People matter survey wellbeing check 2022

Have your say

Tweddle Child and Family Health Service
2022 people matter survey results report

Victorian Public Sector Commission

VICTORIA State Government

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
- Patient safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Custom questions

- Questions requested by your organisation

Demographics

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

Victorian Public Sector Commission

VICTORIA State Government

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 73% 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

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
- Patient safety climate

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

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

Public sector values
- Scorecard
- Responsiveness
- Integrity
- Impartiality
- Accountability
- Respect
- Leadership
- Human rights

Custom questions
- Questions requested by your organisation

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

Report overview

Privacy and anonymity

To protect you, we:

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

Read more in our privacy policy.

Report overview

Survey's theoretical framework

What this is

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

Why this is important

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

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

Our public sector values

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

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

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

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

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

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

Responsiveness   Integrity   Impartiality   Accountability   Respect   Leadership   Human Rights

Report overview

Your comparator group

What this is

This is a list of similar organisations to yours.

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

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

How we use this in your report

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

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

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

Alfred Health

Austin Health

Dental Health Services Victoria

Melbourne Health

Monash Health

Northern Health

Peninsula Health

Peter MacCallum Cancer Centre

Royal Children's Hospital

Royal Victorian Eye and Ear Hospital

Royal Women's Hospital

The Queen Elizabeth Centre

Victorian Institute of Forensic Mental Health

Western Health

Report overview

Your response rate

What this is

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

Why this is important

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

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

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

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

How to read this

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

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

2021

49%
(43)

| Comparator | 29% |
| Public Sector | 39% |

2022

48%
(45)

| Comparator | 28% |
| Public Sector | 42% |

Victorian Public Sector Commission

VICTORIA State Government

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
- Patient safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Custom questions

- Questions requested by your organisation

Demographics

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

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	
78	
Comparator	72
Public Sector	70

2022	
76	
Comparator	70
Public Sector	68

People outcomes

Engagement question results 1 of 2

What this is

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

Your organisation's engagement index

Your 2022 index is 76.

Why this is important

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

How to read this

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

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

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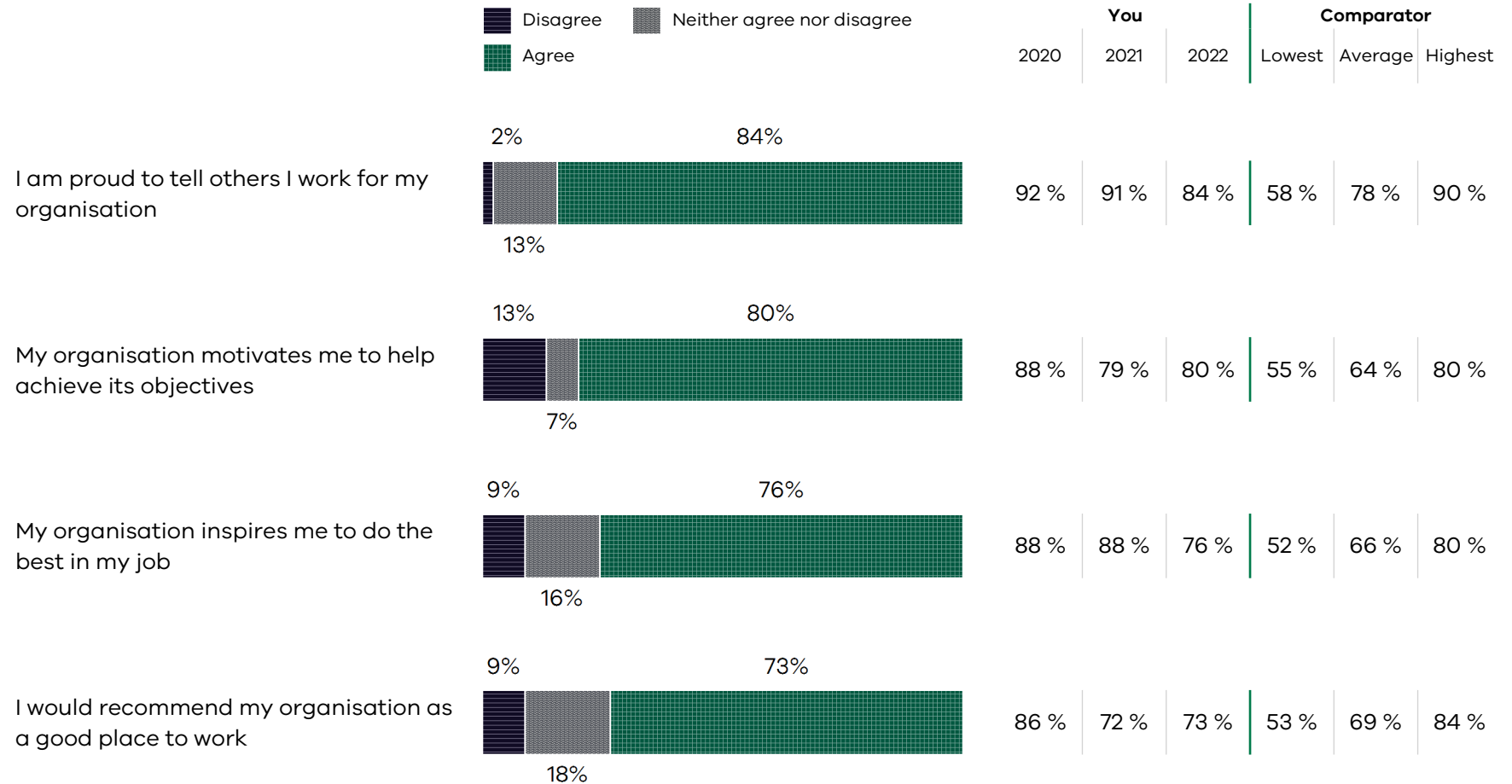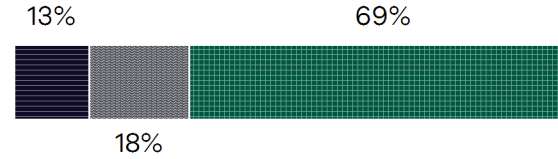
Example

84% of your staff who did the survey agreed or strongly agreed with 'I am proud to tell others I work for my organisation'.

Survey question	Your results				Benchmark agree results		

Legend: ■ Disagree ▥ Neither agree nor disagree ▦ Agree

Survey question	Your results	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I am proud to tell others I work for my organisation	2% / 13% / 84%	92 %	91 %	84 %	58 %	78 %	90 %
My organisation motivates me to help achieve its objectives	13% / 7% / 80%	88 %	79 %	80 %	55 %	64 %	80 %
My organisation inspires me to do the best in my job	9% / 16% / 76%	88 %	88 %	76 %	52 %	66 %	80 %
I would recommend my organisation as a good place to work	9% / 18% / 73%	86 %	72 %	73 %	53 %	69 %	84 %

People outcomes

Engagement question results 2 of 2

What this is

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

Your organisation's engagement index

Your 2022 index is 76.

Why this is important

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

How to read this

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

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

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

Example

69% of your staff who did the survey agreed or strongly agreed with 'I feel a strong personal attachment to my organisation'.
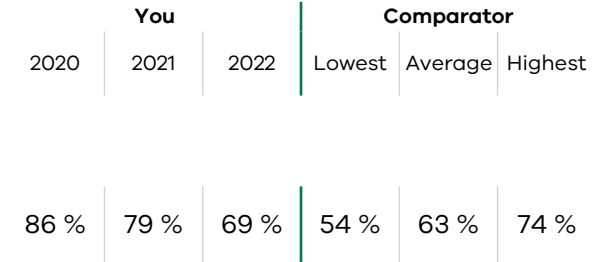
■ Disagree   ▦ Neither agree nor disagree

▦ Agree

Survey question	Your results			You			Comparator		
				2020	2021	2022	Lowest	Average	Highest
I feel a strong personal attachment to my organisation	13% / 18% / 69%			86 %	79 %	69 %	54 %	63 %	74 %

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:

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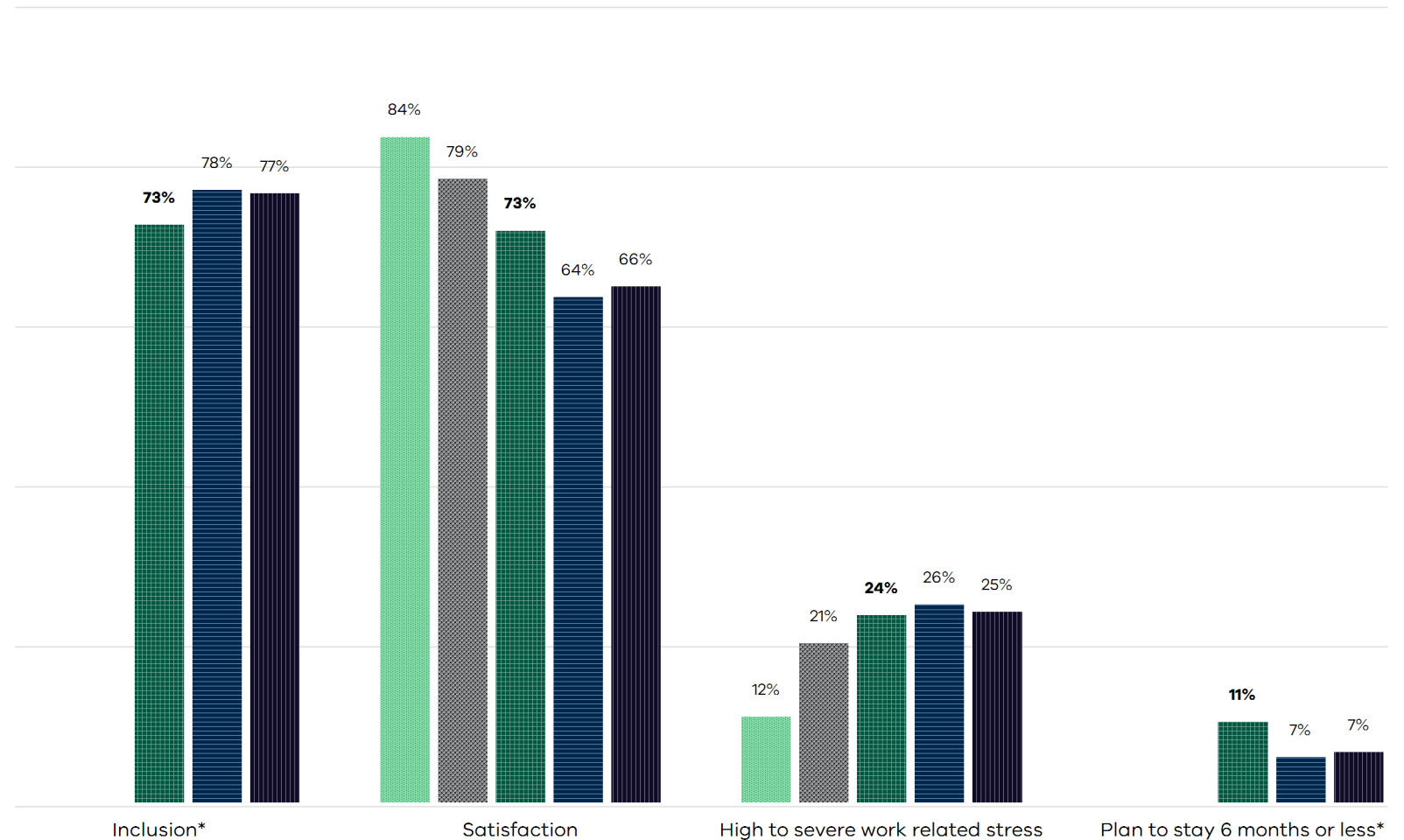
*We can't compare some data here because one or more questions were not asked in a previous survey

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

Chart values:
- Inclusion*: You 2022 **73%**, Comparator 2022 78%, Public sector 2022 77%
- Satisfaction: You 2020 84%, You 2021 79%, You 2022 **73%**, Comparator 2022 64%, Public sector 2022 66%
- High to severe work related stress: You 2020 12%, You 2021 21%, You 2022 **24%**, Comparator 2022 26%, Public sector 2022 25%
- Plan to stay 6 months or less*: You 2022 **11%**, Comparator 2022 7%, Public sector 2022 7%

Victorian Public Sector Commission

VICTORIA State Government

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

78% 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 (dark navy)
- Neither satisfied nor dissatisfied (grey)
- Satisfied (green)

Survey question	Your results	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
Considering everything, how satisfied are you with your current job	9% / 13% / 78%	90 %	86 %	78 %	63 %	70 %	85 %
How satisfied are you with the work/life balance in your current job	11% / 11% / 78%	80 %	84 %	78 %	58 %	63 %	81 %
How satisfied are you with your career development within your current organisation	13% / 24% / 62%	82 %	67 %	62 %	51 %	60 %	65 %

People outcomes

Work-related stress levels

What this is

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

Why this is important

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

How to read this

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

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

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

Example

24% of your staff who did the survey said they had high to severe stress in 2022. This is compared to 26% of staff in your comparator group and 25% of staff across the public sector.

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

Nil	13%
Low / mild	33%
Moderate	29%
High	18%
Very high	7%
Severe	0%
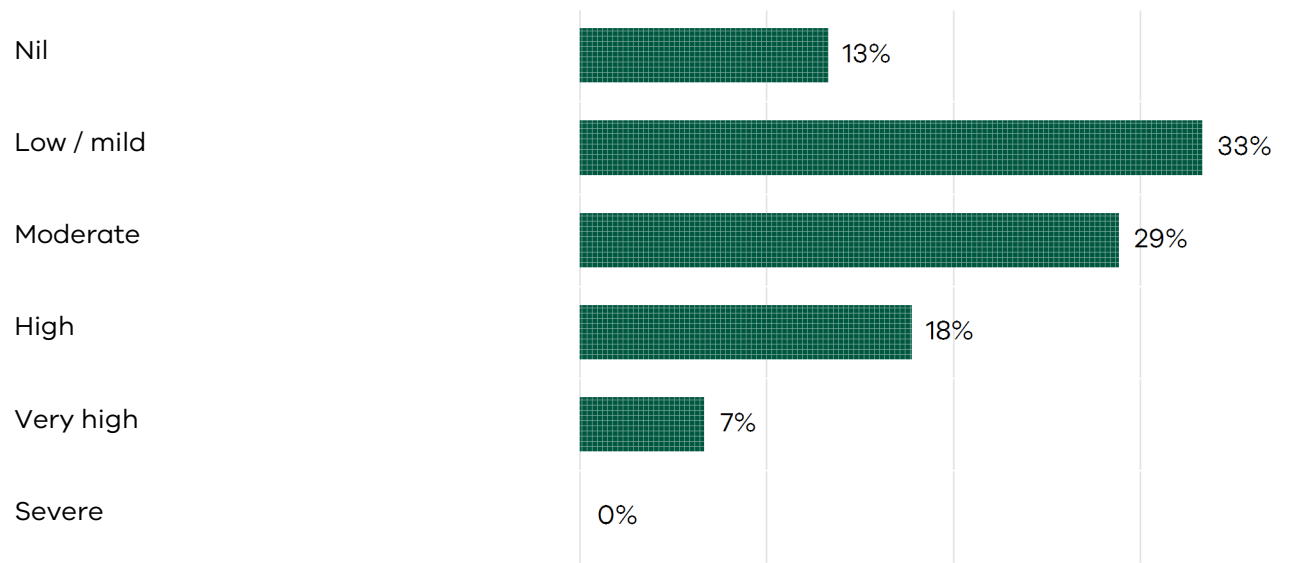
Reported levels of high to severe stress

2021		2022	
21%		**24%**	
Comparator	26%	Comparator	26%
Public Sector	26%	Public Sector	25%
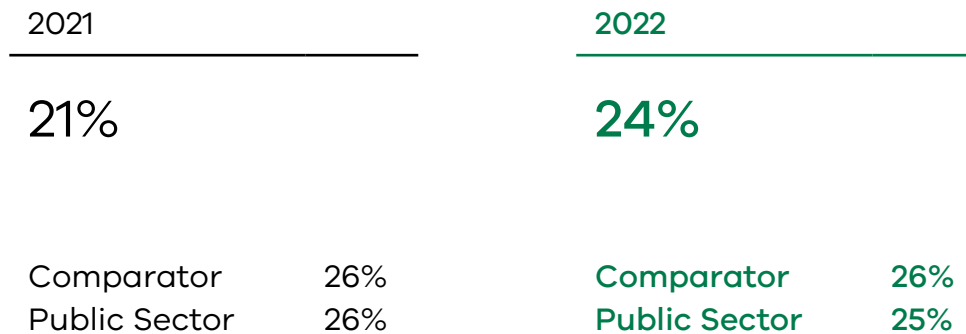
People outcomes

Work-related stress causes

What this is

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

Why this is important

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

How to read this

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

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

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

Example

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

Of that 87%, 54% said the top reason was 'Time pressure'.

	39			6
87%				13%

■ Experienced some work-related stress   ▦ Did not experience some work-related stress
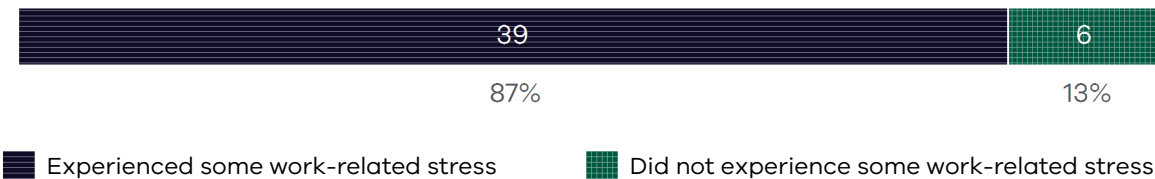
Of those that experienced work related stress it was from ...	You 2021	You 2022	Comparator 2022	Public sector 2022
Time pressure	55%	54%	43%	43%
Workload	45%	54%	56%	53%
Social environment (e.g. relationships with colleagues, manager and/or senior leaders)	23%	21%	13%	11%
Dealing with clients, patients or stakeholders	18%	15%	17%	15%
Other	8%	15%	9%	9%
Competing home and work responsibilities	15%	13%	16%	15%
Management of work (e.g. supervision, training, information, support)	10%	13%	13%	13%
Organisation or workplace change	23%	13%	8%	11%
Physical environment	3%	13%	8%	5%
Content, variety, or difficulty of work	5%	8%	12%	11%

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

7% of your staff who did the survey said they intended to work for your organisation for Over 6 months and up to 1 year.

