

# People matter survey

2023

Have your say



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



## Report overview

### About your report

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

### Report contents

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

### Comparing data in this report

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

This means you'll be able to compare about 91% of this year's survey with your previous results.

### Rounding of percentages

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

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

### Survey questions and definitions

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

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### Privacy and anonymity

To protect you, we:

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

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

## Report overview

### Survey's theoretical framework

#### What this is

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

#### Why this is important

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

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

#### Our public sector values

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

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

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



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



## Report overview

### Your comparator group

#### What this is

This is a list of similar organisations to yours.

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

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

#### How we use this in your report

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

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

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

Australian Centre for the Moving Image

Film Victoria

Geelong Performing Arts Centre Trust

Melbourne Recital Centre

National Gallery of Victoria

Shrine of Remembrance Trustees

## 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

62%  
(397)

Comparator 32%  
Public Sector 42%

2023

23%  
(156)

Comparator 40%  
Public Sector 57%

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## People outcomes

### Scorecard: employee engagement index

#### What this is

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

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

The weightings for each engagement response are:

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

#### Why this is important

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

2022

69

Comparator 72  
Public Sector 68

2023

64

Comparator 72  
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 64.

#### 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.

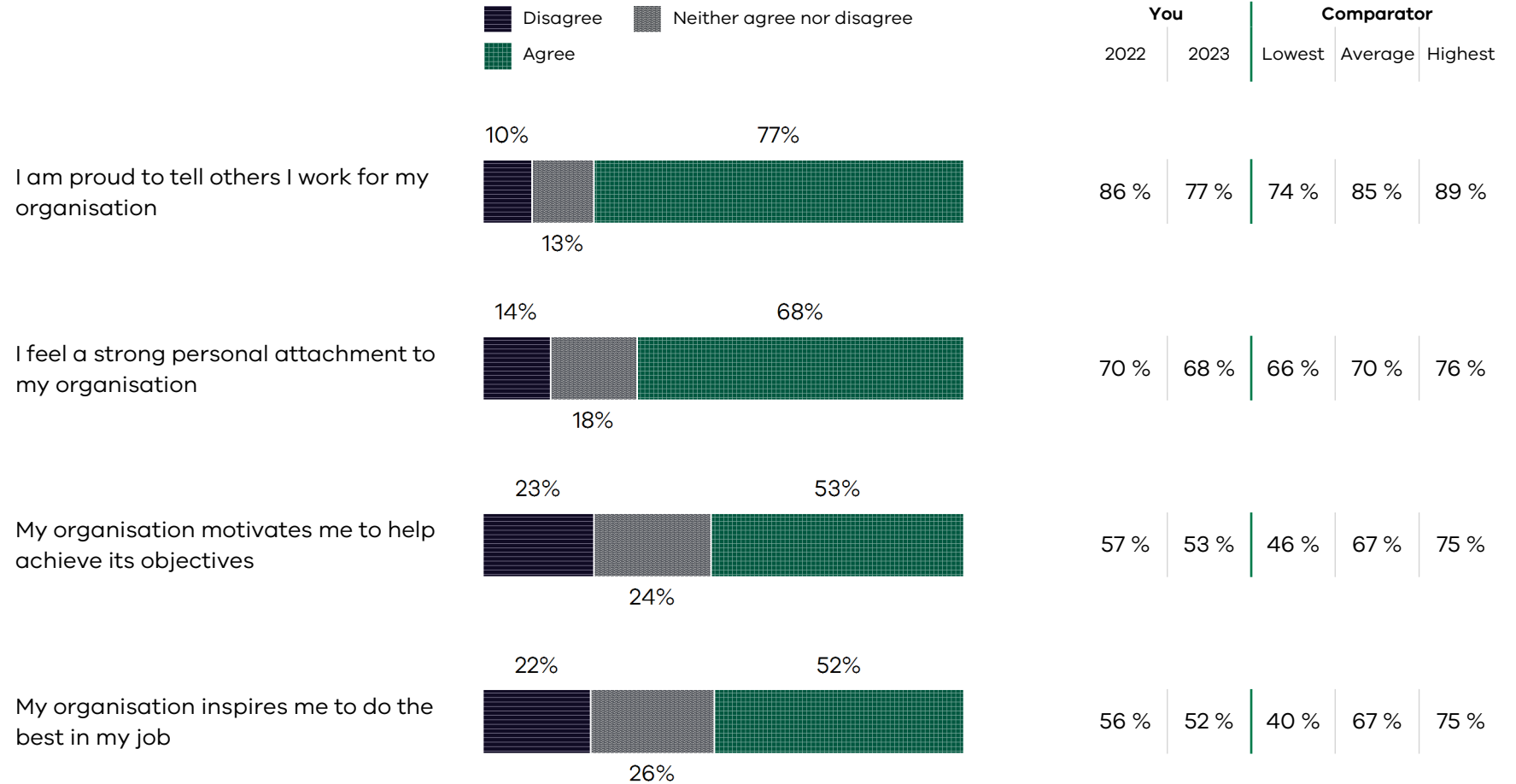
#### Example

77% of your staff who did the survey agreed or strongly agreed with 'I am proud to tell others I work for my organisation'.

### Survey question

### Your results

### Benchmark agree results



## People outcomes

### Engagement question results 2 of 2

#### What this is

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

#### Your organisation's engagement index

Your 2023 index is 64.

#### 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.

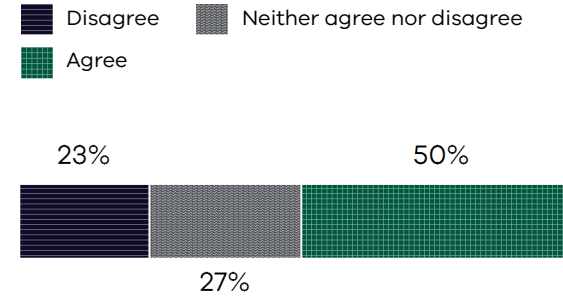
Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

#### Example

50% of your staff who did the survey agreed or strongly agreed with 'I would recommend my organisation as a good place to work'.

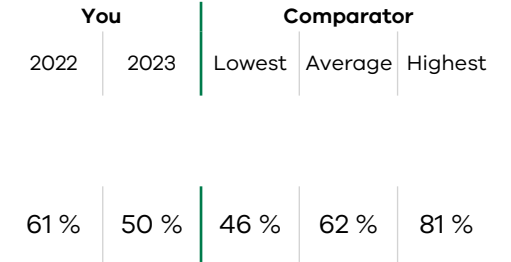
## Survey question

I would recommend my organisation as a good place to work



## Your results

## Benchmark agree results



## People outcomes

Scorecard: satisfaction, stress, intention to stay, inclusion

### What this is

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

There are more people outcomes scorecards throughout this report.

### Why this is important

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

### How to read this

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

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

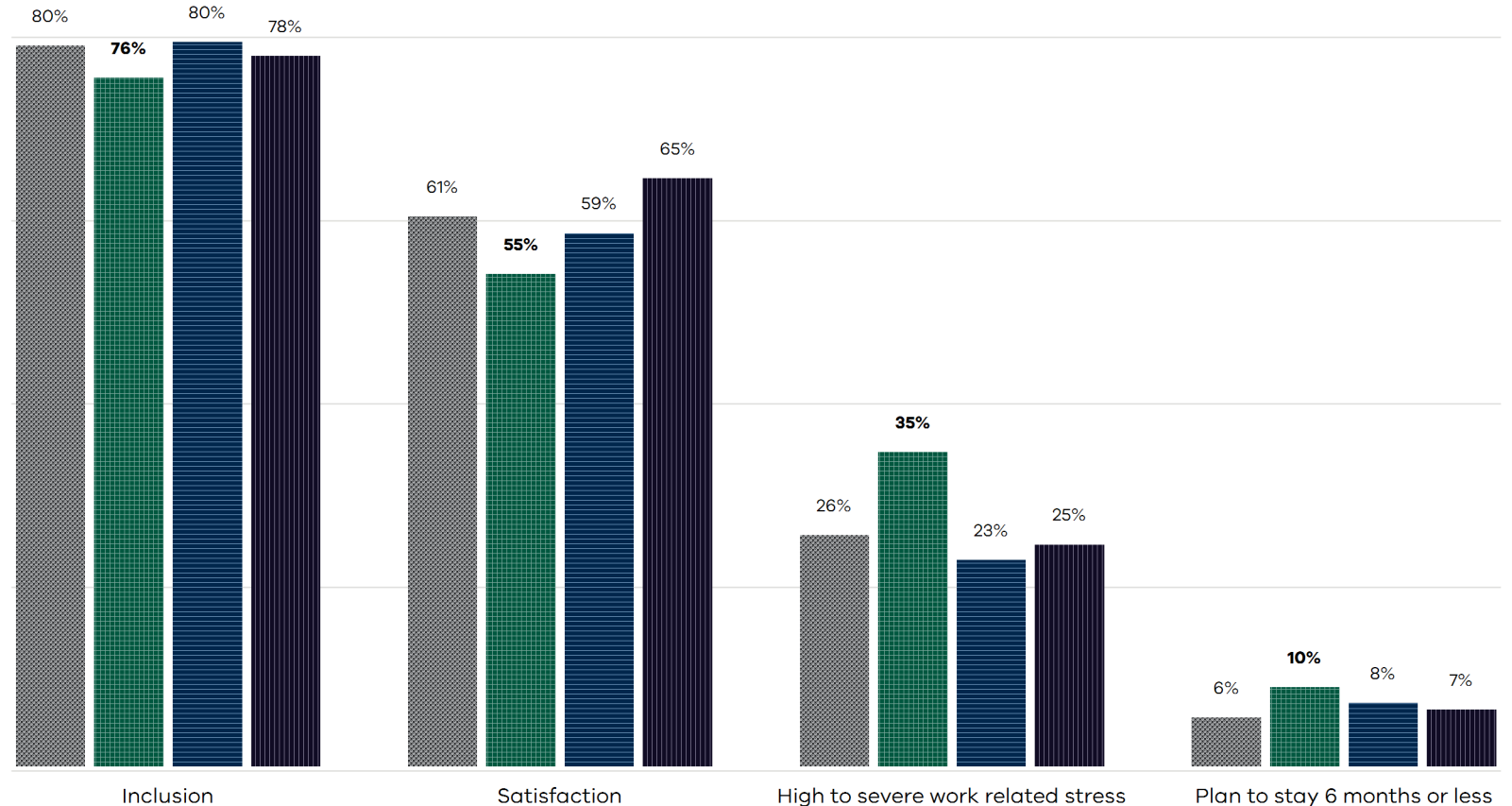
### Example

In 2023:

- 76% of your staff who did the survey responded positively to questions about Inclusion which is down from 80% in 2022.

Compared to:

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



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

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



## People outcomes

### Satisfaction question results

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

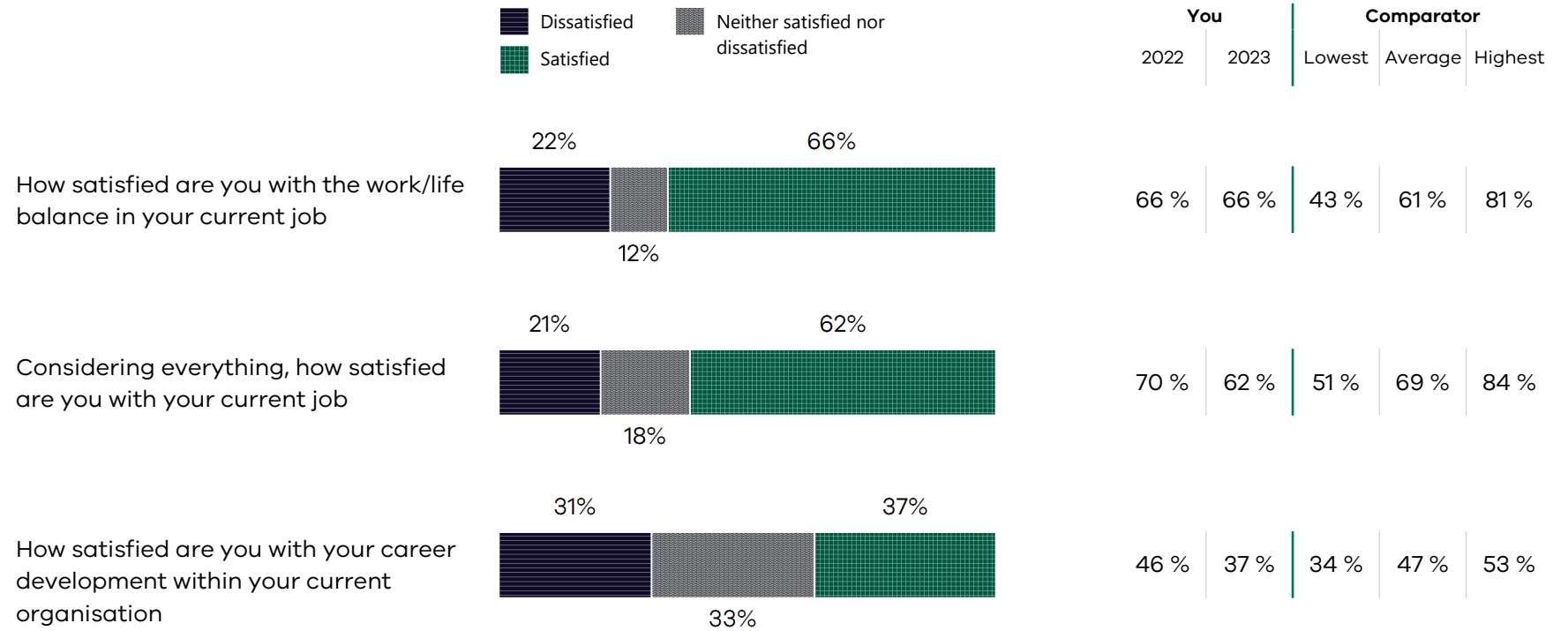
#### Example

66% of your staff who did the survey were satisfied or very satisfied with 'How satisfied are you with the work/life balance in your current job'.

### Survey question

### Your results

### Benchmark satisfied results



## People outcomes

### Work-related stress levels

#### What this is

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

#### Why this is important

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

#### How to read this

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

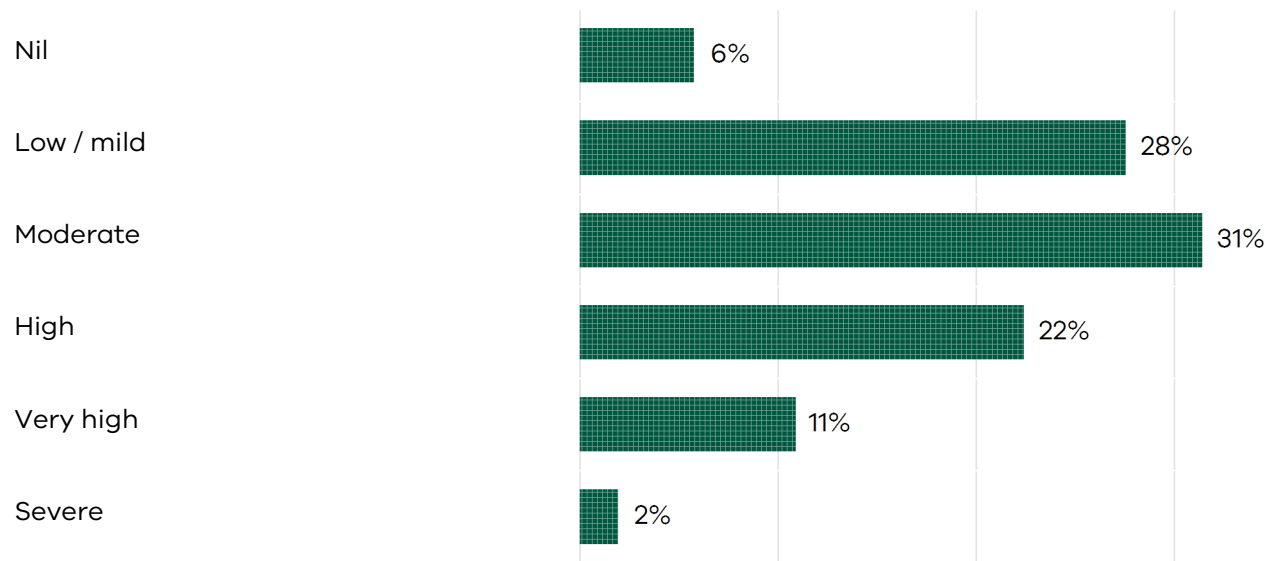
The graph at the top shows how staff in your organisation rated their current levels of work-related stress.

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

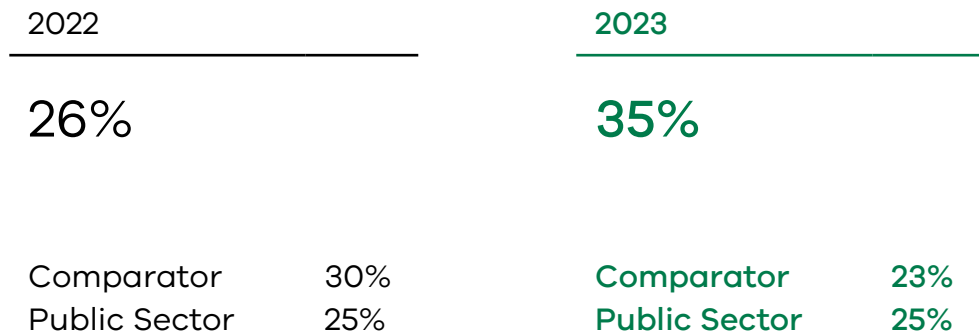
#### Example

35% of your staff who did the survey said they had high to severe stress in 2023. This is compared to 23% of staff in your comparator group and 25% of staff across the public sector.

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



### Reported levels of high to severe stress



## People outcomes

### Work-related stress causes

#### What this is

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

#### Why this is important

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

#### How to read this

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

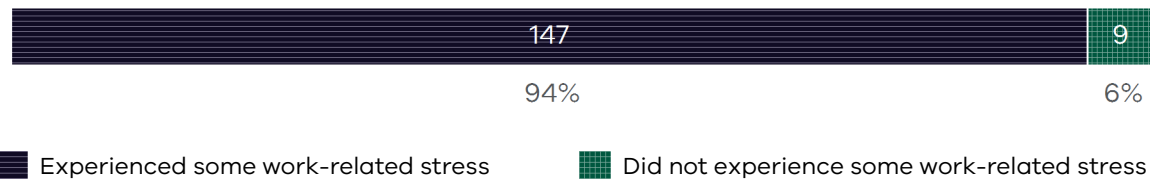
If they answer yes, we ask them to tell us what caused the stress. They can select more than one cause.

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

#### Example

94% of your staff who did the survey said they experienced mild to severe stress.

Of that 94%, 43% said the top reason was 'Workload'.



Of those that experienced work related stress it was from ...	You 2022	You 2023	Comparator 2023	Public sector 2023
Workload	44%	43%	43%	49%
Time pressure	44%	39%	46%	41%
Social environment (e.g. relationships with colleagues, manager and/or senior leaders)	14%	20%	14%	11%
Job security	11%	19%	9%	11%
Dealing with clients, patients or stakeholders	16%	18%	17%	15%
Technology or equipment	0%	17%	3%	8%
Management of work (e.g. supervision, training, information, support)	14%	16%	14%	13%
Unclear job expectations	14%	14%	12%	14%
Other	11%	13%	8%	12%
Organisation or workplace change	13%	12%	12%	12%

## People outcomes

### Intention to stay

#### What this is

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

#### Why this is important

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

#### How to read this

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

#### Example

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

 Leaving your organisation
  Leaving the sector
  Staying

Employees plan to work at your organisation for ...	You 2022	You 2023	Comparator 2023	Public sector 2023
6 months or less	6%	10%	8%	7%
Over 6 months and up to 1 year	7%	11%	10%	10%
Over 1 year and up to 3 years	27%	27%	31%	24%
Over 3 years and up to 5 years	17%	20%	18%	15%
Over 5 years	44%	33%	33%	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.

