

People matter survey

2023

Have your say



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2023

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

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- Questions requested by your organisation

Demographics

- Age, gender, variations in sex characteristics and sexual orientation
- Aboriginal and/or Torres Strait Islander
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Report overview

About your report

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

Report contents

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

Comparing data in this report

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

This means you'll be able to compare about 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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Privacy and anonymity

To protect you, we:

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

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

Report overview

Survey's theoretical framework

What this is

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

Why this is important

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

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

Our public sector values

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

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

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



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



Report overview

Your comparator group

What this is

This is a list of similar organisations to yours.

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

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

How we use this in your report

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

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

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

Bendigo Kangan Institute

Box Hill Institute Group

Chisholm Institute

Gippsland Institute of TAFE

Gordon Institute of TAFE

Goulburn Ovens Institute of TAFE

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

60%
(707)

Comparator 67%
Public Sector 42%

2023

55%
(755)

Comparator 66%
Public Sector 57%

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People outcomes

Scorecard: employee engagement index

What this is

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

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

The weightings for each engagement response are:

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

Why this is important

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

2022

61

Comparator 66
Public Sector 68

2023

63

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 63.

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.

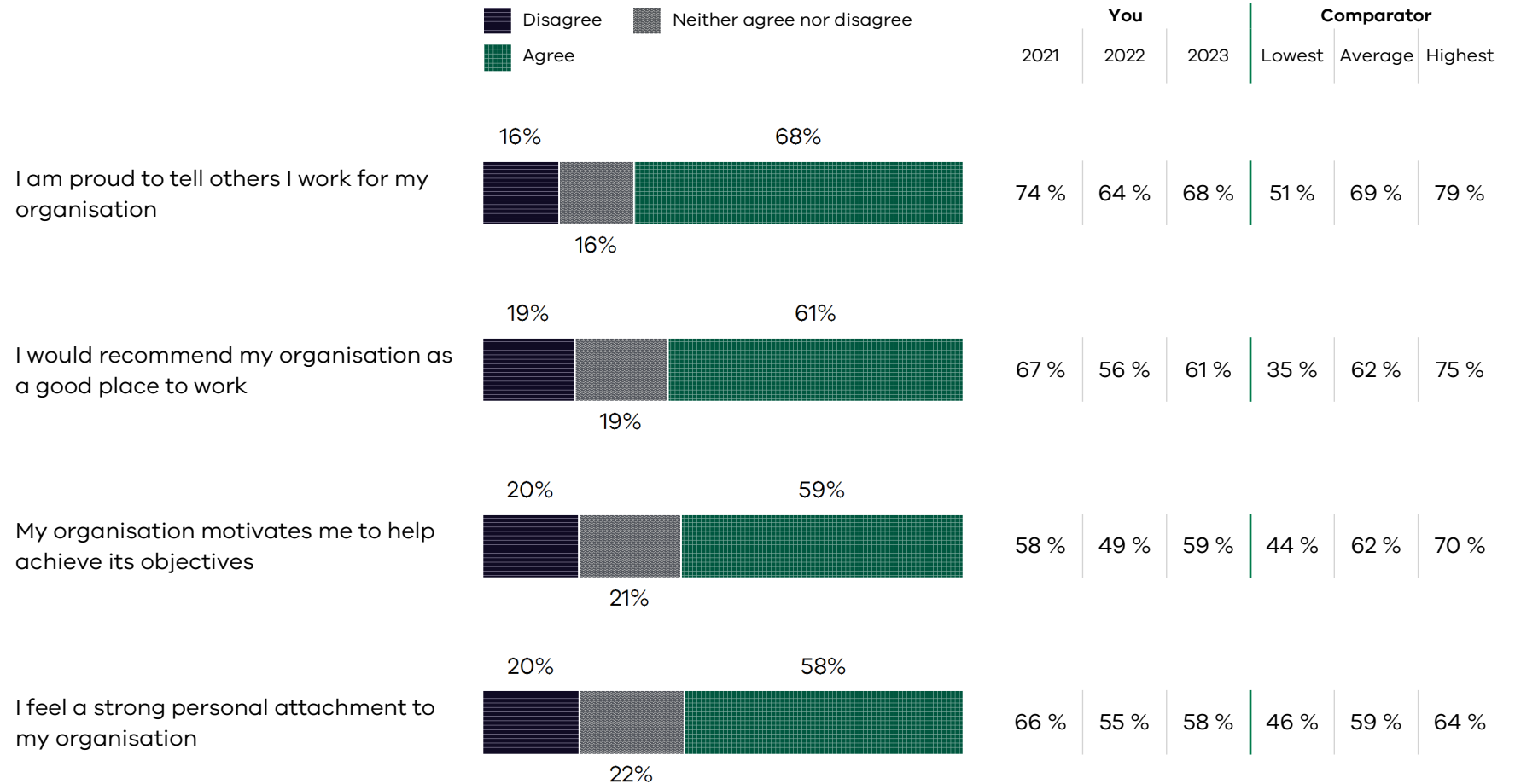
Example

68% of your staff who did the survey agreed or strongly agreed with 'I am proud to tell others I work for my organisation'.

Survey question

Your results

Benchmark agree results



People outcomes

Engagement question results 2 of 2

What this is

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

Your organisation's engagement index

Your 2023 index is 63.

Why this is important

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

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

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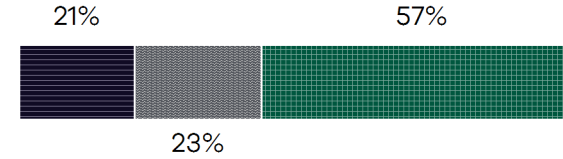
Example

57% of your staff who did the survey agreed or strongly agreed with 'My organisation inspires me to do the best in my job'.

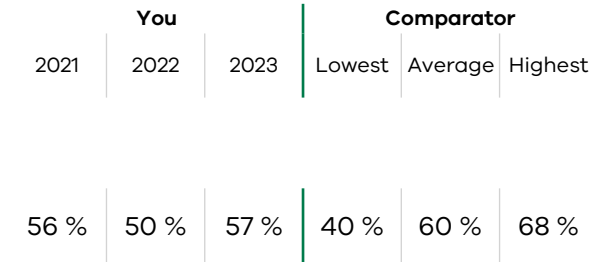
Survey question

My organisation inspires me to do the best in my job

Your results



Benchmark agree results



People outcomes

Scorecard: satisfaction, stress, intention to stay, inclusion

What this is

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

There are more people outcomes scorecards throughout this report.

Why this is important

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

How to read this

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

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

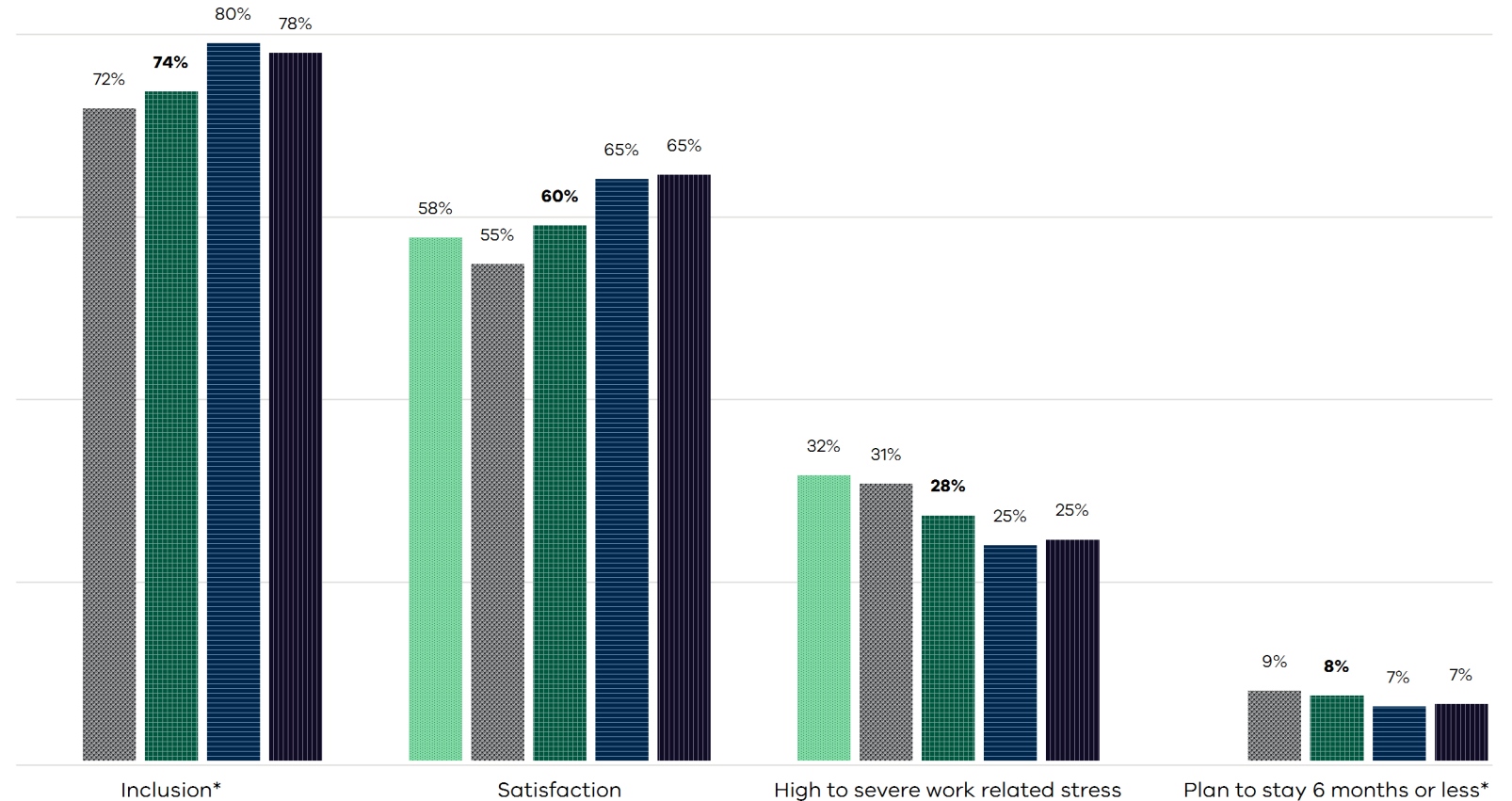
Example

In 2023:

- 74% of your staff who did the survey responded positively to questions about Inclusion which is up from 72% in 2022.

Compared to:

- 80% of staff at your comparator and 78% of staff across the public sector.



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

You 2021 You 2022 You 2023 Comparator 2023 Public sector 2023

People outcomes

Satisfaction question results

What this is

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

Why this is important

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

How to read this

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

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

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

Example

67% of your staff who did the survey were satisfied or very satisfied with 'Considering everything, how satisfied are you with your current job'.

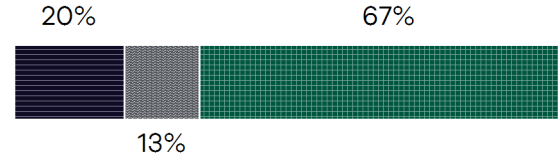
Survey question

Your results

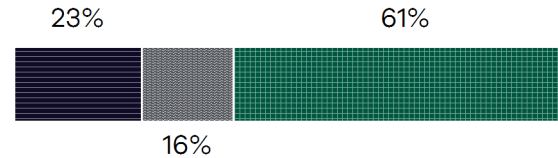
Benchmark satisfied results



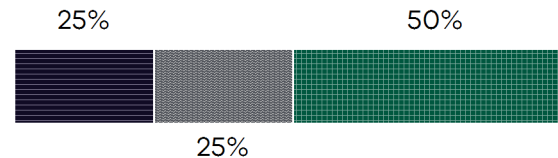
Considering everything, how satisfied are you with your current job



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



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



Year	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
Considering everything, how satisfied are you with your current job	65 %	63 %	67 %	62 %	72 %	78 %
How satisfied are you with the work/life balance in your current job	61 %	57 %	61 %	60 %	66 %	74 %
How satisfied are you with your career development within your current organisation	48 %	46 %	50 %	45 %	56 %	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.

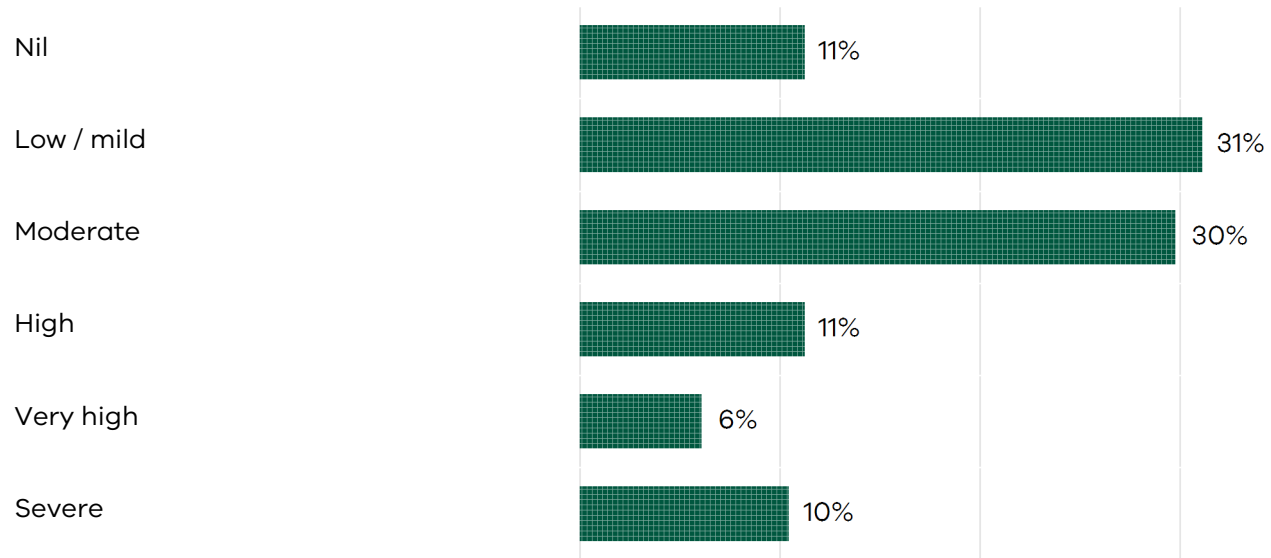
The graph at the top shows how staff in your organisation rated their current levels of work-related stress.

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.

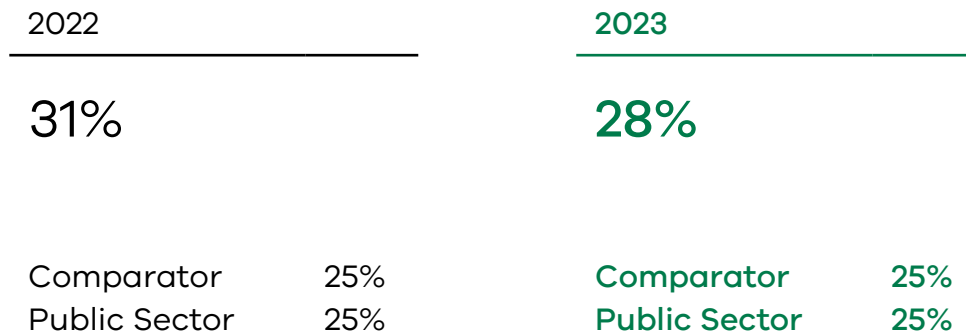
Example

28% 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)



Reported levels of high to severe stress



People outcomes

Work-related stress causes

What this is

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

Why this is important

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

How to read this

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

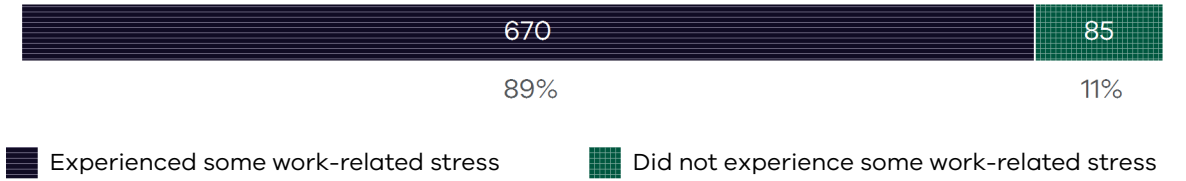
If they answer yes, we ask them to tell us what caused the stress. They can select more than one cause.

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

Example

89% of your staff who did the survey said they experienced mild to severe stress.

Of that 89%, 47% said the top reason was 'Workload'.



Of those that experienced work related stress it was from ...	You 2022	You 2023	Comparator 2023	Public sector 2023
Workload	51%	47%	49%	49%
Time pressure	41%	39%	38%	41%
Management of work (e.g. supervision, training, information, support)	17%	17%	13%	13%
Social environment (e.g. relationships with colleagues, manager and/or senior leaders)	13%	16%	11%	11%
Dealing with clients, patients or stakeholders	14%	15%	14%	15%
Unclear job expectations	15%	13%	13%	14%
Technology or equipment	0%	12%	12%	8%
Job security	16%	11%	11%	11%
Other	6%	10%	14%	12%
Incivility, bullying, harassment or discrimination	11%	10%	5%	6%

People outcomes

Intention to stay

What this is

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

Why this is important


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

How to read this

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

Example

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

 Leaving your organisation
  Leaving the sector
  Staying

Employees plan to work at your organisation for ...	You 2022	You 2023	Comparator 2023	Public sector 2023
6 months or less	9%	8%	7%	7%
Over 6 months and up to 1 year	13%	11%	10%	10%
Over 1 year and up to 3 years	20%	22%	23%	24%
Over 3 years and up to 5 years	16%	16%	16%	15%
Over 5 years	43%	43%	44%	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.

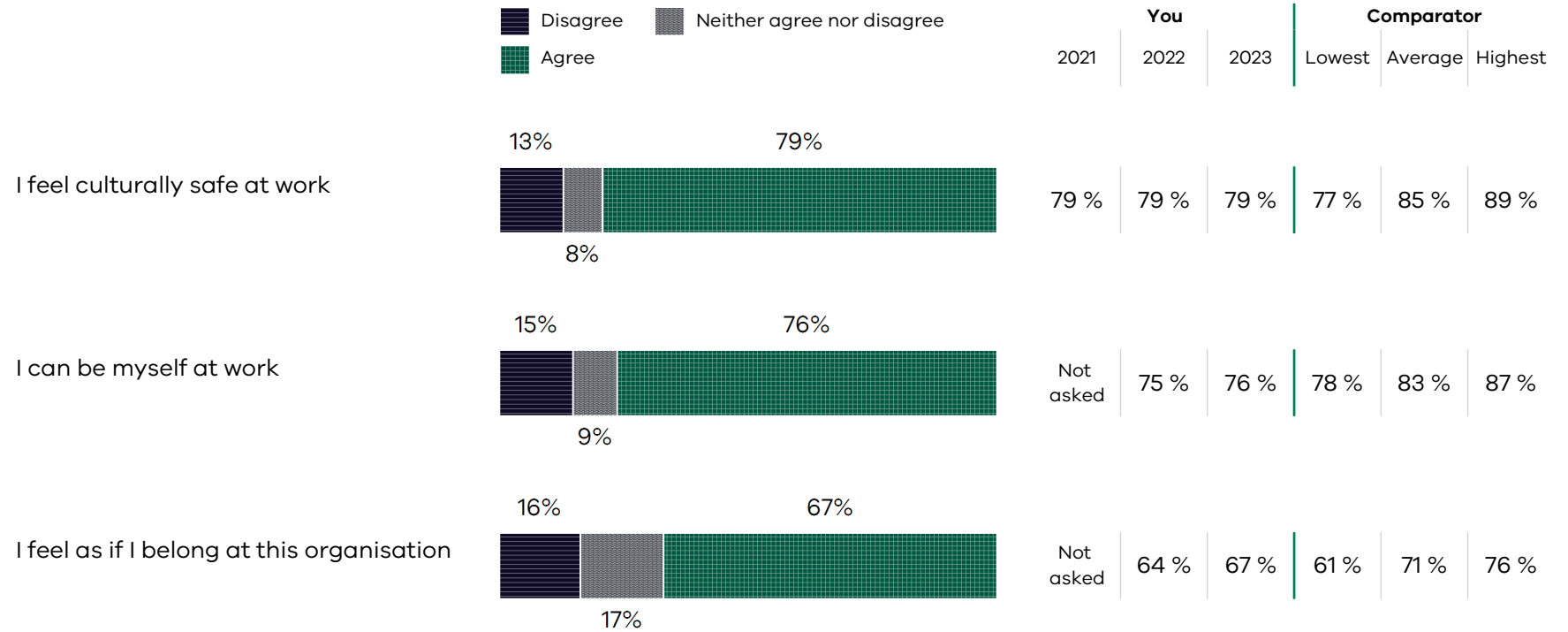
Example

79% of your staff who did the survey agreed or strongly agreed with 'I feel culturally safe at work'.

Survey question

Your results

Benchmark agree results



People outcomes

Inclusion - Barriers to success

What this is

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

Why this is important

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

How to read this

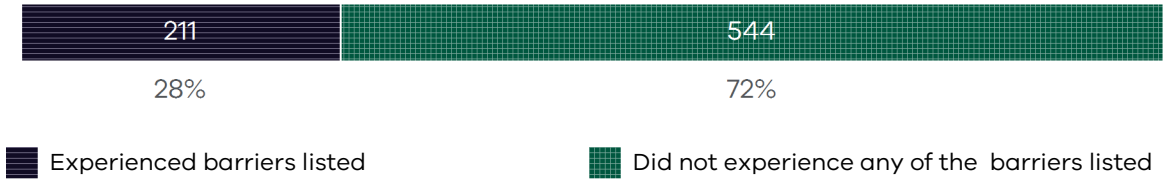
In the survey, we ask staff to select from a list, any barriers they have experienced and believe to have hindered their success at work. They can select more than one barrier.

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

Example

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

Staff who experienced one or more barriers to success at work



During the last 12 months, employees experienced barriers to their success due to ...	You 2022	You 2023	Comparator 2023	Public sector 2023
My mental health	10%	10%	8%	8%
My age	11%	8%	6%	8%
My industrial activity	7%	8%	1%	1%
My physical health	8%	7%	5%	4%
My cultural background	7%	7%	3%	3%
My political belief	5%	7%	1%	1%
My caring responsibilities	9%	7%	5%	7%
My flexible working	0%	7%	6%	7%
My race	5%	6%	1%	2%
My religious belief	4%	6%	1%	1%

People outcomes

Inclusion - Witnessed barriers to success

What this is

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

Why this is important

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

How to read this

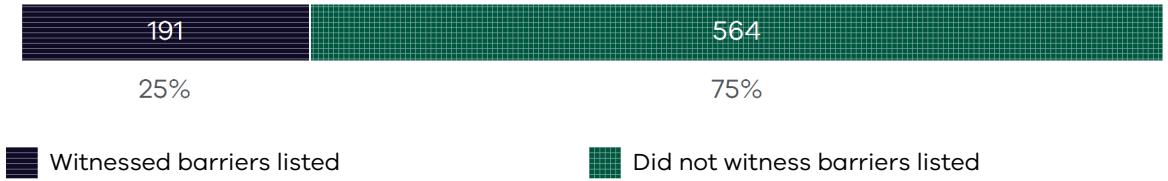
In the survey, we ask staff to choose from a list, any barriers that they may have witnessed that hinder the success of other employees at work. They can select more than one barrier.

