People matter survey wellbeing check 2022

Have your say

People matter survey
wellbeing check 2022

Have your say

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- Aboriginal and/or Torres Strait Islander
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Report overview

About your report

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

Report contents

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

Comparing data in this report

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

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

Rounding of percentages

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

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

Survey questions and definitions

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

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Victorian Public Sector Commission

VICTORIA State Government

Report overview

Privacy and anonymity

To protect you, we:

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

Read more in our privacy policy.

Victorian Public Sector Commission

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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

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Report overview

Your comparator group

What this is

This is a list of similar organisations to yours.

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

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

How we use this in your report

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

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

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

Alfred Health

Austin Health

Dental Health Services Victoria

Melbourne Health

Monash Health

Northern Health

Peninsula Health

Peter MacCallum Cancer Centre

Royal Children's Hospital

Royal Victorian Eye and Ear Hospital

The Queen Elizabeth Centre

Tweddle Child and Family Health Service

Victorian Institute of Forensic Mental Health

Western Health

Report overview

Your response rate

What this is

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

Why this is important

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

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

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

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

How to read this

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

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

2021		2022	
17%		**41%**	
(365)		**(891)**	
Comparator	30%	Comparator	28%
Public Sector	39%	Public Sector	42%

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People outcomes

Scorecard: employee engagement index

What this is

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

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

The weightings for each engagement response are:

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

Why this is important

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

2021	
74	
Comparator	72
Public Sector	70

2022	
72	
Comparator	70
Public Sector	68

People outcomes

Engagement question results 1 of 2

What this is

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

Your organisation's engagement index

Your 2022 index is 72.

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.
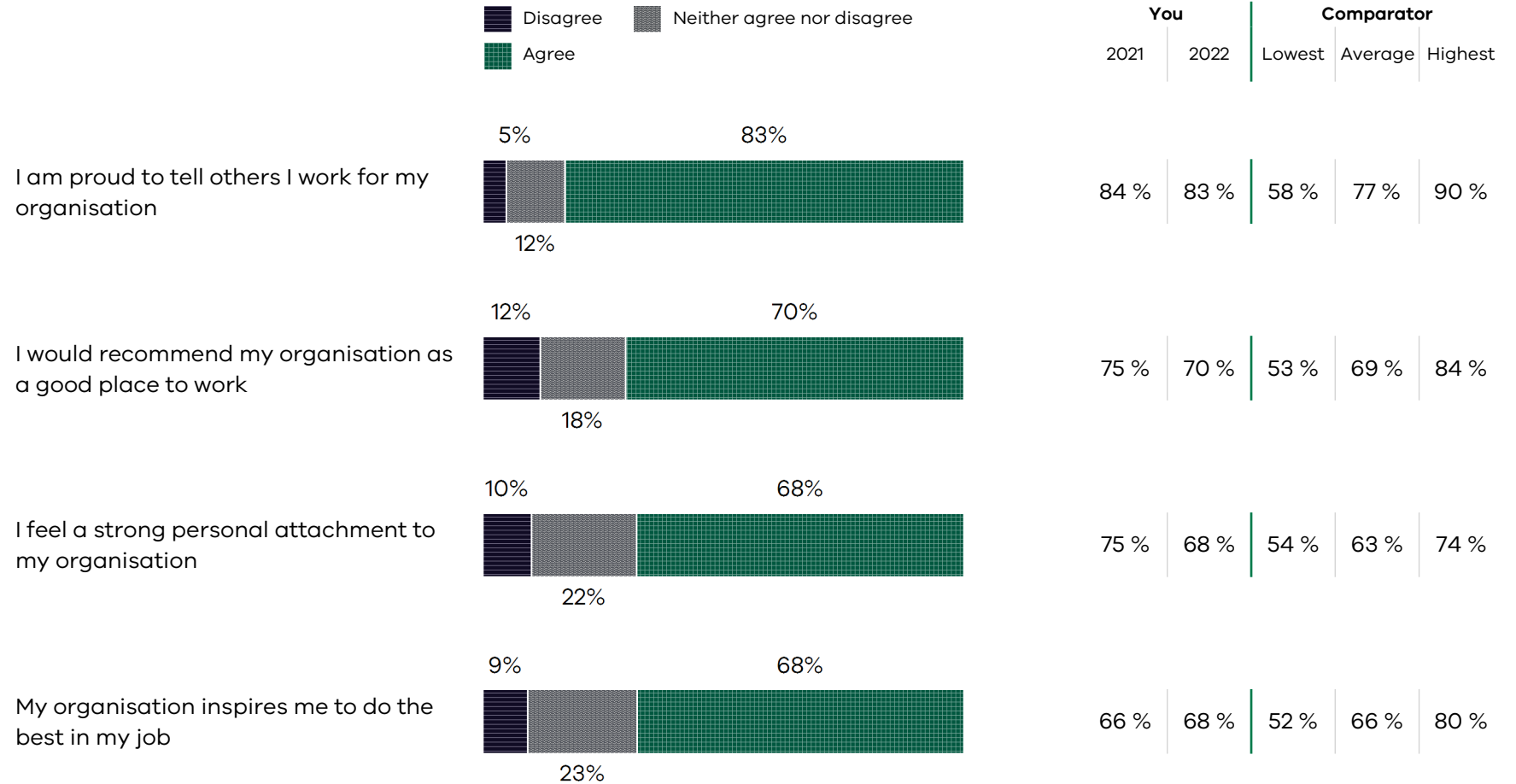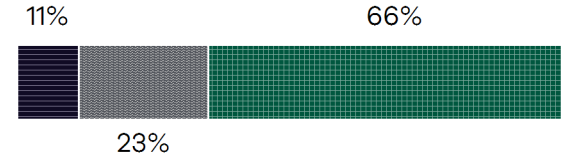
Example

83% of your staff who did the survey agreed or strongly agreed with 'I am proud to tell others I work for my organisation'.

Survey question	Your results	Benchmark agree results				
		You		**Comparator**		
		2021	2022	Lowest	Average	Highest
I am proud to tell others I work for my organisation	5% / 12% / 83%	84 %	83 %	58 %	77 %	90 %
I would recommend my organisation as a good place to work	12% / 18% / 70%	75 %	70 %	53 %	69 %	84 %
I feel a strong personal attachment to my organisation	10% / 22% / 68%	75 %	68 %	54 %	63 %	74 %
My organisation inspires me to do the best in my job	9% / 23% / 68%	66 %	68 %	52 %	66 %	80 %

Legend: Disagree | Neither agree nor disagree | Agree

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 72.

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

66% of your staff who did the survey agreed or strongly agreed with 'My organisation motivates me to help achieve its objectives'.
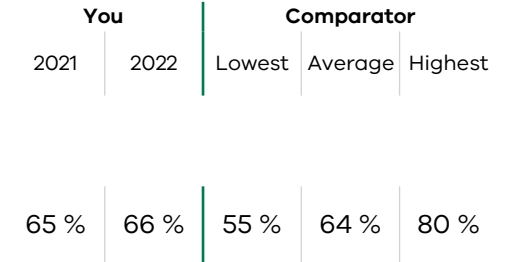
■ Disagree   ▨ Neither agree nor disagree
▨ Agree

Survey question	Your results		You		Comparator		
			2021	2022	Lowest	Average	Highest
My organisation motivates me to help achieve its objectives	11% — 23% — 66%		65 %	66 %	55 %	64 %	80 %

People outcomes

Scorecard: satisfaction, stress, intention to stay, inclusion

What this is

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

There are more people outcomes scorecards throughout this report.

Why this is important

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

How to read this

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

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

Example

In 2022:

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

Compared to:

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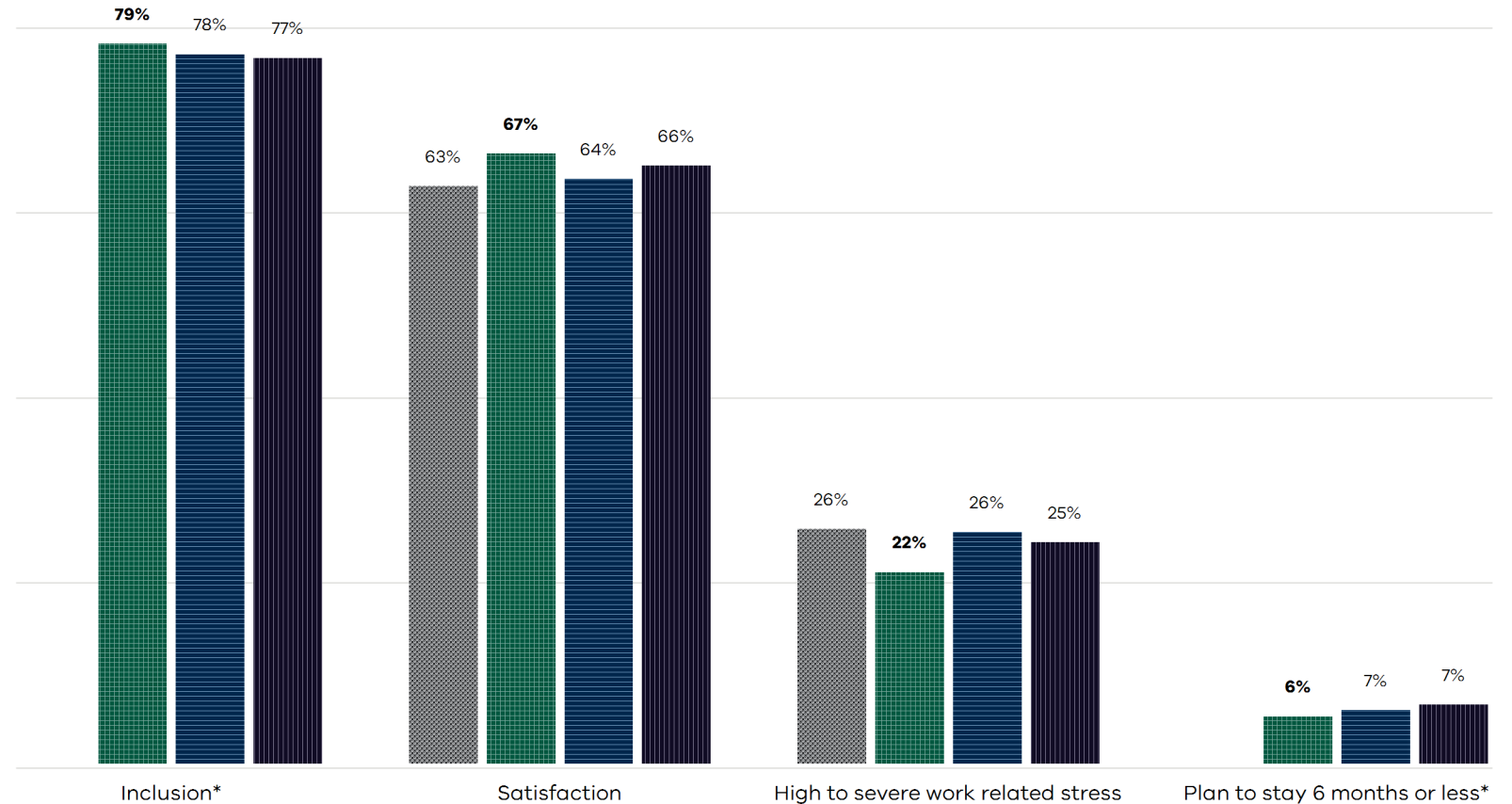
Chart data:

	You 2021	You 2022	Comparator 2022	Public sector 2022
Inclusion*		79%	78%	77%
Satisfaction	63%	67%	64%	66%
High to severe work related stress	26%	22%	26%	25%
Plan to stay 6 months or less*		6%	7%	7%

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

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

74% 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

Legend:
- Dissatisfied
- Satisfied
- Neither satisfied nor dissatisfied

Survey question		You		Comparator		
		2021	2022	Lowest	Average	Highest
Considering everything, how satisfied are you with your current job	11% / 15% / 74%	68 %	74 %	63 %	70 %	85 %
How satisfied are you with the work/life balance in your current job	19% / 16% / 65%	65 %	65 %	58 %	62 %	81 %
How satisfied are you with your career development within your current organisation	14% / 24% / 62%	58 %	62 %	51 %	60 %	65 %

People outcomes

Work-related stress levels

What this is

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

Why this is important

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

How to read this

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

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

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

Example

22% of your staff who did the survey said they had high to severe stress in 2022. This is compared to 26% of staff in your comparator group and 25% of staff across the public sector.

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

Category	Percentage
Nil	10%
Low / mild	37%
Moderate	31%
High	13%
Very high	7%
Severe	2%
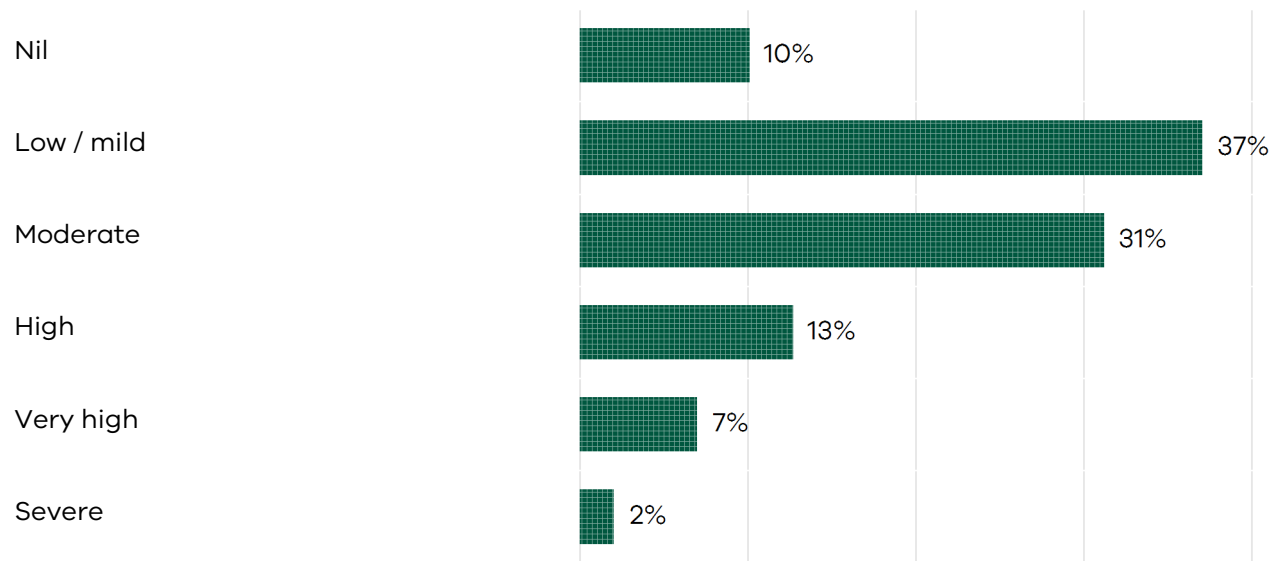
Reported levels of high to severe stress

2021	2022
26%	**22%**

Comparator	26%		Comparator	26%
Public Sector	26%		Public Sector	25%
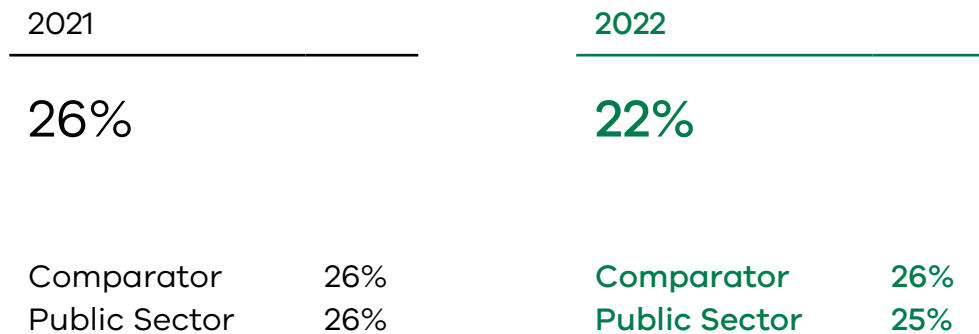
People outcomes

Work-related stress causes

What this is

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

Why this is important

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

How to read this

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

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

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

Example

90% of your staff who did the survey said they experienced mild to severe stress.

Of that 90%, 60% said the top reason was 'Workload'.

	801			90
	90%			10%

- ▨ Experienced some work-related stress
- ▨ Did not experience some work-related stress
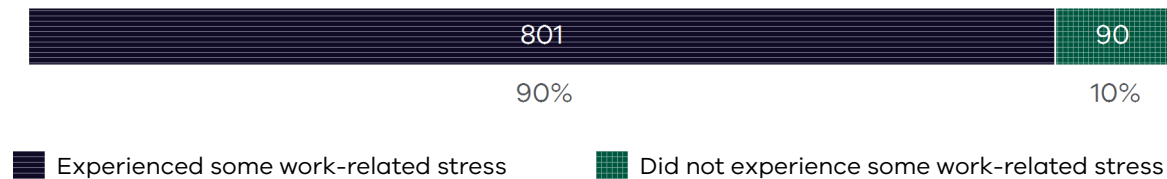
Of those that experienced work related stress it was from …	You 2021	You 2022	Comparator 2022	Public sector 2022
Workload	53%	60%	56%	53%
Time pressure	43%	50%	43%	43%
Work schedule or hours	10%	17%	11%	8%
Competing home and work responsibilities	15%	16%	15%	15%
Dealing with clients, patients or stakeholders	12%	14%	17%	15%
Management of work (e.g. supervision, training, information, support)	10%	12%	13%	13%
Social environment (e.g. relationships with colleagues, manager and/or senior leaders)	13%	12%	13%	11%
Content, variety, or difficulty of work	11%	11%	12%	11%
Other	9%	9%	9%	9%
Other changes due to COVID-19	24%	7%	9%	8%

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

13% of your staff who did the survey said they intended to work for your organisation for Over 6 months and up to 1 year.

Employees plan to work at your organisation for …	You 2022	Comparator 2022	Public sector 2022
6 months or less	6%	7%	7%
Over 6 months and up to 1 year	13%	10%	10%
Over 1 year and up to 3 years	24%	23%	23%
Over 3 years and up to 5 years	16%	16%	16%
Over 5 years	41%	45%	44%

People outcomes

Inclusion question results

What this is

This is how included staff feel in their workplace.

Why this is important

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

How to read this

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

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

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

Example

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

Survey question	Your results	Benchmark agree results

Legend: ■ Disagree ▧ Neither agree nor disagree ▦ Agree
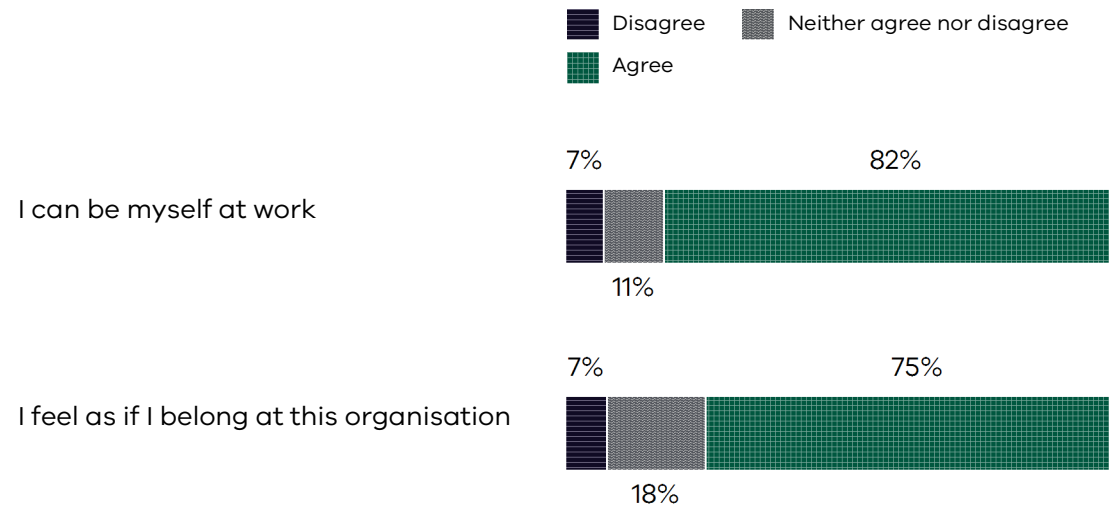
Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I can be myself at work	7% / 11% / 82%	Not asked	82 %	73 %	81 %	88 %
I feel as if I belong at this organisation	7% / 18% / 75%	Not asked	75 %	68 %	74 %	80 %

Victorian Public Sector Commission

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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 caring responsibilities'.

Staff who experienced one or more barriers to success at work

263	628
30%	70%

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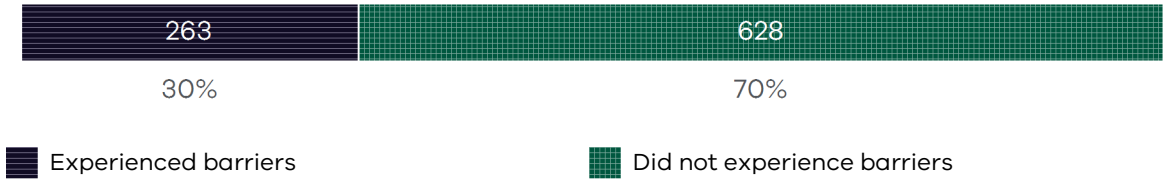
During the last 12 months, employees experienced barriers to their success due to ...	You 2022	Comparator 2022	Public sector 2022
My caring responsibilities	8%	7%	7%
My mental health	8%	7%	7%
My age	8%	8%	8%
My cultural background	4%	4%	3%
My physical health	4%	4%	4%
Other	3%	5%	5%
My sex	2%	4%	4%
My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

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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:

- 60% of your staff who did the survey said work made them feel happy in 2022, which is up from 53% in 2021

Compared to:

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

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

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

	Happy	Enthusiastic	Worried	Miserable
You 2021	53%	50%	39%	19%
You 2022	60%	52%	32%	18%
Comparator 2022	54%	47%	34%	22%
Public sector 2022	54%	48%	33%	19%
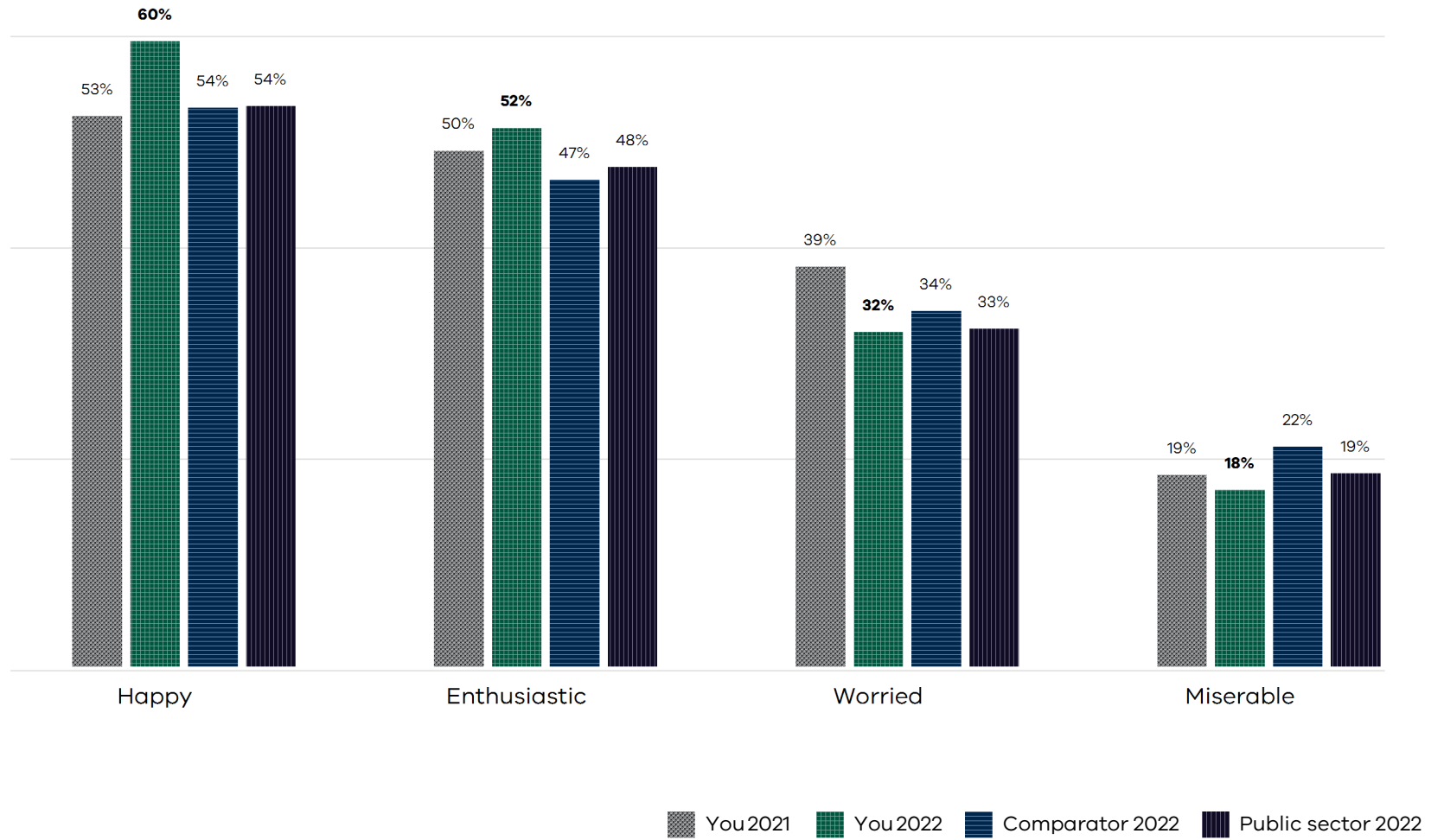
People outcomes

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:

- 22% of your staff who did the survey stated they experienced 'Violence or aggression' in the last 12 months which is up from 21% in 2021.

