People matter survey 2023

Have your say

Gippsland Institute of TAFE
2023 people matter survey results report

Victorian Public Sector Commission

VICTORIA State Government

People matter survey

2023

Have your say

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

Demographics

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

Victorian Public Sector Commission

VICTORIA State Government

Report overview

About your report

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

Report contents

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

Comparing data in this report

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

This means you'll be able to compare about 93% of this year's survey with your previous results.

Rounding of percentages

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

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

Survey questions and definitions

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

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Report overview

Privacy and anonymity

To protect you, we:

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

Read more in our privacy policy.

Report overview

Survey's theoretical framework

What this is

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

Why this is important

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

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

Our public sector values

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

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

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

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

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

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

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

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

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

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

Responsiveness Integrity Impartiality Accountability Respect Leadership Human Rights

Report overview

Your comparator group

What this is

This is a list of similar organisations to yours.

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

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

How we use this in your report

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

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

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

Bendigo Kangan Institute

Box Hill Institute Group

Chisholm Institute

Gordon Institute of TAFE

Goulburn Ovens Institute of TAFE

Holmesglen Institute

Melbourne Polytechnic

South West Institute of TAFE

Sunraysia Institute of TAFE

William Angliss Institute of TAFE

Wodonga Institute of TAFE

Report overview

Your response rate

What this is

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

Why this is important

The higher the response rate, the more your results will reflect how staff feel.

If less than 100 completed the survey, consider how much one person could change your results.

For example, if only 25 people did the survey, 1 person would account for 4% of any result.

In this example, if your survey result and comparator group result or previous survey result are within 4% of each other, there is very little difference in the results.

How to read this

The number in the brackets () shows how many staff completed the survey this year.

We've also expressed this as a percentage of all the staff who work in your organisation.

2022	2023
84% (397)	**77% (355)**
Comparator 65%	Comparator 64%
Public Sector 42%	Public Sector 57%

Victorian Public Sector Commission

VICTORIA State Government

People matter survey

2023

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Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Scorecard: employee engagement index

What this is

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

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

The weightings for each engagement response are:

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

Why this is important

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

2022	
71	
Comparator	65
Public Sector	68

2023	
71	
Comparator	66
Public Sector	67

People outcomes

Engagement question results 1 of 2

What this is

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

Your organisation's engagement index

Your 2023 index is 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.
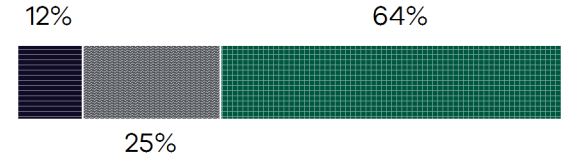
Example

79% 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		You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
	Disagree	Neither agree nor disagree / Agree						
I am proud to tell others I work for my organisation	4%	79% / 17%	78 %	79 %	79 %	51 %	69 %	78 %
I would recommend my organisation as a good place to work	8%	70% / 21%	72 %	72 %	70 %	35 %	61 %	75 %
My organisation motivates me to help achieve its objectives	9%	69% / 21%	63 %	68 %	69 %	44 %	61 %	70 %
My organisation inspires me to do the best in my job	10%	68% / 22%	62 %	68 %	68 %	40 %	59 %	67 %
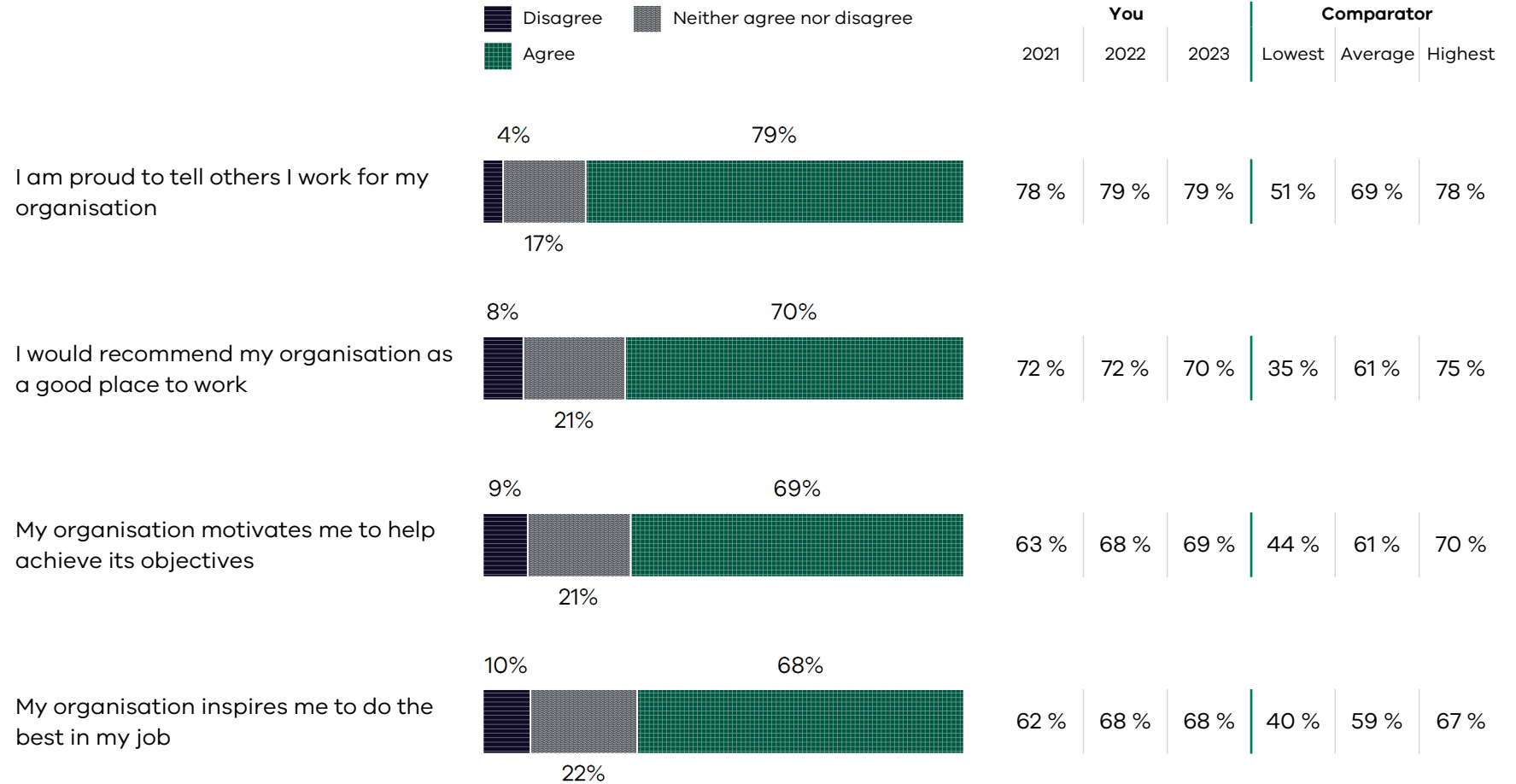
People outcomes

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

Your results

■ Disagree   ▨ Neither agree nor disagree
▨ Agree

I feel a strong personal attachment to my organisation

12%   64%

25%

Benchmark agree results

	You			Comparator		
2021	2022	2023	Lowest	Average	Highest
65 %	66 %	64 %	46 %	58 %	62 %
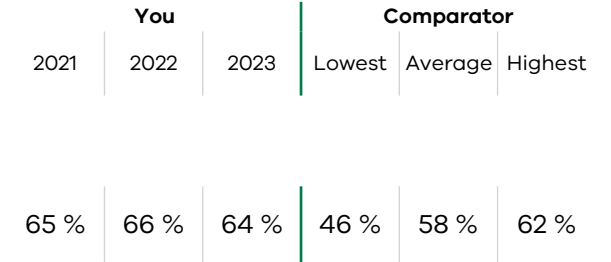
People outcomes

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:

- 83% of your staff who did the survey responded positively to questions about Inclusion which is up from 82% in 2022.

Compared to:

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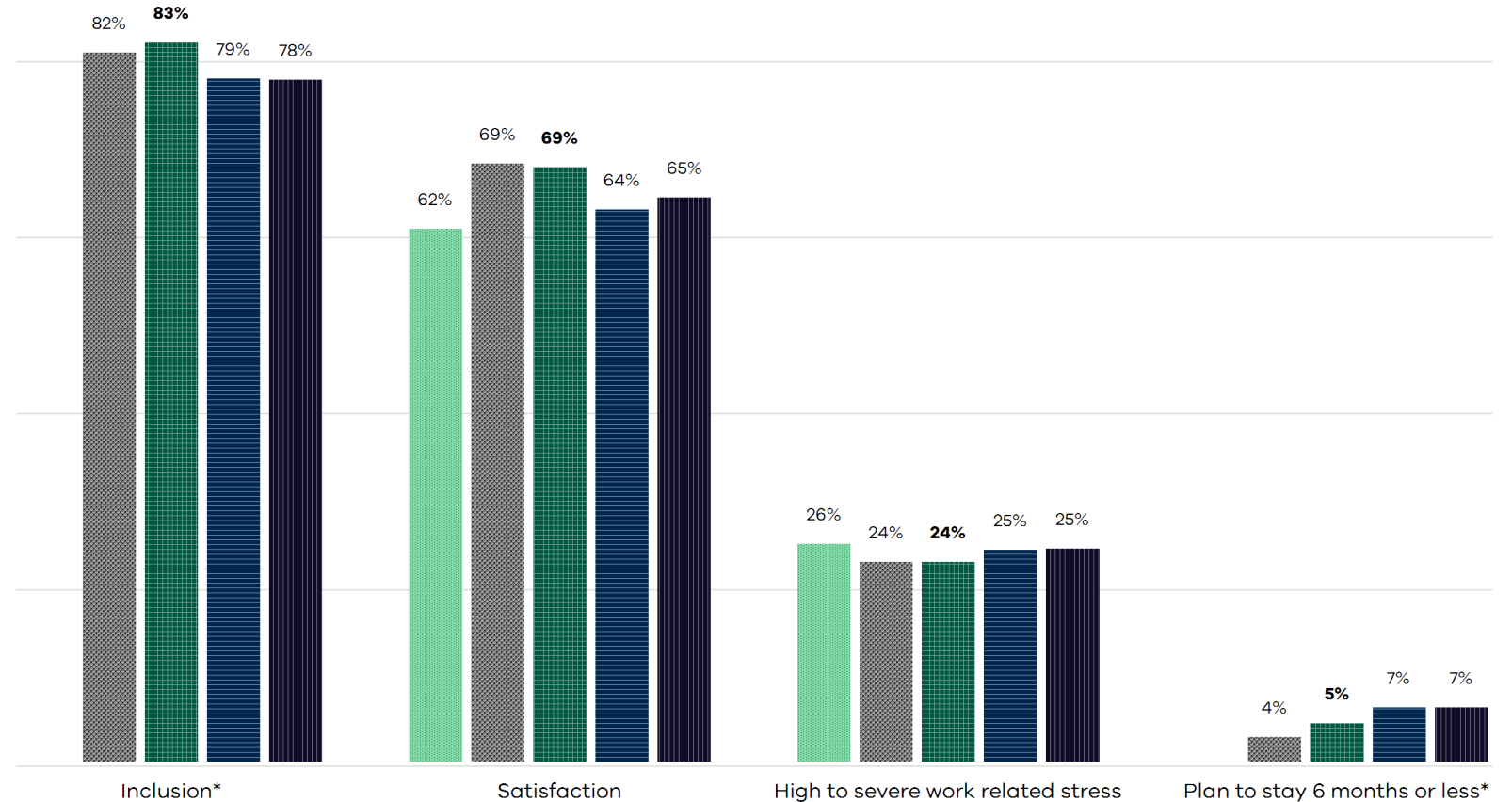
*We can't compare some data here because one or more questions were not asked in a previous survey

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

Inclusion*: 82%, 83%, 79%, 78%
Satisfaction: 62%, 69%, 69%, 64%, 65%
High to severe work related stress: 26%, 24%, 24%, 25%, 25%
Plan to stay 6 months or less*: 4%, 5%, 7%, 7%

People outcomes

Satisfaction question results

What this is

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

Why this is important

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

How to read this

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

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

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

Example

76% of your staff who did the survey were satisfied or very satisfied with 'Considering everything, how satisfied are you with your current job'.

| Survey question | Your results | Benchmark satisfied results |

Legend:
■ Dissatisfied
■ Satisfied
▦ Neither satisfied nor dissatisfied

Survey question		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
Considering everything, how satisfied are you with your current job	9% / 14% / 76%	70 %	77 %	76 %	62 %	71 %	78 %
How satisfied are you with the work/life balance in your current job	13% / 20% / 67%	64 %	70 %	67 %	60 %	66 %	74 %
How satisfied are you with your career development within your current organisation	13% / 25% / 62%	51 %	60 %	62 %	45 %	55 %	67 %

People outcomes

Work-related stress levels

What this is

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

Why this is important

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

How to read this

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

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

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

Example

24% of your staff who did the survey said they had high to severe stress in 2023. This is compared to 25% of staff in your comparator group and 25% of staff across the public sector.

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

Category	Percentage
Nil	12%
Low / mild	34%
Moderate	31%
High	14%
Very high	7%
Severe	3%
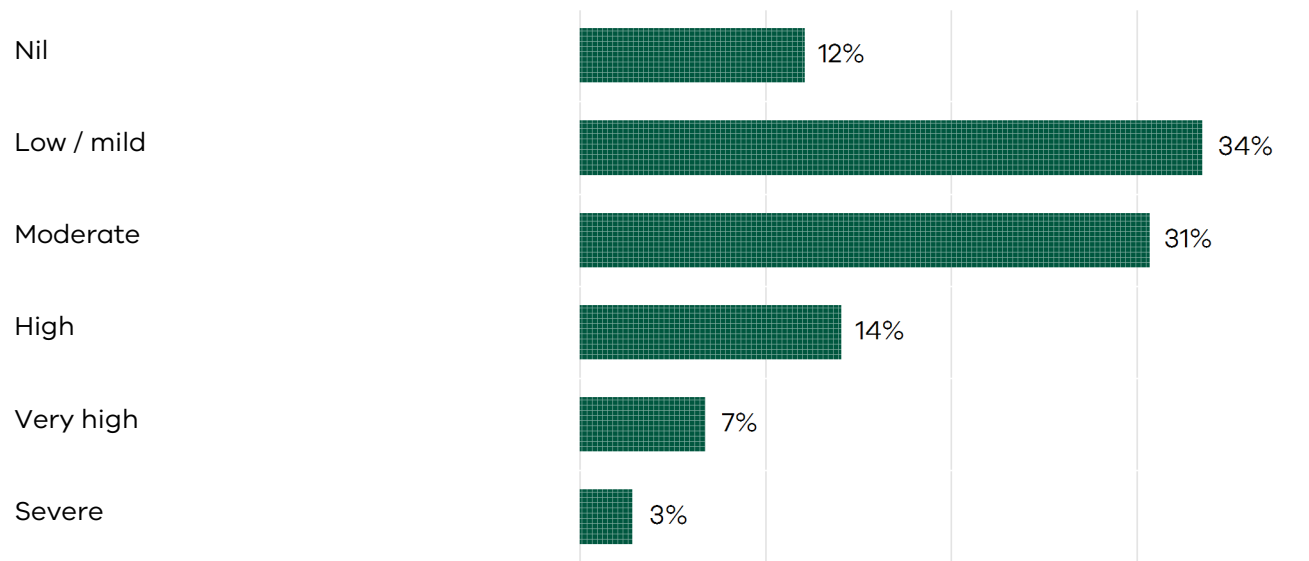
Reported levels of high to severe stress

2022		2023	
24%		**24%**	
Comparator	26%	Comparator	25%
Public Sector	25%	Public Sector	25%
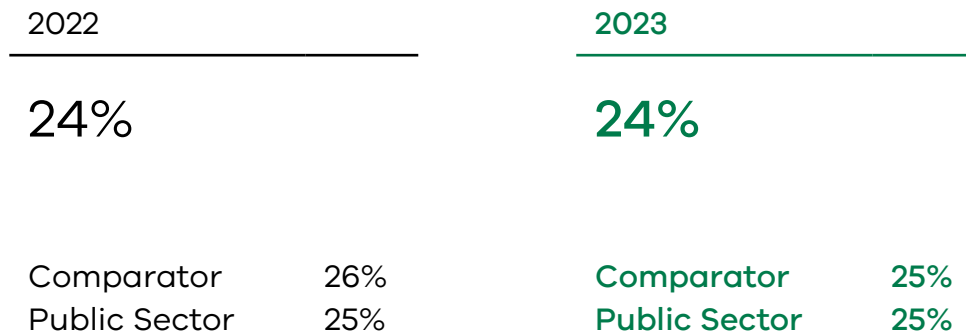
People outcomes

Work-related stress causes

What this is

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

Why this is important

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

How to read this

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

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

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

Example

88% of your staff who did the survey said they experienced mild to severe stress.

Of that 88%, 54% said the top reason was 'Workload'.

312	43
88%	12%

- Experienced some work-related stress
- Did not experience some work-related stress
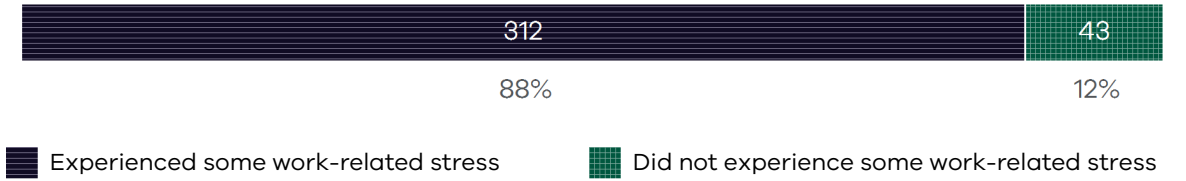
Of those that experienced work related stress it was from …	You 2022	You 2023	Comparator 2023	Public sector 2023
Workload	53%	54%	49%	49%
Time pressure	42%	44%	38%	41%
Dealing with clients, patients or stakeholders	11%	17%	14%	15%
Other	9%	15%	13%	12%
Competing home and work responsibilities	14%	13%	10%	14%
Management of work (e.g. supervision, training, information, support)	16%	12%	13%	13%
Unclear job expectations	11%	12%	13%	14%
Organisation or workplace change	9%	11%	10%	12%
Content, variety, or difficulty of work	9%	10%	10%	11%
Job security	8%	8%	11%	11%

People outcomes

Intention to stay

What this is

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

Why this is important

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

How to read this

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

Example

9% of your staff who did the survey said they intended to work for your organisation for Over 6 months and up to 1 year.

■ Leaving your organisation   ■ Leaving the sector   ▦ Staying

Employees plan to work at your organisation for …	You 2022	You 2023	Comparator 2023	Public sector 2023
6 months or less	4%	5%	7%	7%
Over 6 months and up to 1 year	8%	9%	10%	10%
Over 1 year and up to 3 years	20%	19%	23%	24%
Over 3 years and up to 5 years	16%	14%	16%	15%
Over 5 years	52%	53%	43%	45%

People outcomes

Inclusion question results

What this is

This is how included staff feel in their workplace.

Why this is important

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

How to read this

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

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

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

Example

86% of your staff who did the survey agreed or strongly agreed with 'I can be myself at work'.

