People matter survey wellbeing check 2022

Have your say

Overview

Result summary

Report overview

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

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Demographics

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

Victorian Public Sector Commission

VICTORIA State Government

Report overview

About your report

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

Report contents

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

Comparing data in this report

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

This means you'll be able to compare about 76% of this year's survey with your previous results.

Rounding of percentages

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

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

Survey questions and definitions

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

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- 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

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

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- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

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- Scorecard
- Responsiveness
- Integrity
- Impartiality
- Accountability
- Respect
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Report overview

Privacy and anonymity

To protect you, we:

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

Read more in our privacy policy.

Report overview

Survey's theoretical framework

What this is

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

Why this is important

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

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

Our public sector values

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

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

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

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

Senior leadership	Organisation climate	Workgroup climate	Job and manager	Outcomes
• Lead the organisation • Set the culture • Lead by example • Actions influence outcomes	• Organisational integrity • Safety climate • Patient safety climate • Collaboration	• Quality service delivery • Innovation • Workgroup support • Safe to speak up	• Manager leadership • Manager support • Workload • Learning and development • Job enrichment • Meaningful work • Flexible working	• Engagement • Satisfaction • Wellbeing – work-related stress • Wellbeing – job-related affect • Intention to stay • Acting on negative behaviours • Inclusion

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

Responsiveness   Integrity   Impartiality   Accountability   Respect   Leadership   Human Rights

Victorian Public Sector Commission

VICTORIA State Government

Report overview

Your comparator group1 of 2

What this is

This is a list of similar organisations to yours.

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

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

How we use this in your report

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

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

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

Bushfire Recovery Victoria

CenITex

Commission for Children and Young People

Emergency Services Superannuation Board

Essential Services Commission

Game Management Authority

Independent Broad-based Anti-corruption Commission

Infrastructure Victoria

Labour Hire Licensing Authority

Latrobe Valley Authority

Local Government Inspectorate

Major Transport Infrastructure Authority

Office of the Chief Parliamentary Counsel

Office of the Governor Victoria

Office of the Legal Services Commissioner

Office of the Ombudsman Victoria

Office of the Victorian Government Architect

Office of the Victorian Information Commissioner

Office of the Victorian Inspectorate

Portable Long Service Authority

Public Record Office Victoria

Safer Care Victoria

Service Victoria

Suburban Rail Loop Authority

Victorian Auditor-General's Office

Victorian Commission for Gambling and Liquor Regulation

Victorian Disability Worker Commission

Victorian Equal Opportunity and Human Rights Commission

Victorian Fisheries Authority

Victorian Government Solicitor's Office

Victorian Public Sector Commission

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

Victorian Responsible Gambling Foundation

Victorian Skills Authority

Wage Inspectorate Victoria

Report overview

Your response rate

What this is

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

Why this is important

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

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

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

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

How to read this

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

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

2021		2022	
77%		**77%**	
(164)		**(192)**	
Comparator	49%	Comparator	51%
Public Sector	39%	Public Sector	52%

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

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

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- Taking action questions

Detailed results

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- Senior leadership questions

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- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

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

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

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- Scorecard
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- Impartiality
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- Leadership
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People outcomes

Scorecard: employee engagement index

What this is

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

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

The weightings for each engagement response are:

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

Why this is important

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

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

People outcomes

What this is

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

Your organisation's engagement index

Your 2022 index is 73.

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.
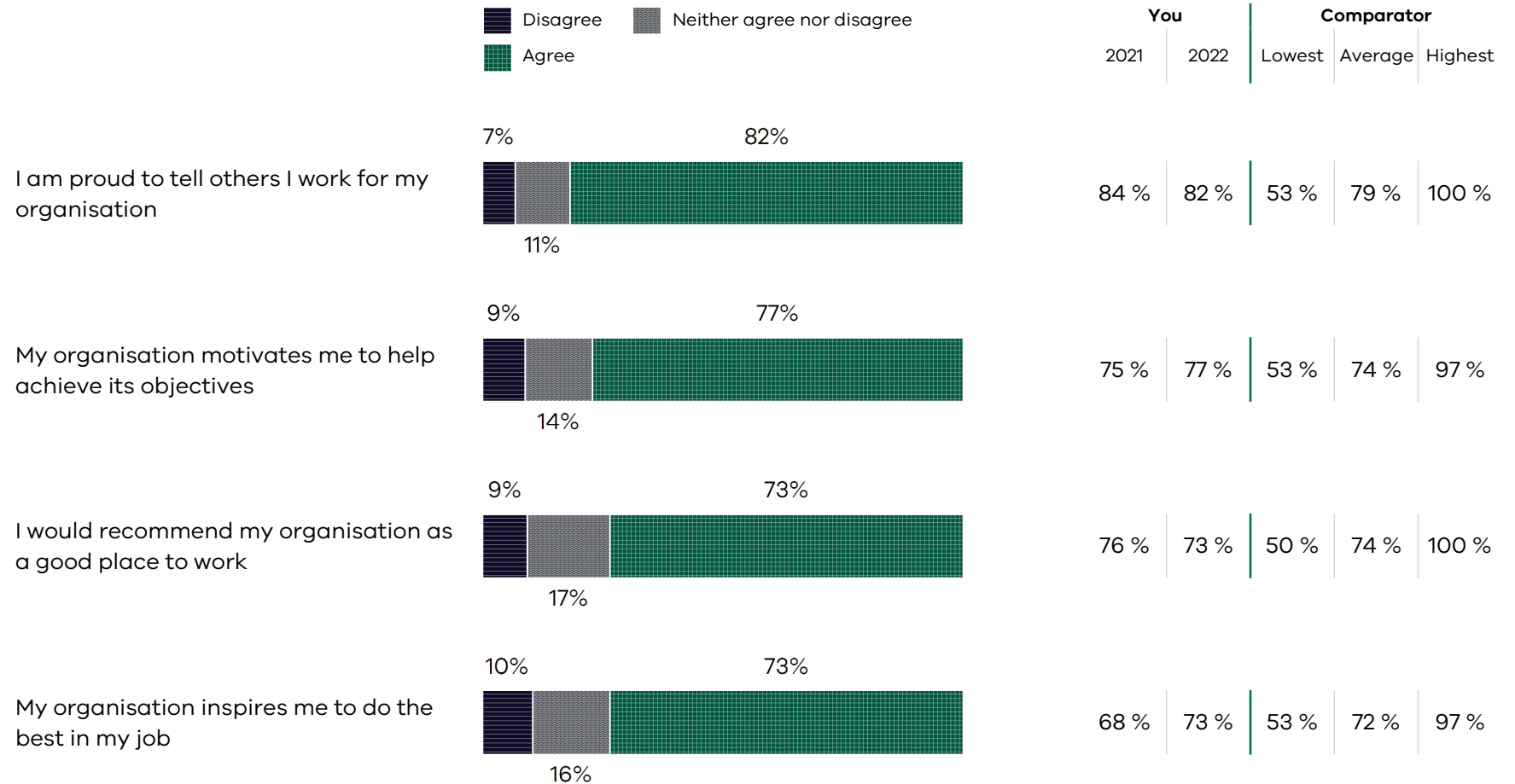
Example

82% 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				
			You		**Comparator**		
			2021	2022	Lowest	Average	Highest
Legend: Disagree ▮ Neither agree nor disagree ▨ Agree ▨							
I am proud to tell others I work for my organisation	7% / 11% / 82%		84 %	82 %	53 %	79 %	100 %
My organisation motivates me to help achieve its objectives	9% / 14% / 77%		75 %	77 %	53 %	74 %	97 %
I would recommend my organisation as a good place to work	9% / 17% / 73%		76 %	73 %	50 %	74 %	100 %
My organisation inspires me to do the best in my job	10% / 16% / 73%		68 %	73 %	53 %	72 %	97 %

People outcomes

What this is

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

Your organisation's engagement index

Your 2022 index is 73.

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.
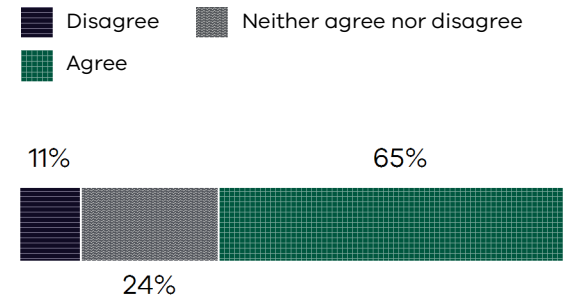
Example

65% of your staff who did the survey agreed or strongly agreed with 'I feel a strong personal attachment to my organisation'.
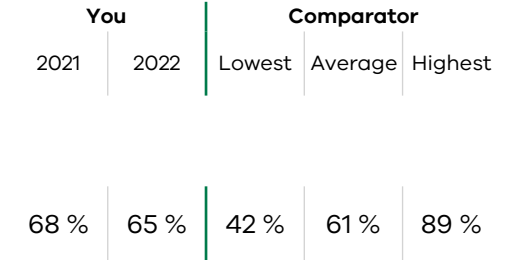
Survey question	Your results		Benchmark agree results				
				You		**Comparator**	
			2021	2022	Lowest	Average	Highest
I feel a strong personal attachment to my organisation	11% · 24% · 65%	Disagree / Neither agree nor disagree / Agree	68 %	65 %	42 %	61 %	89 %

People outcomes

Scorecard: satisfaction, stress, intention to stay, inclusion

What this is

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

There are more people outcomes scorecards throughout this report.

Why this is important

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

How to read this

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

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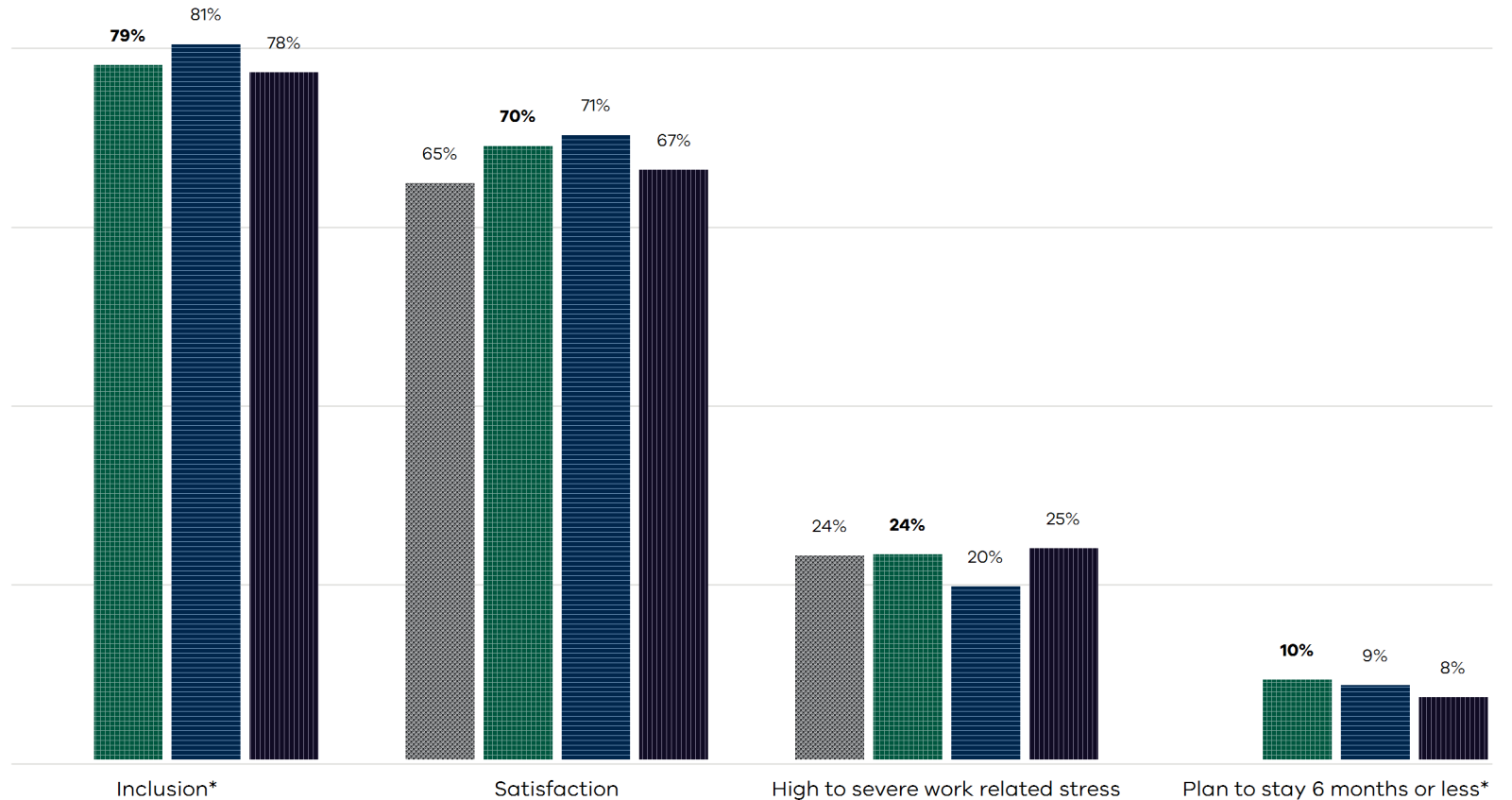
Example

In 2022:

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

Compared to:

- 81% of staff at your comparator and 78% of staff across the public sector.

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

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

Chart data:
- Inclusion*: You 2022 79%, Comparator 2022 81%, Public sector 2022 78%
- Satisfaction: You 2021 65%, You 2022 70%, Comparator 2022 71%, Public sector 2022 67%
- High to severe work related stress: You 2021 24%, You 2022 24%, Comparator 2022 20%, Public sector 2022 25%
- Plan to stay 6 months or less*: You 2022 10%, Comparator 2022 9%, Public sector 2022 8%

People outcomes

Satisfaction question results

What this is

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

Why this is important

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

How to read this

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

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

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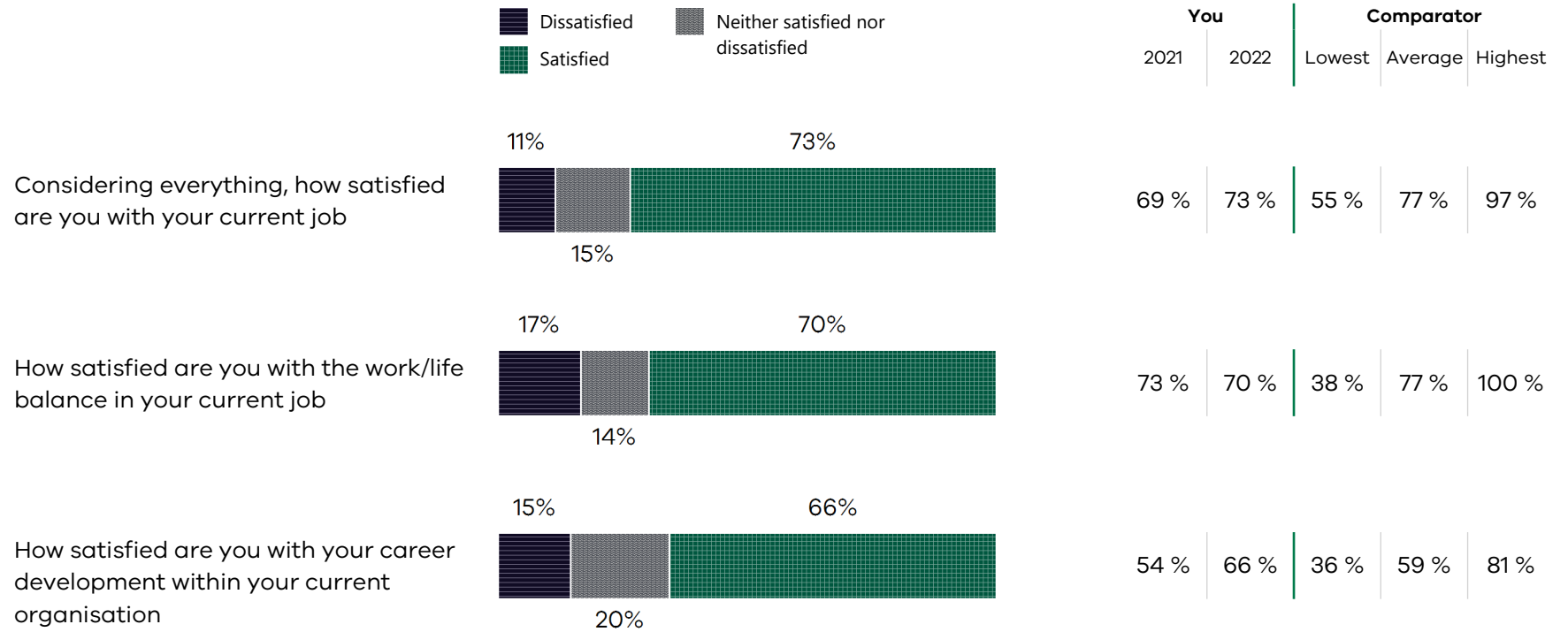
Example

73% 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

Your results legend
- Dissatisfied (dark navy)
- Neither satisfied nor dissatisfied (grey)
- Satisfied (green)

Survey question	11% / 15% / 73%	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
Considering everything, how satisfied are you with your current job	11% · 15% · 73%	69 %	73 %	55 %	77 %	97 %
How satisfied are you with the work/life balance in your current job	17% · 14% · 70%	73 %	70 %	38 %	77 %	100 %
How satisfied are you with your career development within your current organisation	15% · 20% · 66%	54 %	66 %	36 %	59 %	81 %

People outcomes

Work-related stress levels

What this is

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

Why this is important

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

How to read this

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

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

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

Example

24% of your staff who did the survey said they had high to severe stress in 2022. This is compared to 20% 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)

Category	Percentage
Nil	13%
Low / mild	31%
Moderate	33%
High	12%
Very high	9%
Severe	3%
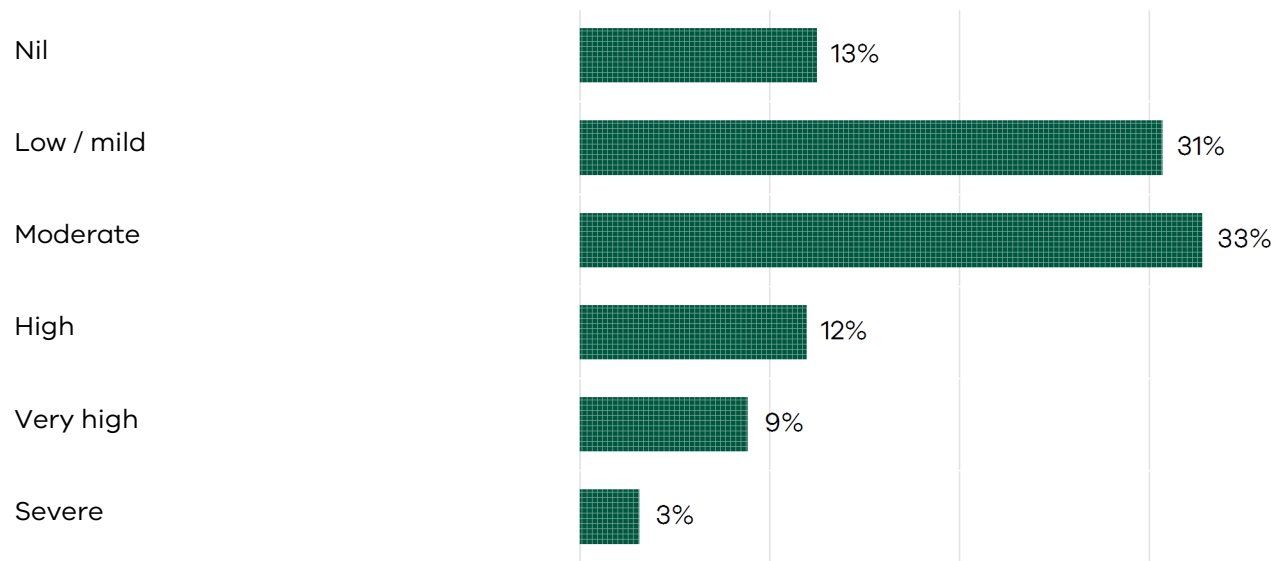
Reported levels of high to severe stress

2021		2022	
24%		**24%**	
Comparator	26%	Comparator	20%
Public Sector	26%	Public Sector	25%
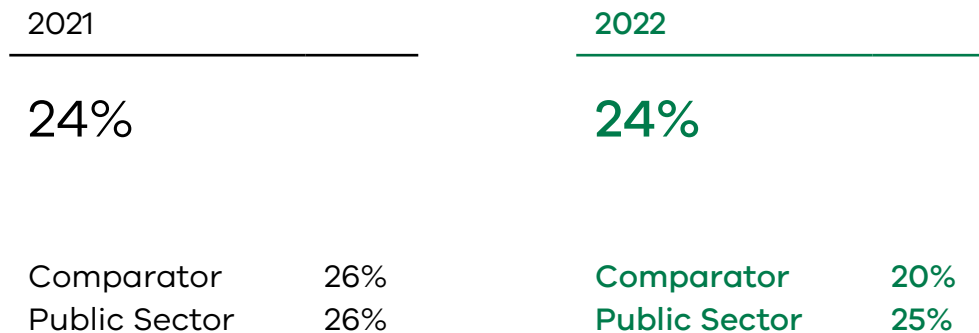
People outcomes

Work-related stress causes

What this is

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

Why this is important

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

How to read this

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

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

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

Example

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

Of that 88%, 46% said the top reason was 'Workload'.

