People matter survey
wellbeing check 2022

Have your say

Victorian
Public Sector
Commission

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State Government

People matter survey wellbeing check 2022

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- Aboriginal and/or Torres Strait Islander
- Disability
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- Employment
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Report overview

About your report

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

Report contents

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

Comparing data in this report

Your organisation took part in the survey in 2020 and 2021.

This means you'll be able to compare about 75% 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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Privacy and anonymity

To protect you, we:

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

Read more in our privacy policy.

Report overview

Survey's theoretical framework

What this is

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

Why this is important

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

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

Our public sector values

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

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

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

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

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

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

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

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

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

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

Responsiveness   Integrity   Impartiality   Accountability   Respect   Leadership   Human Rights

Victorian Public Sector Commission

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Report overview

Your comparator group 1 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 Electoral Commissioner

Office of the Victorian Government Architect

Office of the Victorian Information Commissioner

Office of the Victorian Inspectorate

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

Report overview

Your comparator group 2 of 2

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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	
77%	
(33)	
Comparator	50%
Public Sector	39%

2022	
78%	
(40)	
Comparator	52%
Public Sector	52%

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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	
76	
Comparator	73
Public Sector	70

2022	
60	
Comparator	73
Public Sector	69

People outcomes

Engagement question results 1 of 2

What this is

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

Your organisation's engagement index

Your 2022 index is 60.

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.
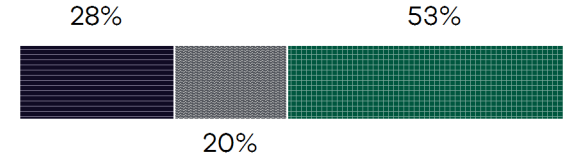
Example

55% of your staff who did the survey agreed or strongly agreed with 'I feel a strong personal attachment to my organisation'.

Legend: Disagree | Neither agree nor disagree | Agree

Survey question	Your results	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I feel a strong personal attachment to my organisation	20% / 25% / 55%	75 %	64 %	55 %	42 %	61 %	89 %
I am proud to tell others I work for my organisation	28% / 20% / 53%	83 %	76 %	53 %	60 %	79 %	100 %
I would recommend my organisation as a good place to work	33% / 15% / 53%	92 %	82 %	53 %	50 %	74 %	100 %
My organisation inspires me to do the best in my job	33% / 15% / 53%	96 %	76 %	53 %	53 %	73 %	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 60.

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

53% of your staff who did the survey agreed or strongly agreed with 'My organisation motivates me to help achieve its objectives'.

Survey question	Your results			Benchmark agree results					

Legend: ■ Disagree   ▦ Neither agree nor disagree   ▦ Agree

		You			**Comparator**		
		2020	2021	2022	Lowest	Average	Highest
My organisation motivates me to help achieve its objectives	28% / 20% / 53%	96 %	79 %	53 %	54 %	75 %	97 %
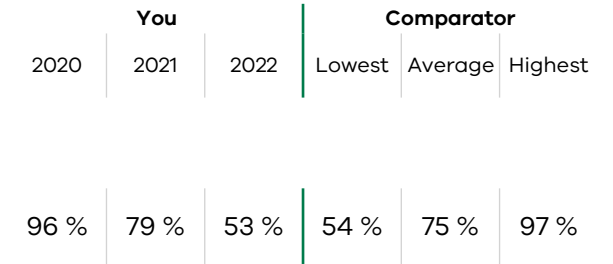
People outcomes

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:

- 74% 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.
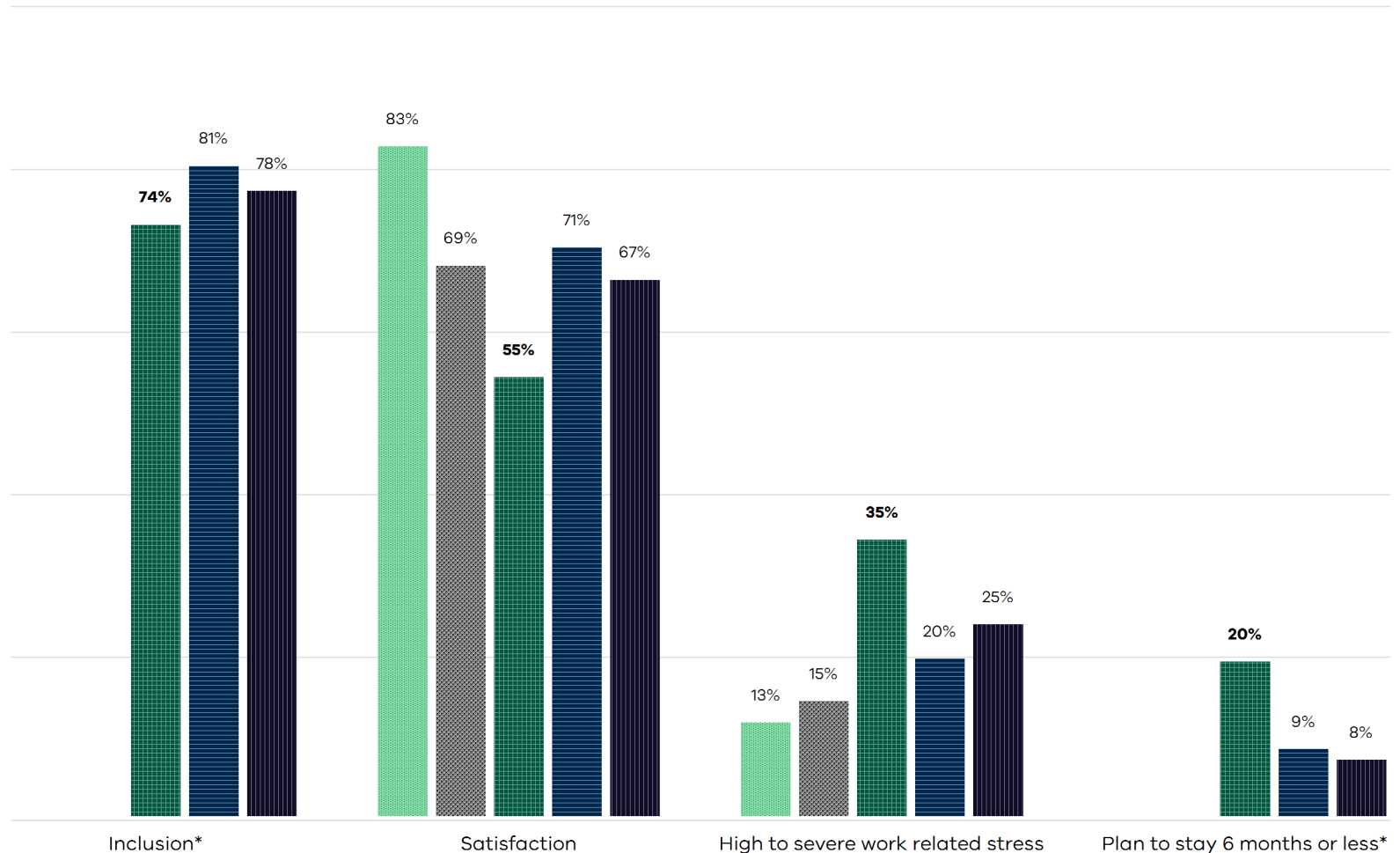
*We can't compare some data here because one or more questions were not asked in a previous survey

Legend: You 2020 | You 2021 | You 2022 | Comparator 2022 | Public sector 2022

Chart data:
- Inclusion*: You 2022 74%, Comparator 2022 81%, Public sector 2022 78%
- Satisfaction: You 2020 83%, You 2021 69%, You 2022 55%, Comparator 2022 71%, Public sector 2022 67%
- High to severe work related stress: You 2020 13%, You 2021 15%, You 2022 35%, Comparator 2022 20%, Public sector 2022 25%
- Plan to stay 6 months or less*: You 2022 20%, 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

68% of your staff who did the survey were satisfied or very satisfied with 'How satisfied are you with the work/life balance in your current job'.

Legend: ■ Dissatisfied ▨ Neither satisfied nor dissatisfied ▦ Satisfied

Survey question	Your results	You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
How satisfied are you with the work/life balance in your current job	25% / 8% / 68%	96 %	79 %	68 %	38 %	76 %	100 %
Considering everything, how satisfied are you with your current job	35% / 10% / 55%	88 %	73 %	55 %	57 %	77 %	97 %
How satisfied are you with your career development within your current organisation	33% / 25% / 43%	67 %	55 %	43 %	36 %	60 %	81 %
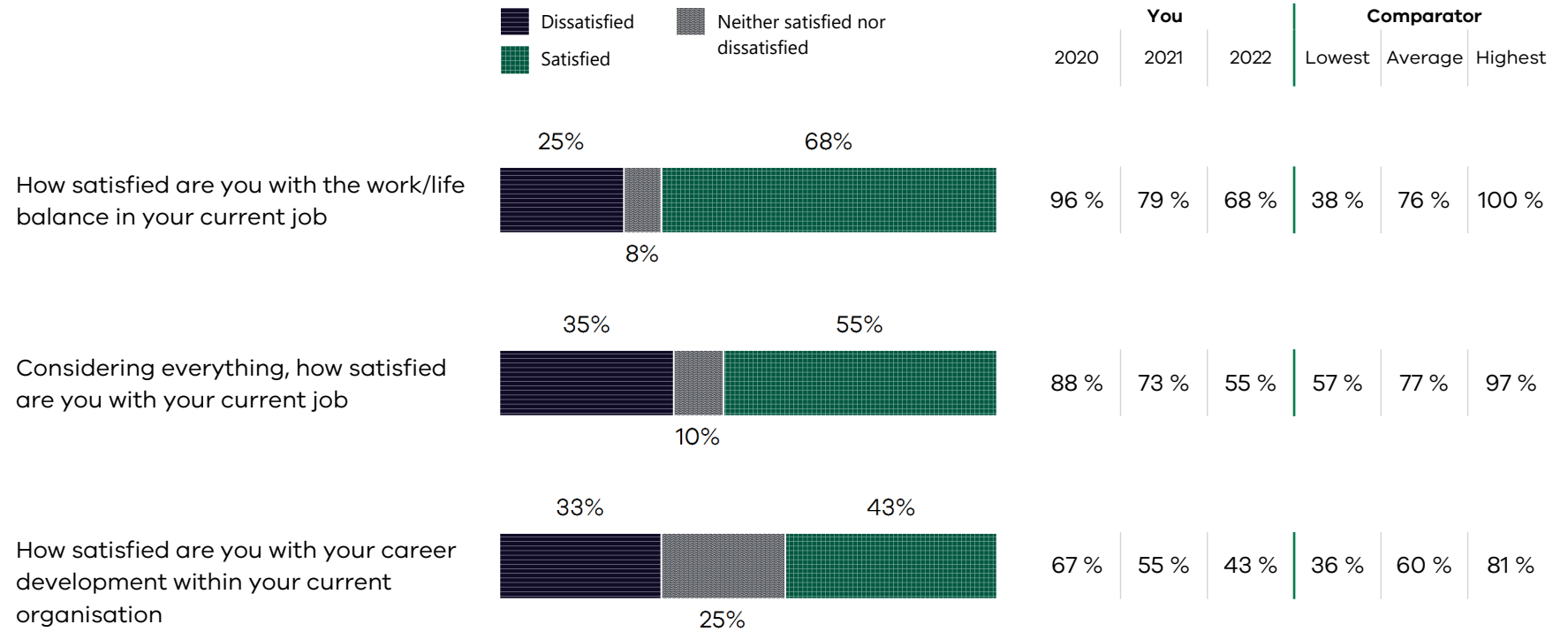
People outcomes

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

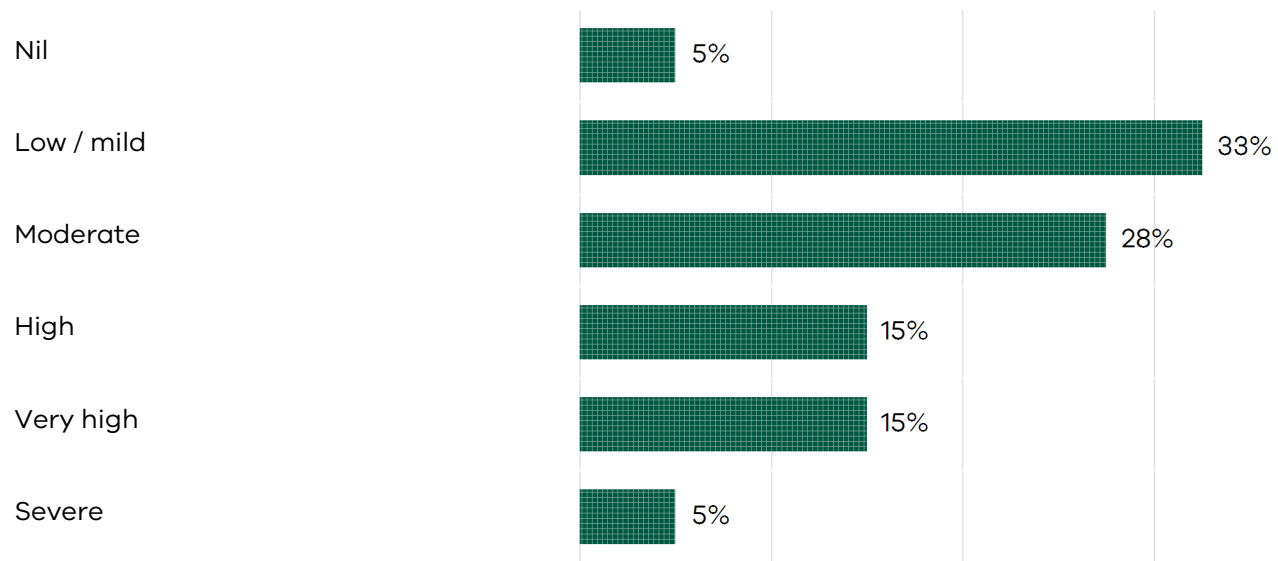In this survey we asked staff to tell us their stress level.

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

35% 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	Value
Nil	5%
Low / mild	33%
Moderate	28%
High	15%
Very high	15%
Severe	5%

Reported levels of high to severe stress

2021		2022	
15%		**35%**	
Comparator	26%	Comparator	20%
Public Sector	26%	Public Sector	25%

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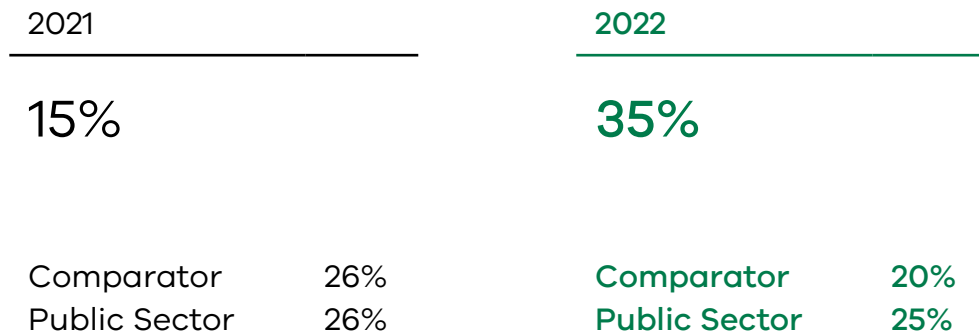
People outcomes

Work-related stress causes

What this is

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

Why this is important

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

How to read this

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

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

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

Example

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

Of that 95%, 55% said the top reason was 'Workload'.

