People matter survey 2023

Have your say

Commission for Children and Young People
2023 people matter survey results report

Victorian Public Sector Commission

VICTORIA State Government

People matter survey

2023

Have your say

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- Questions on topical issues, includes additional questions that support the Gender Equality Act 2020

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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

Victorian Public Sector Commission

VICTORIA State Government

Report overview

About your report

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

Report contents

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

Comparing data in this report

Your organisation took part in the survey in 2021 and 2022.

This means you'll be able to compare about 90% 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: Survey questions: People matter survey 2023 (DOCX, 83 pages) to see how we asked questions and defined concepts in the 2023 survey

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Report overview

Privacy and anonymity

To protect you, we:

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

Read more in our privacy policy.

Report overview

Survey's theoretical framework

What this is

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

Why this is important

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

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

Our public sector values

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

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

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

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

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

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

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

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

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

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

Responsiveness   Integrity   Impartiality   Accountability   Respect   Leadership   Human Rights

Victorian Public Sector Commission

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Report overview

Your comparator group 1 of 2

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'.

CenITex

Court Services Victoria

Emergency Services Superannuation Board

Essential Services Commission

Family Violence Prevention Agency

Game Management Authority

Independent Broad-based Anti-corruption Commission

Infrastructure Victoria

Labour Hire Licensing Authority

Major Transport Infrastructure Authority

Office of Public Prosecutions

Office of the Chief Parliamentary Counsel

Office of the Governor Victoria

Office of the Legal Services Commissioner

Office of the Ombudsman Victoria

Office of the Victorian Electoral Commissioner

Office of the Victorian Government Architect

Office of the Victorian Information Commissioner

Office of the Victorian Inspectorate

Portable Long Service Authority

Public Record Office Victoria

Safe Transport Victoria

Safer Care Victoria

Service Victoria

Suburban Rail Loop Authority

Victorian Auditor-General's Office

Victorian Disability Worker Commission

Victorian Equal Opportunity and Human Rights Commission

Victorian Fisheries Authority

Victorian Gambling and Casino Control Commission

Victorian Public Sector Commission

VICTORIA State Government

Report overview

Your comparator group 2 of 2

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.

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How we use this in your report

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Victorian Government Solicitor's Office

Victorian Public Sector Commission

Victorian Responsible Gambling Foundation

Victorian Skills Authority

Wage Inspectorate Victoria

Victorian Public Sector Commission

VICTORIA State Government

Report overview

Your response rate

What this is

This is how many staff in your organisation did the survey in 2023.

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.

2022

86%
(69)

Comparator	52%
Public Sector	42%

2023

88%
(76)

Comparator	59%
Public Sector	57%

People matter survey

2023

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People outcomes

Scorecard: employee engagement index

What this is

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

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

The weightings for each engagement response are:

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

Why this is important

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

2022	
77	
Comparator	73
Public Sector	68

2023	
76	
Comparator	71
Public Sector	67

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 2023 index is 76.

Why this is important

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

How to read this

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

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

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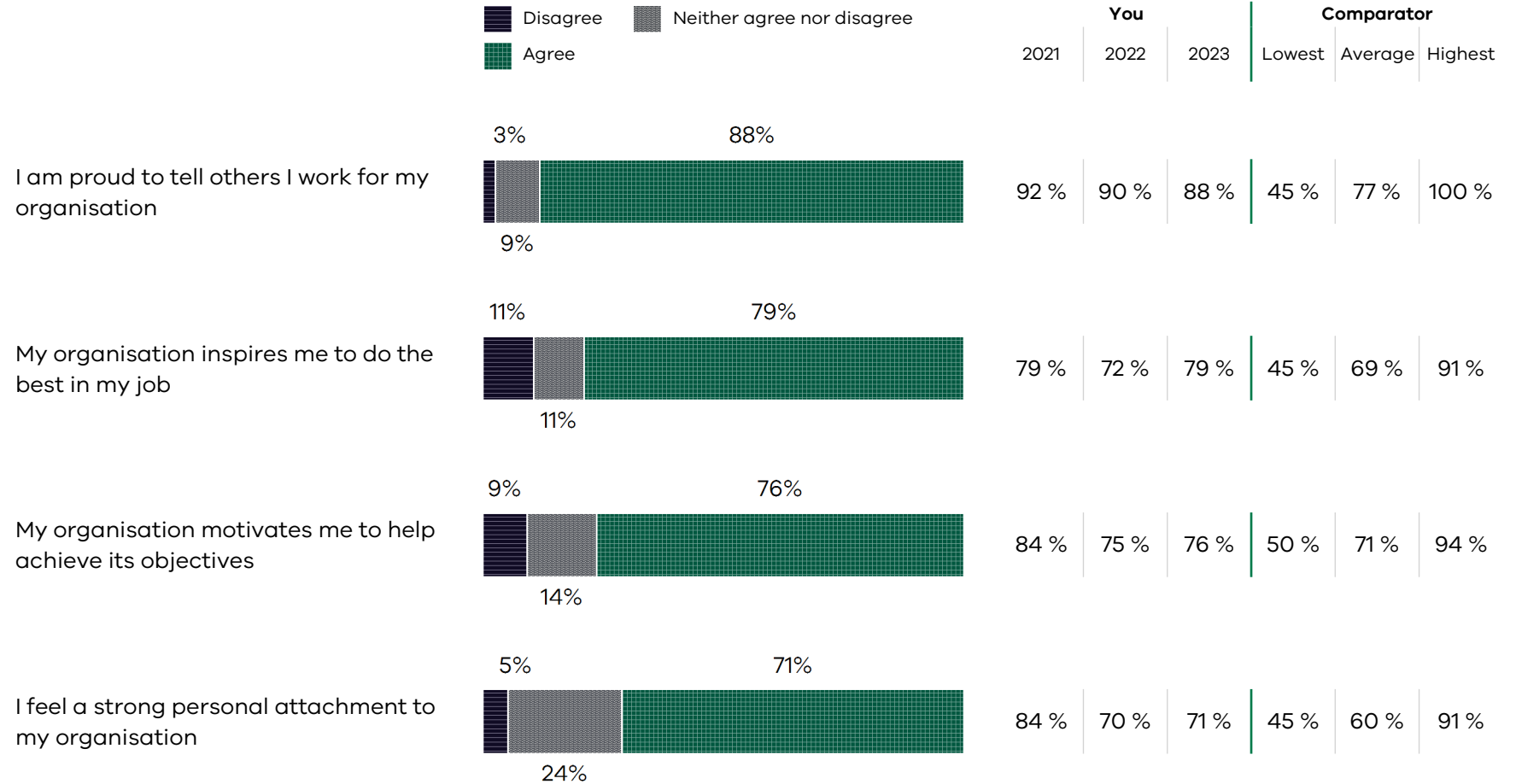
Example

88% of your staff who did the survey agreed or strongly agreed with 'I am proud to tell others I work for my organisation'.

Survey question

Your results

Legend: ■ Disagree   ▨ Neither agree nor disagree   ▦ Agree

Benchmark agree results

Survey question		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
I am proud to tell others I work for my organisation	3% / 9% / 88%	92 %	90 %	88 %	45 %	77 %	100 %
My organisation inspires me to do the best in my job	11% / 11% / 79%	79 %	72 %	79 %	45 %	69 %	91 %
My organisation motivates me to help achieve its objectives	9% / 14% / 76%	84 %	75 %	76 %	50 %	71 %	94 %
I feel a strong personal attachment to my organisation	5% / 24% / 71%	84 %	70 %	71 %	45 %	60 %	91 %

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 2023 index is 76.

Why this is important

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

How to read this

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

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

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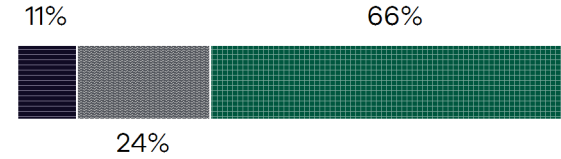
Example

66% of your staff who did the survey agreed or strongly agreed with 'I would recommend my organisation as a good place to work'.
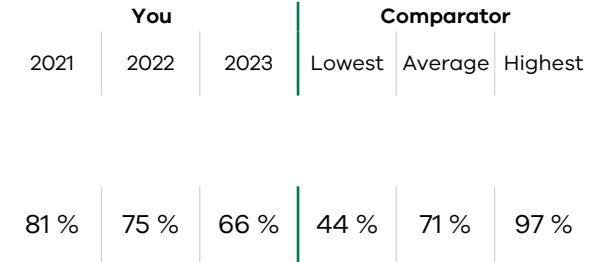
Survey question	Your results		

Disagree ▪ **Neither agree nor disagree** ▪ **Agree** ▪

Survey question	Disagree	Neither agree nor disagree	Agree
I would recommend my organisation as a good place to work	11%	24%	66%

Benchmark agree results

	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
	81 %	75 %	66 %	44 %	71 %	97 %

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.
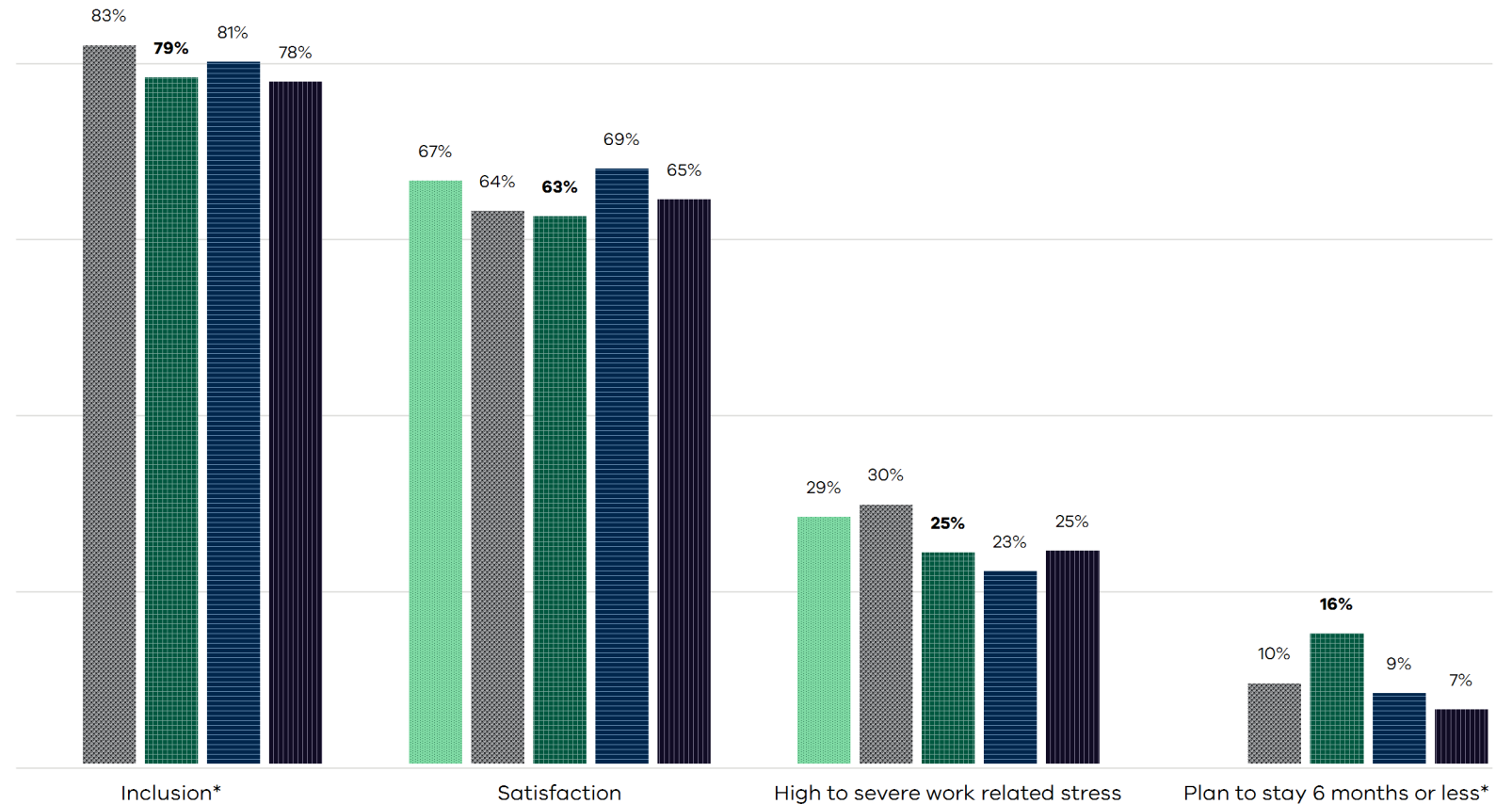
Example

In 2023:

- 79% of your staff who did the survey responded positively to questions about Inclusion which is down from 83% in 2022.

Compared to:

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

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

Legend: You 2021 | You 2022 | You 2023 | Comparator 2023 | Public sector 2023

Chart data:

	You 2021	You 2022	You 2023	Comparator 2023	Public sector 2023
Inclusion*		83%	79%	81%	78%
Satisfaction	67%	64%	63%	69%	65%
High to severe work related stress	29%	30%	25%	23%	25%
Plan to stay 6 months or less*		10%	16%	9%	7%

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.
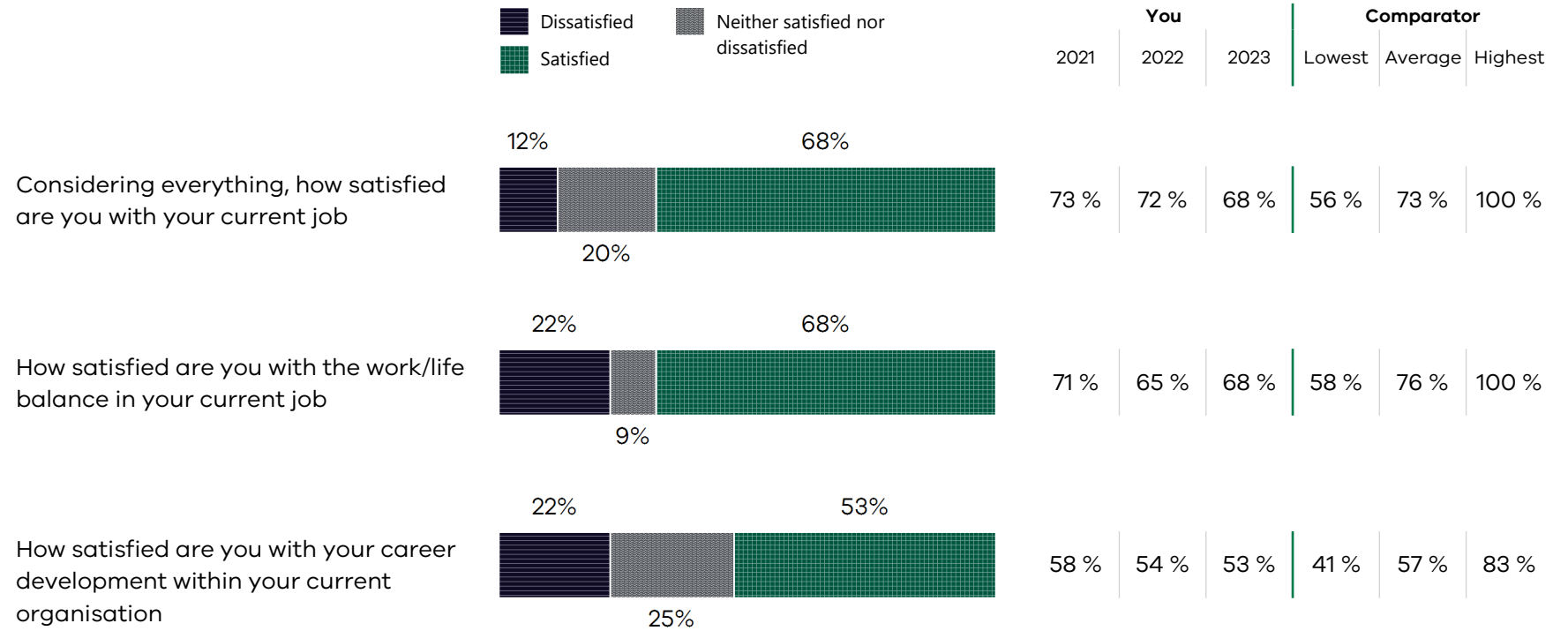
Example

68% of your staff who did the survey were satisfied or very satisfied with 'Considering everything, how satisfied are you with your current job'.

Survey question	Your results			

Legend: Dissatisfied / Neither satisfied nor dissatisfied / Satisfied

Survey question		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
Considering everything, how satisfied are you with your current job	12% / 20% / 68%	73 %	72 %	68 %	56 %	73 %	100 %
How satisfied are you with the work/life balance in your current job	22% / 9% / 68%	71 %	65 %	68 %	58 %	76 %	100 %
How satisfied are you with your career development within your current organisation	22% / 25% / 53%	58 %	54 %	53 %	41 %	57 %	83 %

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 2023 compared to 2022 and your comparator.
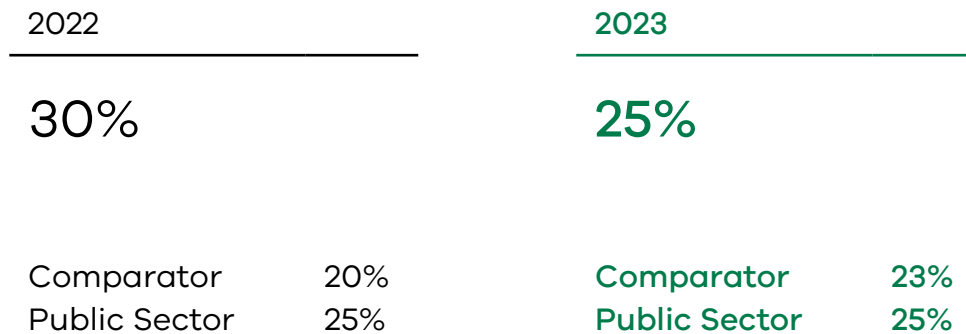
Example

25% of your staff who did the survey said they had high to severe stress in 2023. This is compared to 23% 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 2023)

Nil	14%
Low / mild	29%
Moderate	32%
High	9%
Very high	12%
Severe	4%
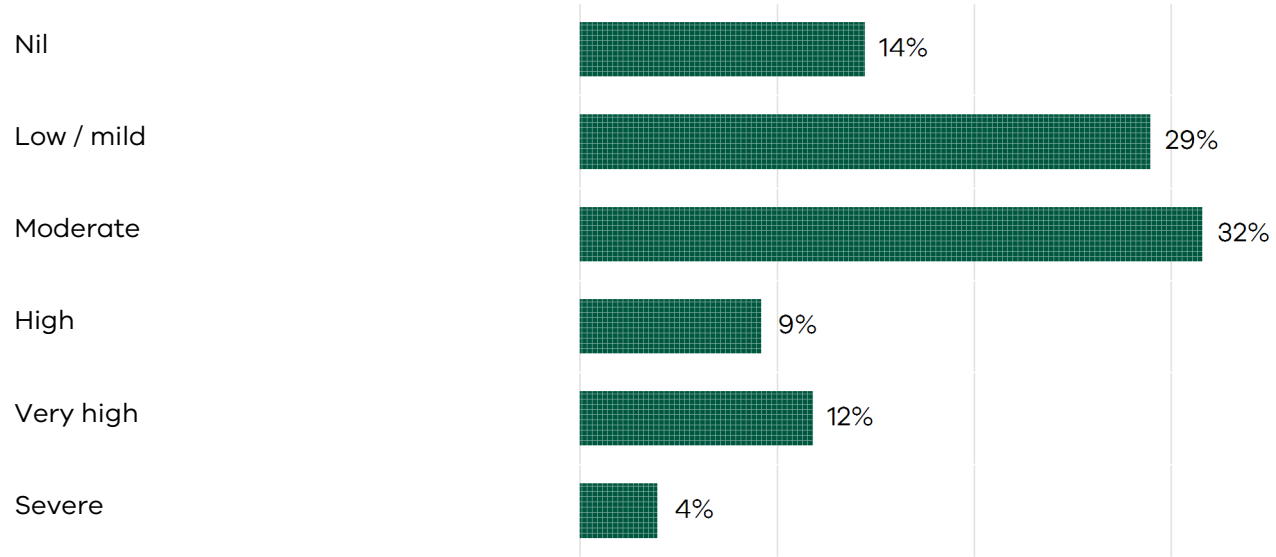
Reported levels of high to severe stress

2022		2023	
30%		**25%**	
Comparator	20%	Comparator	23%
Public Sector	25%	Public Sector	25%

People outcomes

Work-related stress causes

What this is

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

Why this is important

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

How to read this

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

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

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

Example

86% of your staff who did the survey said they experienced mild to severe stress.

