



**People matter survey**

**wellbeing check 2022**

**Have your say**

# 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
- Biggest positive difference from comparator
- Biggest negative difference from comparator

#### Taking action

- Taking action questions

### Detailed results

#### Senior leadership

- Senior leadership questions

#### Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

#### Workgroup climate

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

#### Job and manager factors

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

#### Public sector values

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

#### Demographics

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

## 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.

### Rounding of percentages

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

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

### Survey questions and definitions

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

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## Report overview

### Privacy and anonymity

To protect you, we:

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

Read more in [our privacy policy](#).

## Report overview

### Survey's theoretical framework

#### What this is

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

#### Why this is important

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

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

#### Our public sector values

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

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

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



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



## Report overview

### Your comparator group

#### What this is

This is a list of similar organisations to yours.

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

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

#### How we use this in your report

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

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

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

Australian Centre for the Moving Image

Film Victoria

Geelong Performing Arts Centre Trust

Melbourne Recital Centre

Museums Victoria

National Gallery of Victoria

Shrine of Remembrance Trustees

## 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

–

–

Comparator 45%  
Public Sector 39%

2022

28%

(292)

Comparator 43%  
Public Sector 52%

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## People outcomes

### Scorecard: employee engagement index

#### What this is

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

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

The weightings for each engagement response are:

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

#### Why this is important

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

2021

–

Comparator 75  
Public Sector 70

2022

70

Comparator 71  
Public Sector 69

## People outcomes

### Engagement question results 1 of 2

#### What this is

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

#### Your organisation's engagement index

Your 2022 index is 70.

#### Why this is important

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

#### How to read this

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

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

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

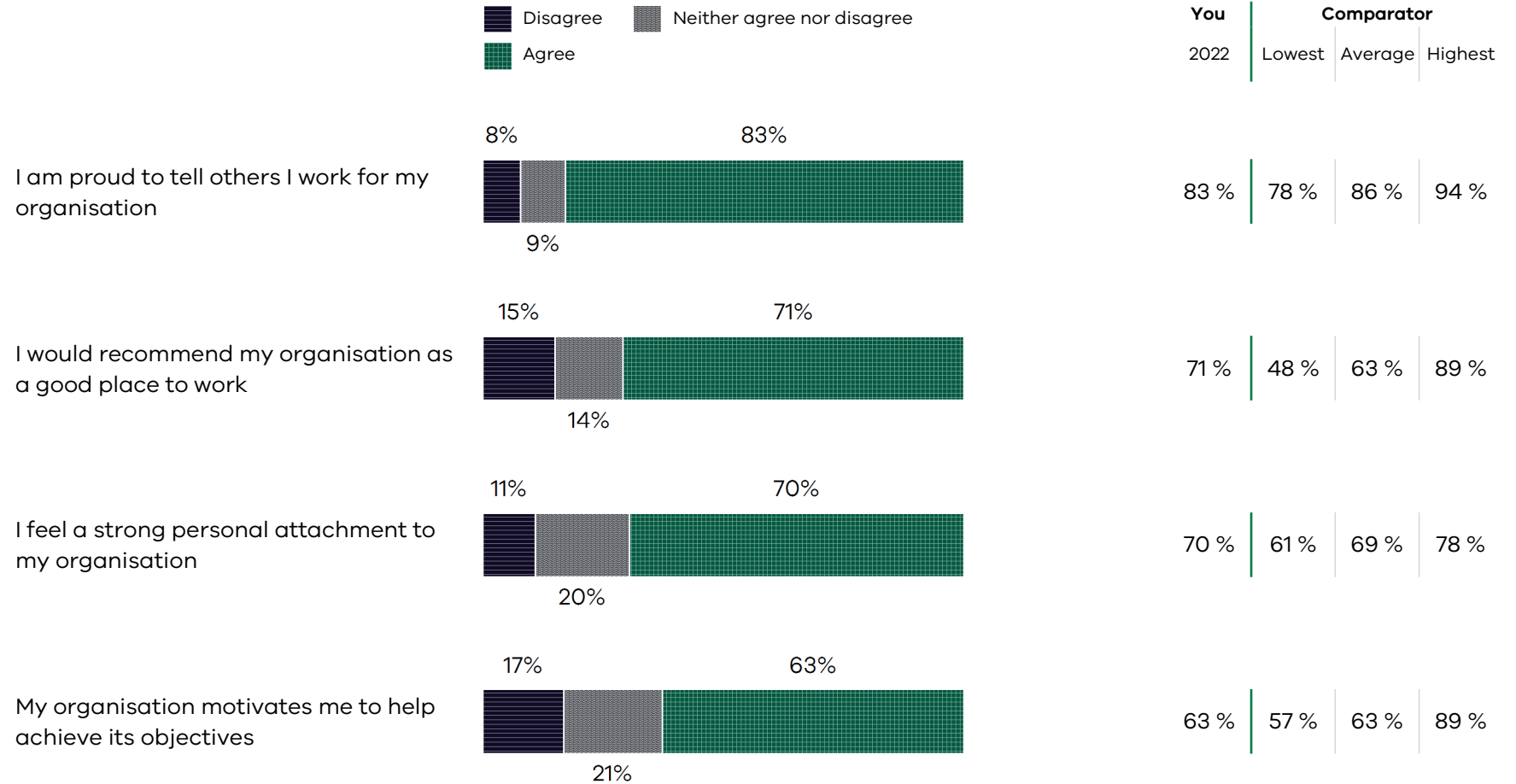
#### Example

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

### Survey question

### Your results

### Benchmark agree results



## 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 70.

#### 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.

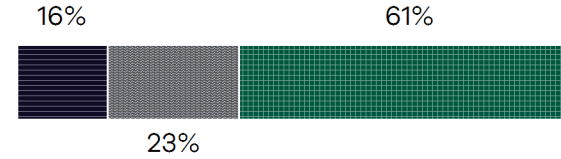
#### Example

61% of your staff who did the survey agreed or strongly agreed with 'My organisation inspires me to do the best in my job'.

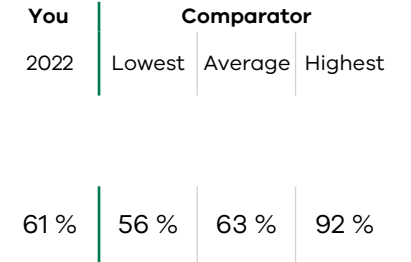
### Survey question

My organisation inspires me to do the best in my job

### Your results



### Benchmark agree results



## 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.

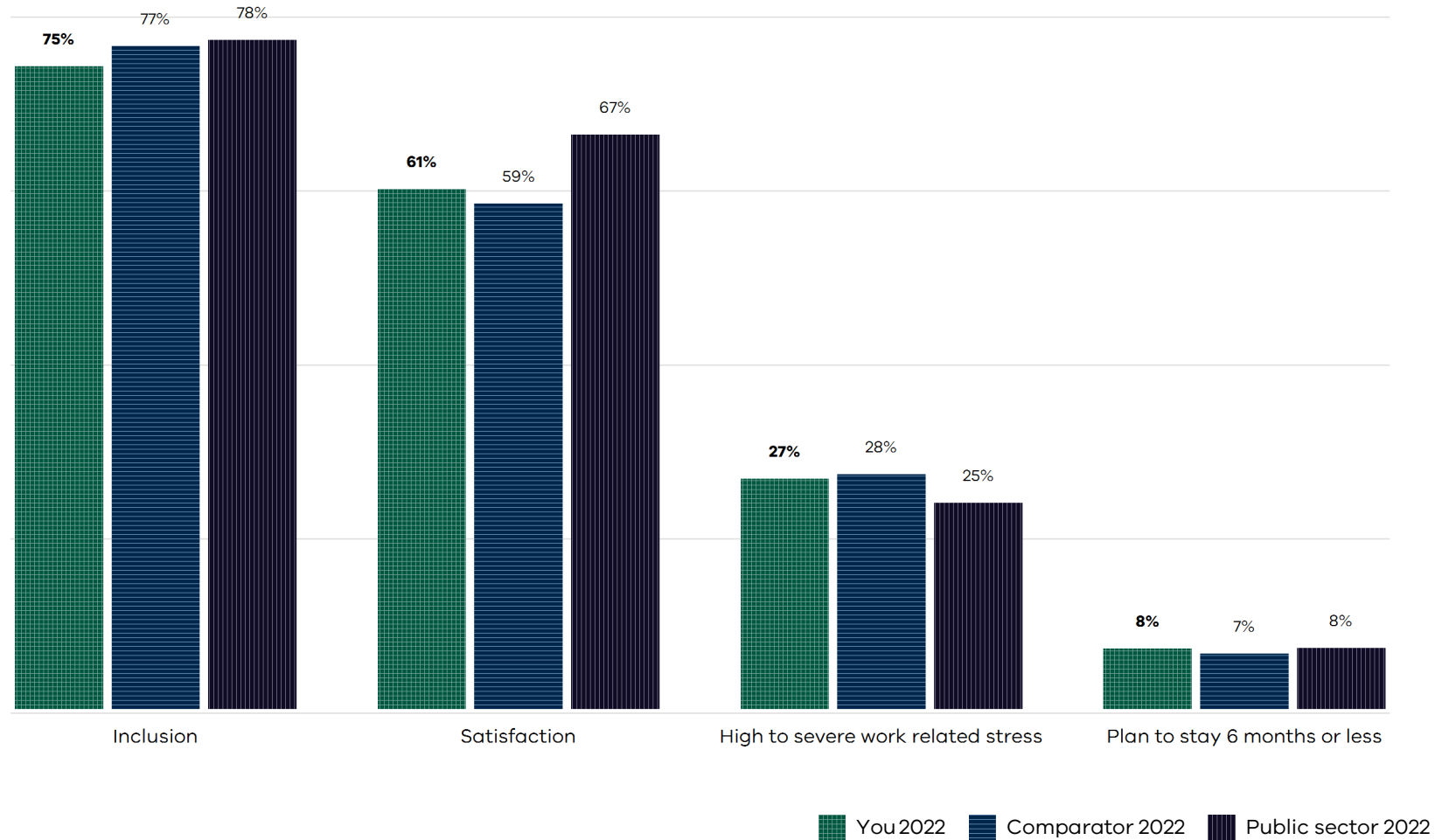
### Example

In 2022:

- 75% of your staff who did the survey responded positively to questions about Inclusion.

Compared to:

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



## 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.

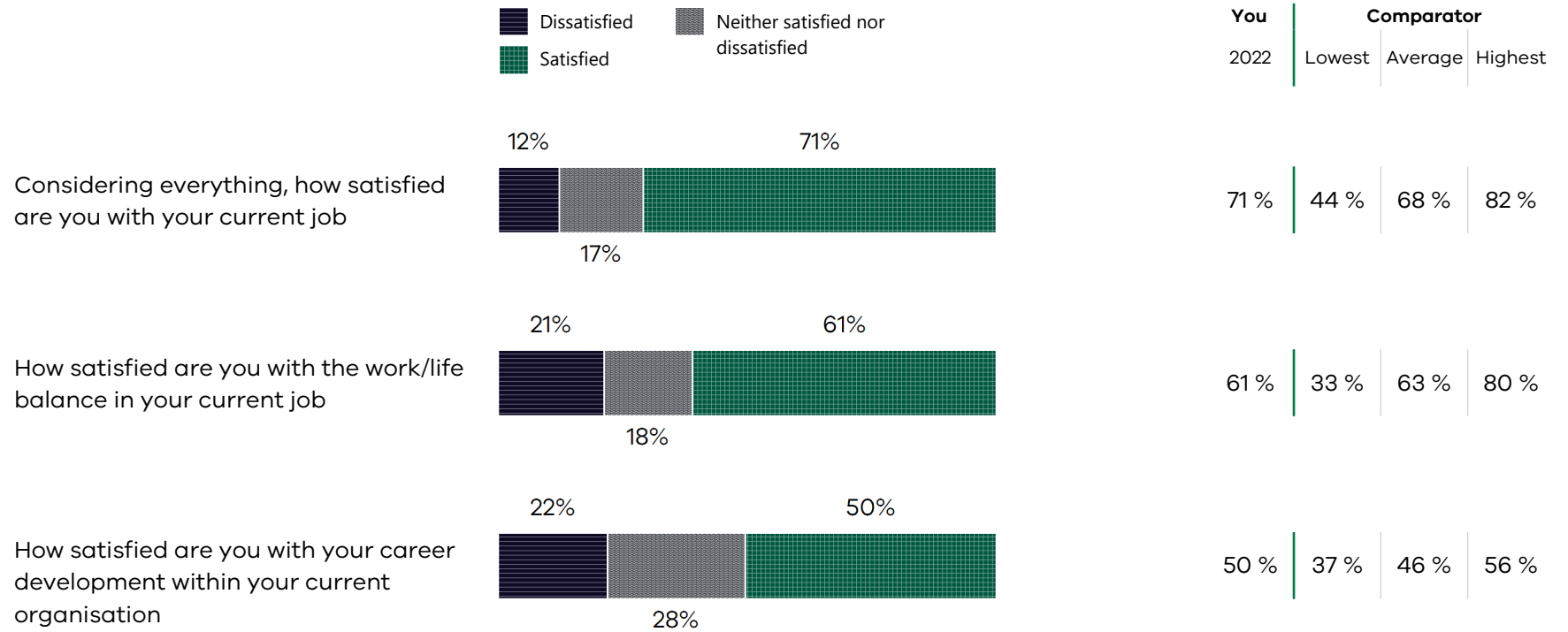
#### Example

71% 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



## 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.

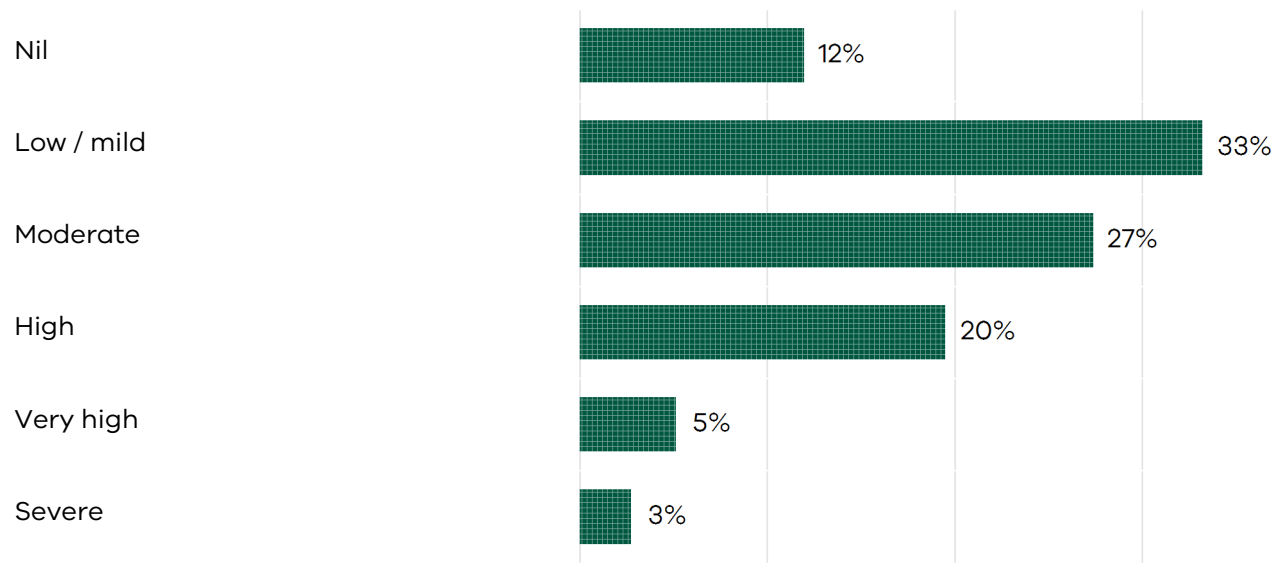
The graph at the top shows how staff in your organisation rated their current levels of work-related stress.

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

#### Example

27% of your staff who did the survey said they had high to severe stress in 2022. This is compared to 28% of staff in your comparator group and 25% of staff across the public sector.

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



### Reported levels of high to severe stress

2021

2022

27%

|               |     |
|---------------|-----|
| Comparator    | 28% |
| 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.

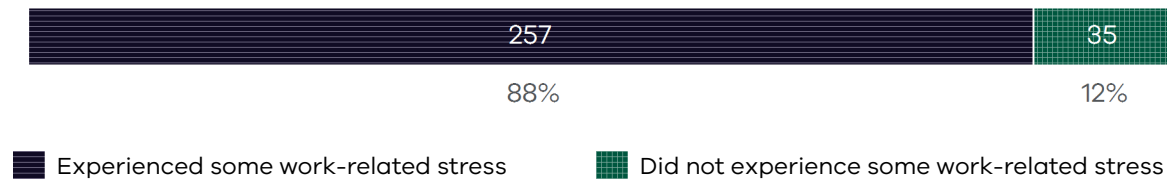
If they answer yes, we ask them to tell us what caused the stress. They can select more than one cause.

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

#### Example

88% of your staff who did the survey said they experienced mild to severe stress.

Of that 88%, 41% said the top reason was 'Workload'.



| Of those that experienced work related stress it was from ...                          | You 2022 | Comparator 2022 | Public sector 2022 |
|--|----------|-----------------|--------------------|
| Workload   | 41%      | 47%             | 51%                |
| Time pressure  | 39%      | 45%             | 44%                |
| Dealing with clients, patients or stakeholders   | 30%      | 15%             | 15%                |
| Management of work (e.g. supervision, training, information, support)                  | 20%      | 14%             | 12%                |
| Work schedule or hours   | 14%      | 9%              | 6%                 |
| Competing home and work responsibilities   | 14%      | 13%             | 14%                |
| Organisation or workplace change   | 12%      | 10%             | 13%                |
| Unclear job expectations   | 11%      | 13%             | 14%                |
| Other  | 10%      | 9%              | 9%                 |
| Social environment (e.g. relationships with colleagues, manager and/or senior leaders) | 10%      | 15%             | 10%                |

## 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

8% of your staff who did the survey said they intended to work for your organisation for 6 months or less.

| Employees plan to work at your organisation for ... | You 2022 | Comparator 2022 | Public sector 2022 |
|---|----------|-----------------|--------------------|
| 6 months or less                                    | 8%       | 7%              | 8%                 |
| Over 6 months and up to 1 year                      | 10%      | 8%              | 10%                |
| Over 1 year and up to 3 years                       | 33%      | 28%             | 25%                |
| Over 3 years and up to 5 years                      | 15%      | 16%             | 16%                |
| Over 5 years  | 33%      | 40%             | 41%                |



## 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.

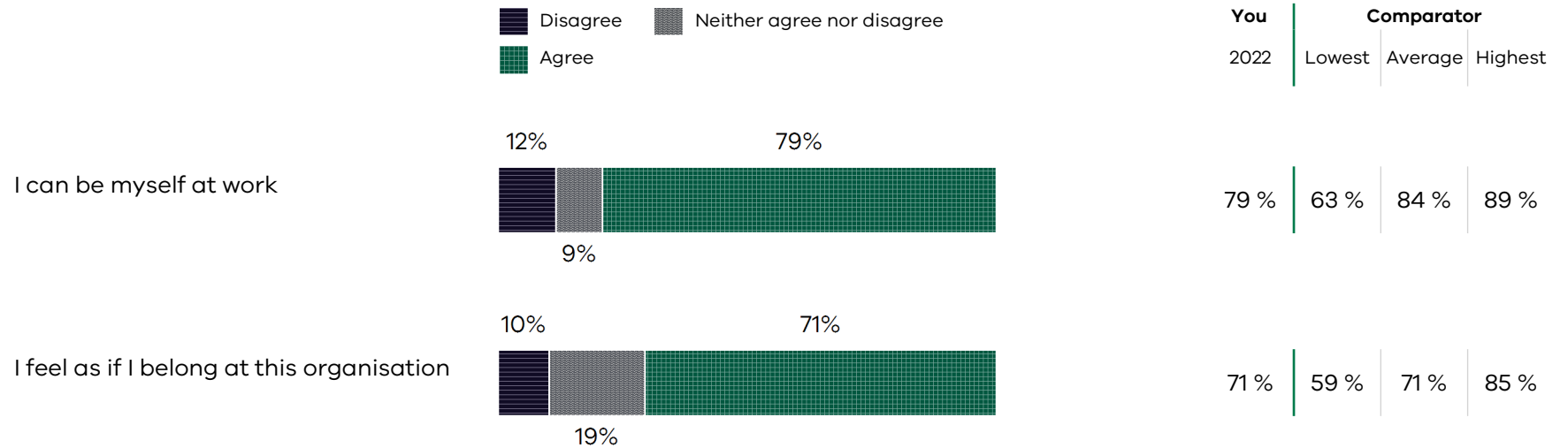
#### Example

79% of your staff who did the survey agreed or strongly agreed with 'I can be myself at work'.

### Survey question

### Your results

### Benchmark agree results



## 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

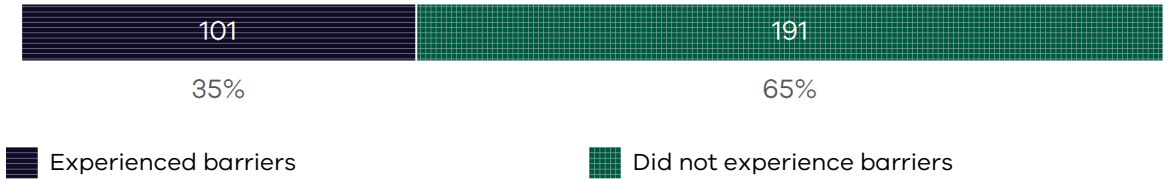
In the survey, we ask staff to tell us if they have experienced any barriers to their success at work and what those barriers were. They can select more than one barrier.

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

#### Example

15% of your staff who did the survey said they have experienced barriers to success in the last 12 months due to 'My mental health'.

Staff who experienced one or more barriers to success at work



During the last 12 months, employees experienced barriers to their success due to ...

|                            | You 2022 | Comparator 2022 | Public sector 2022 |
|----------------------------|----------|-----------------|--------------------|
| My mental health           | 15%      | 10%             | 7%                 |
| My age                     | 13%      | 8%              | 8%                 |
| My caring responsibilities | 9%       | 7%              | 7%                 |
| My physical health         | 7%       | 5%              | 4%                 |
| My sex                     | 7%       | 5%              | 4%                 |
| My cultural background     | 4%       | 3%              | 3%                 |
| My gender identity         | 3%       | 2%              | 1%                 |
| My industrial activity     | 2%       | 2%              | 1%                 |
| My disability              | 2%       | 2%              | 1%                 |
| My physical features       | 2%       | 1%              | 1%                 |

## People outcomes

### Scorecard: emotional effects of work

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

#### Example

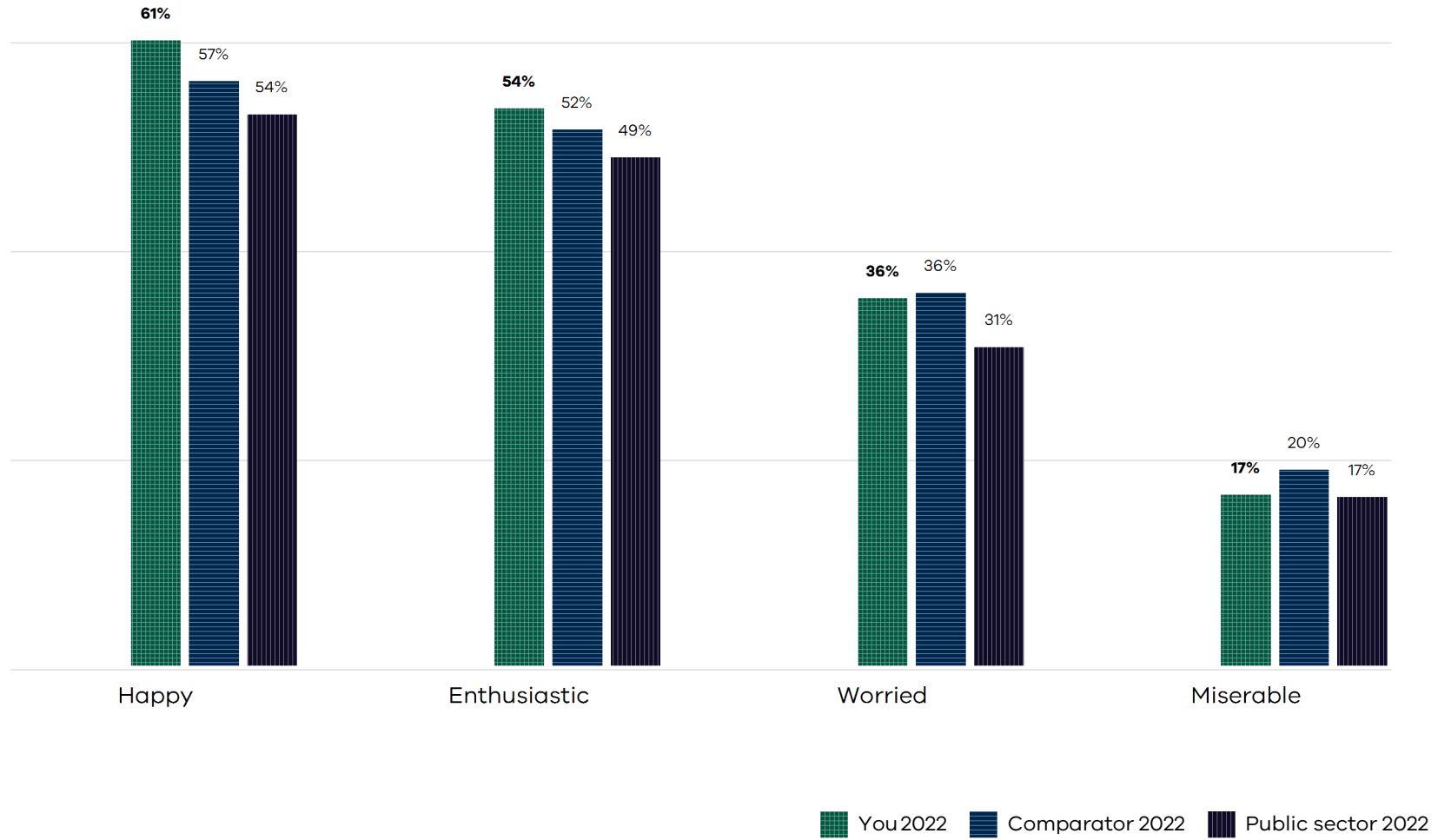
In 2022:

- 61% of your staff who did the survey said work made them feel happy in 2022

Compared to:

- 57% 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 ...



