People matter survey

2023

Have your say

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

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

Victorian Public Sector Commission

VICTORIA State Government

Report overview

About your report

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

Report contents

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

Comparing data in this report

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

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

Rounding of percentages

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

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

Survey questions and definitions

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

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Report overview

Privacy and anonymity

To protect you, we:

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

Read more in our privacy policy.

Report overview

Survey's theoretical framework

What this is

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

Why this is important

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

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

Our public sector values

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

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

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

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

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

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

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

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

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

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

Responsiveness   Integrity   Impartiality   Accountability   Respect   Leadership   Human Rights

Report overview

Your comparator group

What this is

This is a list of similar organisations to yours.

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

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

How we use this in your report

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

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

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

Breakthrough Victoria

Health Purchasing Victoria

Launch Victoria

Melbourne Market Authority

Port of Hastings Corporation

Ports Victoria

State Trustees Limited

V/Line Corporation

VET Development Centre

VETASSESS

Victoria Legal Aid

Victorian Institute of Teaching

Victorian Managed Insurance Authority

Victorian Rail Track Corporation

VITS LanguageLink

Yoorrook Justice Commission

Victorian Public Sector Commission

VICTORIA State Government

Report overview

Your response rate

What this is

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

Why this is important

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

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

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

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

How to read this

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

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

2022		2023	
72%		**75%**	
(242)		**(259)**	
Comparator	55%	Comparator	60%
Public Sector	42%	Public Sector	57%

Victorian Public Sector Commission

VICTORIA State Government

People matter survey

2023

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People outcomes

Scorecard: employee engagement index

What this is

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

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

The weightings for each engagement response are:

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

Why this is important

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

2022	
68	
Comparator	68
Public Sector	68

2023	
67	
Comparator	70
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 67.

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.
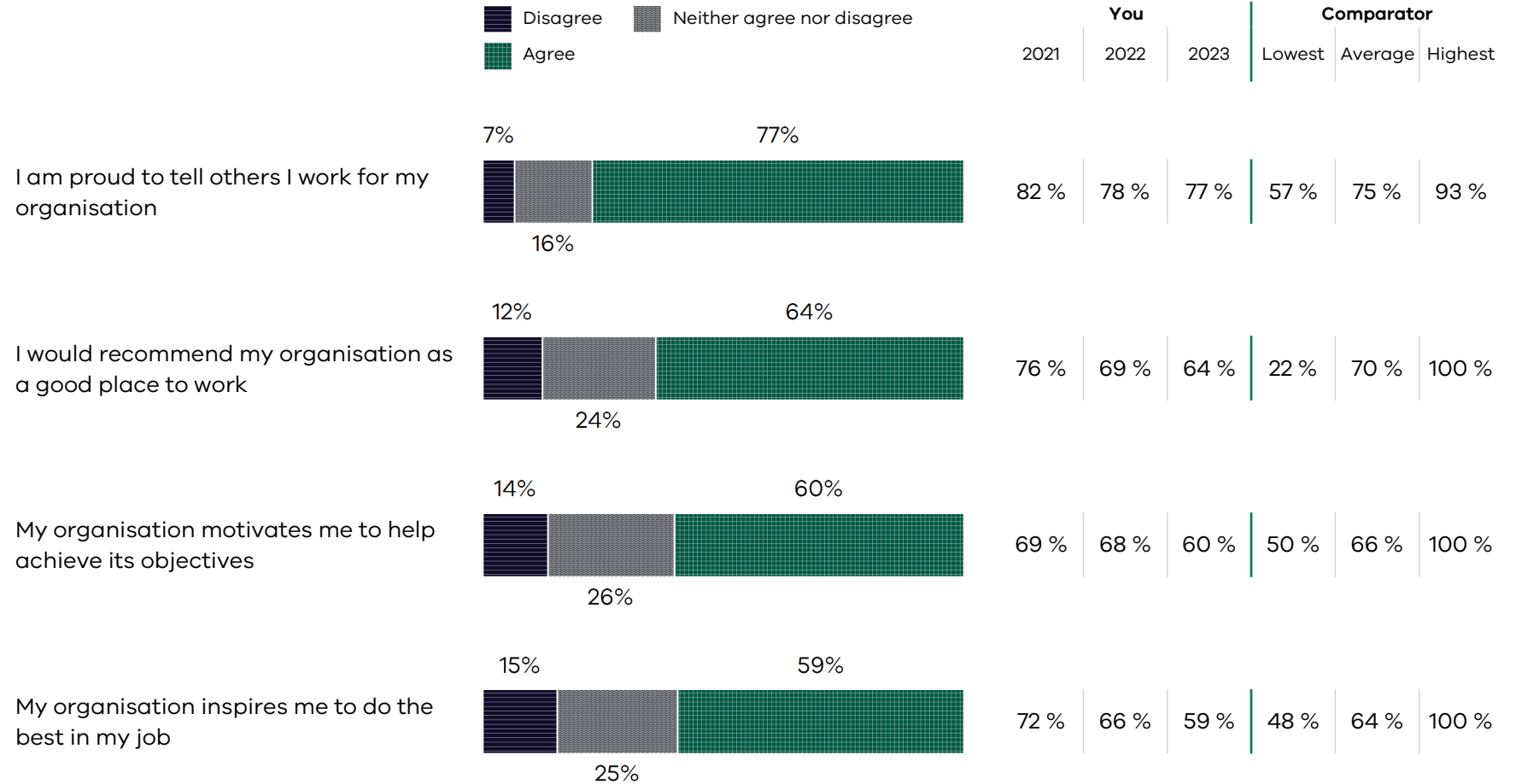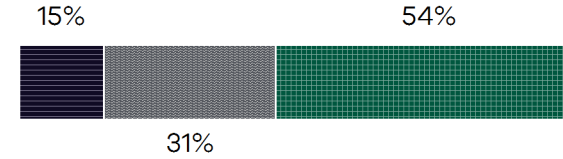
Example

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

Legend: ■ Disagree ▨ Neither agree nor disagree ▧ Agree

Benchmark agree results

Survey question	Your results (Disagree / Neither / Agree)		You			Comparator		
			2021	2022	2023	Lowest	Average	Highest
I am proud to tell others I work for my organisation	7% / 16% / 77%		82 %	78 %	77 %	57 %	75 %	93 %
I would recommend my organisation as a good place to work	12% / 24% / 64%		76 %	69 %	64 %	22 %	70 %	100 %
My organisation motivates me to help achieve its objectives	14% / 26% / 60%		69 %	68 %	60 %	50 %	66 %	100 %
My organisation inspires me to do the best in my job	15% / 25% / 59%		72 %	66 %	59 %	48 %	64 %	100 %

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 67.

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

54% of your staff who did the survey agreed or strongly agreed with 'I feel a strong personal attachment to my organisation'.
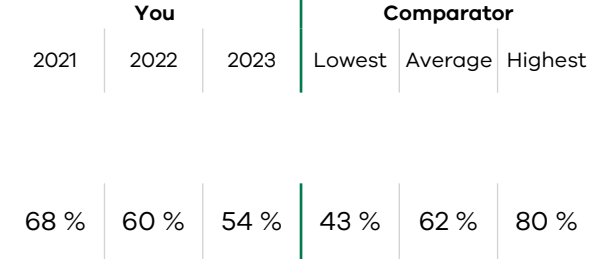
Survey question

Your results

Benchmark agree results

| Disagree | Neither agree nor disagree |
| Agree | |

Survey question	Your results	You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
I feel a strong personal attachment to my organisation	15% 31% 54%	68 %	60 %	54 %	43 %	62 %	80 %

Victorian Public Sector Commission

VICTORIA State Government

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:

- 71% of your staff who did the survey responded positively to questions about Inclusion which is down from 73% in 2022.

Compared to:

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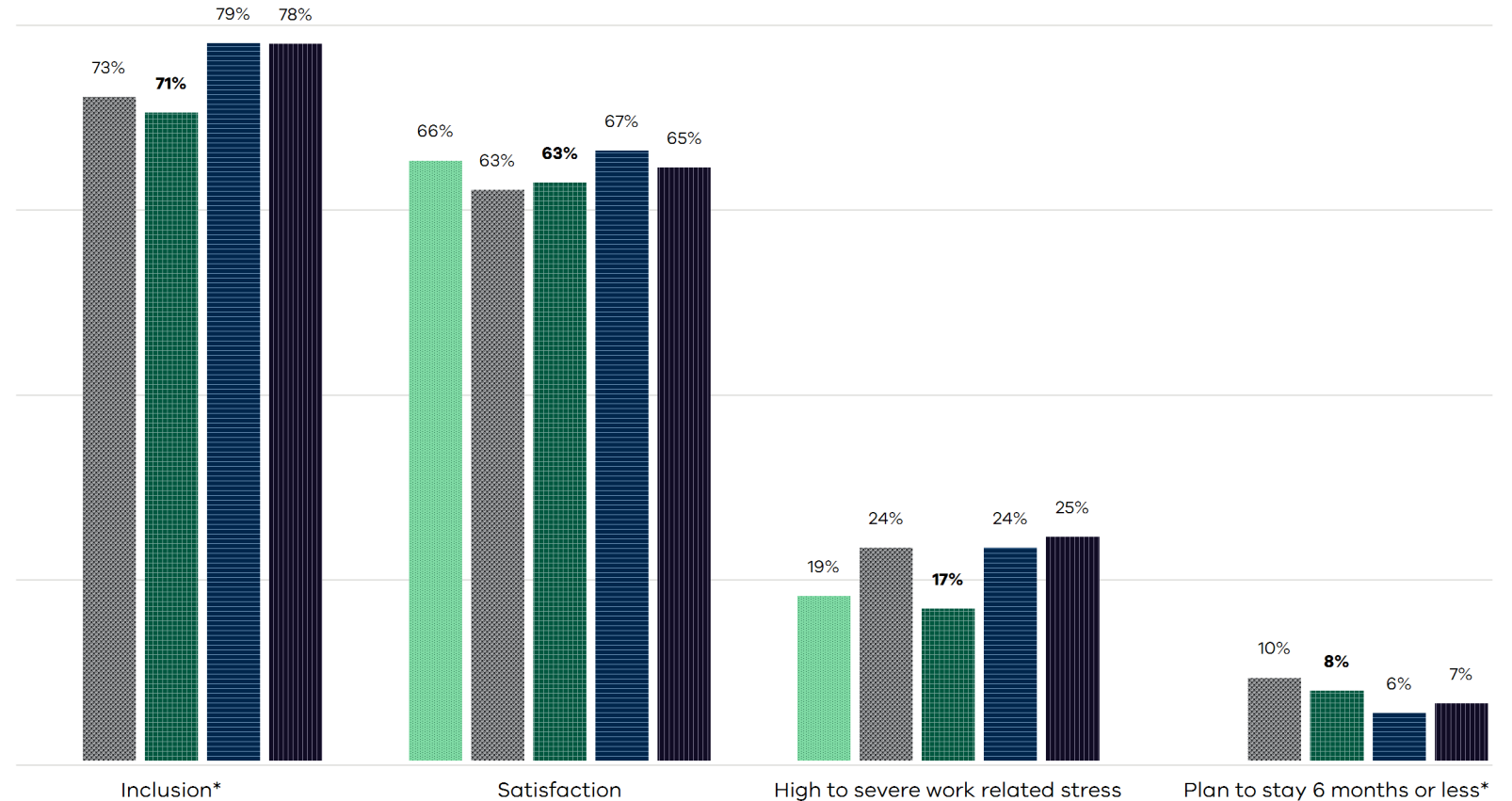
*We can't compare some data here because one or more questions were not asked in a previous survey

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

Inclusion*: 73%, 71%, 79%, 78%
Satisfaction: 66%, 63%, 63%, 67%, 65%
High to severe work related stress: 19%, 24%, 17%, 24%, 25%
Plan to stay 6 months or less*: 10%, 8%, 6%, 7%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Satisfaction question results

What this is

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

Why this is important

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

How to read this

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

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

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

Example

71% of your staff who did the survey were satisfied or very satisfied with 'Considering everything, how satisfied are you with your current job'.

Survey question	Your results			Benchmark satisfied results				

Legend: Dissatisfied · Satisfied · Neither satisfied nor dissatisfied

		You			Comparator		
Survey question	Your results	2021	2022	2023	Lowest	Average	Highest
Considering everything, how satisfied are you with your current job	16% / 13% / 71%	73 %	71 %	71 %	48 %	74 %	90 %
How satisfied are you with the work/life balance in your current job	15% / 15% / 69%	73 %	69 %	69 %	50 %	71 %	87 %
How satisfied are you with your career development within your current organisation	21% / 29% / 50%	52 %	48 %	50 %	14 %	56 %	80 %

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

17% of your staff who did the survey said they had high to severe stress in 2023. This is compared to 24% of staff in your comparator group and 25% of staff across the public sector.

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

Nil	18%
Low / mild	35%
Moderate	29%
High	12%
Very high	3%
Severe	2%
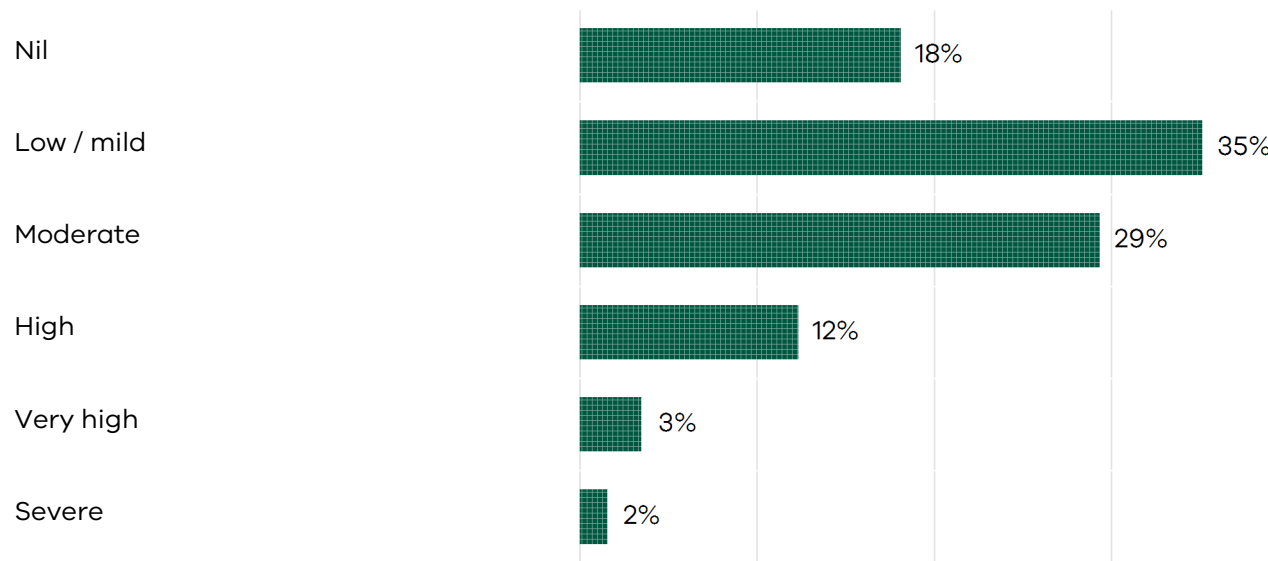
Reported levels of high to severe stress

2022	2023
24%	17%
Comparator 22%	Comparator 24%
Public Sector 25%	Public Sector 25%
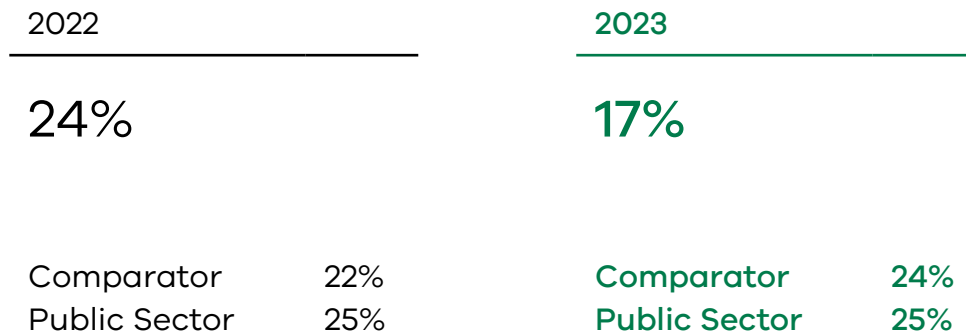
People outcomes

Work-related stress causes

What this is

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

Why this is important

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

How to read this

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

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

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

Example

82% of your staff who did the survey said they experienced mild to severe stress.

Of that 82%, 39% said the top reason was 'Time pressure'.

	212	47
	82%	18%

■ Experienced some work-related stress   ▨ Did not experience some work-related stress
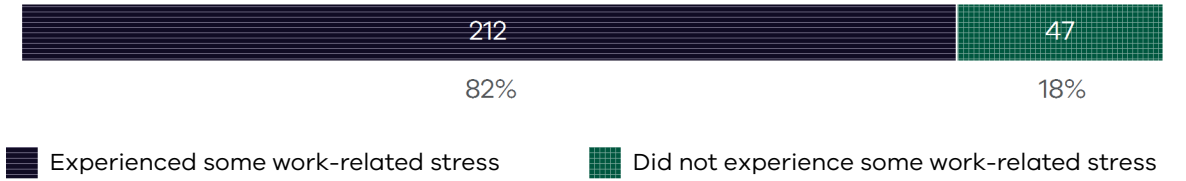
Of those that experienced work related stress it was from …	You 2022	You 2023	Comparator 2023	Public sector 2023
Time pressure	36%	39%	44%	41%
Workload	43%	37%	47%	49%
Dealing with clients, patients or stakeholders	12%	19%	19%	15%
Social environment (e.g. relationships with colleagues, manager and/or senior leaders)	18%	18%	9%	11%
Unclear job expectations	19%	17%	13%	14%
Management of work (e.g. supervision, training, information, support)	14%	16%	13%	13%
Organisation or workplace change	15%	16%	9%	12%
Job security	10%	12%	7%	11%
Work schedule or hours	8%	11%	8%	7%
Content, variety, or difficulty of work	11%	10%	13%	11%

People outcomes

Intention to stay

What this is

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

Why this is important

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

How to read this

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

Example

10% 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	10%	8%	6%	7%
Over 6 months and up to 1 year	7%	10%	8%	10%
Over 1 year and up to 3 years	28%	22%	23%	24%
Over 3 years and up to 5 years	16%	24%	14%	15%
Over 5 years	39%	36%	49%	45%

Victorian Public Sector Commission

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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

77% of your staff who did the survey agreed or strongly agreed with 'I feel culturally safe at work'.

Survey question | Your results | Benchmark agree results

Legend: ■ Disagree ▦ Neither agree nor disagree ▩ Agree

Survey question	Disagree	Neither	Agree		You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
I feel culturally safe at work	9%	14%	77%		75 %	74 %	77 %	57 %	82 %	100 %
I can be myself at work	12%	15%	73%		Not asked	73 %	73 %	70 %	80 %	100 %
I feel as if I belong at this organisation	12%	24%	64%		Not asked	71 %	64 %	52 %	73 %	100 %
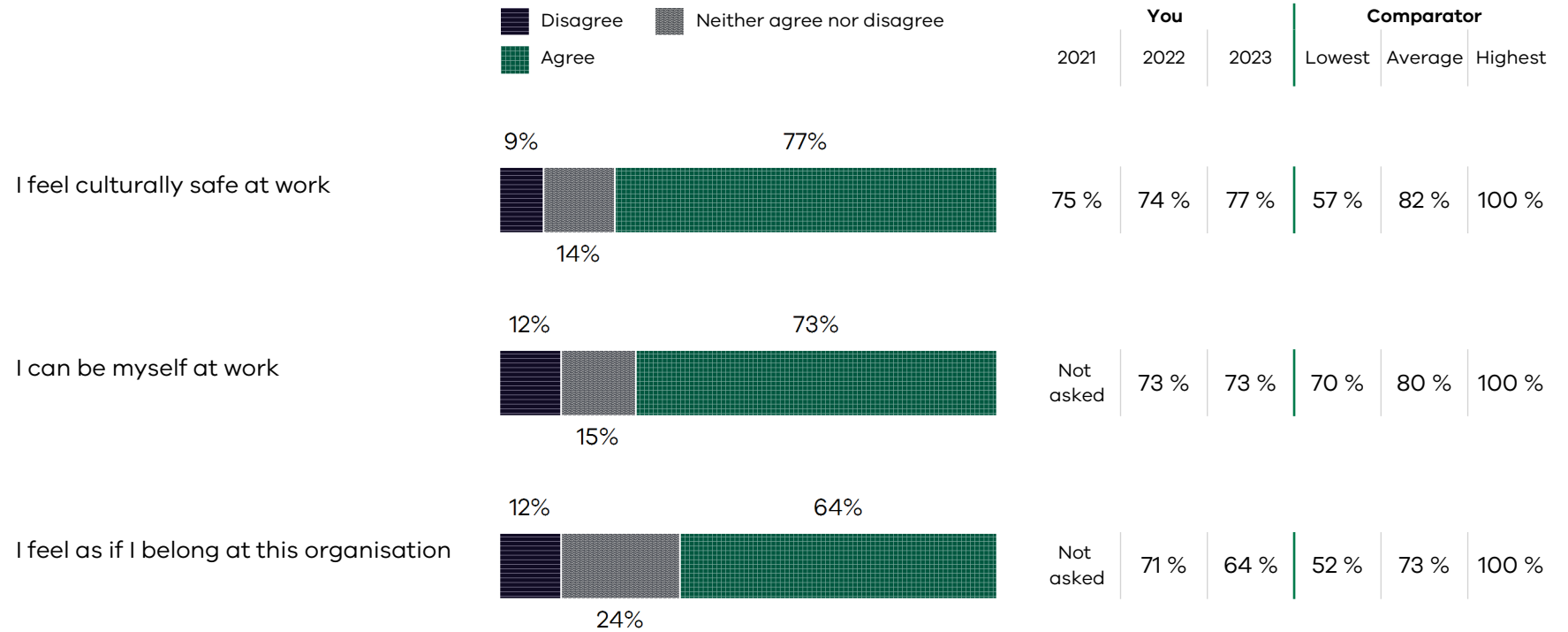
People outcomes

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

75	184
29%	71%

■ Experienced barriers listed   ▦ Did not experience any of the barriers listed
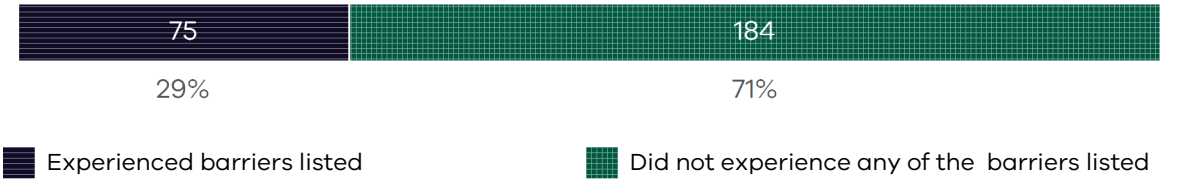
During the last 12 months, employees experienced barriers to their success due to ...	You 2022	You 2023	Comparator 2023	Public sector 2023
My mental health	10%	11%	7%	8%
My flexible working	0%	8%	6%	7%
My age	11%	8%	7%	8%
My physical health	0%	5%	3%	4%
My caring responsibilities	9%	5%	6%	7%
My sex	6%	4%	6%	6%

People outcomes

Inclusion - Witnessed barriers to success

What this is

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

Why this is important

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

How to read this

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

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

Example

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

Staff who witnessed one or more barriers to success at work

69	190
27%	73%

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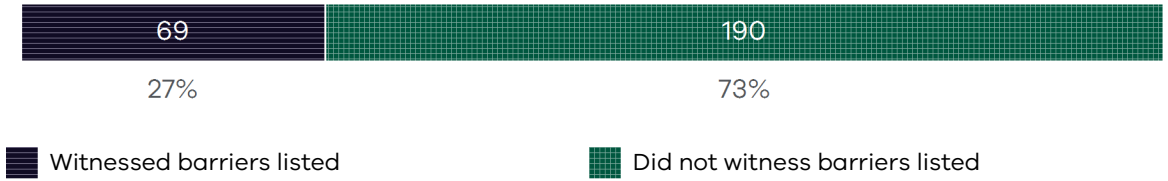
During the last 12 months, employees witnessed barriers to the success of other employees due to their...	You 2023	Comparator 2023	Public sector 2023
Flexible working	12%	8%	10%
Caring responsibilities	8%	6%	7%
Age	8%	5%	6%
Mental health	8%	7%	8%
Sex	7%	7%	7%

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:

- 49% of your staff who did the survey said work made them feel happy in 2023, which is down from 50% in 2022

Compared to:

- 53% of staff at your comparator and 52% of staff across the public sector.

