People matter survey wellbeing check 2022

Have your say

State Sport Centres Trust
2022 people matter survey results report

Victorian Public Sector Commission

VICTORIA State Government

People matter survey wellbeing check 2022

Have your say

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Report overview

About your report

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

Report contents

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

Comparing data in this report

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

This means you'll be able to compare about 71% of this year's survey with your previous results.

Rounding of percentages

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

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

Survey questions and definitions

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

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Report overview

Privacy and anonymity

To protect you, we:

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

Read more in our privacy policy.

Report overview

Survey's theoretical framework

What this is

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

Why this is important

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

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

Our public sector values

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

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

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

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

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

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

Responsiveness   Integrity   Impartiality   Accountability   Respect   Leadership   Human Rights

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Report overview

Your comparator group

What this is

This is a list of similar organisations to yours.

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

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

How we use this in your report

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

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

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

Australian Grand Prix Corporation

Emerald Tourist Railway Board

Greyhound Racing Victoria

Harness Racing Victoria

Melbourne and Olympic Parks Trust

Royal Botanic Gardens Board

Victorian Institute of Sport

Visit Victoria

Zoological Parks and Gardens Board

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
13%	20%
(44)	(71)

2021		2022	
Comparator	70%	Comparator	59%
Public Sector	39%	Public Sector	52%

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People matter survey
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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	
66		**62**	
Comparator	78	Comparator	75
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 62.

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.
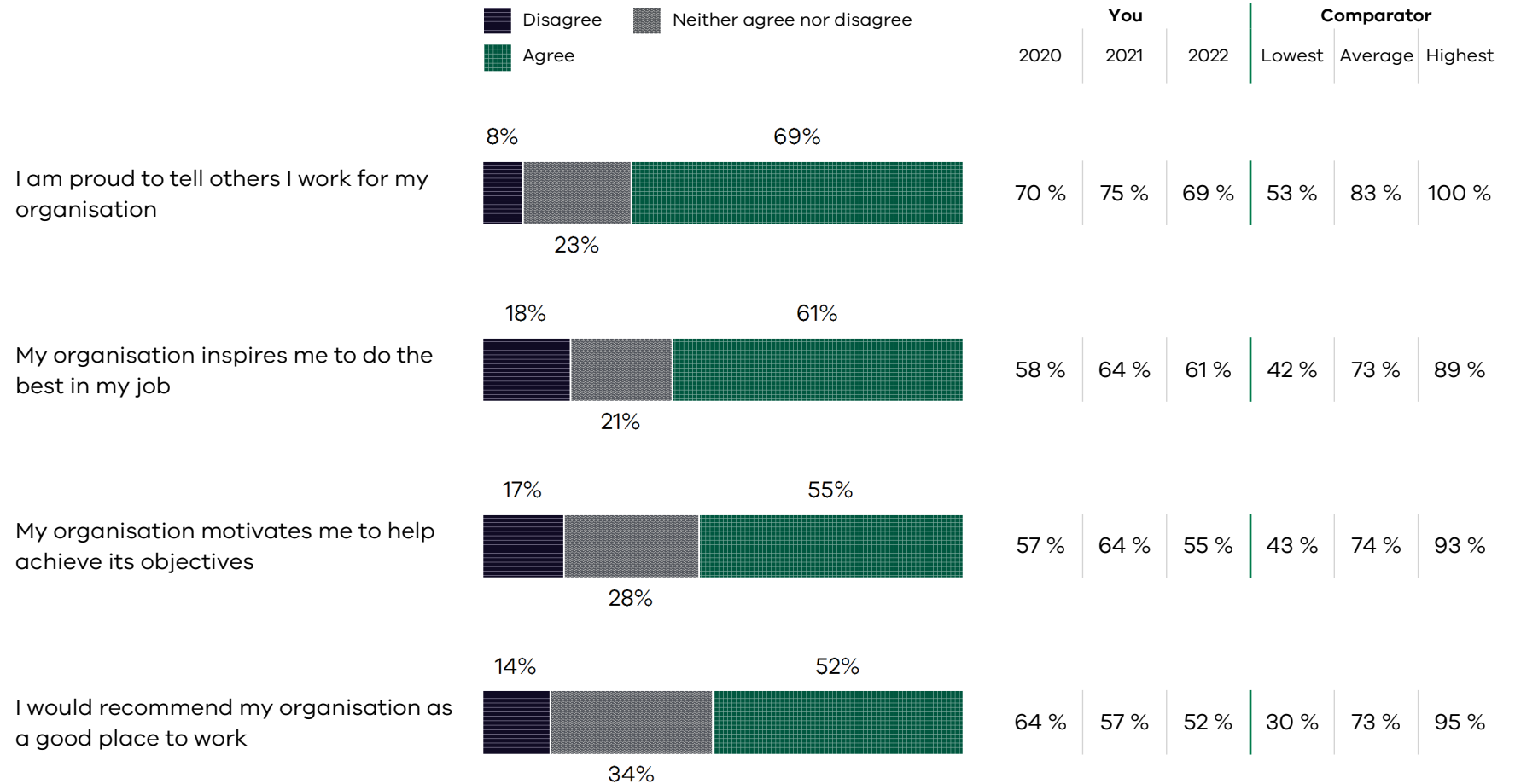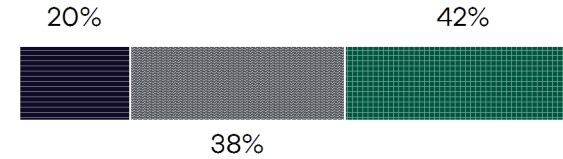
Example

69% of your staff who did the survey agreed or strongly agreed with 'I am proud to tell others I work for my organisation'.

Legend:
- Disagree
- Neither agree nor disagree
- Agree

Survey question	Your results		You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I am proud to tell others I work for my organisation	8% / 23% / 69%		70 %	75 %	69 %	53 %	83 %	100 %
My organisation inspires me to do the best in my job	18% / 21% / 61%		58 %	64 %	61 %	42 %	73 %	89 %
My organisation motivates me to help achieve its objectives	17% / 28% / 55%		57 %	64 %	55 %	43 %	74 %	93 %
I would recommend my organisation as a good place to work	14% / 34% / 52%		64 %	57 %	52 %	30 %	73 %	95 %

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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 62.

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

42% of your staff who did the survey agreed or strongly agreed with 'I feel a strong personal attachment to my organisation'.

Survey question

Your results

■ Disagree   ▦ Neither agree nor disagree
▦ Agree

I feel a strong personal attachment to my organisation

20%   42%

38%

Benchmark agree results

	You			Comparator		
2020	2021	2022	Lowest	Average	Highest
62 %	61 %	42 %	49 %	73 %	88 %
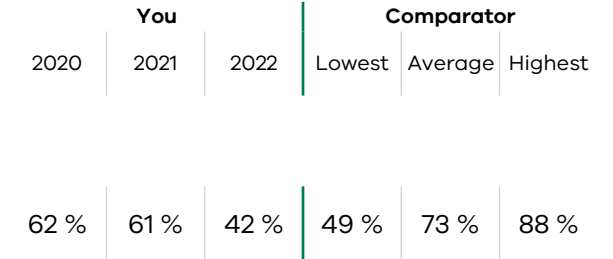
People outcomes

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:

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

Compared to:

- 82% of staff at your comparator and 78% of staff across the public sector.
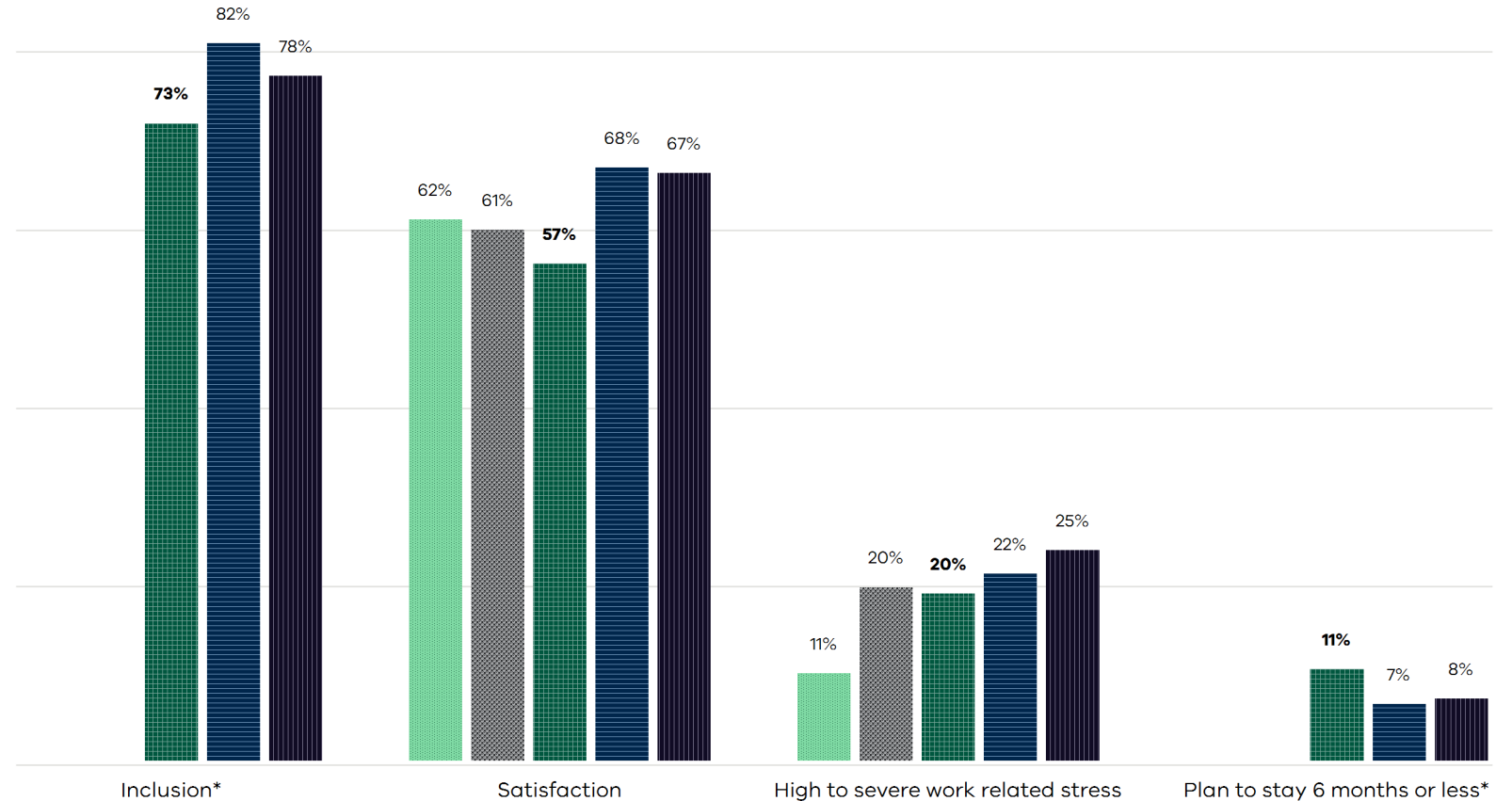
*We can't compare some data here because one or more questions were not asked in a previous survey

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

Chart values:
- Inclusion*: 73%, 82%, 78%
- Satisfaction: 62%, 61%, 57%, 68%, 67%
- High to severe work related stress: 11%, 20%, 20%, 22%, 25%
- Plan to stay 6 months or less*: 11%, 7%, 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

65% of your staff who did the survey were satisfied or very satisfied with 'Considering everything, how satisfied are you with your current job'.

Survey question / Your results / Benchmark satisfied results

Legend:
- Dissatisfied
- Neither satisfied nor dissatisfied
- Satisfied

Survey question	Your results	2020 (You)	2021 (You)	2022 (You)	Lowest (Comparator)	Average (Comparator)	Highest (Comparator)
Considering everything, how satisfied are you with your current job	Dissatisfied 15%, Neither 20%, Satisfied 65%	61 %	64 %	65 %	57 %	77 %	91 %
How satisfied are you with the work/life balance in your current job	Dissatisfied 14%, Neither 23%, Satisfied 63%	78 %	61 %	63 %	35 %	68 %	77 %
How satisfied are you with your career development within your current organisation	Dissatisfied 25%, Neither 32%, Satisfied 42%	46 %	57 %	42 %	46 %	58 %	70 %

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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

20% of your staff who did the survey said they had high to severe stress in 2022. This is compared to 22% of staff in your comparator group and 25% of staff across the public sector.

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

Category	Percentage
Nil	13%
Low / mild	34%
Moderate	34%
High	14%
Very high	3%
Severe	3%
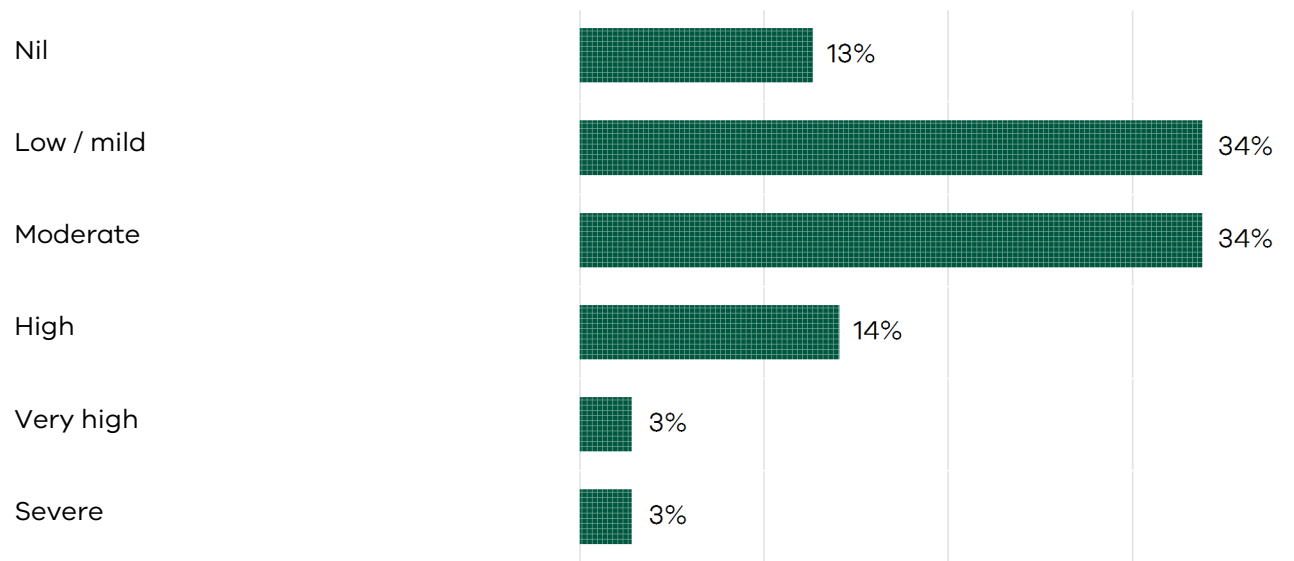
Reported levels of high to severe stress

2021		2022	
20%		**20%**	
Comparator	19%	Comparator	22%
Public Sector	26%	Public Sector	25%
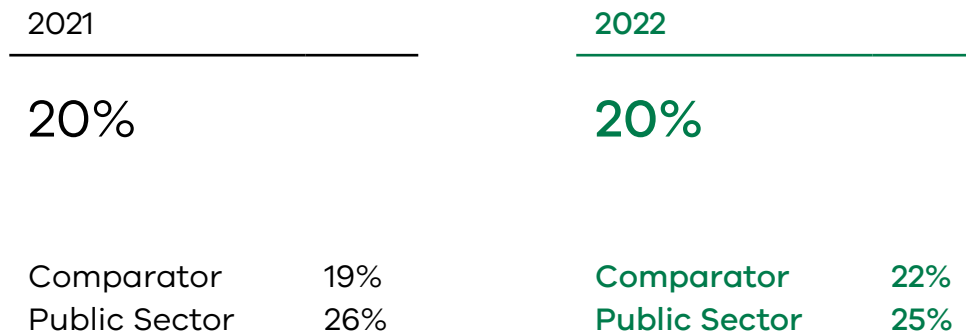
People outcomes

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

87% of your staff who did the survey said they experienced mild to severe stress.

Of that 87%, 31% said the top reason was 'Workload'.

	62	9
	87%	13%

■ Experienced some work-related stress   ▦ Did not experience some work-related stress
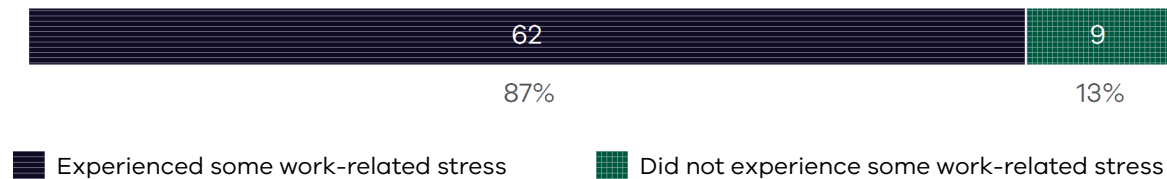
Of those that experienced work related stress it was from …	You 2021	You 2022	Comparator 2022	Public sector 2022
Workload	36%	31%	49%	51%
Management of work (e.g. supervision, training, information, support)	18%	27%	13%	12%
Time pressure	33%	23%	41%	44%
Unclear job expectations	26%	23%	12%	14%
Dealing with clients, patients or stakeholders	33%	19%	16%	15%
Work schedule or hours	13%	19%	11%	6%
Social environment (e.g. relationships with colleagues, manager and/or senior leaders)	5%	18%	14%	10%
Other	8%	15%	10%	9%
Competing home and work responsibilities	5%	13%	15%	14%
Content, variety, or difficulty of work	5%	10%	9%	11%

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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

11% 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	11%	7%	8%
Over 6 months and up to 1 year	17%	8%	10%
Over 1 year and up to 3 years	31%	22%	25%
Over 3 years and up to 5 years	20%	14%	16%
Over 5 years	21%	48%	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

80% of your staff who did the survey agreed or strongly agreed with 'I can be myself at work'.

