People matter survey 2023
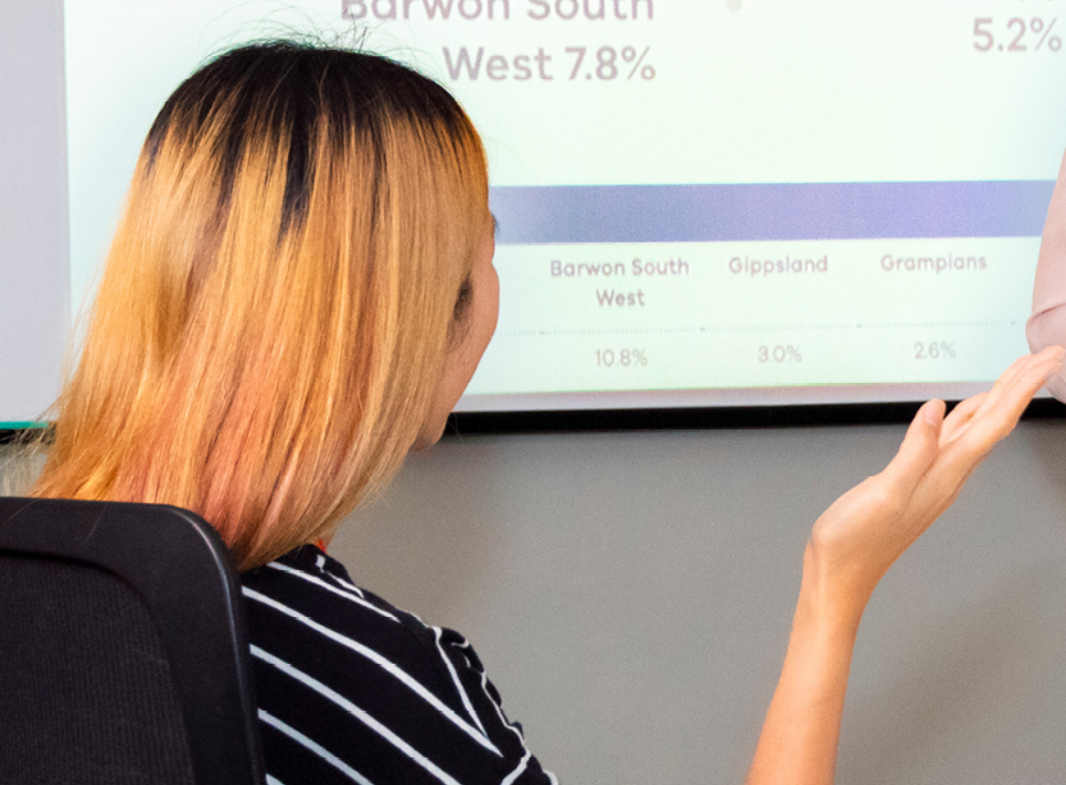
Have your say

Sunraysia Institute of TAFE
2023 people matter survey results report

People matter survey

2023

Have your say

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- Human rights

Topical questions

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

Demographics

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

Victorian Public Sector Commission

VICTORIA State Government

Report overview

About your report

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

Report contents

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

Comparing data in this report

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

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

Rounding of percentages

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

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

Survey questions and definitions

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

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Report overview

Privacy and anonymity

To protect you, we:

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

Read more in our privacy policy.

Report overview

Survey's theoretical framework

What this is

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

Why this is important

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

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

Our public sector values

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

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

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

Senior leadership	Organisation climate	Workgroup climate	Job and manager	Outcomes

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

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

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

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

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

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

Responsiveness   Integrity   Impartiality   Accountability   Respect   Leadership   Human Rights

Report overview

Your comparator group

What this is

This is a list of similar organisations to yours.

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

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

How we use this in your report

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

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

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

Bendigo Kangan Institute

Box Hill Institute Group

Chisholm Institute

Gippsland Institute of TAFE

Gordon Institute of TAFE

Goulburn Ovens Institute of TAFE

Holmesglen Institute

Melbourne Polytechnic

South West Institute of TAFE

William Angliss Institute of TAFE

Wodonga Institute of TAFE

Report overview

Your response rate

What this is

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

Why this is important

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

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

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

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

How to read this

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

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

2022	2023
62% **(186)**	**39%** **(117)**

	2022		2023	
Comparator	66%		Comparator	65%
Public Sector	42%		Public Sector	57%

Victorian Public Sector Commission

VICTORIA State Government

People matter survey

2023

Have your say

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- Sexual harassment
- Discrimination
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Key differences

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- Categories

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		2023	
60		**56**	
Comparator	66	Comparator	66
Public Sector	68	Public Sector	67

Victorian Public Sector Commission

VICTORIA State Government

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 56.

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.
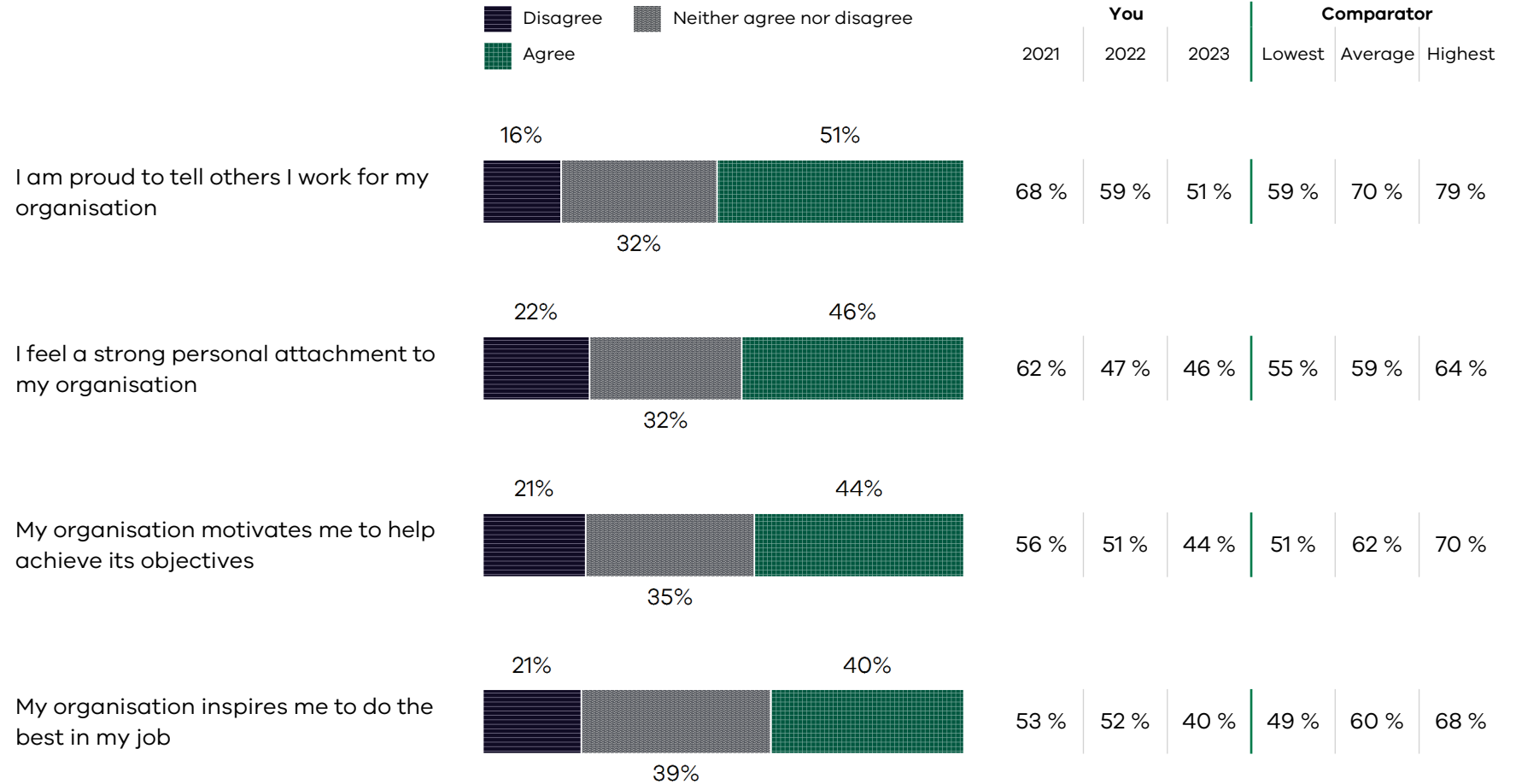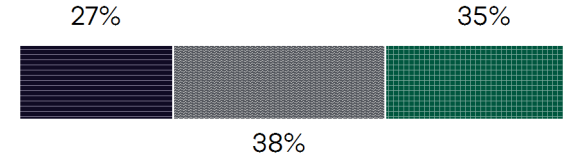
Example

51% of your staff who did the survey agreed or strongly agreed with 'I am proud to tell others I work for my organisation'.

Survey question | Your results | Benchmark agree results

Legend: Disagree | Neither agree nor disagree | Agree

Survey question	Disagree	Neither	Agree	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
I am proud to tell others I work for my organisation	16%	32%	51%	68 %	59 %	51 %	59 %	70 %	79 %
I feel a strong personal attachment to my organisation	22%	32%	46%	62 %	47 %	46 %	55 %	59 %	64 %
My organisation motivates me to help achieve its objectives	21%	35%	44%	56 %	51 %	44 %	51 %	62 %	70 %
My organisation inspires me to do the best in my job	21%	39%	40%	53 %	52 %	40 %	49 %	60 %	68 %

Victorian Public Sector Commission

VICTORIA State Government

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 56.

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

35% of your staff who did the survey agreed or strongly agreed with 'I would recommend my organisation as a good place to work'.
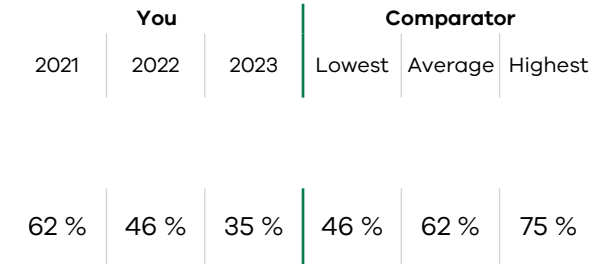
Survey question

Your results

Benchmark agree results

■ Disagree   ▓ Neither agree nor disagree
▦ Agree

		You		Comparator		
	2021	2022	2023	Lowest	Average	Highest

I would recommend my organisation as a good place to work

27%   35%
38%

2021	2022	2023	Lowest	Average	Highest
62 %	46 %	35 %	46 %	62 %	75 %

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:

- 77% of your staff who did the survey responded positively to questions about Inclusion which is up from 75% in 2022.

Compared to:

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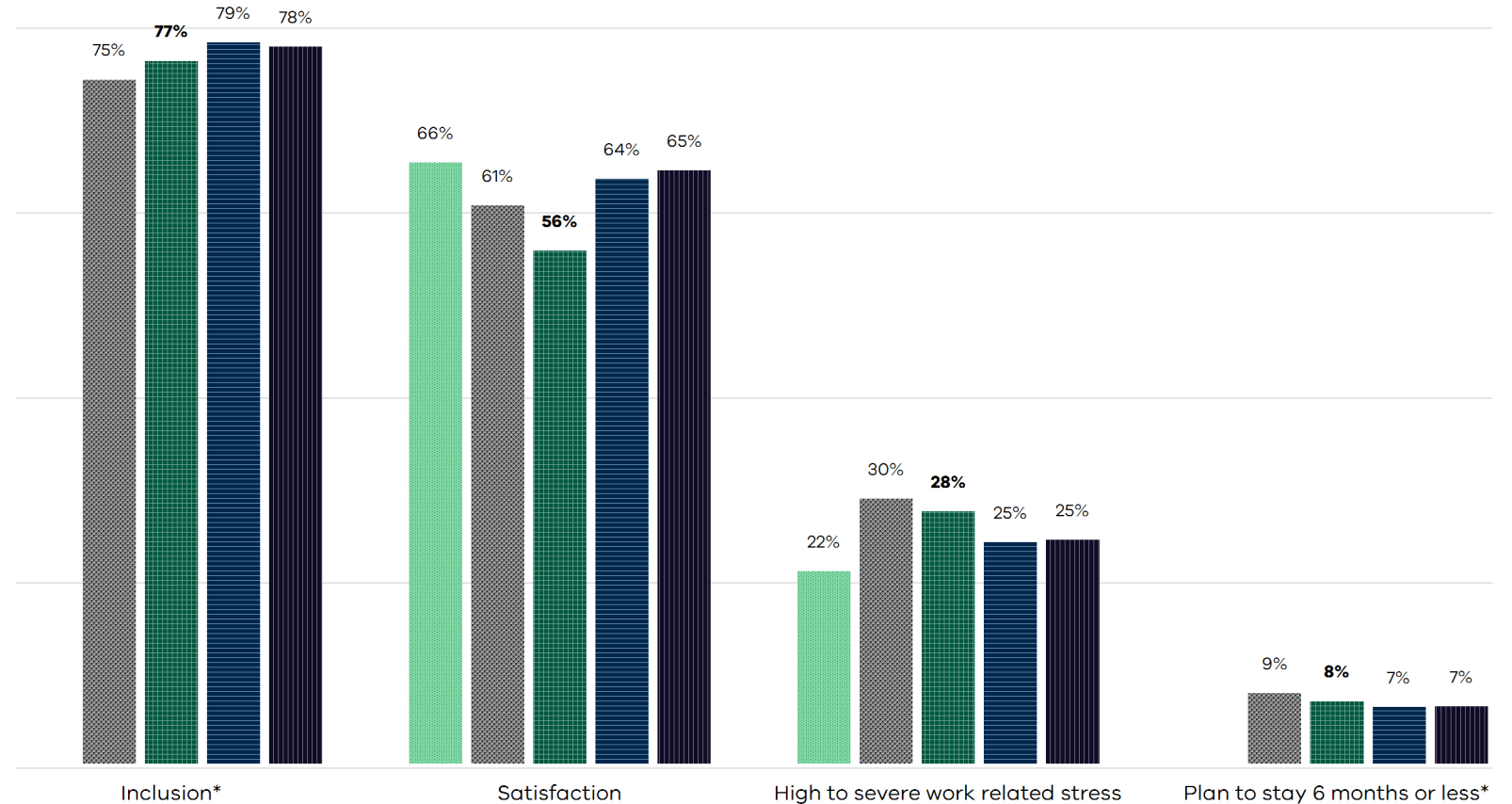
*We can't compare some data here because one or more questions were not asked in a previous survey

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

Chart categories:
- Inclusion*: You 2022 75%, You 2023 77%, Comparator 2023 79%, Public sector 2023 78%
- Satisfaction: You 2021 66%, You 2022 61%, You 2023 56%, Comparator 2023 64%, Public sector 2023 65%
- High to severe work related stress: You 2021 22%, You 2022 30%, You 2023 28%, Comparator 2023 25%, Public sector 2023 25%
- Plan to stay 6 months or less*: You 2022 9%, You 2023 8%, Comparator 2023 7%, 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

62% of your staff who did the survey were satisfied or very satisfied with 'Considering everything, how satisfied are you with your current job'.
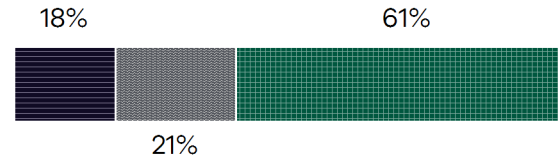
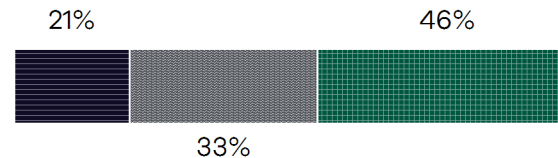| Survey question | Your results | Benchmark satisfied results |

Legend: ■ Dissatisfied ▦ Neither satisfied nor dissatisfied ▦ Satisfied
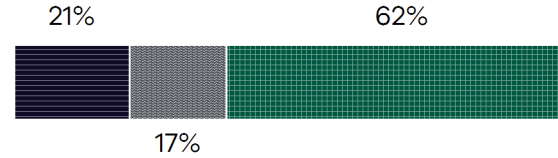
Survey question		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
Considering everything, how satisfied are you with your current job	21% / 17% / 62%	70 %	67 %	62 %	64 %	71 %	78 %
How satisfied are you with the work/life balance in your current job	18% / 21% / 61%	72 %	63 %	61 %	60 %	66 %	74 %
How satisfied are you with your career development within your current organisation	21% / 33% / 46%	56 %	54 %	46 %	45 %	55 %	67 %

People outcomes

Work-related stress levels

What this is

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

Why this is important

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

How to read this

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

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

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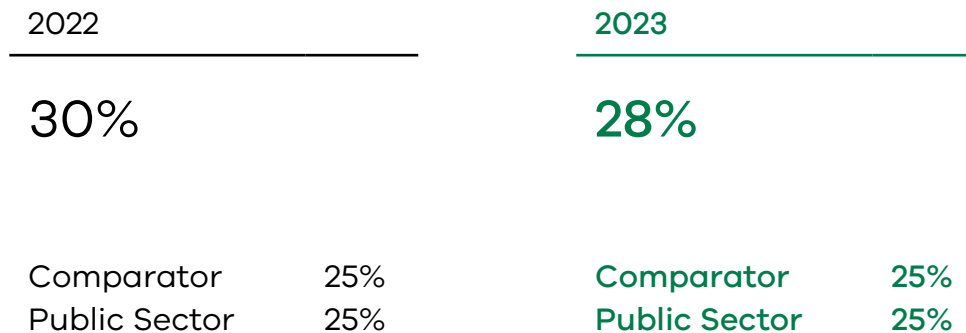
Example

28% of your staff who did the survey said they had high to severe stress in 2023. This is compared to 25% of staff in your comparator group and 25% of staff across the public sector.

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

Nil	7%
Low / mild	32%
Moderate	32%
High	17%
Very high	9%
Severe	3%
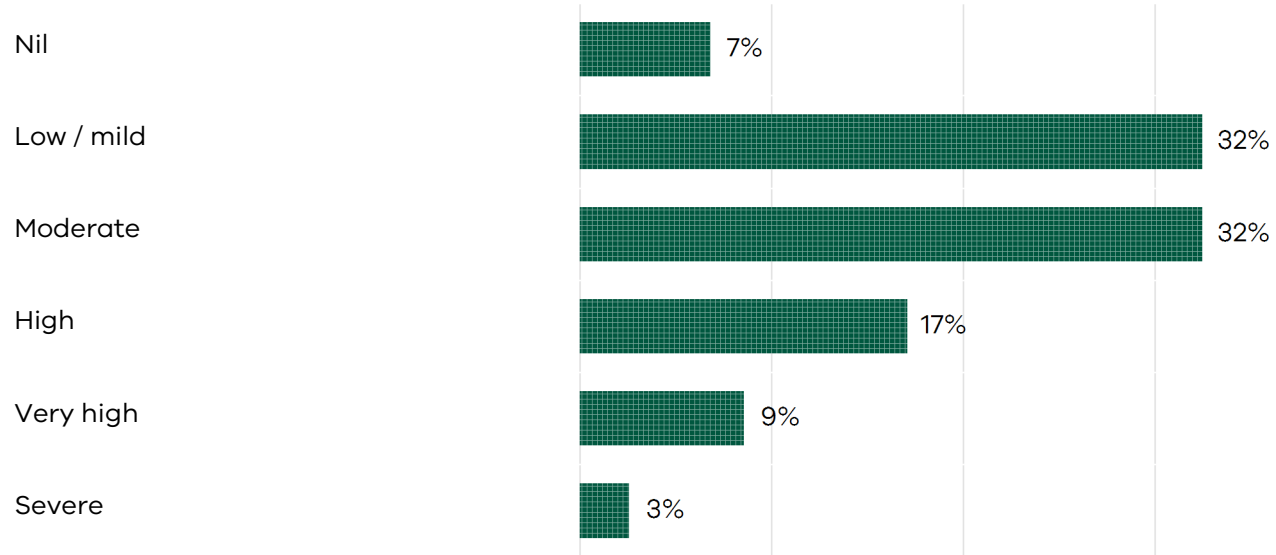
Reported levels of high to severe stress

2022		2023	
30%		**28%**	
Comparator	25%	Comparator	25%
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

93% of your staff who did the survey said they experienced mild to severe stress.