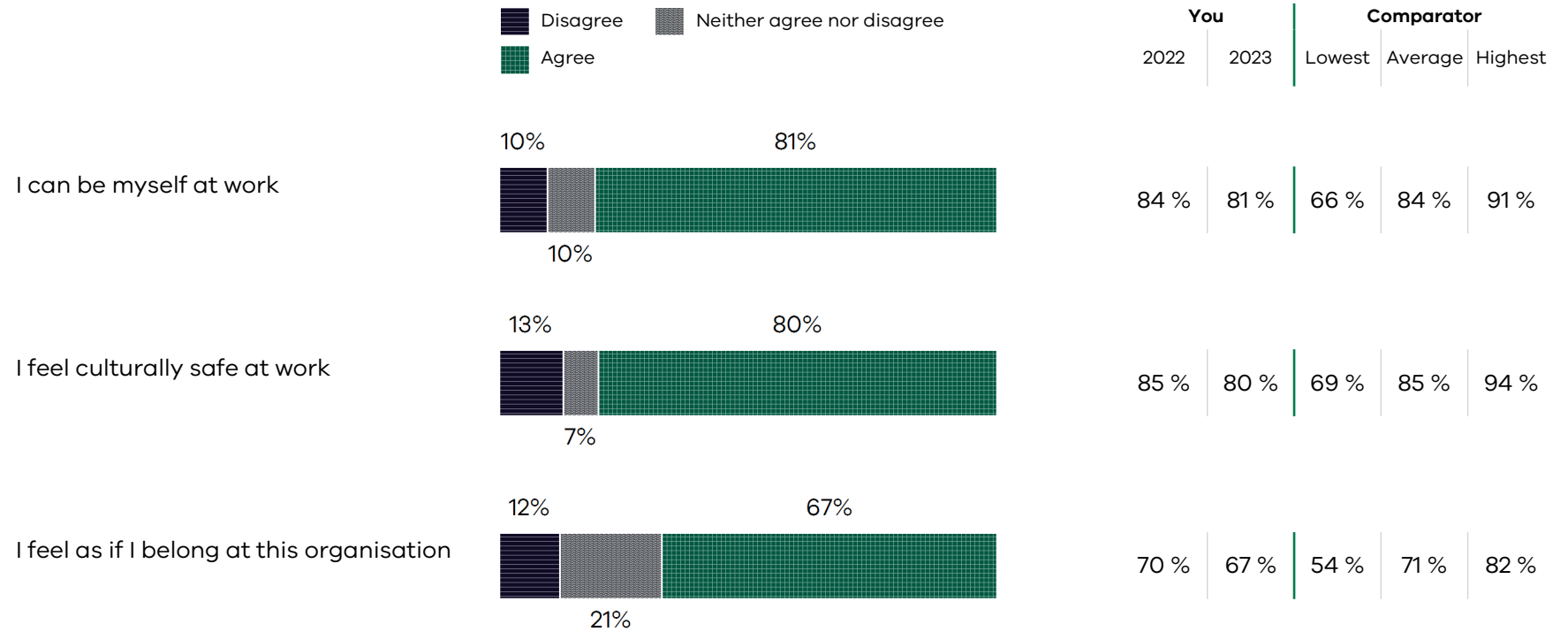
#### Example

81% of your staff who did the survey agreed or strongly agreed with 'I can be myself at work'.

### Survey question

### Your results

### Benchmark agree results



## People outcomes

### Inclusion - Barriers to success

#### What this is

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

#### Why this is important

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

#### How to read this

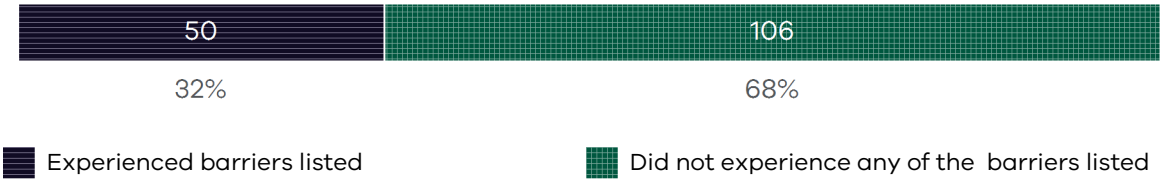
In the survey, we ask staff to select from a list, any barriers they have experienced and believe to have hindered their success at work. They can select more than one barrier.

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

#### Example

11% of your staff who did the survey said they have experienced barriers to success in the last 12 months due to 'My mental health'.

Staff who experienced one or more barriers to success at work



During the last 12 months, employees experienced barriers to their success due to ...	You 2022	You 2023	Comparator 2023	Public sector 2023
My mental health	11%	11%	9%	8%
My age	6%	8%	8%	8%
My flexible working	0%	8%	6%	7%
My physical health	5%	6%	4%	4%

## People outcomes

### Inclusion - Witnessed barriers to success

#### What this is

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

#### Why this is important

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

#### How to read this

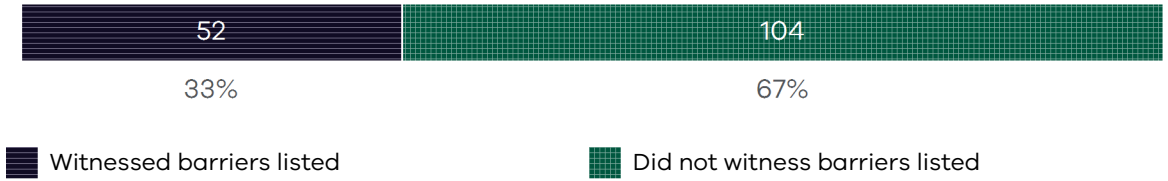
In the survey, we ask staff to choose from a list, any barriers that they may have witnessed that hinder the success of other employees at work. They can select more than one barrier.

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

#### Example

13% of your staff who did the survey said they have experienced barriers to success in the last 12 months due to 'Mental health'.

Staff who witnessed one or more barriers to success at work



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

	You 2023	Comparator 2023	Public sector 2023
Mental health	13%	10%	8%
Flexible working	12%	11%	10%
Caring responsibilities	10%	8%	7%
Sex	10%	6%	7%
Age	8%	10%	6%
Gender identity	8%	2%	2%
Physical health	8%	6%	3%
Disability	7%	3%	2%
Cultural background	6%	4%	4%

## 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

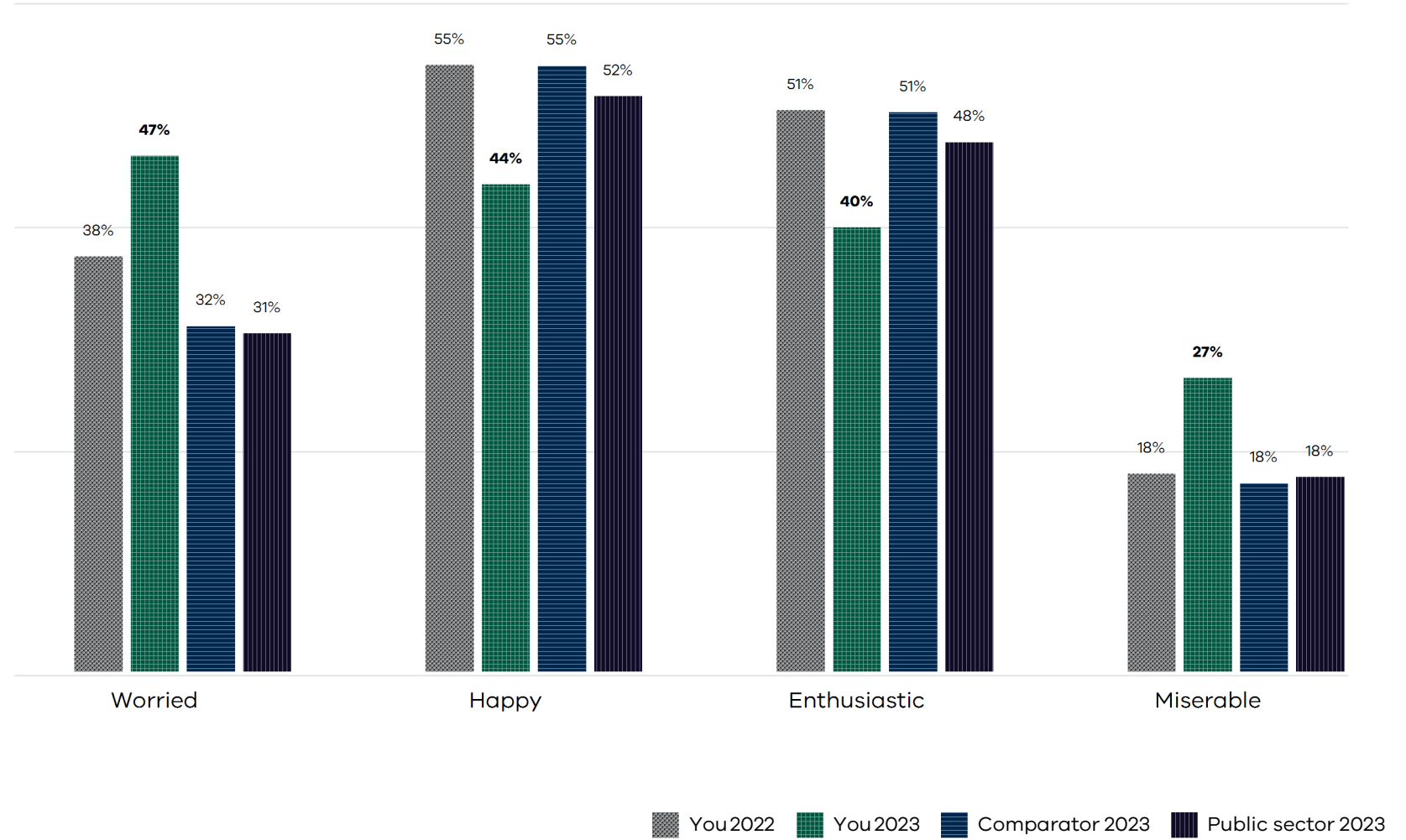
In 2023:

- 44% of your staff who did the survey said work made them feel happy in 2023, which is down from 55% in 2022

Compared to:

- 55% of staff at your comparator and 52% of staff across the public sector.

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





## People outcomes

### Scorecard: negative behaviours

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

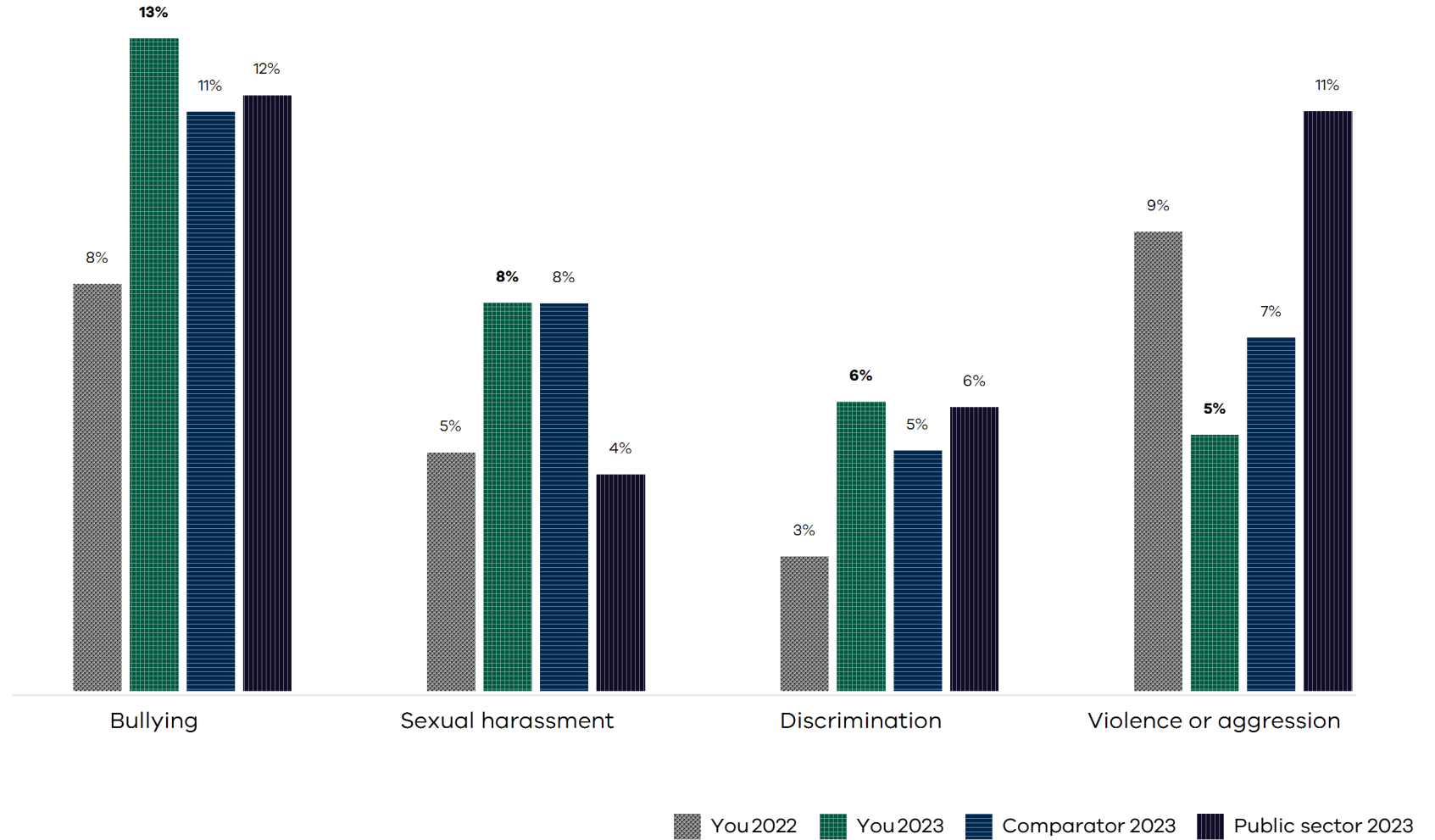
#### Example

In 2023:

- 13% of your staff who did the survey stated they experienced 'Bullying' in the last 12 months which is up from 8% in 2022.

Compared to:

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



## People outcomes

### Bullying

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

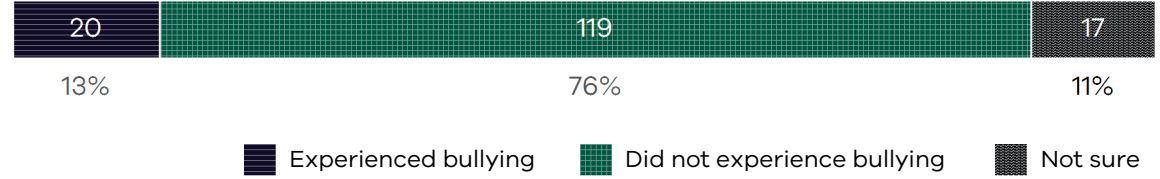
In descending order, the table shows the answers.

#### Example

13% of your staff who did the survey said they experienced bullying.

Of that 13%, 95% said the top type was 'Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)'.  
 Of that 13%, 95% said the top type was 'Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)'.

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



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

	You 2022	You 2023	Comparator 2023	Public sector 2023
Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)	69%	95%	75%	71%
Exclusion or isolation	34%	50%	44%	45%
Withholding essential information for me to do my job	22%	35%	38%	30%
Being assigned meaningless tasks unrelated to my job	6%	20%	17%	16%
Being given impossible assignment(s)	9%	10%	10%	11%
Intimidation and/or threats	13%	10%	19%	29%
Other	13%	10%	10%	16%
Verbal abuse	6%	5%	19%	20%

## People outcomes

### Telling someone about the bullying

#### What this is

This is if staff told someone when they experienced bullying.

#### Why this is important

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

#### How to read this

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

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

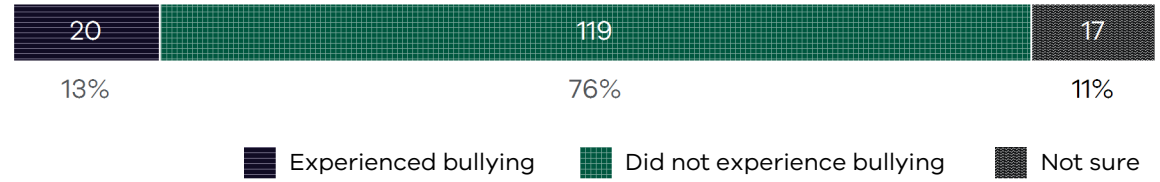
In descending order, the table shows the answers.

#### Example

13% of your staff who did the survey said they experienced bullying, of which

- 50% said the top way they reported the bullying was 'Told a manager'.
- 100% said they didn't submit a formal complaint.

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



### Did you tell anyone about the bullying?

	You 2022	You 2023	Comparator 2023	Public sector 2023
Told a manager	50%	50%	37%	50%
Told a colleague	44%	45%	44%	41%
Told a friend or family member	38%	35%	42%	36%
I did not tell anyone about the bullying	19%	25%	13%	12%
Told employee assistance program (EAP) or peer support	0%	10%	2%	10%
Told Human Resources	13%	10%	8%	13%
Told someone else	6%	5%	12%	13%

## People outcomes

### Bullying - reasons for not submitting a formal complaint

#### What this is

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

#### Why this is important

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

#### How to read this

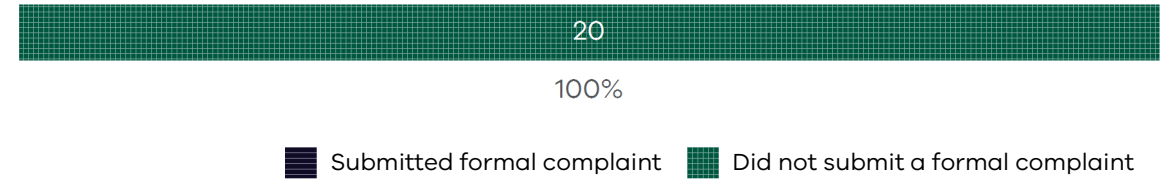
In the survey, we asked staff to tell us if they'd experienced bullying at work. We then asked them if they submitted a formal complaint. If they didn't, they could tell us with one or more answers why not. In descending order, the table shows the top 10 answers.

#### Example

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

- 80% said the top reason was 'I believed there would be negative consequences for my reputation'.

Did you submit a formal complaint?



What was your reason for not submitting a formal complaint?	You 2022	You 2023	Comparator 2023	Public sector 2023
I believed there would be negative consequences for my reputation	33%	80%	55%	55%
I didn't think it would make a difference	60%	75%	51%	51%
I believed there would be negative consequences for my career	37%	60%	53%	45%
I believed there would be negative consequences for the person I was going to complain about	10%	25%	6%	10%
I thought the complaint process would be embarrassing or difficult	10%	25%	11%	13%
I didn't feel safe to report the incident	10%	20%	21%	19%
I didn't need to because I no longer had contact with the person(s) who bullied me	10%	10%	4%	7%
I didn't think it was serious enough	20%	10%	23%	16%
I didn't know how to make a complaint	0%	5%	4%	6%
Other	7%	5%	4%	14%

## People outcomes

### Perpetrators of bullying

#### What this is

This is who staff have said are responsible for bullying.

#### Why this is important

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

#### How to read this

In this year's survey, 13% of your staff said they experienced bullying.

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

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

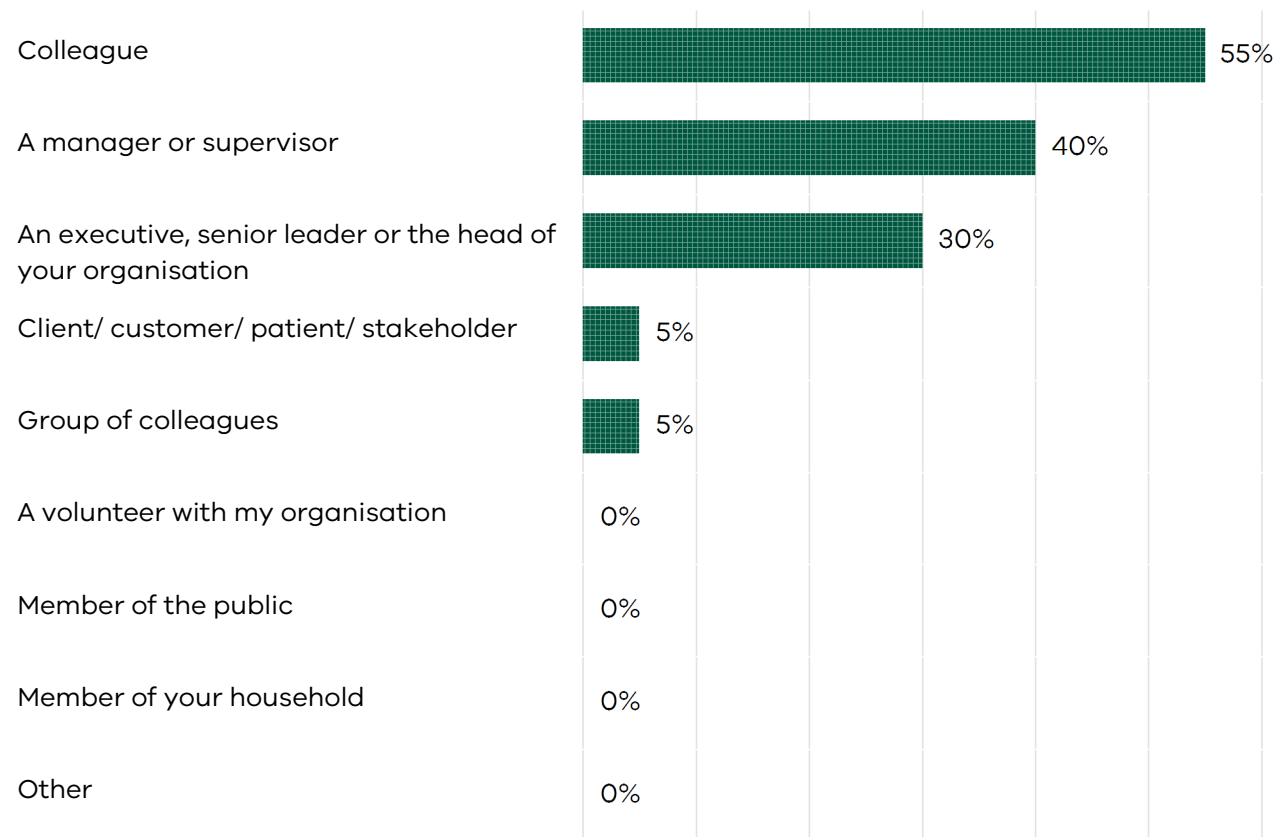
Each row is one perpetrator or group of perpetrators.

