



People matter survey

wellbeing check 2022

Have your say

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Report overview

About your report

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

Report contents

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

Comparing data in this report

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

This means you'll be able to compare about 76% of this year's survey with your previous results.

Rounding of percentages

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

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

Survey questions and definitions

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

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Privacy and anonymity

To protect you, we:

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

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

Report overview

Survey's theoretical framework

What this is

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

Why this is important

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

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

Our public sector values

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

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

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



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'.

Launch Victoria

Melbourne Market Authority

Parliament of Victoria

Ports Victoria

State Trustees Limited

V/Line Corporation

VETASSESS

Victoria Legal Aid

Victorian Managed Insurance Authority

Victorian Rail Track Corporation

VITS LanguageLink

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

78%
(80)

Comparator 48%
Public Sector 39%

2022

87%
(83)

Comparator 55%
Public Sector 52%

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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

66

Comparator 68
Public Sector 70

2022

66

Comparator 68
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 66.

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.

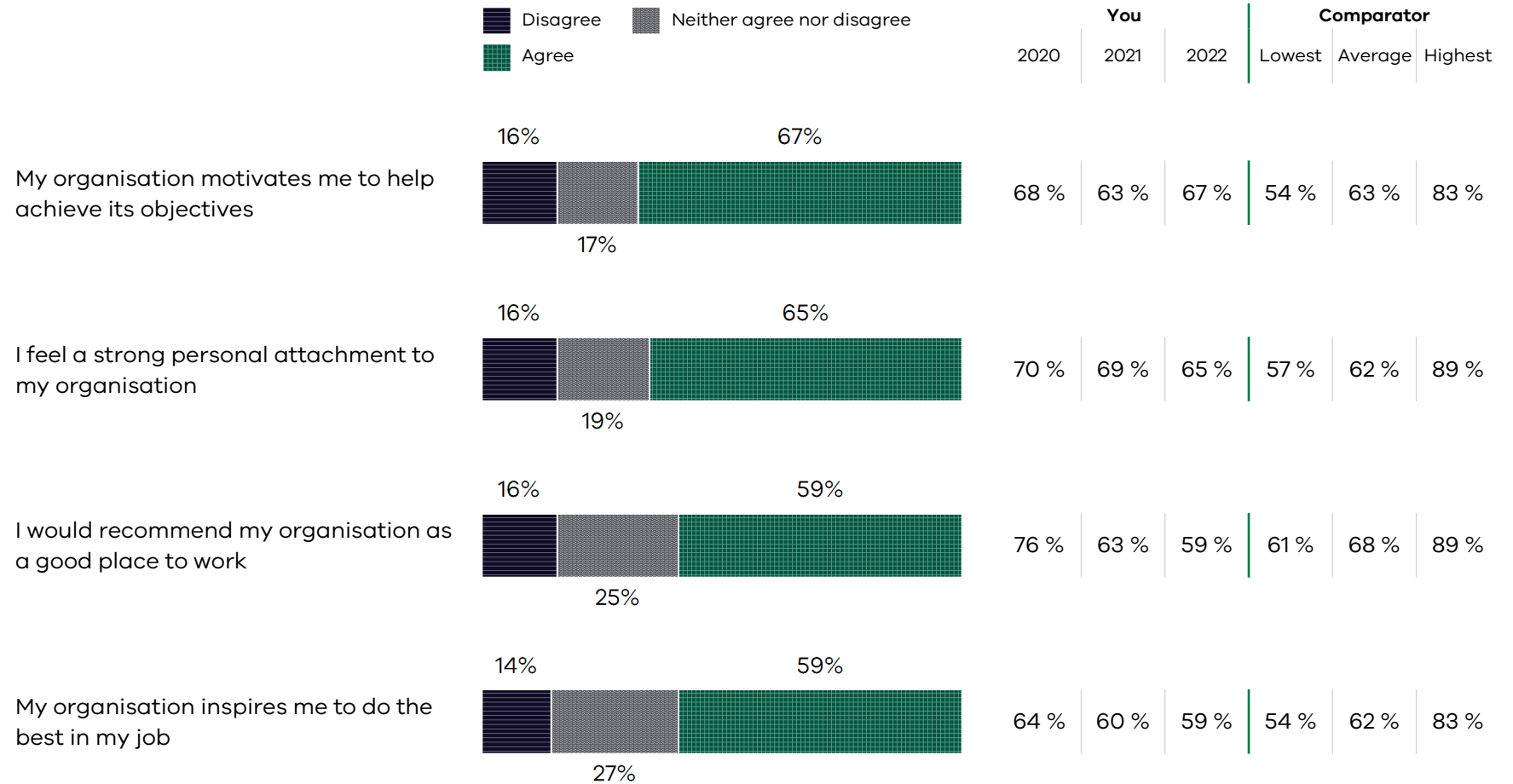
Example

67% of your staff who did the survey agreed or strongly agreed with 'My organisation motivates me to help achieve its objectives'.

Survey question

Your results

Benchmark agree results



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 66.

Why this is important

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

How to read this

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

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

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

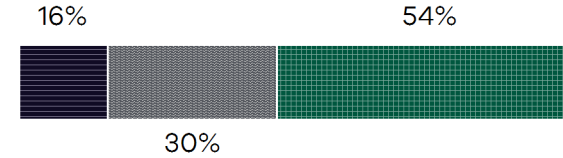
Example

54% of your staff who did the survey agreed or strongly agreed with 'I am proud to tell others I work for my organisation'.

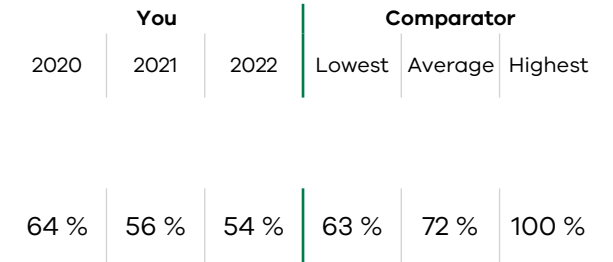
Survey question

I am proud to tell others I work for my organisation

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.

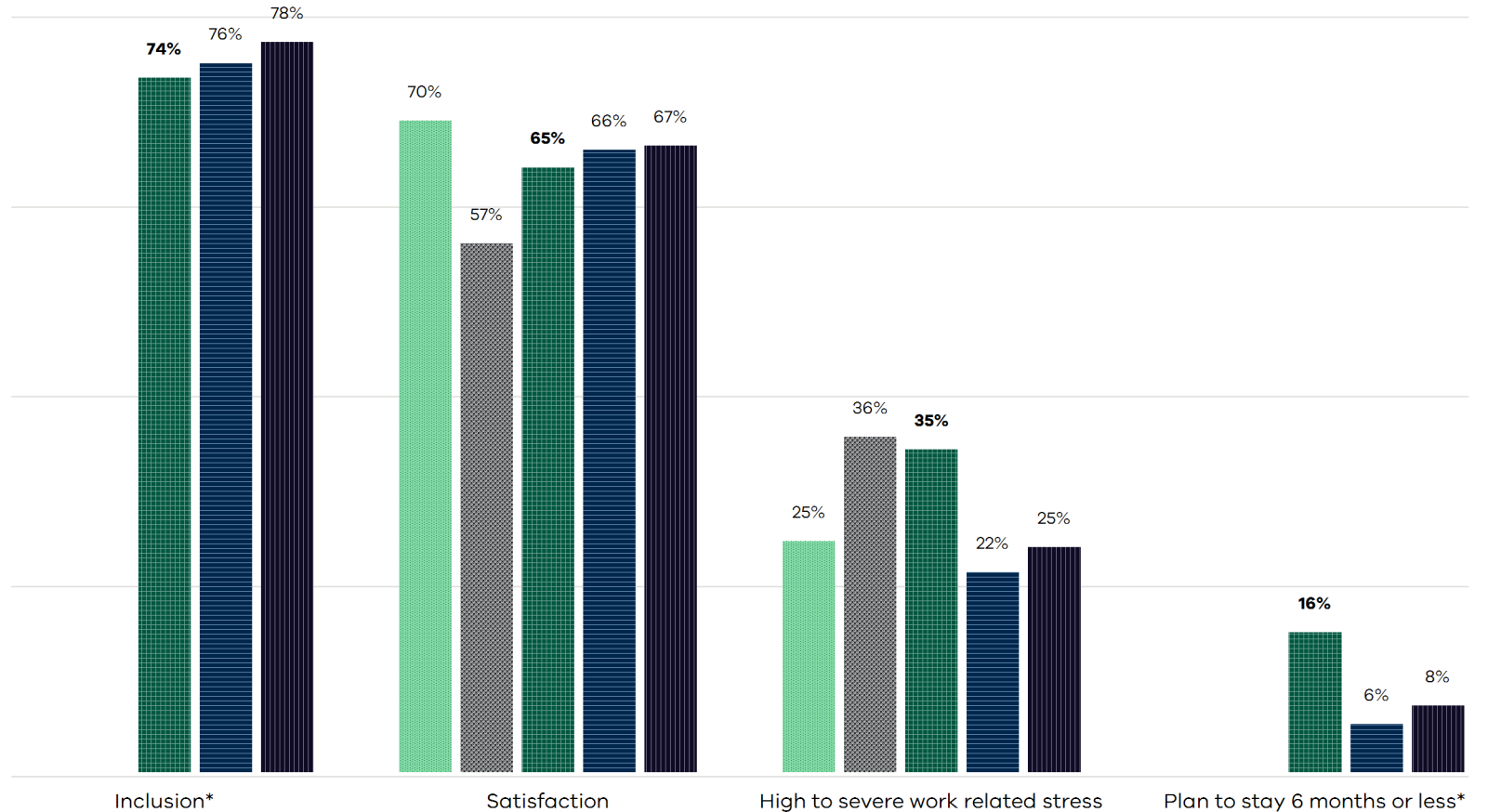
Example

In 2022:

- 74% of your staff who did the survey responded positively to questions about Inclusion.

Compared to:

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



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

■ You 2020 ■ You 2021 ■ You 2022 ■ Comparator 2022 ■ Public sector 2022

People outcomes

Satisfaction question results

What this is

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

Why this is important

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

How to read this

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

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

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

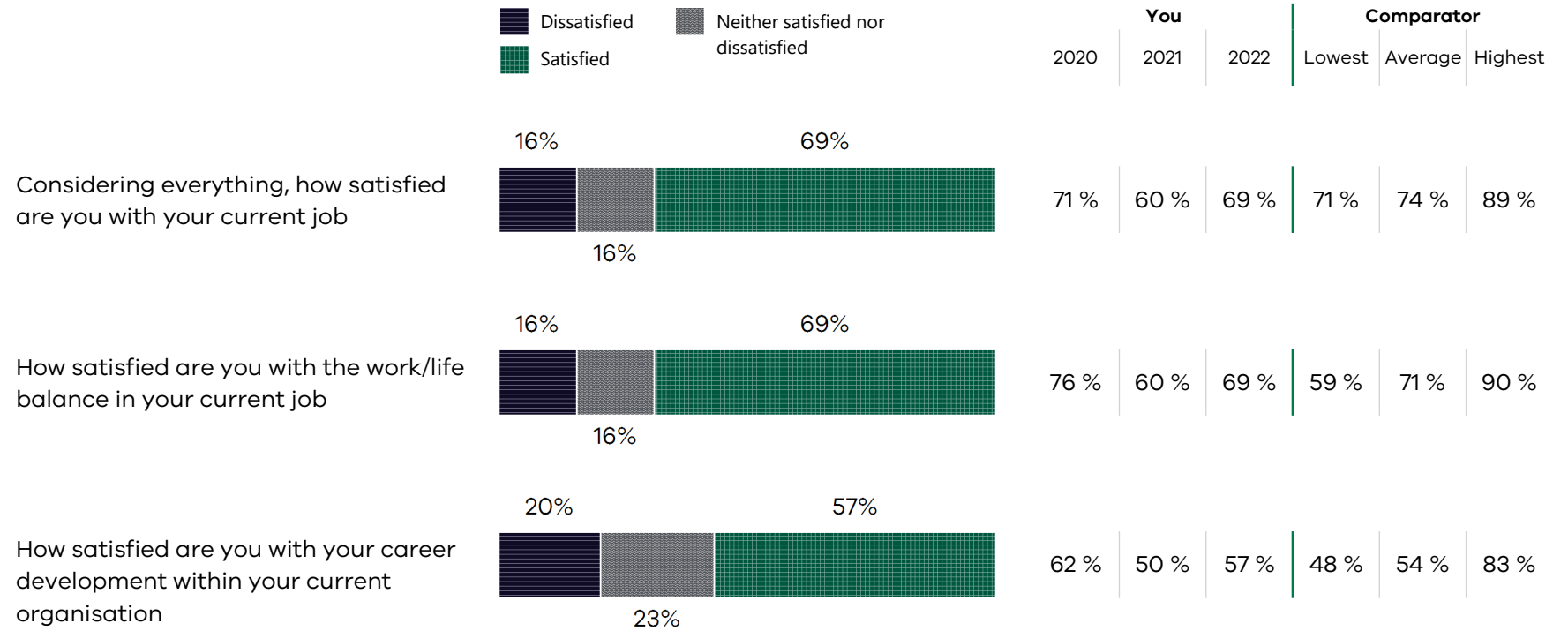
Example

69% 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.

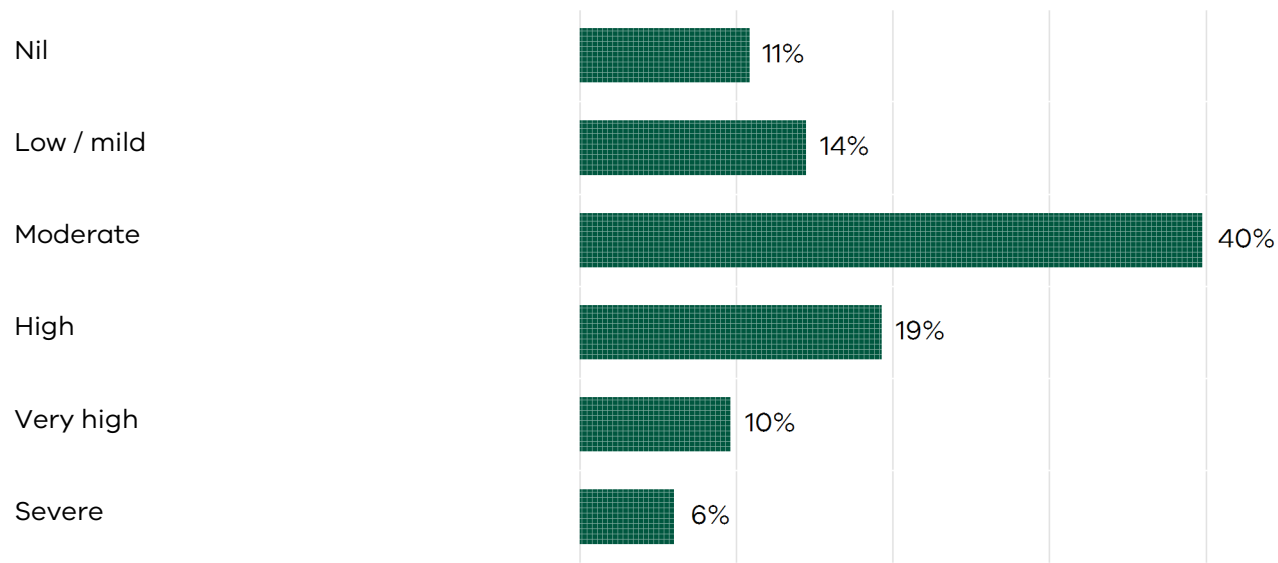
The graph at the top shows how staff in your organisation rated their current levels of work-related stress.

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

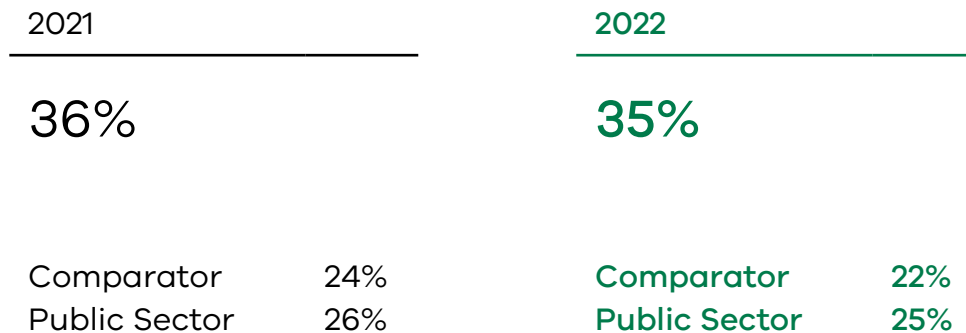
Example

35% of your staff who did the survey said they had high to severe stress in 2022. This is compared to 22% of staff in your comparator group and 25% of staff across the public sector.

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



Reported levels of high to severe stress



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.

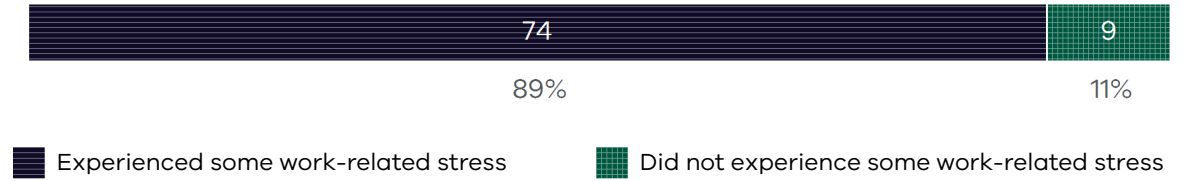
If they answer yes, we ask them to tell us what caused the stress. They can select more than one cause.

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

Example

89% of your staff who did the survey said they experienced mild to severe stress.

Of that 89%, 57% said the top reason was 'Workload'.