Of that 93%, 50% said the top reason was 'Workload'.

	109	8
	93%	7%

■ Experienced some work-related stress   ▦ Did not experience some work-related stress
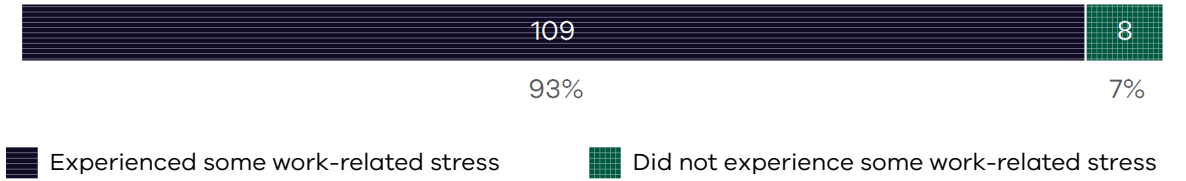
Of those that experienced work related stress it was from …	You 2022	You 2023	Comparator 2023	Public sector 2023
Workload	44%	50%	49%	49%
Time pressure	36%	34%	38%	41%
Technology or equipment	0%	22%	11%	8%
Social environment (e.g. relationships with colleagues, manager and/or senior leaders)	18%	19%	11%	11%
Management of work (e.g. supervision, training, information, support)	17%	18%	13%	13%
Other	13%	18%	13%	12%
Unclear job expectations	14%	14%	13%	14%
Competing home and work responsibilities	13%	13%	10%	14%
Organisation or workplace change	9%	11%	10%	12%
Content, variety, or difficulty of work	10%	10%	10%	11%

People outcomes

Intention to stay

What this is

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

Why this is important

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

How to read this

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

Example

5% of your staff who did the survey said they intended to work for your organisation for Over 6 months and up to 1 year.

■ Leaving your organisation ■ Leaving the sector ▦ Staying

Employees plan to work at your organisation for ...	You 2022	You 2023	Comparator 2023	Public sector 2023
6 months or less	9%	8%	7%	7%
Over 6 months and up to 1 year	8%	5%	10%	10%
Over 1 year and up to 3 years	25%	28%	23%	24%
Over 3 years and up to 5 years	13%	12%	16%	15%
Over 5 years	45%	47%	44%	45%

People outcomes

Inclusion question results

What this is

This is how included staff feel in their workplace.

Why this is important

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

How to read this

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

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

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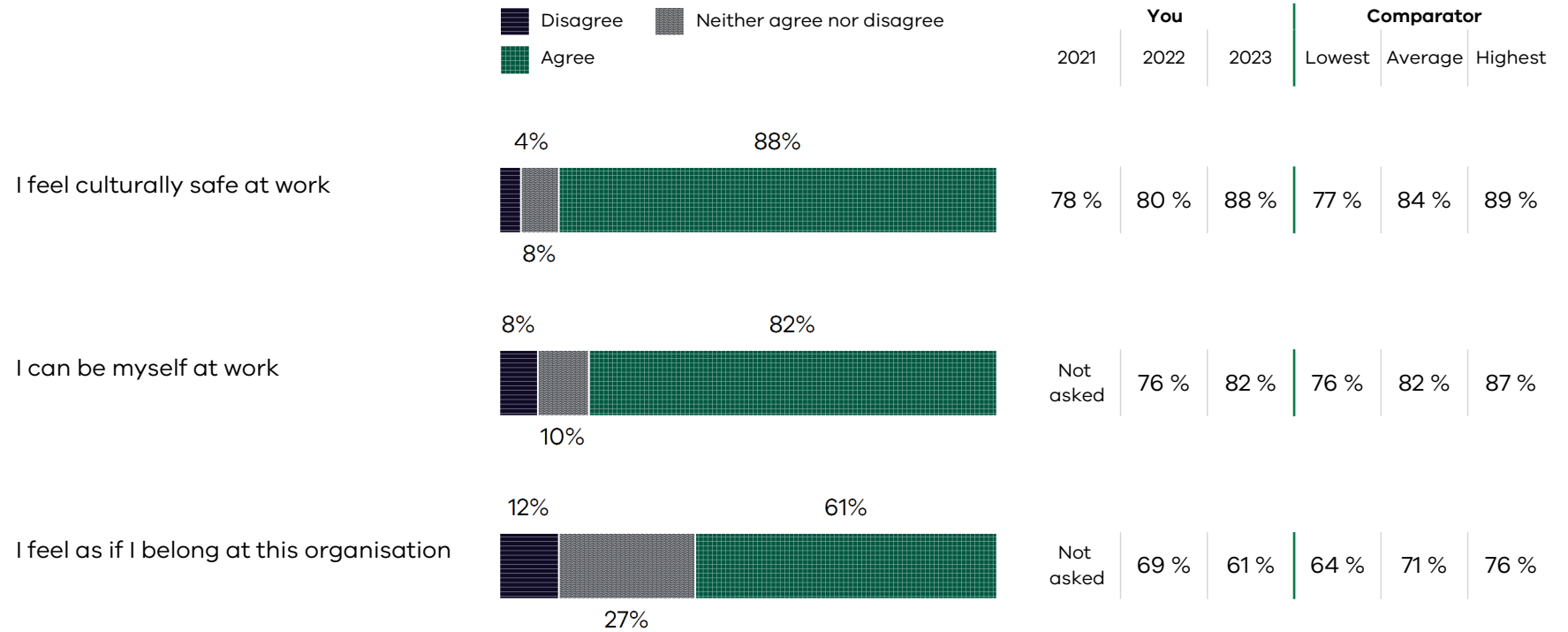
Example

88% of your staff who did the survey agreed or strongly agreed with 'I feel culturally safe at work'.

Survey question	Your results	Benchmark agree results

Legend: ■ Disagree ▩ Neither agree nor disagree ▦ Agree

		You			Comparator		
Survey question	Your results	2021	2022	2023	Lowest	Average	Highest
I feel culturally safe at work	4% / 8% / 88%	78 %	80 %	88 %	77 %	84 %	89 %
I can be myself at work	8% / 10% / 82%	Not asked	76 %	82 %	76 %	82 %	87 %
I feel as if I belong at this organisation	12% / 27% / 61%	Not asked	69 %	61 %	64 %	71 %	76 %

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Inclusion - Barriers to success

What this is

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

Why this is important

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

How to read this

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

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

Example

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

Staff who experienced one or more barriers to success at work

25	92
21%	79%

■ Experienced barriers listed   ▦ Did not experience any of the barriers listed
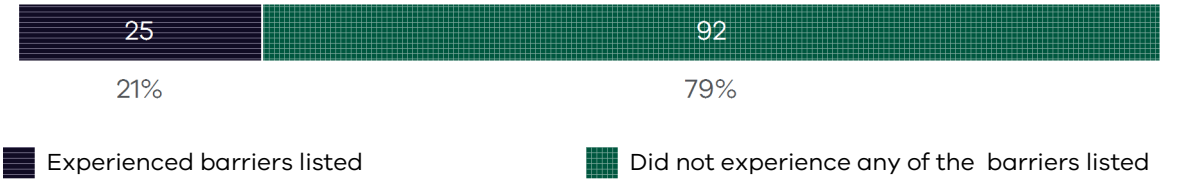
During the last 12 months, employees experienced barriers to their success due to …	You 2022	You 2023	Comparator 2023	Public sector 2023
My mental health	6%	10%	8%	8%

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

9% 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

26	91
22%	78%

■ Witnessed barriers listed   ▦ Did not witness barriers listed
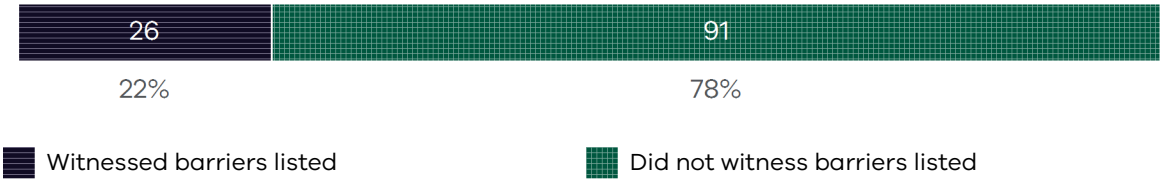
During the last 12 months, employees witnessed barriers to the success of other employees due to their...	You 2023	Comparator 2023	Public sector 2023
Flexible working	9%	8%	10%

Victorian Public Sector Commission

VICTORIA State Government

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.

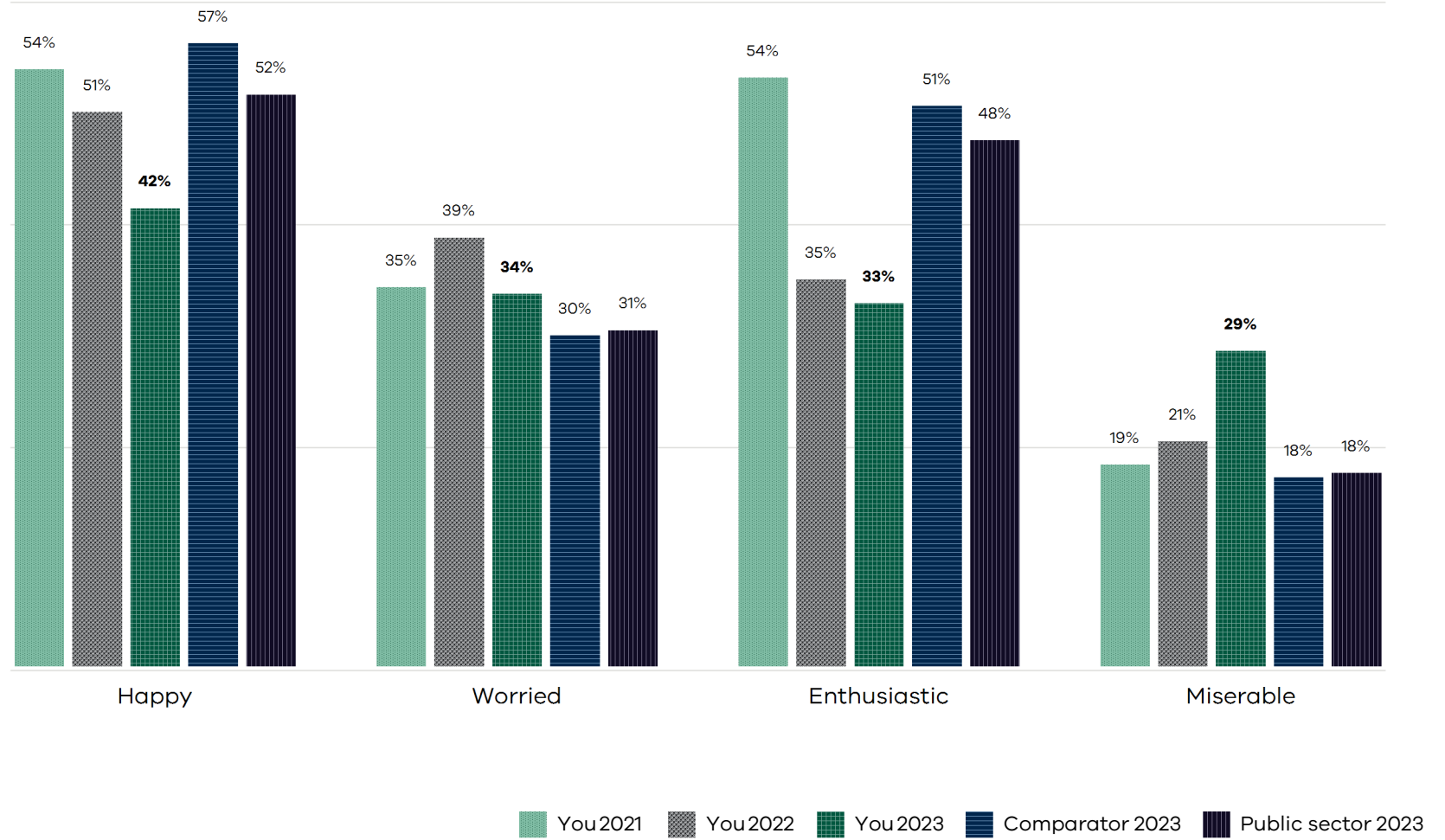You can compare these with your comparator and the public sector.

Example

In 2023:

- 42% of your staff who did the survey said work made them feel happy in 2023, which is down from 51% in 2022

Compared to:

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

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

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

Happy: 54%, 51%, **42%**, 57%, 52%
Worried: 35%, 39%, **34%**, 30%, 31%
Enthusiastic: 54%, 35%, **33%**, 51%, 48%
Miserable: 19%, 21%, **29%**, 18%, 18%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Scorecard: negative behaviours

What this is

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

Why this is important

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

How to read this

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

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

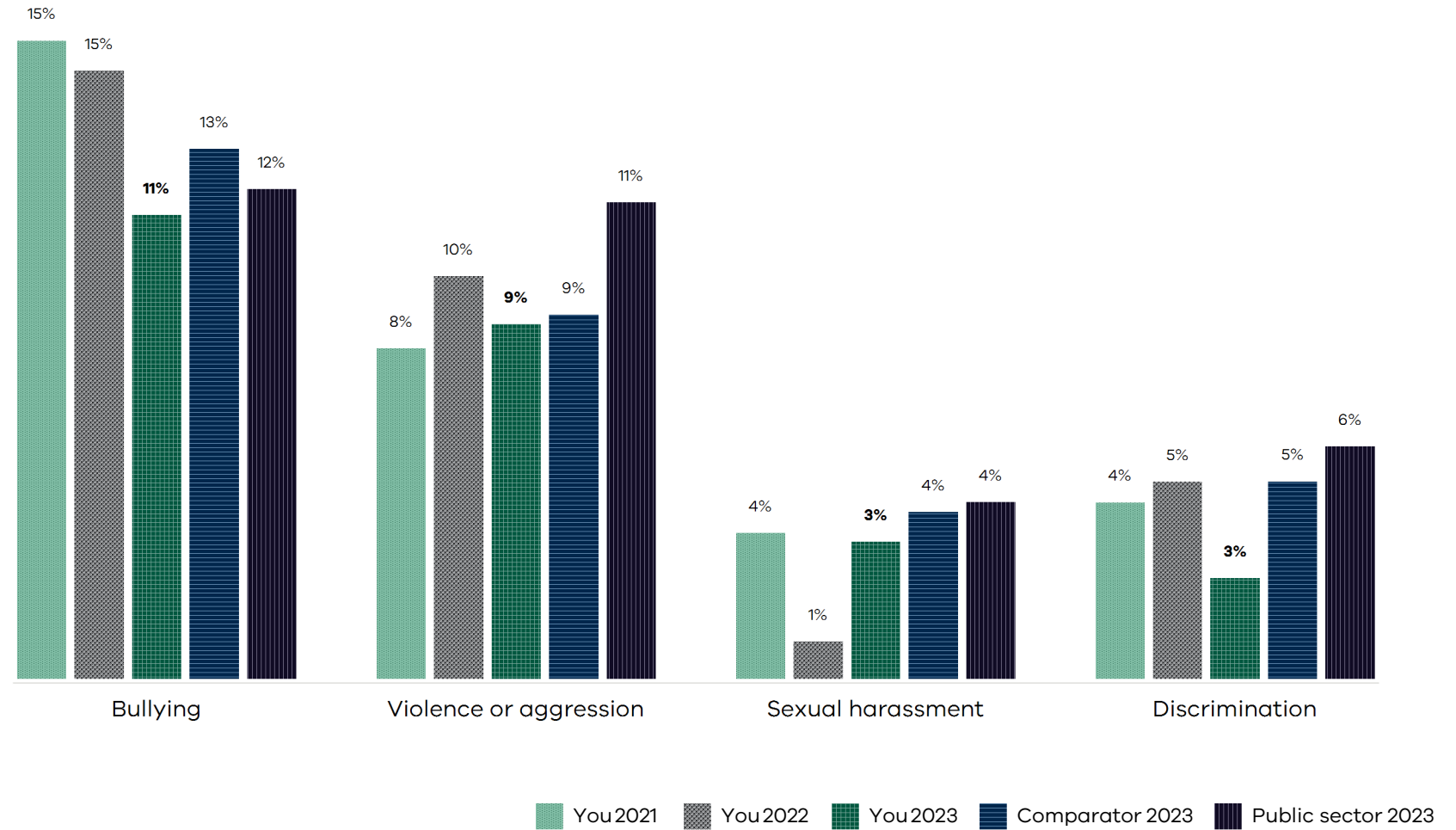You can compare these with your comparator and the public sector.

Example

In 2023:

- 11% of your staff who did the survey stated they experienced 'Bullying' in the last 12 months which is down from 15% in 2022.

Compared to:

- 13% of staff at your comparator and 12% of staff across the public sector.

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

Bullying: 15%, 15%, 11%, 13%, 12%
Violence or aggression: 8%, 10%, 9%, 9%, 11%
Sexual harassment: 4%, 1%, 3%, 4%, 4%
Discrimination: 4%, 5%, 3%, 5%, 6%

Victorian Public Sector Commission

VICTORIA State Government

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

11% of your staff who did the survey said they experienced bullying.

Of that 11%, 77% 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?

13	87	17
11%	74%	15%

■ Experienced bullying   ▦ Did not experience bullying   ▦ Not sure
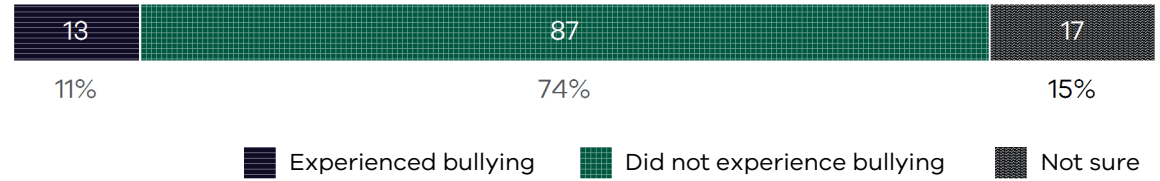
If you experienced bullying, what type of bullying did you experience?	You 2022	You 2023	Comparator 2023	Public sector 2023
Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)	59%	77%	63%	71%
Withholding essential information for me to do my job	37%	46%	33%	30%
Intimidation and/or threats	33%	38%	33%	29%
Exclusion or isolation	56%	23%	44%	45%
Other	11%	23%	12%	16%
Being assigned meaningless tasks unrelated to my job	7%	8%	15%	16%
Verbal abuse	37%	8%	26%	20%

People outcomes

Telling someone about the bullying

What this is

This is if staff told someone when they experienced bullying.

