People matter survey
wellbeing check 2022

Have your say

Victorian
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People matter survey
wellbeing check 2022

Have your say

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- Aboriginal and/or Torres Strait Islander
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Report overview

About your report

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

Report contents

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

Comparing data in this report

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

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

Rounding of percentages

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

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

Survey questions and definitions

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

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Privacy and anonymity

To protect you, we:

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

Read more in our privacy policy.

Report overview

Survey's theoretical framework

What this is

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

Why this is important

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

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

Our public sector values

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

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

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

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

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

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

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

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

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

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

Responsiveness   Integrity   Impartiality   Accountability   Respect   Leadership   Human Rights

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'.

Australian Centre for the Moving Image

Film Victoria

Geelong Performing Arts Centre Trust

Melbourne Recital Centre

Museums Victoria

National Gallery of Victoria

Shrine of Remembrance Trustees

Victorian Arts Centre Trust

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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	
31%		**26%**	
(93)		**(86)**	
Comparator	39%	Comparator	38%
Public Sector	39%	Public Sector	52%

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People outcomes

Scorecard: employee engagement index

What this is

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

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

The weightings for each engagement response are:

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

Why this is important

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

2021		2022	
77		**76**	
Comparator	75	Comparator	70
Public Sector	70	Public Sector	69

People outcomes

Engagement question results 1 of 2

What this is

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

Your organisation's engagement index

Your 2022 index is 76.

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.
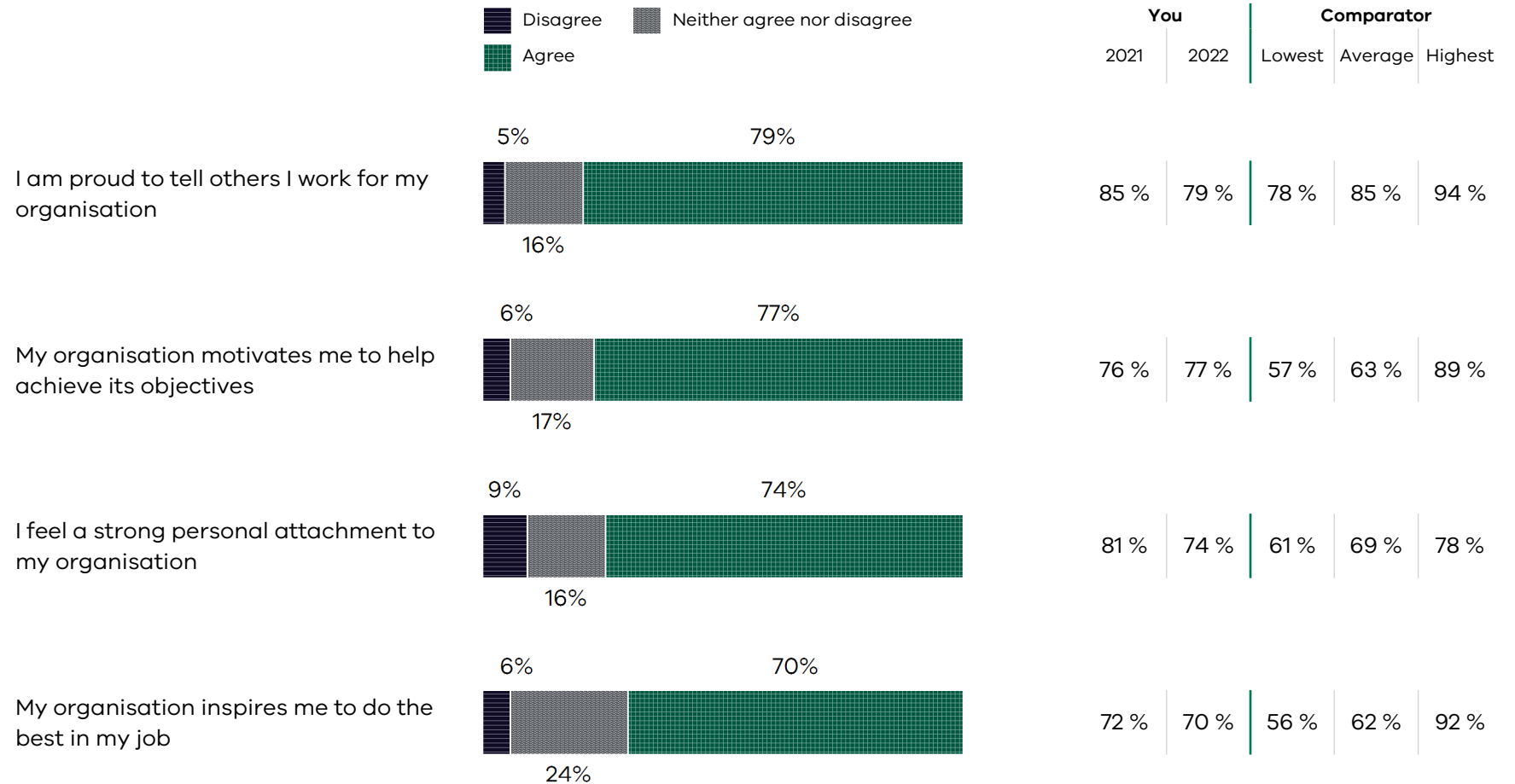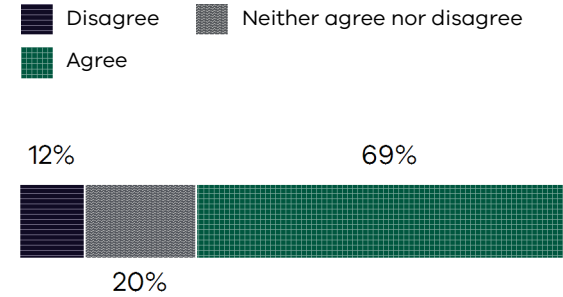
Example

79% 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	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I am proud to tell others I work for my organisation	5% / 16% / 79%	85 %	79 %	78 %	85 %	94 %
My organisation motivates me to help achieve its objectives	6% / 17% / 77%	76 %	77 %	57 %	63 %	89 %
I feel a strong personal attachment to my organisation	9% / 16% / 74%	81 %	74 %	61 %	69 %	78 %
My organisation inspires me to do the best in my job	6% / 24% / 70%	72 %	70 %	56 %	62 %	92 %

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People outcomes

Engagement question results 2 of 2

What this is

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

Your organisation's engagement index

Your 2022 index is 76.

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

69% of your staff who did the survey agreed or strongly agreed with 'I would recommend my organisation as a good place to work'.
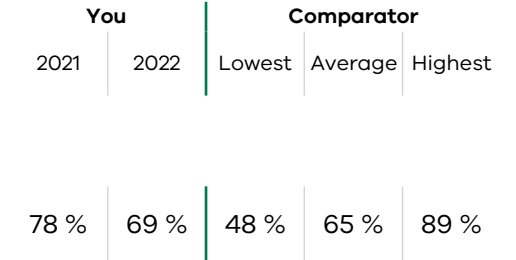
Survey question	Your results		Benchmark agree results				
			You		**Comparator**		
			2021	2022	Lowest	Average	Highest
I would recommend my organisation as a good place to work	12% — 20% — 69%		78 %	69 %	48 %	65 %	89 %

Legend: ■ Disagree ▨ Neither agree nor disagree ▧ Agree

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:

- 80% of your staff who did the survey responded positively to questions about Inclusion.

Compared to:

- 76% of staff at your comparator and 78% of staff across the public sector.
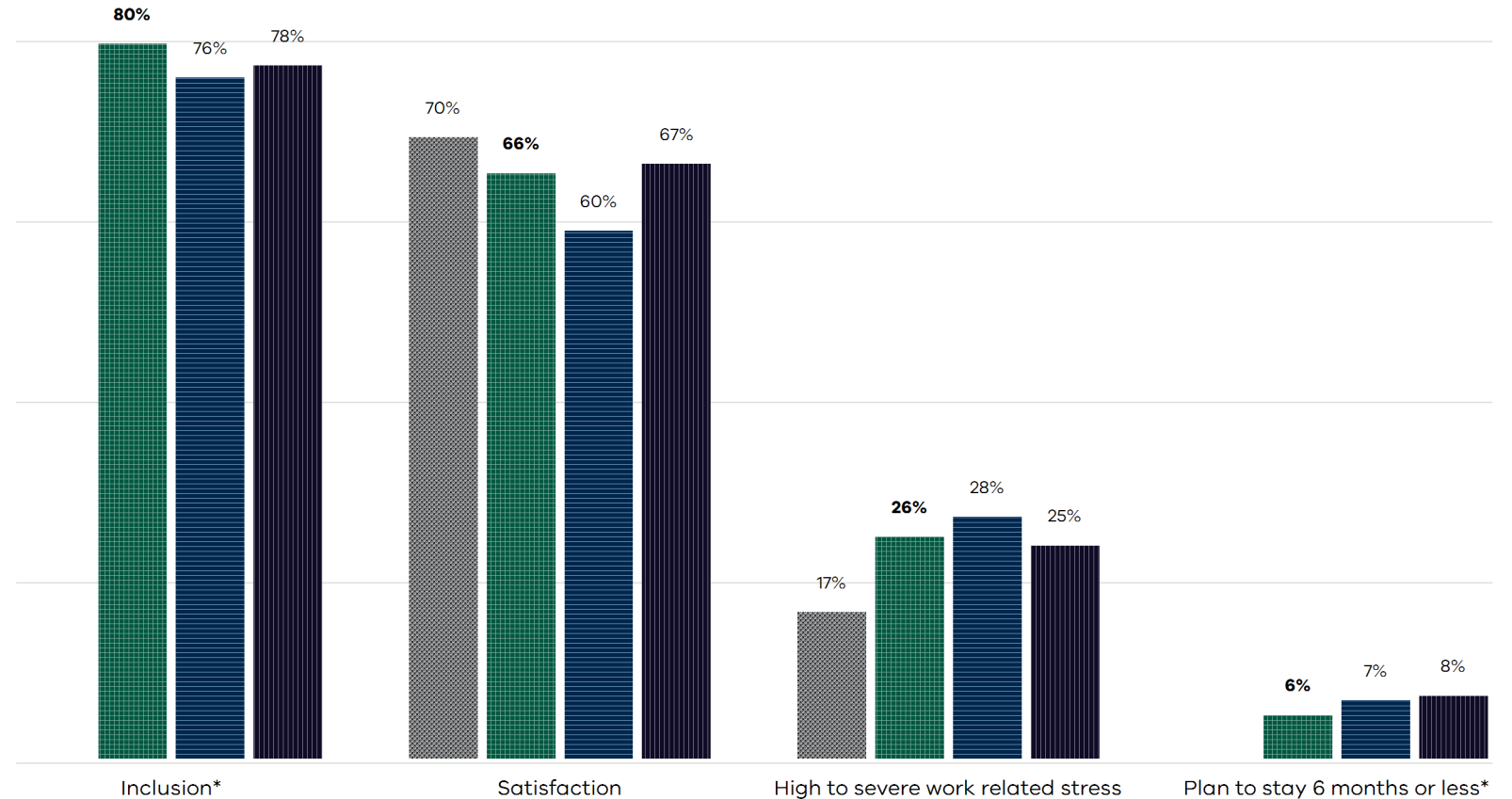
*We can't compare some data here because one or more questions were not asked in a previous survey

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

Chart data:
- Inclusion*: You 2022 80%, Comparator 2022 76%, Public sector 2022 78%
- Satisfaction: You 2021 70%, You 2022 66%, Comparator 2022 60%, Public sector 2022 67%
- High to severe work related stress: You 2021 17%, You 2022 26%, Comparator 2022 28%, Public sector 2022 25%
- Plan to stay 6 months or less*: You 2022 6%, Comparator 2022 7%, Public sector 2022 8%

People outcomes

Satisfaction question results

What this is

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

Why this is important

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

How to read this

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

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

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

Example

74% of your staff who did the survey were satisfied or very satisfied with 'Considering everything, how satisfied are you with your current job'.

Survey question

Your results

Legend:
- Dissatisfied
- Neither satisfied nor dissatisfied
- Satisfied

Considering everything, how satisfied are you with your current job

8% / 17% / 74%

How satisfied are you with the work/life balance in your current job

9% / 16% / 74%

How satisfied are you with your career development within your current organisation

17% / 34% / 49%

Benchmark satisfied results

	You		Comparator		
	2021	2022	Lowest	Average	Highest
Considering everything, how satisfied are you with your current job	81 %	74 %	44 %	69 %	82 %
How satisfied are you with the work/life balance in your current job	75 %	74 %	33 %	63 %	80 %
How satisfied are you with your career development within your current organisation	54 %	49 %	37 %	47 %	56 %
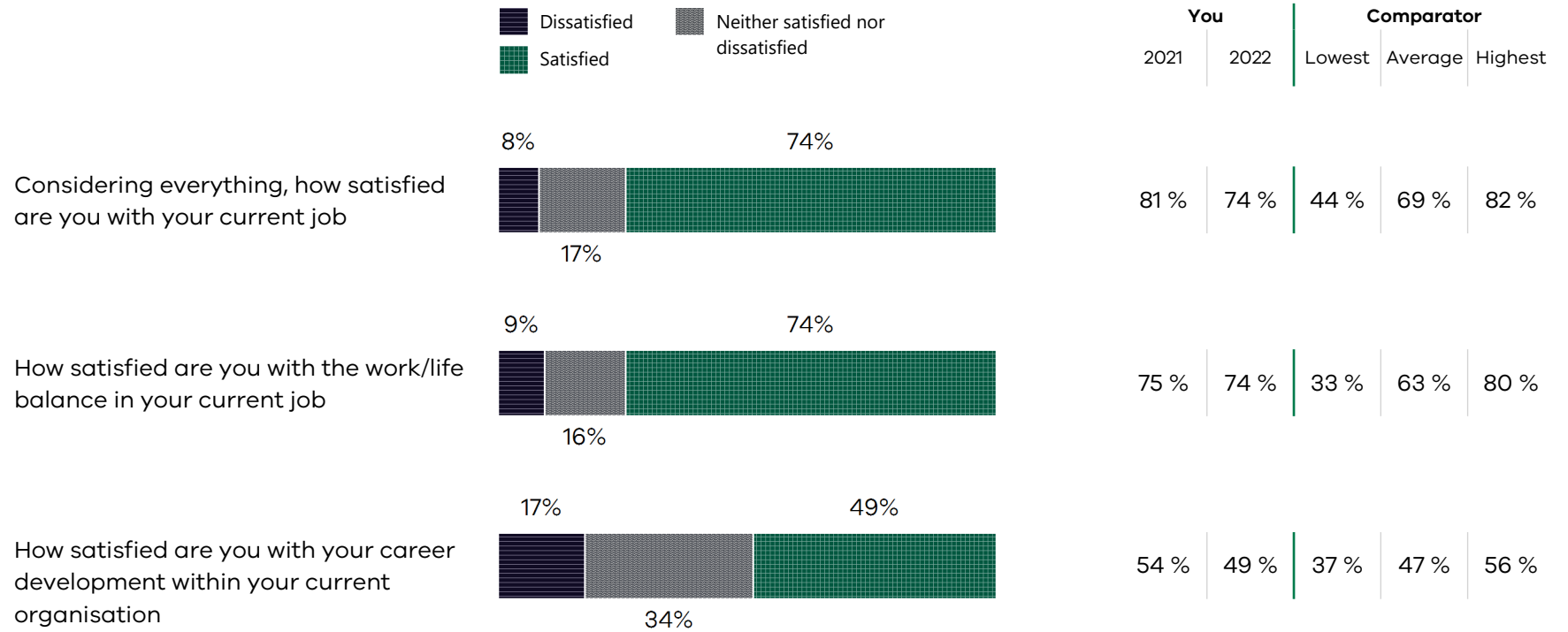
People outcomes

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

26% of your staff who did the survey said they had high to severe stress in 2022. This is compared to 28% 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)

Nil	9%
Low / mild	29%
Moderate	36%
High	15%
Very high	6%
Severe	5%
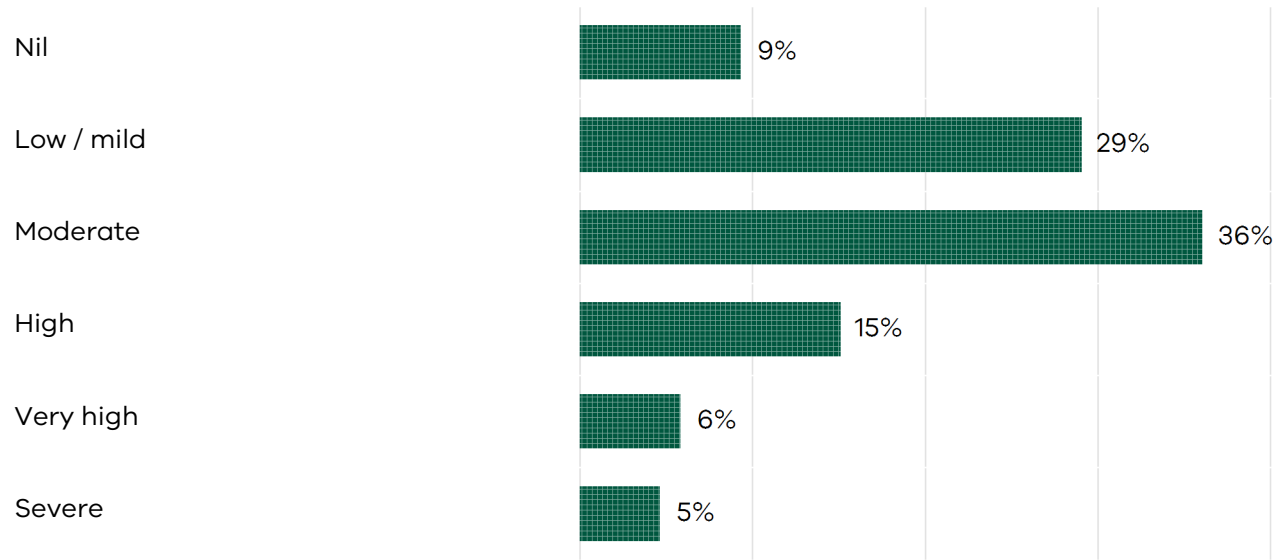
Reported levels of high to severe stress

2021		2022	
17%		**26%**	
Comparator	25%	Comparator	28%
Public Sector	26%	Public Sector	25%
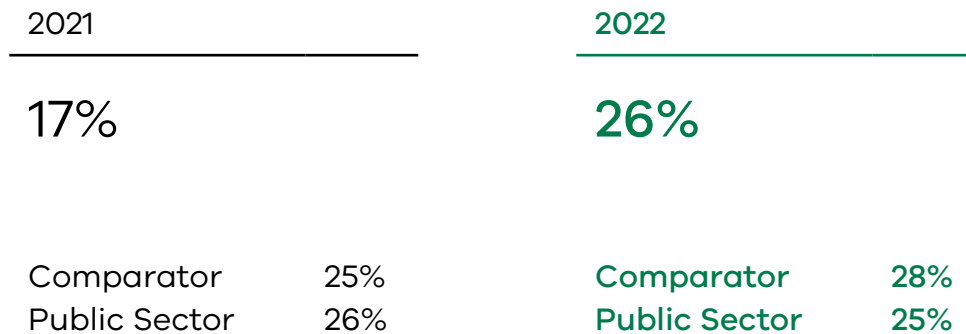
People outcomes

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

91% of your staff who did the survey said they experienced mild to severe stress.

Of that 91%, 62% said the top reason was 'Workload'.

