People matter survey wellbeing check 2022

Have your say

Rural Northwest Health
2022 people matter survey results report

Victorian Public Sector Commission

VICTORIA State Government

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 2020 and 2021.

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

Rounding of percentages

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

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

Survey questions and definitions

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

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Report overview

Privacy and anonymity

To protect you, we:

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

Read more in our privacy policy.

Report overview

Survey's theoretical framework

What this is

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

Why this is important

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

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

Our public sector values

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

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

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

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

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

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

Responsiveness   Integrity   Impartiality   Accountability   Respect   Leadership   Human Rights

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'.

Alexandra District Health

Alpine Health

Beaufort and Skipton Health Service

Beechworth Health Service

Boort District Health

Casterton Memorial Hospital

Central Highlands Rural Health

Cohuna District Hospital

Corryong Health

East Wimmera Health Service

Great Ocean Road Health

Heathcote Health

Hesse Rural Health Service

Heywood Rural Health

Inglewood and Districts Health Service

Kerang District Health

Kilmore and District Hospital

Kooweerup Regional Health Service

Mallee Track Health and Community Service

Mansfield District Hospital

Moyne Health Services

NCN Health

Omeo District Health

Orbost Regional Health

Robinvale District Health Services

Seymour Health

South Gippsland Hospital

Tallangatta Health Service

Terang and Mortlake Health Service

Timboon and District Healthcare Service

Yarram and District Health Service

Yarrawonga Health

Yea and District Memorial Hospital

Victorian Public Sector Commission

VICTORIA State Government

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	
54%		**68%**	
(158)		**(172)**	
Comparator	51%	Comparator	51%
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	
72	
Comparator	73
Public Sector	70

2022	
63	
Comparator	71
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 63.

Why this is important

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

How to read this

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

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

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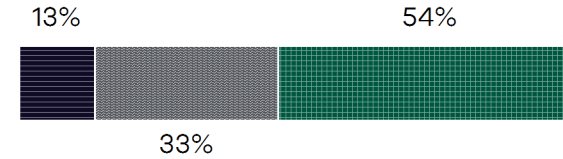
Example

65% of your staff who did the survey agreed or strongly agreed with 'I am proud to tell others I work for my organisation'.

Survey question — Your results — Benchmark agree results

Legend: ■ Disagree ▨ Neither agree nor disagree ▦ Agree

Survey question	Disagree	Neither	Agree	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I am proud to tell others I work for my organisation	15%	21%	65%	73 %	82 %	65 %	38 %	76 %	96 %
My organisation inspires me to do the best in my job	17%	26%	57%	67 %	70 %	57 %	33 %	69 %	94 %
I feel a strong personal attachment to my organisation	13%	31%	55%	68 %	75 %	55 %	35 %	67 %	90 %
I would recommend my organisation as a good place to work	19%	27%	54%	68 %	72 %	54 %	35 %	70 %	95 %

People outcomes

What this is

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

Your organisation's engagement index

Your 2022 index is 63.

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

54% of your staff who did the survey agreed or strongly agreed with 'My organisation motivates me to help achieve its objectives'.

Survey question	Your results		Benchmark agree results					

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

		You			Comparator		
Survey question	Your results	2020	2021	2022	Lowest	Average	Highest
My organisation motivates me to help achieve its objectives	13% / 33% / 54%	62 %	72 %	54 %	35 %	67 %	94 %
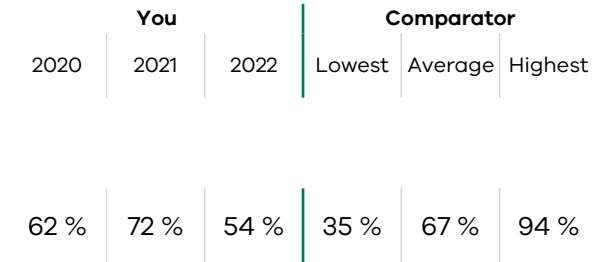
People outcomes

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:

- 66% of your staff who did the survey responded positively to questions about Inclusion.

Compared to:

- 78% of staff at your comparator and 77% of staff across the public sector.
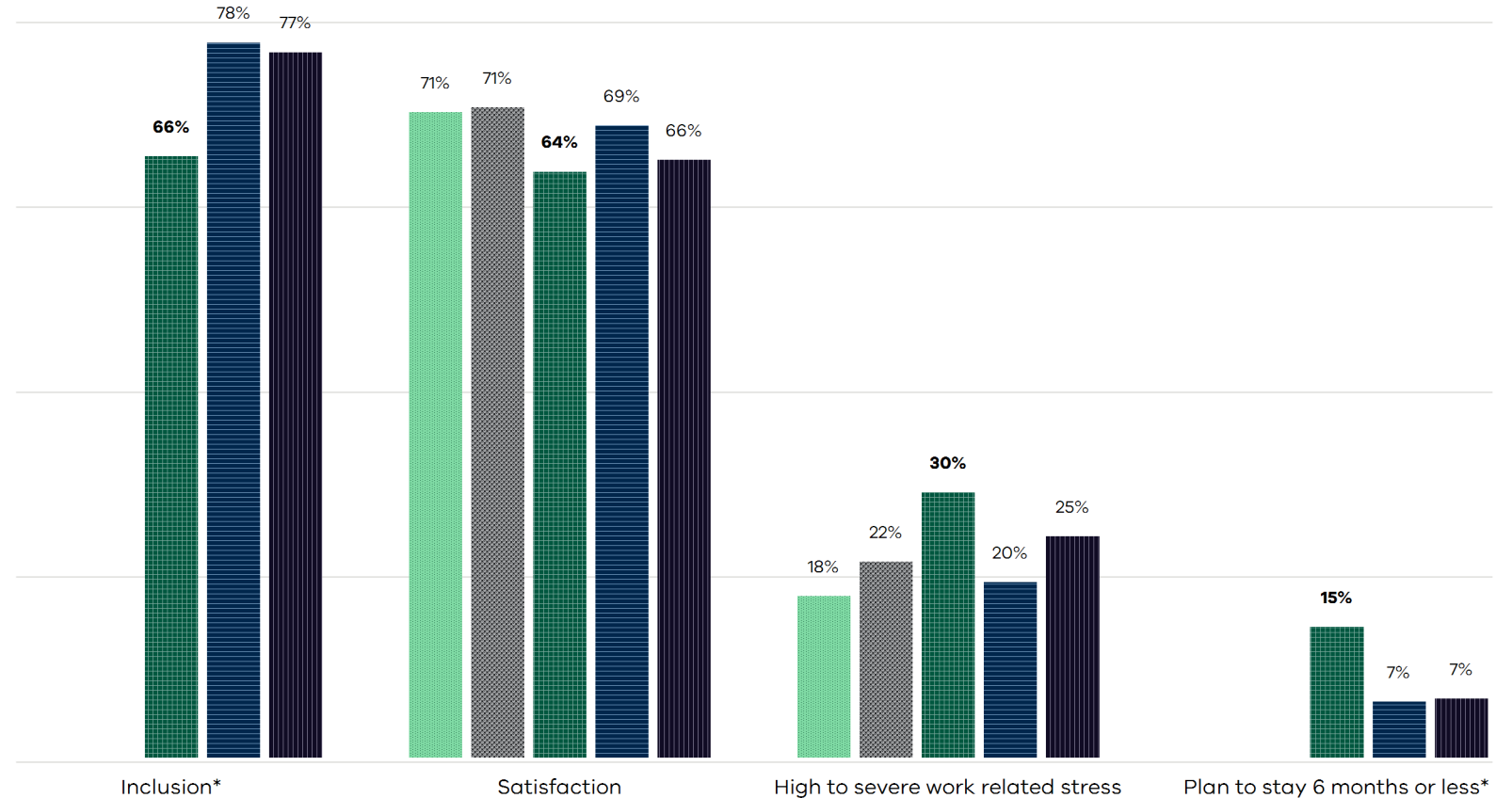
*We can't compare some data here because one or more questions were not asked in a previous survey

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

People outcomes

Satisfaction question results

What this is

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

Why this is important

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

How to read this

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

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

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

Example

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

Survey question	Your results						

Your results legend: Dissatisfied · Neither satisfied nor dissatisfied · Satisfied

Benchmark satisfied results

Survey question		You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
Considering everything, how satisfied are you with your current job	14% / 19% / 67%	73 %	72 %	67 %	51 %	75 %	96 %
How satisfied are you with the work/life balance in your current job	16% / 16% / 67%	73 %	73 %	67 %	48 %	69 %	82 %
How satisfied are you with your career development within your current organisation	12% / 30% / 58%	67 %	70 %	58 %	40 %	64 %	84 %
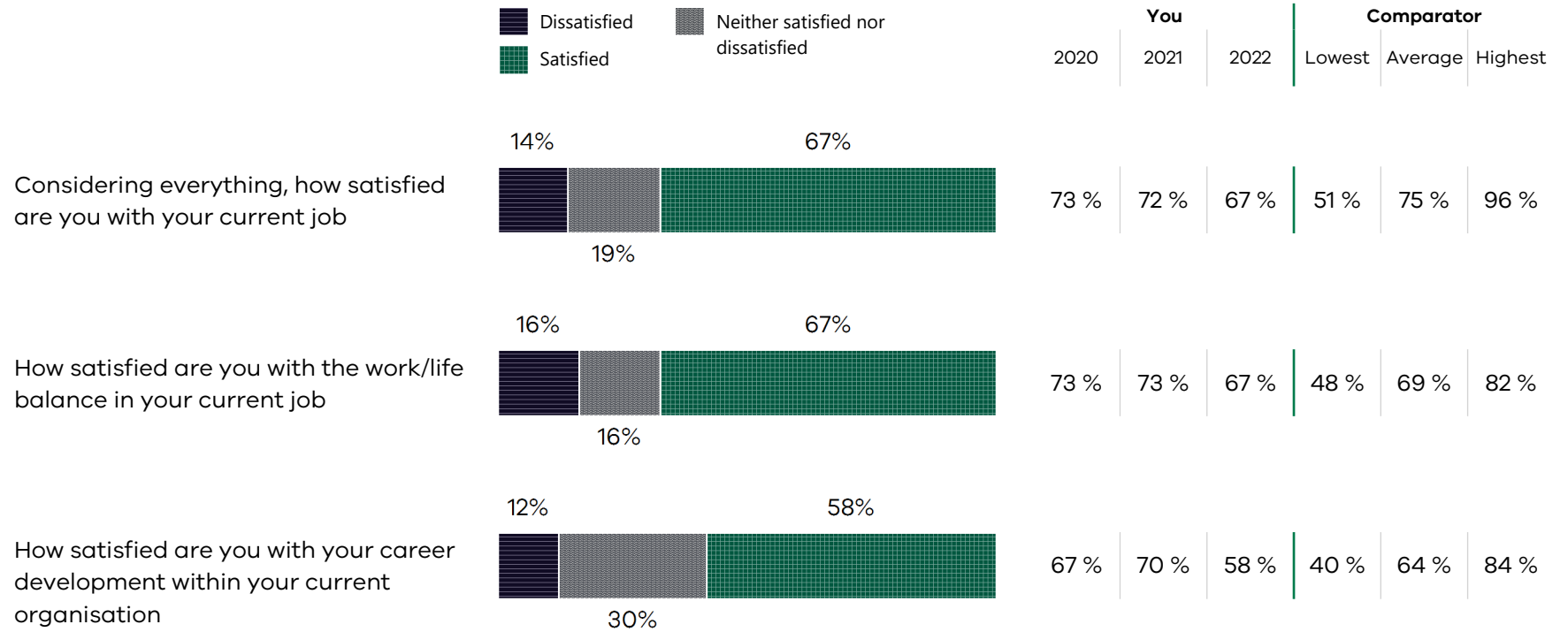
People outcomes

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

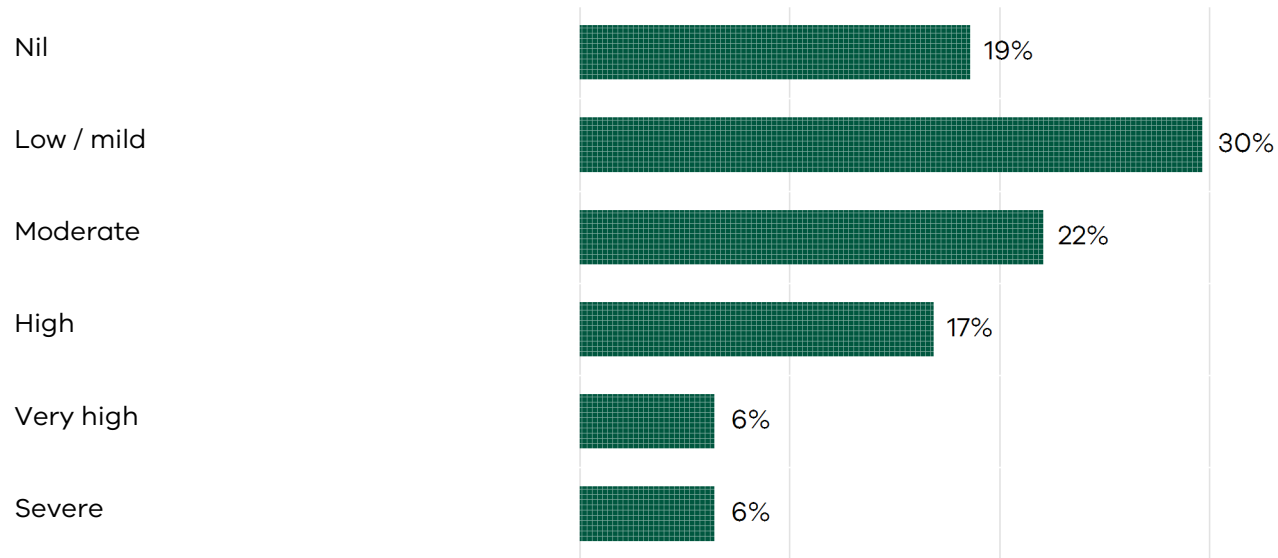In this survey we asked staff to tell us their stress level.

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

30% of your staff who did the survey said they had high to severe stress in 2022. This is compared to 20% of staff in your comparator group and 25% of staff across the public sector.

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

Category	%
Nil	19%
Low / mild	30%
Moderate	22%
High	17%
Very high	6%
Severe	6%

Reported levels of high to severe stress

2021	2022
22%	**30%**

2021		2022	
Comparator	19%	Comparator	20%
Public Sector	26%	Public Sector	25%
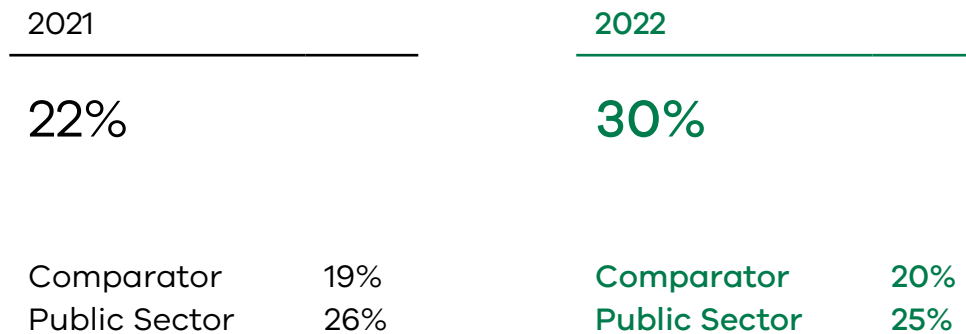
People outcomes

Work-related stress causes

What this is

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

Why this is important

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

How to read this

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

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

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

Example

81% of your staff who did the survey said they experienced mild to severe stress.

Of that 81%, 48% said the top reason was 'Workload'.

	140	32
	81%	19%

■ Experienced some work-related stress   ▨ Did not experience some work-related stress
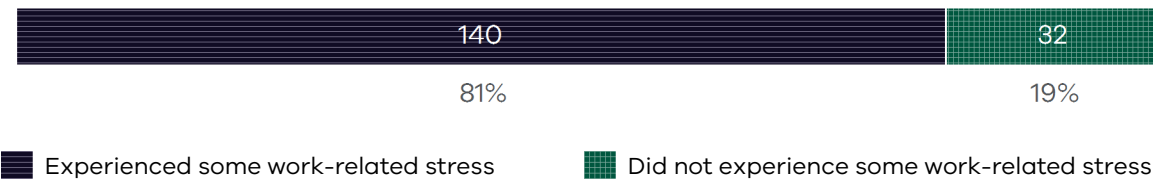
Of those that experienced work related stress it was from …	You 2021	You 2022	Comparator 2022	Public sector 2022
Workload	47%	48%	50%	53%
Time pressure	35%	36%	40%	43%
Incivility, bullying, harassment or discrimination	10%	21%	9%	6%
Social environment (e.g. relationships with colleagues, manager and/or senior leaders)	15%	19%	14%	11%
Organisation or workplace change	5%	14%	8%	11%
Dealing with clients, patients or stakeholders	9%	14%	13%	15%
Management of work (e.g. supervision, training, information, support)	19%	12%	11%	13%
Other	11%	10%	11%	9%
Job security	5%	9%	4%	8%
Competing home and work responsibilities	10%	9%	15%	15%

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	15%	7%	7%
Over 6 months and up to 1 year	13%	9%	10%
Over 1 year and up to 3 years	23%	21%	23%
Over 3 years and up to 5 years	12%	16%	16%
Over 5 years	37%	47%	44%

Victorian Public Sector Commission

VICTORIA State Government

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

70% of your staff who did the survey agreed or strongly agreed with 'I can be myself at work'.

Survey question	Your results						

Legend: ■ Disagree ▨ Neither agree nor disagree ▦ Agree

Benchmark agree results

Survey question		You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
I can be myself at work	12% / 19% / 70%	Not asked	Not asked	70 %	56 %	82 %	94 %
I feel as if I belong at this organisation	13% / 25% / 62%	Not asked	Not asked	62 %	48 %	75 %	96 %

Victorian Public Sector Commission

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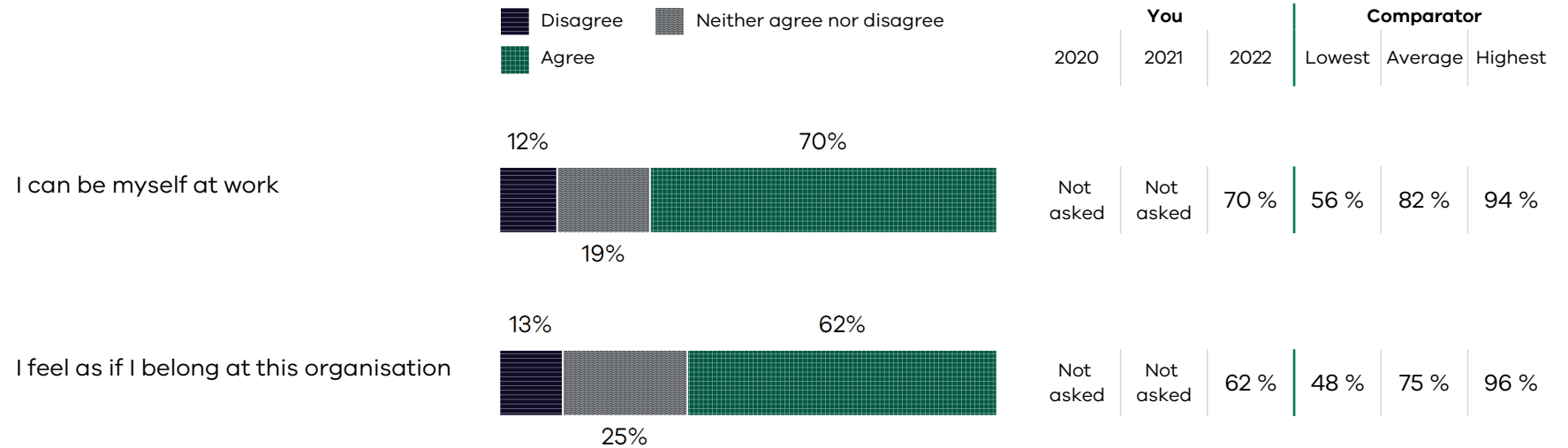
People outcomes

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

6% of your staff who did the survey said they have experienced barriers to success in the last 12 months due to 'Other'.

Staff who experienced one or more barriers to success at work

39	133
23%	77%

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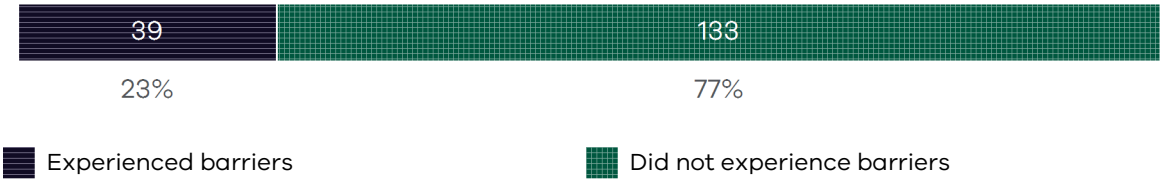
During the last 12 months, employees experienced barriers to their success due to ...	You 2022	Comparator 2022	Public sector 2022
Other	6%	3%	5%
My race	6%	1%	1%
My caring responsibilities	4%	6%	7%
My cultural background	4%	2%	3%
My physical health	4%	4%	4%
My age	3%	6%	8%
My mental health	3%	6%	7%
My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

Victorian Public Sector Commission

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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:

- 51% of your staff who did the survey said work made them feel happy in 2022, which is down from 59% in 2021

Compared to:

- 65% of staff at your comparator and 54% of staff across the public sector.