Employees plan to work at your organisation for …	You 2022	Comparator 2022	Public sector 2022
6 months or less	11%	7%	7%
Over 6 months and up to 1 year	7%	10%	10%
Over 1 year and up to 3 years	18%	23%	23%
Over 3 years and up to 5 years	16%	16%	16%
Over 5 years	49%	45%	44%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Inclusion question results

What this is

This is how included staff feel in their workplace.

Why this is important

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

How to read this

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

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

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

Example

76% of your staff who did the survey agreed or strongly agreed with 'I can be myself at work'.

Survey question	Your results			

Legend: ■ Disagree ▦ Neither agree nor disagree ▦ Agree

	Your results			Benchmark agree results		
Survey question				**You**		**Comparator**
			2020	2021	2022	Lowest	Average	Highest
I can be myself at work	9% / 16% / 76%		Not asked	Not asked	76 %	73 %	81 %	88 %
I feel as if I belong at this organisation	16% / 13% / 71%		Not asked	Not asked	71 %	68 %	74 %	80 %
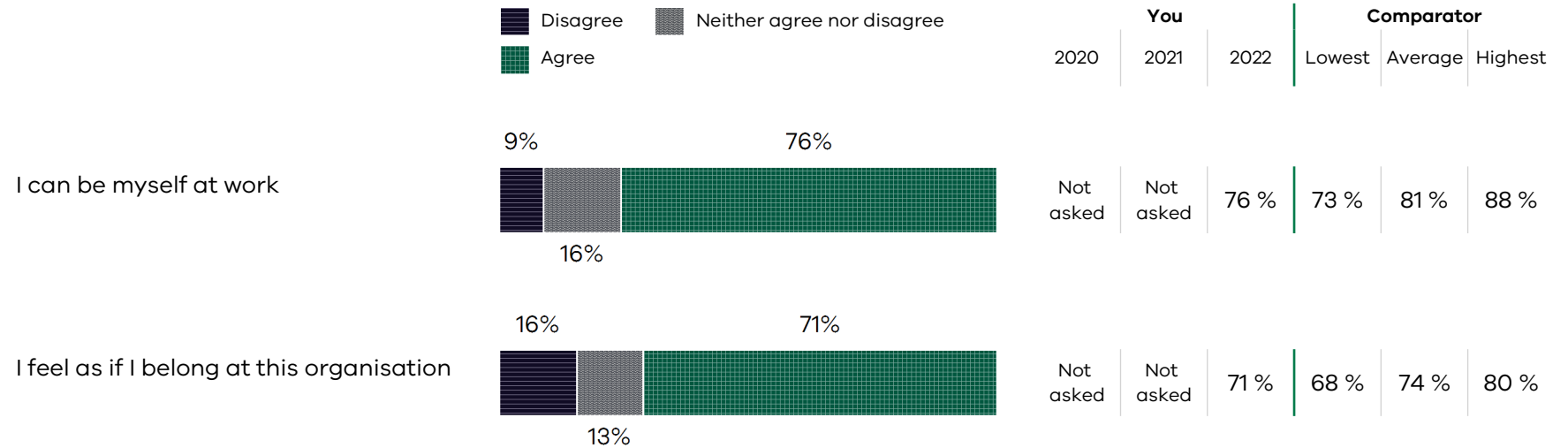
People outcomes

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

18% of your staff who did the survey said they have experienced barriers to success in the last 12 months due to 'My caring responsibilities'.

Staff who experienced one or more barriers to success at work

10	35
22%	78%

■ Experienced barriers   ▦ Did not experience barriers
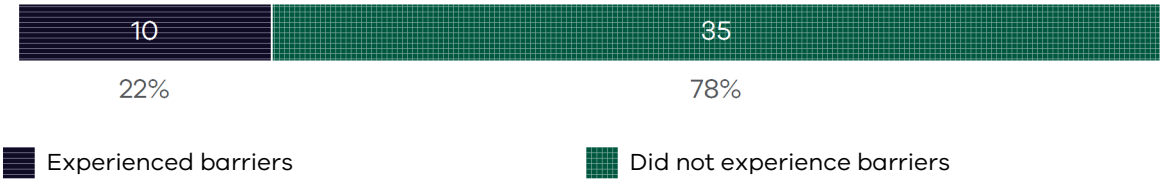
During the last 12 months, employees experienced barriers to their success due to ...	You 2022	Comparator 2022	Public sector 2022
My caring responsibilities	18%	8%	7%
My age	4%	8%	8%
My mental health	4%	7%	7%
My physical health	4%	4%	4%
My industrial activity	2%	1%	1%
My physical features	2%	1%	1%
My sex	2%	4%	4%

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:

- 71% of your staff who did the survey said work made them feel happy in 2022, which is down from 74% in 2021

Compared to:

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

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

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

	Happy	Enthusiastic	Worried	Miserable
You 2020	67%	65%	18%	8%
You 2021	74%	72%	16%	7%
You 2022	71%	64%	33%	18%
Comparator 2022	54%	47%	34%	21%
Public sector 2022	54%	48%	33%	19%
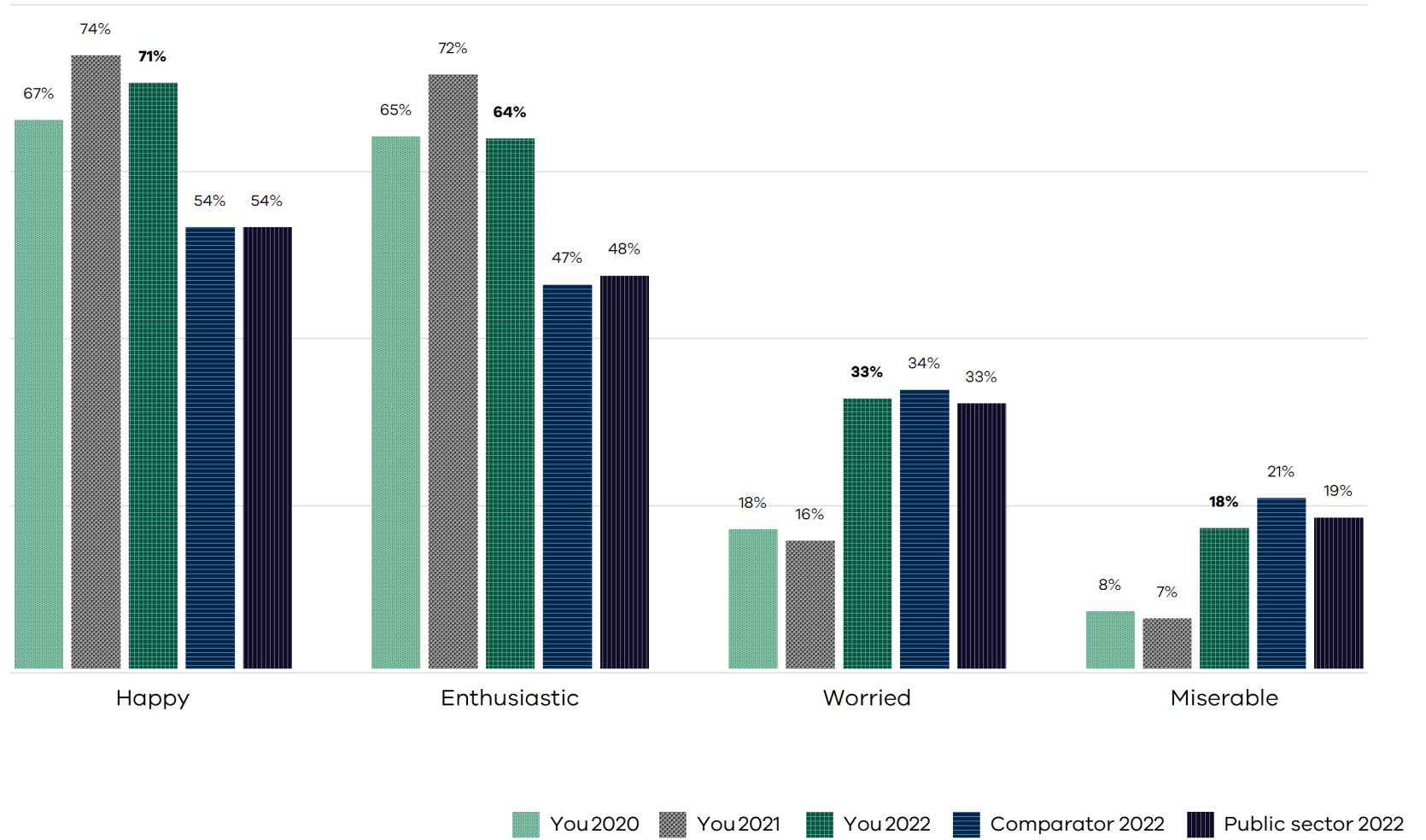
People outcomes

Scorecard: negative behaviours

What this is

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

Why this is important

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

How to read this

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

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

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

Example

In 2022:

- 16% of your staff who did the survey stated they experienced 'Violence or aggression' in the last 12 months which is up from 12% in 2021.

Compared to:

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

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

	Violence or aggression	Bullying	Sexual harassment	Discrimination
You 2020	8%	14%	2%	4%
You 2021	12%	12%	2%	0%
You 2022	16%	13%	7%	2%
Comparator 2022	28%	16%	8%	6%
Public sector 2022	18%	13%	5%	5%
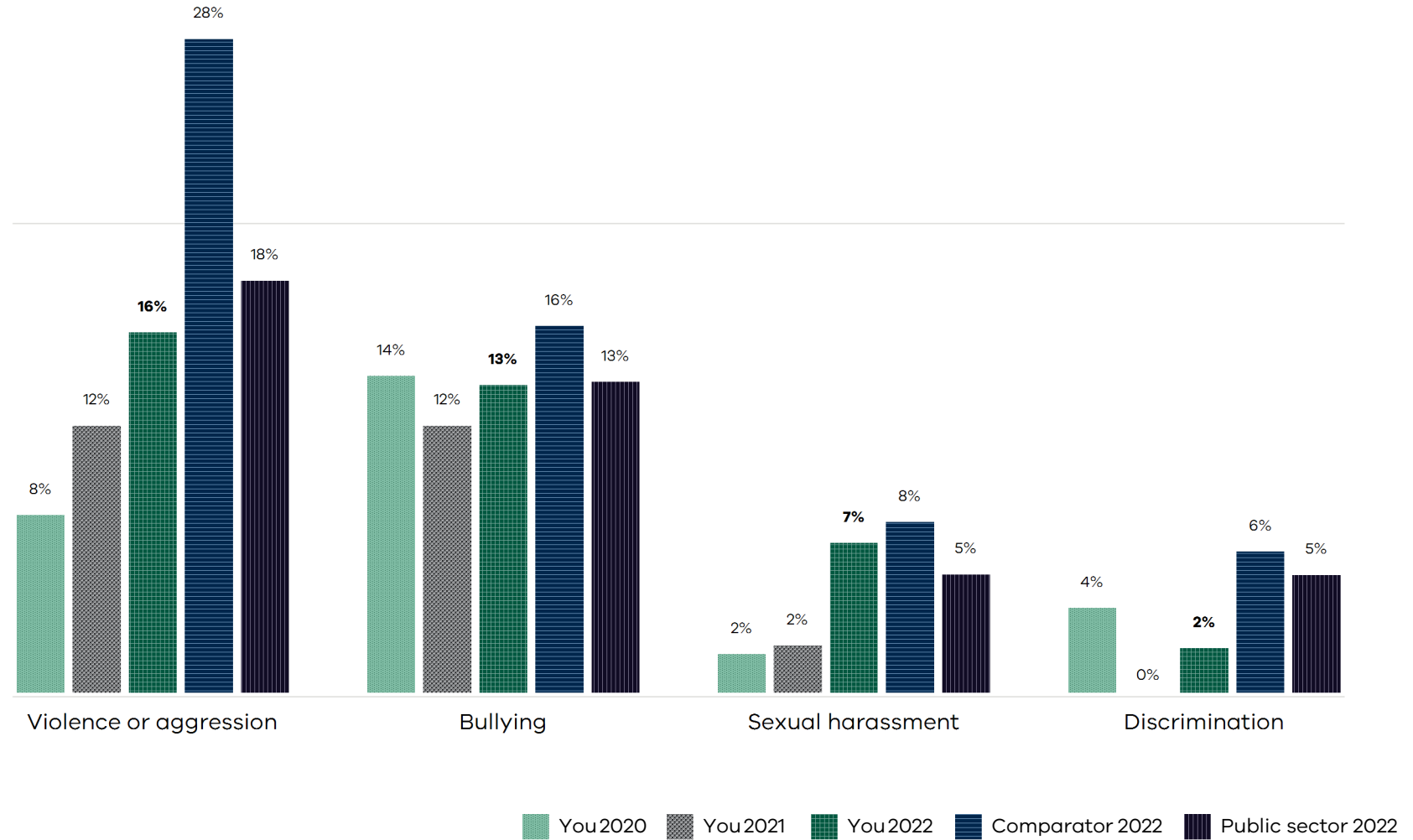
People outcomes

Bullying

What this is

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

Why this is important

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

Why there is no data here

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

We do this to protect the respondents.

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.

People outcomes

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.

Why there is no data here

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

We do this to protect the respondents.

People matter survey wellbeing check 2022

Have your say

Overview

Result summary

Report overview

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

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

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

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Custom questions

- Questions requested by your organisation

Demographics

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

Key differences

Highest scoring questions

What this is

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

How to read this

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

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

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

Example

On the first row 'Job enrichment', the 'You 2022' column shows 98% of your staff agreed with 'I can use my skills and knowledge in my job'.
This question was not asked in 2021.

Question group	Highest scoring questions	You 2022	Change from 2021	Comparator 2022
Job enrichment	I can use my skills and knowledge in my job	98%	Not asked in 2021	93%
Patient safety climate	I am encouraged by my colleagues to report any patient safety concerns I may have	96%	+10%	80%
Job enrichment	I understand how my job helps my organisation achieve it's goals	93%	Not asked in 2021	92%
Manager leadership	My manager demonstrates honesty and integrity	93%	+10%	81%
Collaboration	I am able to work effectively with others outside my immediate workgroup	93%	+3%	86%
Job enrichment	I clearly understand what I am expected to do in this job	91%	-2%	90%
Manager leadership	My manager models my organisation's values	91%	+10%	80%
Manager leadership	My manager treats employees with dignity and respect	91%	+3%	83%
Manager support	I can discuss problems or issues with my manager	91%	Not asked in 2021	77%
Manager support	My manager listens to what I have to say	91%	+3%	78%

Victorian Public Sector Commission

VICTORIA State Government

Key differences

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 40% 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	40%	Not asked in 2021	27%
Workload	I have enough time to do my job effectively	42%	-16%	51%
Learning and development	I am satisfied with the opportunities to progress in my organisation	44%	Not asked in 2021	53%
Organisational integrity	I have an equal chance at promotion in my organisation	47%	Not asked in 2021	51%
Workload	The workload I have is appropriate for the job that I do	49%	-5%	55%
Organisational integrity	I believe the promotion processes in my organisation are fair	49%	Not asked in 2021	47%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	49%	-9%	50%
Patient safety climate	The culture in my work area makes it easy to learn from the errors of others	51%	-23%	66%
Patient safety climate	Trainees in my discipline are adequately supervised	56%	-7%.	63%
Safety climate	All levels of my organisation are involved in the prevention of stress	56%	+7%	43%

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 'Patient safety climate', the 'You 2022' column shows 84% of your staff agreed with 'My suggestions about patient safety would be acted upon if I expressed them to my manager'.
In the 'Increase from 2021' column, you have a 19% increase, which is a positive trend.

Question group	Most improved from last year	You 2022	Increase from 2021	Comparator 2022
Patient safety climate	My suggestions about patient safety would be acted upon if I expressed them to my manager	84%	+19%	72%
Manager leadership	My manager models my organisation's values	91%	+10%	80%
Manager leadership	My manager demonstrates honesty and integrity	93%	+10%	81%
Patient safety climate	I am encouraged by my colleagues to report any patient safety concerns I may have	96%	+10%	80%
Safety climate	All levels of my organisation are involved in the prevention of stress	56%	+7%	43%
Workgroup support	People in my workgroup are politically impartial in their work	71%	+6%	72%
Collaboration	Workgroups across my organisation willingly share information with each other	73%	+6%	65%
Patient safety climate	Management is driving us to be a safety-centred organisation	84%	+5%	72%
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	87%	+5%	73%
Manager support	My manager provides me with enough support when I need it	87%	+3%	76%

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 'Patient safety climate', the 'You 2022' column shows 51% of your staff agreed with 'The culture in my work area makes it easy to learn from the errors of others'.

In the 'Decrease from 2021' column, you have a 23% decrease, which is a negative trend.

Question subgroup	Largest decline from last year	You 2022	Decrease from 2021	Comparator 2022
Patient safety climate	The culture in my work area makes it easy to learn from the errors of others	51%	-23%	66%
Learning and development	I am satisfied with the way my learning and development needs have been addressed in the last 12 months	60%	-21%	58%
Learning and development	My organisation places a high priority on the learning and development of staff	60%	-21%	60%
Workgroup support	People in my workgroup treat each other with respect	69%	-17%	80%
Workgroup support	People in my workgroup work together effectively to get the job done	67%	-17%	80%
Workload	I have enough time to do my job effectively	42%	-16%	51%
Job enrichment	I have the authority to do my job effectively	78%	-15%	78%
Engagement	My organisation inspires me to do the best in my job	76%	-13%	66%
Organisational integrity	My organisation does not tolerate improper conduct	64%	-12%	70%
Workgroup support	People in my workgroup are honest, open and transparent in their dealings	60%	-12%	70%

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 'Patient safety climate', the 'You 2022' column shows 96% of your staff agreed with 'I am encouraged by my colleagues to report any patient safety concerns I may have'.

The 'difference' column, shows that agreement for this question was 16 percentage points higher in your organisation than in your comparator.