	38	2
	95%	5%

■ Experienced some work-related stress   ▦ Did not experience some work-related stress
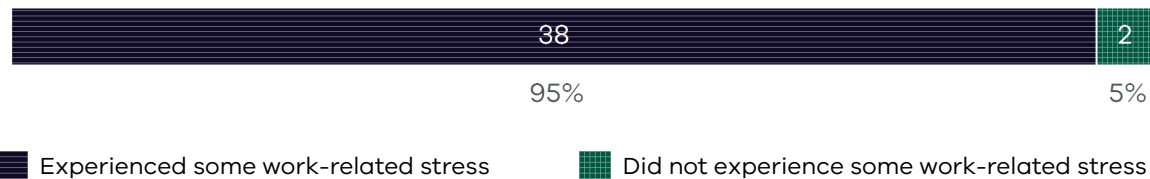
Of those that experienced work related stress it was from …	You 2021	You 2022	Comparator 2022	Public sector 2022
Workload	55%	55%	49%	51%
Organisation or workplace change	16%	37%	11%	13%
Time pressure	23%	29%	47%	44%
Unclear job expectations	13%	29%	16%	14%
Work that doesn't match my skills or experience	19%	13%	8%	7%
Dealing with clients, patients or stakeholders	19%	11%	15%	15%
Incivility, bullying, harassment or discrimination	3%	11%	4%	5%
Job security	13%	11%	9%	10%
Management of work (e.g. supervision, training, information, support)	6%	11%	12%	12%
Other	13%	11%	8%	9%

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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

20% 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	20%	9%	8%
Over 6 months and up to 1 year	10%	14%	10%
Over 1 year and up to 3 years	23%	31%	25%
Over 3 years and up to 5 years	18%	18%	16%
Over 5 years	30%	28%	41%

Victorian Public Sector Commission

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People outcomes

Inclusion question results

What this is

This is how included staff feel in their workplace.

Why this is important

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

How to read this

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

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

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

Example

83% 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

Disagree | Neither agree nor disagree | Agree

Survey question	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I can be myself at work — 8% / 10% / 83%	Not asked	Not asked	83 %	74 %	86 %	100 %
I feel as if I belong at this organisation — 18% / 18% / 65%	Not asked	Not asked	65 %	54 %	76 %	97 %
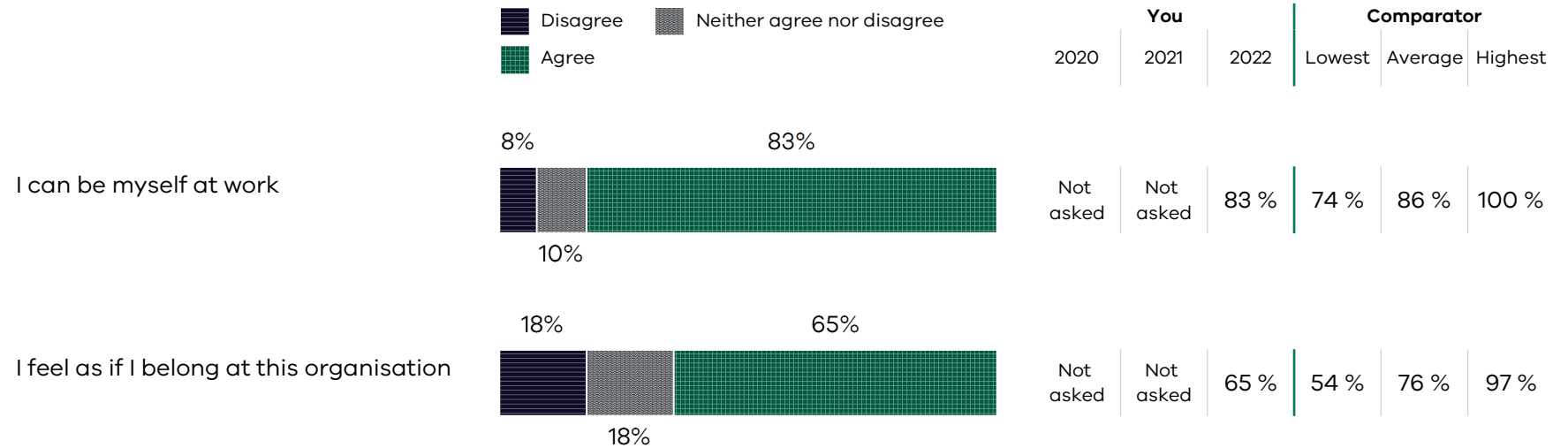
People outcomes

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

8% of your staff who did the survey said they have experienced barriers to success in the last 12 months due to 'My cultural background'.

Staff who experienced one or more barriers to success at work

9	31
23%	78%

■ Experienced barriers   ▦ Did not experience barriers
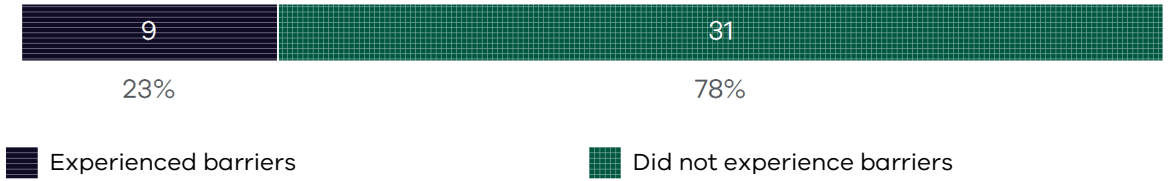
During the last 12 months, employees experienced barriers to their success due to ...	You 2022	Comparator 2022	Public sector 2022
My cultural background	8%	2%	3%
My mental health	8%	7%	7%
My physical health	8%	3%	4%
My sex	8%	4%	4%
My caring responsibilities	5%	6%	7%
My age	3%	5%	8%
My sexual orientation	3%	0%	1%
Other	3%	3%	4%

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People outcomes

Scorecard: emotional effects of work

What this is

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

Why this is important

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

How to read this

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

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

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

Example

In 2022:

- 48% of your staff who did the survey said work made them feel happy in 2022, which is down 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 2020, You 2021, You 2022, Comparator 2022, Public sector 2022

	Happy	Enthusiastic	Worried	Miserable
You 2020	67%	75%	8%	4%
You 2021	58%	58%	24%	12%
You 2022	48%	45%	45%	30%
Comparator 2022	54%	53%	25%	13%
Public sector 2022	54%	49%	31%	17%
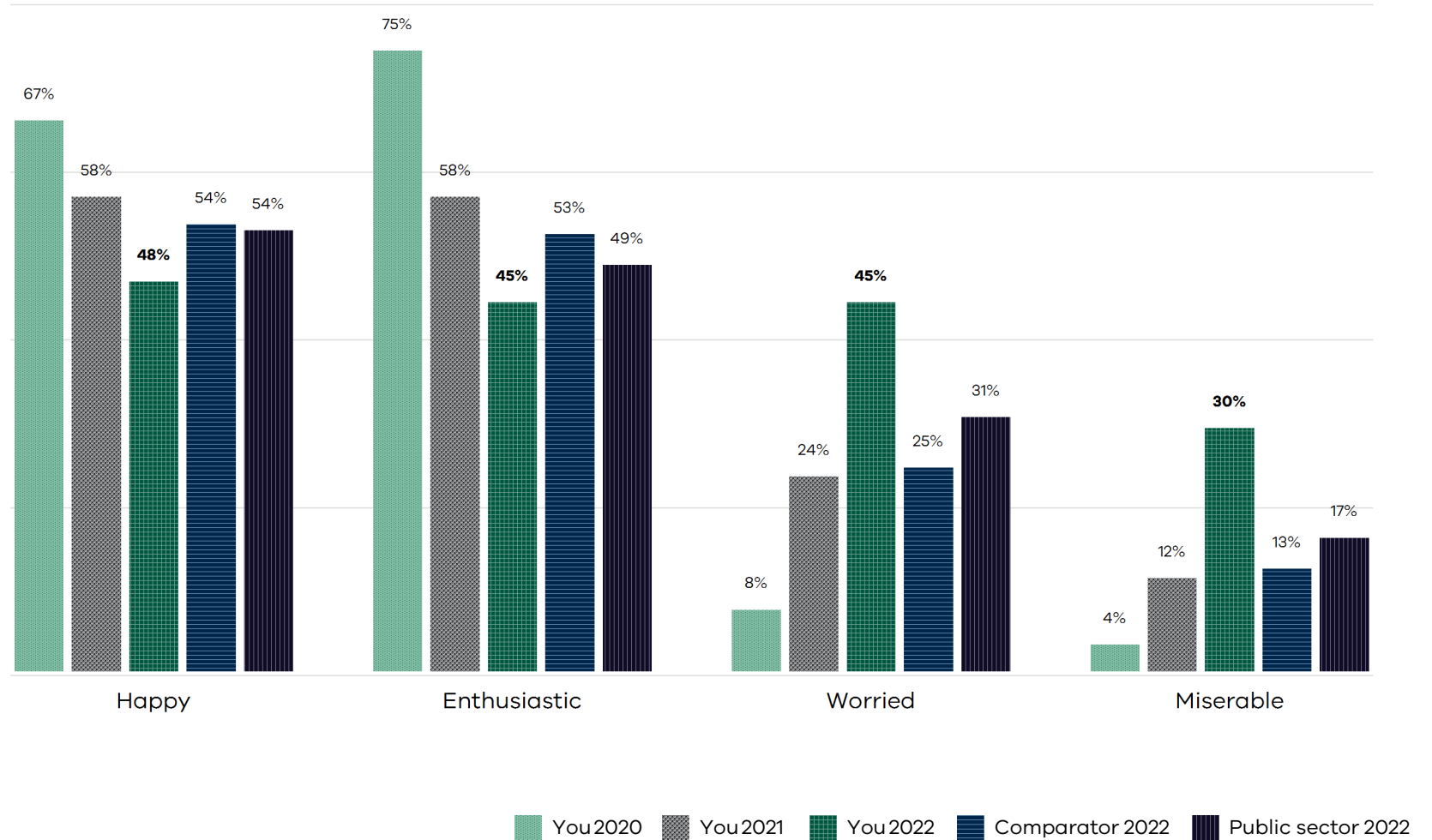
People outcomes

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:

- 20% of your staff who did the survey stated they experienced 'Bullying' in the last 12 months which is up from 9% in 2021.

Compared to:

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

Bullying — You 2020: 4%, You 2021: 9%, You 2022: 20%, Comparator 2022: 7%, Public sector 2022: 11%

Violence or aggression — You 2020: 0%, You 2021: 3%, You 2022: 8%, Comparator 2022: 4%, Public sector 2022: 10%

Discrimination — You 2020: 0%, You 2021: 3%, You 2022: 3%, Comparator 2022: 3%, Public sector 2022: 5%

Sexual harassment — You 2020: 0%, You 2021: 0%, You 2022: 0%, Comparator 2022: 2%, Public sector 2022: 4%

Legend: You 2020 | You 2021 | You 2022 | Comparator 2022 | Public sector 2022

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.

Why there is no data here

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

We do this to protect the respondents.

People outcomes

Discrimination

What this is

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

Why this is important

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

Why there is no data here

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

We do this to protect the respondents.

Victorian Public Sector Commission

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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.

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Key differences

Highest scoring questions

What this is

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

How to read this

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

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

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

Example

On the first row 'Workgroup support', the 'You 2022' column shows 98% of your staff agreed with 'People in my workgroup appropriately manage conflicts of interest'.

In the 'Change from 2021' column, you have a 7% increase, which is a positive trend.

Question group	Highest scoring questions	You 2022	Change from 2021	Comparator 2022
Workgroup support	People in my workgroup appropriately manage conflicts of interest	98%	+7%	82%
Workgroup support	People in my workgroup are politically impartial in their work	98%	+13%	86%
Manager leadership	My manager treats employees with dignity and respect	93%	+2%	92%
Workgroup support	People in my workgroup treat each other with respect	93%	-4%	91%
Manager leadership	My manager demonstrates honesty and integrity	90%	-1%	91%
Manager support	I can discuss problems or issues with my manager	90%	Not asked in 2021	87%
Quality service delivery	My workgroup acts fairly and without bias	90%	Not asked in 2021	84%
Workgroup support	People in my workgroup work together effectively to get the job done	90%	-4%	87%
Flexible working	My manager supports working flexibly	88%	Not asked in 2021	92%
Safety climate	My organisation provides a physically safe work environment	88%	-9%	91%

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 23% 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	23%	Not asked in 2021	35%
Safety climate	All levels of my organisation are involved in the prevention of stress	28%	-27%	56%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	35%	-23%	67%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	35%	-20%	61%
Senior leadership	Senior leaders provide clear strategy and direction	35%	-13%	69%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	38%	-38%	56%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	40%	-33%	59%
Learning and development	I am satisfied with the opportunities to progress in my organisation	43%	Not asked in 2021	50%
Organisational integrity	I believe the promotion processes in my organisation are fair	43%	Not asked in 2021	50%
Taking action	I believe my organisation will make improvements based on the results of this survey	43%	Not asked in 2021	59%

Victorian Public Sector Commission

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Key differences

Most improved

What this is

This is where staff feel their organisation has most improved.

How to read this

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

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

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

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

Example

On the first row 'Workgroup support', the 'You 2022' column shows 98% of your staff agreed with 'People in my workgroup are politically impartial in their work'.
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
Workgroup support	People in my workgroup are politically impartial in their work	98%	+13%	86%
Workgroup support	People in my workgroup appropriately manage conflicts of interest	98%	+7%	82%
Manager leadership	My manager treats employees with dignity and respect	93%	+2%	92%

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 'Organisational integrity', the 'You 2022' column shows 45% of your staff agreed with 'My organisation is committed to earning a high level of public trust'.

In the 'Decrease from 2021' column, you have a 43% decrease, which is a negative trend.

