

People matter survey

2023

Have your say



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Overview

Report overview

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

Result summary

People outcomes

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Topical questions

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

Demographics

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

Report overview

About your report

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

Report contents

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

Comparing data in this report

Your organisation took part in the survey in 2021 but not 2022.

This means you'll be able to compare about 75% of this year's survey with your previous results.

Rounding of percentages

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

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

Survey questions and definitions

Download Survey questions: [Survey questions: People matter survey 2023 \(DOCX, 83 pages\)](#) to see how we asked questions and defined concepts in the 2023 survey

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Report overview

Privacy and anonymity

To protect you, we:

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

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

Report overview

Survey's theoretical framework

What this is

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

Why this is important

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

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

Our public sector values

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

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

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



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



Report overview

Your comparator group 1 of 2

What this is

This is a list of similar organisations to yours.

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

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

How we use this in your report

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

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

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

Cenitex

Commission for Children and Young People

Court Services Victoria

Emergency Services Superannuation Board

Essential Services Commission

Family Violence Prevention Agency

Game Management Authority

Independent Broad-based Anti-corruption Commission

Infrastructure Victoria

Labour Hire Licensing Authority

Major Transport Infrastructure Authority

Office of Public Prosecutions

Office of the Chief Parliamentary Counsel

Office of the Governor Victoria

Office of the Legal Services Commissioner

Office of the Ombudsman Victoria

Office of the Victorian Electoral Commissioner

Office of the Victorian Government Architect

Office of the Victorian Information Commissioner

Office of the Victorian Inspectorate

Portable Long Service Authority

Public Record Office Victoria

Safe Transport Victoria

Safer Care Victoria

Service Victoria

Suburban Rail Loop Authority

Victorian Auditor-General's Office

Victorian Disability Worker Commission

Victorian Equal Opportunity and Human Rights Commission

Victorian Fisheries Authority

Victorian Gambling and Casino Control Commission

Report overview

Your comparator group 2 of 2

What this is

This is a list of similar organisations to yours.

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

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How we use this in your report

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Victorian Government Solicitor's Office

Victorian Public Sector Commission

Victorian Responsible Gambling Foundation

Victorian Skills Authority

Wage Inspectorate Victoria

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.

2021

46%
(372)

Comparator 48%
Public Sector 39%

2023

56%
(466)

Comparator 59%
Public Sector 34%

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

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People outcomes

Scorecard: employee engagement index

What this is

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

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

The weightings for each engagement response are:

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

Why this is important

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

2021

68

Comparator 73
Public Sector 70

2023

71

Comparator 71
Public Sector 68

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 71.

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.

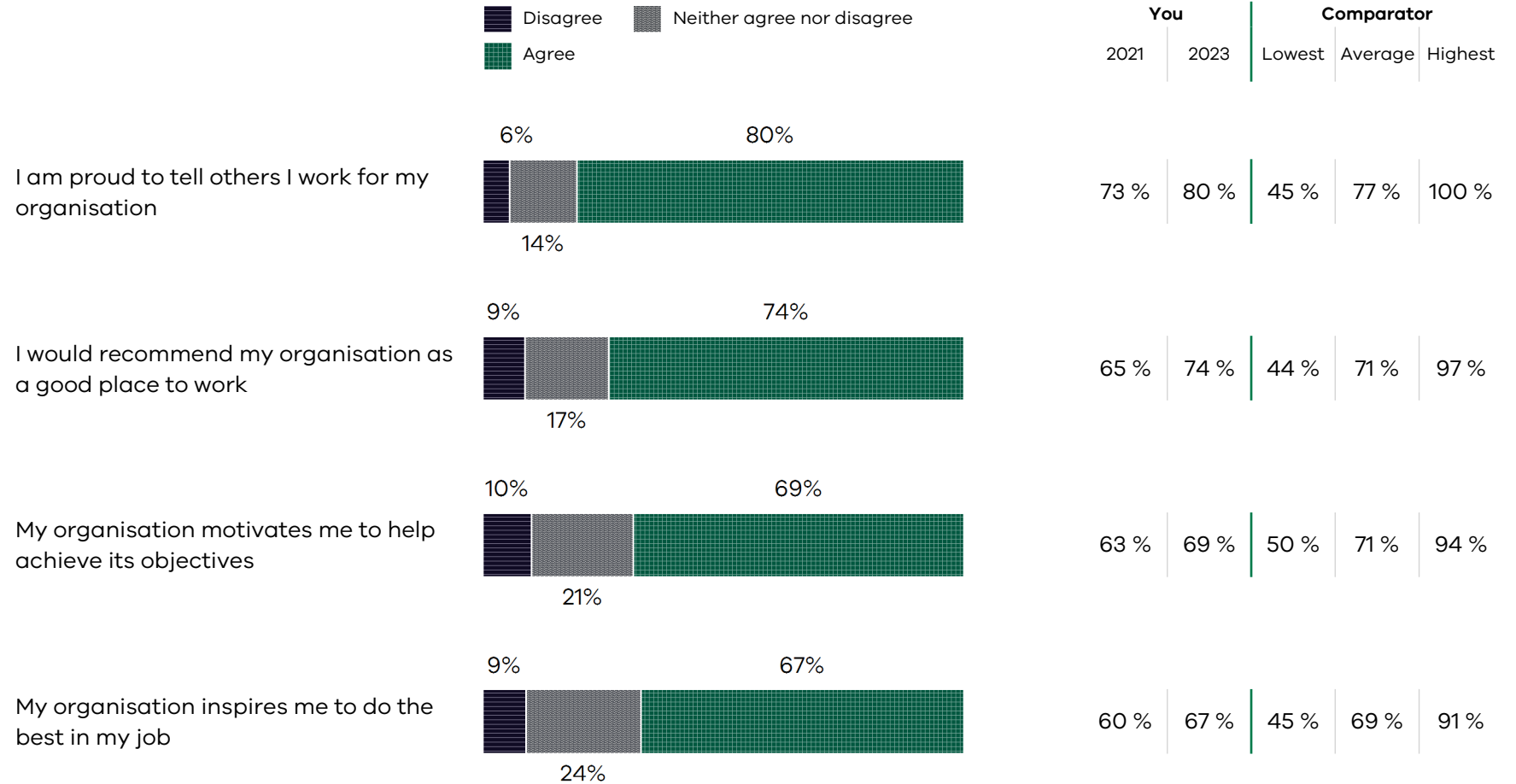
Example

80% of your staff who did the survey agreed or strongly agreed with 'I am proud to tell others I work for my organisation'.

Survey question

Your results

Benchmark agree results



People outcomes

Engagement question results 2 of 2

What this is

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

Your organisation's engagement index

Your 2023 index is 71.

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.

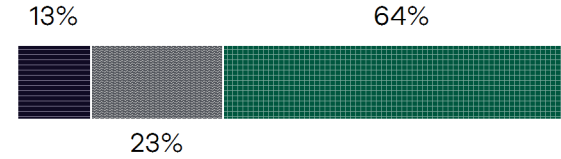
Example

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

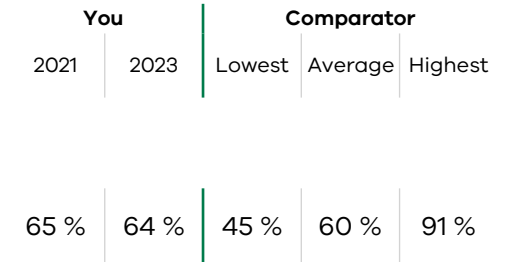
Survey question

I feel a strong personal attachment to my organisation

Your results



Benchmark agree results



People outcomes

Scorecard: satisfaction, stress, intention to stay, inclusion

What this is

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

There are more people outcomes scorecards throughout this report.

Why this is important

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

How to read this

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

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

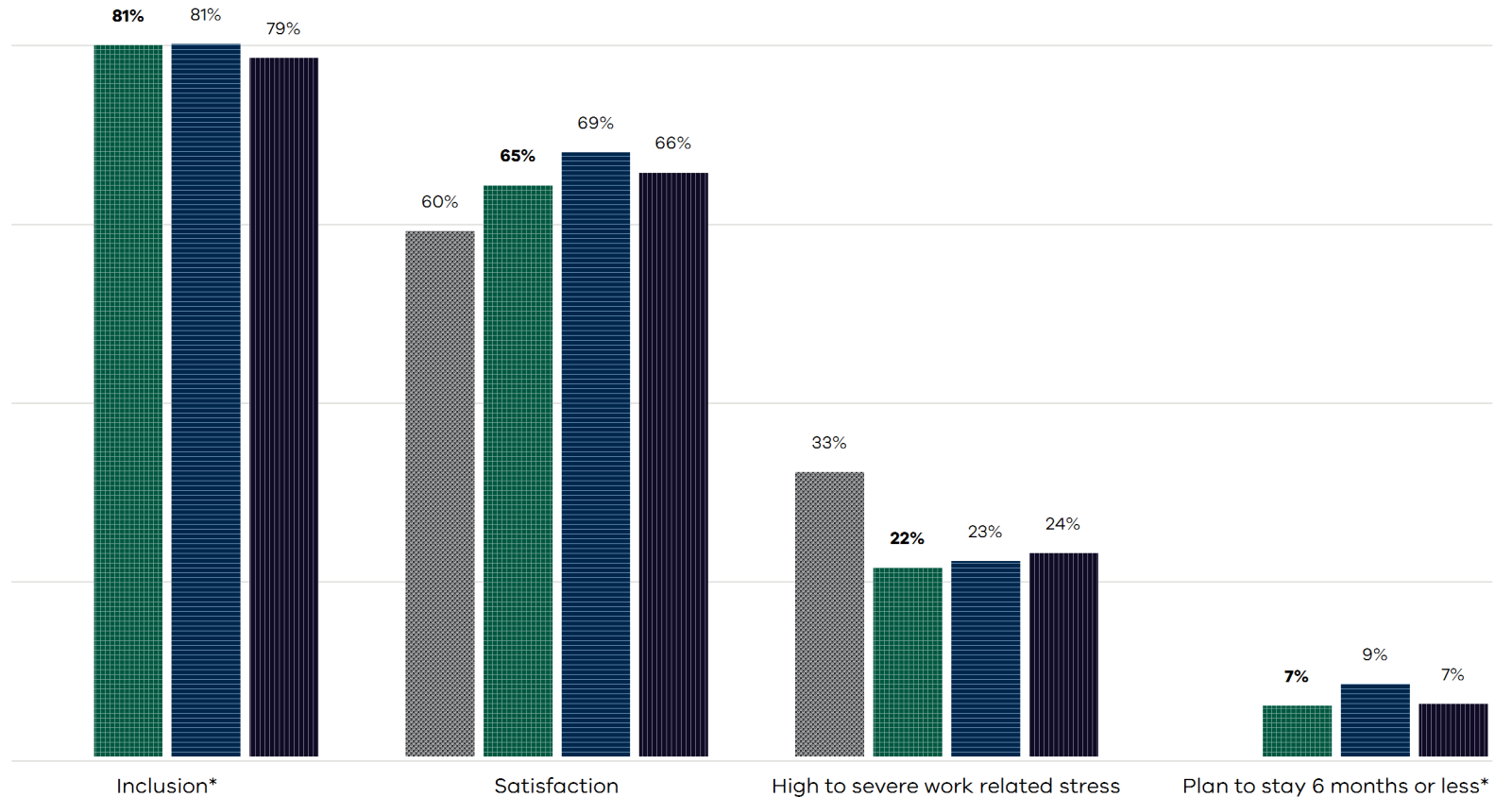
Example

In 2023:

- 81% of your staff who did the survey responded positively to questions about Inclusion.

Compared to:

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



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

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

People outcomes

Satisfaction question results

What this is

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

Why this is important

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

How to read this

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

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

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

Example

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

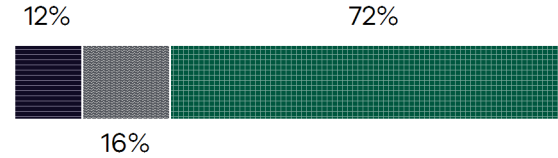
Survey question

Your results

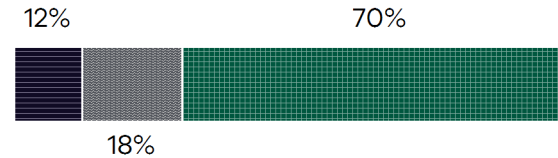
Benchmark satisfied results



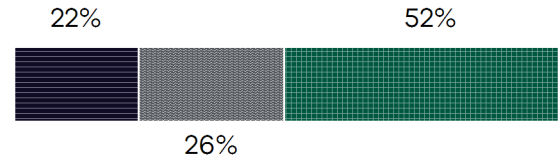
How satisfied are you with the work/life balance in your current job



Considering everything, how satisfied are you with your current job



How satisfied are you with your career development within your current organisation



You		Comparator		
2021	2023	Lowest	Average	Highest
70 %	72 %	58 %	76 %	100 %
63 %	70 %	56 %	73 %	100 %
46 %	52 %	41 %	57 %	83 %

People outcomes

Work-related stress levels

What this is

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

Why this is important

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

How to read this

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

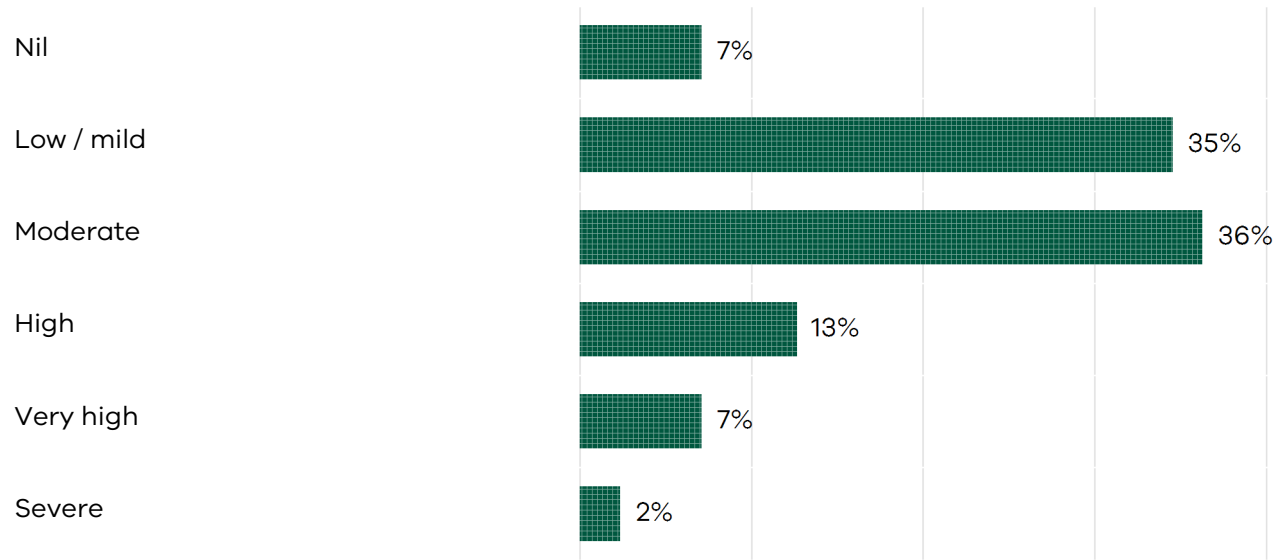
The graph at the top shows how staff in your organisation rated their current levels of work-related stress.

The numbers below show the percentage of staff in your organisation who said they experienced high to severe stress in 2023 compared to 2021 and your comparator.

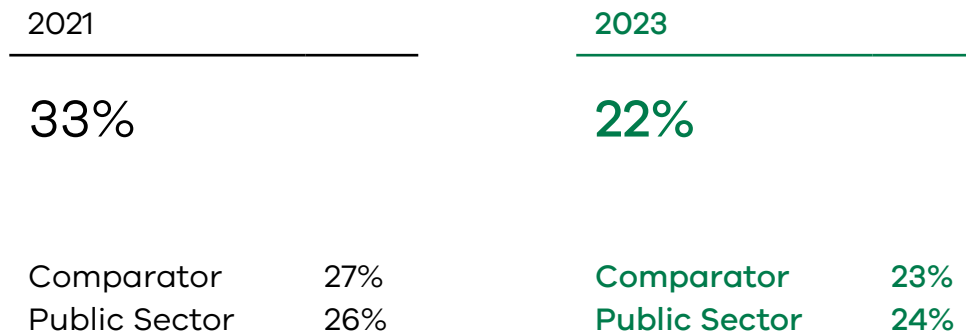
Example

22% of your staff who did the survey said they had high to severe stress in 2023. This is compared to 23% of staff in your comparator group and 24% of staff across the public sector.

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



Reported levels of high to severe stress



People outcomes

Work-related stress causes

What this is

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

Why this is important

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

How to read this

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

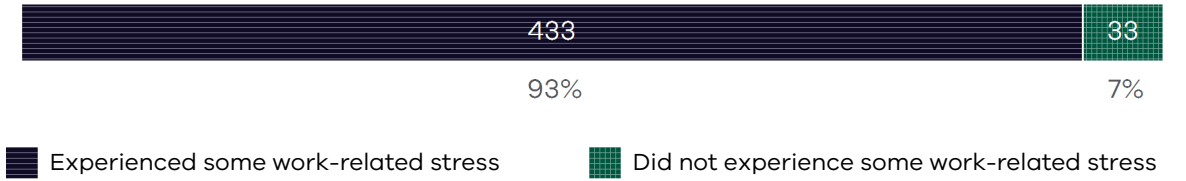
If they answer yes, we ask them to tell us what caused the stress. They can select more than one cause.

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

Example

93% of your staff who did the survey said they experienced mild to severe stress.

Of that 93%, 52% said the top reason was 'Workload'.



Of those that experienced work related stress it was from ...	You 2021	You 2023	Comparator 2023	Public sector 2023
Workload	50%	52%	45%	49%
Time pressure	46%	43%	42%	41%
Competing home and work responsibilities	10%	17%	13%	14%
Dealing with clients, patients or stakeholders	14%	17%	17%	16%
Other	11%	16%	10%	12%
Content, variety, or difficulty of work	13%	15%	14%	11%
Management of work (e.g. supervision, training, information, support)	14%	15%	12%	13%
Unclear job expectations	13%	14%	15%	12%
Social environment (e.g. relationships with colleagues, manager and/or senior leaders)	6%	10%	10%	11%
Technology or equipment	0%	9%	6%	8%

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

12% of your staff who did the survey said they intended to work for your organisation for Over 6 months and up to 1 year.

Employees plan to work at your organisation for ...	You 2023	Comparator 2023	Public sector 2023
6 months or less	7%	9%	7%
Over 6 months and up to 1 year	12%	13%	9%
Over 1 year and up to 3 years	27%	31%	24%
Over 3 years and up to 5 years	18%	16%	15%
Over 5 years	37%	31%	45%

People outcomes

Inclusion question results

What this is

This is how included staff feel in their workplace.

Why this is important

When people feel like they belong, they can bring their true selves and lived experience to their work and workplace. This leads to increased productivity, wellbeing and better outcomes for the community.

How to read this

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

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

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

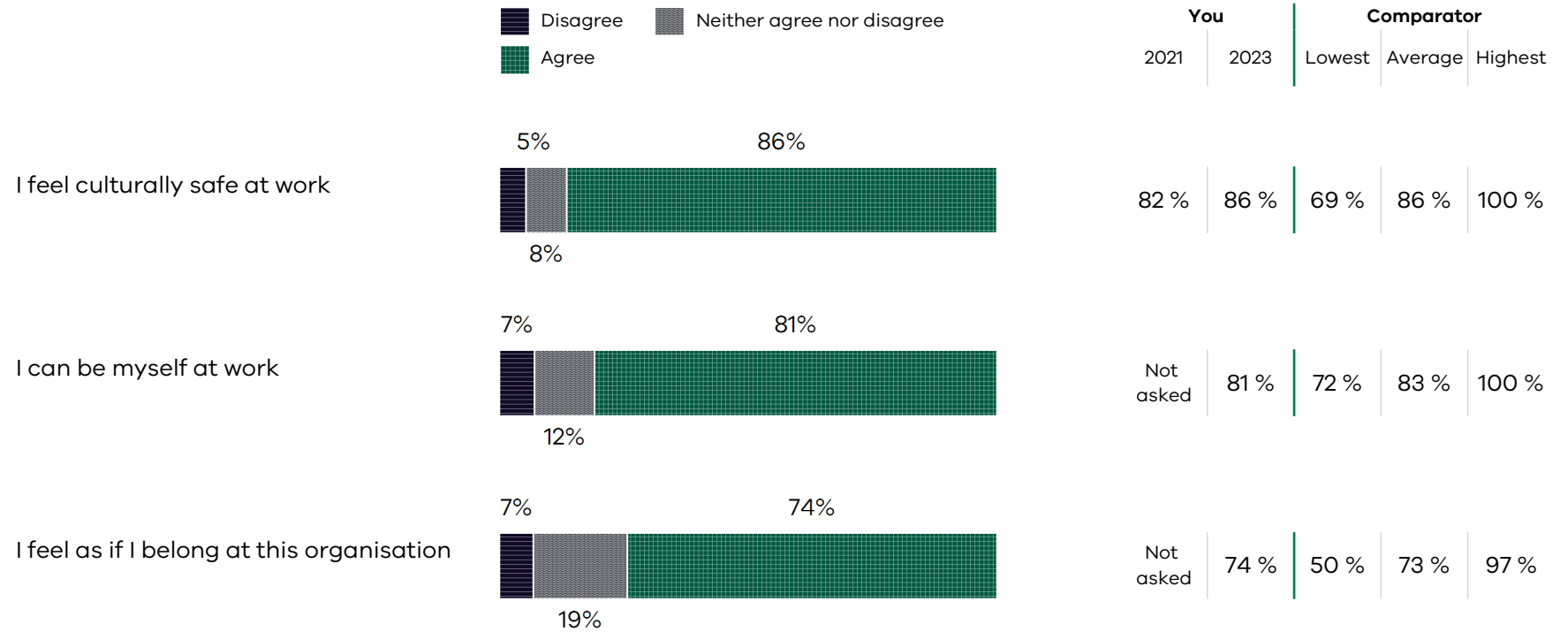
Example

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

Survey question

Your results

Benchmark agree results



People outcomes

Inclusion - Barriers to success

What this is

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

Why this is important

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

How to read this

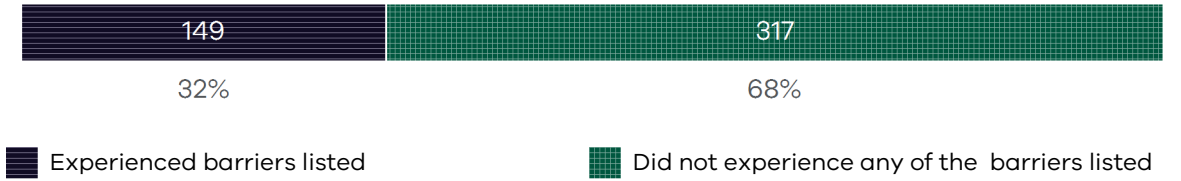
In the survey, we ask staff to select from a list, any barriers they have experienced and believe to have hindered their success at work. They can select more than one barrier.