Survey question · Your results · Benchmark agree results

Legend: ■ Disagree ▨ Neither agree nor disagree ▦ Agree

Survey question	Your results		You			Comparator		
		2021	2022	2023		Lowest	Average	Highest
I can be myself at work	Disagree 6% / Neither 7% / Agree 86%	Not asked	84 %	86 %		76 %	82 %	87 %
I feel culturally safe at work	Disagree 5% / Neither 10% / Agree 86%	77 %	86 %	86 %		77 %	84 %	89 %
I feel as if I belong at this organisation	Disagree 8% / Neither 16% / Agree 76%	Not asked	75 %	76 %		61 %	70 %	75 %
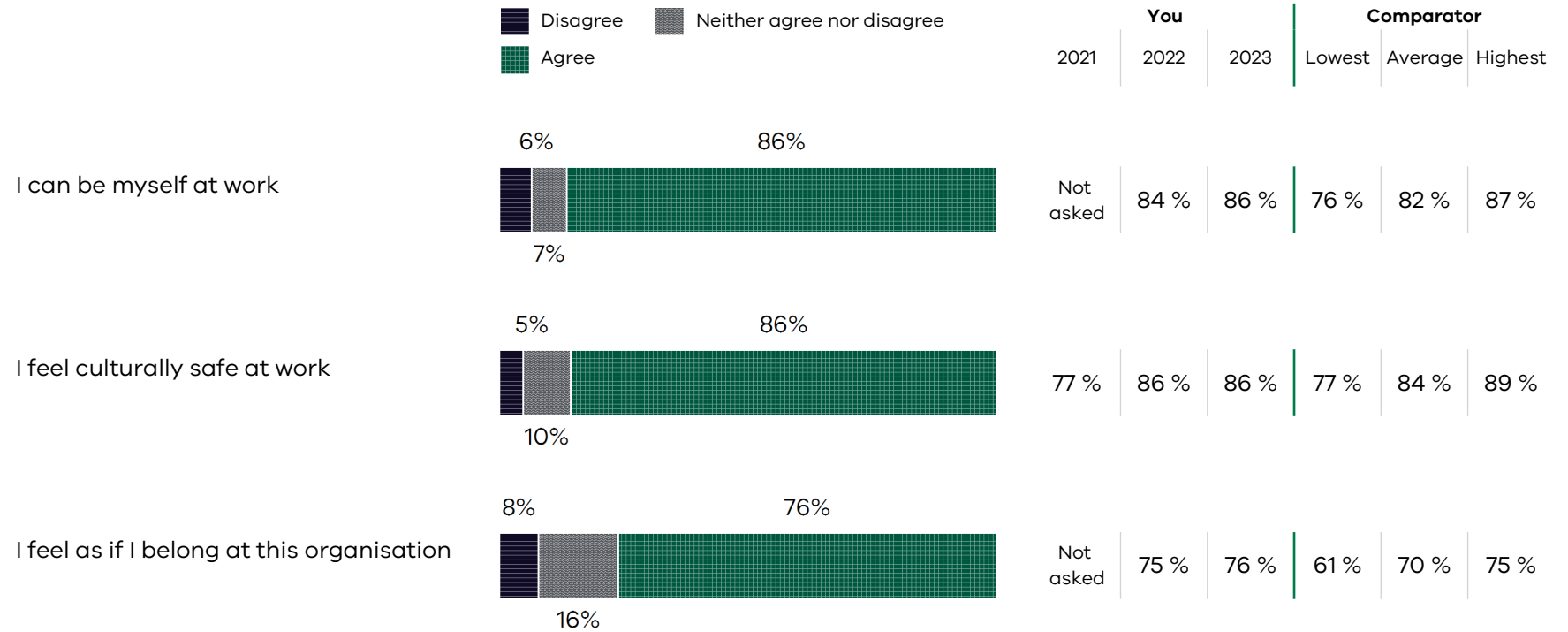
People outcomes

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

9% 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

79	276
22%	78%

■ Experienced barriers listed   ▧ Did not experience any of the barriers listed
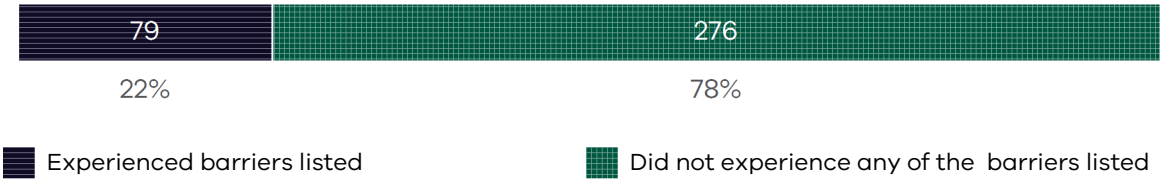
During the last 12 months, employees experienced barriers to their success due to ...	You 2022	You 2023	Comparator 2023	Public sector 2023
My mental health	8%	9%	8%	8%
My caring responsibilities	6%	6%	6%	7%
My age	6%	5%	6%	8%
My physical health	5%	5%	5%	4%
My flexible working	0%	4%	6%	7%
My sex	0%	3%	2%	6%

Victorian Public Sector Commission

VICTORIA State Government

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 'Mental health'.

Staff who witnessed one or more barriers to success at work

81	274
23%	77%

■ Witnessed barriers listed ▦ Did not witness barriers listed
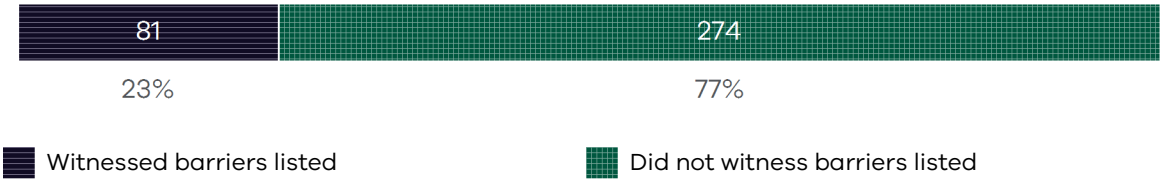
During the last 12 months, employees witnessed barriers to the success of other employees due to their...	You 2023	Comparator 2023	Public sector 2023
Mental health	10%	8%	8%
Flexible working	10%	8%	10%
Caring responsibilities	5%	5%	7%
Physical health	5%	4%	3%
Age	4%	5%	6%

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:

- 61% of your staff who did the survey said work made them feel happy in 2023, which is up from 59% in 2022

Compared to:

- 56% of staff at your comparator and 52% of staff across the public sector.

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

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

	Happy	Enthusiastic	Worried	Miserable
You 2021	55%	53%	37%	16%
You 2022	59%	59%	32%	18%
You 2023	61%	56%	30%	16%
Comparator 2023	56%	50%	31%	18%
Public sector 2023	52%	48%	31%	18%

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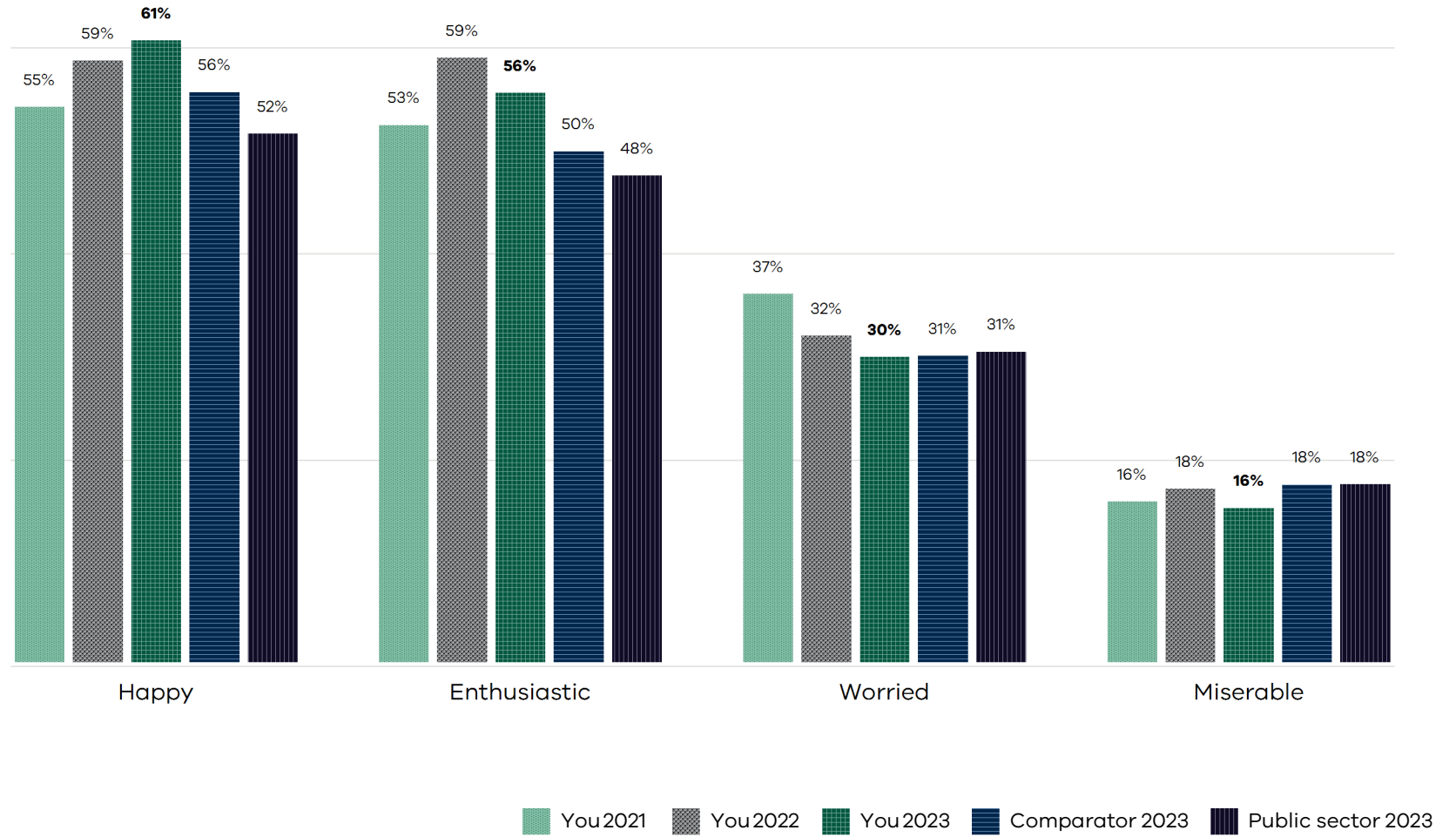
People outcomes

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:

- 10% of your staff who did the survey stated they experienced 'Bullying' in the last 12 months which is down from 11% in 2022.

Compared to:

- 13% of staff at your comparator and 12% of staff across the public sector.

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

Bullying: 13%, 11%, **10%**, 13%, 12%
Violence or aggression: 10%, 8%, **8%**, 9%, 11%
Discrimination: 3%, 5%, **3%**, 5%, 6%
Sexual harassment: 4%, 2%, **3%**, 4%, 4%
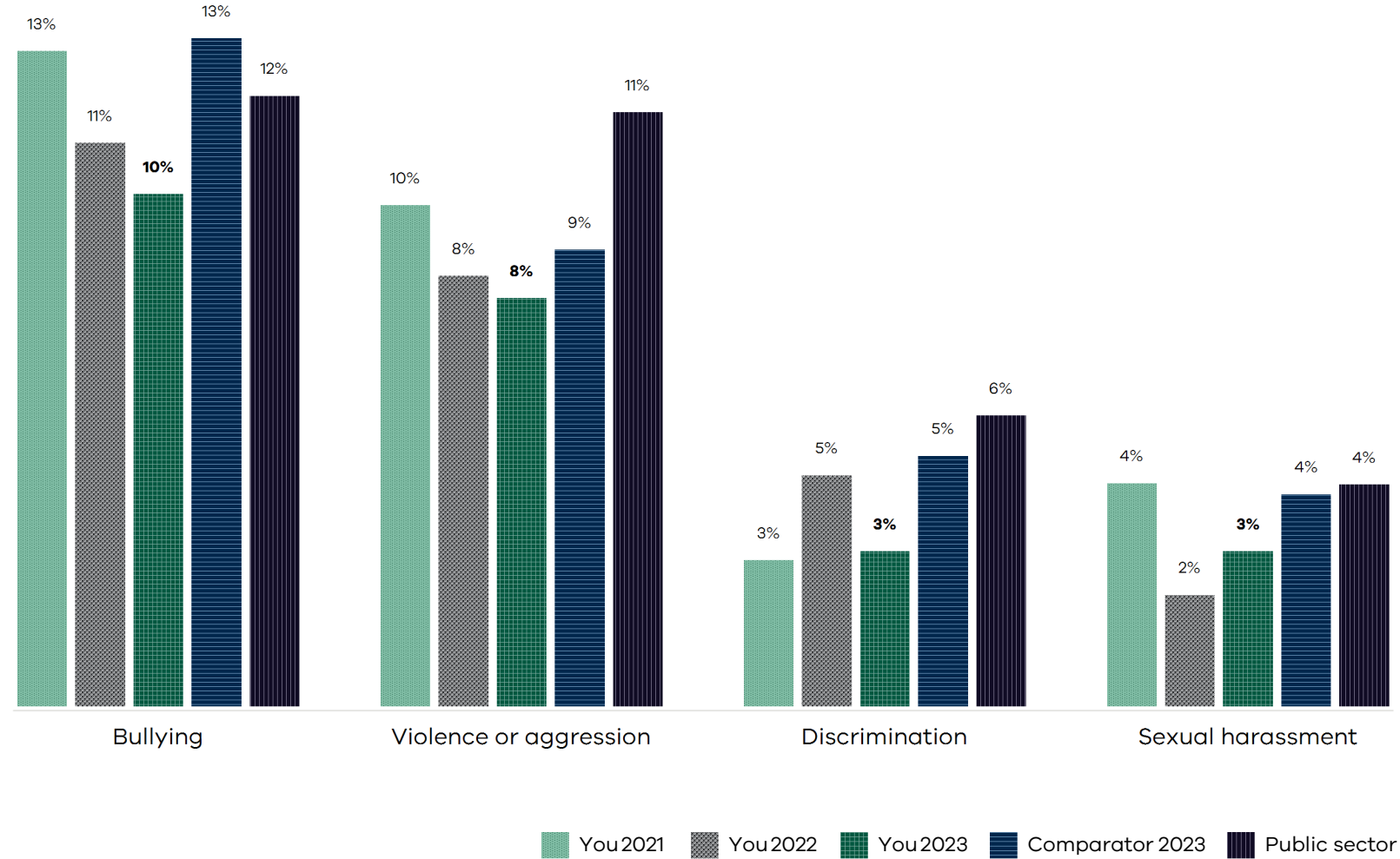
People outcomes

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

10% of your staff who did the survey said they experienced bullying.

Of that 10%, 74% said the top type was 'Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)'.

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

35	301	19
10%	85%	5%

■ Experienced bullying   ■ Did not experience bullying   ■ Not sure
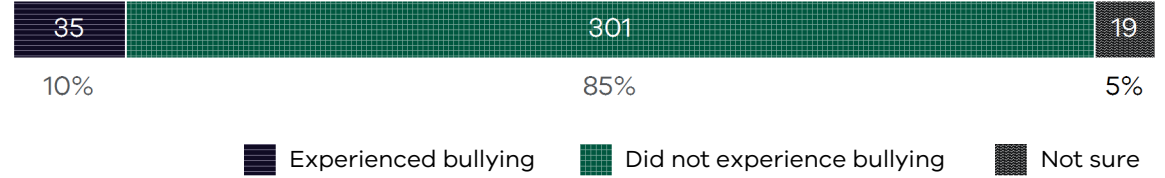
If you experienced bullying, what type of bullying did you experience?	You 2022	You 2023	Comparator 2023	Public sector 2023
Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)	67%	74%	63%	71%
Exclusion or isolation	40%	49%	43%	45%
Withholding essential information for me to do my job	42%	34%	33%	30%
Being given impossible assignment(s)	14%	20%	13%	11%
Other	23%	20%	12%	16%
Intimidation and/or threats	26%	14%	34%	29%
Verbal abuse	5%	11%	26%	20%
Being assigned meaningless tasks unrelated to my job	9%	6%	16%	16%

Victorian Public Sector Commission

VICTORIA State Government

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

10% of your staff who did the survey said they experienced bullying, of which

- 57% said the top way they reported the bullying was 'Told a manager'.
- 94% said they didn't submit a formal complaint.

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

35	301	19
10%	85%	5%

■ Experienced bullying ▨ Did not experience bullying ▨ Not sure
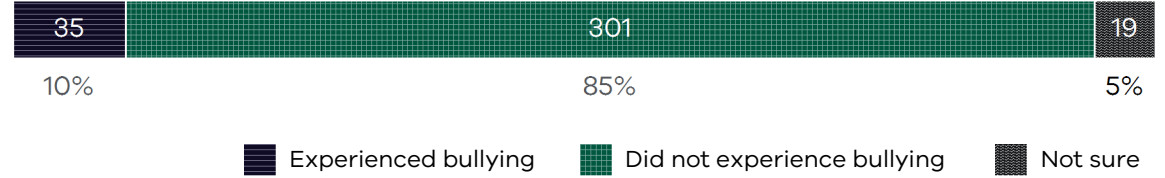
Did you tell anyone about the bullying?	You 2022	You 2023	Comparator 2023	Public sector 2023
Told a manager	42%	57%	46%	50%
Told a colleague	23%	43%	41%	41%
Told a friend or family member	33%	31%	36%	36%
Told Human Resources	14%	29%	16%	13%
Told someone else	9%	23%	14%	13%
Told employee assistance program (EAP) or peer support	7%	14%	11%	10%
Told the person the behaviour was not OK	16%	14%	15%	17%
I did not tell anyone about the bullying	14%	6%	10%	12%
Submitted a formal complaint	9%	6%	10%	12%

People outcomes

Bullying - reasons for not submitting a formal complaint

What this is

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

Why this is important

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

How to read this

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

Example

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

- 45% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal complaint?
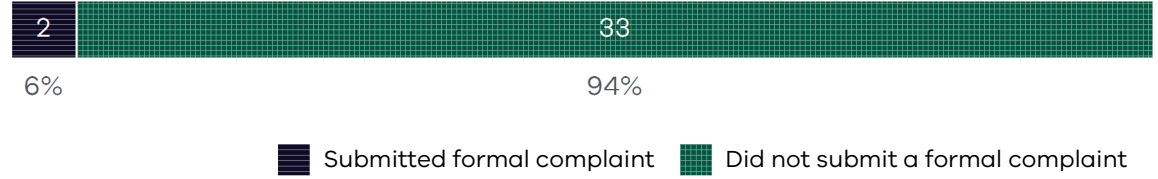
2	33
6%	94%

■ Submitted formal complaint ■ Did not submit a formal complaint

What was your reason for not submitting a formal complaint?	You 2022	You 2023	Comparator 2023	Public sector 2023
I didn't think it would make a difference	41%	45%	51%	51%
I believed there would be negative consequences for my career	46%	42%	37%	45%
I believed there would be negative consequences for my reputation	51%	42%	48%	55%
Other	15%	21%	15%	14%
I believed there would be negative consequences for the person I was going to complain about	10%	15%	10%	10%
I didn't think it was serious enough	10%	12%	13%	16%
I didn't feel safe to report the incident	15%	9%	20%	19%
I didn't need to because I made the bullying stop	5%	9%	6%	6%
I didn't need to because I no longer had contact with the person(s) who bullied me	5%	9%	6%	7%
I thought the complaint process would be embarrassing or difficult	13%	9%	9%	13%

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, 10% of your staff said they experienced bullying.

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

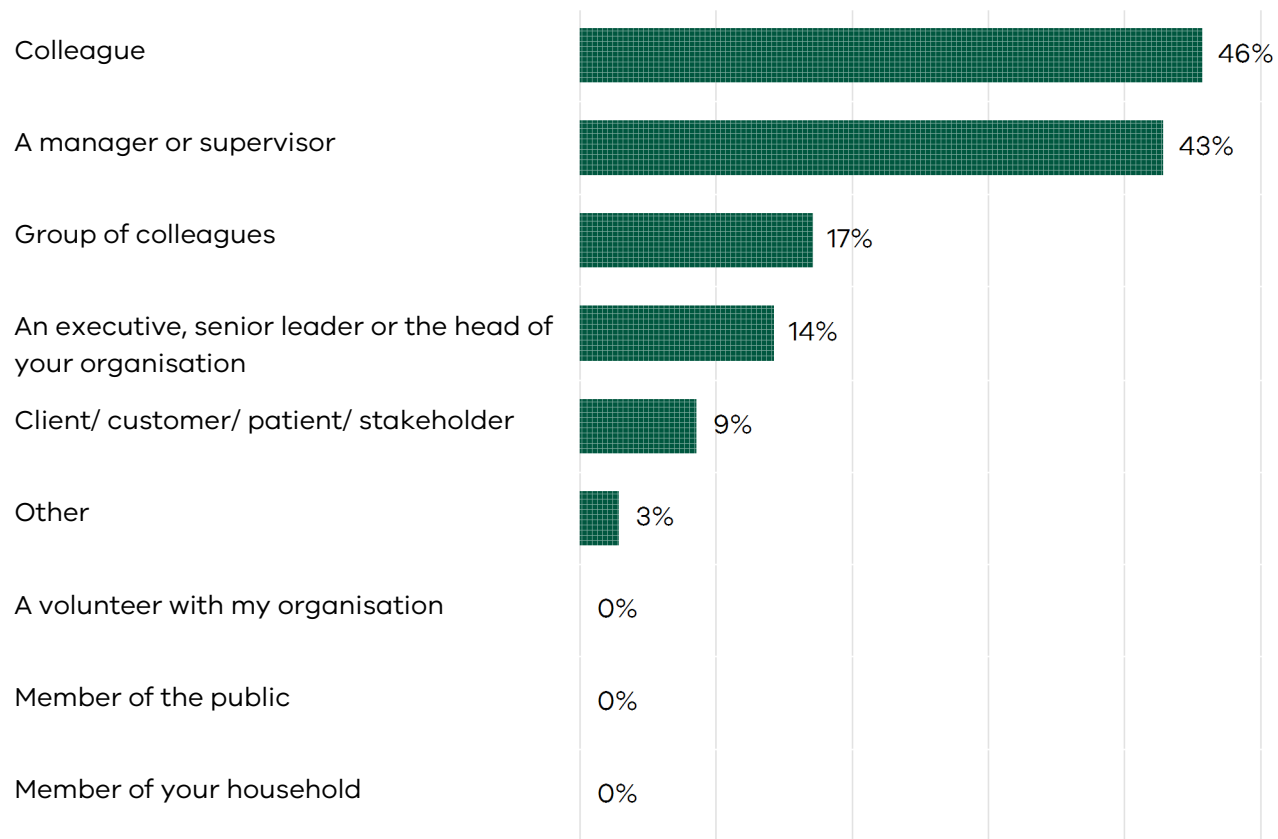In descending order, the bar chart shows the perpetrators with the largest number of responses.

Each row is one perpetrator or group of perpetrators.

Example

10% of your staff who did the survey said they experienced bullying.

Of that 10%, 46% said it was by 'Colleague'.

35 people (10% of staff) experienced bullying (You 2023)

Perpetrator	Percentage
Colleague	46%
A manager or supervisor	43%
Group of colleagues	17%
An executive, senior leader or the head of your organisation	14%
Client/ customer/ patient/ stakeholder	9%
Other	3%
A volunteer with my organisation	0%
Member of the public	0%
Member of your household	0%

People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

In this year's survey, 10% 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

10% of your staff who did the survey said they experienced bullying.

Of that 10%, 97% said it was by someone within the organisation.

Of that 97%, 53% said it was 'They were in my workgroup'.

