People matter survey 2023

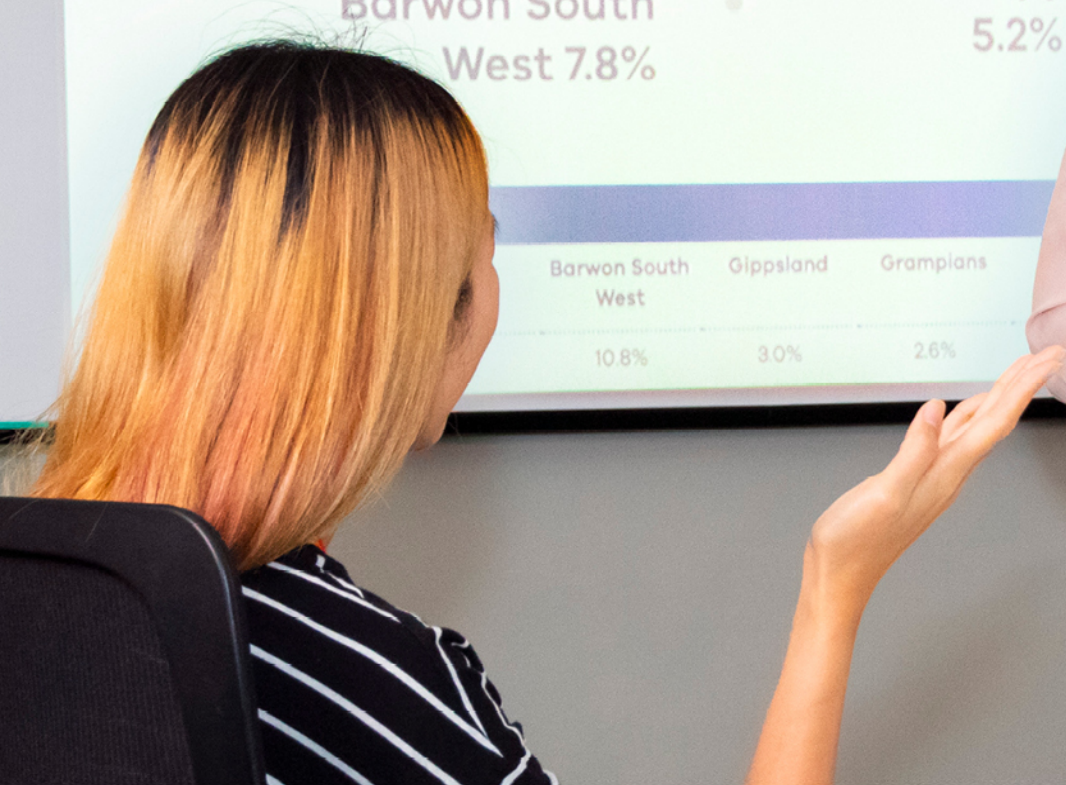Have your say

Safer Care Victoria
2023 people matter survey results report

People matter survey

2023

Have your say

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Topical questions

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

Demographics

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

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 91% of this year's survey with your previous results.

Rounding of percentages

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

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

Survey questions and definitions

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

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Victorian Public Sector Commission

VICTORIA State Government

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
• Lead the organisation • Set the culture • Lead by example • Actions influence outcomes	• Organisational integrity • Safety climate • Patient safety climate • Collaboration	• Quality service delivery • Innovation • Workgroup support • Safe to speak up	• Manager leadership • Manager support • Workload • Learning and development • Job enrichment • Meaningful work • Flexible working	• 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 1 of 2

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'.

CenITex

Commission for Children and Young People

Court Services Victoria

Emergency Services Superannuation Board

Essential Services Commission

Family Violence Prevention Agency

Game Management Authority

Independent Broad-based Anti-corruption Commission

Infrastructure Victoria

Labour Hire Licensing Authority

Major Transport Infrastructure Authority

Office of Public Prosecutions

Office of the Chief Parliamentary Counsel

Office of the Governor Victoria

Office of the Legal Services Commissioner

Office of the Ombudsman Victoria

Office of the Victorian Electoral Commissioner

Office of the Victorian Government Architect

Office of the Victorian Information Commissioner

Office of the Victorian Inspectorate

Portable Long Service Authority

Public Record Office Victoria

Safe Transport Victoria

Service Victoria

Suburban Rail Loop Authority

Victorian Auditor-General's Office

Victorian Disability Worker Commission

Victorian Equal Opportunity and Human Rights Commission

Victorian Fisheries Authority

Victorian Gambling and Casino Control Commission

Victorian Government Solicitor's Office

Report overview

Your comparator group 2 of 2

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This is a list of similar organisations to yours.

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Victorian Public Sector Commission

Victorian Responsible Gambling Foundation

Victorian Skills Authority

Wage Inspectorate Victoria

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	
57%		**96%**	
(91)		**(182)**	
Comparator	53%	Comparator	58%
Public Sector	42%	Public Sector	57%

People matter survey

2023

Have your say

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Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Scorecard: employee engagement index

What this is

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

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

The weightings for each engagement response are:

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

Why this is important

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

2022	
66	
Comparator	73
Public Sector	68

2023	
67	
Comparator	71
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.
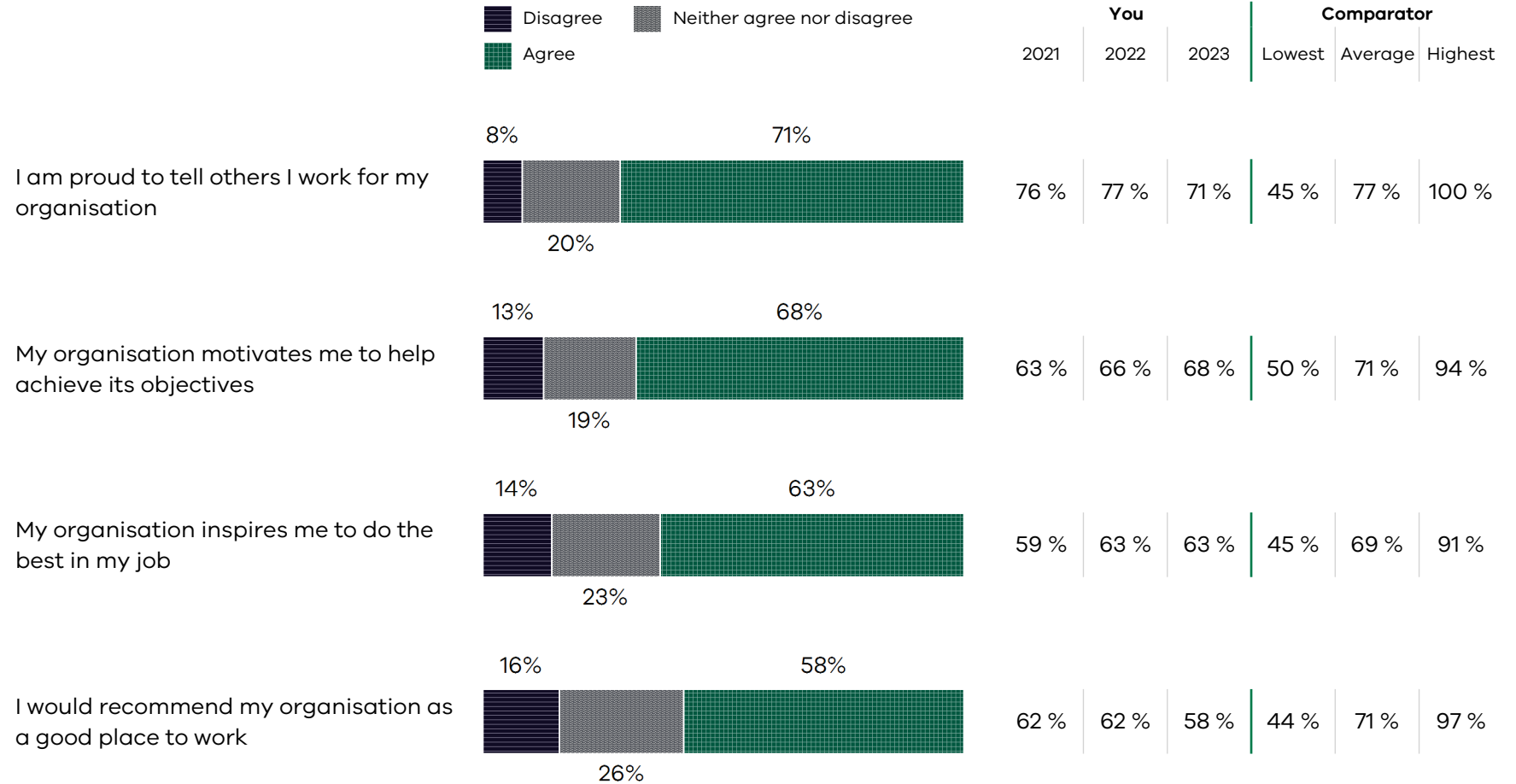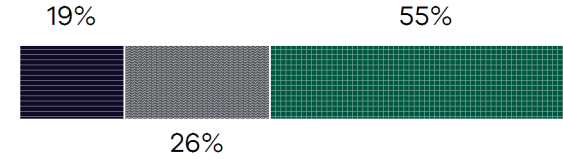
Example

71% 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

I am proud to tell others I work for my organisation
- 8%
- 20%
- 71%

My organisation motivates me to help achieve its objectives
- 13%
- 19%
- 68%

My organisation inspires me to do the best in my job
- 14%
- 23%
- 63%

I would recommend my organisation as a good place to work
- 16%
- 26%
- 58%

Benchmark agree results

Survey question	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
I am proud to tell others I work for my organisation	76 %	77 %	71 %	45 %	77 %	100 %
My organisation motivates me to help achieve its objectives	63 %	66 %	68 %	50 %	71 %	94 %
My organisation inspires me to do the best in my job	59 %	63 %	63 %	45 %	69 %	91 %
I would recommend my organisation as a good place to work	62 %	62 %	58 %	44 %	71 %	97 %

Victorian Public Sector Commission

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People outcomes

What this is

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

Your organisation's engagement index

Your 2023 index is 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

55% 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		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
I feel a strong personal attachment to my organisation	19% / 26% / 55%	62 %	42 %	55 %	45 %	60 %	91 %
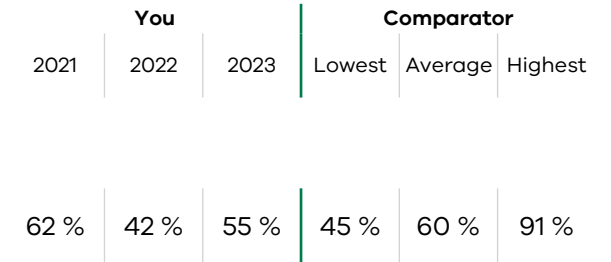
People outcomes

Scorecard: satisfaction, stress, intention to stay, inclusion

What this is

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

There are more people outcomes scorecards throughout this report.

Why this is important

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

How to read this

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

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

Example

In 2023:

- 74% of your staff who did the survey responded positively to questions about Inclusion which is down from 77% in 2022.

Compared to:

- 81% of staff at your comparator and 78% of staff across the public sector.
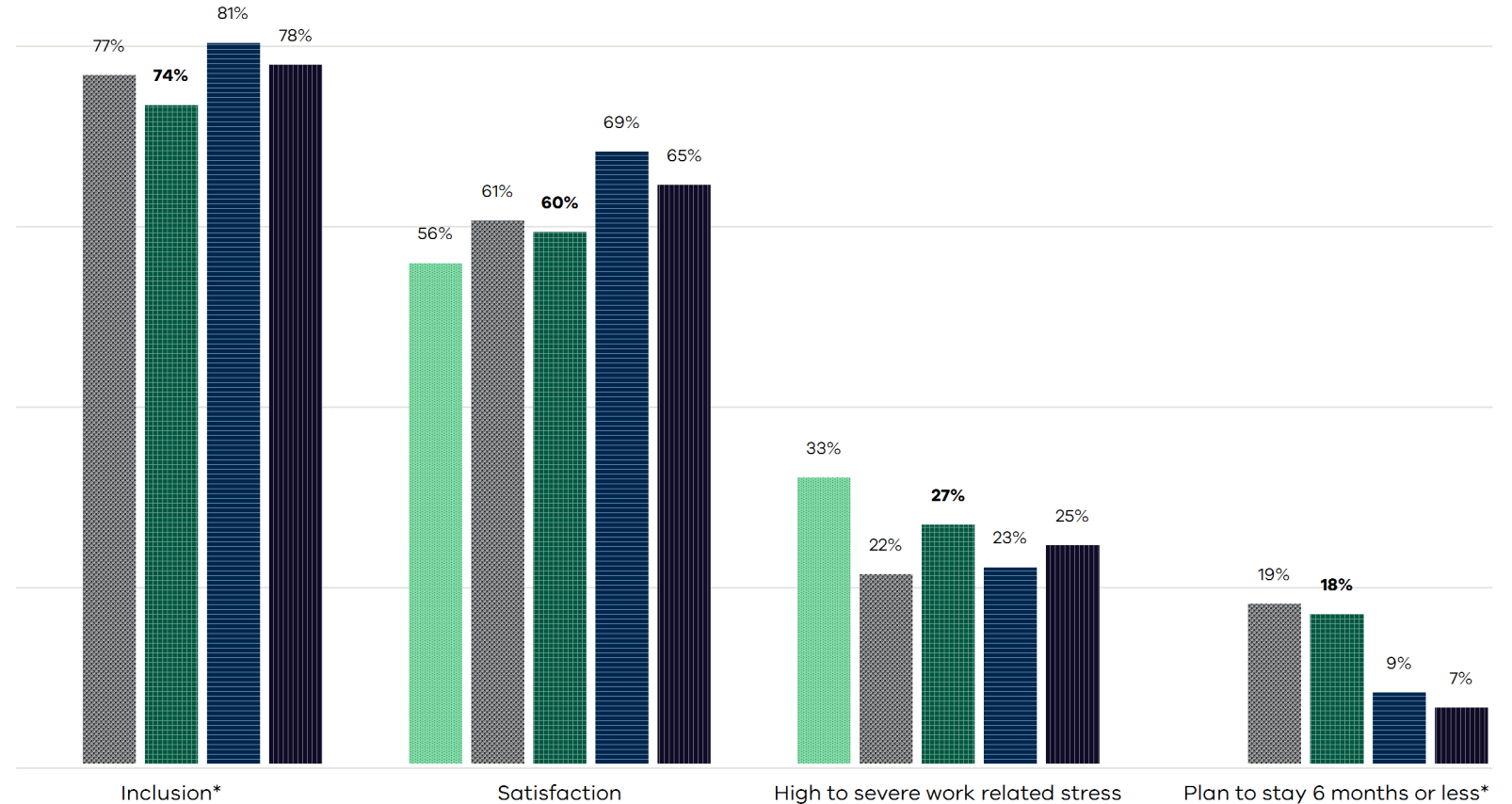
*We can't compare some data here because one or more questions were not asked in a previous survey

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

Chart values:
- Inclusion*: You 2022 77%, You 2023 74%, Comparator 2023 81%, Public sector 2023 78%
- Satisfaction: You 2021 56%, You 2022 61%, You 2023 60%, Comparator 2023 69%, Public sector 2023 65%
- High to severe work related stress: You 2021 33%, You 2022 22%, You 2023 27%, Comparator 2023 23%, Public sector 2023 25%
- Plan to stay 6 months or less*: You 2022 19%, You 2023 18%, Comparator 2023 9%, Public sector 2023 7%

People outcomes

Satisfaction question results

What this is

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

Why this is important

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

How to read this

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

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

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

Example

68% of your staff who did the survey were satisfied or very satisfied with 'How satisfied are you with the work/life balance in your current job'.

Survey question	Your results						

Your results

- ■ Dissatisfied
- ▨ Satisfied
- ▨ Neither satisfied nor dissatisfied

Benchmark satisfied results
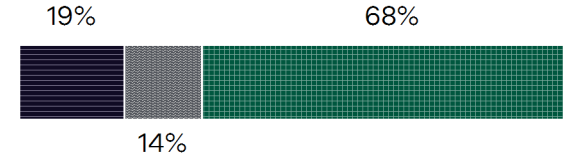
Survey question		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
How satisfied are you with the work/life balance in your current job	19% / 14% / 68%	59 %	64 %	68 %	58 %	76 %	100 %
Considering everything, how satisfied are you with your current job	23% / 15% / 62%	61 %	67 %	62 %	56 %	74 %	100 %
How satisfied are you with your career development within your current organisation	25% / 25% / 51%	49 %	53 %	51 %	41 %	57 %	83 %

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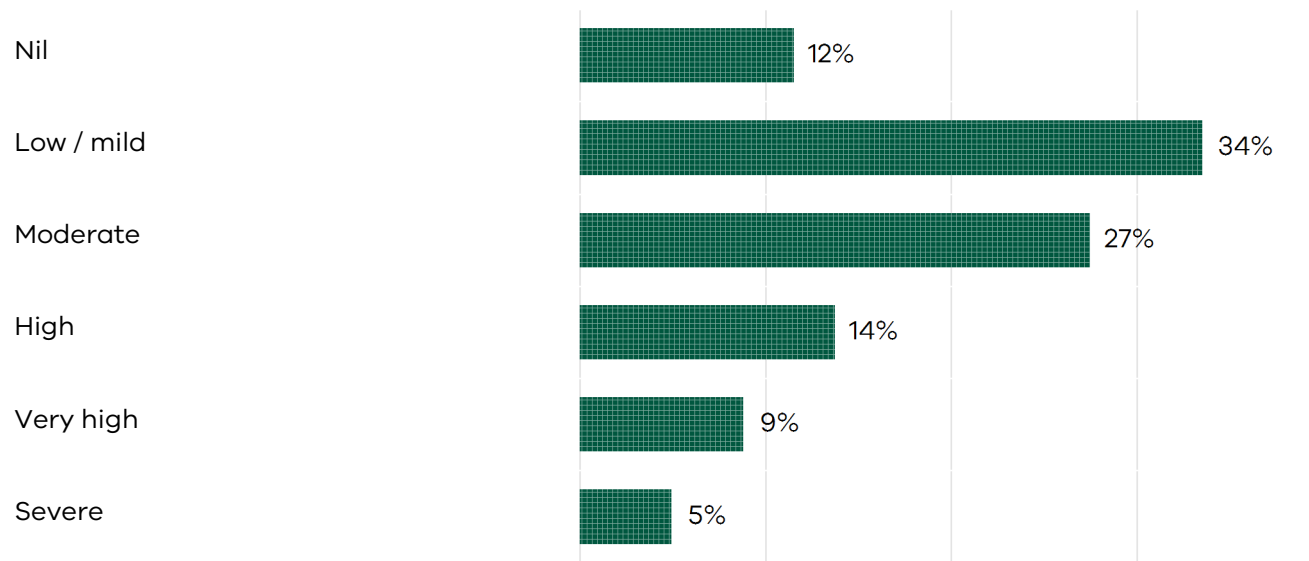
In this survey we asked staff to tell us their stress level.

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

27% of your staff who did the survey said they had high to severe stress in 2023. This is compared to 23% of staff in your comparator group and 25% of staff across the public sector.

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

Category	%
Nil	12%
Low / mild	34%
Moderate	27%
High	14%
Very high	9%
Severe	5%

Reported levels of high to severe stress

2022	2023
22%	**27%**

2022		2023	
Comparator	20%	Comparator	23%
Public Sector	25%	Public Sector	25%
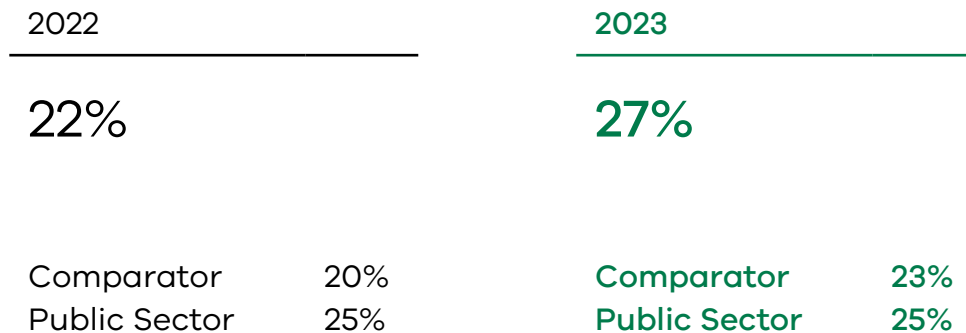
People outcomes

Work-related stress causes

What this is

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

Why this is important

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

How to read this

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

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

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

Example

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

Of that 88%, 47% said the top reason was 'Workload'.