Question subgroup	Largest decline from last year	You 2022	Decrease from 2021	Comparator 2022
Organisational integrity	My organisation is committed to earning a high level of public trust	45%	-43%	88%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	38%	-38%	56%
Quality service delivery	My workgroup has clear lines of responsibility	55%	-36%	77%
Organisational integrity	My organisation encourages respectful workplace behaviours	60%	-34%	88%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	40%	-33%	59%
Job enrichment	I have the authority to do my job effectively	53%	-32%	77%
Flexible working	I am confident that if I requested a flexible work arrangement, it would be given due consideration	58%	-30%	84%
Engagement	I would recommend my organisation as a good place to work	53%	-29%	74%
Organisational integrity	My organisation does not tolerate improper conduct	58%	-27%	77%
Safety climate	All levels of my organisation are involved in the prevention of stress	28%	-27%	56%

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 'Workgroup support', the 'You 2022' column shows 98% of your staff agreed with 'People in my workgroup appropriately manage conflicts of interest'.

The 'difference' column, shows that agreement for this question was 16 percentage points higher in your organisation than in your comparator.

Question group	Biggest positive difference from comparator	You 2022	Difference	Comparator 2022
Workgroup support	People in my workgroup appropriately manage conflicts of interest	98%	+16%	82%
Workgroup support	People in my workgroup are politically impartial in their work	98%	+12%	86%
Quality service delivery	My workgroup uses its resources well	80%	+7%	73%
Quality service delivery	My workgroup acts fairly and without bias	90%	+6%	84%
Safe to speak up	People in my workgroup are able to bring up problems and tough issues	85%	+5%	80%
Manager support	I can discuss problems or issues with my manager	90%	+3%	87%
Workgroup support	People in my workgroup work together effectively to get the job done	90%	+3%	87%
Workgroup support	People in my workgroup treat each other with respect	93%	+1%	91%
Innovation	My workgroup learns from failures and mistakes	78%	+1%	76%
Innovation	My workgroup is quick to respond to opportunities to do things better	78%	+1%	76%

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 'Organisational integrity', the 'You 2022' column shows 45% of your staff agreed with 'My organisation is committed to earning a high level of public trust'.

The 'difference' column, shows that agreement for this question was 43 percentage points lower in your organisation than in your comparator.

Question subgroup	Biggest negative difference from comparator	You 2022	Difference	Comparator 2022
Organisational integrity	My organisation is committed to earning a high level of public trust	45%	-43%	88%
Senior leadership	Senior leaders demonstrate honesty and integrity	43%	-35%	78%
Senior leadership	Senior leaders provide clear strategy and direction	35%	-34%	69%
Senior leadership	Senior leaders model my organisation's values	43%	-33%	75%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	35%	-32%	67%
Safety climate	All levels of my organisation are involved in the prevention of stress	28%	-28%	56%
Organisational integrity	My organisation encourages respectful workplace behaviours	60%	-28%	88%
Engagement	I am proud to tell others I work for my organisation	53%	-27%	79%
Flexible working	I am confident that if I requested a flexible work arrangement, it would be given due consideration	58%	-27%	84%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	35%	-26%	61%

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Taking action

What this is

This is how well staff feel their organisation takes action and makes improvements from your survey results.

Why this is important

If your organisation takes action as a result of survey results, your staff may feel their feedback is valuable.

How to read this

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

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

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

Example

43% of your staff who did the survey agreed or strongly agreed with 'I believe my organisation will make improvements based on the results of this survey'.

Survey question

Your results

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

Benchmark agree results
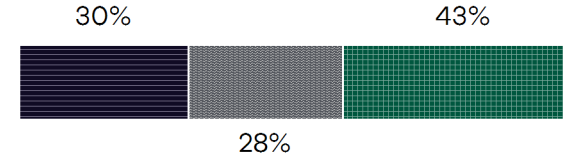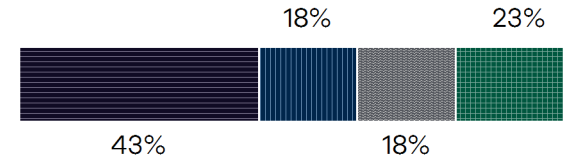
Survey question	Your results	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I believe my organisation will make improvements based on the results of this survey	30% Disagree, 28% Neither, 43% Agree	Not asked	Not asked	43 %	32 %	59 %	100 %
My organisation has made improvements based on the survey results from last year	43% Disagree, 18% Don't know, 18% Neither, 23% Agree	Not asked	Not asked	23 %	8 %	35 %	75 %

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Senior leadership

Senior leadership

What this is

This is how supported staff feel by senior leaders in their organisation and how well they believe senior leaders communicate.

Why this is important

Supportive senior leaders who communicate well mean staff may feel more connected to their work and organisation.

How to read this

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

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

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

Example

43% of your staff who did the survey agreed or strongly agreed with 'Senior leaders demonstrate honesty and integrity'.

Survey question

Your results

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

Benchmark agree results
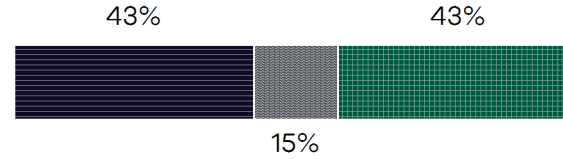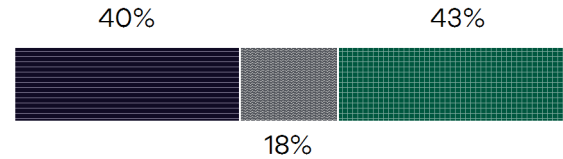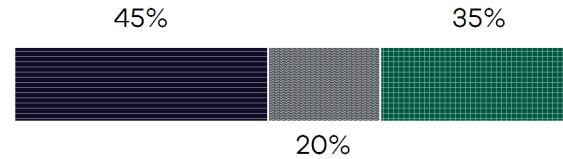
Survey question	Your results	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
Senior leaders demonstrate honesty and integrity	43% / 15% / 43%	Not asked	61 %	43 %	43 %	78 %	100 %
Senior leaders model my organisation's values	40% / 18% / 43%	Not asked	61 %	43 %	49 %	75 %	100 %
Senior leaders provide clear strategy and direction	45% / 20% / 35%	71 %	48 %	35 %	36 %	69 %	100 %

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Organisational climate

Scorecard

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2022:

- 56% of your staff who did the survey responded positively to questions about Collaboration which is down from 77% in 2021.

Compared to:

- 78% of staff at your comparator and 73% of staff across the public sector.
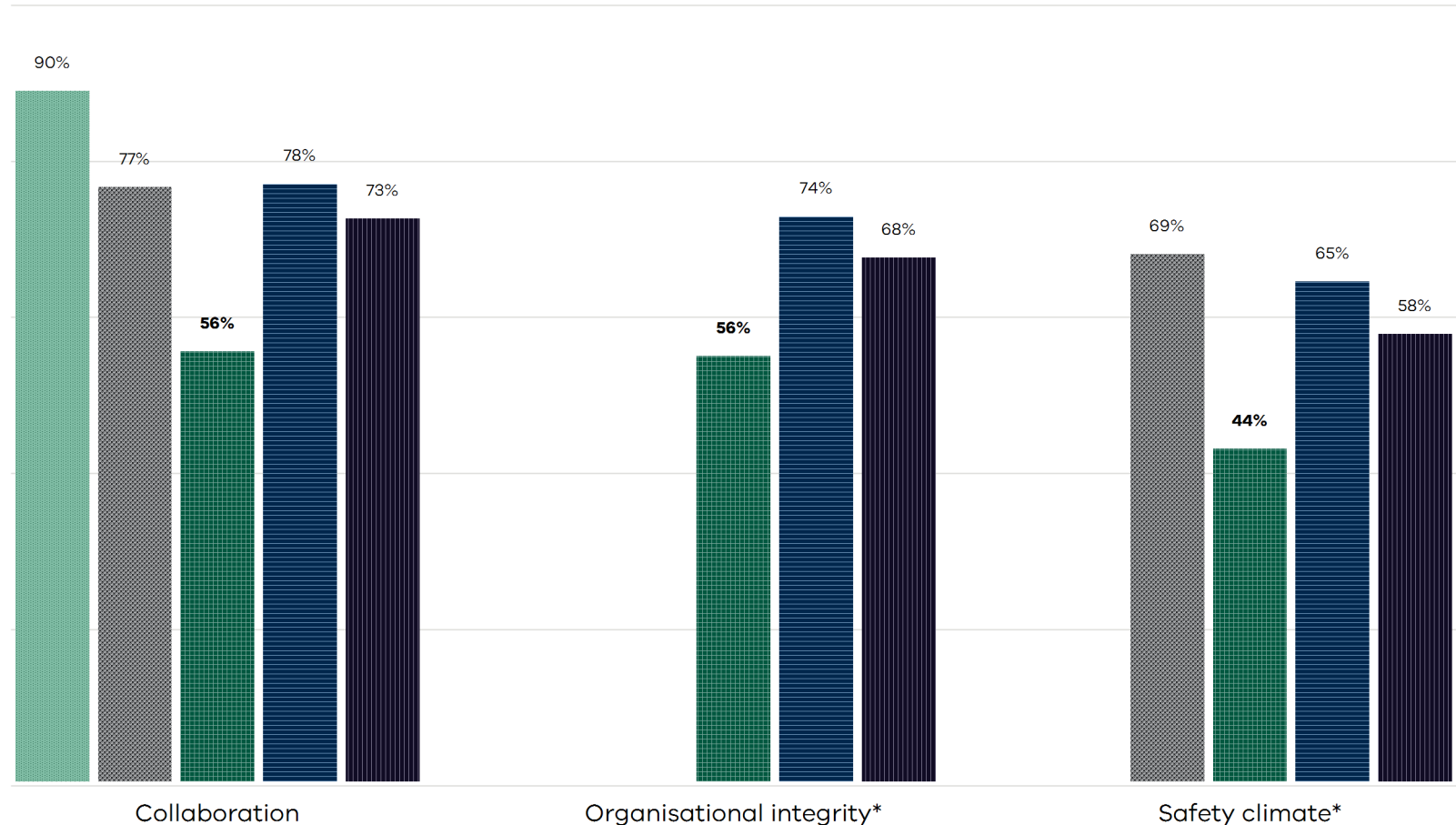
Collaboration: 90%, 77%, 56%, 78%, 73%
Organisational integrity*: 56%, 74%, 68%
Safety climate*: 69%, 44%, 65%, 58%

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

Legend: You 2020 | You 2021 | You 2022 | Comparator 2022 | Public sector 2022

Organisational climate

Organisational integrity 1 of 2

What this is

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

Why this is important

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

How to read this

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

'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.
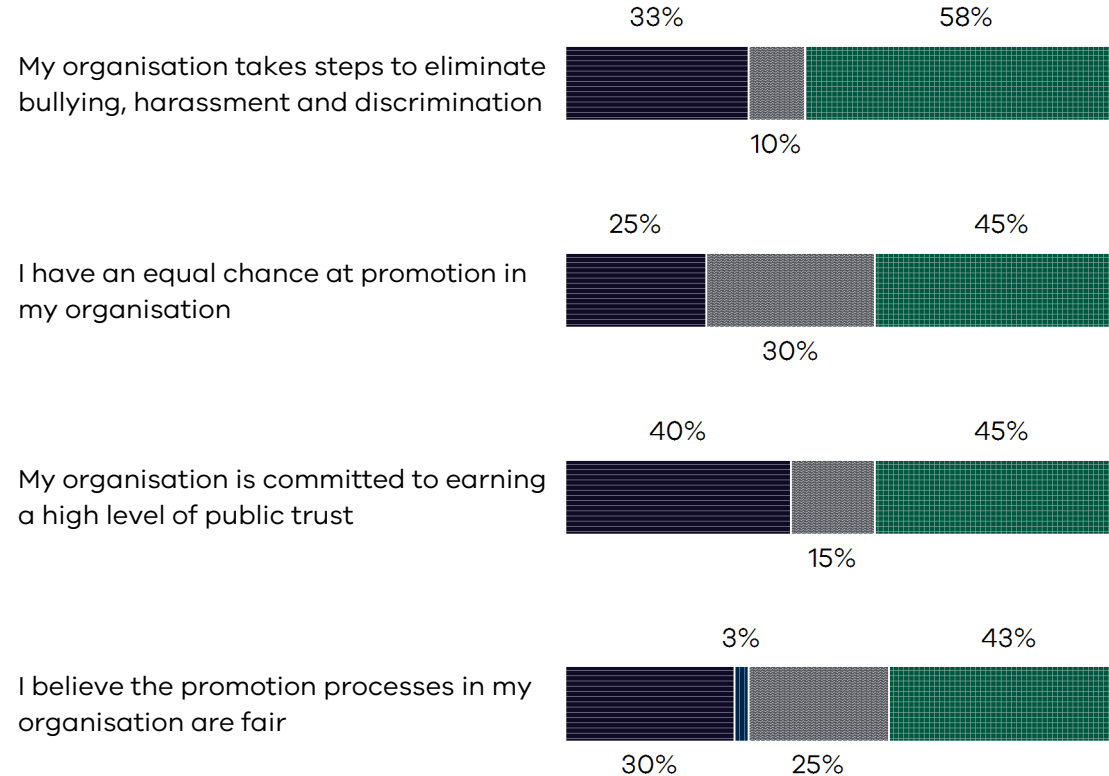
Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

70% of your staff who did the survey agreed or strongly agreed with 'I believe the recruitment processes in my organisation are fair'.

Survey question | **Your results** | **Benchmark agree results**

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

Survey question	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I believe the recruitment processes in my organisation are fair — 15% / 3% / 13% / 70%	Not asked	Not asked	70 %	43 %	71 %	92 %
My organisation encourages employees to act in ways that are consistent with human rights — 20% / 13% / 68%	Not asked	91 %	68 %	64 %	87 %	100 %
My organisation encourages respectful workplace behaviours — 30% / 10% / 60%	Not asked	94 %	60 %	72 %	88 %	100 %
My organisation does not tolerate improper conduct — 28% / 15% / 58%	Not asked	85 %	58 %	46 %	77 %	91 %

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

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

| Survey question | Your results | Benchmark agree results |

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

Survey question	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My organisation takes steps to eliminate bullying, harassment and discrimination (33% / 10% / 58%)	Not asked	79 %	58 %	47 %	73 %	97 %
I have an equal chance at promotion in my organisation (25% / 30% / 45%)	Not asked	Not asked	45 %	30 %	54 %	84 %
My organisation is committed to earning a high level of public trust (40% / 15% / 45%)	Not asked	88 %	45 %	74 %	88 %	100 %
I believe the promotion processes in my organisation are fair (30% / 3% / 25% / 43%)	Not asked	Not asked	43 %	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

63% of your staff who did the survey agreed or strongly agreed with 'I am able to work effectively with others outside my immediate workgroup'.