78	8
91%	9%

■ Experienced some work-related stress   ▦ Did not experience some work-related stress
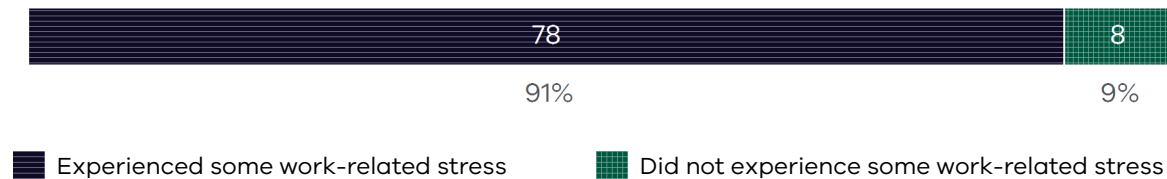
Of those that experienced work related stress it was from ...	You 2021	You 2022	Comparator 2022	Public sector 2022
Workload	46%	62%	45%	51%
Time pressure	32%	44%	43%	44%
Organisation or workplace change	13%	23%	11%	13%
Management of work (e.g. supervision, training, information, support)	21%	15%	16%	12%
Dealing with clients, patients or stakeholders	11%	14%	19%	15%
Unclear job expectations	13%	14%	12%	14%
Content, variety, or difficulty of work	12%	8%	9%	11%
Other	7%	8%	9%	9%
Other changes due to COVID-19	20%	8%	7%	7%
Social environment (e.g. relationships with colleagues, manager and/or senior leaders)	16%	8%	14%	10%

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People outcomes

Intention to stay

What this is

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

Why this is important

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

How to read this

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

Example

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

Employees plan to work at your organisation for …	You 2022	Comparator 2022	Public sector 2022
6 months or less	6%	7%	8%
Over 6 months and up to 1 year	7%	9%	10%
Over 1 year and up to 3 years	20%	30%	25%
Over 3 years and up to 5 years	13%	16%	16%
Over 5 years	55%	38%	41%

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People outcomes

Inclusion question results

What this is

This is how included staff feel in their workplace.

Why this is important

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

How to read this

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

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

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

Example

83% of your staff who did the survey agreed or strongly agreed with 'I can be myself at work'.

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

Your results legend: Disagree | Neither agree nor disagree | Agree
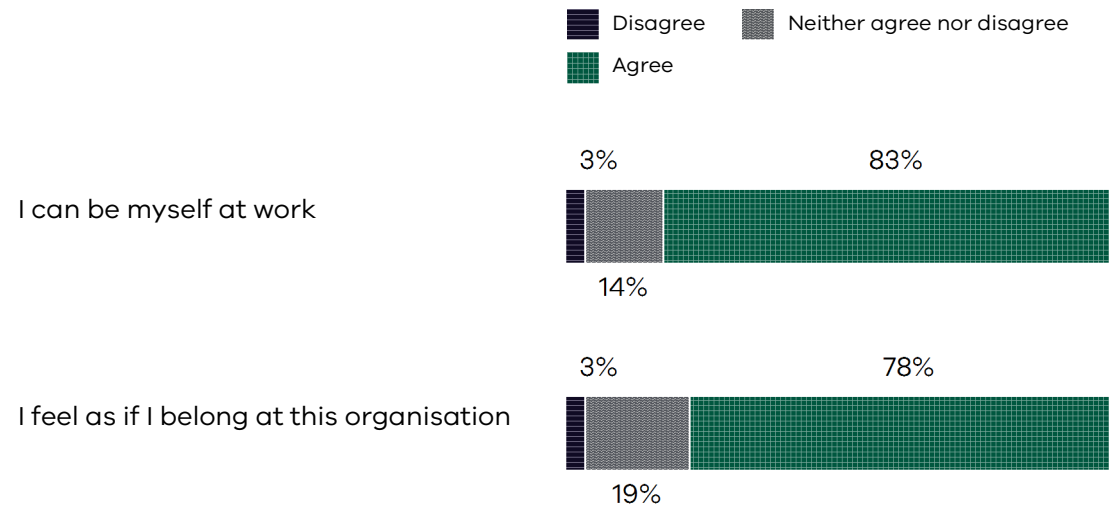
		You		Comparator		
		2021	2022	Lowest	Average	Highest
I can be myself at work	3% / 14% / 83%	Not asked	83 %	63 %	82 %	89 %
I feel as if I belong at this organisation	3% / 19% / 78%	Not asked	78 %	59 %	71 %	85 %

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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

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

Staff who experienced one or more barriers to success at work

24	62
28%	72%

■ Experienced barriers   ▦ Did not experience barriers
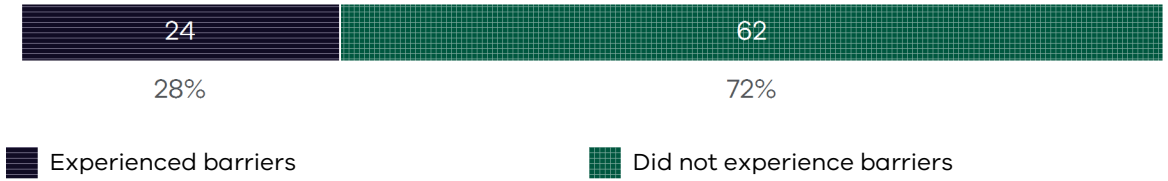
During the last 12 months, employees experienced barriers to their success due to …	You 2022	Comparator 2022	Public sector 2022
My mental health	10%	11%	7%
My age	8%	9%	8%
My physical health	7%	5%	4%
Other	5%	3%	4%
My sex	3%	6%	4%
My caring responsibilities	2%	7%	7%
My disability	2%	2%	1%
My gender identity	2%	2%	1%
My cultural background	1%	3%	3%
My physical features	1%	2%	1%

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People outcomes

Scorecard: emotional effects of work

What this is

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

Why this is important

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

How to read this

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

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

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

Example

In 2022:

- 57% of your staff who did the survey said work made them feel happy in 2022, which is down from 63% in 2021

Compared to:

- 58% of staff at your comparator and 54% of staff across the public sector.

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

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

	Enthusiastic	Happy	Worried	Miserable
You 2021	59%	63%	40%	13%
You 2022	57%	57%	34%	15%
Comparator 2022	53%	58%	36%	19%
Public sector 2022	49%	54%	31%	17%
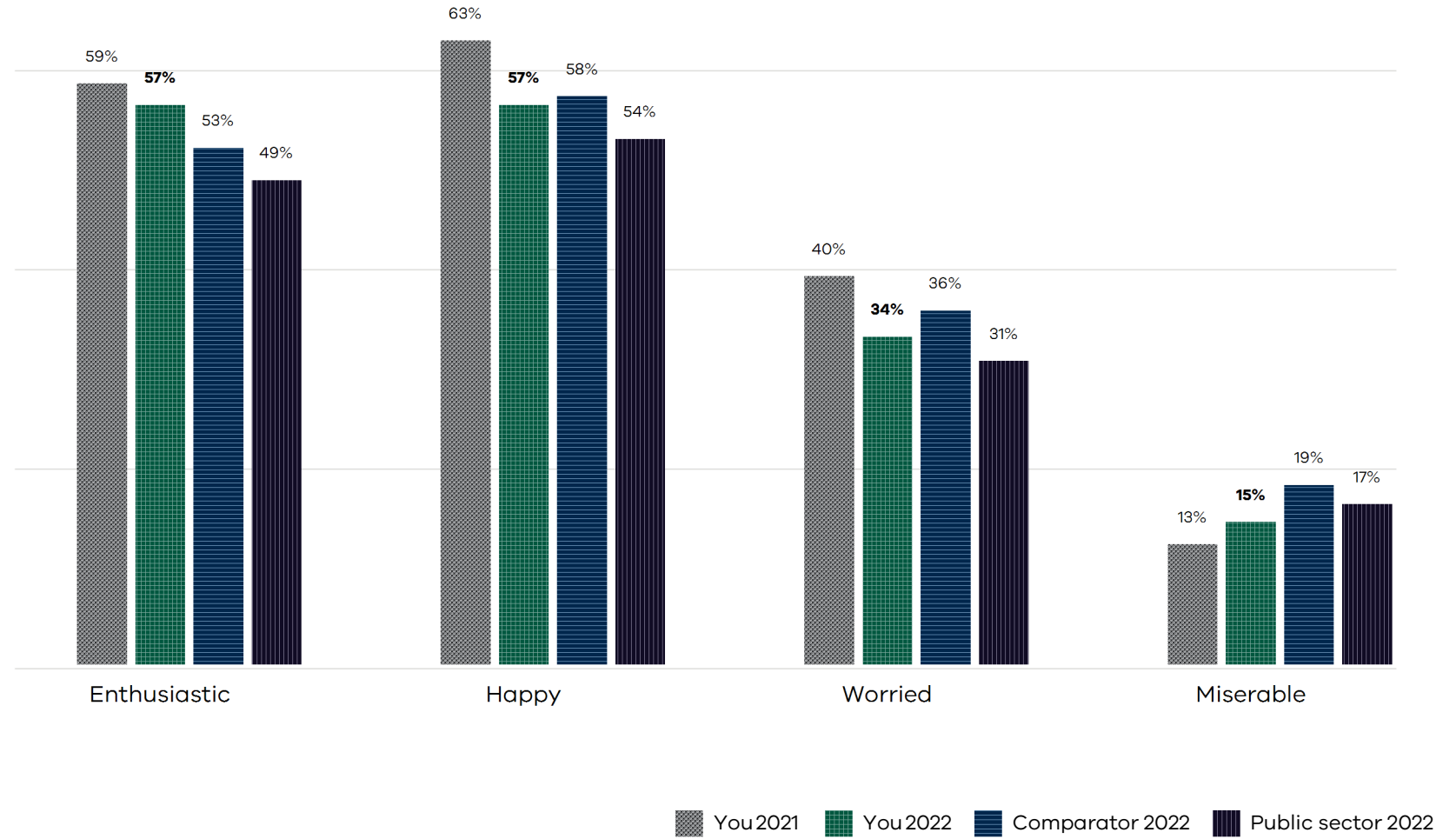
People outcomes

Scorecard: negative behaviours

What this is

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

Why this is important

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

How to read this

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

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

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

Example

In 2022:

- 14% of your staff who did the survey stated they experienced 'Violence or aggression' in the last 12 months which is up from 6% in 2021.

Compared to:

- 12% of staff at your comparator and 10% of staff across the public sector.
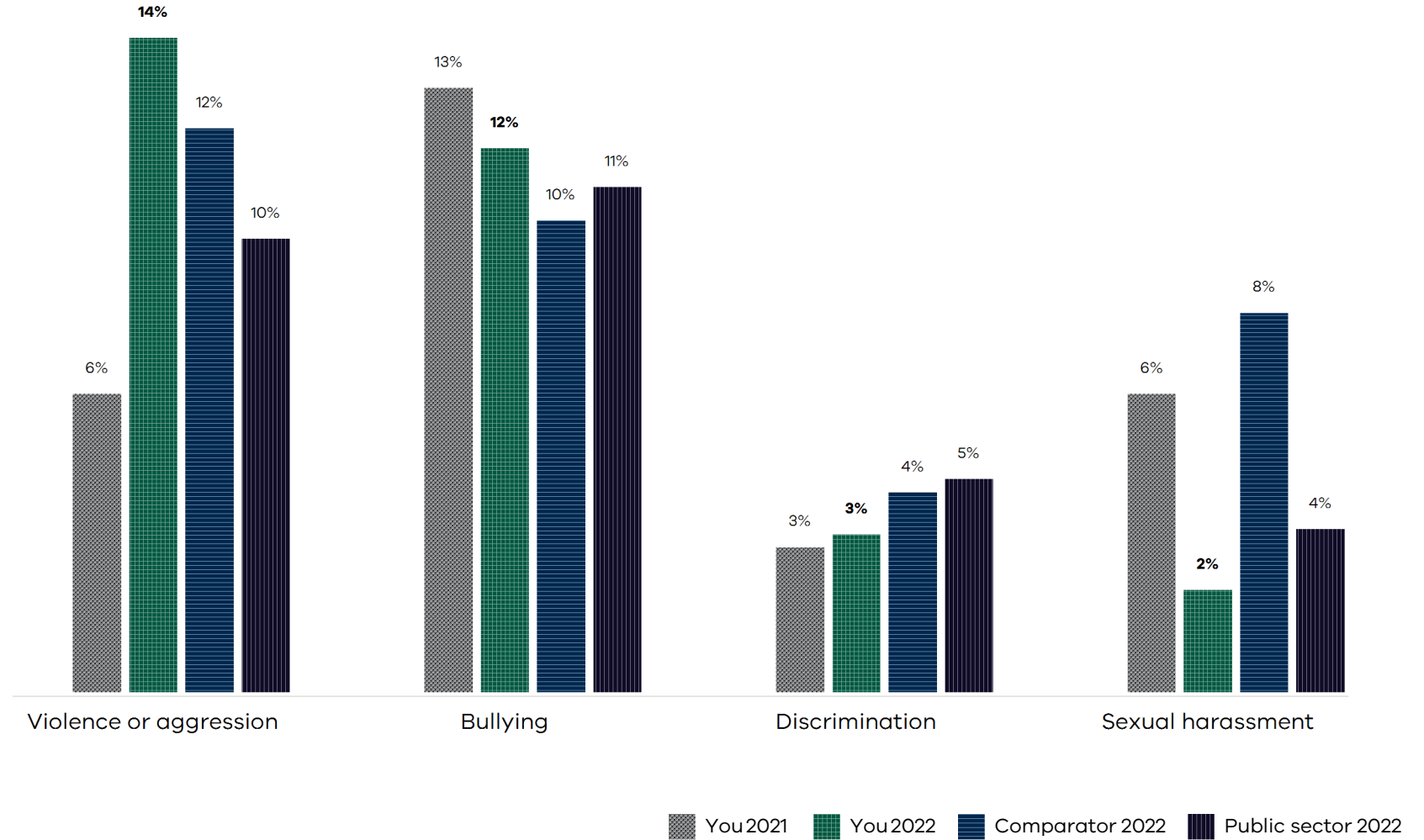
People outcomes

Bullying

What this is

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

Why this is important

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

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

12% of your staff who did the survey said they experienced bullying.

Of that 12%, 80% said the top type was 'Exclusion or isolation'.

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

10	69	7
12%	80%	8%

■ Experienced bullying   ▦ Did not experience bullying   ▨ Not sure
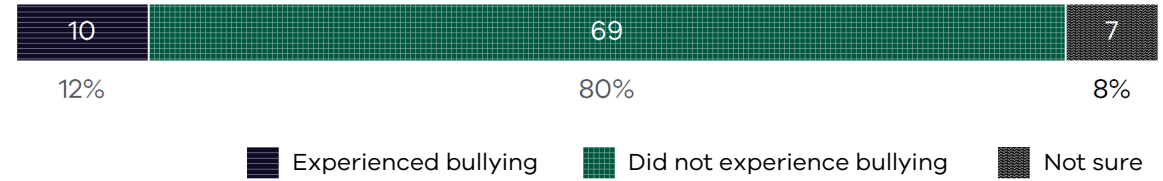
If you experienced bullying, what type of bullying did you experience?	You 2021	You 2022	Comparator 2022	Public sector 2022
Exclusion or isolation	42%	80%	35%	43%
Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)	67%	80%	78%	71%
Withholding essential information for me to do my job	33%	40%	28%	33%
Being assigned meaningless tasks unrelated to the job	17%	20%	14%	13%
Intimidation and/or threats	25%	20%	25%	30%
Verbal abuse	0%	10%	24%	19%

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People outcomes

Telling someone about the bullying

What this is

This is if staff told someone when they experienced bullying.

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

12% of your staff who did the survey said they experienced bullying, of which

- 70% said the top way they reported the bullying was 'Told a manager'.
- 100% said they didn't submit a formal complaint.

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

10	69	7
12%	80%	8%

Legend: ■ Experienced bullying ▦ Did not experience bullying ▨ Not sure
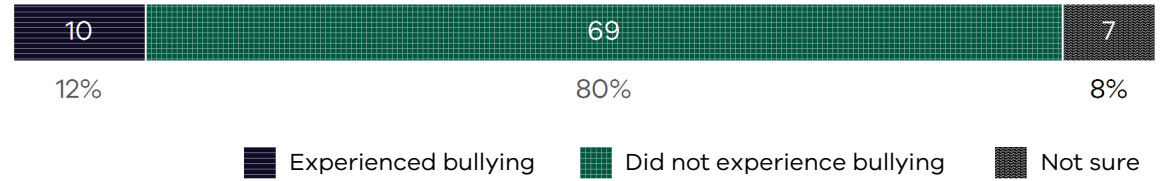
Did you tell anyone about the bullying?	You 2021	You 2022	Comparator 2022	Public sector 2022
Told a manager	25%	70%	43%	49%
Told a colleague	17%	40%	39%	41%
Told a friend or family member	8%	40%	38%	35%
Told someone else	8%	30%	7%	12%
Told the person the behaviour was not OK	17%	20%	14%	17%
I did not tell anyone about the bullying	42%	10%	18%	12%
Told employee assistance program (EAP) or peer support	33%	10%	3%	10%
Told Human Resources	8%	10%	17%	13%

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

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

- 70% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal complaint?

10

100%

■ Submitted formal complaint   ■ Did not submit a formal complaint
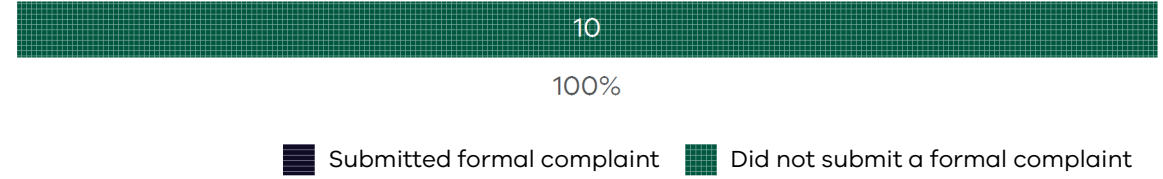
What was your reason for not submitting a formal complaint?	You 2021	You 2022	Comparator 2022	Public sector 2022
I didn't think it would make a difference	73%	70%	48%	51%
I believed there would be negative consequences for my career	45%	40%	44%	41%
I believed there would be negative consequences for my reputation	18%	40%	43%	52%
I didn't feel safe to report the incident	18%	40%	17%	19%
I believed there would be negative consequences for the person I was going to complain about	0%	30%	9%	9%
I thought the complaint process would be embarrassing or difficult	0%	20%	10%	13%
I didn't know how to make a complaint	0%	10%	6%	5%
I didn't know who to talk to	0%	10%	3%	5%
I didn't think it was serious enough	9%	10%	20%	16%

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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, 12% 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

12% of your staff who did the survey said they experienced bullying.

Of that 12%, 60% said it was by 'A manager or supervisor'.

10 people (12% of staff) experienced bullying (You 2022)

Perpetrator	Percentage
A manager or supervisor	60%
Colleague	60%
Group of colleagues	20%
Member of the public	10%
A volunteer with my organisation	0%
An executive, senior leader or the head of your organisation	0%
Client/ customer/ patient/ stakeholder	0%
Member of your household	0%
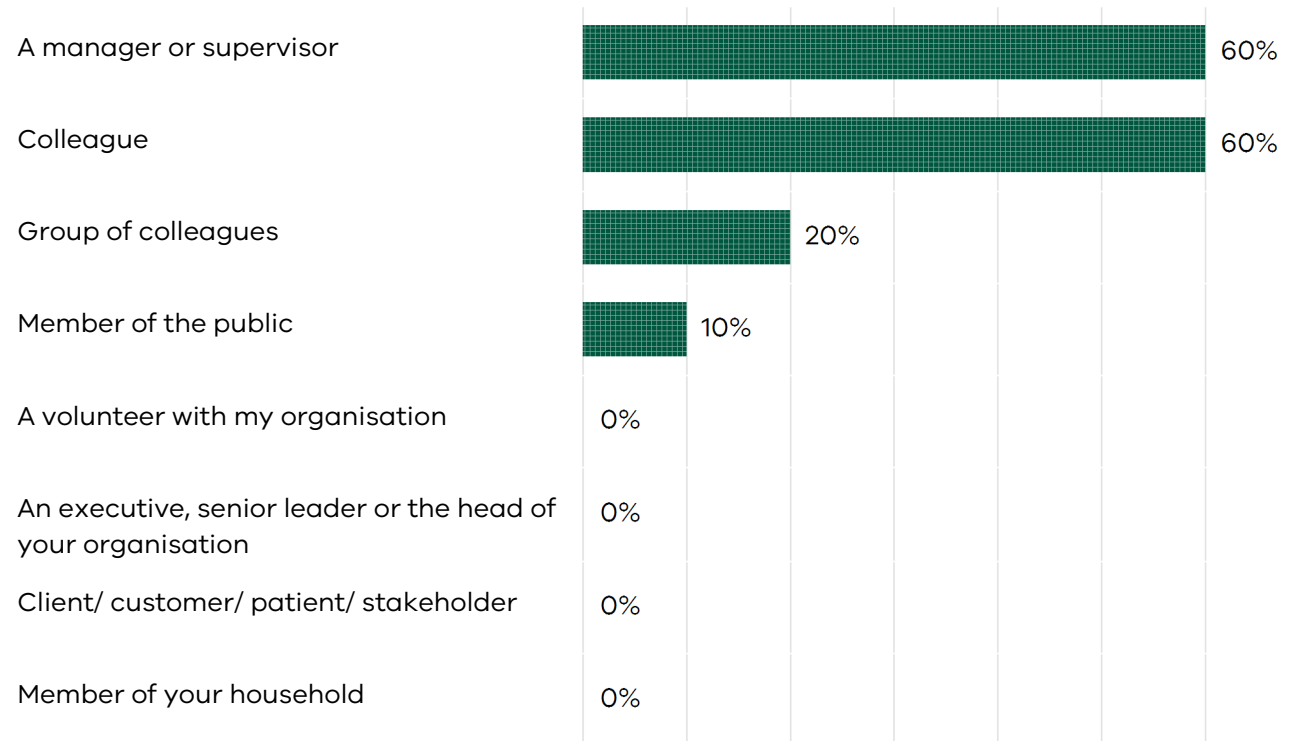
People outcomes

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, 12% 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

12% of your staff who did the survey said they experienced bullying.