## 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.

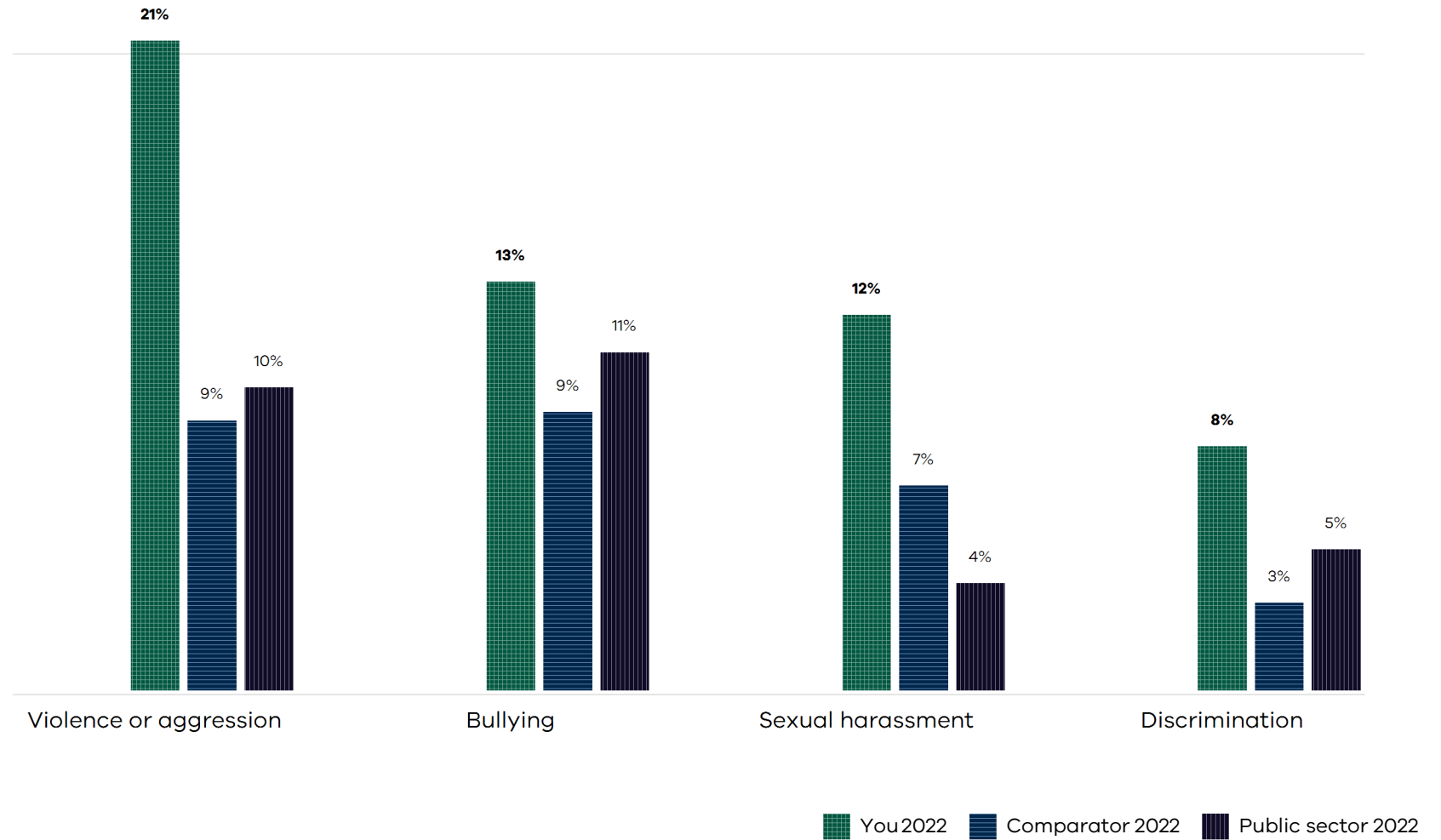
#### Example

In 2022:

- 21% of your staff who did the survey stated they experienced 'Violence or aggression' in the last 12 months.

Compared to:

- 9% of staff at your comparator and 10% of staff across the public sector.



## People outcomes

### Bullying

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

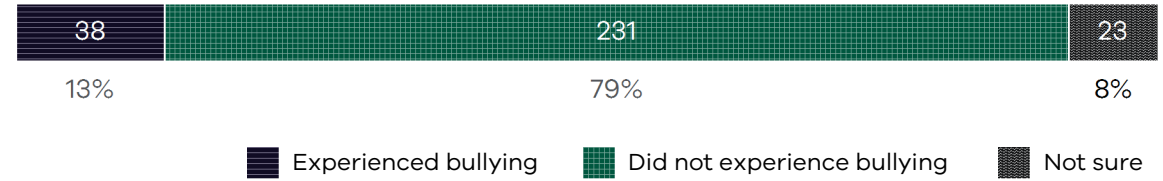
In descending order, the table shows the answers.

#### Example

13% of your staff who did the survey said they experienced bullying.

Of that 13%, 76% said the top type was 'Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)'.  
 Of that 13%, 79% said the top type was 'Verbal abuse'.

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



#### If you experienced bullying, what type of bullying did you experience?

|   | You 2022 | Comparator 2022 | Public sector 2022 |
|---|----------|-----------------|--------------------|
| Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody) | 76%      | 79%             | 71%                |
| Verbal abuse  | 39%      | 15%             | 19%                |
| Intimidation and/or threats   | 34%      | 20%             | 30%                |
| Exclusion or isolation  | 26%      | 39%             | 43%                |
| Withholding essential information for me to do my job   | 26%      | 29%             | 33%                |
| Being assigned meaningless tasks unrelated to the job   | 13%      | 15%             | 13%                |
| Interference with my personal property and/or work equipment                                  | 5%       | 11%             | 4%                 |
| Other   | 5%       | 8%              | 15%                |

## People outcomes

### Telling someone about the bullying

#### What this is

This is if staff told someone when they experienced bullying.

#### Why this is important

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

#### How to read this

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

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

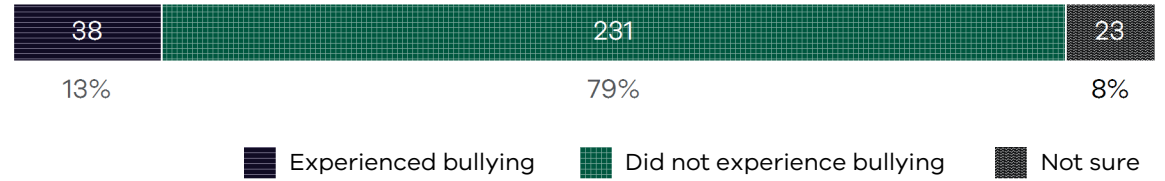
In descending order, the table shows the answers.

#### Example

13% of your staff who did the survey said they experienced bullying, of which

- 42% said the top way they reported the bullying was 'Told a colleague'.
- 87% said they didn't submit a formal complaint.

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



### Did you tell anyone about the bullying?

|  | You 2022 | Comparator 2022 | Public sector 2022 |
|--|----------|-----------------|--------------------|
| Told a colleague                                       | 42%      | 38%             | 41%                |
| Told a manager   | 42%      | 44%             | 49%                |
| Told a friend or family member                         | 37%      | 39%             | 35%                |
| Told the person the behaviour was not OK               | 24%      | 9%              | 17%                |
| Told Human Resources                                   | 18%      | 17%             | 13%                |
| I did not tell anyone about the bullying               | 16%      | 20%             | 12%                |
| Submitted a formal complaint                           | 13%      | 8%              | 11%                |
| Told employee assistance program (EAP) or peer support | 5%       | 2%              | 10%                |
| Told someone else                                      | 5%       | 8%              | 12%                |

## People outcomes

### Bullying - reasons for not submitting a formal complaint

#### What this is

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

#### Why this is important

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

#### How to read this

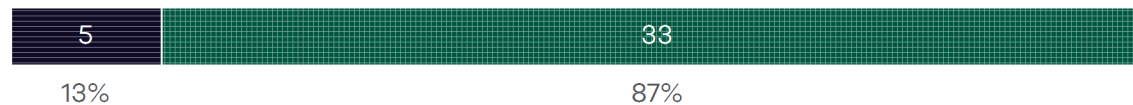
In the survey, we asked staff to tell us if they'd experienced bullying at work. We then asked them if they submitted a formal complaint. If they didn't, they could tell us with one or more answers why not. In descending order, the table shows the top 10 answers.

#### Example

87% of your staff who experienced bullying did not submit a formal complaint, of which:

- 48% said the top reason was 'I believed there would be negative consequences for my reputation'.

Did you submit a formal complaint?



Submitted formal complaint    Did not submit a formal complaint

| What was your reason for not submitting a formal complaint?                                  | You 2022 | Comparator 2022 | Public sector 2022 |
|--|----------|-----------------|--------------------|
| I believed there would be negative consequences for my reputation                            | 48%      | 39%             | 52%                |
| I believed there would be negative consequences for my career                                | 45%      | 43%             | 41%                |
| I didn't think it would make a difference  | 39%      | 52%             | 51%                |
| I didn't feel safe to report the incident  | 18%      | 16%             | 19%                |
| I didn't think it was serious enough   | 18%      | 21%             | 16%                |
| I didn't need to because I no longer had contact with the person(s) who bullied me           | 15%      | 11%             | 7%                 |
| I didn't know how to make a complaint  | 12%      | 3%              | 5%                 |
| I didn't need to because I made the bullying stop  | 12%      | 3%              | 6%                 |
| I thought the complaint process would be embarrassing or difficult                           | 12%      | 8%              | 13%                |
| I believed there would be negative consequences for the person I was going to complain about | 9%       | 8%              | 9%                 |

## People outcomes

### Perpetrators of bullying

#### What this is

This is who staff have said are responsible for bullying.

#### Why this is important

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

#### How to read this

In this year's survey, 13% of your staff said they experienced bullying.

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

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

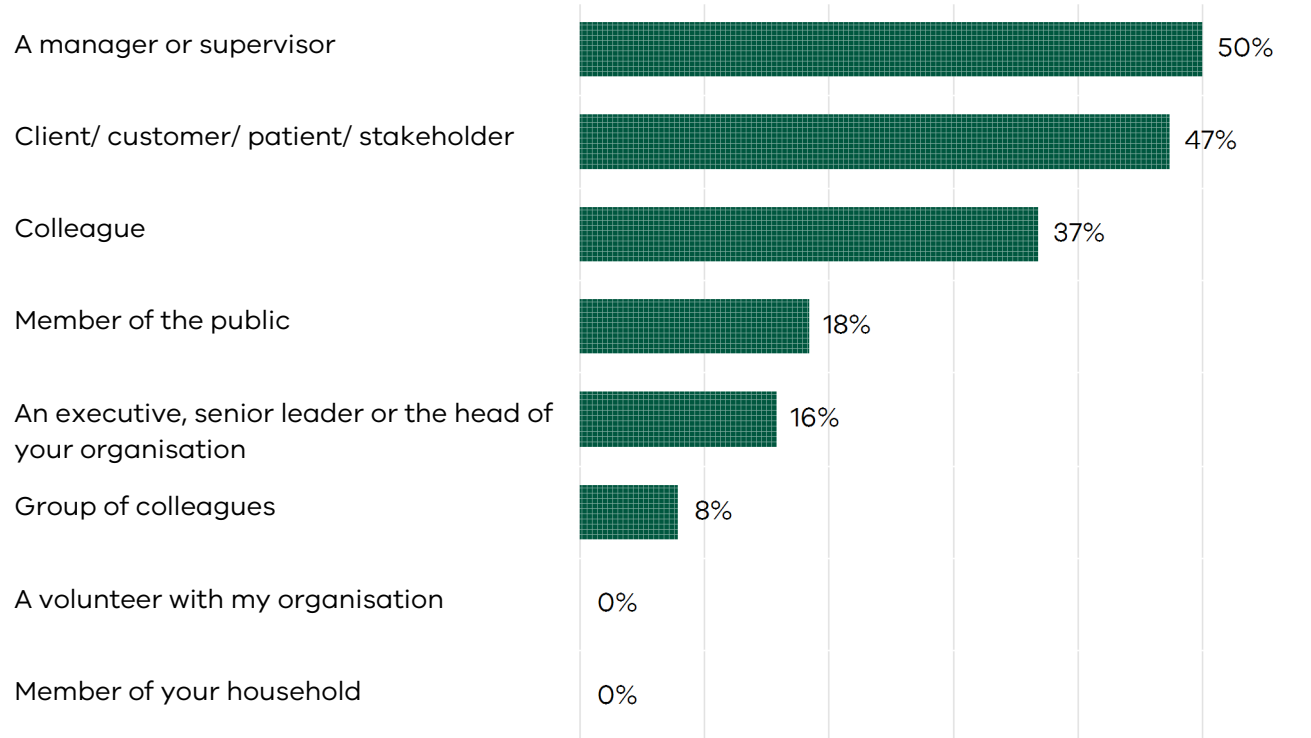
Each row is one perpetrator or group of perpetrators.

#### Example

13% of your staff who did the survey said they experienced bullying.

Of that 13%, 50% said it was by 'A manager or supervisor'.

### 38 people (13% of staff) experienced bullying (You2022)





## People outcomes

### Relationship to perpetrator

#### What this is

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

#### Why this is important

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

#### How to read this

In this year's survey, 13% of your staff said they experienced bullying.

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

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

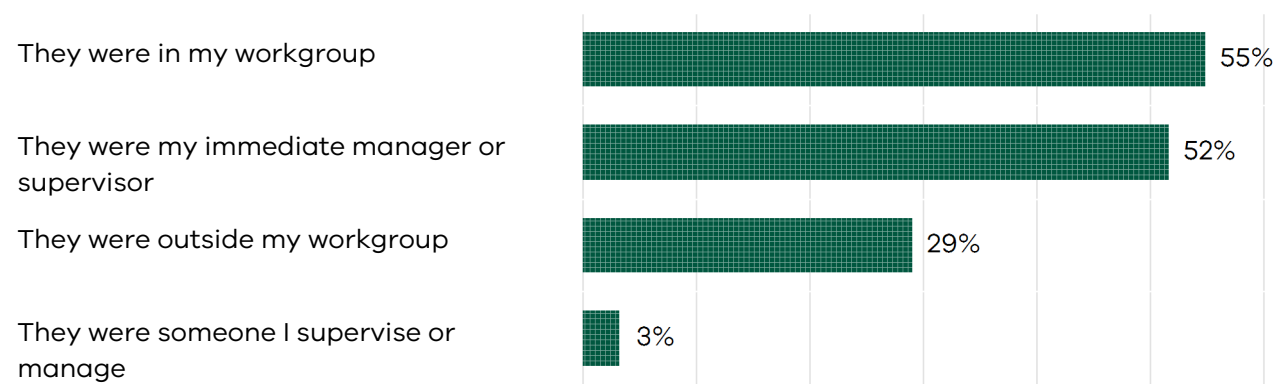
#### Example

13% of your staff who did the survey said they experienced bullying.

Of that 13%, 82% said it was by someone within the organisation.

Of that 82%, 55% said it was 'They were in my workgroup'.

31 people (82% of staff who experienced bullying) experienced bullying from within your organisation (You 2022)



## People outcomes

### Sexual harassment

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

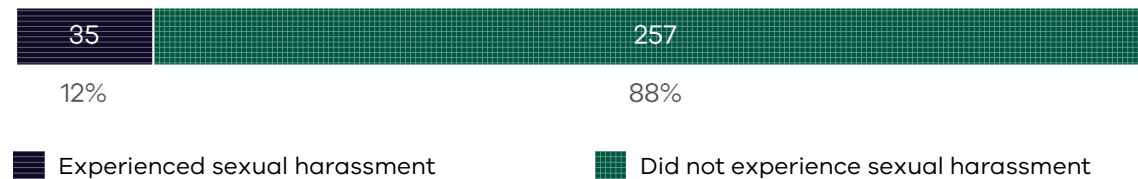
In descending order, the table shows the top 10 answers.

#### Example

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

Of those, 49% said the top type was 'Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)'.  
 47% said the top type was 'Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)'.  
 49% said the top type was 'Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)'.  
 46% said the top type was 'Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)'.  
 14% said the top type was 'Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)'.  
 14% said the top type was 'Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)'.  
 3% said the top type was 'Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)'.  
 11% said the top type was 'Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)'.  
 6% said the top type was 'Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)'.  
 6% said the top type was 'Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)'.  
 3% said the top type was 'Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)'.  
 3% said the top type was 'Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)'.  
 3% said the top type was 'Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)'.  
 1% said the top type was 'Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)'.

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



#### Behaviours reported

|  | You 2022 | Comparator 2022 | Public sector 2022 |
|--|----------|-----------------|--------------------|
| Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)      | 49%      | 47%             | 49%                |
| Intrusive questions about your private life or comments about your physical appearance                             | 34%      | 47%             | 46%                |
| Inappropriate physical contact (including momentary or brief physical contact)                                     | 29%      | 14%             | 14%                |
| Inappropriate staring or leering that made you feel intimidated  | 23%      | 16%             | 14%                |
| Repeated or inappropriate invitations to go out on dates   | 11%      | 0%              | 3%                 |
| Unwelcome touching, hugging, cornering or kissing  | 6%       | 2%              | 11%                |
| Any other unwelcome conduct of a sexual nature   | 3%       | 8%              | 6%                 |
| Repeated or inappropriate advances on email, social networking websites or internet chat rooms by a work colleague | 3%       | 2%              | 3%                 |
| Sexual gestures, indecent exposure or inappropriate display of the body  | 3%       | 0%              | 3%                 |
| Request or pressure for sex or other sexual acts   | 0%       | 0%              | 1%                 |

## People outcomes

### Response to sexual harassment

#### What this is

This is how staff responded when they experienced sexual harassment.

#### Why this is important

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

#### How to read this

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

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

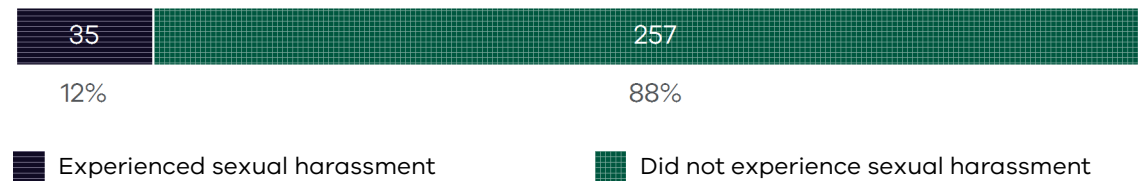
In descending order, the table shows the top 10 responses.

#### Example

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

Of those, 54% said their top response was 'Avoided the person(s) by staying away from them'.

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



#### When the harassment happened to you, did you respond in any of the following ways?

|  | You 2022 | Comparator 2022 | Public sector 2022 |
|--|----------|-----------------|--------------------|
| Avoided the person(s) by staying away from them        | 54%      | 35%             | 32%                |
| Tried to laugh it off or forget about it               | 54%      | 47%             | 37%                |
| Pretended it didn't bother you                         | 43%      | 57%             | 43%                |
| Told a friend or family member                         | 37%      | 14%             | 21%                |
| Told a colleague                                       | 31%      | 20%             | 24%                |
| Told the person the behaviour was not OK               | 23%      | 4%              | 22%                |
| Told a manager   | 20%      | 12%             | 17%                |
| Avoided locations where the behaviour might occur      | 14%      | 14%             | 12%                |
| Told employee assistance program (EAP) or peer support | 9%       | 2%              | 4%                 |
| Took time off work                                     | 9%       | 0%              | 5%                 |

## People outcomes

### Sexual harassment - reasons for not submitting a formal complaint

#### What this is

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

#### Why this is important

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

#### How to read this

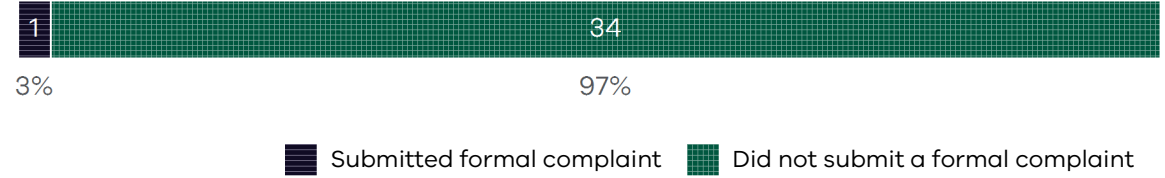
In the survey, we asked staff to tell us if they'd experienced sexual harassment at work. We then asked them if they submitted a formal complaint. If they did not, they could tell us with one or more answers why not. In descending order, the table shows the top 10 answers.

#### Example

97% of your staff who experienced sexual harassment did not submit a formal complaint, of which:

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

Did you submit a formal complaint?



#### What was your reason for not submitting a formal complaint?

|  | You 2022 | Comparator 2022 | Public sector 2022 |
|--|----------|-----------------|--------------------|
| I didn't think it was serious enough   | 50%      | 51%             | 44%                |
| I believed there would be negative consequences for my reputation                            | 29%      | 35%             | 33%                |
| I didn't need to because I no longer had contact with the person(s) who harassed me          | 29%      | 10%             | 8%                 |
| I didn't think it would make a difference  | 29%      | 41%             | 38%                |
| I thought the complaint process would be embarrassing or difficult                           | 29%      | 8%              | 13%                |
| I believed there would be negative consequences for the person I was going to complain about | 21%      | 18%             | 13%                |
| I didn't know how to make a complaint  | 18%      | 0%              | 5%                 |
| I believed there would be negative consequences for my career                                | 15%      | 27%             | 24%                |
| Other  | 12%      | 4%              | 10%                |
| I didn't feel safe to report the incident  | 9%       | 8%              | 10%                |

## People outcomes

### Perpetrators of sexual harassment

#### What this is

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

#### Why this is important

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

#### How to read this

In this year's survey, 12% of your staff said they experienced sexual harassment.

