People matter survey 2023

Have your say

Melbourne Arts Precinct Corporation
2023 people matter survey results report

Victorian Public Sector Commission

VICTORIA State Government

People matter survey

2023

Have your say

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

Demographics

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

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.

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

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

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

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

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

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

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

| Responsiveness | Integrity | Impartiality | Accountability | Respect | Leadership | Human Rights |

Report overview

Your comparator group

What this is

This is a list of similar organisations to yours.

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

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

How we use this in your report

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

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

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

Australian Centre for the Moving Image

Australian Grand Prix Corporation

Melbourne and Olympic Parks Trust

Melbourne Convention and Exhibition Trust

Museums Victoria

National Gallery of Victoria

Royal Botanic Gardens Board

Zoological Parks and Gardens Board

Report overview

Your response rate

What this is

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

Why this is important

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

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

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

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

How to read this

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

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

2022		2023	
–		**97%**	
–		**(65)**	
Comparator	44%	Comparator	46%
Public Sector	42%	Public Sector	57%

People matter survey

2023

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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		2023	
–		**73**	
Comparator	74	Comparator	75
Public Sector	68	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 73.

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.
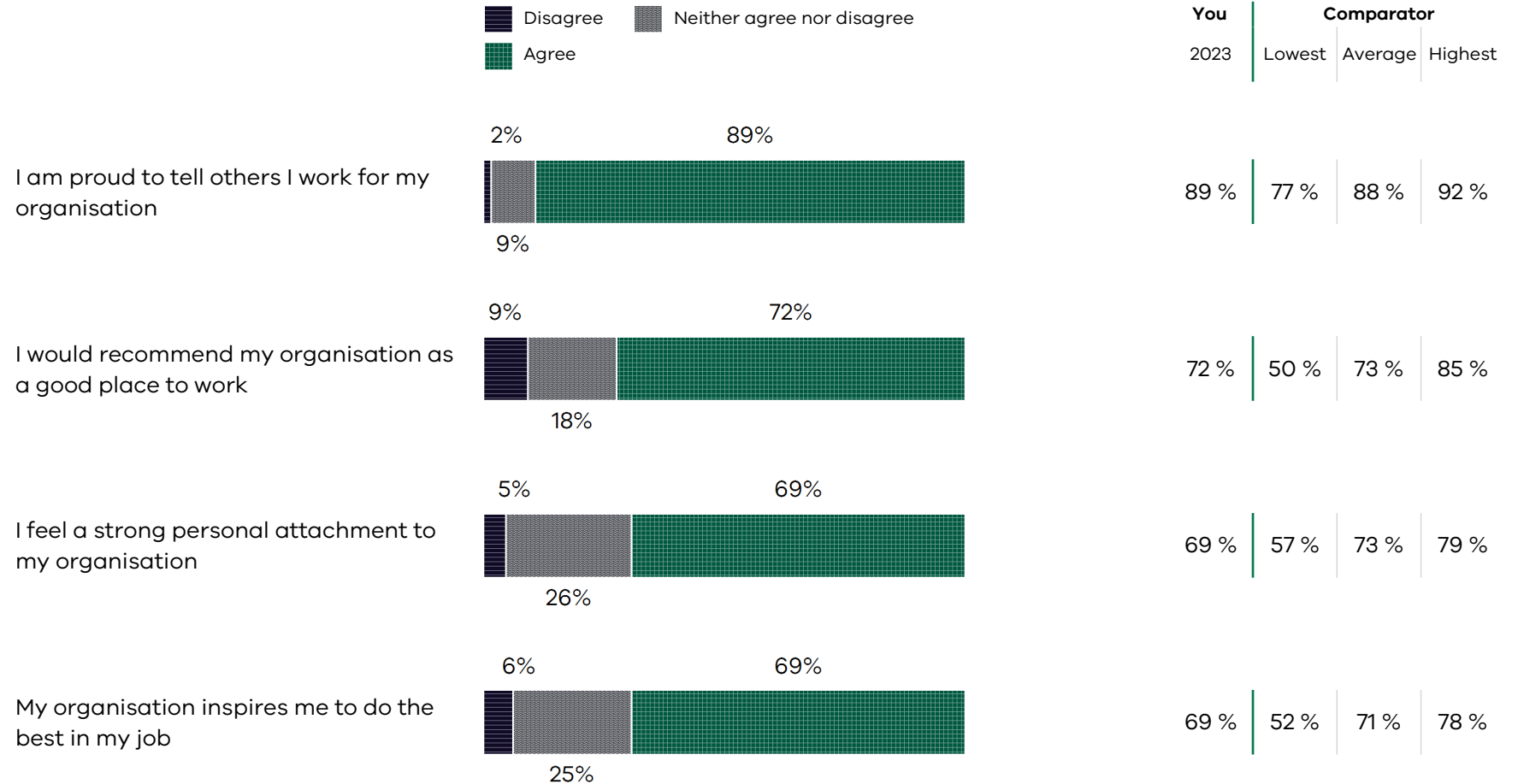
Example

89% of your staff who did the survey agreed or strongly agreed with 'I am proud to tell others I work for my organisation'.

Legend: Disagree ▪ Neither agree nor disagree ▪ Agree

Survey question	Your results	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
I am proud to tell others I work for my organisation	2% / 9% / 89%	89 %	77 %	88 %	92 %
I would recommend my organisation as a good place to work	9% / 18% / 72%	72 %	50 %	73 %	85 %
I feel a strong personal attachment to my organisation	5% / 26% / 69%	69 %	57 %	73 %	79 %
My organisation inspires me to do the best in my job	6% / 25% / 69%	69 %	52 %	71 %	78 %

People outcomes

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 73.

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.
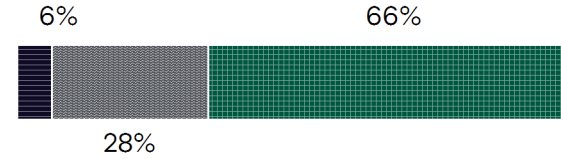
Example

66% of your staff who did the survey agreed or strongly agreed with 'My organisation motivates me to help achieve its objectives'.
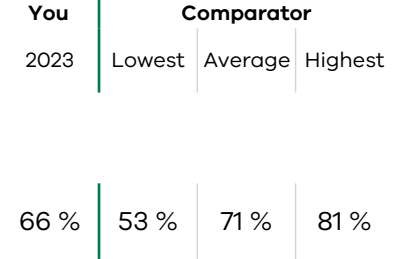
Survey question	Your results
	■ Disagree ▩ Neither agree nor disagree ▦ Agree

My organisation motivates me to help achieve its objectives

6%

66%

28%

Benchmark agree results

	You	Comparator		
	2023	Lowest	Average	Highest
	66 %	53 %	71 %	81 %

People outcomes

Scorecard: satisfaction, stress, intention to stay, inclusion

What this is

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

There are more people outcomes scorecards throughout this report.

Why this is important

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

How to read this

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

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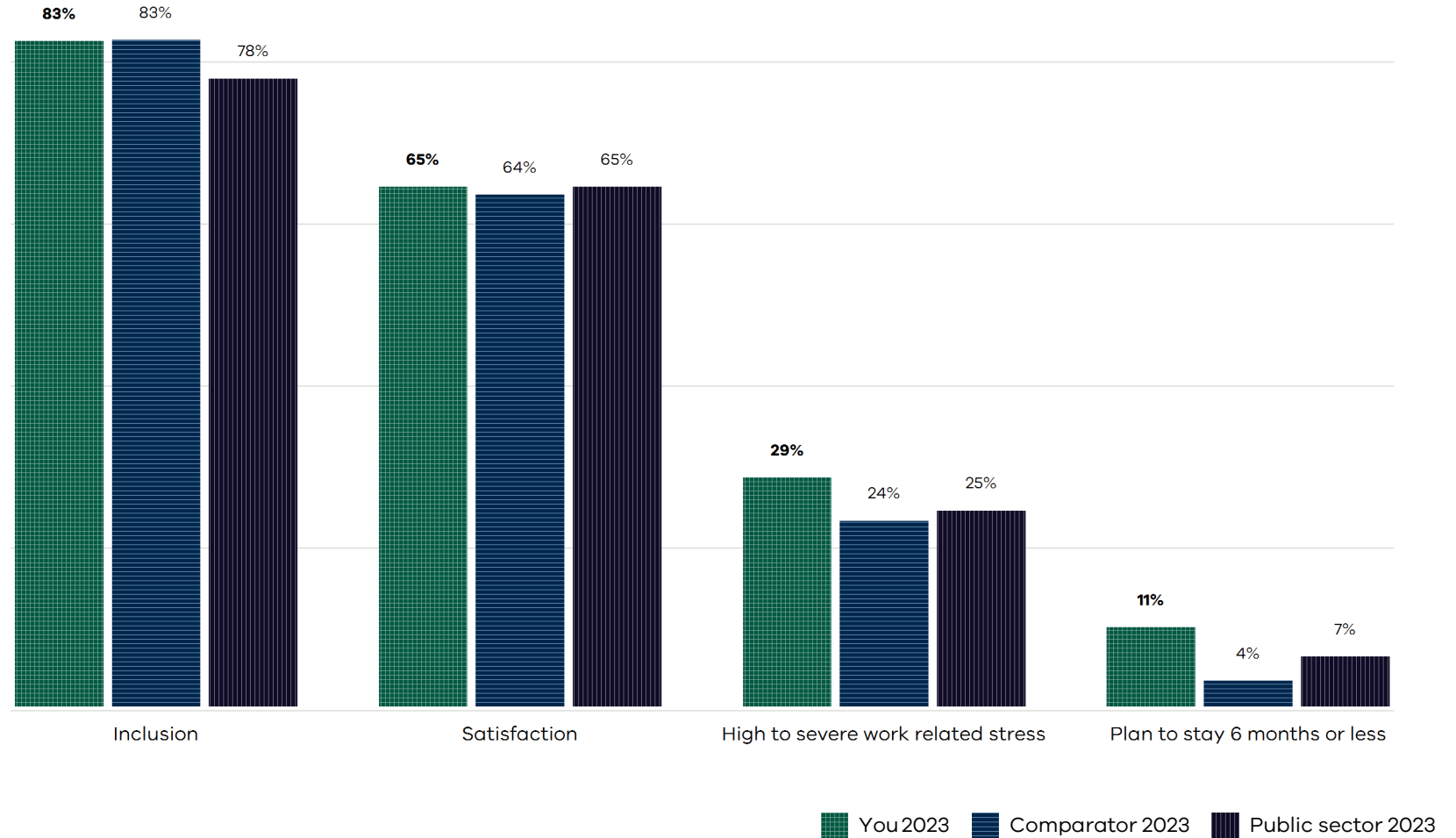
Example

In 2023:

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

Compared to:

- 83% of staff at your comparator and 78% of staff across the public sector.

Chart data:

	You 2023	Comparator 2023	Public sector 2023
Inclusion	83%	83%	78%
Satisfaction	65%	64%	65%
High to severe work related stress	29%	24%	25%
Plan to stay 6 months or less	11%	4%	7%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Satisfaction question results

What this is

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

Why this is important

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

How to read this

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

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

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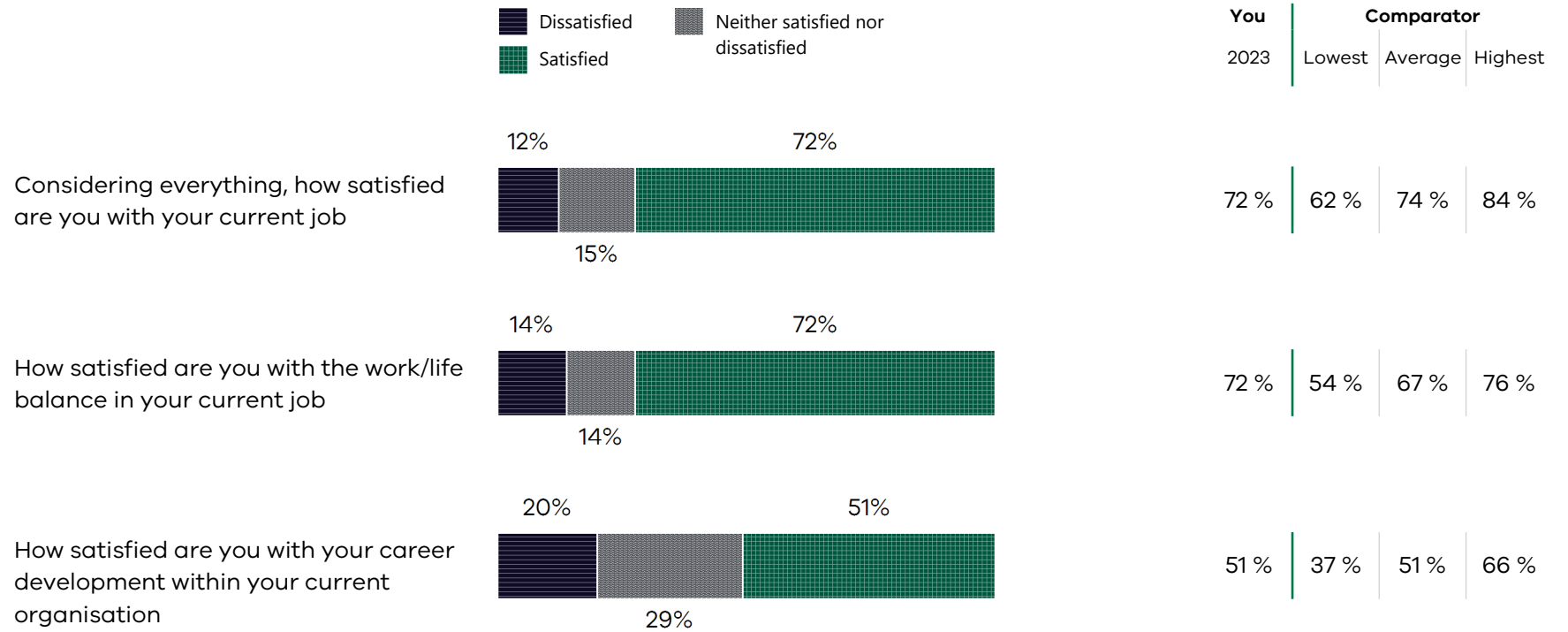
Example

72% of your staff who did the survey were satisfied or very satisfied with 'Considering everything, how satisfied are you with your current job'.

| Survey question | Your results | Benchmark satisfied results |

Your results legend: Dissatisfied · Neither satisfied nor dissatisfied · Satisfied

Survey question	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
Considering everything, how satisfied are you with your current job (12% / 15% / 72%)	72 %	62 %	74 %	84 %
How satisfied are you with the work/life balance in your current job (14% / 14% / 72%)	72 %	54 %	67 %	76 %
How satisfied are you with your career development within your current organisation (20% / 29% / 51%)	51 %	37 %	51 %	66 %

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 your comparator.
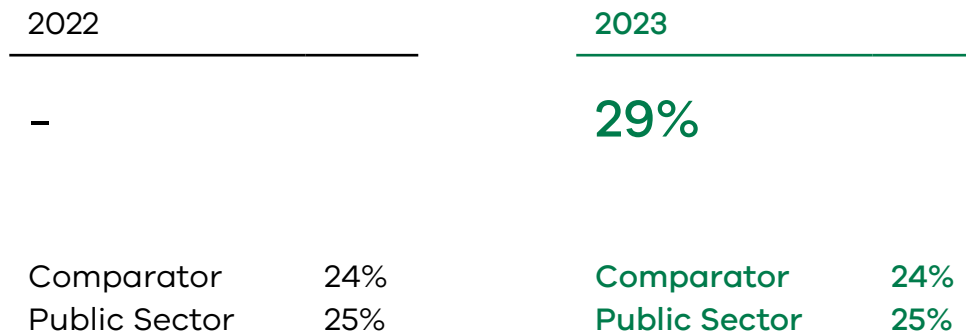
Example

29% of your staff who did the survey said they had high to severe stress in 2023. This is compared to 24% 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)

Level	Percentage
Nil	9%
Low / mild	38%
Moderate	23%
High	18%
Very high	9%
Severe	2%
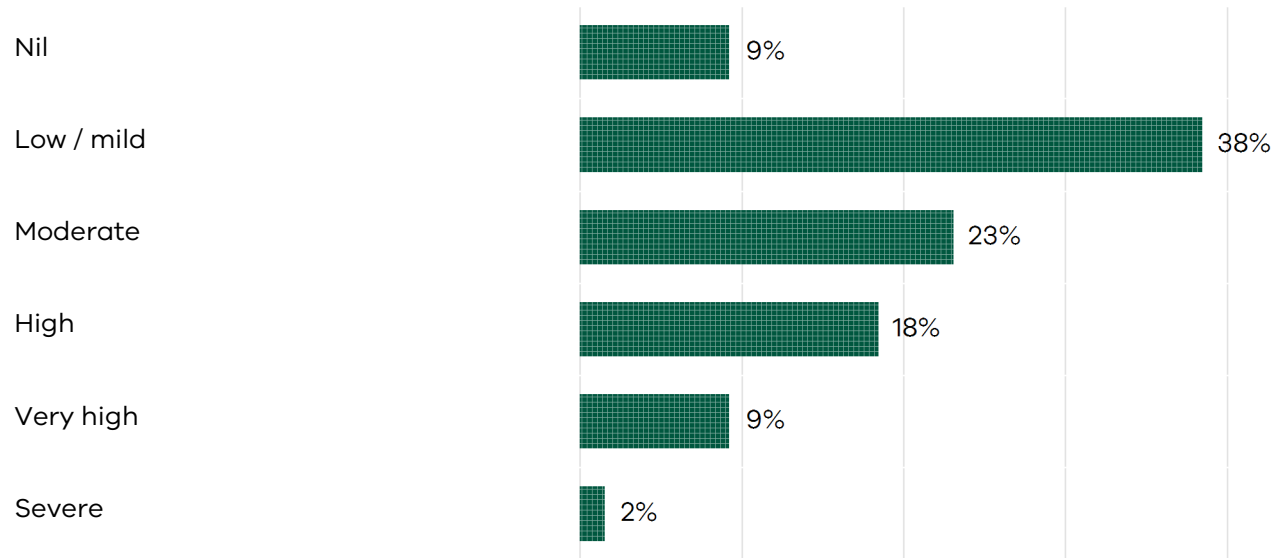
Reported levels of high to severe stress

2022		2023	
–		**29%**	
Comparator	24%	Comparator	24%
Public Sector	25%	Public Sector	25%

People outcomes

Work-related stress causes

What this is

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

Why this is important

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

How to read this

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

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

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

Example

91% of your staff who did the survey said they experienced mild to severe stress.

Of that 91%, 51% said the top reason was 'Workload'.

	59		6
	91%		9%

■ Experienced some work-related stress   ■ Did not experience some work-related stress
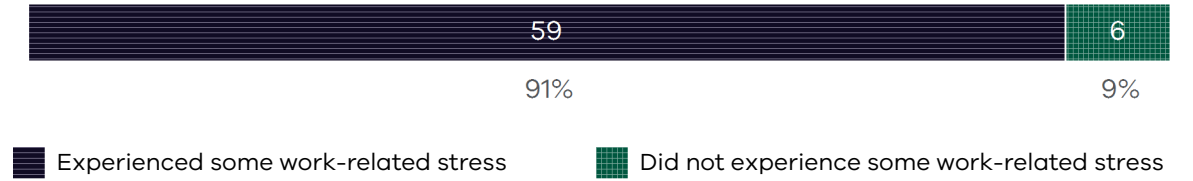
Of those that experienced work related stress it was from ...	You 2023	Comparator 2023	Public sector 2023
Workload	51%	46%	49%
Organisation or workplace change	39%	10%	12%
Time pressure	32%	38%	41%
Competing home and work responsibilities	22%	13%	14%
Unclear job expectations	20%	11%	14%
Ability to choose how my work is done	12%	7%	5%
Content, variety, or difficulty of work	10%	8%	11%
Other	10%	11%	12%
Dealing with clients, patients or stakeholders	8%	18%	15%
Social environment (e.g. relationships with colleagues, manager and/or senior leaders)	8%	19%	11%

People outcomes

Intention to stay

What this is

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

Why this is important

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

How to read this

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

Example

14% of your staff who did the survey said they intended to work for your organisation for Over 6 months and up to 1 year.