Of those that experienced work related stress it was from ...	You 2021	You 2022	Comparator 2022	Public sector 2022
Workload	64%	57%	46%	51%
Time pressure	54%	47%	41%	44%
Management of work (e.g. supervision, training, information, support)	19%	20%	16%	12%
Social environment (e.g. relationships with colleagues, manager and/or senior leaders)	7%	16%	10%	10%
Unclear job expectations	14%	16%	12%	14%
Content, variety, or difficulty of work	8%	14%	13%	11%
Dealing with clients, patients or stakeholders	15%	14%	17%	15%
Organisation or workplace change	9%	11%	12%	13%
Incivility, bullying, harassment or discrimination	0%	8%	7%	5%
Work that doesn't match my skills or experience	8%	8%	6%	7%

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

16% 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	16%	6%	8%
Over 6 months and up to 1 year	5%	9%	10%
Over 1 year and up to 3 years	30%	21%	25%
Over 3 years and up to 5 years	14%	15%	16%
Over 5 years	35%	50%	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.

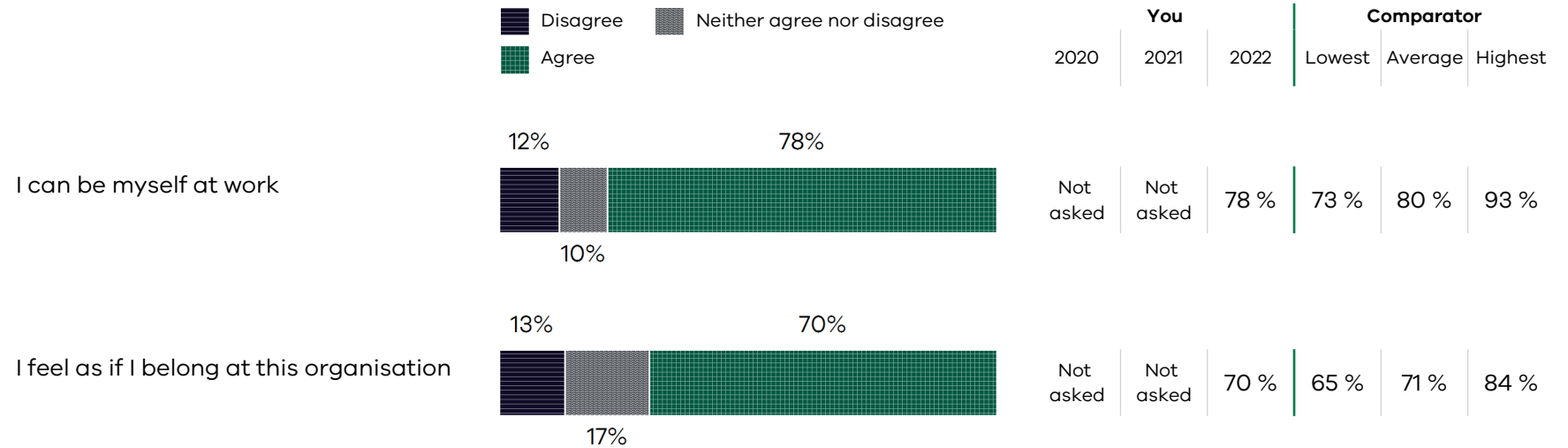
Example

78% 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

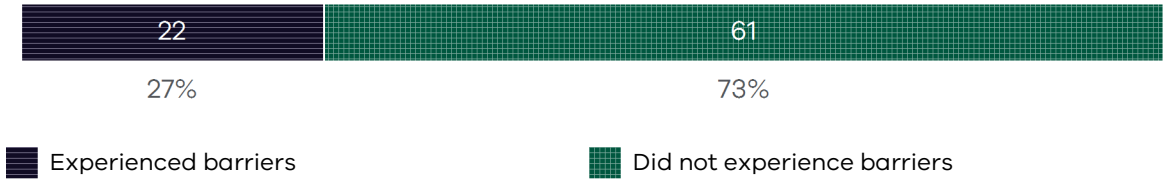
In the survey, we ask staff to tell us if they have experienced any barriers to their success at work and what those barriers were. They can select more than one barrier.

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

Example

16% 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	16%	7%	7%
My age	11%	8%	8%
My physical health	8%	3%	4%
My sex	6%	7%	4%
My caring responsibilities	5%	5%	7%
My sexual orientation	5%	1%	1%
Other	5%	4%	4%
My gender identity	4%	1%	1%
My industrial activity	4%	1%	1%
My political belief	4%	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

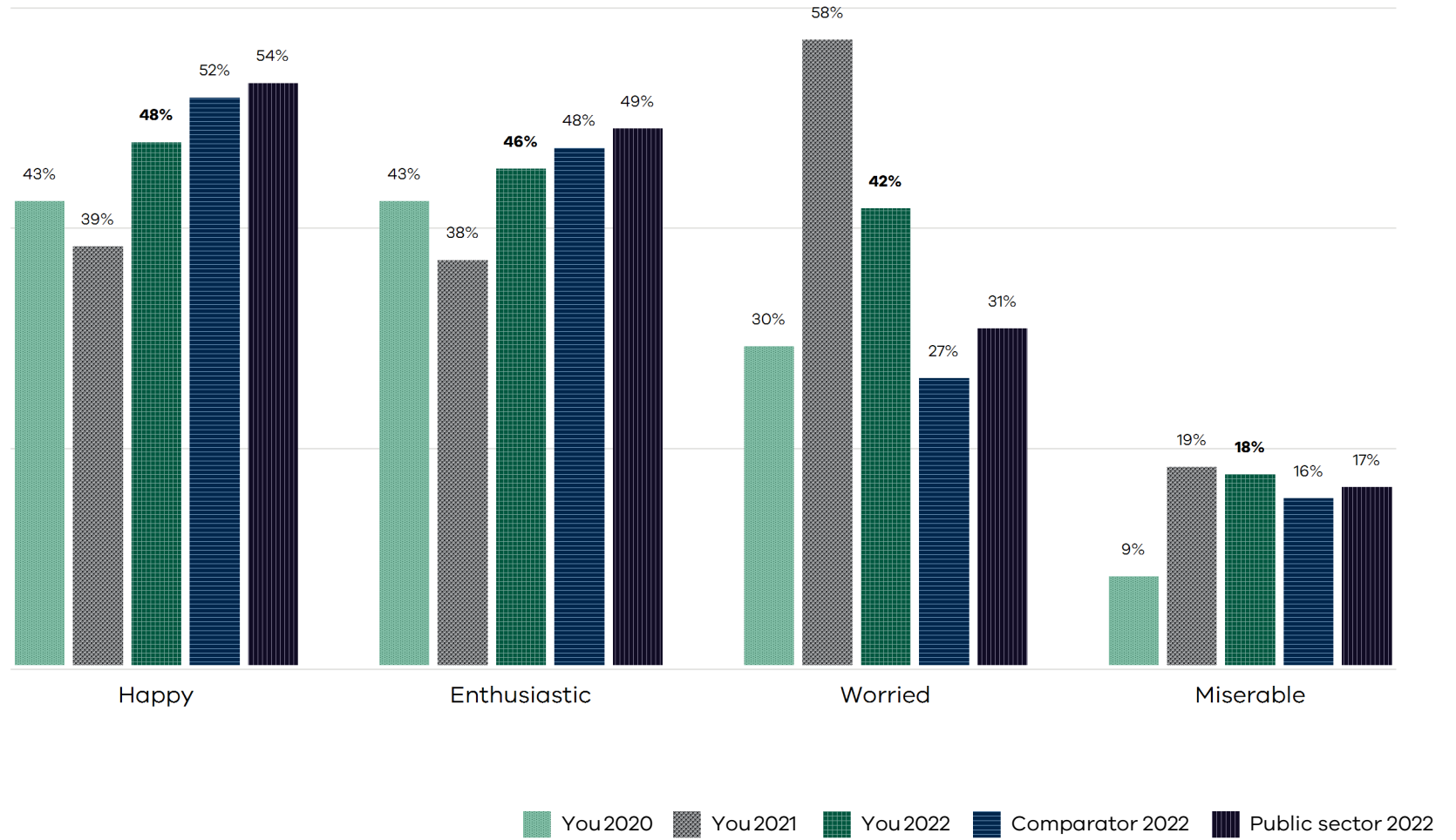
In 2022:

- 48% of your staff who did the survey said work made them feel happy in 2022, which is up from 39% in 2021

Compared to:

- 52% 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.

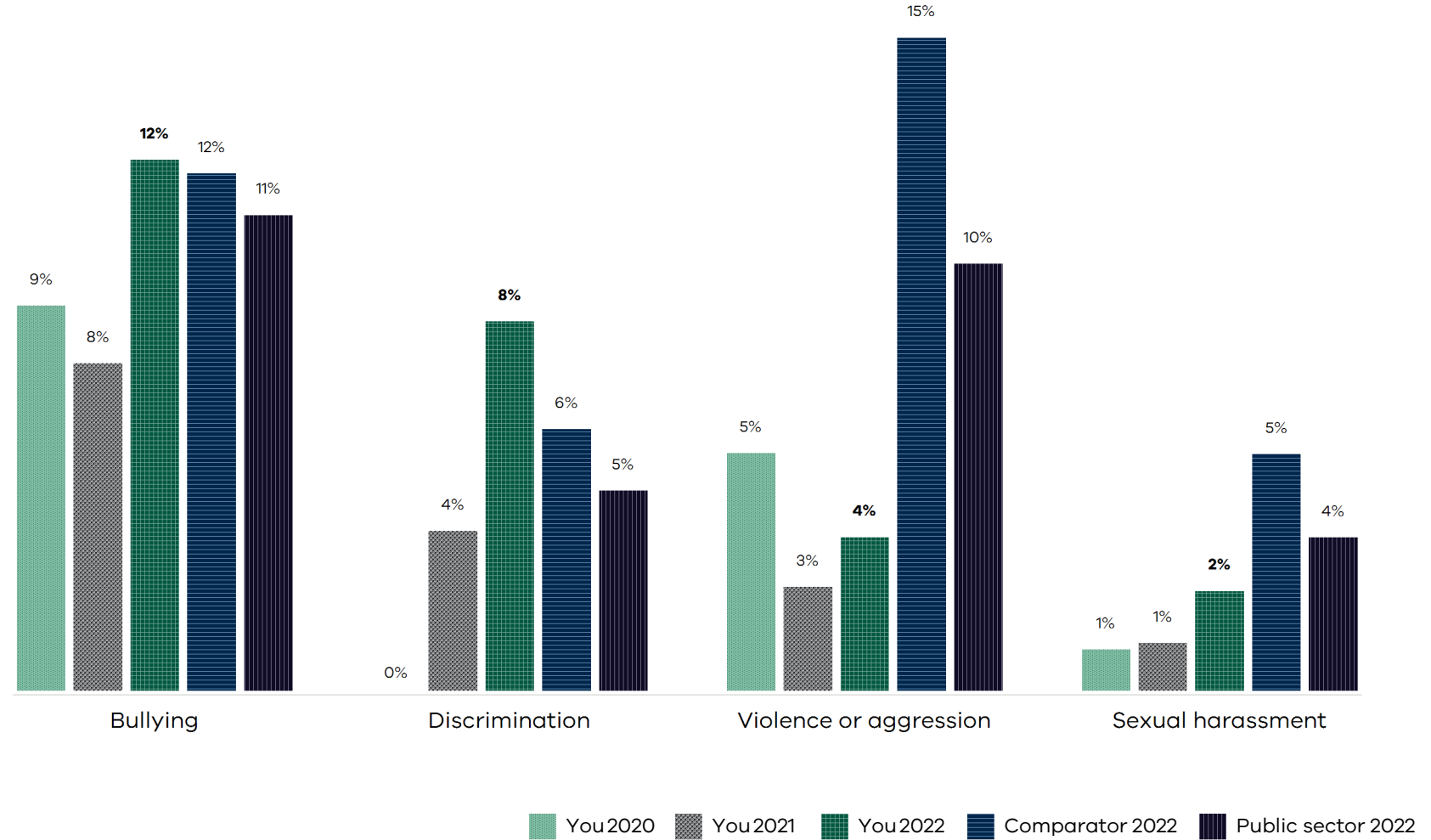
Example

In 2022:

- 12% of your staff who did the survey stated they experienced 'Bullying' in the last 12 months which is up from 8% in 2021.

Compared to:

- 12% of staff at your comparator and 11% of staff across the public sector.



People outcomes

Bullying

What this is

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

Why this is important

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

How to read this

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

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

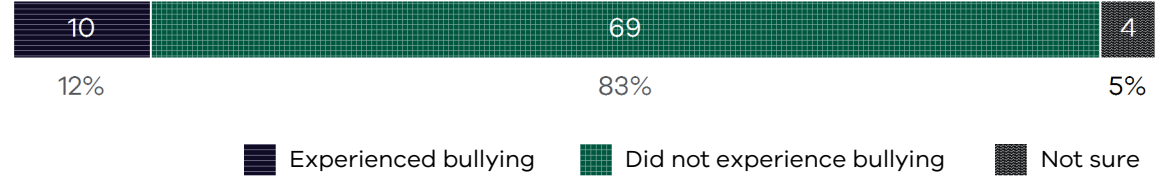
In descending order, the table shows the answers.

Example

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

Of that 12%, 70% said the top type was 'Exclusion or isolation'.

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
Exclusion or isolation	70%	44%	43%
Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)	60%	68%	71%
Withholding essential information for me to do my job	50%	30%	33%
Being assigned meaningless tasks unrelated to the job	20%	14%	13%
Being given impossible assignment(s)	20%	6%	10%
Intimidation and/or threats	20%	38%	30%
Other	20%	15%	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.

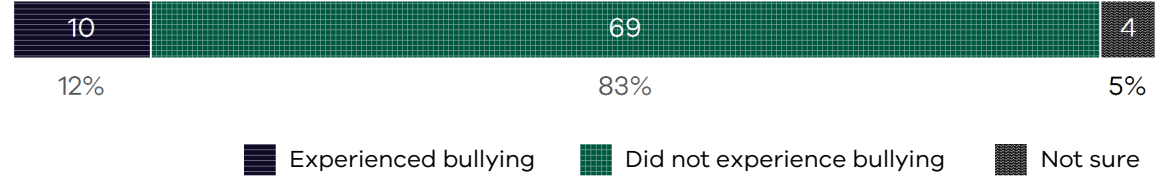
In descending order, the table shows the answers.

Example

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

- 50% said the top way they reported the bullying was 'Told a friend or family member'.
- 70% 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 friend or family member	50%	34%	35%
Told a colleague	40%	39%	41%
Told Human Resources	40%	15%	13%
Submitted a formal complaint	30%	12%	11%
Told a manager	30%	43%	49%
Told someone else	20%	12%	12%
Told the person the behaviour was not OK	20%	13%	17%
I did not tell anyone about the bullying	10%	16%	12%
Told employee assistance program (EAP) or peer support	10%	11%	10%

People outcomes

Perpetrators of bullying

What this is

This is who staff have said are responsible for bullying.

Why this is important

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

How to read this

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

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

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

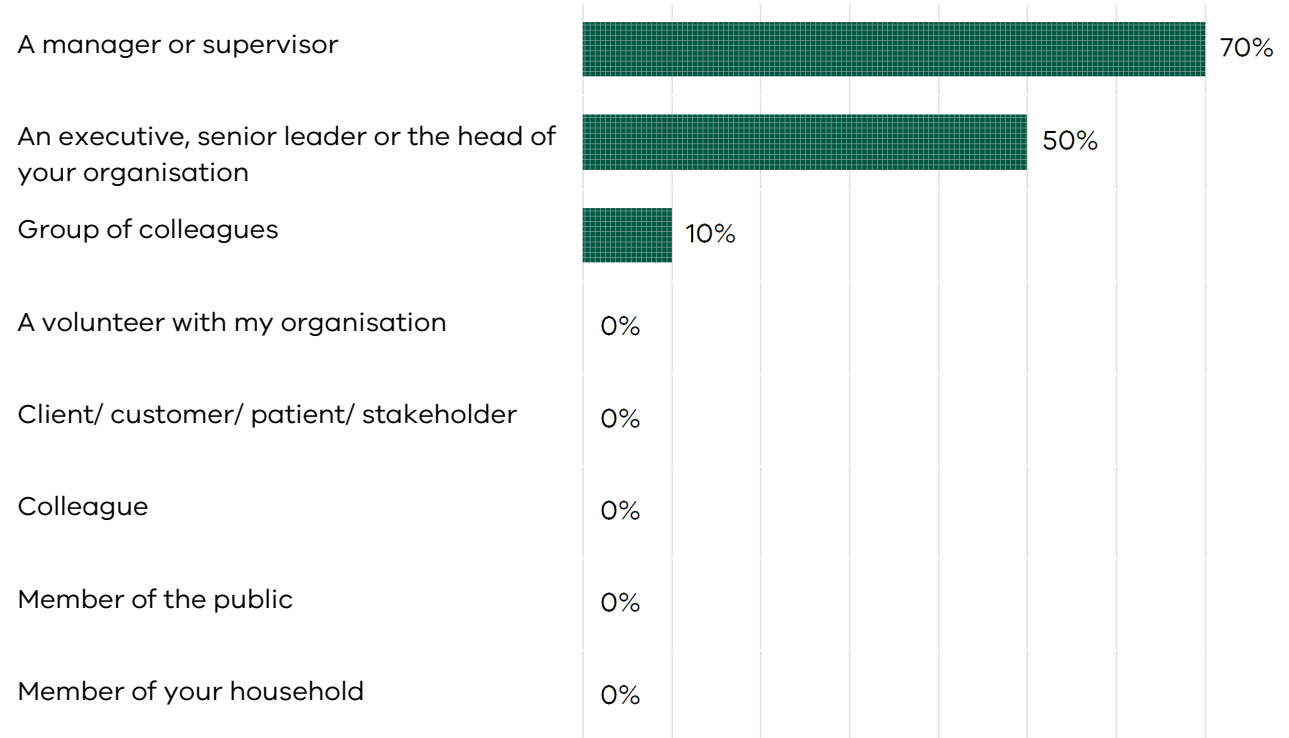
Each row is one perpetrator or group of perpetrators.

Example

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

Of that 12%, 70% said it was by 'A manager or supervisor'.

10 people (12% 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, 12% of your staff said they experienced bullying.