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

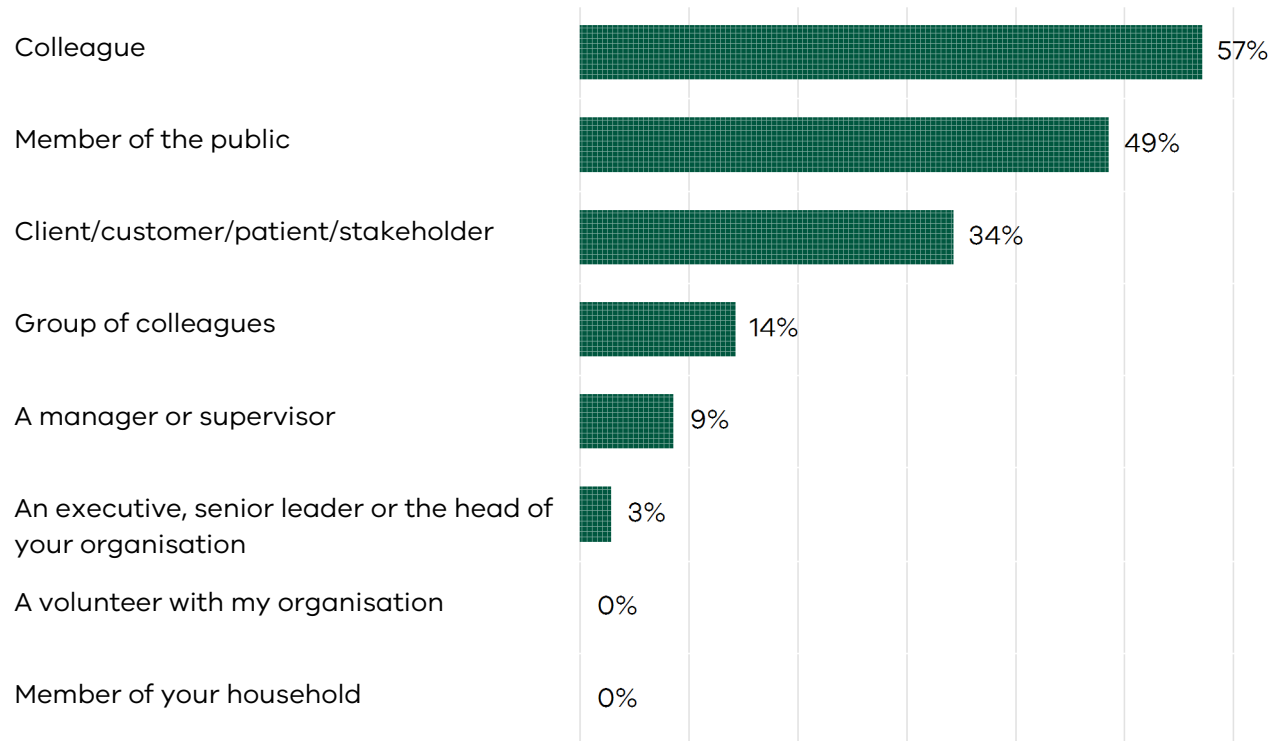
In descending order, the bar chart shows the perpetrators with the largest number of responses.

Each row is one perpetrator or group of perpetrators.

#### Example

12% of your staff who did the survey said they experienced sexual harassment. Of that 12%, 57% said it was by 'Colleague'.

### 35 people (12% of staff) experienced sexual harassment (You2022)



## People outcomes

### Relationship to perpetrator

#### What this is

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

#### Why this is important

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

#### How to read this

In this year's survey, 12% of your staff said they experienced sexual harassment.

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

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

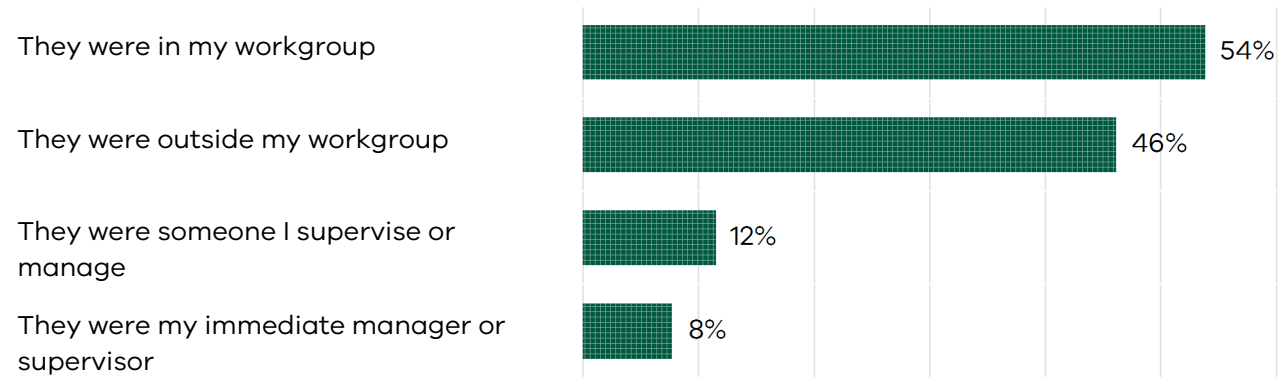
#### Example

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

Of that 12%, 74% said it was by someone within the organisation.

Of that 74%, 54% said it was 'They were in my workgroup'.

26 people (74% of staff who experienced harassment) experienced harassment from within your organisation (You2022)



## People outcomes

### Type of discrimination

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

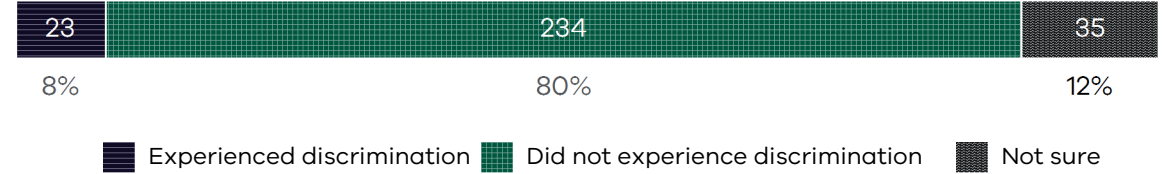
In descending order, the table shows the top 10 types.

#### Example

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

Of that 8%, 74% said it was 'Other'.

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



### If you experienced discrimination, what type of discrimination did you experience?

|   | You 2022 | Comparator 2022 | Public sector 2022 |
|---|----------|-----------------|--------------------|
| Other   | 74%      | 45%             | 39%                |
| Opportunities for promotion                               | 30%      | 41%             | 38%                |
| Access to leave   | 13%      | 5%              | 8%                 |
| Denied flexible work arrangements or other adjustments    | 9%       | 18%             | 20%                |
| Opportunities for training                                | 9%       | 32%             | 22%                |
| Opportunities for transfer/secondment                     | 9%       | 0%              | 13%                |
| Employment security - threats of dismissal or termination | 4%       | 14%             | 16%                |

## People outcomes

### Telling someone about the discrimination

#### What this is

This is who staff told about the discrimination they experienced.

#### Why this is important

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

#### How to read this

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

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

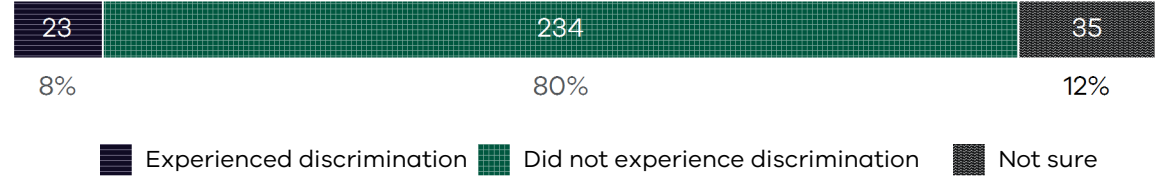
In descending order, the table shows the answers.

#### Example

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

- 57% said the top way they reported the discrimination was 'Told a colleague'.
- 91% said they didn't submit a formal complaint.

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



### Did you tell anyone about the discrimination?

|  | You 2022 | Comparator 2022 | Public sector 2022 |
|--|----------|-----------------|--------------------|
| Told a colleague                                       | 57%      | 23%             | 36%                |
| Told a friend or family member                         | 35%      | 36%             | 33%                |
| Told a manager   | 35%      | 27%             | 31%                |
| I did not tell anyone about the discrimination         | 17%      | 32%             | 24%                |
| Told employee assistance program (EAP) or peer support | 17%      | 5%              | 10%                |
| Told someone else                                      | 17%      | 18%             | 14%                |
| Told the person the behaviour was not OK               | 17%      | 9%              | 9%                 |
| Told Human Resources                                   | 13%      | 18%             | 13%                |
| Submitted a formal complaint                           | 9%       | 0%              | 7%                 |



## People outcomes

### Discrimination - reasons for not submitting a formal complaint

#### What this is

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

#### Why this is important

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

#### How to read this

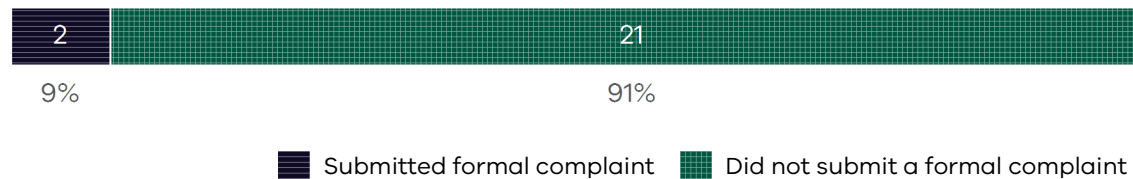
In the survey, we asked staff to tell us if they'd experienced discrimination at work. We then asked them if they submitted a formal complaint. If they did not, they could tell us with one or more answers why not. In descending order, the table shows the top 10 answers.

#### Example

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

- 62% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal complaint?



#### What was your reason for not submitting a formal complaint?

You  
2022

Comparator  
2022

Public  
sector 2022

| What was your reason for not submitting a formal complaint?                                      | You 2022 | Comparator 2022 | Public sector 2022 |
|--|----------|-----------------|--------------------|
| I didn't think it would make a difference  | 62%      | 64%             | 59%                |
| I believed there would be negative consequences for my career                                    | 48%      | 64%             | 53%                |
| I believed there would be negative consequences for my reputation                                | 33%      | 55%             | 53%                |
| I didn't feel safe to report the incident  | 29%      | 18%             | 20%                |
| I thought the complaint process would be embarrassing or difficult                               | 29%      | 9%              | 13%                |
| I didn't know who to talk to   | 24%      | 5%              | 7%                 |
| I didn't think it was serious enough   | 24%      | 27%             | 12%                |
| I didn't know how to make a complaint  | 14%      | 5%              | 6%                 |
| I believed there would be negative consequences for the person I was going to complain about     | 10%      | 14%             | 8%                 |
| I didn't need to because I no longer had contact with the person(s) who discriminated against me | 10%      | 0%              | 3%                 |

## People outcomes

### Perpetrators of discrimination

#### What this is

This is who staff have said are responsible for discrimination.

#### Why this is important

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

#### How to read this

In this year's survey, 8% of your staff said they experienced discrimination.

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

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

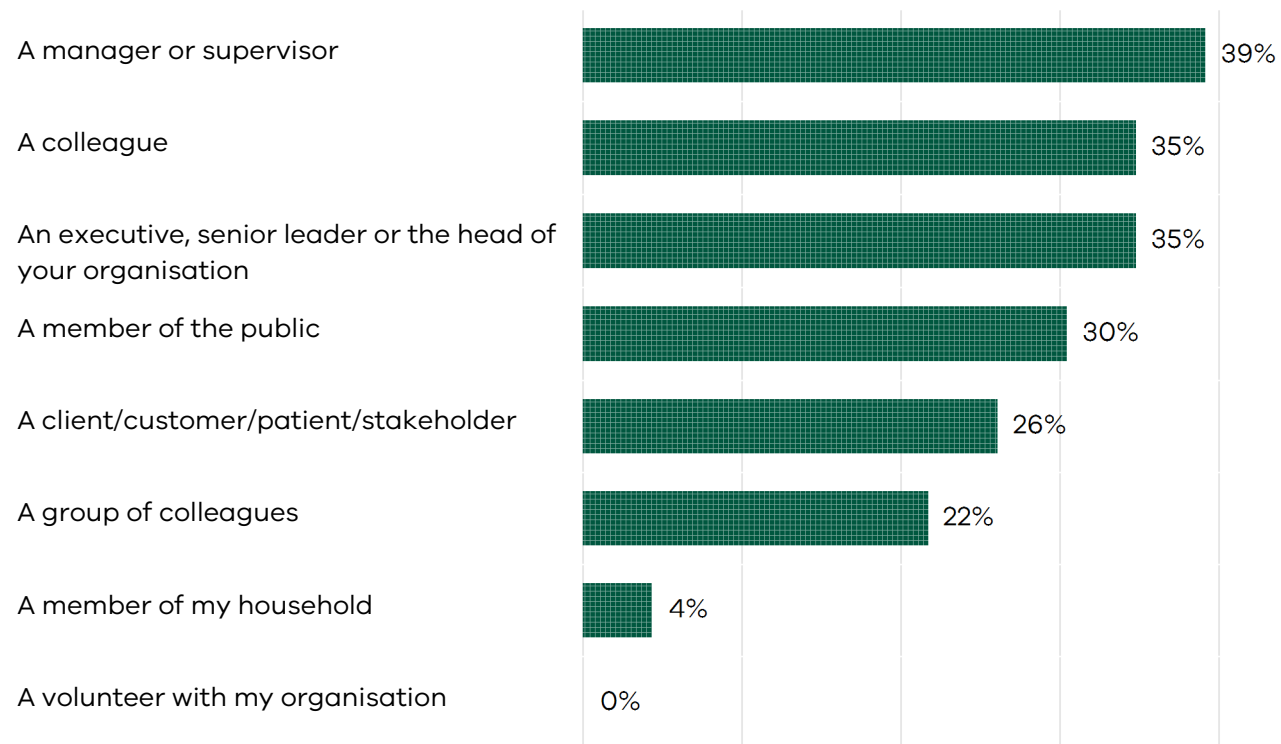
Each row is one perpetrator or group of perpetrators.

#### Example

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

Of that 8%, 39% said it was by 'A manager or supervisor'.

### 23 people (8% of staff) experienced discrimination (You2022)



## People outcomes

### Relationship to perpetrator

#### What this is

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

#### Why this is important

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

#### How to read this

In this year's survey, 8% of your staff said they experienced discrimination.

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

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

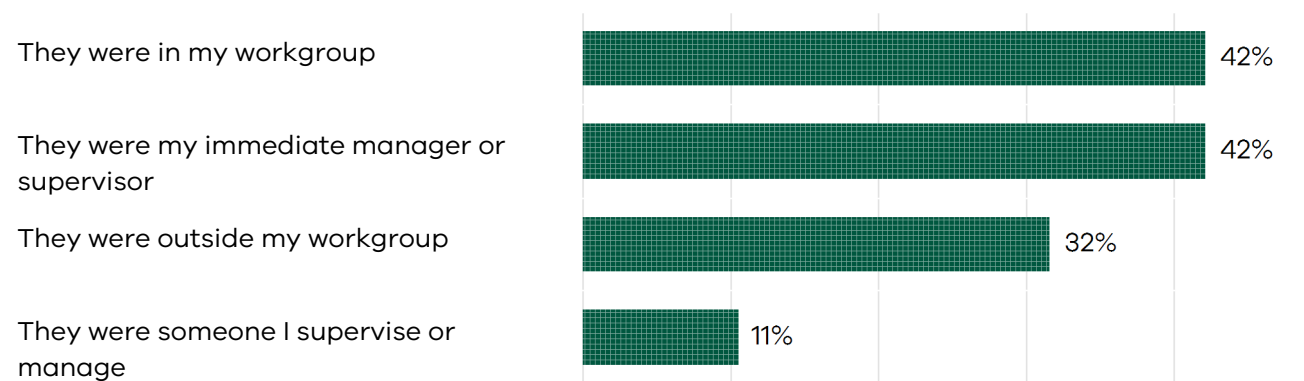
#### Example

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

Of that 8%, 83% said it was by someone within the organisation.

Of that 83%, 42% said it was 'They were in my workgroup'.

19 people (83% of staff who experienced discrimination) experienced discrimination from within your organisation (You2022)



## Negative behaviour

### Violence and aggression

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

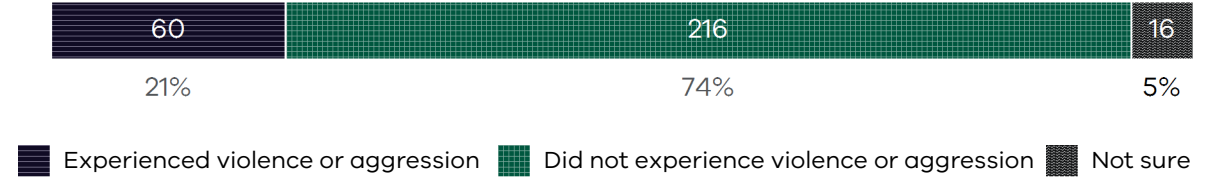
In descending order, the table shows the answers.

#### Example

21% of your staff who did the survey said they experienced violence or aggression.

Of that 21%, 83% said it was from 'Abusive language'.

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



#### If you experienced violence or aggression, what type did you experience?

|  | You 2022 | Comparator 2022 | Public sector 2022 |
|--|----------|-----------------|--------------------|
| Abusive language   | 83%      | 66%             | 73%                |
| Intimidating behaviour   | 72%      | 70%             | 69%                |
| Threats of violence  | 18%      | 11%             | 27%                |
| Other  | 7%       | 6%              | 6%                 |
| Physical assault (e.g. spitting, hitting, punching, pushing, tripping, grabbing, throwing objects) | 2%       | 3%              | 14%                |

## Negative behaviour

### Telling someone about violence and aggression

#### What this is

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

#### Why this is important

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

#### How to read this

In the survey, we asked staff to tell us if they'd experienced violence or aggression. If they did, they could tell us with one or more answers who they told.

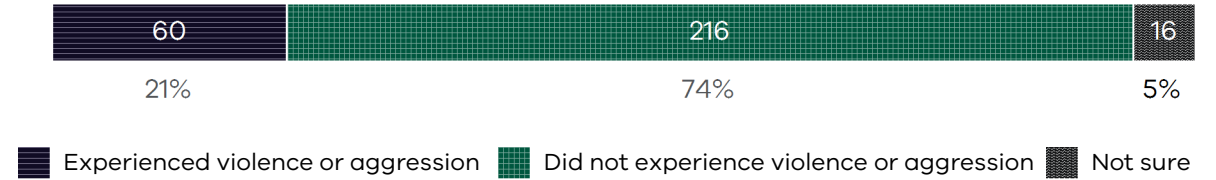
In descending order, the table shows the answers.

#### Example

21% of your staff who did the survey said they experienced violence or aggression, fo which

- 58% said the top way they reported the violence or aggression was 'Told a manager'
- 88% said they didn't submit a formal incident report.

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



### Did you tell anyone about the incident?

|  | You 2022 | Comparator 2022 | Public sector 2022 |
|--|----------|-----------------|--------------------|
| Told a manager   | 58%      | 70%             | 59%                |
| Told a colleague                                       | 48%      | 48%             | 44%                |
| Told a friend or family member                         | 27%      | 31%             | 20%                |
| Told the person the behaviour was not OK               | 17%      | 8%              | 26%                |
| I did not tell anyone about the incident(s)            | 13%      | 9%              | 8%                 |
| Submitted a formal incident report                     | 12%      | 11%             | 26%                |
| Told Human Resources                                   | 5%       | 9%              | 6%                 |
| Told someone else                                      | 5%       | 5%              | 6%                 |
| Told employee assistance program (EAP) or peer support | 3%       | 0%              | 5%                 |

## Negative behaviour

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

#### What this is

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

#### Why this is important

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

#### How to read this

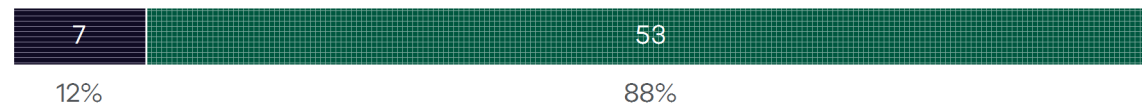
In the survey, we asked staff to tell us if they'd experienced violence or aggression at work. We then asked them if they submitted a formal incident report. If they did not, they could tell us with one or more answers why not. In descending order, the table shows the top 10 answers.

#### Example

88% of your staff who experienced violence or aggression did not submit a formal incident report, of which:

- 47% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal incident report?



Submitted formal incident report Did not submit a formal incident report

| What was your reason for not submitting a formal incident report?                                       | You 2022 | Comparator 2022 | Public sector 2022 |
|---|----------|-----------------|--------------------|
| I didn't think it would make a difference   | 47%      | 40%             | 39%                |
| I didn't think it was serious enough  | 36%      | 35%             | 31%                |
| I didn't need to because I no longer had contact with the person(s) who was aggressive or violent to me | 23%      | 18%             | 14%                |
| I believed there would be negative consequences for my reputation                                       | 15%      | 19%             | 21%                |
| I didn't know how to make a complaint   | 13%      | 5%              | 4%                 |
| Other   | 13%      | 14%             | 19%                |
| I believed there would be negative consequences for my career   | 9%       | 16%             | 17%                |
| I didn't need to because I made the violence or aggression stop   | 9%       | 16%             | 14%                |
| I didn't know who to talk to  | 8%       | 0%              | 2%                 |
| I thought the complaint process would be embarrassing or difficult                                      | 8%       | 7%              | 6%                 |

## Negative behaviour

### Perpetrators of violence and aggression

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

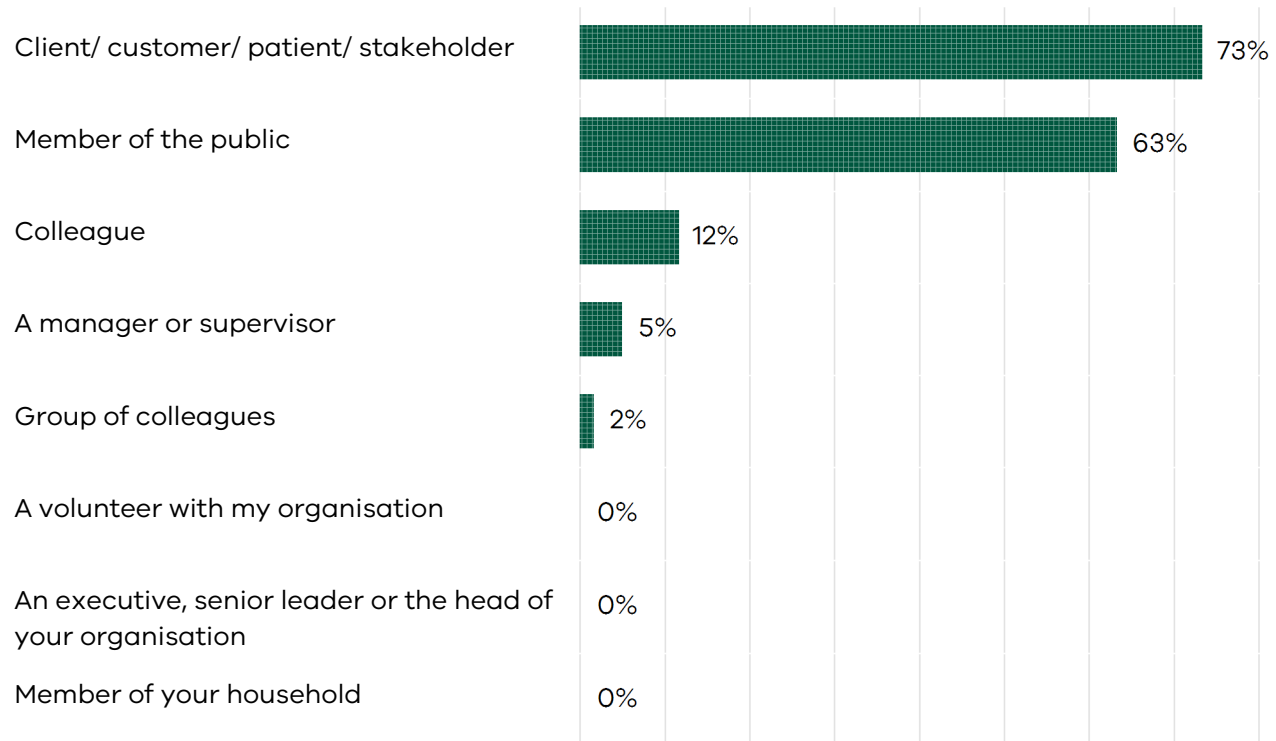
Each row is one perpetrator or a group of perpetrators.

#### Example

21% of your staff who did the survey said they experienced violence or aggression.

Of that 21%, 73% said it was 'Client/ customer/ patient/ stakeholder'.