Survey question	Your results			

Your results legend: ■ Disagree ▨ Neither agree nor disagree ▦ Agree

Survey question	Your results		**You**			**Comparator**		
		2020	2021	2022	Lowest	Average	Highest
I can be myself at work	8% / 11% / 80%	Not asked	Not asked	80 %	74 %	84 %	96 %
I feel as if I belong at this organisation	11% / 24% / 65%	Not asked	Not asked	65 %	53 %	79 %	96 %
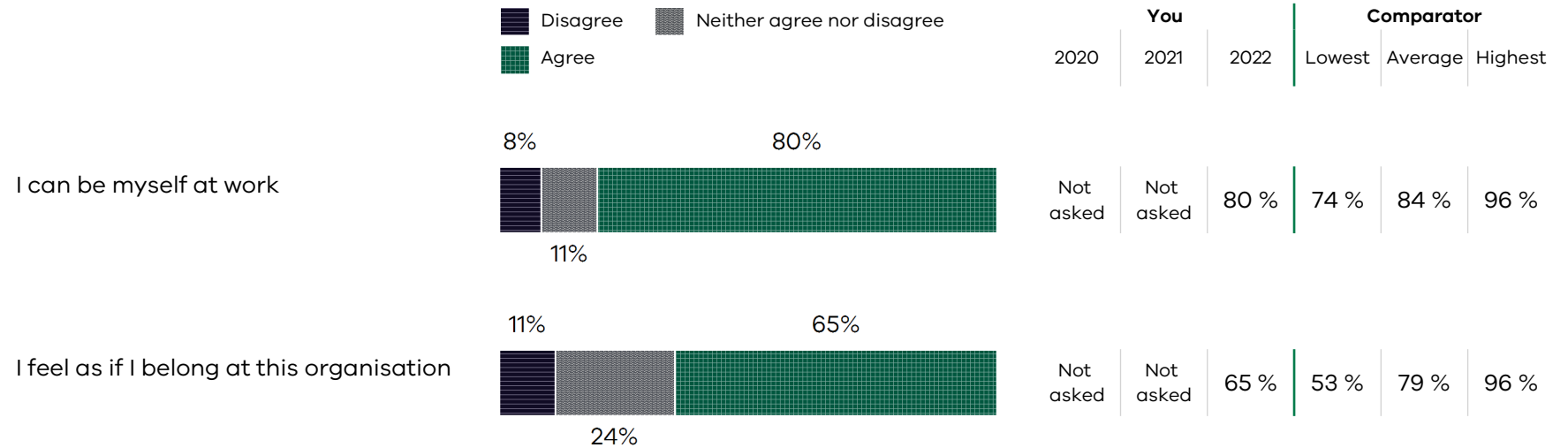
People outcomes

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 age'.

Staff who experienced one or more barriers to success at work

25	46
35%	65%

■ Experienced barriers   ■ Did not experience barriers
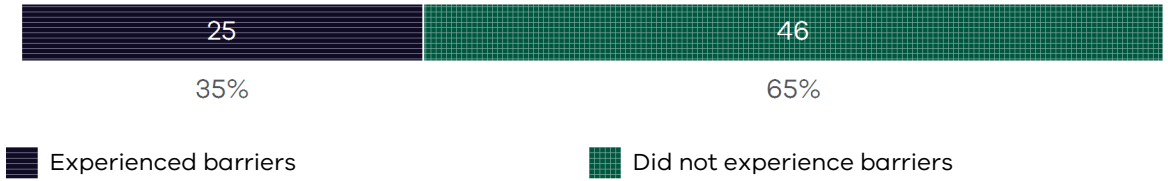
During the last 12 months, employees experienced barriers to their success due to ...	You 2022	Comparator 2022	Public sector 2022
My age	10%	7%	8%
My cultural background	10%	1%	3%
Other	10%	4%	4%
My mental health	8%	8%	7%
My caring responsibilities	4%	6%	7%
My race	4%	0%	1%
My sex	4%	5%	4%
My physical features	3%	1%	1%
My physical health	3%	3%	4%
My industrial activity	1%	1%	1%

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:

- 49% of your staff who did the survey said work made them feel happy in 2022, which is up from 48% in 2021

Compared to:

- 67% of staff at your comparator and 54% of staff across the public sector.

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

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

	Happy	Enthusiastic	Worried	Miserable
You 2020	49%	43%	23%	14%
You 2021	48%	50%	32%	20%
You 2022	49%	45%	24%	14%
Comparator 2022	67%	62%	29%	15%
Public sector 2022	54%	49%	31%	17%
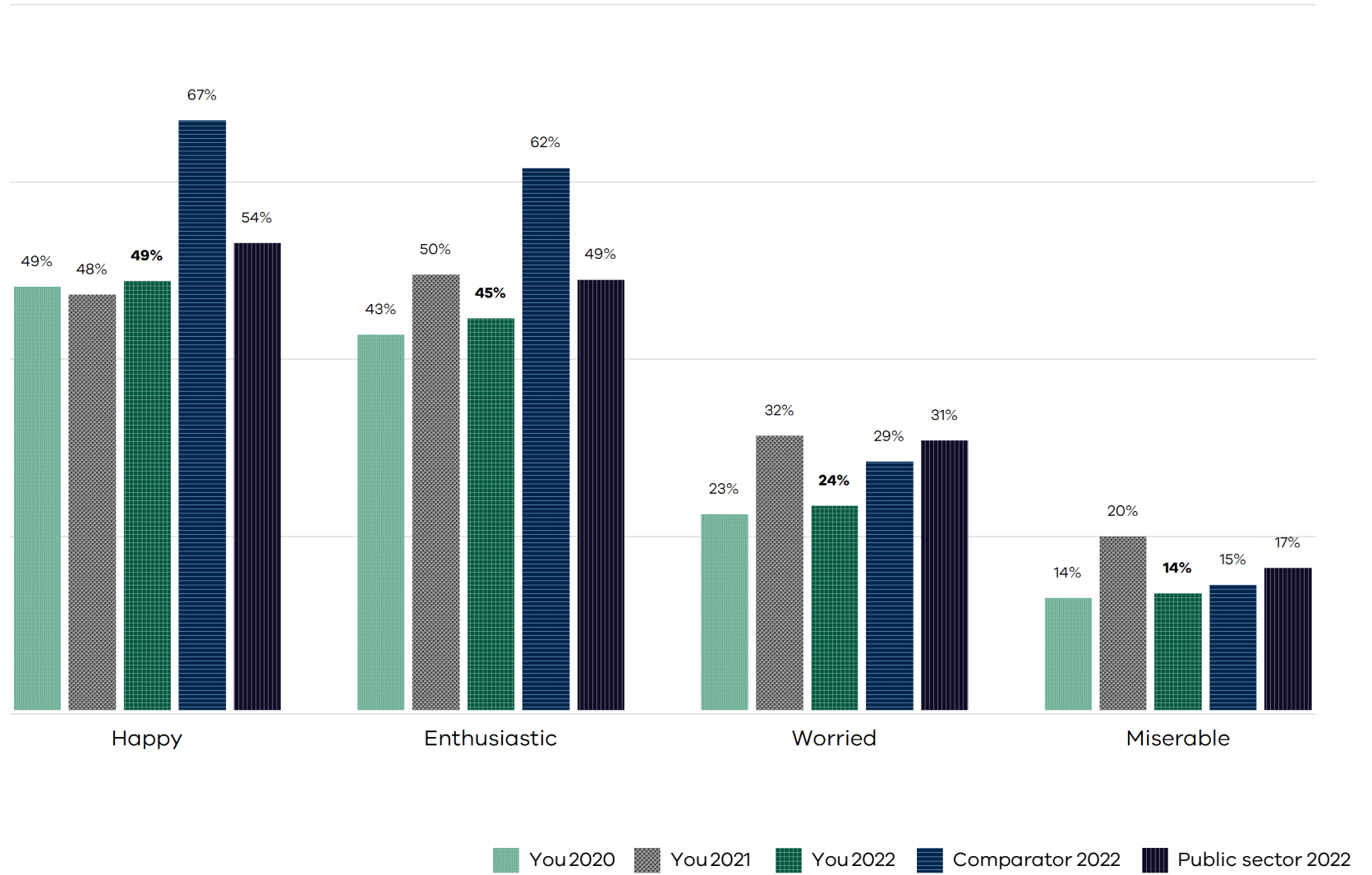
People outcomes

Scorecard: negative behaviours

What this is

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

Why this is important

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

How to read this

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

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

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

Example

In 2022:

- 23% of your staff who did the survey stated they experienced 'Violence or aggression' in the last 12 months which is down from 23% in 2021.

Compared to:

- 11% of staff at your comparator and 10% of staff across the public sector.

Chart: negative behaviours by category. Legend: You 2020, You 2021, You 2022, Comparator 2022, Public sector 2022.

Violence or aggression: 18%, 23%, **23%**, 11%, 10%

Bullying: 23%, 14%, **15%**, 11%, 11%

Sexual harassment: 12%, 2%, **8%**, 6%, 4%

Discrimination: 7%, 0%, **7%**, 4%, 5%

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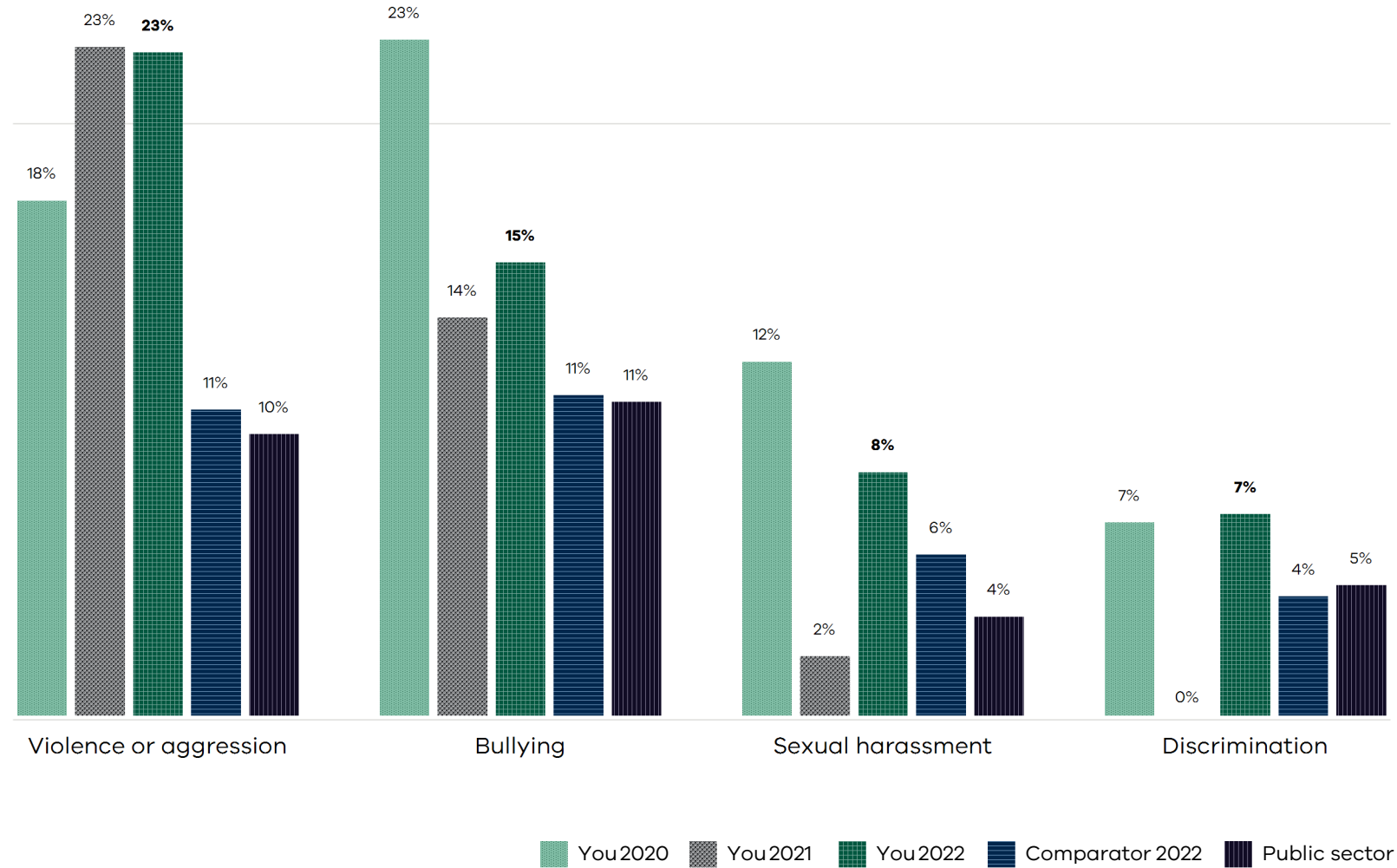
People outcomes

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

15% of your staff who did the survey said they experienced bullying.

Of that 15%, 82% said the top type was 'Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)'.

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

11	54	6
15%	76%	8%

■ Experienced bullying ▦ Did not experience bullying ▨ Not sure
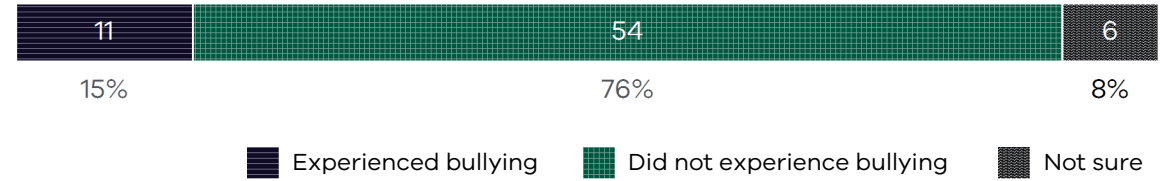
If you experienced bullying, what type of bullying did you experience?	You 2022	Comparator 2022	Public sector 2022
Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)	82%	75%	71%
Verbal abuse	36%	21%	19%
Exclusion or isolation	27%	47%	43%
Intimidation and/or threats	27%	22%	30%
Being assigned meaningless tasks unrelated to the job	9%	16%	13%
Interference with my personal property and/or work equipment	9%	4%	4%
Other	9%	10%	15%

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

15% of your staff who did the survey said they experienced bullying, of which

- 64% said the top way they reported the bullying was 'Told a manager'.
- 91% said they didn't submit a formal complaint.

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

11	54	6
15%	76%	8%

■ Experienced bullying ▨ Did not experience bullying ▨ Not sure
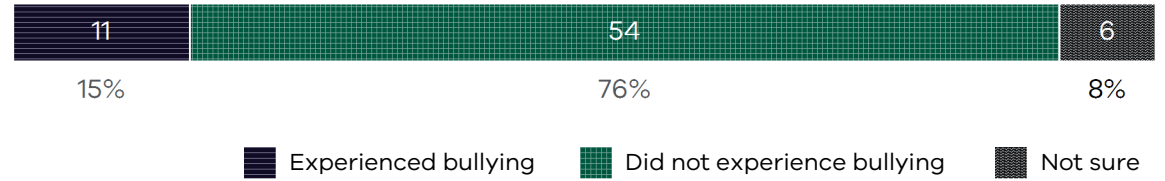
Did you tell anyone about the bullying?	You 2022	Comparator 2022	Public sector 2022
Told a manager	64%	49%	49%
Told a colleague	36%	45%	41%
Told a friend or family member	36%	28%	35%
Told someone else	27%	9%	12%
Told Human Resources	18%	16%	13%
Told the person the behaviour was not OK	18%	10%	17%
I did not tell anyone about the bullying	9%	10%	12%
Submitted a formal complaint	9%	13%	11%

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

91% of your staff who experienced bullying did not submit a formal complaint, of which:

- 60% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal complaint?

1	10
9%	91%

■ Submitted formal complaint   ■ Did not submit a formal complaint
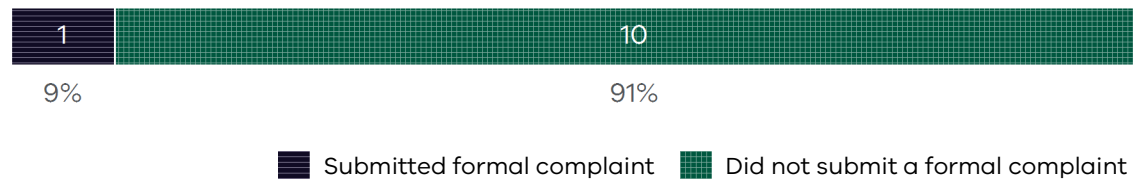
What was your reason for not submitting a formal complaint?	You 2022	Comparator 2022	Public sector 2022
I didn't think it would make a difference	60%	54%	51%
I didn't think it was serious enough	40%	24%	16%
I believed there would be negative consequences for my reputation	30%	48%	52%
I didn't feel safe to report the incident	30%	14%	19%
I thought the complaint process would be embarrassing or difficult	20%	12%	13%
I believed there would be negative consequences for my career	10%	35%	41%
I believed there would be negative consequences for the person I was going to complain about	10%	7%	9%
I didn't know how to make a complaint	10%	2%	5%
I didn't know who to talk to	10%	4%	5%
I didn't need to because I no longer had contact with the person(s) who bullied me	10%	6%	7%

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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, 15% of your staff said they experienced bullying.