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

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

Happy: 44%, 50%, 49%, 53%, 52%
Enthusiastic: 48%, 46%, 48%, 50%, 48%
Worried: 34%, 28%, 27%, 27%, 31%
Miserable: 12%, 18%, 15%, 16%, 18%
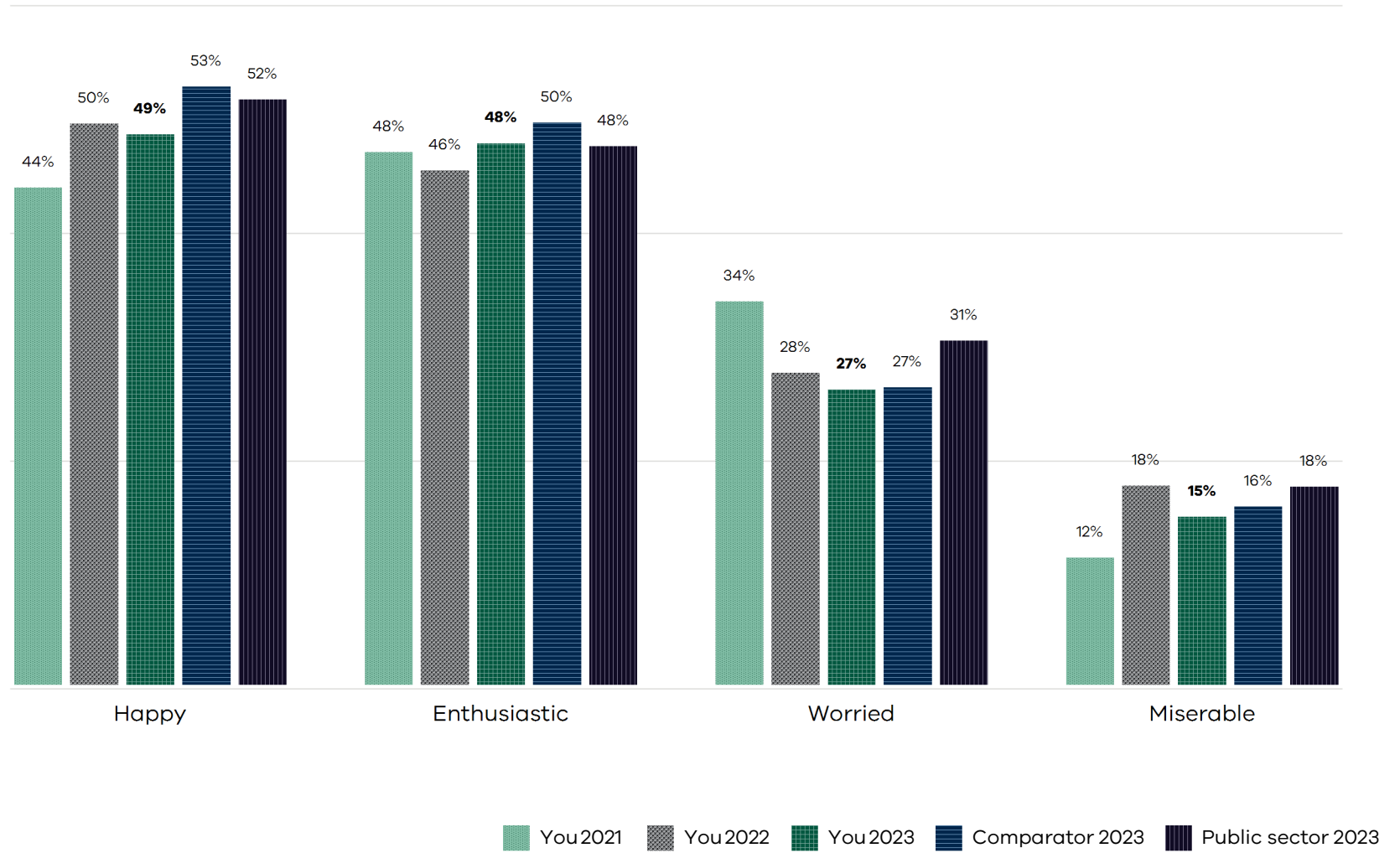
People outcomes

Scorecard: negative behaviours

What this is

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

Why this is important

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

How to read this

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

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

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

Example

In 2023:

- 10% of your staff who did the survey stated they experienced 'Bullying' in the last 12 months which is down from 14% in 2022.

Compared to:

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

Bar chart legend: You 2021, You 2022, You 2023, Comparator 2023, Public sector 2023

Bullying: 14%, 14%, **10%**, 11%, 12%
Violence or aggression: 7%, 7%, **9%**, 13%, 11%
Sexual harassment: 6%, 5%, **6%**, 5%, 4%
Discrimination: 3%, 5%, **2%**, 5%, 6%

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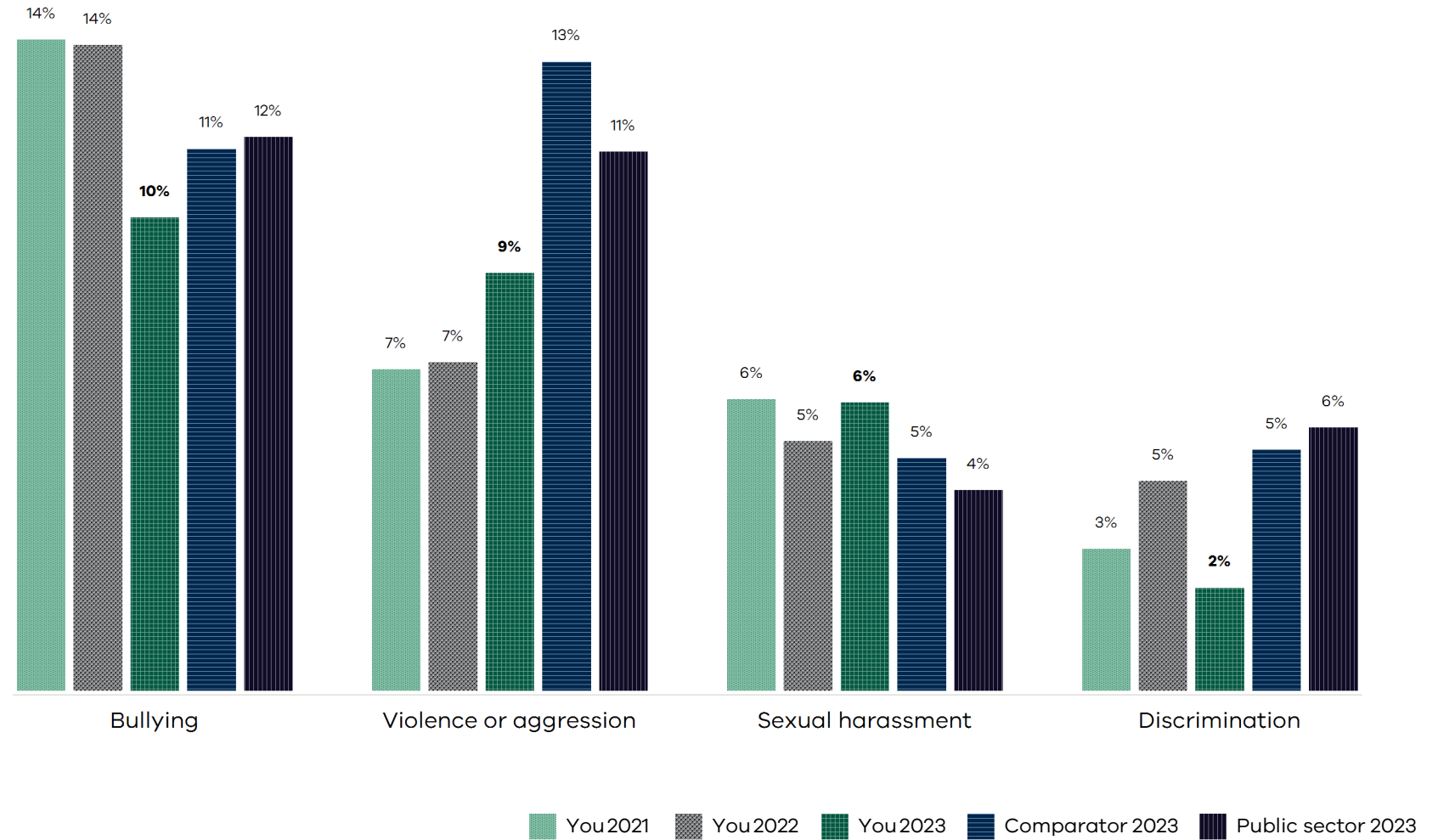
People outcomes

Bullying

What this is

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

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

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

Of that 10%, 85% 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?

26	203	30
10%	78%	12%

■ Experienced bullying ▦ Did not experience bullying ▨ Not sure
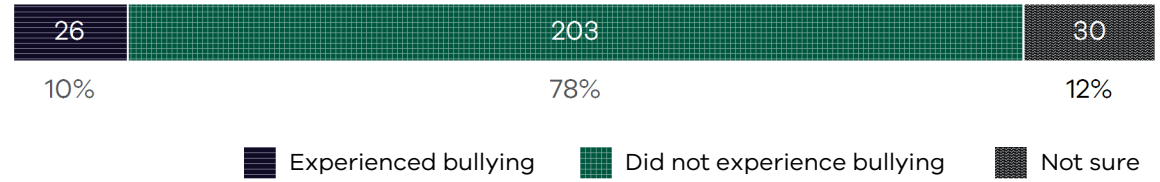
If you experienced bullying, what type of bullying did you experience?	You 2022	You 2023	Comparator 2023	Public sector 2023
Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)	79%	85%	68%	71%
Exclusion or isolation	67%	54%	45%	45%
Withholding essential information for me to do my job	52%	50%	27%	30%
Being assigned meaningless tasks unrelated to my job	18%	15%	13%	16%
Verbal abuse	30%	15%	25%	20%
Being given impossible assignment(s)	3%	12%	8%	11%
Other	9%	12%	16%	16%
Intimidation and/or threats	27%	8%	29%	29%
Interference with my personal property and/or work equipment	0%	4%	4%	6%

People outcomes

Telling someone about the bullying

What this is

This is if staff told someone when they experienced bullying.

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

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

- 42% said the top way they reported the bullying was 'Told a colleague'.
- 85% said they didn't submit a formal complaint.

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

26	203	30
10%	78%	12%

- ■ Experienced bullying
- ▦ Did not experience bullying
- ▨ Not sure
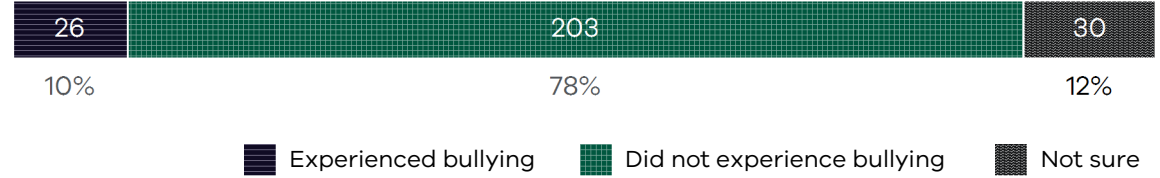
Did you tell anyone about the bullying?	You 2022	You 2023	Comparator 2023	Public sector 2023
Told a colleague	36%	42%	37%	41%
Told a manager	45%	42%	46%	50%
Told a friend or family member	42%	23%	34%	36%
Told Human Resources	18%	23%	14%	13%
Submitted a formal complaint	3%	15%	13%	12%
Told someone else	15%	15%	13%	13%
Told the person the behaviour was not OK	12%	15%	16%	17%
I did not tell anyone about the bullying	18%	12%	14%	12%
Told employee assistance program (EAP) or peer support	21%	12%	8%	10%

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

85% of your staff who experienced bullying did not submit a formal complaint, of which:

- 68% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal complaint?

4	22
15%	85%

■ Submitted formal complaint   ■ Did not submit a formal complaint
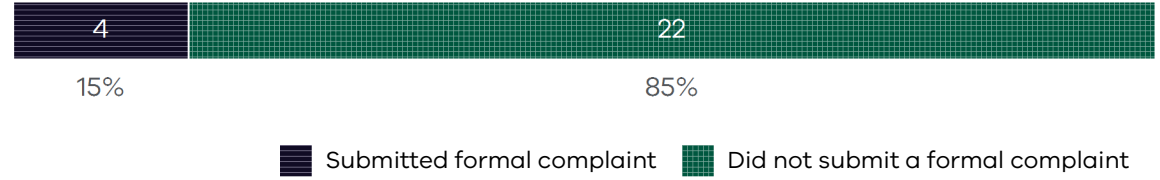
What was your reason for not submitting a formal complaint?	You 2022	You 2023	Comparator 2023	Public sector 2023
I didn't think it would make a difference	59%	68%	48%	51%
I believed there would be negative consequences for my reputation	59%	41%	55%	55%
I believed there would be negative consequences for my career	56%	32%	45%	45%
I didn't feel safe to report the incident	31%	18%	18%	19%
I didn't think it was serious enough	16%	18%	16%	16%
I thought the complaint process would be embarrassing or difficult	13%	18%	11%	13%
Other	9%	18%	13%	14%
I didn't know how to make a complaint	3%	9%	6%	6%
I believed there would be negative consequences for the person I was going to complain about	16%	5%	10%	10%
I didn't need to because I made the bullying stop	13%	5%	8%	6%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Perpetrators of bullying

What this is

This is who staff have said are responsible for bullying.

Why this is important

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

How to read this

In this year's survey, 10% of your staff said they experienced bullying.

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

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

Each row is one perpetrator or group of perpetrators.

Example

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

Of that 10%, 58% said it was by 'A manager or supervisor'.

26 people (10% of staff) experienced bullying (You2023)
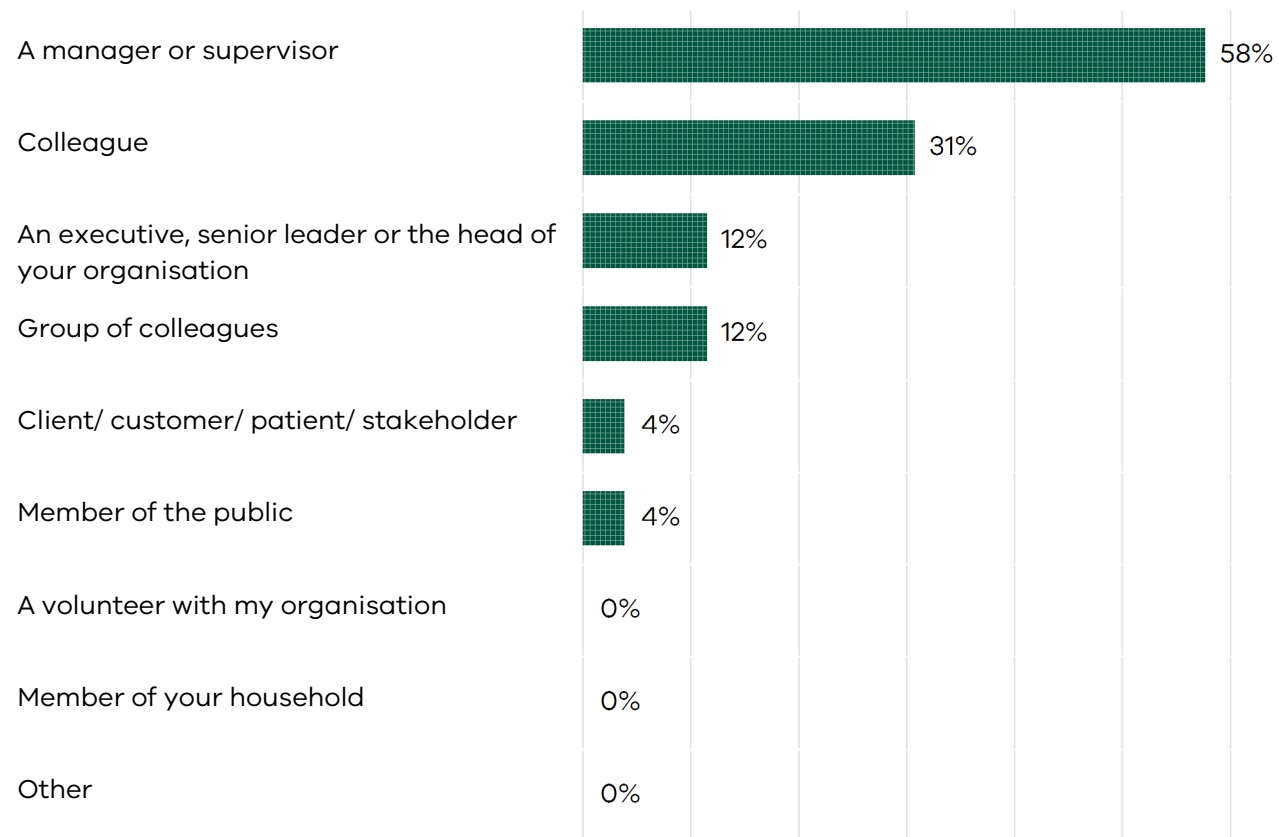
Perpetrator	Percentage
A manager or supervisor	58%
Colleague	31%
An executive, senior leader or the head of your organisation	12%
Group of colleagues	12%
Client/ customer/ patient/ stakeholder	4%
Member of the public	4%
A volunteer with my organisation	0%
Member of your household	0%
Other	0%

People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

In this year's survey, 10% of your staff said they experienced bullying.

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

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

Example

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

Of that 10%, 92% said it was by someone within the organisation.

Of that 92%, 50% said it was 'They were in my workgroup'.

24 people (92% of staff who experienced bullying) experienced bullying from within your organisation (You 2023)

They were in my workgroup	50%
They were my immediate manager or supervisor	50%
They were outside my workgroup	13%
They were someone I supervise or manage	8%
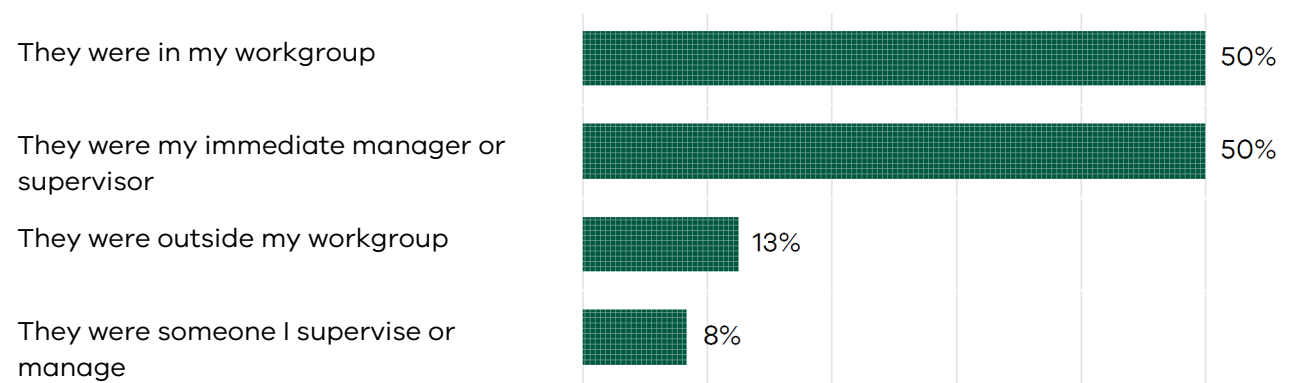
People outcomes

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

6% of your staff who did the survey said they experienced sexual harassment.

Of those, 56% said the top type was 'Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)'.

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

16	243
6%	94%

■ Experienced sexual harassment   ▦ Did not experience sexual harassment
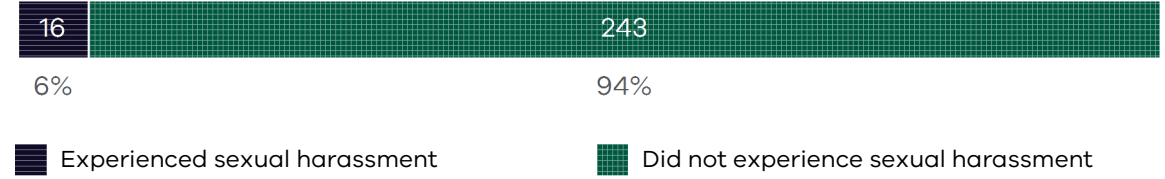
Behaviours reported	You 2022	You 2023	Comparator 2023	Public sector 2023
Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)	15%	56%	52%	50%
Intrusive questions about your private life or comments about your physical appearance	54%	31%	55%	45%
Unwelcome touching, hugging, cornering or kissing	0%	19%	18%	14%
Inappropriate physical contact	31%	13%	16%	14%
Inappropriate staring or leering that made you feel intimidated	23%	13%	18%	15%
Any other unwelcome conduct of a sexual nature	0%	13%	10%	8%
Repeated or inappropriate advances on email, social networking websites or internet chat rooms by a work colleague	8%	0%	4%	4%
Repeated or inappropriate invitations to go out on dates	0%	0%	4%	4%
Request or pressure for sex or other sexual acts	0%	0%	2%	1%
Sexual gestures, indecent exposure or inappropriate display of the body	0%	0%	2%	3%

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

6% of your staff who did the survey said they experienced sexual harassment.

Of those, 56% said their top response was 'Pretended it didn't bother you'.