	161	21
	88%	12%

■ Experienced some work-related stress   ▦ Did not experience some work-related stress
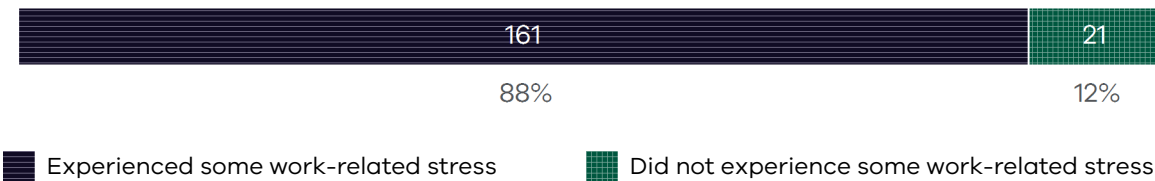
Of those that experienced work related stress it was from ...	You 2022	You 2023	Comparator 2023	Public sector 2023
Workload	54%	47%	45%	49%
Time pressure	38%	34%	42%	41%
Unclear job expectations	26%	30%	14%	14%
Management of work (e.g. supervision, training, information, support)	24%	22%	11%	13%
Social environment (e.g. relationships with colleagues, manager and/or senior leaders)	7%	15%	10%	11%
Competing home and work responsibilities	11%	14%	13%	14%
Job security	16%	14%	15%	11%
Other	9%	14%	10%	12%
Incivility, bullying, harassment or discrimination	6%	12%	5%	6%
Work that doesn't match my skills or experience	12%	12%	7%	7%

Victorian Public Sector Commission

VICTORIA State Government

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

21% 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	19%	18%	9%	7%
Over 6 months and up to 1 year	27%	21%	13%	10%
Over 1 year and up to 3 years	34%	35%	31%	24%
Over 3 years and up to 5 years	9%	12%	17%	15%
Over 5 years	11%	15%	31%	45%

Victorian Public Sector Commission

VICTORIA State Government

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

75% of your staff who did the survey agreed or strongly agreed with 'I can be myself at work'.

Legend: Disagree | Neither agree nor disagree | Agree

Survey question	Your results		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
I can be myself at work	Disagree 16%, Neither 9%, Agree 75%	Not asked	88 %	75 %	72 %	83 %	100 %
I feel culturally safe at work	Disagree 15%, Neither 9%, Agree 75%	68 %	82 %	75 %	69 %	86 %	100 %
I feel as if I belong at this organisation	Disagree 13%, Neither 16%, Agree 71%	Not asked	62 %	71 %	50 %	74 %	97 %
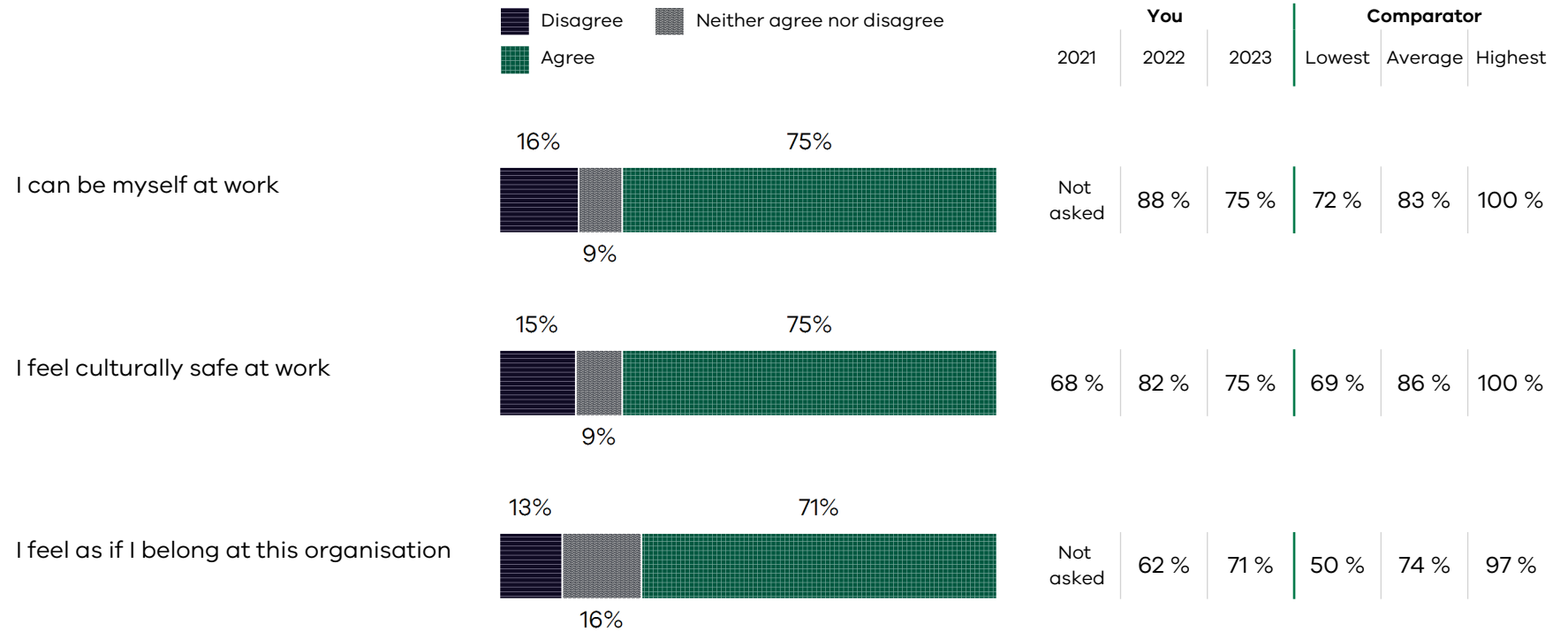
People outcomes

Inclusion - Barriers to success

What this is

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

Why this is important

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

How to read this

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

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

Example

9% of your staff who did the survey said they have experienced barriers to success in the last 12 months due to 'My caring responsibilities'.

Staff who experienced one or more barriers to success at work

51	131
28%	72%

■ Experienced barriers listed   ▨ Did not experience any of the barriers listed
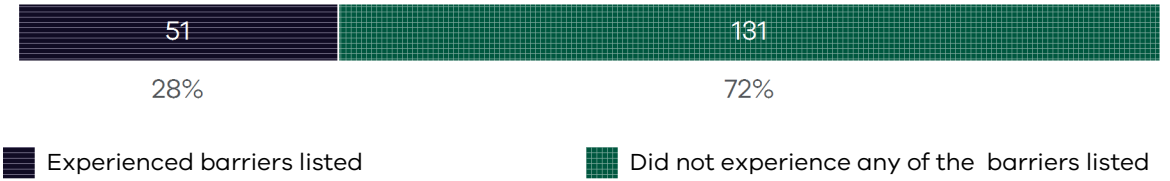
During the last 12 months, employees experienced barriers to their success due to …	You 2022	You 2023	Comparator 2023	Public sector 2023
My caring responsibilities	0%	9%	5%	7%
My age	0%	8%	6%	8%
My flexible working	0%	7%	6%	7%
My cultural background	0%	6%	3%	3%

People outcomes

Inclusion - Witnessed barriers to success

What this is

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

Why this is important

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

How to read this

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

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

Example

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

Staff who witnessed one or more barriers to success at work

45	137
25%	75%

■ Witnessed barriers listed   ▨ Did not witness barriers listed
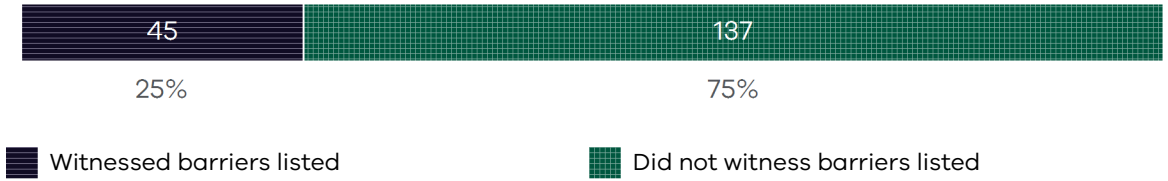
During the last 12 months, employees witnessed barriers to the success of other employees due to their...	You 2023	Comparator 2023	Public sector 2023
Flexible working	10%	8%	10%
Mental health	9%	6%	8%
Age	6%	5%	6%
Caring responsibilities	6%	6%	7%
Cultural background	5%	3%	4%

People outcomes

Scorecard: emotional effects of work

What this is

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

Why this is important

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

How to read this

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

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

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

Example

In 2023:

- 47% of your staff who did the survey said work made them feel happy in 2023, which is down from 48% in 2022

Compared to:

- 54% of staff at your comparator and 52% of staff across the public sector.

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

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

	Happy	Enthusiastic	Worried	Miserable
You 2021	41%	41%	46%	27%
You 2022	48%	48%	29%	13%
You 2023	47%	45%	33%	20%
Comparator 2023	54%	51%	28%	16%
Public sector 2023	52%	48%	31%	18%
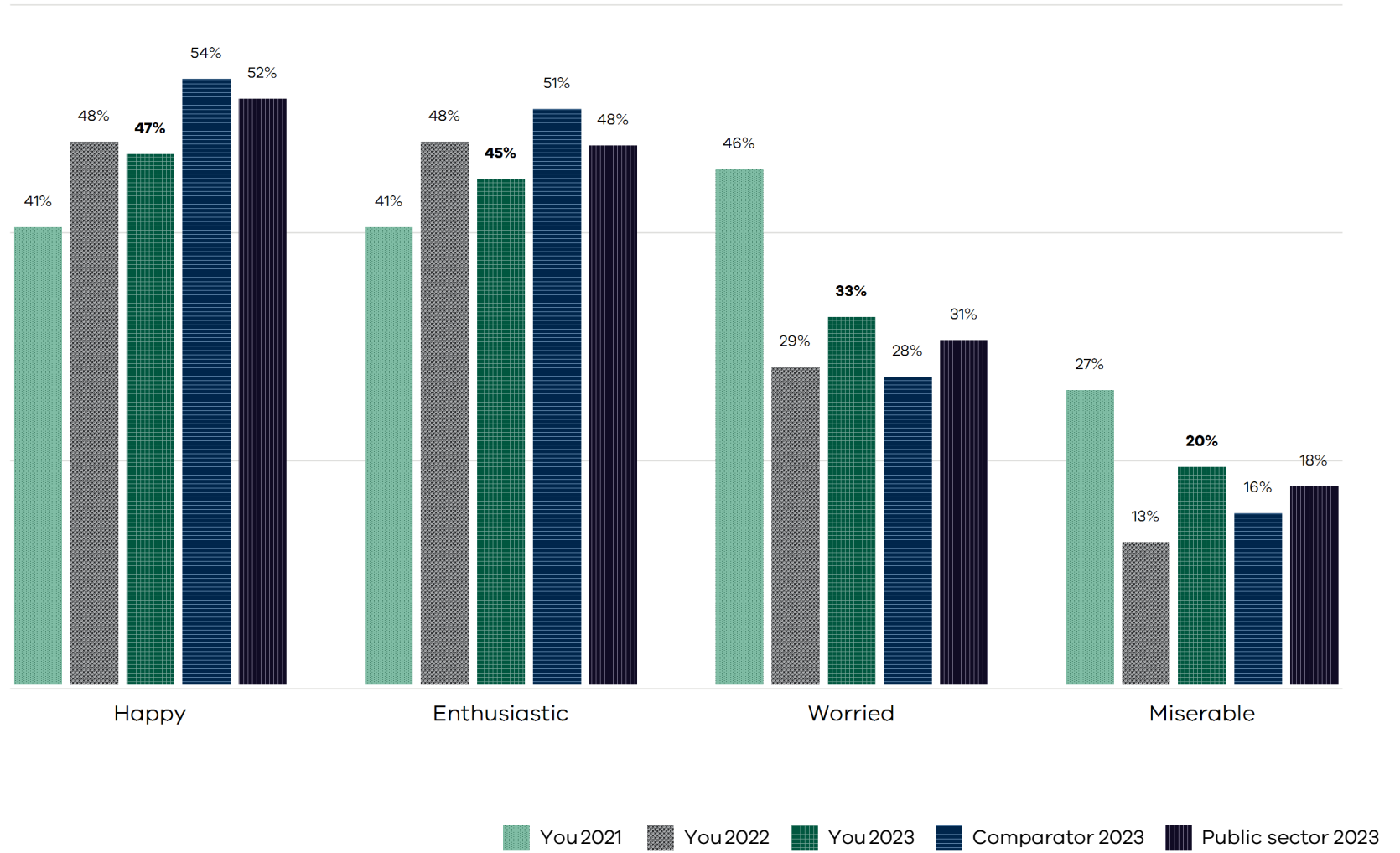
People outcomes

Scorecard: negative behaviours

What this is

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

Why this is important

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

How to read this

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

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

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

Example

In 2023:

- 19% of your staff who did the survey stated they experienced 'Bullying' in the last 12 months which is up from 15% in 2022.

Compared to:

- 9% of staff at your comparator and 12% of staff across the public sector.

Chart legend: You 2021, You 2022, You 2023, Comparator 2023, Public sector 2023

Bullying: 16%, 15%, 19%, 9%, 12%
Violence or aggression: 8%, 4%, 6%, 8%, 11%
Discrimination: 6%, 4%, 5%, 4%, 6%
Sexual harassment: 1%, 1%, 4%, 3%, 4%
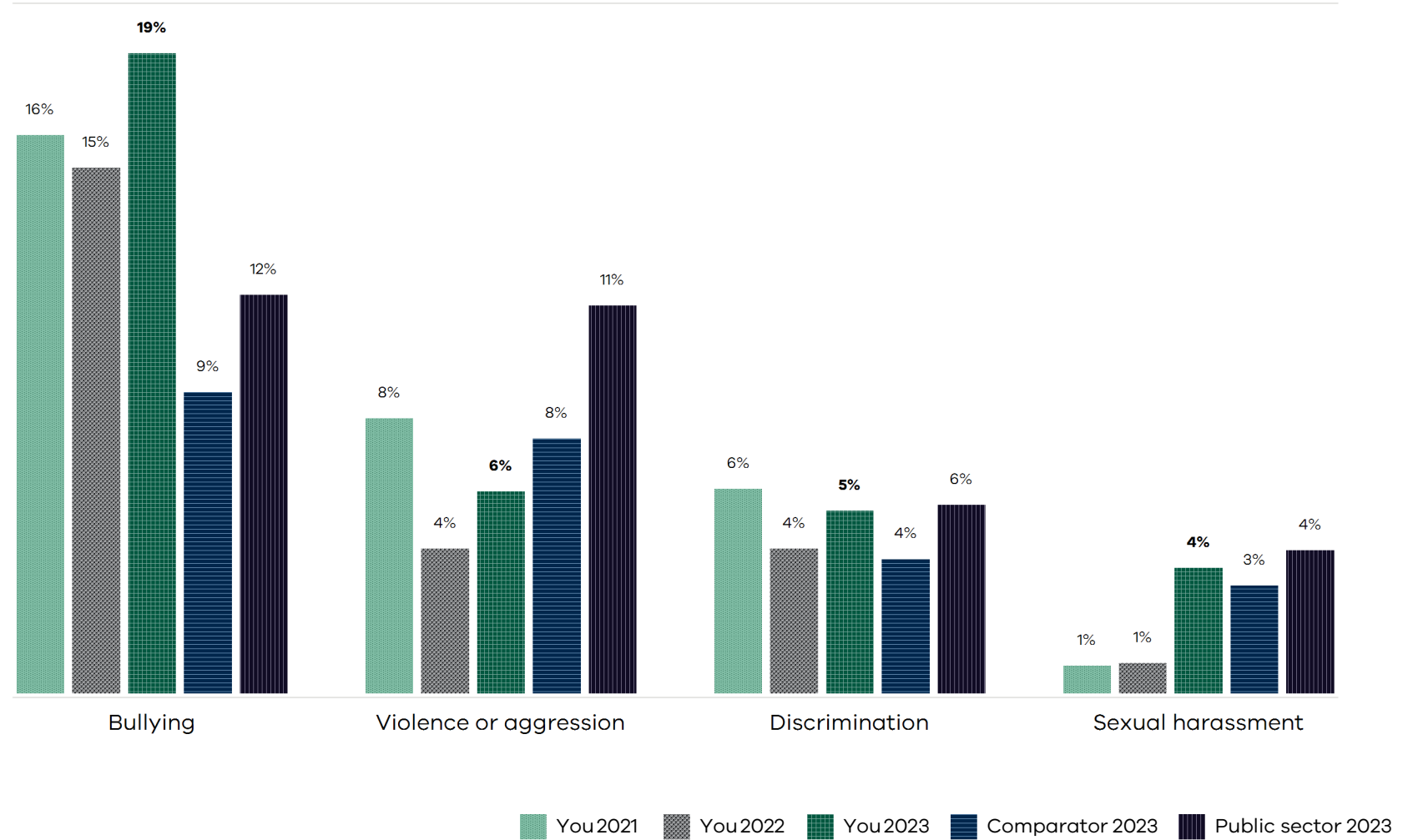
People outcomes

Bullying

What this is

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

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

19% of your staff who did the survey said they experienced bullying.

Of that 19%, 91% 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?

34	136	12
19%	75%	7%

■ Experienced bullying ▨ Did not experience bullying ▨ Not sure
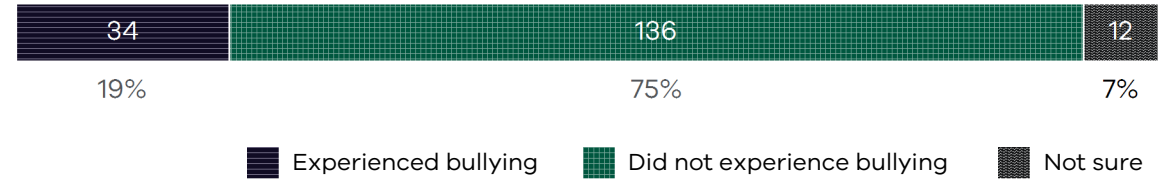
If you experienced bullying, what type of bullying did you experience?	You 2022	You 2023	Comparator 2023	Public sector 2023
Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)	86%	91%	79%	71%
Exclusion or isolation	29%	53%	49%	45%
Withholding essential information for me to do my job	36%	44%	36%	30%
Intimidation and/or threats	43%	41%	26%	29%
Being assigned meaningless tasks unrelated to my job	21%	24%	18%	16%
Other	0%	12%	14%	16%
Verbal abuse	21%	12%	20%	20%
Being given impossible assignment(s)	7%	6%	14%	11%
Interference with my personal property and/or work equipment	0%	3%	3%	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

19% of your staff who did the survey said they experienced bullying, of which

- 65% said the top way they reported the bullying was 'Told a manager'.
- 88% said they didn't submit a formal complaint.

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

34	136	12
19%	75%	7%

■ Experienced bullying   ▦ Did not experience bullying   ▨ Not sure
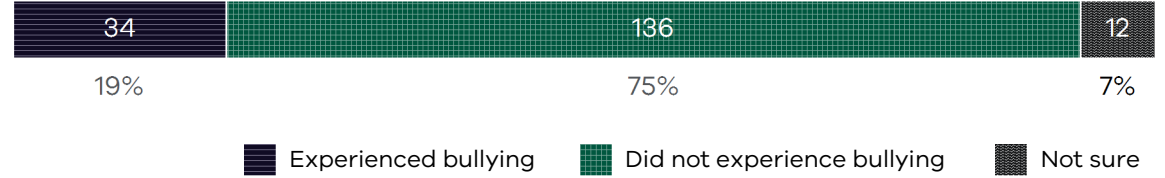
Did you tell anyone about the bullying?	You 2022	You 2023	Comparator 2023	Public sector 2023
Told a manager	43%	65%	54%	50%
Told a colleague	64%	59%	43%	41%
Told a friend or family member	21%	47%	39%	36%
Told Human Resources	21%	29%	20%	13%
Told employee assistance program (EAP) or peer support	21%	26%	11%	10%
Told the person the behaviour was not OK	14%	24%	19%	17%
Told someone else	21%	18%	15%	13%
Submitted a formal complaint	7%	12%	12%	12%
I did not tell anyone about the bullying	7%	6%	10%	12%

People outcomes

Bullying - reasons for not submitting a formal complaint

What this is

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

Why this is important

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

How to read this

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

Example

88% of your staff who experienced bullying did not submit a formal complaint, of which:

- 50% said the top reason was 'I believed there would be negative consequences for my reputation'.