Compared to:

- 28% of staff at your comparator and 18% of staff across the public sector.

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

Violence or aggression: 21%, 22%, 28%, 18%
Bullying: 16%, 11%, 16%, 13%
Discrimination: 8%, 4%, 6%, 5%
Sexual harassment: 5%, 3%, 8%, 5%
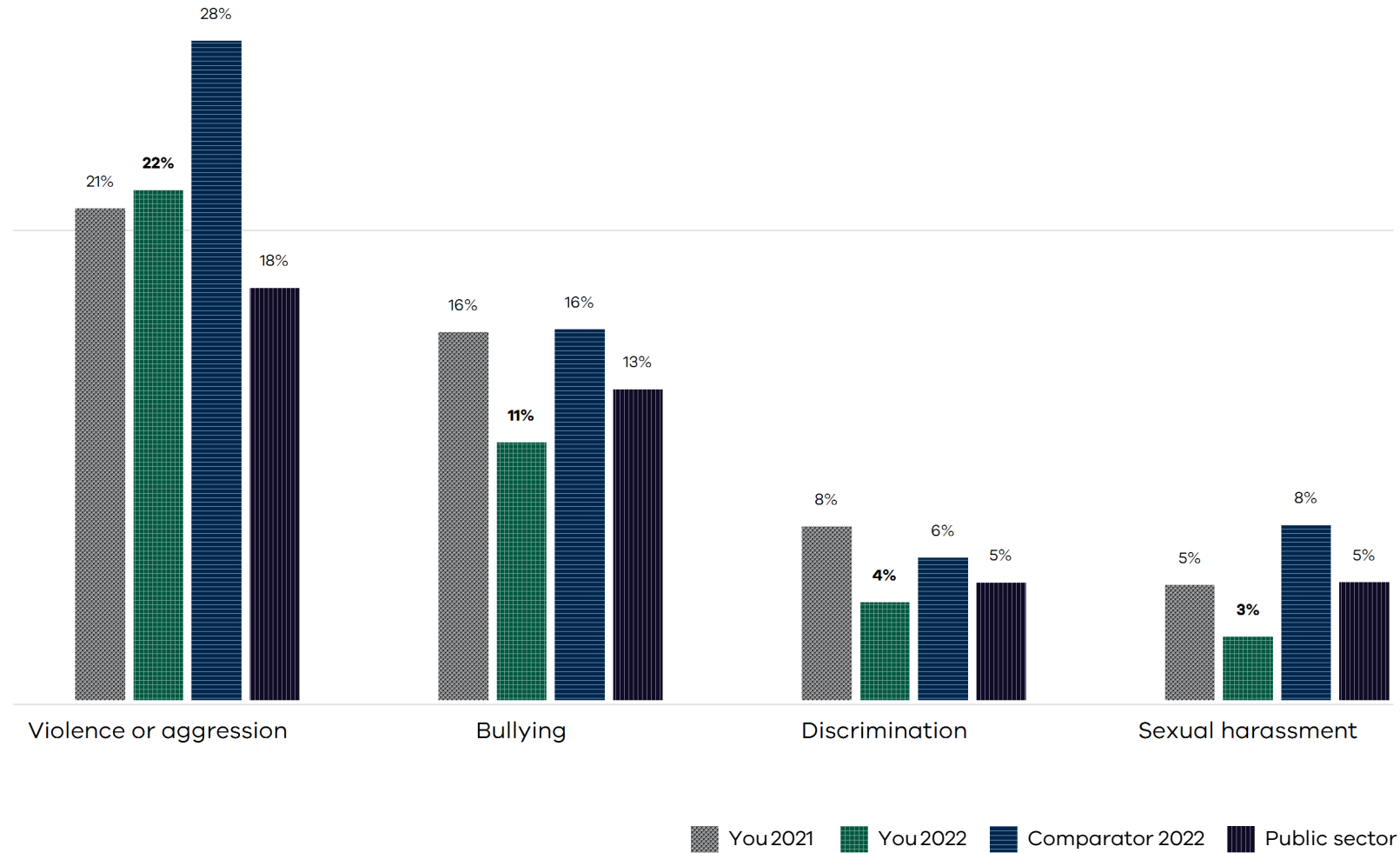
People outcomes

Bullying

What this is

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

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

11% of your staff who did the survey said they experienced bullying.

Of that 11%, 74% said the top type was 'Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)'.

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

100	702	89
11%	79%	10%

■ Experienced bullying ■ Did not experience bullying ■ Not sure
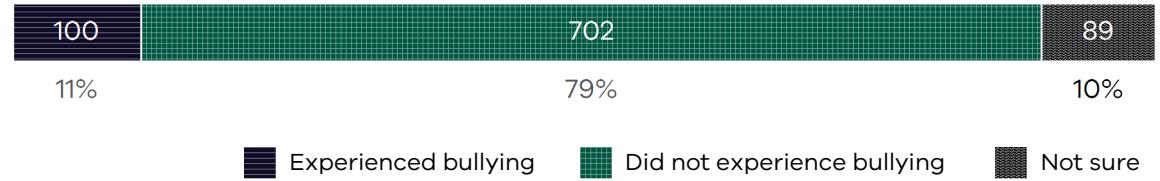
If you experienced bullying, what type of bullying did you experience?	You 2021	You 2022	Comparator 2022	Public sector 2022
Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)	76%	74%	71%	70%
Exclusion or isolation	52%	34%	39%	42%
Intimidation and/or threats	34%	26%	31%	31%
Verbal abuse	21%	20%	22%	20%
Withholding essential information for me to do my job	33%	20%	23%	28%
Other	16%	16%	15%	15%
Being assigned meaningless tasks unrelated to the job	14%	12%	12%	12%
Being given impossible assignment(s)	10%	8%	8%	9%
Interference with my personal property and/or work equipment	7%	5%	4%	4%

People outcomes

Telling someone about the bullying

What this is

This is if staff told someone when they experienced bullying.

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

11% of your staff who did the survey said they experienced bullying, of which

- 46% said the top way they reported the bullying was 'Told a manager'.
- 90% said they didn't submit a formal complaint.

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

100	702	89
11%	79%	10%

■ Experienced bullying   ▦ Did not experience bullying   ▨ Not sure
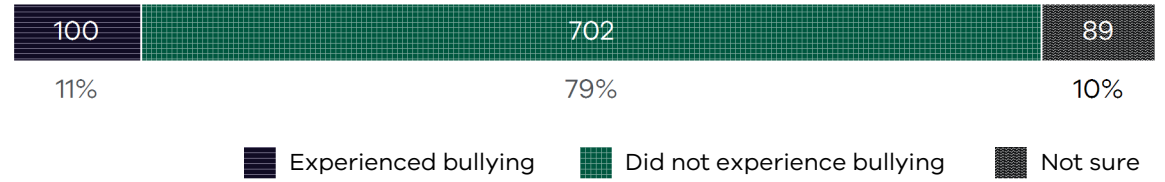
Did you tell anyone about the bullying?	You 2021	You 2022	Comparator 2022	Public sector 2022
Told a manager	57%	46%	47%	48%
Told a friend or family member	28%	45%	37%	36%
Told a colleague	43%	40%	43%	41%
Told someone else	17%	16%	12%	12%
Told employee assistance program (EAP) or peer support	16%	14%	8%	9%
Submitted a formal complaint	19%	10%	11%	11%
Told the person the behaviour was not OK	16%	10%	18%	17%
I did not tell anyone about the bullying	7%	6%	11%	12%
Told Human Resources	22%	5%	11%	12%

People outcomes

Bullying - reasons for not submitting a formal complaint

What this is

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

Why this is important

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

How to read this

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

Example

90% of your staff who experienced bullying did not submit a formal complaint, of which:

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

Did you submit a formal complaint?

10	90
10%	90%

■ Submitted formal complaint   ■ Did not submit a formal complaint
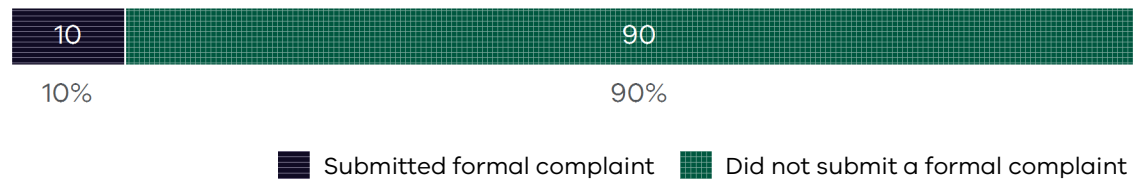
What was your reason for not submitting a formal complaint?	You 2021	You 2022	Comparator 2022	Public sector 2022
I didn't think it would make a difference	45%	54%	52%	52%
I believed there would be negative consequences for my reputation	51%	42%	47%	49%
I believed there would be negative consequences for my career	34%	36%	34%	37%
I didn't feel safe to report the incident	19%	21%	18%	18%
I didn't think it was serious enough	15%	20%	18%	16%
I thought the complaint process would be embarrassing or difficult	13%	14%	12%	12%
I believed there would be negative consequences for the person I was going to complain about	6%	8%	11%	9%
I didn't know how to make a complaint	9%	8%	6%	5%
I didn't need to because I no longer had contact with the person(s) who bullied me	9%	8%	7%	7%
Other	9%	7%	11%	11%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Perpetrators of bullying

What this is

This is who staff have said are responsible for bullying.

Why this is important

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

How to read this

In this year's survey, 11% of your staff said they experienced bullying.

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

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

Each row is one perpetrator or group of perpetrators.

Example

11% of your staff who did the survey said they experienced bullying.

Of that 11%, 54% said it was by 'Colleague'.

100 people (11% of staff) experienced bullying (You 2022)
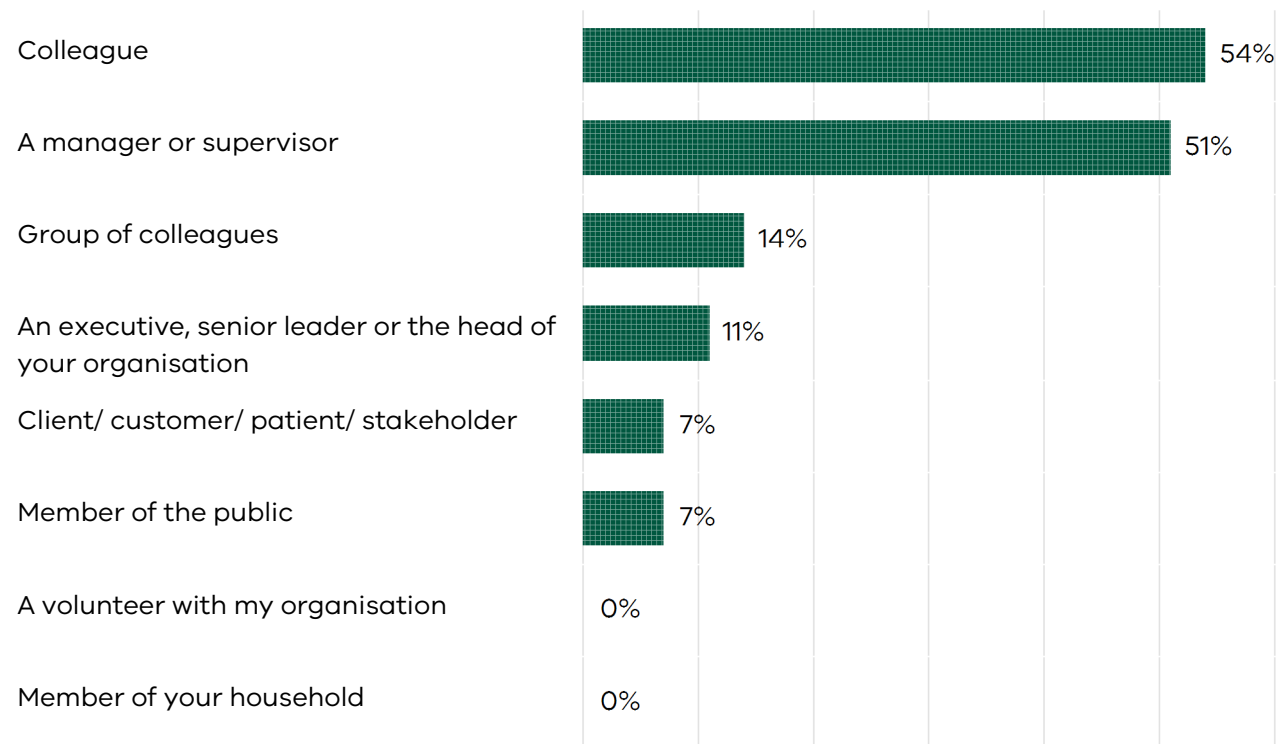
Perpetrator	Percentage
Colleague	54%
A manager or supervisor	51%
Group of colleagues	14%
An executive, senior leader or the head of your organisation	11%
Client/ customer/ patient/ stakeholder	7%
Member of the public	7%
A volunteer with my organisation	0%
Member of your household	0%

People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

In this year's survey, 11% of your staff said they experienced bullying.

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

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

Example

11% of your staff who did the survey said they experienced bullying.

Of that 11%, 100% said it was by someone within the organisation.

Of that 100%, 55% said it was 'They were in my workgroup'.

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

They were in my workgroup	55%
They were my immediate manager or supervisor	44%
They were outside my workgroup	24%
They were someone I supervise or manage	2%
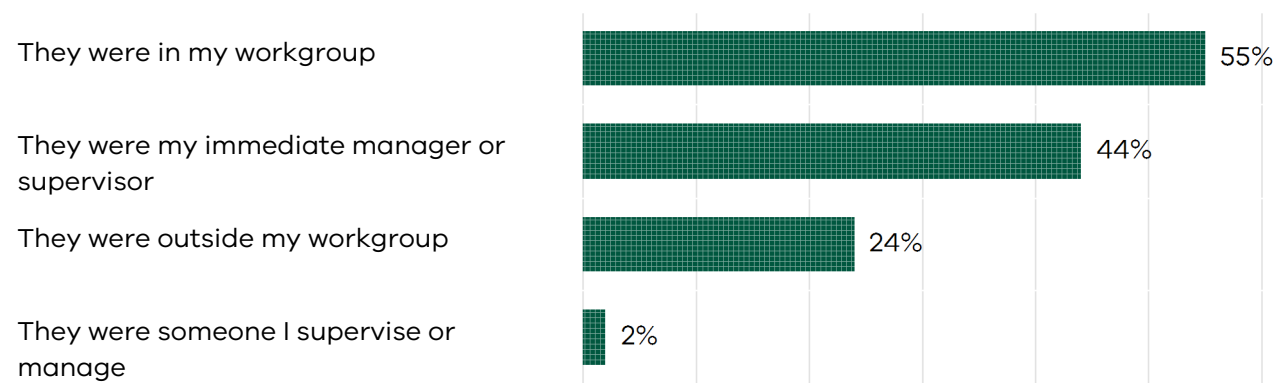
People outcomes

Sexual harassment

What this is

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

Why this is important

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

How to read this

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

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

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

Example

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

Of those, 59% said the top type was 'Intrusive questions about your private life or comments about your physical appearance'.

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

27	864
3%	97%

■ Experienced sexual harassment   ▦ Did not experience sexual harassment
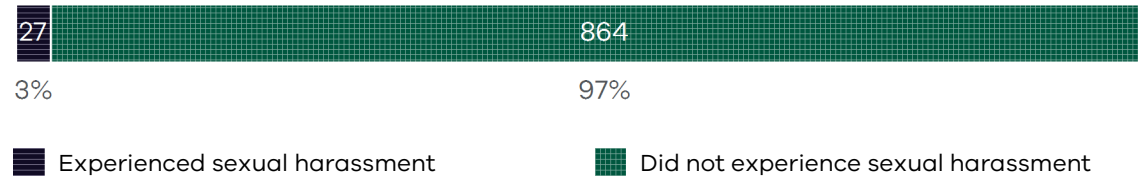
Behaviours reported	You 2021	You 2022	Comparator 2022	Public sector 2022
Intrusive questions about your private life or comments about your physical appearance	58%	59%	51%	48%
Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)	42%	30%	55%	53%
Inappropriate physical contact (including momentary or brief physical contact)	5%	26%	25%	20%
Inappropriate staring or leering that made you feel intimidated	0%	19%	18%	16%
Unwelcome touching, hugging, cornering or kissing	16%	11%	20%	16%
Any other unwelcome conduct of a sexual nature	11%	4%	8%	7%
Repeated or inappropriate invitations to go out on dates	0%	4%	4%	4%
Sexual gestures, indecent exposure or inappropriate display of the body	5%	0%	12%	8%
Repeated or inappropriate advances on email, social networking websites or internet chat rooms by a work colleague	0%	0%	2%	2%
Request or pressure for sex or other sexual acts	0%	0%	2%	2%

People outcomes

Response to sexual harassment

What this is

This is how staff responded when they experienced sexual harassment.

Why this is important

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

How to read this

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

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

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

Example

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

Of those, 56% said their top response was 'Tried to laugh it off or forget about it'.

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

27	864
3%	97%

■ Experienced sexual harassment   ▦ Did not experience sexual harassment
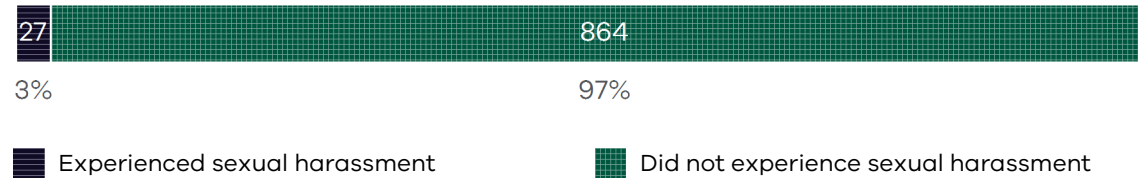
When the harassment happened to you, did you respond in any of the following ways?	You 2021	You 2022	Comparator 2022	Public sector 2022
Tried to laugh it off or forget about it	42%	56%	35%	36%
Pretended it didn't bother you	42%	52%	39%	41%
Told the person the behaviour was not OK	32%	44%	41%	33%
Avoided the person(s) by staying away from them	26%	33%	34%	33%
Told a friend or family member	21%	22%	21%	20%
Told a colleague	32%	15%	31%	27%
Told a manager	26%	15%	23%	20%
Took time off work	5%	11%	4%	5%
Avoided locations where the behaviour might occur	11%	7%	13%	12%
Told someone else	0%	7%	6%	5%

People outcomes

Sexual harassment - reasons for not submitting a formal complaint

What this is

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

Why this is important

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

How to read this

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

Example

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

- 59% said the top reason was 'I didn't think it was serious enough'.

Did you submit a formal complaint?
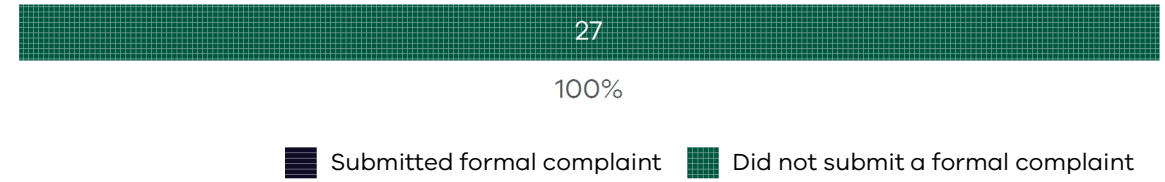
	27

100%

■ Submitted formal complaint ■ Did not submit a formal complaint

What was your reason for not submitting a formal complaint?	You 2021	You 2022	Comparator 2022	Public sector 2022
I didn't think it was serious enough	32%	59%	49%	46%
I didn't think it would make a difference	21%	48%	40%	40%
I believed there would be negative consequences for my reputation	32%	19%	18%	25%
I thought the complaint process would be embarrassing or difficult	5%	19%	9%	10%
I believed there would be negative consequences for the person I was going to complain about	11%	15%	10%	10%
I didn't know how to make a complaint	5%	15%	5%	5%
I didn't need to because I made the harassment stop	16%	11%	12%	11%
I believed there would be negative consequences for my career	16%	7%	12%	17%
I didn't know who to talk to	0%	7%	3%	4%
I didn't need to because I no longer had contact with the person(s) who harassed me	0%	7%	11%	9%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Perpetrators of sexual harassment

What this is

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

Why this is important

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

How to read this

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

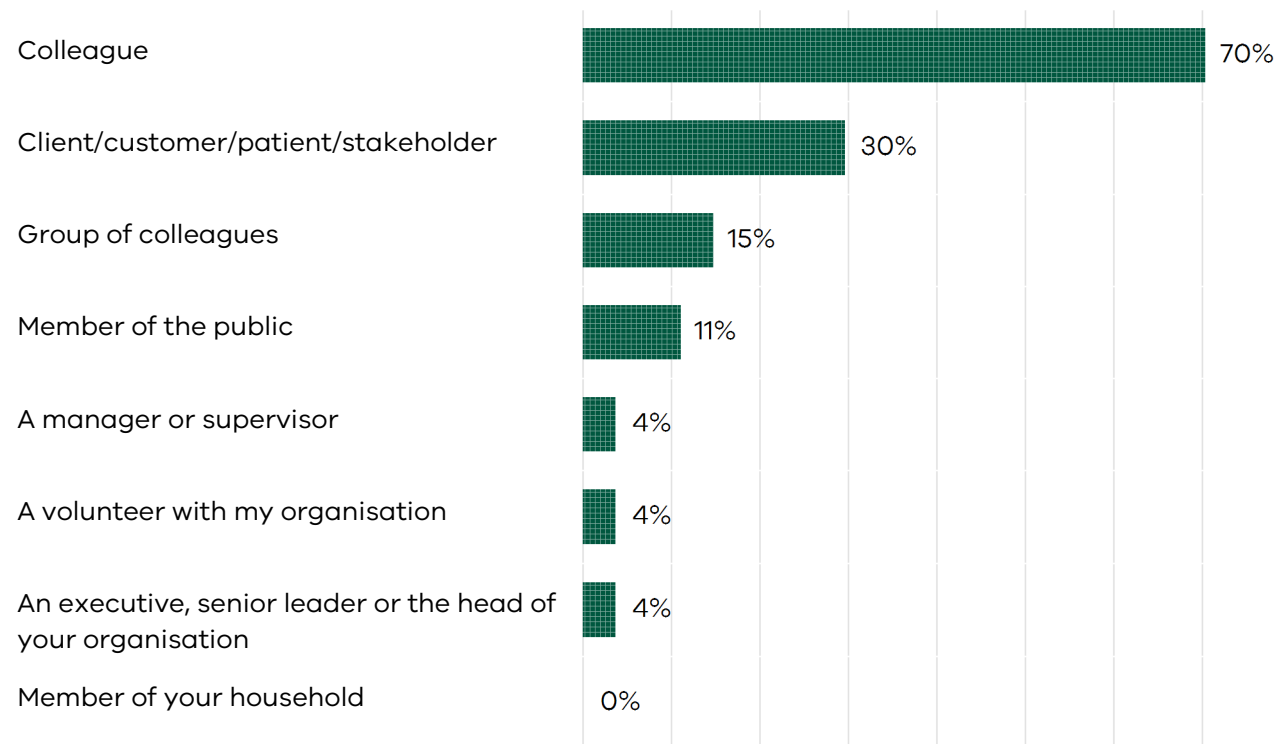If they did, they could tell us with one or more answers who the perpetrator was.