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

Example

12% 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



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	12%	7%	8%
Cultural background	10%	3%	4%
Age	10%	4%	6%
Industrial activity	8%	1%	2%
Physical health	8%	3%	3%
Flexible working	8%	8%	10%
Physical features	6%	0%	1%
Caring responsibilities	6%	5%	7%
Race	6%	2%	2%
Political belief	6%	1%	1%

People outcomes

Scorecard: emotional effects of work

What this is

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

Why this is important

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

How to read this

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

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

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

Example

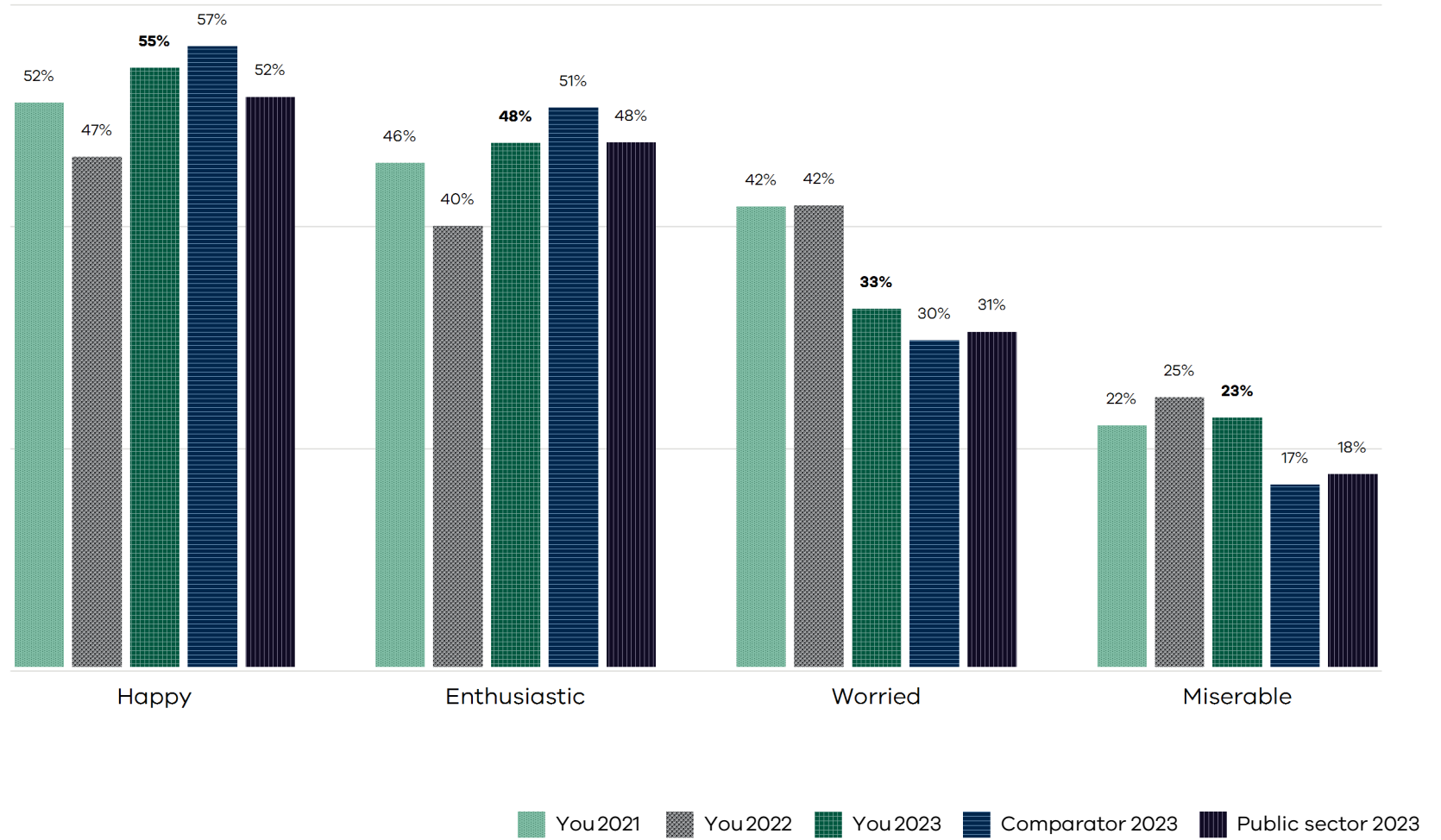
In 2023:

- 55% of your staff who did the survey said work made them feel happy in 2023, which is up from 47% in 2022

Compared to:

- 57% of staff at your comparator and 52% of staff across the public sector.

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



People outcomes

Scorecard: negative behaviours

What this is

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

Why this is important

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

How to read this

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

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

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

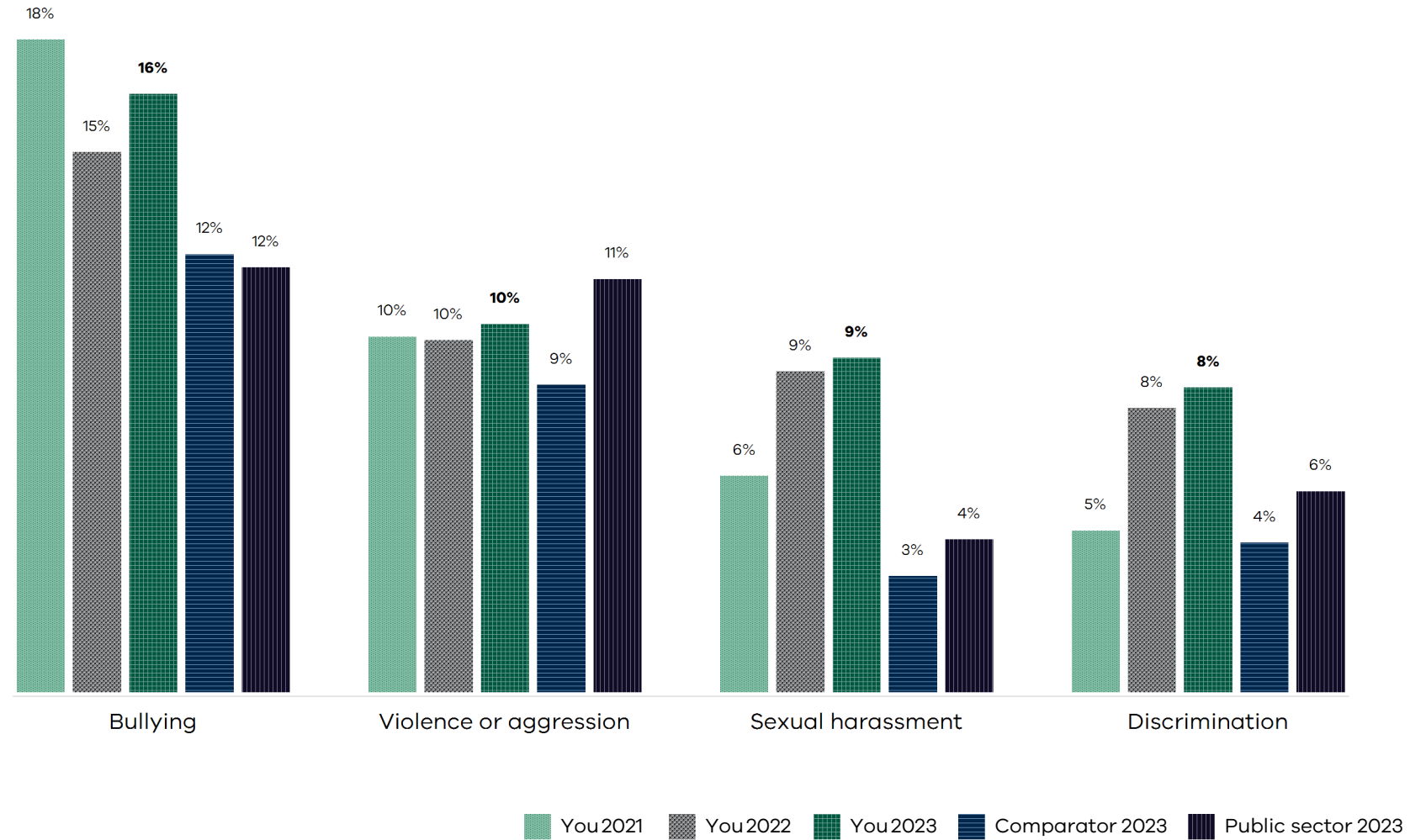
Example

In 2023:

- 16% of your staff who did the survey stated they experienced 'Bullying' in the last 12 months which is up from 15% in 2022.

Compared to:

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



People outcomes

Bullying

What this is

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

Why this is important

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

How to read this

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

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

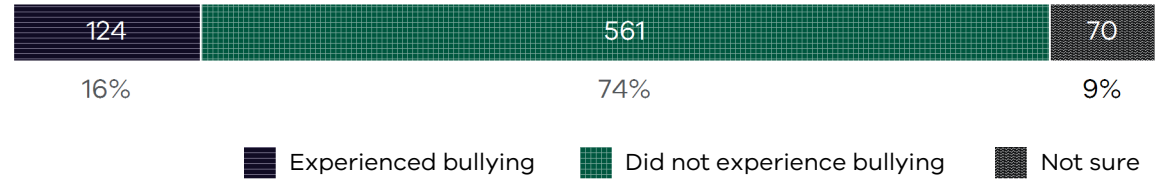
In descending order, the table shows the answers.

Example

16% of your staff who did the survey said they experienced bullying.

Of that 16%, 61% said the top type was 'Exclusion or isolation'.

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



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

	You 2022	You 2023	Comparator 2023	Public sector 2023
Exclusion or isolation	44%	61%	40%	45%
Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)	70%	53%	65%	71%
Withholding essential information for me to do my job	33%	51%	29%	30%
Intimidation and/or threats	26%	41%	31%	29%
Being assigned meaningless tasks unrelated to my job	12%	34%	11%	16%
Verbal abuse	12%	28%	25%	20%
Being given impossible assignment(s)	10%	24%	11%	11%
Interference with my personal property and/or work equipment	7%	24%	6%	6%
Other	10%	8%	13%	16%

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.

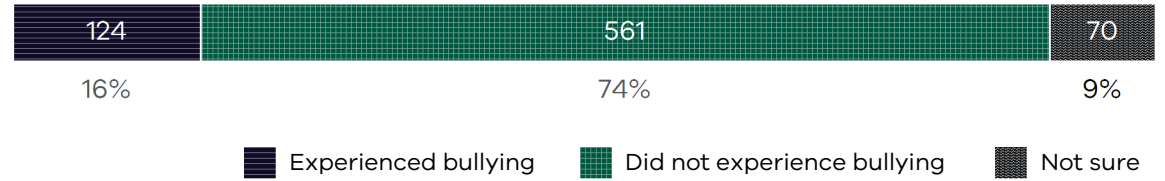
In descending order, the table shows the answers.

Example

16% of your staff who did the survey said they experienced bullying, of which

- 49% said the top way they reported the bullying was 'Told a friend or family member'.
- 96% said they didn't submit a formal complaint.

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



Did you tell anyone about the bullying?

	You 2022	You 2023	Comparator 2023	Public sector 2023
Told a friend or family member	44%	49%	33%	36%
Told a manager	42%	32%	50%	50%
Told a colleague	44%	31%	43%	41%
Told someone else	10%	22%	13%	13%
Told employee assistance program (EAP) or peer support	13%	11%	11%	10%
I did not tell anyone about the bullying	11%	10%	9%	12%
Told the person the behaviour was not OK	17%	8%	16%	17%
Told Human Resources	7%	6%	19%	13%
Submitted a formal complaint	10%	4%	11%	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

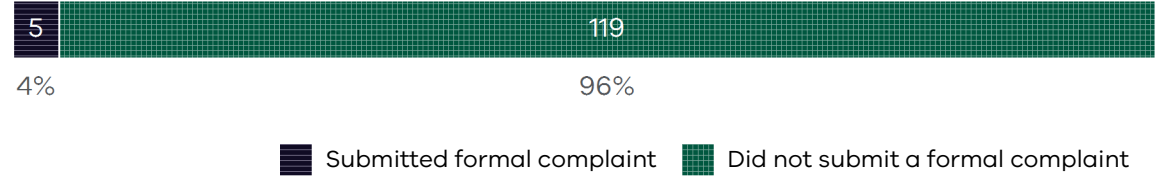
In the survey, we asked staff to tell us if they'd experienced bullying at work. We then asked them if they submitted a formal complaint. If they didn't, they could tell us with one or more answers why not. In descending order, the table shows the top 10 answers.

Example

96% of your staff who experienced bullying did not submit a formal complaint, of which:

- 61% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal complaint?



What was your reason for not submitting a formal complaint?	You 2022	You 2023	Comparator 2023	Public sector 2023
I didn't think it would make a difference	61%	61%	48%	51%
I believed there would be negative consequences for my reputation	63%	61%	45%	55%
I didn't feel safe to report the incident	26%	43%	15%	19%
I believed there would be negative consequences for my career	44%	39%	36%	45%
I was advised not to	7%	15%	4%	5%
I didn't think it was serious enough	16%	12%	13%	16%
Other	9%	8%	17%	14%
I believed there would be negative consequences for the person I was going to complain about	7%	7%	11%	10%
I didn't need to because I made the bullying stop	5%	7%	7%	6%
I thought the complaint process would be embarrassing or difficult	16%	6%	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, 16% 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.

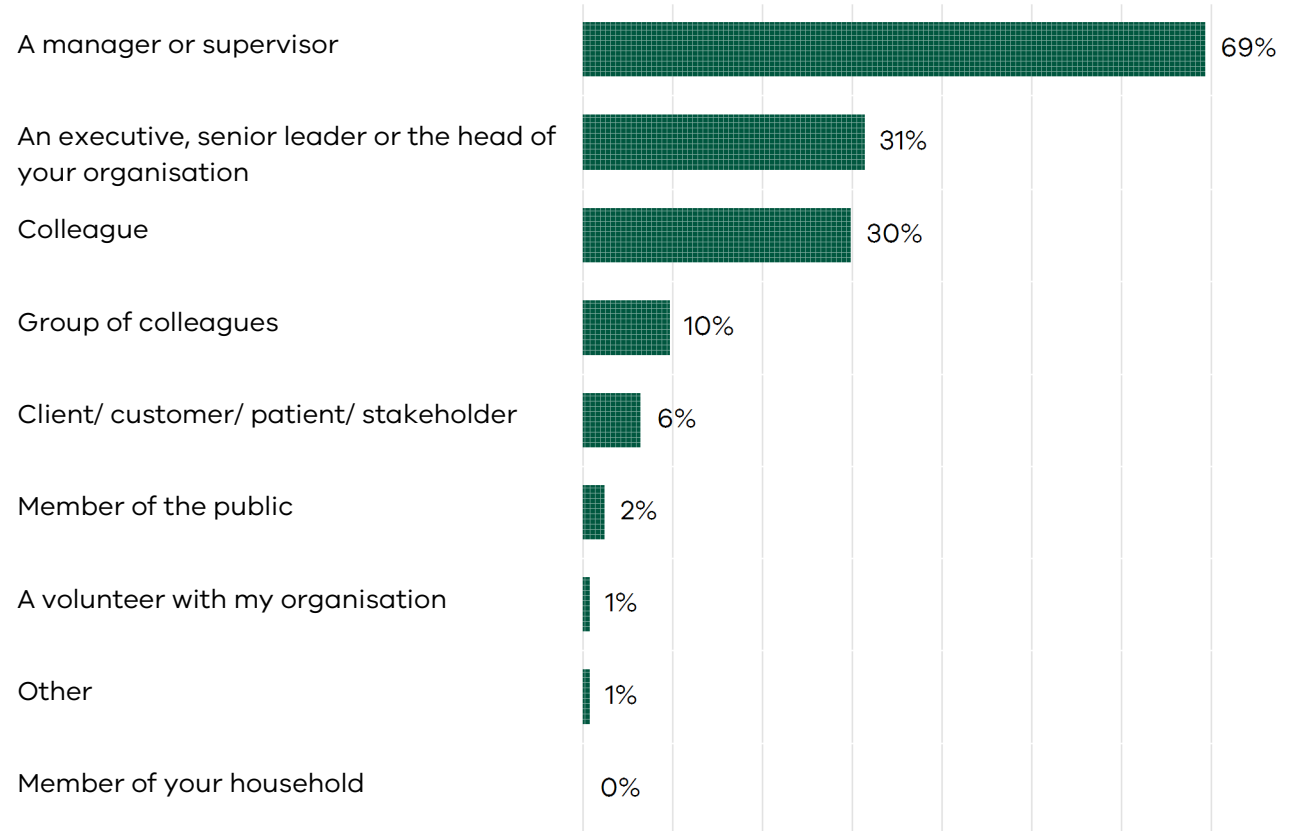
Each row is one perpetrator or group of perpetrators.

Example

16% of your staff who did the survey said they experienced bullying.

Of that 16%, 69% said it was by 'A manager or supervisor'.

124 people (16% of staff) experienced bullying (You2023)



People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

In this year's survey, 16% 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.

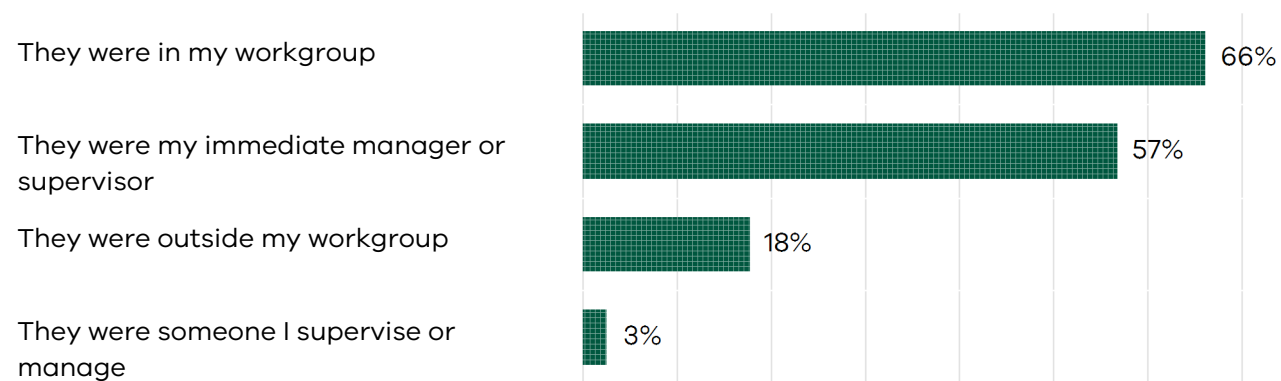
Example

16% of your staff who did the survey said they experienced bullying.

Of that 16%, 95% said it was by someone within the organisation.

Of that 95%, 66% said it was 'They were in my workgroup'.

118 people (95% of staff who experienced bullying) experienced bullying from within your organisation (You2023)



People outcomes

Sexual harassment

What this is

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

Why this is important

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

How to read this

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

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

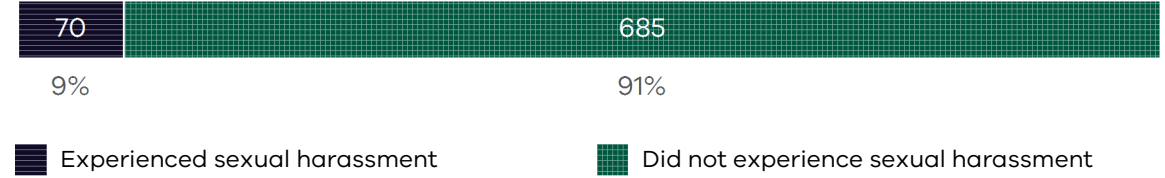
In descending order, the table shows the top 10 answers.

Example

9% of your staff who did the survey said they experienced sexual harassment.

Of those, 56% said the top type was 'Intrusive questions about your private life or comments about your physical appearance'.

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



Behaviours reported	You 2022	You 2023	Comparator 2023	Public sector 2023
Intrusive questions about your private life or comments about your physical appearance	59%	56%	41%	45%
Any other unwelcome conduct of a sexual nature	11%	24%	6%	8%
Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)	27%	20%	48%	50%
Unwelcome touching, hugging, cornering or kissing	10%	10%	10%	14%
Inappropriate physical contact	6%	6%	11%	14%
Inappropriate staring or leering that made you feel intimidated	6%	3%	11%	15%
Sexual gestures, indecent exposure or inappropriate display of the body	3%	1%	2%	3%
Repeated or inappropriate advances on email, social networking websites or internet chat rooms by a work colleague	0%	1%	2%	4%
Repeated or inappropriate invitations to go out on dates	0%	1%	1%	4%
Sexually explicit pictures, posters or gifts that made you feel offended	3%	0%	2%	1%

People outcomes

Response to sexual harassment

What this is

This is how staff responded when they experienced sexual harassment.

Why this is important

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

How to read this

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

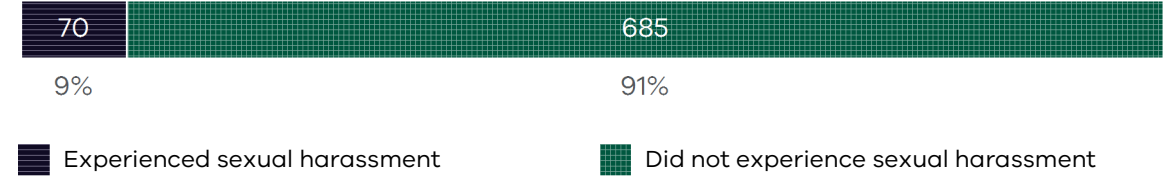
If they did, they could tell us with one or more answers how they responded.

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

Example

9% of your staff who did the survey said they experienced sexual harassment. Of those, 50% said their top response was 'Told a friend or family member'.

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



When the harassment happened to you, did you respond in any of the following ways?	You 2022	You 2023	Comparator 2023	Public sector 2023
Told a friend or family member	40%	50%	21%	21%
Told someone else	17%	19%	7%	6%
Pretended it didn't bother you	32%	17%	44%	44%
Told employee assistance program (EAP) or peer support	16%	16%	3%	4%
Other	3%	14%	7%	5%
Tried to laugh it off or forget about it	10%	13%	29%	40%
Took time off work	24%	9%	6%	6%
Avoided the person(s) by staying away from them	22%	7%	31%	36%
Told a colleague	10%	7%	27%	23%
Told a manager	8%	6%	20%	20%

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

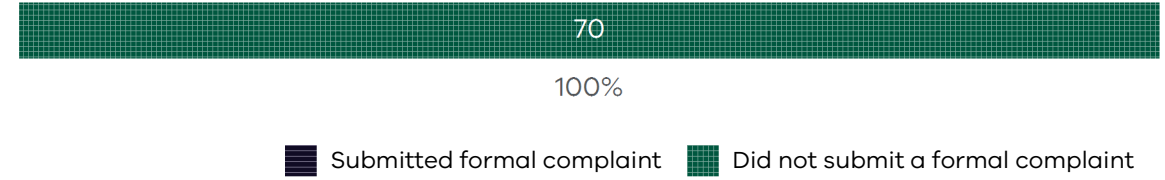
In the survey, we asked staff to tell us if they'd experienced sexual harassment at work. We then asked them if they submitted a formal complaint. If they did not, they could tell us with one or more answers why not. In descending order, the table shows the top 10 answers.

Example

100% of your staff who experienced sexual harassment did not submit a formal complaint, of which:

- 77% said the top reason was 'I believed there would be negative consequences for my reputation!'

Did you submit a formal complaint?



What was your reason for not submitting a formal complaint?	You 2022	You 2023	Comparator 2023	Public sector 2023
I believed there would be negative consequences for my reputation	67%	77%	32%	37%
I didn't think it would make a difference	70%	77%	36%	40%
I believed there would be negative consequences for my career	59%	56%	23%	27%
I didn't feel safe to report the incident	44%	46%	10%	9%
I was advised not to	18%	23%	1%	2%
I didn't think it was serious enough	18%	17%	42%	44%
I believed there would be negative consequences for the person I was going to complain about	5%	6%	12%	13%
I didn't know how to make a complaint	34%	4%	2%	3%
I didn't need to because I made the harassment stop	7%	4%	12%	10%
I thought the complaint process would be embarrassing or difficult	10%	3%	10%	11%

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, 9% 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.