If they did, they could tell us with one or more answers who the perpetrator was.
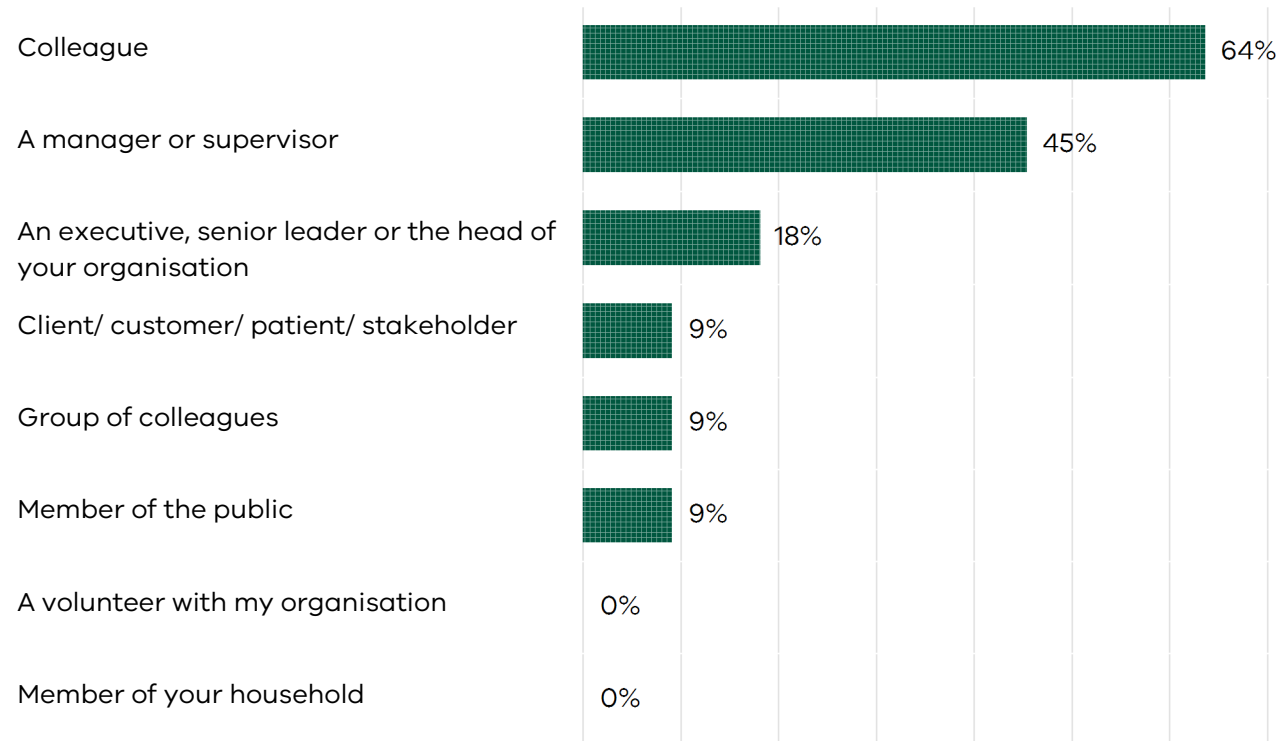
In descending order, the bar chart shows the perpetrators with the largest number of responses.

Each row is one perpetrator or group of perpetrators.

Example

15% of your staff who did the survey said they experienced bullying.

Of that 15%, 64% said it was by 'Colleague'.

11 people (15% of staff) experienced bullying (You 2022)

Colleague	64%
A manager or supervisor	45%
An executive, senior leader or the head of your organisation	18%
Client/ customer/ patient/ stakeholder	9%
Group of colleagues	9%
Member of the public	9%
A volunteer with my organisation	0%
Member of your household	0%

People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

In this year's survey, 15% 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

15% of your staff who did the survey said they experienced bullying.

Of that 15%, 91% said it was by someone within the organisation.

Of that 91%, 70% said it was 'They were in my workgroup'.

10 people (91% of staff who experienced bullying) experienced bullying from within your organisation (You 2022)

Relationship	Percentage
They were in my workgroup	70%
They were someone I supervise or manage	30%
They were outside my workgroup	20%
They were my immediate manager or supervisor	10%
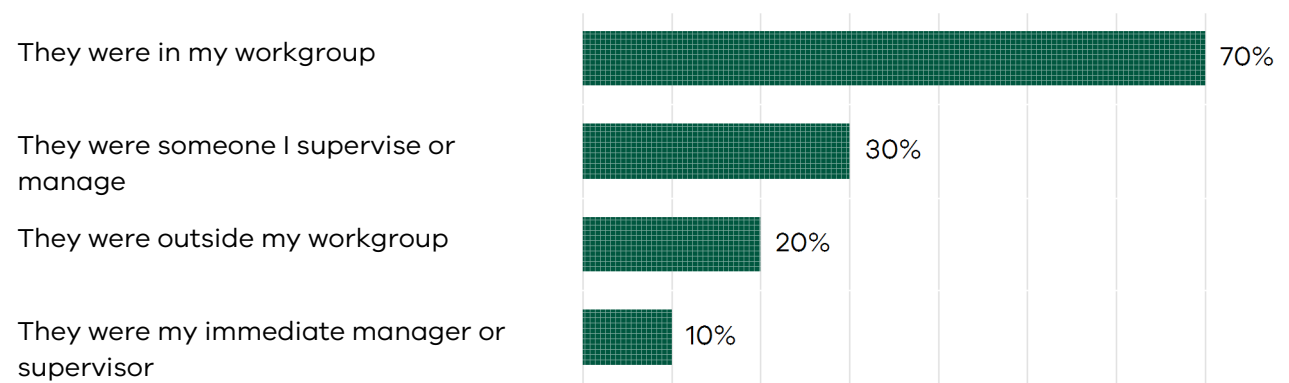
People outcomes

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

23% of your staff who did the survey said they experienced violence or aggression.

Of that 23%, 81% said it was from 'Abusive language'.

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

16	53	2
23%	75%	3%

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

If you experienced violence or aggression, what type did you experience?	You 2021	You 2022	Comparator 2022	Public sector 2022
Abusive language	80%	81%	82%	73%
Intimidating behaviour	60%	63%	79%	69%
Physical assault (e.g. spitting, hitting, punching, pushing, tripping, grabbing, throwing objects)	0%	13%	2%	14%
Damage to my property or work equipment	10%	6%	5%	5%
Other	10%	6%	2%	6%
Threats of violence	20%	6%	20%	27%

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

23% of your staff who did the survey said they experienced violence or aggression, fo which

- 56% 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?

16	53	2
23%	75%	3%

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

Did you tell anyone about the incident?	You 2021	You 2022	Comparator 2022	Public sector 2022
Told a manager	20%	56%	69%	59%
Submitted a formal incident report	0%	50%	27%	26%
Told a colleague	40%	50%	41%	44%
Told the person the behaviour was not OK	40%	25%	21%	26%
Told a friend or family member	30%	19%	18%	20%
Told Human Resources	20%	19%	3%	6%
I did not tell anyone about the incident(s)	20%	13%	2%	8%
Told someone else	20%	6%	9%	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

23% of your staff who did the survey said they experienced violence or aggression.

Of that 23%, 50% said it was 'Member of the public'.

16 people (23% of staff) experienced violence or aggression (You2022)

Perpetrator	Percentage
Member of the public	50%
Client/ customer/ patient/ stakeholder	38%
Colleague	25%
A manager or supervisor	6%
An executive, senior leader or the head of your organisation	6%
A volunteer with my 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 'Meaningful work', the 'You 2022' column shows 93% of your staff agreed with 'I can make a worthwhile contribution at work'.
This question was not asked in 2021.

Question group	Highest scoring questions	You 2022	Change from 2021	Comparator 2022
Meaningful work	I can make a worthwhile contribution at work	93%	Not asked in 2021	95%
Job enrichment	I can use my skills and knowledge in my job	87%	Not asked in 2021	92%
Job enrichment	I understand how my job helps my organisation achieve it's goals	87%	Not asked in 2021	95%
Safety climate	My organisation provides a physically safe work environment	87%	+1%	87%
Job enrichment	I clearly understand what I am expected to do in this job	85%	+0%	88%
Safe to speak up	I feel culturally safe at work	83%	-3%	86%
Flexible working	My manager supports working flexibly	82%	Not asked in 2021	87%
Manager leadership	My manager treats employees with dignity and respect	82%	+9%	90%
Collaboration	I am able to work effectively with others outside my immediate workgroup	82%	-7%	86%
Meaningful work	I achieve something important through my work	80%	+12%	92%

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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 11% 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	11%	Not asked in 2021	37%
Organisational integrity	I believe the promotion processes in my organisation are fair	31%	Not asked in 2021	46%
Learning and development	My organisation places a high priority on the learning and development of staff	34%	–21%	51%
Learning and development	I am satisfied with the way my learning and development needs have been addressed in the last 12 months	35%	–8%	55%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	38%	–26%	55%
Senior leadership	Senior leaders provide clear strategy and direction	41%	–7%	64%
Learning and development	I am satisfied with the opportunities to progress in my organisation	42%	Not asked in 2021	48%
Taking action	I believe my organisation will make improvements based on the results of this survey	42%	Not asked in 2021	55%
Engagement	I feel a strong personal attachment to my organisation	42%	–19%	73%
Satisfaction	How satisfied are you with your career development within your current organisation	42%	–15%	58%

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Key differences

Most improved

What this is

This is where staff feel their organisation has most improved.

How to read this

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

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

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

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

Example

On the first row 'Meaningful work', the 'You 2022' column shows 80% of your staff agreed with 'I achieve something important through my work'.
In the 'Increase from 2021' column, you have a 12% increase, which is a positive trend.

Question group	Most improved from last year	You 2022	Increase from 2021	Comparator 2022
Meaningful work	I achieve something important through my work	80%	+12%	92%
Workload	I have enough time to do my job effectively	63%	+11%	57%
Manager leadership	My manager treats employees with dignity and respect	82%	+9%	90%
Organisational integrity	My organisation is committed to earning a high level of public trust	76%	+8%	87%
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	58%	+8%	68%
Senior leadership	Senior leaders model my organisation's values	59%	+7%	71%
Manager leadership	My manager demonstrates honesty and integrity	75%	+6%	87%
Manager support	My manager provides me with enough support when I need it	75%	+6%	83%
Senior leadership	Senior leaders demonstrate honesty and integrity	62%	+5%	72%
Flexible working	I am confident that if I requested a flexible work arrangement, it would be given due consideration	73%	+5%	73%

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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 'Safety climate', the 'You 2022' column shows 38% of your staff agreed with 'In my workplace, there is good communication about psychological safety issues that affect me'.
In the 'Decrease from 2021' column, you have a 26% decrease, which is a negative trend.

Question subgroup	Largest decline from last year	You 2022	Decrease from 2021	Comparator 2022
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	38%	–26%	55%
Quality service delivery	My workgroup has clear lines of responsibility	52%	–25%	73%
Innovation	My workgroup is quick to respond to opportunities to do things better	58%	–22%	75%
Learning and development	My organisation places a high priority on the learning and development of staff	34%	–21%	51%
Engagement	I feel a strong personal attachment to my organisation	42%	–19%	73%
Safe to speak up	I feel safe to challenge inappropriate behaviour at work	70%	–18%	74%
Workgroup support	People in my workgroup treat each other with respect	73%	–18%	84%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	49%	–17%	54%
Innovation	My workgroup encourages employee creativity	59%	–16%	75%
Satisfaction	How satisfied are you with your career development within your current organisation	42%	–15%	58%

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 'Workload', the 'You 2022' column shows 63% of your staff agreed with 'I have enough time to do my job effectively'.

The 'difference' column, shows that agreement for this question was 6 percentage points higher in your organisation than in your comparator.

Question group	Biggest positive difference from comparator	You 2022	Difference	Comparator 2022
Workload	I have enough time to do my job effectively	63%	+6%	57%
Organisational integrity	I believe the recruitment processes in my organisation are fair	68%	+2%	65%
Flexible working	I am confident that if I requested a flexible work arrangement, it would be given due consideration	73%	+0%	73%
Safety climate	My organisation provides a physically safe work environment	87%	+0%	87%

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 'Engagement', the 'You 2022' column shows 42% of your staff agreed with 'I feel a strong personal attachment to my organisation'.

The 'difference' column, shows that agreement for this question was 31 percentage points lower in your organisation than in your comparator.

Question subgroup	Biggest negative difference from comparator	You 2022	Difference	Comparator 2022
Engagement	I feel a strong personal attachment to my organisation	42%	-31%	73%
Taking action	My organisation has made improvements based on the survey results from last year	11%	-26%	37%
Senior leadership	Senior leaders provide clear strategy and direction	41%	-23%	64%
Quality service delivery	My workgroup has clear lines of responsibility	52%	-21%	73%
Engagement	I would recommend my organisation as a good place to work	52%	-21%	73%
Learning and development	I am satisfied with the way my learning and development needs have been addressed in the last 12 months	35%	-20%	55%
Engagement	My organisation motivates me to help achieve its objectives	55%	-19%	74%
Manager support	I can discuss problems or issues with my manager	69%	-17%	86%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	38%	-17%	55%
Manager support	My manager gives me feedback that helps me improve my performance	56%	-17%	73%

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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

42% of your staff who did the survey agreed or strongly agreed with 'I believe my organisation will make improvements based on the results of this survey'.

Survey question	Your results						

Your results legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree
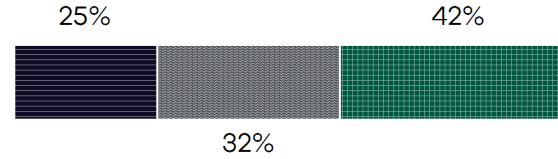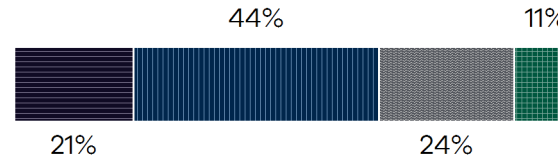
		You			**Comparator**		
Survey question	Your results	2020	2021	2022	Lowest	Average	Highest
I believe my organisation will make improvements based on the results of this survey	25% / 32% / 42%	Not asked	Not asked	42 %	20 %	55 %	83 %
My organisation has made improvements based on the survey results from last year	21% / 44% / 24% / 11%	Not asked	Not asked	11 %	15 %	37 %	59 %

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Senior leadership

Senior leadership

What this is

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

Why this is important

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

How to read this

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

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

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

Example

62% of your staff who did the survey agreed or strongly agreed with 'Senior leaders demonstrate honesty and integrity'.

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

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

Survey question	Your results	2020	2021	2022	Lowest	Average	Highest
Senior leaders demonstrate honesty and integrity	11% / 7% / 20% / 62%	Not asked	57 %	62 %	58 %	72 %	93 %
Senior leaders model my organisation's values	11% / 7% / 23% / 59%	Not asked	52 %	59 %	45 %	71 %	88 %
Senior leaders provide clear strategy and direction	27% / 4% / 28% / 41%	58 %	48 %	41 %	36 %	64 %	82 %

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Organisational climate

Scorecard

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2022:

- 68% of your staff who did the survey responded positively to questions about Collaboration which is down from 75% in 2021.