In descending order, the bar chart shows the perpetrators with the largest number of responses.
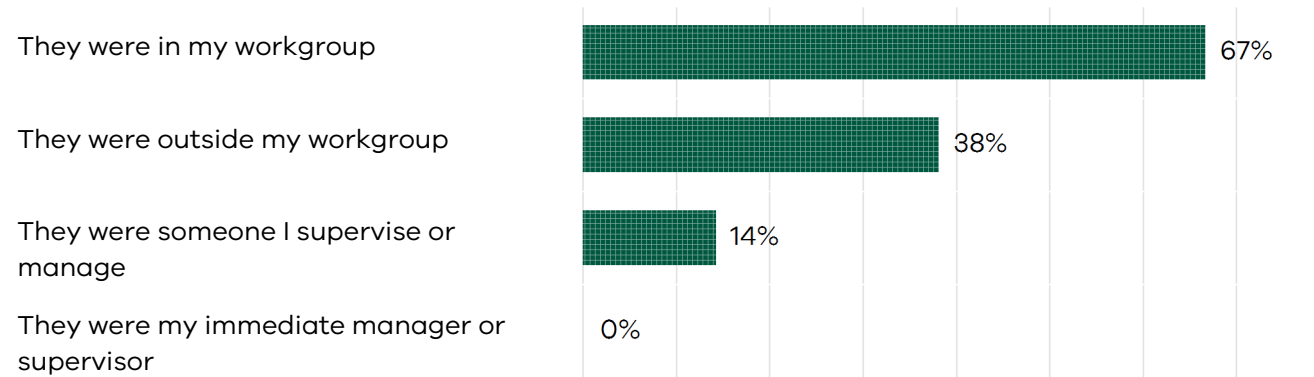
Each row is one perpetrator or group of perpetrators.

Example

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

Of that 3%, 70% said it was by 'Colleague'.

27 people (3% of staff) experienced sexual harassment (You2022)

Perpetrator	Percentage
Colleague	70%
Client/customer/patient/stakeholder	30%
Group of colleagues	15%
Member of the public	11%
A manager or supervisor	4%
A volunteer with my organisation	4%
An executive, senior leader or the head of your organisation	4%
Member of your household	0%

People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

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

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

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

Example

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

Of that 3%, 78% said it was by someone within the organisation.

Of that 78%, 67% said it was 'They were in my workgroup'.

21 people (78% of staff who experienced harassment) experienced harassment from within your organisation (You 2022)

They were in my workgroup	67%
They were outside my workgroup	38%
They were someone I supervise or manage	14%
They were my immediate manager or supervisor	0%

People outcomes

Discrimination

What this is

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

Why this is important

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

How to read this

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

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

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

Example

4% of your staff who did the survey said they experienced discrimination.

Of that 4%, 30% said it was 'Age'.

Have you experienced discrimination at work?

40	774	77
4%	87%	9%

■ Experienced discrimination ▦ Did not experience discrimination ▨ Not sure
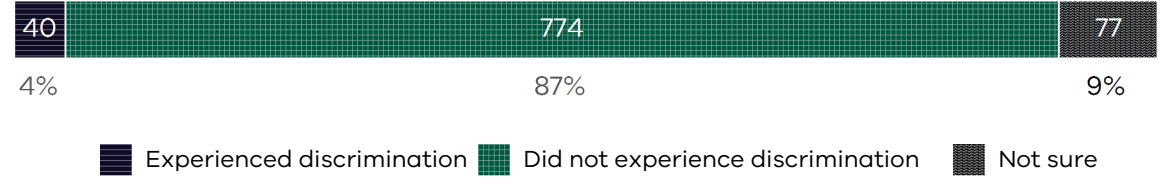
Why were you discriminated against?	You 2021	You 2022	Comparator 2022	Public sector 2022
Age	0%	30%	25%	28%

People outcomes

Type of discrimination

What this is

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

Why this is important

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

How to read this

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

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

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

Example

4% of your staff who did the survey said they experienced discrimination.

Of that 4%, 38% said it was 'Opportunities for promotion'.

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

40	774	77
4%	87%	9%

■ Experienced discrimination ■ Did not experience discrimination ■ Not sure
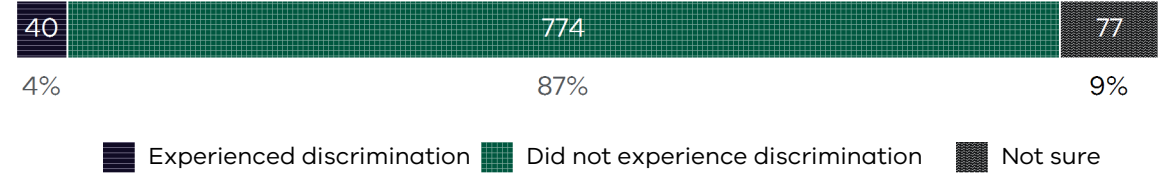
If you experienced discrimination, what type of discrimination did you experience?	You 2021	You 2022	Comparator 2022	Public sector 2022
Opportunities for promotion	39%	38%	33%	36%
Opportunities for training	25%	38%	22%	22%
Other	39%	33%	40%	39%
Denied flexible work arrangements or other adjustments	32%	25%	27%	22%
Access to leave	11%	18%	12%	9%
Employment security - threats of dismissal or termination	11%	13%	12%	14%
Opportunities for transfer/secondment	4%	10%	9%	12%
Pay or conditions offered by employer	7%	10%	11%	11%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Telling someone about the discrimination

What this is

This is who staff told about the discrimination they experienced.

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

4% of your staff who did the survey said they experienced discrimination, of which

- 43% said the top way they reported the discrimination was 'Told a friend or family member'.

- 90% said they didn't submit a formal complaint.

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

40	774	77
4%	87%	9%

■ Experienced discrimination   ■ Did not experience discrimination   ■ Not sure
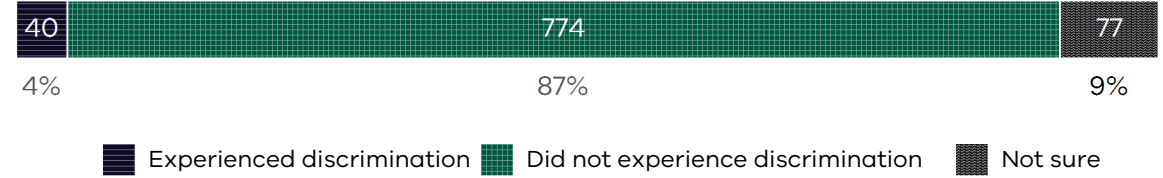
Did you tell anyone about the discrimination?	You 2021	You 2022	Comparator 2022	Public sector 2022
Told a friend or family member	39%	43%	36%	34%
Told a colleague	32%	33%	39%	37%
Told a manager	36%	25%	24%	28%
Told someone else	14%	20%	15%	14%
I did not tell anyone about the discrimination	29%	18%	24%	24%
Told Human Resources	21%	18%	9%	11%
Told employee assistance program (EAP) or peer support	11%	13%	6%	8%
Submitted a formal complaint	14%	10%	7%	8%
Told the person the behaviour was not OK	11%	5%	10%	9%

People outcomes

Discrimination - reasons for not submitting a formal complaint

What this is

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

Why this is important

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

How to read this

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

Example

90% of your staff who experienced discrimination did not submit a formal complaint, of which:

- 64% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal complaint?

4	36
10%	90%

■ Submitted formal complaint   ■ Did not submit a formal complaint
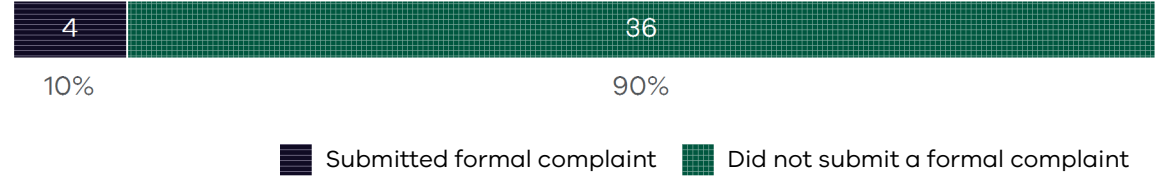
What was your reason for not submitting a formal complaint?	You 2021	You 2022	Comparator 2022	Public sector 2022
I didn't think it would make a difference	50%	64%	60%	59%
I believed there would be negative consequences for my career	50%	44%	46%	49%
I believed there would be negative consequences for my reputation	71%	42%	48%	50%
I didn't feel safe to report the incident	17%	25%	20%	19%
I didn't think it was serious enough	13%	14%	15%	13%
I thought the complaint process would be embarrassing or difficult	13%	14%	12%	12%
I didn't know how to make a complaint	4%	6%	5%	5%
I didn't know who to talk to	4%	6%	8%	7%
Other	4%	6%	8%	8%
I believed there would be negative consequences for the person I was going to complain about	13%	3%	8%	8%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Perpetrators of discrimination

What this is

This is who staff have said are responsible for discrimination.

Why this is important

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

How to read this

In this year's survey, 4% of your staff said they experienced discrimination.

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

In descending order, the bar chart shows the perpetrators with the largest number of responses.
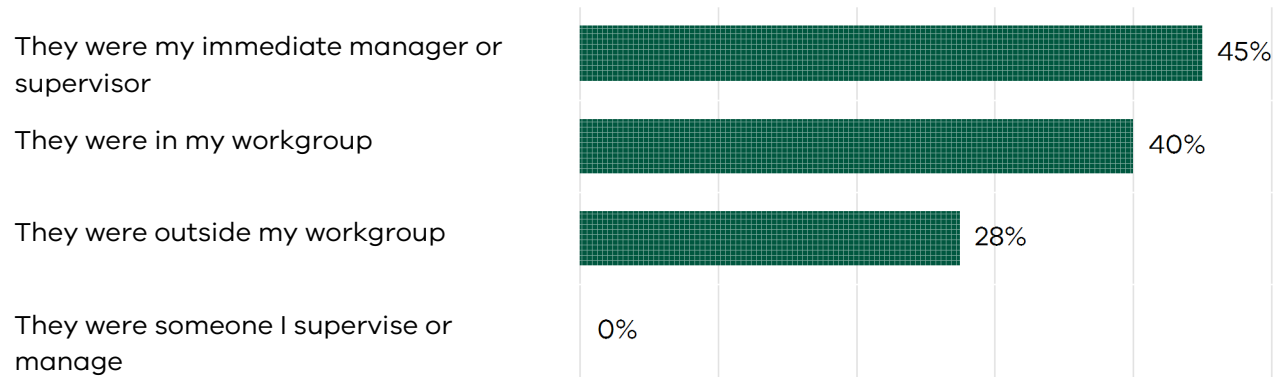
Each row is one perpetrator or group of perpetrators.

Example

4% of your staff who did the survey said they experienced discrimination.

Of that 4%, 53% said it was by 'A manager or supervisor'.

40 people (4% of staff) experienced discrimination (You 2022)
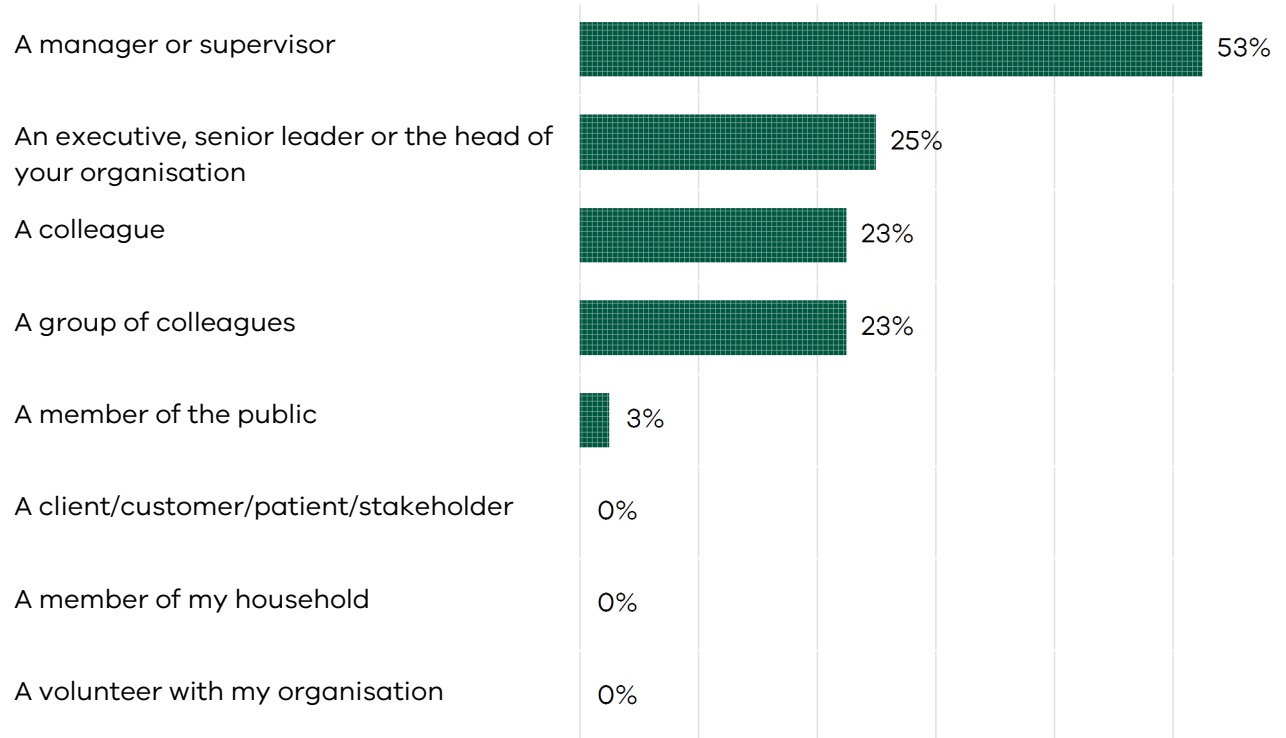
Perpetrator	Percentage
A manager or supervisor	53%
An executive, senior leader or the head of your organisation	25%
A colleague	23%
A group of colleagues	23%
A member of the public	3%
A client/customer/patient/stakeholder	0%
A member of my household	0%
A volunteer with my organisation	0%

People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

In this year's survey, 4% of your staff said they experienced discrimination.

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

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

Example

4% of your staff who did the survey said they experienced discrimination.

Of that 4%, 100% said it was by someone within the organisation.

Of that 100%, 45% said it was 'They were my immediate manager or supervisor'.

40 people (100% of staff who experienced discrimination) experienced discrimination from within your organisation (You2022)

Relationship	Percentage
They were my immediate manager or supervisor	45%
They were in my workgroup	40%
They were outside my workgroup	28%
They were someone I supervise or manage	0%

Negative behaviour

Violence and aggression

What this is

This is when staff are abused, threatened or assaulted in a situation related to their work.

Why this is important

Violence and aggression can have an immediate and long-term negative impact of those involved, including those who witness violence and aggression.

How to read this

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

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

In descending order, the table shows the answers.

Example

22% of your staff who did the survey said they experienced violence or aggression.

Of that 22%, 87% said it was from 'Abusive language'.

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

195	659	37
22%	74%	4%

■ Experienced violence or aggression   ■ Did not experience violence or aggression   ■ Not sure
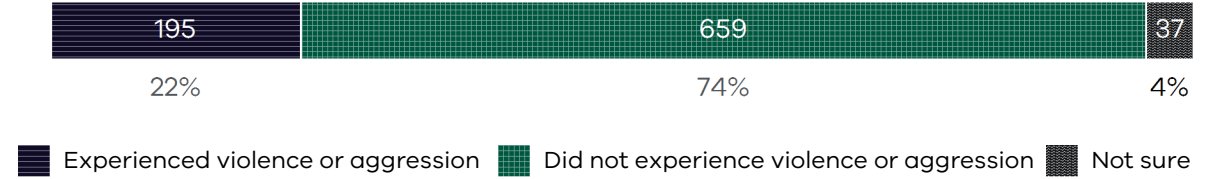
If you experienced violence or aggression, what type did you experience?	You 2021	You 2022	Comparator 2022	Public sector 2022
Abusive language	87%	87%	86%	82%
Intimidating behaviour	73%	74%	70%	68%
Threats of violence	16%	24%	41%	37%
Physical assault (e.g. spitting, hitting, punching, pushing, tripping, grabbing, throwing objects)	4%	7%	32%	28%
Other	3%	4%	3%	4%
Damage to my property or work equipment	1%	1%	10%	8%

Negative behaviour

Telling someone about violence and aggression

What this is

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

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

22% of your staff who did the survey said they experienced violence or aggression, fo which

- 54% said the top way they reported the violence or agression was 'Told a manager'
- 84% said they didn't submit a formal incident report.

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

195	659	37
22%	74%	4%

■ Experienced violence or aggression   ■ Did not experience violence or aggression   ■ Not sure

Did you tell anyone about the incident?	You 2021	You 2022	Comparator 2022	Public sector 2022
Told a manager	58%	54%	56%	56%
Told a colleague	55%	53%	50%	47%
Told the person the behaviour was not OK	30%	32%	39%	34%
Told a friend or family member	25%	25%	22%	20%
Submitted a formal incident report	26%	16%	35%	32%
Told someone else	6%	10%	6%	6%
Told employee assistance program (EAP) or peer support	0%	4%	3%	4%
Told Human Resources	8%	4%	2%	4%
I did not tell anyone about the incident(s)	5%	3%	6%	7%

Negative behaviour

Violence and aggression - reasons for not submitting a formal incident report

What this is

This is why staff who experienced violence or aggression chose not to submit a formal incident report.

Why this is important

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

How to read this

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

Example

84% of your staff who experienced violence or aggression did not submit a formal incident report, of which:

- 41% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal incident report?

31	164
16%	84%
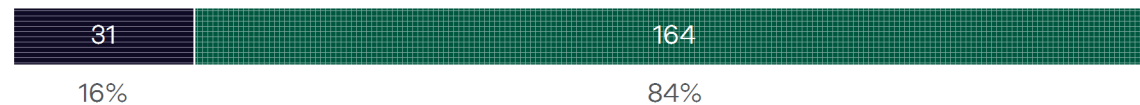
■ Submitted formal incident report ■ Did not submit a formal incident report

What was your reason for not submitting a formal incident report?	You 2021	You 2022	Comparator 2022	Public sector 2022
I didn't think it would make a difference	42%	41%	39%	40%
I didn't think it was serious enough	39%	35%	34%	32%
I didn't need to because I no longer had contact with the person(s) who was aggressive or violent to me	16%	21%	17%	16%
I didn't need to because I made the violence or aggression stop	12%	17%	17%	15%
Other	19%	13%	22%	20%
I believed there would be negative consequences for my reputation	16%	12%	10%	14%
I didn't know how to make a complaint	5%	7%	4%	4%
I believed there would be negative consequences for my career	9%	5%	7%	10%
I didn't feel safe to report the incident	2%	4%	3%	4%
I believed there would be negative consequences for the person I was going to complain about	2%	3%	3%	4%

Negative behaviour

Perpetrators of violence and aggression

What this is

This is who staff have said are responsible for violence and aggression.

Why this is important

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

How to read this

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

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

In descending order, the bar chart shows the perpetrators with the largest number of responses.
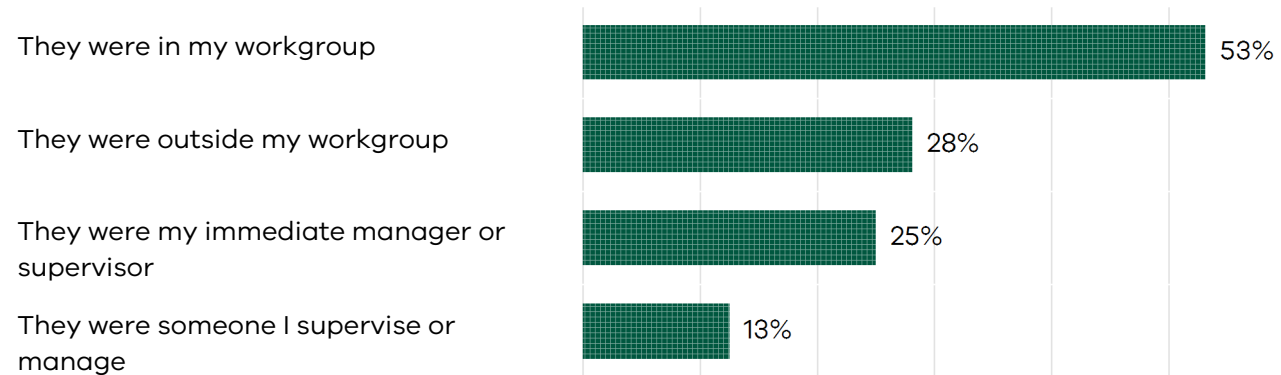
Each row is one perpetrator or a group of perpetrators.

Example

22% of your staff who did the survey said they experienced violence or aggression.

Of that 22%, 76% said it was 'Client/ customer/ patient/ stakeholder'.