#### Example

13% of your staff who did the survey said they experienced bullying.

Of that 13%, 55% said it was by 'Colleague'.

### 20 people (13% of staff) experienced bullying (You2023)



## People outcomes

### Relationship to perpetrator

#### What this is

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

#### Why this is important

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

#### How to read this

In this year's survey, 13% of your staff said they experienced bullying.

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

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

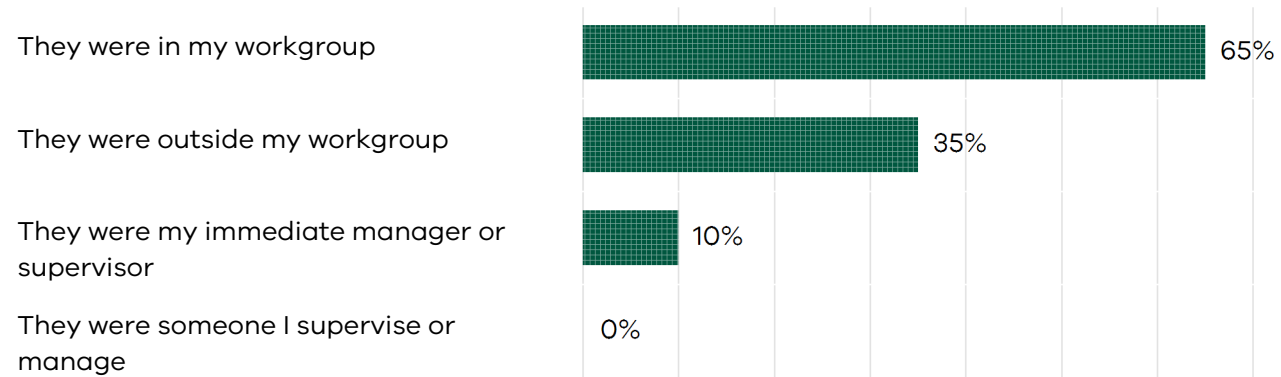
#### Example

13% of your staff who did the survey said they experienced bullying.

Of that 13%, 100% said it was by someone within the organisation.

Of that 100%, 65% said it was 'They were in my workgroup'.

20 people (100% of staff who experienced bullying) experienced bullying from within your organisation (You2023)





## People outcomes

### Sexual harassment

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

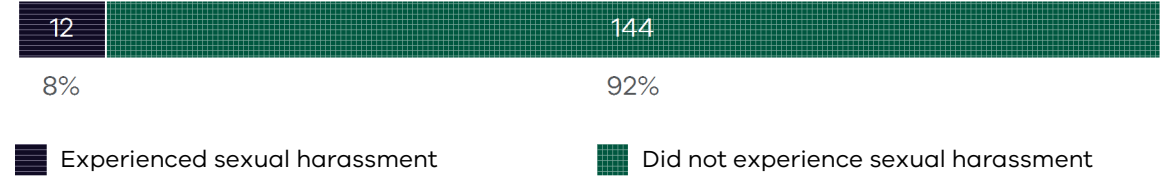
In descending order, the table shows the top 10 answers.

#### Example

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

Of those, 42% said the top type was 'Intrusive questions about your private life or comments about your physical appearance'.

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



Behaviours reported	You 2022	You 2023	Comparator 2023	Public sector 2023
Intrusive questions about your private life or comments about your physical appearance	53%	42%	34%	45%
Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)	32%	42%	54%	50%
Inappropriate staring or leering that made you feel intimidated	32%	25%	20%	15%
Inappropriate physical contact	11%	8%	6%	14%
Repeated or inappropriate advances on email, social networking websites or internet chat rooms by a work colleague	0%	8%	9%	4%
Repeated or inappropriate invitations to go out on dates	0%	8%	3%	4%
Unwelcome touching, hugging, cornering or kissing	0%	8%	11%	14%
Sexually explicit pictures, posters or gifts that made you feel offended	5%	0%	0%	1%
Sexually explicit posts or messages on social media (including Facebook, Snapchat, Instagram etc)	5%	0%	0%	1%
Any other unwelcome conduct of a sexual nature	0%	0%	23%	8%

## People outcomes

### Response to sexual harassment

#### What this is

This is how staff responded when they experienced sexual harassment.

#### Why this is important

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

#### How to read this

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

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

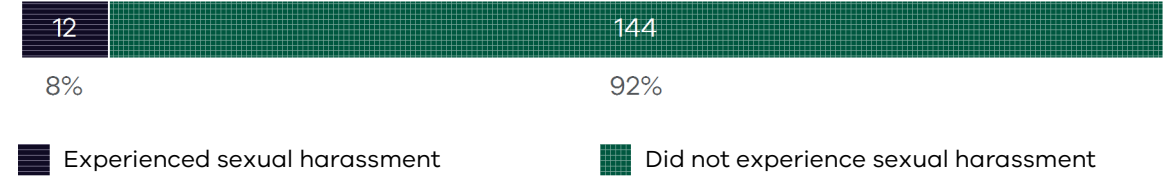
In descending order, the table shows the top 10 responses.

#### Example

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

Of those, 50% said their top response was 'Tried to laugh it off or forget about it'.

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



When the harassment happened to you, did you respond in any of the following ways?	You 2022	You 2023	Comparator 2023	Public sector 2023
Tried to laugh it off or forget about it	53%	50%	17%	40%
Pretended it didn't bother you	63%	42%	43%	44%
Avoided the person(s) by staying away from them	32%	33%	29%	36%
Avoided locations where the behaviour might occur	16%	25%	6%	14%
Told a colleague	21%	25%	20%	23%
Told the person the behaviour was not OK	0%	17%	14%	23%
Told a manager	5%	8%	26%	20%

## People outcomes

### Sexual harassment - reasons for not submitting a formal complaint

#### What this is

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

#### Why this is important

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

#### How to read this

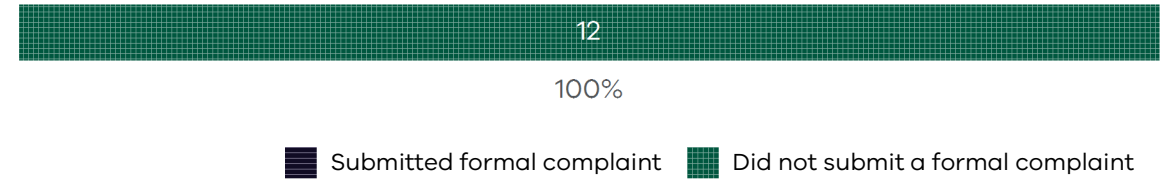
In the survey, we asked staff to tell us if they'd experienced sexual harassment at work. We then asked them if they submitted a formal complaint. If they did not, they could tell us with one or more answers why not. In descending order, the table shows the top 10 answers.

#### Example

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

- 75% said the top reason was 'I didn't think it was serious enough'.

Did you submit a formal complaint?



What was your reason for not submitting a formal complaint?	You 2022	You 2023	Comparator 2023	Public sector 2023
I didn't think it was serious enough	47%	75%	35%	44%
I believed there would be negative consequences for my reputation	37%	42%	26%	37%
I didn't think it would make a difference	37%	42%	45%	40%
I believed there would be negative consequences for my career	21%	17%	32%	27%
I thought the complaint process would be embarrassing or difficult	16%	17%	6%	11%
I didn't feel safe to report the incident	11%	8%	16%	9%
Other	0%	8%	13%	10%

## People outcomes

### Perpetrators of sexual harassment

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

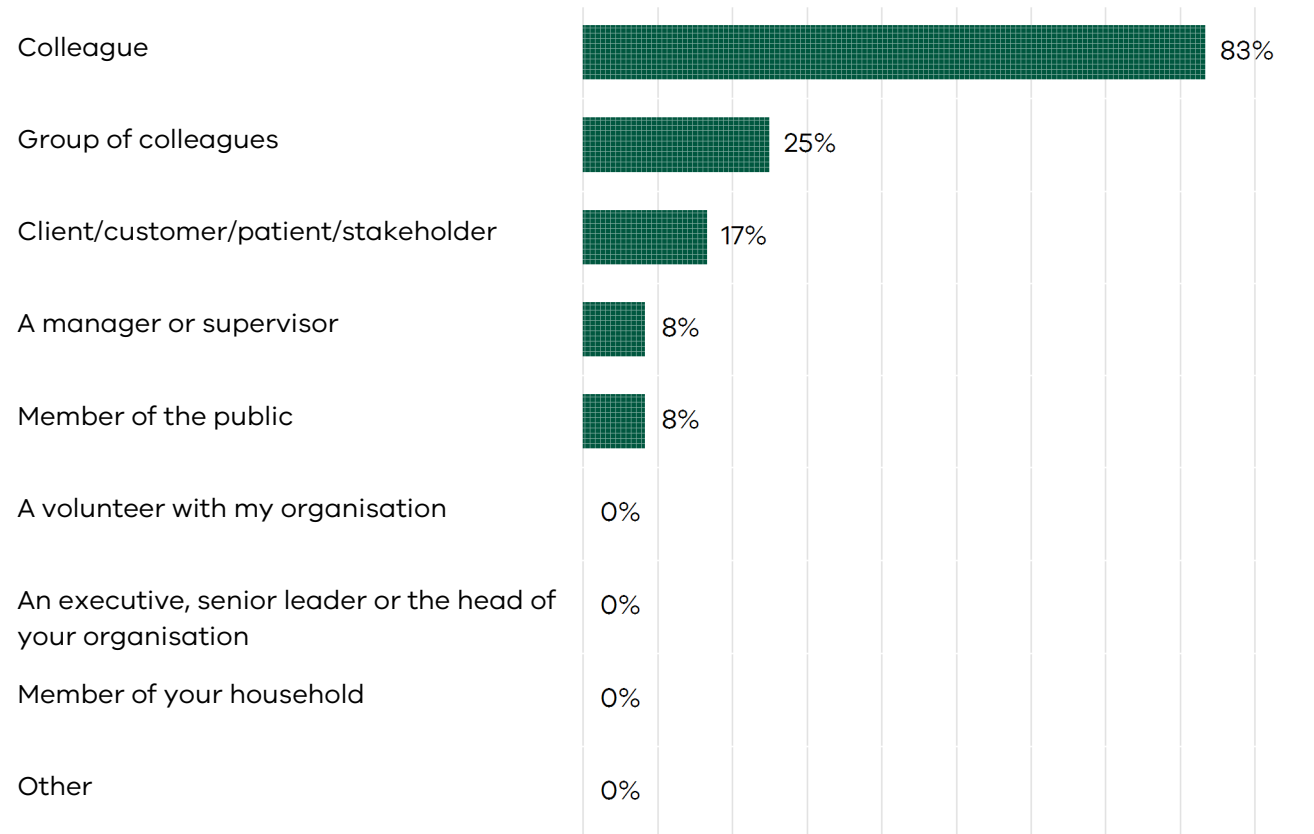
In descending order, the bar chart shows the perpetrators with the largest number of responses.

Each row is one perpetrator or group of perpetrators.

#### Example

8% of your staff who did the survey said they experienced sexual harassment. Of that 8%, 83% said it was by 'Colleague'.

### 12 people (8% of staff) experienced sexual harassment (You2023)



## People outcomes

### Relationship to perpetrator

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

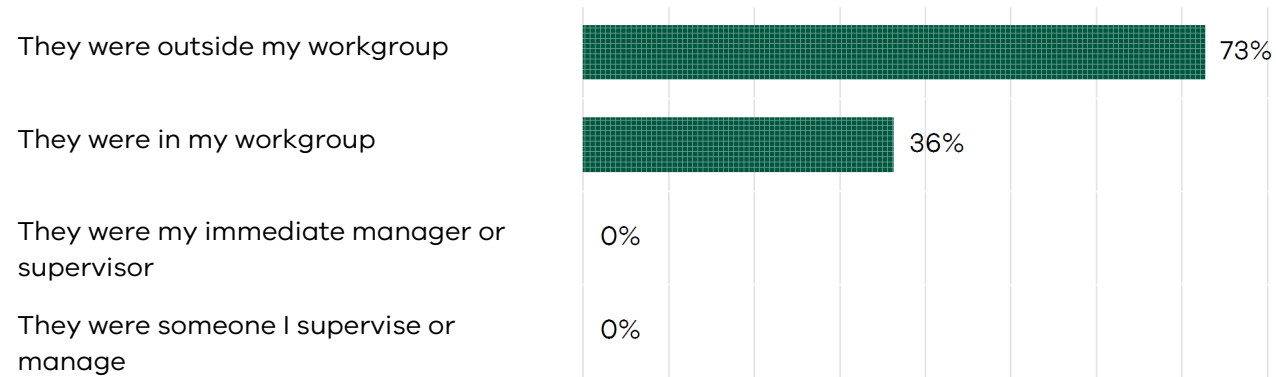
#### Example

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

Of that 8%, 92% said it was by someone within the organisation.

Of that 92%, 73% said it was 'They were outside my workgroup'.

11 people (92% of staff who experienced harassment) experienced harassment from within your organisation (You2023)



## People outcomes

### Frequency of sexual harassment

#### What this is

This is how often staff experienced sexual harassment.

#### Why this is important

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

#### How to read this

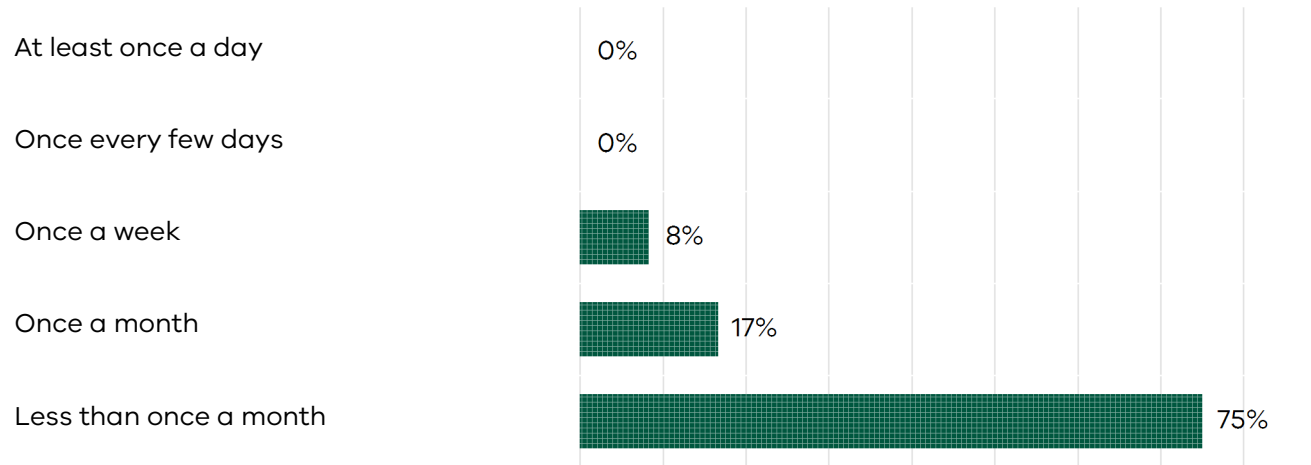
In this year's survey, 8% of your staff said they experienced sexual harassment. If they did, they could tell us how often they experienced this behaviour.

The graph shows how often staff were experiencing sexual harassment.

#### Example

8% of your staff who did the survey said they experienced sexual harassment. Of that 8%, 0% said it was 'At least once a day'.

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





## People outcomes

### Discrimination

#### What this is

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

#### Why this is important

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

#### Why there is no data here

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

We do this to protect the respondents.

## People outcomes

### Violence and aggression

#### What this is

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

#### Why this is important

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

#### Why there is no data here

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

We do this to protect the respondents.

## Negative behaviour

### Witnessing negative behaviours

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

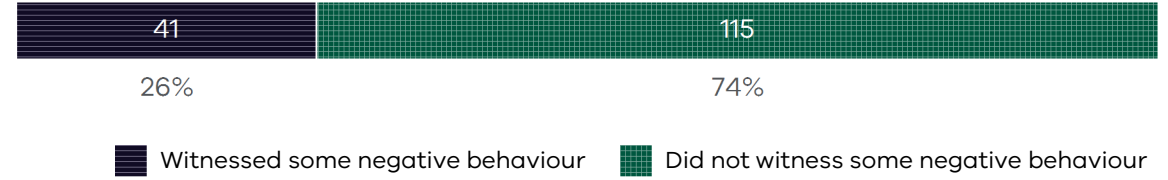
In descending order, the table shows the answers.

#### Example

26% of your staff who did the survey said they witnessed some negative behaviour at work.

74% said they witnessed 'No, I have not witnessed any of the situations above'.

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



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

	You 2023	Comparator 2023	Public sector 2023
No, I have not witnessed any of the situations above	74%	78%	81%
Bullying of a colleague	20%	15%	13%
Discrimination against a colleague	9%	8%	7%
Violence or aggression against a colleague	3%	3%	3%
Sexual harassment of a colleague	2%	3%	1%

## Negative behaviour

### Taking action when witnessing negative behaviours

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

The table shows the answers in descending order.

#### Example

26% of your staff who did the survey witnessed negative behaviour, of which:

- 76% said the top action they took was 'Spoke to the person who experienced the behaviour'.
- 7% took no action.

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



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

	You 2023	Comparator 2023	Public sector 2023
Spoke to the person who experienced the behaviour	76%	70%	69%
Told a manager	32%	32%	38%
Told a colleague	24%	23%	19%
Other	15%	3%	6%
Told Human Resources	12%	9%	7%
Told the person the behaviour was not OK	12%	15%	20%
Spoke to the person who behaved in a negative way	7%	16%	17%
Took no action	7%	9%	8%
Submitted a formal complaint	5%	3%	5%

# People matter survey

2023

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- Respect
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- Human rights

### Topical questions

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

### Demographics

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

## Key differences

### Highest scoring questions

#### What this is

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

#### How to read this

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

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

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

#### Example

On the first row 'Job enrichment', the 'You 2023' column shows 88% of your staff agreed with 'I can use my skills and knowledge in my job'.

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

Question group	Highest scoring questions	You 2023	Change from 2022	Comparator 2023
Job enrichment	I can use my skills and knowledge in my job	88%	-3%	90%
Meaningful work	I can make a worthwhile contribution at work	88%	-4%	93%
Manager leadership	My manager demonstrates honesty and integrity	87%	-1%	84%
Gender equality supporting measures	My organisation would support me if I needed to take family violence leave	86%	Not asked in 2022	83%
Job enrichment	I understand how my job helps my organisation achieve its goals	85%	-4%	92%
Safety climate	My organisation provides a physically safe work environment	85%	-3%	89%
Manager leadership	My manager treats employees with dignity and respect	85%	-5%	86%
Gender equality supporting measures	My organisation uses inclusive and respectful images and language	84%	Not asked in 2022	86%
Other questions	I understand how the Code of Conduct for Victorian public sector employees applies to my work	84%	Not asked in 2022	80%
Flexible working	My manager supports working flexibly	82%	-8%	77%



## Key differences

### Lowest scoring questions

#### What this is

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

#### How to read this

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

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

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

#### Example

On the first row 'Taking action', the 'You 2023' column shows 15% of your staff agreed with 'My organisation has made improvements based on the survey results from last year'.

This question was not asked in 2022.

Question subgroup	Lowest scoring questions	You 2023	Change from 2022	Comparator 2023
Taking action	My organisation has made improvements based on the survey results from last year	15%	Not asked in 2022	23%
Taking action	I believe my organisation will make improvements based on the results of this survey	22%	-16%	45%
Safety climate	All levels of my organisation are involved in the prevention of stress	23%	-11%	36%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	24%	-10%	39%
Learning and development	I am satisfied with the opportunities to progress in my organisation	26%	-6%	33%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	28%	-10%	41%
Organisational integrity	I believe the promotion processes in my organisation are fair	28%	-7%	39%
Learning and development	My organisation places a high priority on the learning and development of staff	29%	-6%	39%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	31%	-8%	43%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	31%	-10%	46%

## Key differences

### Most improved

#### What this is

This is where staff feel their organisation has most improved.