Legend: Disagree | Neither agree nor disagree | Don't know | Agree
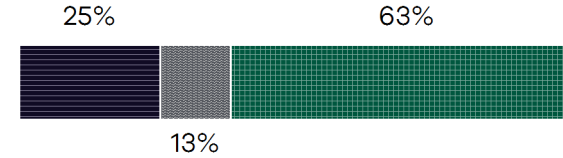
Survey question	Your results	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I am able to work effectively with others outside my immediate workgroup	25% / 13% / 63%	100 %	82 %	63 %	76 %	86 %	100 %
Workgroups across my organisation willingly share information with each other	35% / 3% / 13% / 50%	79 %	73 %	50 %	51 %	69 %	100 %

Victorian Public Sector Commission

VICTORIA State Government

Organisational climate

What this is

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

Why this is important

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

How to read this

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

'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.
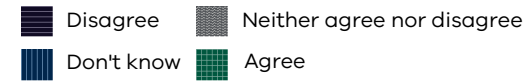
Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.
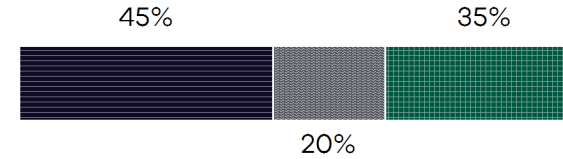
Example

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

Survey question

Your results

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

Benchmark agree results
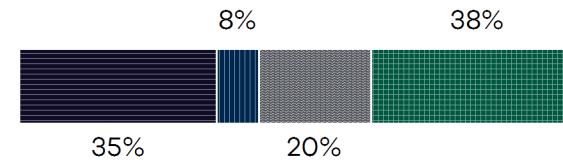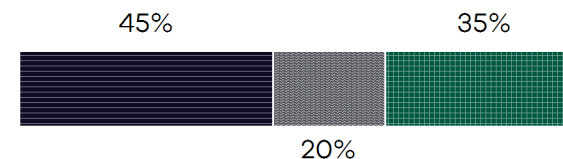
Survey question	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
My organisation provides a physically safe work environment	Not asked	97 %	88 %	74 %	91 %	100 %
In my workplace, there is good communication about psychological safety issues that affect me	83 %	73 %	40 %	42 %	59 %	84 %
My organisation has effective procedures in place to support employees who may experience stress	71 %	76 %	38 %	40 %	56 %	80 %
Senior leaders consider the psychological health of employees to be as important as productivity	79 %	58 %	35 %	45 %	67 %	94 %

Your results bar values:
- My organisation provides a physically safe work environment: 5%, 8%, 88%
- In my workplace, there is good communication about psychological safety issues that affect me: 30%, 30%, 40%
- My organisation has effective procedures in place to support employees who may experience stress: 35%, 8%, 20%, 38%
- Senior leaders consider the psychological health of employees to be as important as productivity: 45%, 20%, 35%

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

35% of your staff who did the survey agreed or strongly agreed with 'Senior leaders show support for stress prevention through involvement and commitment'.

Survey question

Your results

	Disagree		Neither agree nor disagree
	Don't know		Agree

Senior leaders show support for stress prevention through involvement and commitment

45% | 35%
20%

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

40% | 28%
33%

Benchmark agree results

	You			Comparator		
2020	2021	2022	Lowest	Average	Highest
75 %	55 %	35 %	40 %	61 %	91 %
71 %	55 %	28 %	41 %	56 %	91 %

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

Taking action

- Taking action questions

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- Senior leadership questions

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- Organisational integrity
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Workgroup climate

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- 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:

- 93% of your staff who did the survey responded positively to questions about Workgroup support which is down from 93% in 2021.

Compared to:

- 86% of staff at your comparator and 80% of staff across the public sector.
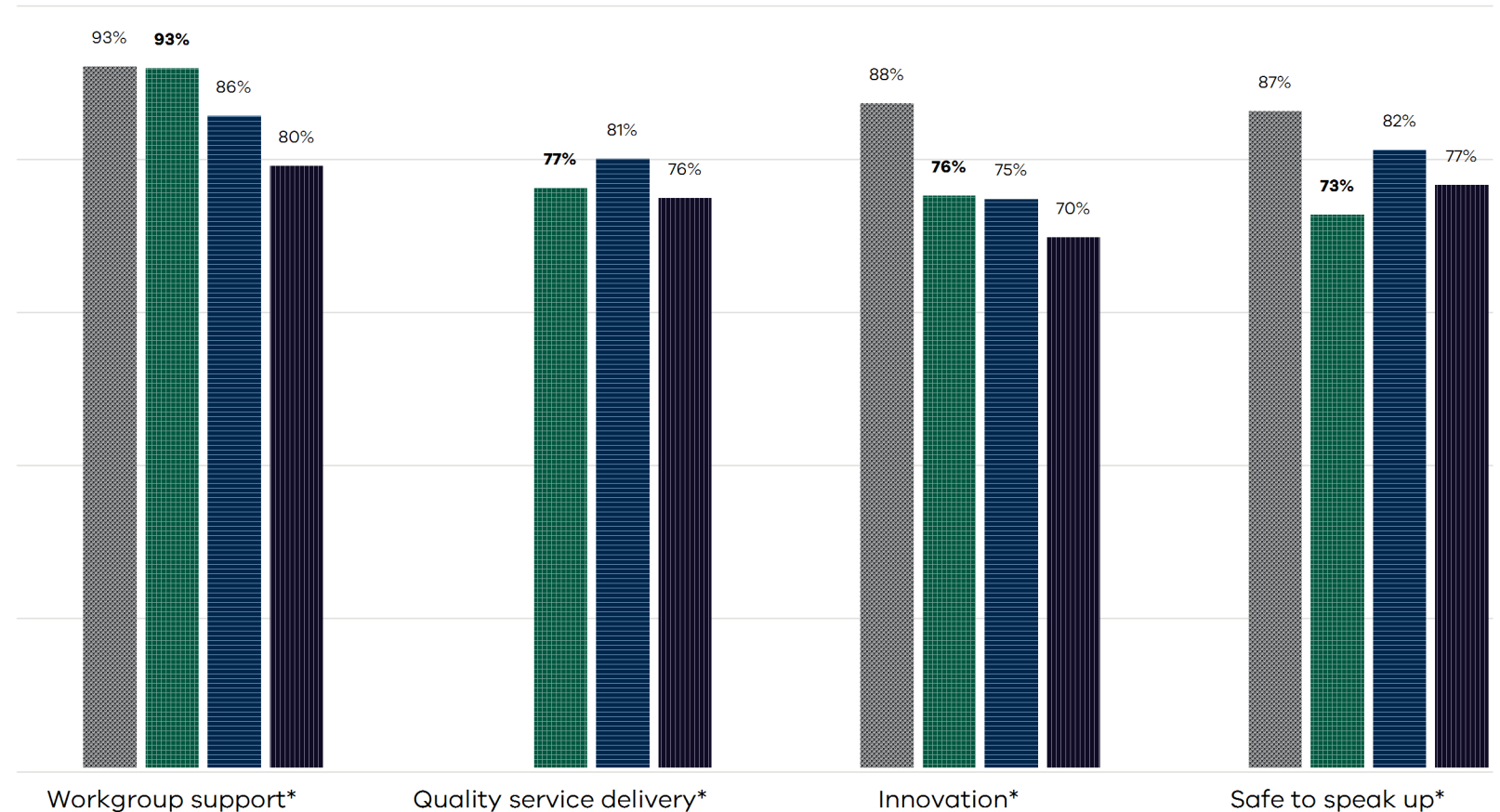
*We can't compare some data here because one or more questions were not asked in a previous survey

Legend: You 2020 | You 2021 | You 2022 | Comparator 2022 | Public sector 2022

Workgroup support*: 93%, 93%, 86%, 80%
Quality service delivery*: 77%, 81%, 76%
Innovation*: 88%, 76%, 75%, 70%
Safe to speak up*: 87%, 73%, 82%, 77%

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

90% of your staff who did the survey agreed or strongly agreed with 'My workgroup acts fairly and without bias'.

Survey question	Your results		You			Comparator		
		2020	**2021**	**2022**	**Lowest**	**Average**	**Highest**
My workgroup acts fairly and without bias	90% / 10%	Not asked	Not asked	90 %	59 %	84 %	100 %
My workgroup provides high quality advice and services	10% / 83% / 8%	Not asked	Not asked	83 %	75 %	89 %	100 %
My workgroup uses its resources well	10% / 80% / 10%	Not asked	Not asked	80 %	59 %	73 %	88 %
My workgroup has clear lines of responsibility	28% / 55% / 18%	Not asked	91 %	55 %	58 %	77 %	100 %

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

Victorian Public Sector Commission

VICTORIA State Government

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.
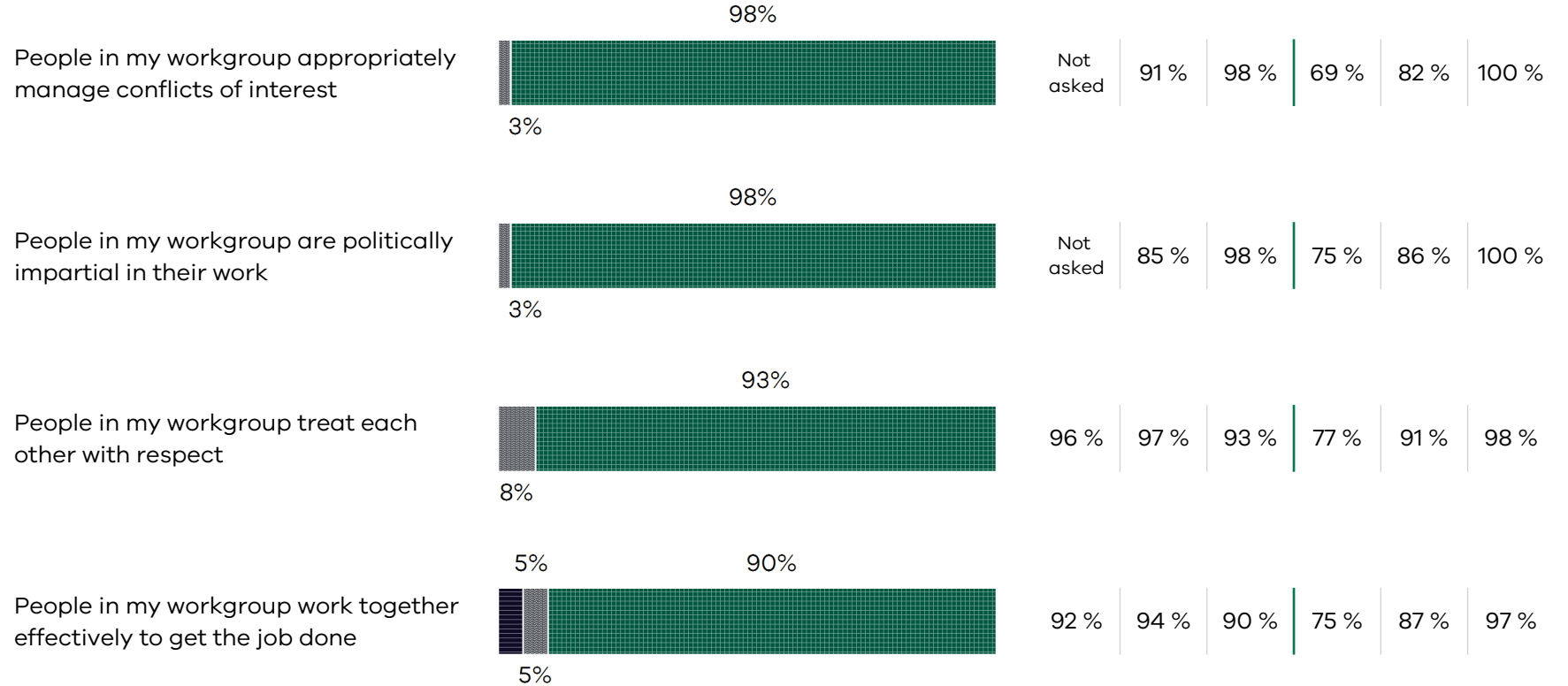
Example

78% of your staff who did the survey agreed or strongly agreed with 'My workgroup is quick to respond to opportunities to do things better'.

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree
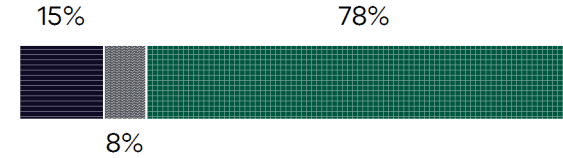
Survey question	Your results	2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup is quick to respond to opportunities to do things better	15% / 8% / 78%	Not asked	88 %	78 %	62 %	76 %	94 %
My workgroup learns from failures and mistakes	8% / 15% / 78%	Not asked	88 %	78 %	58 %	76 %	95 %
My workgroup encourages employee creativity	8% / 20% / 73%	Not asked	88 %	73 %	46 %	74 %	97 %

Victorian Public Sector Commission

VICTORIA State Government

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.

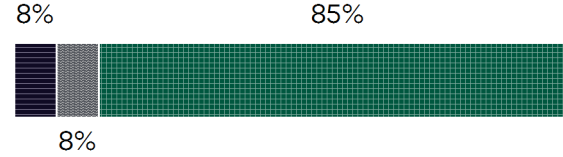Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

98% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.

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

Survey question	Your results	You 2020	2021	2022	Comparator Lowest	Average	Highest
People in my workgroup appropriately manage conflicts of interest	98% / 3%	Not asked	91 %	98 %	69 %	82 %	100 %
People in my workgroup are politically impartial in their work	98% / 3%	Not asked	85 %	98 %	75 %	86 %	100 %
People in my workgroup treat each other with respect	93% / 8%	96 %	97 %	93 %	77 %	91 %	98 %
People in my workgroup work together effectively to get the job done	5% / 90% / 5%	92 %	94 %	90 %	75 %	87 %	97 %

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

85% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup are honest, open and transparent in their dealings'.

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

Survey question			You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
People in my workgroup are honest, open and transparent in their dealings	8% / 8% / 85%	Not asked	97 %	85 %	69 %	85 %	100 %

Victorian Public Sector Commission

VICTORIA State Government

Workgroup climate

Safe to speak up

What this is

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

Why this is important

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

How to read this

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

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

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

Example

85% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup are able to bring up problems and tough issues'.