Did you submit a formal complaint?

4	30
12%	88%

■ Submitted formal complaint   ■ Did not submit a formal complaint
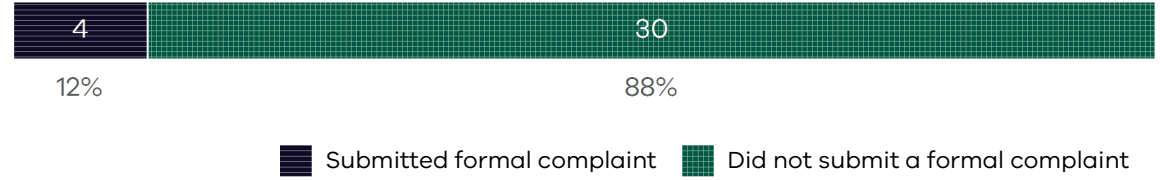
What was your reason for not submitting a formal complaint?	You 2022	You 2023	Comparator 2023	Public sector 2023
I believed there would be negative consequences for my reputation	77%	50%	59%	55%
I didn't feel safe to report the incident	15%	43%	26%	19%
I didn't think it would make a difference	31%	40%	52%	51%
I didn't think it was serious enough	0%	30%	16%	16%
I believed there would be negative consequences for my career	54%	27%	50%	45%
I didn't know how to make a complaint	0%	17%	6%	6%
I didn't know who to talk to	8%	13%	5%	5%
I thought the complaint process would be embarrassing or difficult	15%	13%	15%	13%
I believed there would be negative consequences for the person I was going to complain about	0%	7%	10%	10%
I didn't need to because I made the bullying stop	0%	7%	6%	6%

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, 19% 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

19% of your staff who did the survey said they experienced bullying.

Of that 19%, 56% said it was by 'A manager or supervisor'.

34 people (19% of staff) experienced bullying (You2023)
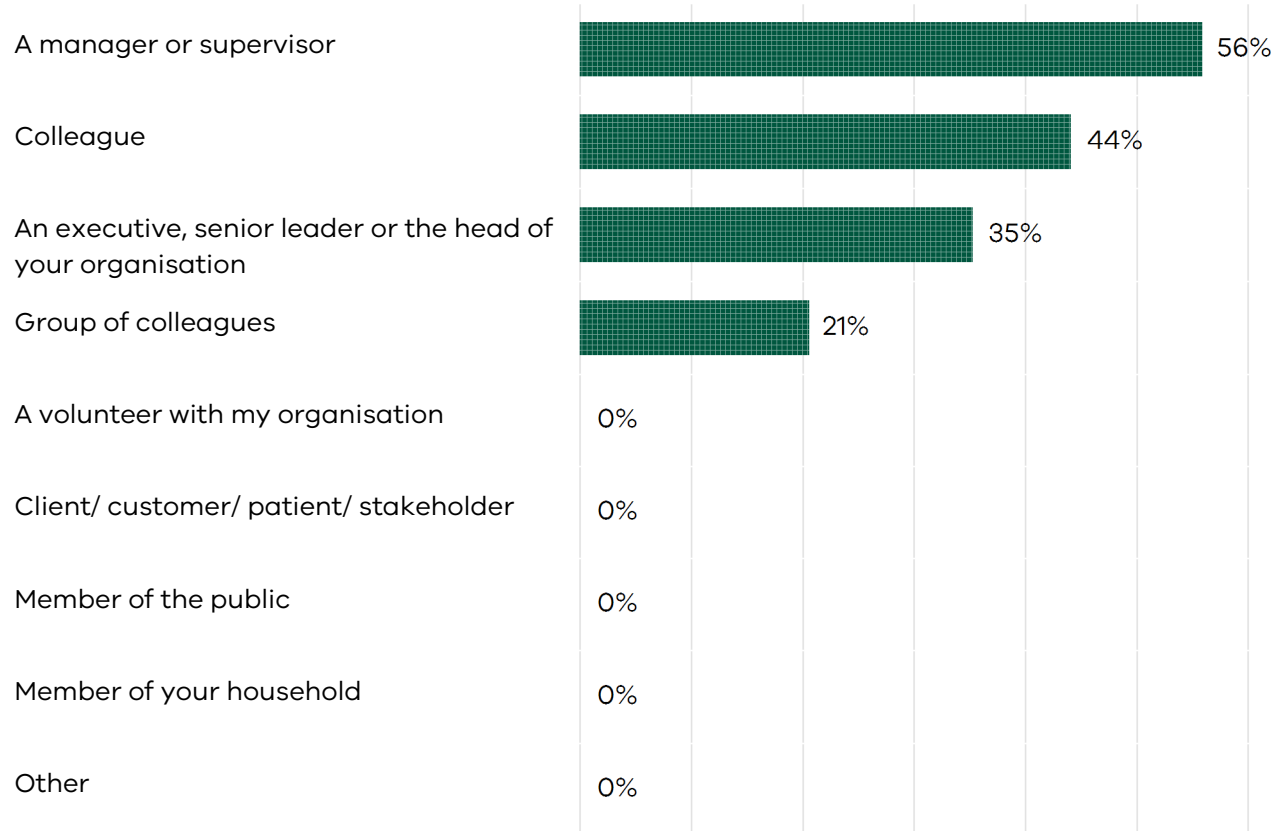
Perpetrator	Percentage
A manager or supervisor	56%
Colleague	44%
An executive, senior leader or the head of your organisation	35%
Group of colleagues	21%
A volunteer with my organisation	0%
Client/ customer/ patient/ stakeholder	0%
Member of the public	0%
Member of your household	0%
Other	0%

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, 19% 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

19% of your staff who did the survey said they experienced bullying.

Of that 19%, 100% said it was by someone within the organisation.

Of that 100%, 47% said it was 'They were in my workgroup'.

34 people (100% of staff who experienced bullying) experienced bullying from within your organisation (You 2023)

They were in my workgroup	47%
They were my immediate manager or supervisor	41%
They were outside my workgroup	32%
They were someone I supervise or manage	15%
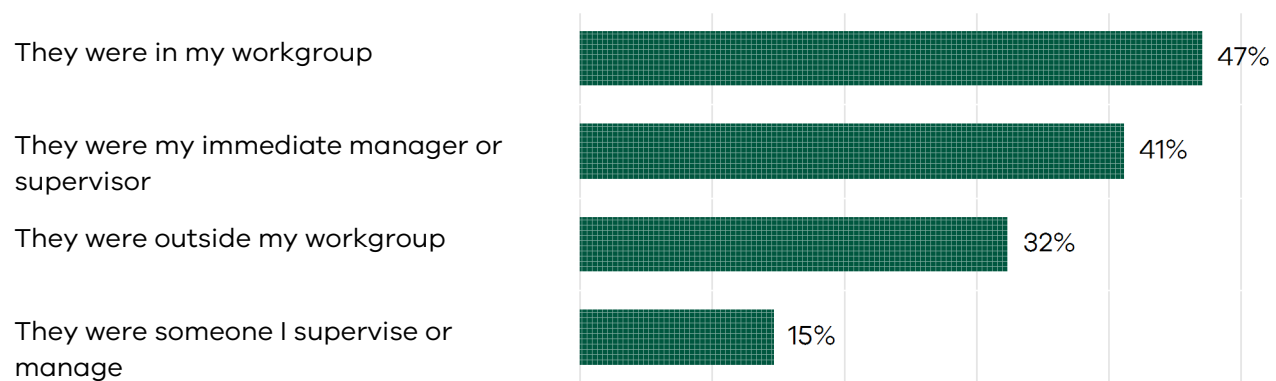
People outcomes

Sexual harassment

What this is

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

Why this is important

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

Why there is no data here

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

We do this to protect the respondents.

People outcomes

Type of discrimination

What this is

This is what types of discrimination staff report experiencing in their organisation.

Why this is important

Understanding what types of discrimination happen means an organisation can work out what action to take.

How to read this

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

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

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

Example

5% of your staff who did the survey said they experienced discrimination.

Of that 5%, 70% said it was 'Opportunities for promotion'.

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

10	155	17
5%	85%	9%

■ Experienced discrimination ■ Did not experience discrimination ■ Not sure
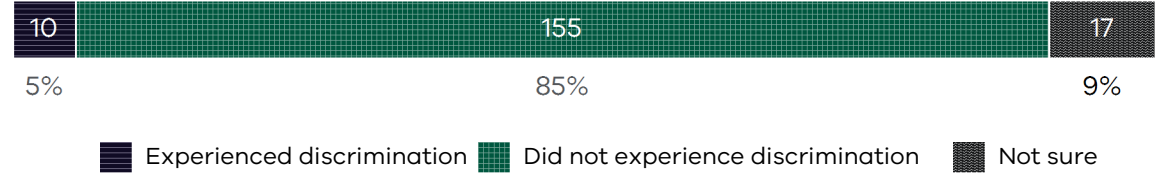
If you experienced discrimination, what type of discrimination did you experience?		You 2023	Comparator 2023	Public sector 2023
Opportunities for promotion	0%	70%	33%	41%
Denied flexible work arrangements or other adjustments	0%	50%	22%	22%
Opportunities for transfer/secondment	0%	40%	12%	21%
Opportunities for training	0%	30%	24%	26%
Access to leave	0%	20%	6%	9%
Other	0%	20%	46%	36%
Employment security - threats of dismissal or termination	0%	10%	12%	13%
Pay or conditions offered by employer	0%	10%	8%	10%

People outcomes

Telling someone about the discrimination

What this is

This is who staff told about the discrimination they experienced.

Why this is important

Understanding who staff tell about their discrimination can inform how organisations can support staff.

How to read this

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

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

In descending order, the table shows the answers.

Example

5% of your staff who did the survey said they experienced discrimination, of which

- 60% said the top way they reported the discrimination was 'Told a friend or family member'.

- 90% said they didn't submit a formal complaint.

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

10	155	17
5%	85%	9%

■ Experienced discrimination ■ Did not experience discrimination ■ Not sure
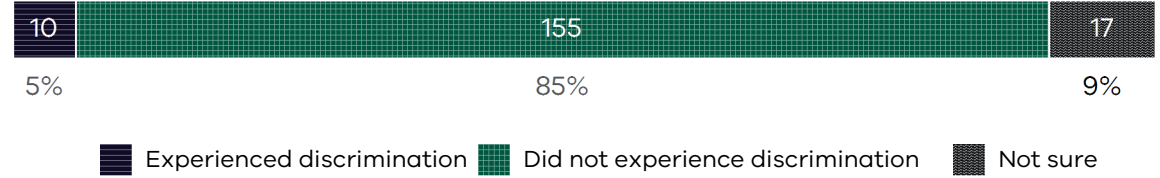
Did you tell anyone about the discrimination?	You 2023	Comparator 2023	Public sector 2023
Told a friend or family member	60%	35%	31%
Told a colleague	40%	39%	36%
Told someone else	40%	16%	14%
Told a manager	30%	37%	30%
Told employee assistance program (EAP) or peer support	20%	10%	9%
Told Human Resources	20%	19%	11%
Submitted a formal complaint	10%	8%	8%
Told the person the behaviour was not OK	10%	10%	9%

People outcomes

Perpetrators of discrimination

What this is

This is who staff have said are responsible for discrimination.

Why this is important

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

How to read this

In this year's survey, 5% of your staff said they experienced discrimination.

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

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

Each row is one perpetrator or group of perpetrators.

Example

5% of your staff who did the survey said they experienced discrimination.

Of that 5%, 60% said it was by 'A manager or supervisor'.

10 people (5% of staff) experienced discrimination (You 2023)

Perpetrator	Percentage
A manager or supervisor	60%
An executive, senior leader or the head of your organisation	40%
A group of colleagues	20%
Other	20%
A colleague	10%
A client/customer/patient/stakeholder	0%
A member of my household	0%
A member of the public	0%
A volunteer with my organisation	0%
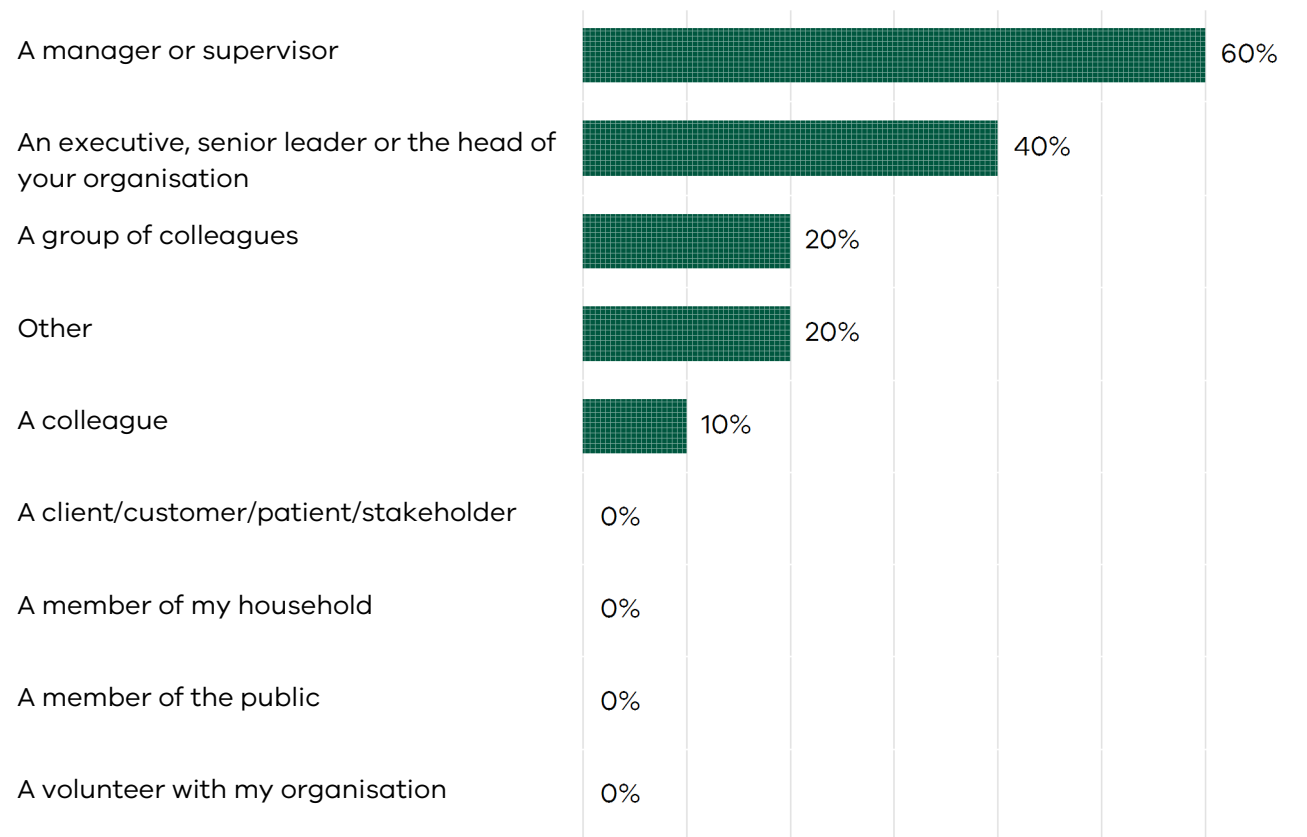
Negative behaviour

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

6% of your staff who did the survey said they experienced violence or aggression.

Of that 6%, 82% said it was from 'Intimidating behaviour'.

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

11	168	3
6%	92%	2%

■ Experienced violence or aggression ■ Did not experience violence or aggression ■ Not sure
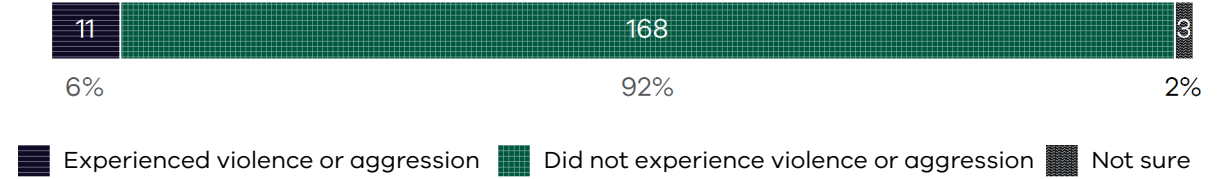
If you experienced violence or aggression, what type did you experience?	You 2023	Comparator 2023	Public sector 2023
Intimidating behaviour	82%	75%	73%
Abusive language	73%	71%	75%
Other	9%	7%	6%

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

6% of your staff who did the survey said they experienced violence or aggression, of which

- 73% said the top way they reported the violence or agression was 'Told a manager'

- 100% said they didn't submit a formal incident report.

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

11	168	3
6%	92%	2%

■ Experienced violence or aggression   ■ Did not experience violence or aggression   ■ Not sure
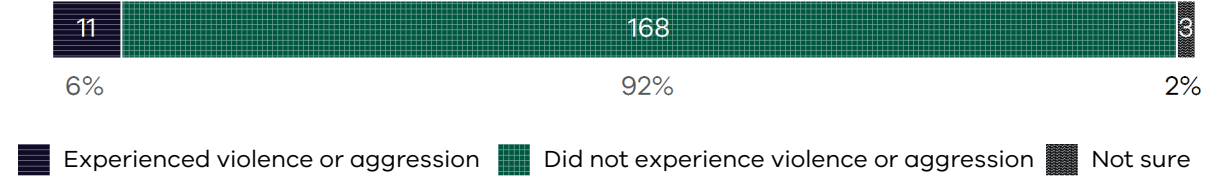
Did you tell anyone about the incident?	You 2023	Comparator 2023	Public sector 2023
Told a manager	73%	62%	56%
Told a colleague	64%	51%	40%
Told a friend or family member	45%	26%	19%
Told Human Resources	36%	7%	6%
Told the person the behaviour was not OK	36%	24%	23%
I did not tell anyone about the incident(s)	9%	10%	9%
Told employee assistance program (EAP) or peer support	9%	5%	5%

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

100% of your staff who experienced violence or aggression did not submit a formal incident report, of which:

- 82% said the top reason was 'I believed there would be negative consequences for my career'.

Did you submit a formal incident report?

	11

100%

■ Submitted formal incident report ▦ Did not submit a formal incident report
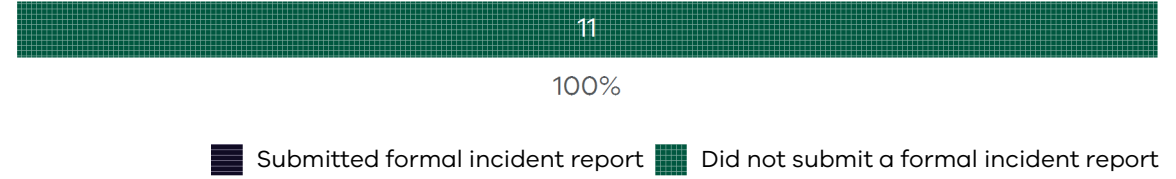
What was your reason for not submitting a formal incident report?	You 2023	Comparator 2023	Public sector 2023
I believed there would be negative consequences for my career	82%	21%	18%
I believed there would be negative consequences for my reputation	82%	22%	21%
I didn't feel safe to report the incident	64%	8%	7%
I didn't think it would make a difference	55%	35%	38%
I thought the complaint process would be embarrassing or difficult	36%	6%	5%
I didn't know how to make a complaint	27%	5%	4%
I didn't know who to talk to	18%	3%	2%
I didn't need to because I made the violence or aggression stop	9%	14%	14%

Negative behaviour

Perpetrators of violence and aggression

What this is

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

Why this is important

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

How to read this

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

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

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

Each row is one perpetrator or a group of perpetrators.

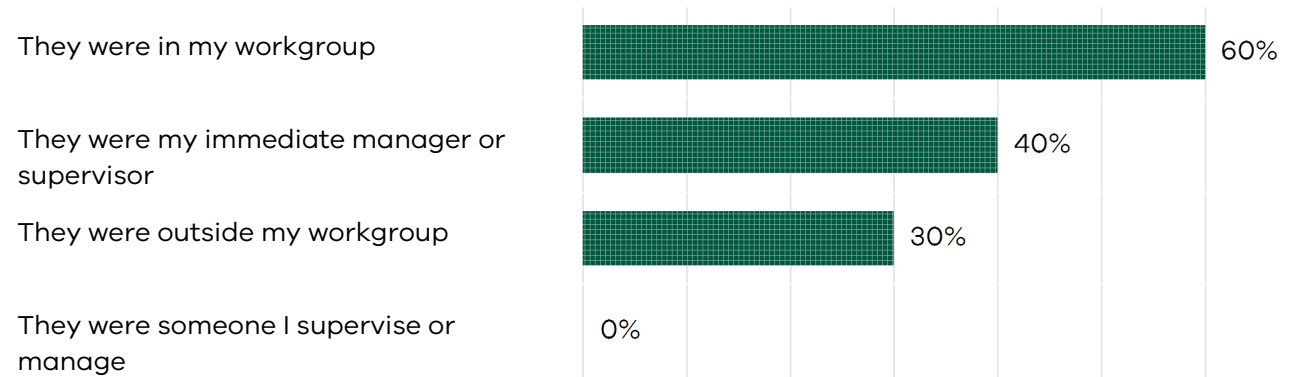**Example**

6% of your staff who did the survey said they experienced violence or aggression.