Of that 12%, 100% said it was by someone within the organisation.

Of that 100%, 70% said it was 'They were in my workgroup'.

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

Relationship	Percentage
They were in my workgroup	70%
They were my immediate manager or supervisor	50%
They were outside my workgroup	10%
They were someone I supervise or manage	0%
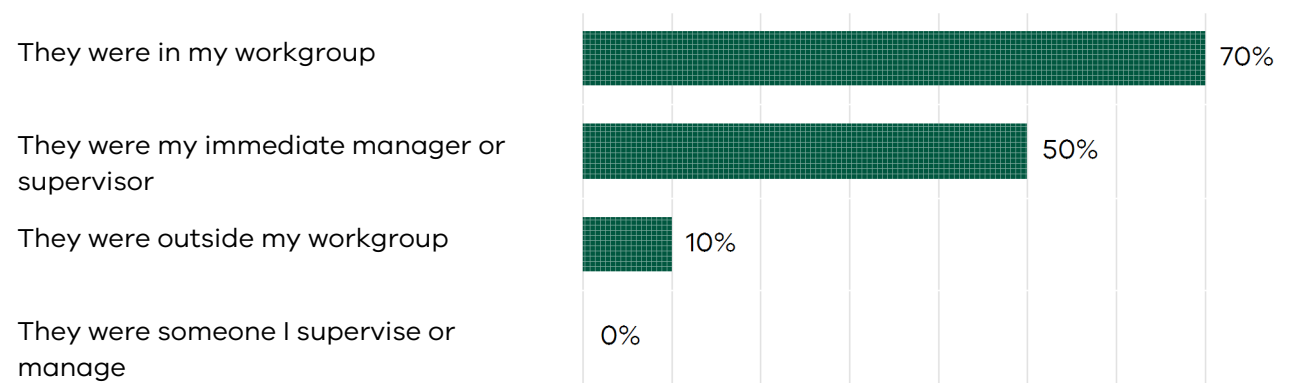
People outcomes

Sexual harassment

What this is

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

Why this is important

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

Why there is no data here

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

We do this to protect the respondents.

People outcomes

Discrimination

What this is

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

Why this is important

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

Why there is no data here

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

We do this to protect the respondents.

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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

14% of your staff who did the survey said they experienced violence or aggression.

Of that 14%, 92% said it was from 'Abusive language'.

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

12	72	2
14%	84%	2%

■ Experienced violence or aggression ■ Did not experience violence or aggression ■ Not sure
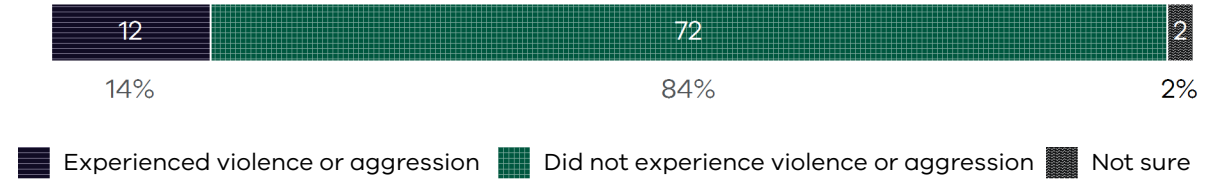
If you experienced violence or aggression, what type did you experience?	You 2022	Comparator 2022	Public sector 2022
Abusive language	92%	74%	73%
Intimidating behaviour	75%	71%	69%
Threats of violence	33%	15%	27%
Other	17%	6%	6%
Physical assault (e.g. spitting, hitting, punching, pushing, tripping, grabbing, throwing objects)	8%	2%	14%

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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

14% of your staff who did the survey said they experienced violence or aggression, fo which

- 58% said the top way they reported the violence or agression was 'Told a manager'

- 50% said they didn't submit a formal incident report.

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

12	72	2
14%	84%	2%

■ Experienced violence or aggression ■ Did not experience violence or aggression ■ Not sure
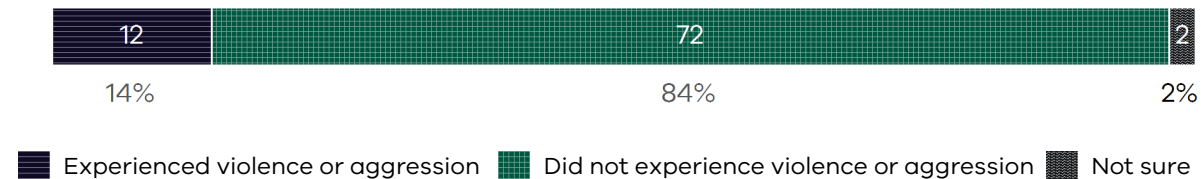
Did you tell anyone about the incident?	You 2022	Comparator 2022	Public sector 2022
Told a manager	58%	65%	59%
Submitted a formal incident report	50%	11%	26%
Told a colleague	42%	48%	44%
Told a friend or family member	17%	29%	20%
Told the person the behaviour was not OK	17%	12%	26%
I did not tell anyone about the incident(s)	8%	11%	8%
Told someone else	8%	5%	6%

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

14% of your staff who did the survey said they experienced violence or aggression.

Of that 14%, 67% said it was 'Client/ customer/ patient/ stakeholder'.

12 people (14% of staff) experienced violence or aggression (You2022)

Perpetrator	Percentage
Client/ customer/ patient/ stakeholder	67%
Member of the public	50%
Colleague	33%
A manager or supervisor	0%
A volunteer with my organisation	0%
An executive, senior leader or the head of your organisation	0%
Group of colleagues	0%
Member of your household	0%

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Key differences

Highest scoring questions

What this is

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

How to read this

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

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

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

Example

On the first row 'Job enrichment', the 'You 2022' column shows 97% of your staff agreed with 'I can use my skills and knowledge in my job'.
This question was not asked in 2021.

Question group	Highest scoring questions	You 2022	Change from 2021	Comparator 2022
Job enrichment	I can use my skills and knowledge in my job	97%	Not asked in 2021	90%
Job enrichment	I understand how my job helps my organisation achieve it's goals	97%	Not asked in 2021	92%
Meaningful work	I achieve something important through my work	94%	+6%	85%
Meaningful work	I can make a worthwhile contribution at work	92%	Not asked in 2021	92%
Organisational integrity	My organisation encourages employees to act in ways that are consistent with human rights	92%	+9%	83%
Safety climate	My organisation provides a physically safe work environment	92%	+2%	85%
Meaningful work	I get a sense of accomplishment from my work	91%	+7%	81%
Organisational integrity	My organisation encourages respectful workplace behaviours	91%	+7%	81%
Safe to speak up	I feel culturally safe at work	91%	+6%	82%
Manager leadership	My manager treats employees with dignity and respect	87%	+2%	87%

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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 24% 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	24%	Not asked in 2021	26%
Learning and development	I am satisfied with the way my learning and development needs have been addressed in the last 12 months	40%	-12%	41%
Organisational integrity	I believe the promotion processes in my organisation are fair	41%	Not asked in 2021	40%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	42%	-23%	40%
Organisational integrity	I have an equal chance at promotion in my organisation	43%	Not asked in 2021	45%
Learning and development	I am satisfied with the opportunities to progress in my organisation	44%	Not asked in 2021	37%
Senior leadership	Senior leaders provide clear strategy and direction	44%	-30%	52%
Learning and development	My organisation places a high priority on the learning and development of staff	47%	-9%	37%
Taking action	I believe my organisation will make improvements based on the results of this survey	47%	Not asked in 2021	43%
Workload	I have enough time to do my job effectively	49%	+3%	55%

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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 'Collaboration', the 'You 2022' column shows 70% of your staff agreed with 'Workgroups across my organisation willingly share information with each other'.
In the 'Increase from 2021' column, you have a 14% increase, which is a positive trend.

Question group	Most improved from last year	You 2022	Increase from 2021	Comparator 2022
Collaboration	Workgroups across my organisation willingly share information with each other	70%	+14%	53%
Organisational integrity	My organisation takes steps to eliminate bullying, harassment and discrimination	79%	+12%	66%
Innovation	My workgroup encourages employee creativity	73%	+10%	68%
Organisational integrity	My organisation encourages employees to act in ways that are consistent with human rights	92%	+9%	83%
Workgroup support	People in my workgroup are politically impartial in their work	77%	+9%	76%
Manager leadership	My manager demonstrates honesty and integrity	86%	+8%	86%
Meaningful work	I get a sense of accomplishment from my work	91%	+7%	81%
Organisational integrity	My organisation encourages respectful workplace behaviours	91%	+7%	81%
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	69%	+6%	73%
Manager support	My manager provides me with enough support when I need it	80%	+6%	81%

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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 'Senior leadership', the 'You 2022' column shows 44% of your staff agreed with 'Senior leaders provide clear strategy and direction'.
In the 'Decrease from 2021' column, you have a 30% decrease, which is a negative trend.

Question subgroup	Largest decline from last year	You 2022	Decrease from 2021	Comparator 2022
Senior leadership	Senior leaders provide clear strategy and direction	44%	-30%	52%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	42%	-23%	40%
Senior leadership	Senior leaders model my organisation's values	55%	-22%	56%
Senior leadership	Senior leaders demonstrate honesty and integrity	53%	-21%	57%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	52%	-13%	44%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	56%	-13%	41%
Learning and development	I am satisfied with the way my learning and development needs have been addressed in the last 12 months	40%	-12%	41%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	57%	-12%	47%
Engagement	I would recommend my organisation as a good place to work	69%	-10%	65%
Learning and development	My organisation places a high priority on the learning and development of staff	47%	-9%	37%

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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.

Example

On the first row 'Collaboration', the 'You 2022' column shows 70% of your staff agreed with 'Workgroups across my organisation willingly share information with each other'.

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

Question group	Biggest positive difference from comparator	You 2022	Difference	Comparator 2022
Collaboration	Workgroups across my organisation willingly share information with each other	70%	+17%	53%
Safety climate	All levels of my organisation are involved in the prevention of stress	51%	+15%	36%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	56%	+15%	41%
Engagement	My organisation motivates me to help achieve its objectives	77%	+14%	63%
Organisational integrity	My organisation takes steps to eliminate bullying, harassment and discrimination	79%	+14%	66%
Satisfaction	How satisfied are you with the work/life balance in your current job	74%	+12%	63%
Innovation	My workgroup is quick to respond to opportunities to do things better	78%	+10%	68%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	57%	+10%	47%
Organisational integrity	My organisation encourages respectful workplace behaviours	91%	+10%	81%
Meaningful work	I get a sense of accomplishment from my work	91%	+9%	81%

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 'Senior leadership', the 'You 2022' column shows 44% of your staff agreed with 'Senior leaders provide clear strategy and direction'.

The 'difference' column, shows that agreement for this question was 8 percentage points lower in your organisation than in your comparator.

Question subgroup	Biggest negative difference from comparator	You 2022	Difference	Comparator 2022
Senior leadership	Senior leaders provide clear strategy and direction	44%	-8%	52%
Quality service delivery	My workgroup provides high quality advice and services	76%	-7%	83%
Workgroup support	People in my workgroup are honest, open and transparent in their dealings	71%	-6%	77%
Workload	I have enough time to do my job effectively	49%	-6%	55%
Organisational integrity	I believe the recruitment processes in my organisation are fair	57%	-6%	63%
Engagement	I am proud to tell others I work for my organisation	79%	-6%	85%
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	69%	-4%	73%
Senior leadership	Senior leaders demonstrate honesty and integrity	53%	-3%	57%
Workgroup support	People in my workgroup work together effectively to get the job done	81%	-3%	84%
Manager support	I receive meaningful recognition when I do good work	60%	-3%	63%

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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

47% of your staff who did the survey agreed or strongly agreed with 'I believe my organisation will make improvements based on the results of this survey'.

Survey question	Your results	Benchmark agree results

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

	You		Comparator		
Survey question	2021	2022	Lowest	Average	Highest
I believe my organisation will make improvements based on the results of this survey	Not asked	47 %	33 %	43 %	64 %
My organisation has made improvements based on the survey results from last year	Not asked	24 %	19 %	26 %	56 %

Your results — I believe my organisation will make improvements based on the results of this survey: 17% / 36% / 47%

Your results — My organisation has made improvements based on the survey results from last year: 21% / 23% / 31% / 24%

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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.

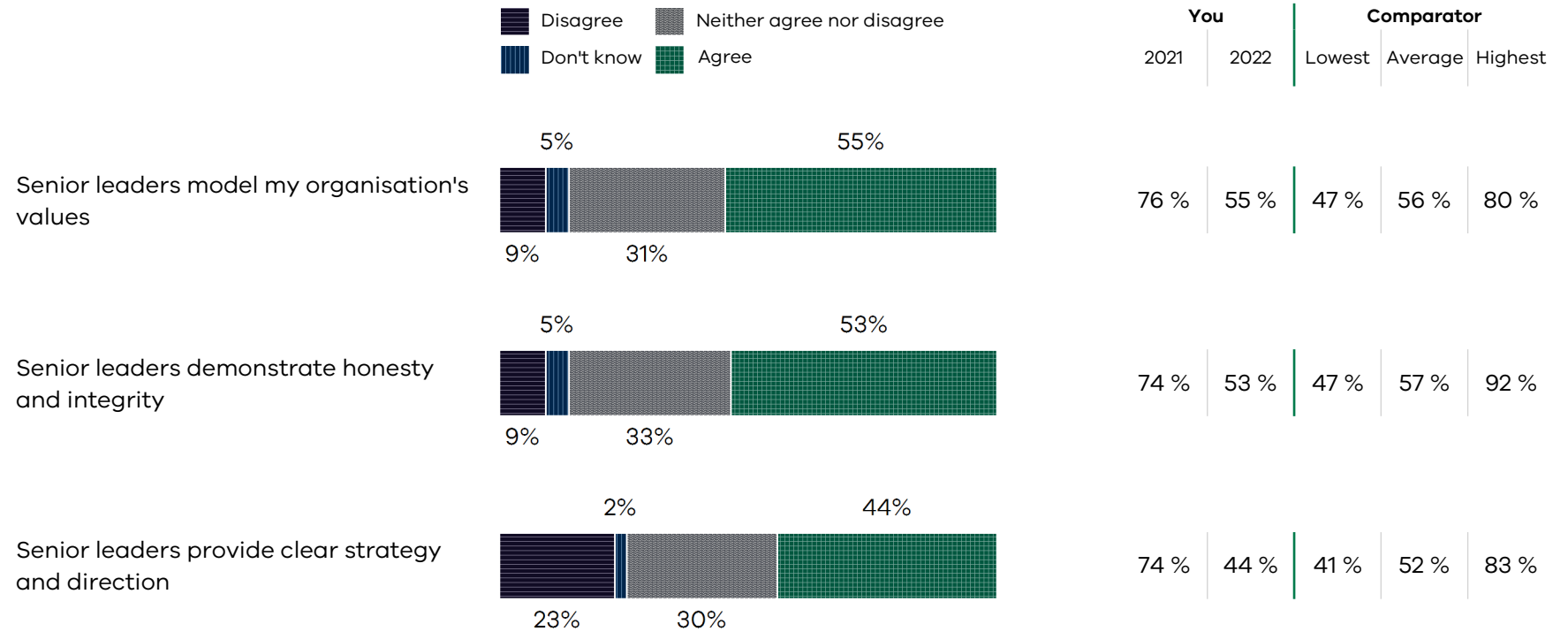Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

55% of your staff who did the survey agreed or strongly agreed with 'Senior leaders model my organisation's values'.

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

Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
Senior leaders model my organisation's values	5% / 9% / 31% / 55%	76 %	55 %	47 %	56 %	80 %
Senior leaders demonstrate honesty and integrity	5% / 9% / 33% / 53%	74 %	53 %	47 %	57 %	92 %
Senior leaders provide clear strategy and direction	2% / 23% / 30% / 44%	74 %	44 %	41 %	52 %	83 %

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- Questions requested by your organisation

Demographics

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

Victorian Public Sector Commission

VICTORIA State Government

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:

- 78% of your staff who did the survey responded positively to questions about Collaboration which is up from 75% in 2021.

Compared to:

- 67% of staff at your comparator and 73% of staff across the public sector.
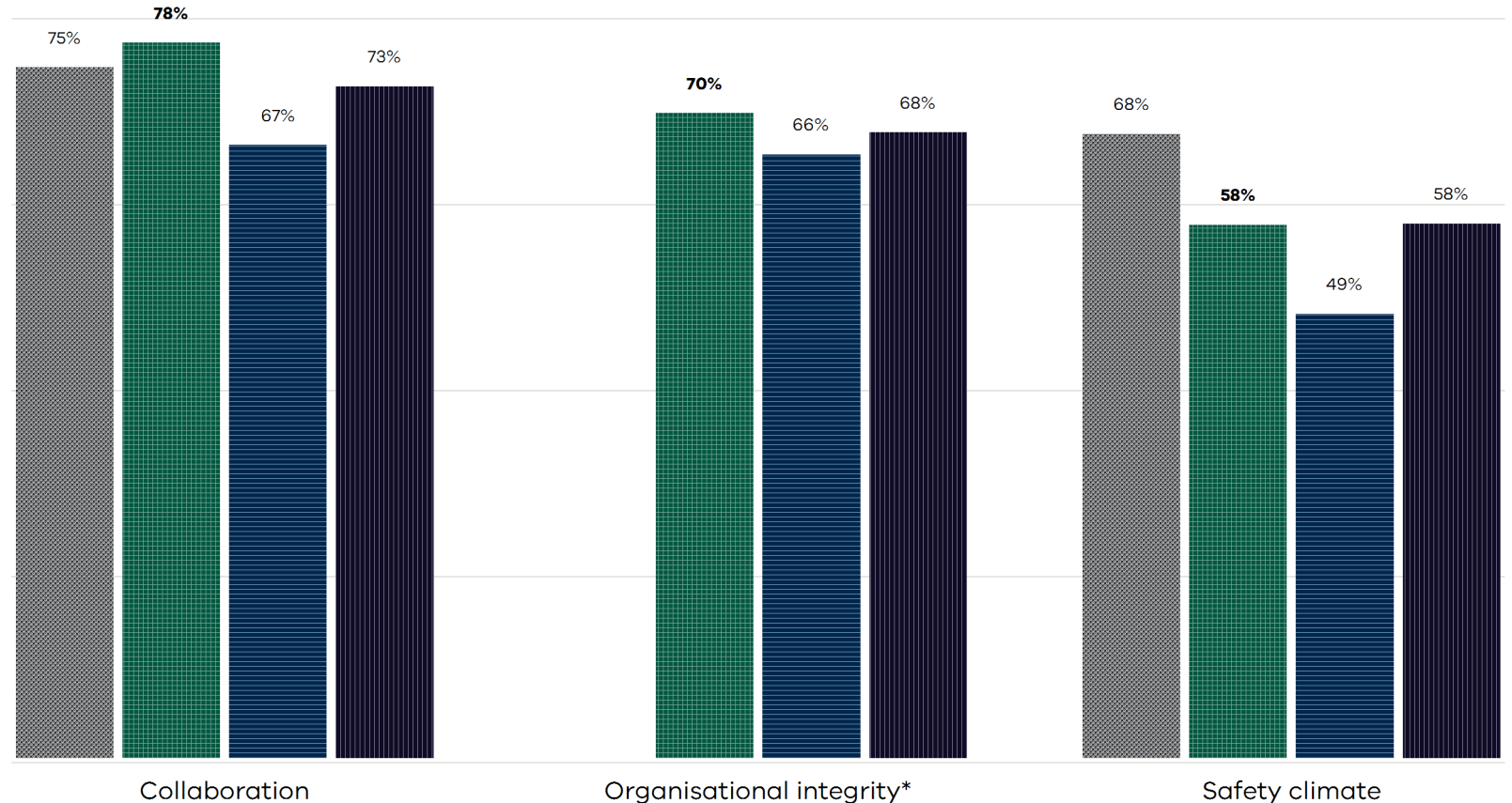
	Collaboration	Organisational integrity*	Safety climate
You 2021	75%		68%
You 2022	78%	70%	58%
Comparator 2022	67%	66%	49%
Public sector 2022	73%	68%	58%

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

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

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

92% 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'.