60 people (21% of staff) experienced violence or aggression (You2022)



# 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
- Biggest positive difference from comparator
- Biggest negative difference from comparator

#### Taking action

- Taking action questions

### Detailed results

#### Senior leadership

- Senior leadership questions

#### Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

#### Workgroup climate

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

#### Job and manager factors

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

#### Public sector values

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

#### Demographics

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



## 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 comparator group.

#### Example

On the first row 'Job enrichment', the 'You 2022' column shows 93% of your staff agreed with 'I understand how my job helps my organisation achieve its goals'.

| Question group           | Highest scoring questions   | You 2022 | Comparator 2022 |
|--------------------------|---|----------|-----------------|
| Job enrichment           | I understand how my job helps my organisation achieve its goals                           | 93%      | 92%             |
| Meaningful work          | I can make a worthwhile contribution at work  | 91%      | 92%             |
| Job enrichment           | I can use my skills and knowledge in my job   | 90%      | 89%             |
| Job enrichment           | I clearly understand what I am expected to do in this job                                 | 88%      | 85%             |
| Organisational integrity | My organisation encourages employees to act in ways that are consistent with human rights | 85%      | 82%             |
| Workgroup support        | People in my workgroup work together effectively to get the job done                      | 85%      | 84%             |
| Organisational integrity | My organisation encourages respectful workplace behaviours                                | 84%      | 80%             |
| Engagement               | I am proud to tell others I work for my organisation                                      | 83%      | 86%             |
| Manager leadership       | My manager treats employees with dignity and respect                                      | 83%      | 89%             |
| Safety climate           | My organisation provides a physically safe work environment                               | 82%      | 86%             |

## Key differences

### Lowest scoring questions

#### What this is

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

#### How to read this

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

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

You can also compare your 2022 comparator group.

#### Example

On the first row 'Safety climate', the 'You 2022' column shows 37% of your staff agreed with 'All levels of my organisation are involved in the prevention of stress'.

| Question subgroup        | Lowest scoring questions  | You 2022 | Comparator 2022 |
|--------------------------|---|----------|-----------------|
| Safety climate           | All levels of my organisation are involved in the prevention of stress                                  | 37%      | 35%             |
| Learning and development | I am satisfied with the way my learning and development needs have been addressed in the last 12 months | 40%      | 42%             |
| Learning and development | My organisation places a high priority on the learning and development of staff                         | 41%      | 36%             |
| Collaboration            | Workgroups across my organisation willingly share information with each other                           | 44%      | 56%             |
| Safety climate           | Senior leaders show support for stress prevention through involvement and commitment                    | 44%      | 39%             |
| Learning and development | I am satisfied with the opportunities to progress in my organisation                                    | 45%      | 34%             |
| Safety climate           | My organisation has effective procedures in place to support employees who may experience stress        | 45%      | 39%             |
| Organisational integrity | I believe the promotion processes in my organisation are fair   | 45%      | 38%             |
| Safety climate           | In my workplace, there is good communication about psychological safety issues that affect me           | 48%      | 42%             |
| Taking action            | I believe my organisation will make improvements based on the results of this survey                    | 49%      | 41%             |

## Key differences

### Biggest positive difference from comparator

#### What this is

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

#### How to read this

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

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

#### Example

On the first row 'Organisational integrity', the 'You 2022' column shows 53% of your staff agreed with 'I have an equal chance at promotion in my organisation'.

The 'difference' column, shows that agreement for this question was 12 percentage points higher in your organisation than in your comparator.

| Question group           | Biggest positive difference from comparator  | You 2022 | Difference | Comparator 2022 |
|--------------------------|--|----------|------------|-----------------|
| Organisational integrity | I have an equal chance at promotion in my organisation   | 53%      | +12%       | 41%             |
| Learning and development | I am satisfied with the opportunities to progress in my organisation                             | 45%      | +11%       | 34%             |
| Job enrichment           | I have the authority to do my job effectively  | 76%      | +8%        | 68%             |
| Engagement               | I would recommend my organisation as a good place to work  | 71%      | +8%        | 63%             |
| Taking action            | I believe my organisation will make improvements based on the results of this survey             | 49%      | +8%        | 41%             |
| Workload                 | The workload I have is appropriate for the job that I do   | 64%      | +8%        | 56%             |
| Organisational integrity | I believe the promotion processes in my organisation are fair                                    | 45%      | +7%        | 38%             |
| Safety climate           | Senior leaders consider the psychological health of employees to be as important as productivity | 51%      | +6%        | 45%             |
| Safety climate           | My organisation has effective procedures in place to support employees who may experience stress | 45%      | +6%        | 39%             |
| Safety climate           | In my workplace, there is good communication about psychological safety issues that affect me    | 48%      | +6%        | 42%             |

## 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 'Human rights', the 'You 2022' column shows 58% of your staff agreed with 'I understand how the Charter of Human Rights and Responsibilities applies to my work'.

The 'difference' column, shows that agreement for this question was 21 percentage points lower in your organisation than in your comparator.

| Question subgroup        | Biggest negative difference from comparator  | You 2022 | Difference | Comparator 2022 |
|--------------------------|--|----------|------------|-----------------|
| Human rights             | I understand how the Charter of Human Rights and Responsibilities applies to my work | 58%      | -21%       | 79%             |
| Quality service delivery | My workgroup acts fairly and without bias  | 64%      | -14%       | 78%             |
| Flexible working         | My manager supports working flexibly   | 73%      | -14%       | 86%             |
| Innovation               | My workgroup encourages employee creativity  | 58%      | -13%       | 71%             |
| Collaboration            | Workgroups across my organisation willingly share information with each other        | 44%      | -12%       | 56%             |
| Quality service delivery | My workgroup uses its resources well   | 60%      | -12%       | 73%             |
| Quality service delivery | My workgroup provides high quality advice and services                               | 75%      | -11%       | 86%             |
| Workgroup support        | People in my workgroup are politically impartial in their work                       | 69%      | -10%       | 79%             |
| Safe to speak up         | I feel culturally safe at work   | 75%      | -10%       | 84%             |
| Innovation               | My workgroup is quick to respond to opportunities to do things better                | 62%      | -8%        | 70%             |

# 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
- Biggest positive difference from comparator
- Biggest negative difference from comparator

#### Taking action

- Taking action questions

### Detailed results

#### Senior leadership

- Senior leadership questions

#### Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

#### Workgroup climate

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

#### Job and manager factors

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

#### Public sector values

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

#### Demographics

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

## 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.

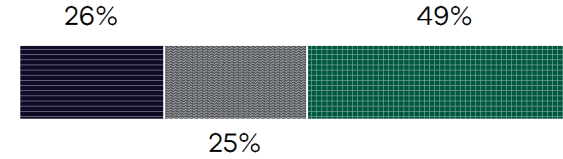
### Example

49% 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'.

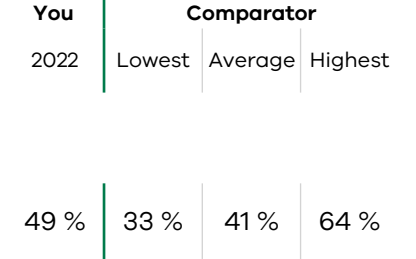
## Survey question

I believe my organisation will make improvements based on the results of this survey

## Your results



## Benchmark agree results



# People matter survey

## wellbeing check 2022

Have your say

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- About your report
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### Result summary

#### People outcomes

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- Bullying
- Sexual harassment
- Discrimination
- Violence and aggression

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- Highest scoring
- Lowest scoring
- Biggest positive difference from comparator
- Biggest negative difference from comparator

#### Taking action

- Taking action questions

### Detailed results

#### Senior leadership

- Senior leadership questions

#### Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

#### Workgroup climate

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

#### Job and manager factors

- Scorecard
- Manager leadership
- Manager support
- Workload
- Learning and development
- Job enrichment
- Meaningful work
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- Responsiveness
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## Senior leadership

### Senior leadership

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

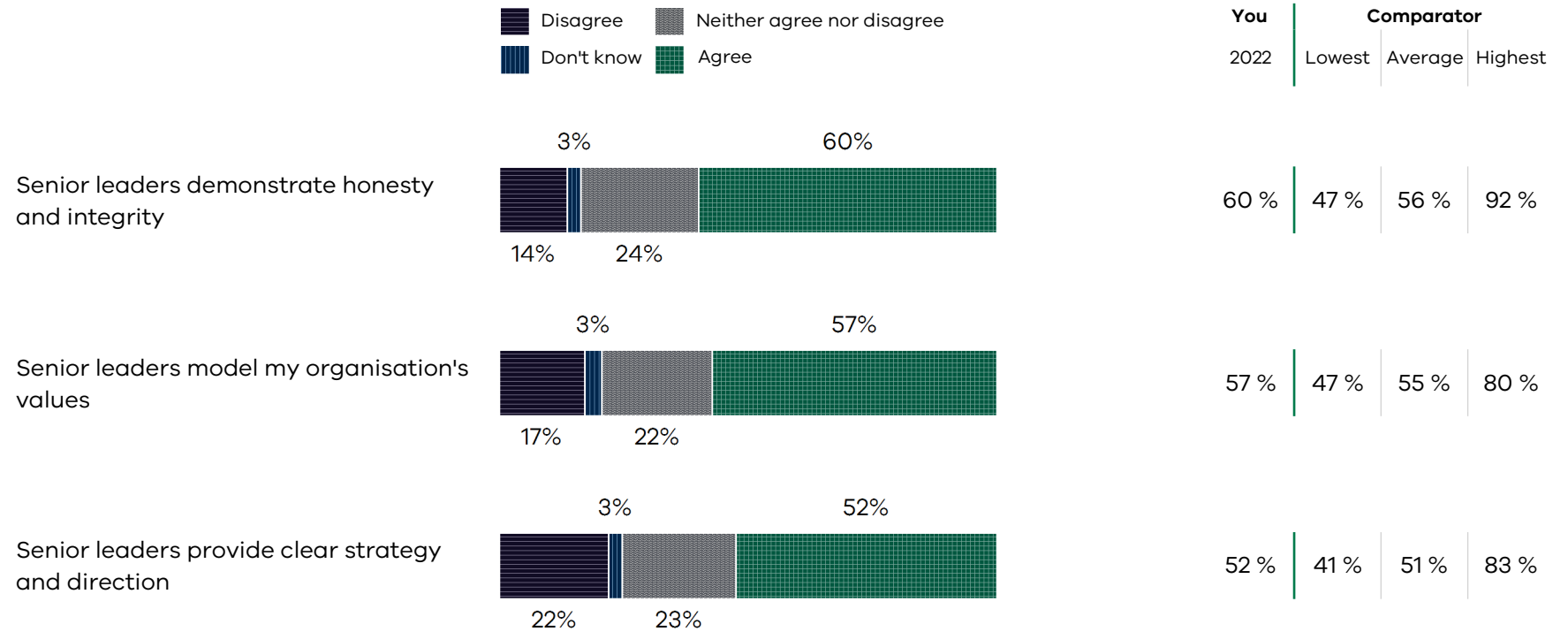
#### Example

60% of your staff who did the survey agreed or strongly agreed with 'Senior leaders demonstrate honesty and integrity'.

### Survey question

### Your results

### Benchmark agree results





# People matter survey

## wellbeing check 2022

Have your say

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- Survey's theoretical framework
- Your comparator group
- Your response rate

### Result summary

#### People outcomes

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- Work-related stress causes
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#### Taking action

- Taking action questions

### Detailed results

#### Senior leadership

- Senior leadership questions

#### Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

#### Workgroup climate

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

#### Job and manager factors

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

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- Scorecard
- Responsiveness
- Integrity
- Impartiality
- Accountability
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- Leadership
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- Employment
- Adjustments
- Caring

## Organisational climate

### Scorecard

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

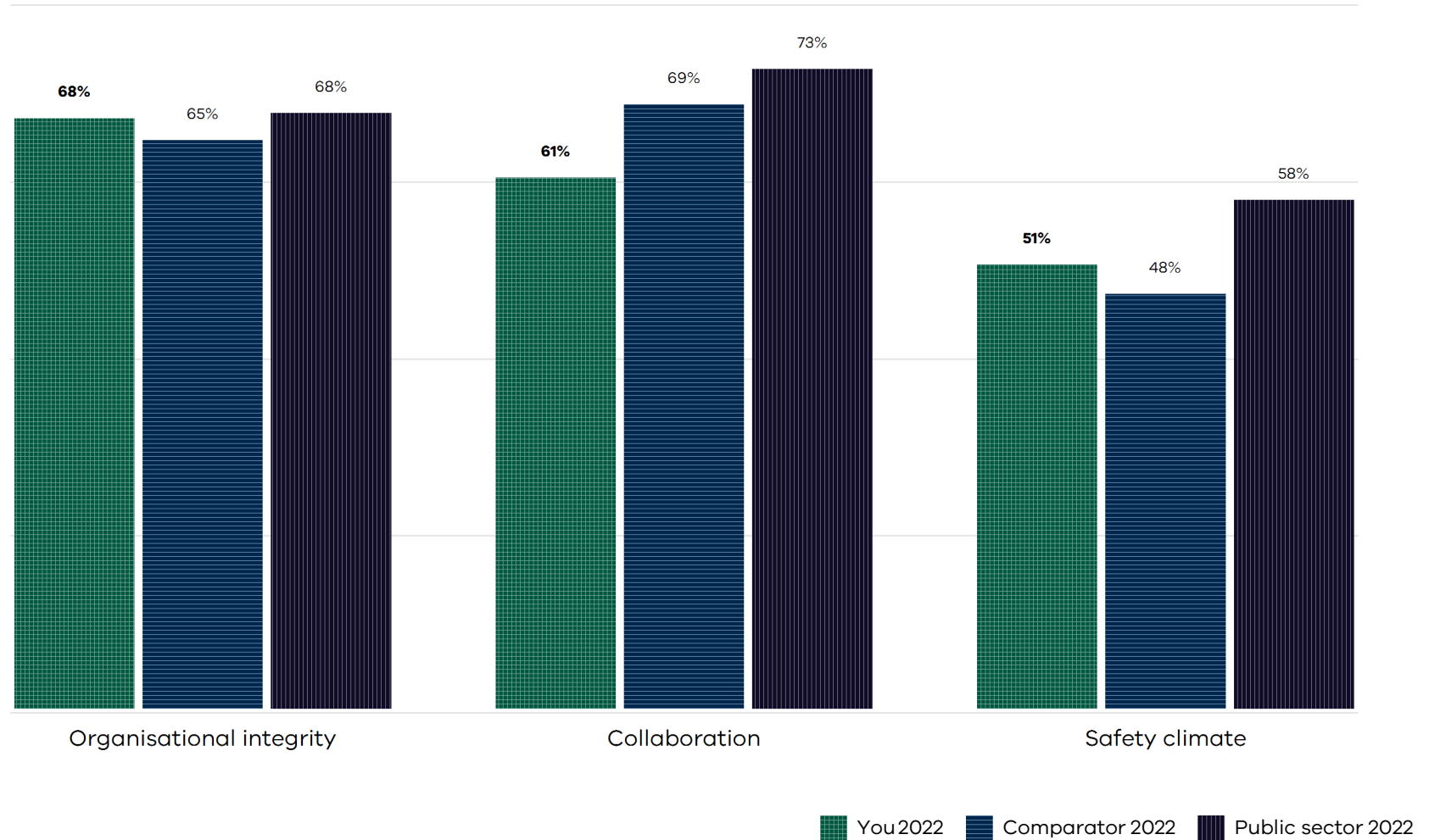
#### Example

In 2022:

- 68% of your staff who did the survey responded positively to questions about Organisational integrity.

Compared to:

- 65% of staff at your comparator and 68% of staff across the public sector.



## 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.

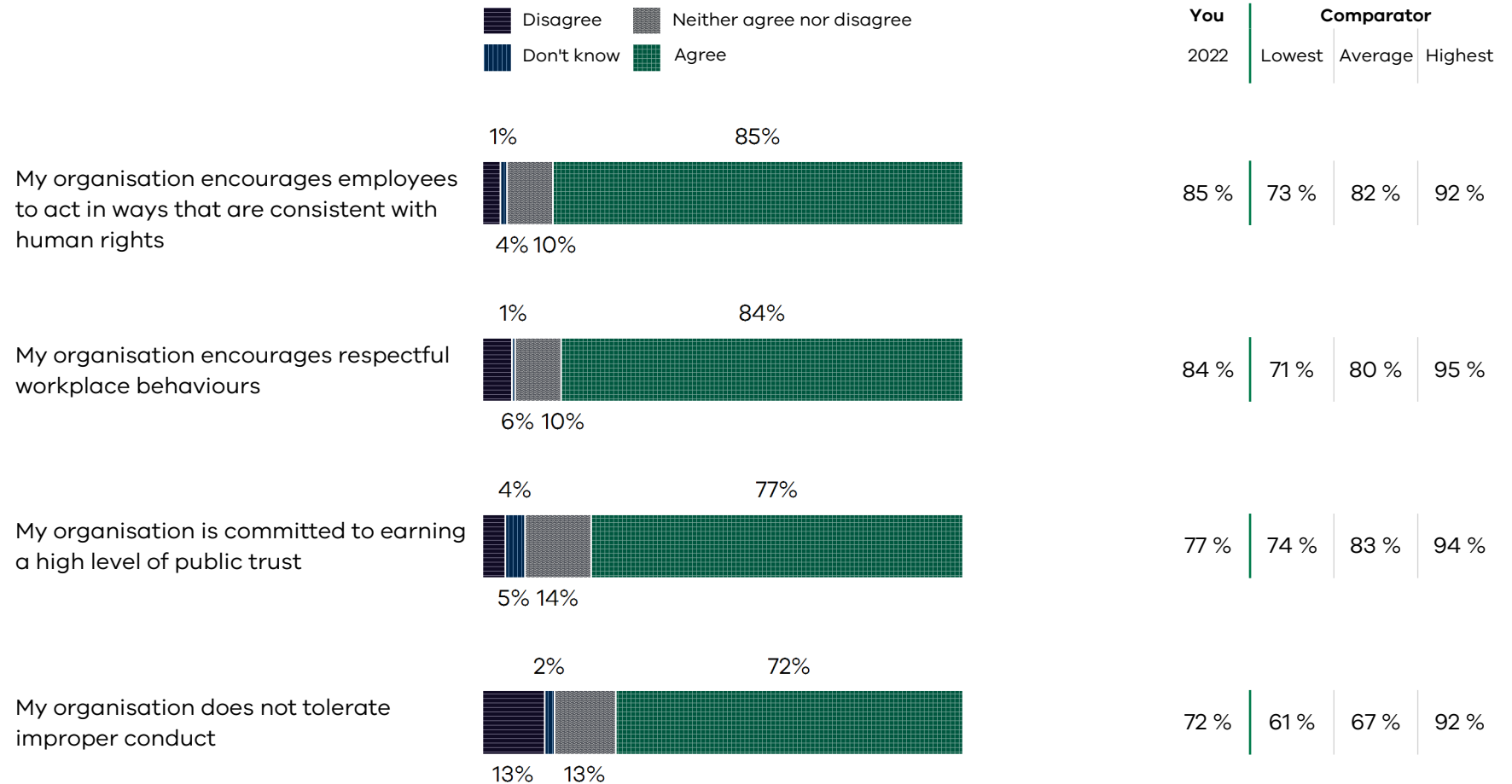
#### Example

85% of your staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.

### Survey question

### Your results

### Benchmark agree results



## 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.

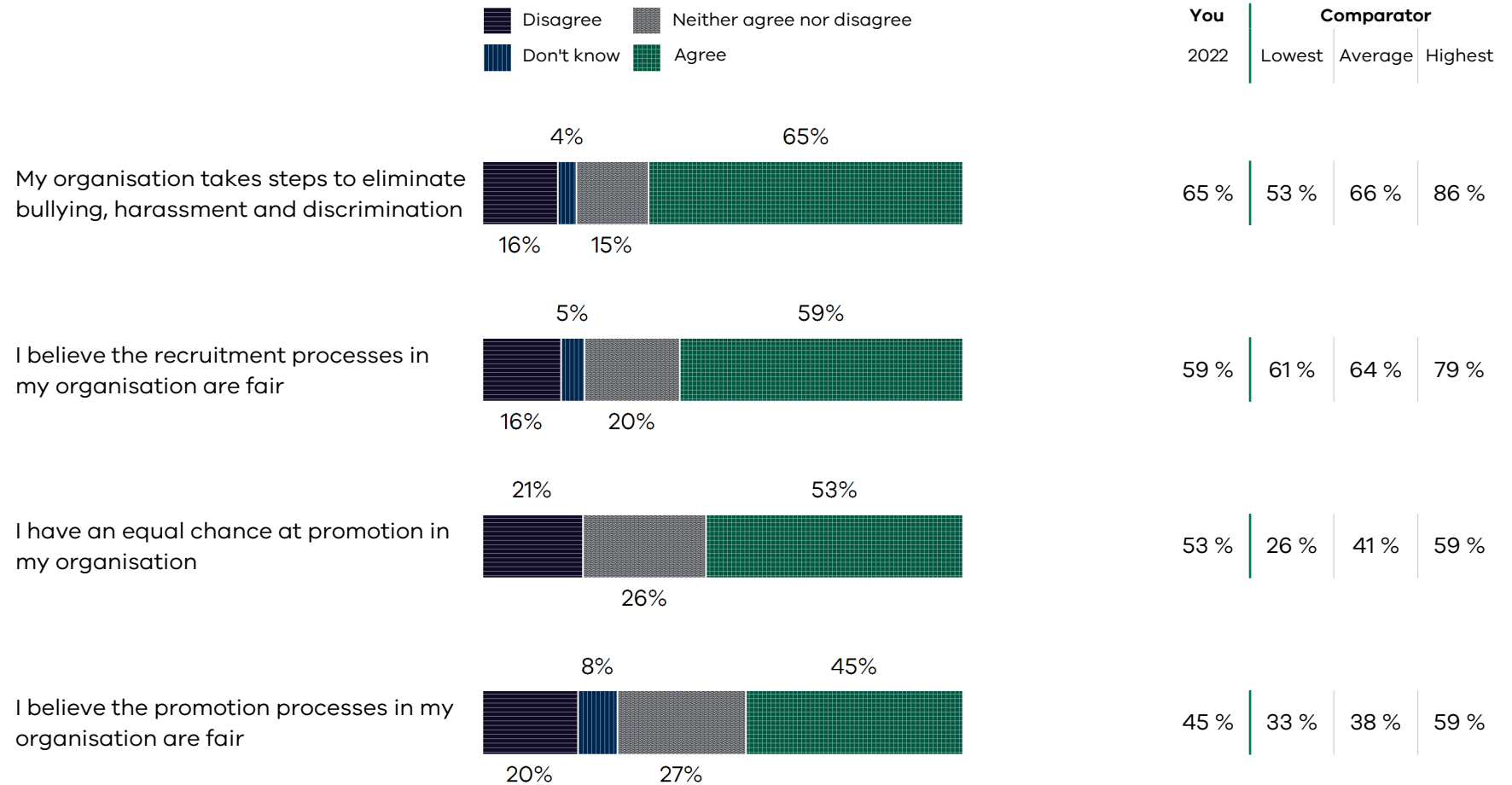
#### Example

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

### Survey question

### Your results

### Benchmark agree results



## 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.

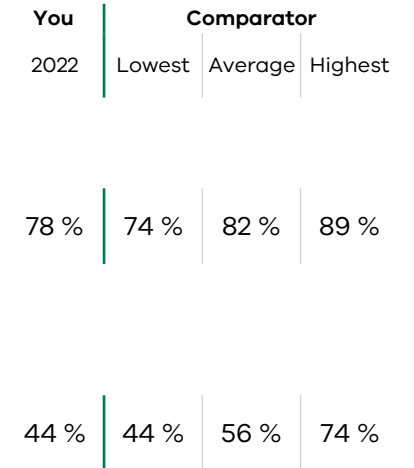
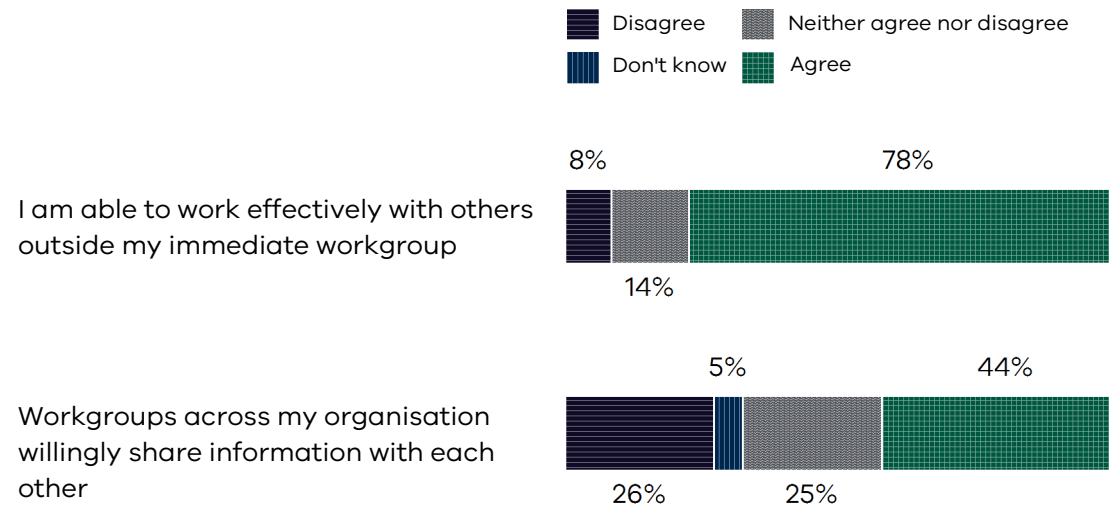
#### Example

78% of your staff who did the survey agreed or strongly agreed with 'I am able to work effectively with others outside my immediate workgroup'.