Leaving your organisation   Leaving the sector   Staying

Employees plan to work at your organisation for …	You 2023	Comparator 2023	Public sector 2023
6 months or less	11%	4%	7%
Over 6 months and up to 1 year	14%	9%	10%
Over 1 year and up to 3 years	32%	24%	24%
Over 3 years and up to 5 years	20%	15%	15%
Over 5 years	23%	48%	45%

People outcomes

Inclusion question results

What this is

This is how included staff feel in their workplace.

Why this is important

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

How to read this

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

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

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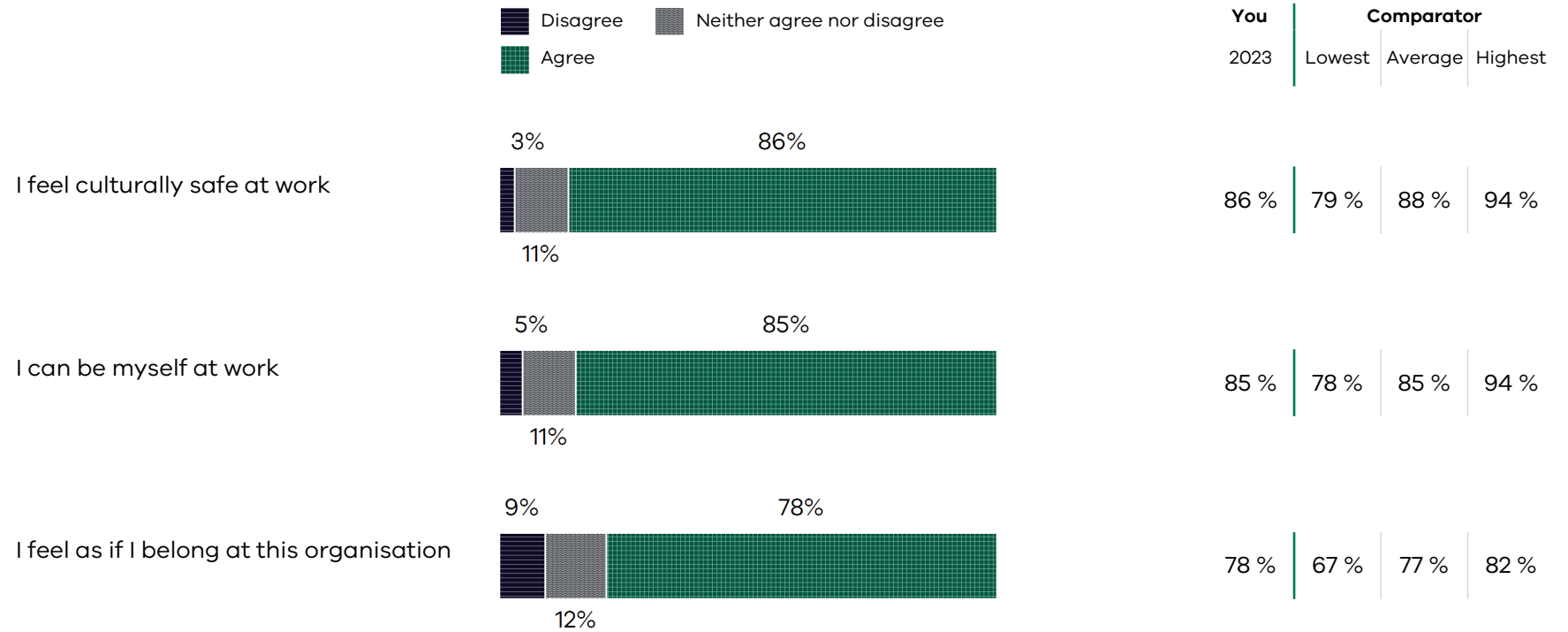
Example

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

Survey question	Your results			Benchmark agree results			

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

	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
I feel culturally safe at work — 3% / 11% / 86%	86 %	79 %	88 %	94 %
I can be myself at work — 5% / 11% / 85%	85 %	78 %	85 %	94 %
I feel as if I belong at this organisation — 9% / 12% / 78%	78 %	67 %	77 %	82 %

Victorian Public Sector Commission

VICTORIA State Government

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.
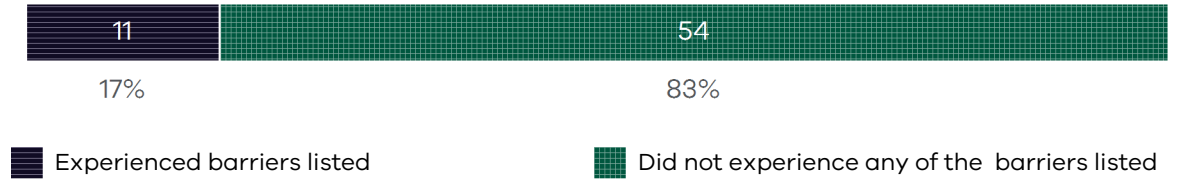
How to read this

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 option.

Why there are no further details

Results for response options with fewer than 10 responses have been suppressed to protect participant anonymity.

No response option has 10 or more responses.

Staff who experienced one or more barriers to success at work

11	54
17%	83%

■ Experienced barriers listed   ▦ Did not experience any of the barriers listed

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

15% 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

19	46
29%	71%

■ Witnessed barriers listed   ▓ Did not witness barriers listed
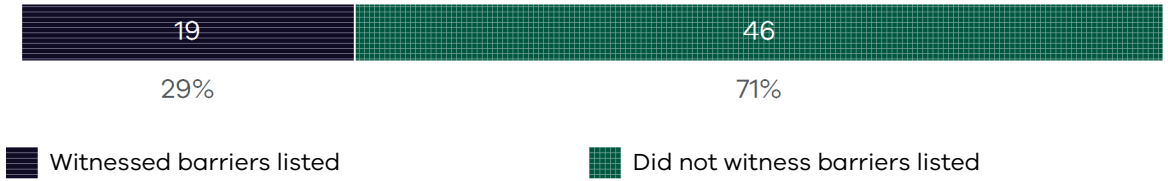
During the last 12 months, employees witnessed barriers to the success of other employees due to their...	You 2023	Comparator 2023	Public sector 2023
Mental health	15%	11%	8%

People outcomes

Scorecard: emotional effects of work

What this is

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

Why this is important

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

How to read this

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

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

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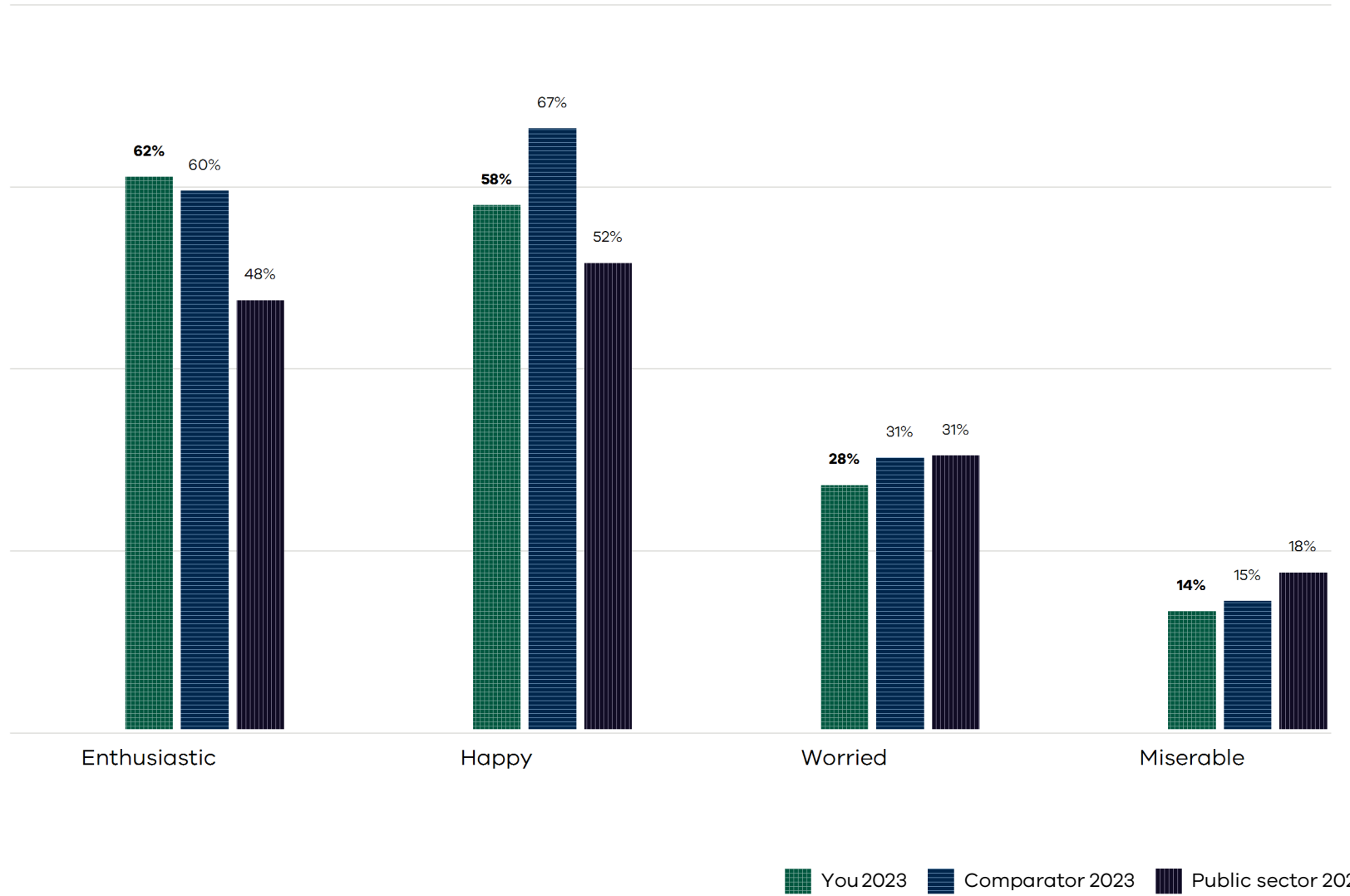
Example

In 2023:

- 58% of your staff who did the survey said work made them feel happy in 2023

Compared to:

- 67% of staff at your comparator and 52% of staff across the public sector.

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

Legend: You 2023 (green), Comparator 2023 (blue), Public sector 2023 (dark navy)

	Enthusiastic	Happy	Worried	Miserable
You 2023	62%	58%	28%	14%
Comparator 2023	60%	67%	31%	15%
Public sector 2023	48%	52%	31%	18%

People outcomes

Scorecard: negative behaviours

What this is

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

Why this is important

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

How to read this

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

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

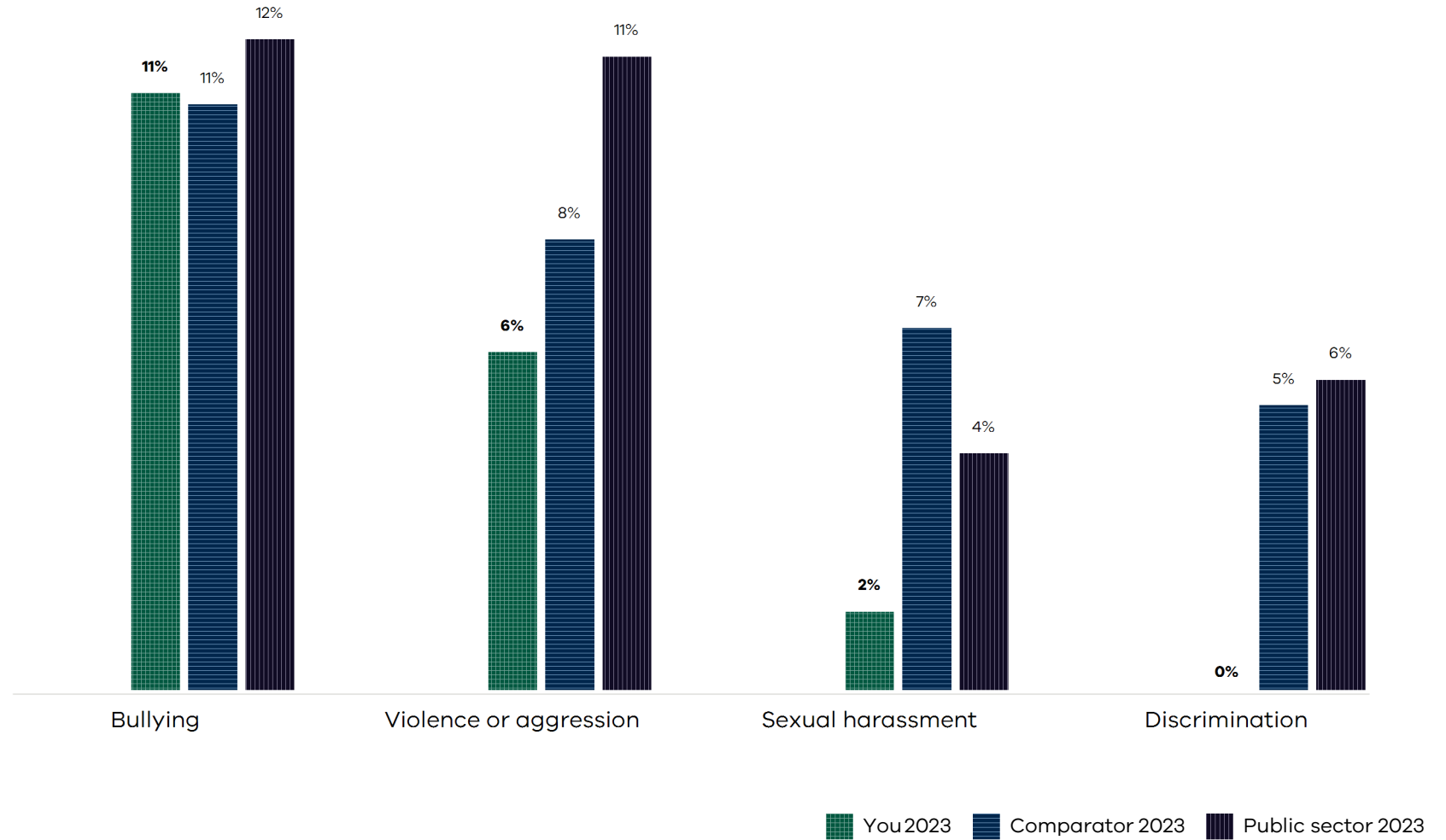You can compare these with your comparator and the public sector.

Example

In 2023:

- 11% of your staff who did the survey stated they experienced 'Bullying' in the last 12 months.

Compared to:

- 11% of staff at your comparator and 12% of staff across the public sector.

Legend: You 2023 | Comparator 2023 | Public sector 2023

Bullying: 11%, 11%, 12%
Violence or aggression: 6%, 8%, 11%
Sexual harassment: 2%, 7%, 4%
Discrimination: 0%, 5%, 6%

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.

Why there is no data here

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

We do this to protect the respondents.

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.

Why there is no data here

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

We do this to protect the respondents.

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Violence and aggression

What this is

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

Why this is important

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

Why there is no data here

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

We do this to protect the respondents.

Negative behaviour

Witnessing negative behaviours

What this is

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

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

11% of your staff who did the survey said they witnessed some negative behaviour at work.

89% 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?

7	58
11%	89%

■ Witnessed some negative behaviour   ▦ Did not witness some negative behaviour
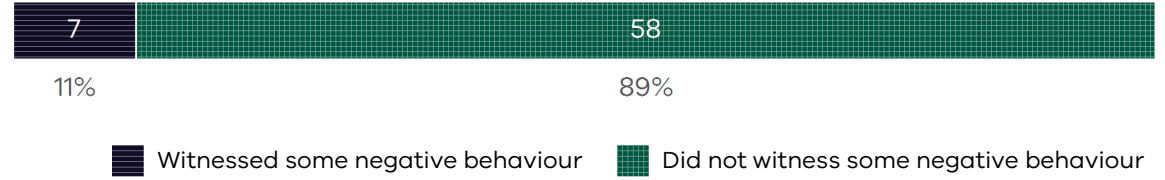
During the last 12 months in your current organisation, have you witnessed any of the following negative behaviours at work?	You 2023	Comparator 2023	Public sector 2023
No, I have not witnessed any of the situations above	89%	79%	81%
Bullying of a colleague	8%	14%	13%
Discrimination against a colleague	3%	8%	7%
Sexual harassment of a colleague	2%	2%	1%

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Victorian Public Sector Commission

VICTORIA State Government

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 comparator group.

Example

On the first row 'Job enrichment', the 'You 2023' column shows 94% of your staff agreed with 'I understand how my job helps my organisation achieve its goals'.

Question group	Highest scoring questions	You 2023	Comparator 2023
Job enrichment	I understand how my job helps my organisation achieve its goals	94%	93%
Meaningful work	I can make a worthwhile contribution at work	92%	93%
Safety climate	My organisation provides a physically safe work environment	92%	86%
Gender equality supporting measures	My organisation would support me if I needed to take family violence leave	92%	87%
Flexible working	My manager supports working flexibly	91%	84%
Collaboration	I am able to work effectively with others outside my immediate workgroup	91%	85%
Gender equality supporting measures	My organisation uses inclusive and respectful images and language	91%	89%
Manager leadership	My manager treats employees with dignity and respect	89%	89%
Organisational integrity	My organisation encourages employees to act in ways that are consistent with human rights	89%	87%
Engagement	I am proud to tell others I work for my organisation	89%	88%

Victorian Public Sector Commission

VICTORIA State Government

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 comparator group.

Example

On the first row 'Organisational integrity', the 'You 2023' column shows 28% of your staff agreed with 'I believe the promotion processes in my organisation are fair'.

Question subgroup	Lowest scoring questions	You 2023	Comparator 2023
Organisational integrity	I believe the promotion processes in my organisation are fair	28%	43%
Learning and development	I am satisfied with the opportunities to progress in my organisation	35%	43%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	37%	51%
Safety climate	All levels of my organisation are involved in the prevention of stress	38%	46%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	38%	49%
Organisational integrity	I have an equal chance at promotion in my organisation	40%	48%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	46%	49%
Learning and development	My organisation places a high priority on the learning and development of staff	49%	48%
Satisfaction	How satisfied are you with your career development within your current organisation	51%	51%
Senior leadership	Senior leaders provide clear strategy and direction	52%	57%

Victorian Public Sector Commission

VICTORIA State Government

Key differences

Biggest positive difference from comparator

What this is

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

How to read this

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

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

Example

On the first row 'Collaboration', the 'You 2023' column shows 74% of your staff agreed with 'Workgroups across my organisation willingly share information with each other'.

The 'difference' column, shows that agreement for this question was 16 percentage points higher in your organisation than in your comparator.

Question group	Biggest positive difference from comparator	You 2023	Difference	Comparator 2023
Collaboration	Workgroups across my organisation willingly share information with each other	74%	+16%	58%
Flexible working	I am confident that if I requested a flexible work arrangement, it would be given due consideration	85%	+12%	72%
Workload	I have enough time to do my job effectively	68%	+12%	56%
Taking action	I believe my organisation will make improvements based on the results of this survey	57%	+9%	48%
Other questions	My workgroup gives frank and fearless advice to our managers and leaders (including the Minister, where applicable)	54%	+8%	45%
Quality service delivery	My workgroup acts fairly and without bias	80%	+8%	72%
Innovation	My workgroup learns from failures and mistakes	80%	+8%	72%
Safe to speak up	People in my workgroup are able to bring up problems and tough issues	77%	+8%	69%
Senior leadership	Senior leaders demonstrate honesty and integrity	71%	+7%	64%
Flexible working	My manager supports working flexibly	91%	+7%	84%

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 'Organisational integrity', the 'You 2023' column shows 28% of your staff agreed with 'I believe the promotion processes in my organisation are fair'.

