



People matter survey

wellbeing check 2022

Have your say

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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.



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



Report overview

Your comparator group

What this is

This is a list of similar organisations to yours.

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

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

How we use this in your report

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

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

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

Accident Compensation
Conciliation Service

Architects Registration Board of
Victoria

Cladding Safety Victoria

Dairy Food Safety Victoria

Energy Safe Victoria

Victorian Building Authority

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

87%
(13)

Comparator 68%
Public Sector 39%

2022

59%
(10)

Comparator 82%
Public Sector 52%

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People outcomes

Scorecard: employee engagement index

What this is

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

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

The weightings for each engagement response are:

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

Why this is important

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

2021

72

Comparator 66
Public Sector 70

2022

77

Comparator 64
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 77.

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

100% of your staff who did the survey agreed or strongly agreed with 'My organisation inspires me to do the best in my job'.

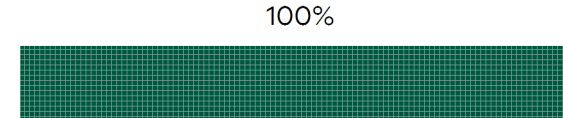
Survey question

Your results

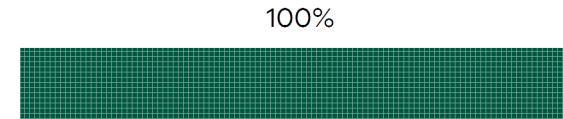
Benchmark agree results



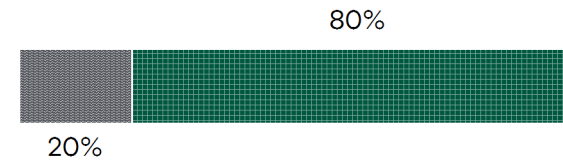
My organisation inspires me to do the best in my job



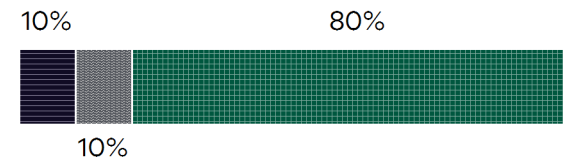
My organisation motivates me to help achieve its objectives



I am proud to tell others I work for my organisation



I would recommend my organisation as a good place to work



| | You | | | Comparator | | |
|---|------|------|-------|------------|---------|---------|
| | 2020 | 2021 | 2022 | Lowest | Average | Highest |
| My organisation inspires me to do the best in my job | 85 % | 77 % | 100 % | 50 % | 59 % | 74 % |
| My organisation motivates me to help achieve its objectives | 77 % | 85 % | 100 % | 51 % | 60 % | 84 % |
| I am proud to tell others I work for my organisation | 85 % | 85 % | 80 % | 36 % | 61 % | 84 % |
| I would recommend my organisation as a good place to work | 85 % | 54 % | 80 % | 36 % | 60 % | 76 % |

People outcomes

Engagement question results 2 of 2

What this is

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

Your organisation's engagement index

Your 2022 index is 77.

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.

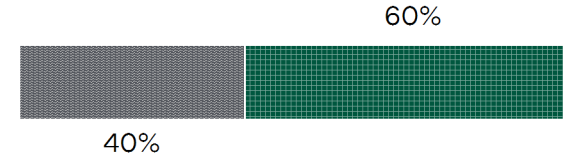
Example

60% of your staff who did the survey agreed or strongly agreed with 'I feel a strong personal attachment to my organisation'.

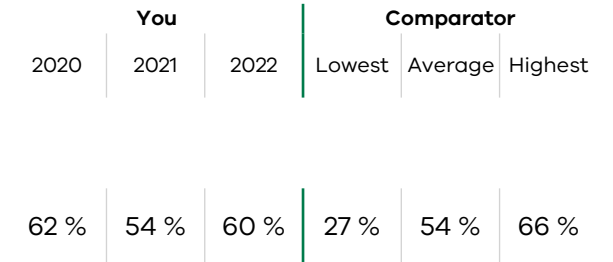
Survey question

I feel a strong personal attachment to my organisation

Your results



Benchmark agree results



People outcomes

Scorecard: satisfaction, stress, intention to stay, inclusion

What this is

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

There are more people outcomes scorecards throughout this report.

Why this is important

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

How to read this

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

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

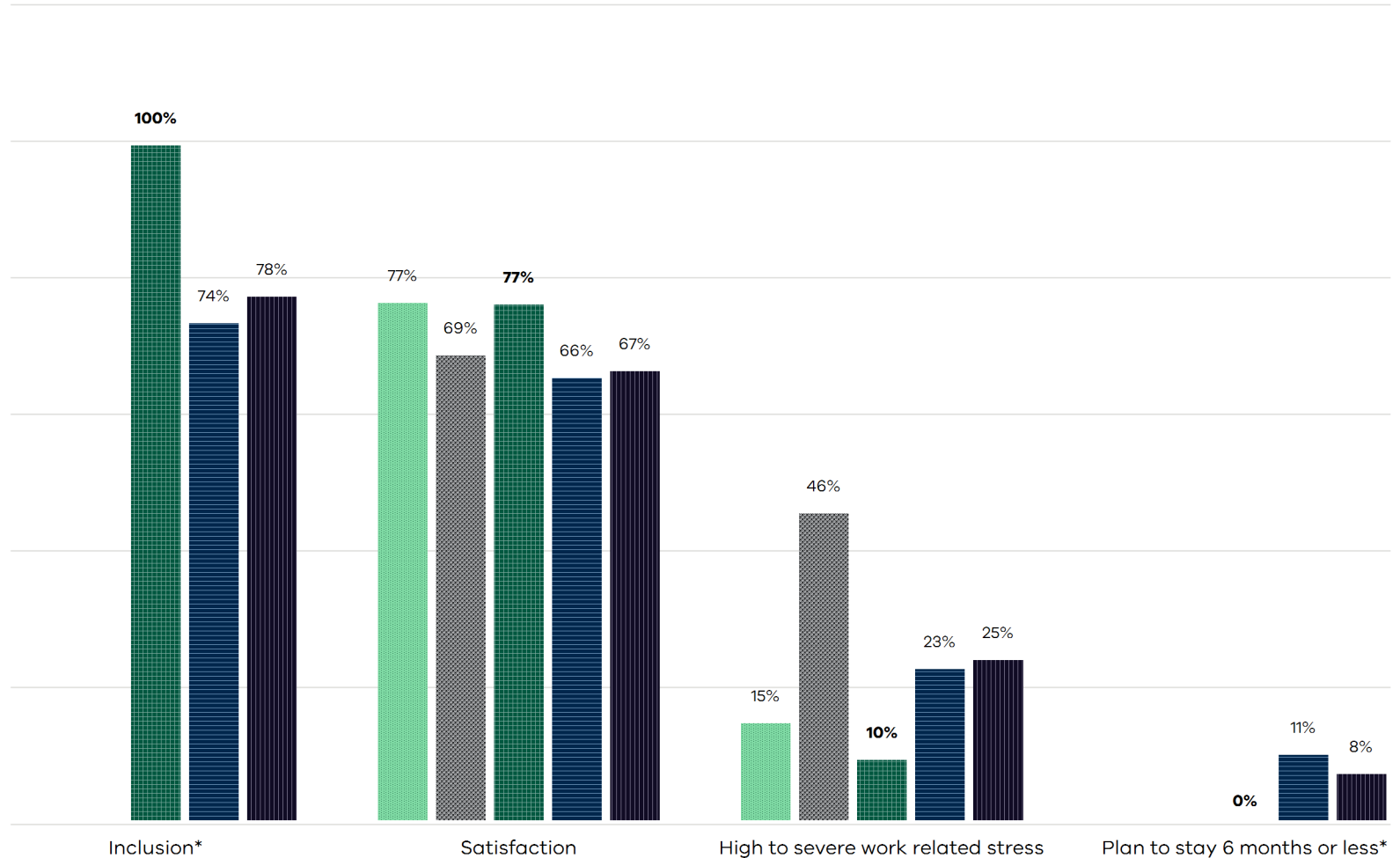
Example

In 2022:

- 100% of your staff who did the survey responded positively to questions about Inclusion.

Compared to:

- 74% of staff at your comparator and 78% of staff across the public sector.



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

■ You 2020 ■ You 2021 ■ You 2022 ■ Comparator 2022 ■ Public sector 2022

People outcomes

Satisfaction question results

What this is

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

Why this is important

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

How to read this

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

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

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

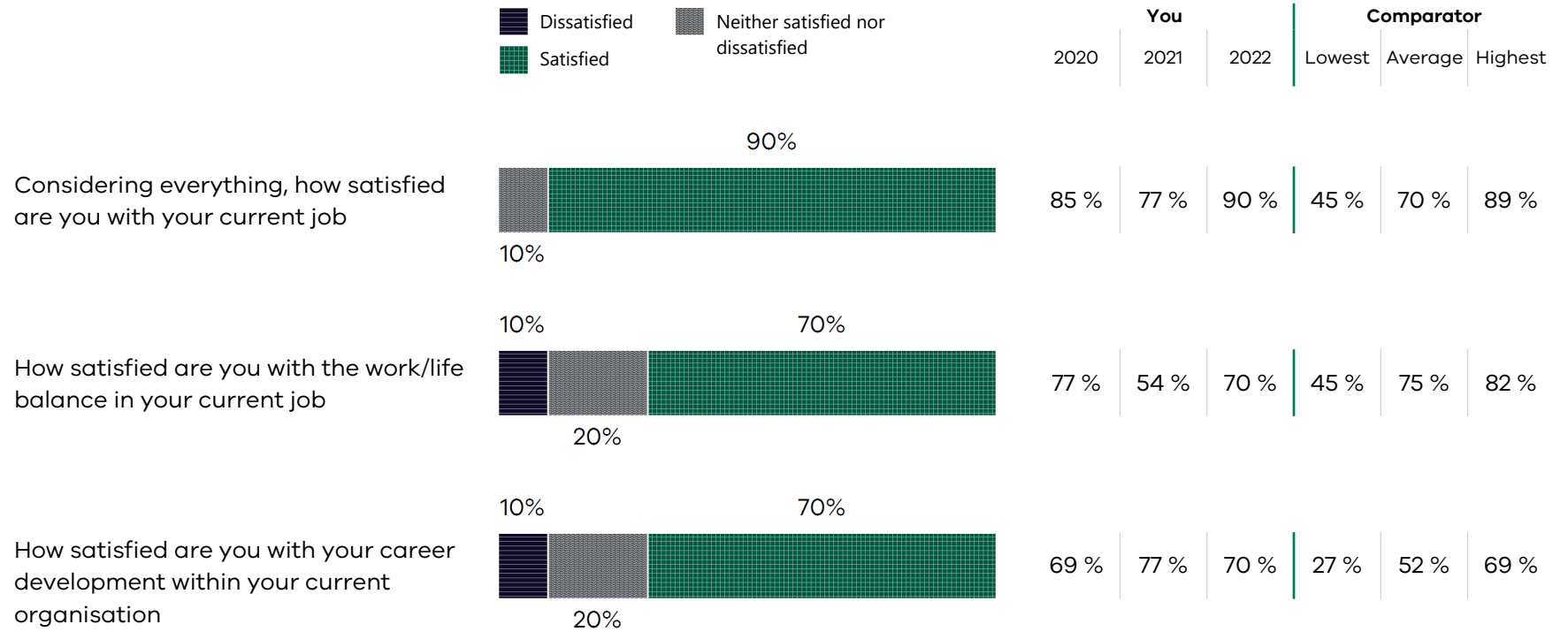
Example

90% of your staff who did the survey were satisfied or very satisfied with 'Considering everything, how satisfied are you with your current job'.

Survey question

Your results

Benchmark satisfied results



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.

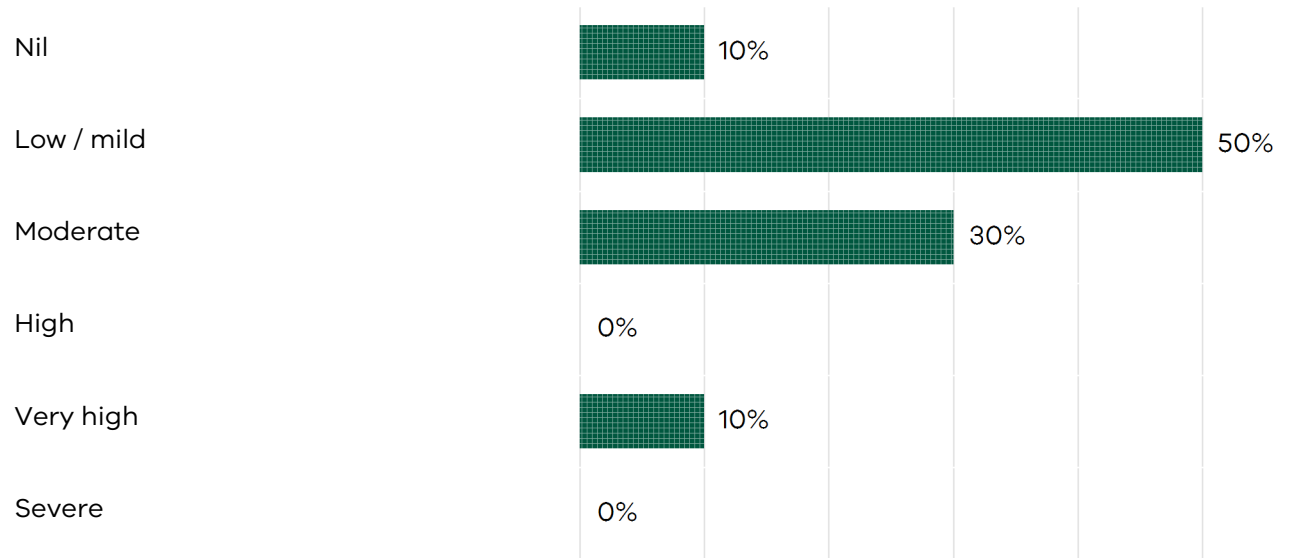
The graph at the top shows how staff in your organisation rated their current levels of work-related stress.

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.

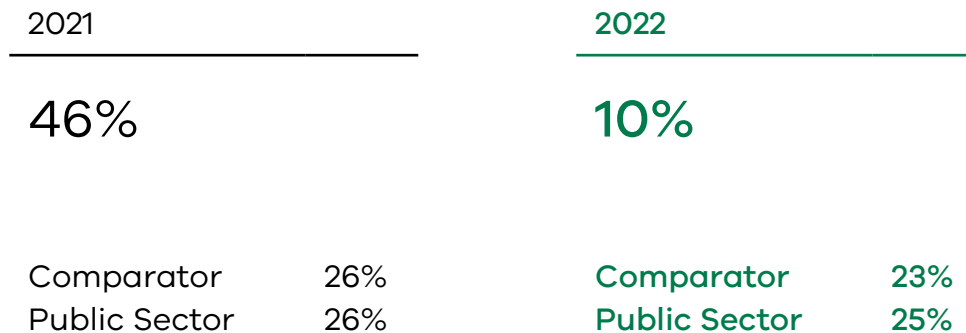
Example

10% of your staff who did the survey said they had high to severe stress in 2022. This is compared to 23% of staff in your comparator group and 25% of staff across the public sector.

