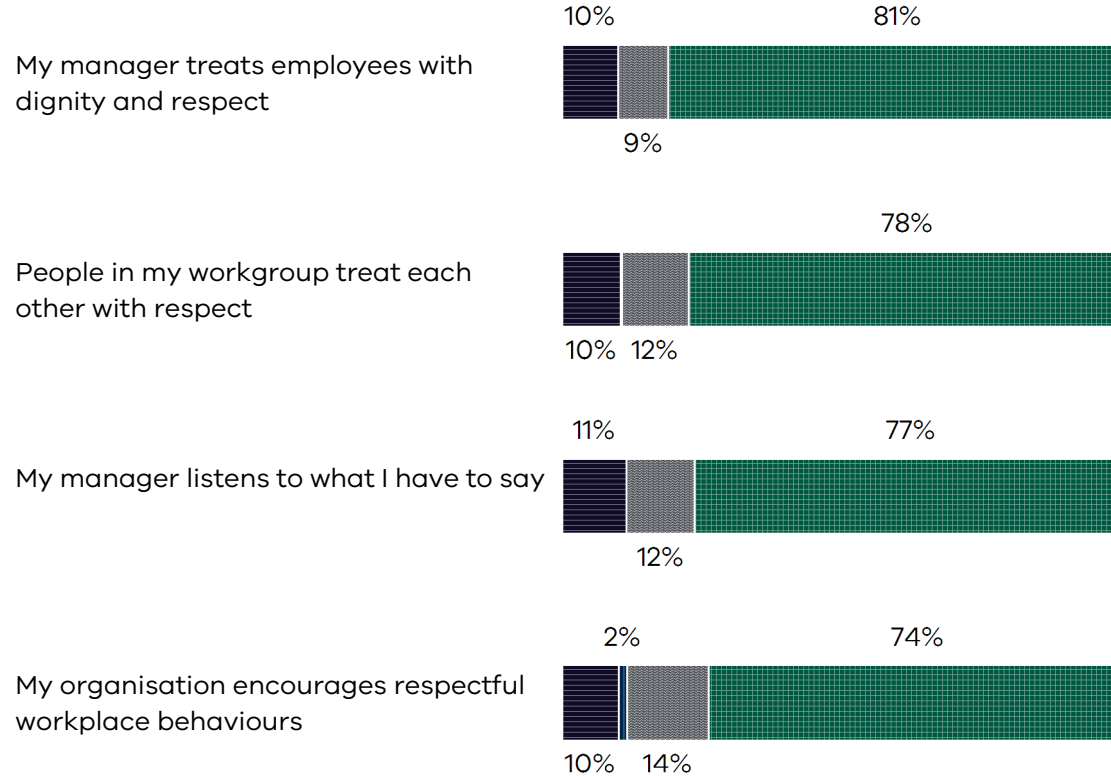
Example

81% 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.

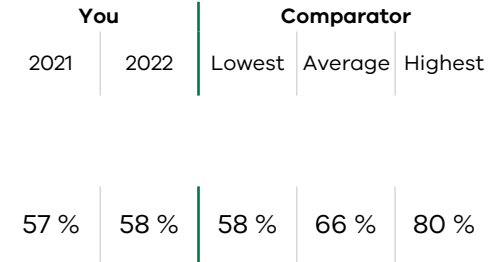
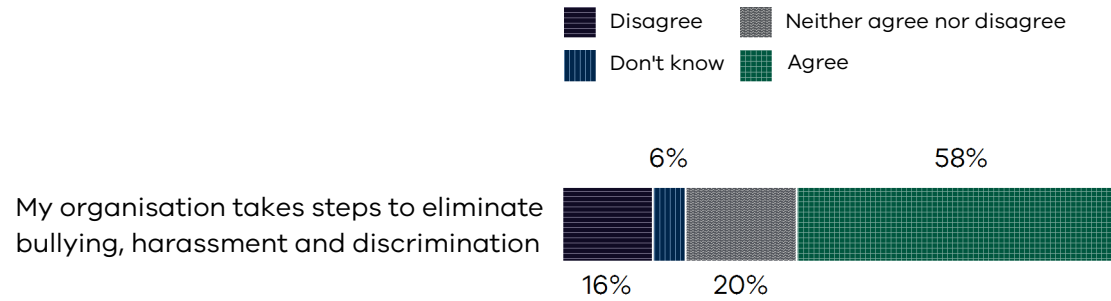
Example

58% of staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.