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

16	243
6%	94%

■ Experienced sexual harassment   ▨ Did not experience sexual harassment
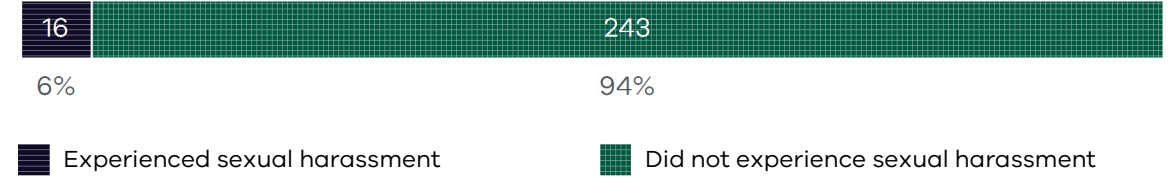
When the harassment happened to you, did you respond in any of the following ways?	You 2022	You 2023	Comparator 2023	Public sector 2023
Pretended it didn't bother you	38%	56%	41%	44%
Avoided the person(s) by staying away from them	46%	38%	41%	36%
Tried to laugh it off or forget about it	54%	31%	43%	40%
Told a colleague	23%	25%	25%	23%
Told a friend or family member	8%	25%	18%	21%
Told the person the behaviour was not OK	23%	19%	19%	23%
Avoided locations where the behaviour might occur	15%	13%	18%	14%
Told a manager	23%	13%	22%	20%
Told someone else	0%	13%	6%	6%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Sexual harassment - reasons for not submitting a formal complaint

What this is

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

Why this is important

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

How to read this

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

Example

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

- 63% said the top reason was 'I didn't think it was serious enough'.

Did you submit a formal complaint?
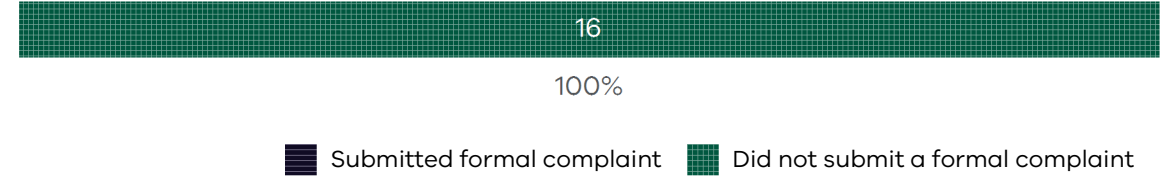
16
100%

■ Submitted formal complaint   ■ Did not submit a formal complaint

What was your reason for not submitting a formal complaint?	You 2022	You 2023	Comparator 2023	Public sector 2023
I didn't think it was serious enough	58%	63%	31%	44%
I didn't think it would make a difference	42%	31%	38%	40%
I believed there would be negative consequences for my reputation	25%	13%	37%	37%
I believed there would be negative consequences for the person I was going to complain about	17%	13%	9%	13%
I didn't need to because I made the harassment stop	8%	13%	9%	10%
I thought the complaint process would be embarrassing or difficult	17%	13%	14%	11%
I didn't feel safe to report the incident	0%	6%	10%	9%
I didn't need to because I no longer had contact with the person(s) who harassed me	0%	6%	8%	7%
Other	0%	6%	12%	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, 6% of your staff said they experienced sexual harassment.

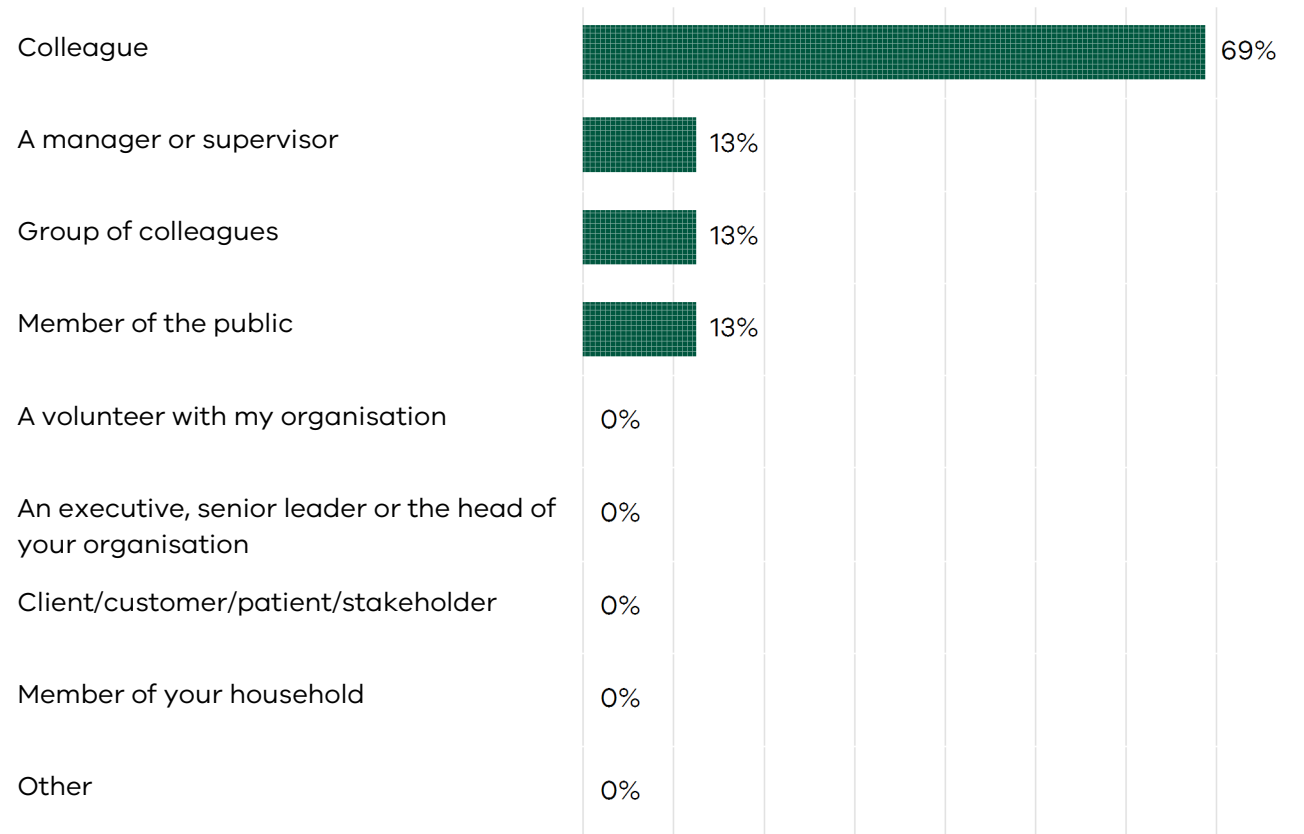If they did, they could tell us with one or more answers who the perpetrator was.

In descending order, the bar chart shows the perpetrators with the largest number of responses.
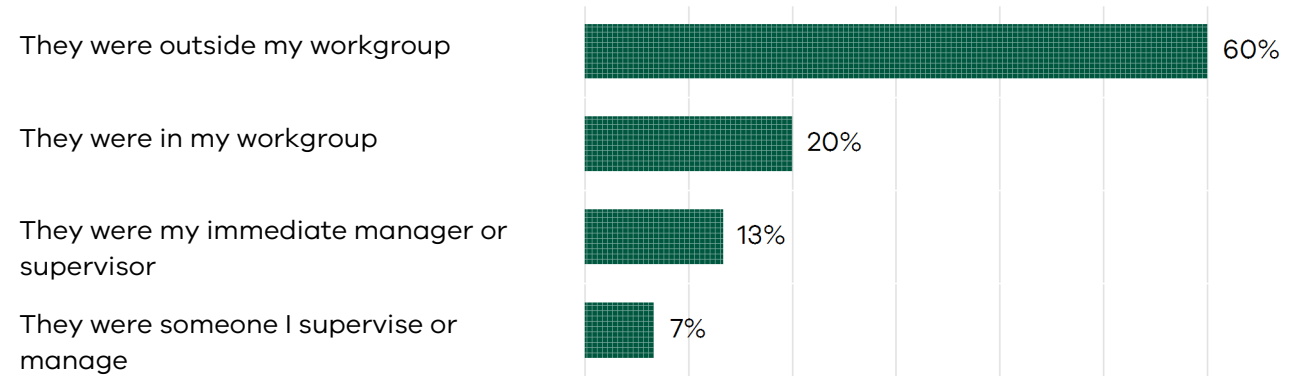
Each row is one perpetrator or group of perpetrators.

Example

6% of your staff who did the survey said they experienced sexual harassment.

Of that 6%, 69% said it was by 'Colleague'.

16 people (6% of staff) experienced sexual harassment (You2023)

Perpetrator	Percentage
Colleague	69%
A manager or supervisor	13%
Group of colleagues	13%
Member of the public	13%
A volunteer with my organisation	0%
An executive, senior leader or the head of your organisation	0%
Client/customer/patient/stakeholder	0%
Member of your household	0%
Other	0%

People outcomes

Relationship to perpetrator

What this is

This provides further detail on who staff have said are responsible for 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, 6% 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

6% of your staff who did the survey said they experienced sexual harassment.

Of that 6%, 94% said it was by someone within the organisation.

Of that 94%, 60% said it was 'They were outside my workgroup'.

15 people (94% of staff who experienced harassment) experienced harassment from within your organisation (You 2023)

They were outside my workgroup	60%
They were in my workgroup	20%
They were my immediate manager or supervisor	13%
They were someone I supervise or manage	7%

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, 6% of your staff said they experienced sexual harassment.

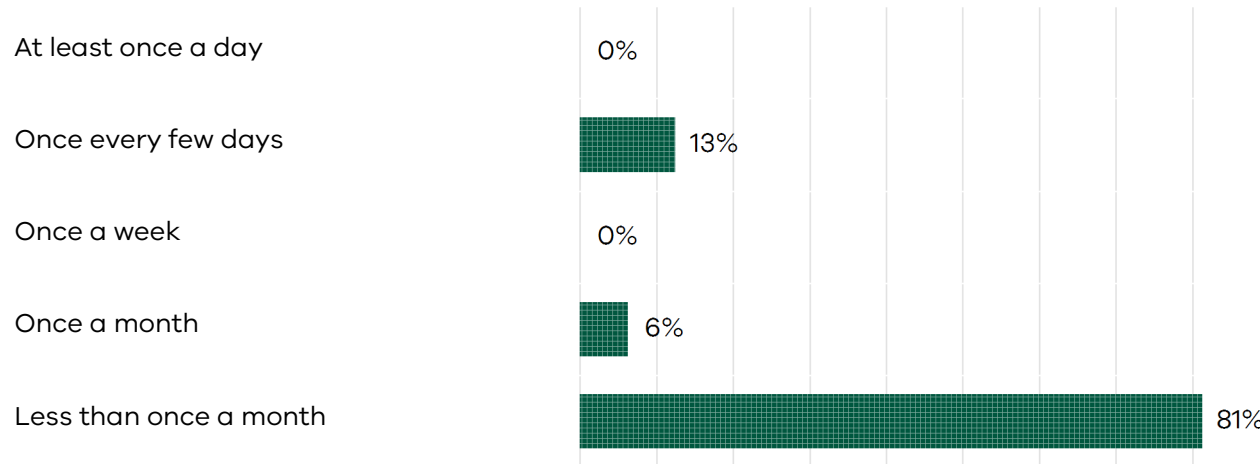If they did, they could tell us how often they experienced this behaviour.

The graph shows how often staff were experiencing sexual harassment.

Example

6% of your staff who did the survey said they experienced sexual harassment.

Of that 6%, 0% said it was 'At least once a day'.

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

Frequency	Percentage
At least once a day	0%
Once every few days	13%
Once a week	0%
Once a month	6%
Less than once a month	81%

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.

Negative behaviour

Violence and aggression

What this is

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

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

9% of your staff who did the survey said they experienced violence or aggression.

Of that 9%, 61% said it was from 'Intimidating behaviour'.

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

23	230	6
9%	89%	2%

■ Experienced violence or aggression   ■ Did not experience violence or aggression   ▨ Not sure
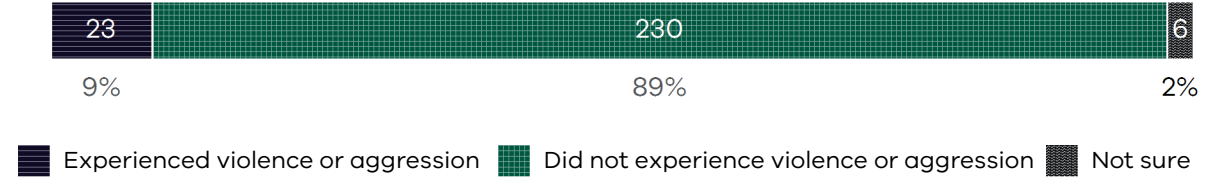
If you experienced violence or aggression, what type did you experience?	You 2022	You 2023	Comparator 2023	Public sector 2023
Intimidating behaviour	71%	61%	76%	73%
Abusive language	59%	52%	82%	75%
Threats of violence	18%	13%	40%	39%
Other	0%	9%	5%	6%
Physical assault (e.g. spitting, hitting, punching, pushing, tripping, grabbing, throwing objects)	0%	9%	12%	20%
Damage to my property or work equipment	0%	4%	7%	5%

Negative behaviour

Telling someone about violence and aggression

What this is

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

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

9% of your staff who did the survey said they experienced violence or aggression, of which

- 48% said the top way they reported the violence or agression was 'Told a colleague'
- 87% said they didn't submit a formal incident report.

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

23	230	6
9%	89%	2%

■ Experienced violence or aggression ■ Did not experience violence or aggression ■ Not sure
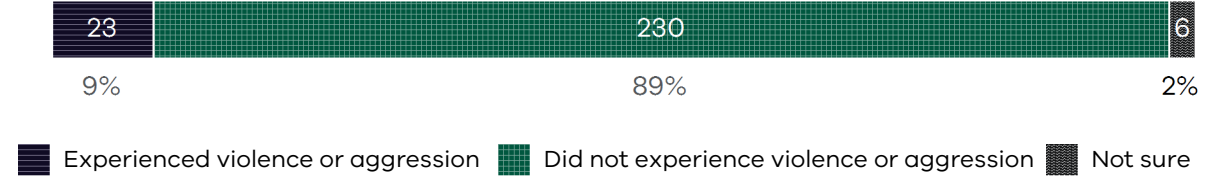
Did you tell anyone about the incident?	You 2022	You 2023	Comparator 2023	Public sector 2023
Told a colleague	47%	48%	37%	40%
Told a manager	41%	35%	52%	56%
I did not tell anyone about the incident(s)	24%	22%	12%	9%
Submitted a formal incident report	6%	13%	42%	30%
Told a friend or family member	29%	9%	19%	19%
Told employee assistance program (EAP) or peer support	0%	9%	6%	5%
Told Human Resources	0%	9%	5%	6%
Told the person the behaviour was not OK	12%	9%	21%	23%
Told someone else	12%	4%	6%	6%

Negative behaviour

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

What this is

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

Why this is important

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

How to read this

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

Example

87% of your staff who experienced violence or aggression did not submit a formal incident report, of which:

- 55% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal incident report?

3	20
13%	87%

■ Submitted formal incident report   ■ Did not submit a formal incident report
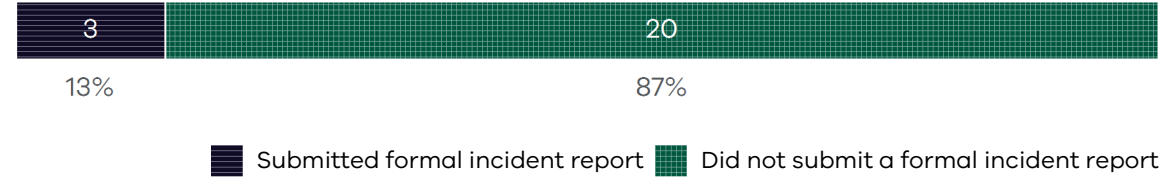
What was your reason for not submitting a formal incident report?	You 2022	You 2023	Comparator 2023	Public sector 2023
I didn't think it would make a difference	44%	55%	39%	38%
I didn't think it was serious enough	25%	35%	32%	28%
I believed there would be negative consequences for my career	38%	30%	20%	18%
I believed there would be negative consequences for my reputation	50%	30%	24%	21%
Other	13%	25%	16%	22%
I didn't know how to make a complaint	0%	20%	2%	4%
I didn't know who to talk to	0%	15%	0%	2%
I didn't feel safe to report the incident	13%	10%	6%	7%
I didn't need to because I made the violence or aggression stop	6%	10%	16%	14%
I didn't need to because I no longer had contact with the person(s) who was aggressive or violent to me	13%	10%	19%	13%

Negative behaviour

Perpetrators of violence and aggression

What this is

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

Why this is important

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

How to read this

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

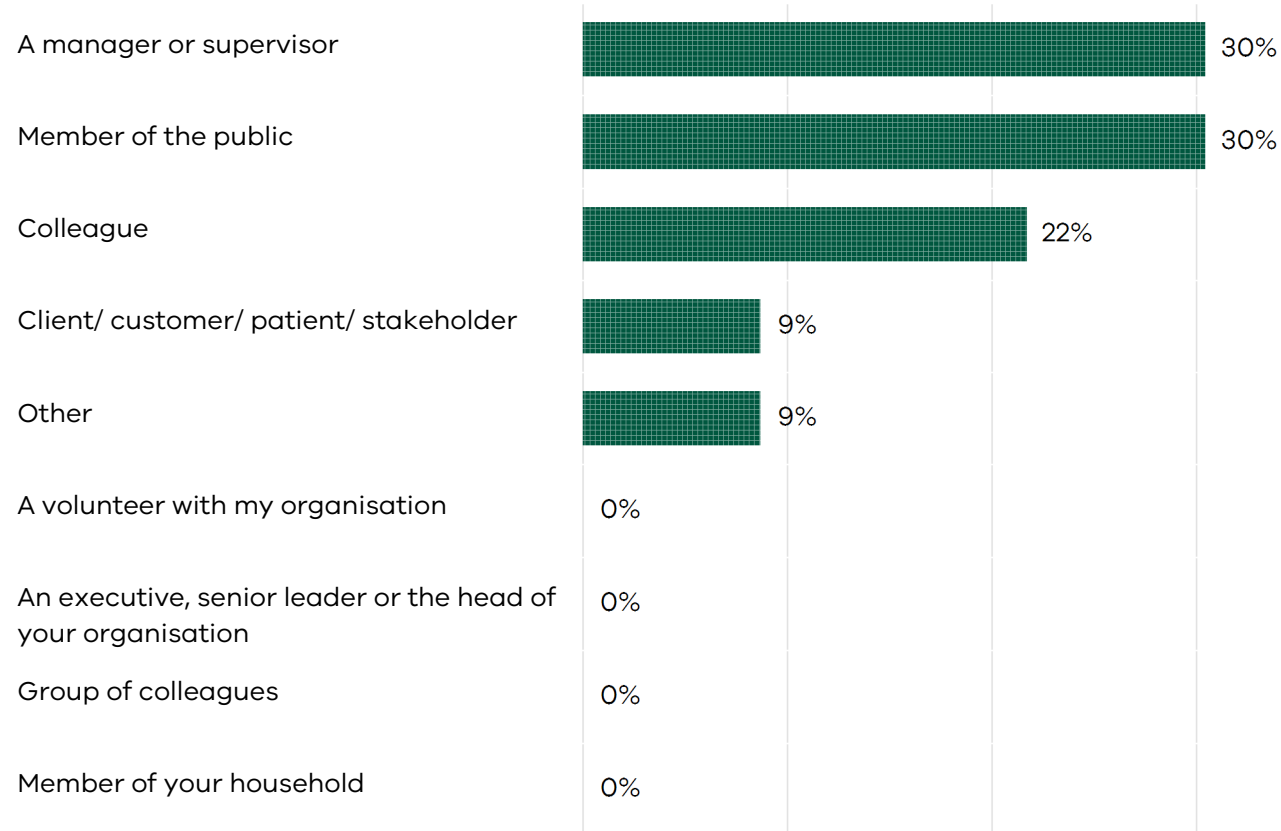If they did, they could tell us with one or more answers who the perpetrator was.

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

Each row is one perpetrator or a group of perpetrators.

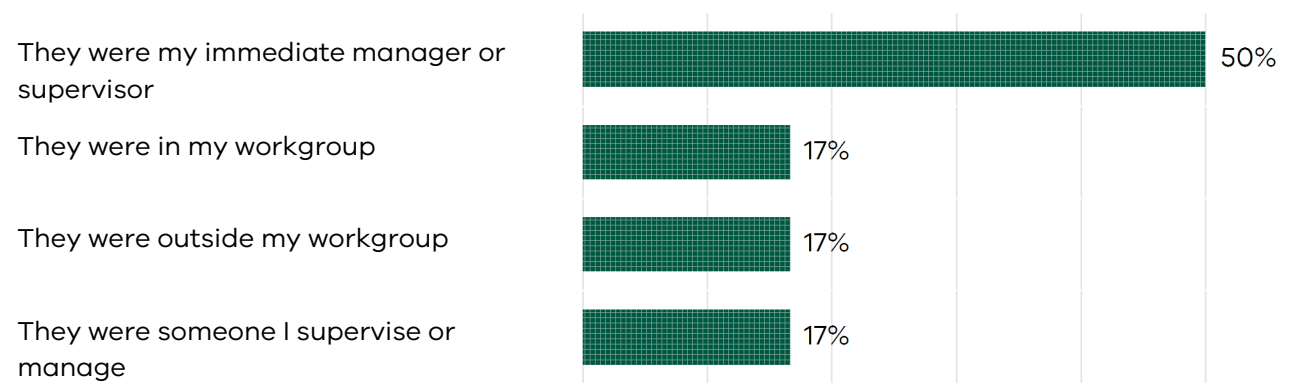**Example**

9% of your staff who did the survey said they experienced violence or aggression.

Of that 9%, 30% said it was 'A manager or supervisor'.

23 people (9% of staff) experienced violence or aggression (You2023)

Perpetrator	Percentage
A manager or supervisor	30%
Member of the public	30%
Colleague	22%
Client/ customer/ patient/ stakeholder	9%
Other	9%
A volunteer with my organisation	0%
An executive, senior leader or the head of your organisation	0%
Group of colleagues	0%
Member of your household	0%

People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

In this year's survey, 9% of your staff said they experienced violence or aggression.

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

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

Example

9% of your staff who did the survey said they experienced violence or aggression.

Of that 9%, 52% said it was by someone within the organisation.

Of that 52%, 50% said it was 'They were my immediate manager or supervisor'.

12 people (52% of staff who experienced violence or aggression) experienced violence or aggression from within your organisation (You2023)

Relationship	Percentage
They were my immediate manager or supervisor	50%
They were in my workgroup	17%
They were outside my workgroup	17%
They were someone I supervise or manage	17%

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

22% of your staff who did the survey said they witnessed some negative behaviour at work.

78% 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?