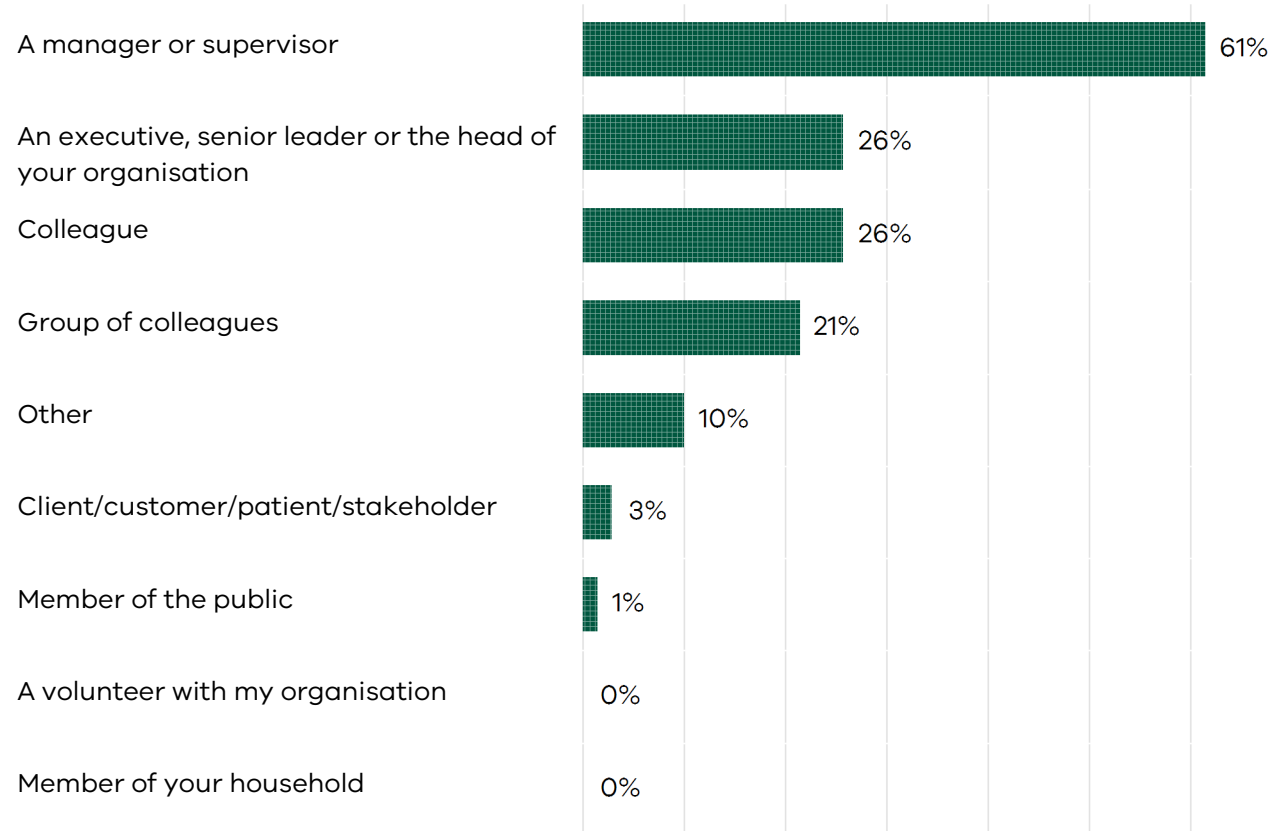
Each row is one perpetrator or group of perpetrators.

Example

9% of your staff who did the survey said they experienced sexual harassment.

Of that 9%, 61% said it was by 'A manager or supervisor'.

70 people (9% of staff) experienced sexual harassment (You2023)



People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

In this year's survey, 9% of your staff said they experienced sexual harassment.

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

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

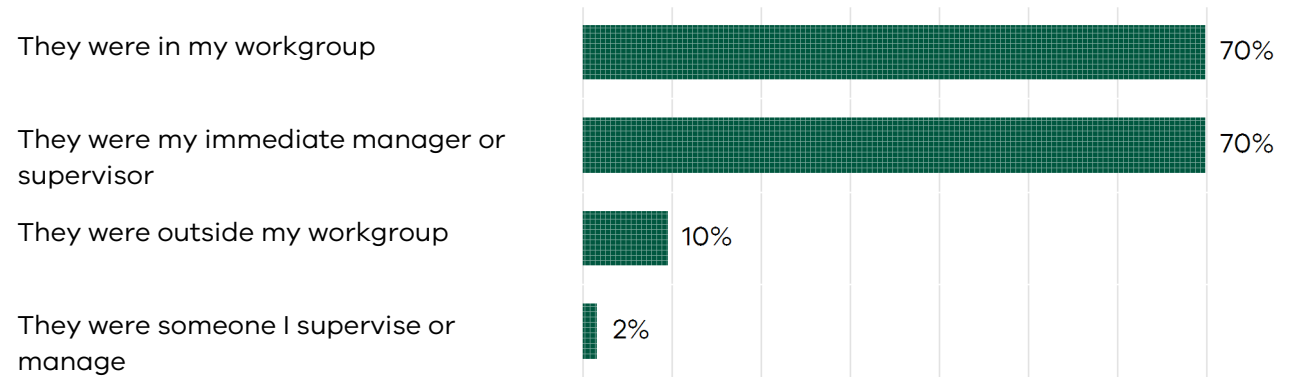
Example

9% of your staff who did the survey said they experienced sexual harassment.

Of that 9%, 90% said it was by someone within the organisation.

Of that 90%, 70% said it was 'They were in my workgroup'.

63 people (90% of staff who experienced harassment) experienced harassment from within your organisation (You2023)



People outcomes

Frequency of sexual harassment

What this is

This is how often staff experienced sexual harassment.

Why this is important

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

How to read this

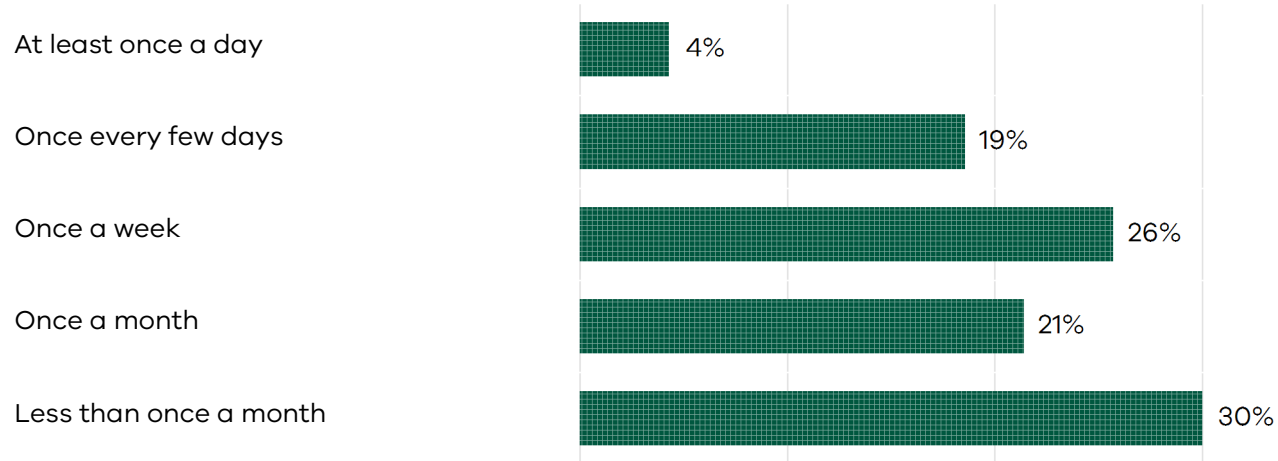
In this year's survey, 9% of your staff said they experienced sexual harassment. If they did, they could tell us how often they experienced this behaviour.

The graph shows how often staff were experiencing sexual harassment.

Example

9% of your staff who did the survey said they experienced sexual harassment. Of that 9%, 4% said it was 'At least once a day'.

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



People outcomes

Discrimination

What this is

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

Why this is important

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

How to read this

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

If they did, they could tell us with one or more answers what attributes the discrimination was based on.

What results are shown

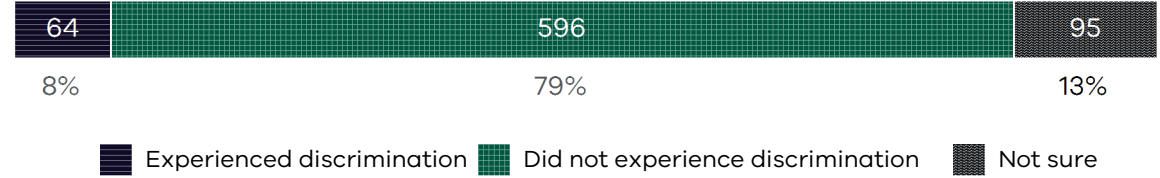
Results for response options with 10 or more responses.

Example

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

Of that 8%, 38% said it was 'Employment activity'.

Have you experienced discrimination at work?



Why were you discriminated against?

	You 2022	You 2023	Comparator 2023	Public sector 2023
Employment activity	46%	38%	34%	26%
Race	0%	38%	19%	16%
Age	21%	31%	24%	28%
Religious belief or activity	0%	28%	5%	6%
Personal association with someone who has any of the above attributes (whether as a relative or otherwise)	0%	20%	5%	6%
Physical features	0%	19%	5%	7%
Industrial and/or political activity	0%	16%	4%	7%
Sex	0%	16%	13%	26%

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.

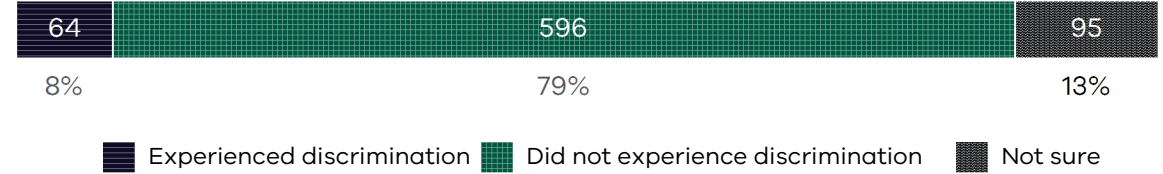
In descending order, the table shows the top 10 types.

Example

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

Of that 8%, 64% said it was 'Opportunities for training'.

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



If you experienced discrimination, what type of discrimination did you experience?	You 2022	You 2023	Comparator 2023	Public sector 2023
Opportunities for training	27%	64%	17%	26%
Denied flexible work arrangements or other adjustments	43%	63%	19%	22%
Opportunities for promotion	32%	59%	24%	41%
Employment security - threats of dismissal or termination	21%	55%	19%	13%
Opportunities for transfer/secondment	5%	50%	9%	21%
Pay or conditions offered by employer	7%	50%	9%	10%
Access to leave	29%	42%	6%	9%
Other	36%	23%	47%	36%

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.

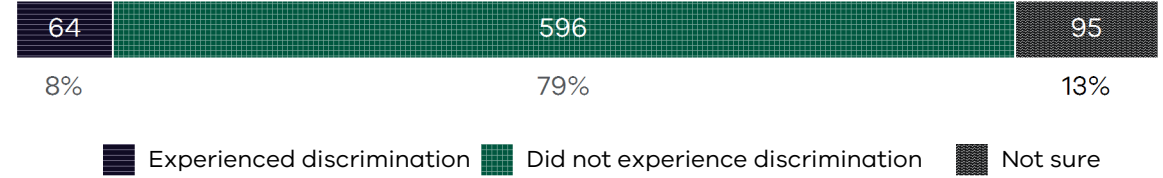
In descending order, the table shows the answers.

Example

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

- 61% said the top way they reported the discrimination was 'Told a friend or family member'.
- 97% said they didn't submit a formal complaint.

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



Did you tell anyone about the discrimination?

	You 2022	You 2023	Comparator 2023	Public sector 2023
Told a friend or family member	48%	61%	32%	31%
Told someone else	16%	25%	16%	14%
Told a colleague	36%	23%	42%	36%
Told employee assistance program (EAP) or peer support	20%	17%	10%	9%
Told a manager	21%	14%	28%	30%
I did not tell anyone about the discrimination	13%	9%	17%	24%
Told the person the behaviour was not OK	5%	8%	10%	9%
Told Human Resources	7%	6%	17%	11%
Submitted a formal complaint	2%	3%	8%	8%

People outcomes

Discrimination - reasons for not submitting a formal complaint

What this is

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

Why this is important

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

How to read this

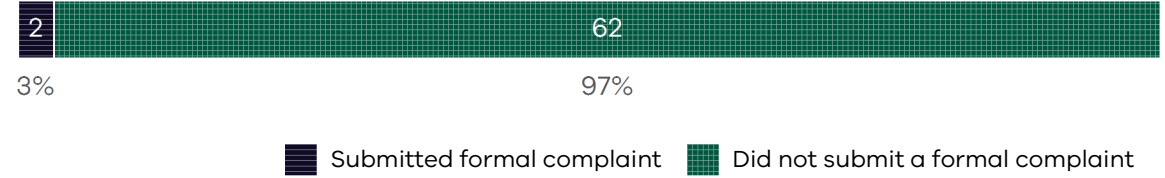
In the survey, we asked staff to tell us if they'd experienced discrimination at work. We then asked them if they submitted a formal complaint. If they did not, they could tell us with one or more answers why not. In descending order, the table shows the top 10 answers.

Example

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

- 79% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal complaint?



What was your reason for not submitting a formal complaint?	You 2022	You 2023	Comparator 2023	Public sector 2023
I didn't think it would make a difference	69%	79%	55%	59%
I believed there would be negative consequences for my reputation	58%	73%	46%	56%
I believed there would be negative consequences for my career	62%	60%	42%	54%
I didn't feel safe to report the incident	36%	48%	20%	18%
I was advised not to	13%	26%	2%	4%
I thought the complaint process would be embarrassing or difficult	16%	11%	11%	12%
I didn't know who to talk to	16%	8%	6%	6%
I believed there would be negative consequences for the person I was going to complain about	9%	6%	9%	8%
I didn't know how to make a complaint	18%	5%	6%	5%
I didn't think it was serious enough	2%	5%	10%	12%

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, 8% 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.

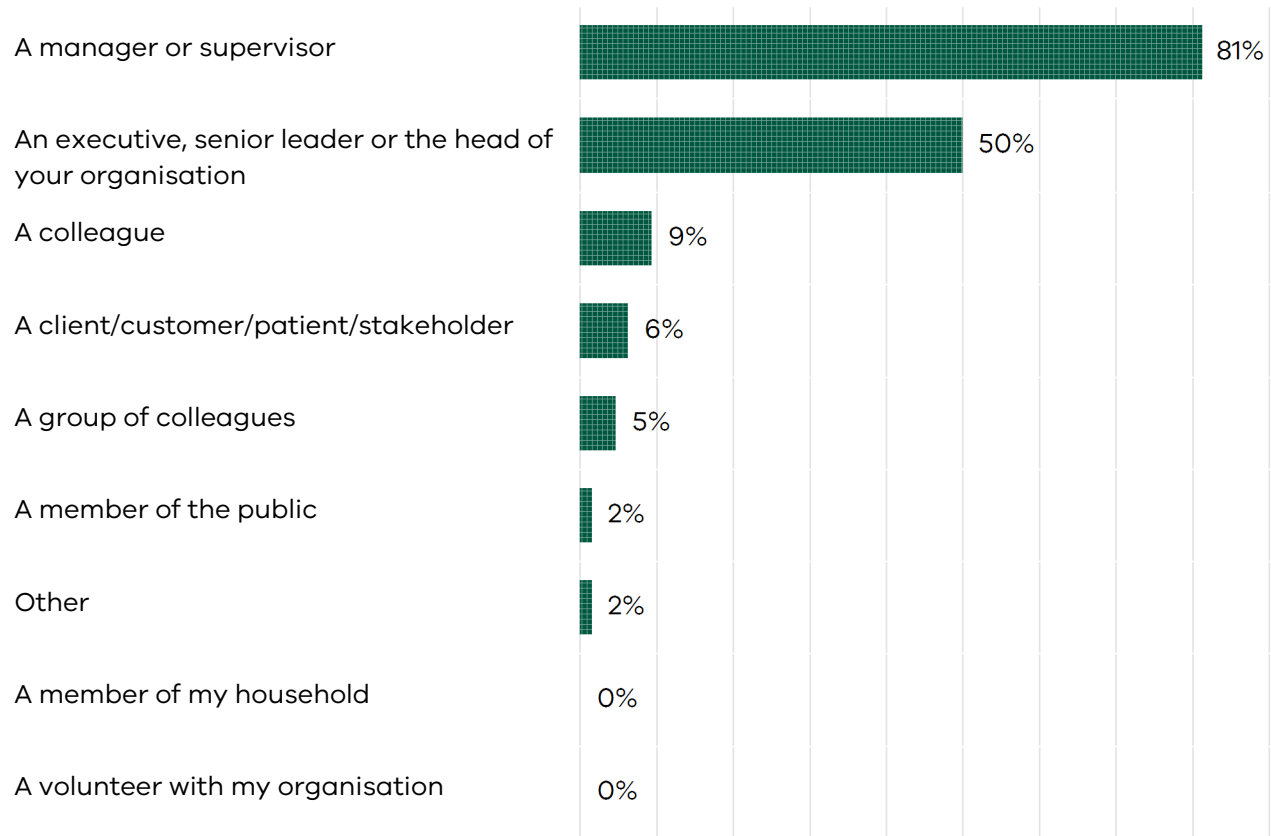
Each row is one perpetrator or group of perpetrators.

Example

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

Of that 8%, 81% said it was by 'A manager or supervisor'.

64 people (8% of staff) experienced discrimination (You2023)



People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

In this year's survey, 8% 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.

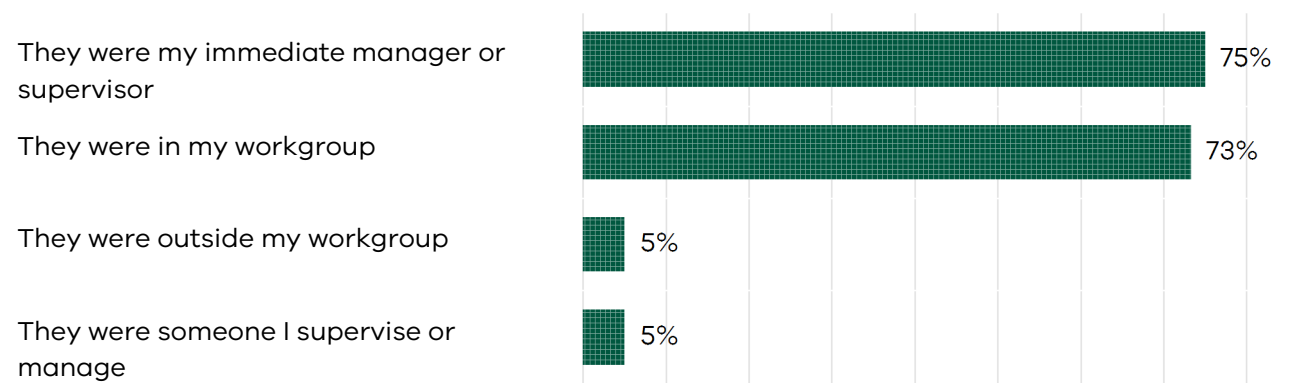
Example

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

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

Of that 94%, 75% said it was 'They were my immediate manager or supervisor'.

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



Negative behaviour

Violence and aggression

What this is

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

Why this is important

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

How to read this

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

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

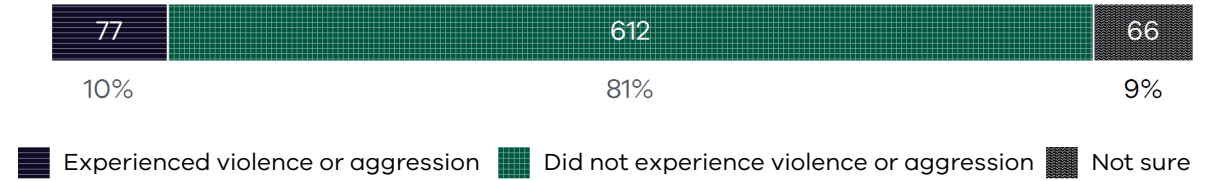
In descending order, the table shows the answers.

Example

10% of your staff who did the survey said they experienced violence or aggression.

Of that 10%, 79% said it was from 'Intimidating behaviour'.

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



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

	You 2022	You 2023	Comparator 2023	Public sector 2023
Intimidating behaviour	72%	79%	73%	73%
Abusive language	62%	43%	54%	75%
Threats of violence	9%	19%	7%	39%
Other	7%	6%	11%	6%
Damage to my property or work equipment	1%	4%	2%	5%
Stalking, including cyber-stalking	0%	4%	1%	2%
Physical assault (e.g. spitting, hitting, punching, pushing, tripping, grabbing, throwing objects)	0%	1%	5%	20%

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.

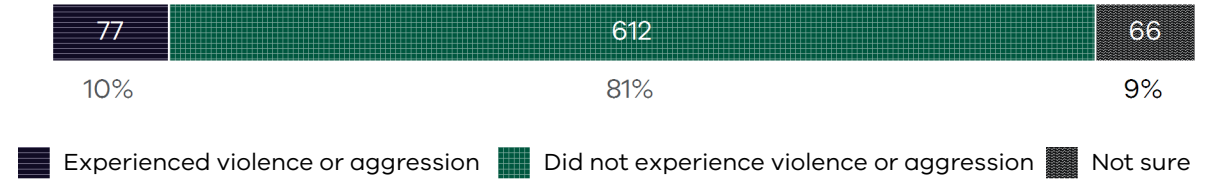
In descending order, the table shows the answers.

Example

10% of your staff who did the survey said they experienced violence or aggression, of which

- 48% said the top way they reported the violence or aggression was 'Told a manager'
- 86% said they didn't submit a formal incident report.

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



Did you tell anyone about the incident?

	You 2022	You 2023	Comparator 2023	Public sector 2023
Told a manager	57%	48%	64%	56%
Told a friend or family member	26%	34%	20%	19%
Told a colleague	42%	32%	40%	40%
Told the person the behaviour was not OK	29%	21%	21%	23%
Told employee assistance program (EAP) or peer support	12%	18%	6%	5%
Submitted a formal incident report	13%	14%	16%	30%
Told someone else	10%	13%	5%	6%
I did not tell anyone about the incident(s)	13%	8%	8%	9%
Told Human Resources	6%	4%	13%	6%

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

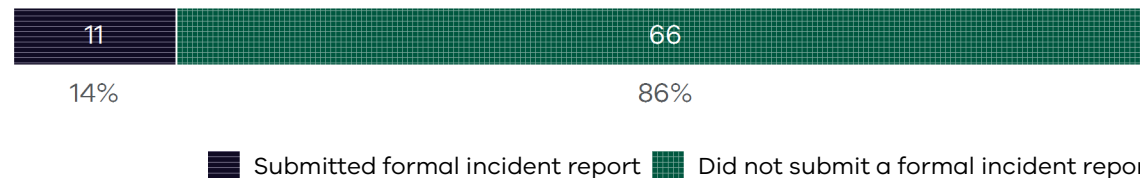
In the survey, we asked staff to tell us if they'd experienced violence or aggression at work. We then asked them if they submitted a formal incident report. If they did not, they could tell us with one or more answers why not. In descending order, the table shows the top 10 answers.