Survey question / Your results / Benchmark agree results

Legend: Disagree | Neither agree nor disagree | Don't know | Agree
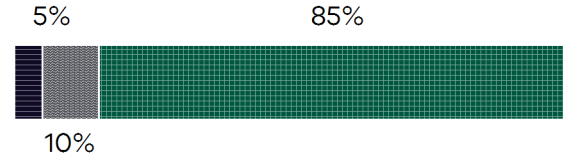
Survey question	Your results	2020	You 2021	2022	Comparator Lowest	Average	Highest
People in my workgroup are able to bring up problems and tough issues	5% / 10% / 85%	92 %	97 %	85 %	68 %	80 %	97 %
I feel culturally safe at work	13% / 8% / 80%	Not asked	97 %	80 %	78 %	88 %	100 %
I feel safe to challenge inappropriate behaviour at work	33% / 13% / 55%	Not asked	67 %	55 %	51 %	77 %	100 %
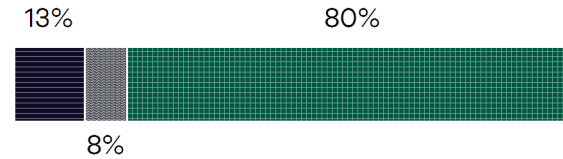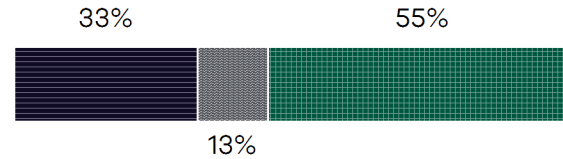
People matter survey wellbeing check 2022

Have your say

Overview

Report overview

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

Result summary

People outcomes

- Scorecard: engagement index
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Key differences

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- Biggest negative difference from comparator

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- Taking action questions

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- 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.

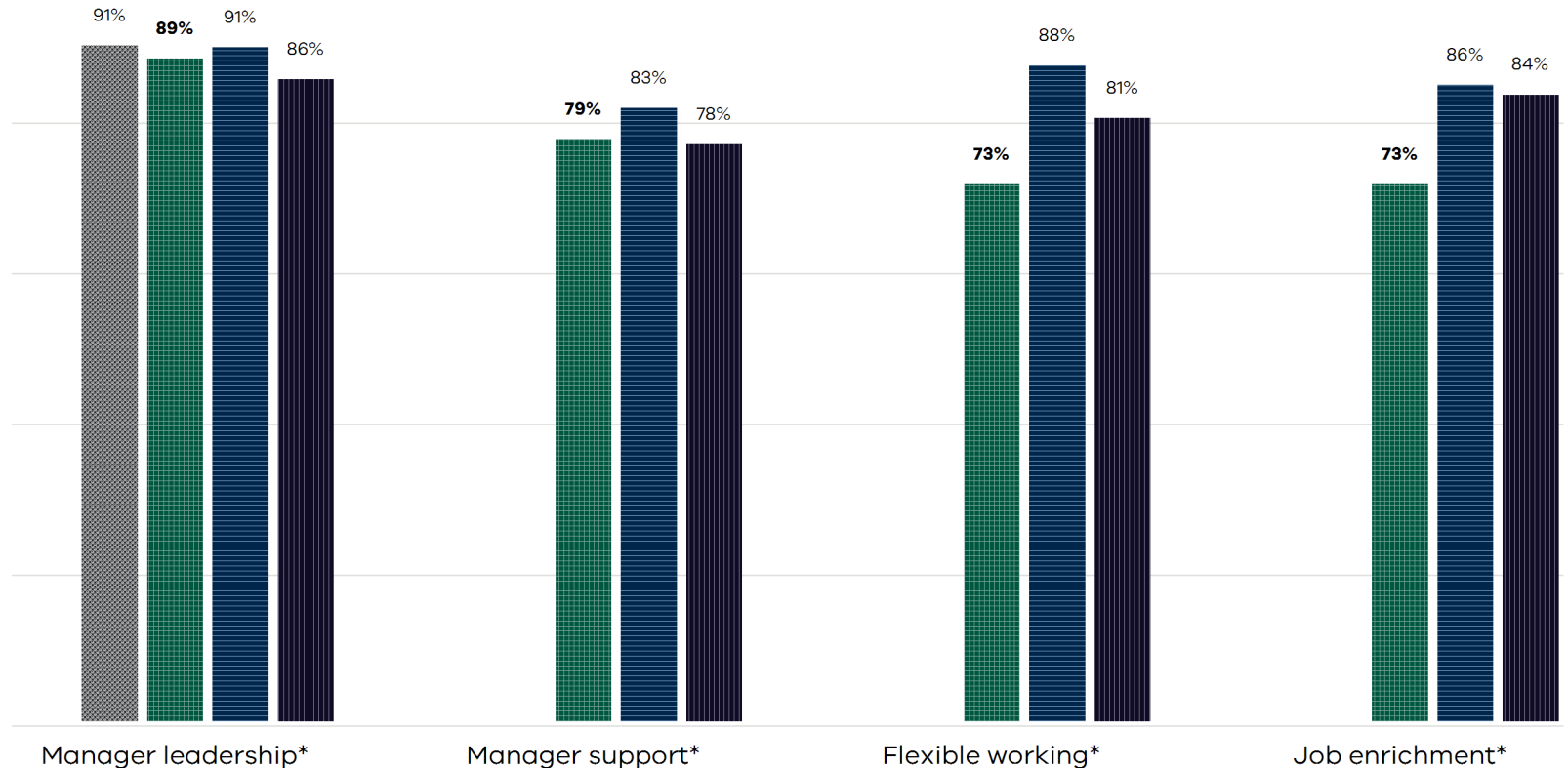Each result is the overall percentage of positive responses for your organisation, comparator and public sector.

Example

In 2022:

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

Compared to:

- 91% of staff at your comparator and 86% 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 2020 | You 2021 | You 2022 | Comparator 2022 | Public sector 2022

Chart categories: Manager leadership* | Manager support* | Flexible working* | Job enrichment*

Manager leadership*: 91%, 89%, 91%, 86%
Manager support*: 79%, 83%, 78%
Flexible working*: 73%, 88%, 81%
Job enrichment*: 73%, 86%, 84%

Job and manager factors

Scorecard 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2022:

- 73% of your staff who did the survey responded positively to questions about Meaningful work.

Compared to:

- 89% of staff at your comparator and 89% of staff across the public sector.
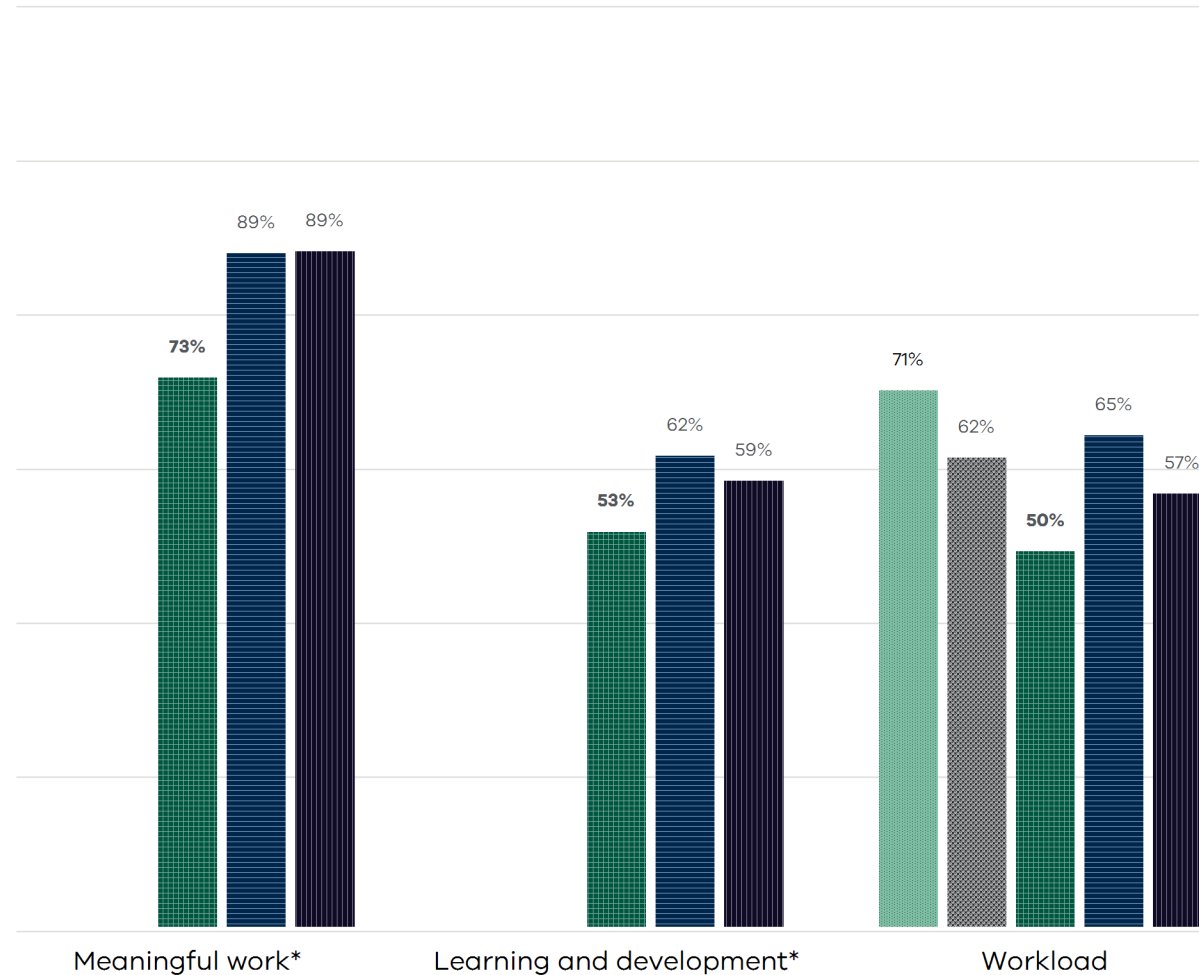
*We can't compare some data here because one or more questions were not asked in a previous survey

Legend: You 2020 | You 2021 | You 2022 | Comparator 2022 | Public sector 2022

People matter survey | results　52

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

93% of your staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.
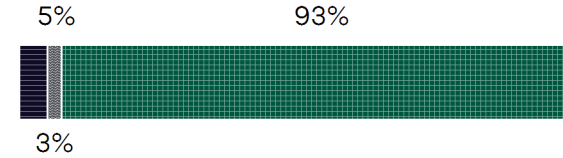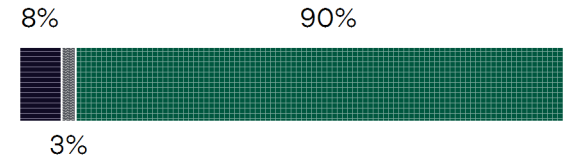
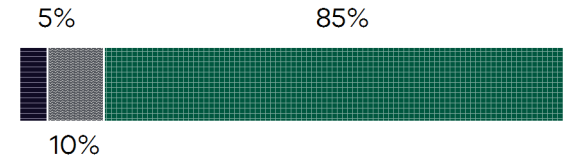| Survey question	Your results		Benchmark agree results					
				You		**Comparator**		
			2020	2021	2022	Lowest	Average	Highest

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

Survey question	Your results	2020	2021	2022	Lowest	Average	Highest
My manager treats employees with dignity and respect	5% / 93% / 3%	Not asked	91 %	93 %	82 %	92 %	98 %
My manager demonstrates honesty and integrity	8% / 90% / 3%	Not asked	91 %	90 %	80 %	91 %	98 %
My manager models my organisation's values	5% / 85% / 10%	Not asked	91 %	85 %	79 %	89 %	96 %

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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.
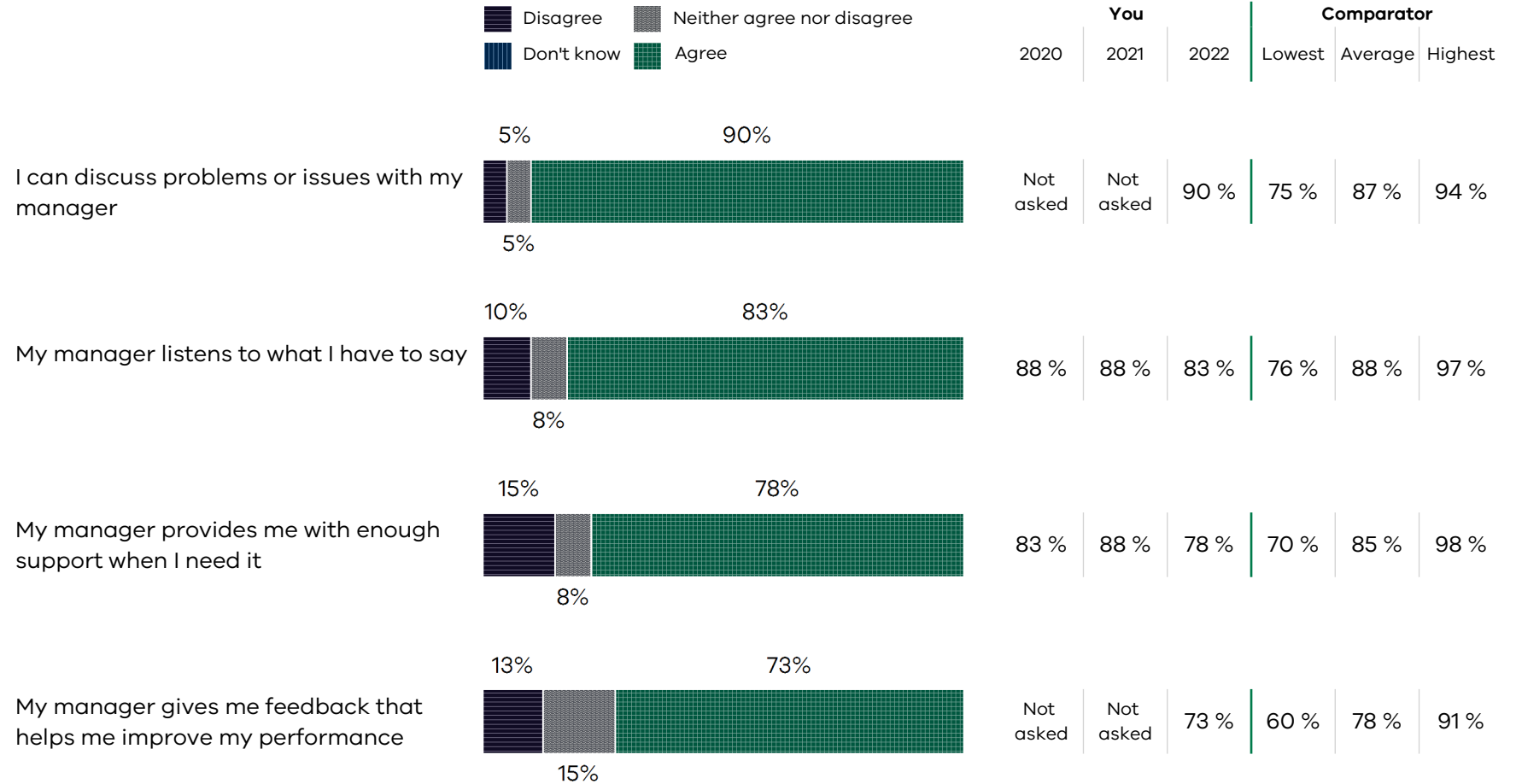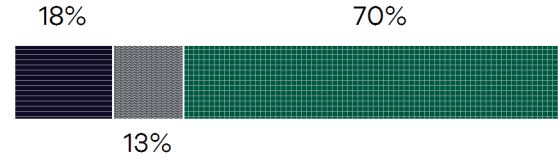
Example

90% of your staff who did the survey agreed or strongly agreed with 'I can discuss problems or issues with my manager'.