Compared to:

- 72% of staff at your comparator and 73% of staff across the public sector.
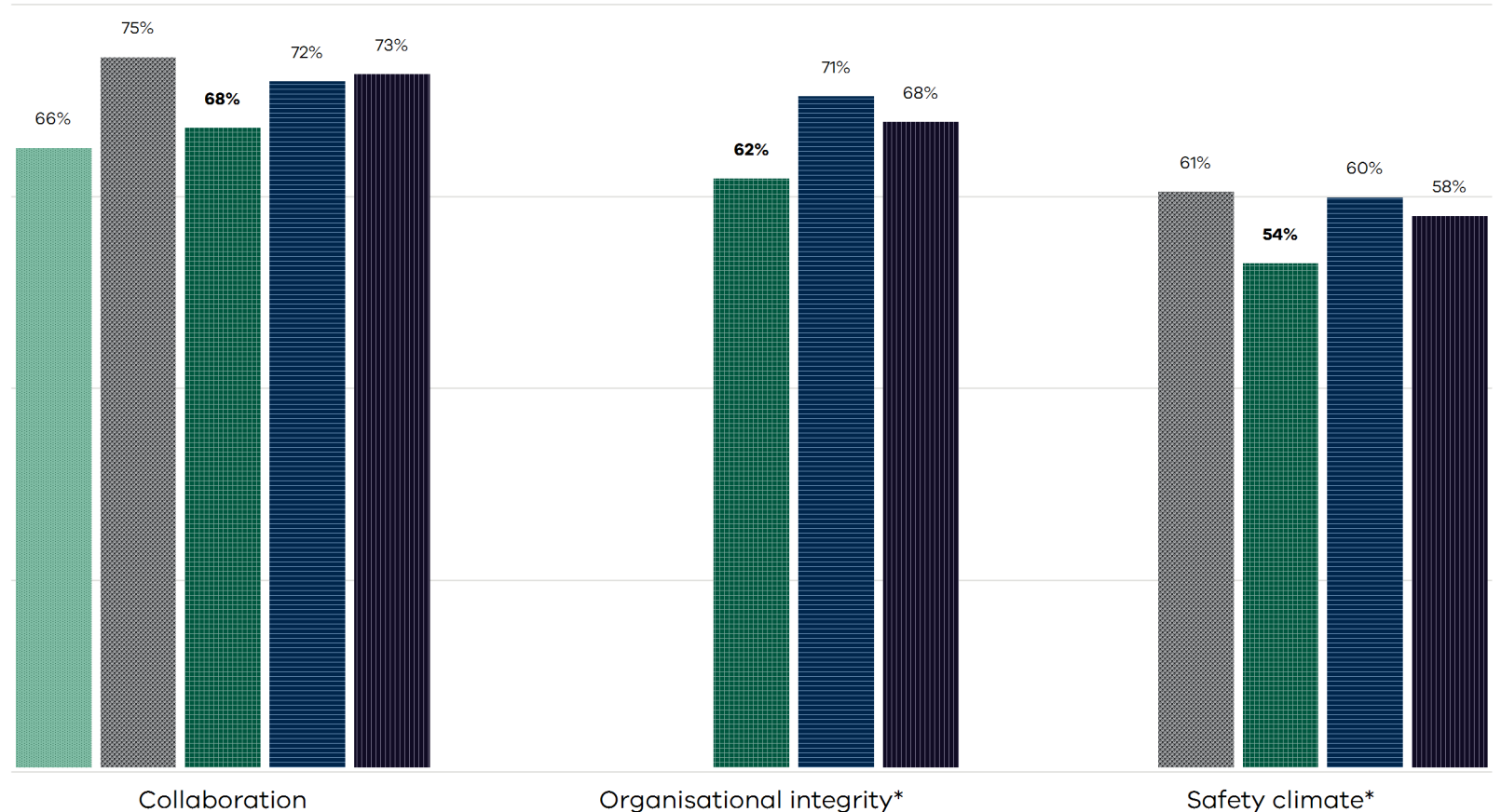
Collaboration: 66%, 75%, **68%**, 72%, 73%

Organisational integrity*: **62%**, 71%, 68%

Safety climate*: 61%, **54%**, 60%, 58%

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

You 2020 You 2021 You 2022 Comparator 2022 Public sector 2022

Victorian Public Sector Commission

VICTORIA State Government

Organisational climate

Organisational integrity 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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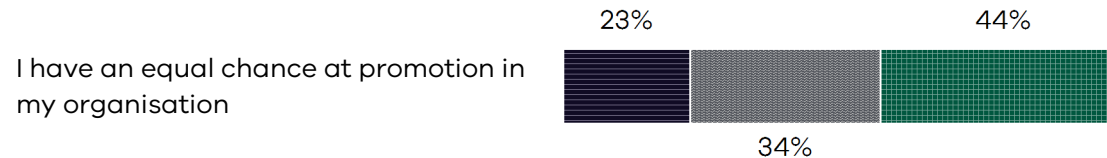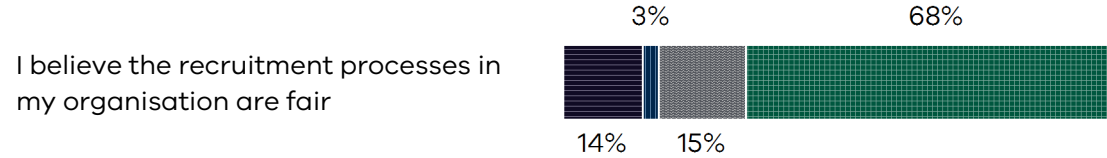
Example

76% of your 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 | Neither agree nor disagree | Don't know | Agree

	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
My organisation encourages respectful workplace behaviours	Not asked	80 %	76 %	66 %	86 %	98 %
My organisation is committed to earning a high level of public trust	Not asked	68 %	76 %	72 %	87 %	97 %
My organisation encourages employees to act in ways that are consistent with human rights	Not asked	73 %	73 %	68 %	87 %	99 %
My organisation does not tolerate improper conduct	Not asked	73 %	69 %	55 %	74 %	93 %

My organisation encourages respectful workplace behaviours: 1%, 8%, 14%, 76%

My organisation is committed to earning a high level of public trust: 3%, 11%, 10%, 76%

My organisation encourages employees to act in ways that are consistent with human rights: 4%, 6%, 17%, 73%

My organisation does not tolerate improper conduct: 1%, 8%, 21%, 69%

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

68% of your staff who did the survey agreed or strongly agreed with 'I believe the recruitment processes in my organisation are fair'.

Survey question	Your results	Benchmark agree results

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

Survey question		You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
I believe the recruitment processes in my organisation are fair	3% / 68% / 14% / 15%	Not asked	Not asked	68 %	45 %	65 %	89 %
My organisation takes steps to eliminate bullying, harassment and discrimination	6% / 62% / 17% / 15%	Not asked	68 %	62 %	47 %	72 %	92 %
I have an equal chance at promotion in my organisation	23% / 44% / 34%	Not asked	Not asked	44 %	35 %	50 %	73 %
I believe the promotion processes in my organisation are fair	11% / 31% / 25% / 32%	Not asked	Not asked	31 %	32 %	46 %	66 %

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

82% of your staff who did the survey agreed or strongly agreed with 'I am able to work effectively with others outside my immediate workgroup'.

Legend: Disagree | Neither agree nor disagree | Don't know | Agree
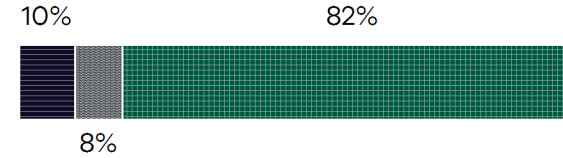
Survey question	Your results	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I am able to work effectively with others outside my immediate workgroup	10% / 8% / 82%	81 %	89 %	82 %	62 %	86 %	96 %
Workgroups across my organisation willingly share information with each other	23% / 1% / 23% / 54%	50 %	61 %	54 %	28 %	59 %	93 %

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

87% 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
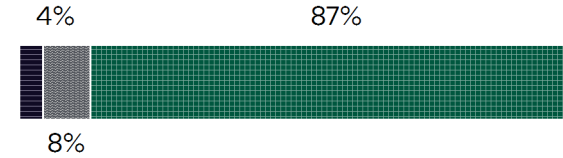
Survey question		You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
My organisation provides a physically safe work environment	4% / 8% / 87%	Not asked	86 %	87 %	68 %	87 %	100 %
Senior leaders consider the psychological health of employees to be as important as productivity	18% / 27% / 55%	55 %	50 %	55 %	40 %	62 %	88 %
My organisation has effective procedures in place to support employees who may experience stress	18% / 6% / 27% / 49%	57 %	66 %	49 %	28 %	54 %	77 %
Senior leaders show support for stress prevention through involvement and commitment	27% / 27% / 46%	58 %	45 %	46 %	38 %	54 %	80 %
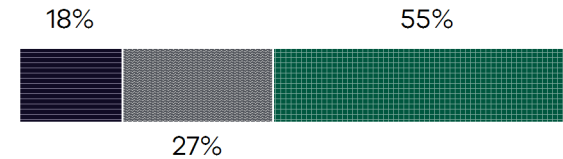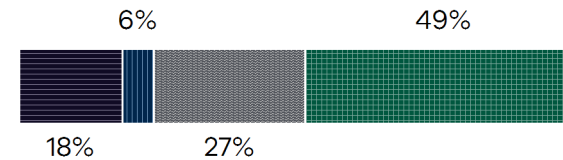
Organisational climate

What this is

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

Why this is important

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

How to read this

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

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

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

Example

45% of your staff who did the survey agreed or strongly agreed with 'All levels of my organisation are involved in the prevention of stress'.
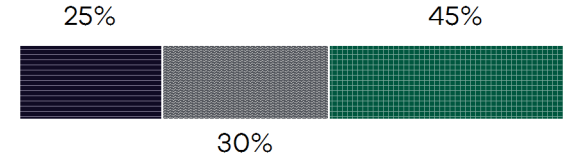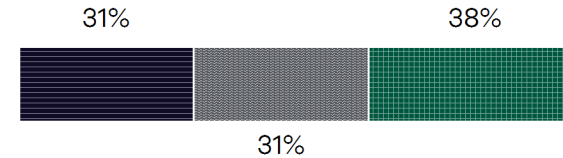
Survey question

Your results

Benchmark agree results

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

Survey question	Disagree	Neither	Agree	2020 (You)	2021 (You)	2022 (You)	Lowest (Comparator)	Average (Comparator)	Highest (Comparator)
All levels of my organisation are involved in the prevention of stress	25%	30%	45%	41 %	55 %	45 %	23 %	50 %	73 %
In my workplace, there is good communication about psychological safety issues that affect me	31%	31%	38%	51 %	64 %	38 %	25 %	55 %	77 %

Victorian Public Sector Commission

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People matter survey wellbeing check 2022

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- Aboriginal and/or Torres Strait Islander
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- Adjustments
- Caring

Victorian Public Sector Commission

VICTORIA State Government

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.
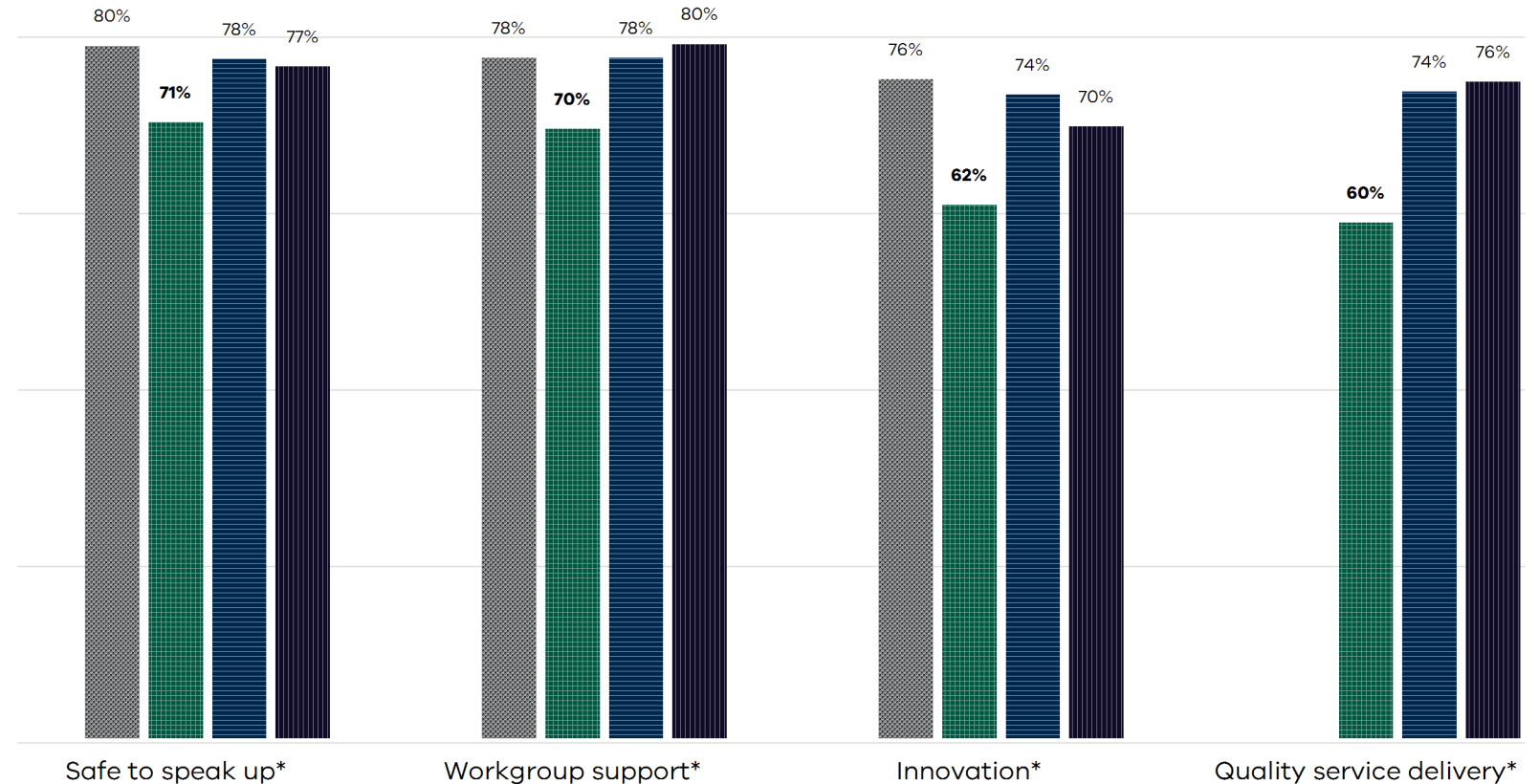
Example

In 2022:

- 71% of your staff who did the survey responded positively to questions about Safe to speak up which is down from 80% in 2021.

Compared to:

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

Chart: Workgroup climate results

Factor	You 2021	You 2022	Comparator 2022	Public sector 2022
Safe to speak up*	80%	71%	78%	77%
Workgroup support*	78%	70%	78%	80%
Innovation*	76%	62%	74%	70%
Quality service delivery*		60%	74%	76%

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

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

Workgroup 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.
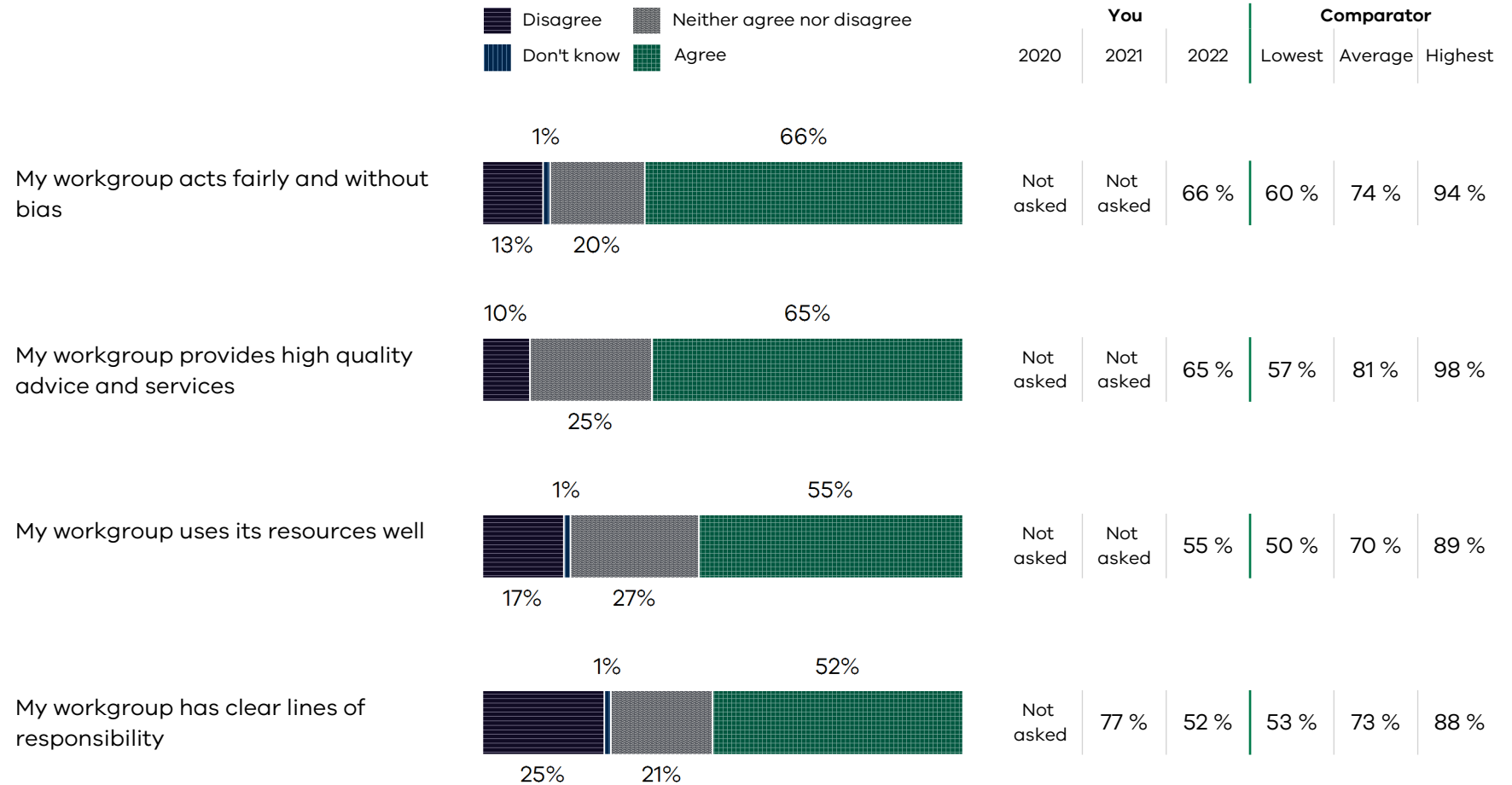
Example

66% of your staff who did the survey agreed or strongly agreed with 'My workgroup acts fairly and without bias'.