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

Example

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

Staff who experienced one or more barriers to success at work



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

	You 2023	Comparator 2023	Public sector 2023
My mental health	12%	7%	8%
My age	8%	6%	7%
My flexible working	7%	6%	7%
My caring responsibilities	6%	5%	7%
My physical health	6%	3%	4%
My sex	5%	5%	5%
My cultural background	4%	3%	3%
My disability	2%	2%	2%

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

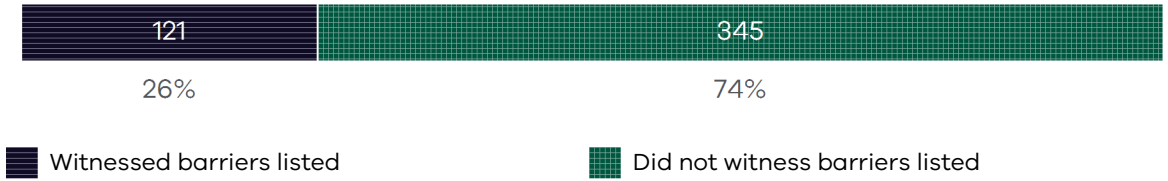
In the survey, we ask staff to choose from a list, any barriers that they may have witnessed that hinder the success of other employees at work. They can select more than one barrier.

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

Example

10% of your staff who did the survey said they have experienced barriers to success in the last 12 months due to 'Flexible working'.

Staff who witnessed one or more barriers to success at work



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

	You 2023	Comparator 2023	Public sector 2023
Flexible working	10%	8%	10%
Mental health	9%	6%	7%
Caring responsibilities	8%	6%	7%
Sex	7%	5%	6%
Age	5%	5%	6%
Cultural background	4%	3%	4%
Physical health	3%	3%	4%
Disability	2%	2%	2%

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

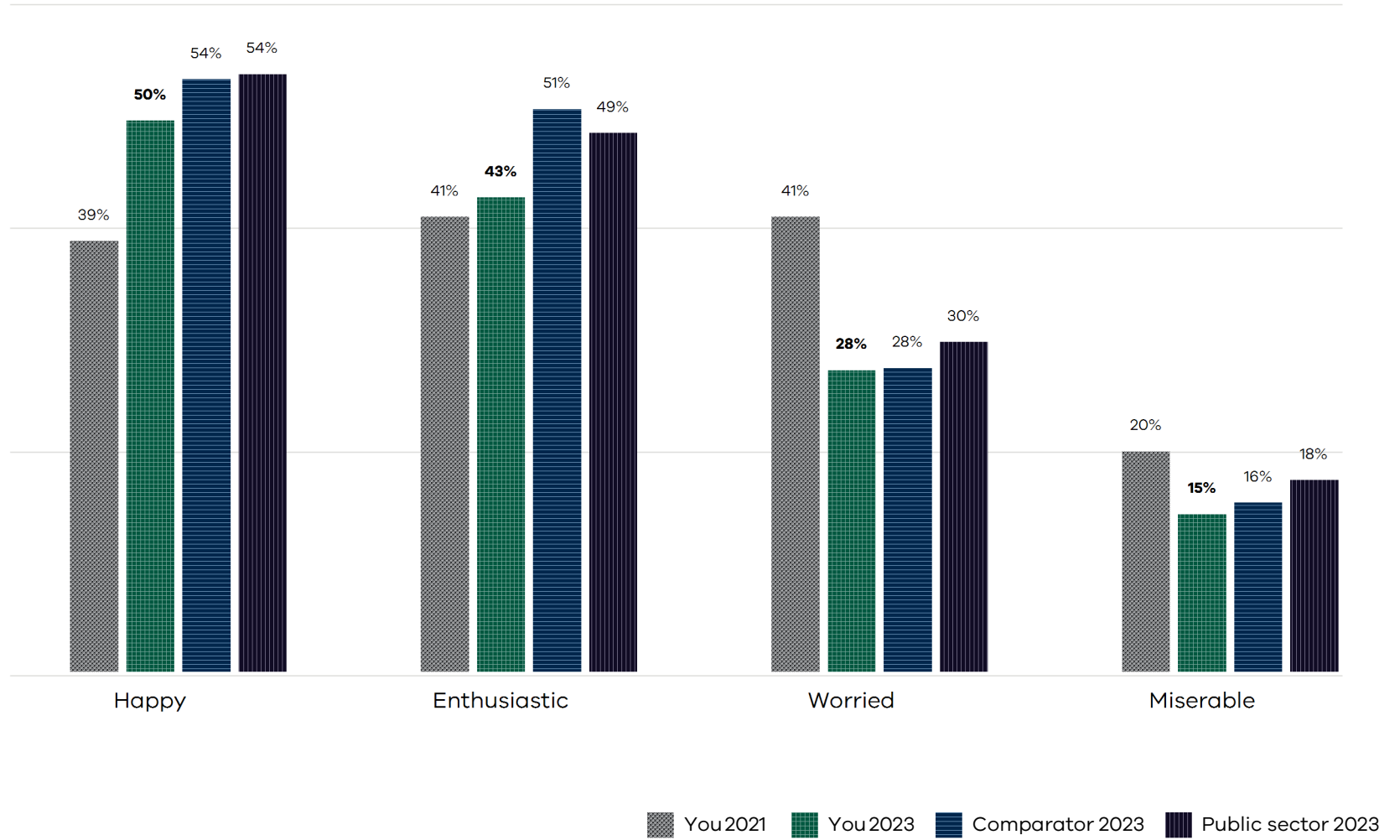
In 2023:

- 50% of your staff who did the survey said work made them feel happy in 2023, which is up from 39% in 2021

Compared to:

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

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



People outcomes

Scorecard: negative behaviours

What this is

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

Why this is important

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

How to read this

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

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

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

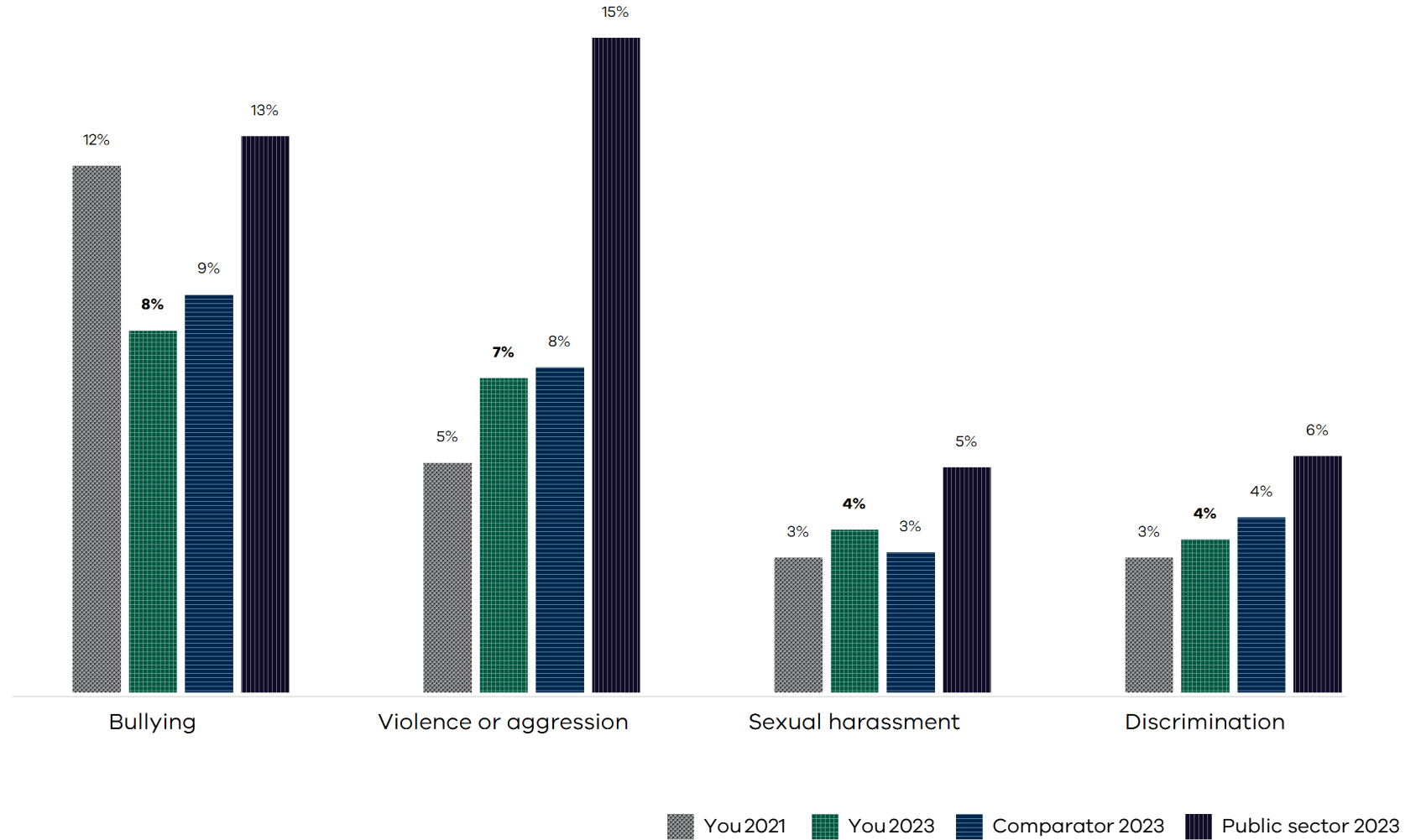
Example

In 2023:

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

Compared to:

- 9% of staff at your comparator and 13% of staff across the public sector.



People outcomes

Bullying

What this is

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

Why this is important

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

How to read this

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

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

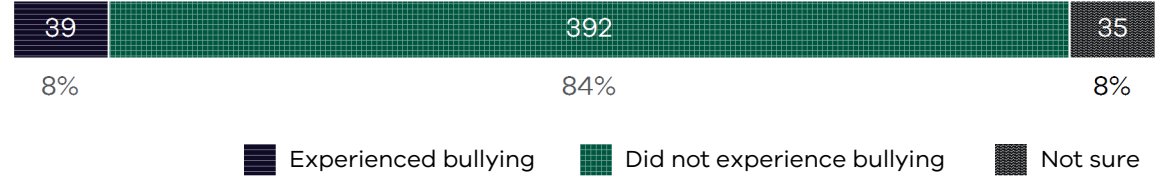
In descending order, the table shows the answers.

Example

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

Of that 8%, 64% said the top type was 'Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)'.
 Of that 8%, 64% said the top type was 'Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)'.
 Of that 8%, 64% said the top type was 'Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)'.

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



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

	You 2021	You 2023	Comparator 2023	Public sector 2023
Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)	67%	64%	79%	71%
Exclusion or isolation	38%	38%	50%	43%
Withholding essential information for me to do my job	36%	31%	36%	28%
Intimidation and/or threats	18%	21%	27%	29%
Verbal abuse	7%	21%	19%	20%
Being given impossible assignment(s)	13%	15%	14%	10%
Other	27%	15%	14%	15%
Being assigned meaningless tasks unrelated to my job	20%	10%	18%	14%

People outcomes

Telling someone about the bullying

What this is

This is if staff told someone when they experienced bullying.

Why this is important

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

How to read this

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

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

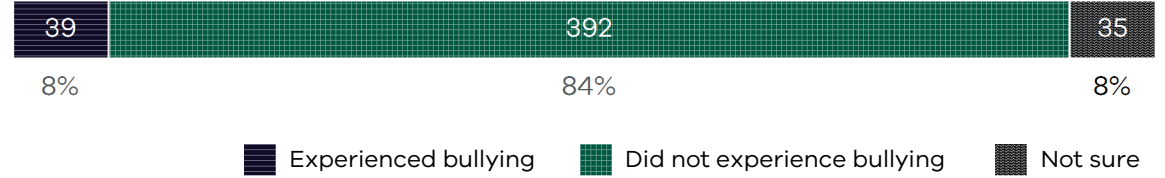
In descending order, the table shows the answers.

Example

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

- 46% 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?



Did you tell anyone about the bullying?	You 2021	You 2023	Comparator 2023	Public sector 2023
Told a colleague	56%	46%	44%	41%
Told a manager	56%	46%	55%	49%
Told a friend or family member	33%	41%	39%	35%
Told Human Resources	24%	23%	20%	12%
I did not tell anyone about the bullying	9%	15%	9%	12%
Told the person the behaviour was not OK	27%	15%	20%	17%
Told employee assistance program (EAP) or peer support	16%	10%	12%	9%
Told someone else	11%	8%	15%	12%
Submitted a formal complaint	7%	5%	12%	12%

People outcomes

Bullying - reasons for not submitting a formal complaint

What this is

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

Why this is important

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

How to read this

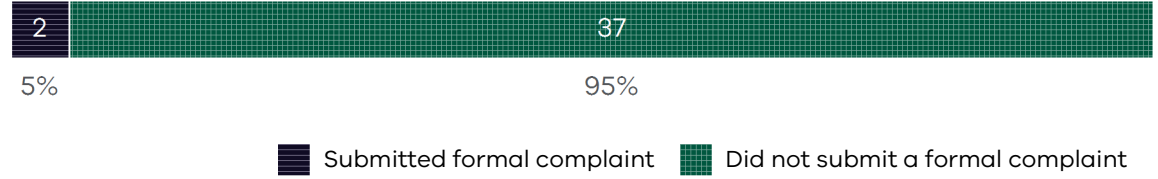
In the survey, we asked staff to tell us if they'd experienced bullying at work. We then asked them if they submitted a formal complaint. If they didn't, they could tell us with one or more answers why not. In descending order, the table shows the top 10 answers.

Example

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

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

Did you submit a formal complaint?



What was your reason for not submitting a formal complaint?

	You 2021	You 2023	Comparator 2023	Public sector 2023
I believed there would be negative consequences for my reputation	64%	51%	59%	52%
I didn't think it would make a difference	50%	49%	51%	51%
I believed there would be negative consequences for my career	55%	35%	48%	40%
Other	24%	22%	15%	14%
I believed there would be negative consequences for the person I was going to complain about	10%	16%	10%	10%
I didn't think it was serious enough	17%	16%	17%	17%
I thought the complaint process would be embarrassing or difficult	21%	11%	15%	12%
I was advised not to	19%	11%	3%	5%
I didn't feel safe to report the incident	17%	8%	27%	18%
I didn't know how to make a complaint	5%	8%	7%	5%

People outcomes

Perpetrators of bullying

What this is

This is who staff have said are responsible for bullying.

Why this is important

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

How to read this

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

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

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

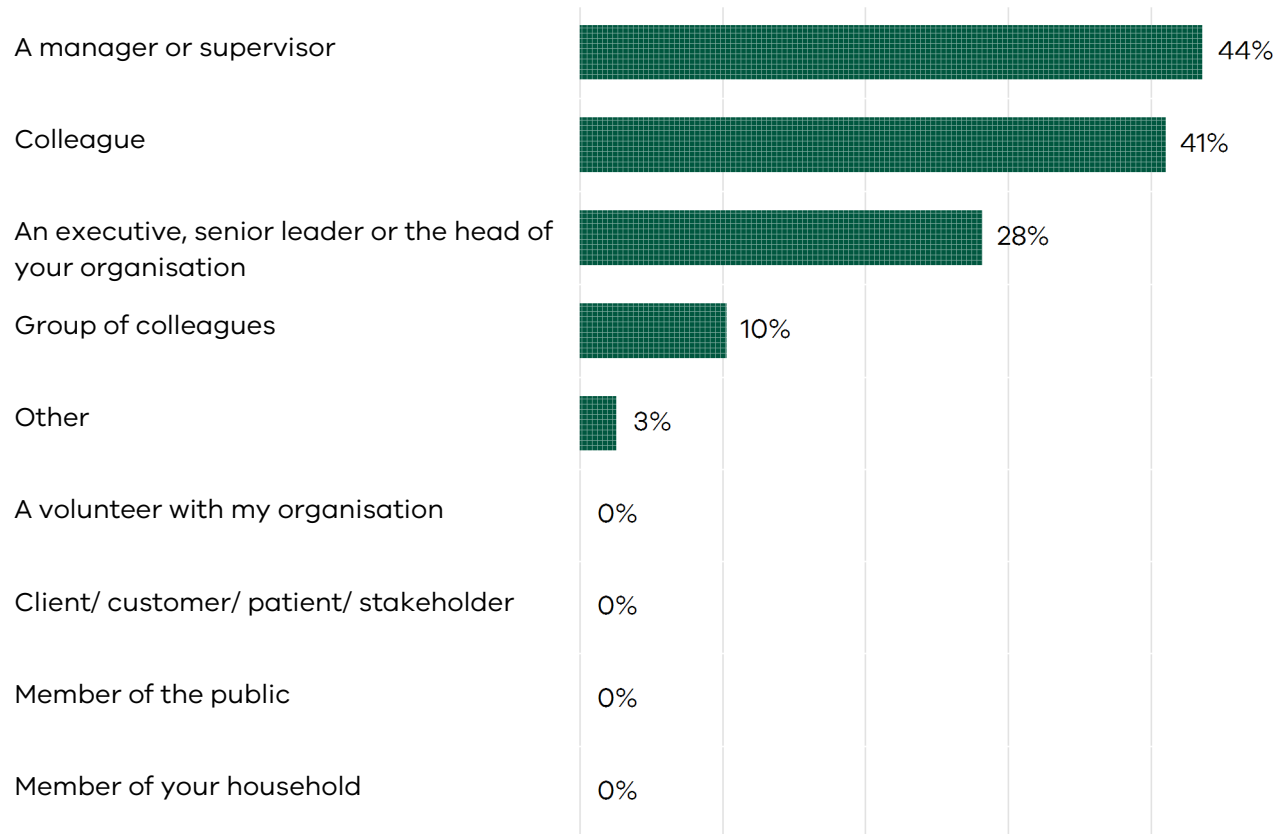
Each row is one perpetrator or group of perpetrators.

Example

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

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

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



People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

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

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

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

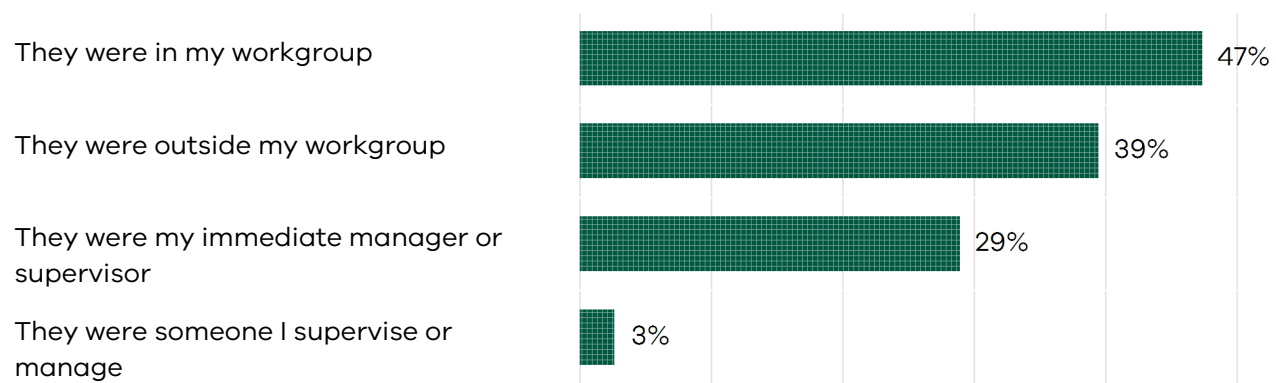
Example

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

Of that 8%, 97% said it was by someone within the organisation.

Of that 97%, 47% said it was 'They were in my workgroup'.

38 people (97% of staff who experienced bullying) experienced bullying from within your organisation (You2023)



People outcomes

Sexual harassment

What this is

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

Why this is important

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

How to read this

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

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

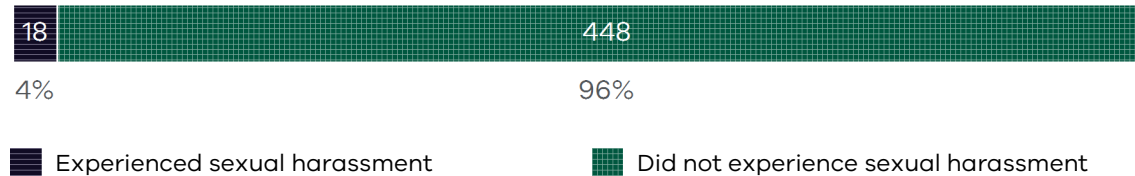
In descending order, the table shows the top 10 answers.

Example

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

Of those, 61% said the top type was 'Intrusive questions about your private life or comments about your physical appearance'.

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



Behaviours reported	You 2021	You 2023	Comparator 2023	Public sector 2023
Intrusive questions about your private life or comments about your physical appearance	42%	61%	44%	47%
Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)	50%	28%	50%	52%
Inappropriate physical contact	0%	17%	14%	19%
Inappropriate staring or leering that made you feel intimidated	0%	17%	21%	16%
Any other unwelcome conduct of a sexual nature	0%	6%	10%	8%
Repeated or inappropriate advances on email, social networking websites or internet chat rooms by a work colleague	0%	6%	6%	3%
Repeated or inappropriate invitations to go out on dates	0%	6%	6%	4%
Sexually explicit pictures, posters or gifts that made you feel offended	8%	0%	0%	1%
Request or pressure for sex or other sexual acts	0%	0%	1%	2%
Sexual gestures, indecent exposure or inappropriate display of the body	0%	0%	3%	6%

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.

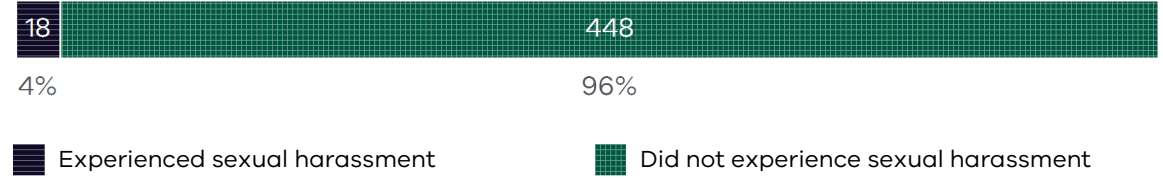
If they did, they could tell us with one or more answers how they responded.

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, 67% said their top response was 'Pretended it didn't bother you'.