Question group	Biggest positive difference from comparator	You 2022	Difference	Comparator 2022
Patient safety climate	I am encouraged by my colleagues to report any patient safety concerns I may have	96%	+16%	80%
Engagement	My organisation motivates me to help achieve its objectives	80%	+16%	64%
Satisfaction	How satisfied are you with the work/life balance in your current job	78%	+15%	63%
Flexible working	My manager supports working flexibly	87%	+14%	73%
Manager support	I can discuss problems or issues with my manager	91%	+14%	77%
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	87%	+13%	73%
Taking action	I believe my organisation will make improvements based on the results of this survey	60%	+13%	47%
Manager support	My manager listens to what I have to say	91%	+13%	78%
Taking action	My organisation has made improvements based on the survey results from last year	40%	+13%	27%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	62%	+13%	49%

Victorian Public Sector Commission

VICTORIA State Government

Key differences

Biggest negative difference from comparator

What this is

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

How to read this

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

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

Example

On the first row 'Patient safety climate', the 'You 2022' column shows 51% of your staff agreed with 'The culture in my work area makes it easy to learn from the errors of others'.

The 'difference' column, shows that agreement for this question was 15 percentage points lower in your organisation than in your comparator.

Question subgroup	Biggest negative difference from comparator	You 2022	Difference	Comparator 2022
Patient safety climate	The culture in my work area makes it easy to learn from the errors of others	51%	–15%	66%
Workgroup support	People in my workgroup work together effectively to get the job done	67%	–14%	80%
Workgroup support	People in my workgroup treat each other with respect	69%	–11%	80%
Workgroup support	People in my workgroup are honest, open and transparent in their dealings	60%	–10%	70%
Learning and development	I am satisfied with the opportunities to progress in my organisation	44%	–9%	53%
Workload	I have enough time to do my job effectively	42%	–9%	51%
Quality service delivery	My workgroup acts fairly and without bias	60%	–8%	68%
Patient safety climate	Trainees in my discipline are adequately supervised	56%	–7%	63%
Organisational integrity	My organisation takes steps to eliminate bullying, harassment and discrimination	58%	–7%	65%
Senior leadership	Senior leaders model my organisation's values	58%	–7%	65%

Victorian Public Sector Commission

VICTORIA State Government

People matter survey wellbeing check 2022

Have your say

Overview

Result summary

Report overview

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

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

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

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Custom questions

- Questions requested by your organisation

Demographics

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

Taking action

What this is

This is how well staff feel their organisation takes action and makes improvements from your survey results.

Why this is important

If your organisation takes action as a result of survey results, your staff may feel their feedback is valuable.

How to read this

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

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

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

Example

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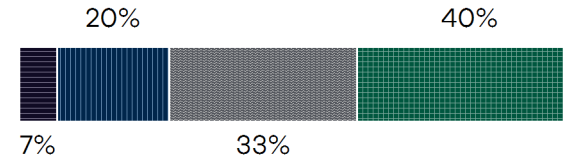
Survey question	Your results						

Your results legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree
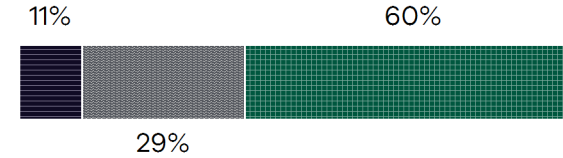
Survey question	Your results	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I believe my organisation will make improvements based on the results of this survey	11% / 29% / 60%	Not asked	Not asked	60 %	37 %	47 %	61 %
My organisation has made improvements based on the survey results from last year	7% / 20% / 33% / 40%	Not asked	Not asked	40 %	20 %	27 %	42 %

People matter survey wellbeing check 2022

Have your say

Overview

Result summary

Report overview

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

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

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

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Custom questions

- Questions requested by your organisation

Demographics

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

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.

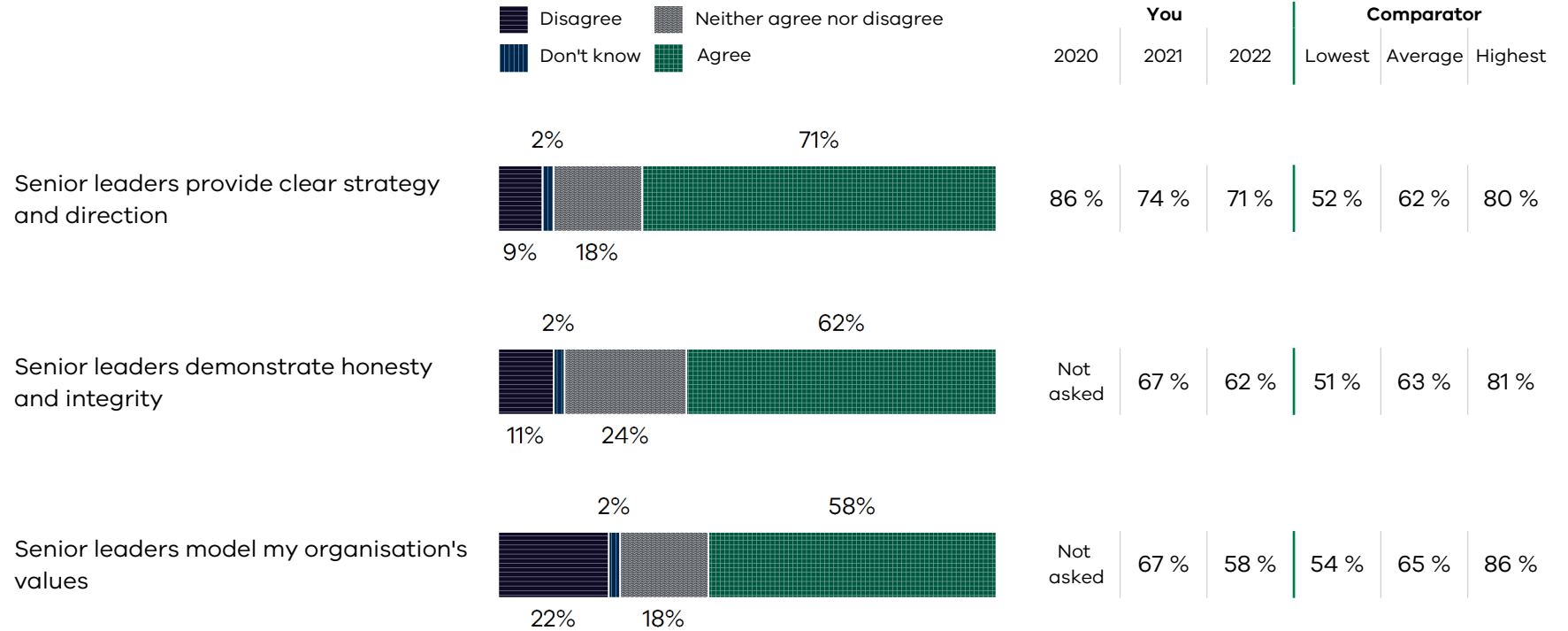Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

71% of your staff who did the survey agreed or strongly agreed with 'Senior leaders provide clear strategy and direction'.

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

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

Survey question		2020	2021	2022	Lowest	Average	Highest
Senior leaders provide clear strategy and direction	9% / 2% / 18% / 71%	86 %	74 %	71 %	52 %	62 %	80 %
Senior leaders demonstrate honesty and integrity	11% / 2% / 24% / 62%	Not asked	67 %	62 %	51 %	63 %	81 %
Senior leaders model my organisation's values	22% / 2% / 18% / 58%	Not asked	67 %	58 %	54 %	65 %	86 %

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
- Patient safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Custom questions

- Questions requested by your organisation

Demographics

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

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.

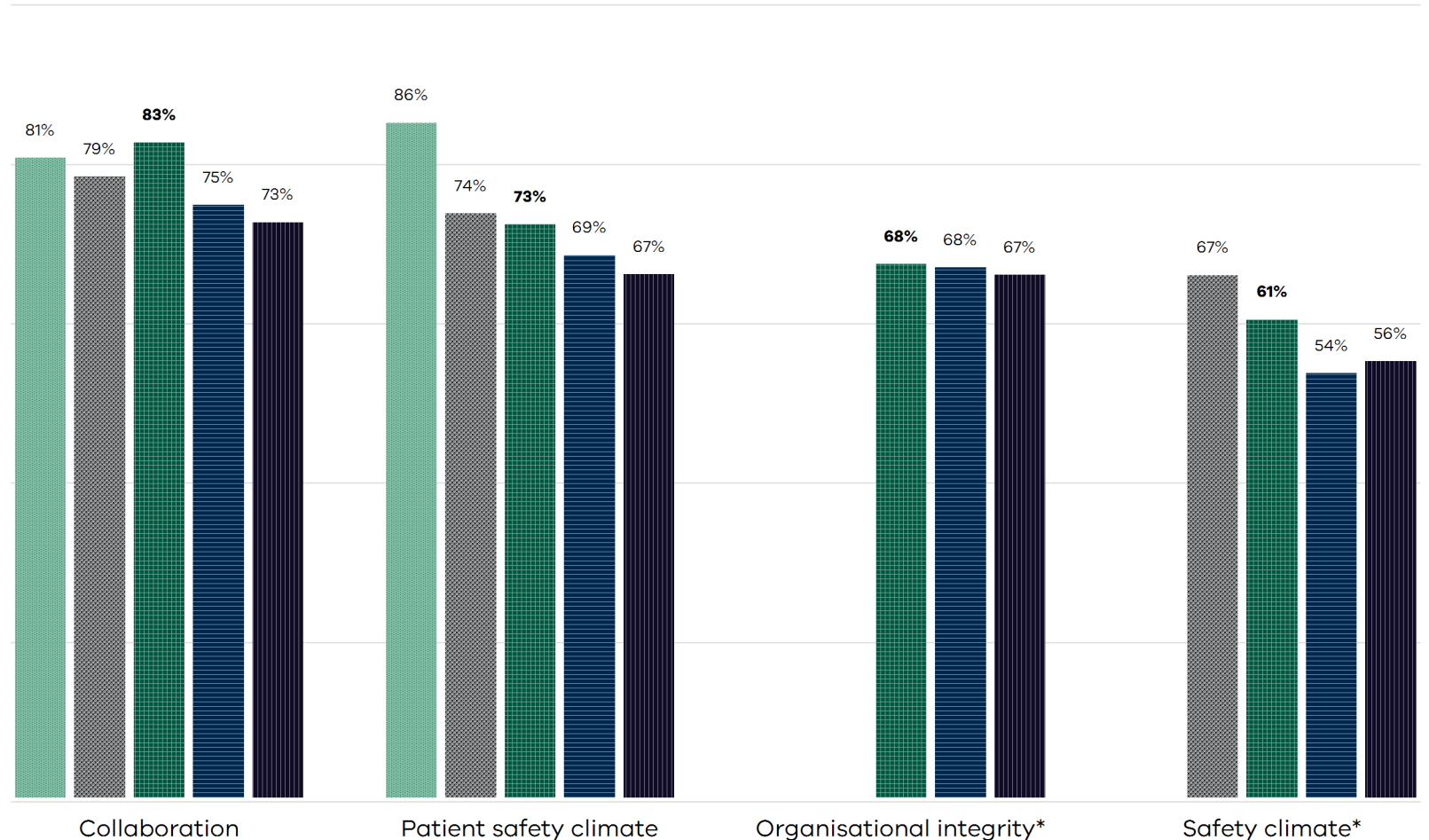Each result is the overall percentage of positive responses for your organisation, comparator and public sector.

Example

In 2022:

- 83% of your staff who did the survey responded positively to questions about Collaboration which is up from 79% in 2021.

Compared to:

- 75% of staff at your comparator and 73% of staff across the public sector.

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

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

Collaboration: 81%, 79%, 83%, 75%, 73%
Patient safety climate: 86%, 74%, 73%, 69%, 67%
Organisational integrity*: 68%, 68%, 67%
Safety climate*: 67%, 61%, 54%, 56%

Victorian Public Sector Commission

VICTORIA State Government

Organisational climate

Organisational integrity 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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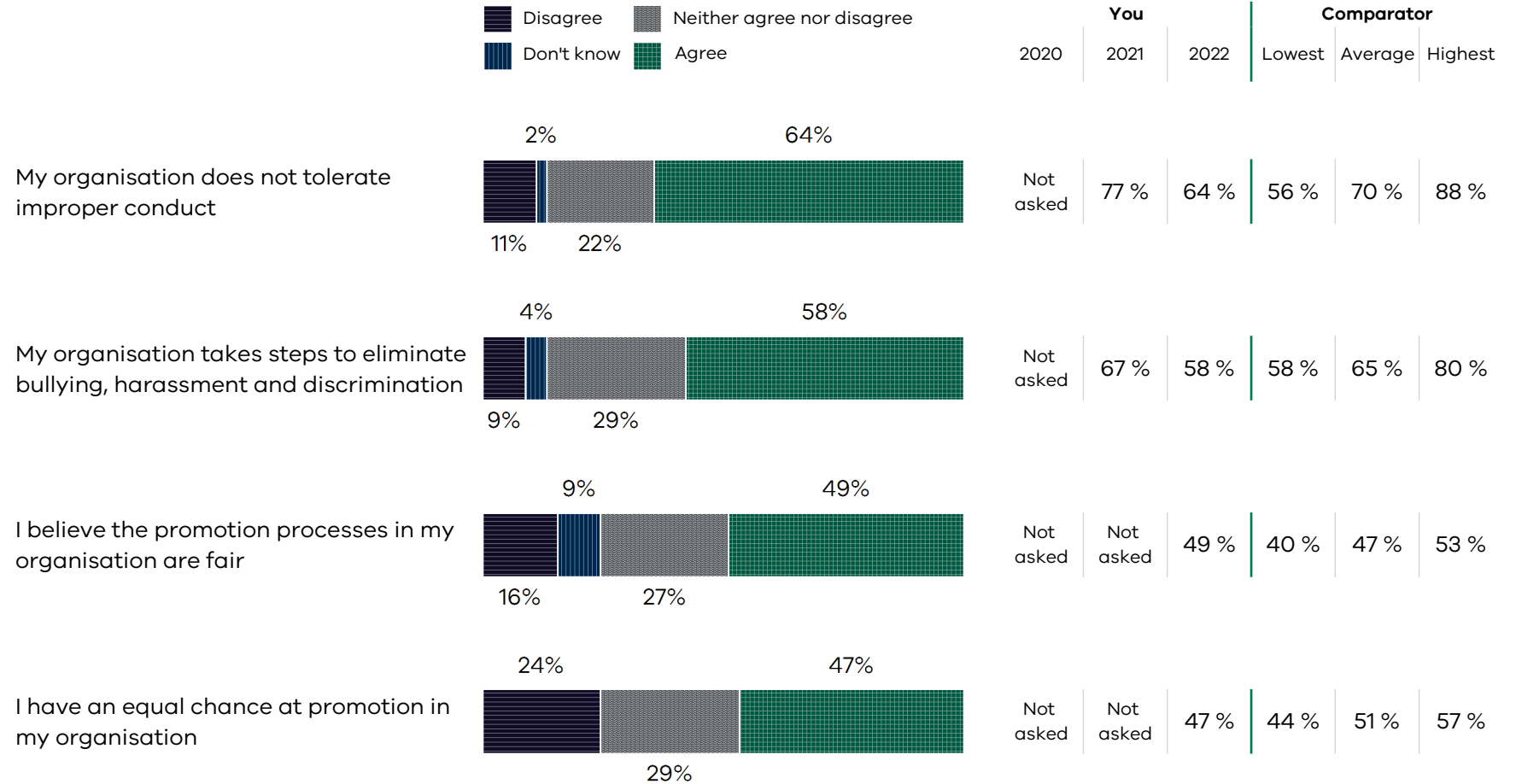
Example

91% of your staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.

Legend: Disagree | 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	2% ... 91% (4% 2%)	Not asked	88 %	91 %	74 %	84 %	93 %
My organisation is committed to earning a high level of public trust	4% ... 89% (2% 4%)	Not asked	91 %	89 %	65 %	80 %	94 %
My organisation encourages respectful workplace behaviours	2% ... 78% (7% 13%)	Not asked	84 %	78 %	72 %	81 %	91 %
I believe the recruitment processes in my organisation are fair	4% ... 69% (13% 13%)	Not asked	Not asked	69 %	55 %	63 %	78 %

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.
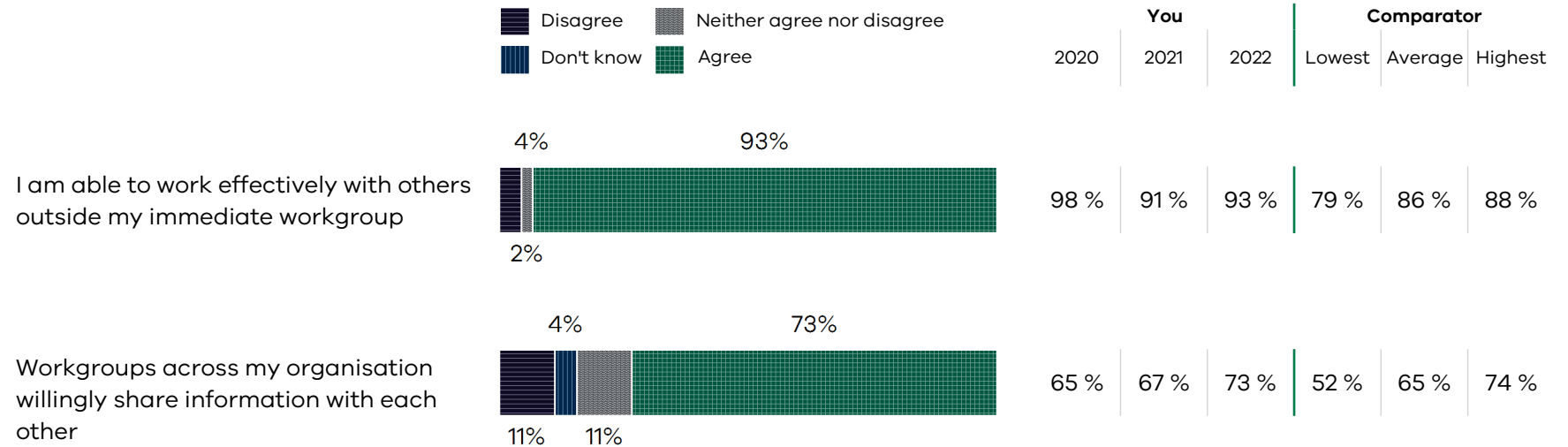
Example