Survey question	Your results		Benchmark agree results					

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

Survey question	Your results	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup acts fairly and without bias	13% Disagree, 1% Don't know, 20% Neither, 66% Agree	Not asked	Not asked	66 %	60 %	74 %	94 %
My workgroup provides high quality advice and services	10% Disagree, 25% Neither, 65% Agree	Not asked	Not asked	65 %	57 %	81 %	98 %
My workgroup uses its resources well	17% Disagree, 1% Don't know, 27% Neither, 55% Agree	Not asked	Not asked	55 %	50 %	70 %	89 %
My workgroup has clear lines of responsibility	25% Disagree, 1% Don't know, 21% Neither, 52% Agree	Not asked	77 %	52 %	53 %	73 %	88 %

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

68% of your staff who did the survey agreed or strongly agreed with 'My workgroup learns from failures and mistakes'.
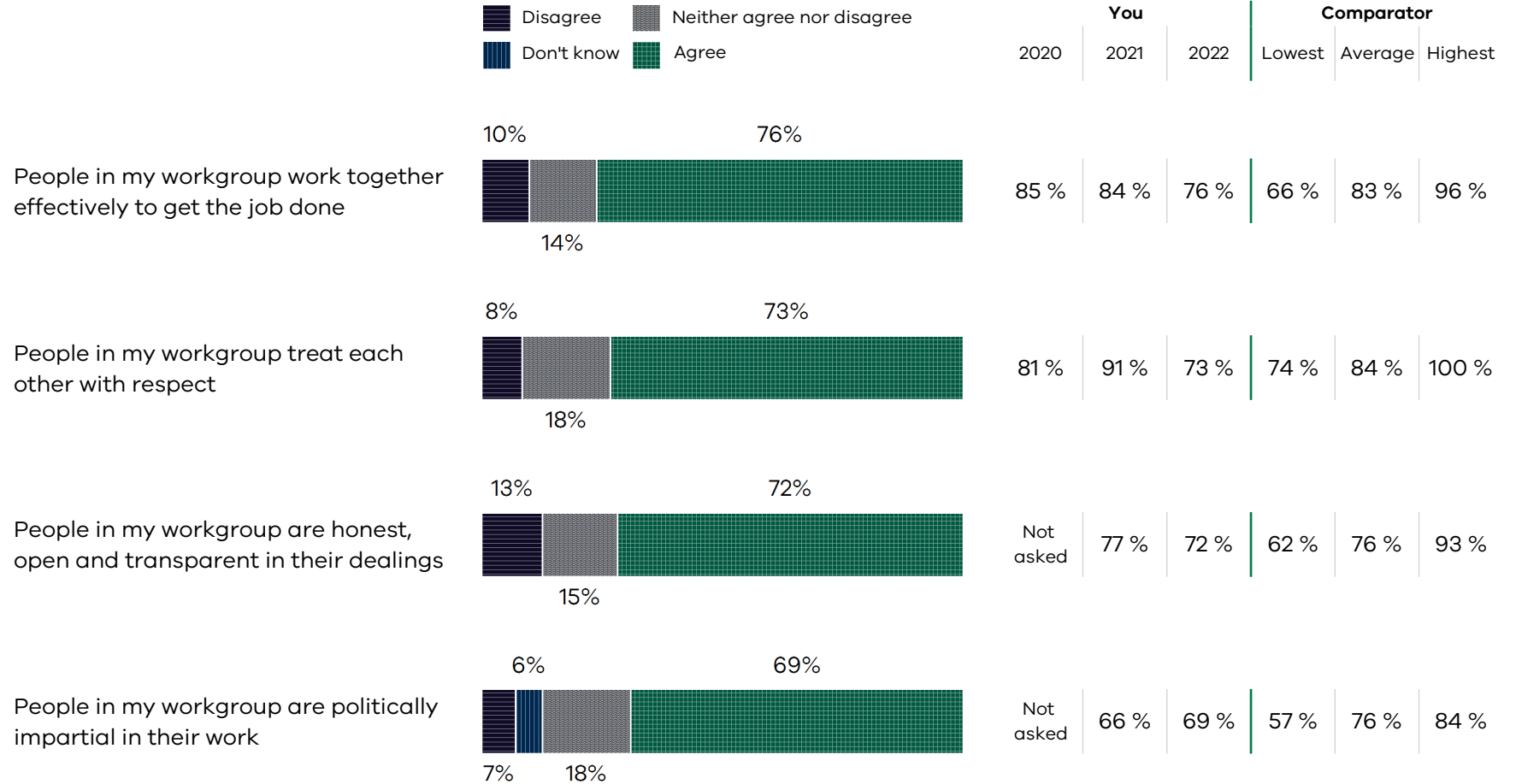
Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree
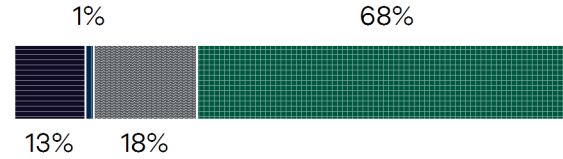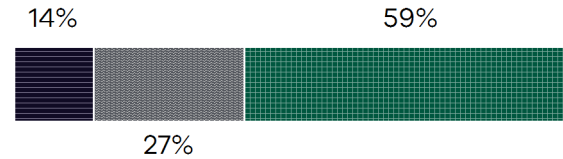
Survey question		You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
My workgroup learns from failures and mistakes	Not asked	73 %	68 %	55 %	72 %	87 %
My workgroup encourages employee creativity	Not asked	75 %	59 %	51 %	75 %	95 %
My workgroup is quick to respond to opportunities to do things better	Not asked	80 %	58 %	58 %	75 %	95 %

Your results (bar chart values):

My workgroup learns from failures and mistakes: 13% Disagree, 1% Don't know, 18% Neither, 68% Agree

My workgroup encourages employee creativity: 14% Disagree, 27% Neither, 59% Agree

My workgroup is quick to respond to opportunities to do things better: 20% Disagree, 23% Neither, 58% Agree

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.

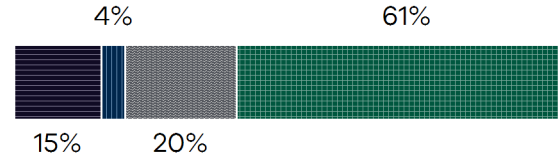Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

76% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup work together effectively to get the job done'.

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

Survey question	Your results	2020	You 2021	2022	Comparator Lowest	Average	Highest
People in my workgroup work together effectively to get the job done	10% / 14% / 76%	85 %	84 %	76 %	66 %	83 %	96 %
People in my workgroup treat each other with respect	8% / 18% / 73%	81 %	91 %	73 %	74 %	84 %	100 %
People in my workgroup are honest, open and transparent in their dealings	13% / 15% / 72%	Not asked	77 %	72 %	62 %	76 %	93 %
People in my workgroup are politically impartial in their work	6% / 7% / 18% / 69%	Not asked	66 %	69 %	57 %	76 %	84 %

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

61% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.

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

People in my workgroup appropriately manage conflicts of interest

4%   61%
15%   20%

	You			Comparator		
2020	2021	2022		Lowest	Average	Highest
Not asked	73 %	61 %		64 %	72 %	87 %
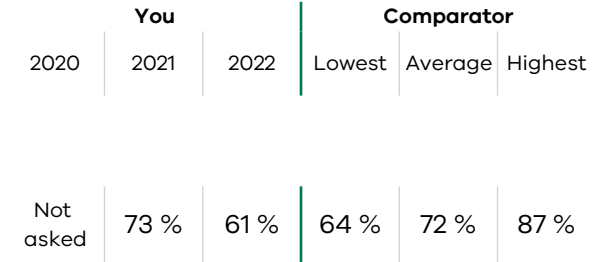
Workgroup climate

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

83% of your staff who did the survey agreed or strongly agreed with 'I feel culturally safe at work'.
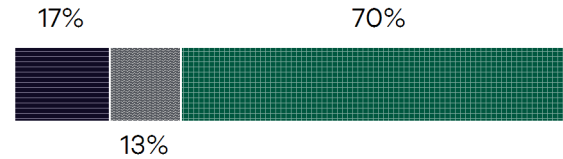
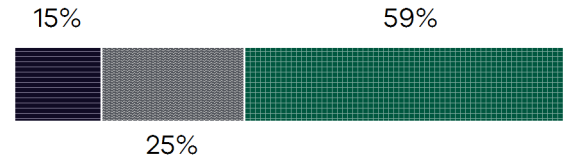| Survey question	Your results		Benchmark agree results					

Legend: Disagree, Don't know, Neither agree nor disagree, Agree
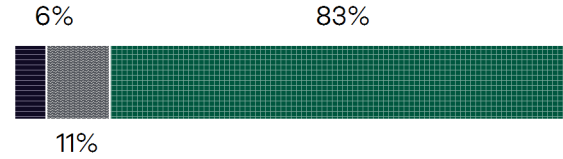
Survey question		You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
I feel culturally safe at work	6% / 11% / 83%	Not asked	86 %	83 %	68 %	86 %	100 %
I feel safe to challenge inappropriate behaviour at work	17% / 13% / 70%	Not asked	89 %	70 %	59 %	74 %	93 %
People in my workgroup are able to bring up problems and tough issues	15% / 25% / 59%	59 %	64 %	59 %	60 %	74 %	91 %

People matter survey wellbeing check 2022

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

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.
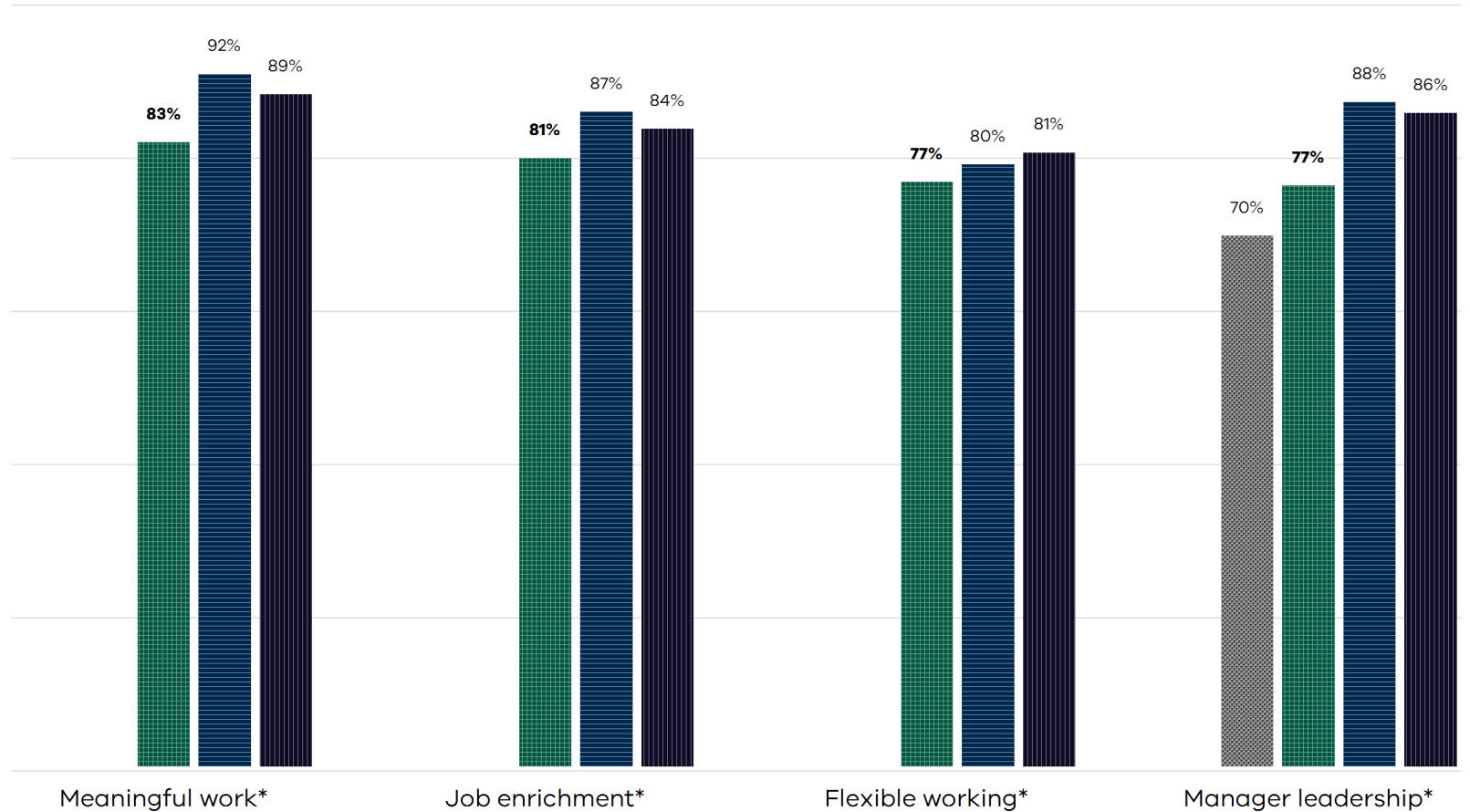
Example

In 2022:

- 83% of your staff who did the survey responded positively to questions about Meaningful work.

Compared to:

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

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

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

Job and manager factors

What this is

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

Why this is important

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

How to read this

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

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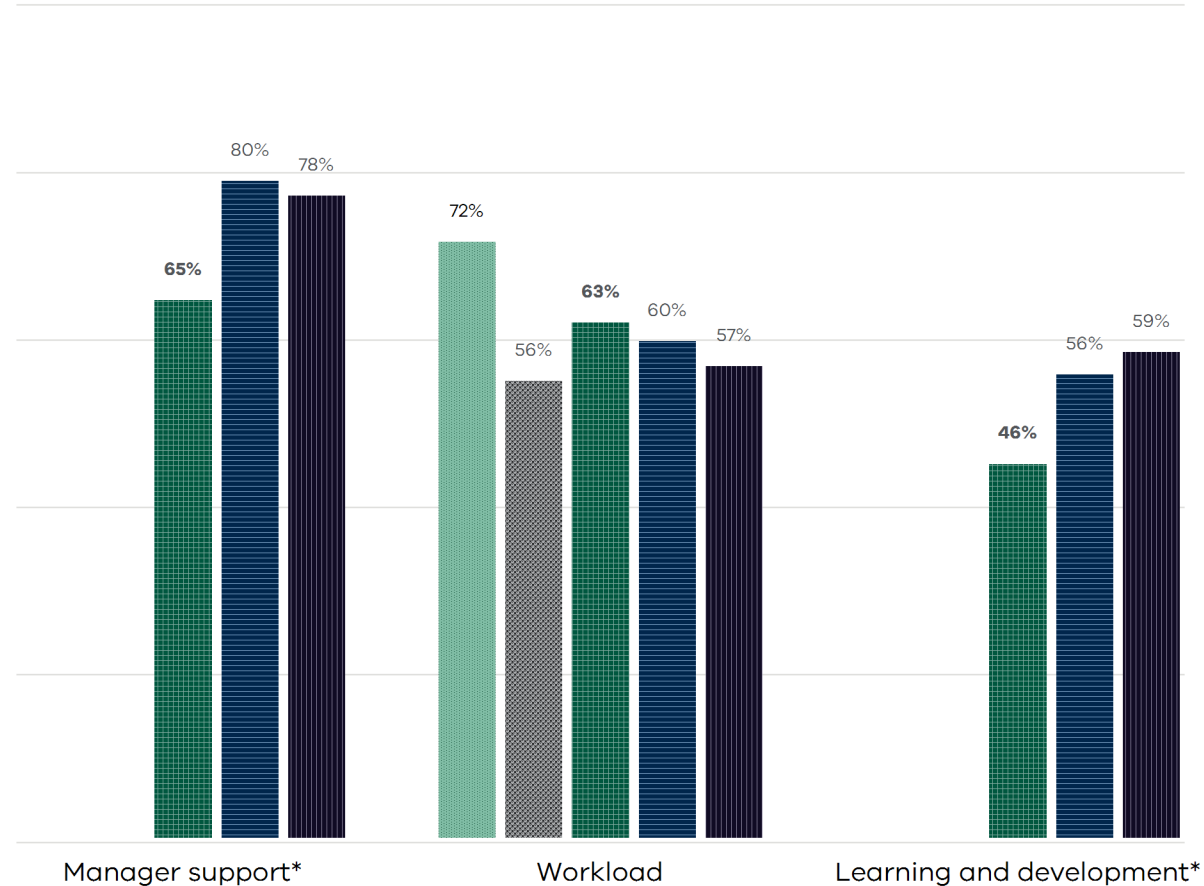
Example

In 2022:

- 65% of your staff who did the survey responded positively to questions about Manager support.

Compared to:

- 80% of staff at your comparator and 78% of staff across the public sector.

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

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

Chart data:
- Manager support*: You 2022 65%, Comparator 2022 80%, Public sector 2022 78%
- Workload: You 2020 72%, You 2021 56%, You 2022 63%, Comparator 2022 60%, Public sector 2022 57%
- Learning and development*: You 2022 46%, Comparator 2022 56%, Public sector 2022 59%

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.