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

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

Happy: 55%, 59%, 51%, 65%, 54%
Enthusiastic: 54%, 53%, 43%, 55%, 48%
Worried: 26%, 27%, 40%, 29%, 33%
Miserable: 13%, 14%, 26%, 18%, 19%
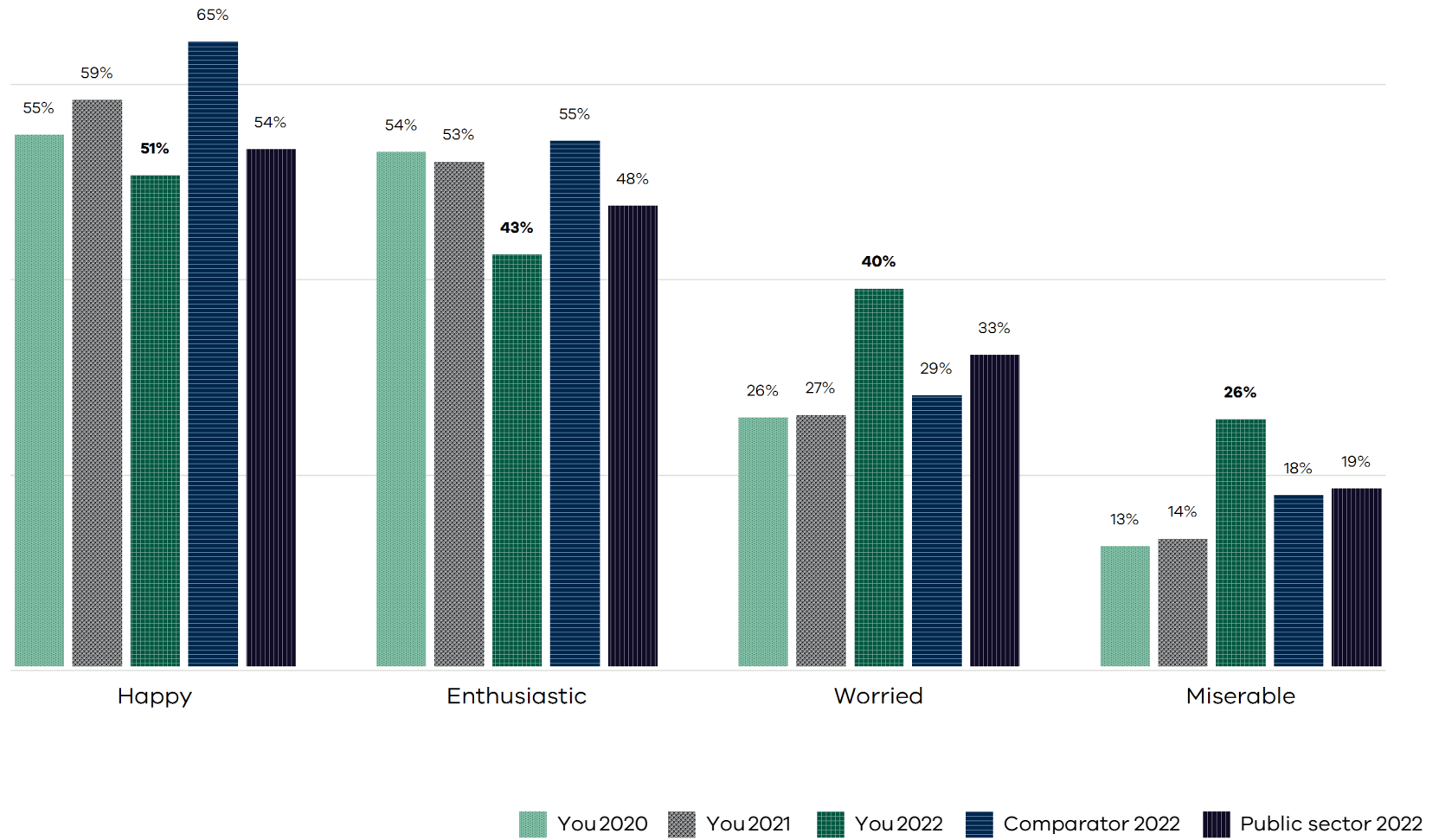
People outcomes

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:

- 28% of your staff who did the survey stated they experienced ' Bullying' in the last 12 months which is up from 19% in 2021.

Compared to:

- 18% of staff at your comparator and 13% of staff across the public sector.

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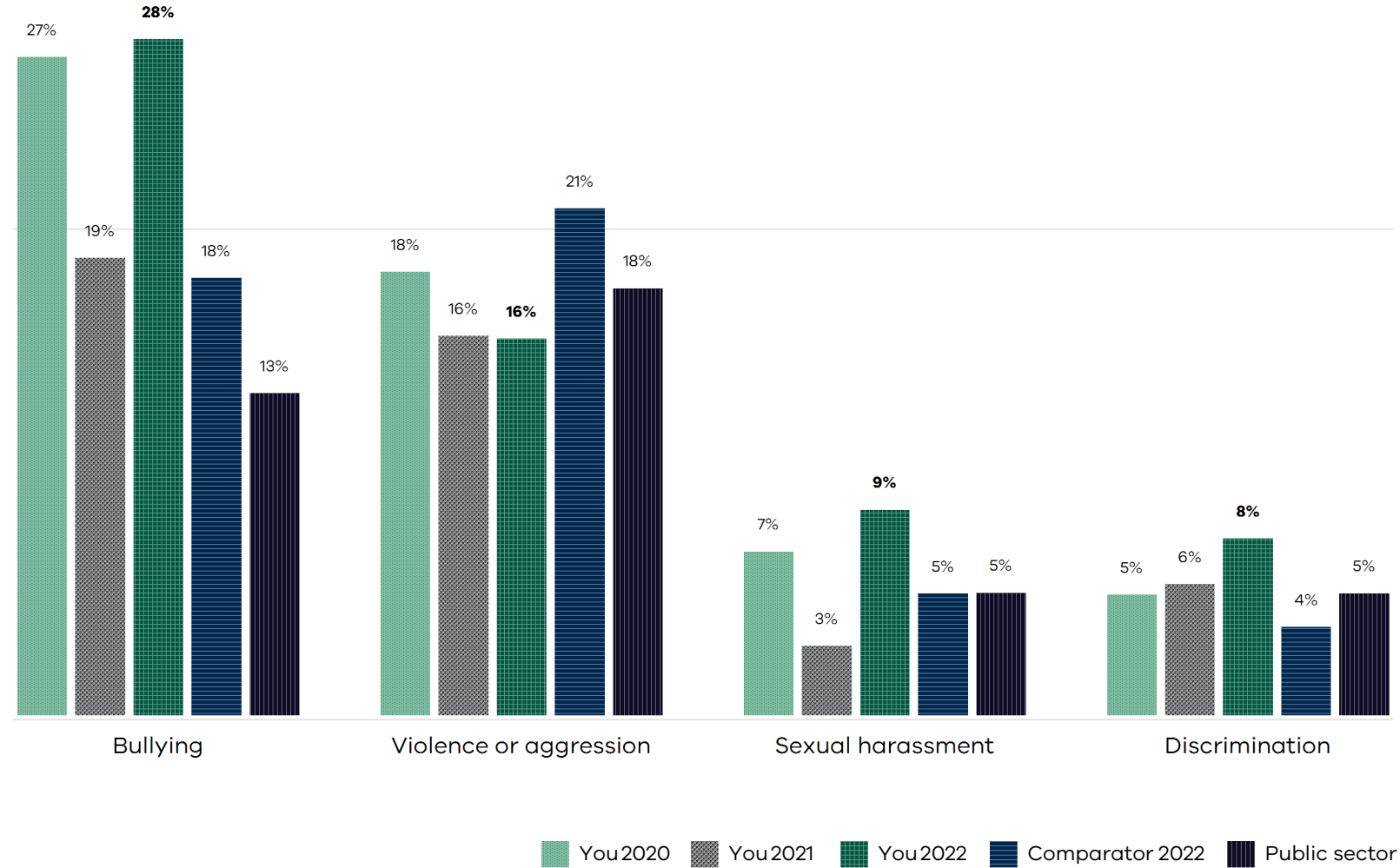
People outcomes

Bullying

What this is

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

Why this is important

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

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

28% of your staff who did the survey said they experienced bullying.

Of that 28%, 54% 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?

48	105	19
28%	61%	11%

■ Experienced bullying   ▦ Did not experience bullying   ▦ Not sure
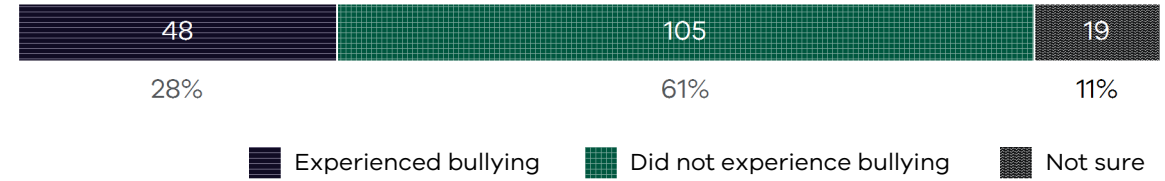
If you experienced bullying, what type of bullying did you experience?	You 2021	You 2022	Comparator 2022	Public sector 2022
Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)	50%	54%	65%	70%
Intimidation and/or threats	43%	54%	30%	31%
Exclusion or isolation	60%	31%	38%	42%
Verbal abuse	23%	23%	21%	20%
Withholding essential information for me to do my job	30%	19%	26%	28%
Other	3%	15%	17%	15%
Being assigned meaningless tasks unrelated to the job	20%	8%	8%	12%
Being given impossible assignment(s)	7%	6%	5%	9%
Interference with my personal property and/or work equipment	7%	4%	4%	4%

People outcomes

Telling someone about the bullying

What this is

This is if staff told someone when they experienced bullying.

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

28% of your staff who did the survey said they experienced bullying, of which

- 38% 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?

48	105	19
28%	61%	11%

■ Experienced bullying   ■ Did not experience bullying   ■ Not sure
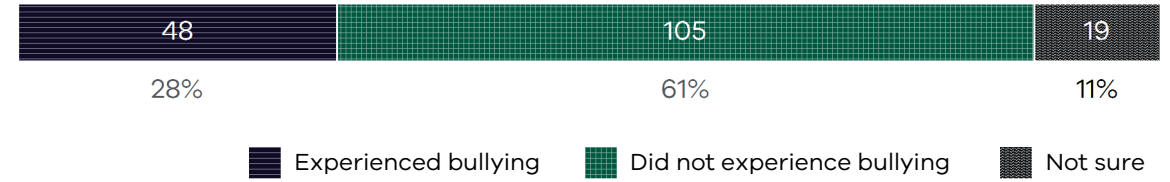
Did you tell anyone about the bullying?	You 2021	You 2022	Comparator 2022	Public sector 2022
Told a manager	40%	38%	45%	48%
Told a friend or family member	23%	27%	33%	36%
Told a colleague	27%	25%	37%	41%
I did not tell anyone about the bullying	23%	23%	12%	12%
Told Human Resources	0%	13%	16%	12%
Told the person the behaviour was not OK	27%	13%	14%	17%
Submitted a formal complaint	17%	10%	14%	11%
Told someone else	13%	8%	10%	12%
Told employee assistance program (EAP) or peer support	13%	6%	6%	9%

People outcomes

Bullying - reasons for not submitting a formal complaint

What this is

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

Why this is important

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

How to read this

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

Example

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

- 47% said the top reason was 'I believed there would be negative consequences for my career'.

Did you submit a formal complaint?

5	43
10%	90%

■ Submitted formal complaint ■ Did not submit a formal complaint
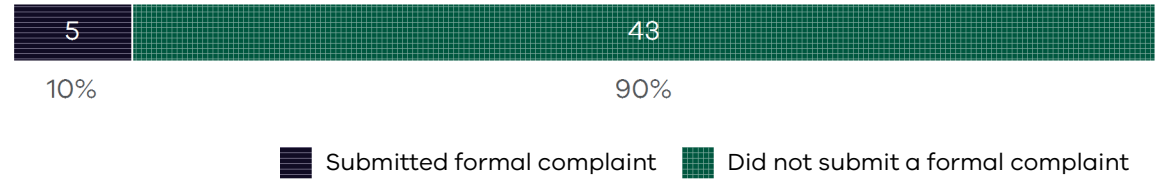
What was your reason for not submitting a formal complaint?	You 2021	You 2022	Comparator 2022	Public sector 2022
I believed there would be negative consequences for my career	24%	47%	19%	37%
I believed there would be negative consequences for my reputation	56%	44%	39%	49%
I didn't think it would make a difference	40%	44%	49%	52%
I didn't feel safe to report the incident	24%	28%	11%	18%
Other	12%	14%	14%	11%
I believed there would be negative consequences for the person I was going to complain about	24%	12%	9%	9%
I didn't need to because I no longer had contact with the person(s) who bullied me	8%	9%	5%	7%
I didn't think it was serious enough	20%	7%	14%	16%
I thought the complaint process would be embarrassing or difficult	4%	7%	7%	12%
I didn't know how to make a complaint	0%	5%	1%	5%

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, 28% 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

28% of your staff who did the survey said they experienced bullying.

Of that 28%, 42% said it was by 'A manager or supervisor'.

48 people (28% of staff) experienced bullying (You 2022)
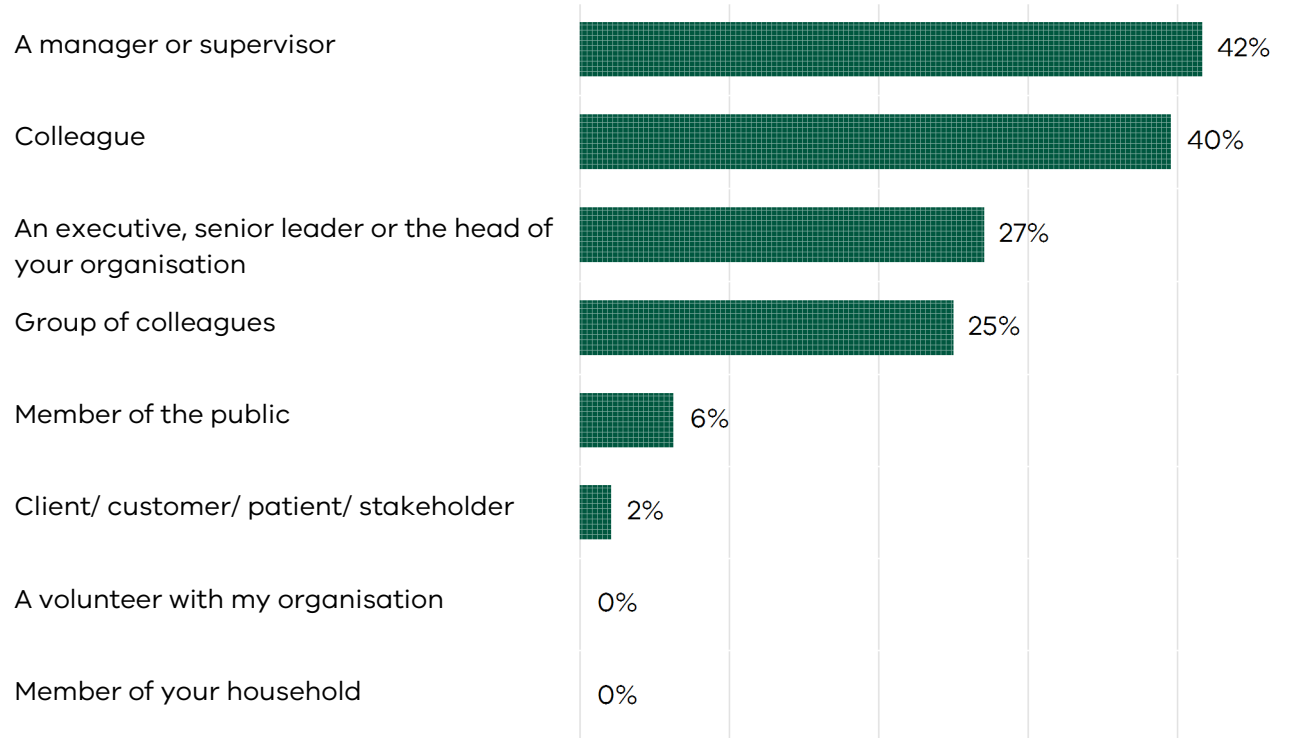
Perpetrator	%
A manager or supervisor	42%
Colleague	40%
An executive, senior leader or the head of your organisation	27%
Group of colleagues	25%
Member of the public	6%
Client/ customer/ patient/ stakeholder	2%
A volunteer with my organisation	0%
Member of your household	0%

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, 28% 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

28% of your staff who did the survey said they experienced bullying.

Of that 28%, 98% said it was by someone within the organisation.

Of that 98%, 47% said it was 'They were in my workgroup'.

47 people (98% of staff who experienced bullying) experienced bullying from within your organisation (You 2022)

They were in my workgroup	47%
They were my immediate manager or supervisor	40%
They were outside my workgroup	26%
They were someone I supervise or manage	15%
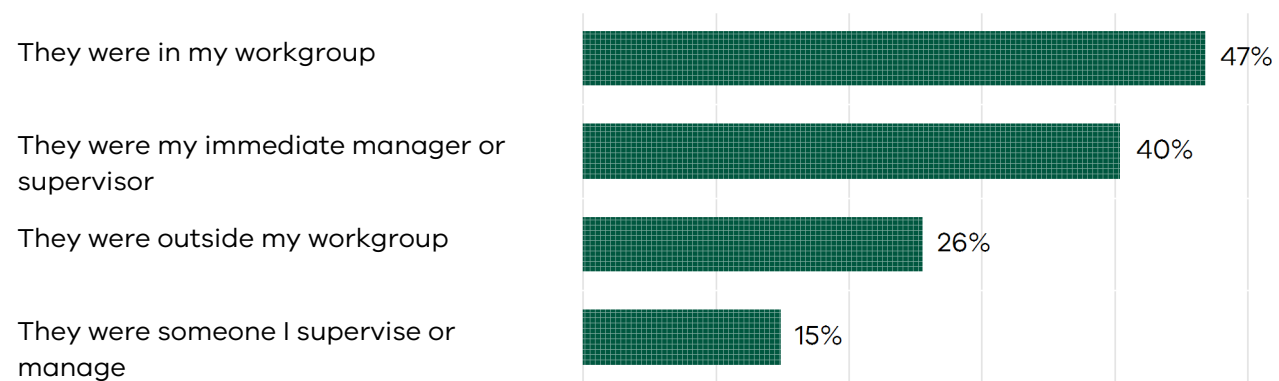
People outcomes

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

9% of your staff who did the survey said they experienced sexual harassment.

Of those, 73% 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?

15	157
9%	91%

■ Experienced sexual harassment   ▨ Did not experience sexual harassment
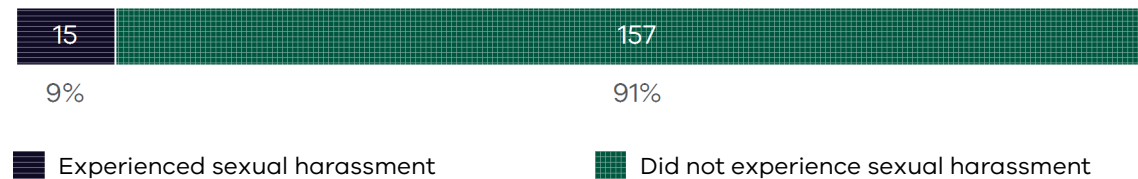
Behaviours reported	You 2022	Comparator 2022	Public sector 2022
Intrusive questions about your private life or comments about your physical appearance	73%	35%	48%
Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)	67%	51%	53%
Unwelcome touching, hugging, cornering or kissing	27%	20%	16%
Inappropriate staring or leering that made you feel intimidated	20%	15%	16%
Inappropriate physical contact (including momentary or brief physical contact)	7%	23%	20%
Any other unwelcome conduct of a sexual nature	0%	5%	7%
Repeated or inappropriate advances on email, social networking websites or internet chat rooms by a work colleague	0%	1%	2%
Repeated or inappropriate invitations to go out on dates	0%	2%	4%
Request or pressure for sex or other sexual acts	0%	2%	2%
Sexual gestures, indecent exposure or inappropriate display of the body	0%	5%	8%

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

9% of your staff who did the survey said they experienced sexual harassment.

Of those, 53% said their top response was 'Pretended it didn't bother you'.

Have you experienced sexual harassment at work in the last 12 months?	15	157
	9%	91%

■ Experienced sexual harassment   ▨ Did not experience sexual harassment
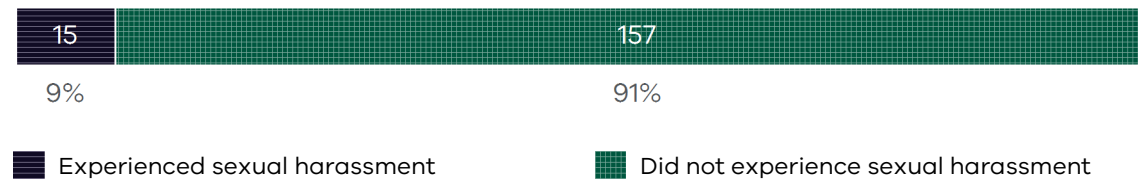
When the harassment happened to you, did you respond in any of the following ways?	You 2022	Comparator 2022	Public sector 2022
Pretended it didn't bother you	53%	38%	41%
Avoided the person(s) by staying away from them	47%	31%	33%
Told the person the behaviour was not OK	33%	35%	33%
Tried to laugh it off or forget about it	33%	30%	36%
Told a friend or family member	20%	11%	20%
Told a colleague	13%	28%	27%
Avoided locations where the behaviour might occur	7%	10%	12%
Other	7%	7%	4%
Submitted a formal complaint	7%	6%	5%
Told a manager	7%	20%	20%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Sexual harassment - reasons for not submitting a formal complaint

What this is

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

Why this is important

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

How to read this

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

Example

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

- 50% said the top reason was 'I didn't think it was serious enough'.