Of that 86%, 57% said the top reason was 'Workload'.

	65	11
	86%	14%

■ Experienced some work-related stress   ■ Did not experience some work-related stress
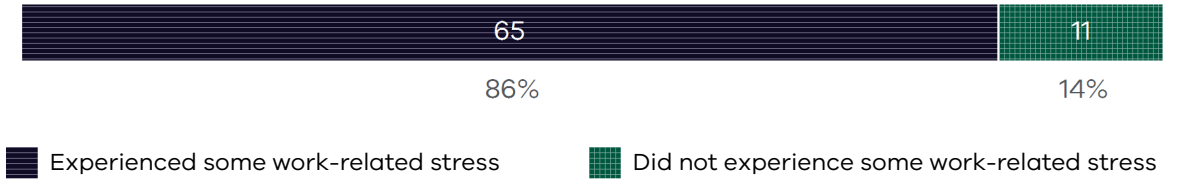
Of those that experienced work related stress it was from …	You 2022	You 2023	Comparator 2023	Public sector 2023
Workload	59%	57%	45%	49%
Time pressure	48%	40%	42%	41%
Content, variety, or difficulty of work	19%	17%	14%	11%
Social environment (e.g. relationships with colleagues, manager and/or senior leaders)	5%	17%	10%	11%
Management of work (e.g. supervision, training, information, support)	16%	14%	12%	13%
Competing home and work responsibilities	16%	12%	13%	14%
Ability to choose how my work is done	16%	11%	6%	5%
Unclear job expectations	7%	11%	15%	14%
Dealing with clients, patients or stakeholders	10%	9%	17%	15%
Incivility, bullying, harassment or discrimination	7%	9%	5%	6%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Intention to stay

What this is

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

Why this is important

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

How to read this

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

Example

11% of your staff who did the survey said they intended to work for your organisation for Over 6 months and up to 1 year.

■ Leaving your organisation   ■ Leaving the sector   ▦ Staying

Employees plan to work at your organisation for …	You 2022	You 2023	Comparator 2023	Public sector 2023
6 months or less	10%	16%	9%	7%
Over 6 months and up to 1 year	14%	11%	13%	10%
Over 1 year and up to 3 years	35%	37%	31%	24%
Over 3 years and up to 5 years	22%	18%	16%	15%
Over 5 years	19%	18%	31%	45%

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.
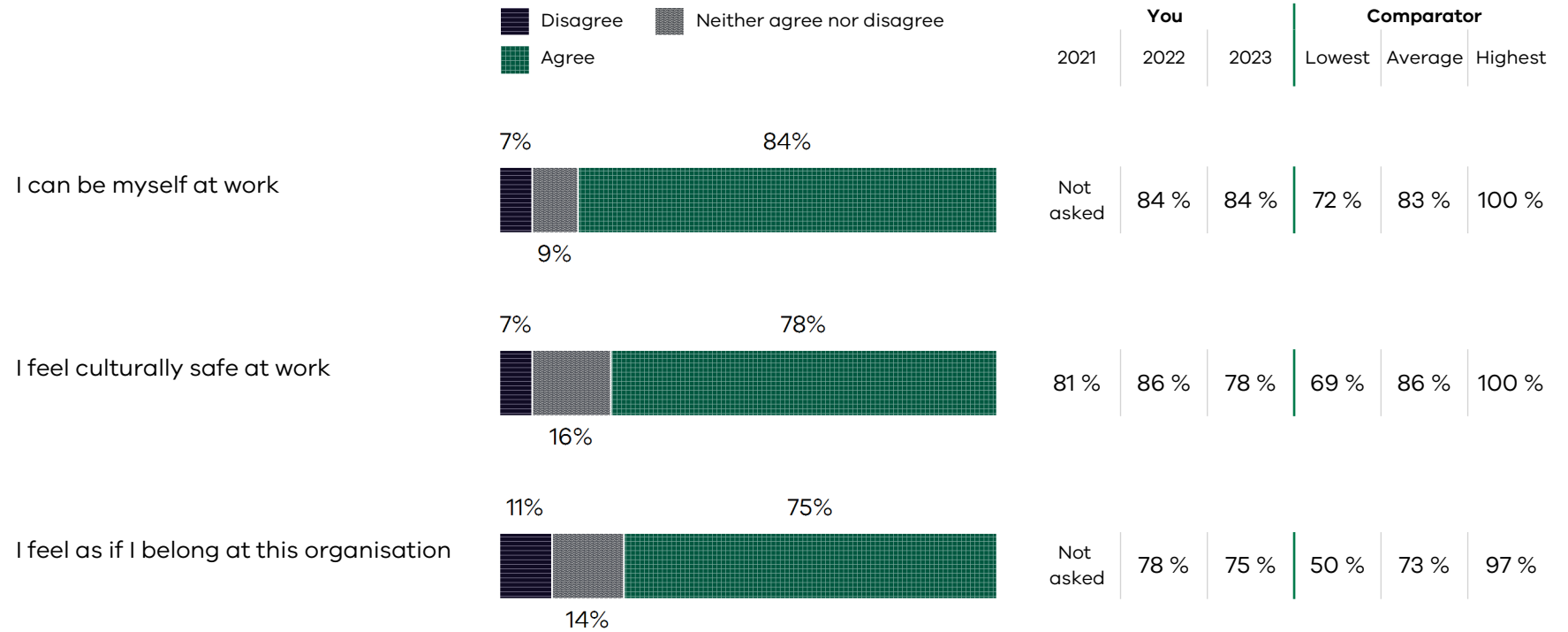
Example

84% 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

Legend: ■ Disagree ▦ Neither agree nor disagree ▦ Agree

	You			Comparator		
Survey question	2021	2022	2023	Lowest	Average	Highest
I can be myself at work (Disagree 7%, Neither 9%, Agree 84%)	Not asked	84 %	84 %	72 %	83 %	100 %
I feel culturally safe at work (Disagree 7%, Neither 16%, Agree 78%)	81 %	86 %	78 %	69 %	86 %	100 %
I feel as if I belong at this organisation (Disagree 11%, Neither 14%, Agree 75%)	Not asked	78 %	75 %	50 %	73 %	97 %

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.
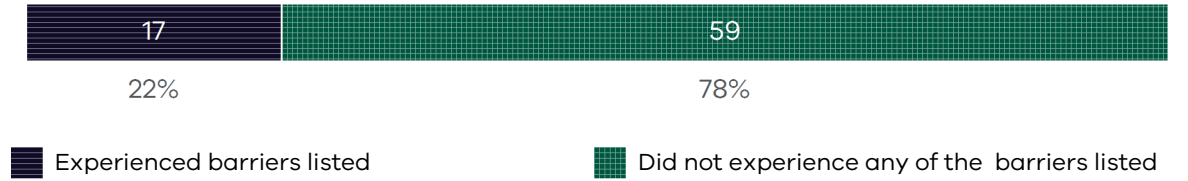
How to read this

In the survey, we ask staff to select from a list, any barriers they have experienced and believe to have hindered their success at work. They can select more than one option.

Why there are no further details

Results for response options with fewer than 10 responses have been suppressed to protect participant anonymity.

No response option has 10 or more responses.

Staff who experienced one or more barriers to success at work

17	59
22%	78%

■ Experienced barriers listed   ▦ Did not experience any of the barriers listed

People outcomes

Inclusion - Witnessed barriers to success

What this is

This is a list of things that staff witnessed were barriers to their success of other employees 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

n the survey, we ask staff to choose from a list, any barriers that they may have witnessed that hinder the success of other employees at work. They can select more than one option.

Why there are no further details

Results for response options with fewer than 10 responses have been suppressed to protect participant anonymity.

No response option has 10 or more responses

Staff who witnessed one or more barriers to success at work

17	59
22%	78%

■ Witnessed barriers listed   ■ Did not witness barriers listed

Victorian Public Sector Commission

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People outcomes

Scorecard: emotional effects of work

What this is

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

Why this is important

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

How to read this

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

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

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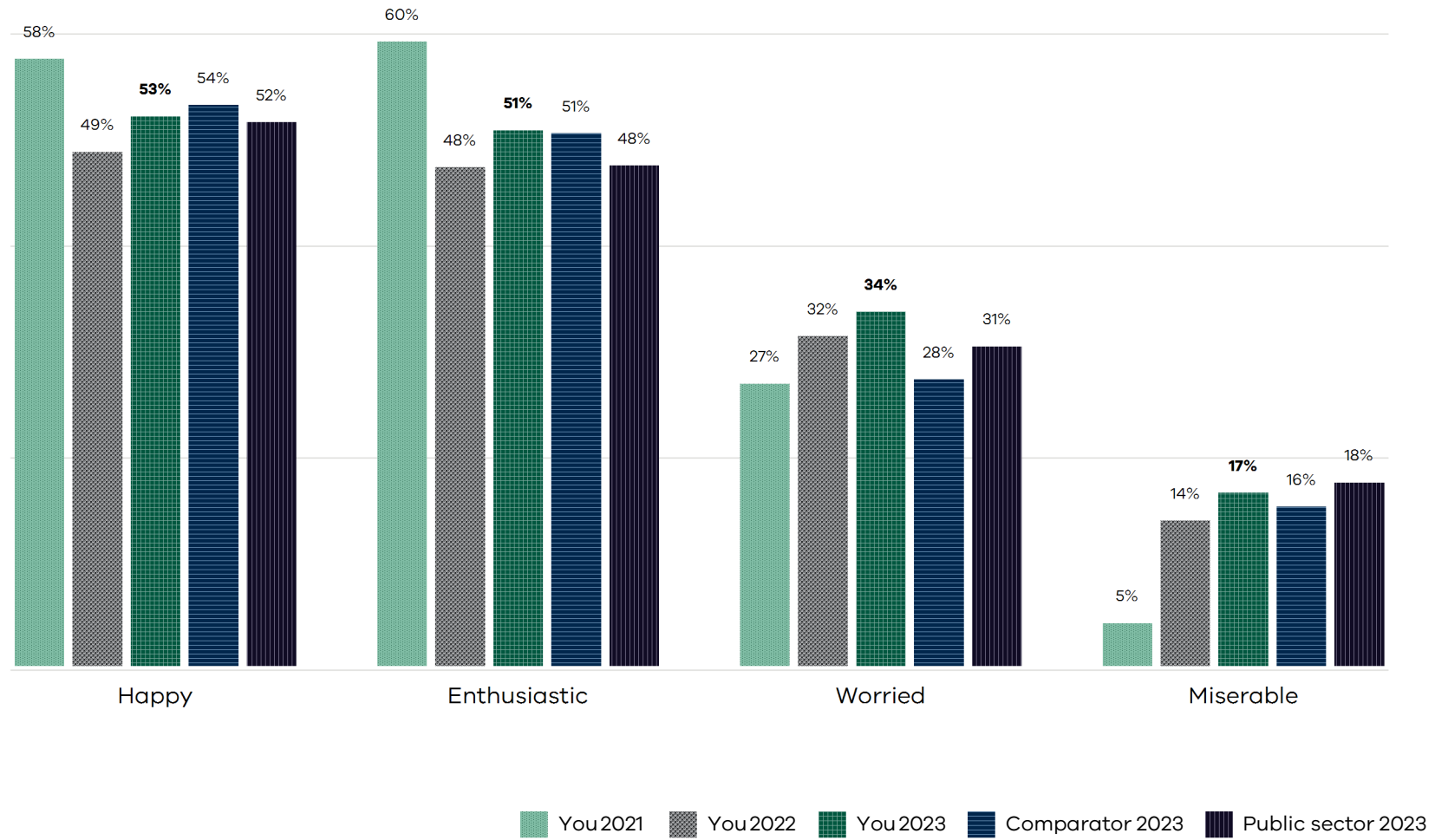
Example

In 2023:

- 53% of your staff who did the survey said work made them feel happy in 2023, which is up from 49% in 2022

Compared to:

- 54% of staff at your comparator and 52% of staff across the public sector.

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

Legend: You 2021 | You 2022 | You 2023 | Comparator 2023 | Public sector 2023

	Happy	Enthusiastic	Worried	Miserable
You 2021	58%	60%	27%	5%
You 2022	49%	48%	32%	14%
You 2023	53%	51%	34%	17%
Comparator 2023	54%	51%	28%	16%
Public sector 2023	52%	48%	31%	18%

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.

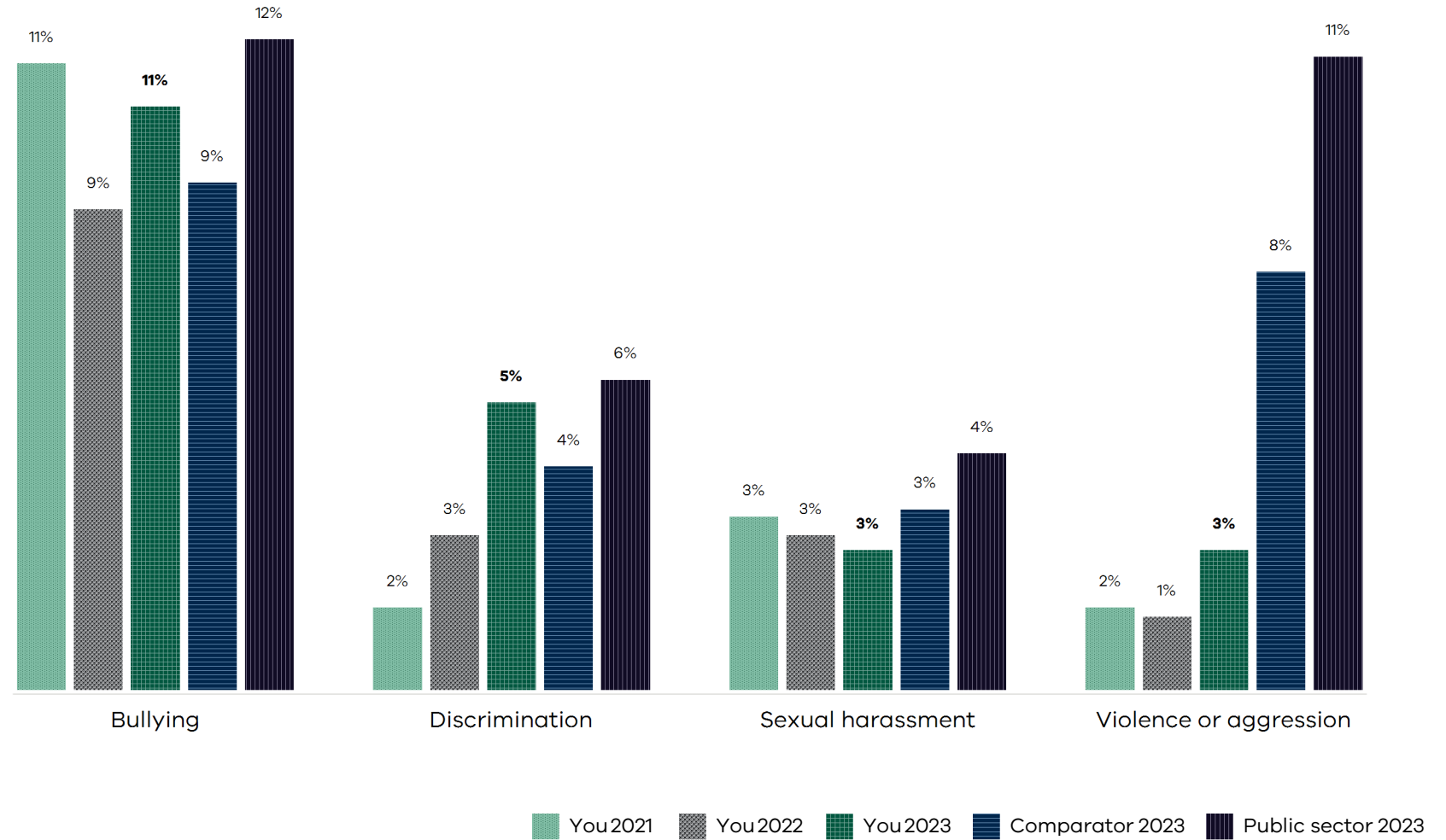You can compare these with your comparator and the public sector.

Example

In 2023:

- 11% of your staff who did the survey stated they experienced 'Bullying' in the last 12 months which is up from 9% in 2022.

Compared to:

- 9% of staff at your comparator and 12% of staff across the public sector.

Chart data:

Bullying: You 2021: 11%, You 2022: 9%, You 2023: 11%, Comparator 2023: 9%, Public sector 2023: 12%

Discrimination: You 2021: 2%, You 2022: 3%, You 2023: 5%, Comparator 2023: 4%, Public sector 2023: 6%

Sexual harassment: You 2021: 3%, You 2022: 3%, You 2023: 3%, Comparator 2023: 3%, Public sector 2023: 4%

Violence or aggression: You 2021: 2%, You 2022: 1%, You 2023: 3%, Comparator 2023: 8%, Public sector 2023: 11%

Legend: You 2021, You 2022, You 2023, Comparator 2023, Public sector 2023

People outcomes

Bullying

What this is

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

Why this is important

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

Why there is no data here

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

We do this to protect the respondents.

People outcomes

Sexual harassment

What this is

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

Why this is important

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

Why there is no data here

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

We do this to protect the respondents.

People outcomes

Discrimination

What this is

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

Why this is important

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

Why there is no data here

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

We do this to protect the respondents.

People outcomes

Violence and aggression

What this is

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

Why this is important

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

Why there is no data here

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

We do this to protect the respondents.

Negative behaviour

Witnessing negative behaviours

What this is

This is where staff witnessed people acting in a negative way against a colleague.

Why this is important

Witnessing negative behaviour can still have a negative impact on the person, as it does on the victim.

How to read this

In the survey, we asked staff to tell us if they'd witnessed any negative behaviour at work.

They could tell us with one or more answers if they witnessed negative behaviour and what type they witnessed.

In descending order, the table shows the answers.

Example

14% of your staff who did the survey said they witnessed some negative behaviour at work.

86% said they witnessed No, I have not witnessed any of the situations above'.

Have you witnessed any negative behaviour at work in the last 12 months?

11	65
14%	86%

■ Witnessed some negative behaviour   ▦ Did not witness some negative behaviour
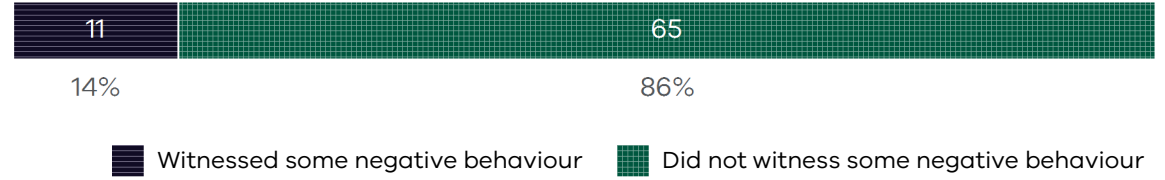
During the last 12 months in your current organisation, have you witnessed any of the following negative behaviours at work?	You 2023	Comparator 2023	Public sector 2023
No, I have not witnessed any of the situations above	86%	85%	81%
Discrimination against a colleague	12%	6%	7%
Bullying of a colleague	9%	11%	13%
Sexual harassment of a colleague	5%	1%	1%

Negative behaviour

Taking action when witnessing negative behaviours

What this is

This is what your staff did when they witnessed negative behaviour at work.

Why this is important

What staff do when they witness negative behaviour may help organisations understand what support their staff need.

How to read this

In the survey, we asked staff to tell us if they'd witnessed any negative behaviour at work.

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

The table shows the answers in descending order.

Example

14% of your staff who did the survey witnessed negative behaviour, of which:

- 73% said the top action they took was 'Spoke to the person who experienced the behaviour'.

- 0% took no action.

Have you witnessed any negative behaviour at work in the last 12 months?