64% of your 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 11%, Don't know 2%, Neither 22%, Agree 64%)		Not asked	77 %	64 %	56 %	70 %	88 %
My organisation takes steps to eliminate bullying, harassment and discrimination (Disagree 9%, Don't know 4%, Neither 29%, Agree 58%)		Not asked	67 %	58 %	58 %	65 %	80 %
I believe the promotion processes in my organisation are fair (Disagree 16%, Don't know 9%, Neither 27%, Agree 49%)		Not asked	Not asked	49 %	40 %	47 %	53 %
I have an equal chance at promotion in my organisation (Disagree 24%, Neither 29%, Agree 47%)		Not asked	Not asked	47 %	44 %	51 %	57 %

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.
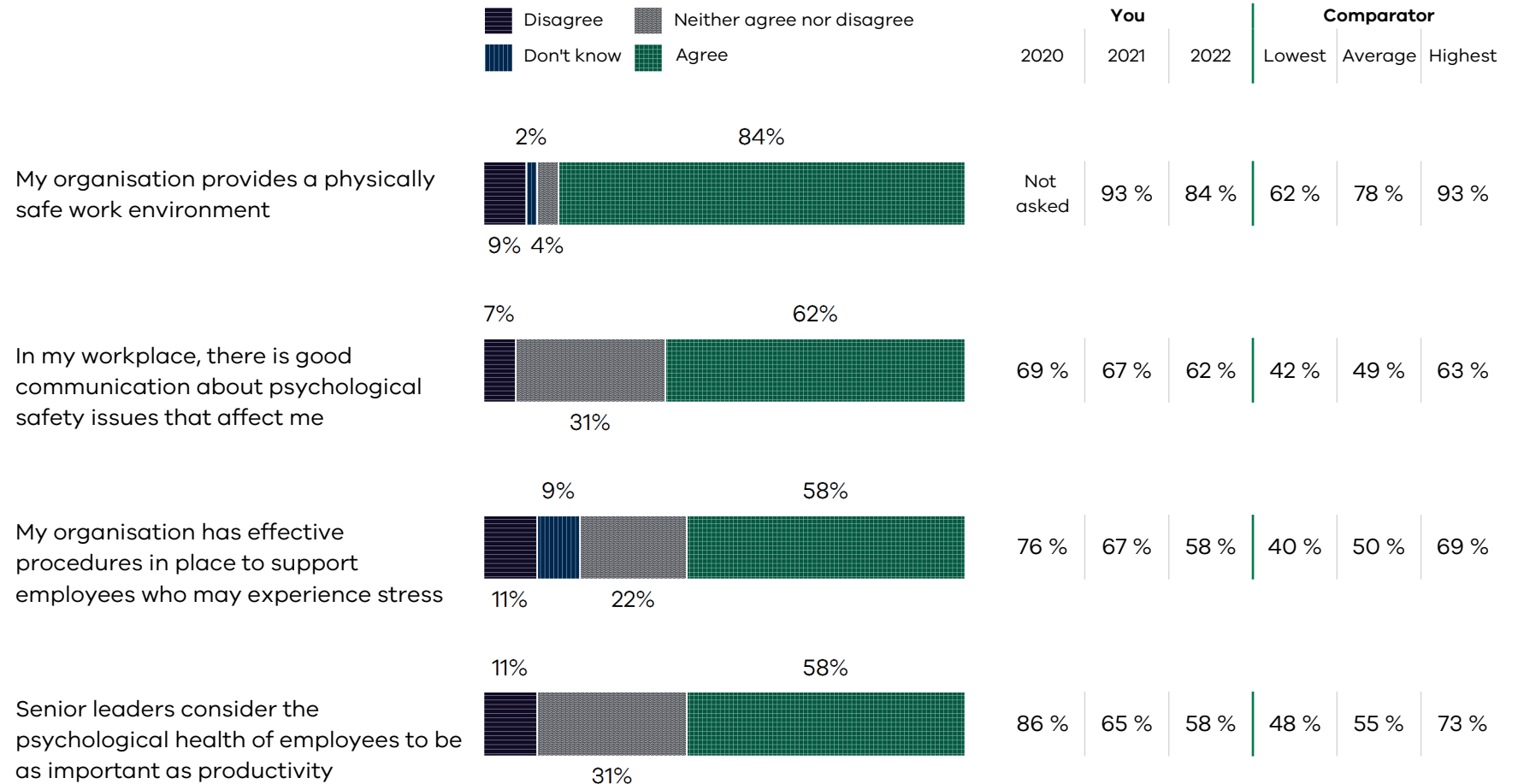
Example

93% of your staff who did the survey agreed or strongly agreed with 'I am able to work effectively with others outside my immediate workgroup'.

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

Survey question	Your results		You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I am able to work effectively with others outside my immediate workgroup	4% / 93% / 2%		98 %	91 %	93 %	79 %	86 %	88 %
Workgroups across my organisation willingly share information with each other	4% / 73% / 11% / 11%		65 %	67 %	73 %	52 %	65 %	74 %

Organisational climate

Safety climate 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

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

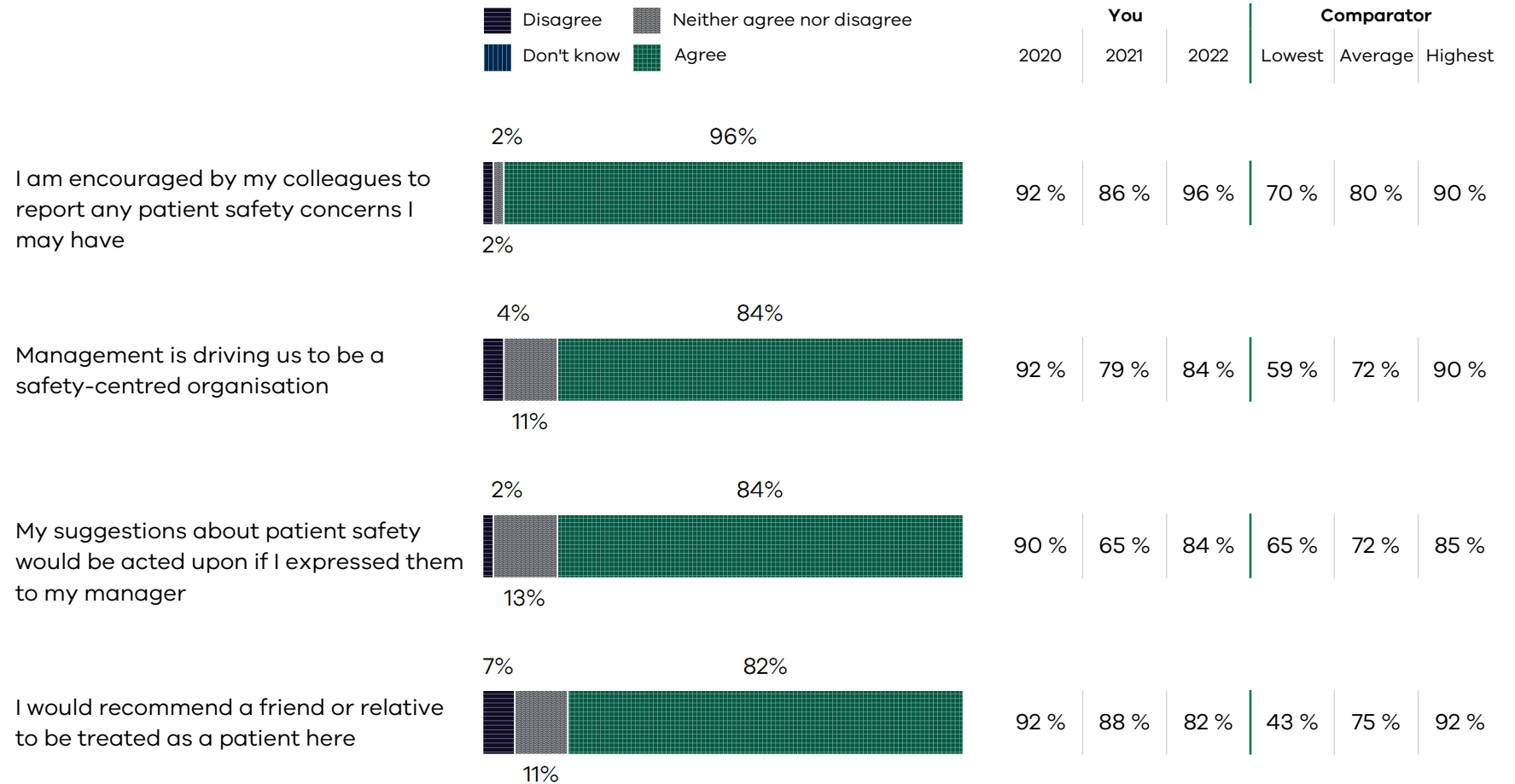| Survey question	Your results						

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

	You			**Comparator**		
2020	2021	2022	Lowest	Average	Highest

Survey question	Disagree	Don't know	Neither	Agree	2020	2021	2022	Lowest	Average	Highest
My organisation provides a physically safe work environment	9%	4%		2% / 84%	Not asked	93 %	84 %	62 %	78 %	93 %
In my workplace, there is good communication about psychological safety issues that affect me	7%		31%	62%	69 %	67 %	62 %	42 %	49 %	63 %
My organisation has effective procedures in place to support employees who may experience stress	11%	9%	22%	58%	76 %	67 %	58 %	40 %	50 %	69 %
Senior leaders consider the psychological health of employees to be as important as productivity	11%		31%	58%	86 %	65 %	58 %	48 %	55 %	73 %

Victorian Public Sector Commission

VICTORIA State Government

Organisational climate

Safety climate 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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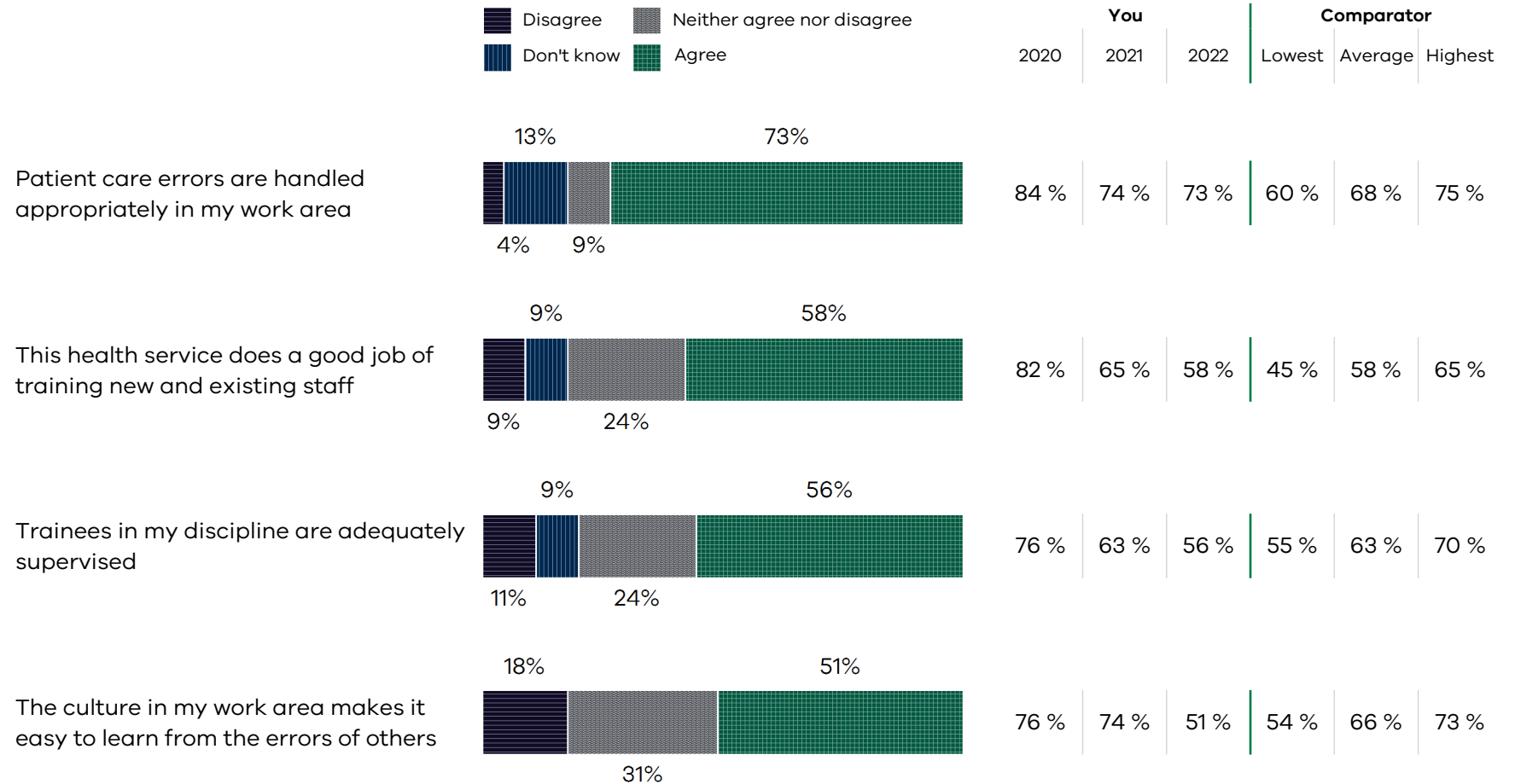
Example

56% 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						

Legend: Disagree | Neither agree nor disagree | Don't know | Agree
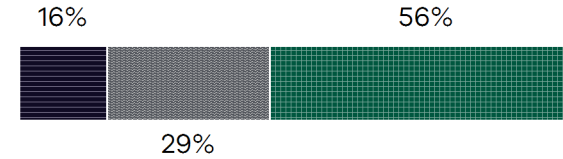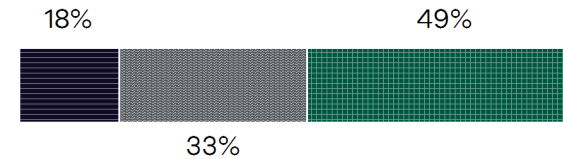
Survey question	Your results	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
All levels of my organisation are involved in the prevention of stress	16% / 29% / 56%	65 %	49 %	56 %	36 %	43 %	64 %
Senior leaders show support for stress prevention through involvement and commitment	18% / 33% / 49%	82 %	58 %	49 %	42 %	50 %	64 %

Organisational climate

Patient safety climate 1 of 2

What this is

This is the safety culture in a healthcare workplace.

Why this is important

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

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

How to read this

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

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

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

Example

96% of your staff who did the survey agreed or strongly agreed with 'I am encouraged by my colleagues to report any patient safety concerns I may have'.

Survey question	Your results		You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
I am encouraged by my colleagues to report any patient safety concerns I may have	2% 96% / 2%	92 %	86 %	96 %	70 %	80 %	90 %
Management is driving us to be a safety-centred organisation	4% 84% / 11%	92 %	79 %	84 %	59 %	72 %	90 %
My suggestions about patient safety would be acted upon if I expressed them to my manager	2% 84% / 13%	90 %	65 %	84 %	65 %	72 %	85 %
I would recommend a friend or relative to be treated as a patient here	7% 82% / 11%	92 %	88 %	82 %	43 %	75 %	92 %

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

Victorian Public Sector Commission

VICTORIA State Government

Organisational climate

Patient safety climate 2 of 2

What this is

This is the safety culture in a healthcare workplace.

Why this is important

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

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

How to read this

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

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

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

Example

73% of your staff who did the survey agreed or strongly agreed with 'Patient care errors are handled appropriately in my work area'.

Survey question	Your results	Benchmark agree results					
		You			**Comparator**		
		2020	2021	2022	Lowest	Average	Highest
Patient care errors are handled appropriately in my work area	Disagree 4%, Don't know 13%, Neither agree nor disagree 9%, Agree 73%	84 %	74 %	73 %	60 %	68 %	75 %
This health service does a good job of training new and existing staff	Disagree 9%, Don't know 9%, Neither agree nor disagree 24%, Agree 58%	82 %	65 %	58 %	45 %	58 %	65 %
Trainees in my discipline are adequately supervised	Disagree 11%, Don't know 9%, Neither agree nor disagree 24%, Agree 56%	76 %	63 %	56 %	55 %	63 %	70 %
The culture in my work area makes it easy to learn from the errors of others	Disagree 18%, Neither agree nor disagree 31%, Agree 51%	76 %	74 %	51 %	54 %	66 %	73 %

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

People matter survey
wellbeing check 2022

Have your say

Overview

Result summary

Report overview

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

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

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

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Custom questions

- Questions requested by your organisation

Demographics

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

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:

- 73% of your staff who did the survey responded positively to questions about Safe to speak up which is down from 77% in 2021.

Compared to:
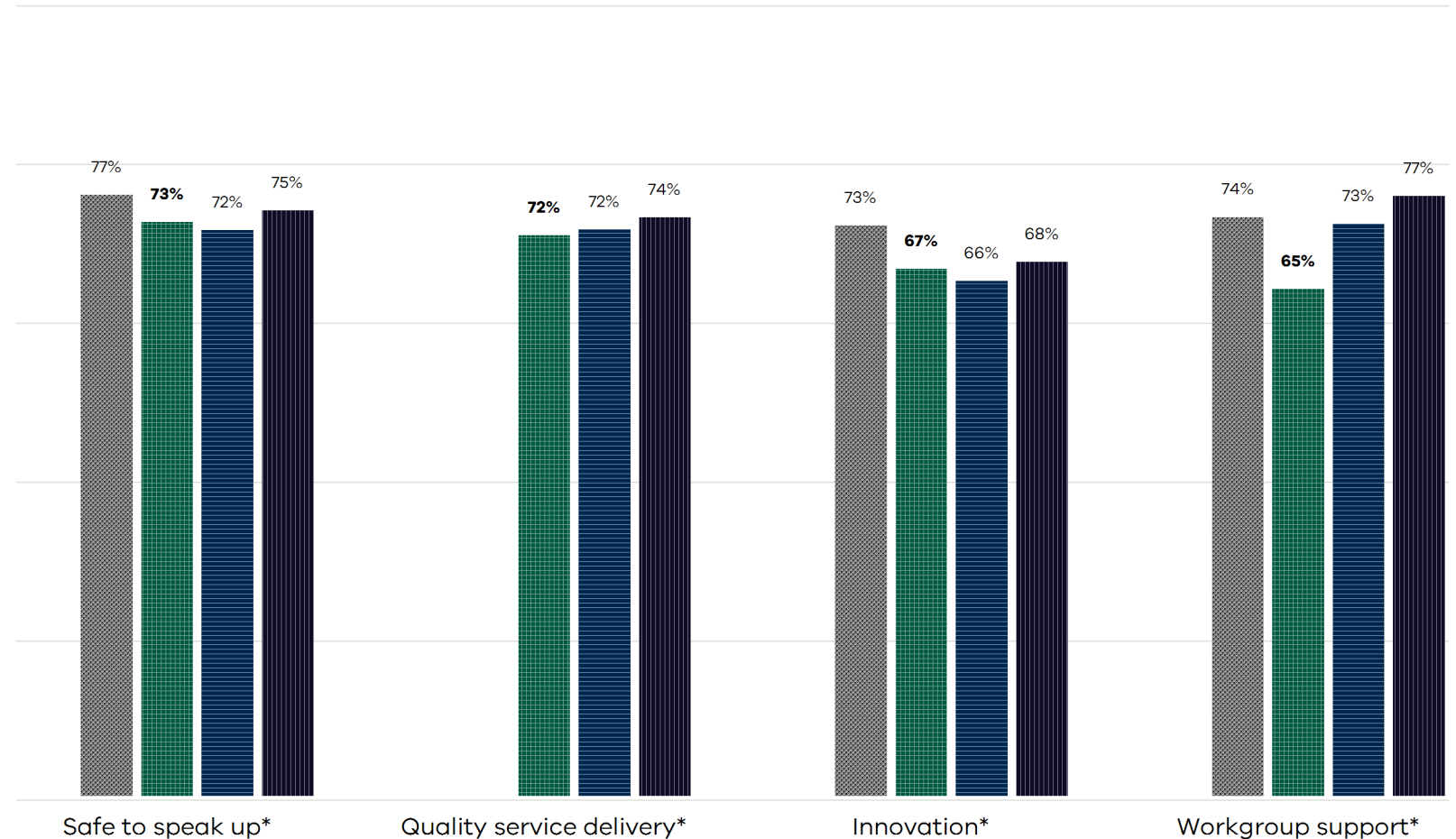
- 72% of staff at your comparator and 75% of staff across the public sector.