Survey question

Your results

Benchmark agree results



Public sector values

Leadership

What this is

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

Why this is important

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

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

How to read this

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

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

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

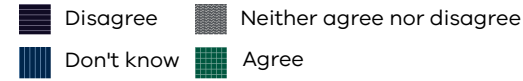
Example

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

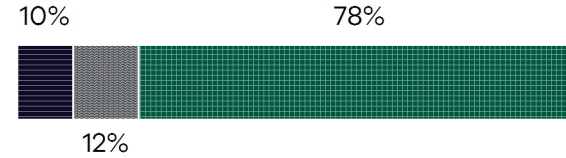
Survey question

Your results

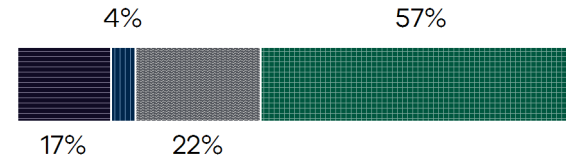
Benchmark agree results



My manager models my organisation's values



Senior leaders model my organisation's values



You		Comparator		
2021	2022	Lowest	Average	Highest
74 %	78 %	74 %	81 %	91 %
57 %	57 %	54 %	65 %	86 %

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

76% of staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.

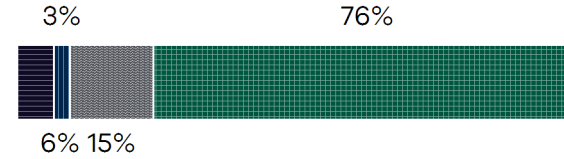
Survey question

Your results

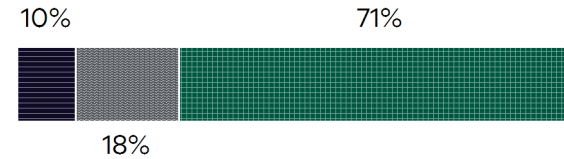
Benchmark agree results



My organisation encourages employees to act in ways that are consistent with human rights



I understand how the Charter of Human Rights and Responsibilities applies to my work



You		Comparator		
2021	2022	Lowest	Average	Highest
75 %	76 %	74 %	84 %	93 %
74 %	71 %	69 %	73 %	91 %

People matter survey

wellbeing check 2022

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- Flexible working

Public sector values

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

Demographics

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

Demographics

Age, gender, variations in sex characteristics and sexual orientation

What this is

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

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

To protect you, we:

- 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	576	30%
35-54 years	981	51%
55+ years	271	14%
Prefer not to say	80	4%

How would you describe your gender?	(n)	%
Woman	1460	77%
Man	311	16%
Prefer not to say	123	6%
Non-binary and I use a different term	14	1%

Are you trans, non-binary or gender diverse?	(n)	%
Yes	15	1%
No	1772	93%
Prefer not to say	121	6%

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

	(n)	%
Yes	8	0%
No	1734	91%
Don't know	51	3%
Prefer not to say	115	6%

How do you describe your sexual orientation?

	(n)	%
Straight (heterosexual)	1509	79%
Prefer not to say	244	13%
Bisexual	63	3%
Gay or lesbian	39	2%
Don't know	27	1%
Pansexual	13	1%
I use a different term	9	0%
Asexual	4	0%

Demographics

Aboriginal and/or Torres Strait Islander employees

What this is

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

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

To protect you, we:

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- 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	17	1%
Non Aboriginal and/or Torres Strait Islander	1802	94%
Prefer not to say	89	5%

Identified as Aboriginal and/or Torres Strait Islander on your organisations HR system?*

	(n)	%
Yes	9	53%
No	6	35%
Don't know	2	12%

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	80	4%
No	1732	91%
Prefer not to say	96	5%

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

	(n)	%
Yes	46	58%
No	31	39%
Prefer not to say	3	4%

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	14	45%
I do not require any adjustments to be made to perform my role	7	23%
My disability does not impact on my ability to perform my role	7	23%
Other	3	10%

Demographics

Cultural diversity 1 of 2

What this is

These are the personal characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

To protect you, we:

- 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.

Country of birth	(n)	%
Born in Australia	1149	60%
Not born in Australia	532	28%
Prefer not to say	227	12%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Other	239	37%
Hindi	88	14%
Mandarin	61	9%
Punjabi	57	9%
Filipino	51	8%
Italian	49	8%
Cantonese	35	5%
Greek	35	5%
Arabic	30	5%
Macedonian	26	4%
Tamil	21	3%
Vietnamese	21	3%

Language other than English spoken with family or community	(n)	%
Yes	644	34%
No	1096	57%
Prefer not to say	168	9%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Spanish	18	3%
Sinhalese	17	3%
Tagalog	16	2%
Urdu	14	2%
French	8	1%
Indonesian	8	1%
Australian Indigenous Language	6	1%
Auslan	3	0%
German	3	0%
Korean	1	0%

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
- 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.