34 people (97% of staff who experienced bullying) experienced bullying from within your organisation (You 2023)

They were in my workgroup	53%
They were my immediate manager or supervisor	26%
They were outside my workgroup	26%
They were someone I supervise or manage	12%
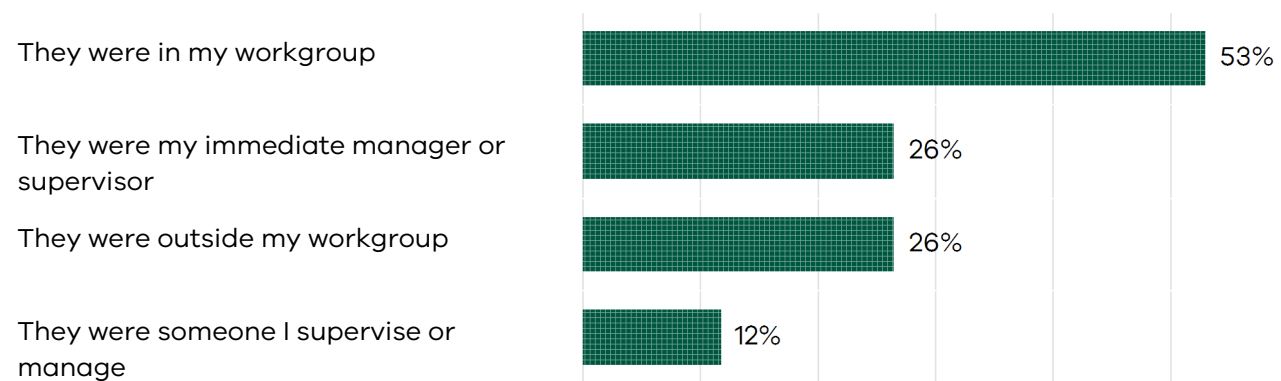
People outcomes

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

3% of your staff who did the survey said they experienced sexual harassment.

Of those, 64% 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?

11	344
3%	97%

■ Experienced sexual harassment   ▦ Did not experience sexual harassment
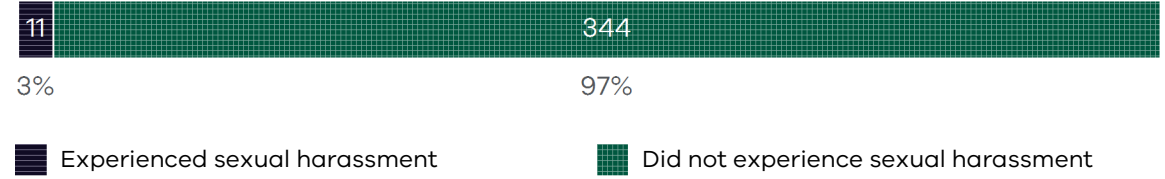
Behaviours reported	You 2023	Comparator 2023	Public sector 2023
Intrusive questions about your private life or comments about your physical appearance	64%	45%	45%
Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)	45%	40%	50%
Inappropriate staring or leering that made you feel intimidated	18%	8%	15%
Inappropriate physical contact	18%	9%	14%
Unwelcome touching, hugging, cornering or kissing	18%	9%	14%
Sexual gestures, indecent exposure or inappropriate display of the body	9%	2%	3%
Sexually explicit pictures, posters or gifts that made you feel offended	9%	1%	1%
Repeated or inappropriate advances on email, social networking websites or internet chat rooms by a work colleague	0%	2%	4%
Any other unwelcome conduct of a sexual nature	0%	12%	8%
Repeated or inappropriate invitations to go out on dates	0%	1%	4%

Victorian Public Sector Commission

VICTORIA State Government

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

3% of your staff who did the survey said they experienced sexual harassment.

Of those, 36% said their top response was 'Avoided the person(s) by staying away from them'.

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

11	344
3%	97%

■ Experienced sexual harassment   ▦ Did not experience sexual harassment
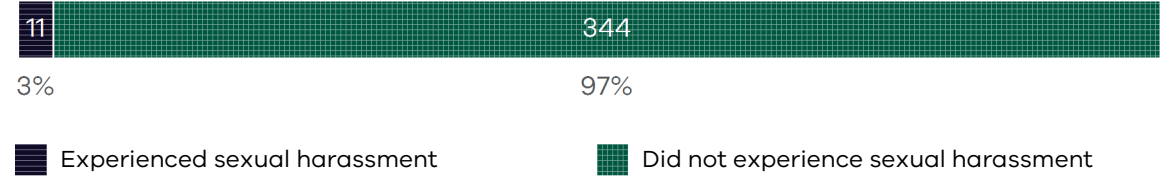
When the harassment happened to you, did you respond in any of the following ways?	You 2023	Comparator 2023	Public sector 2023
Avoided the person(s) by staying away from them	36%	23%	36%
Pretended it didn't bother you	36%	37%	44%
Other	18%	9%	5%
Told a colleague	18%	22%	23%
Told a manager	18%	16%	20%
Told someone else	18%	10%	6%
Told the person the behaviour was not OK	18%	15%	23%
Tried to laugh it off or forget about it	18%	25%	40%
Told a friend or family member	9%	30%	21%

Victorian Public Sector Commission

VICTORIA State Government

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:

- 45% said the top reason was 'I didn't think it was serious enough'.

Did you submit a formal complaint?

11

100%

■ Submitted formal complaint   ▨ Did not submit a formal complaint
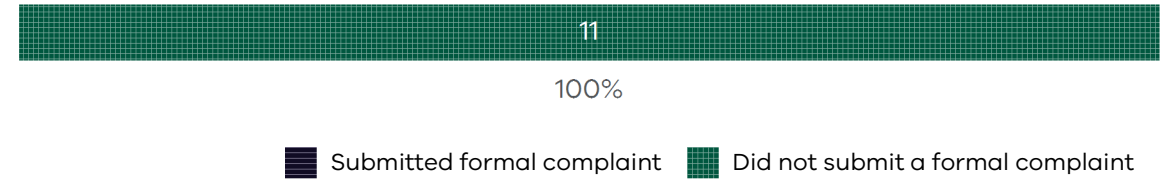
What was your reason for not submitting a formal complaint?	You 2023	Comparator 2023	Public sector 2023
I didn't think it was serious enough	45%	34%	44%
I believed there would be negative consequences for my career	36%	32%	27%
I didn't think it would make a difference	27%	49%	40%
I believed there would be negative consequences for my reputation	18%	47%	37%
I didn't need to because I made the harassment stop	18%	9%	10%
I believed there would be negative consequences for the person I was going to complain about	9%	10%	13%
I didn't feel safe to report the incident	9%	21%	9%
Other	9%	8%	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, 3% of your staff said they experienced sexual harassment.

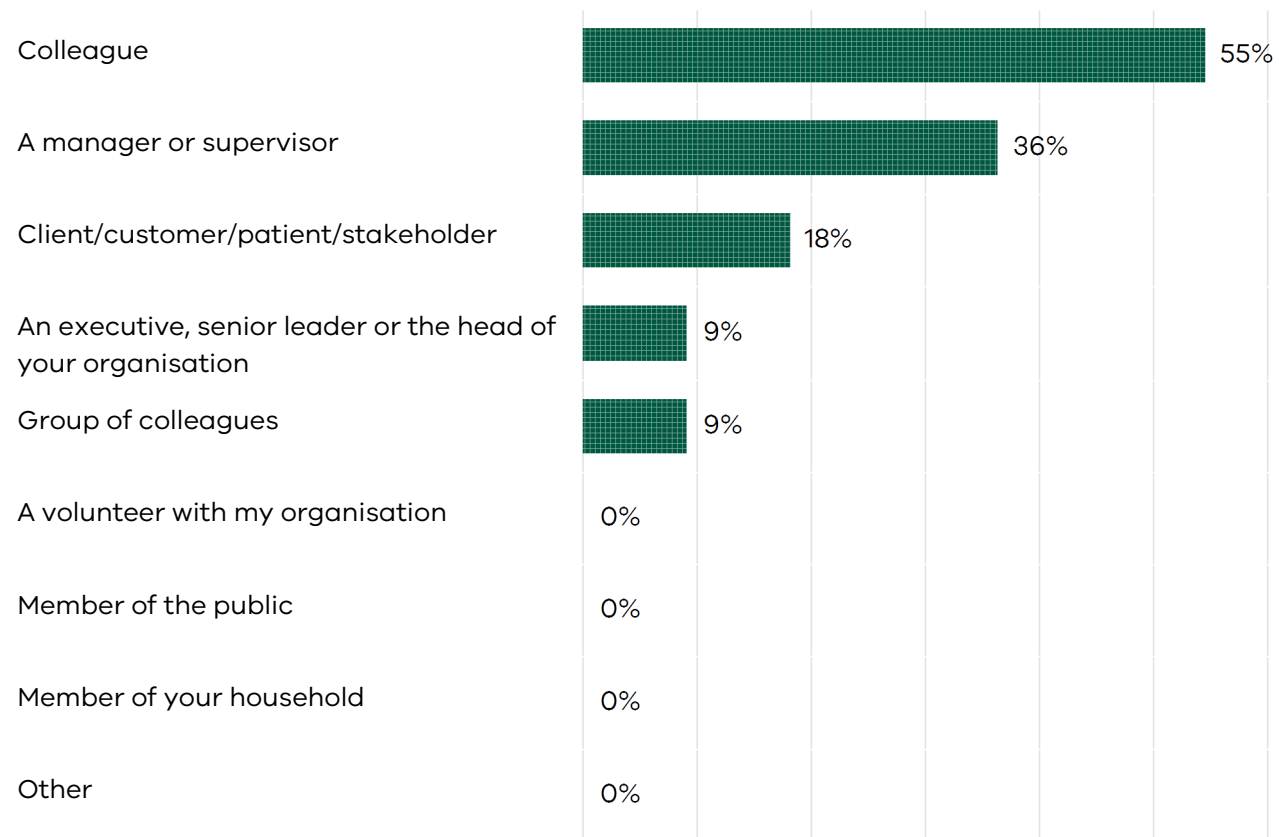If they did, they could tell us with one or more answers who the perpetrator was.

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

3% of your staff who did the survey said they experienced sexual harassment.

Of that 3%, 55% said it was by 'Colleague'.

11 people (3% of staff) experienced sexual harassment (You2023)

Perpetrator	Percentage
Colleague	55%
A manager or supervisor	36%
Client/customer/patient/stakeholder	18%
An executive, senior leader or the head of your organisation	9%
Group of colleagues	9%
A volunteer with my organisation	0%
Member of the public	0%
Member of your household	0%
Other	0%

People outcomes

Frequency of sexual harassment

What this is

This is how often staff experienced sexual harassment.

Why this is important

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

How to read this

In this year's survey, 3% 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

3% of your staff who did the survey said they experienced sexual harassment.

Of that 3%, 0% said it was 'At least once a day'.

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

At least once a day	0%
Once every few days	0%
Once a week	36%
Once a month	27%
Less than once a month	36%
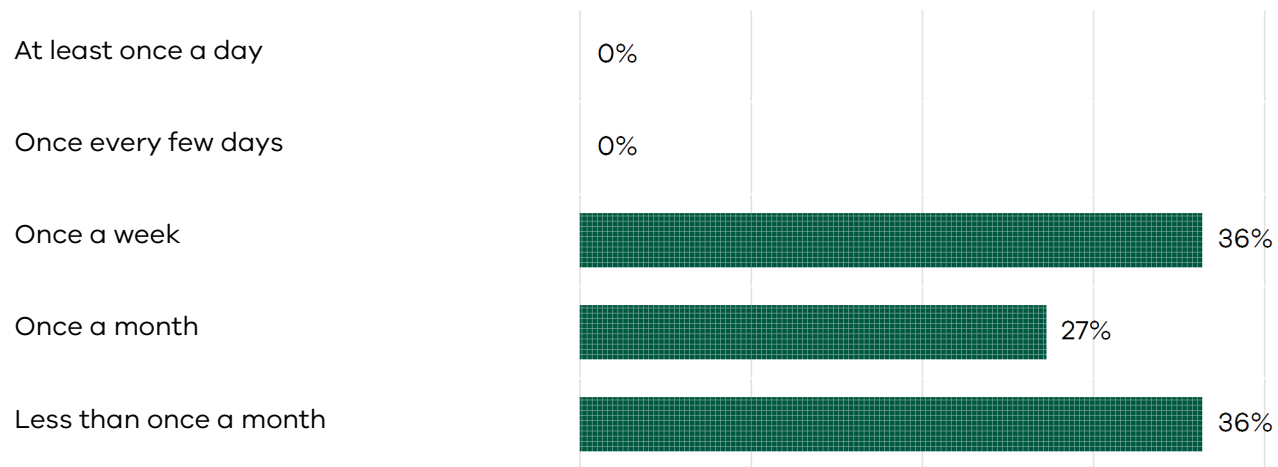
People outcomes

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

3% of your staff who did the survey said they experienced discrimination.

Of that 3%, 64% said it was 'Other'.

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

11	317	27
3%	89%	8%

■ Experienced discrimination ▨ Did not experience discrimination ▨ Not sure
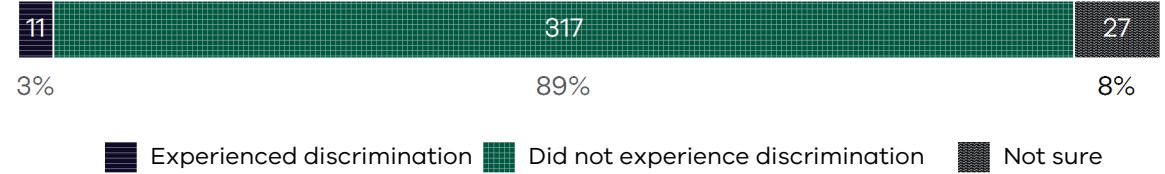
If you experienced discrimination, what type of discrimination did you experience?	You 2022	You 2023	Comparator 2023	Public sector 2023
Other	22%	64%	41%	36%
Denied flexible work arrangements or other adjustments	28%	18%	29%	22%
Opportunities for promotion	50%	18%	32%	41%
Access to leave	6%	9%	14%	9%
Employment security - threats of dismissal or termination	22%	9%	28%	13%
Opportunities for training	33%	9%	29%	26%

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

3% of your staff who did the survey said they experienced discrimination, of which

- 64% said the top way they reported the discrimination was 'Told a colleague'.
- 91% said they didn't submit a formal complaint.

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

11	317	27
3%	89%	8%

■ Experienced discrimination ■ Did not experience discrimination ■ Not sure
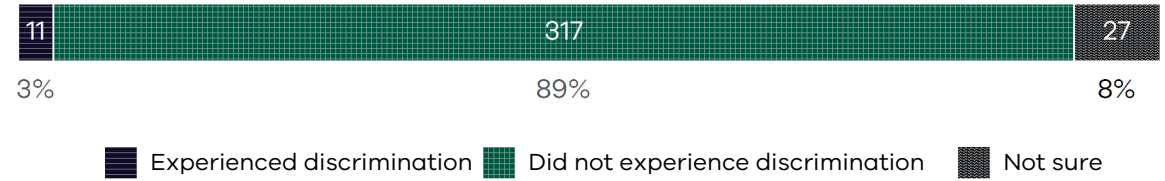
Did you tell anyone about the discrimination?	You 2022	You 2023	Comparator 2023	Public sector 2023
Told a colleague	33%	64%	37%	36%
Told a friend or family member	44%	55%	38%	31%
Told a manager	28%	55%	24%	30%
Told Human Resources	28%	27%	14%	11%
Told the person the behaviour was not OK	17%	27%	9%	9%
Told someone else	22%	18%	18%	14%
I did not tell anyone about the discrimination	28%	9%	16%	24%
Submitted a formal complaint	6%	9%	7%	8%
Told employee assistance program (EAP) or peer support	11%	9%	12%	9%

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

91% of your staff who experienced discrimination did not submit a formal complaint, of which:

- 70% said the top reason was 'I believed there would be negative consequences for my career'.

Did you submit a formal complaint?
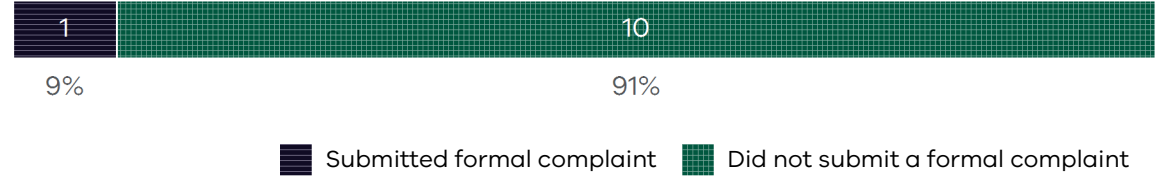
1	10
9%	91%

■ Submitted formal complaint　■ Did not submit a formal complaint

What was your reason for not submitting a formal complaint?	You 2022	You 2023	Comparator 2023	Public sector 2023
I believed there would be negative consequences for my career	76%	70%	46%	54%
I believed there would be negative consequences for my reputation	65%	60%	52%	56%
I didn't think it would make a difference	76%	60%	60%	59%
I didn't feel safe to report the incident	18%	20%	26%	18%
I was advised not to	6%	20%	7%	4%
I believed there would be negative consequences for the person I was going to complain about	0%	10%	9%	8%
I thought the complaint process would be embarrassing or difficult	12%	10%	11%	12%
Other	12%	10%	12%	11%

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, 3% 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

3% of your staff who did the survey said they experienced discrimination.

Of that 3%, 55% said it was by 'A manager or supervisor'.

11 people (3% of staff) experienced discrimination (You 2023)
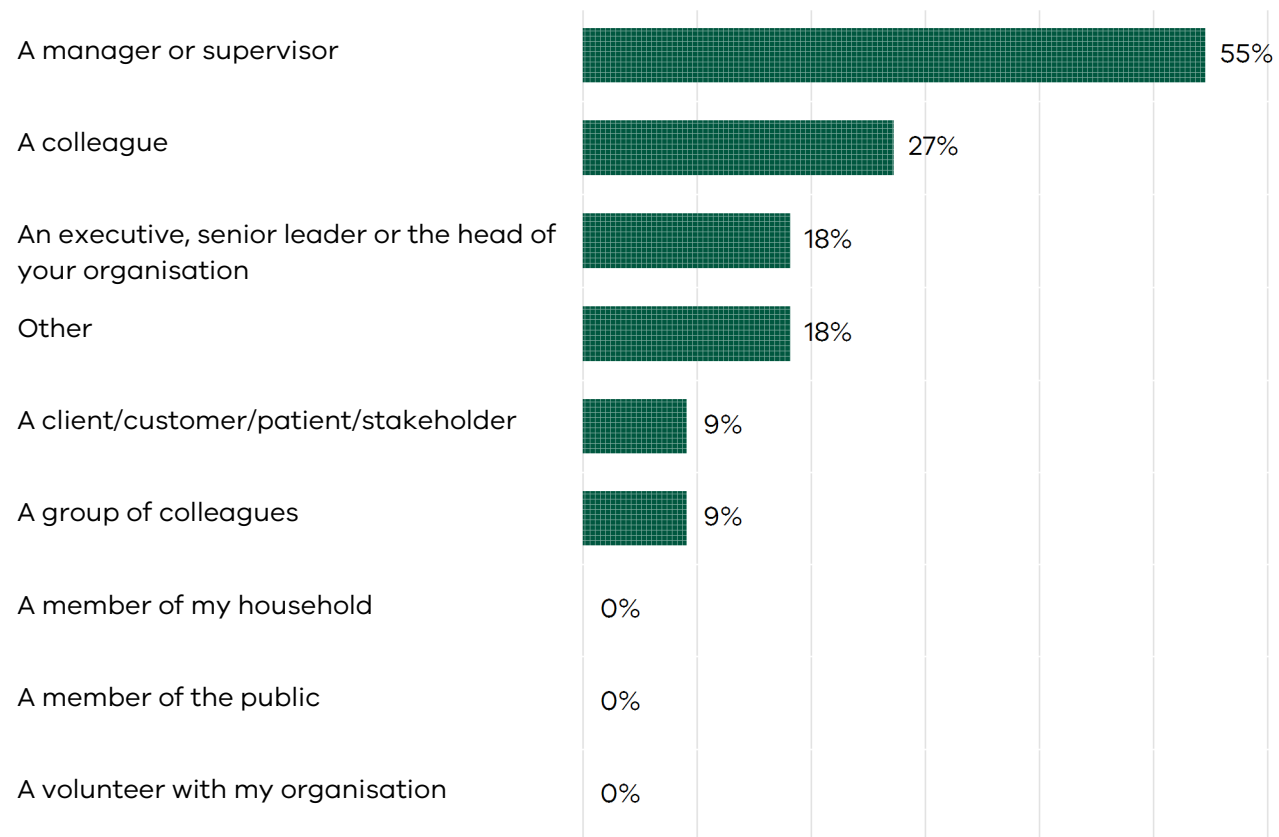
Perpetrator	Percentage
A manager or supervisor	55%
A colleague	27%
An executive, senior leader or the head of your organisation	18%
Other	18%
A client/customer/patient/stakeholder	9%
A group of colleagues	9%
A member of my household	0%
A member of the public	0%
A volunteer with my organisation	0%

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, 3% 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

3% of your staff who did the survey said they experienced discrimination.

Of that 3%, 91% said it was by someone within the organisation.

Of that 91%, 40% said it was 'They were my immediate manager or supervisor'.