195 people (22% of staff) experienced violence or aggression (You2022)
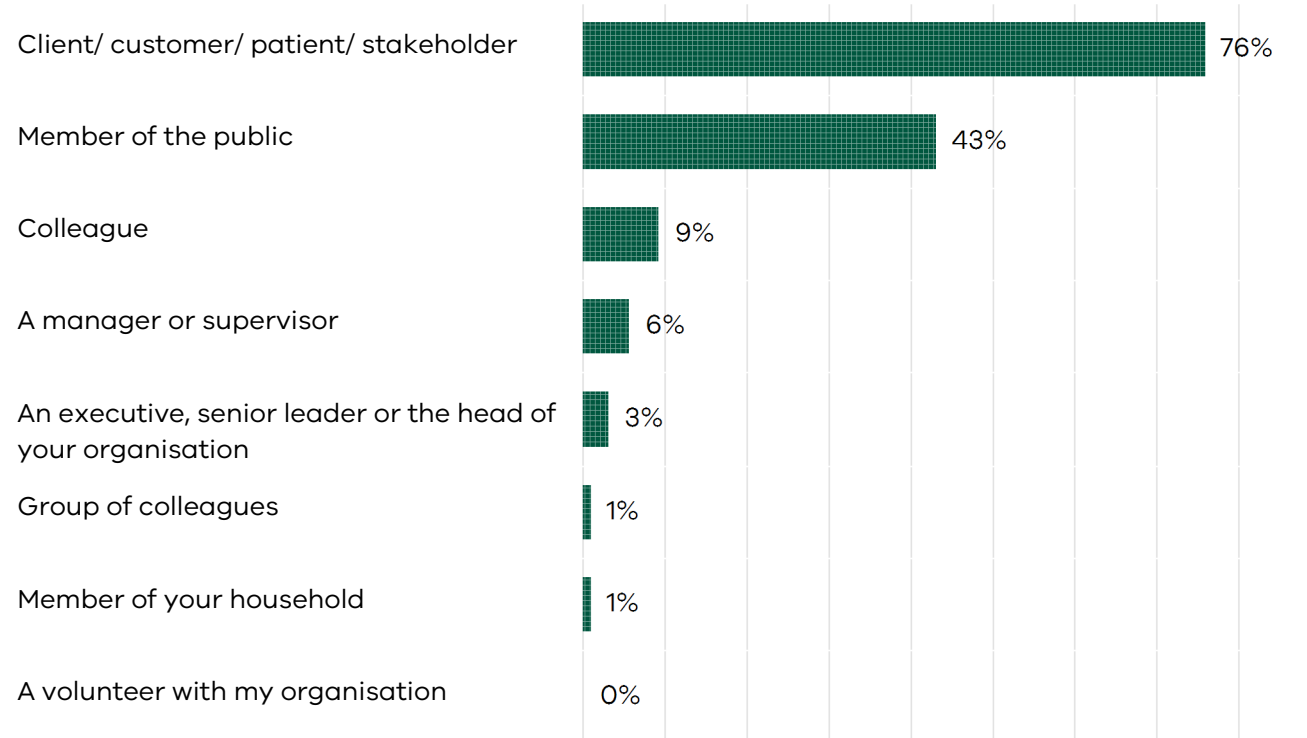
Perpetrator	Percentage
Client/ customer/ patient/ stakeholder	76%
Member of the public	43%
Colleague	9%
A manager or supervisor	6%
An executive, senior leader or the head of your organisation	3%
Group of colleagues	1%
Member of your household	1%
A volunteer with my organisation	0%

People outcomes

Relationship to perpetrator

What this is

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

Why this is important

Understanding where violence or aggression happens means organisations can work out what action to take.

How to read this

In this year's survey, 22% of your staff said they experienced violence or aggression.

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

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

Example

22% of your staff who did the survey said they experienced violence or aggression.

Of that 22%, 16% said it was by someone within the organisation.

Of that 16%, 53% said it was 'They were in my workgroup'.

32 people (16% of staff who experienced violence or aggression) experienced violence or aggression from within your organisation (You2022)

They were in my workgroup	53%
They were outside my workgroup	28%
They were my immediate manager or supervisor	25%
They were someone I supervise or manage	13%

People outcomes

Negative behaviour — satisfaction with making a formal complaint

What this is

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

Why this is important

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

How to read this

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

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

Example

55% of staff who did the survey were satisfied with the way your organisation handled their formal 'Violence or aggression' complaint.

Survey question

Were you satisfied with the way your formal complaint was handled

No | Don't know | Yes

Your results

Violence or aggression

16% | 55%
29%

Bullying

70% | 30%

Benchmark satisfied results

	You		Comparator		
	2021	2022	Lowest	Average	Highest
Violence or aggression	40 %	55 %	27 %	56 %	64 %
Bullying	18 %	30 %	0 %	26 %	64 %

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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 'Job enrichment', the 'You 2022' column shows 96% of your staff agreed with 'I can use my skills and knowledge in my job'.
This question was not asked in 2021.

Question group	Highest scoring questions	You 2022	Change from 2021	Comparator 2022
Job enrichment	I can use my skills and knowledge in my job	96%	Not asked in 2021	93%
Meaningful work	I can make a worthwhile contribution at work	93%	Not asked in 2021	93%
Job enrichment	I clearly understand what I am expected to do in this job	93%	+9%	90%
Meaningful work	I achieve something important through my work	93%	+9%	92%
Job enrichment	I understand how my job helps my organisation achieve it's goals	92%	Not asked in 2021	92%
Meaningful work	I get a sense of accomplishment from my work	88%	+9%	85%
Collaboration	I am able to work effectively with others outside my immediate workgroup	86%	–6%	85%
Organisational integrity	My organisation is committed to earning a high level of public trust	86%	+0%	79%
Safe to speak up	I feel culturally safe at work	86%	+11%	84%
Organisational integrity	My organisation encourages employees to act in ways that are consistent with human rights	86%	+4%	84%

Key differences

Lowest scoring questions

What this is

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

How to read this

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

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

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

Example

On the first row 'Taking action', the 'You 2022' column shows 28% 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	28%	Not asked in 2021	27%
Taking action	I believe my organisation will make improvements based on the results of this survey	48%	Not asked in 2021	47%
Safety climate	All levels of my organisation are involved in the prevention of stress	48%	+4%	43%
Organisational integrity	I believe the promotion processes in my organisation are fair	49%	Not asked in 2021	47%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	50%	-3%	50%
Workload	I have enough time to do my job effectively	50%	-4%	51%
Learning and development	I am satisfied with the opportunities to progress in my organisation	53%	Not asked in 2021	53%
Organisational integrity	I have an equal chance at promotion in my organisation	53%	Not asked in 2021	51%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	53%	-6%	50%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	53%	0%	49%

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 'Safe to speak up', the 'You 2022' column shows 86% of your staff agreed with 'I feel culturally safe at work'. In the 'Increase from 2021' column, you have a 11% increase, which is a positive trend.

Question group	Most improved from last year	You 2022	Increase from 2021	Comparator 2022
Safe to speak up	I feel culturally safe at work	86%	+11%	84%
Collaboration	Workgroups across my organisation willingly share information with each other	68%	+10%	65%
Meaningful work	I achieve something important through my work	93%	+9%	92%
Meaningful work	I get a sense of accomplishment from my work	88%	+9%	85%
Job enrichment	I clearly understand what I am expected to do in this job	93%	+9%	90%
Learning and development	I am developing and learning in my role	78%	+9%	76%
Satisfaction	Considering everything, how satisfied are you with your current job	74%	+6%	70%
Patient safety climate	Management is driving us to be a safety-centred organisation	72%	+6%	72%
Workgroup support	People in my workgroup are politically impartial in their work	74%	+6%	72%
Organisational integrity	My organisation does not tolerate improper conduct	73%	+6%	70%

Key differences

Most declined

What this is

This is where staff feel their organisation has most declined.

How to read this

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

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

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

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

Example

On the first row 'Engagement', the 'You 2022' column shows 68% of your staff agreed with 'I feel a strong personal attachment to my organisation'.
In the 'Decrease from 2021' column, you have a 7% decrease, which is a negative trend.

Question subgroup	Largest decline from last year	You 2022	Decrease from 2021	Comparator 2022
Engagement	I feel a strong personal attachment to my organisation	68%	-7%	63%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	53%	-6%	50%
Collaboration	I am able to work effectively with others outside my immediate workgroup	86%	-6%	85%
Engagement	I would recommend my organisation as a good place to work	70%	-5%	69%
Flexible working	I am confident that if I requested a flexible work arrangement, it would be given due consideration	56%	-4%	61%
Workload	I have enough time to do my job effectively	50%	-4%	51%
Innovation	My workgroup is quick to respond to opportunities to do things better	66%	-4%	67%
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	77%	-3%	73%
Senior leadership	Senior leaders model my organisation's values	64%	-3%	65%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	50%	-3%	50%

Victorian Public Sector Commission

VICTORIA State Government

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 'Organisational integrity', the 'You 2022' column shows 86% 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 7 percentage points higher in your organisation than in your comparator.

Question group	Biggest positive difference from comparator	You 2022	Difference	Comparator 2022
Organisational integrity	My organisation is committed to earning a high level of public trust	86%	+7%	79%
Safety climate	My organisation provides a physically safe work environment	84%	+6%	78%
Engagement	I am proud to tell others I work for my organisation	83%	+6%	77%
Safety climate	All levels of my organisation are involved in the prevention of stress	48%	+5%	43%
Engagement	I feel a strong personal attachment to my organisation	68%	+5%	63%
Patient safety climate	This health service does a good job of training new and existing staff	62%	+5%	58%
Patient safety climate	I would recommend a friend or relative to be treated as a patient here	79%	+4%	75%
Quality service delivery	My workgroup uses its resources well	72%	+4%	67%
Quality service delivery	My workgroup has clear lines of responsibility	79%	+4%	74%
Satisfaction	Considering everything, how satisfied are you with your current job	74%	+4%	70%

Victorian Public Sector Commission

VICTORIA State Government

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 'Flexible working', the 'You 2022' column shows 56% of your staff agreed with 'I am confident that if I requested a flexible work arrangement, it would be given due consideration'.

The 'difference' column, shows that agreement for this question was 4 percentage points lower in your organisation than in your comparator.

Question subgroup	Biggest negative difference from comparator	You 2022	Difference	Comparator 2022
Flexible working	I am confident that if I requested a flexible work arrangement, it would be given due consideration	56%	-4%	61%
Flexible working	My manager supports working flexibly	68%	-4%	73%
Innovation	My workgroup encourages employee creativity	58%	-3%	61%
Patient safety climate	My suggestions about patient safety would be acted upon if I expressed them to my manager	69%	-3%	72%
Job enrichment	I have a say in how I do my work	71%	-2%	73%
Manager support	My manager gives me feedback that helps me improve my performance	65%	-2%	67%
Safe to speak up	I feel safe to challenge inappropriate behaviour at work	65%	-1%	66%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	54%	-1%	55%
Organisational integrity	My organisation takes steps to eliminate bullying, harassment and discrimination	65%	-1%	65%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	50%	-1%	50%

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wellbeing check 2022

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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

48% of your staff who did the survey agreed or strongly agreed with 'I believe my organisation will make improvements based on the results of this survey'.
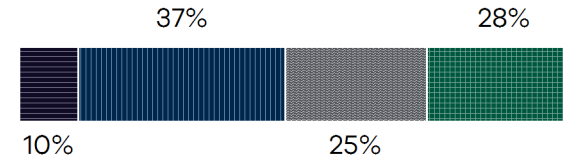
| Survey question | Your results | Benchmark agree results |

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree
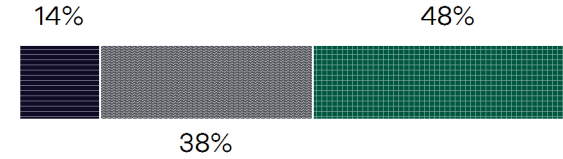
	You		Comparator		
Survey question	2021	2022	Lowest	Average	Highest
I believe my organisation will make improvements based on the results of this survey	Not asked	48 %	37 %	47 %	61 %
My organisation has made improvements based on the survey results from last year	Not asked	28 %	20 %	27 %	42 %

I believe my organisation will make improvements based on the results of this survey
- 14%
- 48%
- 38%

My organisation has made improvements based on the survey results from last year
- 37%
- 28%
- 10%
- 25%

Victorian Public Sector Commission

VICTORIA State Government

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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

64% of your staff who did the survey agreed or strongly agreed with 'Senior leaders model my organisation's values'.

Survey question	Your results					

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

Benchmark agree results
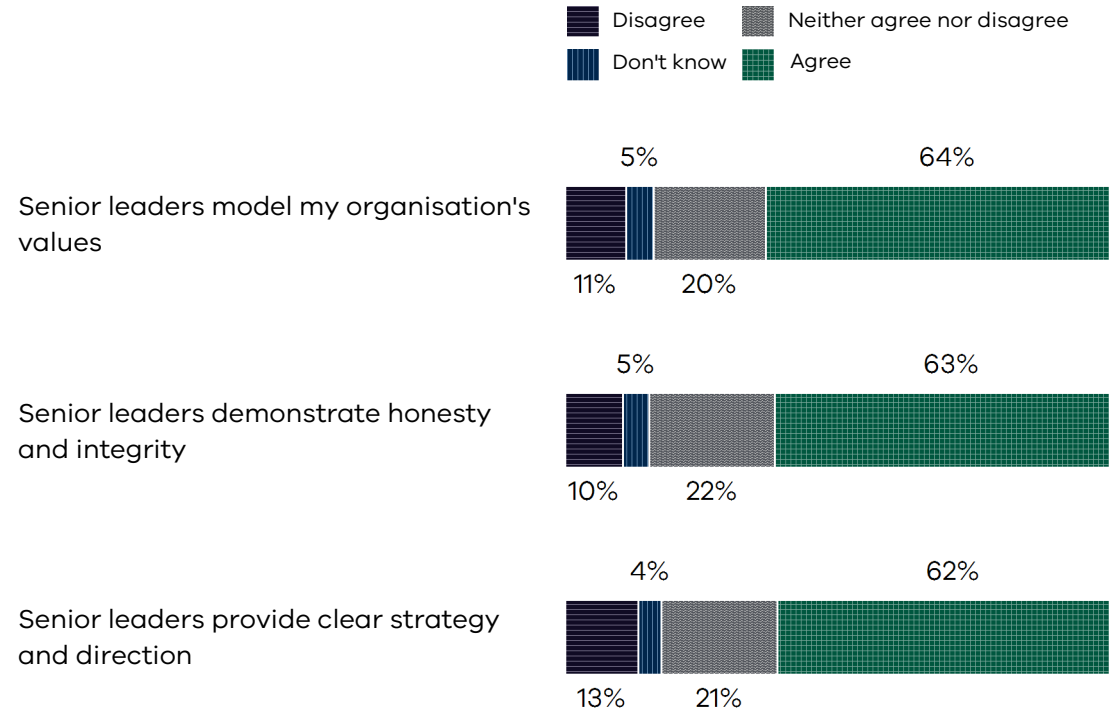
Survey question		You		Comparator		
		2021	2022	Lowest	Average	Highest
Senior leaders model my organisation's values	5% 64% / 11% 20%	68 %	64 %	54 %	65 %	86 %
Senior leaders demonstrate honesty and integrity	5% 63% / 10% 22%	63 %	63 %	51 %	63 %	81 %
Senior leaders provide clear strategy and direction	4% 62% / 13% 21%	63 %	62 %	52 %	62 %	80 %

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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:

- 77% of your staff who did the survey responded positively to questions about Collaboration which is up from 75% in 2021.

Compared to:

- 75% 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

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

Collaboration: 75%, 77%, 75%, 73%
Patient safety climate: 67%, 70%, 69%, 67%
Organisational integrity*: 70%, 68%, 67%
Safety climate: 57%, 57%, 54%, 56%

Victorian Public Sector Commission

VICTORIA State Government

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.
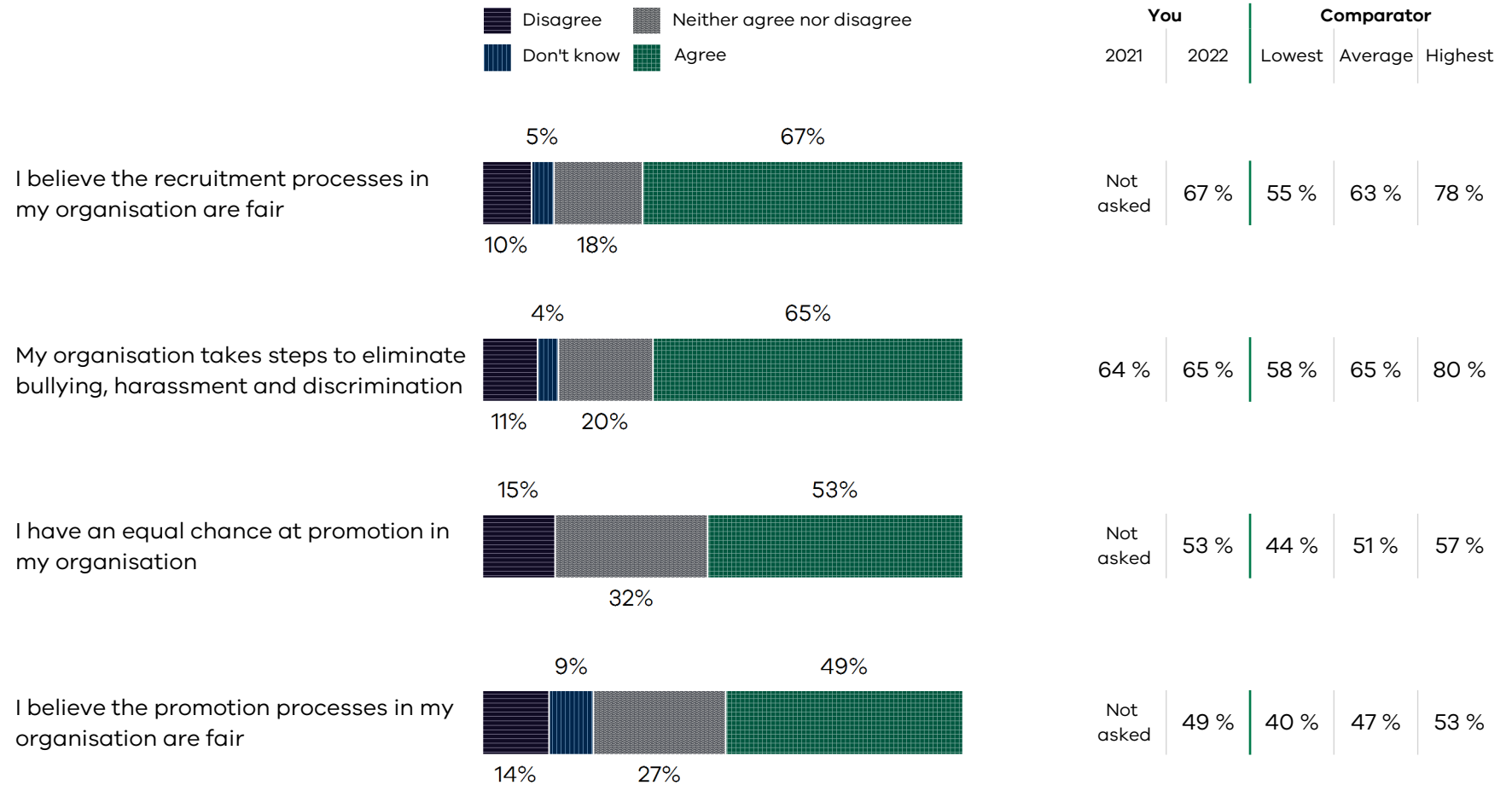
Example

86% of your staff who did the survey agreed or strongly agreed with 'My organisation is committed to earning a high level of public trust'.

Survey question | Your results | Benchmark agree results

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

Survey question		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My organisation is committed to earning a high level of public trust	2% / 86% / 2% 10%	86 %	86 %	65 %	79 %	94 %
My organisation encourages employees to act in ways that are consistent with human rights	1% / 86% / 3% 10%	82 %	86 %	74 %	84 %	93 %
My organisation encourages respectful workplace behaviours	1% / 83% / 6% 11%	84 %	83 %	72 %	81 %	91 %
My organisation does not tolerate improper conduct	3% / 73% / 9% 15%	67 %	73 %	56 %	70 %	88 %

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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.
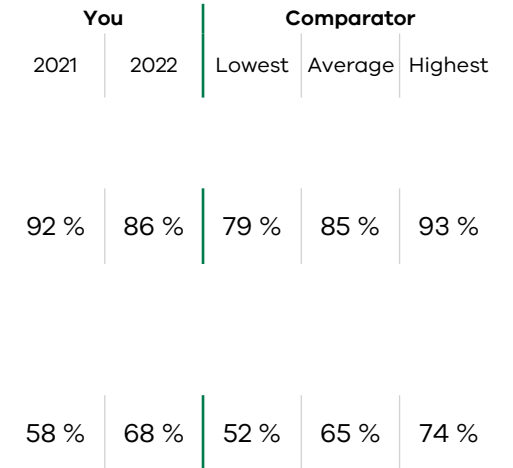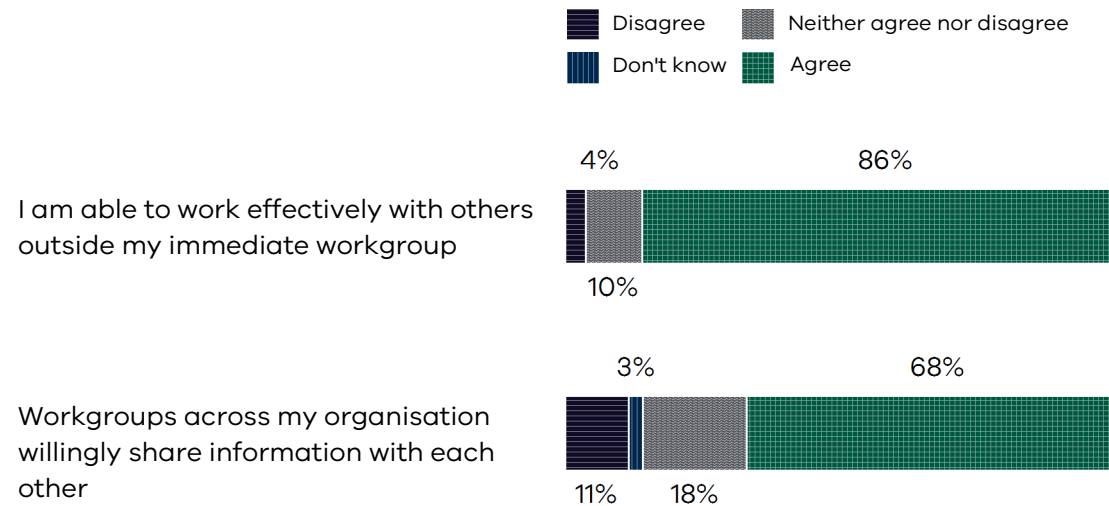
Example

67% 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		You		Comparator		
			2021	2022	Lowest	Average	Highest

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

Survey question	Disagree	Neither	Agree	2021	2022	Lowest	Average	Highest
I believe the recruitment processes in my organisation are fair	10% / 5%	18%	67%	Not asked	67 %	55 %	63 %	78 %
My organisation takes steps to eliminate bullying, harassment and discrimination	11% / 4%	20%	65%	64 %	65 %	58 %	65 %	80 %
I have an equal chance at promotion in my organisation	15%	32%	53%	Not asked	53 %	44 %	51 %	57 %
I believe the promotion processes in my organisation are fair	14% / 9%	27%	49%	Not asked	49 %	40 %	47 %	53 %

Victorian Public Sector Commission

VICTORIA State Government

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

86% 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
- Don't know
- Neither agree nor disagree
- Agree

Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I am able to work effectively with others outside my immediate workgroup	4% / 10% / 86%	92 %	86 %	79 %	85 %	93 %
Workgroups across my organisation willingly share information with each other	11% / 3% / 18% / 68%	58 %	68 %	52 %	65 %	74 %

Organisational climate

Safety climate 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

84% of your staff who did the survey agreed or strongly agreed with 'My organisation provides a physically safe work environment'.

