

People matter survey

2023

Have your say



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2023

Have your say

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

About your report

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

Report contents

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

Comparing data in this report

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

This means you'll be able to compare about 92% 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.



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



Report overview

Your comparator group

What this is

This is a list of similar organisations to yours.

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

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

How we use this in your report

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

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

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

Department of Education

Department of Energy,
Environment and Climate Action

Department of Families, Fairness
and Housing

Department of Health

Department of Justice and
Community Safety

Department of Premier and
Cabinet

Department of Transport and
Planning

Department of Treasury and
Finance

State Revenue Office

Victoria Police

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

72%
(2894)

Comparator 63%
Public Sector 42%

2023

74%
(1788)

Comparator 62%
Public Sector 57%

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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

68

Comparator 70
Public Sector 68

2023

68

Comparator 67
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 68.

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.

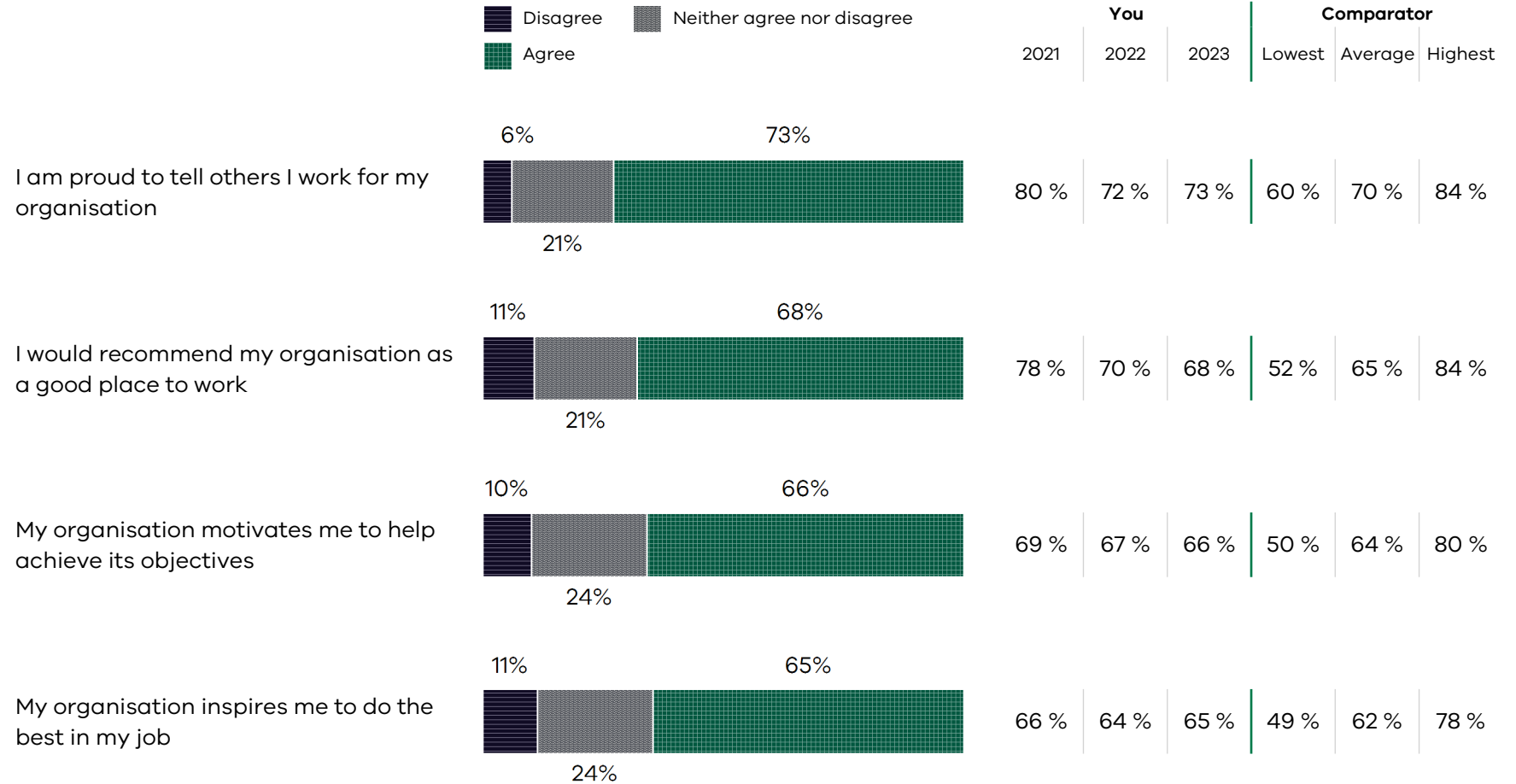
Example

73% of your staff who did the survey agreed or strongly agreed with 'I am proud to tell others I work for my organisation'.

Survey question

Your results

Benchmark agree results



People outcomes

Engagement question results 2 of 2

What this is

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

Your organisation's engagement index

Your 2023 index is 68.

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.

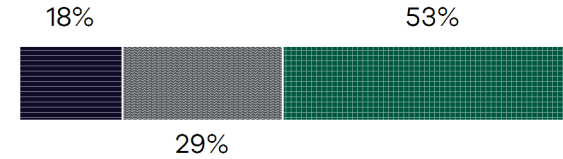
Example

53% of your staff who did the survey agreed or strongly agreed with 'I feel a strong personal attachment to my organisation'.

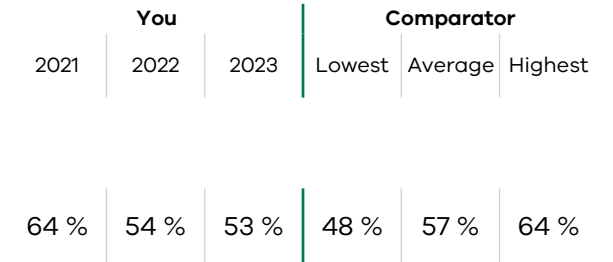
Survey question

I feel a strong personal attachment to my organisation

Your results



Benchmark agree results



People outcomes

Scorecard: satisfaction, stress, intention to stay, inclusion

What this is

This scorecard provides overall results for satisfaction, high to severe work-related stress, intention to stay and inclusion.

There are more people outcomes scorecards throughout this report.

Why this is important

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

How to read this

Each label represents a group of questions in the survey about people outcomes.

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

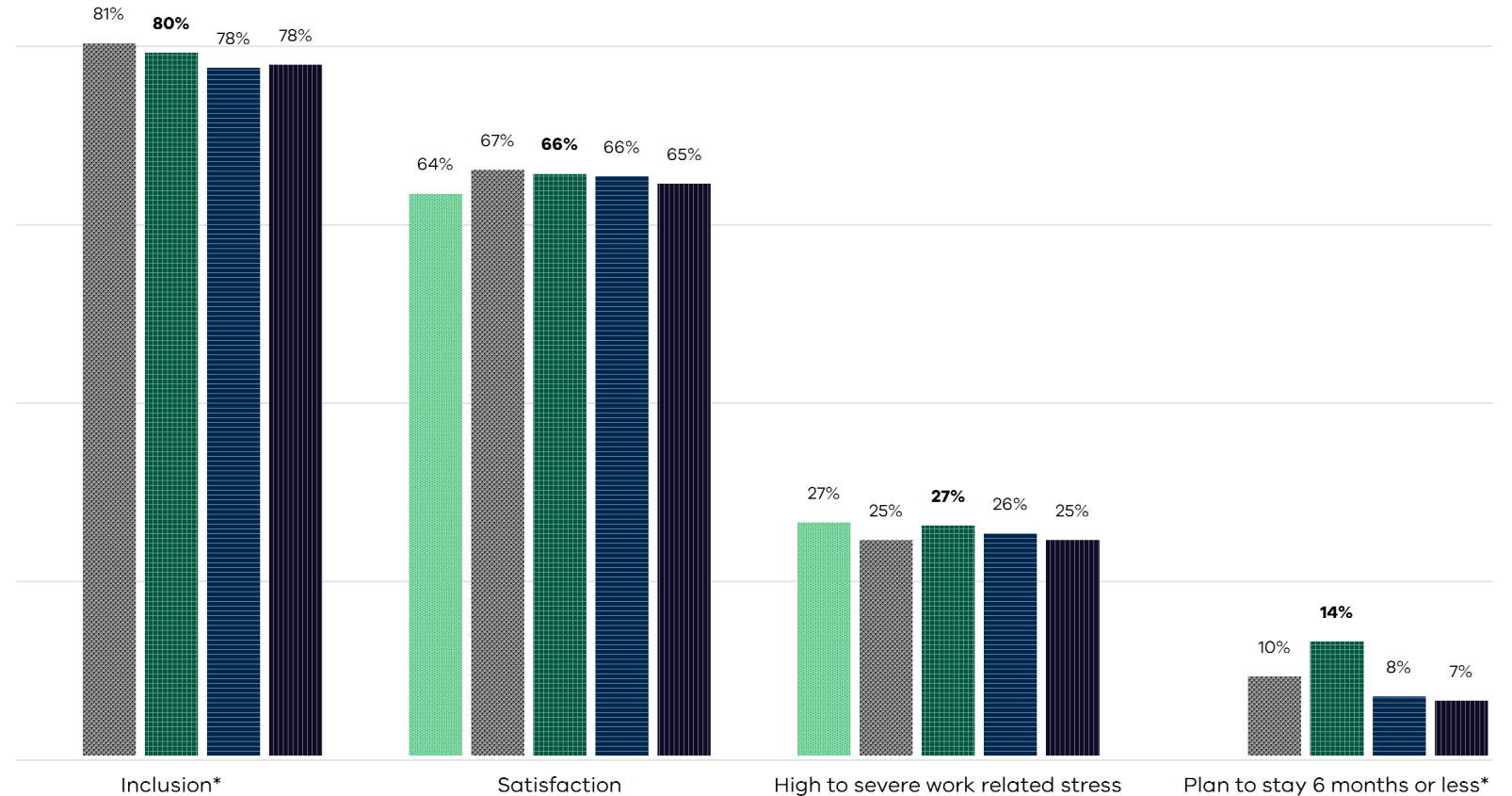
Example

In 2023:

- 80% of your staff who did the survey responded positively to questions about Inclusion which is down from 81% in 2022.

Compared to:

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



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

■ You 2021
 ■ You 2022
 ■ You 2023
 ■ Comparator 2023
 ■ Public sector 2023

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.

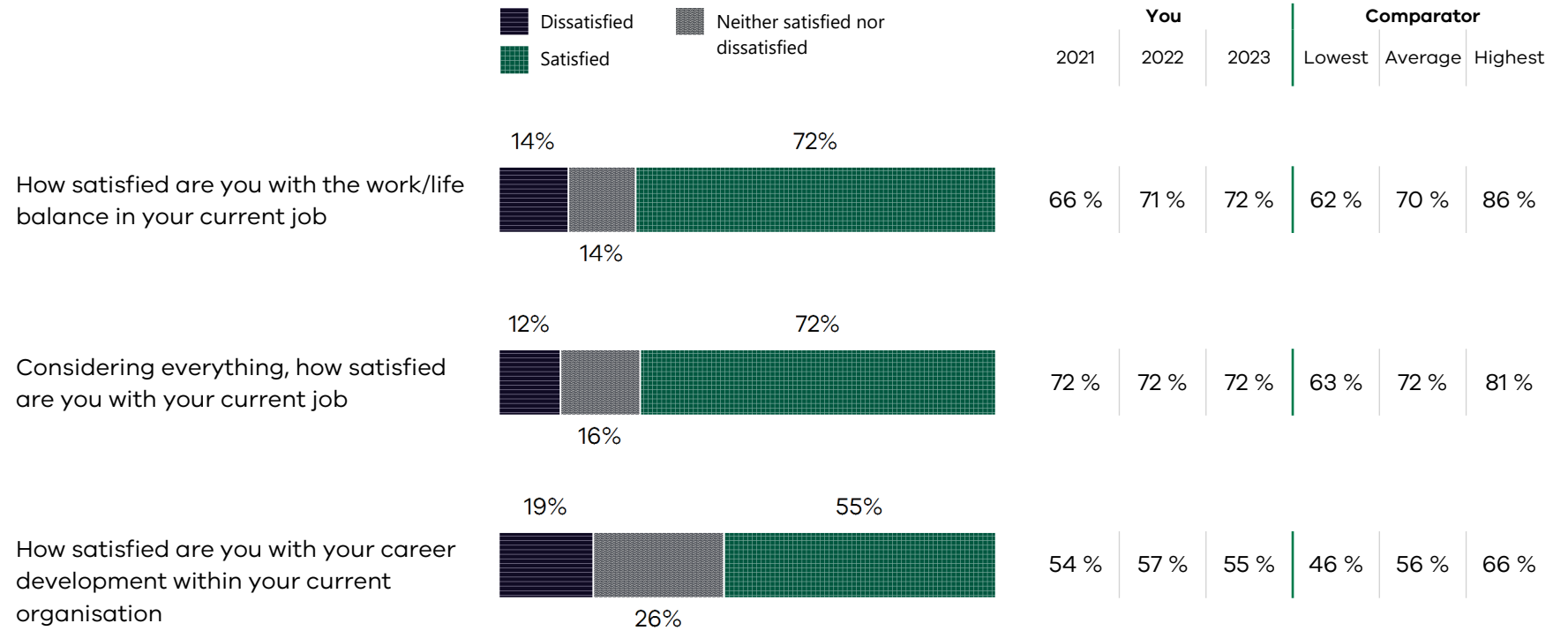
Example

72% of your staff who did the survey were satisfied or very satisfied with 'How satisfied are you with the work/life balance in your current job'.

Survey question

Your results

Benchmark satisfied results



People outcomes

Work-related stress levels

What this is

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

Why this is important

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

How to read this

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

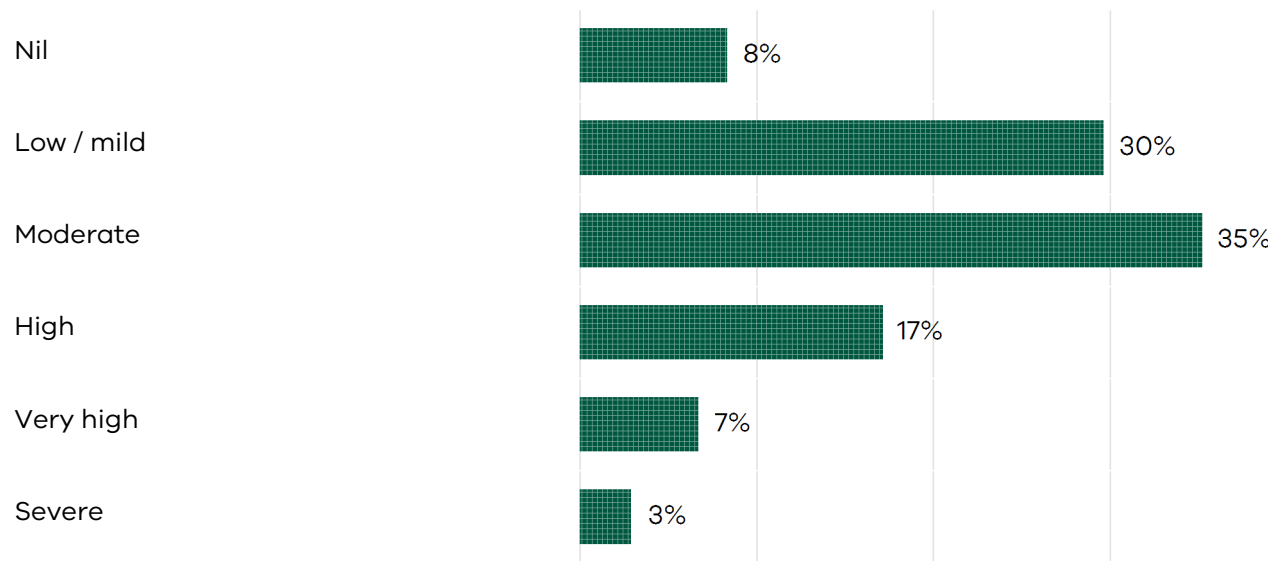
The graph at the top shows how staff in your organisation rated their current levels of work-related stress.

The numbers below show the percentage of staff in your organisation who said they experienced high to severe stress in 2023 compared to 2022 and your comparator.

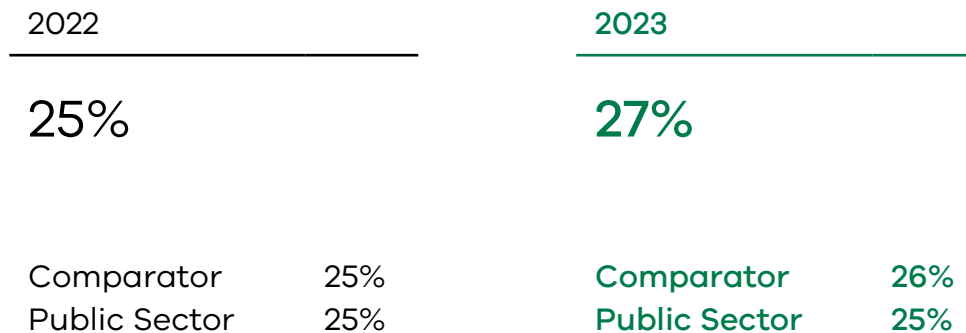
Example

27% of your staff who did the survey said they had high to severe stress in 2023. This is compared to 26% of staff in your comparator group and 25% of staff across the public sector.

How would you rate your current level of work-related stress? (You 2023)



Reported levels of high to severe stress



People outcomes

Work-related stress causes

What this is

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

Why this is important

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

How to read this

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

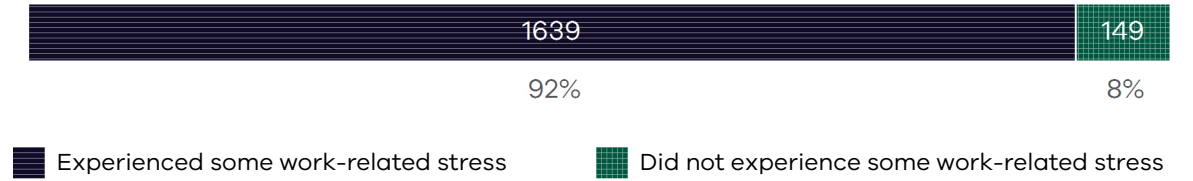
If they answer yes, we ask them to tell us what caused the stress. They can select more than one cause.

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

Example

92% of your staff who did the survey said they experienced mild to severe stress.

Of that 92%, 47% said the top reason was 'Time pressure'.



Of those that experienced work related stress it was from ...	You 2022	You 2023	Comparator 2023	Public sector 2023
Time pressure	47%	47%	43%	41%
Workload	47%	45%	49%	49%
Job security	19%	23%	14%	11%
Organisation or workplace change	19%	20%	13%	12%
Unclear job expectations	16%	17%	15%	14%
Dealing with clients, patients or stakeholders	13%	12%	15%	15%
Other	8%	11%	12%	12%
Competing home and work responsibilities	14%	11%	14%	14%
Management of work (e.g. supervision, training, information, support)	10%	10%	12%	13%
Content, variety, or difficulty of work	10%	9%	12%	11%

People outcomes

Intention to stay

What this is

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

Why this is important

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

How to read this

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

Example

16% 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%	14%	8%	7%
Over 6 months and up to 1 year	14%	16%	10%	10%
Over 1 year and up to 3 years	30%	32%	25%	24%
Over 3 years and up to 5 years	16%	14%	15%	15%
Over 5 years	31%	23%	43%	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.

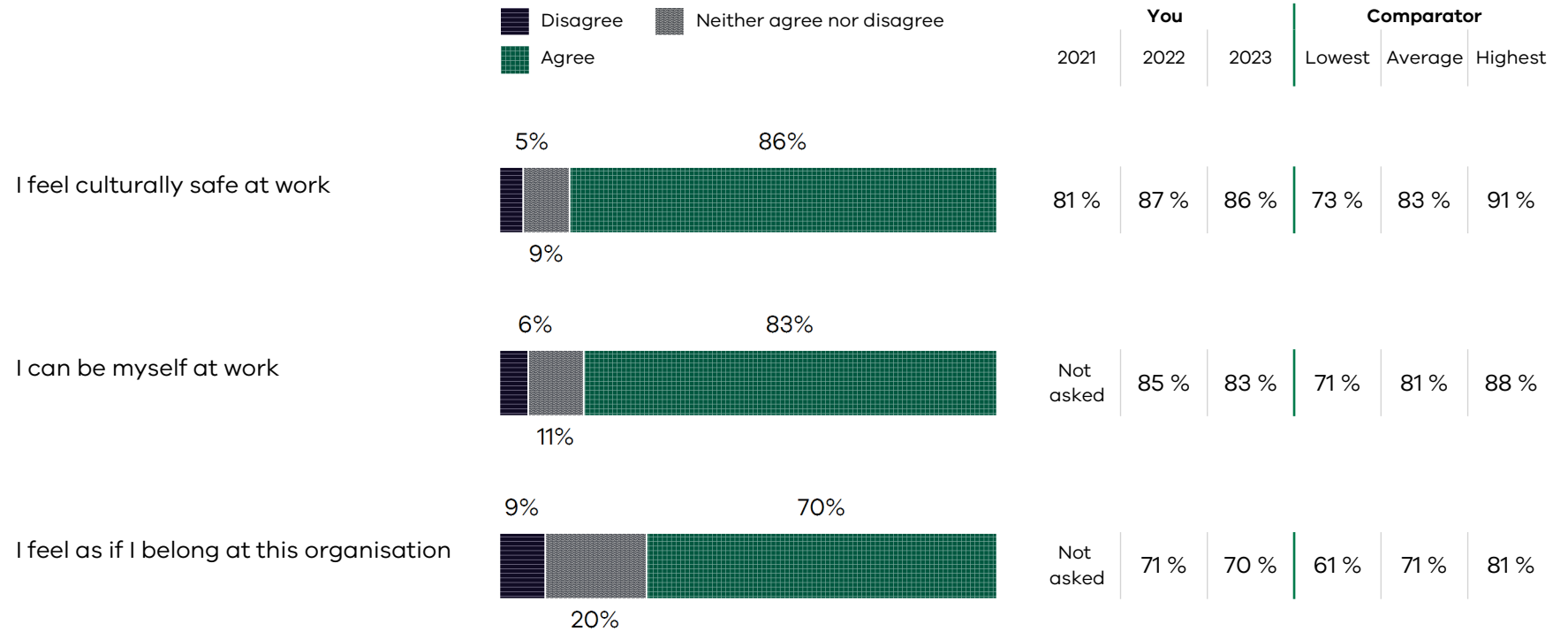
Example

86% of your staff who did the survey agreed or strongly agreed with 'I feel culturally safe at work'.

Survey question

Your results

Benchmark agree results



People 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

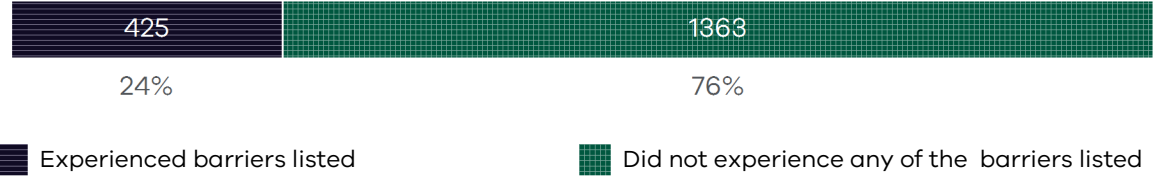
In the survey, we ask staff to select from a list, any barriers they have experienced and believe to have hindered their success at work. They can select more than one barrier.