Example

86% of your staff who experienced violence or aggression did not submit a formal incident report, of which:

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

Did you submit a formal incident report?



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 would make a difference	45%	56%	37%	38%
I believed there would be negative consequences for my reputation	37%	47%	24%	21%
I believed there would be negative consequences for my career	23%	36%	19%	18%
I didn't feel safe to report the incident	18%	35%	8%	7%
I didn't think it was serious enough	18%	17%	24%	28%
I was advised not to	2%	15%	4%	3%
Other	12%	12%	22%	22%
I didn't need to because I no longer had contact with the person(s) who was aggressive or violent to me	8%	9%	10%	13%
I believed there would be negative consequences for the person I was going to complain about	13%	8%	8%	4%
I didn't need to because I made the violence or aggression stop	18%	8%	12%	14%

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.

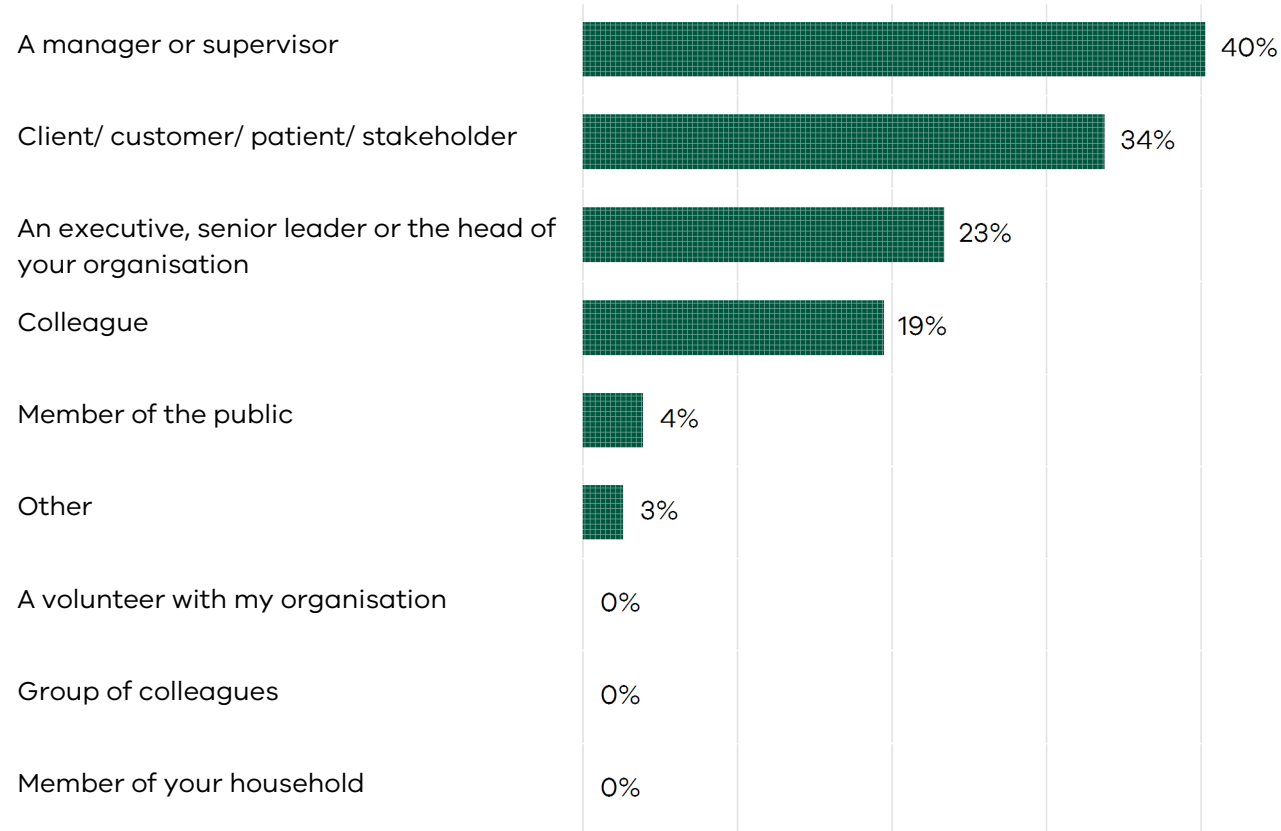
Each row is one perpetrator or a group of perpetrators.

Example

10% of your staff who did the survey said they experienced violence or aggression.

Of that 10%, 40% said it was 'A manager or supervisor'.

77 people (10% of staff) experienced violence or aggression (You2023)



People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

In this year's survey, 10% 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.

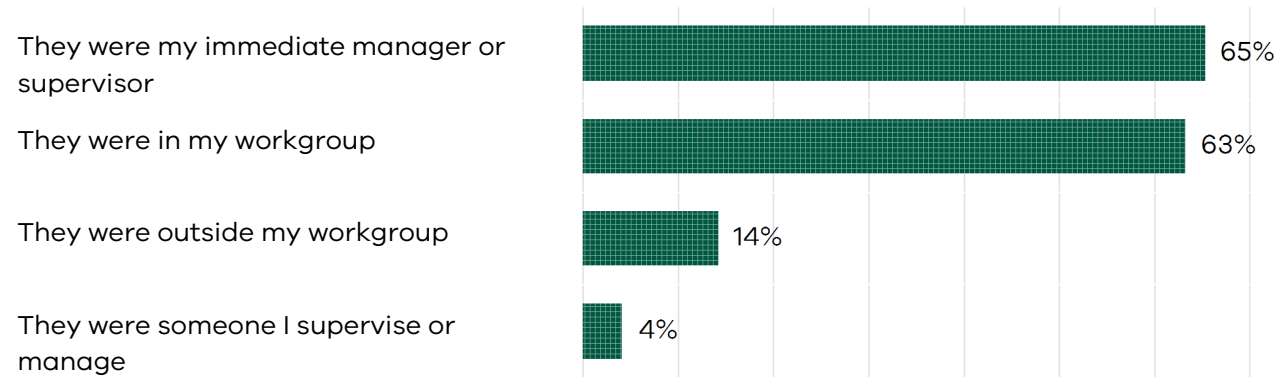
Example

10% of your staff who did the survey said they experienced violence or aggression.

Of that 10%, 64% said it was by someone within the organisation.

Of that 64%, 65% said it was 'They were my immediate manager or supervisor'.

49 people (64% of staff who experienced violence or aggression) experienced violence or aggression from within your organisation (You2023)



Negative behaviour

Witnessing negative behaviours

What this is

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

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

24% of your staff who did the survey said they witnessed some negative behaviour at work.

76% said they witnessed No, I have not witnessed any of the situations above'.

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



During the last 12 months in your current organisation, have you witnessed any of the following negative behaviours at work?

	You 2023	Comparator 2023	Public sector 2023
No, I have not witnessed any of the situations above	76%	81%	81%
Bullying of a colleague	20%	14%	13%
Discrimination against a colleague	14%	6%	7%
Violence or aggression against a colleague	10%	3%	3%
Sexual harassment of a colleague	8%	1%	1%

Negative behaviour

Taking action when witnessing negative behaviours

What this is

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

Why this is important

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

How to read this

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

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

The table shows the answers in descending order.

Example

24% of your staff who did the survey witnessed negative behaviour, of which:

- 51% said the top action they took was 'Spoke to the person who experienced the behaviour'.
- 23% took no action.

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



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

	You 2023	Comparator 2023	Public sector 2023
Spoke to the person who experienced the behaviour	51%	67%	69%
Took no action	23%	8%	8%
Told a manager	20%	36%	38%
Told a colleague	16%	20%	19%
Told the person the behaviour was not OK	13%	19%	20%
Other	12%	6%	6%
Spoke to the person who behaved in a negative way	11%	16%	17%
Told Human Resources	3%	9%	7%
Submitted a formal complaint	1%	4%	5%

People outcomes

Negative behaviour — satisfaction with making a formal complaint

What this is

This is how satisfied a staff member was with how your organisation managed their complaint.

Why this is important

When staff submit a formal complaint for negative behaviours, they should feel your organisation will manage it effectively and professionally.

How to read this

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

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

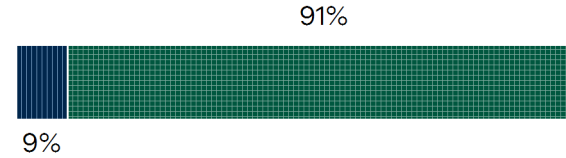
Example

91% of staff who did the survey were satisfied with the way your organisation handled their formal 'Violence or aggression' complaint.

Survey question

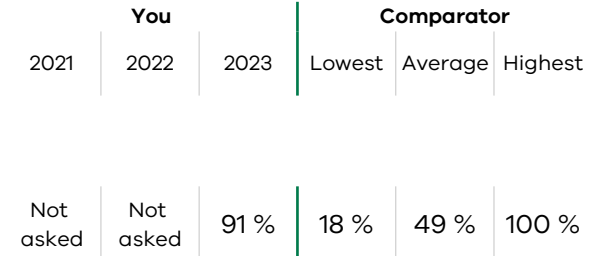
Were you satisfied with the way your formal complaint was handled

Violence or aggression



Your results

Benchmark satisfied results



People matter survey

2023

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

Custom questions

- Questions requested by your organisation

Demographics

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

Key differences

Highest scoring questions

What this is

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

How to read this

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

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

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

Example

On the first row 'Meaningful work', the 'You 2023' column shows 87% of your staff agreed with 'I can make a worthwhile contribution at work'.

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

Question group	Highest scoring questions	You 2023	Change from 2022	Comparator 2023
Meaningful work	I can make a worthwhile contribution at work	87%	-1%	93%
Job enrichment	I can use my skills and knowledge in my job	86%	-3%	93%
Job enrichment	I understand how my job helps my organisation achieve its goals	85%	-1%	91%
Meaningful work	I achieve something important through my work	85%	-2%	92%
Safety climate	My organisation provides a physically safe work environment	81%	+0%	84%
Meaningful work	I get a sense of accomplishment from my work	80%	0%	86%
Inclusion	I feel culturally safe at work	79%	+1%	85%
Job enrichment	I clearly understand what I am expected to do in this job	79%	-1%	84%
Other questions	I understand how the Code of Conduct for Victorian public sector employees applies to my work	78%	Not asked in 2022	83%
Organisational integrity	My organisation encourages employees to act in ways that are consistent with human rights	77%	+2%	83%

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 'Organisational integrity', the 'You 2023' column shows 41% of your staff agreed with 'I believe the promotion processes in my organisation are fair'. In the 'Change from 2022' column, you have a 3% increase, which is a positive trend.

Question subgroup	Lowest scoring questions	You 2023	Change from 2022	Comparator 2023
Organisational integrity	I believe the promotion processes in my organisation are fair	41%	+3%	42%
Learning and development	I am satisfied with the opportunities to progress in my organisation	42%	+5%	46%
Taking action	My organisation has made improvements based on the survey results from last year	43%	+15%	37%
Safety climate	All levels of my organisation are involved in the prevention of stress	44%	+6%	44%
Organisational integrity	I have an equal chance at promotion in my organisation	45%	+6%	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%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	50%	+6%	50%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	50%	+10%	46%
Satisfaction	How satisfied are you with your career development within your current organisation	50%	+5%	56%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	51%	+5%	49%

Key differences

Most improved

What this is

This is where staff feel their organisation has most improved.

How to read this

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

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

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

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

Example

On the first row 'Taking action', the 'You 2023' column shows 43% of your staff agreed with 'My organisation has made improvements based on the survey results from last year'.

In the 'Increase from 2022' column, you have a 15% increase, which is a positive trend.

Question group	Most improved from last year	You 2023	Increase from 2022	Comparator 2023
Taking action	My organisation has made improvements based on the survey results from last year	43%	+15%	37%
Taking action	I believe my organisation will make improvements based on the results of this survey	52%	+13%	50%
Learning and development	I am satisfied with the way my learning and development needs have been addressed in the last 12 months	54%	+11%	55%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	50%	+10%	46%
Engagement	My organisation motivates me to help achieve its objectives	59%	+9%	62%
Learning and development	My organisation places a high priority on the learning and development of staff	53%	+9%	56%
Manager support	I receive meaningful recognition when I do good work	59%	+8%	62%
Workload	I have enough time to do my job effectively	54%	+7%	52%
Engagement	My organisation inspires me to do the best in my job	57%	+7%	60%
Safety climate	All levels of my organisation are involved in the prevention of stress	44%	+6%	44%

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 'Job enrichment', the 'You 2023' column shows 86% of your staff agreed with 'I can use my skills and knowledge in my job'.

In the 'Decrease from 2022' column, you have a 3% decrease, which is a negative trend.

Question subgroup	Largest decline from last year	You 2023	Decrease from 2022	Comparator 2023
Job enrichment	I can use my skills and knowledge in my job	86%	-3%	93%
Flexible working	My manager supports working flexibly	68%	-2%	80%
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	73%	-2%	79%
Organisational integrity	I believe the recruitment processes in my organisation are fair	53%	-2%	58%
Meaningful work	I achieve something important through my work	85%	-2%	92%
Job enrichment	I understand how my job helps my organisation achieve its goals	85%	-1%	91%
Meaningful work	I can make a worthwhile contribution at work	87%	-1%	93%
Job enrichment	I clearly understand what I am expected to do in this job	79%	-1%	84%
Collaboration	I am able to work effectively with others outside my immediate workgroup	74%	-1%	81%
Meaningful work	I get a sense of accomplishment from my work	80%	0%	86%

Key differences

Biggest positive difference from comparator

What this is

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

How to read this

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

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

Example

On the first row 'Taking action', the 'You 2023' column shows 43% of your staff agreed with 'My organisation has made improvements based on the survey results from last year'.

The 'difference' column, shows that agreement for this question was 6 percentage points higher in your organisation than in your comparator.

Question group	Biggest positive difference from comparator	You 2023	Difference	Comparator 2023
Taking action	My organisation has made improvements based on the survey results from last year	43%	+6%	37%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	50%	+4%	46%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	55%	+4%	51%
Senior leadership	Senior leaders provide clear strategy and direction	58%	+3%	55%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	51%	+2%	49%
Workload	I have enough time to do my job effectively	54%	+2%	52%
Senior leadership	Senior leaders model my organisation's values	59%	+2%	57%
Taking action	I believe my organisation will make improvements based on the results of this survey	52%	+1%	50%
Workload	The workload I have is appropriate for the job that I do	57%	+1%	56%
Senior leadership	Senior leaders demonstrate honesty and integrity	58%	+0%	58%

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 'Flexible working', the 'You 2023' column shows 68% of your staff agreed with 'My manager supports working flexibly'.

The 'difference' column, shows that agreement for this question was 11 percentage points lower in your organisation than in your comparator.

Question subgroup	Biggest negative difference from comparator	You 2023	Difference	Comparator 2023
Flexible working	My manager supports working flexibly	68%	-11%	80%
Manager leadership	My manager models my organisation's values	71%	-10%	82%
Safe to speak up	People in my workgroup are able to bring up problems and tough issues	63%	-10%	72%
Manager leadership	My manager demonstrates honesty and integrity	73%	-10%	83%
Workgroup support	People in my workgroup appropriately manage conflicts of interest	59%	-10%	68%
Manager leadership	My manager treats employees with dignity and respect	76%	-10%	85%
Innovation	My workgroup encourages employee creativity	62%	-9%	71%
Flexible working	I am confident that if I requested a flexible work arrangement, it would be given due consideration	61%	-8%	70%
Manager support	My manager listens to what I have to say	73%	-8%	82%
Manager support	I can discuss problems or issues with my manager	73%	-8%	82%

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2023

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

Custom questions

- Questions requested by your organisation

Demographics

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

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

52% of your staff who did the survey agreed or strongly agreed with 'I believe my organisation will make improvements based on the results of this survey'.

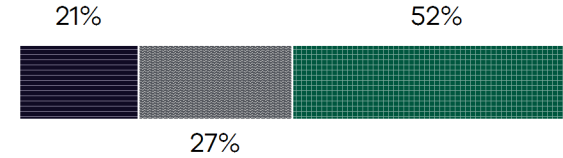
Survey question

Your results

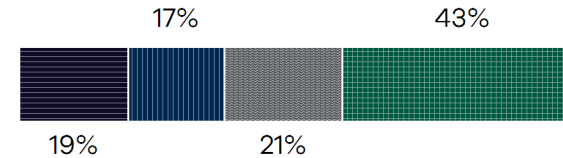
Benchmark agree results



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



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



	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
I believe my organisation will make improvements based on the results of this survey	Not asked	38 %	52 %	32 %	50 %	60 %
My organisation has made improvements based on the survey results from last year	Not asked	28 %	43 %	25 %	37 %	49 %

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- Cultural diversity
- Employment
- Adjustments
- Caring
- Categories

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.

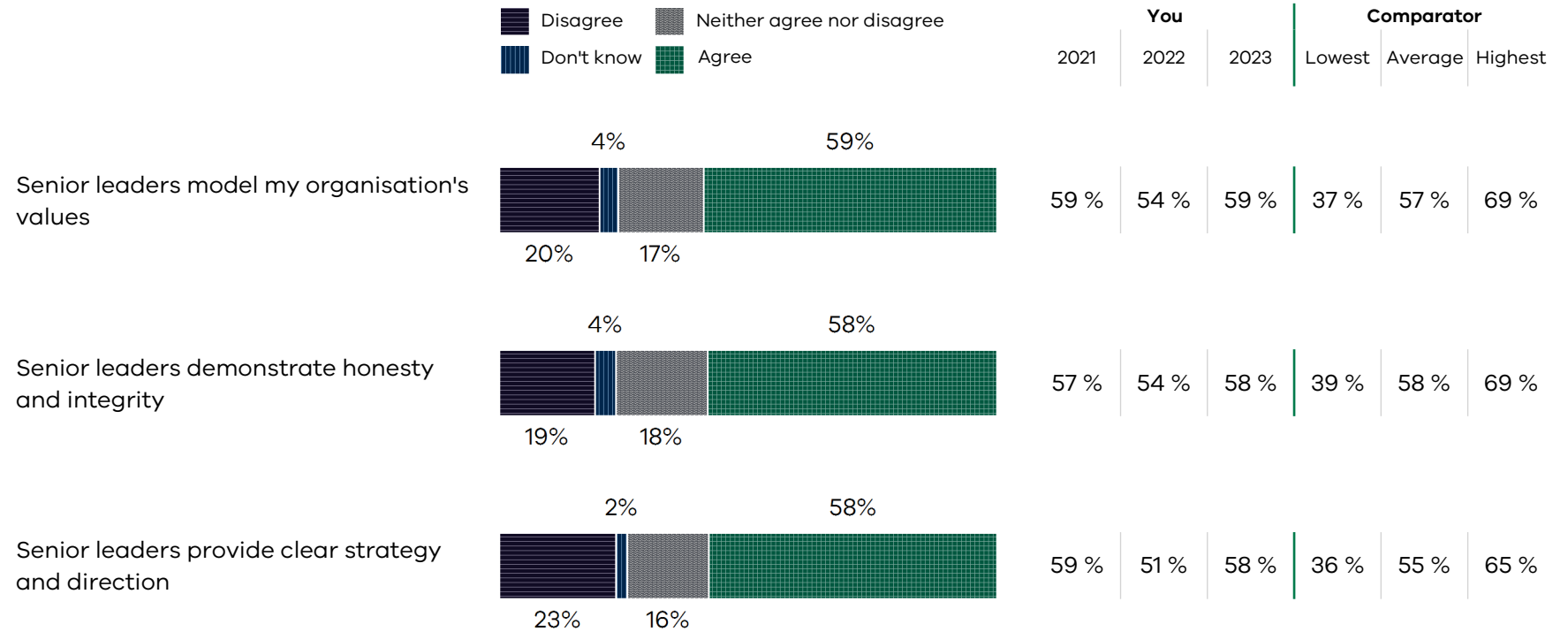
Example

59% of your staff who did the survey agreed or strongly agreed with 'Senior leaders model my organisation's values'.

Survey question

Your results

Benchmark agree results



People matter survey

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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.

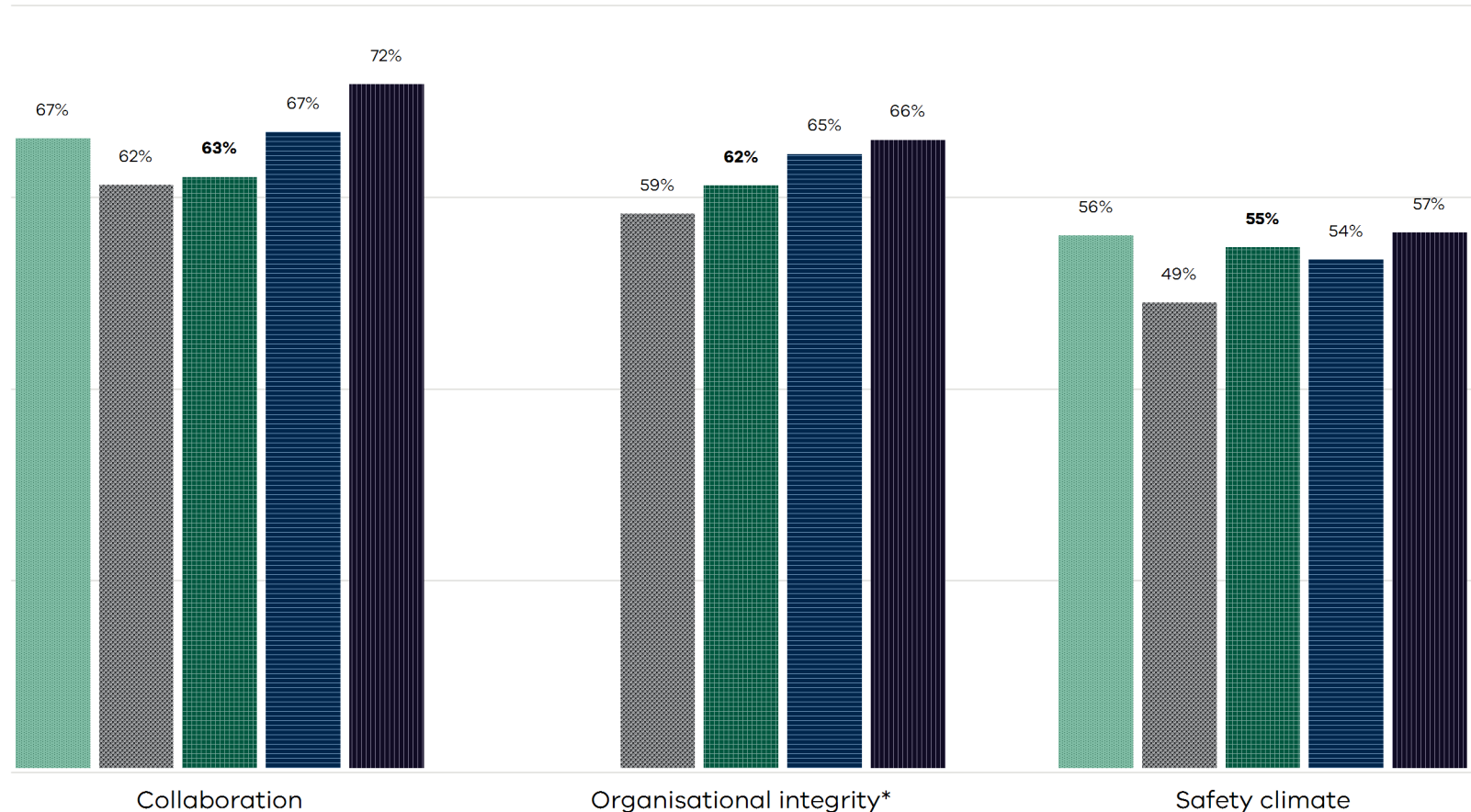
Example

In 2023:

- 63% of your staff who did the survey responded positively to questions about Collaboration which is up from 62% in 2022.