#### How to read this

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

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

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

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

#### Example

On the first row 'Senior leadership', the 'You 2023' column shows 48% of your staff agreed with 'Senior leaders demonstrate honesty and integrity'.

In the 'Increase from 2022' column, you have a 1% increase, which is a positive trend.

Question group	Most improved from last year	You 2023	Increase from 2022	Comparator 2023
Senior leadership	Senior leaders demonstrate honesty and integrity	48%	+1%	59%
Senior leadership	Senior leaders model my organisation's values	48%	+1%	61%

## Key differences

### Most declined

#### What this is

This is where staff feel their organisation has most declined.

#### How to read this

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

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

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

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

#### Example

On the first row 'Safe to speak up', the 'You 2023' column shows 54% of your staff agreed with 'I feel safe to challenge inappropriate behaviour at work'.

In the 'Decrease from 2022' column, you have a 17% decrease, which is a negative trend.

Question subgroup	Largest decline from last year	You 2023	Decrease from 2022	Comparator 2023
Safe to speak up	I feel safe to challenge inappropriate behaviour at work	54%	-17%	67%
Taking action	I believe my organisation will make improvements based on the results of this survey	22%	-16%	45%
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	69%	-16%	70%
Organisational integrity	My organisation does not tolerate improper conduct	50%	-15%	68%
Innovation	My workgroup encourages employee creativity	58%	-14%	70%
Safe to speak up	People in my workgroup are able to bring up problems and tough issues	58%	-13%	67%
Organisational integrity	I believe the recruitment processes in my organisation are fair	49%	-12%	63%
Organisational integrity	My organisation takes steps to eliminate bullying, harassment and discrimination	54%	-12%	63%
Engagement	I would recommend my organisation as a good place to work	50%	-11%	62%
Organisational integrity	My organisation is committed to earning a high level of public trust	71%	-11%	82%

## Key differences

### Biggest positive difference from comparator

#### What this is

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

#### How to read this

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

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

#### Example

On the first row 'Other questions', the 'You 2023' column shows 67% of your staff agreed with 'I am confident that if I requested to go on secondment to support urgent government work, it would be given due consideration'.

The 'difference' column, shows that agreement for this question was 14 percentage points higher in your organisation than in your comparator.

Question group	Biggest positive difference from comparator	You 2023	Difference	Comparator 2023
Other questions	I am confident that if I requested to go on secondment to support urgent government work, it would be given due consideration	67%	+14%	53%
Flexible working	I am confident that if I requested a flexible work arrangement, it would be given due consideration	73%	+10%	63%
Flexible working	My manager supports working flexibly	82%	+5%	77%
Satisfaction	How satisfied are you with the work/life balance in your current job	66%	+5%	61%
Other questions	I understand how the Code of Conduct for Victorian public sector employees applies to my work	84%	+4%	80%
Gender equality supporting measures	My organisation would support me if I needed to take family violence leave	86%	+3%	83%
Manager leadership	My manager demonstrates honesty and integrity	87%	+2%	84%
Manager support	I can discuss problems or issues with my manager	79%	+1%	79%

## 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 'Taking action', the 'You 2023' column shows 22% of your staff agreed with 'I believe my organisation will make improvements based on the results of this survey'.

The 'difference' column, shows that agreement for this question was 23 percentage points lower in your organisation than in your comparator.

Question subgroup	Biggest negative difference from comparator	You 2023	Difference	Comparator 2023
Taking action	I believe my organisation will make improvements based on the results of this survey	22%	-23%	45%
Senior leadership	Senior leaders provide clear strategy and direction	39%	-20%	59%
Organisational integrity	My organisation does not tolerate improper conduct	50%	-18%	68%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	24%	-15%	39%
Job enrichment	I have the authority to do my job effectively	57%	-15%	72%
Engagement	My organisation inspires me to do the best in my job	52%	-15%	67%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	31%	-15%	46%
Engagement	My organisation motivates me to help achieve its objectives	53%	-14%	67%
Organisational integrity	I believe the recruitment processes in my organisation are fair	49%	-14%	63%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	28%	-14%	41%

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2023

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- Human rights

### Topical questions

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

### Demographics

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



## 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

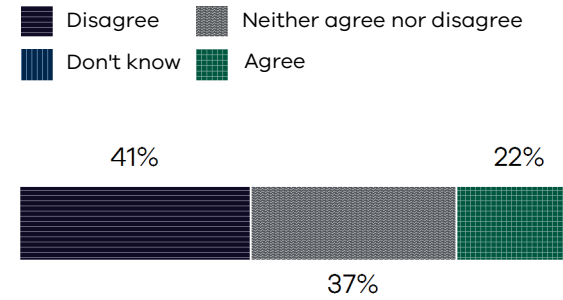
22% of your staff who did the survey agreed or strongly agreed with 'I believe my organisation will make improvements based on the results of this survey'.

## Survey question

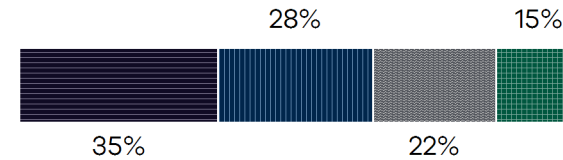
## Your results

## Benchmark agree results

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



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



	You		Comparator		
	2022	2023	Lowest	Average	Highest
I believe my organisation will make improvements based on the results of this survey	39 %	22 %	33 %	45 %	67 %
My organisation has made improvements based on the survey results from last year	Not asked	15 %	20 %	23 %	34 %

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2023

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

### Job and manager factors

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

### Public sector values

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

### Topical questions

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

### Demographics

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

## 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

48% of your staff who did the survey agreed or strongly agreed with 'Senior leaders demonstrate honesty and integrity'.

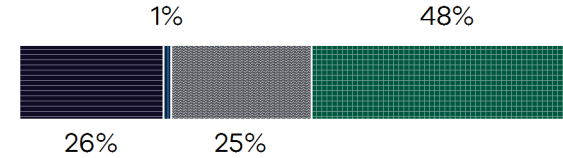
### Survey question

### Your results

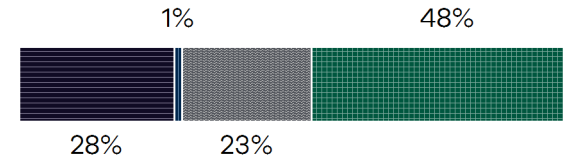
### Benchmark agree results



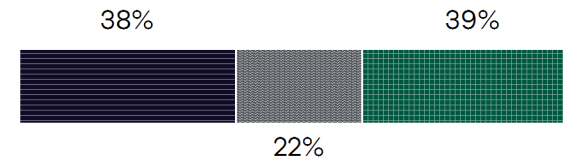
Senior leaders demonstrate honesty and integrity



Senior leaders model my organisation's values



Senior leaders provide clear strategy and direction



You		Comparator		
2022	2023	Lowest	Average	Highest
47 %	48 %	49 %	59 %	84 %
47 %	48 %	40 %	61 %	83 %
41 %	39 %	49 %	59 %	87 %

# 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

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

### Key differences

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

### Taking action

- Taking action questions

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### Senior leadership

- Senior leadership questions

#### Organisational climate

- Scorecard
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### Workgroup climate

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

### Job and manager factors

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

### Public sector values

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

### Topical questions

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

### Demographics

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

# 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.

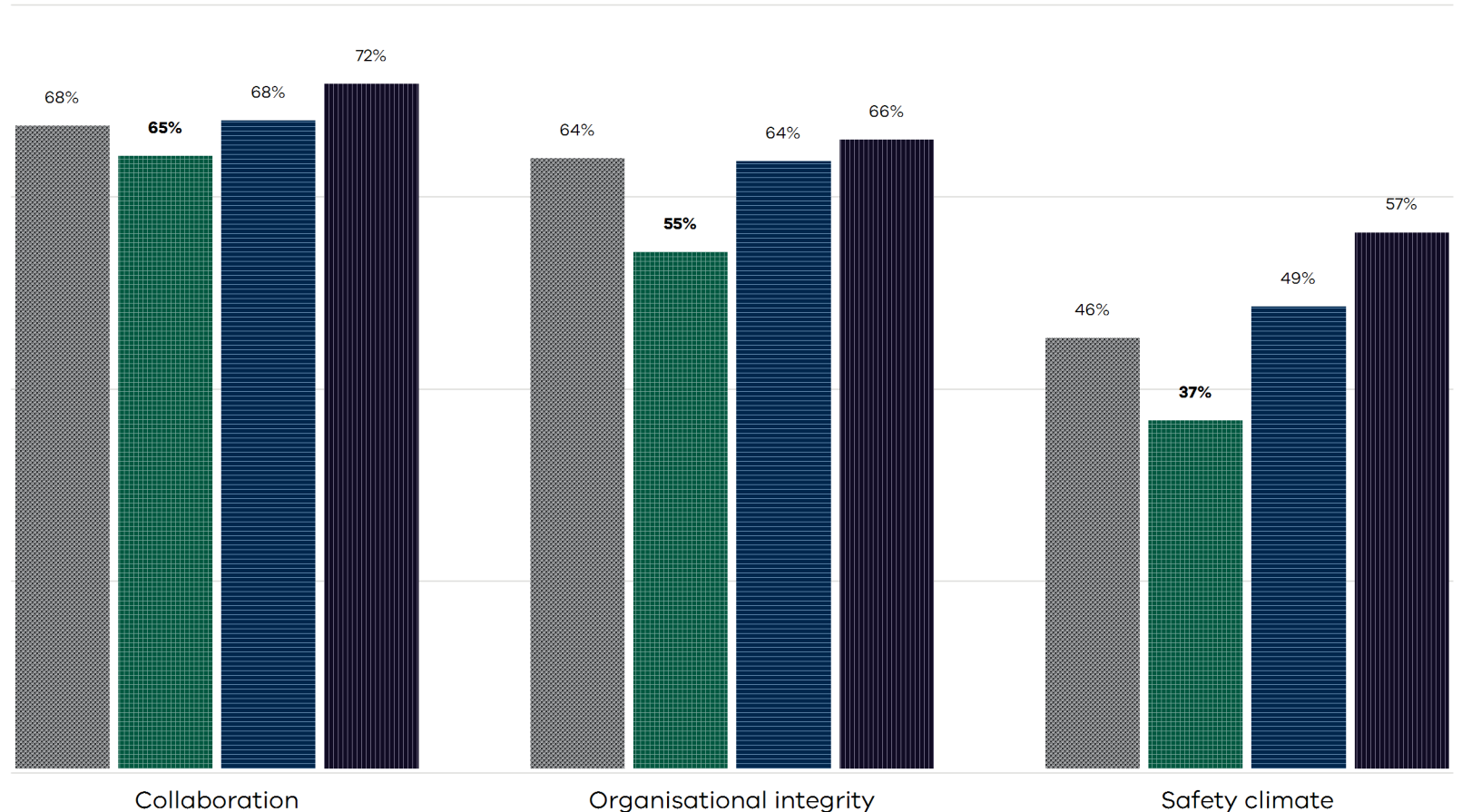
### Example

In 2023:

- 65% of your staff who did the survey responded positively to questions about Collaboration which is down from 68% in 2022.

Compared to:

- 68% of staff at your comparator and 72% of staff across the public sector.



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

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

## Organisational climate

### Organisational integrity 1 of 2

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

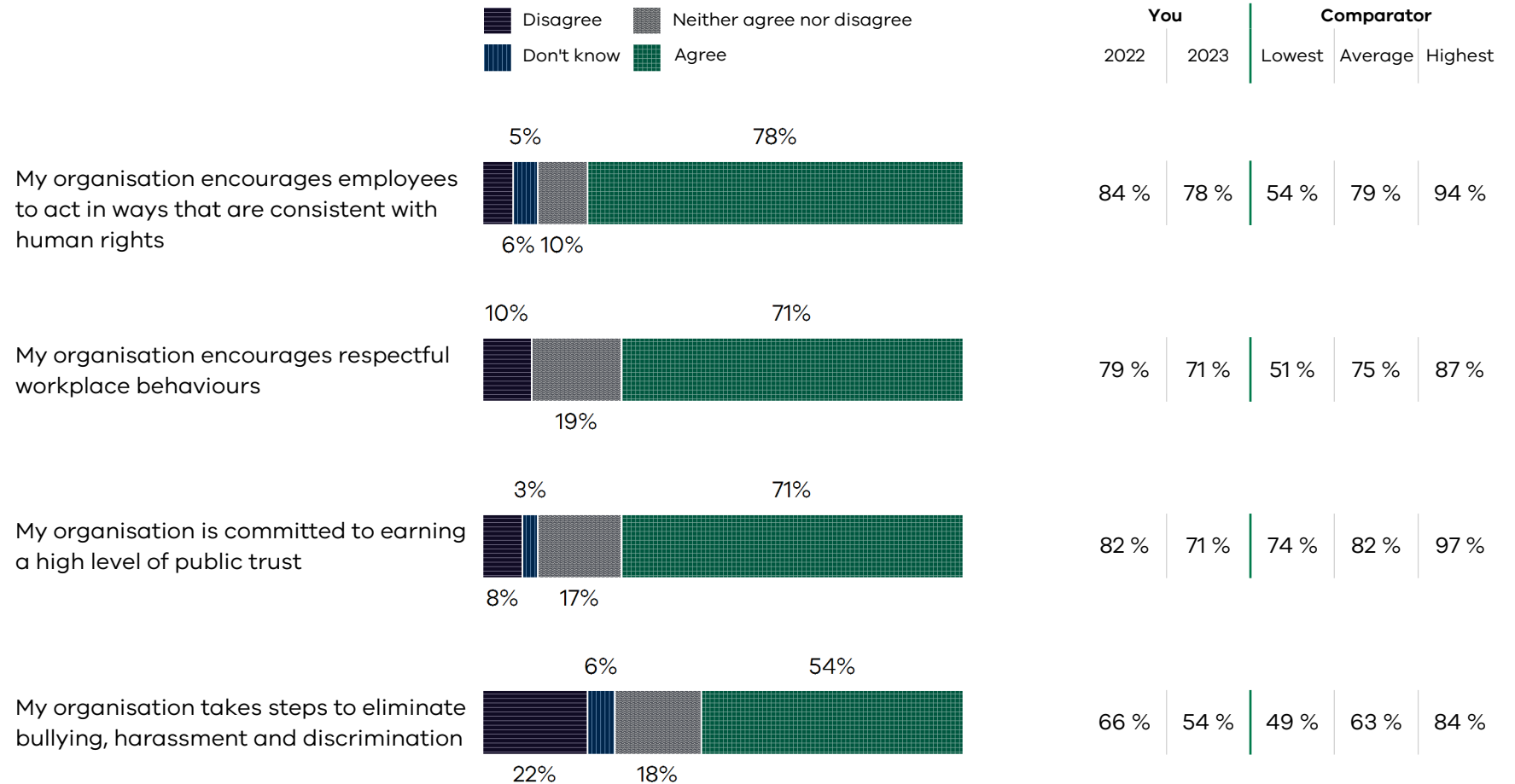
#### Example

78% of your staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.

### Survey question

### Your results

### Benchmark agree results





## Organisational climate

### Organisational integrity 2 of 2

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

#### Example

50% of your staff who did the survey agreed or strongly agreed with 'My organisation does not tolerate improper conduct'.

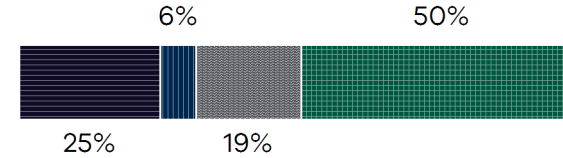
### Survey question

### Your results

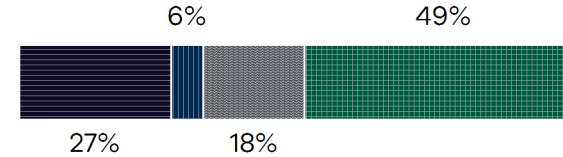
### Benchmark agree results



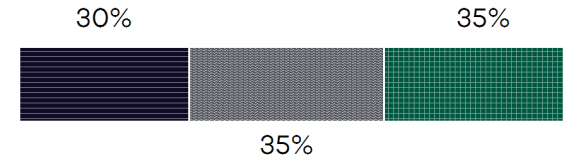
My organisation does not tolerate improper conduct



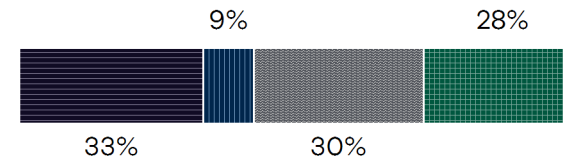
I believe the recruitment processes in my organisation are fair



I have an equal chance at promotion in my organisation



I believe the promotion processes in my organisation are fair



You		Comparator		
2022	2023	Lowest	Average	Highest
65 %	50 %	54 %	68 %	88 %
62 %	49 %	49 %	63 %	75 %
42 %	35 %	34 %	45 %	56 %
35 %	28 %	23 %	39 %	56 %

## 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

77% of your staff who did the survey agreed or strongly agreed with 'I am able to work effectively with others outside my immediate workgroup'.

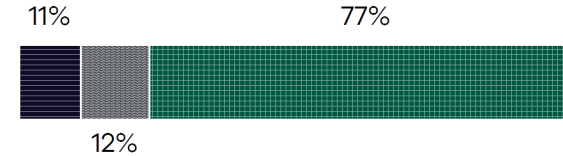
### Survey question

### Your results

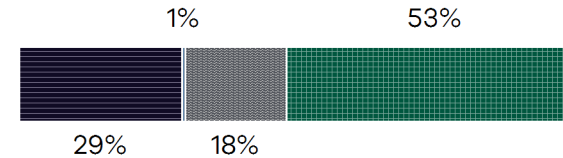
### Benchmark agree results



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



Workgroups across my organisation willingly share information with each other



You		Comparator		
2022	2023	Lowest	Average	Highest
82 %	77 %	69 %	81 %	91 %
54 %	53 %	43 %	56 %	59 %



## 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

85% of your staff who did the survey agreed or strongly agreed with 'My organisation provides a physically safe work environment'.

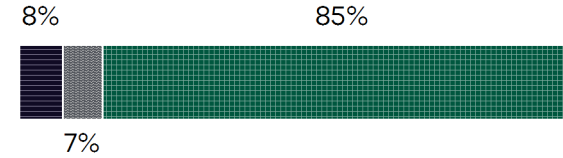
### Survey question

### Your results

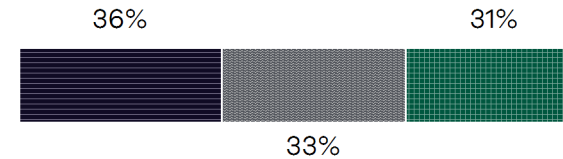
### Benchmark agree results



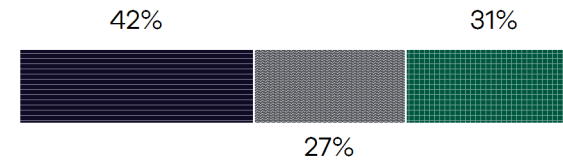
My organisation provides a physically safe work environment



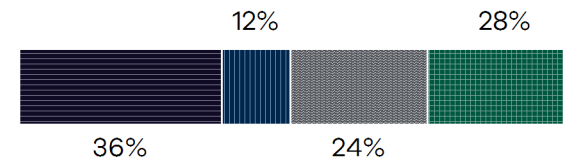
In my workplace, there is good communication about psychological safety issues that affect me



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



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



You		Comparator		
2022	2023	Lowest	Average	Highest
88 %	85 %	69 %	89 %	96 %
39 %	31 %	34 %	43 %	69 %
41 %	31 %	35 %	46 %	69 %
37 %	28 %	31 %	41 %	59 %

## Organisational climate

### Safety climate 2 of 2

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

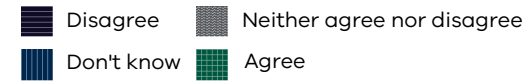
Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

#### Example

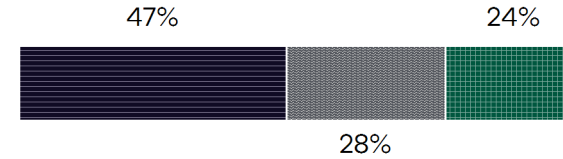
24% of your staff who did the survey agreed or strongly agreed with 'Senior leaders show support for stress prevention through involvement and commitment'.