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

11% of your staff who did the survey said they experienced bullying, of which

- 46% said the top way they reported the bullying was 'Told a colleague'.

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

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

13	87	17
11%	74%	15%

■ Experienced bullying   ▦ Did not experience bullying   ▨ Not sure
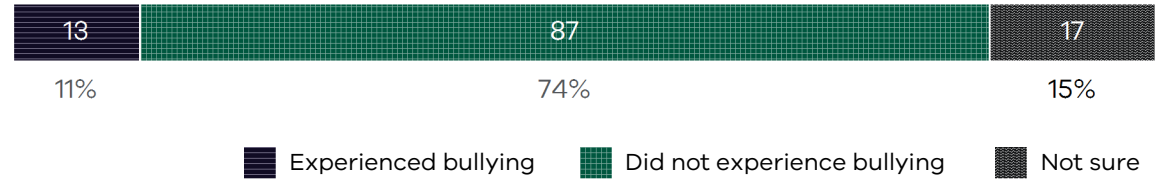
Did you tell anyone about the bullying?	You 2022	You 2023	Comparator 2023	Public sector 2023
Told a colleague	56%	46%	41%	41%
Told a manager	52%	46%	47%	50%
Told Human Resources	30%	46%	16%	13%
Told a friend or family member	41%	38%	36%	36%
Told someone else	11%	23%	15%	13%
I did not tell anyone about the bullying	0%	8%	9%	12%
Told the person the behaviour was not OK	15%	8%	15%	17%

People outcomes

Bullying - reasons for not submitting a formal complaint

What this is

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

Why this is important

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

How to read this

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

Example

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

- 77% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal complaint?

	13

100%

■ Submitted formal complaint   ■ Did not submit a formal complaint
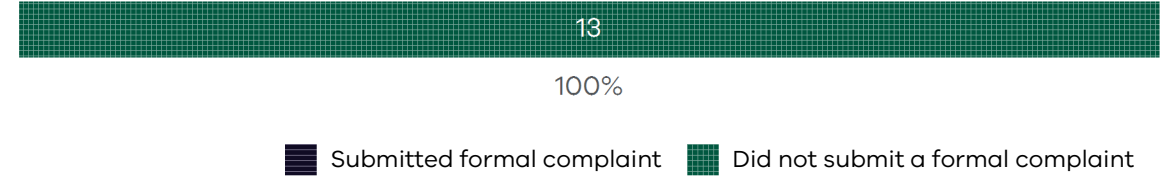
What was your reason for not submitting a formal complaint?	You 2022	You 2023	Comparator 2023	Public sector 2023
I didn't think it would make a difference	61%	77%	50%	51%
I believed there would be negative consequences for my career	33%	46%	37%	45%
I believed there would be negative consequences for my reputation	50%	46%	48%	55%
Other	17%	31%	15%	14%
I believed there would be negative consequences for the person I was going to complain about	22%	15%	10%	10%
I didn't feel safe to report the incident	17%	15%	20%	19%
I didn't know how to make a complaint	11%	8%	5%	6%
I thought the complaint process would be embarrassing or difficult	11%	8%	9%	13%

Victorian Public Sector Commission

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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, 11% 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.
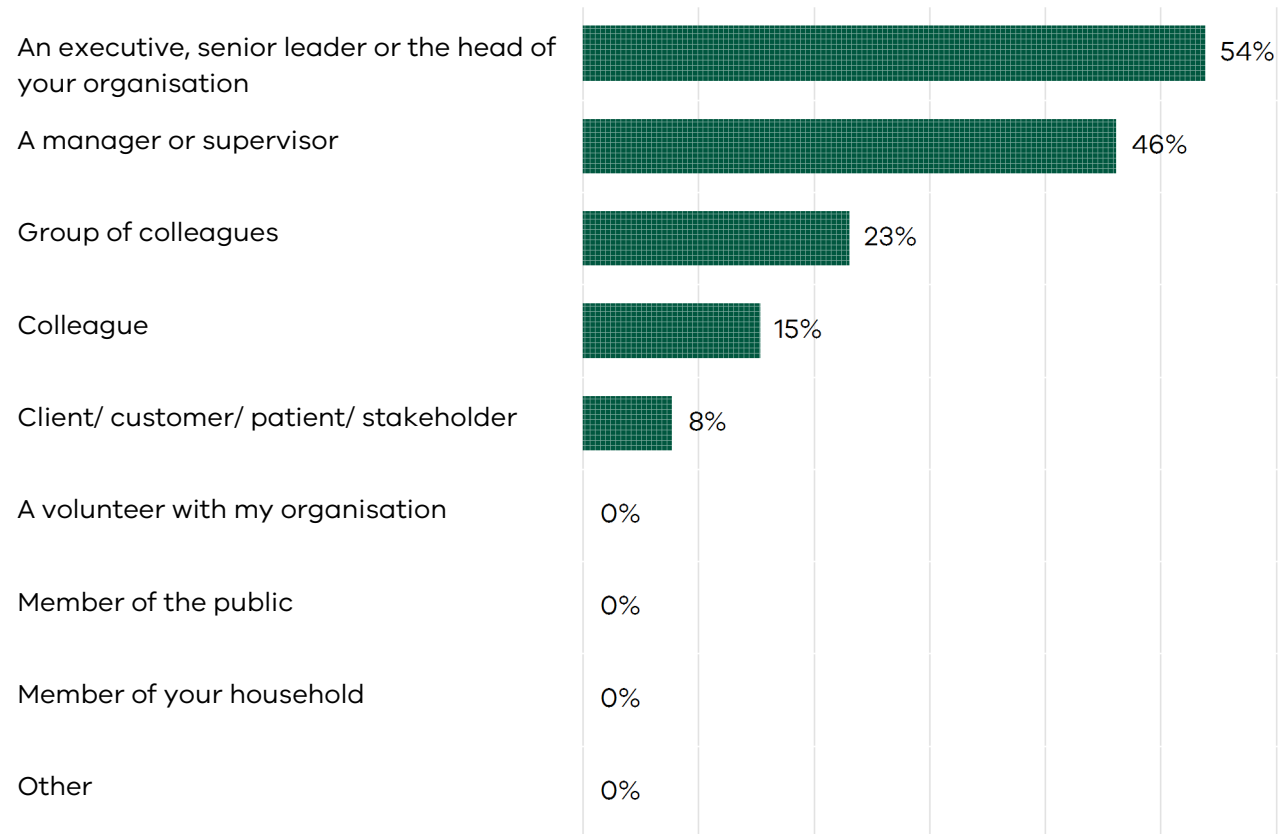
Each row is one perpetrator or group of perpetrators.

Example

11% of your staff who did the survey said they experienced bullying.

Of that 11%, 54% said it was by 'An executive, senior leader or the head of your organisation'.

13 people (11% of staff) experienced bullying (You 2023)

An executive, senior leader or the head of your organisation	54%
A manager or supervisor	46%
Group of colleagues	23%
Colleague	15%
Client/ customer/ patient/ stakeholder	8%
A volunteer with my organisation	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, 11% 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.
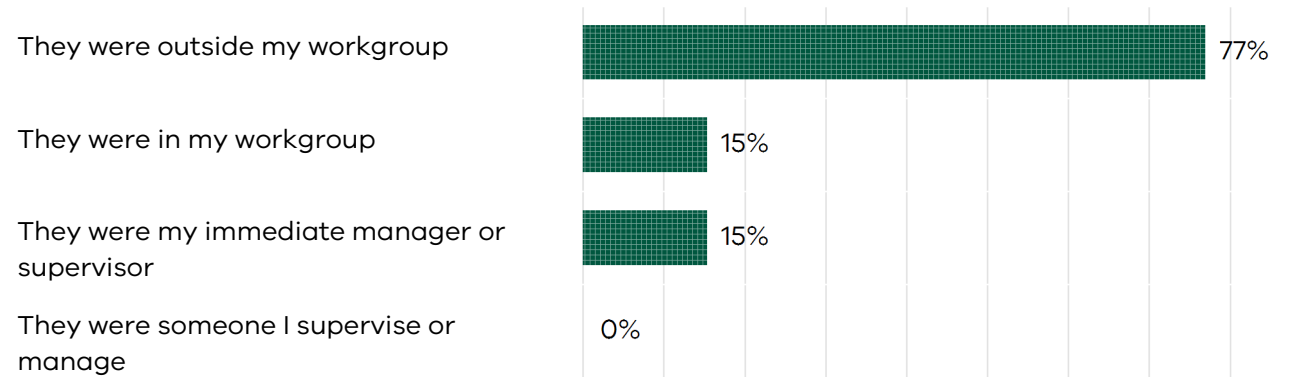
Example

11% of your staff who did the survey said they experienced bullying.

Of that 11%, 100% said it was by someone within the organisation.

Of that 100%, 77% said it was 'They were outside my workgroup'.

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

They were outside my workgroup	77%
They were in my workgroup	15%
They were my immediate manager or supervisor	15%
They were someone I supervise or manage	0%

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

Discrimination

What this is

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

Why this is important

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

Why there is no data here

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

We do this to protect the respondents.

Negative behaviour

Violence and aggression

What this is

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

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

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

Of that 9%, 80% said it was from 'Intimidating behaviour'.

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

10	101	6
9%	86%	5%

■ Experienced violence or aggression ▦ Did not experience violence or aggression ▩ Not sure
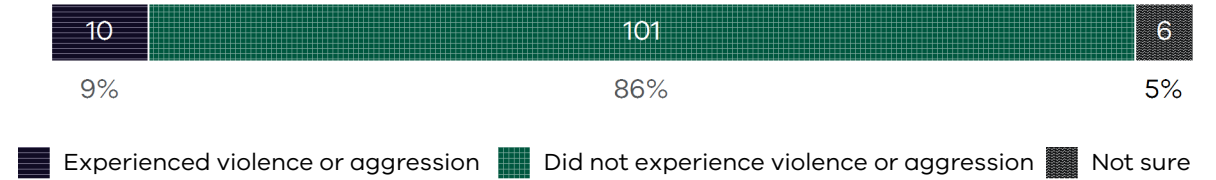
If you experienced violence or aggression, what type did you experience?	You 2022	You 2023	Comparator 2023	Public sector 2023
Intimidating behaviour	50%	80%	74%	73%
Abusive language	83%	60%	52%	75%
Other	11%	10%	11%	6%
Threats of violence	17%	10%	9%	39%

Victorian Public Sector Commission

VICTORIA State Government

Negative behaviour

Telling someone about violence and aggression

What this is

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

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

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

- 80% said the top way they reported the violence or agression was 'Told a manager'
- 50% said they didn't submit a formal incident report.

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

10	101	6
9%	86%	5%

■ Experienced violence or aggression ▦ Did not experience violence or aggression ▨ Not sure
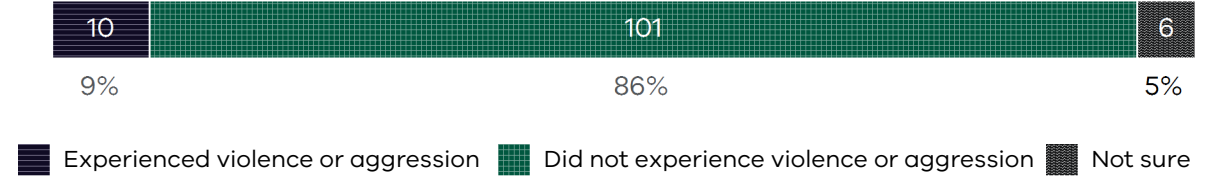
Did you tell anyone about the incident?	You 2022	You 2023	Comparator 2023	Public sector 2023
Told a manager	78%	80%	62%	56%
Submitted a formal incident report	39%	50%	15%	30%
Told a colleague	44%	30%	39%	40%
Told a friend or family member	28%	20%	22%	19%
Told Human Resources	28%	10%	12%	6%
Told the person the behaviour was not OK	17%	10%	21%	23%

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Negative behaviour

Perpetrators of violence and aggression

What this is

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

Why this is important

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

How to read this

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

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

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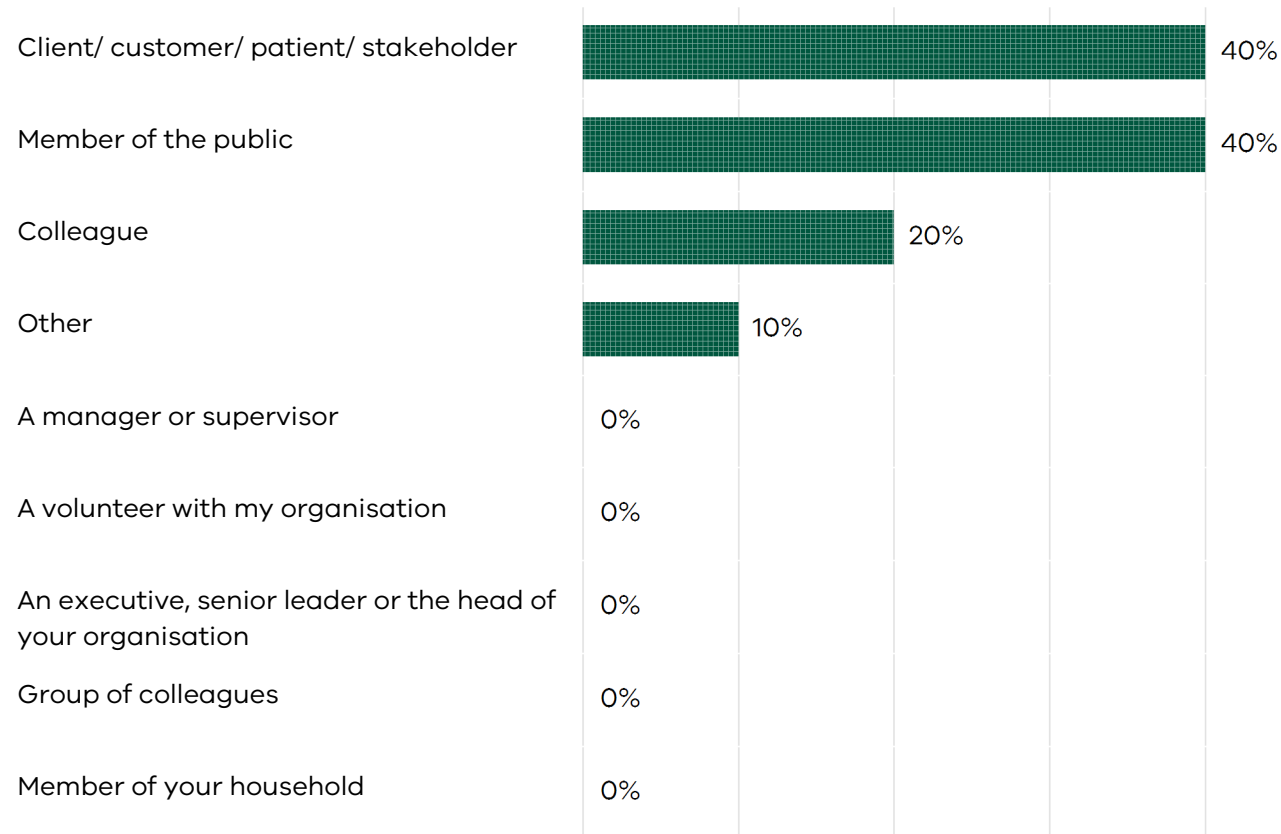
Each row is one perpetrator or a group of perpetrators.

Example

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

Of that 9%, 40% said it was 'Client/ customer/ patient/ stakeholder'.

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

Perpetrator	Percentage
Client/ customer/ patient/ stakeholder	40%
Member of the public	40%
Colleague	20%
Other	10%
A manager or supervisor	0%
A volunteer with my organisation	0%
An executive, senior leader or the head of your organisation	0%
Group of colleagues	0%
Member of your household	0%

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

28% of your staff who did the survey said they witnessed some negative behaviour at work.

72% 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?

33	84
28%	72%

■ 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	72%	81%	81%
Bullying of a colleague	24%	14%	13%
Discrimination against a colleague	6%	7%	7%
Violence or aggression against a colleague	3%	4%	3%
Sexual harassment of a colleague	3%	1%	1%

Negative behaviour

Taking action when witnessing negative behaviours

What this is

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

Why this is important

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

How to read this

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

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

The table shows the answers in descending order.

Example

28% of your staff who did the survey witnessed negative behaviour, of which:

- 55% said the top action they took was 'Spoke to the person who experienced the behaviour'.

- 9% took no action.

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

33	84
28%	72%

■ 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	55%	65%	69%
Told a manager	39%	33%	38%
Told a colleague	21%	20%	19%
Other	12%	7%	6%
Told the person the behaviour was not OK	12%	18%	20%
Took no action	9%	11%	8%
Spoke to the person who behaved in a negative way	6%	15%	17%
Told Human Resources	6%	9%	7%
Submitted a formal complaint	3%	4%	5%

People matter survey

2023

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

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- Aboriginal and/or Torres Strait Islander
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Key differences

Highest scoring questions

What this is

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

How to read this

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

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

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

Example

On the first row 'Job enrichment', the 'You 2023' column shows 92% of your staff agreed with 'I can use my skills and knowledge in my job'.
In the 'Change from 2022' column, you have a 1% decrease, which is a negative trend.

Question group	Highest scoring questions	You 2023	Change from 2022	Comparator 2023
Job enrichment	I can use my skills and knowledge in my job	92%	–1%	92%
Manager leadership	My manager treats employees with dignity and respect	88%	+6%	84%
Inclusion	I feel culturally safe at work	88%	+8%	84%
Other questions	I understand how the Code of Conduct for Victorian public sector employees applies to my work	88%	Not asked in 2022	82%
Meaningful work	I can make a worthwhile contribution at work	87%	–2%	92%
Job enrichment	I understand how my job helps my organisation achieve its goals	86%	–1%	90%
Manager leadership	My manager demonstrates honesty and integrity	85%	+3%	82%
Manager support	I can discuss problems or issues with my manager	84%	+8%	80%
Meaningful work	I achieve something important through my work	84%	–5%	91%
Manager leadership	My manager models my organisation's values	82%	+5%	80%

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 25% 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 8% 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	25%	+8%	38%
Organisational integrity	I believe the promotion processes in my organisation are fair	28%	-12%	42%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	30%	-9%	47%
Safety climate	All levels of my organisation are involved in the prevention of stress	31%	+0%	44%
Collaboration	Workgroups across my organisation willingly share information with each other	32%	-9%	54%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	32%	-15%	52%
Taking action	I believe my organisation will make improvements based on the results of this survey	32%	0%	51%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	33%	-8%	49%
Engagement	I would recommend my organisation as a good place to work	35%	-11%	62%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	36%	-3%	50%

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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 'Manager support', the 'You 2023' column shows 84% of your staff agreed with 'I can discuss problems or issues with my manager'.