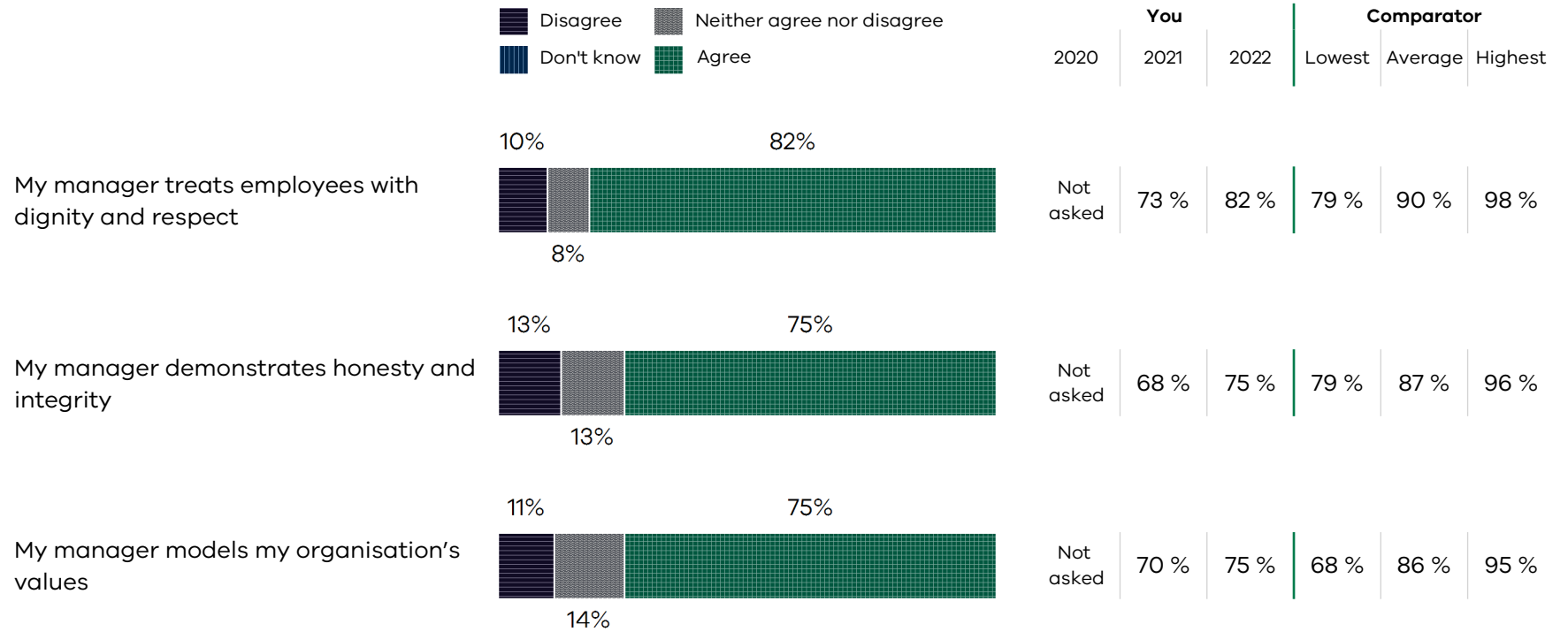Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

82% of your staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

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

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

Survey question	Disagree	Neither	Agree	2020	2021	2022	Lowest	Average	Highest
My manager treats employees with dignity and respect	10%	8%	82%	Not asked	73 %	82 %	79 %	90 %	98 %
My manager demonstrates honesty and integrity	13%	13%	75%	Not asked	68 %	75 %	79 %	87 %	96 %
My manager models my organisation's values	11%	14%	75%	Not asked	70 %	75 %	68 %	86 %	95 %

Job and manager factors

Manager support 1 of 2

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

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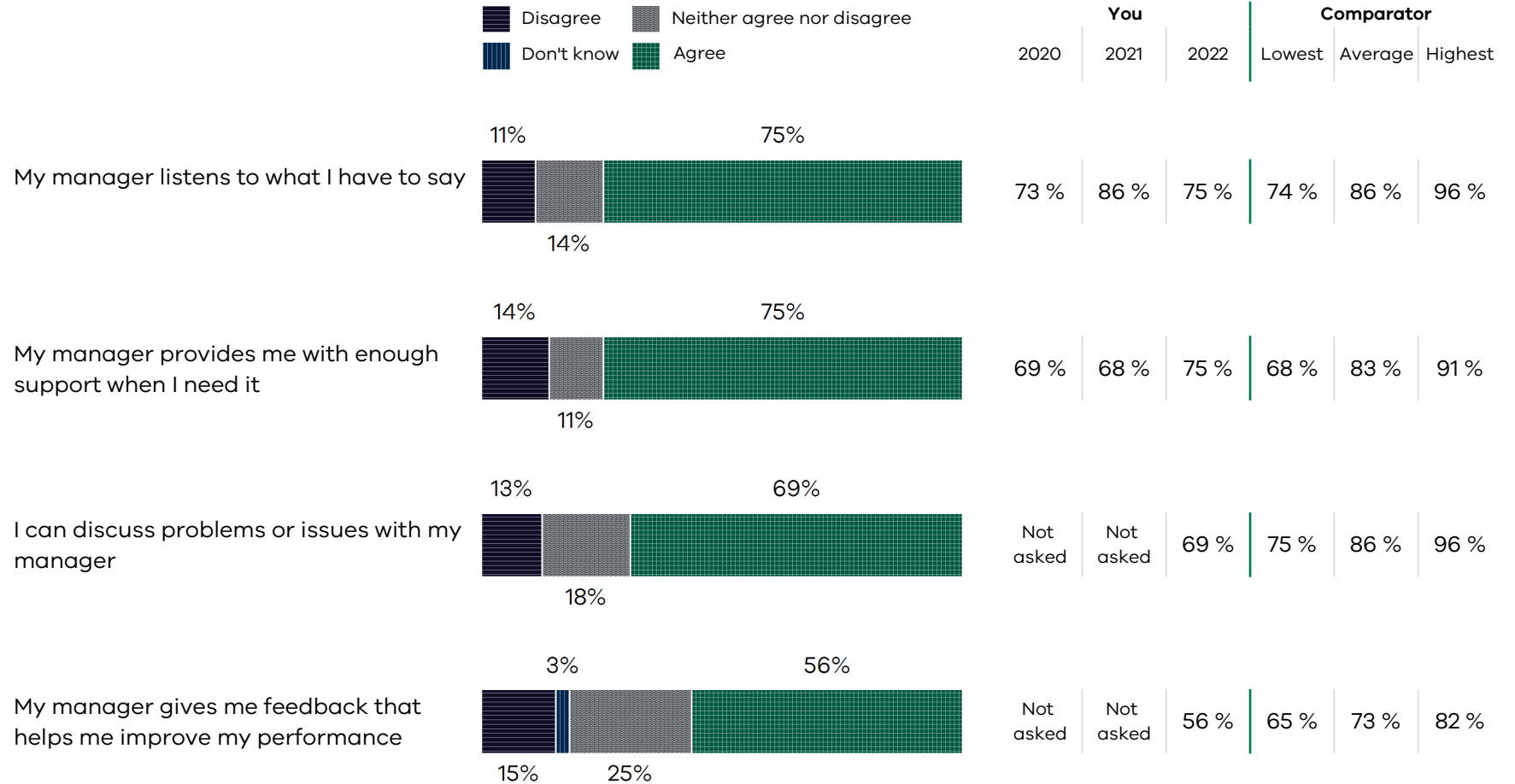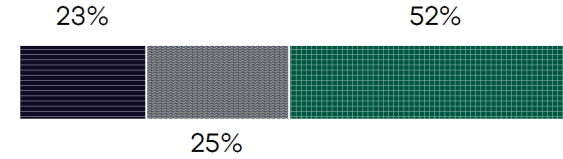
Example

75% of your staff who did the survey agreed or strongly agreed with 'My manager listens to what I have to say'.

Survey question / Your results / Benchmark agree results

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

Survey question	Your results	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager listens to what I have to say	11% / 14% / 75%	73 %	86 %	75 %	74 %	86 %	96 %
My manager provides me with enough support when I need it	14% / 11% / 75%	69 %	68 %	75 %	68 %	83 %	91 %
I can discuss problems or issues with my manager	13% / 18% / 69%	Not asked	Not asked	69 %	75 %	86 %	96 %
My manager gives me feedback that helps me improve my performance	15% / 3% / 25% / 56%	Not asked	Not asked	56 %	65 %	73 %	82 %

Victorian Public Sector Commission — Victoria State Government

Job and manager factors

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

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

Example

52% of your staff who did the survey agreed or strongly agreed with 'I receive meaningful recognition when I do good work'.
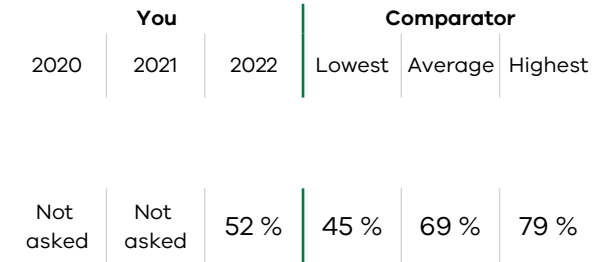
Survey question

Your results

Benchmark agree results

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

I receive meaningful recognition when I do good work

23%   52%

25%

	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
	Not asked	Not asked	52 %	45 %	69 %	79 %

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

63% of your staff who did the survey agreed or strongly agreed with 'I have enough time to do my job effectively'.
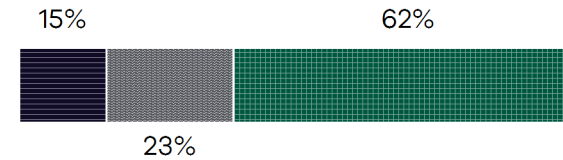
Survey question	Your results	Benchmark agree results

Legend: ■ Disagree ▦ Neither agree nor disagree ▦ Agree

	You			Comparator		
2020	2021	2022	Lowest	Average	Highest

I have enough time to do my job effectively
17% / 20% / 63%
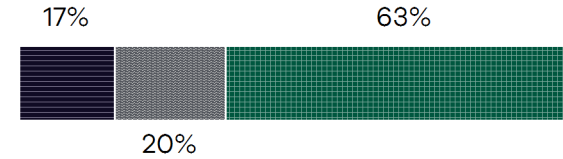
| 73 % | 52 % | 63 % | 30 % | 57 % | 65 % |

The workload I have is appropriate for the job that I do
15% / 23% / 62%

| 72 % | 59 % | 62 % | 40 % | 64 % | 70 % |

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.
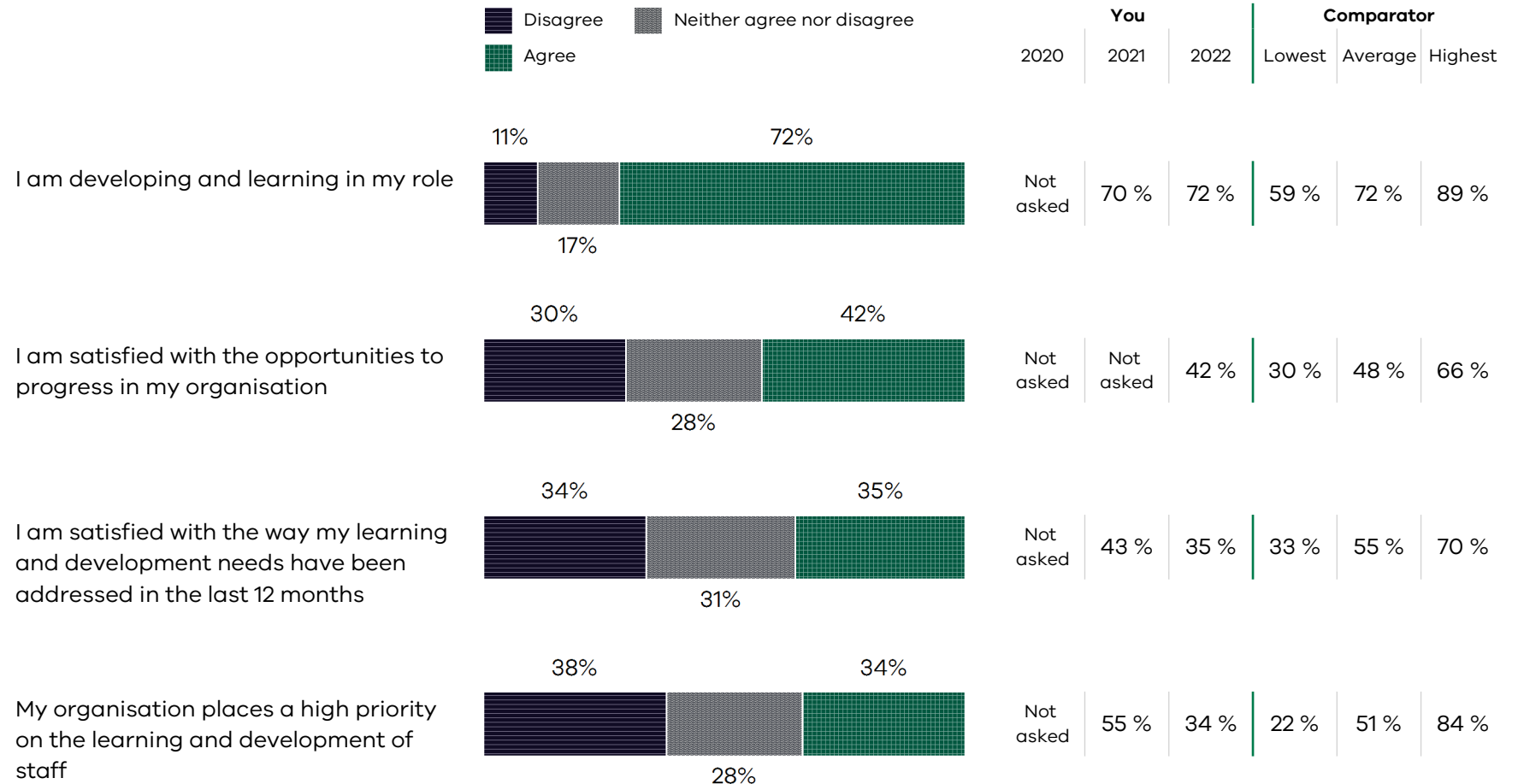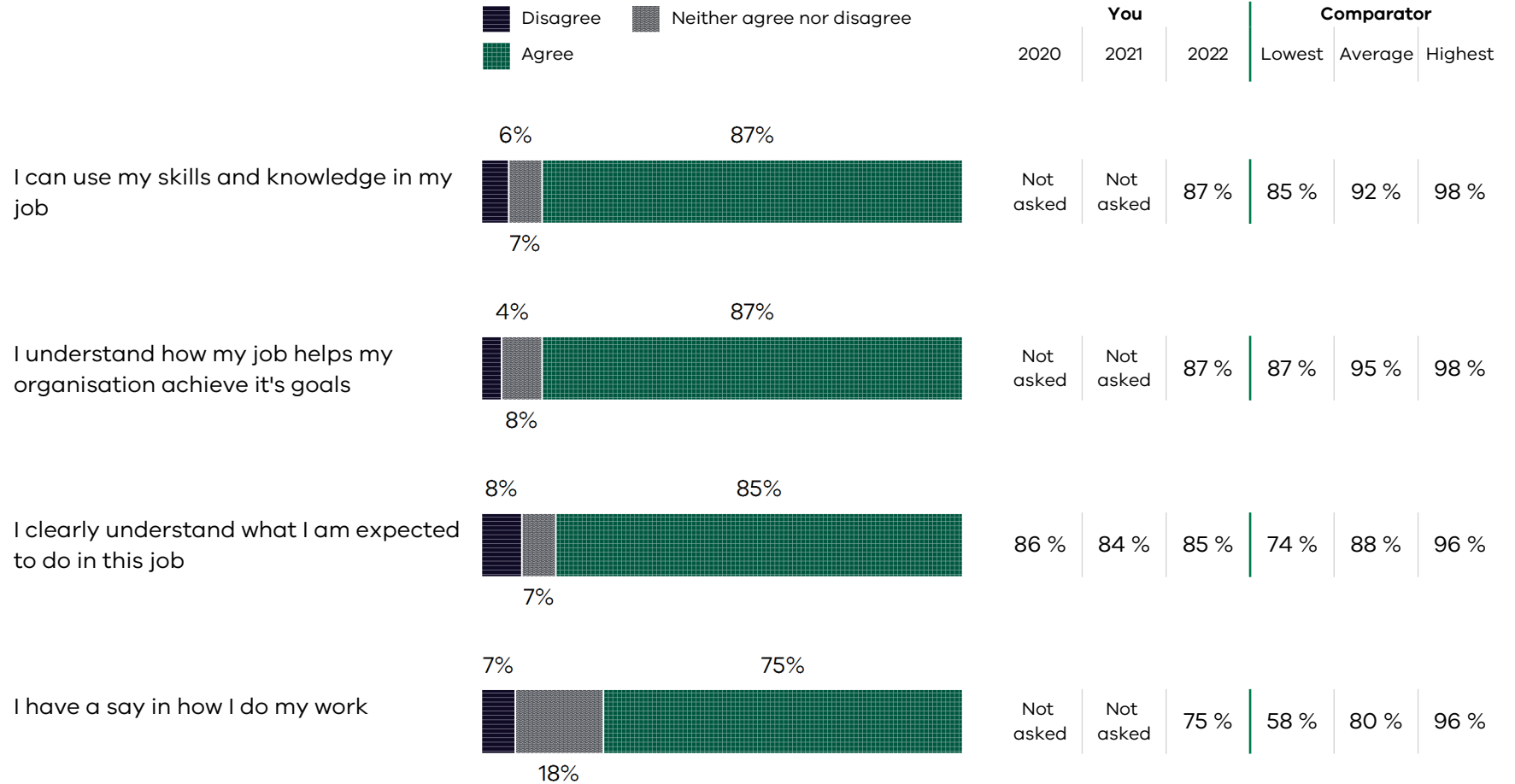
Example

72% of your staff who did the survey agreed or strongly agreed with 'I am developing and learning in my role'.