Did you submit a formal complaint?
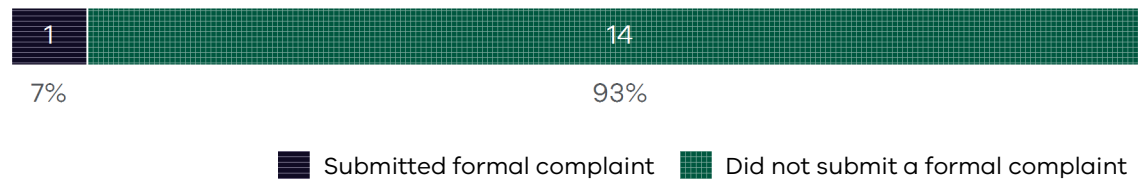
1	14
7%	93%

- ■ Submitted formal complaint
- ■ Did not submit a formal complaint

What was your reason for not submitting a formal complaint?	You 2022	Comparator 2022	Public sector 2022
I didn't think it was serious enough	50%	36%	46%
I didn't think it would make a difference	50%	30%	40%
I believed there would be negative consequences for my reputation	43%	22%	25%
I didn't feel safe to report the incident	21%	3%	7%
I thought the complaint process would be embarrassing or difficult	21%	7%	10%
I believed there would be negative consequences for my career	14%	11%	17%
I believed there would be negative consequences for the person I was going to complain about	7%	4%	10%
I didn't know how to make a complaint	7%	2%	5%
I didn't know who to talk to	7%	1%	4%
I didn't need to because I made the harassment stop	7%	13%	11%

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, 9% 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

9% of your staff who did the survey said they experienced sexual harassment.

Of that 9%, 47% said it was by 'Colleague'.

15 people (9% of staff) experienced sexual harassment (You2022)
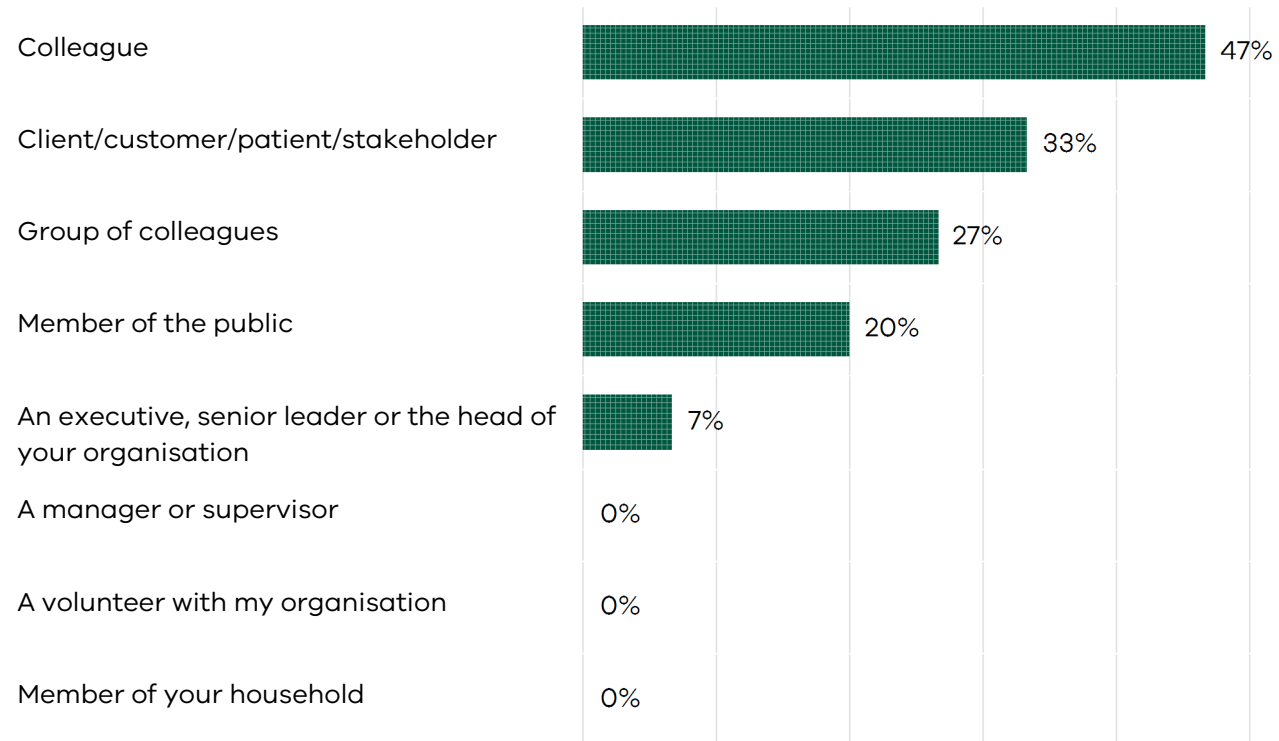
Perpetrator	Percentage
Colleague	47%
Client/customer/patient/stakeholder	33%
Group of colleagues	27%
Member of the public	20%
An executive, senior leader or the head of your organisation	7%
A manager or supervisor	0%
A volunteer with my organisation	0%
Member of your household	0%

People outcomes

Relationship to perpetrator

What this is

This provides further detail on who staff have said are responsible for 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, 9% 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

9% of your staff who did the survey said they experienced sexual harassment.

Of that 9%, 73% said it was by someone within the organisation.

Of that 73%, 64% said it was 'They were in my workgroup'.

11 people (73% of staff who experienced harassment) experienced harassment from within your organisation (You 2022)

They were in my workgroup	64%
They were my immediate manager or supervisor	18%
They were outside my workgroup	9%
They were someone I supervise or manage	9%
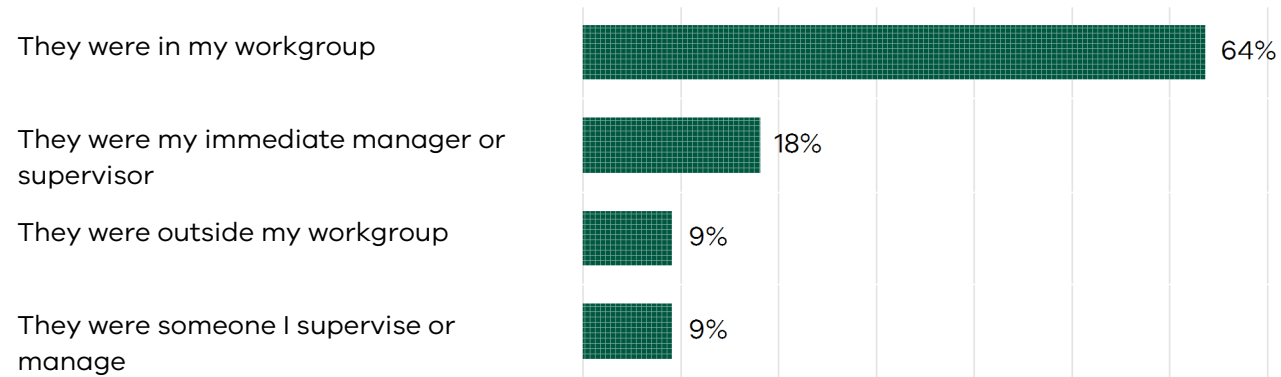
People outcomes

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

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

Of that 8%, 46% said it was 'Other'.

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

13	134	25
8%	78%	15%

■ Experienced discrimination ▦ Did not experience discrimination ▦ Not sure
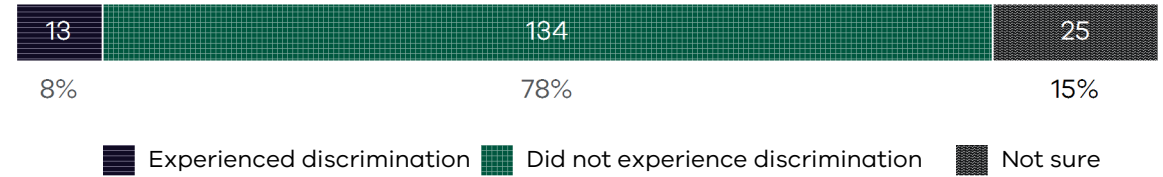
If you experienced discrimination, what type of discrimination did you experience?		You 2022	Comparator 2022	Public sector 2022
Other	0%	46%	59%	39%
Denied flexible work arrangements or other adjustments	0%	38%	18%	22%
Opportunities for promotion	0%	23%	13%	36%
Employment security - threats of dismissal or termination	0%	15%	10%	14%
Access to leave	0%	8%	8%	9%
Opportunities for training	0%	8%	13%	22%

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

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

- 46% said the top way they reported the discrimination was 'Told a friend or family member'.

- 85% said they didn't submit a formal complaint.

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

13	134	25
8%	78%	15%

■ Experienced discrimination ▦ Did not experience discrimination ▦ Not sure
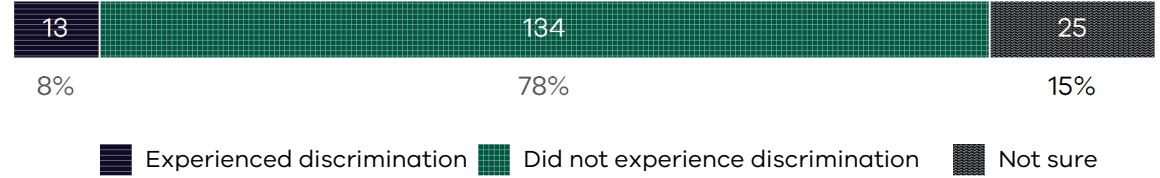
Did you tell anyone about the discrimination?	You 2022	Comparator 2022	Public sector 2022
Told a friend or family member	46%	30%	34%
Told a manager	38%	24%	28%
Told Human Resources	31%	11%	11%
I did not tell anyone about the discrimination	15%	27%	24%
Submitted a formal complaint	15%	7%	8%
Told a colleague	15%	32%	37%
Told employee assistance program (EAP) or peer support	15%	6%	8%
Told someone else	8%	9%	14%

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

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

- 82% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal complaint?

2	11
15%	85%

■ Submitted formal complaint   ■ Did not submit a formal complaint
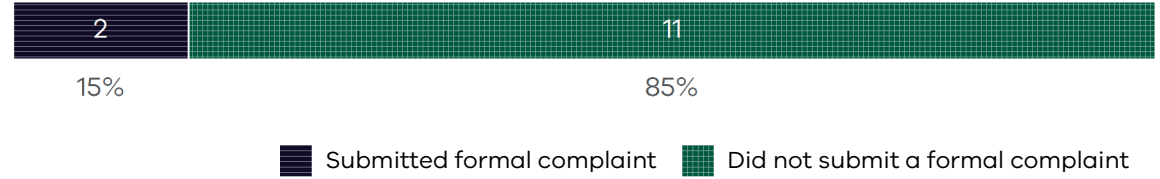
What was your reason for not submitting a formal complaint?	You 2022	Comparator 2022	Public sector 2022
I didn't think it would make a difference	82%	51%	59%
I believed there would be negative consequences for my career	45%	26%	49%
I didn't feel safe to report the incident	36%	11%	19%
I believed there would be negative consequences for my reputation	27%	41%	50%
I didn't think it was serious enough	27%	11%	13%
I didn't know who to talk to	9%	4%	7%
I thought the complaint process would be embarrassing or difficult	9%	7%	12%
I was advised not to	9%	4%	4%

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, 8% 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

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

Of that 8%, 54% said it was by 'A manager or supervisor'.

13 people (8% of staff) experienced discrimination (You 2022)
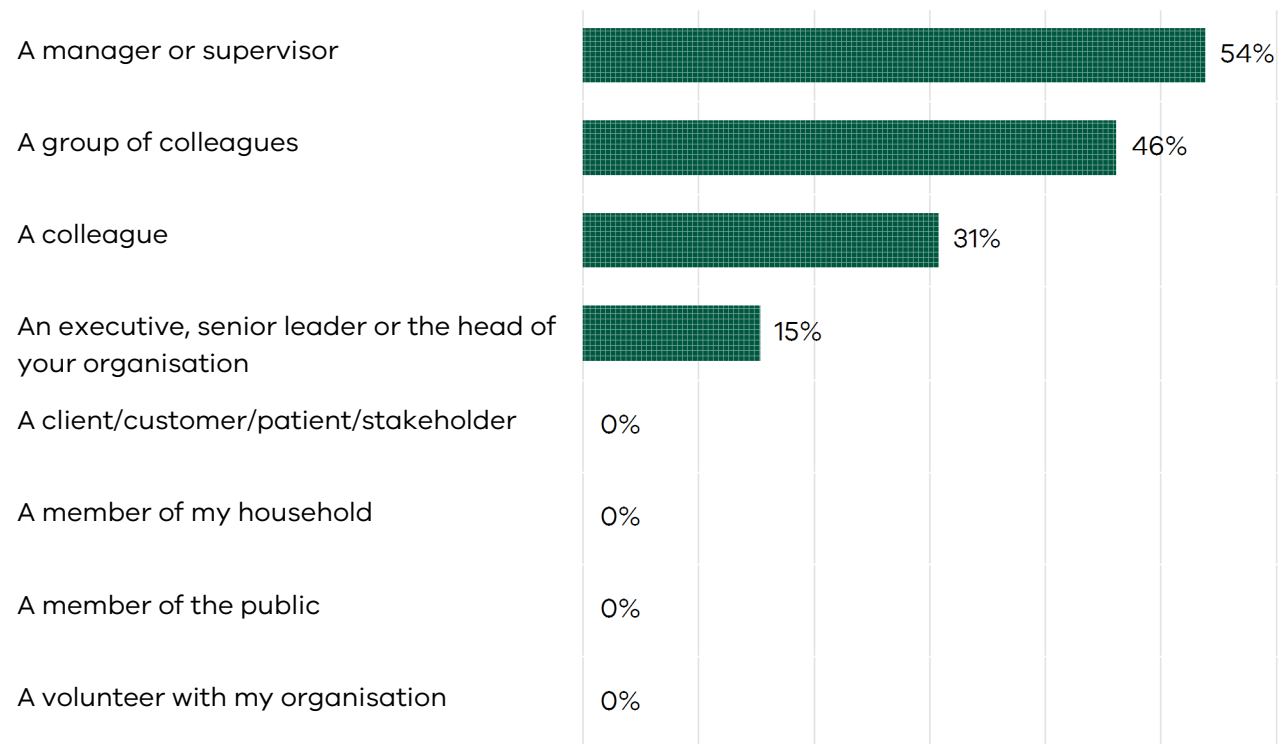
Perpetrator	Percentage
A manager or supervisor	54%
A group of colleagues	46%
A colleague	31%
An executive, senior leader or the head of your organisation	15%
A client/customer/patient/stakeholder	0%
A member of my household	0%
A member of the public	0%
A volunteer with my organisation	0%

People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

In this year's survey, 8% 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

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

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

Of that 100%, 77% said it was 'They were in my workgroup'.

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

They were in my workgroup	77%
They were my immediate manager or supervisor	38%
They were someone I supervise or manage	31%
They were outside my workgroup	15%
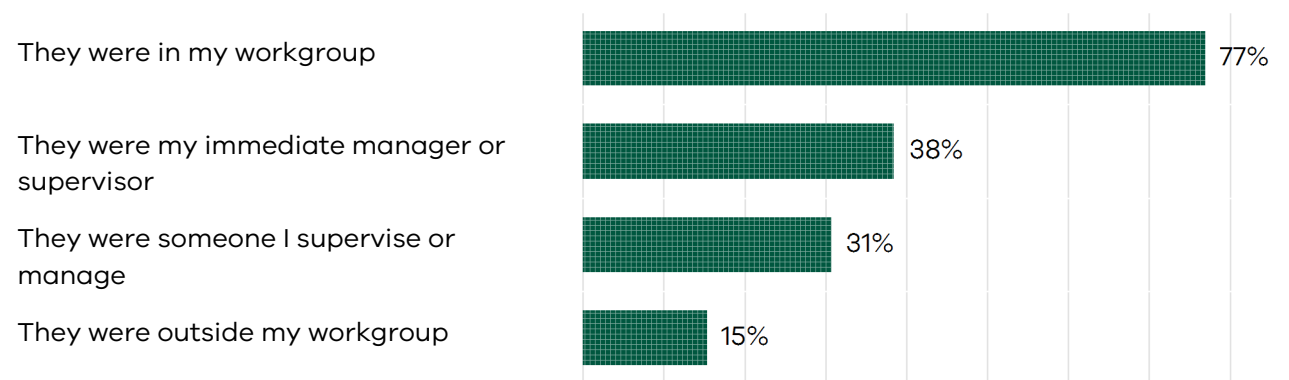
Negative behaviour

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

16% of your staff who did the survey said they experienced violence or aggression.

Of that 16%, 74% said it was from 'Intimidating behaviour'.

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

27	134	11
16%	78%	6%

■ Experienced violence or aggression ▦ Did not experience violence or aggression ▦ Not sure
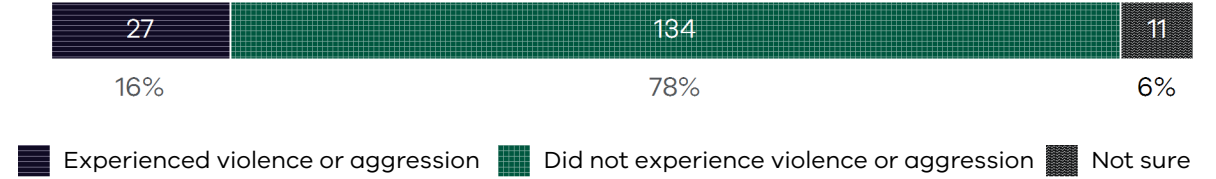
If you experienced violence or aggression, what type did you experience?	You 2021	You 2022	Comparator 2022	Public sector 2022
Intimidating behaviour	40%	74%	57%	68%
Abusive language	52%	63%	78%	82%
Physical assault (e.g. spitting, hitting, punching, pushing, tripping, grabbing, throwing objects)	32%	48%	32%	28%
Threats of violence	16%	37%	25%	37%
Damage to my property or work equipment	0%	4%	1%	8%
Stalking, including cyber-stalking	0%	4%	1%	1%

Victorian Public Sector Commission

VICTORIA State Government

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

16% of your staff who did the survey said they experienced violence or aggression, fo which

- 30% said the top way they reported the violence or agression was 'Submitted a formal incident report'
- 70% said they didn't submit a formal incident report.

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

27	134	11
16%	78%	6%

■ Experienced violence or aggression   ■ Did not experience violence or aggression   ■ Not sure
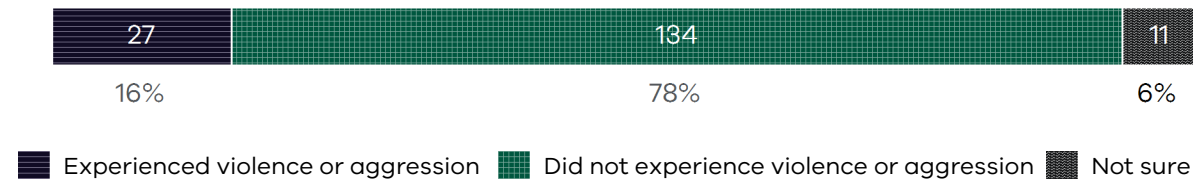
Did you tell anyone about the incident?	You 2021	You 2022	Comparator 2022	Public sector 2022
Submitted a formal incident report	40%	30%	43%	32%
Told a manager	52%	30%	52%	56%
Told a colleague	32%	22%	41%	47%
I did not tell anyone about the incident(s)	4%	19%	5%	7%
Told a friend or family member	8%	19%	13%	20%
Told Human Resources	0%	11%	6%	4%
Told the person the behaviour was not OK	20%	11%	31%	34%
Told employee assistance program (EAP) or peer support	12%	4%	2%	4%
Told someone else	12%	4%	4%	6%

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

70% of your staff who experienced violence or aggression did not submit a formal incident report, of which:

- 37% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal incident report?

8	19
30%	70%
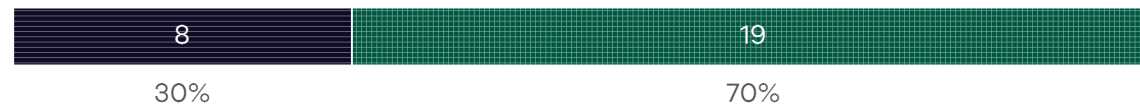
■ Submitted formal incident report   ▦ Did not submit a formal incident report

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	13%	37%	35%	40%
I believed there would be negative consequences for my career	27%	32%	4%	10%
I believed there would be negative consequences for my reputation	20%	32%	11%	14%
I didn't feel safe to report the incident	13%	26%	3%	4%
I didn't think it was serious enough	20%	26%	27%	32%
Other	27%	16%	24%	20%
I didn't need to because I no longer had contact with the person(s) who was aggressive or violent to me	7%	11%	9%	16%
I didn't know how to make a complaint	7%	5%	2%	4%
I didn't know who to talk to	0%	5%	1%	2%
I didn't need to because I made the violence or aggression stop	13%	5%	11%	15%

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

16% of your staff who did the survey said they experienced violence or aggression.