Survey question	Your results					

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

	You		**Comparator**		
Survey question	2021	2022	Lowest	Average	Highest
My organisation encourages employees to act in ways that are consistent with human rights (1%, 92%, 5%, 2%)	83 %	92 %	73 %	83 %	92 %
My organisation encourages respectful workplace behaviours (3%, 91%, 6%)	84 %	91 %	71 %	81 %	95 %
My organisation is committed to earning a high level of public trust (2%, 84%, 5%, 9%)	87 %	84 %	74 %	81 %	94 %
My organisation takes steps to eliminate bullying, harassment and discrimination (1%, 79%, 10%, 9%)	67 %	79 %	53 %	66 %	86 %

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

77% of your staff who did the survey agreed or strongly agreed with 'My organisation does not tolerate improper conduct'.

| Survey question	Your results					

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

Benchmark agree results

	You		Comparator		
Survey question	2021	2022	Lowest	Average	Highest
My organisation does not tolerate improper conduct	83 %	77 %	61 %	69 %	92 %
I believe the recruitment processes in my organisation are fair	Not asked	57 %	59 %	63 %	79 %
I have an equal chance at promotion in my organisation	Not asked	43 %	26 %	45 %	59 %
I believe the promotion processes in my organisation are fair	Not asked	41 %	33 %	40 %	59 %

Your results (bar chart values):

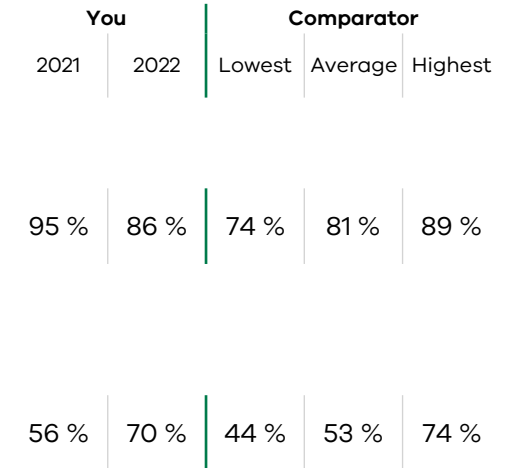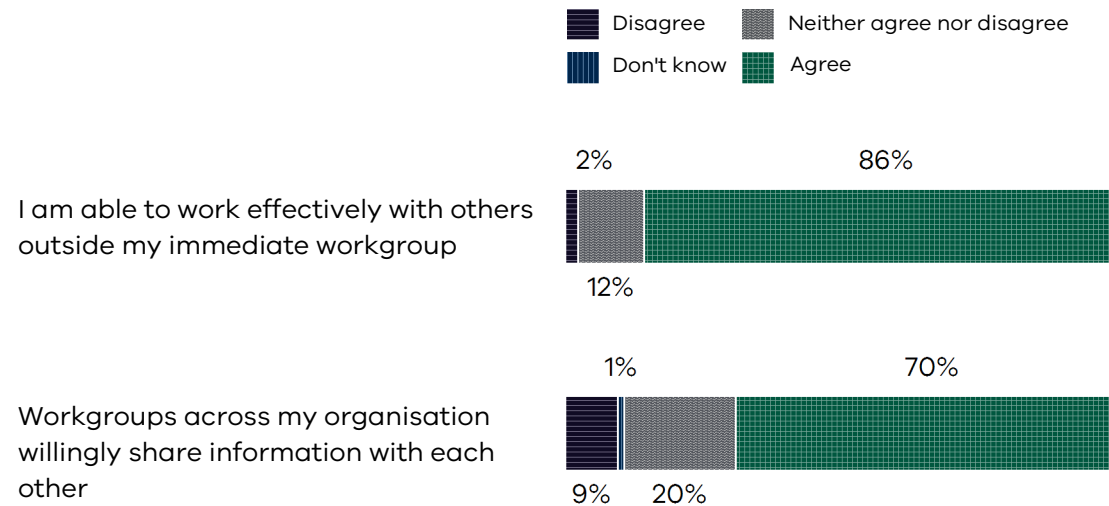My organisation does not tolerate improper conduct: 13% / 1% / 9% / 77%
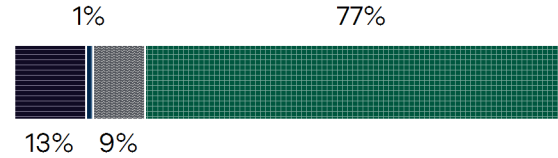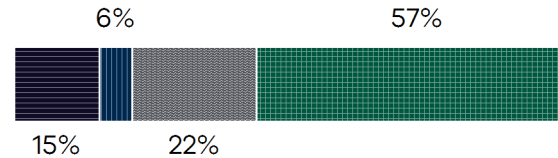
I believe the recruitment processes in my organisation are fair: 15% / 6% / 22% / 57%

I have an equal chance at promotion in my organisation: 30% / 27% / 43%
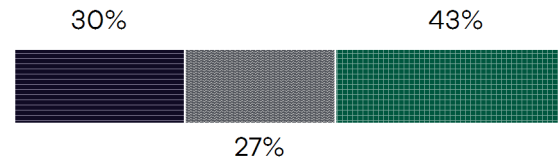
I believe the promotion processes in my organisation are fair: 26% / 7% / 27% / 41%
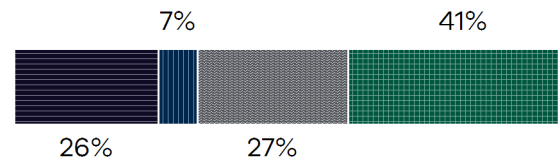
Organisational climate

Collaboration

What this is

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

Why this is important

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

How to read this

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

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

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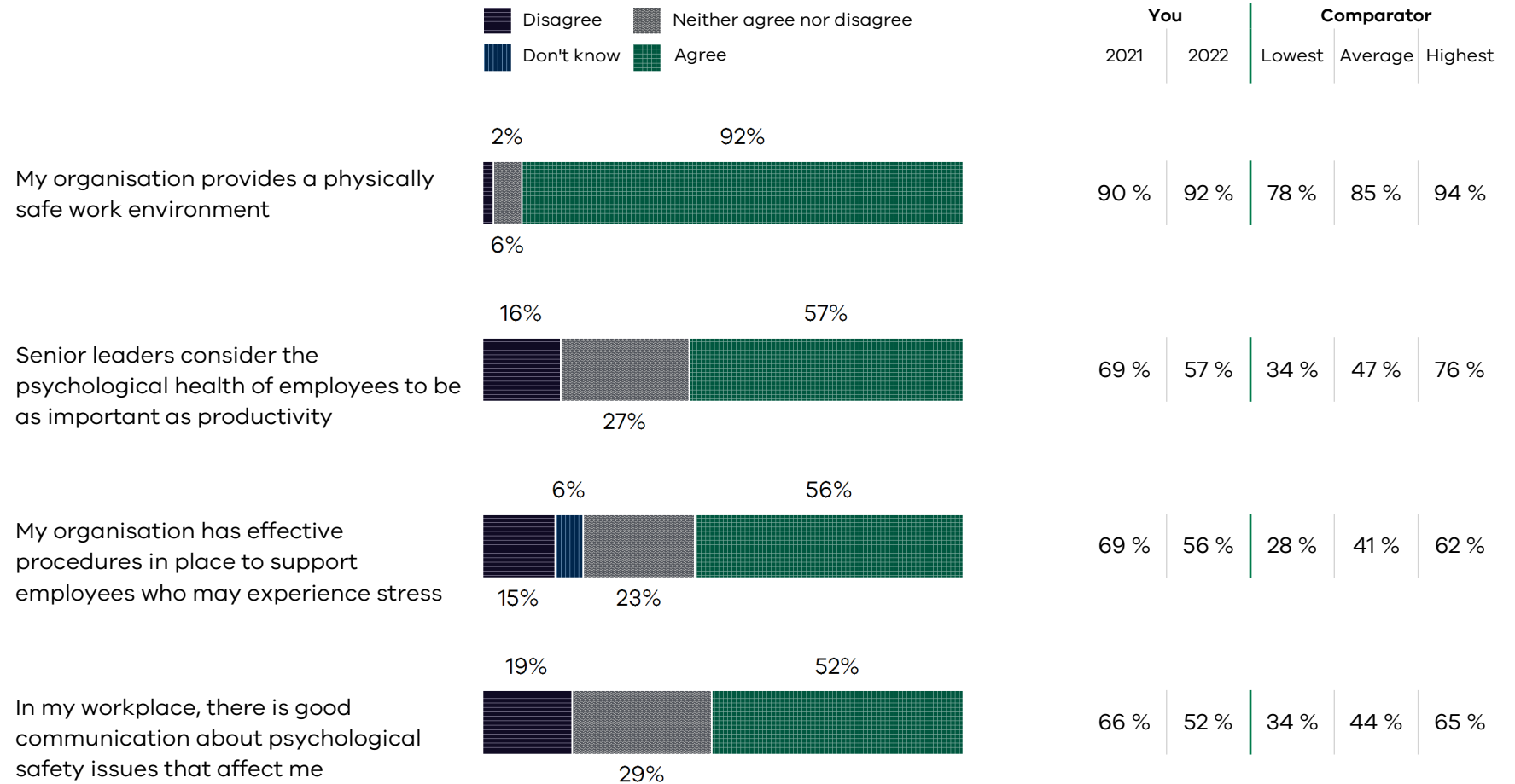
Example

86% of your staff who did the survey agreed or strongly agreed with 'I am able to work effectively with others outside my immediate workgroup'.

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

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

Survey question	Your results	2021	2022	Lowest	Average	Highest
I am able to work effectively with others outside my immediate workgroup	2% / 12% / 86%	95 %	86 %	74 %	81 %	89 %
Workgroups across my organisation willingly share information with each other	9% / 1% / 20% / 70%	56 %	70 %	44 %	53 %	74 %

Victorian Public Sector Commission

VICTORIA State Government

Organisational climate

Safety climate 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

92% of your staff who did the survey agreed or strongly agreed with 'My organisation provides a physically safe work environment'.

Survey question | Your results | Benchmark agree results

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

Survey question	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My organisation provides a physically safe work environment (2%, 6%, 92%)	90 %	92 %	78 %	85 %	94 %
Senior leaders consider the psychological health of employees to be as important as productivity (16%, 27%, 57%)	69 %	57 %	34 %	47 %	76 %
My organisation has effective procedures in place to support employees who may experience stress (15%, 6%, 23%, 56%)	69 %	56 %	28 %	41 %	62 %
In my workplace, there is good communication about psychological safety issues that affect me (19%, 29%, 52%)	66 %	52 %	34 %	44 %	65 %

Victorian Public Sector Commission

VICTORIA State Government

Organisational climate

Safety climate 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

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

Survey question	Your results	Benchmark agree results

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

	You		Comparator		
	2021	2022	Lowest	Average	Highest
All levels of my organisation are involved in the prevention of stress	51 %	51 %	27 %	36 %	59 %
Senior leaders show support for stress prevention through involvement and commitment	65 %	42 %	31 %	40 %	68 %

All levels of my organisation are involved in the prevention of stress: 19% / 30% / 51%

Senior leaders show support for stress prevention through involvement and commitment: 17% / 41% / 42%

Victorian Public Sector Commission

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People matter survey wellbeing check 2022

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- Employment
- Adjustments
- Caring

Workgroup climate

Scorecard

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2022:

- 80% of your staff who did the survey responded positively to questions about Safe to speak up which is up from 75% in 2021.

Compared to:

- 74% of staff at your comparator and 77% of staff across the public sector.
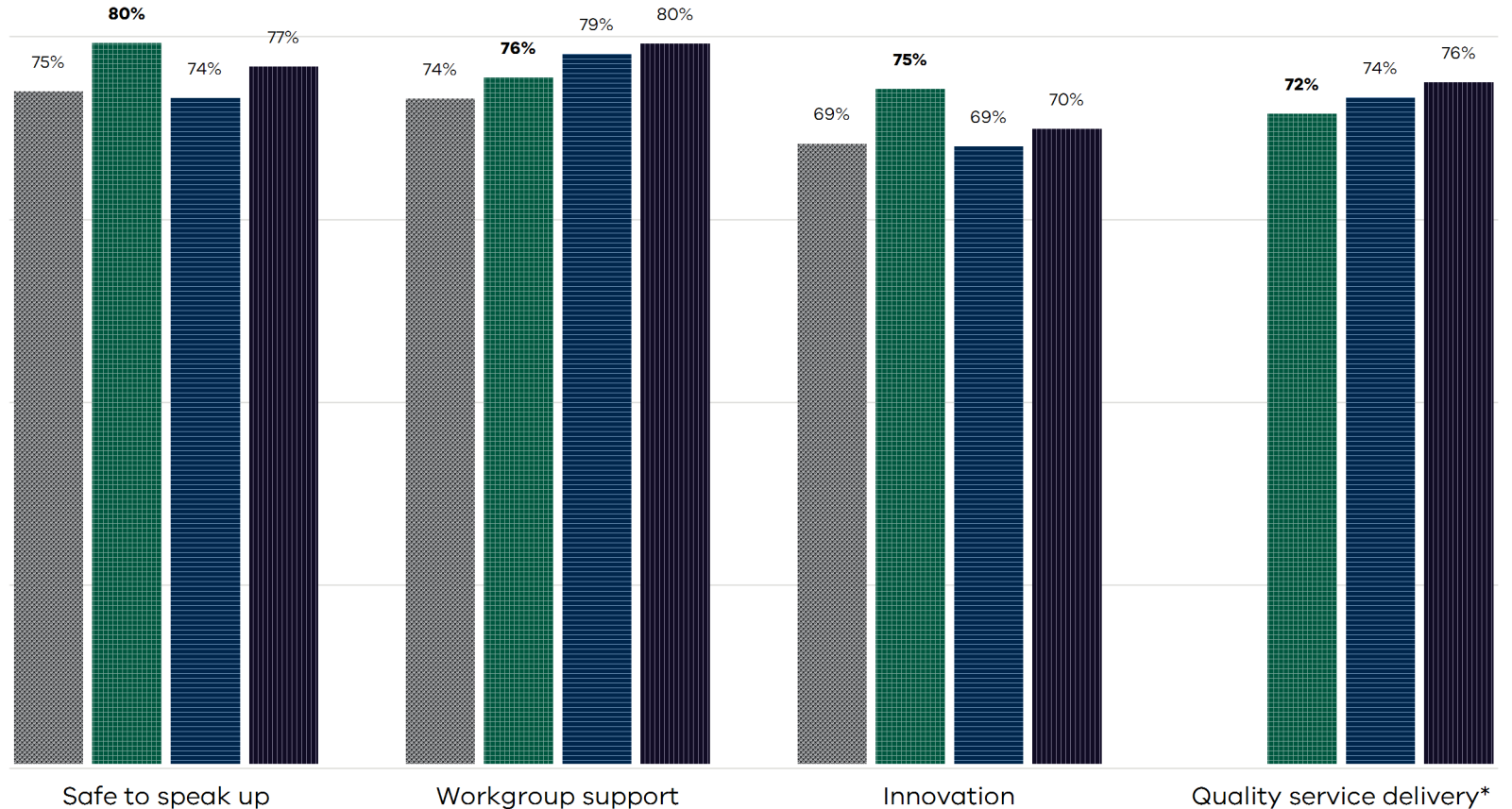
Safe to speak up: 75%, 80%, 74%, 77%
Workgroup support: 74%, 76%, 79%, 80%
Innovation: 69%, 75%, 69%, 70%
Quality service delivery*: 72%, 74%, 76%

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

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

Victorian Public Sector Commission

VICTORIA State Government

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.
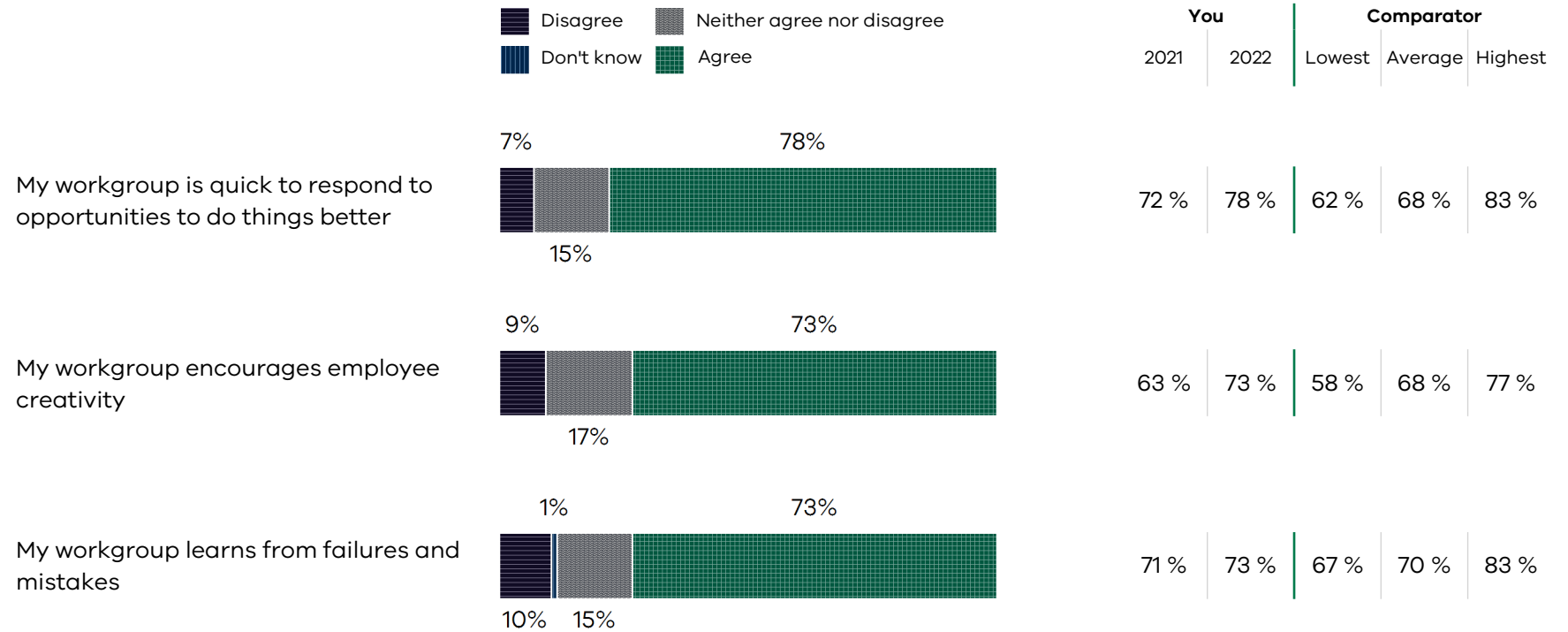
Example

76% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.
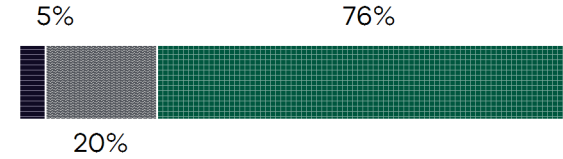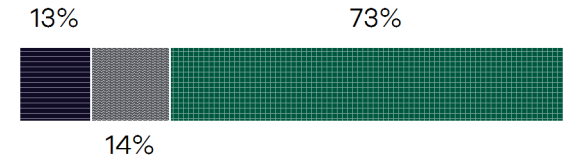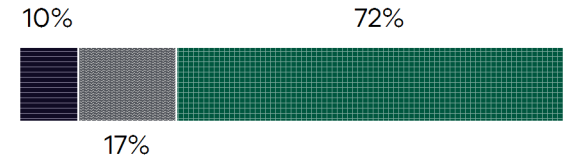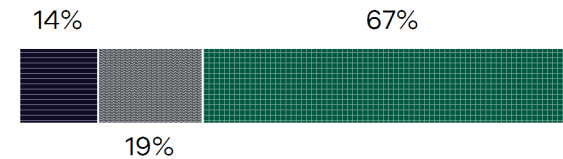
Survey question	Your results	Benchmark agree results				
		You		**Comparator**		
		2021	2022	Lowest	Average	Highest
My workgroup provides high quality advice and services	5% / 20% / 76%	Not asked	76 %	74 %	83 %	89 %
My workgroup has clear lines of responsibility	13% / 14% / 73%	77 %	73 %	58 %	70 %	92 %
My workgroup acts fairly and without bias	10% / 17% / 72%	Not asked	72 %	64 %	74 %	88 %
My workgroup uses its resources well	14% / 19% / 67%	Not asked	67 %	60 %	69 %	82 %

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

Workgroup climate

Innovation

What this is

This is how well staff feel their workgroup innovates its operations.

