People matter survey 2023

Have your say

Department of Treasury and Finance
2023 people matter survey results report

Victorian Public Sector Commission

VICTORIA State Government

People matter survey 2023

Have your say

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- Questions requested by your organisation

Demographics

- Age, gender, variations in sex characteristics and sexual orientation
- Aboriginal and/or Torres Strait Islander
- Disability
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- 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 91% 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.

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Report overview

Survey's theoretical framework

What this is

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

Why this is important

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

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

Our public sector values

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

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

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

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

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

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

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

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

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

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

Responsiveness   Integrity   Impartiality   Accountability   Respect   Leadership   Human Rights

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 Jobs, Skills, Industry and Regions

Department of Justice and Community Safety

Department of Premier and Cabinet

Department of Transport and Planning

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	2023
80%	**71%**
(791)	**(452)**

2022		2023	
Comparator	64%	Comparator	62%
Public Sector	42%	Public Sector	57%

People matter survey

2023

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Victorian Public Sector Commission

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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	
75	
Comparator	69
Public Sector	68

2023	
75	
Comparator	67
Public Sector	67

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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 75.

Why this is important

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

How to read this

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

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

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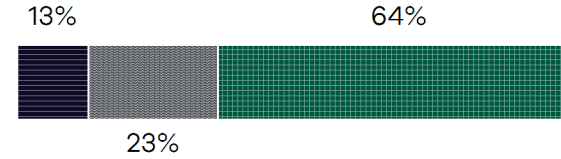
Example

84% of your staff who did the survey agreed or strongly agreed with 'I would recommend my organisation as a good place to work'.

| Survey question | Your results | Benchmark agree results |

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

Survey question		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
I would recommend my organisation as a good place to work	6% / 84% / 10%	81 %	84 %	84 %	52 %	65 %	82 %
I am proud to tell others I work for my organisation	4% / 84% / 13%	86 %	85 %	84 %	60 %	70 %	84 %
My organisation motivates me to help achieve its objectives	5% / 80% / 14%	74 %	79 %	80 %	50 %	64 %	78 %
My organisation inspires me to do the best in my job	6% / 78% / 15%	72 %	76 %	78 %	49 %	62 %	76 %

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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 75.

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

64% of your staff who did the survey agreed or strongly agreed with 'I feel a strong personal attachment to my organisation'.

■ Disagree   ▦ Neither agree nor disagree
▦ Agree

Survey question	Your results		You			Comparator		
			2021	2022	2023	Lowest	Average	Highest
I feel a strong personal attachment to my organisation	13% / 23% / 64%		64 %	62 %	64 %	48 %	57 %	64 %
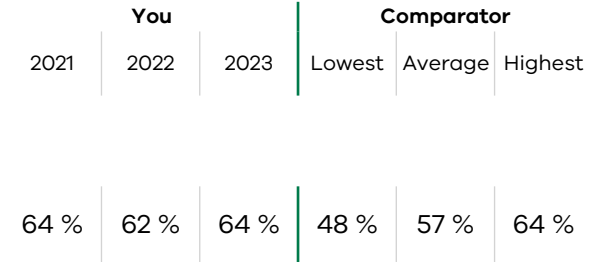
People outcomes

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:

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

Compared to:

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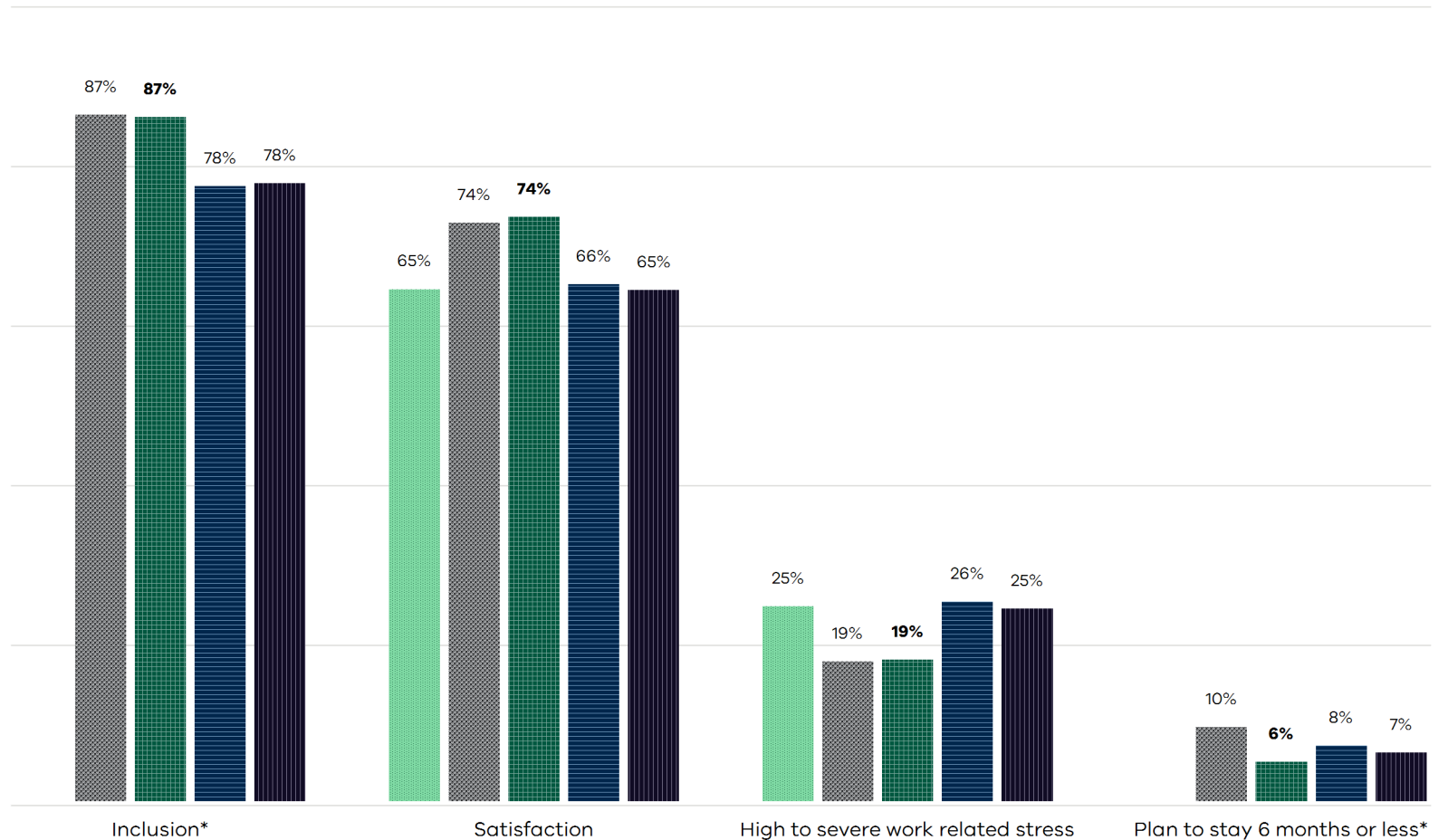
*We can't compare some data here because one or more questions were not asked in a previous survey

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

Chart data:

	You 2021	You 2022	You 2023	Comparator 2023	Public sector 2023
Inclusion*		87%	87%	78%	78%
Satisfaction	65%	74%	74%	66%	65%
High to severe work related stress	25%	19%	19%	26%	25%
Plan to stay 6 months or less*		10%	6%	8%	7%

People outcomes

Satisfaction question results

What this is

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

Why this is important

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

How to read this

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

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

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

Example

81% of your staff who did the survey were satisfied or very satisfied with 'Considering everything, how satisfied are you with your current job'.

Survey question	Your results		Benchmark satisfied results					

Legend: Dissatisfied | Neither satisfied nor dissatisfied | Satisfied

			You			Comparator		
Survey question			2021	2022	2023	Lowest	Average	Highest
Considering everything, how satisfied are you with your current job	8% / 11% / 81%		72 %	79 %	81 %	63 %	71 %	81 %
How satisfied are you with the work/life balance in your current job	10% / 14% / 76%		69 %	77 %	76 %	62 %	70 %	86 %
How satisfied are you with your career development within your current organisation	12% / 23% / 66%		54 %	65 %	66 %	46 %	56 %	66 %

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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

19% 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)

Nil	13%
Low / mild	37%
Moderate	32%
High	13%
Very high	5%
Severe	0%
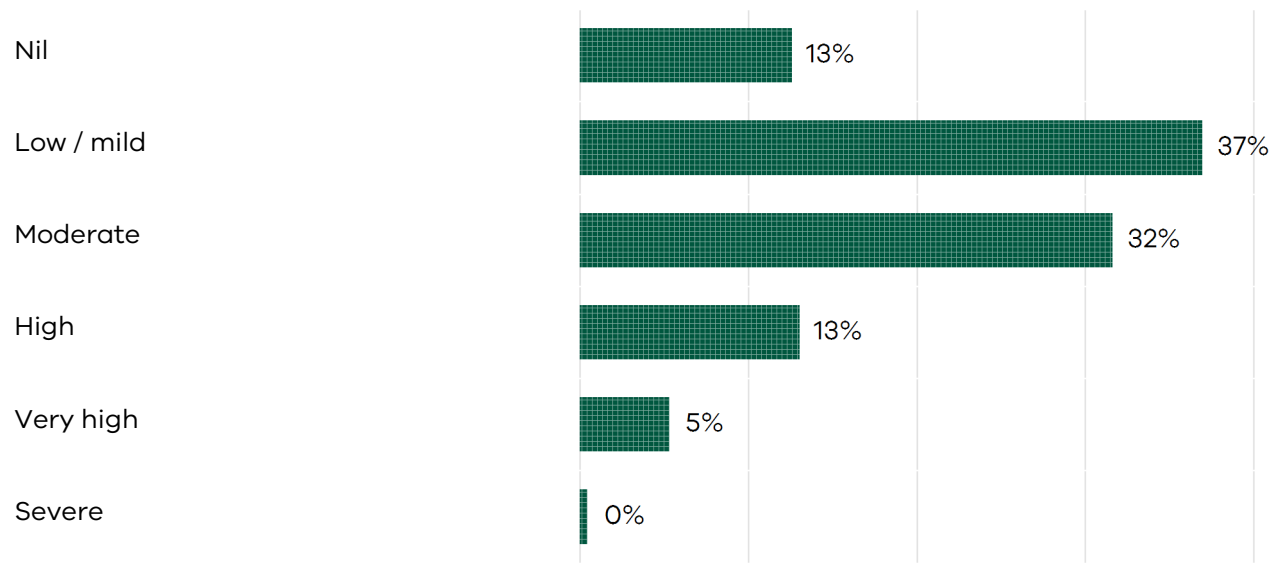
Reported levels of high to severe stress

2022		2023	
19%		**19%**	
Comparator	25%	Comparator	26%
Public Sector	25%	Public Sector	25%
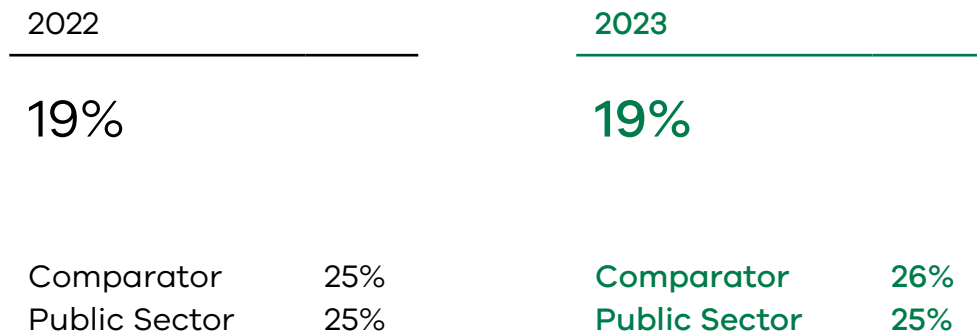
People outcomes

Work-related stress causes

What this is

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

Why this is important

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

How to read this

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

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

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

Example

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

Of that 87%, 58% said the top reason was 'Time pressure'.

	395	57
	87%	13%

◼ Experienced some work-related stress ▦ Did not experience some work-related stress
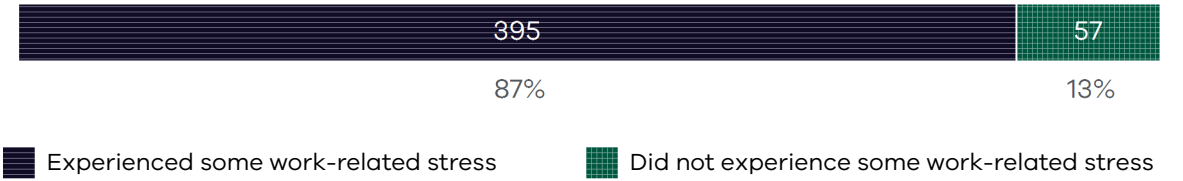
Of those that experienced work related stress it was from ...	You 2022	You 2023	Comparator 2023	Public sector 2023
Time pressure	54%	58%	43%	41%
Workload	49%	48%	49%	49%
Unclear job expectations	16%	19%	15%	14%
Dealing with clients, patients or stakeholders	18%	18%	14%	15%
Content, variety, or difficulty of work	18%	16%	12%	11%
Competing home and work responsibilities	16%	15%	14%	14%
Management of work (e.g. supervision, training, information, support)	9%	10%	12%	13%
Technology or equipment	0%	8%	6%	8%
Social environment (e.g. relationships with colleagues, manager and/or senior leaders)	3%	7%	10%	11%
Work that doesn't match my skills or experience	8%	7%	7%	7%

People outcomes

Intention to stay

What this is

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

Why this is important

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

How to read this

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

Example

14% 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%	6%	8%	7%
Over 6 months and up to 1 year	12%	14%	11%	10%
Over 1 year and up to 3 years	33%	40%	25%	24%
Over 3 years and up to 5 years	19%	19%	14%	15%
Over 5 years	26%	22%	42%	45%

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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

91% of your staff who did the survey agreed or strongly agreed with 'I feel culturally safe at work'.

Survey question	Your results						

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

Benchmark agree results

Survey question		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
I feel culturally safe at work	3% / 6% / 91%	85 %	92 %	91 %	73 %	83 %	88 %
I can be myself at work	4% / 8% / 88%	Not asked	89 %	88 %	71 %	81 %	86 %
I feel as if I belong at this organisation	5% / 14% / 81%	Not asked	80 %	81 %	61 %	70 %	80 %
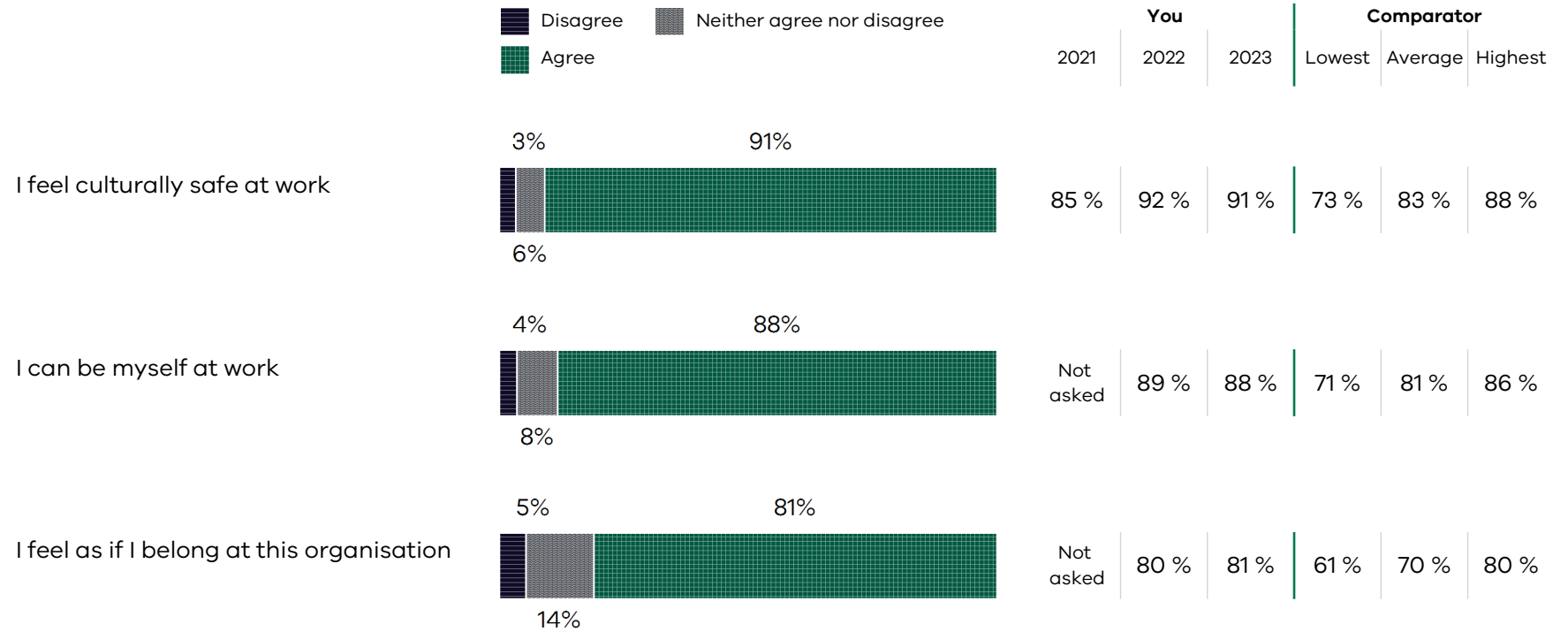
People outcomes

Inclusion - Barriers to success

What this is

This is a list of things that staff felt were barriers to their success at work.

Why this is important

These results can show areas of focus for improvement to enable employee success in the workplace.

How to read this

In the survey, we ask staff to 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

6% of your staff who did the survey said they have experienced barriers to success in the last 12 months due to 'My caring responsibilities'.

Staff who experienced one or more barriers to success at work

94	358
21%	79%

▪ Experienced barriers listed   ▪ Did not experience any of the barriers listed
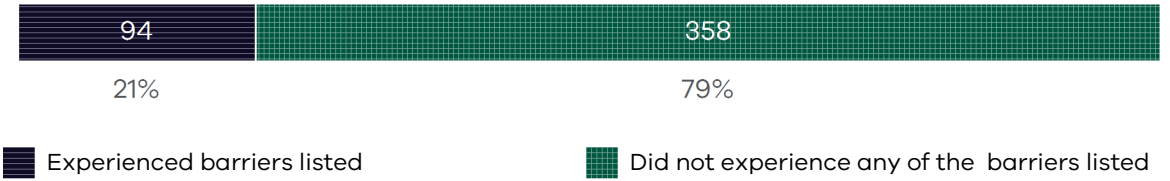
During the last 12 months, employees experienced barriers to their success due to ...	You 2022	You 2023	Comparator 2023	Public sector 2023
My caring responsibilities	6%	6%	8%	7%
My mental health	6%	6%	8%	8%
My flexible working	0%	6%	8%	7%
My sex	3%	4%	5%	6%
My age	6%	4%	8%	8%
My physical health	3%	2%	4%	4%

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

5% 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

73	379
16%	84%

■ Witnessed barriers listed   ▦ Did not witness barriers listed
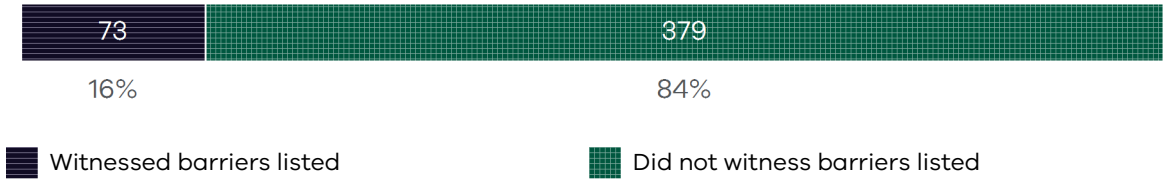
During the last 12 months, employees witnessed barriers to the success of other employees due to their...	You 2023	Comparator 2023	Public sector 2023
Caring responsibilities	5%	8%	7%
Age	4%	6%	6%
Sex	4%	6%	7%
Flexible working	4%	10%	10%
Mental health	4%	8%	8%

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:

- 56% of your staff who did the survey said work made them feel happy in 2023, which is up from 55% 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 ...