Of that 16%, 59% said it was 'Client/ customer/ patient/ stakeholder'.

27 people (16% of staff) experienced violence or aggression (You2022)
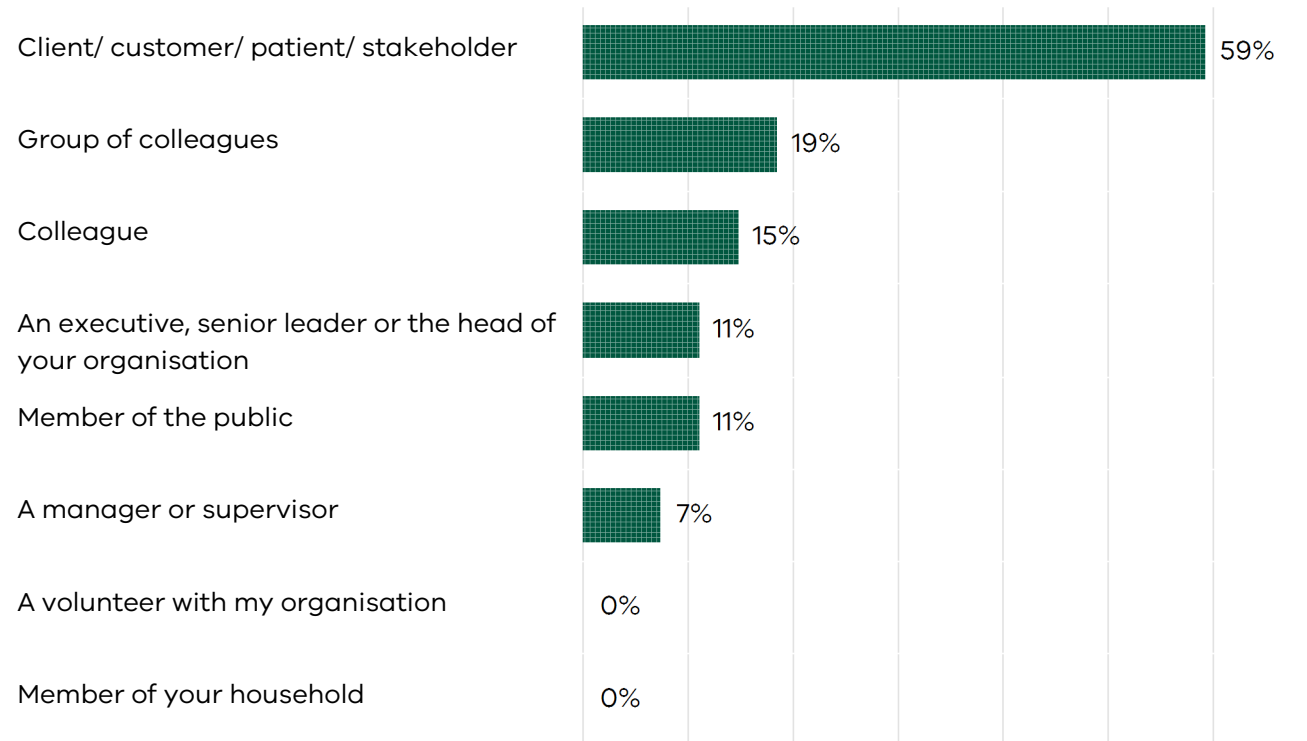
Perpetrator	Percentage
Client/ customer/ patient/ stakeholder	59%
Group of colleagues	19%
Colleague	15%
An executive, senior leader or the head of your organisation	11%
Member of the public	11%
A manager or supervisor	7%
A volunteer with my organisation	0%
Member of your household	0%

People outcomes

Relationship to perpetrator

What this is

This provides further detail on who staff have said are responsible for 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, 16% 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

16% of your staff who did the survey said they experienced violence or aggression.

Of that 16%, 41% said it was by someone within the organisation.

Of that 41%, 55% said it was 'They were in my workgroup'.

11 people (41% of staff who experienced violence or aggression) experienced violence or aggression from within your organisation (You2022)

They were in my workgroup — 55%

They were my immediate manager or supervisor — 27%

They were someone I supervise or manage — 27%

They were outside my workgroup — 18%

People matter survey wellbeing check 2022

Have your say

Overview

Result summary

Report overview

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

People outcomes

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

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

Key differences

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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 'Meaningful work', the 'You 2022' column shows 93% of your staff agreed with 'I can make a worthwhile contribution at work'.
This question was not asked in 2021.

Question group	Highest scoring questions	You 2022	Change from 2021	Comparator 2022
Meaningful work	I can make a worthwhile contribution at work	93%	Not asked in 2021	94%
Meaningful work	I achieve something important through my work	92%	+8%	93%
Job enrichment	I understand how my job helps my organisation achieve it's goals	91%	Not asked in 2021	92%
Job enrichment	I can use my skills and knowledge in my job	84%	Not asked in 2021	92%
Job enrichment	I clearly understand what I am expected to do in this job	84%	-4%	89%
Collaboration	I am able to work effectively with others outside my immediate workgroup	81%	-10%	87%
Meaningful work	I get a sense of accomplishment from my work	80%	-6%	88%
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	77%	-13%	88%
Safety climate	My organisation provides a physically safe work environment	76%	-3%	82%
Patient safety climate	I am encouraged by my colleagues to report any patient safety concerns I may have	75%	-4%	83%

Victorian Public Sector Commission

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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 16% 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	16%	Not asked in 2021	37%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	33%	-20%	54%
Safety climate	All levels of my organisation are involved in the prevention of stress	35%	-14%	52%
Organisational integrity	I have an equal chance at promotion in my organisation	38%	Not asked in 2021	55%
Organisational integrity	I believe the promotion processes in my organisation are fair	38%	Not asked in 2021	53%
Patient safety climate	This health service does a good job of training new and existing staff	38%	-20%	58%
Workgroup support	People in my workgroup appropriately manage conflicts of interest	40%	-14%	62%
Taking action	I believe my organisation will make improvements based on the results of this survey	41%	Not asked in 2021	56%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	42%	-22%	58%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	42%	-11%	57%

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Key differences

Most improved

What this is

This is where staff feel their organisation has most improved.

How to read this

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

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

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

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

Example

On the first row 'Meaningful work', the 'You 2022' column shows 92% of your staff agreed with 'I achieve something important through my work'.
In the 'Increase from 2021' column, you have a 8% increase, which is a positive trend.

Question group	Most improved from last year	You 2022	Increase from 2021	Comparator 2022
Meaningful work	I achieve something important through my work	92%	+8%	93%
Workload	I have enough time to do my job effectively	52%	+4%	55%
Manager support	My manager provides me with enough support when I need it	71%	+1%	78%

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 'Learning and development', the 'You 2022' column shows 51% of your staff agreed with 'My organisation places a high priority on the learning and development of staff'.
In the 'Decrease from 2021' column, you have a 23% decrease, which is a negative trend.

Question subgroup	Largest decline from last year	You 2022	Decrease from 2021	Comparator 2022
Learning and development	My organisation places a high priority on the learning and development of staff	51%	-23%	64%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	42%	-22%	58%
Patient safety climate	This health service does a good job of training new and existing staff	38%	-20%	58%
Engagement	I feel a strong personal attachment to my organisation	55%	-20%	67%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	33%	-20%	54%
Engagement	I would recommend my organisation as a good place to work	54%	-18%	70%
Engagement	I am proud to tell others I work for my organisation	65%	-18%	76%
Engagement	My organisation motivates me to help achieve its objectives	54%	-17%	67%
Senior leadership	Senior leaders model my organisation's values	50%	-17%	67%
Safe to speak up	People in my workgroup are able to bring up problems and tough issues	49%	-16%	67%

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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.

As there is no positive difference from your comparator, we have no data to show on this page.

Key differences

Biggest negative difference from comparator

What this is

This is where your staff have agreed less to a question compared to staff at similar organisations.

How to read this

Use this data to see where your organisation has the biggest negative difference with questions from the 2022 survey compared to your comparator group.

In this table, the difference to your comparator is shown in the 'difference' column.

Example

On the first row 'Workgroup support', the 'You 2022' column shows 40% of your staff agreed with 'People in my workgroup appropriately manage conflicts of interest'.

The 'difference' column, shows that agreement for this question was 22 percentage points lower in your organisation than in your comparator.

Question subgroup	Biggest negative difference from comparator	You 2022	Difference	Comparator 2022
Workgroup support	People in my workgroup appropriately manage conflicts of interest	40%	-22%	62%
Workgroup support	People in my workgroup are honest, open and transparent in their dealings	47%	-22%	69%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	33%	-21%	54%
Taking action	My organisation has made improvements based on the survey results from last year	16%	-21%	37%
Patient safety climate	This health service does a good job of training new and existing staff	38%	-20%	58%
Workgroup support	People in my workgroup work together effectively to get the job done	58%	-19%	77%
Patient safety climate	The culture in my work area makes it easy to learn from the errors of others	45%	-19%	64%
Patient safety climate	I would recommend a friend or relative to be treated as a patient here	59%	-18%	77%
Senior leadership	Senior leaders demonstrate honesty and integrity	49%	-18%	67%
Quality service delivery	My workgroup acts fairly and without bias	51%	-18%	69%

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People matter survey 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

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

Survey question	Your results						

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

Benchmark agree results
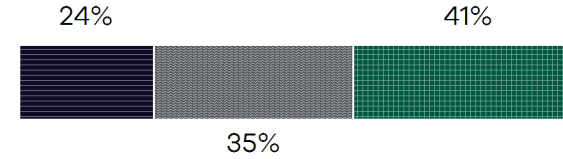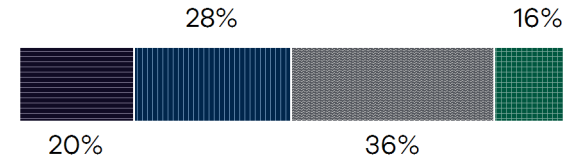
Survey question		You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
I believe my organisation will make improvements based on the results of this survey	24% / 35% / 41%	Not asked	Not asked	41 %	29 %	56 %	84 %
My organisation has made improvements based on the survey results from last year	20% / 28% / 36% / 16%	Not asked	Not asked	16 %	13 %	37 %	59 %

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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

50% of your staff who did the survey agreed or strongly agreed with 'Senior leaders model my organisation's values'.

Survey question	Your results	Benchmark agree results					
			You		**Comparator**		
		2020	2021	2022	Lowest	Average	Highest
Senior leaders model my organisation's values	Disagree 23% / Don't know 1% / Neither agree nor disagree 26% / Agree 50%	Not asked	67 %	50 %	33 %	67 %	94 %
Senior leaders demonstrate honesty and integrity	Disagree 20% / Don't know 1% / Neither agree nor disagree 30% / Agree 49%	Not asked	65 %	49 %	26 %	67 %	98 %
Senior leaders provide clear strategy and direction	Disagree 22% / Don't know 1% / Neither agree nor disagree 31% / Agree 47%	56 %	61 %	47 %	30 %	64 %	94 %

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

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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:

- 66% of your staff who did the survey responded positively to questions about Collaboration which is down from 74% in 2021.

Compared to:
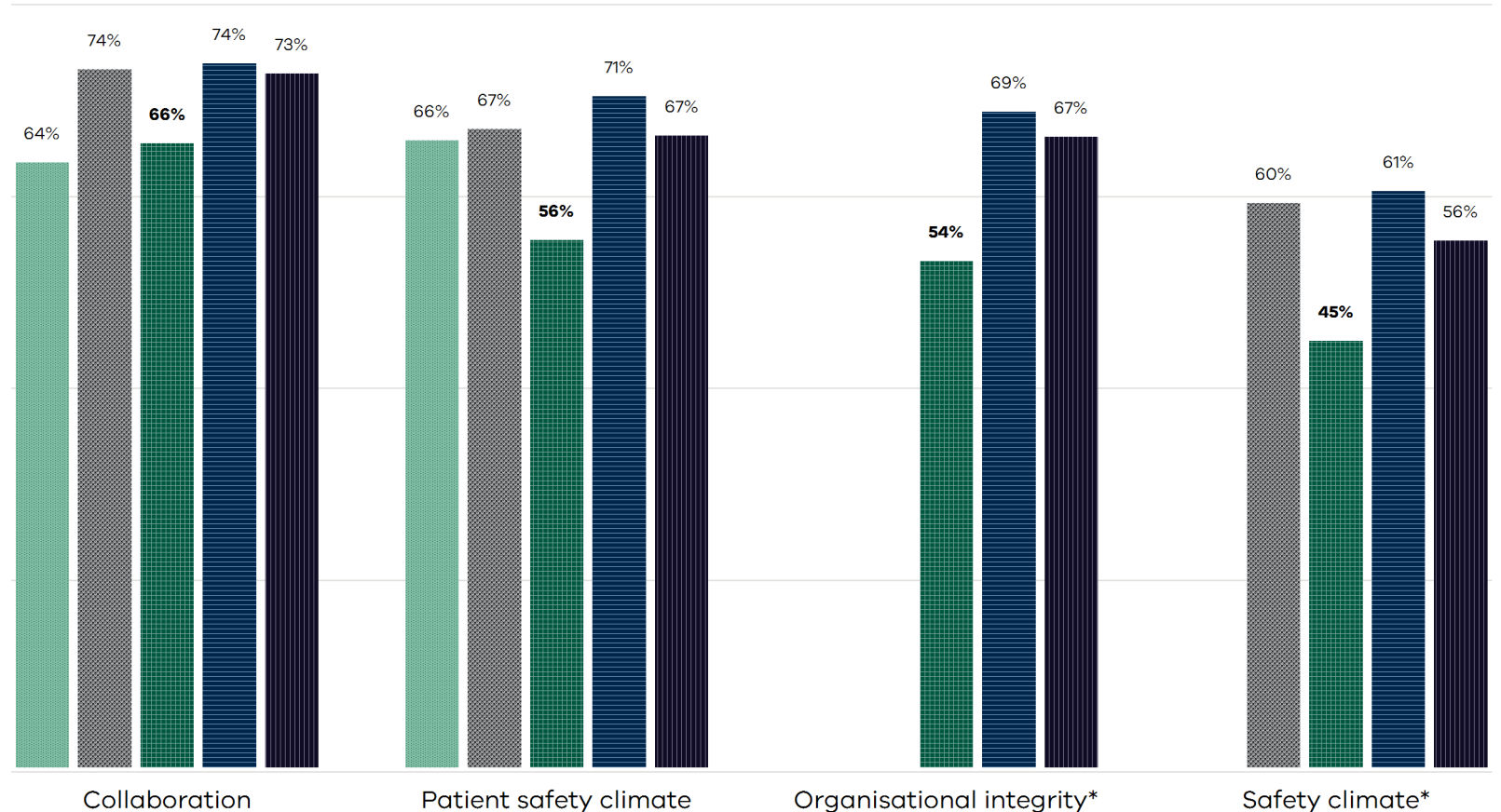
- 74% of staff at your comparator and 73% of staff across the public sector.

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

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

Organisational climate

Organisational integrity 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

67% of your staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.

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

Survey question	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
My organisation encourages employees to act in ways that are consistent with human rights (Disagree 12%, 2%, Neither 19%, Agree 67%)	Not asked	80 %	67 %	52 %	84 %	98 %
My organisation encourages respectful workplace behaviours (Disagree 15%, 1%, Neither 19%, Agree 66%)	Not asked	76 %	66 %	51 %	79 %	98 %
My organisation is committed to earning a high level of public trust (Disagree 13%, 2%, Neither 22%, Agree 64%)	Not asked	78 %	64 %	47 %	80 %	99 %
My organisation does not tolerate improper conduct (Disagree 21%, 2%, Neither 20%, Agree 57%)	Not asked	67 %	57 %	47 %	73 %	91 %

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.
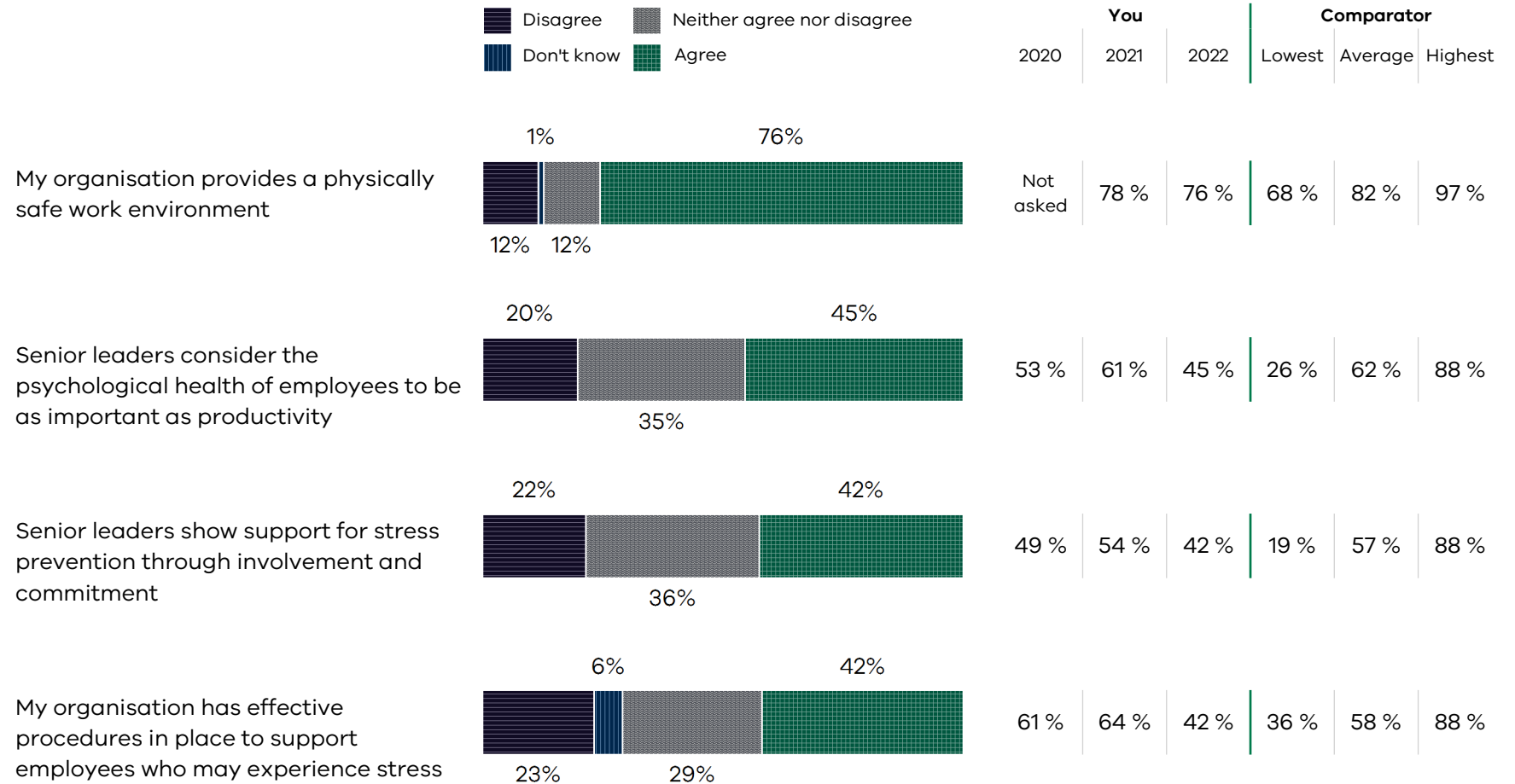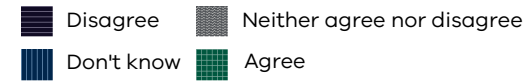
Example

52% of your staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.

Survey question	Your results						

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

Survey question	Your results	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My organisation takes steps to eliminate bullying, harassment and discrimination	24% / 2% / 22% / 52%	Not asked	66 %	52 %	35 %	65 %	83 %
I believe the recruitment processes in my organisation are fair	17% / 5% / 29% / 48%	Not asked	Not asked	48 %	30 %	65 %	84 %
I believe the promotion processes in my organisation are fair	21% / 9% / 32% / 38%	Not asked	Not asked	38 %	22 %	53 %	78 %
I have an equal chance at promotion in my organisation	21% / 41% / 38%	Not asked	Not asked	38 %	30 %	55 %	75 %

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

81% of your staff who did the survey agreed or strongly agreed with 'I am able to work effectively with others outside my immediate workgroup'.