	Safe to speak up*	Quality service delivery*	Innovation*	Workgroup support*
You 2021	77%		73%	74%
You 2022	73%	72%	67%	65%
Comparator 2022	72%	72%	66%	73%
Public sector 2022	75%	74%	68%	77%

*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

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

87% of your 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	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup provides high quality advice and services	Not asked	Not asked	87 %	71 %	79 %	91 %
My workgroup has clear lines of responsibility	Not asked	86 %	76 %	64 %	75 %	79 %
My workgroup uses its resources well	Not asked	Not asked	64 %	56 %	68 %	79 %
My workgroup acts fairly and without bias	Not asked	Not asked	60 %	64 %	68 %	84 %

My workgroup provides high quality advice and services: 2%, 87%, 2%, 9%

My workgroup has clear lines of responsibility: 2%, 76%, 11%, 11%

My workgroup uses its resources well: 2%, 64%, 18%, 16%

My workgroup acts fairly and without bias: 2%, 60%, 18%, 20%

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

73% of your staff who did the survey agreed or strongly agreed with 'My workgroup encourages employee creativity'.

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree
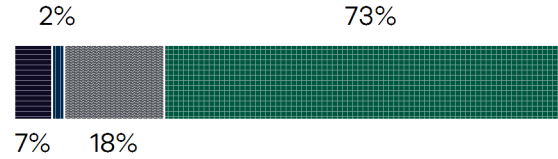
Survey question	Your results	2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup encourages employee creativity	7% / 2% / 18% / 73%	Not asked	77 %	73 %	55 %	61 %	76 %
My workgroup is quick to respond to opportunities to do things better	18% / 2% / 16% / 64%	Not asked	74 %	64 %	61 %	67 %	79 %
My workgroup learns from failures and mistakes	16% / 2% / 18% / 64%	Not asked	67 %	64 %	57 %	70 %	76 %
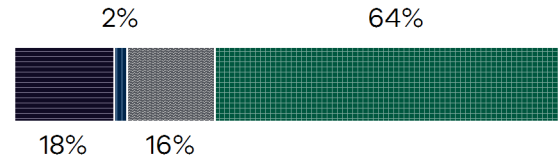
Victorian Public Sector Commission

VICTORIA State Government

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.

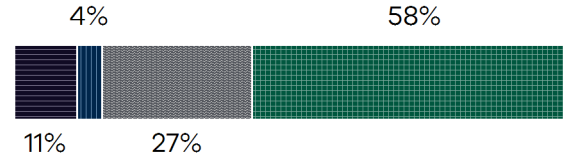Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

71% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.

Survey question	Your results						

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

	You			Comparator		
2020	2021	2022	Lowest	Average	Highest

People in my workgroup are politically impartial in their work
4% ... 71% ... 7% ... 18%

| Not asked | 65 % | 71 % | 70 % | 72 % | 84 % |

People in my workgroup treat each other with respect
2% ... 69% ... 18% ... 11%

| 88 % | 86 % | 69 % | 77 % | 80 % | 88 % |

People in my workgroup work together effectively to get the job done
2% ... 67% ... 13% ... 18%

| 86 % | 84 % | 67 % | 73 % | 80 % | 86 % |

People in my workgroup are honest, open and transparent in their dealings
2% ... 60% ... 18% ... 20%

| Not asked | 72 % | 60 % | 62 % | 70 % | 83 % |

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.

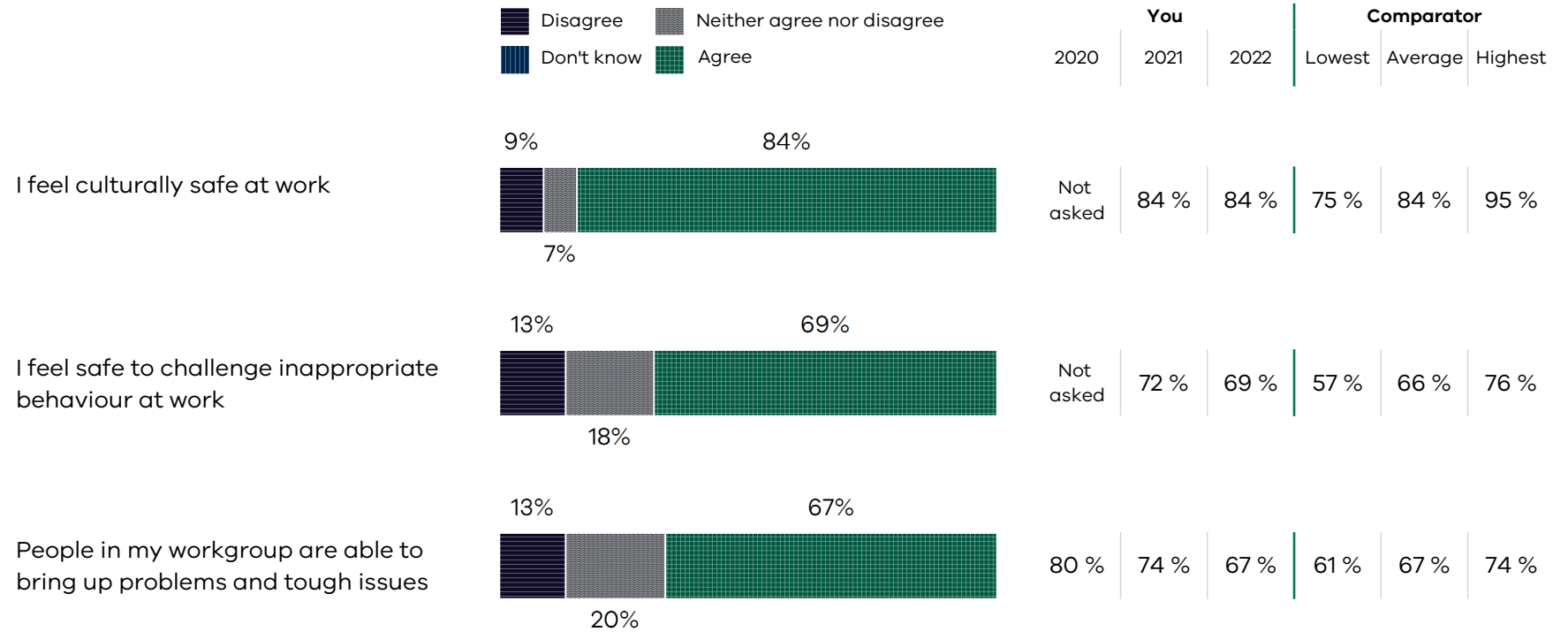Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

58% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.

Survey question

Your results

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

People in my workgroup appropriately manage conflicts of interest

4% / 58%

11% / 27%

Benchmark agree results

	You			Comparator		
2020	2021	2022		Lowest	Average	Highest
Not asked	63 %	58 %		58 %	63 %	78 %
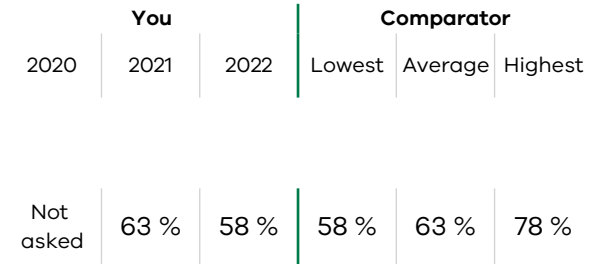
Workgroup climate

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

84% 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 | Neither agree nor disagree | Don't know | Agree

Survey question		You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
I feel culturally safe at work	9% / 7% / 84%	Not asked	84 %	84 %	75 %	84 %	95 %
I feel safe to challenge inappropriate behaviour at work	13% / 18% / 69%	Not asked	72 %	69 %	57 %	66 %	76 %
People in my workgroup are able to bring up problems and tough issues	13% / 20% / 67%	80 %	74 %	67 %	61 %	67 %	74 %

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
- Patient safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Custom questions

- Questions requested by your organisation

Demographics

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

Job and manager factors

Scorecard 1 of 2

What this is

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

Why this is important

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

How to read this

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

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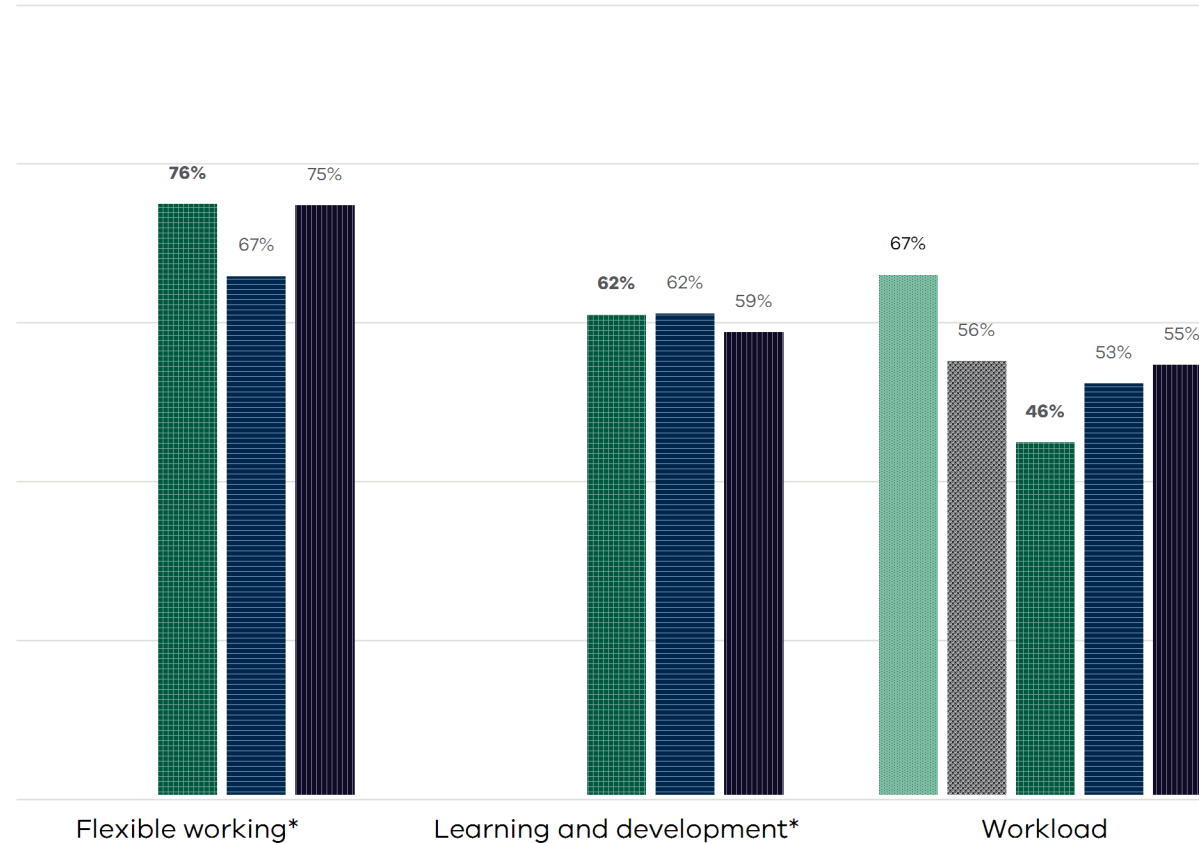
Example

In 2022:

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

Compared to:

- 82% of staff at your comparator and 84% of staff across the public sector.
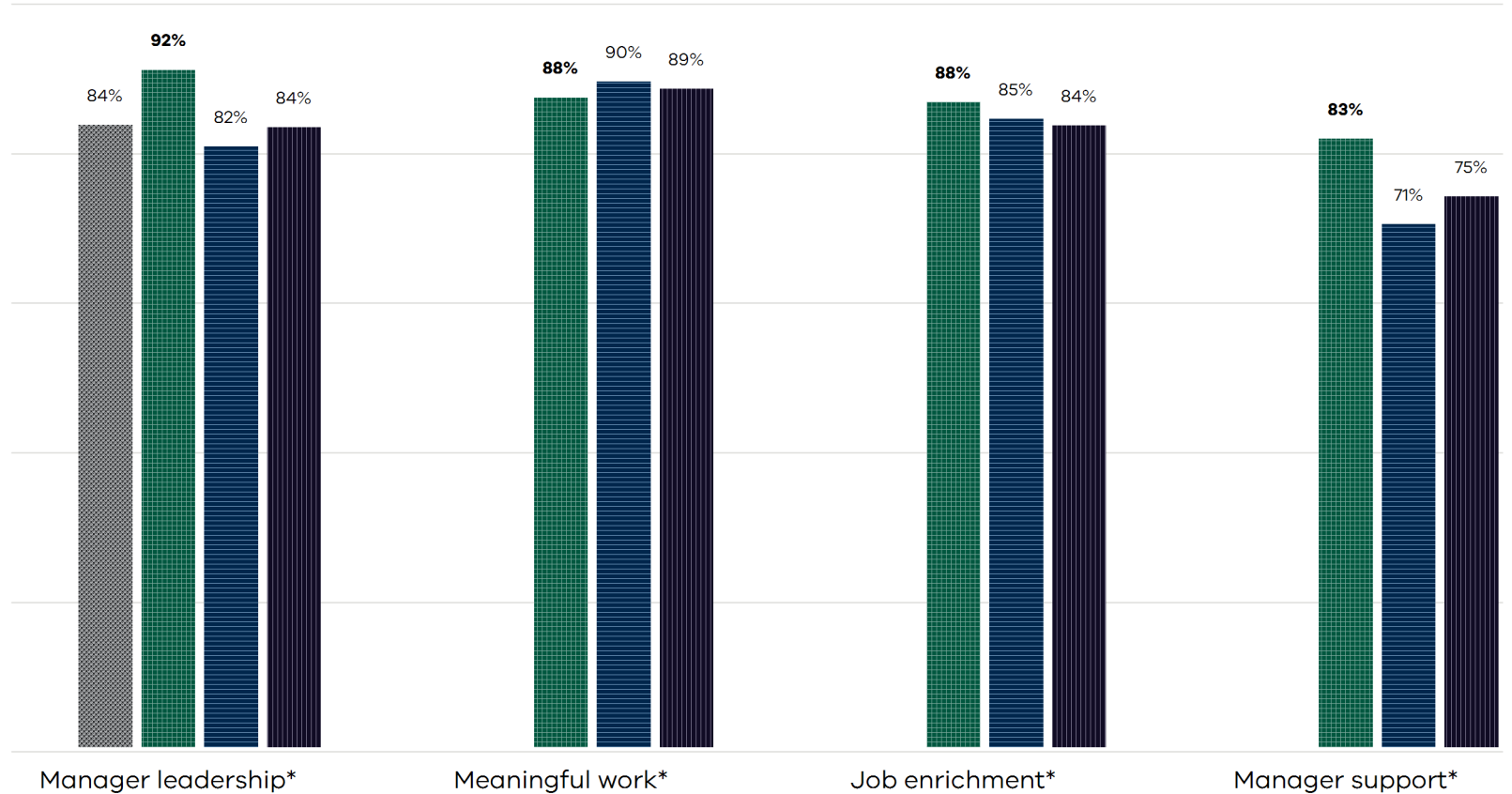
*We can't compare some data here because one or more questions were not asked in a previous survey

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

Chart data:

- **Manager leadership***: 84% (You 2021), 92% (You 2022), 82% (Comparator 2022), 84% (Public sector 2022)
- **Meaningful work***: 88% (You 2022), 90% (Comparator 2022), 89% (Public sector 2022)
- **Job enrichment***: 88% (You 2022), 85% (Comparator 2022), 84% (Public sector 2022)
- **Manager support***: 83% (You 2022), 71% (Comparator 2022), 75% (Public sector 2022)

Job and manager factors

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2022:

- 76% of your staff who did the survey responded positively to questions about Flexible working.

Compared to:

- 67% of staff at your comparator and 75% of staff across the public sector.

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

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

Chart values:
- Flexible working*: You 2022 76%, Comparator 2022 67%, Public sector 2022 75%
- Learning and development*: You 2022 62%, Comparator 2022 62%, Public sector 2022 59%
- Workload: You 2020 67%, You 2021 56%, You 2022 46%, Comparator 2022 53%, Public sector 2022 55%

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Manager leadership

What this is

This is how well staff perceive their direct managers lead.

Why this is important

Great managers can foster the right environment for staff engagement.