The 'difference' column, shows that agreement for this question was 16 percentage points lower in your organisation than in your comparator.

Question subgroup	Biggest negative difference from comparator	You 2023	Difference	Comparator 2023
Organisational integrity	I believe the promotion processes in my organisation are fair	28%	-16%	43%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	37%	-14%	51%
Job enrichment	I have the authority to do my job effectively	63%	-13%	76%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	38%	-10%	49%
Job enrichment	I clearly understand what I am expected to do in this job	77%	-10%	87%
Organisational integrity	I have an equal chance at promotion in my organisation	40%	-8%	48%
Learning and development	I am satisfied with the opportunities to progress in my organisation	35%	-8%	43%
Safety climate	All levels of my organisation are involved in the prevention of stress	38%	-7%	46%
Organisational integrity	I believe the recruitment processes in my organisation are fair	55%	-7%	62%
Quality service delivery	My workgroup has clear lines of responsibility	65%	-6%	71%

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2023

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Taking action

What this is

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

Why this is important

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

How to read this

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

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

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

Example

57% 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

Disagree	Neither agree nor disagree
Don't know	Agree

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

26%   57%

17%

Benchmark agree results

You	Comparator		
2023	Lowest	Average	Highest
57 %	22 %	48 %	80 %

People matter survey

2023

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Senior leadership

Senior leadership

What this is

This is how supported staff feel by senior leaders in their organisation and how well they believe senior leaders communicate.

Why this is important

Supportive senior leaders who communicate well mean staff may feel more connected to their work and organisation.

How to read this

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

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

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

Example

71% of your staff who did the survey agreed or strongly agreed with 'Senior leaders demonstrate honesty and integrity'.

Survey question	Your results		Benchmark agree results			
			You	**Comparator**		
			2023	Lowest	Average	Highest

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

Survey question	Your results	You 2023	Lowest	Average	Highest
Senior leaders demonstrate honesty and integrity	9% / 20% / 71%	71 %	48 %	64 %	91 %
Senior leaders model my organisation's values	2% / 8% / 29% / 62%	62 %	48 %	65 %	87 %
Senior leaders provide clear strategy and direction	25% / 2% / 22% / 52%	52 %	39 %	57 %	74 %

People matter survey

2023

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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:

- 82% of your staff who did the survey responded positively to questions about Collaboration.

Compared to:

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

Chart data:

Factor	You 2023	Comparator 2023	Public sector 2023
Collaboration	82%	72%	72%
Organisational integrity	67%	69%	66%
Safety climate	52%	56%	57%

Legend: You 2023, Comparator 2023, Public sector 2023

Organisational climate

What this is

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

Why this is important

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

How to read this

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

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

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

Example

89% of your staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.

Survey question	Your results	Benchmark agree results

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

	You	Comparator		
	2023	Lowest	Average	Highest

Survey question	Your results	You 2023	Lowest	Average	Highest
My organisation encourages employees to act in ways that are consistent with human rights	3% ... 89% / 8%	89 %	75 %	87 %	98 %
My organisation is committed to earning a high level of public trust	2% ... 86% / 3% 9%	86 %	71 %	86 %	98 %
My organisation encourages respectful workplace behaviours	5% ... 85% / 11%	85 %	69 %	85 %	97 %
My organisation takes steps to eliminate bullying, harassment and discrimination	5% ... 75% / 8% 12%	75 %	51 %	70 %	84 %

Organisational climate

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.
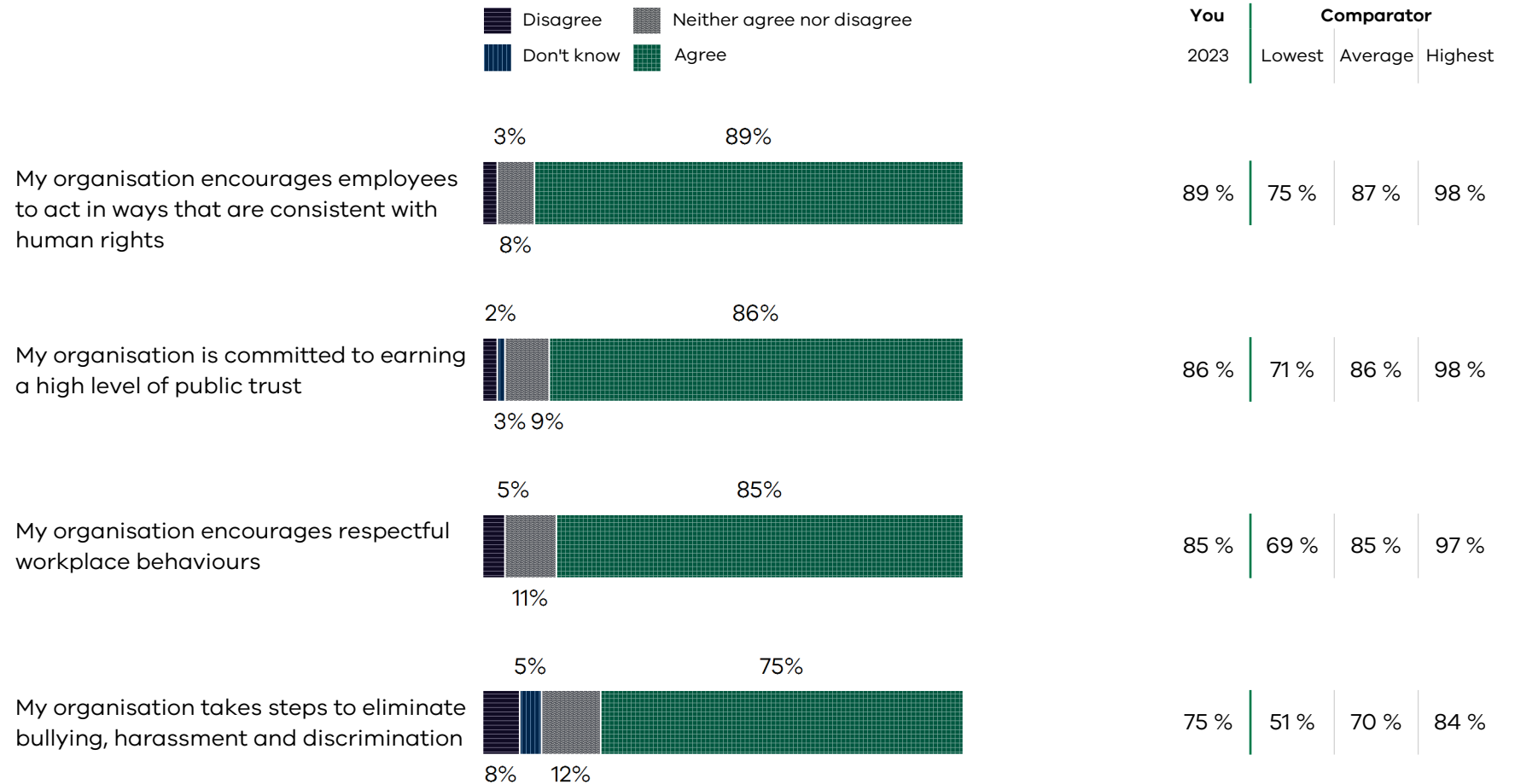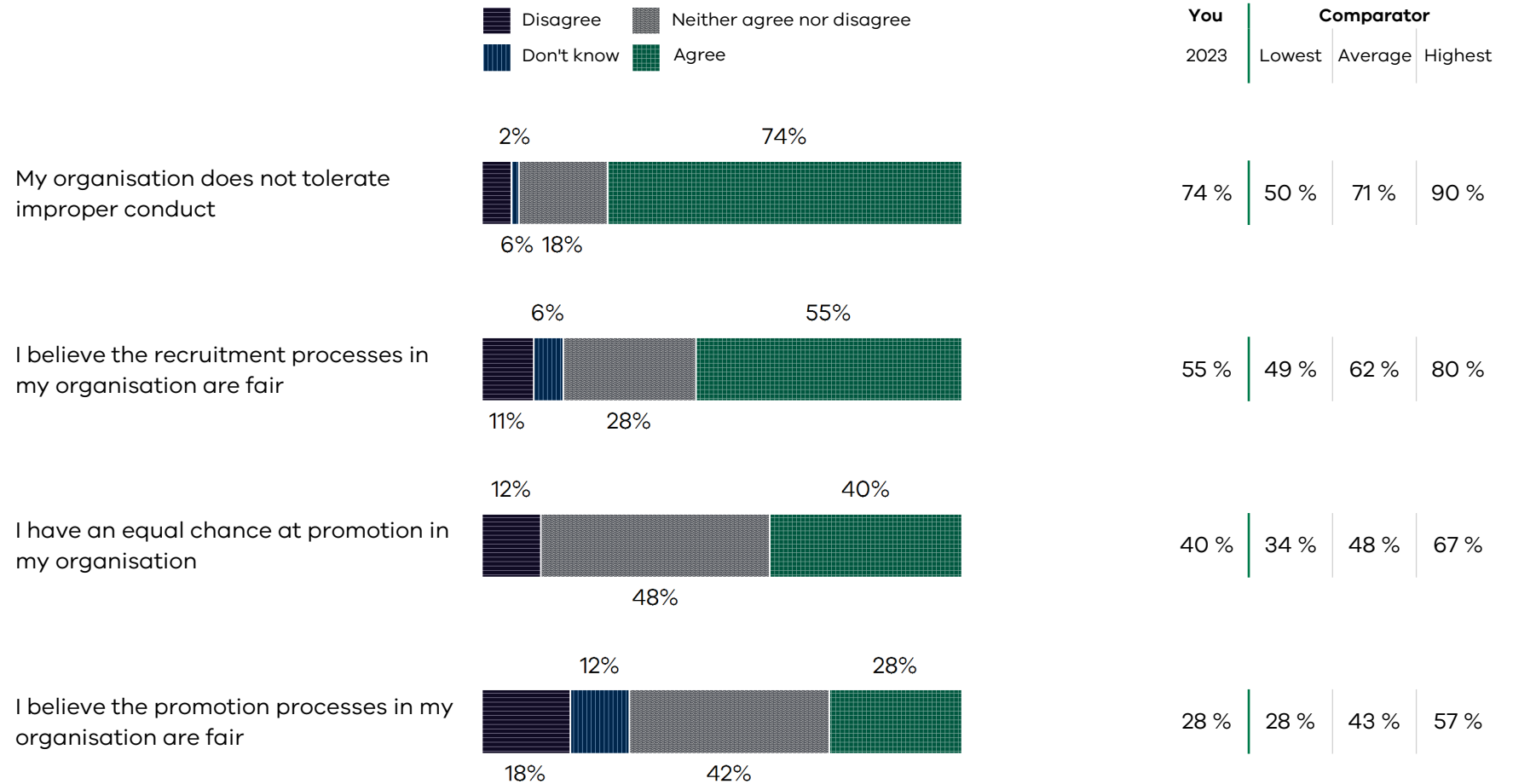
Example

74% of your staff who did the survey agreed or strongly agreed with 'My organisation does not tolerate improper conduct'.

Survey question	Your results	Benchmark agree results

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

	You	Comparator		
	2023	Lowest	Average	Highest
My organisation does not tolerate improper conduct (2% / 6% / 18% / 74%)	74 %	50 %	71 %	90 %
I believe the recruitment processes in my organisation are fair (11% / 6% / 28% / 55%)	55 %	49 %	62 %	80 %
I have an equal chance at promotion in my organisation (12% / 48% / 40%)	40 %	34 %	48 %	67 %
I believe the promotion processes in my organisation are fair (18% / 12% / 42% / 28%)	28 %	28 %	43 %	57 %

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.
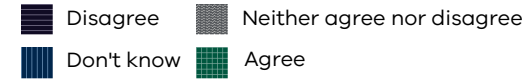
Example

91% of your staff who did the survey agreed or strongly agreed with 'I am able to work effectively with others outside my immediate workgroup'.
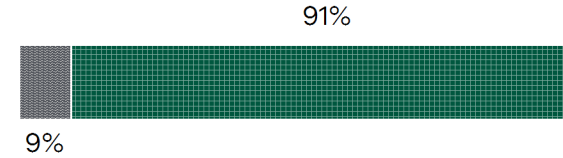
Survey question	Your results			

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

Benchmark agree results

	You	Comparator		
	2023	Lowest	Average	Highest
I am able to work effectively with others outside my immediate workgroup	91 %	75 %	85 %	92 %
Workgroups across my organisation willingly share information with each other	74 %	52 %	58 %	68 %

Your results bar chart:
- I am able to work effectively with others outside my immediate workgroup: 9% (Neither), 91% (Agree)
- Workgroups across my organisation willingly share information with each other: 12% (Disagree), 14% (Neither), 74% (Agree)
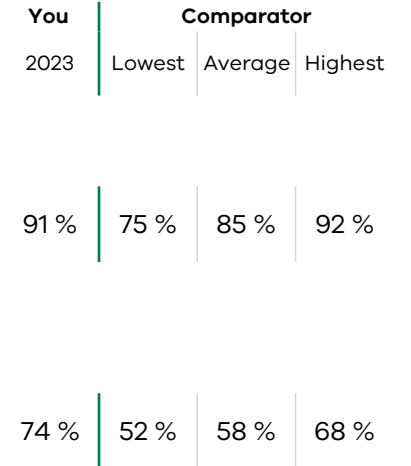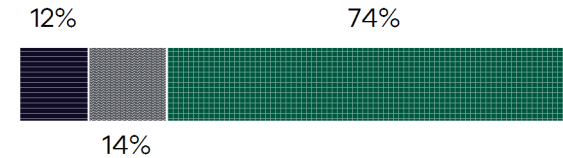
Organisational climate

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.
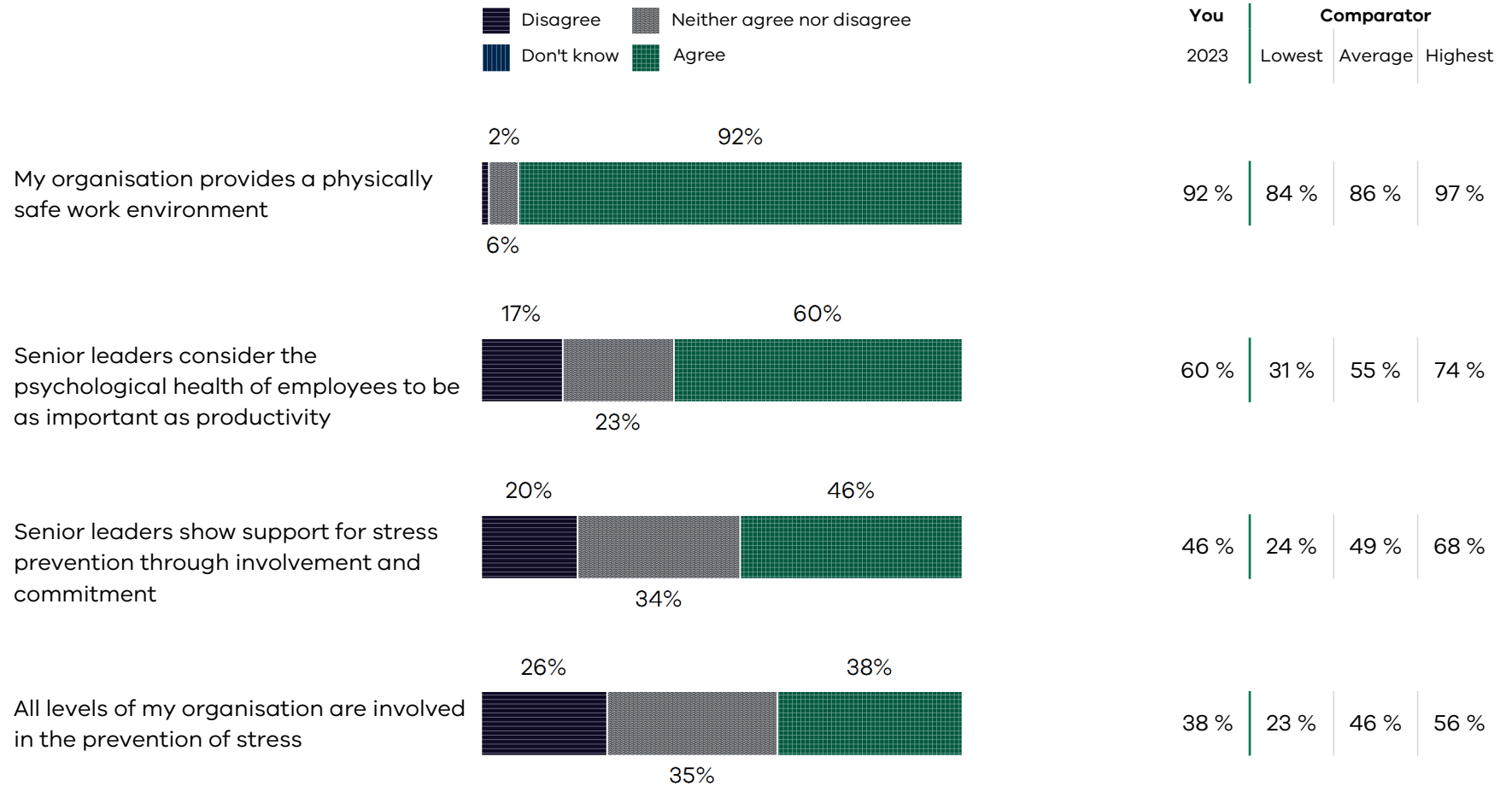
Example

92% 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			
		You	**Comparator**		
		2023	Lowest	Average	Highest

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

Survey question	Disagree	Neither	Agree	You 2023	Lowest	Average	Highest
My organisation provides a physically safe work environment	2%	6%	92%	92 %	84 %	86 %	97 %
Senior leaders consider the psychological health of employees to be as important as productivity	17%	23%	60%	60 %	31 %	55 %	74 %
Senior leaders show support for stress prevention through involvement and commitment	20%	34%	46%	46 %	24 %	49 %	68 %
All levels of my organisation are involved in the prevention of stress	26%	35%	38%	38 %	23 %	46 %	56 %

Victorian Public Sector Commission

VICTORIA State Government

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

38% of your staff who did the survey agreed or strongly agreed with 'My organisation has effective procedures in place to support employees who may experience stress'.
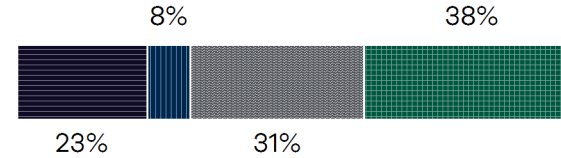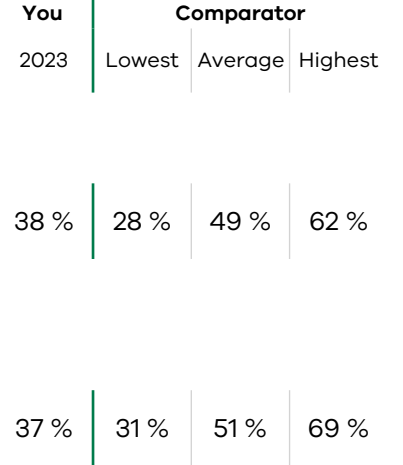
Legend: Disagree | Neither agree nor disagree | Don't know | Agree

Survey question	Your results	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My organisation has effective procedures in place to support employees who may experience stress	23% / 8% / 31% / 38%	38 %	28 %	49 %	62 %
In my workplace, there is good communication about psychological safety issues that affect me	25% / 38% / 37%	37 %	31 %	51 %	69 %

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Workgroup climate

Scorecard

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2023:

- 79% of your staff who did the survey responded positively to questions about Workgroup support.