Survey question	Your results	Benchmark agree results

Legend: ■ Disagree ■ Neither agree nor disagree ■ Don't know ■ Agree
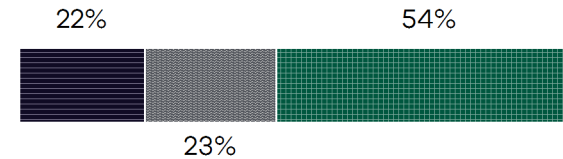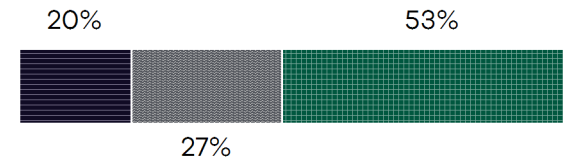
	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My organisation provides a physically safe work environment — 5% / 10% / 84%	82 %	84 %	62 %	78 %	93 %
Senior leaders consider the psychological health of employees to be as important as productivity — 22% / 23% / 54%	52 %	54 %	48 %	55 %	73 %
In my workplace, there is good communication about psychological safety issues that affect me — 20% / 27% / 53%	53 %	53 %	42 %	49 %	63 %
My organisation has effective procedures in place to support employees who may experience stress — 20% / 8% / 19% / 53%	59 %	53 %	40 %	50 %	69 %

Organisational climate

Safety climate 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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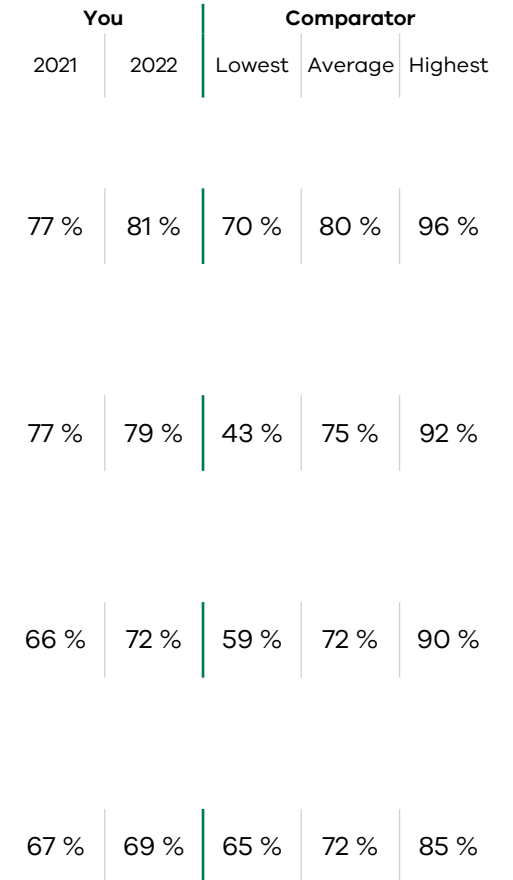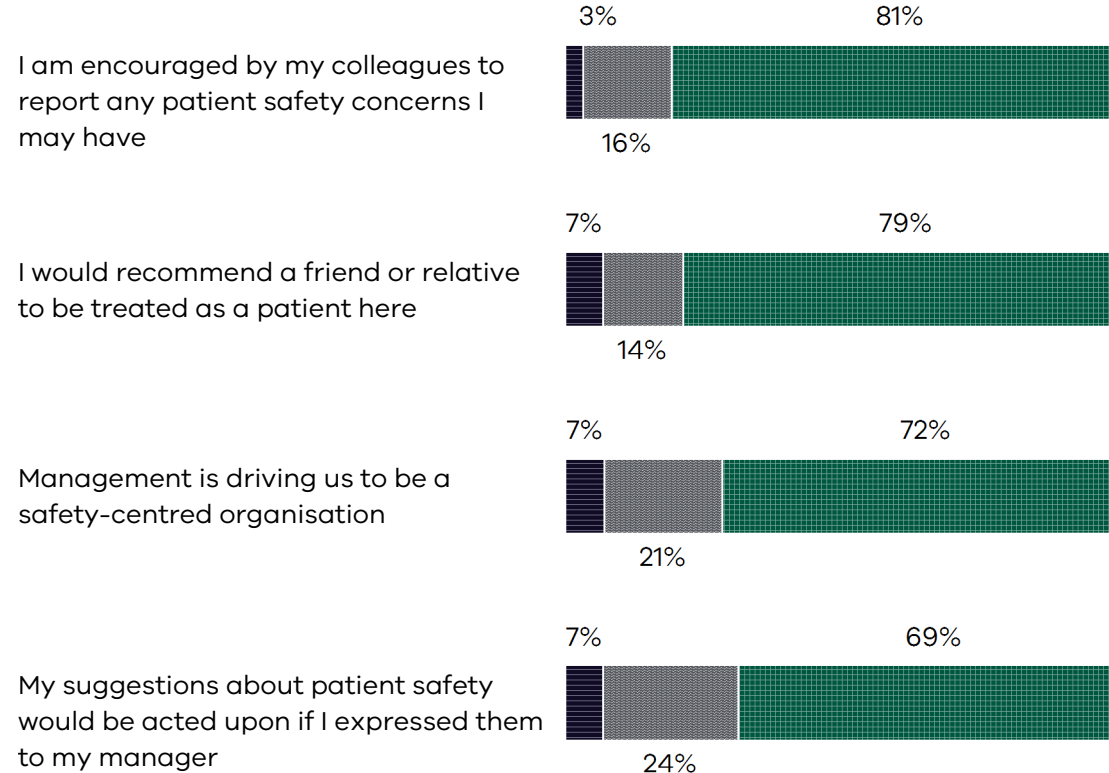
Example

50% of your staff who did the survey agreed or strongly agreed with 'Senior leaders show support for stress prevention through involvement and commitment'.

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

Survey question		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
Senior leaders show support for stress prevention through involvement and commitment	23% / 27% / 50%	53 %	50 %	42 %	50 %	64 %
All levels of my organisation are involved in the prevention of stress	25% / 27% / 48%	44 %	48 %	36 %	43 %	64 %

Victorian Public Sector Commission

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Organisational climate

Patient safety climate 1 of 2

What this is

This is the safety culture in a healthcare workplace.

Why this is important

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

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

How to read this

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

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

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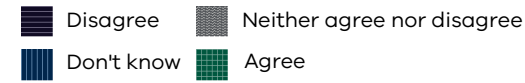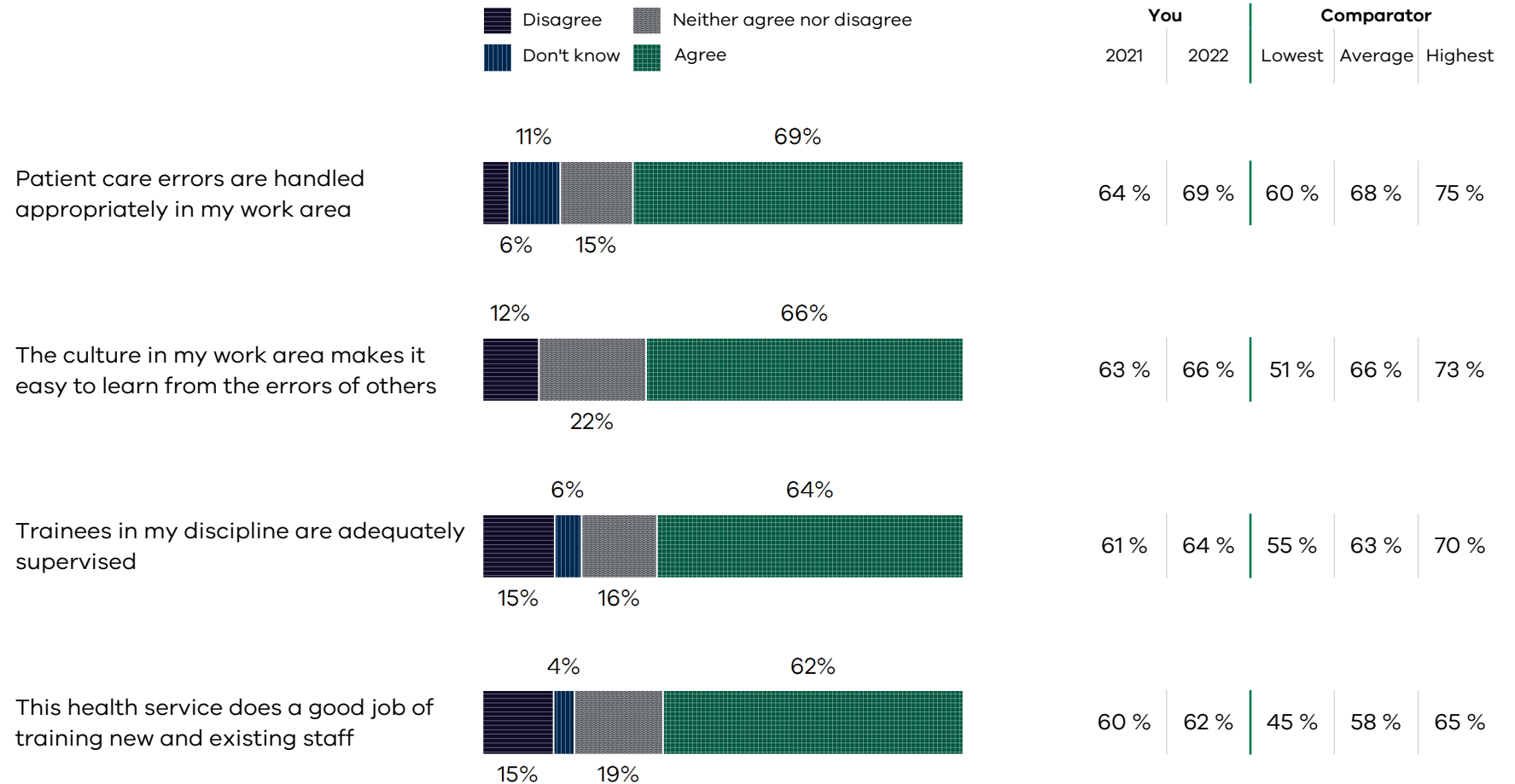
Example

81% of your staff who did the survey agreed or strongly agreed with 'I am encouraged by my colleagues to report any patient safety concerns I may have'.

Survey question	Your results					

Your results

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

Benchmark agree results

Survey question	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I am encouraged by my colleagues to report any patient safety concerns I may have	77 %	81 %	70 %	80 %	96 %
I would recommend a friend or relative to be treated as a patient here	77 %	79 %	43 %	75 %	92 %
Management is driving us to be a safety-centred organisation	66 %	72 %	59 %	72 %	90 %
My suggestions about patient safety would be acted upon if I expressed them to my manager	67 %	69 %	65 %	72 %	85 %

Your results bar values:
- I am encouraged by my colleagues to report any patient safety concerns I may have: 3%, 16%, 81%
- I would recommend a friend or relative to be treated as a patient here: 7%, 14%, 79%
- Management is driving us to be a safety-centred organisation: 7%, 21%, 72%
- My suggestions about patient safety would be acted upon if I expressed them to my manager: 7%, 24%, 69%

Victorian Public Sector Commission

VICTORIA State Government

Organisational climate

Patient safety climate 2 of 2

What this is

This is the safety culture in a healthcare workplace.

Why this is important

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

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

How to read this

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

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

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

Example

69% of your staff who did the survey agreed or strongly agreed with 'Patient care errors are handled appropriately in my work area'.

Survey question

Your results

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

Benchmark agree results

Survey question		You		Comparator		
		2021	2022	Lowest	Average	Highest
Patient care errors are handled appropriately in my work area	11% / 6% / 15% / 69%	64 %	69 %	60 %	68 %	75 %
The culture in my work area makes it easy to learn from the errors of others	12% / 22% / 66%	63 %	66 %	51 %	66 %	73 %
Trainees in my discipline are adequately supervised	15% / 6% / 16% / 64%	61 %	64 %	55 %	63 %	70 %
This health service does a good job of training new and existing staff	15% / 4% / 19% / 62%	60 %	62 %	45 %	58 %	65 %

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People matter survey wellbeing check 2022

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Custom questions

- Questions requested by your organisation

Demographics

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

Workgroup climate

Scorecard

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2022:

- 76% of your staff who did the survey responded positively to questions about Workgroup support which is up from 73% in 2021.

Compared to:

- 73% of staff at your comparator and 77% of staff across the public sector.
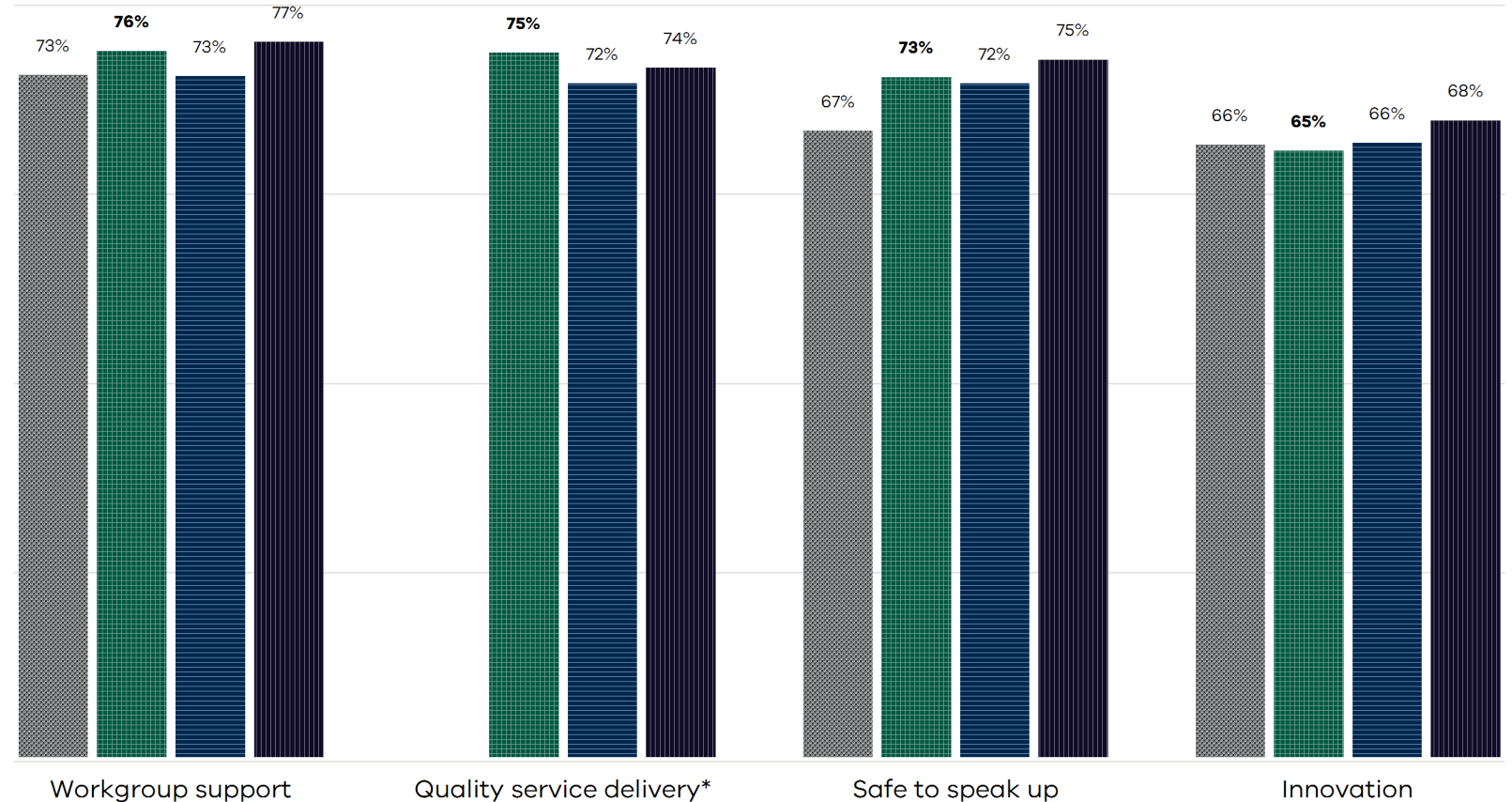
Workgroup support: You 2021 73%, You 2022 76%, Comparator 2022 73%, Public sector 2022 77%
Quality service delivery*: You 2022 75%, Comparator 2022 72%, Public sector 2022 74%
Safe to speak up: You 2021 67%, You 2022 73%, Comparator 2022 72%, Public sector 2022 75%
Innovation: You 2021 66%, You 2022 65%, Comparator 2022 66%, Public sector 2022 68%

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

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

Victorian Public Sector Commission

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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

81% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.
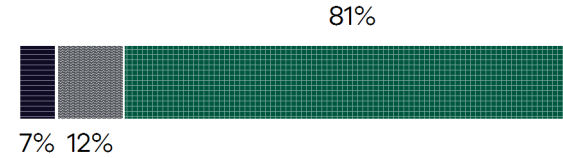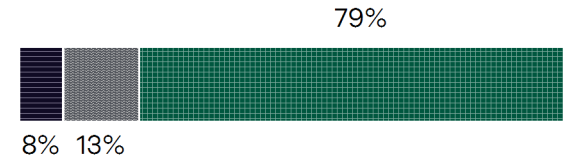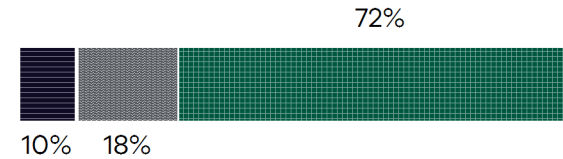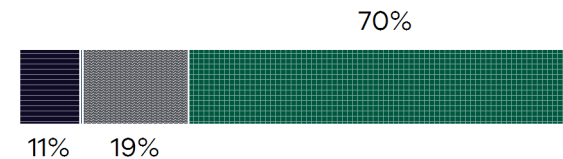
Survey question	Your results		Benchmark agree results				
			You		**Comparator**		
	Disagree / Neither agree nor disagree / Don't know / Agree		2021	2022	Lowest	Average	Highest
My workgroup provides high quality advice and services	7% 12% **81%**		Not asked	81 %	71 %	79 %	91 %
My workgroup has clear lines of responsibility	8% 13% **79%**		80 %	79 %	64 %	74 %	79 %
My workgroup uses its resources well	10% 18% **72%**		Not asked	72 %	56 %	67 %	79 %
My workgroup acts fairly and without bias	11% 19% **70%**		Not asked	70 %	60 %	68 %	84 %

Victorian Public Sector Commission

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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
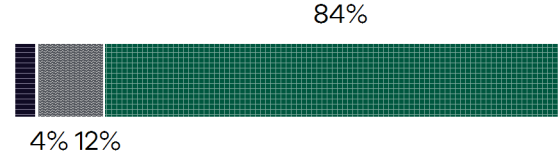
71% of your staff who did the survey agreed or strongly agreed with 'My workgroup learns from failures and mistakes'.

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree
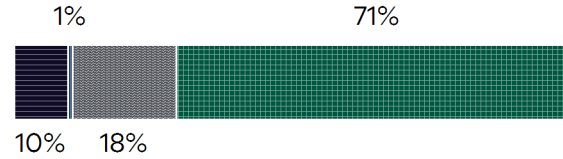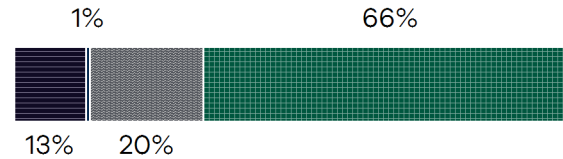
Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup learns from failures and mistakes	10% / 1% / 18% / 71%	68 %	71 %	57 %	70 %	76 %
My workgroup is quick to respond to opportunities to do things better	13% / 1% / 20% / 66%	70 %	66 %	61 %	67 %	79 %
My workgroup encourages employee creativity	16% / 1% / 26% / 58%	58 %	58 %	55 %	61 %	76 %

Workgroup climate

Workgroup support 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

84% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup work together effectively to get the job done'.
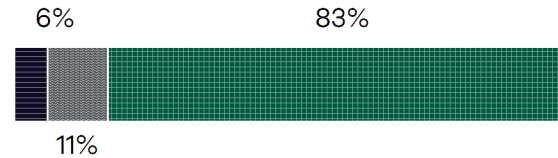
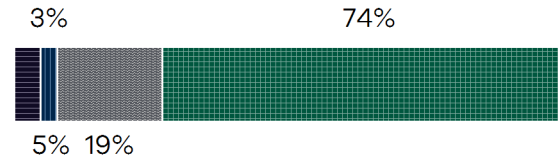| Legend |
|---|
| Disagree |
| Don't know |
| Neither agree nor disagree |
| Agree |

Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup work together effectively to get the job done	4% 12% 84%	82 %	84 %	67 %	80 %	86 %
People in my workgroup treat each other with respect	6% 11% 83%	81 %	83 %	69 %	80 %	88 %
People in my workgroup are politically impartial in their work	3% 5% 19% 74%	68 %	74 %	70 %	72 %	84 %
People in my workgroup are honest, open and transparent in their dealings	1% 9% 18% 73%	69 %	73 %	60 %	70 %	83 %

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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.

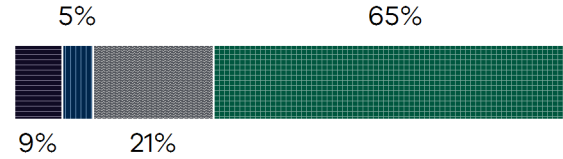Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

65% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.
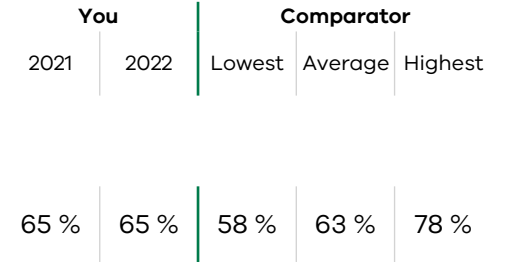
Survey question

Your results

Benchmark agree results

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

People in my workgroup appropriately manage conflicts of interest

9% | 5% | 21% | 65%

	You		Comparator		
	2021	2022	Lowest	Average	Highest
	65 %	65 %	58 %	63 %	78 %

Victorian Public Sector Commission

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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

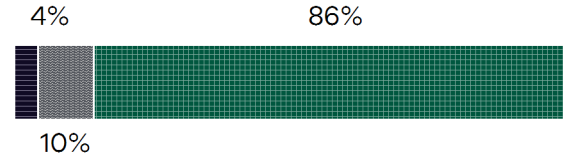86% of your staff who did the survey agreed or strongly agreed with 'I feel culturally safe at work'.
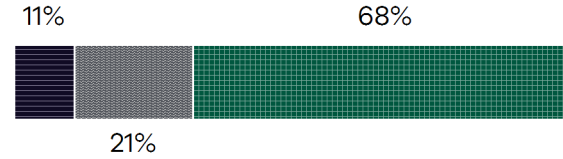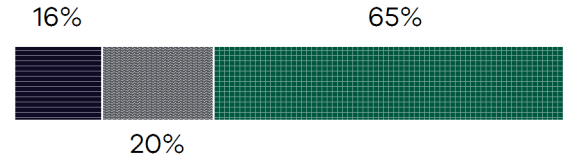
Survey question	Your results					

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

Survey question	Benchmark agree results				
	You		**Comparator**		
	2021	2022	Lowest	Average	Highest
I feel culturally safe at work — 4% / 10% / 86%	75 %	86 %	75 %	84 %	95 %
People in my workgroup are able to bring up problems and tough issues — 11% / 21% / 68%	68 %	68 %	61 %	67 %	74 %
I feel safe to challenge inappropriate behaviour at work — 16% / 20% / 65%	59 %	65 %	57 %	66 %	76 %

People matter survey wellbeing check 2022

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- Scorecard: negative behaviour
- Bullying
- Sexual harassment
- Discrimination
- Violence and aggression
- Satisfaction with complaint processes

Key differences

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

Taking action

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Public sector values

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- Accountability
- Respect
- Leadership
- Human rights

Custom questions

- Questions requested by your organisation

Demographics

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

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.