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

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

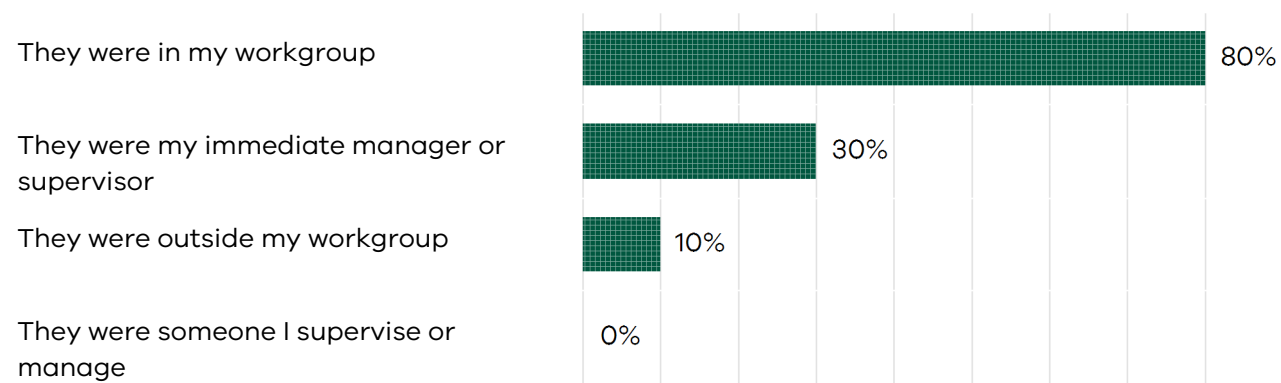
Example

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

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

Of that 100%, 80% said it was 'They were in my workgroup'.

10 people (100% 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.

Why there is no data here

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

We do this to protect the respondents.

People outcomes

Discrimination

What this is

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

Why this is important

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

Why there is no data here

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

We do this to protect the respondents.

People outcomes

Violence and aggression

What this is

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

Why this is important

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

Why there is no data here

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

We do this to protect the respondents.

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Key differences

Highest scoring questions

What this is

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

How to read this

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

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

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

Example

On the first row 'Job enrichment', the 'You 2022' column shows 94% of your staff agreed with 'I understand how my job helps my organisation achieve it's goals'. This question was not asked in 2021.

Question group	Highest scoring questions	You 2022	Change from 2021	Comparator 2022
Job enrichment	I understand how my job helps my organisation achieve it's goals	94%	Not asked in 2021	92%
Meaningful work	I achieve something important through my work	93%	+8%	89%
Meaningful work	I can make a worthwhile contribution at work	92%	Not asked in 2021	91%
Collaboration	I am able to work effectively with others outside my immediate workgroup	90%	+2%	81%
Manager support	My manager listens to what I have to say	89%	+5%	80%
Safety climate	My organisation provides a physically safe work environment	89%	-6%	86%
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	88%	+5%	74%
Manager leadership	My manager treats employees with dignity and respect	88%	-1%	85%
Manager leadership	My manager models my organisation's values	87%	+0%	81%
Manager support	I can discuss problems or issues with my manager	87%	Not asked in 2021	81%

Key differences

Lowest scoring questions

What this is

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

How to read this

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

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

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

Example

On the first row 'Workload', the 'You 2022' column shows 37% of your staff agreed with 'I have enough time to do my job effectively'.

In the 'Change from 2021' column, you have a 4% increase, which is a positive trend.

Question subgroup	Lowest scoring questions	You 2022	Change from 2021	Comparator 2022
Workload	I have enough time to do my job effectively	37%	+4%	59%
Workload	The workload I have is appropriate for the job that I do	42%	+5%	62%
Taking action	My organisation has made improvements based on the survey results from last year	52%	Not asked in 2021	29%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	53%	-4%	49%
Learning and development	I am satisfied with the opportunities to progress in my organisation	54%	Not asked in 2021	46%
Safety climate	All levels of my organisation are involved in the prevention of stress	54%	+7%	47%
Engagement	I am proud to tell others I work for my organisation	54%	-2%	72%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	55%	-6%	54%
Innovation	My workgroup encourages employee creativity	55%	-3%	61%
Organisational integrity	I believe the promotion processes in my organisation are fair	57%	Not asked in 2021	40%

Key differences

Most improved

What this is

This is where staff feel their organisation has most improved.

How to read this

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

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

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

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

Example

On the first row 'Collaboration', the 'You 2022' column shows 77% of your staff agreed with 'Workgroups across my organisation willingly share information with each other'.

In the 'Increase from 2021' column, you have a 12% increase, which is a positive trend.

Question group	Most improved from last year	You 2022	Increase from 2021	Comparator 2022
Collaboration	Workgroups across my organisation willingly share information with each other	77%	+12%	55%
Manager support	My manager provides me with enough support when I need it	81%	+12%	78%
Learning and development	My organisation places a high priority on the learning and development of staff	60%	+11%	52%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	60%	+9%	56%
Satisfaction	Considering everything, how satisfied are you with your current job	69%	+9%	74%
Satisfaction	How satisfied are you with the work/life balance in your current job	69%	+9%	71%
Meaningful work	I achieve something important through my work	93%	+8%	89%
Job enrichment	I have the authority to do my job effectively	70%	+7%	74%
Job enrichment	I clearly understand what I am expected to do in this job	76%	+7%	87%
Safety climate	All levels of my organisation are involved in the prevention of stress	54%	+7%	47%

Key differences

Most declined

What this is

This is where staff feel their organisation has most declined.

How to read this

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

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

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

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

Example

On the first row 'Workgroup support', the 'You 2022' column shows 66% of your staff agreed with 'People in my workgroup appropriately manage conflicts of interest'.

In the 'Decrease from 2021' column, you have a 15% decrease, which is a negative trend.

Question subgroup	Largest decline from last year	You 2022	Decrease from 2021	Comparator 2022
Workgroup support	People in my workgroup appropriately manage conflicts of interest	66%	-15%	71%
Workgroup support	People in my workgroup work together effectively to get the job done	78%	-10%	81%
Workgroup support	People in my workgroup are honest, open and transparent in their dealings	69%	-10%	74%
Organisational integrity	My organisation takes steps to eliminate bullying, harassment and discrimination	69%	-9%	67%
Safe to speak up	People in my workgroup are able to bring up problems and tough issues	66%	-9%	73%
Organisational integrity	My organisation encourages employees to act in ways that are consistent with human rights	80%	-7%	82%
Flexible working	I am confident that if I requested a flexible work arrangement, it would be given due consideration	69%	-6%	72%
Safety climate	My organisation provides a physically safe work environment	89%	-6%	86%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	55%	-6%	54%
Innovation	My workgroup is quick to respond to opportunities to do things better	64%	-5%	66%

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 'Taking action', the 'You 2022' column shows 52% of your staff agreed with 'My organisation has made improvements based on the survey results from last year'.

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

Question group	Biggest positive difference from comparator	You 2022	Difference	Comparator 2022
Taking action	My organisation has made improvements based on the survey results from last year	52%	+22%	29%
Collaboration	Workgroups across my organisation willingly share information with each other	77%	+22%	55%
Organisational integrity	I believe the promotion processes in my organisation are fair	57%	+17%	40%
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	88%	+14%	74%
Organisational integrity	I believe the recruitment processes in my organisation are fair	69%	+14%	54%
Senior leadership	Senior leaders demonstrate honesty and integrity	75%	+14%	61%
Taking action	I believe my organisation will make improvements based on the results of this survey	60%	+13%	47%
Organisational integrity	I have an equal chance at promotion in my organisation	58%	+12%	46%
Senior leadership	Senior leaders model my organisation's values	72%	+11%	61%
Organisational integrity	My organisation is committed to earning a high level of public trust	87%	+11%	75%

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 'Workload', the 'You 2022' column shows 37% of your staff agreed with 'I have enough time to do my job effectively'.

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
Workload	I have enough time to do my job effectively	37%	-21%	59%
Workload	The workload I have is appropriate for the job that I do	42%	-20%	62%
Engagement	I am proud to tell others I work for my organisation	54%	-17%	72%
Job enrichment	I clearly understand what I am expected to do in this job	76%	-11%	87%
Engagement	I would recommend my organisation as a good place to work	59%	-9%	68%
Job enrichment	I can use my skills and knowledge in my job	84%	-7%	92%
Quality service delivery	My workgroup uses its resources well	58%	-7%	65%
Safe to speak up	People in my workgroup are able to bring up problems and tough issues	66%	-6%	73%
Meaningful work	I get a sense of accomplishment from my work	77%	-6%	83%
Innovation	My workgroup encourages employee creativity	55%	-6%	61%

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Taking action

What this is

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

Why this is important

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

How to read this

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

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

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

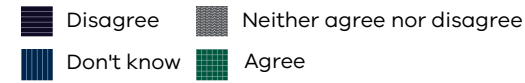
Example

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

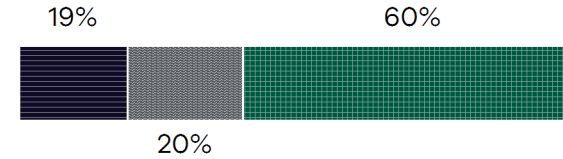
Survey question

Your results

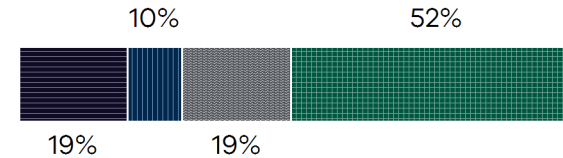
Benchmark agree results



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



My organisation has made improvements based on the survey results from last year



	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
I believe my organisation will make improvements based on the results of this survey	Not asked	Not asked	60 %	39 %	47 %	79 %
My organisation has made improvements based on the survey results from last year	Not asked	Not asked	52 %	24 %	29 %	55 %

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- Caring

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.

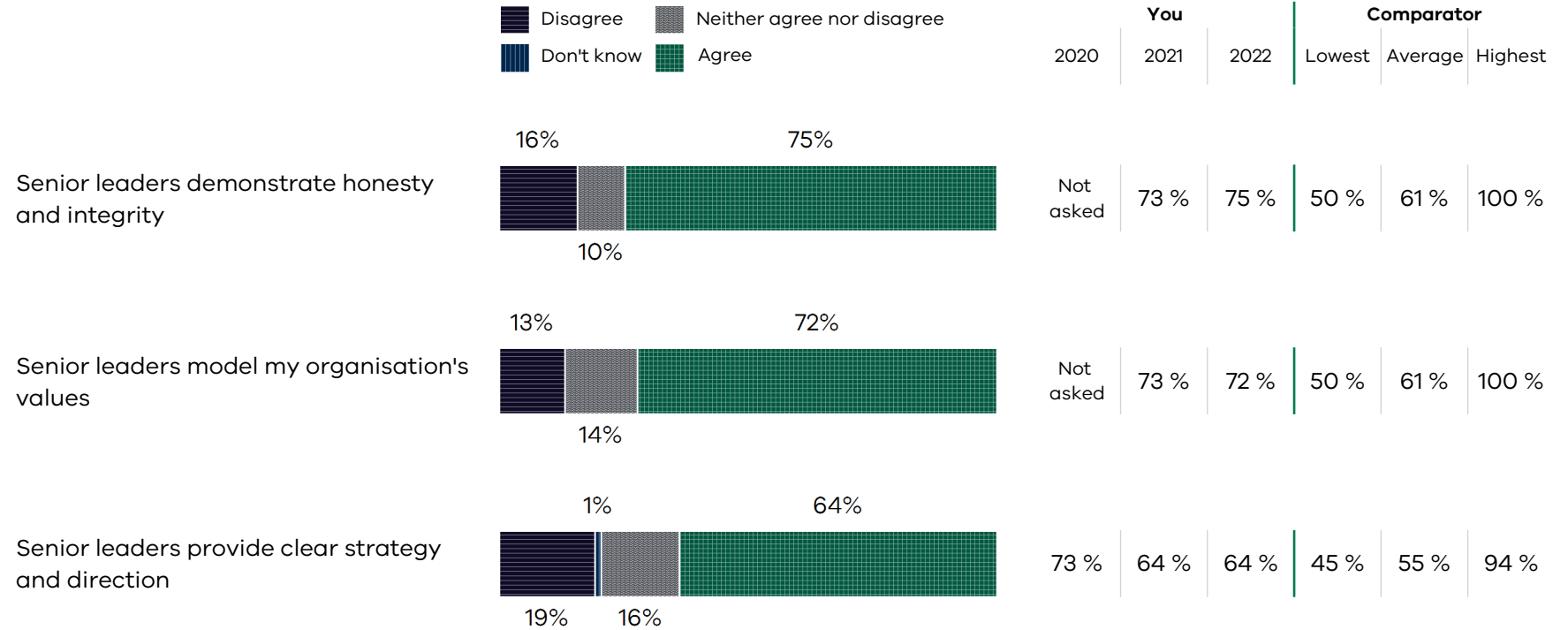
Example

75% 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



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Organisational climate

Scorecard

What this is

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

Why this is important

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

How to read this

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

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

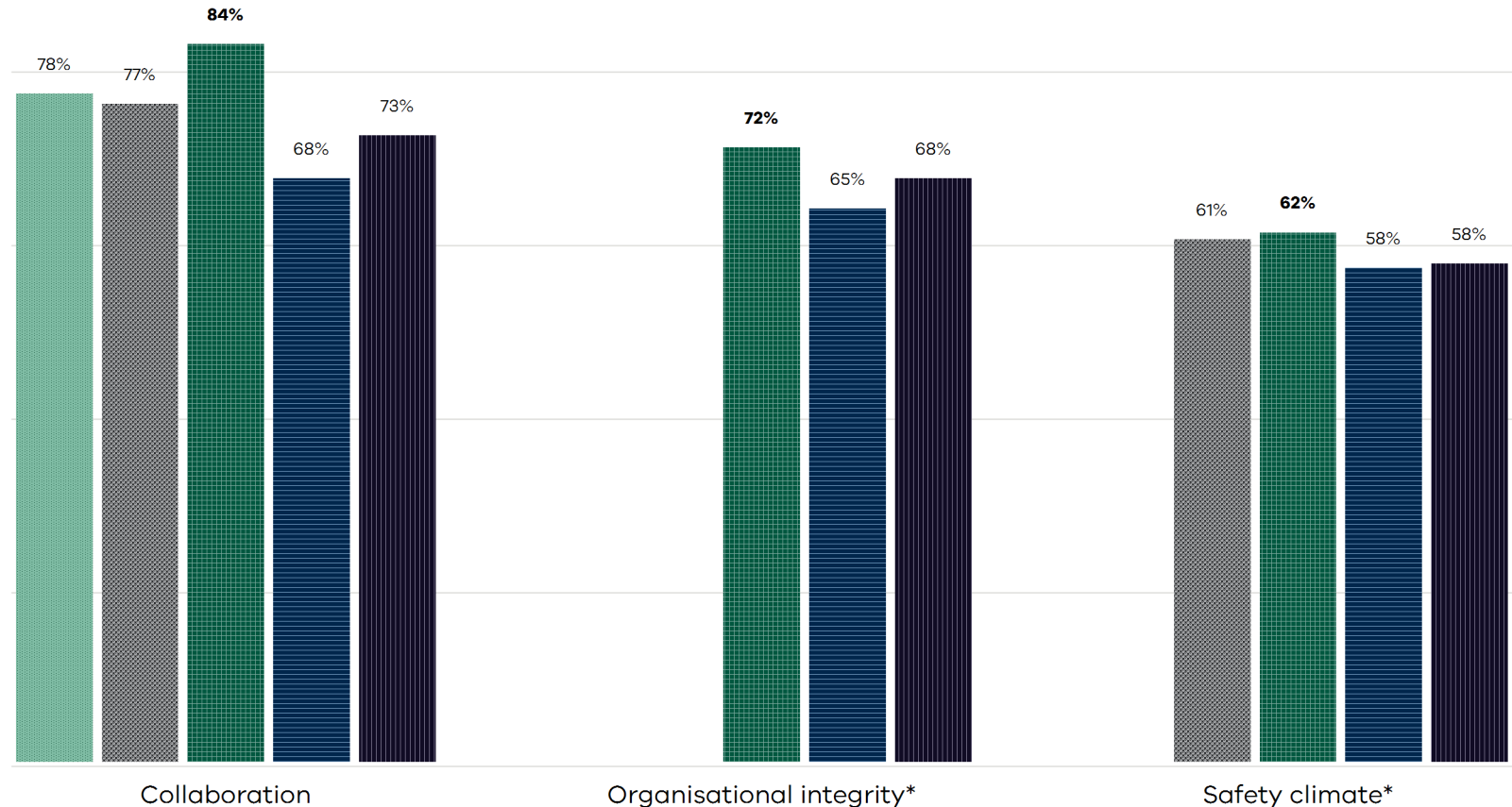
Example

In 2022:

- 84% of your staff who did the survey responded positively to questions about Collaboration which is up from 77% in 2021.

Compared to:

- 68% of staff at your comparator and 73% of staff across the public sector.