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

Example

8% of your staff who did the survey said they have experienced barriers to success in the last 12 months due to 'My age'.

Staff who experienced one or more barriers to success at work



During the last 12 months, employees experienced barriers to their success due to ...	You 2022	You 2023	Comparator 2023	Public sector 2023
My age	9%	8%	8%	8%
My caring responsibilities	7%	7%	8%	7%
My flexible working	0%	6%	8%	7%
My mental health	7%	5%	8%	8%
My sex	5%	4%	5%	6%
My cultural background	3%	3%	3%	3%
My disability	2%	3%	2%	2%
My physical health	3%	3%	4%	4%
My race	1%	1%	2%	2%
My gender identity	1%	1%	1%	1%

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

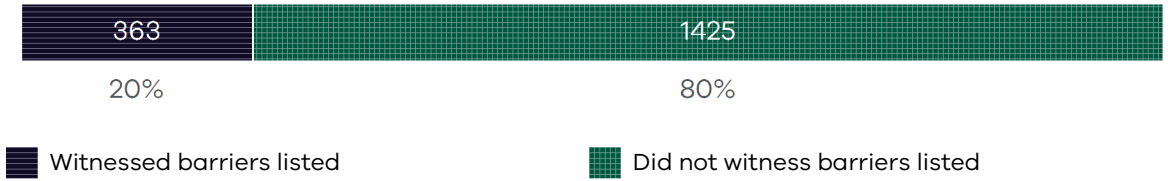
In the survey, we ask staff to choose from a list, any barriers that they may have witnessed that hinder the success of other employees at work. They can select more than one barrier.

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

Example

7% of your staff who did the survey said they have experienced barriers to success in the last 12 months due to 'Caring responsibilities'.

Staff who witnessed one or more barriers to success at work



During the last 12 months, employees witnessed barriers to the success of other employees due to their...

	You 2023	Comparator 2023	Public sector 2023
Caring responsibilities	7%	8%	7%
Flexible working	7%	10%	10%
Age	5%	6%	6%
Sex	4%	6%	7%
Cultural background	4%	5%	4%
Mental health	4%	8%	8%
Disability	2%	2%	2%
Race	2%	2%	2%
Physical health	2%	4%	3%
Aboriginal and/or Torres Strait Islander status	1%	2%	1%

People outcomes

Scorecard: emotional effects of work

What this is

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

Why this is important

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

How to read this

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

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

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

Example

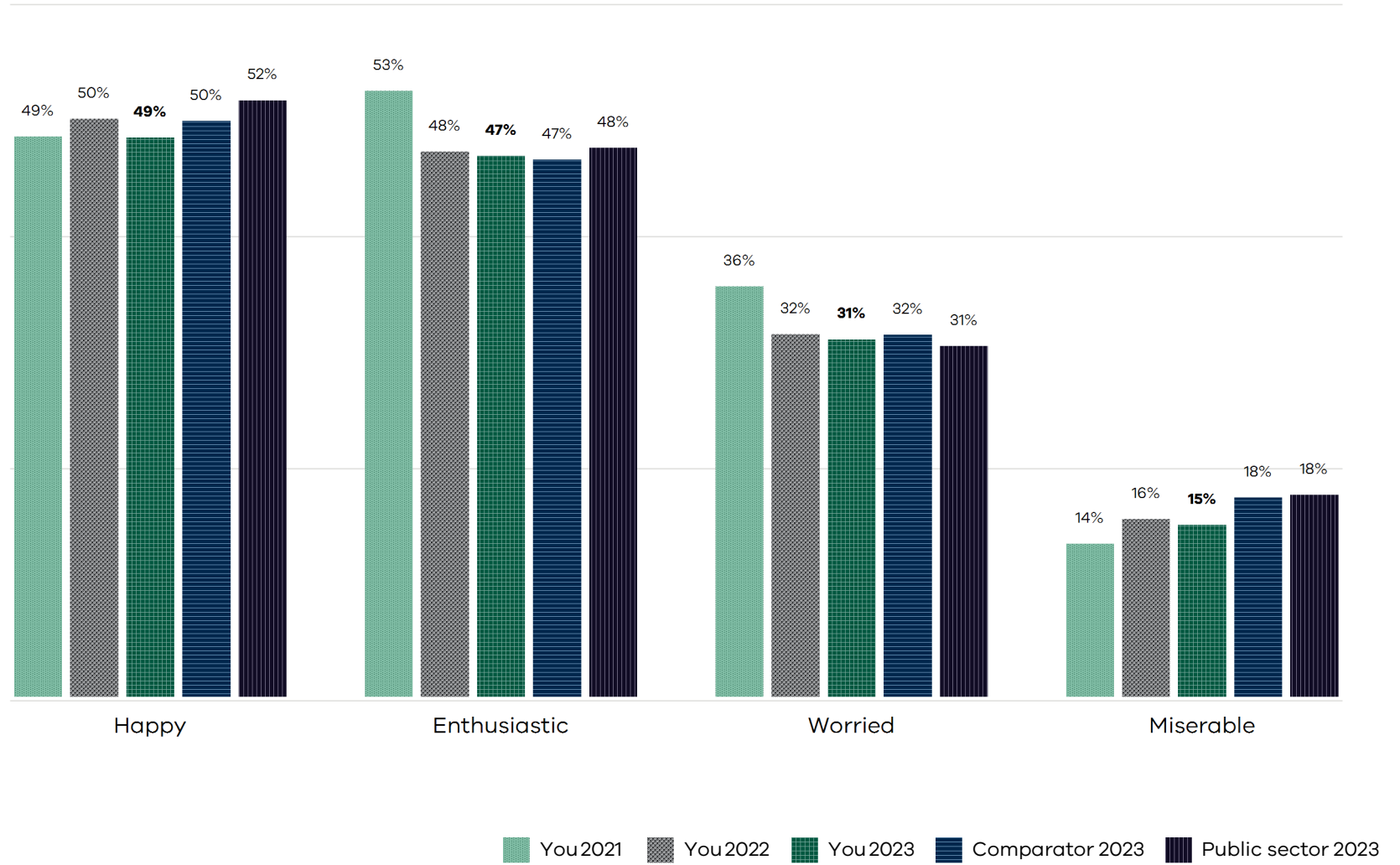
In 2023:

- 49% of your staff who did the survey said work made them feel happy in 2023, which is down from 50% in 2022

Compared to:

- 50% 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 ...



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.

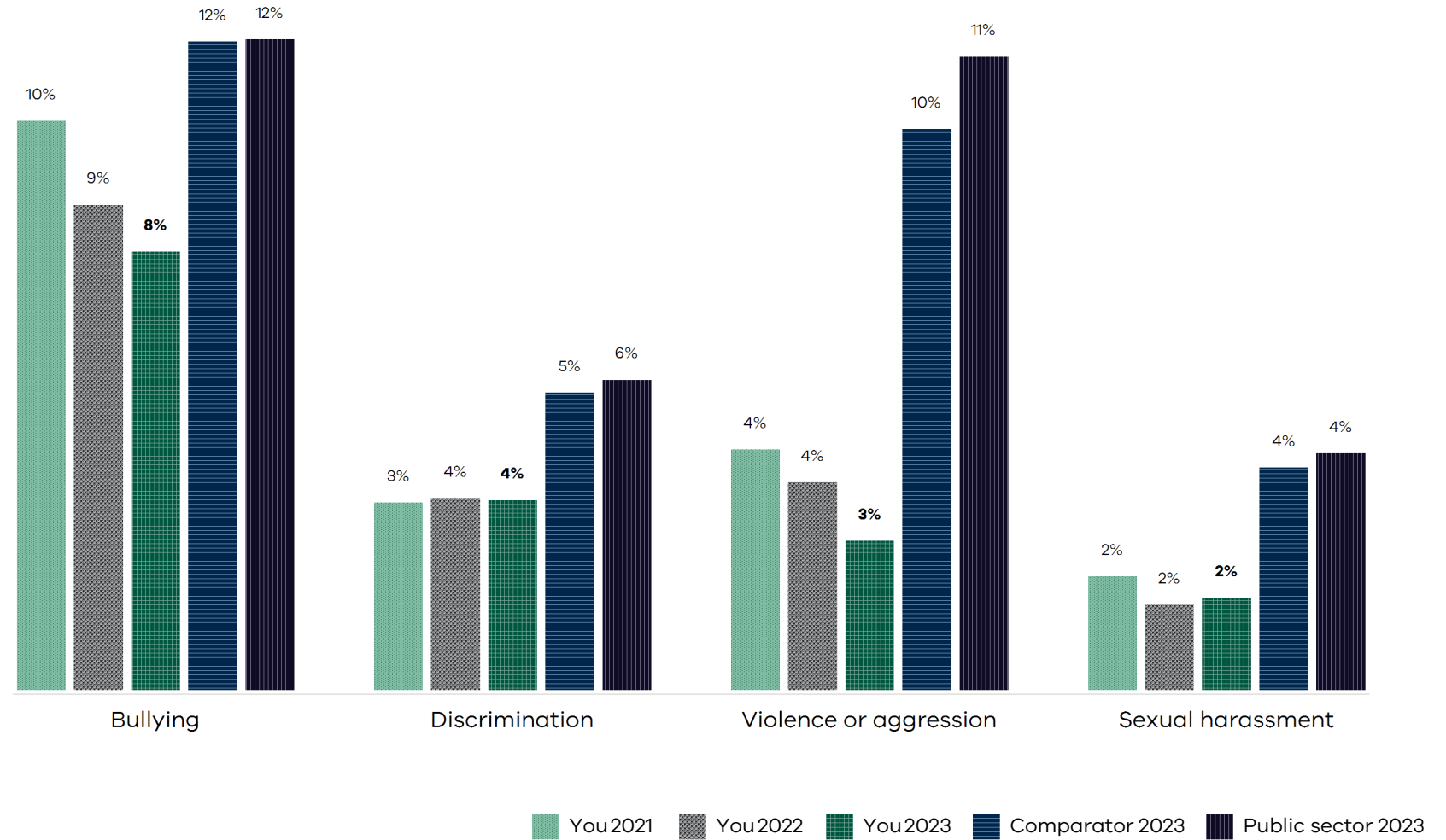
Example

In 2023:

- 8% of your staff who did the survey stated they experienced 'Bullying' in the last 12 months which is down from 9% in 2022.

Compared to:

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



People outcomes

Bullying

What this is

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

Why this is important

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

How to read this

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

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

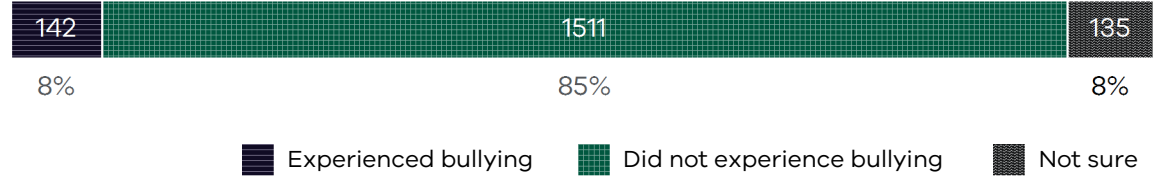
In descending order, the table shows the answers.

Example

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

Of that 8%, 73% said the top type was 'Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)'.
 Of that 8%, 73% said the top type was 'Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)'.

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



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

	You 2022	You 2023	Comparator 2023	Public sector 2023
Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)	75%	73%	73%	71%
Exclusion or isolation	42%	37%	46%	45%
Withholding essential information for me to do my job	36%	36%	32%	30%
Intimidation and/or threats	28%	30%	28%	29%
Being assigned meaningless tasks unrelated to my job	13%	18%	17%	16%
Verbal abuse	15%	18%	18%	20%
Other	11%	15%	16%	16%
Being given impossible assignment(s)	7%	13%	12%	11%
Interference with my personal property and/or work equipment	2%	2%	5%	6%

People outcomes

Telling someone about the bullying

What this is

This is if staff told someone when they experienced bullying.

Why this is important

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

How to read this

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

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

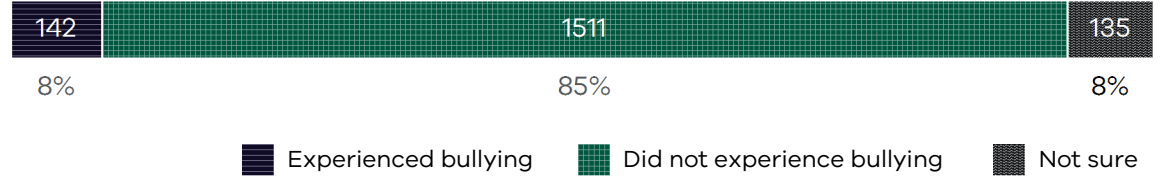
In descending order, the table shows the answers.

Example

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

- 48% said the top way they reported the bullying was 'Told a manager'.
- 94% said they didn't submit a formal complaint.

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



Did you tell anyone about the bullying?	You 2022	You 2023	Comparator 2023	Public sector 2023
Told a manager	59%	48%	50%	50%
Told a colleague	39%	42%	41%	41%
Told a friend or family member	34%	39%	35%	36%
Told someone else	9%	16%	12%	13%
Told the person the behaviour was not OK	17%	15%	18%	17%
I did not tell anyone about the bullying	14%	11%	12%	12%
Told Human Resources	11%	11%	11%	13%
Told employee assistance program (EAP) or peer support	9%	9%	12%	10%
Submitted a formal complaint	8%	6%	12%	12%

People outcomes

Bullying - reasons for not submitting a formal complaint

What this is

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

Why this is important

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

How to read this

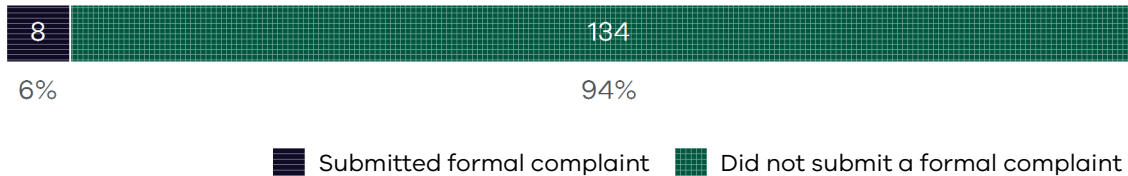
In the survey, we asked staff to tell us if they'd experienced bullying at work. We then asked them if they submitted a formal complaint. If they didn't, they could tell us with one or more answers why not. In descending order, the table shows the top 10 answers.

Example

94% of your staff who experienced bullying did not submit a formal complaint, of which:

- 55% said the top reason was 'I believed there would be negative consequences for my reputation'.

Did you submit a formal complaint?



What was your reason for not submitting a formal complaint?	You 2022	You 2023	Comparator 2023	Public sector 2023
I believed there would be negative consequences for my reputation	53%	55%	57%	55%
I believed there would be negative consequences for my career	44%	52%	47%	45%
I didn't think it would make a difference	49%	51%	51%	51%
I didn't feel safe to report the incident	18%	20%	20%	19%
I thought the complaint process would be embarrassing or difficult	11%	20%	14%	13%
I didn't think it was serious enough	19%	19%	17%	16%
Other	14%	16%	14%	14%
I believed there would be negative consequences for the person I was going to complain about	8%	15%	10%	10%
I didn't know who to talk to	3%	7%	5%	5%
I didn't know how to make a complaint	6%	6%	6%	6%

People outcomes

Perpetrators of bullying

What this is

This is who staff have said are responsible for bullying.

Why this is important

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

How to read this

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

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

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

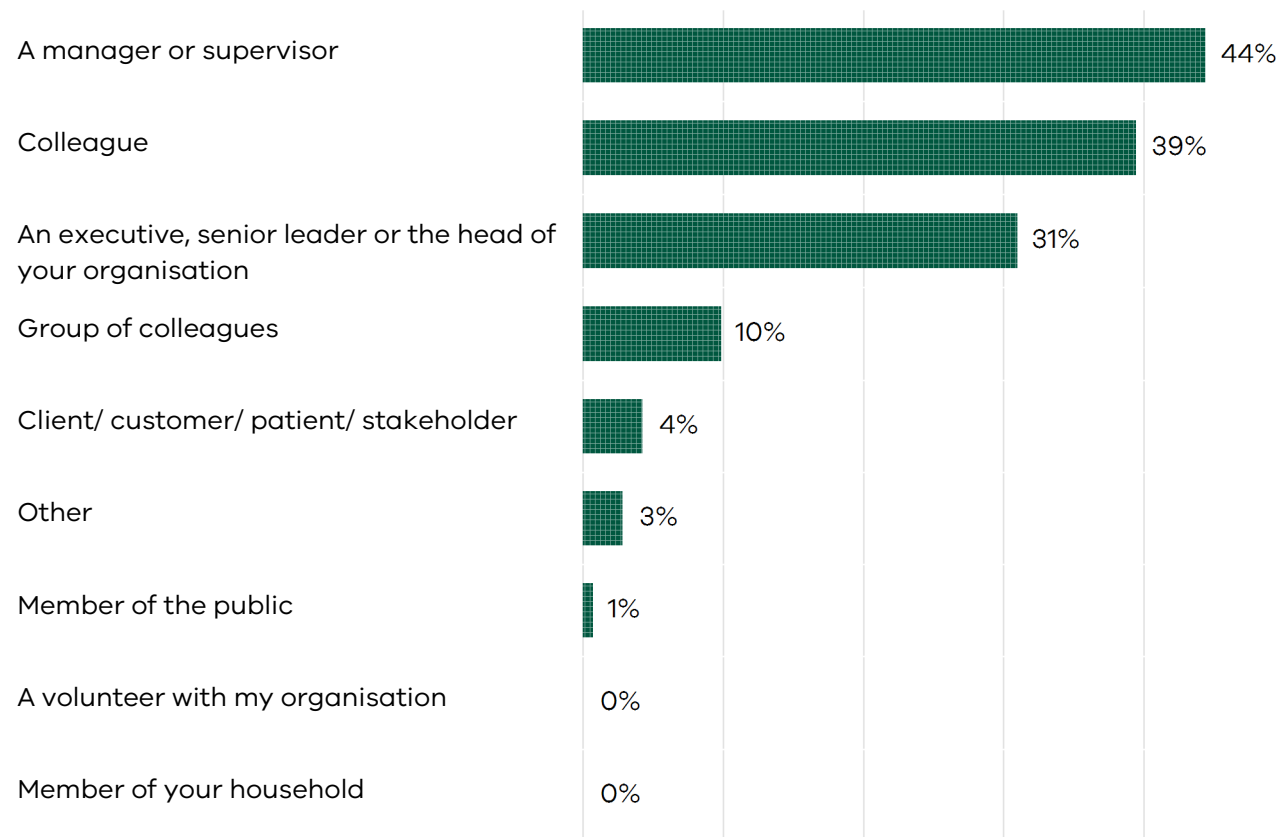
Each row is one perpetrator or group of perpetrators.

Example

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

Of that 8%, 44% said it was by 'A manager or supervisor'.

142 people (8% of staff) experienced bullying (You2023)



People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

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

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

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

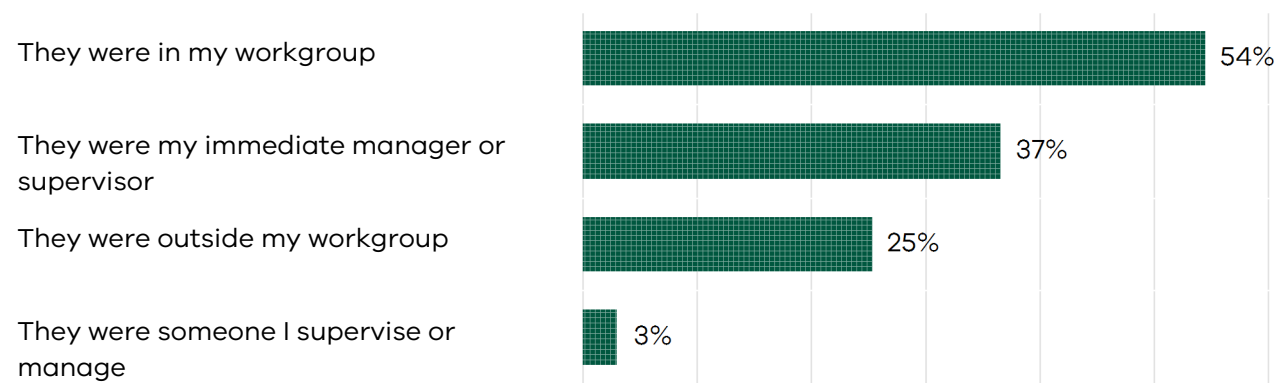
Example

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

Of that 8%, 94% said it was by someone within the organisation.

Of that 94%, 54% said it was 'They were in my workgroup'.

134 people (94% of staff who experienced bullying) experienced bullying from within your organisation (You2023)



People outcomes

Sexual harassment

What this is

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

Why this is important

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

How to read this

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

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

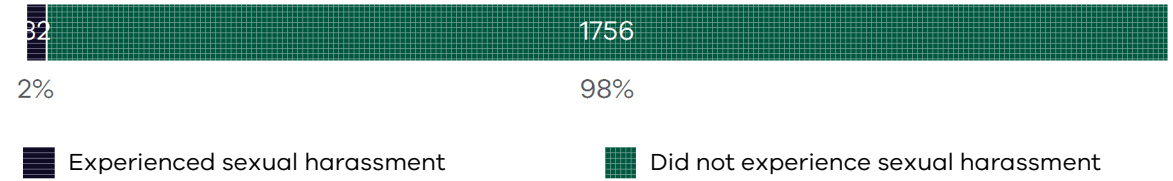
In descending order, the table shows the top 10 answers.

Example

2% of your staff who did the survey said they experienced sexual harassment.

Of those, 50% said the top type was 'Intrusive questions about your private life or comments about your physical appearance'.

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



Behaviours reported	You 2022	You 2023	Comparator 2023	Public sector 2023
Intrusive questions about your private life or comments about your physical appearance	50%	50%	46%	45%
Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)	46%	38%	52%	50%
Unwelcome touching, hugging, cornering or kissing	10%	13%	13%	14%
Inappropriate physical contact	8%	13%	13%	14%
Any other unwelcome conduct of a sexual nature	2%	13%	7%	8%
Inappropriate staring or leering that made you feel intimidated	10%	9%	15%	15%
Repeated or inappropriate advances on email, social networking websites or internet chat rooms by a work colleague	4%	6%	4%	4%
Repeated or inappropriate invitations to go out on dates	6%	3%	4%	4%
Sexually explicit email or SMS message	4%	3%	2%	2%
Request or pressure for sex or other sexual acts	0%	0%	1%	1%

People outcomes

Response to sexual harassment

What this is

This is how staff responded when they experienced sexual harassment.

Why this is important

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

How to read this

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

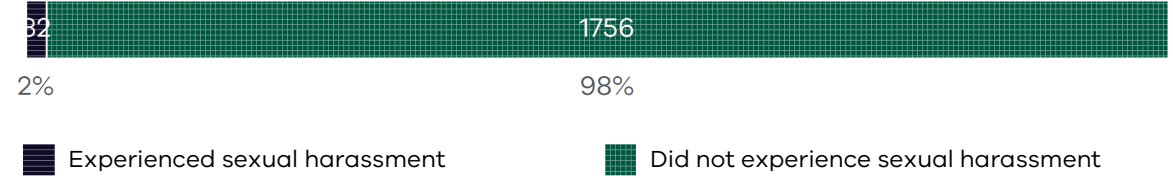
If they did, they could tell us with one or more answers how they responded.

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

Example

2% of your staff who did the survey said they experienced sexual harassment. Of those, 50% said their top response was 'Pretended it didn't bother you'.