Of that 6%, 64% said it was 'A manager or supervisor'.

11 people (6% of staff) experienced violence or aggression (You2023)
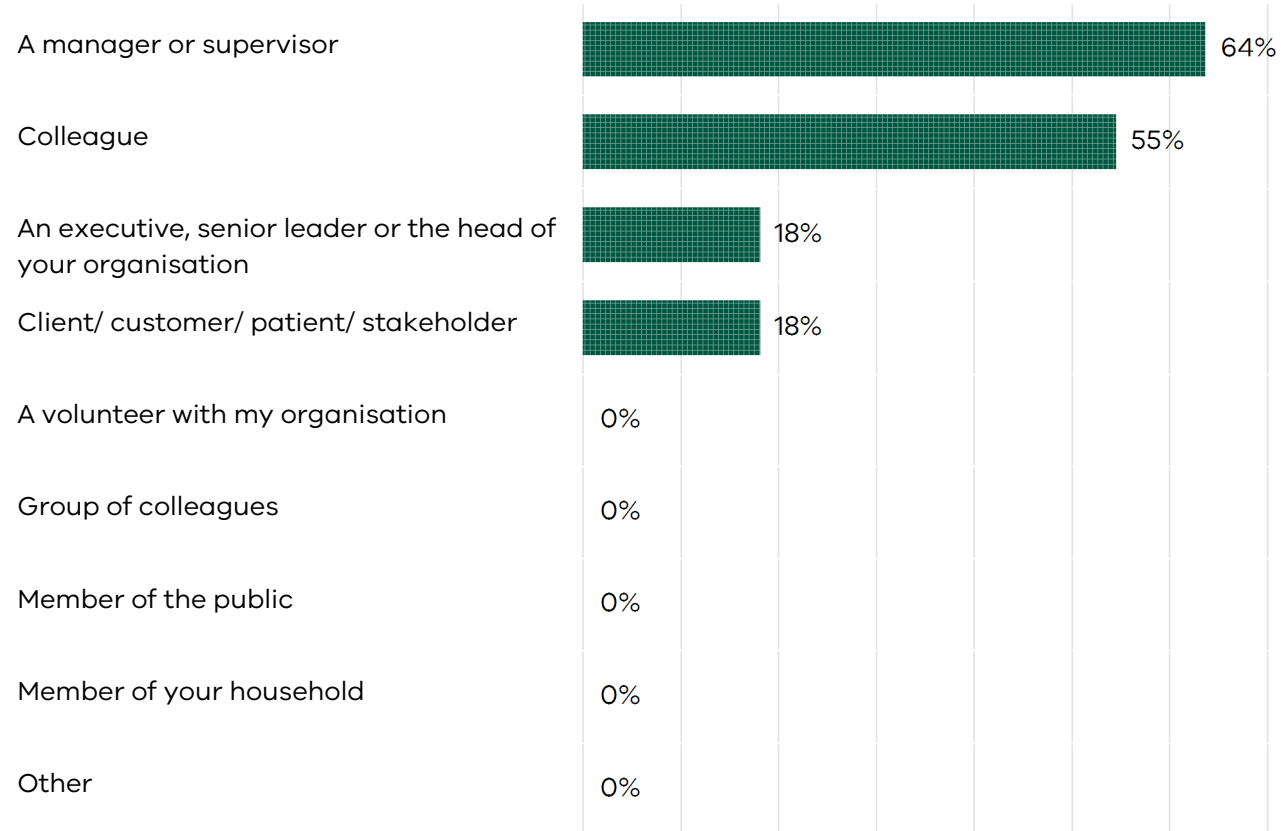
Perpetrator	Percentage
A manager or supervisor	64%
Colleague	55%
An executive, senior leader or the head of your organisation	18%
Client/ customer/ patient/ stakeholder	18%
A volunteer with my organisation	0%
Group of colleagues	0%
Member of the public	0%
Member of your household	0%
Other	0%

People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

In this year's survey, 6% 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

6% of your staff who did the survey said they experienced violence or aggression.

Of that 6%, 91% said it was by someone within the organisation.

Of that 91%, 60% said it was 'They were in my workgroup'.

10 people (91% of staff who experienced violence or aggression) experienced violence or aggression from within your organisation (You2023)

They were in my workgroup — 60%

They were my immediate manager or supervisor — 40%

They were outside my workgroup — 30%

They were someone I supervise or manage — 0%

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

21% of your staff who did the survey said they witnessed some negative behaviour at work.

79% 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?

39	143
21%	79%

■ 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	79%	85%	81%
Bullying of a colleague	19%	10%	13%
Discrimination against a colleague	10%	6%	7%
Violence or aggression against a colleague	2%	3%	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

21% of your staff who did the survey witnessed negative behaviour, of which:

- 82% said the top action they took was 'Spoke to the person who experienced the behaviour'.
- 3% took no action.

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

39	143
21%	79%

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

When you witnessed the above behaviour(s), did you do any of the following?	You 2023	Comparator 2023	Public sector 2023
Spoke to the person who experienced the behaviour	82%	73%	69%
Told a manager	49%	37%	38%
Told a colleague	31%	21%	19%
Told Human Resources	28%	11%	7%
Spoke to the person who behaved in a negative way	23%	16%	17%
Told the person the behaviour was not OK	21%	17%	20%
Other	8%	5%	6%
Submitted a formal complaint	5%	4%	5%
Took no action	3%	8%	8%

People matter survey

2023

Have your say

Overview

Report overview

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

Result summary

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Topical questions

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

Demographics

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

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 'Safety climate', the 'You 2023' column shows 92% of your staff agreed with 'My organisation provides a physically safe work environment'.
In the 'Change from 2022' column, you have a 18% increase, which is a positive trend.

Question group	Highest scoring questions	You 2023	Change from 2022	Comparator 2023
Safety climate	My organisation provides a physically safe work environment	92%	+18%	91%
Other questions	I understand how the Code of Conduct for Victorian public sector employees applies to my work	92%	Not asked in 2022	91%
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	88%	+2%	77%
Job enrichment	I can use my skills and knowledge in my job	87%	+6%	91%
Flexible working	My manager supports working flexibly	86%	-2%	90%
Meaningful work	I can make a worthwhile contribution at work	86%	-6%	92%
Gender equality supporting measures	My organisation uses inclusive and respectful images and language	86%	Not asked in 2022	87%
Workgroup support	People in my workgroup are politically impartial in their work	85%	+2%	85%
Meaningful work	I achieve something important through my work	85%	-4%	89%
Gender equality supporting measures	My organisation would support me if I needed to take family violence leave	85%	Not asked in 2022	84%

Key differences

Lowest scoring questions

What this is

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

How to read this

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

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

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

Example

On the first row 'Taking action', the 'You 2023' column shows 35% 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 6% 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	35%	+6%	40%
Learning and development	I am satisfied with the opportunities to progress in my organisation	41%	+2%	47%
Safety climate	All levels of my organisation are involved in the prevention of stress	42%	+1%	54%
Organisational integrity	I believe the promotion processes in my organisation are fair	42%	+10%	47%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	43%	-3%	55%
Organisational integrity	I have an equal chance at promotion in my organisation	47%	+2%	52%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	49%	+7%	58%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	49%	+4%	58%
Senior leadership	Senior leaders provide clear strategy and direction	49%	+3%.	65%
Satisfaction	How satisfied are you with your career development within your current organisation	51%	-2%	57%

Victorian Public Sector Commission

VICTORIA State Government

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 'Safety climate', the 'You 2023' column shows 92% of your staff agreed with 'My organisation provides a physically safe work environment'.
In the 'Increase from 2022' column, you have a 18% increase, which is a positive trend.

Question group	Most improved from last year	You 2023	Increase from 2022	Comparator 2023
Safety climate	My organisation provides a physically safe work environment	92%	+18%	91%
Engagement	I feel a strong personal attachment to my organisation	55%	+14%	60%
Organisational integrity	I believe the promotion processes in my organisation are fair	42%	+10%	47%
Inclusion	I feel as if I belong at this organisation	71%	+10%	74%
Workload	The workload I have is appropriate for the job that I do	60%	+9%	67%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	49%	+7%	58%
Organisational integrity	My organisation takes steps to eliminate bullying, harassment and discrimination	54%	+7%	72%
Job enrichment	I can use my skills and knowledge in my job	87%	+6%	91%
Taking action	My organisation has made improvements based on the survey results from last year	35%	+6%	40%
Senior leadership	Senior leaders model my organisation's values	66%	+5%	71%

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 'Quality service delivery', the 'You 2023' column shows 69% of your staff agreed with 'My workgroup acts fairly and without bias'.

In the 'Decrease from 2022' column, you have a 14% decrease, which is a negative trend.

Question subgroup	Largest decline from last year	You 2023	Decrease from 2022	Comparator 2023
Quality service delivery	My workgroup acts fairly and without bias	69%	-14%	81%
Inclusion	I can be myself at work	75%	-13%	83%
Quality service delivery	My workgroup provides high quality advice and services	76%	-10%	86%
Organisational integrity	My organisation encourages respectful workplace behaviours	71%	-9%	86%
Workgroup support	People in my workgroup treat each other with respect	83%	-8%	89%
Workgroup support	People in my workgroup are honest, open and transparent in their dealings	74%	-8%	83%
Inclusion	I feel culturally safe at work	75%	-7%	86%
Job enrichment	I have a say in how I do my work	71%	-7%	79%
Job enrichment	I have the authority to do my job effectively	62%	-7%	75%
Collaboration	I am able to work effectively with others outside my immediate workgroup	79%	-7%	85%

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 'Human rights', the 'You 2023' column shows 88% of your staff agreed with 'I understand how the Charter of Human Rights and Responsibilities applies to my 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
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	88%	+11%	77%
Taking action	I believe my organisation will make improvements based on the results of this survey	58%	+2%	56%
Gender equality supporting measures	My organisation would support me if I needed to take family violence leave	85%	+1%	84%
Other questions	I understand how the Code of Conduct for Victorian public sector employees applies to my work	92%	+1%	91%
Safety climate	My organisation provides a physically safe work environment	92%	+0%	91%

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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 'Job enrichment', the 'You 2023' column shows 62% of your staff agreed with 'I clearly understand what I am expected to do in this job'.

The 'difference' column, shows that agreement for this question was 22 percentage points lower in your organisation than in your comparator.

Question subgroup	Biggest negative difference from comparator	You 2023	Difference	Comparator 2023
Job enrichment	I clearly understand what I am expected to do in this job	62%	-22%	84%
Organisational integrity	My organisation does not tolerate improper conduct	55%	-21%	76%
Organisational integrity	My organisation takes steps to eliminate bullying, harassment and discrimination	54%	-18%	72%
Senior leadership	Senior leaders provide clear strategy and direction	49%	-16%	65%
Quality service delivery	My workgroup has clear lines of responsibility	59%	-15%	75%
Organisational integrity	My organisation encourages respectful workplace behaviours	71%	-15%	86%
Manager support	My manager gives me feedback that helps me improve my performance	62%	-15%	77%
Safe to speak up	I feel safe to challenge inappropriate behaviour at work	60%	-14%	74%
Job enrichment	I have the authority to do my job effectively	62%	-13%	75%
Quality service delivery	My workgroup uses its resources well	59%	-13%	72%

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

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

What this is

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

Why this is important

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

How to read this

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

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

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

Example

58% 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 |
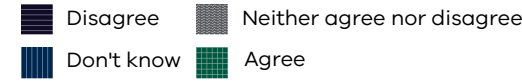
Legend: Disagree | Neither agree nor disagree | Don't know | Agree
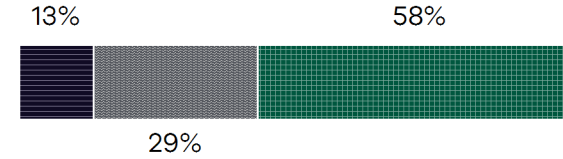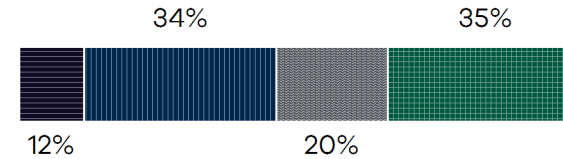
Survey question		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
I believe my organisation will make improvements based on the results of this survey	13% / 29% / 58%	Not asked	55 %	58 %	26 %	56 %	94 %
My organisation has made improvements based on the survey results from last year	12% / 34% / 20% / 35%	Not asked	29 %	35 %	20 %	40 %	80 %

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

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- 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

73% of your staff who did the survey agreed or strongly agreed with 'Senior leaders demonstrate honesty and integrity'.

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
Senior leaders demonstrate honesty and integrity	2% / 73% / 11% / 14%	68 %	68 %	73 %	39 %	74 %	100 %
Senior leaders model my organisation's values	1% / 66% / 16% / 16%	64 %	60 %	66 %	39 %	71 %	100 %
Senior leaders provide clear strategy and direction	1% / 49% / 26% / 23%	51 %	46 %	49 %	34 %	65 %	100 %

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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:

- 69% of your staff who did the survey responded positively to questions about Collaboration which is down from 76% in 2022.

Compared to:

- 75% of staff at your comparator and 72% of staff across the public sector.
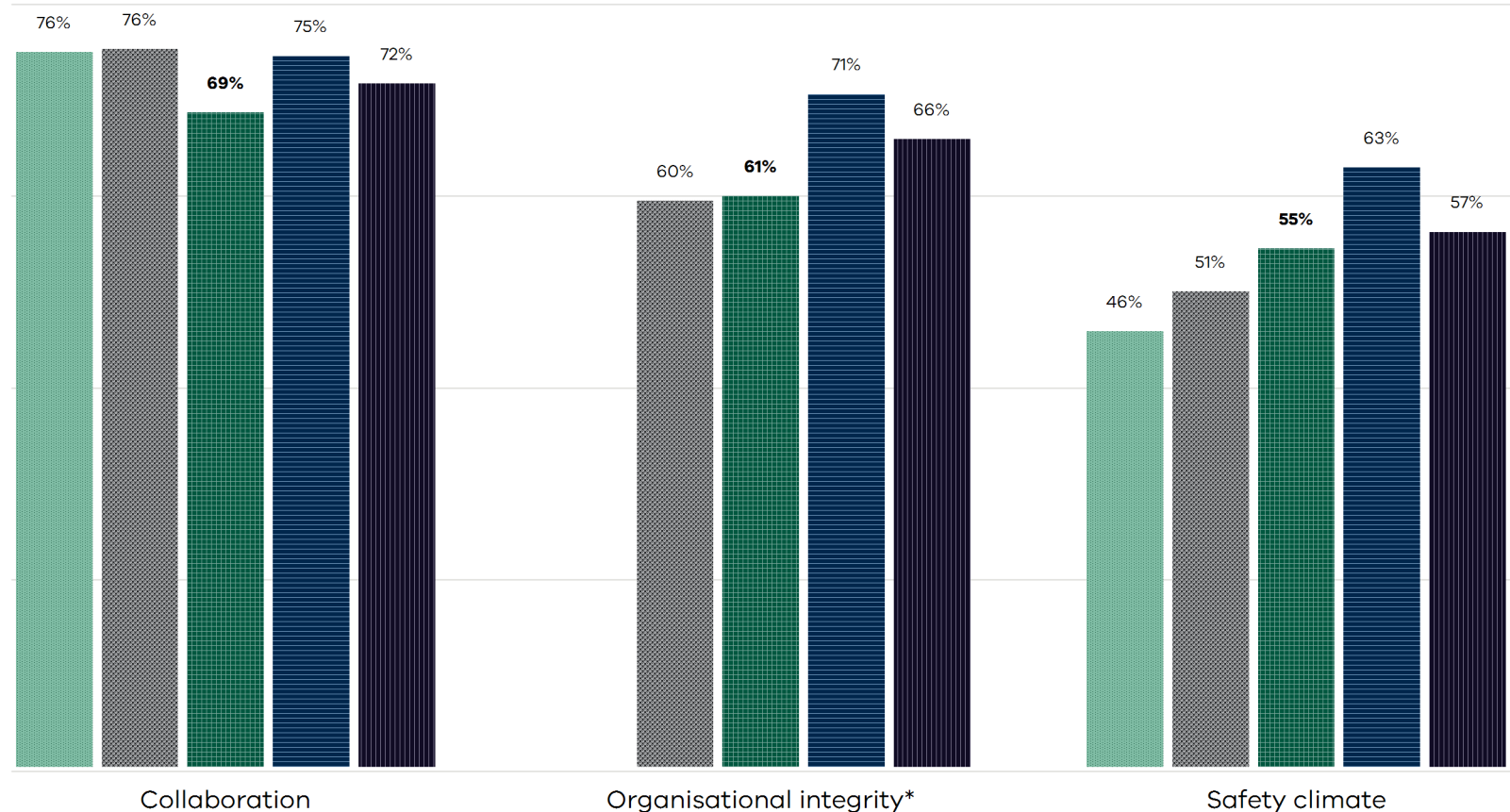
*We can't compare some data here because one or more questions were not asked in a previous survey

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

Collaboration: 76%, 76%, 69%, 75%, 72%
Organisational integrity*: 60%, 61%, 71%, 66%
Safety climate: 46%, 51%, 55%, 63%, 57%

Victorian Public Sector Commission

VICTORIA State Government

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

80% of your staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.

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

Survey question		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
My organisation encourages employees to act in ways that are consistent with human rights	4% / 5% / 12% / 80%	78 %	85 %	80 %	63 %	86 %	100 %
My organisation is committed to earning a high level of public trust	3% / 3% / 14% / 80%	87 %	82 %	80 %	53 %	84 %	100 %
My organisation encourages respectful workplace behaviours	13% / 13% / 3% / 71%	70 %	80 %	71 %	63 %	86 %	100 %
I believe the recruitment processes in my organisation are fair	19% / 8% / 18% / 55%	Not asked	58 %	55 %	33 %	66 %	86 %

Organisational climate

What this is

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

Why this is important

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

How to read this

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

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

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

Example

55% 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	20% / 9% / 15% / 55%	53 %	51 %	55 %	48 %	76 %	94 %
My organisation takes steps to eliminate bullying, harassment and discrimination	19% / 11% / 16% / 54%	48 %	47 %	54 %	50 %	72 %	91 %
I have an equal chance at promotion in my organisation	24% / 29% / 47%	Not asked	45 %	47 %	38 %	52 %	74 %
I believe the promotion processes in my organisation are fair	21% / 12% / 25% / 42%	Not asked	32 %	42 %	32 %	47 %	71 %

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

79% of your staff who did the survey agreed or strongly agreed with 'I am able to work effectively with others outside my immediate workgroup'.

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree
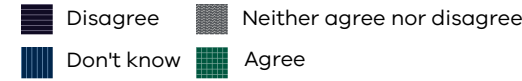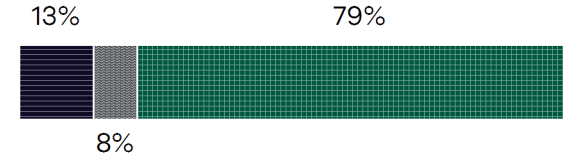
Survey question	Your results	2021	You 2022	2023	Comparator Lowest	Average	Highest
I am able to work effectively with others outside my immediate workgroup	13% Disagree, 8% Neither, 79% Agree	85 %	86 %	79 %	68 %	85 %	94 %
Workgroups across my organisation willingly share information with each other	25% Disagree, 2% Don't know, 14% Neither, 59% Agree	66 %	66 %	59 %	41 %	65 %	97 %

Organisational climate

Safety climate 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

92% of your staff who did the survey agreed or strongly agreed with 'My organisation provides a physically safe work environment'.