Why this is important

Innovation can reduce costs, create public value and lead to higher engagement.

How to read this

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

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

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

Example

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

Survey question / Your results / Benchmark agree results

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

Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup is quick to respond to opportunities to do things better	7% / 15% / 78%	72 %	78 %	62 %	68 %	83 %
My workgroup encourages employee creativity	9% / 17% / 73%	63 %	73 %	58 %	68 %	77 %
My workgroup learns from failures and mistakes	10% / 1% / 15% / 73%	71 %	73 %	67 %	70 %	83 %

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

81% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup treat each other with respect'.
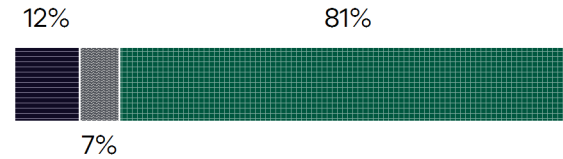
Legend:
- Disagree
- Neither agree nor disagree
- Don't know
- Agree
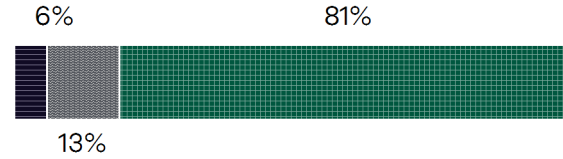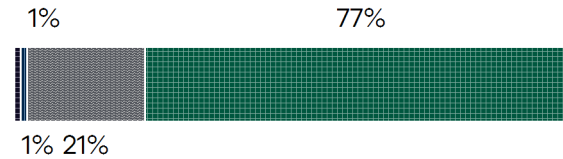
Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup treat each other with respect	6% / 13% / 81%	82 %	81 %	77 %	83 %	89 %
People in my workgroup work together effectively to get the job done	12% / 7% / 81%	84 %	81 %	70 %	84 %	91 %
People in my workgroup are politically impartial in their work	1% / 1% / 21% / 77%	68 %	77 %	67 %	76 %	83 %
People in my workgroup are honest, open and transparent in their dealings	1% / 7% / 21% / 71%	70 %	71 %	70 %	77 %	86 %

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.
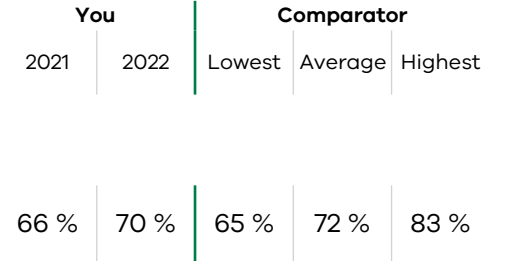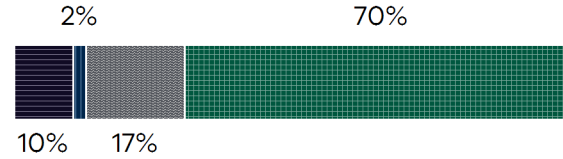
Example

70% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.

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

Survey question	Your results		You		Comparator		
			2021	2022	Lowest	Average	Highest
People in my workgroup appropriately manage conflicts of interest	10% Disagree, 2% Don't know, 17% Neither, 70% Agree		66 %	70 %	65 %	72 %	83 %

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.

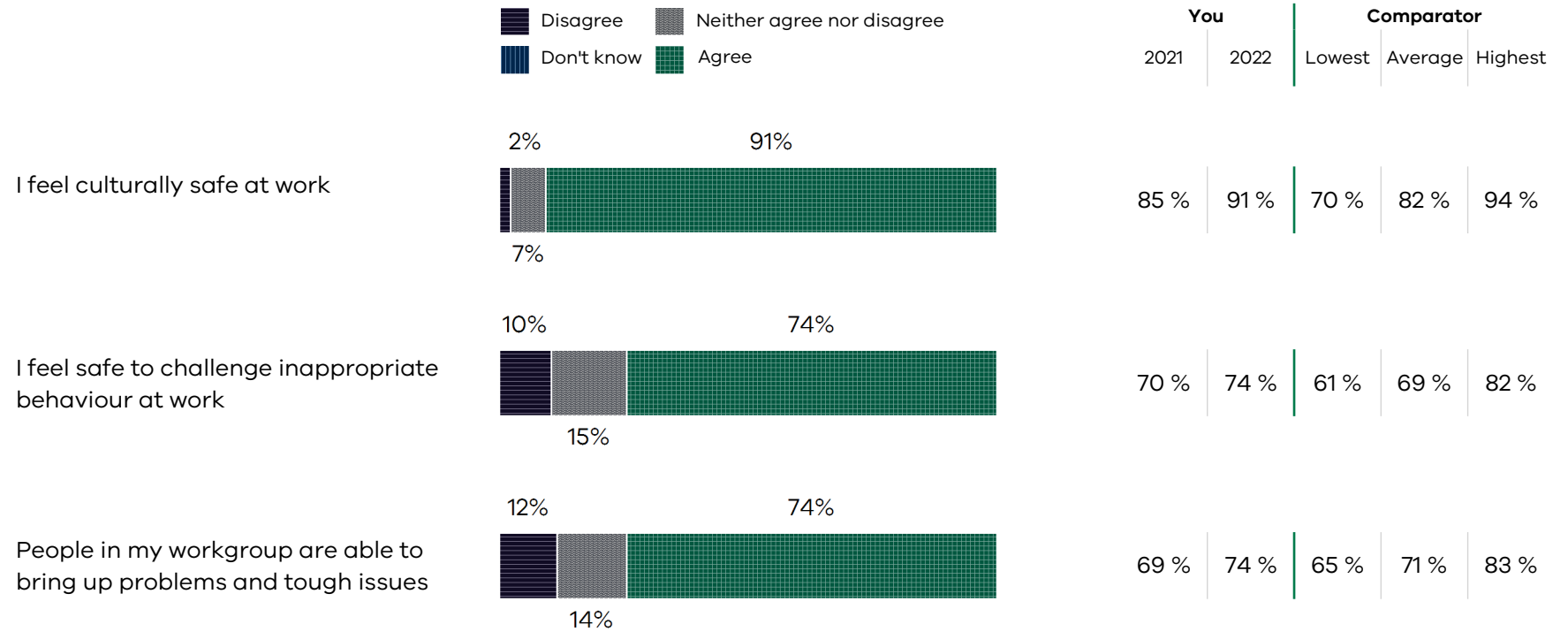Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

91% of your staff who did the survey agreed or strongly agreed with 'I feel culturally safe at work'.

Survey question	Your results					

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

Survey question		You		Comparator		
		2021	2022	Lowest	Average	Highest
I feel culturally safe at work	2% / 7% / 91%	85 %	91 %	70 %	82 %	94 %
I feel safe to challenge inappropriate behaviour at work	10% / 15% / 74%	70 %	74 %	61 %	69 %	82 %
People in my workgroup are able to bring up problems and tough issues	12% / 14% / 74%	69 %	74 %	65 %	71 %	83 %

People matter survey
wellbeing check 2022

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Custom questions

- Questions requested by your organisation

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Job and manager factors

Scorecard 1 of 2

What this is

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

Why this is important

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

How to read this

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

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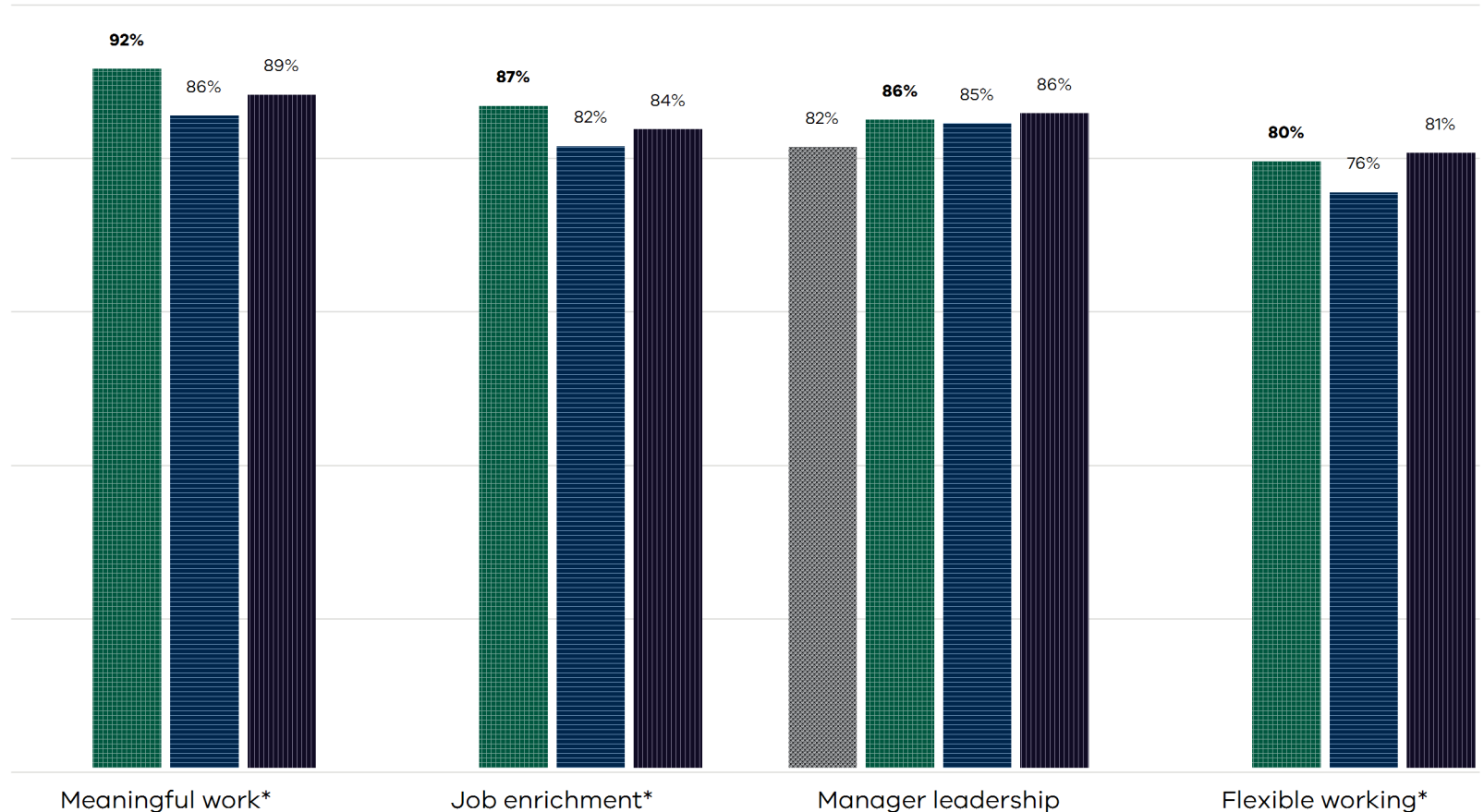
Example

In 2022:

- 92% of your staff who did the survey responded positively to questions about Meaningful work.

Compared to:

- 86% 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 2021 · You 2022 · Comparator 2022 · Public sector 2022

Chart data:
- Meaningful work*: You 2022 92%, Comparator 2022 86%, Public sector 2022 89%
- Job enrichment*: You 2022 87%, Comparator 2022 82%, Public sector 2022 84%
- Manager leadership: You 2021 82%, You 2022 86%, Comparator 2022 85%, Public sector 2022 86%
- Flexible working*: You 2022 80%, Comparator 2022 76%, Public sector 2022 81%

Job and manager factors

Scorecard 2 of 2

What this is

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

Why this is important

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

How to read this

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

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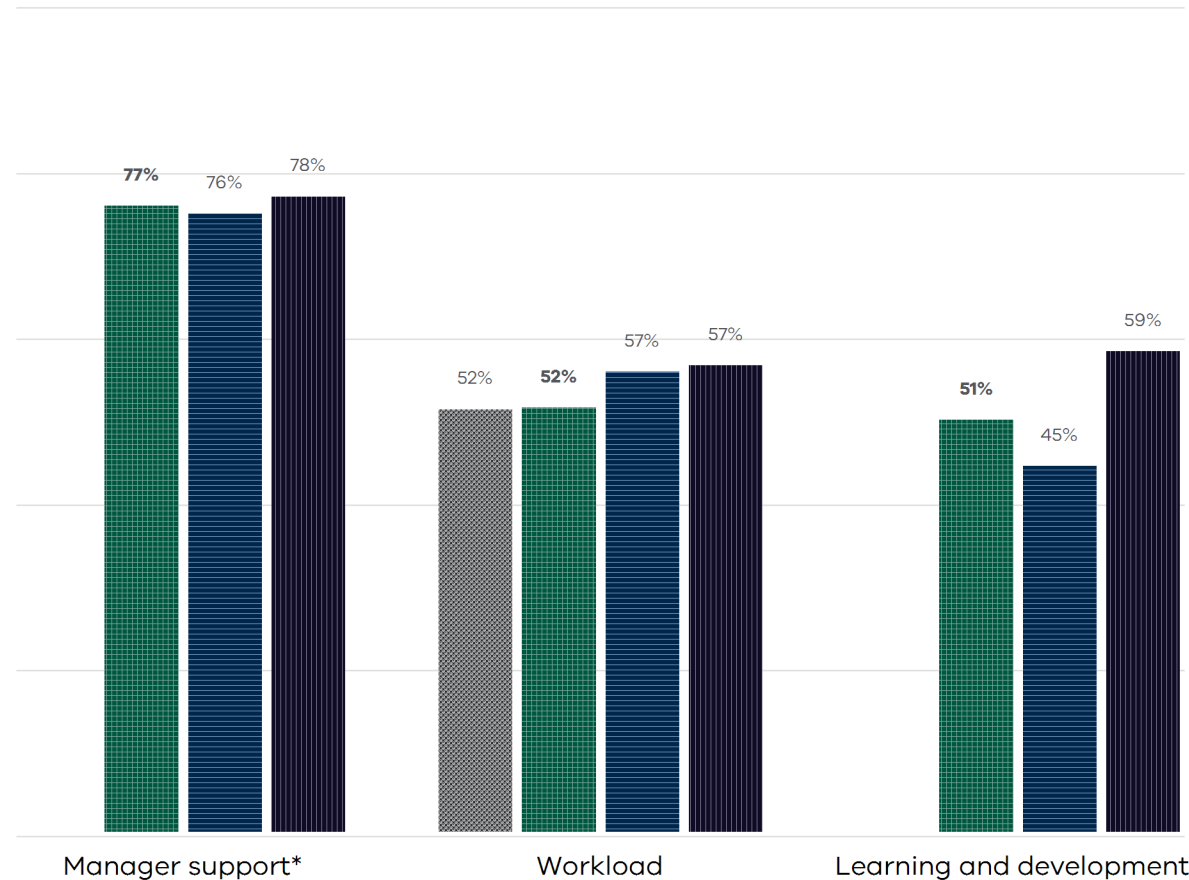
Example

In 2022:

- 77% of your staff who did the survey responded positively to questions about Manager support.

Compared to:

- 76% of staff at your comparator and 78% of staff across the public sector.

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

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

Chart data:
- Manager support*: You 2022 77%, Comparator 2022 76%, Public sector 2022 78%
- Workload: You 2021 52%, You 2022 52%, Comparator 2022 57%, Public sector 2022 57%
- Learning and development*: You 2022 51%, Comparator 2022 45%, Public sector 2022 59%

Victorian Public Sector Commission

VICTORIA State Government

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.