11	65
14%	86%

■ Witnessed some negative behaviour   ▦ Did not witness some negative behaviour
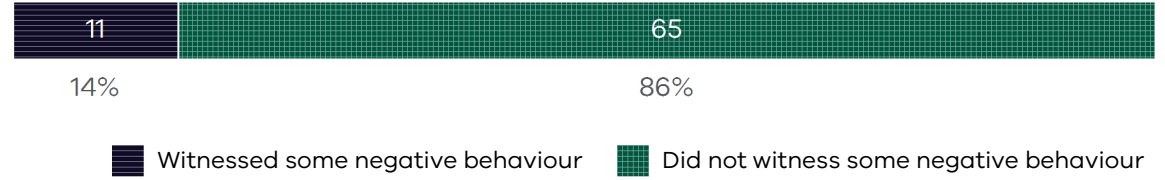
When you witnessed the above behaviour(s), did you do any of the following?	You 2023	Comparator 2023	Public sector 2023
Spoke to the person who experienced the behaviour	73%	73%	69%
Told a colleague	45%	21%	19%
Told a manager	45%	37%	38%
Told the person the behaviour was not OK	27%	17%	20%
Spoke to the person who behaved in a negative way	18%	16%	17%
Other	9%	5%	6%
Submitted a formal complaint	9%	4%	5%

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- Questions on topical issues, includes additional questions that support the Gender Equality Act 2020

Demographics

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

Victorian Public Sector Commission

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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 2023.

How to read this

Use this data to see where your organisation has the highest agreement or satisfaction with questions from the 2023 survey.

In this table, your score for this year is shown in the 'you 2023 column'.

You can also compare your 2023 scores against your 2022 scores and your 2023 comparator group.

Example

On the first row 'Meaningful work', the 'You 2023' column shows 93% of your staff agreed with 'I can make a worthwhile contribution at work'.

In the 'Change from 2022' column, you have a 1% decrease, which is a negative trend.

Question group	Highest scoring questions	You 2023	Change from 2022	Comparator 2023
Meaningful work	I can make a worthwhile contribution at work	93%	-1%	92%
Quality service delivery	My workgroup provides high quality advice and services	93%	+2%	86%
Organisational integrity	My organisation encourages employees to act in ways that are consistent with human rights	92%	+2%	86%
Safety climate	My organisation provides a physically safe work environment	92%	-1%	91%
Gender equality supporting measures	My organisation uses inclusive and respectful images and language	92%	Not asked in 2022	87%
Other questions	I understand how the Code of Conduct for Victorian public sector employees applies to my work	92%	Not asked in 2022	91%
Workgroup support	People in my workgroup treat each other with respect	92%	-1%	88%
Manager leadership	My manager demonstrates honesty and integrity	91%	-1%	90%
Manager leadership	My manager models my organisation's values	91%	-2%	87%
Manager leadership	My manager treats employees with dignity and respect	91%	-2%	90%

Key differences

Lowest scoring questions

What this is

These are the questions your organisation had the lowest agreement or satisfaction with in 2023.

How to read this

Use this data to see where your organisation has the lowest agreement or satisfaction with questions from the 2023 survey.

In this table, your score for this year is shown in the 'you 2023 column'.

You can also compare your 2023 scores against your 2022 scores and your 2023 comparator group.

Example

On the first row 'Learning and development', the 'You 2023' column shows 38% of your staff agreed with 'I am satisfied with the opportunities to progress in my organisation'.
In the 'Change from 2022' column, you have a 13% decrease, which is a negative trend.

Question subgroup	Lowest scoring questions	You 2023	Change from 2022	Comparator 2023
Learning and development	I am satisfied with the opportunities to progress in my organisation	38%	-13%	46%
Workload	I have enough time to do my job effectively	43%	-3%	65%
Workload	The workload I have is appropriate for the job that I do	46%	-6%	67%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	50%	-12%	54%
Satisfaction	How satisfied are you with your career development within your current organisation	53%	-1%	57%
Learning and development	My organisation places a high priority on the learning and development of staff	54%	-10%	60%
Learning and development	I am satisfied with the way my learning and development needs have been addressed in the last 12 months	55%	-3%	60%
Job enrichment	I have the authority to do my job effectively	57%	-3%	75%
Safety climate	All levels of my organisation are involved in the prevention of stress	57%	-6%	54%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	58%	-2%	58%

Victorian Public Sector Commission

VICTORIA State Government

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 2022' column.

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

This is because the increase from 2022 shows you where the most positive changes are happening in your organisation.

Example

On the first row 'Organisational integrity', the 'You 2023' column shows 64% of your staff agreed with 'I have an equal chance at promotion in my organisation'.
In the 'Increase from 2022' column, you have a 11% increase, which is a positive trend.

Question group	Most improved from last year	You 2023	Increase from 2022	Comparator 2023
Organisational integrity	I have an equal chance at promotion in my organisation	64%	+11%	52%
Engagement	My organisation inspires me to do the best in my job	79%	+6%	69%
Organisational integrity	My organisation does not tolerate improper conduct	72%	+6%	75%
Safe to speak up	I feel safe to challenge inappropriate behaviour at work	71%	+4%	73%
Satisfaction	How satisfied are you with the work/life balance in your current job	68%	+3%	76%
Senior leadership	Senior leaders demonstrate honesty and integrity	84%	+3%	73%
Workgroup support	People in my workgroup are honest, open and transparent in their dealings	86%	+3%	83%
Manager support	My manager listens to what I have to say	89%	+3%	86%
Quality service delivery	My workgroup acts fairly and without bias	89%	+3%	81%
Organisational integrity	My organisation encourages employees to act in ways that are consistent with human rights	92%	+2%	86%

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 2022' column.

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

This is because the decrease from 2022 shows you where the most negative changes are happening in your organisation.

Example

On the first row 'Quality service delivery', the 'You 2023' column shows 72% of your staff agreed with 'My workgroup has clear lines of responsibility'.

In the 'Decrease from 2022' column, you have a 13% decrease, which is a negative trend.

Question subgroup	Largest decline from last year	You 2023	Decrease from 2022	Comparator 2023
Quality service delivery	My workgroup has clear lines of responsibility	72%	-13%	74%
Learning and development	I am satisfied with the opportunities to progress in my organisation	38%	-13%	46%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	50%	-12%	54%
Learning and development	I am developing and learning in my role	64%	-11%	76%
Job enrichment	I have a say in how I do my work	68%	-10%	79%
Learning and development	My organisation places a high priority on the learning and development of staff	54%	-10%	60%
Engagement	I would recommend my organisation as a good place to work	66%	-10%	71%
Flexible working	I am confident that if I requested a flexible work arrangement, it would be given due consideration	78%	-9%	81%
Job enrichment	I can use my skills and knowledge in my job	87%	-9%	91%
Quality service delivery	My workgroup uses its resources well	67%	-8%	71%

Victorian Public Sector Commission

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Key differences

Biggest positive difference from comparator

What this is

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

How to read this

Use this data to see where your organisation has the biggest positive difference with questions from the 2023 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 2023' column shows 59% 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 20 percentage points higher in your organisation than in your comparator.

Question group	Biggest positive difference from comparator	You 2023	Difference	Comparator 2023
Taking action	My organisation has made improvements based on the survey results from last year	59%	+20%	40%
Organisational integrity	I believe the promotion processes in my organisation are fair	61%	+13%	47%
Organisational integrity	I have an equal chance at promotion in my organisation	64%	+12%	52%
Senior leadership	Senior leaders model my organisation's values	83%	+12%	71%
Engagement	I feel a strong personal attachment to my organisation	71%	+12%	60%
Engagement	I am proud to tell others I work for my organisation	88%	+11%	77%
Senior leadership	Senior leaders demonstrate honesty and integrity	84%	+11%	73%
Engagement	My organisation inspires me to do the best in my job	79%	+10%	69%
Taking action	I believe my organisation will make improvements based on the results of this survey	66%	+10%	56%
Quality service delivery	My workgroup acts fairly and without bias	89%	+9%	81%

Key differences

Biggest negative difference from comparator

What this is

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

How to read this

Use this data to see where your organisation has the biggest negative difference with questions from the 2023 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 2023' column shows 43% 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 2023	Difference	Comparator 2023
Workload	I have enough time to do my job effectively	43%	-21%	65%
Workload	The workload I have is appropriate for the job that I do	46%	-21%	67%
Job enrichment	I have the authority to do my job effectively	57%	-19%	75%
Learning and development	I am developing and learning in my role	64%	-12%	76%
Job enrichment	I have a say in how I do my work	68%	-11%	79%
Learning and development	I am satisfied with the opportunities to progress in my organisation	38%	-8%	46%
Inclusion	I feel culturally safe at work	78%	-8%	86%
Satisfaction	How satisfied are you with the work/life balance in your current job	68%	-7%	76%
Learning and development	My organisation places a high priority on the learning and development of staff	54%	-6%	60%
Innovation	My workgroup is quick to respond to opportunities to do things better	70%	-5%	75%

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- Questions on topical issues, includes additional questions that support the Gender Equality Act 2020

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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

66% 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'.
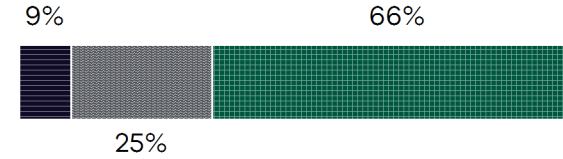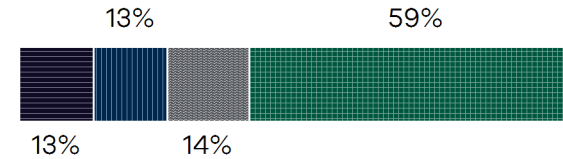
Legend: Disagree | Neither agree nor disagree | Don't know | Agree

Survey question	Your results	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
I believe my organisation will make improvements based on the results of this survey	9% / 25% / 66%	Not asked	70 %	66 %	26 %	56 %	94 %
My organisation has made improvements based on the survey results from last year	13% / 13% / 14% / 59%	Not asked	59 %	59 %	20 %	40 %	80 %

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Senior leadership

Senior leadership

What this is

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

Why this is important

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

How to read this

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

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

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

Example

84% of your staff who did the survey agreed or strongly agreed with 'Senior leaders demonstrate honesty and integrity'.

Survey question	Your results		You			Comparator		
		2021	**2022**	**2023**	**Lowest**	**Average**	**Highest**
	Benchmark agree results							

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

Survey question	Your results	2021	2022	2023	Lowest	Average	Highest
Senior leaders demonstrate honesty and integrity	1% / 9% 5% / 84%	90 %	81 %	84 %	39 %	73 %	100 %
Senior leaders model my organisation's values	11% / 7% / 83%	89 %	83 %	83 %	39 %	71 %	100 %
Senior leaders provide clear strategy and direction	16% / 13% / 71%	81 %	78 %	71 %	34 %	65 %	100 %

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Victorian Public Sector Commission

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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.

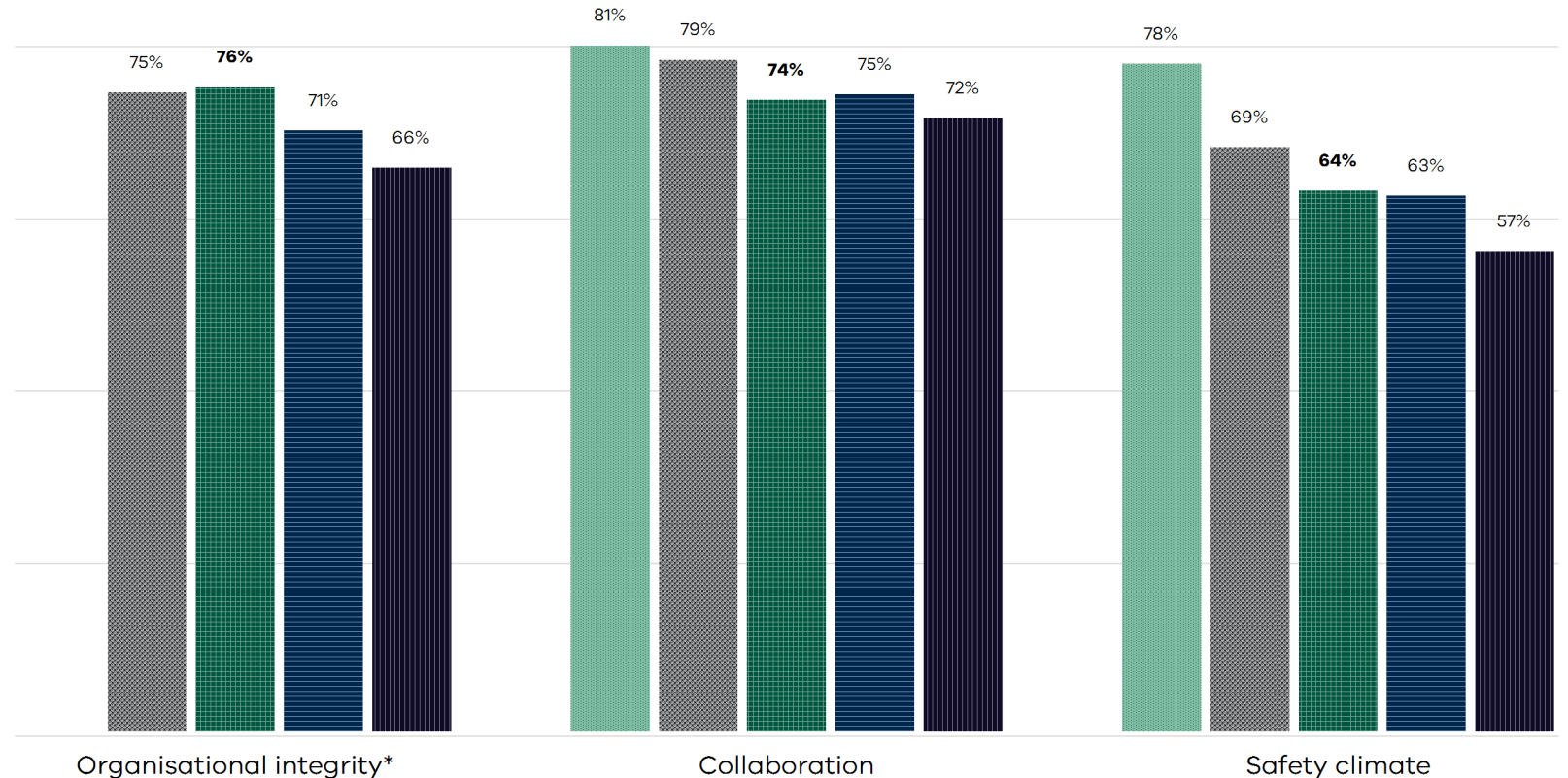Each result is the overall percentage of positive responses for your organisation, comparator and public sector.

Example

In 2023:

- 76% of your staff who did the survey responded positively to questions about Organisational integrity which is up from 75% in 2022.

Compared to:

- 71% of staff at your comparator and 66% of staff across the public sector.

Organisational integrity*: You 2022 75%, You 2023 76%, Comparator 2023 71%, Public sector 2023 66%

Collaboration: You 2021 81%, You 2022 79%, You 2023 74%, Comparator 2023 75%, Public sector 2023 72%

Safety climate: You 2021 78%, You 2022 69%, You 2023 64%, Comparator 2023 63%, Public sector 2023 57%

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

Legend: You 2021 | You 2022 | You 2023 | Comparator 2023 | Public sector 2023

Organisational climate

Organisational integrity 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

92% of your staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.

Survey question	Your results	Benchmark agree results					

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

Survey question		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
My organisation encourages employees to act in ways that are consistent with human rights	1% / 7% / 92%	94 %	90 %	92 %	63 %	86 %	100 %
My organisation is committed to earning a high level of public trust	4% / 7% / 89%	90 %	97 %	89 %	53 %	84 %	100 %
My organisation encourages respectful workplace behaviours	9% / 5% / 86%	89 %	88 %	86 %	63 %	86 %	100 %
I believe the recruitment processes in my organisation are fair	9% / 12% / 7% / 72%	Not asked	74 %	72 %	33 %	65 %	86 %

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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.
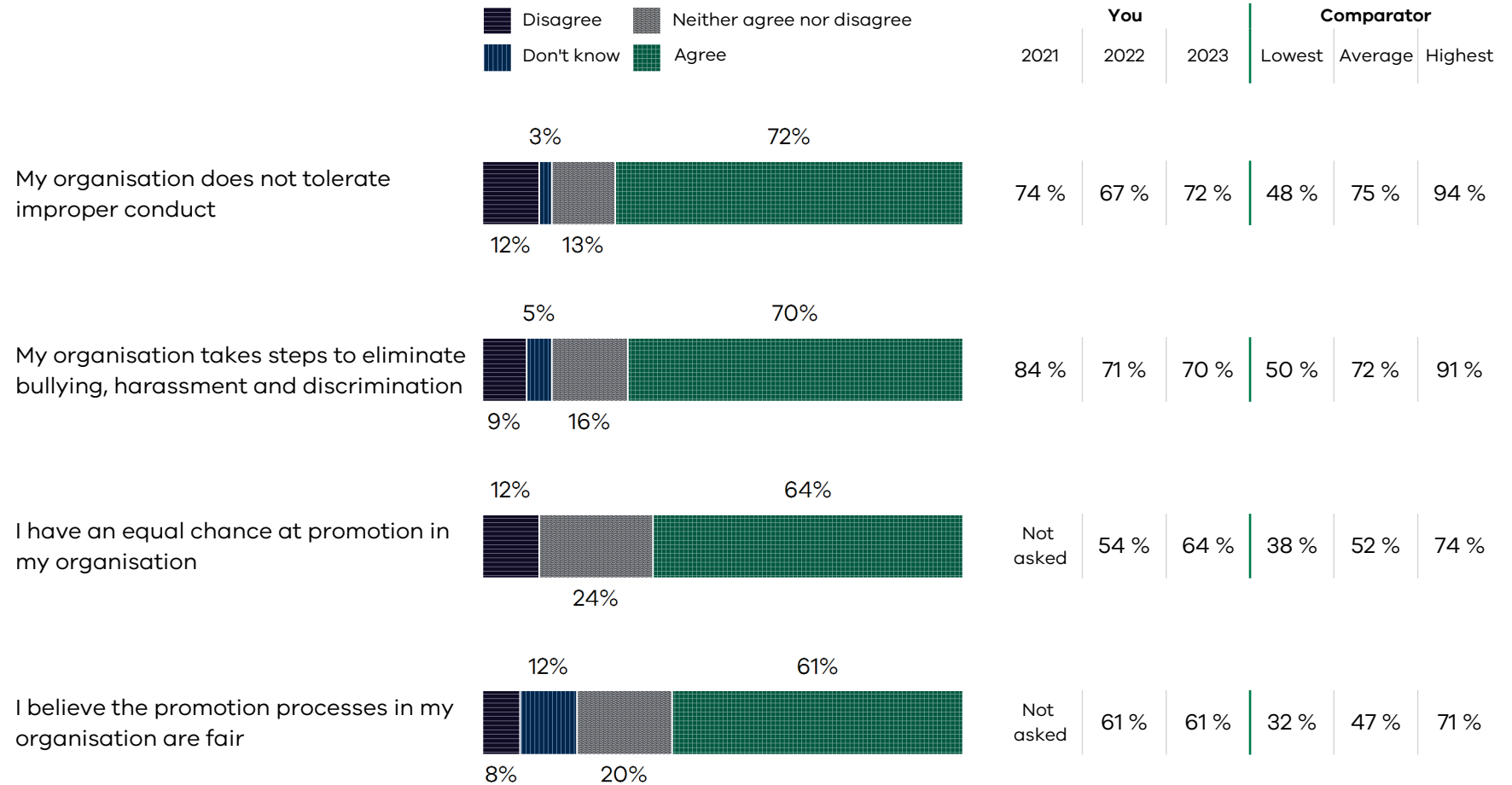
Example

72% of your staff who did the survey agreed or strongly agreed with 'My organisation does not tolerate improper conduct'.