How would you rate your current level of work-related stress? (You 2022)



Reported levels of high to severe stress



People outcomes

Intention to stay

What this is

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

Why this is important

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

How to read this

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

Example

10% of your staff who did the survey said they intended to work for your organisation for Over 6 months and up to 1 year.

| Employees plan to work at your organisation for ... | You 2022 | Comparator 2022 | Public sector 2022 |
|---|----------|-----------------|--------------------|
| Over 6 months and up to 1 year | 10% | 14% | 10% |
| Over 1 year and up to 3 years | 20% | 28% | 25% |
| Over 3 years and up to 5 years | 20% | 14% | 16% |
| Over 5 years | 50% | 34% | 41% |

People outcomes

Inclusion question results

What this is

This is how included staff feel in their workplace.

Why this is important

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

How to read this

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

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

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

Example

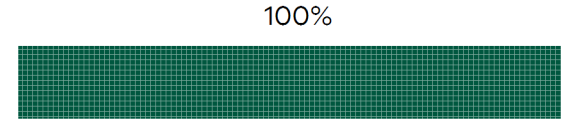
100% of your staff who did the survey agreed or strongly agreed with 'I can be myself at work'.

Survey question

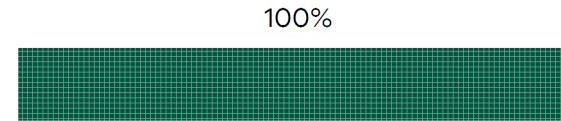
Your results



I can be myself at work



I feel as if I belong at this organisation



Benchmark agree results

| | You | | | Comparator | | |
|--|-----------|-----------|-------|------------|---------|---------|
| | 2020 | 2021 | 2022 | Lowest | Average | Highest |
| I can be myself at work | Not asked | Not asked | 100 % | 64 % | 79 % | 82 % |
| I feel as if I belong at this organisation | Not asked | Not asked | 100 % | 45 % | 69 % | 79 % |

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

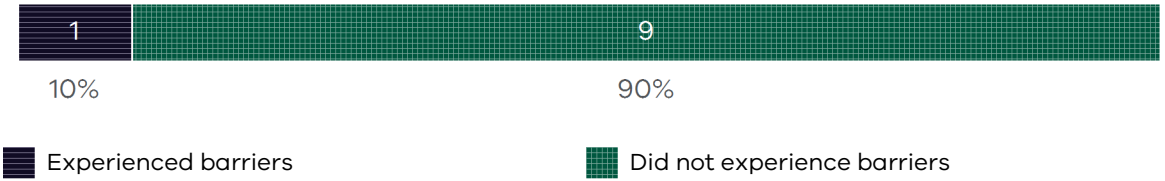
In the survey, we ask staff to tell us if they have experienced any barriers to their success at work and what those barriers were. They can select more than one barrier.

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

Example

10% of your staff who did the survey said they have experienced barriers to success in the last 12 months due to 'My caring responsibilities'.

Staff who experienced one or more barriers to success at work



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

| | You 2022 | Comparator 2022 | Public sector 2022 |
|----------------------------|----------|-----------------|--------------------|
| My caring responsibilities | 10% | 4% | 7% |

People outcomes

Scorecard: emotional effects of work

What this is

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

Why this is important

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

How to read this

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

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

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

Example

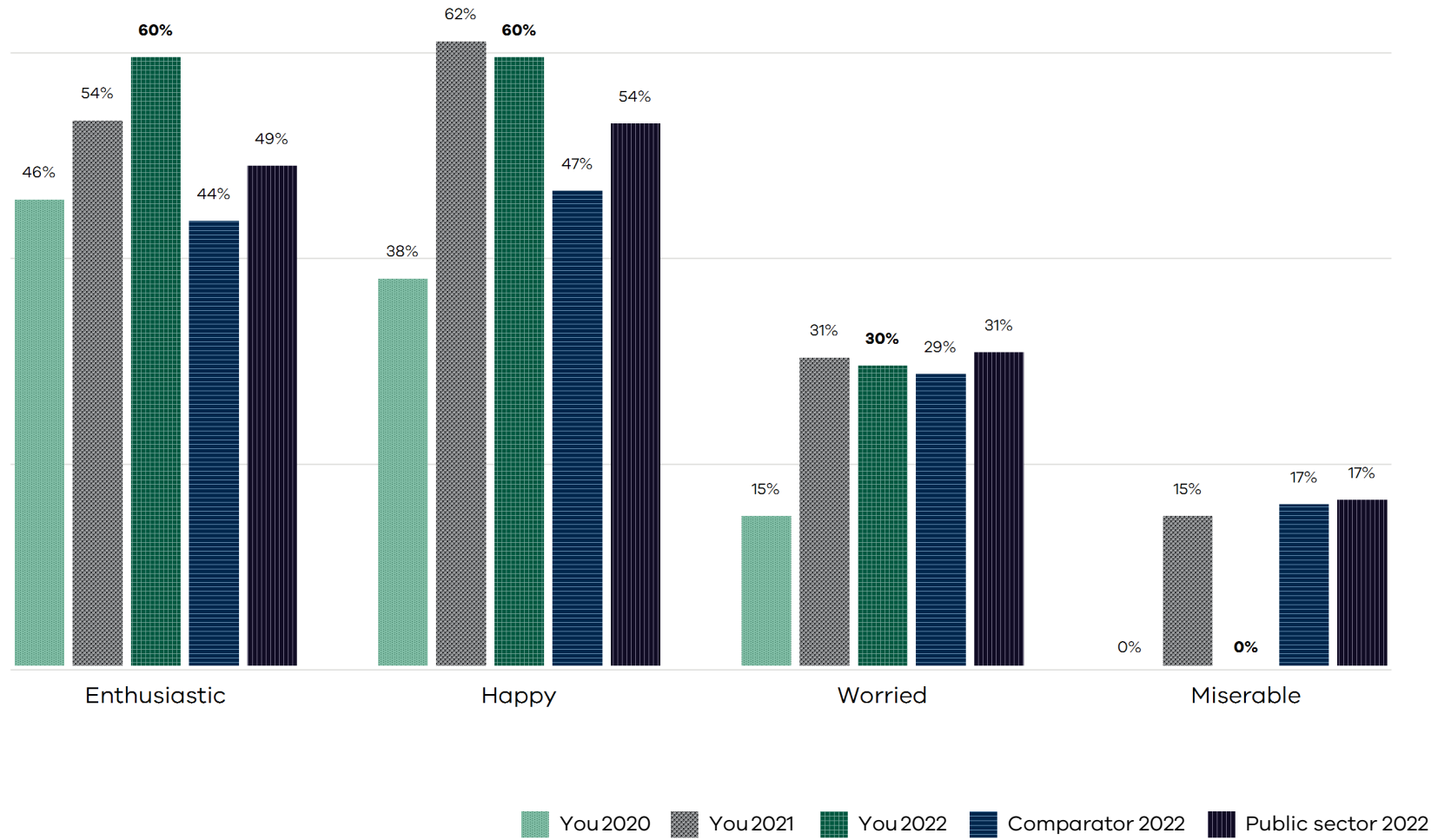
In 2022:

- 60% of your staff who did the survey said work made them feel happy in 2022, which is down from 62% in 2021

Compared to:

- 47% of staff at your comparator and 54% of staff across the public sector.

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



People outcomes

Scorecard: negative behaviours

What this is

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

Why this is important

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

How to read this

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

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

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

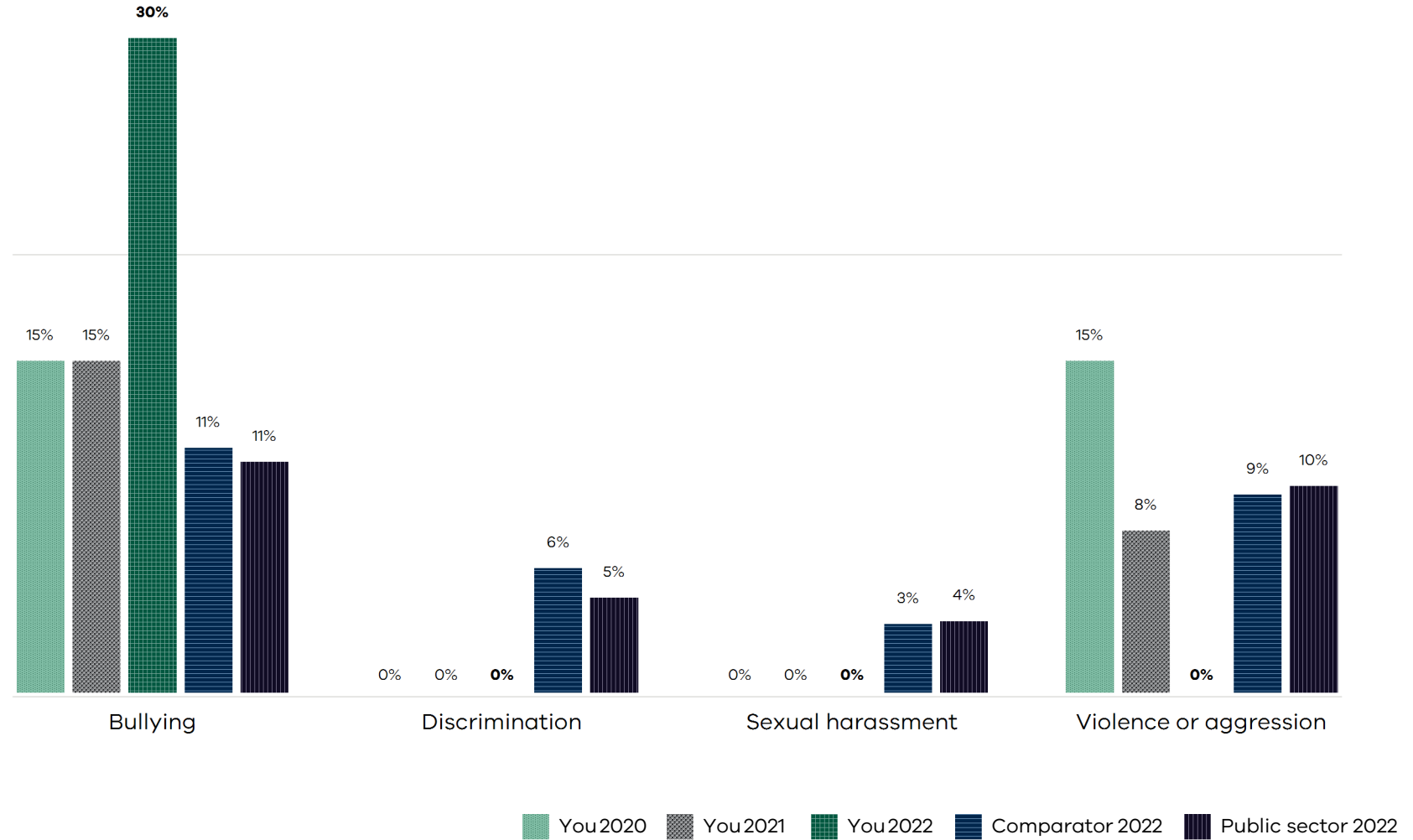
Example

In 2022:

- 30% of your staff who did the survey stated they experienced 'Bullying' in the last 12 months which is up from 15% in 2021.

Compared to:

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



People outcomes

Bullying

What this is

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

Why this is important

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

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.

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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 'Flexible working', the 'You 2022' column shows 100% of your staff agreed with 'My manager supports working flexibly'.

This question was not asked in 2021.

| Question group | Highest scoring questions | You 2022 | Change from 2021 | Comparator 2022 |
|------------------|---|----------|-------------------|-----------------|
| Flexible working | My manager supports working flexibly | 100% | Not asked in 2021 | 86% |
| Job enrichment | I can use my skills and knowledge in my job | 100% | Not asked in 2021 | 89% |
| Job enrichment | I clearly understand what I am expected to do in this job | 100% | 0% | 83% |
| Job enrichment | I have a say in how I do my work | 100% | Not asked in 2021 | 76% |
| Job enrichment | I have the authority to do my job effectively | 100% | 0% | 73% |
| Manager support | I can discuss problems or issues with my manager | 100% | Not asked in 2021 | 81% |
| Manager support | My manager gives me feedback that helps me improve my performance | 100% | Not asked in 2021 | 74% |
| Manager support | My manager listens to what I have to say | 100% | +15% | 82% |
| Manager support | My manager provides me with enough support when I need it | 100% | +15% | 80% |
| Meaningful work | I achieve something important through my work | 100% | +15% | 86% |

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 20% 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 | 20% | Not asked in 2021 | 33% |
| Learning and development | I am satisfied with the opportunities to progress in my organisation | 30% | Not asked in 2021 | 41% |
| Learning and development | I am satisfied with the way my learning and development needs have been addressed in the last 12 months | 50% | -35% | 48% |
| Organisational integrity | I believe the promotion processes in my organisation are fair | 50% | Not asked in 2021 | 44% |
| Organisational integrity | My organisation takes steps to eliminate bullying, harassment and discrimination | 50% | -12% | 61% |
| Organisational integrity | I have an equal chance at promotion in my organisation | 60% | Not asked in 2021 | 48% |
| Organisational integrity | My organisation does not tolerate improper conduct | 60% | -40% | 66% |
| Taking action | I believe my organisation will make improvements based on the results of this survey | 60% | Not asked in 2021 | 51% |
| Engagement | I feel a strong personal attachment to my organisation | 60% | +6% | 54% |
| Safe to speak up | I feel safe to challenge inappropriate behaviour at work | 60% | -25% | 68% |

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 'Safety climate', the 'You 2022' column shows 80% of your staff agreed with 'All levels of my organisation are involved in the prevention of stress'. In the 'Increase from 2021' column, you have a 49% increase, which is a positive trend.

| Question group | Most improved from last year | You 2022 | Increase from 2021 | Comparator 2022 |
|-------------------|---|----------|--------------------|-----------------|
| Safety climate | All levels of my organisation are involved in the prevention of stress | 80% | +49% | 48% |
| Workload | The workload I have is appropriate for the job that I do | 80% | +42% | 61% |
| Safety climate | My organisation has effective procedures in place to support employees who may experience stress | 80% | +34% | 52% |
| Safety climate | Senior leaders consider the psychological health of employees to be as important as productivity | 70% | +32% | 59% |
| Engagement | I would recommend my organisation as a good place to work | 80% | +26% | 60% |
| Workload | I have enough time to do my job effectively | 70% | +24% | 56% |
| Safety climate | Senior leaders show support for stress prevention through involvement and commitment | 70% | +24% | 52% |
| Engagement | My organisation inspires me to do the best in my job | 100% | +23% | 59% |
| Workgroup support | People in my workgroup treat each other with respect | 100% | +23% | 84% |
| Flexible working | I am confident that if I requested a flexible work arrangement, it would be given due consideration | 80% | +18% | 77% |

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 60% of your staff agreed with 'My organisation does not tolerate improper conduct'.