Survey question	Your results					

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

Benchmark agree results
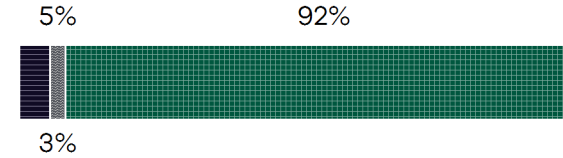
Survey question		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
My organisation provides a physically safe work environment	5% / 92% / 3%	70 %	74 %	92 %	80 %	91 %	100 %
Senior leaders consider the psychological health of employees to be as important as productivity	21% / 55% / 24%	52 %	56 %	55 %	41 %	65 %	91 %
In my workplace, there is good communication about psychological safety issues that affect me	27% / 49% / 24%	43 %	42 %	49 %	32 %	58 %	89 %
Senior leaders show support for stress prevention through involvement and commitment	24% / 49% / 27%	44 %	45 %	49 %	29 %	58 %	91 %

Organisational climate

What this is

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

Why this is important

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

How to read this

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

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

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

Example

43% of your staff who did the survey agreed or strongly agreed with 'My organisation has effective procedures in place to support employees who may experience stress'.

Survey question

Your results

Benchmark agree results

Legend: Disagree | Neither agree nor disagree | Don't know | Agree
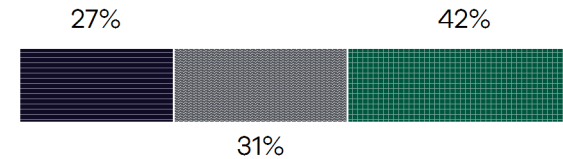
Survey question		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
My organisation has effective procedures in place to support employees who may experience stress	27% / 13% / 16% / 43%	41 %	46 %	43 %	34 %	55 %	80 %
All levels of my organisation are involved in the prevention of stress	27% / 31% / 42%	29 %	41 %	42 %	35 %	54 %	86 %

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2023

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

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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:

- 78% of your staff who did the survey responded positively to questions about Workgroup support which is down from 82% in 2022.

Compared to:

- 85% of staff at your comparator and 80% of staff across the public sector.
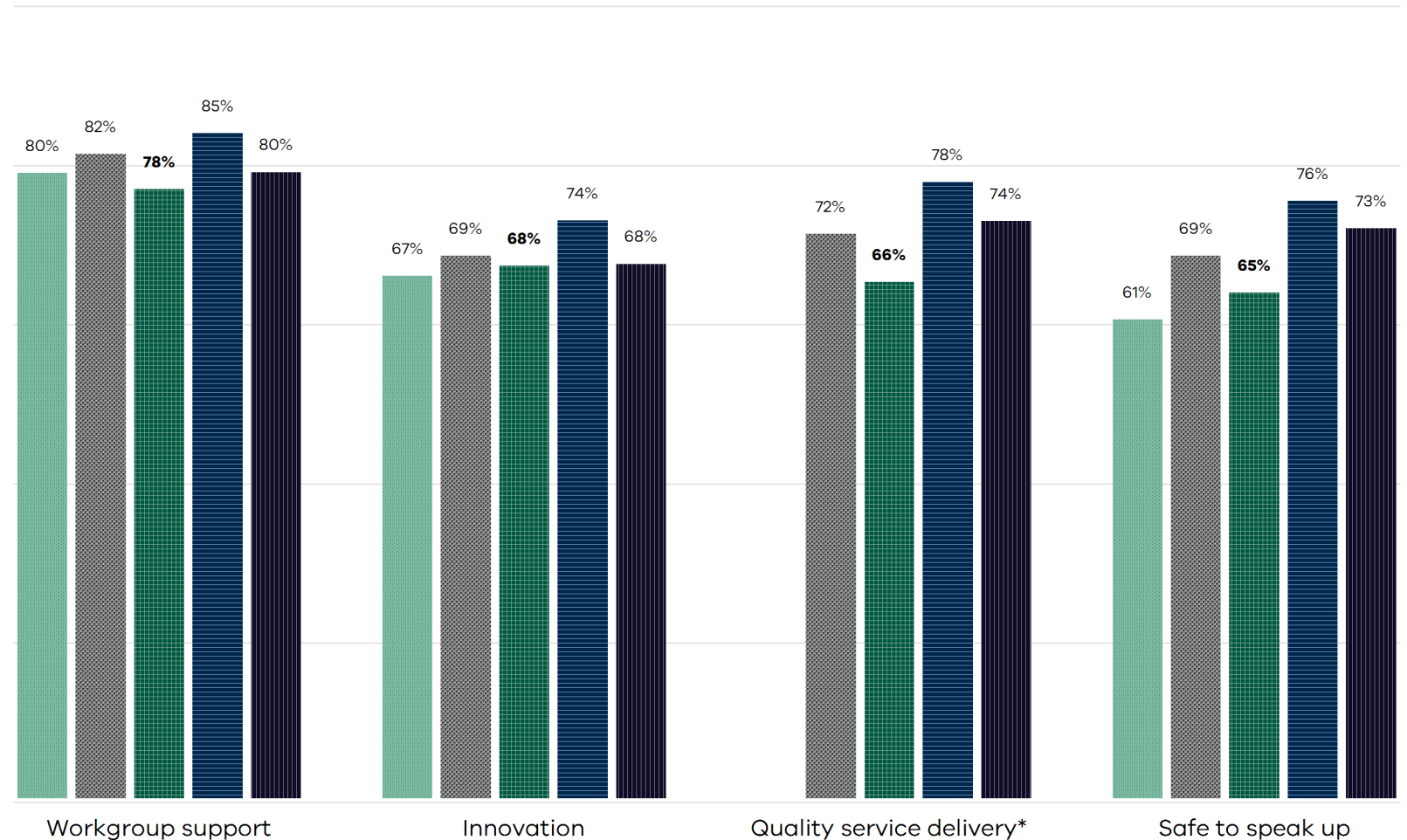
*We can't compare some data here because one or more questions were not asked in a previous survey

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

Workgroup support: 80%, 82%, **78%**, 85%, 80%
Innovation: 67%, 69%, **68%**, 74%, 68%
Quality service delivery*: —, 72%, **66%**, 78%, 74%
Safe to speak up: 61%, 69%, **65%**, 76%, 73%

Victorian Public Sector Commission

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Workgroup climate

Quality service delivery

What this is

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

Why this is important

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

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

How to read this

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

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

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

Example

76% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.
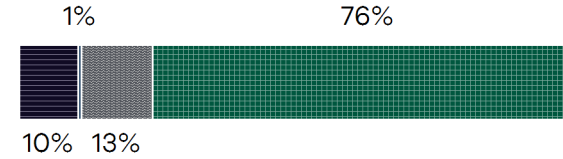
Legend:
- Disagree
- Don't know
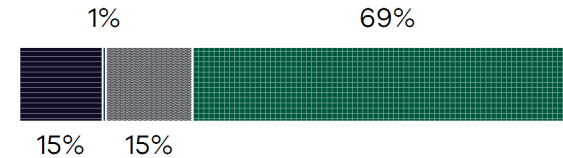- Neither agree nor disagree
- Agree

Survey question	Your results	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup provides high quality advice and services	1% 76% / 10% 13%	Not asked	87 %	76 %	77 %	86 %	100 %
My workgroup acts fairly and without bias	1% 69% / 15% 15%	Not asked	84 %	69 %	73 %	81 %	100 %
My workgroup has clear lines of responsibility	25% 59% / 15%	69 %	58 %	59 %	62 %	75 %	100 %
My workgroup uses its resources well	2% 59% / 24% 15%	Not asked	59 %	59 %	58 %	72 %	91 %

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

69% of your staff who did the survey agreed or strongly agreed with 'My workgroup is quick to respond to opportunities to do things better'.
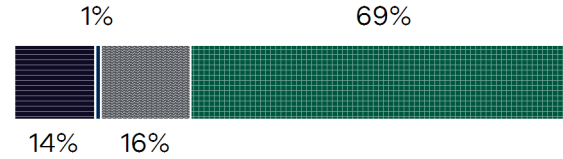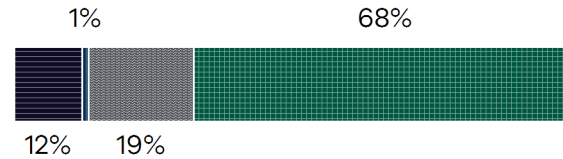
Legend: Disagree | Neither agree nor disagree | Don't know | Agree

Survey question	Your results	2021	You 2022	2023	Comparator Lowest	Average	Highest
My workgroup is quick to respond to opportunities to do things better	14% / 1% / 16% / 69%	76 %	75 %	69 %	61 %	75 %	85 %
My workgroup encourages employee creativity	12% / 1% / 19% / 68%	59 %	65 %	68 %	58 %	71 %	93 %
My workgroup learns from failures and mistakes	14% / 3% / 16% / 67%	65 %	68 %	67 %	61 %	74 %	89 %

Workgroup climate

Workgroup support 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

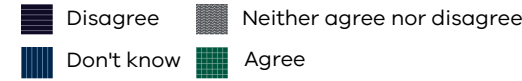Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

85% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.
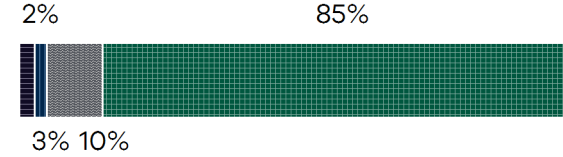
Legend: Disagree | Neither agree nor disagree | Don't know | Agree
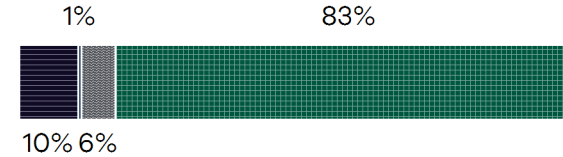
Survey question	Your results	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup are politically impartial in their work	2% / 3% / 10% / 85%	81 %	84 %	85 %	77 %	85 %	100 %
People in my workgroup treat each other with respect	10% / 1% / 6% / 83%	86 %	91 %	83 %	75 %	89 %	100 %
People in my workgroup work together effectively to get the job done	14% / 12% / 75%	82 %	81 %	75 %	75 %	86 %	100 %
People in my workgroup are honest, open and transparent in their dealings	13% / 14% / 74%	80 %	81 %	74 %	63 %	83 %	97 %

Victorian Public Sector Commission

VICTORIA State Government

Workgroup climate

Workgroup support 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

71% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.

| | 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
People in my workgroup appropriately manage conflicts of interest	9% / 6% / 13% / 71%	70 %	73 %	71 %	56 %	80 %	100 %

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.

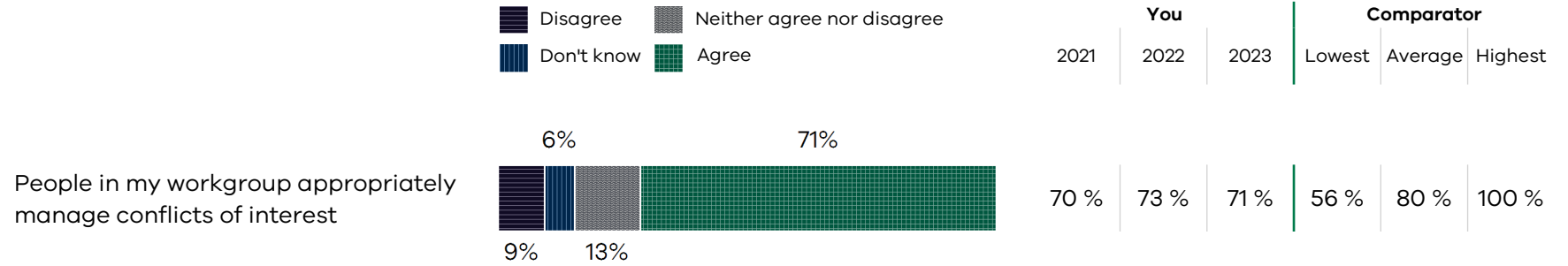Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

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		
	Disagree	Neither agree nor disagree	
	Don't know	Agree	
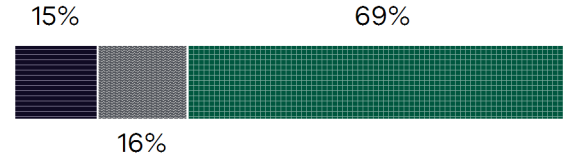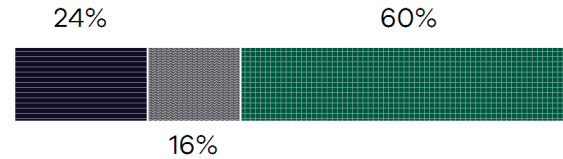
Survey question	Your results	Benchmark agree results					
		You			**Comparator**		
		2021	2022	2023	Lowest	Average	Highest
People in my workgroup are able to bring up problems and tough issues	15% · 16% · 69%	73 %	75 %	69 %	63 %	78 %	97 %
I feel safe to challenge inappropriate behaviour at work	24% · 16% · 60%	49 %	64 %	60 %	53 %	74 %	94 %

People matter survey

2023

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

Demographics

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

Job and manager factors

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2023:

• 83% of your staff who did the survey responded positively to questions about Flexible working.

Compared to:

• 85% of staff at your comparator and 79% of staff across the public sector.

	Flexible working*	Meaningful work*	Manager leadership	Job enrichment*
You 2021			82%	
You 2022	85%	87%	85%	75%
You 2023	83%	82%	81%	73%
Comparator 2023	85%	88%	89%	84%
Public sector 2023	79%	87%	86%	83%

*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

Job and manager factors

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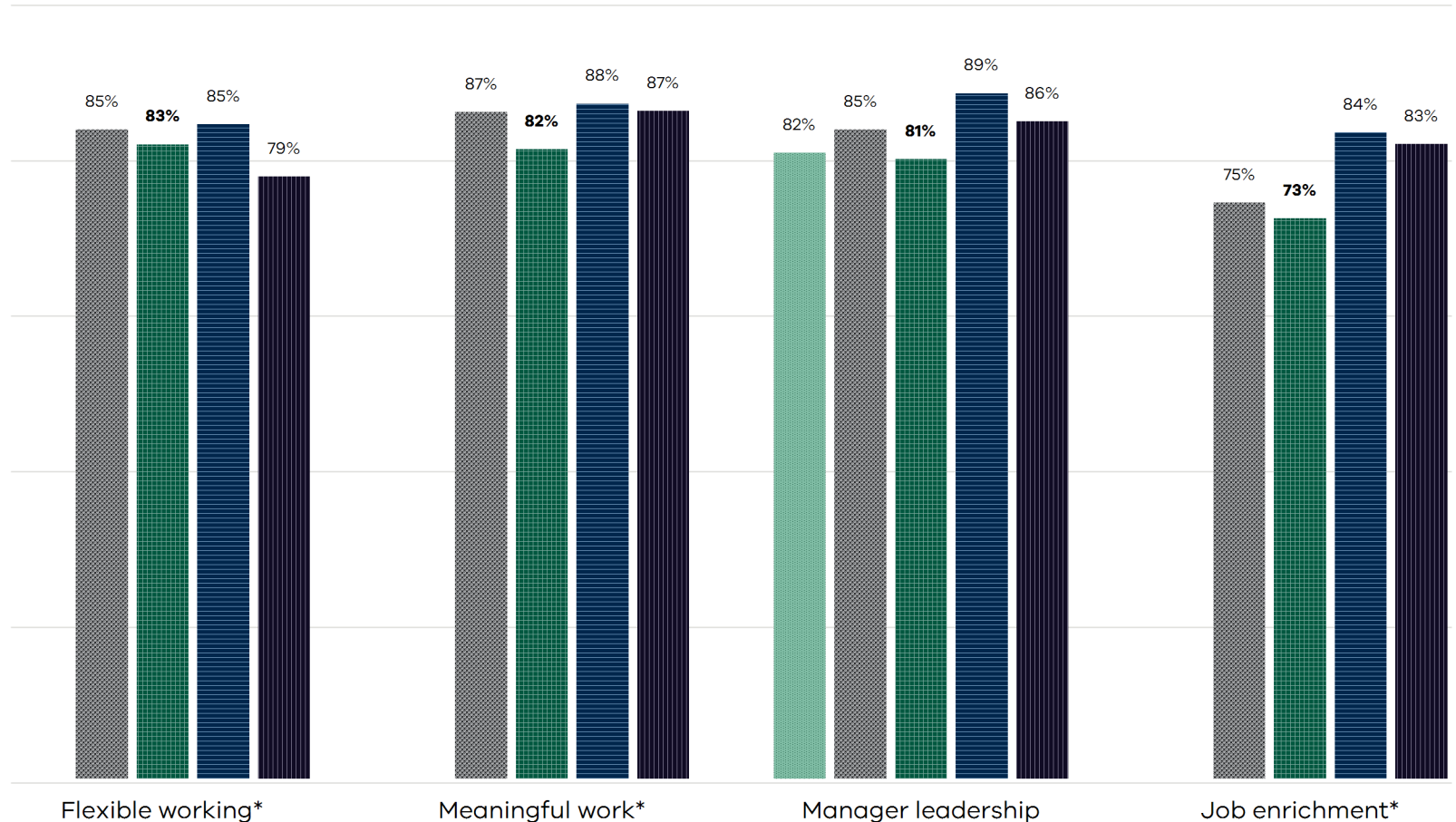Each result is the overall percentage of positive responses for your organisation, comparator and public sector.

Example

In 2023:

- 71% of your staff who did the survey responded positively to questions about Manager support.

Compared to:

- 80% of staff at your comparator and 77% of staff across the public sector.

	Manager support*	Workload	Learning and development*
You 2021		46%	
You 2022	69%	52%	55%
You 2023	71%	57%	54%
Comparator 2023	80%	66%	61%
Public sector 2023	77%	58%	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

84% of your staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

Survey question	Your results		You			Comparator		
			2021	2022	2023	Lowest	Average	Highest
	Disagree · Neither agree nor disagree · Don't know · Agree							
My manager treats employees with dignity and respect	8% Disagree / 8% Neither / 84% Agree		82 %	88 %	84 %	75 %	90 %	100 %
My manager demonstrates honesty and integrity	11% Disagree / 8% Neither / 81% Agree		86 %	86 %	81 %	75 %	90 %	100 %
My manager models my organisation's values	12% Disagree / 10% Neither / 78% Agree		78 %	80 %	78 %	75 %	88 %	96 %

Job and manager factors

Manager support 1 of 2

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

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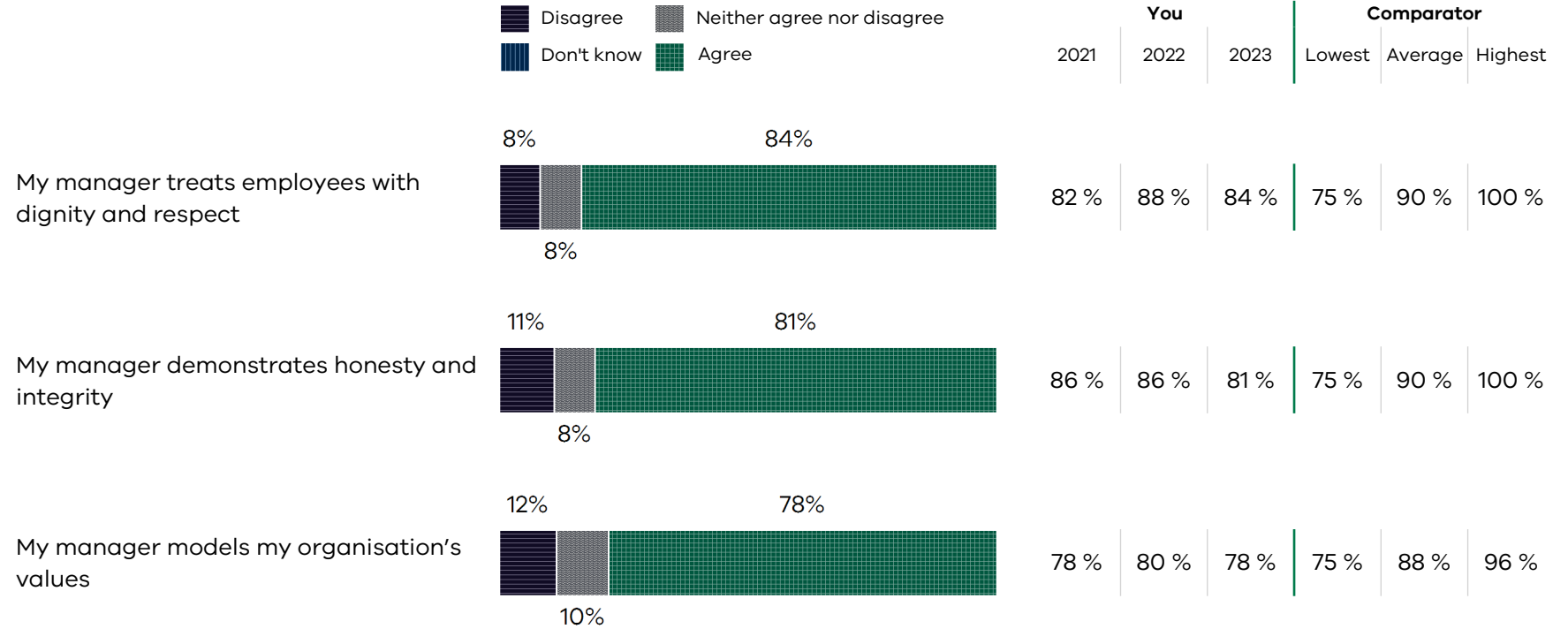
Example