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



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

	You 2022	You 2023	Comparator 2023	Public sector 2023
Pretended it didn't bother you	56%	50%	44%	44%
Told a colleague	19%	31%	23%	23%
Avoided the person(s) by staying away from them	25%	28%	36%	36%
Told a friend or family member	29%	28%	21%	21%
Tried to laugh it off or forget about it	48%	28%	39%	40%
Told the person the behaviour was not OK	15%	19%	26%	23%
Told a manager	10%	16%	20%	20%
Avoided locations where the behaviour might occur	6%	13%	15%	14%
Took time off work	4%	6%	7%	6%
Sought a transfer to another role/location/roster	2%	3%	4%	3%

People outcomes

Sexual harassment - reasons for not submitting a formal complaint

What this is

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

Why this is important

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

How to read this

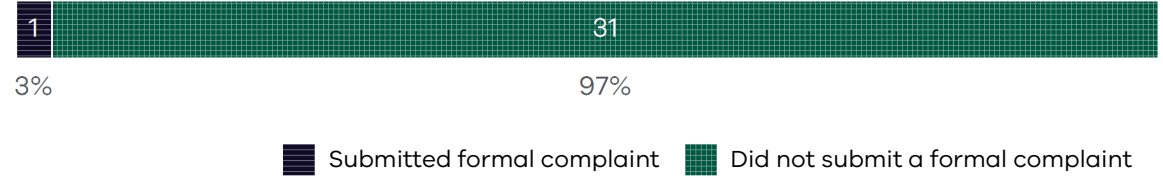
In the survey, we asked staff to tell us if they'd experienced sexual harassment at work. We then asked them if they submitted a formal complaint. If they did not, they could tell us with one or more answers why not. In descending order, the table shows the top 10 answers.

Example

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

- 61% said the top reason was 'I didn't think it was serious enough'.

Did you submit a formal complaint?



What was your reason for not submitting a formal complaint?	You 2022	You 2023	Comparator 2023	Public sector 2023
I didn't think it was serious enough	51%	61%	47%	44%
I believed there would be negative consequences for my reputation	28%	39%	39%	37%
I didn't think it would make a difference	30%	29%	39%	40%
I believed there would be negative consequences for my career	26%	26%	29%	27%
I believed there would be negative consequences for the person I was going to complain about	19%	13%	15%	13%
I didn't know how to make a complaint	2%	13%	3%	3%
I didn't need to because I made the harassment stop	13%	13%	11%	10%
I didn't need to because I no longer had contact with the person(s) who harassed me	4%	13%	7%	7%
I thought the complaint process would be embarrassing or difficult	19%	10%	12%	11%
I didn't feel safe to report the incident	6%	6%	8%	9%

People outcomes

Perpetrators of sexual harassment

What this is

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

Why this is important

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

How to read this

In this year's survey, 2% of your staff said they experienced sexual harassment.

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

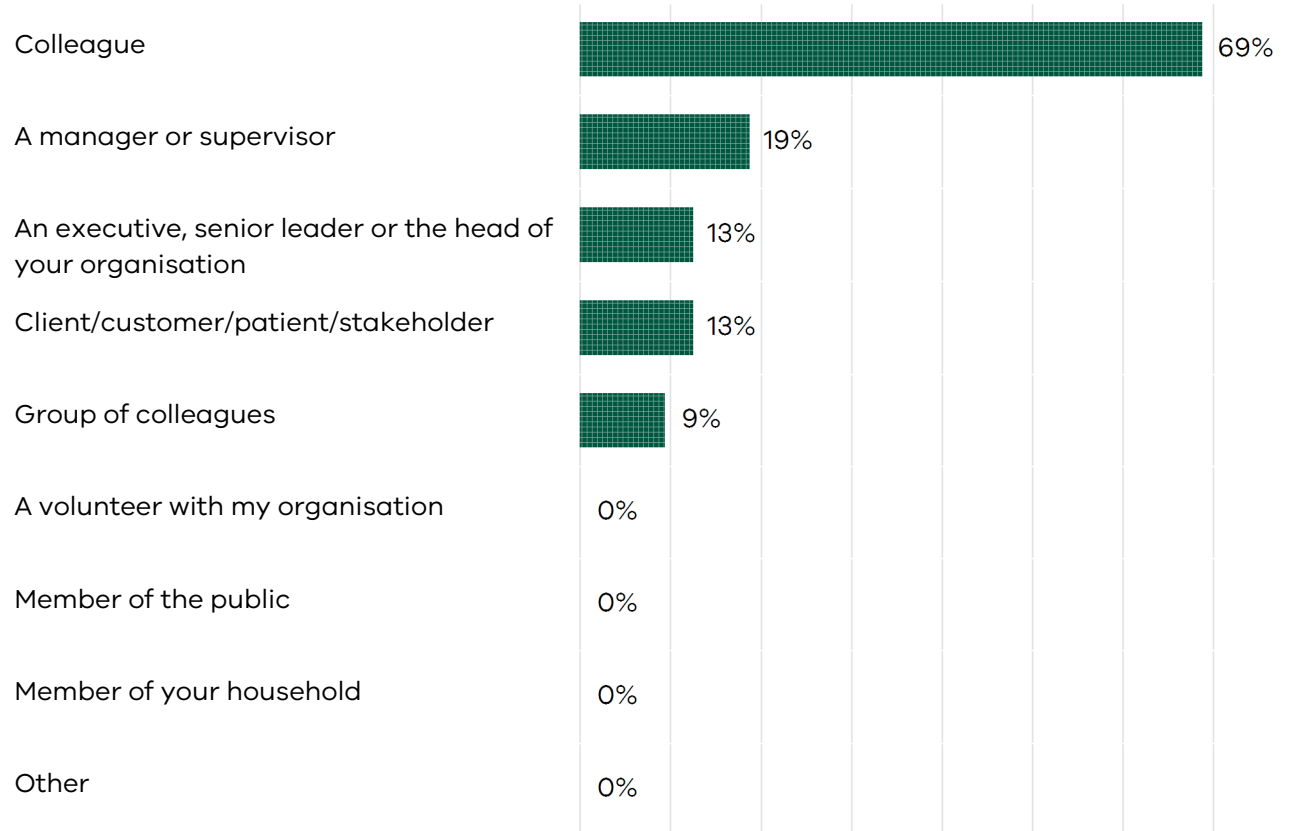
In descending order, the bar chart shows the perpetrators with the largest number of responses.

Each row is one perpetrator or group of perpetrators.

Example

2% of your staff who did the survey said they experienced sexual harassment. Of that 2%, 69% said it was by 'Colleague'.

32 people (2% of staff) experienced sexual harassment (You2023)



People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

In this year's survey, 2% of your staff said they experienced sexual harassment.

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

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

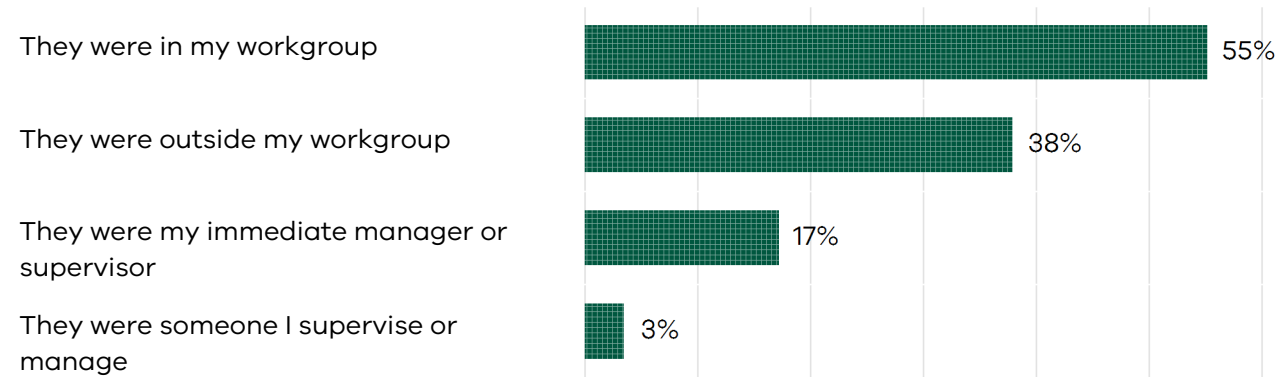
Example

2% of your staff who did the survey said they experienced sexual harassment.

Of that 2%, 91% said it was by someone within the organisation.

Of that 91%, 55% said it was 'They were in my workgroup'.

29 people (91% of staff who experienced harassment) experienced harassment from within your organisation (You2023)



People outcomes

Frequency of sexual harassment

What this is

This is how often staff experienced sexual harassment.

Why this is important

Understanding the frequency staff experienced sexual harassment may help organisations work out what action to take.

How to read this

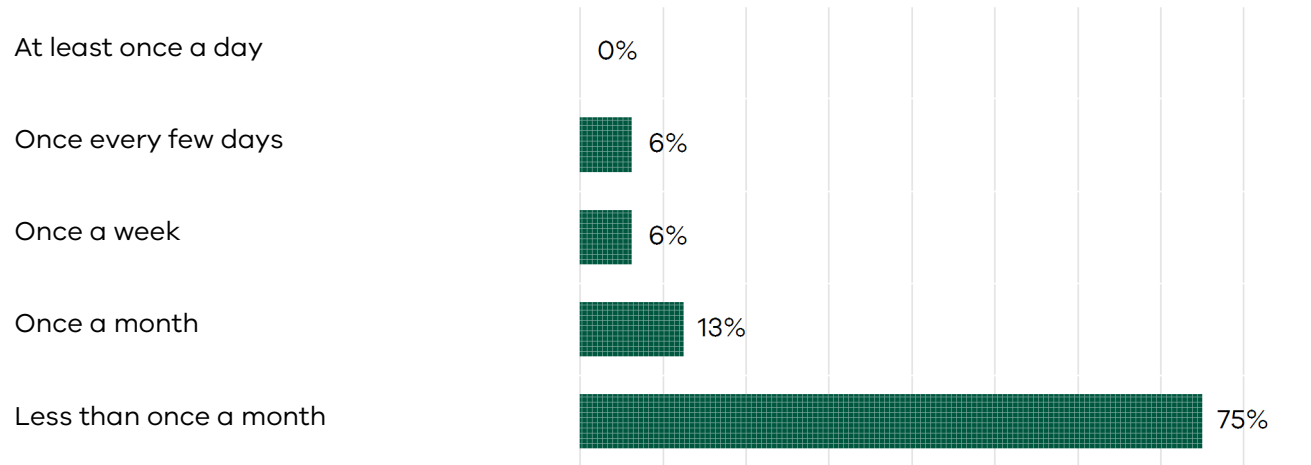
In this year's survey, 2% of your staff said they experienced sexual harassment. If they did, they could tell us how often they experienced this behaviour.

The graph shows how often staff were experiencing sexual harassment.

Example

2% of your staff who did the survey said they experienced sexual harassment. Of that 2%, 0% said it was 'At least once a day'.

How often have you experienced the behaviour(s)? (You2023)



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.

How to read this

In the survey, we asked staff to tell us if they'd experienced discrimination. If they did, they could tell us with one or more answers what attributes the discrimination was based on.

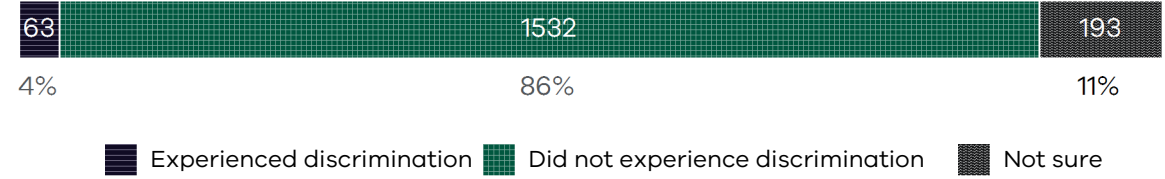
What results are shown

Results for response options with 10 or more responses.

Example

4% of your staff who did the survey said they experienced discrimination. Of that 4%, 38% said it was 'Age'.

Have you experienced discrimination at work?



Why were you discriminated against?

	You 2022	You 2023	Comparator 2023	Public sector 2023
Age	42%	38%	30%	28%
Employment activity	21%	29%	27%	26%
Sex	18%	21%	21%	26%
Parent or carer status (including pregnancy and breastfeeding)	0%	19%	16%	15%

People outcomes

Type of discrimination

What this is

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

Why this is important

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

How to read this

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

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

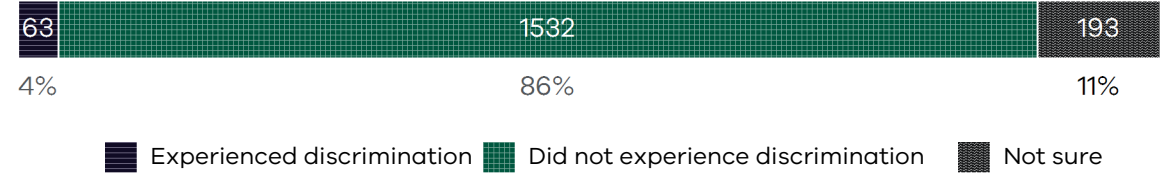
In descending order, the table shows the top 10 types.

Example

4% of your staff who did the survey said they experienced discrimination.

Of that 4%, 46% said it was 'Other'.

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



If you experienced discrimination, what type of discrimination did you experience?	You 2022	You 2023	Comparator 2023	Public sector 2023
Other	32%	46%	36%	36%
Opportunities for promotion	54%	43%	43%	41%
Opportunities for training	19%	24%	24%	26%
Denied flexible work arrangements or other adjustments	15%	16%	22%	22%
Opportunities for transfer/secondment	14%	13%	19%	21%
Pay or conditions offered by employer	14%	10%	10%	10%
Access to leave	5%	8%	10%	9%
Employment security - threats of dismissal or termination	19%	6%	14%	13%

People outcomes

Telling someone about the discrimination

What this is

This is who staff told about the discrimination they experienced.

Why this is important

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

How to read this

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

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

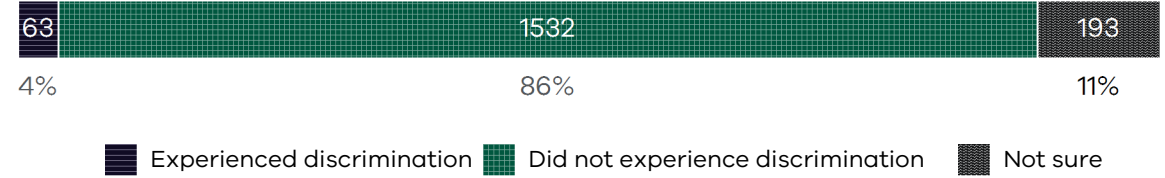
In descending order, the table shows the answers.

Example

4% of your staff who did the survey said they experienced discrimination, of which

- 38% said the top way they reported the discrimination was 'Told a colleague'.
- 90% said they didn't submit a formal complaint.

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



Did you tell anyone about the discrimination?

	You 2022	You 2023	Comparator 2023	Public sector 2023
Told a colleague	25%	38%	35%	36%
Told a friend or family member	31%	37%	32%	31%
Told a manager	22%	32%	30%	30%
I did not tell anyone about the discrimination	33%	21%	23%	24%
Told someone else	14%	14%	14%	14%
Told Human Resources	9%	13%	11%	11%
Told employee assistance program (EAP) or peer support	10%	11%	11%	9%
Told the person the behaviour was not OK	8%	11%	9%	9%
Submitted a formal complaint	7%	10%	9%	8%

People outcomes

Discrimination - reasons for not submitting a formal complaint

What this is

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

Why this is important

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

How to read this

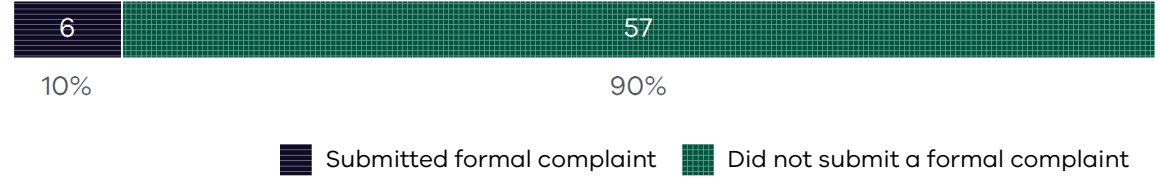
In the survey, we asked staff to tell us if they'd experienced discrimination at work. We then asked them if they submitted a formal complaint. If they did not, they could tell us with one or more answers why not. In descending order, the table shows the top 10 answers.

Example

90% of your staff who experienced discrimination did not submit a formal complaint, of which:

- 58% said the top reason was 'I believed there would be negative consequences for my career'.

Did you submit a formal complaint?



What was your reason for not submitting a formal complaint?	You 2022	You 2023	Comparator 2023	Public sector 2023
I believed there would be negative consequences for my career	57%	58%	55%	54%
I didn't think it would make a difference	61%	56%	60%	59%
I believed there would be negative consequences for my reputation	51%	54%	56%	56%
I didn't feel safe to report the incident	24%	19%	19%	18%
I didn't think it was serious enough	14%	16%	12%	12%
I didn't know who to talk to	13%	14%	6%	6%
I thought the complaint process would be embarrassing or difficult	18%	12%	11%	12%
Other	10%	11%	12%	11%
I believed there would be negative consequences for the person I was going to complain about	3%	9%	9%	8%
I didn't know how to make a complaint	9%	9%	6%	5%

People outcomes

Perpetrators of discrimination

What this is

This is who staff have said are responsible for discrimination.

Why this is important

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

How to read this

In this year's survey, 4% of your staff said they experienced discrimination.

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

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

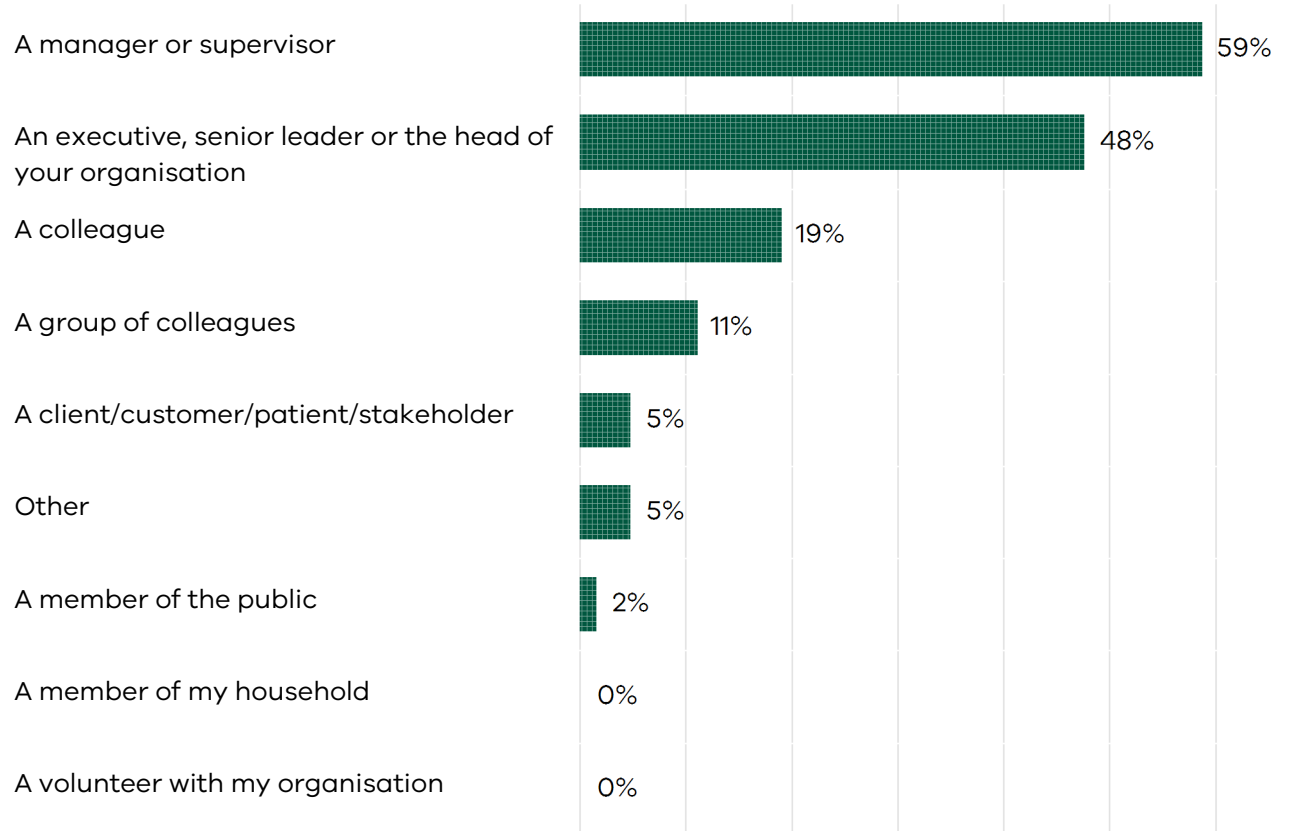
Each row is one perpetrator or group of perpetrators.

Example

4% of your staff who did the survey said they experienced discrimination.

Of that 4%, 59% said it was by 'A manager or supervisor'.

63 people (4% of staff) experienced discrimination (You2023)



People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

In this year's survey, 4% of your staff said they experienced discrimination.

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

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

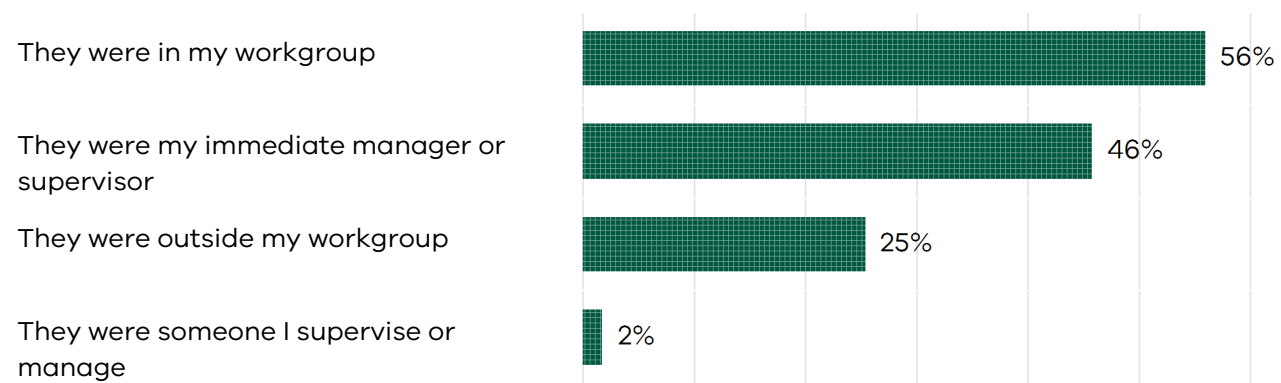
Example

4% of your staff who did the survey said they experienced discrimination.

Of that 4%, 94% said it was by someone within the organisation.

Of that 94%, 56% said it was 'They were in my workgroup'.

59 people (94% of staff who experienced discrimination) experienced discrimination from within your organisation (You2023)



Negative behaviour

Violence and aggression

What this is

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

Why this is important

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

How to read this

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

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

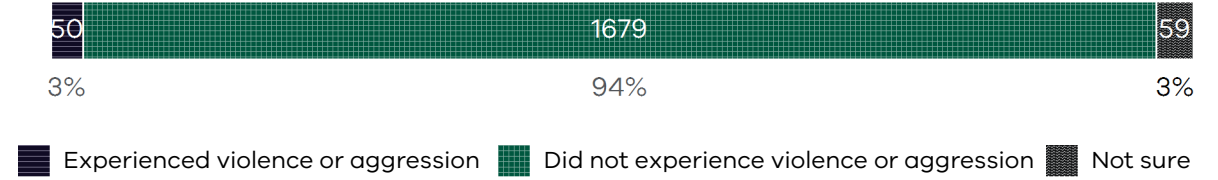
In descending order, the table shows the answers.