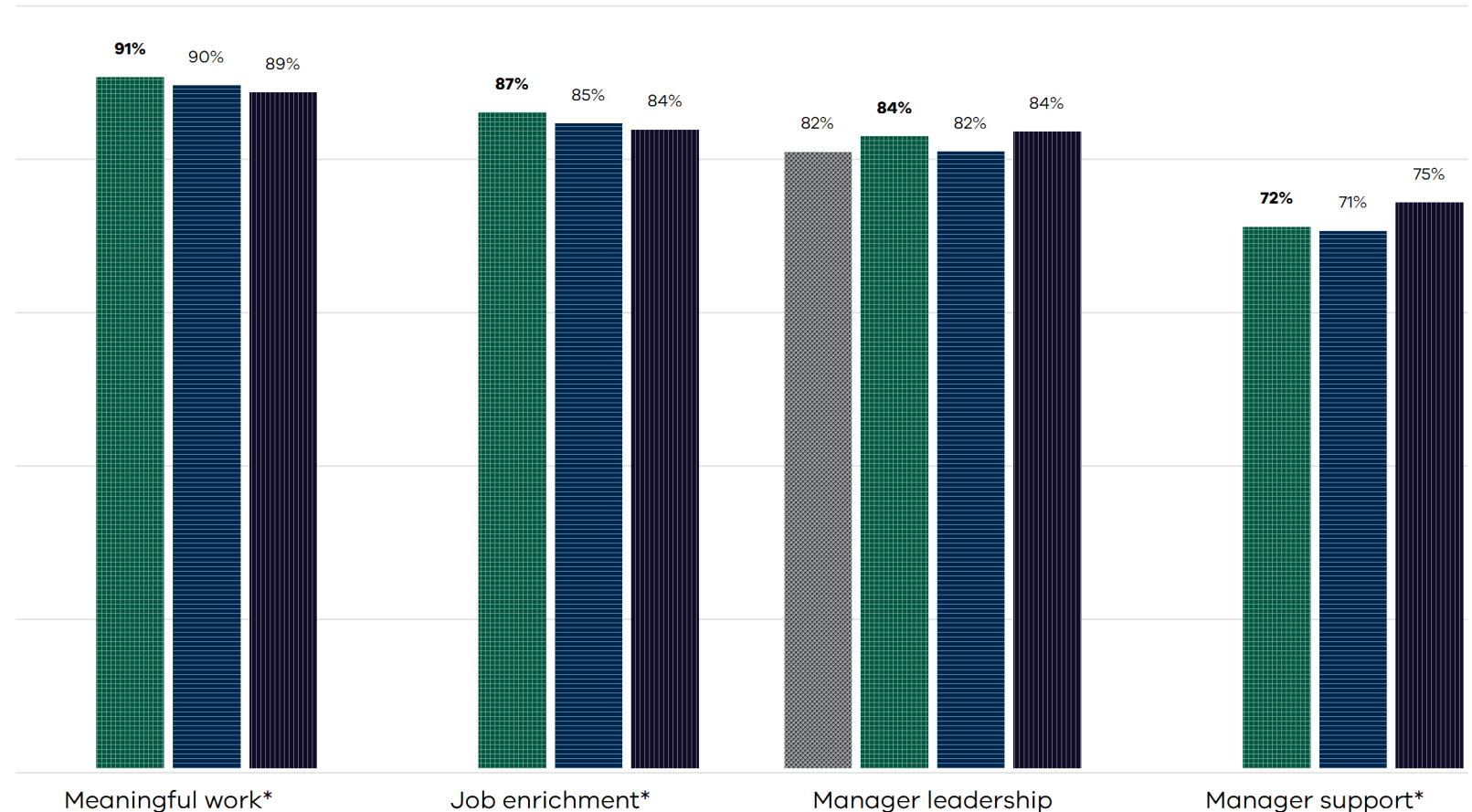Each result is the overall percentage of positive responses for your organisation, comparator and public sector.

Example

In 2022:

- 91% of your staff who did the survey responded positively to questions about Meaningful work.

Compared to:

- 90% of staff at your comparator and 89% of staff across the public sector.

	Meaningful work*	Job enrichment*	Manager leadership	Manager support*
You 2021			82%	
You 2022	91%	87%	84%	72%
Comparator 2022	90%	85%	82%	71%
Public sector 2022	89%	84%	84%	75%

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

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

Job and manager factors

What this is

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

Why this is important

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

How to read this

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

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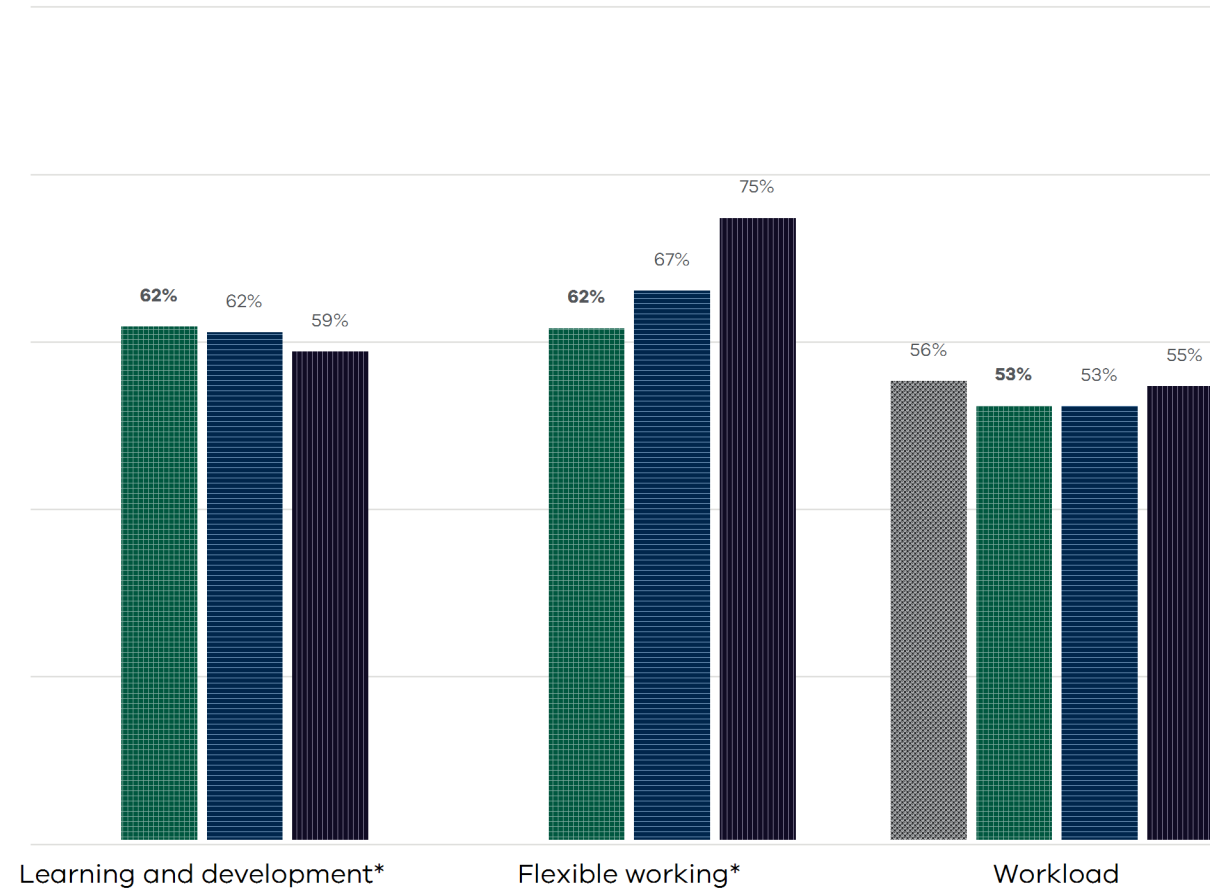
Example

In 2022:

- 62% of your staff who did the survey responded positively to questions about Learning and development.

Compared to:

- 62% of staff at your comparator and 59% of staff across the public sector.

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

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

Chart values:
- Learning and development*: You 2022 62%, Comparator 2022 62%, Public sector 2022 59%
- Flexible working*: You 2022 62%, Comparator 2022 67%, Public sector 2022 75%
- Workload: You 2021 56%, You 2022 53%, Comparator 2022 53%, Public sector 2022 55%

Victorian Public Sector Commission

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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.

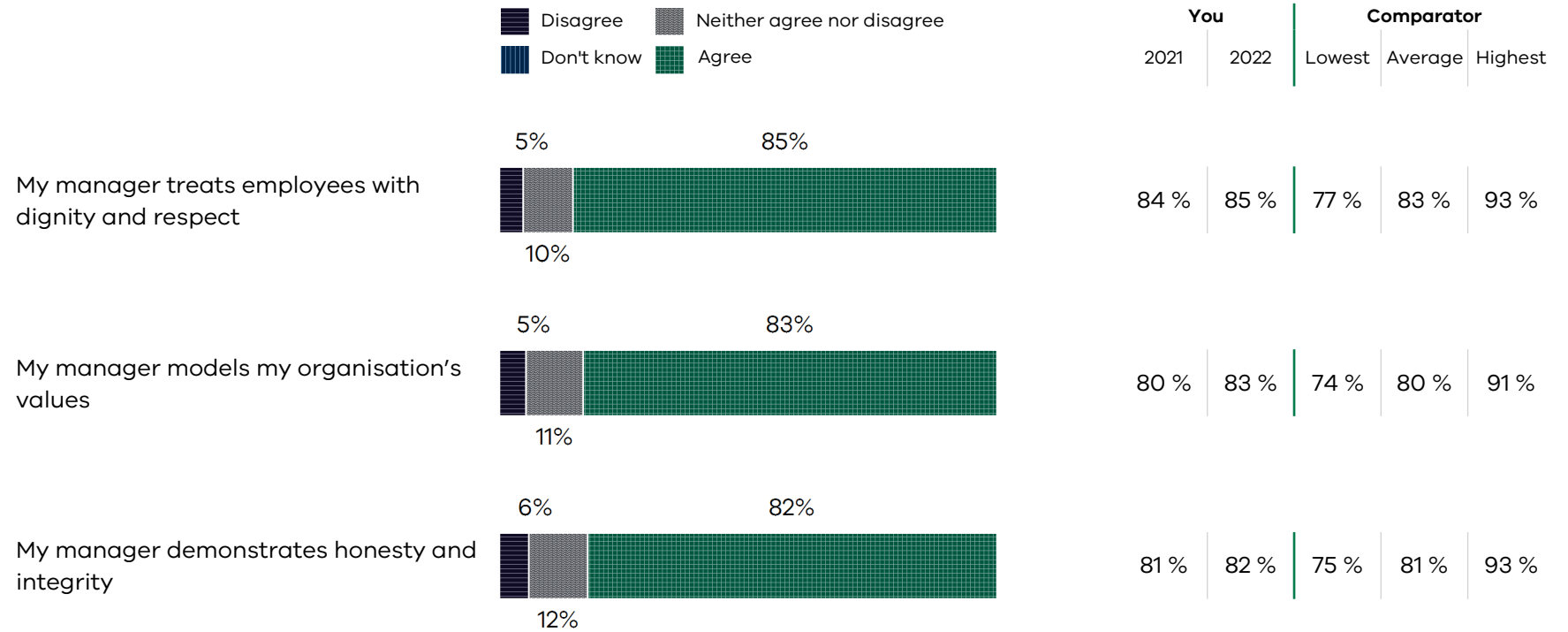Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

85% of your staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

Survey question	Your results		Benchmark agree results				
			You		**Comparator**		
			2021	2022	Lowest	Average	Highest
My manager treats employees with dignity and respect	5% 85% / 10%		84 %	85 %	77 %	83 %	93 %
My manager models my organisation's values	5% 83% / 11%		80 %	83 %	74 %	80 %	91 %
My manager demonstrates honesty and integrity	6% 82% / 12%		81 %	82 %	75 %	81 %	93 %

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

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.
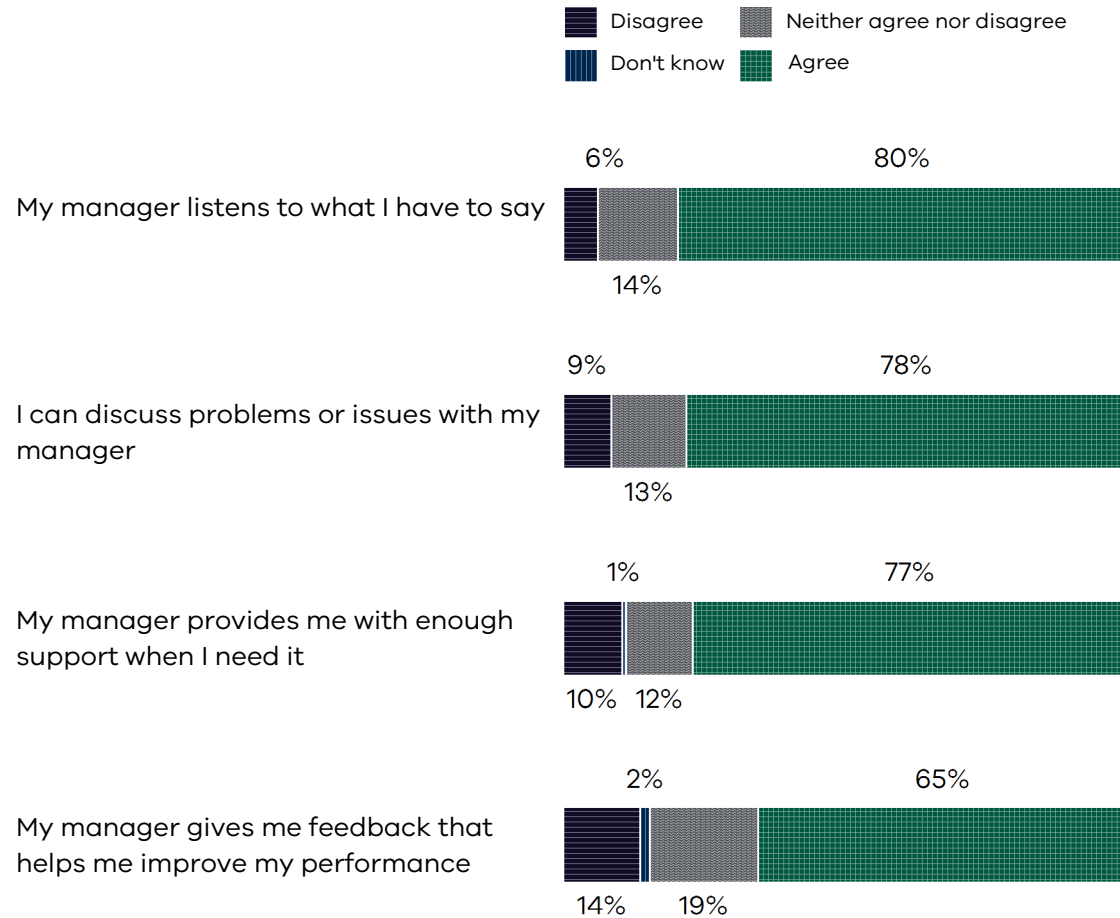
Example

80% of your staff who did the survey agreed or strongly agreed with 'My manager listens to what I have to say'.

Survey question	Your results	Benchmark agree results				
		You		**Comparator**		
		2021	2022	Lowest	Average	Highest
My manager listens to what I have to say	6% / 14% / 80%	78 %	80 %	72 %	78 %	91 %
I can discuss problems or issues with my manager	9% / 13% / 78%	Not asked	78 %	71 %	77 %	91 %
My manager provides me with enough support when I need it	1% / 10% / 12% / 77%	72 %	77 %	68 %	76 %	88 %
My manager gives me feedback that helps me improve my performance	2% / 14% / 19% / 65%	Not asked	65 %	61 %	67 %	80 %

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

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Job and manager factors

Manager support 2 of 2

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

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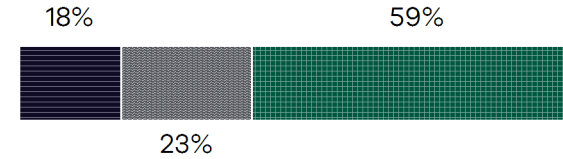
Example

59% of your staff who did the survey agreed or strongly agreed with 'I receive meaningful recognition when I do good work'.
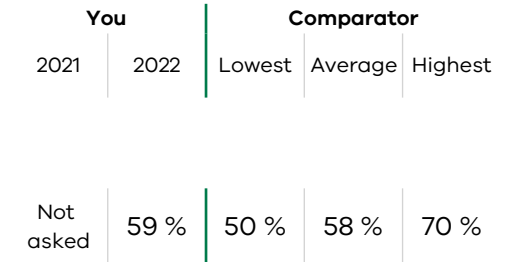
	Disagree		Neither agree nor disagree
	Don't know		Agree

I receive meaningful recognition when I do good work

18% 59%

23%

	You		Comparator		
	2021	2022	Lowest	Average	Highest
	Not asked	59 %	50 %	58 %	70 %

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

56% of your staff who did the survey agreed or strongly agreed with 'The workload I have is appropriate for the job that I do'.
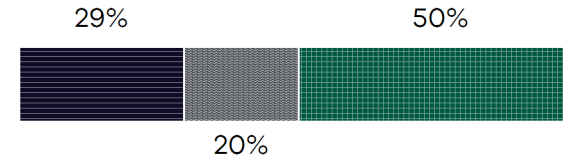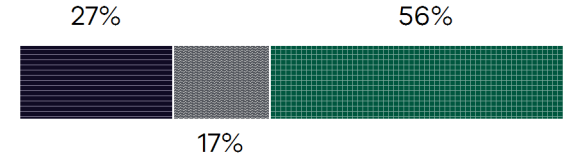
Survey question	Your results				

Your results

■ Disagree   ▦ Neither agree nor disagree   ▦ Agree

Benchmark agree results

Survey question		You		Comparator		
		2021	2022	Lowest	Average	Highest
The workload I have is appropriate for the job that I do	Disagree 27% / Neither 17% / Agree 56%	57 %	56 %	49 %	55 %	73 %
I have enough time to do my job effectively	Disagree 29% / Neither 20% / Agree 50%	55 %	50 %	42 %	51 %	66 %

Victorian Public Sector Commission

VICTORIA State Government

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.
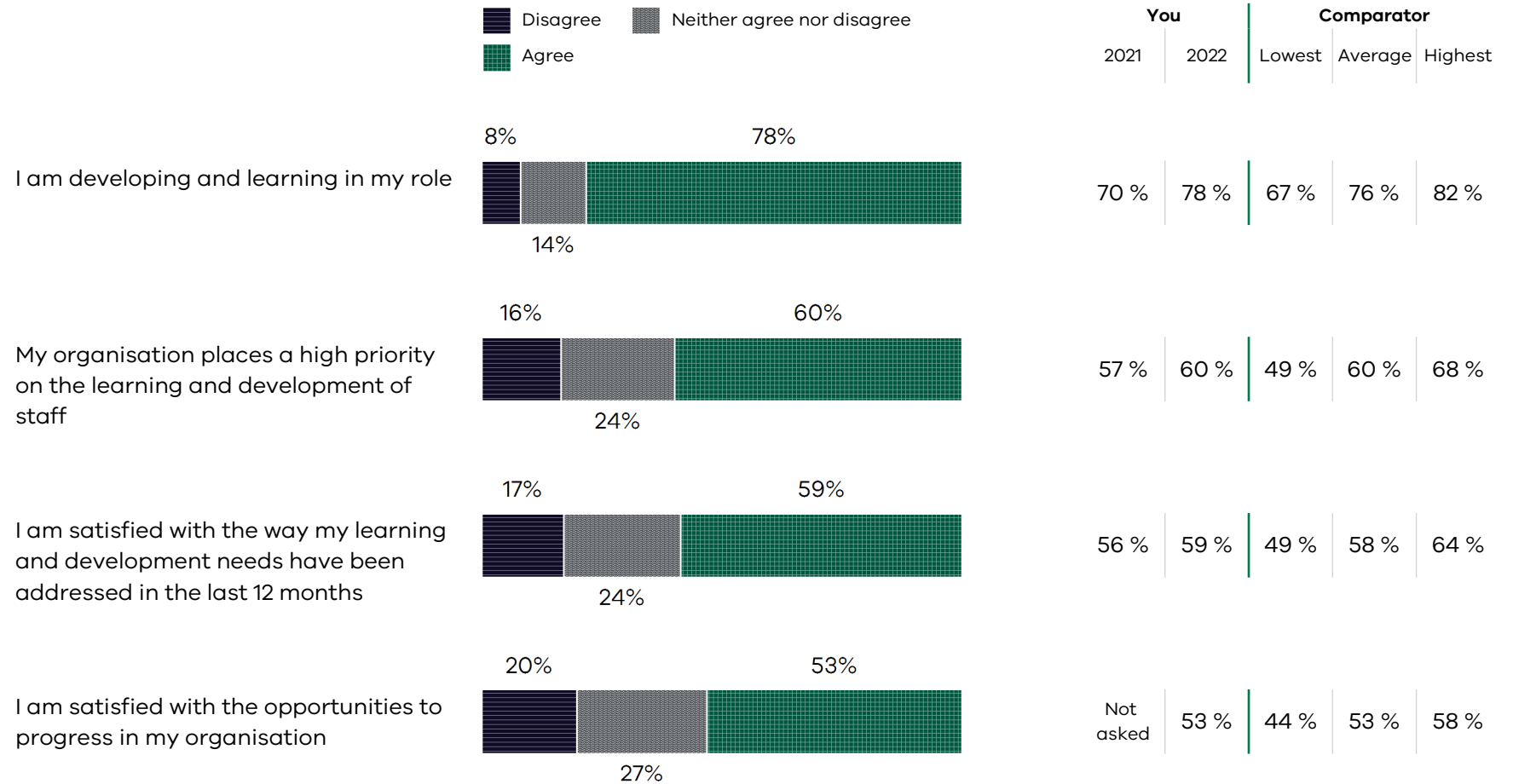
Example

78% of your staff who did the survey agreed or strongly agreed with 'I am developing and learning in my role'.