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

Happy: You 2021 49%, You 2022 55%, You 2023 56%, Comparator 2023 50%, Public sector 2023 52%

Enthusiastic: You 2021 51%, You 2022 54%, You 2023 55%, Comparator 2023 47%, Public sector 2023 48%

Worried: You 2021 35%, You 2022 23%, You 2023 21%, Comparator 2023 32%, Public sector 2023 31%

Miserable: You 2021 14%, You 2022 9%, You 2023 9%, Comparator 2023 18%, Public sector 2023 18%

People outcomes

Scorecard: negative behaviours

What this is

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

Why this is important

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

How to read this

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

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

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

Example

In 2023:

- 4% of your staff who did the survey stated they experienced 'Bullying' in the last 12 months which is down from 4% in 2022.

Compared to:

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

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

Bullying: 7%, 4%, 4%, 12%, 12%
Sexual harassment: 3%, 2%, 4%, 4%, 4%
Discrimination: 3%, 1%, 2%, 5%, 6%
Violence or aggression: 2%, 1%, 1%, 10%, 11%
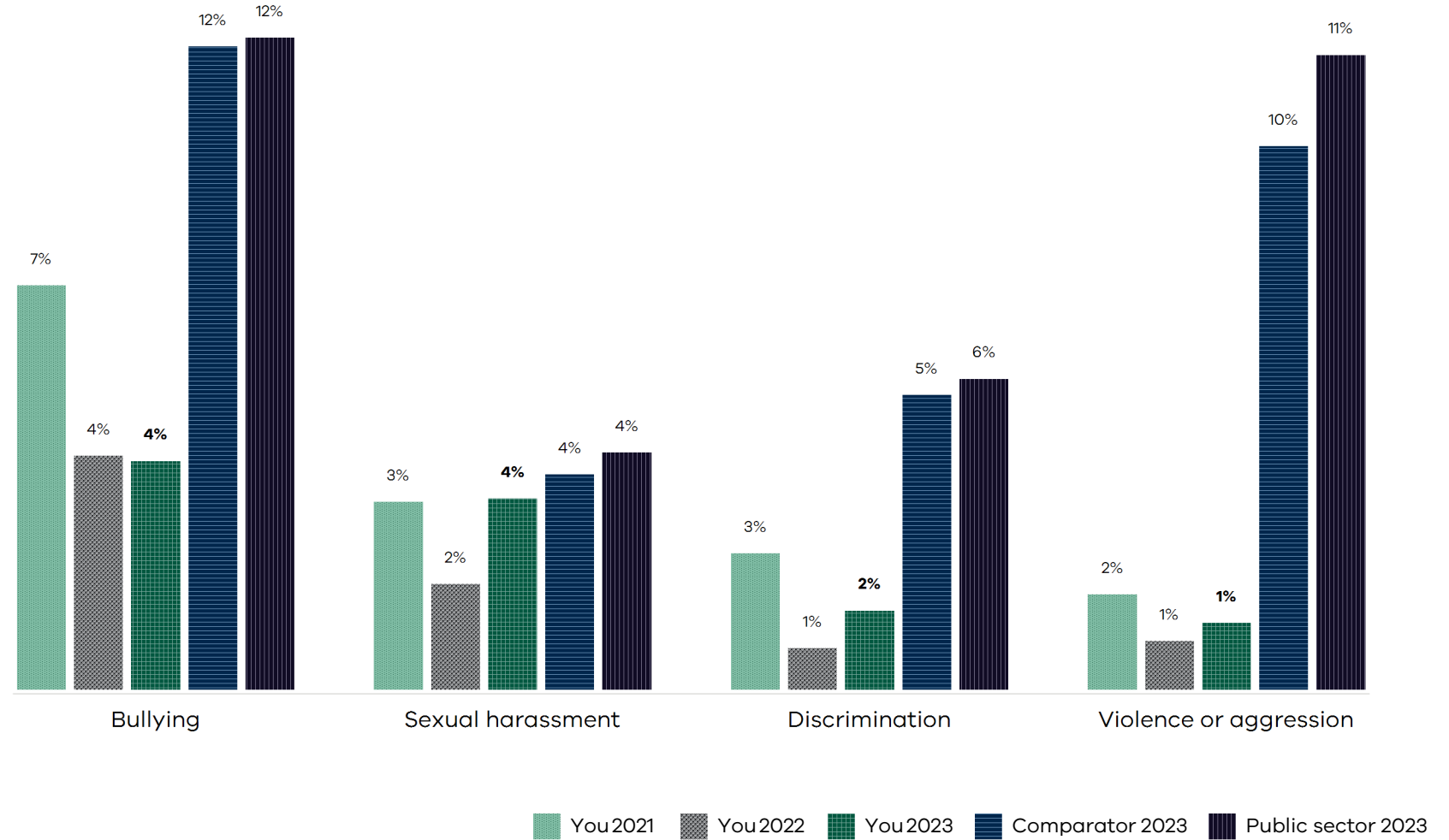
People outcomes

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

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

Of that 4%, 74% 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?

19	413	20
4%	91%	4%

■ Experienced bullying ▦ Did not experience bullying ▦ Not sure

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)	82%	74%	73%	71%
Withholding essential information for me to do my job	26%	26%	33%	30%
Exclusion or isolation	15%	21%	46%	45%
Other	18%	16%	16%	16%
Verbal abuse	9%	16%	18%	20%
Being assigned meaningless tasks unrelated to my job	6%	11%	17%	16%
Being given impossible assignment(s)	12%	11%	12%	11%
Intimidation and/or threats	18%	11%	28%	29%

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

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

- 47% said the top way they reported the bullying was 'Told a colleague'.
- 95% said they didn't submit a formal complaint.

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

19	413	20
4%	91%	4%

■ Experienced bullying　▨ Did not experience bullying　▨ Not sure
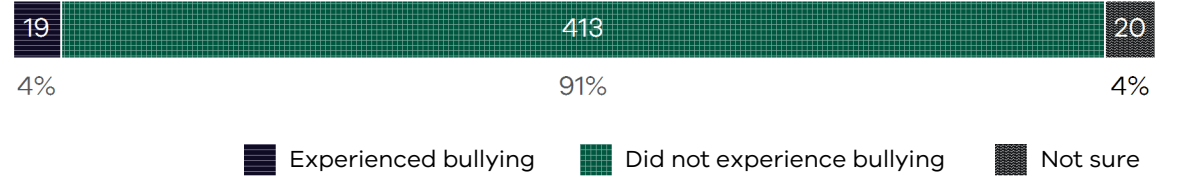
Did you tell anyone about the bullying?	You 2022	You 2023	Comparator 2023	Public sector 2023
Told a colleague	38%	47%	41%	41%
Told a manager	56%	47%	50%	50%
Told a friend or family member	35%	42%	35%	36%
Told Human Resources	9%	32%	11%	13%
Told the person the behaviour was not OK	21%	32%	18%	17%
I did not tell anyone about the bullying	12%	5%	12%	12%
Submitted a formal complaint	6%	5%	12%	12%
Told employee assistance program (EAP) or peer support	9%	5%	12%	10%

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

95% of your staff who experienced bullying did not submit a formal complaint, of which:

- 44% said the top reason was 'I believed there would be negative consequences for my reputation'.

Did you submit a formal complaint?
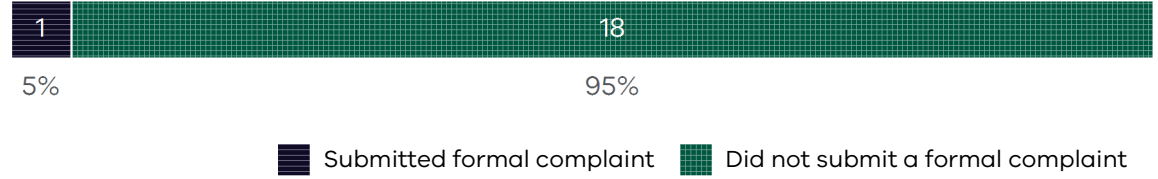
1	18
5%	95%

■ Submitted formal complaint   ■ Did not 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	44%	44%	57%	55%
I believed there would be negative consequences for my career	41%	39%	47%	45%
I didn't think it would make a difference	31%	39%	51%	51%
I didn't think it was serious enough	19%	33%	17%	16%
I believed there would be negative consequences for the person I was going to complain about	6%	11%	10%	10%
I didn't need to because I made the bullying stop	6%	11%	6%	6%
Other	13%	11%	14%	14%
I didn't feel safe to report the incident	19%	6%	20%	19%
I didn't know how to make a complaint	0%	6%	6%	6%
I didn't need to because I no longer had contact with the person(s) who bullied me	16%	6%	8%	7%

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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, 4% of your staff said they experienced bullying.

If they did, they could tell us with one or more answers who the perpetrator was.
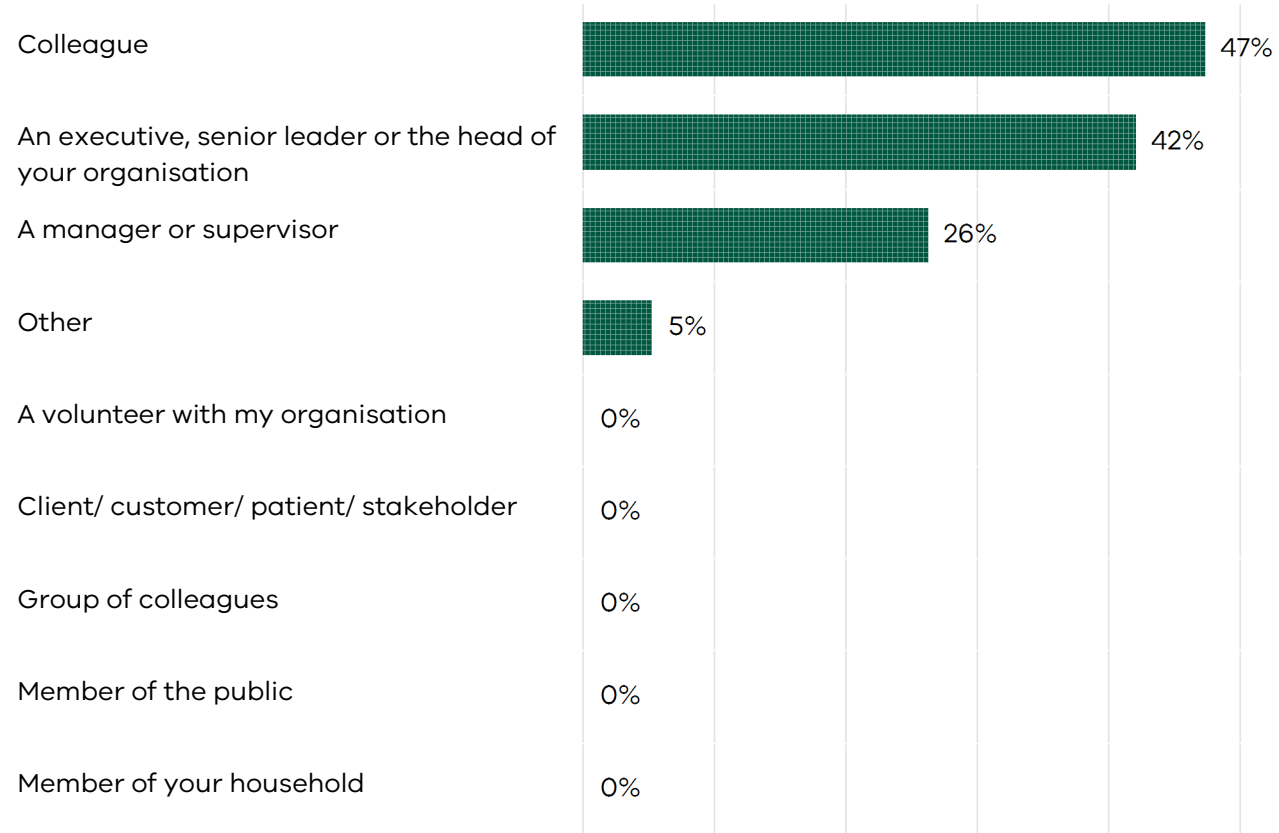
In descending order, the bar chart shows the perpetrators with the largest number of responses.

Each row is one perpetrator or group of perpetrators.

Example

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

Of that 4%, 47% said it was by 'Colleague'.

19 people (4% of staff) experienced bullying (You 2023)

Perpetrator	Percentage
Colleague	47%
An executive, senior leader or the head of your organisation	42%
A manager or supervisor	26%
Other	5%
A volunteer with my organisation	0%
Client/ customer/ patient/ stakeholder	0%
Group of colleagues	0%
Member of the public	0%
Member of your household	0%

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, 4% 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

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

Of that 4%, 95% said it was by someone within the organisation.

Of that 95%, 61% said it was 'They were in my workgroup'.

18 people (95% of staff who experienced bullying) experienced bullying from within your organisation (You 2023)

They were in my workgroup	61%
They were outside my workgroup	28%
They were my immediate manager or supervisor	11%
They were someone I supervise or manage	6%
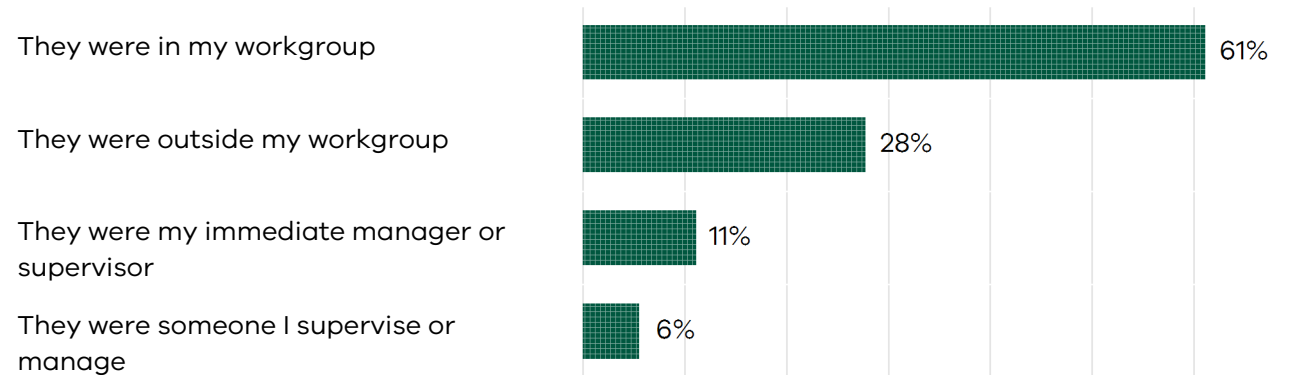
People outcomes

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

4% 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?

16	436
4%	96%

■ Experienced sexual harassment   ▦ Did not experience sexual harassment
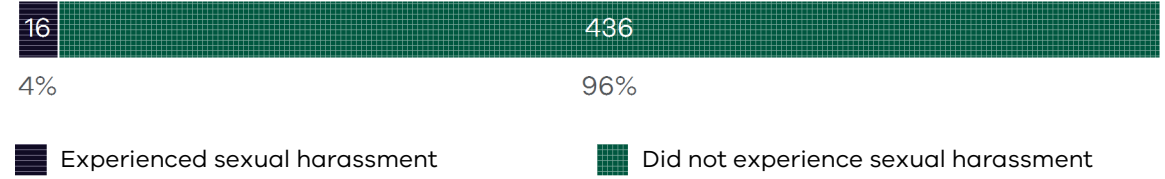
Behaviours reported	You 2022	You 2023	Comparator 2023	Public sector 2023
Intrusive questions about your private life or comments about your physical appearance	38%	50%	46%	45%
Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)	19%	44%	52%	50%
Inappropriate staring or leering that made you feel intimidated	31%	19%	15%	15%
Unwelcome touching, hugging, cornering or kissing	13%	19%	13%	14%
Repeated or inappropriate advances on email, social networking websites or internet chat rooms by a work colleague	6%	13%	4%	4%
Repeated or inappropriate invitations to go out on dates	6%	13%	4%	4%
Inappropriate physical contact	13%	6%	13%	14%
Any other unwelcome conduct of a sexual nature	0%	6%	7%	8%
Request or pressure for sex or other sexual acts	0%	0%	1%	1%
Sexual gestures, indecent exposure or inappropriate display of the body	0%	0%	3%	3%

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

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

Of those, 63% said their top response was 'Tried to laugh it off or forget about it'.

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

16	436
4%	96%

■ Experienced sexual harassment   ▦ Did not experience sexual harassment
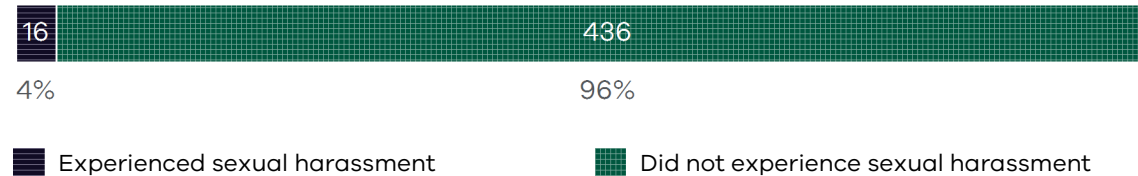
When the harassment happened to you, did you respond in any of the following ways?	You 2022	You 2023	Comparator 2023	Public sector 2023
Tried to laugh it off or forget about it	38%	63%	39%	40%
Avoided the person(s) by staying away from them	25%	50%	36%	36%
Pretended it didn't bother you	44%	44%	44%	44%
Told a friend or family member	25%	44%	21%	21%
Avoided locations where the behaviour might occur	0%	38%	15%	14%
Told a colleague	0%	25%	23%	23%
Told a manager	13%	19%	20%	20%
Told Human Resources	6%	13%	3%	4%
Sought a transfer to another role/location/roster	0%	6%	3%	3%
Submitted a formal complaint	6%	6%	6%	5%

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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

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

- 67% said the top reason was 'I didn't think it was serious enough'.

Did you submit a formal complaint?
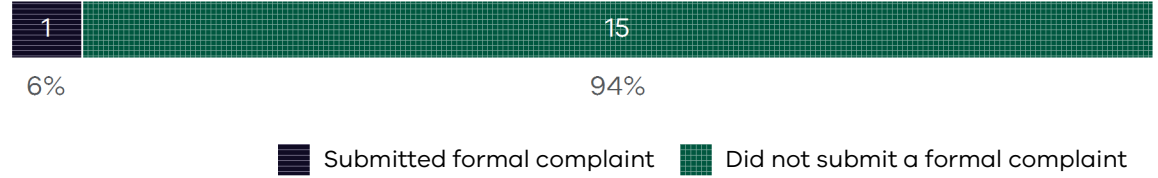
1	15
6%	94%

■ Submitted formal complaint   ■ Did not 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	87%	67%	47%	44%
I believed there would be negative consequences for my reputation	27%	47%	39%	37%
I didn't think it would make a difference	33%	33%	39%	40%
I believed there would be negative consequences for my career	0%	27%	29%	27%
I believed there would be negative consequences for the person I was going to complain about	13%	20%	14%	13%
I didn't need to because I made the harassment stop	7%	13%	11%	10%
I didn't need to because I no longer had contact with the person(s) who harassed me	27%	7%	7%	7%

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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, 4% of your staff said they experienced sexual harassment.