Survey question

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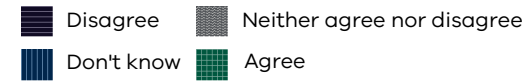
Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree

I am able to work effectively with others outside my immediate workgroup
5% | 81% | 13%

Workgroups across my organisation willingly share information with each other
4% | 51% | 20% | 26%

Benchmark agree results
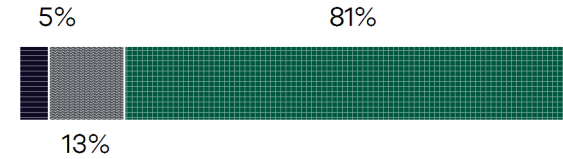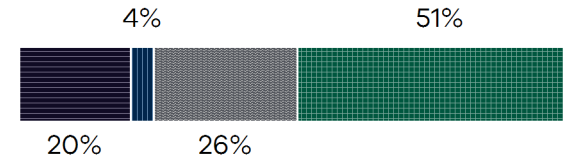
Survey question	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
I am able to work effectively with others outside my immediate workgroup	82 %	92 %	81 %	61 %	87 %	98 %
Workgroups across my organisation willingly share information with each other	46 %	56 %	51 %	36 %	62 %	81 %

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.
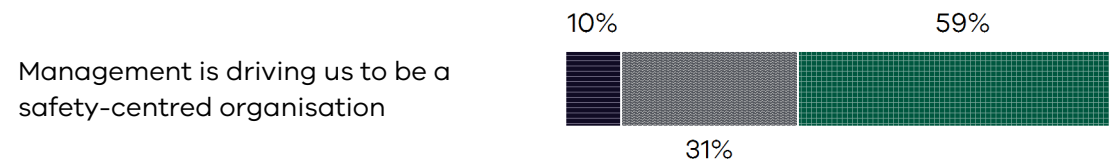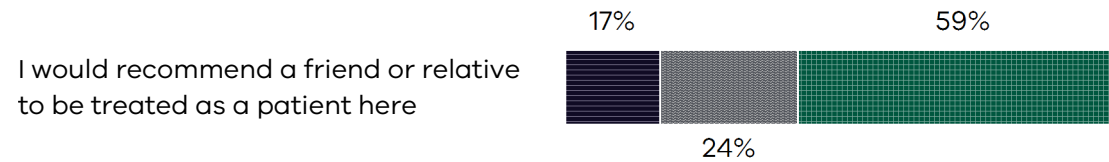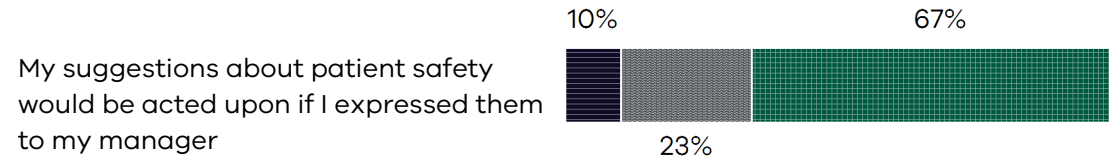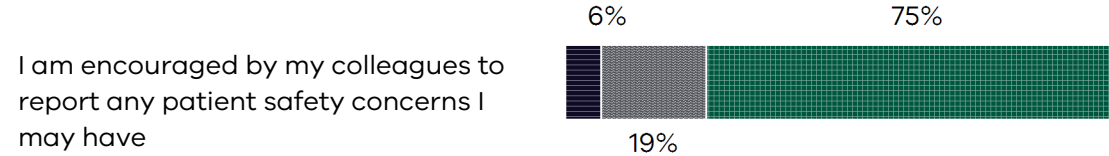
Example

76% of your staff who did the survey agreed or strongly agreed with 'My organisation provides a physically safe work environment'.

Survey question	Your results	You			Comparator		
		2020	2021	2022	Lowest	Average	Highest

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

Survey question	Disagree	Neither	Agree	2020	2021	2022	Lowest	Average	Highest
My organisation provides a physically safe work environment	12%	12% / 1%	76%	Not asked	78 %	76 %	68 %	82 %	97 %
Senior leaders consider the psychological health of employees to be as important as productivity	20%	35%	45%	53 %	61 %	45 %	26 %	62 %	88 %
Senior leaders show support for stress prevention through involvement and commitment	22%	36%	42%	49 %	54 %	42 %	19 %	57 %	88 %
My organisation has effective procedures in place to support employees who may experience stress	23%	6% / 29%	42%	61 %	64 %	42 %	36 %	58 %	88 %

Victorian Public Sector Commission

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Organisational climate

Safety climate 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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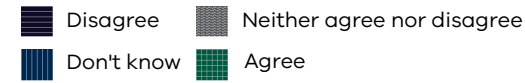
Example

35% of your staff who did the survey agreed or strongly agreed with 'All levels of my organisation are involved in the prevention of stress'.

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree
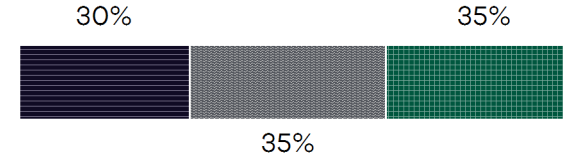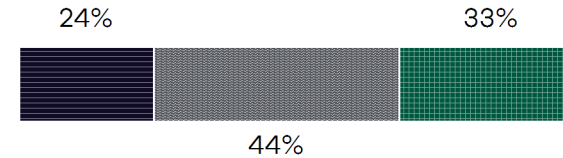
Survey question	Your results	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
All levels of my organisation are involved in the prevention of stress	30% / 35% / 35%	39 %	49 %	35 %	30 %	52 %	80 %
In my workplace, there is good communication about psychological safety issues that affect me	24% / 44% / 33%	45 %	53 %	33 %	29 %	54 %	80 %

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

75% 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	You 2020	2021	2022	Comparator Lowest	Average	Highest
I am encouraged by my colleagues to report any patient safety concerns I may have	6% / 19% / 75%	75 %	79 %	75 %	59 %	83 %	94 %
My suggestions about patient safety would be acted upon if I expressed them to my manager	10% / 23% / 67%	72 %	72 %	67 %	58 %	77 %	94 %
I would recommend a friend or relative to be treated as a patient here	17% / 24% / 59%	72 %	73 %	59 %	37 %	77 %	96 %
Management is driving us to be a safety-centred organisation	10% / 31% / 59%	74 %	75 %	59 %	49 %	76 %	96 %

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

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

56% 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 · Don't know · Neither agree nor disagree · Agree

Benchmark agree results

Survey question		You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
Patient care errors are handled appropriately in my work area	65 %	67 %	56 %	42 %	70 %	86 %
Trainees in my discipline are adequately supervised	55 %	55 %	49 %	22 %	62 %	78 %
The culture in my work area makes it easy to learn from the errors of others	57 %	61 %	45 %	41 %	64 %	85 %
This health service does a good job of training new and existing staff	61 %	59 %	38 %	27 %	58 %	80 %

Your results bar values:
- Patient care errors are handled appropriately in my work area: 13%, 13%, 19%, 56%
- Trainees in my discipline are adequately supervised: 17%, 7%, 27%, 49%
- The culture in my work area makes it easy to learn from the errors of others: 17%, 37%, 45%
- This health service does a good job of training new and existing staff: 23%, 3%, 35%, 38%

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People matter survey wellbeing check 2022

Have your say

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- Your comparator group
- Your response rate

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- 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:

- 58% of your staff who did the survey responded positively to questions about Quality service delivery.

Compared to:

- 73% of staff at your comparator and 74% of staff across the public sector.
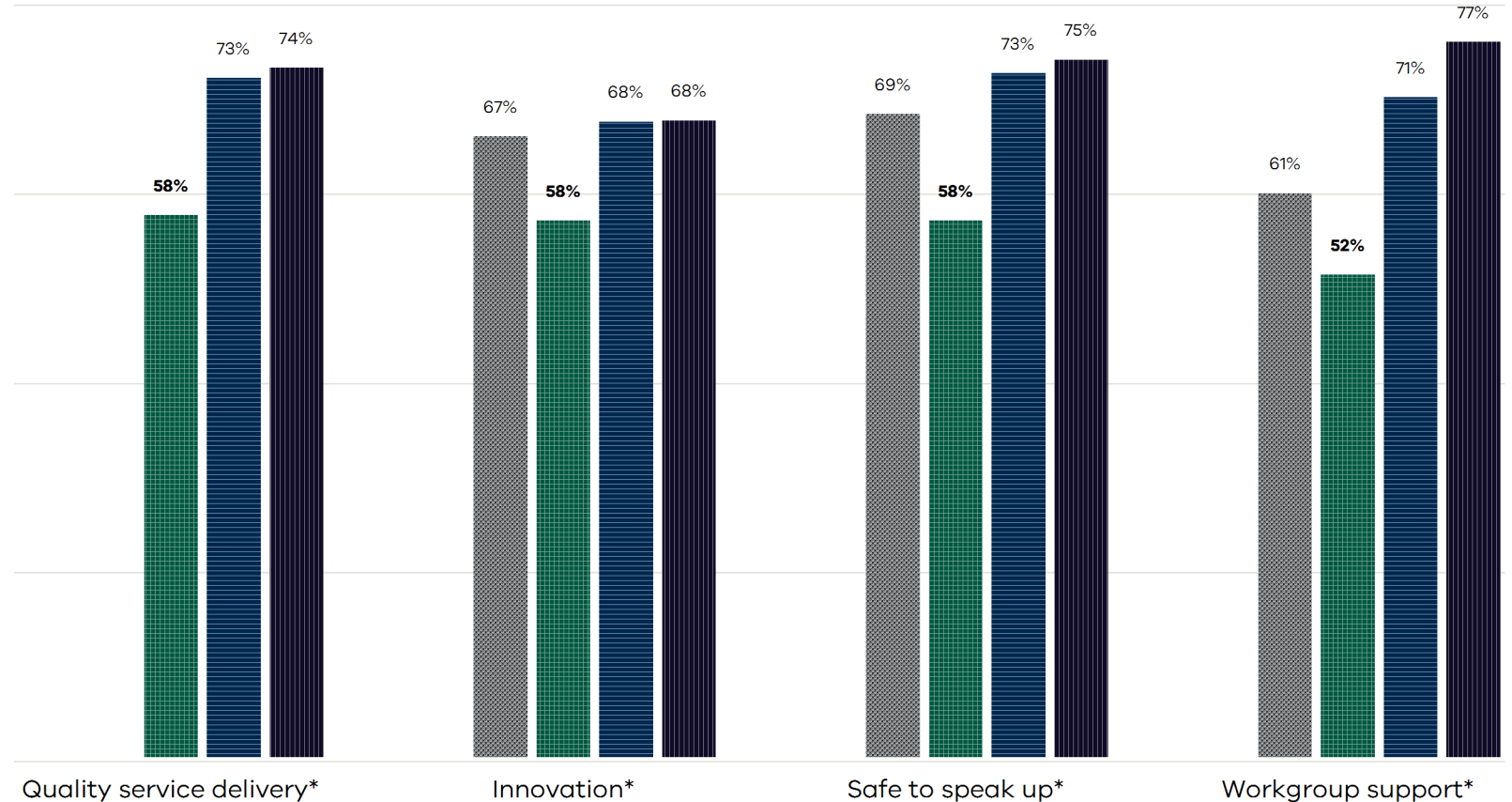
*We can't compare some data here because one or more questions were not asked in a previous survey

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

Quality service delivery*: 58%, 73%, 74%
Innovation*: 67%, 58%, 68%, 68%
Safe to speak up*: 69%, 58%, 73%, 75%
Workgroup support*: 61%, 52%, 71%, 77%

Workgroup climate

Quality service delivery

What this is

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

Why this is important

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

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

How to read this

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

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

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

Example

63% of your staff who did the survey agreed or strongly agreed with 'My workgroup has clear lines of responsibility'.

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

Survey question		You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
My workgroup has clear lines of responsibility	13% / 23% / 1% / 63%	Not asked	75 %	63 %	53 %	75 %	89 %
My workgroup provides high quality advice and services	15% / 24% / 61%	Not asked	Not asked	61 %	60 %	78 %	93 %
My workgroup uses its resources well	16% / 25% / 1% / 58%	Not asked	Not asked	58 %	52 %	70 %	92 %
My workgroup acts fairly and without bias	24% / 25% / 51%	Not asked	Not asked	51 %	46 %	69 %	82 %
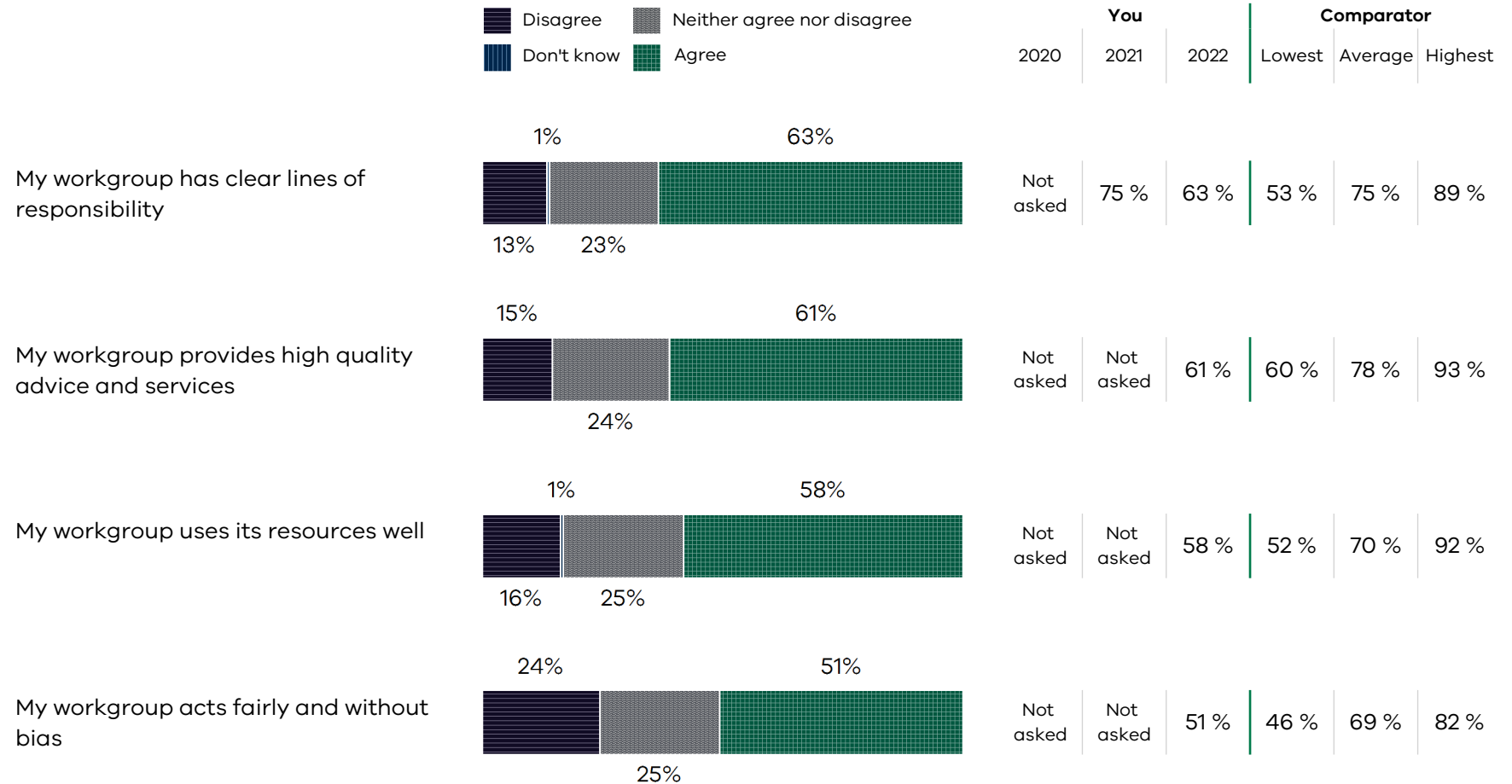
Workgroup climate

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

62% of your staff who did the survey agreed or strongly agreed with 'My workgroup learns from failures and mistakes'.

Survey question | Your results | Benchmark agree results

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree
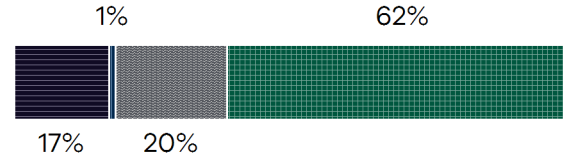
Survey question	Your results	2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup learns from failures and mistakes	17% Disagree, 1% Don't know, 20% Neither, 62% Agree	Not asked	64 %	62 %	53 %	70 %	92 %
My workgroup is quick to respond to opportunities to do things better	16% Disagree, 1% Don't know, 26% Neither, 58% Agree	Not asked	71 %	58 %	44 %	69 %	91 %
My workgroup encourages employee creativity	18% Disagree, 28% Neither, 53% Agree	Not asked	65 %	53 %	40 %	66 %	87 %
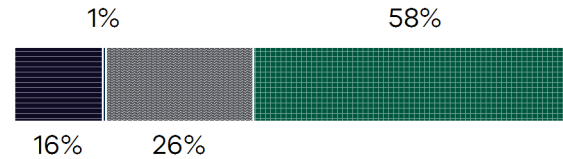
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Workgroup climate

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.

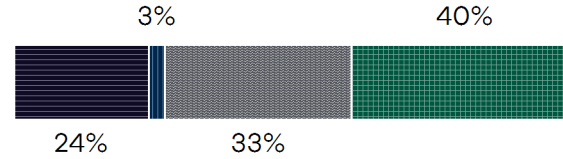Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

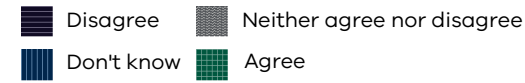58% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup treat each other with respect'.

Legend: Disagree | Neither agree nor disagree | Don't know | Agree
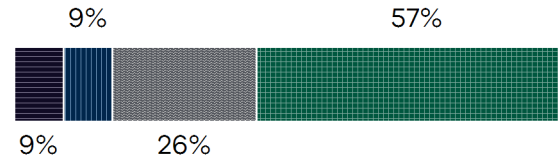
Survey question	Your results	You 2020	2021	2022	Comparator Lowest	Average	Highest
People in my workgroup treat each other with respect	Disagree 17%, Neither 25%, Agree 58%	63 %	62 %	58 %	42 %	75 %	88 %
People in my workgroup work together effectively to get the job done	Disagree 18%, Neither 24%, Agree 58%	64 %	67 %	58 %	54 %	77 %	92 %
People in my workgroup are politically impartial in their work	Disagree 9%, Don't know 9%, Neither 26%, Agree 57%	Not asked	65 %	57 %	48 %	71 %	87 %
People in my workgroup are honest, open and transparent in their dealings	Disagree 21%, Don't know 2%, Neither 30%, Agree 47%	Not asked	56 %	47 %	38 %	69 %	87 %

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

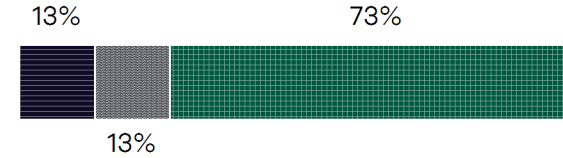40% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.