79% of your staff who did the survey agreed or strongly agreed with '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	11% / 10% / 79%	84 %	78 %	79 %	72 %	87 %	97 %
I can discuss problems or issues with my manager	13% / 12% / 76%	Not asked	75 %	76 %	69 %	86 %	100 %
My manager provides me with enough support when I need it	15% / 13% / 1% / 71%	73 %	70 %	71 %	75 %	84 %	100 %
I receive meaningful recognition when I do good work	17% / 17% / 66%	Not asked	63 %	66 %	52 %	69 %	91 %

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Job and manager factors

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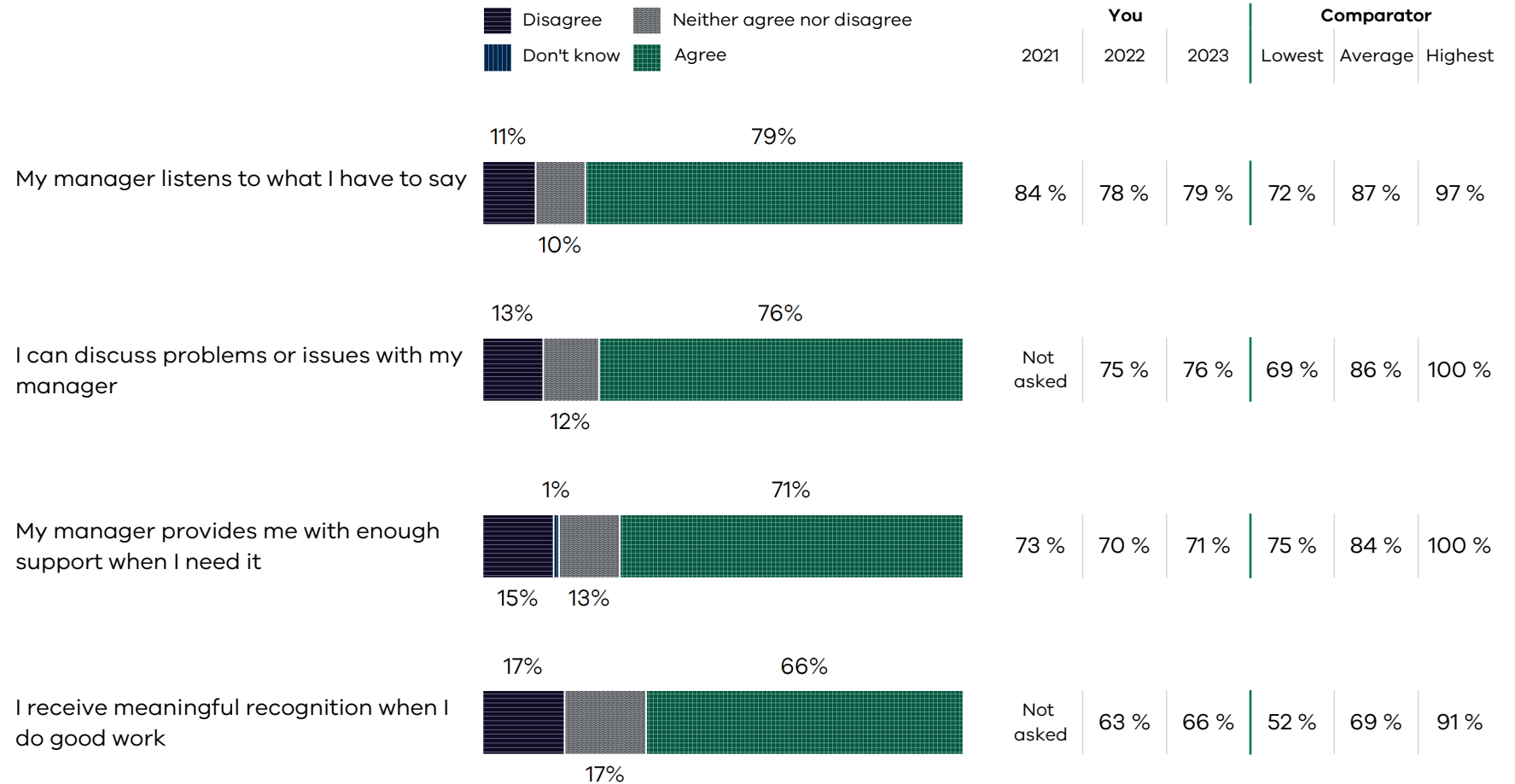Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

62% of your staff who did the survey agreed or strongly agreed with 'My manager gives me feedback that helps me improve my performance'.

Survey question

Your results

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

My manager gives me feedback that helps me improve my performance

1%   62%

20%   16%

Benchmark agree results

	You			Comparator		
2021	2022	2023		Lowest	Average	Highest
Not asked	60 %	62 %		66 %	77 %	96 %
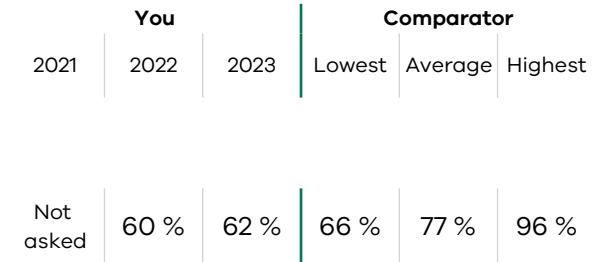
Job and manager factors

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.
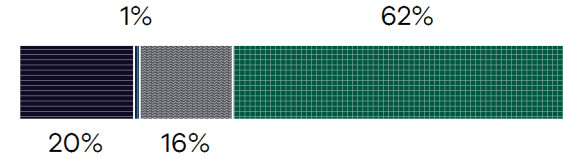
Example

60% of your staff who did the survey agreed or strongly agreed with 'The workload I have is appropriate for the job that I do'.

Survey question	Your results						

Legend: ■ Disagree   ▒ Neither agree nor disagree   ▦ Agree
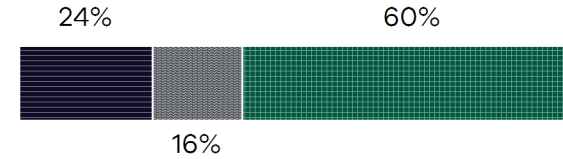
		You			Comparator		
Survey question		2021	2022	2023	Lowest	Average	Highest
The workload I have is appropriate for the job that I do	24% / 16% / 60%	49 %	52 %	60 %	45 %	67 %	96 %
I have enough time to do my job effectively	30% / 15% / 54%	44 %	52 %	54 %	43 %	65 %	81 %

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

70% of your staff who did the survey agreed or strongly agreed with 'I am developing and learning in my role'.

Legend: Disagree | Neither agree nor disagree | Agree

Survey question	Your results	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
I am developing and learning in my role	18% / 12% / 70%	70 %	75 %	70 %	63 %	76 %	96 %
My organisation places a high priority on the learning and development of staff	17% / 30% / 53%	55 %	55 %	53 %	32 %	60 %	100 %
I am satisfied with the way my learning and development needs have been addressed in the last 12 months	23% / 25% / 52%	46 %	52 %	52 %	39 %	60 %	91 %
I am satisfied with the opportunities to progress in my organisation	29% / 30% / 41%	Not asked	40 %	41 %	27 %	47 %	74 %

Victorian Public Sector Commission

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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.
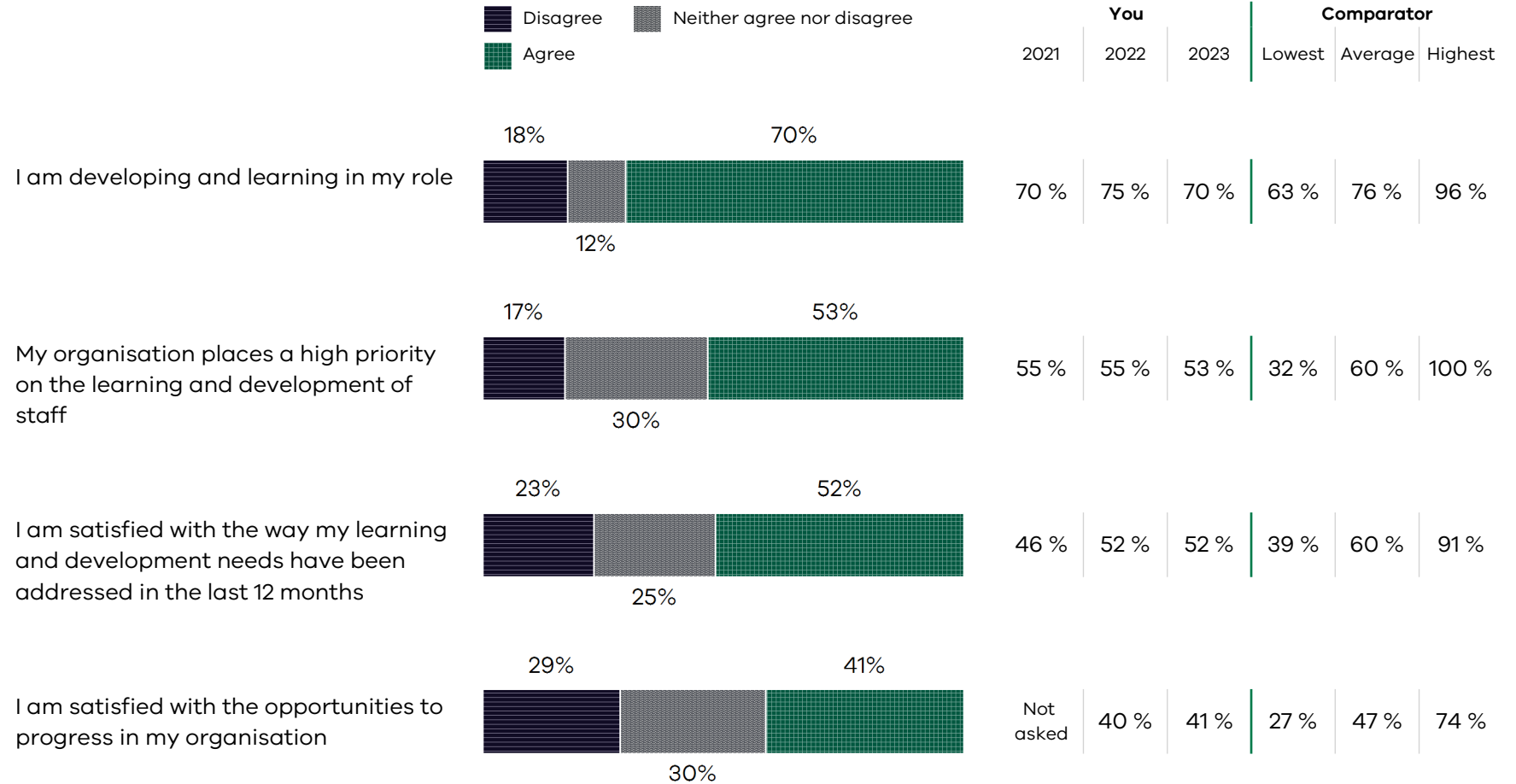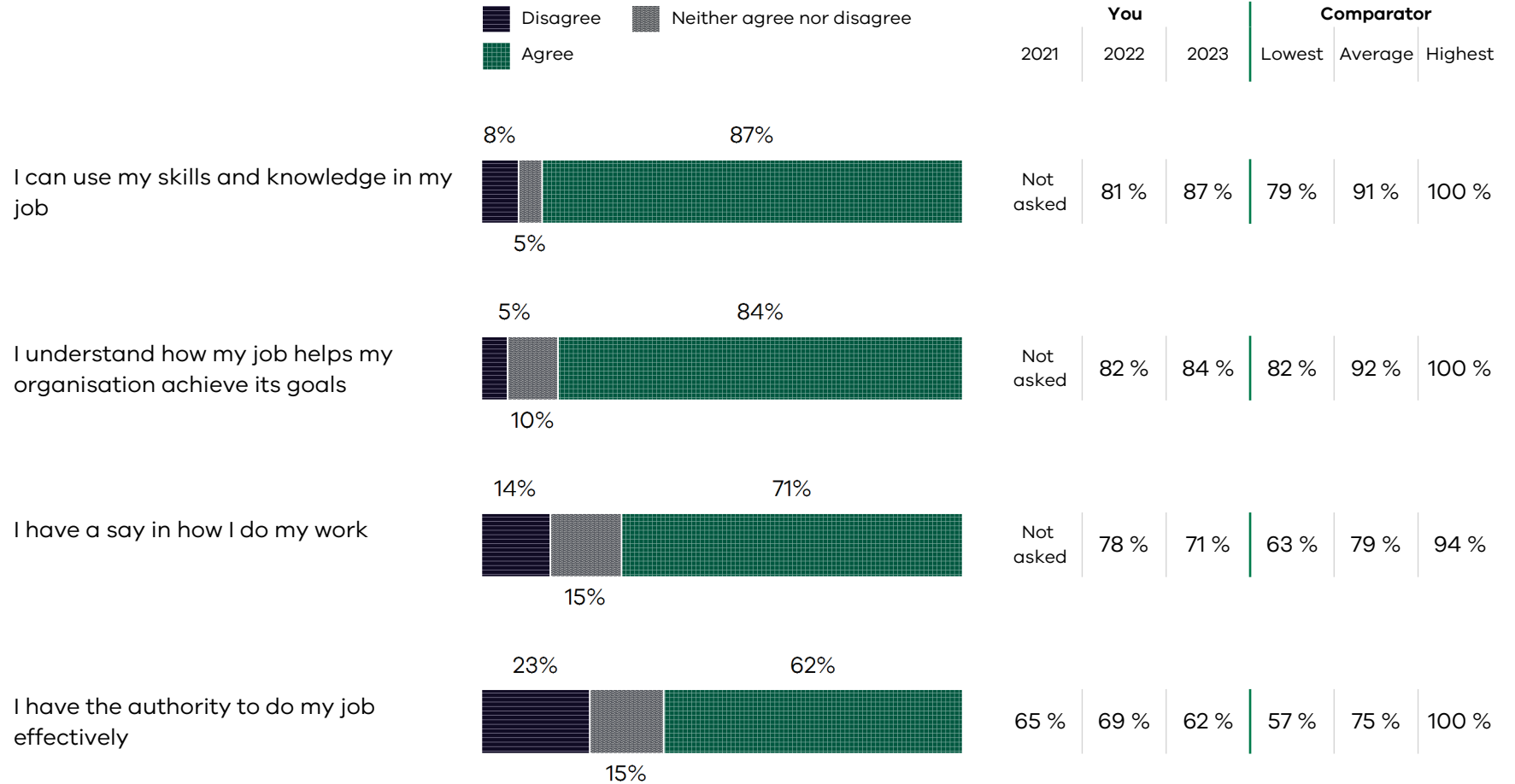
Example

87% of your staff who did the survey agreed or strongly agreed with 'I can use my skills and knowledge in my job'.

Survey question — Your results — Benchmark agree results

Legend: Disagree | Neither agree nor disagree | Agree

Survey question		You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
I can use my skills and knowledge in my job (8% / 5% / 87%)	Not asked	81 %	87 %	79 %	91 %	100 %
I understand how my job helps my organisation achieve its goals (5% / 10% / 84%)	Not asked	82 %	84 %	82 %	92 %	100 %
I have a say in how I do my work (14% / 15% / 71%)	Not asked	78 %	71 %	63 %	79 %	94 %
I have the authority to do my job effectively (23% / 15% / 62%)	65 %	69 %	62 %	57 %	75 %	100 %

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.
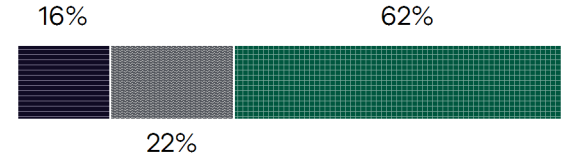
Example

62% of your staff who did the survey agreed or strongly agreed with 'I clearly understand what I am expected to do in this job'.
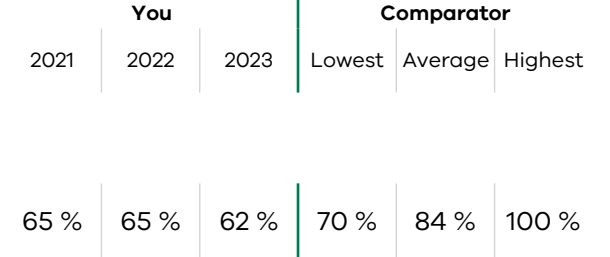
Survey question	Your results	Benchmark agree results

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

Survey question	Disagree	Neither agree nor disagree	Agree
I clearly understand what I am expected to do in this job	16%	22%	62%

Benchmark agree results

	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
I clearly understand what I am expected to do in this job	65 %	65 %	62 %	70 %	84 %	100 %

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.
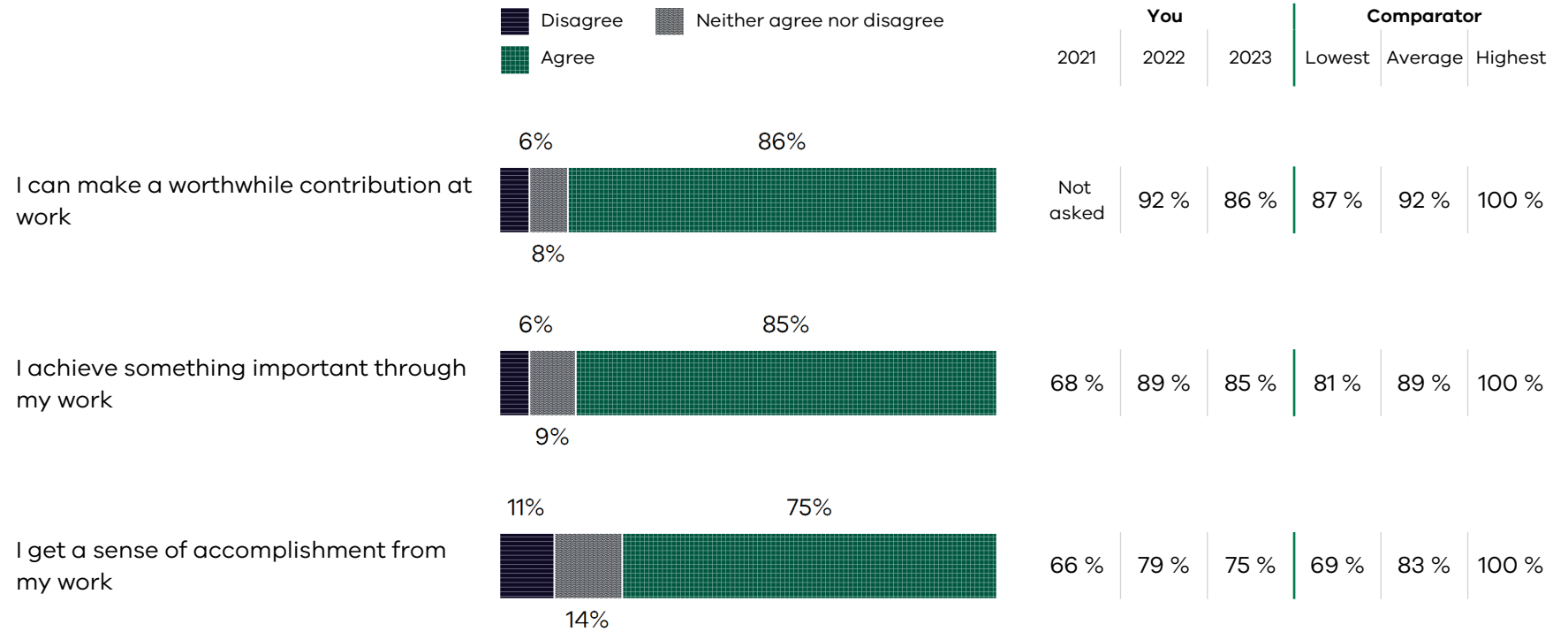
Example