### Survey question

### Your results

### Benchmark agree results



## 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.

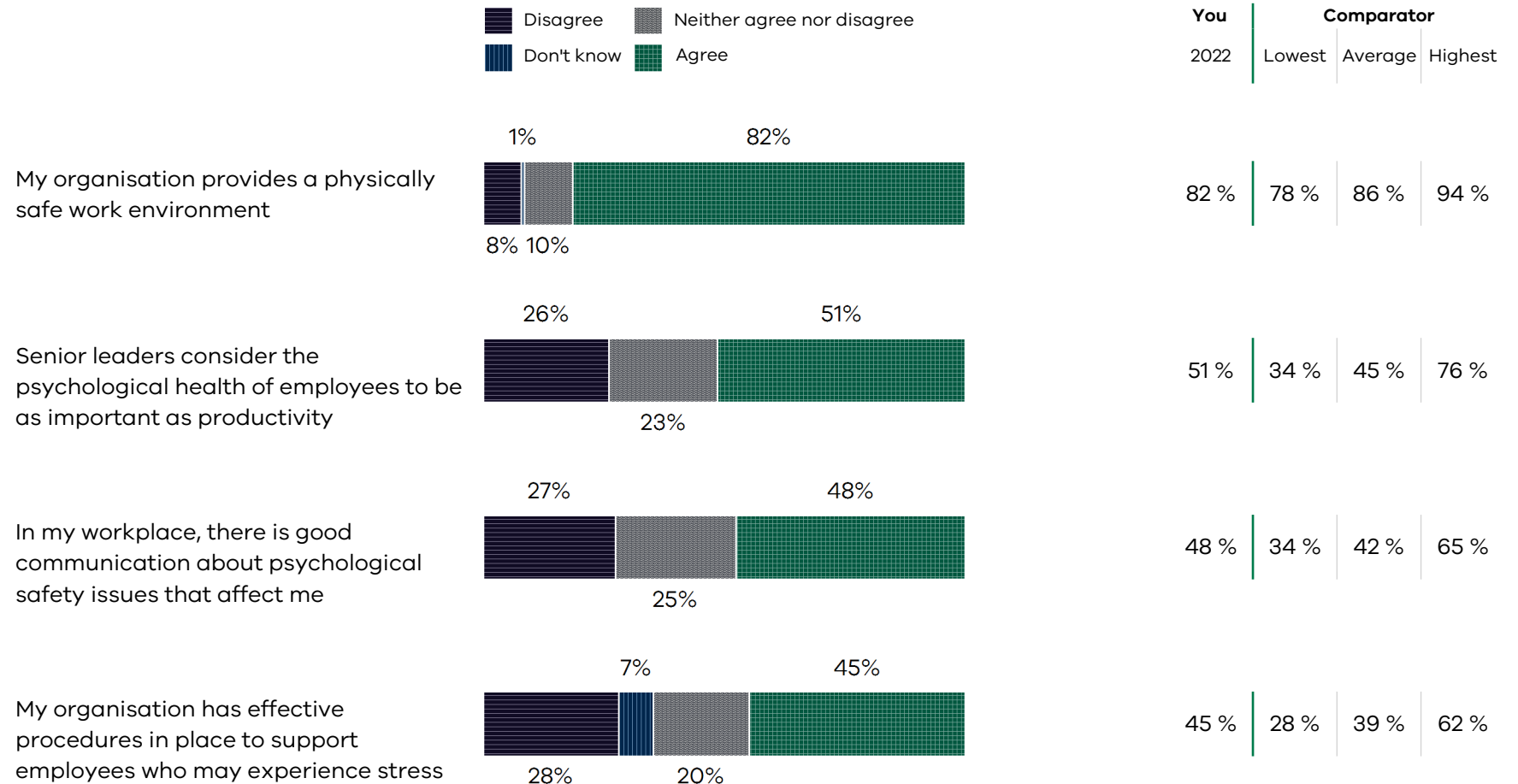
#### Example

82% of your staff who did the survey agreed or strongly agreed with 'My organisation provides a physically safe work environment'.

### Survey question

### Your results

### Benchmark agree results



## 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

44% of your staff who did the survey agreed or strongly agreed with 'Senior leaders show support for stress prevention through involvement and commitment'.

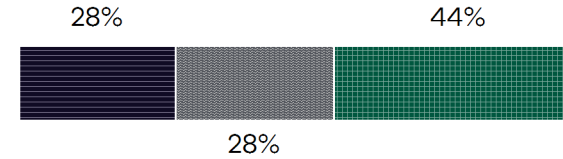
### Survey question

### Your results

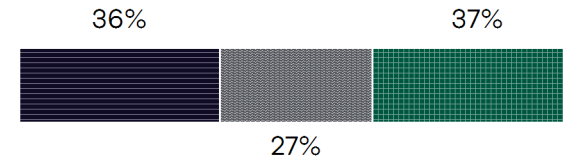
### Benchmark agree results



Senior leaders show support for stress prevention through involvement and commitment



All levels of my organisation are involved in the prevention of stress



| You<br>2022 | Comparator |         |         |
|-------------|------------|---------|---------|
|             | Lowest     | Average | Highest |
| 44 %        | 31 %       | 39 %    | 68 %    |
| 37 %        | 27 %       | 35 %    | 59 %    |

# 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
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- Sexual harassment
- Discrimination
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#### Key differences

- Highest scoring
- Lowest scoring
- Biggest positive difference from comparator
- Biggest negative difference from comparator

#### Taking action

- Taking action questions

### Detailed results

#### Senior leadership

- Senior leadership questions

#### Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

#### Workgroup climate

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

#### Job and manager factors

- Scorecard
- Manager leadership
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- Scorecard
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- Employment
- Adjustments
- Caring



## Workgroup climate

### Scorecard

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

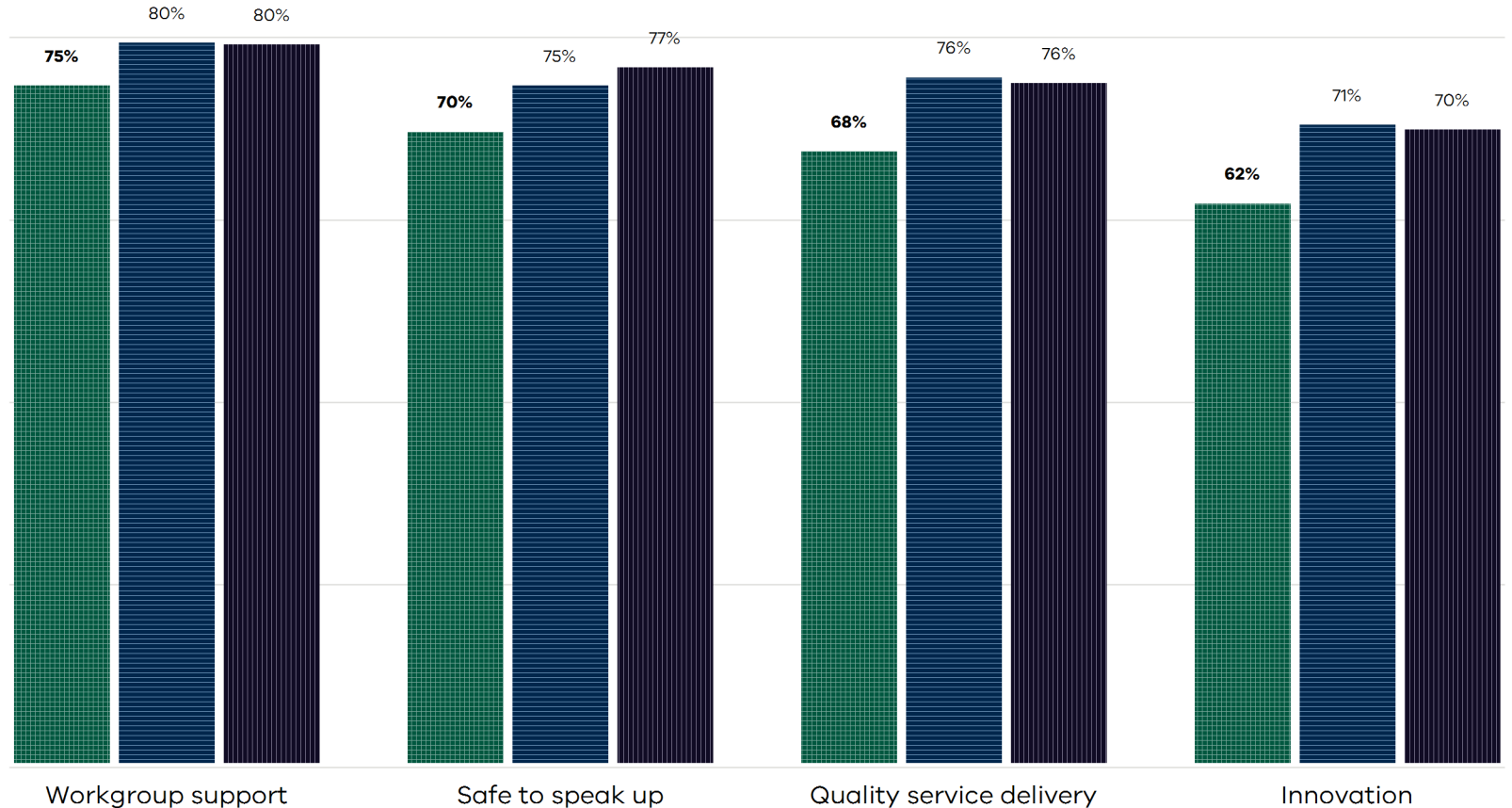
#### Example

In 2022:

- 75% of your staff who did the survey responded positively to questions about Workgroup support.

Compared to:

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



■ You 2022 ■ Comparator 2022 ■ Public sector 2022

## Workgroup climate

### Quality service delivery

#### What this is

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

#### Why this is important

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

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

#### How to read this

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

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

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

#### Example

75% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

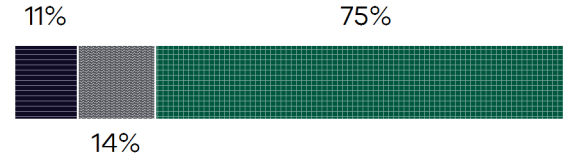
### Survey question

### Your results

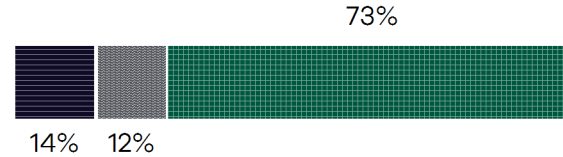
### Benchmark agree results



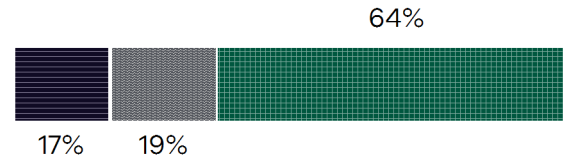
My workgroup provides high quality advice and services



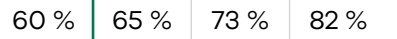
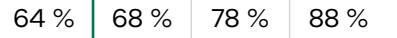
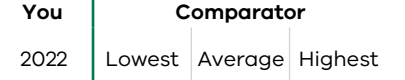
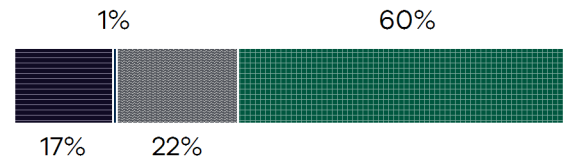
My workgroup has clear lines of responsibility



My workgroup acts fairly and without bias



My workgroup uses its resources well



## 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

67% of your staff who did the survey agreed or strongly agreed with 'My workgroup learns from failures and mistakes'.

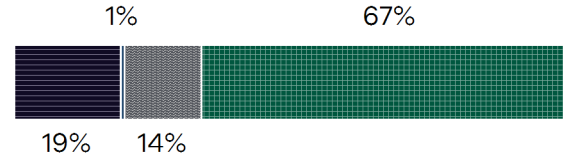
## Survey question

## Your results

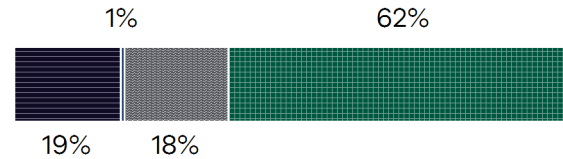
## Benchmark agree results



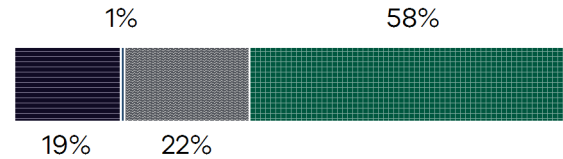
My workgroup learns from failures and mistakes



My workgroup is quick to respond to opportunities to do things better



My workgroup encourages employee creativity



| You<br>2022 | Comparator |         |         |
|-------------|------------|---------|---------|
|             | Lowest     | Average | Highest |

|      |      |      |      |
|------|------|------|------|
| 67 % | 69 % | 71 % | 83 % |
|------|------|------|------|

|      |      |      |      |
|------|------|------|------|
| 62 % | 63 % | 70 % | 83 % |
|------|------|------|------|

|      |      |      |      |
|------|------|------|------|
| 58 % | 59 % | 71 % | 77 % |
|------|------|------|------|

## 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.

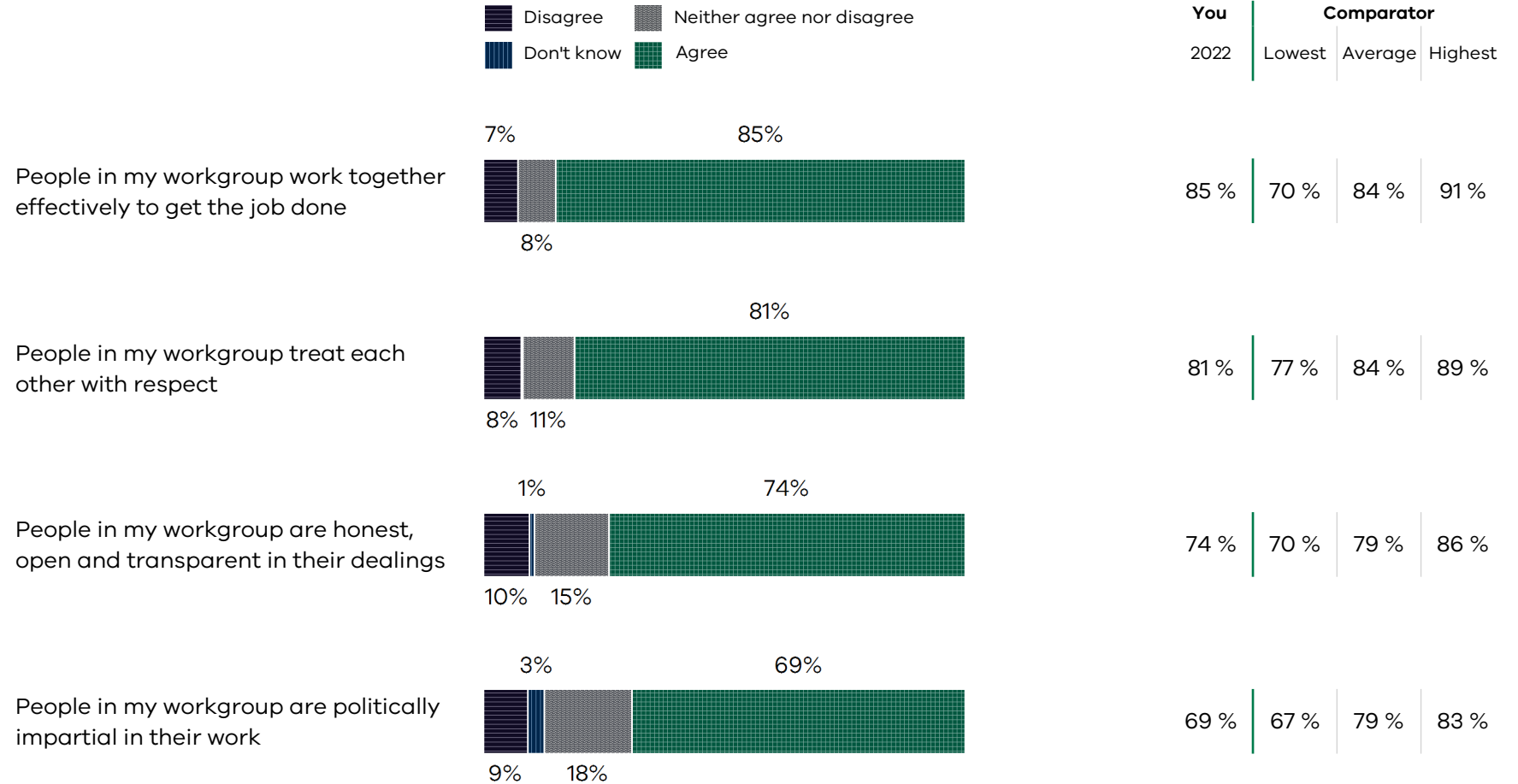
#### Example

85% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup work together effectively to get the job done'.

### Survey question

### Your results

### Benchmark agree results



## 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.

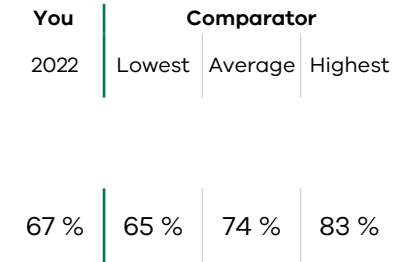
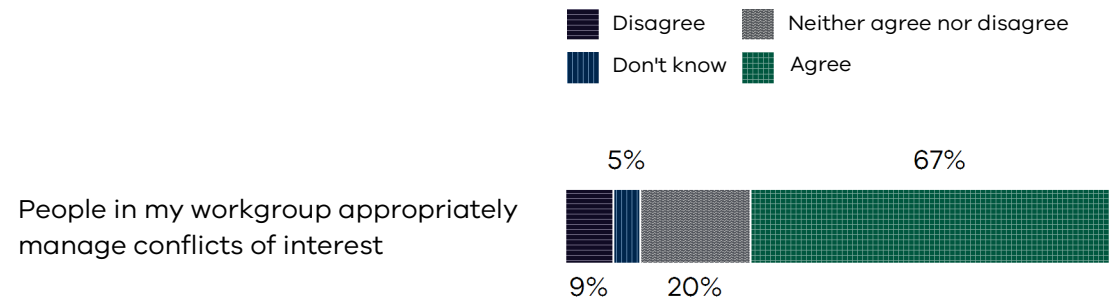
#### Example

67% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.

## Survey question

## Your results

## Benchmark agree results



## 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.

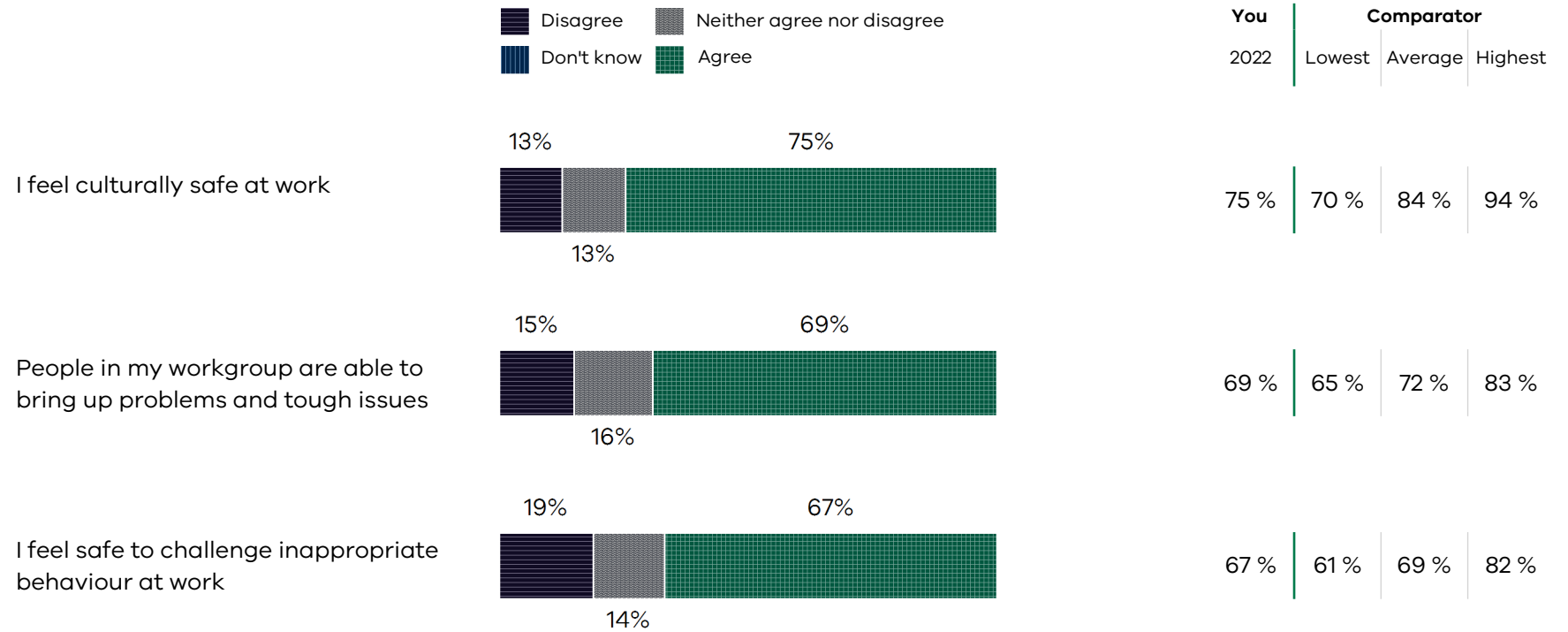
#### Example

75% 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



# 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
- Biggest positive difference from comparator
- Biggest negative difference from comparator

#### Taking action

- Taking action questions

### Detailed results

#### Senior leadership

- Senior leadership questions

#### Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

#### Workgroup climate

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

#### Job and manager factors

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

#### Public sector values

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

#### Demographics

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

## 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.

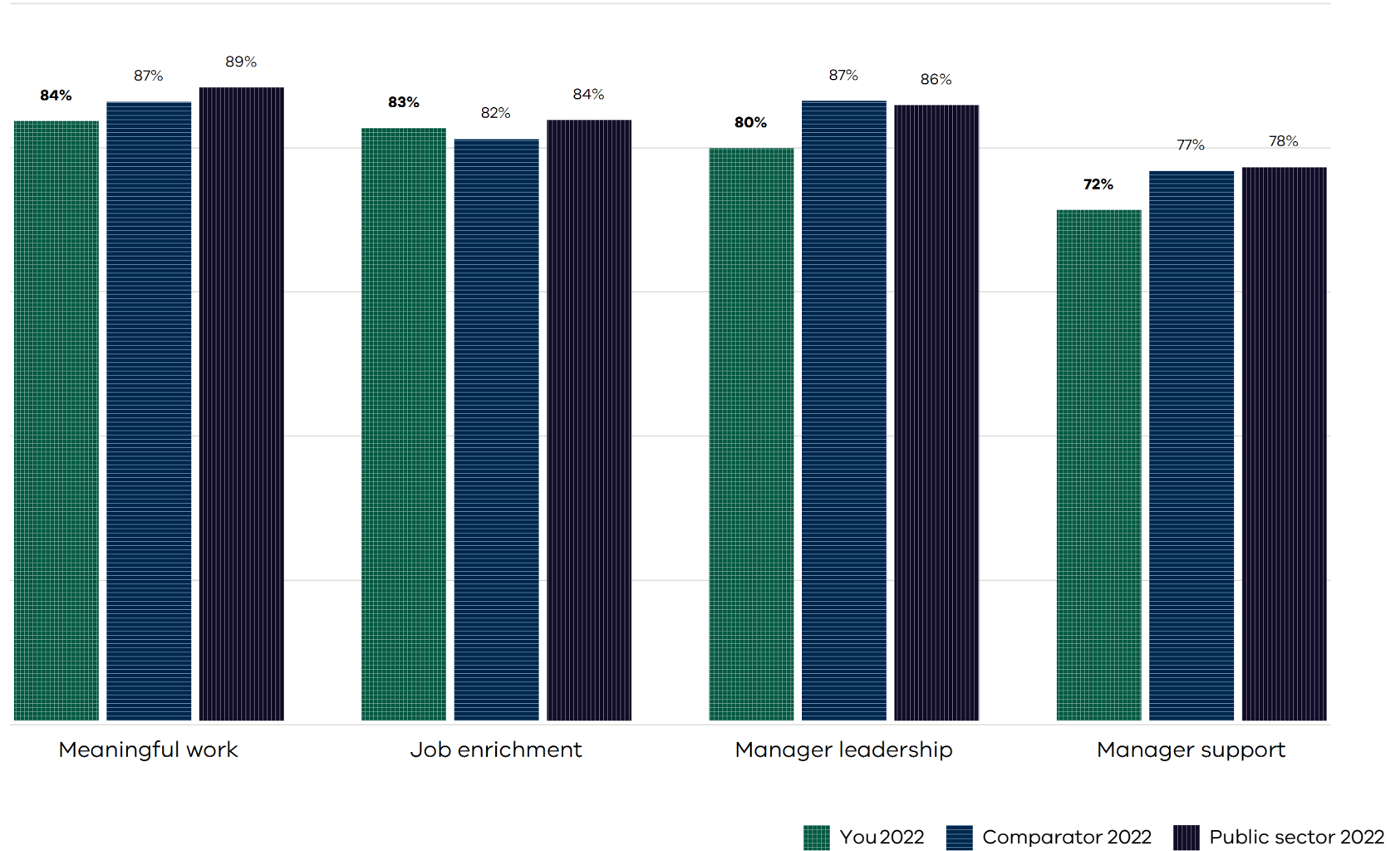
#### Example

In 2022:

- 84% of your staff who did the survey responded positively to questions about Meaningful work.