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



When the harassment happened to you, did you respond in any of the following ways?	You 2021	You 2023	Comparator 2023	Public sector 2023
Pretended it didn't bother you	33%	67%	44%	43%
Avoided the person(s) by staying away from them	42%	39%	40%	35%
Told a colleague	25%	28%	26%	27%
Tried to laugh it off or forget about it	67%	28%	48%	39%
Sought a transfer to another role/location/roster	8%	11%	3%	2%
Told a friend or family member	25%	11%	25%	20%
Told a manager	8%	11%	24%	22%
Told someone else	0%	11%	10%	6%
Told the person the behaviour was not OK	25%	11%	17%	30%
Avoided locations where the behaviour might occur	0%	6%	20%	14%

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

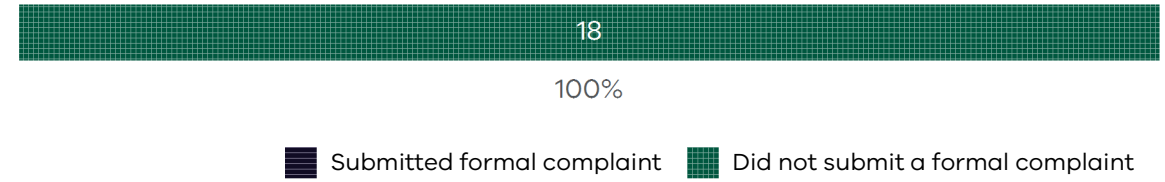
In the survey, we asked staff to tell us if they'd experienced sexual harassment at work. We then asked them if they submitted a formal complaint. If they did not, they could tell us with one or more answers why not. In descending order, the table shows the top 10 answers.

Example

100% 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?



What was your reason for not submitting a formal complaint?	You 2021	You 2023	Comparator 2023	Public sector 2023
I didn't think it was serious enough	50%	67%	52%	46%
I didn't think it would make a difference	33%	50%	36%	39%
I believed there would be negative consequences for my reputation	50%	28%	36%	29%
I believed there would be negative consequences for the person I was going to complain about	25%	11%	16%	11%
I didn't need to because I made the harassment stop	0%	11%	10%	10%
Other	8%	11%	13%	11%
I believed there would be negative consequences for my career	42%	6%	30%	20%
I didn't need to because I no longer had contact with the person(s) who harassed me	0%	6%	10%	10%
I thought the complaint process would be embarrassing or difficult	25%	6%	11%	10%

People outcomes

Perpetrators of sexual harassment

What this is

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

Why this is important

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

How to read this

In this year's survey, 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.

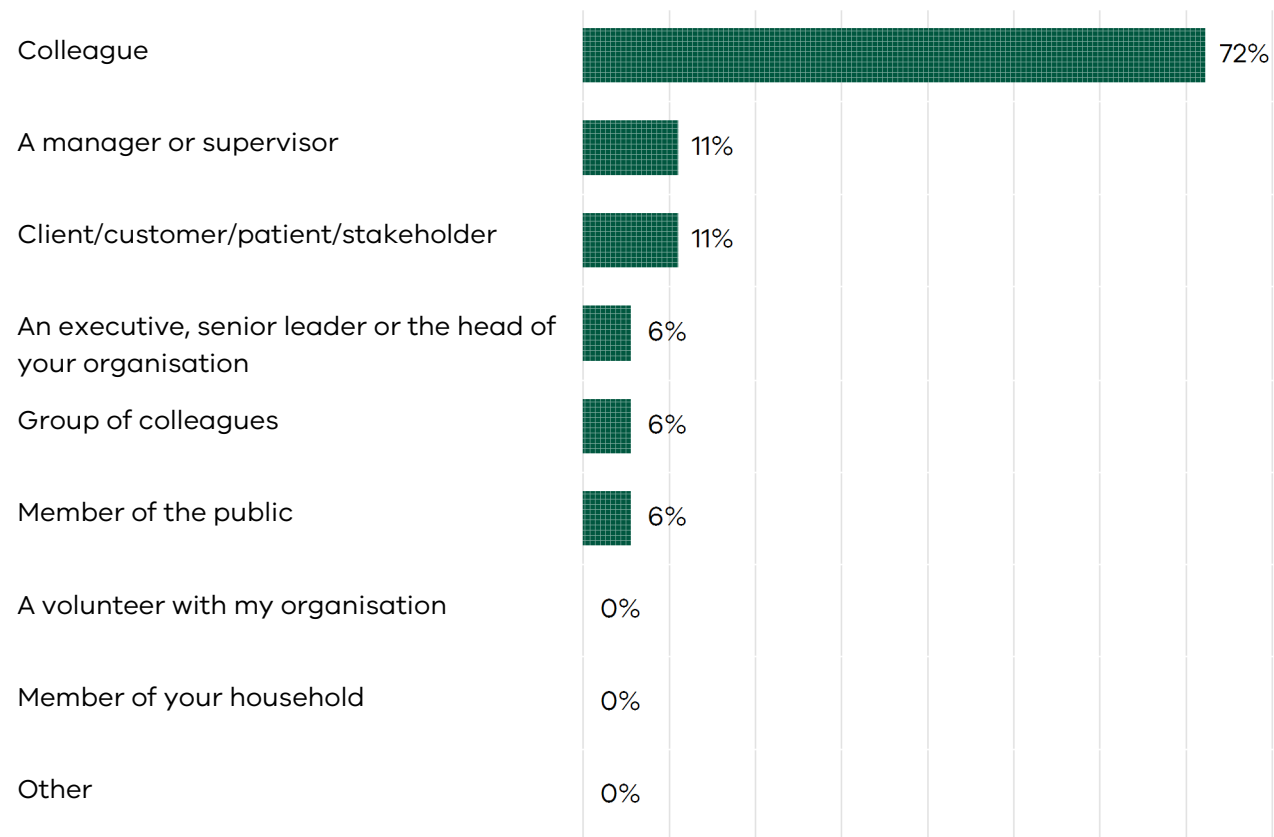
In descending order, the bar chart shows the perpetrators with the largest number of responses.

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%, 72% said it was by 'Colleague'.

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



People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

In this year's survey, 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.

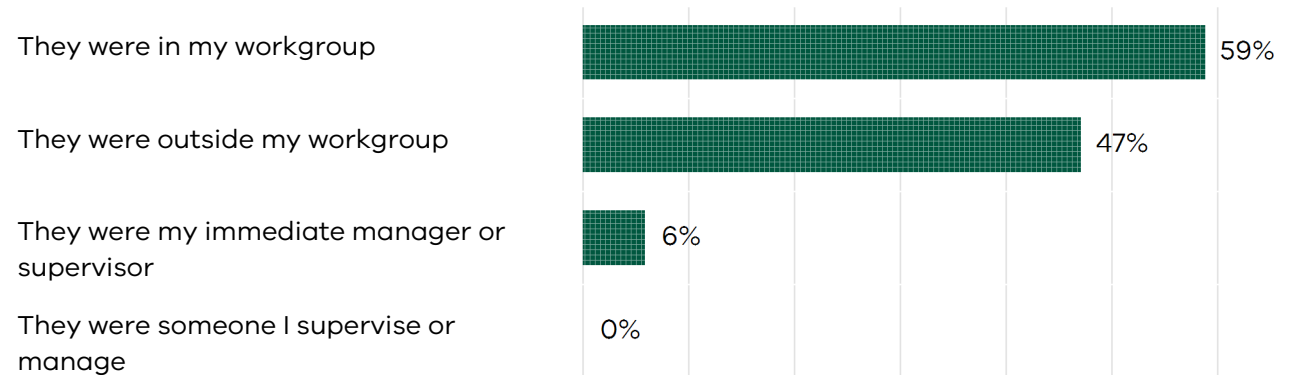
Example

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

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

Of that 94%, 59% said it was 'They were in my workgroup'.

17 people (94% of staff who experienced harassment) experienced harassment from within your organisation (You2023)



People outcomes

Frequency of sexual harassment

What this is

This is how often staff experienced sexual harassment.

Why this is important

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

How to read this

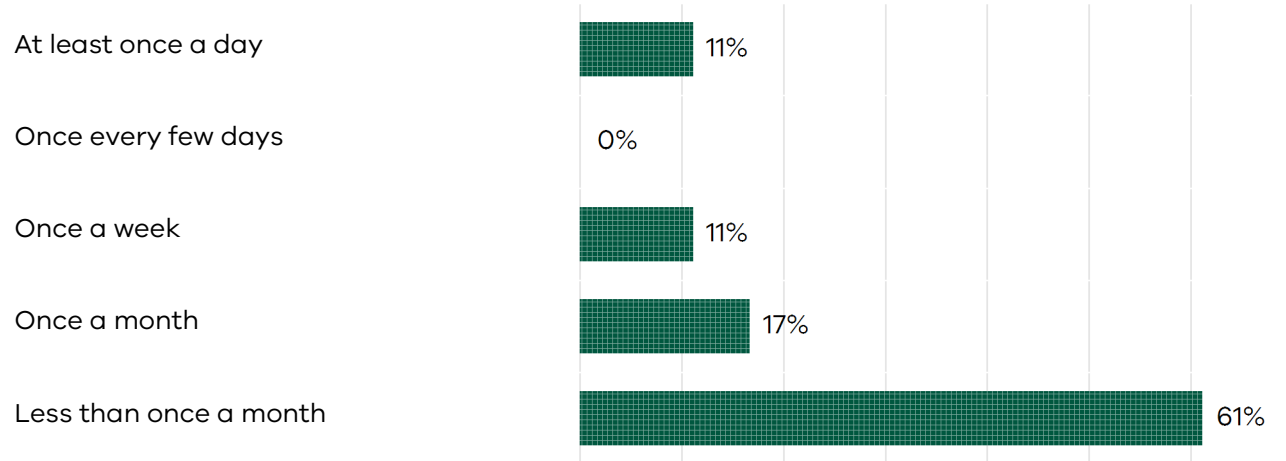
In this year's survey, 4% of your staff said they experienced sexual harassment. If they did, they could tell us how often they experienced this behaviour.

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%, 11% said it was 'At least once a day'.

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



People outcomes

Type of discrimination

What this is

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

Why this is important

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

How to read this

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

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

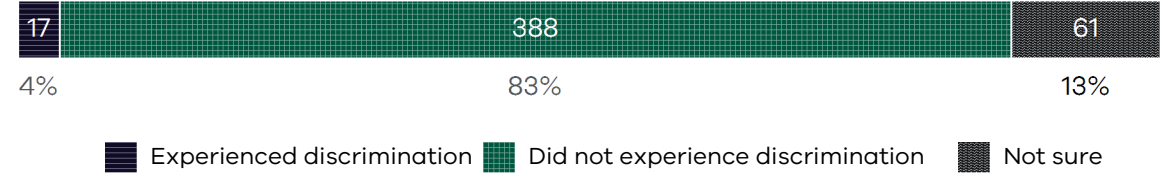
In descending order, the table shows the top 10 types.

Example

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

Of that 4%, 41% said it was 'Other'.

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



If you experienced discrimination, what type of discrimination did you experience?	You 2021	You 2023	Comparator 2023	Public sector 2023
Other	25%	41%	45%	37%
Opportunities for promotion	58%	35%	34%	38%
Employment security - threats of dismissal or termination	33%	18%	12%	13%
Pay or conditions offered by employer	8%	18%	8%	10%
Denied flexible work arrangements or other adjustments	25%	12%	23%	23%
Opportunities for transfer/secondment	17%	12%	13%	18%
Opportunities for training	8%	6%	24%	25%

People outcomes

Telling someone about the discrimination

What this is

This is who staff told about the discrimination they experienced.

Why this is important

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

How to read this

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

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

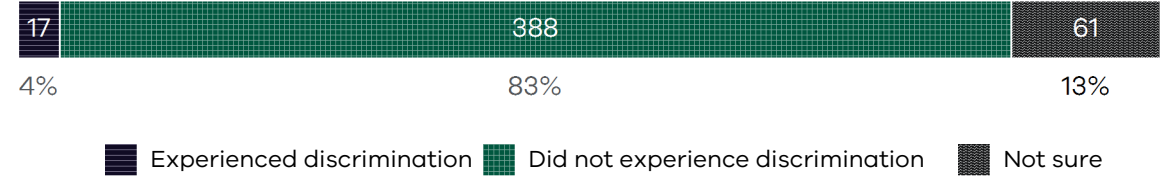
In descending order, the table shows the answers.

Example

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

- 35% said the top way they reported the discrimination was 'Told a friend or family member'.
- 88% said they didn't submit a formal complaint.

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



Did you tell anyone about the discrimination?

	You 2021	You 2023	Comparator 2023	Public sector 2023
Told a friend or family member	25%	35%	36%	32%
Told a manager	33%	29%	36%	30%
I did not tell anyone about the discrimination	50%	24%	20%	24%
Told employee assistance program (EAP) or peer support	17%	24%	10%	9%
Told Human Resources	25%	24%	19%	11%
Told a colleague	17%	18%	39%	37%
Told someone else	8%	18%	17%	14%
Told the person the behaviour was not OK	0%	18%	10%	9%
Submitted a formal complaint	0%	12%	8%	8%

People outcomes

Discrimination - reasons for not submitting a formal complaint

What this is

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

Why this is important

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

How to read this

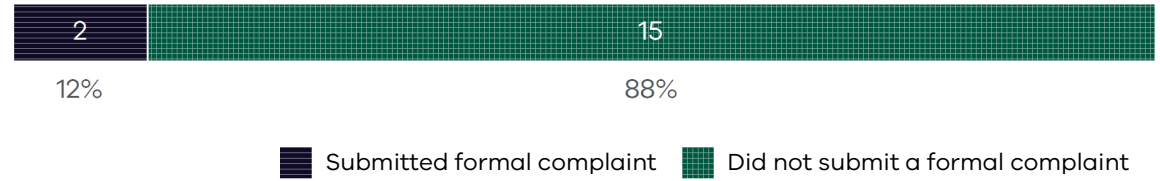
In the survey, we asked staff to tell us if they'd experienced discrimination at work. We then asked them if they submitted a formal complaint. If they did not, they could tell us with one or more answers why not. In descending order, the table shows the top 10 answers.

Example

88% of your staff who experienced discrimination did not submit a formal complaint, of which:

- 60% said the top reason was 'I believed there would be negative consequences for my career'.

Did you submit a formal complaint?



What was your reason for not submitting a formal complaint?	You 2021	You 2023	Comparator 2023	Public sector 2023
I believed there would be negative consequences for my career	58%	60%	57%	51%
I believed there would be negative consequences for my reputation	58%	60%	58%	53%
I didn't think it would make a difference	50%	53%	58%	59%
I didn't feel safe to report the incident	25%	20%	22%	18%
I was advised not to	8%	20%	5%	4%
I thought the complaint process would be embarrassing or difficult	25%	13%	14%	11%
Other	17%	13%	9%	11%
I believed there would be negative consequences for the person I was going to complain about	0%	7%	11%	8%
I didn't know how to make a complaint	17%	7%	6%	5%
I didn't know who to talk to	17%	7%	7%	6%

People outcomes

Perpetrators of discrimination

What this is

This is who staff have said are responsible for discrimination.

Why this is important

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

How to read this

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

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

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

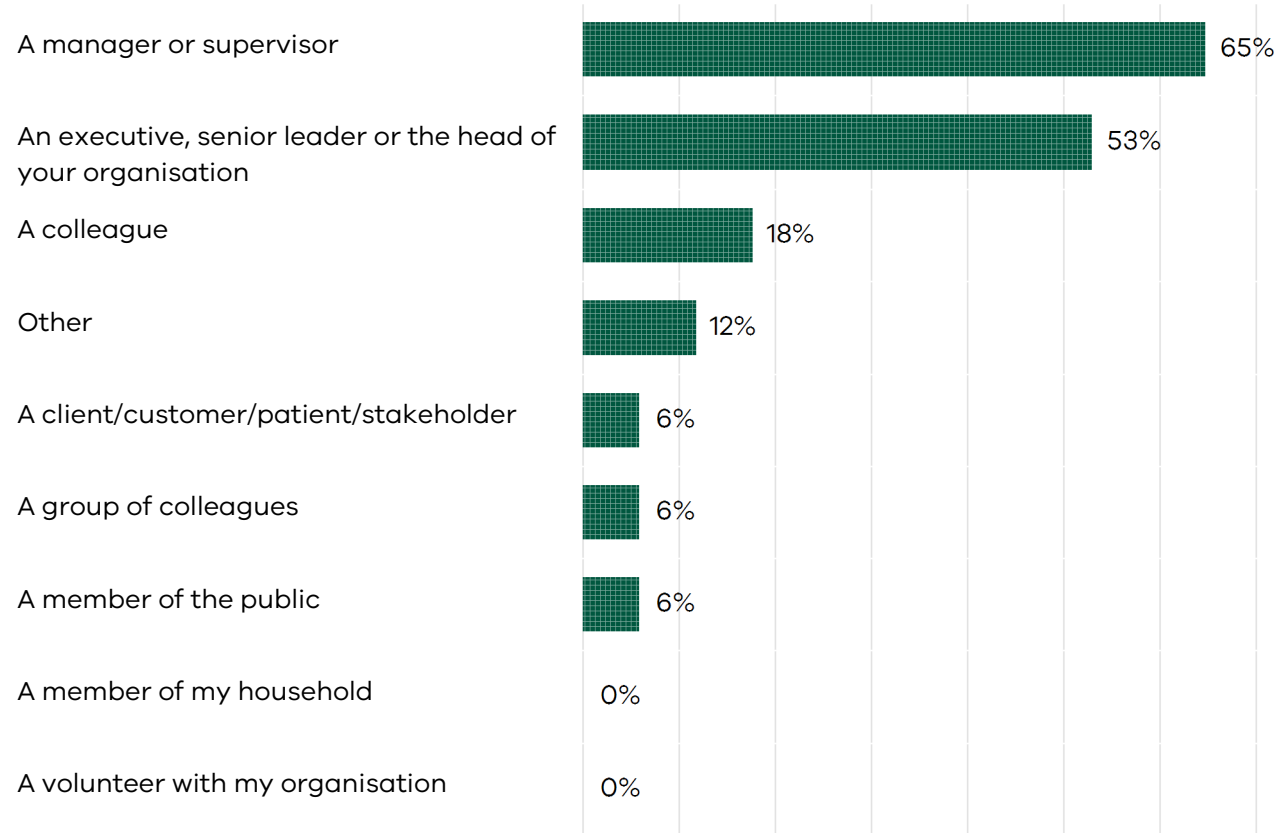
Each row is one perpetrator or group of perpetrators.

Example

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

Of that 4%, 65% said it was by 'A manager or supervisor'.

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



People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

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

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

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

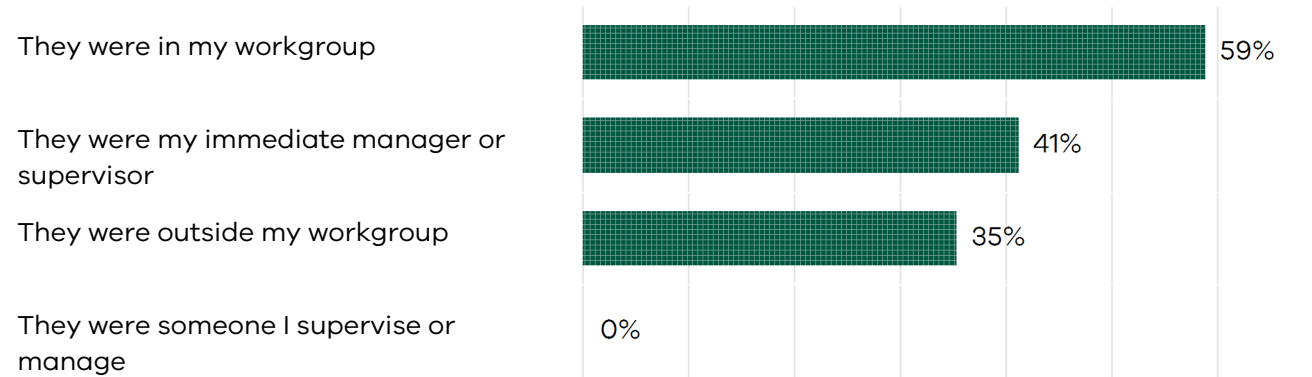
Example

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

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

Of that 100%, 59% said it was 'They were in my workgroup'.

17 people (100% of staff who experienced discrimination) experienced discrimination from within your organisation (You2023)



Negative behaviour

Violence and aggression

What this is

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

Why this is important

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

How to read this

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

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

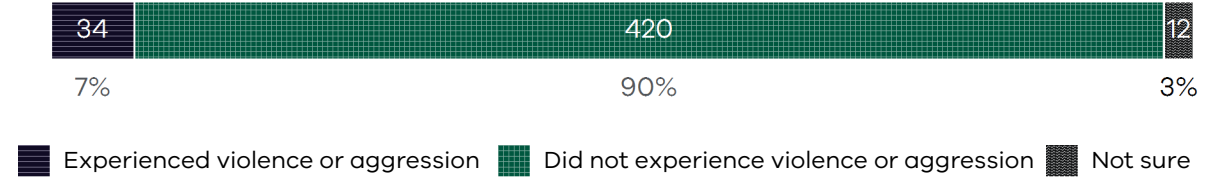
In descending order, the table shows the answers.

Example

7% of your staff who did the survey said they experienced violence or aggression.

Of that 7%, 85% said it was from 'Intimidating behaviour'.

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



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

	You 2021	You 2023	Comparator 2023	Public sector 2023
Intimidating behaviour	85%	85%	75%	70%
Abusive language	75%	76%	71%	79%
Threats of violence	30%	18%	20%	39%
Physical assault (e.g. spitting, hitting, punching, pushing, tripping, grabbing, throwing objects)	0%	9%	2%	27%
Stalking, including cyber-stalking	0%	6%	2%	2%
Other	5%	3%	8%	4%

Negative behaviour

Telling someone about violence and aggression

What this is

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

Why this is important

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

How to read this

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

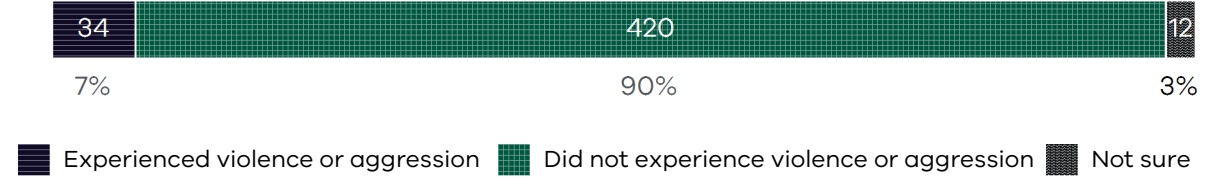
In descending order, the table shows the answers.

Example

7% of your staff who did the survey said they experienced violence or aggression, of which

- 59% said the top way they reported the violence or aggression was 'Told a manager'
- 79% said they didn't submit a formal incident report.

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



Did you tell anyone about the incident?

	You 2021	You 2023	Comparator 2023	Public sector 2023
Told a manager	60%	59%	62%	56%
Told a colleague	60%	53%	51%	44%
Told a friend or family member	20%	32%	26%	19%
Told the person the behaviour was not OK	35%	24%	25%	29%
Submitted a formal incident report	20%	21%	11%	34%
I did not tell anyone about the incident(s)	0%	12%	10%	8%
Told Human Resources	10%	6%	8%	5%

Negative behaviour

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

What this is

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

Why this is important

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

How to read this

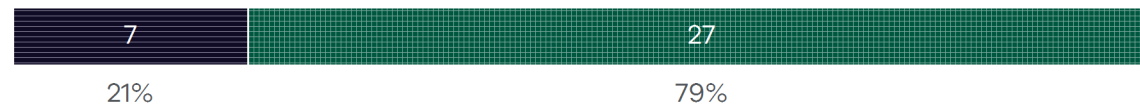
In the survey, we asked staff to tell us if they'd experienced violence or aggression at work. We then asked them if they submitted a formal incident report. If they did not, they could tell us with one or more answers why not. In descending order, the table shows the top 10 answers.