	168	24
	88%	13%

■ Experienced some work-related stress   ▨ Did not experience some work-related stress
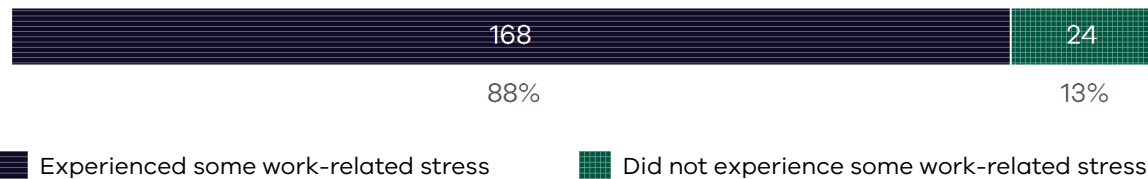
Of those that experienced work related stress it was from ...	You 2021	You 2022	Comparator 2022	Public sector 2022
Workload	40%	46%	49%	51%
Time pressure	46%	43%	47%	44%
Unclear job expectations	18%	18%	16%	14%
Management of work (e.g. supervision, training, information, support)	14%	17%	11%	12%
Content, variety, or difficulty of work	14%	15%	13%	11%
Competing home and work responsibilities	13%	14%	14%	14%
Social environment (e.g. relationships with colleagues, manager and/or senior leaders)	14%	14%	8%	10%
Dealing with clients, patients or stakeholders	12%	11%	15%	15%
Work that doesn't match my skills or experience	7%	11%	8%	7%
Organisation or workplace change	9%	10%	11%	13%

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

10% of your staff who did the survey said they intended to work for your organisation for 6 months or less.

Employees plan to work at your organisation for ...	You 2022	Comparator 2022	Public sector 2022
6 months or less	10%	9%	8%
Over 6 months and up to 1 year	15%	14%	10%
Over 1 year and up to 3 years	33%	31%	25%
Over 3 years and up to 5 years	14%	18%	16%
Over 5 years	29%	28%	41%

People outcomes

Inclusion question results

What this is

This is how included staff feel in their workplace.

Why this is important

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

How to read this

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

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

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

Example

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

| Survey question | Your results | Benchmark agree results |

Legend: ■ Disagree ▦ Neither agree nor disagree ▦ Agree
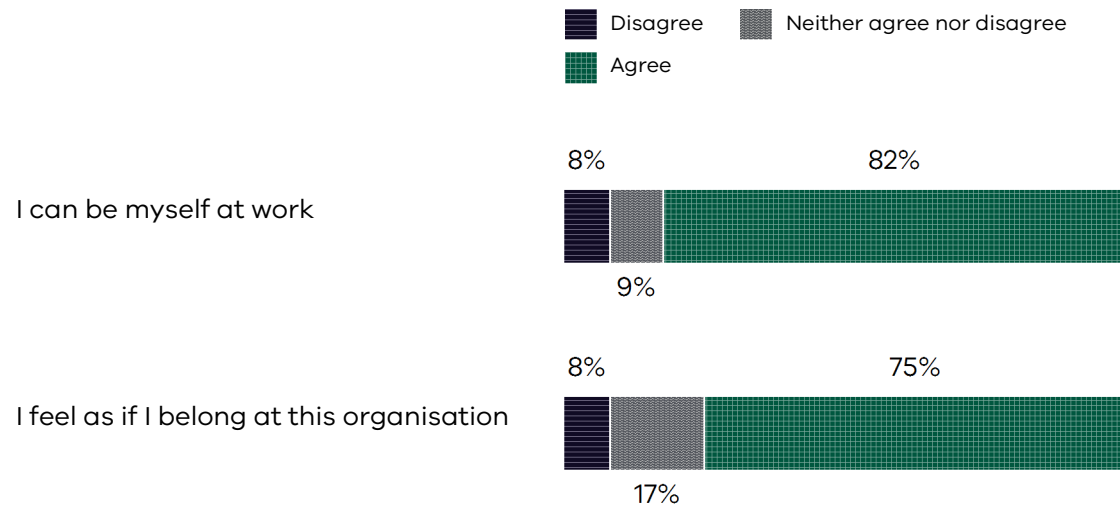
Survey question		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I can be myself at work	8% / 9% / 82%	Not asked	82 %	74 %	86 %	100 %
I feel as if I belong at this organisation	8% / 17% / 75%	Not asked	75 %	54 %	76 %	97 %

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Inclusion - Barriers to success

What this is

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

Why this is important

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

How to read this

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

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

Example

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

Staff who experienced one or more barriers to success at work

48	144
25%	75%

■ Experienced barriers   ▨ Did not experience barriers
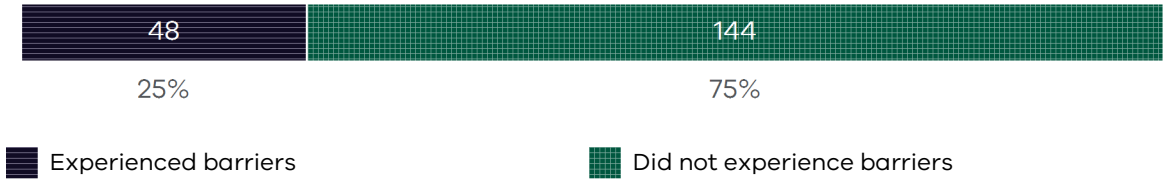
During the last 12 months, employees experienced barriers to their success due to ...	You 2022	Comparator 2022	Public sector 2022
My mental health	11%	7%	7%
My caring responsibilities	10%	6%	7%
My age	6%	5%	8%
My physical health	4%	3%	4%
My disability	3%	2%	1%
Other	2%	4%	4%
My cultural background	1%	2%	3%
My sex	1%	4%	4%
My gender identity	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:

- 58% of your staff who did the survey said work made them feel happy in 2022, which is up from 58% 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 ...

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

	Happy	Enthusiastic	Worried	Miserable
You 2021	58%	60%	36%	16%
You 2022	58%	56%	36%	17%
Comparator 2022	54%	53%	25%	13%
Public sector 2022	54%	49%	31%	17%
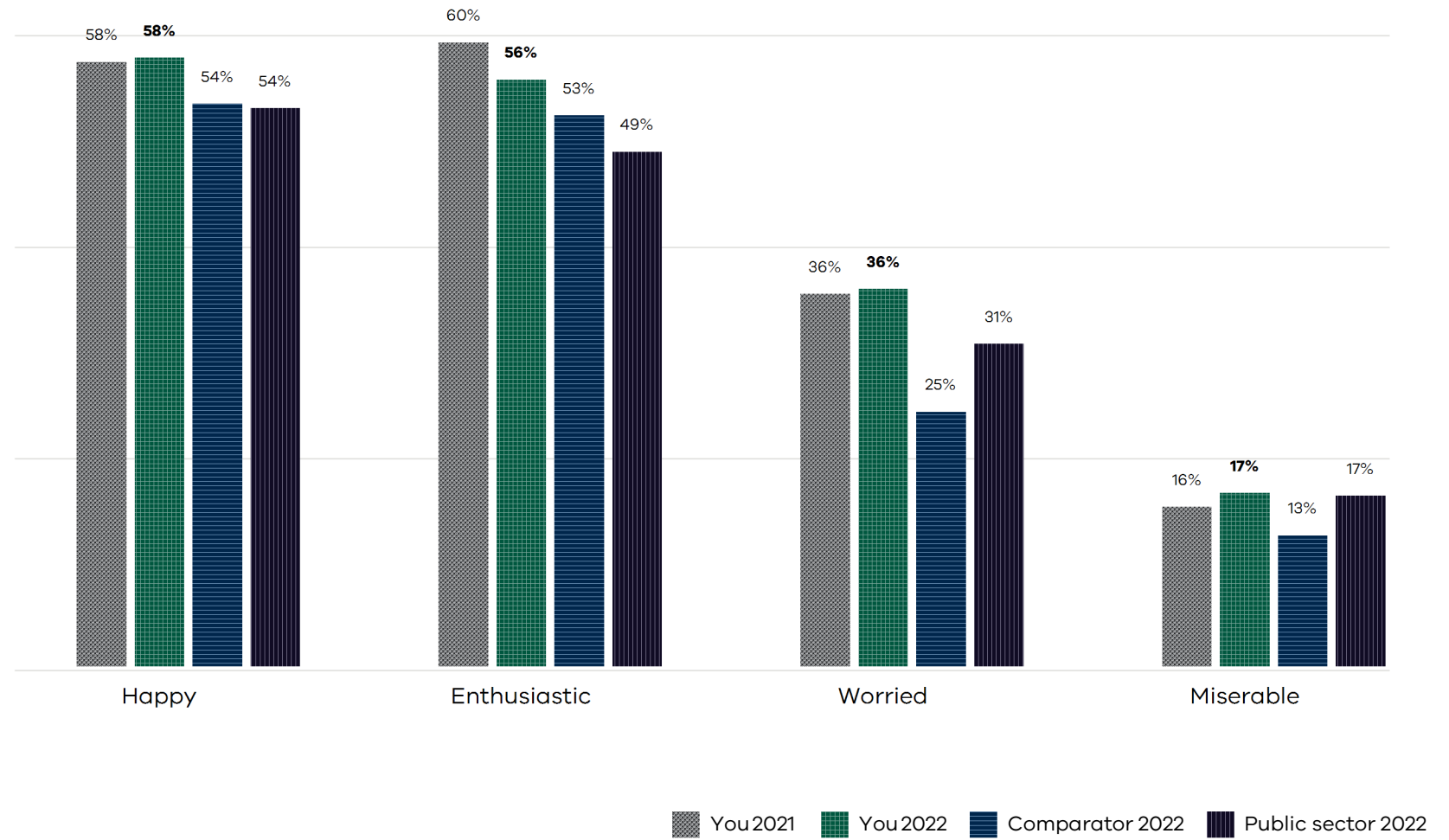
People outcomes

Scorecard: negative behaviours

What this is

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

Why this is important

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

How to read this

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

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

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

Example

In 2022:

- 8% of your staff who did the survey stated they experienced 'Bullying' in the last 12 months which is down from 16% in 2021.

Compared to:

- 7% of staff at your comparator and 11% of staff across the public sector.

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

Bullying: 16%, 8%, 7%, 11%
Discrimination: 2%, 6%, 3%, 5%
Sexual harassment: 3%, 3%, 2%, 4%
Violence or aggression: 6%, 3%, 4%, 10%
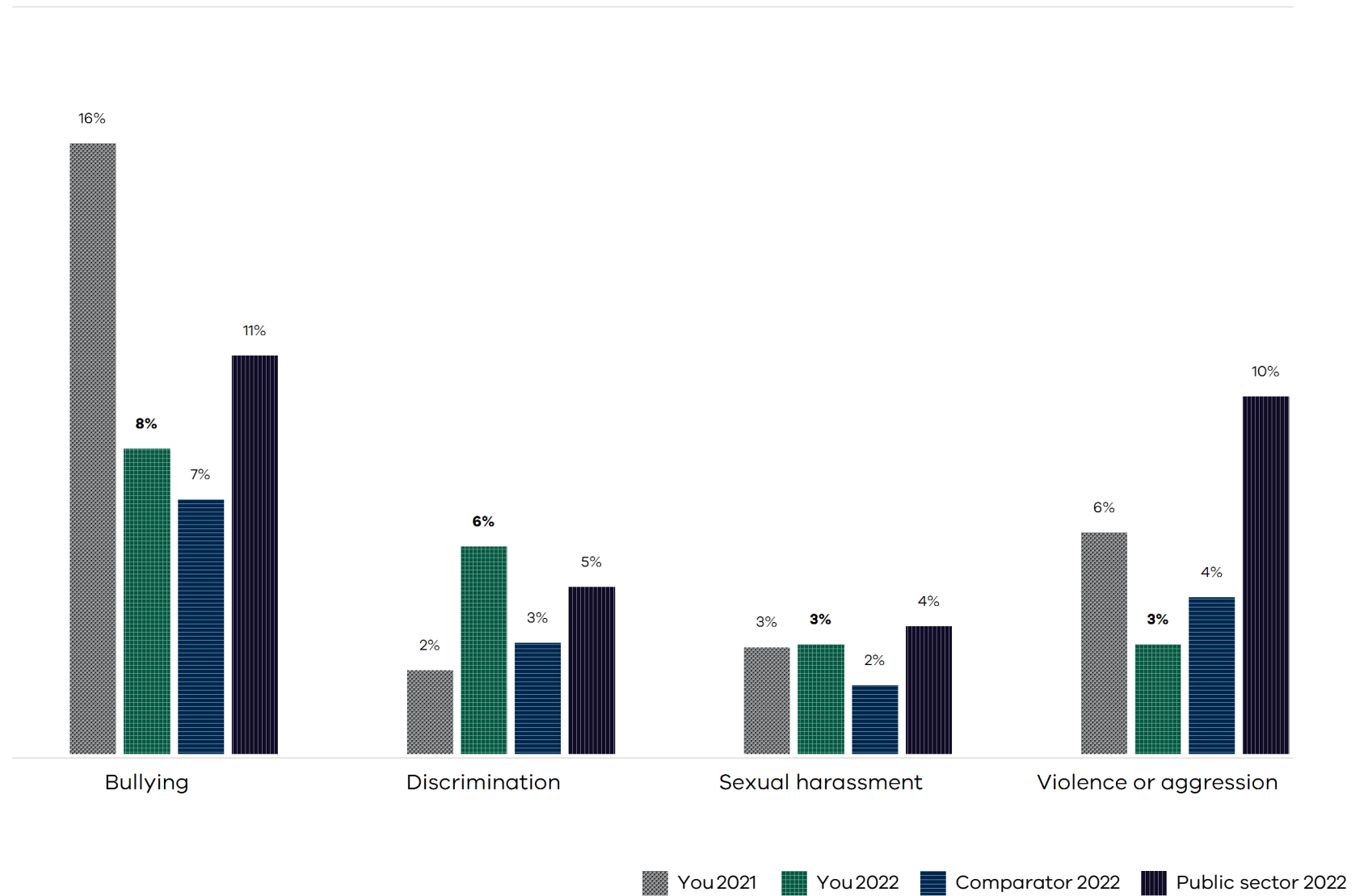
People outcomes

Bullying

What this is

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

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

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

Of that 8%, 81% 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?

16	163	13
8%	85%	7%

■ Experienced bullying   ▦ Did not experience bullying   ▨ Not sure
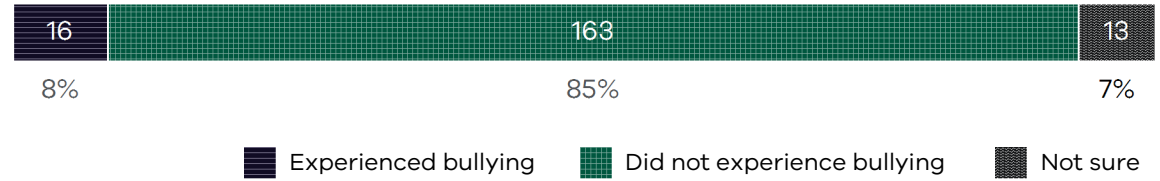
If you experienced bullying, what type of bullying did you experience?	You 2021	You 2022	Comparator 2022	Public sector 2022
Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)	81%	81%	76%	71%
Exclusion or isolation	48%	63%	48%	43%
Withholding essential information for me to do my job	44%	56%	44%	33%
Being assigned meaningless tasks unrelated to the job	7%	31%	19%	13%
Being given impossible assignment(s)	4%	31%	11%	10%
Intimidation and/or threats	19%	31%	26%	30%
Verbal abuse	4%	19%	21%	19%
Interference with my personal property and/or work equipment	4%	6%	2%	4%

Victorian Public Sector Commission

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People outcomes

Telling someone about the bullying

What this is

This is if staff told someone when they experienced bullying.

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

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

- 56% said the top way they reported the bullying was 'Told a colleague'.
- 94% said they didn't submit a formal complaint.

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

16	163	13
8%	85%	7%

■ Experienced bullying   ▦ Did not experience bullying   ▨ Not sure
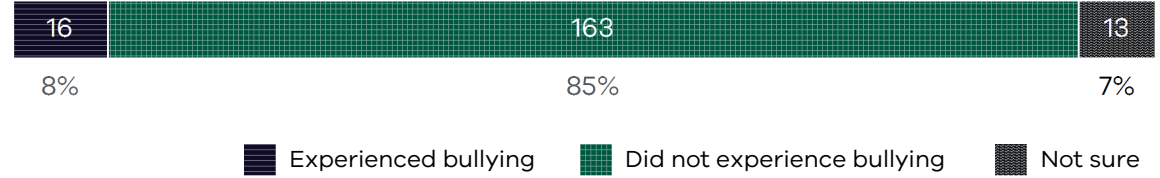
Did you tell anyone about the bullying?	You 2021	You 2022	Comparator 2022	Public sector 2022
Told a colleague	37%	56%	42%	41%
Told a manager	56%	56%	47%	49%
Told a friend or family member	52%	38%	35%	35%
Told Human Resources	33%	38%	16%	13%
Told the person the behaviour was not OK	30%	31%	15%	17%
Told employee assistance program (EAP) or peer support	4%	25%	11%	10%
I did not tell anyone about the bullying	4%	19%	15%	12%
Submitted a formal complaint	11%	6%	6%	11%
Told someone else	11%	6%	12%	12%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Bullying - reasons for not submitting a formal complaint

What this is

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

Why this is important

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

How to read this

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

Example

94% of your staff who experienced bullying did not submit a formal complaint, of which:

- 67% said the top reason was 'I believed there would be negative consequences for my reputation'.

Did you submit a formal complaint?

1	15
6%	94%

■ Submitted formal complaint   ■ Did not submit a formal complaint
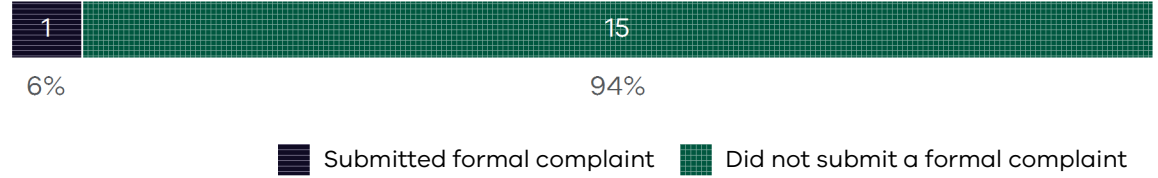
What was your reason for not submitting a formal complaint?	You 2021	You 2022	Comparator 2022	Public sector 2022
I believed there would be negative consequences for my reputation	54%	67%	65%	52%
I didn't think it would make a difference	46%	60%	48%	51%
I believed there would be negative consequences for my career	33%	53%	55%	41%
I didn't feel safe to report the incident	21%	33%	22%	19%
I thought the complaint process would be embarrassing or difficult	13%	27%	16%	13%
Other	21%	27%	12%	12%
I believed there would be negative consequences for the person I was going to complain about	8%	13%	10%	9%
I didn't know who to talk to	4%	13%	6%	5%
I didn't need to because I made the bullying stop	13%	13%	5%	6%
I didn't need to because I no longer had contact with the person(s) who bullied me	4%	13%	9%	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, 8% of your staff said they experienced bullying.

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

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

Each row is one perpetrator or group of perpetrators.

Example

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

Of that 8%, 56% said it was by 'An executive, senior leader or the head of your organisation'.

16 people (8% of staff) experienced bullying (You 2022)
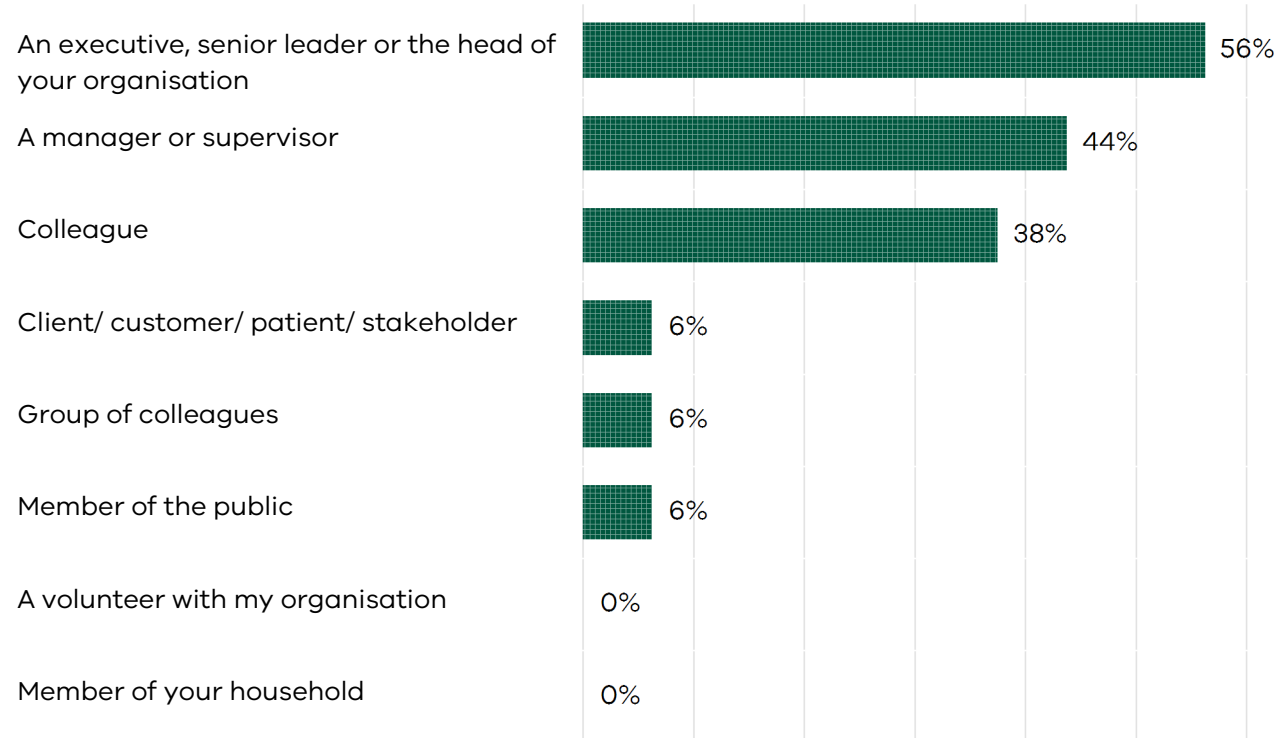
Perpetrator	Percentage
An executive, senior leader or the head of your organisation	56%
A manager or supervisor	44%
Colleague	38%
Client/ customer/ patient/ stakeholder	6%
Group of colleagues	6%
Member of the public	6%
A volunteer with my organisation	0%
Member of your household	0%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

In this year's survey, 8% of your staff said they experienced bullying.