Example

3% of your staff who did the survey said they experienced violence or aggression.

Of that 3%, 88% said it was from 'Intimidating behaviour'.

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



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

	You 2022	You 2023	Comparator 2023	Public sector 2023
Intimidating behaviour	71%	88%	76%	73%
Abusive language	47%	32%	74%	75%
Other	8%	10%	6%	6%
Threats of violence	7%	4%	38%	39%
Damage to my property or work equipment	1%	2%	4%	5%

Negative behaviour

Telling someone about violence and aggression

What this is

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

Why this is important

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

How to read this

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

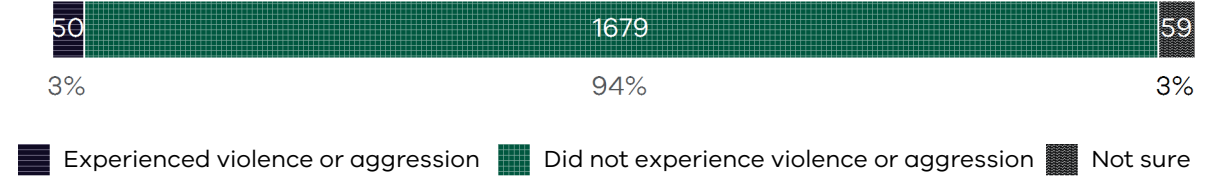
In descending order, the table shows the answers.

Example

3% of your staff who did the survey said they experienced violence or aggression, of which

- 58% said the top way they reported the violence or aggression was 'Told a manager'
- 98% said they didn't submit a formal incident report.

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



Did you tell anyone about the incident?

	You 2022	You 2023	Comparator 2023	Public sector 2023
Told a manager	70%	58%	62%	56%
Told a colleague	39%	34%	41%	40%
Told a friend or family member	23%	24%	19%	19%
Told the person the behaviour was not OK	20%	16%	25%	23%
Told Human Resources	8%	14%	5%	6%
I did not tell anyone about the incident(s)	9%	10%	7%	9%
Told employee assistance program (EAP) or peer support	9%	8%	7%	5%
Told someone else	9%	6%	7%	6%
Submitted a formal incident report	14%	2%	32%	30%

Negative behaviour

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

What this is

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

Why this is important

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

How to read this

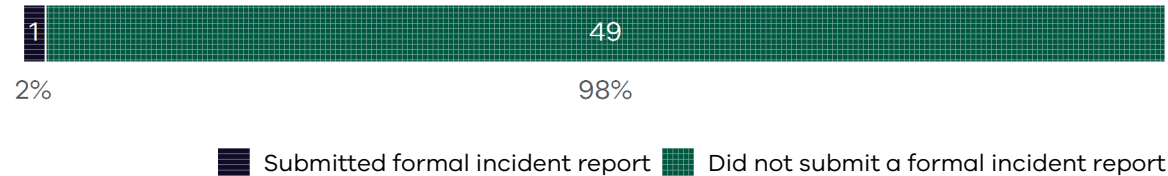
In the survey, we asked staff to tell us if they'd experienced violence or aggression at work. We then asked them if they submitted a formal incident report. If they did not, they could tell us with one or more answers why not. In descending order, the table shows the top 10 answers.

Example

98% of your staff who experienced violence or aggression did not submit a formal incident report, of which:

- 51% said the top reason was 'I believed there would be negative consequences for my reputation!'

Did you submit a formal incident report?



What was your reason for not submitting a formal incident report?	You 2022	You 2023	Comparator 2023	Public sector 2023
I believed there would be negative consequences for my reputation	31%	51%	24%	21%
I didn't think it would make a difference	34%	49%	41%	38%
I believed there would be negative consequences for my career	26%	37%	21%	18%
I didn't think it was serious enough	31%	33%	30%	28%
I didn't feel safe to report the incident	4%	14%	7%	7%
Other	19%	12%	20%	22%
I didn't need to because I made the violence or aggression stop	10%	8%	12%	14%
I didn't need to because I no longer had contact with the person(s) who was aggressive or violent to me	15%	8%	10%	13%
I thought the complaint process would be embarrassing or difficult	11%	8%	5%	5%
I believed there would be negative consequences for the person I was going to complain about	4%	6%	5%	4%

Negative behaviour

Perpetrators of violence and aggression

What this is

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

Why this is important

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

How to read this

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

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

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

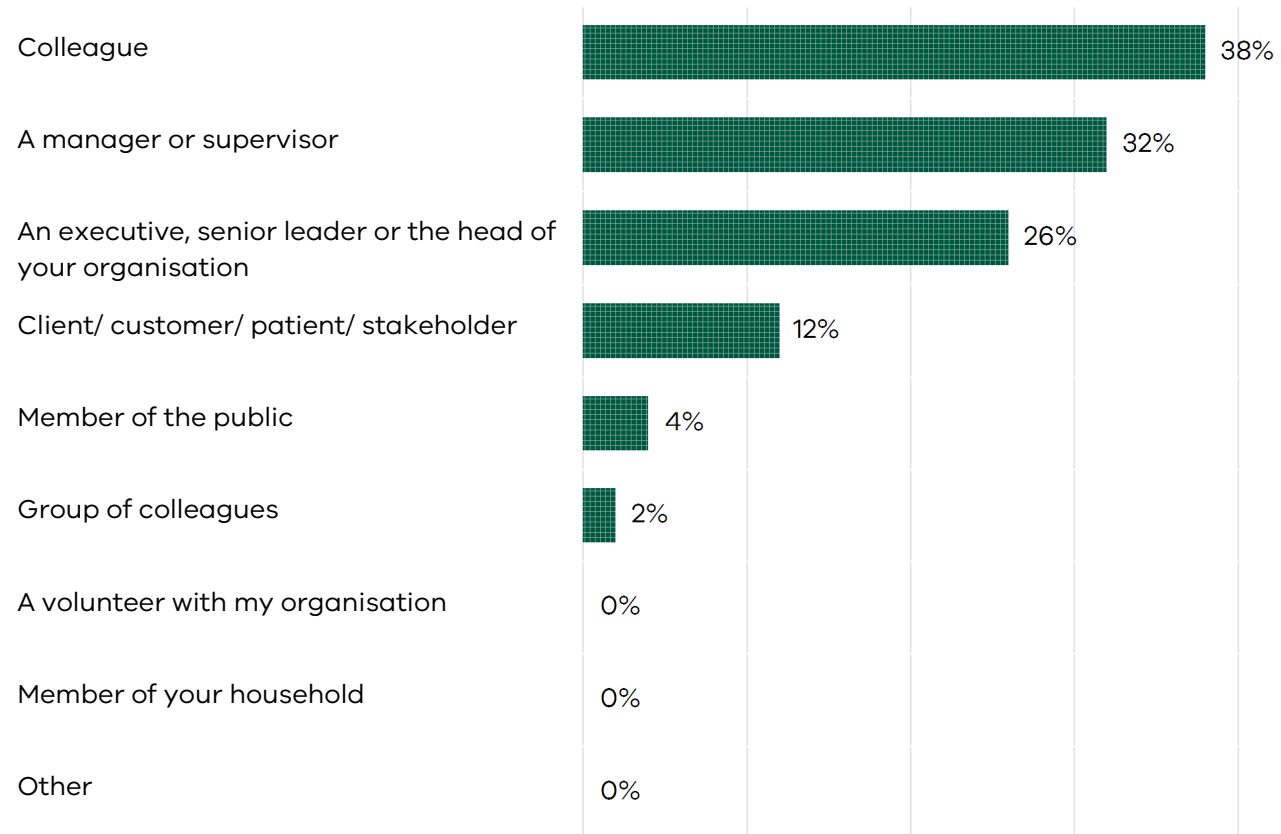
Each row is one perpetrator or a group of perpetrators.

Example

3% of your staff who did the survey said they experienced violence or aggression.

Of that 3%, 38% said it was 'Colleague'.

50 people (3% of staff) experienced violence or aggression (You2023)



People outcomes

Relationship to perpetrator

What this is

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

Why this is important

Understanding where violence or aggression happens means organisations can work out what action to take.

How to read this

In this year's survey, 3% of your staff said they experienced violence or aggression.

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

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

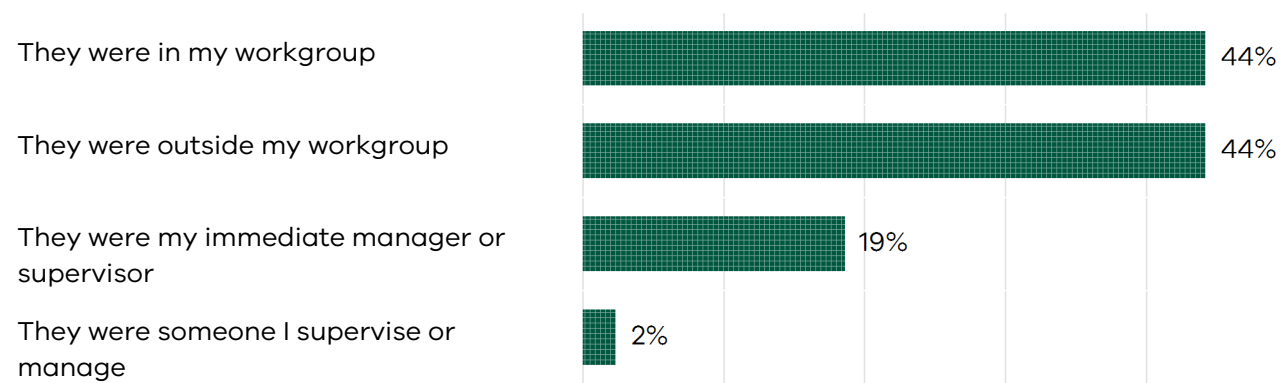
Example

3% of your staff who did the survey said they experienced violence or aggression.

Of that 3%, 86% said it was by someone within the organisation.

Of that 86%, 44% said it was 'They were in my workgroup'.

43 people (86% of staff who experienced violence or aggression) experienced violence or aggression from within your organisation (You2023)



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.

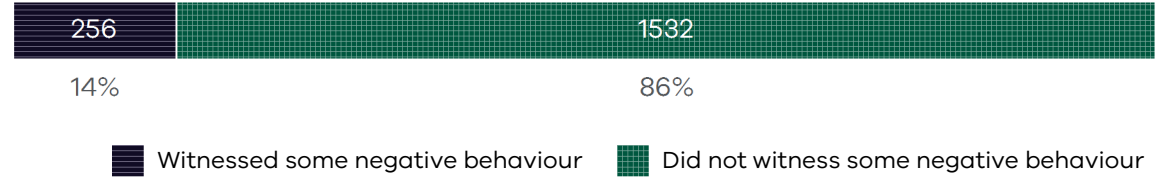
In descending order, the table shows the answers.

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?



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%	83%	81%
Bullying of a colleague	10%	12%	13%
Discrimination against a colleague	5%	7%	7%
Violence or aggression against a colleague	2%	3%	3%
Sexual harassment of a colleague	0%	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.

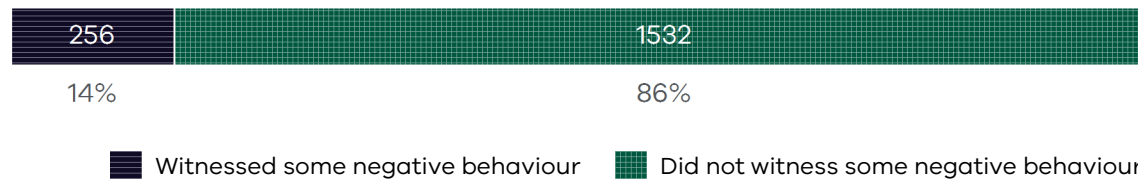
The table shows the answers in descending order.

Example

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

- 74% said the top action they took was 'Spoke to the person who experienced the behaviour'.
- 7% took no action.

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



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	74%	71%	69%
Told a manager	34%	41%	38%
Told a colleague	20%	20%	19%
Told the person the behaviour was not OK	14%	19%	20%
Spoke to the person who behaved in a negative way	12%	16%	17%
Took no action	7%	8%	8%
Told Human Resources	4%	6%	7%
Other	4%	6%	6%
Submitted a formal complaint	1%	4%	5%

People matter survey

2023

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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 'Other questions', the 'You 2023' column shows 93% of your staff agreed with 'I understand how the Code of Conduct for Victorian public sector employees applies to my work'.

This question was not asked in 2022.

Question group	Highest scoring questions	You 2023	Change from 2022	Comparator 2023
Other questions	I understand how the Code of Conduct for Victorian public sector employees applies to my work	93%	Not asked in 2022	93%
Meaningful work	I can make a worthwhile contribution at work	92%	0%	91%
Flexible working	My manager supports working flexibly	92%	-1%	86%
Manager leadership	My manager demonstrates honesty and integrity	91%	-1%	87%
Manager leadership	My manager treats employees with dignity and respect	91%	-1%	88%
Job enrichment	I understand how my job helps my organisation achieve its goals	90%	-1%	91%
Safety climate	My organisation provides a physically safe work environment	90%	+4%	85%
Job enrichment	I can use my skills and knowledge in my job	90%	-1%	90%
Manager leadership	My manager models my organisation's values	89%	-1%	86%
Manager support	My manager listens to what I have to say	89%	+0%	85%

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 'Taking action', the 'You 2023' column shows 40% of your staff agreed with 'My organisation has made improvements based on the survey results from last year'.

In the 'Change from 2022' column, you have a 8% increase, which is a positive trend.

Question subgroup	Lowest scoring questions	You 2023	Change from 2022	Comparator 2023
Taking action	My organisation has made improvements based on the survey results from last year	40%	+8%	34%
Safety climate	All levels of my organisation are involved in the prevention of stress	47%	-2%	45%
Learning and development	I am satisfied with the opportunities to progress in my organisation	48%	-1%	50%
Organisational integrity	I believe the promotion processes in my organisation are fair	48%	+4%	45%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	50%	-2%	49%
Organisational integrity	I have an equal chance at promotion in my organisation	53%	+4%	50%
Engagement	I feel a strong personal attachment to my organisation	53%	-1%	57%
Satisfaction	How satisfied are you with your career development within your current organisation	55%	-2%	56%
Taking action	I believe my organisation will make improvements based on the results of this survey	55%	+4%	47%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	56%	+0%	53%

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 'Taking action', the 'You 2023' column shows 40% of your staff agreed with 'My organisation has made improvements based on the survey results from last year'.

In the 'Increase from 2022' column, you have a 8% increase, which is a positive trend.

Question group	Most improved from last year	You 2023	Increase from 2022	Comparator 2023
Taking action	My organisation has made improvements based on the survey results from last year	40%	+8%	34%
Learning and development	I am satisfied with the way my learning and development needs have been addressed in the last 12 months	58%	+5%	57%
Organisational integrity	I have an equal chance at promotion in my organisation	53%	+4%	50%
Taking action	I believe my organisation will make improvements based on the results of this survey	55%	+4%	47%
Organisational integrity	I believe the recruitment processes in my organisation are fair	66%	+4%	59%
Organisational integrity	I believe the promotion processes in my organisation are fair	48%	+4%	45%
Safety climate	My organisation provides a physically safe work environment	90%	+4%	85%
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	82%	+3%	84%
Senior leadership	Senior leaders demonstrate honesty and integrity	76%	+3%	69%
Collaboration	Workgroups across my organisation willingly share information with each other	67%	+2%	62%

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 3% 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%	-3%	73%
Engagement	I would recommend my organisation as a good place to work	68%	-3%	65%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	50%	-2%	49%
Job enrichment	I have a say in how I do my work	81%	-2%	78%
Senior leadership	Senior leaders provide clear strategy and direction	61%	-2%	59%
Job enrichment	I have the authority to do my job effectively	74%	-2%	74%
Satisfaction	How satisfied are you with your career development within your current organisation	55%	-2%	56%
Inclusion	I can be myself at work	83%	-2%	81%
Job enrichment	I clearly understand what I am expected to do in this job	82%	-2%	82%
Safety climate	All levels of my organisation are involved in the prevention of stress	47%	-2%	45%

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 'Manager support', the 'You 2023' column shows 76% of your staff agreed with 'I receive meaningful recognition when I do good work'.

The 'difference' column, shows that agreement for this question was 9 percentage points higher in your organisation than in your comparator.

Question group	Biggest positive difference from comparator	You 2023	Difference	Comparator 2023
Manager support	I receive meaningful recognition when I do good work	76%	+9%	68%
Taking action	I believe my organisation will make improvements based on the results of this survey	55%	+8%	47%
Organisational integrity	I believe the recruitment processes in my organisation are fair	66%	+8%	59%
Senior leadership	Senior leaders demonstrate honesty and integrity	76%	+7%	69%
Flexible working	I am confident that if I requested a flexible work arrangement, it would be given due consideration	84%	+7%	77%
Taking action	My organisation has made improvements based on the survey results from last year	40%	+6%	34%
Other questions	My workgroup gives frank and fearless advice to our managers and leaders (including the Minister, where applicable)	62%	+6%	56%
Workgroup support	People in my workgroup appropriately manage conflicts of interest	82%	+6%	76%
Workgroup support	People in my workgroup are politically impartial in their work	87%	+6%	82%
Senior leadership	Senior leaders model my organisation's values	73%	+5%	68%

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 'Engagement', the 'You 2023' column shows 53% of your staff agreed with 'I feel a strong personal attachment to my organisation'.

The 'difference' column, shows that agreement for this question was 4 percentage points lower in your organisation than in your comparator.

Question subgroup	Biggest negative difference from comparator	You 2023	Difference	Comparator 2023
Engagement	I feel a strong personal attachment to my organisation	53%	-4%	57%
Learning and development	I am satisfied with the opportunities to progress in my organisation	48%	-3%	50%
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	82%	-2%	84%
Satisfaction	How satisfied are you with your career development within your current organisation	55%	-2%	56%
Quality service delivery	My workgroup has clear lines of responsibility	72%	-1%	73%
Meaningful work	I achieve something important through my work	88%	-1%	89%
Job enrichment	I clearly understand what I am expected to do in this job	82%	-1%	82%
Job enrichment	I understand how my job helps my organisation achieve its goals	90%	0%	91%
Job enrichment	I can use my skills and knowledge in my job	90%	0%	90%
Inclusion	I feel as if I belong at this organisation	70%	0%	71%

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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

55% of your staff who did the survey agreed or strongly agreed with 'I believe my organisation will make improvements based on the results of this survey'.

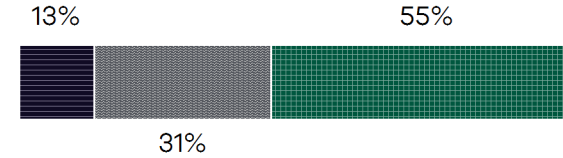
Survey question

Your results

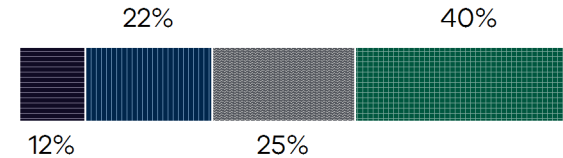
Benchmark agree results



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



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



	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
I believe my organisation will make improvements based on the results of this survey	Not asked	51 %	55 %	36 %	47 %	69 %
My organisation has made improvements based on the survey results from last year	Not asked	32 %	40 %	24 %	34 %	58 %

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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.

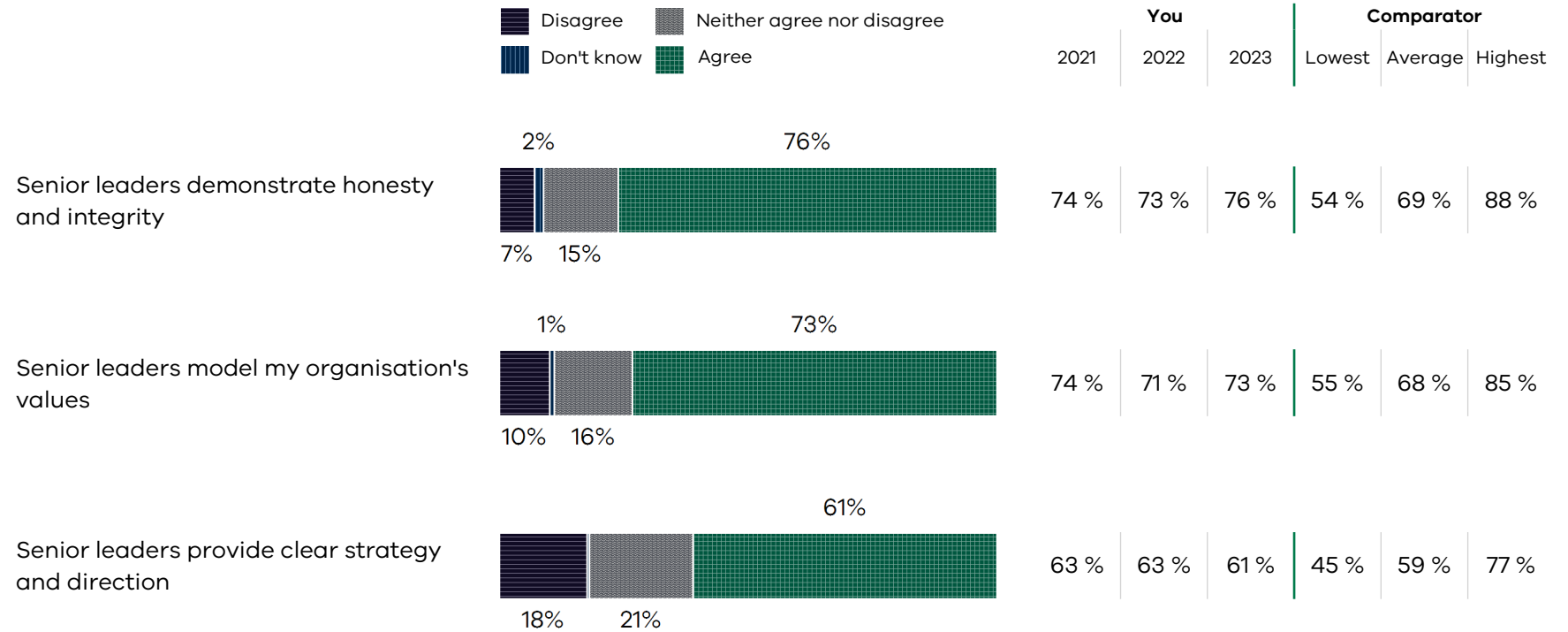
Example

76% of your staff who did the survey agreed or strongly agreed with 'Senior leaders demonstrate honesty and integrity'.