58	201
22%	78%

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

During the last 12 months in your current organisation, have you witnessed any of the following negative behaviours at work?	You 2023	Comparator 2023	Public sector 2023
No, I have not witnessed any of the situations above	78%	82%	81%
Bullying of a colleague	16%	12%	13%
Discrimination against a colleague	7%	8%	7%
Sexual harassment of a colleague	3%	2%	1%
Violence or aggression against a colleague	2%	4%	3%

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

22% of your staff who did the survey witnessed negative behaviour, of which:

- 64% said the top action they took was 'Spoke to the person who experienced the behaviour'.
- 12% took no action.

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

58	201
22%	78%

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

When you witnessed the above behaviour(s), did you do any of the following?	You 2023	Comparator 2023	Public sector 2023
Spoke to the person who experienced the behaviour	64%	67%	69%
Told a manager	24%	35%	38%
Told a colleague	21%	19%	19%
Told Human Resources	16%	9%	7%
Told the person the behaviour was not OK	14%	21%	20%
Took no action	12%	12%	8%
Spoke to the person who behaved in a negative way	9%	17%	17%
Submitted a formal complaint	5%	5%	5%
Other	2%	5%	6%

People matter survey

2023

Have your say

Overview

Result summary

Report overview

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

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

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

Custom questions

- Questions requested by your organisation

Demographics

- Age, gender, variations in sex characteristics and sexual orientation
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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 93% of your staff agreed with 'I understand how my job helps my organisation achieve its goals'. In the 'Change from 2022' column, you have a 0% decrease, which is a negative trend.

Question group	Highest scoring questions	You 2023	Change from 2022	Comparator 2023
Job enrichment	I understand how my job helps my organisation achieve its goals	93%	0%	92%
Meaningful work	I can make a worthwhile contribution at work	92%	+3%	91%
Job enrichment	I can use my skills and knowledge in my job	91%	+3%	91%
Quality service delivery	My workgroup provides high quality advice and services	89%	+2%	79%
Workgroup support	People in my workgroup are politically impartial in their work	88%	+0%	78%
Manager leadership	My manager treats employees with dignity and respect	87%	+7%	86%
Meaningful work	I achieve something important through my work	86%	–1%	89%
Workgroup support	People in my workgroup treat each other with respect	86%	+6%	84%
Manager leadership	My manager demonstrates honesty and integrity	86%	+6%	84%
Safety climate	My organisation provides a physically safe work environment	86%	–4%	88%

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Key differences

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 26% of your staff agreed with 'My organisation has made improvements based on the survey results from last year'.
In the 'Change from 2022' column, you have a 2% increase, which is a positive trend.

Question subgroup	Lowest scoring questions	You 2023	Change from 2022	Comparator 2023
Taking action	My organisation has made improvements based on the survey results from last year	26%	+2%	39%
Safety climate	All levels of my organisation are involved in the prevention of stress	39%	–8%	50%
Learning and development	I am satisfied with the opportunities to progress in my organisation	39%	+3%	50%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	42%	–10%	53%
Taking action	I believe my organisation will make improvements based on the results of this survey	42%	+3%	54%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	43%	–11%	57%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	45%	–11%	55%
Organisational integrity	I believe the promotion processes in my organisation are fair	46%	+7%	44%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	47%	–8%.	59%
Organisational integrity	I have an equal chance at promotion in my organisation	49%	+8%	49%

Key differences

Most improved

What this is

This is where staff feel their organisation has most improved.

How to read this

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

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

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

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

Example

On the first row 'Workgroup support', the 'You 2023' column shows 79% of your staff agreed with 'People in my workgroup are honest, open and transparent in their dealings'.

In the 'Increase from 2022' column, you have a 8% increase, which is a positive trend.

Question group	Most improved from last year	You 2023	Increase from 2022	Comparator 2023
Workgroup support	People in my workgroup are honest, open and transparent in their dealings	79%	+8%	77%
Organisational integrity	I have an equal chance at promotion in my organisation	49%	+8%	49%
Safe to speak up	People in my workgroup are able to bring up problems and tough issues	69%	+8%	74%
Organisational integrity	I believe the promotion processes in my organisation are fair	46%	+7%	44%
Manager leadership	My manager treats employees with dignity and respect	87%	+7%	86%
Safe to speak up	I feel safe to challenge inappropriate behaviour at work	64%	+7%	72%
Manager leadership	My manager demonstrates honesty and integrity	86%	+6%	84%
Workgroup support	People in my workgroup treat each other with respect	86%	+6%	84%
Workgroup support	People in my workgroup appropriately manage conflicts of interest	76%	+6%	75%
Manager support	My manager gives me feedback that helps me improve my performance	69%	+6%	72%

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Key differences

Most declined

What this is

This is where staff feel their organisation has most declined.

How to read this

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

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

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

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

Example

On the first row 'Safety climate', the 'You 2023' column shows 43% of your staff agreed with 'In my workplace, there is good communication about psychological safety issues that affect me'.
In the 'Decrease from 2022' column, you have a 11% decrease, which is a negative trend.

Question subgroup	Largest decline from last year	You 2023	Decrease from 2022	Comparator 2023
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	43%	-11%	57%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	45%	-11%	55%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	42%	-10%	53%
Learning and development	My organisation places a high priority on the learning and development of staff	56%	-10%	56%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	47%	-8%	59%
Job enrichment	I have the authority to do my job effectively	64%	-8%	75%
Engagement	My organisation motivates me to help achieve its objectives	60%	-8%	66%
Collaboration	Workgroups across my organisation willingly share information with each other	52%	-8%	59%
Safety climate	All levels of my organisation are involved in the prevention of stress	39%	-8%	50%
Inclusion	I feel as if I belong at this organisation	64%	-7%	73%

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 'Workgroup support', the 'You 2023' column shows 88% of your staff agreed with 'People in my workgroup are politically impartial in their work'.

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

Question group	Biggest positive difference from comparator	You 2023	Difference	Comparator 2023
Workgroup support	People in my workgroup are politically impartial in their work	88%	+11%	78%
Quality service delivery	My workgroup provides high quality advice and services	89%	+10%	79%
Organisational integrity	I believe the recruitment processes in my organisation are fair	67%	+8%	59%
Workload	I have enough time to do my job effectively	67%	+7%	60%
Quality service delivery	My workgroup uses its resources well	74%	+7%	67%
Innovation	My workgroup learns from failures and mistakes	76%	+7%	70%
Quality service delivery	My workgroup acts fairly and without bias	78%	+4%	74%
Innovation	My workgroup is quick to respond to opportunities to do things better	73%	+4%	69%
Organisational integrity	My organisation is committed to earning a high level of public trust	81%	+3%	78%
Workload	The workload I have is appropriate for the job that I do	66%	+3%	63%

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Key differences

Biggest negative difference from comparator

What this is

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

How to read this

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

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

Example

On the first row 'Organisational integrity', the 'You 2023' column shows 57% of your staff agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.

The 'difference' column, shows that agreement for this question was 17 percentage points lower in your organisation than in your comparator.

Question subgroup	Biggest negative difference from comparator	You 2023	Difference	Comparator 2023
Organisational integrity	My organisation takes steps to eliminate bullying, harassment and discrimination	57%	-17%	74%
Organisational integrity	My organisation does not tolerate improper conduct	60%	-15%	75%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	43%	-15%	57%
Taking action	My organisation has made improvements based on the survey results from last year	26%	-13%	39%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	47%	-12%	59%
Safety climate	All levels of my organisation are involved in the prevention of stress	39%	-12%	50%
Taking action	I believe my organisation will make improvements based on the results of this survey	42%	-12%	54%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	42%	-11%	53%
Learning and development	I am satisfied with the opportunities to progress in my organisation	39%	-11%	50%
Job enrichment	I have the authority to do my job effectively	64%	-10%	75%

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People matter survey

2023

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- Questions requested by your organisation

Demographics

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

What this is

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

Why this is important

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

How to read this

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

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

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

Example

42% 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					

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree
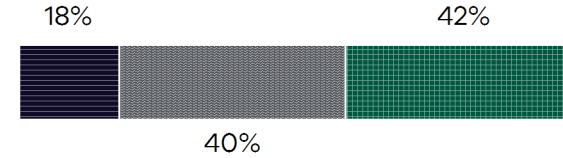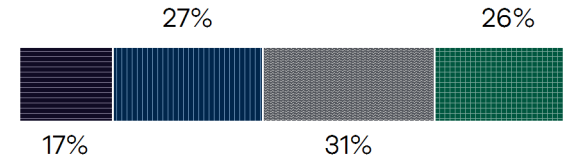
		You			Comparator		
Survey question		2021	2022	2023	Lowest	Average	Highest
I believe my organisation will make improvements based on the results of this survey	18% / 40% / 42%	Not asked	39 %	42 %	19 %	54 %	87 %
My organisation has made improvements based on the survey results from last year	17% / 27% / 31% / 26%	Not asked	24 %	26 %	0 %	39 %	80 %

People matter survey

2023

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

Custom questions

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- 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

61% of your staff who did the survey agreed or strongly agreed with 'Senior leaders demonstrate honesty and integrity'.

Survey question	Your results		You			Comparator		
			2021	2022	2023	Lowest	Average	Highest
Senior leaders demonstrate honesty and integrity	8% / 4% / 27% / 61%		68 %	64 %	61 %	43 %	65 %	100 %
Senior leaders model my organisation's values	12% / 3% / 25% / 60%		76 %	64 %	60 %	35 %	65 %	100 %
Senior leaders provide clear strategy and direction	21% / 1% / 25% / 53%		64 %	55 %	53 %	17 %	59 %	100 %

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

People matter survey

2023

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Organisational climate

Scorecard

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2023:

- 67% of your staff who did the survey responded positively to questions about Collaboration which is down from 71% in 2022.

Compared to:

- 72% of staff at your comparator and 72% of staff across the public sector.
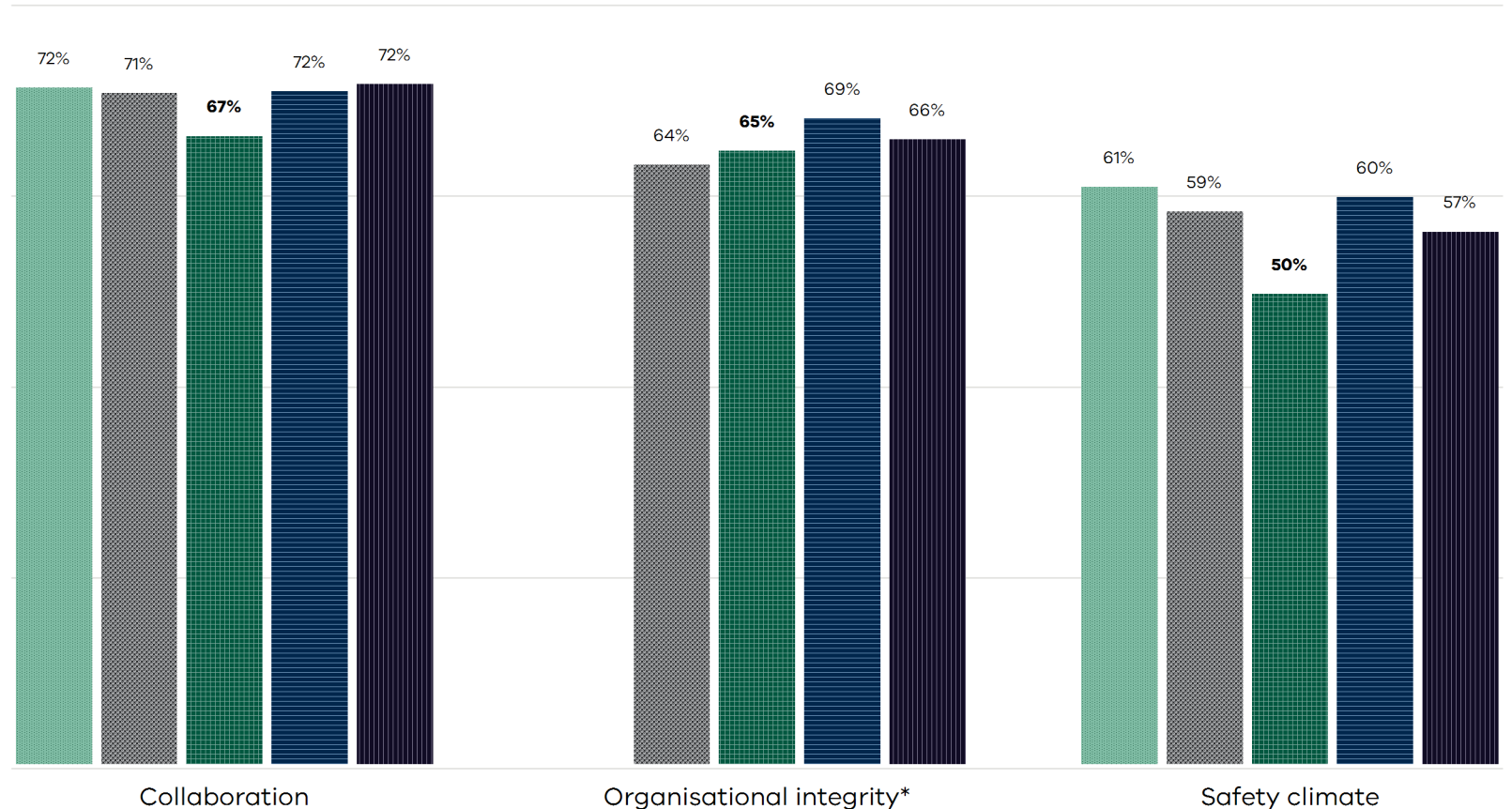
Collaboration: You 2021 72%, You 2022 71%, You 2023 67%, Comparator 2023 72%, Public sector 2023 72%

Organisational integrity*: You 2022 64%, You 2023 65%, Comparator 2023 69%, Public sector 2023 66%

Safety climate: You 2021 61%, You 2022 59%, You 2023 50%, Comparator 2023 60%, Public sector 2023 57%

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

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

Organisational climate

Organisational integrity 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

82% of your staff who did the survey agreed or strongly agreed with 'My organisation encourages respectful workplace behaviours'.

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

Survey question	Your results	2021	You 2022	2023	Comparator Lowest	Average	Highest
My organisation encourages respectful workplace behaviours	6% / 12% / 82%	83 %	80 %	82 %	22 %	85 %	100 %
My organisation is committed to earning a high level of public trust	2% / 3% / 14% / 81%	89 %	84 %	81 %	57 %	78 %	100 %
My organisation encourages employees to act in ways that are consistent with human rights	3% / 3% / 14% / 80%	81 %	80 %	80 %	52 %	85 %	100 %
I believe the recruitment processes in my organisation are fair	12% / 5% / 16% / 67%	Not asked	66 %	67 %	48 %	59 %	93 %

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

60% of your staff who did the survey agreed or strongly agreed with 'My organisation does not tolerate improper conduct'.

Survey question / Your results / Benchmark agree results

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree
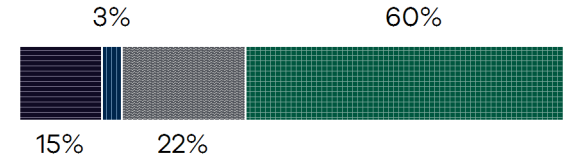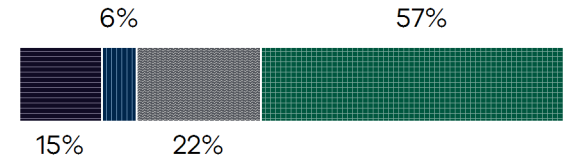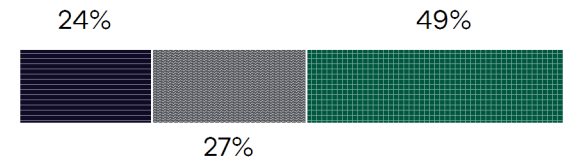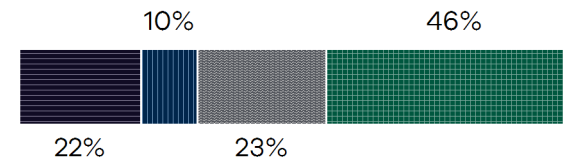
Survey question		You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
My organisation does not tolerate improper conduct (15% / 3% / 22% / 60%)	63 %	59 %	60 %	35 %	75 %	100 %
My organisation takes steps to eliminate bullying, harassment and discrimination (15% / 6% / 22% / 57%)	62 %	61 %	57 %	26 %	74 %	97 %
I have an equal chance at promotion in my organisation (24% / 27% / 49%)	Not asked	41 %	49 %	29 %	49 %	80 %
I believe the promotion processes in my organisation are fair (22% / 10% / 23% / 46%)	Not asked	39 %	46 %	29 %	44 %	70 %

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

81% of your staff who did the survey agreed or strongly agreed with 'I am able to work effectively with others outside my immediate workgroup'.

| Survey question | Your results | Benchmark agree results |

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree
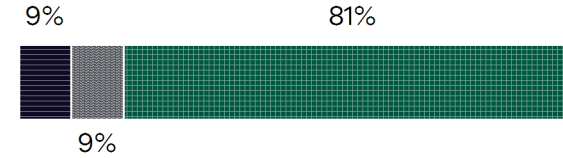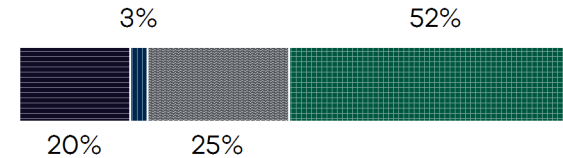
Survey question		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
I am able to work effectively with others outside my immediate workgroup	9% / 9% / 81%	93 %	83 %	81 %	74 %	84 %	100 %
Workgroups across my organisation willingly share information with each other	20% / 3% / 25% / 52%	51 %	60 %	52 %	17 %	59 %	90 %

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

86% of your staff who did the survey agreed or strongly agreed with 'My organisation provides a physically safe work environment'.
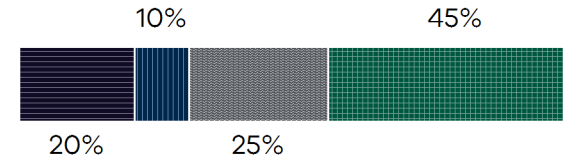
Survey question	Your results	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
	Legend: Disagree / Don't know / Neither agree nor disagree / Agree						
My organisation provides a physically safe work environment	5% / 9% / 86%	91 %	90 %	86 %	81 %	88 %	100 %
Senior leaders consider the psychological health of employees to be as important as productivity	23% / 30% / 47%	61 %	55 %	47 %	30 %	59 %	90 %
My organisation has effective procedures in place to support employees who may experience stress	20% / 10% / 25% / 45%	64 %	56 %	45 %	25 %	55 %	74 %
In my workplace, there is good communication about psychological safety issues that affect me	23% / 34% / 43%	58 %	54 %	43 %	21 %	57 %	80 %

Victorian Public Sector Commission

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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

42% of your staff who did the survey agreed or strongly agreed with 'Senior leaders show support for stress prevention through involvement and commitment'.
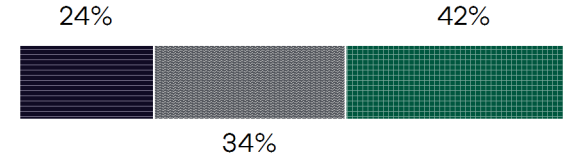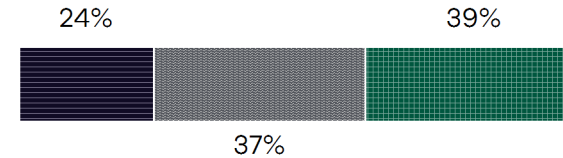
Legend: Disagree | Neither agree nor disagree | Don't know | Agree

Survey question		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
Senior leaders show support for stress prevention through involvement and commitment	24% / 34% / 42%	59 %	52 %	42 %	13 %	53 %	90 %
All levels of my organisation are involved in the prevention of stress	24% / 37% / 39%	36 %	46 %	39 %	13 %	50 %	80 %

People matter survey

2023

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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

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.
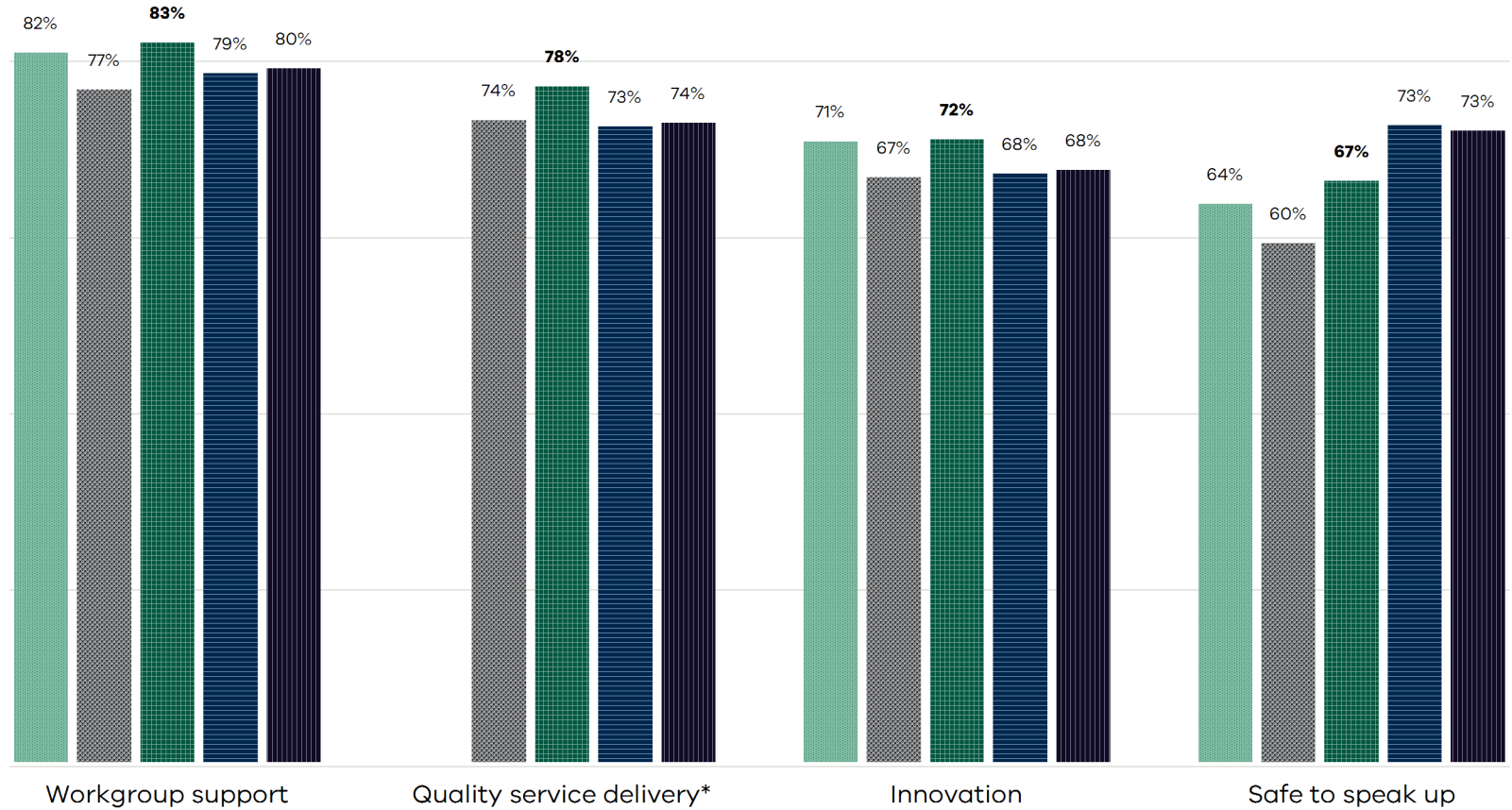
Example

In 2023:

- 83% of your staff who did the survey responded positively to questions about Workgroup support which is up from 77% in 2022.