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

Survey question	Your results	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I can discuss problems or issues with my manager	5% / 5% / 90%	Not asked	Not asked	90 %	75 %	87 %	94 %
My manager listens to what I have to say	10% / 8% / 83%	88 %	88 %	83 %	76 %	88 %	97 %
My manager provides me with enough support when I need it	15% / 8% / 78%	83 %	88 %	78 %	70 %	85 %	98 %
My manager gives me feedback that helps me improve my performance	13% / 15% / 73%	Not asked	Not asked	73 %	60 %	78 %	91 %

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

70% of your staff who did the survey agreed or strongly agreed with 'I receive meaningful recognition when I do good work'.
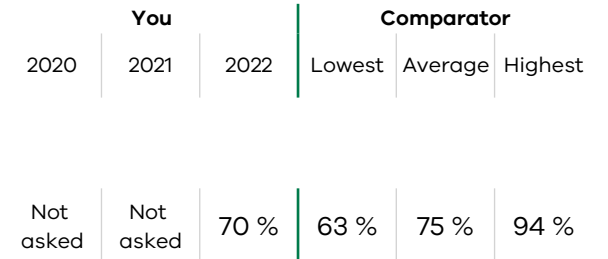
Survey question	Your results	Benchmark agree results

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

Survey question		You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
I receive meaningful recognition when I do good work	18% / 13% / 70%	Not asked	Not asked	70 %	63 %	75 %	94 %

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

53% of your staff who did the survey agreed or strongly agreed with 'The workload I have is appropriate for the job that I do'.
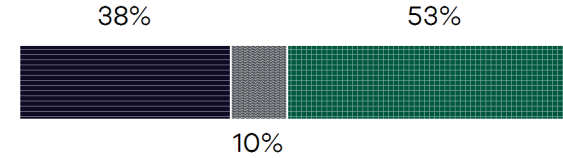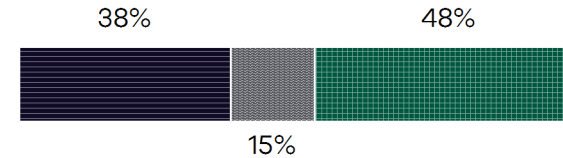
Survey question	Your results						

Your results

■ Disagree ▨ Neither agree nor disagree ▨ Agree

Benchmark agree results

	You			Comparator		
2020	2021	2022	Lowest	Average	Highest

Survey question	Disagree	Neither	Agree	2020	2021	2022	Lowest	Average	Highest
The workload I have is appropriate for the job that I do	38%	10%	53%	71 %	61 %	53 %	43 %	67 %	100 %
I have enough time to do my job effectively	38%	15%	48%	71 %	64 %	48 %	43 %	63 %	92 %

Victorian Public Sector Commission

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Job and manager factors

Learning and development

What this is

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

Why this is important

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

How to read this

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

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

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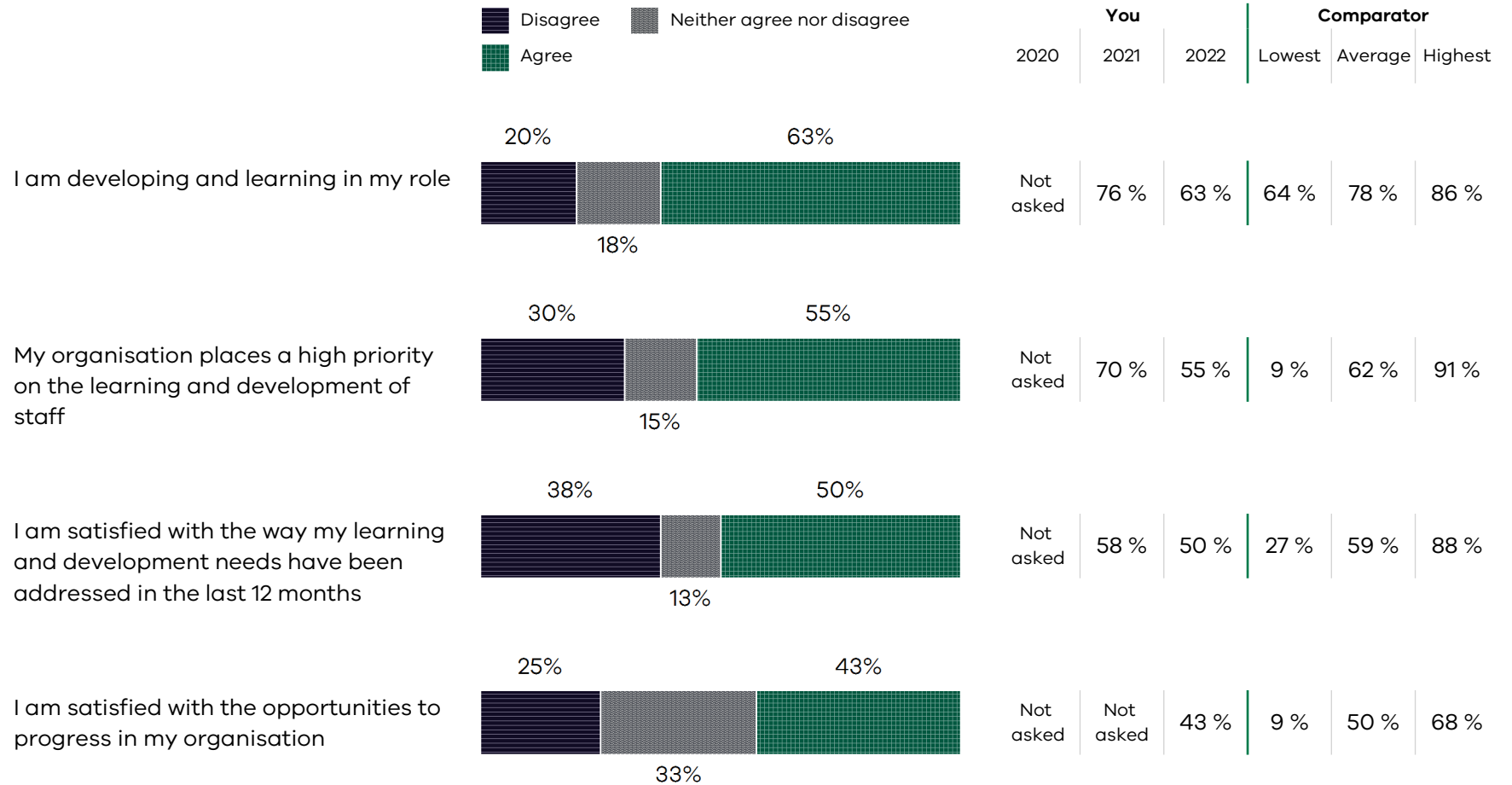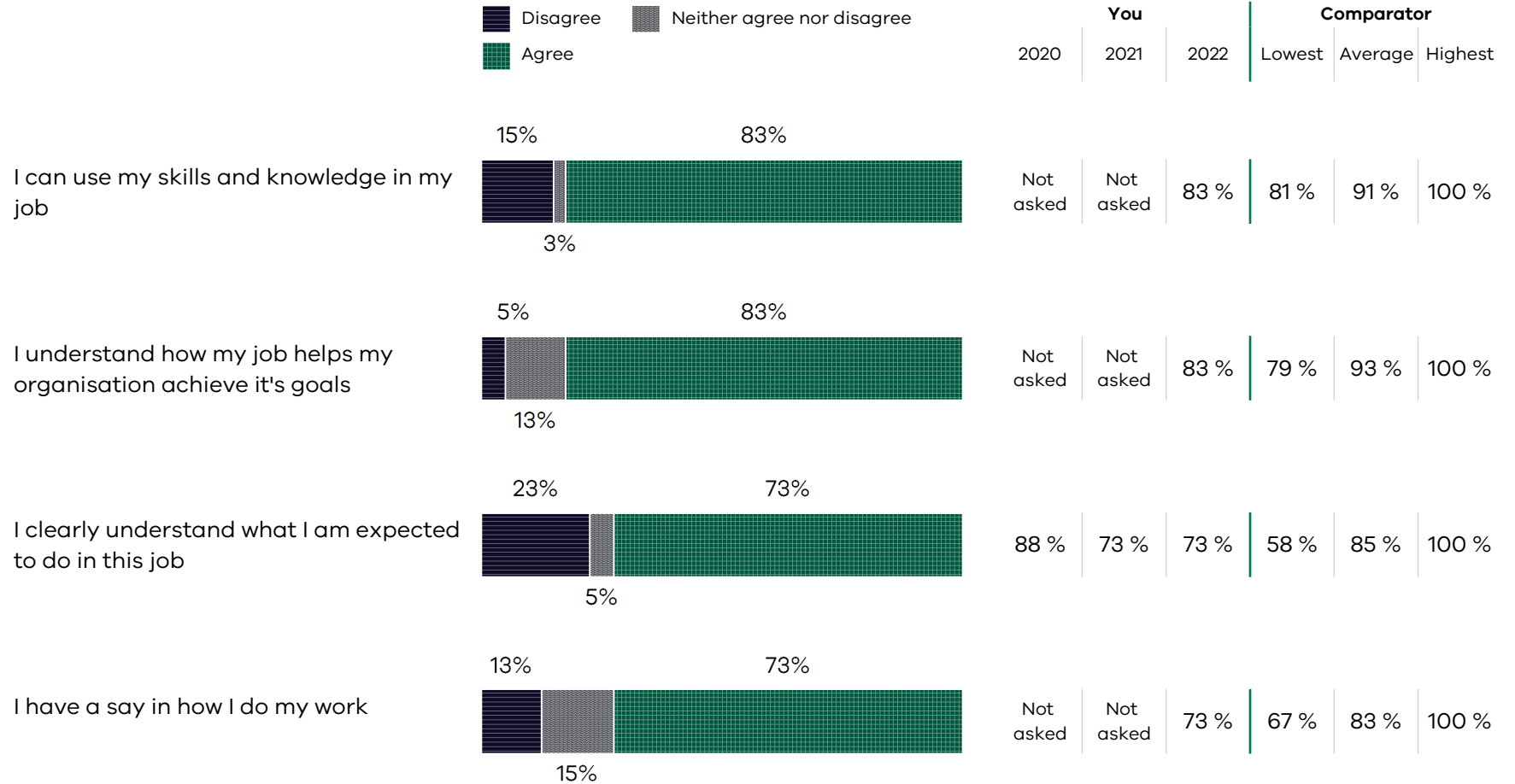
Example

63% of your staff who did the survey agreed or strongly agreed with 'I am developing and learning in my role'.

Legend: ■ Disagree ▨ Neither agree nor disagree ▨ Agree

Survey question	Your results	2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I am developing and learning in my role	Disagree 20% / Neither 18% / Agree 63%	Not asked	76 %	63 %	64 %	78 %	86 %
My organisation places a high priority on the learning and development of staff	Disagree 30% / Neither 15% / Agree 55%	Not asked	70 %	55 %	9 %	62 %	91 %
I am satisfied with the way my learning and development needs have been addressed in the last 12 months	Disagree 38% / Neither 13% / Agree 50%	Not asked	58 %	50 %	27 %	59 %	88 %
I am satisfied with the opportunities to progress in my organisation	Disagree 25% / Neither 33% / Agree 43%	Not asked	Not asked	43 %	9 %	50 %	68 %

Victorian Public Sector Commission

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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.
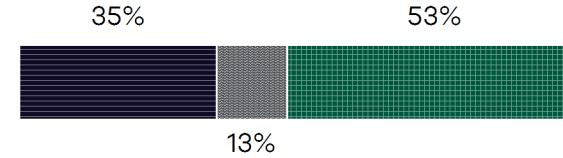
Example

83% of your staff who did the survey agreed or strongly agreed with 'I can use my skills and knowledge in my job'.

Legend: Disagree | Neither agree nor disagree | Agree

Survey question	Disagree	Neither	Agree	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I can use my skills and knowledge in my job	15%	3%	83%	Not asked	Not asked	83 %	81 %	91 %	100 %
I understand how my job helps my organisation achieve it's goals	5%	13%	83%	Not asked	Not asked	83 %	79 %	93 %	100 %
I clearly understand what I am expected to do in this job	23%	5%	73%	88 %	73 %	73 %	58 %	85 %	100 %
I have a say in how I do my work	13%	15%	73%	Not asked	Not asked	73 %	67 %	83 %	100 %

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.
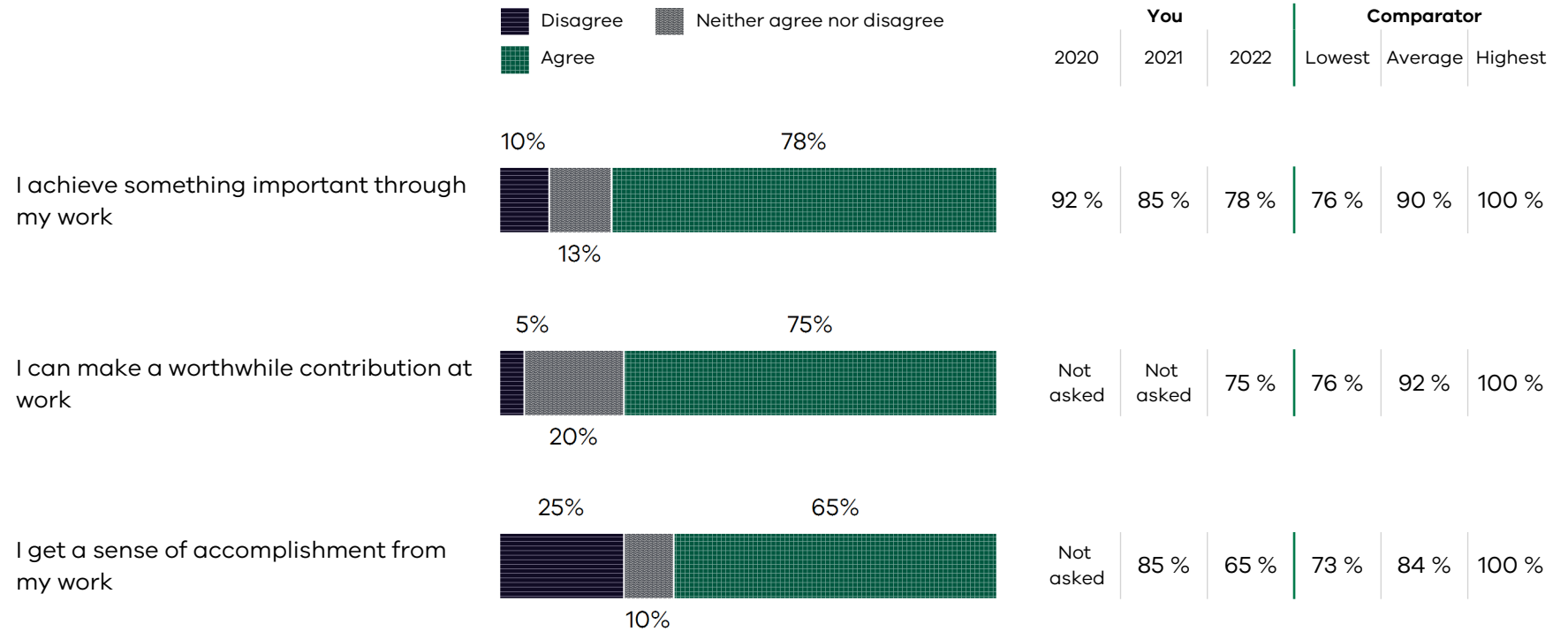
Example

53% of your staff who did the survey agreed or strongly agreed with 'I have the authority to do my job effectively'.