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

How to read this

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

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

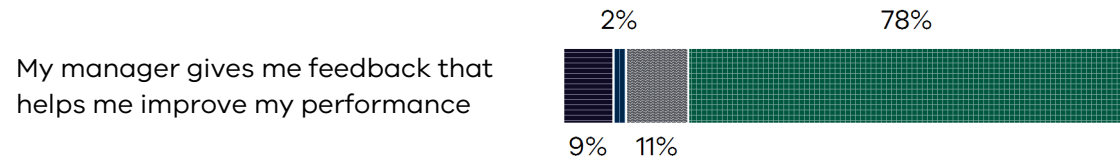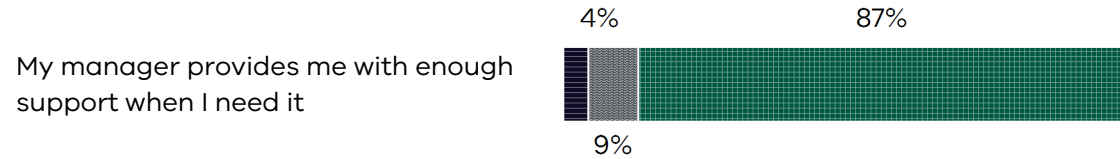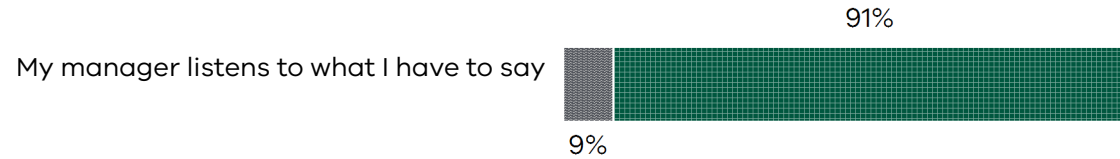Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.
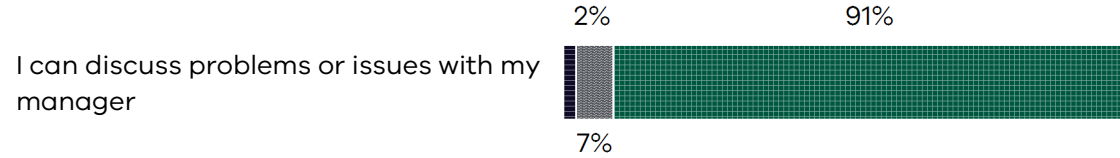
Example

93% of your staff who did the survey agreed or strongly agreed with 'My manager demonstrates honesty and integrity'.

Survey question · Your results · Benchmark agree results

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

Survey question	Disagree	Agree	2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager demonstrates honesty and integrity	2% / 4%	93%	Not asked	84 %	93 %	75 %	81 %	88 %
My manager models my organisation's values	4% / 4%	91%	Not asked	81 %	91 %	74 %	80 %	90 %
My manager treats employees with dignity and respect	2% / 7%	91%	Not asked	88 %	91 %	77 %	83 %	93 %
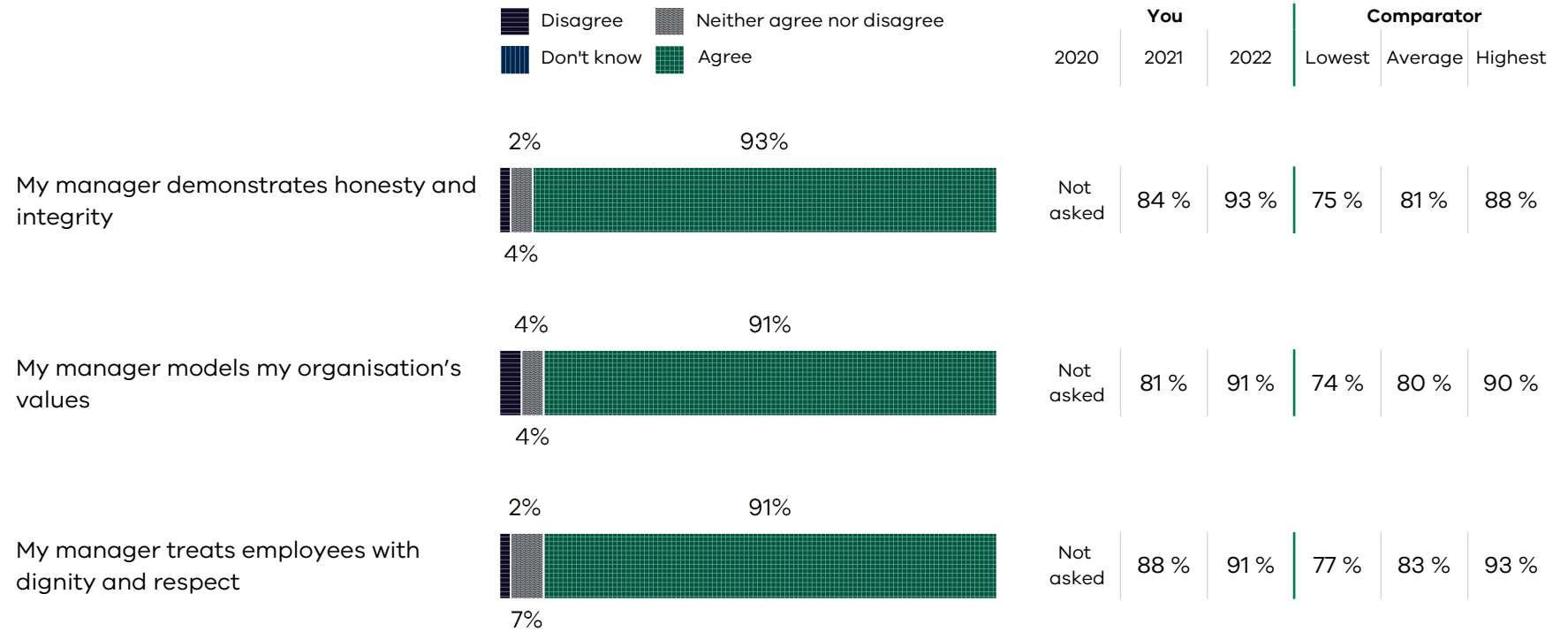
Job and manager factors

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.
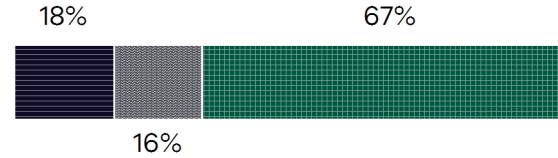
Example

91% of your staff who did the survey agreed or strongly agreed with 'I can discuss problems or issues with my manager'.

Survey question	Your results		You			Comparator		
			2020	2021	2022	Lowest	Average	Highest
Legend: ▓ Disagree ▓ Neither agree nor disagree ▓ Don't know ▓ Agree								
I can discuss problems or issues with my manager	2% 7% 91%		Not asked	Not asked	91 %	71 %	77 %	85 %
My manager listens to what I have to say	9% 91%		88 %	88 %	91 %	72 %	78 %	86 %
My manager provides me with enough support when I need it	4% 9% 87%		88 %	84 %	87 %	68 %	76 %	88 %
My manager gives me feedback that helps me improve my performance	9% 11% 2% 78%		Not asked	Not asked	78 %	61 %	67 %	80 %

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.
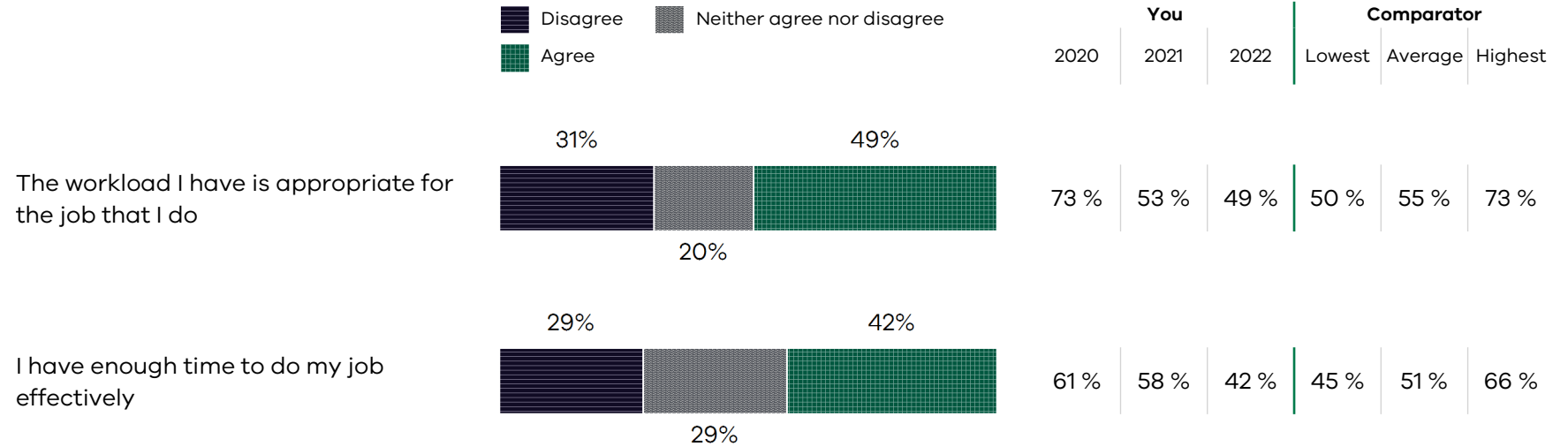
Example

67% 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

Survey question		You			Comparator		
		2020	2021	2022	Lowest	Average	Highest
I receive meaningful recognition when I do good work	18% / 16% / 67%	Not asked	Not asked	67 %	50 %	58 %	70 %

Victorian Public Sector Commission

VICTORIA State Government
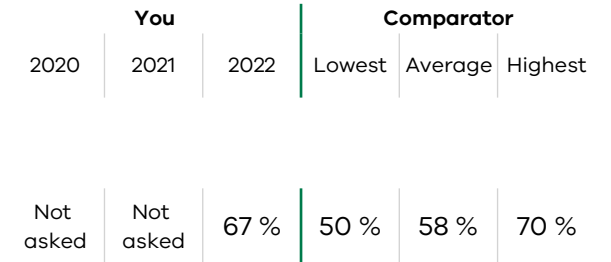
Job and manager factors

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.
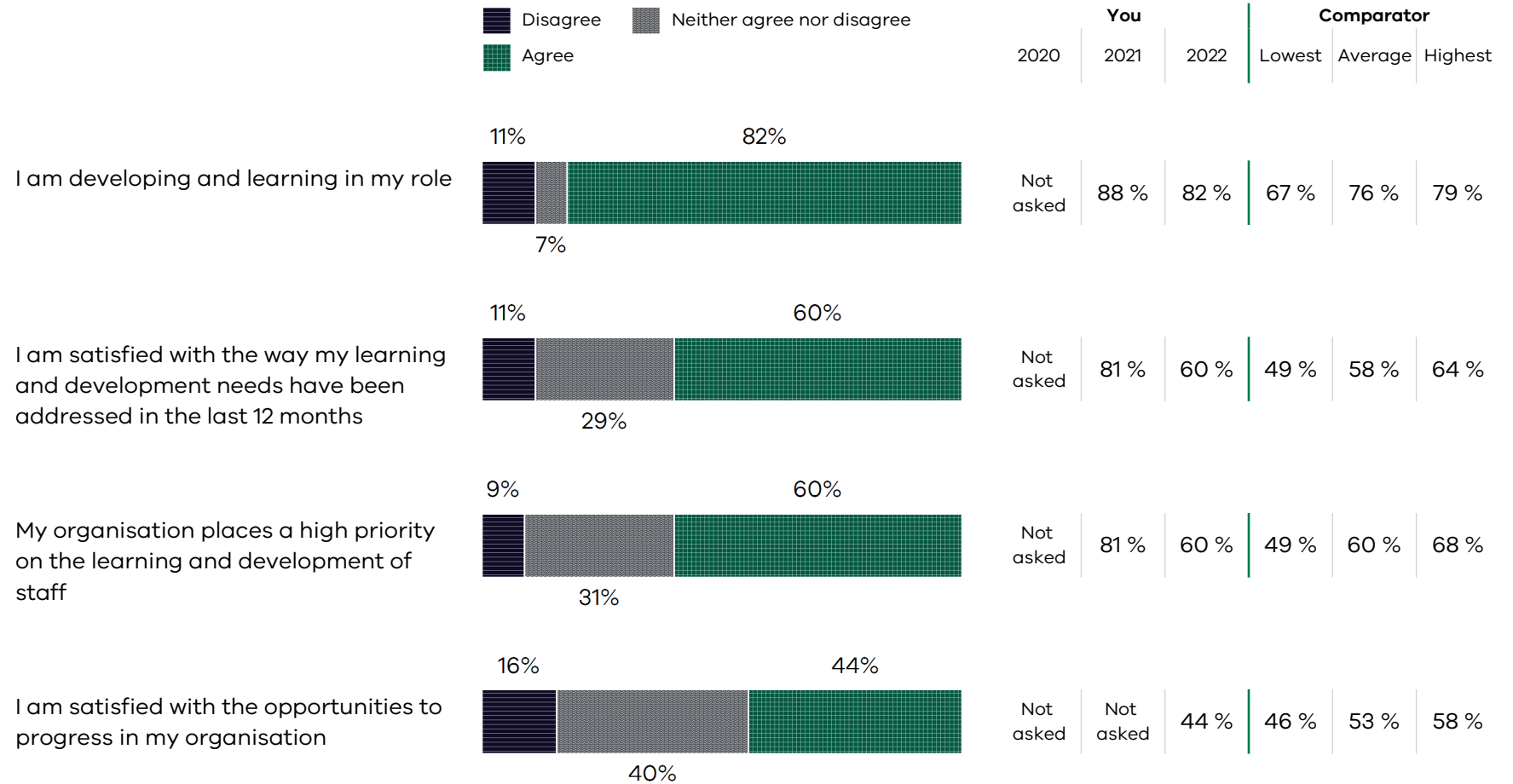
Example

49% of your staff who did the survey agreed or strongly agreed with 'The workload I have is appropriate for the job that I do'.

Survey question	Your results		Benchmark agree results					

Legend: Disagree | Neither agree nor disagree | Agree

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

| The workload I have is appropriate for the job that I do | 31% / 20% / 49% | 73 % | 53 % | 49 % | 50 % | 55 % | 73 % |
| I have enough time to do my job effectively | 29% / 29% / 42% | 61 % | 58 % | 42 % | 45 % | 51 % | 66 % |

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Learning and development

What this is

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

Why this is important

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

How to read this

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

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

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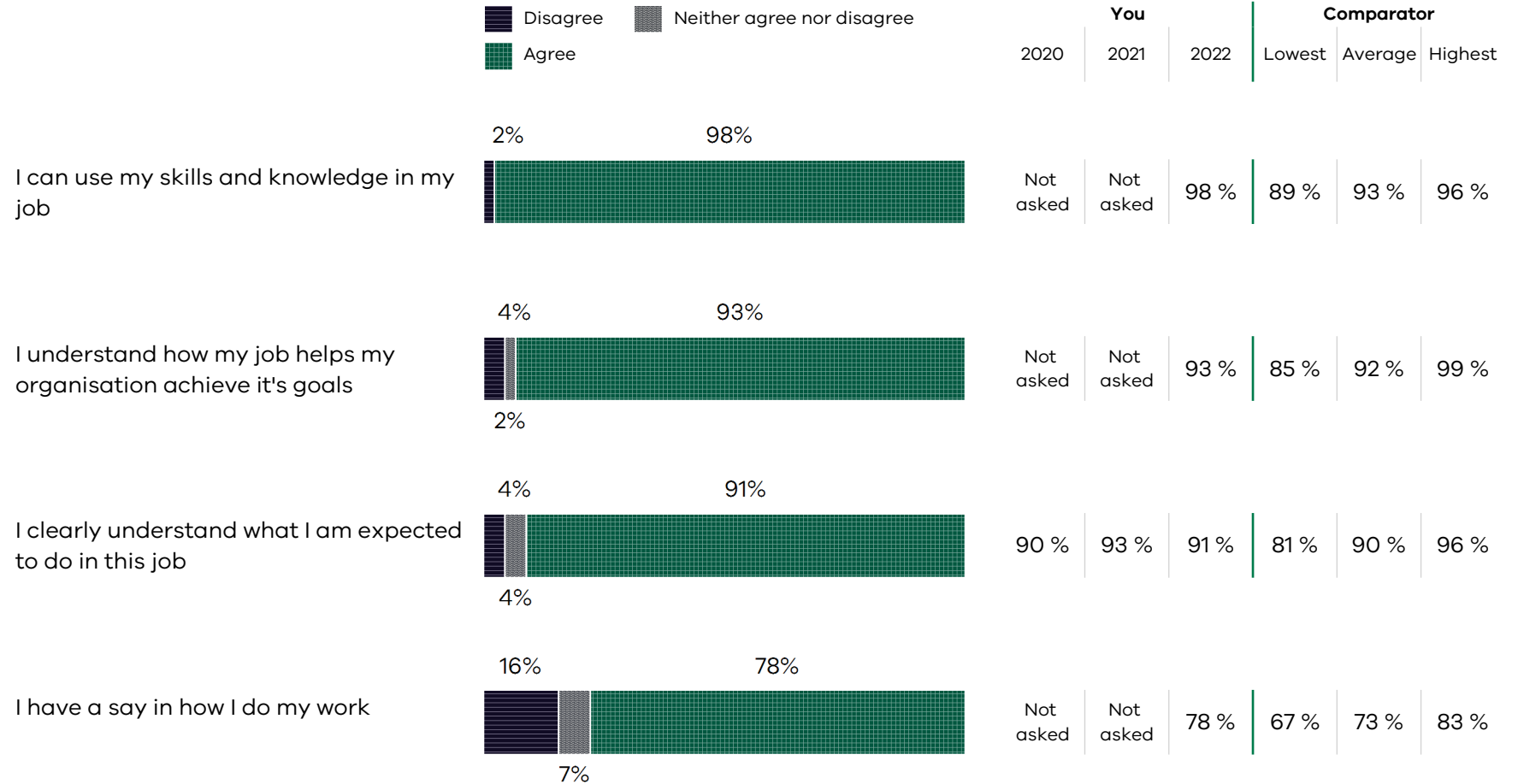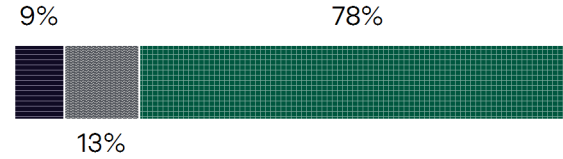
Example

82% of your staff who did the survey agreed or strongly agreed with 'I am developing and learning in my role'.