Compared to:

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

Workgroup support: You 2023 79%, Comparator 2023 78%, Public sector 2023 80%
Safe to speak up: You 2023 76%, Comparator 2023 70%, Public sector 2023 73%
Innovation: You 2023 75%, Comparator 2023 72%, Public sector 2023 68%
Quality service delivery: You 2023 75%, Comparator 2023 73%, Public sector 2023 74%

Legend: You 2023, Comparator 2023, Public sector 2023

Victorian Public Sector Commission

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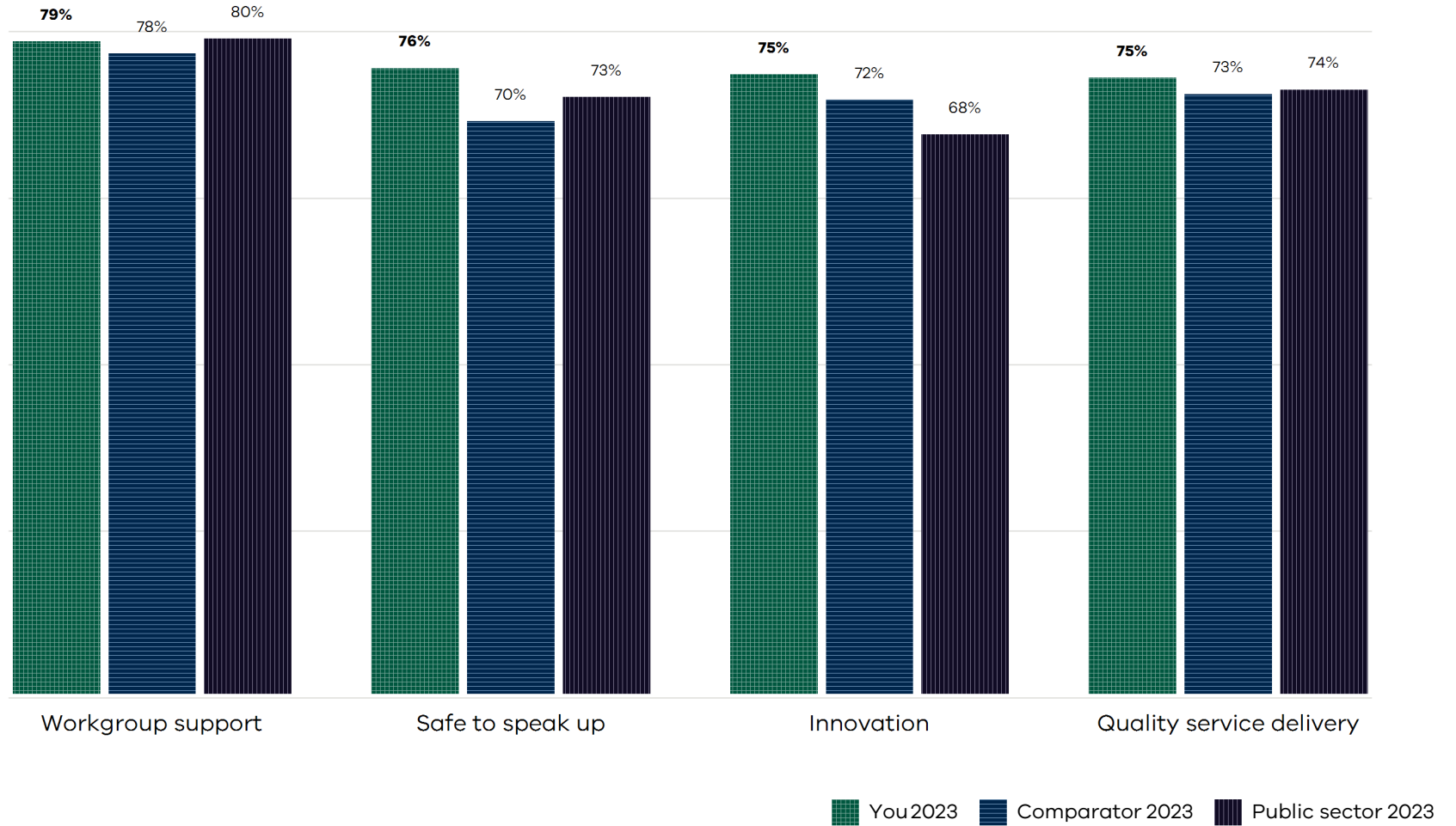
Workgroup climate

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

85% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.
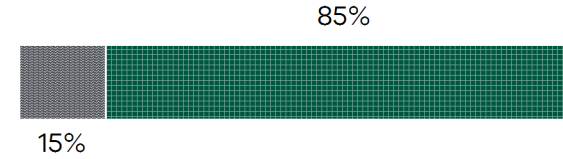
Survey question	Your results		Benchmark agree results			
			You	**Comparator**		
			2023	Lowest	Average	Highest

Legend: Disagree · Neither agree nor disagree · Don't know · Agree
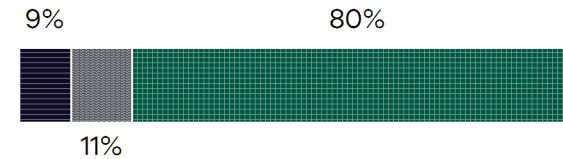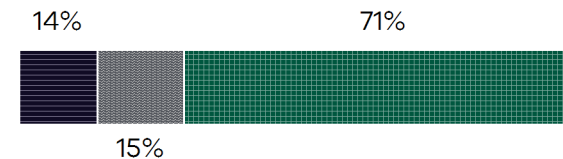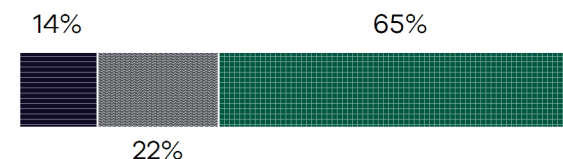
Survey question	Your results (Disagree / Neither / Agree)	You 2023	Lowest	Average	Highest
My workgroup provides high quality advice and services	15% / 85%	85 %	75 %	81 %	91 %
My workgroup acts fairly and without bias	9% / 11% / 80%	80 %	67 %	72 %	84 %
My workgroup uses its resources well	14% / 15% / 71%	71 %	63 %	68 %	76 %
My workgroup has clear lines of responsibility	14% / 22% / 65%	65 %	62 %	71 %	83 %

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

80% 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			
		You	**Comparator**		
		2023	Lowest	Average	Highest

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

Survey question	Disagree	Neither	Agree	You 2023	Lowest	Average	Highest
My workgroup learns from failures and mistakes	6%	14%	80%	80 %	63 %	72 %	86 %
My workgroup is quick to respond to opportunities to do things better	5%	20%	75%	75 %	63 %	71 %	82 %
My workgroup encourages employee creativity	11%	18%	71%	71 %	58 %	74 %	83 %

Victorian Public Sector Commission

VICTORIA State Government

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.

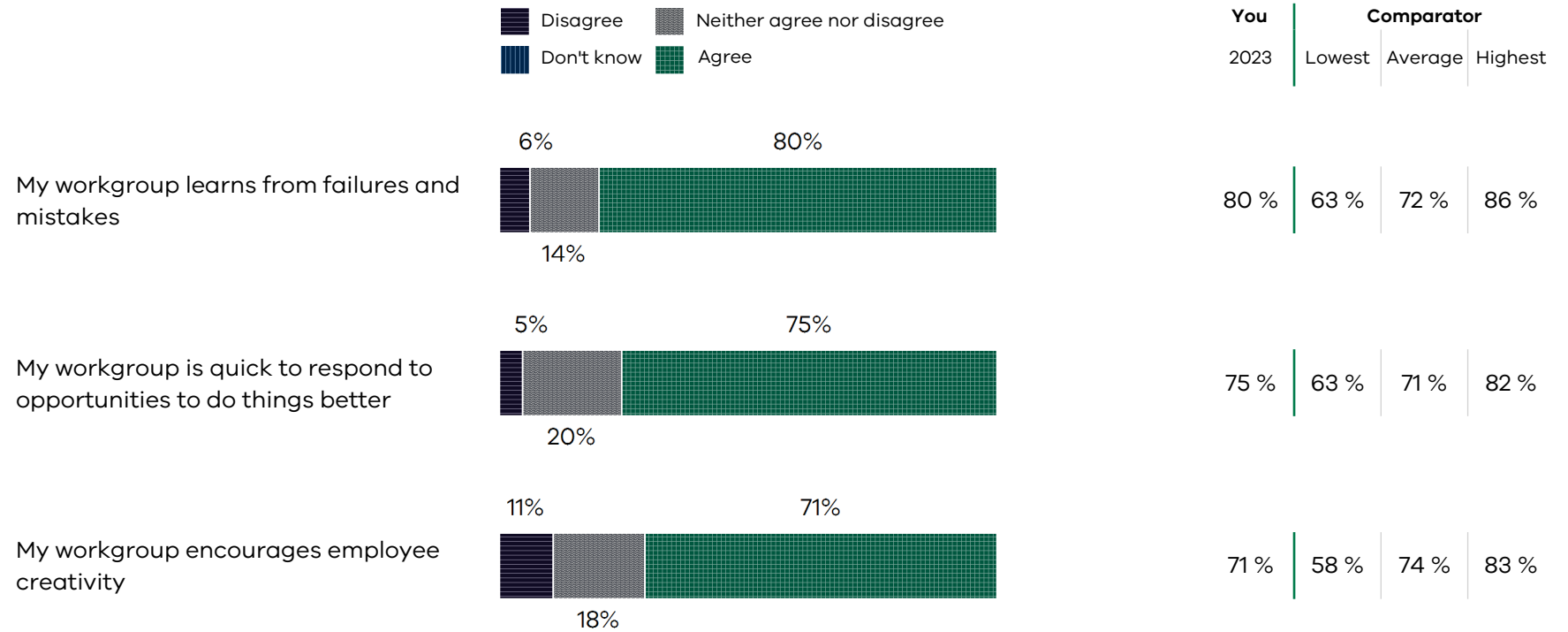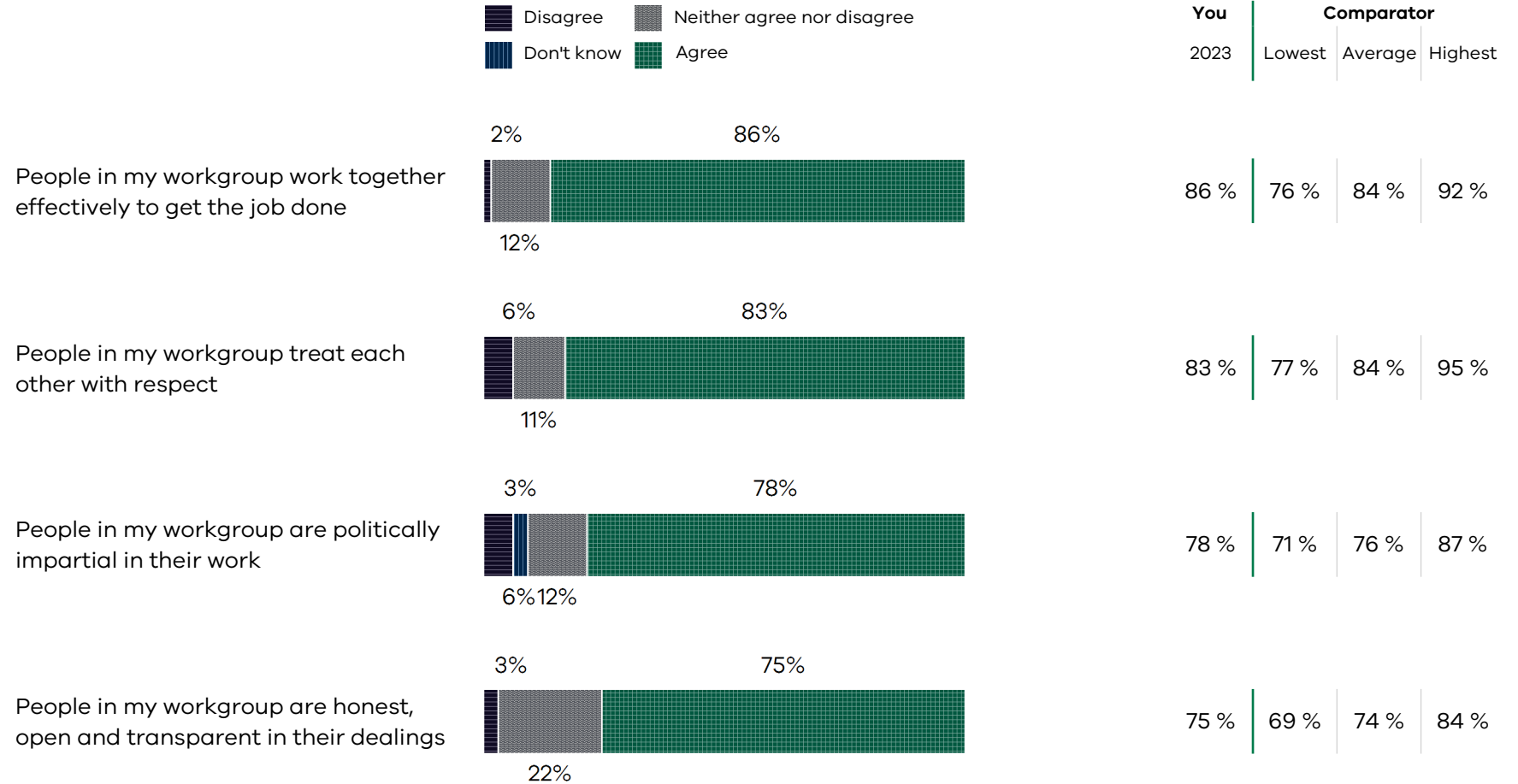Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

86% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup work together effectively to get the job done'.

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

Survey question	Your results	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup work together effectively to get the job done	2% / 12% / 86%	86 %	76 %	84 %	92 %
People in my workgroup treat each other with respect	6% / 11% / 83%	83 %	77 %	84 %	95 %
People in my workgroup are politically impartial in their work	3% / 6% / 12% / 78%	78 %	71 %	76 %	87 %
People in my workgroup are honest, open and transparent in their dealings	3% / 22% / 75%	75 %	69 %	74 %	84 %

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.

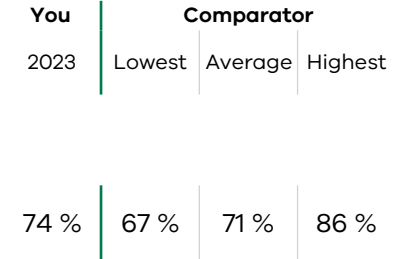Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

74% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.

Survey question

Your results

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

People in my workgroup appropriately manage conflicts of interest

5% 74%

8% 14%

Benchmark agree results

You	Comparator		
2023	Lowest	Average	Highest
74 %	67 %	71 %	86 %

Victorian Public Sector Commission

VICTORIA State Government

Workgroup climate

Safe to speak up

What this is

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

Why this is important

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

How to read this

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

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

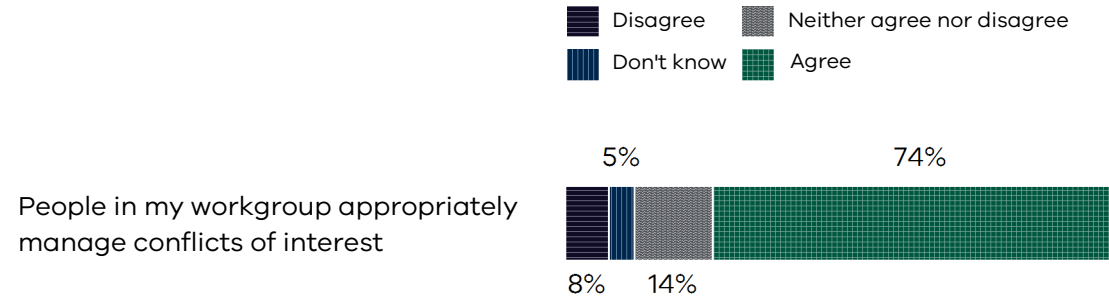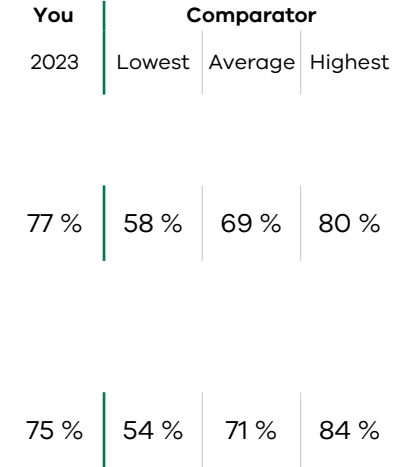Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

77% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup are able to bring up problems and tough issues'.

Survey question	Your results	Benchmark agree results

Legend:
- Disagree (dark navy)
- Don't know (navy striped)
- Neither agree nor disagree (grey)
- Agree (green)

Survey question	Your results	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup are able to bring up problems and tough issues	14% / 9% / 77%	77 %	58 %	69 %	80 %
I feel safe to challenge inappropriate behaviour at work	8% / 17% / 75%	75 %	54 %	71 %	84 %

People matter survey

2023

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

Demographics

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

Job and manager factors

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2023:

- 88% of your staff who did the survey responded positively to questions about Flexible working.

Compared to:

- 78% of staff at your comparator and 79% of staff across the public sector.

	Flexible working	Meaningful work	Manager leadership	Job enrichment
You 2023	88%	88%	87%	80%
Comparator 2023	78%	88%	86%	85%
Public sector 2023	79%	87%	86%	83%

Legend: You 2023, Comparator 2023, Public sector 2023

Job and manager factors

What this is

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

Why this is important

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

How to read this

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

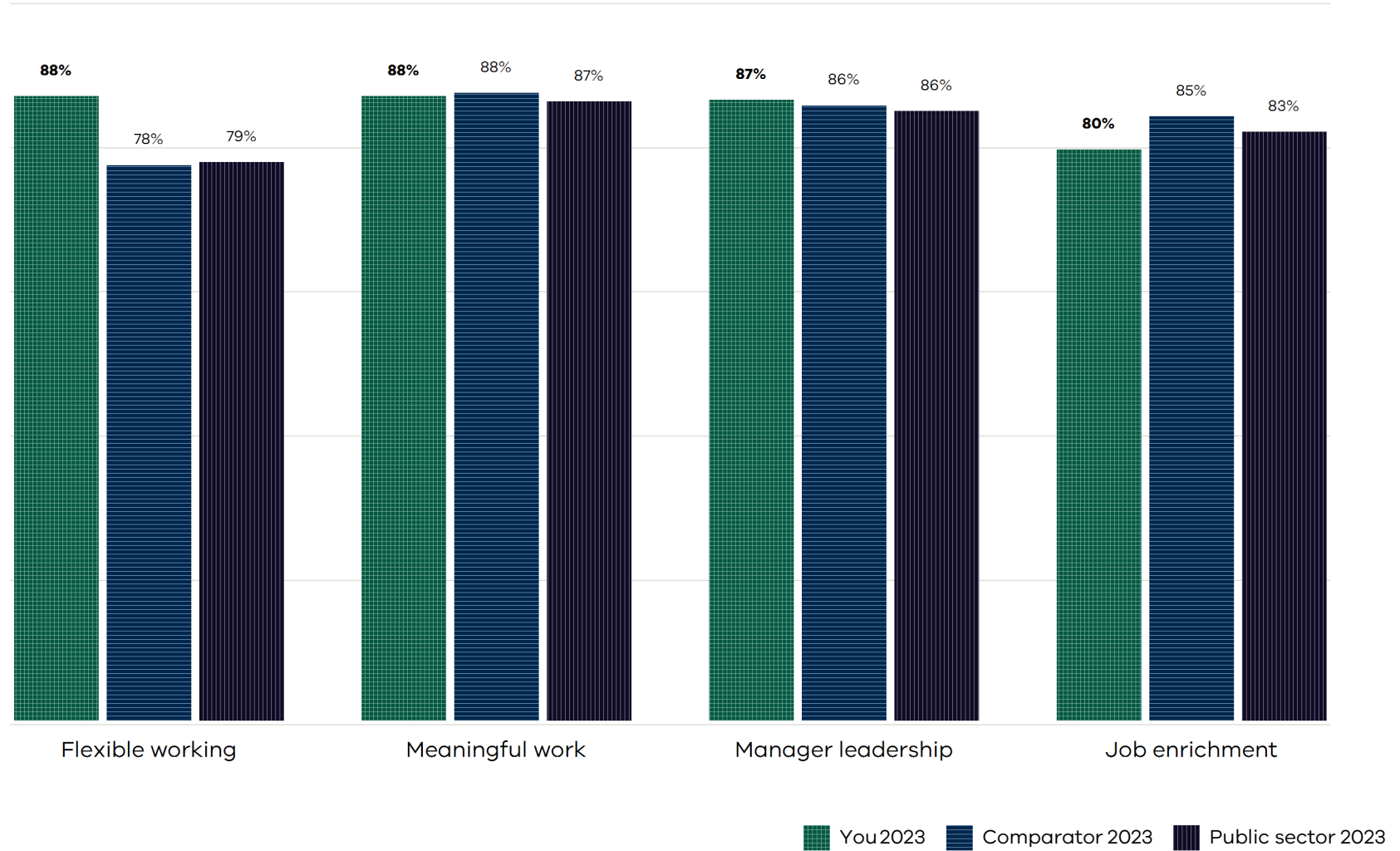Each result is the overall percentage of positive responses for your organisation, comparator and public sector.