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

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

Example

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

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

Of that 100%, 50% said it was 'They were in my workgroup'.

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

They were in my workgroup	50%
They were my immediate manager or supervisor	44%
They were outside my workgroup	25%
They were someone I supervise or manage	0%
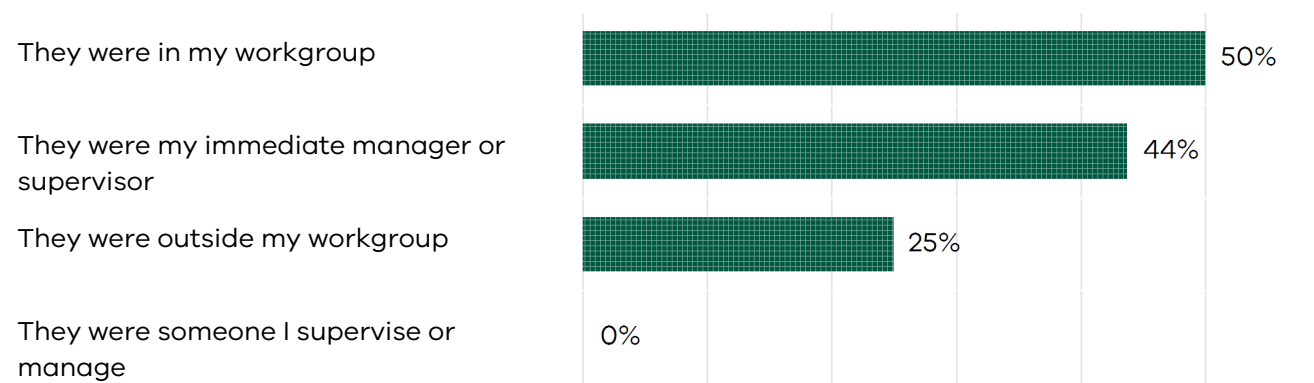
People outcomes

Sexual harassment

What this is

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

Why this is important

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

Why there is no data here

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

We do this to protect the respondents.

Victorian
Public Sector
Commission

VICTORIA
State
Government

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%, 36% said it was 'Opportunities for promotion'.

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

11	165	16
6%	86%	8%

■ Experienced discrimination   ▨ Did not experience discrimination   ▨ Not sure
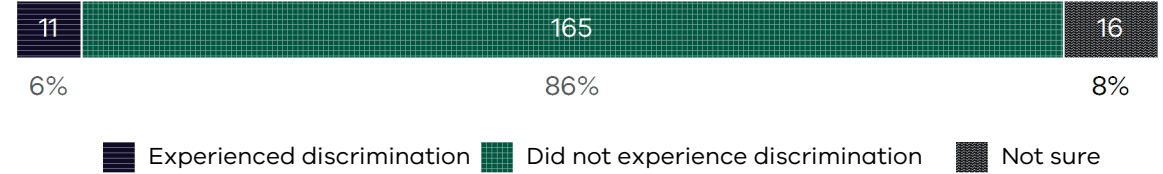
If you experienced discrimination, what type of discrimination did you experience?		You 2022	Comparator 2022	Public sector 2022
Opportunities for promotion	0%	36%	38%	38%
Opportunities for transfer/secondment	0%	36%	13%	13%
Other	0%	36%	41%	39%
Denied flexible work arrangements or other adjustments	0%	27%	19%	20%
Employment security - threats of dismissal or termination	0%	27%	13%	16%
Access to leave	0%	9%	8%	8%
Opportunities for training	0%	9%	20%	22%
Pay or conditions offered by employer	0%	9%	17%	12%

Victorian Public Sector Commission

VICTORIA State Government

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

- 55% said the top way they reported the discrimination was 'Told a colleague'.
- 100% said they didn't submit a formal complaint.

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

11	165	16
6%	86%	8%

■ Experienced discrimination ▦ Did not experience discrimination ▦ Not sure
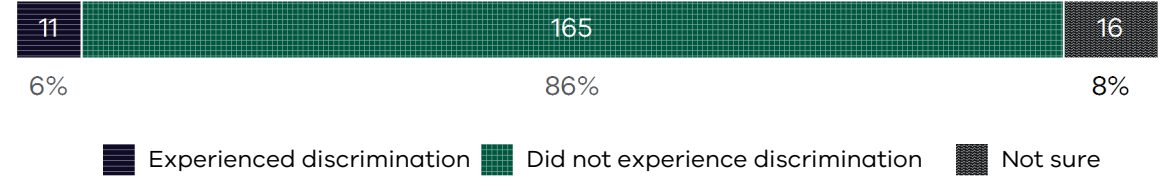
Did you tell anyone about the discrimination?	You 2022	Comparator 2022	Public sector 2022
Told a colleague	55%	37%	36%
Told a friend or family member	55%	37%	33%
Told a manager	36%	31%	31%
Told Human Resources	27%	18%	13%
Told someone else	27%	15%	14%
Told the person the behaviour was not OK	27%	6%	9%
I did not tell anyone about the discrimination	9%	24%	24%
Told employee assistance program (EAP) or peer support	9%	9%	10%

People outcomes

Discrimination - reasons for not submitting a formal complaint

What this is

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

Why this is important

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

How to read this

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

Example

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

- 73% said the top reason was 'I believed there would be negative consequences for my career'.

Did you submit a formal complaint?

	11

100%

■ Submitted formal complaint   ■ Did not submit a formal complaint
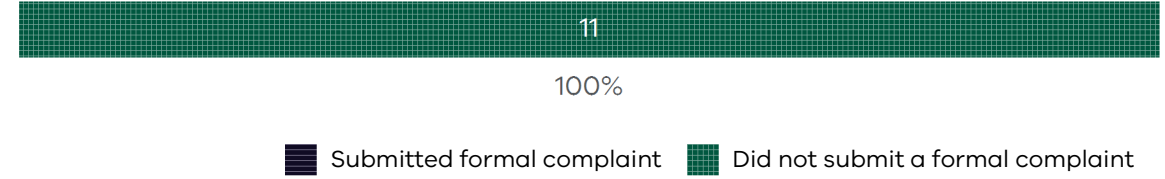
What was your reason for not submitting a formal complaint?	You 2022	Comparator 2022	Public sector 2022
I believed there would be negative consequences for my career	73%	66%	53%
I didn't think it would make a difference	73%	54%	59%
I believed there would be negative consequences for my reputation	64%	59%	53%
I didn't feel safe to report the incident	27%	26%	20%
I thought the complaint process would be embarrassing or difficult	27%	17%	13%
I didn't know how to make a complaint	18%	8%	6%
I believed there would be negative consequences for the person I was going to complain about	9%	12%	8%
I didn't know who to talk to	9%	8%	7%
I didn't need to because I made the discrimination stop	9%	2%	2%
I didn't think it was serious enough	9%	13%	12%

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.
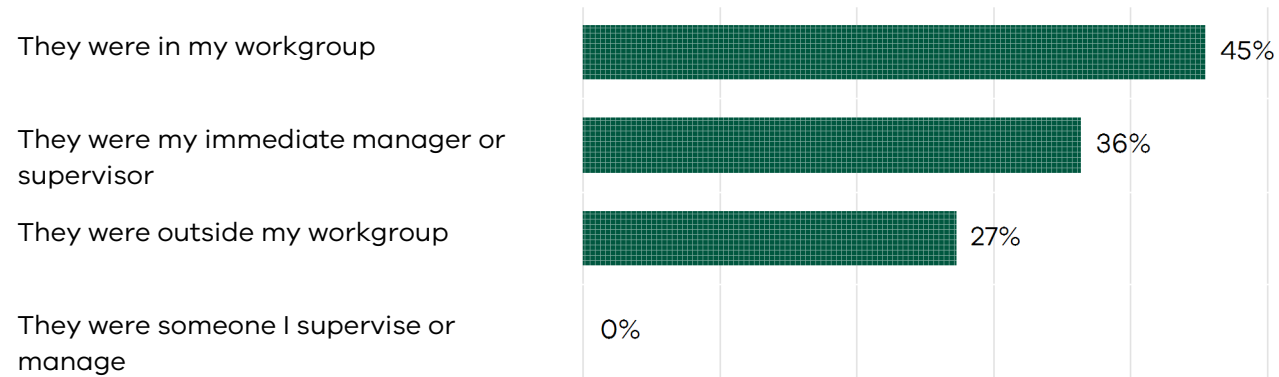
Each row is one perpetrator or group of perpetrators.

Example

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

Of that 6%, 73% said it was by 'A manager or supervisor'.

11 people (6% of staff) experienced discrimination (You 2022)
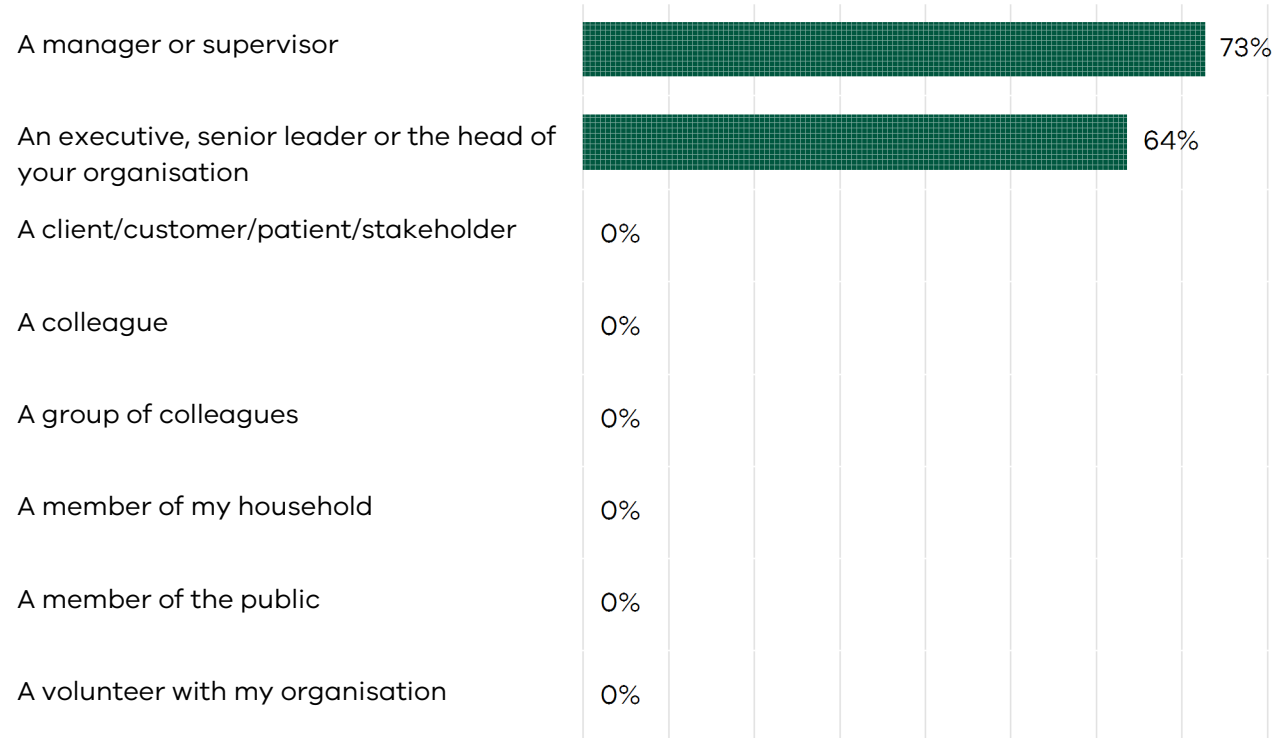
A manager or supervisor	73%
An executive, senior leader or the head of your organisation	64%
A client/customer/patient/stakeholder	0%
A colleague	0%
A group of colleagues	0%
A member of my household	0%
A member of the public	0%
A volunteer with my organisation	0%

People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

In this year's survey, 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%, 100% said it was by someone within the organisation.

Of that 100%, 45% said it was 'They were in my workgroup'.

11 people (100% of staff who experienced discrimination) experienced discrimination from within your organisation (You 2022)

They were in my workgroup	45%
They were my immediate manager or supervisor	36%
They were outside my workgroup	27%
They were someone I supervise or manage	0%

People outcomes

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.

Why there is no data here

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

We do this to protect the respondents.

People matter survey wellbeing check 2022

Have your say

Overview

Result summary

Report overview

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

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Demographics

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

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 95% of your staff agreed with 'I understand how my job helps my organisation achieve it's goals'. This question was not asked in 2021.

Question group	Highest scoring questions	You 2022	Change from 2021	Comparator 2022
Job enrichment	I understand how my job helps my organisation achieve it's goals	95%	Not asked in 2021	93%
Workgroup support	People in my workgroup are politically impartial in their work	94%	+1%	86%
Organisational integrity	My organisation is committed to earning a high level of public trust	94%	+0%	87%
Meaningful work	I achieve something important through my work	93%	+7%	89%
Job enrichment	I can use my skills and knowledge in my job	92%	Not asked in 2021	91%
Meaningful work	I can make a worthwhile contribution at work	92%	Not asked in 2021	92%
Manager leadership	My manager treats employees with dignity and respect	90%	+2%	92%
Safety climate	My organisation provides a physically safe work environment	90%	-4%	91%
Manager leadership	My manager demonstrates honesty and integrity	89%	+2%	91%
Manager leadership	My manager models my organisation's values	88%	+4%	89%

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 42% 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	42%	Not asked in 2021	35%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	46%	-13%	57%
Learning and development	I am satisfied with the way my learning and development needs have been addressed in the last 12 months	51%	0%	60%
Safety climate	All levels of my organisation are involved in the prevention of stress	51%	+1%	56%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	52%	-7%	60%
Organisational integrity	I believe the promotion processes in my organisation are fair	53%	Not asked in 2021	50%
Learning and development	My organisation places a high priority on the learning and development of staff	57%	-5%	62%
Organisational integrity	I have an equal chance at promotion in my organisation	57%	Not asked in 2021	54%
Learning and development	I am satisfied with the opportunities to progress in my organisation	59%	Not asked in 2021	50%
Workload	I have enough time to do my job effectively	59%	0%	63%

Victorian Public Sector Commission

VICTORIA State Government

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 'Learning and development', the 'You 2022' column shows 79% of your staff agreed with 'I am developing and learning in my role'.
In the 'Increase from 2021' column, you have a 13% increase, which is a positive trend.

Question group	Most improved from last year	You 2022	Increase from 2021	Comparator 2022
Learning and development	I am developing and learning in my role	79%	+13%	78%
Satisfaction	How satisfied are you with your career development within your current organisation	66%	+11%	59%
Collaboration	Workgroups across my organisation willingly share information with each other	72%	+9%	69%
Safe to speak up	I feel safe to challenge inappropriate behaviour at work	72%	+8%	77%
Organisational integrity	My organisation takes steps to eliminate bullying, harassment and discrimination	69%	+8%	73%
Organisational integrity	My organisation does not tolerate improper conduct	74%	+8%	77%
Meaningful work	I get a sense of accomplishment from my work	85%	+7%	84%
Meaningful work	I achieve something important through my work	93%	+7%	89%
Senior leadership	Senior leaders demonstrate honesty and integrity	79%	+7%	77%
Senior leadership	Senior leaders model my organisation's values	80%	+6%	75%

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 'Quality service delivery', the 'You 2022' column shows 64% of your staff agreed with 'My workgroup has clear lines of responsibility'.

In the 'Decrease from 2021' column, you have a 16% decrease, which is a negative trend.

Question subgroup	Largest decline from last year	You 2022	Decrease from 2021	Comparator 2022
Quality service delivery	My workgroup has clear lines of responsibility	64%	-16%	77%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	46%	-13%	57%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	52%	-7%	60%
Learning and development	My organisation places a high priority on the learning and development of staff	57%	-5%	62%
Workgroup support	People in my workgroup appropriately manage conflicts of interest	76%	-4%	82%
Safety climate	My organisation provides a physically safe work environment	90%	-4%	91%
Engagement	I feel a strong personal attachment to my organisation	65%	-4%	61%
Manager support	My manager listens to what I have to say	85%	-4%	88%
Satisfaction	How satisfied are you with the work/life balance in your current job	70%	-3%	77%
Job enrichment	I clearly understand what I am expected to do in this job	80%	-3%	85%

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 59% 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 9 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	59%	+9%	50%
Workgroup support	People in my workgroup are politically impartial in their work	94%	+9%	86%
Taking action	My organisation has made improvements based on the survey results from last year	42%	+7%	35%
Satisfaction	How satisfied are you with your career development within your current organisation	66%	+6%	59%
Organisational integrity	My organisation is committed to earning a high level of public trust	94%	+6%	87%
Senior leadership	Senior leaders model my organisation's values	80%	+5%	75%
Collaboration	Workgroups across my organisation willingly share information with each other	72%	+4%	69%
Meaningful work	I achieve something important through my work	93%	+3%	89%
Engagement	I feel a strong personal attachment to my organisation	65%	+3%	61%
Taking action	I believe my organisation will make improvements based on the results of this survey	62%	+3%	59%

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 'Quality service delivery', the 'You 2022' column shows 64% of your staff agreed with 'My workgroup has clear lines of responsibility'.

The 'difference' column, shows that agreement for this question was 13 percentage points lower in your organisation than in your comparator.

Question subgroup	Biggest negative difference from comparator	You 2022	Difference	Comparator 2022
Quality service delivery	My workgroup has clear lines of responsibility	64%	-13%	77%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	46%	-11%	57%
Learning and development	I am satisfied with the way my learning and development needs have been addressed in the last 12 months	51%	-9%	60%
Workgroup support	People in my workgroup are honest, open and transparent in their dealings	78%	-8%	86%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	52%	-7%	60%
Workgroup support	People in my workgroup treat each other with respect	84%	-7%	91%
Satisfaction	How satisfied are you with the work/life balance in your current job	70%	-7%	77%
Workload	The workload I have is appropriate for the job that I do	60%	-7%	67%
Job enrichment	I have the authority to do my job effectively	71%	-7%	77%
Workgroup support	People in my workgroup appropriately manage conflicts of interest	76%	-6%	82%

Victorian Public Sector Commission

VICTORIA State Government

People matter survey wellbeing check 2022

Have your say

Overview

Result summary

Report overview

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

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Demographics

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

Victorian Public Sector Commission

VICTORIA State Government

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

62% of your staff who did the survey agreed or strongly agreed with 'I believe my organisation will make improvements based on the results of this survey'.
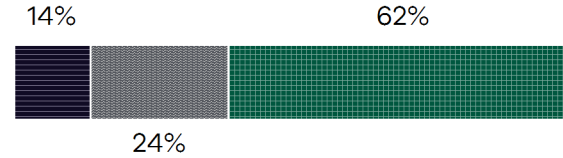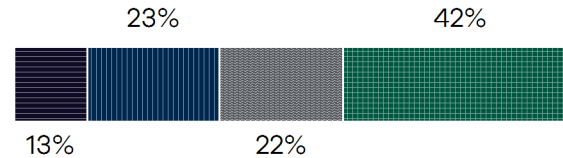
Legend: Disagree | Neither agree nor disagree | Don't know | Agree

Survey question	Your results		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I believe my organisation will make improvements based on the results of this survey	14% ... 24% ... 62%		Not asked	62 %	32 %	59 %	100 %
My organisation has made improvements based on the survey results from last year	13% ... 23% ... 22% ... 42%		Not asked	42 %	8 %	35 %	75 %

People matter survey
wellbeing check 2022

Have your say

Overview

Report overview

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

Result summary

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Demographics

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

Victorian Public Sector Commission

VICTORIA State Government

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.