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

Question group	Most improved from last year	You 2023	Increase from 2022	Comparator 2023
Manager support	I can discuss problems or issues with my manager	84%	+8%	80%
Inclusion	I feel culturally safe at work	88%	+8%	84%
Taking action	My organisation has made improvements based on the survey results from last year	25%	+8%	38%
Manager leadership	My manager treats employees with dignity and respect	88%	+6%	84%
Inclusion	I can be myself at work	82%	+6%	82%
Manager leadership	My manager models my organisation's values	82%	+5%	80%
Manager support	My manager listens to what I have to say	80%	+5%	81%
Manager support	My manager gives me feedback that helps me improve my performance	73%	+5%	70%
Innovation	My workgroup learns from failures and mistakes	71%	+4%	68%
Workgroup support	People in my workgroup treat each other with respect	79%	+4%	82%

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Key differences

Most declined

What this is

This is where staff feel their organisation has most declined.

How to read this

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

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

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

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

Example

On the first row 'Senior leadership', the 'You 2023' column shows 37% of your staff agreed with 'Senior leaders model my organisation's values'.
In the 'Decrease from 2022' column, you have a 16% decrease, which is a negative trend.

Question subgroup	Largest decline from last year	You 2023	Decrease from 2022	Comparator 2023
Senior leadership	Senior leaders model my organisation's values	37%	-16%	58%
Collaboration	I am able to work effectively with others outside my immediate workgroup	62%	-16%	80%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	32%	-15%	52%
Senior leadership	Senior leaders demonstrate honesty and integrity	44%	-14%	58%
Organisational integrity	I believe the promotion processes in my organisation are fair	28%	-12%	42%
Engagement	My organisation inspires me to do the best in my job	40%	-12%	60%
Engagement	I would recommend my organisation as a good place to work	35%	-11%	62%
Organisational integrity	My organisation does not tolerate improper conduct	49%	-10%	69%
Organisational integrity	My organisation takes steps to eliminate bullying, harassment and discrimination	50%	-10%	69%
Workload	I have enough time to do my job effectively	46%	-10%	53%

Key differences

Biggest positive difference from comparator

What this is

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

How to read this

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

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

Example

On the first row 'Workgroup support', the 'You 2023' column shows 74% of your staff agreed with 'People in my workgroup appropriately manage conflicts of interest'.

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

Question group	Biggest positive difference from comparator	You 2023	Difference	Comparator 2023
Workgroup support	People in my workgroup appropriately manage conflicts of interest	74%	+6%	67%
Other questions	I understand how the Code of Conduct for Victorian public sector employees applies to my work	88%	+6%	82%
Inclusion	I feel culturally safe at work	88%	+4%	84%
Manager leadership	My manager treats employees with dignity and respect	88%	+4%	84%
Manager support	I can discuss problems or issues with my manager	84%	+3%	80%
Innovation	My workgroup learns from failures and mistakes	71%	+3%	68%
Manager support	My manager gives me feedback that helps me improve my performance	73%	+3%	70%
Manager leadership	My manager demonstrates honesty and integrity	85%	+3%	82%
Flexible working	My manager supports working flexibly	81%	+3%	78%
Gender equality supporting measures	In my workgroup work is allocated fairly, regardless of gender	81%	+2%	79%

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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 'Engagement', the 'You 2023' column shows 35% of your staff agreed with 'I would recommend my organisation as a good place to work'.

The 'difference' column, shows that agreement for this question was 27 percentage points lower in your organisation than in your comparator.

Question subgroup	Biggest negative difference from comparator	You 2023	Difference	Comparator 2023
Engagement	I would recommend my organisation as a good place to work	35%	-27%	62%
Collaboration	Workgroups across my organisation willingly share information with each other	32%	-21%	54%
Senior leadership	Senior leaders model my organisation's values	37%	-21%	58%
Organisational integrity	My organisation does not tolerate improper conduct	49%	-20%	69%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	32%	-20%	52%
Engagement	My organisation inspires me to do the best in my job	40%	-20%	60%
Senior leadership	Senior leaders provide clear strategy and direction	36%	-19%	55%
Collaboration	I am able to work effectively with others outside my immediate workgroup	62%	-19%	80%
Organisational integrity	My organisation takes steps to eliminate bullying, harassment and discrimination	50%	-18%	69%
Engagement	I am proud to tell others I work for my organisation	51%	-18%	70%

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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
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- Employment
- Adjustments
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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

32% 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'.
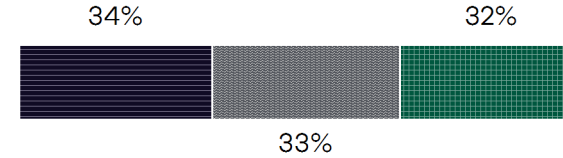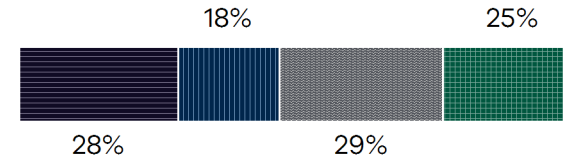
| Survey question | Your results | | | | Benchmark agree results | | | | | |
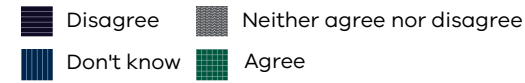
Your results legend: Disagree · Don't know · Neither agree nor disagree · Agree

Survey question		You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
I believe my organisation will make improvements based on the results of this survey	34% / 33% / 32%	Not asked	33 %	32 %	40 %	51 %	60 %
My organisation has made improvements based on the survey results from last year	28% / 18% / 29% / 25%	Not asked	17 %	25 %	25 %	38 %	49 %

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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
- Categories

Senior leadership

Senior leadership

What this is

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

Why this is important

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

How to read this

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

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

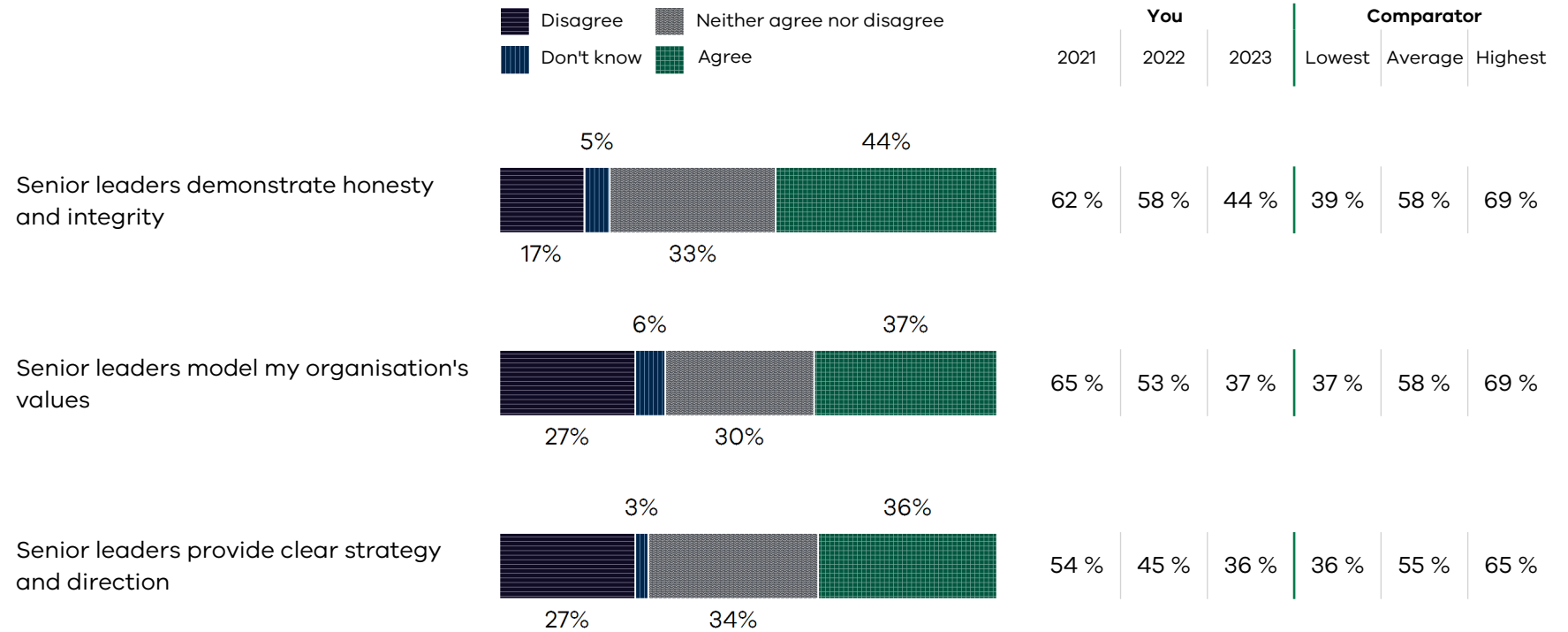Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

44% of your staff who did the survey agreed or strongly agreed with 'Senior leaders demonstrate honesty and integrity'.

Survey question	Your results	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
	Disagree ■ **Neither agree nor disagree** ■ **Don't know** ■ **Agree** ■						
Senior leaders demonstrate honesty and integrity	5% / 44% / 17% / 33%	62 %	58 %	44 %	39 %	58 %	69 %
Senior leaders model my organisation's values	6% / 37% / 27% / 30%	65 %	53 %	37 %	37 %	58 %	69 %
Senior leaders provide clear strategy and direction	3% / 36% / 27% / 34%	54 %	45 %	36 %	36 %	55 %	65 %

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Key differences

- Highest scoring
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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.

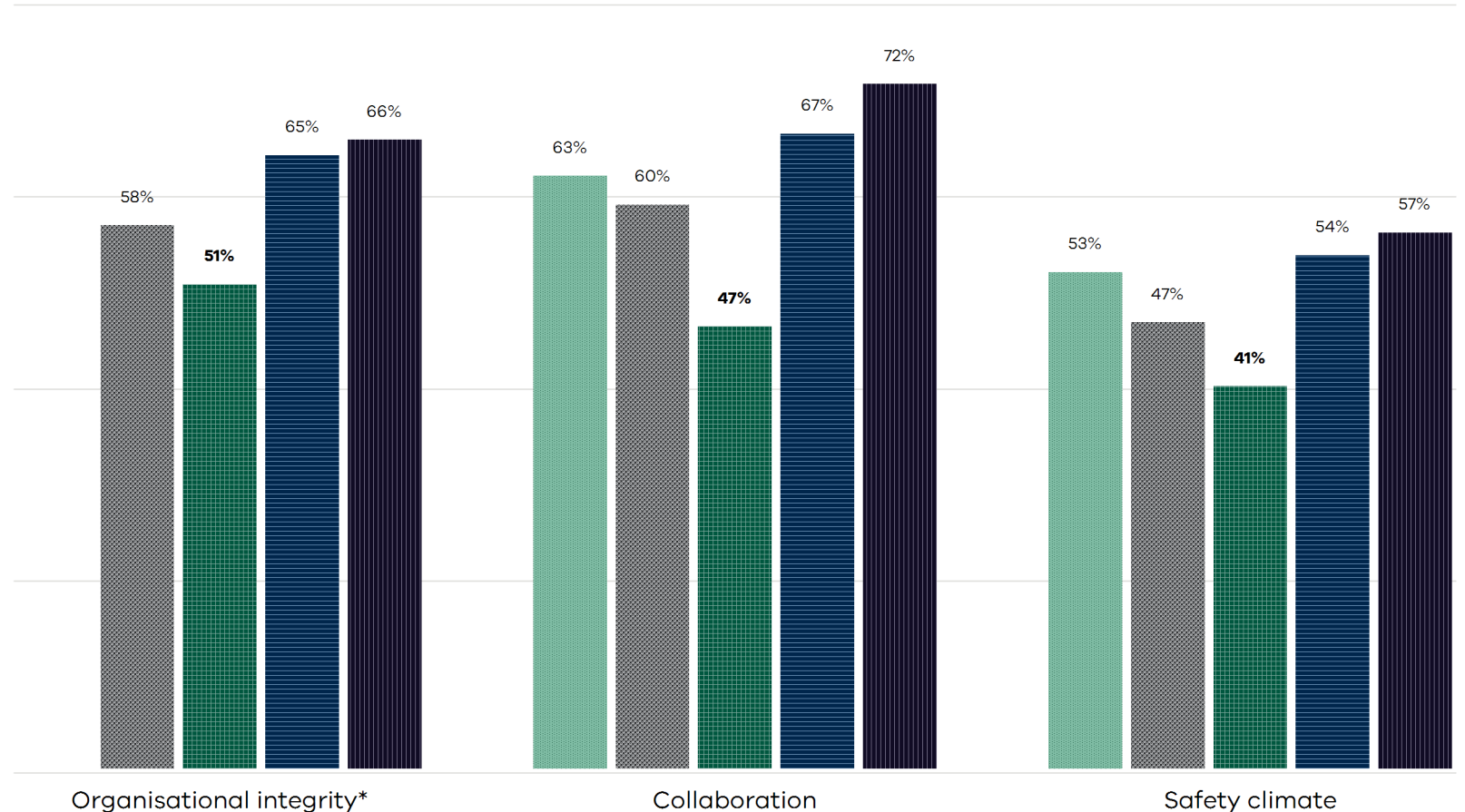Each result is the overall percentage of positive responses for your organisation, comparator and public sector.

Example

In 2023:

- 51% of your staff who did the survey responded positively to questions about Organisational integrity which is down from 58% in 2022.

Compared to:

- 65% of staff at your comparator and 66% of staff across the public sector.

Organisational integrity*: You 2021 —, You 2022 58%, You 2023 51%, Comparator 2023 65%, Public sector 2023 66%

Collaboration: You 2021 63%, You 2022 60%, You 2023 47%, Comparator 2023 67%, Public sector 2023 72%

Safety climate: You 2021 53%, You 2022 47%, You 2023 41%, Comparator 2023 54%, Public sector 2023 57%

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

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

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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.
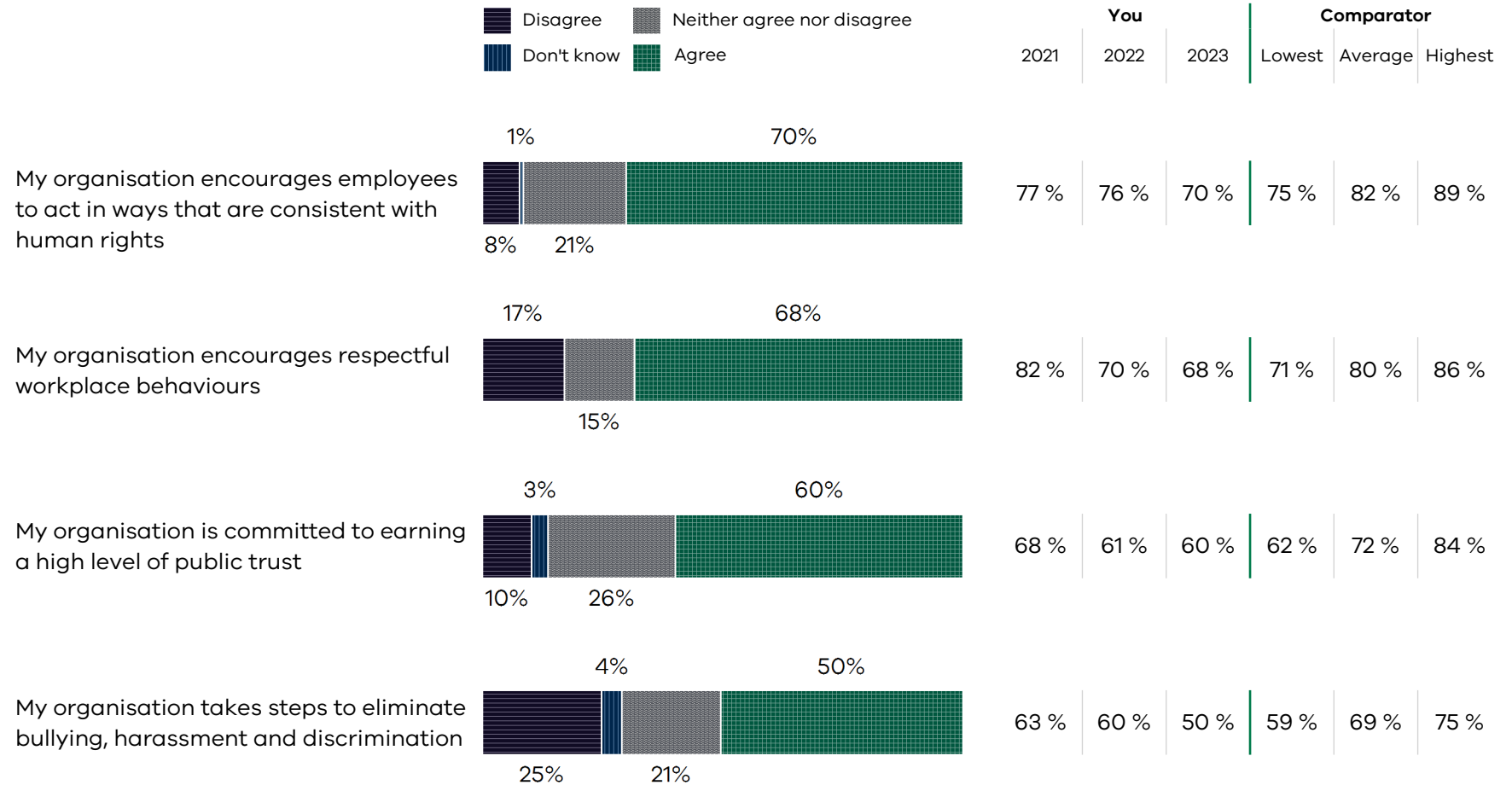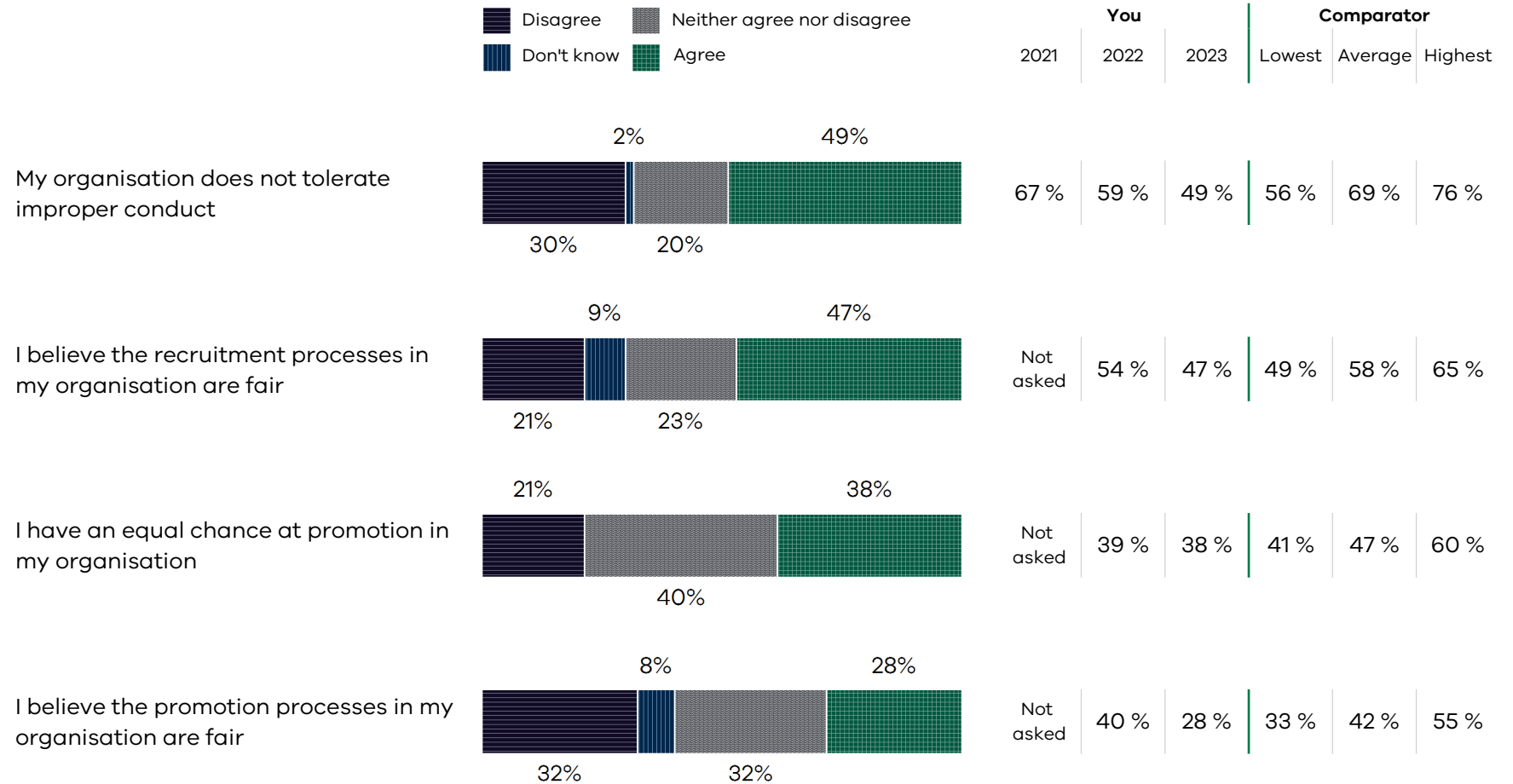
Example

70% of your staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.