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

■ You2020 ■ You2021 ■ You2022 ■ Comparator 2022 ■ Public sector 2022

Organisational climate

Organisational integrity 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

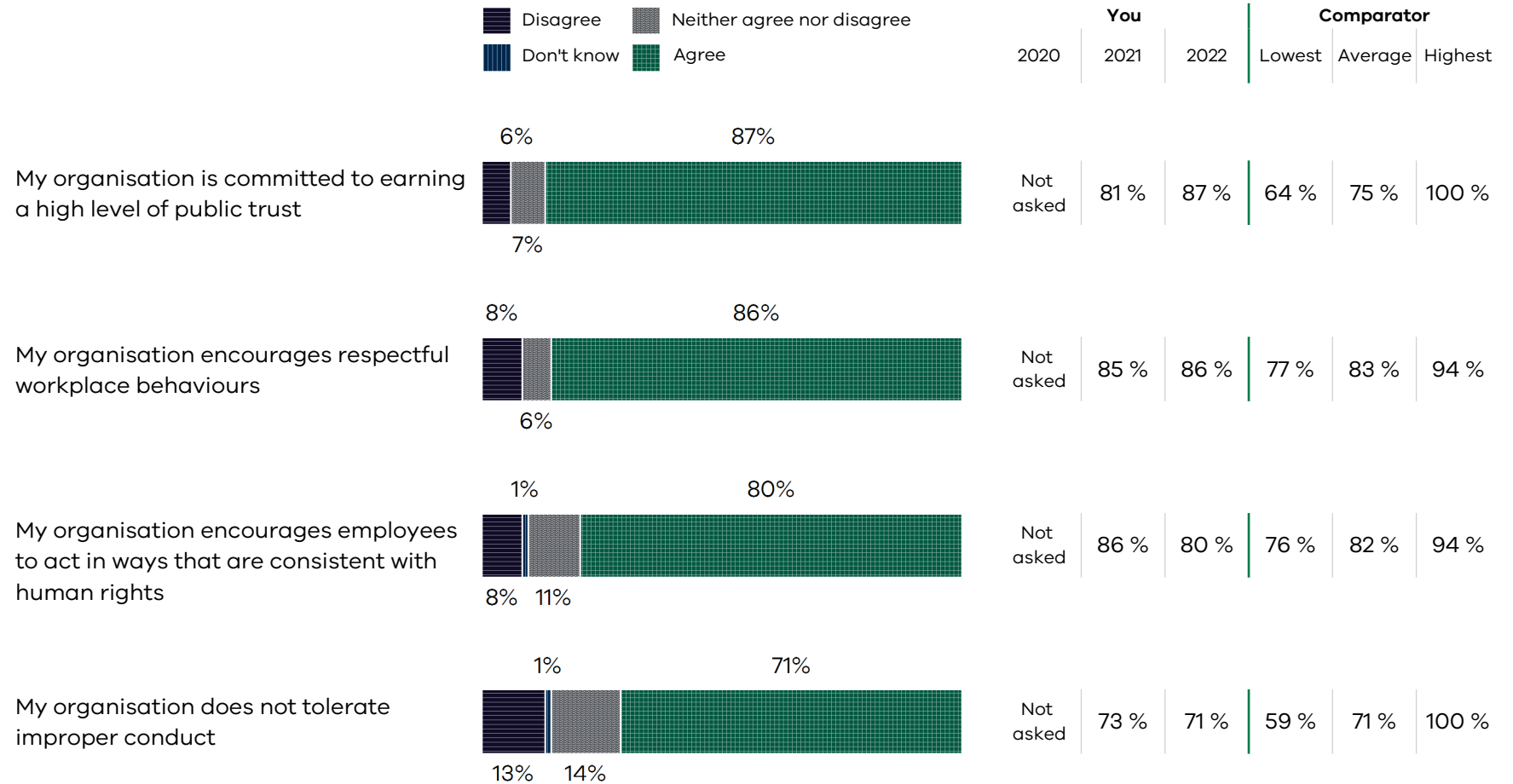
Example

87% of your staff who did the survey agreed or strongly agreed with 'My organisation is committed to earning a high level of public trust'.

Survey question

Your results

Benchmark agree results



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.

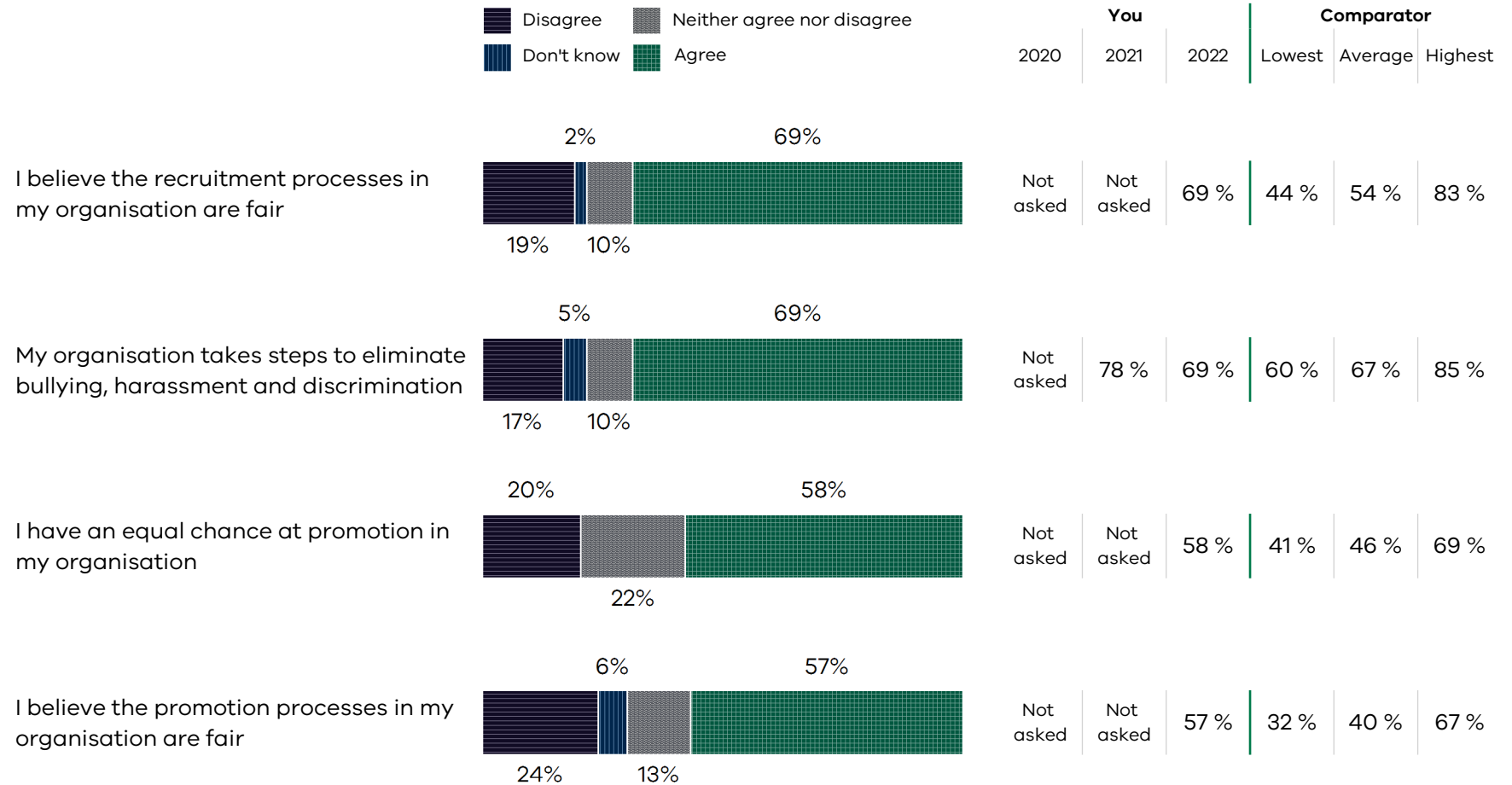
Example

69% of your staff who did the survey agreed or strongly agreed with 'I believe the recruitment processes in my organisation are fair'.

Survey question

Your results

Benchmark agree results



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

90% of your staff who did the survey agreed or strongly agreed with 'I am able to work effectively with others outside my immediate workgroup'.

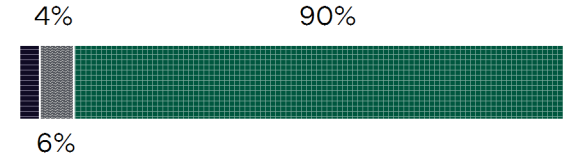
Survey question

Your results

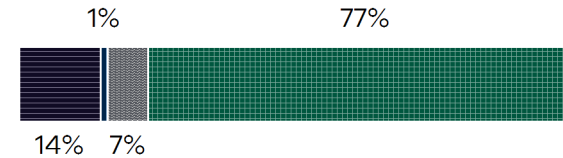
Benchmark agree results



I am able to work effectively with others outside my immediate workgroup



Workgroups across my organisation willingly share information with each other



	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
I am able to work effectively with others outside my immediate workgroup	86 %	89 %	90 %	78 %	81 %	100 %
Workgroups across my organisation willingly share information with each other	70 %	65 %	77 %	48 %	55 %	82 %

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.

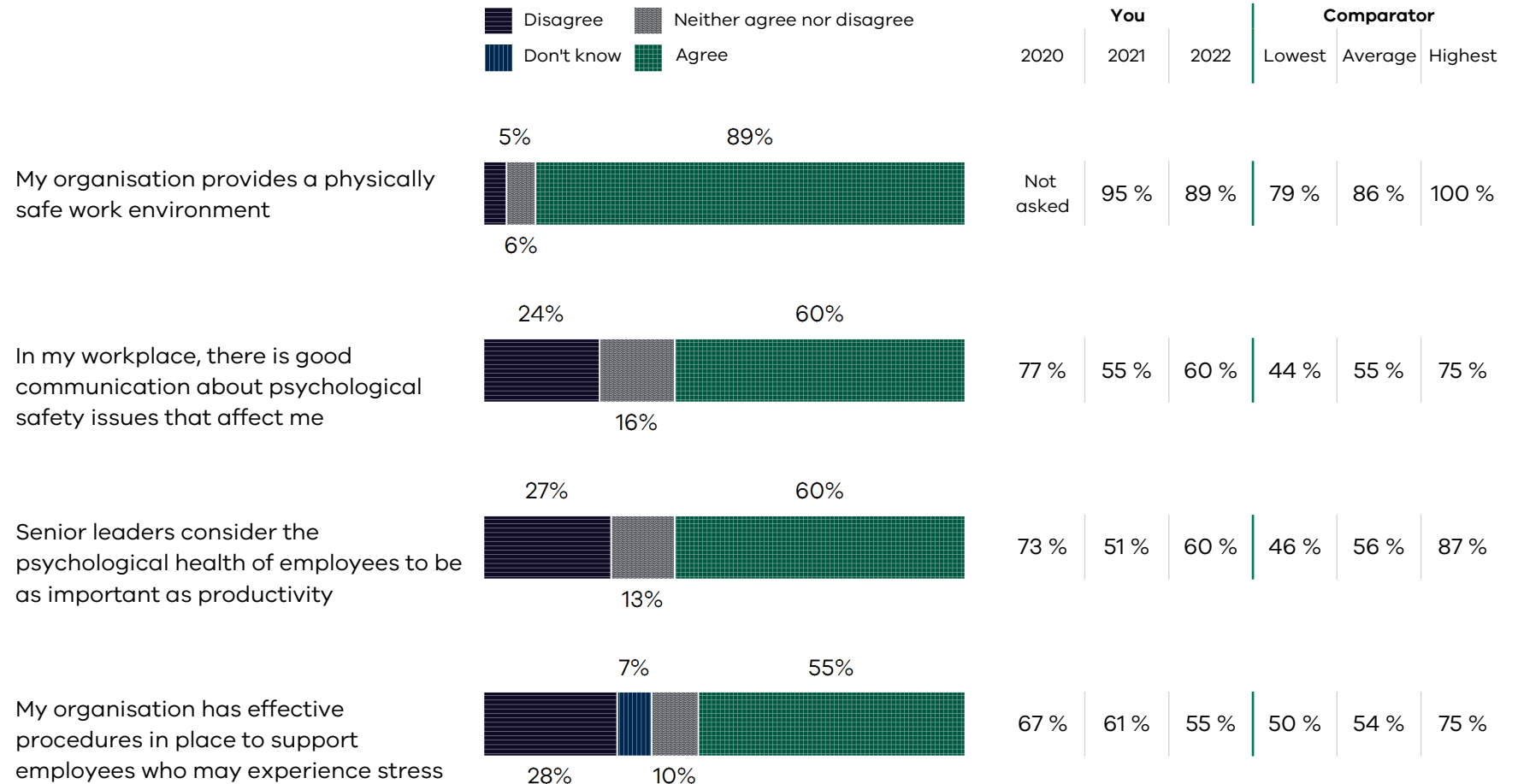
Example

89% 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

54% of your staff who did the survey agreed or strongly agreed with 'All levels of my organisation are involved in the prevention of stress'.

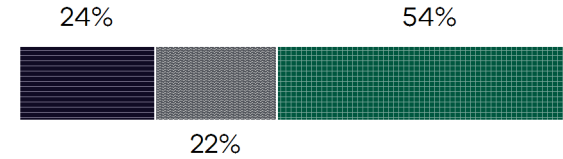
Survey question

Your results

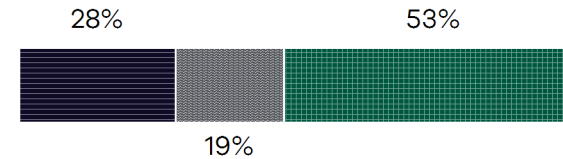
Benchmark agree results



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



Senior leaders show support for stress prevention through involvement and commitment



Year	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
	55 %	48 %	54 %	40 %	47 %	69 %
	75 %	58 %	53 %	40 %	49 %	85 %

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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.

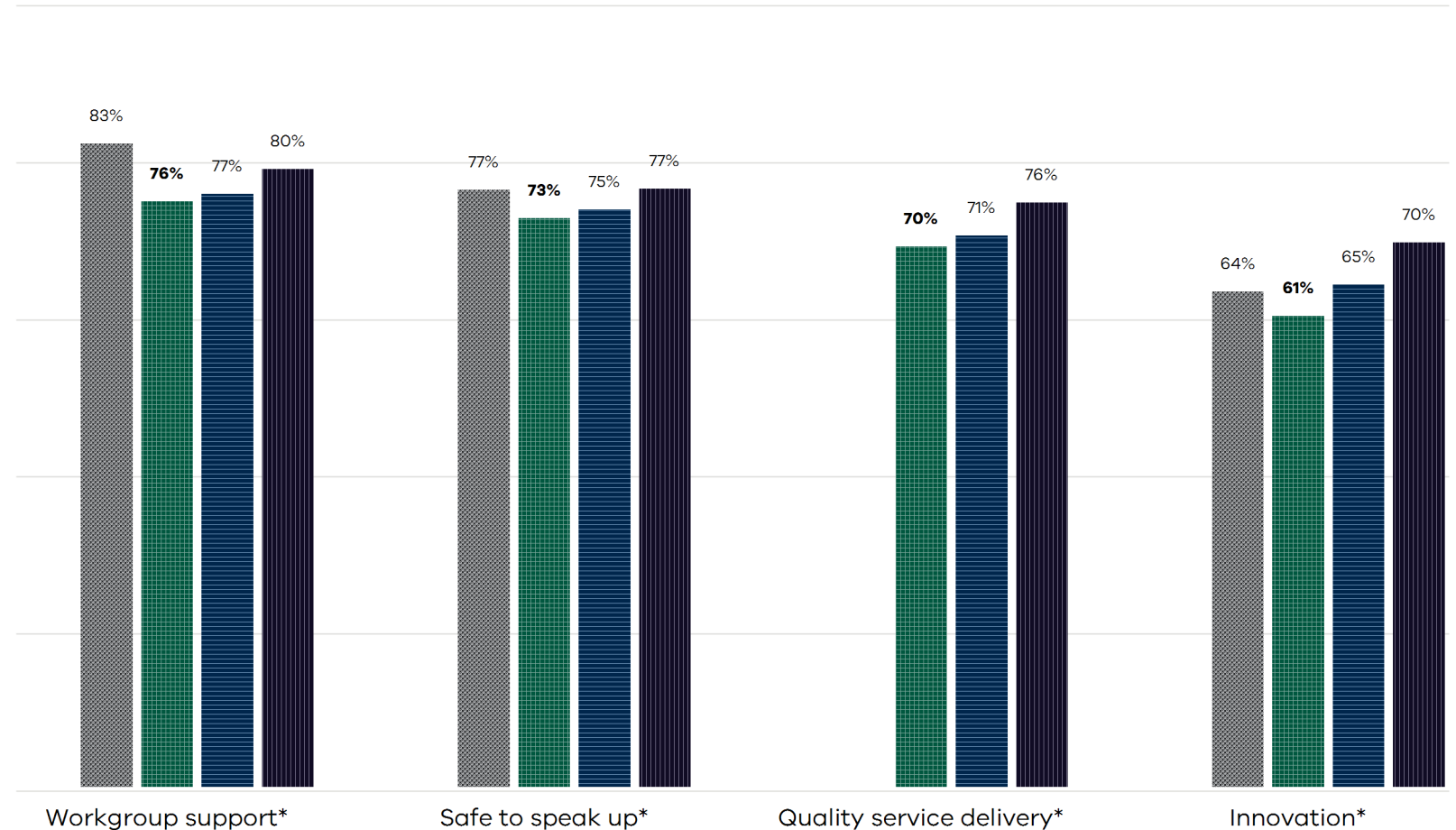
Example

In 2022:

- 76% of your staff who did the survey responded positively to questions about Workgroup support which is down from 83% in 2021.

Compared to:

- 77% of staff at your comparator and 80% of staff across the public sector.



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

■ You 2020 ■ You 2021 ■ You 2022 ■ Comparator 2022 ■ Public sector 2022

Workgroup climate

Quality service delivery

What this is

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

Why this is important

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

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

How to read this

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

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

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

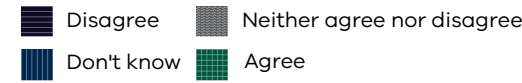
Example

83% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

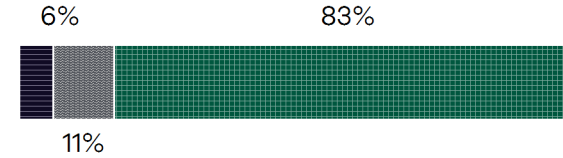
Survey question

Your results

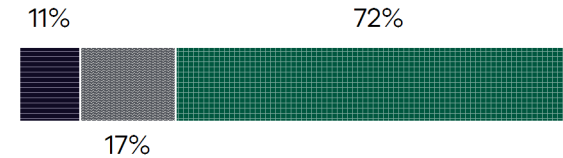
Benchmark agree results



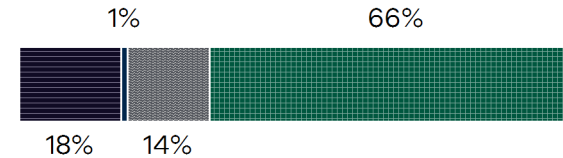
My workgroup provides high quality advice and services



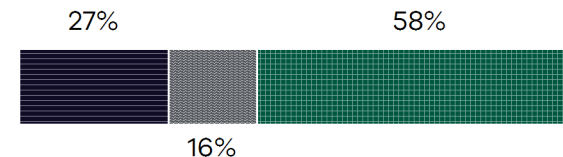
My workgroup has clear lines of responsibility



My workgroup acts fairly and without bias



My workgroup uses its resources well



Year	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
My workgroup provides high quality advice and services	Not asked	Not asked	83 %	68 %	77 %	94 %
My workgroup has clear lines of responsibility	Not asked	75 %	72 %	66 %	71 %	81 %
My workgroup acts fairly and without bias	Not asked	Not asked	66 %	64 %	72 %	91 %
My workgroup uses its resources well	Not asked	Not asked	58 %	58 %	65 %	83 %

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

64% of your staff who did the survey agreed or strongly agreed with 'My workgroup is quick to respond to opportunities to do things better'.