Survey question	Your results	Benchmark agree results

Legend: ■ Disagree ▨ Neither agree nor disagree ▨ Agree

	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I am developing and learning in my role (8% / 14% / 78%)	70 %	78 %	67 %	76 %	82 %
My organisation places a high priority on the learning and development of staff (16% / 24% / 60%)	57 %	60 %	49 %	60 %	68 %
I am satisfied with the way my learning and development needs have been addressed in the last 12 months (17% / 24% / 59%)	56 %	59 %	49 %	58 %	64 %
I am satisfied with the opportunities to progress in my organisation (20% / 27% / 53%)	Not asked	53 %	44 %	53 %	58 %

Victorian Public Sector Commission

VICTORIA State Government

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.
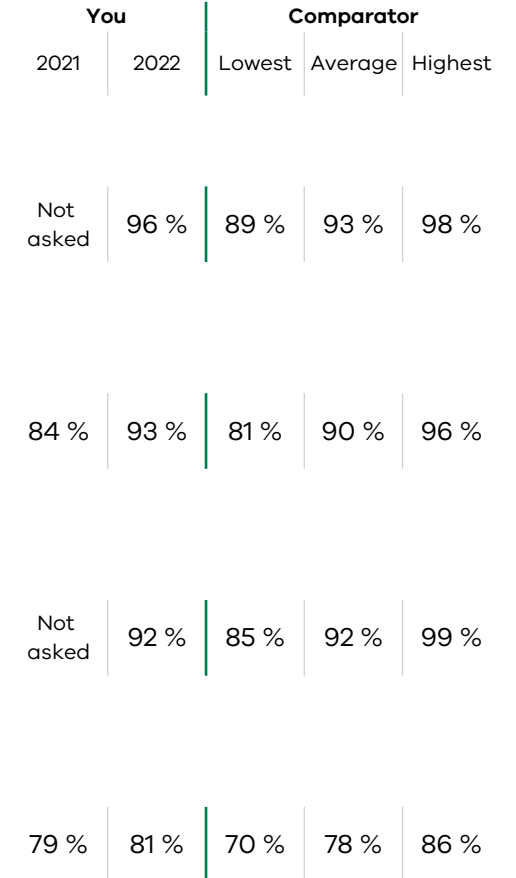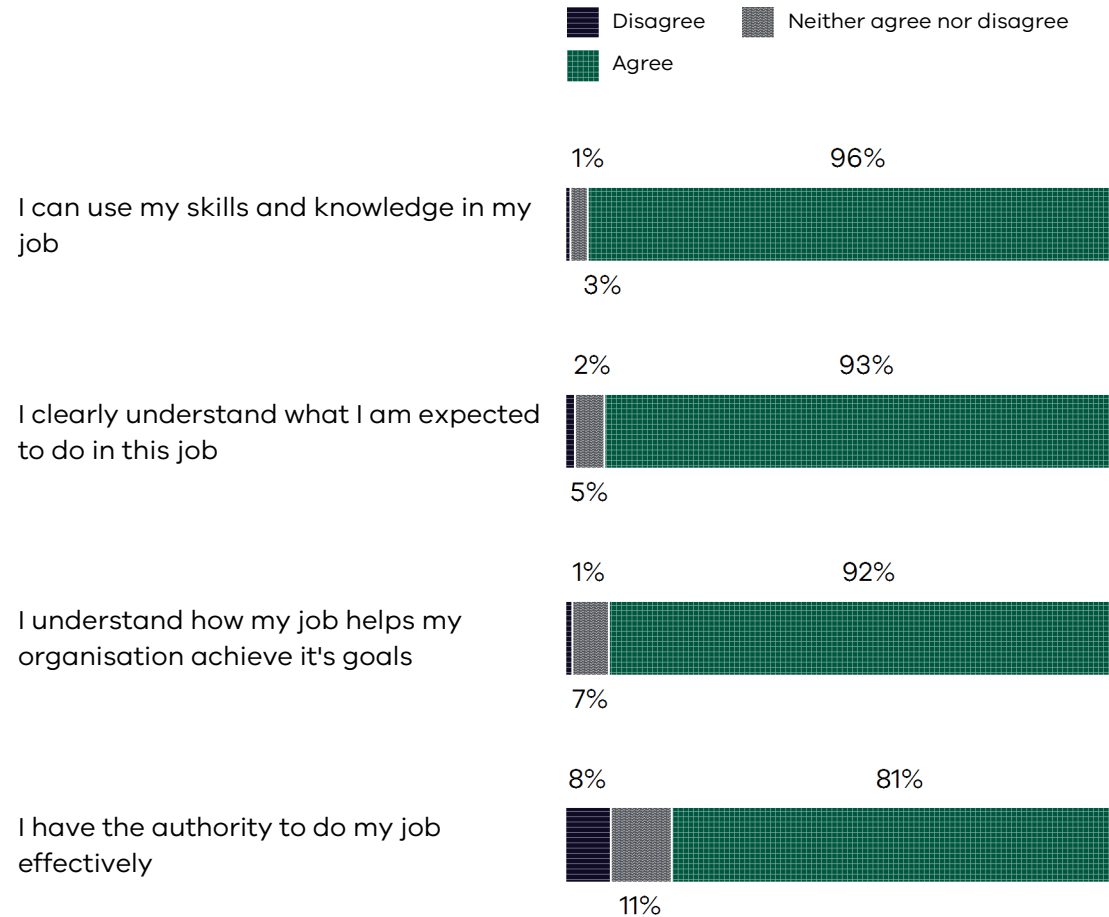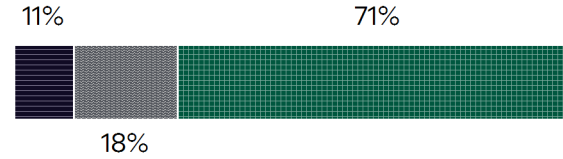
Example

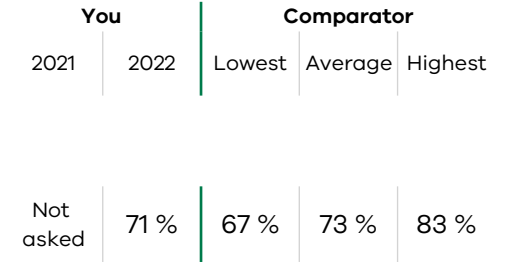96% of your staff who did the survey agreed or strongly agreed with 'I can use my skills and knowledge in my job'.

Survey question	Your results					

Legend: Disagree | Neither agree nor disagree | Agree

Benchmark agree results

Survey question	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I can use my skills and knowledge in my job	Not asked	96 %	89 %	93 %	98 %
I clearly understand what I am expected to do in this job	84 %	93 %	81 %	90 %	96 %
I understand how my job helps my organisation achieve it's goals	Not asked	92 %	85 %	92 %	99 %
I have the authority to do my job effectively	79 %	81 %	70 %	78 %	86 %

Your results bar values:
- I can use my skills and knowledge in my job: 1% Disagree, 3% Neither, 96% Agree
- I clearly understand what I am expected to do in this job: 2% Disagree, 5% Neither, 93% Agree
- I understand how my job helps my organisation achieve it's goals: 1% Disagree, 7% Neither, 92% Agree
- I have the authority to do my job effectively: 8% Disagree, 11% Neither, 81% Agree

Job and manager factors

Job enrichment 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

71% of your staff who did the survey agreed or strongly agreed with 'I have a say in how I do my work'.

Survey question

Your results

■ Disagree   ▦ Neither agree nor disagree

▦ Agree

| 11% | | 71% |

I have a say in how I do my work

18%

Benchmark agree results

	You		Comparator		
	2021	2022	Lowest	Average	Highest
	Not asked	71 %	67 %	73 %	83 %

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Meaningful work

What this is

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

Why this is important

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

How to read this

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

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

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

Example

93% of your staff who did the survey agreed or strongly agreed with 'I can make a worthwhile contribution at work'.

| Survey question | Your results | Benchmark agree results |

Legend: ■ Disagree ▦ Neither agree nor disagree ▦ Agree
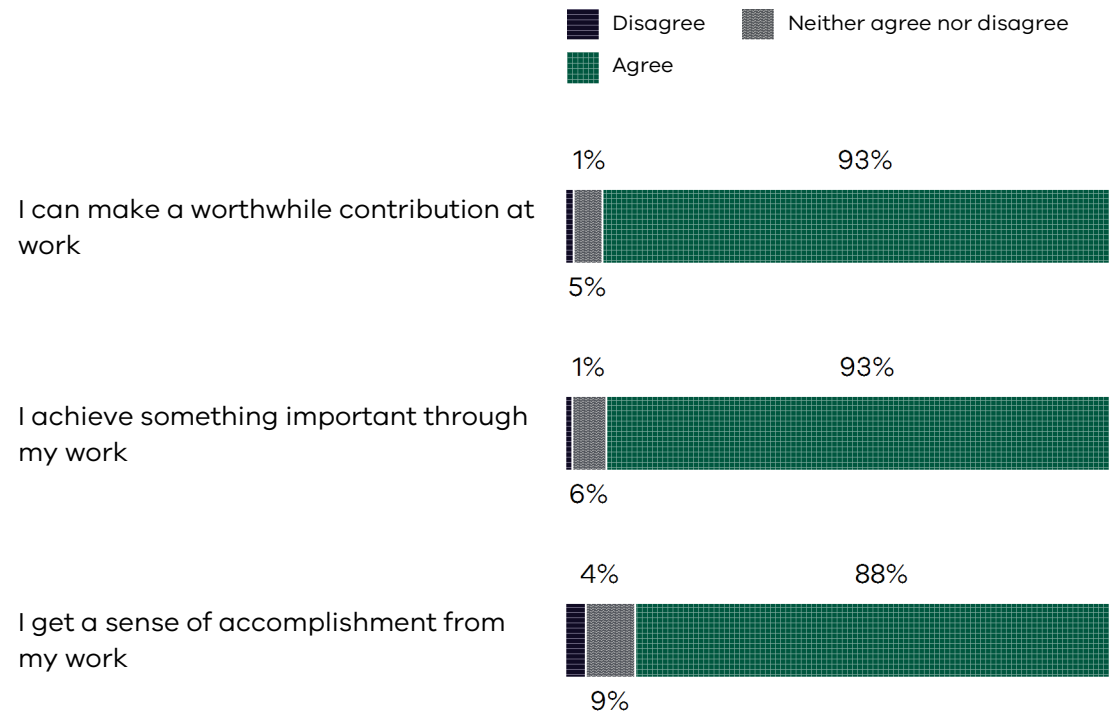
	You		Comparator		
	2021	2022	Lowest	Average	Highest

I can make a worthwhile contribution at work
1% / 93% / 5%
Not asked | 93 % | 90 % | 93 % | 95 %

I achieve something important through my work
1% / 93% / 6%
83 % | 93 % | 89 % | 92 % | 96 %

I get a sense of accomplishment from my work
4% / 88% / 9%
78 % | 88 % | 80 % | 85 % | 98 %

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

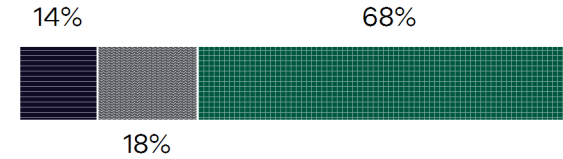68% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.

| Survey question | Your results | Benchmark agree results |

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

	You		Comparator		
Survey question	2021	2022	Lowest	Average	Highest
My manager supports working flexibly	Not asked	68 %	65 %	73 %	87 %
I am confident that if I requested a flexible work arrangement, it would be given due consideration	61 %	56 %	51 %	61 %	75 %

My manager supports working flexibly: 14% Disagree, 18% Neither agree nor disagree, 68% Agree

I am confident that if I requested a flexible work arrangement, it would be given due consideration: 25% Disagree, 19% Neither agree nor disagree, 56% Agree

Victorian Public Sector Commission

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People matter survey
wellbeing check 2022

Have your say

Overview

Report overview

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

Result summary

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

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

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Custom questions

- Questions requested by your organisation

Demographics

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

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:

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

Compared to:

- 79% of staff at your comparator and 81% of staff across the public sector.

	Responsiveness*	Human rights	Accountability*	Respect
You 2021		81%		78%
You 2022	81%	81%	80%	79%
Comparator 2022	79%	78%	77%	78%
Public sector 2022	81%	81%	76%	79%

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

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

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:

- 74% of your staff who did the survey responded positively to questions about Leadership , which is up 0% in 2021.

Compared to:

- 72% of staff at your comparator and 73% of staff across the public sector.
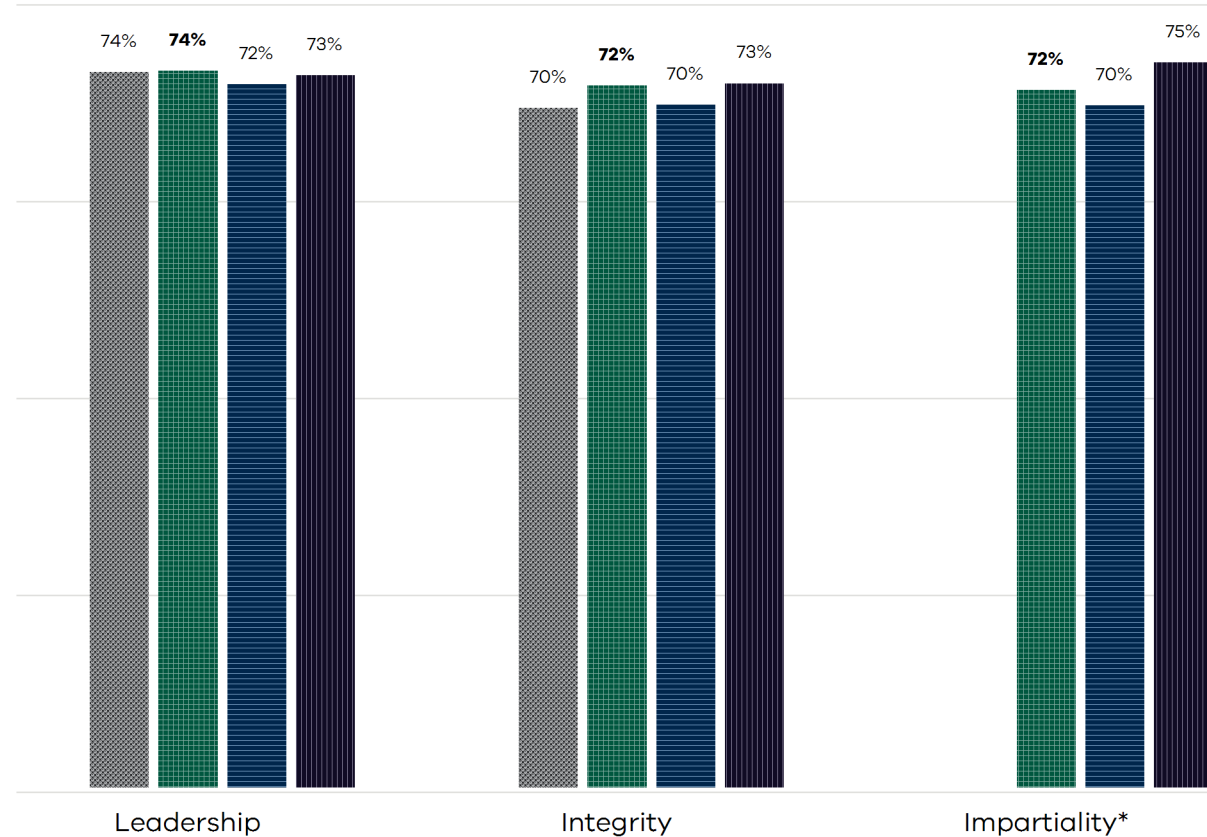
Leadership: 74%, **74%**, 72%, 73%
Integrity: 70%, **72%**, 70%, 73%
Impartiality*: **72%**, 70%, 75%

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

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

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.
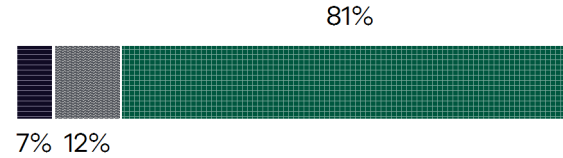
Example

81% of staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.
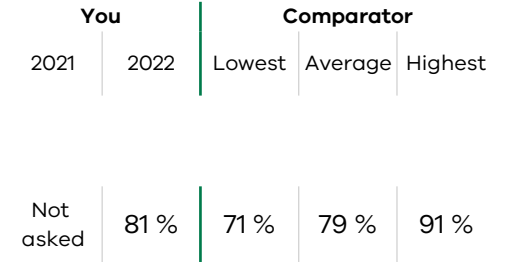
Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree

Survey question: My workgroup provides high quality advice and services

Your results: 7% Disagree, 12% Neither agree nor disagree, 81% Agree

Benchmark agree results

	You		Comparator		
	2021	2022	Lowest	Average	Highest
	Not asked	81 %	71 %	79 %	91 %

Victorian Public Sector Commission

VICTORIA State Government

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.

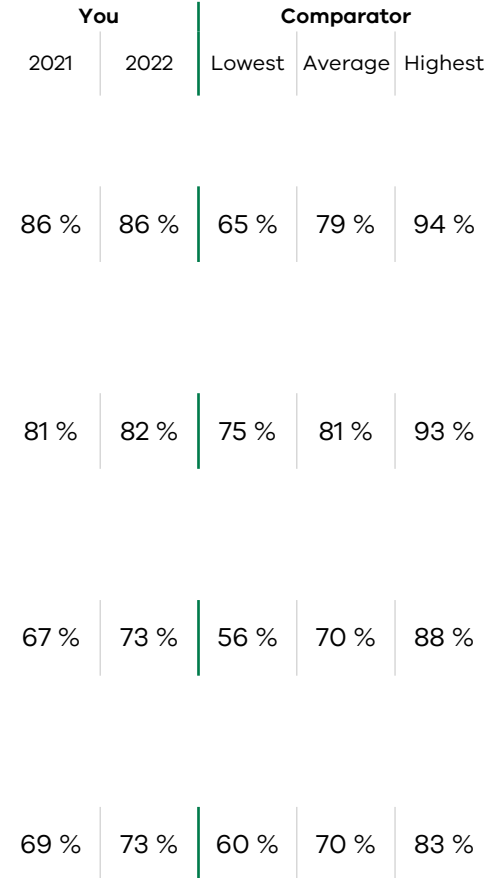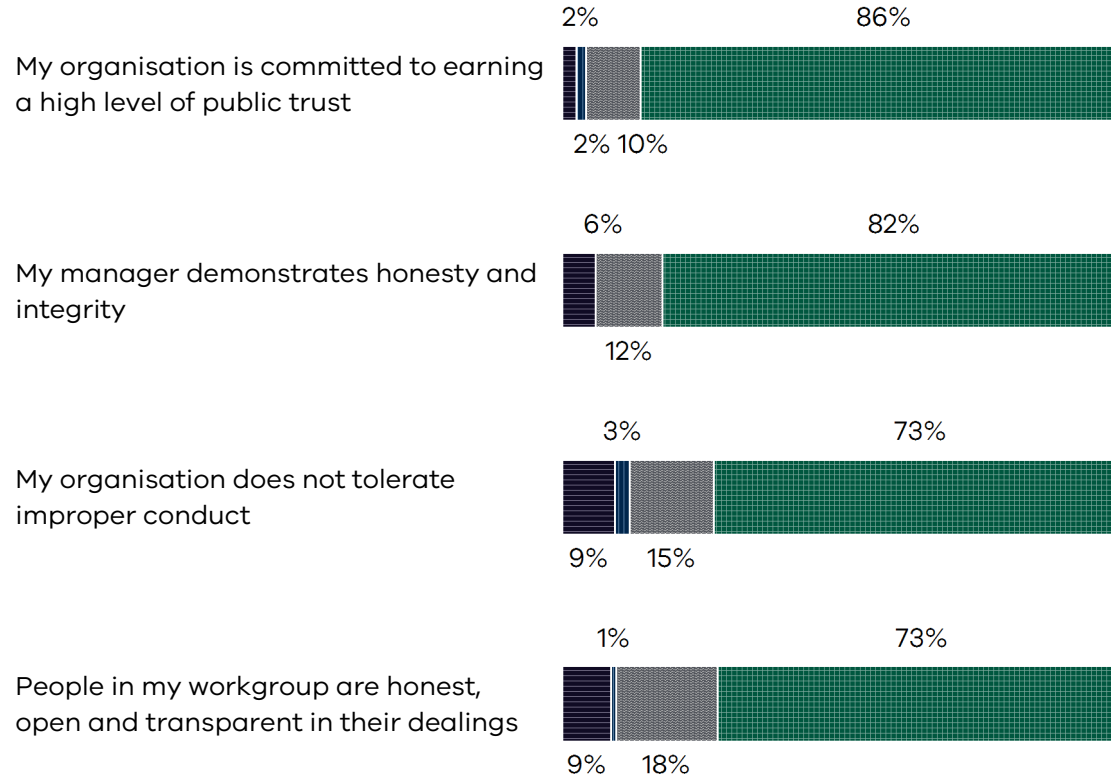Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

86% of staff who did the survey agreed or strongly agreed with 'My organisation is committed to earning a high level of public trust'.

Survey question · Your results · Benchmark agree results

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

Survey question	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My organisation is committed to earning a high level of public trust (Disagree 2%, Don't know 2%, Neither 10%, Agree 86%)	86 %	86 %	65 %	79 %	94 %
My manager demonstrates honesty and integrity (Disagree 6%, Neither 12%, Agree 82%)	81 %	82 %	75 %	81 %	93 %
My organisation does not tolerate improper conduct (Disagree 9%, Don't know 3%, Neither 15%, Agree 73%)	67 %	73 %	56 %	70 %	88 %
People in my workgroup are honest, open and transparent in their dealings (Disagree 9%, Don't know 1%, Neither 18%, Agree 73%)	69 %	73 %	60 %	70 %	83 %

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

65% of staff who did the survey agreed or strongly agreed with 'I feel safe to challenge inappropriate behaviour at work'.
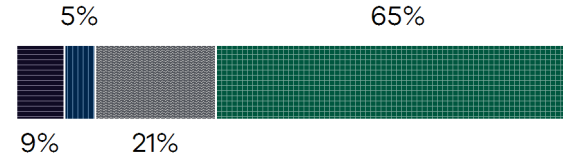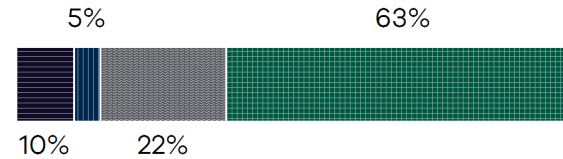
Survey question

Your results

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

Benchmark agree results

Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I feel safe to challenge inappropriate behaviour at work	16% / 20% / 65%	59 %	65 %	57 %	66 %	76 %
People in my workgroup appropriately manage conflicts of interest	5% / 9% / 21% / 65%	65 %	65 %	58 %	63 %	78 %
Senior leaders demonstrate honesty and integrity	5% / 10% / 22% / 63%	63 %	63 %	51 %	63 %	81 %

Victorian Public Sector Commission

VICTORIA State Government
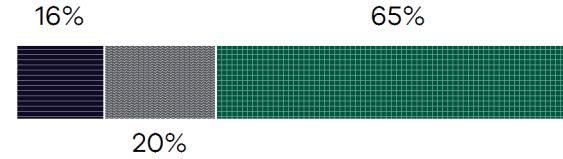
Public sector values

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

74% of staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.
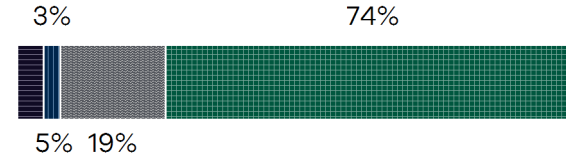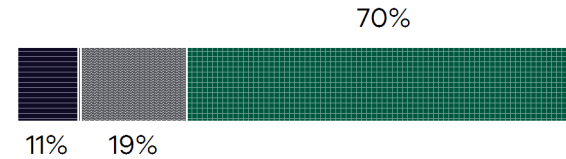
Survey question

Your results

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

People in my workgroup are politically impartial in their work

3% | 5% | 19% | 74%

My workgroup acts fairly and without bias

11% | 19% | 70%

Benchmark agree results

Survey question	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup are politically impartial in their work	68 %	74 %	70 %	72 %	84 %
My workgroup acts fairly and without bias	Not asked	70 %	60 %	68 %	84 %

Victorian Public Sector Commission

VICTORIA State Government

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.