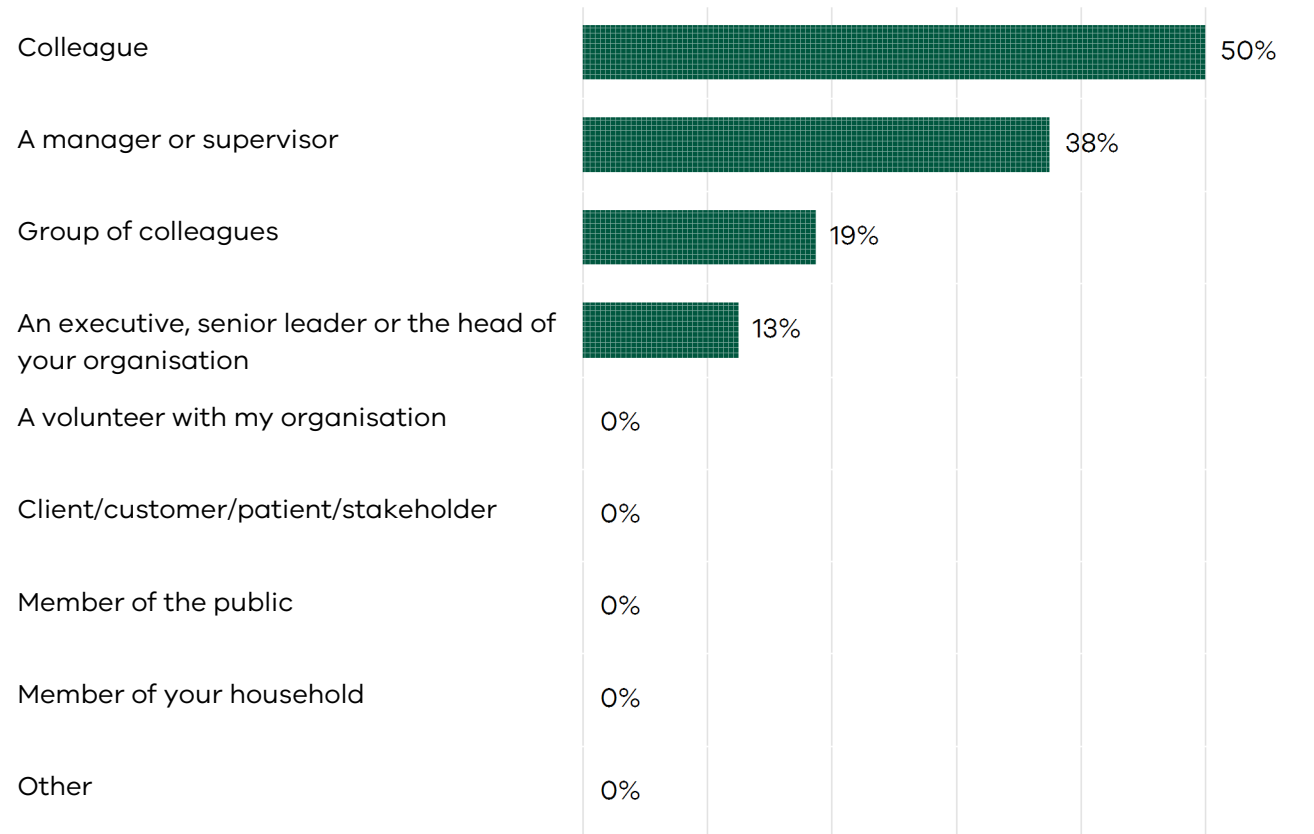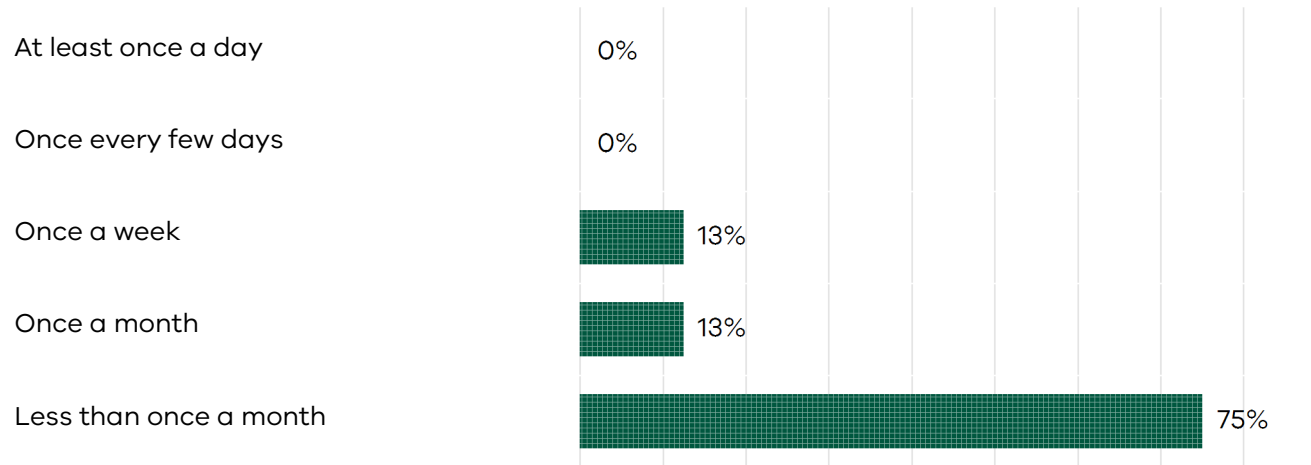If they did, they could tell us with one or more answers who the perpetrator was.

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

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

Of that 4%, 50% said it was by 'Colleague'.

16 people (4% of staff) experienced sexual harassment (You2023)

Perpetrator	Percentage
Colleague	50%
A manager or supervisor	38%
Group of colleagues	19%
An executive, senior leader or the head of your organisation	13%
A volunteer with my organisation	0%
Client/customer/patient/stakeholder	0%
Member of the public	0%
Member of your household	0%
Other	0%

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, 4% 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

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

Of that 4%, 100% said it was by someone within the organisation.

Of that 100%, 56% said it was 'They were in my workgroup'.

16 people (100% of staff who experienced harassment) experienced harassment from within your organisation (You 2023)

Relationship	Percentage
They were in my workgroup	56%
They were outside my workgroup	31%
They were my immediate manager or supervisor	13%
They were someone I supervise or manage	0%
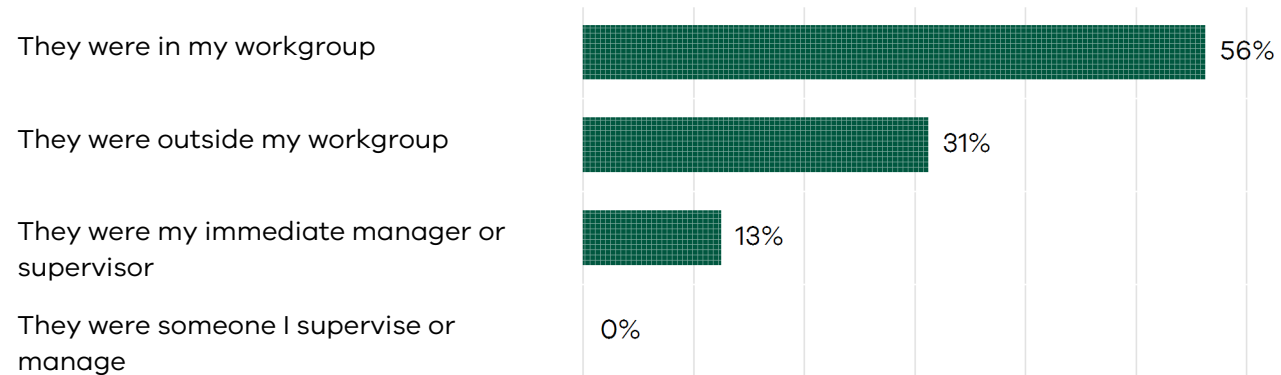
People outcomes

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, 4% 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

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

Of that 4%, 0% said it was 'At least once a day'.

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

At least once a day	0%
Once every few days	0%
Once a week	13%
Once a month	13%
Less than once a month	75%

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People outcomes

Discrimination

What this is

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

Why this is important

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

Why there is no data here

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

We do this to protect the respondents.

People outcomes

Violence and aggression

What this is

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

Why this is important

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

Why there is no data here

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

We do this to protect the respondents.

Negative behaviour

Witnessing negative behaviours

What this is

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

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

8% of your staff who did the survey said they witnessed some negative behaviour at work.

92% 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?

36	416
8%	92%

■ Witnessed some negative behaviour   ▦ Did not witness some negative behaviour
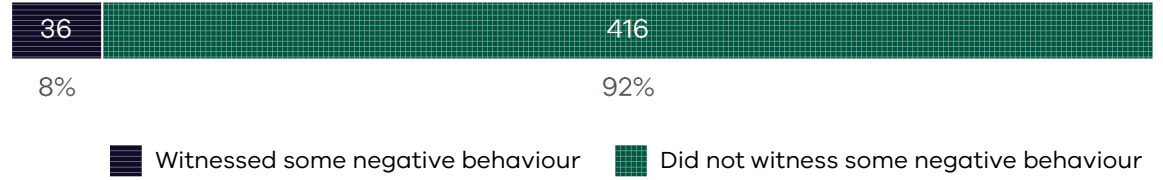
During the last 12 months in your current organisation, have you witnessed any of the following negative behaviours at work?	You 2023	Comparator 2023	Public sector 2023
No, I have not witnessed any of the situations above	92%	83%	81%
Bullying of a colleague	4%	12%	13%
Discrimination against a colleague	4%	7%	7%
Sexual harassment of a colleague	1%	1%	1%
Violence or aggression against a colleague	0%	3%	3%

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

8% of your staff who did the survey witnessed negative behaviour, of which:

- 78% said the top action they took was 'Spoke to the person who experienced the behaviour'.

- 14% took no action.

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

36	416
8%	92%

■ Witnessed some negative behaviour   ▦ Did not witness some negative behaviour
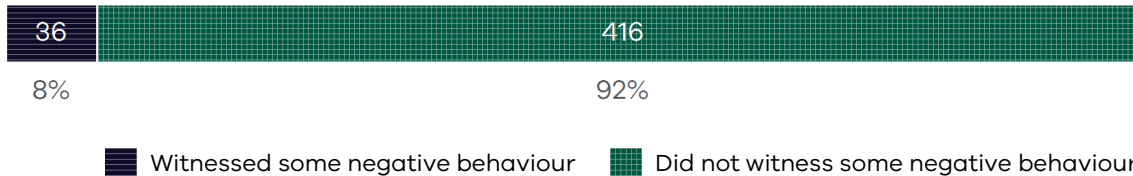
When you witnessed the above behaviour(s), did you do any of the following?	You 2023	Comparator 2023	Public sector 2023
Spoke to the person who experienced the behaviour	78%	71%	69%
Told a manager	47%	41%	38%
Told a colleague	33%	20%	19%
Told Human Resources	19%	6%	7%
Spoke to the person who behaved in a negative way	17%	16%	17%
Told the person the behaviour was not OK	14%	19%	20%
Took no action	14%	8%	8%
Other	3%	6%	6%
Submitted a formal complaint	3%	4%	5%

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People matter survey 2023

Have your say

Overview

Result summary

Report overview

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

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

- Scorecard
- Quality service delivery
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Job and manager factors

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

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 'Flexible working', the 'You 2023' column shows 96% of your staff agreed with 'My manager supports working flexibly'.
In the 'Change from 2022' column, you have a 1% increase, which is a positive trend.

Question group	Highest scoring questions	You 2023	Change from 2022	Comparator 2023
Flexible working	My manager supports working flexibly	96%	+1%	87%
Manager leadership	My manager treats employees with dignity and respect	95%	-1%	88%
Quality service delivery	My workgroup provides high quality advice and services	94%	+1%	83%
Manager leadership	My manager demonstrates honesty and integrity	94%	-1%	87%
Workgroup support	People in my workgroup treat each other with respect	94%	-1%	84%
Meaningful work	I can make a worthwhile contribution at work	93%	-1%	91%
Job enrichment	I understand how my job helps my organisation achieve its goals	93%	-1%	91%
Manager leadership	My manager models my organisation's values	92%	-1%	86%
Manager support	My manager listens to what I have to say	92%	+0%	85%
Job enrichment	I can use my skills and knowledge in my job	92%	-1%	90%

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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 50% 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 7% 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	50%	+7%	34%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	57%	+3%	49%
Organisational integrity	I believe the promotion processes in my organisation are fair	58%	+3%	45%
Learning and development	I am satisfied with the opportunities to progress in my organisation	58%	+2%	50%
Safety climate	All levels of my organisation are involved in the prevention of stress	62%	+3%	45%
Organisational integrity	I have an equal chance at promotion in my organisation	63%	+6%	50%
Engagement	I feel a strong personal attachment to my organisation	64%	+2%	57%
Learning and development	I am satisfied with the way my learning and development needs have been addressed in the last 12 months	65%	+2%	57%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	65%	+9%	53%
Satisfaction	How satisfied are you with your career development within your current organisation	66%	+1%	56%

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 'Safety climate', the 'You 2023' column shows 65% of your staff agreed with 'In my workplace, there is good communication about psychological safety issues that affect me'.
In the 'Increase from 2022' column, you have a 9% increase, which is a positive trend.

Question group	Most improved from last year	You 2023	Increase from 2022	Comparator 2023
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	65%	+9%	53%
Taking action	My organisation has made improvements based on the survey results from last year	50%	+7%	34%
Organisational integrity	I have an equal chance at promotion in my organisation	63%	+6%	50%
Workload	I have enough time to do my job effectively	71%	+5%	56%
Quality service delivery	My workgroup uses its resources well	75%	+4%	67%
Senior leadership	Senior leaders provide clear strategy and direction	77%	+4%	59%
Workload	The workload I have is appropriate for the job that I do	74%	+4%	59%
Organisational integrity	I believe the promotion processes in my organisation are fair	58%	+3%	45%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	70%	+3%	52%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	57%	+3%	49%

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 'Organisational integrity', the 'You 2023' column shows 79% of your staff agreed with 'My organisation does not tolerate improper conduct'.

In the 'Decrease from 2022' column, you have a 4% decrease, which is a negative trend.

Question subgroup	Largest decline from last year	You 2023	Decrease from 2022	Comparator 2023
Organisational integrity	My organisation does not tolerate improper conduct	79%	-4%	69%
Organisational integrity	My organisation encourages respectful workplace behaviours	89%	-3%	83%
Manager support	I can discuss problems or issues with my manager	90%	-3%	84%
Workgroup support	People in my workgroup are politically impartial in their work	88%	-3%	82%
Organisational integrity	My organisation takes steps to eliminate bullying, harassment and discrimination	75%	-2%	67%
Meaningful work	I achieve something important through my work	89%	-2%	89%
Manager support	My manager provides me with enough support when I need it	87%	-2%	82%
Quality service delivery	My workgroup acts fairly and without bias	85%	-2%	76%
Safe to speak up	I feel safe to challenge inappropriate behaviour at work	81%	-2%	71%
Job enrichment	I have the authority to do my job effectively	79%	-2%	74%

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Key differences

Biggest positive difference from comparator

What this is

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

How to read this

Use this data to see where your organisation has the biggest positive difference with questions from the 2023 survey compared to your comparator group.

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

Example

On the first row 'Other questions', the 'You 2023' column shows 76% of your staff agreed with 'My workgroup gives frank and fearless advice to our managers and leaders (including the Minister, where applicable)'.

The 'difference' column, shows that agreement for this question was 20 percentage points higher in your organisation than in your comparator.

Question group	Biggest positive difference from comparator	You 2023	Difference	Comparator 2023
Other questions	My workgroup gives frank and fearless advice to our managers and leaders (including the Minister, where applicable)	76%	+20%	56%
Taking action	I believe my organisation will make improvements based on the results of this survey	66%	+19%	47%
Senior leadership	Senior leaders demonstrate honesty and integrity	88%	+19%	69%
Engagement	I would recommend my organisation as a good place to work	84%	+19%	65%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	70%	+18%	52%
Senior leadership	Senior leaders provide clear strategy and direction	77%	+18%	59%
Senior leadership	Senior leaders model my organisation's values	85%	+17%	68%
Safety climate	All levels of my organisation are involved in the prevention of stress	62%	+17%	45%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	75%	+16%	58%
Engagement	My organisation motivates me to help achieve its objectives	80%	+16%	64%

Victorian Public Sector Commission

VICTORIA State Government

Key differences

Biggest negative difference from comparator

What this is

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

How to read this

Use this data to see where your organisation has the biggest negative difference with questions from the 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 'Other questions', the 'You 2023' column shows 90% of your staff agreed with 'I understand how the Code of Conduct for Victorian public sector employees applies to my work'.

The 'difference' column, shows that agreement for this question was 3 percentage points lower in your organisation than in your comparator.

Question subgroup	Biggest negative difference from comparator	You 2023	Difference	Comparator 2023
Other questions	I understand how the Code of Conduct for Victorian public sector employees applies to my work	90%	-3%	93%

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

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Taking action

What this is

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

Why this is important

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

How to read this

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

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

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

Example

66% of your staff who did the survey agreed or strongly agreed with 'I believe my organisation will make improvements based on the results of this survey'.

Survey question	Your results	Benchmark agree results

Legend: Disagree ■ | Neither agree nor disagree ■ | Don't know ■ | Agree ■
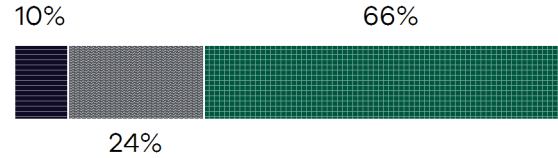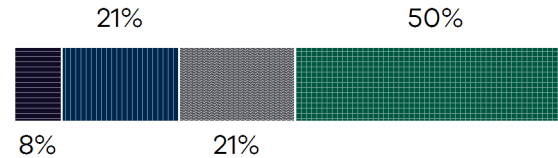
Survey question		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
I believe my organisation will make improvements based on the results of this survey	10% / 24% / 66%	Not asked	66 %	66 %	36 %	47 %	69 %
My organisation has made improvements based on the survey results from last year	8% / 21% / 21% / 50%	Not asked	43 %	50 %	24 %	34 %	58 %

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

Custom questions

- Questions requested by your organisation

Demographics

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Victorian Public Sector Commission

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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

88% of your staff who did the survey agreed or strongly agreed with 'Senior leaders demonstrate honesty and integrity'.

Survey question	Your results	You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
Senior leaders demonstrate honesty and integrity	88% (Agree), 4%, 8%	80 %	86 %	88 %	54 %	69 %	79 %
Senior leaders model my organisation's values	85% (Agree), 1%, 5%, 9%	75 %	85 %	85 %	55 %	68 %	80 %
Senior leaders provide clear strategy and direction	77% (Agree), 9%, 14%	64 %	73 %	77 %	45 %	59 %	74 %

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

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Victorian Public Sector Commission

VICTORIA State Government

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:

- 82% of your staff who did the survey responded positively to questions about Collaboration which is up from 81% 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

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

Collaboration: 78%, 81%, 82%, 73%, 72%
Organisational integrity*: 77%, 77%, 67%, 66%
Safety climate: 61%, 66%, 70%, 57%, 57%

Victorian Public Sector Commission

VICTORIA State Government

Organisational climate

Organisational integrity 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

89% of your staff who did the survey agreed or strongly agreed with 'My organisation encourages respectful workplace behaviours'.