Compared to:

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

Workgroup support — 82%, 77%, **83%**, 79%, 80%

Quality service delivery* — 74%, **78%**, 73%, 74%

Innovation — 71%, 67%, **72%**, 68%, 68%

Safe to speak up — 64%, 60%, **67%**, 73%, 73%

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

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

Workgroup climate

Quality service delivery

What this is

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

Why this is important

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

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

How to read this

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

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

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

Example

89% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.
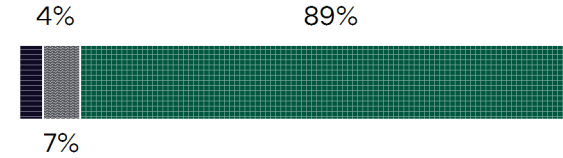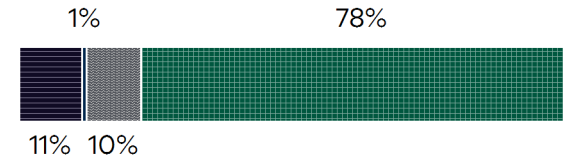
Legend: Disagree | Neither agree nor disagree | Don't know | Agree

Survey question	Your results	2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup provides high quality advice and services	4% / 7% / 89%	Not asked	88 %	89 %	56 %	79 %	100 %
My workgroup acts fairly and without bias	11% / 10% / 1% / 78%	Not asked	73 %	78 %	52 %	74 %	90 %
My workgroup uses its resources well	13% / 13% / 74%	Not asked	69 %	74 %	43 %	67 %	100 %
My workgroup has clear lines of responsibility	18% / 12% / 69%	75 %	66 %	69 %	50 %	73 %	85 %

Victorian Public Sector Commission

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Workgroup climate

Innovation

What this is

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

Why this is important

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

How to read this

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

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

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

Example

76% of your staff who did the survey agreed or strongly agreed with 'My workgroup learns from failures and mistakes'.

Survey question	Your results						

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

Benchmark agree results

	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest

My workgroup learns from failures and mistakes
- 1% / 76% / 12% / 11%

| 71 % | 71 % | 76 % | 50 % | 70 % | 90 % |

My workgroup is quick to respond to opportunities to do things better
- 1% / 73% / 12% / 14%

| 79 % | 71 % | 73 % | 43 % | 69 % | 90 % |

My workgroup encourages employee creativity
- 10% / 65% / 25%

| 64 % | 61 % | 65 % | 36 % | 65 % | 93 % |

Workgroup climate

Workgroup support 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

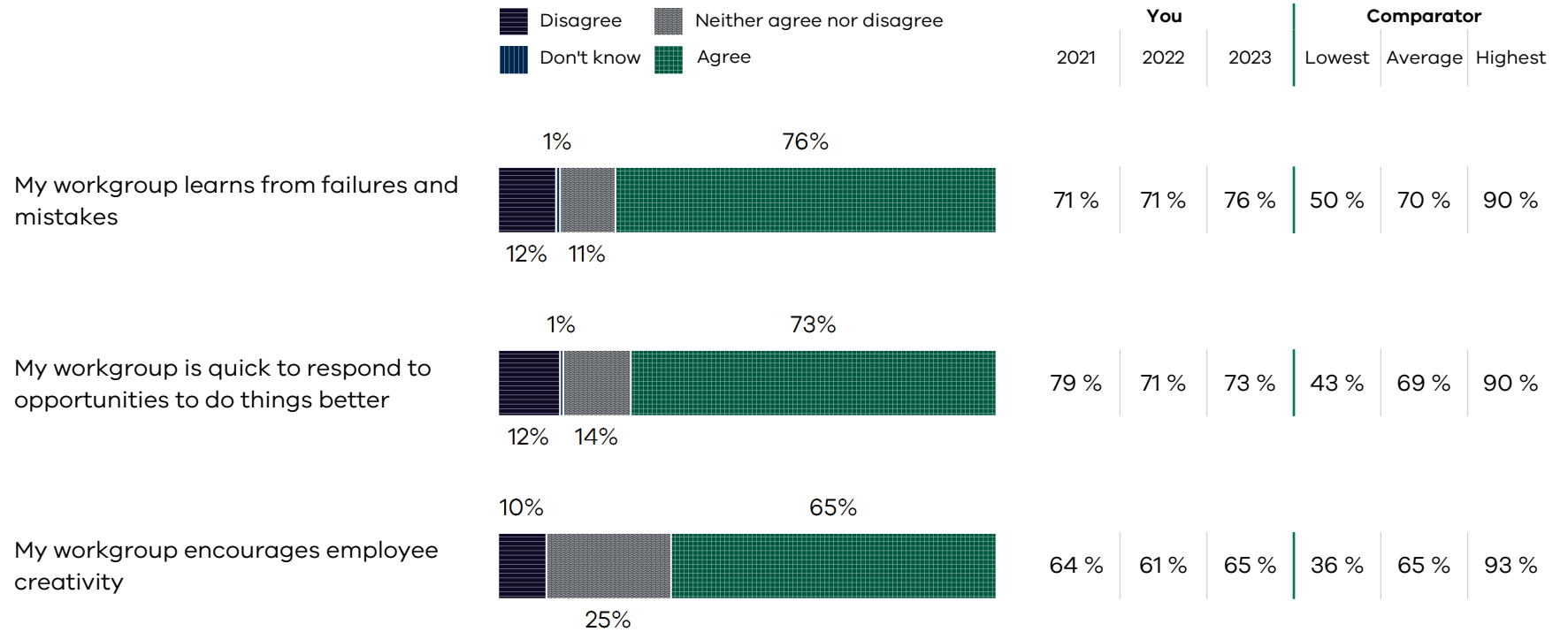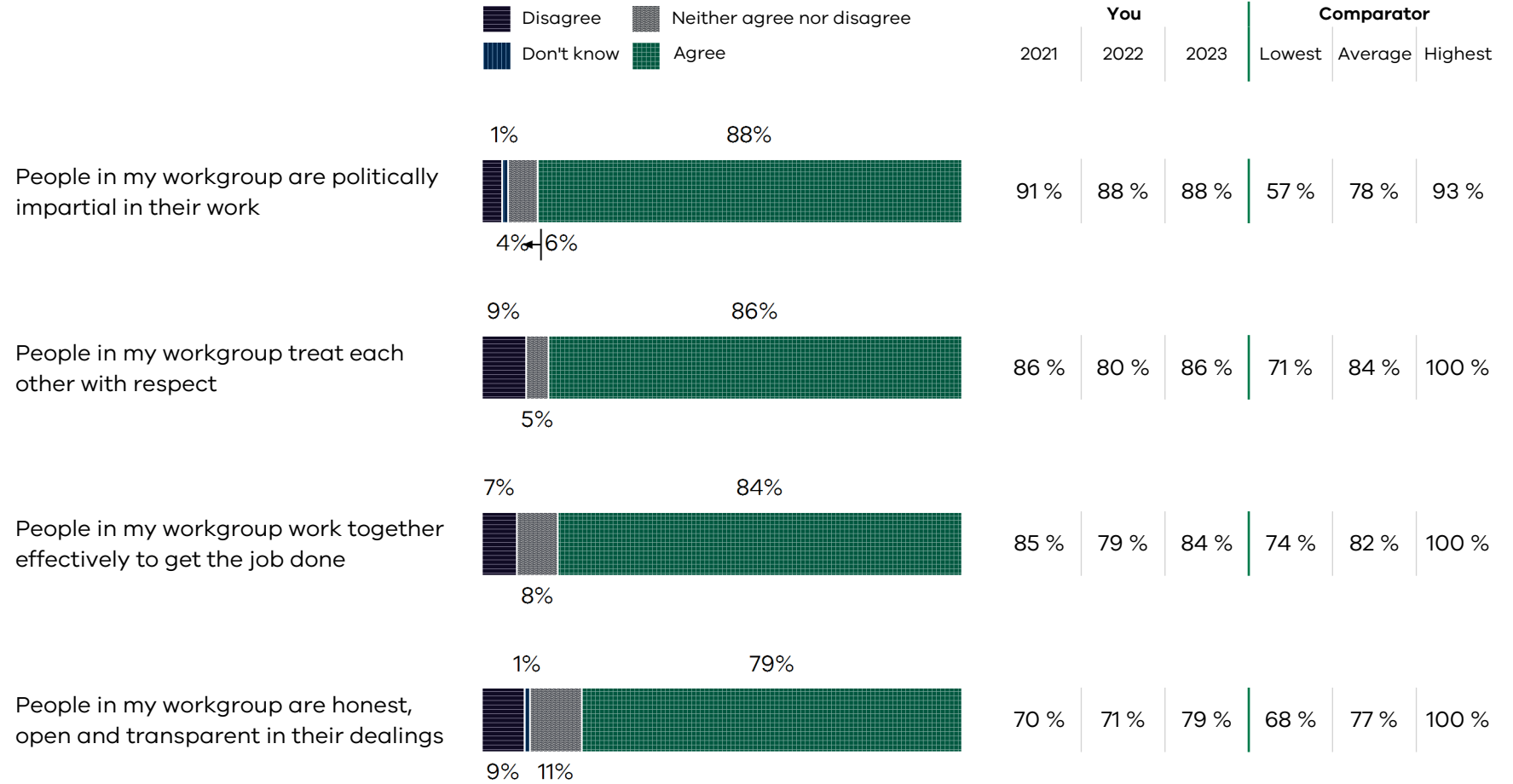Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

88% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.

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

Survey question		You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup are politically impartial in their work	1% / 88% / 4% / 6%	91 %	88 %	88 %	57 %	78 %	93 %
People in my workgroup treat each other with respect	9% / 86% / 5%	86 %	80 %	86 %	71 %	84 %	100 %
People in my workgroup work together effectively to get the job done	7% / 84% / 8%	85 %	79 %	84 %	74 %	82 %	100 %
People in my workgroup are honest, open and transparent in their dealings	1% / 79% / 9% / 11%	70 %	71 %	79 %	68 %	77 %	100 %

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Workgroup climate

What this is

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

Why this is important

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

How to read this

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

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

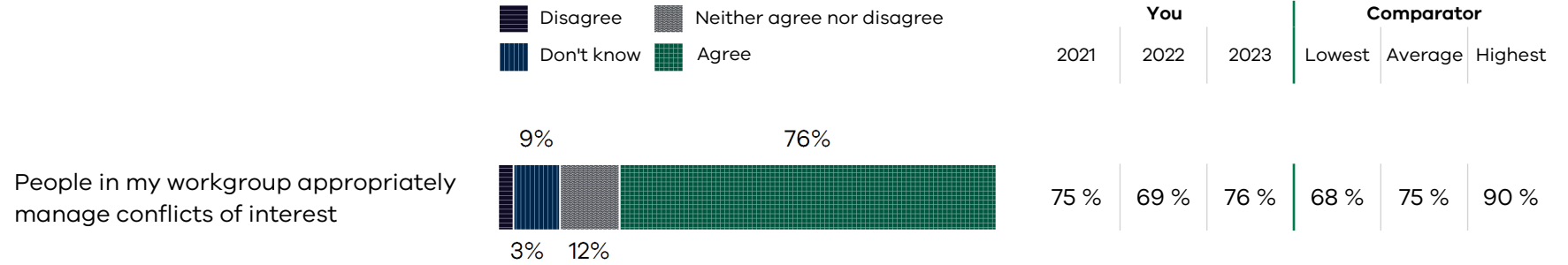Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

76% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.

| Survey question | Your results | Benchmark agree results |

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

Survey question		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
People in my workgroup appropriately manage conflicts of interest	3% / 9% / 12% / 76%	75 %	69 %	76 %	68 %	75 %	90 %

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

69% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup are able to bring up problems and tough issues'.
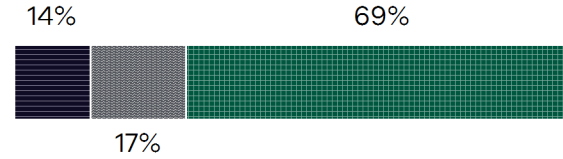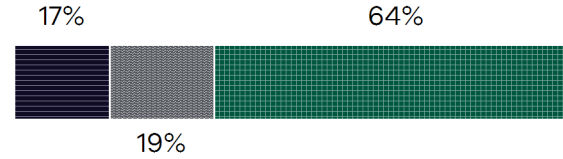
Survey question	Your results		You				Comparator	
		Disagree / Neither agree nor disagree / Don't know / Agree	2021	2022	2023	Lowest	Average	Highest
People in my workgroup are able to bring up problems and tough issues	14% ... 69% / 17%		69 %	62 %	69 %	65 %	74 %	87 %
I feel safe to challenge inappropriate behaviour at work	17% ... 64% / 19%		59 %	58 %	64 %	26 %	72 %	100 %

People matter survey

2023

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Job and manager factors

What this is

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

Why this is important

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

How to read this

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

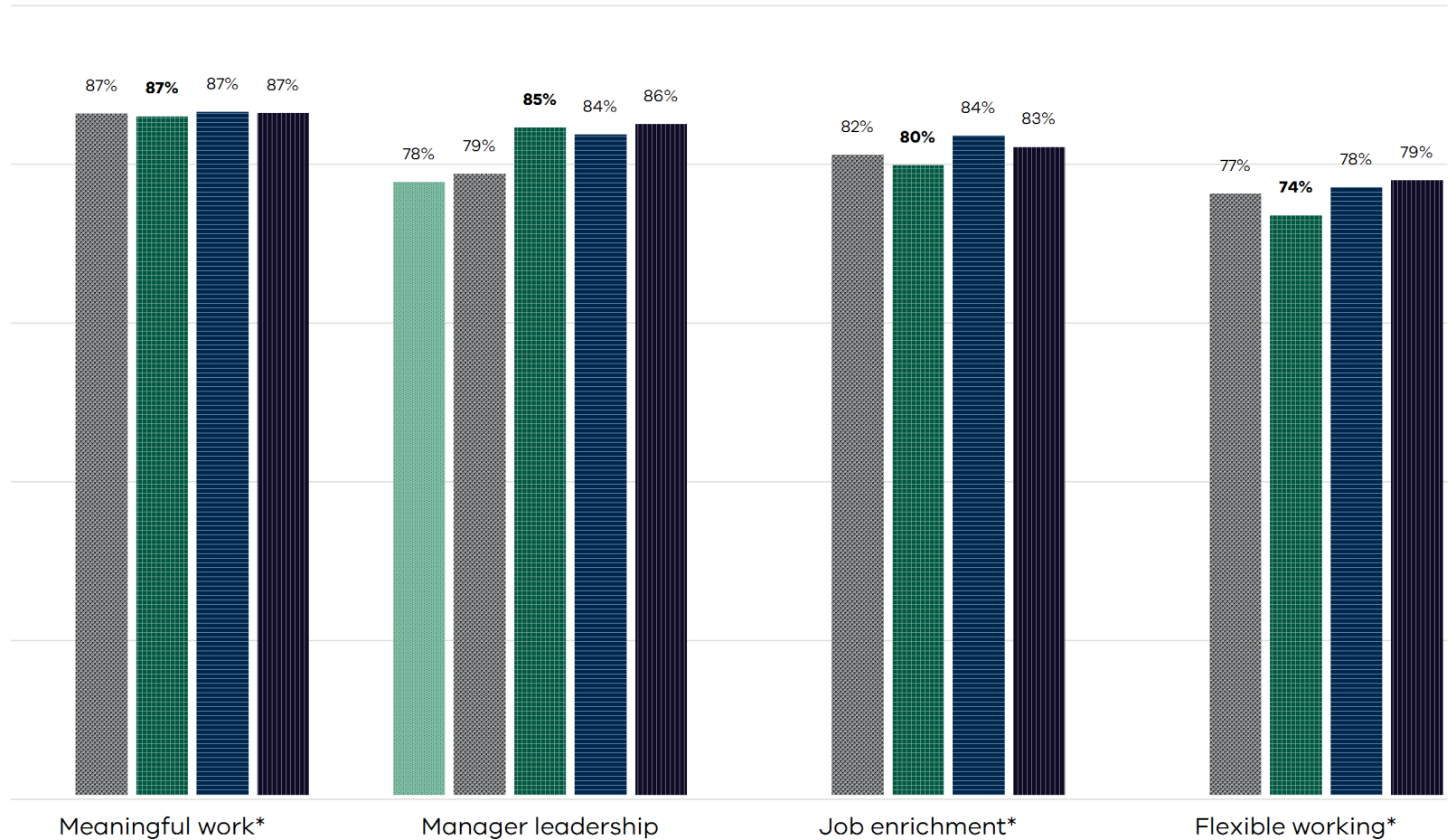Each result is the overall percentage of positive responses for your organisation, comparator and public sector.

Example

In 2023:

- 87% of your staff who did the survey responded positively to questions about Meaningful work.

Compared to:

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

	Meaningful work*	Manager leadership	Job enrichment*	Flexible working*
You 2021		78%		77%
You 2022	87%	79%	82%	77%
You 2023	87%	85%	80%	74%
Comparator 2023	87%	84%	84%	78%
Public sector 2023	87%	86%	83%	79%

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

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

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Job and manager factors

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

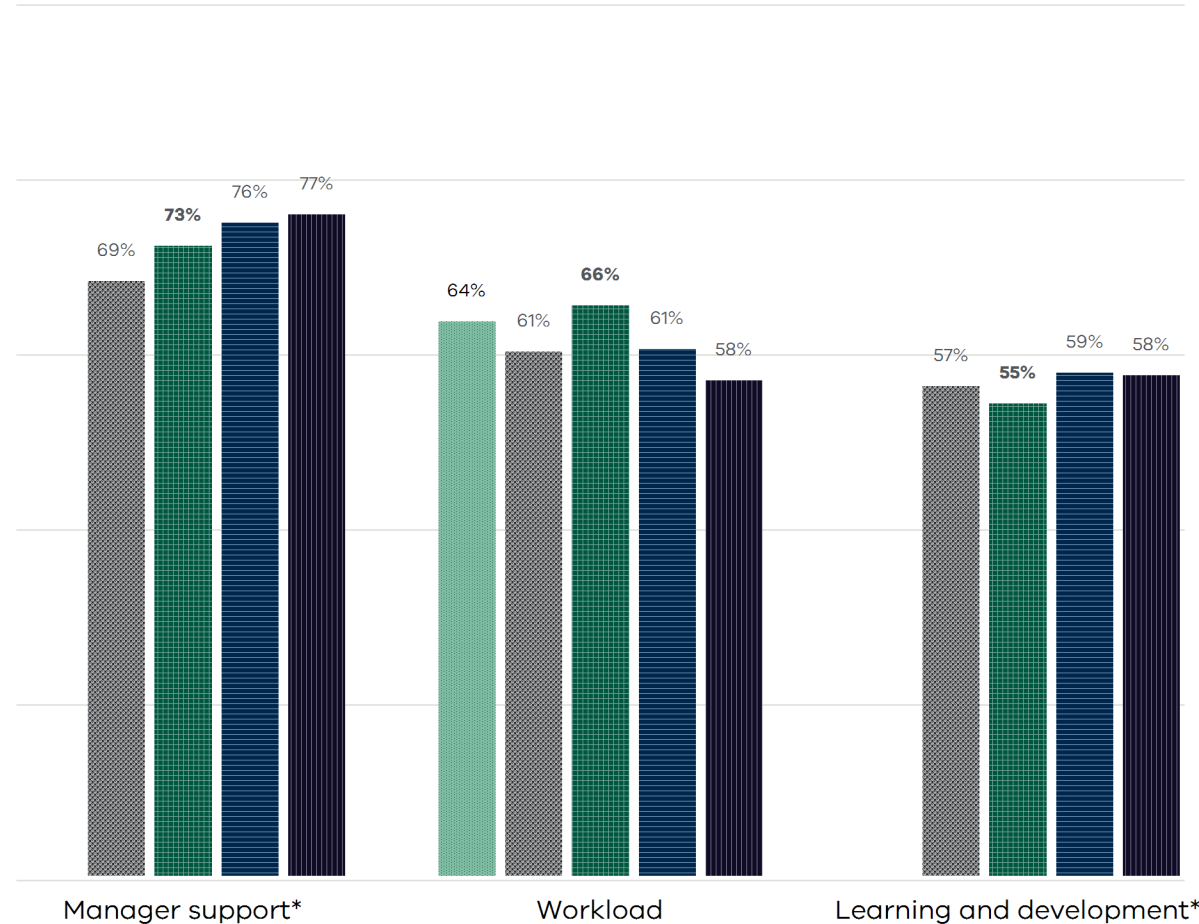Each result is the overall percentage of positive responses for your organisation, comparator and public sector.

Example

In 2023:

- 73% of your staff who did the survey responded positively to questions about Manager support.

Compared to:

- 76% of staff at your comparator and 77% of staff across the public sector.

Manager support*: 69%, 73%, 76%, 77%
Workload: 64%, 61%, 66%, 61%, 58%
Learning and development*: 57%, 55%, 59%, 58%

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

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

Victorian Public Sector Commission

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Job and manager factors

Manager leadership

What this is

This is how well staff perceive their direct managers lead.

Why this is important

Great managers can foster the right environment for staff engagement.

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

How to read this

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

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

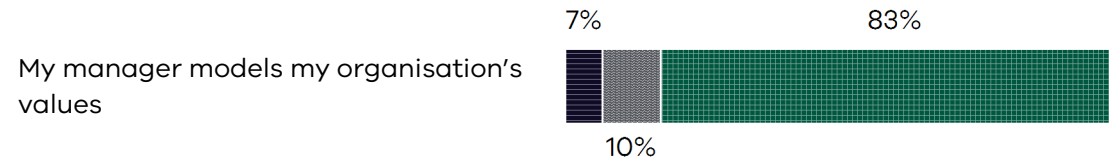Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

87% of your staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

Survey question	Your results			

Your results legend: Disagree, Don't know, Neither agree nor disagree, Agree

Survey question	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My manager treats employees with dignity and respect (10% / 3% / 87%)	81 %	80 %	87 %	80 %	86 %	100 %
My manager demonstrates honesty and integrity (7% / 7% / 86%)	77 %	79 %	86 %	75 %	84 %	100 %
My manager models my organisation's values (7% / 10% / 83%)	77 %	79 %	83 %	76 %	83 %	93 %

Job and manager factors

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

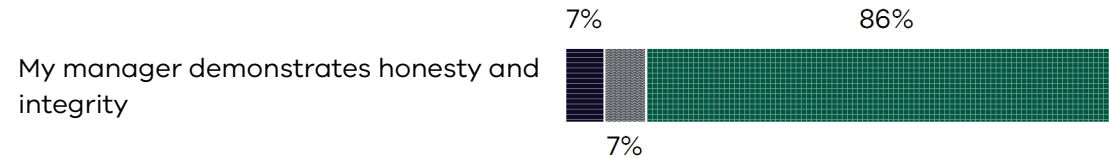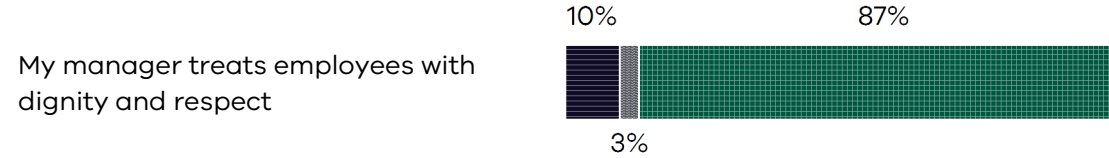Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

81% of your staff who did the survey agreed or strongly agreed with 'My manager listens to what I have to say'.