Survey question

I have the authority to do my job effectively

Your results

Disagree ▨ Neither agree nor disagree
Agree

35%   53%

13%

Benchmark agree results

	You			Comparator		
2020	2021	2022		Lowest	Average	Highest
Not asked	85 %	53 %		59 %	77 %	100 %
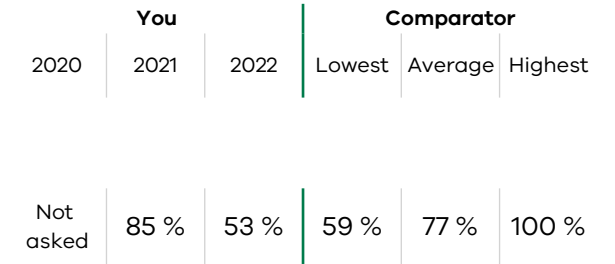
Job and manager factors

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

78% 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

	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
I achieve something important through my work	92 %	85 %	78 %	76 %	90 %	100 %
I can make a worthwhile contribution at work	Not asked	Not asked	75 %	76 %	92 %	100 %
I get a sense of accomplishment from my work	Not asked	85 %	65 %	73 %	84 %	100 %

I achieve something important through my work: Disagree 10%, Neither 13%, Agree 78%

I can make a worthwhile contribution at work: Disagree 5%, Neither 20%, Agree 75%

I get a sense of accomplishment from my work: Disagree 25%, Neither 10%, Agree 65%

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

88% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.

Survey question	Your results						

Legend: Disagree ■ | Don't know ■ | Neither agree nor disagree ■ | Agree ■
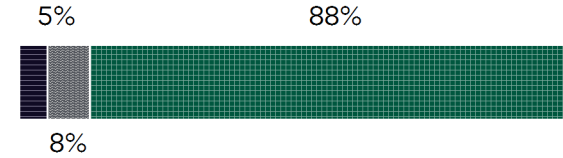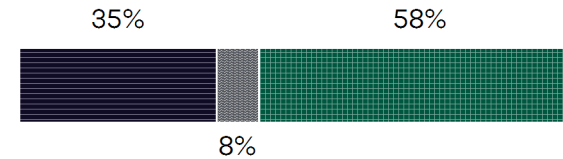
Survey question		You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
My manager supports working flexibly	5% / 8% / 88%	Not asked	Not asked	88 %	78 %	92 %	100 %
I am confident that if I requested a flexible work arrangement, it would be given due consideration	35% / 8% / 58%	100 %	88 %	58 %	33 %	84 %	100 %

People matter survey wellbeing check 2022

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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:

- 94% 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 2020 | You 2021 | You 2022 | Comparator 2022 | Public sector 2022

Chart values:

	Impartiality*	Responsiveness*	Respect*	Human rights*
You 2020				
You 2021			90%	85%
You 2022	94%	83%	77%	71%
Comparator 2022	85%	89%	86%	83%
Public sector 2022	78%	83%	82%	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

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How to read this

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

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

Example

In 2022:

- 68% of your staff who did the survey responded positively to questions about Integrity , which is down 15% in 2021.

Compared to:

- 83% of staff at your comparator and 76% of staff across the public sector.
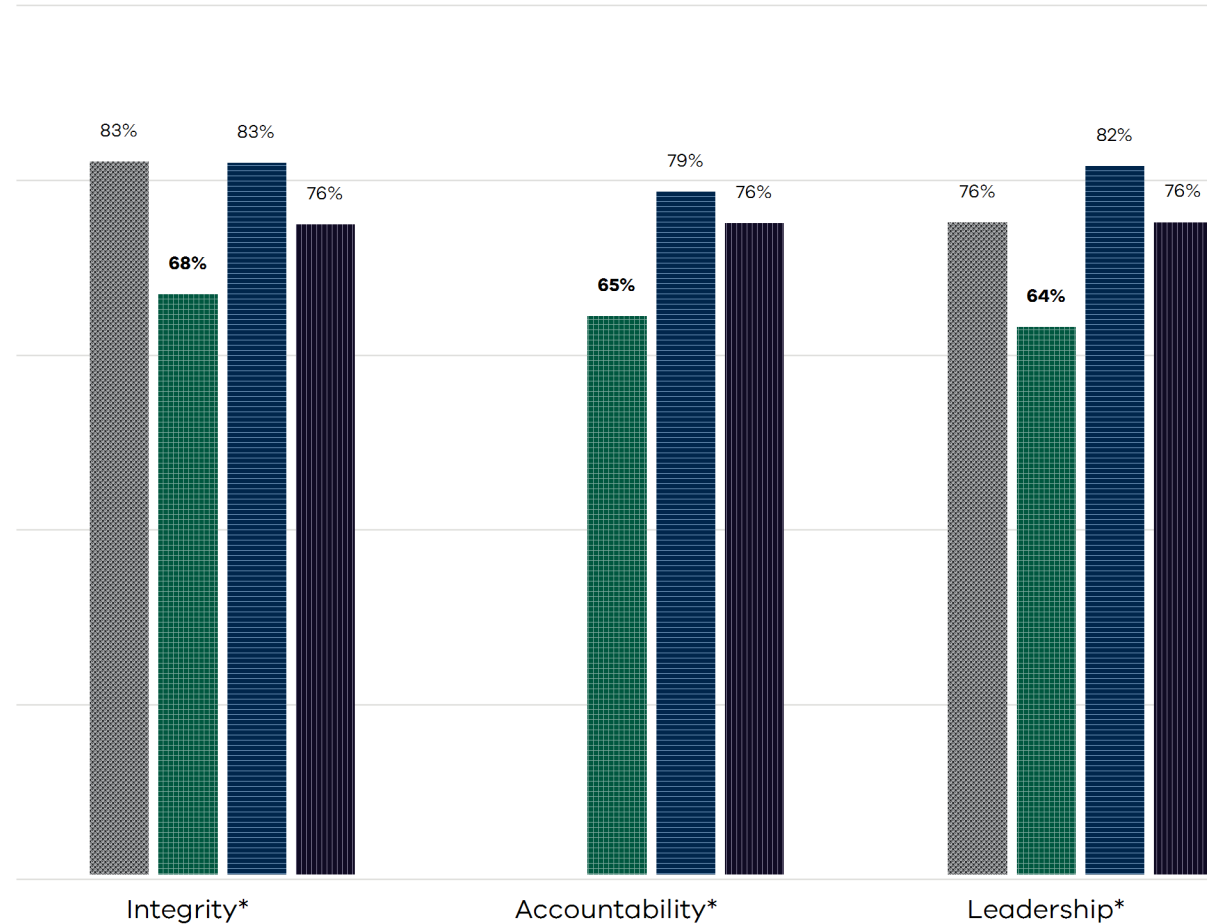
*We can't compare some data here because one or more questions were not asked in a previous survey

Legend: You 2020 | You 2021 | You 2022 | Comparator 2022 | Public sector 2022

Public sector values

Responsiveness

What this is

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

Why this is important

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

How to read this

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

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

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

Example

83% of 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

My workgroup provides high quality advice and services

10%   83%

8%

Survey question	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup provides high quality advice and services	Not asked	Not asked	83 %	75 %	89 %	100 %

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

98% of staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.
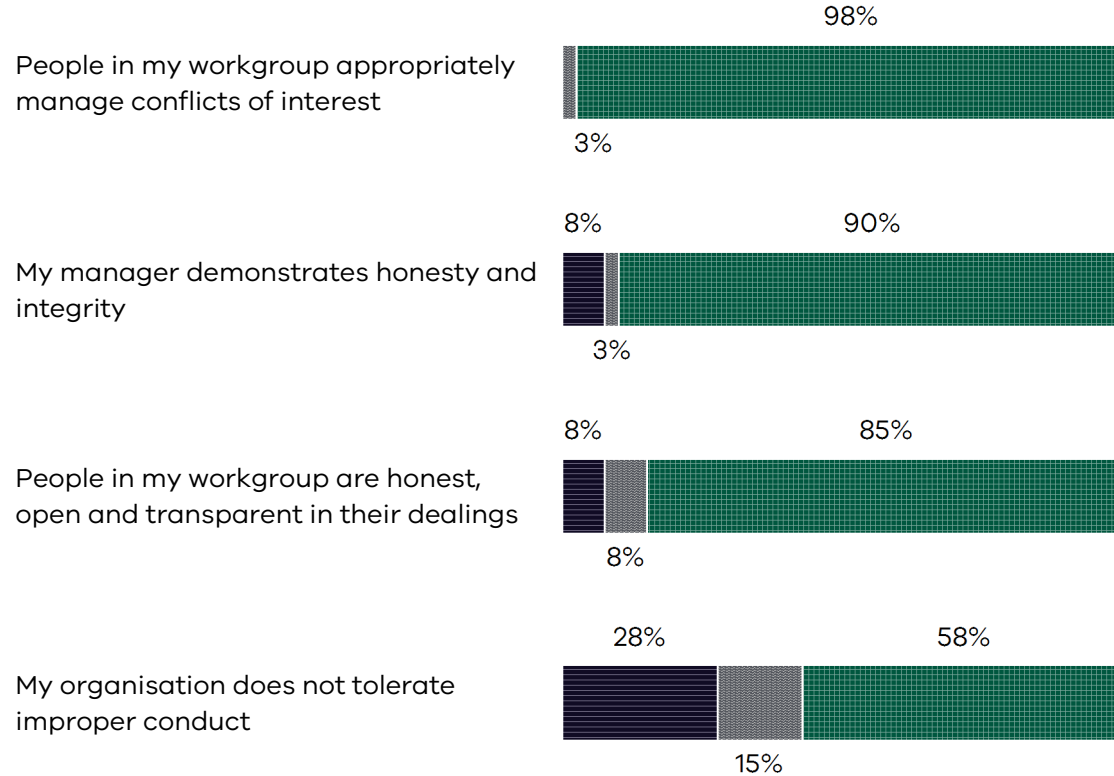
Survey question	Your results		Benchmark agree results					
				You		**Comparator**		
			2020	2021	2022	Lowest	Average	Highest
People in my workgroup appropriately manage conflicts of interest	98% / 3%		Not asked	91 %	98 %	69 %	82 %	100 %
My manager demonstrates honesty and integrity	8% / 90% / 3%		Not asked	91 %	90 %	80 %	91 %	98 %
People in my workgroup are honest, open and transparent in their dealings	8% / 85% / 8%		Not asked	97 %	85 %	69 %	85 %	100 %
My organisation does not tolerate improper conduct	28% / 58% / 15%		Not asked	85 %	58 %	46 %	77 %	91 %

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

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

55% of staff who did the survey agreed or strongly agreed with 'I feel safe to challenge inappropriate behaviour at work'.

Survey question	Your results	Benchmark agree results

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

Survey question		You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
I feel safe to challenge inappropriate behaviour at work	33% / 13% / 55%	Not asked	67 %	55 %	51 %	77 %	100 %
My organisation is committed to earning a high level of public trust	40% / 15% / 45%	Not asked	88 %	45 %	74 %	88 %	100 %
Senior leaders demonstrate honesty and integrity	43% / 15% / 43%	Not asked	61 %	43 %	43 %	78 %	100 %

Victorian Public Sector Commission

VICTORIA State Government
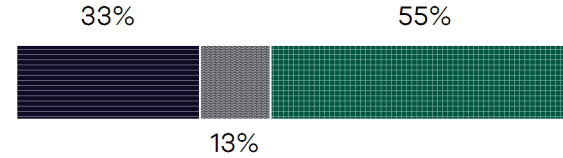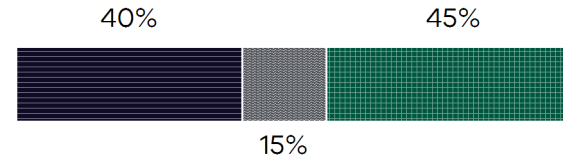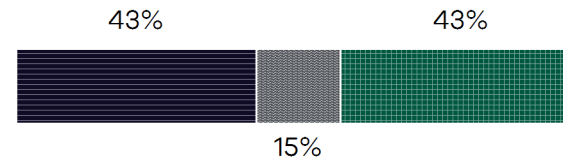
Public sector values

Impartiality

What this is

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

Why this is important

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

How to read this

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

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

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

Example

98% of staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.
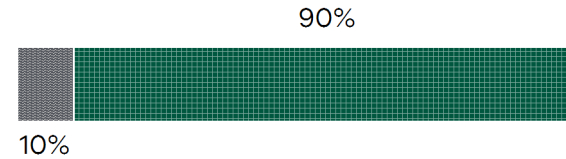
Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree

Survey question	Your results	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup are politically impartial in their work	98% (3%)	Not asked	85 %	98 %	75 %	86 %	100 %
My workgroup acts fairly and without bias	90% (10%)	Not asked	Not asked	90 %	59 %	84 %	100 %

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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

Example

83% of staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve it's goals'.
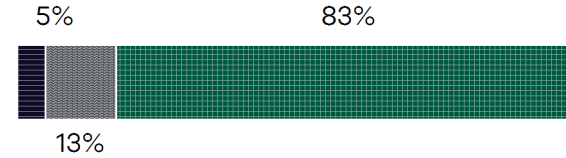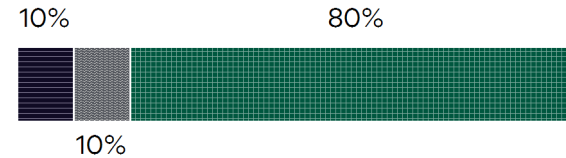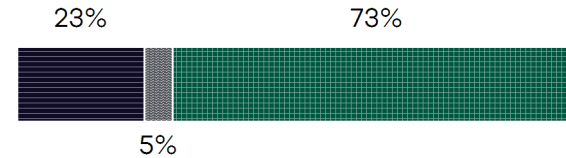
Survey question	Your results			
	Disagree	Neither agree nor disagree		
	Don't know	Agree		