## Survey question

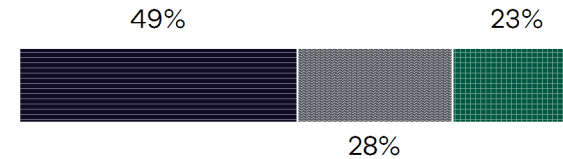
## Your results



Senior leaders show support for stress prevention through involvement and commitment



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



## Benchmark agree results

You		Comparator		
2022	2023	Lowest	Average	Highest
34 %	24 %	29 %	39 %	56 %
34 %	23 %	26 %	36 %	52 %

# People matter survey

2023

Have your say

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- Scorecard: negative behaviour
- Bullying
- Sexual harassment
- Discrimination
- Violence and aggression

### Key differences

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

### Taking action

- Taking action questions

## Detailed results

### Senior leadership

- Senior leadership questions

### Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

### Workgroup climate

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

### Job and manager factors

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

### Public sector values

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

### Topical questions

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

### Demographics

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

## Workgroup climate

### Scorecard

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

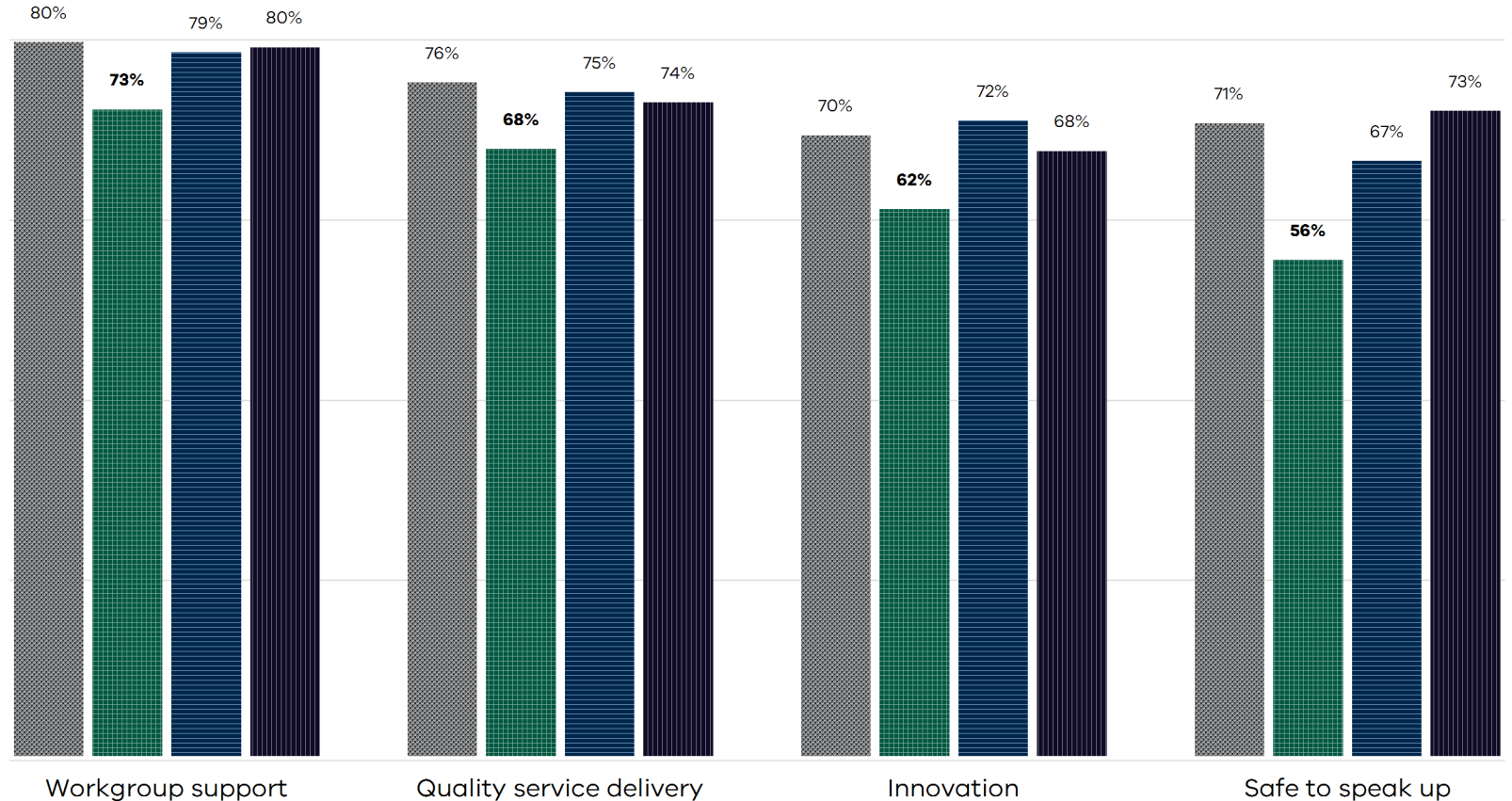
#### Example

In 2023:

- 73% of your staff who did the survey responded positively to questions about Workgroup support which is down from 80% in 2022.

Compared to:

- 79% of staff at your comparator and 80% of staff across the public sector.



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

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

## Workgroup climate

### Quality service delivery

#### What this is

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

#### Why this is important

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

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

#### How to read this

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

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

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

#### Example

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

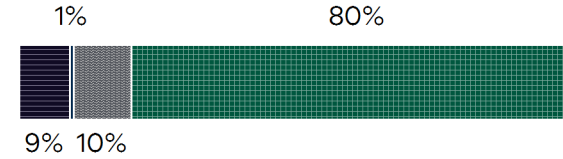
### Survey question

### Your results

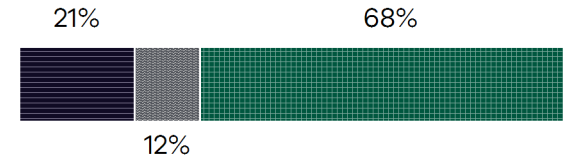
### Benchmark agree results



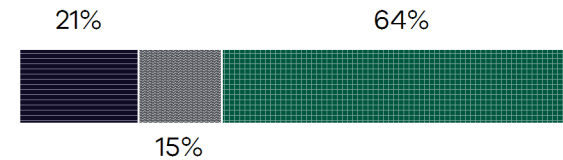
My workgroup provides high quality advice and services



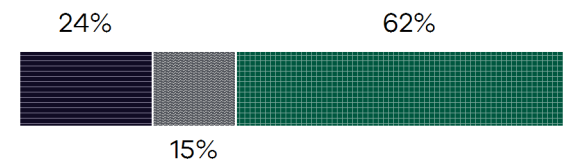
My workgroup acts fairly and without bias



My workgroup uses its resources well



My workgroup has clear lines of responsibility



You		Comparator		
2022	2023	Lowest	Average	Highest
86 %	80 %	69 %	82 %	93 %
79 %	68 %	69 %	77 %	85 %
72 %	64 %	51 %	71 %	78 %
66 %	62 %	49 %	68 %	76 %

## 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

63% of your staff who did the survey agreed or strongly agreed with 'My workgroup is quick to respond to opportunities to do things better'.

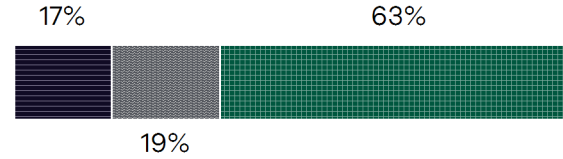
## Survey question

## Your results

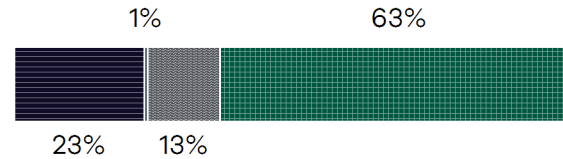
## Benchmark agree results



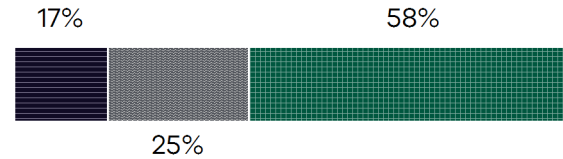
My workgroup is quick to respond to opportunities to do things better



My workgroup learns from failures and mistakes



My workgroup encourages employee creativity



You		Comparator		
2022	2023	Lowest	Average	Highest
68 %	63 %	43 %	72 %	89 %
69 %	63 %	49 %	73 %	81 %
73 %	58 %	49 %	70 %	83 %



## 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

77% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup treat each other with respect'.

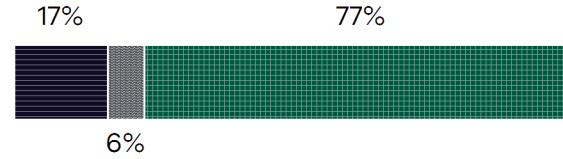
## Survey question

## Your results

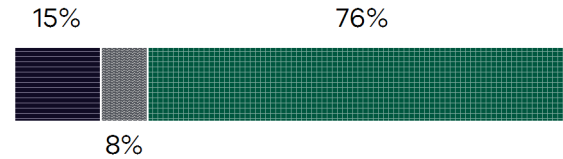
## Benchmark agree results



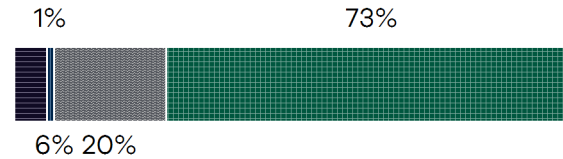
People in my workgroup treat each other with respect



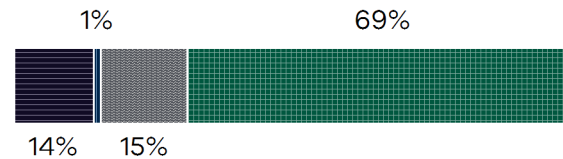
People in my workgroup work together effectively to get the job done



People in my workgroup are politically impartial in their work



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



You		Comparator		
2022	2023	Lowest	Average	Highest
84 %	77 %	71 %	86 %	94 %
85 %	76 %	71 %	86 %	91 %
80 %	73 %	60 %	78 %	84 %
79 %	69 %	63 %	76 %	83 %

## 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.

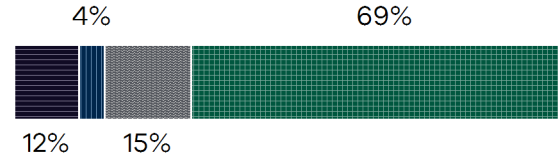
#### Example

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

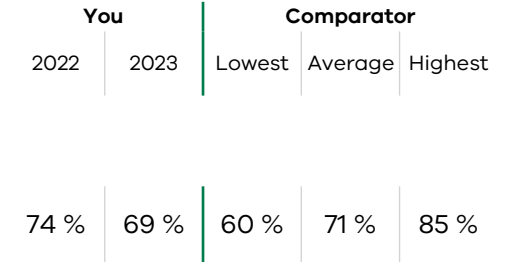
## Survey question

People in my workgroup appropriately manage conflicts of interest

## Your results



## Benchmark agree results





## Workgroup climate

### Safe to speak up

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

#### Example

58% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup are able to bring up problems and tough issues'.

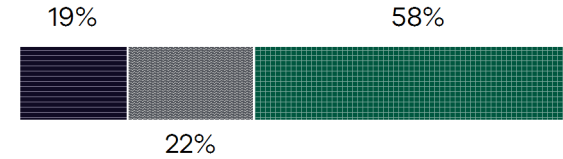
## Survey question

## Your results

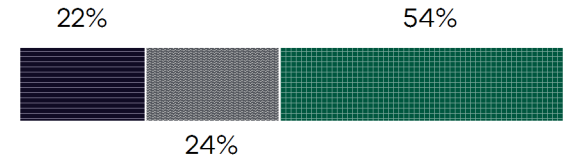
## Benchmark agree results



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



I feel safe to challenge inappropriate behaviour at work



You		Comparator		
2022	2023	Lowest	Average	Highest
72 %	58 %	49 %	67 %	78 %
71 %	54 %	60 %	67 %	78 %

# People matter survey

2023

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### Key differences

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

### Taking action

- Taking action questions

## Detailed results

### Senior leadership

- Senior leadership questions

### Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

### Workgroup climate

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

### Job and manager factors

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

### Public sector values

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

### Topical questions

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

### Demographics

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

## Job and manager factors

### Scorecard 1 of 2

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

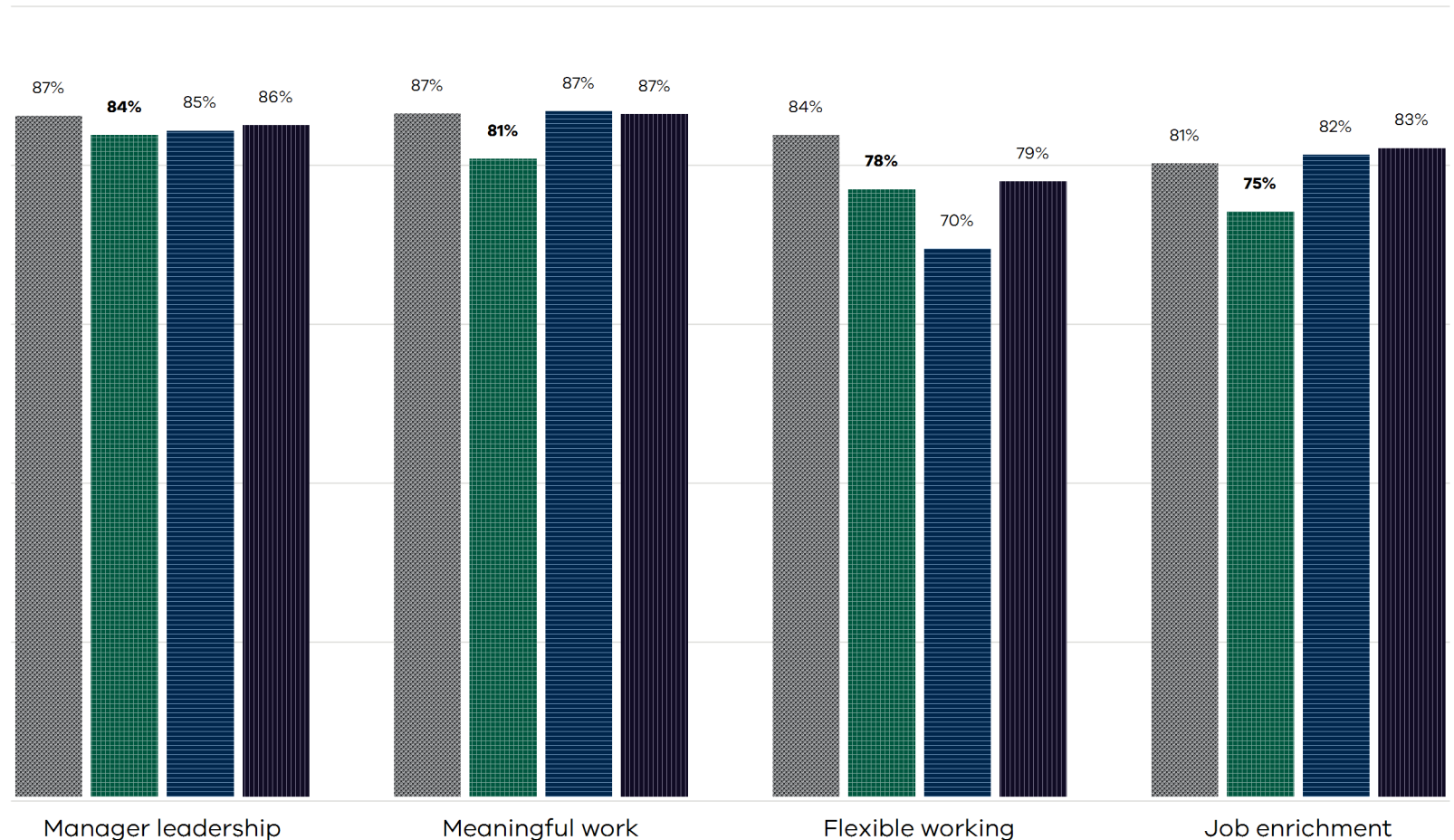
#### Example

In 2023:

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

Compared to:

- 85% of staff at your comparator and 86% of staff across the public sector.



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

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

## Job and manager factors

### Scorecard 2 of 2

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

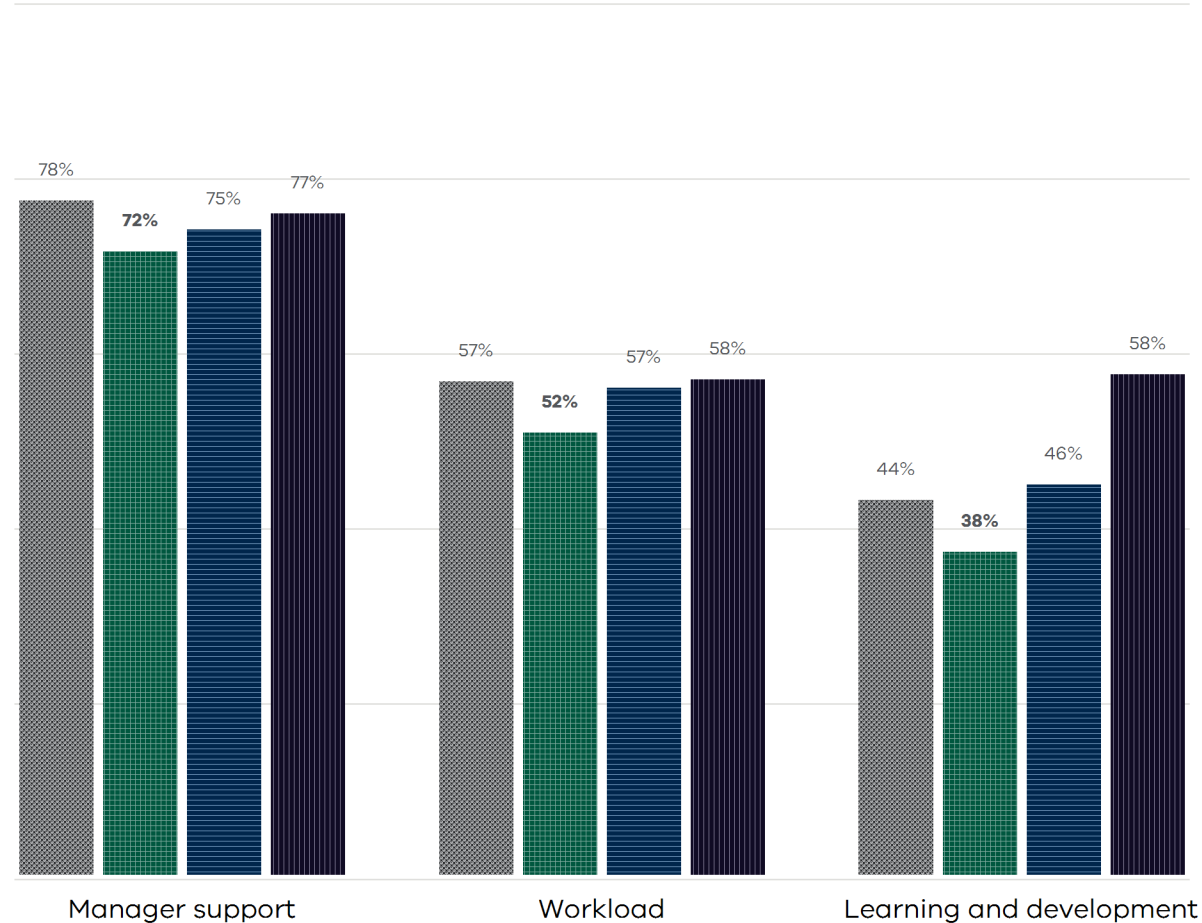
#### Example

In 2023:

- 72% of your staff who did the survey responded positively to questions about Manager support.

Compared to:

- 75% of staff at your comparator and 77% of staff across the public sector.



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

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

## Job and manager factors

### Manager leadership

#### What this is

This is how well staff perceive their direct managers lead.

#### Why this is important

Great managers can foster the right environment for staff engagement.