In the 'Decrease from 2021' column, you have a 40% decrease, which is a negative trend.

| Question subgroup | Largest decline from last year | You 2022 | Decrease from 2021 | Comparator 2022 |
|--------------------------|---|----------|--------------------|-----------------|
| Organisational integrity | My organisation does not tolerate improper conduct | 60% | -40% | 66% |
| Learning and development | I am satisfied with the way my learning and development needs have been addressed in the last 12 months | 50% | -35% | 48% |
| Safe to speak up | I feel safe to challenge inappropriate behaviour at work | 60% | -25% | 68% |
| Organisational integrity | My organisation is committed to earning a high level of public trust | 80% | -20% | 74% |
| Workgroup support | People in my workgroup appropriately manage conflicts of interest | 60% | -17% | 77% |
| Safe to speak up | People in my workgroup are able to bring up problems and tough issues | 70% | -15% | 76% |
| Human rights | I understand how the Charter of Human Rights and Responsibilities applies to my work | 80% | -12% | 77% |
| Organisational integrity | My organisation encourages respectful workplace behaviours | 80% | -12% | 77% |
| Organisational integrity | My organisation takes steps to eliminate bullying, harassment and discrimination | 50% | -12% | 61% |
| Collaboration | I am able to work effectively with others outside my immediate workgroup | 90% | -10% | 78% |

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 'Engagement', the 'You 2022' column shows 100% of your staff agreed with 'My organisation inspires me to do the best in my job'.

The 'difference' column, shows that agreement for this question was 41 percentage points higher in your organisation than in your comparator.

| Question group | Biggest positive difference from comparator | You 2022 | Difference | Comparator 2022 |
|--------------------------|--|----------|------------|-----------------|
| Engagement | My organisation inspires me to do the best in my job | 100% | +41% | 59% |
| Engagement | My organisation motivates me to help achieve its objectives | 100% | +40% | 60% |
| Collaboration | Workgroups across my organisation willingly share information with each other | 90% | +36% | 54% |
| Learning and development | My organisation places a high priority on the learning and development of staff | 80% | +35% | 45% |
| Safety climate | All levels of my organisation are involved in the prevention of stress | 80% | +32% | 48% |
| Inclusion | I feel as if I belong at this organisation | 100% | +31% | 69% |
| Safety climate | My organisation has effective procedures in place to support employees who may experience stress | 80% | +28% | 52% |
| Job enrichment | I have the authority to do my job effectively | 100% | +27% | 73% |
| Manager support | My manager gives me feedback that helps me improve my performance | 100% | +26% | 74% |
| Job enrichment | I have a say in how I do my work | 100% | +24% | 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 'Workgroup support', the 'You2022' column shows 60% of your staff agreed with 'People in my workgroup appropriately manage conflicts of interest'.

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

| Question subgroup | Biggest negative difference from comparator | You 2022 | Difference | Comparator 2022 |
|--------------------------|--|----------|------------|-----------------|
| Workgroup support | People in my workgroup appropriately manage conflicts of interest | 60% | -17% | 77% |
| Taking action | My organisation has made improvements based on the survey results from last year | 20% | -13% | 33% |
| Learning and development | I am satisfied with the opportunities to progress in my organisation | 30% | -11% | 41% |
| Organisational integrity | My organisation takes steps to eliminate bullying, harassment and discrimination | 50% | -11% | 61% |
| Workgroup support | People in my workgroup are politically impartial in their work | 70% | -10% | 80% |
| Safe to speak up | I feel safe to challenge inappropriate behaviour at work | 60% | -8% | 68% |
| Organisational integrity | My organisation does not tolerate improper conduct | 60% | -6% | 66% |
| Safe to speak up | People in my workgroup are able to bring up problems and tough issues | 70% | -6% | 76% |
| Satisfaction | How satisfied are you with the work/life balance in your current job | 70% | -5% | 75% |
| Job enrichment | I understand how my job helps my organisation achieve it's goals | 90% | 0% | 90% |

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- Scorecard
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- Accountability
- Respect
- Leadership
- Human rights

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

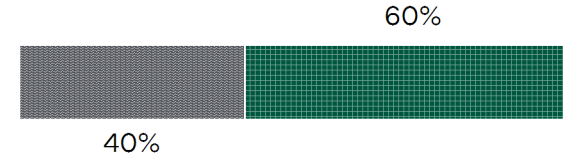
60% of your staff who did the survey agreed or strongly agreed with 'I believe my organisation will make improvements based on the results of this survey'.

Survey question

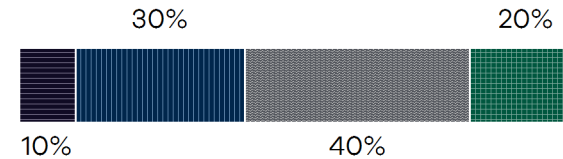
Your results



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



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



Benchmark agree results

| | You | | | Comparator | | |
|--|-----------|-----------|------|------------|---------|---------|
| | 2020 | 2021 | 2022 | Lowest | Average | Highest |
| I believe my organisation will make improvements based on the results of this survey | Not asked | Not asked | 60 % | 43 % | 51 % | 64 % |
| My organisation has made improvements based on the survey results from last year | Not asked | Not asked | 20 % | 24 % | 33 % | 45 % |

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- Respect
- Leadership
- Human rights

Senior leadership

Senior leadership

What this is

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

Why this is important

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

How to read this

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

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

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

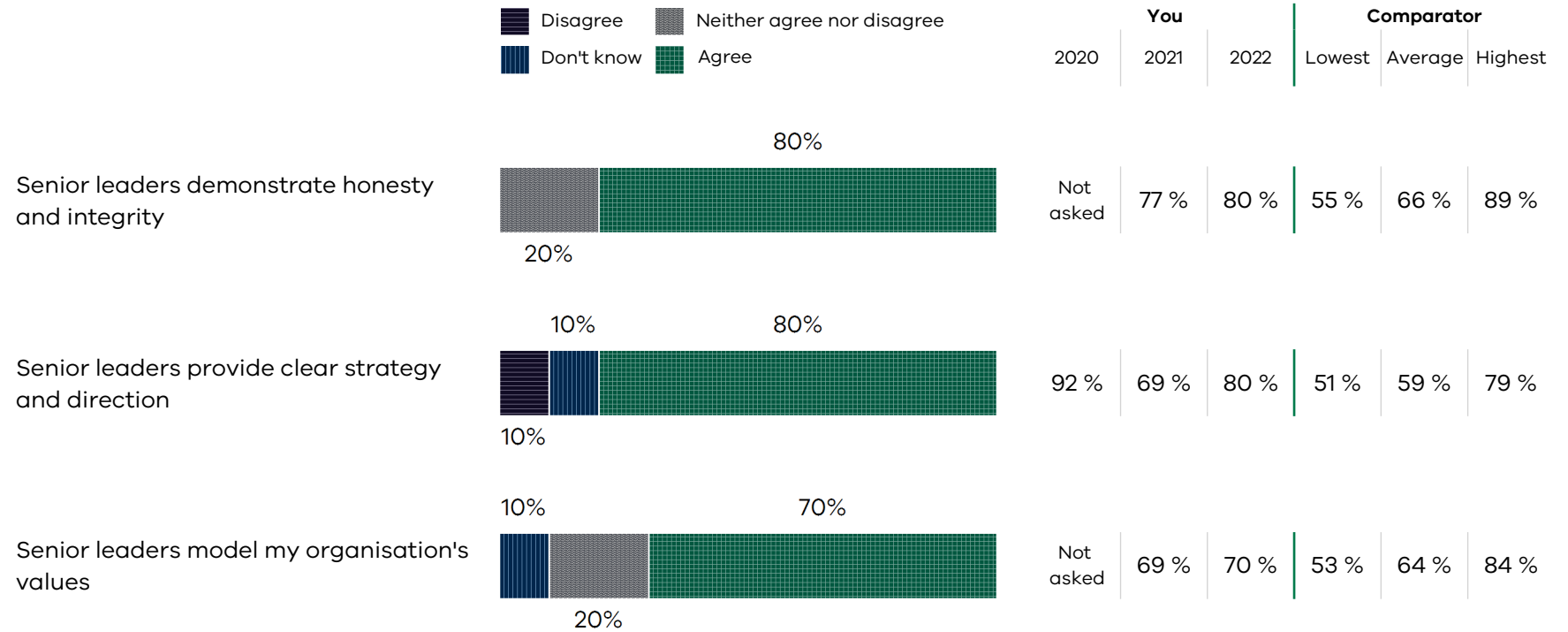
Example

80% of your staff who did the survey agreed or strongly agreed with 'Senior leaders demonstrate honesty and integrity'.

Survey question

Your results

Benchmark agree results



People matter survey

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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.

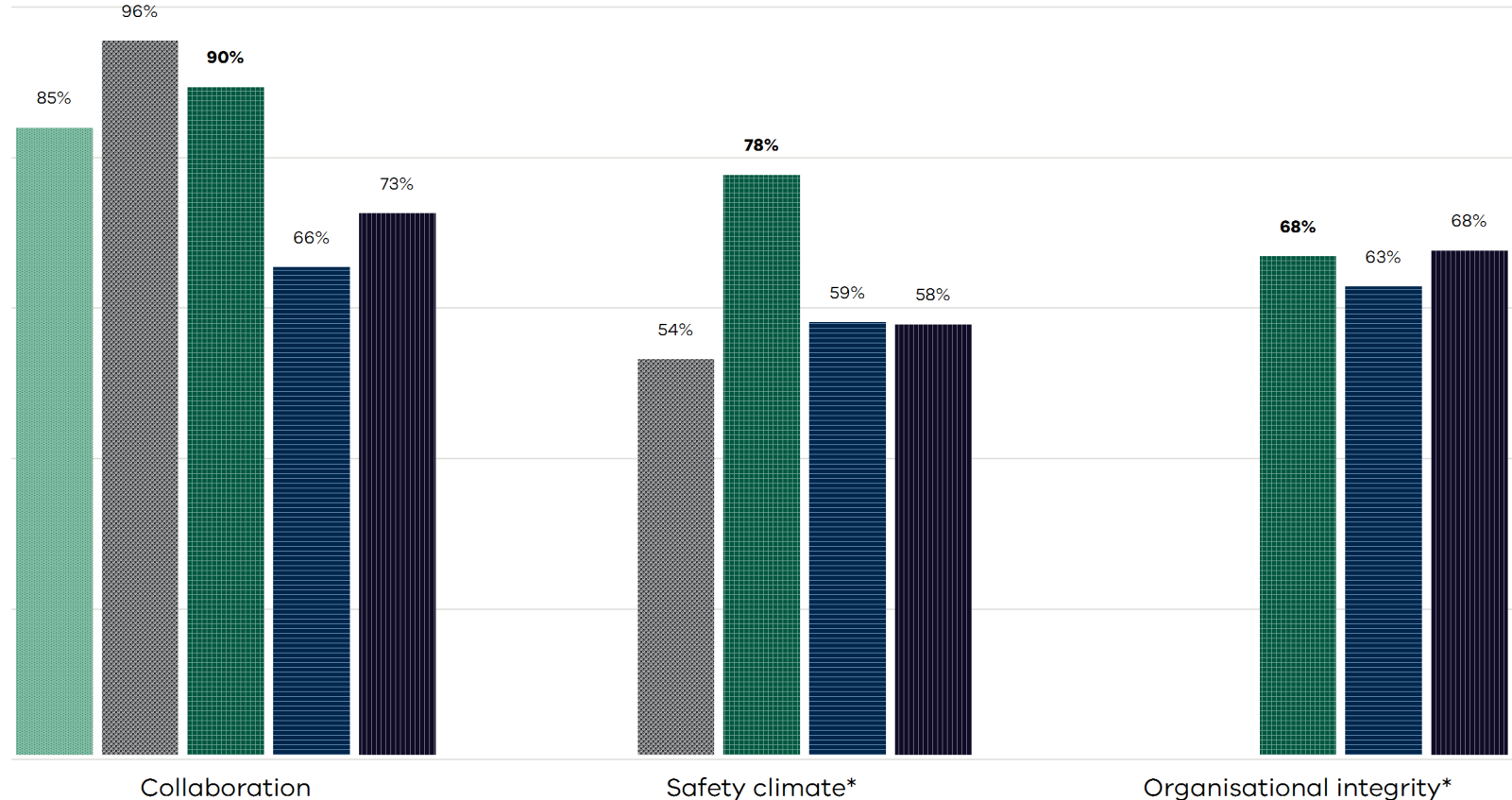
Example

In 2022:

- 90% of your staff who did the survey responded positively to questions about Collaboration which is down from 96% in 2021.

Compared to:

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



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

You2020 You2021 You2022 Comparator 2022 Public sector 2022

Organisational climate

Organisational integrity 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

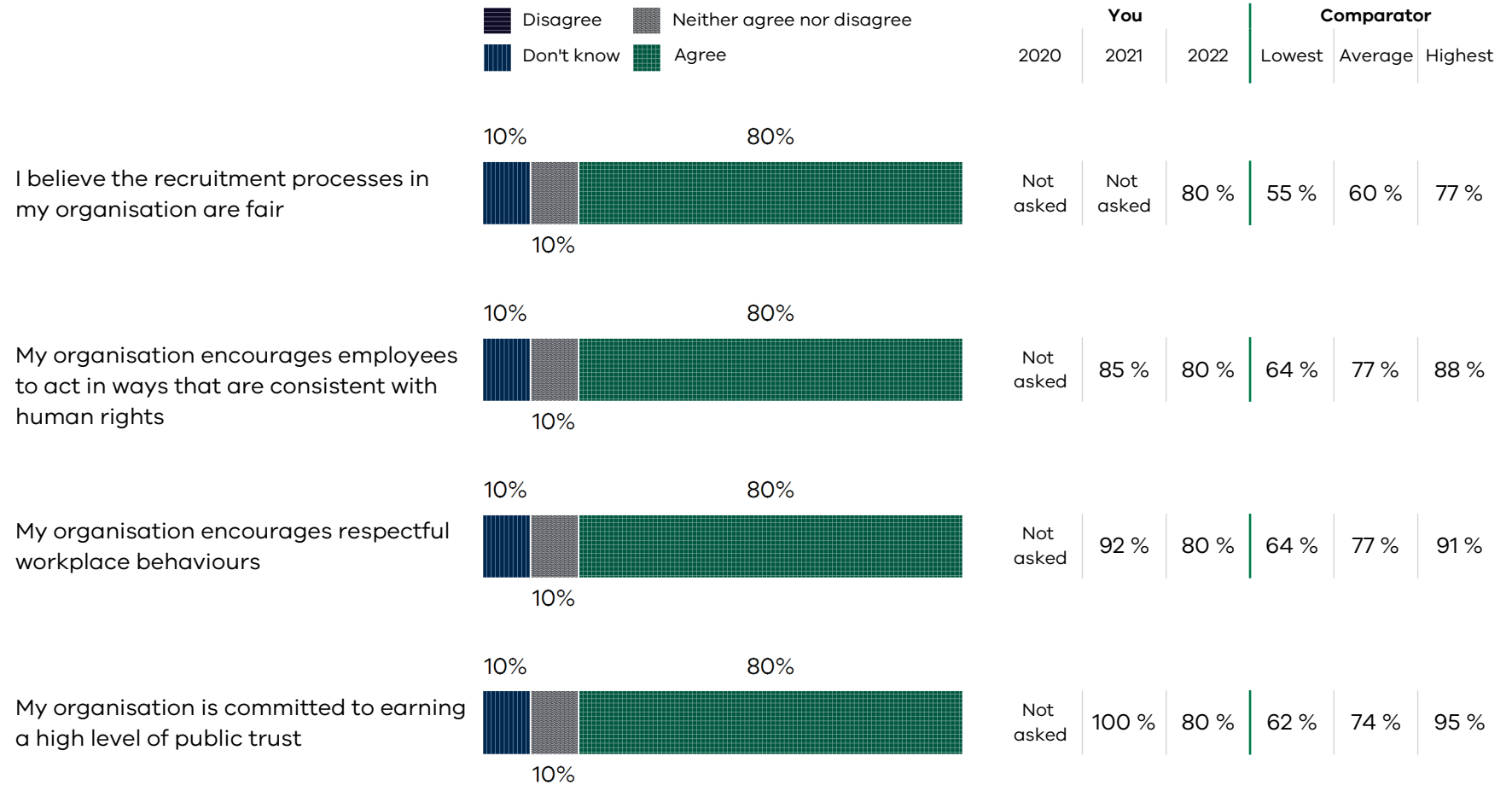
Example

80% 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



Organisational climate

Organisational integrity 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

60% of your staff who did the survey agreed or strongly agreed with 'I have an equal chance at promotion in my organisation'.