Example

79% of your staff who experienced violence or aggression did not submit a formal incident report, of which:

- 56% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal incident report?



Submitted formal incident report Did not submit a formal incident report

What was your reason for not submitting a formal incident report?	You 2021	You 2023	Comparator 2023	Public sector 2023
I didn't think it would make a difference	50%	56%	35%	38%
I didn't think it was serious enough	38%	44%	33%	31%
I didn't need to because I made the violence or aggression stop	6%	22%	14%	15%
Other	19%	22%	21%	22%
I believed there would be negative consequences for my reputation	31%	19%	24%	17%
I believed there would be negative consequences for my career	25%	7%	23%	14%
I didn't need to because I no longer had contact with the person(s) who was aggressive or violent to me	6%	7%	21%	14%
I believed there would be negative consequences for the person I was going to complain about	0%	4%	2%	4%
I didn't know who to talk to	6%	4%	3%	2%
I was advised not to	13%	4%	3%	2%

Negative behaviour

Perpetrators of violence and aggression

What this is

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

Why this is important

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

How to read this

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

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

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

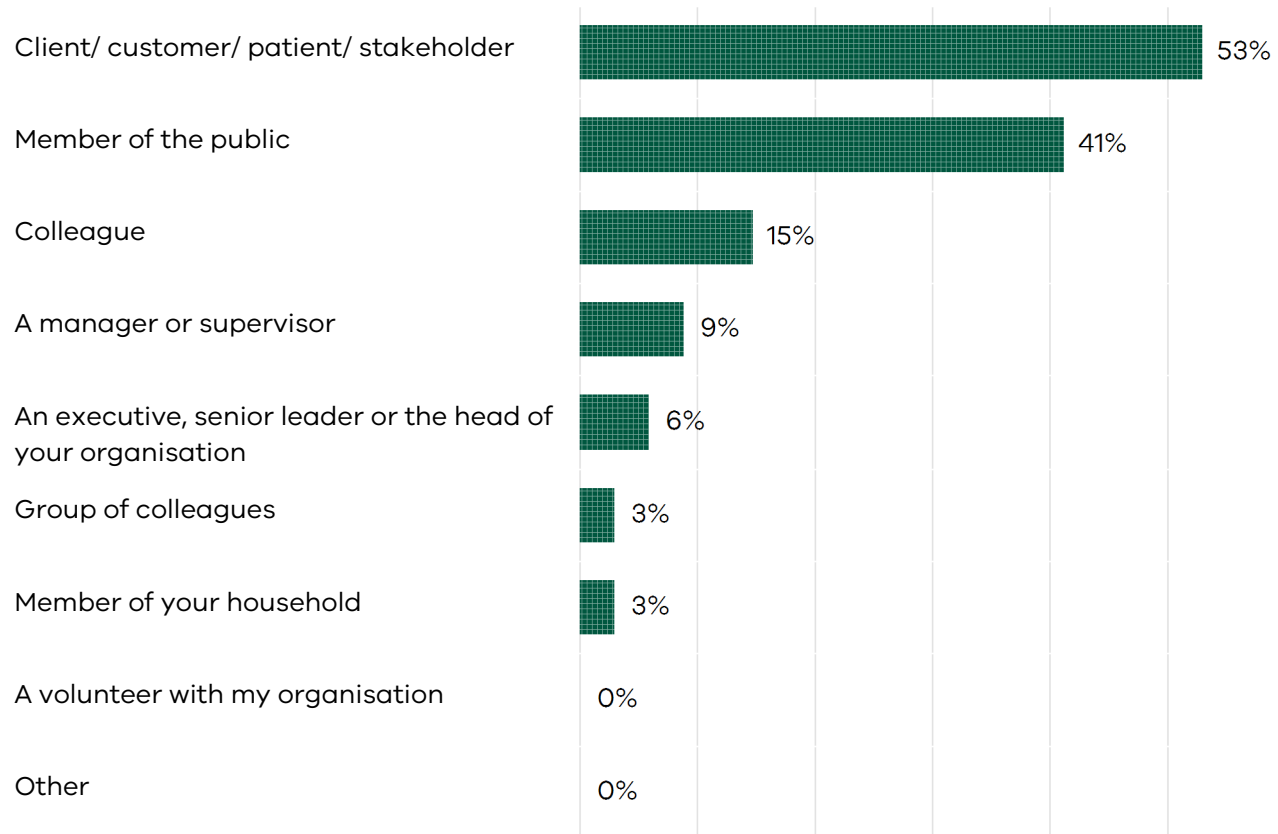
Each row is one perpetrator or a group of perpetrators.

Example

7% of your staff who did the survey said they experienced violence or aggression.

Of that 7%, 53% said it was 'Client/ customer/ patient/ stakeholder'.

34 people (7% of staff) experienced violence or aggression (You2023)



Negative behaviour

Witnessing negative behaviours

What this is

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

Why this is important

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

How to read this

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

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

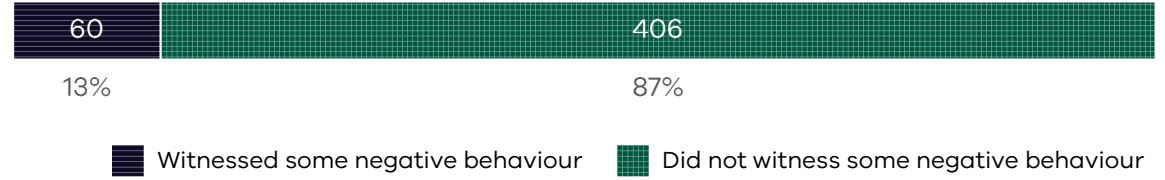
In descending order, the table shows the answers.

Example

13% of your staff who did the survey said they witnessed some negative behaviour at work.

87% said they witnessed 'No, I have not witnessed any of the situations above'.

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



During the last 12 months in your current organisation, have you witnessed any of the following negative behaviours at work?	You 2021	You 2023	Comparator 2023	Public sector 2023
No, I have not witnessed any of the situations above	82%	87%	85%	79%
Bullying of a colleague	14%	9%	11%	14%
Discrimination against a colleague	6%	4%	6%	8%
Violence or aggression against a colleague	1%	2%	3%	5%
Sexual harassment of a colleague	1%	0%	1%	1%

Negative behaviour

Taking action when witnessing negative behaviours

What this is

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

Why this is important

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

How to read this

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

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

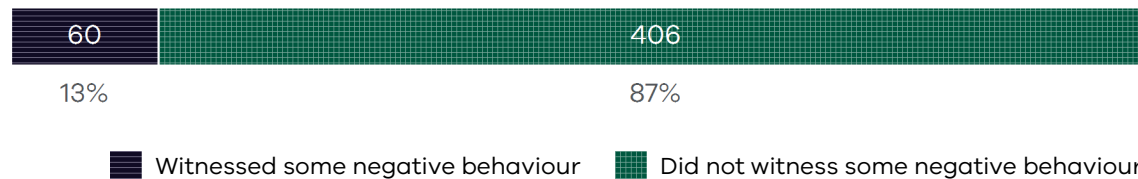
The table shows the answers in descending order.

Example

13% of your staff who did the survey witnessed negative behaviour, of which:

- 68% said the top action they took was 'Spoke to the person who experienced the behaviour'.
- 10% took no action.

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



When you witnessed the above behaviour(s), did you do any of the following?

	You 2021	You 2023	Comparator 2023	Public sector 2023
Spoke to the person who experienced the behaviour	82%	68%	73%	70%
Told a manager	42%	35%	38%	39%
Told a colleague	24%	22%	21%	20%
Spoke to the person who behaved in a negative way	9%	20%	16%	19%
Told the person the behaviour was not OK	24%	12%	17%	22%
Told Human Resources	13%	10%	12%	7%
Took no action	6%	10%	8%	8%
Other	4%	5%	5%	6%
Submitted a formal complaint	3%	2%	4%	6%

People matter survey

2023

Have your say

Overview

Report overview

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

Result summary

People outcomes

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Topical questions

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

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 2021 scores and your 2023 comparator group.

Example

On the first row 'Flexible working', the 'You 2023' column shows 94% of your staff agreed with 'My manager supports working flexibly'.

This question was not asked in 2021.

Question group	Highest scoring questions	You 2023	Change from 2021	Comparator 2023
Flexible working	My manager supports working flexibly	94%	Not asked in 2021	90%
Manager leadership	My manager treats employees with dignity and respect	93%	-1%	90%
Job enrichment	I understand how my job helps my organisation achieve its goals	93%	Not asked in 2021	92%
Other questions	I understand how the Code of Conduct for Victorian public sector employees applies to my work	93%	Not asked in 2021	91%
Meaningful work	I can make a worthwhile contribution at work	93%	Not asked in 2021	92%
Organisational integrity	My organisation encourages respectful workplace behaviours	92%	+9%	86%
Manager leadership	My manager demonstrates honesty and integrity	92%	+1%	90%
Workgroup support	People in my workgroup treat each other with respect	92%	+0%	88%
Manager support	My manager listens to what I have to say	92%	+5%	87%
Job enrichment	I can use my skills and knowledge in my job	91%	Not asked in 2021	90%

Key differences

Lowest scoring questions

What this is

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

How to read this

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

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

You can also compare your 2023 scores against your 2021 scores and your 2023 comparator group.

Example

On the first row 'Safety climate', the 'You 2023' column shows 42% of your staff agreed with 'All levels of my organisation are involved in the prevention of stress'. In the 'Change from 2021' column, you have a 11% increase, which is a positive trend.

Question subgroup	Lowest scoring questions	You 2023	Change from 2021	Comparator 2023
Safety climate	All levels of my organisation are involved in the prevention of stress	42%	+11%	54%
Learning and development	I am satisfied with the opportunities to progress in my organisation	45%	Not asked in 2021	46%
Organisational integrity	I believe the promotion processes in my organisation are fair	46%	Not asked in 2021	47%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	47%	-8%	54%
Organisational integrity	I have an equal chance at promotion in my organisation	50%	Not asked in 2021	52%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	51%	+14%	58%
Learning and development	I am satisfied with the way my learning and development needs have been addressed in the last 12 months	51%	+9%	60%
Workload	I have enough time to do my job effectively	52%	+4%	64%
Satisfaction	How satisfied are you with your career development within your current organisation	52%	+6%	57%
Taking action	I believe my organisation will make improvements based on the results of this survey	55%	Not asked in 2021	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 2021' column.

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

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

Example

On the first row 'Organisational integrity', the 'You 2023' column shows 80% of your staff agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.

In the 'Increase from 2021' column, you have a 21% increase, which is a positive trend.

Question group	Most improved from last survey	You 2023	Increase from 2021	Comparator 2023
Organisational integrity	My organisation takes steps to eliminate bullying, harassment and discrimination	80%	+21%	72%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	60%	+21%	65%
Senior leadership	Senior leaders provide clear strategy and direction	63%	+17%	65%
Senior leadership	Senior leaders demonstrate honesty and integrity	72%	+17%	74%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	51%	+14%	58%
Organisational integrity	My organisation is committed to earning a high level of public trust	89%	+14%	84%
Meaningful work	I achieve something important through my work	89%	+13%	89%
Collaboration	Workgroups across my organisation willingly share information with each other	67%	+13%	65%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	58%	+13%	58%
Senior leadership	Senior leaders model my organisation's values	67%	+12%	71%

Key differences

Most declined

What this is

This is where staff feel their organisation has most declined.

How to read this

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

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

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

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

Example

On the first row 'Safety climate', the 'You 2023' column shows 47% of your staff agreed with 'My organisation has effective procedures in place to support employees who may experience stress'.

In the 'Decrease from 2021' column, you have a 8% decrease, which is a negative trend.

Question subgroup	Largest decline from last survey	You 2023	Decrease from 2021	Comparator 2023
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	47%	-8%	54%
Collaboration	I am able to work effectively with others outside my immediate workgroup	85%	-4%	85%
Safe to speak up	People in my workgroup are able to bring up problems and tough issues	81%	-3%	78%
Gender equality supporting measures	In my workgroup work is allocated fairly, regardless of gender	85%	-2%	86%
Quality service delivery	My workgroup has clear lines of responsibility	77%	-2%	74%
Workgroup support	People in my workgroup are politically impartial in their work	85%	-1%	85%
Engagement	I feel a strong personal attachment to my organisation	64%	-1%	60%
Flexible working	I am confident that if I requested a flexible work arrangement, it would be given due consideration	88%	-1%	81%
Manager leadership	My manager treats employees with dignity and respect	93%	-1%	90%
Manager leadership	My manager models my organisation's values	90%	0%	87%

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 'Organisational integrity', the 'You 2023' column shows 80% of your staff agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.

The 'difference' column, shows that agreement for this question was 8 percentage points higher in your organisation than in your comparator.

Question group	Biggest positive difference from comparator	You 2023	Difference	Comparator 2023
Organisational integrity	My organisation takes steps to eliminate bullying, harassment and discrimination	80%	+8%	72%
Flexible working	I am confident that if I requested a flexible work arrangement, it would be given due consideration	88%	+8%	81%
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	85%	+7%	78%
Other questions	My workgroup gives frank and fearless advice to our managers and leaders (including the Minister, where applicable)	67%	+7%	60%
Organisational integrity	My organisation encourages respectful workplace behaviours	92%	+7%	86%
Workgroup support	People in my workgroup appropriately manage conflicts of interest	86%	+6%	80%
Workgroup support	People in my workgroup are honest, open and transparent in their dealings	88%	+5%	83%
Organisational integrity	My organisation is committed to earning a high level of public trust	89%	+5%	84%
Manager support	My manager listens to what I have to say	92%	+5%	87%
Organisational integrity	My organisation encourages employees to act in ways that are consistent with human rights	91%	+5%	86%

Key differences

Biggest negative difference from comparator

What this is

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

How to read this

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

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

Example

On the first row 'Workload', the 'You 2023' column shows 52% of your staff agreed with 'I have enough time to do my job effectively'.

The 'difference' column, shows that agreement for this question was 13 percentage points lower in your organisation than in your comparator.

Question subgroup	Biggest negative difference from comparator	You 2023	Difference	Comparator 2023
Workload	I have enough time to do my job effectively	52%	-13%	64%
Safety climate	All levels of my organisation are involved in the prevention of stress	42%	-11%	54%
Workload	The workload I have is appropriate for the job that I do	58%	-9%	67%
Learning and development	I am satisfied with the way my learning and development needs have been addressed in the last 12 months	51%	-9%	60%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	47%	-7%	54%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	51%	-7%	58%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	60%	-5%	65%
Learning and development	My organisation places a high priority on the learning and development of staff	55%	-5%	60%
Satisfaction	How satisfied are you with your career development within your current organisation	52%	-4%	57%
Senior leadership	Senior leaders model my organisation's values	67%	-4%	71%

People matter survey

2023

Have your say

Overview

Report overview

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

Result summary

People outcomes

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Topical questions

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

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Taking action

What this is

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

Why this is important

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

How to read this

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

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

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

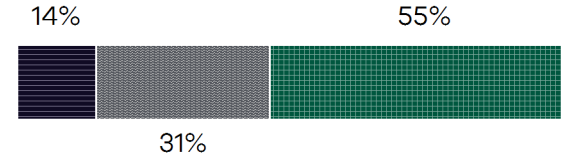
Example

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

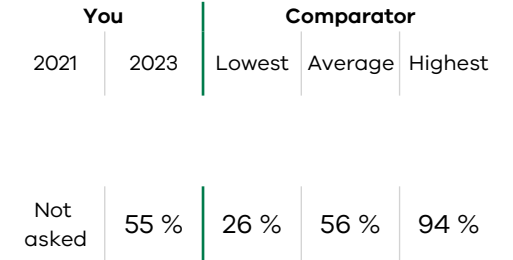
Survey question

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

Your results



Benchmark agree results



People matter survey

2023

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- Sexual harassment
- Discrimination
- Violence and aggression

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- Lowest scoring
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- Most declined
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- Biggest negative difference from comparator

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- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

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

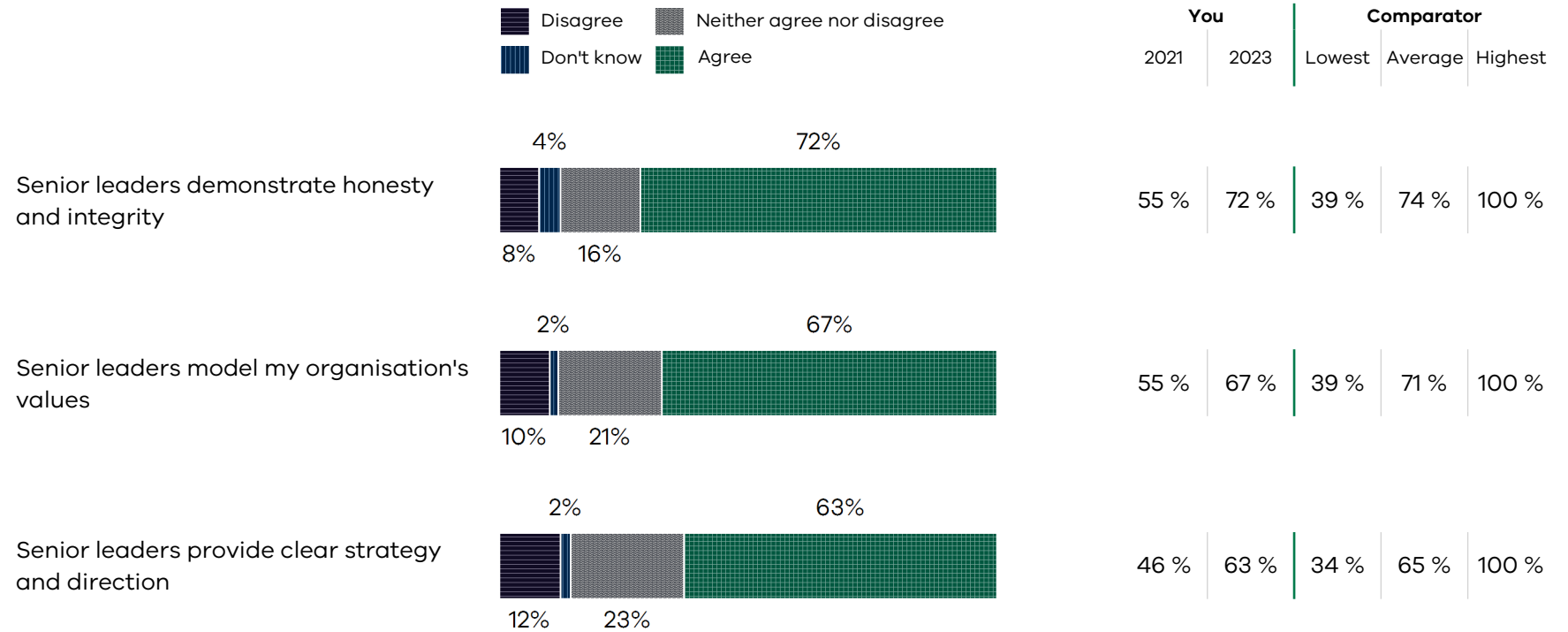
Example

72% of your staff who did the survey agreed or strongly agreed with 'Senior leaders demonstrate honesty and integrity'.

Survey question

Your results

Benchmark agree results



People matter survey

2023

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- Violence and aggression

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- Lowest scoring
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- Most declined
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- Biggest negative difference from comparator

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

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

Organisational climate

Scorecard

What this is

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

Why this is important

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

How to read this

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

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

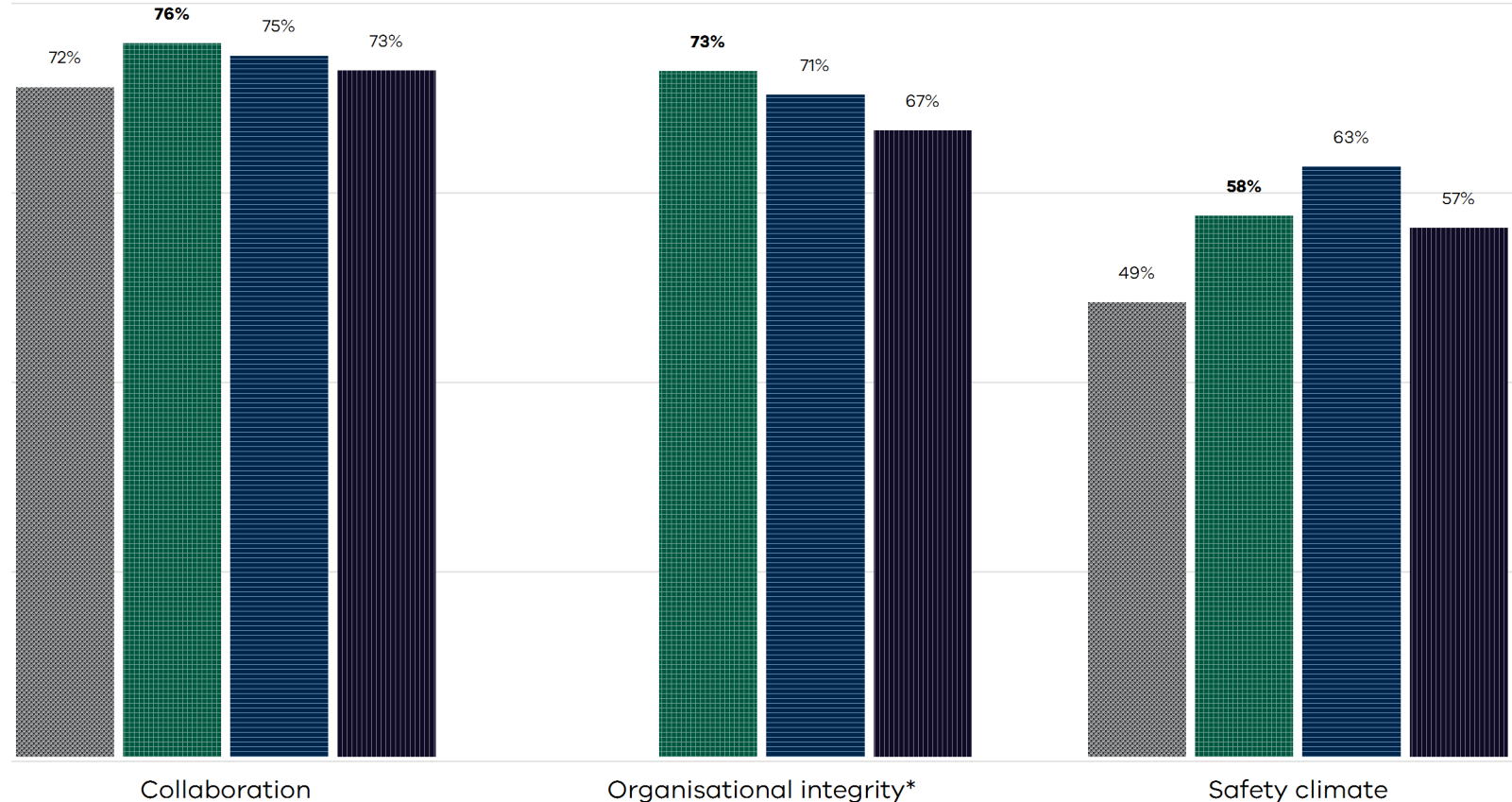
Example

In 2023:

- 76% of your staff who did the survey responded positively to questions about Collaboration which is up from 72% in 2021.