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

#### How to read this

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

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

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

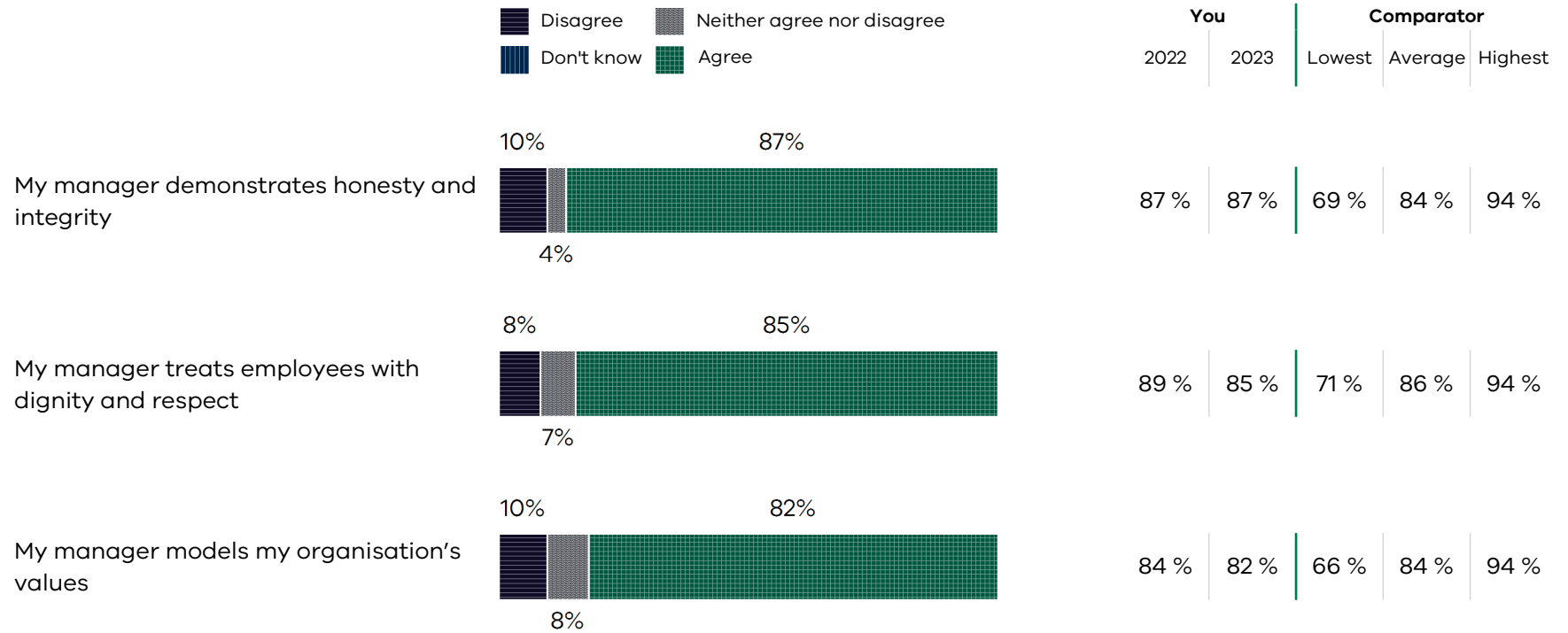
#### Example

87% of your staff who did the survey agreed or strongly agreed with 'My manager demonstrates honesty and integrity'.

### Survey question

### Your results

### Benchmark agree results



## 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.

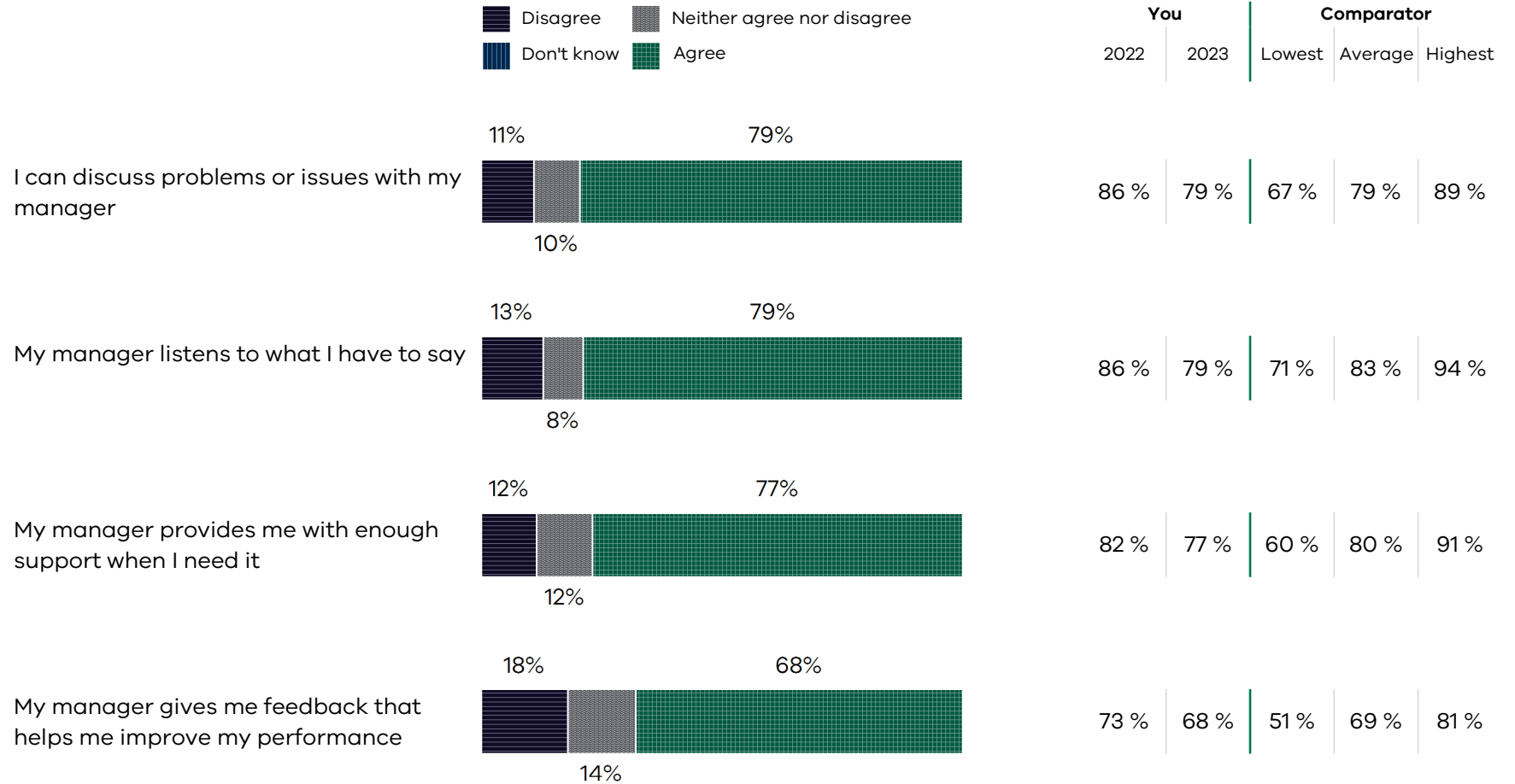
#### Example

79% 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



## 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.

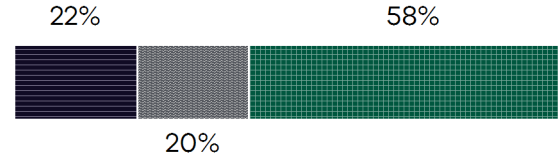
#### Example

58% of your staff who did the survey agreed or strongly agreed with 'I receive meaningful recognition when I do good work'.

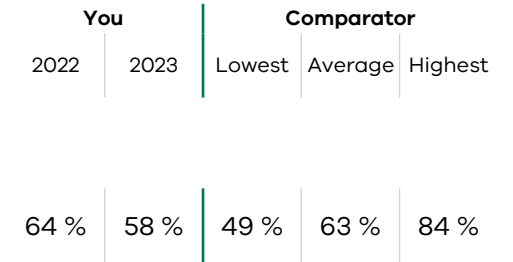
## Survey question

I receive meaningful recognition when I do good work

## Your results



## Benchmark agree results





## Job and manager factors

### Workload

#### What this is

This is how staff feel about workload and time pressure.

#### Why this is important

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

#### How to read this

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

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

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

#### Example

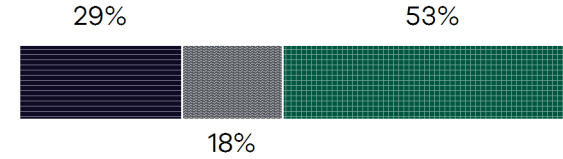
53% of your staff who did the survey agreed or strongly agreed with 'The workload I have is appropriate for the job that I do'.

## Survey question

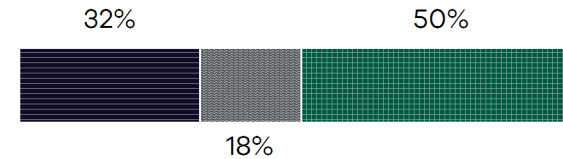
## Your results

## Benchmark agree results

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



I have enough time to do my job effectively



You		Comparator		
2022	2023	Lowest	Average	Highest
58 %	53 %	51 %	61 %	69 %
56 %	50 %	46 %	53 %	70 %



## 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.

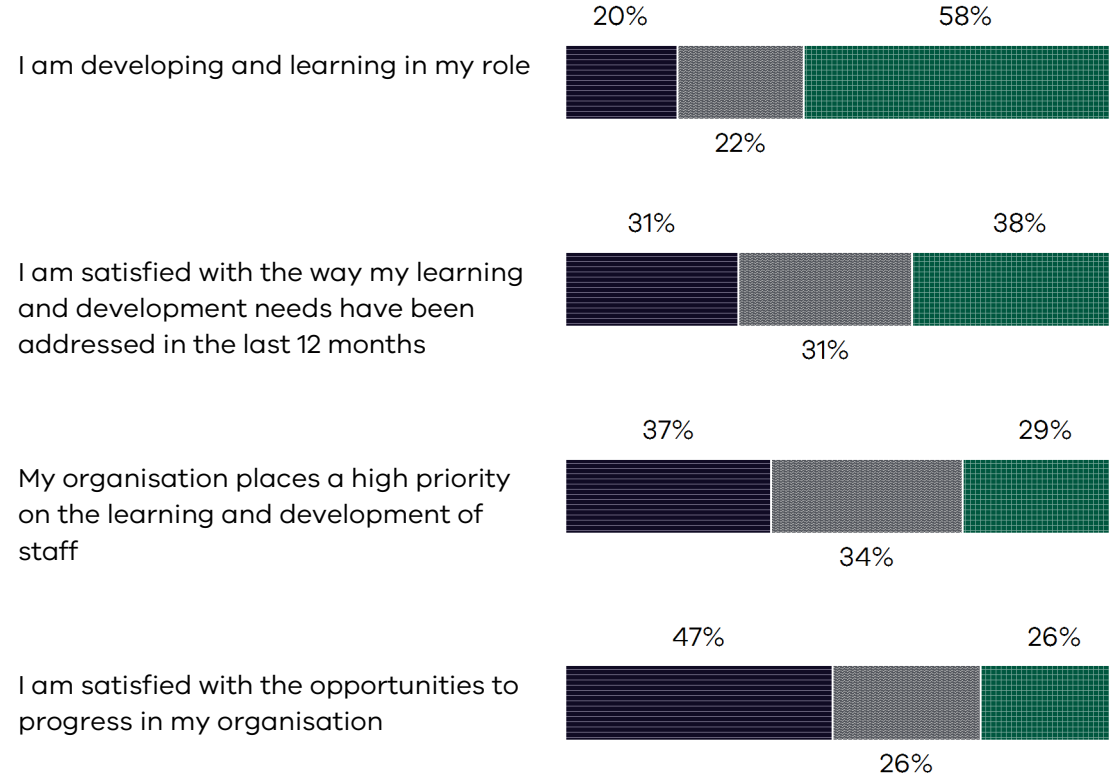
Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

#### Example

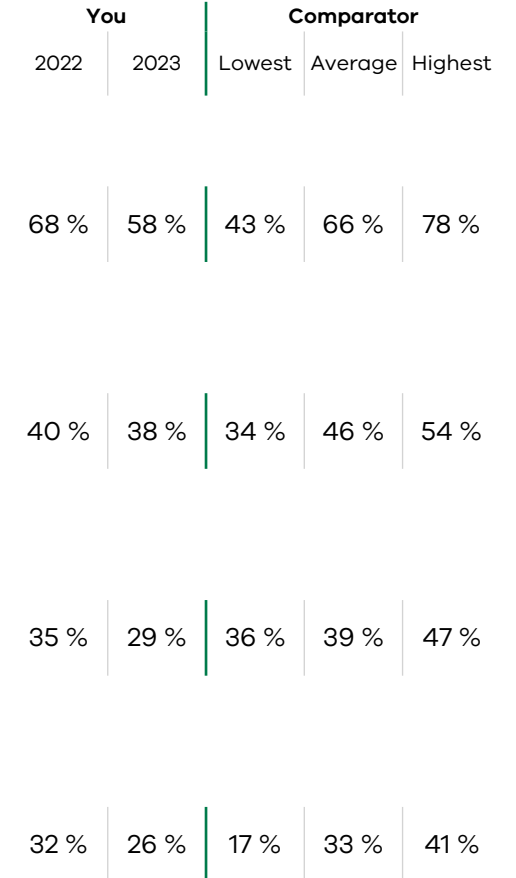
58% of your staff who did the survey agreed or strongly agreed with 'I am developing and learning in my role'.

### Survey question

### Your results



### Benchmark agree results



## Job and manager factors

### Job enrichment 1 of 2

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

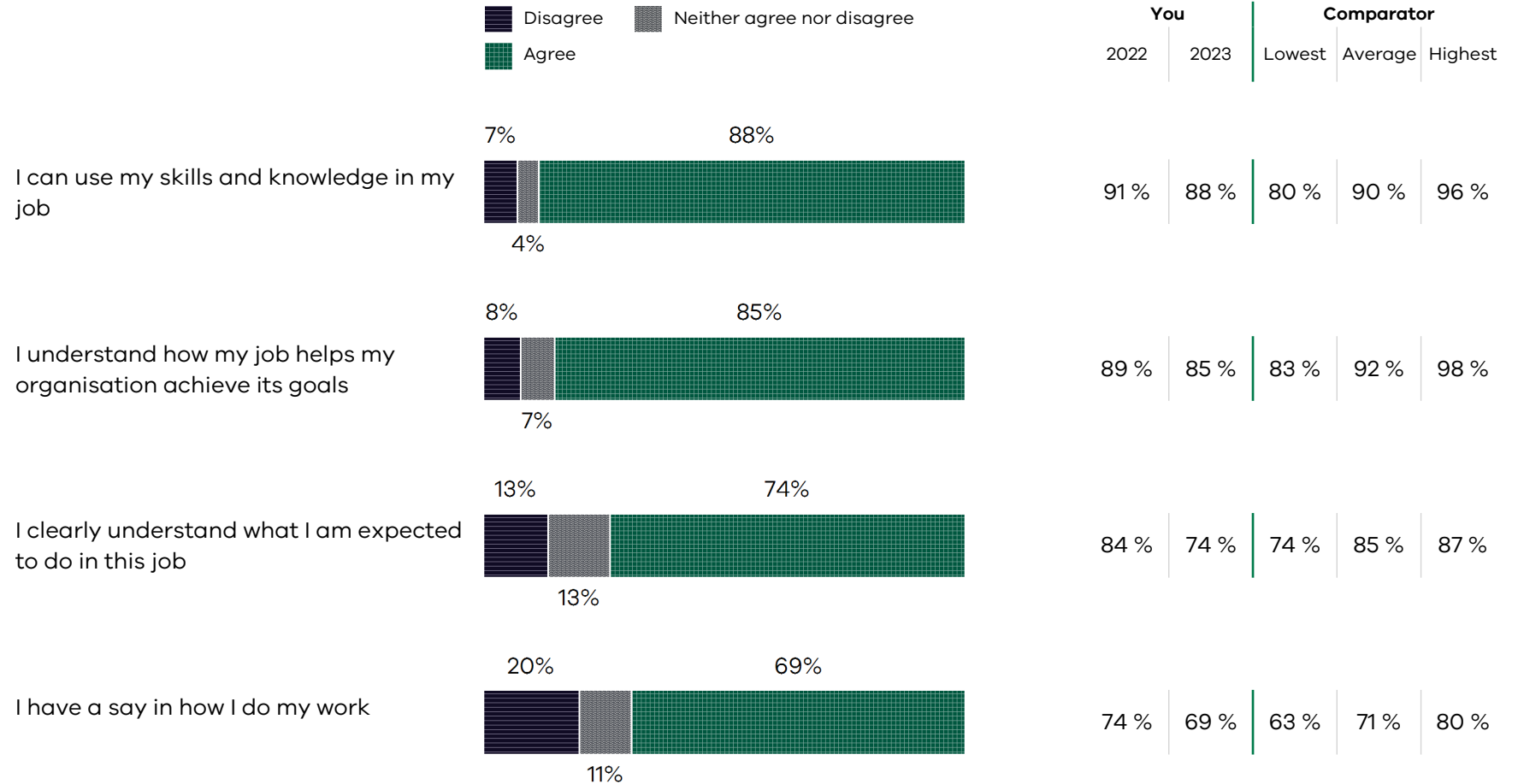
#### Example

88% of your staff who did the survey agreed or strongly agreed with 'I can use my skills and knowledge in my job'.

### Survey question

### Your results

### Benchmark agree results



## Job and manager factors

### Job enrichment 2 of 2

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

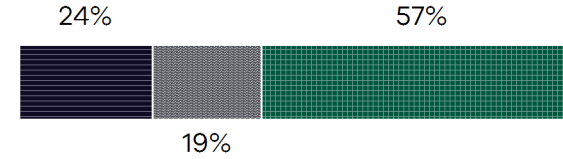
#### Example

57% of your staff who did the survey agreed or strongly agreed with 'I have the authority to do my job effectively'.

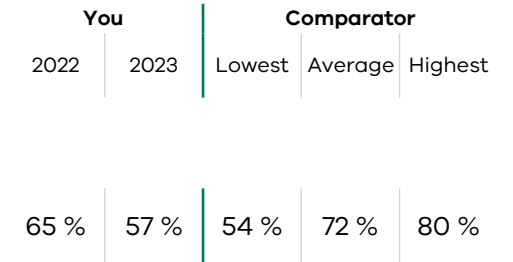
## Survey question

I have the authority to do my job effectively

## Your results



## Benchmark agree results



## Job and manager factors

### Meaningful work

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

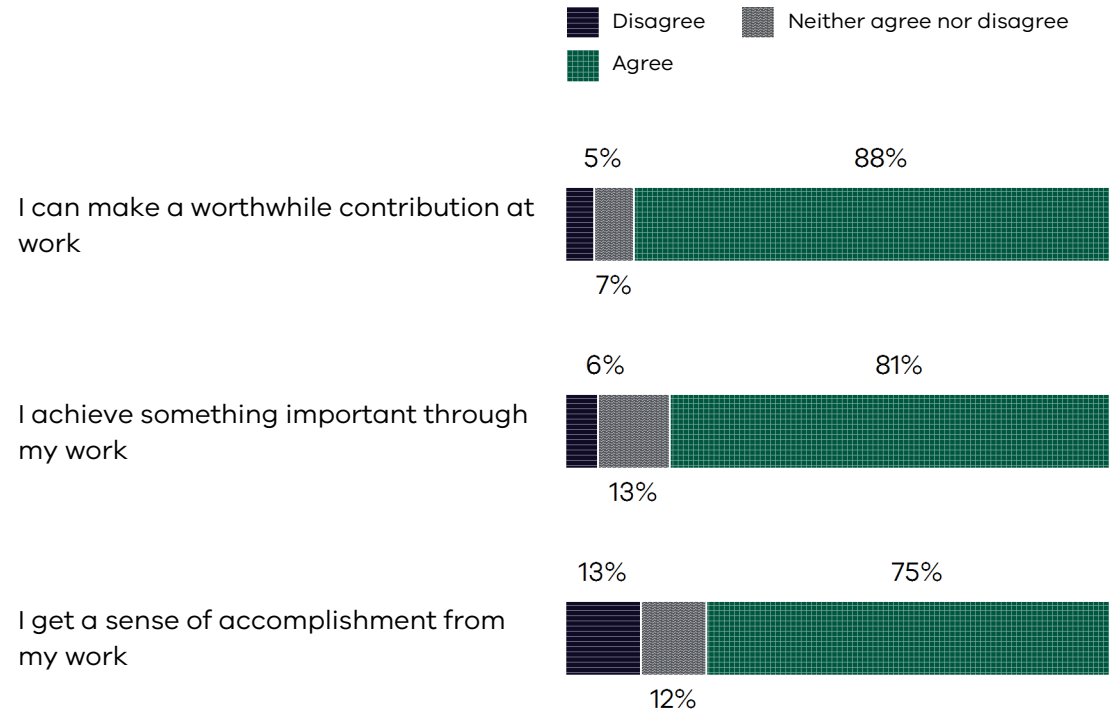
#### Example

88% of your staff who did the survey agreed or strongly agreed with 'I can make a worthwhile contribution at work'.