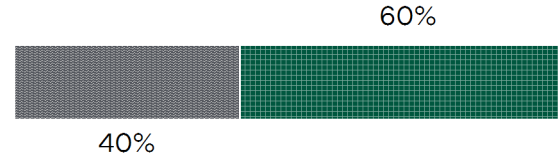
Survey question

Your results

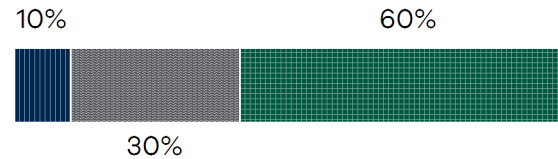
Benchmark agree results



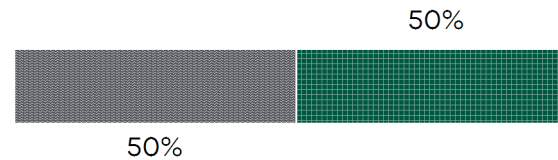
I have an equal chance at promotion in my organisation



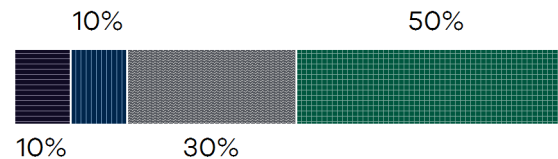
My organisation does not tolerate improper conduct



I believe the promotion processes in my organisation are fair



My organisation takes steps to eliminate bullying, harassment and discrimination



| Year | You | | | Comparator | | |
|-----------|-----------|------|------|------------|---------|---------|
| | 2020 | 2021 | 2022 | Lowest | Average | Highest |
| Not asked | Not asked | 60 % | 27 % | 48 % | 74 % | |
| Not asked | 100 % | 60 % | 57 % | 66 % | 79 % | |
| Not asked | Not asked | 50 % | 36 % | 44 % | 63 % | |
| Not asked | 62 % | 50 % | 50 % | 61 % | 76 % | |

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

90% of your staff who did the survey agreed or strongly agreed with 'I am able to work effectively with others outside my immediate workgroup'.

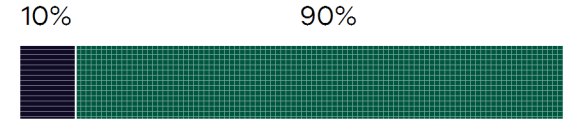
Survey question

Your results

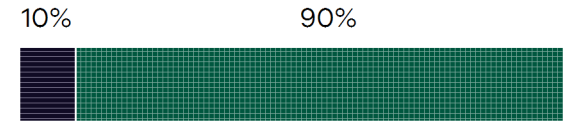
Benchmark agree results



I am able to work effectively with others outside my immediate workgroup



Workgroups across my organisation willingly share information with each other



| | You | | | Comparator | | |
|---|------|-------|------|------------|---------|---------|
| | 2020 | 2021 | 2022 | Lowest | Average | Highest |
| I am able to work effectively with others outside my immediate workgroup | 85 % | 100 % | 90 % | 73 % | 78 % | 100 % |
| Workgroups across my organisation willingly share information with each other | 85 % | 92 % | 90 % | 47 % | 54 % | 89 % |

Organisational climate

Safety climate 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

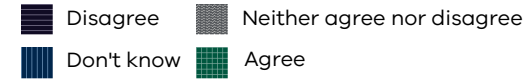
Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

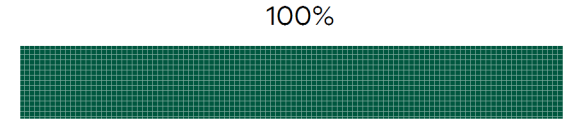
100% of your staff who did the survey agreed or strongly agreed with 'My organisation provides a physically safe work environment'.

Survey question

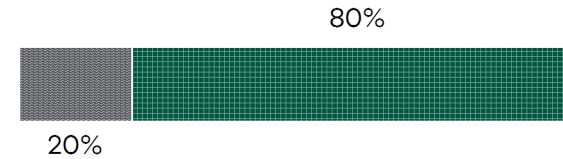
Your results



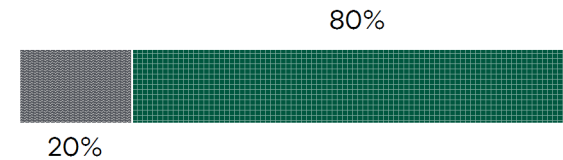
My organisation provides a physically safe work environment



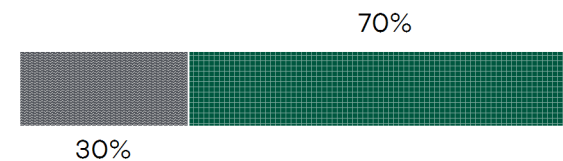
All levels of my organisation are involved in the prevention of stress



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



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



Benchmark agree results

| | You | | | Comparator | | |
|--|-----------|------|-------|------------|---------|---------|
| | 2020 | 2021 | 2022 | Lowest | Average | Highest |
| My organisation provides a physically safe work environment | Not asked | 92 % | 100 % | 55 % | 85 % | 95 % |
| All levels of my organisation are involved in the prevention of stress | 54 % | 31 % | 80 % | 27 % | 48 % | 66 % |
| My organisation has effective procedures in place to support employees who may experience stress | 62 % | 46 % | 80 % | 9 % | 52 % | 71 % |
| In my workplace, there is good communication about psychological safety issues that affect me | 62 % | 69 % | 70 % | 27 % | 57 % | 71 % |

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

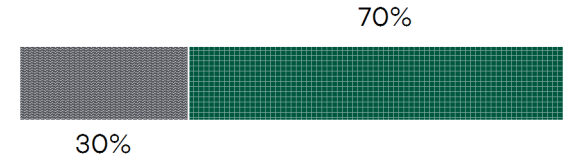
70% of your staff who did the survey agreed or strongly agreed with 'Senior leaders consider the psychological health of employees to be as important as productivity'.

Survey question

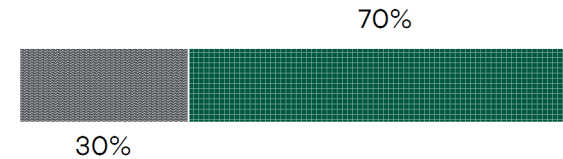
Your results



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



Senior leaders show support for stress prevention through involvement and commitment



Benchmark agree results

| | You | | | Comparator | | |
|--|------|------|------|------------|---------|---------|
| | 2020 | 2021 | 2022 | Lowest | Average | Highest |
| Senior leaders consider the psychological health of employees to be as important as productivity | 54 % | 38 % | 70 % | 36 % | 59 % | 73 % |
| Senior leaders show support for stress prevention through involvement and commitment | 62 % | 46 % | 70 % | 43 % | 52 % | 72 % |

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Public sector values

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- Accountability
- Respect
- Leadership
- Human rights

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.

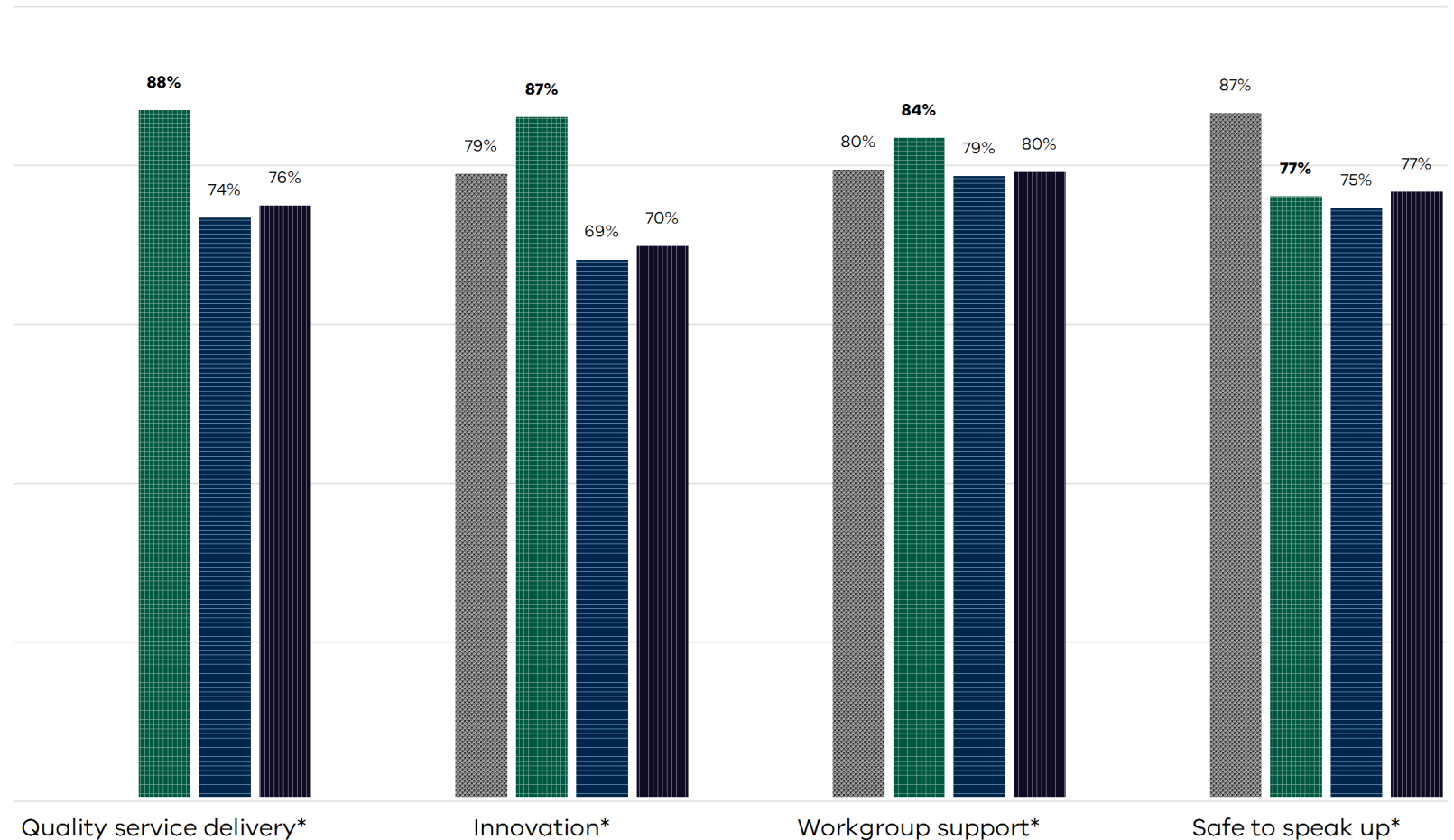
Example

In 2022:

- 88% of your staff who did the survey responded positively to questions about Quality service delivery.

Compared to:

- 74% of staff at your comparator and 76% of staff across the public sector.



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

■ You 2020 ■ You 2021 ■ You 2022 ■ Comparator 2022 ■ Public sector 2022

Workgroup climate

Quality service delivery

What this is

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

Why this is important

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

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

How to read this

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

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

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

Example

100% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

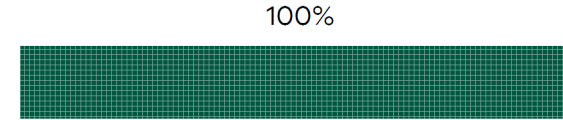
Survey question

Your results



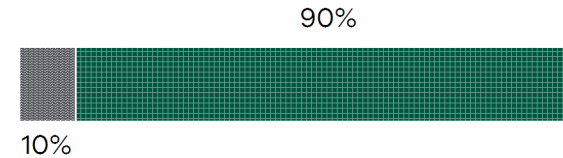
Benchmark agree results

My workgroup provides high quality advice and services



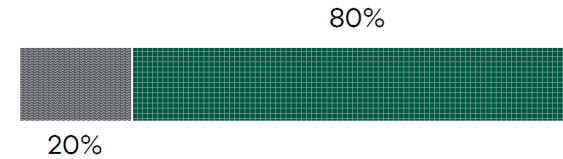
| 2020 | You | | Comparator | | |
|-----------|-----------|-------|------------|---------|---------|
| | 2021 | 2022 | Lowest | Average | Highest |
| Not asked | Not asked | 100 % | 64 % | 81 % | 93 % |

My workgroup has clear lines of responsibility



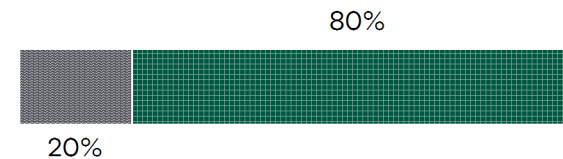
| | | | | | |
|-----------|------|------|------|------|------|
| Not asked | 77 % | 90 % | 64 % | 71 % | 84 % |
|-----------|------|------|------|------|------|

My workgroup acts fairly and without bias



| | | | | | |
|-----------|-----------|------|------|------|------|
| Not asked | Not asked | 80 % | 64 % | 77 % | 83 % |
|-----------|-----------|------|------|------|------|

My workgroup uses its resources well



| | | | | | |
|-----------|-----------|------|------|------|------|
| Not asked | Not asked | 80 % | 61 % | 66 % | 75 % |
|-----------|-----------|------|------|------|------|

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

90% of your staff who did the survey agreed or strongly agreed with 'My workgroup is quick to respond to opportunities to do things better'.

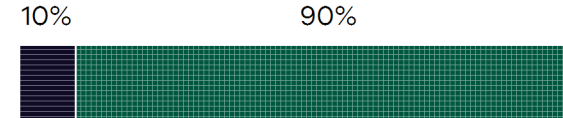
Survey question

Your results

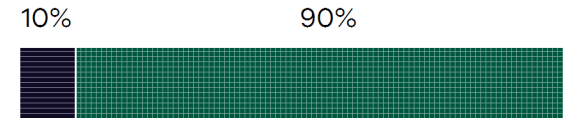
Benchmark agree results



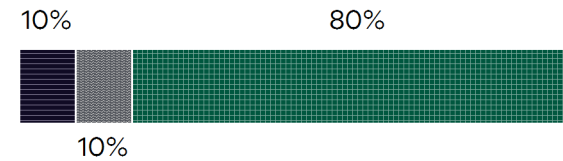
My workgroup is quick to respond to opportunities to do things better



My workgroup learns from failures and mistakes



My workgroup encourages employee creativity



| | You | | | Comparator | | |
|---|-----------|------|------|------------|---------|---------|
| | 2020 | 2021 | 2022 | Lowest | Average | Highest |
| My workgroup is quick to respond to opportunities to do things better | Not asked | 77 % | 90 % | 64 % | 71 % | 87 % |
| My workgroup learns from failures and mistakes | Not asked | 85 % | 90 % | 55 % | 69 % | 79 % |
| My workgroup encourages employee creativity | Not asked | 77 % | 80 % | 61 % | 67 % | 84 % |

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

100% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup treat each other with respect'.