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

People in my workgroup appropriately manage conflicts of interest

3%   40%

24%   33%

	You			Comparator		
2020	2021	2022	Lowest	Average	Highest
Not asked	54 %	40 %	33 %	62 %	79 %

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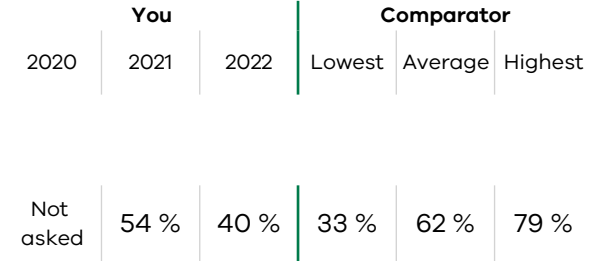
Workgroup climate

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

73% of your staff who did the survey agreed or strongly agreed with 'I feel culturally safe at work'.
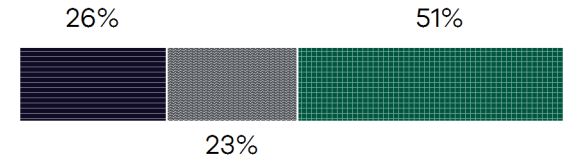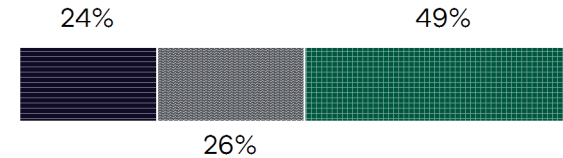
Survey question	Your results		Benchmark agree results					
				You			**Comparator**	
	Legend: Disagree / Don't know / Neither agree nor disagree / Agree		2020	2021	2022	Lowest	Average	Highest
I feel culturally safe at work	13% Disagree, 13% Neither, 73% Agree		Not asked	80 %	73 %	67 %	85 %	96 %
I feel safe to challenge inappropriate behaviour at work	26% Disagree, 23% Neither, 51% Agree		Not asked	61 %	51 %	41 %	68 %	87 %
People in my workgroup are able to bring up problems and tough issues	24% Disagree, 26% Neither, 49% Agree		59 %	66 %	49 %	38 %	67 %	85 %

People matter survey wellbeing check 2022

Have your say

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.
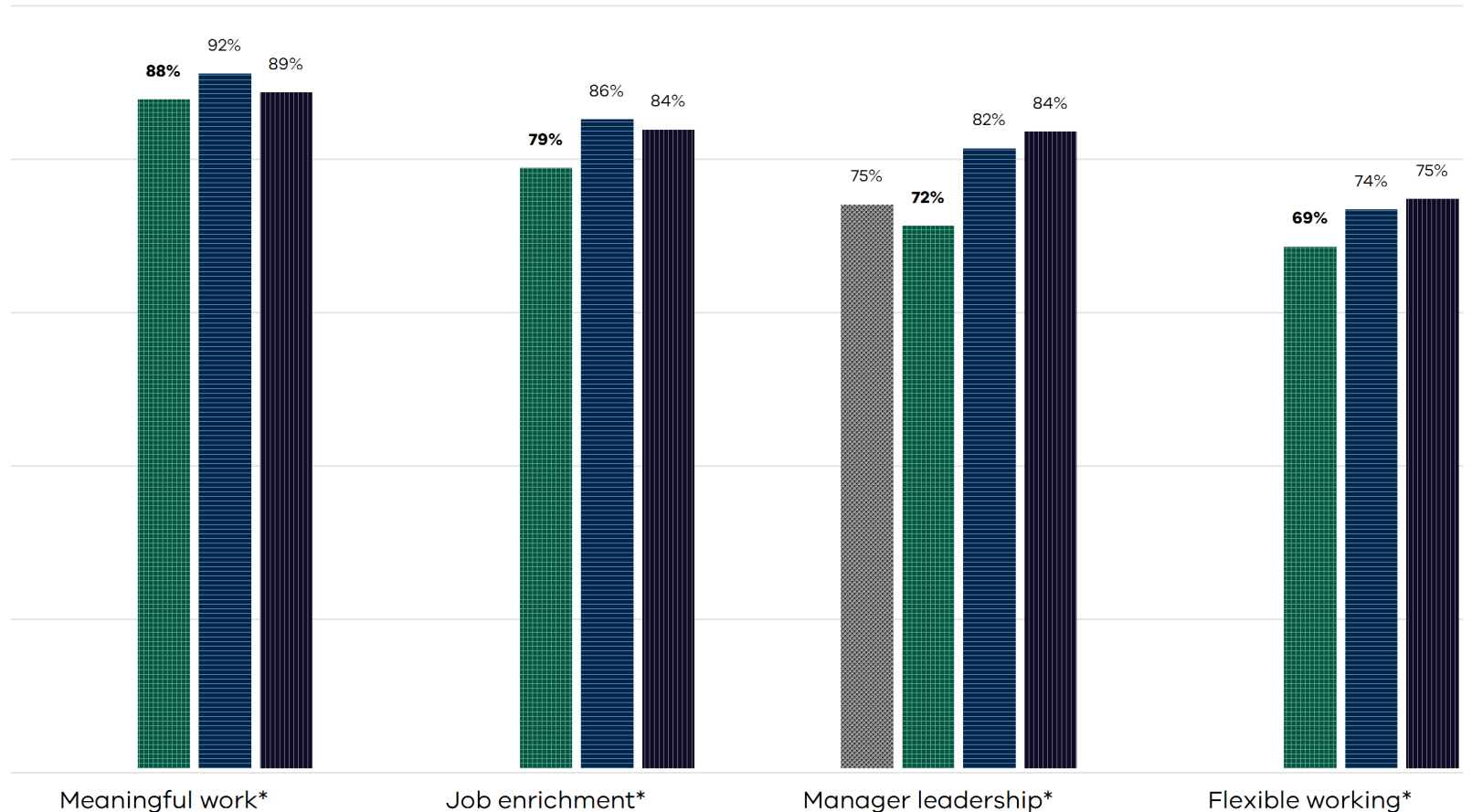
Example

In 2022:

- 88% of your staff who did the survey responded positively to questions about Meaningful work.

Compared to:

- 92% of staff at your comparator and 89% of staff across the public sector.

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

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

Chart data:
- Meaningful work*: You 2022 88%, Comparator 2022 92%, Public sector 2022 89%
- Job enrichment*: You 2022 79%, Comparator 2022 86%, Public sector 2022 84%
- Manager leadership*: You 2021 75%, You 2022 72%, Comparator 2022 82%, Public sector 2022 84%
- Flexible working*: You 2022 69%, Comparator 2022 74%, Public sector 2022 75%

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.
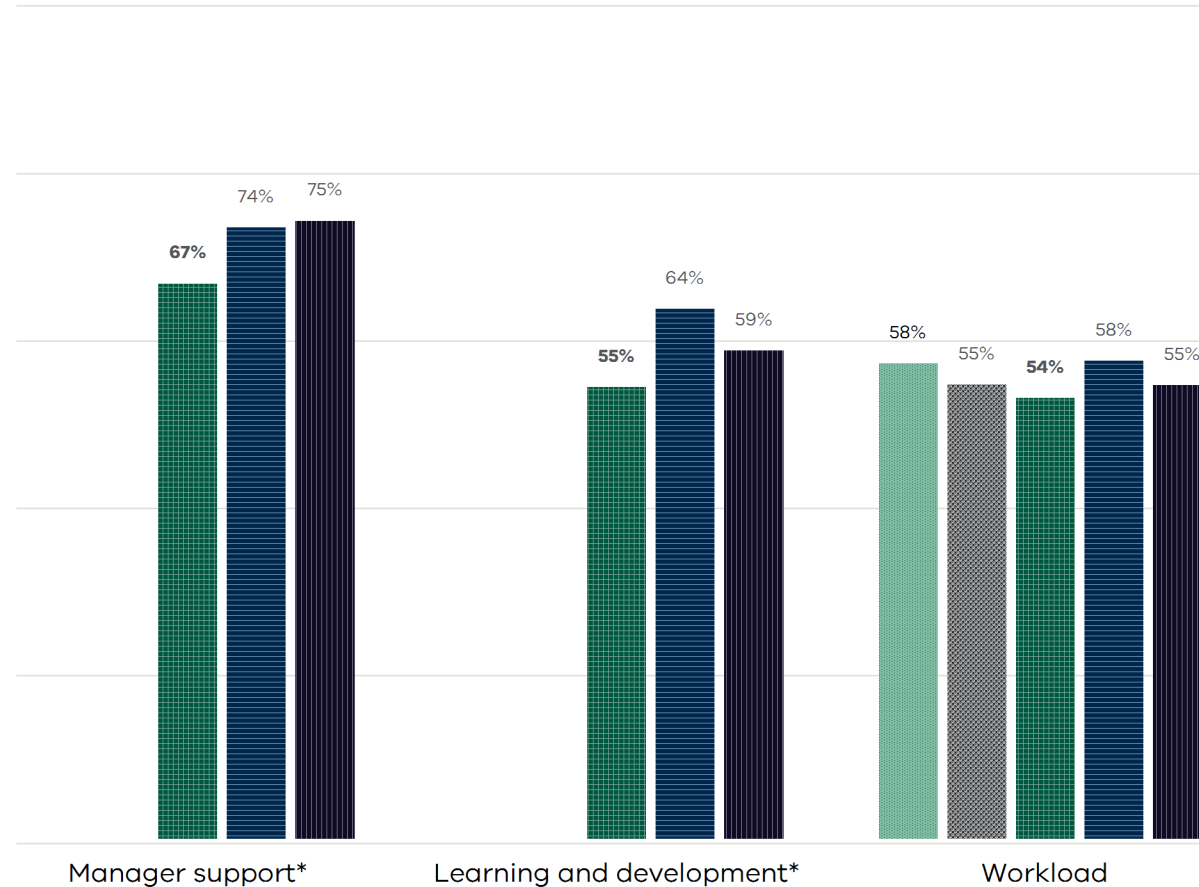
Example

In 2022:

- 67% of your staff who did the survey responded positively to questions about Manager support.

Compared to:

- 74% of staff at your comparator and 75% of staff across the public sector.

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

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

Job and manager factors

Manager leadership

What this is

This is how well staff perceive their direct managers lead.

Why this is important

Great managers can foster the right environment for staff engagement.

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

How to read this

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

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

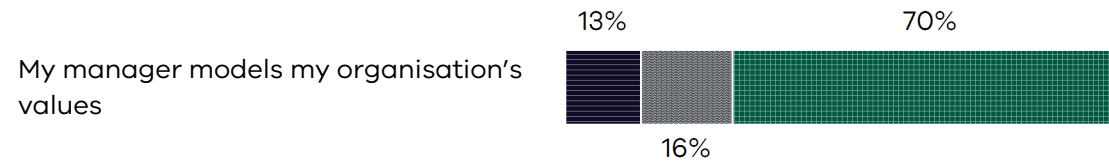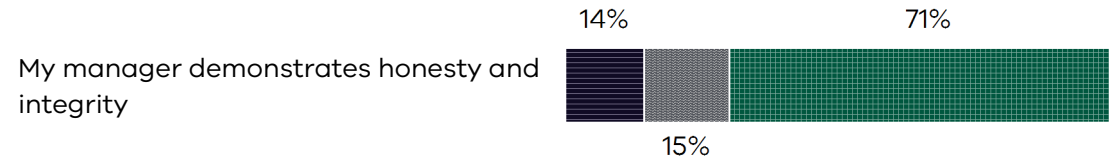Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

74% 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				

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

Survey question	Your results	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager treats employees with dignity and respect	15% / 10% / 74%	Not asked	76 %	74 %	63 %	83 %	97 %
My manager demonstrates honesty and integrity	14% / 15% / 71%	Not asked	75 %	71 %	59 %	82 %	96 %
My manager models my organisation's values	13% / 16% / 70%	Not asked	73 %	70 %	63 %	81 %	95 %

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.
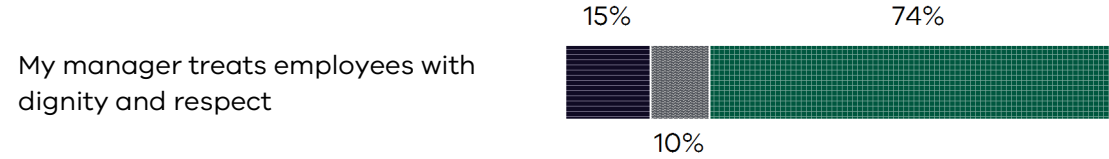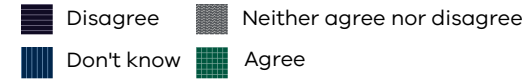
Example

74% of your staff who did the survey agreed or strongly agreed with 'I can discuss problems or issues with my manager'.

Survey question	Your results		You			Comparator		
			2020	2021	2022	Lowest	Average	Highest
I can discuss problems or issues with my manager	15% · 12% · 74%		Not asked	Not asked	74 %	59 %	79 %	95 %
My manager listens to what I have to say	15% · 13% · 72%		70 %	75 %	72 %	58 %	79 %	94 %
My manager provides me with enough support when I need it	13% · 1% · 15% · 71%		65 %	70 %	71 %	60 %	78 %	92 %
My manager gives me feedback that helps me improve my performance	15% · 2% · 16% · 67%		Not asked	Not asked	67 %	51 %	72 %	88 %

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

Job and manager factors

Manager support 2 of 2

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

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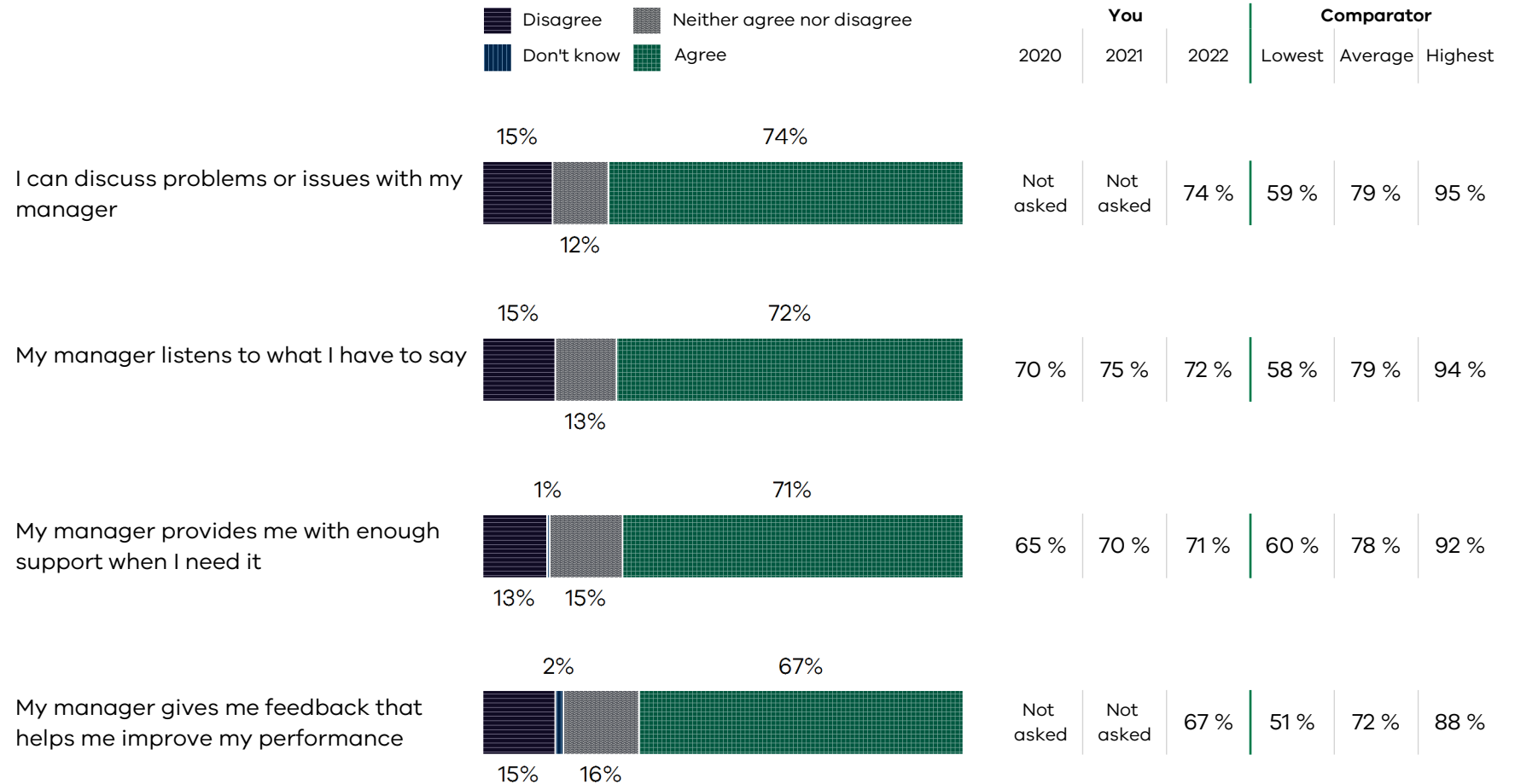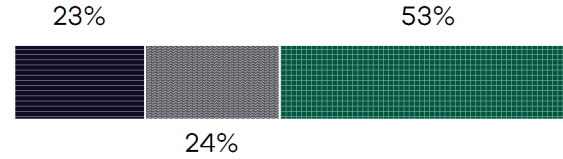
Example

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

Survey question

Your results

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

I receive meaningful recognition when I do good work

23% 53%

24%

Benchmark agree results

	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
	Not asked	Not asked	53 %	38 %	63 %	85 %

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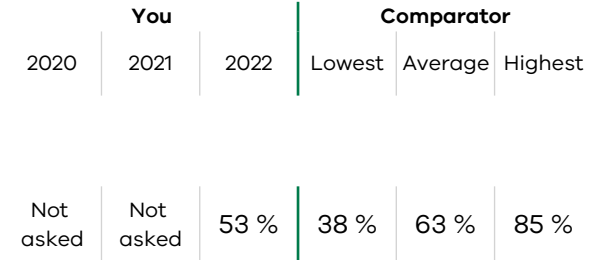
Job and manager factors

Workload

What this is

This is how staff feel about workload and time pressure.

Why this is important

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

How to read this

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

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

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

Example

55% of your staff who did the survey agreed or strongly agreed with 'The workload I have is appropriate for the job that I do'.

Survey question	Your results	Benchmark agree results

Legend: Disagree | Neither agree nor disagree | Agree
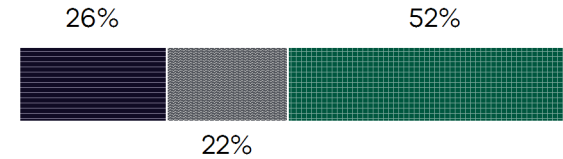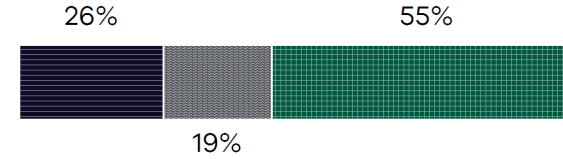
Survey question		You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
The workload I have is appropriate for the job that I do	Disagree 26% / Neither 19% / Agree 55%	65 %	62 %	55 %	43 %	61 %	83 %
I have enough time to do my job effectively	Disagree 26% / Neither 22% / Agree 52%	51 %	49 %	52 %	42 %	55 %	77 %

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

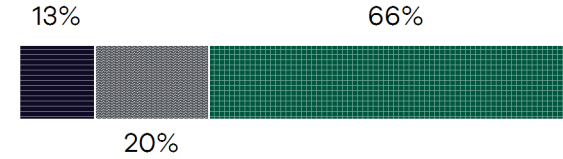66% of your staff who did the survey agreed or strongly agreed with 'I am developing and learning in my role'.

Survey question	Your results	Benchmark agree results

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

Survey question	Disagree	Neither	Agree	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I am developing and learning in my role	13%	20%	66%	Not asked	72 %	66 %	55 %	76 %	90 %
I am satisfied with the opportunities to progress in my organisation	17%	31%	52%	Not asked	Not asked	52 %	36 %	57 %	78 %
My organisation places a high priority on the learning and development of staff	20%	29%	51%	Not asked	74 %	51 %	35 %	64 %	88 %
I am satisfied with the way my learning and development needs have been addressed in the last 12 months	21%	28%	51%	Not asked	59 %	51 %	40 %	62 %	83 %
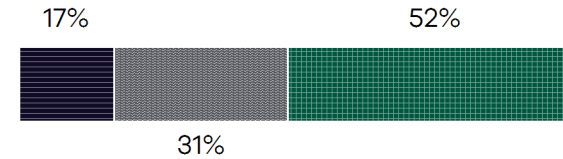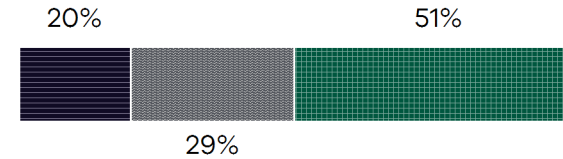
Job and manager factors

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

91% of your staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve it's goals'.