Survey question	Your results	Benchmark agree results

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

Survey question	Disagree	Neither	Agree	You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I am developing and learning in my role	11%	7%	82%	Not asked	88 %	82 %	67 %	76 %	79 %
I am satisfied with the way my learning and development needs have been addressed in the last 12 months	11%	29%	60%	Not asked	81 %	60 %	49 %	58 %	64 %
My organisation places a high priority on the learning and development of staff	9%	31%	60%	Not asked	81 %	60 %	49 %	60 %	68 %
I am satisfied with the opportunities to progress in my organisation	16%	40%	44%	Not asked	Not asked	44 %	46 %	53 %	58 %

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.
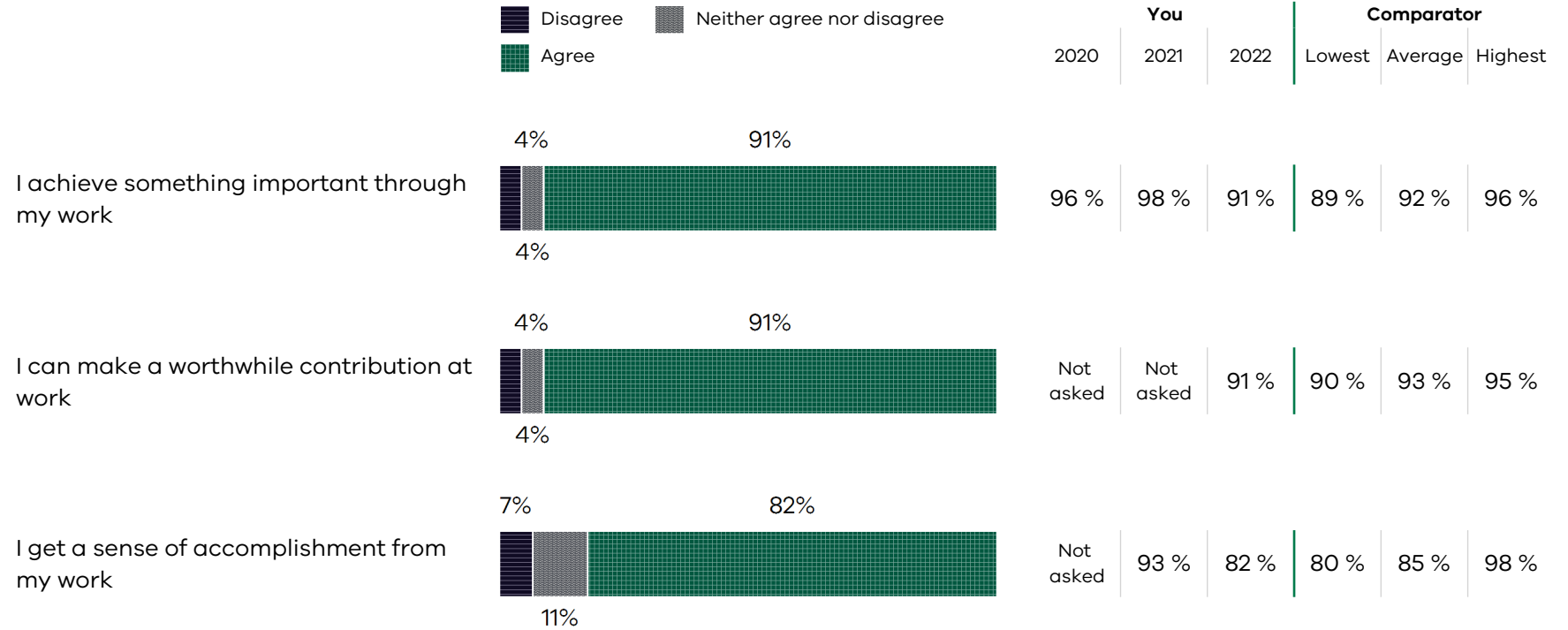
Example

98% 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		You			Comparator		
			2020	2021	2022	Lowest	Average	Highest
I can use my skills and knowledge in my job	2% / 98%		Not asked	Not asked	98 %	89 %	93 %	96 %
I understand how my job helps my organisation achieve it's goals	4% / 93% / 2%		Not asked	Not asked	93 %	85 %	92 %	99 %
I clearly understand what I am expected to do in this job	4% / 91% / 4%		90 %	93 %	91 %	81 %	90 %	96 %
I have a say in how I do my work	16% / 78% / 7%		Not asked	Not asked	78 %	67 %	73 %	83 %

Legend: Disagree, Neither agree nor disagree, Agree

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

What this is

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

Why this is important

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

How to read this

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

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

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

Example

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

| Survey question | Your results | Benchmark agree results |

Survey question

Your results

Benchmark agree results

Disagree ▪ Neither agree nor disagree ▪

Agree ▪

I have the authority to do my job effectively

9%   78%

13%

	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
	Not asked	93 %	78 %	70 %	78 %	86 %
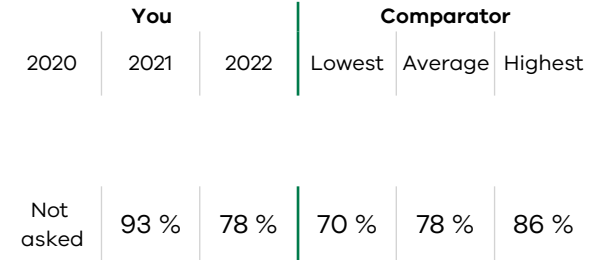
Job and manager factors

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

91% of your staff who did the survey agreed or strongly agreed with 'I achieve something important through my work'.

Survey question	Your results	Benchmark agree results

Legend: ■ Disagree ▨ Neither agree nor disagree ▨ Agree

Survey question		You 2020	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I achieve something important through my work	4% / 91% / 4%	96 %	98 %	91 %	89 %	92 %	96 %
I can make a worthwhile contribution at work	4% / 91% / 4%	Not asked	Not asked	91 %	90 %	93 %	95 %
I get a sense of accomplishment from my work	7% / 82% / 11%	Not asked	93 %	82 %	80 %	85 %	98 %

Job and manager factors

Flexible working

What this is

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

Why this is important

Supporting flexible working can improve employee wellbeing.

How to read this

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

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

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

Example

87% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.

Survey question	Your results						
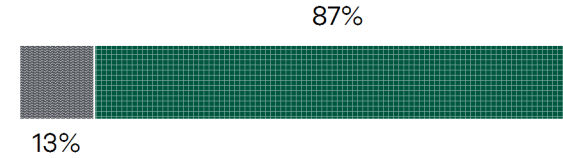
		You			**Comparator**		
Survey question	Your results	2020	2021	2022	Lowest	Average	Highest
My manager supports working flexibly	87% Agree; 13% Neither	Not asked	Not asked	87 %	65 %	73 %	81 %
I am confident that if I requested a flexible work arrangement, it would be given due consideration	22% Disagree; 13% Neither; 64% Agree	82 %	74 %	64 %	51 %	60 %	75 %

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

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
- Patient safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Custom questions

- Questions requested by your organisation

Demographics

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

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2022:

- 89% of your staff who did the survey responded positively to questions about Human rights , which is up 4% in 2021.

Compared to:

- 78% of staff at your comparator and 81% of staff across the public sector.

Human rights*
- 85%
- 89%
- 78%
- 81%

Responsiveness*
- 87%
- 79%
- 81%

Accountability*
- 79%
- 77%
- 76%

Respect*
- 83%
- 77%
- 78%
- 79%

*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

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2022:

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

Compared to:
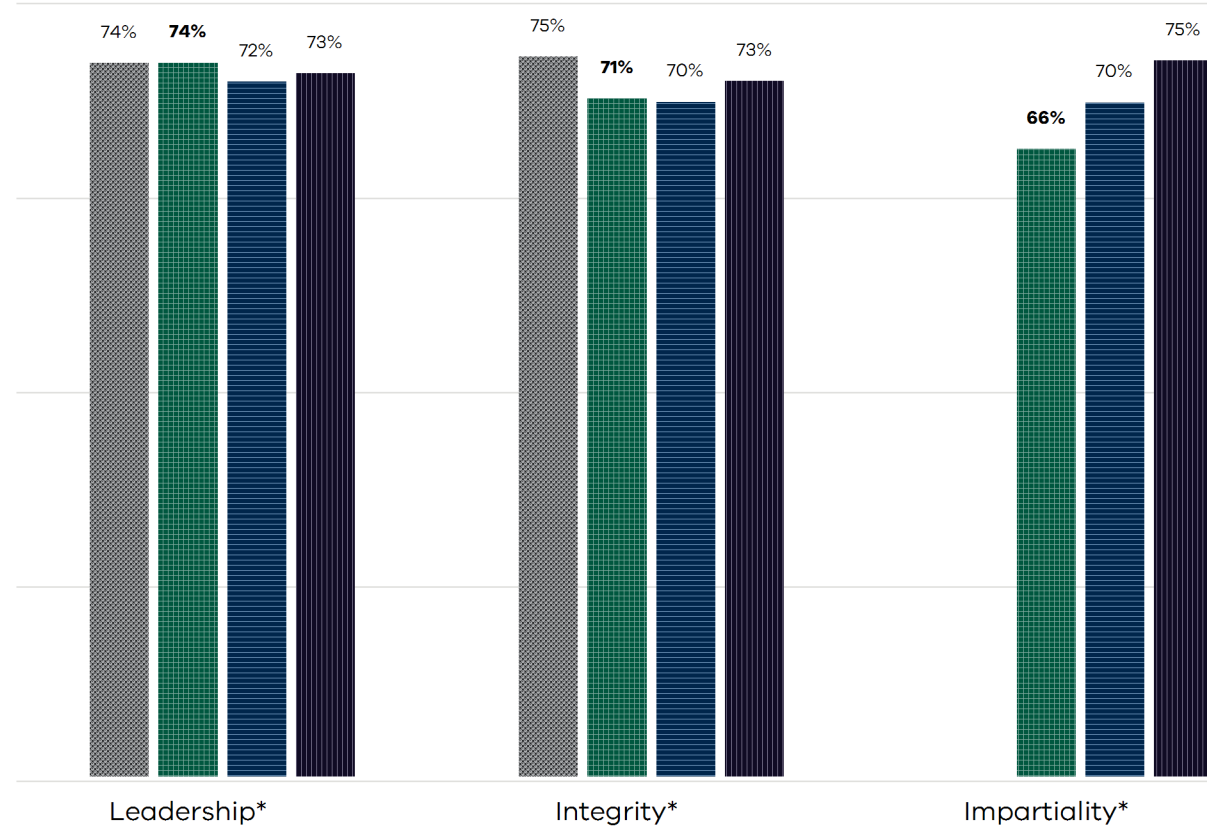
- 72% of staff at your comparator and 73% of staff across the public sector.

Leadership*: 74%, **74%**, 72%, 73%
Integrity*: 75%, **71%**, 70%, 73%
Impartiality*: **66%**, 70%, 75%

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

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

Public sector values

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.
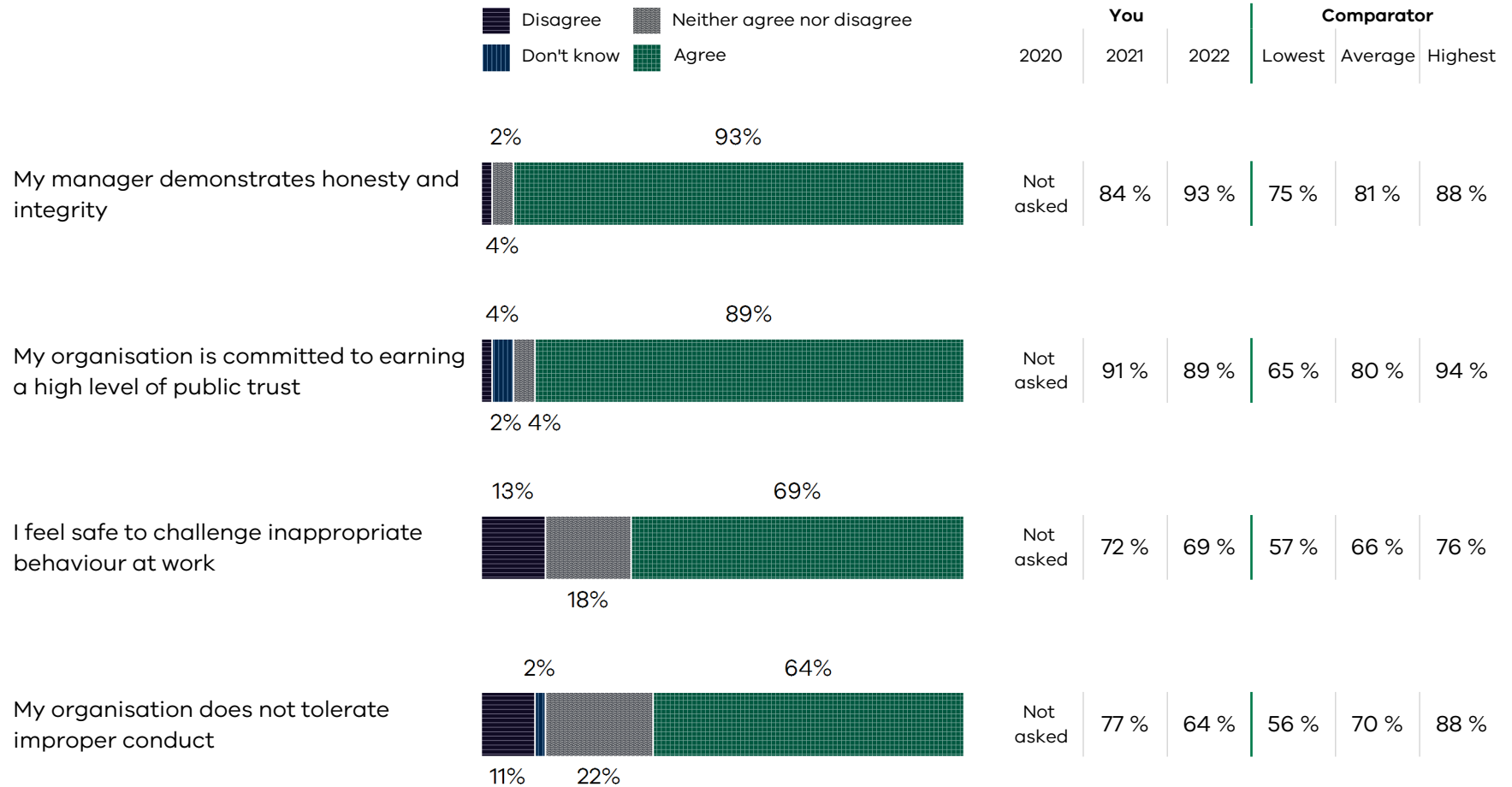
Example

87% of staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

Survey question

Your results

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

My workgroup provides high quality advice and services

2%   87%

2% 9%

Benchmark agree results

	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
My workgroup	Not asked	Not asked	87 %	71 %	79 %	91 %
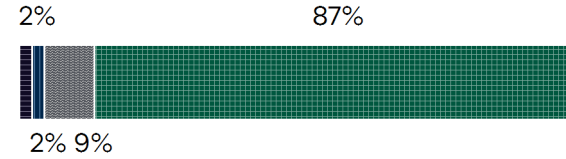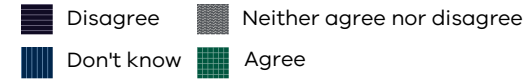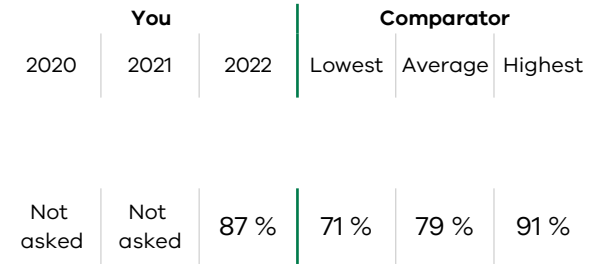
Public sector values

Integrity 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

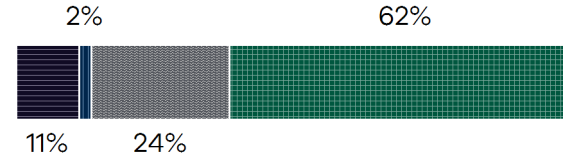93% of staff who did the survey agreed or strongly agreed with 'My manager demonstrates honesty and integrity'.
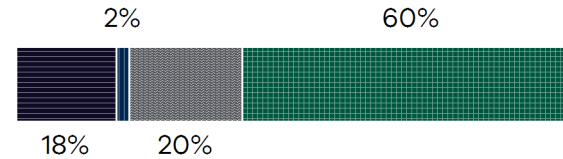
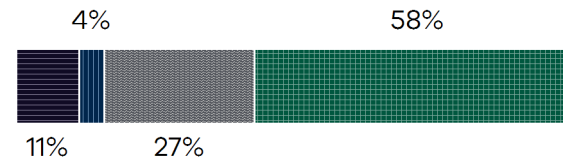**Survey question** | **Your results** | **Benchmark agree results**

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

Survey question		You			Comparator		
	2020	2021	2022		Lowest	Average	Highest
My manager demonstrates honesty and integrity (2%, 4%, 93%)	Not asked	84 %	93 %		75 %	81 %	88 %
My organisation is committed to earning a high level of public trust (4%, 2%, 4%, 89%)	Not asked	91 %	89 %		65 %	80 %	94 %
I feel safe to challenge inappropriate behaviour at work (13%, 18%, 69%)	Not asked	72 %	69 %		57 %	66 %	76 %
My organisation does not tolerate improper conduct (2%, 11%, 22%, 64%)	Not asked	77 %	64 %		56 %	70 %	88 %

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

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

Survey question · Your results · Benchmark agree results

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

Survey question		**You**			**Comparator**		
	2020	2021	2022		Lowest	Average	Highest
Senior leaders demonstrate honesty and integrity (Disagree 11%, Don't know 2%, Neither 24%, Agree 62%)	Not asked	67 %	62 %		51 %	63 %	81 %
People in my workgroup are honest, open and transparent in their dealings (Disagree 18%, Don't know 2%, Neither 20%, Agree 60%)	Not asked	72 %	60 %		62 %	70 %	83 %
People in my workgroup appropriately manage conflicts of interest (Disagree 11%, Don't know 4%, Neither 27%, Agree 58%)	Not asked	63 %	58 %		58 %	63 %	78 %

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

71% of staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.
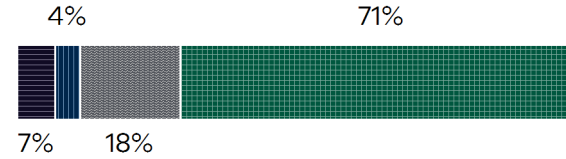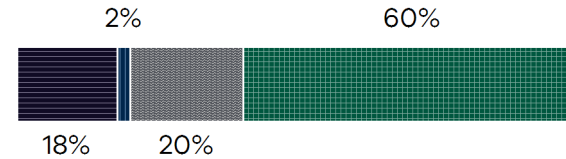
Survey question	Your results							
			You			**Comparator**		
		2020	2021	2022	Lowest	Average	Highest
	Disagree ▪ Neither agree nor disagree							
	Don't know ▪ Agree							
People in my workgroup are politically impartial in their work	4% ... 71% (7% / 18%)	Not asked	65 %	71 %	70 %	72 %	84 %
My workgroup acts fairly and without bias	2% ... 60% (18% / 20%)	Not asked	Not asked	60 %	64 %	68 %	84 %

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

93% of staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve it's goals'.