Survey question | Your results | Benchmark agree results

Legend: Disagree | Neither agree nor disagree | Agree

Survey question	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I am developing and learning in my role (Disagree 11%, Neither 17%, Agree 72%)	Not asked	70 %	72 %	59 %	72 %	89 %
I am satisfied with the opportunities to progress in my organisation (Disagree 30%, Neither 28%, Agree 42%)	Not asked	Not asked	42 %	30 %	48 %	66 %
I am satisfied with the way my learning and development needs have been addressed in the last 12 months (Disagree 34%, Neither 31%, Agree 35%)	Not asked	43 %	35 %	33 %	55 %	70 %
My organisation places a high priority on the learning and development of staff (Disagree 38%, Neither 28%, Agree 34%)	Not asked	55 %	34 %	22 %	51 %	84 %

Job and manager factors

Job enrichment 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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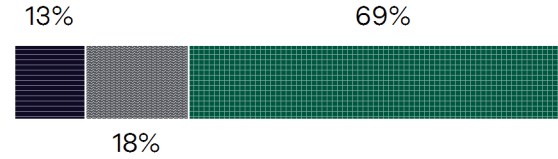
Example

87% 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		

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

Survey question		You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I can use my skills and knowledge in my job	6% Disagree / 7% Neither / 87% Agree	Not asked	Not asked	87 %	85 %	92 %	98 %
I understand how my job helps my organisation achieve it's goals	4% Disagree / 8% Neither / 87% Agree	Not asked	Not asked	87 %	87 %	95 %	98 %
I clearly understand what I am expected to do in this job	8% Disagree / 7% Neither / 85% Agree	86 %	84 %	85 %	74 %	88 %	96 %
I have a say in how I do my work	7% Disagree / 18% Neither / 75% Agree	Not asked	Not asked	75 %	58 %	80 %	96 %

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.
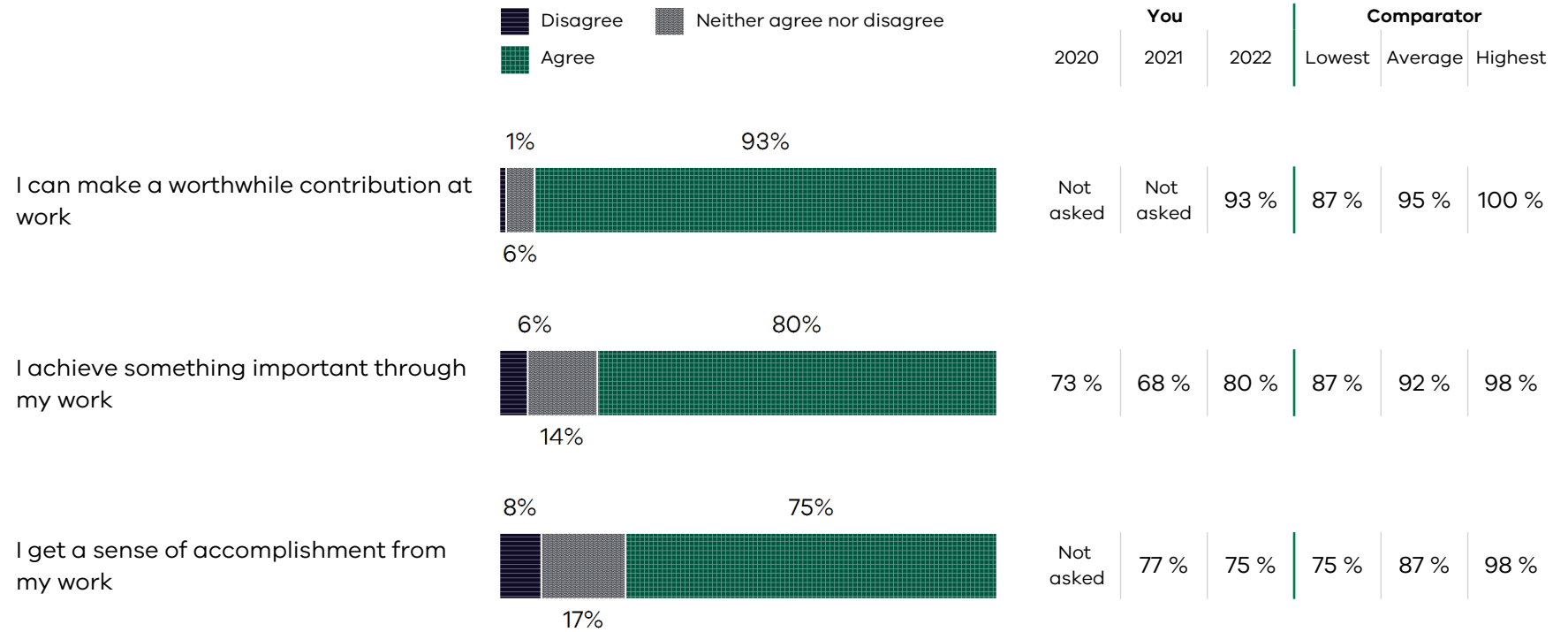
Example

69% 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

Disagree   Neither agree nor disagree
Agree

13%   69%

18%

I have the authority to do my job effectively

Benchmark agree results

	You			Comparator		
2020	2021	2022		Lowest	Average	Highest
Not asked	77 %	69 %		58 %	78 %	95 %
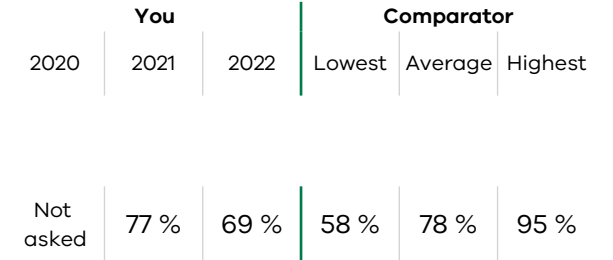
Job and manager factors

Meaningful work

What this is

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

Why this is important

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

How to read this

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

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

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

Example

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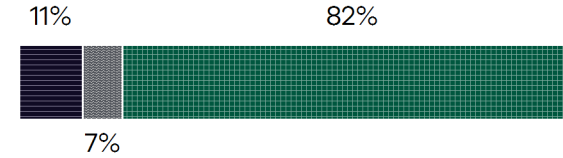
Survey question	Your results						

Legend: ■ Disagree ▨ Neither agree nor disagree ▨ Agree

Benchmark agree results

Survey question		You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
I can make a worthwhile contribution at work (1% / 6% / 93%)		Not asked	Not asked	93 %	87 %	95 %	100 %
I achieve something important through my work (6% / 14% / 80%)		73 %	68 %	80 %	87 %	92 %	98 %
I get a sense of accomplishment from my work (8% / 17% / 75%)		Not asked	77 %	75 %	75 %	87 %	98 %

Victorian Public Sector Commission

VICTORIA State Government

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

82% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.

Survey question	Your results						

Legend: Disagree | Neither agree nor disagree | Don't know | Agree
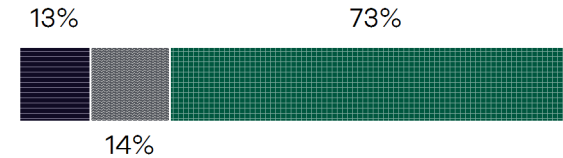
Survey question	Your results	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager supports working flexibly	11% Disagree, 7% Neither, 82% Agree	Not asked	Not asked	82 %	77 %	87 %	96 %
I am confident that if I requested a flexible work arrangement, it would be given due consideration	13% Disagree, 14% Neither, 73% Agree	72 %	68 %	73 %	57 %	73 %	90 %

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

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:

- 74% of your staff who did the survey responded positively to questions about Respect , which is down 6% in 2021.

Compared to:

- 84% of staff at your comparator and 82% of staff across the public sector.

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

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

Chart data:

	You 2021	You 2022	Comparator 2022	Public sector 2022
Respect*	80%	74%	84%	82%
Integrity*	72%	69%	78%	76%
Impartiality*		68%	75%	78%
Leadership*	61%	67%	79%	76%

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:

- 65% of your staff who did the survey responded positively to questions about Human rights , which is up 4% in 2021.

Compared to:

- 77% of staff at your comparator and 83% of staff across the public sector.
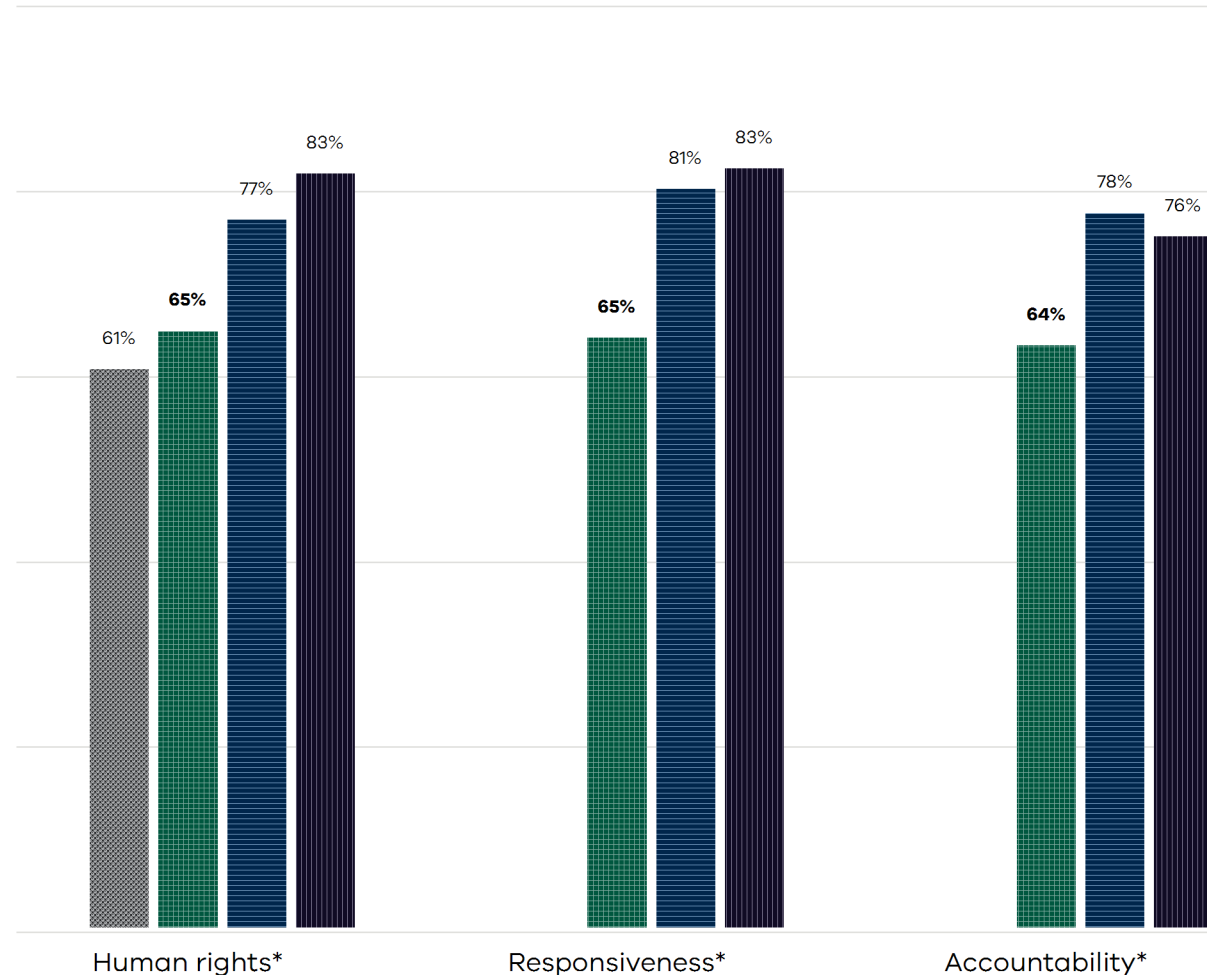
*We can't compare some data here because one or more questions were not asked in a previous survey

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

Victorian Public Sector Commission

VICTORIA State Government

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.
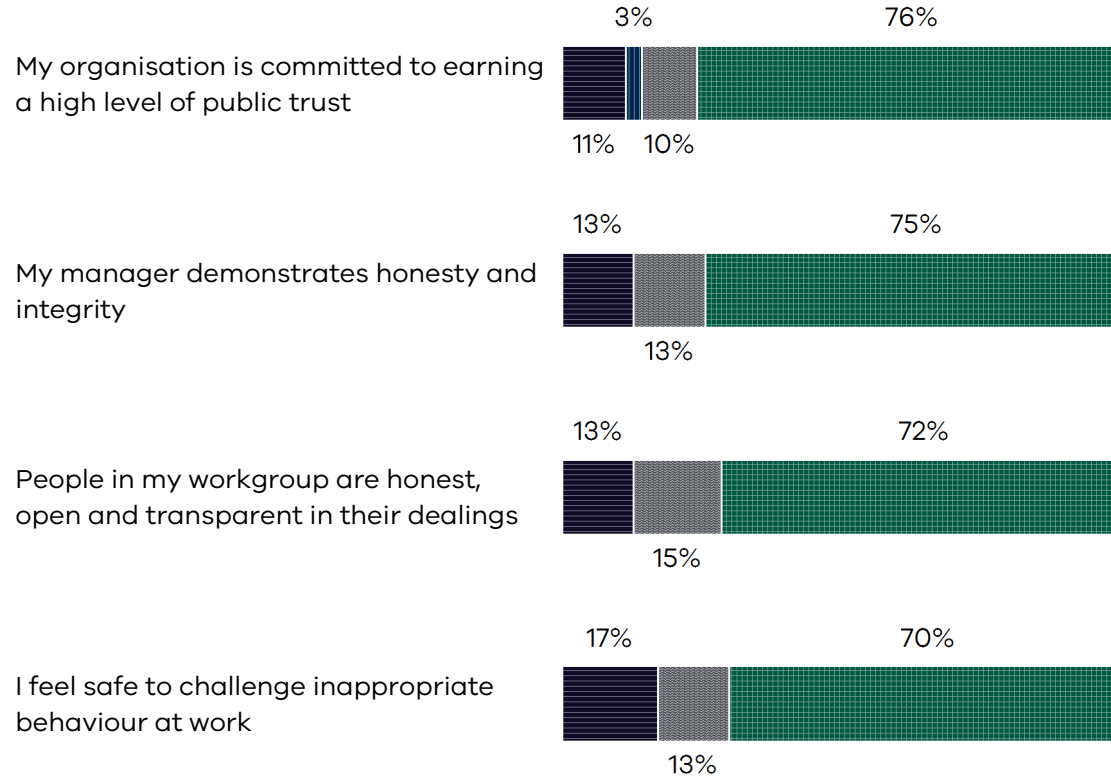
Example

65% of staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

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

Survey question: My workgroup provides high quality advice and services

Your results: 10% Disagree, 25% Neither agree nor disagree, 65% Agree
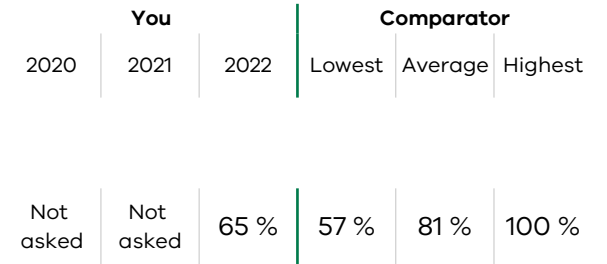
	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
My workgroup provides high quality advice and services	Not asked	Not asked	65 %	57 %	81 %	100 %

Victorian Public Sector Commission

VICTORIA State Government

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

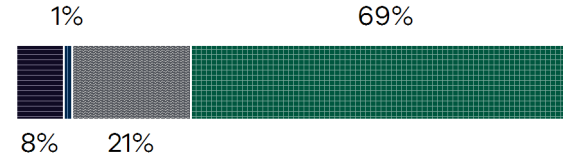76% of staff who did the survey agreed or strongly agreed with 'My organisation is committed to earning a high level of public trust'.

Survey question	Your results	Benchmark agree results

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

Survey question		2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My organisation is committed to earning a high level of public trust	3% / 76% / 11% / 10%	Not asked	68 %	76 %	72 %	87 %	100 %
My manager demonstrates honesty and integrity	13% / 75% / 13%	Not asked	68 %	75 %	79 %	88 %	100 %
People in my workgroup are honest, open and transparent in their dealings	13% / 72% / 15%	Not asked	77 %	72 %	62 %	77 %	100 %
I feel safe to challenge inappropriate behaviour at work	17% / 70% / 13%	Not asked	89 %	70 %	59 %	75 %	100 %

Victorian Public Sector Commission

VICTORIA State Government

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

69% of staff who did the survey agreed or strongly agreed with 'My organisation does not tolerate improper conduct'.