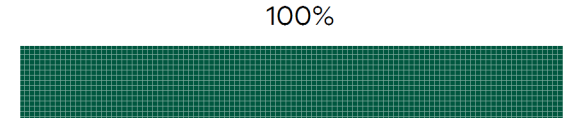
Survey question

Your results

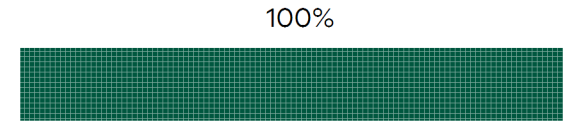
Benchmark agree results



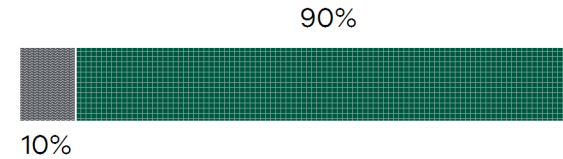
People in my workgroup treat each other with respect



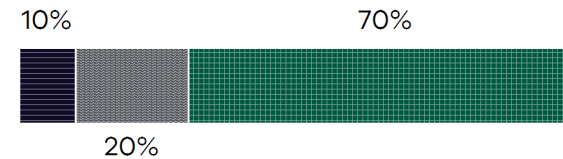
People in my workgroup work together effectively to get the job done



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



People in my workgroup are politically impartial in their work



| 2020 | You | | | Comparator | | |
|-----------|------|-------|--|------------|---------|---------|
| | 2021 | 2022 | | Lowest | Average | Highest |
| 85 % | 77 % | 100 % | | 64 % | 84 % | 93 % |
| 69 % | 92 % | 100 % | | 64 % | 80 % | 88 % |
| Not asked | 77 % | 90 % | | 64 % | 75 % | 86 % |
| Not asked | 77 % | 70 % | | 64 % | 80 % | 89 % |

Workgroup climate

Workgroup support 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

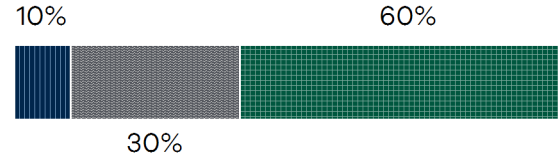
Example

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

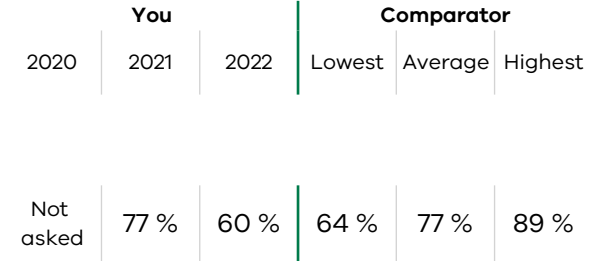
Survey question

People in my workgroup appropriately manage conflicts of interest

Your results



Benchmark agree results



Workgroup climate

Safe to speak up

What this is

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

Why this is important

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

How to read this

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

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

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

Example

100% of your staff who did the survey agreed or strongly agreed with 'I feel culturally safe at work'.

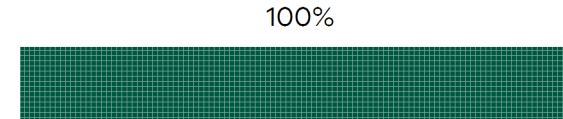
Survey question

Your results

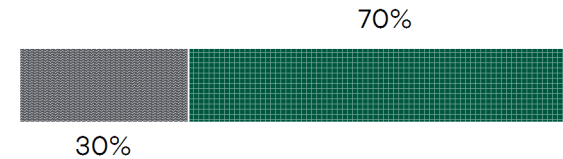
Benchmark agree results



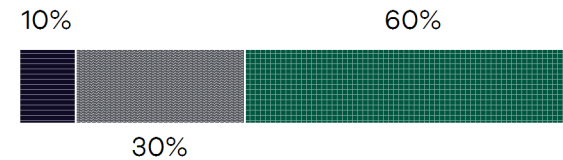
I feel culturally safe at work



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



I feel safe to challenge inappropriate behaviour at work



| | You | | | Comparator | | |
|---|-----------|------|-------|------------|---------|---------|
| | 2020 | 2021 | 2022 | Lowest | Average | Highest |
| I feel culturally safe at work | Not asked | 92 % | 100 % | 64 % | 82 % | 89 % |
| People in my workgroup are able to bring up problems and tough issues | 62 % | 85 % | 70 % | 64 % | 76 % | 79 % |
| I feel safe to challenge inappropriate behaviour at work | Not asked | 85 % | 60 % | 63 % | 68 % | 79 % |

People matter survey

wellbeing check 2022

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- Your comparator group
- Your response rate

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- Scorecard: satisfaction, stress, intention to stay, inclusion
- Satisfaction
- Work-related stress levels
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- Scorecard: emotional effects of work
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Key differences

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

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- Taking action questions

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- Senior leadership questions

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- Organisational integrity
- Collaboration
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Workgroup climate

- Scorecard
- Quality service delivery
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Job and manager factors

- Scorecard
- Manager leadership
- Manager support
- Workload
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- Job enrichment
- Meaningful work
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Public sector values

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

Job and manager factors

Scorecard 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

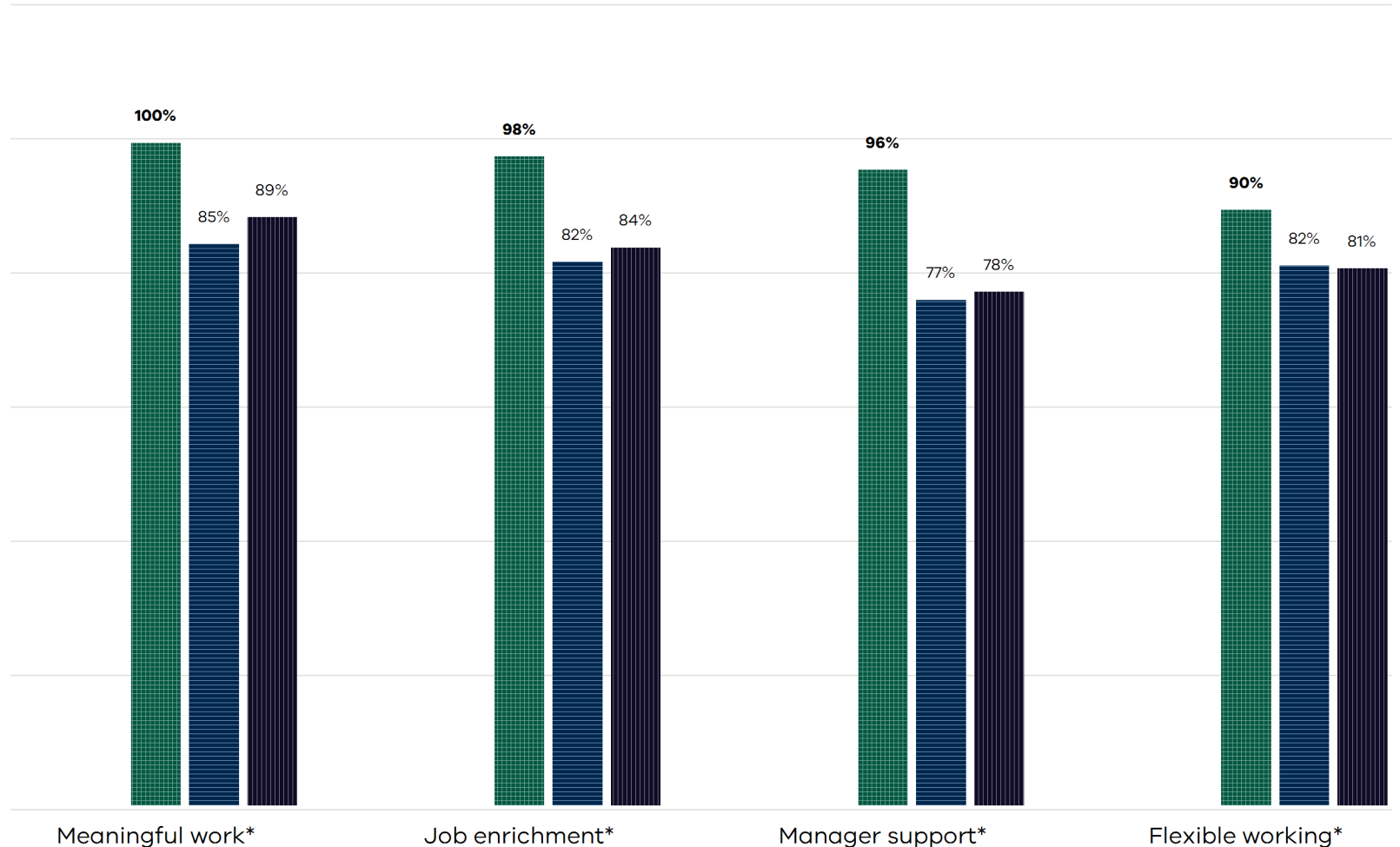
Example

In 2022:

- 100% of your staff who did the survey responded positively to questions about Meaningful work.

Compared to:

- 85% of staff at your comparator and 89% of staff across the public sector.



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

■ You 2020 ■ You 2021 ■ You 2022 ■ Comparator 2022 ■ Public sector 2022

Job and manager factors

Scorecard 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

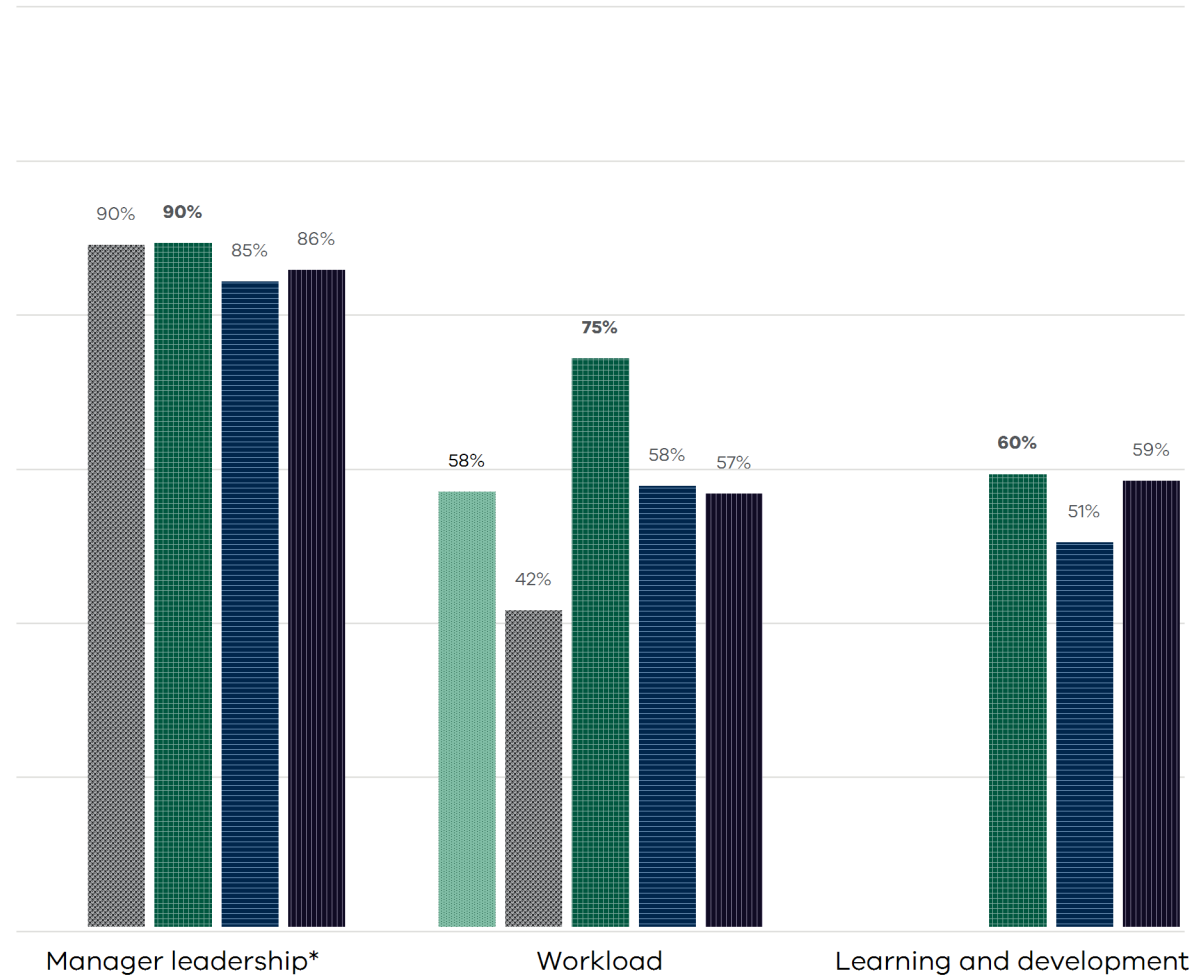
Example

In 2022:

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

Compared to:

- 85% 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

You 2020 You 2021 You 2022 Comparator 2022 Public sector 2022

Job and manager factors

Manager leadership

What this is

This is how well staff perceive their direct managers lead.

Why this is important

Great managers can foster the right environment for staff engagement.