Survey question / Your results / Benchmark agree results

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

Survey question		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
My manager listens to what I have to say	10% / 9% / 81%	77 %	76 %	81 %	64 %	82 %	100 %
I can discuss problems or issues with my manager	13% / 8% / 79%	Not asked	75 %	79 %	74 %	82 %	100 %
My manager provides me with enough support when I need it	10% / 13% / 76%	77 %	76 %	76 %	65 %	81 %	100 %
My manager gives me feedback that helps me improve my performance	14% / 17% / 69%	Not asked	63 %	69 %	48 %	72 %	90 %

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Job and manager factors

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

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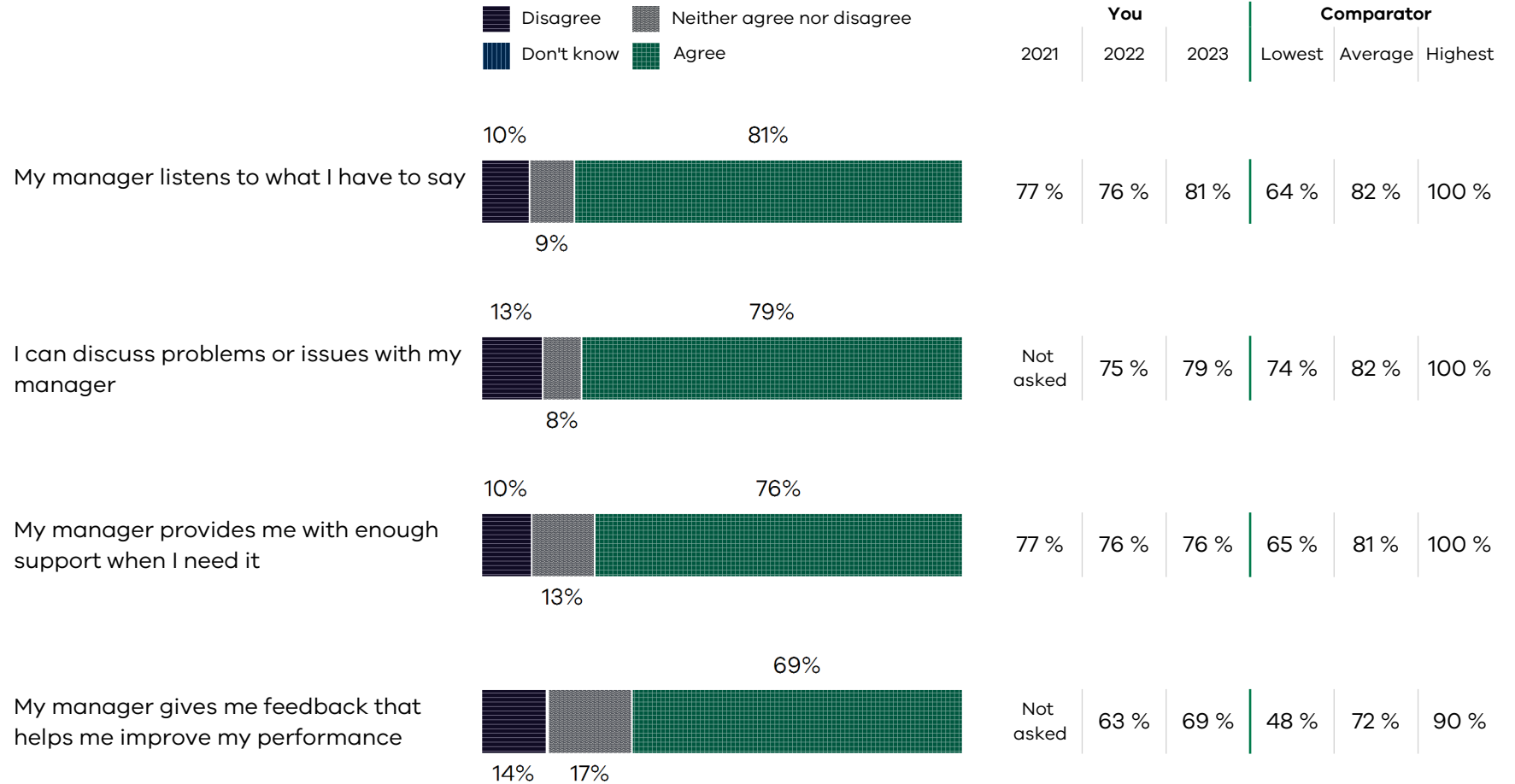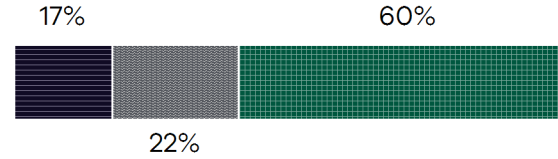
Example

60% of your staff who did the survey agreed or strongly agreed with 'I receive meaningful recognition when I do good work'.

Survey question	Your results	Benchmark agree results

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

	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest

I receive meaningful recognition when I do good work

Your results: 17% Disagree, 22% Neither agree nor disagree, 60% Agree

	2021	2022	2023	Lowest	Average	Highest
	Not asked	55 %	60 %	44 %	62 %	83 %

Victorian Public Sector Commission

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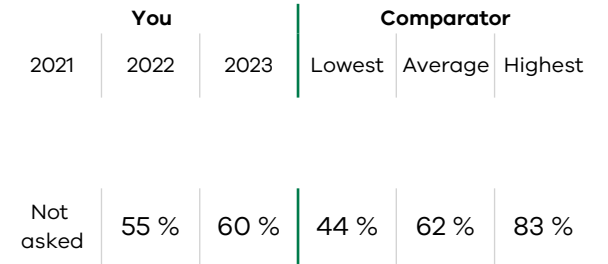
Job and manager factors

Workload

What this is

This is how staff feel about workload and time pressure.

Why this is important

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

How to read this

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

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

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

Example

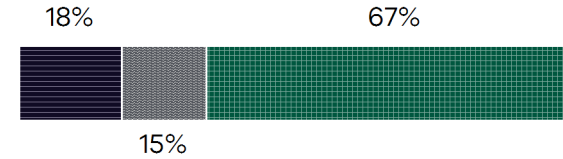67% of your staff who did the survey agreed or strongly agreed with 'I have enough time to do my job effectively'.

| Survey question | Your results | Benchmark agree results |

Legend: Disagree | Neither agree nor disagree | Agree
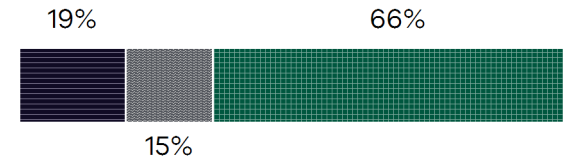
Survey question	Disagree	Neither	Agree	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
I have enough time to do my job effectively	18%	15%	67%	64 %	62 %	67 %	43 %	60 %	100 %
The workload I have is appropriate for the job that I do	19%	15%	66%	64 %	60 %	66 %	43 %	63 %	90 %

Job and manager factors

Learning and development

What this is

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

Why this is important

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

How to read this

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

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

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

Example

71% of your staff who did the survey agreed or strongly agreed with 'I am developing and learning in my role'.
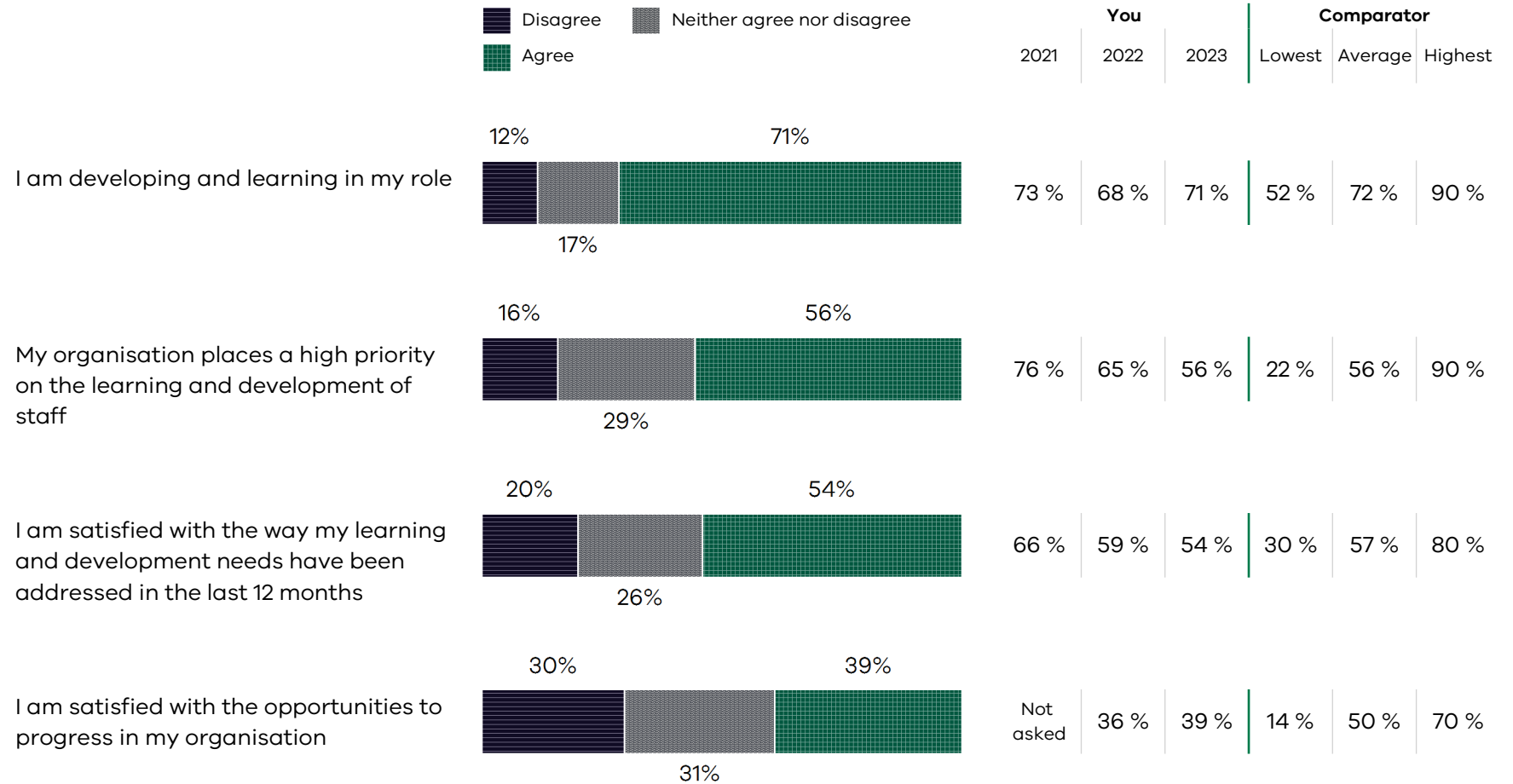
Survey question	Your results	Benchmark agree results

Legend: ■ Disagree ▦ Neither agree nor disagree ▦ Agree

	You			Comparator		
2021	2022	2023	Lowest	Average	Highest

Survey question	Disagree	Neither	Agree	2021	2022	2023	Lowest	Average	Highest
I am developing and learning in my role	12%	17%	71%	73 %	68 %	71 %	52 %	72 %	90 %
My organisation places a high priority on the learning and development of staff	16%	29%	56%	76 %	65 %	56 %	22 %	56 %	90 %
I am satisfied with the way my learning and development needs have been addressed in the last 12 months	20%	26%	54%	66 %	59 %	54 %	30 %	57 %	80 %
I am satisfied with the opportunities to progress in my organisation	30%	31%	39%	Not asked	36 %	39 %	14 %	50 %	70 %

Job and manager factors

What this is

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

Why this is important

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

How to read this

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

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

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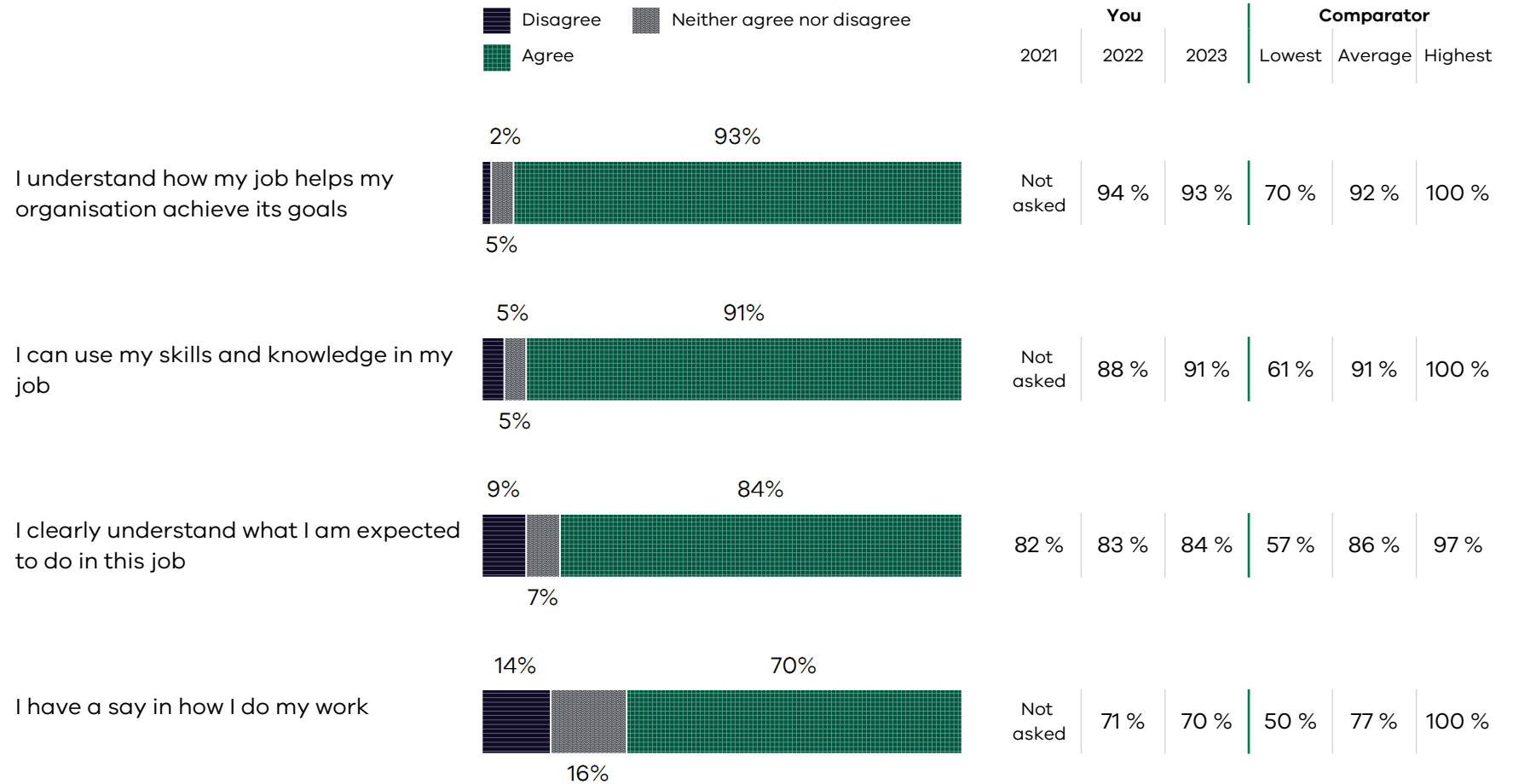
Example

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

Survey question	Your results		You			Comparator		
		2021	2022	2023		Lowest	Average	Highest
I understand how my job helps my organisation achieve its goals	2% / 5% / 93%	Not asked	94 %	93 %		70 %	92 %	100 %
I can use my skills and knowledge in my job	5% / 5% / 91%	Not asked	88 %	91 %		61 %	91 %	100 %
I clearly understand what I am expected to do in this job	9% / 7% / 84%	82 %	83 %	84 %		57 %	86 %	97 %
I have a say in how I do my work	14% / 16% / 70%	Not asked	71 %	70 %		50 %	77 %	100 %

Legend: Disagree / Neither agree nor disagree / Agree

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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.
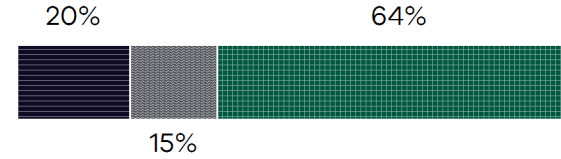
Example

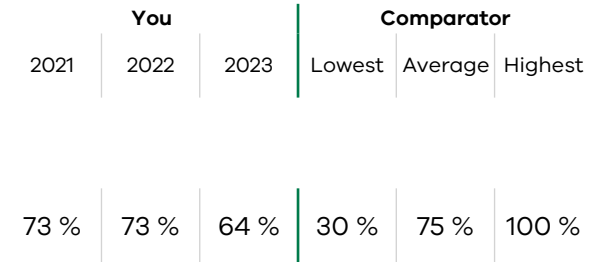64% of your staff who did the survey agreed or strongly agreed with 'I have the authority to do my job effectively'.

■ Disagree   ▦ Neither agree nor disagree
▦ Agree

	You			Comparator		
Survey question	2021	2022	2023	Lowest	Average	Highest
I have the authority to do my job effectively	73 %	73 %	64 %	30 %	75 %	100 %

Your results: 20% Disagree, 15% Neither agree nor disagree, 64% Agree

Job and manager factors

Meaningful work

What this is

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

Why this is important

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

How to read this

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

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

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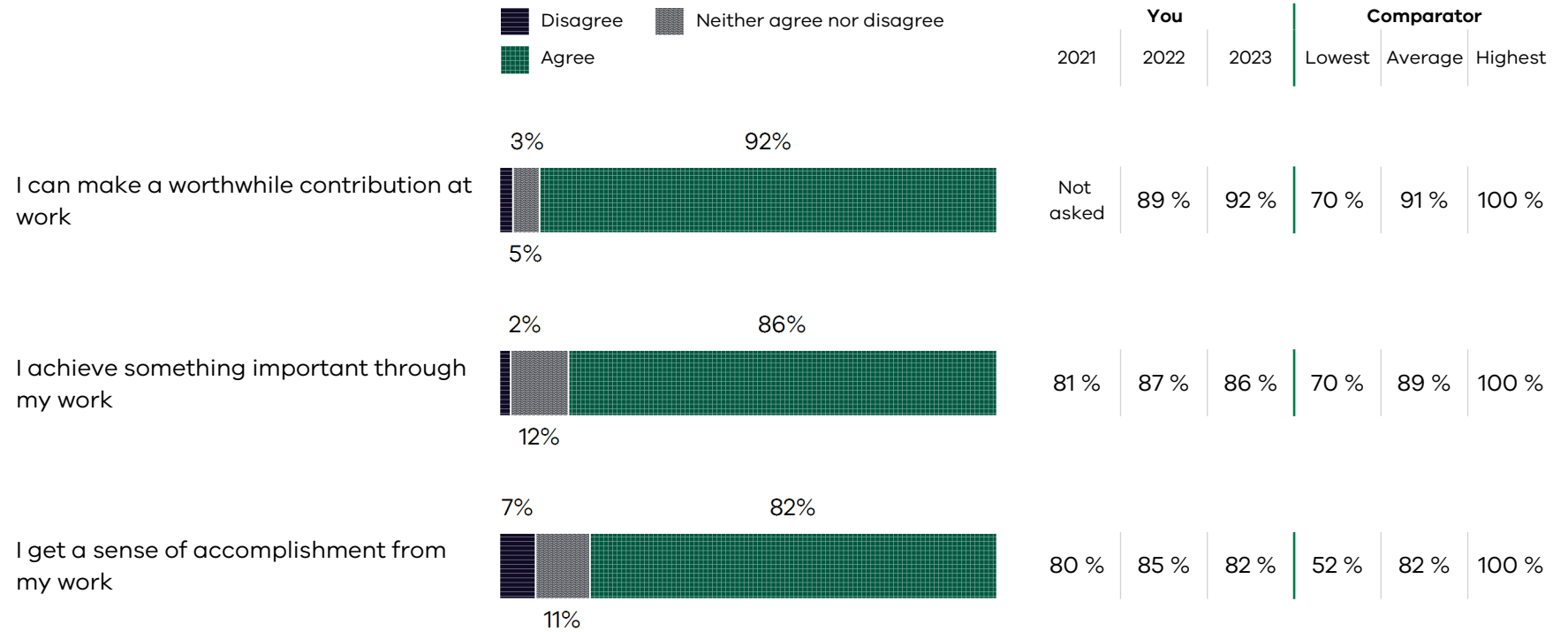
Example

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

| Survey question | Your results | Benchmark agree results |

Legend: ■ Disagree ▨ Neither agree nor disagree ▨ Agree

Survey question		You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
I can make a worthwhile contribution at work	3% / 5% / 92%	Not asked	89 %	92 %	70 %	91 %	100 %
I achieve something important through my work	2% / 12% / 86%	81 %	87 %	86 %	70 %	89 %	100 %
I get a sense of accomplishment from my work	7% / 11% / 82%	80 %	85 %	82 %	52 %	82 %	100 %

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Flexible working

What this is

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

Why this is important

Supporting flexible working can improve employee wellbeing.