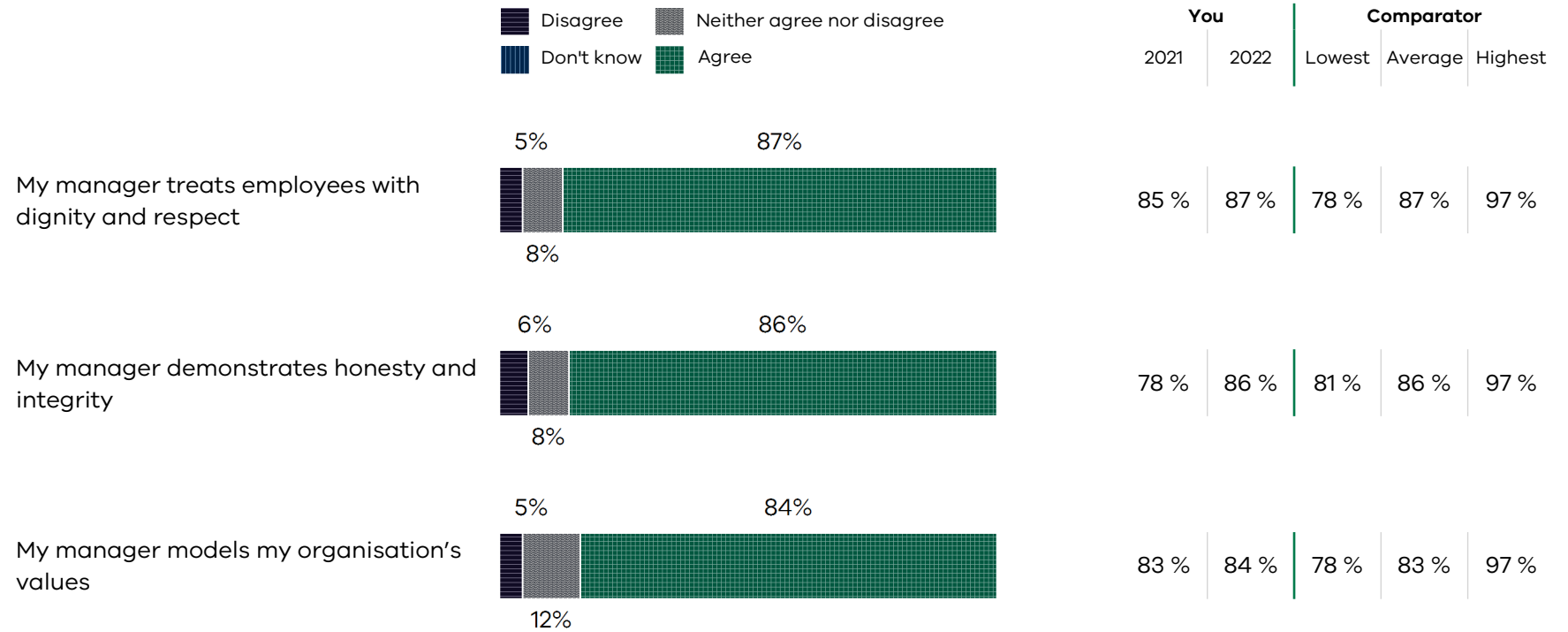Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

87% of your staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

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

Survey question	5%	87%	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager treats employees with dignity and respect	8%		85 %	87 %	78 %	87 %	97 %
My manager demonstrates honesty and integrity	6% / 8%	86%	78 %	86 %	81 %	86 %	97 %
My manager models my organisation's values	5% / 12%	84%	83 %	84 %	78 %	83 %	97 %

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.
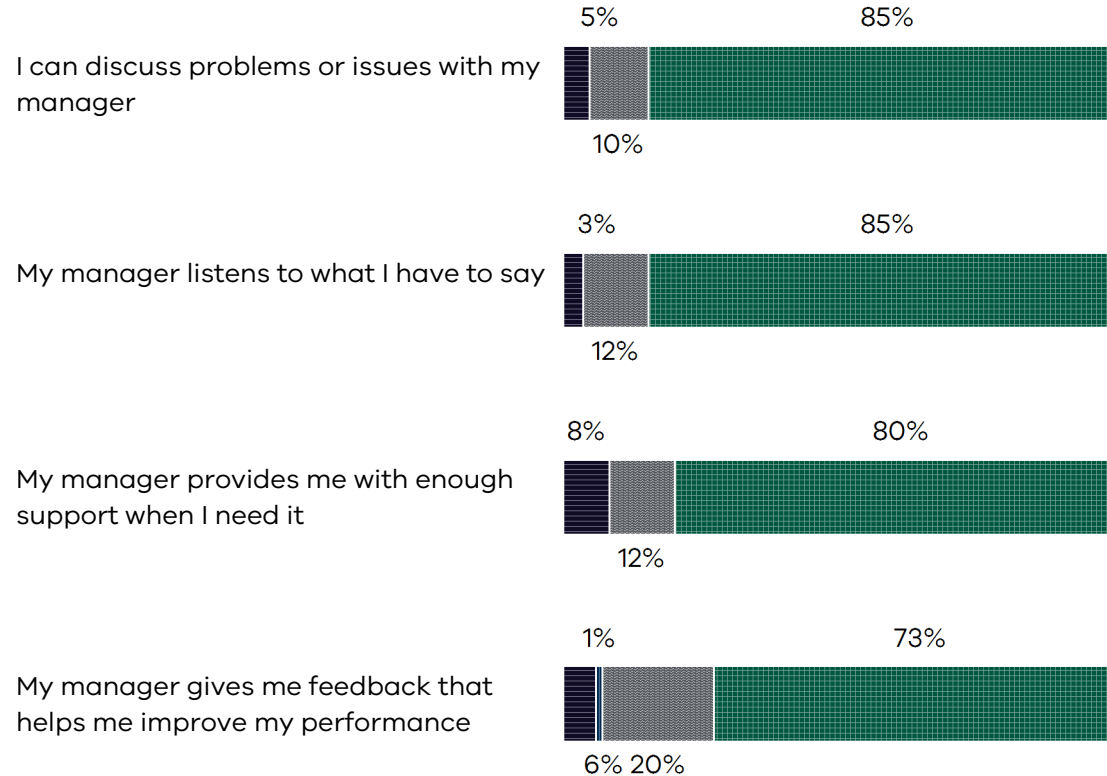
Example

85% of your staff who did the survey agreed or strongly agreed with 'I can discuss problems or issues with my manager'.

Survey question	Your results		Benchmark agree results				
			You		**Comparator**		
			2021	2022	Lowest	Average	Highest
I can discuss problems or issues with my manager	5% / 85% / 10%		Not asked	85 %	71 %	83 %	94 %
My manager listens to what I have to say	3% / 85% / 12%		84 %	85 %	78 %	83 %	92 %
My manager provides me with enough support when I need it	8% / 80% / 12%		74 %	80 %	70 %	81 %	95 %
My manager gives me feedback that helps me improve my performance	1% / 73% / 6% 20%		Not asked	73 %	48 %	69 %	83 %

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

Victorian Public Sector Commission

VICTORIA State Government

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.
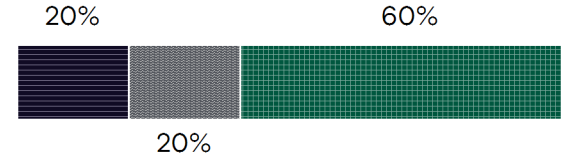
Example

60% of your staff who did the survey agreed or strongly agreed with 'I receive meaningful recognition when I do good work'.
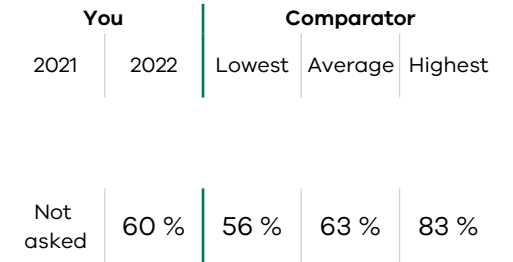
Survey question

Your results

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

I receive meaningful recognition when I do good work

20% | 60%

20%

Benchmark agree results

	You		Comparator		
	2021	2022	Lowest	Average	Highest
	Not asked	60 %	56 %	63 %	83 %

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Workload

What this is

This is how staff feel about workload and time pressure.

Why this is important

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

How to read this

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

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

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

Example

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

Survey question

Your results

■ Disagree   ▦ Neither agree nor disagree
▦ Agree

The workload I have is appropriate for the job that I do

26%   56%
19%

I have enough time to do my job effectively

27%   49%
24%

Benchmark agree results

	You		Comparator		
	2021	2022	Lowest	Average	Highest
The workload I have is appropriate for the job that I do	58 %	56 %	32 %	58 %	73 %
I have enough time to do my job effectively	46 %	49 %	23 %	55 %	76 %
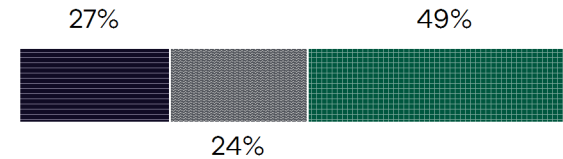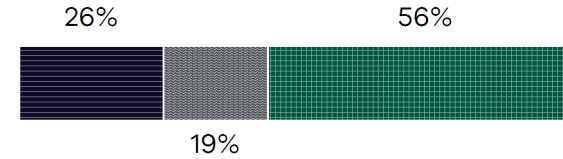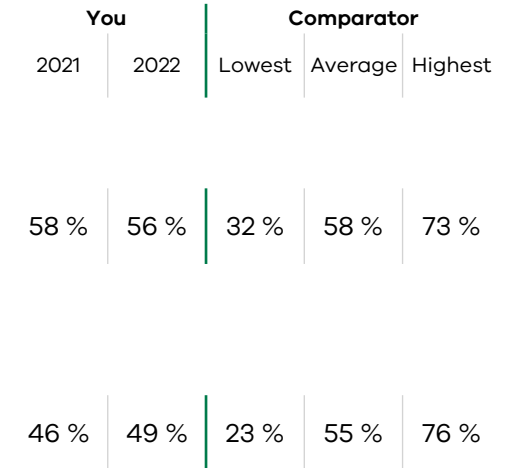
Job and manager factors

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.
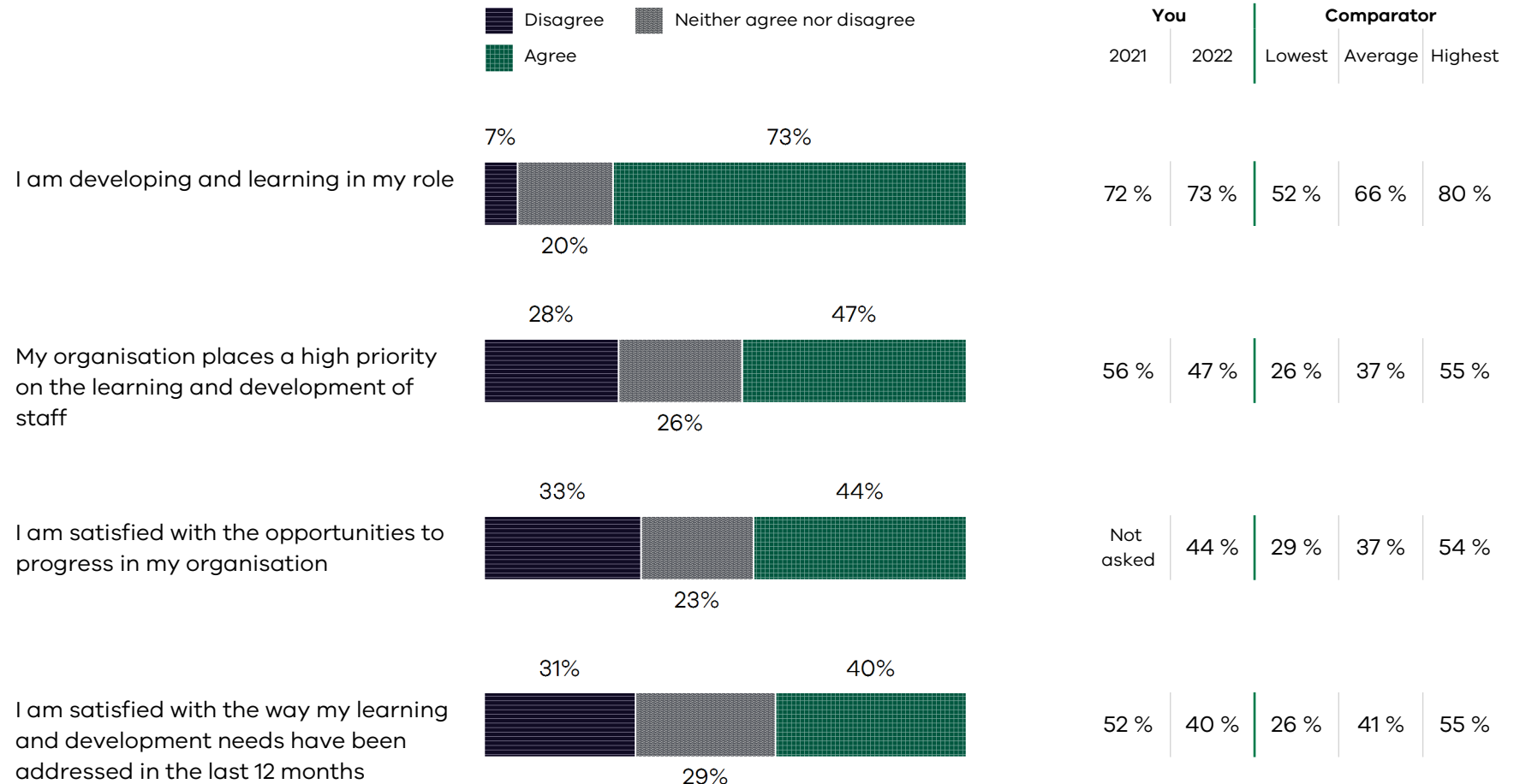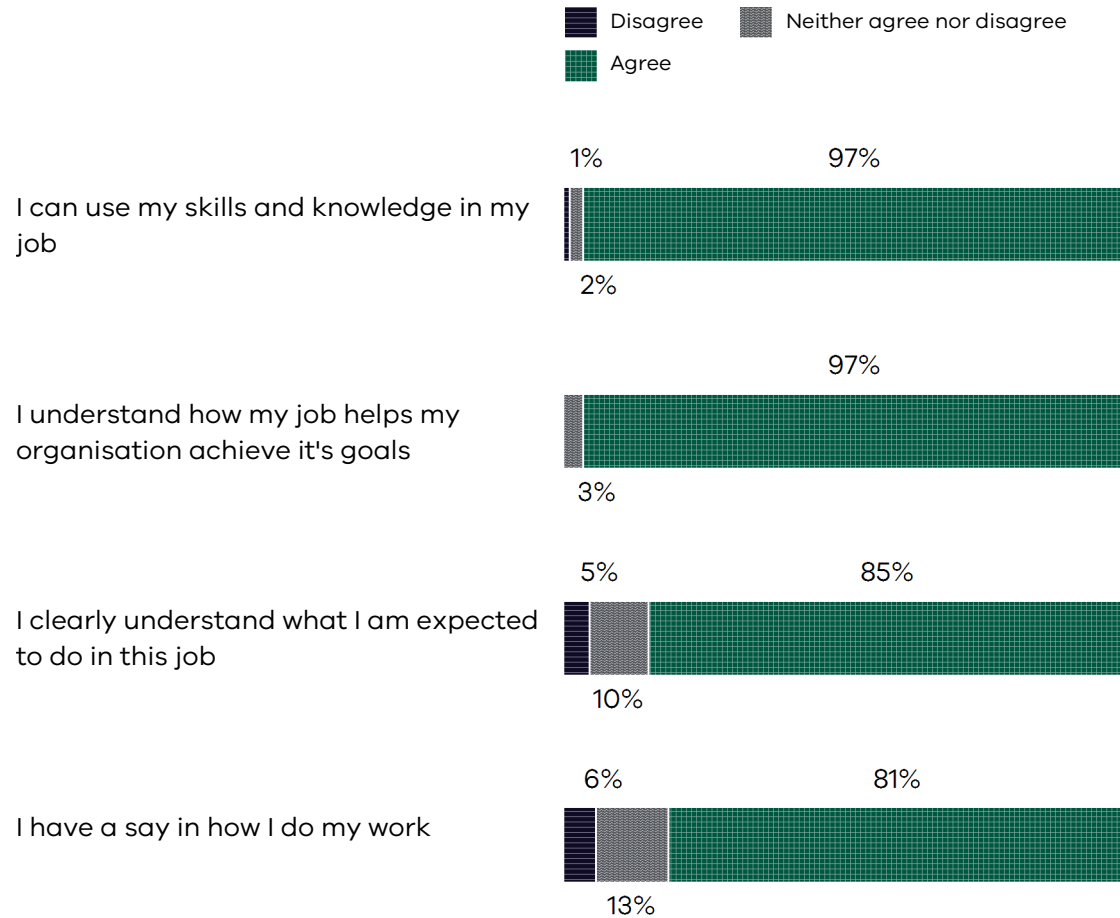
Example

73% 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				
				You		**Comparator**		
				2021	2022	Lowest	Average	Highest
I am developing and learning in my role	Disagree 7% / Neither 20% / Agree 73%			72 %	73 %	52 %	66 %	80 %
My organisation places a high priority on the learning and development of staff	Disagree 28% / Neither 26% / Agree 47%			56 %	47 %	26 %	37 %	55 %
I am satisfied with the opportunities to progress in my organisation	Disagree 33% / Neither 23% / Agree 44%			Not asked	44 %	29 %	37 %	54 %
I am satisfied with the way my learning and development needs have been addressed in the last 12 months	Disagree 31% / Neither 29% / Agree 40%			52 %	40 %	26 %	41 %	55 %

Legend: Disagree | Neither agree nor disagree | Agree

Victorian Public Sector Commission

VICTORIA State Government

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.
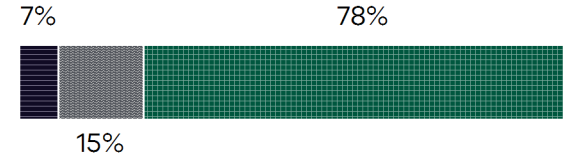
Example

97% of your staff who did the survey agreed or strongly agreed with 'I can use my skills and knowledge in my job'.

Survey question	Your results		Benchmark agree results				

Legend: ■ Disagree ▦ Neither agree nor disagree ▨ Agree

Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I can use my skills and knowledge in my job	1% / 2% / 97%	Not asked	97 %	70 %	90 %	95 %
I understand how my job helps my organisation achieve it's goals	3% / 97%	Not asked	97 %	89 %	92 %	97 %
I clearly understand what I am expected to do in this job	5% / 10% / 85%	82 %	85 %	74 %	86 %	98 %
I have a say in how I do my work	6% / 13% / 81%	Not asked	81 %	68 %	73 %	88 %

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Job enrichment 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

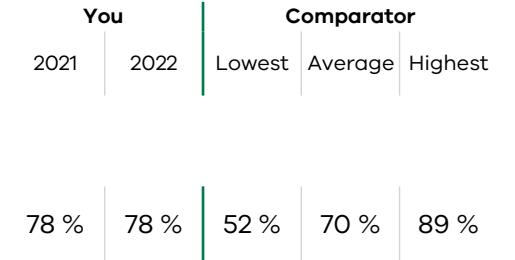78% of your staff who did the survey agreed or strongly agreed with 'I have the authority to do my job effectively'.

Survey question	Your results	Benchmark agree results

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

I have the authority to do my job effectively

7% | 78%
15%

	You		Comparator		
	2021	2022	Lowest	Average	Highest
	78 %	78 %	52 %	70 %	89 %

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.
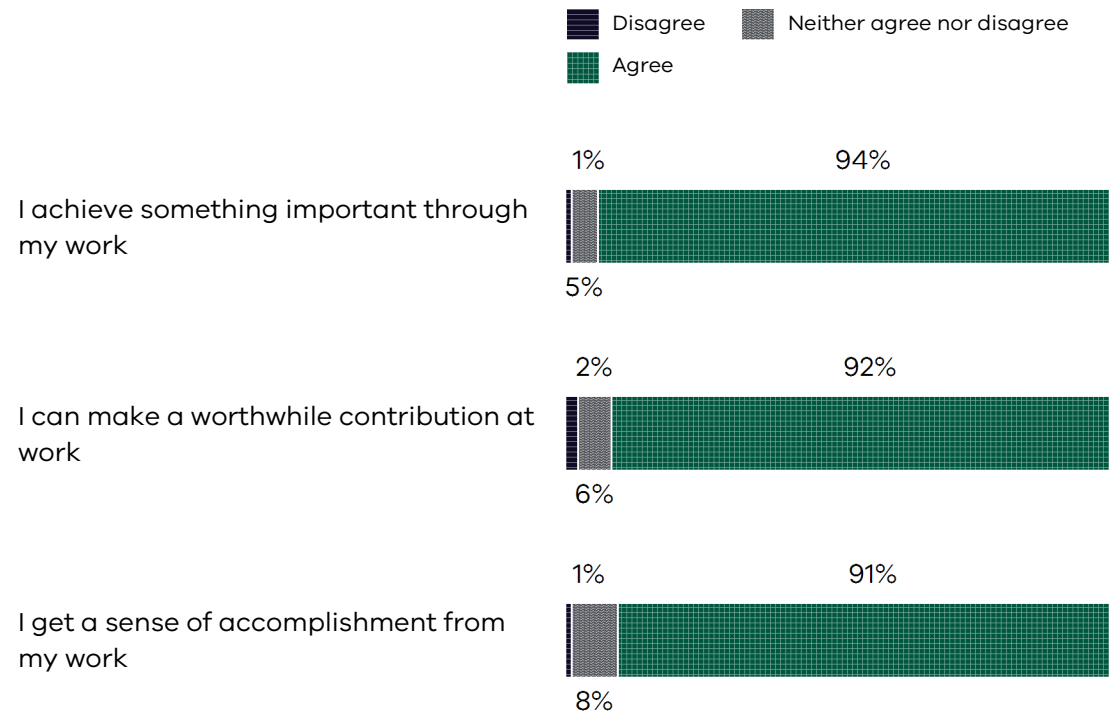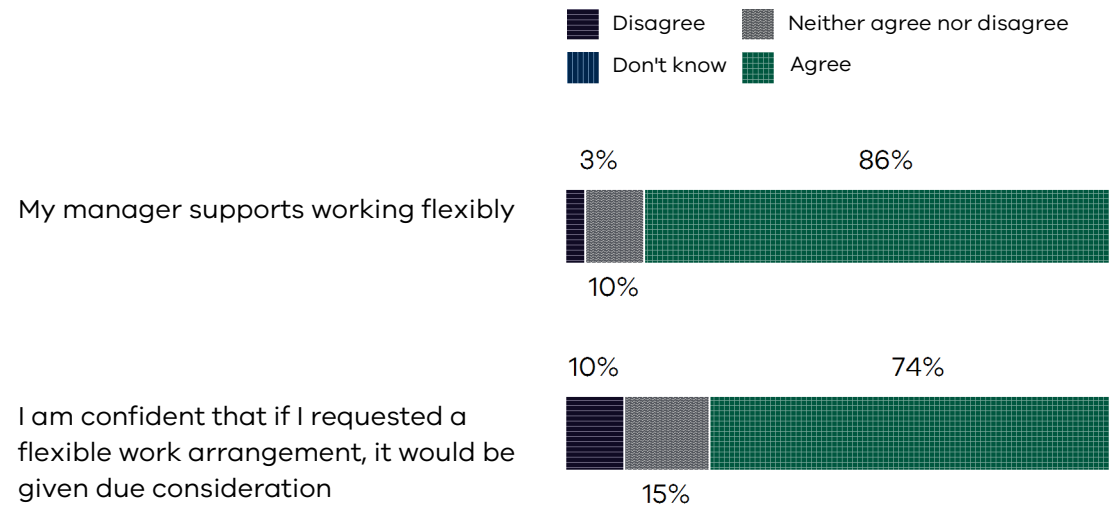
Example

94% of your staff who did the survey agreed or strongly agreed with 'I achieve something important through my work'.