Survey question	Your results						

Legend: ■ Disagree ▨ Neither agree nor disagree ▦ Agree

		You			**Comparator**		
Survey question	Your results	2020	2021	2022	Lowest	Average	Highest
I understand how my job helps my organisation achieve it's goals	3% / 6% / 91%	Not asked	Not asked	91 %	68 %	92 %	100 %
I can use my skills and knowledge in my job	6% / 10% / 84%	Not asked	Not asked	84 %	79 %	92 %	99 %
I clearly understand what I am expected to do in this job	7% / 9% / 84%	85 %	87 %	84 %	68 %	89 %	97 %
I have the authority to do my job effectively	11% / 17% / 72%	Not asked	81 %	72 %	56 %	81 %	95 %

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Job and manager factors

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.
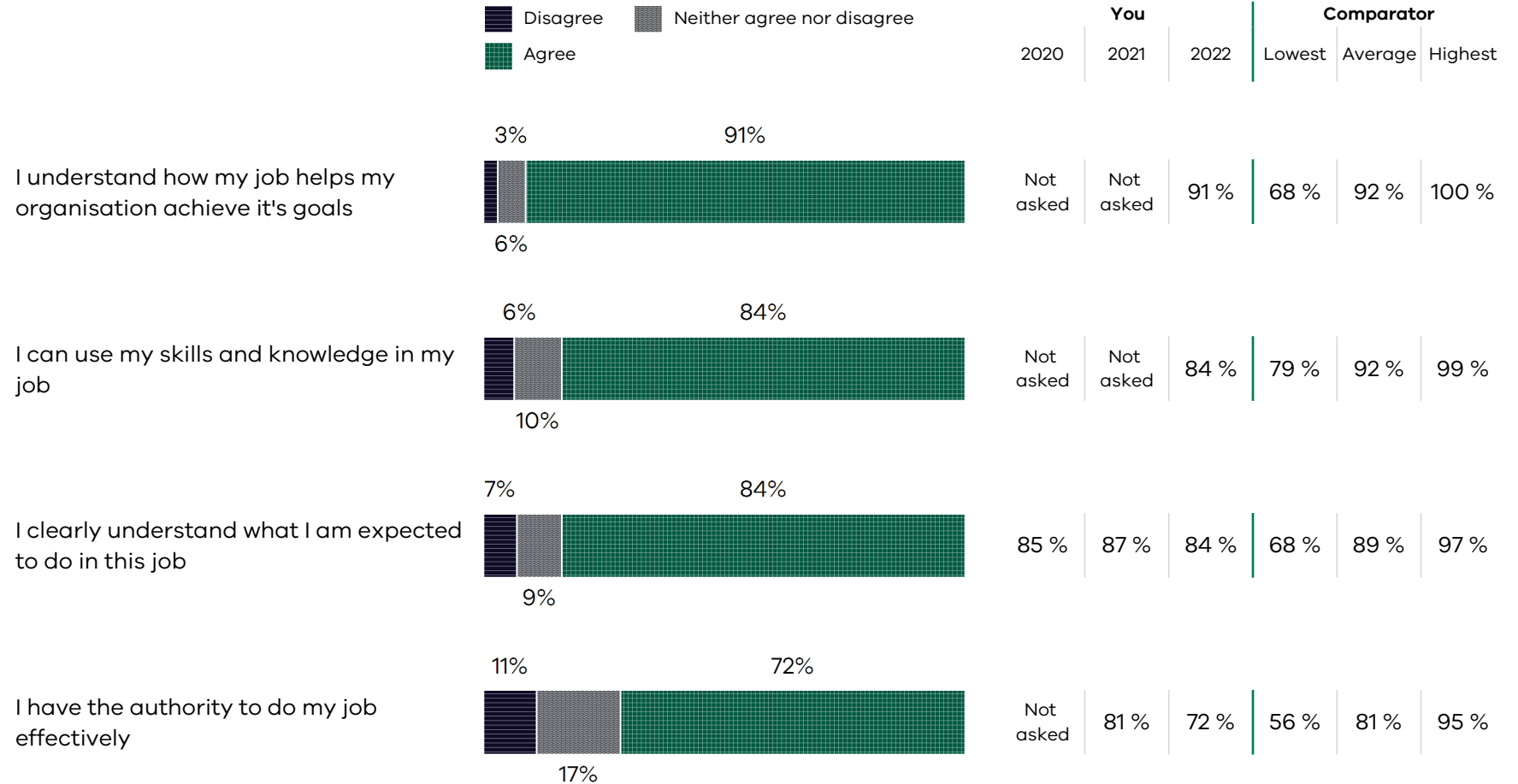
Example

67% 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	Benchmark agree results

Legend:
- Disagree
- Neither agree nor disagree
- Agree

	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
I have a say in how I do my work	Not asked	Not asked	67 %	52 %	75 %	87 %

Your results for "I have a say in how I do my work":
- Disagree: 15%
- Neither agree nor disagree: 19%
- Agree: 67%

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.
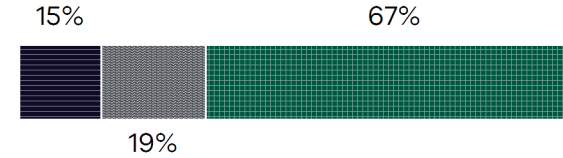
Example

93% of your staff who did the survey agreed or strongly agreed with 'I can make a worthwhile contribution at work'.
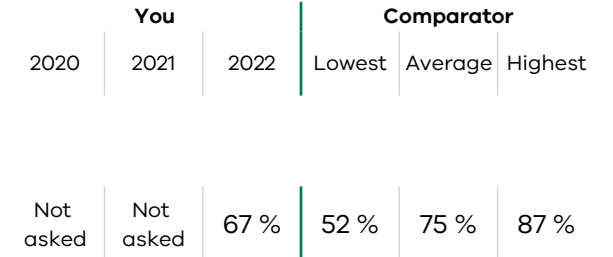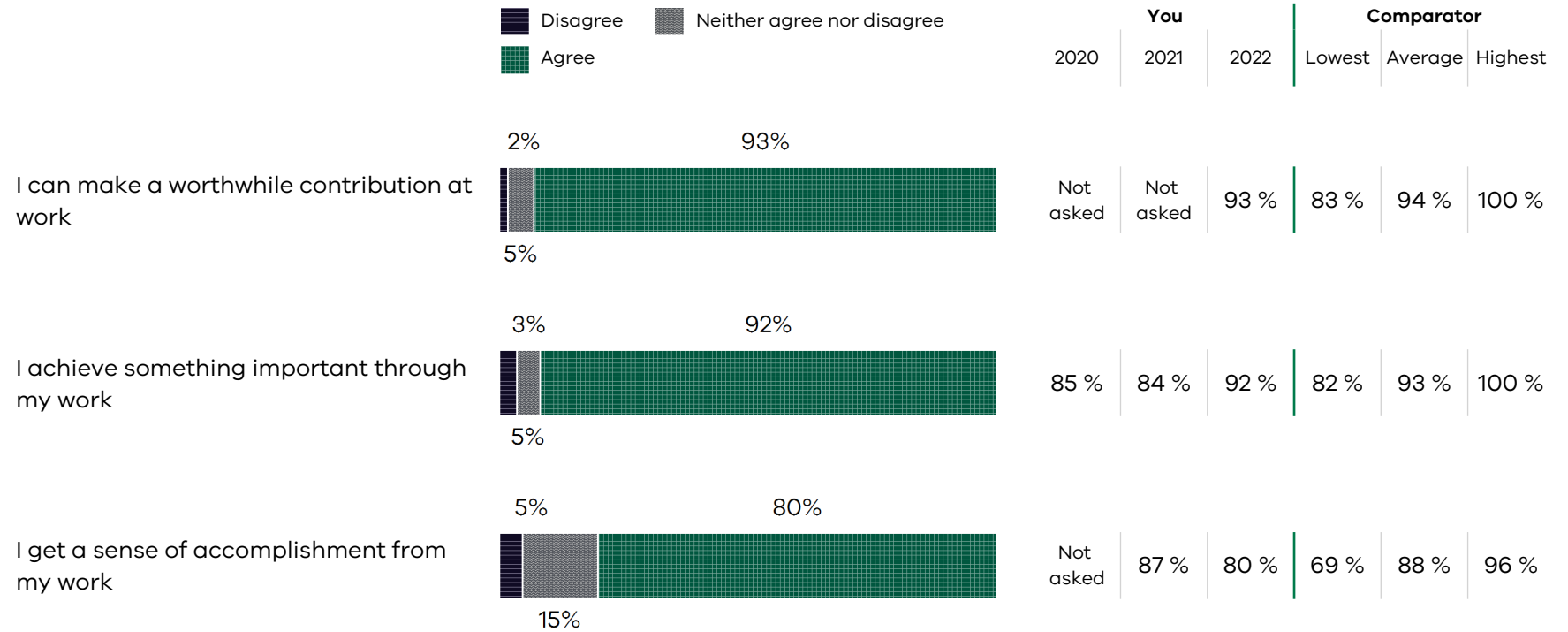
Survey question / Your results / Benchmark agree results

Legend: ■ Disagree ▨ Neither agree nor disagree ▨ Agree

Survey question		You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
I can make a worthwhile contribution at work	2% / 93% / 5%	Not asked	Not asked	93 %	83 %	94 %	100 %
I achieve something important through my work	3% / 92% / 5%	85 %	84 %	92 %	82 %	93 %	100 %
I get a sense of accomplishment from my work	5% / 80% / 15%	Not asked	87 %	80 %	69 %	88 %	96 %

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

71% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.
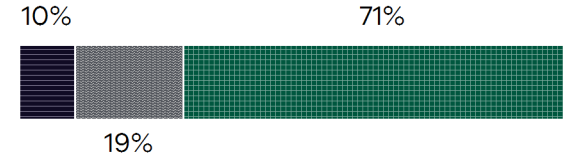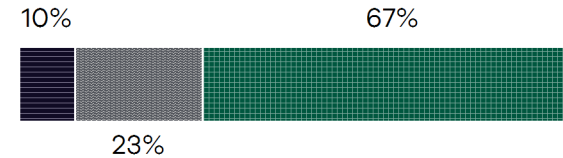
Survey question	Your results						

Survey question — **Your results** — **Benchmark agree results**

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

Survey question		You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
My manager supports working flexibly	10% / 19% / 71%	Not asked	Not asked	71 %	59 %	79 %	96 %
I am confident that if I requested a flexible work arrangement, it would be given due consideration	10% / 23% / 67%	71 %	72 %	67 %	49 %	69 %	88 %

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Public sector values

What this is

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

Why this is important

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

How to read this

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

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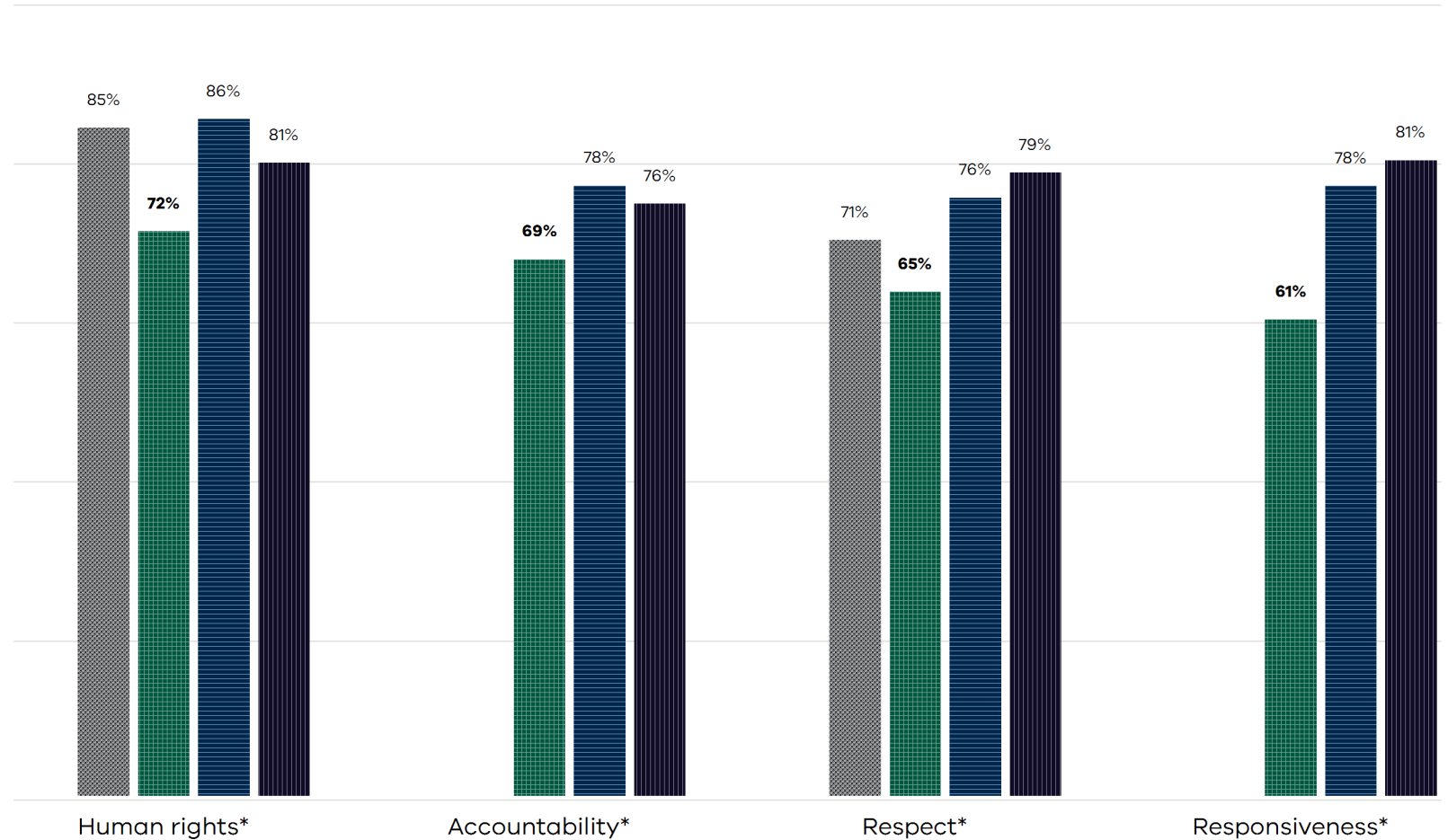
Example

In 2022:

- 72% of your staff who did the survey responded positively to questions about Human rights , which is down 13% in 2021.

Compared to:

- 86% of staff at your comparator and 81% of staff across the public sector.

Human rights*: You 2021 85%, You 2022 72%, Comparator 2022 86%, Public sector 2022 81%

Accountability*: You 2022 69%, Comparator 2022 78%, Public sector 2022 76%

Respect*: You 2021 71%, You 2022 65%, Comparator 2022 76%, Public sector 2022 79%

Responsiveness*: You 2022 61%, Comparator 2022 78%, Public sector 2022 81%

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

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

Public sector values

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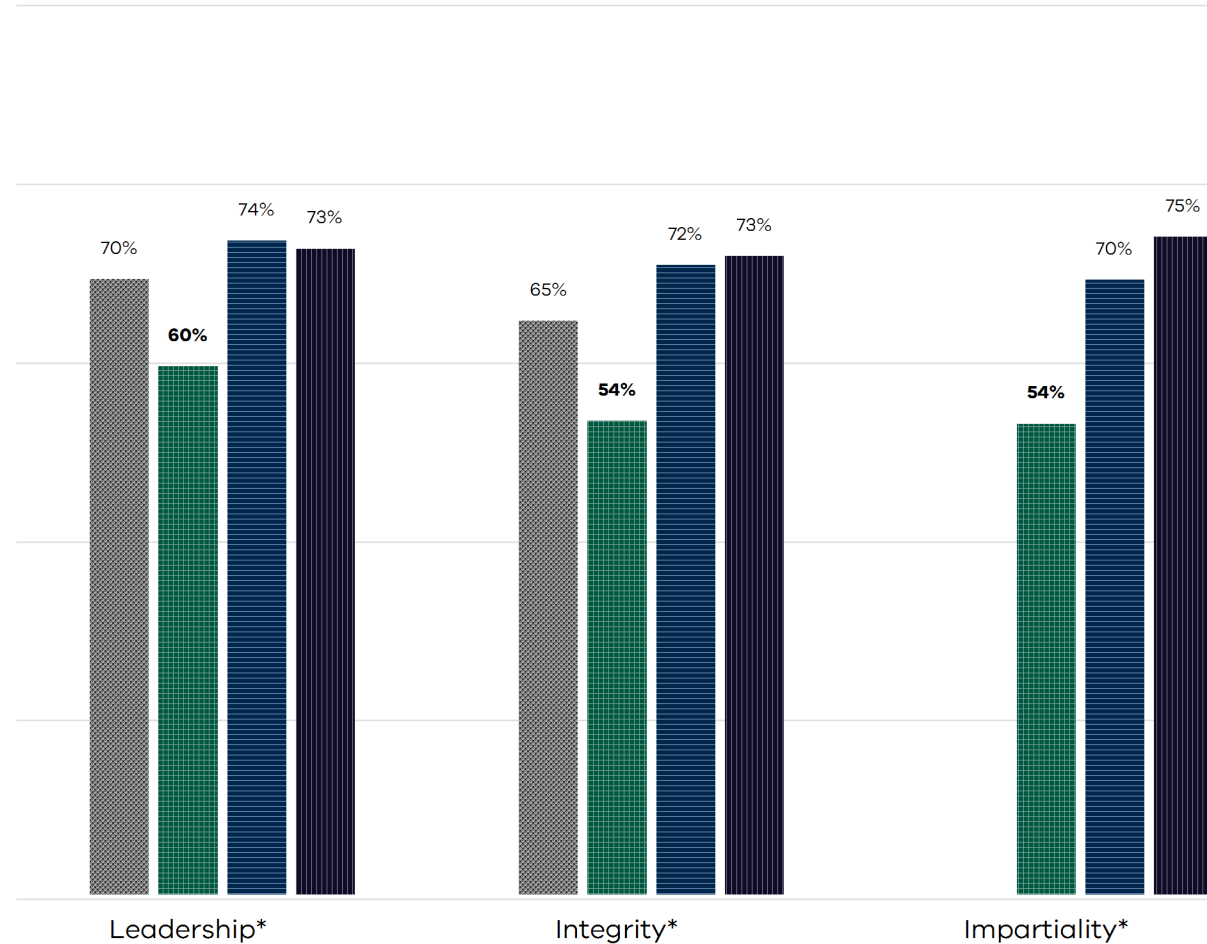
Example

In 2022:

- 60% of your staff who did the survey responded positively to questions about Leadership , which is down 10% in 2021.

Compared to:

- 74% 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 2020 | You 2021 | You 2022 | Comparator 2022 | Public sector 2022

Leadership*: You 2021 70%, You 2022 60%, Comparator 2022 74%, Public sector 2022 73%

Integrity*: You 2021 65%, You 2022 54%, Comparator 2022 72%, Public sector 2022 73%

Impartiality*: You 2022 54%, Comparator 2022 70%, Public sector 2022 75%

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

61% of staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

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

My workgroup provides high quality advice and services

15% | 61%
24%

	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
My workgroup provides high quality advice and services	Not asked	Not asked	61 %	60 %	78 %	93 %
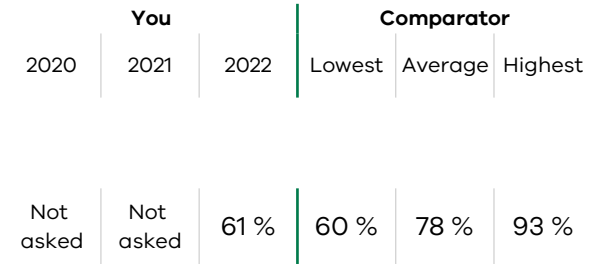
Public sector values

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.

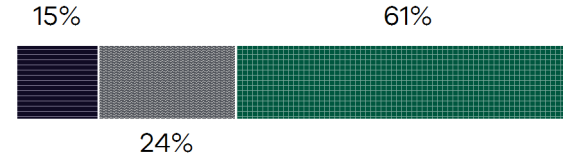Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

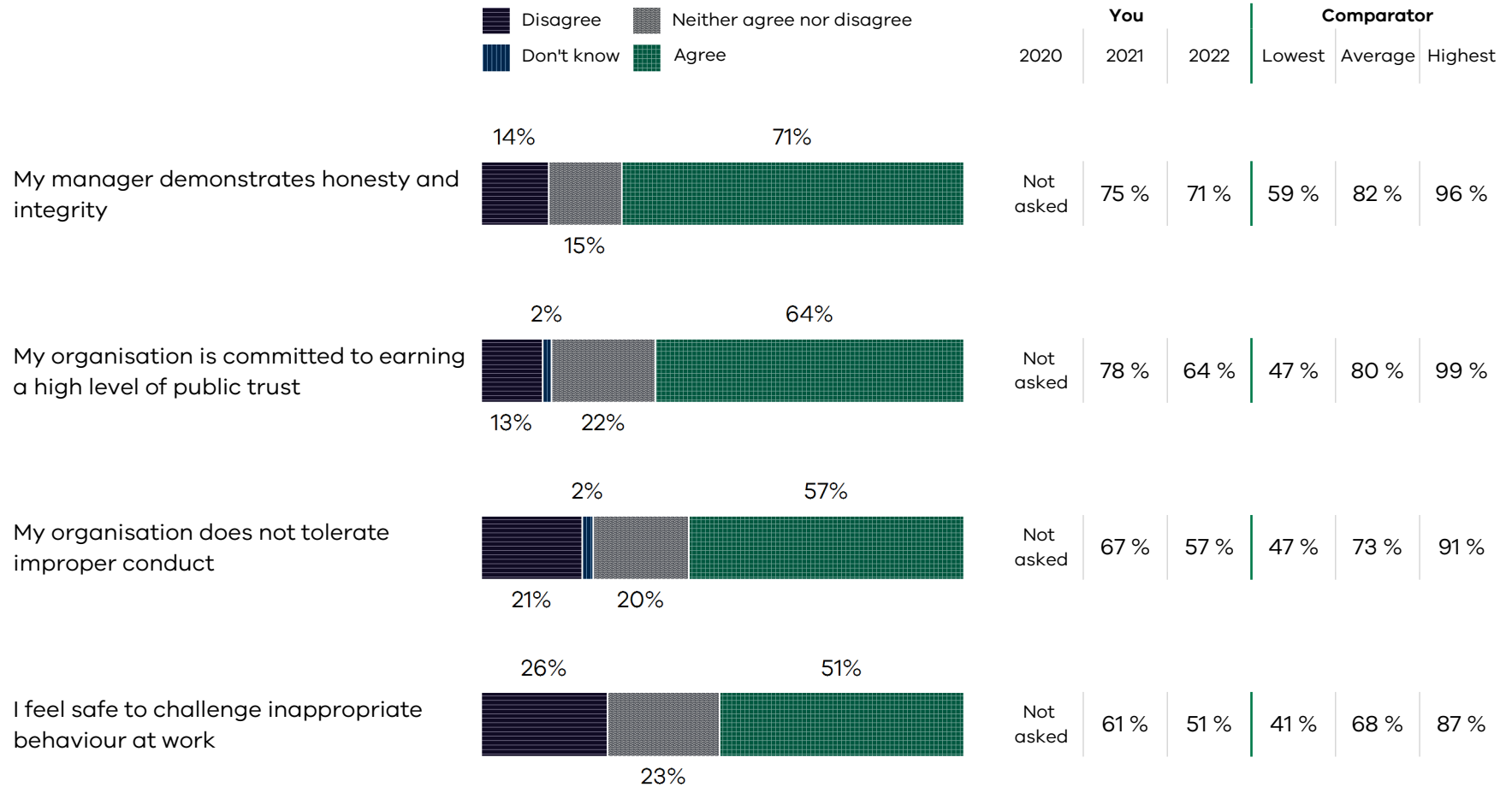71% of staff who did the survey agreed or strongly agreed with 'My manager demonstrates honesty and integrity'.