Survey question / Your results / Benchmark agree results

Legend: Disagree, Don't know, Neither agree nor disagree, 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 (Disagree 8%, Neither 21%, Agree 70%, 1%)	77 %	76 %	70 %	75 %	82 %	89 %
My organisation encourages respectful workplace behaviours (17%, Neither 15%, Agree 68%)	82 %	70 %	68 %	71 %	80 %	86 %
My organisation is committed to earning a high level of public trust (Disagree 10%, 3%, Neither 26%, Agree 60%)	68 %	61 %	60 %	62 %	72 %	84 %
My organisation takes steps to eliminate bullying, harassment and discrimination (Disagree 25%, 4%, Neither 21%, Agree 50%)	63 %	60 %	50 %	59 %	69 %	75 %

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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

49% 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

			You			Comparator		
Survey question		2021	2022	2023	Lowest	Average	Highest

Survey question	Disagree	Don't know	Neither	Agree	2021	2022	2023	Lowest	Average	Highest
My organisation does not tolerate improper conduct	30%	2%	20%	49%	67 %	59 %	49 %	56 %	69 %	76 %
I believe the recruitment processes in my organisation are fair	21%	9%	23%	47%	Not asked	54 %	47 %	49 %	58 %	65 %
I have an equal chance at promotion in my organisation	21%		40%	38%	Not asked	39 %	38 %	41 %	47 %	60 %
I believe the promotion processes in my organisation are fair	32%	8%	32%	28%	Not asked	40 %	28 %	33 %	42 %	55 %

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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.
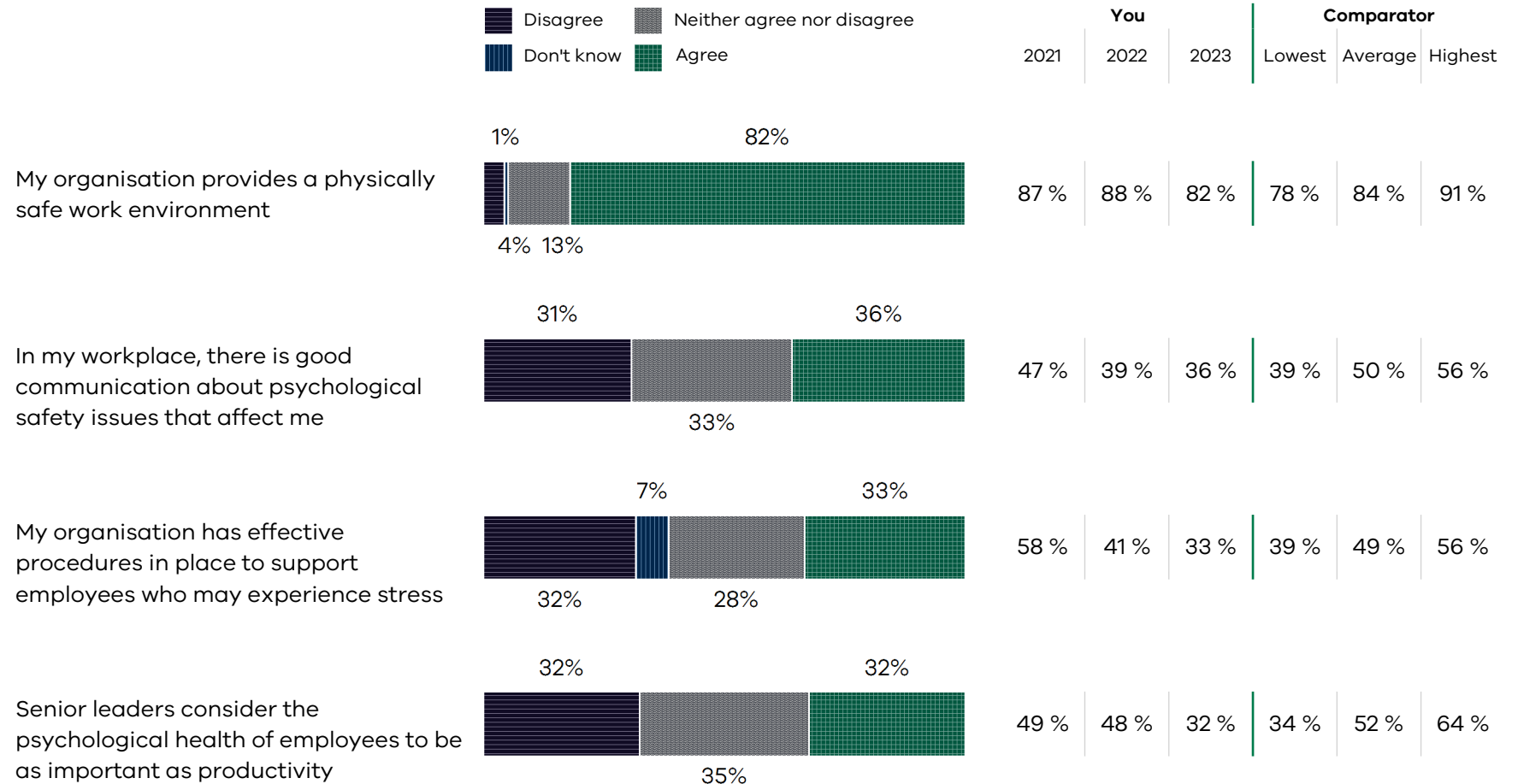
Example

62% of your staff who did the survey agreed or strongly agreed with 'I am able to work effectively with others outside my immediate workgroup'.

Survey question

Your results

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

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

12% | 26% | 62%

Workgroups across my organisation willingly share information with each other

44% | 23% | 32%

Benchmark agree results
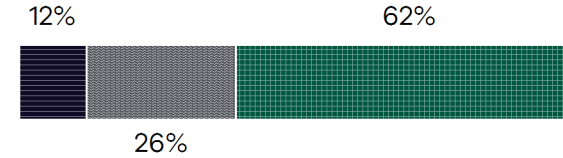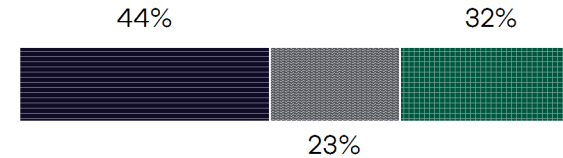
Survey question	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
I am able to work effectively with others outside my immediate workgroup	88 %	77 %	62 %	74 %	80 %	87 %
Workgroups across my organisation willingly share information with each other	38 %	42 %	32 %	46 %	54 %	65 %

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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

82% of your staff who did the survey agreed or strongly agreed with 'My organisation provides a physically safe work environment'.

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

Survey question	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My organisation provides a physically safe work environment (1%, 4%, 13%, 82%)	87 %	88 %	82 %	78 %	84 %	91 %
In my workplace, there is good communication about psychological safety issues that affect me (31%, 33%, 36%)	47 %	39 %	36 %	39 %	50 %	56 %
My organisation has effective procedures in place to support employees who may experience stress (32%, 7%, 28%, 33%)	58 %	41 %	33 %	39 %	49 %	56 %
Senior leaders consider the psychological health of employees to be as important as productivity (32%, 35%, 32%)	49 %	48 %	32 %	34 %	52 %	64 %

Organisational climate

Safety climate 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

31% of your staff who did the survey agreed or strongly agreed with 'All levels of my organisation are involved in the prevention of stress'.

Legend: ■ Disagree   ▨ Neither agree nor disagree   ▥ Don't know   ▦ Agree
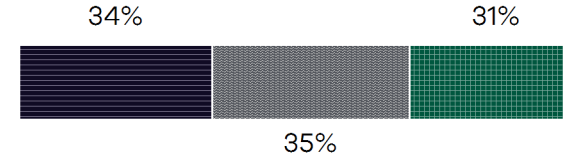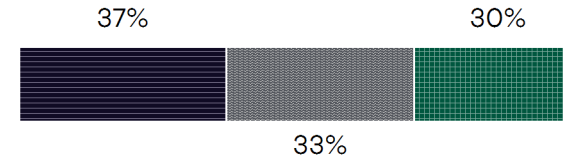
Survey question	Your results	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
All levels of my organisation are involved in the prevention of stress	34% / 35% / 31%	31 %	31 %	31 %	32 %	44 %	53 %
Senior leaders show support for stress prevention through involvement and commitment	37% / 33% / 30%	44 %	39 %	30 %	28 %	47 %	59 %

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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
- Categories

Workgroup climate

Scorecard

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2023:

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

Compared to:

- 75% of staff at your comparator and 80% of staff across the public sector.
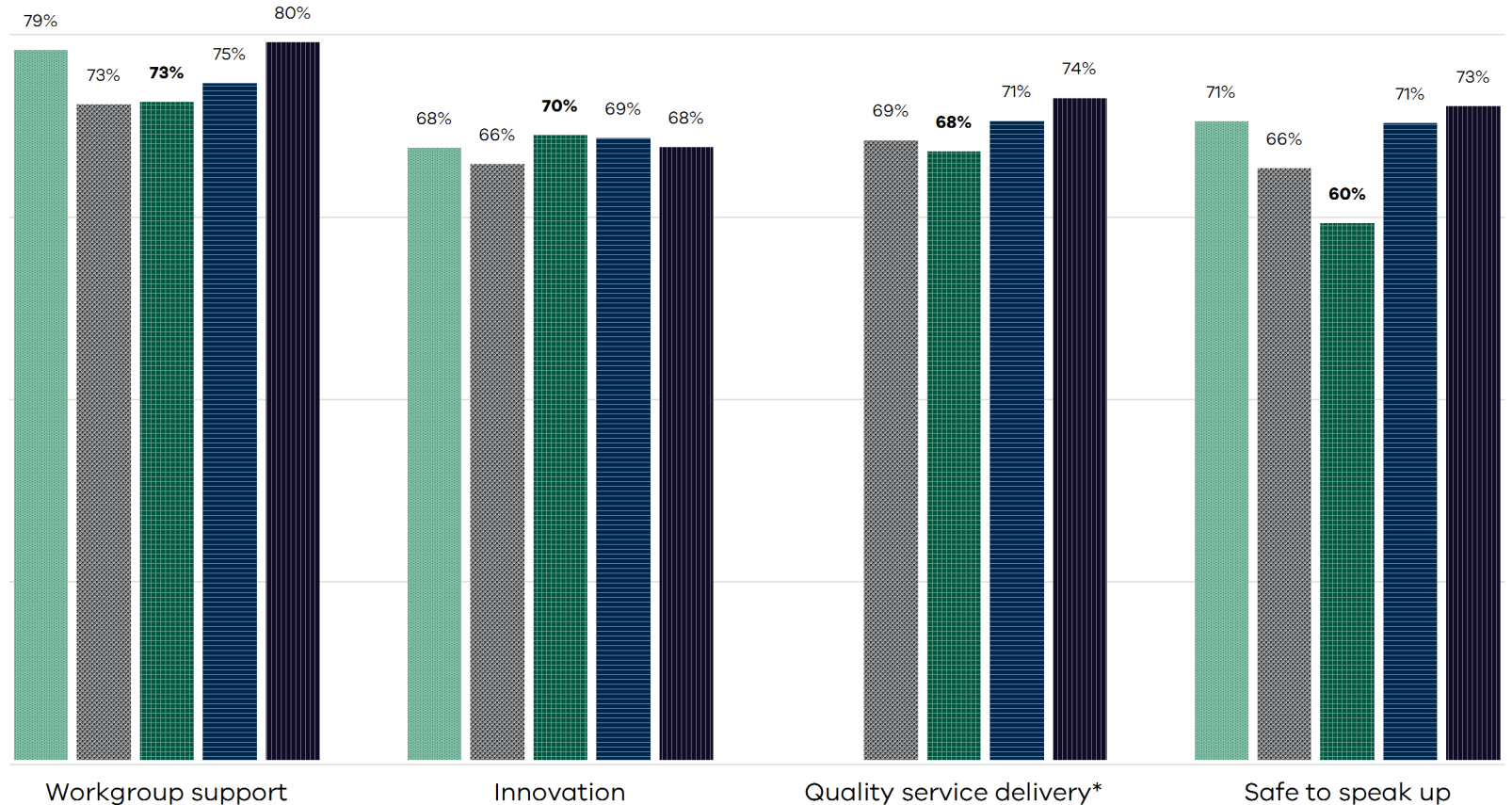
Workgroup support: You 2021 79%, You 2022 73%, You 2023 73%, Comparator 2023 75%, Public sector 2023 80%

Innovation: You 2021 68%, You 2022 66%, You 2023 70%, Comparator 2023 69%, Public sector 2023 68%

Quality service delivery*: You 2022 69%, You 2023 68%, Comparator 2023 71%, Public sector 2023 74%

Safe to speak up: You 2021 71%, You 2022 66%, You 2023 60%, Comparator 2023 71%, Public sector 2023 73%

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

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

Workgroup climate

Quality service delivery

What this is

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

Why this is important

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

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

How to read this

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

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

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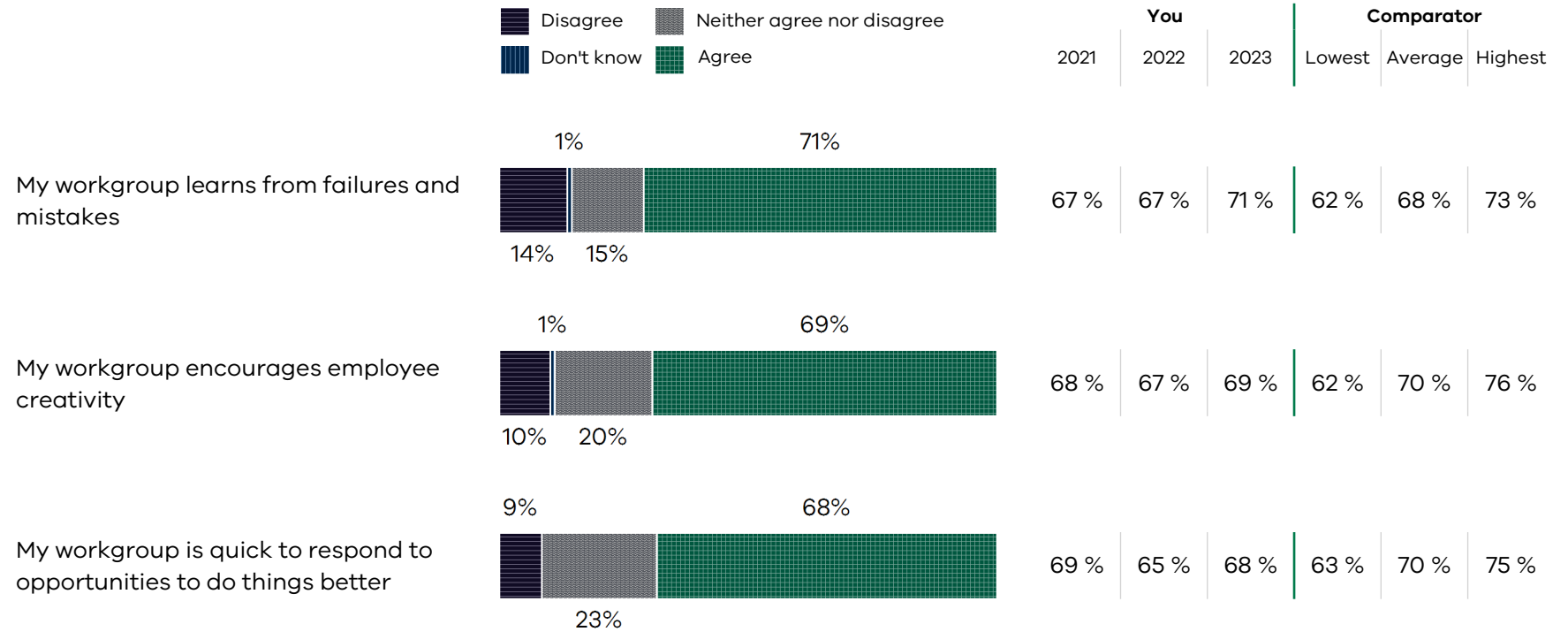
Example

74% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

Survey question	Your results		Benchmark agree results					

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree
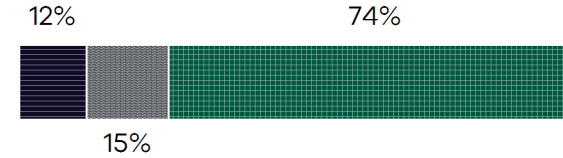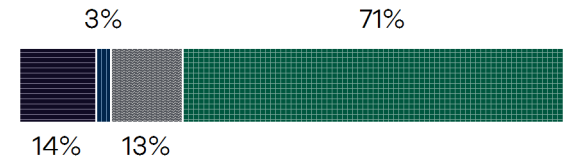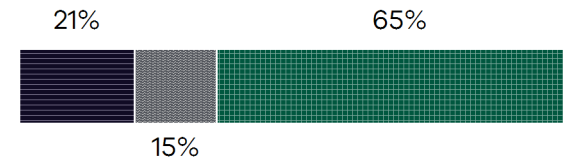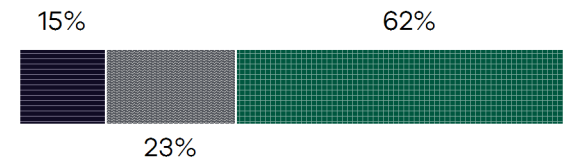
		You			**Comparator**		
Survey question	Your results	2021	2022	2023	Lowest	Average	Highest
My workgroup provides high quality advice and services	12% / 15% / 74%	Not asked	71 %	74 %	71 %	76 %	82 %
My workgroup acts fairly and without bias	14% / 3% / 13% / 71%	Not asked	71 %	71 %	67 %	73 %	78 %
My workgroup has clear lines of responsibility	21% / 15% / 65%	75 %	68 %	65 %	62 %	69 %	75 %
My workgroup uses its resources well	15% / 23% / 62%	Not asked	66 %	62 %	61 %	66 %	71 %