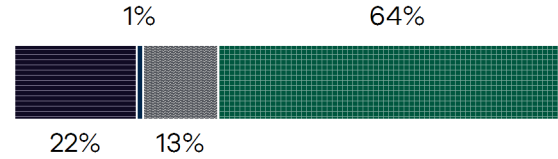
Survey question

Your results

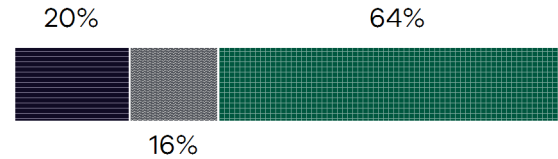
Benchmark agree results



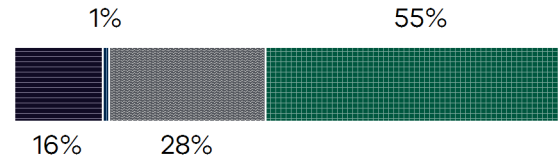
My workgroup is quick to respond to opportunities to do things better



My workgroup learns from failures and mistakes



My workgroup encourages employee creativity



	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
My workgroup is quick to respond to opportunities to do things better	Not asked	69 %	64 %	59 %	66 %	83 %
My workgroup learns from failures and mistakes	Not asked	65 %	64 %	61 %	67 %	80 %
My workgroup encourages employee creativity	Not asked	59 %	55 %	52 %	61 %	83 %

Workgroup climate

Workgroup support 1 of 2

What this is

This is how well staff feel people work together and support each other in your organisation.

Why this is important

Collaboration can lead to higher team satisfaction, performance and effectiveness.

How to read this

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

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

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

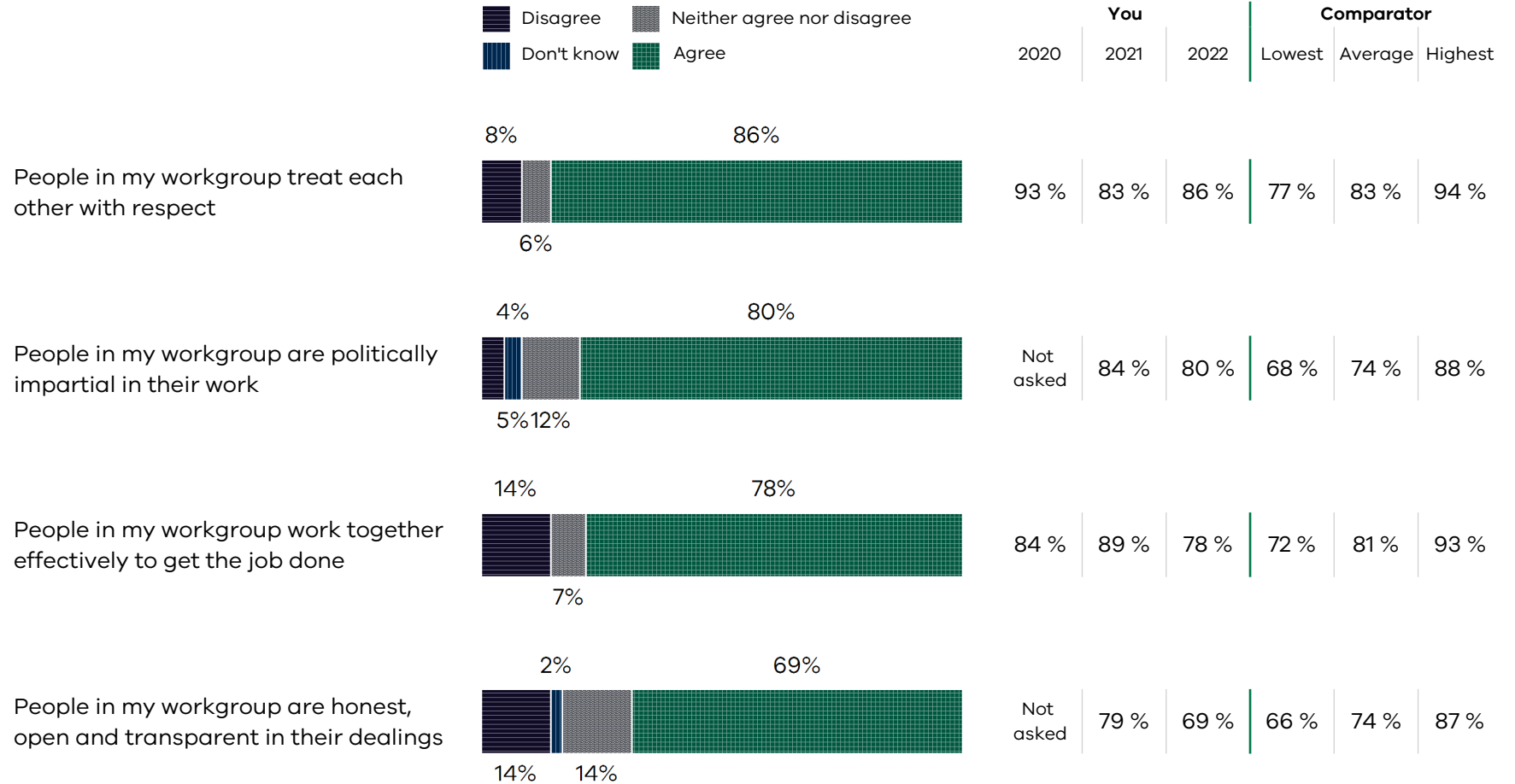
Example

86% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup treat each other with respect'.

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.

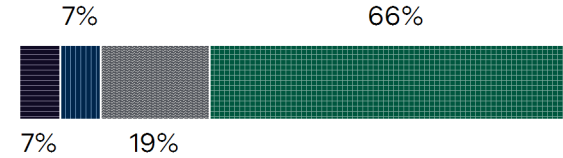
Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

66% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.

Survey question

People in my workgroup appropriately manage conflicts of interest



Your results

Benchmark agree results

	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
Not asked		81 %	66 %	65 %	71 %	88 %

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.

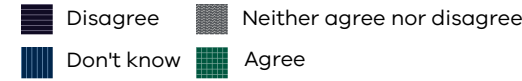
Example

82% of your staff who did the survey agreed or strongly agreed with 'I feel culturally safe at work'.

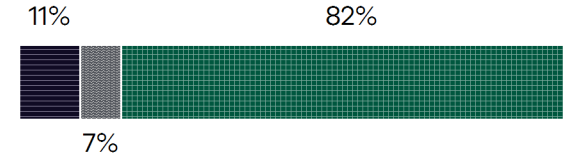
Survey question

Your results

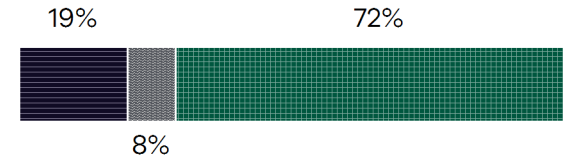
Benchmark agree results



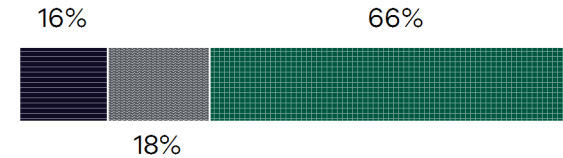
I feel culturally safe at work



I feel safe to challenge inappropriate behaviour at work



People in my workgroup are able to bring up problems and tough issues



	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
I feel culturally safe at work	Not asked	84 %	82 %	74 %	81 %	94 %
I feel safe to challenge inappropriate behaviour at work	Not asked	73 %	72 %	58 %	70 %	94 %
People in my workgroup are able to bring up problems and tough issues	81 %	75 %	66 %	62 %	73 %	85 %

People matter survey

wellbeing check 2022

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- Scorecard: satisfaction, stress, intention to stay, inclusion
- Satisfaction
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- Intention to stay
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- Scorecard: emotional effects of work
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- Bullying
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- Violence and aggression

Key differences

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

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- Senior leadership questions

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Public sector values

- Scorecard
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- 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.

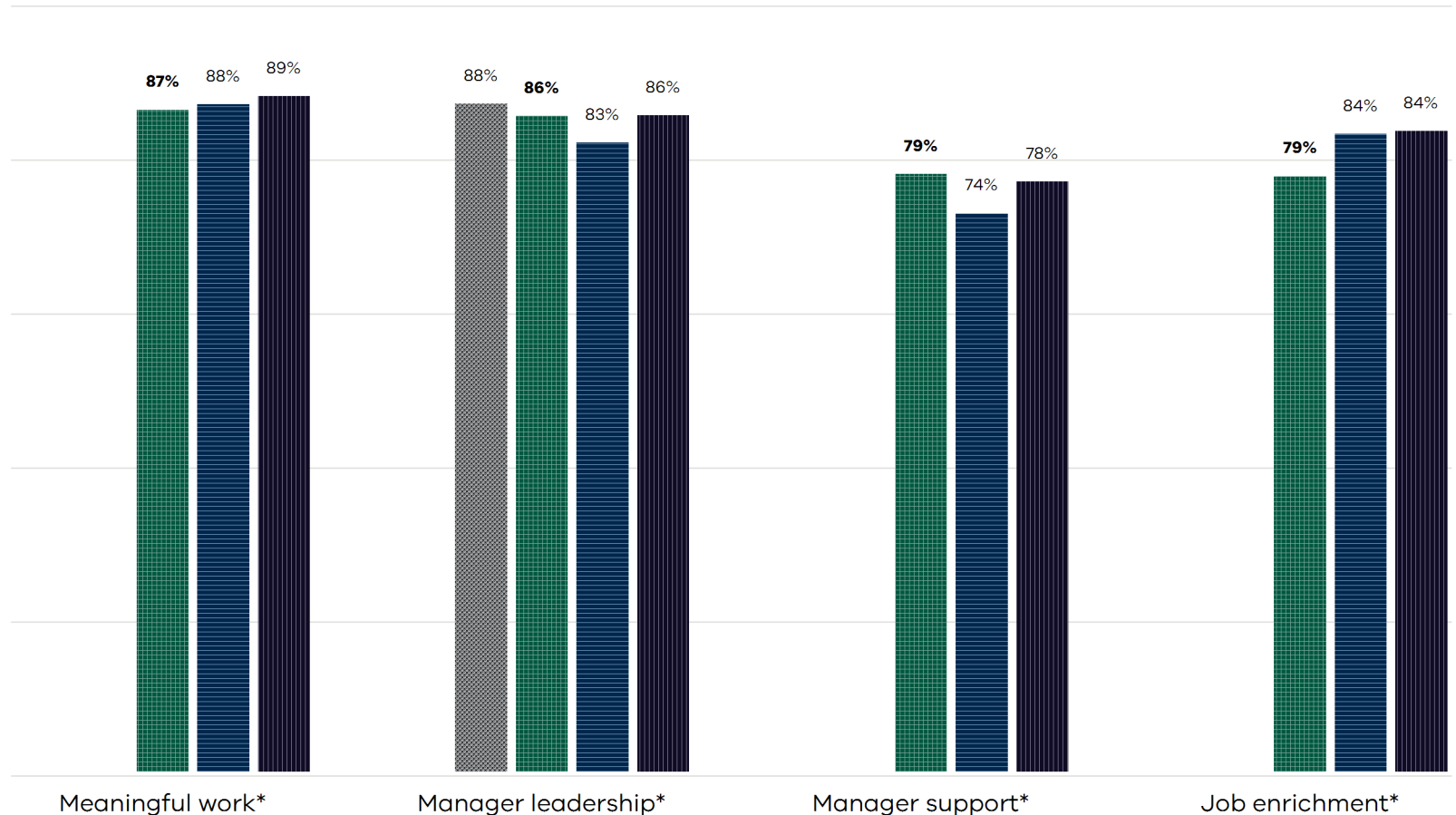
Example

In 2022:

- 87% of your staff who did the survey responded positively to questions about Meaningful work.

Compared to:

- 88% of staff at your comparator and 89% of staff across the public sector.



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

■ You2020 ■ You2021 ■ You2022 ■ Comparator 2022 ■ Public sector 2022

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.

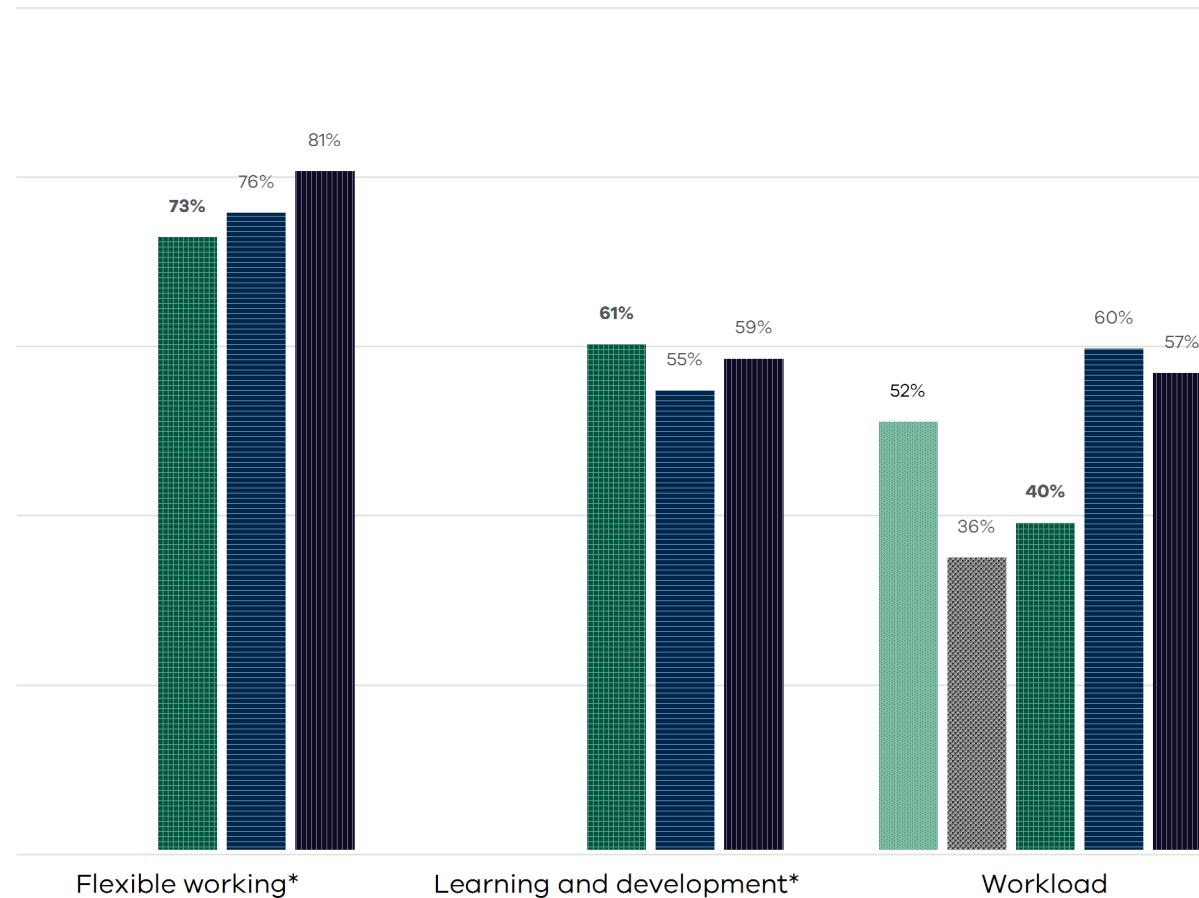
Example

In 2022:

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

Compared to:

- 76% of staff at your comparator and 81% of staff across the public sector.



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

■ You 2020 ■ You 2021 ■ You 2022 ■ Comparator 2022 ■ Public sector 2022

Job and manager factors

Manager leadership

What this is

This is how well staff perceive their direct managers lead.

Why this is important

Great managers can foster the right environment for staff engagement.

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

How to read this

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

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

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

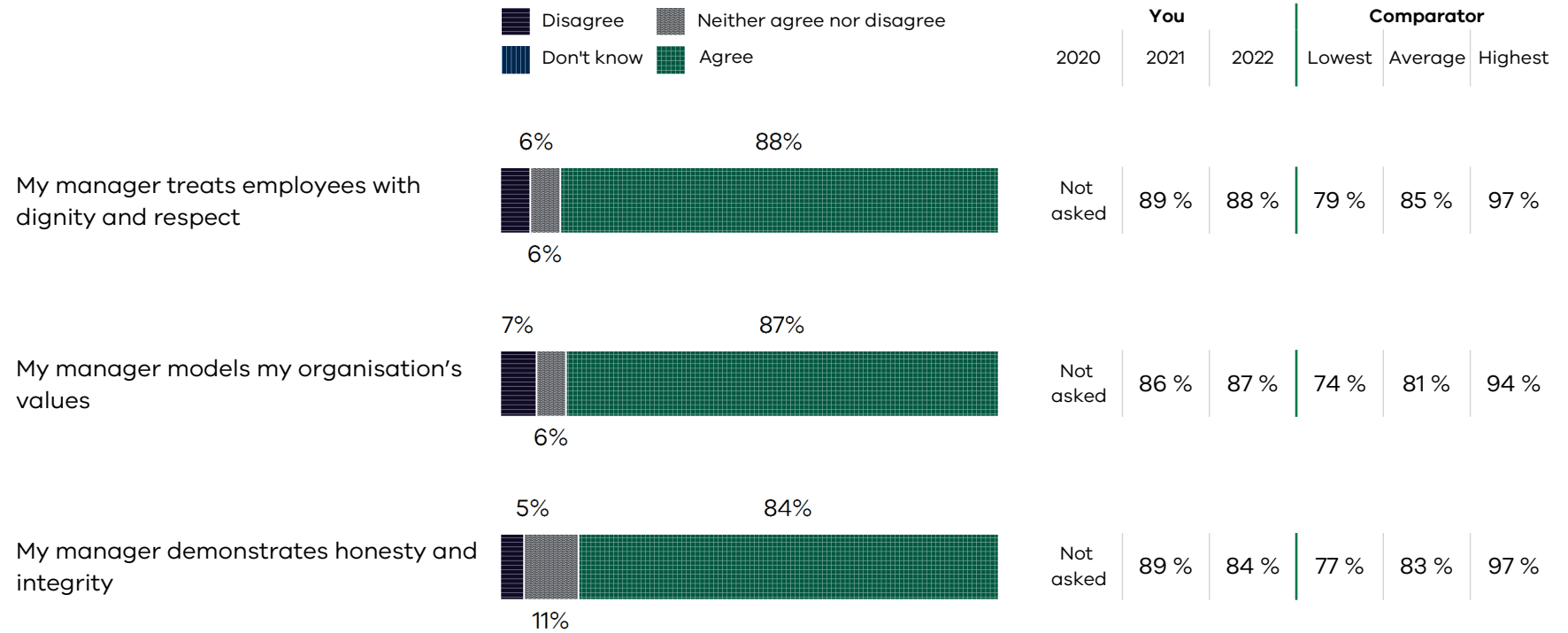
Example

88% 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.