Survey question | Your results | Benchmark agree results

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

Survey question	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My organisation does not tolerate improper conduct (Disagree 12%, Don't know 3%, Neither 13%, Agree 72%)	74 %	67 %	72 %	48 %	75 %	94 %
My organisation takes steps to eliminate bullying, harassment and discrimination (Disagree 9%, Don't know 5%, Neither 16%, Agree 70%)	84 %	71 %	70 %	50 %	72 %	91 %
I have an equal chance at promotion in my organisation (Disagree 12%, Neither 24%, Agree 64%)	Not asked	54 %	64 %	38 %	52 %	74 %
I believe the promotion processes in my organisation are fair (Disagree 8%, Don't know 12%, Neither 20%, Agree 61%)	Not asked	61 %	61 %	32 %	47 %	71 %

Victorian Public Sector Commission

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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

80% of your staff who did the survey agreed or strongly agreed with 'I am able to work effectively with others outside my immediate workgroup'.
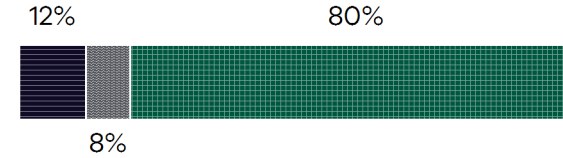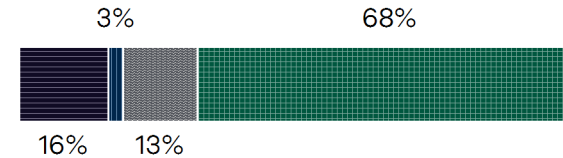
Survey question — Your results

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

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

12% / 80% / 8%

Workgroups across my organisation willingly share information with each other

3% / 68% / 16% / 13%

Benchmark agree results

Survey question	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
I am able to work effectively with others outside my immediate workgroup	89 %	86 %	80 %	68 %	85 %	94 %
Workgroups across my organisation willingly share information with each other	73 %	72 %	68 %	41 %	65 %	97 %

Organisational climate

Safety climate 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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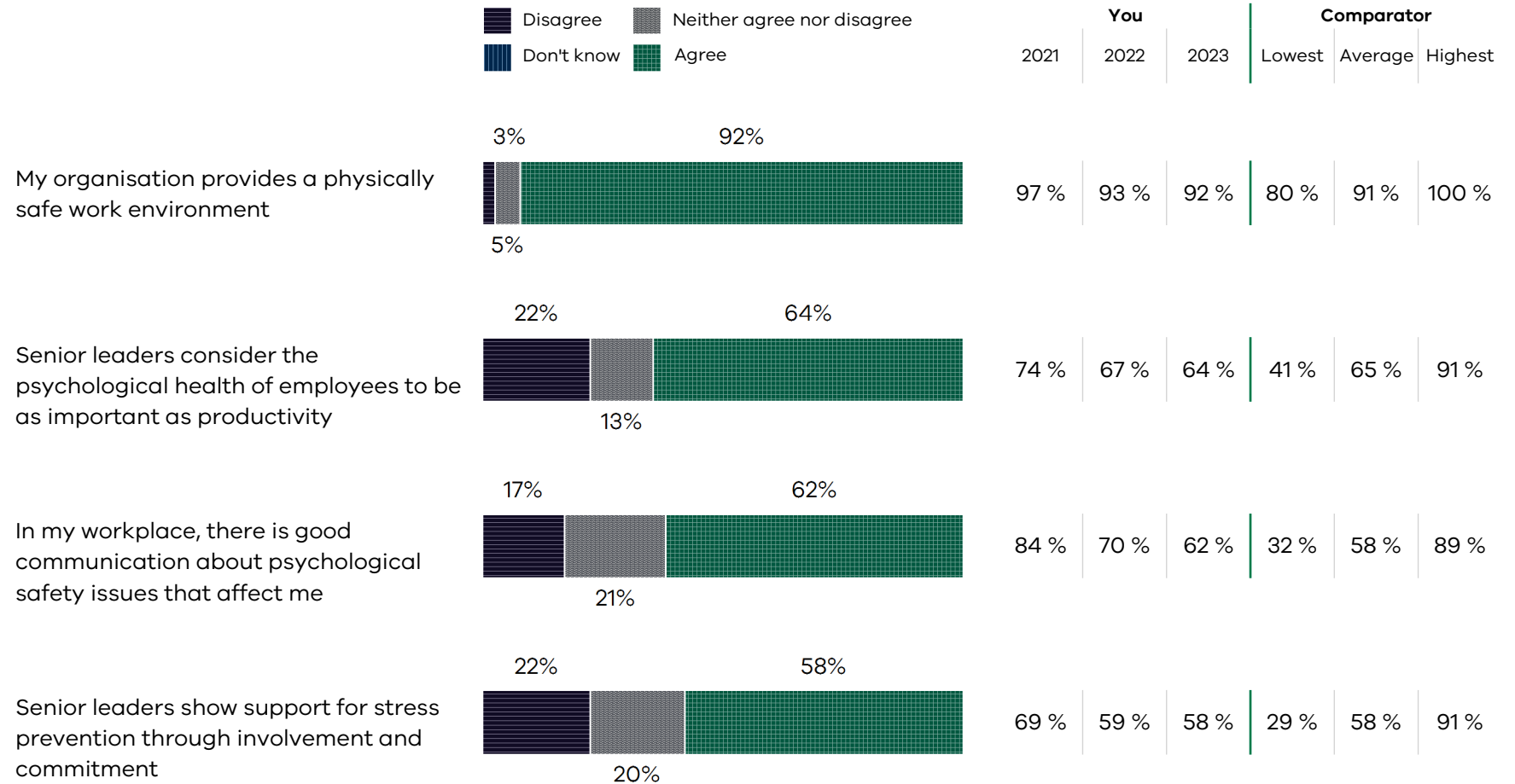
Example

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

Survey question	Your results		You			Comparator		
		2021	2022	2023		Lowest	Average	Highest
	Legend: Disagree, Don't know, Neither agree nor disagree, Agree							
My organisation provides a physically safe work environment	3% ... 92% / 5%	97 %	93 %	92 %		80 %	91 %	100 %
Senior leaders consider the psychological health of employees to be as important as productivity	22% ... 64% / 13%	74 %	67 %	64 %		41 %	65 %	91 %
In my workplace, there is good communication about psychological safety issues that affect me	17% ... 62% / 21%	84 %	70 %	62 %		32 %	58 %	89 %
Senior leaders show support for stress prevention through involvement and commitment	22% ... 58% / 20%	69 %	59 %	58 %		29 %	58 %	91 %

Victorian Public Sector Commission

VICTORIA State Government

Organisational climate

Safety climate 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

57% of your staff who did the survey agreed or strongly agreed with 'All levels of my organisation are involved in the prevention of stress'.
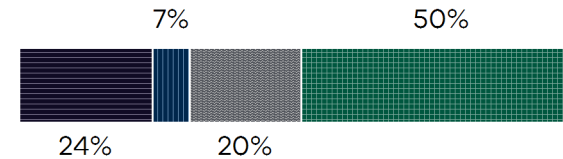
Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree
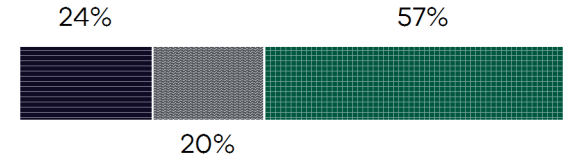
Survey question	Your results	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
All levels of my organisation are involved in the prevention of stress	24% / 20% / 57%	69 %	62 %	57 %	35 %	54 %	86 %
My organisation has effective procedures in place to support employees who may experience stress	24% / 7% / 20% / 50%	77 %	62 %	50 %	34 %	54 %	80 %

People matter survey

2023

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- Respect
- Leadership
- Human rights

Topical questions

- Questions on topical issues, includes additional questions that support the Gender Equality Act 2020

Demographics

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

Victorian Public Sector Commission

VICTORIA State Government

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.
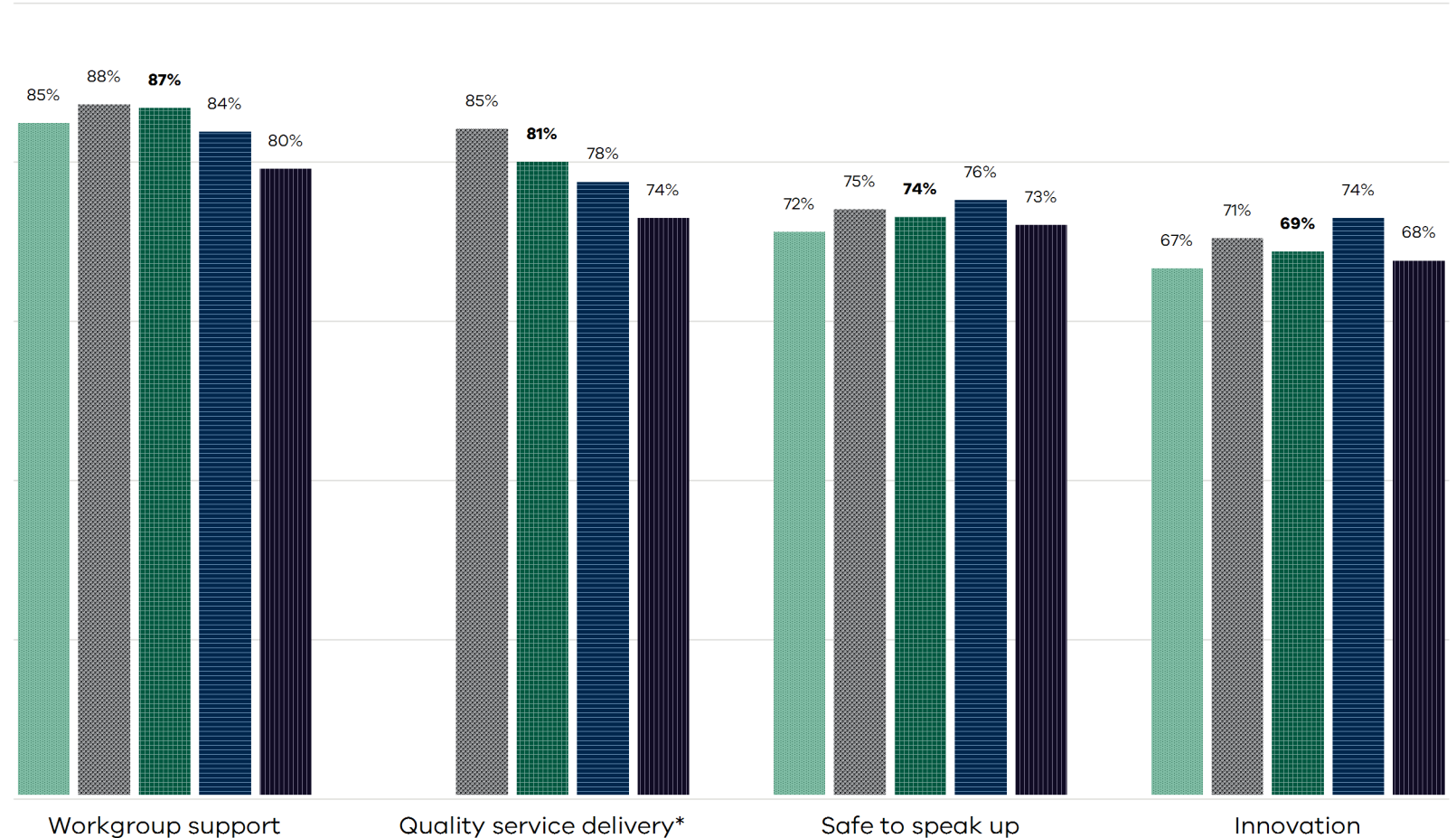
Example

In 2023:

- 87% of your staff who did the survey responded positively to questions about Workgroup support which is down from 88% in 2022.

Compared to:

- 84% of staff at your comparator and 80% of staff across the public sector.

Workgroup support
- 85%
- 88%
- **87%**
- 84%
- 80%

Quality service delivery*
- 85%
- **81%**
- 78%
- 74%

Safe to speak up
- 72%
- 75%
- **74%**
- 76%
- 73%

Innovation
- 67%
- 71%
- **69%**
- 74%
- 68%

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

Legend: You 2021 | You 2022 | You 2023 | Comparator 2023 | Public sector 2023

Victorian Public Sector Commission

VICTORIA State Government

Workgroup climate

Quality service delivery

What this is

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

Why this is important

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

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

How to read this

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

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

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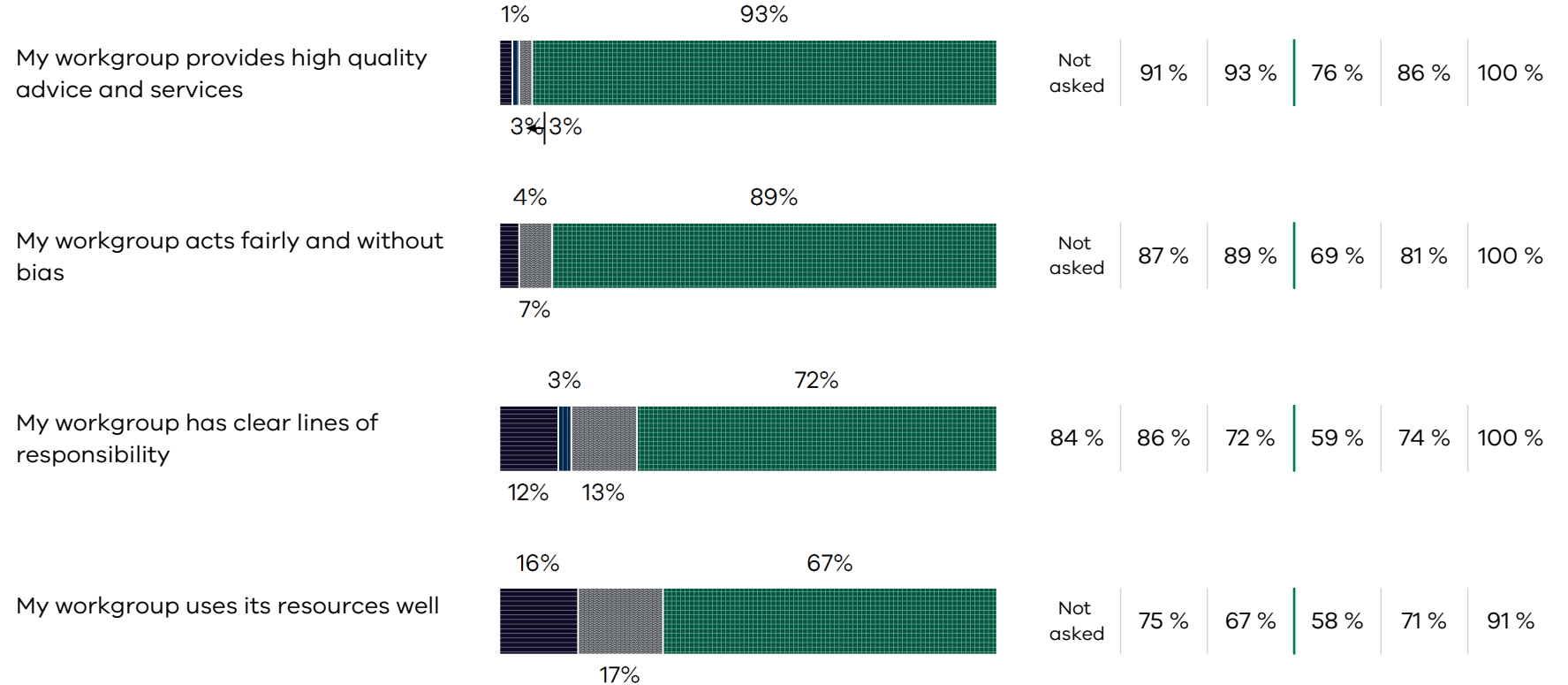
Example

93% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

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

Survey question	Your results	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup provides high quality advice and services	1% ... 93% / 3% 3%	Not asked	91 %	93 %	76 %	86 %	100 %
My workgroup acts fairly and without bias	4% ... 89% / 7%	Not asked	87 %	89 %	69 %	81 %	100 %
My workgroup has clear lines of responsibility	3% ... 72% / 12% 13%	84 %	86 %	72 %	59 %	74 %	100 %
My workgroup uses its resources well	16% ... 67% / 17%	Not asked	75 %	67 %	58 %	71 %	91 %

Victorian Public Sector Commission

VICTORIA State Government

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

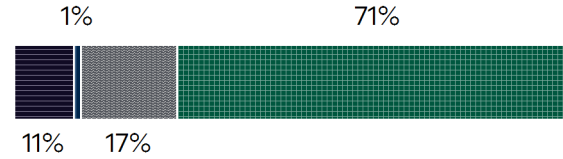71% of your staff who did the survey agreed or strongly agreed with 'My workgroup learns from failures and mistakes'.
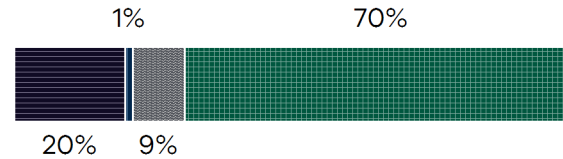
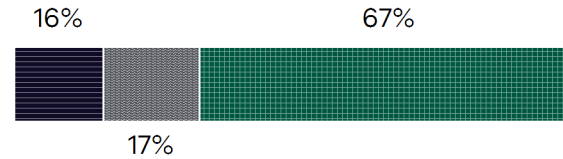| Survey question	Your results		You			Comparator		
		2021	2022	2023		Lowest	Average	Highest

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

Survey question	Your results	Benchmark agree results — You 2021	2022	2023	Comparator Lowest	Average	Highest
My workgroup learns from failures and mistakes	11% / 1% / 17% / 71%	71 %	74 %	71 %	61 %	74 %	89 %
My workgroup is quick to respond to opportunities to do things better	20% / 1% / 9% / 70%	65 %	68 %	70 %	61 %	75 %	85 %
My workgroup encourages employee creativity	16% / 17% / 67%	66 %	71 %	67 %	58 %	71 %	93 %

Workgroup climate

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.

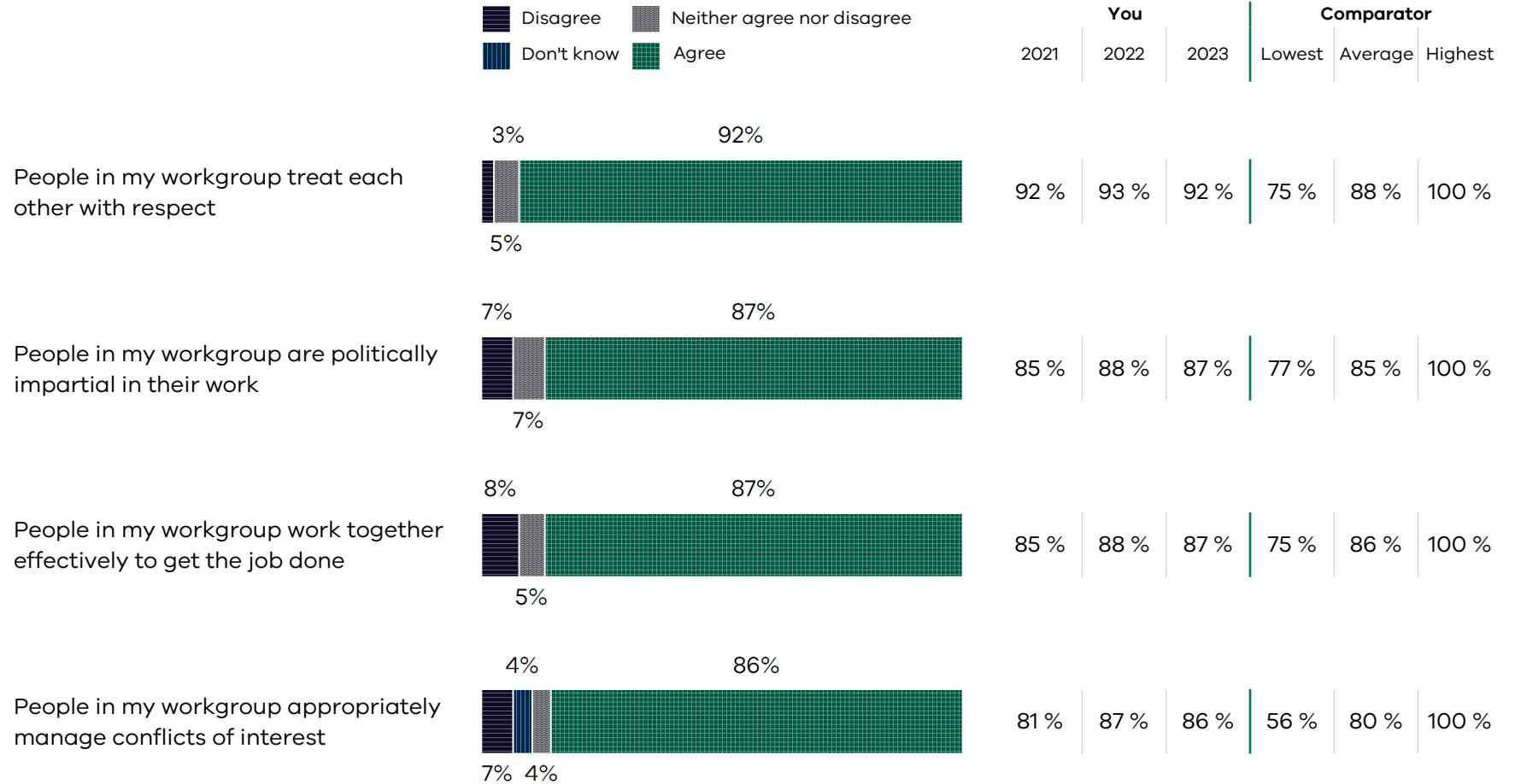Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

92% 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						

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

Survey question	Disagree	Neither	Agree	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup treat each other with respect	3%	5%	92%	92 %	93 %	92 %	75 %	88 %	100 %
People in my workgroup are politically impartial in their work	7%	7%	87%	85 %	88 %	87 %	77 %	85 %	100 %
People in my workgroup work together effectively to get the job done	8%	5%	87%	85 %	88 %	87 %	75 %	86 %	100 %
People in my workgroup appropriately manage conflicts of interest	4% / 7%	4%	86%	81 %	87 %	86 %	56 %	80 %	100 %

Workgroup climate

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.