Survey question	Your results		Benchmark agree results					

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

Survey question	Your results	2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager demonstrates honesty and integrity	14% / 15% / 71%	Not asked	75 %	71 %	59 %	82 %	96 %
My organisation is committed to earning a high level of public trust	2% / 13% / 22% / 64%	Not asked	78 %	64 %	47 %	80 %	99 %
My organisation does not tolerate improper conduct	2% / 21% / 20% / 57%	Not asked	67 %	57 %	47 %	73 %	91 %
I feel safe to challenge inappropriate behaviour at work	26% / 23% / 51%	Not asked	61 %	51 %	41 %	68 %	87 %

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.
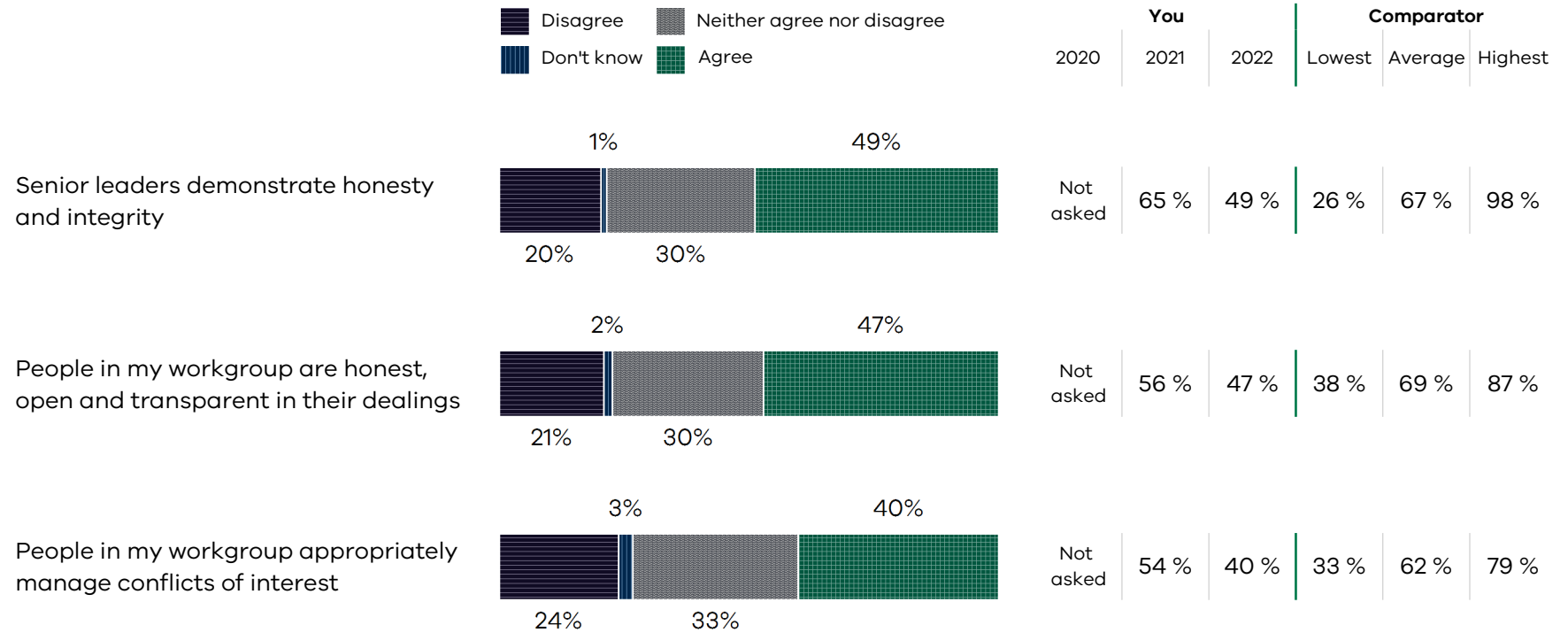
Example

49% of staff who did the survey agreed or strongly agreed with 'Senior leaders demonstrate honesty and integrity'.

Survey question / Your results / Benchmark agree results

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

Survey question	Your results (Disagree / Neither / Agree)	2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
Senior leaders demonstrate honesty and integrity	20% / 30% / 49% (1% Don't know)	Not asked	65 %	49 %	26 %	67 %	98 %
People in my workgroup are honest, open and transparent in their dealings	21% / 30% / 47% (2% Don't know)	Not asked	56 %	47 %	38 %	69 %	87 %
People in my workgroup appropriately manage conflicts of interest	24% / 33% / 40% (3% Don't know)	Not asked	54 %	40 %	33 %	62 %	79 %

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

57% of staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.
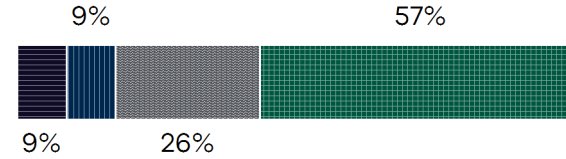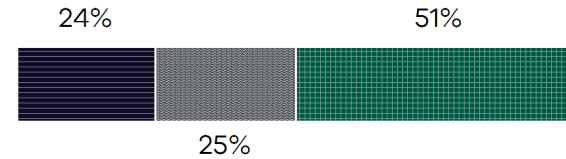
Survey question

Your results

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

People in my workgroup are politically impartial in their work

9% | 9% | 26% | 57%

My workgroup acts fairly and without bias

24% | 25% | 51%

Benchmark agree results

Survey question	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
People in my workgroup are politically impartial in their work	Not asked	65 %	57 %	48 %	71 %	87 %
My workgroup acts fairly and without bias	Not asked	Not asked	51 %	46 %	69 %	82 %

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

91% of staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve it's goals'.
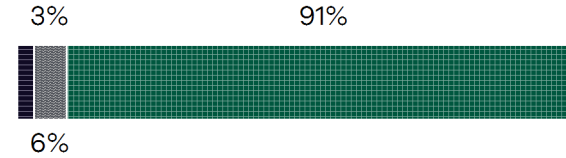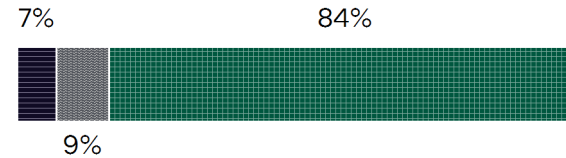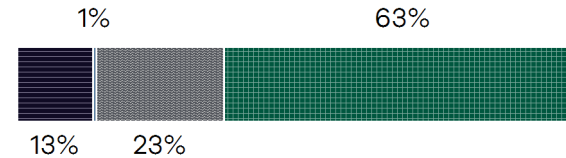
Survey question	Your results		You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
I understand how my job helps my organisation achieve it's goals	Disagree 3%, Neither 6%, Agree 91%	Not asked	Not asked	91 %	68 %	92 %	100 %
I clearly understand what I am expected to do in this job	Disagree 7%, Neither 9%, Agree 84%	85 %	87 %	84 %	68 %	89 %	97 %
My workgroup has clear lines of responsibility	Disagree 13%, Neither 23%, Agree 63%, Don't know 1%	Not asked	75 %	63 %	53 %	75 %	89 %
My workgroup uses its resources well	Disagree 16%, Neither 25%, Agree 58%, Don't know 1%	Not asked	Not asked	58 %	52 %	70 %	92 %

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

Benchmark agree results

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.

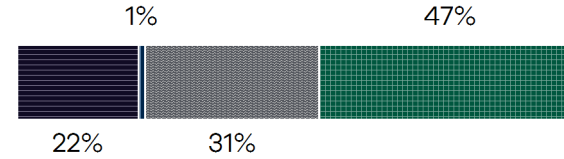Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

47% of staff who did the survey agreed or strongly agreed with 'Senior leaders provide clear strategy and direction'.

Survey question

Your results

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

Senior leaders provide clear strategy and direction

1% · 47%
22% · 31%

Benchmark agree results

	You			Comparator		
2020	2021	2022		Lowest	Average	Highest
56 %	61 %	47 %		30 %	64 %	94 %
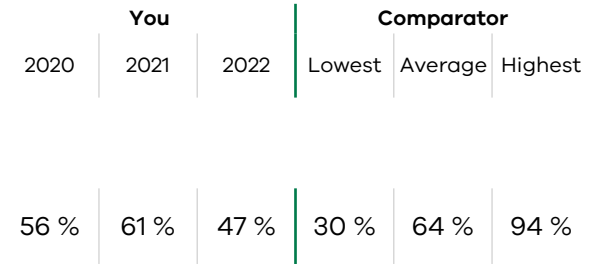
Public sector values

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

74% of staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.
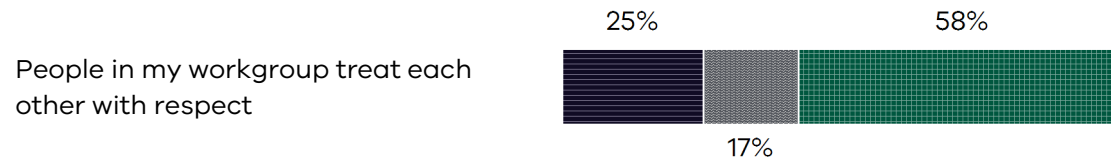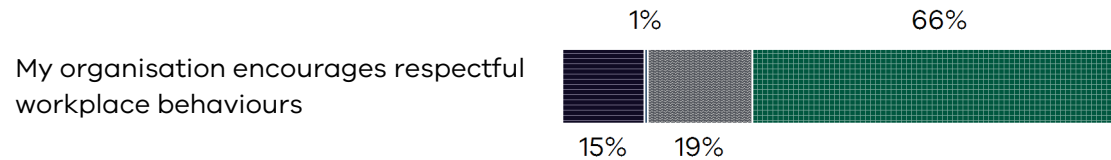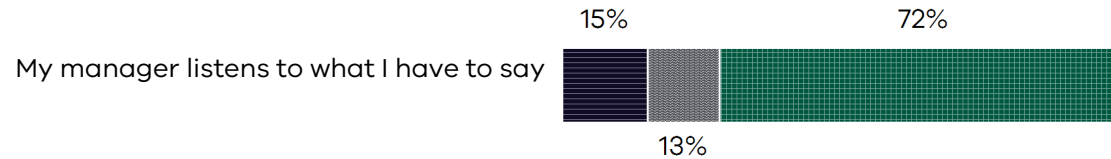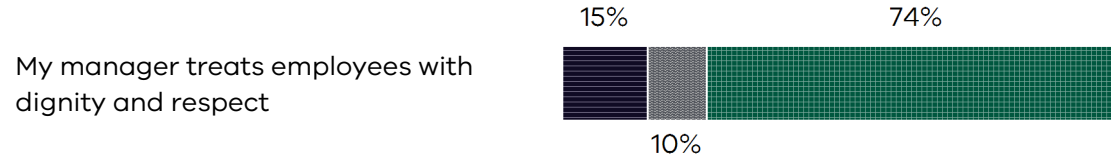
Survey question	Your results	Benchmark agree results					
			You		**Comparator**		
		2020	2021	2022	Lowest	Average	Highest
My manager treats employees with dignity and respect	Disagree 15%, Neither agree nor disagree 10%, Agree 74%	Not asked	76 %	74 %	63 %	83 %	97 %
My manager listens to what I have to say	Disagree 15%, Neither agree nor disagree 13%, Agree 72%	70 %	75 %	72 %	58 %	79 %	94 %
My organisation encourages respectful workplace behaviours	Disagree 15%, Neither agree nor disagree 19%, Don't know 1%, Agree 66%	Not asked	76 %	66 %	51 %	79 %	98 %
People in my workgroup treat each other with respect	Disagree 25%, Neither agree nor disagree 17%, Agree 58%	63 %	62 %	58 %	42 %	75 %	88 %

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

Public sector values

Respect 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

52% of staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.

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

My organisation takes steps to eliminate bullying, harassment and discrimination

2% / 52% / 24% / 22%
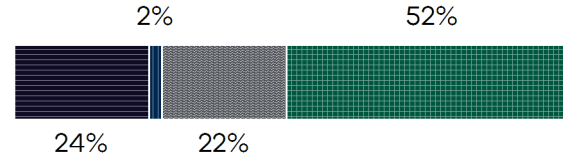
	You			**Comparator**		
2020	2021	2022		Lowest	Average	Highest
Not asked	66 %	52 %		35 %	65 %	83 %

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.
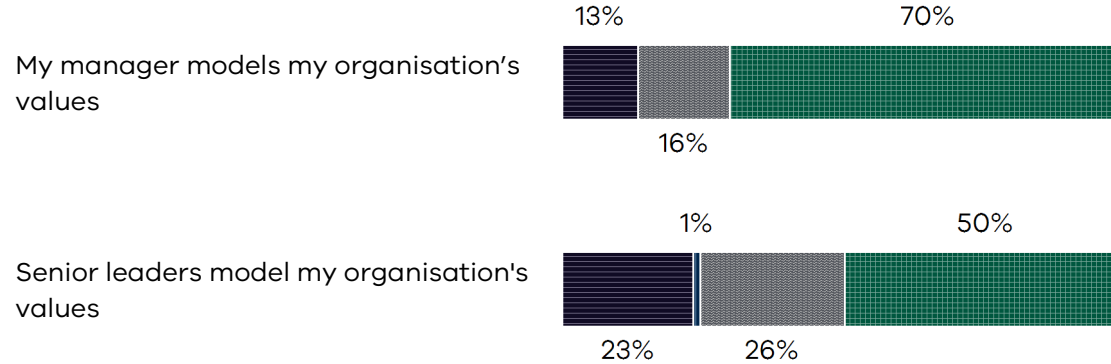
Example

70% of staff who did the survey agreed or strongly agreed with 'My manager models my organisation's values'.

Survey question

Your results

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

My manager models my organisation's values

13% | 16% | 70%

Senior leaders model my organisation's values

23% | 1% | 26% | 50%

Benchmark agree results

Survey question	2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager models my organisation's values	Not asked	73 %	70 %	63 %	81 %	95 %
Senior leaders model my organisation's values	Not asked	67 %	50 %	33 %	67 %	94 %

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.
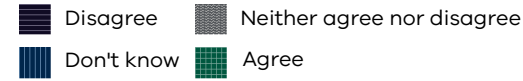
Example

77% of staff who did the survey agreed or strongly agreed with 'I understand how the Charter of Human Rights and Responsibilities applies to my work'.

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree
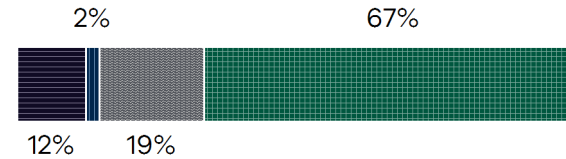
Survey question	Your results	2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I understand how the Charter of Human Rights and Responsibilities applies to my work	9% / 14% / 77%	Not asked	90 %	77 %	74 %	88 %	97 %
My organisation encourages employees to act in ways that are consistent with human rights	12% / 2% / 19% / 67%	Not asked	80 %	67 %	52 %	84 %	98 %

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

Demographics

Age, gender, variations in sex characteristics and sexual orientation

What this is

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

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

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

Age	(n)	%
15-34 years	38	22%
35-54 years	71	41%
55+ years	51	30%
Prefer not to say	12	7%

How would you describe your gender?	(n)	%
Woman	124	72%
Man	27	16%
Prefer not to say	19	11%
Non-binary and I use a different term	2	1%

Are you trans, non-binary or gender diverse?	(n)	%
Yes	3	2%
No	152	88%
Prefer not to say	17	10%

To your knowledge, do you have innate variation(s) of sex characteristics (often called intersex)?*	(n)	%
Yes	1	1%
No	144	84%
Don't know	9	5%
Prefer not to say	18	10%

How do you describe your sexual orientation?	(n)	%
Straight (heterosexual)	129	75%
Prefer not to say	29	17%
Gay or lesbian	4	2%
Bisexual	3	2%
Asexual	2	1%
Pansexual	2	1%
I use a different term	2	1%
Don't know	1	1%

Demographics

Aboriginal and/or Torres Strait Islander employees

What this is

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

Why this is important

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

How to read this

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

How we protect anonymity and privacy

To protect you, we:
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Aboriginal and/or Torres Strait Islander	(n)	%
Yes	1	1%
Non Aboriginal and/or Torres Strait Islander	156	91%
Prefer not to say	15	9%

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	**14**	8%
No	**146**	85%
Prefer not to say	**12**	7%

If so, have you shared your disability information within your organisation (e.g. to your manager or Human Resources staff)?	(n)	%
Yes	**11**	79%
No	**3**	21%

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

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Country of birth	(n)	%
Born in Australia	**137**	80%
Not born in Australia	**19**	11%
Prefer not to say	**16**	9%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Other	**9**	41%
Filipino	**6**	27%
Hindi	**4**	18%
Italian	**3**	14%
Mandarin	**2**	9%
Punjabi	**2**	9%
Arabic	**1**	5%
Indonesian	**1**	5%
Tamil	**1**	5%

Language other than English spoken with family or community	(n)	%
Yes	**22**	13%
No	**134**	78%
Prefer not to say	**16**	9%

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.

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Cultural identity	(n)	%
Australian	**131**	76%
Prefer not to say	**20**	12%
English, Irish, Scottish and/or Welsh	**8**	5%
South Asian	**4**	2%
East and/or South-East Asian	**4**	2%
Central Asian	**3**	2%
European (including Western, Eastern and South-Eastern Europe, and Scandinavia)	**3**	2%
Middle Eastern	**2**	1%
Aboriginal and/or Torres Strait Islander	**2**	1%
Pacific Islander	**1**	1%
Other	**1**	1%

Religion	(n)	%
Christianity	**57**	33%
No religion	**57**	33%
Prefer not to say	**37**	22%
Other	**17**	10%
Hinduism	**3**	2%
Sikhism	**1**	1%

Demographics

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

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Working arrangement	(n)	%
Full-Time	**56**	33%
Part-Time	**116**	67%

Gross base salary (ongoing/fixed term only)	(n)	%
Below $65k	**65**	48%
$65k to $95k	**24**	18%
$95k to $125k	**11**	8%
$125k or more	**4**	3%
Prefer not to say	**32**	24%

Organisational tenure	(n)	%
<1 year	**30**	17%
1 to less than 2 years	**22**	13%
2 to less than 5 years	**31**	18%
5 to less than 10 years	**36**	21%
10 to less than 20 years	**26**	15%
More than 20 years	**27**	16%

Management responsibility	(n)	%
Non-manager	**149**	87%
Other manager	**16**	9%
Manager of other manager(s)	**7**	4%

Employment type	(n)	%
Ongoing and executive	**119**	69%
Other	**36**	21%
Fixed term	**17**	10%

Demographics

What this is

These are the employment characteristics of staff.

Why this is important

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How to read this

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Primary workplace location over the last 3 months	(n)	%
Rural	164	95%
Other	6	3%
Large regional city	1	1%
Melbourne: Suburbs	1	1%

What have been your main places of work over the last 3-months?	(n)	%
Your employer's office	48	28%
A frontline or service delivery location	93	54%
Home or private location	4	2%
A shared office space (where two or more organisations share the same workspace e.g. Gov hubs, suburban hubs etc.)	10	6%
Other	24	14%

Flexible work	(n)	%
No, I do not use any flexible work arrangements	64	37%
Part-time	57	33%
Shift swap	37	22%
Flexible start and finish times	26	15%
Using leave to work flexible hours	16	9%
Working more hours over fewer days	14	8%
Study leave	13	8%
Other	4	2%
Working from an alternative location (e.g. home, hub/shared work space)	4	2%
Job sharing	3	2%

Demographics

Adjustments

What this is

These are adjustments staff requested to perform in their role.

Why this is important

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

How to read this

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

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

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Have you requested any of the following adjustments at work?*	(n)	%
No, I have not requested adjustments	143	83%
Flexible working arrangements	19	11%
Physical modifications or improvements to the workplace	7	4%
Career development support strategies	7	4%
Job redesign or role sharing	5	3%
Accessible communications technologies	4	2%
Other	1	1%

Why did you make this request?	(n)	%
Work-life balance	17	59%
Family responsibilities	9	31%
Study commitments	6	21%
Health	5	17%
Caring responsibilities	4	14%
Other	3	10%

What was your experience with making the request?	(n)	%
The adjustments I needed were made and the process was satisfactory	22	76%
The adjustments I needed were not made	4	14%
The adjustments I needed were made but the process was unsatisfactory	3	10%

Victorian Public Sector Commission

VICTORIA State Government

Demographics

Caring

What this is

These are staff-reported caring responsibilities.

Why this is important

This shows organisations what caring responsibilities their staff have.

How to read this

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

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

How we protect anonymity and privacy

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Caring responsibility	(n)	%
None of the above	**75**	44%
Prefer not to say	**32**	19%
Secondary school aged child(ren)	**23**	13%
Primary school aged child(ren)	**14**	8%
Frail or aged person(s)	**13**	8%
Person(s) with disability	**12**	7%
Person(s) with a medical condition	**11**	6%
Child(ren) - younger than preschool age	**9**	5%
Preschool aged child(ren)	**9**	5%
Person(s) with a mental illness	**6**	3%
Other	**3**	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.

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Which of the following categories best describes your current position?	(n)	%
Nursing Employees	66	38%
Support services	45	26%
Management, Administration and Corporate support	28	16%
Allied health professional	17	10%
Personal service worker	15	9%
Other health professional	1	1%

Demographics

Primary role

What is this

This shows the primary role of your staff.

Why this is important

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

How to read this

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

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

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

	(n)	%
Hospital-based services	**144**	84%
Corporate services	**6**	3%
Community-based services	**22**	13%

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

	(n)	%
Aged care	**87**	51%
Critical care	**1**	1%
Medical	**14**	8%
Mental health	**1**	1%
Mixed medical/surgical	**4**	2%
Rehabilitation	**2**	1%
Other	**37**	22%
Administration	**26**	15%

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