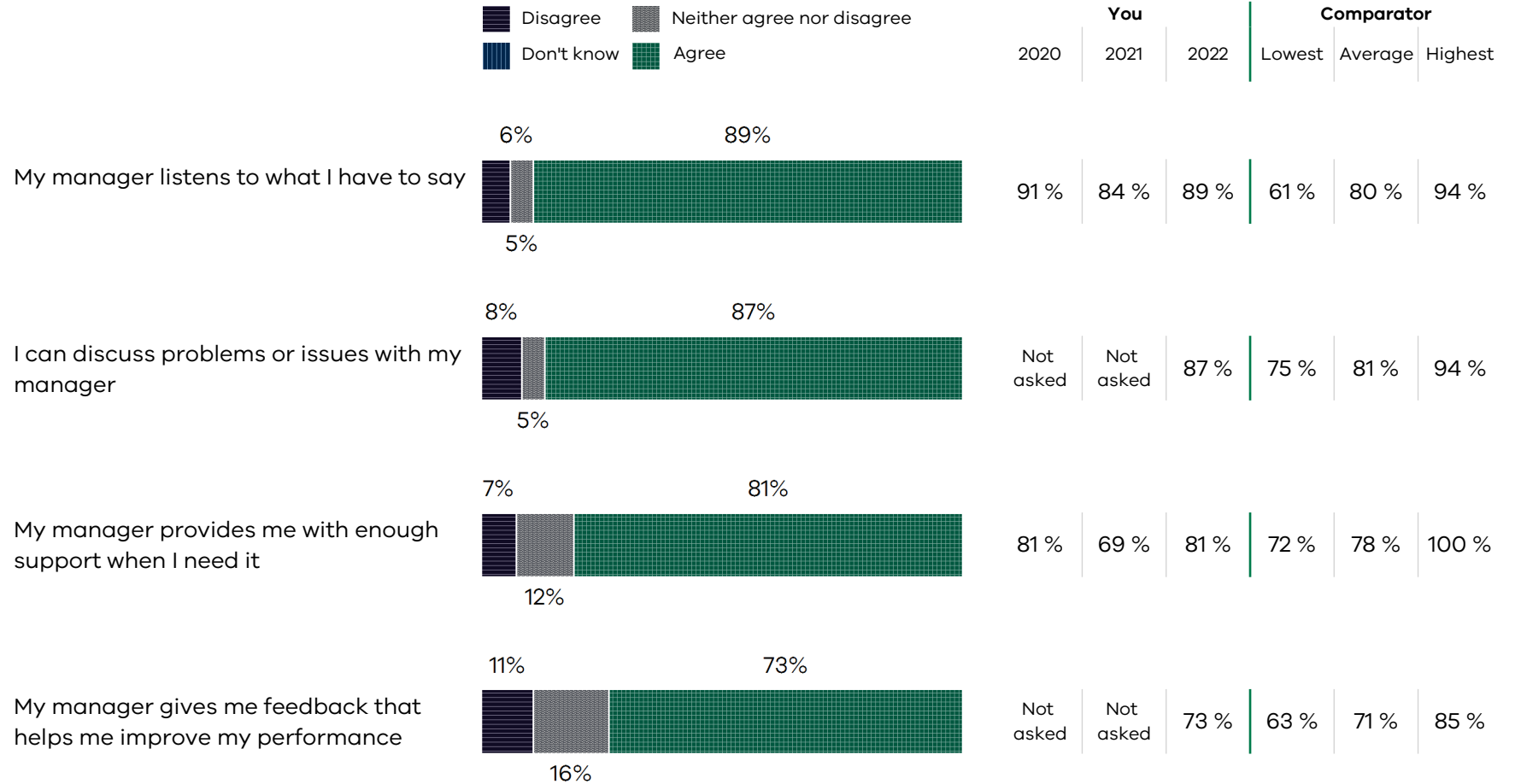
Example

89% 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.

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

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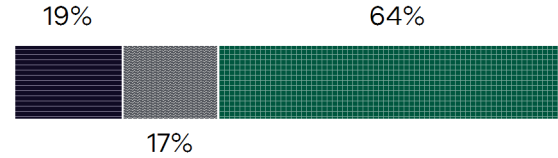
Example

64% of your staff who did the survey agreed or strongly agreed with 'I receive meaningful recognition when I do good work'.

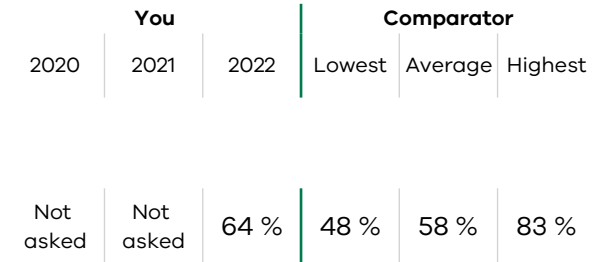
Survey question

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

42% of your staff who did the survey agreed or strongly agreed with 'The workload I have is appropriate for the job that I do'.

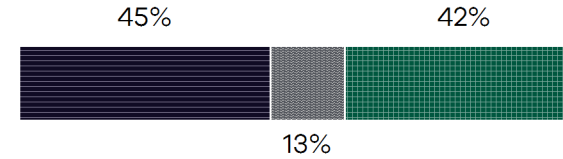
Survey question

Your results

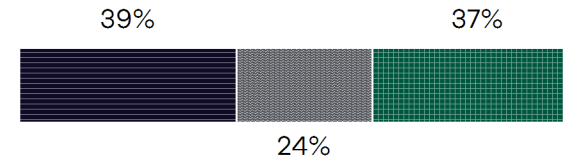
Benchmark agree results



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



I have enough time to do my job effectively



	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
The workload I have is appropriate for the job that I do	54 %	38 %	42 %	46 %	62 %	76 %
I have enough time to do my job effectively	49 %	34 %	37 %	45 %	59 %	72 %

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.

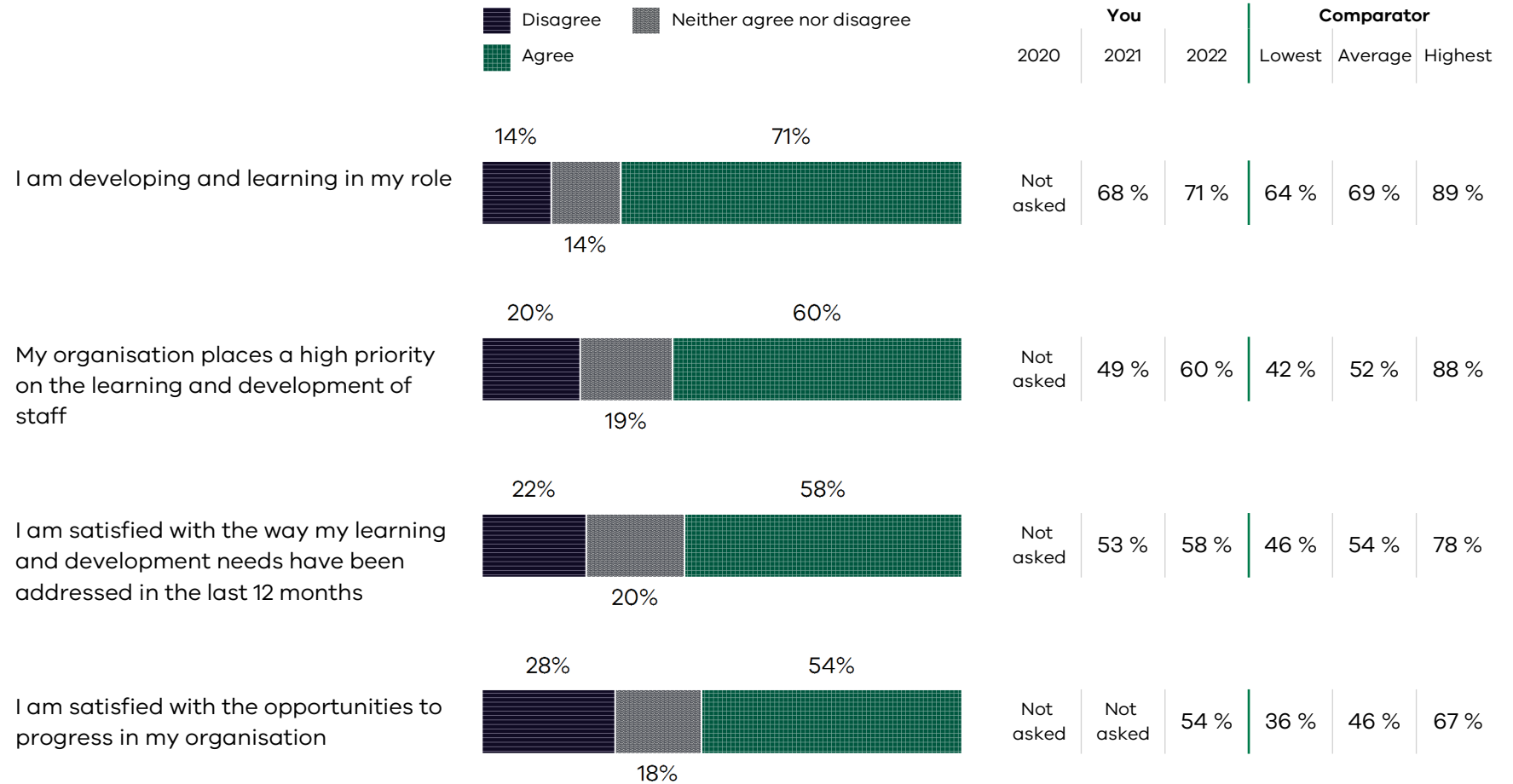
Example

71% 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.

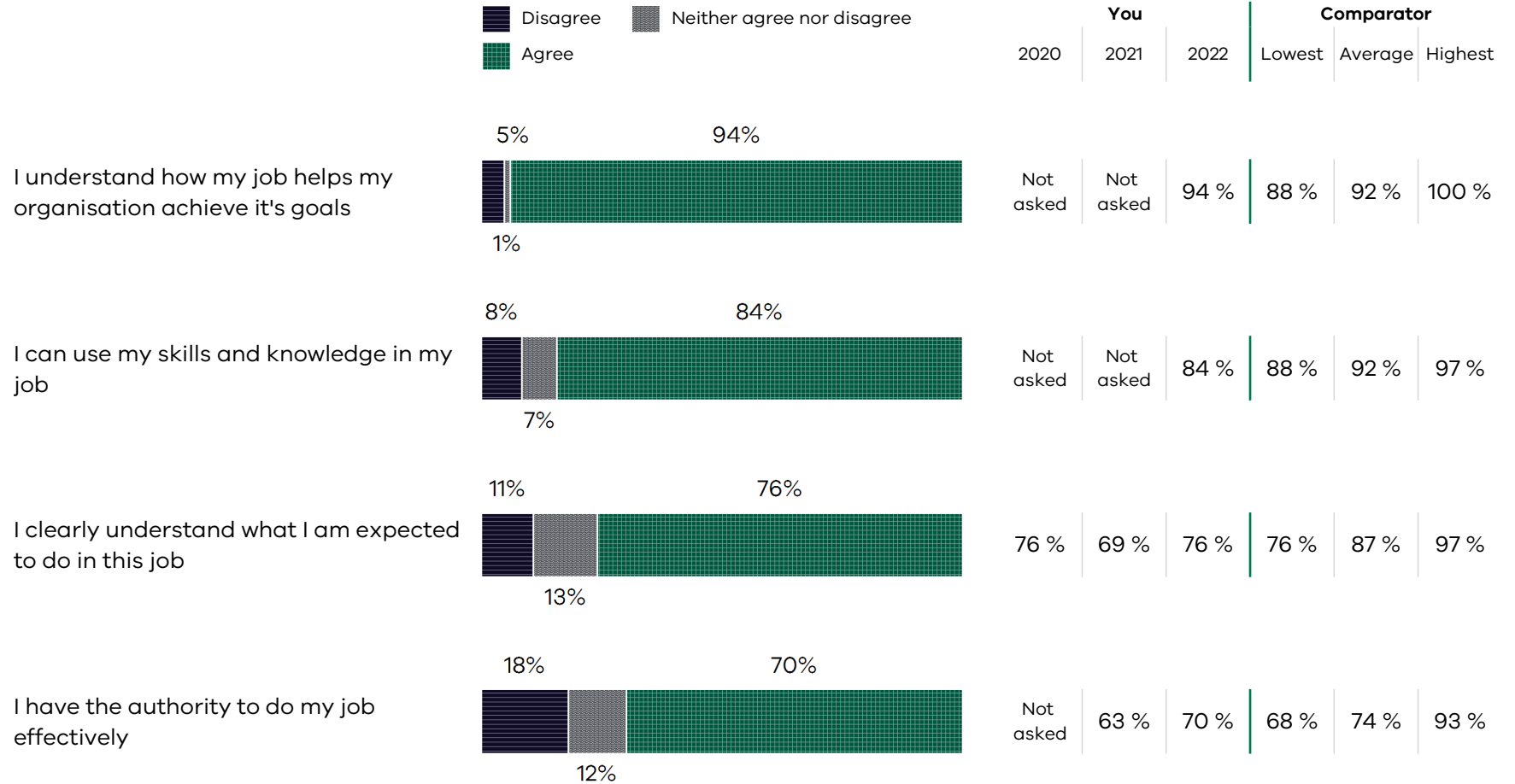
Example

94% 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.

How to read this

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

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

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

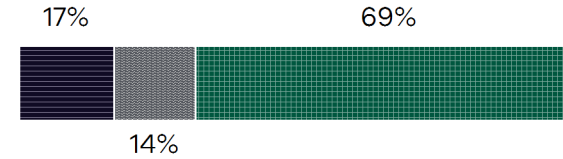
Example

69% of your staff who did the survey agreed or strongly agreed with 'I have a say in how I do my work'.

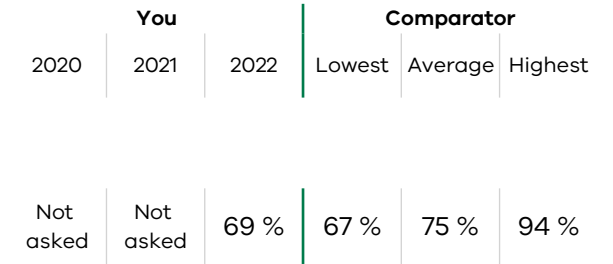
Survey question

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.

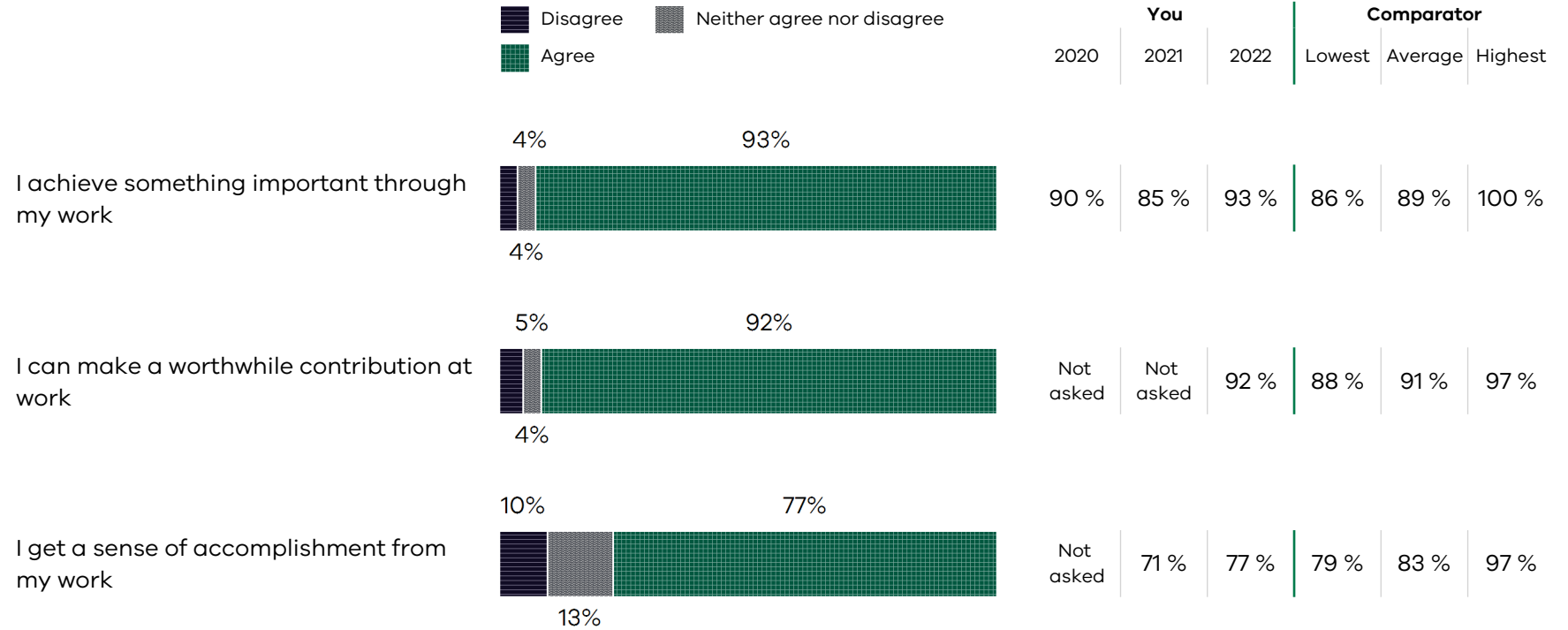
Example

93% of your staff who did the survey agreed or strongly agreed with 'I achieve something important through my work'.