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.
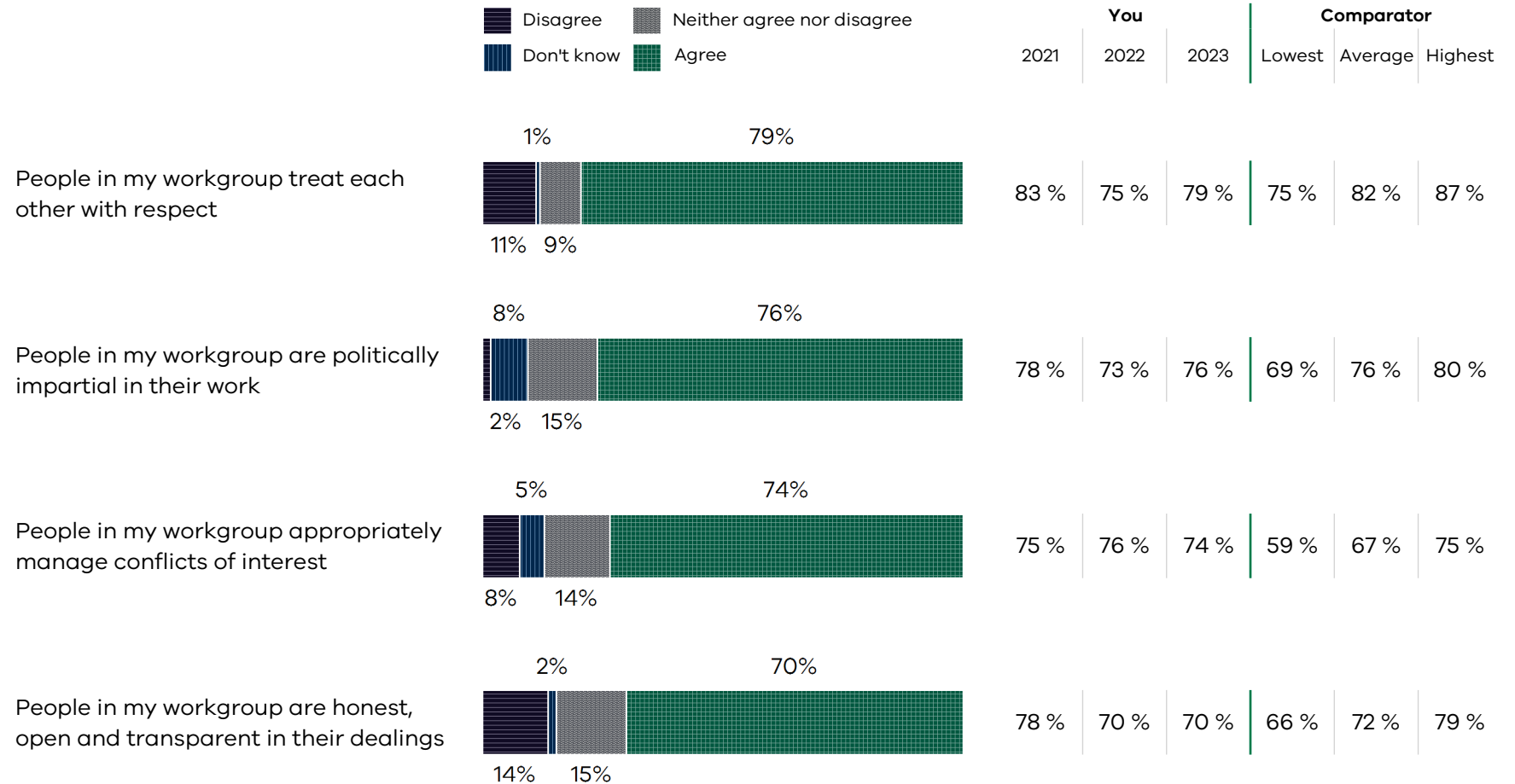
Example

71% of your staff who did the survey agreed or strongly agreed with 'My workgroup learns from failures and mistakes'.

| Survey question | Your results | Benchmark agree results |

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

Survey question		You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup learns from failures and mistakes	1% / 71% / 14% / 15%	67 %	67 %	71 %	62 %	68 %	73 %
My workgroup encourages employee creativity	1% / 69% / 10% / 20%	68 %	67 %	69 %	62 %	70 %	76 %
My workgroup is quick to respond to opportunities to do things better	9% / 68% / 23%	69 %	65 %	68 %	63 %	70 %	75 %

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.

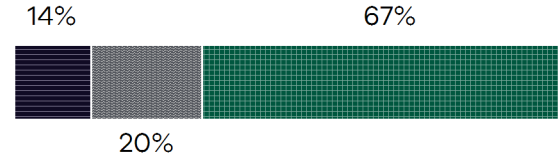Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

79% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup treat each other with respect'.

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 treat each other with respect	11% / 9% / 1% / 79%	83 %	75 %	79 %	75 %	82 %	87 %
People in my workgroup are politically impartial in their work	2% / 15% / 8% / 76%	78 %	73 %	76 %	69 %	76 %	80 %
People in my workgroup appropriately manage conflicts of interest	8% / 14% / 5% / 74%	75 %	76 %	74 %	59 %	67 %	75 %
People in my workgroup are honest, open and transparent in their dealings	14% / 15% / 2% / 70%	78 %	70 %	70 %	66 %	72 %	79 %

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

67% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup work together effectively to get the job done'.

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

Survey question	Your results	You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
People in my workgroup work together effectively to get the job done	14% Disagree, 20% Neither, 67% Agree	80 %	70 %	67 %	73 %	79 %	82 %

Workgroup climate

Safe to speak up

What this is

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

Why this is important

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

How to read this

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

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

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

Example

65% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup are able to bring up problems and tough issues'.

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 able to bring up problems and tough issues	14% / 21% / 65%	75 %	70 %	65 %	63 %	71 %	76 %
I feel safe to challenge inappropriate behaviour at work	26% / 20% / 55%	67 %	61 %	55 %	62 %	70 %	75 %

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- Human rights

Topical questions

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

Demographics

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

Job and manager factors

Scorecard 1 of 2

What this is

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

Why this is important

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

How to read this

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

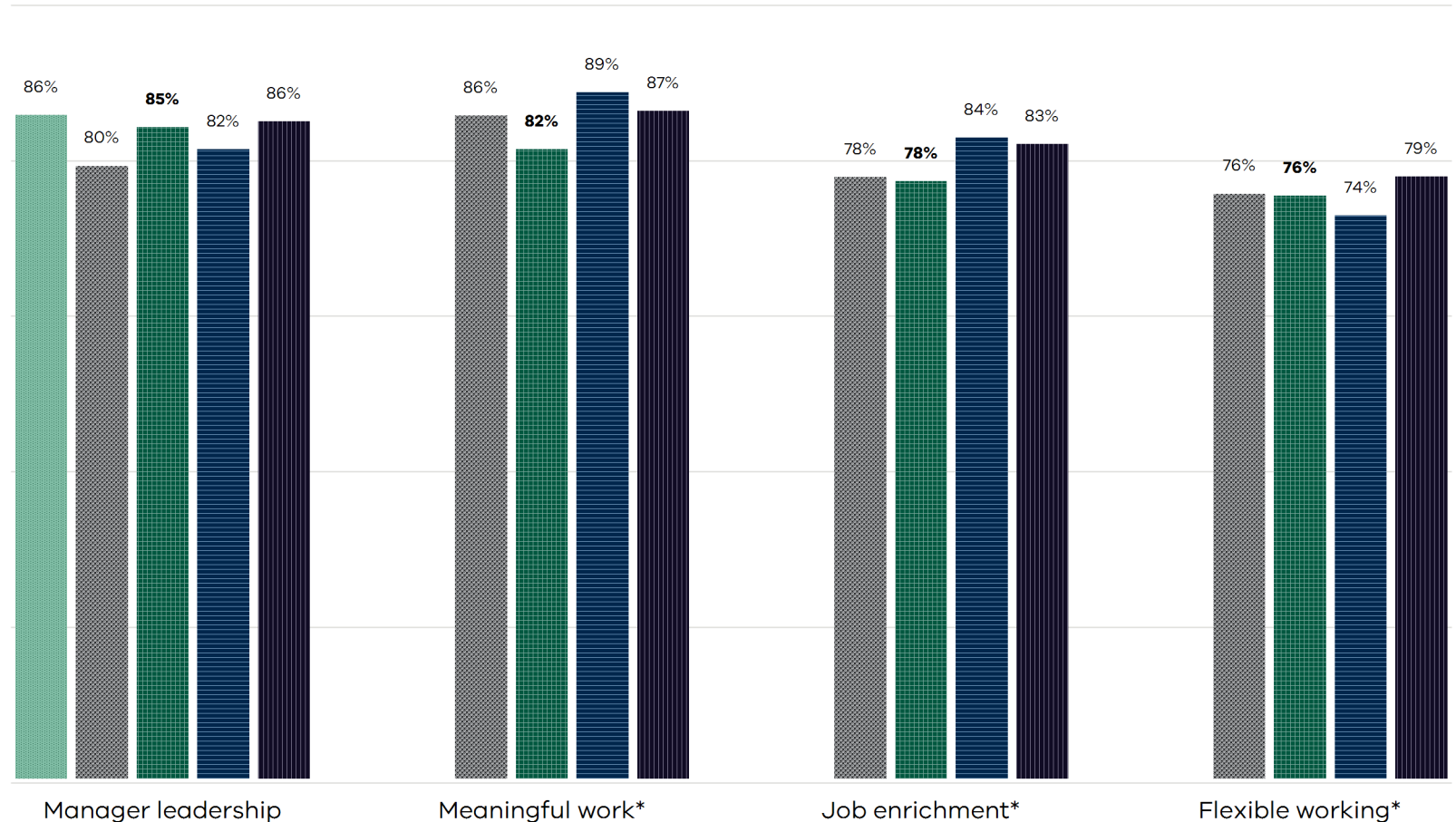Each result is the overall percentage of positive responses for your organisation, comparator and public sector.
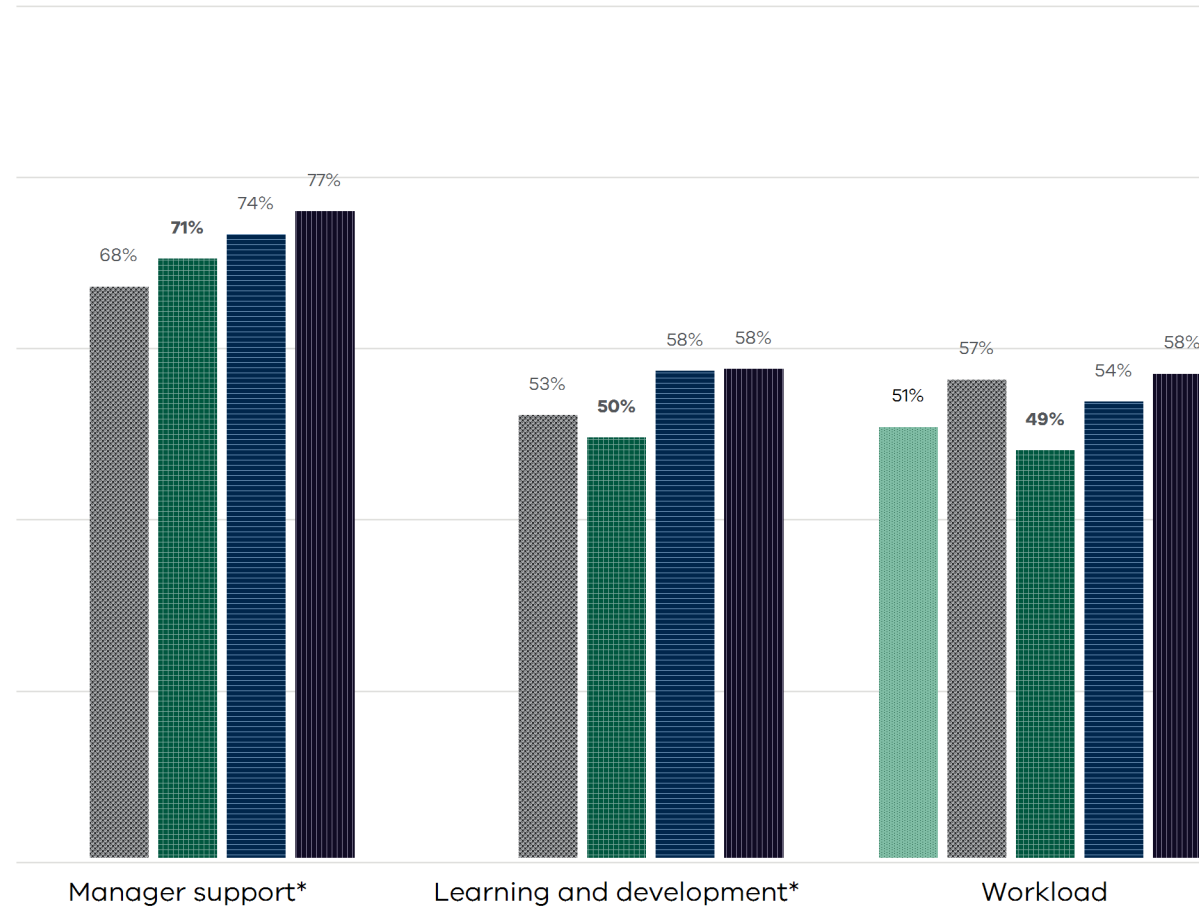
Example

In 2023:

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

Compared to:

- 82% of staff at your comparator and 86% of staff across the public sector.

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

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

Manager leadership: 86%, 80%, 85%, 82%, 86%
Meaningful work*: 86%, 82%, 89%, 87%
Job enrichment*: 78%, 78%, 84%, 83%
Flexible working*: 76%, 76%, 74%, 79%

Victorian Public Sector Commission

VICTORIA State Government

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:

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

Compared to:

- 74% of staff at your comparator and 77% of staff across the public sector.

Bar chart showing results for Manager support*, Learning and development*, and Workload.

- Manager support*: 68%, 71%, 74%, 77%
- Learning and development*: 53%, 50%, 58%, 58%
- Workload: 51%, 57%, 49%, 54%, 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

VICTORIA State Government

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.

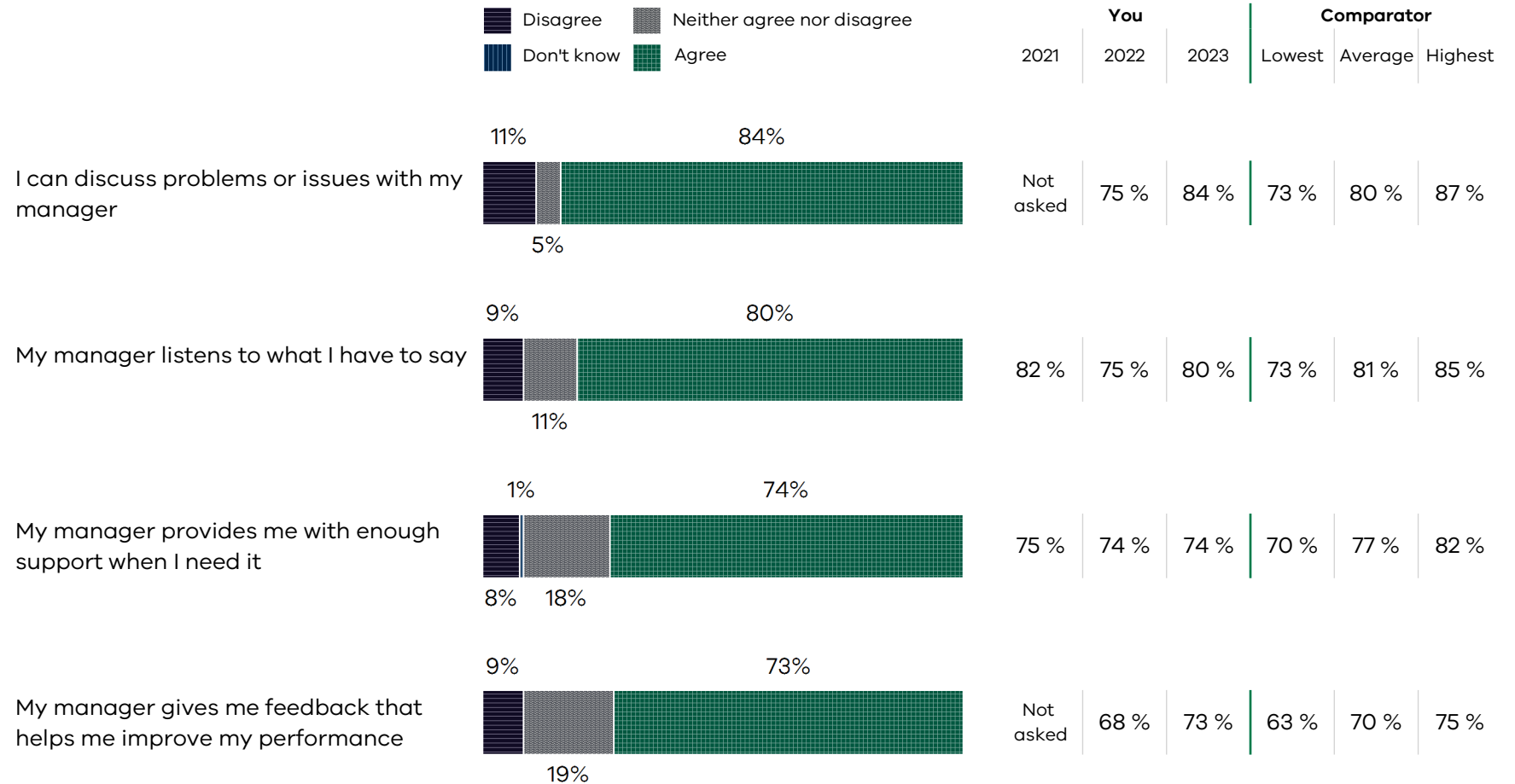Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

88% of your staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

Survey question | Your results | Benchmark agree results

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

Survey question		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
My manager treats employees with dignity and respect	5% / 88% / 7%	89 %	82 %	88 %	76 %	84 %	90 %
My manager demonstrates honesty and integrity	5% / 85% / 10%	88 %	81 %	85 %	73 %	82 %	87 %
My manager models my organisation's values	6% / 82% / 12%	82 %	77 %	82 %	71 %	80 %	87 %

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Manager support 1 of 2

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

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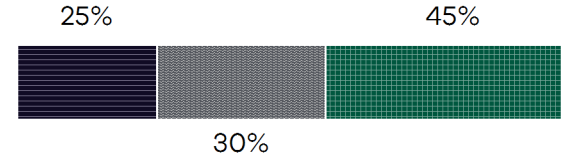
Example

84% of your staff who did the survey agreed or strongly agreed with 'I can discuss problems or issues with my manager'.