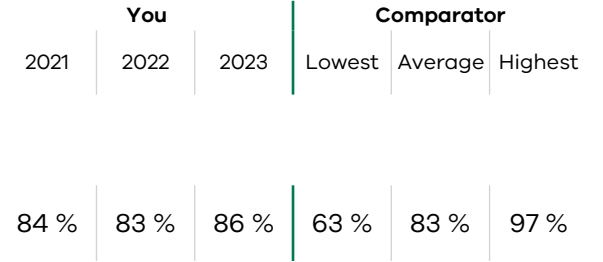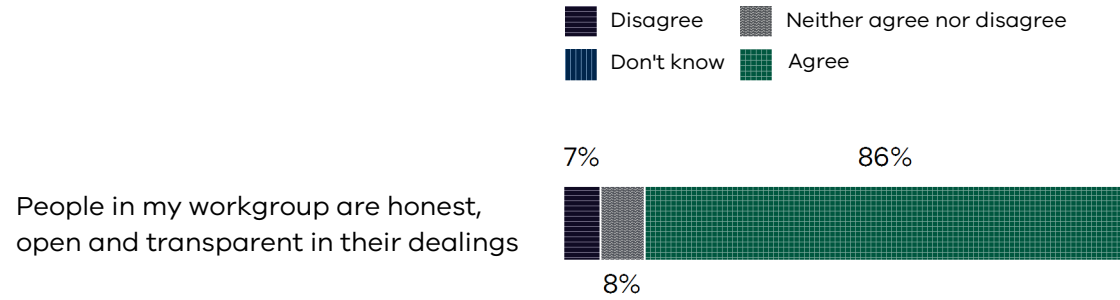Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

86% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup are honest, open and transparent in their dealings'.

| Survey question | Your results | Benchmark agree results |

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

Survey question		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
People in my workgroup are honest, open and transparent in their dealings	7% / 8% / 86%	84 %	83 %	86 %	63 %	83 %	97 %

Victorian Public Sector Commission

VICTORIA State Government

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

76% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup are able to bring up problems and tough issues'.
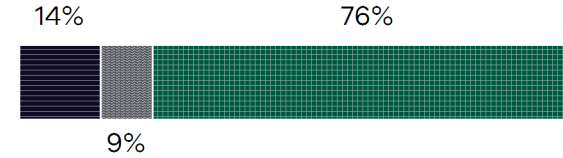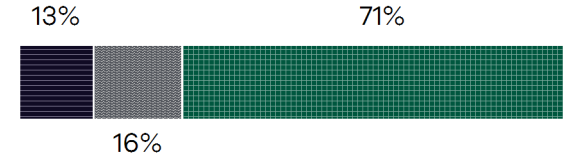
Survey question	Your results						

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

Survey question	Your results	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup are able to bring up problems and tough issues	14% / 9% / 76%	74 %	83 %	76 %	63 %	78 %	97 %
I feel safe to challenge inappropriate behaviour at work	13% / 16% / 71%	69 %	67 %	71 %	53 %	73 %	94 %

People matter survey

2023

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- Inclusion
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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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Public sector values

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

Topical questions

- Questions on topical issues, includes additional questions that support the Gender Equality Act 2020

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

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.

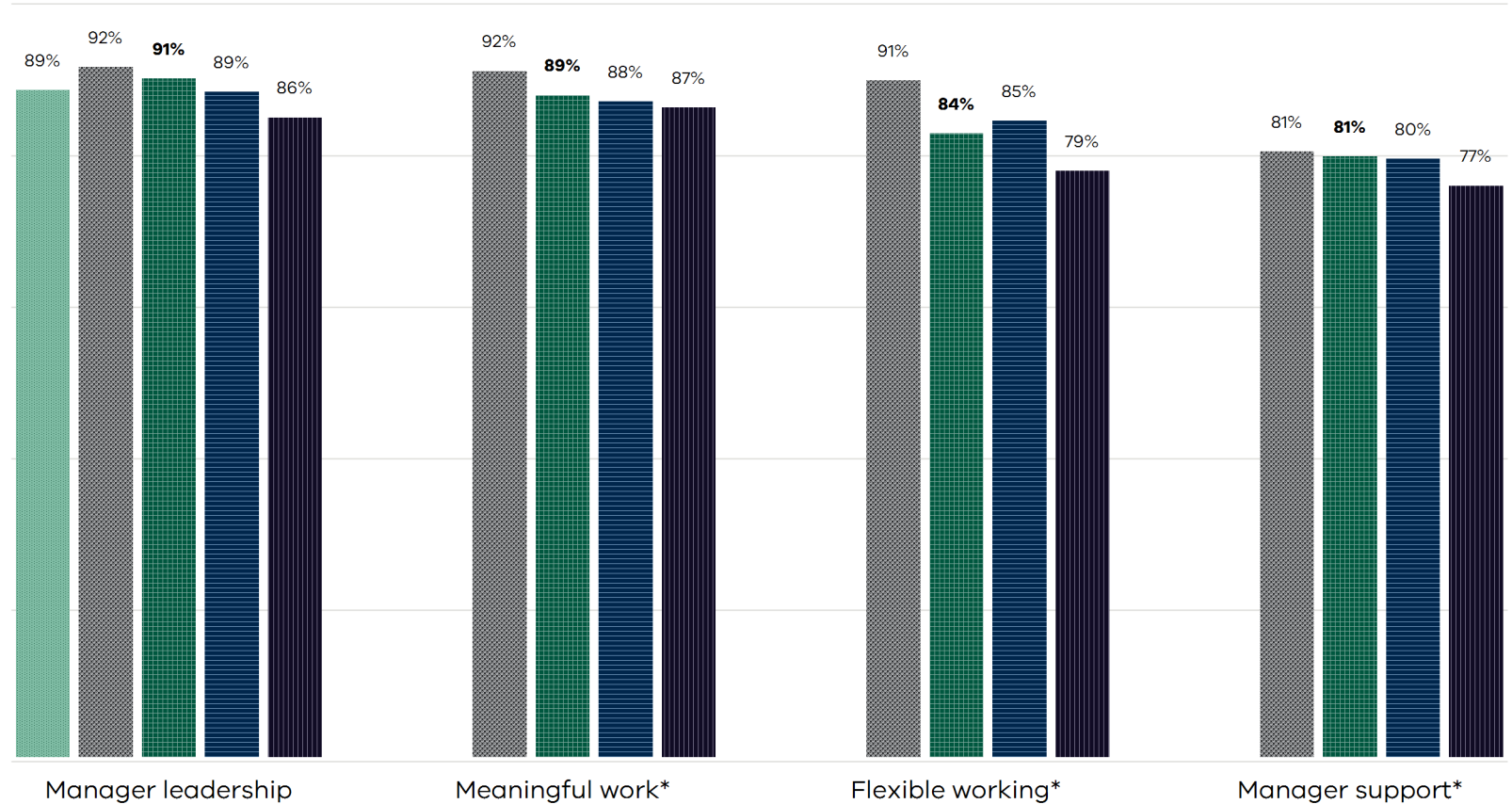Each result is the overall percentage of positive responses for your organisation, comparator and public sector.

Example

In 2023:

- 91% of your staff who did the survey responded positively to questions about Manager leadership.

Compared to:

- 89% of staff at your comparator and 86% of staff across the public sector.

	Manager leadership	Meaningful work*	Flexible working*	Manager support*
You 2021	89%			
You 2022	92%	92%	91%	81%
You 2023	91%	89%	84%	81%
Comparator 2023	89%	88%	85%	80%
Public sector 2023	86%	87%	79%	77%

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

Legend: You 2021 · You 2022 · You 2023 · Comparator 2023 · Public sector 2023

Job and manager factors

What this is

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

Why this is important

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

How to read this

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

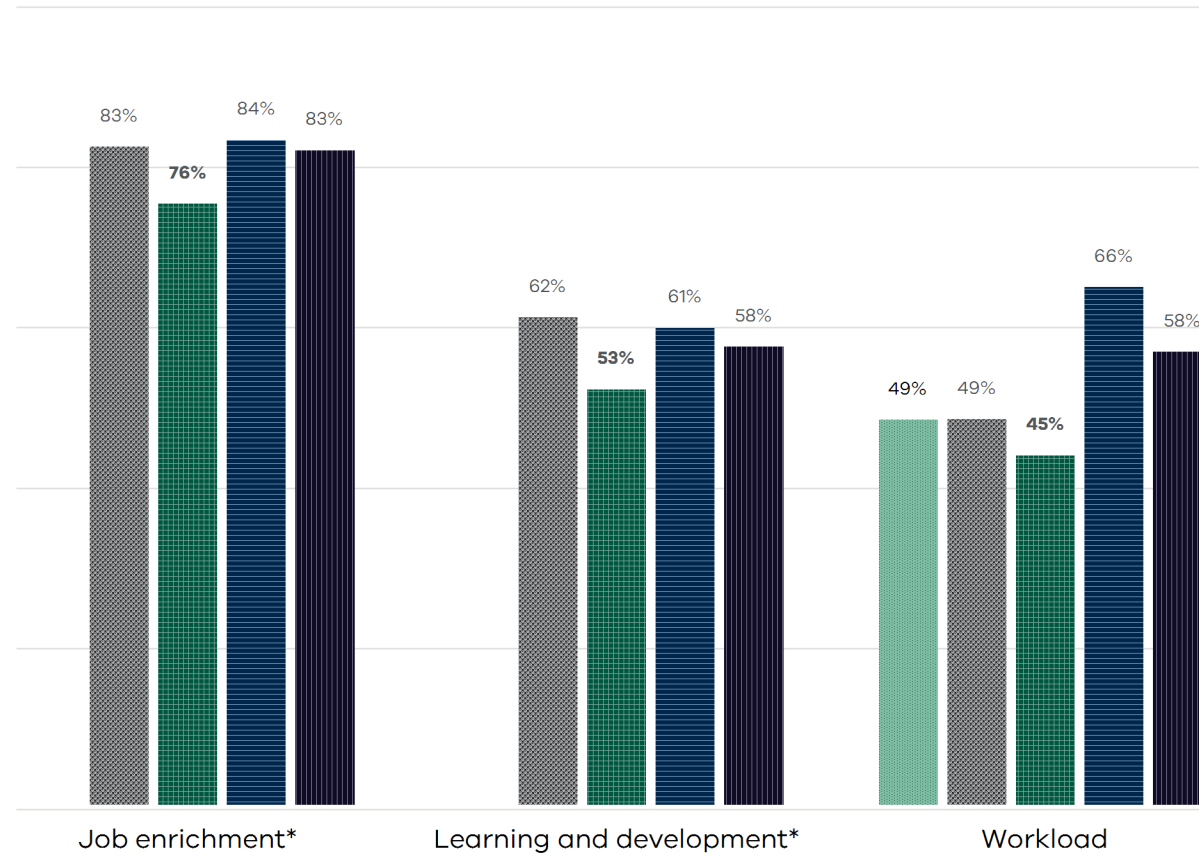Each result is the overall percentage of positive responses for your organisation, comparator and public sector.

Example

In 2023:

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

Compared to:

- 84% of staff at your comparator and 83% of staff across the public sector.

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

Legend: You 2021 | You 2022 | You 2023 | Comparator 2023 | Public sector 2023

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.

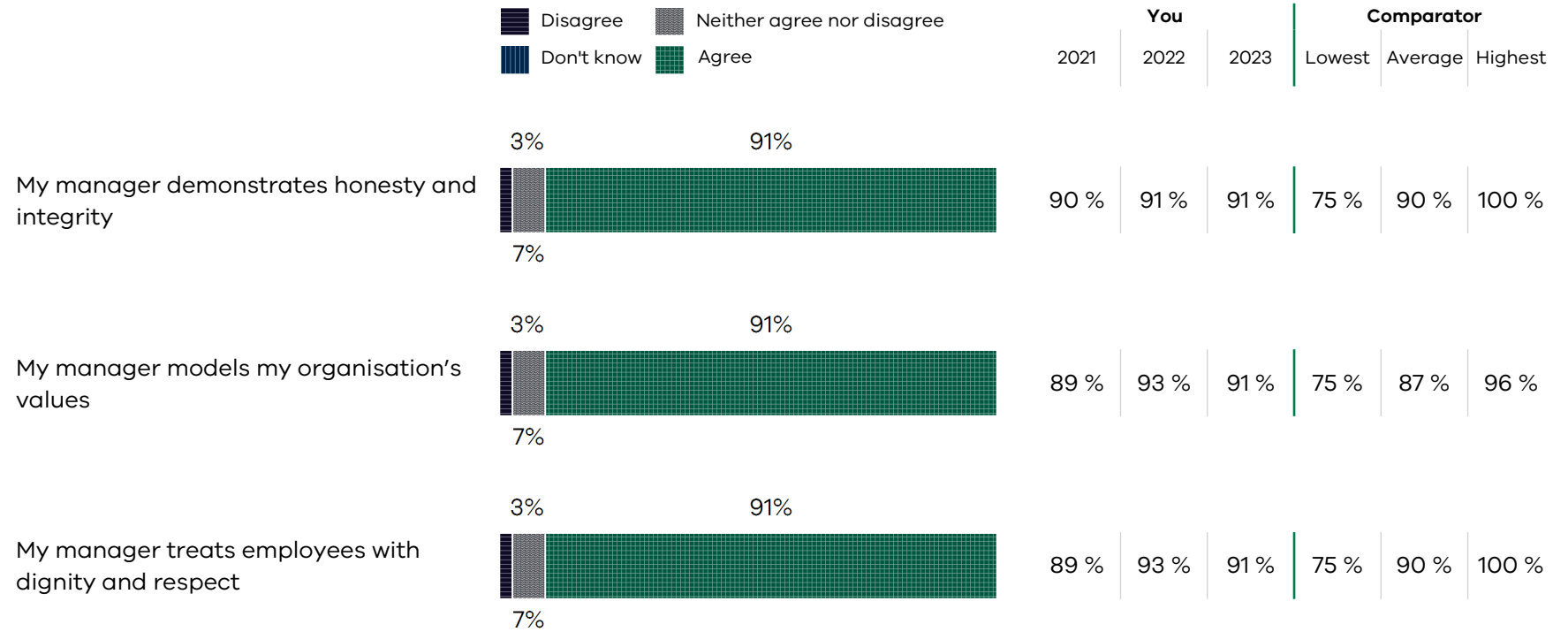Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

91% of your staff who did the survey agreed or strongly agreed with 'My manager demonstrates honesty and integrity'.

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

Survey question	Your results	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My manager demonstrates honesty and integrity	3% / 91% / 7%	90 %	91 %	91 %	75 %	90 %	100 %
My manager models my organisation's values	3% / 91% / 7%	89 %	93 %	91 %	75 %	87 %	96 %
My manager treats employees with dignity and respect	3% / 91% / 7%	89 %	93 %	91 %	75 %	90 %	100 %

Job and manager factors

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

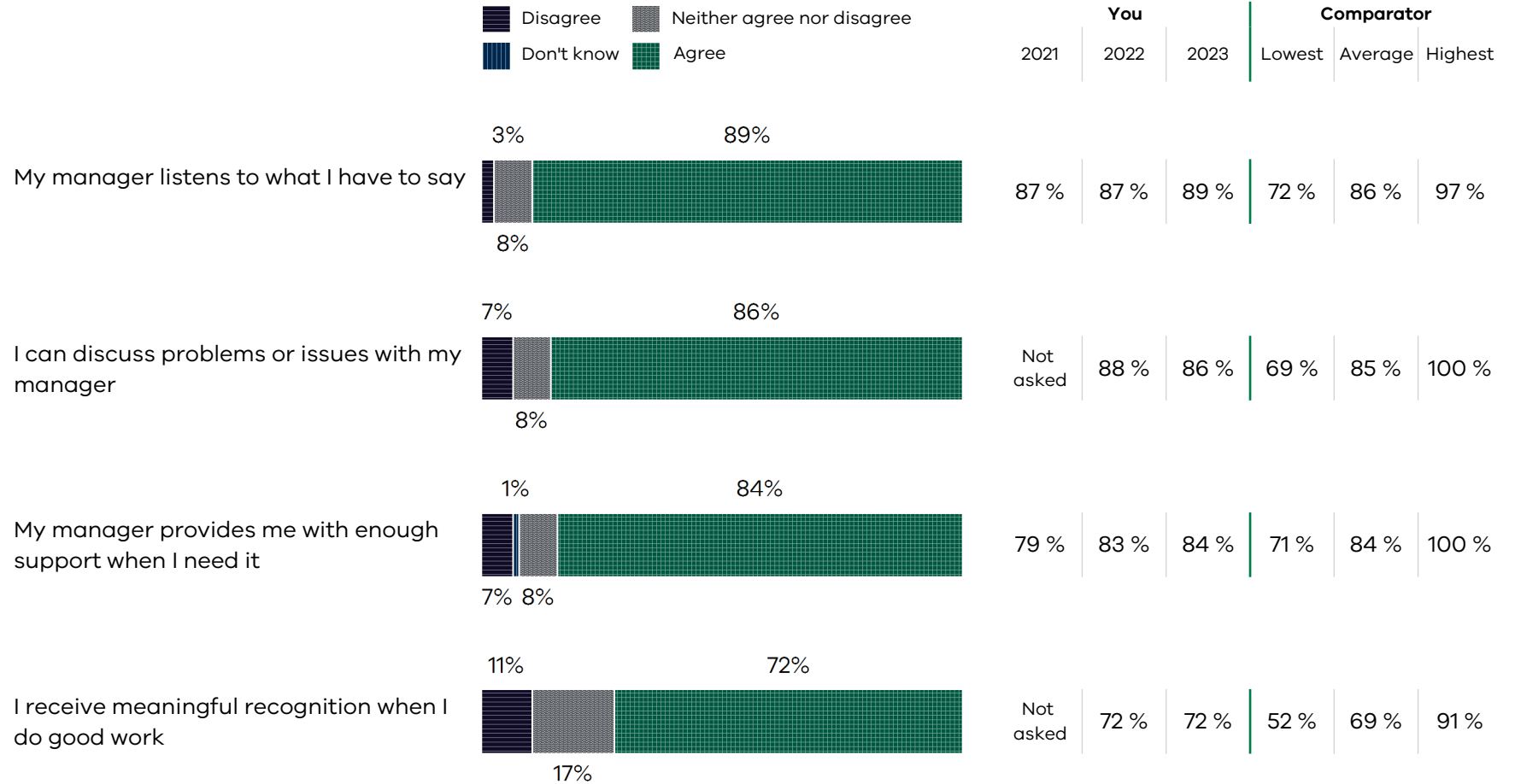Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

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

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

Survey question		You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My manager listens to what I have to say	3% / 8% / 89%	87 %	87 %	89 %	72 %	86 %	97 %
I can discuss problems or issues with my manager	7% / 8% / 86%	Not asked	88 %	86 %	69 %	85 %	100 %
My manager provides me with enough support when I need it	1% / 7% / 8% / 84%	79 %	83 %	84 %	71 %	84 %	100 %
I receive meaningful recognition when I do good work	11% / 17% / 72%	Not asked	72 %	72 %	52 %	69 %	91 %

Job and manager factors

Manager support 2 of 2

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

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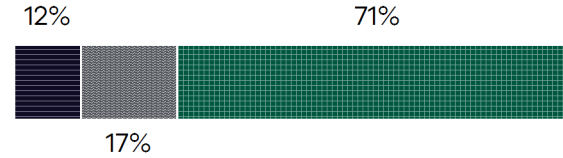
Example

71% of your staff who did the survey agreed or strongly agreed with 'My manager gives me feedback that helps me improve my performance'.
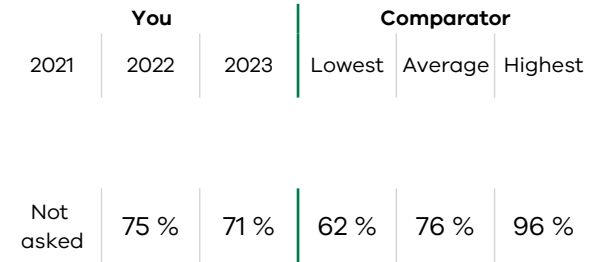
Survey question

Your results

▬ Disagree	▤ Neither agree nor disagree
▥ Don't know	▦ Agree

My manager gives me feedback that helps me improve my performance

12%   71%

17%

Benchmark agree results

	You				**Comparator**	
2021	2022	2023		Lowest	Average	Highest
Not asked	75 %	71 %		62 %	76 %	96 %

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Workload

What this is

This is how staff feel about workload and time pressure.