Legend:
- Disagree (dark navy)
- Don't know (blue)
- Neither agree nor disagree (grey)
- Agree (green)
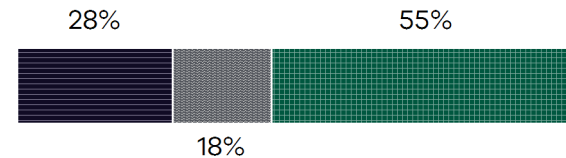
Survey question	Your results	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I understand how my job helps my organisation achieve it's goals	5% / 13% / 83%	Not asked	Not asked	83 %	79 %	93 %	100 %
My workgroup uses its resources well	10% / 10% / 80%	Not asked	Not asked	80 %	59 %	73 %	88 %
I clearly understand what I am expected to do in this job	23% / 5% / 73%	88 %	73 %	73 %	58 %	85 %	100 %
My workgroup has clear lines of responsibility	28% / 18% / 55%	Not asked	91 %	55 %	58 %	77 %	100 %

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

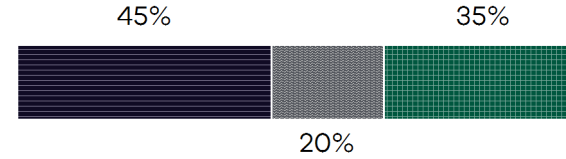Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

35% of staff who did the survey agreed or strongly agreed with 'Senior leaders provide clear strategy and direction'.
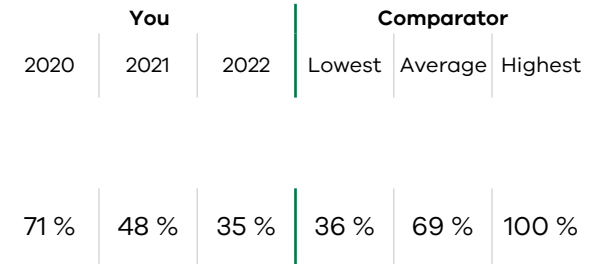
Survey question

Your results

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

Senior leaders provide clear strategy and direction

45% 35%
20%

Benchmark agree results

	You			Comparator		
2020	2021	2022	Lowest	Average	Highest
71 %	48 %	35 %	36 %	69 %	100 %

Victorian Public Sector Commission

VICTORIA State Government

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.

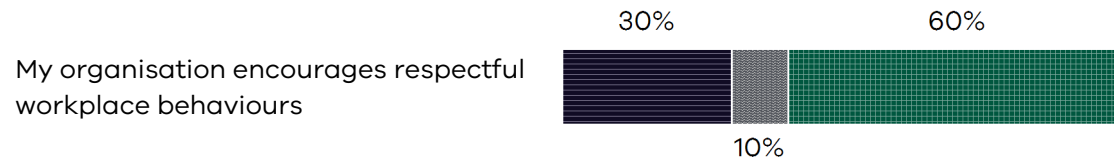Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.
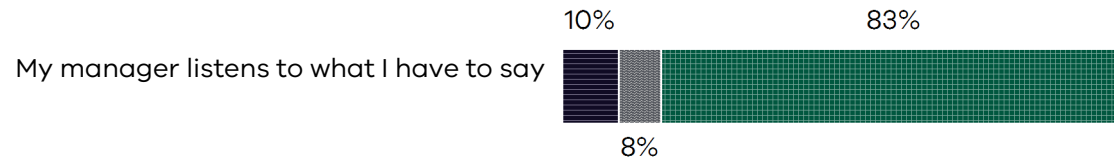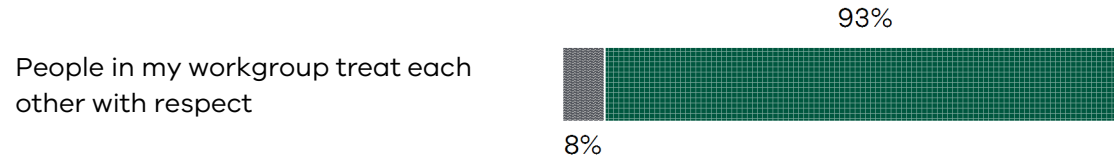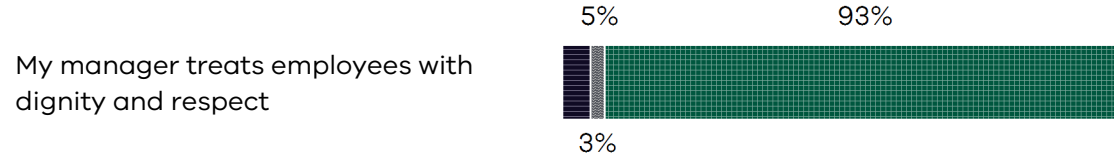
Example

93% of staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

Survey question	Your results		Benchmark agree results					
				You		**Comparator**		
			2020	2021	2022	Lowest	Average	Highest
My manager treats employees with dignity and respect	Disagree 5%, Neither 3%, Agree 93%		Not asked	91 %	93 %	82 %	92 %	98 %
People in my workgroup treat each other with respect	Neither 8%, Agree 93%		96 %	97 %	93 %	77 %	91 %	98 %
My manager listens to what I have to say	Disagree 10%, Neither 8%, Agree 83%		88 %	88 %	83 %	76 %	88 %	97 %
My organisation encourages respectful workplace behaviours	Disagree 30%, Neither 10%, Agree 60%		Not asked	94 %	60 %	72 %	88 %	100 %

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

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.
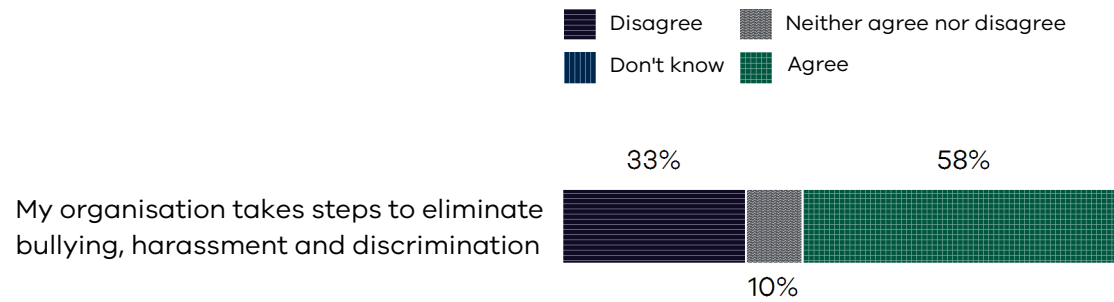
Example

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

Survey question

Your results

Benchmark agree results

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

Survey question		You			Comparator		
	2020	2021	2022		Lowest	Average	Highest
My organisation takes steps to eliminate bullying, harassment and discrimination	Not asked	79 %	58 %		47 %	73 %	97 %

Your results bar: 33% (Disagree), 10% (Neither agree nor disagree), 58% (Agree)

Public sector values

Leadership

What this is

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

Why this is important

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

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

How to read this

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

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

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

Example

85% of staff who did the survey agreed or strongly agreed with 'My manager models my organisation's values'.
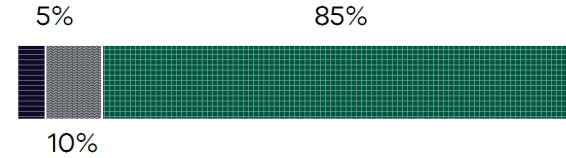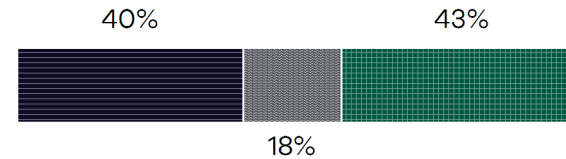
Survey question	Your results	Benchmark agree results

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

Survey question		2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager models my organisation's values	5% Disagree, 85% Agree, 10%	Not asked	91 %	85 %	79 %	89 %	96 %
Senior leaders model my organisation's values	40% Disagree, 43% Agree, 18%	Not asked	61 %	43 %	49 %	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

75% of staff who did the survey agreed or strongly agreed with 'I understand how the Charter of Human Rights and Responsibilities applies to my work'.
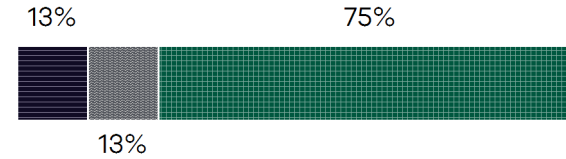
Legend: Disagree | Neither agree nor disagree | Don't know | Agree
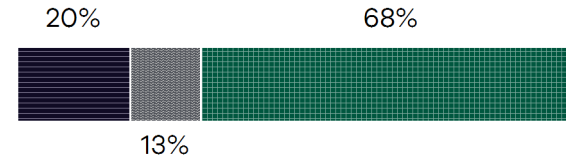
Survey question	Your results	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I understand how the Charter of Human Rights and Responsibilities applies to my work	Disagree 13%, Neither 13%, Agree 75%	Not asked	79 %	75 %	67 %	80 %	100 %
My organisation encourages employees to act in ways that are consistent with human rights	Disagree 20%, Neither 13%, Agree 68%	Not asked	91 %	68 %	64 %	87 %	100 %

Victorian Public Sector Commission

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People matter survey wellbeing check 2022

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Demographics

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

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	10	25%
35-54 years	23	58%
55+ years	3	8%
Prefer not to say	4	10%

How would you describe your gender?	(n)	%
Woman	23	58%
Man	11	28%
Prefer not to say	6	15%

Are you trans, non-binary or gender diverse?	(n)	%
No	36	90%
Prefer not to say	4	10%

To your knowledge, do you have innate variation(s) of sex characteristics (often called intersex)?*	(n)	%
No	35	88%
Don't know	3	8%
Prefer not to say	2	5%

How do you describe your sexual orientation?	(n)	%
Straight (heterosexual)	28	70%
Prefer not to say	5	13%
Gay or lesbian	3	8%
Pansexual	2	5%
I use a different term	1	3%
Bisexual	1	3%

Demographics

Aboriginal and/or Torres Strait Islander employees

What this is

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

Why this is important

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

How to read this

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

How we protect anonymity and privacy

To protect you, we:
- 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.

Aboriginal and/or Torres Strait Islander	(n)	%
Yes	**1**	3%
Non Aboriginal and/or Torres Strait Islander	**35**	88%
Prefer not to say	**4**	10%

Demographics

Disability

What this is

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

Why this is important

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

How to read this

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

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

How we protect anonymity and privacy

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

Do you identify as a person with a disability?	(n)	%
Yes	**2**	5%
No	**33**	83%
Prefer not to say	**5**	13%

Demographics

Cultural diversity 1 of 2

What this is

These are the personal characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

To protect you, we:

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

Country of birth	(n)	%
Born in Australia	**30**	75%
Not born in Australia	**5**	13%
Prefer not to say	**5**	13%

Language other than English spoken with family or community	(n)	%
Yes	**3**	8%
No	**32**	80%
Prefer not to say	**5**	13%

Victorian Public Sector Commission

VICTORIA State Government

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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Cultural identity	(n)	%
Australian	**30**	75%
Prefer not to say	**4**	10%
New Zealander	**2**	5%
English, Irish, Scottish and/or Welsh	**2**	5%
Central and/or South American	**2**	5%
Other	**1**	3%
African	**1**	3%
Aboriginal and/or Torres Strait Islander	**1**	3%

Religion	(n)	%
No religion	**24**	60%
Christianity	**12**	30%
Prefer not to say	**3**	8%
Other	**1**	3%

Demographics

Employment characteristics 1 of 2

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

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Working arrangement	(n)	%
Full-Time	36	90%
Part-Time	4	10%

Gross base salary (ongoing/fixed term only)	(n)	%
Below $65k	12	30%
$65k to $95k	17	43%
$95k to $125k	6	15%
$125k or more	4	10%
Prefer not to say	1	3%

Organisational tenure	(n)	%
<1 year	13	33%
1 to less than 2 years	14	35%
2 to less than 5 years	13	33%

Management responsibility	(n)	%
Non-manager	30	75%
Other manager	6	15%
Manager of other manager(s)	4	10%

Employment type	(n)	%
Ongoing and executive	26	65%
Fixed term	14	35%

Victorian Public Sector Commission

VICTORIA State Government

Demographics

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Primary workplace location over the last 3 months	(n)	%
Large regional city	38	95%
Melbourne CBD	1	3%
Melbourne: Suburbs	1	3%

What have been your main places of work over the last 3-months?	(n)	%
Your employer's office	26	65%
Home or private location	26	65%
A shared office space (where two or more organisations share the same workspace e.g. Gov hubs, suburban hubs etc.)	15	38%

Flexible work	(n)	%
No, I do not use any flexible work arrangements	20	50%
Flexible start and finish times	9	23%
Working from an alternative location (e.g. home, hub/shared work space)	8	20%
Part-time	4	10%
Working more hours over fewer days	3	8%
Using leave to work flexible hours	2	5%
Other	1	3%
Study leave	1	3%

Demographics

Adjustments

What this is

These are adjustments staff requested to perform in their role.

Why this is important

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

How to read this

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

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

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Have you requested any of the following adjustments at work?*	(n)	%
No, I have not requested adjustments	23	58%
Flexible working arrangements	17	43%
Career development support strategies	2	5%
Other	1	3%

Why did you make this request?	(n)	%
Work-life balance	11	65%
Caring responsibilities	7	41%
Family responsibilities	6	35%
Health	3	18%
Disability	2	12%
Study commitments	1	6%
Other	1	6%

What was your experience with making the request?	(n)	%
The adjustments I needed were made and the process was satisfactory	8	47%
The adjustments I needed were not made	6	35%
The adjustments I needed were made but the process was unsatisfactory	3	18%

Demographics

Caring

What this is

These are staff-reported caring responsibilities.

Why this is important

This shows organisations what caring responsibilities their staff have.

How to read this

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

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

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Caring responsibility	(n)	%
None of the above	13	33%
Primary school aged child(ren)	11	28%
Secondary school aged child(ren)	11	28%
Prefer not to say	5	13%
Child(ren) - younger than preschool age	4	10%
Person(s) with a medical condition	2	5%
Preschool aged child(ren)	1	3%
Person(s) with disability	1	3%
Person(s) with a mental illness	1	3%
Frail or aged person(s)	1	3%

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