10 people (91% of staff who experienced discrimination) experienced discrimination from within your organisation (You 2023)

They were my immediate manager or supervisor	40%
They were in my workgroup	30%
They were outside my workgroup	20%
They were someone I supervise or manage	20%
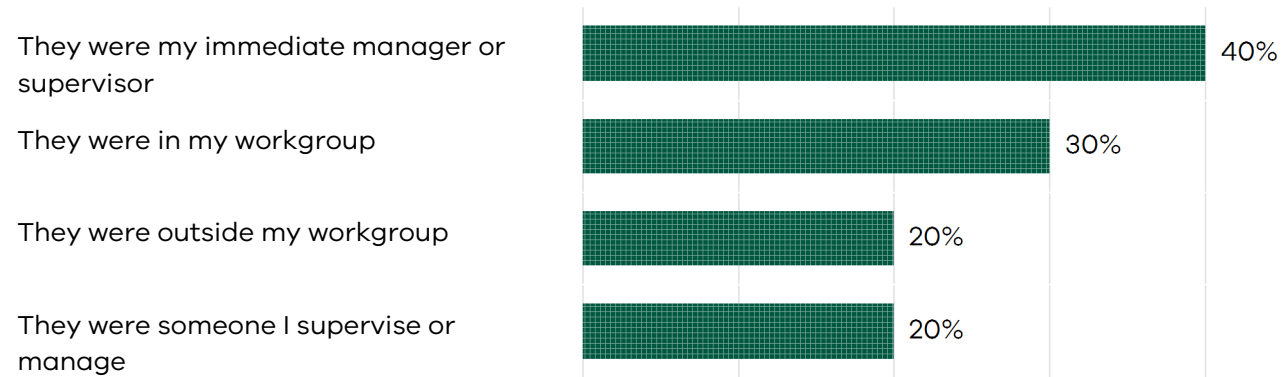
Negative behaviour

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

8% of your staff who did the survey said they experienced violence or aggression.

Of that 8%, 61% said it was from 'Abusive language'.

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

28	316	11
8%	89%	3%

- Experienced violence or aggression
- Did not experience violence or aggression
- Not sure
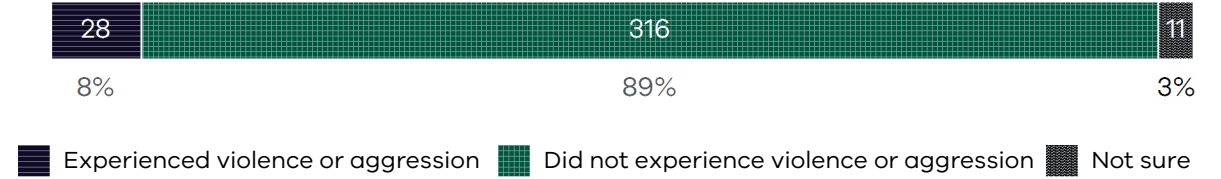
If you experienced violence or aggression, what type did you experience?	You 2022	You 2023	Comparator 2023	Public sector 2023
Abusive language	61%	61%	52%	75%
Intimidating behaviour	76%	61%	75%	73%
Other	18%	11%	10%	6%
Threats of violence	15%	11%	9%	39%
Stalking, including cyber-stalking	0%	4%	1%	2%

Victorian Public Sector Commission

VICTORIA State Government

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

8% of your staff who did the survey said they experienced violence or aggression, of which

- 82% said the top way they reported the violence or agression was 'Told a manager'
- 89% said they didn't submit a formal incident report.

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

28	316	11
8%	89%	3%

■ Experienced violence or aggression ■ Did not experience violence or aggression ▒ Not sure
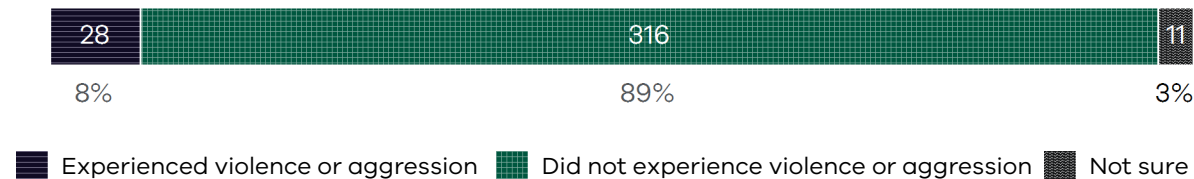
Did you tell anyone about the incident?	You 2022	You 2023	Comparator 2023	Public sector 2023
Told a manager	64%	82%	61%	56%
Told a colleague	45%	39%	39%	40%
Told the person the behaviour was not OK	33%	18%	21%	23%
Told a friend or family member	27%	14%	22%	19%
Told Human Resources	15%	14%	12%	6%
Submitted a formal incident report	24%	11%	16%	30%
I did not tell anyone about the incident(s)	9%	4%	8%	9%
Told employee assistance program (EAP) or peer support	6%	4%	8%	5%
Told someone else	9%	4%	6%	6%

Victorian Public Sector Commission

VICTORIA State Government

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

89% of your staff who experienced violence or aggression did not submit a formal incident report, of which:

- 44% said the top reason was 'I didn't think it was serious enough'.

Did you submit a formal incident report?

3	25
11%	89%
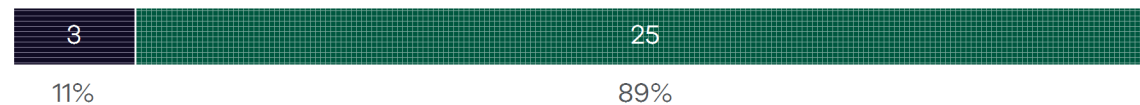
■ Submitted formal incident report ▨ Did not submit a formal incident report

What was your reason for not submitting a formal incident report?	You 2022	You 2023	Comparator 2023	Public sector 2023
I didn't think it was serious enough	40%	44%	22%	28%
I didn't need to because I made the violence or aggression stop	24%	28%	10%	14%
I didn't think it would make a difference	28%	28%	40%	38%
Other	12%	24%	20%	22%
I believed there would be negative consequences for my reputation	16%	12%	28%	21%
I didn't need to because I no longer had contact with the person(s) who was aggressive or violent to me	8%	12%	9%	13%
I believed there would be negative consequences for my career	12%	8%	22%	18%
I believed there would be negative consequences for the person I was going to complain about	4%	4%	8%	4%
I didn't know how to make a complaint	4%	4%	4%	4%
I was advised not to	8%	4%	6%	3%

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.
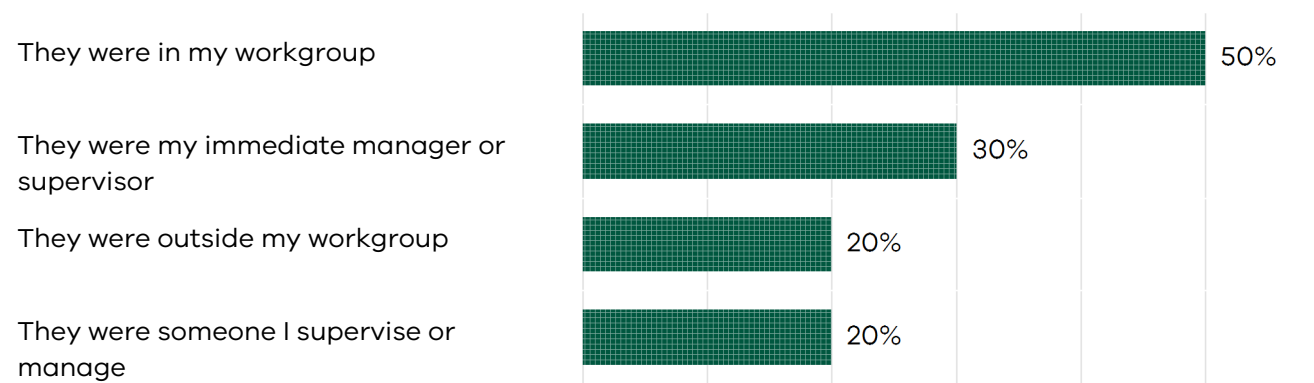
Each row is one perpetrator or a group of perpetrators.

Example

8% of your staff who did the survey said they experienced violence or aggression.

Of that 8%, 54% said it was 'Client/ customer/ patient/ stakeholder'.

28 people (8% of staff) experienced violence or aggression (You2023)
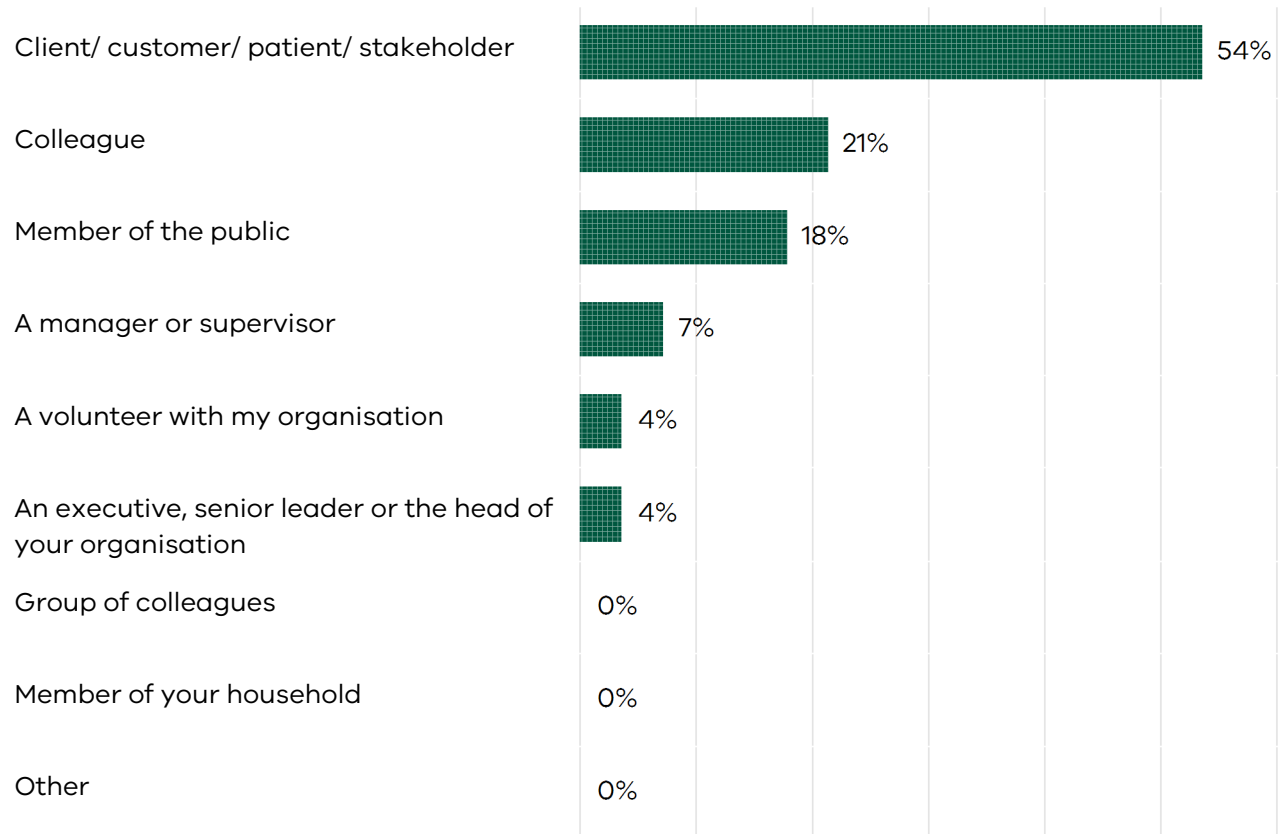
Perpetrator	Percentage
Client/ customer/ patient/ stakeholder	54%
Colleague	21%
Member of the public	18%
A manager or supervisor	7%
A volunteer with my organisation	4%
An executive, senior leader or the head of your organisation	4%
Group of colleagues	0%
Member of your household	0%
Other	0%

People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

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

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

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

Example

8% of your staff who did the survey said they experienced violence or aggression.

Of that 8%, 36% said it was by someone within the organisation.

Of that 36%, 50% said it was 'They were in my workgroup'.

10 people (36% of staff who experienced violence or aggression) experienced violence or aggression from within your organisation (You2023)

Relationship	Percentage
They were in my workgroup	50%
They were my immediate manager or supervisor	30%
They were outside my workgroup	20%
They were someone I supervise or manage	20%

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

17% of your staff who did the survey said they witnessed some negative behaviour at work.

83% 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?

60	295
17%	83%

■ Witnessed some negative behaviour   ▦ Did not witness some negative behaviour

During the last 12 months in your current organisation, have you witnessed any of the following negative behaviours at work?	You 2023	Comparator 2023	Public sector 2023
No, I have not witnessed any of the situations above	83%	80%	81%
Bullying of a colleague	14%	15%	13%
Discrimination against a colleague	4%	8%	7%
Violence or aggression against a colleague	2%	4%	3%
Sexual harassment of a colleague	0%	2%	1%

Victorian Public Sector Commission

VICTORIA State Government

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

17% of your staff who did the survey witnessed negative behaviour, of which:

- 82% said the top action they took was 'Spoke to the person who experienced the behaviour'.

- 2% took no action.

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

60	295
17%	83%

■ Witnessed some negative behaviour   ▦ Did not witness some negative behaviour
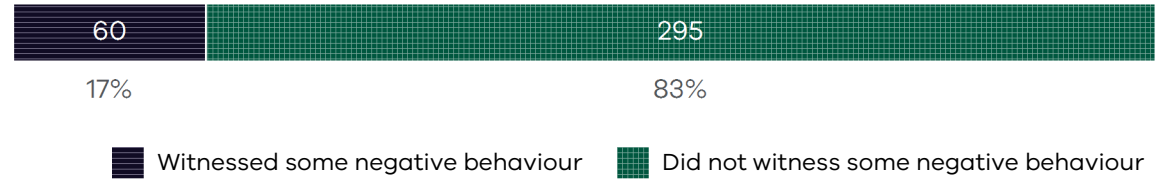
When you witnessed the above behaviour(s), did you do any of the following?	You 2023	Comparator 2023	Public sector 2023
Spoke to the person who experienced the behaviour	82%	63%	69%
Told a manager	45%	33%	38%
Told a colleague	20%	20%	19%
Told the person the behaviour was not OK	20%	18%	20%
Spoke to the person who behaved in a negative way	17%	15%	17%
Told Human Resources	13%	8%	7%
Other	10%	7%	6%
Submitted a formal complaint	3%	4%	5%
Took no action	2%	11%	8%

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2023

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- Age, gender, variations in sex characteristics and sexual orientation
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- Categories

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Key differences

Highest scoring questions

What this is

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

How to read this

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

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

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

Example

On the first row 'Job enrichment', the 'You 2023' column shows 95% of your staff agreed with 'I can use my skills and knowledge in my job'.
In the 'Change from 2022' column, you have a 2% increase, which is a positive trend.

Question group	Highest scoring questions	You 2023	Change from 2022	Comparator 2023
Job enrichment	I can use my skills and knowledge in my job	95%	+2%	92%
Meaningful work	I can make a worthwhile contribution at work	94%	+1%	92%
Job enrichment	I understand how my job helps my organisation achieve its goals	93%	0%	90%
Meaningful work	I achieve something important through my work	93%	0%	91%
Manager leadership	My manager treats employees with dignity and respect	89%	+1%	84%
Inclusion	I can be myself at work	86%	+3%	82%
Collaboration	I am able to work effectively with others outside my immediate workgroup	86%	+0%	79%
Meaningful work	I get a sense of accomplishment from my work	86%	-2%	85%
Organisational integrity	My organisation encourages employees to act in ways that are consistent with human rights	86%	-2%	82%
Inclusion	I feel culturally safe at work	86%	-1%	84%

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Key differences

Lowest scoring questions

What this is

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

How to read this

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

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

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

Example

On the first row 'Taking action', the 'You 2023' column shows 37% of your staff agreed with 'My organisation has made improvements based on the survey results from last year'.

In the 'Change from 2022' column, you have a 0% decrease, which is a negative trend.

Question subgroup	Lowest scoring questions	You 2023	Change from 2022	Comparator 2023
Taking action	My organisation has made improvements based on the survey results from last year	37%	0%	37%
Safety climate	All levels of my organisation are involved in the prevention of stress	42%	-9%	44%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	43%	-12%	47%
Other questions	My workgroup gives frank and fearless advice to our managers and leaders (including the Minister, where applicable)	46%	Not asked in 2022	48%
Organisational integrity	I believe the promotion processes in my organisation are fair	47%	-4%	41%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	48%	-9%	49%
Workload	I have enough time to do my job effectively	51%	-2%	53%
Learning and development	I am satisfied with the opportunities to progress in my organisation	52%	+2%	45%
Organisational integrity	I have an equal chance at promotion in my organisation	53%	+3%	46%
Taking action	I believe my organisation will make improvements based on the results of this survey	53%	+1%	50%

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Key differences

Most improved

What this is

This is where staff feel their organisation has most improved.

How to read this

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

In this table, your trend is shown in the 'Increase from 2022' column.

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

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

Example

On the first row 'Innovation', the 'You 2023' column shows 75% of your staff agreed with 'My workgroup is quick to respond to opportunities to do things better'.

In the 'Increase from 2022' column, you have a 7% increase, which is a positive trend.

Question group	Most improved from last year	You 2023	Increase from 2022	Comparator 2023
Innovation	My workgroup is quick to respond to opportunities to do things better	75%	+7%	70%
Learning and development	My organisation places a high priority on the learning and development of staff	67%	+6%	55%
Workgroup support	People in my workgroup work together effectively to get the job done	81%	+5%	78%
Manager support	My manager gives me feedback that helps me improve my performance	74%	+5%	69%
Learning and development	I am developing and learning in my role	79%	+4%	75%
Manager support	My manager listens to what I have to say	82%	+3%	81%
Organisational integrity	I have an equal chance at promotion in my organisation	53%	+3%	46%
Learning and development	I am satisfied with the way my learning and development needs have been addressed in the last 12 months	62%	+3%	55%
Job enrichment	I have the authority to do my job effectively	79%	+3%	75%
Safe to speak up	People in my workgroup are able to bring up problems and tough issues	75%	+3%	71%

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Key differences

Most declined

What this is

This is where staff feel their organisation has most declined.

How to read this

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

In this table, your trend is shown in the 'Decrease from 2022' column.

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

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

Example

On the first row 'Safety climate', the 'You 2023' column shows 43% of your staff agreed with 'Senior leaders show support for stress prevention through involvement and commitment'.
In the 'Decrease from 2022' column, you have a 12% decrease, which is a negative trend.

Question subgroup	Largest decline from last year	You 2023	Decrease from 2022	Comparator 2023
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	43%	-12%	47%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	48%	-9%	49%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	53%	-9%	52%
Safety climate	All levels of my organisation are involved in the prevention of stress	42%	-9%	44%
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	82%	-6%	78%
Workload	The workload I have is appropriate for the job that I do	55%	-5%	56%
Organisational integrity	I believe the promotion processes in my organisation are fair	47%	-4%	41%
Senior leadership	Senior leaders demonstrate honesty and integrity	64%	-3%	57%
Organisational integrity	My organisation takes steps to eliminate bullying, harassment and discrimination	71%	-3%	68%
Engagement	I feel a strong personal attachment to my organisation	64%	-3%	58%

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Key differences

Biggest positive difference from comparator

What this is

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

How to read this

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

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

Example

On the first row 'Collaboration', the 'You 2023' column shows 65% of your staff agreed with 'Workgroups across my organisation willingly share information with each other'.

The 'difference' column, shows that agreement for this question was 12 percentage points higher in your organisation than in your comparator.

Question group	Biggest positive difference from comparator	You 2023	Difference	Comparator 2023
Collaboration	Workgroups across my organisation willingly share information with each other	65%	+12%	53%
Learning and development	My organisation places a high priority on the learning and development of staff	67%	+12%	55%
Senior leadership	Senior leaders provide clear strategy and direction	65%	+10%	54%
Engagement	I am proud to tell others I work for my organisation	79%	+10%	69%
Engagement	I would recommend my organisation as a good place to work	70%	+9%	61%
Engagement	My organisation inspires me to do the best in my job	68%	+9%	59%
Engagement	My organisation motivates me to help achieve its objectives	69%	+8%	61%
Organisational integrity	My organisation is committed to earning a high level of public trust	79%	+8%	71%
Senior leadership	Senior leaders model my organisation's values	65%	+8%	57%
Satisfaction	How satisfied are you with your career development within your current organisation	62%	+8%	55%

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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 'Safety climate', the 'You 2023' column shows 43% of your staff agreed with 'Senior leaders show support for stress prevention through involvement and commitment'.

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

Question subgroup	Biggest negative difference from comparator	You 2023	Difference	Comparator 2023
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	43%	-4%	47%
Workload	I have enough time to do my job effectively	51%	-2%	53%
Safety climate	All levels of my organisation are involved in the prevention of stress	42%	-2%	44%
Workload	The workload I have is appropriate for the job that I do	55%	-1%	56%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	48%	-1%	49%
Workgroup support	People in my workgroup are politically impartial in their work	75%	-1%	76%
Safety climate	My organisation provides a physically safe work environment	83%	-1%	84%
Other questions	My workgroup gives frank and fearless advice to our managers and leaders (including the Minister, where applicable)	46%	-1%	48%
Taking action	My organisation has made improvements based on the survey results from last year	37%	0%	37%

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- Age, gender, variations in sex characteristics and sexual orientation
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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

53% of your staff who did the survey agreed or strongly agreed with 'I believe my organisation will make improvements based on the results of this survey'.

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree
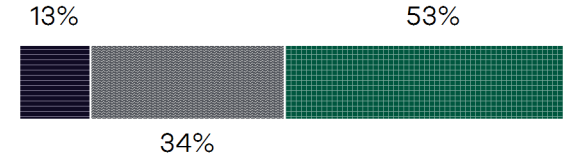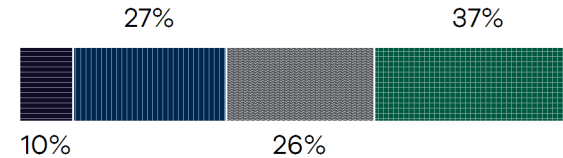
Survey question	Your results	2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
I believe my organisation will make improvements based on the results of this survey	13% / 34% / 53%	Not asked	52 %	53 %	32 %	50 %	60 %
My organisation has made improvements based on the survey results from last year	10% / 27% / 26% / 37%	Not asked	37 %	37 %	25 %	37 %	49 %

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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

65% of your staff who did the survey agreed or strongly agreed with 'Senior leaders model my organisation's values'.