Survey question

Your results

Benchmark agree results



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Organisational climate

Scorecard

What this is

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

Why this is important

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

How to read this

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

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

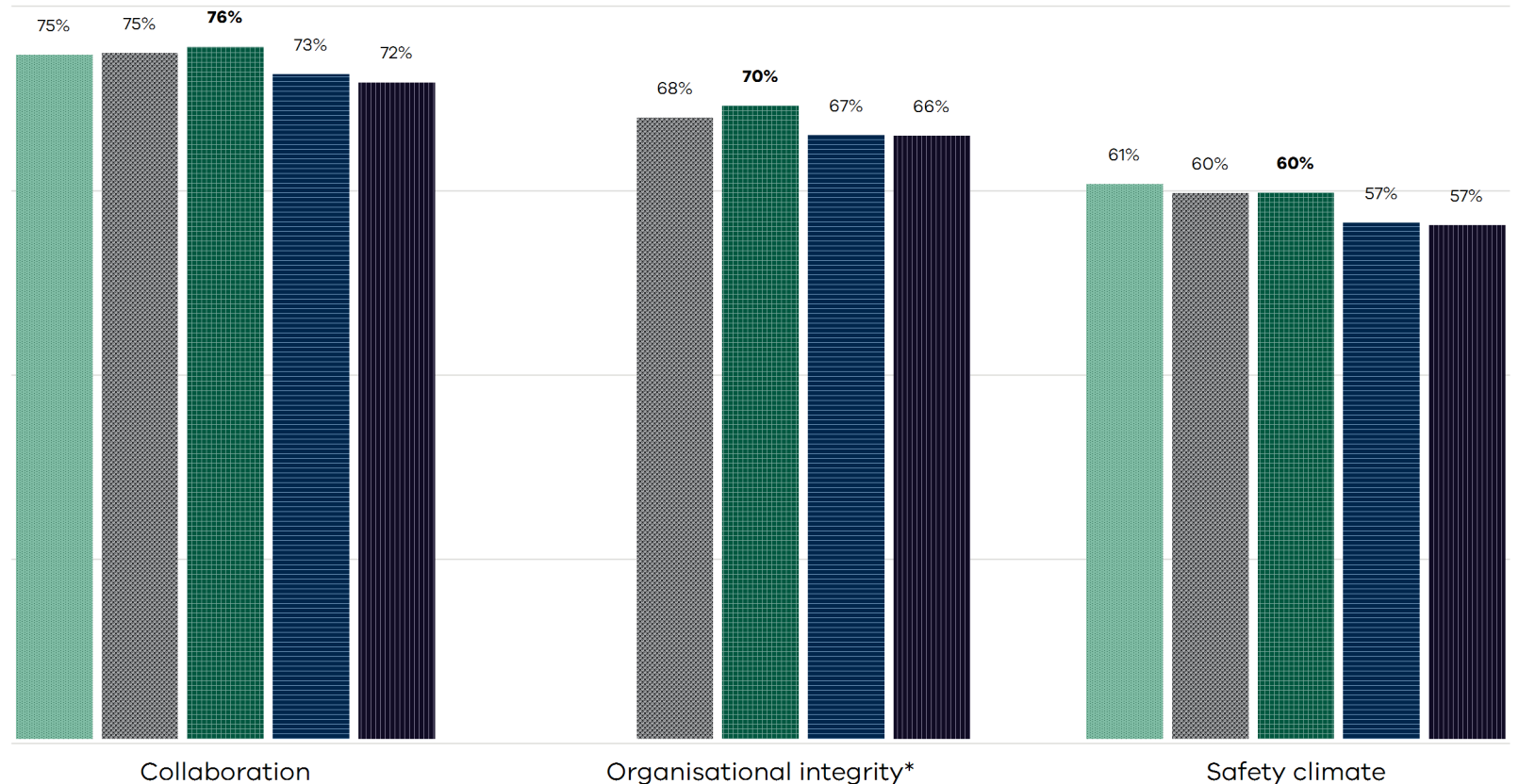
Example

In 2023:

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

Compared to:

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



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

■ You 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.

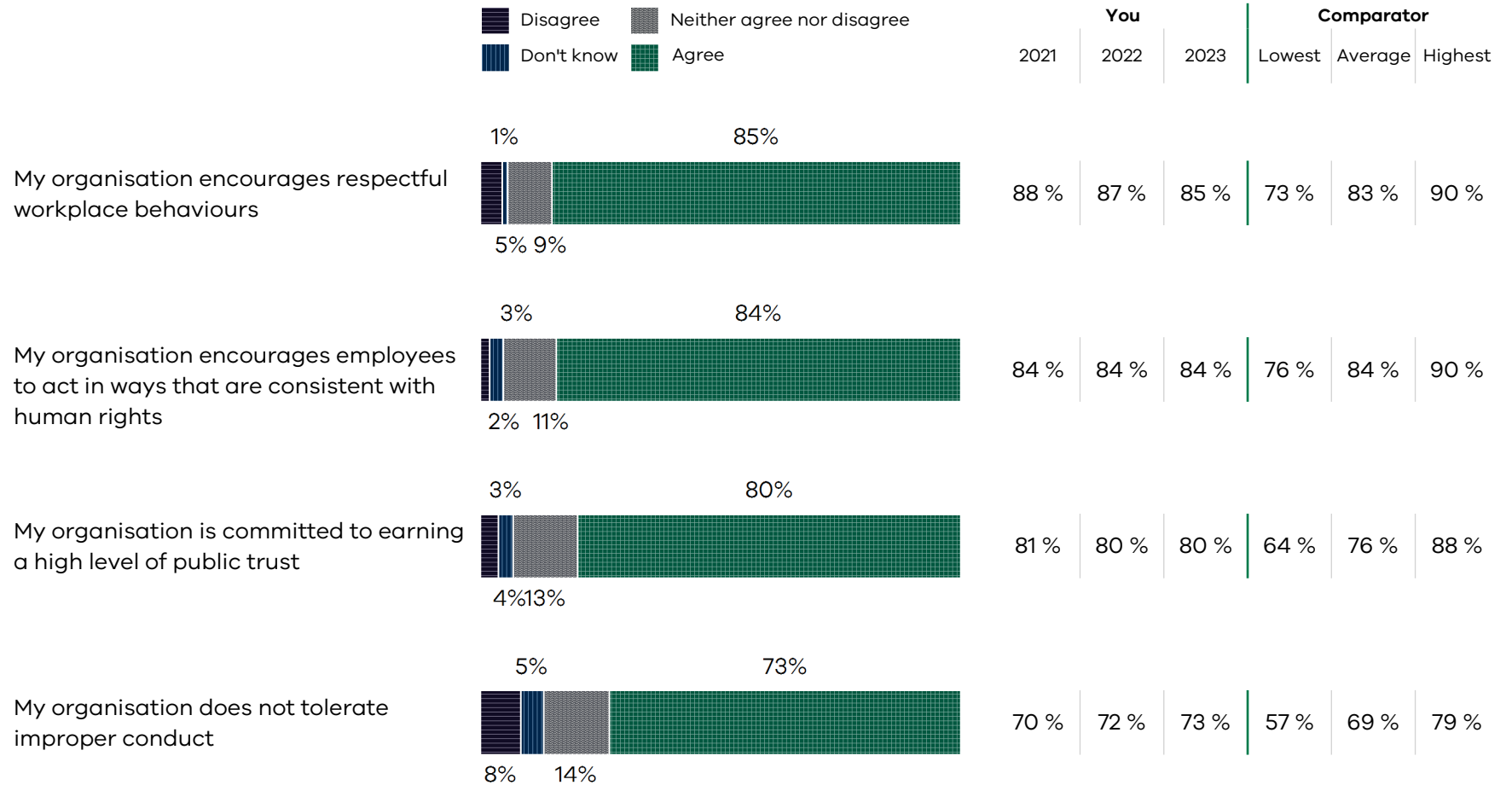
Example

85% of your staff who did the survey agreed or strongly agreed with 'My organisation encourages respectful workplace behaviours'.

Survey question

Your results

Benchmark agree results



Organisational climate

Organisational integrity 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

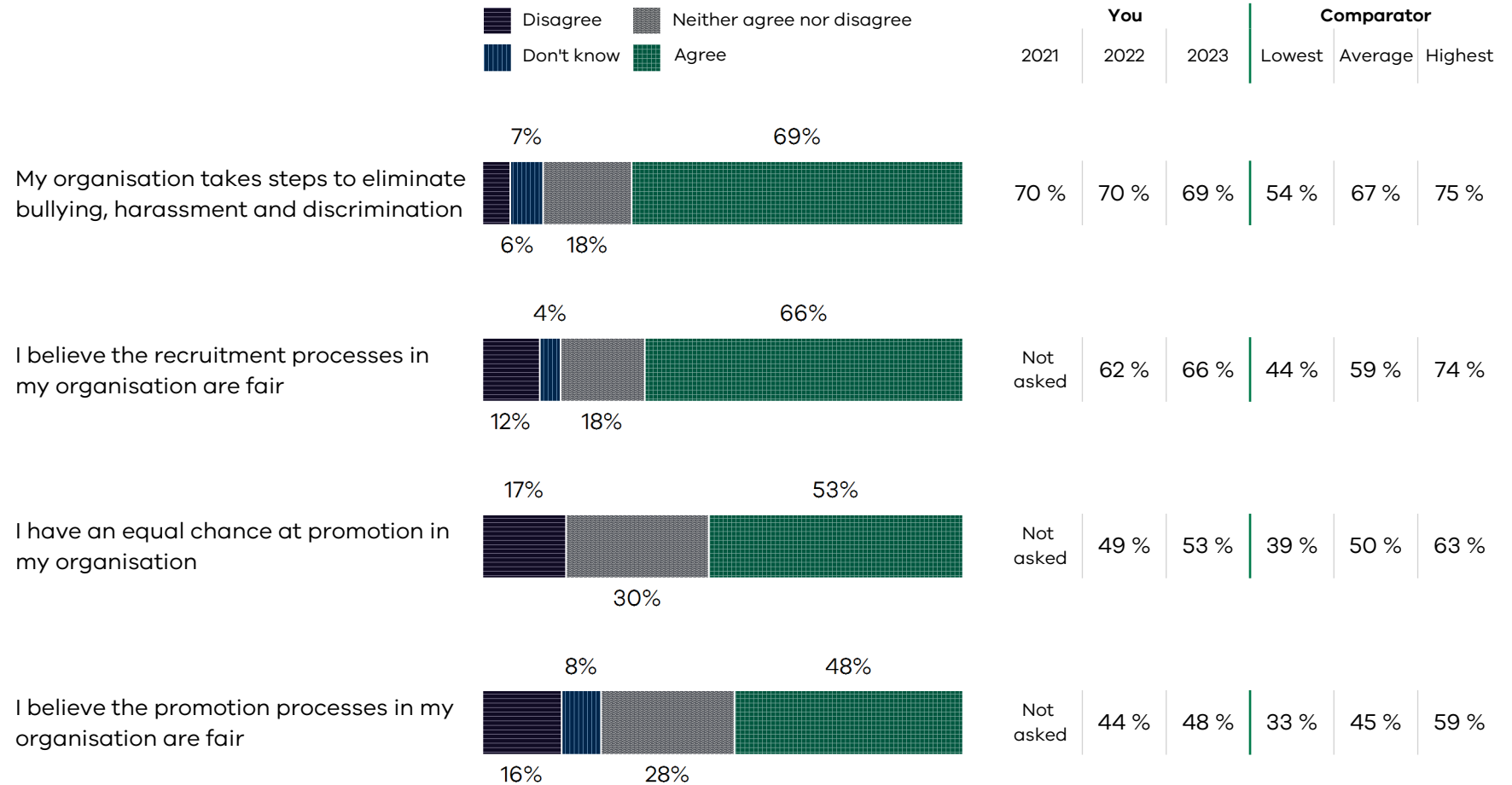
Example

69% of your staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.

Survey question

Your results

Benchmark agree results



Organisational climate

Collaboration

What this is

This shows how well the workgroups in your organisation work together and share information.

Why this is important

Improving these results can improve the cohesiveness of your organisation and allow for greater intra-organisational collaboration.

How to read this

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

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

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

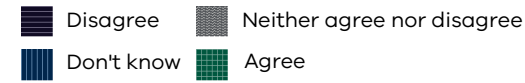
Example

85% of your staff who did the survey agreed or strongly agreed with 'I am able to work effectively with others outside my immediate workgroup'.

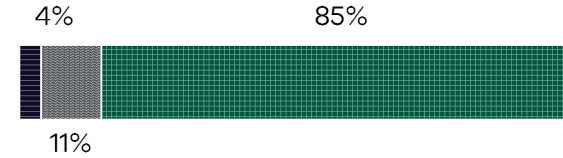
Survey question

Your results

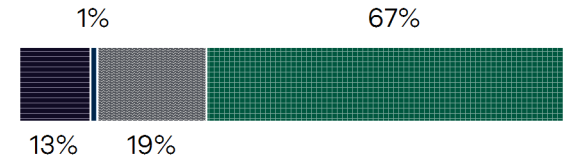
Benchmark agree results



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



Workgroups across my organisation willingly share information with each other



	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
I am able to work effectively with others outside my immediate workgroup	90 %	86 %	85 %	80 %	84 %	90 %
Workgroups across my organisation willingly share information with each other	61 %	64 %	67 %	51 %	62 %	78 %

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.

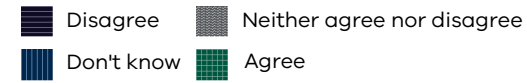
Example

90% of your staff who did the survey agreed or strongly agreed with 'My organisation provides a physically safe work environment'.

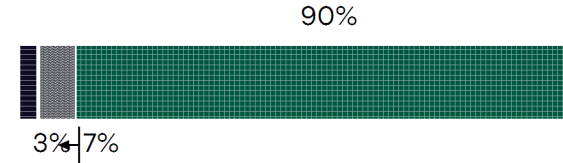
Survey question

Your results

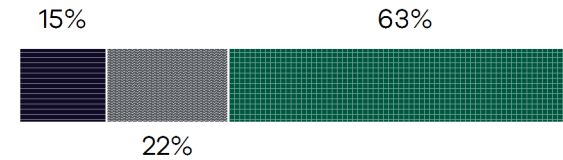
Benchmark agree results



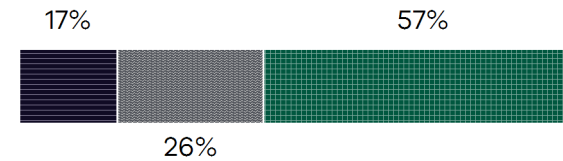
My organisation provides a physically safe work environment



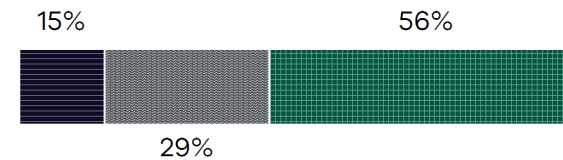
Senior leaders consider the psychological health of employees to be as important as productivity



Senior leaders show support for stress prevention through involvement and commitment



In my workplace, there is good communication about psychological safety issues that affect me



	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
My organisation provides a physically safe work environment	84 %	86 %	90 %	70 %	85 %	93 %
Senior leaders consider the psychological health of employees to be as important as productivity	59 %	63 %	63 %	45 %	58 %	75 %
Senior leaders show support for stress prevention through involvement and commitment	58 %	56 %	57 %	39 %	52 %	70 %
In my workplace, there is good communication about psychological safety issues that affect me	60 %	55 %	56 %	41 %	53 %	65 %

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.

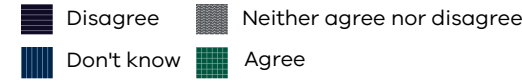
Example

50% of your staff who did the survey agreed or strongly agreed with 'My organisation has effective procedures in place to support employees who may experience stress'.

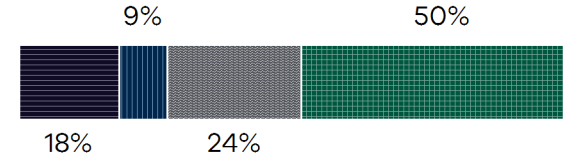
Survey question

Your results

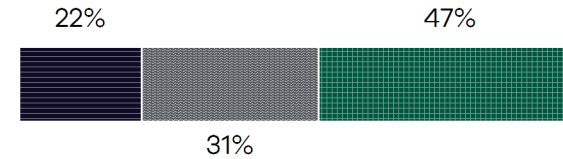
Benchmark agree results



My organisation has effective procedures in place to support employees who may experience stress



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



	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
My organisation has effective procedures in place to support employees who may experience stress	59 %	52 %	50 %	39 %	49 %	61 %
All levels of my organisation are involved in the prevention of stress	46 %	48 %	47 %	33 %	45 %	62 %

People matter survey

2023

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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
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- Adjustments
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Workgroup climate

Scorecard

What this is

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

Why this is important

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

How to read this

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

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

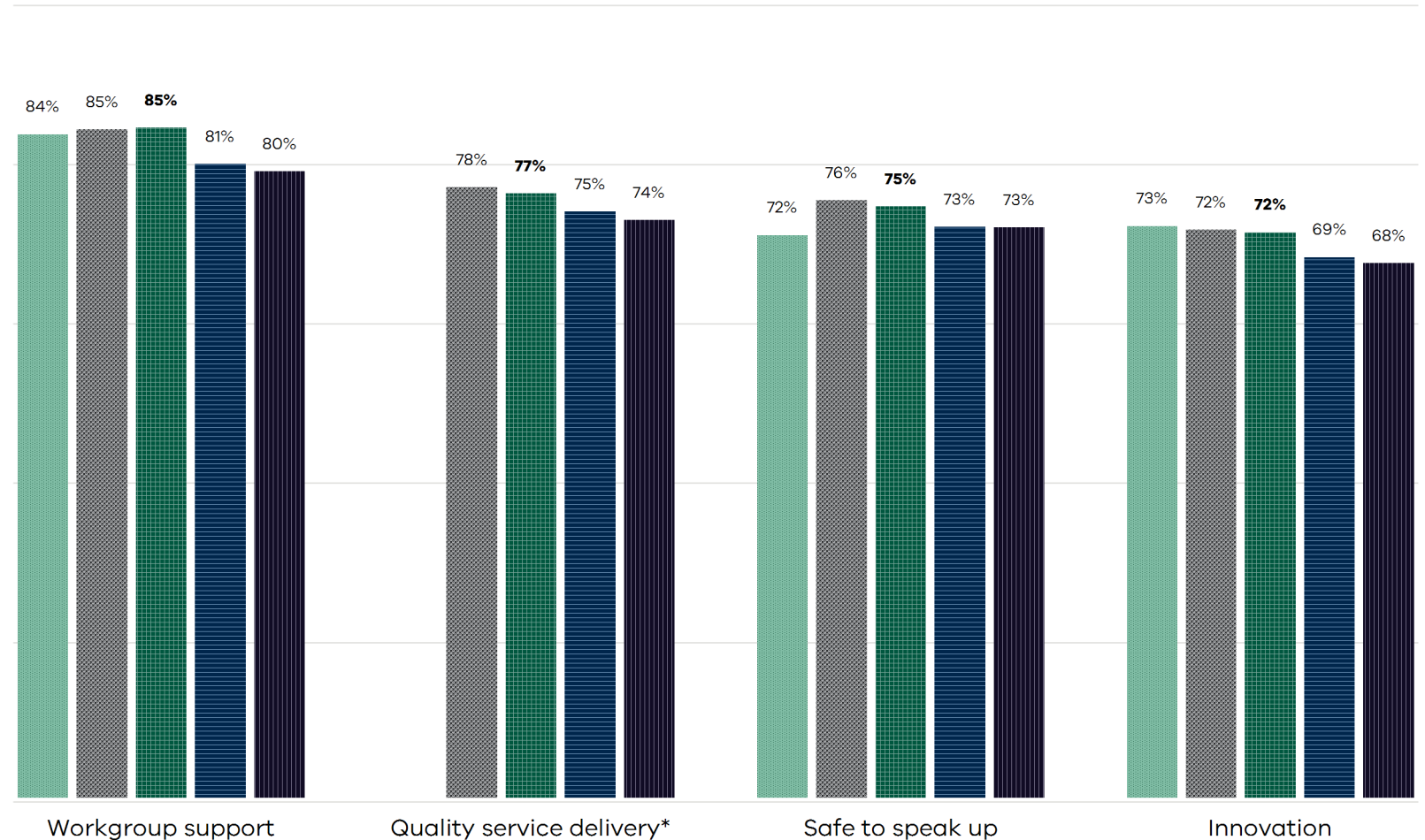
Example

In 2023:

- 85% of your staff who did the survey responded positively to questions about Workgroup support which is up from 85% in 2022.

Compared to:

- 81% of staff at your comparator and 80% of staff across the public sector.



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

■ You 2021 ■ You 2022 ■ You 2023 ■ Comparator 2023 ■ Public sector 2023

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.

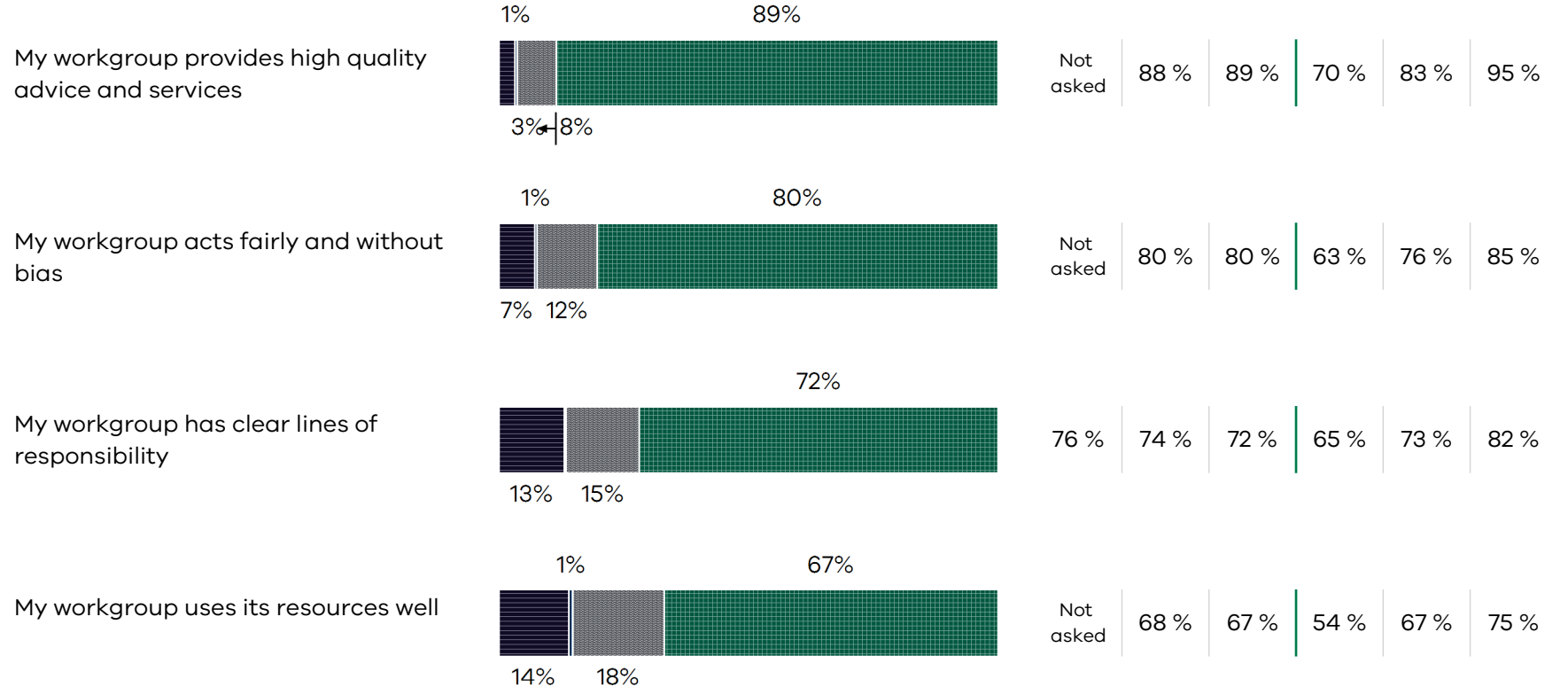
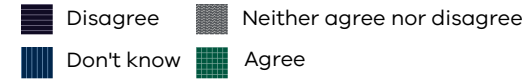
Example

89% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

Survey question

Your results

Benchmark agree results



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

75% of your staff who did the survey agreed or strongly agreed with 'My workgroup is quick to respond to opportunities to do things better'.