Survey question	Your results						

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

Benchmark agree results
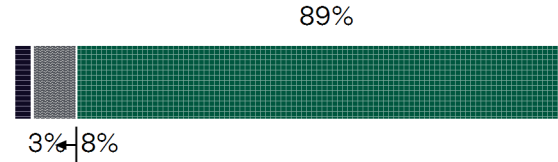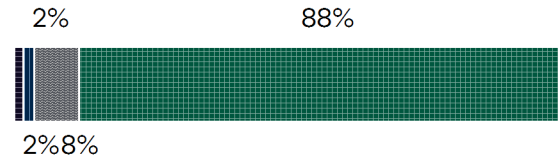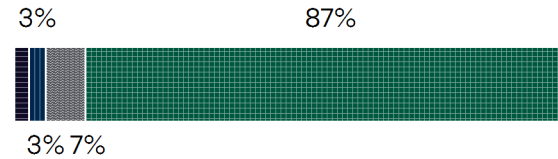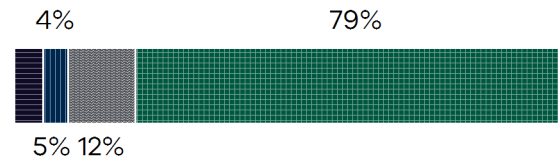
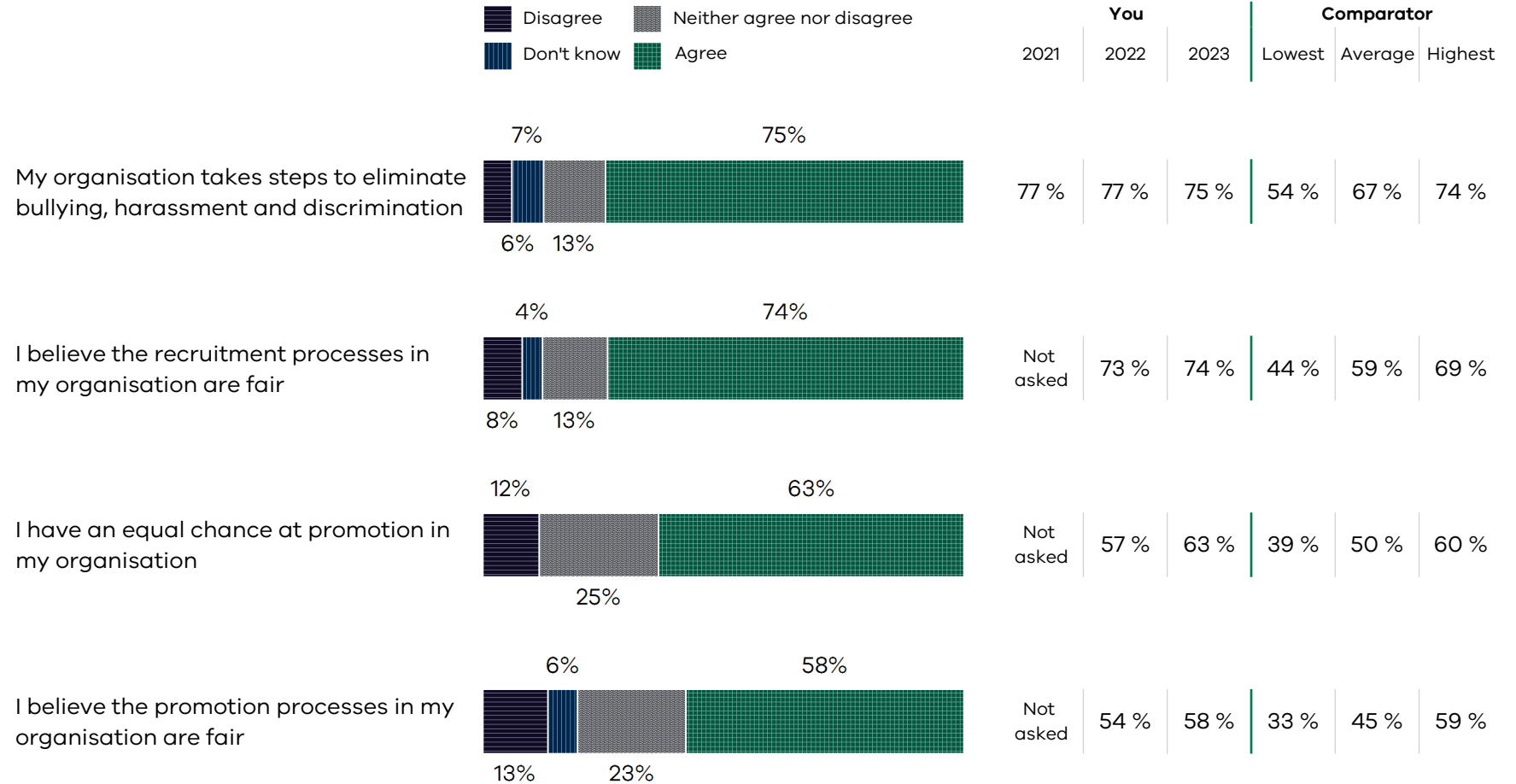| Survey question		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
My organisation encourages respectful workplace behaviours	89% (3% / 8%)	89 %	92 %	89 %	73 %	83 %	90 %
My organisation encourages employees to act in ways that are consistent with human rights	88% (2% / 2% 8%)	83 %	89 %	88 %	76 %	84 %	90 %
My organisation is committed to earning a high level of public trust	87% (3% / 3% 7%)	86 %	88 %	87 %	64 %	77 %	88 %
My organisation does not tolerate improper conduct	79% (4% / 5% 12%)	75 %	83 %	79 %	57 %	69 %	77 %

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.
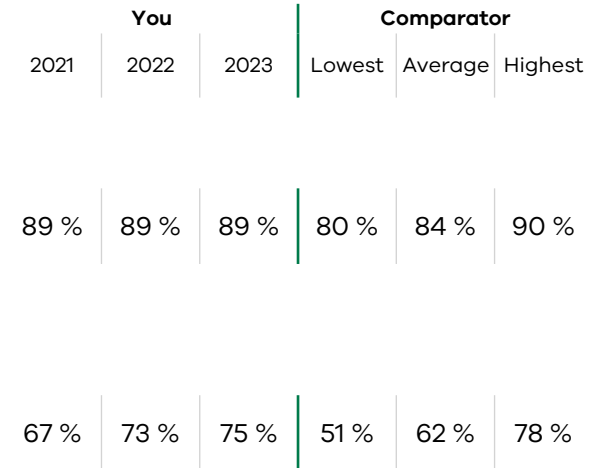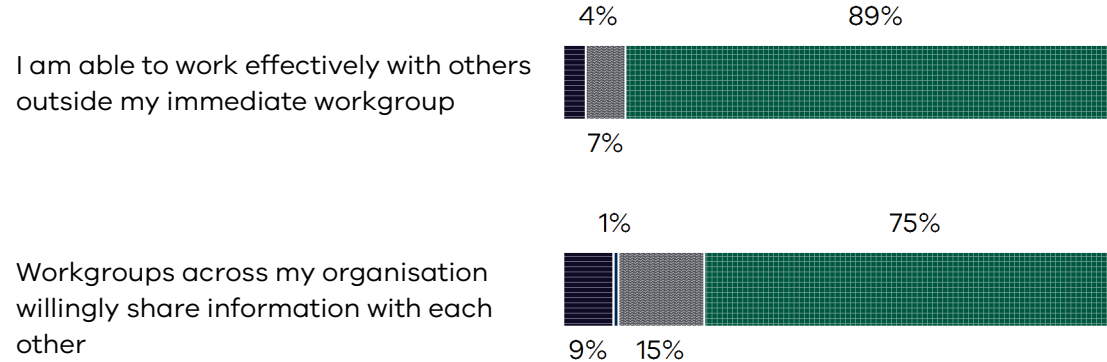
Example

75% 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 |

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

Survey question		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
My organisation takes steps to eliminate bullying, harassment and discrimination	6% / 7% / 13% / 75%	77 %	77 %	75 %	54 %	67 %	74 %
I believe the recruitment processes in my organisation are fair	8% / 4% / 13% / 74%	Not asked	73 %	74 %	44 %	59 %	69 %
I have an equal chance at promotion in my organisation	12% / 25% / 63%	Not asked	57 %	63 %	39 %	50 %	60 %
I believe the promotion processes in my organisation are fair	13% / 6% / 23% / 58%	Not asked	54 %	58 %	33 %	45 %	59 %

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

89% of your staff who did the survey agreed or strongly agreed with 'I am able to work effectively with others outside my immediate workgroup'.

Survey question

Your results

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

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

4% | 89%
7%

Workgroups across my organisation willingly share information with each other

1% | 75%
9% | 15%

Benchmark agree results

Survey question	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
I am able to work effectively with others outside my immediate workgroup	89 %	89 %	89 %	80 %	84 %	90 %
Workgroups across my organisation willingly share information with each other	67 %	73 %	75 %	51 %	62 %	78 %

Organisational climate

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

91% of your staff who did the survey agreed or strongly agreed with 'My organisation provides a physically safe work environment'.

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

Legend: Disagree | Neither agree nor disagree | Don't know | Agree
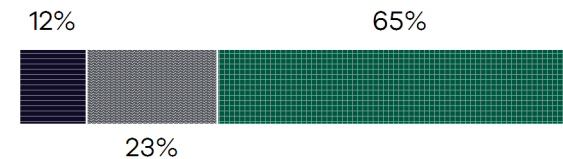
Survey question		You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My organisation provides a physically safe work environment	4% / 5% / 91%	90 %	89 %	91 %	70 %	86 %	93 %
Senior leaders consider the psychological health of employees to be as important as productivity	9% / 16% / 75%	60 %	72 %	75 %	45 %	58 %	64 %
Senior leaders show support for stress prevention through involvement and commitment	10% / 20% / 70%	56 %	67 %	70 %	39 %	52 %	59 %
In my workplace, there is good communication about psychological safety issues that affect me	12% / 23% / 65%	58 %	56 %	65 %	41 %	53 %	61 %

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

62% of your staff who did the survey agreed or strongly agreed with 'All levels of my organisation are involved in the prevention of stress'.
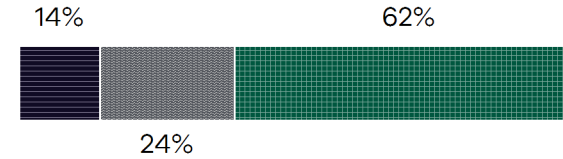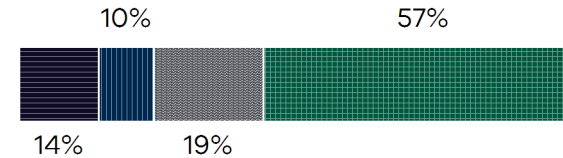
Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree

Survey question	Your results	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
All levels of my organisation are involved in the prevention of stress	14% Disagree, 24% Neither, 62% Agree	49 %	59 %	62 %	33 %	45 %	60 %
My organisation has effective procedures in place to support employees who may experience stress	14% Disagree, 10% Don't know, 19% Neither, 57% Agree	58 %	53 %	57 %	39 %	49 %	61 %

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Custom questions

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Demographics

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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.
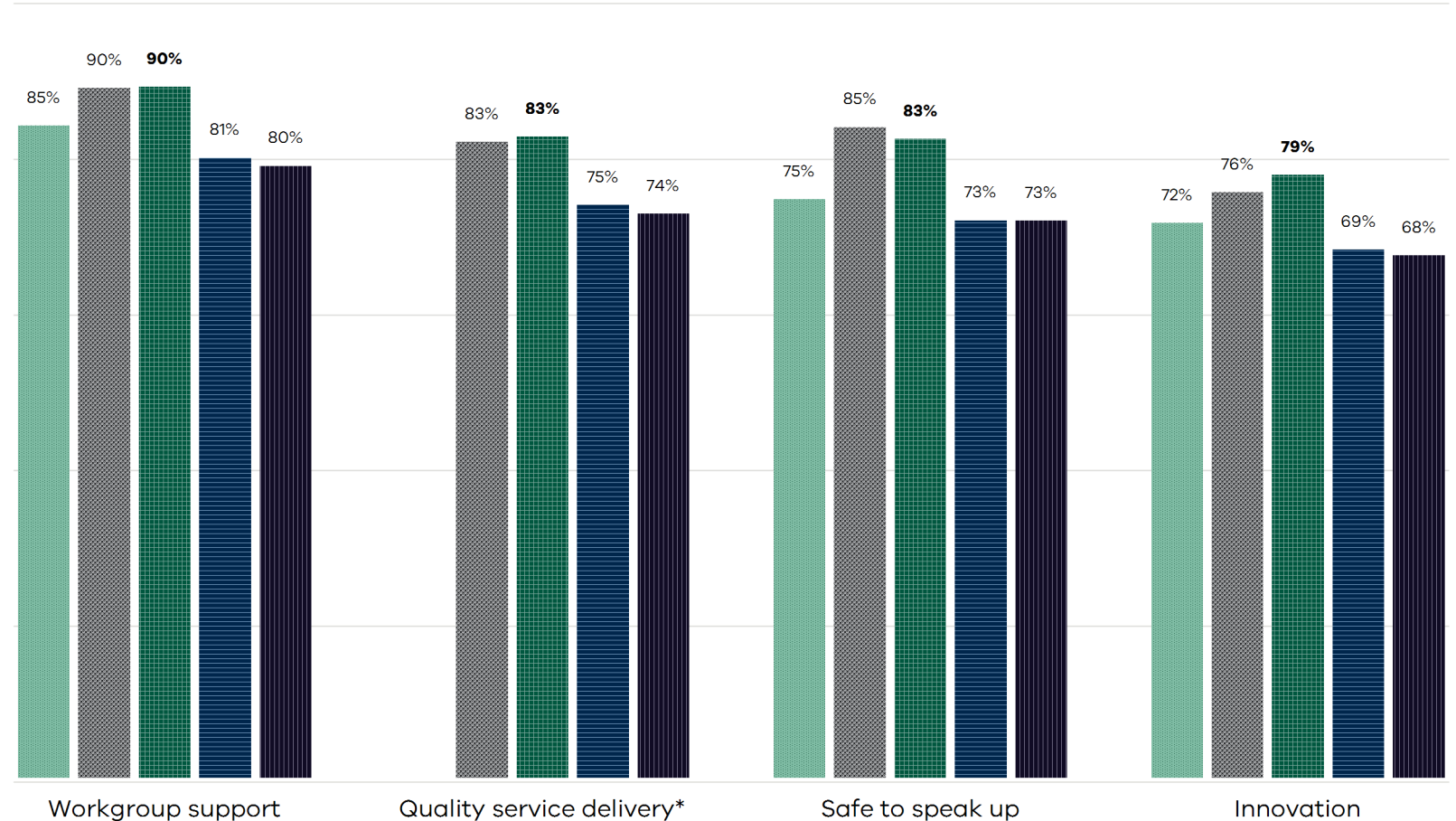
Example

In 2023:

- 90% of your staff who did the survey responded positively to questions about Workgroup support which is up from 90% 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

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

Chart data:

Factor	You 2021	You 2022	You 2023	Comparator 2023	Public sector 2023
Workgroup support	85%	90%	90%	81%	80%
Quality service delivery*		83%	83%	75%	74%
Safe to speak up	75%	85%	83%	73%	73%
Innovation	72%	76%	79%	69%	68%

Victorian Public Sector Commission

VICTORIA State Government

Workgroup climate

Quality service delivery

What this is

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

Why this is important

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

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

How to read this

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

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

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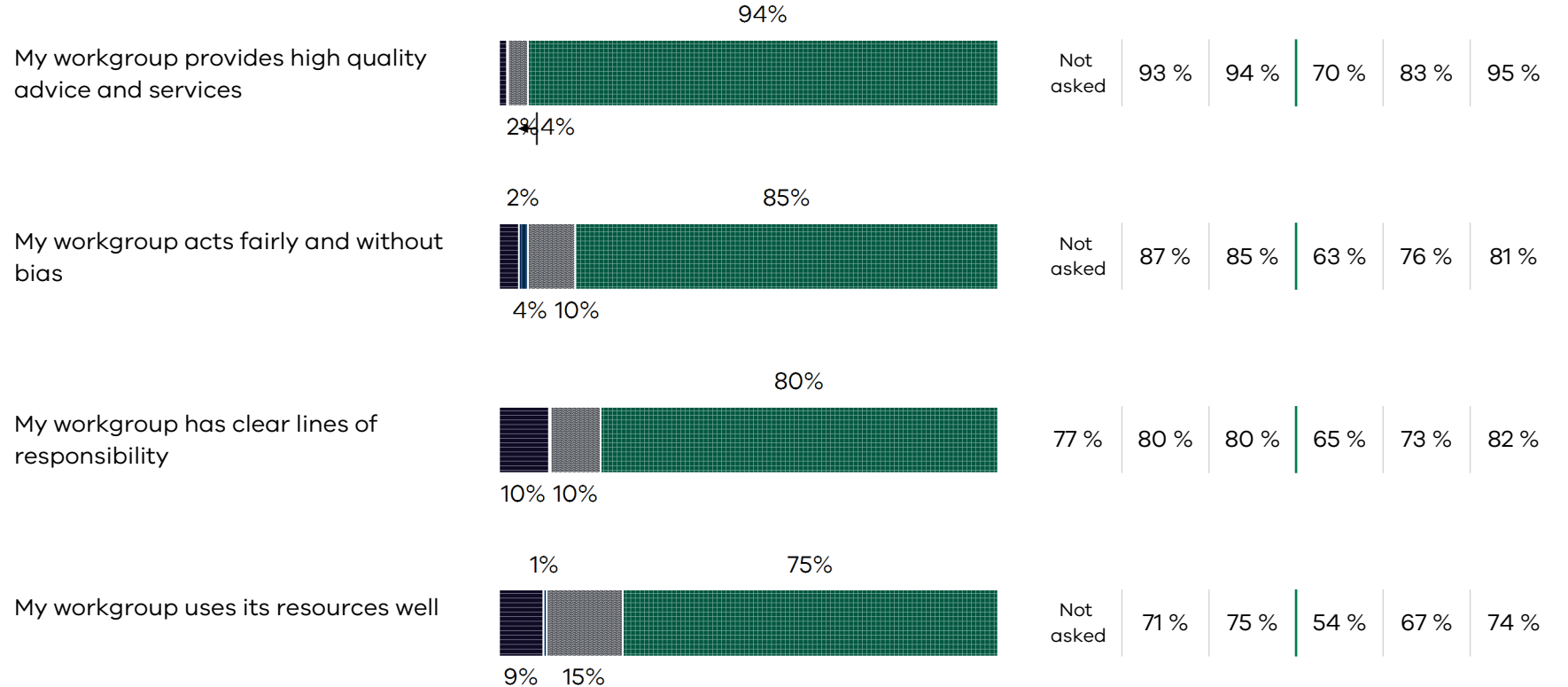
Example

94% 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		

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

Survey question		You			Comparator	
	2021	2022	2023	Lowest	Average	Highest
My workgroup provides high quality advice and services — 94% (2% 4%)	Not asked	93 %	94 %	70 %	83 %	95 %
My workgroup acts fairly and without bias — 85% (2%) (4% 10%)	Not asked	87 %	85 %	63 %	76 %	81 %
My workgroup has clear lines of responsibility — 80% (10% 10%)	77 %	80 %	80 %	65 %	73 %	82 %
My workgroup uses its resources well — 75% (1%) (9% 15%)	Not asked	71 %	75 %	54 %	67 %	74 %

Victorian Public Sector Commission

VICTORIA State Government

Workgroup climate

Innovation

What this is

This is how well staff feel their workgroup innovates its operations.

Why this is important

Innovation can reduce costs, create public value and lead to higher engagement.