Survey question	Your results					

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

Survey question	Your results	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
Senior leaders model my organisation's values	5% ... 65% / 9% 21%	68 %	67 %	65 %	37 %	57 %	69 %
Senior leaders provide clear strategy and direction	2% ... 65% / 10% 23%	66 %	63 %	65 %	36 %	54 %	65 %
Senior leaders demonstrate honesty and integrity	6% ... 64% / 8% 23%	65 %	67 %	64 %	39 %	57 %	69 %

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Organisational climate

Scorecard

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2023:

- 75% of your staff who did the survey responded positively to questions about Collaboration which is up from 74% in 2022.

Compared to:

- 66% of staff at your comparator and 72% of staff across the public sector.
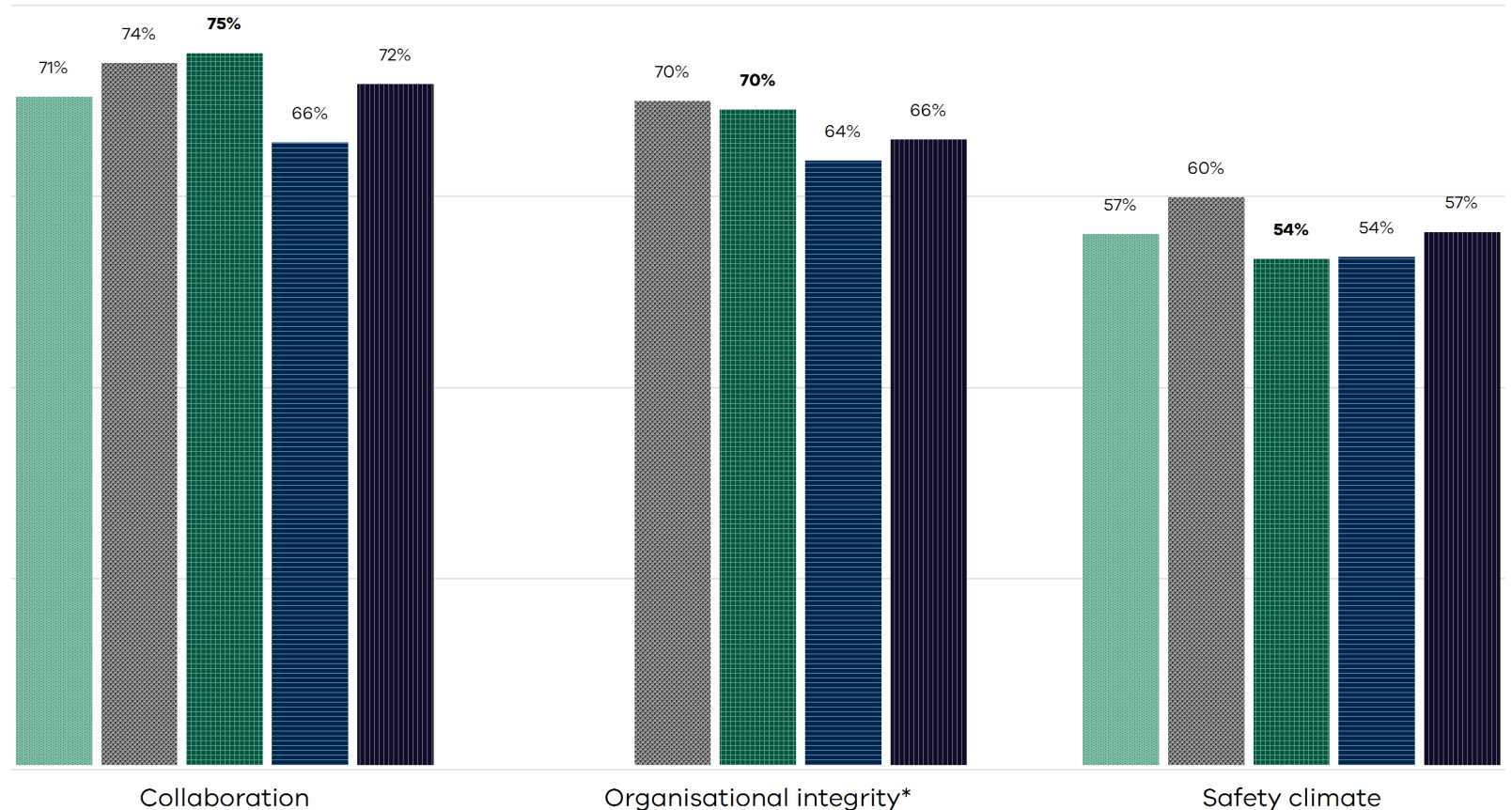
Collaboration: You 2021 71%, You 2022 74%, You 2023 75%, Comparator 2023 66%, Public sector 2023 72%

Organisational integrity*: You 2022 70%, You 2023 70%, Comparator 2023 64%, Public sector 2023 66%

Safety climate: You 2021 57%, You 2022 60%, You 2023 54%, Comparator 2023 54%, Public sector 2023 57%

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

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

Organisational climate

Organisational integrity 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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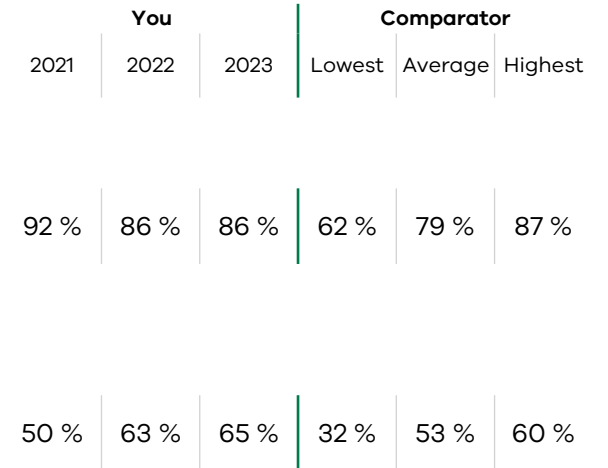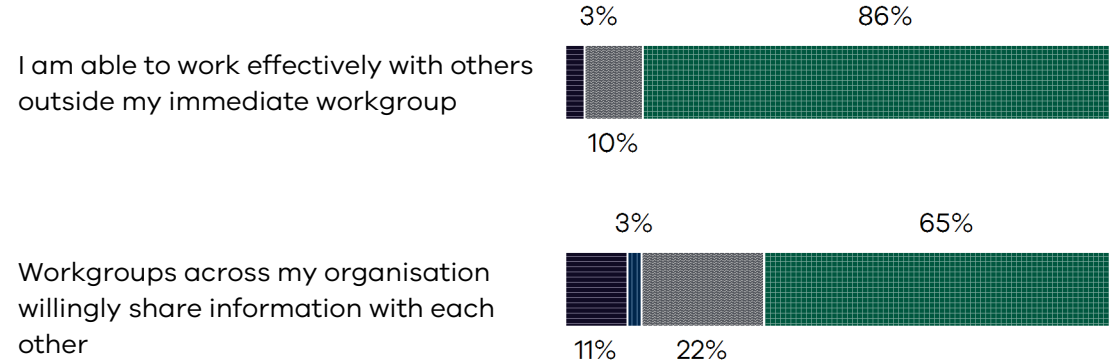
Example

86% of your staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.

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

Survey question	Your results	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My organisation encourages employees to act in ways that are consistent with human rights	3% ... 86% / 4% 8%	77 %	88 %	86 %	70 %	82 %	89 %
My organisation encourages respectful workplace behaviours	1% ... 85% / 7% 7%	81 %	84 %	85 %	68 %	80 %	86 %
My organisation is committed to earning a high level of public trust	3% ... 79% / 5% 13%	80 %	79 %	79 %	60 %	71 %	84 %
My organisation does not tolerate improper conduct	4% ... 72% / 9% 14%	68 %	73 %	72 %	49 %	69 %	76 %

Victorian Public Sector Commission

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Organisational climate

Organisational integrity 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

71% of your staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.

| Survey question | Your results | Benchmark agree results |

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

Survey question		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
My organisation takes steps to eliminate bullying, harassment and discrimination	5% / 8% / 17% / 71%	66 %	73 %	71 %	50 %	68 %	75 %
I believe the recruitment processes in my organisation are fair	7% / 9% / 19% / 65%	Not asked	66 %	65 %	47 %	57 %	65 %
I have an equal chance at promotion in my organisation	16% / 31% / 53%	Not asked	50 %	53 %	38 %	46 %	60 %
I believe the promotion processes in my organisation are fair	11% / 15% / 28% / 47%	Not asked	50 %	47 %	28 %	41 %	55 %

Victorian Public Sector Commission

VICTORIA State Government

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

86% 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

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

	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
I am able to work effectively with others outside my immediate workgroup — 3% / 86% / 10%	92 %	86 %	86 %	62 %	79 %	87 %
Workgroups across my organisation willingly share information with each other — 3% / 65% / 11% / 22%	50 %	63 %	65 %	32 %	53 %	60 %

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

83% of your staff who did the survey agreed or strongly agreed with 'My organisation provides a physically safe work environment'.

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

Survey question		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
My organisation provides a physically safe work environment	1% · 6% · 11% · 83%	82 %	83 %	83 %	78 %	84 %	91 %
In my workplace, there is good communication about psychological safety issues that affect me	17% · 28% · 55%	51 %	54 %	55 %	36 %	50 %	56 %
Senior leaders consider the psychological health of employees to be as important as productivity	18% · 28% · 53%	55 %	62 %	53 %	32 %	52 %	64 %
My organisation has effective procedures in place to support employees who may experience stress	19% · 9% · 25% · 48%	58 %	57 %	48 %	33 %	49 %	56 %
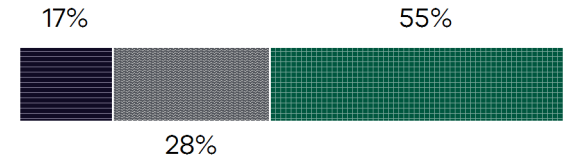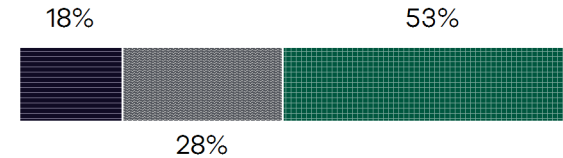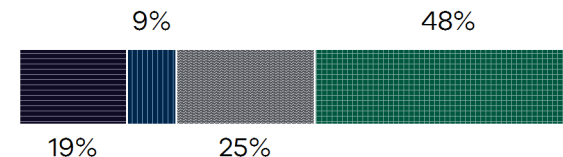
Organisational climate

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

43% of your staff who did the survey agreed or strongly agreed with 'Senior leaders show support for stress prevention through involvement and commitment'.

Legend: ■ Disagree ■ Neither agree nor disagree ▮ Don't know ▦ Agree
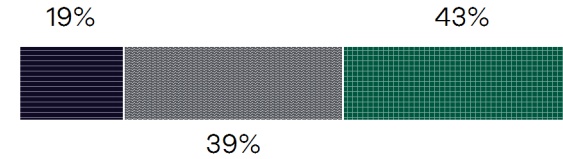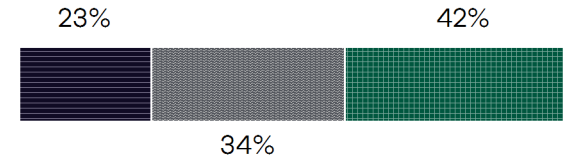
Survey question	Your results		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
Senior leaders show support for stress prevention through involvement and commitment	19% / 39% / 43%	52 %	55 %	43 %	28 %	47 %	59 %
All levels of my organisation are involved in the prevention of stress	23% / 34% / 42%	42 %	51 %	42 %	31 %	44 %	53 %

People matter survey

2023

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- 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
- Categories

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:

- 77% of your staff who did the survey responded positively to questions about Workgroup support which is up from 75% in 2022.

Compared to:

- 75% of staff at your comparator and 80% of staff across the public sector.
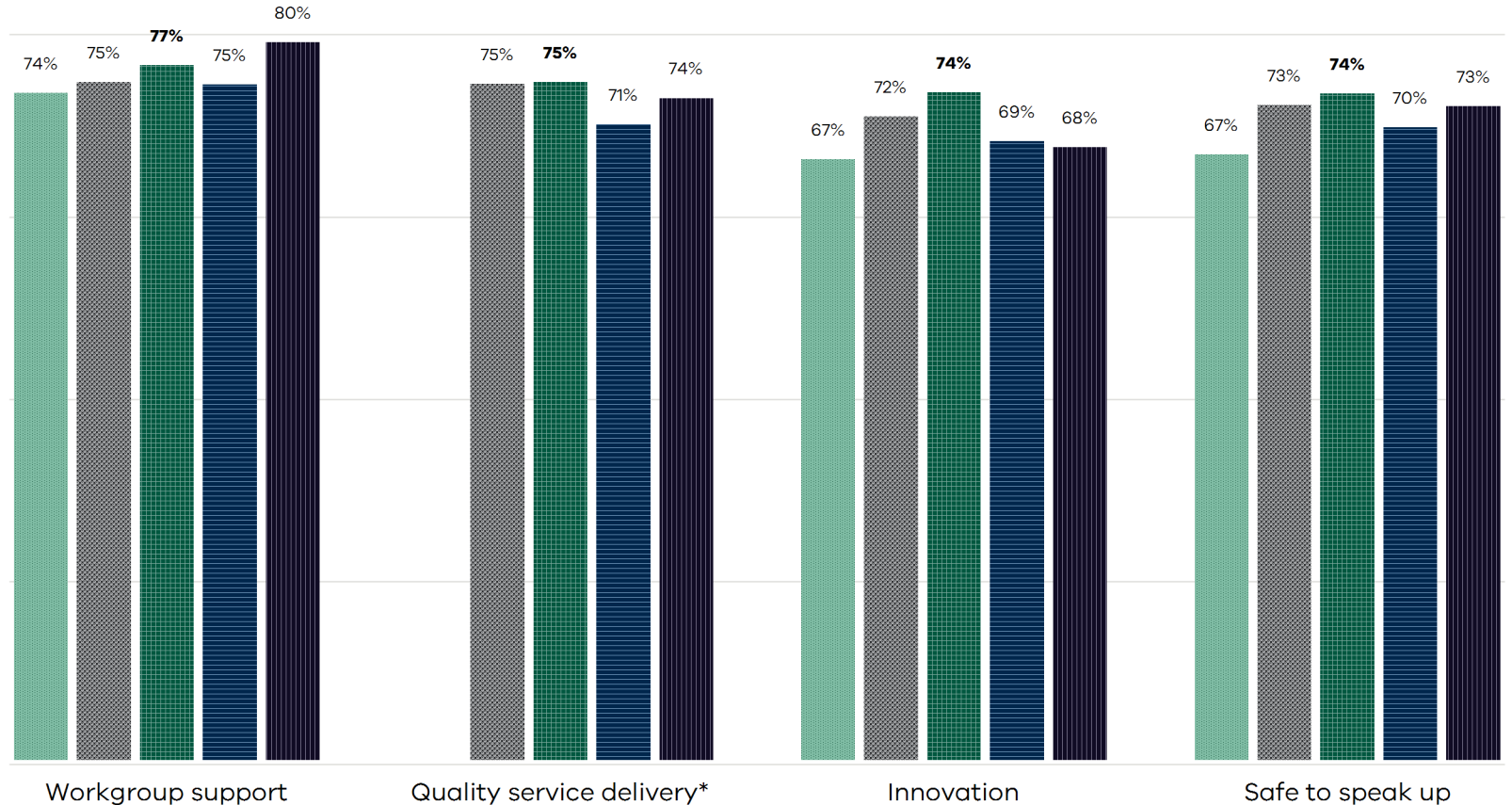
	Workgroup support	Quality service delivery*	Innovation	Safe to speak up
You 2021	74%		67%	67%
You 2022	75%	75%	72%	73%
You 2023	77%	75%	74%	74%
Comparator 2023	75%	71%	69%	70%
Public sector 2023	80%	74%	68%	73%

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

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

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

80% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

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

Survey question		You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
My workgroup provides high quality advice and services (7% / 13% / 80%)	Not asked	81 %	80 %	71 %	76 %	82 %
My workgroup acts fairly and without bias (9% / 14% / 1% / 77%)	Not asked	78 %	77 %	67 %	73 %	78 %
My workgroup has clear lines of responsibility (12% / 13% / 75%)	70 %	74 %	75 %	62 %	68 %	74 %
My workgroup uses its resources well (12% / 16% / 1% / 70%)	Not asked	68 %	70 %	61 %	66 %	71 %
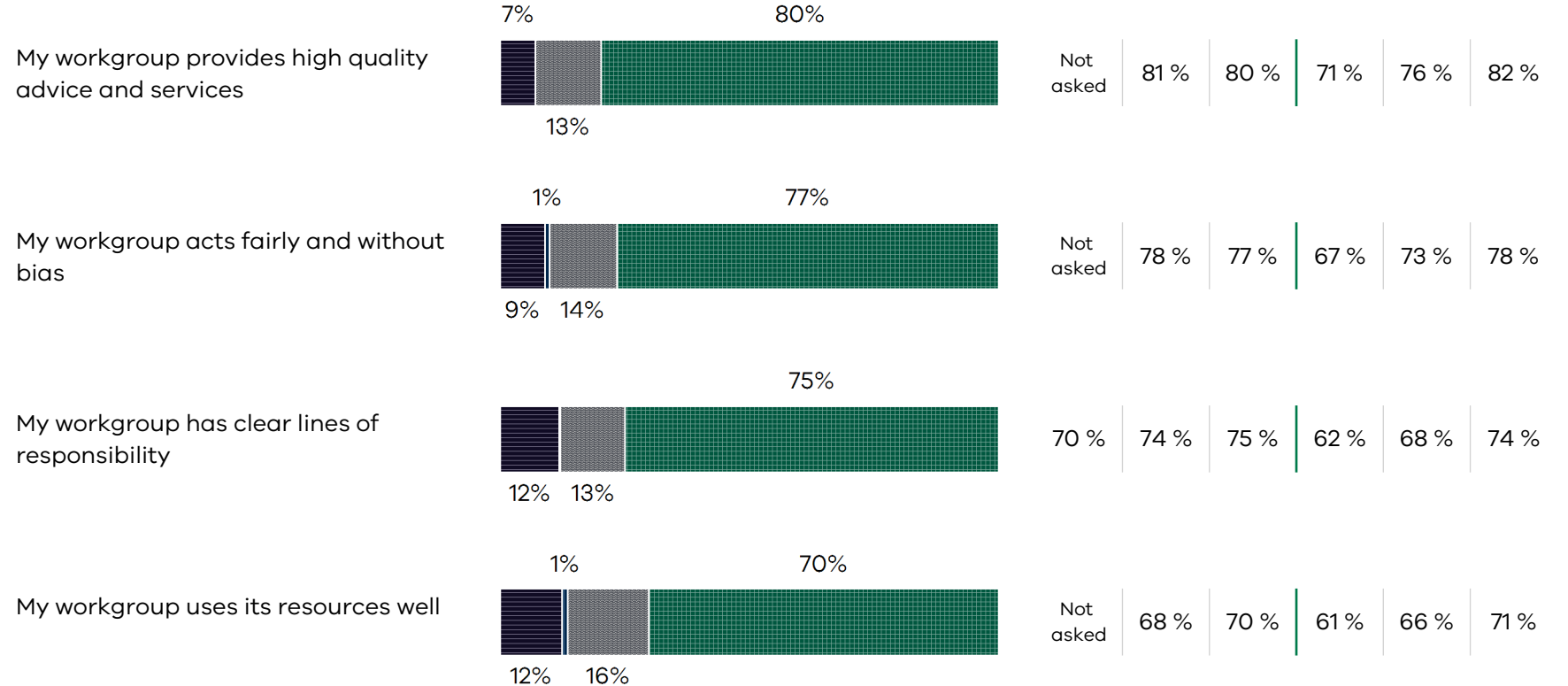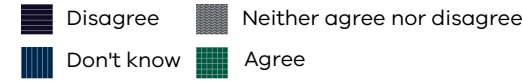
Workgroup climate

Innovation

What this is

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

Why this is important

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

How to read this

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

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

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

Example

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

Legend: Disagree | Neither agree nor disagree | Don't know | Agree
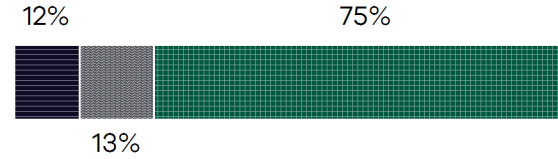
Survey question	Your results	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup is quick to respond to opportunities to do things better	12% / 13% / 75%	65 %	68 %	75 %	63 %	70 %	74 %
My workgroup encourages employee creativity	9% / 1% / 16% / 75%	68 %	74 %	75 %	62 %	69 %	76 %
My workgroup learns from failures and mistakes	10% / 1% / 16% / 73%	68 %	73 %	73 %	62 %	67 %	72 %
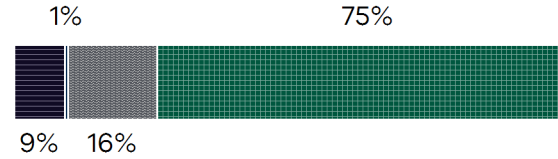
Workgroup climate

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.

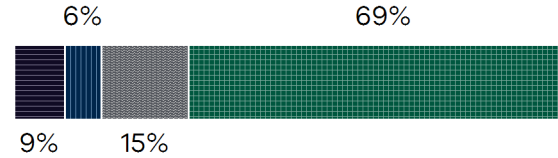Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

85% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup treat each other with respect'.