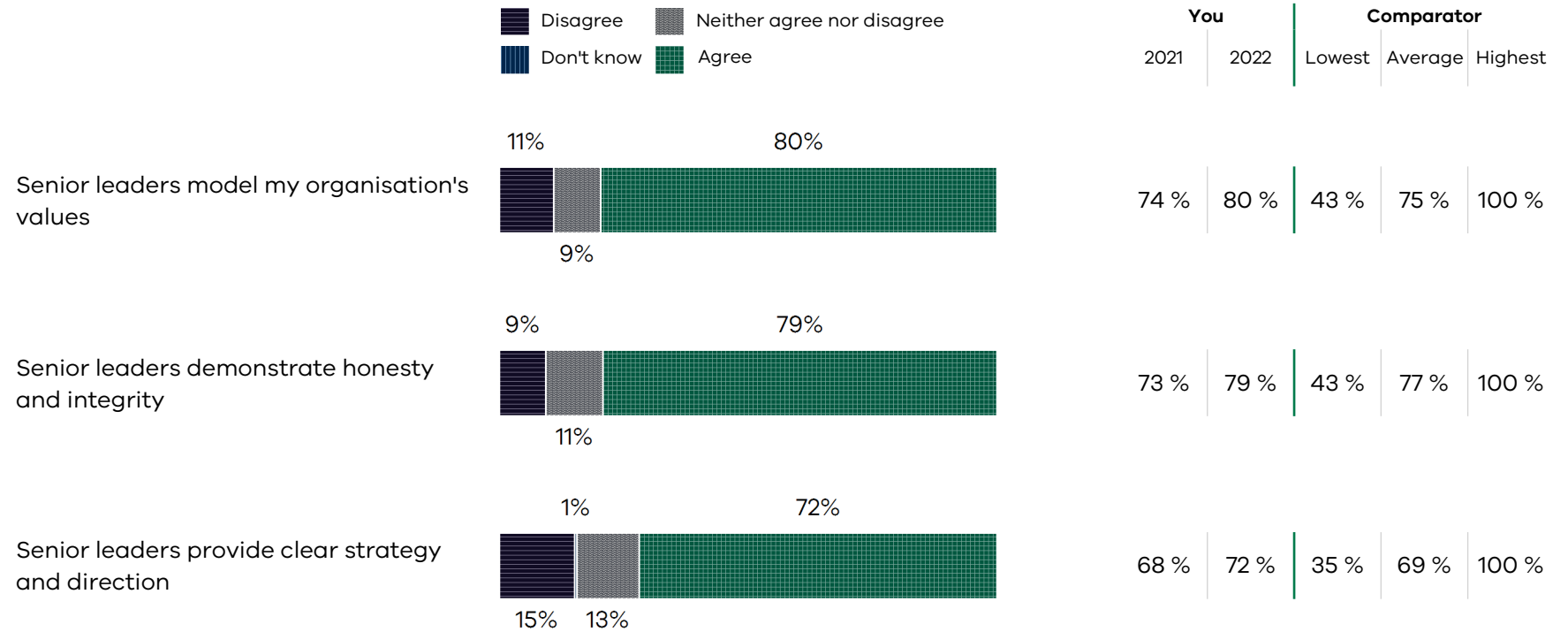Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

80% of your staff who did the survey agreed or strongly agreed with 'Senior leaders model my organisation's values'.

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

Survey question	Your results		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
Senior leaders model my organisation's values	11% / 9% / 80%		74 %	80 %	43 %	75 %	100 %
Senior leaders demonstrate honesty and integrity	9% / 11% / 79%		73 %	79 %	43 %	77 %	100 %
Senior leaders provide clear strategy and direction	15% / 13% / 1% / 72%		68 %	72 %	35 %	69 %	100 %

People matter survey wellbeing check 2022

Have your say

Overview

Result summary

Report overview

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

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Demographics

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

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.
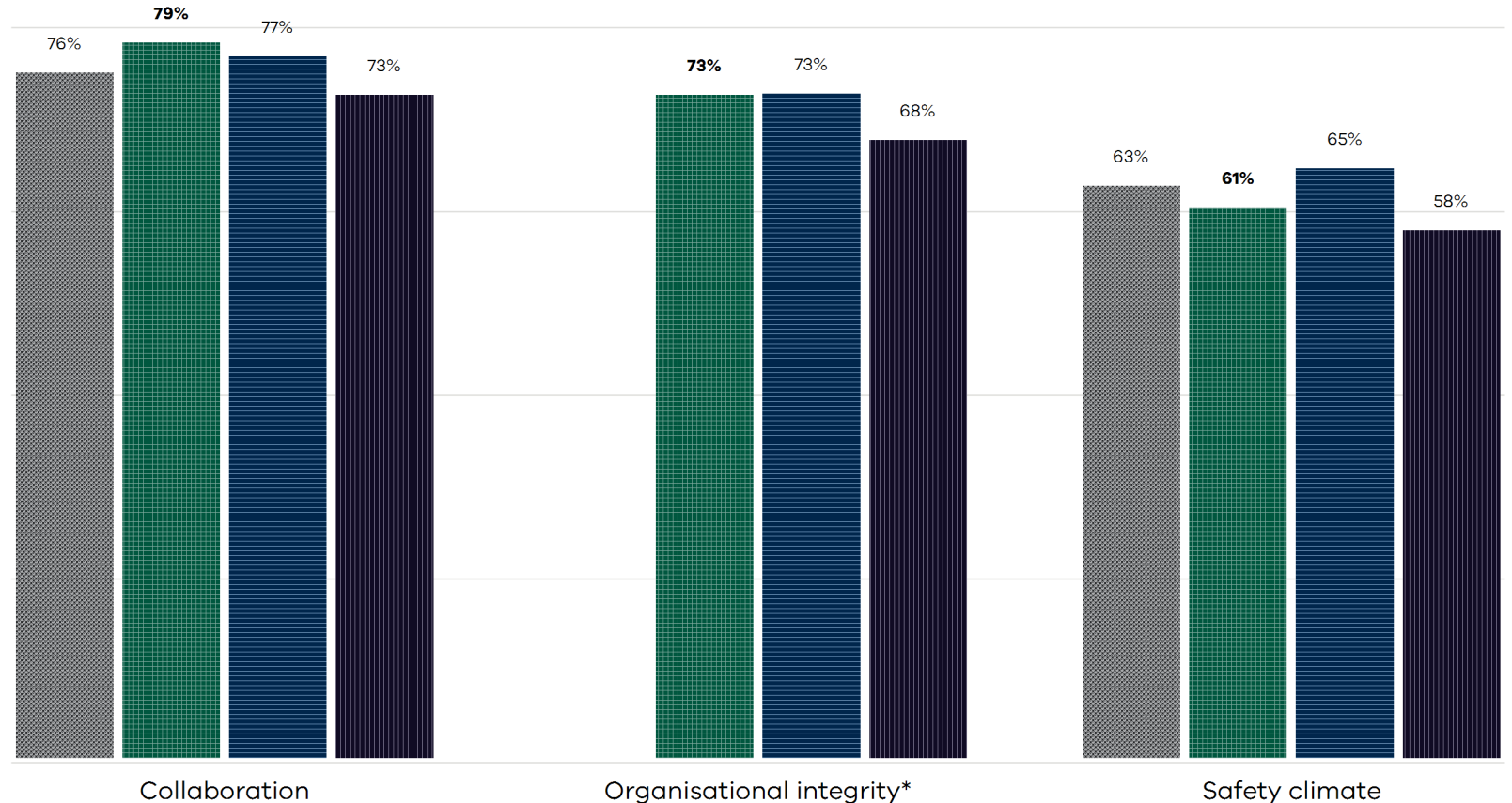
Example

In 2022:

- 79% of your staff who did the survey responded positively to questions about Collaboration which is up from 76% in 2021.

Compared to:

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

Collaboration: 76%, 79%, 77%, 73%

Organisational integrity*: 73%, 73%, 68%

Safety climate: 63%, 61%, 65%, 58%

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

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

Victorian Public Sector Commission

VICTORIA State Government

Organisational climate

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.
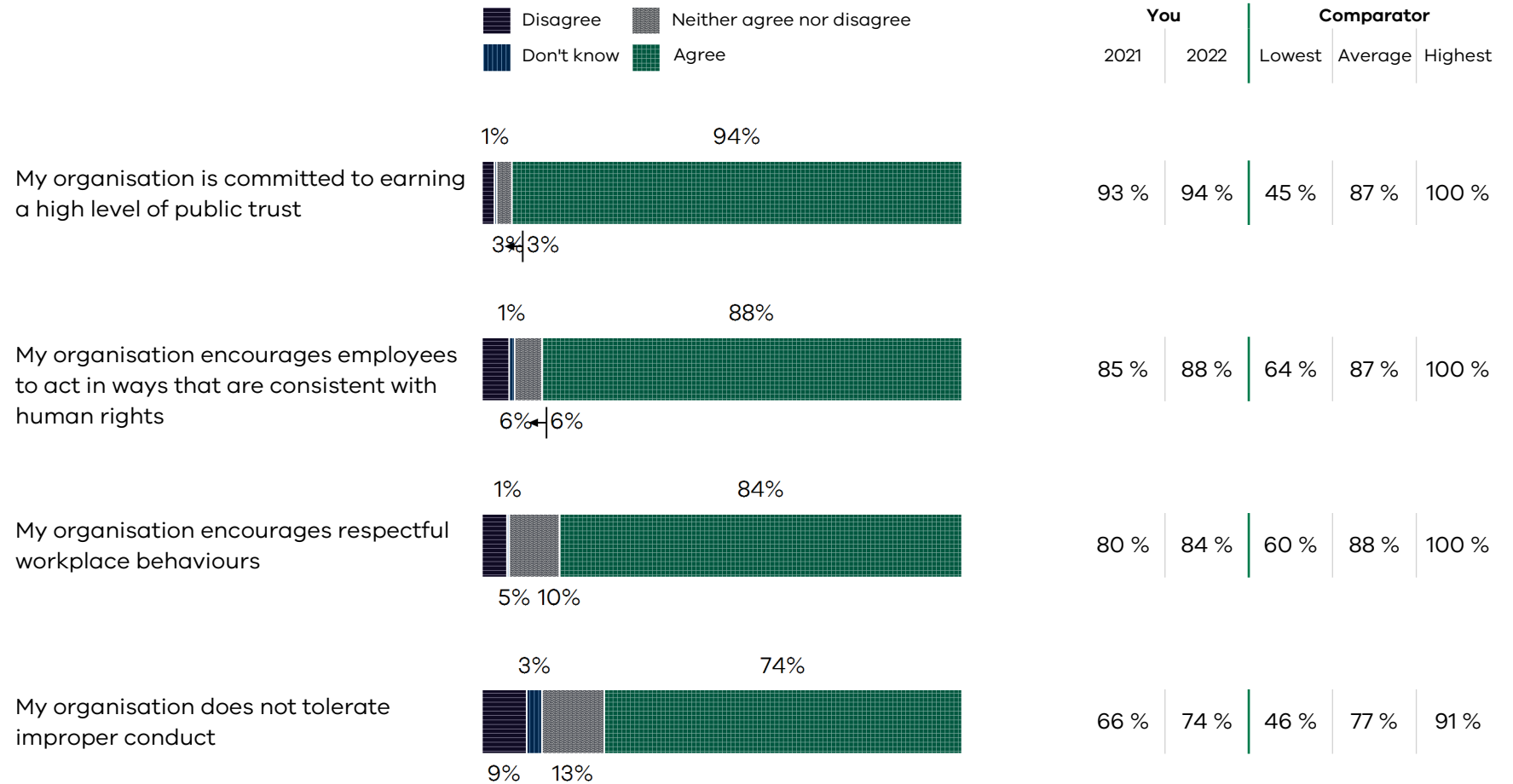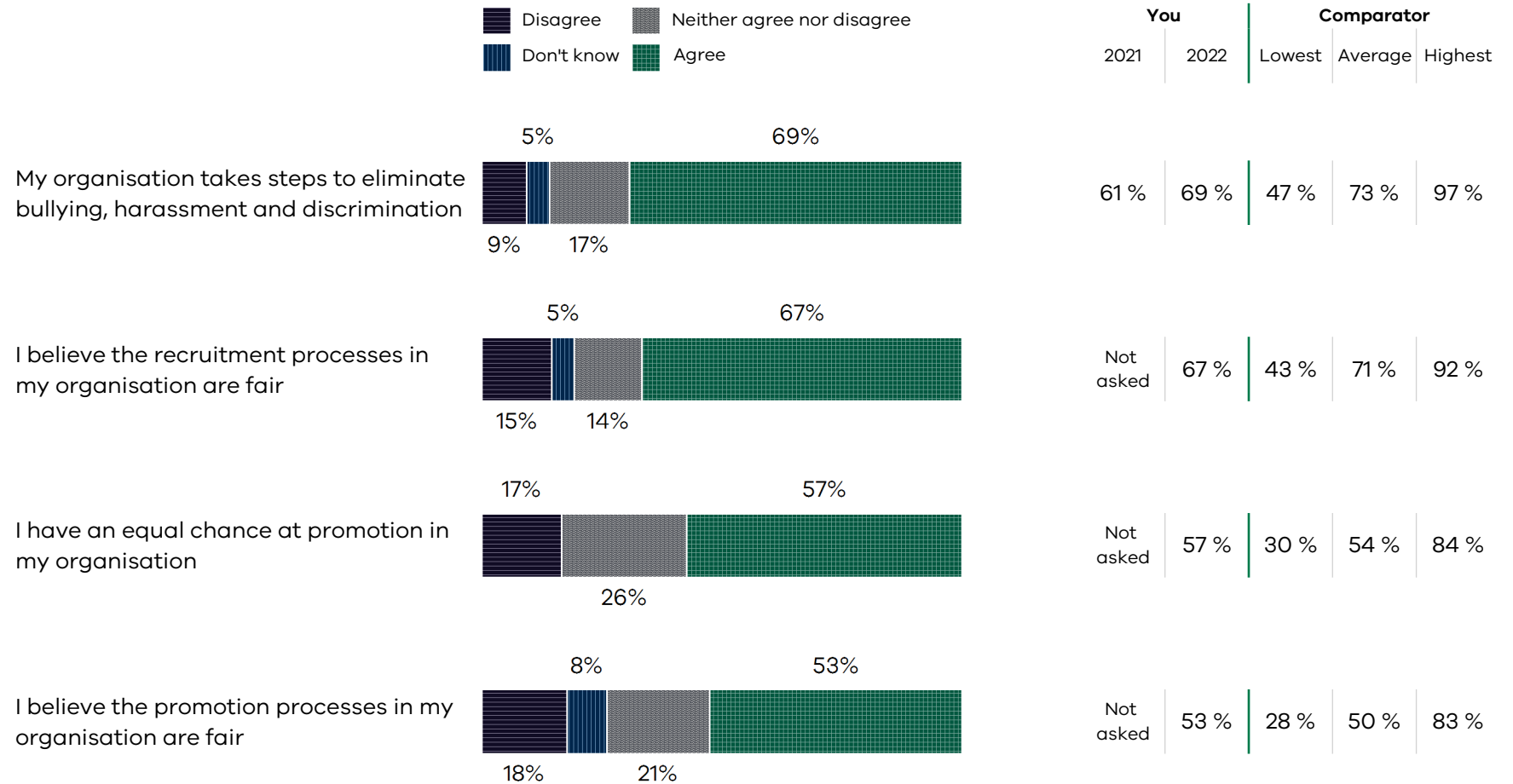
Example

94% of your staff who did the survey agreed or strongly agreed with 'My organisation is committed to earning a high level of public trust'.

Survey question

Your results

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

Benchmark agree results

Survey question		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My organisation is committed to earning a high level of public trust	1% ... 94% / 3% 3%	93 %	94 %	45 %	87 %	100 %
My organisation encourages employees to act in ways that are consistent with human rights	1% ... 88% / 6% 6%	85 %	88 %	64 %	87 %	100 %
My organisation encourages respectful workplace behaviours	1% ... 84% / 5% 10%	80 %	84 %	60 %	88 %	100 %
My organisation does not tolerate improper conduct	3% ... 74% / 9% 13%	66 %	74 %	46 %	77 %	91 %

Victorian Public Sector Commission

VICTORIA State Government

Organisational climate

Organisational integrity 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

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

Survey question	Your results	You		Comparator		
		2021	2022	Lowest	Average	Highest

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

Survey question	You 2021	You 2022	Lowest	Average	Highest
My organisation takes steps to eliminate bullying, harassment and discrimination — 9% / 5% / 17% / 69%	61 %	69 %	47 %	73 %	97 %
I believe the recruitment processes in my organisation are fair — 15% / 5% / 14% / 67%	Not asked	67 %	43 %	71 %	92 %
I have an equal chance at promotion in my organisation — 17% / 26% / 57%	Not asked	57 %	30 %	54 %	84 %
I believe the promotion processes in my organisation are fair — 18% / 8% / 21% / 53%	Not asked	53 %	28 %	50 %	83 %

Organisational climate

Collaboration

What this is

This shows how well the workgroups in your organisation work together and share information.

Why this is important

Improving these results can improve the cohesiveness of your organisation and allow for greater intra-organisational collaboration.

How to read this

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

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

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

Example

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

Survey question	Your results					

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

Benchmark agree results

Survey question	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I am able to work effectively with others outside my immediate workgroup	88 %	85 %	63 %	86 %	100 %
Workgroups across my organisation willingly share information with each other	63 %	72 %	50 %	69 %	100 %

Your results — I am able to work effectively with others outside my immediate workgroup: 5% (Disagree), 10% (Neither agree nor disagree), 85% (Agree)
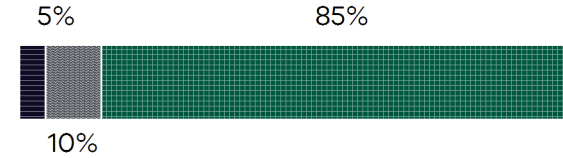
Your results — Workgroups across my organisation willingly share information with each other: 9%, 2%, 17%, 72%

Victorian Public Sector Commission

VICTORIA State Government
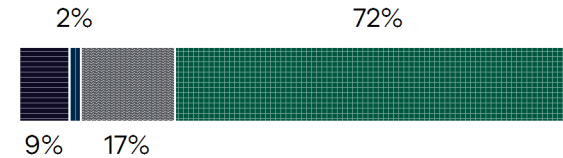
Organisational climate

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

90% of your staff who did the survey agreed or strongly agreed with 'My organisation provides a physically safe work environment'.

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

Survey question		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My organisation provides a physically safe work environment	4% / 6% / 90%	94 %	90 %	74 %	91 %	100 %
Senior leaders consider the psychological health of employees to be as important as productivity	16% / 18% / 66%	60 %	66 %	35 %	67 %	94 %
Senior leaders show support for stress prevention through involvement and commitment	17% / 23% / 60%	58 %	60 %	35 %	61 %	91 %
In my workplace, there is good communication about psychological safety issues that affect me	16% / 32% / 52%	59 %	52 %	40 %	60 %	84 %
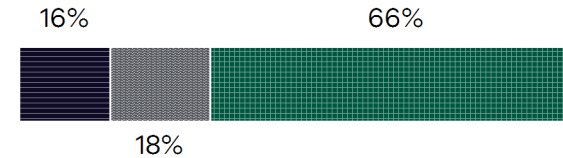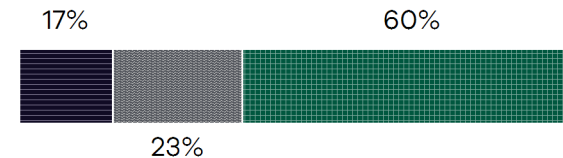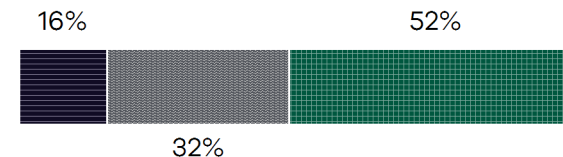
Organisational climate

Safety climate 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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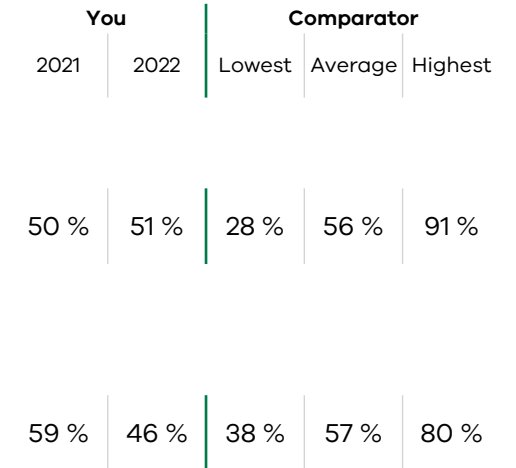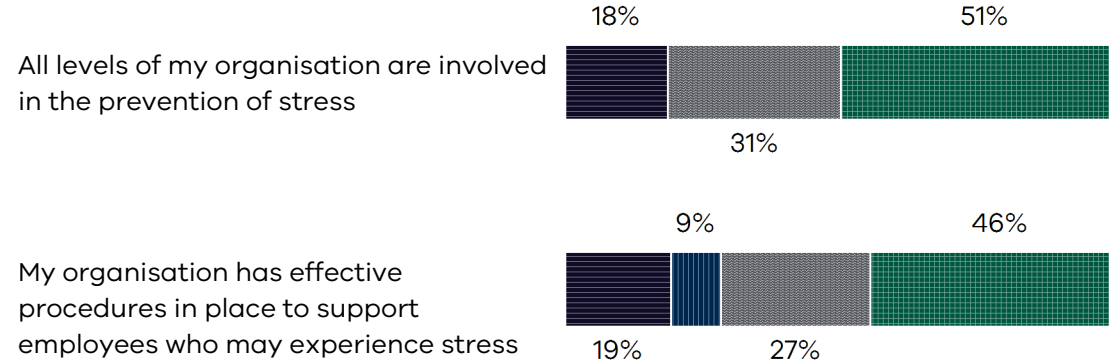
Example

51% of your staff who did the survey agreed or strongly agreed with 'All levels of my organisation are involved in the prevention of stress'.

| Survey question | Your results | Benchmark agree results |

Survey question

Your results

Benchmark agree results

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

	You		Comparator		
Survey question	2021	2022	Lowest	Average	Highest
All levels of my organisation are involved in the prevention of stress	50 %	51 %	28 %	56 %	91 %
My organisation has effective procedures in place to support employees who may experience stress	59 %	46 %	38 %	57 %	80 %

All levels of my organisation are involved in the prevention of stress
- 18%
- 51%
- 31%

My organisation has effective procedures in place to support employees who may experience stress
- 9%
- 46%
- 19%
- 27%

People matter survey wellbeing check 2022

Have your say

Overview

Report overview

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

Result summary

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Demographics

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

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:

- 83% of your staff who did the survey responded positively to questions about Workgroup support which is down from 83% in 2021.