Survey question — Your results — Benchmark agree results

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

Survey question	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
I can discuss problems or issues with my manager (11% / 5% / 84%)	Not asked	75 %	84 %	73 %	80 %	87 %
My manager listens to what I have to say (9% / 11% / 80%)	82 %	75 %	80 %	73 %	81 %	85 %
My manager provides me with enough support when I need it (8% / 18% / 1% / 74%)	75 %	74 %	74 %	70 %	77 %	82 %
My manager gives me feedback that helps me improve my performance (9% / 19% / 73%)	Not asked	68 %	73 %	63 %	70 %	75 %

Job and manager factors

Manager support 2 of 2

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

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

Example

45% of your staff who did the survey agreed or strongly agreed with 'I receive meaningful recognition when I do good work'.

Survey question

Your results

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

I receive meaningful recognition when I do good work

25% | 30% | 45%

Benchmark agree results

	You			Comparator		
2021	2022	2023		Lowest	Average	Highest
Not asked	47 %	45 %		57 %	62 %	67 %

Victorian Public Sector Commission

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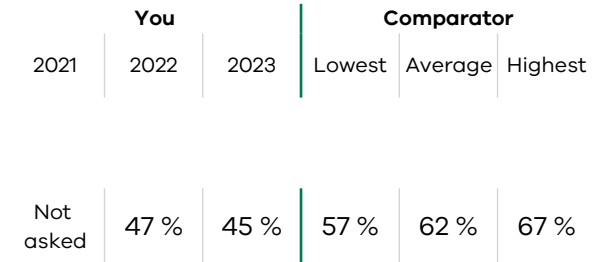
Job and manager factors

Workload

What this is

This is how staff feel about workload and time pressure.

Why this is important

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

How to read this

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

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

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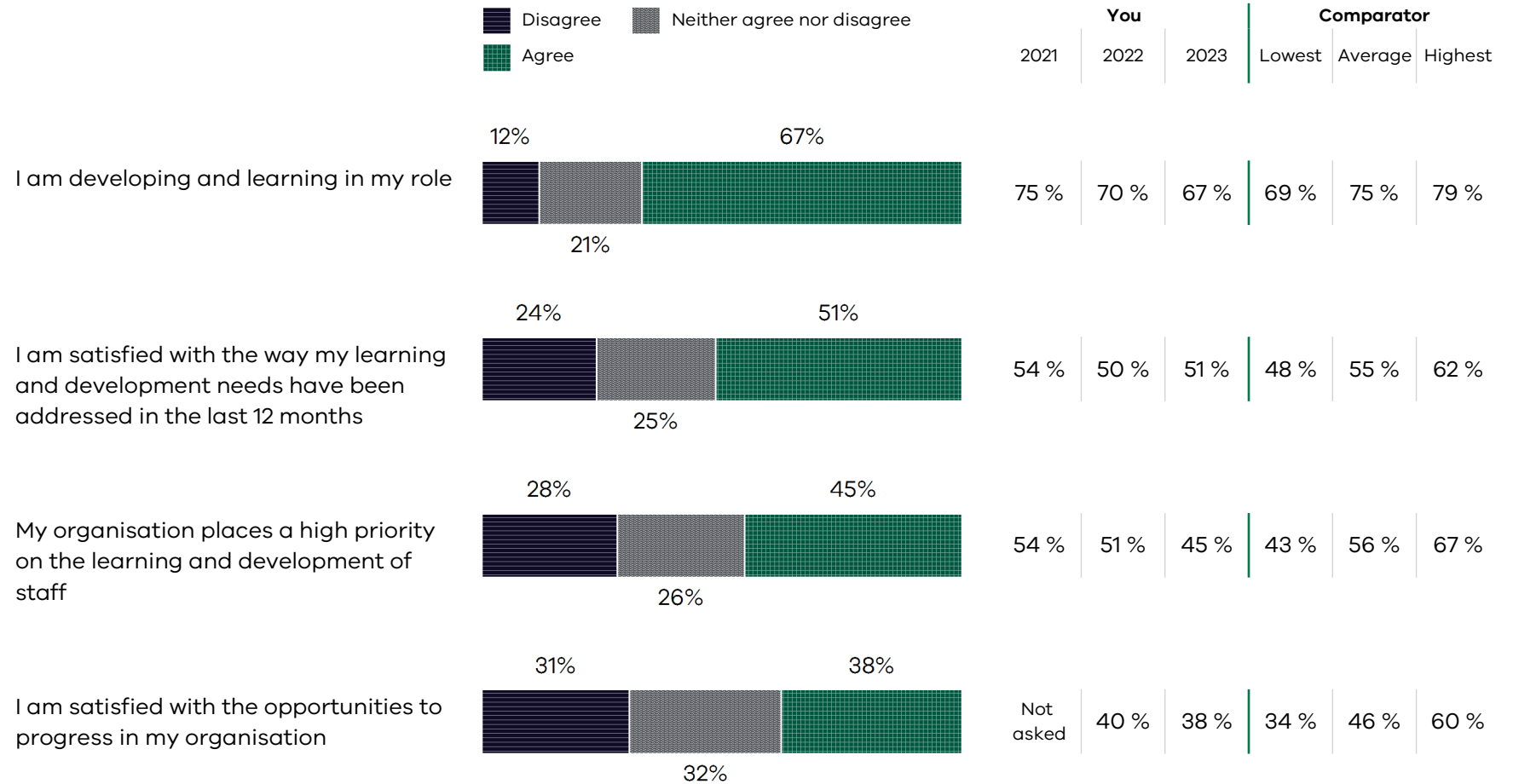
Example

51% of your staff who did the survey agreed or strongly agreed with 'The workload I have is appropriate for the job that I do'.

Legend: ■ Disagree   ▦ Neither agree nor disagree   ▦ Agree
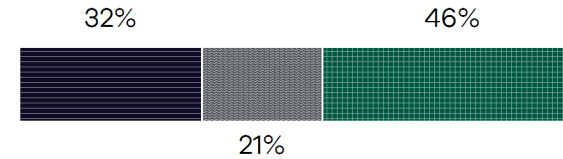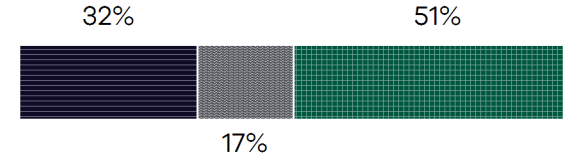
Survey question	Your results	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
The workload I have is appropriate for the job that I do	32% / 17% / 51%	57 %	58 %	51 %	50 %	56 %	64 %
I have enough time to do my job effectively	32% / 21% / 46%	46 %	56 %	46 %	47 %	53 %	63 %

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.
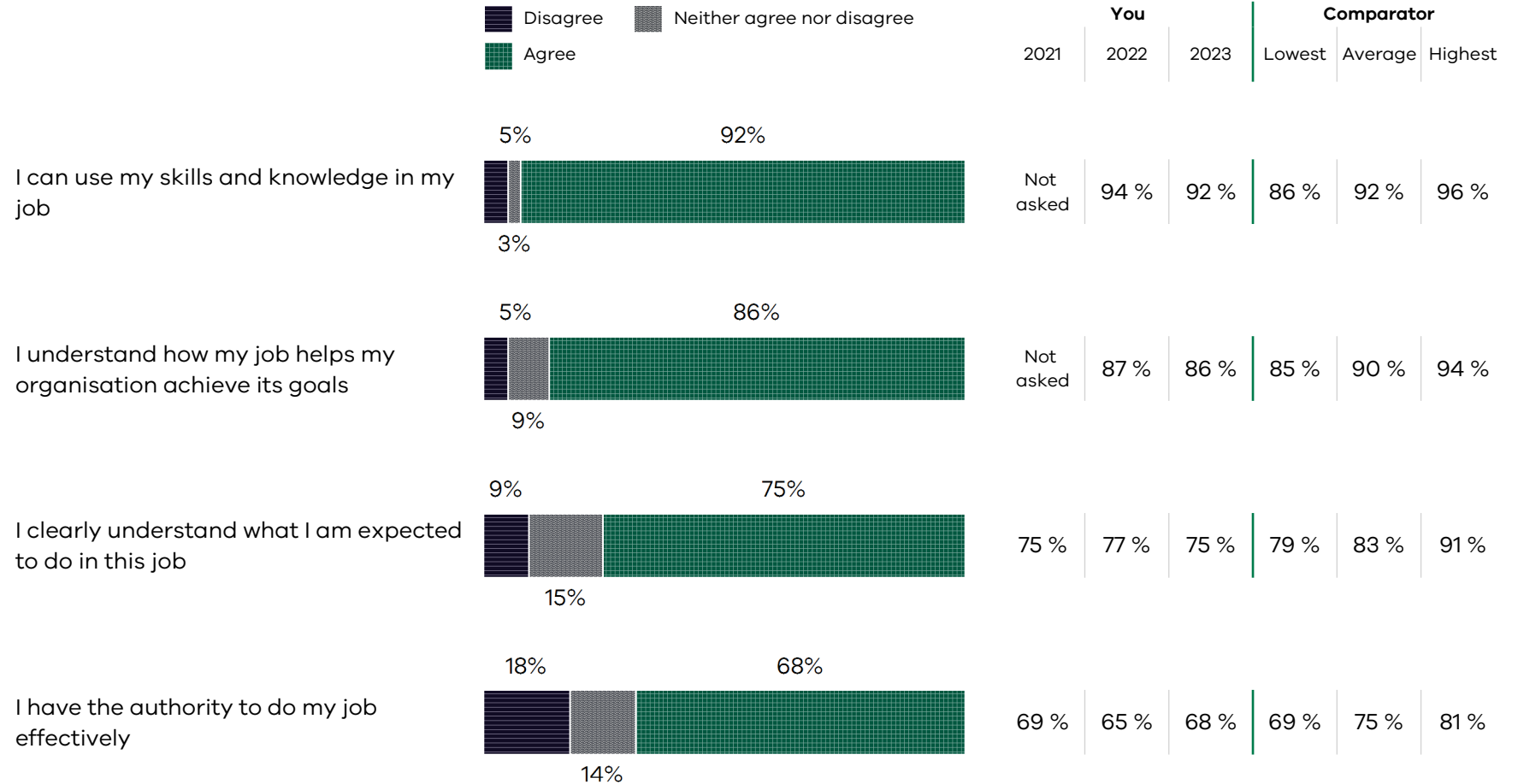
Example

67% of your staff who did the survey agreed or strongly agreed with 'I am developing and learning in my role'.

Survey question / Your results / Benchmark agree results

Legend: Disagree | Neither agree nor disagree | Agree

Survey question	Your results (Disagree / Neither / Agree)	2021 (You)	2022 (You)	2023 (You)	Lowest (Comparator)	Average (Comparator)	Highest (Comparator)
I am developing and learning in my role	12% / 21% / 67%	75 %	70 %	67 %	69 %	75 %	79 %
I am satisfied with the way my learning and development needs have been addressed in the last 12 months	24% / 25% / 51%	54 %	50 %	51 %	48 %	55 %	62 %
My organisation places a high priority on the learning and development of staff	28% / 26% / 45%	54 %	51 %	45 %	43 %	56 %	67 %
I am satisfied with the opportunities to progress in my organisation	31% / 32% / 38%	Not asked	40 %	38 %	34 %	46 %	60 %

Victorian Public Sector Commission

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Job and manager factors

Job enrichment 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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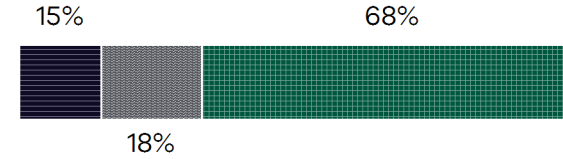
Example

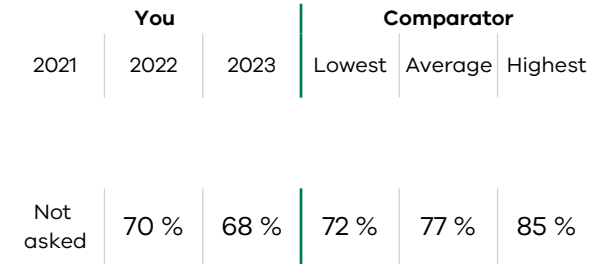92% of your staff who did the survey agreed or strongly agreed with 'I can use my skills and knowledge in my job'.

Legend: Disagree, Neither agree nor disagree, Agree

Survey question	Your results		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
I can use my skills and knowledge in my job	Disagree 3%, Neither 5%, Agree 92%	Not asked	94 %	92 %	86 %	92 %	96 %
I understand how my job helps my organisation achieve its goals	Disagree 9%, Neither 5%, Agree 86%	Not asked	87 %	86 %	85 %	90 %	94 %
I clearly understand what I am expected to do in this job	Disagree 15%, Neither 9%, Agree 75%	75 %	77 %	75 %	79 %	83 %	91 %
I have the authority to do my job effectively	Disagree 18%, Neither 14%, Agree 68%	69 %	65 %	68 %	69 %	75 %	81 %

Victorian Public Sector Commission

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Job and manager factors

Job enrichment 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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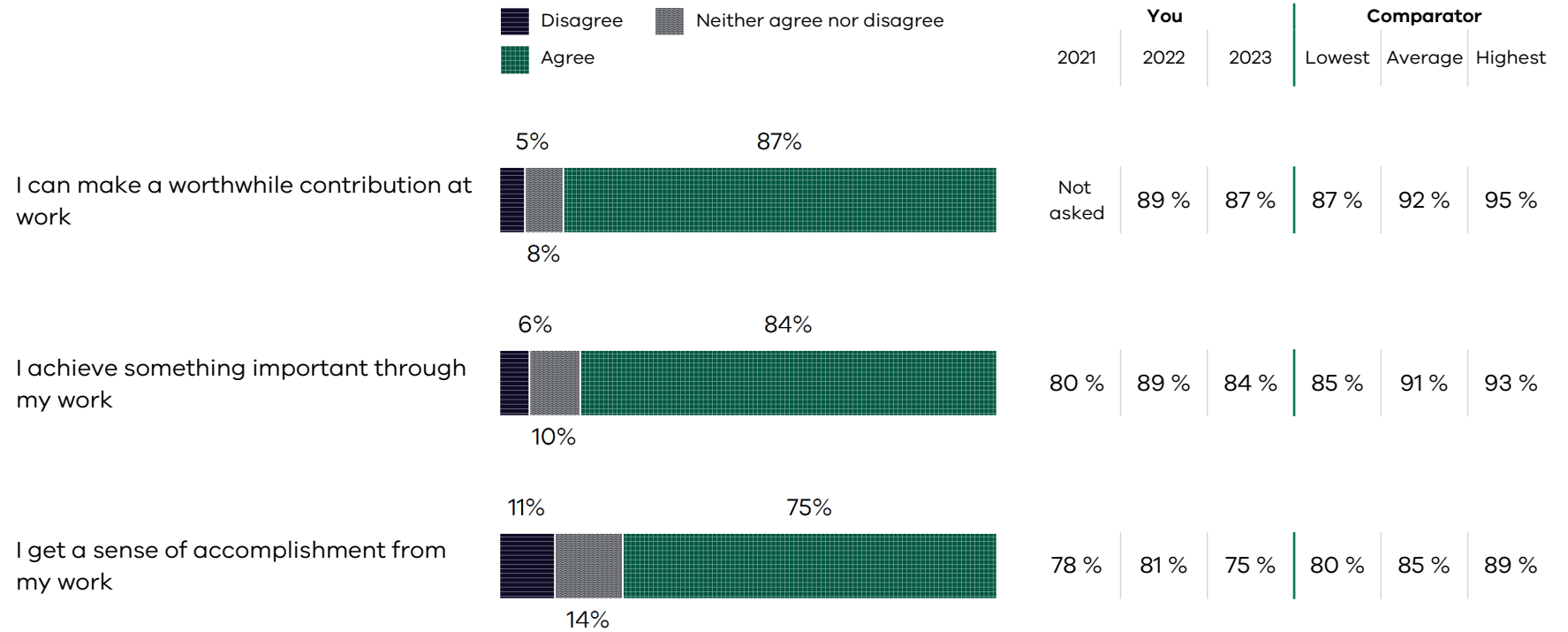
Example

68% of your staff who did the survey agreed or strongly agreed with 'I have a say in how I do my work'.

Survey question

Your results

■ Disagree ▨ Neither agree nor disagree
▨ Agree

I have a say in how I do my work

15%   18%   68%

Benchmark agree results

	You			Comparator		
2021	2022	2023		Lowest	Average	Highest
Not asked	70 %	68 %		72 %	77 %	85 %

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Meaningful work

What this is

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

Why this is important

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

How to read this

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

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

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

Example

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

Survey question | Your results | Benchmark agree results

Legend: ■ Disagree ▦ Neither agree nor disagree ▦ Agree

Survey question		You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
I can make a worthwhile contribution at work (5% / 8% / 87%)	Not asked	89 %	87 %	87 %	92 %	95 %
I achieve something important through my work (6% / 10% / 84%)	80 %	89 %	84 %	85 %	91 %	93 %
I get a sense of accomplishment from my work (11% / 14% / 75%)	78 %	81 %	75 %	80 %	85 %	89 %

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

81% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree
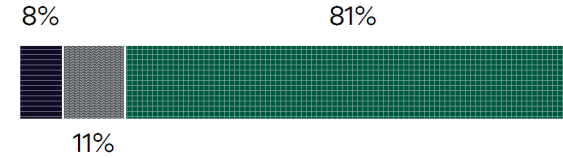
Survey question	Your results		You		Comparator		
		2021	2022	2023	Lowest	Average	Highest
My manager supports working flexibly	Disagree 8%, Don't know 11%, Agree 81%	Not asked	83 %	81 %	68 %	78 %	88 %
I am confident that if I requested a flexible work arrangement, it would be given due consideration	Disagree 16%, Don't know 13%, Agree 71%	69 %	70 %	71 %	60 %	69 %	81 %

People matter survey

2023

Have your say

Overview

Report overview

- About your report
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Result summary

People outcomes

- Scorecard: engagement index
- Engagement
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- Work-related stress levels
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- Inclusion
- Scorecard: emotional effects of work
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Public sector values

- Scorecard
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- Human rights

Topical questions

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

Demographics

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

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:

- 74% of your staff who did the survey responded positively to questions about Impartiality , which is up 2% in 2022.