86% 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 (Disagree 6%, Neither 8%, Agree 86%)	Not asked	92 %	86 %	87 %	92 %	100 %
I achieve something important through my work (Disagree 6%, Neither 9%, Agree 85%)	68 %	89 %	85 %	81 %	89 %	100 %
I get a sense of accomplishment from my work (Disagree 11%, Neither 14%, Agree 75%)	66 %	79 %	75 %	69 %	83 %	100 %

Victorian Public Sector Commission

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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

86% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.
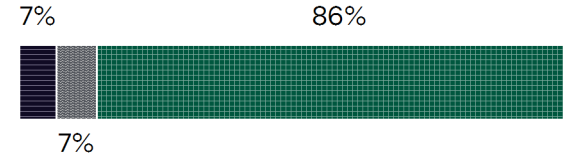
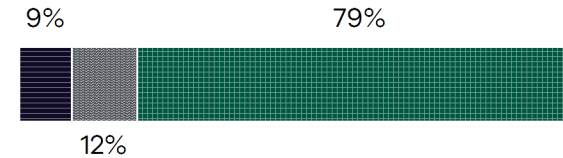Legend: Disagree | Neither agree nor disagree | Don't know | Agree

Survey question	Your results	2021	You 2022	2023	Comparator Lowest	Average	Highest
My manager supports working flexibly	7% / 7% / 86%	Not asked	88 %	86 %	77 %	90 %	100 %
I am confident that if I requested a flexible work arrangement, it would be given due consideration	9% / 12% / 79%	73 %	81 %	79 %	63 %	81 %	98 %

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- Biggest positive difference from comparator
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- Caring

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

What this is

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

Why this is important

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

How to read this

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

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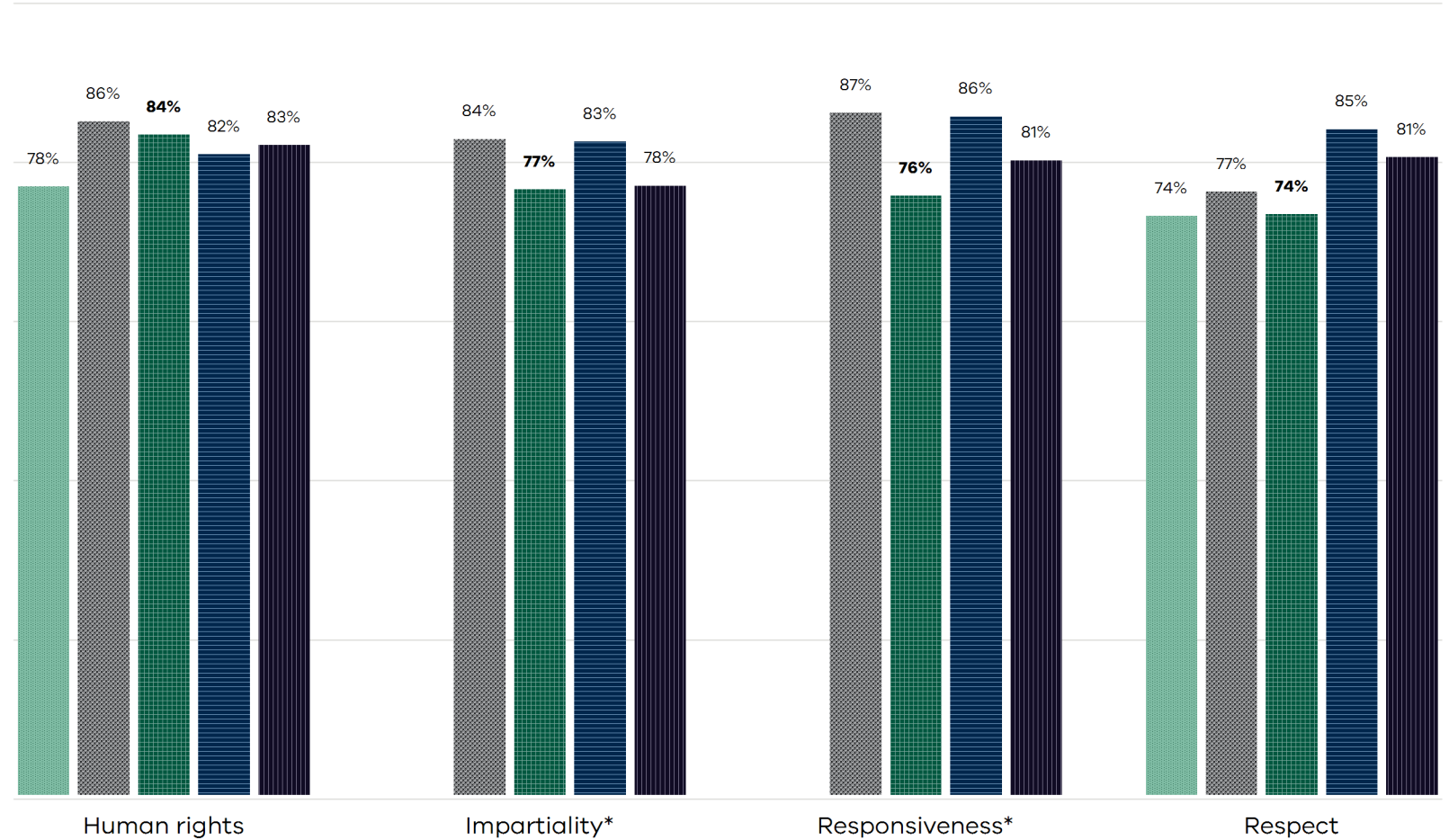
Example

In 2023:

- 84% of your staff who did the survey responded positively to questions about Human rights , which is down 2% in 2022.

Compared to:

- 82% of staff at your comparator and 83% of staff across the public sector.

Human rights: 78%, 86%, 84%, 82%, 83%
Impartiality*: 84%, 77%, 83%, 78%
Responsiveness*: 87%, 76%, 86%, 81%
Respect: 74%, 77%, 74%, 85%, 81%

*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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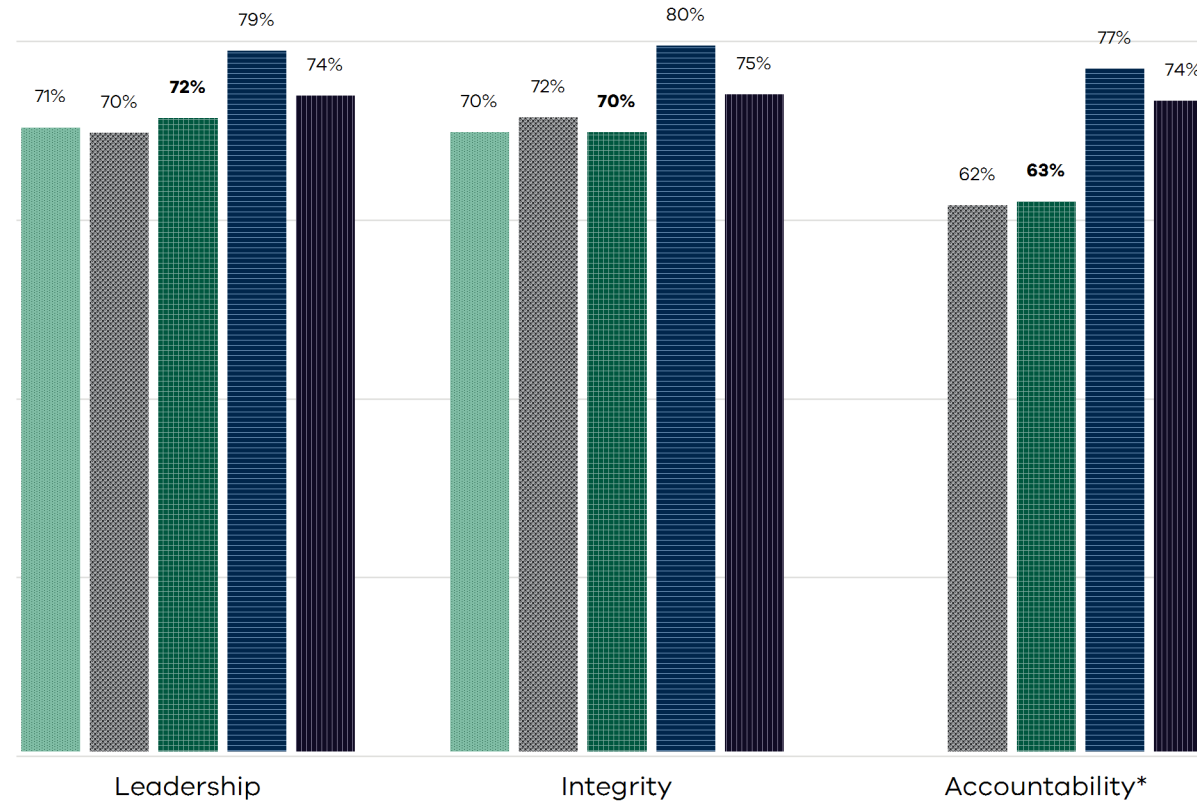
Example

In 2023:

- 72% of your staff who did the survey responded positively to questions about Leadership , which is up 2% in 2022.

Compared to:

- 79% of staff at your comparator and 74% of staff across the public sector.

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

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

Leadership: 71%, 70%, 72%, 79%, 74%
Integrity: 70%, 72%, 70%, 80%, 75%
Accountability*: 62%, 63%, 77%, 74%

Victorian Public Sector Commission

VICTORIA State Government

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.
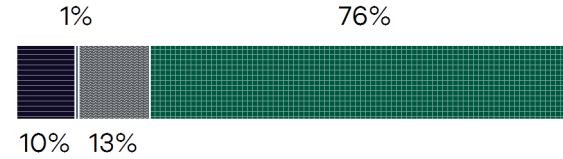
Example

76% of staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

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

Survey question: My workgroup provides high quality advice and services

Your results: 1% | 76% | 10% | 13%
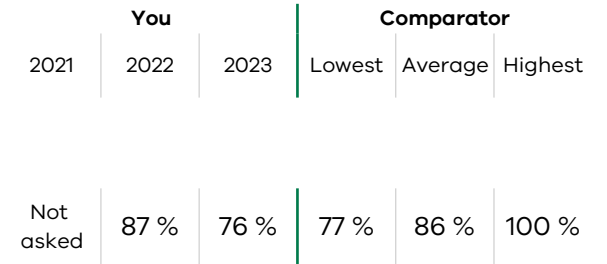
| | **You** | | | **Comparator** | | |
2021	2022	2023	Lowest	Average	Highest
Not asked	87 %	76 %	77 %	86 %	100 %

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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

Example

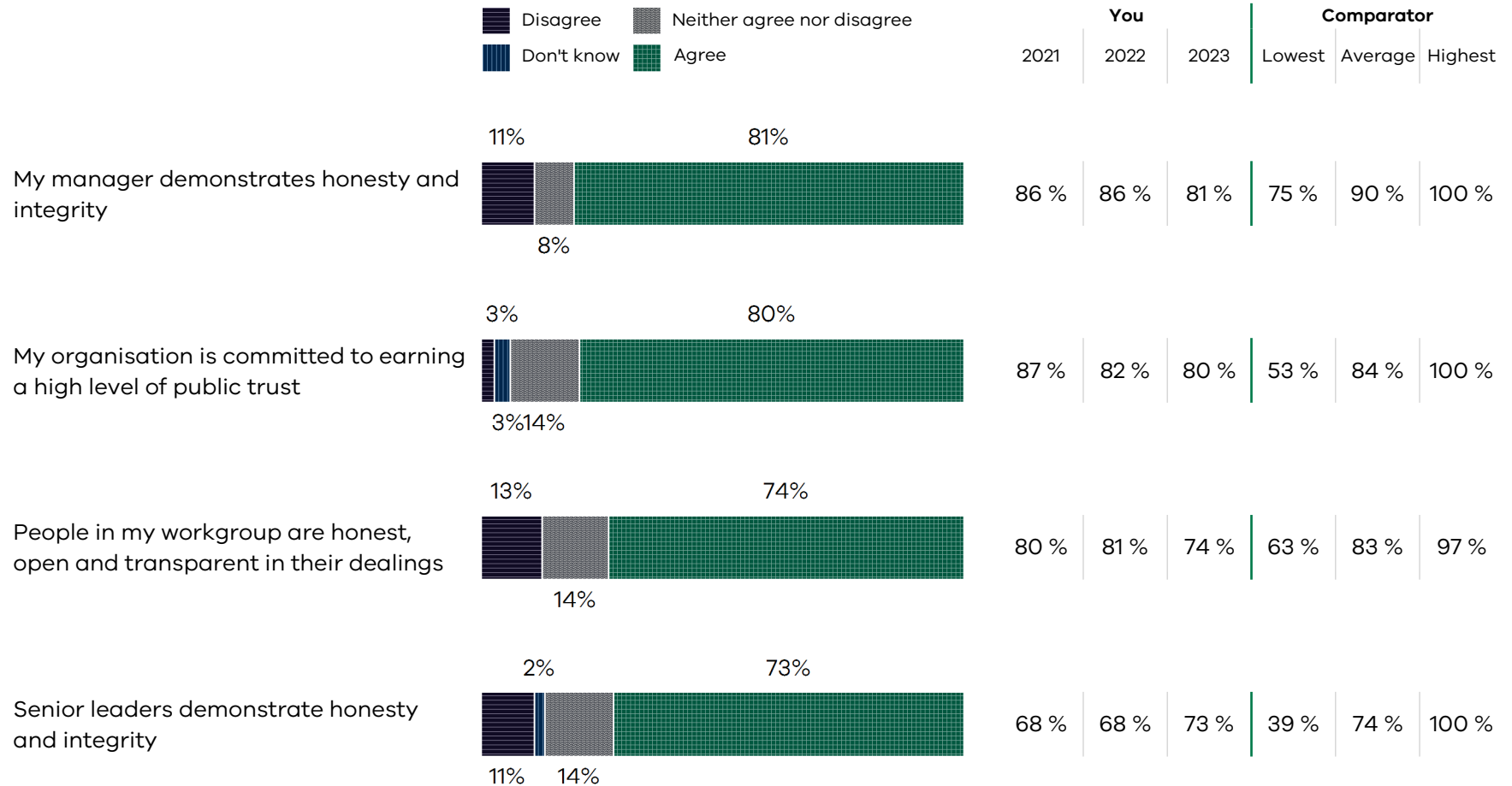81% of staff who did the survey agreed or strongly agreed with 'My manager demonstrates honesty and integrity'.

Survey question	Your results				You			Comparator		
			Disagree	Neither agree nor disagree						
			Don't know	Agree	2021	2022	2023	Lowest	Average	Highest
My manager demonstrates honesty and integrity	11% Disagree / 8% / 81% Agree				86 %	86 %	81 %	75 %	90 %	100 %
My organisation is committed to earning a high level of public trust	3% / 14% / 80%				87 %	82 %	80 %	53 %	84 %	100 %
People in my workgroup are honest, open and transparent in their dealings	13% / 14% / 74%				80 %	81 %	74 %	63 %	83 %	97 %
Senior leaders demonstrate honesty and integrity	11% / 2% / 14% / 73%				68 %	68 %	73 %	39 %	74 %	100 %

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

71% of staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.
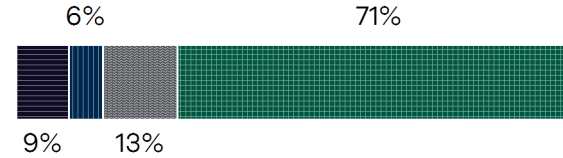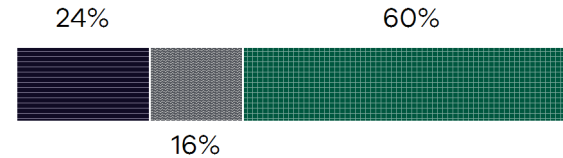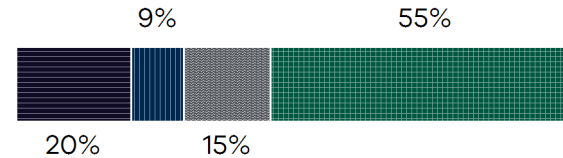
Survey question	Your results			You			Comparator		
				2021	2022	2023	Lowest	Average	Highest

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

Survey question	Disagree	Don't know	Neither	Agree	2021	2022	2023	Lowest	Average	Highest
People in my workgroup appropriately manage conflicts of interest	6%	9%	13%	71%	70 %	73 %	71 %	56 %	80 %	100 %
I feel safe to challenge inappropriate behaviour at work	24%		16%	60%	49 %	64 %	60 %	53 %	74 %	94 %
My organisation does not tolerate improper conduct	20%	9%	15%	55%	53 %	51 %	55 %	48 %	76 %	94 %

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

85% of staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.
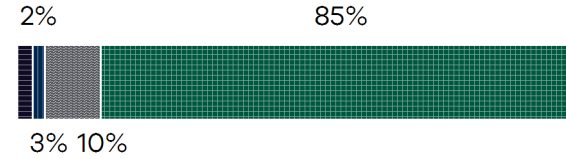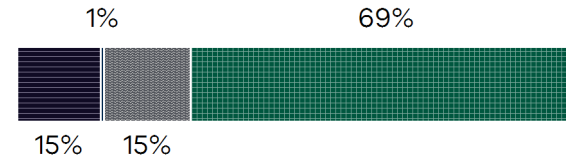
Survey question	Your results		Benchmark agree results					

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

Survey question	Your results	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup are politically impartial in their work	2% / 3% / 10% / 85%	81 %	84 %	85 %	77 %	85 %	100 %
My workgroup acts fairly and without bias	15% / 15% / 1% / 69%	Not asked	84 %	69 %	73 %	81 %	100 %

Public sector values

Accountability 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

84% of staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve its goals'.
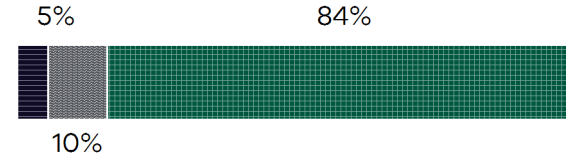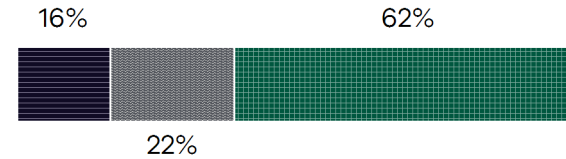

Survey question	Your results		Benchmark agree results					
				You			**Comparator**	
	Disagree / Neither agree nor disagree / Don't know / Agree		2021	2022	2023	Lowest	Average	Highest
I understand how my job helps my organisation achieve its goals	5% / 10% / 84%		Not asked	82 %	84 %	82 %	92 %	100 %
I clearly understand what I am expected to do in this job	16% / 22% / 62%		65 %	65 %	62 %	70 %	84 %	100 %
My workgroup has clear lines of responsibility	25% / 15% / 59%		69 %	58 %	59 %	62 %	75 %	100 %
My workgroup uses its resources well	24% / 2% / 15% / 59%		Not asked	59 %	59 %	58 %	72 %	91 %

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

49% of staff who did the survey agreed or strongly agreed with 'Senior leaders provide clear strategy and direction'.