Compared to:

- 67% of staff at your comparator and 72% of staff across the public sector.



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

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

Organisational climate

Organisational integrity 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

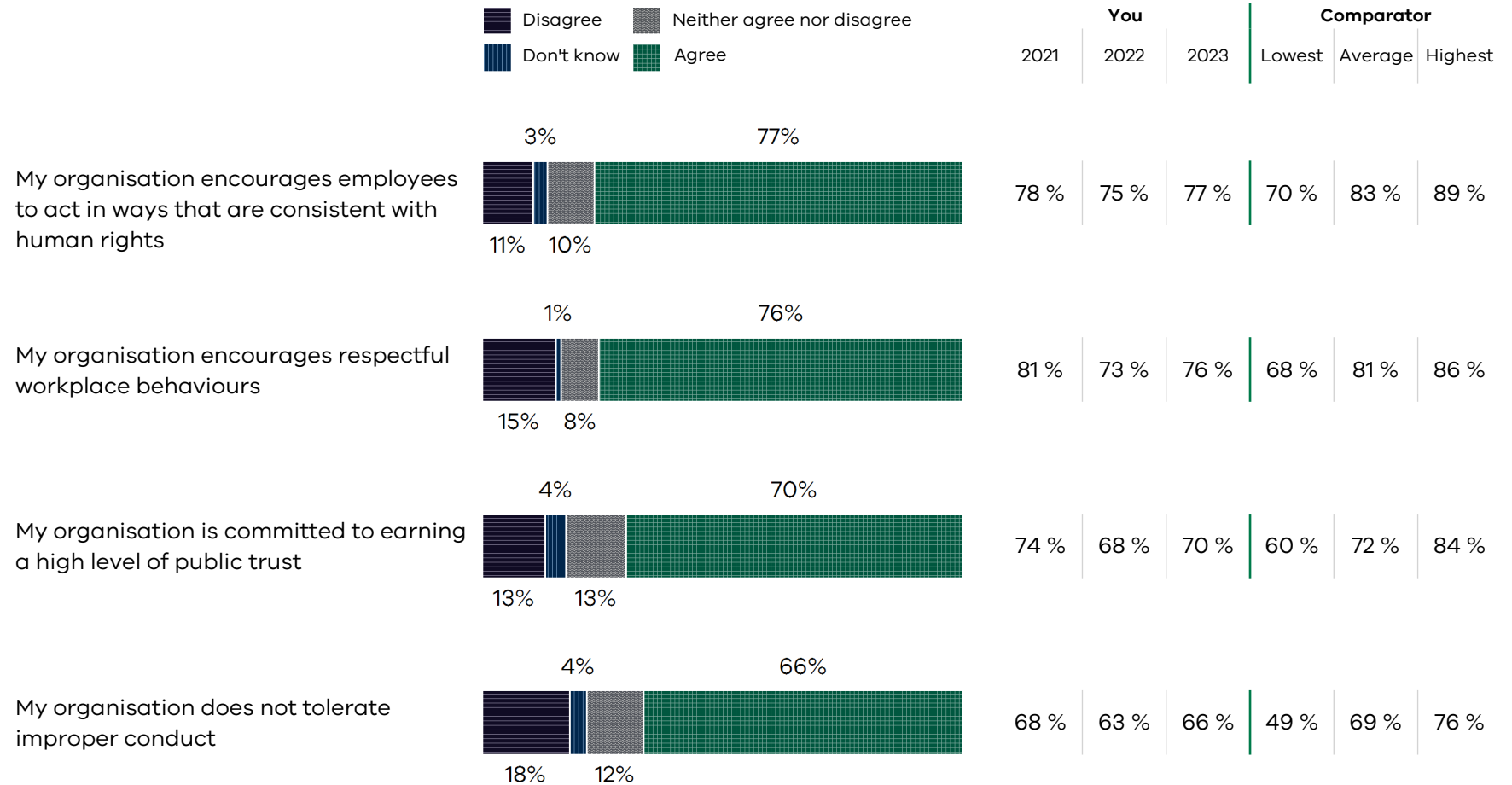
Example

77% of your staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.

Survey question

Your results

Benchmark agree results



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.

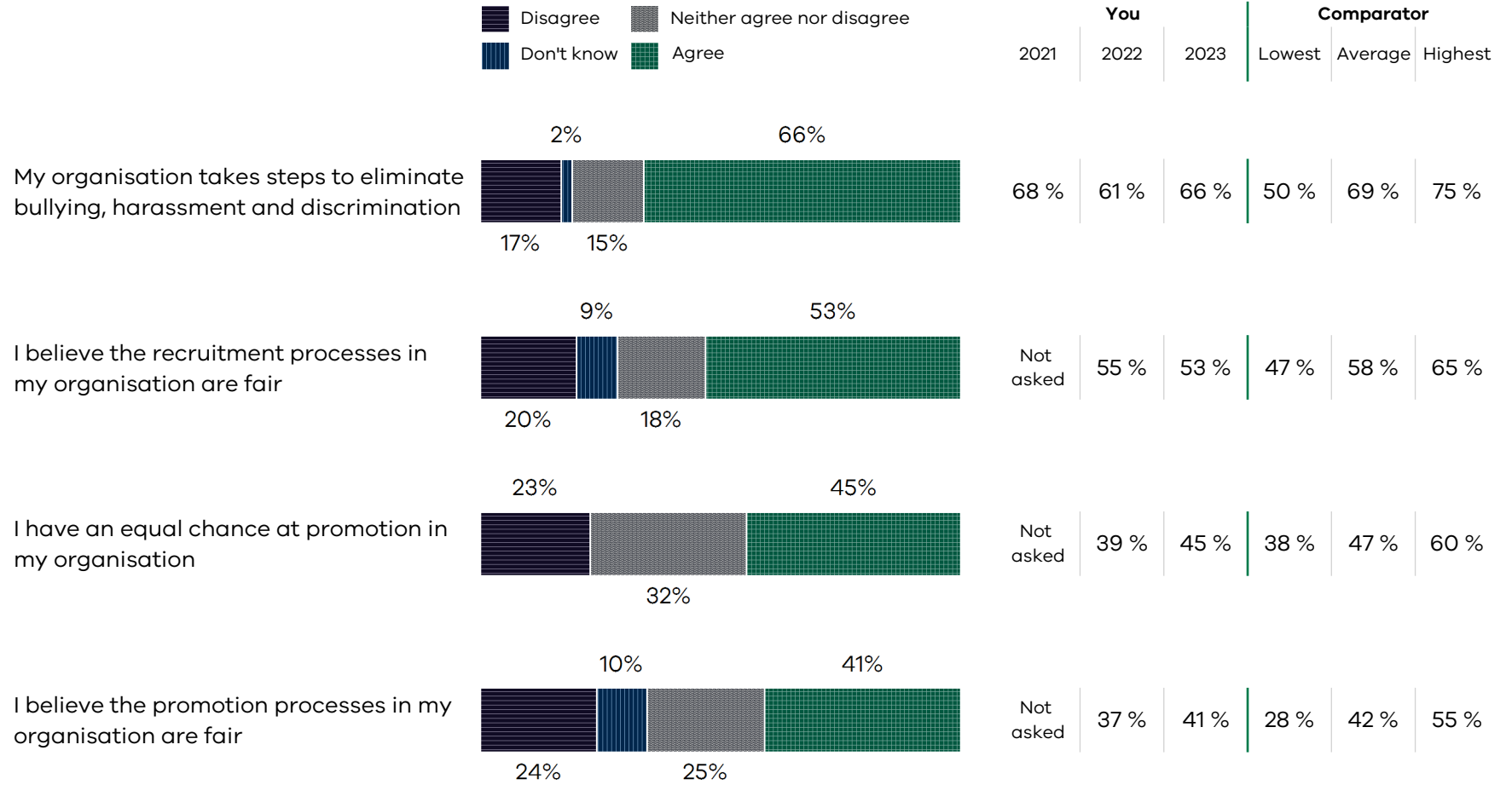
Example

66% of your staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.

Survey question

Your results

Benchmark agree results



Organisational climate

Collaboration

What this is

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

Why this is important

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

How to read this

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

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

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

Example

74% of your staff who did the survey agreed or strongly agreed with 'I am able to work effectively with others outside my immediate workgroup'.

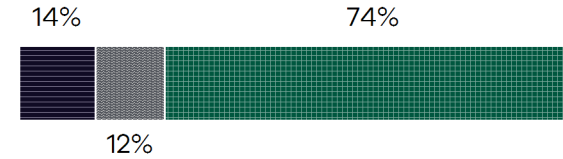
Survey question

Your results

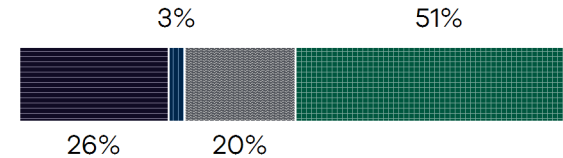
Benchmark agree results



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



Workgroups across my organisation willingly share information with each other



	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
I am able to work effectively with others outside my immediate workgroup	84 %	75 %	74 %	62 %	81 %	87 %
Workgroups across my organisation willingly share information with each other	49 %	49 %	51 %	32 %	54 %	65 %

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

81% of your staff who did the survey agreed or strongly agreed with 'My organisation provides a physically safe work environment'.

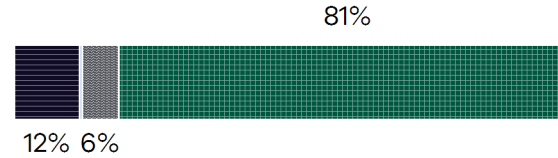
Survey question

Your results

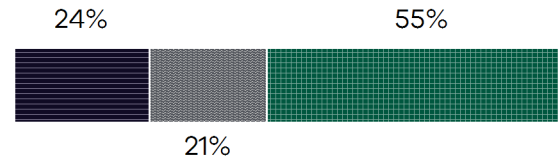
Benchmark agree results



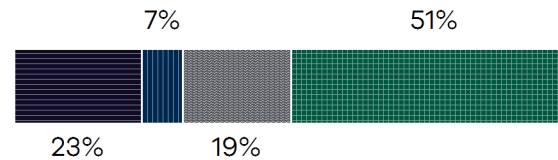
My organisation provides a physically safe work environment



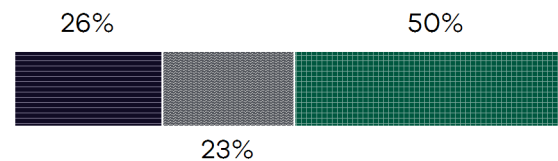
Senior leaders consider the psychological health of employees to be as important as productivity



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



Senior leaders show support for stress prevention through involvement and commitment



	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
My organisation provides a physically safe work environment	85 %	81 %	81 %	78 %	84 %	91 %
Senior leaders consider the psychological health of employees to be as important as productivity	51 %	49 %	55 %	32 %	51 %	64 %
My organisation has effective procedures in place to support employees who may experience stress	60 %	45 %	51 %	33 %	49 %	56 %
Senior leaders show support for stress prevention through involvement and commitment	48 %	40 %	50 %	28 %	46 %	59 %

Organisational climate

Safety climate 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

50% of your staff who did the survey agreed or strongly agreed with 'In my workplace, there is good communication about psychological safety issues that affect me'.

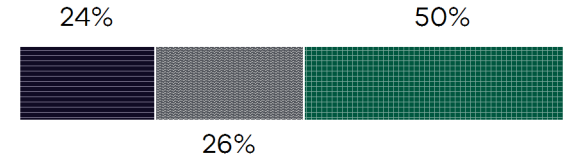
Survey question

Your results

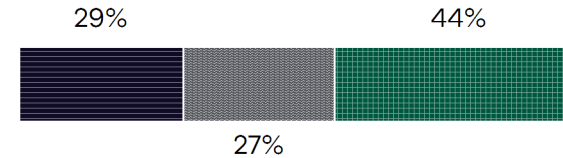
Benchmark agree results



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



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



	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
In my workplace, there is good communication about psychological safety issues that affect me	54 %	44 %	50 %	36 %	50 %	56 %
All levels of my organisation are involved in the prevention of stress	41 %	37 %	44 %	31 %	44 %	53 %

People matter survey

2023

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

Custom questions

- Questions requested by your organisation

Demographics

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

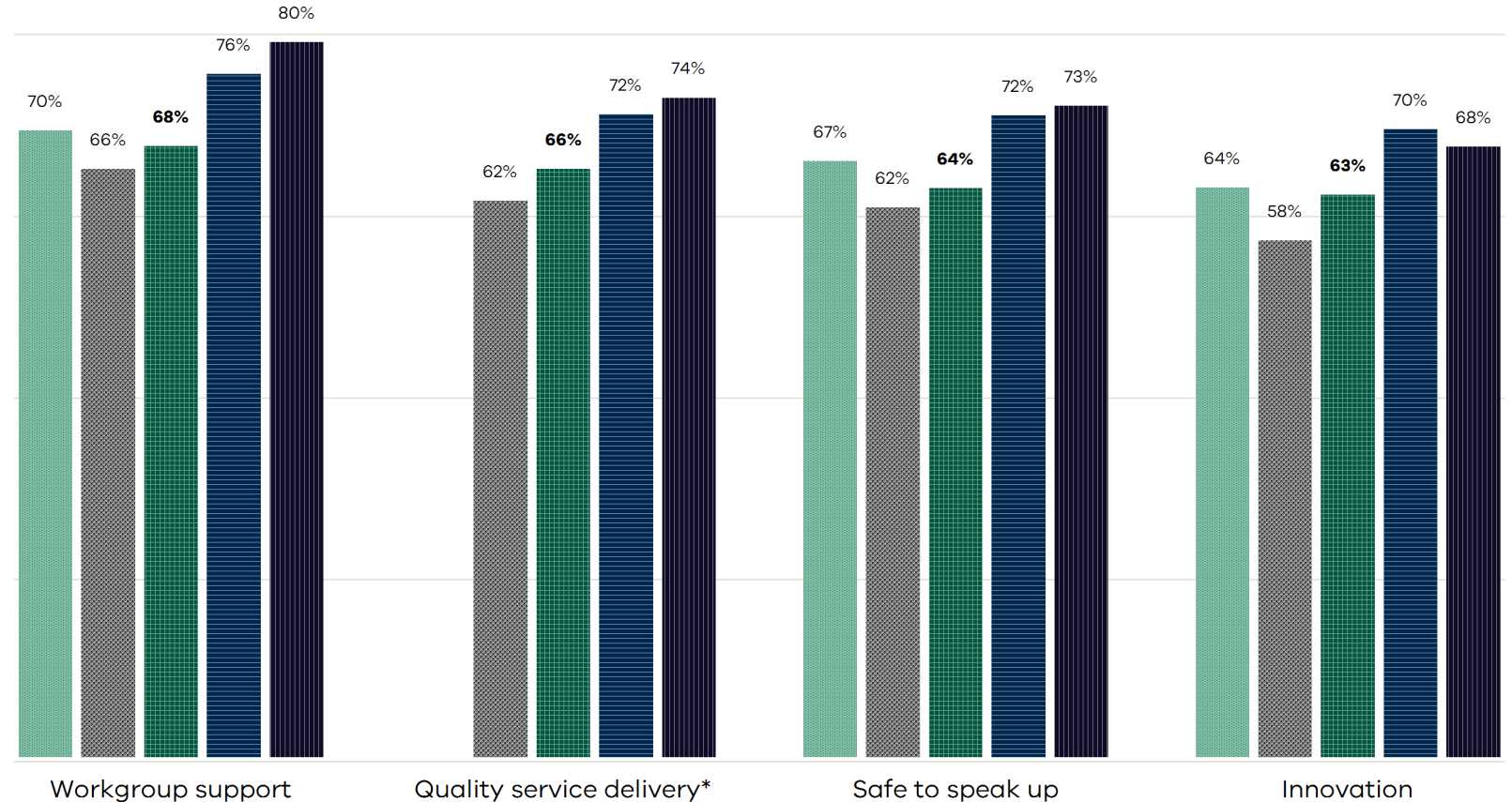
Example

In 2023:

- 68% of your staff who did the survey responded positively to questions about Workgroup support which is up from 66% in 2022.

Compared to:

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



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

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

Workgroup climate

Quality service delivery

What this is

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

Why this is important

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

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

How to read this

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

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

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

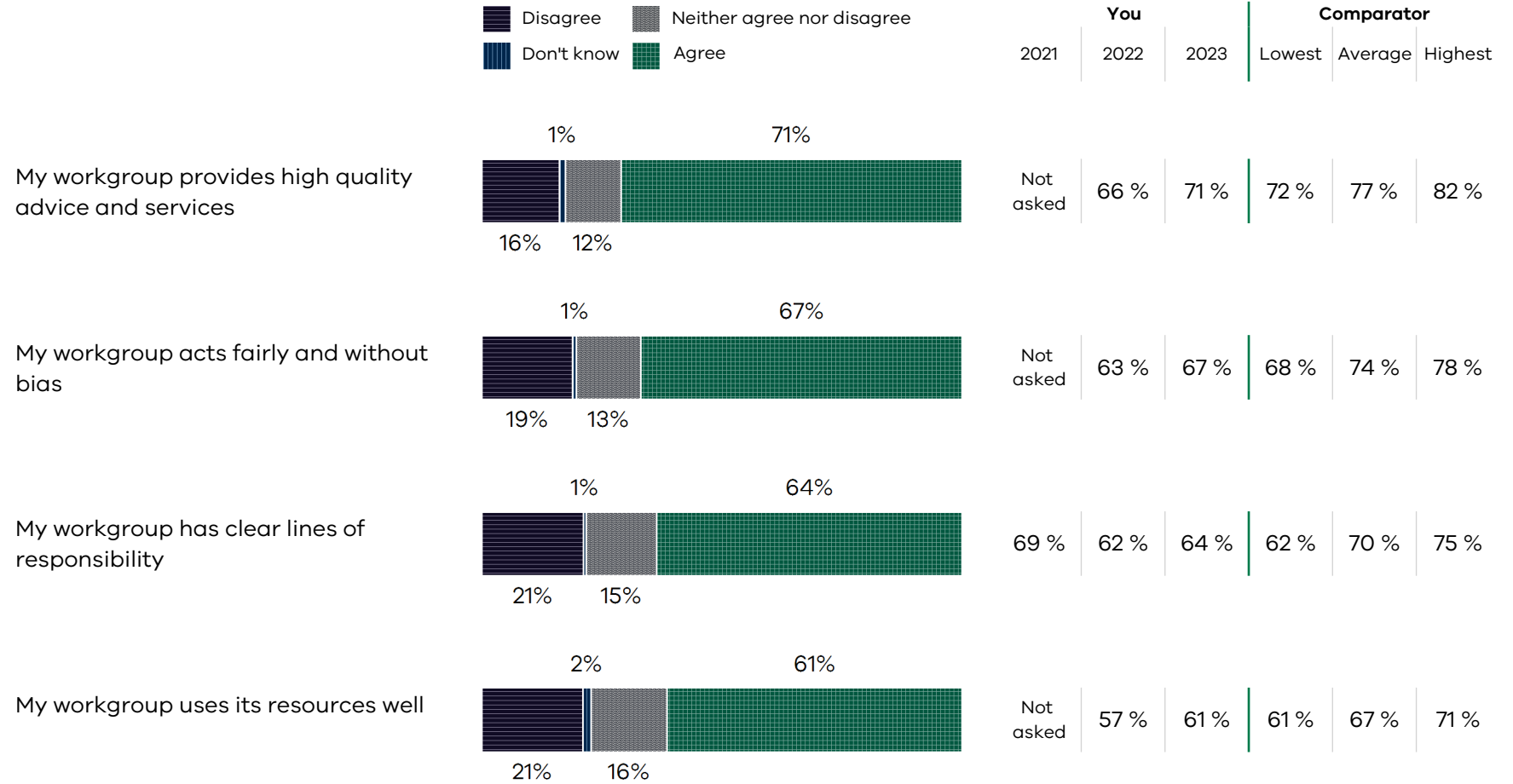
Example

71% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

Survey question

Your results

Benchmark agree results



Workgroup climate

Innovation

What this is

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

Why this is important

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

How to read this

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

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

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

Example

64% of your staff who did the survey agreed or strongly agreed with 'My workgroup learns from failures and mistakes'.

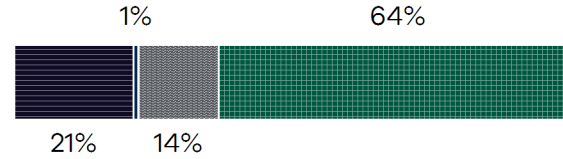
Survey question

Your results

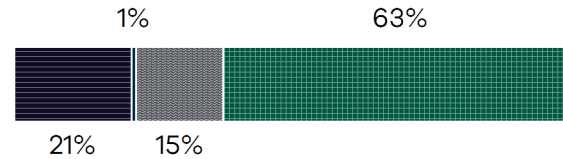
Benchmark agree results



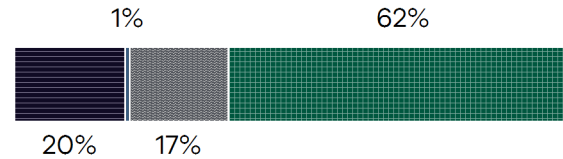
My workgroup learns from failures and mistakes



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



My workgroup encourages employee creativity



Year	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest

65 %	58 %	64 %	62 %	68 %	73 %
------	------	------	------	------	------

67 %	59 %	63 %	68 %	71 %	75 %
------	------	------	------	------	------

59 %	57 %	62 %	65 %	71 %	76 %
------	------	------	------	------	------

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.