Survey question	Your results				

Your results

Legend: ■ Disagree ▨ Neither agree nor disagree ▨ Agree

Survey question	Your results	Benchmark agree results				
		You		**Comparator**		
		2021	2022	Lowest	Average	Highest
I achieve something important through my work	1% / 94% / 5%	88 %	94 %	81 %	85 %	91 %
I can make a worthwhile contribution at work	2% / 92% / 6%	Not asked	92 %	88 %	92 %	94 %
I get a sense of accomplishment from my work	1% / 91% / 8%	84 %	91 %	78 %	81 %	91 %

Job and manager factors

Flexible working

What this is

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

Why this is important

Supporting flexible working can improve employee wellbeing.

How to read this

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

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

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

Example

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

| Survey question | Your results | Benchmark agree results |

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

Survey question		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager supports working flexibly	3% / 10% / 86%	Not asked	86 %	59 %	82 %	95 %
I am confident that if I requested a flexible work arrangement, it would be given due consideration	10% / 15% / 74%	75 %	74 %	30 %	70 %	94 %

Victorian Public Sector Commission

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People matter survey wellbeing check 2022

Have your say

Overview

Report overview

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

Result summary

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Custom questions

- Questions requested by your organisation

Demographics

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

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.
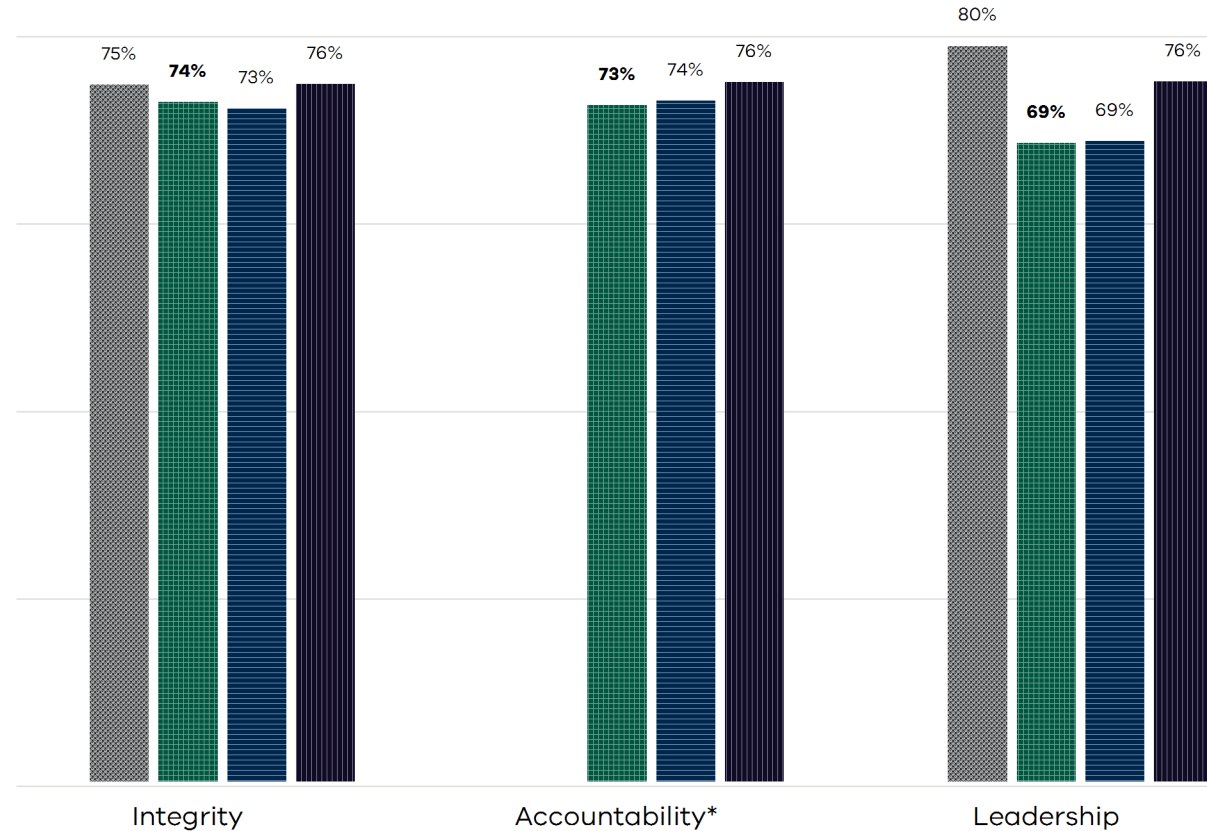
Example

In 2022:

• 85% of your staff who did the survey responded positively to questions about Respect , which is up 4% in 2021.

Compared to:

• 80% of staff at your comparator and 82% of staff across the public sector.
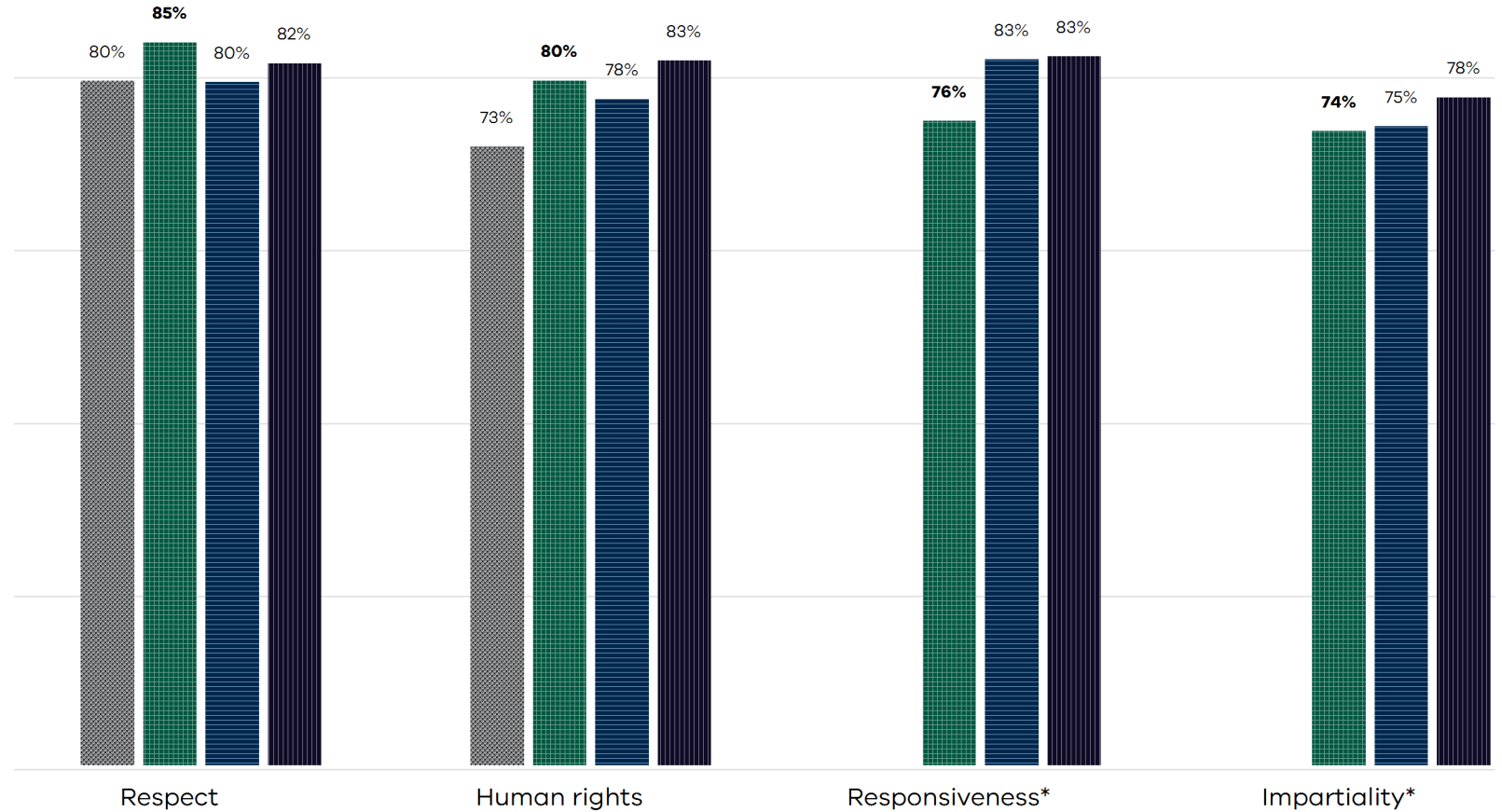
	Respect	Human rights	Responsiveness*	Impartiality*
You 2021	80%	73%		
You 2022	85%	80%	76%	74%
Comparator 2022	80%	78%	83%	75%
Public sector 2022	82%	83%	83%	78%

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

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

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2022:

- 74% of your staff who did the survey responded positively to questions about Integrity , which is down 2% in 2021.

Compared to:

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

	Integrity	Accountability*	Leadership
You 2021	75%		80%
You 2022	74%	73%	69%
Comparator 2022	73%	74%	69%
Public sector 2022	76%	76%	76%

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

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

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

76% of staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.
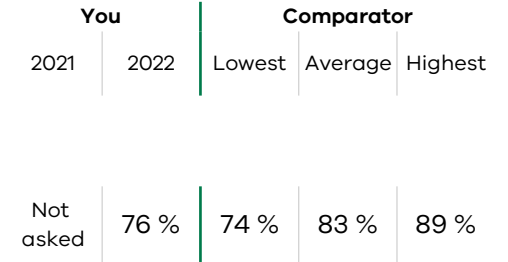
Survey question	Your results	Benchmark agree results

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

	You		Comparator		
	2021	2022	Lowest	Average	Highest

Survey question	5% / 76% / 20%					
My workgroup provides high quality advice and services		Not asked	76 %	74 %	83 %	89 %

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.
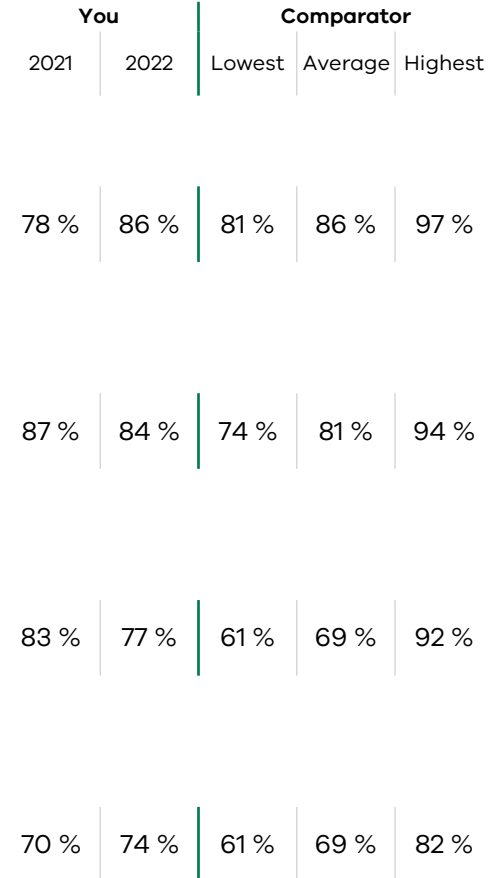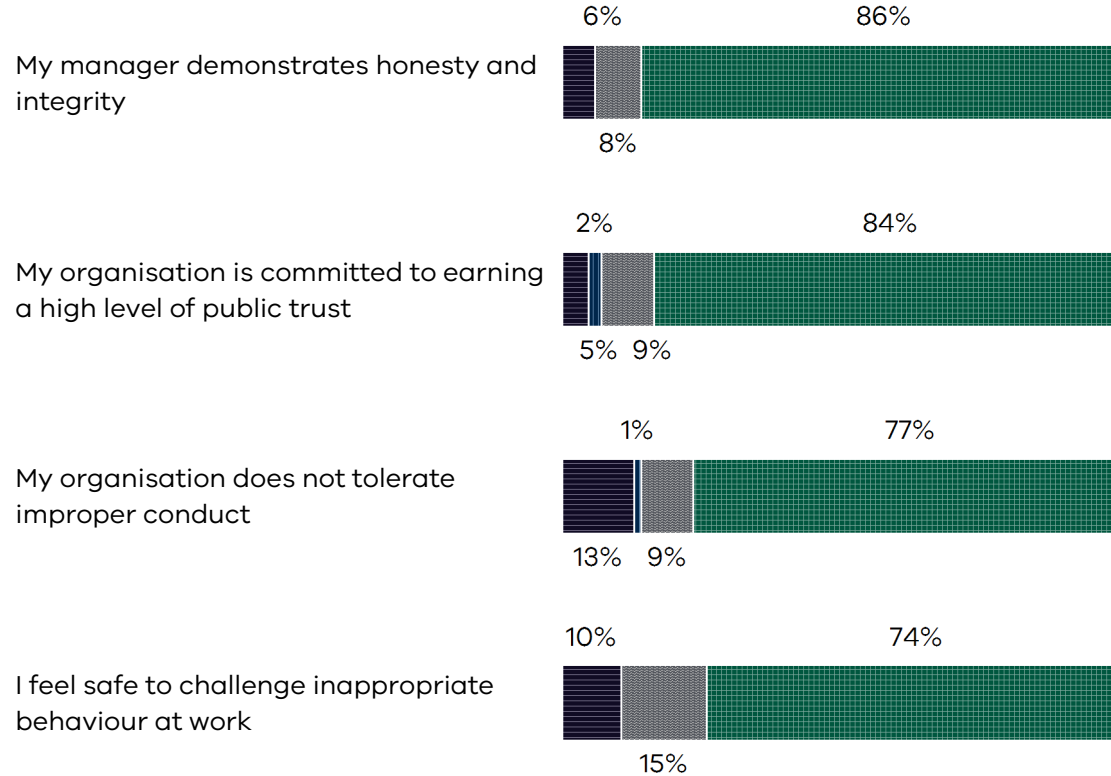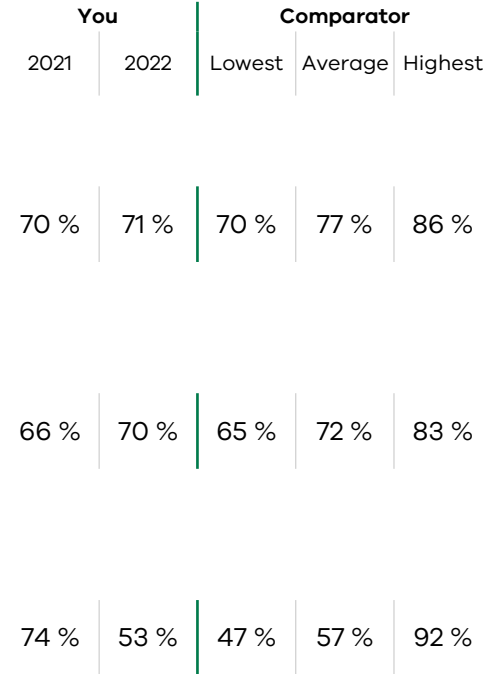
Example

86% of staff who did the survey agreed or strongly agreed with 'My manager demonstrates honesty and integrity'.

Survey question	Your results					

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

	You		Comparator		
	2021	2022	Lowest	Average	Highest
My manager demonstrates honesty and integrity (6% / 86%, 8%)	78 %	86 %	81 %	86 %	97 %
My organisation is committed to earning a high level of public trust (2% / 84%, 5% 9%)	87 %	84 %	74 %	81 %	94 %
My organisation does not tolerate improper conduct (1% / 77%, 13% 9%)	83 %	77 %	61 %	69 %	92 %
I feel safe to challenge inappropriate behaviour at work (10% / 74%, 15%)	70 %	74 %	61 %	69 %	82 %

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.
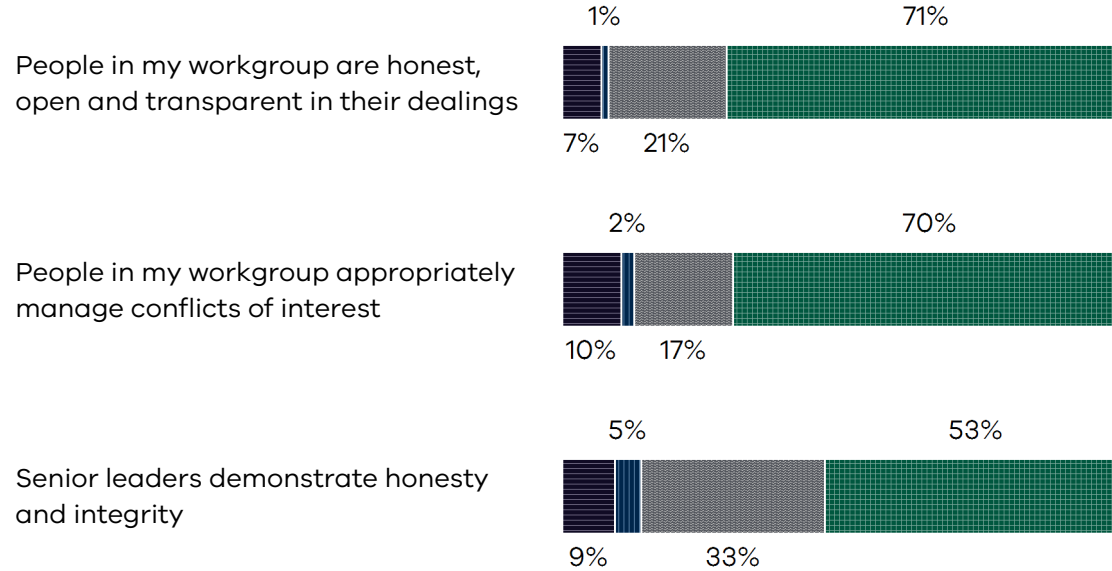
Example

71% of staff who did the survey agreed or strongly agreed with 'People in my workgroup are honest, open and transparent in their dealings'.