How to read this

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

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

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

Example

79% of your staff who did the survey agreed or strongly agreed with 'My workgroup is quick to respond to opportunities to do things better'.
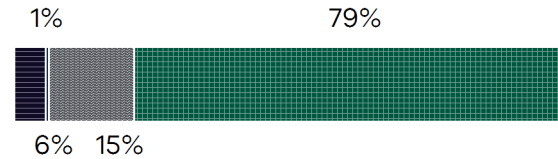
Legend: Disagree | Neither agree nor disagree | Don't know | Agree
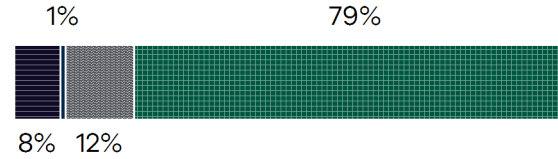
Survey question	Your results	2021 (You)	2022 (You)	2023 (You)	Lowest (Comparator)	Average (Comparator)	Highest (Comparator)
My workgroup is quick to respond to opportunities to do things better	8% / 1% / 12% / 79%	73 %	76 %	79 %	60 %	71 %	75 %
My workgroup learns from failures and mistakes	6% / 1% / 15% / 79%	75 %	76 %	79 %	57 %	70 %	76 %
My workgroup encourages employee creativity	8% / 14% / 78%	69 %	76 %	78 %	54 %	67 %	71 %
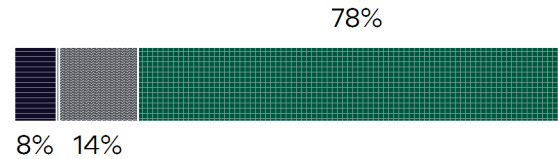
Workgroup climate

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

94% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup treat each other with respect'.
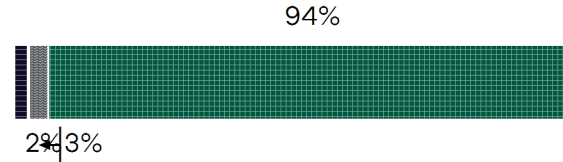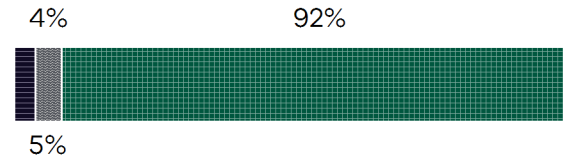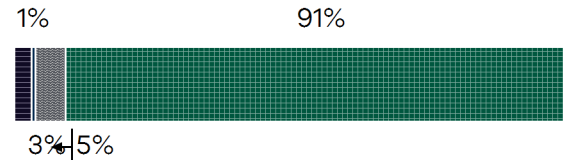
Survey question	Your results					

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

Survey question		You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup treat each other with respect	94% (2% 3%)	88 %	95 %	94 %	75 %	84 %	89 %
People in my workgroup work together effectively to get the job done	4% 92% 5%	86 %	90 %	92 %	76 %	83 %	87 %
People in my workgroup are honest, open and transparent in their dealings	1% 91% (3% 5%)	83 %	91 %	91 %	65 %	78 %	84 %
People in my workgroup are politically impartial in their work	1% 88% (3% 8%)	86 %	91 %	88 %	72 %	82 %	89 %
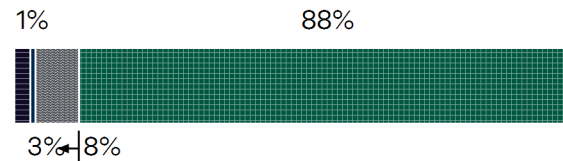
Workgroup climate

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.

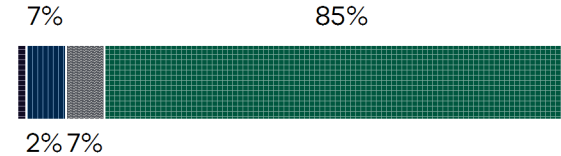Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

85% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.
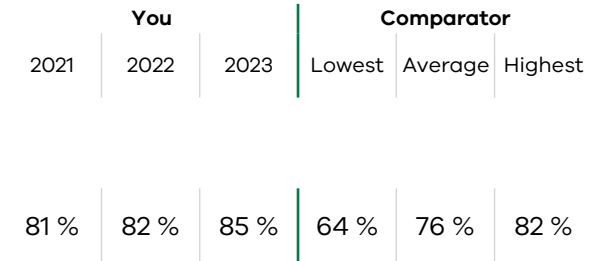
| | Disagree | | Neither agree nor disagree |
| | Don't know | | Agree |

Survey question	Your results	You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
People in my workgroup appropriately manage conflicts of interest	7% · 85% · 2% · 7%	81 %	82 %	85 %	64 %	76 %	82 %

Victorian Public Sector Commission

VICTORIA State Government

Workgroup climate

Safe to speak up

What this is

This is how freely and confidently staff feel they can talk about issues without fear of retribution.

Why this is important

Organisations with psychologically safe cultures empower staff to report negative behaviour and integrity issues.

How to read this

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

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

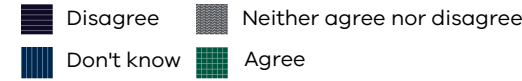Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

85% 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'.
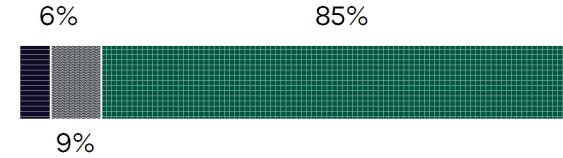
Survey question	Your results						

Your results legend: Disagree, Don't know, Neither agree nor disagree, Agree
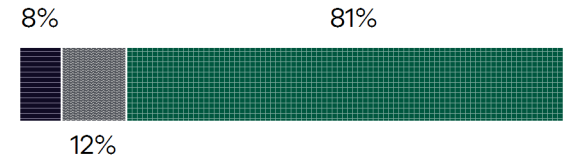
Survey question		You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup are able to bring up problems and tough issues	6% / 9% / 85%	78 %	87 %	85 %	62 %	74 %	81 %
I feel safe to challenge inappropriate behaviour at work	8% / 12% / 81%	73 %	83 %	81 %	62 %	71 %	77 %

People matter survey

2023

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- 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
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- Adjustments
- Caring

Victorian Public Sector Commission

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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.
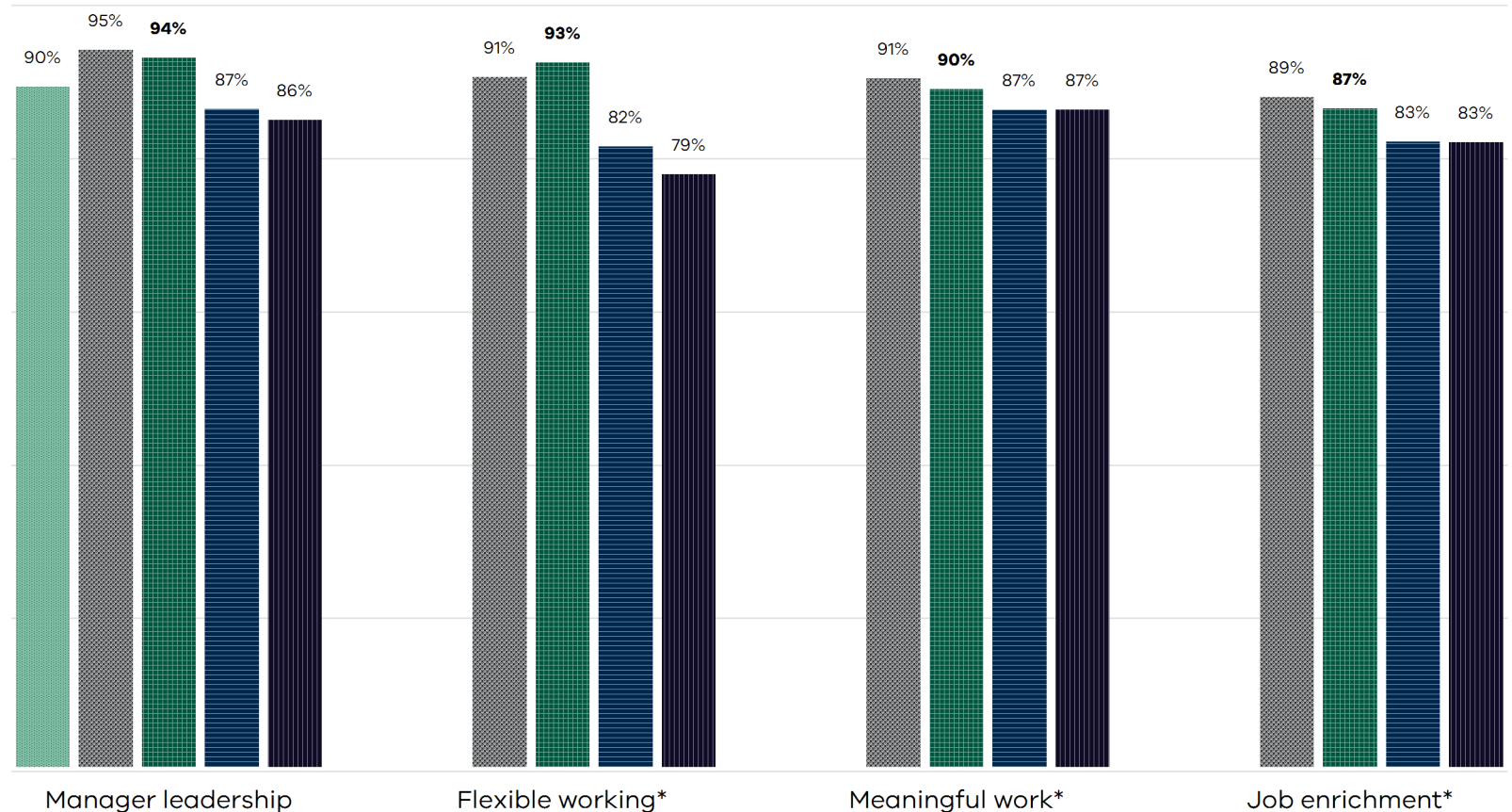
Example

In 2023:

- 94% 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

Legend: 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:

- 86% of your staff who did the survey responded positively to questions about Manager support.

Compared to:

- 79% of staff at your comparator and 77% of staff across the public sector.
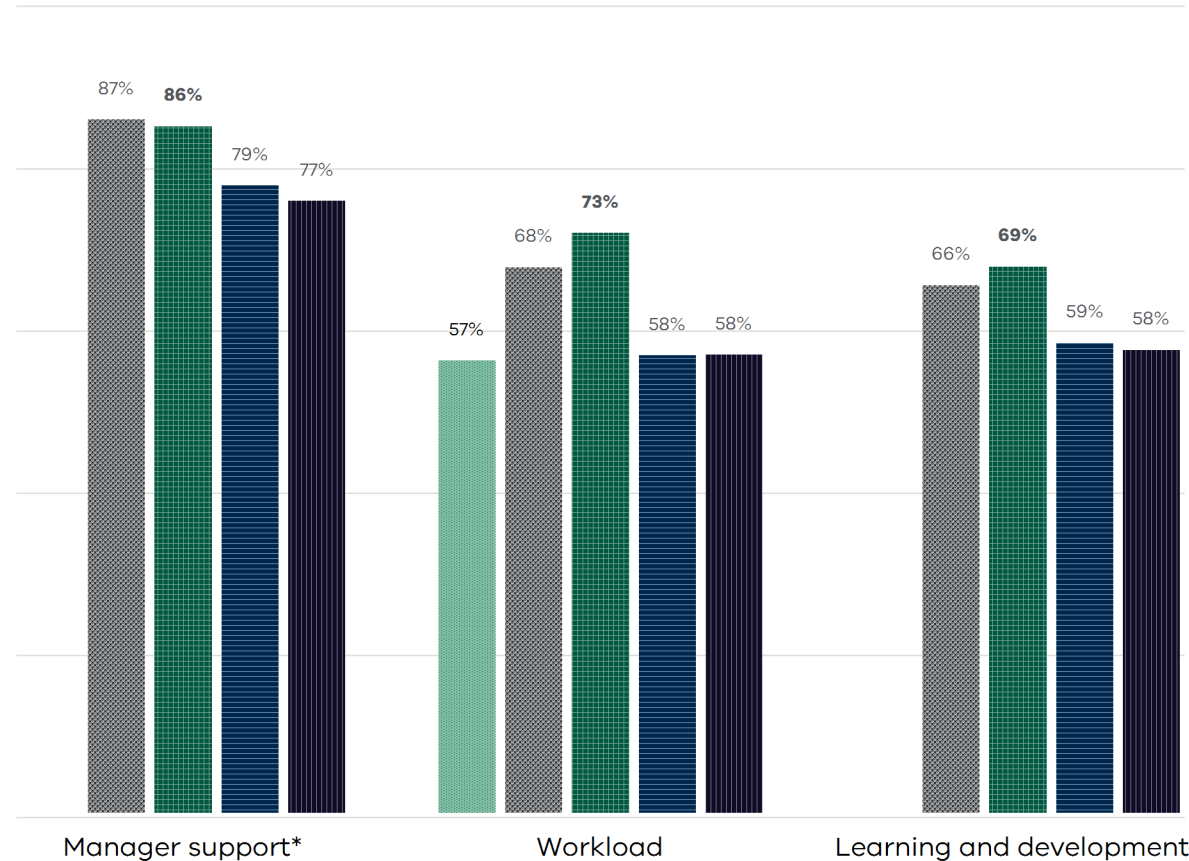
Manager support*: 87% (You 2022), 86% (You 2023), 79% (Comparator 2023), 77% (Public sector 2023)

Workload: 57% (You 2021), 68% (You 2022), 73% (You 2023), 58% (Comparator 2023), 58% (Public sector 2023)

Learning and development*: 66% (You 2022), 69% (You 2023), 59% (Comparator 2023), 58% (Public sector 2023)

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

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

Job and manager factors

Manager leadership

What this is

This is how well staff perceive their direct managers lead.

Why this is important

Great managers can foster the right environment for staff engagement.

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

How to read this

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

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

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

Example

95% of your staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

Survey question / Your results / Benchmark agree results

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

Survey question	Your results	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My manager treats employees with dignity and respect	2% 95% 3%	92 %	96 %	95 %	81 %	88 %	91 %
My manager demonstrates honesty and integrity	2% 94% 4%	91 %	95 %	94 %	79 %	87 %	92 %
My manager models my organisation's values	2% 92% 5%	88 %	93 %	92 %	78 %	86 %	89 %

Victorian Public Sector Commission

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Job and manager factors

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

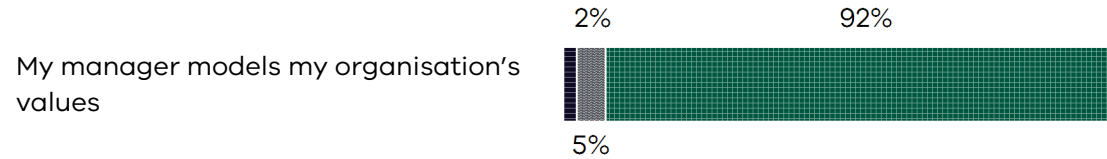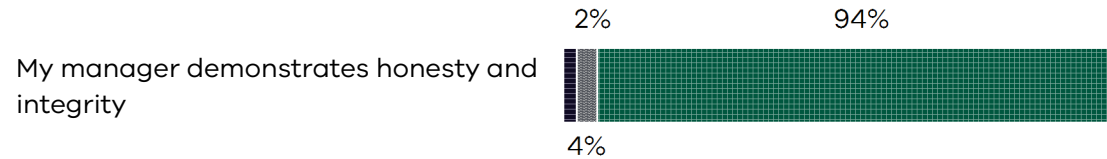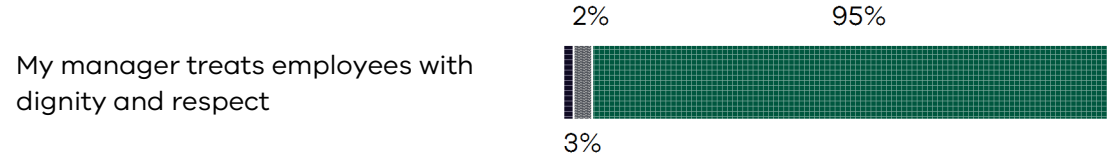Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

92% of your staff who did the survey agreed or strongly agreed with 'My manager listens to what I have to say'.

Survey question / Your results / Benchmark agree results

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

Survey question		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
My manager listens to what I have to say	4% / 92% / 4%	88 %	92 %	92 %	77 %	85 %	89 %
I can discuss problems or issues with my manager	5% / 90% / 6%	Not asked	92 %	90 %	76 %	84 %	90 %
My manager provides me with enough support when I need it	87% / 6% / 6%	81 %	89 %	87 %	74 %	82 %	88 %
My manager gives me feedback that helps me improve my performance	80% / 9% / 11%	Not asked	81 %	80 %	65 %	75 %	83 %

Victorian Public Sector Commission

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Job and manager factors

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

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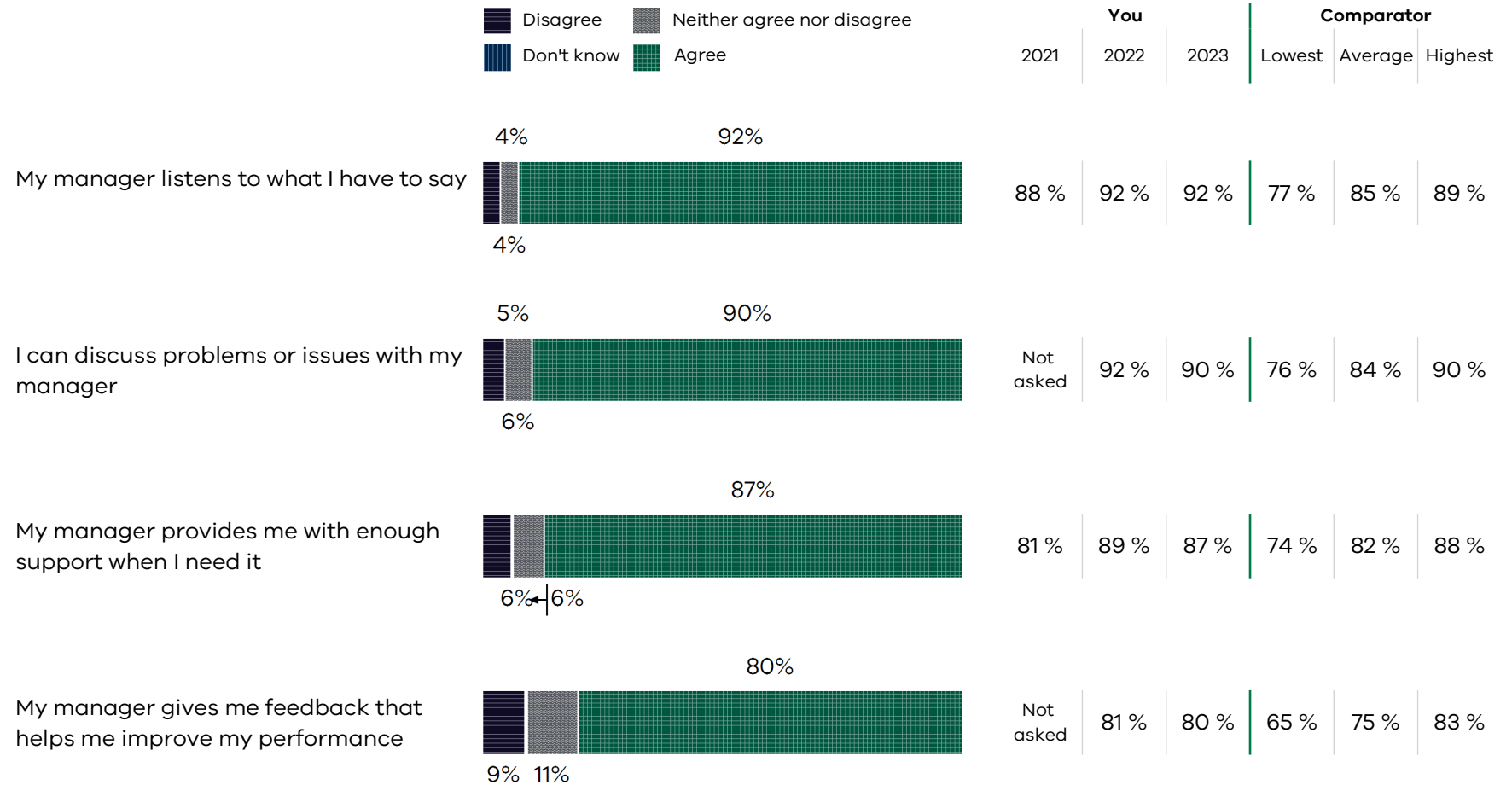
Example