Example

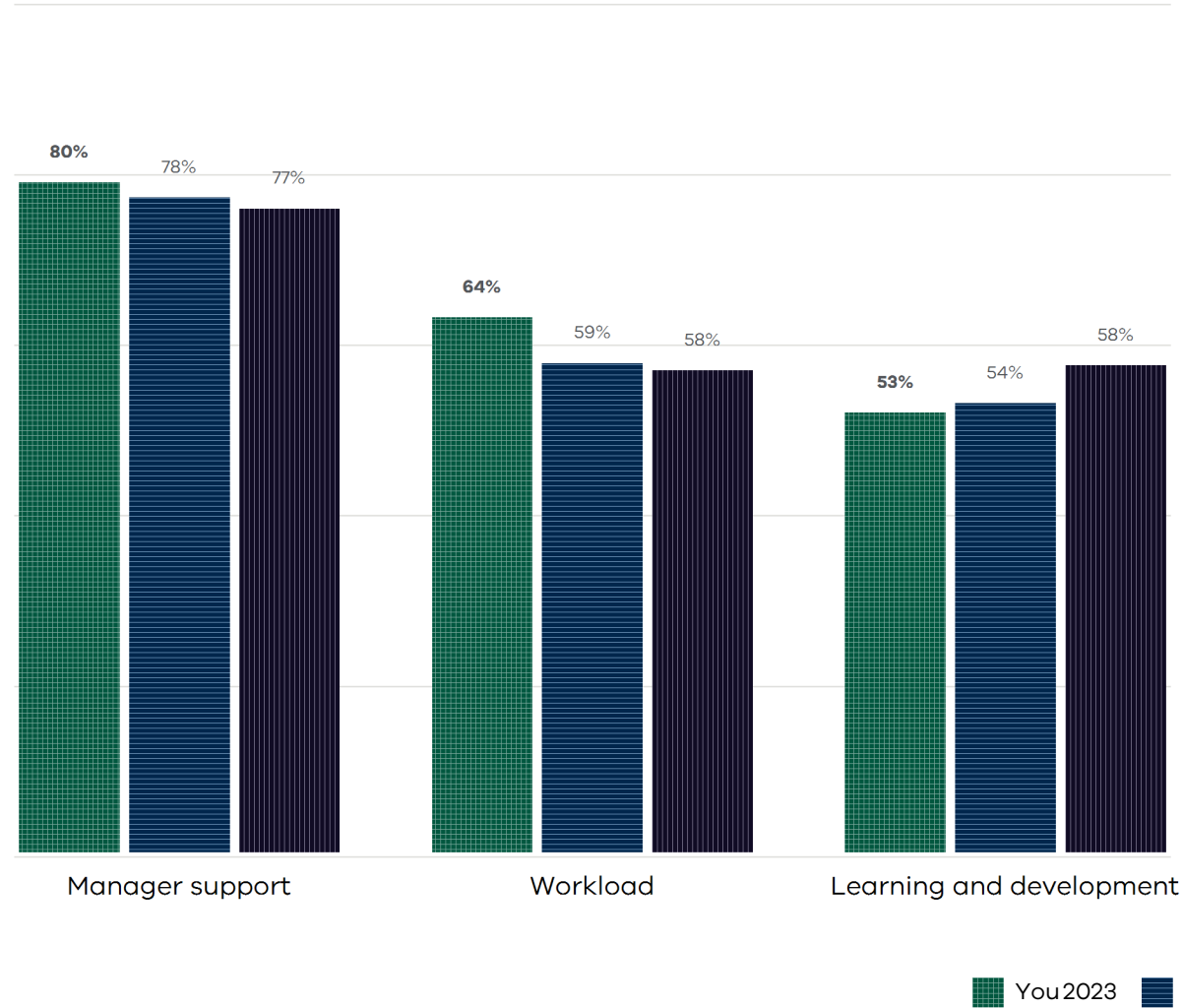In 2023:

- 80% of your staff who did the survey responded positively to questions about Manager support.

Compared to:

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

Chart showing percentages for three factors:
- Manager support: 80%, 78%, 77%
- Workload: 64%, 59%, 58%
- Learning and development: 53%, 54%, 58%

Legend: 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

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

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

Survey question		Benchmark agree results
		You / Comparator
		2023 / Lowest / Average / Highest
My manager treats employees with dignity and respect	2% / 89% / 9%	89 % / 85 % / 89 % / 95 %
My manager demonstrates honesty and integrity	5% / 88% / 8%	88 % / 82 % / 86 % / 94 %
My manager models my organisation's values	6% / 85% / 9%	85 % / 77 % / 85 % / 94 %

Victorian Public Sector Commission

VICTORIA State Government

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.
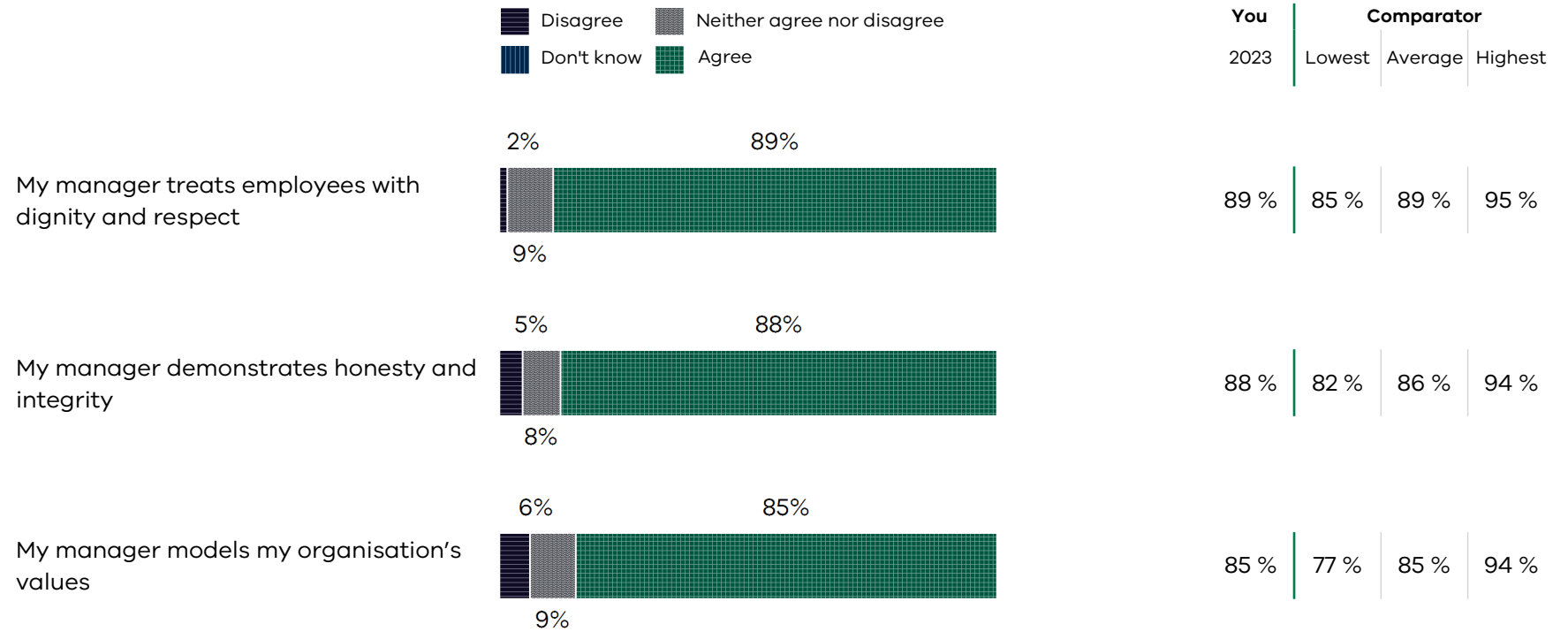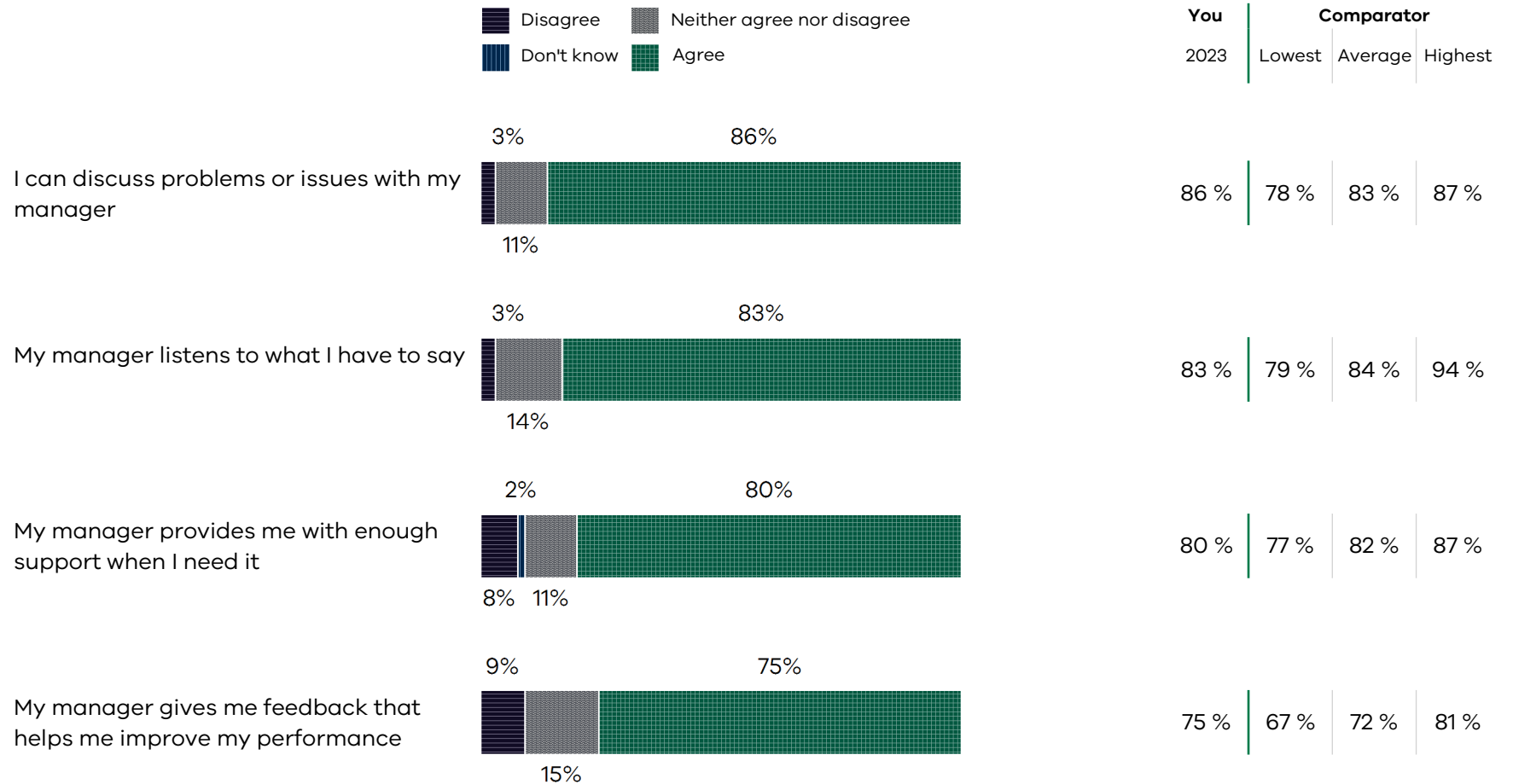
Example

86% of your staff who did the survey agreed or strongly agreed with 'I can discuss problems or issues with my manager'.

Survey question	Your results	Benchmark agree results

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

	You	Comparator		
	2023	Lowest	Average	Highest
I can discuss problems or issues with my manager — 3% / 86% / 11%	86 %	78 %	83 %	87 %
My manager listens to what I have to say — 3% / 83% / 14%	83 %	79 %	84 %	94 %
My manager provides me with enough support when I need it — 2% / 80% / 8% / 11%	80 %	77 %	82 %	87 %
My manager gives me feedback that helps me improve my performance — 9% / 75% / 15%	75 %	67 %	72 %	81 %

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.
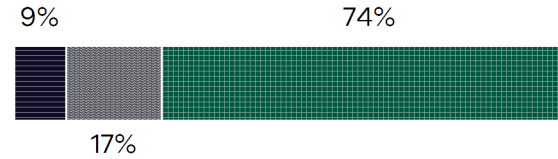
Example

74% of your staff who did the survey agreed or strongly agreed with 'I receive meaningful recognition when I do good work'.

Survey question

Your results

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

I receive meaningful recognition when I do good work

9% ... 74%

17%

Benchmark agree results

	You	Comparator		
	2023	Lowest	Average	Highest
	74 %	53 %	68 %	84 %

Victorian Public Sector Commission

VICTORIA State Government
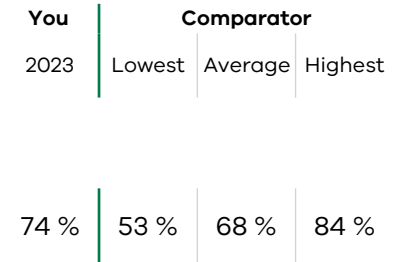
Job and manager factors

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

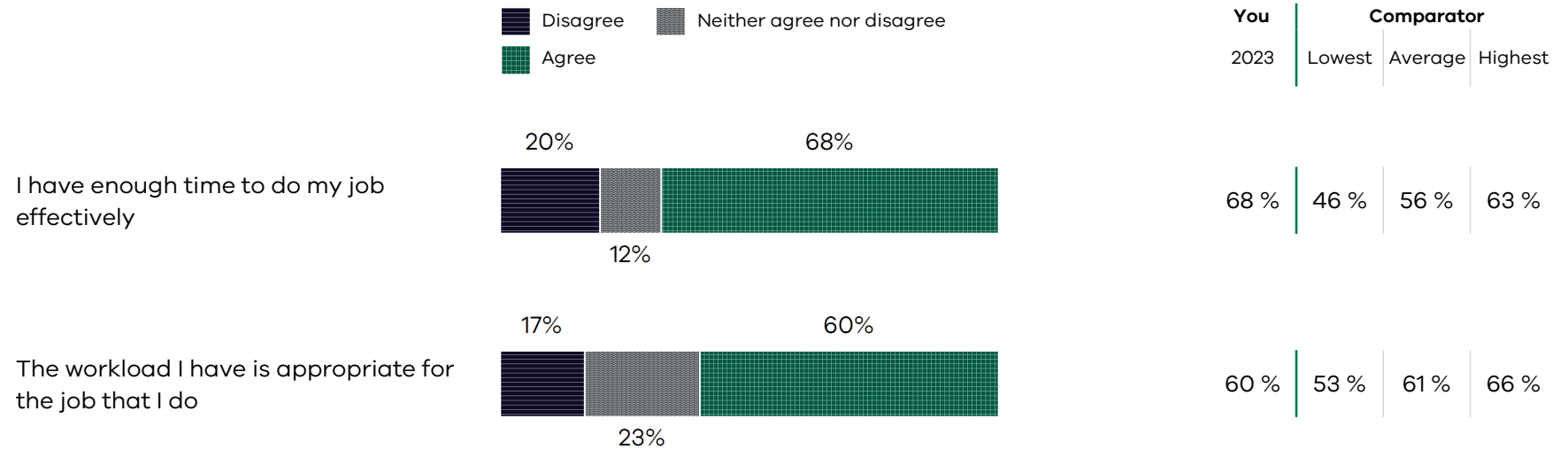68% of your staff who did the survey agreed or strongly agreed with 'I have enough time to do my job effectively'.