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

How to read this

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

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

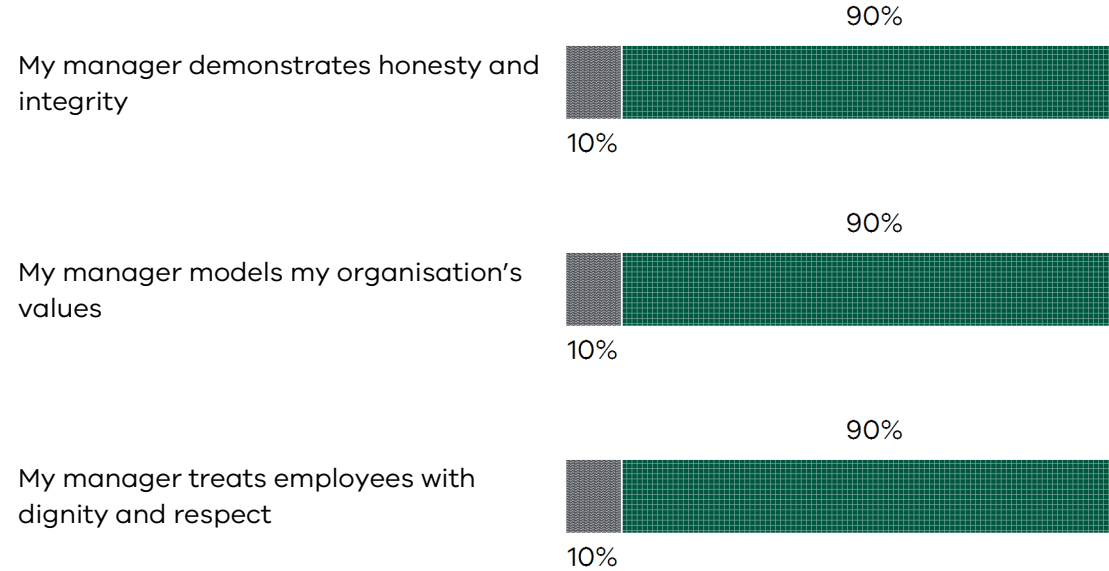
Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

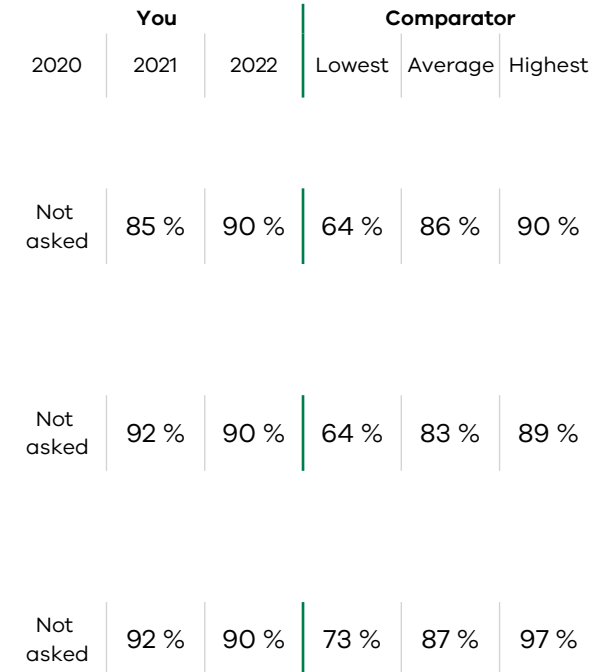
90% of your staff who did the survey agreed or strongly agreed with 'My manager demonstrates honesty and integrity'.

Survey question

Your results



Benchmark agree results



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.

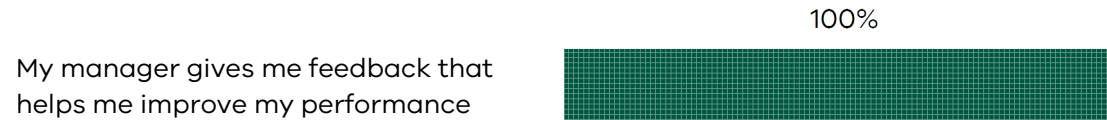
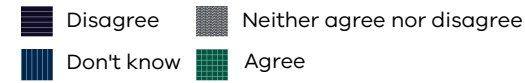
Example

100% of your staff who did the survey agreed or strongly agreed with 'I can discuss problems or issues with my manager'.

Survey question

Your results

Benchmark agree results



| Year | You | | | Comparator | | |
|-----------|-----------|-------|------|------------|---------|---------|
| | 2020 | 2021 | 2022 | Lowest | Average | Highest |
| Not asked | Not asked | 100 % | 64 % | 81 % | 89 % | |
| Not asked | Not asked | 100 % | 72 % | 74 % | 89 % | |
| 92 % | 85 % | 100 % | 64 % | 82 % | 89 % | |
| 85 % | 85 % | 100 % | 77 % | 80 % | 89 % | |

Job and manager factors

Manager support 2 of 2

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

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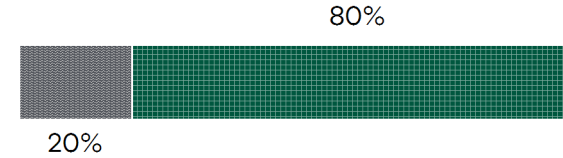
Example

80% of your staff who did the survey agreed or strongly agreed with 'I receive meaningful recognition when I do good work'.

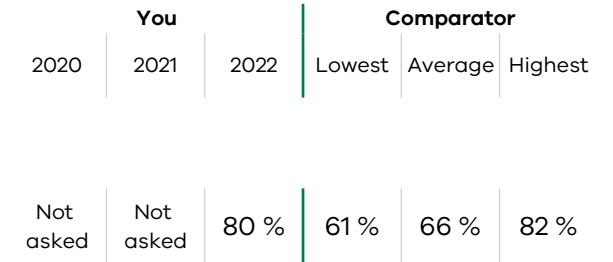
Survey question

I receive meaningful recognition when I do good work

Your results



Benchmark agree results



Job and manager factors

Workload

What this is

This is how staff feel about workload and time pressure.

Why this is important

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

How to read this

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

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

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

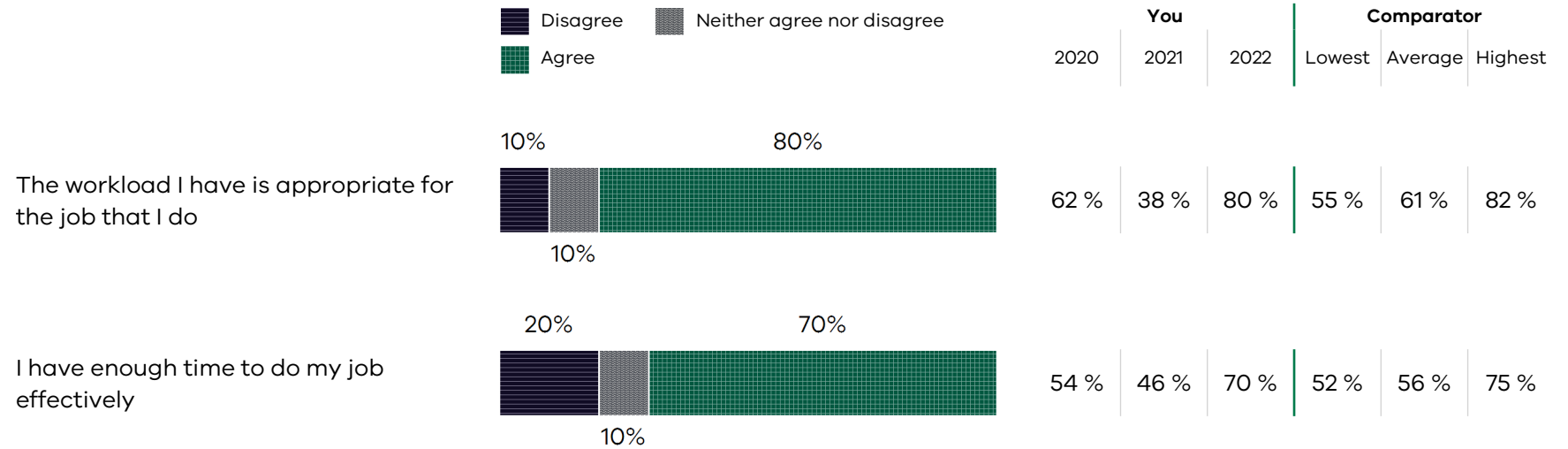
Example

80% 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

Benchmark agree results



Job and manager factors

Learning and development

What this is

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

Why this is important

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

How to read this

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

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

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

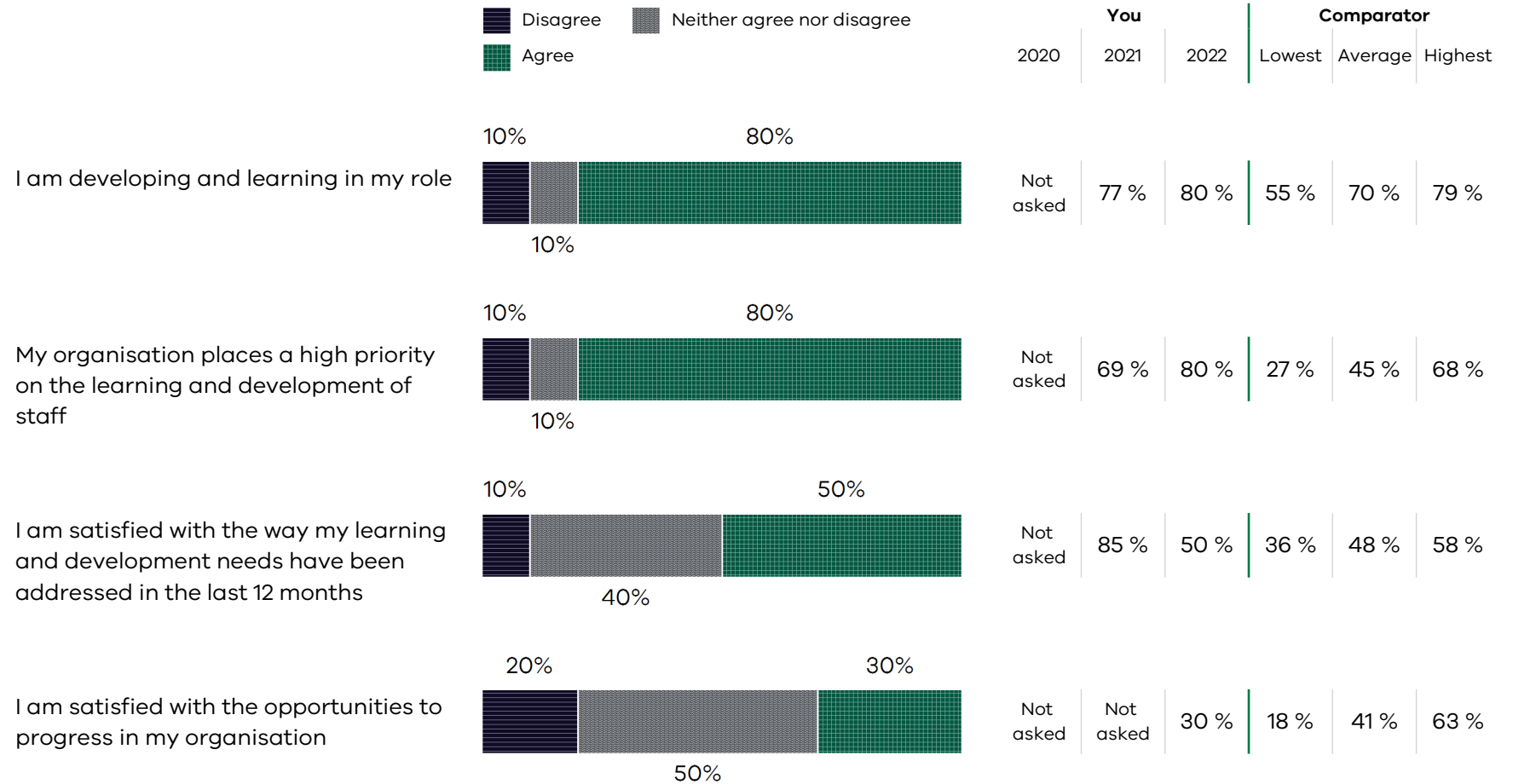
Example

80% of your staff who did the survey agreed or strongly agreed with 'I am developing and learning in my role'.

Survey question

Your results

Benchmark agree results



Job and manager factors

Job enrichment 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

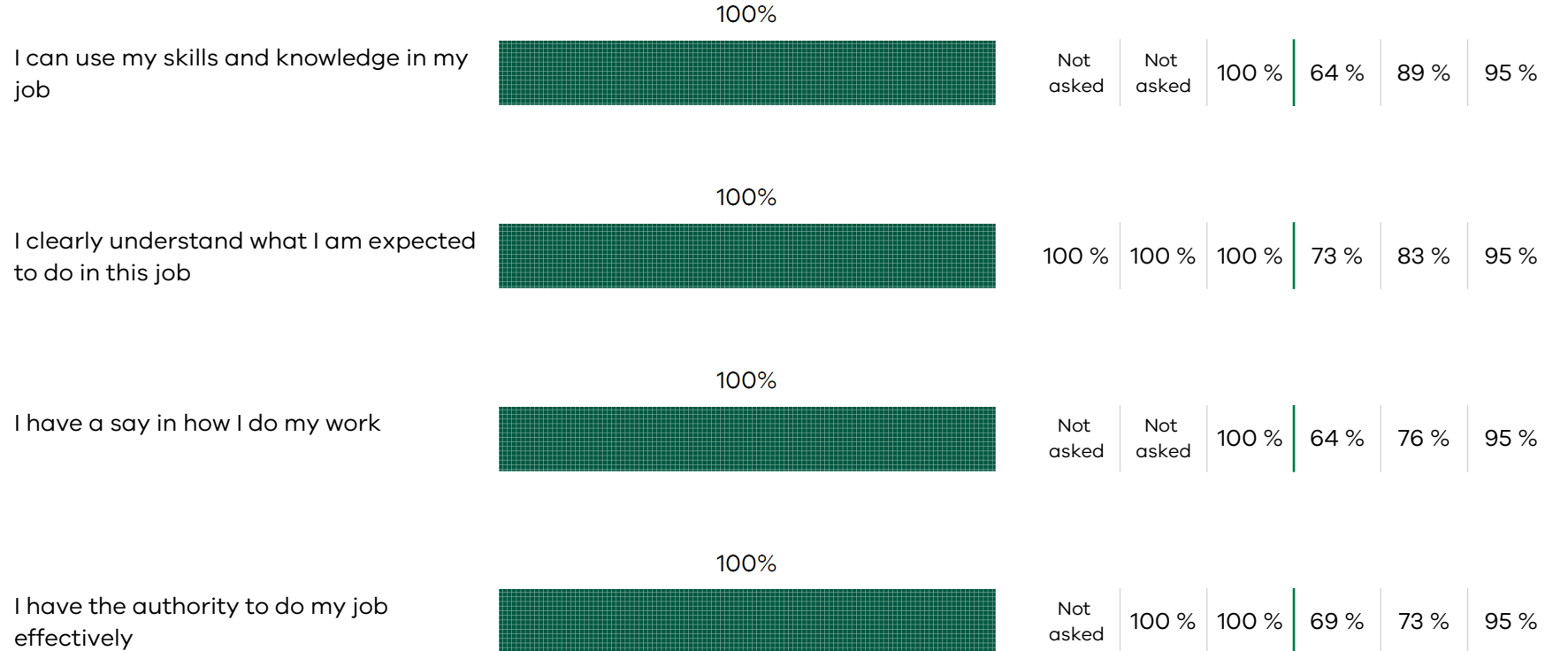
Example

100% of your staff who did the survey agreed or strongly agreed with 'I can use my skills and knowledge in my job'.

Survey question

Your results

Benchmark agree results



Job and manager factors

Job enrichment 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

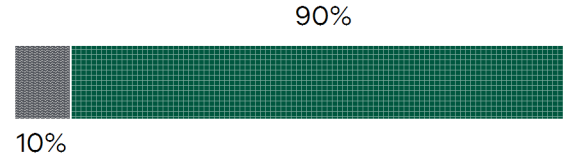
Example

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

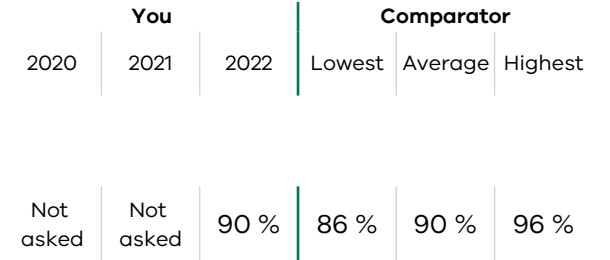
Survey question

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

Your results



Benchmark agree results



Job and manager factors

Meaningful work

What this is

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

Why this is important

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

How to read this

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

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

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

Example

100% of your staff who did the survey agreed or strongly agreed with 'I achieve something important through my work'.