Survey question / Your results / Benchmark agree results

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

Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup are honest, open and transparent in their dealings	Disagree 7%, Don't know 1%, Neither 21%, Agree 71%	70 %	71 %	70 %	77 %	86 %
People in my workgroup appropriately manage conflicts of interest	Disagree 10%, Don't know 2%, Neither 17%, Agree 70%	66 %	70 %	65 %	72 %	83 %
Senior leaders demonstrate honesty and integrity	Disagree 9%, Don't know 5%, Neither 33%, Agree 53%	74 %	53 %	47 %	57 %	92 %

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

Impartiality

What this is

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

Why this is important

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

How to read this

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

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

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

Example

77% of staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.
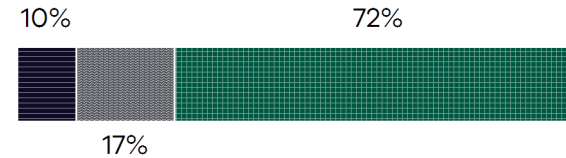
Legend: Disagree | Neither agree nor disagree | Don't know | Agree

Survey question	Your results		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup are politically impartial in their work	1% ... 77% / 1% 21%		68 %	77 %	67 %	76 %	83 %
My workgroup acts fairly and without bias	10% ... 72% / 17%		Not asked	72 %	64 %	74 %	88 %

Victorian Public Sector Commission

VICTORIA State Government

74

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

97% of staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve it's goals'.
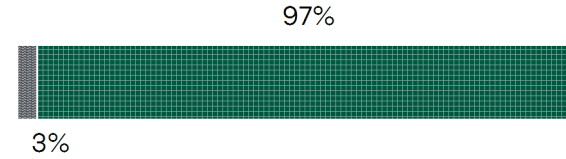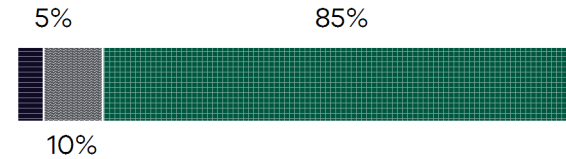
Survey question | Your results | Benchmark agree results

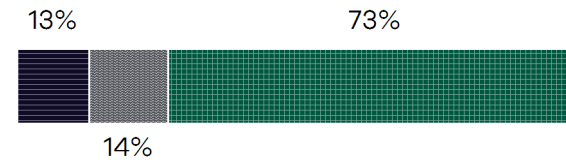Legend:
- Disagree
- Neither agree nor disagree
- Don't know
- Agree
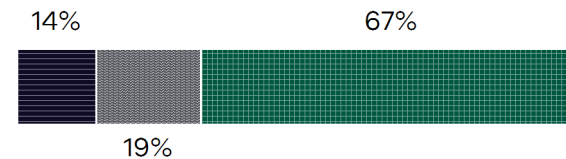
Survey question	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I understand how my job helps my organisation achieve it's goals (Neither 3%, Agree 97%)	Not asked	97 %	89 %	92 %	97 %
I clearly understand what I am expected to do in this job (Disagree 5%, Neither 10%, Agree 85%)	82 %	85 %	74 %	86 %	98 %
My workgroup has clear lines of responsibility (Disagree 13%, Neither 14%, Agree 73%)	77 %	73 %	58 %	70 %	92 %
My workgroup uses its resources well (Disagree 14%, Neither 19%, Agree 67%)	Not asked	67 %	60 %	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.

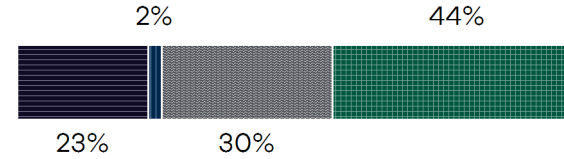Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

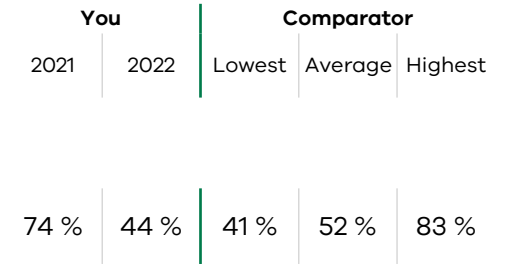44% of staff who did the survey agreed or strongly agreed with 'Senior leaders provide clear strategy and direction'.

Survey question

Senior leaders provide clear strategy and direction

Your results

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

2% | 44%

23% | 30%

Benchmark agree results

	You		Comparator		
	2021	2022	Lowest	Average	Highest
	74 %	44 %	41 %	52 %	83 %

Victorian Public Sector Commission

VICTORIA State Government

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.
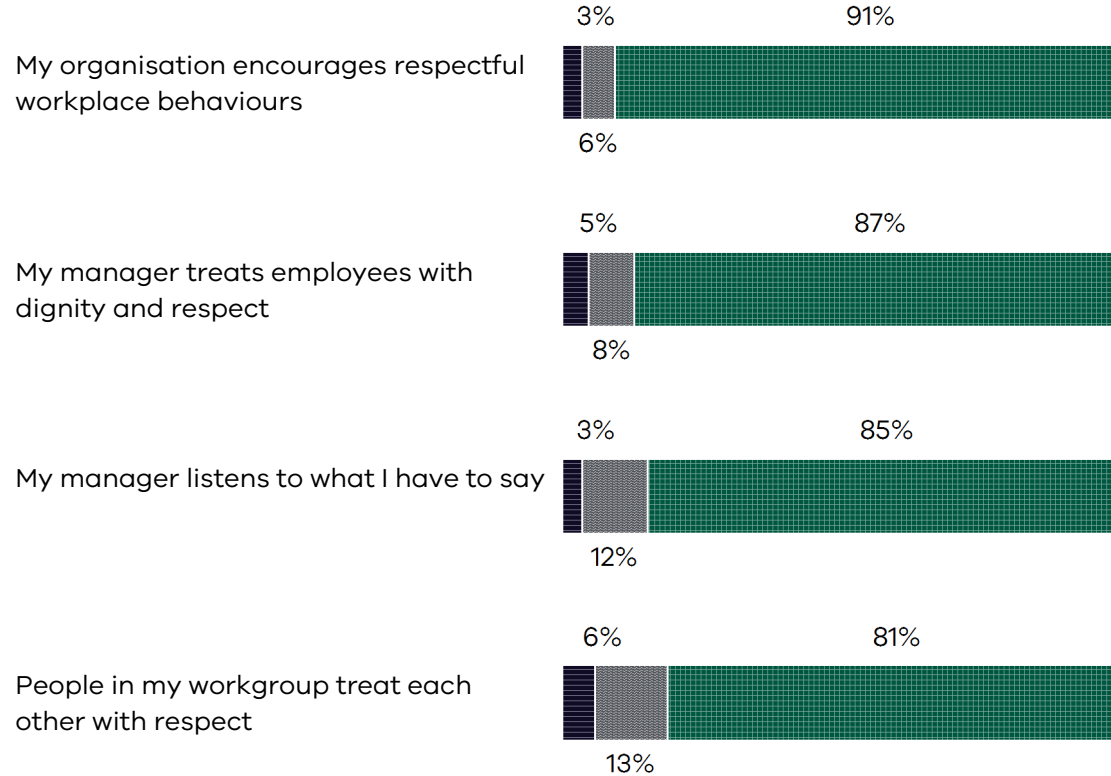
Example

91% of staff who did the survey agreed or strongly agreed with 'My organisation encourages respectful workplace behaviours'.

Survey question	Your results	Benchmark agree results

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

	You		Comparator		
	2021	2022	Lowest	Average	Highest
My organisation encourages respectful workplace behaviours (3% / 91% / 6%)	84 %	91 %	71 %	81 %	95 %
My manager treats employees with dignity and respect (5% / 87% / 8%)	85 %	87 %	78 %	87 %	97 %
My manager listens to what I have to say (3% / 85% / 12%)	84 %	85 %	78 %	83 %	92 %
People in my workgroup treat each other with respect (6% / 81% / 13%)	82 %	81 %	77 %	83 %	89 %

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

What this is

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

Why this is important

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

How to read this

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

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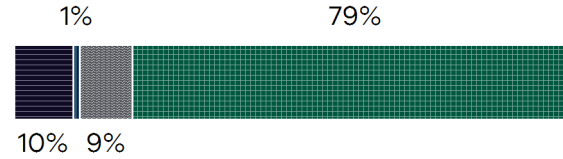
Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

79% of staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.
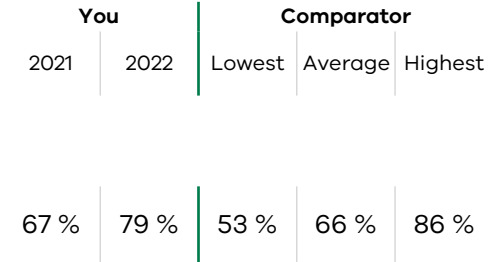
Survey question	Your results	Benchmark agree results

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

	You		Comparator		
	2021	2022	Lowest	Average	Highest
My organisation takes steps to eliminate bullying, harassment and discrimination	67 %	79 %	53 %	66 %	86 %

Your results bar: 10% Disagree, 1% Don't know, 9% Neither agree nor disagree, 79% Agree

Victorian Public Sector Commission

VICTORIA State Government

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.
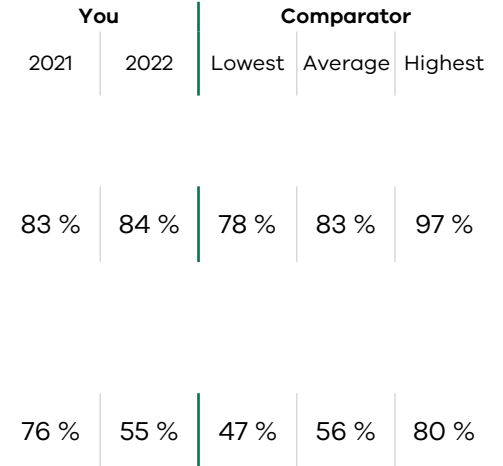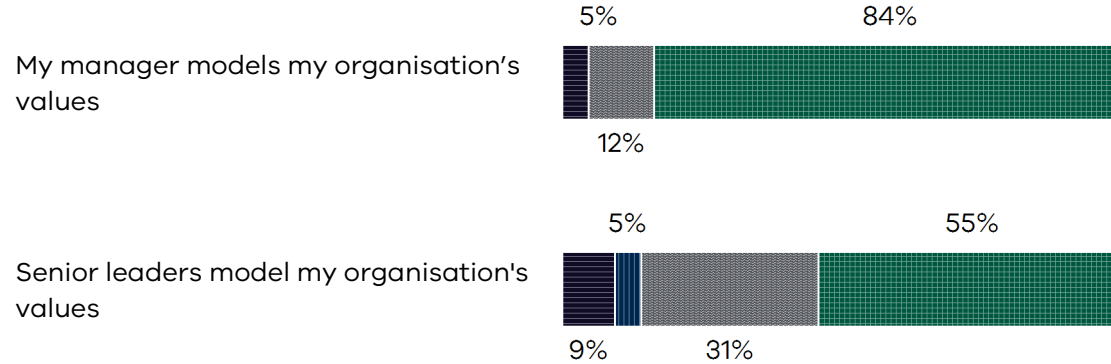
Example

84% of staff who did the survey agreed or strongly agreed with 'My manager models my organisation's values'.

Survey question	Your results						

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

Benchmark agree results

Survey question	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager models my organisation's values	83 %	84 %	78 %	83 %	97 %
Senior leaders model my organisation's values	76 %	55 %	47 %	56 %	80 %

My manager models my organisation's values: Disagree 5%, Neither agree nor disagree 12%, Agree 84%

Senior leaders model my organisation's values: Disagree 5%, Don't know 9%, Neither agree nor disagree 31%, Agree 55%

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

92% of staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.
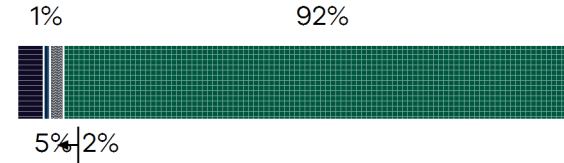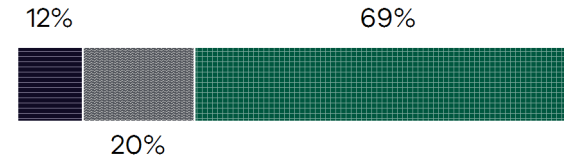
Survey question **Your results** **Benchmark agree results**

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

Survey question		You		Comparator		
		2021	2022	Lowest	Average	Highest
My organisation encourages employees to act in ways that are consistent with human rights	1% ... 92% / 5% 2%	83 %	92 %	73 %	83 %	92 %
I understand how the Charter of Human Rights and Responsibilities applies to my work	12% ... 69% / 20%	62 %	69 %	58 %	73 %	85 %

People matter survey wellbeing check 2022

Have your say

Overview

Result summary

Report overview

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

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Custom questions

- Questions requested by your organisation

Demographics

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

Custom questions

What this is

Your organisation asked 3 custom questions as part of the 2022 survey.

Why this is important

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

How to read this

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

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

Example

84% of staff who did the survey agreed or strongly agreed with 'My manager works effectively with people from diverse backgrounds'.
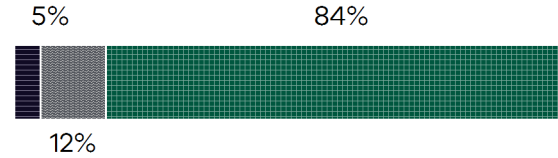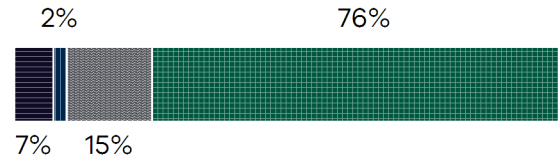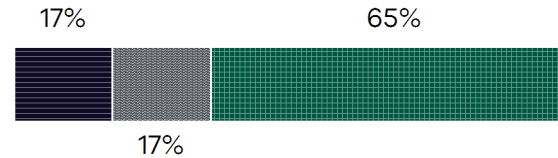
Survey question	Your results	Benchmark results

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

Benchmark results — You

	2021	2022

My manager works effectively with people from diverse backgrounds
- 5% Disagree
- 12% Neither agree nor disagree
- 84% Agree
- Benchmark: Not asked (2021) | 84% (2022)

Senior leaders actively support diversity and inclusion in the workplace
- 2% Disagree
- 7% Don't know
- 15% Neither agree nor disagree
- 76% Agree
- Benchmark: Not asked (2021) | 76% (2022)

I am confident that if I raised a grievance in my organisation, it would be investigated in a thorough and objective manner
- 17% Disagree
- 17% Neither agree nor disagree
- 65% Agree
- Benchmark: Not asked (2021) | 65% (2022)

People matter survey wellbeing check 2022

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Public sector values

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- Employment
- Adjustments
- Caring

Demographics

Age, gender, variations in sex characteristics and sexual orientation

What this is

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

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

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

Age	(n)	%
15-34 years	23	27%
35-54 years	38	44%
55+ years	15	17%
Prefer not to say	10	12%

How would you describe your gender?	(n)	%
Woman	47	55%
Man	31	36%
Prefer not to say	7	8%
Non-binary and I use a different term	1	1%

Are you trans, non-binary or gender diverse?	(n)	%
Yes	2	2%
No	80	93%
Prefer not to say	4	5%

To your knowledge, do you have innate variation(s) of sex characteristics (often called intersex)?*	(n)	%
No	78	91%
Don't know	2	2%
Prefer not to say	6	7%

How do you describe your sexual orientation?	(n)	%
Straight (heterosexual)	72	84%
Prefer not to say	8	9%
Bisexual	2	2%
Gay or lesbian	2	2%
Pansexual	2	2%

Demographics

Aboriginal and/or Torres Strait Islander employees

What this is

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

Why this is important

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

How to read this

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

How we protect anonymity and privacy

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Aboriginal and/or Torres Strait Islander	(n)	%
Yes	**2**	2%
Non Aboriginal and/or Torres Strait Islander	**76**	88%
Prefer not to say	**8**	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.

How we protect anonymity and privacy

To protect you, we:
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Do you identify as a person with a disability?	(n)	%
Yes	**8**	9%
No	**70**	81%
Prefer not to say	**8**	9%

Victorian Public Sector Commission

VICTORIA State Government

Demographics

Cultural diversity 1 of 2

What this is

These are the personal characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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Country of birth	(n)	%
Born in Australia	**61**	71%
Not born in Australia	**19**	22%
Prefer not to say	**6**	7%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Other	**6**	55%
Spanish	**3**	27%
French	**2**	18%
Cantonese	**1**	9%
Hindi	**1**	9%
Punjabi	**1**	9%
Urdu	**1**	9%

Language other than English spoken with family or community	(n)	%
Yes	**11**	13%
No	**69**	80%
Prefer not to say	**6**	7%

Victorian Public Sector Commission

VICTORIA State Government

Demographics

Cultural diversity 2 of 2

What this is

This is the cultural identity and religion of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

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Cultural identity	(n)	%
Australian	**62**	72%
English, Irish, Scottish and/or Welsh	**18**	21%
European (including Western, Eastern and South-Eastern Europe, and Scandinavia)	**8**	9%
Prefer not to say	**7**	8%
East and/or South-East Asian	**4**	5%
New Zealander	**3**	3%
Other	**2**	2%
African	**2**	2%
Central and/or South American	**2**	2%
North American	**1**	1%
Pacific Islander	**1**	1%
South Asian	**1**	1%
Aboriginal and/or Torres Strait Islander	**1**	1%
Central Asian	**1**	1%

Religion	(n)	%
No religion	**38**	44%
Christianity	**25**	29%
Prefer not to say	**9**	10%
Other	**8**	9%
Hinduism	**2**	2%
Islam	**2**	2%
Buddhism	**1**	1%
Judaism	**1**	1%

Demographics

Employment characteristics 1 of 2

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

To protect you, we:

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

Working arrangement	(n)	%
Full-Time	76	88%
Part-Time	10	12%

Gross base salary (ongoing/fixed term only)	(n)	%
Below $65k	23	28%
$65k to $95k	21	26%
$95k to $125k	11	14%
$125k or more	13	16%
Prefer not to say	13	16%

Organisational tenure	(n)	%
<1 year	17	20%
1 to less than 2 years	17	20%
2 to less than 5 years	18	21%
5 to less than 10 years	17	20%
10 to less than 20 years	5	6%
More than 20 years	12	14%

Management responsibility	(n)	%
Non-manager	56	65%
Other manager	22	26%
Manager of other manager(s)	8	9%

Employment type	(n)	%
Ongoing and executive	68	79%
Fixed term	13	15%
Other	5	6%

Demographics

Employment characteristics 2 of 2

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

To protect you, we:

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Primary workplace location over the last 3 months	(n)	%
Melbourne: Suburbs	81	94%
Melbourne CBD	3	3%
Other	2	2%

What have been your main places of work over the last 3-months?	(n)	%
Your employer's office	52	60%
A frontline or service delivery location	22	26%
Home or private location	33	38%
A shared office space (where two or more organisations share the same workspace e.g. Gov hubs, suburban hubs etc.)	2	2%
Other	6	7%

Flexible work	(n)	%
No, I do not use any flexible work arrangements	48	56%
Flexible start and finish times	20	23%
Working from an alternative location (e.g. home, hub/shared work space)	12	14%
Part-time	9	10%
Using leave to work flexible hours	6	7%
Other	5	6%
Purchased leave	3	3%
Shift swap	2	2%
Working more hours over fewer days	2	2%

Victorian Public Sector Commission

VICTORIA State Government

Demographics

Adjustments

What this is

These are adjustments staff requested to perform in their role.

Why this is important

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

How to read this

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

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

How we protect anonymity and privacy

To protect you, we:
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- don't release employee opinion results for demographic groups where organisations have fewer than 30 responses in total

Have you requested any of the following adjustments at work?*	(n)	%
No, I have not requested adjustments	58	67%
Flexible working arrangements	22	26%
Physical modifications or improvements to the workplace	8	9%
Career development support strategies	6	7%
Job redesign or role sharing	2	2%
Accessible communications technologies	1	1%

Why did you make this request?	(n)	%
Work-life balance	15	54%
Health	11	39%
Caring responsibilities	9	32%
Family responsibilities	8	29%
Other	3	11%
Study commitments	2	7%
Disability	1	4%

What was your experience with making the request?	(n)	%
The adjustments I needed were made and the process was satisfactory	20	71%
The adjustments I needed were made but the process was unsatisfactory	4	14%
The adjustments I needed were not made	4	14%

Demographics

Caring

What this is

These are staff-reported caring responsibilities.

Why this is important

This shows organisations what caring responsibilities their staff have.

How to read this

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

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

How we protect anonymity and privacy

To protect you, we:
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Caring responsibility	(n)	%
None of the above	**34**	40%
Primary school aged child(ren)	**15**	17%
Frail or aged person(s)	**13**	15%
Secondary school aged child(ren)	**11**	13%
Prefer not to say	**10**	12%
Preschool aged child(ren)	**9**	10%
Child(ren) - younger than preschool age	**6**	7%
Person(s) with disability	**5**	6%
Person(s) with a medical condition	**5**	6%
Person(s) with a mental illness	**2**	2%

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