80% 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

	Disagree		Neither agree nor disagree
	Don't know		Agree

I receive meaningful recognition when I do good work

6% — 80%

14%

Benchmark agree results

	You			**Comparator**		
2021	2022	2023		Lowest	Average	Highest
Not asked	79 %	80 %		54 %	68 %	76 %
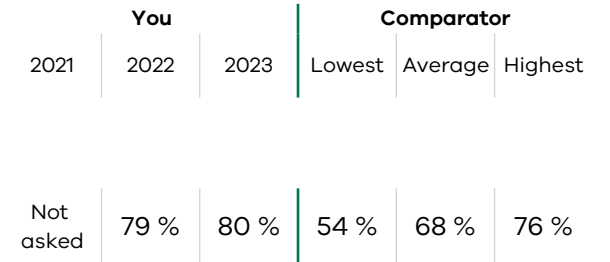
Job and manager factors

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.
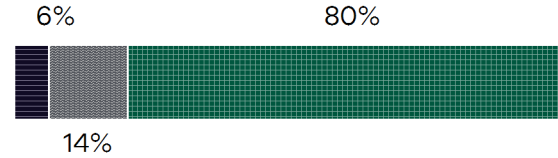
Example

74% 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			

Legend: ■ Disagree ▓ Neither agree nor disagree ▦ Agree

Survey question	Disagree	Neither	Agree	2021 You	2022 You	2023 You	Comparator Lowest	Comparator Average	Comparator Highest
The workload I have is appropriate for the job that I do	13%	13%	74%	57 %	70 %	74 %	52 %	59 %	76 %
I have enough time to do my job effectively	15%	14%	71%	57 %	66 %	71 %	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.
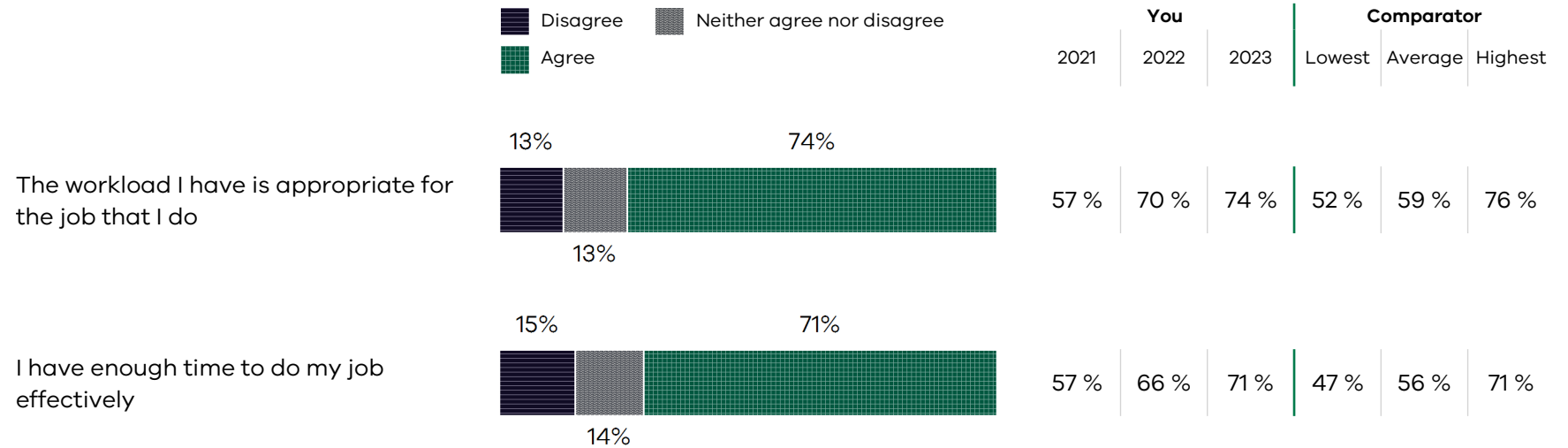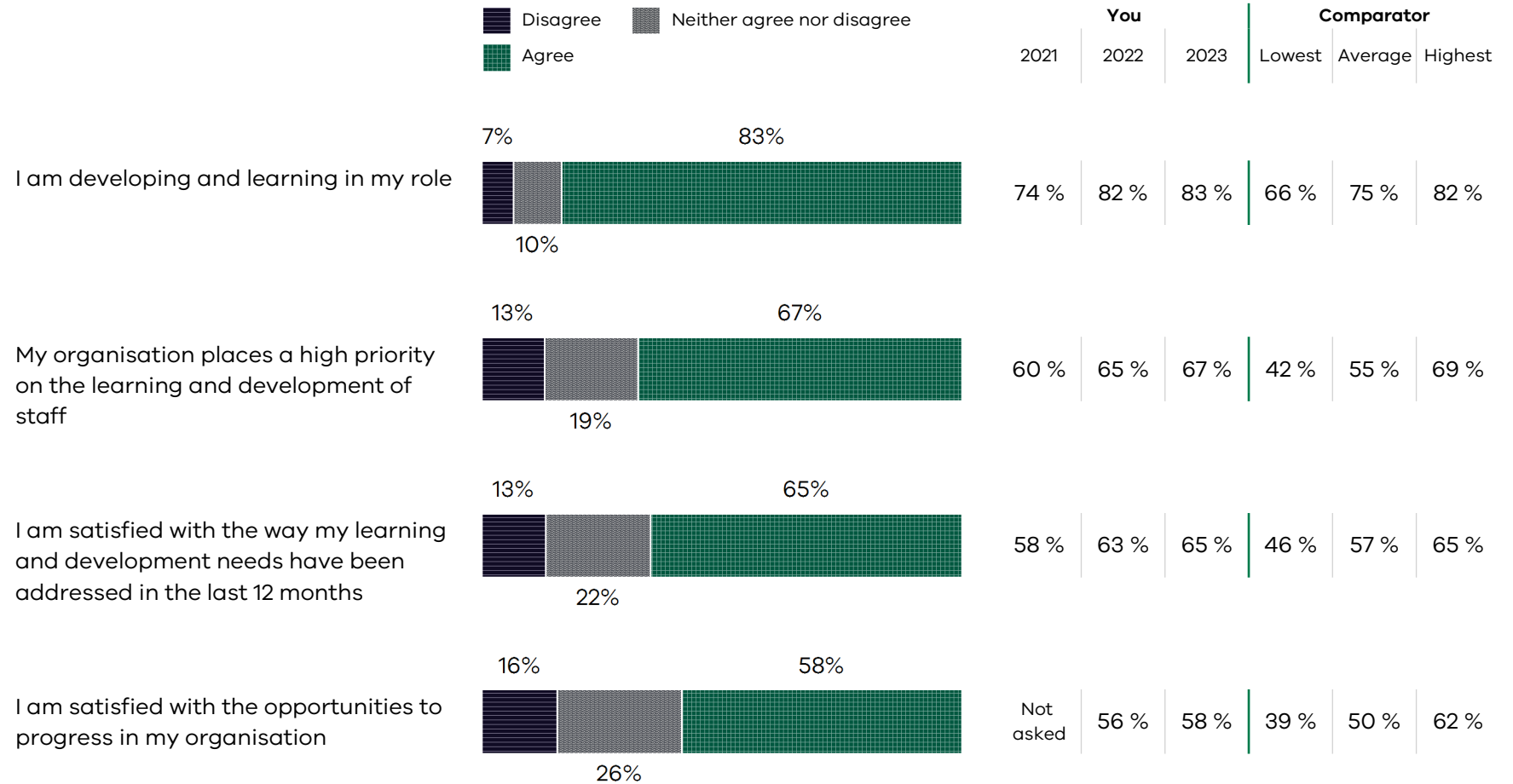
Example

83% of your staff who did the survey agreed or strongly agreed with 'I am developing and learning in my role'.

Survey question	Your results						

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

Benchmark agree results

Survey question		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
I am developing and learning in my role	7% / 10% / 83%	74 %	82 %	83 %	66 %	75 %	82 %
My organisation places a high priority on the learning and development of staff	13% / 19% / 67%	60 %	65 %	67 %	42 %	55 %	69 %
I am satisfied with the way my learning and development needs have been addressed in the last 12 months	13% / 22% / 65%	58 %	63 %	65 %	46 %	57 %	65 %
I am satisfied with the opportunities to progress in my organisation	16% / 26% / 58%	Not asked	56 %	58 %	39 %	50 %	62 %

Job and manager factors

Job enrichment 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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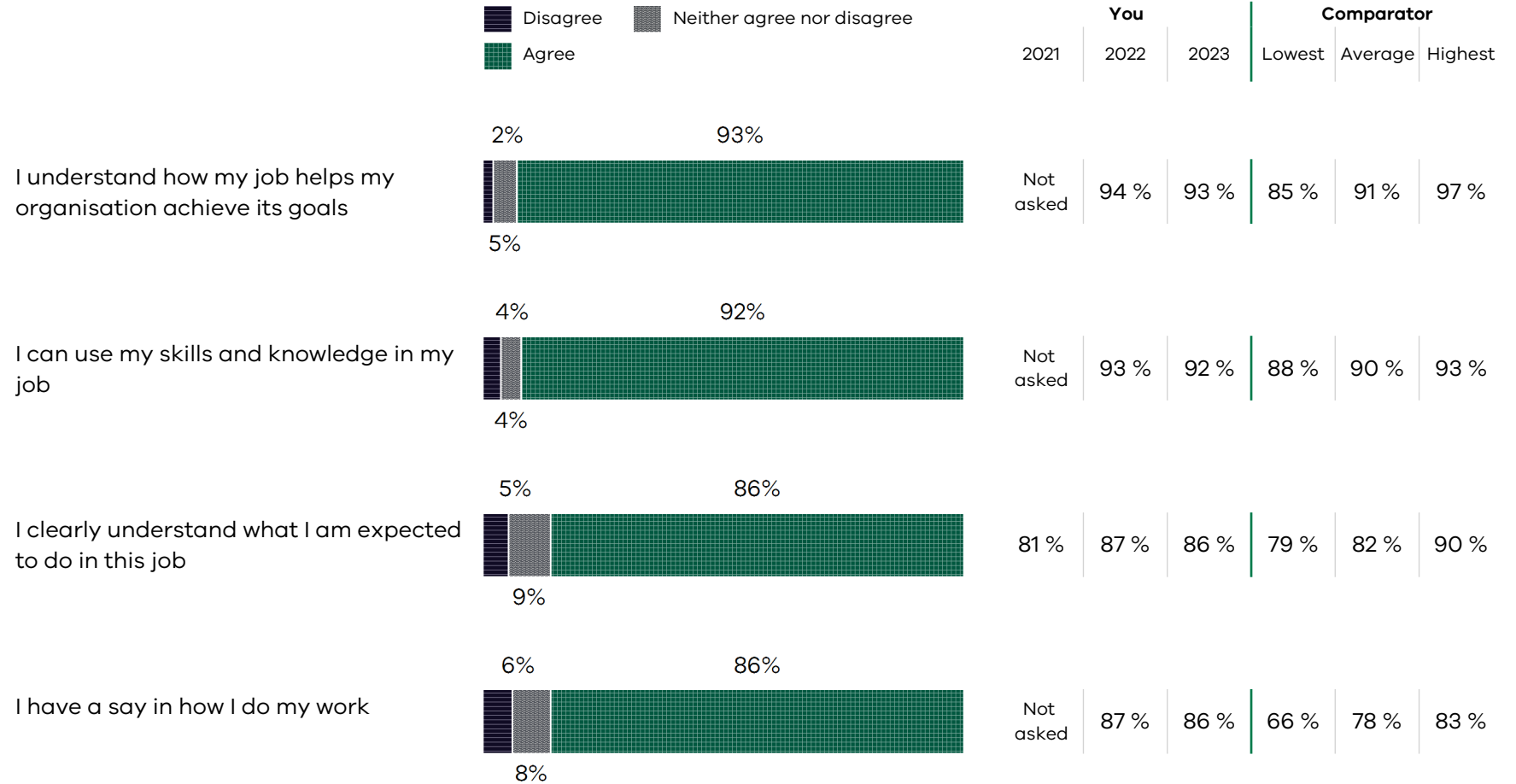
Example

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

Survey question | Your results | Benchmark agree results

Legend: ■ Disagree | ▨ Neither agree nor disagree | ▦ Agree

Survey question		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
I understand how my job helps my organisation achieve its goals	2% / 93% / 5%	Not asked	94 %	93 %	85 %	91 %	97 %
I can use my skills and knowledge in my job	4% / 92% / 4%	Not asked	93 %	92 %	88 %	90 %	93 %
I clearly understand what I am expected to do in this job	5% / 86% / 9%	81 %	87 %	86 %	79 %	82 %	90 %
I have a say in how I do my work	6% / 86% / 8%	Not asked	87 %	86 %	66 %	78 %	83 %

Victorian Public Sector Commission

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Job and manager factors

What this is

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

Why this is important

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

How to read this

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

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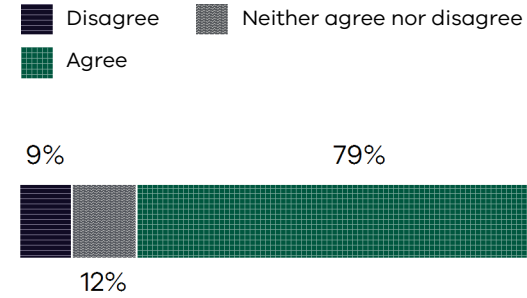
Example

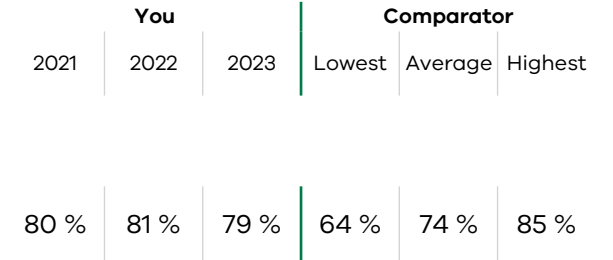79% of your staff who did the survey agreed or strongly agreed with 'I have the authority to do my job effectively'.

Survey question	Your results							

Survey question

Your results

Benchmark agree results

Disagree ▪ Neither agree nor disagree ▪

Agree ▪

	You			Comparator		
2021	2022	2023	Lowest	Average	Highest

I have the authority to do my job effectively

9% 79%

12%

| 80 % | 81 % | 79 % | 64 % | 74 % | 85 % |

Victorian Public Sector Commission

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Job and manager factors

Meaningful work

What this is

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

Why this is important

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

How to read this

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

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

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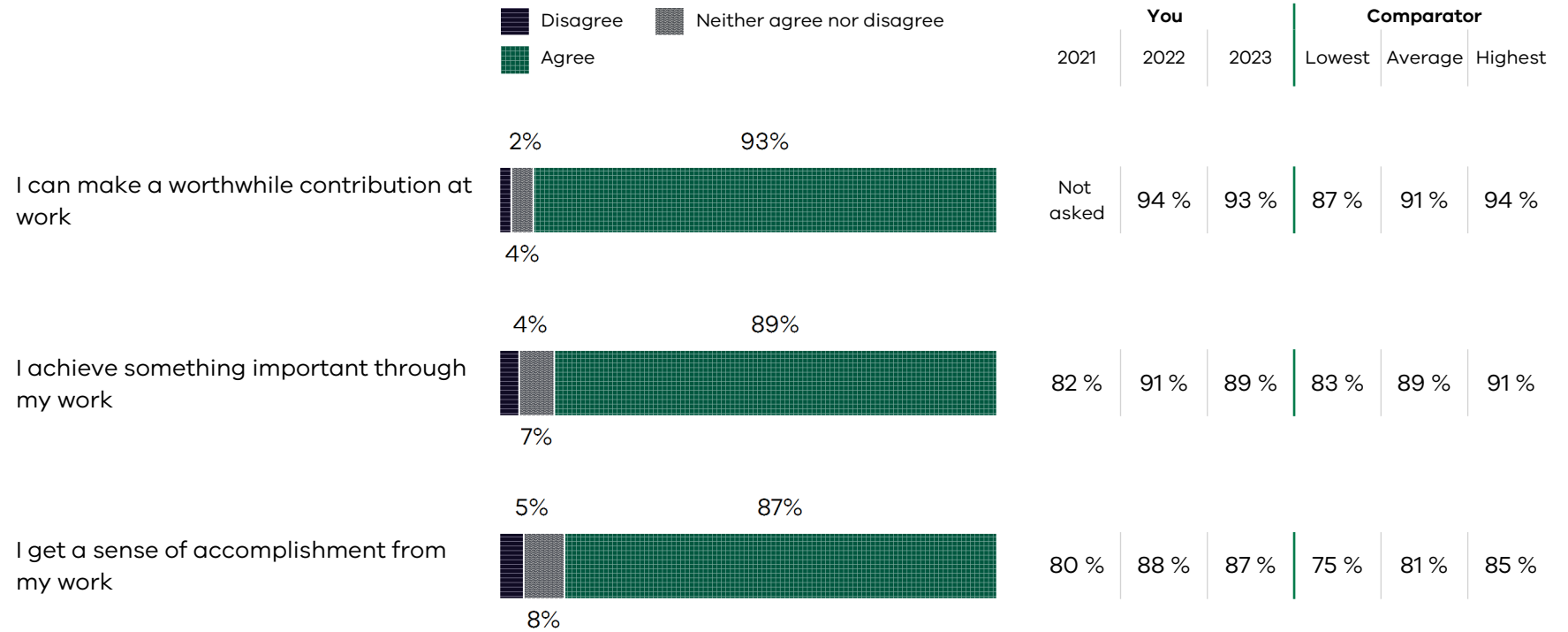
Example

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

Survey question	Your results						

Legend: ■ Disagree ▨ Neither agree nor disagree ▨ Agree

Benchmark agree results

Survey question		You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
I can make a worthwhile contribution at work	Not asked	94 %	93 %	87 %	91 %	94 %
I achieve something important through my work	82 %	91 %	89 %	83 %	89 %	91 %
I get a sense of accomplishment from my work	80 %	88 %	87 %	75 %	81 %	85 %

Your results bars:
- I can make a worthwhile contribution at work: 2% Disagree, 4% Neither, 93% Agree
- I achieve something important through my work: 4% Disagree, 7% Neither, 89% Agree
- I get a sense of accomplishment from my work: 5% Disagree, 8% Neither, 87% Agree

Job and manager factors

Flexible working

What this is

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

Why this is important

Supporting flexible working can improve employee wellbeing.

How to read this

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

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

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

Example

96% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.

Survey question / Your results / Benchmark agree results

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree
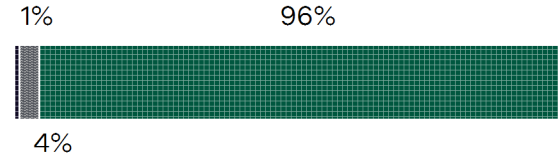
Survey question		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
My manager supports working flexibly	1% / 96% / 4%	Not asked	95 %	96 %	74 %	87 %	93 %
I am confident that if I requested a flexible work arrangement, it would be given due consideration	4% / 91% / 5%	85 %	88 %	91 %	61 %	78 %	88 %

Victorian Public Sector Commission

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People matter survey
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- Inclusion
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- Scorecard: negative behaviour
- Bullying
- Sexual harassment
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- Violence and aggression

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

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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

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2023:

- 94% 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

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

Responsiveness* — 93%, 94%, 83%, 81%
Respect — 87%, 91%, 89%, 81%, 81%
Leadership — 82%, 89%, 89%, 77%, 74%
Human rights — 80%, 88%, 87%, 84%, 83%

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2023:

- 87% of your staff who did the survey responded positively to questions about Impartiality , which is down 2% in 2022.