Compared to:

- 75% of staff at your comparator and 73% of staff across the public sector.



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

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

Organisational climate

Organisational integrity 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

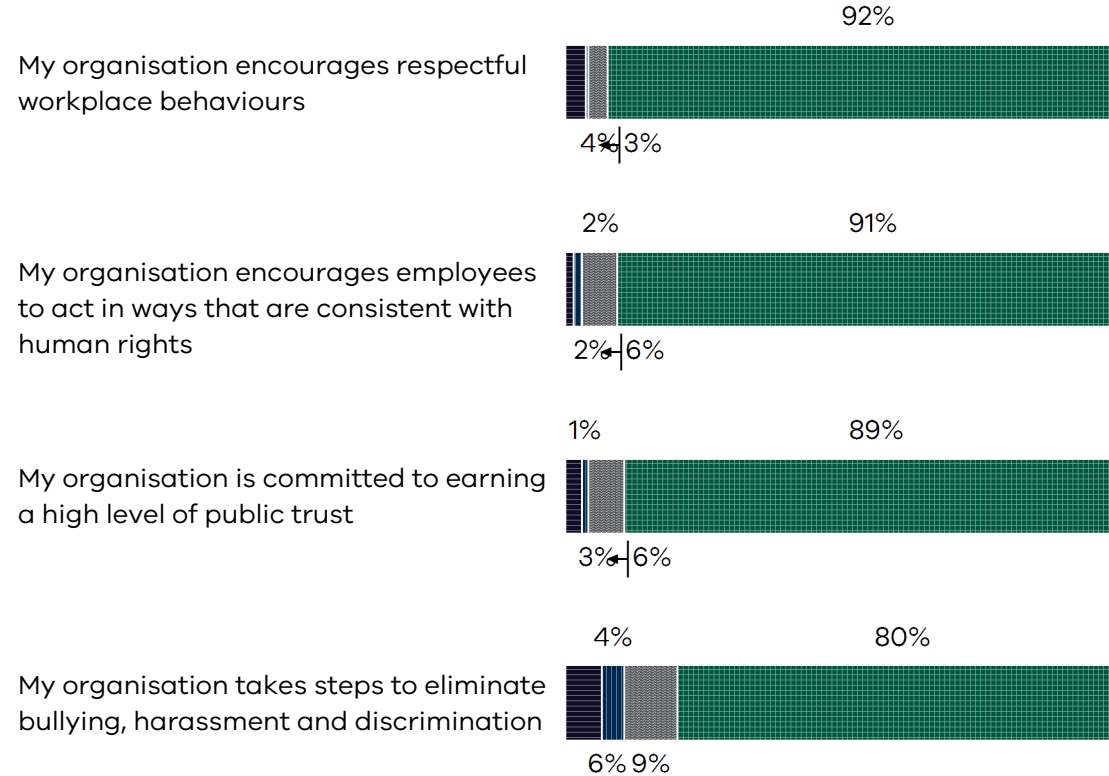
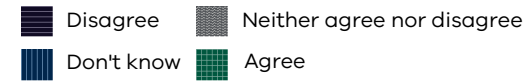
Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

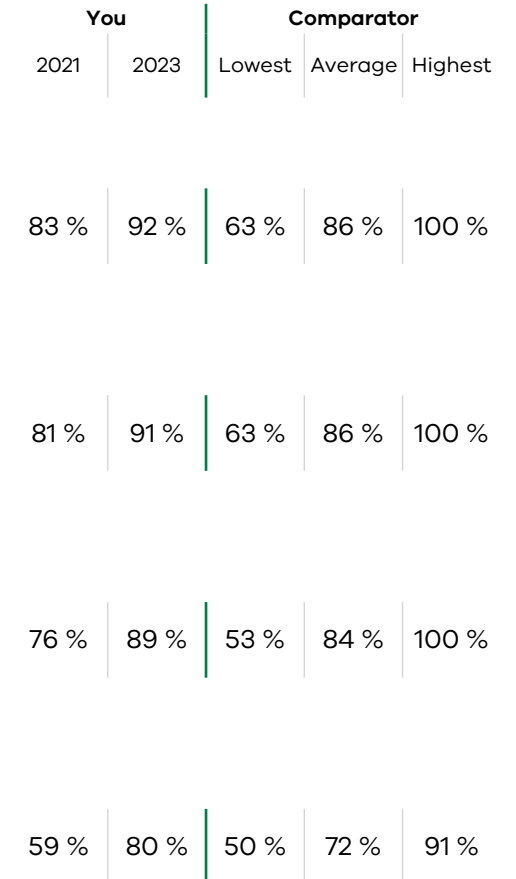
92% of your staff who did the survey agreed or strongly agreed with 'My organisation encourages respectful workplace behaviours'.

Survey question

Your results



Benchmark agree results



Organisational climate

Organisational integrity 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

73% of your staff who did the survey agreed or strongly agreed with 'My organisation does not tolerate improper conduct'.

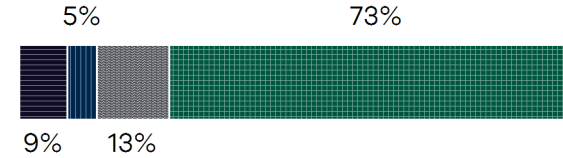
Survey question

Your results

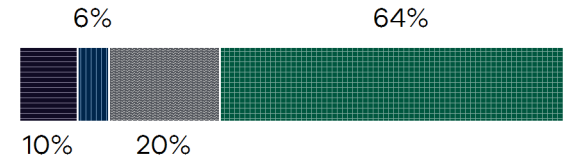
Benchmark agree results



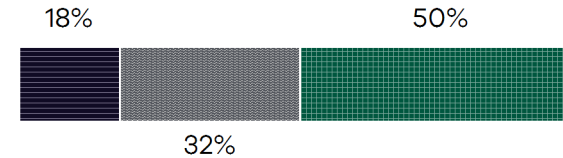
My organisation does not tolerate improper conduct



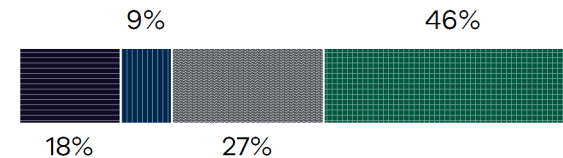
I believe the recruitment processes in my organisation are fair



I have an equal chance at promotion in my organisation



I believe the promotion processes in my organisation are fair



You		Comparator		
2021	2023	Lowest	Average	Highest
67 %	73 %	48 %	75 %	94 %
Not asked	64 %	33 %	65 %	86 %
Not asked	50 %	38 %	52 %	74 %
Not asked	46 %	32 %	47 %	71 %

Organisational climate

Collaboration

What this is

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

Why this is important

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

How to read this

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

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

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

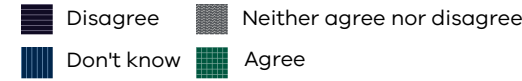
Example

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

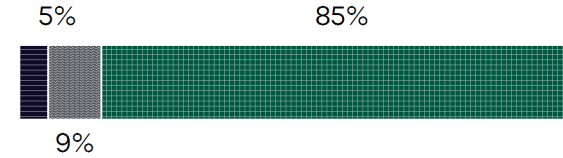
Survey question

Your results

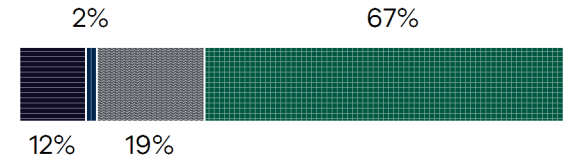
Benchmark agree results



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



Workgroups across my organisation willingly share information with each other



You		Comparator		
2021	2023	Lowest	Average	Highest
89 %	85 %	68 %	85 %	94 %
54 %	67 %	41 %	65 %	97 %

Organisational climate

Safety climate 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

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

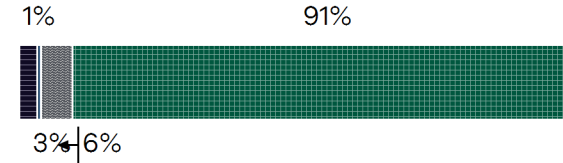
Survey question

Your results

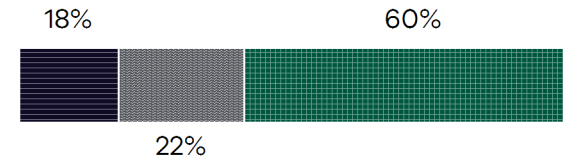
Benchmark agree results



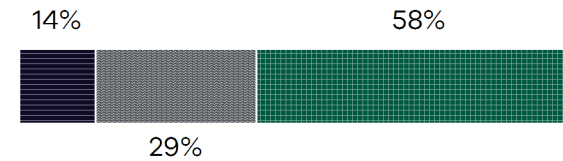
My organisation provides a physically safe work environment



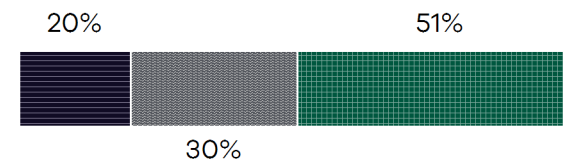
Senior leaders consider the psychological health of employees to be as important as productivity



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



Senior leaders show support for stress prevention through involvement and commitment



You		Comparator		
2021	2023	Lowest	Average	Highest
86 %	91 %	80 %	91 %	100 %
40 %	60 %	41 %	65 %	91 %
45 %	58 %	32 %	58 %	89 %
37 %	51 %	29 %	58 %	91 %

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

47% of your staff who did the survey agreed or strongly agreed with 'My organisation has effective procedures in place to support employees who may experience stress'.

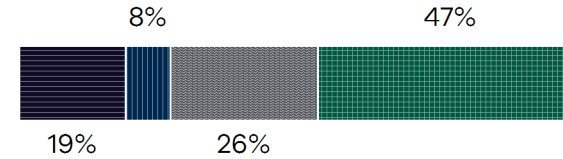
Survey question

Your results

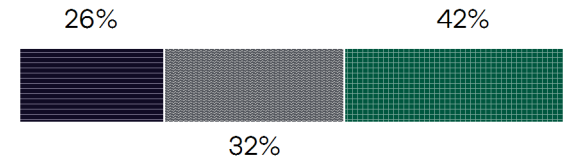
Benchmark agree results



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



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



You		Comparator		
2021	2023	Lowest	Average	Highest
55 %	47 %	34 %	54 %	80 %
31 %	42 %	35 %	54 %	86 %

People matter survey

2023

Have your say

Overview

Report overview

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

Result summary

People outcomes

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Topical questions

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

Demographics

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

Workgroup climate

Scorecard

What this is

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

Why this is important

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

How to read this

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

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

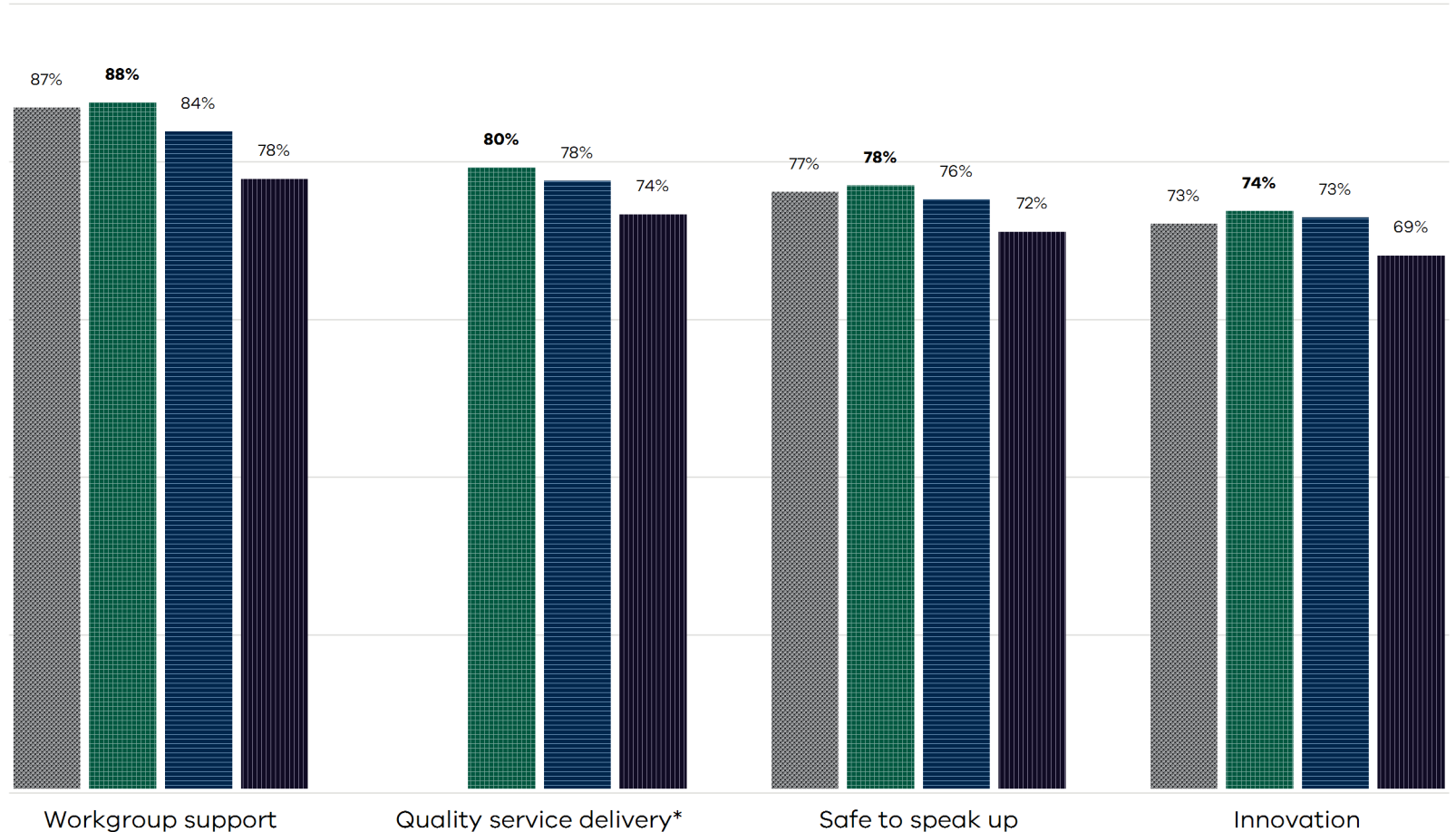
Example

In 2023:

- 88% of your staff who did the survey responded positively to questions about Workgroup support which is up from 87% in 2021.

Compared to:

- 84% of staff at your comparator and 78% of staff across the public sector.



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

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

Workgroup climate

Quality service delivery

What this is

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

Why this is important

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

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

How to read this

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

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

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

Example

88% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

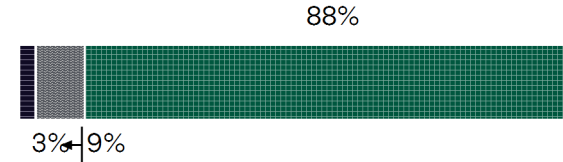
Survey question

Your results

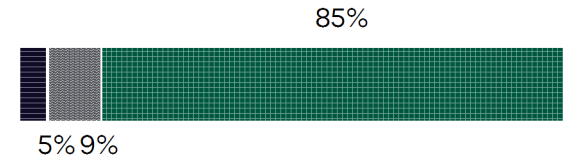
Benchmark agree results



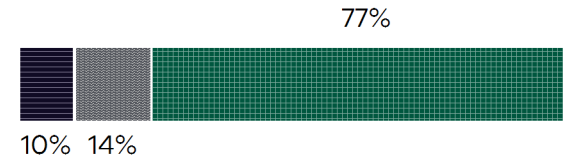
My workgroup provides high quality advice and services



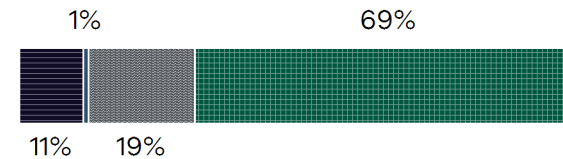
My workgroup acts fairly and without bias



My workgroup has clear lines of responsibility



My workgroup uses its resources well



	You		Comparator		
	2021	2023	Lowest	Average	Highest
My workgroup provides high quality advice and services	Not asked	88 %	76 %	86 %	100 %
My workgroup acts fairly and without bias	Not asked	85 %	69 %	81 %	100 %
My workgroup has clear lines of responsibility	78 %	77 %	59 %	74 %	100 %
My workgroup uses its resources well	Not asked	69 %	58 %	71 %	91 %

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

76% of your staff who did the survey agreed or strongly agreed with 'My workgroup is quick to respond to opportunities to do things better'.

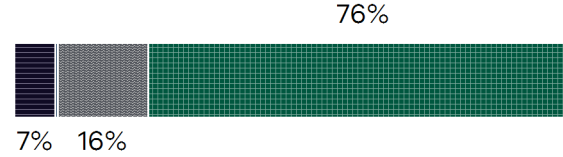
Survey question

Your results

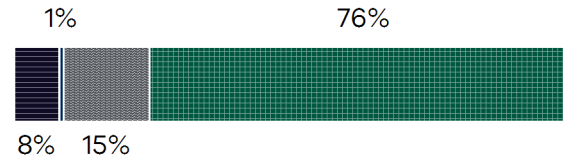
Benchmark agree results



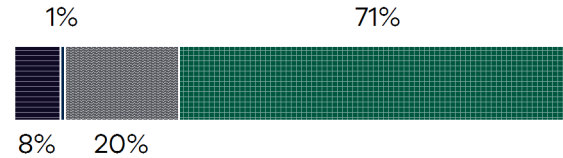
My workgroup is quick to respond to opportunities to do things better



My workgroup learns from failures and mistakes



My workgroup encourages employee creativity



You		Comparator		
2021	2023	Lowest	Average	Highest
76 %	76 %	61 %	75 %	85 %
75 %	76 %	61 %	74 %	89 %
67 %	71 %	58 %	71 %	93 %

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

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

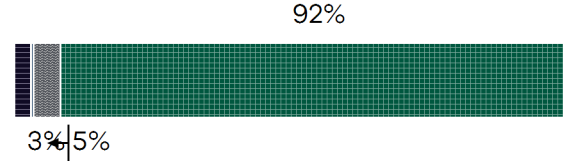
Survey question

Your results

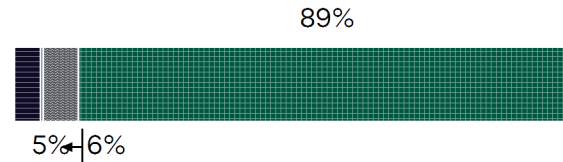
Benchmark agree results



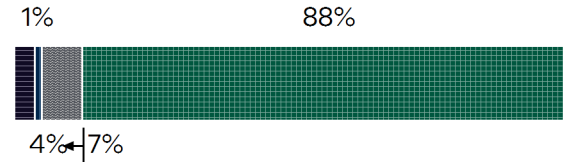
People in my workgroup treat each other with respect



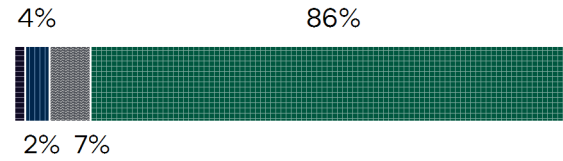
People in my workgroup work together effectively to get the job done



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



People in my workgroup appropriately manage conflicts of interest



You		Comparator		
2021	2023	Lowest	Average	Highest
91 %	92 %	75 %	88 %	100 %
88 %	89 %	75 %	86 %	100 %
85 %	88 %	63 %	83 %	97 %
85 %	86 %	56 %	80 %	100 %

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.

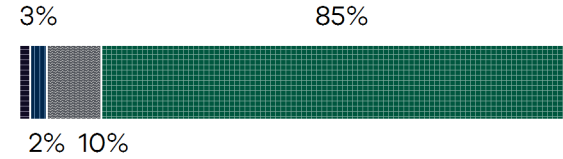
Example

85% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.

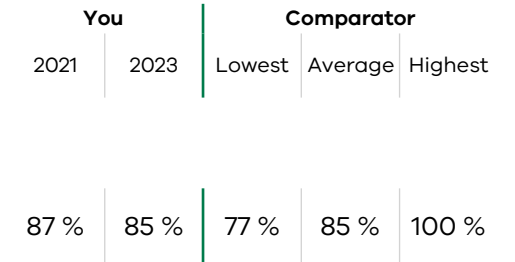
Survey question

People in my workgroup are politically impartial in their work

Your results



Benchmark agree results



Workgroup climate

Safe to speak up

What this is

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

Why this is important

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

How to read this

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

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

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

Example

81% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup are able to bring up problems and tough issues'.

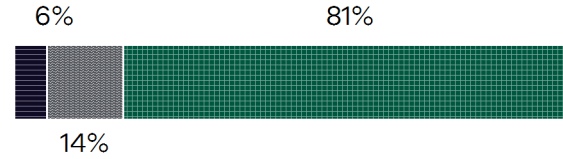
Survey question

Your results

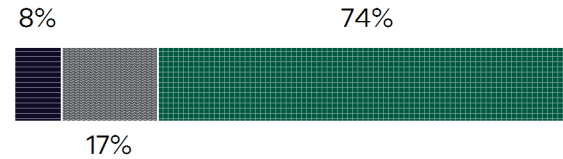
Benchmark agree results



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



I feel safe to challenge inappropriate behaviour at work



You		Comparator		
2021	2023	Lowest	Average	Highest
84 %	81 %	63 %	78 %	97 %
70 %	74 %	53 %	73 %	94 %

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- Workgroup support
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- Manager leadership
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Topical questions

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

Demographics

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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.