### Survey question

### Your results

### Benchmark agree results



You		Comparator		
2022	2023	Lowest	Average	Highest
92 %	88 %	80 %	93 %	98 %
88 %	81 %	83 %	89 %	96 %
81 %	75 %	69 %	80 %	85 %

## Job and manager factors

### Flexible working

#### What this is

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

#### Why this is important

Supporting flexible working can improve employee wellbeing.

#### How to read this

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

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

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

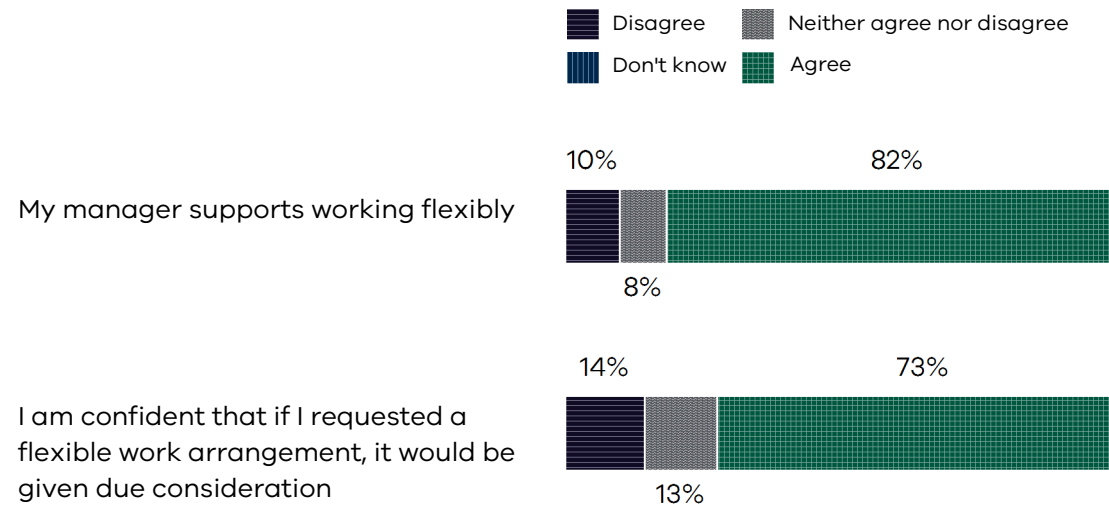
#### Example

82% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.

### Survey question

### Your results

### Benchmark agree results



You		Comparator		
2022	2023	Lowest	Average	Highest
90 %	82 %	62 %	77 %	96 %
79 %	73 %	49 %	63 %	91 %

# People matter survey

2023

Have your say

## Overview

### Report overview

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

## Result summary

### People outcomes

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

### Key differences

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

### Taking action

- Taking action questions

## Detailed results

### Senior leadership

- Senior leadership questions

### Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

### Workgroup climate

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

### Job and manager factors

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

### Public sector values

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

### Topical questions

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

### Demographics

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

## Public sector values

### Scorecard 1 of 2

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

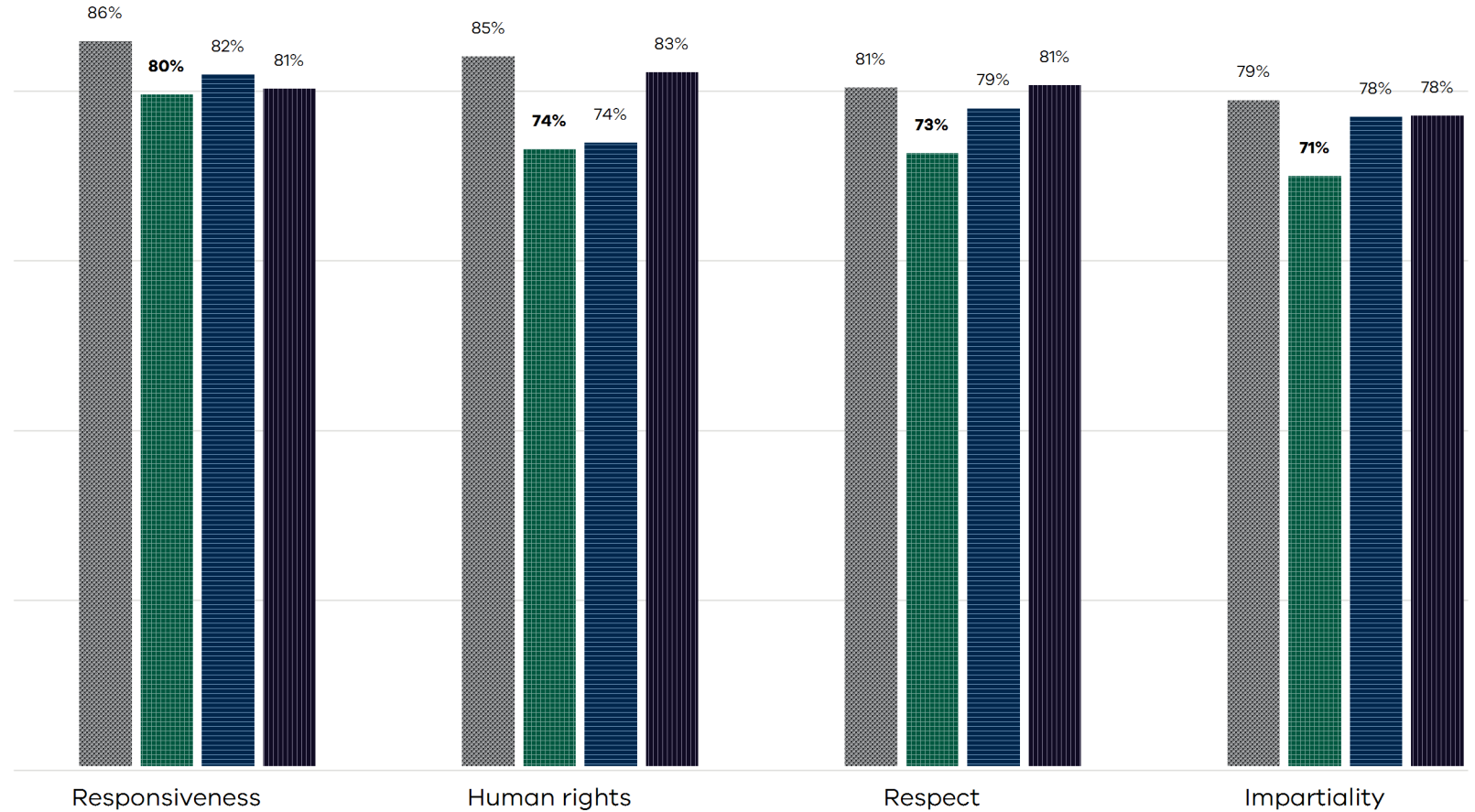
#### Example

In 2023:

- 80% of your staff who did the survey responded positively to questions about Responsiveness, which is down 6% in 2022.

Compared to:

- 82% of staff at your comparator and 81% of staff across the public sector.



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

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



## Public sector values

### Scorecard 2 of 2

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

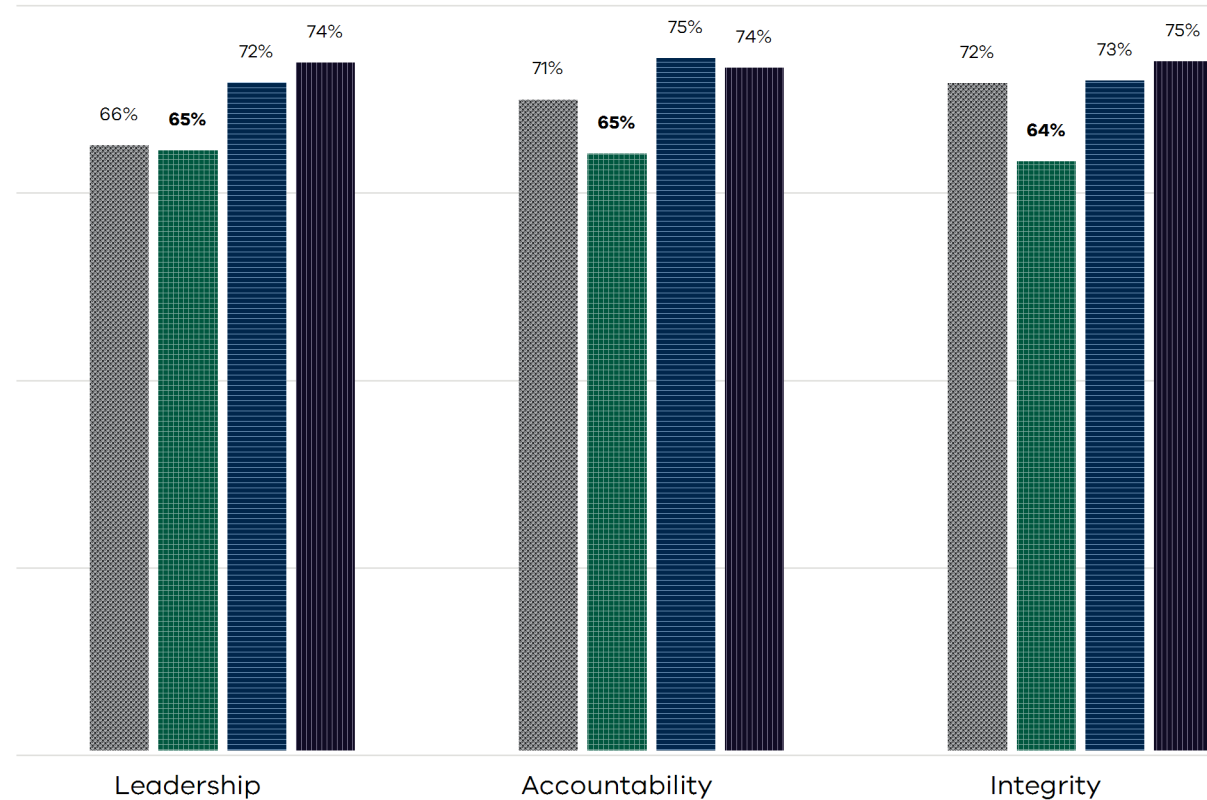
#### Example

In 2023:

- 65% of your staff who did the survey responded positively to questions about Leadership, which is down 1% in 2022.

Compared to:

- 72% of staff at your comparator and 74% of staff across the public sector.



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

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



## Public sector values

### Responsiveness

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

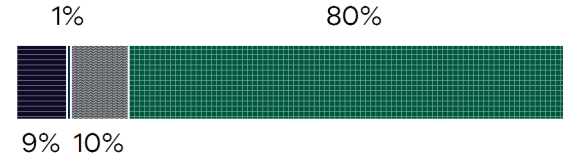
#### Example

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

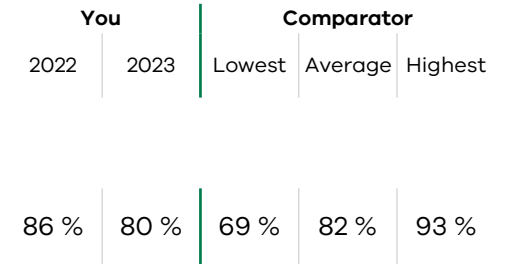
### Survey question

My workgroup provides high quality advice and services

### Your results



### Benchmark agree results



## Public sector values

### Integrity 1 of 2

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

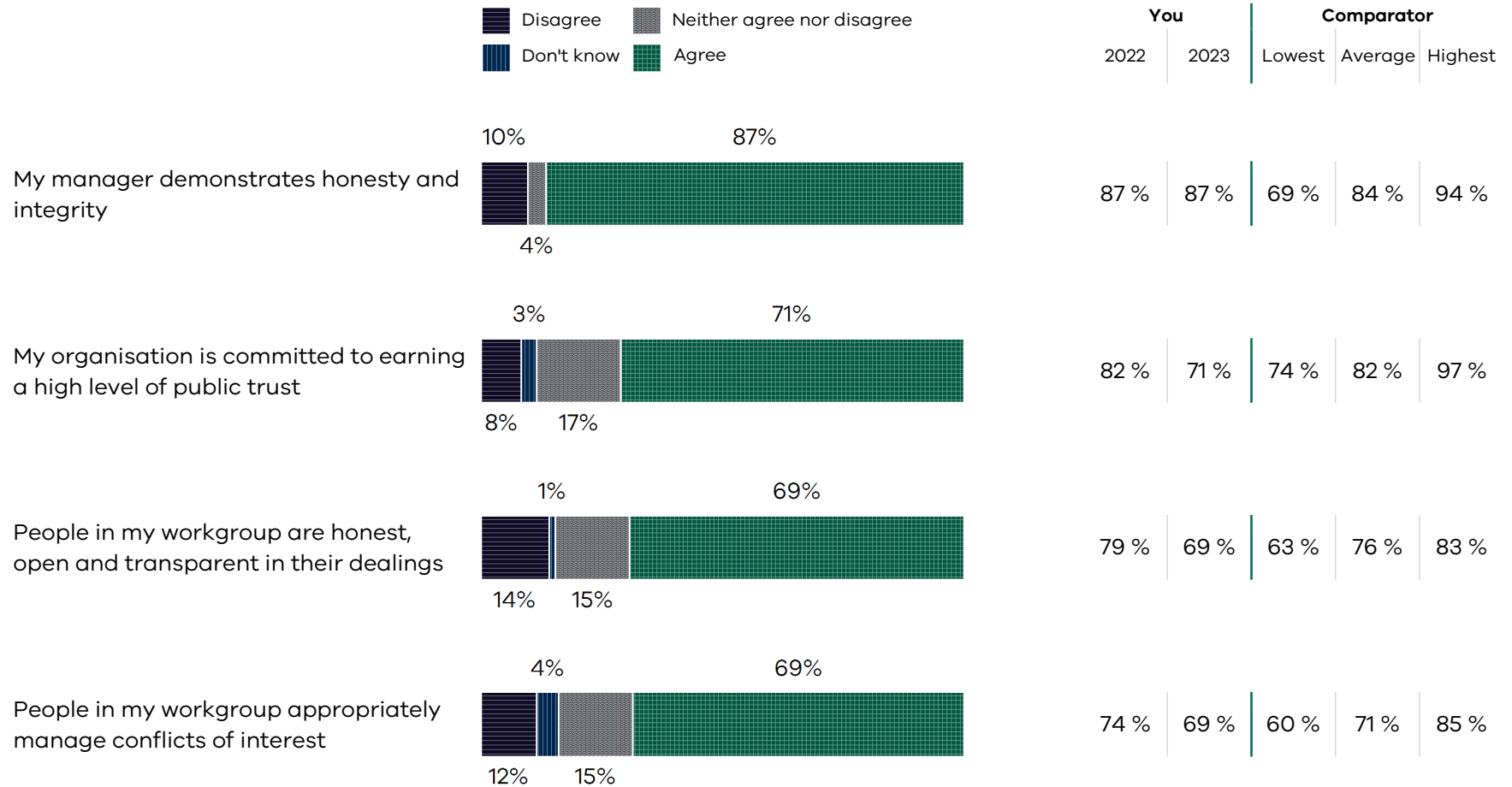
#### Example

87% of staff who did the survey agreed or strongly agreed with 'My manager demonstrates honesty and integrity'.

### Survey question

### Your results

### Benchmark agree results



## Public sector values

### Integrity 2 of 2

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

#### Example

54% of staff who did the survey agreed or strongly agreed with 'I feel safe to challenge inappropriate behaviour at work'.

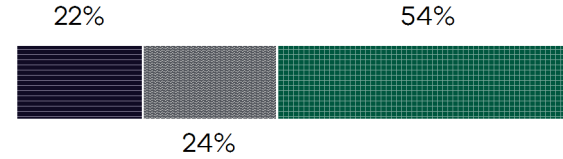
### Survey question

### Your results

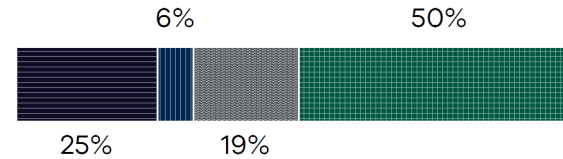
### Benchmark agree results



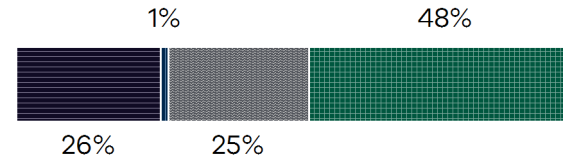
I feel safe to challenge inappropriate behaviour at work



My organisation does not tolerate improper conduct



Senior leaders demonstrate honesty and integrity



You		Comparator		
2022	2023	Lowest	Average	Highest
71 %	54 %	60 %	67 %	78 %
65 %	50 %	54 %	68 %	88 %
47 %	48 %	49 %	59 %	84 %

## 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

73% of staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.

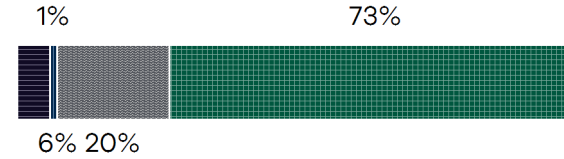
### Survey question

### Your results

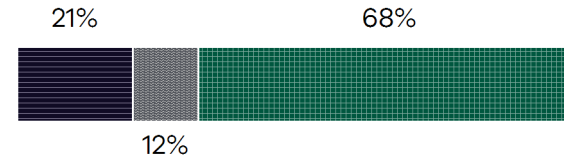
### Benchmark agree results



People in my workgroup are politically impartial in their work



My workgroup acts fairly and without bias



You		Comparator		
2022	2023	Lowest	Average	Highest
80 %	73 %	60 %	78 %	84 %
79 %	68 %	69 %	77 %	85 %

## Public sector values

### Accountability 1 of 2

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

#### Example

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

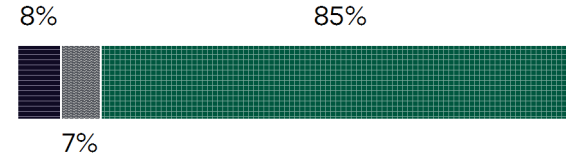
### Survey question

### Your results

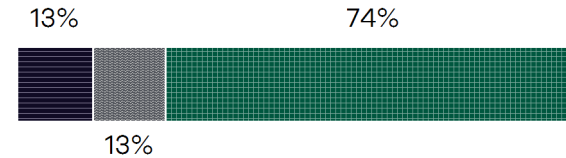
### Benchmark agree results



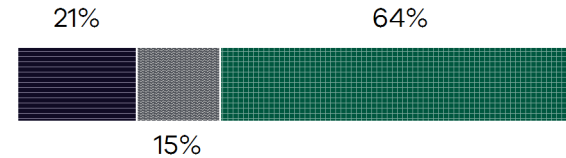
I understand how my job helps my organisation achieve its goals



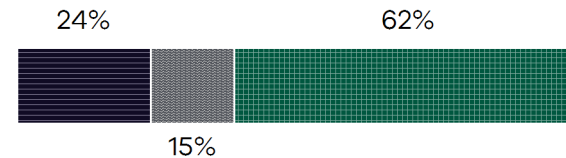
I clearly understand what I am expected to do in this job



My workgroup uses its resources well



My workgroup has clear lines of responsibility



You		Comparator		
2022	2023	Lowest	Average	Highest
89 %	85 %	83 %	92 %	98 %
84 %	74 %	74 %	85 %	87 %
72 %	64 %	51 %	71 %	78 %
66 %	62 %	49 %	68 %	76 %

## 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.

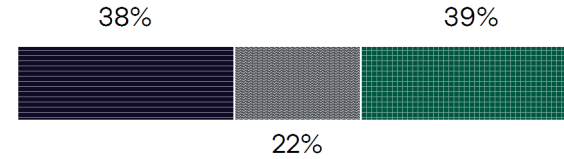
#### Example

39% of staff who did the survey agreed or strongly agreed with 'Senior leaders provide clear strategy and direction'.