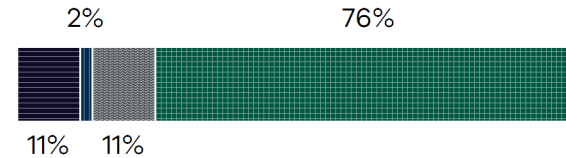| Survey question	Your results		You			Comparator		
			2020	2021	2022	Lowest	Average	Highest
I understand how my job helps my organisation achieve it's goals	Disagree 4% / 2% — Agree 93%		Not asked	Not asked	93 %	85 %	92 %	99 %
I clearly understand what I am expected to do in this job	Disagree 4% / 4% — Agree 91%		90 %	93 %	91 %	81 %	90 %	96 %
My workgroup has clear lines of responsibility	Disagree 11% / 2% / 11% — Agree 76%		Not asked	86 %	76 %	64 %	75 %	79 %
Senior leaders provide clear strategy and direction	Disagree 9% / 2% / 18% — Agree 71%		86 %	74 %	71 %	52 %	62 %	80 %

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

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

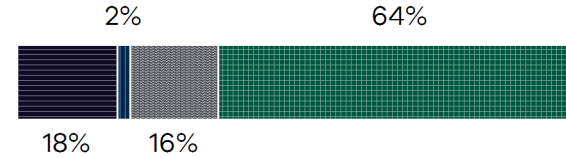Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

64% of staff who did the survey agreed or strongly agreed with 'My workgroup uses its resources well'.

Survey question

Your results

Benchmark agree results

Disagree   Neither agree nor disagree

Don't know   Agree

	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest

My workgroup uses its resources well

2% 64%

18% 16%

	Not asked	Not asked	64 %	56 %	68 %	79 %

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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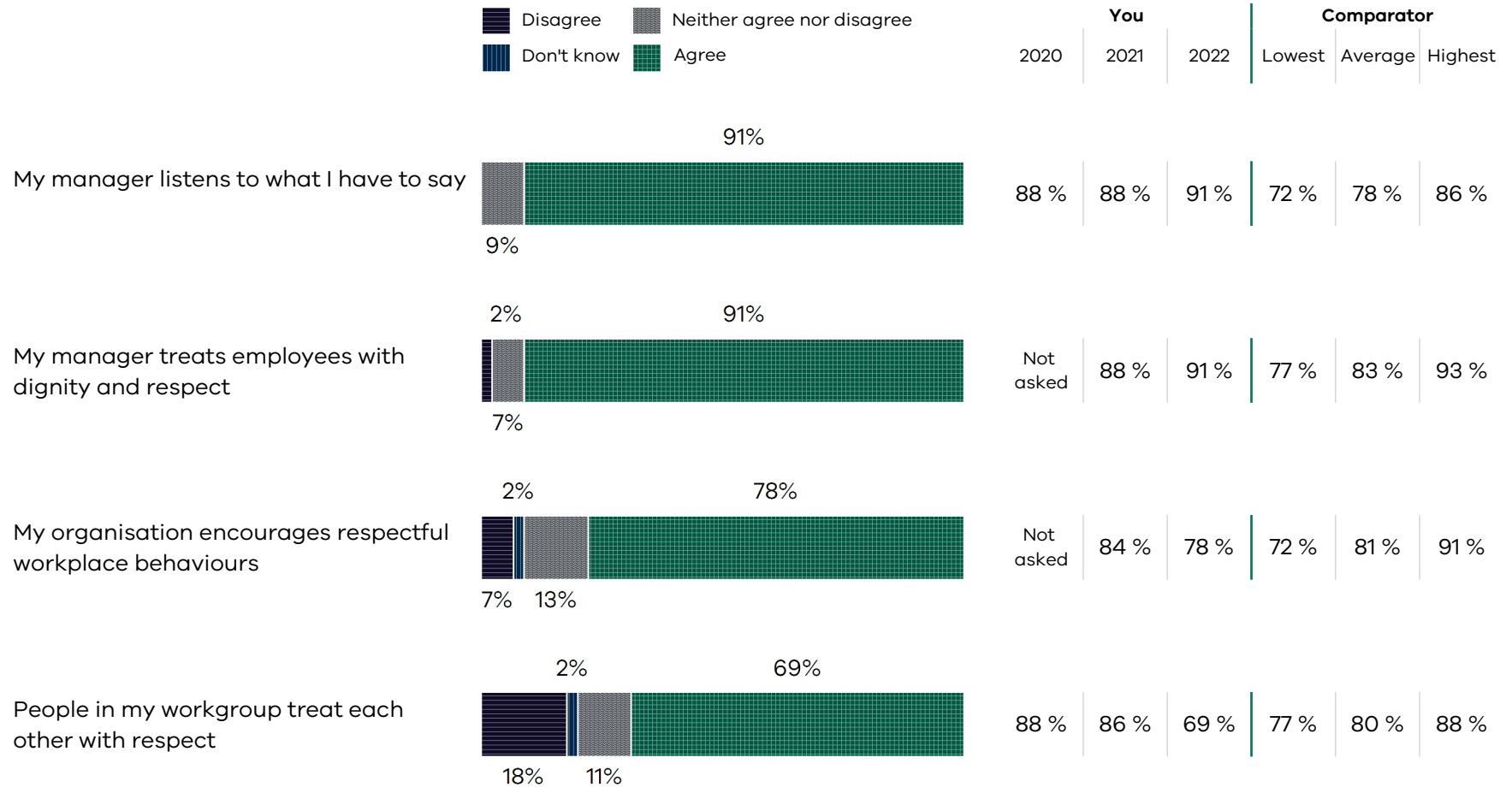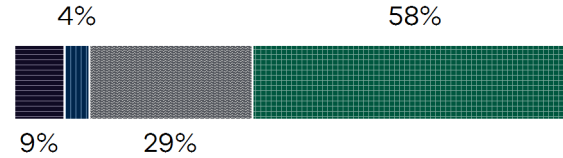
Example

91% of staff who did the survey agreed or strongly agreed with 'My manager listens to what I have to say'.

Survey question	Your results							

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

Survey question		Benchmark agree results					
			You			**Comparator**	
		2020	2021	2022	Lowest	Average	Highest
My manager listens to what I have to say	91% (9% / —)	88 %	88 %	91 %	72 %	78 %	86 %
My manager treats employees with dignity and respect	91% (2% / 7%)	Not asked	88 %	91 %	77 %	83 %	93 %
My organisation encourages respectful workplace behaviours	78% (2% / 7% / 13%)	Not asked	84 %	78 %	72 %	81 %	91 %
People in my workgroup treat each other with respect	69% (2% / 18% / 11%)	88 %	86 %	69 %	77 %	80 %	88 %

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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

Example

58% 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

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

My organisation takes steps to eliminate bullying, harassment and discrimination

4%   58%

9%   29%

Benchmark agree results

	You			Comparator		
2020	2021	2022		Lowest	Average	Highest
Not asked	67 %	58 %		58 %	65 %	80 %

Victorian Public Sector Commission

VICTORIA State Government
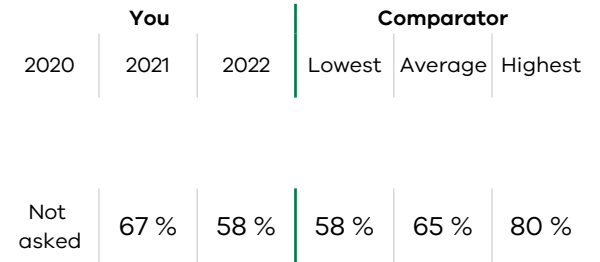
Public sector values

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

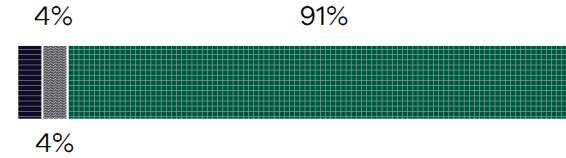91% of staff who did the survey agreed or strongly agreed with 'My manager models my organisation's values'.
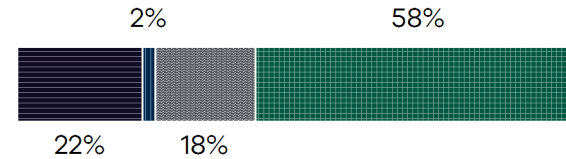
| Survey question | Your results | Benchmark agree results |
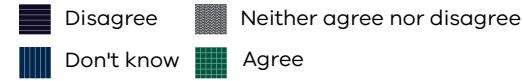
Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree

	You			Comparator		
Survey question	2020	2021	2022	Lowest	Average	Highest
My manager models my organisation's values	Not asked	81 %	91 %	74 %	80 %	90 %
Senior leaders model my organisation's values	Not asked	67 %	58 %	54 %	65 %	86 %

My manager models my organisation's values: 4% Disagree, 4% Neither agree nor disagree, 91% Agree

Senior leaders model my organisation's values: 22% Disagree, 2% Don't know, 18% Neither agree nor disagree, 58% Agree

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

91% of staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.
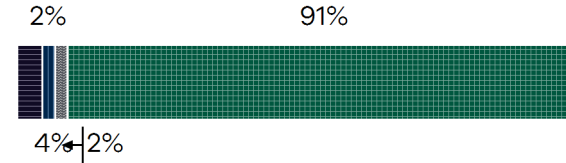
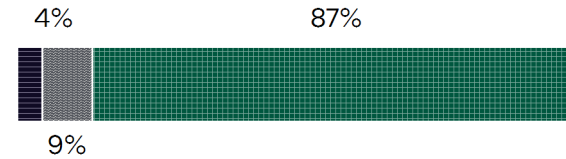### Survey question | Your results | Benchmark agree results

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

Survey question		You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
My organisation encourages employees to act in ways that are consistent with human rights	Not asked	88 %	91 %	74 %	84 %	93 %
I understand how the Charter of Human Rights and Responsibilities applies to my work	Not asked	81 %	87 %	69 %	73 %	91 %

My organisation encourages employees to act in ways that are consistent with human rights: 2% Disagree, 91% Agree, 4%, 2%

I understand how the Charter of Human Rights and Responsibilities applies to my work: 4%, 87% Agree, 9%

Victorian Public Sector Commission

VICTORIA State Government

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
- Patient safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Custom questions

- Questions requested by your organisation

Demographics

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

Custom questions

What this is

Your organisation asked 1 custom questions as part of the 2022 survey.

Why this is important

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

How to read this

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

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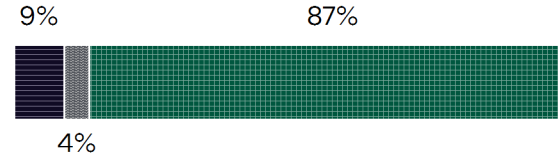
Example

87% of staff who did the survey agreed or strongly agreed with 'My organisation communicates with me about new programs, services and ways of working'.

Survey question	Your results	Benchmark results

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

Benchmark results — You: 2020, 2021, 2022

Survey question	Your results	2020	2021	2022
My organisation communicates with me about new programs, services and ways of working	9% · 4% · 87%	Not asked	Not asked	87 %

Victorian Public Sector Commission

VICTORIA State Government

People matter survey wellbeing check 2022

Have your say

Overview

Result summary

Report overview

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

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

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

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Custom questions

- Questions requested by your organisation

Demographics

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

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	10	22%
35-54 years	21	47%
55+ years	11	24%
Prefer not to say	3	7%

How would you describe your gender?	(n)	%
Woman	36	80%
Man	5	11%
Prefer not to say	4	9%

Are you trans, non-binary or gender diverse?	(n)	%
No	39	87%
Prefer not to say	6	13%

To your knowledge, do you have innate variation(s) of sex characteristics (often called intersex)?*	(n)	%
Yes	1	2%
No	38	84%
Don't know	2	4%
Prefer not to say	4	9%

How do you describe your sexual orientation?	(n)	%
Straight (heterosexual)	37	82%
Prefer not to say	7	16%
Asexual	1	2%

Demographics

Aboriginal and/or Torres Strait Islander employees

What this is

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

Why this is important

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

How to read this

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

How we protect anonymity and privacy

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.

Aboriginal and/or Torres Strait Islander	(n)	%
Yes	**0**	0%
Non Aboriginal and/or Torres Strait Islander	**43**	96%
Prefer not to say	**2**	4%

Demographics

Disability

What this is

This is staff who identify as a person with disability and how they share that information.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.
This is staff who identify as a person with disability and how they share that information

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

How we protect anonymity and privacy

To protect you, we:
- 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.

Do you identify as a person with a disability?	(n)	%
Yes	**6**	13%
No	**36**	80%
Prefer not to say	**3**	7%

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

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.

Country of birth	(n)	%
Born in Australia	**29**	64%
Not born in Australia	**11**	24%
Prefer not to say	**5**	11%

Language other than English spoken with family or community	(n)	%
Yes	**9**	20%
No	**31**	69%
Prefer not to say	**5**	11%

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:
- 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.

Cultural identity	(n)	%
Australian	**26**	58%
Prefer not to say	**10**	22%
English, Irish, Scottish and/or Welsh	**7**	16%
European (including Western, Eastern and South-Eastern Europe, and Scandinavia)	**3**	7%
New Zealander	**2**	4%
Other	**1**	2%
East and/or South-East Asian	**1**	2%

Religion	(n)	%
No religion	**19**	42%
Christianity	**15**	33%
Prefer not to say	**9**	20%
Hinduism	**1**	2%
Other	**1**	2%

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:

- 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.

Working arrangement	(n)	%
Full-Time	11	24%
Part-Time	34	76%

Gross base salary (ongoing/fixed term only)	(n)	%
Below $65k	13	33%
$65k to $95k	11	28%
$95k to $125k	5	13%
$125k or more	2	5%
Prefer not to say	9	23%

Organisational tenure	(n)	%
<1 year	6	13%
1 to less than 2 years	5	11%
2 to less than 5 years	12	27%
5 to less than 10 years	12	27%
10 to less than 20 years	7	16%
More than 20 years	3	7%

Management responsibility	(n)	%
Non-manager	35	78%
Other manager	7	16%
Manager of other manager(s)	3	7%

Employment type	(n)	%
Ongoing and executive	34	76%
Fixed term	6	13%
Other	5	11%

Demographics

Employment characteristics 2 of 2

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

To protect you, we:
- 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.

Primary workplace location over the last 3 months	(n)	%
Melbourne: Suburbs	41	91%
Large regional city	2	4%
Melbourne CBD	2	4%

What have been your main places of work over the last 3-months?	(n)	%
Your employer's office	20	44%
A frontline or service delivery location	21	47%
Home or private location	8	18%
A shared office space (where two or more organisations share the same workspace e.g. Gov hubs, suburban hubs etc.)	5	11%

Flexible work	(n)	%
Part-time	23	51%
Flexible start and finish times	11	24%
Purchased leave	8	18%
Shift swap	6	13%
No, I do not use any flexible work arrangements	6	13%
Working from an alternative location (e.g. home, hub/shared work space)	6	13%
Using leave to work flexible hours	5	11%
Other	3	7%
Study leave	3	7%
Job sharing	1	2%

Demographics

Adjustments

What this is

These are adjustments staff requested to perform in their role.

Why this is important

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

How to read this

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

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

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

Have you requested any of the following adjustments at work?*	(n)	%
No, I have not requested adjustments	**36**	80%
Flexible working arrangements	**5**	11%
Physical modifications or improvements to the workplace	**4**	9%
Job redesign or role sharing	**2**	4%
Accessible communications technologies	**1**	2%
Career development support strategies	**1**	2%
Other	**1**	2%

Demographics

Caring

What this is

These are staff-reported caring responsibilities.

Why this is important

This shows organisations what caring responsibilities their staff have.

How to read this

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

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

How we protect anonymity and privacy

To protect you, we:
- 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

Caring responsibility	(n)	%
None of the above	13	29%
Primary school aged child(ren)	11	24%
Prefer not to say	10	22%
Secondary school aged child(ren)	7	16%
Preschool aged child(ren)	6	13%
Child(ren) - younger than preschool age	5	11%
Person(s) with a medical condition	2	4%
Other	2	4%
Person(s) with a mental illness	1	2%
Frail or aged person(s)	1	2%

Demographics

Employment categories

What is this

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

Why this is important

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

How to read this

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

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

How we protect anonymity and privacy

To protect you, we:

- 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.

Which of the following categories best describes your current position?	(n)	%
Nursing Employees	24	53%
Management, Administration and Corporate support	14	31%
Other health professional	3	7%
Allied health professional	2	4%
Support services	1	2%
Lived experience specific worker	1	2%

Demographics

Primary role

What is this

This shows the primary role of your staff.

Why this is important

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

How to read this

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

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

How we protect anonymity and privacy

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.

Which of the following best describes the primary operational area in which you work?	(n)	%
Hospital-based services	**19**	42%
Corporate services	**9**	20%
Community-based services	**17**	38%

Is your primary work role in one of the following areas?	(n)	%
Aged care	**1**	2%
Maternity care	**1**	2%
Mental health	**5**	11%
Paediatrics	**1**	2%
Other	**27**	60%
Administration	**10**	22%

vpsc.vic.gov.au/peoplemattersurvey