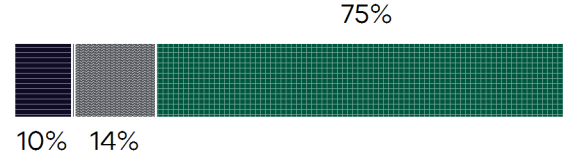
Survey question

Your results

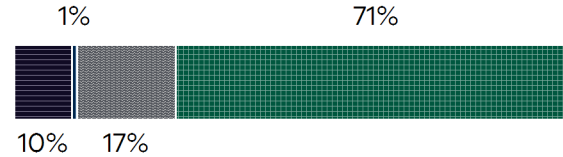
Benchmark agree results



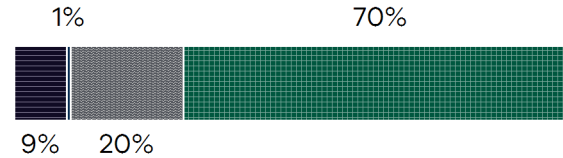
My workgroup is quick to respond to opportunities to do things better



My workgroup learns from failures and mistakes



My workgroup encourages employee creativity



Workgroup climate

Workgroup support 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

88% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup treat each other with respect'.

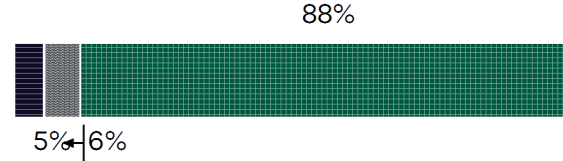
Survey question

Your results

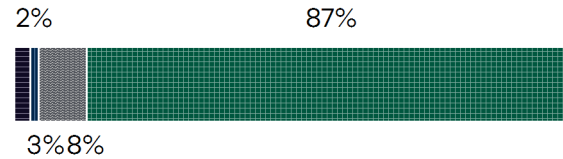
Benchmark agree results



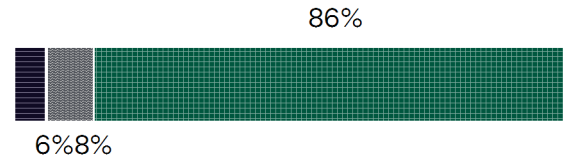
People in my workgroup treat each other with respect



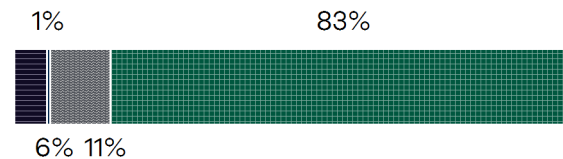
People in my workgroup are politically impartial in their work



People in my workgroup work together effectively to get the job done



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



Year	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
	89 %	88 %	88 %	75 %	84 %	94 %
	83 %	86 %	87 %	72 %	82 %	89 %
	88 %	86 %	86 %	76 %	83 %	92 %
	82 %	83 %	83 %	65 %	78 %	91 %

Workgroup climate

Workgroup support 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

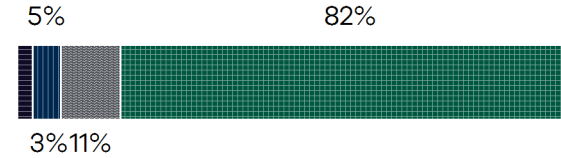
Example

82% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.

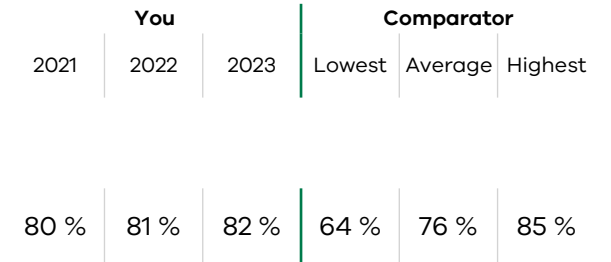
Survey question

People in my workgroup appropriately manage conflicts of interest

Your results



Benchmark agree results



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

77% 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'.

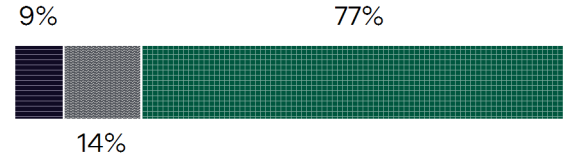
Survey question

Your results

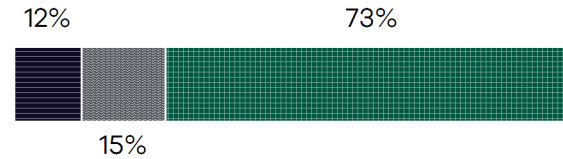
Benchmark agree results



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



I feel safe to challenge inappropriate behaviour at work



	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
People in my workgroup are able to bring up problems and tough issues	75 %	78 %	77 %	62 %	74 %	85 %
I feel safe to challenge inappropriate behaviour at work	68 %	75 %	73 %	62 %	71 %	81 %

People matter survey

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Job and manager factors

Scorecard 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

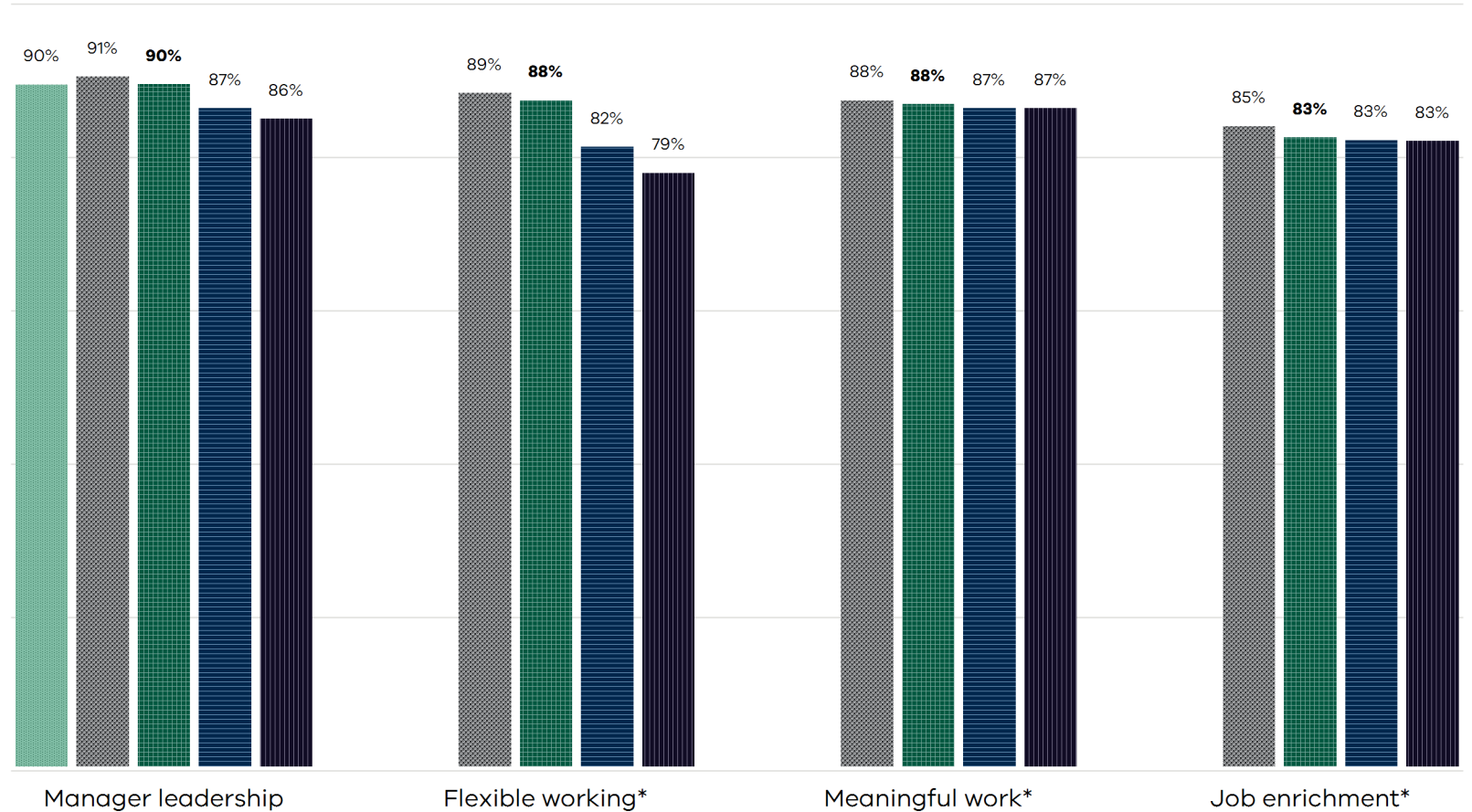
Example

In 2023:

- 90% of your staff who did the survey responded positively to questions about Manager leadership.

Compared to:

- 87% of staff at your comparator and 86% of staff across the public sector.



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

■ You 2021 ■ You 2022 ■ You 2023 ■ Comparator 2023 ■ Public sector 2023

Job and manager factors

Scorecard 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

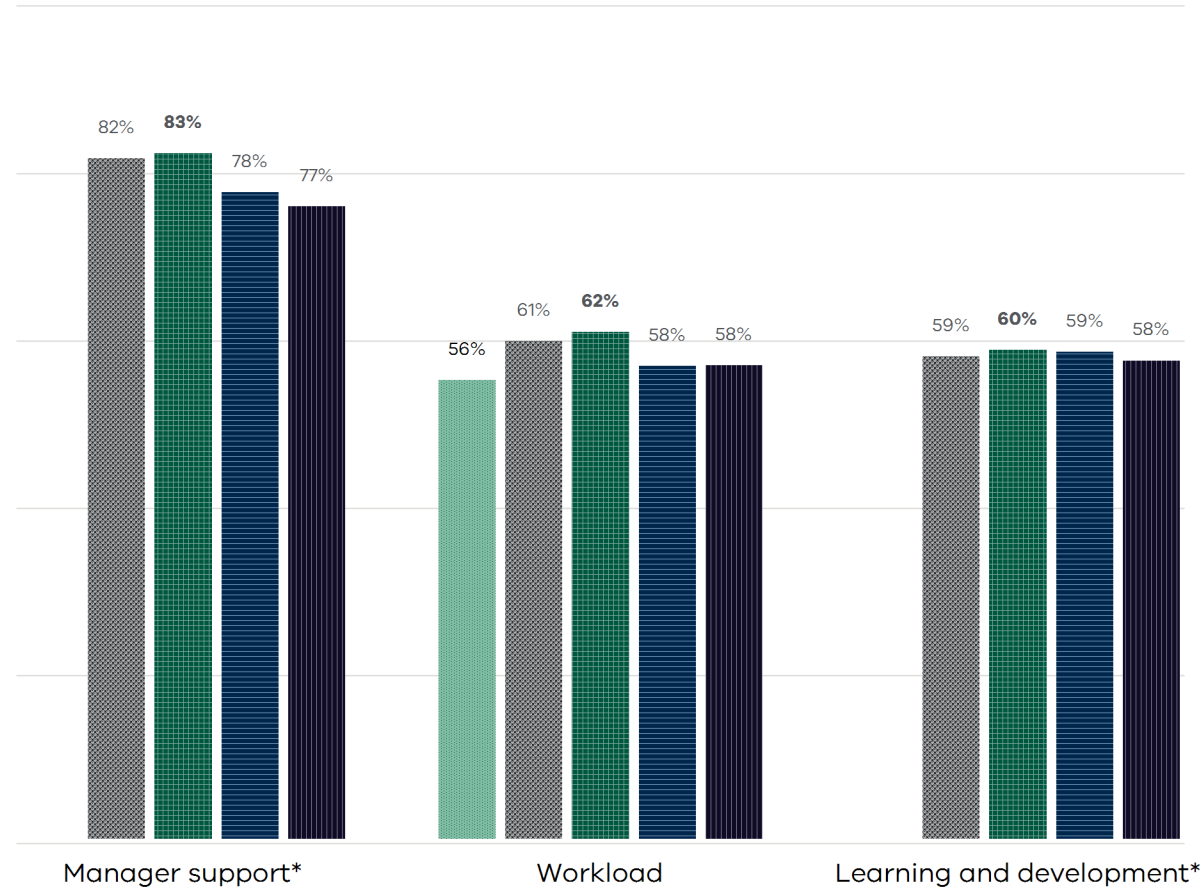
Example

In 2023:

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

Compared to:

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



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

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.

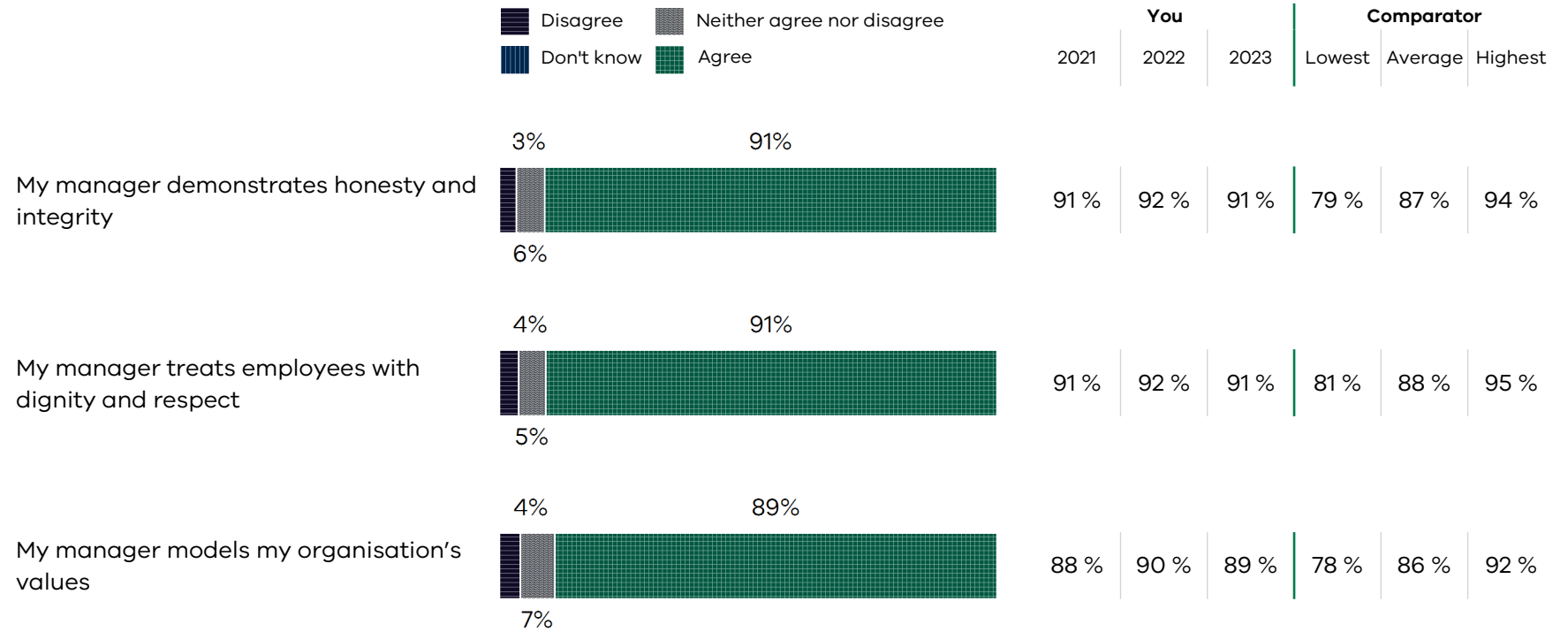
Example

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

Survey question

Your results

Benchmark agree results



Job and manager factors

Manager support 1 of 2

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

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

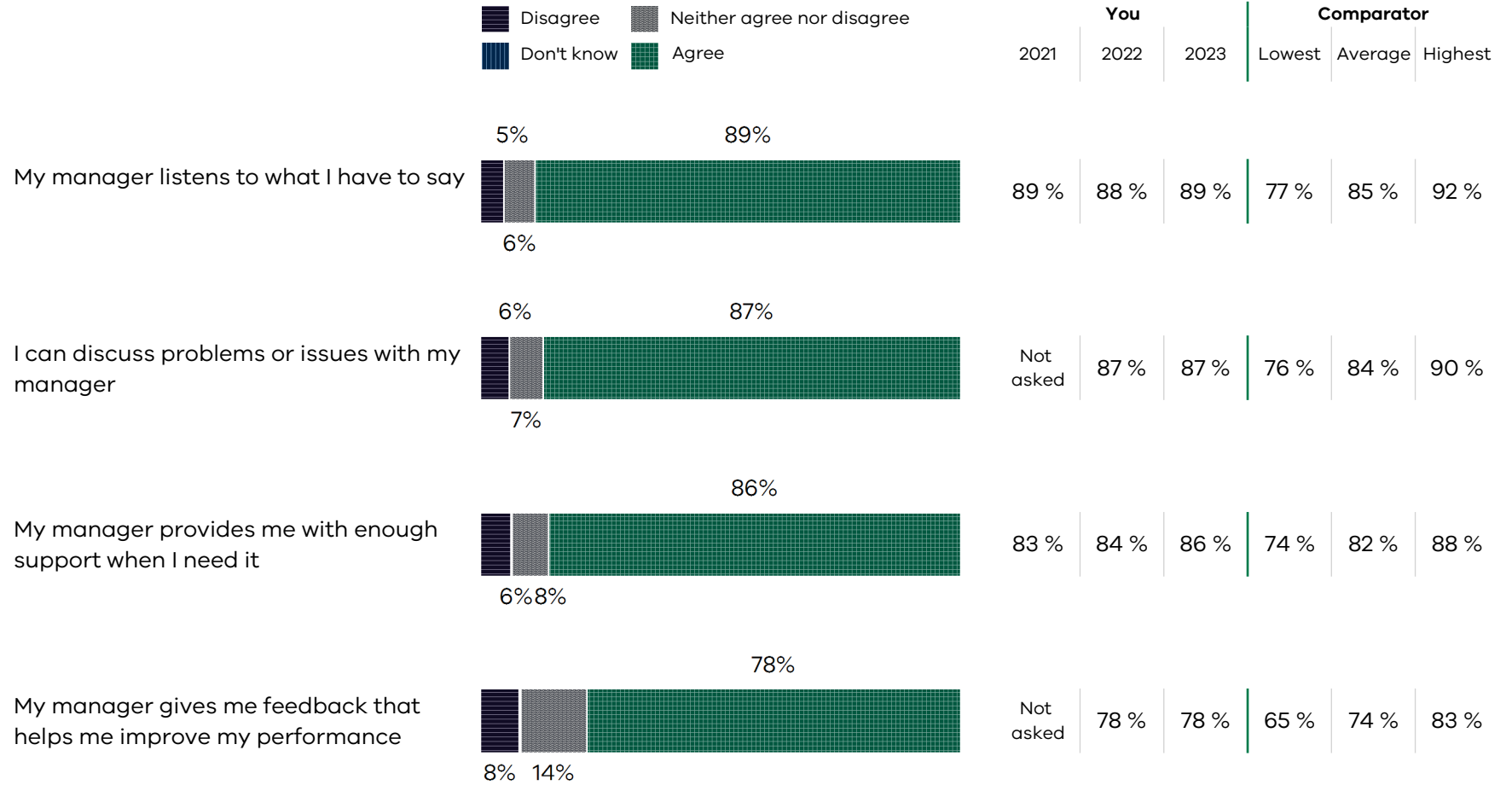
Example

89% of your staff who did the survey agreed or strongly agreed with 'My manager listens to what I have to say'.

Survey question

Your results

Benchmark agree results



Job and manager factors

Manager support 2 of 2

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

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

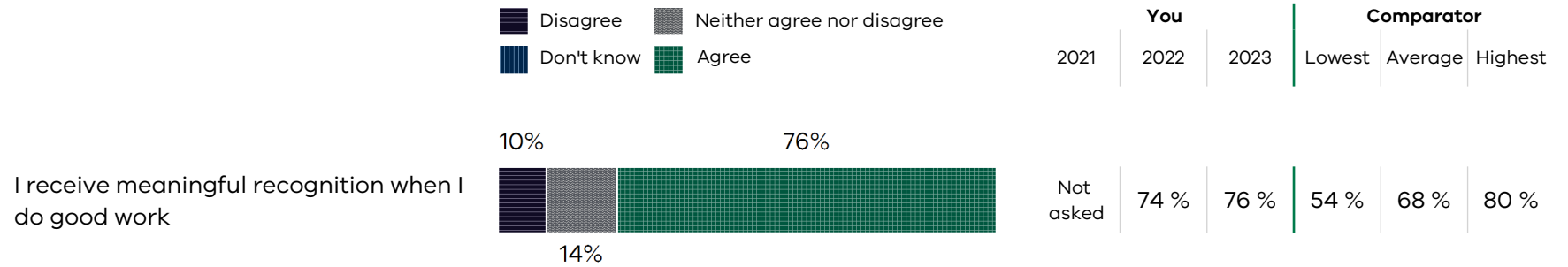
Example

76% of your staff who did the survey agreed or strongly agreed with 'I receive meaningful recognition when I do good work'.

Survey question

Your results

Benchmark agree results



Job and manager factors

Workload

What this is

This is how staff feel about workload and time pressure.

Why this is important

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

How to read this

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

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

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

Example

63% of your staff who did the survey agreed or strongly agreed with 'The workload I have is appropriate for the job that I do'.

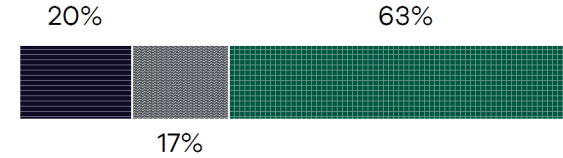
Survey question

Your results

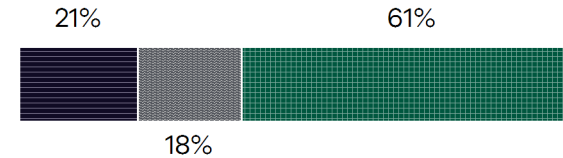
Benchmark agree results



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



I have enough time to do my job effectively



	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
The workload I have is appropriate for the job that I do	56 %	62 %	63 %	52 %	59 %	76 %
I have enough time to do my job effectively	56 %	59 %	61 %	47 %	56 %	71 %

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

75% of your staff who did the survey agreed or strongly agreed with 'I am developing and learning in my role'.