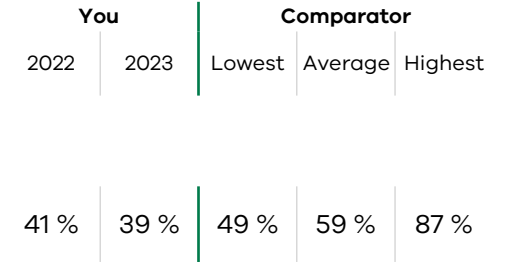
## Survey question

Senior leaders provide clear strategy and direction

## Your results



## Benchmark agree results



## Public sector values

### Respect 1 of 2

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

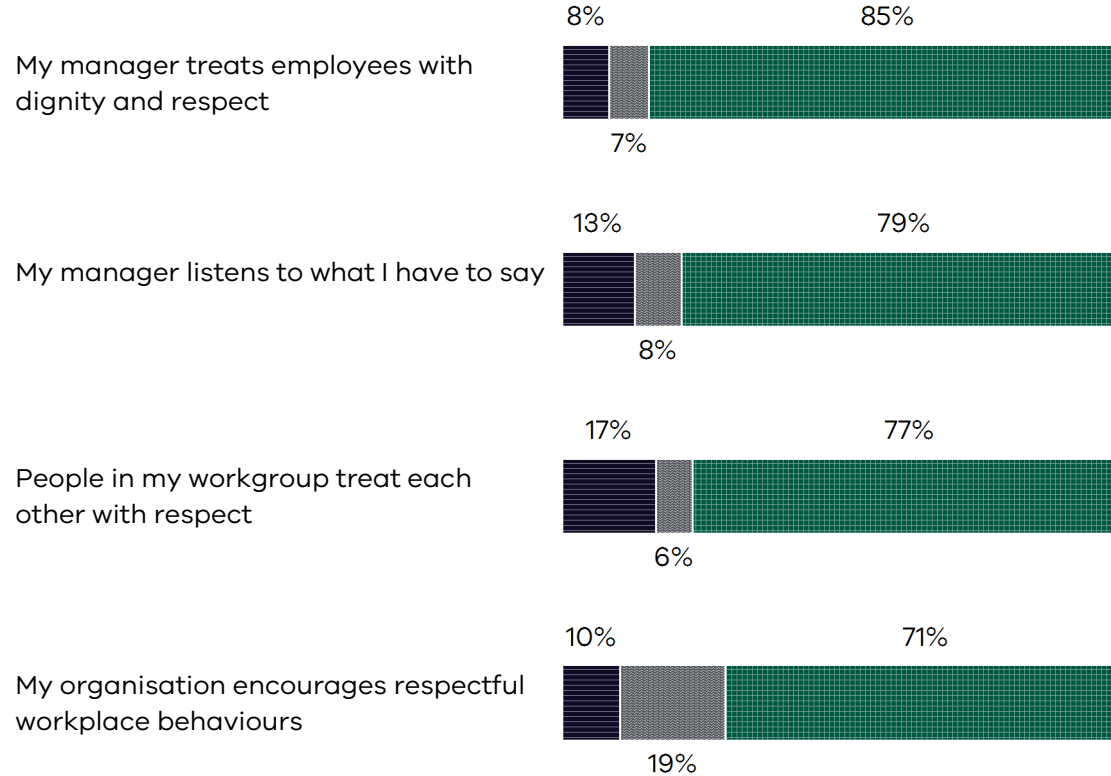
#### Example

85% of staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

### Survey question

### Your results

### Benchmark agree results



You		Comparator		
2022	2023	Lowest	Average	Highest
89 %	85 %	71 %	86 %	94 %
86 %	79 %	71 %	83 %	94 %
84 %	77 %	71 %	86 %	94 %
79 %	71 %	51 %	75 %	87 %



## Public sector values

### Respect 2 of 2

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

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

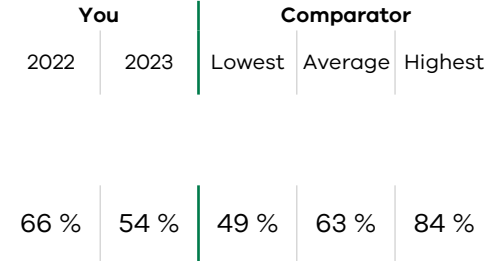
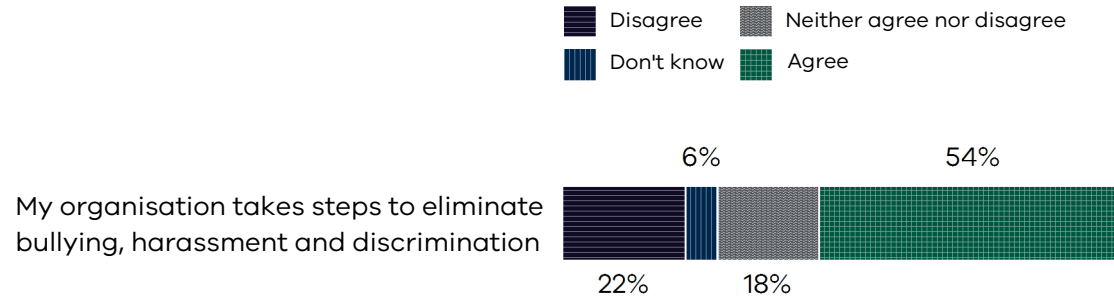
#### Example

54% of staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.

### Survey question

### Your results

### Benchmark agree results



## Public sector values

### Leadership

#### What this is

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

#### Why this is important

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

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

#### How to read this

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

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

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

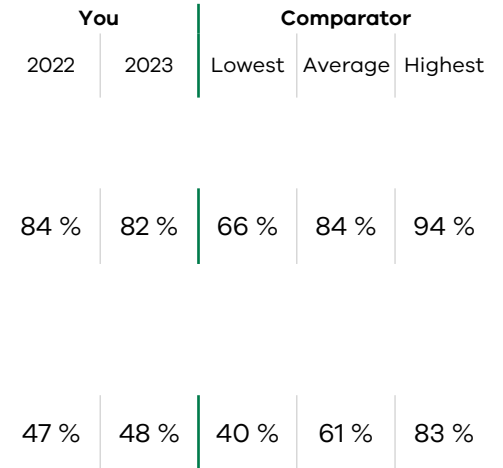
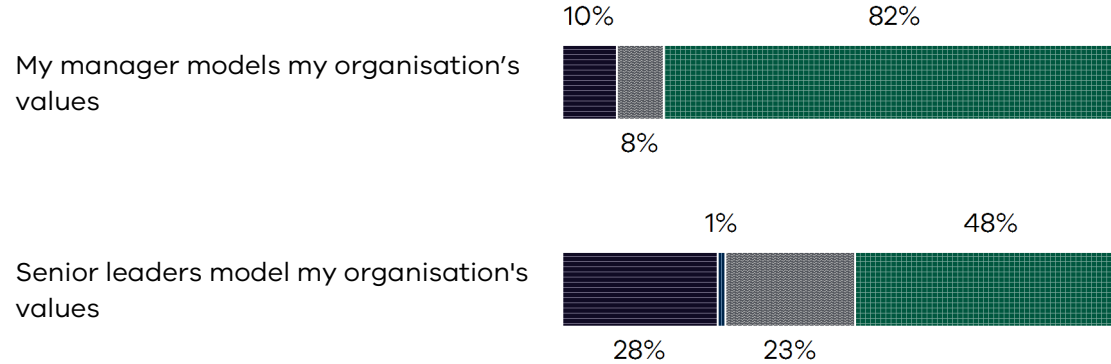
#### Example

82% 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



## 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

78% of staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.

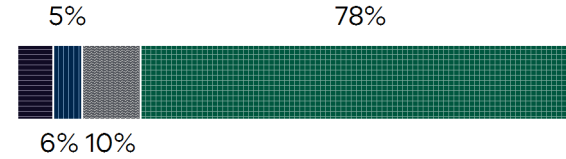
### Survey question

### Your results

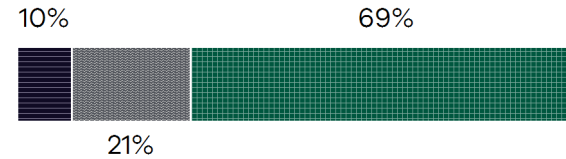
### Benchmark agree results



My organisation encourages employees to act in ways that are consistent with human rights



I understand how the Charter of Human Rights and Responsibilities applies to my work



You		Comparator		
2022	2023	Lowest	Average	Highest
84 %	78 %	54 %	79 %	94 %
85 %	69 %	64 %	70 %	80 %

# People matter survey

2023

Have your say

## Overview

### Report overview

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

## Result summary

### People outcomes

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

### Key differences

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

### Taking action

- Taking action questions

## Detailed results

### Senior leadership

- Senior leadership questions

### Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

### Workgroup climate

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

### Job and manager factors

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

### Public sector values

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

### Topical questions

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

### Custom questions

- Questions requested by your organisation

### Demographics

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

## 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.

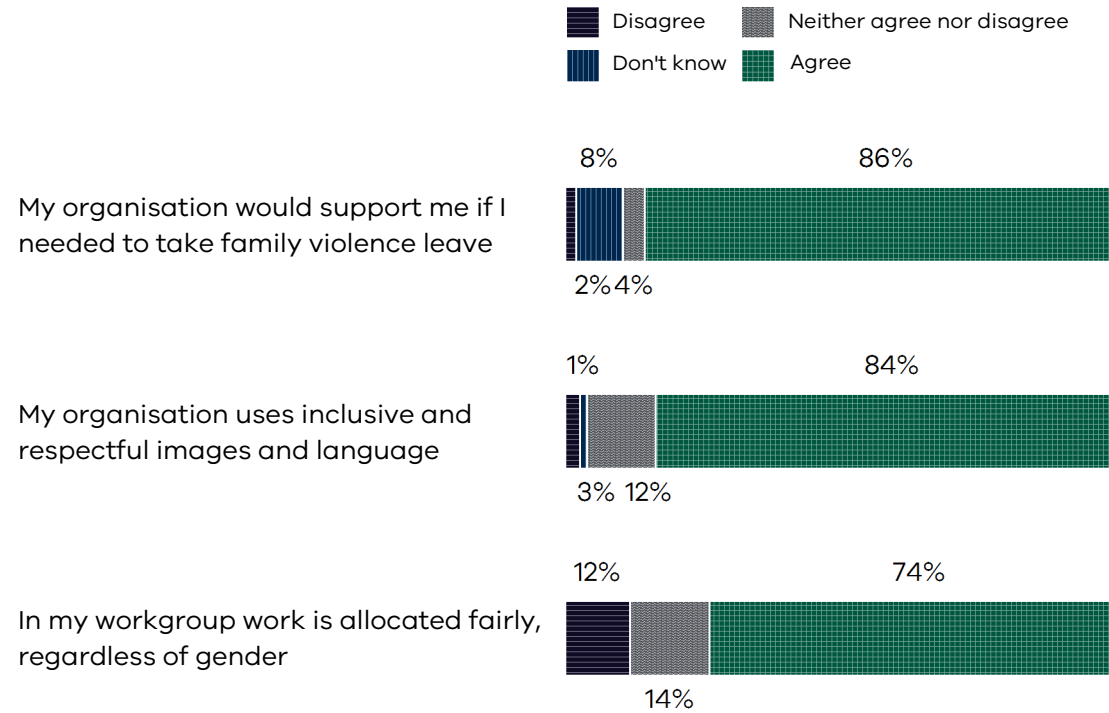
### Example

86% 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		
	2022	2023	Lowest	Average	Highest
My organisation would support me if I needed to take family violence leave	Not asked	86 %	66 %	83 %	97 %
My organisation uses inclusive and respectful images and language	Not asked	84 %	69 %	86 %	93 %
In my workgroup work is allocated fairly, regardless of gender	Not asked	74 %	69 %	81 %	89 %

## 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

84% of your staff who did the survey agreed or strongly agreed with 'I understand how the Code of Conduct for Victorian public sector employees applies to my work'.

## Survey question

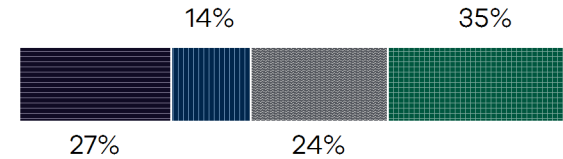
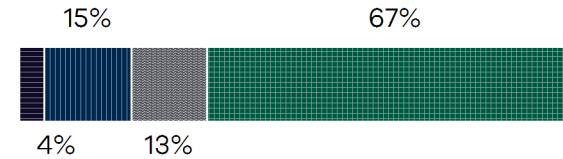
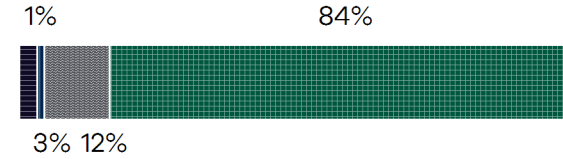
## Your results

## Benchmark agree results

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

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

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



	You		Comparator		
	2022	2023	Lowest	Average	Highest
Not asked	84 %	84 %	57 %	80 %	94 %
Not asked	67 %	67 %	31 %	53 %	78 %
Not asked	35 %	35 %	37 %	43 %	63 %

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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	<b>33</b>	21%
35-54 years	<b>84</b>	54%
55+ years	<b>24</b>	15%
Prefer not to say	<b>15</b>	10%

How would you describe your gender?	(n)	%
Woman	<b>84</b>	54%
Man	<b>51</b>	33%
Prefer not to say	<b>20</b>	13%
Non-binary and I use a different term	<b>1</b>	1%

Are you trans, non-binary or gender diverse?	(n)	%
Yes	<b>4</b>	3%
No	<b>136</b>	87%
Prefer not to say	<b>16</b>	10%

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

	(n)	%
No	<b>140</b>	90%
Don't know	<b>5</b>	3%
Prefer not to say	<b>11</b>	7%

### How do you describe your sexual orientation?

	(n)	%
Straight (heterosexual)	<b>91</b>	58%
Prefer not to say	<b>35</b>	22%
Bisexual	<b>13</b>	8%
I use a different term	<b>6</b>	4%
Gay or lesbian	<b>5</b>	3%
Asexual	<b>3</b>	2%
Pansexual	<b>2</b>	1%
Don't know	<b>1</b>	1%

## Demographics

### Aboriginal and/or Torres Strait Islander employees

#### What this is

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

#### Why this is important

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

#### How to read this

Each table shows the breakdown of responses from your survey.

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

#### How we protect anonymity and privacy

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### Aboriginal and/or Torres Strait Islander

	(n)	%
Yes	1	1%
Non Aboriginal and/or Torres Strait Islander	150	96%
Prefer not to say	5	3%

## Demographics

### Disability

#### What this is

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

#### Why this is important

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

#### How to read this

Each table shows the breakdown of responses from your survey.

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

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

#### How we protect anonymity and privacy

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### Do you identify as a person with a disability?

	(n)	%
Yes	26	17%
No	115	74%
Prefer not to say	15	10%

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

	(n)	%
Yes	18	69%
No	6	23%
Prefer not to say	2	8%

## Demographics

### Cultural diversity 1 of 2

#### What this is

These are the personal characteristics of staff.

#### Why this is important

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

#### How to read this

Each table shows the breakdown of responses from your survey.

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#### How we protect anonymity and privacy

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Country of birth	(n)	%
Born in Australia	<b>109</b>	70%
Not born in Australia	<b>25</b>	16%
Prefer not to say	<b>22</b>	14%

#### If you speak another language with your family or community, what language(s) do you speak?

	(n)	%
Other	<b>5</b>	36%
Hindi	<b>3</b>	21%
Italian	<b>3</b>	21%
Punjabi	<b>2</b>	14%
Arabic	<b>1</b>	7%
Mandarin	<b>1</b>	7%
Spanish	<b>1</b>	7%
Urdu	<b>1</b>	7%

#### Language other than English spoken with family or community

	(n)	%
Yes	<b>14</b>	9%
No	<b>131</b>	84%
Prefer not to say	<b>11</b>	7%

## 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:

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Cultural identity	(n)	%
Australian	<b>102</b>	65%
English, Irish, Scottish and/or Welsh	<b>29</b>	19%
European (including Western, Eastern and South-Eastern Europe, and Scandinavia)	<b>22</b>	14%
Prefer not to say	<b>21</b>	13%
North American	<b>5</b>	3%
New Zealander	<b>4</b>	3%
Other	<b>4</b>	3%
East and/or South-East Asian	<b>4</b>	3%
South Asian	<b>3</b>	2%
Pacific Islander	<b>1</b>	1%
Middle Eastern	<b>1</b>	1%
Aboriginal and/or Torres Strait Islander	<b>1</b>	1%
Central and/or South American	<b>1</b>	1%

Religion	(n)	%
No religion	<b>114</b>	73%
Christianity	<b>19</b>	12%
Prefer not to say	<b>19</b>	12%
Hinduism	<b>2</b>	1%
Islam	<b>1</b>	1%
Sikhism	<b>1</b>	1%

## Demographics

### Employment characteristics 1 of 2

#### What this is

These are the employment characteristics of staff.

#### Why this is important

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

#### How to read this

Each table shows the breakdown of responses from your survey.

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

#### How we protect anonymity and privacy

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Working arrangement	(n)	%
Full-Time	<b>104</b>	67%
Part-Time	<b>52</b>	33%

Gross base salary (ongoing/fixed term only)	(n)	%
Prefer not to say	<b>13</b>	9%
Below \$80k	<b>56</b>	38%
\$80k to \$120k	<b>70</b>	48%
\$120k to \$160k	<b>6</b>	4%
\$160k to \$200k	<b>2</b>	1%

Organisational tenure	(n)	%
<1 year	<b>19</b>	12%
1 to less than 2 years	<b>22</b>	14%
2 to less than 5 years	<b>24</b>	15%
5 to less than 10 years	<b>28</b>	18%
10 to less than 20 years	<b>42</b>	27%
More than 20 years	<b>21</b>	13%

Management responsibility	(n)	%
Non-manager	<b>108</b>	69%
Other manager	<b>37</b>	24%
Manager of other manager(s)	<b>11</b>	7%

Employment type	(n)	%
Ongoing and executive	<b>114</b>	73%
Fixed term	<b>33</b>	21%
Other	<b>9</b>	6%

## Demographics

### Employment characteristics 2 of 2

#### What this is

These are the employment characteristics of staff.

#### Why this is important

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

#### How to read this

Each table shows the breakdown of responses from your survey.

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

#### How we protect anonymity and privacy

To protect you, we:

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#### Primary workplace location over the last 3 months

	(n)	%
Melbourne CBD	<b>112</b>	72%
Melbourne: Suburbs	<b>41</b>	26%
Rural	<b>2</b>	1%
Other	<b>1</b>	1%

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

	(n)	%
Your employer's office	<b>134</b>	86%
A frontline or service delivery location	<b>21</b>	13%
Home or private location	<b>46</b>	29%
A shared office space (where two or more organisations share the same workspace e.g. Gov hubs, suburban hubs etc.)	<b>7</b>	4%
Other	<b>3</b>	2%

#### Flexible work

	(n)	%
Flexible start and finish times	<b>77</b>	49%
Working from an alternative location (e.g. home, hub/shared work space)	<b>74</b>	47%
Part-time	<b>33</b>	21%
No, I do not use any flexible work arrangements	<b>32</b>	21%
Using leave to work flexible hours	<b>14</b>	9%
Working more hours over fewer days	<b>11</b>	7%
Shift swap	<b>7</b>	4%
Other	<b>7</b>	4%
Purchased leave	<b>4</b>	3%
Job sharing	<b>2</b>	1%
Study leave	<b>1</b>	1%



## Demographics

### Adjustments

#### What this is

These are adjustments staff requested to perform in their role.

#### Why this is important

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

#### How to read this

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

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

#### How we protect anonymity and privacy

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

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

	(n)	%
No, I have not requested adjustments	<b>92</b>	59%
Flexible working arrangements	<b>49</b>	31%
Physical modifications or improvements to the workplace	<b>20</b>	13%
Career development support strategies	<b>6</b>	4%
Job redesign or role sharing	<b>5</b>	3%
Accessible communications technologies	<b>2</b>	1%
Other	<b>2</b>	1%

### Why did you make this request?

	(n)	%
Work-life balance	<b>36</b>	56%
Health	<b>24</b>	38%
Caring responsibilities	<b>12</b>	19%
Disability	<b>10</b>	16%
Family responsibilities	<b>8</b>	13%
Other	<b>4</b>	6%
Study commitments	<b>3</b>	5%

### What was your experience with making the request?

	(n)	%
The adjustments I needed were made and the process was satisfactory	<b>48</b>	75%
The adjustments I needed were made but the process was unsatisfactory	<b>8</b>	13%
The adjustments I needed were not made	<b>8</b>	13%

## Demographics

### Caring

#### What this is

These are staff-reported caring responsibilities.

#### Why this is important

This shows organisations what caring responsibilities their staff have.

#### How to read this

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

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

#### How we protect anonymity and privacy

To protect you, we:

- de-identify all survey response data provided to your organisation
- don't release employee experience results when fewer than 10 people in a demographic group have responded to the survey
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Caring responsibility	(n)	%
None of the above	<b>67</b>	43%
Primary school aged child(ren)	<b>25</b>	16%
Secondary school aged child(ren)	<b>21</b>	13%
Frail or aged person(s)	<b>18</b>	12%
Prefer not to say	<b>15</b>	10%
Child(ren) - younger than preschool age	<b>11</b>	7%
Preschool aged child(ren)	<b>10</b>	6%
Person(s) with disability	<b>9</b>	6%
Person(s) with a medical condition	<b>9</b>	6%
Person(s) with a mental illness	<b>9</b>	6%
Other	<b>3</b>	2%



**Victorian  
Public Sector  
Commission**



**VICTORIA**  
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