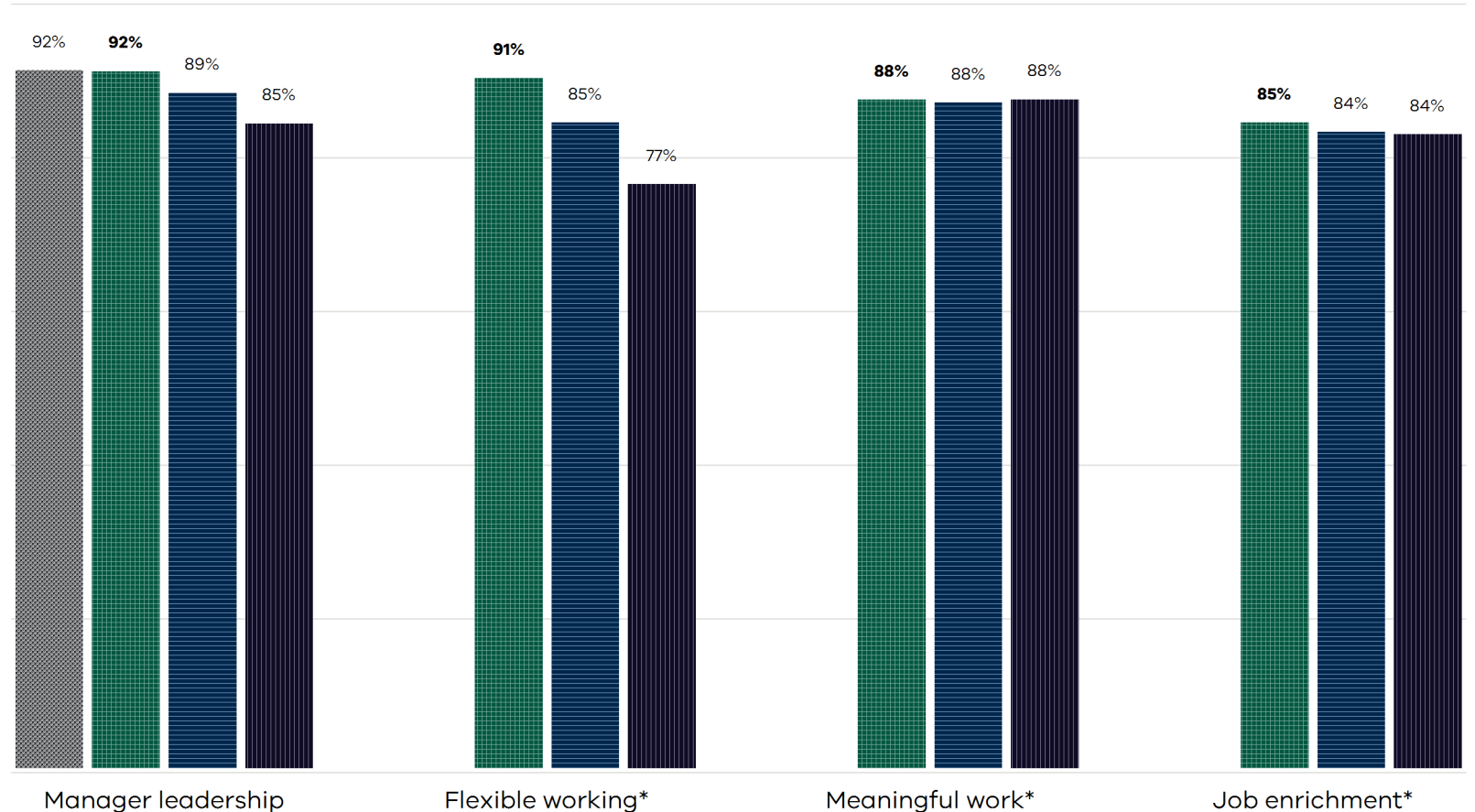
Example

In 2023:

- 92% of your staff who did the survey responded positively to questions about Manager leadership.

Compared to:

- 89% of staff at your comparator and 85% 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

■ You2021 ■ You2023 ■ 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.

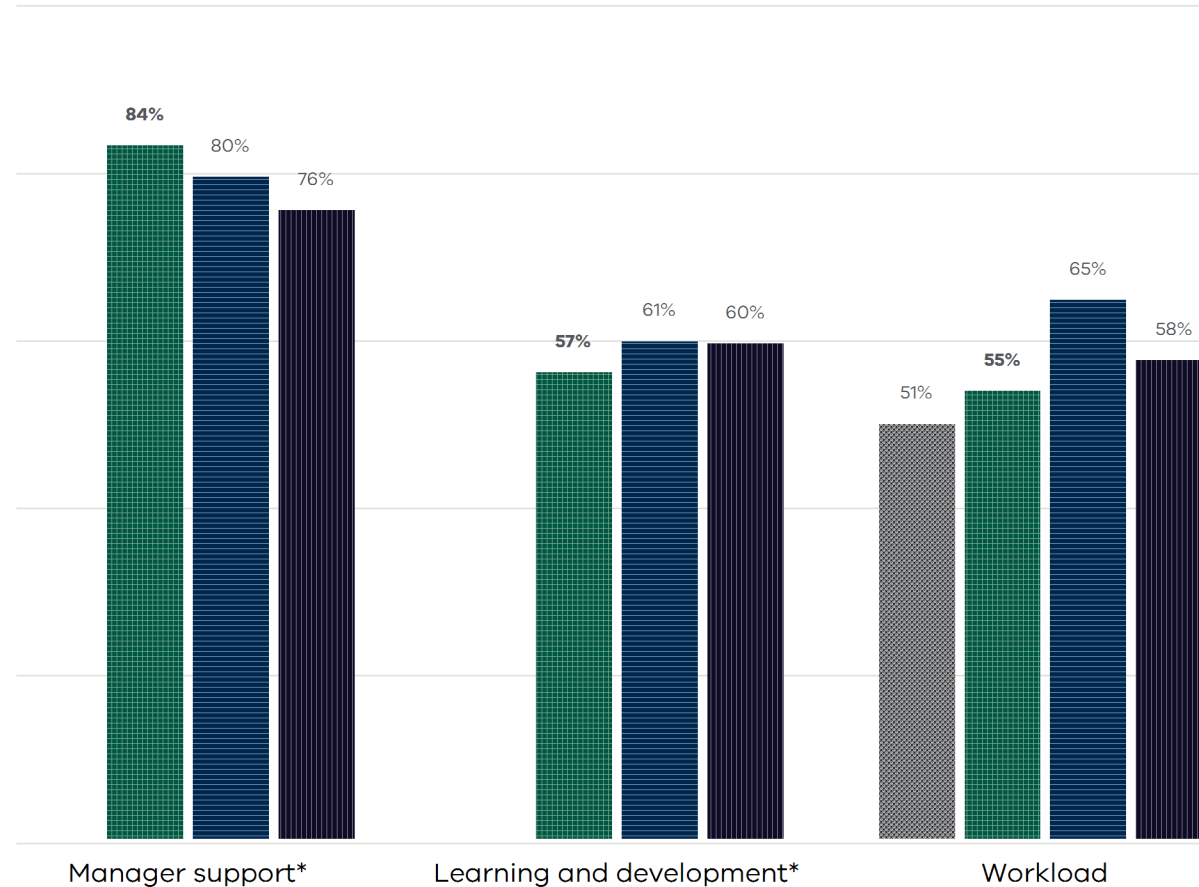
Example

In 2023:

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

Compared to:

- 80% of staff at your comparator and 76% of staff across the public sector.



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

■ You 2021 ■ 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

93% of your staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

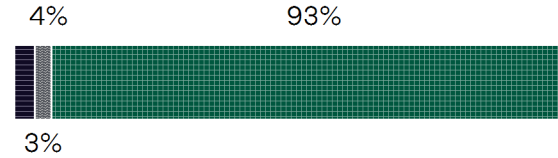
Survey question

Your results

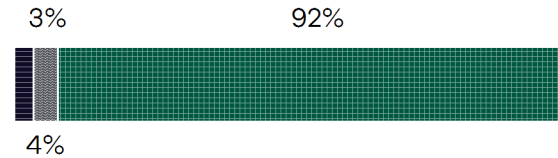
Benchmark agree results



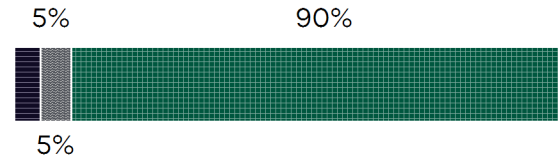
My manager treats employees with dignity and respect



My manager demonstrates honesty and integrity



My manager models my organisation's values



You		Comparator		
2021	2023	Lowest	Average	Highest
94 %	93 %	75 %	90 %	100 %
91 %	92 %	75 %	90 %	100 %
90 %	90 %	75 %	87 %	96 %

Job and manager factors

Manager support 1 of 2

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

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

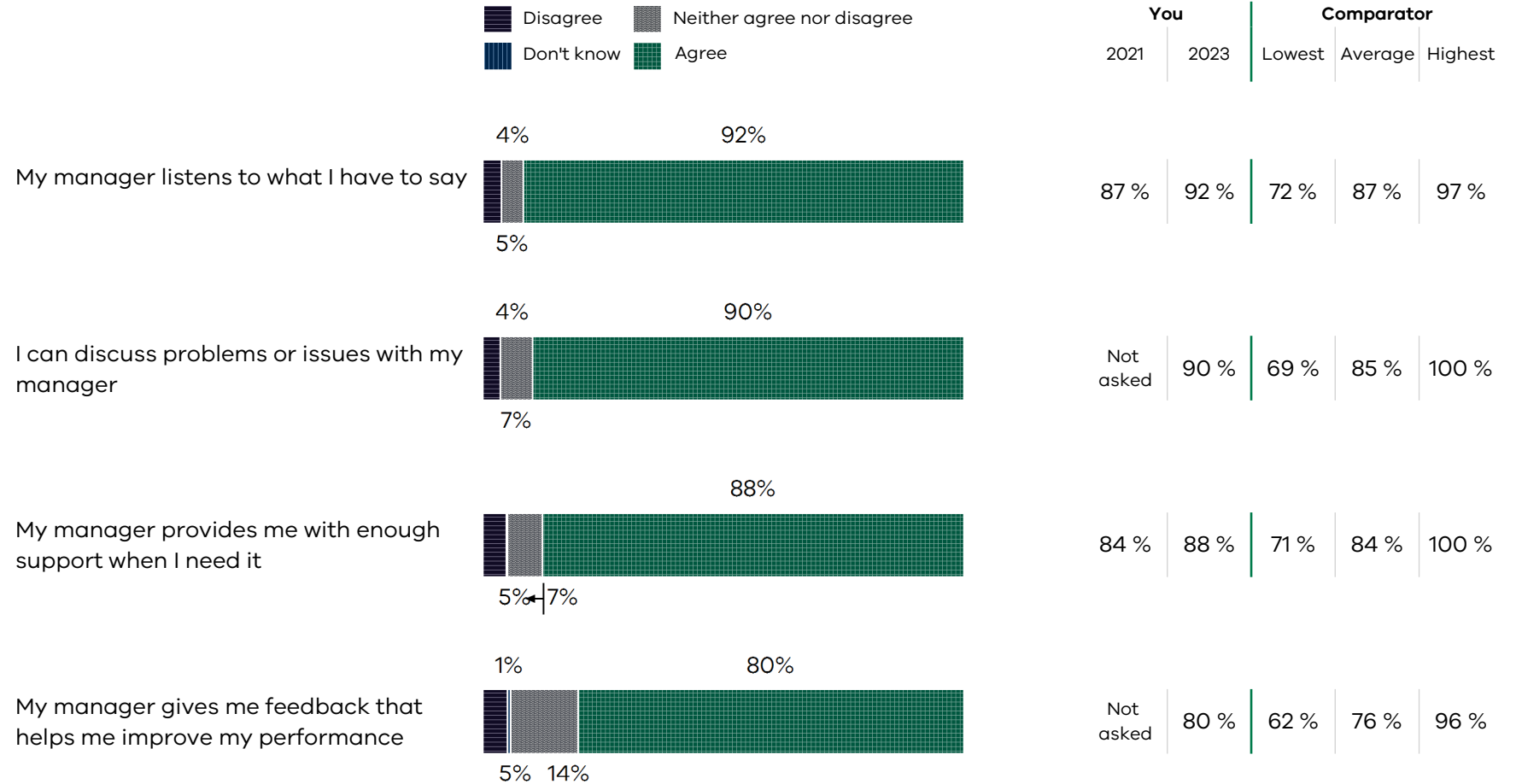
Example

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



Job and manager factors

Manager support 2 of 2

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

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

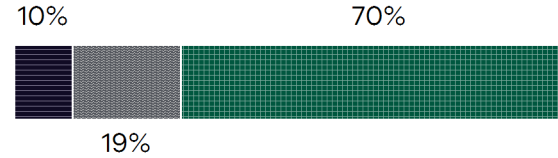
Example

70% of your staff who did the survey agreed or strongly agreed with 'I receive meaningful recognition when I do good work'.

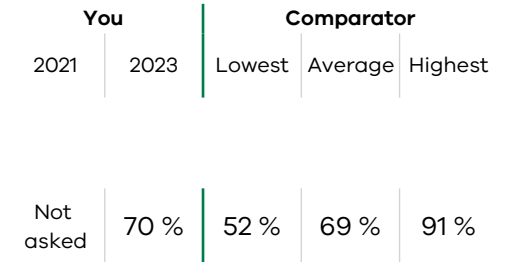
Survey question

I receive meaningful recognition when I do good work

Your results



Benchmark agree results



Job and manager factors

Workload

What this is

This is how staff feel about workload and time pressure.

Why this is important

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

How to read this

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

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

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

Example

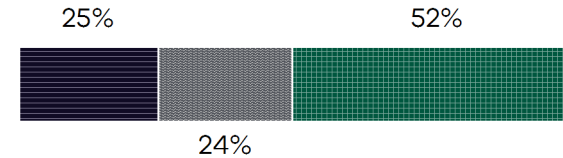
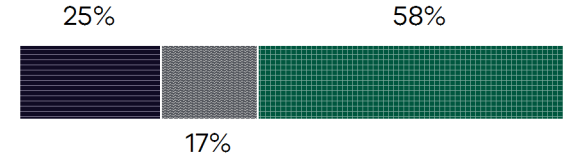
58% of your staff who did the survey agreed or strongly agreed with 'The workload I have is appropriate for the job that I do'.

Survey question

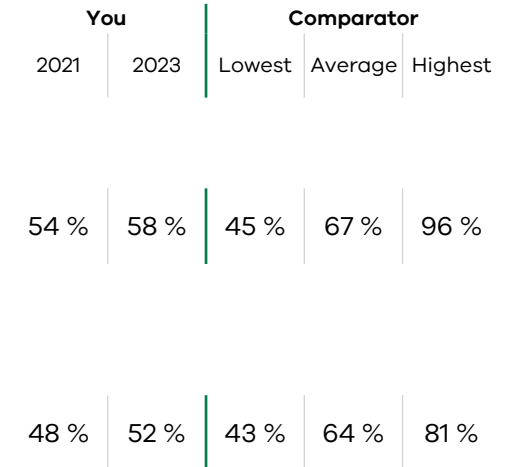
The workload I have is appropriate for the job that I do

I have enough time to do my job effectively

Your results



Benchmark agree results



Job and manager factors

Learning and development

What this is

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

Why this is important

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

How to read this

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

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

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

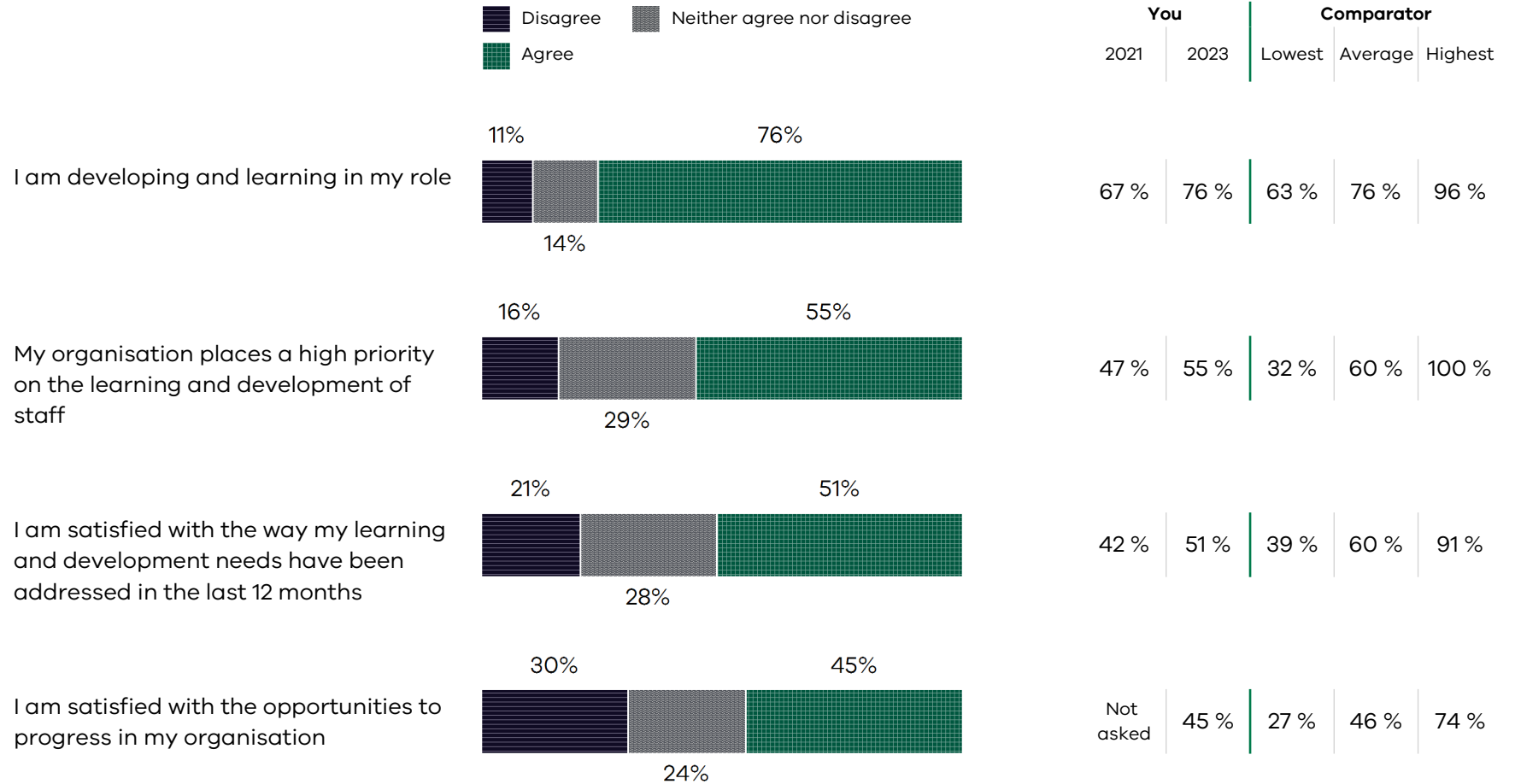
Example

76% of your staff who did the survey agreed or strongly agreed with 'I am developing and learning in my role'.

Survey question

Your results

Benchmark agree results



Job and manager factors

Job enrichment 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

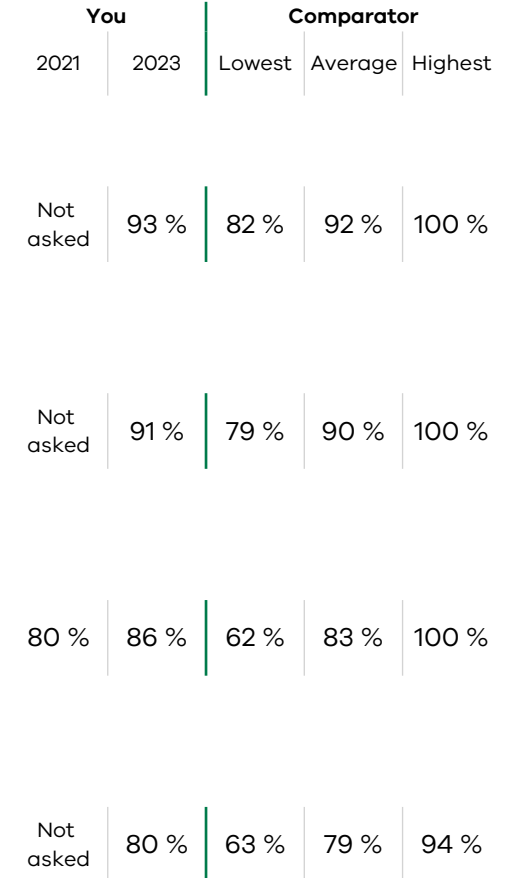
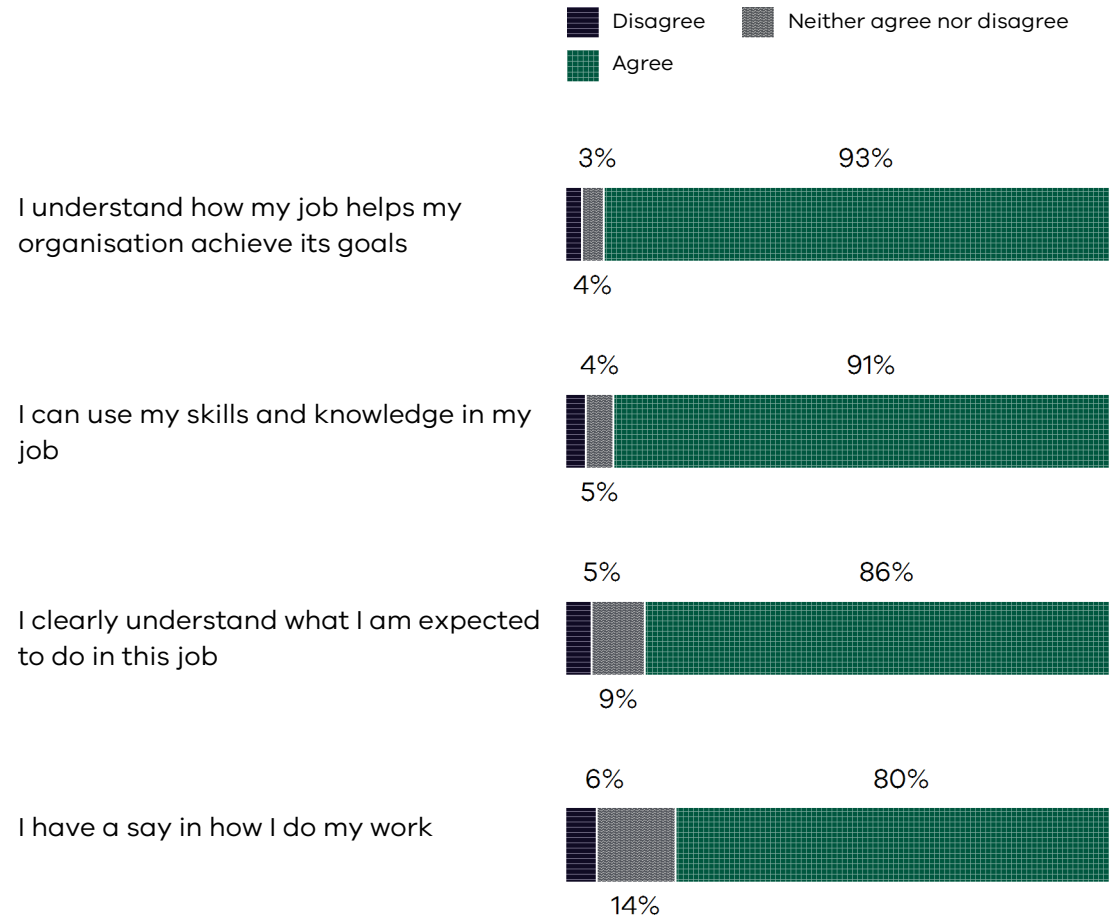
Example

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

Survey question

Your results

Benchmark agree results



Job and manager factors

Job enrichment 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

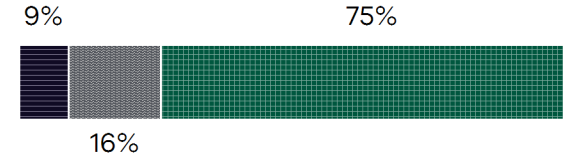
Example

75% of your staff who did the survey agreed or strongly agreed with 'I have the authority to do my job effectively'.