Compared to:

- 79% of staff at your comparator and 78% of staff across the public sector.
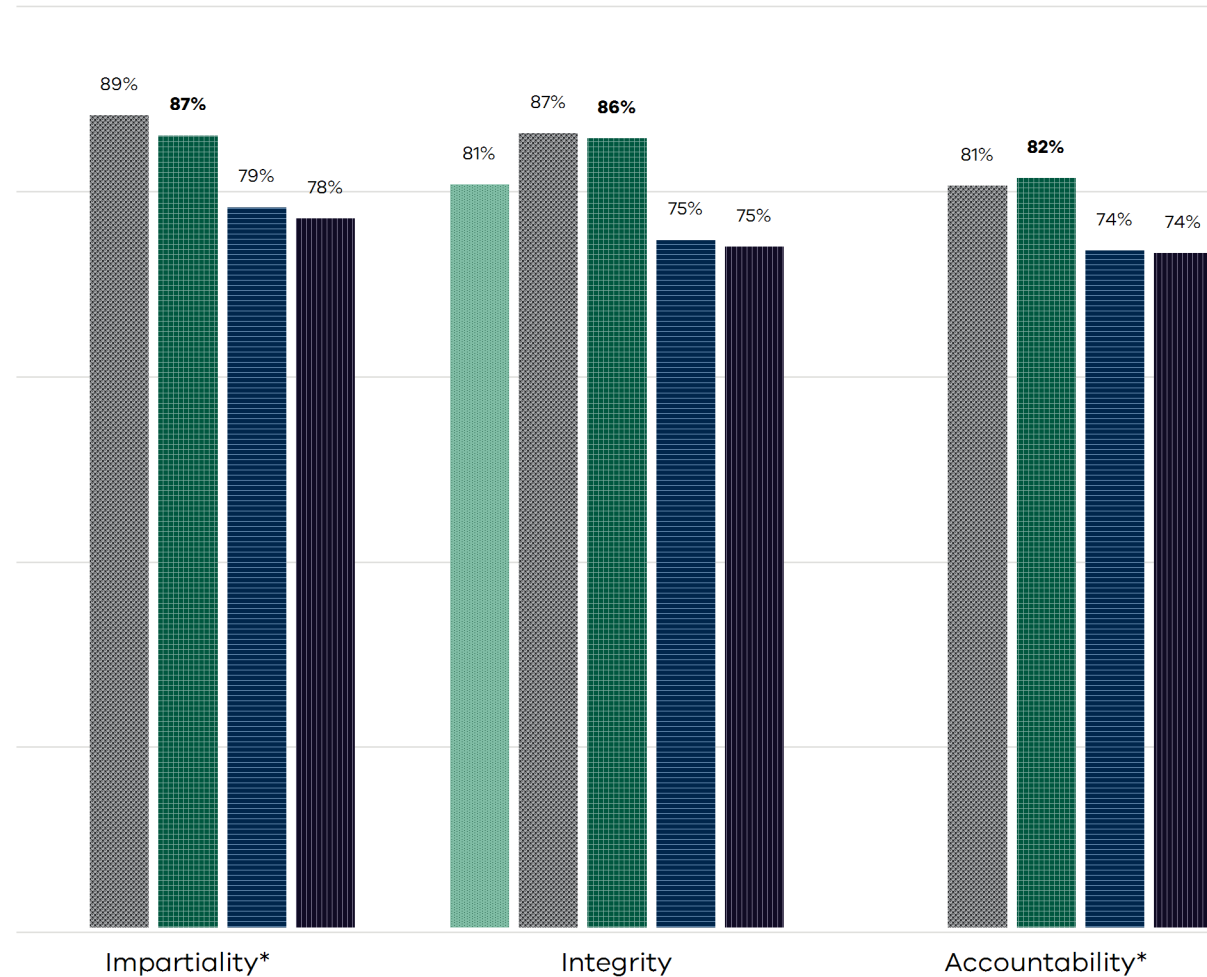
*We can't compare some data here because one or more questions were not asked in a previous survey

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

Chart data:

Value	You 2022	You 2023	Comparator 2023	Public sector 2023	You 2021
Impartiality*	89%	87%	79%	78%	
Integrity	87%	86%	75%	75%	81%
Accountability*	81%	82%	74%	74%	

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

Responsiveness

What this is

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

Why this is important

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

How to read this

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

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

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

Example

94% of staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.
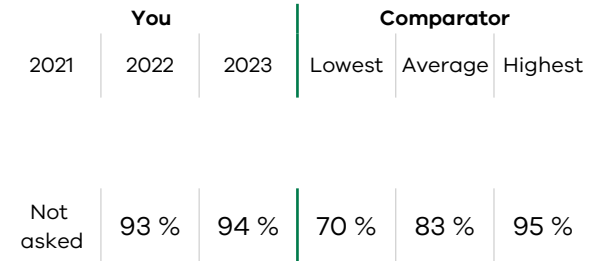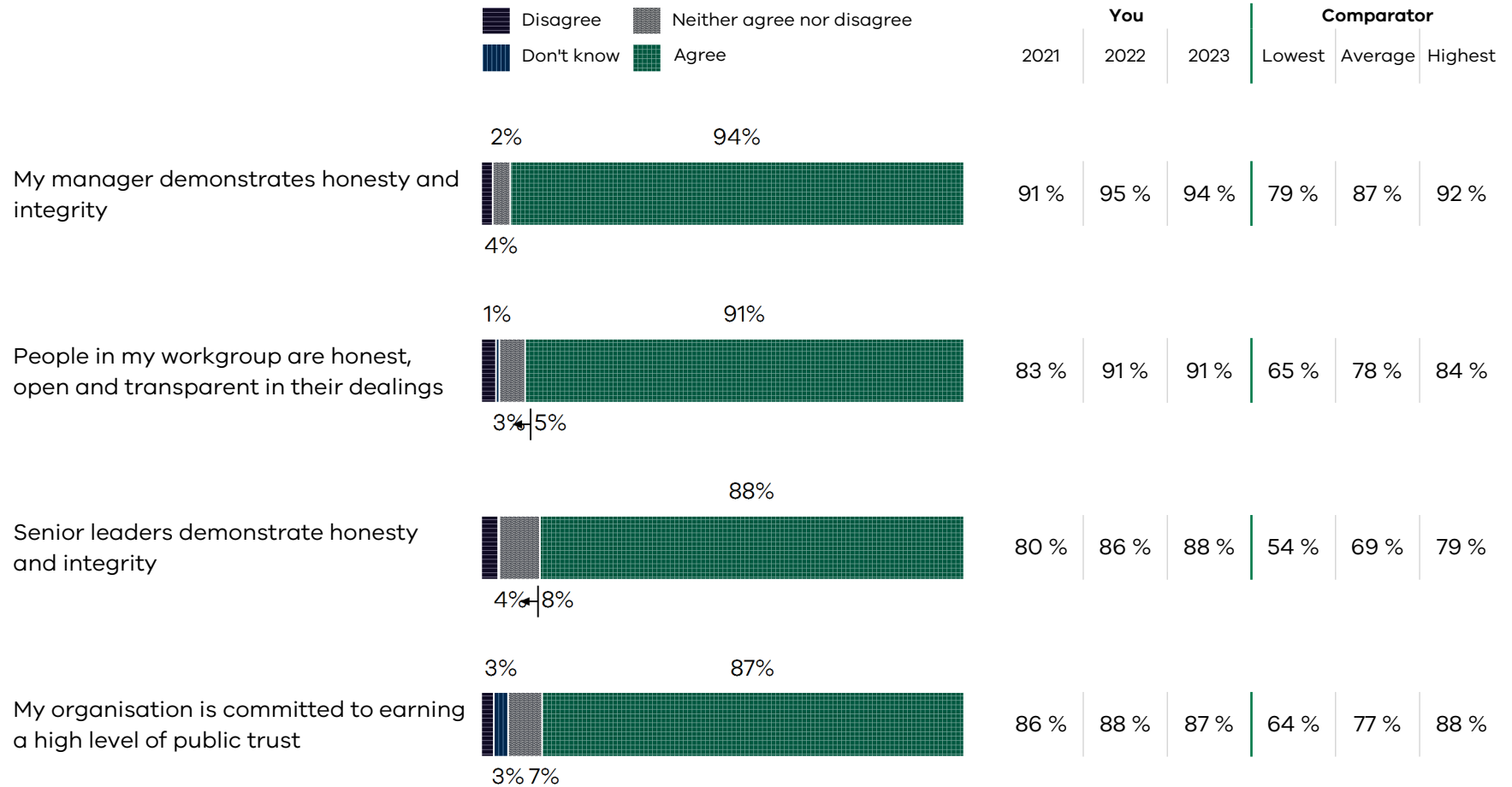
Survey question	Your results	Benchmark agree results

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

Survey question	94%		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
My workgroup provides high quality advice and services	2%4%	Not asked	93 %	94 %	70 %	83 %	95 %

Victorian Public Sector Commission

VICTORIA State Government
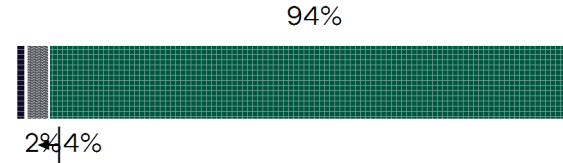
Public sector values

Integrity 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

94% of staff who did the survey agreed or strongly agreed with 'My manager demonstrates honesty and integrity'.

Survey question	Your results		Benchmark agree results				

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

Survey question	Your results	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My manager demonstrates honesty and integrity	2% ... 94% / 4%	91 %	95 %	94 %	79 %	87 %	92 %
People in my workgroup are honest, open and transparent in their dealings	1% ... 91% / 3% 5%	83 %	91 %	91 %	65 %	78 %	84 %
Senior leaders demonstrate honesty and integrity	88% / 4% 8%	80 %	86 %	88 %	54 %	69 %	79 %
My organisation is committed to earning a high level of public trust	3% ... 87% / 3% 7%	86 %	88 %	87 %	64 %	77 %	88 %

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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

Example

85% of staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.
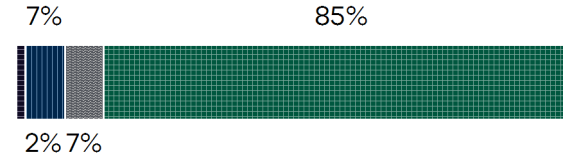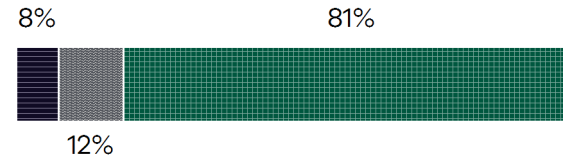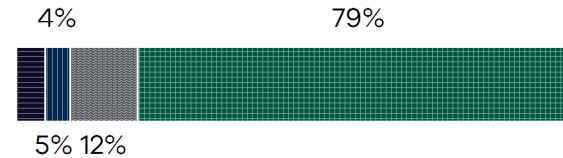
Survey question	Your results	You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
People in my workgroup appropriately manage conflicts of interest	7% ... 85% / 2% 7%	81 %	82 %	85 %	64 %	76 %	82 %
I feel safe to challenge inappropriate behaviour at work	8% ... 81% / 12%	73 %	83 %	81 %	62 %	71 %	77 %
My organisation does not tolerate improper conduct	4% ... 79% / 5% 12%	75 %	83 %	79 %	57 %	69 %	77 %

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

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

88% of staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.
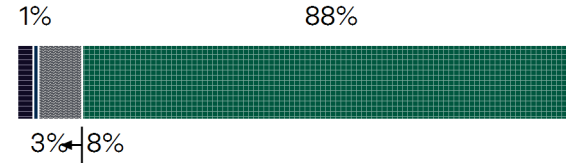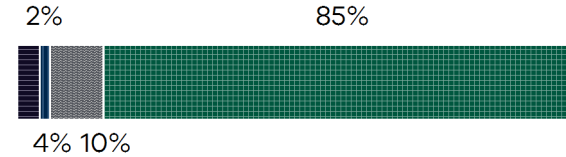
Survey question

Your results

- ▮ Disagree
- ▮ Don't know
- ▮ Neither agree nor disagree
- ▮ Agree

People in my workgroup are politically impartial in their work

1%   88%

3%├8%

My workgroup acts fairly and without bias

2%   85%

4% 10%

Benchmark agree results

Survey question	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup are politically impartial in their work	86 %	91 %	88 %	72 %	82 %	89 %
My workgroup acts fairly and without bias	Not asked	87 %	85 %	63 %	76 %	81 %

Public sector values

Accountability 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

93% of staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve its goals'.
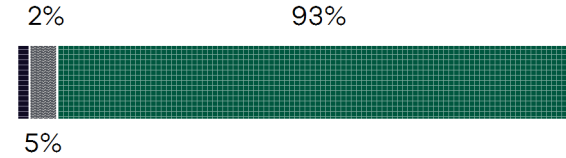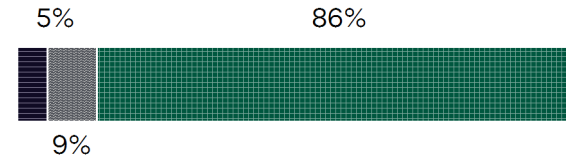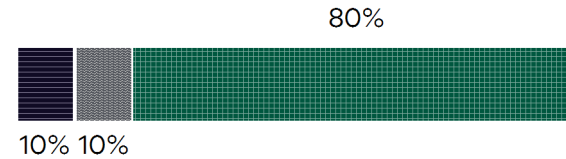
Survey question	Your results	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
	Legend: Disagree / Don't know / Neither agree nor disagree / Agree						
I understand how my job helps my organisation achieve its goals	2% / 5% / 93%	Not asked	94 %	93 %	85 %	91 %	97 %
I clearly understand what I am expected to do in this job	5% / 9% / 86%	81 %	87 %	86 %	79 %	82 %	90 %
My workgroup has clear lines of responsibility	10% / 10% / 80%	77 %	80 %	80 %	65 %	73 %	82 %
Senior leaders provide clear strategy and direction	9% / 14% / 77%	64 %	73 %	77 %	45 %	59 %	74 %

Public sector values

Accountability 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

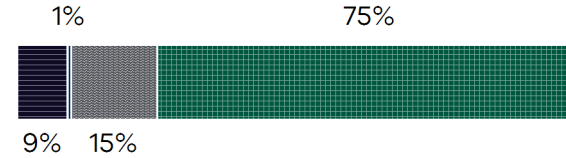Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

75% of staff who did the survey agreed or strongly agreed with 'My workgroup uses its resources well'.

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

My workgroup uses its resources well

1%   75%

9%   15%

	You			Comparator		
2021	2022	2023		Lowest	Average	Highest
Not asked	71 %	75 %		54 %	67 %	74 %

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

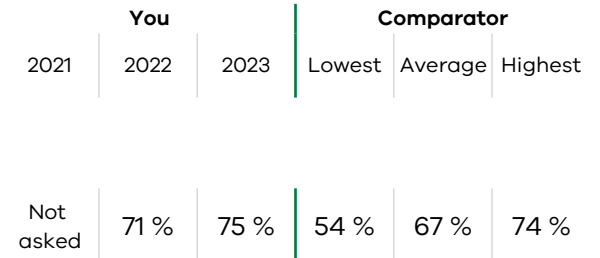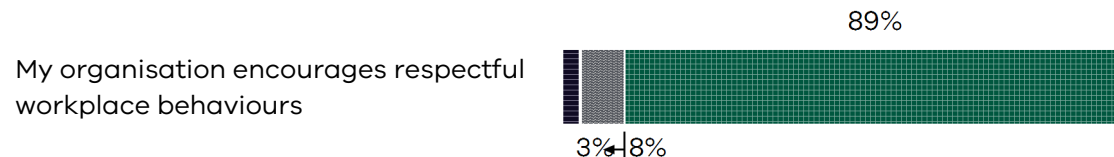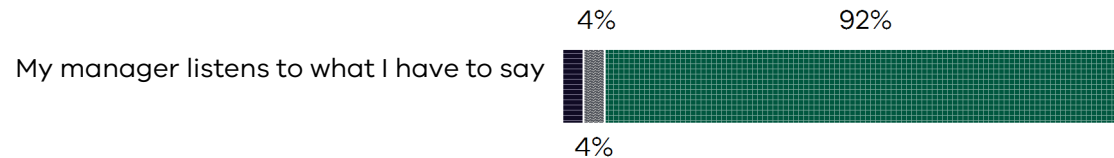95% of staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

Survey question	Your results		You			Comparator		
			2021	2022	2023	Lowest	Average	Highest
My manager treats employees with dignity and respect	2% / 95% / 3%		92 %	96 %	95 %	81 %	88 %	91 %
People in my workgroup treat each other with respect	94% / 2% / 3%		88 %	95 %	94 %	75 %	84 %	89 %
My manager listens to what I have to say	4% / 92% / 4%		88 %	92 %	92 %	77 %	85 %	89 %
My organisation encourages respectful workplace behaviours	89% / 3% / 8%		89 %	92 %	89 %	73 %	83 %	90 %

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

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.
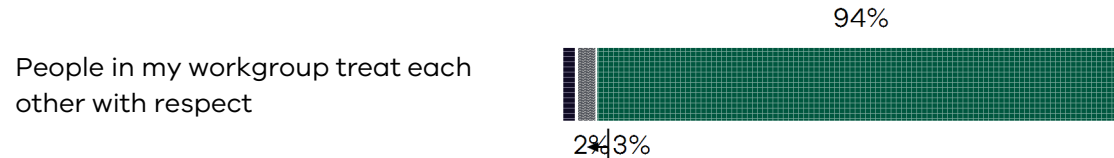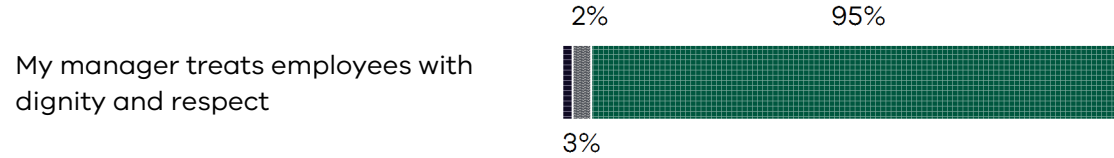
Example

75% of staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.

Survey question | Your results | Benchmark agree results

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

Survey question		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
My organisation takes steps to eliminate bullying, harassment and discrimination	7% / 6% / 13% / 75%	77 %	77 %	75 %	54 %	67 %	74 %

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

Leadership

What this is

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

Why this is important

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

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

How to read this

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

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

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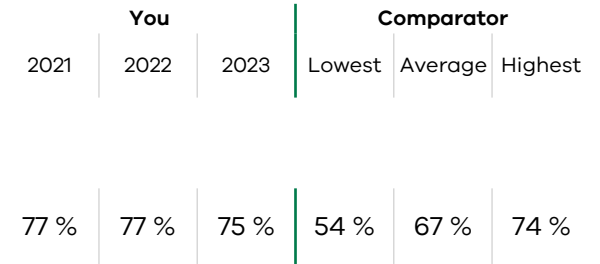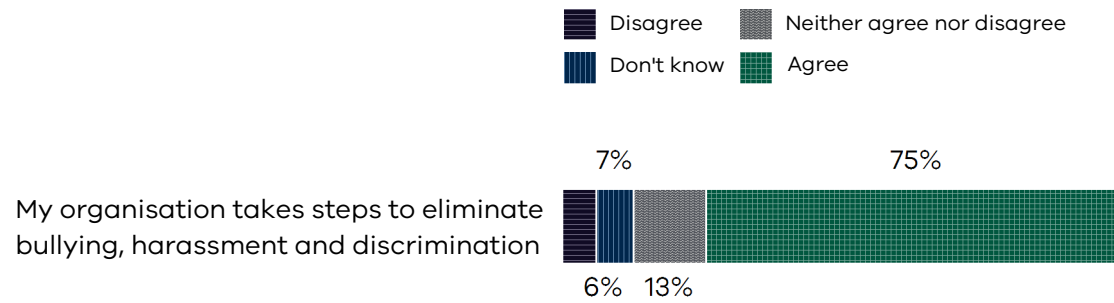
Example

92% of staff who did the survey agreed or strongly agreed with 'My manager models my organisation's values'.