Compared to:

- 87% of staff at your comparator and 89% of staff across the public sector.





## Job and manager factors

### Scorecard 2 of 2

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

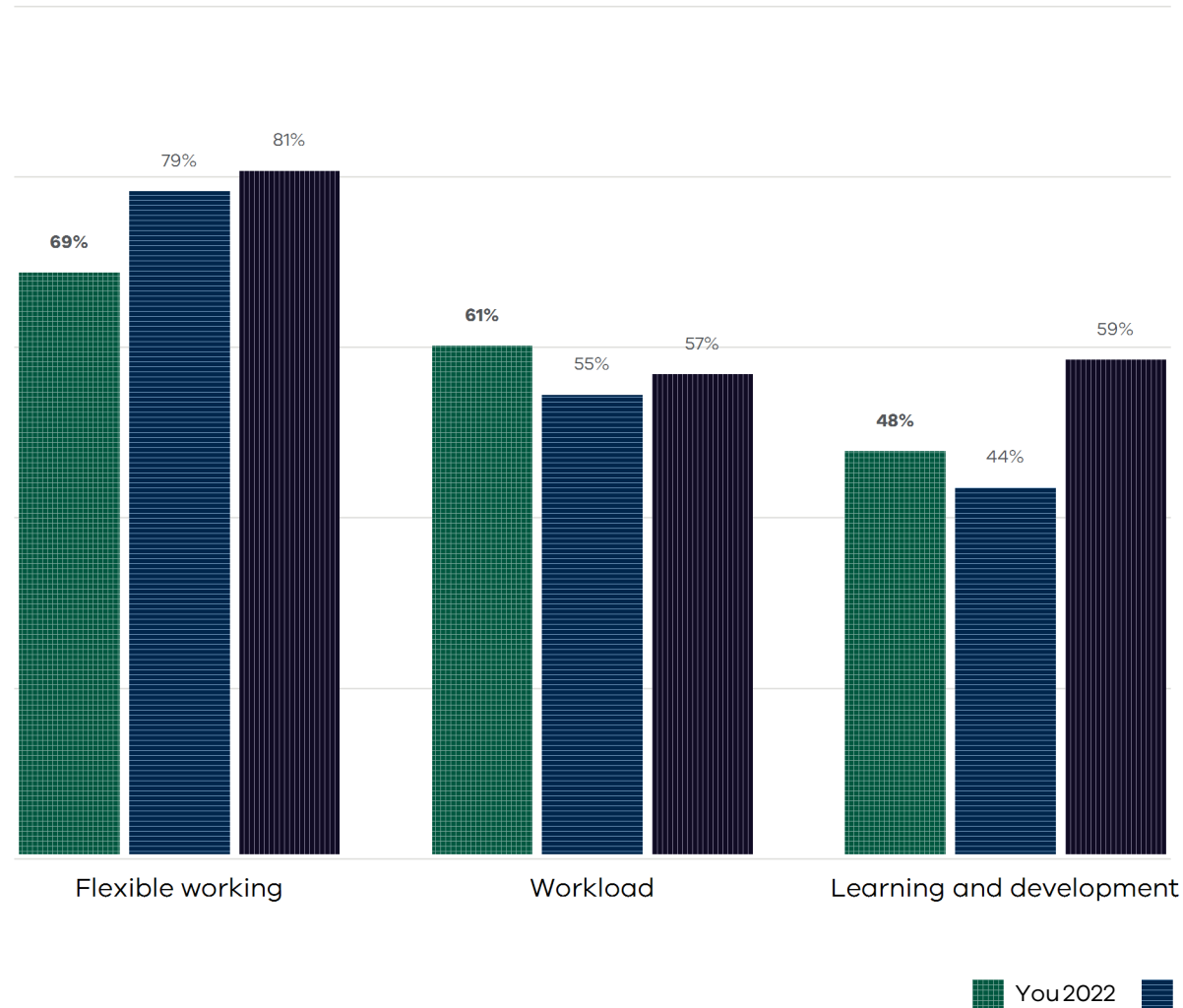
#### Example

In 2022:

- 69% of your staff who did the survey responded positively to questions about Flexible working.

Compared to:

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



## 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.

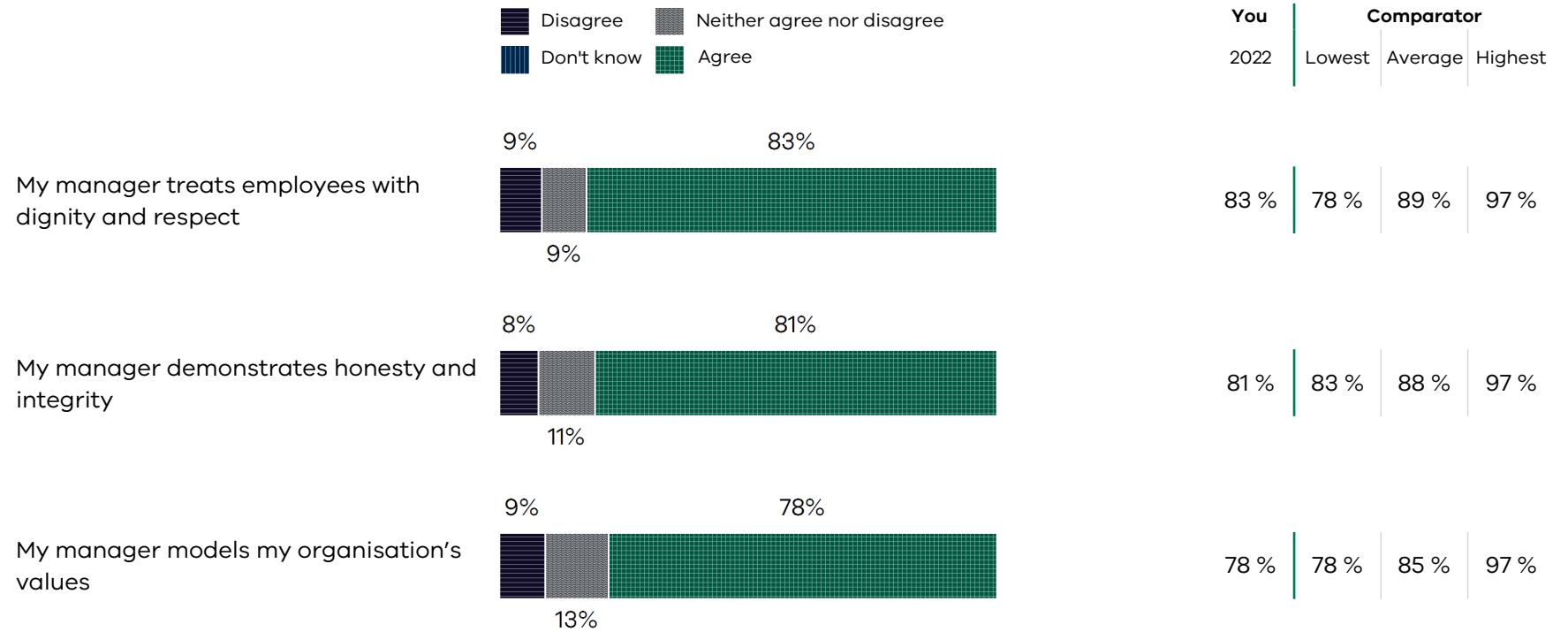
#### Example

83% of your staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

### Survey question

### Your results

### Benchmark agree results



## Job and manager factors

### Manager support 1 of 2

#### What this is

This is how supported staff feel by their direct manager.

#### Why this is important

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

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

#### How to read this

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

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

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

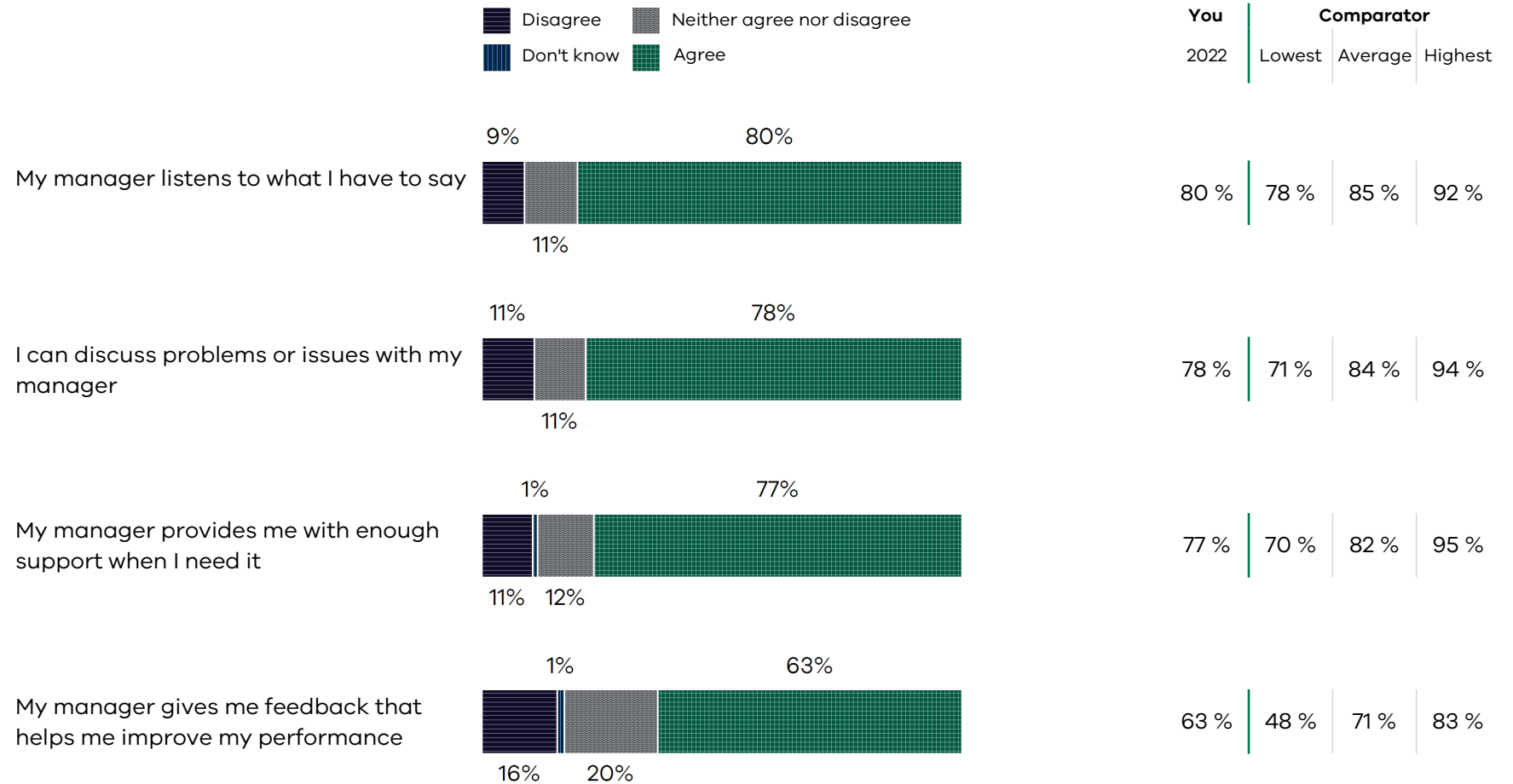
#### Example

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

### Survey question

### Your results

### Benchmark agree results



## Job and manager factors

### Manager support 2 of 2

#### What this is

This is how supported staff feel by their direct manager.

#### Why this is important

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

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

#### How to read this

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

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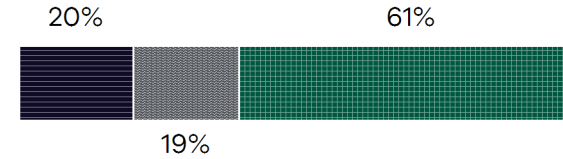
#### Example

61% of your staff who did the survey agreed or strongly agreed with 'I receive meaningful recognition when I do good work'.

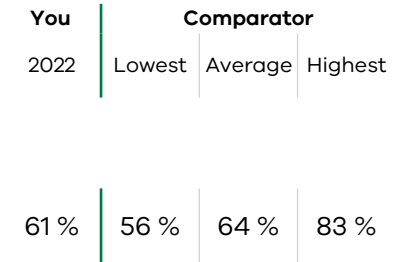
### Survey question

I receive meaningful recognition when I do good work

### Your results



### Benchmark agree results



## 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.

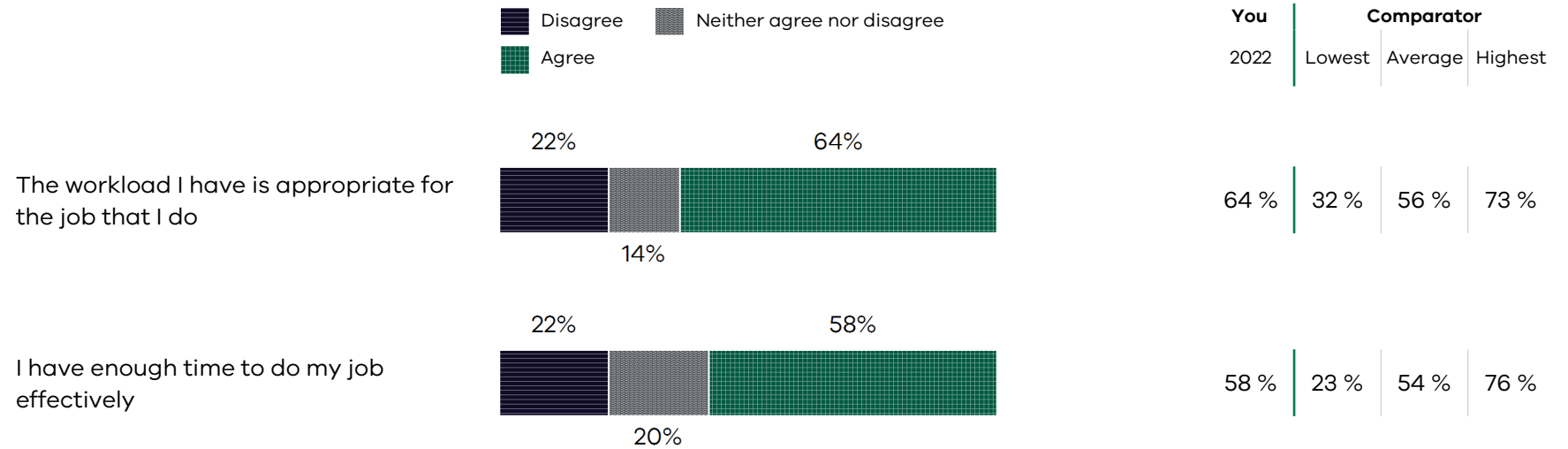
#### Example

64% 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



## 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.

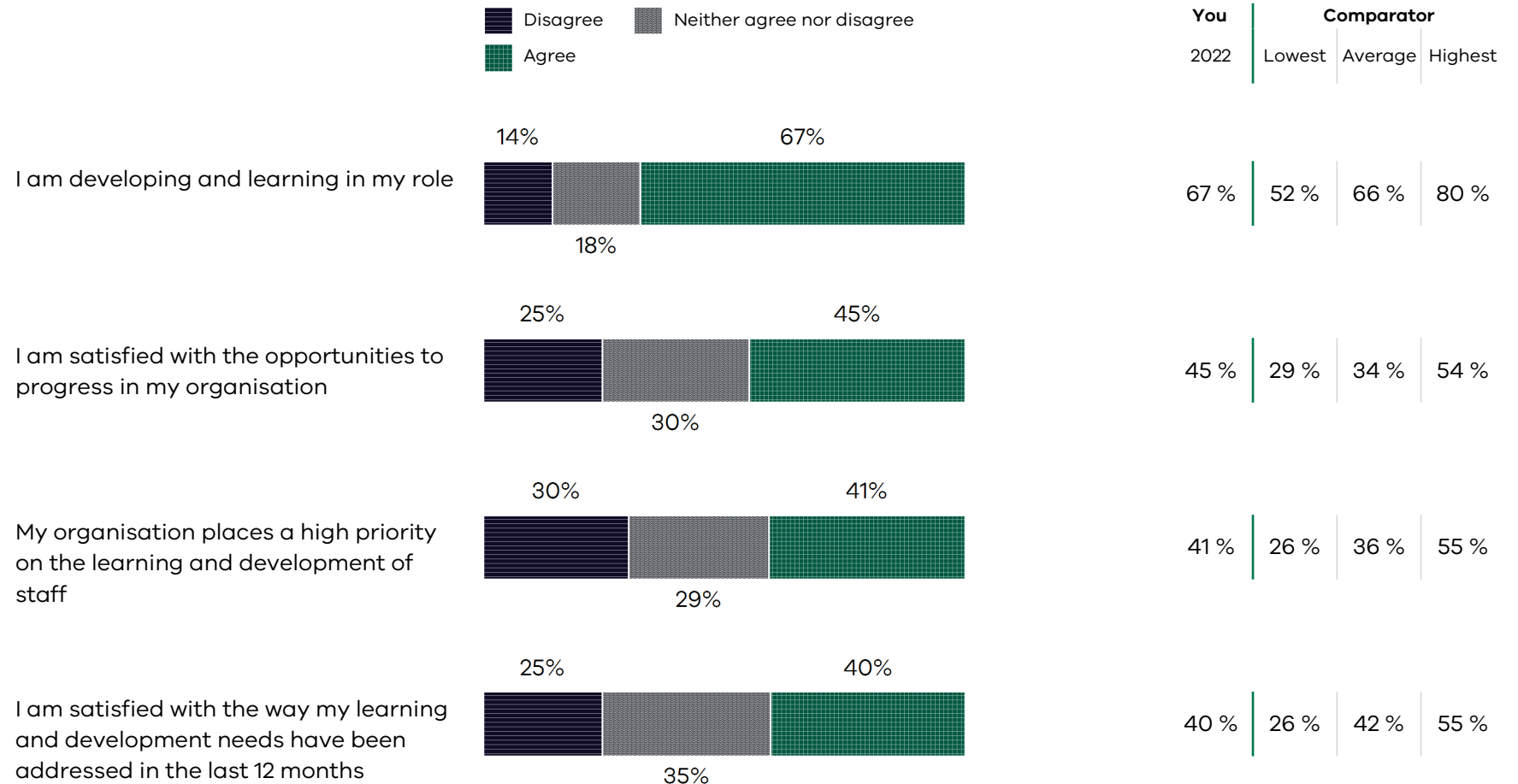
#### Example

67% 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



## Job and manager factors

### Job enrichment 1 of 2

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

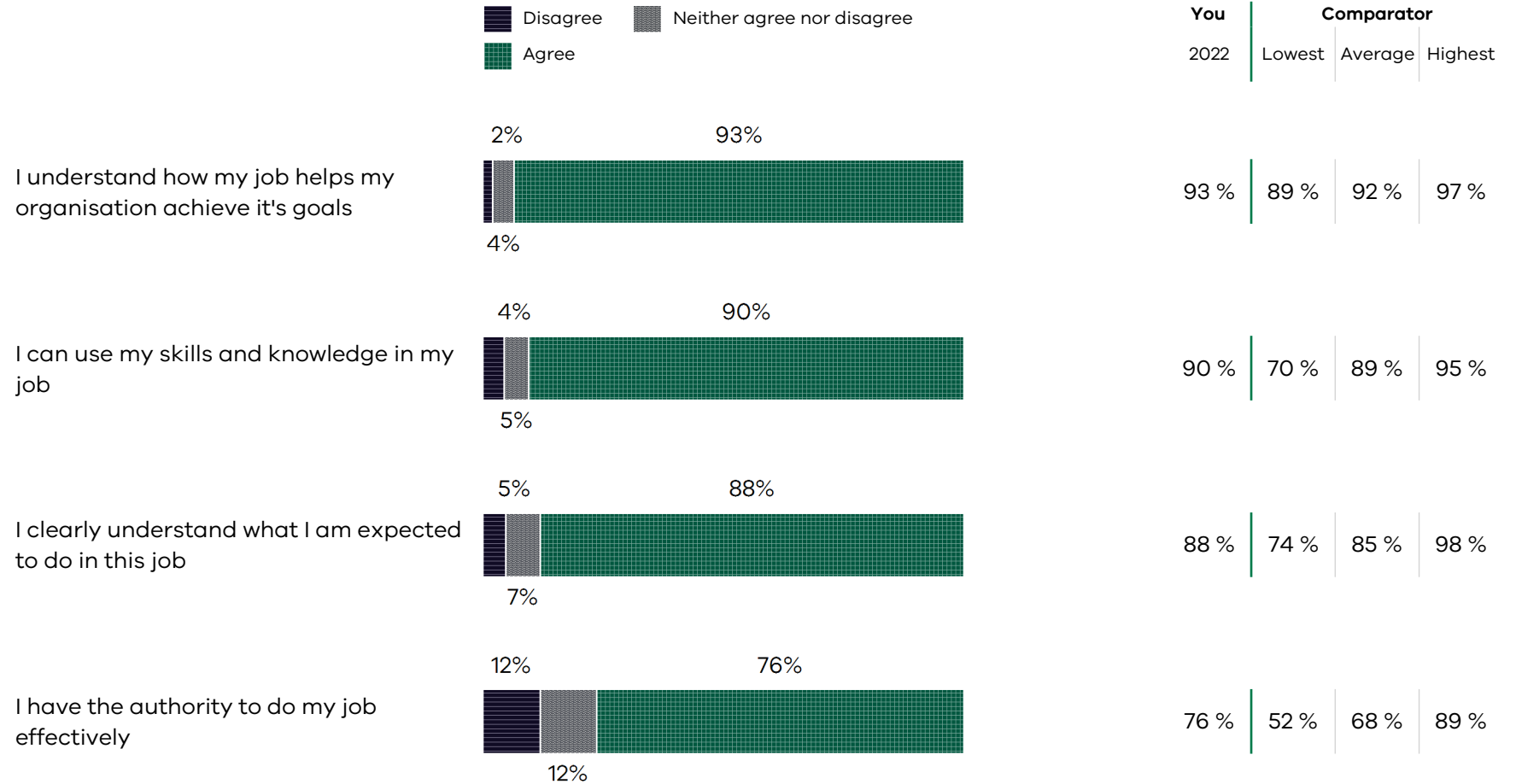
#### Example

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

### Survey question

### Your results

### Benchmark agree results



## Job and manager factors

### Job enrichment 2 of 2

#### What this is

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

#### Why this is important

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

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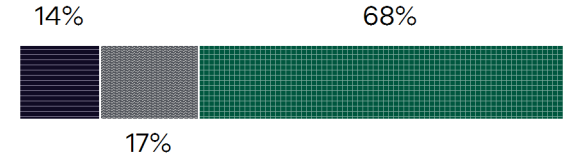
#### Example

68% of your staff who did the survey agreed or strongly agreed with 'I have a say in how I do my work'.