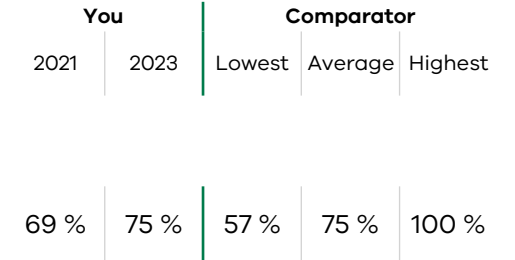
Survey question

I have the authority to do my job effectively

Your results



Benchmark agree results



Job and manager factors

Meaningful work

What this is

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

Why this is important

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

How to read this

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

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

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

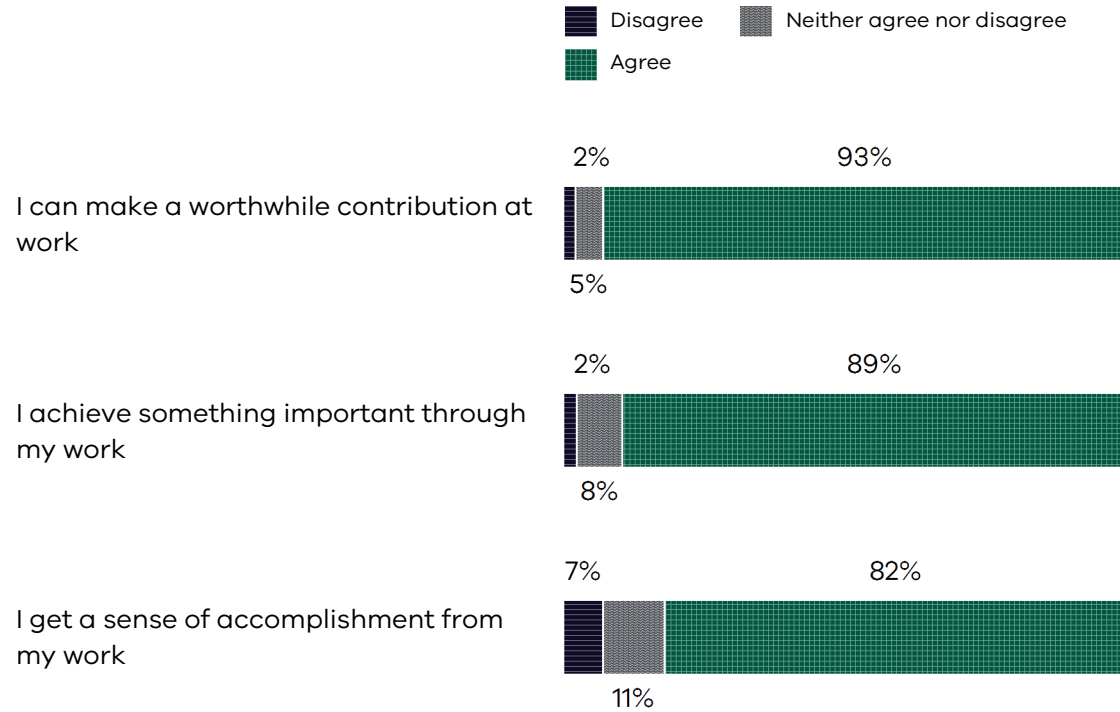
Example

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

Benchmark agree results



	You		Comparator		
	2021	2023	Lowest	Average	Highest
I can make a worthwhile contribution at work	Not asked	93 %	86 %	92 %	100 %
I achieve something important through my work	76 %	89 %	81 %	89 %	100 %
I get a sense of accomplishment from my work	74 %	82 %	69 %	83 %	100 %

Job and manager factors

Flexible working

What this is

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

Why this is important

Supporting flexible working can improve employee wellbeing.

How to read this

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

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

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

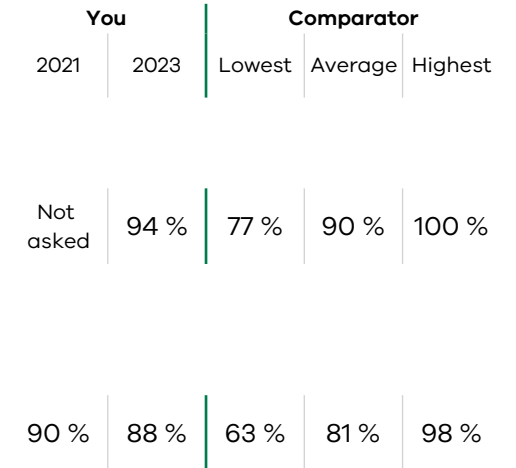
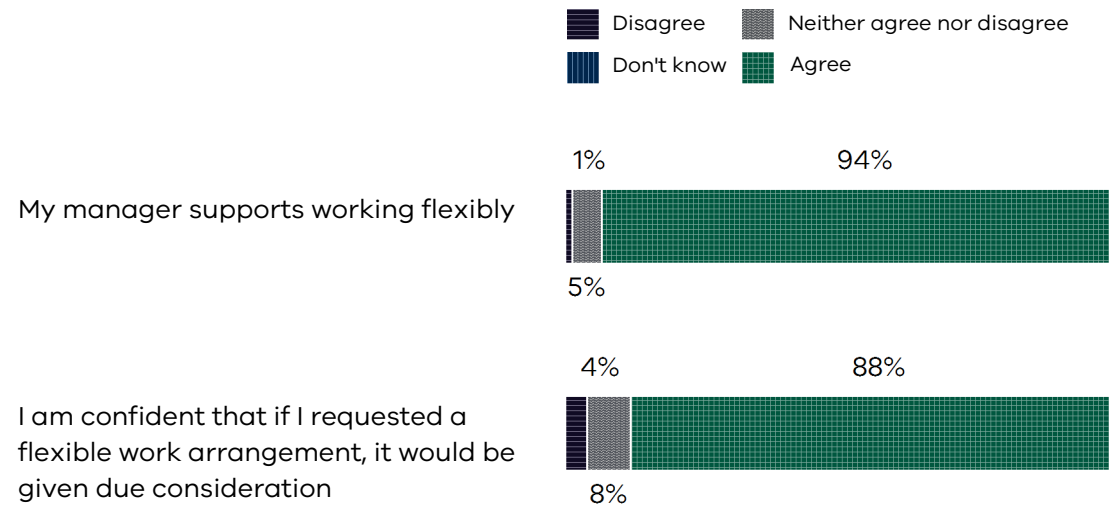
Example

94% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.

Survey question

Your results

Benchmark agree results



People matter survey

2023

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

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- Taking action questions

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- Senior leadership questions

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- Safety climate

Workgroup climate

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- Innovation
- Workgroup support
- Safe to speak up

Job and manager factors

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

Public sector values

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

Topical questions

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

Demographics

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

Public sector values

Scorecard 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

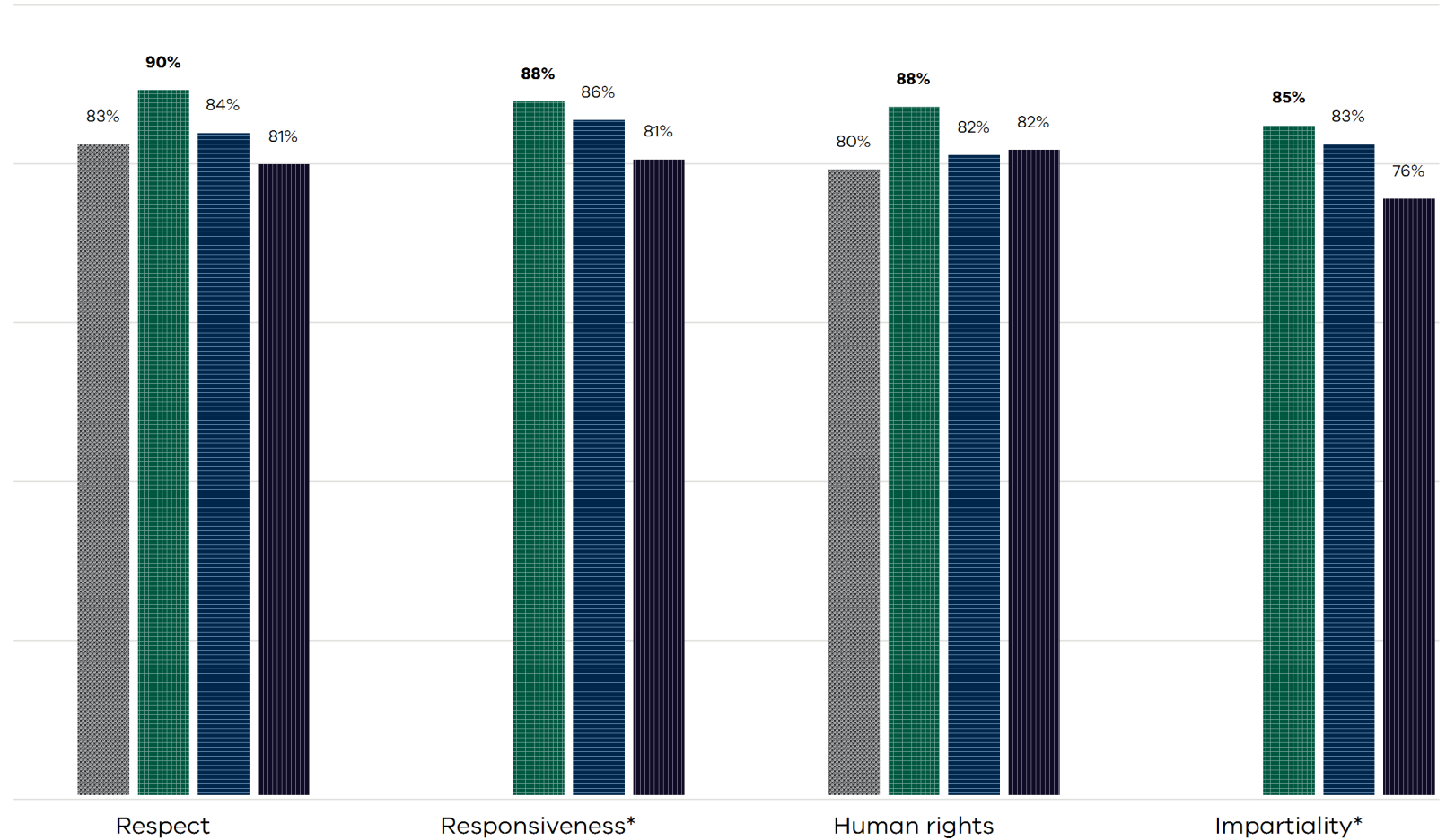
Example

In 2023:

- 90% of your staff who did the survey responded positively to questions about Respect, which is up 7% in 2021.

Compared to:

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



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

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

Public sector values

Scorecard 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

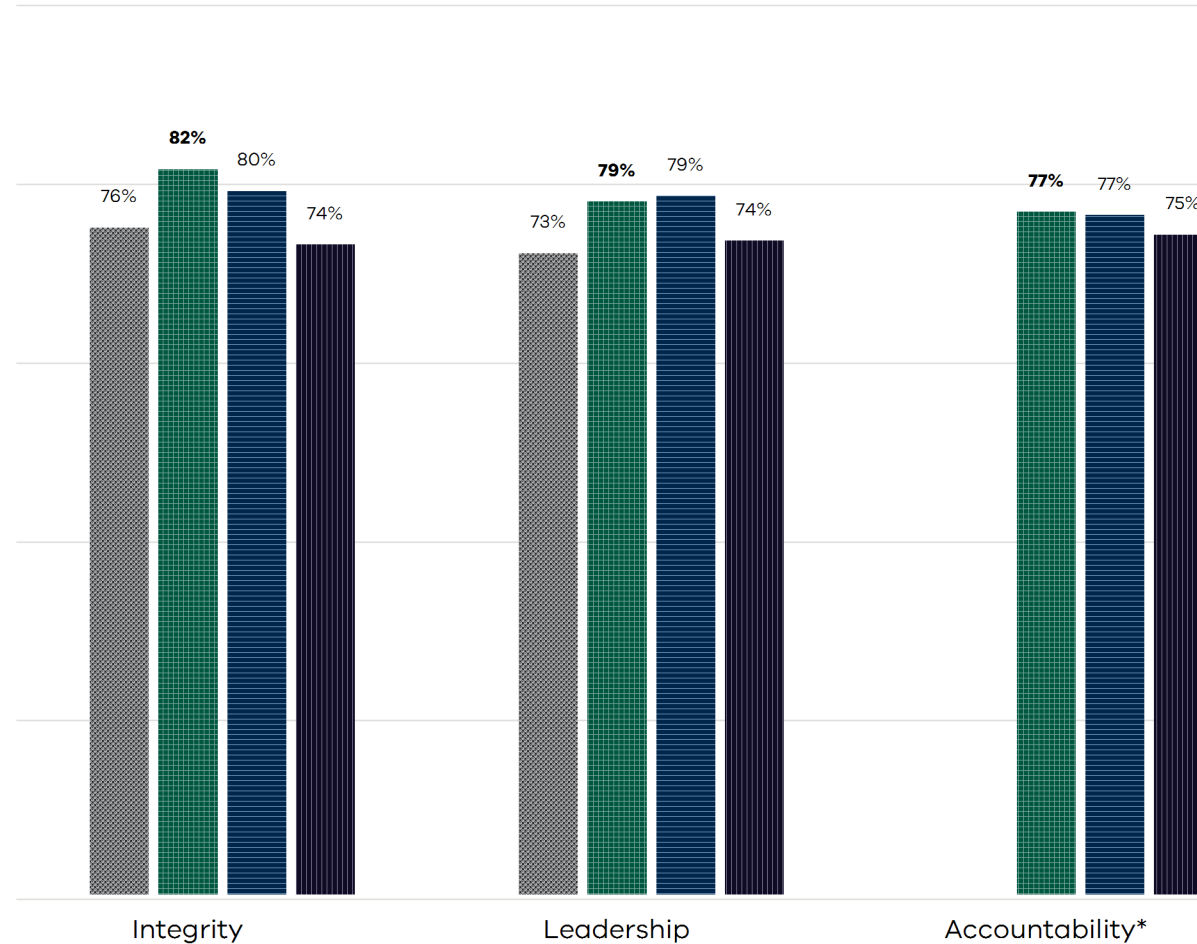
Example

In 2023:

- 82% of your staff who did the survey responded positively to questions about Integrity, which is up 7% in 2021.

Compared to:

- 80% of staff at your comparator and 74% of staff across the public sector.



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

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

Public sector values

Responsiveness

What this is

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

Why this is important

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

How to read this

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

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

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

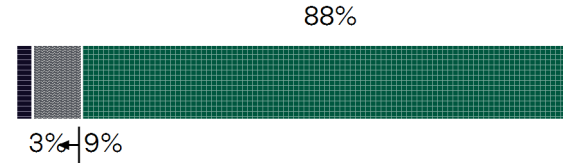
Example

88% of staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

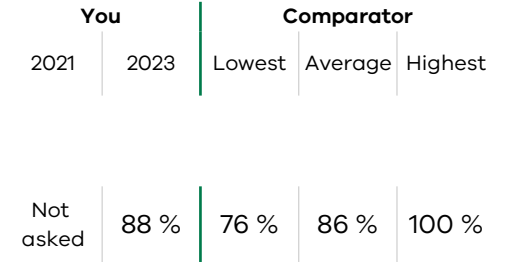
Survey question

My workgroup provides high quality advice and services

Your results



Benchmark agree results



Public sector values

Integrity 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

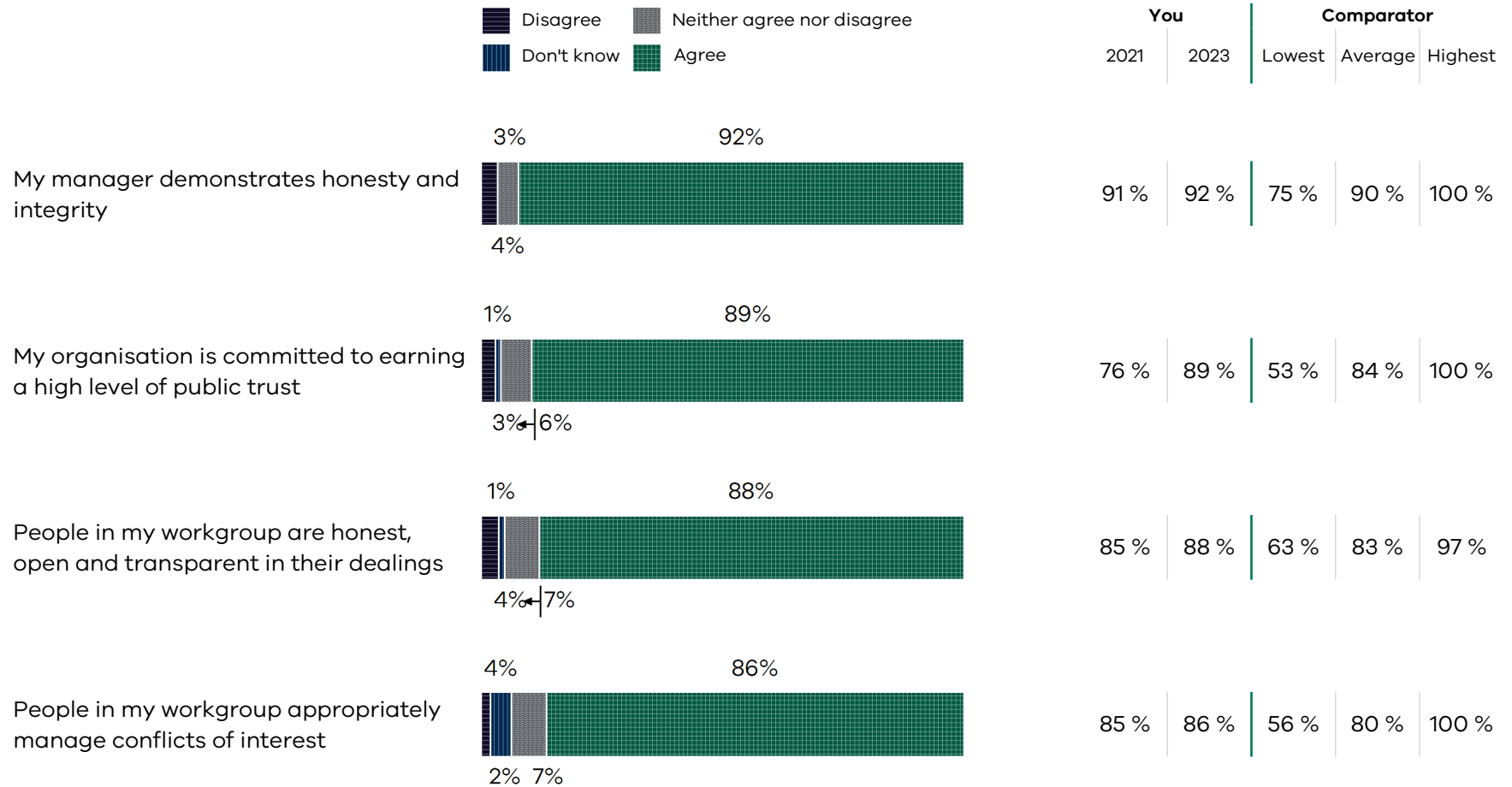
Example

92% of staff who did the survey agreed or strongly agreed with 'My manager demonstrates honesty and integrity'.

Survey question

Your results

Benchmark agree results



Public sector values

Integrity 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

74% of staff who did the survey agreed or strongly agreed with 'I feel safe to challenge inappropriate behaviour at work'.

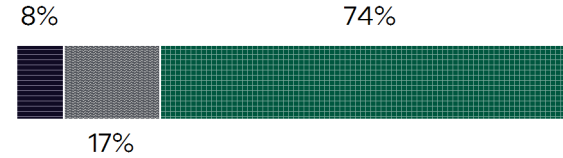
Survey question

Your results

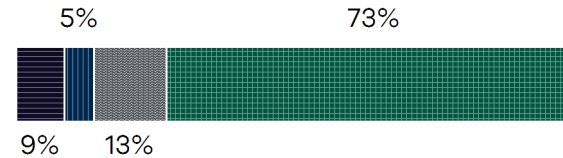
Benchmark agree results



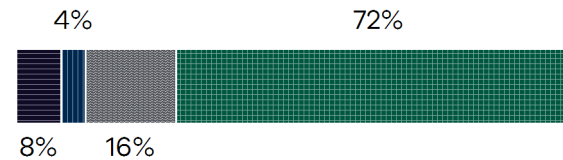
I feel safe to challenge inappropriate behaviour at work



My organisation does not tolerate improper conduct



Senior leaders demonstrate honesty and integrity



You		Comparator		
2021	2023	Lowest	Average	Highest
70 %	74 %	53 %	73 %	94 %
67 %	73 %	48 %	75 %	94 %
55 %	72 %	39 %	74 %	100 %

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

85% of staff who did the survey agreed or strongly agreed with 'My workgroup acts fairly and without bias'.

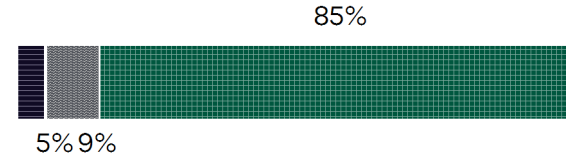
Survey question

Your results

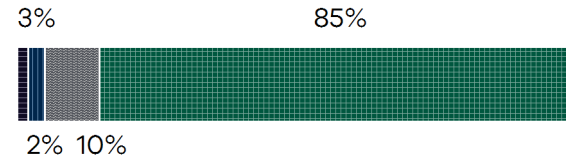
Benchmark agree results



My workgroup acts fairly and without bias



People in my workgroup are politically impartial in their work



You		Comparator		
2021	2023	Lowest	Average	Highest
Not asked	85 %	69 %	81 %	100 %
87 %	85 %	77 %	85 %	100 %

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'.

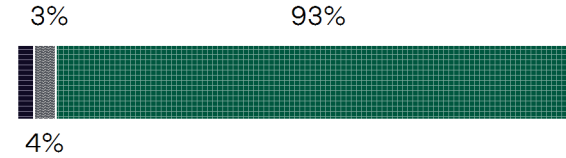
Survey question

Your results

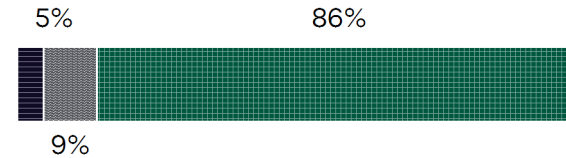
Benchmark agree results



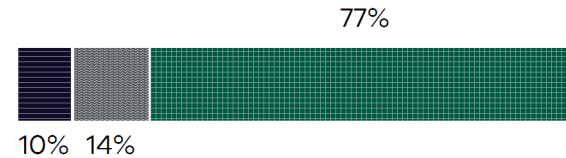
I understand how my job helps my organisation achieve its goals



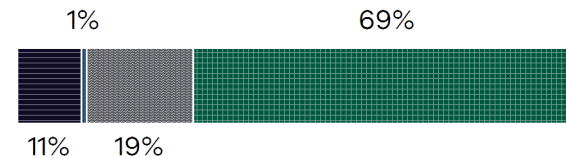
I clearly understand what I am expected to do in this job



My workgroup has clear lines of responsibility



My workgroup uses its resources well



	You		Comparator		
	2021	2023	Lowest	Average	Highest
I understand how my job helps my organisation achieve its goals	Not asked	93 %	82 %	92 %	100 %
I clearly understand what I am expected to do in this job	80 %	86 %	62 %	83 %	100 %
My workgroup has clear lines of responsibility	78 %	77 %	59 %	74 %	100 %
My workgroup uses its resources well	Not asked	69 %	58 %	71 %	91 %

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.