Compared to:

- 87% of staff at your comparator and 80% of staff across the public sector.
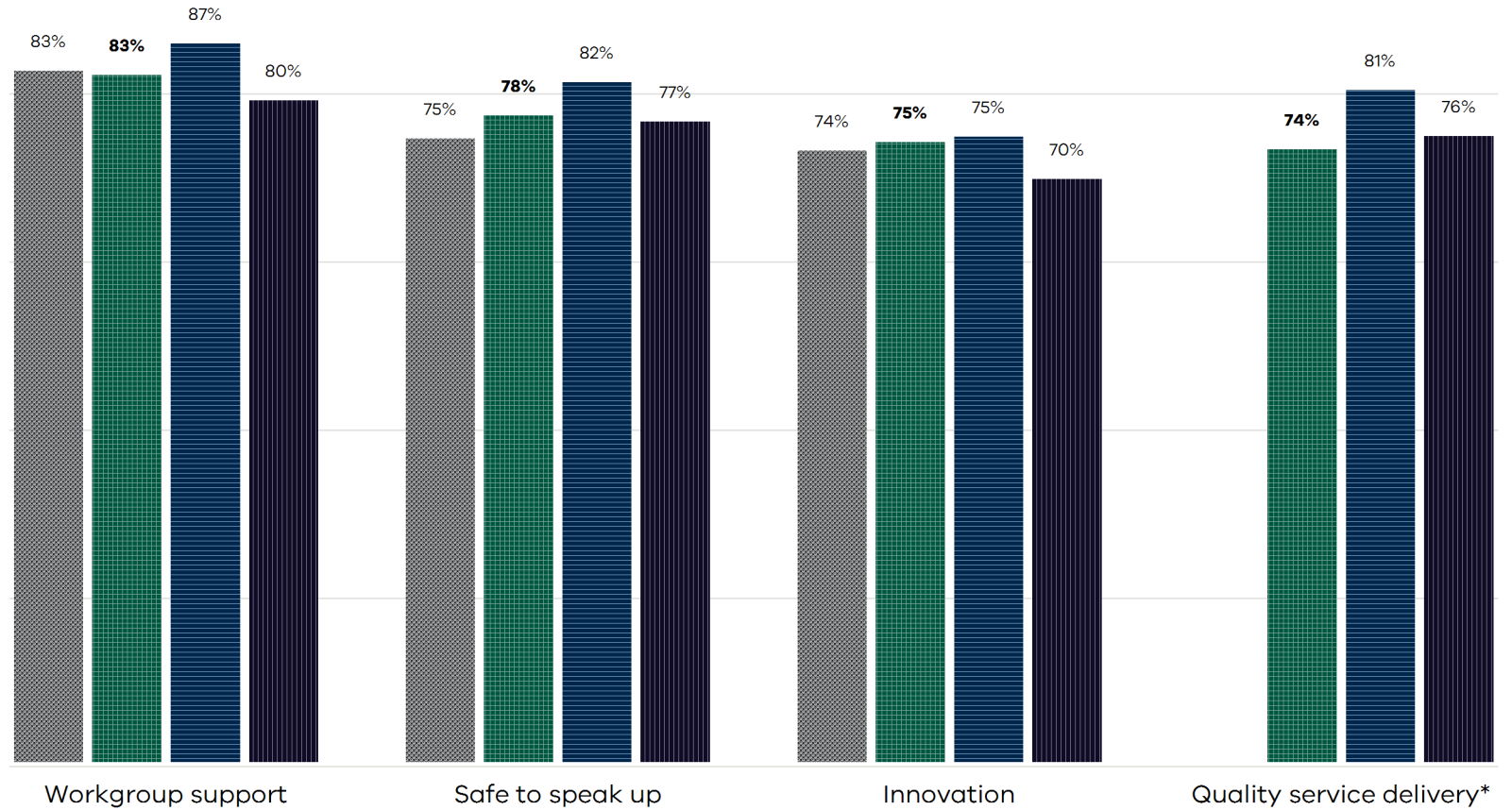
Workgroup support: You 2021 83%, You 2022 83%, Comparator 2022 87%, Public sector 2022 80%

Safe to speak up: You 2021 75%, You 2022 78%, Comparator 2022 82%, Public sector 2022 77%

Innovation: You 2021 74%, You 2022 75%, Comparator 2022 75%, Public sector 2022 70%

Quality service delivery*: You 2022 74%, Comparator 2022 81%, Public sector 2022 76%

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

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

Workgroup climate

Quality service delivery

What this is

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

Why this is important

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

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

How to read this

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

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

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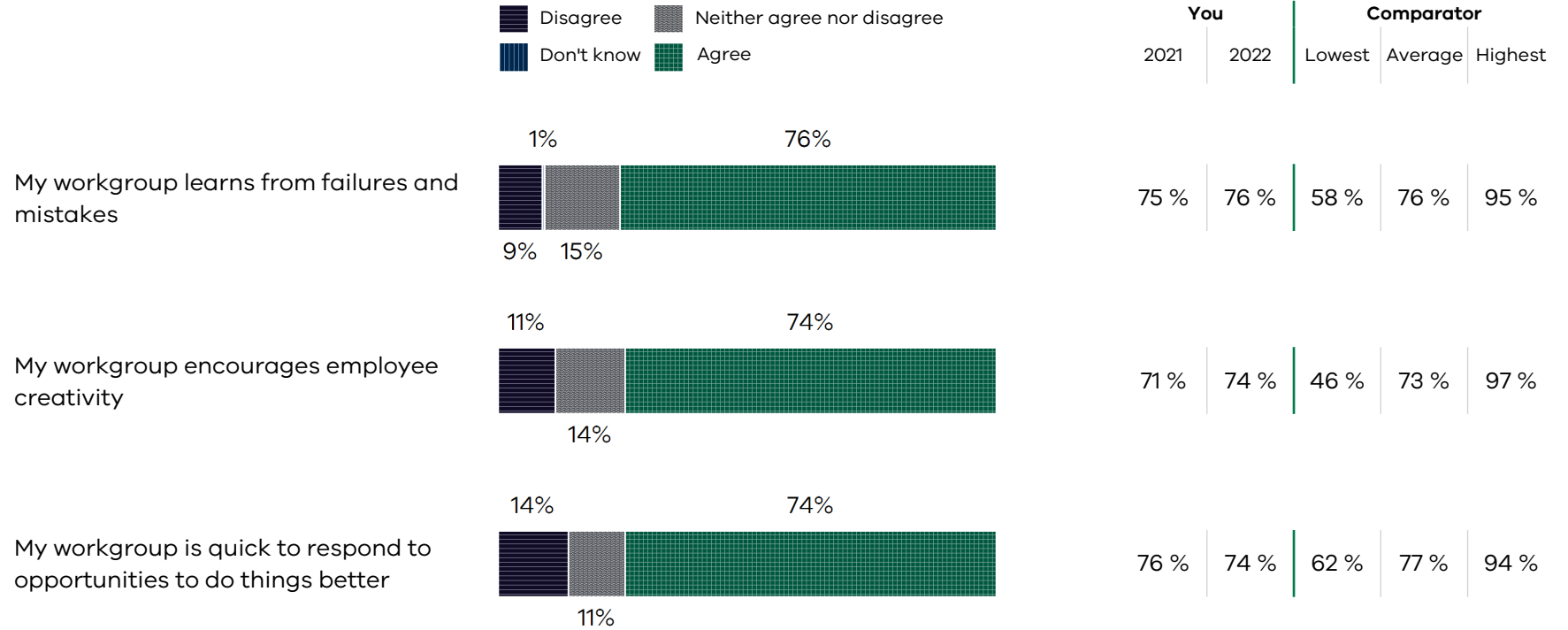
Example

83% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

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

Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup provides high quality advice and services	1% / 5% / 11% / 83%	Not asked	83 %	75 %	89 %	100 %
My workgroup acts fairly and without bias	1% / 13% / 8% / 79%	Not asked	79 %	59 %	85 %	100 %
My workgroup uses its resources well	1% / 13% / 17% / 69%	Not asked	69 %	59 %	73 %	88 %
My workgroup has clear lines of responsibility	17% / 19% / 64%	80 %	64 %	55 %	77 %	100 %
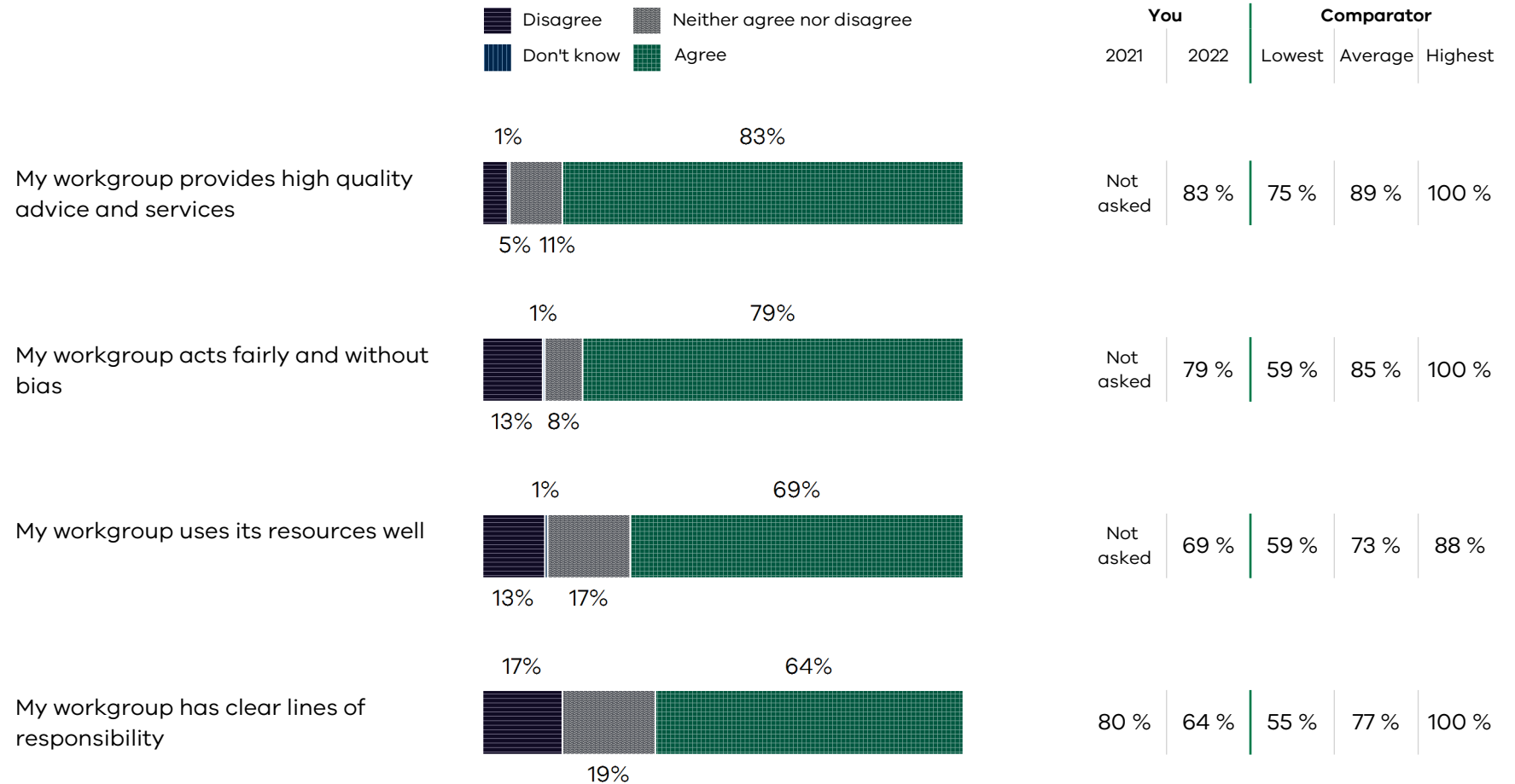
Workgroup climate

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.
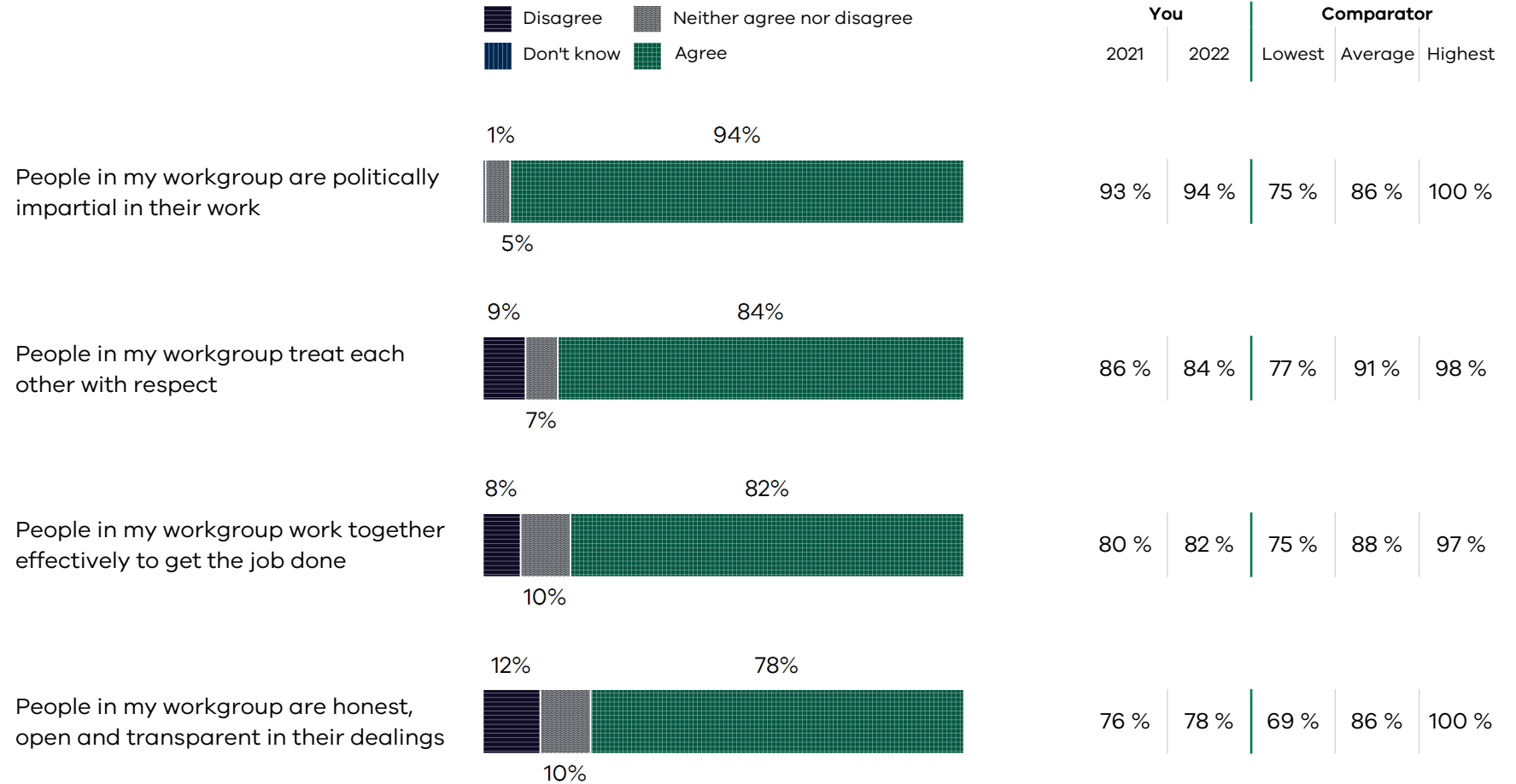
Example

76% of your staff who did the survey agreed or strongly agreed with 'My workgroup learns from failures and mistakes'.

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

Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup learns from failures and mistakes	9% / 15% / 76% (1%)	75 %	76 %	58 %	76 %	95 %
My workgroup encourages employee creativity	11% / 14% / 74%	71 %	74 %	46 %	73 %	97 %
My workgroup is quick to respond to opportunities to do things better	14% / 11% / 74%	76 %	74 %	62 %	77 %	94 %

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.

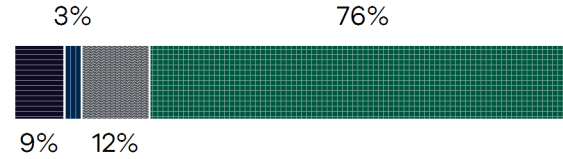Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

94% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.

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

Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup are politically impartial in their work	1% / 5% / 94%	93 %	94 %	75 %	86 %	100 %
People in my workgroup treat each other with respect	9% / 7% / 84%	86 %	84 %	77 %	91 %	98 %
People in my workgroup work together effectively to get the job done	8% / 10% / 82%	80 %	82 %	75 %	88 %	97 %
People in my workgroup are honest, open and transparent in their dealings	12% / 10% / 78%	76 %	78 %	69 %	86 %	100 %

Workgroup climate

Workgroup support 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

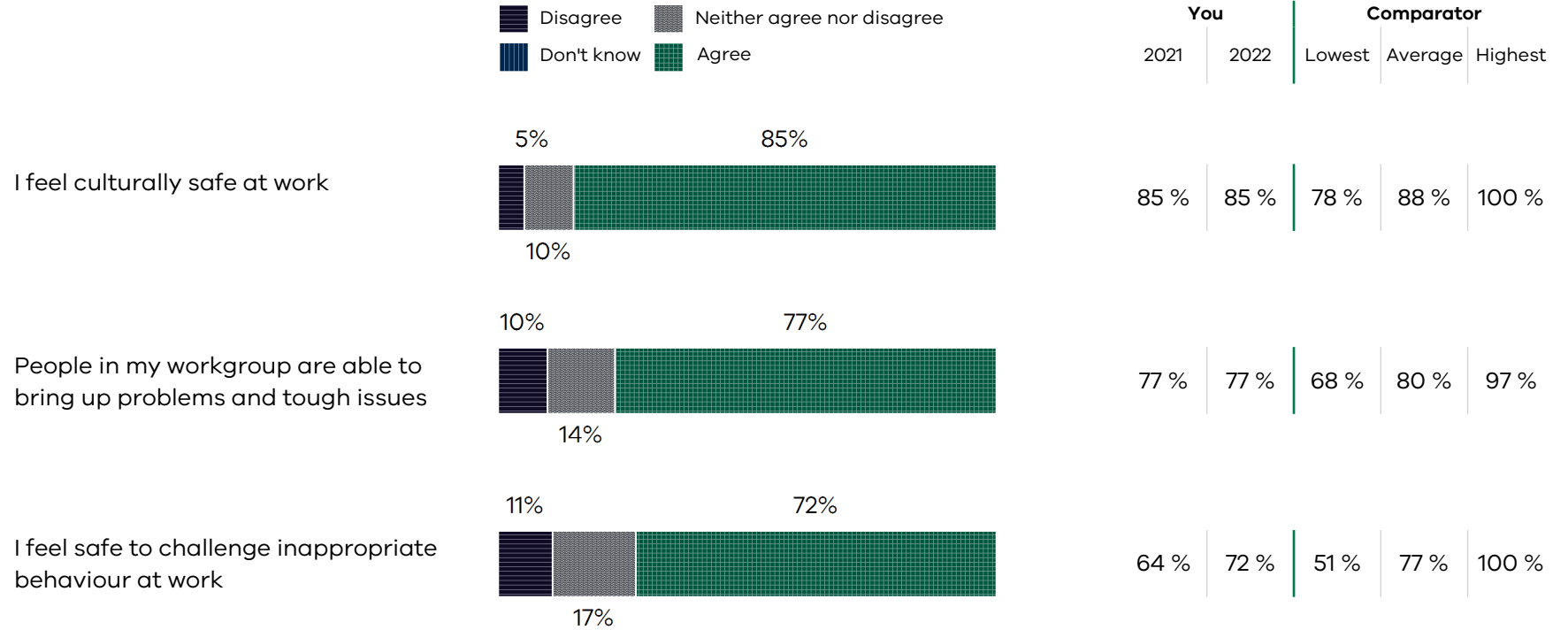Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

76% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.