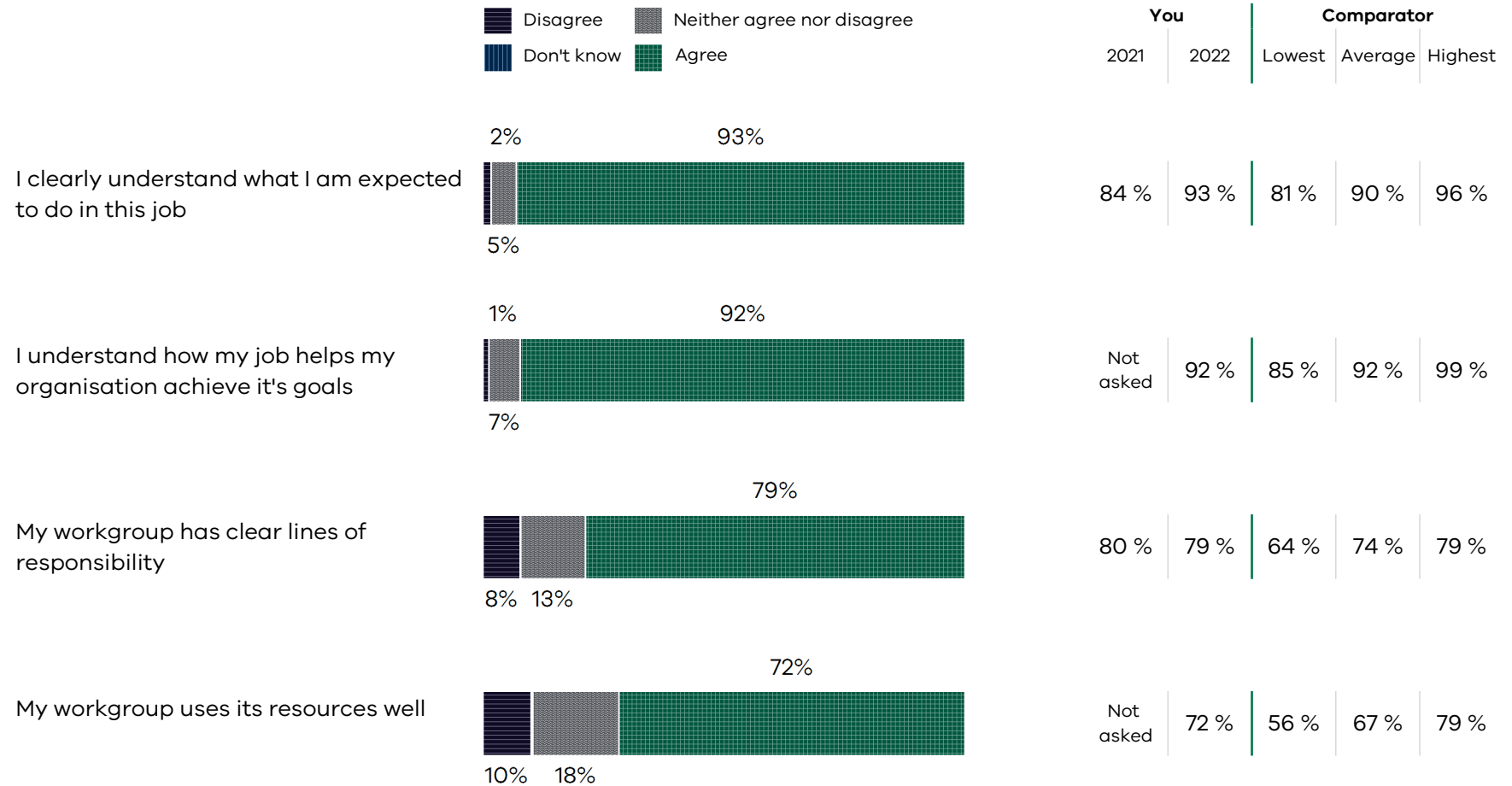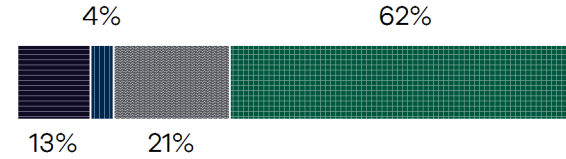Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

93% 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				
		You		**Comparator**		
		2021	2022	Lowest	Average	Highest
I clearly understand what I am expected to do in this job	2% / 5% / 93%	84 %	93 %	81 %	90 %	96 %
I understand how my job helps my organisation achieve it's goals	1% / 7% / 92%	Not asked	92 %	85 %	92 %	99 %
My workgroup has clear lines of responsibility	8% / 13% / 79%	80 %	79 %	64 %	74 %	79 %
My workgroup uses its resources well	10% / 18% / 72%	Not asked	72 %	56 %	67 %	79 %

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

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

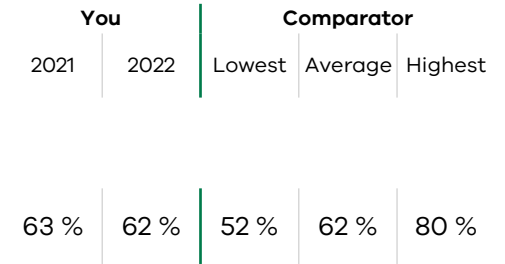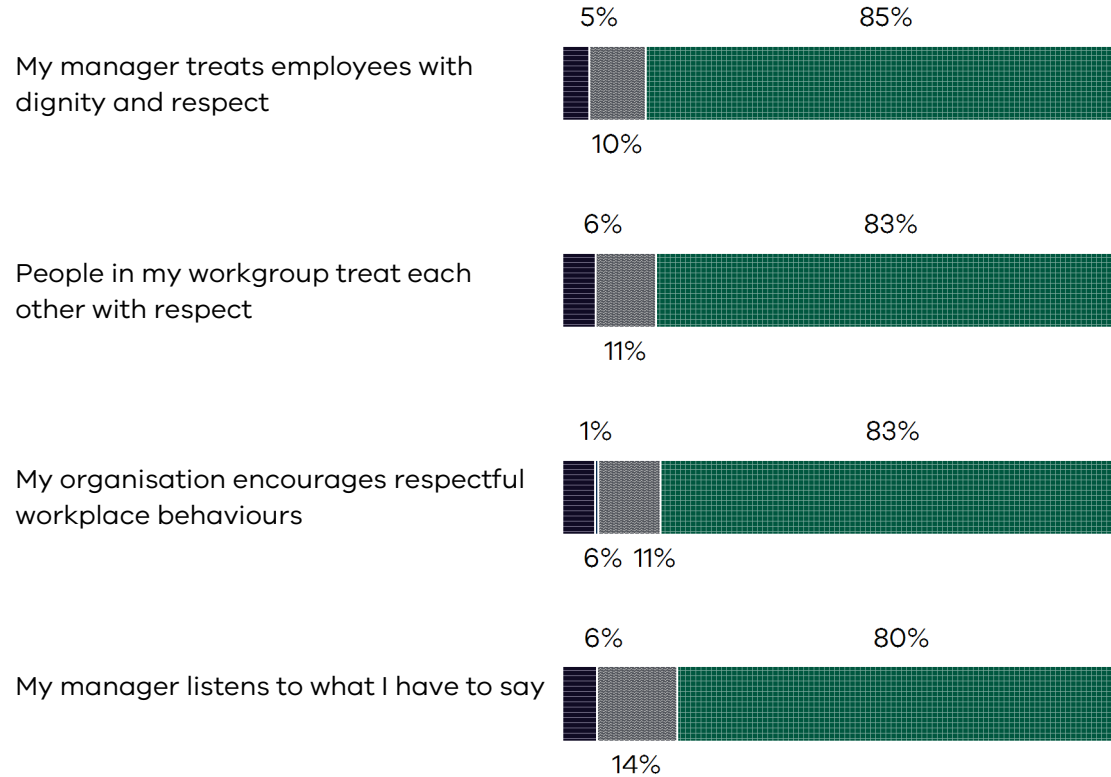62% of staff who did the survey agreed or strongly agreed with 'Senior leaders provide clear strategy and direction'.

Survey question

Your results

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

Senior leaders provide clear strategy and direction

4%   62%

13%   21%

Benchmark agree results

	You		Comparator		
	2021	2022	Lowest	Average	Highest
	63 %	62 %	52 %	62 %	80 %

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

85% of staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

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

Survey question		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager treats employees with dignity and respect	5% / 85% / 10%	84 %	85 %	77 %	83 %	93 %
People in my workgroup treat each other with respect	6% / 83% / 11%	81 %	83 %	69 %	80 %	88 %
My organisation encourages respectful workplace behaviours	1% / 83% / 6% 11%	84 %	83 %	72 %	81 %	91 %
My manager listens to what I have to say	6% / 80% / 14%	78 %	80 %	72 %	78 %	91 %

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

65% of staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.
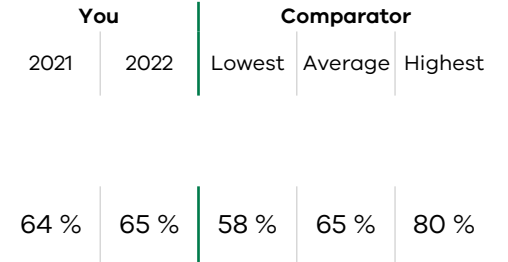
Survey question

Your results

Benchmark agree results

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

	You		Comparator		
	2021	2022	Lowest	Average	Highest
My organisation takes steps to eliminate bullying, harassment and discrimination	64 %	65 %	58 %	65 %	80 %

Your results bar: 11% Disagree, 4% Don't know, 20% Neither agree nor disagree, 65% Agree
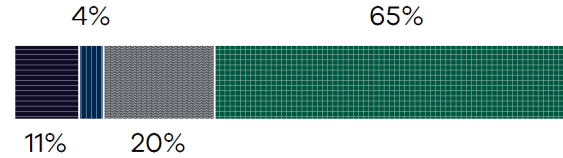
Public sector values

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

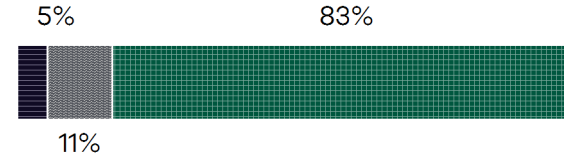83% of staff who did the survey agreed or strongly agreed with 'My manager models my organisation's values'.
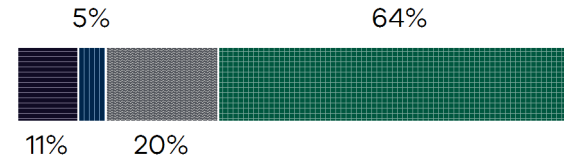
Survey question

Your results

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

My manager models my organisation's values
- 5%
- 11%
- 83%

Senior leaders model my organisation's values
- 5%
- 11%
- 20%
- 64%

Benchmark agree results

Survey question	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager models my organisation's values	80 %	83 %	74 %	80 %	91 %
Senior leaders model my organisation's values	68 %	64 %	54 %	65 %	86 %

Victorian Public Sector Commission

VICTORIA State Government

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.
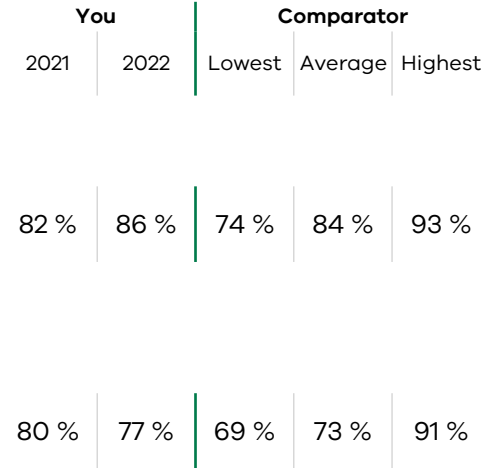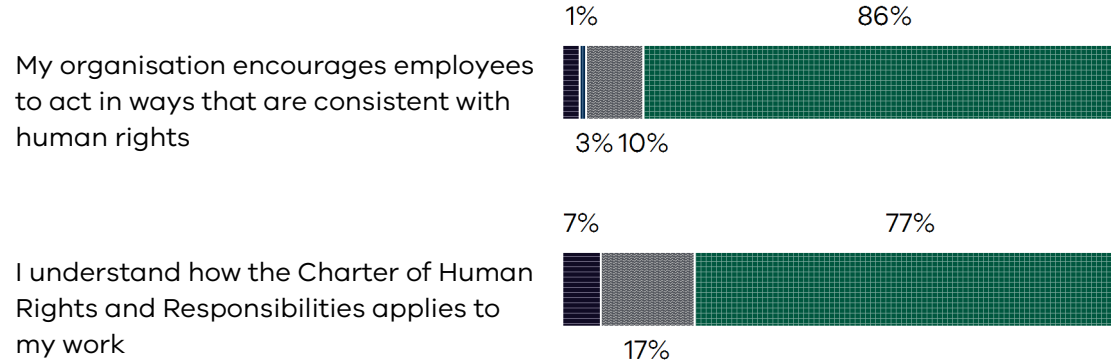
Example

86% of staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.

Survey question

Your results

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

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

1% / 86% / 3% / 10%

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

7% / 77% / 17%

Benchmark agree results

Survey question	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My organisation encourages employees to act in ways that are consistent with human rights	82 %	86 %	74 %	84 %	93 %
I understand how the Charter of Human Rights and Responsibilities applies to my work	80 %	77 %	69 %	73 %	91 %

People matter survey wellbeing check 2022

Have your say

Overview

Result summary

Report overview

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

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

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

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Custom questions

- Questions requested by your organisation

Demographics

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

Custom questions

What this is

Your organisation asked 2 custom questions as part of the 2022 survey.

Why this is important

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

How to read this

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

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

Example

76% of staff who did the survey agreed or strongly agreed with 'I know where to find resources and support to manage my stress and wellbeing'.
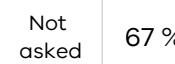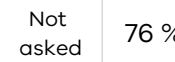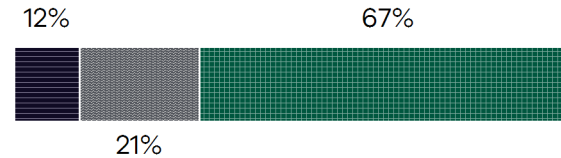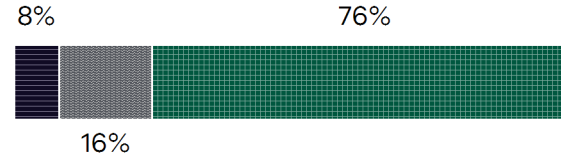
Disagree   Neither agree nor disagree   Agree

You

	2021	2022

I know where to find resources and support to manage my stress and wellbeing
- 8%
- 16%
- 76%

Benchmark: Not asked | 76 %

In my team/unit it is easy to speak up about what is on your mind
- 12%
- 21%
- 67%

Benchmark: Not asked | 67 %

People matter survey wellbeing check 2022

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- Flexible working

Public sector values

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

Custom questions

- Questions requested by your organisation

Demographics

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

Demographics

Age, gender, variations in sex characteristics and sexual orientation

What this is

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

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

To protect you, we:
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Age	(n)	%
15-34 years	**346**	39%
35-54 years	**376**	42%
55+ years	**129**	14%
Prefer not to say	**40**	4%

How would you describe your gender?	(n)	%
Woman	**792**	89%
Man	**47**	5%
Prefer not to say	**46**	5%
Non-binary and I use a different term	**6**	1%

Are you trans, non-binary or gender diverse?	(n)	%
Yes	**4**	0%
No	**841**	94%
Prefer not to say	**46**	5%

To your knowledge, do you have innate variation(s) of sex characteristics (often called intersex)?*	(n)	%
Yes	**6**	1%
No	**824**	92%
Don't know	**20**	2%
Prefer not to say	**41**	5%

How do you describe your sexual orientation?	(n)	%
Straight (heterosexual)	**723**	81%
Prefer not to say	**74**	8%
Bisexual	**34**	4%
Gay or lesbian	**22**	2%
Pansexual	**19**	2%
I use a different term	**12**	1%
Don't know	**5**	1%
Asexual	**2**	0%

Demographics

Aboriginal and/or Torres Strait Islander employees

What this is

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

Why this is important

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

How to read this

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

How we protect anonymity and privacy

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Aboriginal and/or Torres Strait Islander	(n)	%
Yes	**8**	1%
Non Aboriginal and/or Torres Strait Islander	**859**	96%
Prefer not to say	**24**	3%

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.

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Do you identify as a person with a disability?

	(n)	%
Yes	**40**	4%
No	**827**	93%
Prefer not to say	**24**	3%

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

	(n)	%
Yes	**25**	63%
No	**12**	30%
Prefer not to say	**3**	8%

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

	(n)	%
I do not require any adjustments to be made to perform my role	**5**	42%
I feel that sharing my disability information will reflect negatively on me	**5**	42%
My disability does not impact on my ability to perform my role	**2**	17%

Demographics

Cultural diversity 1 of 2

What this is

These are the personal characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

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Country of birth	(n)	%
Born in Australia	**613**	69%
Not born in Australia	**216**	24%
Prefer not to say	**62**	7%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Other	**64**	32%
Mandarin	**28**	14%
Italian	**18**	9%
Vietnamese	**18**	9%
Filipino	**14**	7%
Cantonese	**13**	6%
Greek	**12**	6%
Sinhalese	**12**	6%
French	**10**	5%
Spanish	**9**	4%
Tagalog	**7**	3%
Arabic	**6**	3%

Language other than English spoken with family or community	(n)	%
Yes	**203**	23%
No	**641**	72%
Prefer not to say	**47**	5%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
German	**6**	3%
Hindi	**5**	2%
Macedonian	**3**	1%
Punjabi	**3**	1%
Urdu	**3**	1%
Auslan	**1**	0%
Australian Indigenous Language	**1**	0%
Indonesian	**1**	0%
Tamil	**1**	0%

Demographics

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

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Cultural identity	(n)	%
Australian	**599**	67%
European (including Western, Eastern and South-Eastern Europe, and Scandinavia)	**97**	11%
English, Irish, Scottish and/or Welsh	**87**	10%
Prefer not to say	**69**	8%
East and/or South-East Asian	**69**	8%
Other	**28**	3%
South Asian	**20**	2%
New Zealander	**17**	2%
Central Asian	**16**	2%
Middle Eastern	**9**	1%
African	**8**	1%
Aboriginal and/or Torres Strait Islander	**6**	1%
Maori	**5**	1%
Central and/or South American	**3**	0%
North American	**1**	0%

Religion	(n)	%
No religion	**471**	53%
Christianity	**237**	27%
Prefer not to say	**74**	8%
Other	**41**	5%
Buddhism	**27**	3%
Judaism	**16**	2%
Islam	**12**	1%
Hinduism	**11**	1%
Sikhism	**2**	0%

Demographics

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

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Working arrangement	(n)	%
Full-Time	322	36%
Part-Time	569	64%

Gross base salary (ongoing/fixed term only)	(n)	%
Below $65k	209	26%
$65k to $95k	277	34%
$95k to $125k	161	20%
$125k or more	68	8%
Prefer not to say	94	12%

Organisational tenure	(n)	%
<1 year	159	18%
1 to less than 2 years	119	13%
2 to less than 5 years	181	20%
5 to less than 10 years	173	19%
10 to less than 20 years	171	19%
More than 20 years	88	10%

Management responsibility	(n)	%
Non-manager	764	86%
Other manager	88	10%
Manager of other manager(s)	39	4%

Employment type	(n)	%
Ongoing and executive	617	69%
Fixed term	192	22%
Other	82	9%

Demographics

Employment characteristics 2 of 2

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

To protect you, we:

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

Primary workplace location over the last 3 months	(n)	%
Melbourne CBD	666	75%
Melbourne: Suburbs	217	24%
Other	5	1%
Large regional city	2	0%
Rural	1	0%

What have been your main places of work over the last 3-months?	(n)	%
Your employer's office	279	31%
A frontline or service delivery location	559	63%
Home or private location	88	10%
A shared office space (where two or more organisations share the same workspace e.g. Gov hubs, suburban hubs etc.)	38	4%
Other	50	6%

Flexible work	(n)	%
Part-time	347	39%
Shift swap	279	31%
No, I do not use any flexible work arrangements	233	26%
Flexible start and finish times	147	16%
Using leave to work flexible hours	116	13%
Working more hours over fewer days	97	11%
Study leave	73	8%
Working from an alternative location (e.g. home, hub/shared work space)	65	7%
Other	27	3%
Job sharing	16	2%
Purchased leave	8	1%

Demographics

Adjustments

What this is

These are adjustments staff requested to perform in their role.

Why this is important

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

How to read this

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

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

How we protect anonymity and privacy

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

Have you requested any of the following adjustments at work?*	(n)	%
No, I have not requested adjustments	**644**	72%
Flexible working arrangements	**179**	20%
Physical modifications or improvements to the workplace	**77**	9%
Career development support strategies	**25**	3%
Job redesign or role sharing	**18**	2%
Other	**18**	2%
Accessible communications technologies	**5**	1%

Why did you make this request?	(n)	%
Work-life balance	**109**	44%
Health	**93**	38%
Caring responsibilities	**66**	27%
Family responsibilities	**66**	27%
Other	**24**	10%
Study commitments	**23**	9%
Disability	**7**	3%

What was your experience with making the request?	(n)	%
The adjustments I needed were made and the process was satisfactory	**180**	73%
The adjustments I needed were not made	**44**	18%
The adjustments I needed were made but the process was unsatisfactory	**23**	9%

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	**435**	49%
Primary school aged child(ren)	**139**	16%
Secondary school aged child(ren)	**124**	14%
Child(ren) - younger than preschool age	**91**	10%
Preschool aged child(ren)	**66**	7%
Frail or aged person(s)	**65**	7%
Prefer not to say	**61**	7%
Person(s) with a mental illness	**44**	5%
Person(s) with disability	**34**	4%
Person(s) with a medical condition	**31**	3%
Other	**18**	2%

Demographics

Employment categories

What is this

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

Why this is important

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

How to read this

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

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

How we protect anonymity and privacy

To protect you, we:

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Which of the following categories best describes your current position?	(n)	%
Nursing Employees	**440**	50%
Management, Administration and Corporate support	**224**	25%
Medical Employees	**75**	8%
Allied health professional	**72**	8%
Other health professional	**53**	6%
Support services	**18**	2%
Personal service worker	**4**	0%

Demographics

Primary role

What is this

This shows the primary role of your staff.

Why this is important

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

How to read this

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

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

How we protect anonymity and privacy

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

	(n)	%
Hospital-based services	**838**	95%
Corporate services	**36**	4%
Community-based services	**12**	1%

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

	(n)	%
Critical care	**2**	0%
Drug and alcohol	**7**	1%
Emergency	**22**	2%
Maternity care	**252**	28%
Medical	**48**	5%
Mental health	**5**	1%
Mixed medical/surgical	**20**	2%
Neonatal care	**98**	11%
Paediatrics	**2**	0%
Peri-operative	**64**	7%
Rehabilitation	**2**	0%
Surgical	**31**	3%
Other	**163**	18%
Administration	**170**	19%

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