Survey question

Your results

Benchmark agree results

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

Senior leaders provide clear strategy and direction

1% | 49%

26% | 23%

	You			**Comparator**		
2021	2022	2023	Lowest	Average	Highest
51 %	46 %	49 %	34 %	65 %	100 %

Victorian Public Sector Commission

VICTORIA State Government
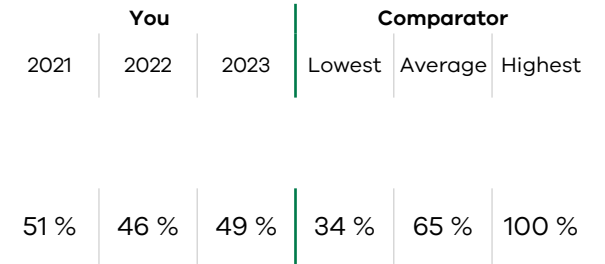
Public sector values

Respect 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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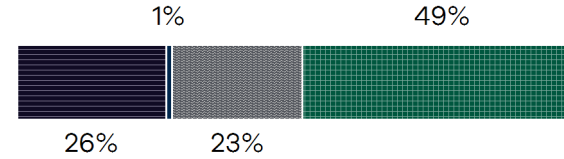
Example

84% of staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

Survey question	Your results						

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

Survey question		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
My manager treats employees with dignity and respect	8% / 8% / 84%	82 %	88 %	84 %	75 %	90 %	100 %
People in my workgroup treat each other with respect	10% / 1% / 6% / 83%	86 %	91 %	83 %	75 %	89 %	100 %
My manager listens to what I have to say	11% / 10% / 79%	84 %	78 %	79 %	72 %	87 %	97 %
My organisation encourages respectful workplace behaviours	13% / 3% / 13% / 71%	70 %	80 %	71 %	63 %	86 %	100 %

Public sector values

Respect 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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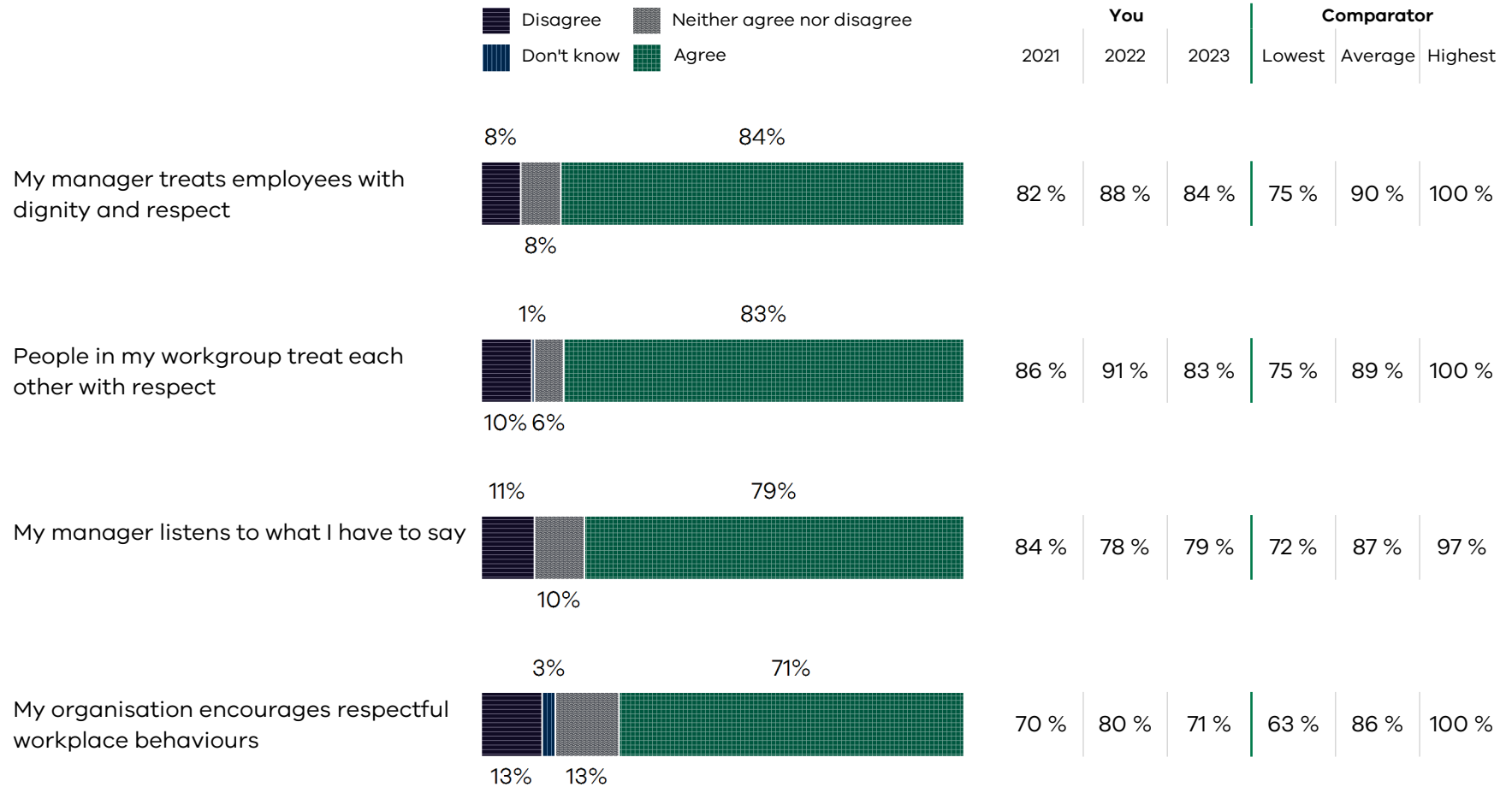
Example

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

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

Survey question	Your results	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My organisation takes steps to eliminate bullying, harassment and discrimination	19% / 11% / 16% / 54%	48 %	47 %	54 %	50 %	72 %	91 %
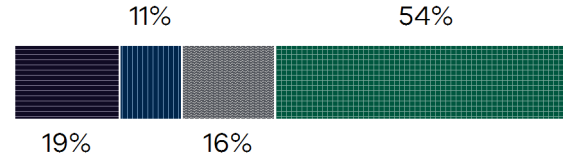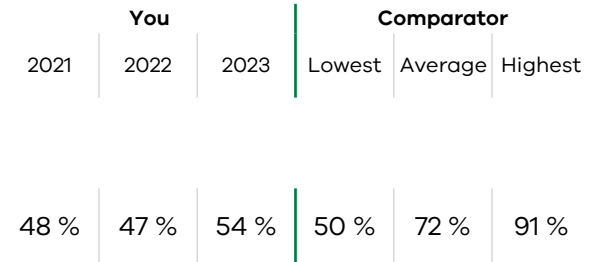
Public sector values

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

78% 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					
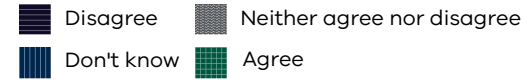
Legend: Disagree | Neither agree nor disagree | Don't know | Agree
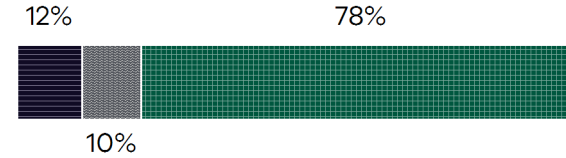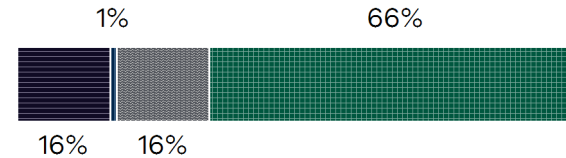
	You			**Comparator**		
	2021	2022	2023	Lowest	Average	Highest
My manager models my organisation's values (Disagree 12%, 10%, Agree 78%)	78 %	80 %	78 %	75 %	88 %	96 %
Senior leaders model my organisation's values (16%, 1%, 16%, Agree 66%)	64 %	60 %	66 %	39 %	71 %	100 %

Victorian Public Sector Commission

VICTORIA State Government

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

88% of staff who did the survey agreed or strongly agreed with 'I understand how the Charter of Human Rights and Responsibilities applies to my work'.

Survey question	Your results				Benchmark agree results			

Legend: ■ Disagree   ▨ Neither agree nor disagree   ▌Don't know   ▦ Agree
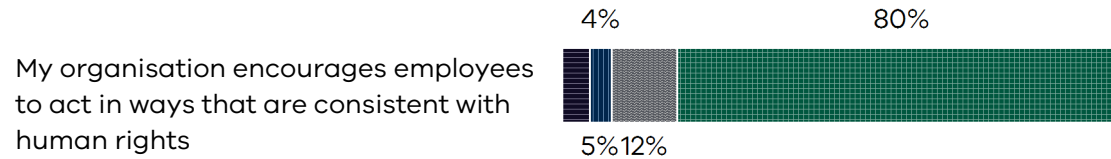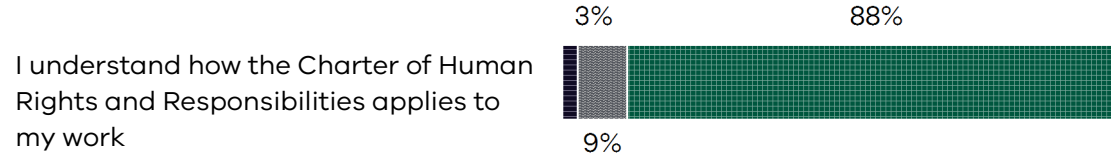
Survey question	Your results	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
I understand how the Charter of Human Rights and Responsibilities applies to my work	3% · 9% · 88%	78 %	87 %	88 %	63 %	77 %	95 %
My organisation encourages employees to act in ways that are consistent with human rights	4% · 5% 12% · 80%	78 %	85 %	80 %	63 %	86 %	100 %

People matter survey

2023

Have your say

Overview

Report overview

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

Result summary

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Topical questions

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

Custom questions

- Questions requested by your organisation

Demographics

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

Topical questions

What this is

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

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

Why this is important

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

How to read this

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

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

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

Example

86% of your staff who did the survey agreed or strongly agreed with 'My organisation uses inclusive and respectful images and language'.

Survey question	Your results		You			Comparator		
			2021	2022	2023	Lowest	Average	Highest
My organisation uses inclusive and respectful images and language	3% ... 86% / 1% 9%		80 %	Not asked	86 %	63 %	87 %	100 %
My organisation would support me if I needed to take family violence leave	11% ... 85% / 1% 4%		76 %	Not asked	85 %	63 %	84 %	100 %
In my workgroup work is allocated fairly, regardless of gender	9% ... 80% / 10%		81 %	Not asked	80 %	75 %	86 %	100 %

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

Victorian Public Sector Commission

VICTORIA State Government

Topical questions

What this is

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

Why this is important

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

How to read this

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

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

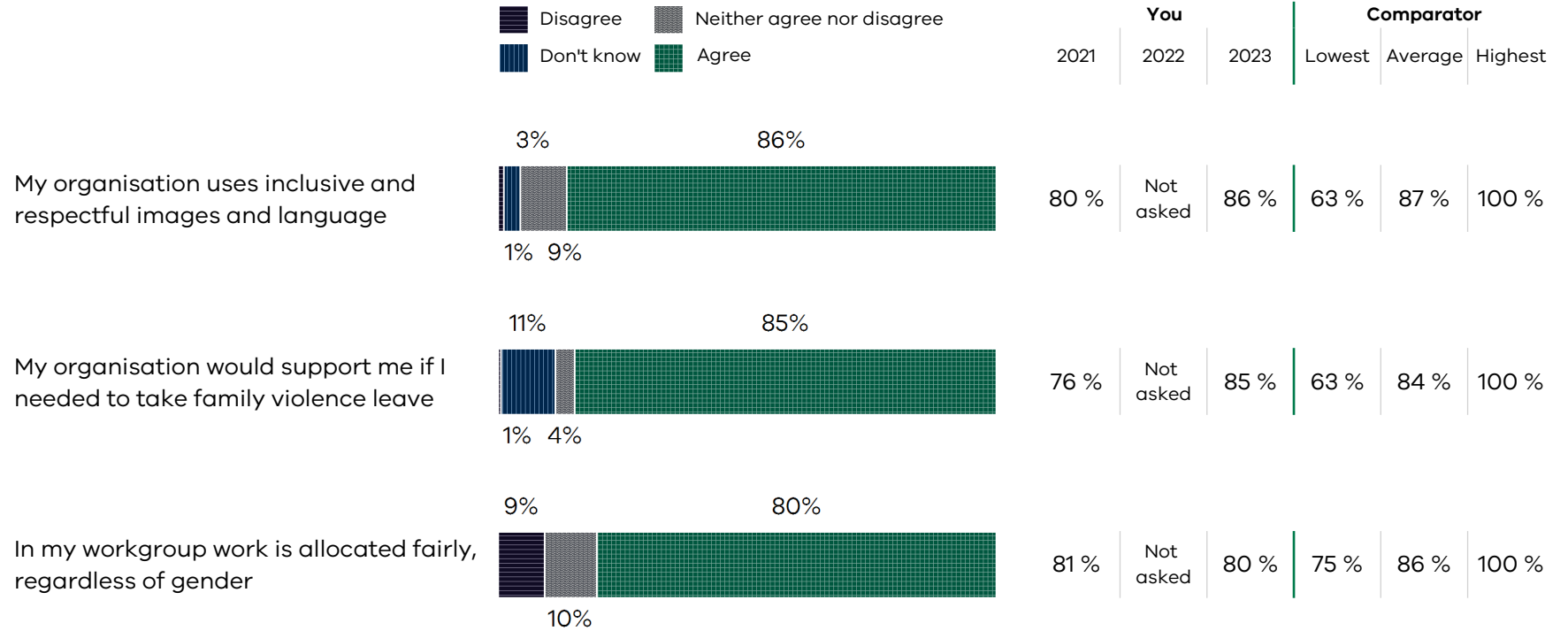Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.
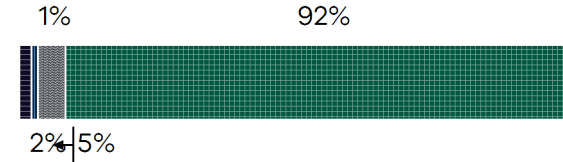
Example

92% of your staff who did the survey agreed or strongly agreed with 'I understand how the Code of Conduct for Victorian public sector employees applies to my work'.

Survey question	Your results				Benchmark agree results		

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

Benchmark agree results

	You			Comparator		
Survey question	2021	2022	2023	Lowest	Average	Highest
I understand how the Code of Conduct for Victorian public sector employees applies to my work — 1% / 92% / 2% / 5%	Not asked	Not asked	92 %	78 %	91 %	100 %
I am confident that if I requested to go on secondment to support urgent government work, it would be given due consideration — 9% / 66% / 14% / 10%	Not asked	Not asked	66 %	38 %	72 %	95 %
My workgroup gives frank and fearless advice to our managers and leaders (including the Minister, where applicable) — 14% / 51% / 14% / 21%	Not asked	Not asked	51 %	44 %	61 %	88 %
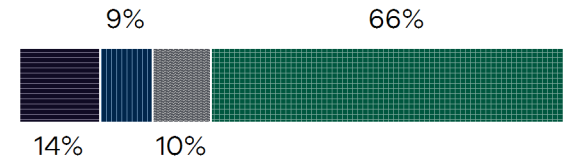
People matter survey

2023

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

Demographics

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

Demographics

Age, gender, variations in sex characteristics and sexual orientation

What this is

This is how staff describe their age, gender, variations in sex characteristics and sexual orientation.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

To protect you, we:

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

Age	(n)	%
15-34 years	46	25%
35-54 years	91	50%
55+ years	19	10%
Prefer not to say	26	14%

How would you describe your gender?	(n)	%
Woman	145	80%
Prefer not to say	19	10%
Man	17	9%
Non-binary and I use a different term	1	1%

Are you trans, non-binary or gender diverse?	(n)	%
Yes	1	1%
No	169	93%
Prefer not to say	12	7%

To your knowledge, do you have innate variation(s) of sex characteristics (often called intersex)?*	(n)	%
No	167	92%
Don't know	2	1%
Prefer not to say	13	7%

How do you describe your sexual orientation?	(n)	%
Straight (heterosexual)	133	73%
Prefer not to say	26	14%
Gay or lesbian	8	4%
Bisexual	5	3%
Asexual	3	2%
Don't know	3	2%
Pansexual	3	2%
I use a different term	1	1%

Demographics

Aboriginal and/or Torres Strait Islander employees

What this is

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

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.
The (n) column shows the number of respondents in each category.

How we protect anonymity and privacy

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

Aboriginal and/or Torres Strait Islander	(n)	%
Yes	**0**	0%
Non Aboriginal and/or Torres Strait Islander	**173**	95%
Prefer not to say	**9**	5%

Demographics

Disability

What this is

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

Why this is important

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

How to read this

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

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

How we protect anonymity and privacy

To protect you, we:

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

Do you identify as a person with a disability?	(n)	%
Yes	**18**	10%
No	**153**	84%
Prefer not to say	**11**	6%

If so, have you shared your disability information within your organisation (e.g. to your manager or Human Resources staff)?	(n)	%
Yes	**14**	78%
No	**4**	22%

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	**120**	66%
Not born in Australia	**43**	24%
Prefer not to say	**19**	10%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Other	**10**	37%
Hindi	**5**	19%
Cantonese	**3**	11%
Greek	**3**	11%
Mandarin	**2**	7%
Punjabi	**2**	7%
Urdu	**2**	7%
Vietnamese	**2**	7%
Italian	**1**	4%
Macedonian	**1**	4%
Persian (excluding Dari)	**1**	4%
Sinhalese	**1**	4%

Language other than English spoken with family or community	(n)	%
Yes	**27**	15%
No	**138**	76%
Prefer not to say	**17**	9%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Tamil	**1**	4%
Telugu	**1**	4%
Turkish	**1**	4%

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

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Cultural identity	(n)	%
Australian	116	64%
European (including Western, Eastern and South-Eastern Europe, and Scandinavia)	20	11%
English, Irish, Scottish and/or Welsh	19	10%
Prefer not to say	17	9%
East and/or South-East Asian	13	7%
New Zealander	11	6%
Middle Eastern	5	3%
North American	3	2%
South Asian	3	2%
Other	2	1%
African	2	1%
Pacific Islander	1	1%
Central and/or South American	1	1%
Central Asian	1	1%

Religion	(n)	%
No religion	97	53%
Christianity	46	25%
Prefer not to say	18	10%
Judaism	6	3%
Other	5	3%
Buddhism	4	2%
Hinduism	4	2%
Islam	1	1%
Sikhism	1	1%

Demographics

Employment characteristics 1 of 2

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

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Working arrangement	(n)	%
Full-Time	**138**	76%
Part-Time	**44**	24%

Gross base salary (ongoing/fixed term only)	(n)	%
Prefer not to say	**11**	6%
Below $80k	**7**	4%
$80k to $120k	**95**	53%
$120k to $160k	**50**	28%
$160k to $200k	**6**	3%
$200k or more	**10**	6%

Organisational tenure	(n)	%
<1 year	**57**	31%
1 to less than 2 years	**55**	30%
2 to less than 5 years	**47**	26%
5 to less than 10 years	**16**	9%
10 to less than 20 years	**4**	2%
More than 20 years	**3**	2%

Management responsibility	(n)	%
Non-manager	**133**	73%
Other manager	**27**	15%
Manager of other manager(s)	**22**	12%

Employment type	(n)	%
Ongoing and executive	**112**	62%
Fixed term	**67**	37%
Other	**3**	2%

Demographics

What this is

These are the employment characteristics of staff.

Why this is important

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How to read this

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

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Primary workplace location over the last 3 months	(n)	%
Melbourne CBD	119	65%
Melbourne: Suburbs	53	29%
Large regional city	5	3%
Rural	3	2%
Other	2	1%

What have been your main places of work over the last 3-months?	(n)	%
Your employer's office	149	82%
A frontline or service delivery location	4	2%
Home or private location	151	83%
A shared office space (where two or more organisations share the same workspace e.g. Gov hubs, suburban hubs etc.)	5	3%
Other	2	1%

Flexible work	(n)	%
Working from an alternative location (e.g. home, hub/shared work space)	87	48%
Flexible start and finish times	66	36%
No, I do not use any flexible work arrangements	44	24%
Part-time	30	16%
Working more hours over fewer days	19	10%
Using leave to work flexible hours	11	6%
Purchased leave	9	5%
Study leave	4	2%
Job sharing	1	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.

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Have you requested any of the following adjustments at work?*	(n)	%
No, I have not requested adjustments	**146**	80%
Flexible working arrangements	**30**	16%
Career development support strategies	**4**	2%
Physical modifications or improvements to the workplace	**3**	2%
Other	**1**	1%

Why did you make this request?	(n)	%
Health	**14**	39%
Family responsibilities	**12**	33%
Work-life balance	**12**	33%
Caring responsibilities	**7**	19%
Other	**6**	17%
Study commitments	**5**	14%
Disability	**2**	6%

What was your experience with making the request?	(n)	%
The adjustments I needed were made and the process was satisfactory	**28**	78%
The adjustments I needed were not made	**6**	17%
The adjustments I needed were made but the process was unsatisfactory	**2**	6%

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.

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Caring responsibility	(n)	%
None of the above	**69**	38%
Primary school aged child(ren)	**33**	18%
Secondary school aged child(ren)	**26**	14%
Frail or aged person(s)	**24**	13%
Preschool aged child(ren)	**18**	10%
Prefer not to say	**16**	9%
Child(ren) - younger than preschool age	**14**	8%
Other	**10**	5%
Person(s) with disability	**9**	5%
Person(s) with a medical condition	**9**	5%
Person(s) with a mental illness	**6**	3%

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