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

Survey question	Your results		You		Comparator		
			2021	2022	Lowest	Average	Highest
People in my workgroup appropriately manage conflicts of interest	9% / 3% / 12% / 76%		80 %	76 %	69 %	82 %	100 %

Workgroup climate

Safe to speak up

What this is

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

Why this is important

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

How to read this

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

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

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

Example

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

| Survey question | Your results | Benchmark agree results |

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

Survey question	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I feel culturally safe at work	85 %	85 %	78 %	88 %	100 %
People in my workgroup are able to bring up problems and tough issues	77 %	77 %	68 %	80 %	97 %
I feel safe to challenge inappropriate behaviour at work	64 %	72 %	51 %	77 %	100 %

Your results bars:
- I feel culturally safe at work: 5% / 10% / 85%
- People in my workgroup are able to bring up problems and tough issues: 10% / 14% / 77%
- I feel safe to challenge inappropriate behaviour at work: 11% / 17% / 72%

People matter survey wellbeing check 2022

Have your say

Overview

Report overview

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

Result summary

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Demographics

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

Job and manager factors

What this is

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

Why this is important

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

How to read this

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

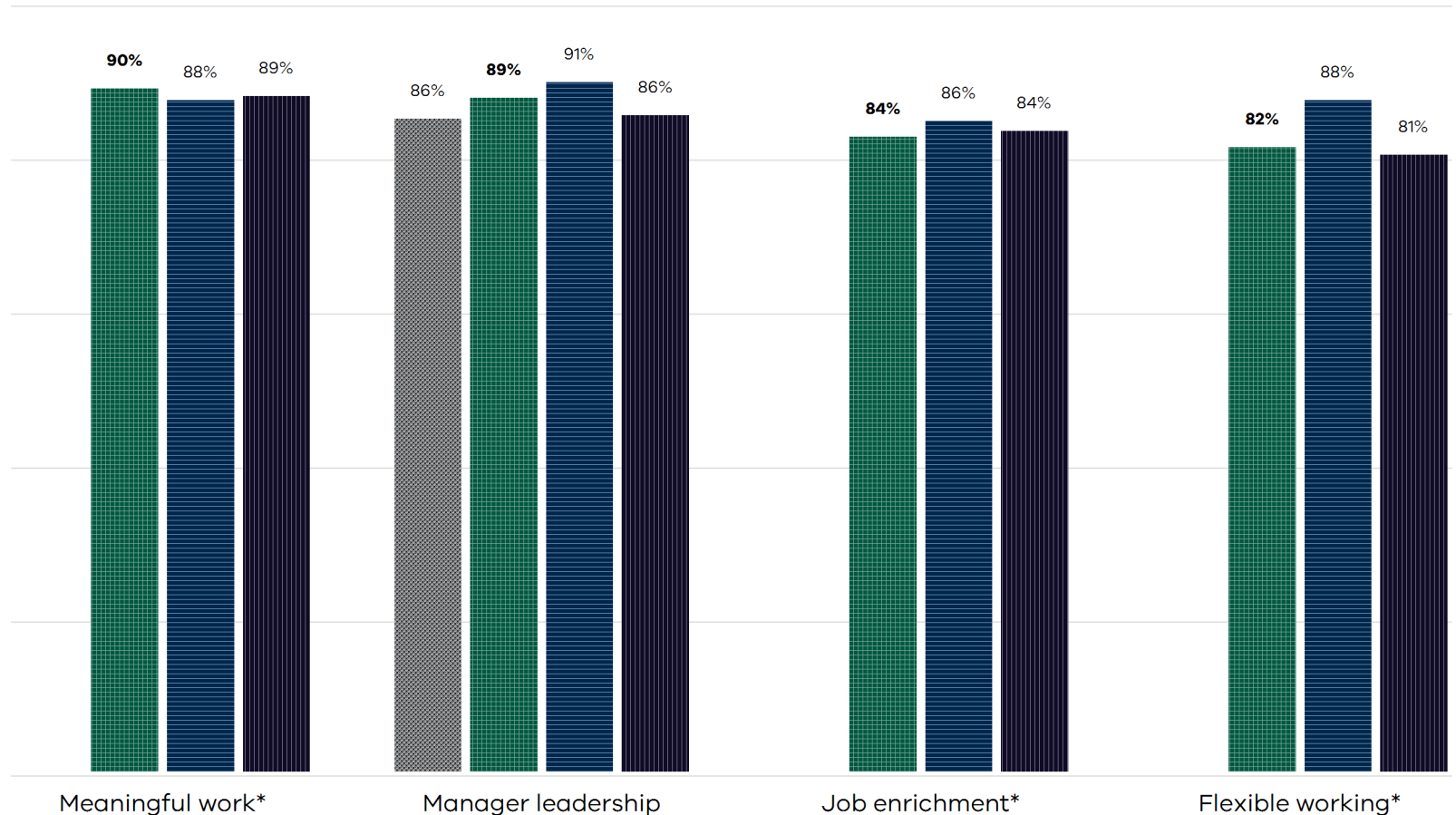Each result is the overall percentage of positive responses for your organisation, comparator and public sector.

Example

In 2022:

- 90% of your staff who did the survey responded positively to questions about Meaningful work.

Compared to:

- 88% of staff at your comparator and 89% of staff across the public sector.

Chart data:

Factor	You 2021	You 2022	Comparator 2022	Public sector 2022
Meaningful work*		90%	88%	89%
Manager leadership	86%	89%	91%	86%
Job enrichment*		84%	86%	84%
Flexible working*		82%	88%	81%

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

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

Job and manager factors

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2022:

- 81% of your staff who did the survey responded positively to questions about Manager support.

Compared to:

- 83% of staff at your comparator and 78% of staff across the public sector.
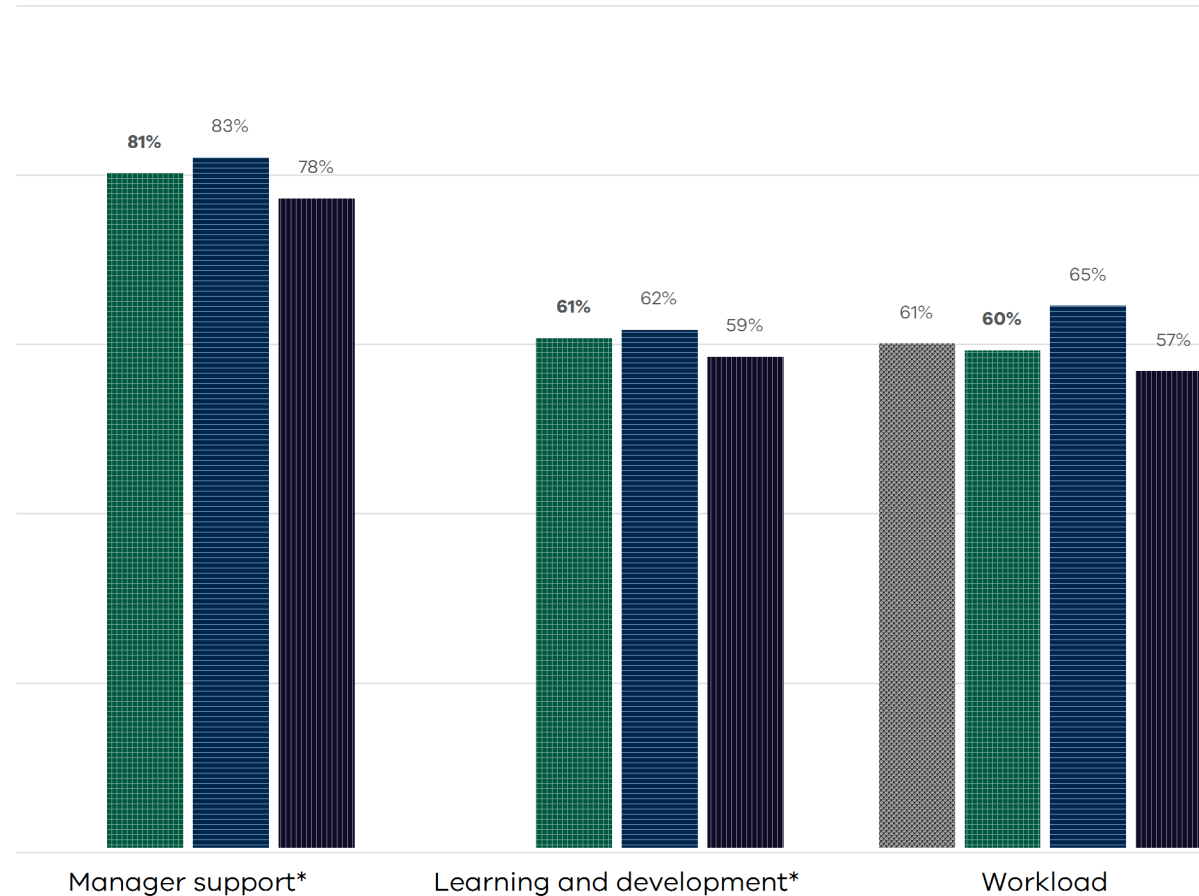
Manager support* — 81%, 83%, 78%
Learning and development* — 61%, 62%, 59%
Workload — 61%, 60%, 65%, 57%

*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.

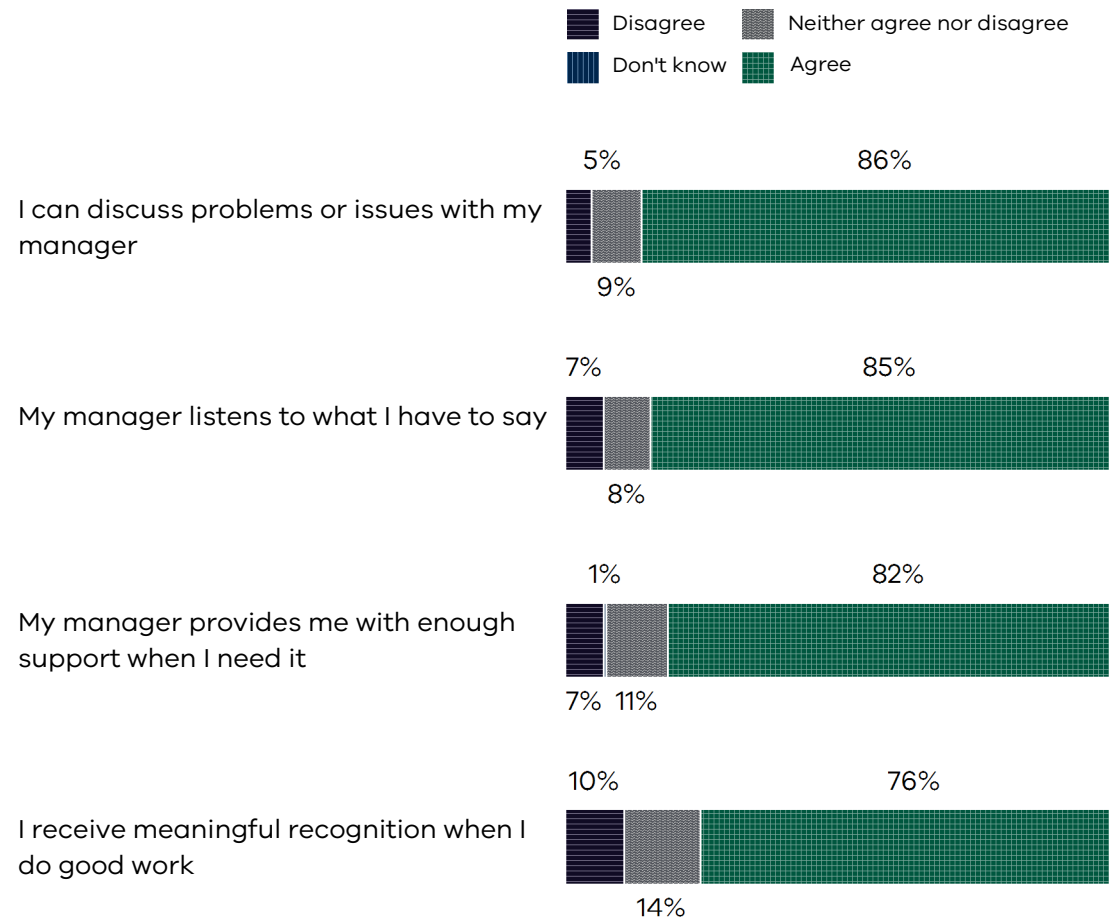Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

90% of your staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

Survey question

Your results

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

Benchmark agree results

Survey question		You		Comparator		
		2021	2022	Lowest	Average	Highest
My manager treats employees with dignity and respect	5% 90% 5%	88 %	90 %	82 %	92 %	98 %
My manager demonstrates honesty and integrity	6% 89% 6%	87 %	89 %	80 %	91 %	98 %
My manager models my organisation's values	4% 88% 8%	84 %	88 %	79 %	89 %	96 %

Victorian Public Sector Commission

VICTORIA State Government
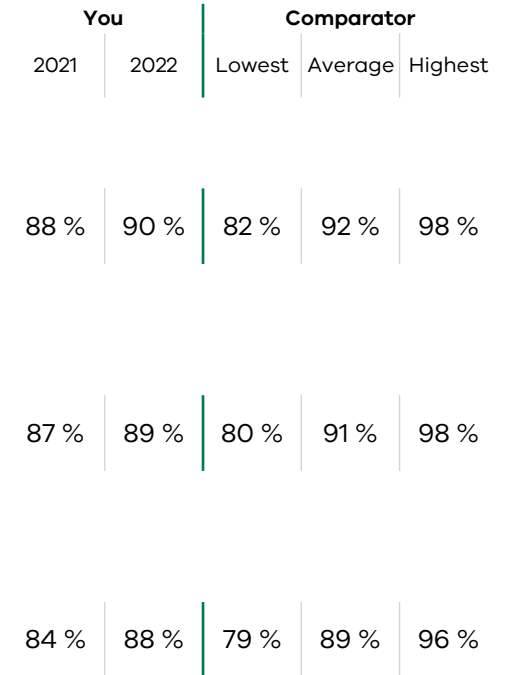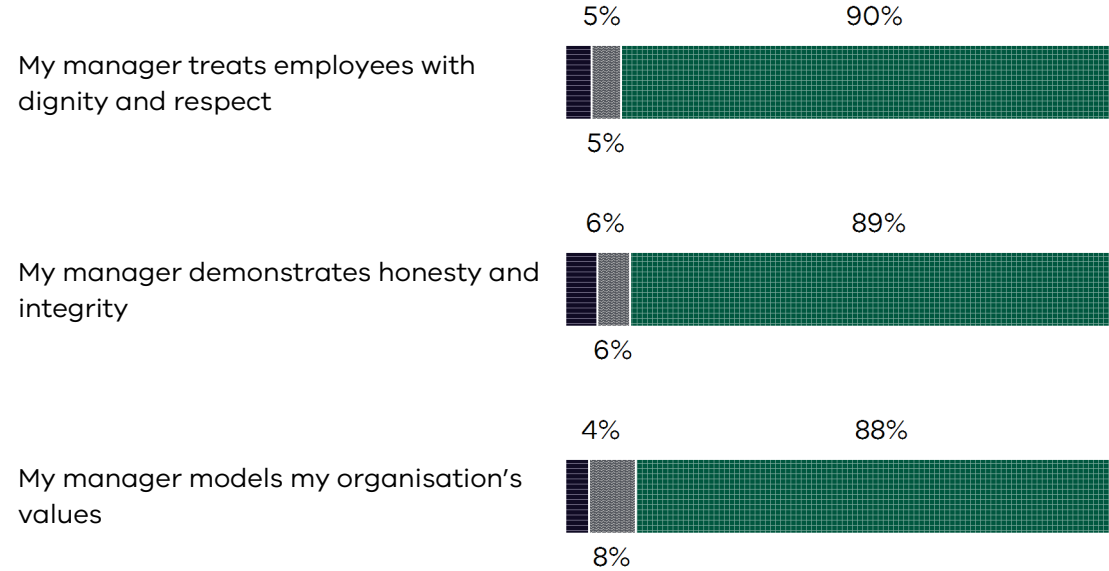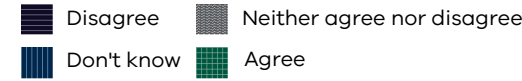
Job and manager factors

Manager support 1 of 2

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

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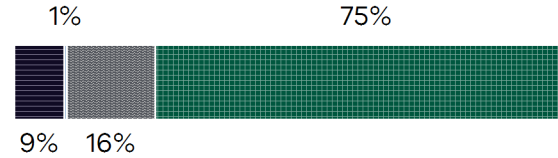
Example

86% of your staff who did the survey agreed or strongly agreed with 'I can discuss problems or issues with my manager'.

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

Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I can discuss problems or issues with my manager	5% / 9% Disagree/other, 86% Agree	Not asked	86 %	75 %	87 %	94 %
My manager listens to what I have to say	7% / 8%, 85% Agree	88 %	85 %	76 %	88 %	97 %
My manager provides me with enough support when I need it	1% / 7% / 11%, 82% Agree	79 %	82 %	70 %	85 %	98 %
I receive meaningful recognition when I do good work	10% / 14%, 76% Agree	Not asked	76 %	63 %	74 %	94 %

Job and manager factors

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

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

Example

75% of your staff who did the survey agreed or strongly agreed with 'My manager gives me feedback that helps me improve my performance'.

Survey question

Your results

Disagree   Neither agree nor disagree

Don't know   Agree

My manager gives me feedback that helps me improve my performance

1%   75%

9% 16%

Benchmark agree results

	You		Comparator		
	2021	2022	Lowest	Average	Highest
	Not asked	75 %	60 %	78 %	91 %

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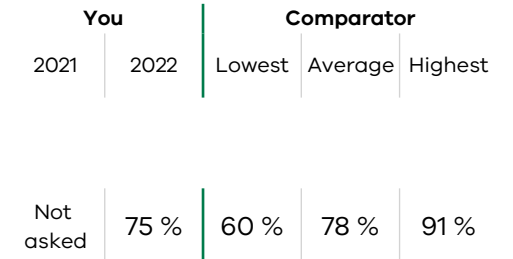
Job and manager factors

Workload

What this is

This is how staff feel about workload and time pressure.

Why this is important

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

How to read this

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

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

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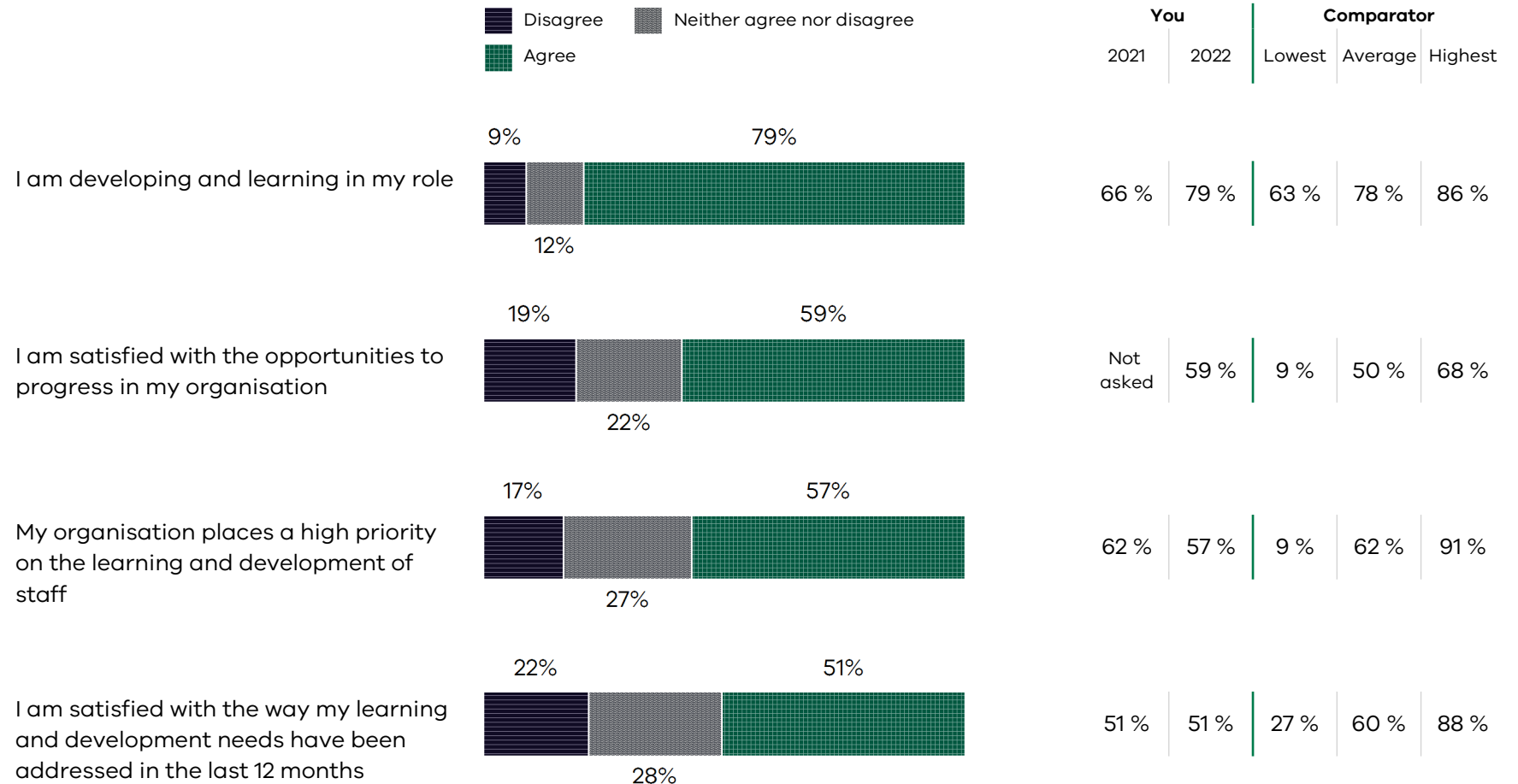
Example

60% of your staff who did the survey agreed or strongly agreed with 'The workload I have is appropriate for the job that I do'.