Survey question · Your results · Benchmark agree results

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

Survey question		You			Comparator		
	2020	2021	2022		Lowest	Average	Highest
My organisation does not tolerate improper conduct (Disagree 8%, Don't know 1%, Neither 21%, Agree 69%)	Not asked	73 %	69 %		55 %	74 %	93 %
Senior leaders demonstrate honesty and integrity (Disagree 11%, Don't know 7%, Neither 20%, Agree 62%)	Not asked	57 %	62 %		58 %	72 %	93 %
People in my workgroup appropriately manage conflicts of interest (Disagree 15%, Don't know 4%, Neither 20%, Agree 61%)	Not asked	73 %	61 %		64 %	72 %	100 %

Victorian Public Sector Commission

VICTORIA State Government
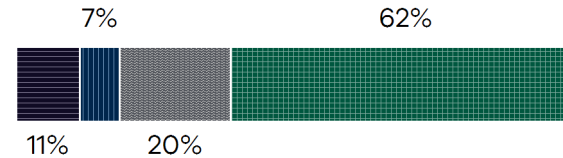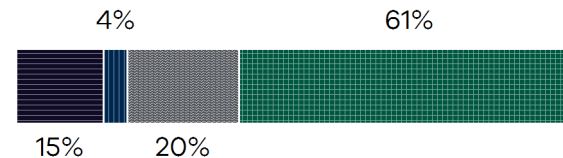
Public sector values

Impartiality

What this is

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

Why this is important

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

How to read this

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

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

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

Example

69% of staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.
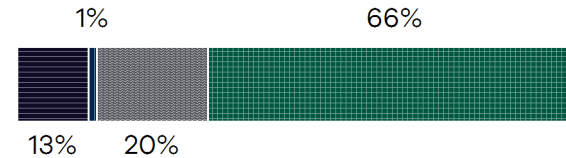
Survey question	Your results		Benchmark agree results					

Legend: ■ Disagree ■ Don't know ▦ Neither agree nor disagree ▦ Agree
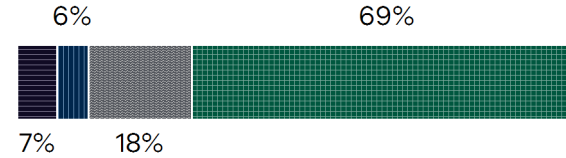
Survey question	Your results	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup are politically impartial in their work	6% / 7% / 18% / 69%	Not asked	66 %	69 %	57 %	76 %	88 %
My workgroup acts fairly and without bias	1% / 13% / 20% / 66%	Not asked	Not asked	66 %	60 %	74 %	100 %

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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

Example

87% of staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve it's goals'.
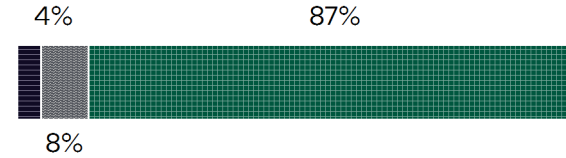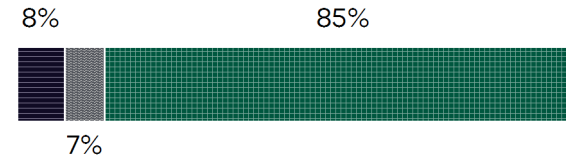
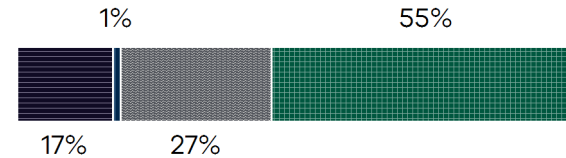## Survey question / Your results / Benchmark agree results

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree
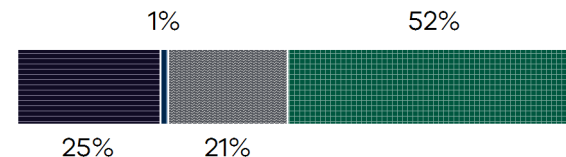
Survey question	Your results	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I understand how my job helps my organisation achieve it's goals	4% / 8% / 87%	Not asked	Not asked	87 %	87 %	95 %	100 %
I clearly understand what I am expected to do in this job	8% / 7% / 85%	86 %	84 %	85 %	74 %	89 %	100 %
My workgroup uses its resources well	17% / 1% / 27% / 55%	Not asked	Not asked	55 %	50 %	70 %	89 %
My workgroup has clear lines of responsibility	25% / 1% / 21% / 52%	Not asked	77 %	52 %	53 %	73 %	100 %

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

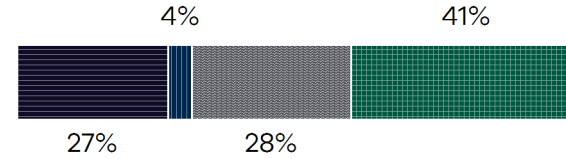Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

41% of staff who did the survey agreed or strongly agreed with 'Senior leaders provide clear strategy and direction'.
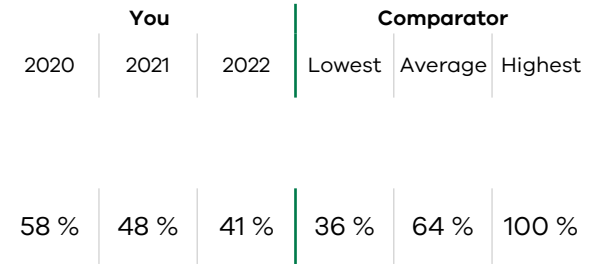
Survey question	Your results	Benchmark agree results

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

		You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
Senior leaders provide clear strategy and direction	27% Disagree, 4% Don't know, 28% Neither agree nor disagree, 41% Agree	58 %	48 %	41 %	36 %	64 %	100 %

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.
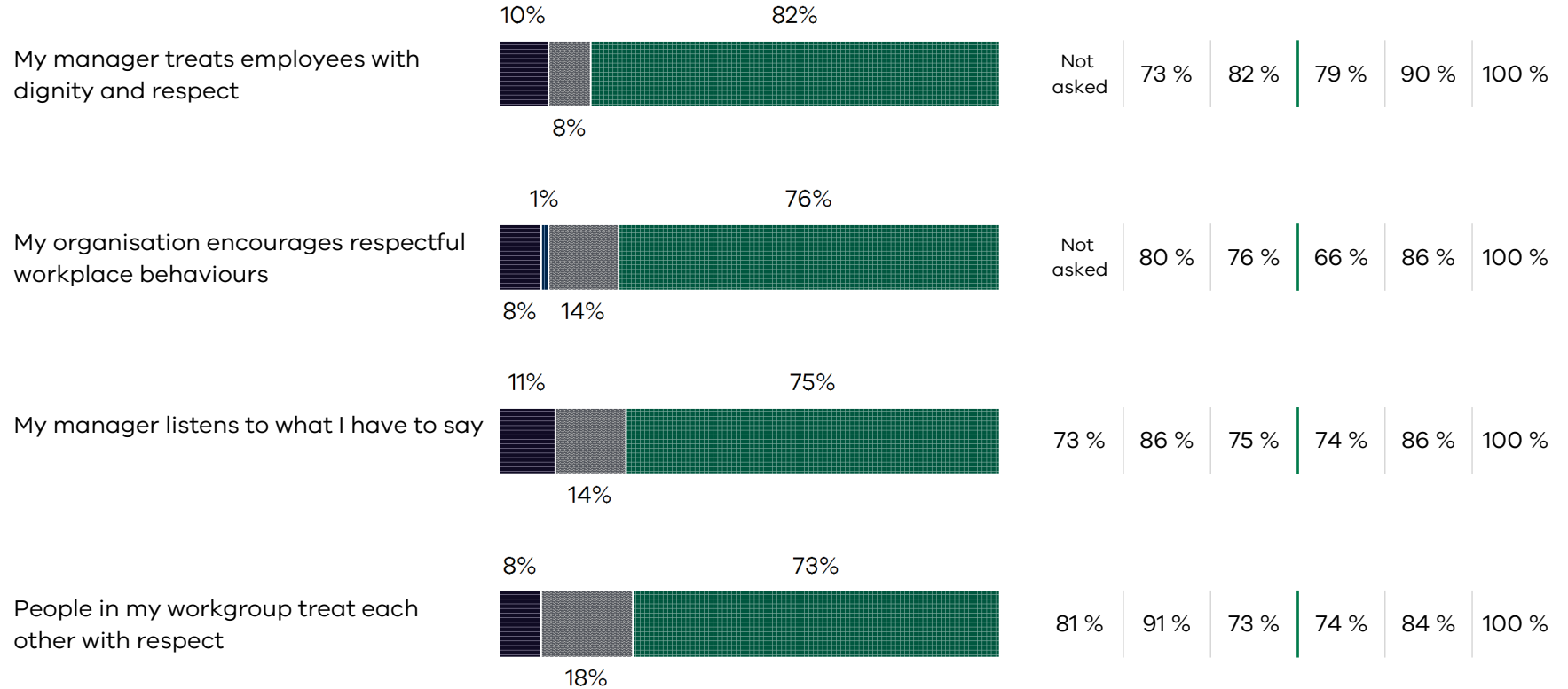
Example

82% of staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

Survey question	Your results	Benchmark agree results

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

Survey question		You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
My manager treats employees with dignity and respect	10% / 8% / 82%	Not asked	73 %	82 %	79 %	90 %	100 %
My organisation encourages respectful workplace behaviours	8% / 1% / 14% / 76%	Not asked	80 %	76 %	66 %	86 %	100 %
My manager listens to what I have to say	11% / 14% / 75%	73 %	86 %	75 %	74 %	86 %	100 %
People in my workgroup treat each other with respect	8% / 18% / 73%	81 %	91 %	73 %	74 %	84 %	100 %

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.
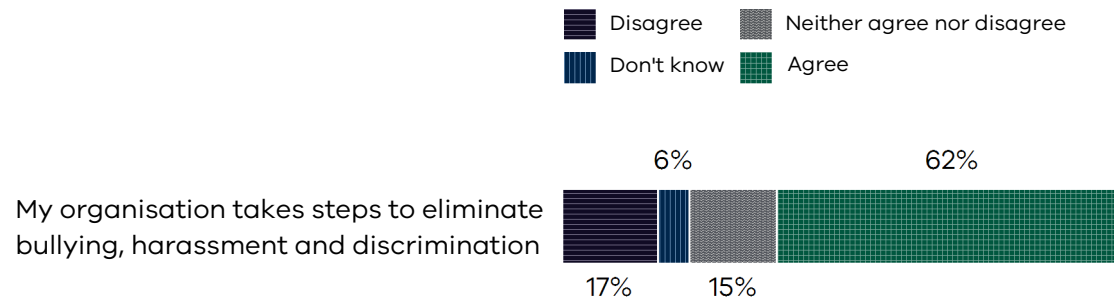
Example

62% 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

Survey question	Your results	2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My organisation takes steps to eliminate bullying, harassment and discrimination	17% / 6% / 15% / 62%	Not asked	68 %	62 %	47 %	72 %	100 %

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.
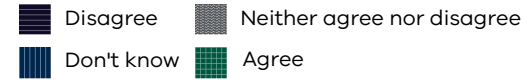
Example

75% of staff who did the survey agreed or strongly agreed with 'My manager models my organisation's values'.
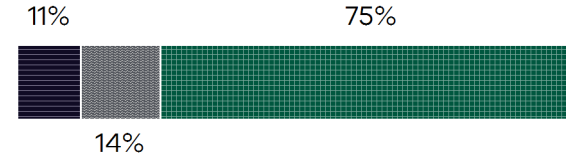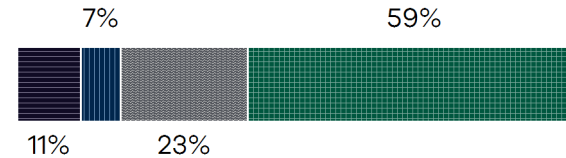
Survey question | Your results | Benchmark agree results

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

Survey question	Your results	2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager models my organisation's values	11% / 14% / 75%	Not asked	70 %	75 %	68 %	86 %	100 %
Senior leaders model my organisation's values	11% / 7% / 23% / 59%	Not asked	52 %	59 %	45 %	71 %	88 %

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

Human rights

What this is

Human rights is how your staff feel their organisation upholds basic human rights.

Why this is important

Using the Victorian Charter of Human Rights, organisations must consider human rights in how they work and act.

How to read this

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

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

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

Example

73% 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'.
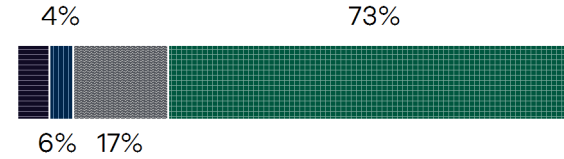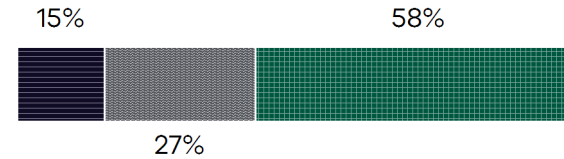
Legend: Disagree | Neither agree nor disagree | Don't know | Agree

Survey question	Your results		You		Comparator	
		2020	2021	2022	Lowest	Average	Highest
My organisation encourages employees to act in ways that are consistent with human rights	4% Disagree, 6%, 17%, 73% Agree	Not asked	73 %	73 %	68 %	87 %	100 %
I understand how the Charter of Human Rights and Responsibilities applies to my work	15% Disagree, 27%, 58% Agree	Not asked	50 %	58 %	43 %	68 %	88 %

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

Demographics

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

Demographics

Age, gender, variations in sex characteristics and sexual orientation

What this is

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

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

To protect you, we:

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

Age	(n)	%
15-34 years	**40**	56%
35-54 years	**22**	31%
55+ years	**5**	7%
Prefer not to say	**4**	6%

How would you describe your gender?	(n)	%
Man	**34**	48%
Woman	**31**	44%
Prefer not to say	**6**	8%

Are you trans, non-binary or gender diverse?	(n)	%
No	**66**	93%
Prefer not to say	**5**	7%

To your knowledge, do you have innate variation(s) of sex characteristics (often called intersex)?*	(n)	%
No	**65**	92%
Don't know	**2**	3%
Prefer not to say	**4**	6%

How do you describe your sexual orientation?	(n)	%
Straight (heterosexual)	**59**	83%
Prefer not to say	**5**	7%
Bisexual	**3**	4%
Don't know	**2**	3%
Gay or lesbian	**1**	1%
Pansexual	**1**	1%

Demographics

Aboriginal and/or Torres Strait Islander employees

What this is

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

Why this is important

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

How to read this

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

How we protect anonymity and privacy

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Aboriginal and/or Torres Strait Islander	(n)	%
Yes	**0**	0%
Non Aboriginal and/or Torres Strait Islander	**67**	94%
Prefer not to say	**4**	6%

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

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Do you identify as a person with a disability?	(n)	%
Yes	**5**	7%
No	**62**	87%
Prefer not to say	**4**	6%

Demographics

Cultural diversity 1 of 2

What this is

These are the personal characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

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Country of birth	(n)	%
Born in Australia	**49**	69%
Not born in Australia	**14**	20%
Prefer not to say	**8**	11%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Other	**4**	33%
Arabic	**2**	17%
Cantonese	**2**	17%
Hindi	**2**	17%
Sinhalese	**2**	17%
Filipino	**1**	8%
Indonesian	**1**	8%
Italian	**1**	8%
Mandarin	**1**	8%
Punjabi	**1**	8%
Spanish	**1**	8%
Tagalog	**1**	8%

Language other than English spoken with family or community	(n)	%
Yes	**12**	17%
No	**54**	76%
Prefer not to say	**5**	7%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Tamil	**1**	8%

Demographics

Cultural diversity 2 of 2

What this is

This is the cultural identity and religion of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

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

Cultural identity	(n)	%
Australian	48	68%
English, Irish, Scottish and/or Welsh	8	11%
Prefer not to say	6	8%
East and/or South-East Asian	5	7%
European (including Western, Eastern and South-Eastern Europe, and Scandinavia)	5	7%
South Asian	4	6%
New Zealander	3	4%
North American	2	3%
Other	2	3%
Central and/or South American	1	1%

Religion	(n)	%
No religion	37	52%
Christianity	19	27%
Prefer not to say	6	8%
Buddhism	4	6%
Other	2	3%
Islam	1	1%
Judaism	1	1%
Sikhism	1	1%

Demographics

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

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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Working arrangement	(n)	%
Full-Time	37	52%
Part-Time	34	48%

Gross base salary (ongoing/fixed term only)	(n)	%
Below $65k	23	41%
$65k to $95k	15	27%
$95k to $125k	7	13%
$125k or more	7	13%
Prefer not to say	4	7%

Organisational tenure	(n)	%
<1 year	30	42%
1 to less than 2 years	16	23%
2 to less than 5 years	17	24%
5 to less than 10 years	4	6%
10 to less than 20 years	3	4%
More than 20 years	1	1%

Management responsibility	(n)	%
Non-manager	46	65%
Other manager	14	20%
Manager of other manager(s)	11	15%

Employment type	(n)	%
Ongoing and executive	55	77%
Other	15	21%
Fixed term	1	1%

Demographics

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

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	**44**	62%
Melbourne CBD	**25**	35%
Other	**2**	3%

What have been your main places of work over the last 3-months?	(n)	%
Your employer's office	**54**	76%
A frontline or service delivery location	**13**	18%
Home or private location	**18**	25%
A shared office space (where two or more organisations share the same workspace e.g. Gov hubs, suburban hubs etc.)	**6**	8%
Other	**8**	11%

Flexible work	(n)	%
Flexible start and finish times	**27**	38%
Part-time	**19**	27%
Shift swap	**18**	25%
Working from an alternative location (e.g. home, hub/shared work space)	**17**	24%
Using leave to work flexible hours	**12**	17%
No, I do not use any flexible work arrangements	**11**	15%
Working more hours over fewer days	**9**	13%
Other	**2**	3%
Study leave	**1**	1%

Demographics

Adjustments

What this is

These are adjustments staff requested to perform in their role.

Why this is important

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

How to read this

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

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

How we protect anonymity and privacy

To protect you, we:
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Have you requested any of the following adjustments at work?*	(n)	%
No, I have not requested adjustments	46	65%
Flexible working arrangements	14	20%
Physical modifications or improvements to the workplace	9	13%
Career development support strategies	7	10%
Job redesign or role sharing	3	4%
Accessible communications technologies	3	4%

Why did you make this request?	(n)	%
Work-life balance	12	48%
Health	10	40%
Study commitments	5	20%
Other	5	20%
Caring responsibilities	4	16%
Disability	1	4%
Family responsibilities	1	4%

What was your experience with making the request?	(n)	%
The adjustments I needed were made and the process was satisfactory	15	60%
The adjustments I needed were not made	7	28%
The adjustments I needed were made but the process was unsatisfactory	3	12%

Demographics

Caring

What this is

These are staff-reported caring responsibilities.

Why this is important

This shows organisations what caring responsibilities their staff have.

How to read this

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

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

How we protect anonymity and privacy

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

Caring responsibility	(n)	%
None of the above	**43**	61%
Child(ren) - younger than preschool age	**6**	8%
Primary school aged child(ren)	**6**	8%
Prefer not to say	**4**	6%
Preschool aged child(ren)	**4**	6%
Person(s) with a medical condition	**4**	6%
Frail or aged person(s)	**4**	6%
Secondary school aged child(ren)	**3**	4%
Person(s) with disability	**2**	3%
Person(s) with a mental illness	**1**	1%

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