	Survey question	Your results	Benchmark agree results

Legend: ▉ Disagree ▨ Neither agree nor disagree ▨ Agree

	You 2023	Comparator Lowest	Comparator Average	Comparator Highest

I have enough time to do my job effectively
- 20% Disagree, 12% Neither, 68% Agree

| | 68 % | 46 % | 56 % | 63 % |

The workload I have is appropriate for the job that I do
- 17% Disagree, 23% Neither, 60% Agree

| | 60 % | 53 % | 61 % | 66 % |

Victorian Public Sector Commission

VICTORIA State Government

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.
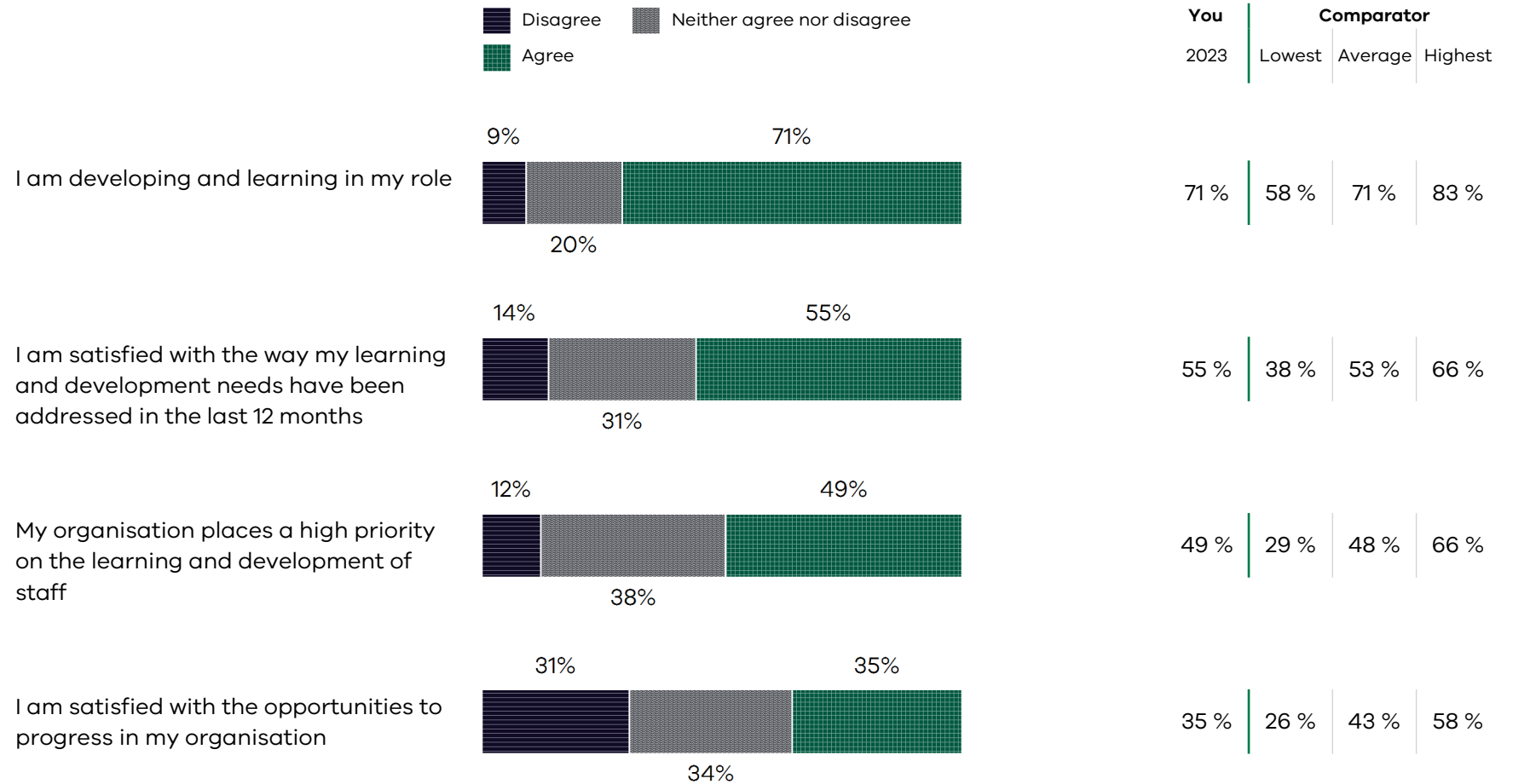
Example

71% 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

Legend: ■ Disagree ▩ Neither agree nor disagree ■ Agree

	You 2023	Comparator Lowest	Comparator Average	Comparator Highest

I am developing and learning in my role
9% / 20% / 71%

| | 71 % | 58 % | 71 % | 83 % |

I am satisfied with the way my learning and development needs have been addressed in the last 12 months
14% / 31% / 55%

| | 55 % | 38 % | 53 % | 66 % |

My organisation places a high priority on the learning and development of staff
12% / 38% / 49%

| | 49 % | 29 % | 48 % | 66 % |

I am satisfied with the opportunities to progress in my organisation
31% / 34% / 35%

| | 35 % | 26 % | 43 % | 58 % |

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.
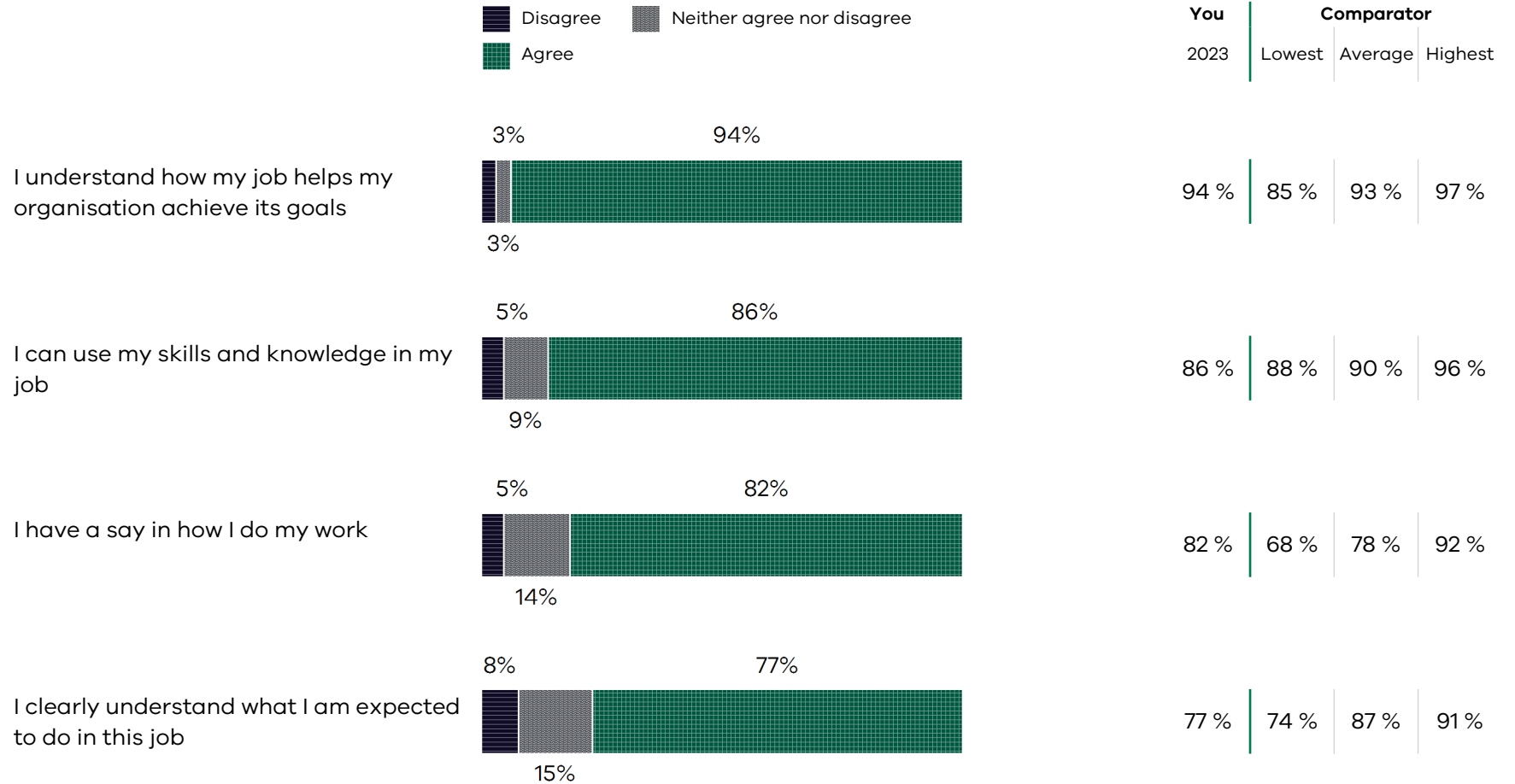
Example

94% of your staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve its goals'.

Survey question	Your results		

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

	You	Comparator		
	2023	Lowest	Average	Highest

I understand how my job helps my organisation achieve its goals
3% / 94% / 3%

	94 %	85 %	93 %	97 %

I can use my skills and knowledge in my job
5% / 86% / 9%

	86 %	88 %	90 %	96 %

I have a say in how I do my work
5% / 82% / 14%

	82 %	68 %	78 %	92 %

I clearly understand what I am expected to do in this job
8% / 77% / 15%

	77 %	74 %	87 %	91 %

Job and manager factors

What this is

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

Why this is important

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

How to read this

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

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

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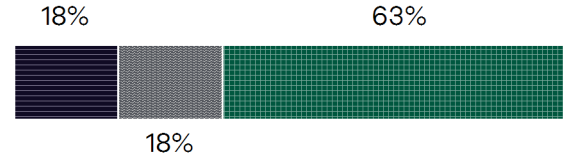
Example

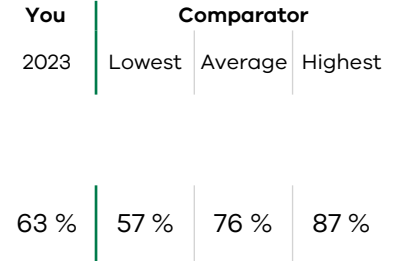63% of your staff who did the survey agreed or strongly agreed with 'I have the authority to do my job effectively'.

Survey question

Your results

- Disagree
- Neither agree nor disagree
- Agree

		18%			63%	

I have the authority to do my job effectively

18%

Benchmark agree results

	You	Comparator		
	2023	Lowest	Average	Highest
I have the authority to do my job effectively	63 %	57 %	76 %	87 %

Job and manager factors

Meaningful work

What this is

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

Why this is important

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

How to read this

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

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

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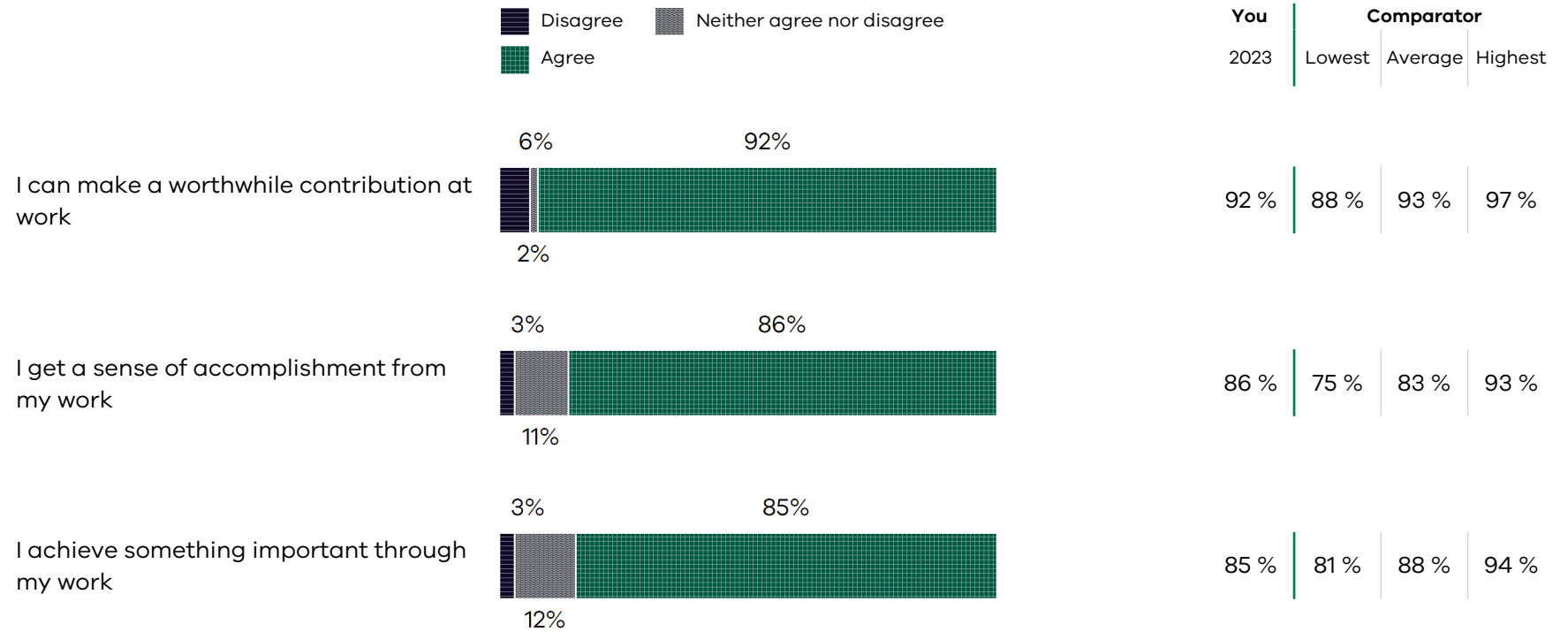
Example

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

Survey question / Your results / Benchmark agree results

Legend: Disagree | Neither agree nor disagree | Agree

Survey question	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
I can make a worthwhile contribution at work (2% / 6% / 92%)	92 %	88 %	93 %	97 %
I get a sense of accomplishment from my work (11% / 3% / 86%)	86 %	75 %	83 %	93 %
I achieve something important through my work (12% / 3% / 85%)	85 %	81 %	88 %	94 %

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Flexible working

What this is

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

Why this is important

Supporting flexible working can improve employee wellbeing.

How to read this

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

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

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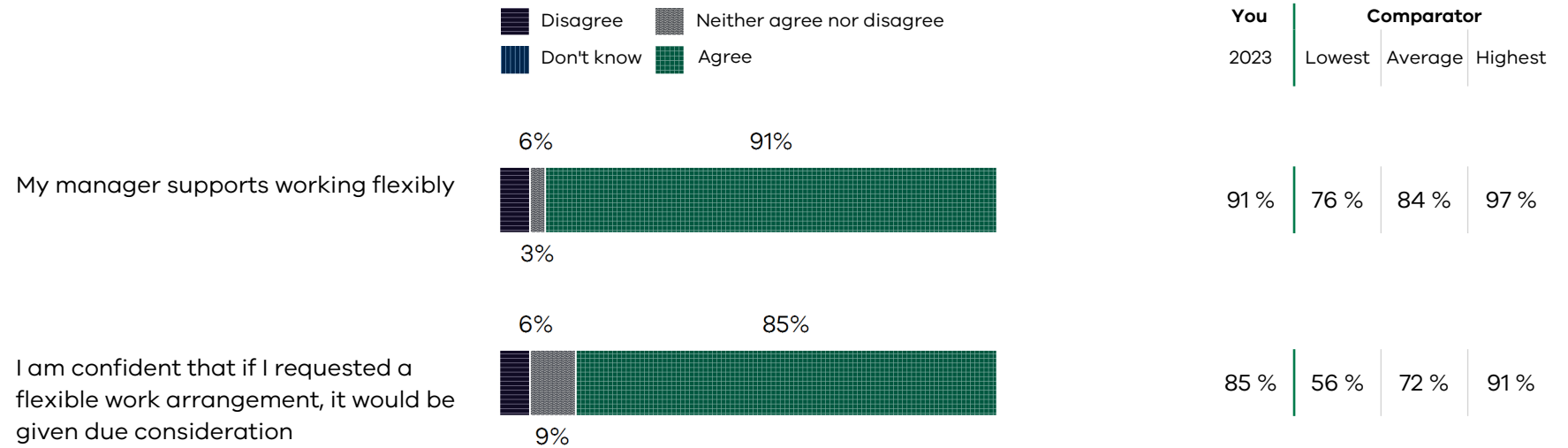
Example

91% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.

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

Survey question	Your results	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My manager supports working flexibly	6% / 91% / 3%	91 %	76 %	84 %	97 %
I am confident that if I requested a flexible work arrangement, it would be given due consideration	6% / 85% / 9%	85 %	56 %	72 %	91 %

People matter survey

2023

Have your say

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- Intention to stay

- Inclusion
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- Sexual harassment
- Discrimination
- Violence and aggression

Key differences

- Highest scoring
- Lowest scoring
- 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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- Safety climate

Workgroup climate

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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

Demographics

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

Public sector values

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.
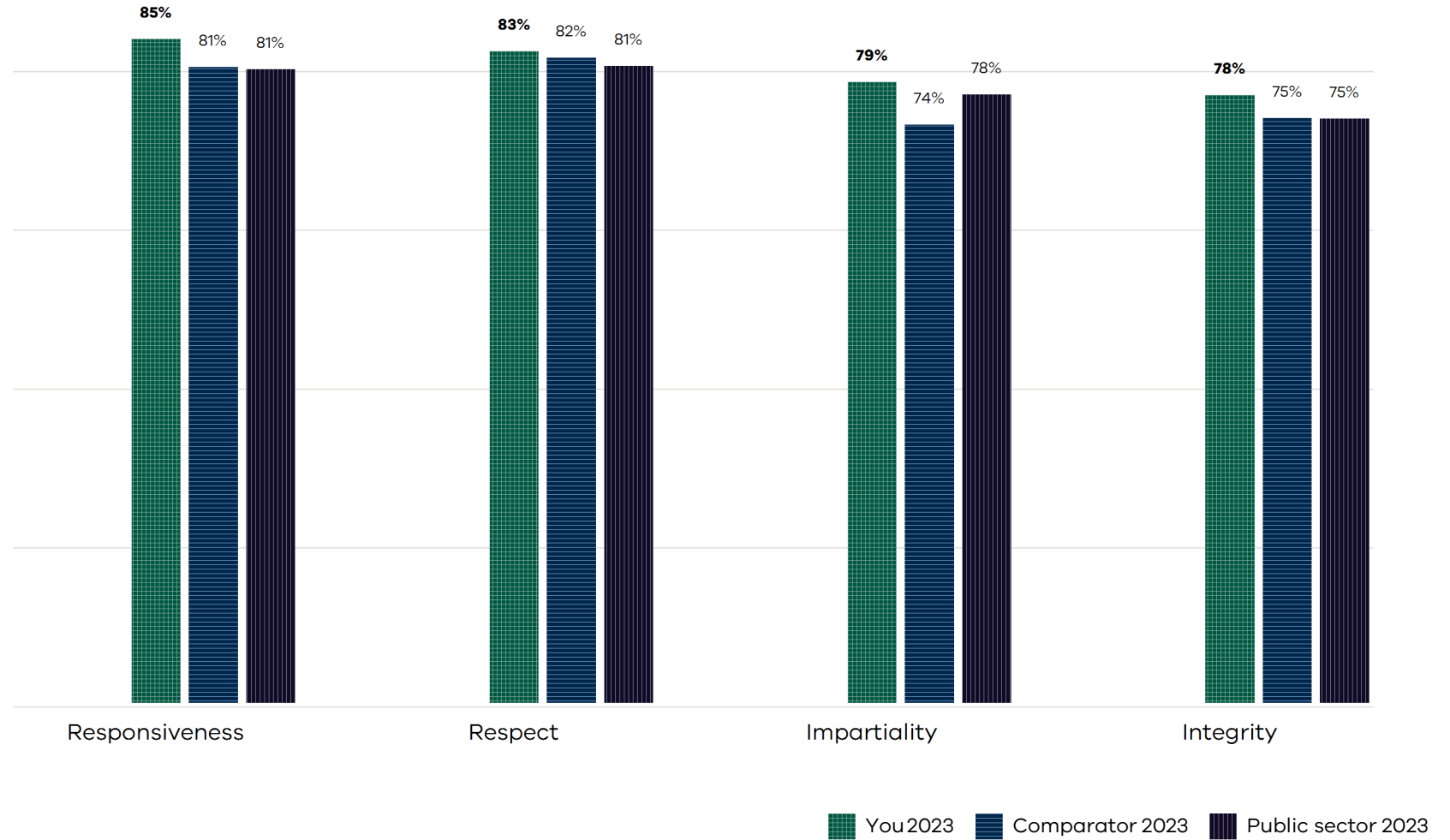
Example

In 2023:

- 85% of your staff who did the survey responded positively to questions about Responsiveness .