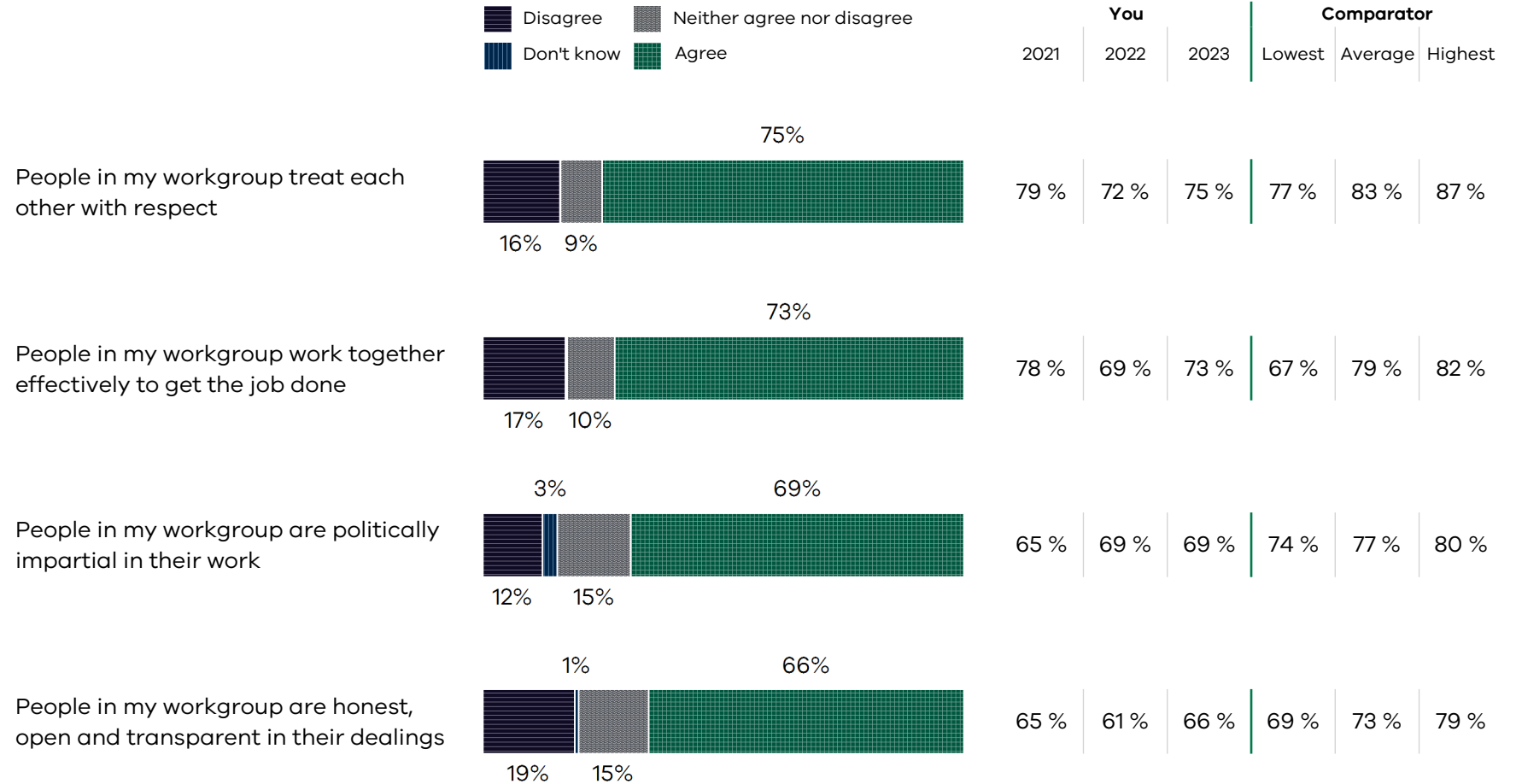
Example

75% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup treat each other with respect'.

Survey question

Your results

Benchmark agree results



Workgroup climate

Workgroup support 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

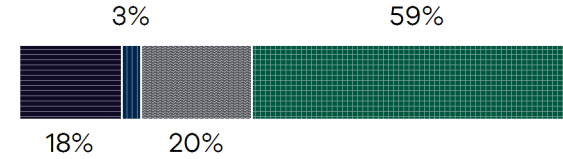
Example

59% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.

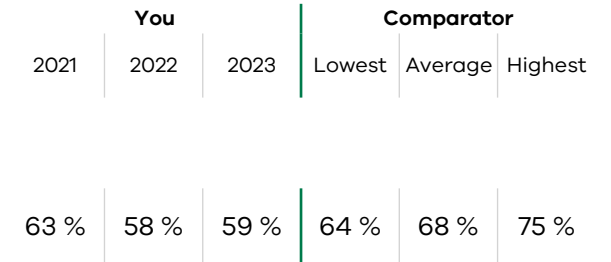
Survey question

People in my workgroup appropriately manage conflicts of interest

Your results



Benchmark agree results



Workgroup climate

Safe to speak up

What this is

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

Why this is important

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

How to read this

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

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

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

Example

65% of your staff who did the survey agreed or strongly agreed with 'I feel safe to challenge inappropriate behaviour at work'.

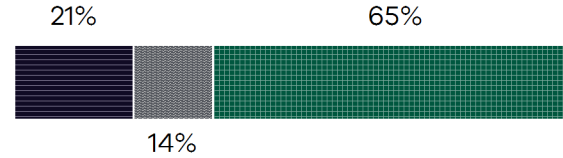
Survey question

Your results

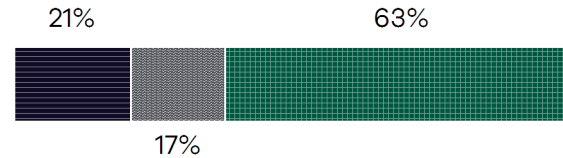
Benchmark agree results



I feel safe to challenge inappropriate behaviour at work



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



	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
I feel safe to challenge inappropriate behaviour at work	63 %	63 %	65 %	55 %	71 %	75 %
People in my workgroup are able to bring up problems and tough issues	70 %	60 %	63 %	65 %	72 %	76 %

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- 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.

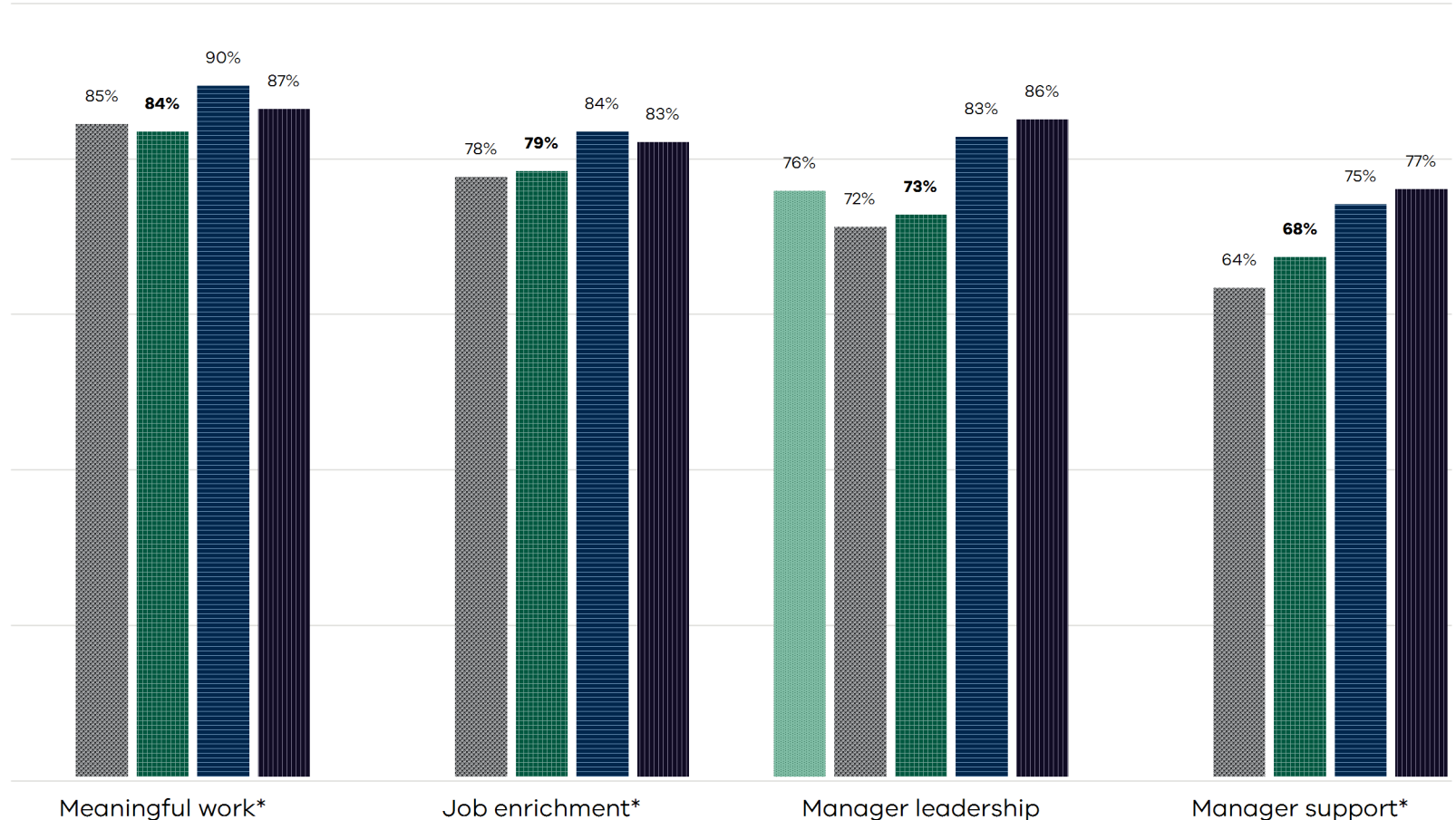
Example

In 2023:

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

Compared to:

- 90% 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

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

Job and manager factors

Scorecard 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

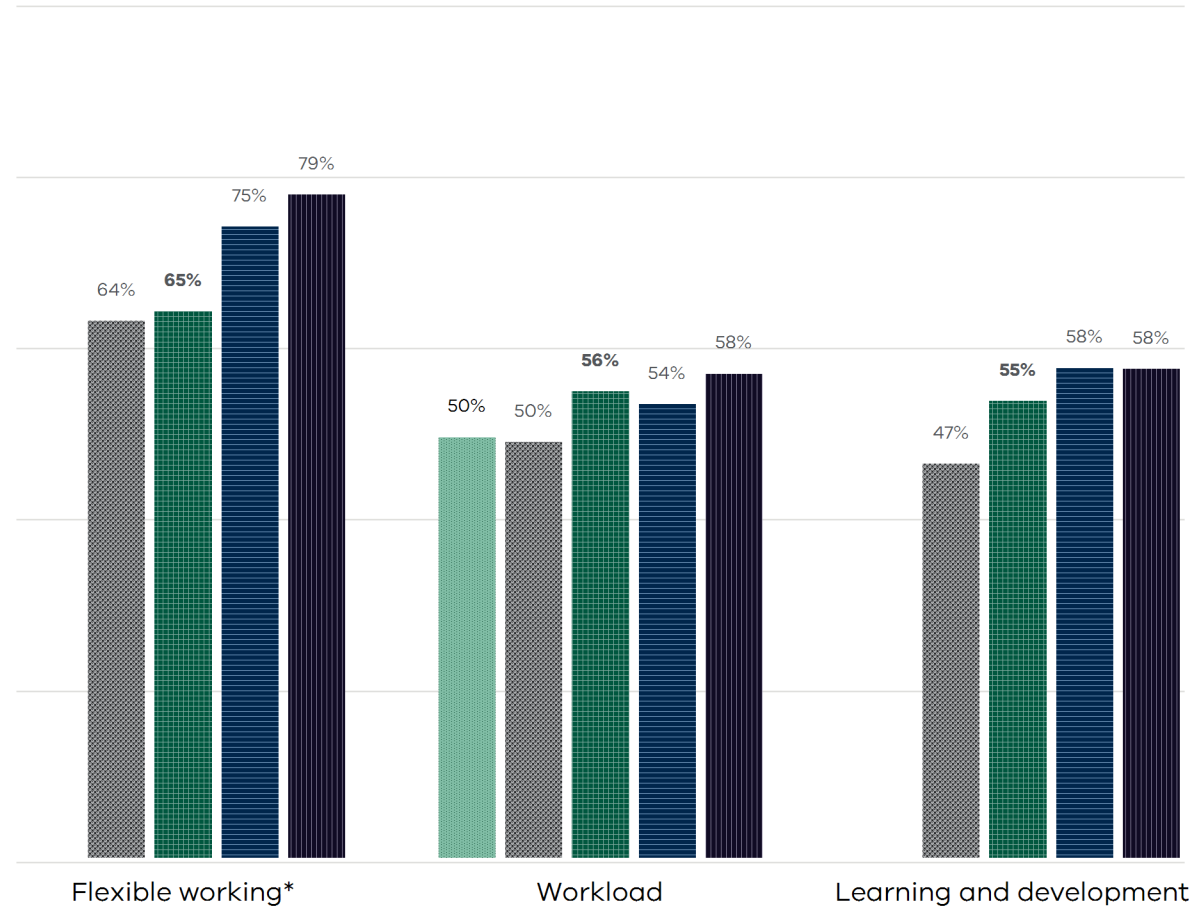
Example

In 2023:

- 65% of your staff who did the survey responded positively to questions about Flexible working.

Compared to:

- 75% of staff at your comparator and 79% of staff across the public sector.



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

You 2021 You 2022 You 2023 Comparator 2023 Public sector 2023

Job and manager factors

Manager leadership

What this is

This is how well staff perceive their direct managers lead.

Why this is important

Great managers can foster the right environment for staff engagement.

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

How to read this

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

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

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

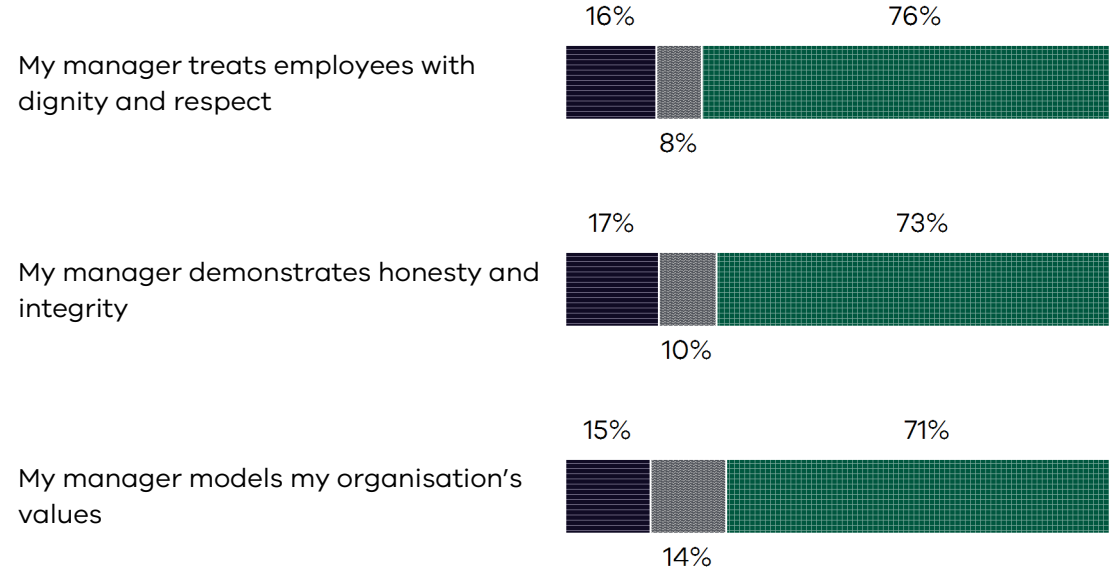
Example

76% 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



	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
My manager treats employees with dignity and respect	80 %	75 %	76 %	81 %	85 %	90 %
My manager demonstrates honesty and integrity	75 %	71 %	73 %	77 %	83 %	87 %
My manager models my organisation's values	74 %	69 %	71 %	74 %	82 %	87 %

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.

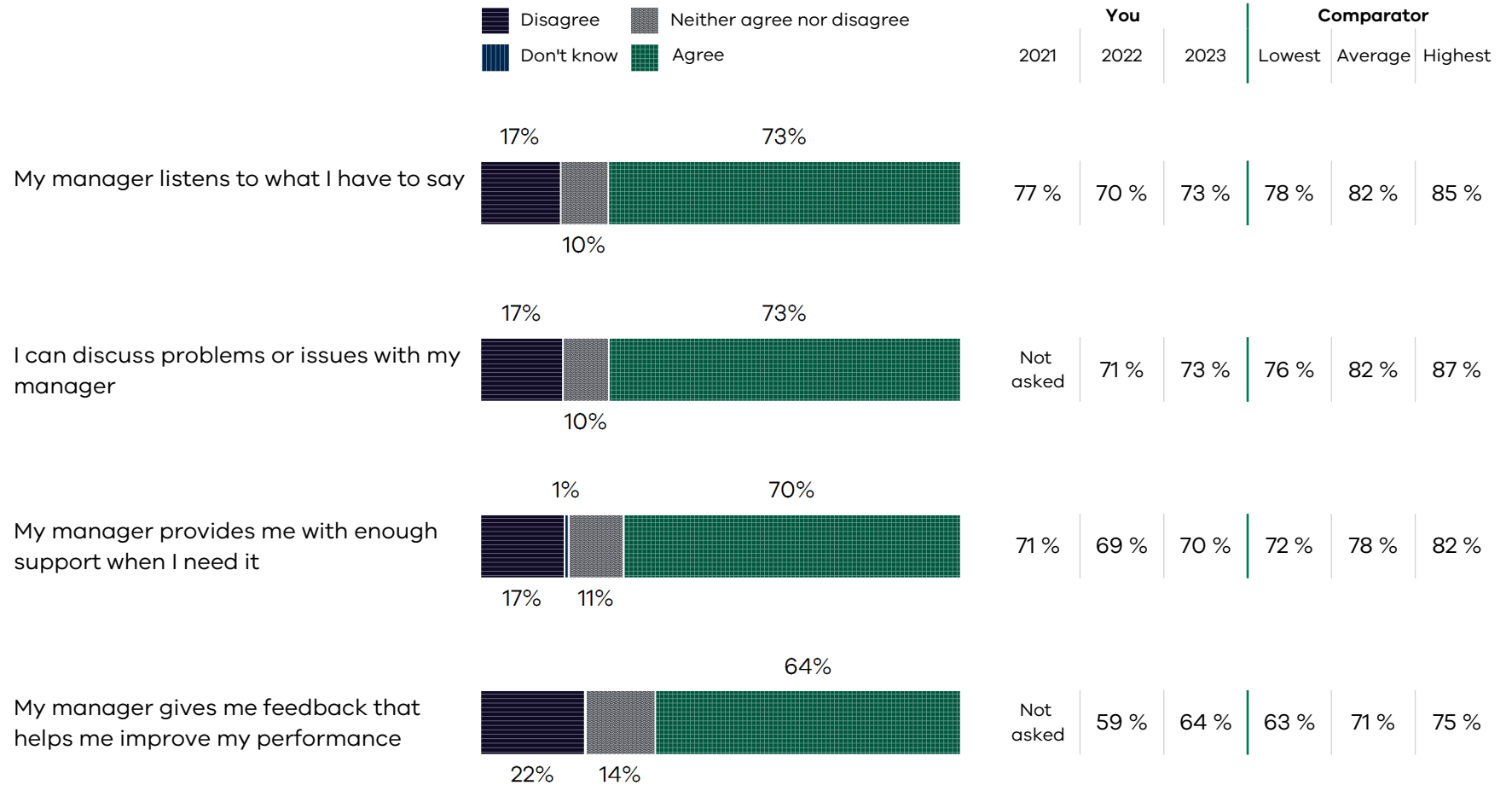
Example

73% of your staff who did the survey agreed or strongly agreed with 'My manager listens to what I have to say'.

Survey question

Your results

Benchmark agree results



Job and manager factors

Manager support 2 of 2

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

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

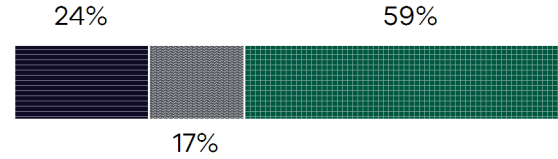
Example

59% of your staff who did the survey agreed or strongly agreed with 'I receive meaningful recognition when I do good work'.

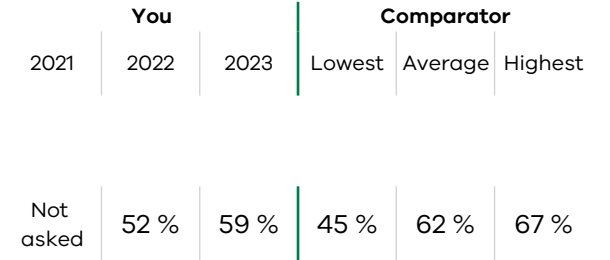
Survey question

I receive meaningful recognition when I do good work

Your results



Benchmark agree results



Job and manager factors

Workload

What this is

This is how staff feel about workload and time pressure.

Why this is important

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

How to read this

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

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

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

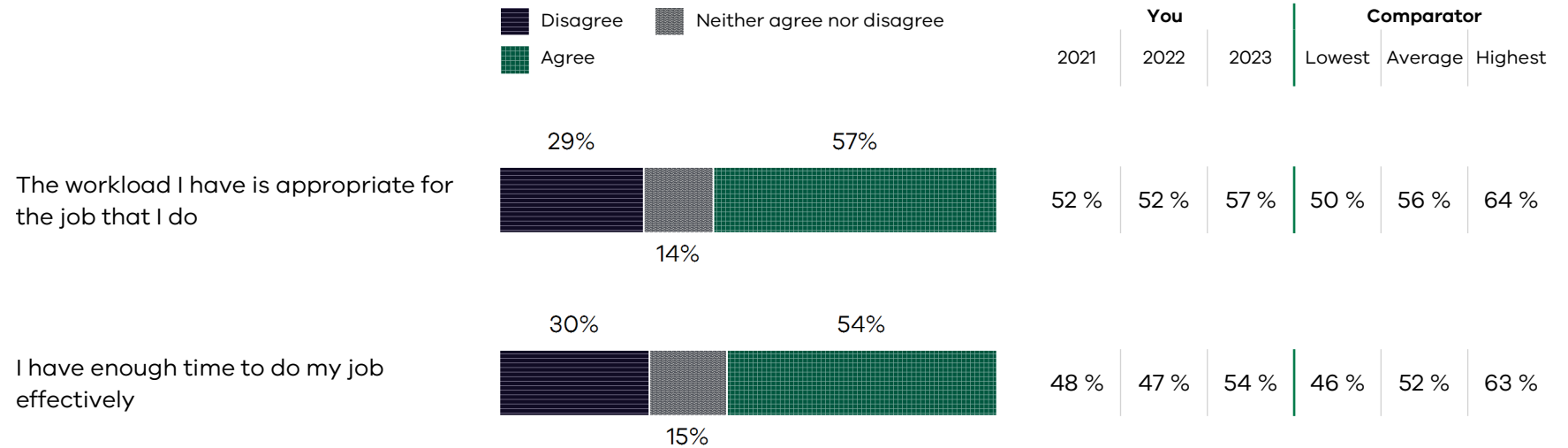
Example

57% of your staff who did the survey agreed or strongly agreed with 'The workload I have is appropriate for the job that I do'.

Survey question

Your results

Benchmark agree results



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.