Legend: Disagree · Don't know · Neither agree nor disagree · Agree
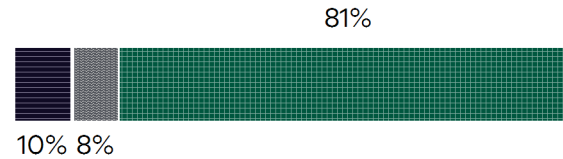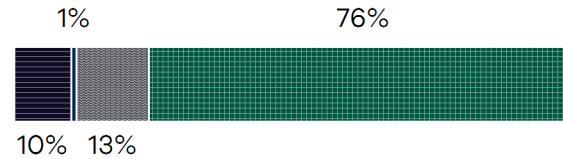
Survey question		You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup treat each other with respect	8% / 1% / 7% / 85%	82 %	83 %	85 %	75 %	82 %	87 %
People in my workgroup work together effectively to get the job done	10% / 8% / 81%	80 %	77 %	81 %	67 %	78 %	82 %
People in my workgroup are honest, open and transparent in their dealings	10% / 1% / 13% / 76%	69 %	75 %	76 %	66 %	72 %	79 %
People in my workgroup are politically impartial in their work	5% / 6% / 15% / 75%	72 %	75 %	75 %	69 %	76 %	80 %

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Workgroup climate

What this is

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

Why this is important

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

How to read this

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

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

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

Example

69% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.

Survey question

Your results

Benchmark agree results

	Disagree		Neither agree nor disagree
	Don't know		Agree

		You			**Comparator**	
2021	2022	2023	Lowest	Average	Highest

People in my workgroup appropriately manage conflicts of interest

6% — 69%
9% — 15%

2021	2022	2023	Lowest	Average	Highest
68 %	67 %	69 %	59 %	67 %	75 %

Victorian Public Sector Commission

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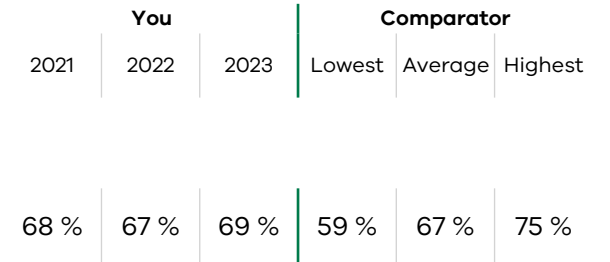
Workgroup climate

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

75% 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'.
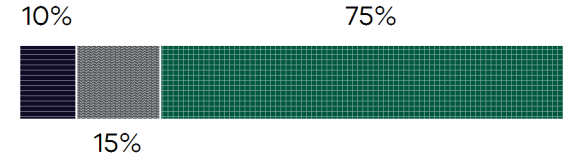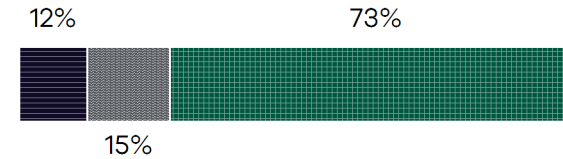
Survey question	Your results						
		You			**Comparator**		
		2021	2022	2023	Lowest	Average	Highest
People in my workgroup are able to bring up problems and tough issues	Disagree 10% · Neither 15% · Agree 75%	72 %	72 %	75 %	63 %	71 %	76 %
I feel safe to challenge inappropriate behaviour at work	Disagree 12% · Neither 15% · Agree 73%	63 %	73 %	73 %	55 %	70 %	75 %

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

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People matter survey

2023

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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

Demographics

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

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.
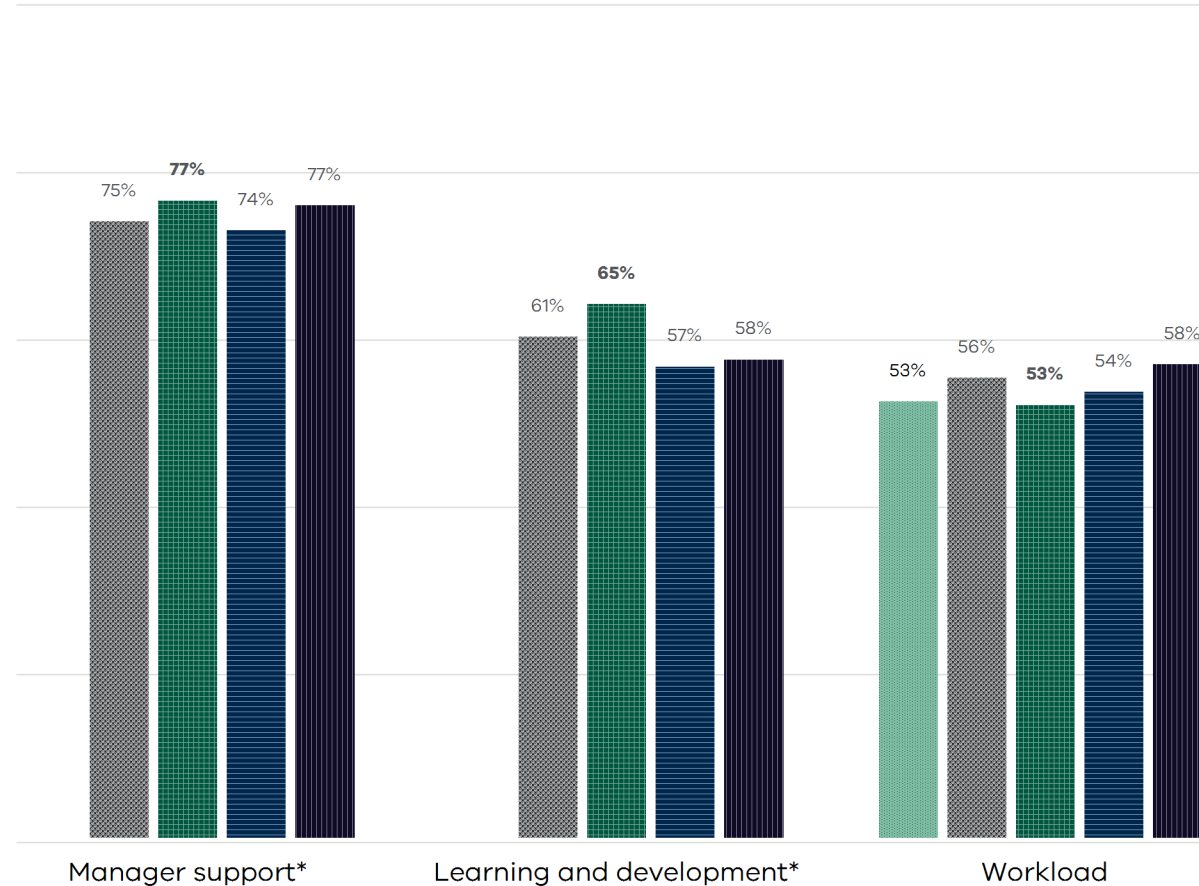
Example

In 2023:

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

Compared to:

- 89% of staff at your comparator and 87% of staff across the public sector.

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

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

Meaningful work*: 91%, 91%, 89%, 87%
Job enrichment*: 86%, 86%, 83%, 83%
Manager leadership: 83%, 85%, 86%, 82%, 86%
Flexible working*: 78%, 77%, 73%, 79%

Job and manager factors

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2023:

- 77% of your staff who did the survey responded positively to questions about Manager support.

Compared to:

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

Manager support*: 75%, 77%, 74%, 77%
Learning and development*: 61%, 65%, 57%, 58%
Workload: 53%, 56%, 53%, 54%, 58%

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

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

Victorian Public Sector Commission

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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.

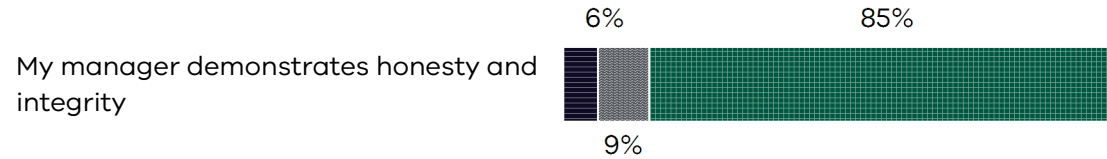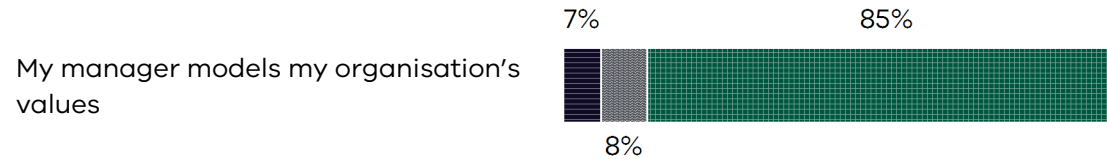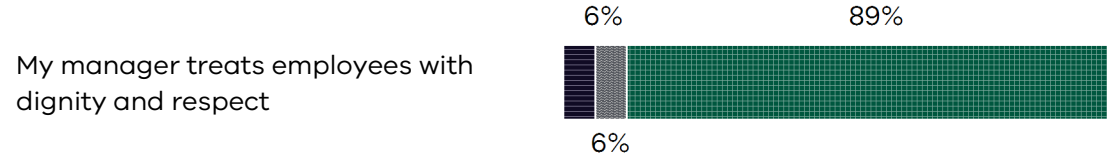Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

89% of your staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

Survey question	Your results	Benchmark agree results

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

	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
My manager treats employees with dignity and respect	86 %	88 %	89 %	76 %	84 %	90 %
My manager models my organisation's values	81 %	85 %	85 %	71 %	80 %	87 %
My manager demonstrates honesty and integrity	83 %	84 %	85 %	73 %	81 %	87 %

My manager treats employees with dignity and respect: 6% / 6% / 89%

My manager models my organisation's values: 7% / 8% / 85%

My manager demonstrates honesty and integrity: 6% / 9% / 85%

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.
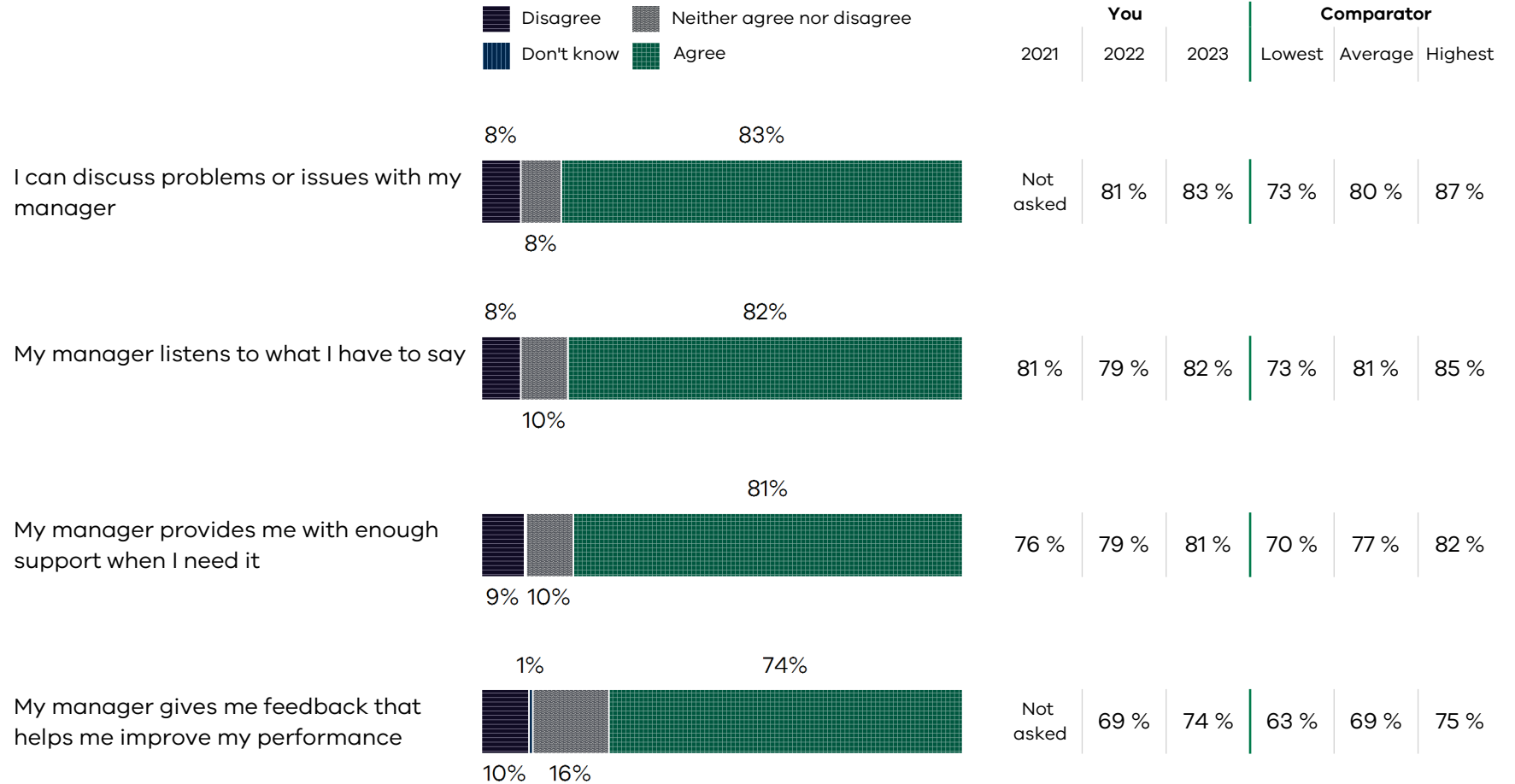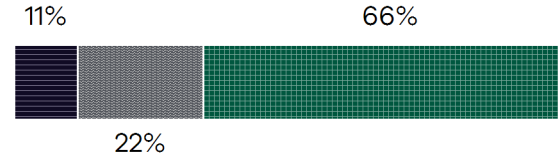
Example

83% of your staff who did the survey agreed or strongly agreed with 'I can discuss problems or issues with my manager'.

Survey question / Your results / Benchmark agree results

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

Survey question		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
I can discuss problems or issues with my manager	8% Disagree / 8% Neither / 83% Agree	Not asked	81 %	83 %	73 %	80 %	87 %
My manager listens to what I have to say	8% Disagree / 10% Neither / 82% Agree	81 %	79 %	82 %	73 %	81 %	85 %
My manager provides me with enough support when I need it	9% Disagree / 10% Neither / 81% Agree	76 %	79 %	81 %	70 %	77 %	82 %
My manager gives me feedback that helps me improve my performance	10% Disagree / 16% Neither / 1% + 74% Agree	Not asked	69 %	74 %	63 %	69 %	75 %

Victorian Public Sector Commission

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Job and manager factors

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

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

Example

66% of your staff who did the survey agreed or strongly agreed with 'I receive meaningful recognition when I do good work'.

Survey question

Your results

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

I receive meaningful recognition when I do good work

11%   66%

22%

Benchmark agree results

	You			Comparator		
2021	2022	2023		Lowest	Average	Highest
Not asked	66 %	66 %		45 %	61 %	67 %

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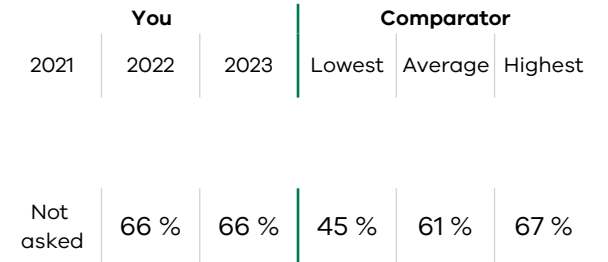
Job and manager factors

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

55% of your staff who did the survey agreed or strongly agreed with 'The workload I have is appropriate for the job that I do'.

Legend: ■ Disagree   ▦ Neither agree nor disagree   ▦ Agree
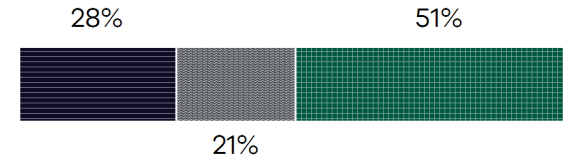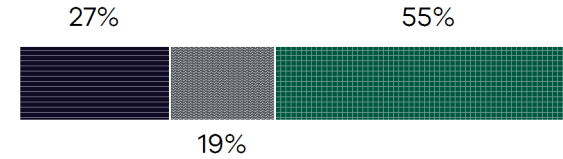
Survey question	Your results		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
The workload I have is appropriate for the job that I do	27% / 19% / 55%	56 %	59 %	55 %	50 %	56 %	64 %
I have enough time to do my job effectively	28% / 21% / 51%	51 %	53 %	51 %	46 %	53 %	63 %

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.
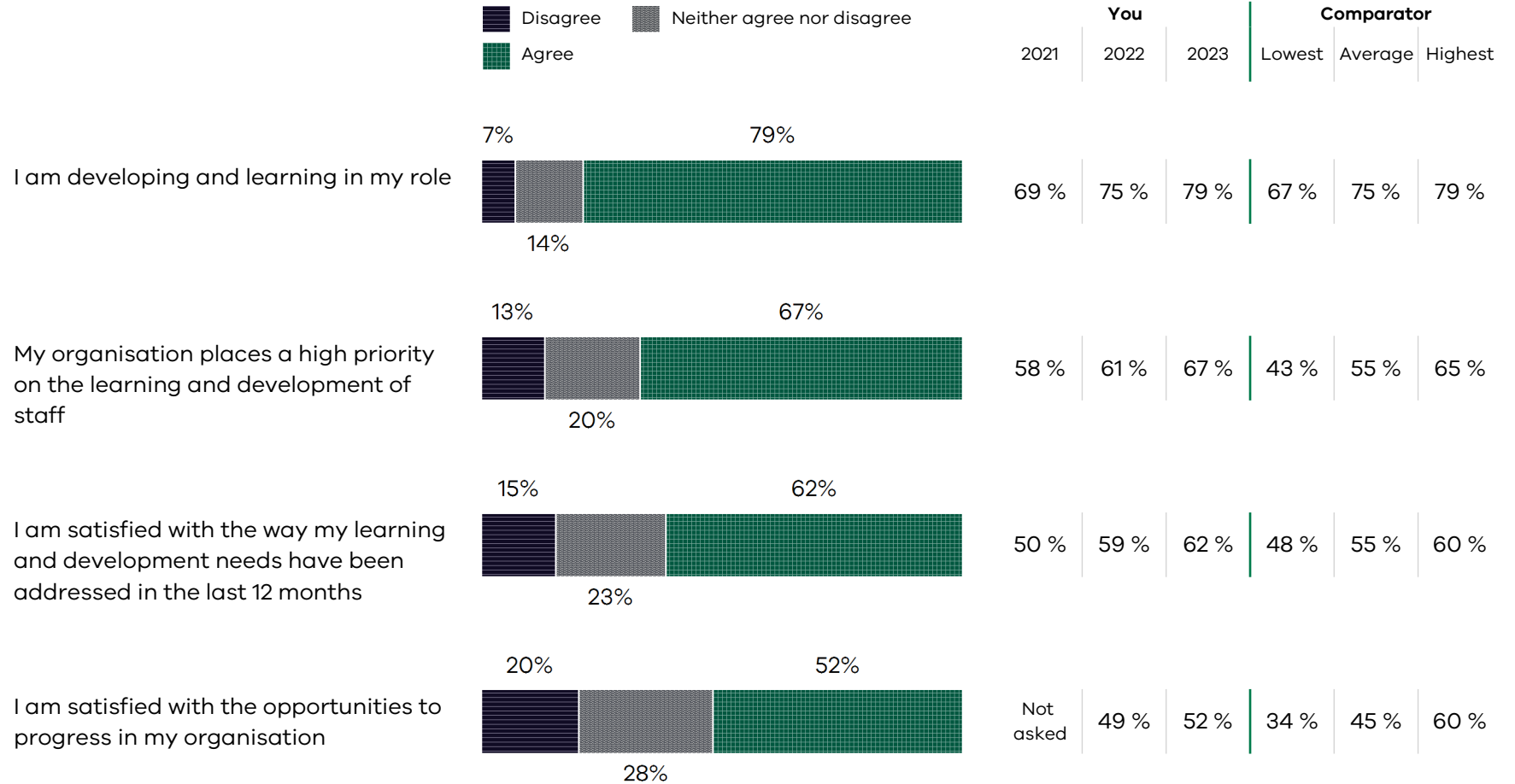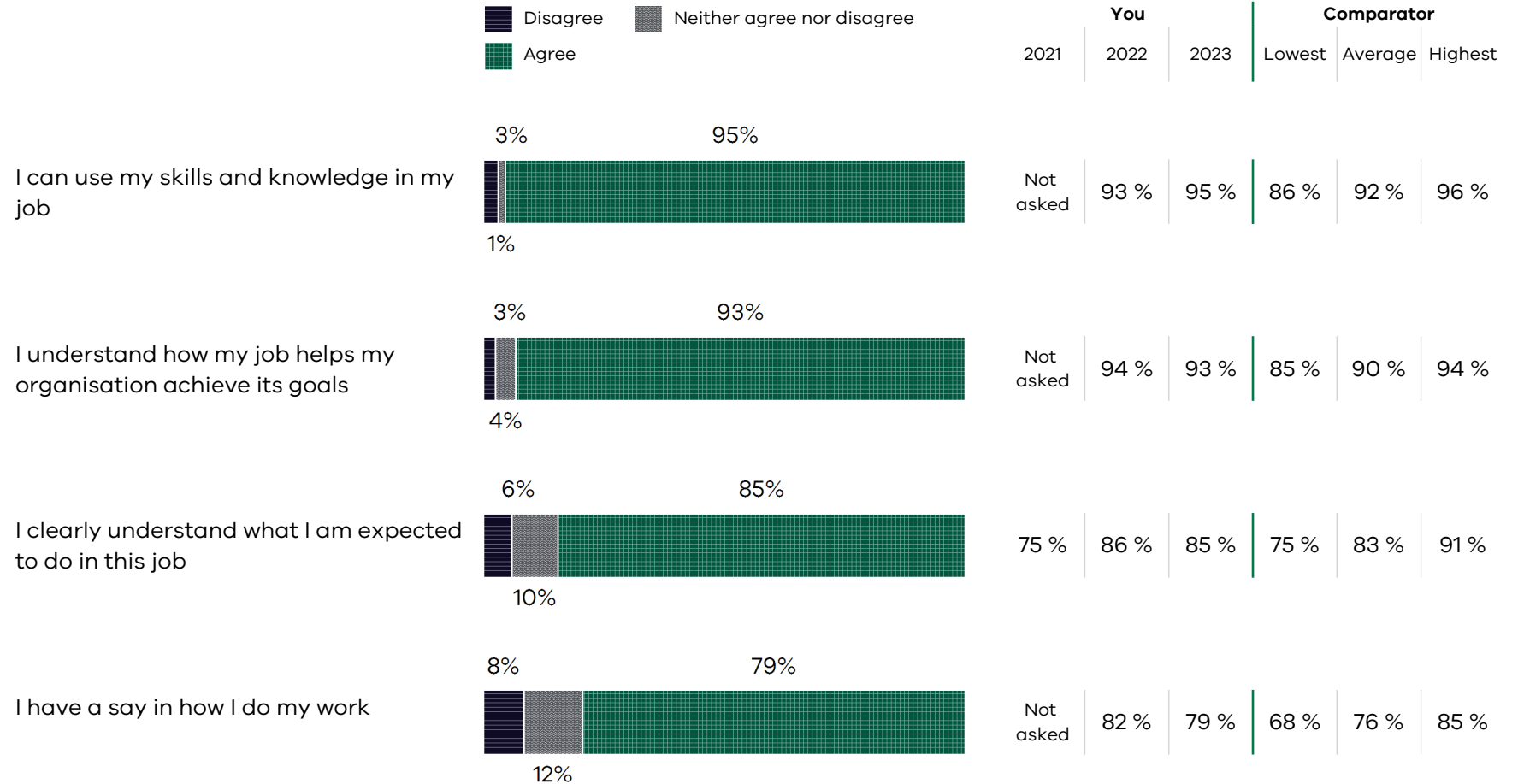
Example