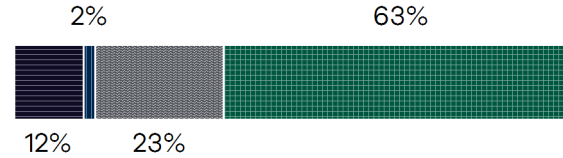
Example

63% of staff who did the survey agreed or strongly agreed with 'Senior leaders provide clear strategy and direction'.

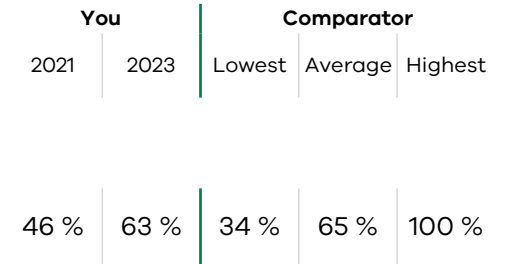
Survey question

Senior leaders provide clear strategy and direction

Your results



Benchmark agree results



Public sector values

Respect 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

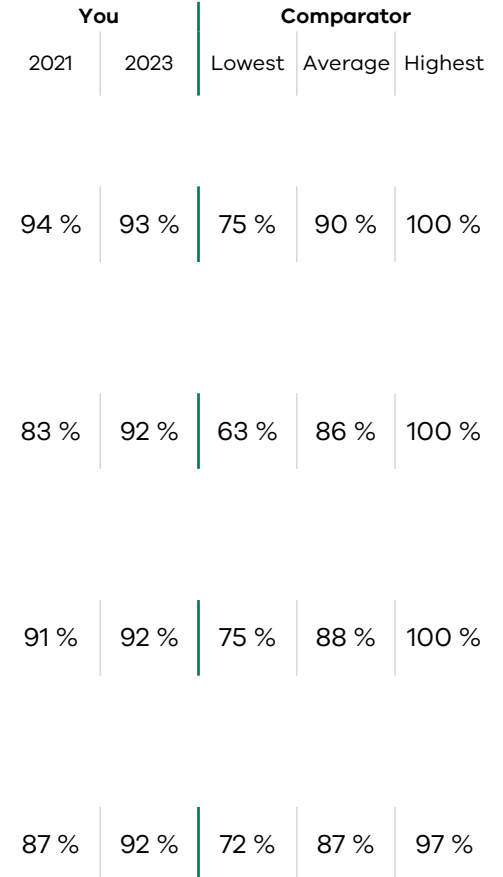
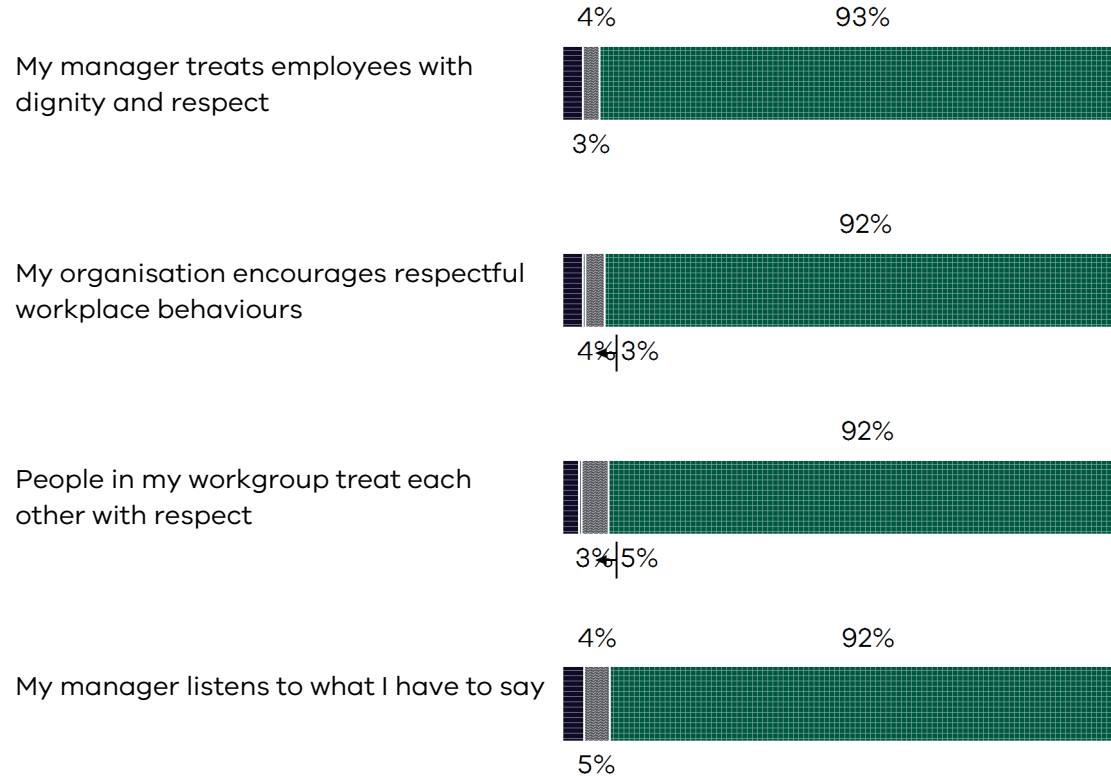
Example

93% of staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

Survey question

Your results

Benchmark agree results



Public sector values

Respect 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

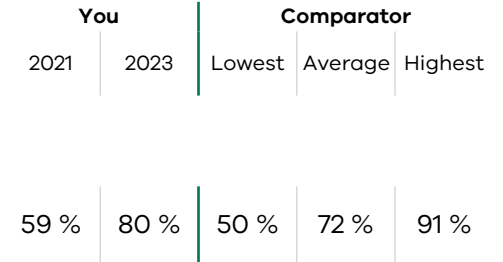
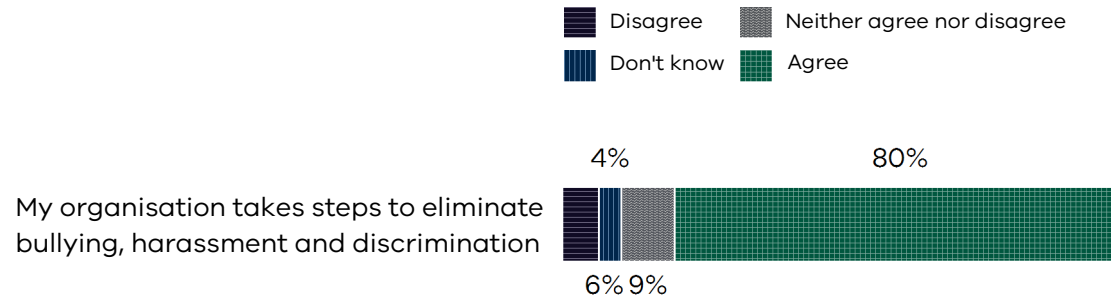
Example

80% of staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.

Survey question

Your results

Benchmark agree results



Public sector values

Leadership

What this is

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

Why this is important

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

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

How to read this

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

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

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

Example

90% of staff who did the survey agreed or strongly agreed with 'My manager models my organisation's values'.

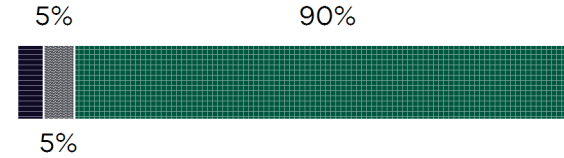
Survey question

Your results

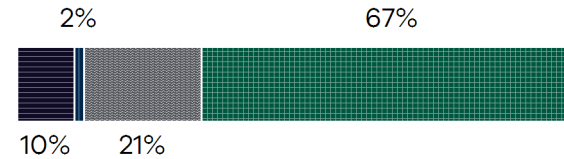
Benchmark agree results



My manager models my organisation's values



Senior leaders model my organisation's values



You		Comparator		
2021	2023	Lowest	Average	Highest
90 %	90 %	75 %	87 %	96 %
55 %	67 %	39 %	71 %	100 %

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.

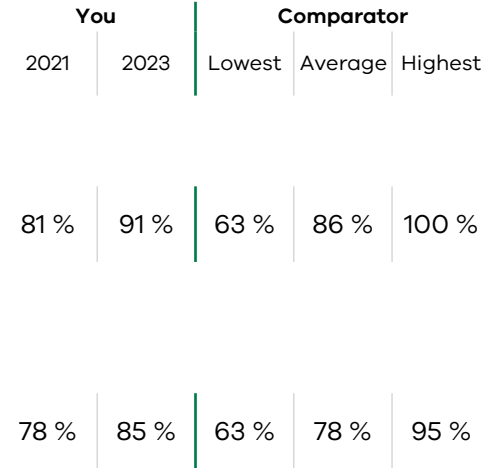
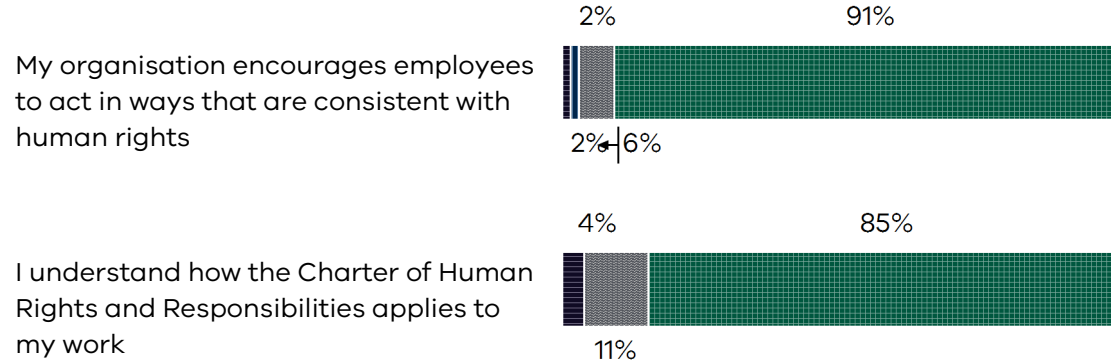
Example

91% of staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.

Survey question

Your results

Benchmark agree results



People matter survey

2023

Have your say

Overview

Report overview

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

Result summary

People outcomes

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Topical questions

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

Custom questions

- Questions requested by your organisation

Demographics

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

Topical questions

What this is

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

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

Why this is important

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

How to read this

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

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

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

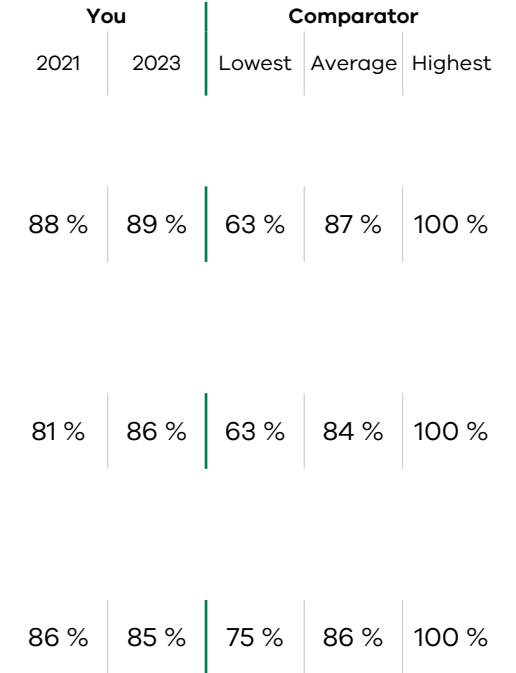
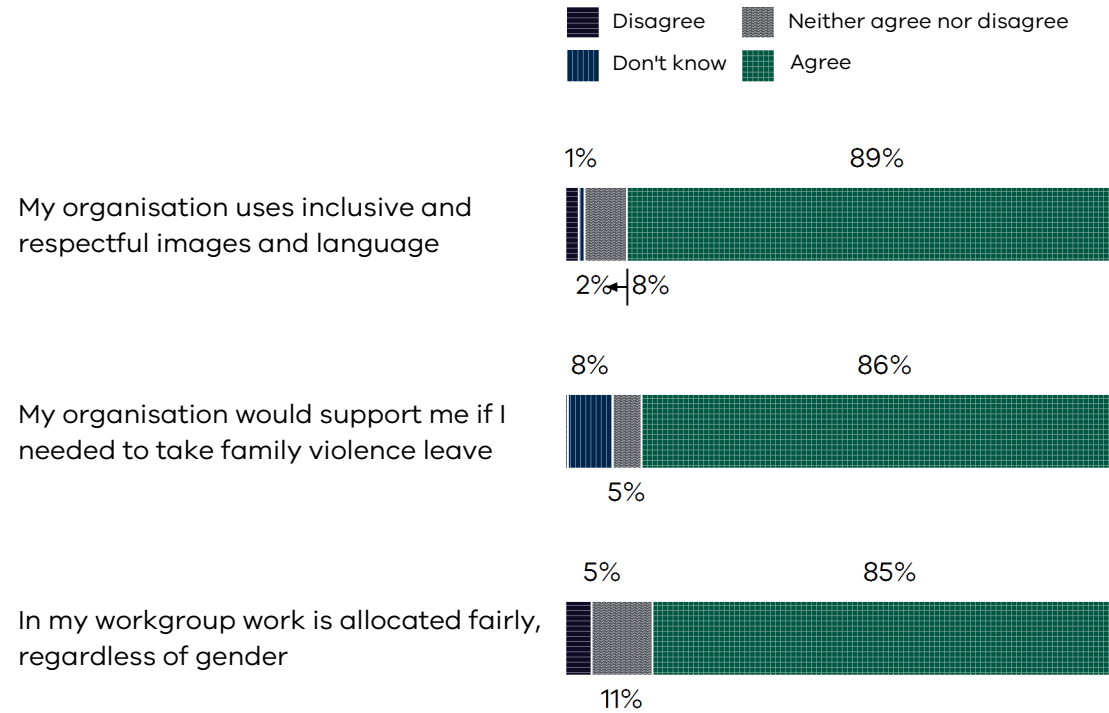
Example

89% of your staff who did the survey agreed or strongly agreed with 'My organisation uses inclusive and respectful images and language'.

Survey question

Your results

Benchmark agree results



Topical questions

What this is

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

Why this is important

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

How to read this

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

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

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

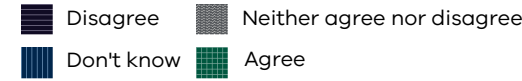
Example

93% of your staff who did the survey agreed or strongly agreed with 'I understand how the Code of Conduct for Victorian public sector employees applies to my work'.

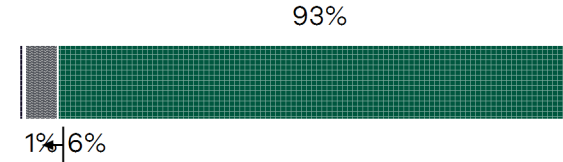
Survey question

Your results

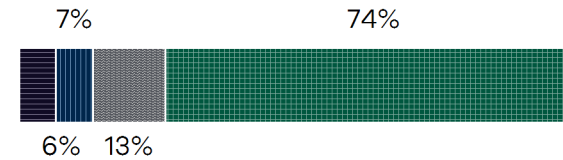
Benchmark agree results



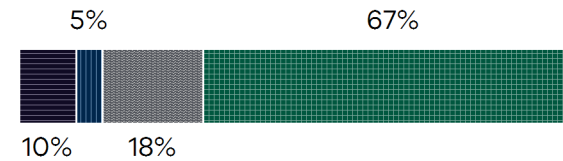
I understand how the Code of Conduct for Victorian public sector employees applies to my work



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



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



	You		Comparator		
	2021	2023	Lowest	Average	Highest
I understand how the Code of Conduct for Victorian public sector employees applies to my work	Not asked	93 %	78 %	91 %	100 %
I am confident that if I requested to go on secondment to support urgent government work, it would be given due consideration	Not asked	74 %	38 %	72 %	95 %
My workgroup gives frank and fearless advice to our managers and leaders (including the Minister, where applicable)	Not asked	67 %	44 %	60 %	88 %

People matter survey

2023

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

Demographics

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

Demographics

Age, gender, variations in sex characteristics and sexual orientation

What this is

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

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

To protect you, we:

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

Age	(n)	%
15-34 years	122	26%
35-54 years	247	53%
55+ years	59	13%
Prefer not to say	38	8%

How would you describe your gender?	(n)	%
Woman	224	48%
Man	194	42%
Prefer not to say	43	9%
Non-binary and I use a different term	5	1%

Are you trans, non-binary or gender diverse?	(n)	%
Yes	5	1%
No	423	91%
Prefer not to say	38	8%

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

	(n)	%
No	417	89%
Don't know	12	3%
Prefer not to say	37	8%

How do you describe your sexual orientation?

	(n)	%
Straight (heterosexual)	329	71%
Prefer not to say	76	16%
Gay or lesbian	22	5%
Bisexual	20	4%
Asexual	6	1%
I use a different term	5	1%
Don't know	4	1%
Pansexual	4	1%

Demographics

Aboriginal and/or Torres Strait Islander employees

What this is

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

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

To protect you, we:

- de-identify all survey response data provided to your organisation
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- don't release employee experience results for demographic groups where organisations have fewer than 30 responses in total.

Aboriginal and/or Torres Strait Islander

	(n)	%
Yes	6	1%
Non Aboriginal and/or Torres Strait Islander	431	92%
Prefer not to say	29	6%

Demographics

Disability

What this is

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

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

To protect you, we:

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

Do you identify as a person with a disability?

	(n)	%
Yes	41	9%
No	385	83%
Prefer not to say	40	9%

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

	(n)	%
Yes	24	59%
No	16	39%
Prefer not to say	1	2%

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	8	50%
I do not require any adjustments to be made to perform my role	4	25%
Other	3	19%
My disability does not impact on my ability to perform my role	1	6%

Demographics

Cultural diversity 1 of 2

What this is

These are the personal characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

To protect you, we:

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Country of birth	(n)	%
Born in Australia	290	62%
Not born in Australia	117	25%
Prefer not to say	59	13%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Other	47	44%
Hindi	13	12%
Mandarin	9	8%
Greek	8	8%
Cantonese	6	6%
Spanish	6	6%
Urdu	5	5%
Italian	4	4%
Malayalam	4	4%
Arabic	3	3%
Punjabi	3	3%
Sinhalese	3	3%

Language other than English spoken with family or community	(n)	%
Yes	106	23%
No	311	67%
Prefer not to say	49	11%

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

Demographics

Cultural diversity 2 of 2

What this is

This is the cultural identity and religion of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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Cultural identity	(n)	%
Australian	282	61%
European (including Western, Eastern and South-Eastern Europe, and Scandinavia)	57	12%
Prefer not to say	54	12%
English, Irish, Scottish and/or Welsh	51	11%
East and/or South-East Asian	34	7%
South Asian	15	3%
Other	13	3%
New Zealander	10	2%
North American	8	2%
African	8	2%
Aboriginal and/or Torres Strait Islander	7	2%
Middle Eastern	5	1%
Central Asian	5	1%
Central and/or South American	4	1%
Pacific Islander	2	0%

Religion	(n)	%
No religion	265	57%
Christianity	88	19%
Prefer not to say	66	14%
Other	17	4%
Hinduism	12	3%
Islam	10	2%
Buddhism	6	1%
Judaism	2	0%

Demographics

Employment characteristics 1 of 2

What this is

These are the employment characteristics of staff.

Why this is important

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

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Working arrangement	(n)	%
Full-Time	415	89%
Part-Time	51	11%

Gross base salary (ongoing/fixed term only)	(n)	%
Prefer not to say	42	9%
Below \$80k	29	6%
\$80k to \$120k	287	62%
\$120k to \$160k	78	17%
\$160k to \$200k	15	3%
\$200k or more	11	2%

Organisational tenure	(n)	%
<1 year	87	19%
1 to less than 2 years	103	22%
2 to less than 5 years	98	21%
5 to less than 10 years	101	22%
10 to less than 20 years	51	11%
More than 20 years	26	6%

Management responsibility	(n)	%
Non-manager	331	71%
Other manager	86	18%
Manager of other manager(s)	49	11%

Employment type	(n)	%
Ongoing and executive	391	84%
Fixed term	71	15%
Other	4	1%

Demographics

Employment characteristics 2 of 2

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Primary workplace location over the last 3 months

	(n)	%
Melbourne: Suburbs	197	42%
Melbourne CBD	183	39%
Large regional city	55	12%
Rural	26	6%
Other	5	1%

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

	(n)	%
Your employer's office	377	81%
A frontline or service delivery location	38	8%
Home or private location	349	75%
A shared office space (where two or more organisations share the same workspace e.g. Gov hubs, suburban hubs etc.)	6	1%
Other	9	2%

Flexible work

	(n)	%
Working from an alternative location (e.g. home, hub/shared work space)	303	65%
Flexible start and finish times	278	60%
No, I do not use any flexible work arrangements	60	13%
Using leave to work flexible hours	53	11%
Working more hours over fewer days	47	10%
Part-time	43	9%
Other	10	2%
Job sharing	8	2%
Purchased leave	8	2%
Shift swap	3	1%
Study leave	1	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.

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

	(n)	%
No, I have not requested adjustments	228	49%
Flexible working arrangements	212	45%
Physical modifications or improvements to the workplace	49	11%
Accessible communications technologies	7	2%
Job redesign or role sharing	6	1%
Career development support strategies	6	1%
Other	5	1%

Why did you make this request?

	(n)	%
Work-life balance	156	66%
Family responsibilities	75	32%
Caring responsibilities	63	26%
Health	61	26%
Other	17	7%
Disability	15	6%
Study commitments	6	3%

What was your experience with making the request?

	(n)	%
The adjustments I needed were made and the process was satisfactory	221	93%
The adjustments I needed were made but the process was unsatisfactory	11	5%
The adjustments I needed were not made	6	3%

Demographics

Caring

What this is

These are staff-reported caring responsibilities.

Why this is important

This shows organisations what caring responsibilities their staff have.

How to read this

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Caring responsibility	(n)	%
None of the above	200	43%
Primary school aged child(ren)	82	18%
Secondary school aged child(ren)	76	16%
Prefer not to say	47	10%
Frail or aged person(s)	44	9%
Child(ren) - younger than preschool age	37	8%
Preschool aged child(ren)	23	5%
Person(s) with disability	18	4%
Person(s) with a medical condition	17	4%
Person(s) with a mental illness	15	3%
Other	14	3%



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