Survey question

Your results

Benchmark agree results



Job and manager factors

Job enrichment 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

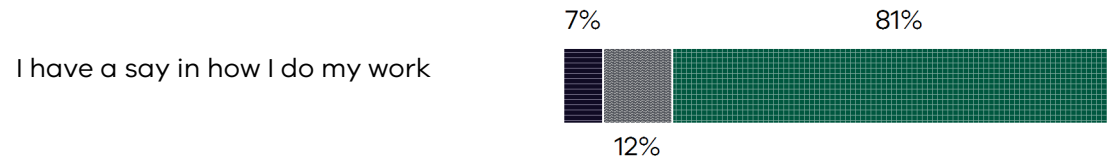
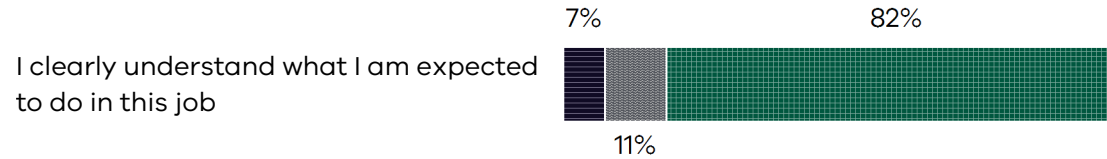
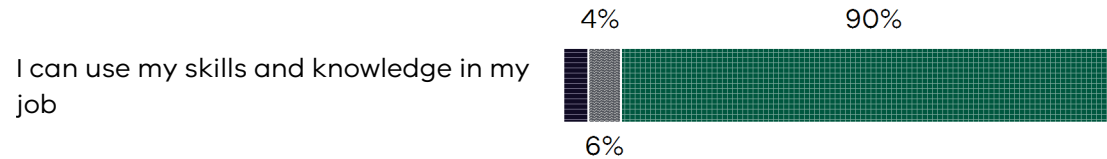
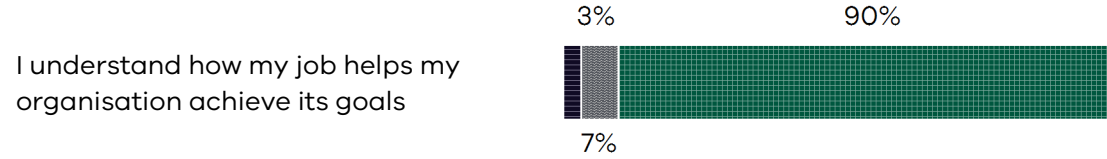
Example

90% 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

Benchmark agree results



	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
I understand how my job helps my organisation achieve its goals	Not asked	91 %	90 %	85 %	91 %	97 %
I can use my skills and knowledge in my job	Not asked	90 %	90 %	88 %	90 %	93 %
I clearly understand what I am expected to do in this job	79 %	83 %	82 %	79 %	82 %	90 %
I have a say in how I do my work	Not asked	83 %	81 %	66 %	78 %	86 %

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.

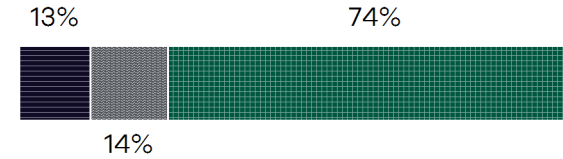
Example

74% of your staff who did the survey agreed or strongly agreed with 'I have the authority to do my job effectively'.

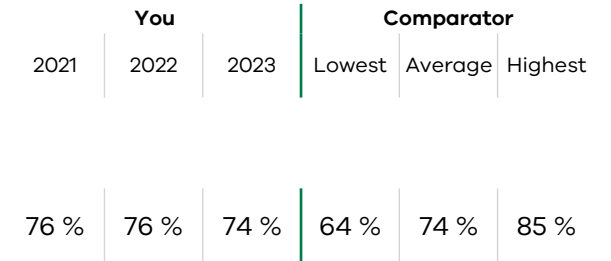
Survey question

I have the authority to do my job effectively

Your results



Benchmark agree results



Job and manager factors

Meaningful work

What this is

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

Why this is important

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

How to read this

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

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

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

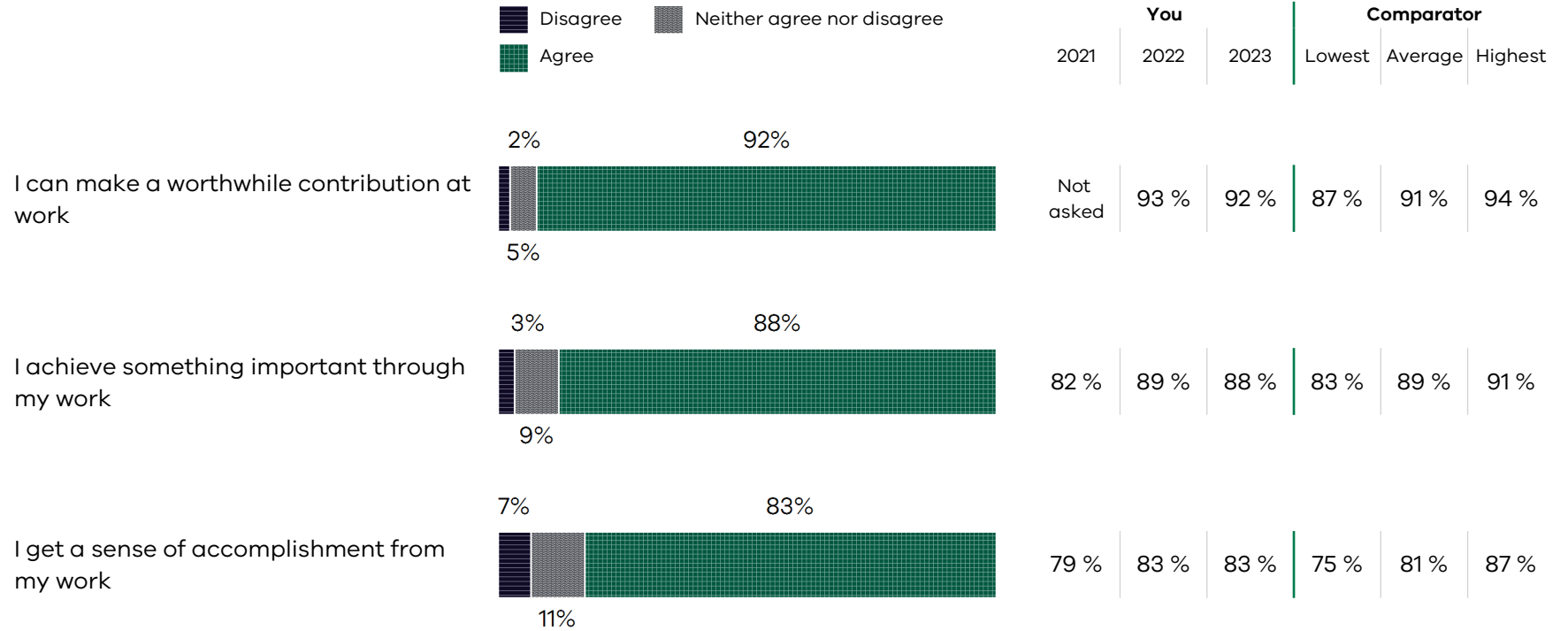
Example

92% of your staff who did the survey agreed or strongly agreed with 'I can make a worthwhile contribution at work'.

Survey question

Your results

Benchmark agree results



Job and manager factors

Flexible working

What this is

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

Why this is important

Supporting flexible working can improve employee wellbeing.

How to read this

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

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

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

Example

92% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.

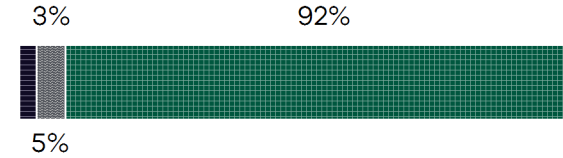
Survey question

Your results

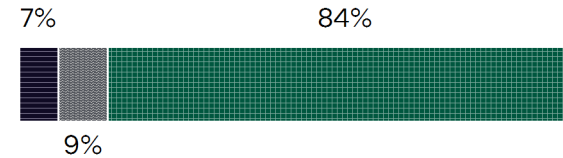
Benchmark agree results



My manager supports working flexibly



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



	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
My manager supports working flexibly	Not asked	93 %	92 %	74 %	86 %	96 %
I am confident that if I requested a flexible work arrangement, it would be given due consideration	85 %	85 %	84 %	61 %	77 %	91 %

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2023

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

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Public sector values

Scorecard 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

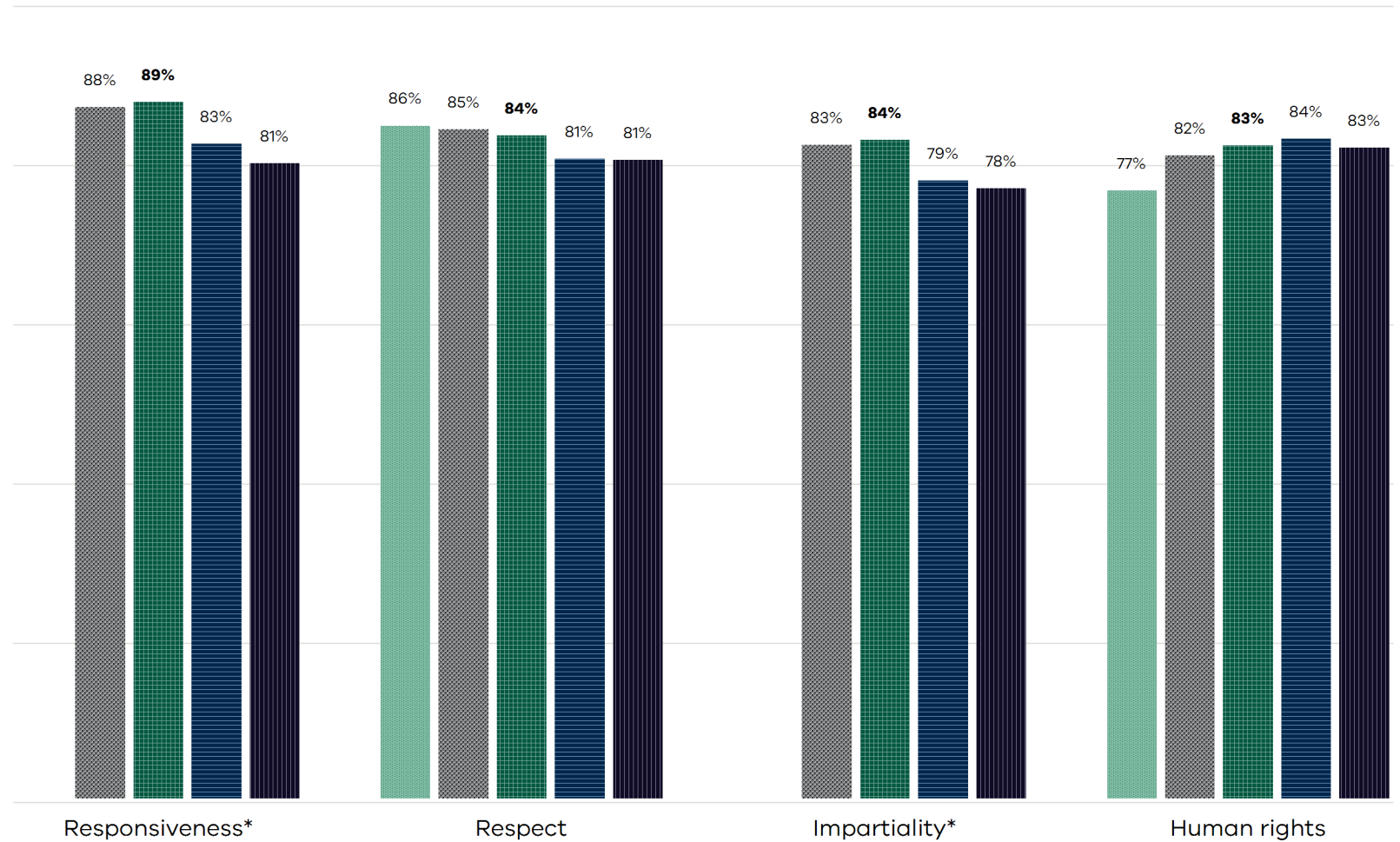
Example

In 2023:

- 89% of your staff who did the survey responded positively to questions about Responsiveness, which is up 1% in 2022.

Compared to:

- 83% of staff at your comparator and 81% of staff across the public sector.



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

You 2021 You 2022 You 2023 Comparator 2023 Public sector 2023

Public sector values

Scorecard 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

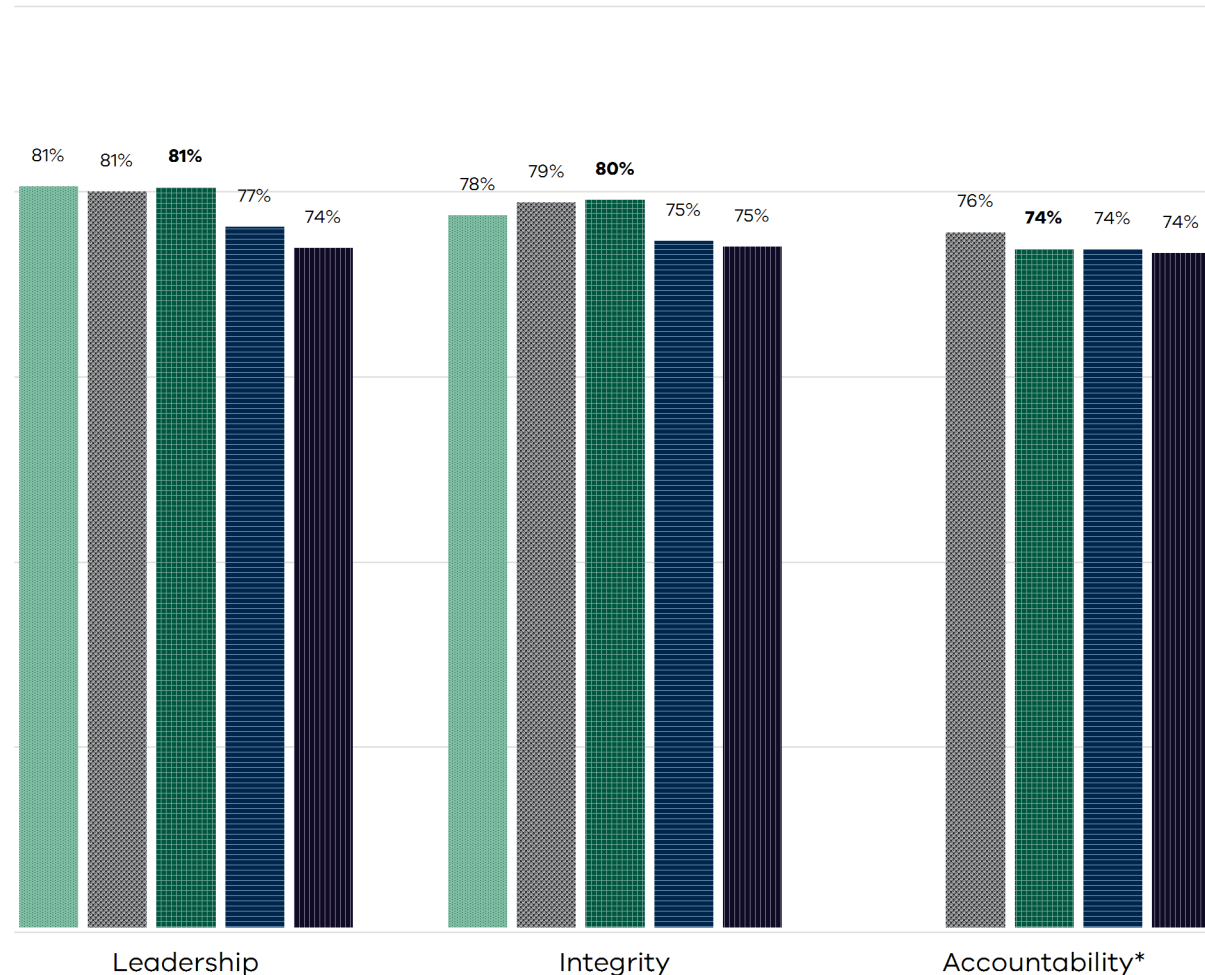
Example

In 2023:

- 81% of your staff who did the survey responded positively to questions about Leadership, which is up 0% in 2022.

Compared to:

- 77% of staff at your comparator and 74% of staff across the public sector.



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

■ You 2021 ■ You 2022 ■ You 2023 ■ Comparator 2023 ■ Public sector 2023

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.

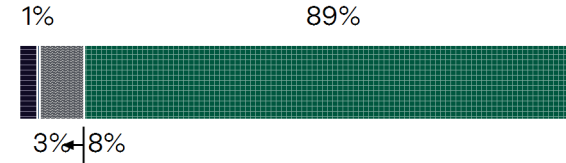
Example

89% of staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

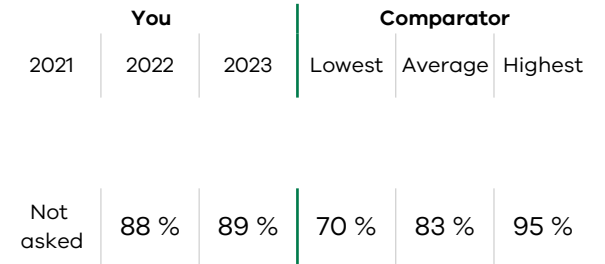
Survey question

My workgroup provides high quality advice and services

Your results



Benchmark agree results



Public sector values

Integrity 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

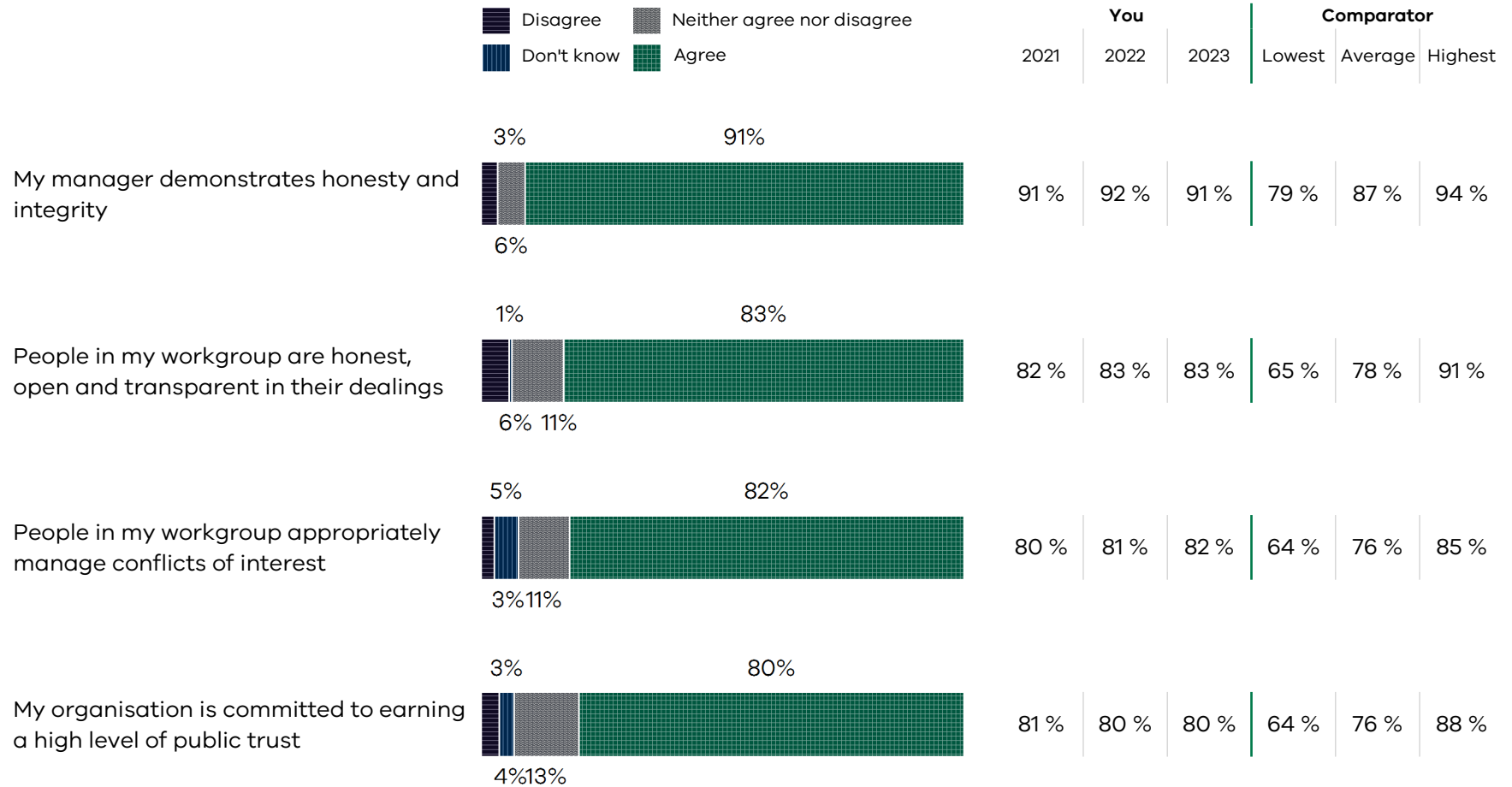
Example

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

Survey question

Your results

Benchmark agree results



Public sector values

Integrity 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

76% of staff who did the survey agreed or strongly agreed with 'Senior leaders demonstrate honesty and integrity'.

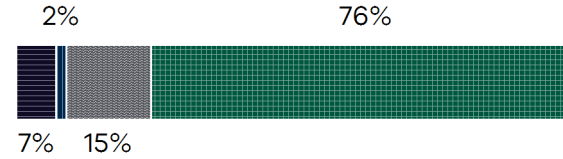
Survey question

Your results

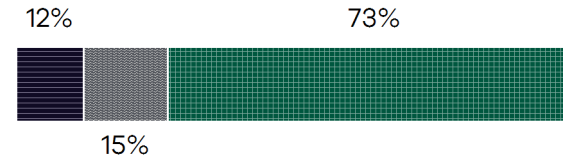
Benchmark agree results



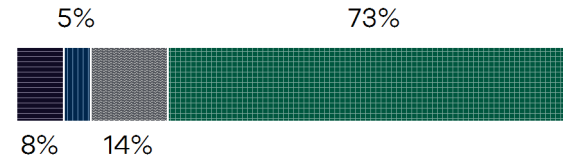
Senior leaders demonstrate honesty and integrity



I feel safe to challenge inappropriate behaviour at work



My organisation does not tolerate improper conduct



	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
Senior leaders demonstrate honesty and integrity	74 %	73 %	76 %	54 %	69 %	88 %
I feel safe to challenge inappropriate behaviour at work	68 %	75 %	73 %	62 %	71 %	81 %
My organisation does not tolerate improper conduct	70 %	72 %	73 %	57 %	69 %	79 %

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

87% of staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.

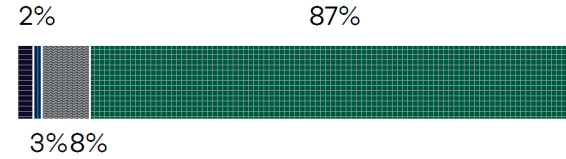
Survey question

Your results

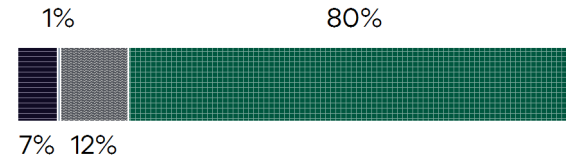
Benchmark agree results



People in my workgroup are politically impartial in their work



My workgroup acts fairly and without bias



	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
People in my workgroup are politically impartial in their work	83 %	86 %	87 %	72 %	82 %	89 %
My workgroup acts fairly and without bias	Not asked	80 %	80 %	63 %	76 %	85 %

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.