79% 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 |

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

Survey question		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
I am developing and learning in my role	Disagree 7%, Neither 14%, Agree 79%	69 %	75 %	79 %	67 %	75 %	79 %
My organisation places a high priority on the learning and development of staff	Disagree 13%, Neither 20%, Agree 67%	58 %	61 %	67 %	43 %	55 %	65 %
I am satisfied with the way my learning and development needs have been addressed in the last 12 months	Disagree 15%, Neither 23%, Agree 62%	50 %	59 %	62 %	48 %	55 %	60 %
I am satisfied with the opportunities to progress in my organisation	Disagree 20%, Neither 28%, Agree 52%	Not asked	49 %	52 %	34 %	45 %	60 %

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.
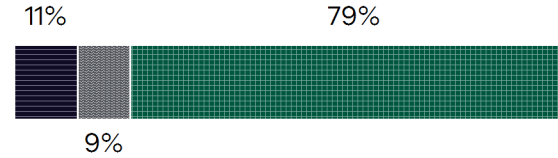
Example

95% of your staff who did the survey agreed or strongly agreed with 'I can use my skills and knowledge in my job'.

Legend: Disagree | Neither agree nor disagree | Agree

Survey question		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
I can use my skills and knowledge in my job	3% / 1% / 95%	Not asked	93 %	95 %	86 %	92 %	96 %
I understand how my job helps my organisation achieve its goals	3% / 4% / 93%	Not asked	94 %	93 %	85 %	90 %	94 %
I clearly understand what I am expected to do in this job	6% / 10% / 85%	75 %	86 %	85 %	75 %	83 %	91 %
I have a say in how I do my work	8% / 12% / 79%	Not asked	82 %	79 %	68 %	76 %	85 %

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.
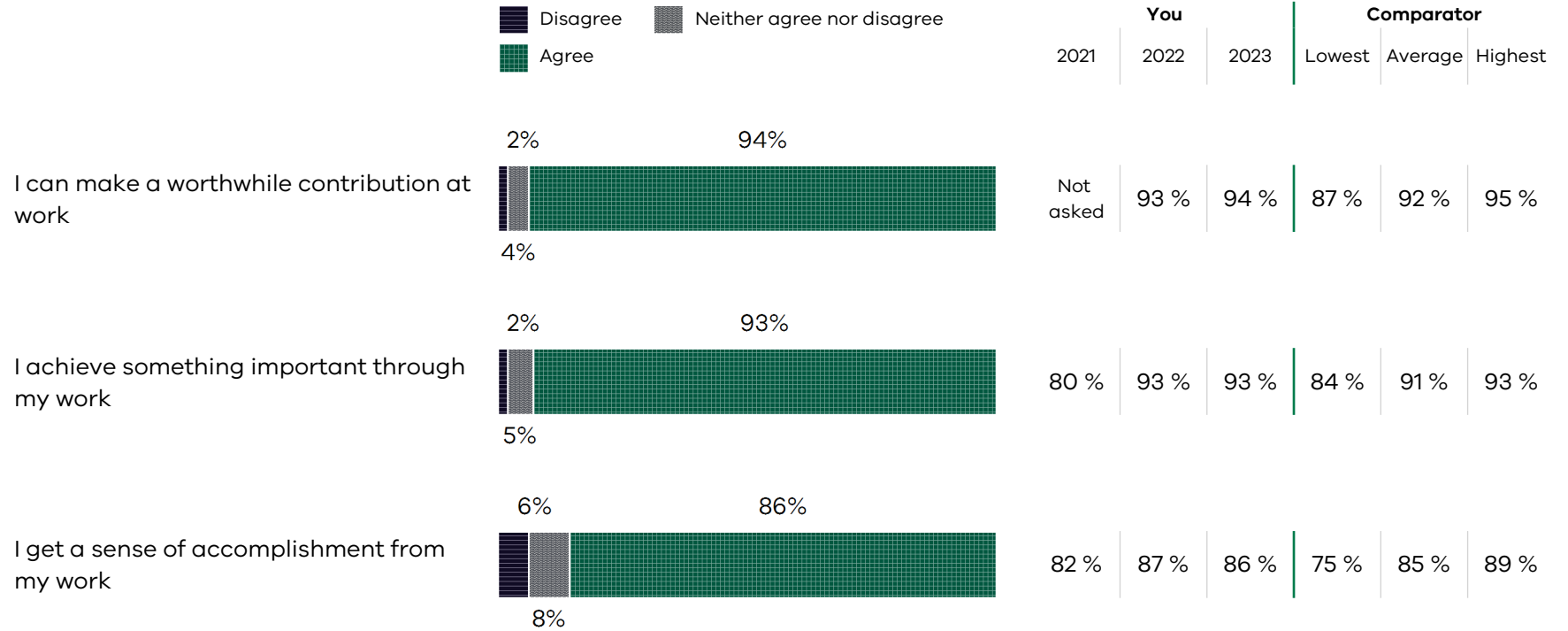
Example

79% 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

Disagree | Neither agree nor disagree
Agree

11%   79%

9%

Benchmark agree results

	You			Comparator		
2021	2022	2023		Lowest	Average	Highest
76 %	77 %	79 %		68 %	75 %	81 %

People matter survey | results

Victorian Public Sector Commission

VICTORIA State Government
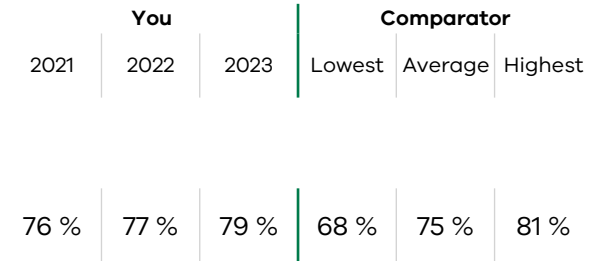
Job and manager factors

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

94% of your staff who did the survey agreed or strongly agreed with 'I can make a worthwhile contribution at work'.
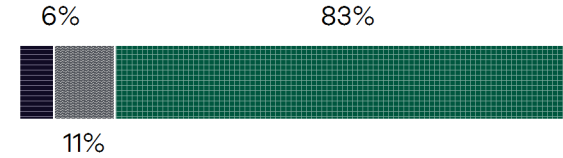
Survey question | Your results | Benchmark agree results

Legend:
- Disagree
- Neither agree nor disagree
- Agree

Survey question	Your results	2021	You 2022	2023	Comparator Lowest	Comparator Average	Comparator Highest
I can make a worthwhile contribution at work	2% / 4% / 94%	Not asked	93 %	94 %	87 %	92 %	95 %
I achieve something important through my work	2% / 5% / 93%	80 %	93 %	93 %	84 %	91 %	93 %
I get a sense of accomplishment from my work	6% / 8% / 86%	82 %	87 %	86 %	75 %	85 %	89 %

Job and manager factors

Flexible working

What this is

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

Why this is important

Supporting flexible working can improve employee wellbeing.

How to read this

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

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

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

Example

83% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.

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

Survey question	Your results	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My manager supports working flexibly	6% / 11% / 83%	Not asked	83 %	83 %	68 %	78 %	88 %
I am confident that if I requested a flexible work arrangement, it would be given due consideration	12% / 16% / 72%	70 %	74 %	72 %	60 %	69 %	81 %

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
- Categories

Public sector values

What this is

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

Why this is important

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

How to read this

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

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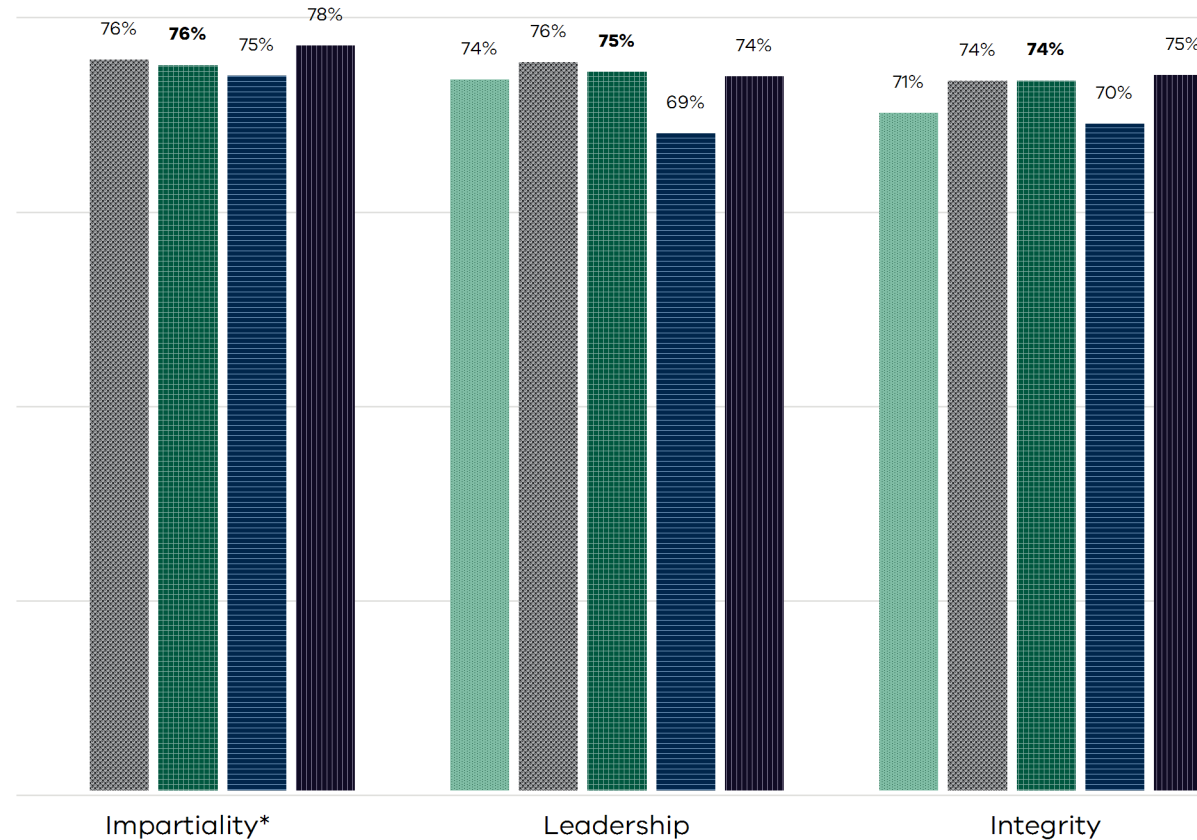
Example

In 2023:

- 84% of your staff who did the survey responded positively to questions about Human rights , which is down 4% in 2022.

Compared to:

- 80% of staff at your comparator and 83% of staff across the public sector.

Human rights: 75%, 88%, 84%, 80%, 83%
Respect: 79%, 81%, 82%, 79%, 81%
Responsiveness*: 81%, 80%, 76%, 81%
Accountability*: 77%, 78%, 72%, 74%

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

You 2021   You 2022   You 2023   Comparator 2023   Public sector 2023

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2023:

- 76% of your staff who did the survey responded positively to questions about Impartiality , which is down 1% in 2022.

Compared to:

- 75% of staff at your comparator and 78% of staff across the public sector.

Impartiality*: 76%, 76%, 75%, 78%
Leadership: 74%, 76%, 75%, 69%, 74%
Integrity: 71%, 74%, 74%, 70%, 75%

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

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

Public sector values

Responsiveness

What this is

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

Why this is important

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

How to read this

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

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

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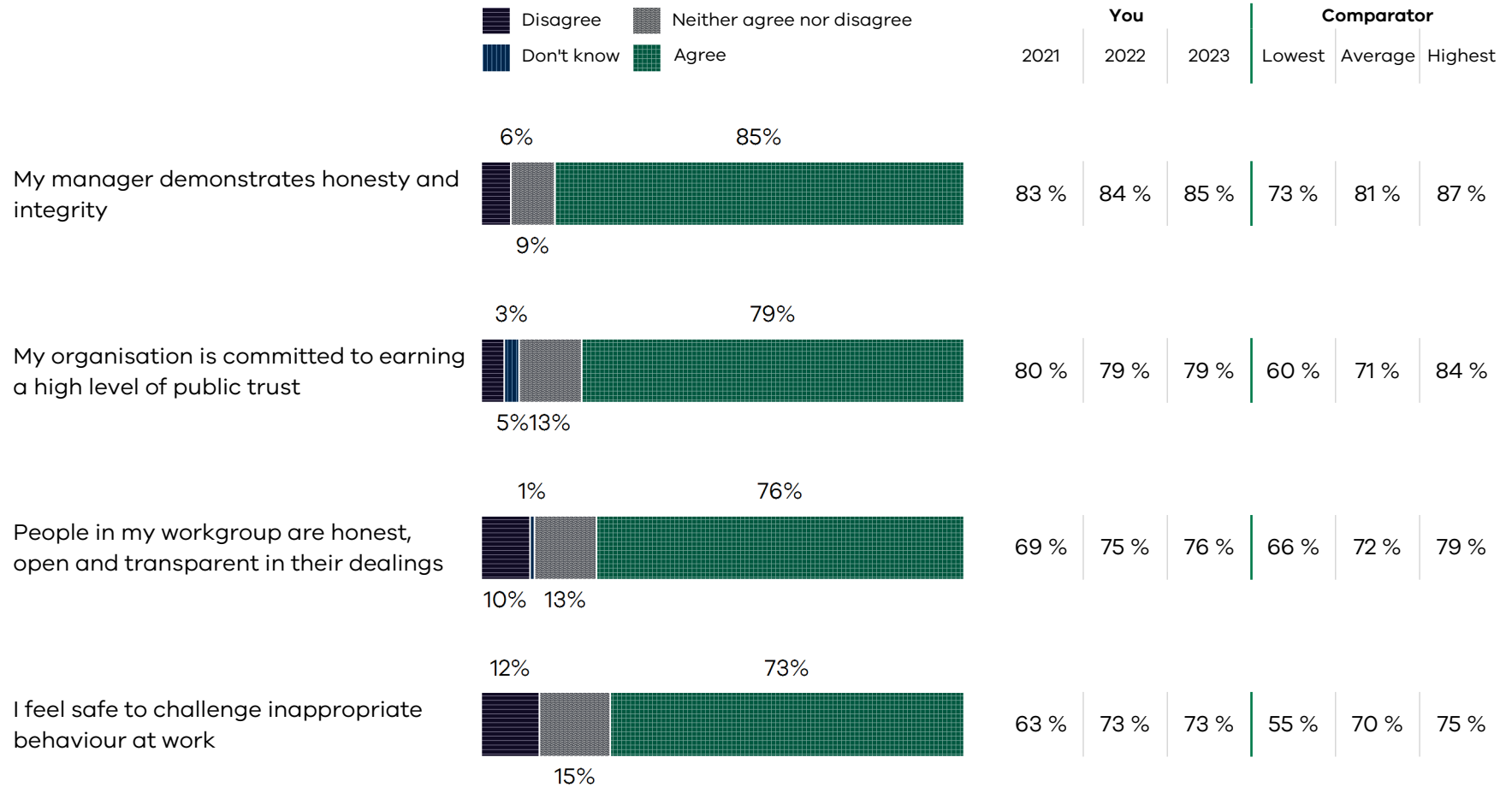
Example

80% of staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

Survey question

Your results

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

My workgroup provides high quality advice and services

7%

80%

13%

Benchmark agree results

Survey question	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
My workgroup provides high quality advice and services	Not asked	81 %	80 %	71 %	76 %	82 %

Victorian Public Sector Commission

VICTORIA State Government
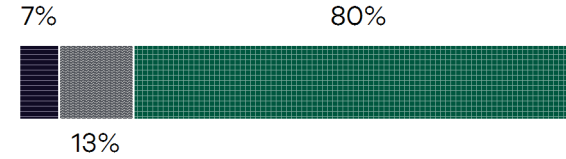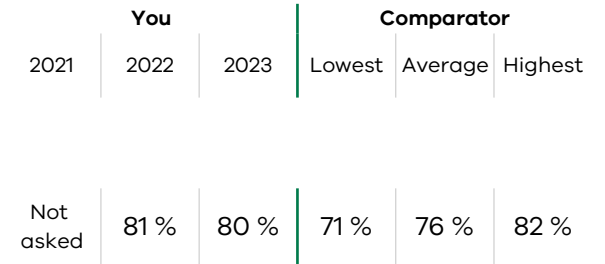
Public sector values

Integrity 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

85% of staff who did the survey agreed or strongly agreed with 'My manager demonstrates honesty and integrity'.

Survey question	Your results			You			Comparator		
			2021	2022	2023	Lowest	Average	Highest
My manager demonstrates honesty and integrity	6% 85% / 9%		83 %	84 %	85 %	73 %	81 %	87 %
My organisation is committed to earning a high level of public trust	3% 79% / 5% 13%		80 %	79 %	79 %	60 %	71 %	84 %
People in my workgroup are honest, open and transparent in their dealings	1% 76% / 10% 13%		69 %	75 %	76 %	66 %	72 %	79 %
I feel safe to challenge inappropriate behaviour at work	12% 73% / 15%		63 %	73 %	73 %	55 %	70 %	75 %

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

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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

Example

72% of staff who did the survey agreed or strongly agreed with 'My organisation does not tolerate improper conduct'.
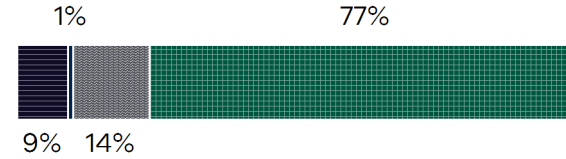
| Survey question | Your results | | | | Benchmark agree results | | | | | |

Survey question · **Your results** · **Benchmark agree results**

Legend: ■ Disagree ▦ Neither agree nor disagree ▥ Don't know ▦ Agree
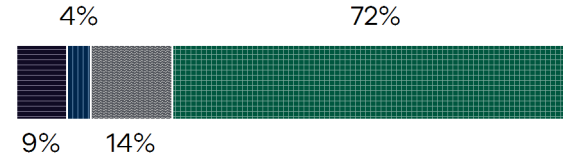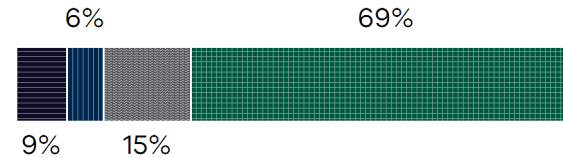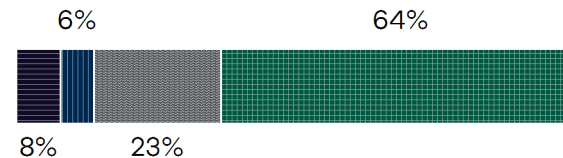
Survey question		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
My organisation does not tolerate improper conduct	4% / 9% / 14% / 72%	68 %	73 %	72 %	49 %	69 %	76 %
People in my workgroup appropriately manage conflicts of interest	6% / 9% / 15% / 69%	68 %	67 %	69 %	59 %	67 %	75 %
Senior leaders demonstrate honesty and integrity	6% / 8% / 23% / 64%	65 %	67 %	64 %	39 %	57 %	69 %

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

77% of staff who did the survey agreed or strongly agreed with 'My workgroup acts fairly and without bias'.
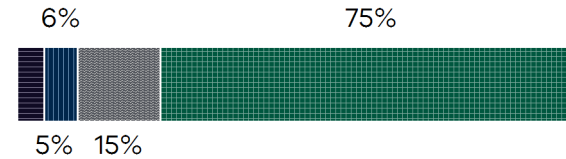
| Survey question | Your results | Benchmark agree results |

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

Survey question		2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup acts fairly and without bias	1% / 9% / 14% / 77%	Not asked	78 %	77 %	67 %	73 %	78 %
People in my workgroup are politically impartial in their work	6% / 5% / 15% / 75%	72 %	75 %	75 %	69 %	76 %	80 %

Public sector values

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'.
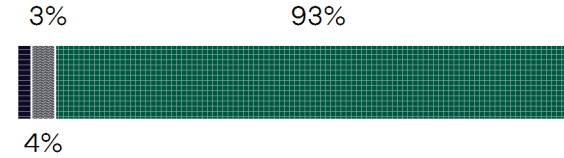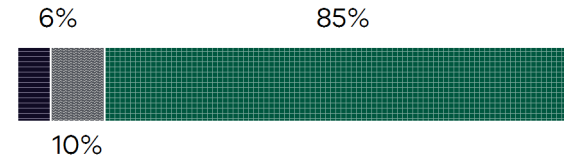
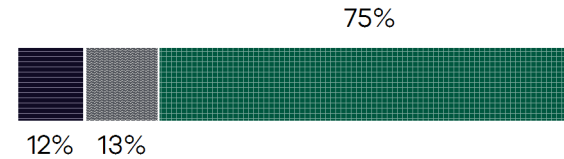## Survey question — Your results — Benchmark agree results

Legend: Disagree | Neither agree nor disagree | Don't know | Agree
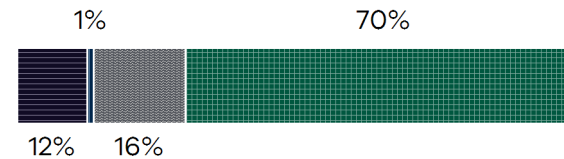
Survey question	Your results	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
I understand how my job helps my organisation achieve its goals	3% / 4% / 93%	Not asked	94 %	93 %	85 %	90 %	94 %
I clearly understand what I am expected to do in this job	6% / 10% / 85%	75 %	86 %	85 %	75 %	83 %	91 %
My workgroup has clear lines of responsibility	12% / 13% / 75%	70 %	74 %	75 %	62 %	68 %	74 %
My workgroup uses its resources well	12% / 1% / 16% / 70%	Not asked	68 %	70 %	61 %	66 %	71 %

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

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.