Survey question

Your results

Benchmark agree results



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

78% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.

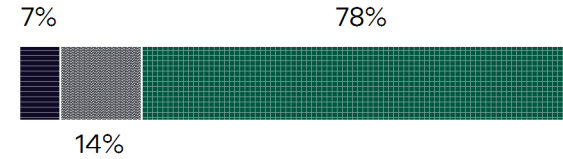
Survey question

Your results

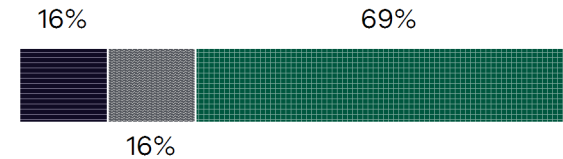
Benchmark agree results



My manager supports working flexibly



I am confident that if I requested a flexible work arrangement, it would be given due consideration



	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
My manager supports working flexibly	Not asked	Not asked	78 %	69 %	81 %	98 %
I am confident that if I requested a flexible work arrangement, it would be given due consideration	86 %	75 %	69 %	58 %	72 %	90 %

People matter survey

wellbeing check 2022

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- Violence and aggression

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

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- Taking action questions

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Public sector values

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- Impartiality
- Accountability
- Respect
- Leadership
- Human rights

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

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.

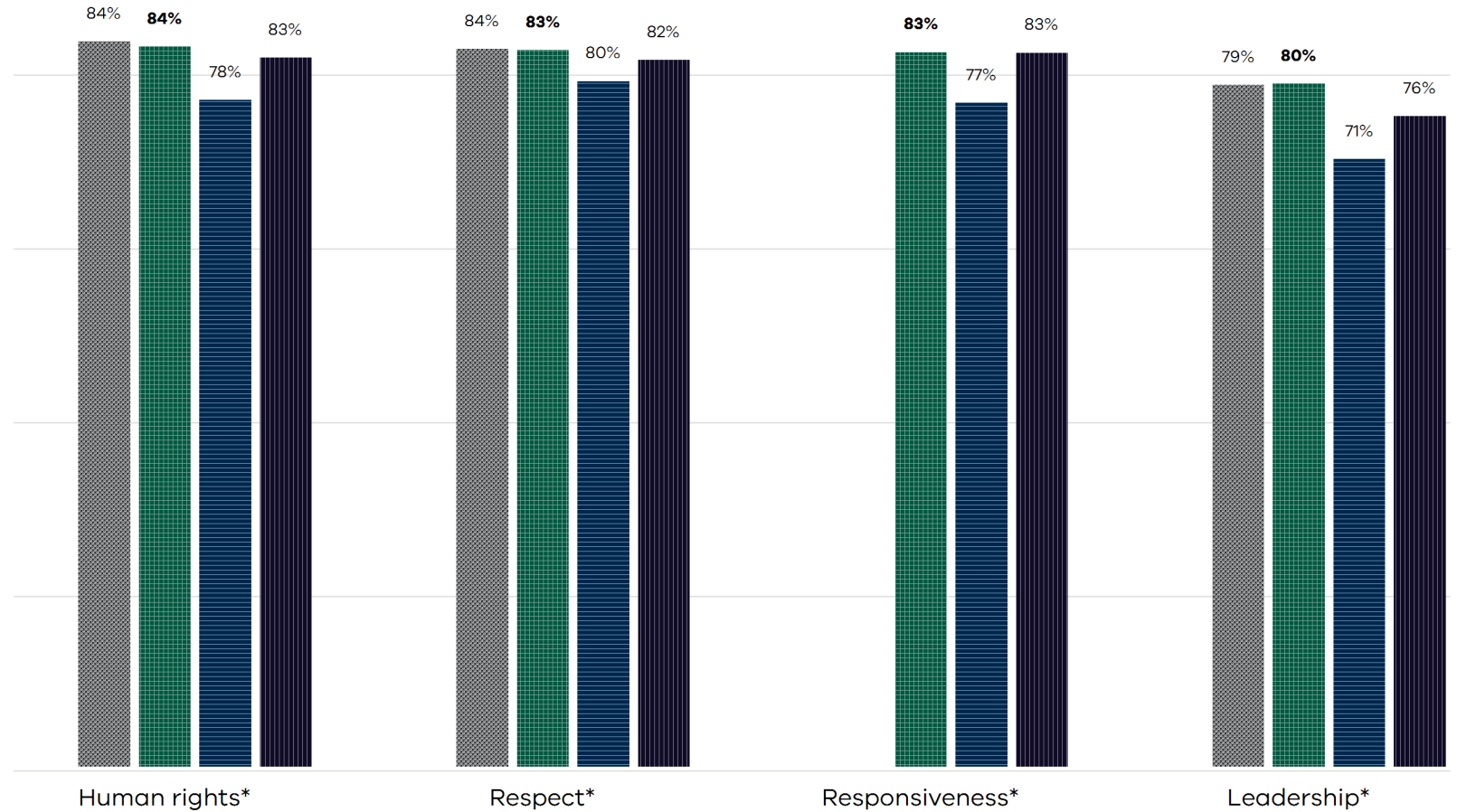
Example

In 2022:

- 84% of your staff who did the survey responded positively to questions about Human rights, which is down 1% in 2021.

Compared to:

- 78% of staff at your comparator and 83% of staff across the public sector.



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

■ You2020 ■ You2021 ■ You2022 ■ Comparator 2022 ■ Public sector 2022

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.

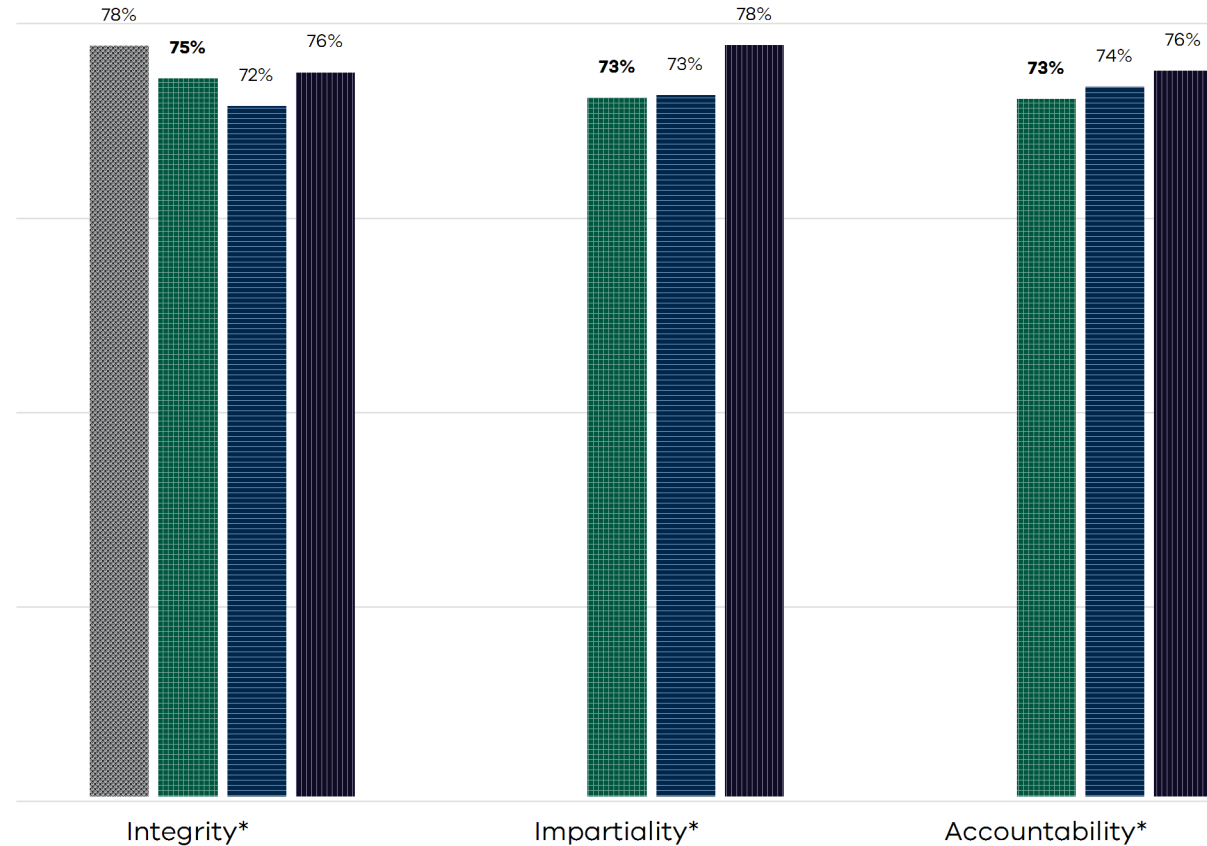
Example

In 2022:

- 75% of your staff who did the survey responded positively to questions about Integrity, which is down 3% in 2021.

Compared to:

- 72% of staff at your comparator and 76% of staff across the public sector.



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

■ You 2020 ■ You 2021 ■ You 2022 ■ Comparator 2022 ■ Public sector 2022

Public sector values

Responsiveness

What this is

This is how responsive your staff feel they are to the community.

Why this is important

Staff need to feel they can adapt to the changing demands and circumstances of our clients and stakeholders.

How to read this

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

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

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

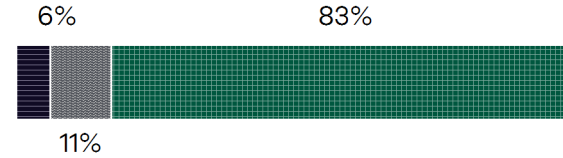
Example

83% of staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

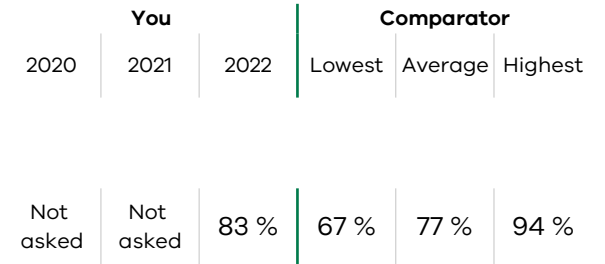
Survey question

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.

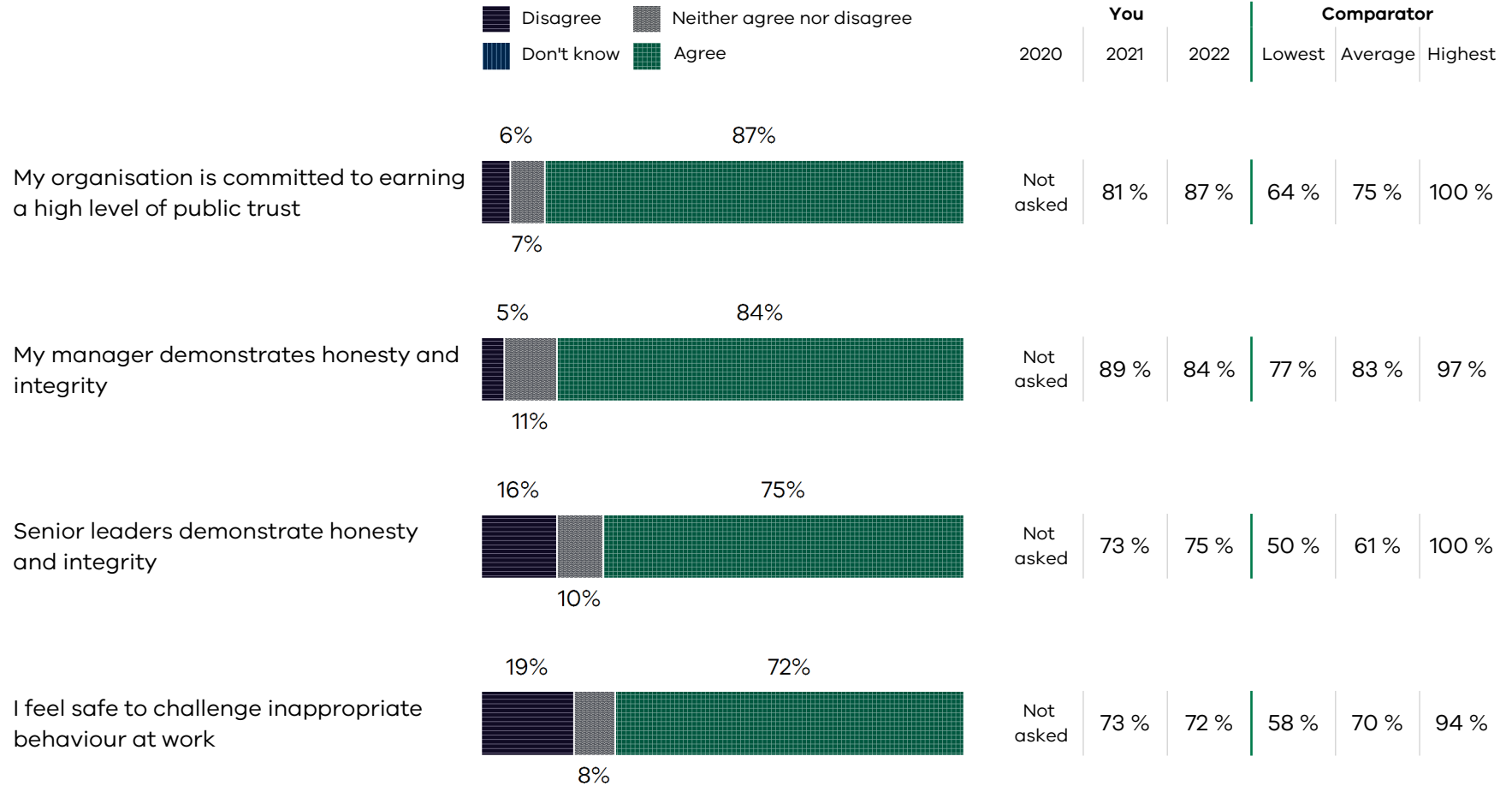
Example

87% of staff who did the survey agreed or strongly agreed with 'My organisation is committed to earning a high level of public trust'.

Survey question

Your results

Benchmark agree results



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

71% of staff who did the survey agreed or strongly agreed with 'My organisation does not tolerate improper conduct'.

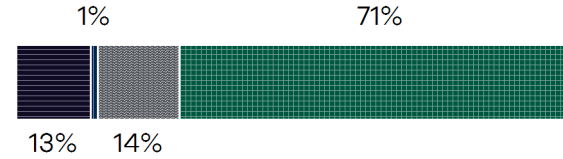
Survey question

Your results

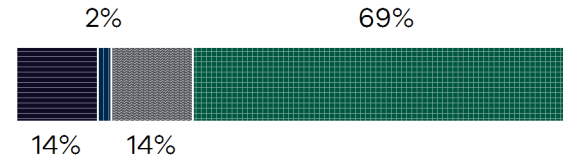
Benchmark agree results



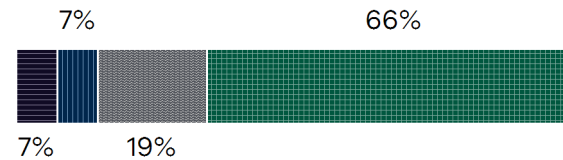
My organisation does not tolerate improper conduct



People in my workgroup are honest, open and transparent in their dealings



People in my workgroup appropriately manage conflicts of interest



Year	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
2020						
Not asked	73 %	71 %		59 %	71 %	100 %
Not asked	79 %	69 %		56 %	74 %	87 %
Not asked	81 %	66 %		56 %	71 %	88 %

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

80% of staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.

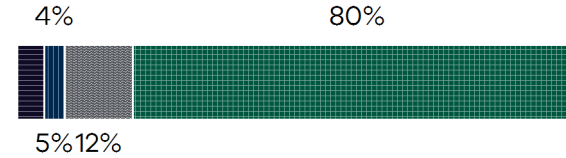
Survey question

Your results

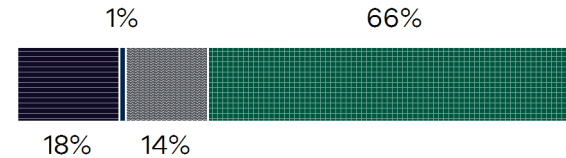
Benchmark agree results



People in my workgroup are politically impartial in their work



My workgroup acts fairly and without bias



	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
People in my workgroup are politically impartial in their work	Not asked	84 %	80 %	68 %	74 %	89 %
My workgroup acts fairly and without bias	Not asked	Not asked	66 %	56 %	72 %	91 %

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.