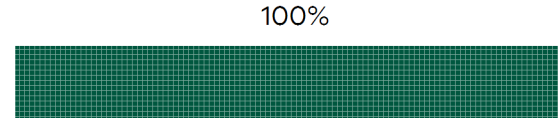
Survey question

Your results

Benchmark agree results

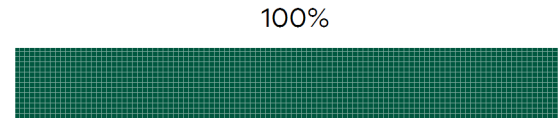


I achieve something important through my work



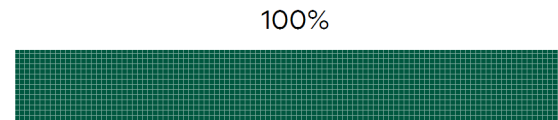
| 2020 | You | | Comparator | | |
|-------|------|-------|------------|---------|---------|
| | 2021 | 2022 | Lowest | Average | Highest |
| 100 % | 85 % | 100 % | 64 % | 86 % | 92 % |

I can make a worthwhile contribution at work



| | | | | | |
|-----------|-----------|-------|------|------|------|
| Not asked | Not asked | 100 % | 82 % | 89 % | 95 % |
|-----------|-----------|-------|------|------|------|

I get a sense of accomplishment from my work



| | | | | | |
|-----------|------|-------|------|------|------|
| Not asked | 85 % | 100 % | 64 % | 80 % | 95 % |
|-----------|------|-------|------|------|------|

Job and manager factors

Flexible working

What this is

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

Why this is important

Supporting flexible working can improve employee wellbeing.

How to read this

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

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

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

Example

100% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.

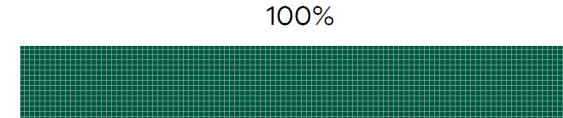
Survey question

Your results

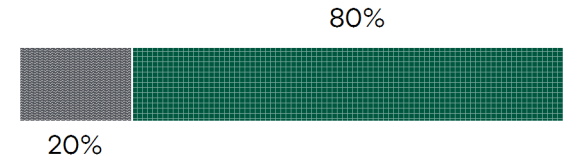
Benchmark agree results



My manager supports working flexibly



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



| You | | | Comparator | | |
|-----------|-----------|-------|------------|---------|---------|
| 2020 | 2021 | 2022 | Lowest | Average | Highest |
| Not asked | Not asked | 100 % | 64 % | 86 % | 90 % |
| 85 % | 62 % | 80 % | 55 % | 77 % | 89 % |

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wellbeing check 2022

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- Engagement
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- Satisfaction
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- Work-related stress causes
- Intention to stay
- Inclusion
- Scorecard: emotional effects of work
- Scorecard: negative behaviour
- Bullying
- Sexual harassment
- Discrimination
- Violence and aggression

Key differences

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

Taking action

- Taking action questions

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- Senior leadership questions

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- Collaboration
- Safety climate

Workgroup climate

- Scorecard
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- Safe to speak up

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- Meaningful work
- Flexible working

Public sector values

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

Public sector values

Scorecard 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

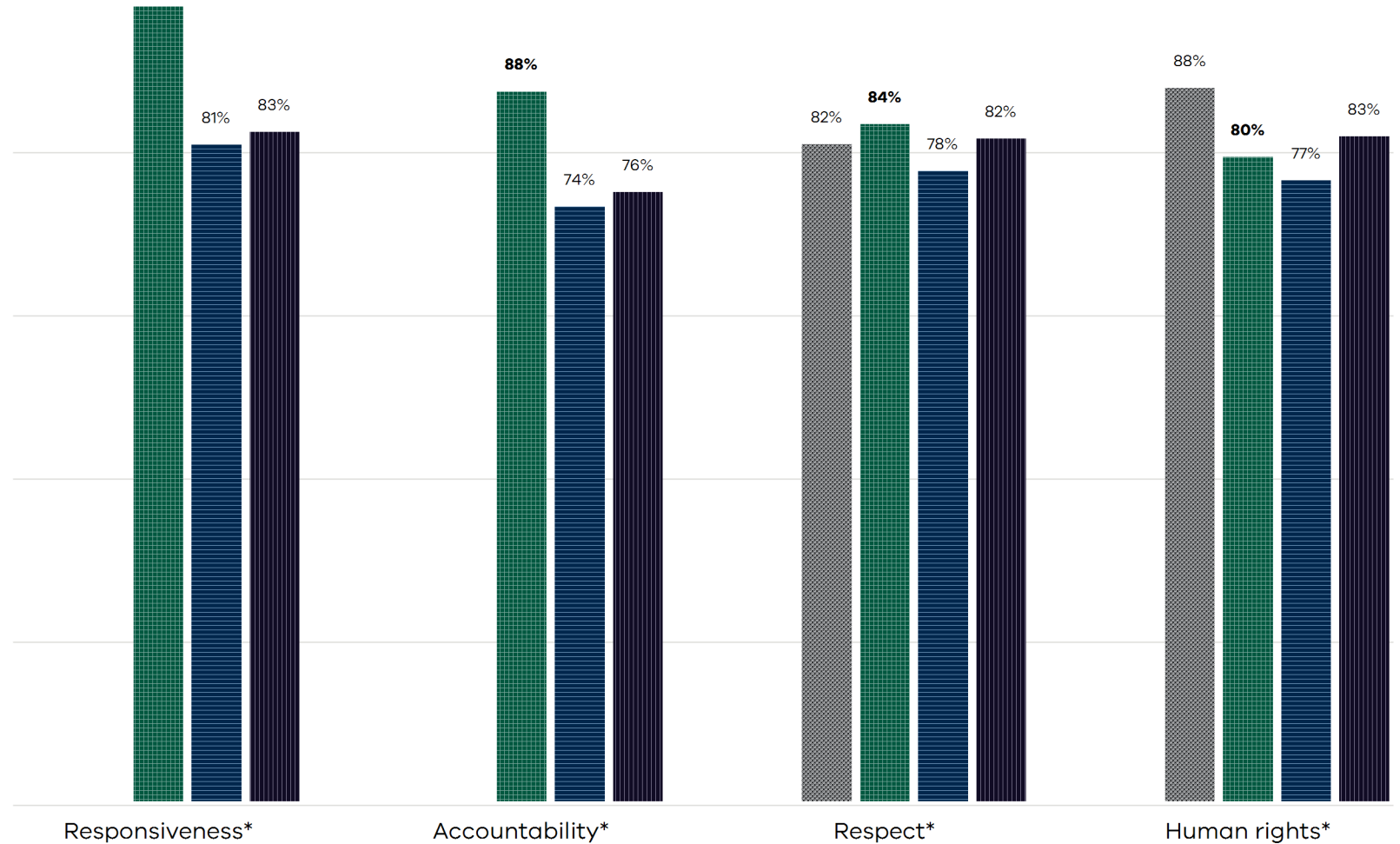
Example

In 2022:

- 100% of your staff who did the survey responded positively to questions about Responsiveness .

Compared to:

- 81% of staff at your comparator and 83% of staff across the public sector.



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

■ You 2020 ■ You 2021 ■ You 2022 ■ Comparator 2022 ■ Public sector 2022

Public sector values

Scorecard 2 of 2

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

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

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

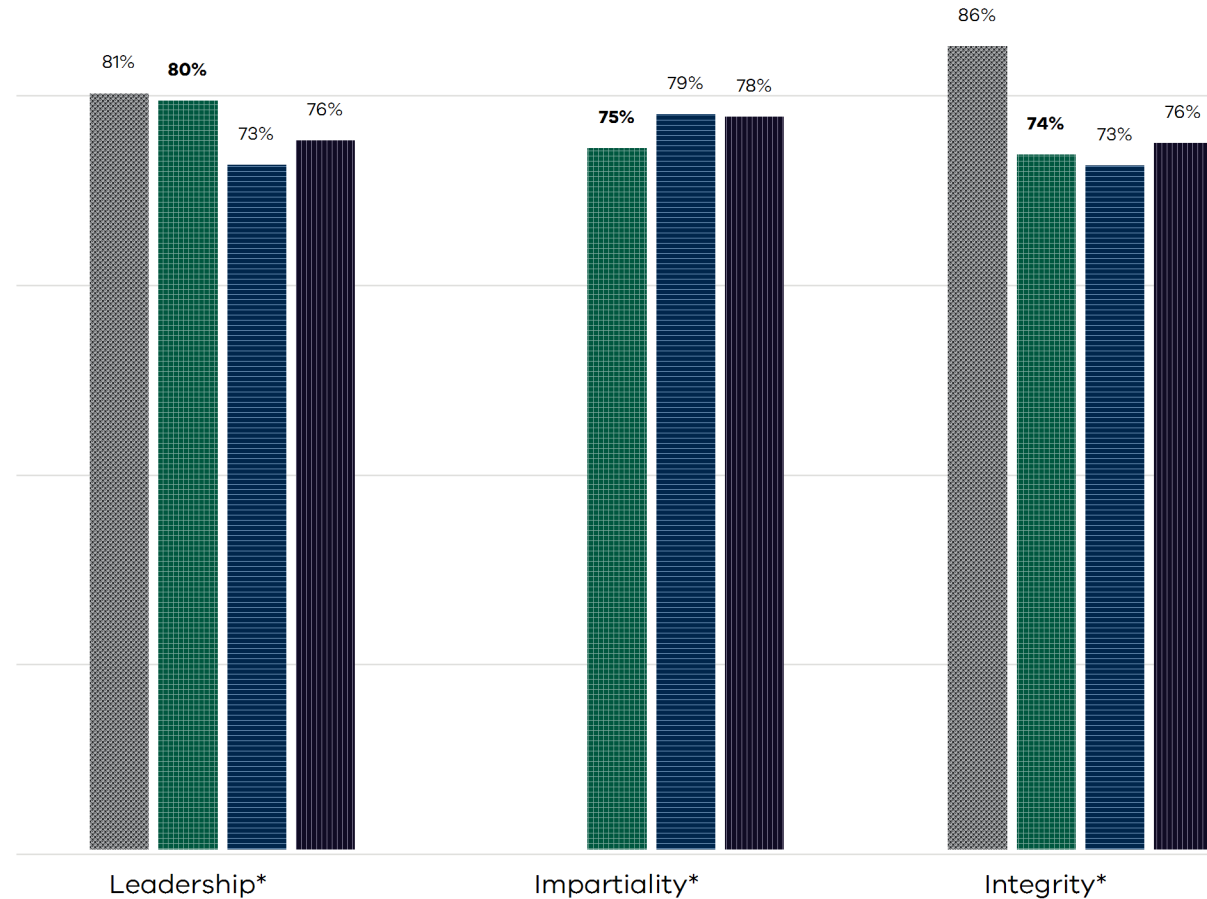
Example

In 2022:

- 80% of your staff who did the survey responded positively to questions about Leadership, which is down 1% in 2021.

Compared to:

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



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

■ You 2020 ■ You 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

100% of staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

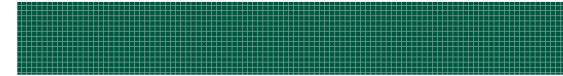
Survey question

My workgroup provides high quality advice and services

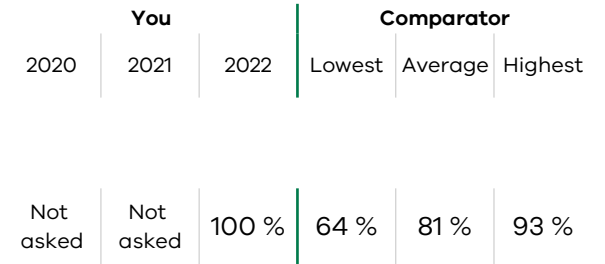
Your results



100%



Benchmark agree results



Public sector values

Integrity 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

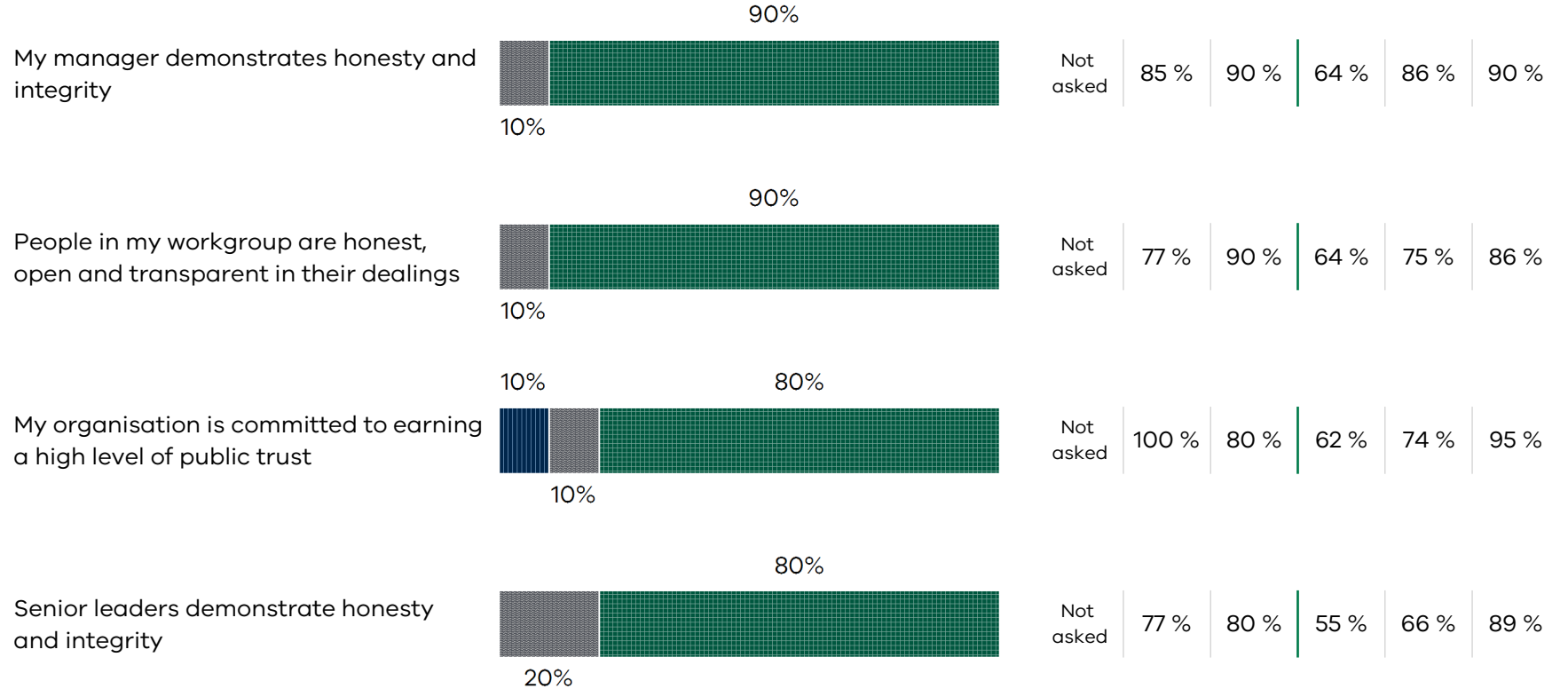
Example

90% of staff who did the survey agreed or strongly agreed with 'My manager demonstrates honesty and integrity'.