Why this is important

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

How to read this

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

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

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

Example

46% of your staff who did the survey agreed or strongly agreed with 'The workload I have is appropriate for the job that I do'.
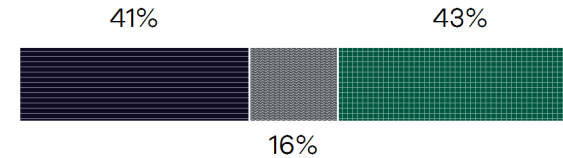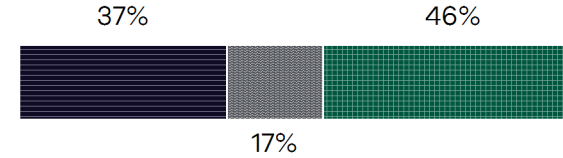
Survey question

Your results

■ Disagree   ▦ Neither agree nor disagree
▦ Agree

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

| 37% | | 46% |

17%

I have enough time to do my job effectively

| 41% | | 43% |

16%

Benchmark agree results

	You			Comparator		
2021	2022	2023		Lowest	Average	Highest
50 %	52 %	46 %		45 %	67 %	96 %
48 %	46 %	43 %		46 %	65 %	81 %

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Learning and development

What this is

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

Why this is important

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

How to read this

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

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

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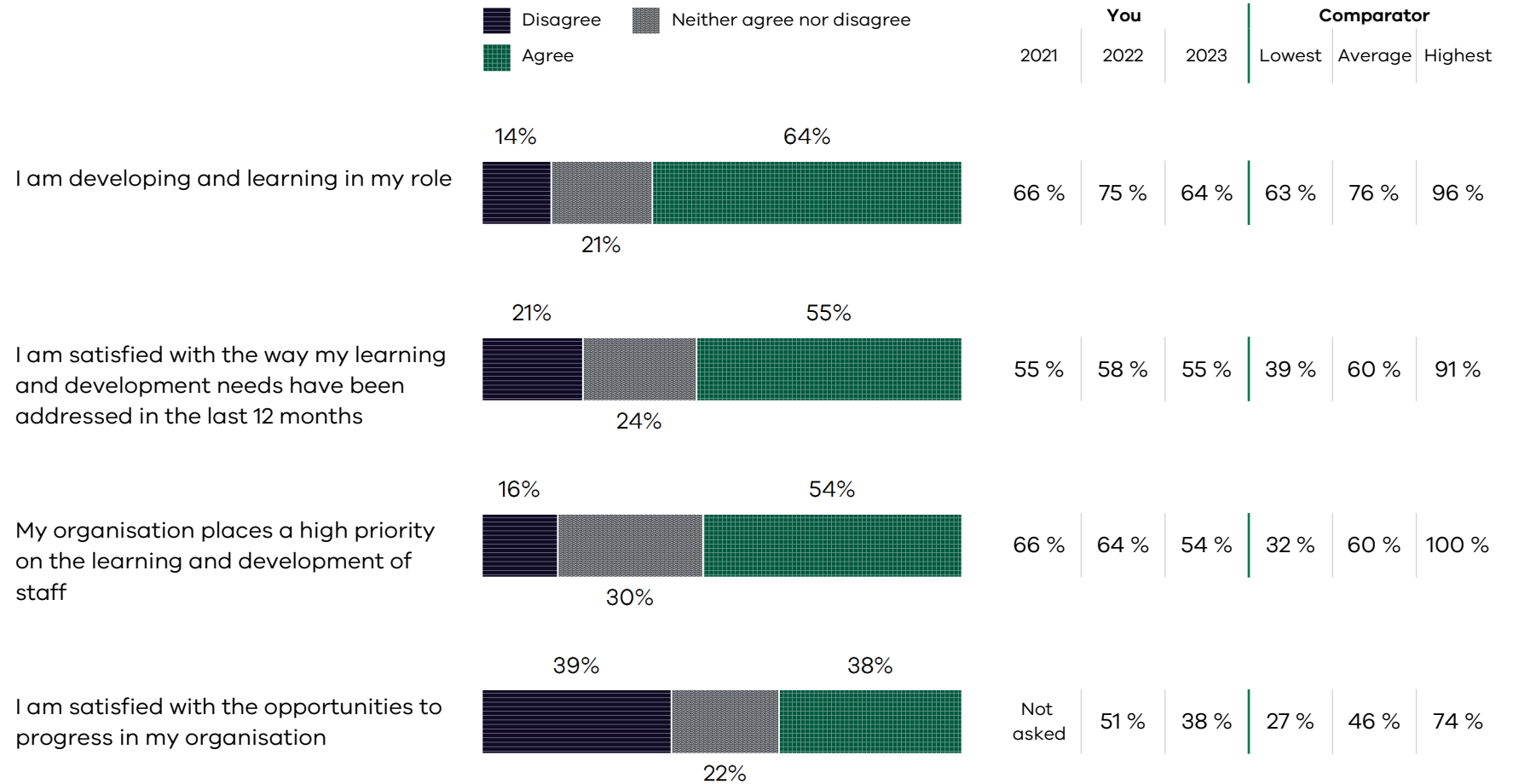
Example

64% of your staff who did the survey agreed or strongly agreed with 'I am developing and learning in my role'.

Survey question	Your results		Benchmark agree results					

Legend: ■ Disagree · ▨ Neither agree nor disagree · ▨ Agree

	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
I am developing and learning in my role	66 %	75 %	64 %	63 %	76 %	96 %
I am satisfied with the way my learning and development needs have been addressed in the last 12 months	55 %	58 %	55 %	39 %	60 %	91 %
My organisation places a high priority on the learning and development of staff	66 %	64 %	54 %	32 %	60 %	100 %
I am satisfied with the opportunities to progress in my organisation	Not asked	51 %	38 %	27 %	46 %	74 %

Your results bar values:
- I am developing and learning in my role: Disagree 14%, Neither 21%, Agree 64%
- I am satisfied with the way my learning and development needs have been addressed in the last 12 months: Disagree 21%, Neither 24%, Agree 55%
- My organisation places a high priority on the learning and development of staff: Disagree 16%, Neither 30%, Agree 54%
- I am satisfied with the opportunities to progress in my organisation: Disagree 39%, Neither 22%, Agree 38%

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.
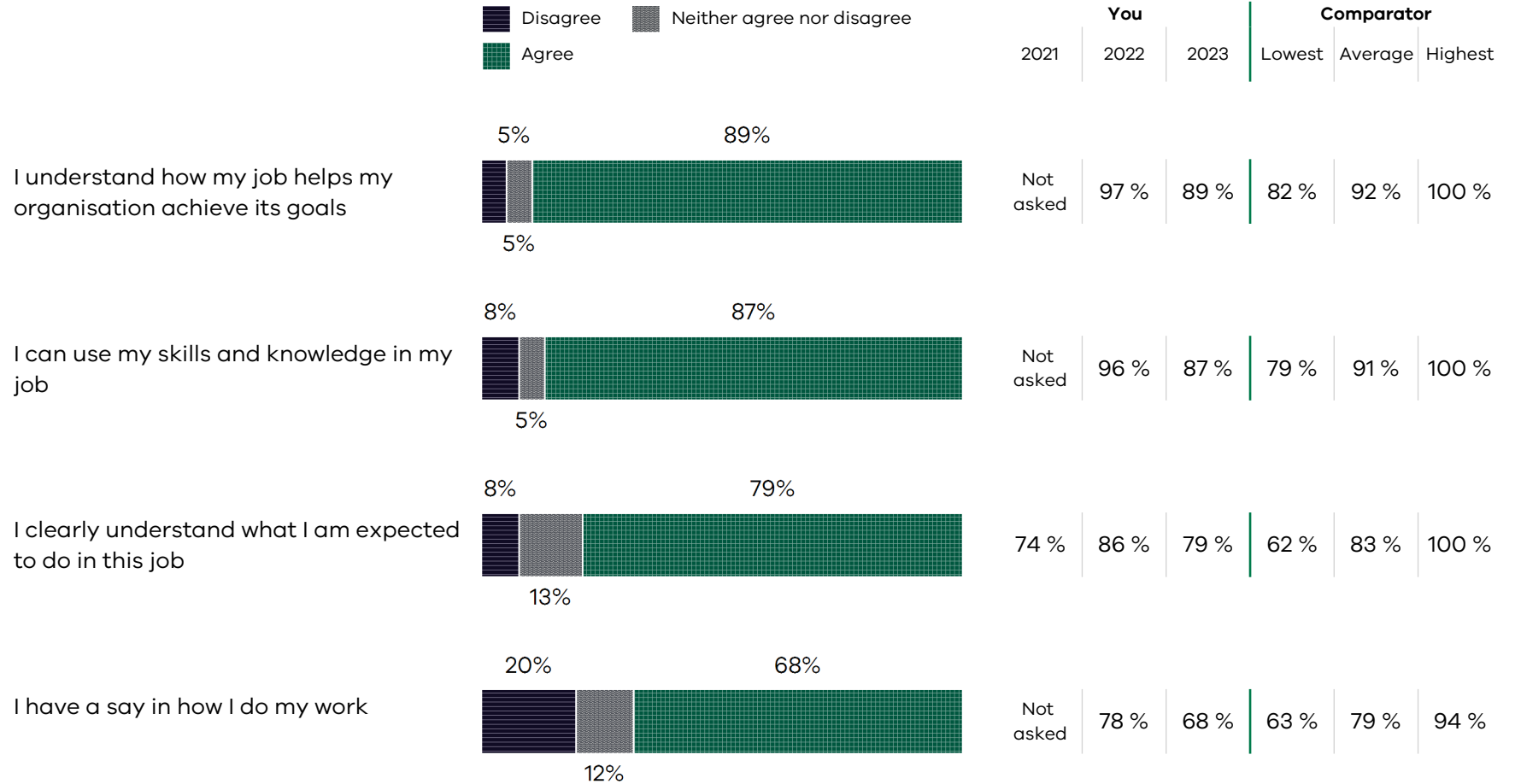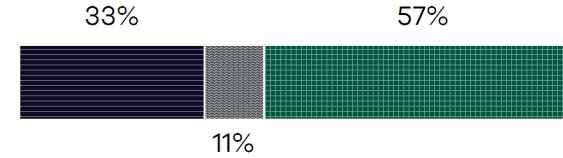
Example

89% of your staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve its goals'.

Survey question	Your results	2021	You 2022	2023	Comparator Lowest	Comparator Average	Comparator Highest

Legend: ■ Disagree ▦ Neither agree nor disagree ▦ Agree

Survey question	Disagree	Neither	Agree	2021	2022	2023	Lowest	Average	Highest
I understand how my job helps my organisation achieve its goals	5%	5%	89%	Not asked	97 %	89 %	82 %	92 %	100 %
I can use my skills and knowledge in my job	8%	5%	87%	Not asked	96 %	87 %	79 %	91 %	100 %
I clearly understand what I am expected to do in this job	8%	13%	79%	74 %	86 %	79 %	62 %	83 %	100 %
I have a say in how I do my work	20%	12%	68%	Not asked	78 %	68 %	63 %	79 %	94 %

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Job enrichment 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

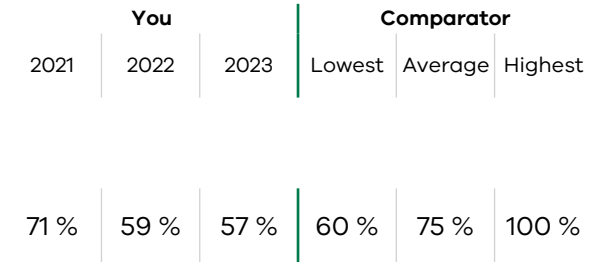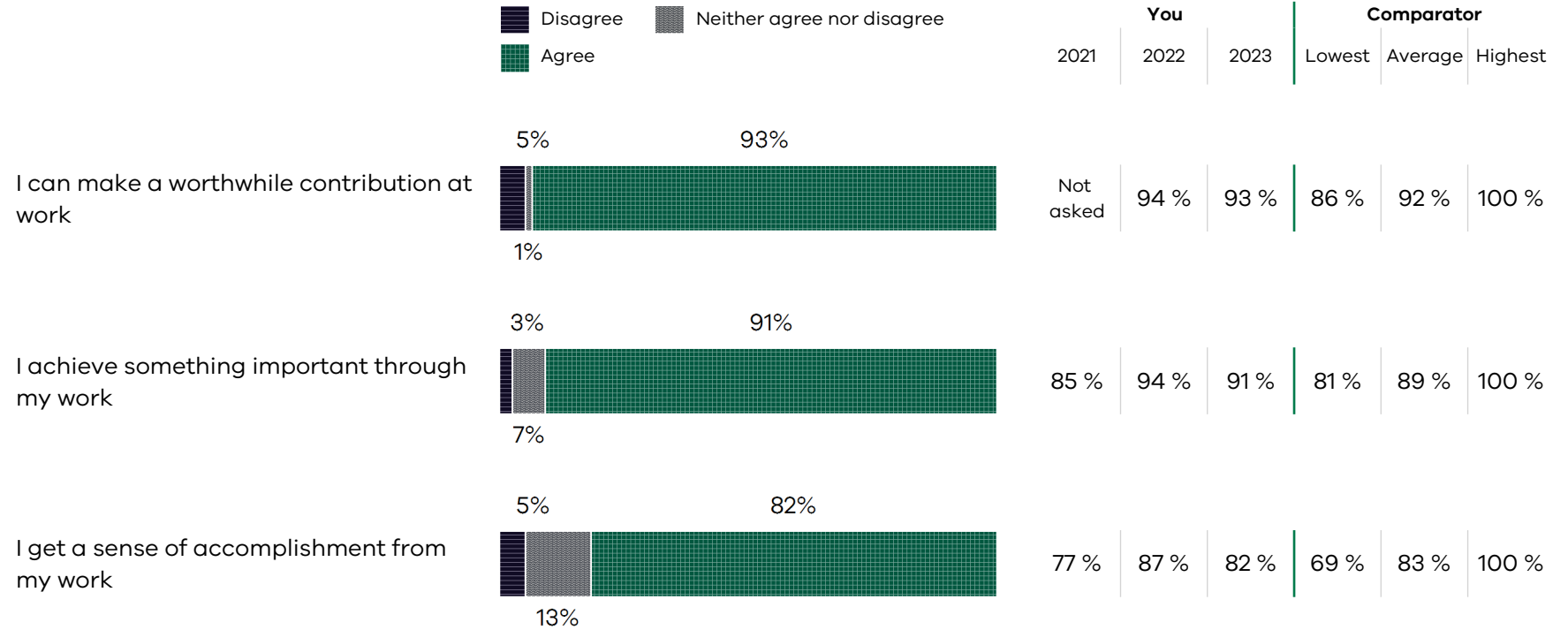57% of your staff who did the survey agreed or strongly agreed with 'I have the authority to do my job effectively'.

Survey question	Your results	Benchmark agree results

Survey question — I have the authority to do my job effectively

Legend:
- Disagree
- Neither agree nor disagree
- Agree

33%   11%   57%

	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
I have the authority to do my job effectively	71 %	59 %	57 %	60 %	75 %	100 %

Job and manager factors

Meaningful work

What this is

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

Why this is important

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

How to read this

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

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

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

Example

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

Survey question	Your results					

Legend: ■ Disagree   ▦ Neither agree nor disagree   ▦ Agree

Benchmark agree results

Survey question		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
I can make a worthwhile contribution at work	Disagree 5%, Neither 1%, Agree 93%	Not asked	94 %	93 %	86 %	92 %	100 %
I achieve something important through my work	Disagree 3%, Neither 7%, Agree 91%	85 %	94 %	91 %	81 %	89 %	100 %
I get a sense of accomplishment from my work	Disagree 5%, Neither 13%, Agree 82%	77 %	87 %	82 %	69 %	83 %	100 %

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Flexible working

What this is

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

Why this is important

Supporting flexible working can improve employee wellbeing.

How to read this

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

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

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

Example

89% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.

Survey question	Your results							

Your results legend: Disagree, Don't know, Neither agree nor disagree, Agree
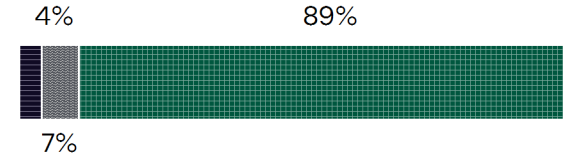
Survey question		You			Comparator		
Benchmark agree results	2021	2022	2023	Lowest	Average	Highest
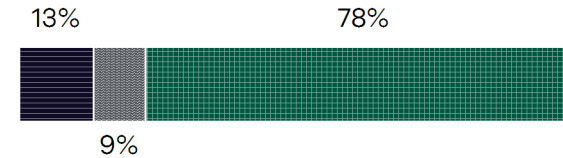
Survey question	Your results	2021	2022	2023	Lowest	Average	Highest
My manager supports working flexibly	4% / 7% / 89%	Not asked	94 %	89 %	77 %	90 %	100 %
I am confident that if I requested a flexible work arrangement, it would be given due consideration	13% / 9% / 78%	95 %	87 %	78 %	63 %	81 %	98 %

People matter survey

2023

Have your say

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- Work-related stress causes
- Intention to stay

- Inclusion
- Scorecard: emotional effects of work
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- Sexual harassment
- Discrimination
- 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

Taking action

- Taking action questions

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Senior leadership

- Senior leadership questions

Organisational climate

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- Organisational integrity
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Job and manager factors

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Public sector values

- Scorecard
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- Leadership
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Topical questions

- Questions on topical issues, includes additional questions that support the Gender Equality Act 2020

Demographics

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

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

What this is

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

Why this is important

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

How to read this

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

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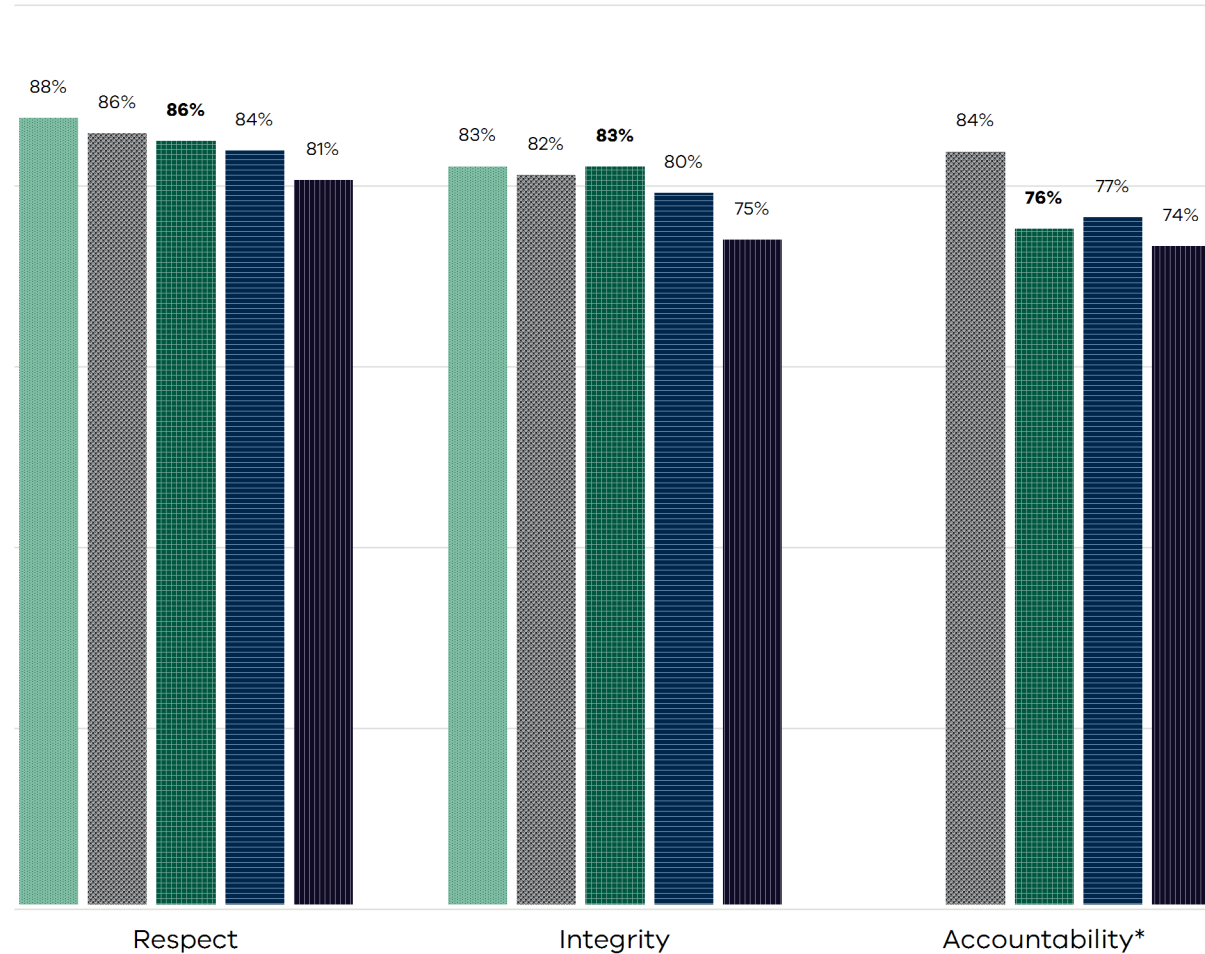
Example

In 2023:

- 93% of your staff who did the survey responded positively to questions about Responsiveness , which is up 2% in 2022.