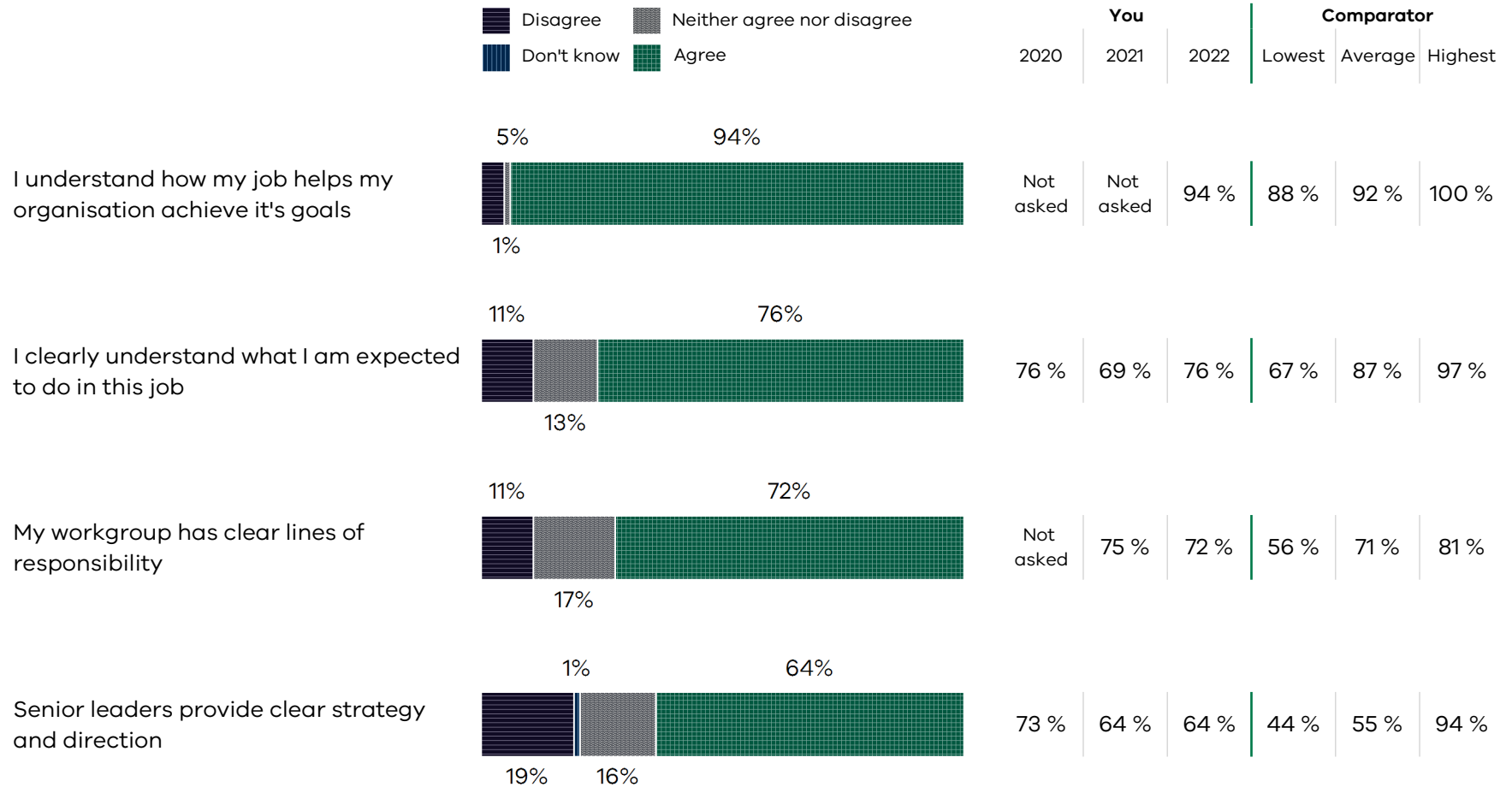
Example

94% 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.

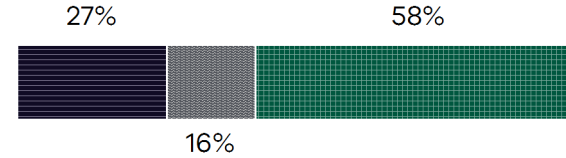
Example

58% of staff who did the survey agreed or strongly agreed with 'My workgroup uses its resources well'.

Survey question

My workgroup uses its resources well

Your results



Benchmark agree results

Year	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
	Not asked	Not asked	58 %	56 %	65 %	83 %

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.

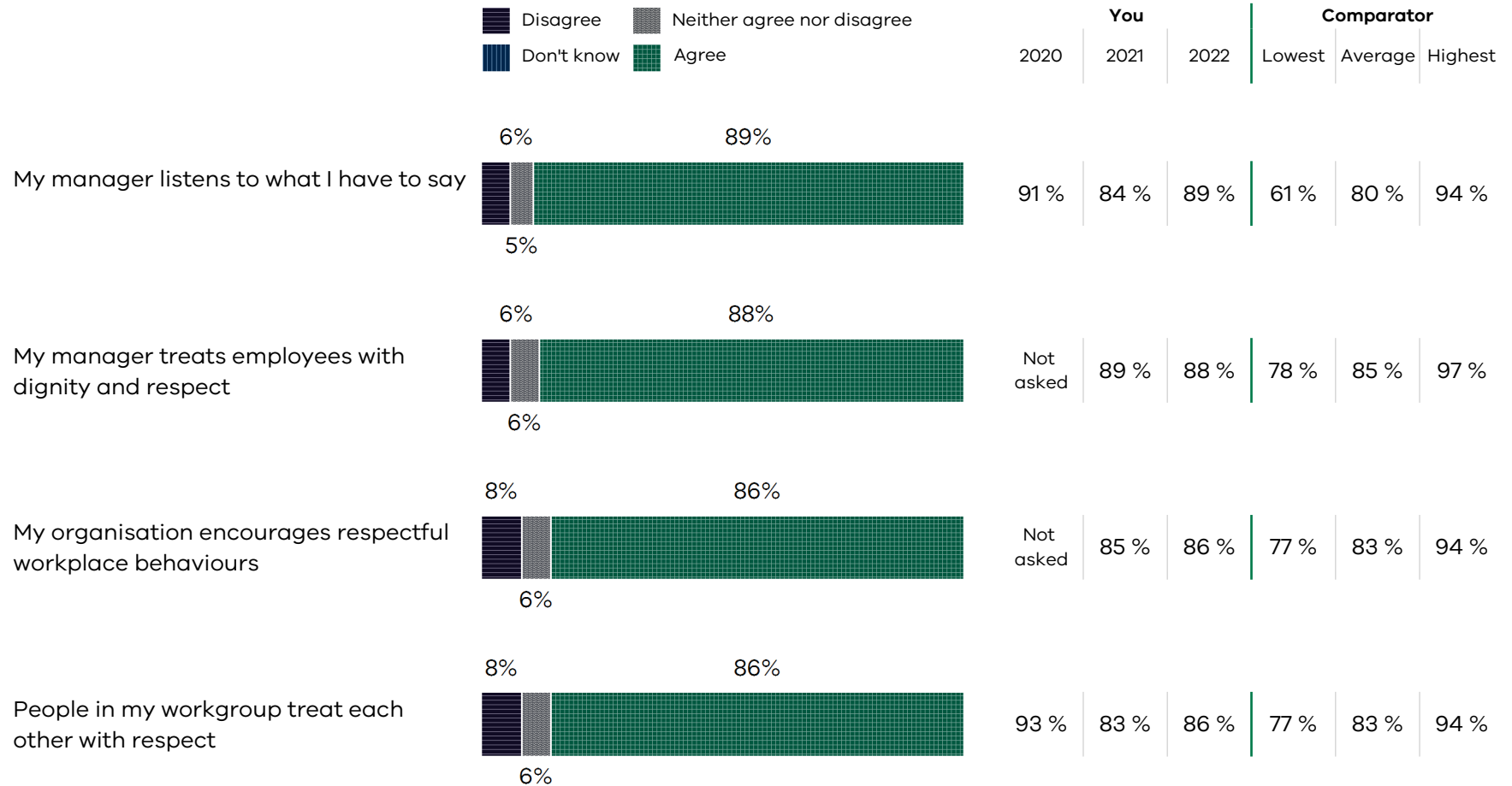
Example

89% of 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



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.

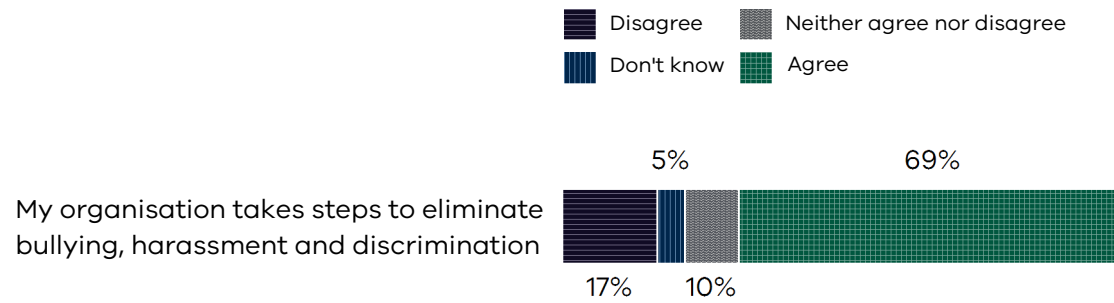
Example

69% 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



	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
My organisation takes steps to eliminate bullying, harassment and discrimination	Not asked	78 %	69 %	60 %	67 %	85 %

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.

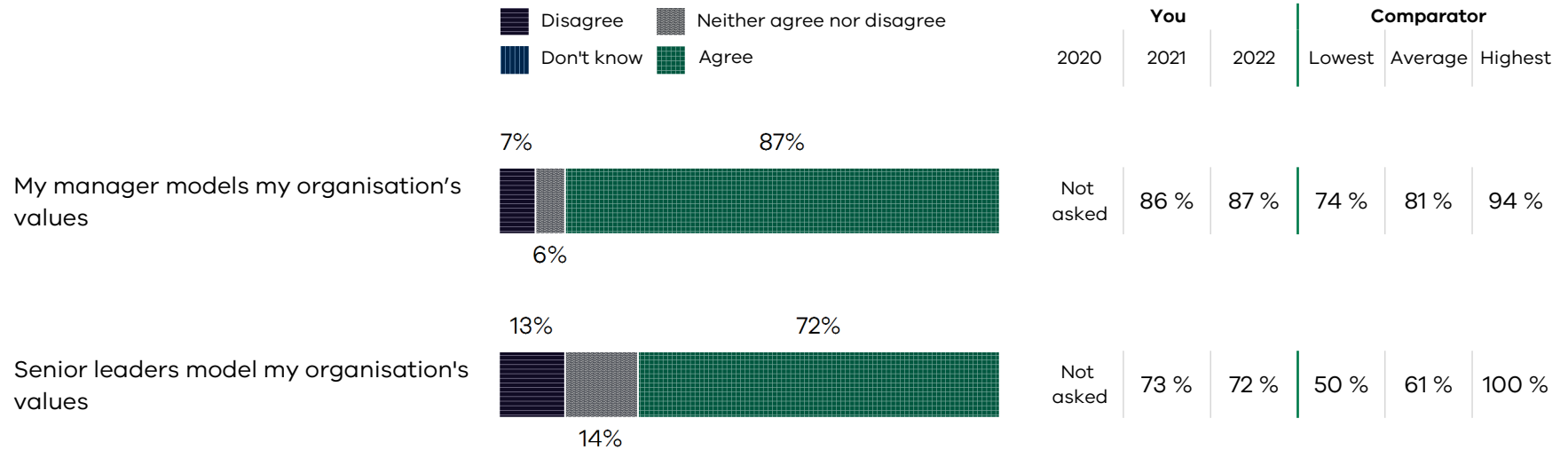
Example

87% 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

88% of staff who did the survey agreed or strongly agreed with 'I understand how the Charter of Human Rights and Responsibilities applies to my work'.

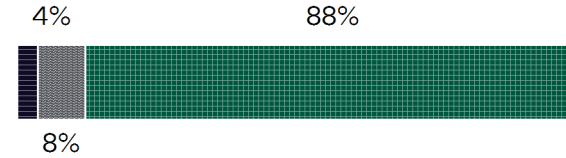
Survey question

Your results

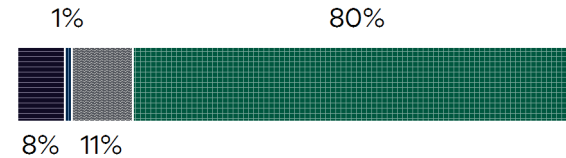
Benchmark agree results



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



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



	You			Comparator		
	2020	2021	2022	Lowest	Average	Highest
I understand how the Charter of Human Rights and Responsibilities applies to my work	Not asked	83 %	88 %	65 %	74 %	90 %
My organisation encourages employees to act in ways that are consistent with human rights	Not asked	86 %	80 %	76 %	82 %	94 %

People matter survey

wellbeing check 2022

Have your say

Overview

Report overview

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

Result summary

People outcomes

- Scorecard: engagement index
- Engagement
- Scorecard: satisfaction, stress, intention to stay, inclusion
- Satisfaction
- Work-related stress levels
- Work-related stress causes
- Intention to stay
- Inclusion
- Scorecard: emotional effects of work
- Scorecard: negative behaviour
- Bullying
- Sexual harassment
- Discrimination
- Violence and aggression

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Demographics

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

Demographics

Age, gender, variations in sex characteristics and sexual orientation

What this is

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

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

To protect you, we:

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

Age	(n)	%
15-34 years	24	29%
35-54 years	31	37%
55+ years	11	13%
Prefer not to say	17	20%

How would you describe your gender?	(n)	%
Woman	38	46%
Man	26	31%
Prefer not to say	17	20%
Non-binary and I use a different term	2	2%

Are you trans, non-binary or gender diverse?	(n)	%
Yes	2	2%
No	68	82%
Prefer not to say	13	16%

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

	(n)	%
Yes	1	1%
No	71	86%
Don't know	1	1%
Prefer not to say	10	12%

How do you describe your sexual orientation?

	(n)	%
Straight (heterosexual)	60	72%
Prefer not to say	16	19%
Gay or lesbian	5	6%
Pansexual	1	1%
Bisexual	1	1%

Demographics

Aboriginal and/or Torres Strait Islander employees

What this is

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

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

To protect you, we:

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

Aboriginal and/or Torres Strait Islander

	(n)	%
Yes	1	1%
Non Aboriginal and/or Torres Strait Islander	76	92%
Prefer not to say	6	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

To protect you, we:

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

Do you identify as a person with a disability?

	(n)	%
Yes	3	4%
No	73	88%
Prefer not to say	7	8%

Demographics

Cultural diversity 1 of 2

What this is

These are the personal characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

To protect you, we:

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

Country of birth	(n)	%
Born in Australia	54	65%
Not born in Australia	18	22%
Prefer not to say	11	13%

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

	(n)	%
Other	8	62%
Hindi	3	23%
Australian Indigenous Language	1	8%
German	1	8%
Greek	1	8%

Language other than English spoken with family or community

	(n)	%
Yes	13	16%
No	57	69%
Prefer not to say	13	16%

Demographics

Cultural diversity 2 of 2

What this is

This is the cultural identity and religion of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

To protect you, we:

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

Cultural identity	(n)	%
Australian	48	58%
Prefer not to say	13	16%
European (including Western, Eastern and South-Eastern Europe, and Scandinavia)	12	14%
English, Irish, Scottish and/or Welsh	6	7%
New Zealander	5	6%
East and/or South-East Asian	4	5%
South Asian	2	2%
Other	2	2%
African	2	2%
Aboriginal and/or Torres Strait Islander	1	1%

Religion	(n)	%
No religion	37	45%
Christianity	21	25%
Prefer not to say	18	22%
Hinduism	4	5%
Judaism	2	2%
Other	1	1%

Demographics

Employment characteristics 1 of 2

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

To protect you, we:

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

Working arrangement	(n)	%
Full-Time	73	88%
Part-Time	10	12%

Gross base salary (ongoing/fixed term only)	(n)	%
Below \$65k	4	5%
\$65k to \$95k	42	51%
\$95k to \$125k	19	23%
\$125k or more	10	12%
Prefer not to say	8	10%

Organisational tenure	(n)	%
<1 year	11	13%
1 to less than 2 years	7	8%
2 to less than 5 years	25	30%
5 to less than 10 years	24	29%
10 to less than 20 years	15	18%
More than 20 years	1	1%

Management responsibility	(n)	%
Non-manager	58	70%
Other manager	18	22%
Manager of other manager(s)	7	8%

Employment type	(n)	%
Ongoing and executive	78	94%
Fixed term	5	6%

Demographics

Employment characteristics 2 of 2

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

To protect you, we:

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

Primary workplace location over the last 3 months

	(n)	%
Melbourne: Suburbs	52	63%
Melbourne CBD	24	29%
Large regional city	3	4%
Rural	3	4%
Other	1	1%

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

	(n)	%
Your employer's office	37	45%
Home or private location	78	94%
A shared office space (where two or more organisations share the same workspace e.g. Gov hubs, suburban hubs etc.)	1	1%

Flexible work

	(n)	%
No, I do not use any flexible work arrangements	45	54%
Flexible start and finish times	25	30%
Part-time	10	12%
Working from an alternative location (e.g. home, hub/shared work space)	6	7%
Using leave to work flexible hours	4	5%
Working more hours over fewer days	3	4%
Shift swap	1	1%
Other	1	1%

Demographics

Adjustments

What this is

These are adjustments staff requested to perform in their role.

Why this is important

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

How to read this

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

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

How we protect anonymity and privacy

To protect you, we:

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

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

	(n)	%
No, I have not requested adjustments	60	72%
Flexible working arrangements	19	23%
Physical modifications or improvements to the workplace	9	11%
Career development support strategies	5	6%
Job redesign or role sharing	2	2%

Why did you make this request?

	(n)	%
Health	10	43%
Work-life balance	10	43%
Caring responsibilities	6	26%
Family responsibilities	4	17%
Study commitments	2	9%
Other	2	9%
Disability	1	4%

What was your experience with making the request?

	(n)	%
The adjustments I needed were made and the process was satisfactory	14	61%
The adjustments I needed were not made	6	26%
The adjustments I needed were made but the process was unsatisfactory	3	13%

Demographics

Caring

What this is

These are staff-reported caring responsibilities.

Why this is important

This shows organisations what caring responsibilities their staff have.

How to read this

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

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

How we protect anonymity and privacy

To protect you, we:

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

Caring responsibility	(n)	%
None of the above	40	48%
Prefer not to say	17	20%
Primary school aged child(ren)	14	17%
Secondary school aged child(ren)	8	10%
Child(ren) - younger than preschool age	5	6%
Frail or aged person(s)	5	6%
Preschool aged child(ren)	4	5%
Person(s) with a medical condition	3	4%
Person(s) with disability	2	2%
Person(s) with a mental illness	1	1%
Other	1	1%



**Victorian
Public Sector
Commission**



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