Survey question

Your results

Benchmark agree results



Public sector values

Integrity 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

60% of staff who did the survey agreed or strongly agreed with 'I feel safe to challenge inappropriate behaviour at work'.

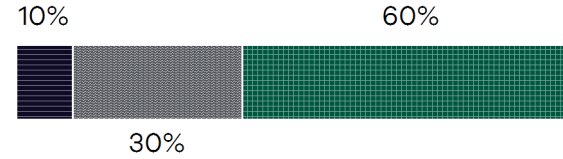
Survey question

Your results

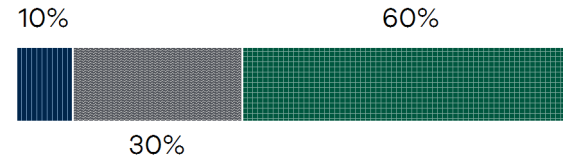
Benchmark agree results



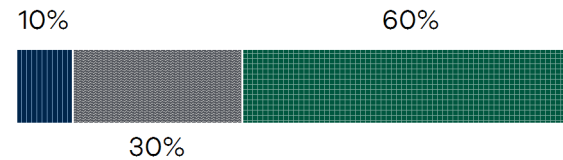
I feel safe to challenge inappropriate behaviour at work



My organisation does not tolerate improper conduct



People in my workgroup appropriately manage conflicts of interest



| | You | | | Comparator | | |
|---|-----------|-------|------|------------|---------|---------|
| | 2020 | 2021 | 2022 | Lowest | Average | Highest |
| I feel safe to challenge inappropriate behaviour at work | Not asked | 85 % | 60 % | 63 % | 68 % | 79 % |
| My organisation does not tolerate improper conduct | Not asked | 100 % | 60 % | 57 % | 66 % | 79 % |
| People in my workgroup appropriately manage conflicts of interest | Not asked | 77 % | 60 % | 64 % | 77 % | 89 % |

Public sector values

Impartiality

What this is

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

Why this is important

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

How to read this

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

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

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

Example

80% of staff who did the survey agreed or strongly agreed with 'My workgroup acts fairly and without bias'.

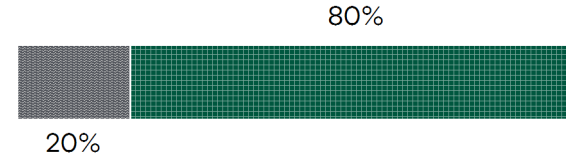
Survey question

Your results

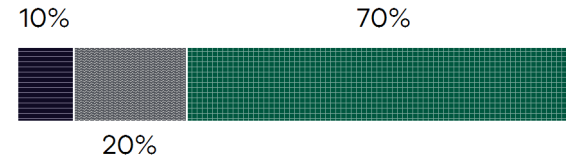
Benchmark agree results



My workgroup acts fairly and without bias



People in my workgroup are politically impartial in their work



| | You | | | Comparator | | |
|--|-----------|-----------|------|------------|---------|---------|
| | 2020 | 2021 | 2022 | Lowest | Average | Highest |
| My workgroup acts fairly and without bias | Not asked | Not asked | 80 % | 64 % | 77 % | 83 % |
| People in my workgroup are politically impartial in their work | Not asked | 77 % | 70 % | 64 % | 80 % | 89 % |

Public sector values

Accountability 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

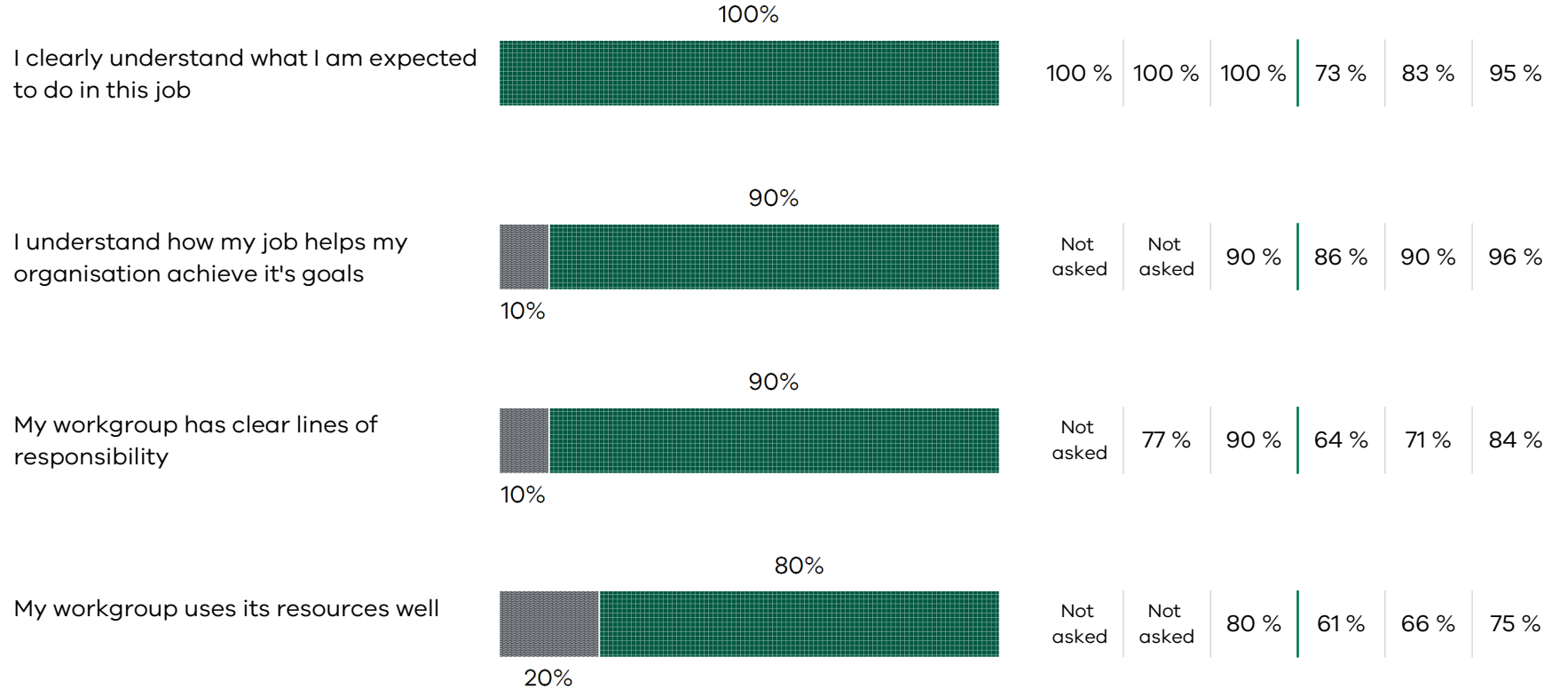
Example

100% of staff who did the survey agreed or strongly agreed with 'I clearly understand what I am expected to do in this job'.

Survey question

Your results

Benchmark agree results



Public sector values

Accountability 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

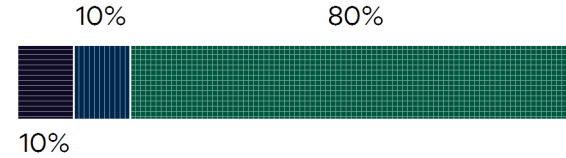
Example

80% of staff who did the survey agreed or strongly agreed with 'Senior leaders provide clear strategy and direction'.

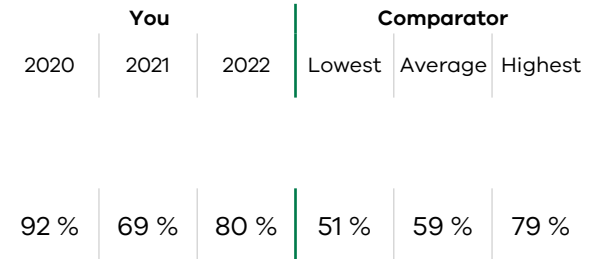
Survey question

Senior leaders provide clear strategy and direction

Your results



Benchmark agree results



Public sector values

Respect 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

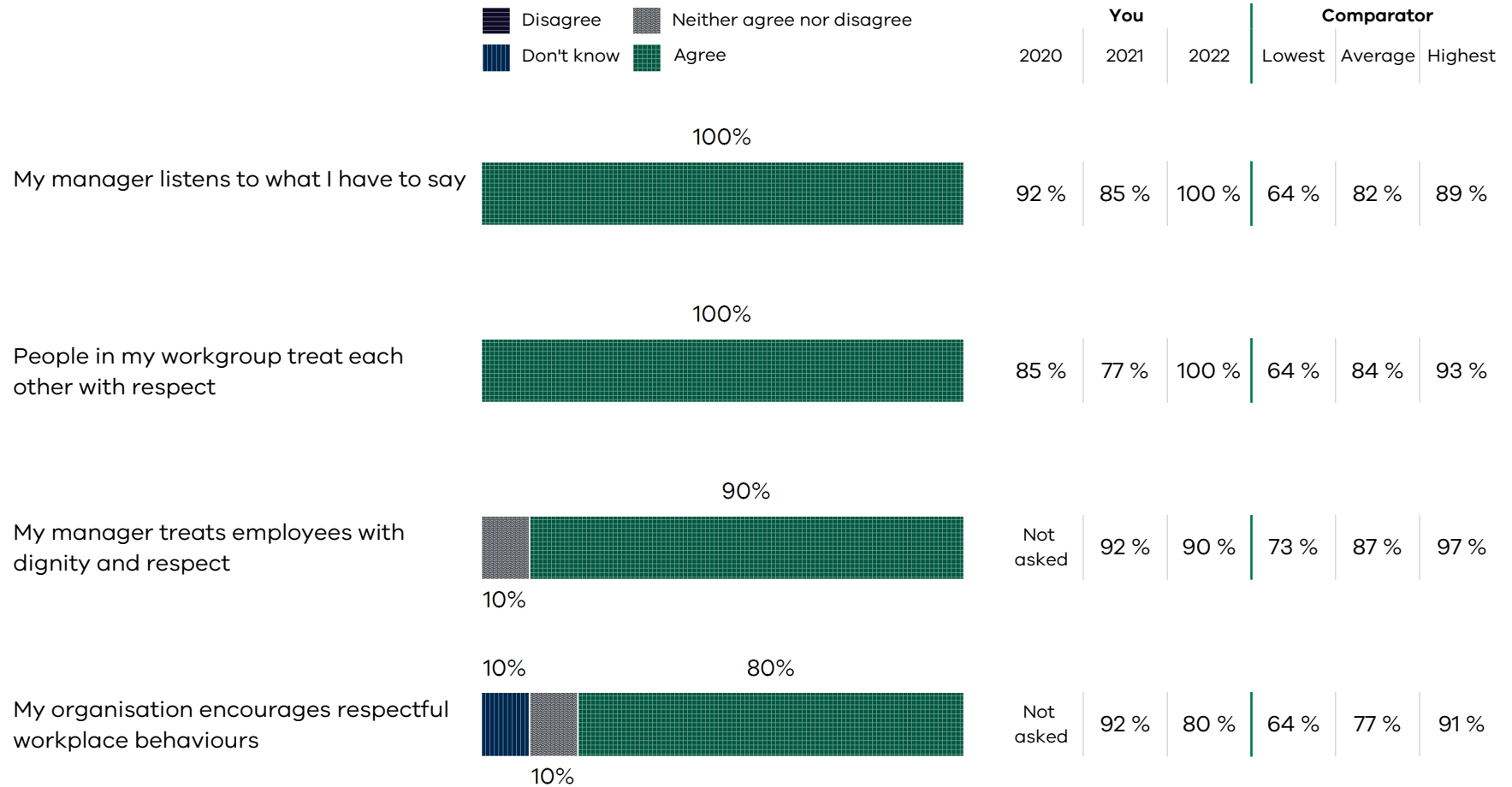
Example

100% of staff who did the survey agreed or strongly agreed with 'My manager listens to what I have to say'.

Survey question

Your results

Benchmark agree results



Public sector values

Respect 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

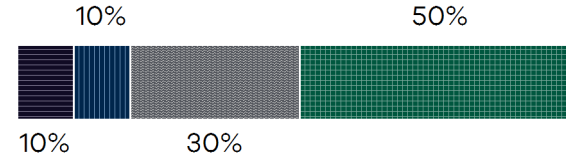
Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

50% of staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.

Survey question

My organisation takes steps to eliminate bullying, harassment and discrimination



Your results

Benchmark agree results

| Year | You | | | Comparator | | |
|-----------|------|------|------|------------|---------|---------|
| | 2020 | 2021 | 2022 | Lowest | Average | Highest |
| Not asked | 62 % | 50 % | 50 % | 50 % | 61 % | 76 % |

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

90% of staff who did the survey agreed or strongly agreed with 'My manager models my organisation's values'.

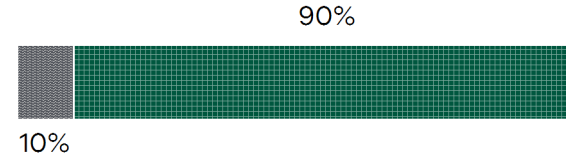
Survey question

Your results

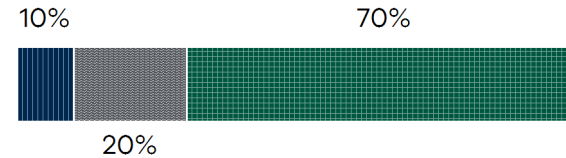
Benchmark agree results



My manager models my organisation's values



Senior leaders model my organisation's values



| Year | You | | | Comparator | | |
|-----------|------|------|------|------------|---------|---------|
| | 2021 | 2022 | 2023 | Lowest | Average | Highest |
| 2020 | | | | | | |
| Not asked | 92 % | 90 % | | 64 % | 83 % | 89 % |
| Not asked | 69 % | 70 % | | 53 % | 64 % | 84 % |

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

80% of staff who did the survey agreed or strongly agreed with 'I understand how the Charter of Human Rights and Responsibilities applies to my work'.

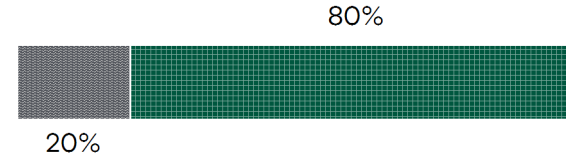
Survey question

Your results

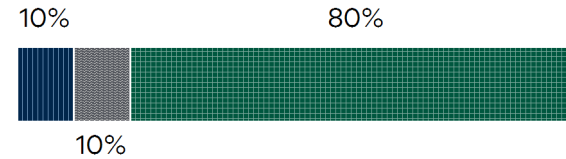
Benchmark agree results



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



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



| | You | | | Comparator | | |
|---|-----------|------|------|------------|---------|---------|
| | 2020 | 2021 | 2022 | Lowest | Average | Highest |
| I understand how the Charter of Human Rights and Responsibilities applies to my work | Not asked | 92 % | 80 % | 53 % | 77 % | 85 % |
| My organisation encourages employees to act in ways that are consistent with human rights | Not asked | 85 % | 80 % | 64 % | 77 % | 88 % |



**Victorian
Public Sector
Commission**



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