Compared to:

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

Chart data:

Value	You 2023	Comparator 2023	Public sector 2023
Responsiveness	85%	81%	81%
Respect	83%	82%	81%
Impartiality	79%	74%	78%
Integrity	78%	75%	75%

Public sector values

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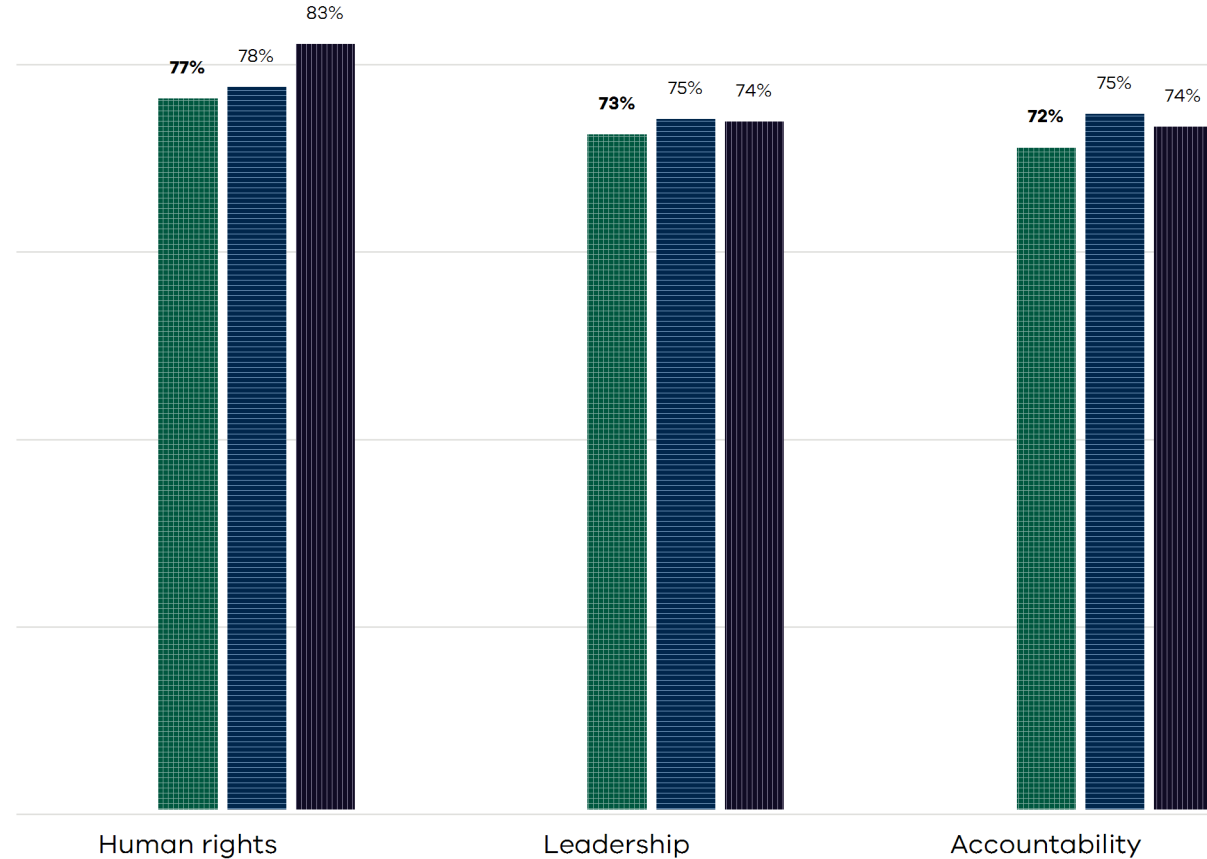
Example

In 2023:

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

Compared to:

- 78% of staff at your comparator and 83% of staff across the public sector.

Legend: You 2023 · Comparator 2023 · Public sector 2023

	Human rights	Leadership	Accountability
You 2023	77%	73%	72%
Comparator 2023	78%	75%	75%
Public sector 2023	83%	74%	74%

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.
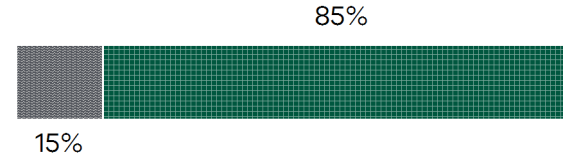
Example

85% of staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

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

My workgroup provides high quality advice and services

85%

15%

	You	Comparator		
	2023	Lowest	Average	Highest
My workgroup provides high quality advice and services	85 %	75 %	81 %	91 %

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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

Example

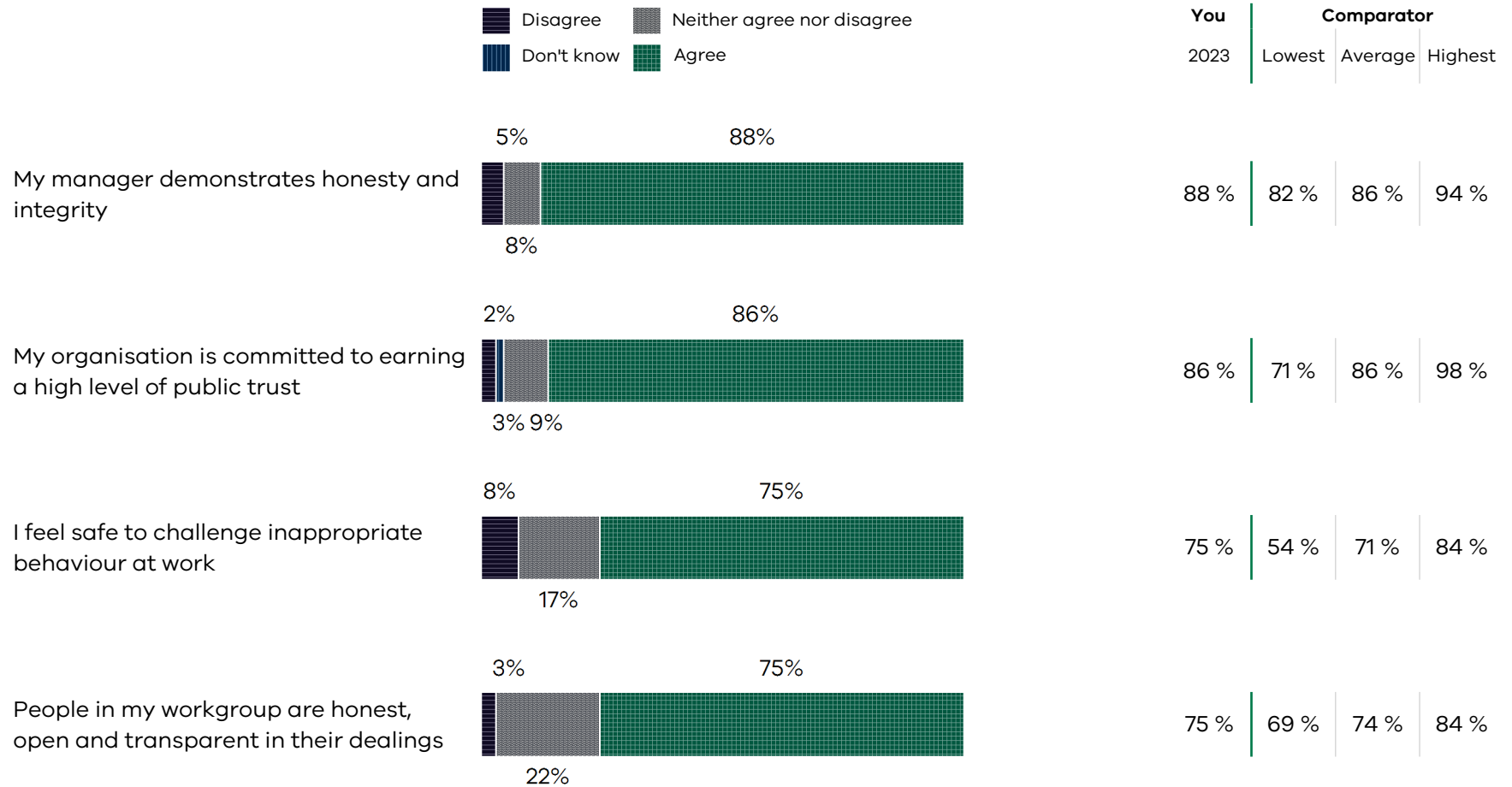88% of staff who did the survey agreed or strongly agreed with 'My manager demonstrates honesty and integrity'.

Survey question	Your results				

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

Benchmark agree results

Survey question	Your results	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My manager demonstrates honesty and integrity	5% / 8% / 88%	88 %	82 %	86 %	94 %
My organisation is committed to earning a high level of public trust	2% / 3% 9% / 86%	86 %	71 %	86 %	98 %
I feel safe to challenge inappropriate behaviour at work	8% / 17% / 75%	75 %	54 %	71 %	84 %
People in my workgroup are honest, open and transparent in their dealings	3% / 22% / 75%	75 %	69 %	74 %	84 %

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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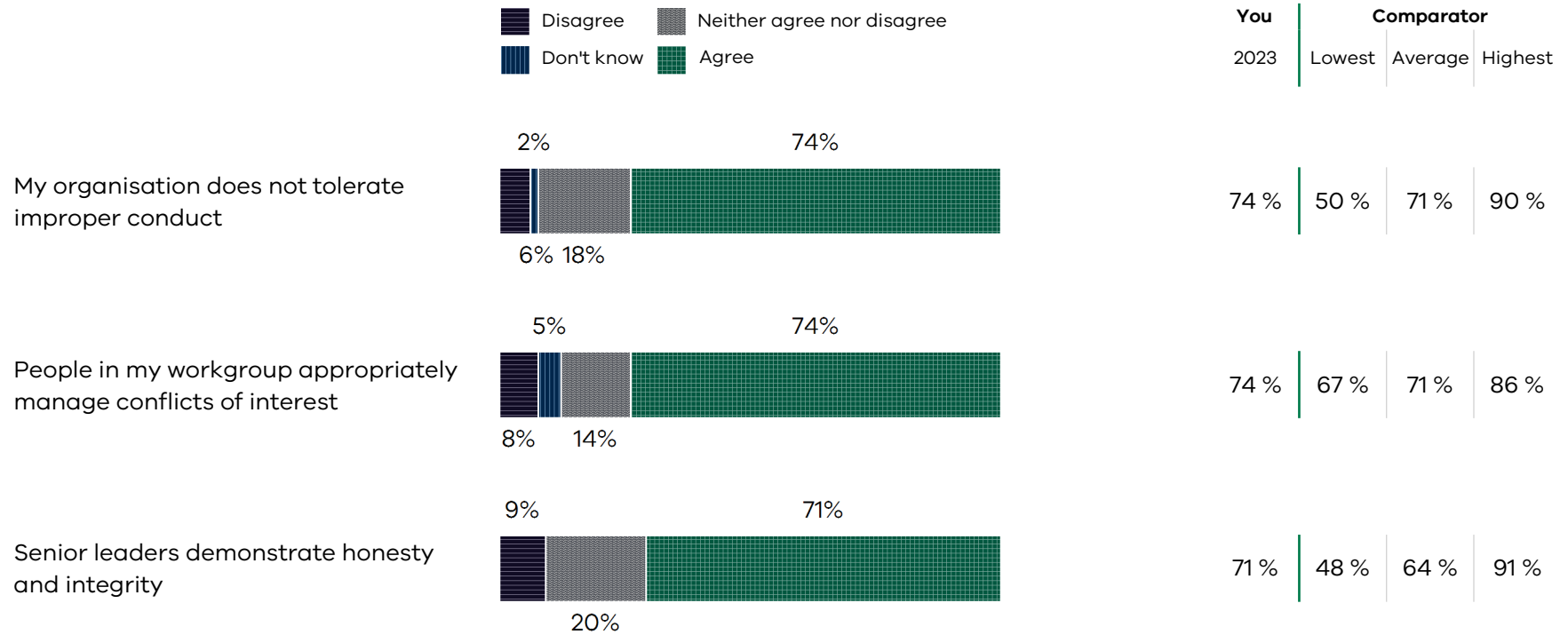
Example

74% of staff who did the survey agreed or strongly agreed with 'My organisation does not tolerate improper conduct'.

Survey question / Your results

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

My organisation does not tolerate improper conduct
- 2%
- 6%
- 18%
- 74%

People in my workgroup appropriately manage conflicts of interest
- 5%
- 8%
- 14%
- 74%

Senior leaders demonstrate honesty and integrity
- 9%
- 20%
- 71%

Benchmark agree results

Survey question	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My organisation does not tolerate improper conduct	74 %	50 %	71 %	90 %
People in my workgroup appropriately manage conflicts of interest	74 %	67 %	71 %	86 %
Senior leaders demonstrate honesty and integrity	71 %	48 %	64 %	91 %

Victorian Public Sector Commission

VICTORIA State Government

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.
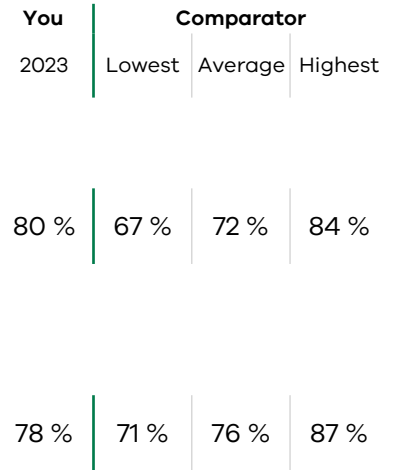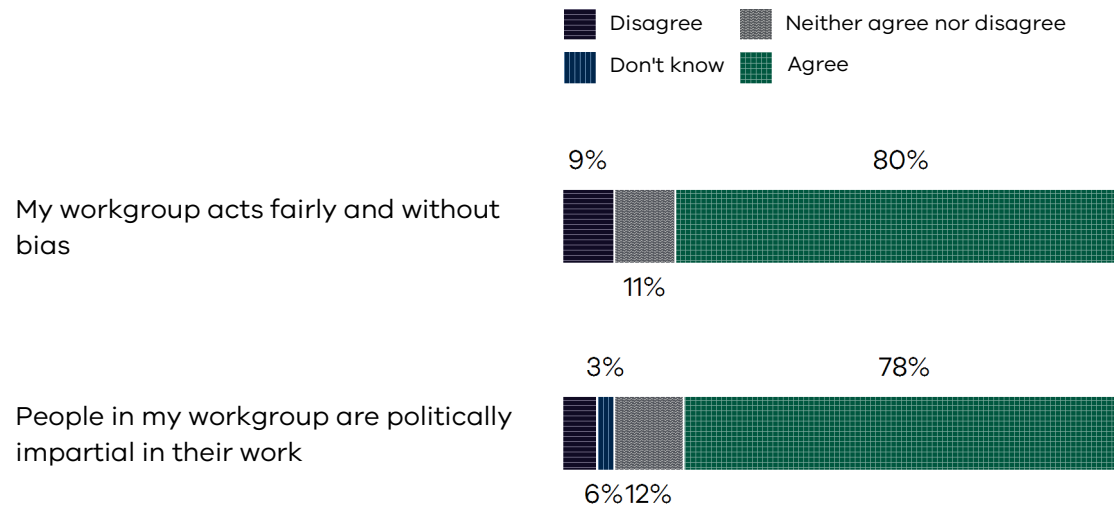
Example

80% of staff who did the survey agreed or strongly agreed with 'My workgroup acts fairly and without bias'.

Survey question	Your results		Benchmark agree results			
			You	**Comparator**		
			2023	Lowest	Average	Highest

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

Survey question	Your results	You 2023	Lowest	Average	Highest
My workgroup acts fairly and without bias	9% / 11% / 80%	80 %	67 %	72 %	84 %
People in my workgroup are politically impartial in their work	3% / 6% 12% / 78%	78 %	71 %	76 %	87 %

Victorian Public Sector Commission

VICTORIA State Government

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

94% of staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve its goals'.
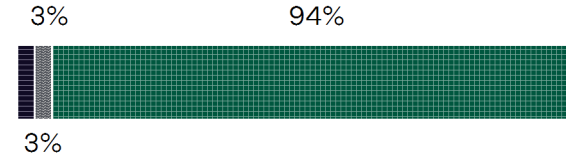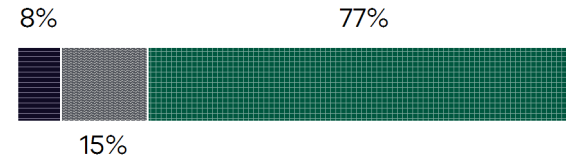
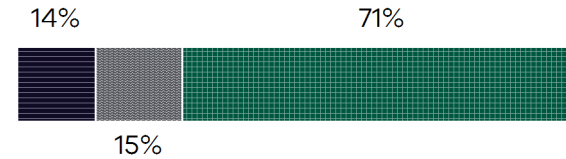| Survey question	Your results		Benchmark agree results			
			You	**Comparator**		
			2023	Lowest	Average	Highest

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

Survey question	Disagree	Agree	You 2023	Lowest	Average	Highest
I understand how my job helps my organisation achieve its goals	3% / 3%	94%	94 %	85 %	93 %	97 %
I clearly understand what I am expected to do in this job	8% / 15%	77%	77 %	74 %	87 %	91 %
My workgroup uses its resources well	14% / 15%	71%	71 %	63 %	68 %	76 %
My workgroup has clear lines of responsibility	14% / 22%	65%	65 %	62 %	71 %	83 %

Victorian Public Sector Commission

VICTORIA State Government

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.

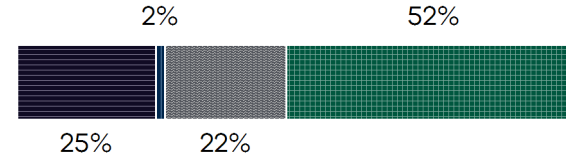Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

52% of staff who did the survey agreed or strongly agreed with 'Senior leaders provide clear strategy and direction'.

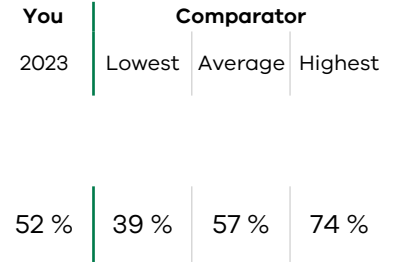Disagree | Neither agree nor disagree
Don't know | Agree

	You	Comparator		
	2023	Lowest	Average	Highest

Senior leaders provide clear strategy and direction

2%   52%

25%   22%

| 52 % | 39 % | 57 % | 74 % |

Public sector values

Respect 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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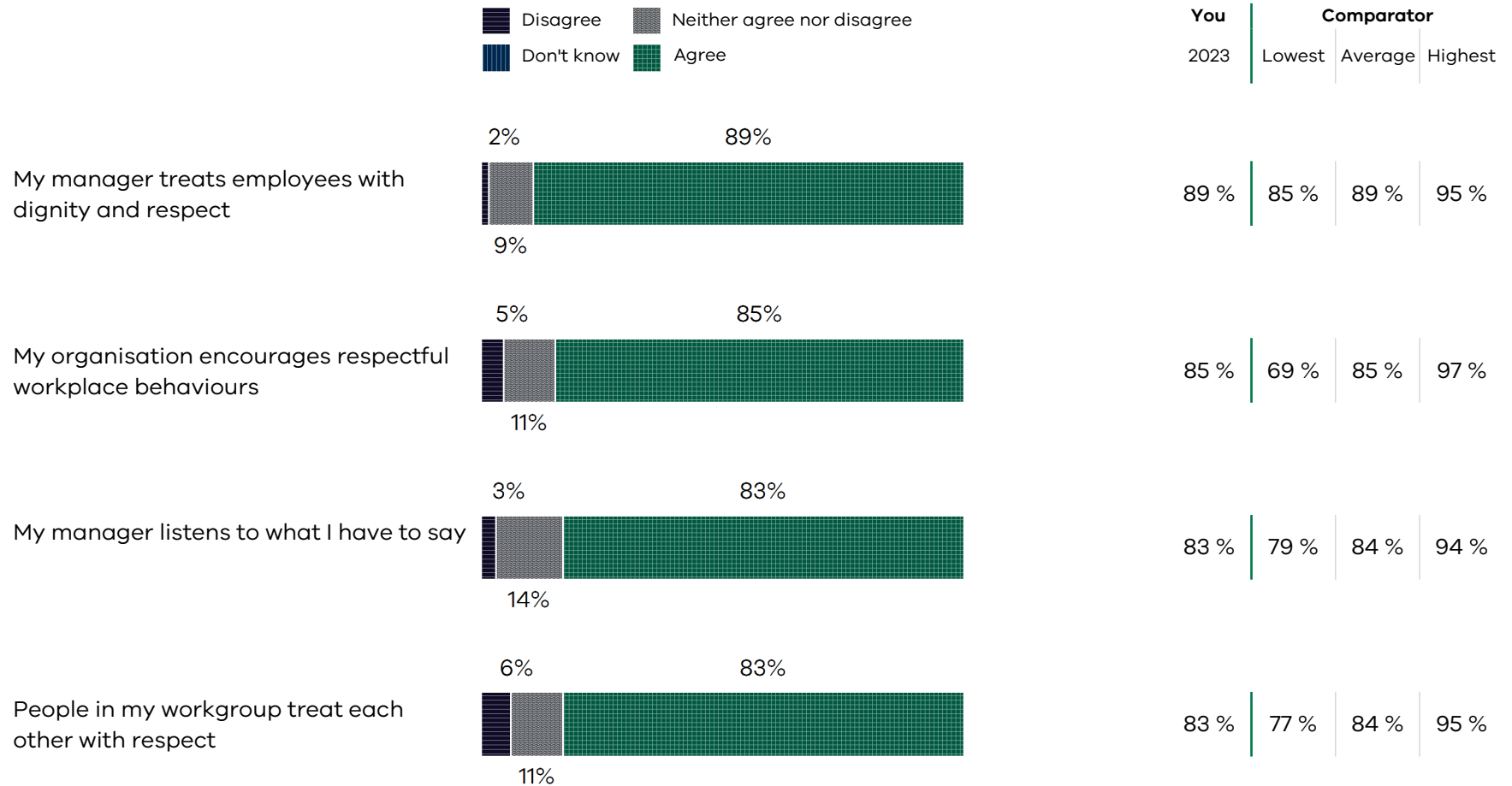
Example