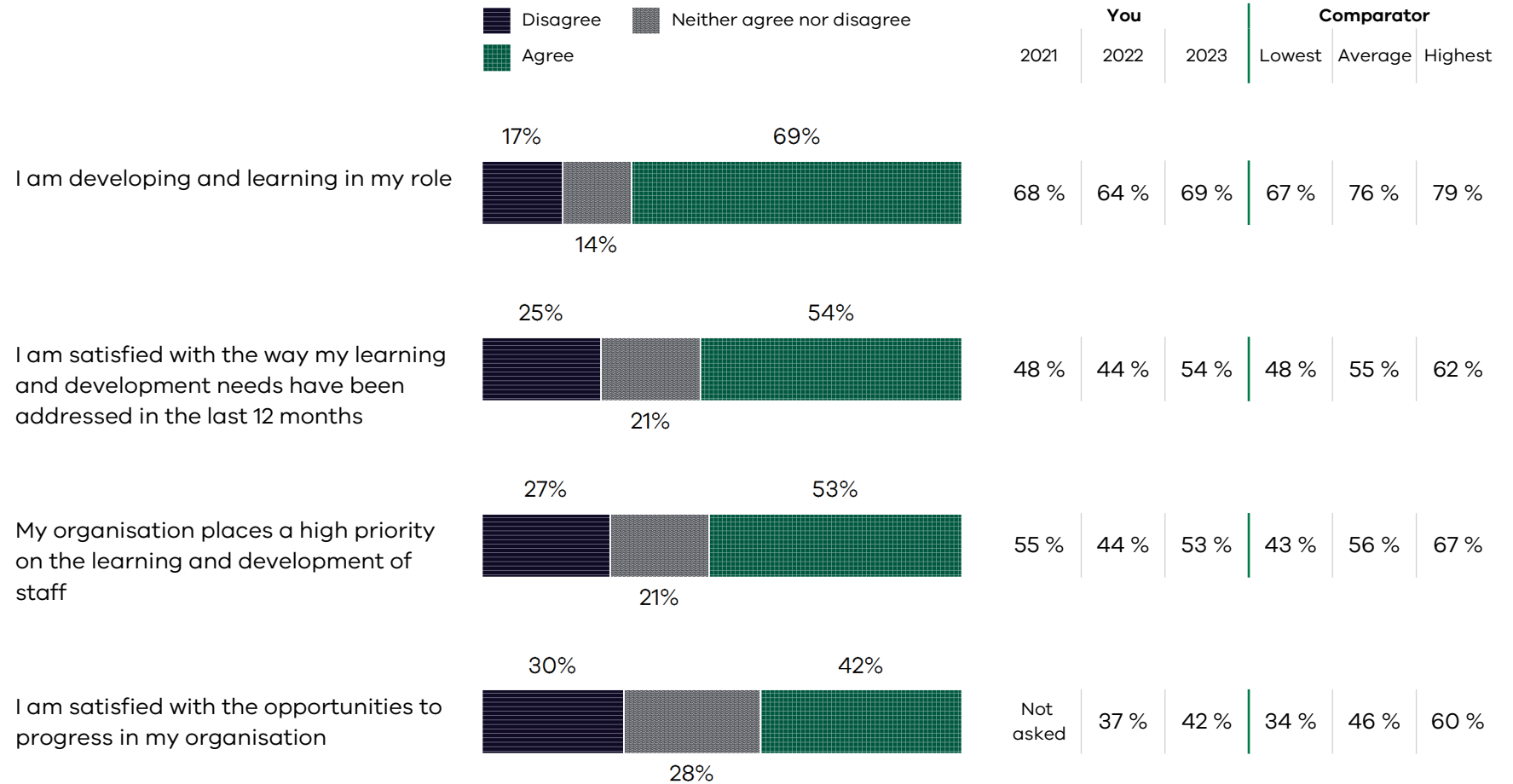
Example

69% of your staff who did the survey agreed or strongly agreed with 'I am developing and learning in my role'.

Survey question

Your results

Benchmark agree results



Job and manager factors

Job enrichment 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

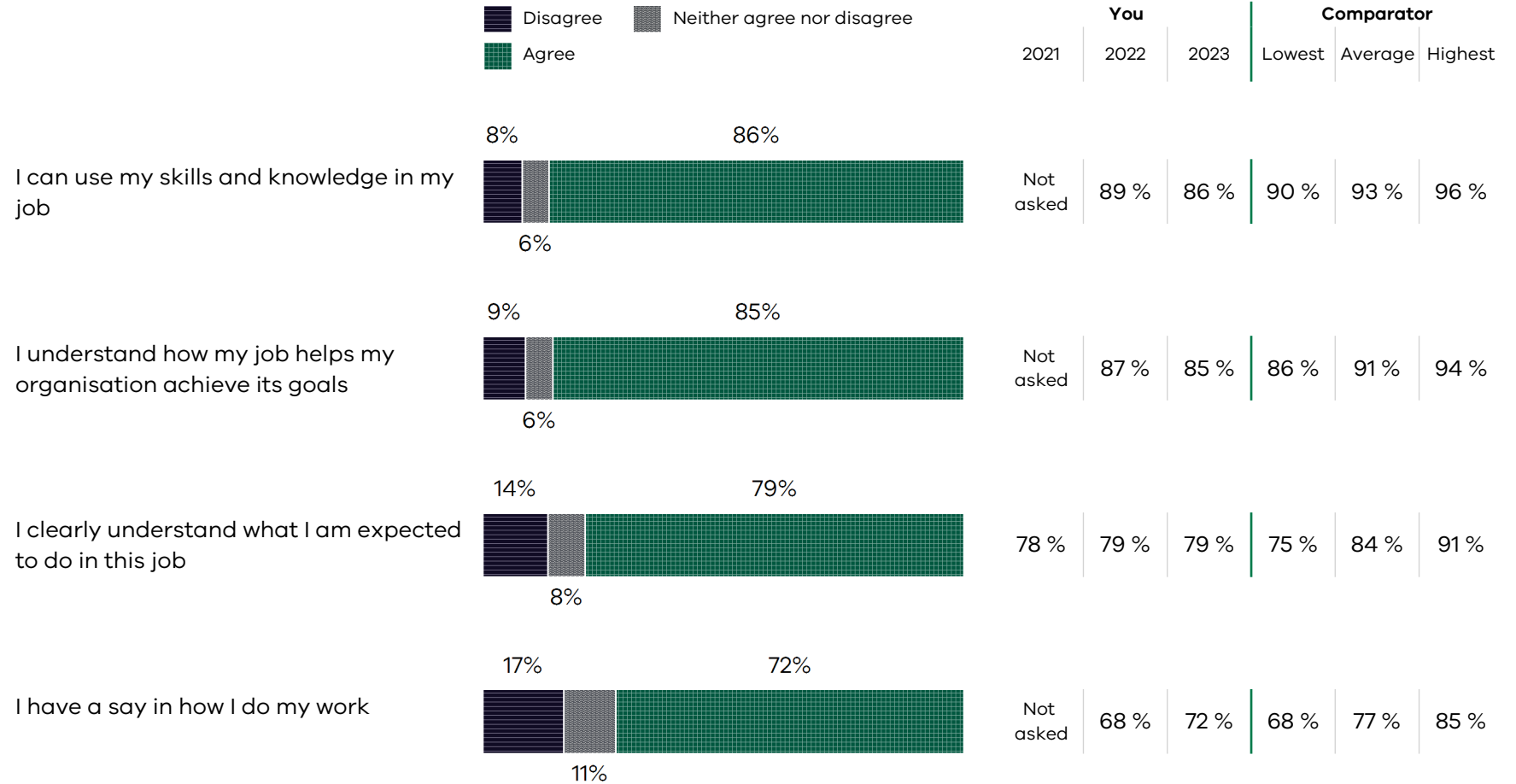
Example

86% of your staff who did the survey agreed or strongly agreed with 'I can use my skills and knowledge in my job'.

Survey question

Your results

Benchmark agree results



Job and manager factors

Job enrichment 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

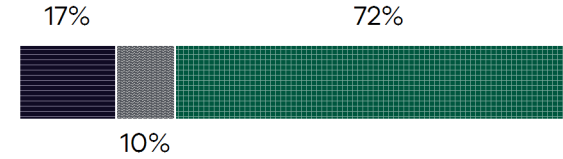
Example

72% of your staff who did the survey agreed or strongly agreed with 'I have the authority to do my job effectively'.

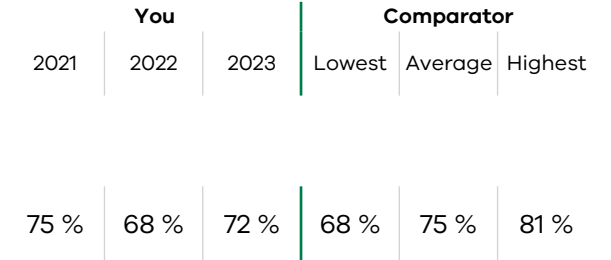
Survey question

I have the authority to do my job effectively

Your results



Benchmark agree results



Job and manager factors

Meaningful work

What this is

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

Why this is important

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

How to read this

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

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

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

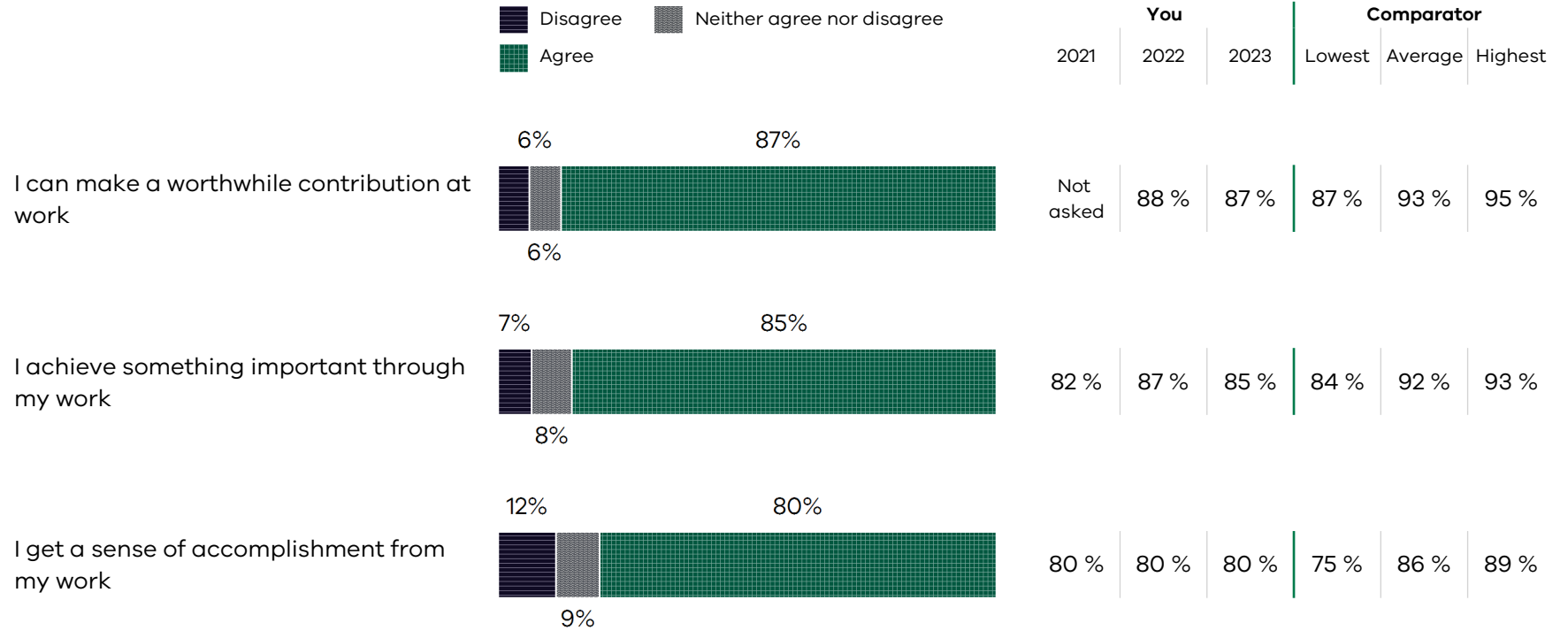
Example

87% of your staff who did the survey agreed or strongly agreed with 'I can make a worthwhile contribution at work'.

Survey question

Your results

Benchmark agree results



Job and manager factors

Flexible working

What this is

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

Why this is important

Supporting flexible working can improve employee wellbeing.

How to read this

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

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

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

Example

68% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.

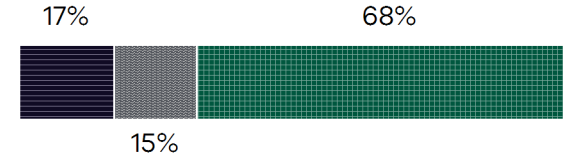
Survey question

Your results

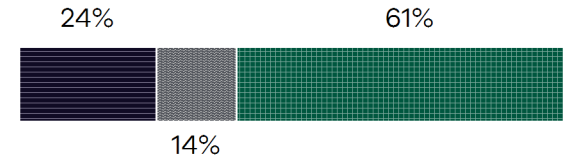
Benchmark agree results



My manager supports working flexibly



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



	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
My manager supports working flexibly	Not asked	70 %	68 %	74 %	80 %	88 %
I am confident that if I requested a flexible work arrangement, it would be given due consideration	58 %	57 %	61 %	60 %	70 %	81 %

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

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Public sector values

Scorecard 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

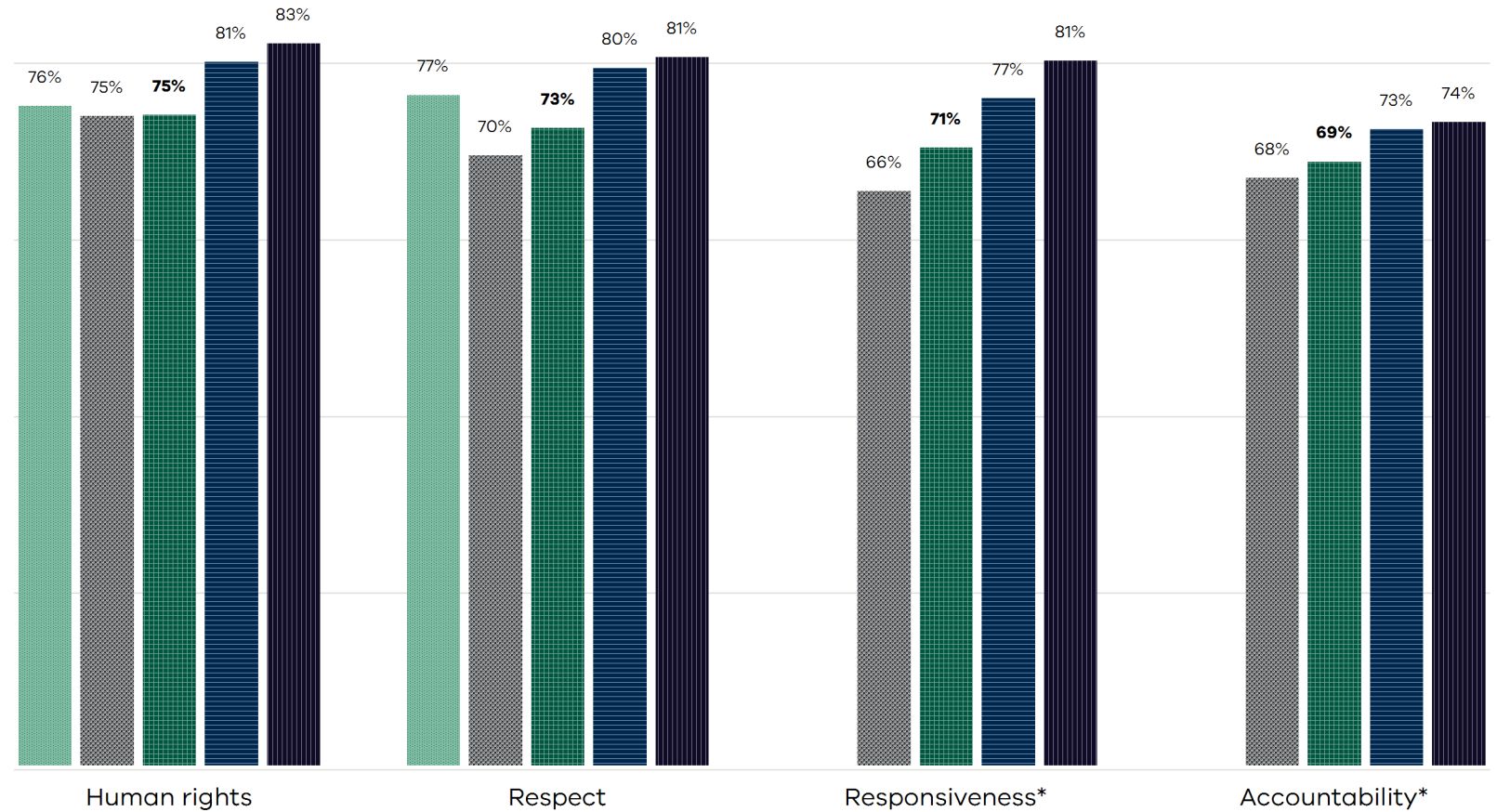
Example

In 2023:

- 75% of your staff who did the survey responded positively to questions about Human rights, which is up 0% in 2022.

Compared to:

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



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

You 2021 You 2022 You 2023 Comparator 2023 Public sector 2023

Public sector values

Scorecard 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

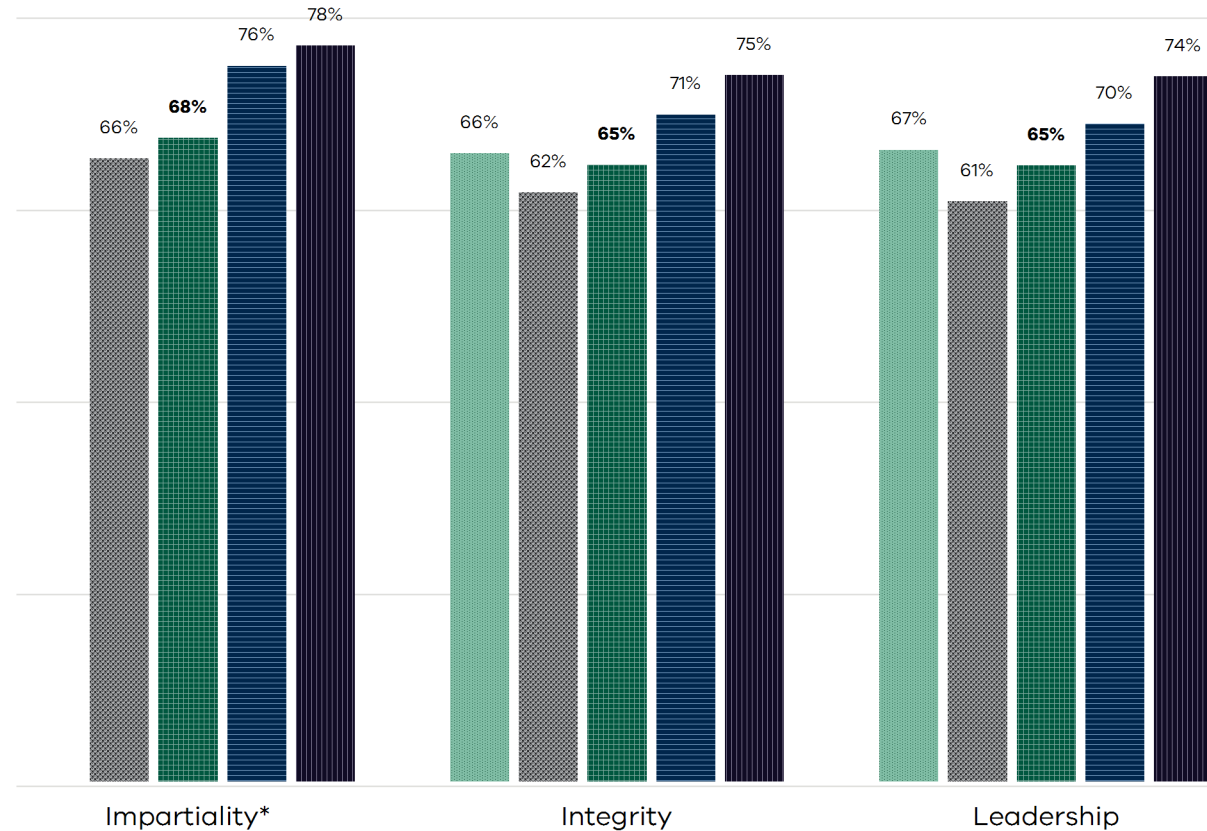
Example

In 2023:

- 68% of your staff who did the survey responded positively to questions about Impartiality, which is up 2% in 2022.

Compared to:

- 76% of staff at your comparator and 78% of staff across the public sector.



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

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

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.

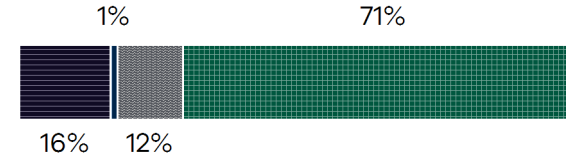
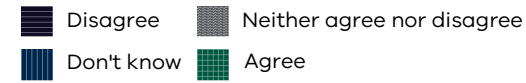
Example

71% of staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

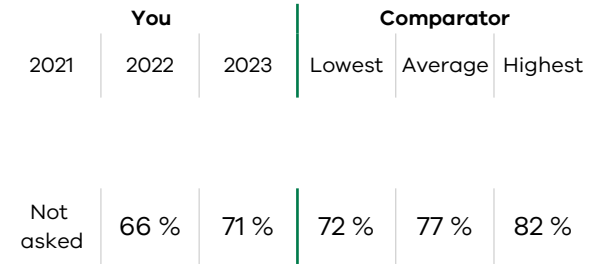
Survey question

My workgroup provides high quality advice and services

Your results



Benchmark agree results



Public sector values

Integrity 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

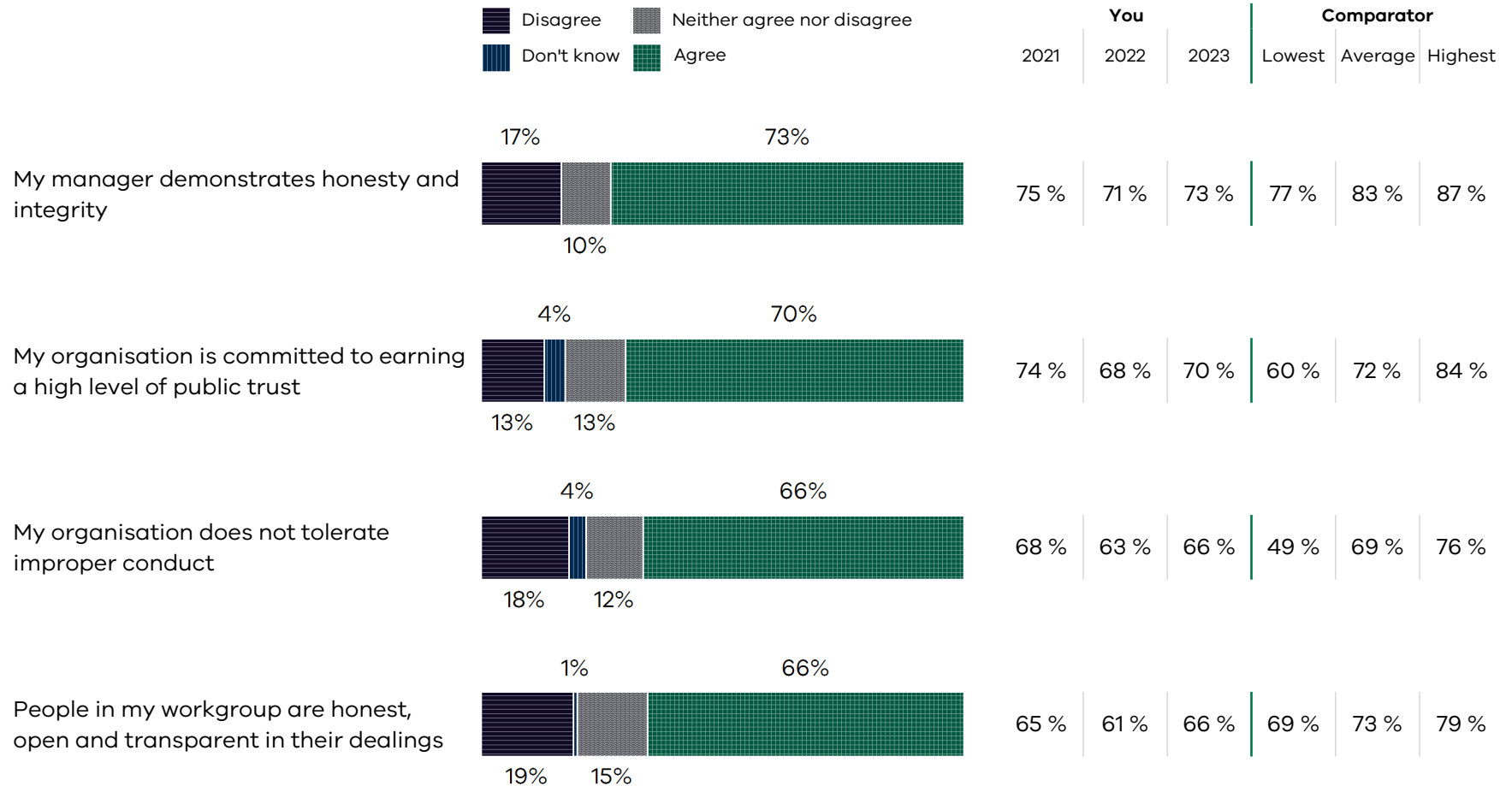
Example

73% of staff who did the survey agreed or strongly agreed with 'My manager demonstrates honesty and integrity'.