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

Survey question	Your results	2021 (You)	2022 (You)	2023 (You)	Comparator Lowest	Comparator Average	Comparator Highest
My manager models my organisation's values	2% / 5% Disagree; 92% Agree	88 %	93 %	92 %	78 %	86 %	89 %
Senior leaders model my organisation's values	1% / 5% / 9%; 85% Agree	75 %	85 %	85 %	55 %	68 %	80 %

Public sector values

Human rights

What this is

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

Why this is important

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

How to read this

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

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

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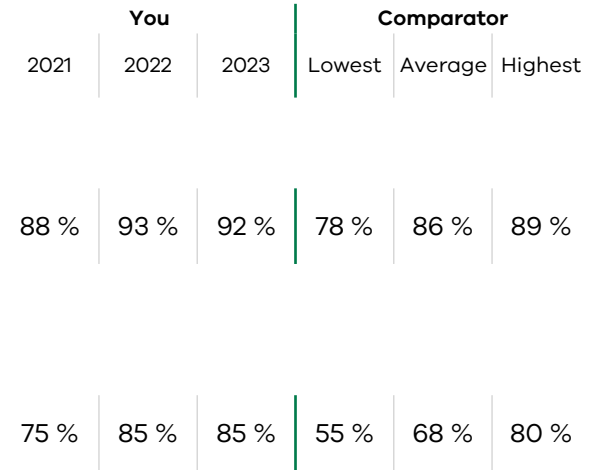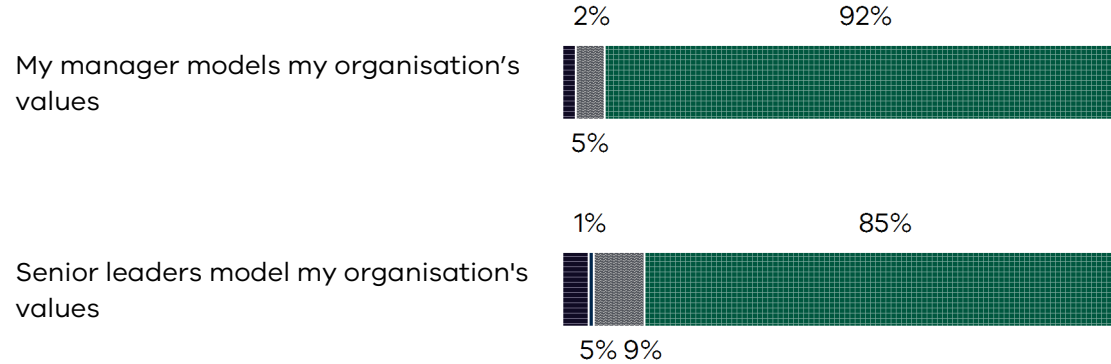
Example

88% of staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.

Survey question	Your results							

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

Benchmark agree results
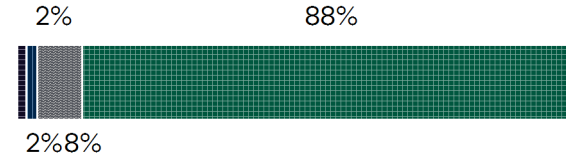
Survey question		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
My organisation encourages employees to act in ways that are consistent with human rights	Disagree 2%, Neither 8%, Agree 88% (Don't know 2%)	83 %	89 %	88 %	76 %	84 %	90 %
I understand how the Charter of Human Rights and Responsibilities applies to my work	Disagree 5%, Neither 9%, Agree 86%	77 %	87 %	86 %	75 %	84 %	92 %

Victorian Public Sector Commission

VICTORIA State Government

People matter survey

2023

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- 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

92% of your staff who did the survey agreed or strongly agreed with 'In my workgroup work is allocated fairly, regardless of gender'.

| Survey question | Your results | Benchmark agree results |

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

Survey question		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
In my workgroup work is allocated fairly, regardless of gender	4% / 92% / 5%	86 %	Not asked	92 %	73 %	82 %	90 %
My organisation uses inclusive and respectful images and language	3% / 90% / 1% 6%	87 %	Not asked	90 %	75 %	84 %	90 %
My organisation would support me if I needed to take family violence leave	10% / 88% / 2%	84 %	Not asked	88 %	74 %	82 %	86 %

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.

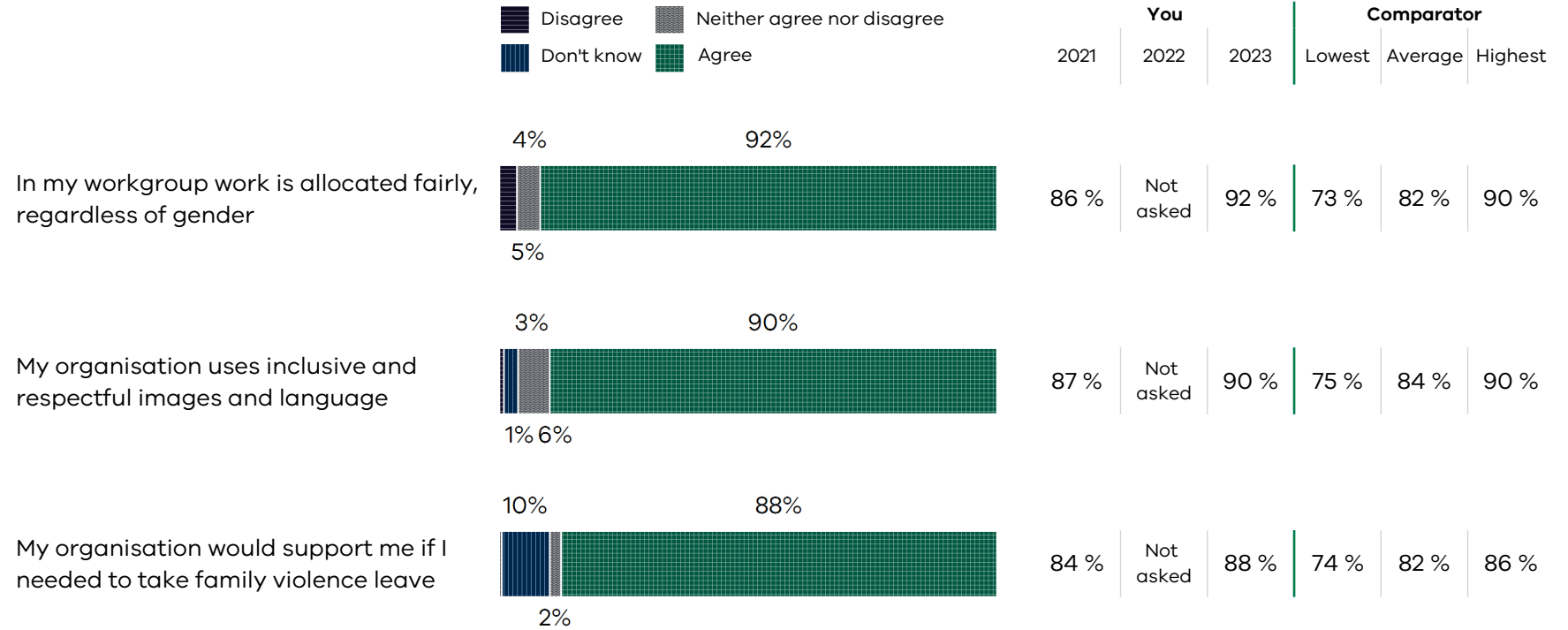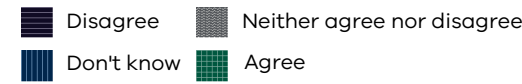Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

90% 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					

Legend: Disagree | Don't know | Neither agree nor disagree | Agree
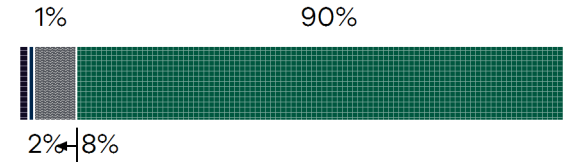
Survey question	Your results	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
I understand how the Code of Conduct for Victorian public sector employees applies to my work	1% / 90% / 2% / 8%	Not asked	Not asked	90 %	87 %	93 %	96 %
I am confident that if I requested to go on secondment to support urgent government work, it would be given due consideration	4% / 83% / 5% / 8%	Not asked	Not asked	83 %	52 %	74 %	84 %
My workgroup gives frank and fearless advice to our managers and leaders (including the Minister, where applicable)	2% / 76% / 10% / 12%	Not asked	Not asked	76 %	45 %	56 %	77 %

Victorian Public Sector Commission

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People matter survey

2023

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- Caring

Victorian Public Sector Commission

VICTORIA State Government

Custom questions

What this is

Your organisation asked 3 custom questions as part of the 2023 survey.

Why this is important

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

How to read this

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

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

Example

89% of staff who did the survey agreed or strongly agreed with 'My manager is aware of my workload and key priorities'.

Survey question	Your results	Benchmark results
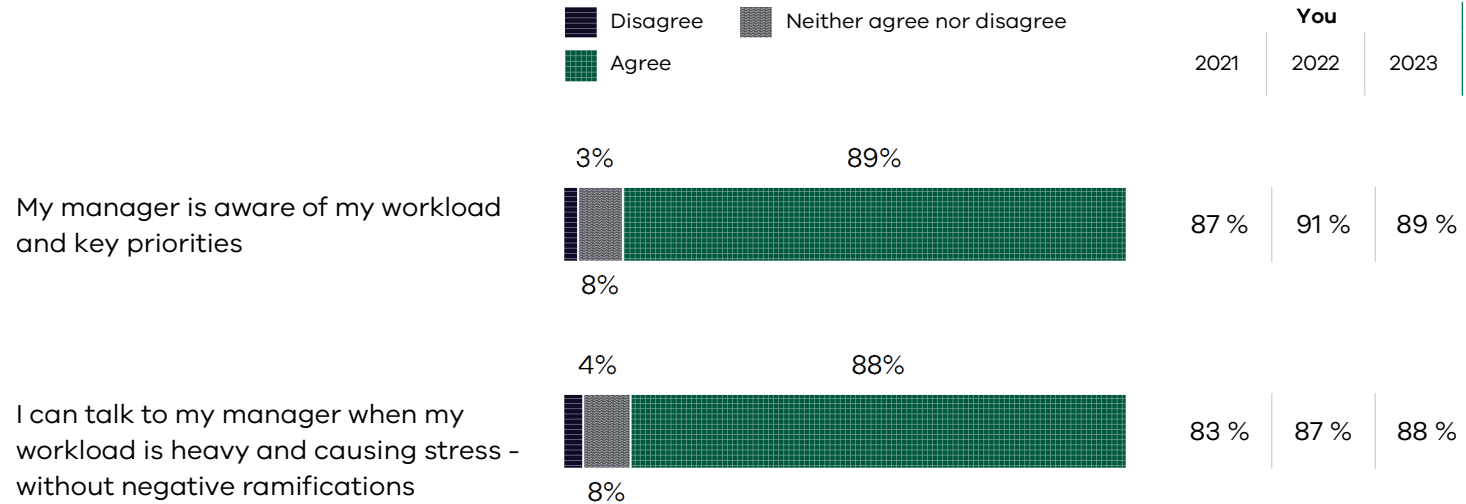
Your results legend: ■ Disagree ▨ Neither agree nor disagree ▩ Agree

Survey question	Your results	2021	2022	2023
My manager is aware of my workload and key priorities	3% ... 89% / 8%	87 %	91 %	89 %
I can talk to my manager when my workload is heavy and causing stress – without negative ramifications	4% ... 88% / 8%	83 %	87 %	88 %

Custom questions

What this is

Your organisation asked 3 custom questions as part of the 2023 survey.

Why this is important

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

How to read this

The table shows you responses to the question 'Over the last month, please rate your level of wellbeing'.

Example

53% of staff who did the survey

responded 'Positive' to the question.

Over the last month, please rate your level of wellbeing	You 2022	You 2023
Positive	51%	53%
I'm coping	24%	23%
Very positive	17%	14%
Negative	6%	8%
Very negative	2%	2%

People matter survey

2023

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- 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

Victorian Public Sector Commission

VICTORIA State Government

Demographics

Age, gender, variations in sex characteristics and sexual orientation

What this is

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

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

To protect you, we:
- de-identify all survey response data provided to your organisation
- don't release employee experience results when fewer than 10 people in a demographic group have responded to the survey
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Age	(n)	%
15-34 years	**196**	43%
35-54 years	**197**	44%
55+ years	**23**	5%
Prefer not to say	**36**	8%

How would you describe your gender?	(n)	%
Man	**210**	46%
Woman	**203**	45%
Prefer not to say	**36**	8%
Non-binary and I use a different term	**3**	1%

Are you trans, non-binary or gender diverse?	(n)	%
Yes	**3**	1%
No	**415**	92%
Prefer not to say	**34**	8%

To your knowledge, do you have innate variation(s) of sex characteristics (often called intersex)?*	(n)	%
No	**411**	91%
Don't know	**10**	2%
Prefer not to say	**31**	7%

How do you describe your sexual orientation?	(n)	%
Straight (heterosexual)	**333**	74%
Prefer not to say	**70**	15%
Bisexual	**22**	5%
Gay or lesbian	**12**	3%
Asexual	**8**	2%
Pansexual	**3**	1%
I use a different term	**2**	0%
Don't know	**2**	0%

Demographics

Aboriginal and/or Torres Strait Islander employees

What this is

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

Why this is important

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

How to read this

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

How we protect anonymity and privacy

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Aboriginal and/or Torres Strait Islander	(n)	%
Yes	**1**	0%
Non Aboriginal and/or Torres Strait Islander	**429**	95%
Prefer not to say	**22**	5%

Demographics

Disability

What this is

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

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

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Do you identify as a person with a disability?

	(n)	%
Yes	25	6%
No	396	88%
Prefer not to say	31	7%

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

	(n)	%
Yes	12	48%
No	12	48%
Prefer not to say	1	4%

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

	(n)	%
I feel that sharing my disability information will reflect negatively on me	5	42%
My disability does not impact on my ability to perform my role	4	33%
I do not require any adjustments to be made to perform my role	3	25%

Demographics

Cultural diversity 1 of 2

What this is

These are the personal characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

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Country of birth	(n)	%
Born in Australia	293	65%
Not born in Australia	112	25%
Prefer not to say	47	10%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Other	27	23%
Cantonese	19	17%
Mandarin	19	17%
Vietnamese	12	10%
Greek	8	7%
Italian	8	7%
Spanish	7	6%
Hindi	6	5%
Sinhalese	6	5%
Macedonian	3	3%
Filipino	2	2%
Malayalam	2	2%

Language other than English spoken with family or community	(n)	%
Yes	115	25%
No	298	66%
Prefer not to say	39	9%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Persian (excluding Dari)	2	2%
Tagalog	2	2%
Tamil	2	2%
Arabic	1	1%
Gujarati	1	1%

Demographics

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

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Cultural identity	(n)	%
Australian	**306**	68%
East and/or South-East Asian	**66**	15%
Prefer not to say	**49**	11%
English, Irish, Scottish and/or Welsh	**49**	11%
European (including Western, Eastern and South-Eastern Europe, and Scandinavia)	**47**	10%
South Asian	**22**	5%
New Zealander	**12**	3%
Other	**11**	2%
North American	**4**	1%
African	**4**	1%
Central Asian	**4**	1%
Middle Eastern	**2**	0%
Central and/or South American	**2**	0%
Pacific Islander	**1**	0%
Aboriginal and/or Torres Strait Islander	**1**	0%

Religion	(n)	%
No religion	**259**	57%
Christianity	**102**	23%
Prefer not to say	**56**	12%
Buddhism	**13**	3%
Hinduism	**9**	2%
Islam	**5**	1%
Other	**5**	1%
Judaism	**3**	1%

Demographics

Employment characteristics 1 of 2

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

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Working arrangement	(n)	%
Full-Time	**406**	90%
Part-Time	**46**	10%

Gross base salary (ongoing/fixed term only)	(n)	%
Prefer not to say	**46**	10%
Below $80k	**39**	9%
$80k to $120k	**173**	39%
$120k to $160k	**103**	23%
$160k to $200k	**32**	7%
$200k or more	**54**	12%

Organisational tenure	(n)	%
<1 year	**86**	19%
1 to less than 2 years	**117**	26%
2 to less than 5 years	**108**	24%
5 to less than 10 years	**71**	16%
10 to less than 20 years	**55**	12%
More than 20 years	**15**	3%

Management responsibility	(n)	%
Non-manager	**275**	61%
Other manager	**97**	21%
Manager of other manager(s)	**80**	18%

Employment type	(n)	%
Ongoing and executive	**396**	88%
Fixed term	**51**	11%
Other	**5**	1%

Victorian Public Sector Commission

VICTORIA State Government

Demographics

Employment characteristics 2 of 2

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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Primary workplace location over the last 3 months	(n)	%
Melbourne CBD	334	74%
Melbourne: Suburbs	109	24%
Large regional city	6	1%
Rural	2	0%
Other	1	0%

What have been your main places of work over the last 3-months?	(n)	%
Your employer's office	408	90%
Home or private location	356	79%
A shared office space (where two or more organisations share the same workspace e.g. Gov hubs, suburban hubs etc.)	16	4%
Other	2	0%

Flexible work	(n)	%
Working from an alternative location (e.g. home, hub/shared work space)	272	60%
Flexible start and finish times	142	31%
No, I do not use any flexible work arrangements	102	23%
Part-time	45	10%
Using leave to work flexible hours	24	5%
Working more hours over fewer days	18	4%
Study leave	16	4%
Purchased leave	7	2%
Other	3	1%
Job sharing	3	1%
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.

How we protect anonymity and privacy

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Have you requested any of the following adjustments at work?*	(n)	%
No, I have not requested adjustments	**308**	68%
Flexible working arrangements	**117**	26%
Physical modifications or improvements to the workplace	**37**	8%
Career development support strategies	**8**	2%
Accessible communications technologies	**2**	0%
Job redesign or role sharing	**1**	0%
Other	**1**	0%

Why did you make this request?	(n)	%
Work-life balance	**64**	44%
Health	**45**	31%
Caring responsibilities	**42**	29%
Family responsibilities	**35**	24%
Disability	**9**	6%
Other	**7**	5%
Study commitments	**6**	4%

What was your experience with making the request?	(n)	%
The adjustments I needed were made and the process was satisfactory	**129**	90%
The adjustments I needed were made but the process was unsatisfactory	**8**	6%
The adjustments I needed were not made	**7**	5%

Demographics

Caring

What this is

These are staff-reported caring responsibilities.

Why this is important

This shows organisations what caring responsibilities their staff have.

How to read this

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

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

How we protect anonymity and privacy

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Caring responsibility	(n)	%
None of the above	**228**	50%
Primary school aged child(ren)	**72**	16%
Child(ren) - younger than preschool age	**45**	10%
Prefer not to say	**42**	9%
Secondary school aged child(ren)	**42**	9%
Preschool aged child(ren)	**32**	7%
Frail or aged person(s)	**28**	6%
Person(s) with a medical condition	**20**	4%
Person(s) with disability	**15**	3%
Person(s) with a mental illness	**12**	3%
Other	**7**	2%

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