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

Survey question	Your results				
		You	**Comparator**		
		2023	**Lowest**	**Average**	**Highest**
My manager treats employees with dignity and respect	2% / 89% / 9%	89 %	85 %	89 %	95 %
My organisation encourages respectful workplace behaviours	5% / 85% / 11%	85 %	69 %	85 %	97 %
My manager listens to what I have to say	3% / 83% / 14%	83 %	79 %	84 %	94 %
People in my workgroup treat each other with respect	6% / 83% / 11%	83 %	77 %	84 %	95 %

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

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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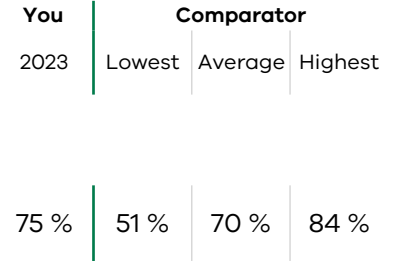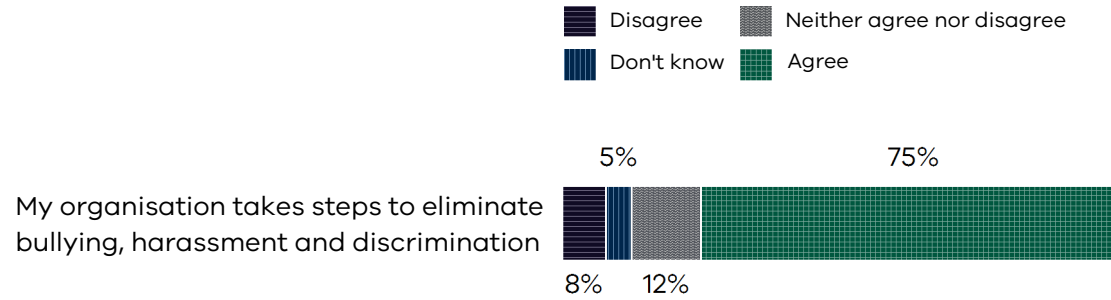
Example

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

Survey question	Your results

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

My organisation takes steps to eliminate bullying, harassment and discrimination

5% · 75% · 8% · 12%

Benchmark agree results

	You	Comparator		
	2023	Lowest	Average	Highest
My organisation takes steps to eliminate bullying, harassment and discrimination	75 %	51 %	70 %	84 %

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

Leadership

What this is

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

Why this is important

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

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

How to read this

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

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

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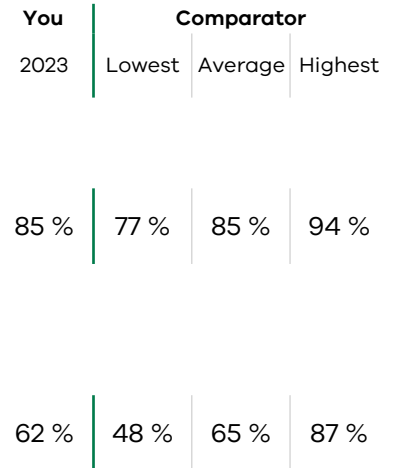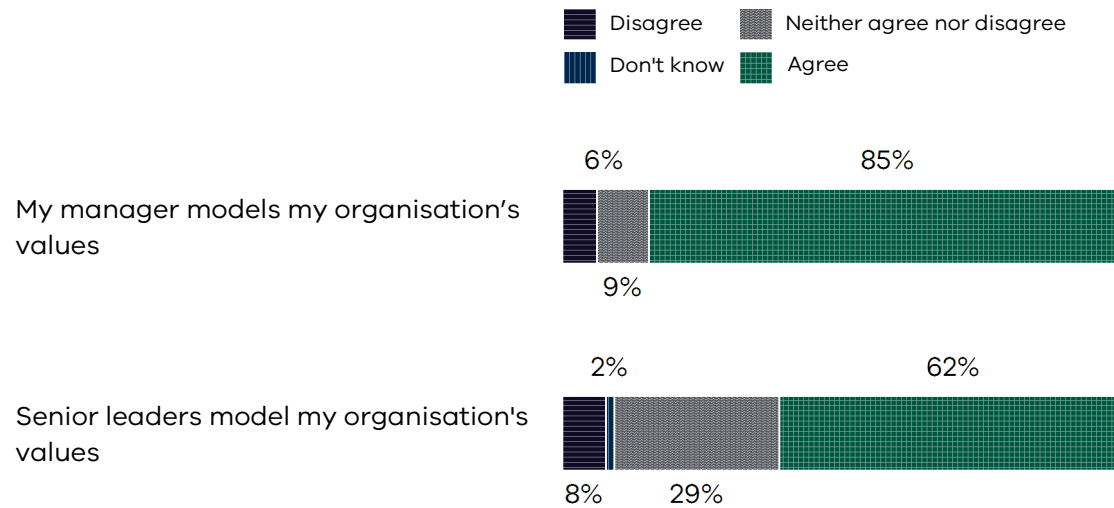
Example

85% 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

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

	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My manager models my organisation's values	85 %	77 %	85 %	94 %
Senior leaders model my organisation's values	62 %	48 %	65 %	87 %

My manager models my organisation's values: 6% / 9% / 85%

Senior leaders model my organisation's values: 2% / 8% / 29% / 62%

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

89% of staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.
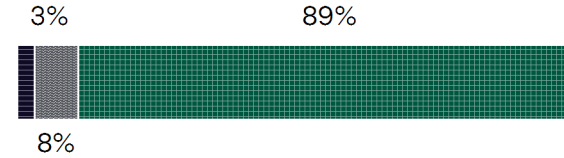
Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree

Survey question	Your results	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My organisation encourages employees to act in ways that are consistent with human rights	3% / 8% / 89%	89 %	75 %	87 %	98 %
I understand how the Charter of Human Rights and Responsibilities applies to my work	20% / 15% / 65%	65 %	53 %	69 %	88 %
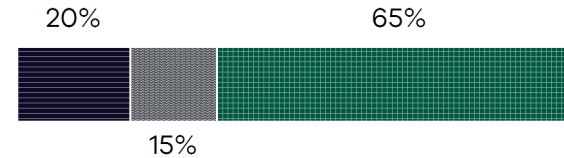
People matter survey

2023

Have your say

Overview

Report overview

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

Result summary

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Topical questions

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

Custom questions

- Questions requested by your organisation

Demographics

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

Topical questions

What this is

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

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

Why this is important

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

How to read this

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

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

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

Example

92% of your staff who did the survey agreed or strongly agreed with 'My organisation would support me if I needed to take family violence leave'.

Survey question	Your results		Benchmark agree results			
			You	**Comparator**		
			2023	Lowest	Average	Highest

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

Survey question	Your results	Benchmark agree results – You 2023	Lowest	Average	Highest
My organisation would support me if I needed to take family violence leave	5% / 92% / 3%	92 %	76 %	87 %	97 %
My organisation uses inclusive and respectful images and language	2% / 91% / 8%	91 %	84 %	89 %	94 %
In my workgroup work is allocated fairly, regardless of gender	3% / 86% / 11%	86 %	74 %	83 %	90 %

Victorian Public Sector Commission

VICTORIA State Government

Topical questions

What this is

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

Why this is important

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

How to read this

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

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

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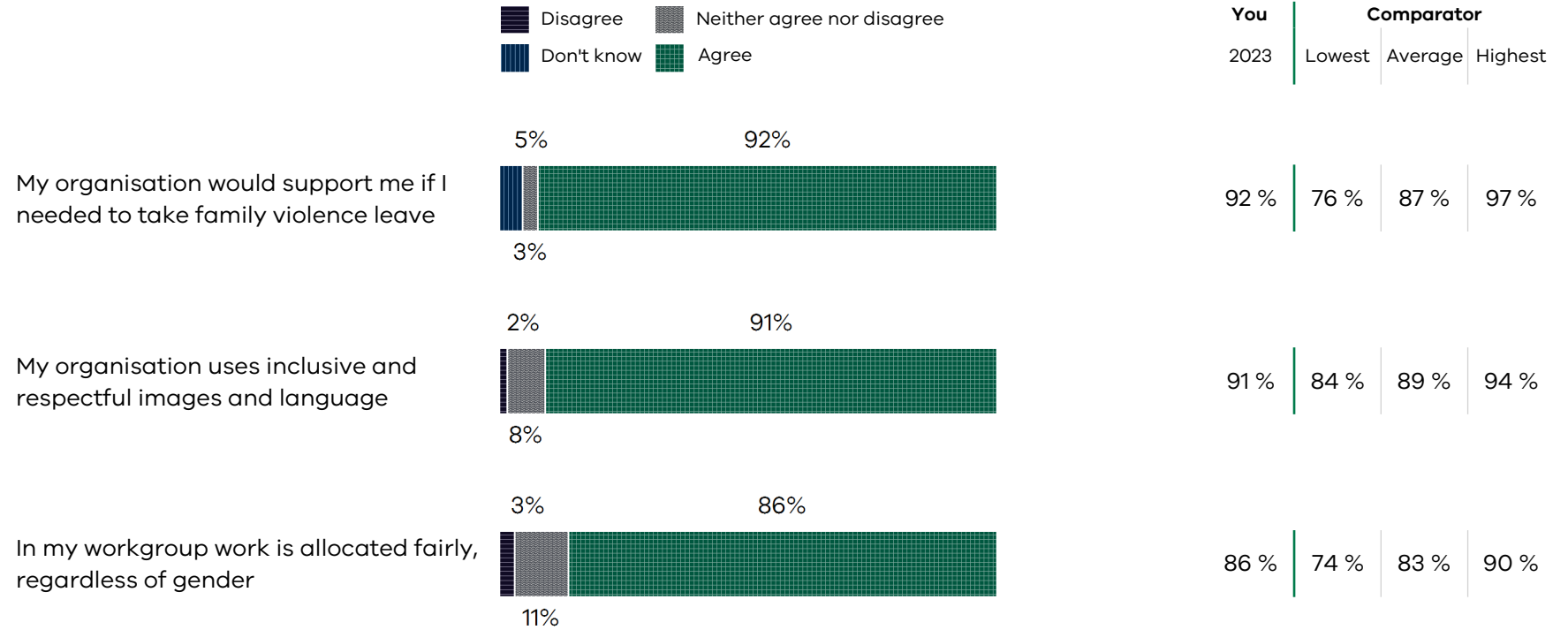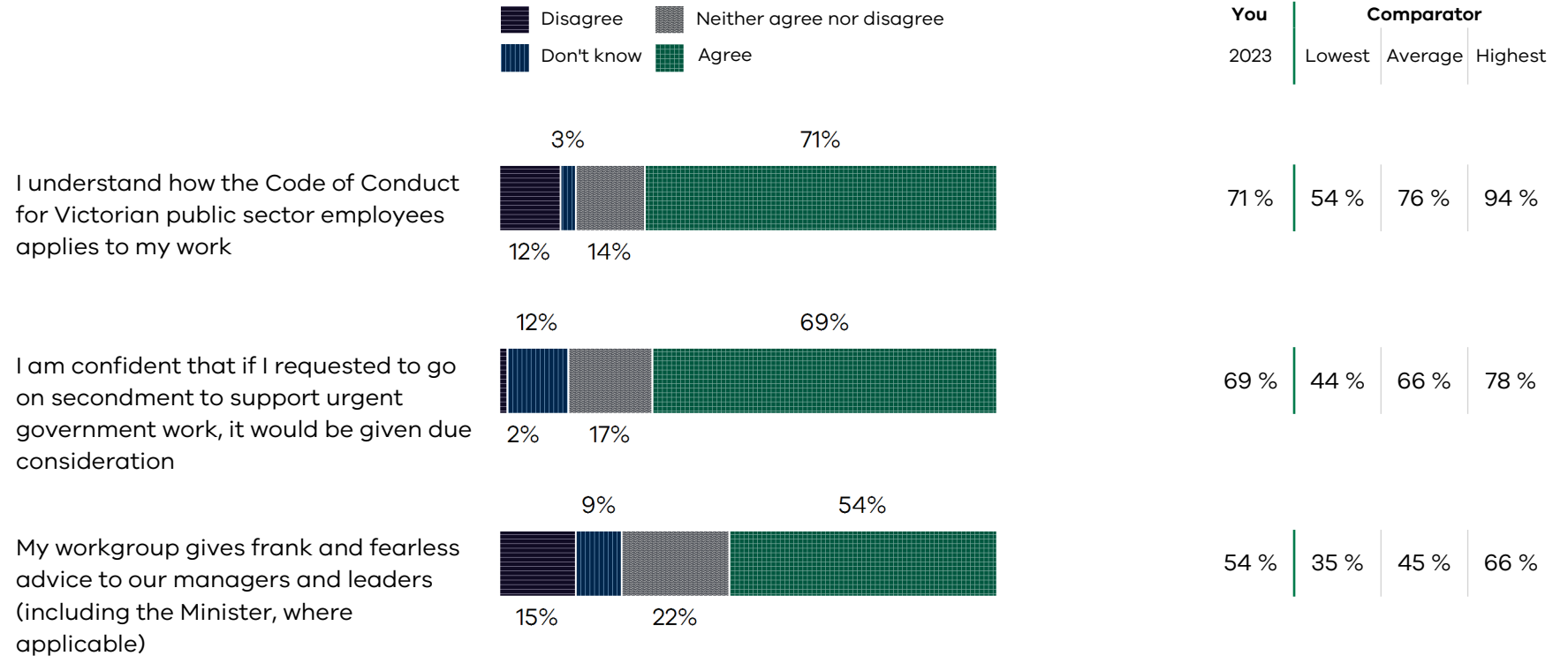
Example

71% 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

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

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

3% 71%
12% 14%

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

12% 69%
2% 17%

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

9% 54%
15% 22%

Benchmark agree results

| | You | Comparator | | |
	2023	Lowest	Average	Highest
	71 %	54 %	76 %	94 %
	69 %	44 %	66 %	78 %
	54 %	35 %	45 %	66 %

Victorian Public Sector Commission

VICTORIA State Government

People matter survey

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- Human rights

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

Demographics

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

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	12	18%
35-54 years	41	63%
55+ years	3	5%
Prefer not to say	9	14%

How would you describe your gender?	(n)	%
Woman	32	49%
Man	21	32%
Prefer not to say	11	17%
Non-binary and I use a different term	1	2%

Are you trans, non-binary or gender diverse?	(n)	%
Yes	1	2%
No	58	89%
Prefer not to say	6	9%

To your knowledge, do you have innate variation(s) of sex characteristics (often called intersex)?*	(n)	%
No	57	88%
Don't know	2	3%
Prefer not to say	6	9%

How do you describe your sexual orientation?	(n)	%
Straight (heterosexual)	45	69%
Prefer not to say	14	22%
Bisexual	3	5%
Gay or lesbian	2	3%
I use a different term	1	2%

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

Aboriginal and/or Torres Strait Islander	(n)	%
Yes	**0**	0%
Non Aboriginal and/or Torres Strait Islander	**61**	94%
Prefer not to say	**4**	6%

Victorian Public Sector Commission

VICTORIA State Government

Demographics

Disability

What this is

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

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.
This is staff who identify as a person with disability and how they share that information

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

How we protect anonymity and privacy

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

Do you identify as a person with a disability?	(n)	%
Yes	**4**	6%
No	**59**	91%
Prefer not to say	**2**	3%

Demographics

Cultural diversity 1 of 2

What this is

These are the personal characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

To protect you, we:
- 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.

Country of birth	(n)	%
Born in Australia	**48**	74%
Not born in Australia	**10**	15%
Prefer not to say	**7**	11%

Language other than English spoken with family or community	(n)	%
Yes	**7**	11%
No	**50**	77%
Prefer not to say	**8**	12%

Demographics

Cultural diversity 2 of 2

What this is

This is the cultural identity and religion of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

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

Cultural identity	(n)	%
Australian	46	71%
Prefer not to say	9	14%
European (including Western, Eastern and South-Eastern Europe, and Scandinavia)	8	12%
English, Irish, Scottish and/or Welsh	4	6%
New Zealander	3	5%
East and/or South-East Asian	2	3%
Maori	1	2%

Religion	(n)	%
No religion	45	69%
Christianity	13	20%
Prefer not to say	6	9%
Other	1	2%

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:
- 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.

Working arrangement	(n)	%
Full-time	61	94%
Part-time	4	6%

Gross base salary (ongoing/fixed term only)	(n)	%
Prefer not to say	7	11%
Below $80k	3	5%
$80k to $120k	28	44%
$120k to $160k	16	25%
$160k to $200k	7	11%
$200k or more	3	5%

Organisational tenure	(n)	%
<1 year	16	25%
1 to less than 2 years	20	31%
2 to less than 5 years	17	26%
5 to less than 10 years	8	12%
10 to less than 20 years	4	6%

Management responsibility	(n)	%
Non-manager	41	63%
Other manager	13	20%
Manager of other manager(s)	11	17%

Employment type	(n)	%
Ongoing and executive	44	68%
Fixed term	20	31%
Other	1	2%

Demographics

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

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Primary workplace location over the last 3 months	(n)	%
Melbourne CBD	61	94%
Melbourne: Suburbs	2	3%
Other	1	2%
Large regional city	1	2%

What have been your main places of work over the last 3-months?	(n)	%
Your employer's office	62	95%
A frontline or service delivery location	3	5%
Home or private location	31	48%
A shared office space (where two or more organisations share the same workspace e.g. Gov hubs, suburban hubs etc.)	5	8%
Other	1	2%

Flexible work	(n)	%
Working from an alternative location (e.g. home, hub/shared work space)	39	60%
Flexible start and finish times	20	31%
No, I do not use any flexible work arrangements	10	15%
Part-time	4	6%
Other	3	5%
Working more hours over fewer days	2	3%
Purchased leave	2	3%
Using leave to work flexible hours	2	3%
Shift swap	1	2%
Study leave	1	2%

Demographics

Adjustments

What this is

These are adjustments staff requested to perform in their role.

Why this is important

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

How to read this

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

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

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Have you requested any of the following adjustments at work?*	(n)	%
No, I have not requested adjustments	**43**	66%
Flexible working arrangements	**14**	22%
Physical modifications or improvements to the workplace	**5**	8%
Career development support strategies	**3**	5%
Job redesign or role sharing	**2**	3%
Accessible communications technologies	**1**	2%

Why did you make this request?	(n)	%
Family responsibilities	**8**	36%
Health	**8**	36%
Caring responsibilities	**6**	27%
Work-life balance	**4**	18%
Other	**2**	9%
Study commitments	**1**	5%

What was your experience with making the request?	(n)	%
The adjustments I needed were made and the process was satisfactory	**16**	73%
The adjustments I needed were made but the process was unsatisfactory	**4**	18%
The adjustments I needed were not made	**2**	9%

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	**31**	48%
Child(ren) - younger than preschool age	**9**	14%
Secondary school aged child(ren)	**8**	12%
Prefer not to say	**7**	11%
Primary school aged child(ren)	**6**	9%
Preschool aged child(ren)	**4**	6%
Person(s) with a medical condition	**3**	5%
Frail or aged person(s)	**2**	3%
Other	**2**	3%
Person(s) with disability	**1**	2%

Victorian Public Sector Commission

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