How to read this

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

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

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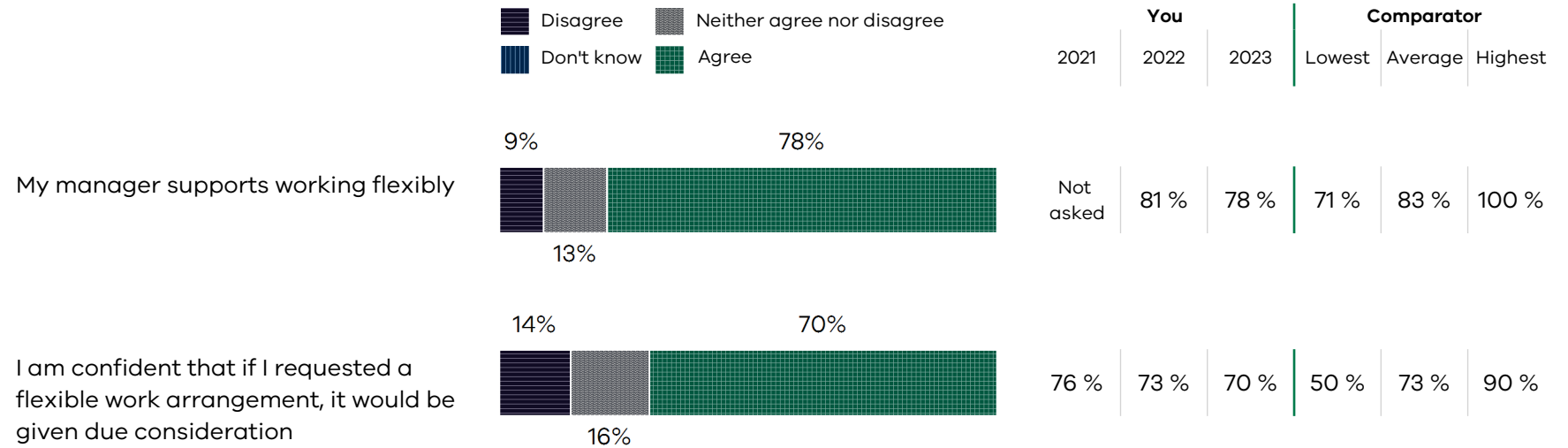
Example

78% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.

Survey question	Your results					

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

Benchmark agree results

Survey question		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
My manager supports working flexibly	9% / 13% / 78%	Not asked	81 %	78 %	71 %	83 %	100 %
I am confident that if I requested a flexible work arrangement, it would be given due consideration	14% / 16% / 70%	76 %	73 %	70 %	50 %	73 %	90 %

People matter survey

2023

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Custom questions

- Questions requested by your organisation

Demographics

- Age, gender, variations in sex characteristics and sexual orientation
- Aboriginal and/or Torres Strait Islander
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Victorian Public Sector Commission

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Public sector values

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2023:

- 89% of your staff who did the survey responded positively to questions about Responsiveness , which is up 2% in 2022.

Compared to:

- 79% 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

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

Value	You 2022	You 2023	Comparator 2023	Public sector 2023
Responsiveness*	88%	89%	79%	81%
Impartiality*	80%	83%	76%	78%
Respect (You 2021: 78%)	75%	79%	82%	81%
Accountability*	73%	75%	75%	74%

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2023:

- 73% of your staff who did the survey responded positively to questions about Human rights , which is down 0% in 2022.

Compared to:

- 80% of staff at your comparator and 83% of staff across the public sector.
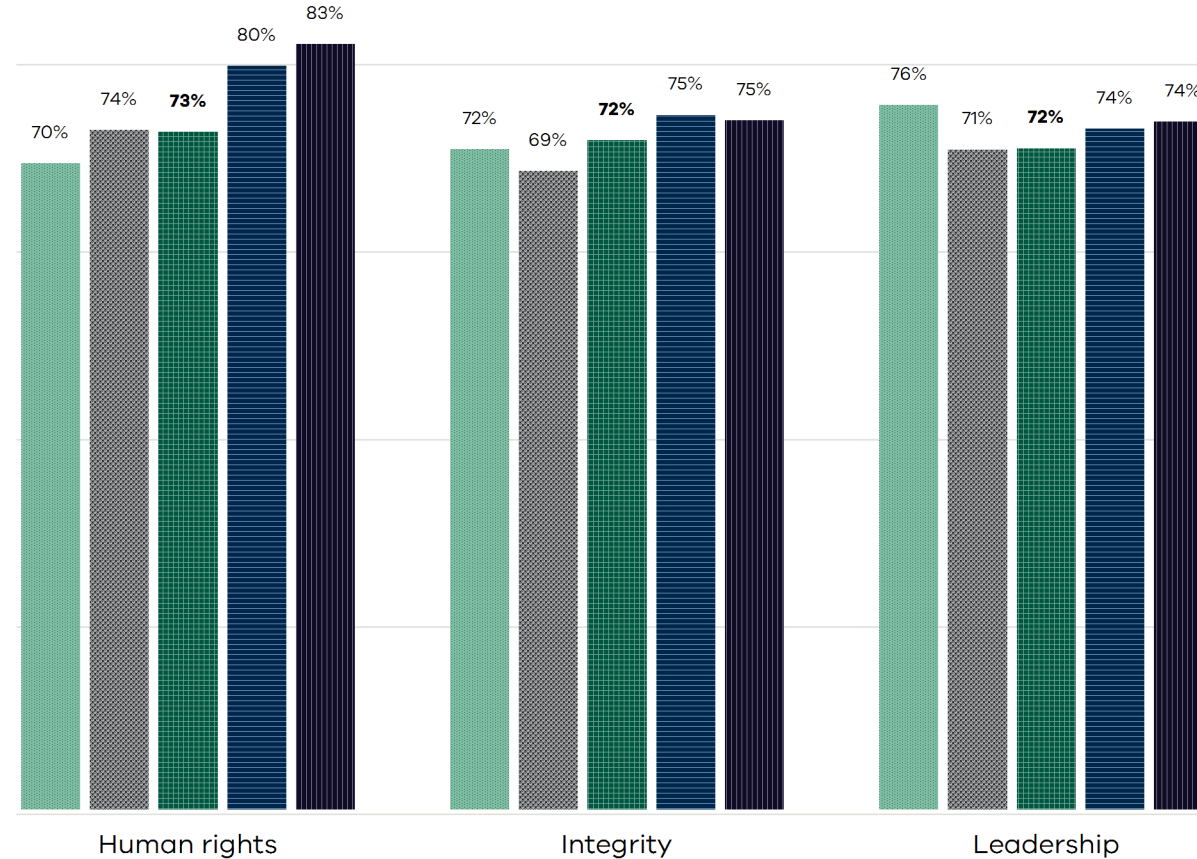
*We can't compare some data here because one or more questions were not asked in a previous survey

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

Human rights: 70%, 74%, **73%**, 80%, 83%
Integrity: 72%, 69%, **72%**, 75%, 75%
Leadership: 76%, 71%, **72%**, 74%, 74%

Public sector values

Responsiveness

What this is

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

Why this is important

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

How to read this

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

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

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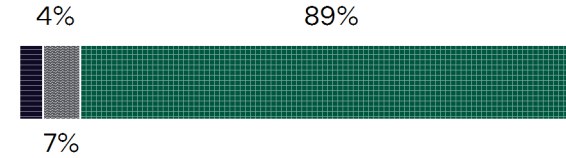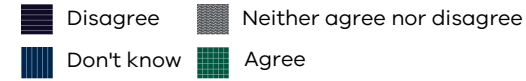
Example

89% of staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.
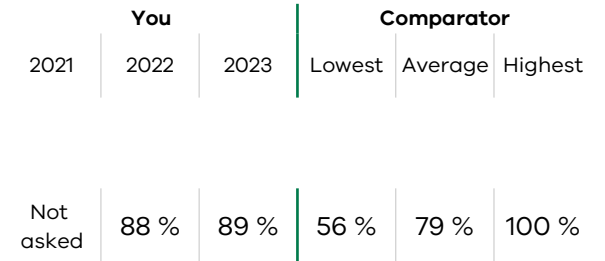
Survey question

Your results

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

My workgroup provides high quality advice and services

4%   89%

7%

Benchmark agree results

	You			**Comparator**		
2021	2022	2023		Lowest	Average	Highest
Not asked	88 %	89 %		56 %	79 %	100 %

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.

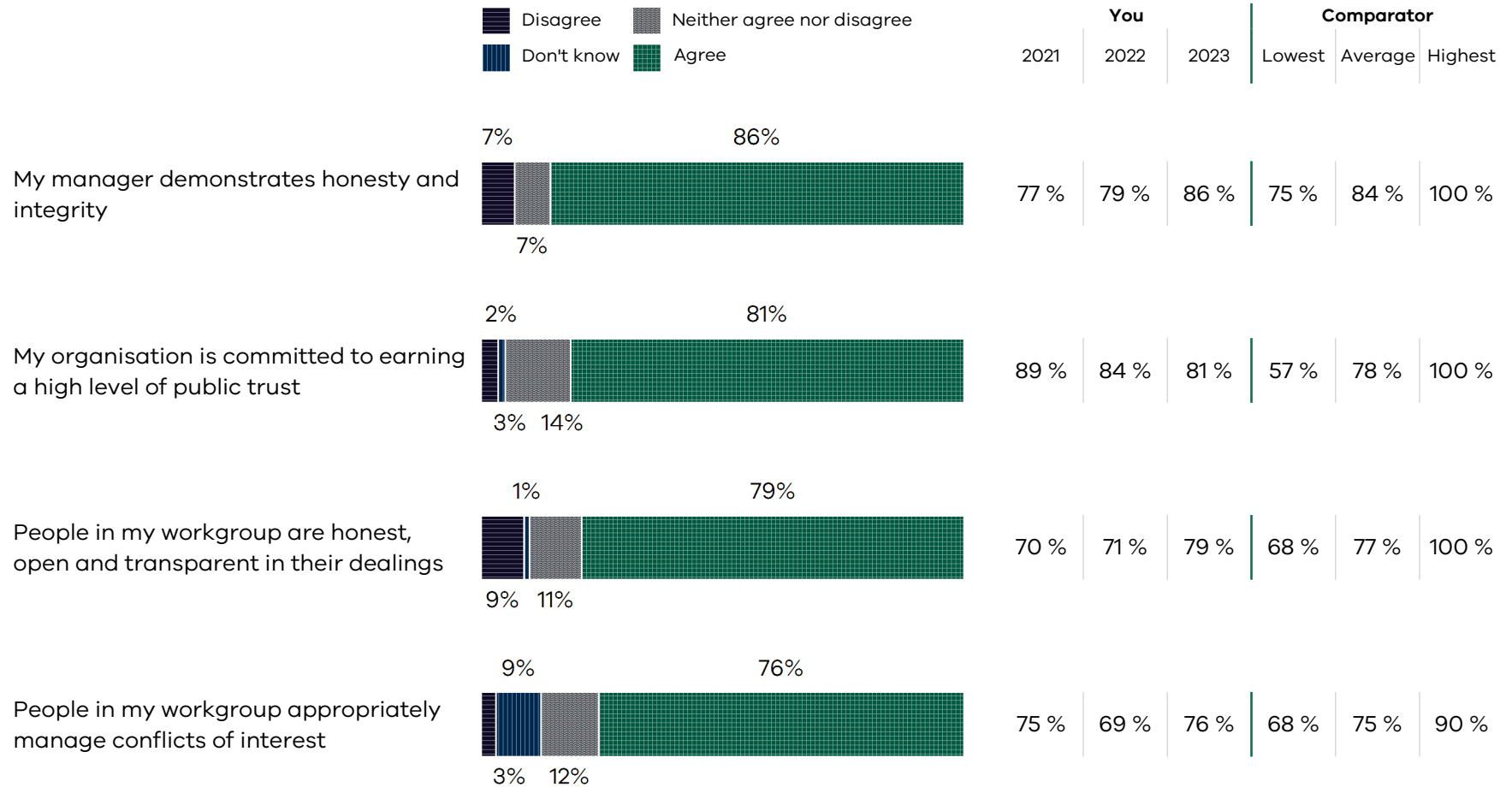Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

86% of staff who did the survey agreed or strongly agreed with 'My manager demonstrates honesty and integrity'.

Survey question	Your results						

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

Survey question	Your results	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My manager demonstrates honesty and integrity	7% / 7% / 86%	77 %	79 %	86 %	75 %	84 %	100 %
My organisation is committed to earning a high level of public trust	2% / 3% / 14% / 81%	89 %	84 %	81 %	57 %	78 %	100 %
People in my workgroup are honest, open and transparent in their dealings	1% / 9% / 11% / 79%	70 %	71 %	79 %	68 %	77 %	100 %
People in my workgroup appropriately manage conflicts of interest	9% / 3% / 12% / 76%	75 %	69 %	76 %	68 %	75 %	90 %

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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

Example

64% of staff who did the survey agreed or strongly agreed with 'I feel safe to challenge inappropriate behaviour at work'.
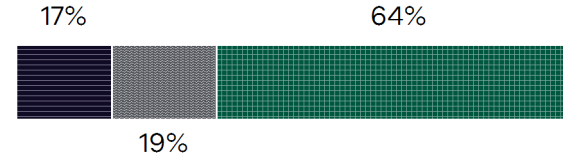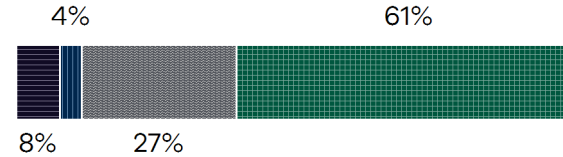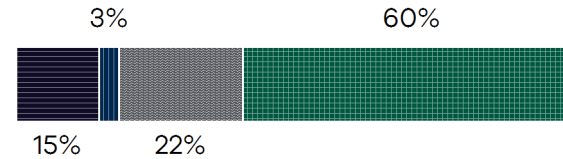
Survey question	Your results		You			Comparator		
			2021	2022	2023	Lowest	Average	Highest

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

Survey question	Disagree	Neither	Agree	2021	2022	2023	Lowest	Average	Highest
I feel safe to challenge inappropriate behaviour at work	17%	19%	64%	59 %	58 %	64 %	26 %	72 %	100 %
Senior leaders demonstrate honesty and integrity	4% / 8%	27%	61%	68 %	64 %	61 %	43 %	65 %	100 %
My organisation does not tolerate improper conduct	3% / 15%	22%	60%	63 %	59 %	60 %	35 %	75 %	100 %

Public sector values

Impartiality

What this is

Impartiality is how your staff feel an organisation makes informed decisions and provides stable advice on merit, without bias, favouritism or self interest.

Why this is important

We all have an obligation to be impartial and make objective and fair decisions that are open to scrutiny.

How to read this

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

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

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

Example

88% of staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.
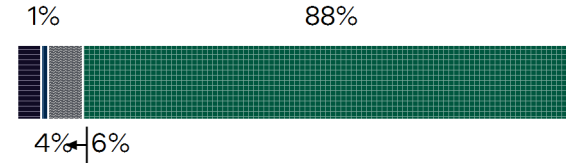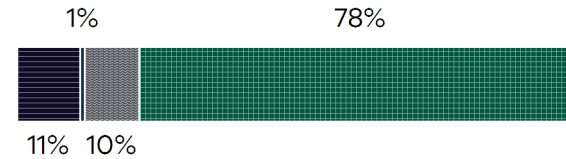
Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree

Survey question		You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
People in my workgroup are politically impartial in their work	1% Disagree, 4% Don't know, 6% Neither, 88% Agree	91 %	88 %	88 %	57 %	78 %	93 %
My workgroup acts fairly and without bias	11% Disagree, 1% Don't know, 10% Neither, 78% Agree	Not asked	73 %	78 %	52 %	74 %	90 %

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

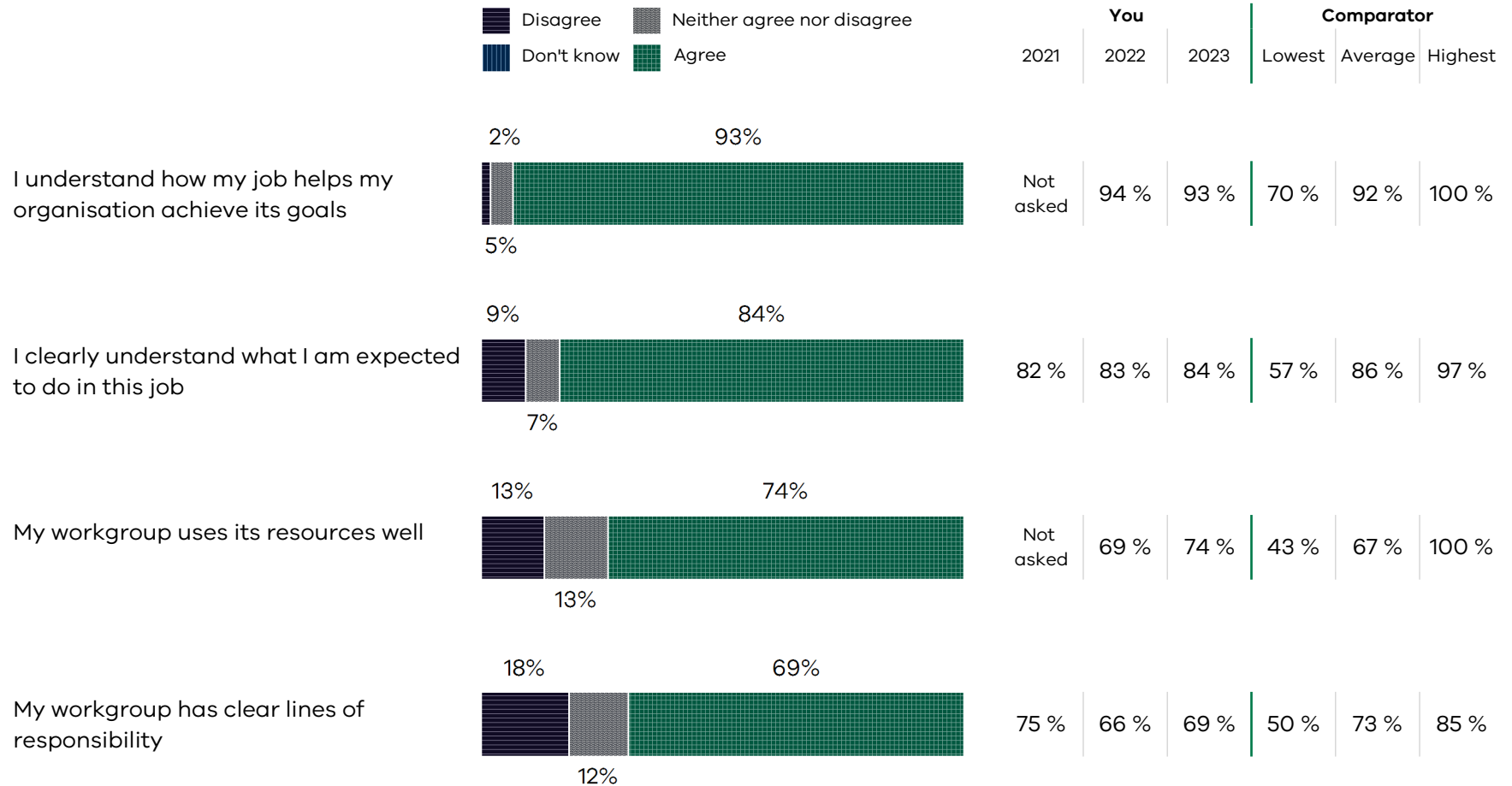Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

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

Survey question / Your results / Benchmark agree results

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

Survey question	Your results	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
I understand how my job helps my organisation achieve its goals	2% / 5% / 93%	Not asked	94 %	93 %	70 %	92 %	100 %
I clearly understand what I am expected to do in this job	9% / 7% / 84%	82 %	83 %	84 %	57 %	86 %	97 %
My workgroup uses its resources well	13% / 13% / 74%	Not asked	69 %	74 %	43 %	67 %	100 %
My workgroup has clear lines of responsibility	18% / 12% / 69%	75 %	66 %	69 %	50 %	73 %	85 %

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

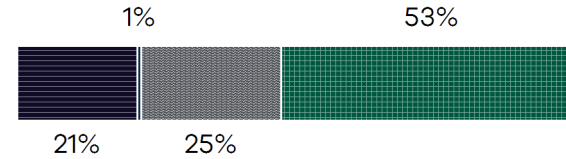Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

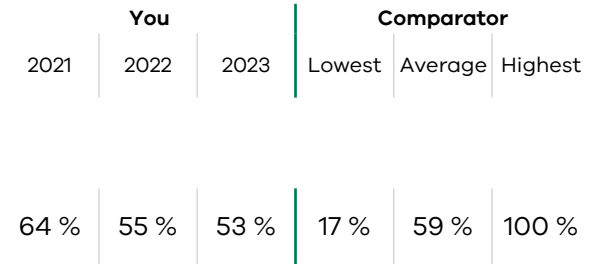53% of staff who did the survey agreed or strongly agreed with 'Senior leaders provide clear strategy and direction'.