Legend: ■ Disagree ▦ Neither agree nor disagree ▦ Agree
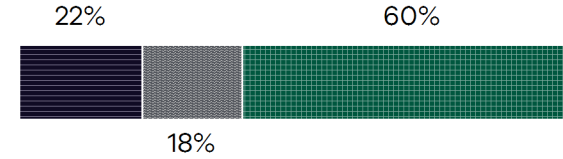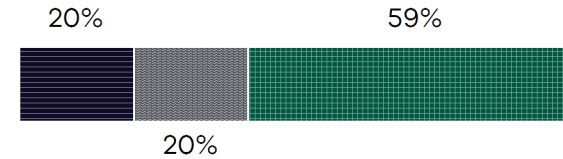
Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
The workload I have is appropriate for the job that I do	22% / 18% / 60%	62 %	60 %	43 %	67 %	100 %
I have enough time to do my job effectively	20% / 20% / 59%	60 %	59 %	43 %	63 %	92 %

Job and manager factors

Learning and development

What this is

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

Why this is important

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

How to read this

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

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

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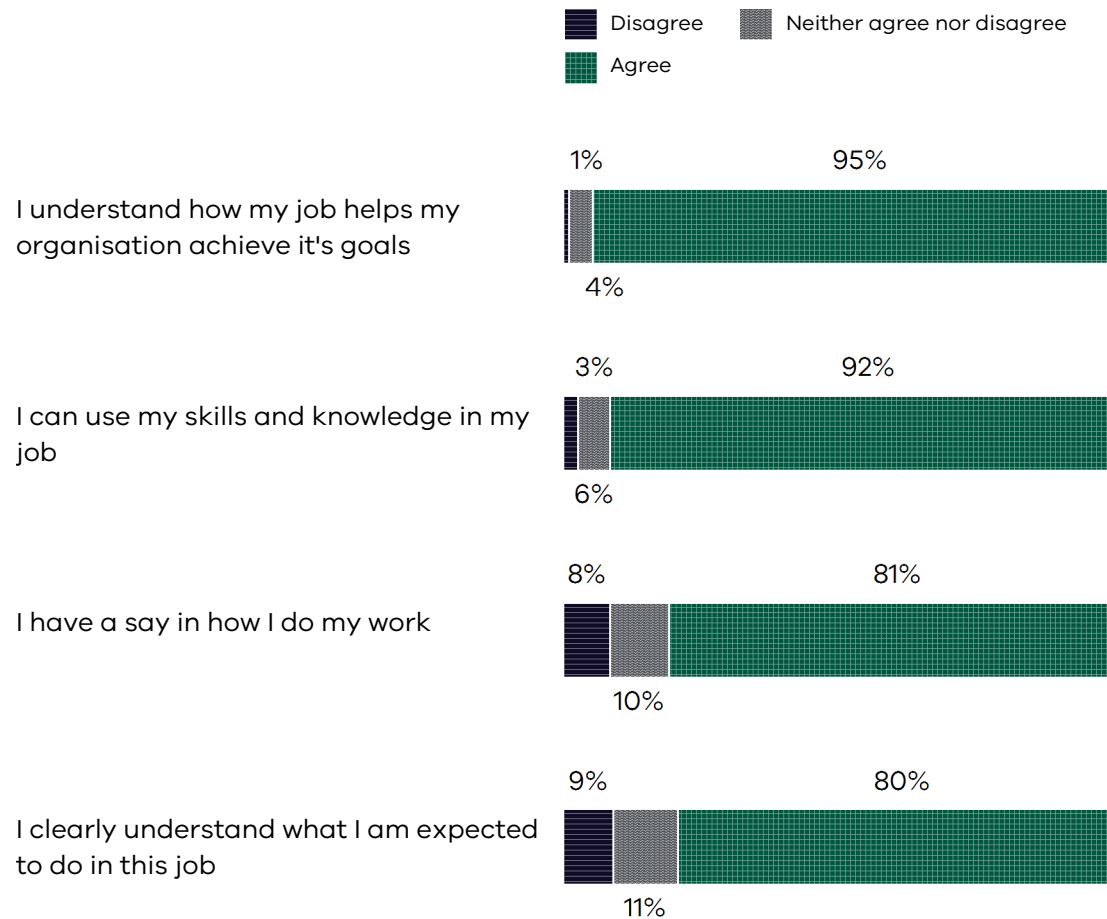
Example

79% of your staff who did the survey agreed or strongly agreed with 'I am developing and learning in my role'.

| Survey question | Your results | Benchmark agree results |

Legend: ■ Disagree ▨ Neither agree nor disagree ▧ Agree

| | You | | Comparator | | |
Survey question	2021	2022	Lowest	Average	Highest
I am developing and learning in my role — Disagree 9%, Neither 12%, Agree 79%	66 %	79 %	63 %	78 %	86 %
I am satisfied with the opportunities to progress in my organisation — Disagree 19%, Neither 22%, Agree 59%	Not asked	59 %	9 %	50 %	68 %
My organisation places a high priority on the learning and development of staff — Disagree 17%, Neither 27%, Agree 57%	62 %	57 %	9 %	62 %	91 %
I am satisfied with the way my learning and development needs have been addressed in the last 12 months — Disagree 22%, Neither 28%, Agree 51%	51 %	51 %	27 %	60 %	88 %

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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.
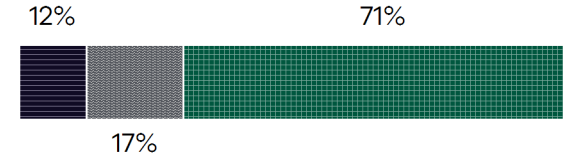
Example

95% of your staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve it's goals'.

Survey question	Your results					

Legend: ■ Disagree · ▨ Neither agree nor disagree · ▦ Agree

Survey question		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I understand how my job helps my organisation achieve it's goals	1% / 95% / 4%	Not asked	95 %	79 %	93 %	100 %
I can use my skills and knowledge in my job	3% / 92% / 6%	Not asked	92 %	81 %	91 %	100 %
I have a say in how I do my work	8% / 81% / 10%	Not asked	81 %	67 %	83 %	100 %
I clearly understand what I am expected to do in this job	9% / 80% / 11%	83 %	80 %	58 %	85 %	100 %

Victorian Public Sector Commission

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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.
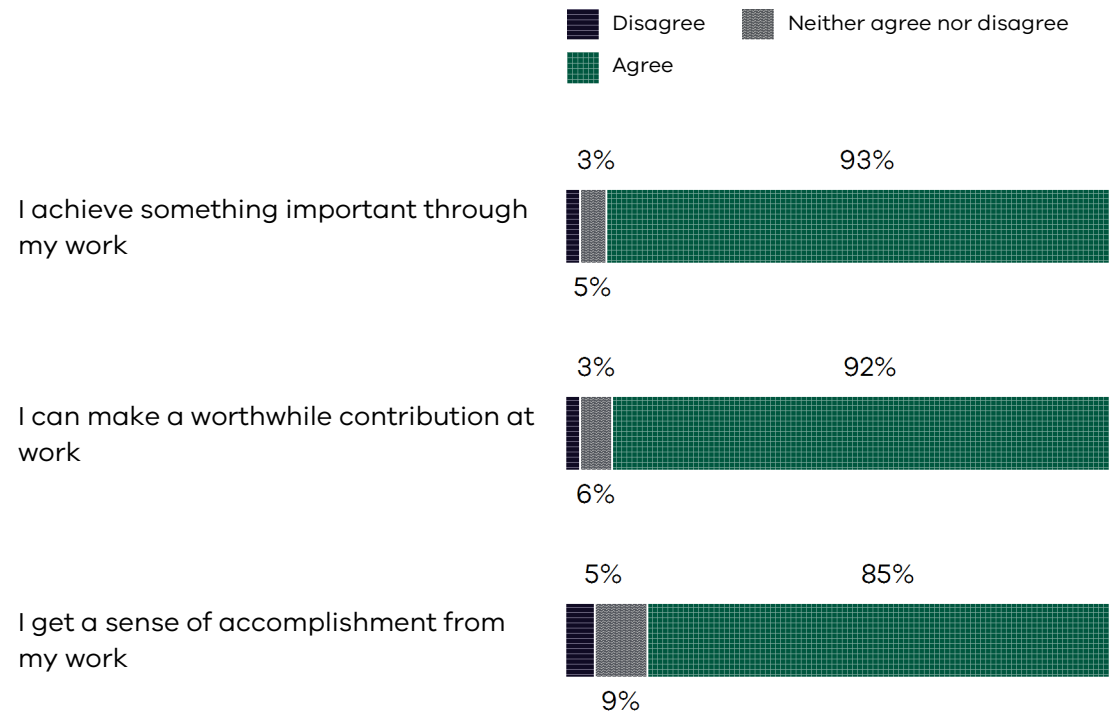
Example

71% of your staff who did the survey agreed or strongly agreed with 'I have the authority to do my job effectively'.

| Disagree | | Neither agree nor disagree |
| Agree | | |

I have the authority to do my job effectively

12%   71%

17%

	You		Comparator		
	2021	2022	Lowest	Average	Highest
	72 %	71 %	53 %	77 %	100 %

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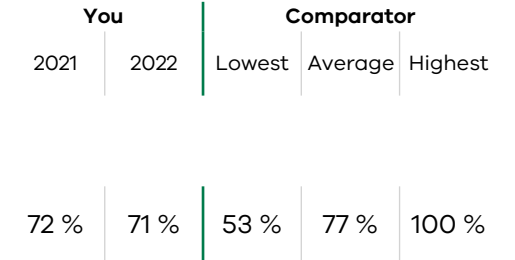
Job and manager factors

Meaningful work

What this is

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

Why this is important

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

How to read this

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

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

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

Example

93% 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				

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

Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I achieve something important through my work	3% / 93% / 5%	85 %	93 %	76 %	89 %	100 %
I can make a worthwhile contribution at work	3% / 92% / 6%	Not asked	92 %	75 %	92 %	100 %
I get a sense of accomplishment from my work	5% / 85% / 9%	78 %	85 %	65 %	84 %	100 %

Victorian Public Sector Commission

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Job and manager factors

Flexible working

What this is

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

Why this is important

Supporting flexible working can improve employee wellbeing.

How to read this

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

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

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

Example

86% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.

Survey question	Your results	Benchmark agree results

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree
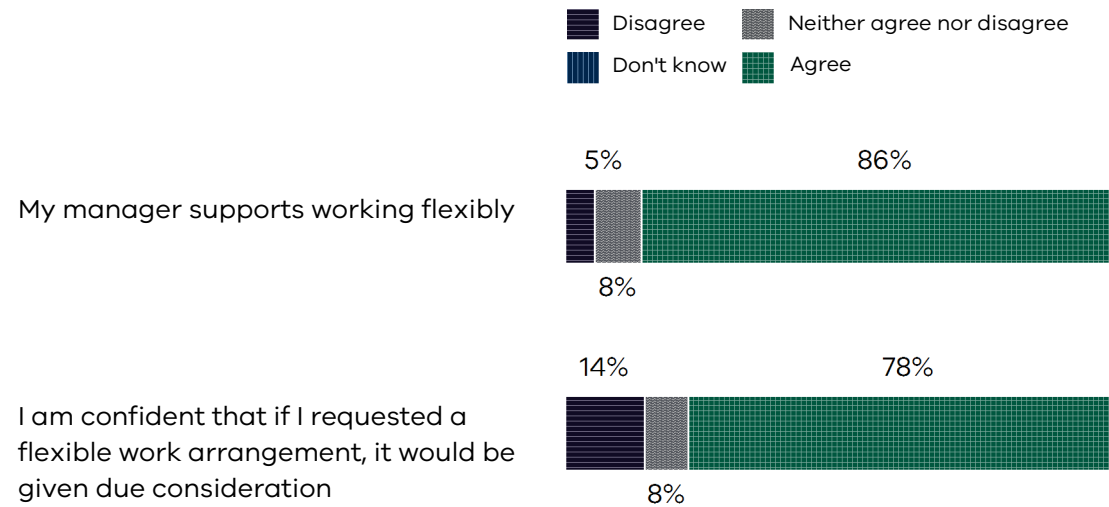
	You		Comparator		
Survey question	2021	2022	Lowest	Average	Highest
My manager supports working flexibly — 5% / 86% / 8%	Not asked	86 %	78 %	92 %	100 %
I am confident that if I requested a flexible work arrangement, it would be given due consideration — 14% / 78% / 8%	76 %	78 %	33 %	84 %	100 %

Victorian Public Sector Commission

VICTORIA State Government

People matter survey wellbeing check 2022

Have your say

Overview

Report overview

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

Result summary

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Demographics

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

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2022:

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

Compared to:

- 85% of staff at your comparator and 78% of staff across the public sector.

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

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

Chart categories: Impartiality* (87%, 85%, 78%), Human rights (81%, 84%, 83%, 83%), Leadership (79%, 84%, 82%, 76%), Responsiveness* (83%, 89%, 83%)

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2022:

- 83% of your staff who did the survey responded positively to questions about Respect , which is up 2% in 2021.

Compared to:

- 86% of staff at your comparator and 82% of staff across the public sector.
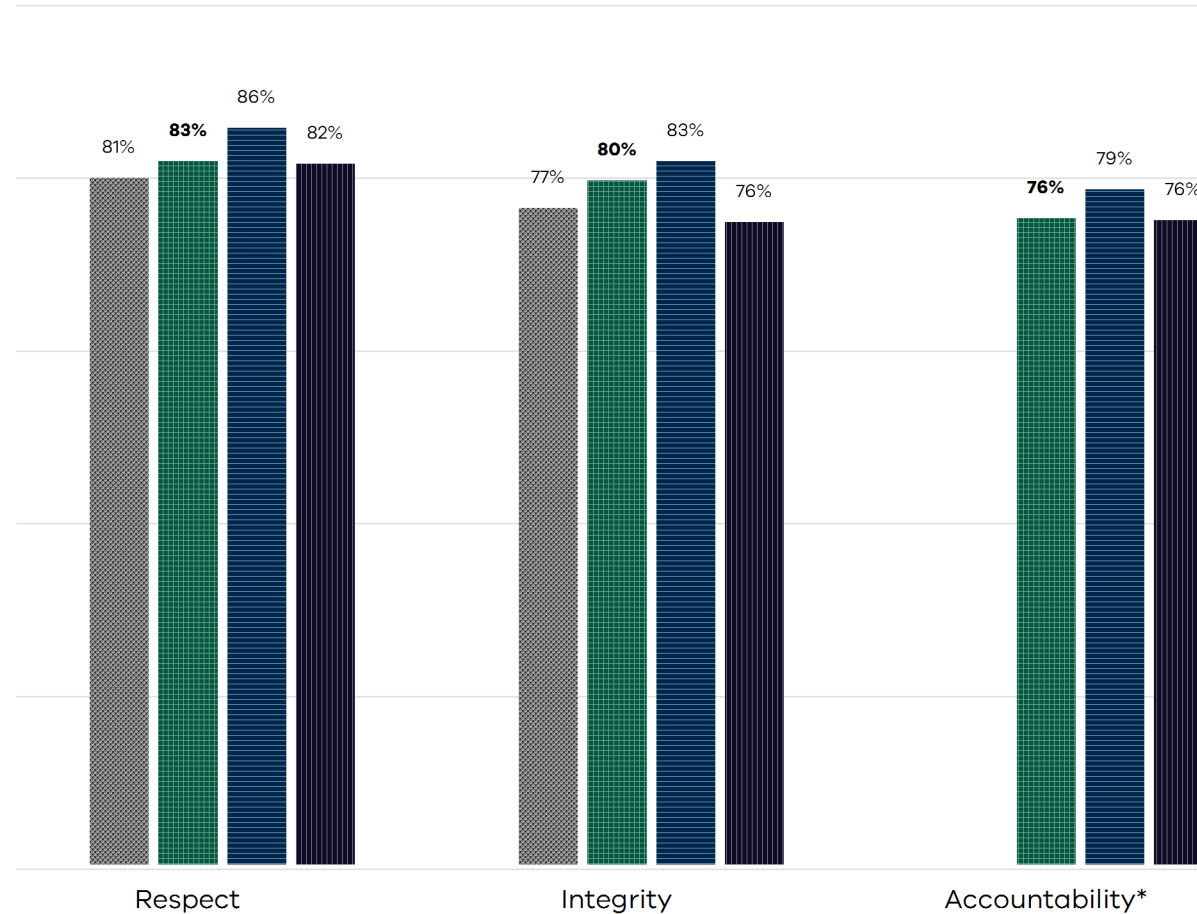
*We can't compare some data here because one or more questions were not asked in a previous survey

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

Victorian Public Sector Commission

VICTORIA State Government

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.
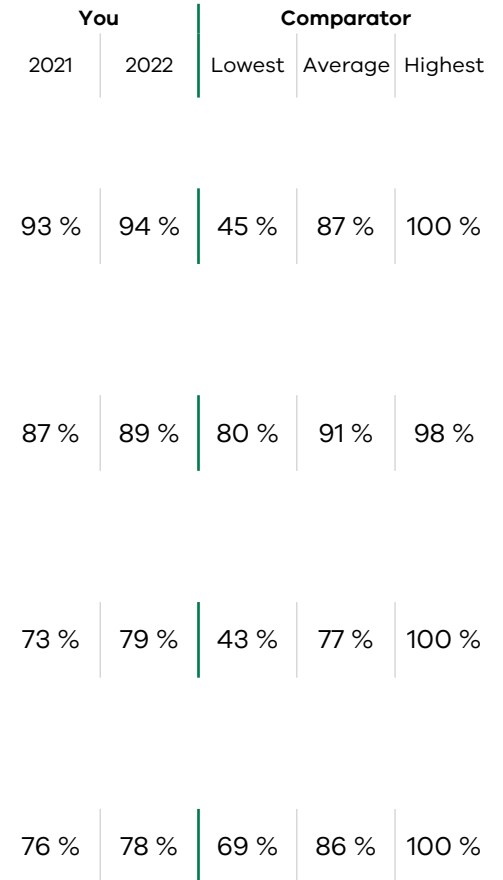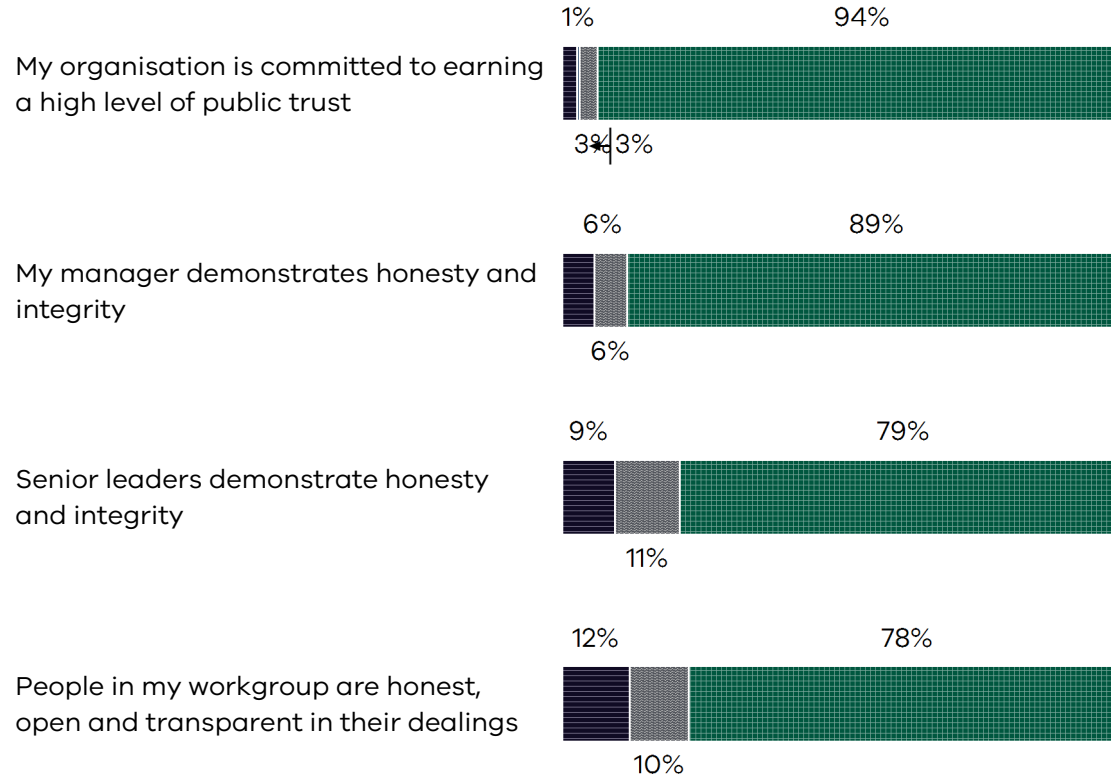
Example

83% of staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

Survey question

Your results

Disagree   Neither agree nor disagree

Don't know   Agree

My workgroup provides high quality advice and services

1%   83%

5% 11%

Benchmark agree results

	You		Comparator		
	2021	2022	Lowest	Average	Highest
	Not asked	83 %	75 %	89 %	100 %

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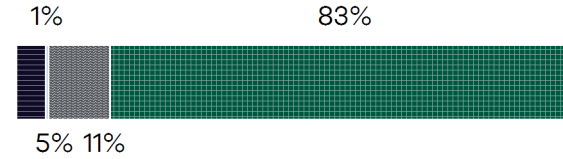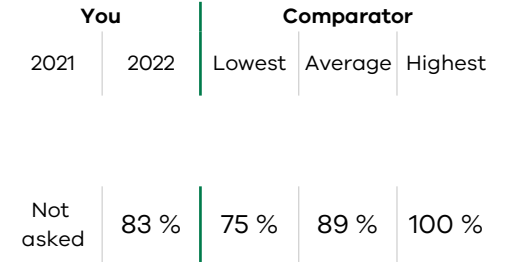
Public sector values

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

94% of staff who did the survey agreed or strongly agreed with 'My organisation is committed to earning a high level of public trust'.