Cultural identity	(n)	%
Australian	1108	58%
Prefer not to say	219	11%
European (including Western, Eastern and South-Eastern Europe, and Scandinavia)	185	10%
East and/or South-East Asian	166	9%
English, Irish, Scottish and/or Welsh	122	6%
South Asian	97	5%
Other	97	5%
Central Asian	40	2%
African	33	2%
Middle Eastern	32	2%
New Zealander	28	1%
Aboriginal and/or Torres Strait Islander	13	1%
Central and/or South American	12	1%
Pacific Islander	8	0%
North American	5	0%
Maori	1	0%

Religion	(n)	%
No religion	705	37%
Christianity	698	37%
Prefer not to say	199	10%
Other	87	5%
Hinduism	67	4%
Islam	58	3%
Buddhism	45	2%
Sikhism	44	2%
Judaism	5	0%

Demographics

Employment characteristics 1 of 2

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

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Working arrangement	(n)	%
Full-Time	809	42%
Part-Time	1099	58%

Gross base salary (ongoing/fixed term only)	(n)	%
Below \$65k	424	24%
\$65k to \$95k	570	32%
\$95k to \$125k	388	22%
\$125k or more	153	9%
Prefer not to say	226	13%

Organisational tenure	(n)	%
<1 year	327	17%
1 to less than 2 years	219	11%
2 to less than 5 years	390	20%
5 to less than 10 years	428	22%
10 to less than 20 years	398	21%
More than 20 years	146	8%

Management responsibility	(n)	%
Non-manager	1548	81%
Other manager	266	14%
Manager of other manager(s)	94	5%

Employment type	(n)	%
Ongoing and executive	1483	78%
Fixed term	278	15%
Other	147	8%

Demographics

Employment characteristics 2 of 2

What this is

These are the employment characteristics of staff.

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Each table shows the breakdown of responses from your survey.

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

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Primary workplace location over the last 3 months

	(n)	%
Melbourne: Suburbs	1769	93%
Melbourne CBD	63	3%
Other	47	2%
Rural	17	1%
Large regional city	12	1%

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

	(n)	%
Your employer's office	720	38%
A frontline or service delivery location	1020	53%
Home or private location	199	10%
A shared office space (where two or more organisations share the same workspace e.g. Gov hubs, suburban hubs etc.)	152	8%
Other	161	8%

Flexible work

	(n)	%
Part-time	686	36%
No, I do not use any flexible work arrangements	663	35%
Shift swap	424	22%
Flexible start and finish times	296	16%
Using leave to work flexible hours	254	13%
Study leave	171	9%
Working from an alternative location (e.g. home, hub/shared work space)	158	8%
Working more hours over fewer days	104	5%
Other	57	3%
Job sharing	31	2%
Purchased leave	17	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.

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

	(n)	%
No, I have not requested adjustments	1359	71%
Flexible working arrangements	400	21%
Physical modifications or improvements to the workplace	150	8%
Career development support strategies	57	3%
Job redesign or role sharing	42	2%
Other	39	2%
Accessible communications technologies	18	1%

Why did you make this request?

	(n)	%
Work-life balance	217	40%
Caring responsibilities	207	38%
Health	175	32%
Family responsibilities	167	30%
Other	70	13%
Study commitments	50	9%
Disability	20	4%

What was your experience with making the request?

	(n)	%
The adjustments I needed were made and the process was satisfactory	344	63%
The adjustments I needed were not made	142	26%
The adjustments I needed were made but the process was unsatisfactory	63	11%

Demographics

Caring

What this is

These are staff-reported caring responsibilities.

Why this is important

This shows organisations what caring responsibilities their staff have.

How to read this

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

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

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Caring responsibility	(n)	%
None of the above	672	35%
Primary school aged child(ren)	426	22%
Secondary school aged child(ren)	346	18%
Child(ren) - younger than preschool age	240	13%
Preschool aged child(ren)	199	10%
Frail or aged person(s)	182	10%
Prefer not to say	165	9%
Person(s) with a medical condition	94	5%
Person(s) with a mental illness	84	4%
Person(s) with disability	77	4%
Other	57	3%

Demographics

Employment categories

What is this

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

Why this is important

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

How to read this

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

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

How we protect anonymity and privacy

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Which of the following categories best describes your current position?

	(n)	%
Nursing Employees	769	40%
Management, Administration and Corporate support	435	23%
Allied health professional	299	16%
Medical Employees	167	9%
Other health professional	118	6%
Support services	87	5%
Lived experience specific worker	16	1%
Personal service worker	13	1%

Demographics

Primary role

What is this

This shows the primary role of your staff.

Why this is important

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

How to read this

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

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

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Which of the following best describes the primary operational area in which you work?

	(n)	%
Hospital-based services	1551	81%
Prison-based services	1	0%
Corporate services	73	4%
Community-based services	279	15%

Is your primary work role in one of the following areas?

	(n)	%
Aged care	101	5%
Critical care	60	3%
Emergency	180	9%
Maternity care	65	3%
Medical	261	14%
Mental health	156	8%
Mixed medical/surgical	77	4%
Neonatal care	15	1%
Palliative care	25	1%
Paediatrics	35	2%
Peri-operative	54	3%
Rehabilitation	77	4%
Surgical	99	5%
Other	361	19%
Administration	338	18%



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