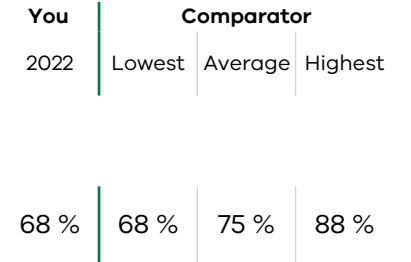
## Survey question

I have a say in how I do my work

## Your results



## Benchmark agree results





## 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.

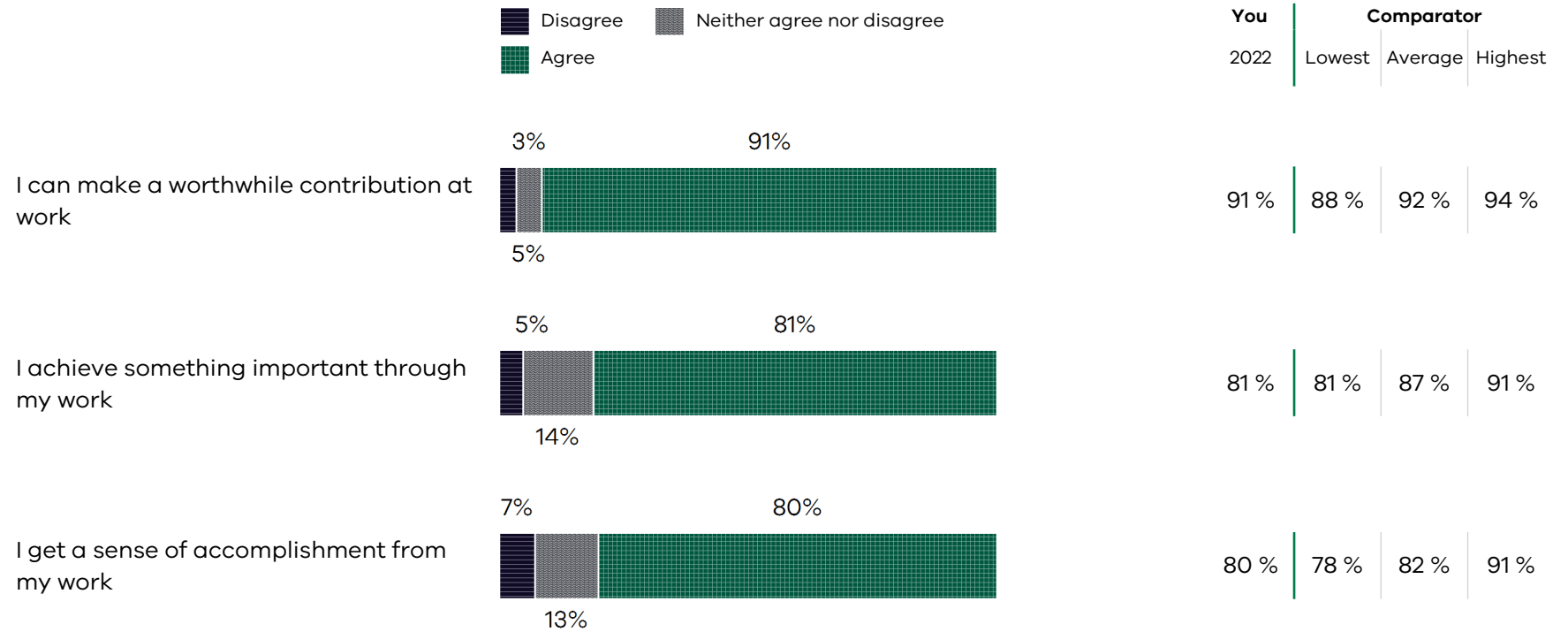
#### Example

91% of your staff who did the survey agreed or strongly agreed with 'I can make a worthwhile contribution at work'.

### Survey question

### Your results

### Benchmark agree results



## Job and manager factors

### Flexible working

#### What this is

This is how well your 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.

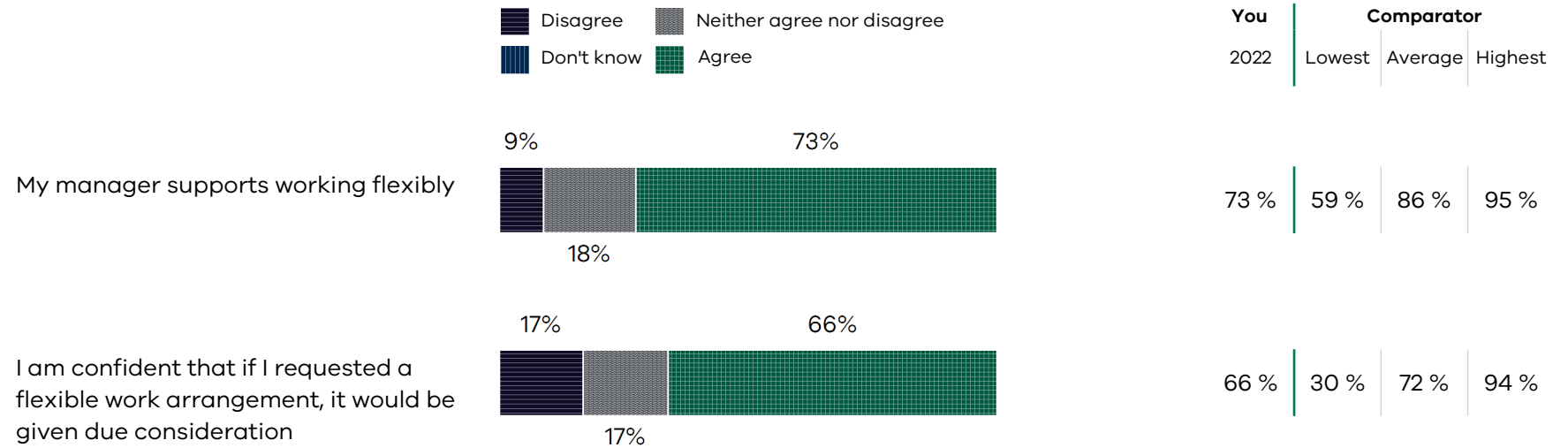
#### Example

73% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.

### Survey question

### Your results

### Benchmark agree results



# People matter survey

## wellbeing check 2022

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- Taking action questions

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- Workgroup support
- Safe to speak up

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#### Public sector values

- Scorecard
- Responsiveness
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- Impartiality
- Accountability
- Respect
- Leadership
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#### Demographics

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- Caring

## Public sector values

### Scorecard 1 of 2

#### 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.

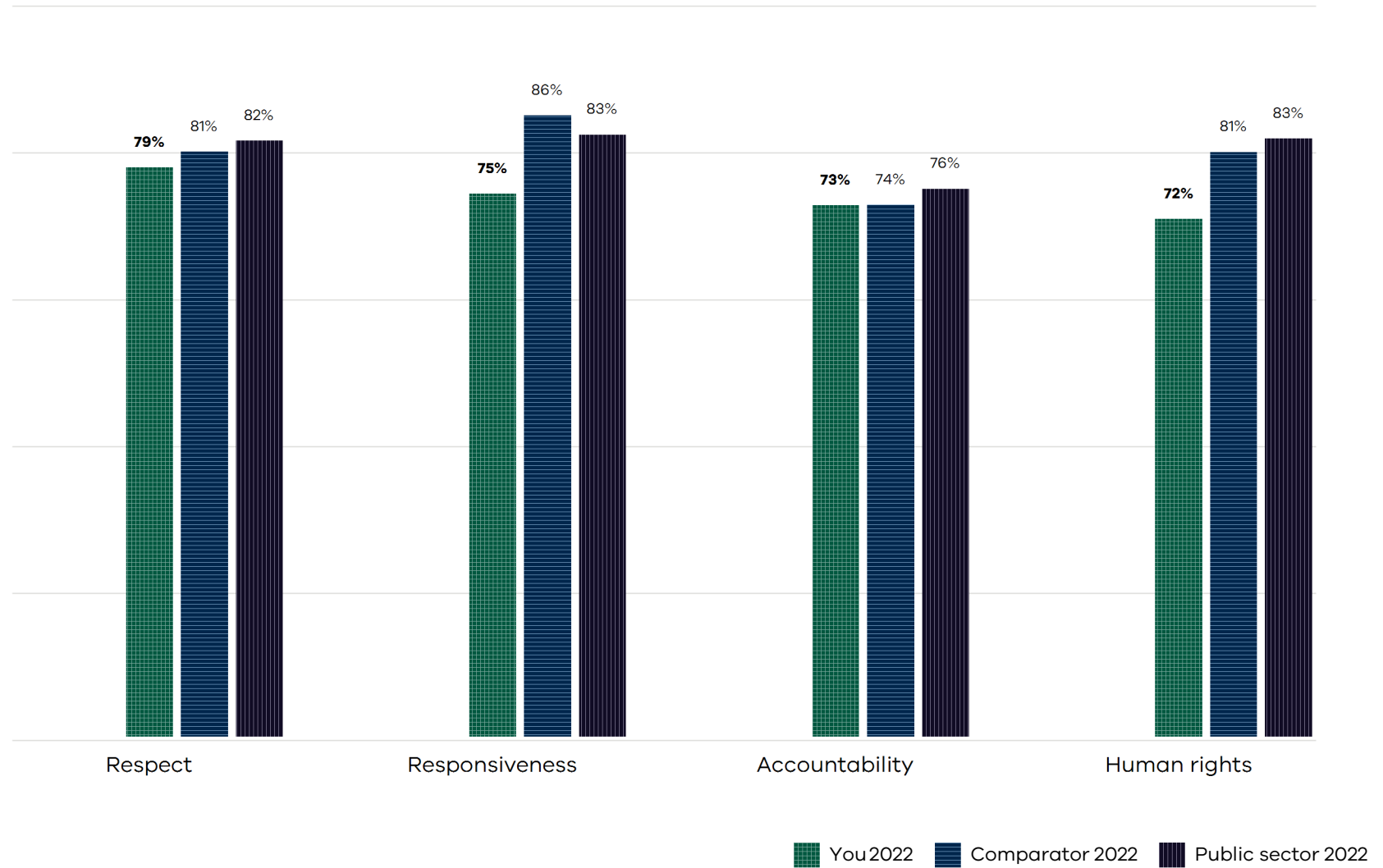
#### Example

In 2022:

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

Compared to:

- 81% of staff at your comparator and 82% of staff across the public sector.



## Public sector values

### Scorecard 2 of 2

#### 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.

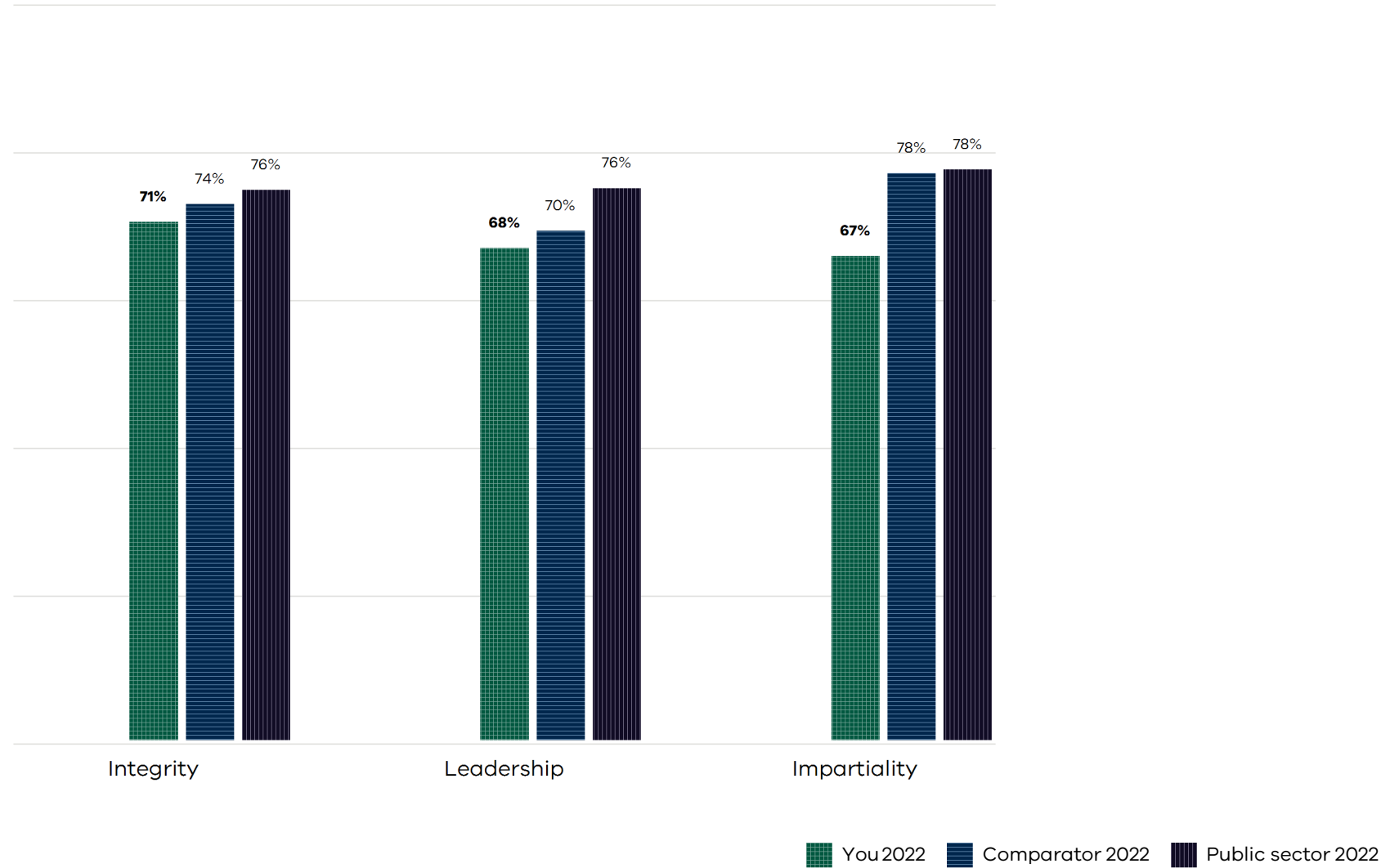
#### Example

In 2022:

- 71% of your staff who did the survey responded positively to questions about Integrity .

Compared to:

- 74% of staff at your comparator and 76% of staff across the public sector.



## 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.

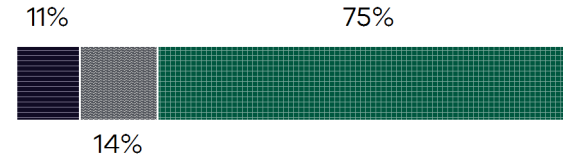
#### Example

75% of staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

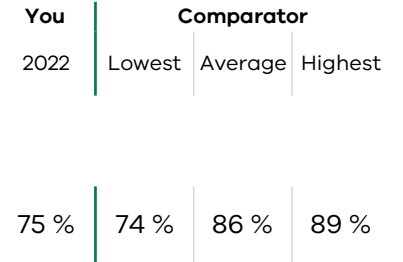
### Survey question

My workgroup provides high quality advice and services

### Your results



### Benchmark agree results



## 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.

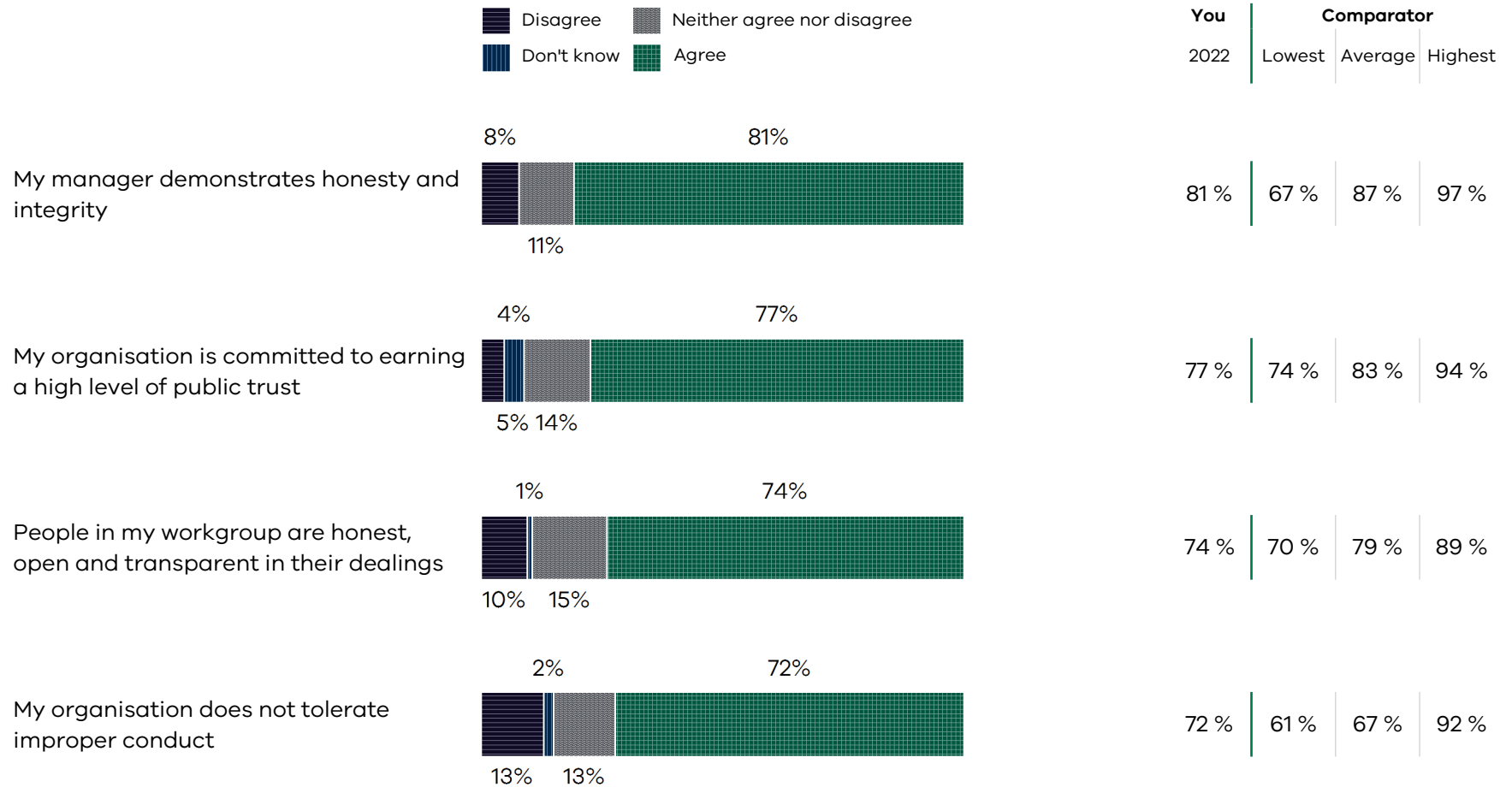
#### Example

81% of staff who did the survey agreed or strongly agreed with 'My manager demonstrates honesty and integrity'.

### Survey question

### Your results

### Benchmark agree results



## Public sector values

### Integrity 2 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

67% of staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.

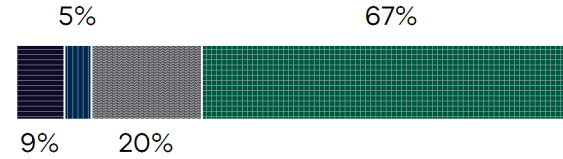
### Survey question

### Your results

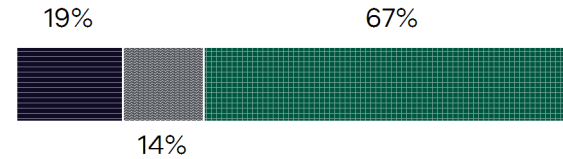
### Benchmark agree results



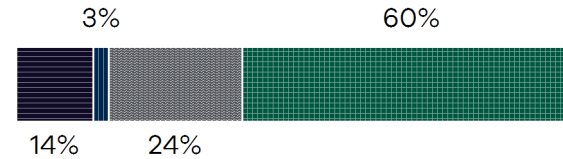
People in my workgroup appropriately manage conflicts of interest



I feel safe to challenge inappropriate behaviour at work



Senior leaders demonstrate honesty and integrity



| You<br>2022 | Comparator |         |         |
|-------------|------------|---------|---------|
|             | Lowest     | Average | Highest |

|      |      |      |      |
|------|------|------|------|
| 67 % | 65 % | 74 % | 83 % |
|------|------|------|------|

|      |      |      |      |
|------|------|------|------|
| 67 % | 61 % | 70 % | 89 % |
|------|------|------|------|

|      |      |      |      |
|------|------|------|------|
| 60 % | 47 % | 56 % | 92 % |
|------|------|------|------|



## Public sector values

### Impartiality

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

#### Example

69% of staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.

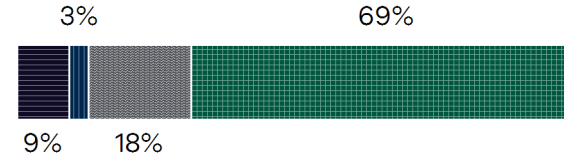
### Survey question

### Your results

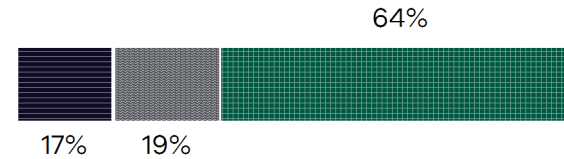
### Benchmark agree results



People in my workgroup are politically impartial in their work



My workgroup acts fairly and without bias



| You  | Comparator |         |         |
|------|------------|---------|---------|
|      | Lowest     | Average | Highest |
| 2022 |            |         |         |

|      |      |      |      |
|------|------|------|------|
| 69 % | 22 % | 78 % | 83 % |
|------|------|------|------|

|      |      |      |      |
|------|------|------|------|
| 64 % | 56 % | 77 % | 88 % |
|------|------|------|------|

## Public sector values

### Accountability 1 of 2

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

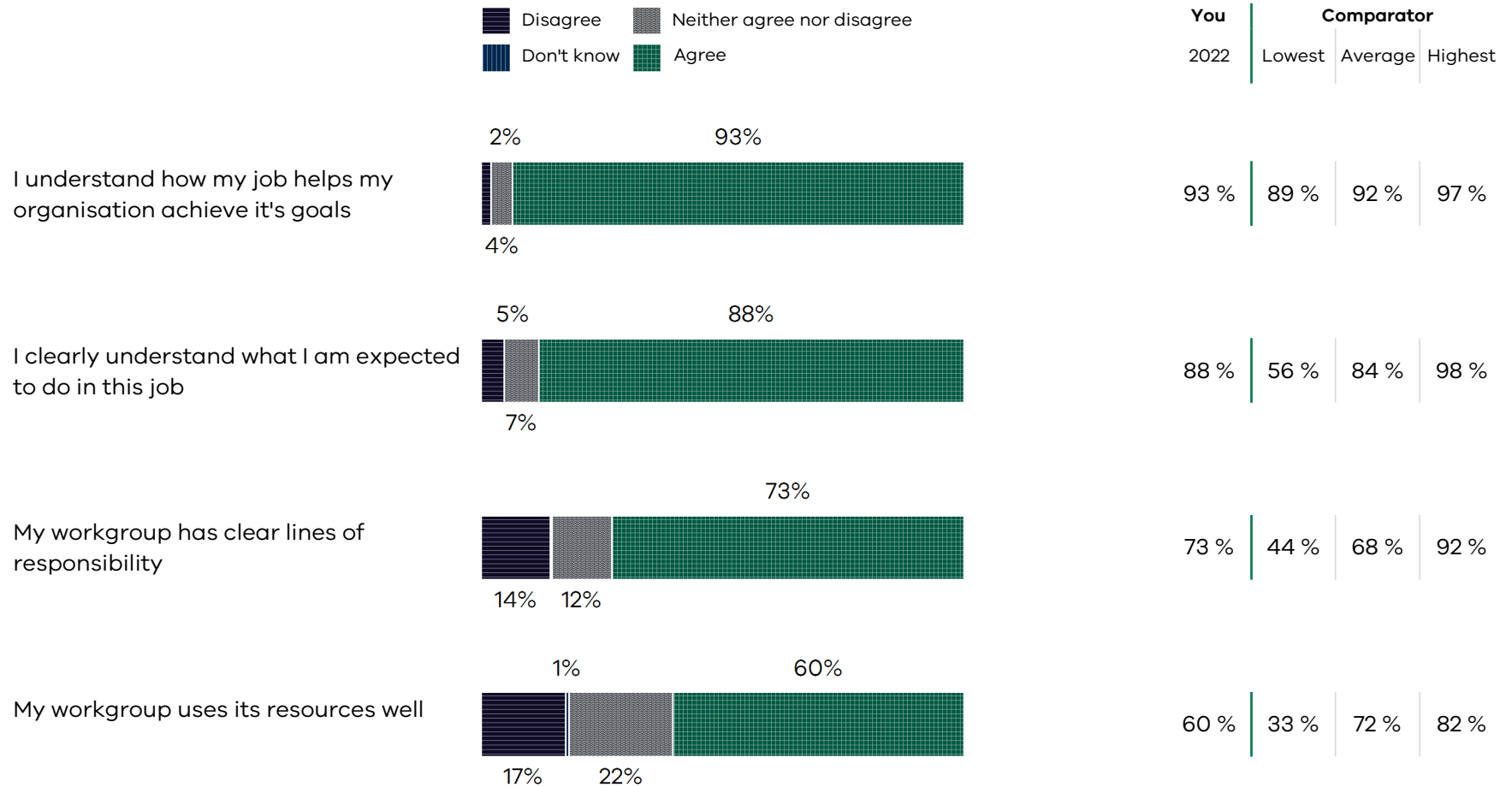
#### Example

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

### Survey question

### Your results

### Benchmark agree results



## Public sector values

### Accountability 2 of 2

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

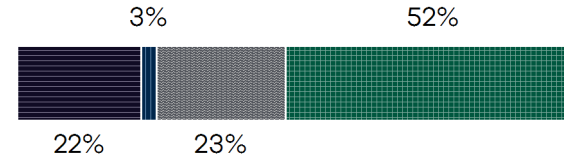
#### Example

52% of staff who did the survey agreed or strongly agreed with 'Senior leaders provide clear strategy and direction'.