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

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

Survey question	Disagree	Neither	Agree	2021	2022	Lowest	Average	Highest
My organisation is committed to earning a high level of public trust	1%	3% 3%	94%	93 %	94 %	45 %	87 %	100 %
My manager demonstrates honesty and integrity	6%	6%	89%	87 %	89 %	80 %	91 %	98 %
Senior leaders demonstrate honesty and integrity	9%	11%	79%	73 %	79 %	43 %	77 %	100 %
People in my workgroup are honest, open and transparent in their dealings	12%	10%	78%	76 %	78 %	69 %	86 %	100 %

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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

Example

76% of staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.

Survey question · Your results · Benchmark agree results

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree
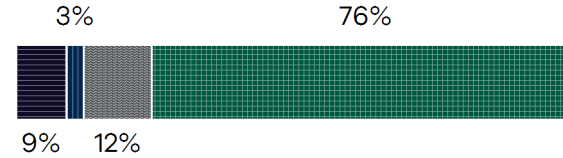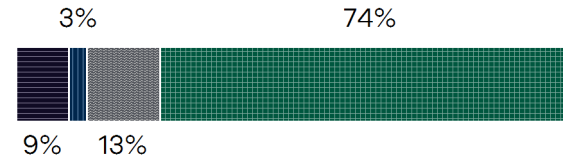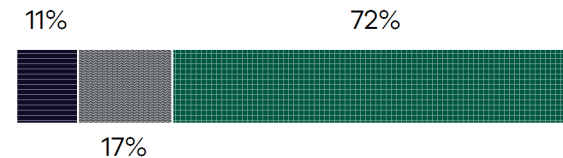
Survey question		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup appropriately manage conflicts of interest	9% / 3% / 12% / 76%	80 %	76 %	69 %	82 %	100 %
My organisation does not tolerate improper conduct	9% / 3% / 13% / 74%	66 %	74 %	46 %	77 %	91 %
I feel safe to challenge inappropriate behaviour at work	11% / 17% / 72%	64 %	72 %	51 %	77 %	100 %

Public sector values

Impartiality

What this is

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

Why this is important

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

How to read this

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

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

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

Example

94% of staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.

| Survey question | Your results | Benchmark agree results |

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

Survey question		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup are politically impartial in their work	1% / 94% / 5%	93 %	94 %	75 %	86 %	100 %
My workgroup acts fairly and without bias	1% / 79% / 13% / 8%	Not asked	79 %	59 %	85 %	100 %

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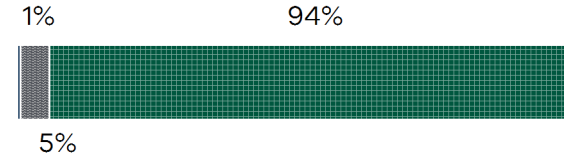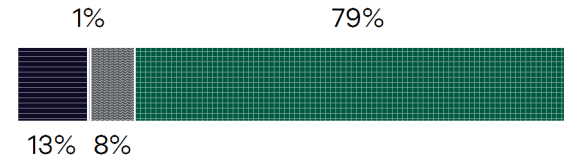
Public sector values

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

95% 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
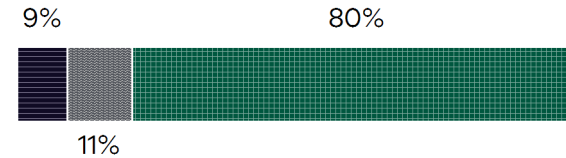
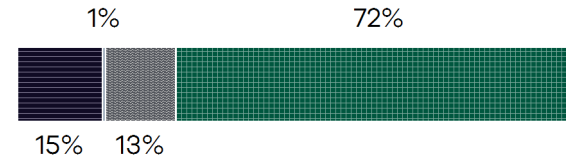Legend: Disagree, Neither agree nor disagree, Don't know, Agree
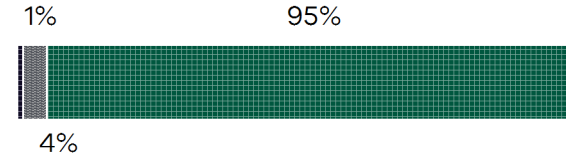
Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I understand how my job helps my organisation achieve it's goals	1% / 4% / 95%	Not asked	95 %	79 %	93 %	100 %
I clearly understand what I am expected to do in this job	9% / 11% / 80%	83 %	80 %	58 %	85 %	100 %
Senior leaders provide clear strategy and direction	15% / 13% / 1% / 72%	68 %	72 %	35 %	69 %	100 %
My workgroup uses its resources well	13% / 17% / 1% / 69%	Not asked	69 %	59 %	73 %	88 %

Victorian Public Sector Commission — Victoria State Government

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.

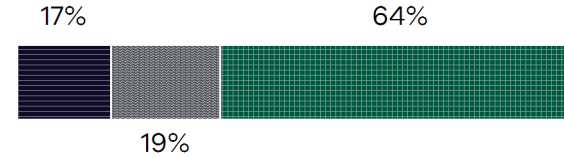Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

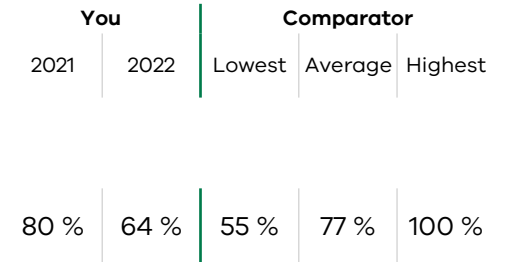64% of staff who did the survey agreed or strongly agreed with 'My workgroup has clear lines of responsibility'.

Survey question

My workgroup has clear lines of responsibility

Your results

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

17%   64%

19%

Benchmark agree results

You		Comparator		
2021	2022	Lowest	Average	Highest
80 %	64 %	55 %	77 %	100 %

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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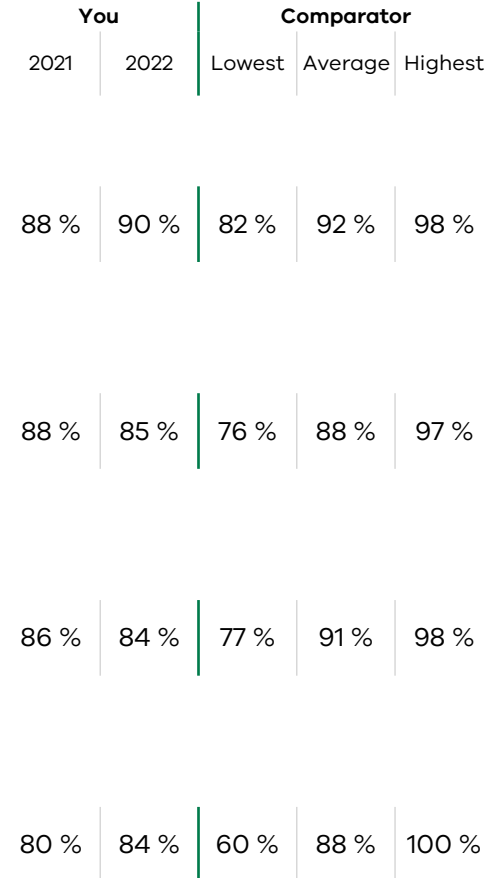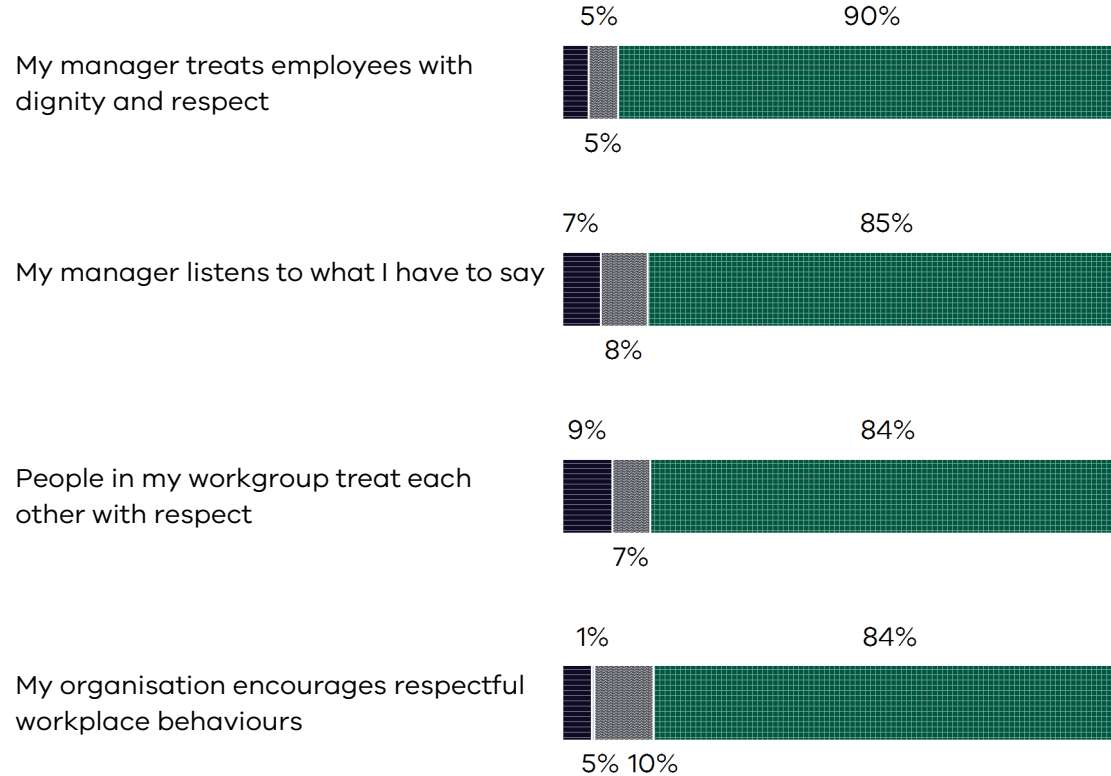
Example

90% of staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

Survey question	Your results			

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

Survey question		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager treats employees with dignity and respect	5% / 5% / 90%	88 %	90 %	82 %	92 %	98 %
My manager listens to what I have to say	7% / 8% / 85%	88 %	85 %	76 %	88 %	97 %
People in my workgroup treat each other with respect	9% / 7% / 84%	86 %	84 %	77 %	91 %	98 %
My organisation encourages respectful workplace behaviours	1% / 5% 10% / 84%	80 %	84 %	60 %	88 %	100 %

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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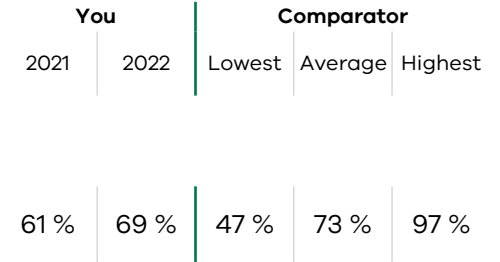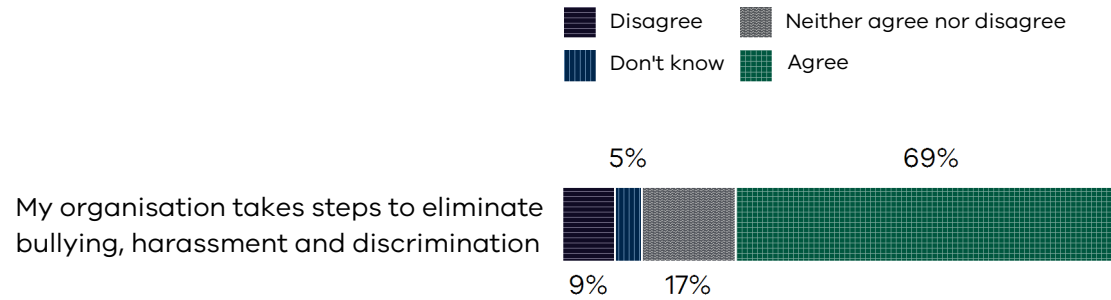
Example

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

Survey question	Your results	Benchmark agree results

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

	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My organisation takes steps to eliminate bullying, harassment and discrimination	9% / 5% / 17% / 69%	61%	69%	47%	73%	97%

Public sector values

Leadership

What this is

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

Why this is important

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

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

How to read this

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

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

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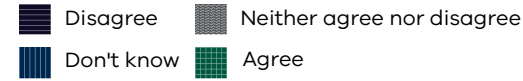
Example

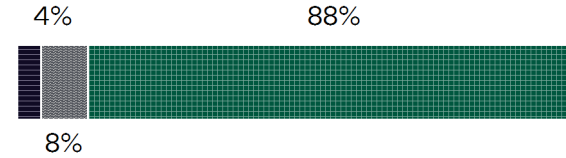88% of staff who did the survey agreed or strongly agreed with 'My manager models my organisation's values'.
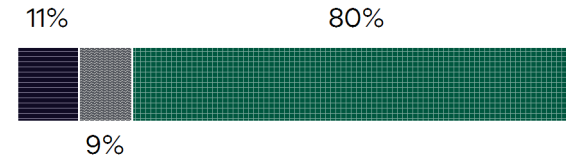
Survey question	Your results					

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

Benchmark agree results

Survey question		You		Comparator		
		2021	2022	Lowest	Average	Highest
My manager models my organisation's values	4% / 8% / 88%	84 %	88 %	79 %	89 %	96 %
Senior leaders model my organisation's values	11% / 9% / 80%	74 %	80 %	43 %	75 %	100 %

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

88% of staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.
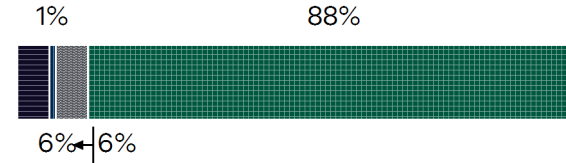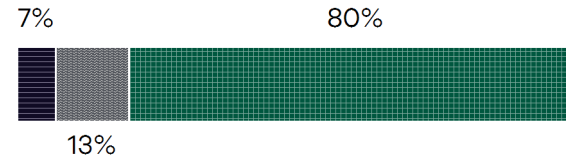
Legend: Disagree | Neither agree nor disagree | Don't know | Agree

Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My organisation encourages employees to act in ways that are consistent with human rights	1% / 88% (6% / 6%)	85 %	88 %	64 %	87 %	100 %
I understand how the Charter of Human Rights and Responsibilities applies to my work	7% / 80% (13%)	77 %	80 %	67 %	80 %	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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Demographics

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

Demographics

Age, gender, variations in sex characteristics and sexual orientation

What this is

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

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

To protect you, we:

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

Age	(n)	%
15-34 years	51	27%
35-54 years	97	51%
55+ years	26	14%
Prefer not to say	18	9%

How would you describe your gender?	(n)	%
Woman	94	49%
Man	81	42%
Prefer not to say	17	9%

Are you trans, non-binary or gender diverse?	(n)	%
Yes	1	1%
No	173	90%
Prefer not to say	18	9%

To your knowledge, do you have innate variation(s) of sex characteristics (often called intersex)?*	(n)	%
Yes	2	1%
No	169	88%
Don't know	5	3%
Prefer not to say	16	8%

How do you describe your sexual orientation?	(n)	%
Straight (heterosexual)	130	68%
Prefer not to say	33	17%
Gay or lesbian	14	7%
Bisexual	10	5%
Pansexual	2	1%
Don't know	2	1%
Asexual	1	1%

Demographics

Aboriginal and/or Torres Strait Islander employees

What this is

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

Why this is important

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

How to read this

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

How we protect anonymity and privacy

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Aboriginal and/or Torres Strait Islander	(n)	%
Yes	**0**	0%
Non Aboriginal and/or Torres Strait Islander	**183**	95%
Prefer not to say	**9**	5%

Demographics

Disability

What this is

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

Why this is important

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

How to read this

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

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

How we protect anonymity and privacy

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Do you identify as a person with a disability?

	(n)	%
Yes	**26**	14%
No	**148**	77%
Prefer not to say	**18**	9%

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

	(n)	%
Yes	**16**	62%
No	**8**	31%
Prefer not to say	**2**	8%

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.

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Country of birth	(n)	%
Born in Australia	**119**	62%
Not born in Australia	**53**	28%
Prefer not to say	**20**	10%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Other	**17**	33%
Hindi	**15**	29%
Mandarin	**5**	10%
Filipino	**3**	6%
Tagalog	**3**	6%
Vietnamese	**3**	6%
Cantonese	**2**	4%
Greek	**2**	4%
Indonesian	**2**	4%
Spanish	**2**	4%
Tamil	**2**	4%
Urdu	**2**	4%

Language other than English spoken with family or community	(n)	%
Yes	**51**	27%
No	**121**	63%
Prefer not to say	**20**	10%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Arabic	**1**	2%
Auslan	**1**	2%
French	**1**	2%
German	**1**	2%
Italian	**1**	2%
Korean	**1**	2%
Punjabi	**1**	2%

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

Cultural identity	(n)	%
Australian	**120**	63%
Prefer not to say	**21**	11%
English, Irish, Scottish and/or Welsh	**21**	11%
South Asian	**18**	9%
East and/or South-East Asian	**18**	9%
European (including Western, Eastern and South-Eastern Europe, and Scandinavia)	**18**	9%
Other	**10**	5%
New Zealander	**4**	2%
North American	**1**	1%
Pacific Islander	**1**	1%
Middle Eastern	**1**	1%
Central Asian	**1**	1%
Maori	**1**	1%

Religion	(n)	%
No religion	**99**	52%
Christianity	**38**	20%
Prefer not to say	**30**	16%
Hinduism	**17**	9%
Other	**4**	2%
Judaism	**2**	1%
Buddhism	**1**	1%
Islam	**1**	1%

Demographics

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

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Working arrangement	(n)	%
Full-Time	**172**	90%
Part-Time	**20**	10%

Gross base salary (ongoing/fixed term only)	(n)	%
Below $65k	**6**	4%
$65k to $95k	**56**	33%
$95k to $125k	**52**	30%
$125k or more	**31**	18%
Prefer not to say	**26**	15%

Organisational tenure	(n)	%
<1 year	**59**	31%
1 to less than 2 years	**23**	12%
2 to less than 5 years	**53**	28%
5 to less than 10 years	**32**	17%
10 to less than 20 years	**19**	10%
More than 20 years	**6**	3%

Management responsibility	(n)	%
Non-manager	**125**	65%
Other manager	**40**	21%
Manager of other manager(s)	**27**	14%

Employment type	(n)	%
Ongoing and executive	**132**	69%
Fixed term	**39**	20%
Other	**21**	11%

Demographics

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

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

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

How we protect anonymity and privacy

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Primary workplace location over the last 3 months

	(n)	%
Melbourne CBD	**130**	68%
Melbourne: Suburbs	**56**	29%
Other	**2**	1%
Rural	**2**	1%
Large regional city	**2**	1%

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

	(n)	%
Your employer's office	**152**	79%
A frontline or service delivery location	**3**	2%
Home or private location	**140**	73%
A shared office space (where two or more organisations share the same workspace e.g. Gov hubs, suburban hubs etc.)	**2**	1%
Other	**4**	2%

Flexible work

	(n)	%
Working from an alternative location (e.g. home, hub/shared work space)	**73**	38%
Flexible start and finish times	**72**	38%
No, I do not use any flexible work arrangements	**49**	26%
Part-time	**15**	8%
Using leave to work flexible hours	**12**	6%
Other	**10**	5%
Working more hours over fewer days	**5**	3%
Purchased leave	**4**	2%
Job sharing	**2**	1%
Study leave	**2**	1%
Shift swap	**1**	1%

Demographics

Adjustments

What this is

These are adjustments staff requested to perform in their role.

Why this is important

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

How to read this

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

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

How we protect anonymity and privacy

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

Have you requested any of the following adjustments at work?*	(n)	%
Flexible working arrangements	97	51%
No, I have not requested adjustments	87	45%
Physical modifications or improvements to the workplace	10	5%
Career development support strategies	5	3%
Job redesign or role sharing	3	2%
Accessible communications technologies	1	1%
Other	1	1%

Why did you make this request?	(n)	%
Work-life balance	72	69%
Caring responsibilities	40	38%
Health	34	32%
Family responsibilities	27	26%
Disability	11	10%
Study commitments	7	7%
Other	6	6%

What was your experience with making the request?	(n)	%
The adjustments I needed were made and the process was satisfactory	74	70%
The adjustments I needed were made but the process was unsatisfactory	18	17%
The adjustments I needed were not made	13	12%

Demographics

Caring

What this is

These are staff-reported caring responsibilities.

Why this is important

This shows organisations what caring responsibilities their staff have.

How to read this

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

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

How we protect anonymity and privacy

To protect you, we:
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Caring responsibility	(n)	%
None of the above	**85**	44%
Primary school aged child(ren)	**28**	15%
Prefer not to say	**24**	13%
Frail or aged person(s)	**20**	10%
Secondary school aged child(ren)	**16**	8%
Child(ren) - younger than preschool age	**15**	8%
Preschool aged child(ren)	**14**	7%
Person(s) with disability	**12**	6%
Person(s) with a medical condition	**11**	6%
Person(s) with a mental illness	**7**	4%
Other	**2**	1%

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