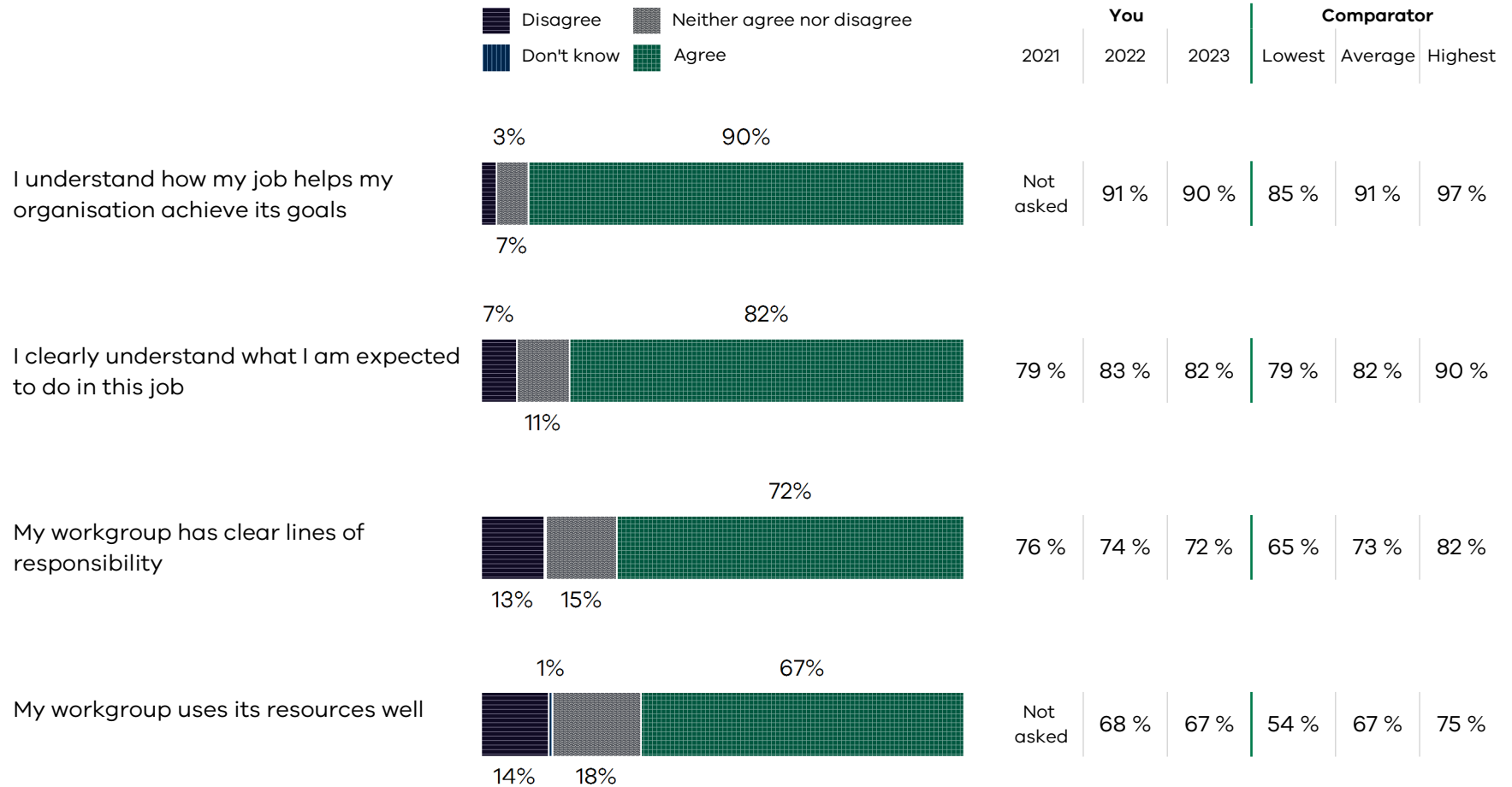
Example

90% 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

Benchmark agree results



Public sector values

Accountability 2 of 2

What this is

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

Why this is important

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

How to read this

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

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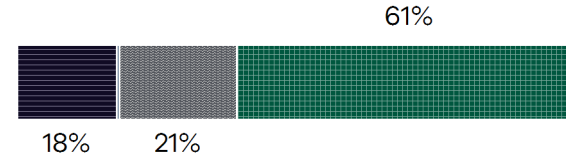
Example

61% of staff who did the survey agreed or strongly agreed with 'Senior leaders provide clear strategy and direction'.

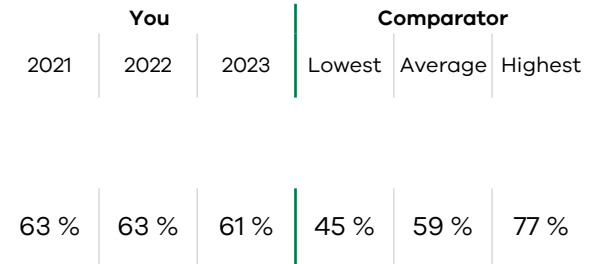
Survey question

Senior leaders provide clear strategy and direction

Your results



Benchmark agree results



Public sector values

Respect 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

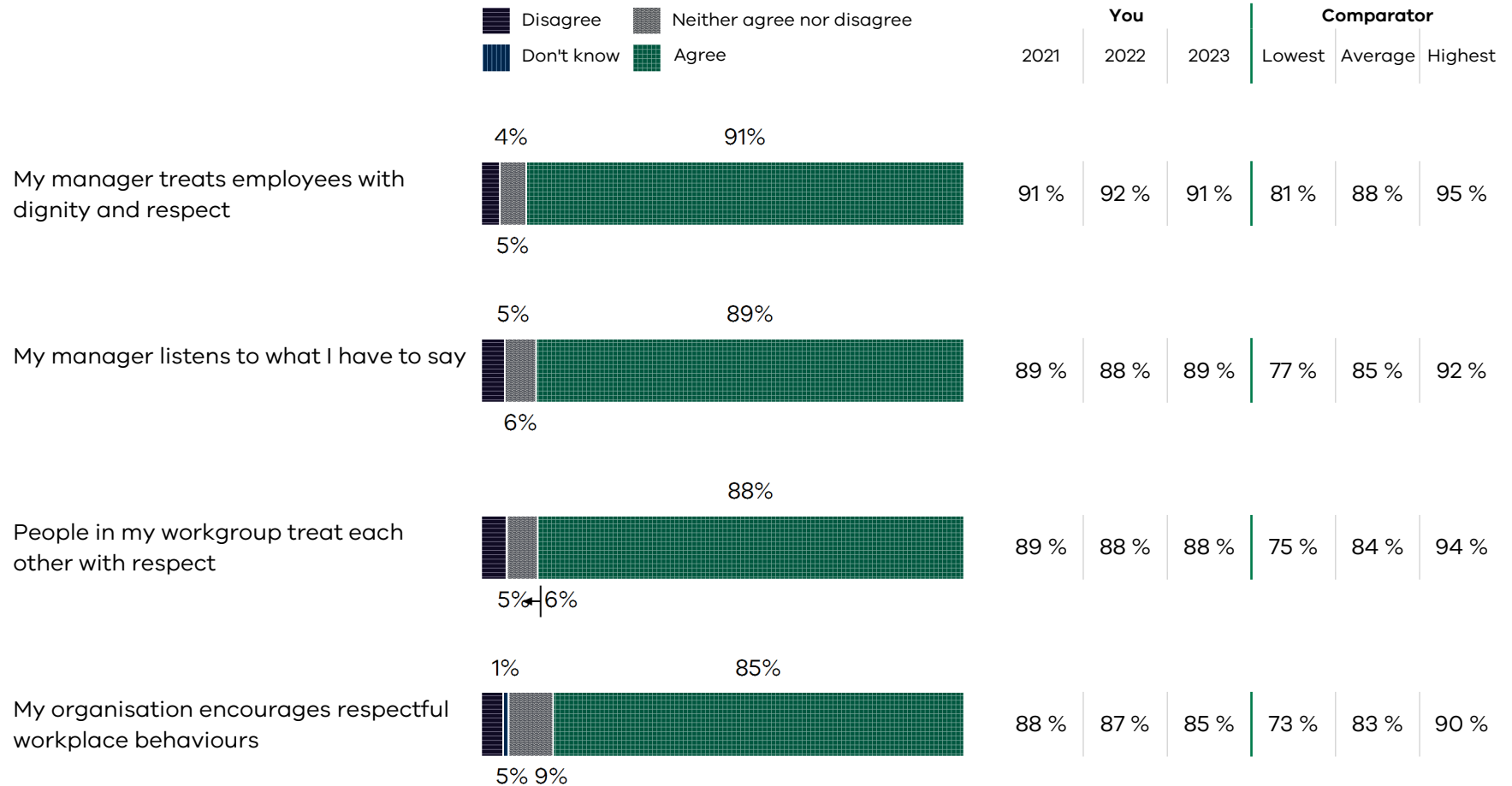
Example

91% of staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

Survey question

Your results

Benchmark agree results



Public sector values

Respect 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

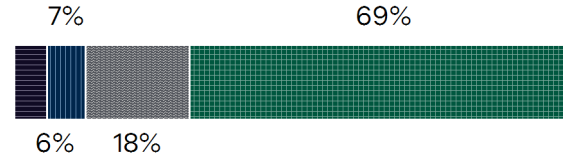
Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

69% of staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.

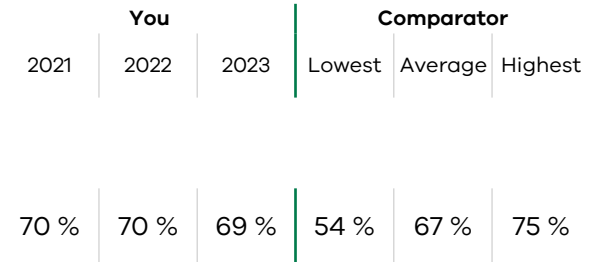
Survey question

My organisation takes steps to eliminate bullying, harassment and discrimination



Your results

Benchmark agree results



Public sector values

Leadership

What this is

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

Why this is important

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

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

How to read this

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

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

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

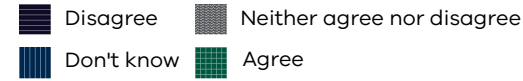
Example

89% of staff who did the survey agreed or strongly agreed with 'My manager models my organisation's values'.

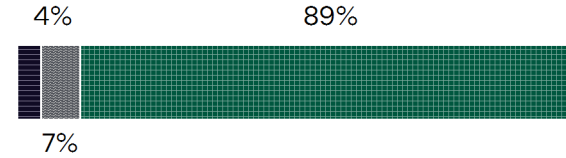
Survey question

Your results

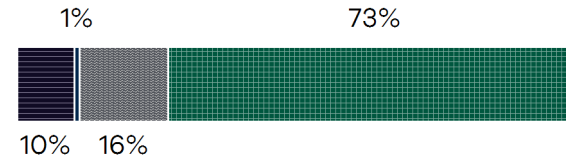
Benchmark agree results



My manager models my organisation's values



Senior leaders model my organisation's values



	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
My manager models my organisation's values	88 %	90 %	89 %	78 %	86 %	92 %
Senior leaders model my organisation's values	74 %	71 %	73 %	55 %	68 %	85 %

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.

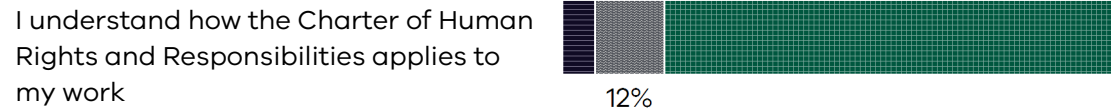
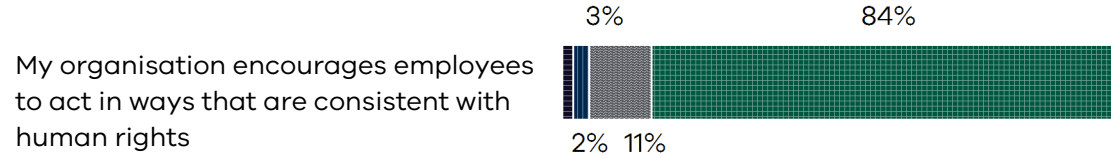
Example

84% 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



	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
My organisation encourages employees to act in ways that are consistent with human rights	84 %	84 %	84 %	76 %	84 %	90 %
I understand how the Charter of Human Rights and Responsibilities applies to my work	71 %	79 %	82 %	75 %	84 %	92 %

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
- 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
- Aboriginal and/or Torres Strait Islander
- Disability
- 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.

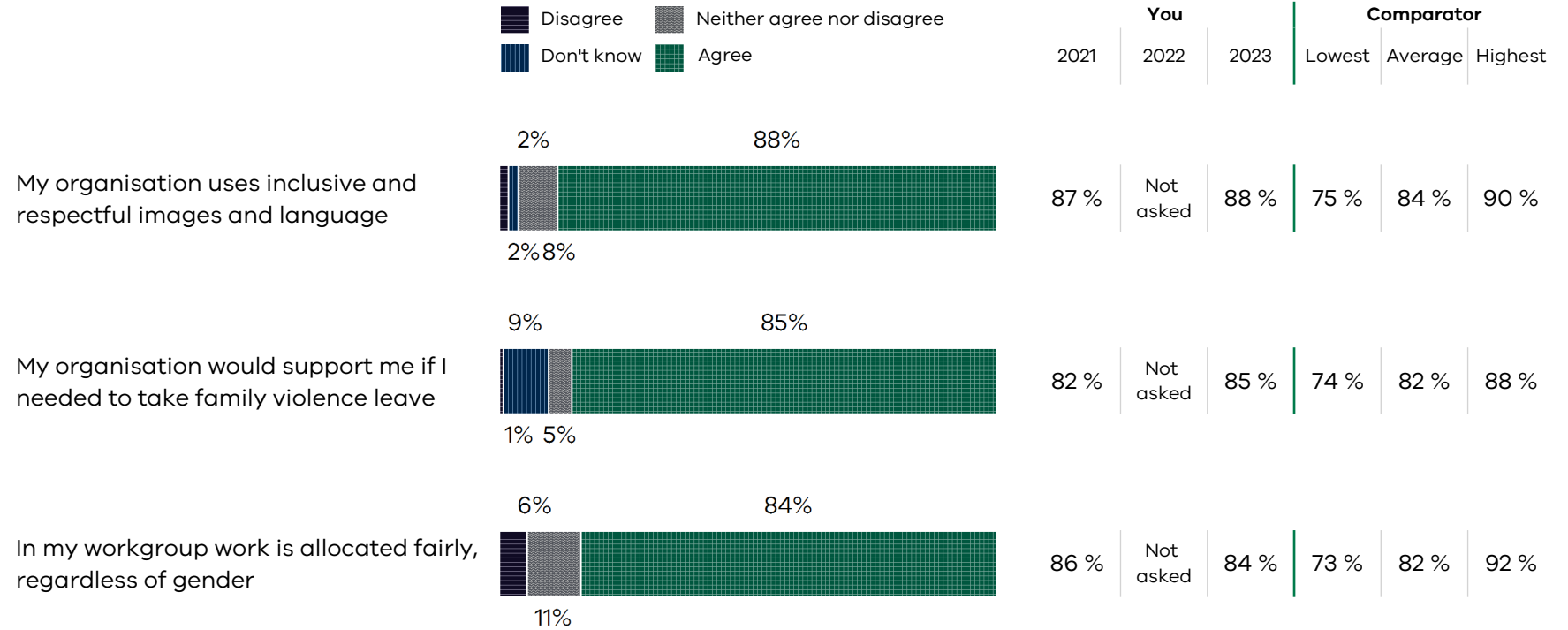
Example

88% 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



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

93% 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'.

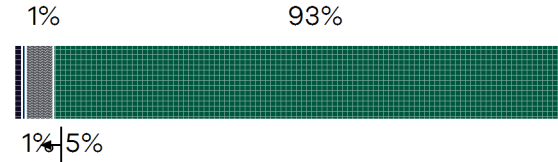
Survey question

Your results

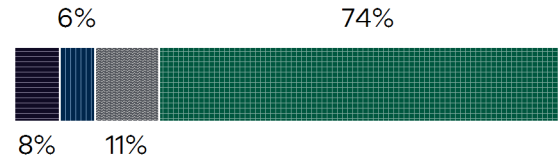
Benchmark agree results



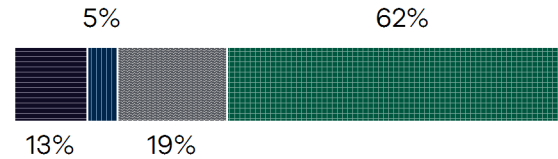
I understand how the Code of Conduct for Victorian public sector employees applies to my work



I am confident that if I requested to go on secondment to support urgent government work, it would be given due consideration



My workgroup gives frank and fearless advice to our managers and leaders (including the Minister, where applicable)



Year	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
	Not asked	Not asked	93 %	87 %	93 %	96 %
	Not asked	Not asked	74 %	52 %	74 %	84 %
	Not asked	Not asked	62 %	45 %	56 %	77 %

People matter survey

2023

Have your say

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- Sexual harassment
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Key differences

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- Taking action questions

Detailed results

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- Senior leadership questions

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- Scorecard
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- Workgroup support
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- Scorecard
- Manager leadership
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- 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

Demographics

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

Demographics

Age, gender, variations in sex characteristics and sexual orientation

What this is

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

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

To protect you, we:

- de-identify all survey response data provided to your organisation
- don't release 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	397	22%
35-54 years	960	54%
55+ years	203	11%
Prefer not to say	228	13%

How would you describe your gender?	(n)	%
Woman	951	53%
Man	591	33%
Prefer not to say	231	13%
Non-binary and I use a different term	15	1%

Are you trans, non-binary or gender diverse?	(n)	%
Yes	12	1%
No	1572	88%
Prefer not to say	204	11%

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

	(n)	%
Yes	4	0%
No	1561	87%
Don't know	37	2%
Prefer not to say	186	10%

How do you describe your sexual orientation?

	(n)	%
Straight (heterosexual)	1222	68%
Prefer not to say	357	20%
Bisexual	75	4%
Gay or lesbian	62	3%
Pansexual	19	1%
I use a different term	18	1%
Don't know	18	1%
Asexual	17	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.

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Aboriginal and/or Torres Strait Islander

	(n)	%
Yes	19	1%
Non Aboriginal and/or Torres Strait Islander	1620	91%
Prefer not to say	149	8%

Identified as Aboriginal and/or Torres Strait Islander on your organisations HR system?*

	(n)	%
Yes	16	84%
No	1	5%
Don't know	2	11%

Demographics

Disability

What this is

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

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

To protect you, we:

- de-identify all survey response data provided to your organisation
- don't release 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.

Do you identify as a person with a disability?

	(n)	%
Yes	158	9%
No	1444	81%
Prefer not to say	186	10%

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

	(n)	%
Yes	108	68%
No	45	28%
Prefer not to say	5	3%

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

	(n)	%
I feel that sharing my disability information will reflect negatively on me	18	40%
I do not require any adjustments to be made to perform my role	11	24%
My disability does not impact on my ability to perform my role	11	24%
Other	5	11%

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.

How we protect anonymity and privacy

To protect you, we:

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Country of birth	(n)	%
Born in Australia	1130	63%
Not born in Australia	391	22%
Prefer not to say	267	15%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Other	141	35%
Mandarin	67	17%
Cantonese	42	11%
Hindi	42	11%
Italian	29	7%
Vietnamese	23	6%
Greek	20	5%
Spanish	20	5%
Tamil	19	5%
Sinhalese	12	3%
Telugu	11	3%
Malayalam	9	2%

Language other than English spoken with family or community	(n)	%
Yes	400	22%
No	1178	66%
Prefer not to say	210	12%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Arabic	8	2%
Punjabi	8	2%
Urdu	8	2%
Filipino	5	1%
Gujarati	5	1%
Macedonian	4	1%
Persian (excluding Dari)	4	1%
Turkish	4	1%
Tagalog	3	1%
Auslan	2	1%
Australian Indigenous Language	1	0%

Demographics

Cultural diversity 2 of 2

What this is

This is the cultural identity and religion of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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.

Cultural identity	(n)	%
Australian	1077	60%
Prefer not to say	280	16%
English, Irish, Scottish and/or Welsh	214	12%
European (including Western, Eastern and South-Eastern Europe, and Scandinavia)	208	12%
East and/or South-East Asian	132	7%
South Asian	68	4%
Other	58	3%
New Zealander	35	2%
Central Asian	19	1%
North American	18	1%
Aboriginal and/or Torres Strait Islander	18	1%
Central and/or South American	16	1%
Middle Eastern	12	1%
African	11	1%
Pacific Islander	5	0%
Maori	4	0%

Religion	(n)	%
No religion	908	51%
Christianity	407	23%
Prefer not to say	306	17%
Hinduism	46	3%
Buddhism	38	2%
Islam	35	2%
Other	24	1%
Judaism	21	1%
Sikhism	3	0%

Demographics

Employment characteristics 1 of 2

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

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Working arrangement	(n)	%
Full-Time	1626	91%
Part-Time	162	9%

Gross base salary (ongoing/fixed term only)	(n)	%
Prefer not to say	226	13%
Below \$80k	109	6%
\$80k to \$120k	748	43%
\$120k to \$160k	411	24%
\$160k to \$200k	145	8%
\$200k or more	100	6%

Organisational tenure	(n)	%
<1 year	373	21%
1 to less than 2 years	391	22%
2 to less than 5 years	514	29%
5 to less than 10 years	274	15%
10 to less than 20 years	177	10%
More than 20 years	59	3%

Management responsibility	(n)	%
Non-manager	1175	66%
Other manager	330	18%
Manager of other manager(s)	283	16%

Employment type	(n)	%
Ongoing and executive	1032	58%
Fixed term	707	40%
Other	49	3%

Demographics

Employment characteristics 2 of 2

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Primary workplace location over the last 3 months

	(n)	%
Melbourne CBD	1119	63%
Melbourne: Suburbs	384	21%
Large regional city	124	7%
Other	83	5%
Rural	78	4%

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

	(n)	%
Your employer's office	1375	77%
A frontline or service delivery location	27	2%
Home or private location	1340	75%
A shared office space (where two or more organisations share the same workspace e.g. Gov hubs, suburban hubs etc.)	169	9%
Other	29	2%

Flexible work

	(n)	%
Working from an alternative location (e.g. home, hub/shared work space)	913	51%
No, I do not use any flexible work arrangements	528	30%
Flexible start and finish times	490	27%
Part-time	151	8%
Working more hours over fewer days	139	8%
Using leave to work flexible hours	65	4%
Purchased leave	34	2%
Other	24	1%
Study leave	19	1%
Job sharing	5	0%
Shift swap	2	0%

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.

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

	(n)	%
No, I have not requested adjustments	1251	70%
Flexible working arrangements	470	26%
Physical modifications or improvements to the workplace	101	6%
Career development support strategies	21	1%
Accessible communications technologies	15	1%
Other	13	1%
Job redesign or role sharing	10	1%

Why did you make this request?

	(n)	%
Work-life balance	264	49%
Caring responsibilities	182	34%
Family responsibilities	155	29%
Health	152	28%
Disability	73	14%
Other	45	8%
Study commitments	29	5%

What was your experience with making the request?

	(n)	%
The adjustments I needed were made and the process was satisfactory	458	85%
The adjustments I needed were made but the process was unsatisfactory	47	9%
The adjustments I needed were not made	32	6%

Demographics

Caring

What this is

These are staff-reported caring responsibilities.

Why this is important

This shows organisations what caring responsibilities their staff have.

How to read this

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

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

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Caring responsibility	(n)	%
None of the above	684	38%
Primary school aged child(ren)	329	18%
Secondary school aged child(ren)	276	15%
Prefer not to say	250	14%
Frail or aged person(s)	190	11%
Preschool aged child(ren)	135	8%
Child(ren) - younger than preschool age	126	7%
Person(s) with a medical condition	93	5%
Person(s) with disability	70	4%
Person(s) with a mental illness	65	4%
Other	35	2%



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