Survey question

Your results

Benchmark agree results

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

	You			Comparator		
2021	2022	2023		Lowest	Average	Highest

Senior leaders provide clear strategy and direction

1% · 53%
21% · 25%

You			Comparator		
64 %	55 %	53 %	17 %	59 %	100 %

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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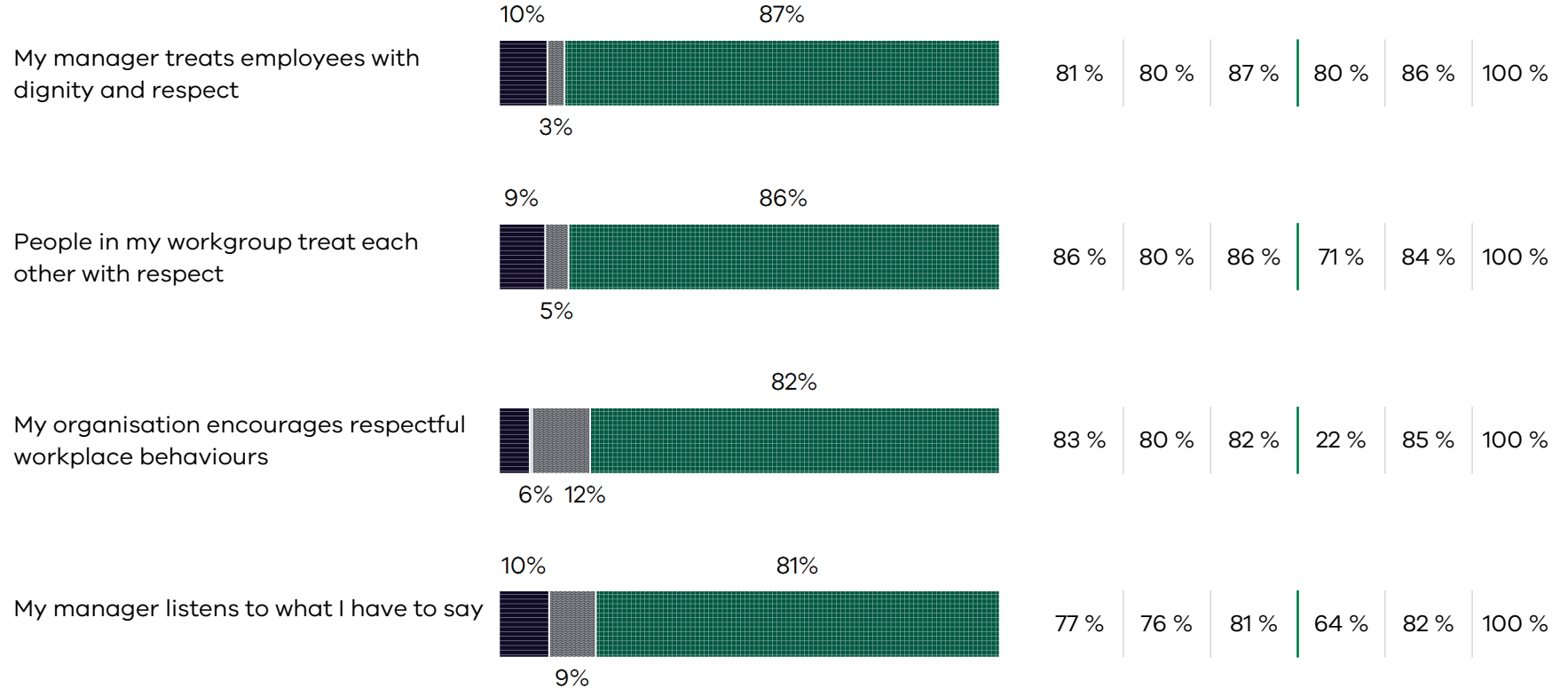
Example

87% of staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

Survey question	Your results						
		You			**Comparator**		
	Legend: Disagree, Don't know, Neither agree nor disagree, Agree	2021	2022	2023	Lowest	Average	Highest
My manager treats employees with dignity and respect	10% / 3% / 87%	81 %	80 %	87 %	80 %	86 %	100 %
People in my workgroup treat each other with respect	9% / 5% / 86%	86 %	80 %	86 %	71 %	84 %	100 %
My organisation encourages respectful workplace behaviours	6% / 12% / 82%	83 %	80 %	82 %	22 %	85 %	100 %
My manager listens to what I have to say	10% / 9% / 81%	77 %	76 %	81 %	64 %	82 %	100 %

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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

Example

57% 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 |

Survey question

Your results

Benchmark agree results

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

	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
My organisation takes steps to eliminate bullying, harassment and discrimination	62 %	61 %	57 %	26 %	74 %	97 %

Your results bar: 15% Disagree, 6% Don't know, 22% Neither agree nor disagree, 57% Agree
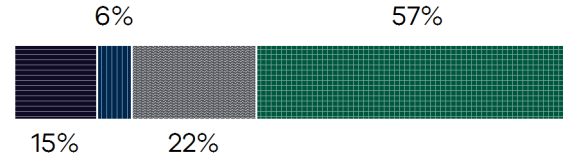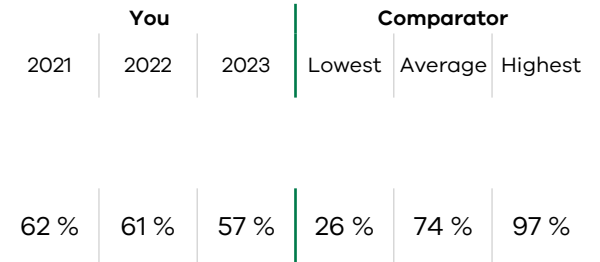
Public sector values

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.
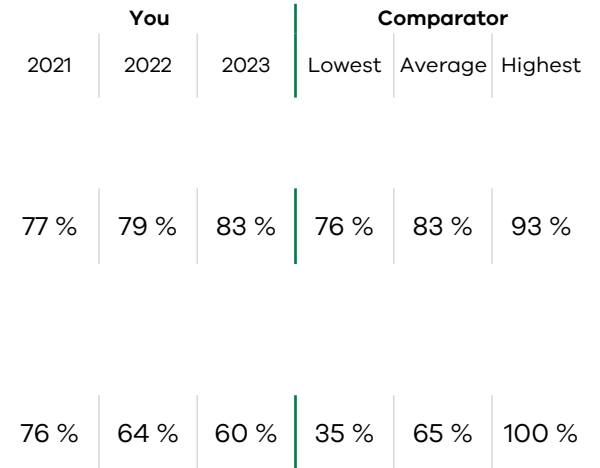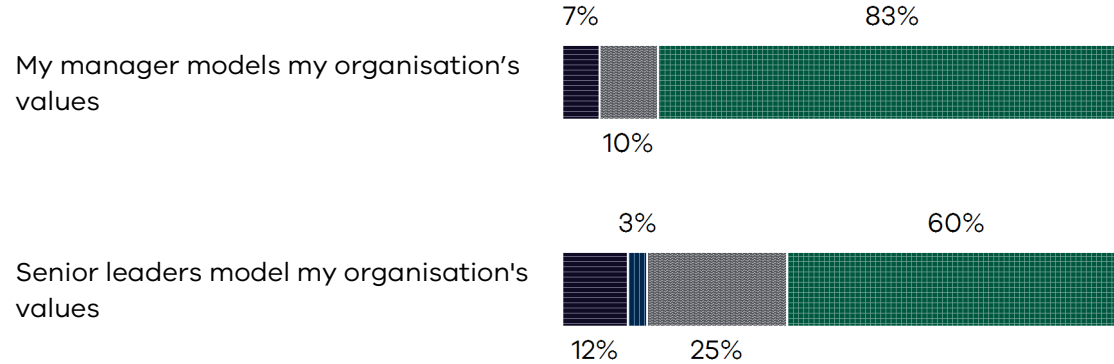
Example

83% of staff who did the survey agreed or strongly agreed with 'My manager models my organisation's values'.

Survey question | Your results | Benchmark agree results

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

Survey question		You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My manager models my organisation's values	7% / 10% / 83%	77 %	79 %	83 %	76 %	83 %	93 %
Senior leaders model my organisation's values	12% / 3% / 25% / 60%	76 %	64 %	60 %	35 %	65 %	100 %

Public sector values

Human rights

What this is

Human rights is how your staff feel their organisation upholds basic human rights.

Why this is important

Using the Victorian Charter of Human Rights, organisations must consider human rights in how they work and act.

How to read this

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

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

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

Example

80% 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'.
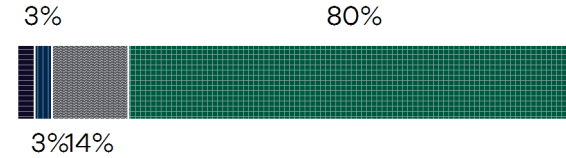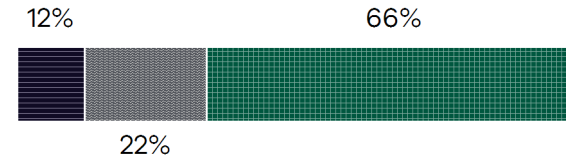
Survey question	Your results	You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
My organisation encourages employees to act in ways that are consistent with human rights	3% / 80% / 3% / 14%	81 %	80 %	80 %	52 %	85 %	100 %
I understand how the Charter of Human Rights and Responsibilities applies to my work	12% / 66% / 22%	59 %	67 %	66 %	57 %	75 %	90 %

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

People matter survey

2023

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

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- Taking action questions

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- Respect
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- 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.
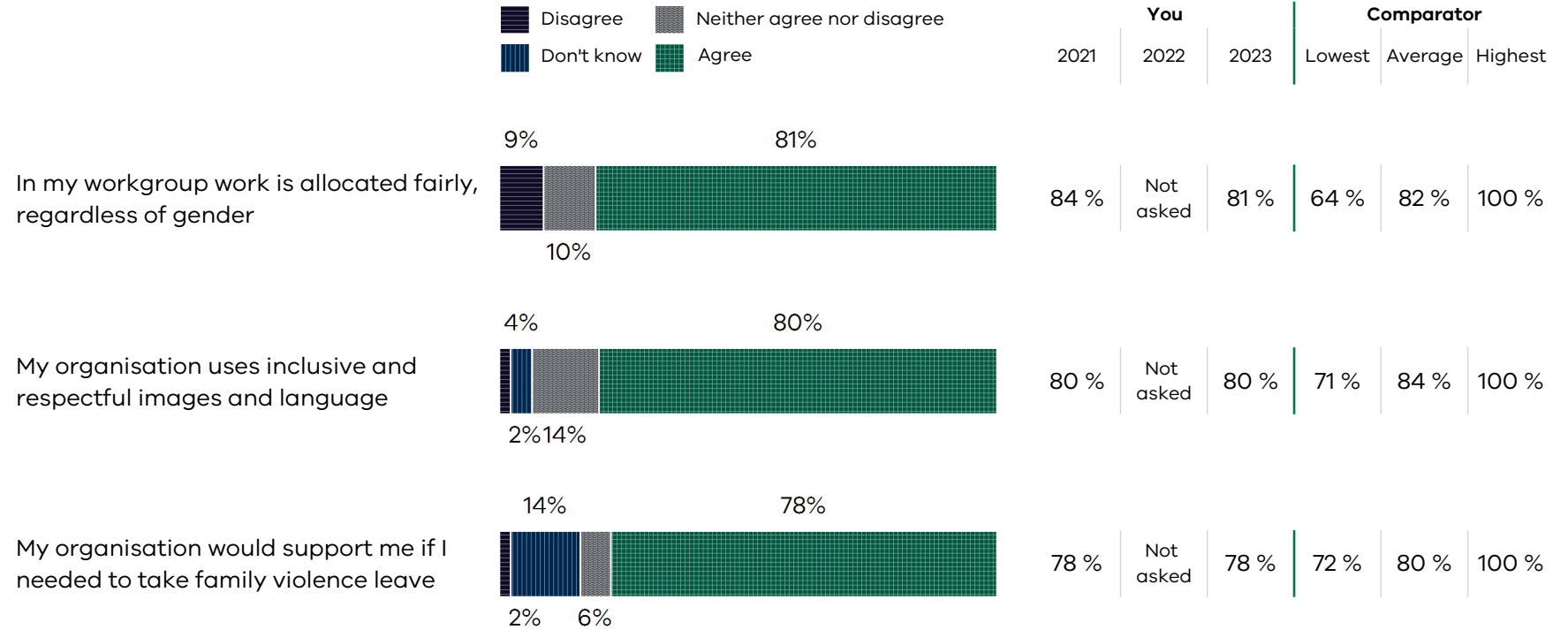
Example

81% of your staff who did the survey agreed or strongly agreed with 'In my workgroup work is allocated fairly, regardless of gender'.

Survey question	Your results	Benchmark agree results					

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

		You			Comparator		
Survey question		2021	2022	2023	Lowest	Average	Highest
In my workgroup work is allocated fairly, regardless of gender	9% / 10% / 81%	84 %	Not asked	81 %	64 %	82 %	100 %
My organisation uses inclusive and respectful images and language	4% / 2% 14% / 80%	80 %	Not asked	80 %	71 %	84 %	100 %
My organisation would support me if I needed to take family violence leave	14% / 2% 6% / 78%	78 %	Not asked	78 %	72 %	80 %	100 %

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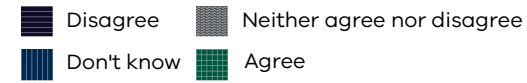
Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.
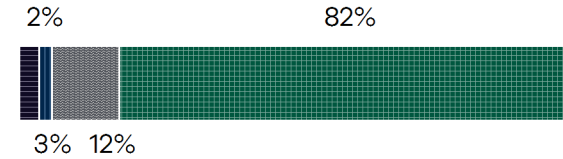
Example

82% 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'.
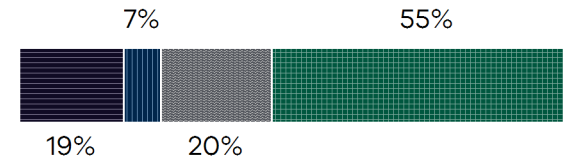
Legend: Disagree | Neither agree nor disagree | Don't know | Agree

Survey question	Your results	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
I understand how the Code of Conduct for Victorian public sector employees applies to my work	2% / 3% / 12% / 82%	Not asked	Not asked	82 %	61 %	85 %	97 %
My workgroup gives frank and fearless advice to our managers and leaders (including the Minister, where applicable)	19% / 7% / 20% / 55%	Not asked	Not asked	55 %	35 %	54 %	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

- 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

Custom questions

What this is

Your organisation asked 5 custom questions as part of the 2023 survey.

Why this is important

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

How to read this

Under 'Your results' in descending order, you can see the percentage of staff who agreed or disagreed with each question.

In this report, 'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.
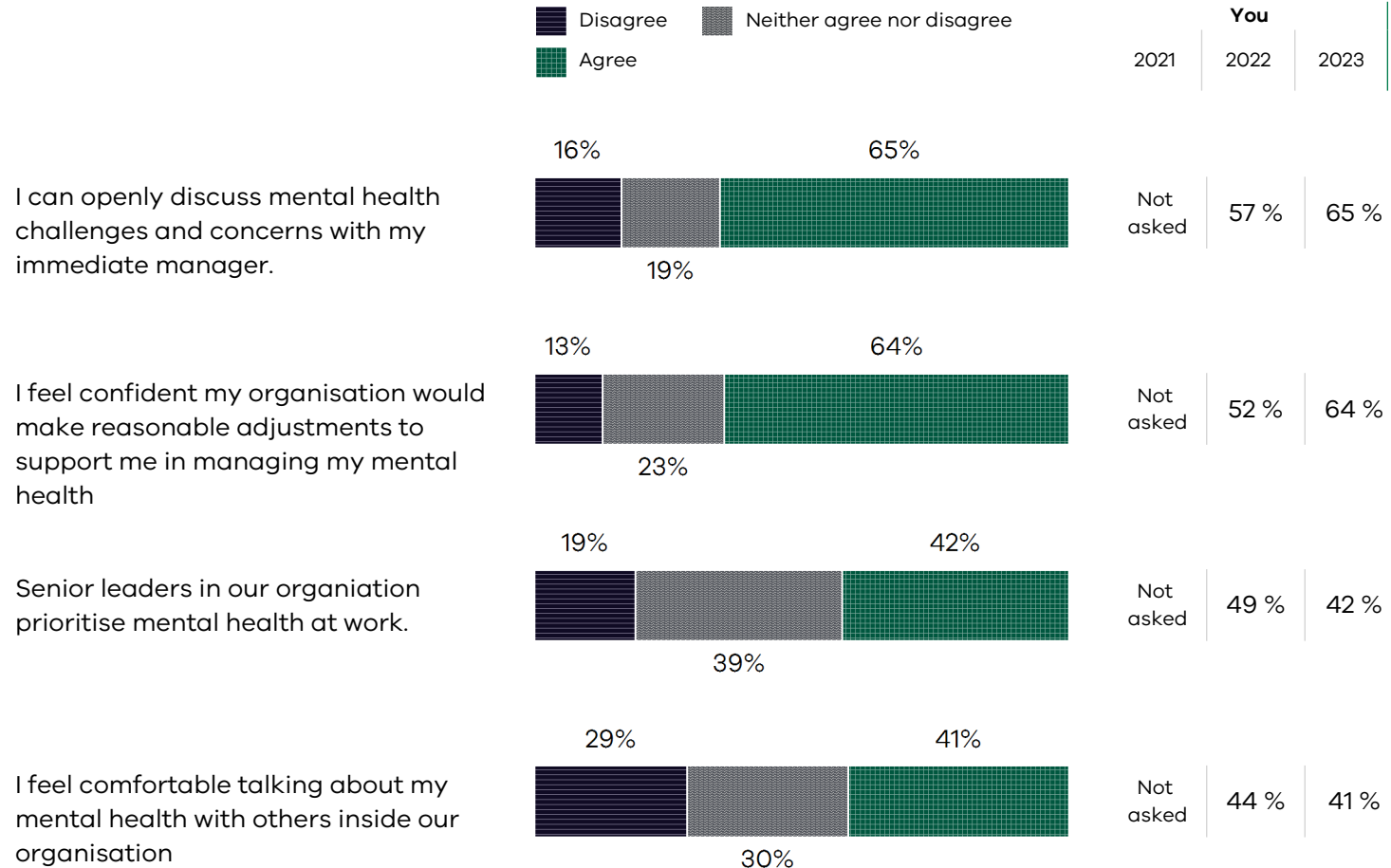
Example

65% of staff who did the survey agreed or strongly agreed with 'I can openly discuss mental health challenges and concerns with my immediate manager.'.

Survey question	Your results	Benchmark results		
		2021	**You** 2022	2023
I can openly discuss mental health challenges and concerns with my immediate manager.	Disagree 16% / Neither 19% / Agree 65%	Not asked	57 %	65 %
I feel confident my organisation would make reasonable adjustments to support me in managing my mental health	Disagree 13% / Neither 23% / Agree 64%	Not asked	52 %	64 %
Senior leaders in our organiation prioritise mental health at work.	Disagree 19% / Neither 39% / Agree 42%	Not asked	49 %	42 %
I feel comfortable talking about my mental health with others inside our organisation	Disagree 29% / Neither 30% / Agree 41%	Not asked	44 %	41 %

Legend: ■ Disagree ▨ Neither agree nor disagree ■ Agree

Custom questions

What this is

Your organisation asked 5 custom questions as part of the 2023 survey.

Why this is important

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

How to read this

The table shows you responses to the question 'My work makes me feel stressed'.

Example

36% of staff who did the survey

responded 'A little of the time' to the question.

My work makes me feel stressed	You 2023
A little of the time	36%
Some of the time	35%
None of the time	18%
Most of the time	9%
All of the time	2%

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

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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	61	24%
35-54 years	128	49%
55+ years	43	17%
Prefer not to say	27	10%

How would you describe your gender?	(n)	%
Woman	111	43%
Man	106	41%
Prefer not to say	39	15%
Non-binary and I use a different term	3	1%

Are you trans, non-binary or gender diverse?	(n)	%
Yes	3	1%
No	225	87%
Prefer not to say	31	12%

To your knowledge, do you have innate variation(s) of sex characteristics (often called intersex)?*	(n)	%
Yes	1	0%
No	220	85%
Don't know	8	3%
Prefer not to say	30	12%

How do you describe your sexual orientation?	(n)	%
Straight (heterosexual)	183	71%
Prefer not to say	44	17%
Gay or lesbian	14	5%
Asexual	7	3%
Bisexual	6	2%
I use a different term	2	1%
Don't know	2	1%
Pansexual	1	0%

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.

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Aboriginal and/or Torres Strait Islander	(n)	%
Yes	**0**	0%
Non Aboriginal and/or Torres Strait Islander	**235**	91%
Prefer not to say	**24**	9%

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	**16**	6%
No	**217**	84%
Prefer not to say	**26**	10%

If so, have you shared your disability information within your organisation (e.g. to your manager or Human Resources staff)?	(n)	%
Yes	**6**	38%
No	**10**	63%

If not, which statement most accurately reflects your decision not to share your disability information within your organisation?	(n)	%
I do not require any adjustments to be made to perform my role	**5**	50%
I feel that sharing my disability information will reflect negatively on me	**3**	30%
Other	**1**	10%
My disability does not impact on my ability to perform my role	**1**	10%

Demographics

Cultural diversity 1 of 2

What this is

These are the personal characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

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Country of birth	(n)	%
Born in Australia	**176**	68%
Not born in Australia	**48**	19%
Prefer not to say	**35**	14%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Other	**16**	39%
Greek	**4**	10%
Hindi	**4**	10%
Italian	**4**	10%
Vietnamese	**4**	10%
Mandarin	**3**	7%
Punjabi	**3**	7%
Cantonese	**2**	5%
Filipino	**1**	2%
Persian (excluding Dari)	**1**	2%
Sinhalese	**1**	2%
Spanish	**1**	2%

Language other than English spoken with family or community	(n)	%
Yes	**41**	16%
No	**183**	71%
Prefer not to say	**35**	14%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Tamil	**1**	2%
Telugu	**1**	2%
Urdu	**1**	2%

Demographics

What this is

This is the cultural identity and religion of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

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Cultural identity	(n)	%
Australian	171	66%
Prefer not to say	36	14%
English, Irish, Scottish and/or Welsh	32	12%
European (including Western, Eastern and South-Eastern Europe, and Scandinavia)	20	8%
East and/or South-East Asian	17	7%
New Zealander	8	3%
South Asian	7	3%
Other	4	2%
Maori	3	1%
North American	2	1%
Central and/or South American	2	1%
Middle Eastern	1	0%
Central Asian	1	0%

Religion	(n)	%
No religion	136	53%
Christianity	54	21%
Prefer not to say	47	18%
Other	6	2%
Buddhism	5	2%
Hinduism	5	2%
Sikhism	3	1%
Islam	2	1%
Judaism	1	0%

Demographics

Employment characteristics 1 of 2

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

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Working arrangement	(n)	%
Full-Time	216	83%
Part-Time	43	17%

Gross base salary (ongoing/fixed term only)	(n)	%
Prefer not to say	37	16%
Below $80k	30	13%
$80k to $120k	122	52%
$120k to $160k	35	15%
$160k to $200k	7	3%
$200k or more	5	2%

Organisational tenure	(n)	%
<1 year	55	21%
1 to less than 2 years	33	13%
2 to less than 5 years	57	22%
5 to less than 10 years	53	20%
10 to less than 20 years	44	17%
More than 20 years	17	7%

Management responsibility	(n)	%
Non-manager	196	76%
Other manager	37	14%
Manager of other manager(s)	26	10%

Employment type	(n)	%
Ongoing and executive	214	83%
Other	23	9%
Fixed term	22	8%

Demographics

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

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Primary workplace location over the last 3 months

	(n)	%
Melbourne CBD	231	89%
Melbourne: Suburbs	24	9%
Rural	2	1%
Large regional city	1	0%
Other	1	0%

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

	(n)	%
Your employer's office	232	90%
A frontline or service delivery location	18	7%
Home or private location	123	47%
A shared office space (where two or more organisations share the same workspace e.g. Gov hubs, suburban hubs etc.)	6	2%
Other	3	1%

Flexible work

	(n)	%
Working from an alternative location (e.g. home, hub/shared work space)	163	63%
Flexible start and finish times	101	39%
No, I do not use any flexible work arrangements	52	20%
Part-time	25	10%
Using leave to work flexible hours	21	8%
Other	8	3%
Working more hours over fewer days	6	2%
Shift swap	5	2%
Purchased leave	5	2%
Job sharing	3	1%
Study leave	2	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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Have you requested any of the following adjustments at work?*	(n)	%
No, I have not requested adjustments	180	69%
Flexible working arrangements	63	24%
Physical modifications or improvements to the workplace	25	10%
Career development support strategies	5	2%
Other	4	2%
Job redesign or role sharing	1	0%
Accessible communications technologies	1	0%

Why did you make this request?	(n)	%
Work-life balance	43	54%
Health	26	33%
Caring responsibilities	20	25%
Family responsibilities	16	20%
Other	11	14%
Disability	3	4%
Study commitments	2	3%

What was your experience with making the request?	(n)	%
The adjustments I needed were made and the process was satisfactory	56	71%
The adjustments I needed were not made	15	19%
The adjustments I needed were made but the process was unsatisfactory	8	10%

Demographics

Caring

What this is

These are staff-reported caring responsibilities.

Why this is important

This shows organisations what caring responsibilities their staff have.

How to read this

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

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

How we protect anonymity and privacy

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Caring responsibility	(n)	%
None of the above	**124**	48%
Prefer not to say	**37**	14%
Primary school aged child(ren)	**26**	10%
Secondary school aged child(ren)	**24**	9%
Frail or aged person(s)	**22**	8%
Child(ren) - younger than preschool age	**15**	6%
Person(s) with a medical condition	**14**	5%
Other	**13**	5%
Person(s) with disability	**11**	4%
Preschool aged child(ren)	**8**	3%
Person(s) with a mental illness	**7**	3%

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