Compared to:

- 86% 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

Legend: You 2021 | You 2022 | You 2023 | Comparator 2023 | Public sector 2023

Responsiveness*: 91%, 93%, 86%, 81%
Human rights: 92%, 91%, 88%, 82%, 83%
Impartiality*: 88%, 88%, 83%, 78%
Leadership: 89%, 88%, 87%, 79%, 74%

Victorian Public Sector Commission

VICTORIA State Government

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Why this is important

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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 2023:

- 86% of your staff who did the survey responded positively to questions about Respect , which is down 1% in 2022.

Compared to:

- 84% of staff at your comparator and 81% of staff across the public sector.

Respect: 88%, 86%, **86%**, 84%, 81%
Integrity: 83%, 82%, **83%**, 80%, 75%
Accountability*: 84%, **76%**, 77%, 74%

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

You 2021   You 2022   You 2023   Comparator 2023   Public sector 2023

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

Responsiveness

What this is

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

Why this is important

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

How to read this

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

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

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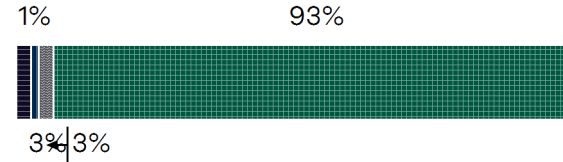
Example

93% of staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.
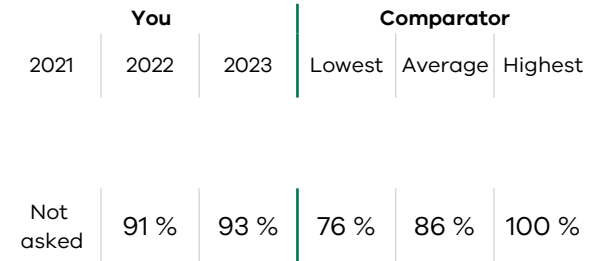
Disagree Neither agree nor disagree
Don't know Agree

My workgroup provides high quality advice and services

1% 93%

3% 3%

	You			Comparator		
2021	2022	2023		Lowest	Average	Highest
Not asked	91 %	93 %		76 %	86 %	100 %

Victorian Public Sector Commission

VICTORIA State Government

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.

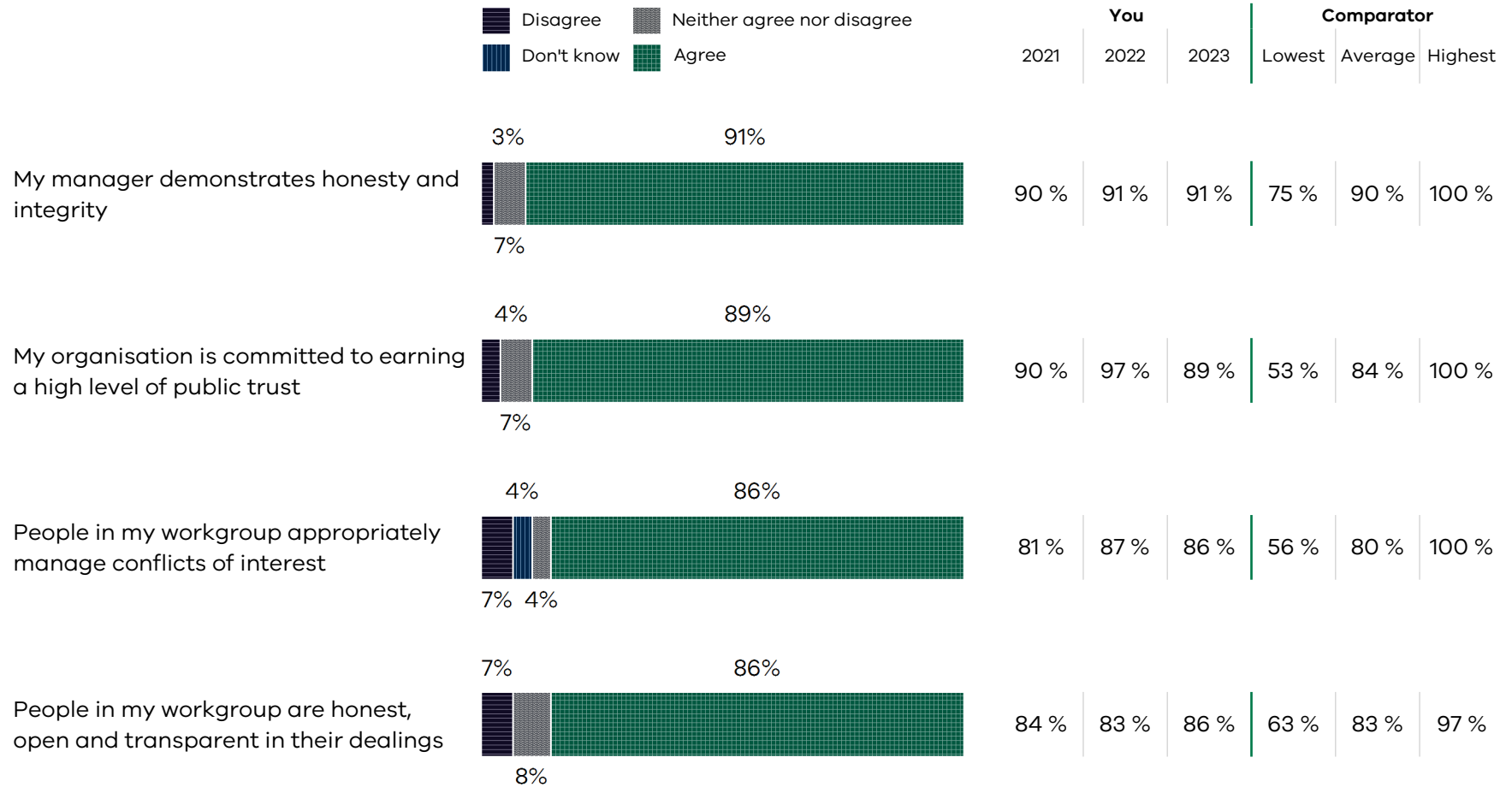Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

91% of staff who did the survey agreed or strongly agreed with 'My manager demonstrates honesty and integrity'.

Survey question	Your results						
		You			**Comparator**		
		2021	2022	2023	Lowest	Average	Highest
My manager demonstrates honesty and integrity	3% 91% / 7%	90 %	91 %	91 %	75 %	90 %	100 %
My organisation is committed to earning a high level of public trust	4% 89% / 7%	90 %	97 %	89 %	53 %	84 %	100 %
People in my workgroup appropriately manage conflicts of interest	4% 86% / 7% 4%	81 %	87 %	86 %	56 %	80 %	100 %
People in my workgroup are honest, open and transparent in their dealings	7% 86% / 8%	84 %	83 %	86 %	63 %	83 %	97 %

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

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

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

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

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

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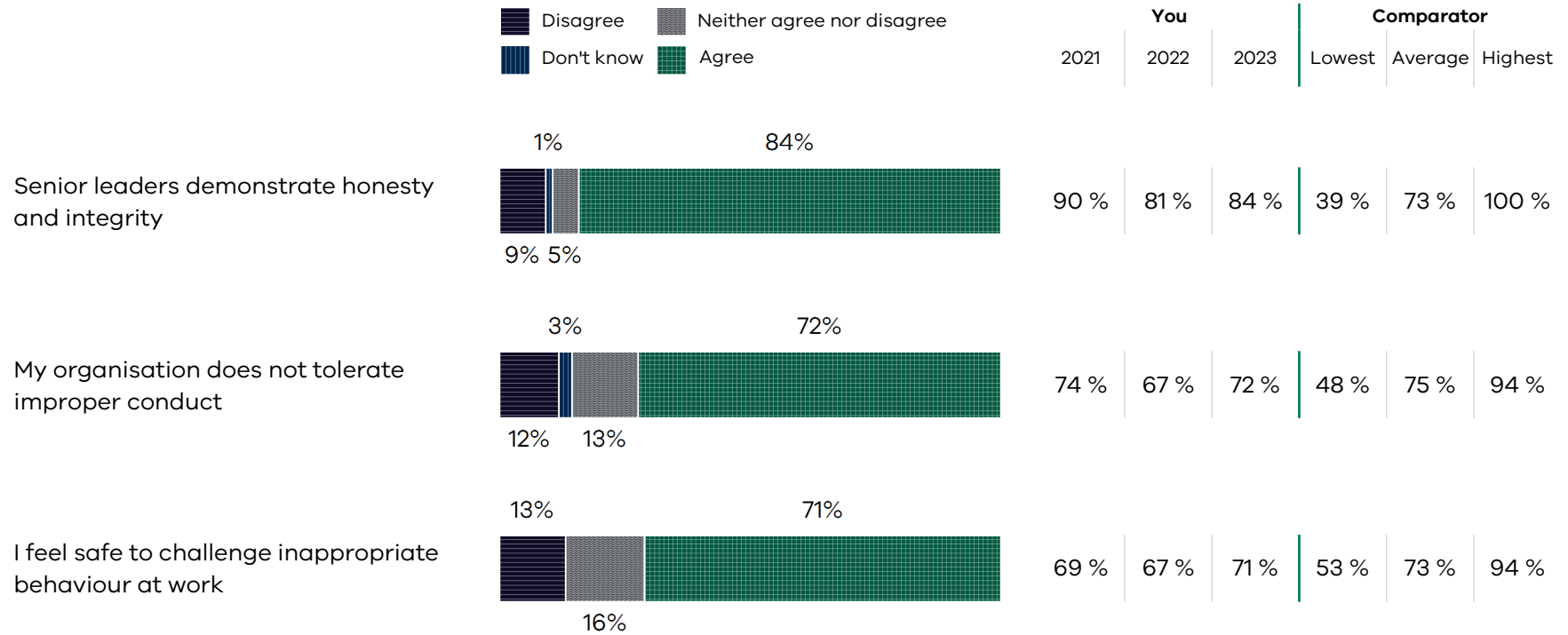
Example

84% of staff who did the survey agreed or strongly agreed with 'Senior leaders demonstrate honesty and integrity'.

Survey question

Your results

Benchmark agree results

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

Survey question	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
Senior leaders demonstrate honesty and integrity (1%, 84%, 9%, 5%)	90 %	81 %	84 %	39 %	73 %	100 %
My organisation does not tolerate improper conduct (3%, 72%, 12%, 13%)	74 %	67 %	72 %	48 %	75 %	94 %
I feel safe to challenge inappropriate behaviour at work (13%, 71%, 16%)	69 %	67 %	71 %	53 %	73 %	94 %

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

89% of staff who did the survey agreed or strongly agreed with 'My workgroup acts fairly and without bias'.
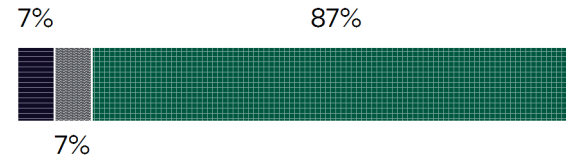
Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree
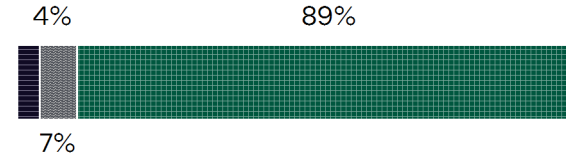
Survey question			You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
My workgroup acts fairly and without bias	4% / 7% / 89%	Not asked	87 %	89 %	69 %	81 %	100 %
People in my workgroup are politically impartial in their work	7% / 7% / 87%	85 %	88 %	87 %	77 %	85 %	100 %

Victorian Public Sector Commission

VICTORIA State Government

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

89% of staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve its goals'.
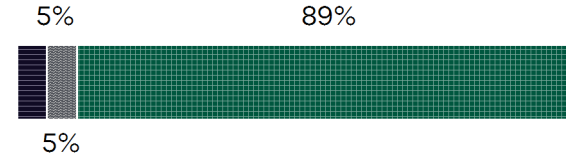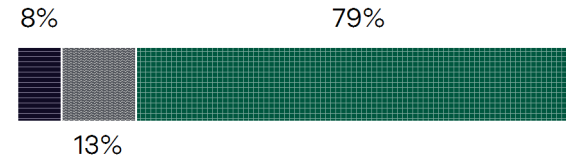
Survey question	Your results	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
	Legend: Disagree, Neither agree nor disagree, Don't know, Agree						
I understand how my job helps my organisation achieve its goals	5% / 5% / 89%	Not asked	97 %	89 %	82 %	92 %	100 %
I clearly understand what I am expected to do in this job	8% / 13% / 79%	74 %	86 %	79 %	62 %	83 %	100 %
My workgroup has clear lines of responsibility	3% / 12% / 13% / 72%	84 %	86 %	72 %	59 %	74 %	100 %
Senior leaders provide clear strategy and direction	16% / 13% / 71%	81 %	78 %	71 %	34 %	65 %	100 %
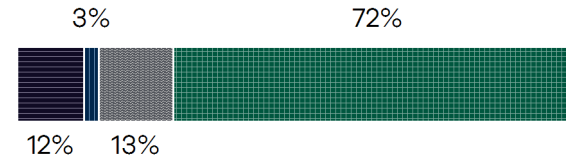
Victorian Public Sector Commission

VICTORIA State Government

Public sector values

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

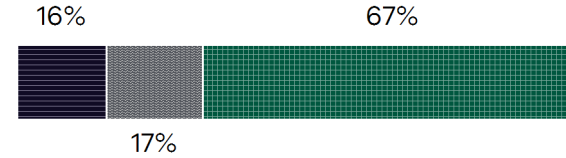Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

67% of staff who did the survey agreed or strongly agreed with 'My workgroup uses its resources well'.

Survey question	Your results	Benchmark agree results

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

			You			Comparator		
Survey question	Your results	2021	2022	2023	Lowest	Average	Highest
My workgroup uses its resources well	16% / 17% / 67%	Not asked	75 %	67 %	58 %	71 %	91 %

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

Respect 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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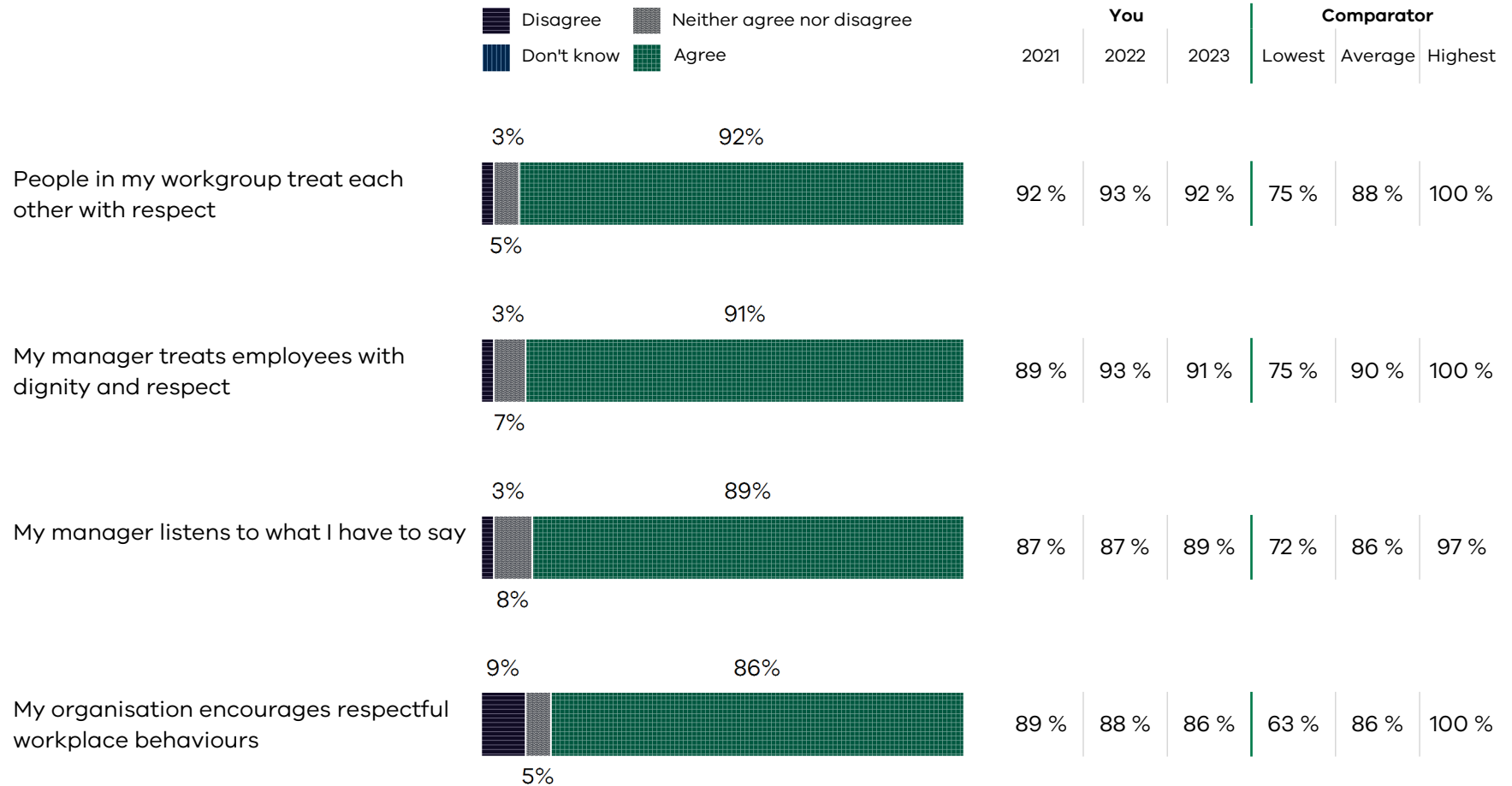
Example

92% of staff who did the survey agreed or strongly agreed with 'People in my workgroup treat each other with respect'.