Survey question

Your results

Benchmark agree results



Public sector values

Integrity 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

65% of staff who did the survey agreed or strongly agreed with 'I feel safe to challenge inappropriate behaviour at work'.

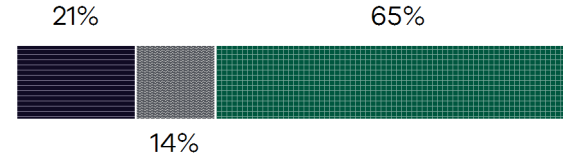
Survey question

Your results

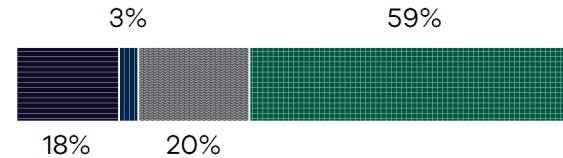
Benchmark agree results



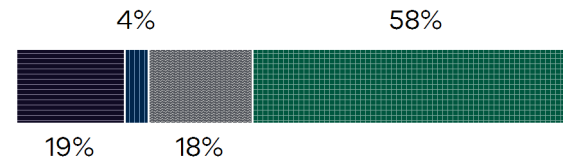
I feel safe to challenge inappropriate behaviour at work



People in my workgroup appropriately manage conflicts of interest



Senior leaders demonstrate honesty and integrity



Year	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
I feel safe to challenge inappropriate behaviour at work	63 %	63 %	65 %	55 %	71 %	75 %
People in my workgroup appropriately manage conflicts of interest	63 %	58 %	59 %	64 %	68 %	75 %
Senior leaders demonstrate honesty and integrity	57 %	54 %	58 %	39 %	58 %	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

69% of staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.

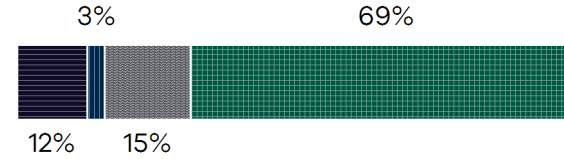
Survey question

Your results

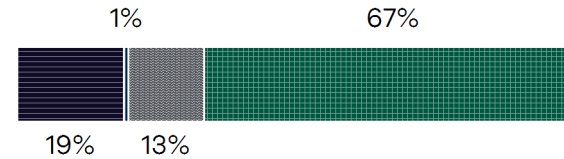
Benchmark agree results



People in my workgroup are politically impartial in their work



My workgroup acts fairly and without bias



	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
People in my workgroup are politically impartial in their work	65 %	69 %	69 %	74 %	77 %	80 %
My workgroup acts fairly and without bias	Not asked	63 %	67 %	68 %	74 %	78 %

Public sector values

Accountability 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

85% of staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve its goals'.

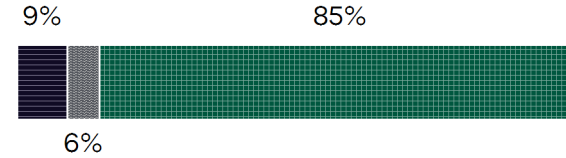
Survey question

Your results

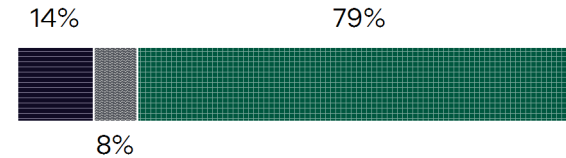
Benchmark agree results



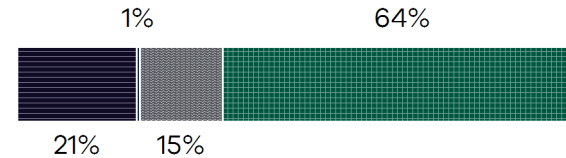
I understand how my job helps my organisation achieve its goals



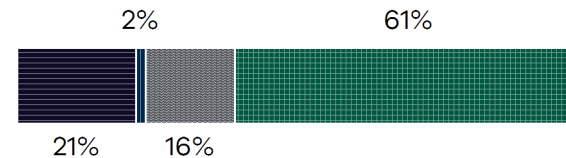
I clearly understand what I am expected to do in this job



My workgroup has clear lines of responsibility



My workgroup uses its resources well



2021	You		Comparator		
	2022	2023	Lowest	Average	Highest
Not asked	87 %	85 %	86 %	91 %	94 %
78 %	79 %	79 %	75 %	84 %	91 %
69 %	62 %	64 %	62 %	70 %	75 %
Not asked	57 %	61 %	61 %	67 %	71 %

Public sector values

Accountability 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

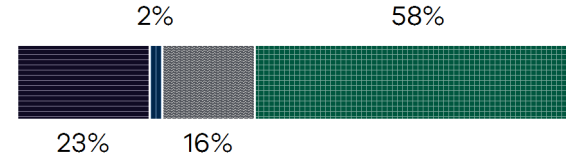
Example

58% of staff who did the survey agreed or strongly agreed with 'Senior leaders provide clear strategy and direction'.

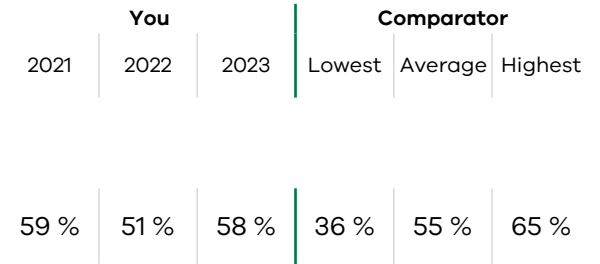
Survey question

Senior leaders provide clear strategy and direction

Your results



Benchmark agree results



Public sector values

Respect 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

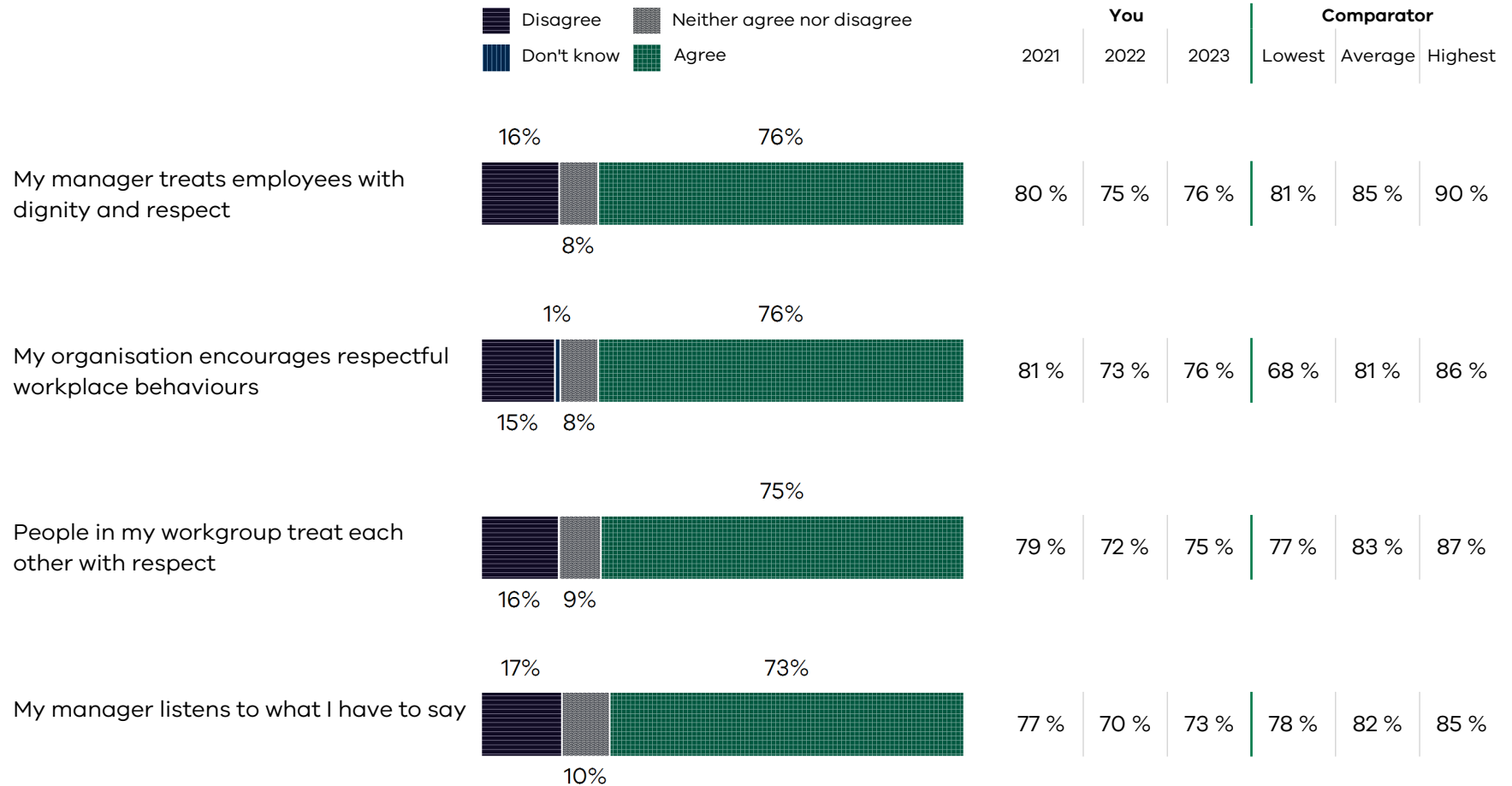
Example

76% of staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

Survey question

Your results

Benchmark agree results



Public sector values

Respect 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

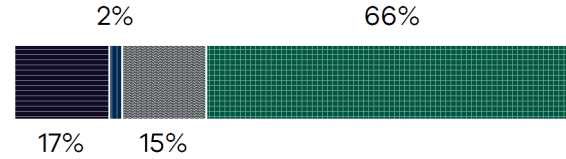
Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

66% of staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.

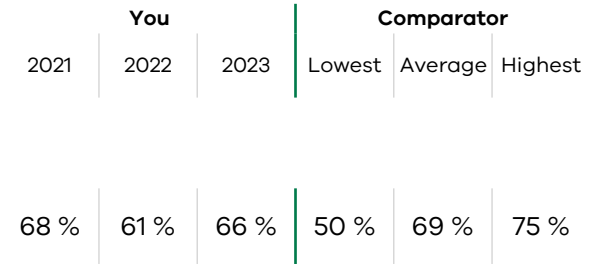
Survey question

My organisation takes steps to eliminate bullying, harassment and discrimination



Your results

Benchmark agree results



Public sector values

Leadership

What this is

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

Why this is important

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

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

How to read this

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

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

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

Example

71% of staff who did the survey agreed or strongly agreed with 'My manager models my organisation's values'.

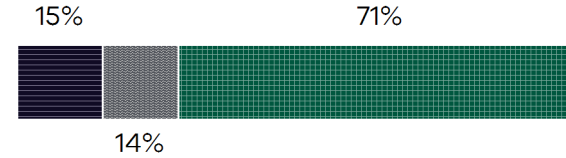
Survey question

Your results

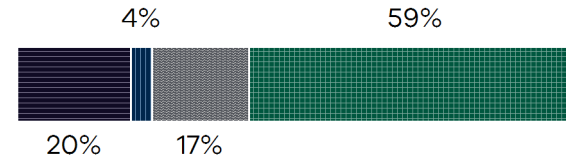
Benchmark agree results



My manager models my organisation's values



Senior leaders model my organisation's values



	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
My manager models my organisation's values	74 %	69 %	71 %	74 %	82 %	87 %
Senior leaders model my organisation's values	59 %	54 %	59 %	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.

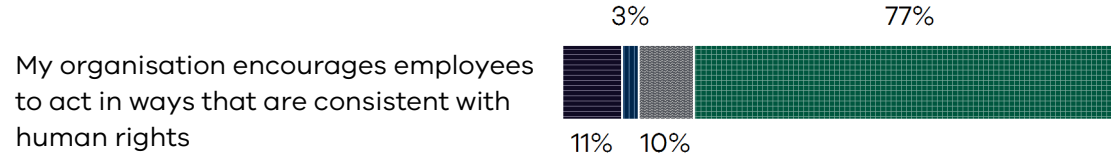
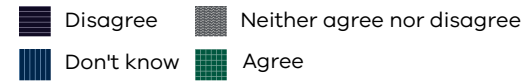
Example

77% of staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.

Survey question

Your results

Benchmark agree results



Year	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
	78 %	75 %	77 %	70 %	83 %	89 %
	74 %	75 %	73 %	68 %	79 %	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
- Satisfaction with complaint processes

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

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Senior leadership

- Senior leadership questions

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- Collaboration
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- Scorecard
- Quality service delivery
- Innovation
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- Safe to speak up

Job and manager factors

- Scorecard
- Manager leadership
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- Learning and development
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- Meaningful work
- Flexible working

Public sector values

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

Topical questions

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

Custom questions

- Questions requested by your organisation

Demographics

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

76% of your staff who did the survey agreed or strongly agreed with 'My organisation uses inclusive and respectful images and language'.

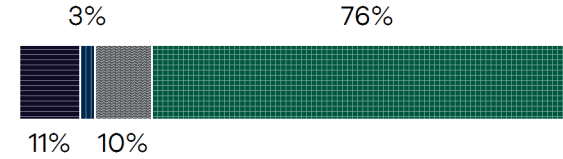
Survey question

Your results

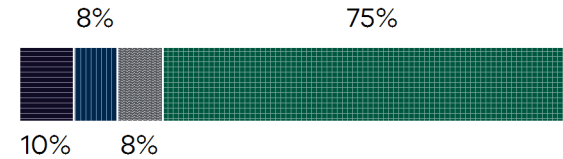
Benchmark agree results



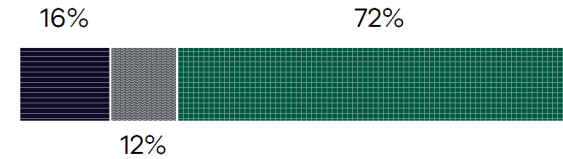
My organisation uses inclusive and respectful images and language



My organisation would support me if I needed to take family violence leave



In my workgroup work is allocated fairly, regardless of gender



Year	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
My organisation uses inclusive and respectful images and language	83 %	Not asked	76 %	78 %	84 %	90 %
My organisation would support me if I needed to take family violence leave	61 %	Not asked	75 %	73 %	79 %	84 %
In my workgroup work is allocated fairly, regardless of gender	77 %	Not asked	72 %	75 %	80 %	84 %

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

78% of your staff who did the survey agreed or strongly agreed with 'I understand how the Code of Conduct for Victorian public sector employees applies to my work'.

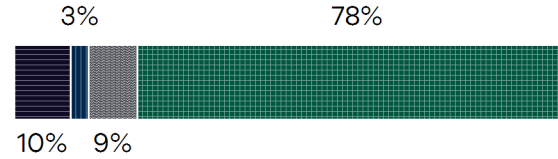
Survey question

Your results

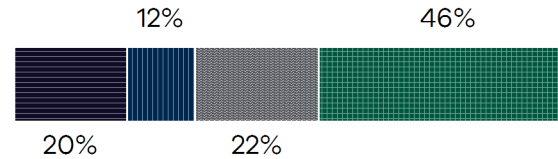
Benchmark agree results



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



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



	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	78 %	74 %	83 %	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 %

People matter survey

2023

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- Violence and aggression
- Satisfaction with complaint processes

Key differences

- Highest scoring
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- Biggest positive difference from comparator
- Biggest negative difference from comparator

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- Taking action questions

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- Senior leadership questions

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

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- Job enrichment
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- Human rights

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

Custom questions

- Questions requested by your organisation

Demographics

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- Disability
- Cultural diversity
- Employment
- Adjustments
- Caring
- Categories

Custom questions

What this is

Your organisation asked 2 custom questions as part of the 2023 survey.

Why this is important

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

How to read this

The table shows you responses to the question 'In either a full time, part time or casual capacity, are you a Academic/Higher Education employee engaged in higher education programs'.

Example

64% of staff who did the survey responded 'No' to the question.

In either a full time, part time or casual capacity, are you a Academic/Higher Education employee engaged in higher education programs

**You
2023**

No

64%

Yes

36%

Custom questions

What this is

Your organisation asked 2 custom questions as part of the 2023 survey.

Why this is important

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

How to read this

The table shows you responses to the question 'Please select the vocation you teach and/or support in the Nursing department'.

Example

61% of staff who did the survey responded 'Vocational Education Programs' to the question.

Please select the vocation you teach and/or support in the Nursing department

You
2023

	You 2023
Vocational Education Programs	61%
Higher Education Nursing Programs	39%

People matter survey

2023

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- Taking action questions

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- Adjustments
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- 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	79	10%
35-54 years	322	43%
55+ years	197	26%
Prefer not to say	157	21%

How would you describe your gender?	(n)	%
Woman	372	49%
Man	206	27%
Prefer not to say	165	22%
Non-binary and I use a different term	12	2%

Are you trans, non-binary or gender diverse?	(n)	%
Yes	7	1%
No	596	79%
Prefer not to say	152	20%

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

	(n)	%
Yes	2	0%
No	584	77%
Don't know	27	4%
Prefer not to say	142	19%

How do you describe your sexual orientation?

	(n)	%
Straight (heterosexual)	491	65%
Prefer not to say	202	27%
Gay or lesbian	17	2%
Don't know	13	2%
Bisexual	11	1%
Asexual	9	1%
I use a different term	7	1%
Pansexual	5	1%

Demographics

Aboriginal and/or Torres Strait Islander employees

What this is

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

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

To protect you, we:

- de-identify all survey response data provided to your organisation
- 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.

Aboriginal and/or Torres Strait Islander

	(n)	%
Yes	6	1%
Non Aboriginal and/or Torres Strait Islander	621	82%
Prefer not to say	128	17%

Demographics

Disability

What this is

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

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

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Do you identify as a person with a disability?

	(n)	%
Yes	45	6%
No	572	76%
Prefer not to say	138	18%

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

	(n)	%
Yes	29	64%
No	13	29%
Prefer not to say	3	7%

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

	(n)	%
My disability does not impact on my ability to perform my role	6	46%
I do not require any adjustments to be made to perform my role	4	31%
Other	2	15%
I feel that sharing my disability information will reflect negatively on me	1	8%

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.

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Country of birth	(n)	%
Born in Australia	414	55%
Not born in Australia	147	19%
Prefer not to say	194	26%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Other	53	31%
Mandarin	24	14%
Cantonese	16	9%
Greek	13	8%
Hindi	13	8%
Italian	11	6%
Sinhalese	8	5%
Spanish	8	5%
Tamil	8	5%
Filipino	7	4%
Malayalam	6	4%
Auslan	4	2%

Language other than English spoken with family or community	(n)	%
Yes	170	23%
No	415	55%
Prefer not to say	170	23%

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

Demographics

Cultural diversity 2 of 2

What this is

This is the cultural identity and religion of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

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Cultural identity	(n)	%
Australian	400	53%
Prefer not to say	203	27%
English, Irish, Scottish and/or Welsh	57	8%
European (including Western, Eastern and South-Eastern Europe, and Scandinavia)	57	8%
East and/or South-East Asian	53	7%
South Asian	21	3%
Other	18	2%
Aboriginal and/or Torres Strait Islander	6	1%
Central and/or South American	6	1%
Central Asian	6	1%
Middle Eastern	5	1%
African	4	1%
New Zealander	3	0%
North American	3	0%
Maori	3	0%
Pacific Islander	1	0%

Religion	(n)	%
No religion	245	32%
Prefer not to say	218	29%
Christianity	213	28%
Hinduism	23	3%
Other	18	2%
Buddhism	17	2%
Judaism	12	2%
Islam	8	1%
Sikhism	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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Working arrangement	(n)	%
Full-Time	522	69%
Part-Time	233	31%

Gross base salary (ongoing/fixed term only)	(n)	%
Prefer not to say	91	14%
Below \$80k	244	38%
\$80k to \$120k	265	41%
\$120k to \$160k	31	5%
\$160k to \$200k	5	1%
\$200k or more	4	1%

Organisational tenure	(n)	%
<1 year	86	11%
1 to less than 2 years	80	11%
2 to less than 5 years	157	21%
5 to less than 10 years	194	26%
10 to less than 20 years	185	25%
More than 20 years	53	7%

Management responsibility	(n)	%
Non-manager	597	79%
Other manager	101	13%
Manager of other manager(s)	57	8%

Employment type	(n)	%
Ongoing and executive	529	70%
Other	115	15%
Fixed term	111	15%

Demographics

Employment characteristics 2 of 2

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

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Primary workplace location over the last 3 months

	(n)	%
Melbourne: Suburbs	697	92%
Melbourne CBD	39	5%
Other	12	2%
Rural	4	1%
Large regional city	3	0%

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

	(n)	%
Your employer's office	565	75%
A frontline or service delivery location	133	18%
Home or private location	139	18%
A shared office space (where two or more organisations share the same workspace e.g. Gov hubs, suburban hubs etc.)	58	8%
Other	32	4%

Flexible work

	(n)	%
Working from an alternative location (e.g. home, hub/shared work space)	303	40%
No, I do not use any flexible work arrangements	293	39%
Flexible start and finish times	145	19%
Part-time	118	16%
Using leave to work flexible hours	38	5%
Working more hours over fewer days	16	2%
Other	15	2%
Shift swap	10	1%
Study leave	8	1%
Purchased leave	6	1%
Job sharing	2	0%

Demographics

Adjustments

What this is

These are adjustments staff requested to perform in their role.

Why this is important

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

How to read this

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

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

How we protect anonymity and privacy

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

	(n)	%
No, I have not requested adjustments	496	66%
Flexible working arrangements	207	27%
Physical modifications or improvements to the workplace	68	9%
Career development support strategies	29	4%
Job redesign or role sharing	25	3%
Other	17	2%
Accessible communications technologies	9	1%

Why did you make this request?

	(n)	%
Work-life balance	154	59%
Health	68	26%
Caring responsibilities	67	26%
Family responsibilities	53	20%
Other	29	11%
Study commitments	15	6%
Disability	11	4%

What was your experience with making the request?

	(n)	%
The adjustments I needed were made and the process was satisfactory	144	56%
The adjustments I needed were not made	96	37%
The adjustments I needed were made but the process was unsatisfactory	19	7%

Demographics

Caring

What this is

These are staff-reported caring responsibilities.

Why this is important

This shows organisations what caring responsibilities their staff have.

How to read this

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

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

How we protect anonymity and privacy

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Caring responsibility	(n)	%
None of the above	244	32%
Prefer not to say	193	26%
Secondary school aged child(ren)	104	14%
Primary school aged child(ren)	96	13%
Frail or aged person(s)	87	12%
Child(ren) - younger than preschool age	35	5%
Person(s) with a medical condition	31	4%
Person(s) with a mental illness	28	4%
Other	28	4%
Preschool aged child(ren)	23	3%
Person(s) with disability	22	3%

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.

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Which of the following categories best describes your current position?

	(n)	%
Professional or administrative worker	235	31%
Vocational education teacher	210	28%
Other	134	18%
Manager or senior leader	109	14%
Higher education teacher	44	6%
Foundation teacher or EAL teacher	23	3%



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