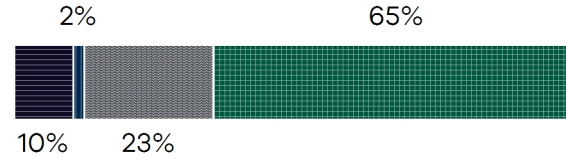Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

65% of staff who did the survey agreed or strongly agreed with 'Senior leaders provide clear strategy and direction'.
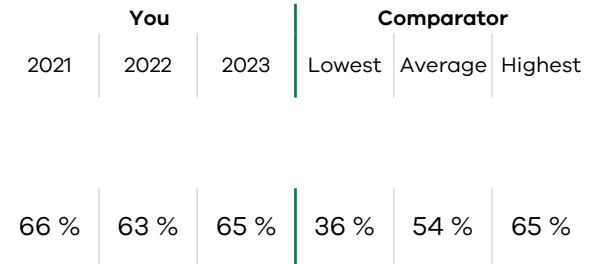
| Survey question | Your results | Benchmark agree results |

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

Survey question		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
Senior leaders provide clear strategy and direction	10% Disagree, 2% Don't know, 23% Neither agree nor disagree, 65% Agree	66 %	63 %	65 %	36 %	54 %	65 %

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

Respect 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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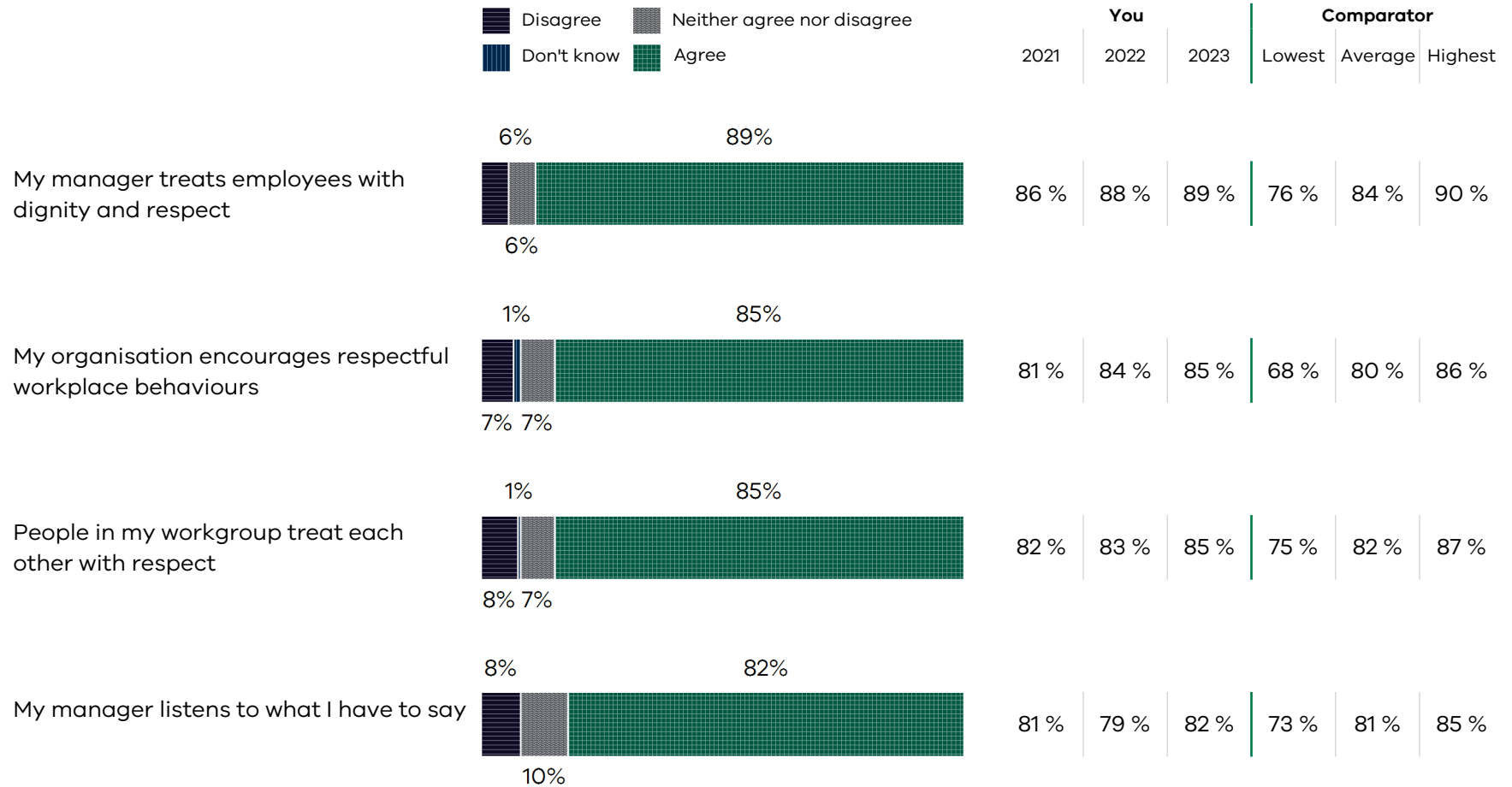
Example

89% of staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

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

Survey question	Your results	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My manager treats employees with dignity and respect	6% / 6% / 89%	86 %	88 %	89 %	76 %	84 %	90 %
My organisation encourages respectful workplace behaviours	7% / 7% / 1% / 85%	81 %	84 %	85 %	68 %	80 %	86 %
People in my workgroup treat each other with respect	8% / 7% / 1% / 85%	82 %	83 %	85 %	75 %	82 %	87 %
My manager listens to what I have to say	8% / 10% / 82%	81 %	79 %	82 %	73 %	81 %	85 %

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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

Example

71% of staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.
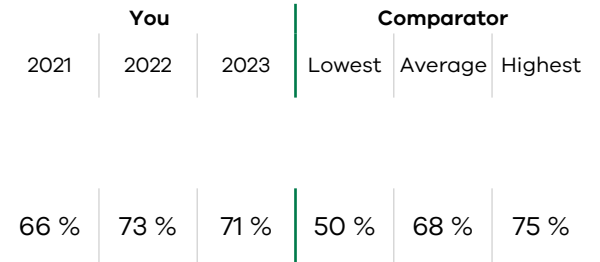
Survey question

Your results

Benchmark agree results

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

Survey question		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
My organisation takes steps to eliminate bullying, harassment and discrimination	5% · 71% · 8% · 17%	66 %	73 %	71 %	50 %	68 %	75 %
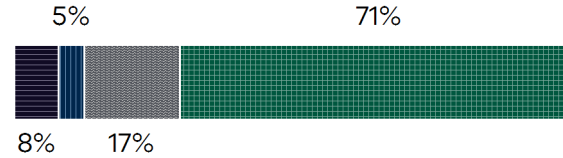
Public sector values

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.
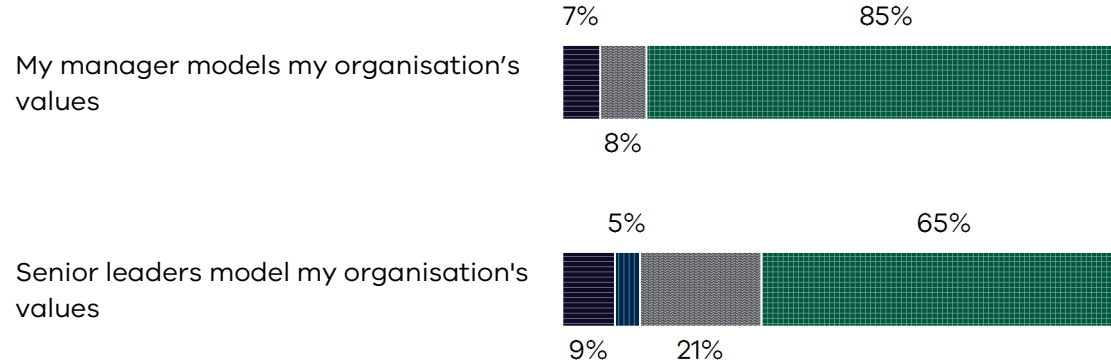
Example

85% of staff who did the survey agreed or strongly agreed with 'My manager models my organisation's values'.

Survey question	Your results						

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

Benchmark agree results

Survey question		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
My manager models my organisation's values	7% / 8% / 85%	81 %	85 %	85 %	71 %	80 %	87 %
Senior leaders model my organisation's values	9% / 5% / 21% / 65%	68 %	67 %	65 %	37 %	57 %	69 %

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.
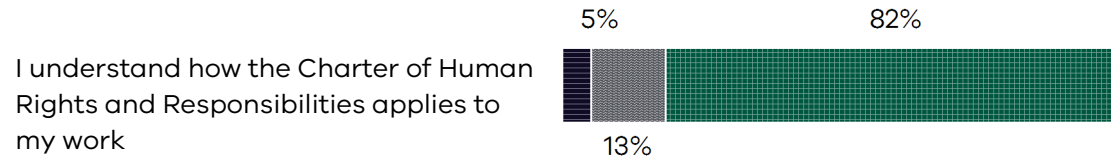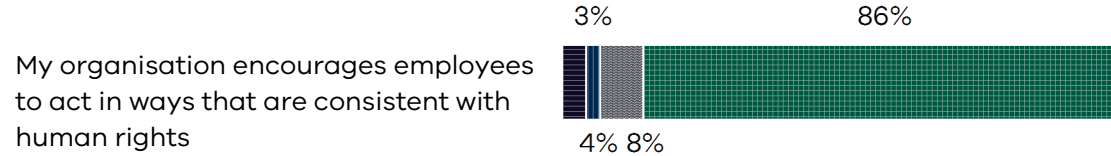
Example

86% 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'.

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

Survey question		You			Comparator		
	2021	2022	2023		Lowest	Average	Highest
My organisation encourages employees to act in ways that are consistent with human rights (3% / 86% / 4% / 8%)	77 %	88 %	86 %		70 %	82 %	89 %
I understand how the Charter of Human Rights and Responsibilities applies to my work (5% / 82% / 13%)	72 %	88 %	82 %		68 %	78 %	88 %

People matter survey

2023

Have your say

Overview

Report overview

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

Result summary

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Topical questions

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

Custom questions

- Questions requested by your organisation

Demographics

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

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

84% of your staff who did the survey agreed or strongly agreed with 'My organisation uses inclusive and respectful images and language'.
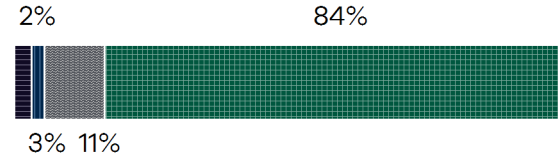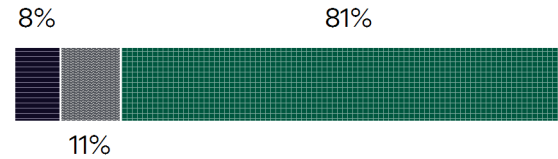
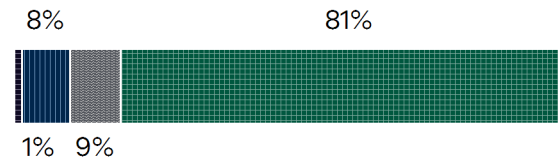| Survey question	Your results						

Legend: Disagree ■ / Don't know ■ / Neither agree nor disagree ▨ / Agree ▩

	Your results		You		Comparator		
Survey question	(stacked bar)	2021	2022	2023	Lowest	Average	Highest
My organisation uses inclusive and respectful images and language	2% / 3% / 11% / 84%	81 %	Not asked	84 %	76 %	83 %	90 %
In my workgroup work is allocated fairly, regardless of gender	8% / 11% / 81%	78 %	Not asked	81 %	72 %	79 %	84 %
My organisation would support me if I needed to take family violence leave	8% / 1% / 9% / 81%	71 %	Not asked	81 %	73 %	78 %	84 %

Victorian Public Sector Commission

VICTORIA State Government

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

83% 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'.
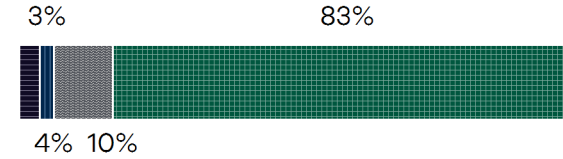
Your results

Benchmark agree results

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

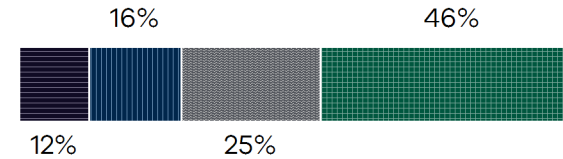| Survey question	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
I understand how the Code of Conduct for Victorian public sector employees applies to my work	Not asked	Not asked	83 %	74 %	82 %	91 %
My workgroup gives frank and fearless advice to our managers and leaders (including the Minister, where applicable)	Not asked	Not asked	46 %	38 %	48 %	51 %

Your results bars:

I understand how the Code of Conduct for Victorian public sector employees applies to my work: 3%, 4%, 10%, 83%

My workgroup gives frank and fearless advice to our managers and leaders (including the Minister, where applicable): 12%, 16%, 25%, 46%

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Demographics

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

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	**46**	13%
35-54 years	**185**	52%
55+ years	**85**	24%
Prefer not to say	**39**	11%

How would you describe your gender?	(n)	%
Woman	**232**	65%
Man	**93**	26%
Prefer not to say	**28**	8%
Non-binary and I use a different term	**2**	1%

Are you trans, non-binary or gender diverse?	(n)	%
No	**330**	93%
Prefer not to say	**25**	7%

To your knowledge, do you have innate variation(s) of sex characteristics (often called intersex)?*	(n)	%
Yes	**3**	1%
No	**320**	90%
Don't know	**8**	2%
Prefer not to say	**24**	7%

How do you describe your sexual orientation?	(n)	%
Straight (heterosexual)	**288**	81%
Prefer not to say	**41**	12%
Asexual	**10**	3%
Bisexual	**6**	2%
Gay or lesbian	**3**	1%
I use a different term	**3**	1%
Don't know	**2**	1%
Pansexual	**2**	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

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Aboriginal and/or Torres Strait Islander	(n)	%
Yes	**5**	1%
Non Aboriginal and/or Torres Strait Islander	**327**	92%
Prefer not to say	**23**	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

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Do you identify as a person with a disability?	(n)	%
Yes	27	8%
No	304	86%
Prefer not to say	24	7%

If so, have you shared your disability information within your organisation (e.g. to your manager or Human Resources staff)?	(n)	%
Yes	19	70%
No	7	26%
Prefer not to say	1	4%

Demographics

Cultural diversity 1 of 2

What this is

These are the personal characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

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Country of birth	(n)	%
Born in Australia	**309**	87%
Not born in Australia	**29**	8%
Prefer not to say	**17**	5%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Other	**6**	40%
Spanish	**3**	20%
Filipino	**2**	13%
Greek	**1**	7%
Italian	**1**	7%
Tagalog	**1**	7%
Urdu	**1**	7%
Vietnamese	**1**	7%

Language other than English spoken with family or community	(n)	%
Yes	**15**	4%
No	**318**	90%
Prefer not to say	**22**	6%

Demographics

What this is

This is the cultural identity and religion of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

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Cultural identity	(n)	%
Australian	294	83%
English, Irish, Scottish and/or Welsh	33	9%
Prefer not to say	20	6%
European (including Western, Eastern and South-Eastern Europe, and Scandinavia)	19	5%
Aboriginal and/or Torres Strait Islander	5	1%
Central and/or South American	3	1%
East and/or South-East Asian	3	1%
South Asian	2	1%
Pacific Islander	1	0%
Other	1	0%
African	1	0%

Religion	(n)	%
No religion	195	55%
Christianity	105	30%
Prefer not to say	38	11%
Other	13	4%
Buddhism	1	0%
Hinduism	1	0%
Islam	1	0%
Judaism	1	0%

Demographics

Employment characteristics 1 of 2

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

To protect you, we:

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

Working arrangement	(n)	%
Full-Time	235	66%
Part-Time	120	34%

Gross base salary (ongoing/fixed term only)	(n)	%
Prefer not to say	18	5%
Below $80k	155	47%
$80k to $120k	141	43%
$120k to $160k	8	2%
$160k to $200k	2	1%
$200k or more	5	2%

Organisational tenure	(n)	%
<1 year	56	16%
1 to less than 2 years	39	11%
2 to less than 5 years	110	31%
5 to less than 10 years	74	21%
10 to less than 20 years	46	13%
More than 20 years	30	8%

Management responsibility	(n)	%
Non-manager	301	85%
Other manager	33	9%
Manager of other manager(s)	21	6%

Employment type	(n)	%
Ongoing and executive	268	75%
Fixed term	61	17%
Other	26	7%

Demographics

What this is

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Why this is important

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Primary workplace location over the last 3 months	(n)	%
Rural	275	77%
Large regional city	64	18%
Melbourne: Suburbs	8	2%
Other	8	2%

What have been your main places of work over the last 3-months?	(n)	%
Your employer's office	235	66%
A frontline or service delivery location	111	31%
Home or private location	88	25%
A shared office space (where two or more organisations share the same workspace e.g. Gov hubs, suburban hubs etc.)	21	6%
Other	11	3%

Flexible work	(n)	%
Working from an alternative location (e.g. home, hub/shared work space)	163	46%
No, I do not use any flexible work arrangements	121	34%
Flexible start and finish times	79	22%
Part-time	60	17%
Using leave to work flexible hours	10	3%
Shift swap	6	2%
Other	6	2%
Working more hours over fewer days	6	2%
Job sharing	4	1%
Study leave	2	1%
Purchased 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.

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.

Have you requested any of the following adjustments at work?*	(n)	%
No, I have not requested adjustments	245	69%
Flexible working arrangements	89	25%
Physical modifications or improvements to the workplace	20	6%
Other	7	2%
Career development support strategies	4	1%
Job redesign or role sharing	3	1%
Accessible communications technologies	2	1%

Why did you make this request?	(n)	%
Work-life balance	64	58%
Family responsibilities	35	32%
Caring responsibilities	34	31%
Health	33	30%
Other	11	10%
Disability	8	7%
Study commitments	4	4%

What was your experience with making the request?	(n)	%
The adjustments I needed were made and the process was satisfactory	81	74%
The adjustments I needed were not made	16	15%
The adjustments I needed were made but the process was unsatisfactory	13	12%

Demographics

Caring

What this is

These are staff-reported caring responsibilities.

Why this is important

This shows organisations what caring responsibilities their staff have.

How to read this

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

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

How we protect anonymity and privacy

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

Caring responsibility	(n)	%
None of the above	**105**	30%
Primary school aged child(ren)	**82**	23%
Secondary school aged child(ren)	**73**	21%
Frail or aged person(s)	**51**	14%
Prefer not to say	**42**	12%
Person(s) with a mental illness	**30**	8%
Person(s) with a medical condition	**29**	8%
Child(ren) - younger than preschool age	**27**	8%
Preschool aged child(ren)	**23**	6%
Person(s) with disability	**18**	5%
Other	**13**	4%

Demographics

Employment categories

What is this

This shows how many people in each employee category responded to the survey.

Why this is important

This helps you assess how representative of your organisation your survey was.

How to read this

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

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

How we protect anonymity and privacy

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Which of the following categories best describes your current position?	(n)	%
Vocational education teacher	**133**	38%
Professional or administrative worker	**117**	33%
Manager or senior leader	**45**	13%
Other	**37**	10%
Foundation teacher or EAL teacher	**15**	4%
Higher education teacher	**7**	2%

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