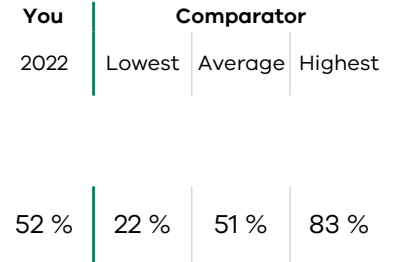
## Survey question

Senior leaders provide clear strategy and direction

## Your results



## Benchmark agree results



## Public sector values

### Respect 1 of 2

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

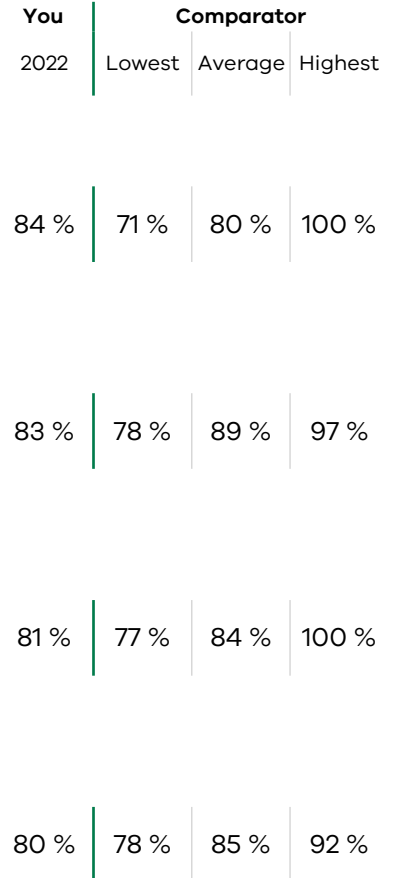
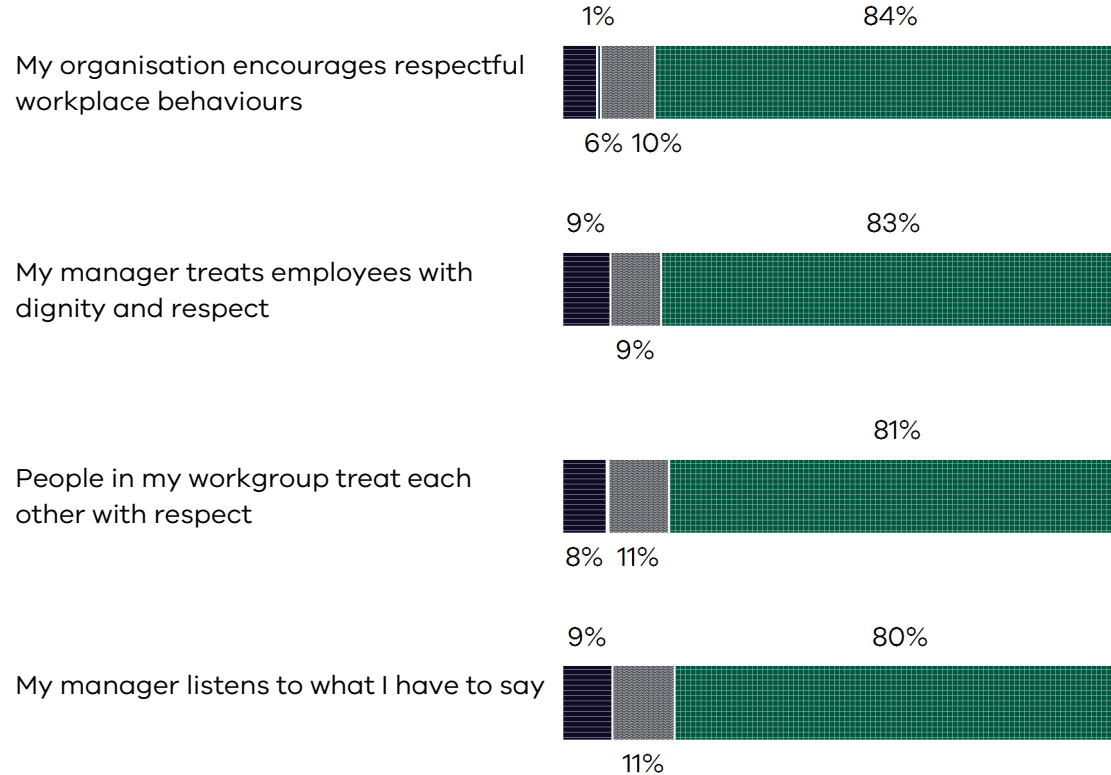
#### Example

84% of staff who did the survey agreed or strongly agreed with 'My organisation encourages respectful workplace behaviours'.

### Survey question

### Your results

### Benchmark agree results



## Public sector values

### Respect 2 of 2

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

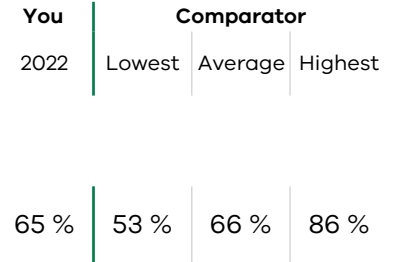
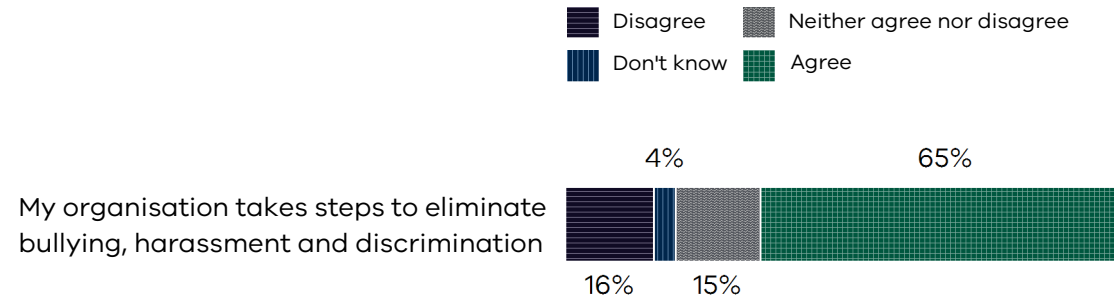
#### Example

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

## Survey question

## Your results

## Benchmark agree results



## 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.

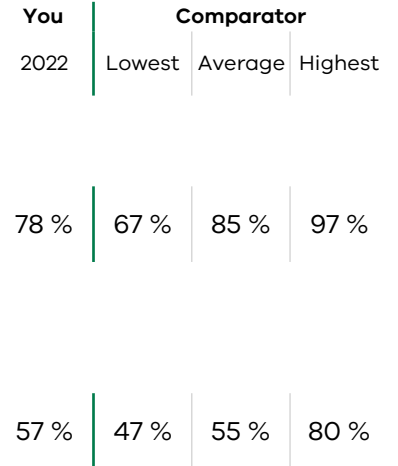
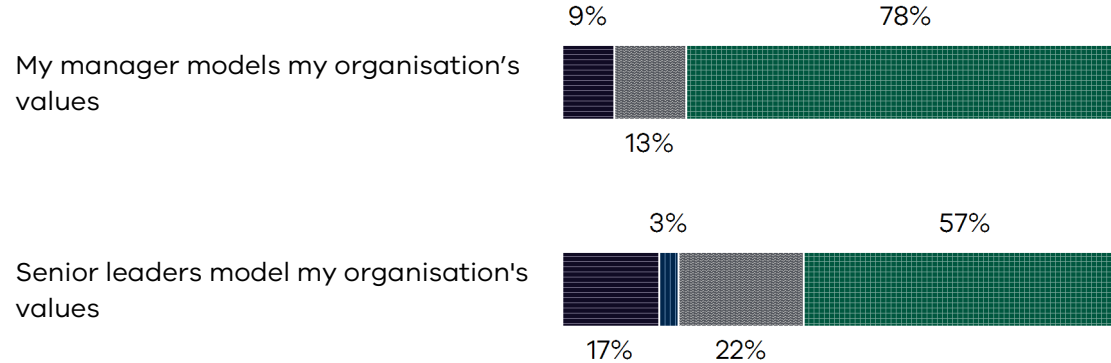
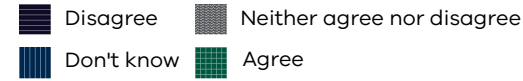
#### Example

78% 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



## 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

85% 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'.

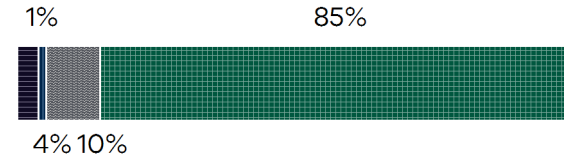
### Survey question

### Your results

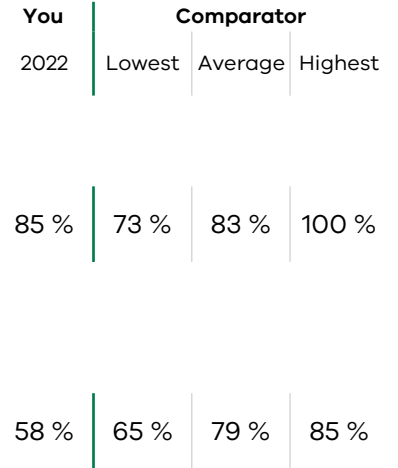
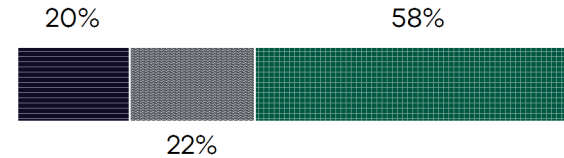
### Benchmark agree results



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



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



# 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
- Biggest positive difference from comparator
- Biggest negative difference from comparator

#### Taking action

- Taking action questions

### Detailed results

#### Senior leadership

- Senior leadership questions

#### Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

#### Workgroup climate

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

#### Job and manager factors

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

#### Public sector values

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

#### Demographics

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



## Demographics

Age, gender, variations in sex characteristics and sexual orientation

### What this is

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

### Why this is important

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

### How to read this

Each table shows the breakdown of responses from your survey.

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

### How we protect anonymity and privacy

To protect you, we:

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

| Age               | (n)        | %   |
|-------------------|------------|-----|
| 15-34 years       | <b>112</b> | 38% |
| 35-54 years       | <b>121</b> | 41% |
| 55+ years         | <b>31</b>  | 11% |
| Prefer not to say | <b>28</b>  | 10% |

| How would you describe your gender?   | (n)        | %   |
|---------------------------------------|------------|-----|
| Woman                                 | <b>164</b> | 56% |
| Man                                   | <b>96</b>  | 33% |
| Prefer not to say                     | <b>25</b>  | 9%  |
| Non-binary and I use a different term | <b>7</b>   | 2%  |

| Are you trans, non-binary or gender diverse? | (n)        | %   |
|--|------------|-----|
| Yes  | <b>8</b>   | 3%  |
| No   | <b>256</b> | 88% |
| Prefer not to say                            | <b>28</b>  | 10% |

To your knowledge, do you have innate variation(s) of sex characteristics (often called intersex)?\*

|                   | (n)        | %   |
|-------------------|------------|-----|
| Yes               | <b>2</b>   | 1%  |
| No                | <b>253</b> | 87% |
| Don't know        | <b>14</b>  | 5%  |
| Prefer not to say | <b>23</b>  | 8%  |

How do you describe your sexual orientation?

|                         | (n)        | %   |
|-------------------------|------------|-----|
| Straight (heterosexual) | <b>168</b> | 58% |
| Prefer not to say       | <b>42</b>  | 14% |
| Bisexual                | <b>29</b>  | 10% |
| Gay or lesbian          | <b>29</b>  | 10% |
| Pansexual               | <b>10</b>  | 3%  |
| I use a different term  | <b>8</b>   | 3%  |
| Don't know              | <b>4</b>   | 1%  |
| Asexual                 | <b>2</b>   | 1%  |

## Demographics

### Aboriginal and/or Torres Strait Islander employees

#### What this is

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

#### Why this is important

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

#### How to read this

Each table shows the breakdown of responses from your survey.

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

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

#### How we protect anonymity and privacy

To protect you, we:

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### Aboriginal and/or Torres Strait Islander

|  | (n) | %   |
|--|-----|-----|
| Yes  | 2   | 1%  |
| Non Aboriginal and/or Torres Strait Islander | 271 | 93% |
| Prefer not to say                            | 19  | 7%  |

## Demographics

### Disability

#### What this is

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

#### Why this is important

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

#### How to read this

Each table shows the breakdown of responses from your survey.

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

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

#### How we protect anonymity and privacy

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### Do you identify as a person with a disability?

|                   | (n) | %   |
|-------------------|-----|-----|
| Yes               | 28  | 10% |
| No                | 241 | 83% |
| Prefer not to say | 23  | 8%  |

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

|                   | (n) | %   |
|-------------------|-----|-----|
| Yes               | 11  | 39% |
| No                | 16  | 57% |
| Prefer not to say | 1   | 4%  |

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

|   | (n) | %   |
|---|-----|-----|
| I do not require any adjustments to be made to perform my role              | 6   | 38% |
| I feel that sharing my disability information will reflect negatively on me | 6   | 38% |
| My disability does not impact on my ability to perform my role              | 4   | 25% |

## 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:

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| Country of birth      | (n)        | %   |
|-----------------------|------------|-----|
| Born in Australia     | <b>220</b> | 75% |
| Not born in Australia | <b>46</b>  | 16% |
| Prefer not to say     | <b>26</b>  | 9%  |

#### If you speak another language with your family or community, what language(s) do you speak?

|            | (n)      | %   |
|------------|----------|-----|
| Cantonese  | <b>8</b> | 17% |
| Italian    | <b>8</b> | 17% |
| Mandarin   | <b>7</b> | 15% |
| Other      | <b>6</b> | 13% |
| Greek      | <b>4</b> | 9%  |
| Arabic     | <b>3</b> | 6%  |
| Filipino   | <b>3</b> | 6%  |
| German     | <b>3</b> | 6%  |
| Spanish    | <b>3</b> | 6%  |
| French     | <b>2</b> | 4%  |
| Hindi      | <b>2</b> | 4%  |
| Vietnamese | <b>2</b> | 4%  |

#### Language other than English spoken with family or community

|                   | (n)        | %   |
|-------------------|------------|-----|
| Yes               | <b>47</b>  | 16% |
| No                | <b>229</b> | 78% |
| Prefer not to say | <b>16</b>  | 5%  |

#### If you speak another language with your family or community, what language(s) do you speak?

|        | (n)      | %  |
|--------|----------|----|
| Auslan | <b>1</b> | 2% |
| Korean | <b>1</b> | 2% |

## Demographics

### Cultural diversity 2 of 2

#### What this is

This is the cultural identity and religion of staff.

#### Why this is important

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

#### How to read this

Each table shows the breakdown of responses from your survey.

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

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

#### How we protect anonymity and privacy

To protect you, we:

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| Cultural identity   | (n) | %   |
|---|-----|-----|
| Australian  | 196 | 67% |
| English, Irish, Scottish and/or Welsh   | 67  | 23% |
| European (including Western, Eastern and South-Eastern Europe, and Scandinavia) | 38  | 13% |
| Prefer not to say   | 31  | 11% |
| East and/or South-East Asian  | 15  | 5%  |
| New Zealander   | 14  | 5%  |
| North American  | 5   | 2%  |
| Middle Eastern  | 3   | 1%  |
| Aboriginal and/or Torres Strait Islander  | 3   | 1%  |
| Pacific Islander  | 2   | 1%  |
| South Asian   | 2   | 1%  |
| Other   | 2   | 1%  |
| Central Asian   | 2   | 1%  |
| African   | 1   | 0%  |
| Maori   | 1   | 0%  |

| Religion          | (n) | %   |
|-------------------|-----|-----|
| No religion       | 206 | 71% |
| Christianity      | 42  | 14% |
| Prefer not to say | 31  | 11% |
| Other             | 8   | 3%  |
| Buddhism          | 2   | 1%  |
| Islam             | 2   | 1%  |
| Hinduism          | 1   | 0%  |

## Demographics

### Employment characteristics 1 of 2

#### What this is

These are the employment characteristics of staff.

#### Why this is important

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

#### How to read this

Each table shows the breakdown of responses from your survey.

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

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

#### How we protect anonymity and privacy

To protect you, we:

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| Working arrangement | (n)        | %   |
|---------------------|------------|-----|
| Full-Time           | <b>152</b> | 52% |
| Part-Time           | <b>140</b> | 48% |

| Gross base salary (ongoing/fixed term only) | (n)       | %   |
|---|-----------|-----|
| Below \$65k                                 | <b>30</b> | 16% |
| \$65k to \$95k                              | <b>81</b> | 42% |
| \$95k to \$125k                             | <b>32</b> | 17% |
| \$125k or more                              | <b>32</b> | 17% |
| Prefer not to say                           | <b>16</b> | 8%  |

| Organisational tenure    | (n)       | %   |
|--------------------------|-----------|-----|
| <1 year                  | <b>80</b> | 27% |
| 1 to less than 2 years   | <b>23</b> | 8%  |
| 2 to less than 5 years   | <b>66</b> | 23% |
| 5 to less than 10 years  | <b>58</b> | 20% |
| 10 to less than 20 years | <b>38</b> | 13% |
| More than 20 years       | <b>27</b> | 9%  |

| Management responsibility   | (n)        | %   |
|-----------------------------|------------|-----|
| Non-manager                 | <b>215</b> | 74% |
| Other manager               | <b>43</b>  | 15% |
| Manager of other manager(s) | <b>34</b>  | 12% |

| Employment type       | (n)        | %   |
|-----------------------|------------|-----|
| Ongoing and executive | <b>160</b> | 55% |
| Other                 | <b>101</b> | 35% |
| Fixed term            | <b>31</b>  | 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:

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#### Primary workplace location over the last 3 months

|                     | (n)        | %   |
|---------------------|------------|-----|
| Melbourne CBD       | <b>204</b> | 70% |
| Melbourne: Suburbs  | <b>78</b>  | 27% |
| Rural               | <b>4</b>   | 1%  |
| Large regional city | <b>3</b>   | 1%  |
| Other               | <b>3</b>   | 1%  |

#### What have been your main places of work over the last 3-months?

|  | (n)        | %   |
|--|------------|-----|
| Your employer's office   | <b>142</b> | 49% |
| A frontline or service delivery location   | <b>104</b> | 36% |
| Home or private location   | <b>120</b> | 41% |
| A shared office space (where two or more organisations share the same workspace e.g. Gov hubs, suburban hubs etc.) | <b>8</b>   | 3%  |
| Other  | <b>25</b>  | 9%  |

#### Flexible work

|   | (n)        | %   |
|---|------------|-----|
| No, I do not use any flexible work arrangements                         | <b>148</b> | 51% |
| Flexible start and finish times   | <b>77</b>  | 26% |
| Working from an alternative location (e.g. home, hub/shared work space) | <b>53</b>  | 18% |
| Using leave to work flexible hours                                      | <b>32</b>  | 11% |
| Part-time   | <b>31</b>  | 11% |
| Working more hours over fewer days                                      | <b>16</b>  | 5%  |
| Shift swap  | <b>12</b>  | 4%  |
| Other   | <b>11</b>  | 4%  |
| Purchased leave   | <b>9</b>   | 3%  |
| Job sharing   | <b>3</b>   | 1%  |
| Study leave   | <b>3</b>   | 1%  |

## Demographics

### Adjustments

#### What this is

These are adjustments staff requested to perform in their role.

#### Why this is important

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

#### How to read this

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

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

#### How we protect anonymity and privacy

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### Have you requested any of the following adjustments at work?\*

|   | (n)        | %   |
|---|------------|-----|
| No, I have not requested adjustments                    | <b>221</b> | 76% |
| Flexible working arrangements                           | <b>49</b>  | 17% |
| Physical modifications or improvements to the workplace | <b>22</b>  | 8%  |
| Career development support strategies                   | <b>13</b>  | 4%  |
| Job redesign or role sharing                            | <b>8</b>   | 3%  |
| Accessible communications technologies                  | <b>6</b>   | 2%  |
| Other   | <b>4</b>   | 1%  |

### Why did you make this request?

|                         | (n)       | %   |
|-------------------------|-----------|-----|
| Work-life balance       | <b>28</b> | 39% |
| Health                  | <b>25</b> | 35% |
| Caring responsibilities | <b>21</b> | 30% |
| Other                   | <b>15</b> | 21% |
| Family responsibilities | <b>13</b> | 18% |
| Study commitments       | <b>5</b>  | 7%  |
| Disability              | <b>4</b>  | 6%  |

### What was your experience with making the request?

|   | (n)       | %   |
|---|-----------|-----|
| The adjustments I needed were made and the process was satisfactory   | <b>50</b> | 70% |
| The adjustments I needed were not made                                | <b>17</b> | 24% |
| The adjustments I needed were made but the process was unsatisfactory | <b>4</b>  | 6%  |



## Demographics

### Caring

#### What this is

These are staff-reported caring responsibilities.

#### Why this is important

This shows organisations what caring responsibilities their staff have.

#### How to read this

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

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

#### How we protect anonymity and privacy

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| Caring responsibility                   | (n) | %   |
|---|-----|-----|
| None of the above                       | 161 | 55% |
| Secondary school aged child(ren)        | 29  | 10% |
| Frail or aged person(s)                 | 28  | 10% |
| Primary school aged child(ren)          | 26  | 9%  |
| Child(ren) - younger than preschool age | 20  | 7%  |
| Prefer not to say                       | 20  | 7%  |
| Person(s) with a mental illness         | 19  | 7%  |
| Person(s) with a medical condition      | 14  | 5%  |
| Preschool aged child(ren)               | 13  | 4%  |
| Person(s) with disability               | 11  | 4%  |
| Other                                   | 9   | 3%  |



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