Survey question	Your results						

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

Survey question	Your results	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup treat each other with respect	3% / 5% / 92%	92 %	93 %	92 %	75 %	88 %	100 %
My manager treats employees with dignity and respect	3% / 7% / 91%	89 %	93 %	91 %	75 %	90 %	100 %
My manager listens to what I have to say	3% / 8% / 89%	87 %	87 %	89 %	72 %	86 %	97 %
My organisation encourages respectful workplace behaviours	9% / 5% / 86%	89 %	88 %	86 %	63 %	86 %	100 %

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

What this is

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

Why this is important

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

How to read this

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

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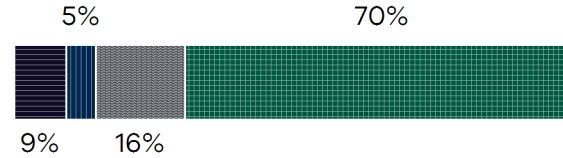
Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

70% of staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.
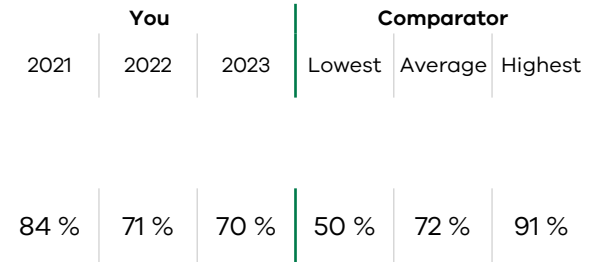
Survey question	Your results	Benchmark agree results

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

Survey question		You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My organisation takes steps to eliminate bullying, harassment and discrimination	9% / 5% / 16% / 70%	84 %	71 %	70 %	50 %	72 %	91 %

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

Leadership

What this is

Leadership is how your staff feel an organisation implements and promotes the public sector values.

Why this is important

Good leadership plays a role in the development of workplace culture.

It also gives Victorians confidence that staff in the public sector behave to a high standard.

How to read this

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

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

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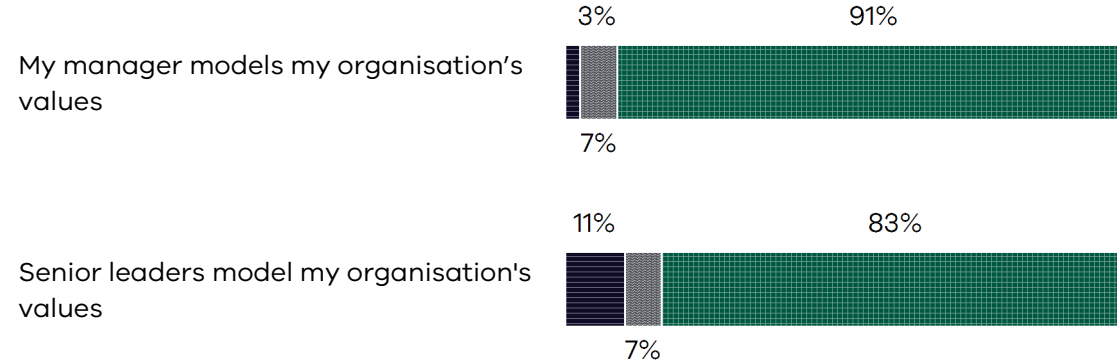
Example

91% of staff who did the survey agreed or strongly agreed with 'My manager models my organisation's values'.

Survey question	Your results	Benchmark agree results

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

	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
My manager models my organisation's values	89 %	93 %	91 %	75 %	87 %	96 %
Senior leaders model my organisation's values	89 %	83 %	83 %	39 %	71 %	100 %

Your results:

My manager models my organisation's values: Disagree 3%, Don't know 7%(?), Agree 91%

Senior leaders model my organisation's values: Disagree 11%, Neither 7%, Agree 83%

Public sector values

Human rights

What this is

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

Why this is important

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

How to read this

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

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

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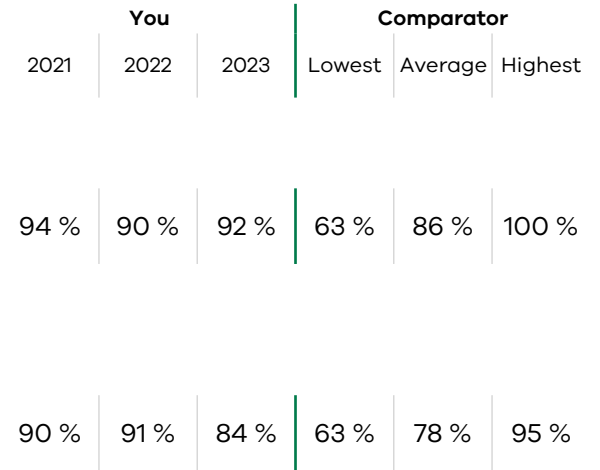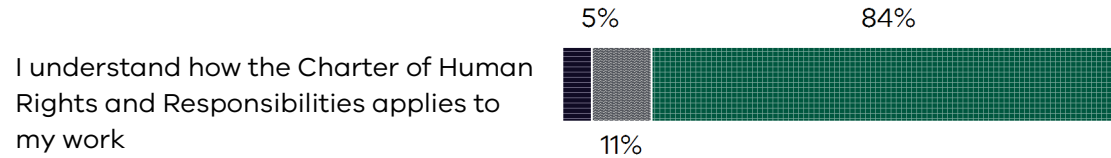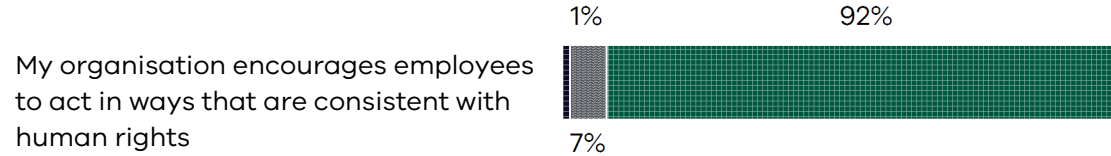
Example

92% of staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.

Survey question	Your results						

Benchmark agree results

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

Survey question	Your results	2021	You 2022	2023	Comparator Lowest	Comparator Average	Comparator Highest
My organisation encourages employees to act in ways that are consistent with human rights	1% / 92% / 7%	94 %	90 %	92 %	63 %	86 %	100 %
I understand how the Charter of Human Rights and Responsibilities applies to my work	5% / 84% / 11%	90 %	91 %	84 %	63 %	78 %	95 %

People matter survey

2023

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- 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

Topical questions

- Questions on topical issues, includes additional questions that support the Gender Equality Act 2020

Custom questions

- Questions requested by your organisation

Demographics

- Age, gender, variations in sex characteristics and sexual orientation
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- Cultural diversity
- Employment
- Adjustments
- Caring

Topical questions

What this is

These are additional questions to support Workplace Gender Audits, in addition to existing survey questions on gender equality.

Detailed results for all gender equality questions are provided to your Human Resources area in separate Excel reports..

Why this is important

Under the Gender Equality Act 2020, organisations have obligations to promote gender equality in the workplace.

How to read this

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

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

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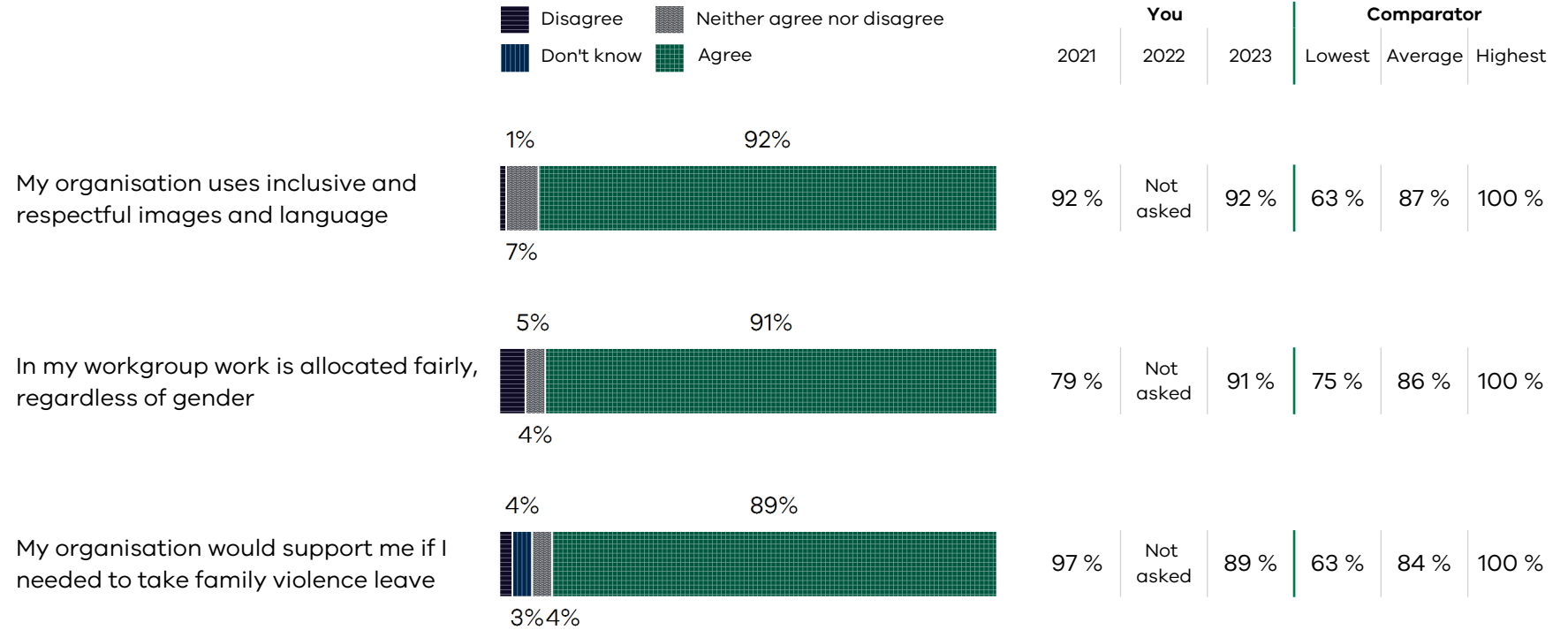
Example

92% of your staff who did the survey agreed or strongly agreed with 'My organisation uses inclusive and respectful images and language'.

| Survey question | Your results | Benchmark agree results |

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

Survey question		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
My organisation uses inclusive and respectful images and language	1% / 92% / 7%	92 %	Not asked	92 %	63 %	87 %	100 %
In my workgroup work is allocated fairly, regardless of gender	5% / 91% / 4%	79 %	Not asked	91 %	75 %	86 %	100 %
My organisation would support me if I needed to take family violence leave	4% / 89% / 3% 4%	97 %	Not asked	89 %	63 %	84 %	100 %

Topical questions

What this is

Results for additional questions that gather data on whole of Government sector issues.

Why this is important

The People matter survey is an efficient way to gather data on public sector issues, avoiding additional surveys.

How to read this

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

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

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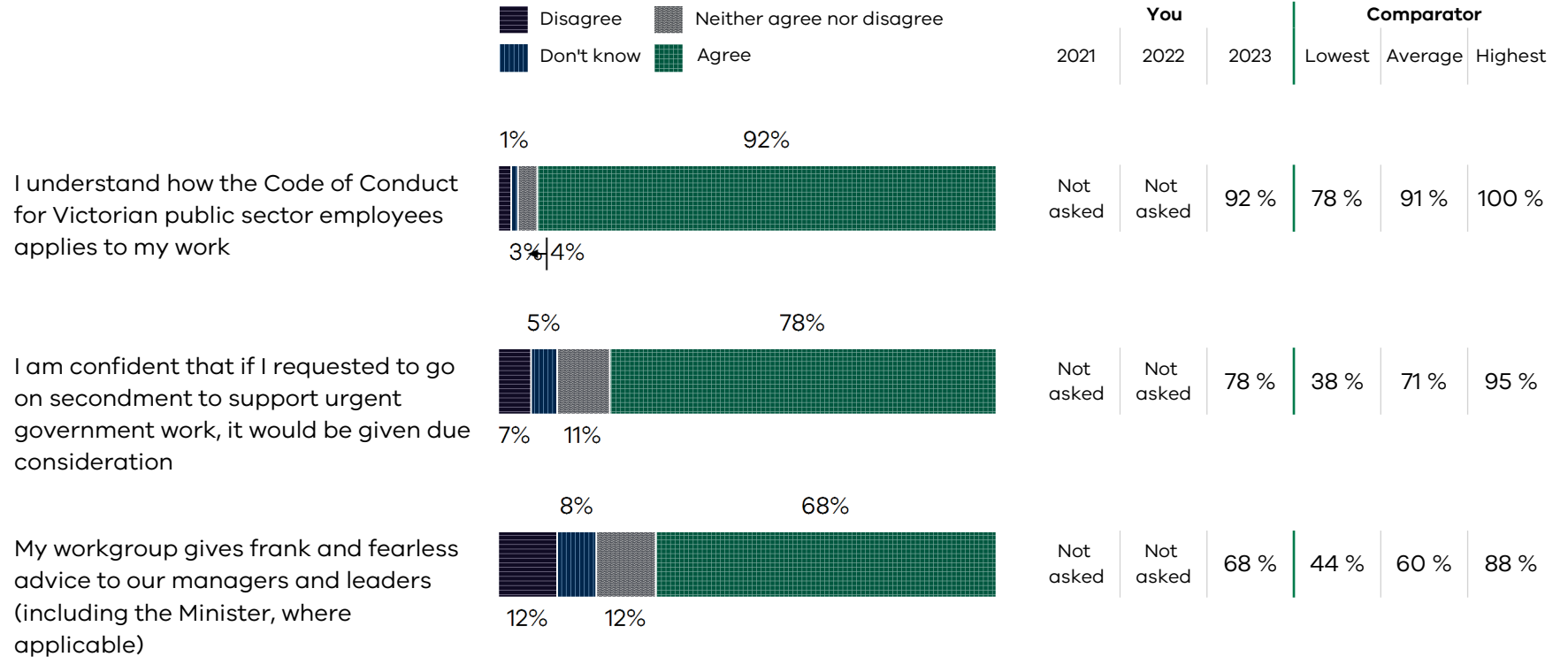
Example

92% of your staff who did the survey agreed or strongly agreed with 'I understand how the Code of Conduct for Victorian public sector employees applies to my work'.

Survey question		Benchmark agree results					
			You			**Comparator**	
		2021	2022	2023	Lowest	Average	Highest

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

Survey question	Your results	2021	2022	2023	Lowest	Average	Highest
I understand how the Code of Conduct for Victorian public sector employees applies to my work	1% / 92% / 3% / 4%	Not asked	Not asked	92 %	78 %	91 %	100 %
I am confident that if I requested to go on secondment to support urgent government work, it would be given due consideration	5% / 78% / 7% / 11%	Not asked	Not asked	78 %	38 %	71 %	95 %
My workgroup gives frank and fearless advice to our managers and leaders (including the Minister, where applicable)	8% / 68% / 12% / 12%	Not asked	Not asked	68 %	44 %	60 %	88 %

Victorian Public Sector Commission

VICTORIA State Government

People matter survey

2023

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
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- Caring

Victorian Public Sector Commission

VICTORIA State Government

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 employee experience results when fewer than 10 people in a demographic group have responded to the survey
- don't release employee experience results for demographic groups where organisations have fewer than 30 responses in total.

Age	(n)	%
15-34 years	11	14%
35-54 years	48	63%
55+ years	12	16%
Prefer not to say	5	7%

How would you describe your gender?	(n)	%
Woman	59	78%
Man	9	12%
Prefer not to say	8	11%

Are you trans, non-binary or gender diverse?	(n)	%
No	66	87%
Prefer not to say	10	13%

To your knowledge, do you have innate variation(s) of sex characteristics (often called intersex)?*	(n)	%
No	67	88%
Don't know	1	1%
Prefer not to say	8	11%

How do you describe your sexual orientation?	(n)	%
Straight (heterosexual)	49	64%
Prefer not to say	14	18%
Bisexual	5	7%
Gay or lesbian	3	4%
Asexual	2	3%
I use a different term	2	3%
Pansexual	1	1%

Demographics

Aboriginal and/or Torres Strait Islander employees

What this is

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

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.
The (n) column shows the number of respondents in each category.

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Aboriginal and/or Torres Strait Islander	(n)	%
Yes	**4**	5%
Non Aboriginal and/or Torres Strait Islander	**66**	87%
Prefer not to say	**6**	8%

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.

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Do you identify as a person with a disability?	(n)	%
Yes	**10**	13%
No	**61**	80%
Prefer not to say	**5**	7%

If so, have you shared your disability information within your organisation (e.g. to your manager or Human Resources staff)?	(n)	%
Yes	**3**	30%
No	**6**	60%
Prefer not to say	**1**	10%

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.

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Country of birth	(n)	%
Born in Australia	**56**	74%
Not born in Australia	**12**	16%
Prefer not to say	**8**	11%

Language other than English spoken with family or community	(n)	%
Yes	**6**	8%
No	**64**	84%
Prefer not to say	**6**	8%

Demographics

Cultural diversity 2 of 2

What this is

This is the cultural identity and religion of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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Cultural identity	(n)	%
Australian	47	62%
Prefer not to say	11	14%
European (including Western, Eastern and South-Eastern Europe, and Scandinavia)	11	14%
English, Irish, Scottish and/or Welsh	9	12%
Aboriginal and/or Torres Strait Islander	4	5%
New Zealander	3	4%
East and/or South-East Asian	3	4%
Other	2	3%
South Asian	1	1%
Maori	1	1%

Religion	(n)	%
No religion	47	62%
Christianity	14	18%
Prefer not to say	10	13%
Judaism	2	3%
Buddhism	1	1%
Hinduism	1	1%
Other	1	1%

Demographics

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

To protect you, we:

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Working arrangement	(n)	%
Full-Time	62	82%
Part-Time	14	18%

Gross base salary (ongoing/fixed term only)	(n)	%
Prefer not to say	7	9%
Below $80k	1	1%
$80k to $120k	39	52%
$120k to $160k	19	25%
$160k to $200k	7	9%
$200k or more	2	3%

Organisational tenure	(n)	%
<1 year	17	22%
1 to less than 2 years	11	14%
2 to less than 5 years	23	30%
5 to less than 10 years	20	26%
10 to less than 20 years	4	5%
More than 20 years	1	1%

Management responsibility	(n)	%
Non-manager	57	75%
Other manager	11	14%
Manager of other manager(s)	8	11%

Employment type	(n)	%
Ongoing and executive	60	79%
Fixed term	15	20%
Other	1	1%

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Primary workplace location over the last 3 months	(n)	%
Melbourne CBD	46	61%
Melbourne: Suburbs	27	36%
Large regional city	2	3%
Rural	1	1%

What have been your main places of work over the last 3-months?	(n)	%
Your employer's office	63	83%
A frontline or service delivery location	1	1%
Home or private location	67	88%

Flexible work	(n)	%
Working from an alternative location (e.g. home, hub/shared work space)	40	53%
Flexible start and finish times	25	33%
No, I do not use any flexible work arrangements	13	17%
Part-time	13	17%
Working more hours over fewer days	12	16%
Purchased leave	6	8%
Using leave to work flexible hours	3	4%
Other	1	1%
Study leave	1	1%

Demographics

Adjustments

What this is

These are adjustments staff requested to perform in their role.

Why this is important

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

How to read this

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

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

How we protect anonymity and privacy

To protect you, we:
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Have you requested any of the following adjustments at work?*	(n)	%
No, I have not requested adjustments	47	62%
Flexible working arrangements	28	37%
Physical modifications or improvements to the workplace	2	3%

Why did you make this request?	(n)	%
Work-life balance	17	59%
Caring responsibilities	12	41%
Family responsibilities	8	28%
Health	6	21%
Disability	3	10%
Study commitments	2	7%

What was your experience with making the request?	(n)	%
The adjustments I needed were made and the process was satisfactory	23	79%
The adjustments I needed were made but the process was unsatisfactory	5	17%
The adjustments I needed were not made	1	3%

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 employee experience results when fewer than 10 people in a demographic group have responded to the survey
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Caring responsibility	(n)	%
None of the above	**26**	34%
Primary school aged child(ren)	**15**	20%
Secondary school aged child(ren)	**13**	17%
Child(ren) - younger than preschool age	**9**	12%
Prefer not to say	**9**	12%
Frail or aged person(s)	**9**	12%
Person(s) with disability	**6**	8%
Preschool aged child(ren)	**3**	4%
Person(s) with a mental illness	**3**	4%
Person(s) with a medical condition	**2**	3%

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