Compared to:
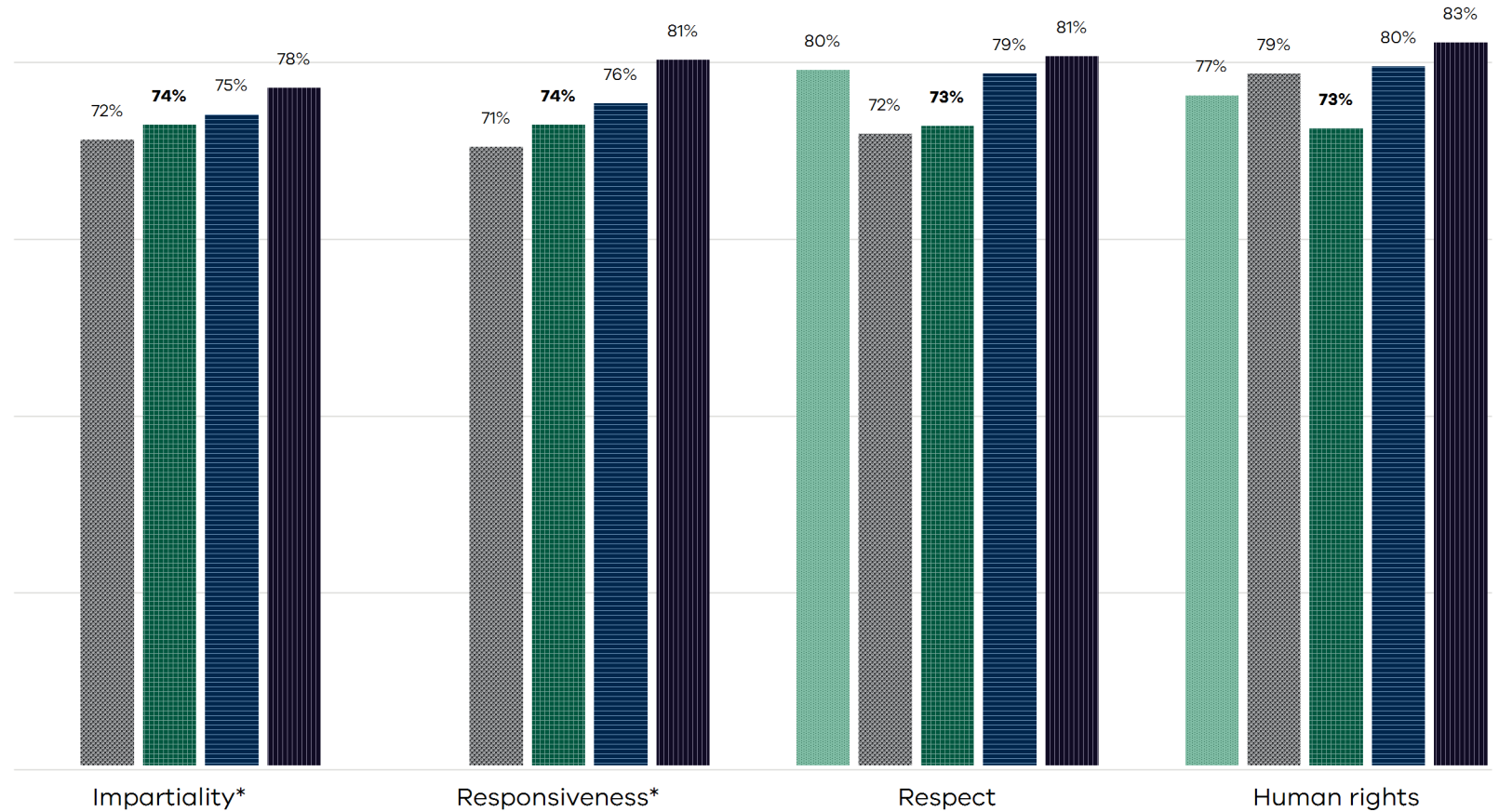
- 75% of staff at your comparator and 78% of staff across the public sector.

*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 data:

Value	You 2022	You 2023	Comparator 2023	Public sector 2023	You 2021
Impartiality*	72%	74%	75%	78%	
Responsiveness*	71%	74%	76%	81%	
Respect	72%	73%	79%	81%	80%
Human rights	79%	73%	80%	83%	77%

Public sector values

Scorecard 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2023:

- 65% of your staff who did the survey responded positively to questions about Accountability , which is down 4% in 2022.

Compared to:

- 73% of staff at your comparator and 74% of staff across the public sector.
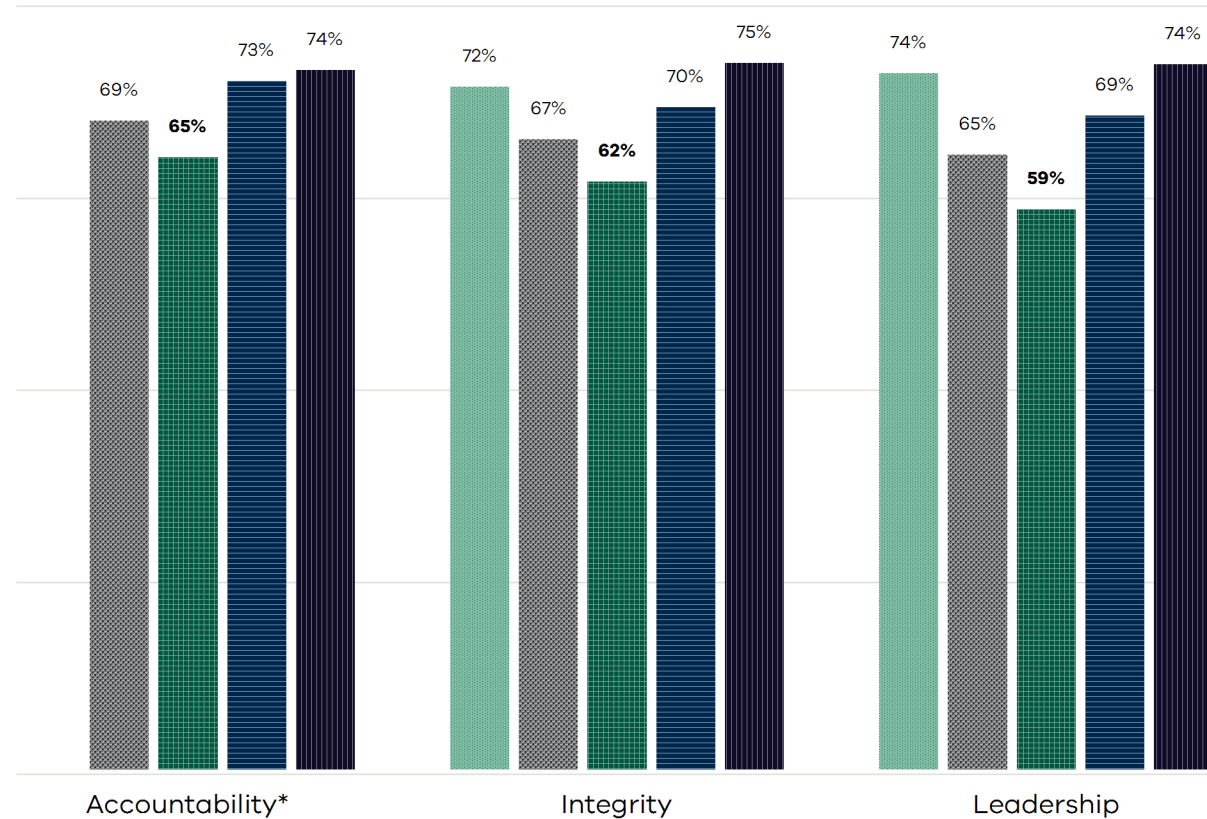
*We can't compare some data here because one or more questions were not asked in a previous survey

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

Accountability*: 69%, 65%, 73%, 74%
Integrity: 72%, 67%, 62%, 70%, 75%
Leadership: 74%, 65%, 59%, 69%, 74%

Public sector values

Responsiveness

What this is

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

Why this is important

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

How to read this

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

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

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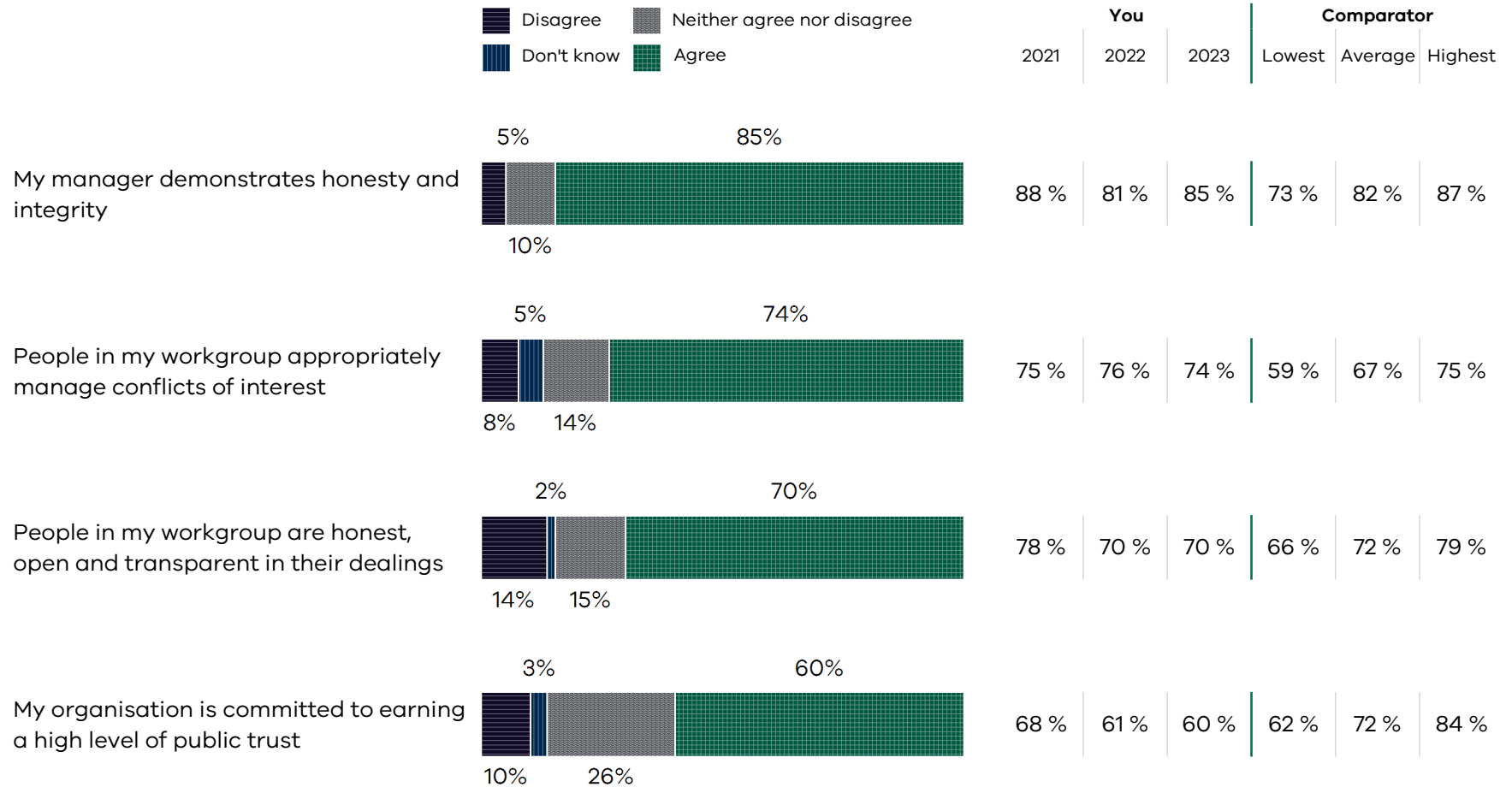
Example

74% of 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

My workgroup provides high quality advice and services

12% | 15% | 74%

		You		Comparator		
	2021	2022	2023	Lowest	Average	Highest
	Not asked	71 %	74 %	71 %	76 %	82 %

Victorian Public Sector Commission

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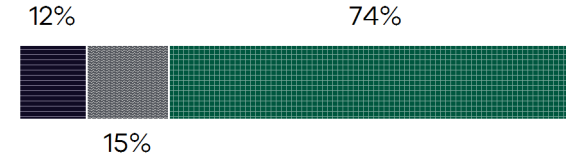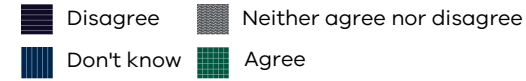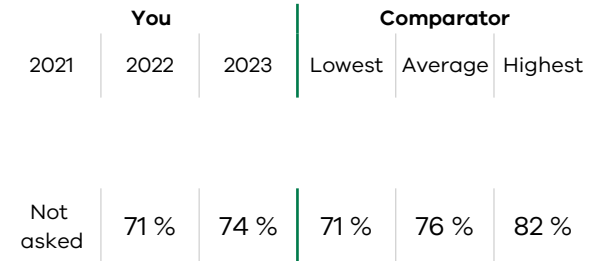
Public sector values

Integrity 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

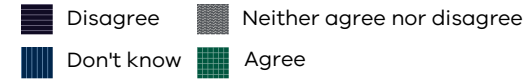Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

85% of staff who did the survey agreed or strongly agreed with 'My manager demonstrates honesty and integrity'.

Survey question / Your results / Benchmark agree results

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

Survey question	Disagree	Neither	Agree	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My manager demonstrates honesty and integrity	5%	10%	85%	88%	81%	85%	73%	82%	87%
People in my workgroup appropriately manage conflicts of interest	8%	14%	74%	75%	76%	74%	59%	67%	75%
People in my workgroup are honest, open and transparent in their dealings	14%	15%	70%	78%	70%	70%	66%	72%	79%
My organisation is committed to earning a high level of public trust	10%	26%	60%	68%	61%	60%	62%	72%	84%

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

55% of staff who did the survey agreed or strongly agreed with 'I feel safe to challenge inappropriate behaviour at work'.

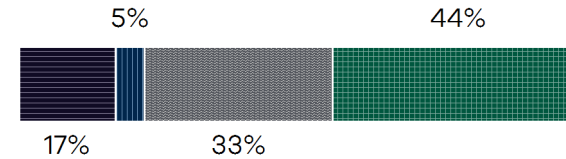## Survey question — Your results — Benchmark agree results

Legend: Disagree, Don't know, Neither agree nor disagree, Agree
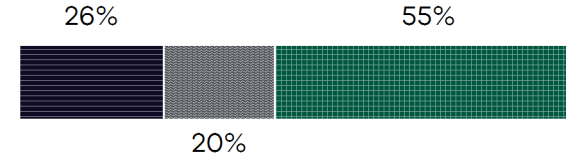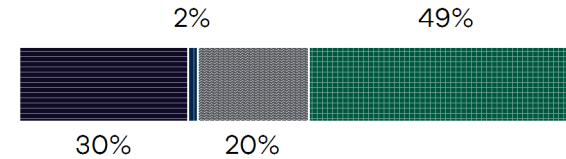
Survey question	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
I feel safe to challenge inappropriate behaviour at work (Disagree 26%, Neither 20%, Agree 55%)	67 %	61 %	55 %	62 %	70 %	75 %
My organisation does not tolerate improper conduct (Disagree 30%, Don't know 2%, Neither 20%, Agree 49%)	67 %	59 %	49 %	56 %	69 %	76 %
Senior leaders demonstrate honesty and integrity (Disagree 17%, Don't know 5%, Neither 33%, Agree 44%)	62 %	58 %	44 %	39 %	58 %	69 %

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

Impartiality

What this is

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

Why this is important

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

How to read this

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

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

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

Example

76% of staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.
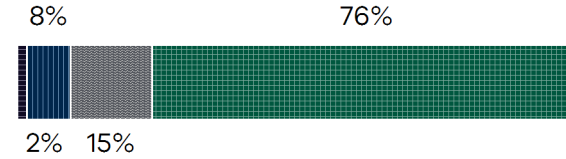
<table>
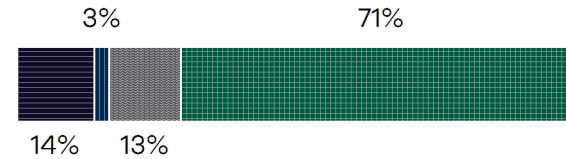<tr><th colspan="3">Survey question</th><th colspan="2">Your results</th><th colspan="6">Benchmark agree results</th></tr>
</table>

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	8% · 2% · 15% · 76%	78 %	73 %	76 %	69 %	76 %	80 %
My workgroup acts fairly and without bias	14% · 3% · 13% · 71%	Not asked	71 %	71 %	67 %	73 %	78 %

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

86% of staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve its goals'.
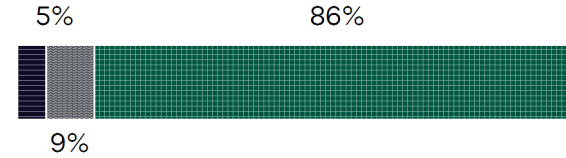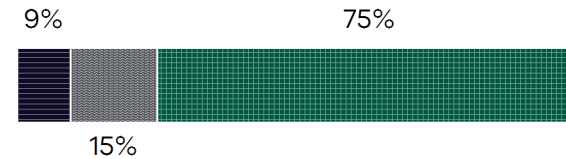
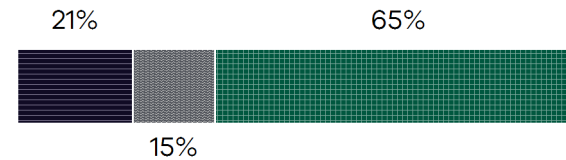| Survey question	Your results		Benchmark agree results					
				You			**Comparator**		
			2021	2022	2023	Lowest	Average	Highest

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

Survey question	Your results	2021	2022	2023	Lowest	Average	Highest
I understand how my job helps my organisation achieve its goals	5% / 9% / 86%	Not asked	87 %	86 %	85 %	90 %	94 %
I clearly understand what I am expected to do in this job	9% / 15% / 75%	75 %	77 %	75 %	79 %	83 %	91 %
My workgroup has clear lines of responsibility	21% / 15% / 65%	75 %	68 %	65 %	62 %	69 %	75 %
My workgroup uses its resources well	15% / 23% / 62%	Not asked	66 %	62 %	61 %	66 %	71 %

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

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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.

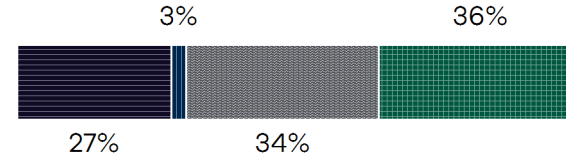Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

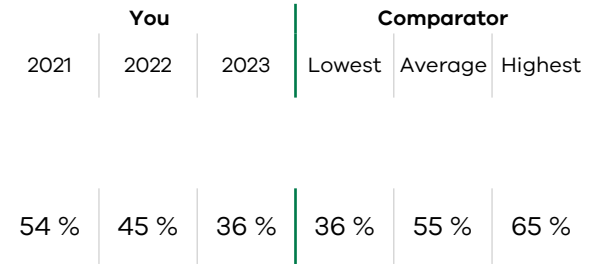36% of staff who did the survey agreed or strongly agreed with 'Senior leaders provide clear strategy and direction'.

| Survey question | Your results | Benchmark agree results |

Your results

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

Survey question	Your results			
	27%	3%	34%	36%
Senior leaders provide clear strategy and direction				

Benchmark agree results

	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
Senior leaders provide clear strategy and direction	54 %	45 %	36 %	36 %	55 %	65 %

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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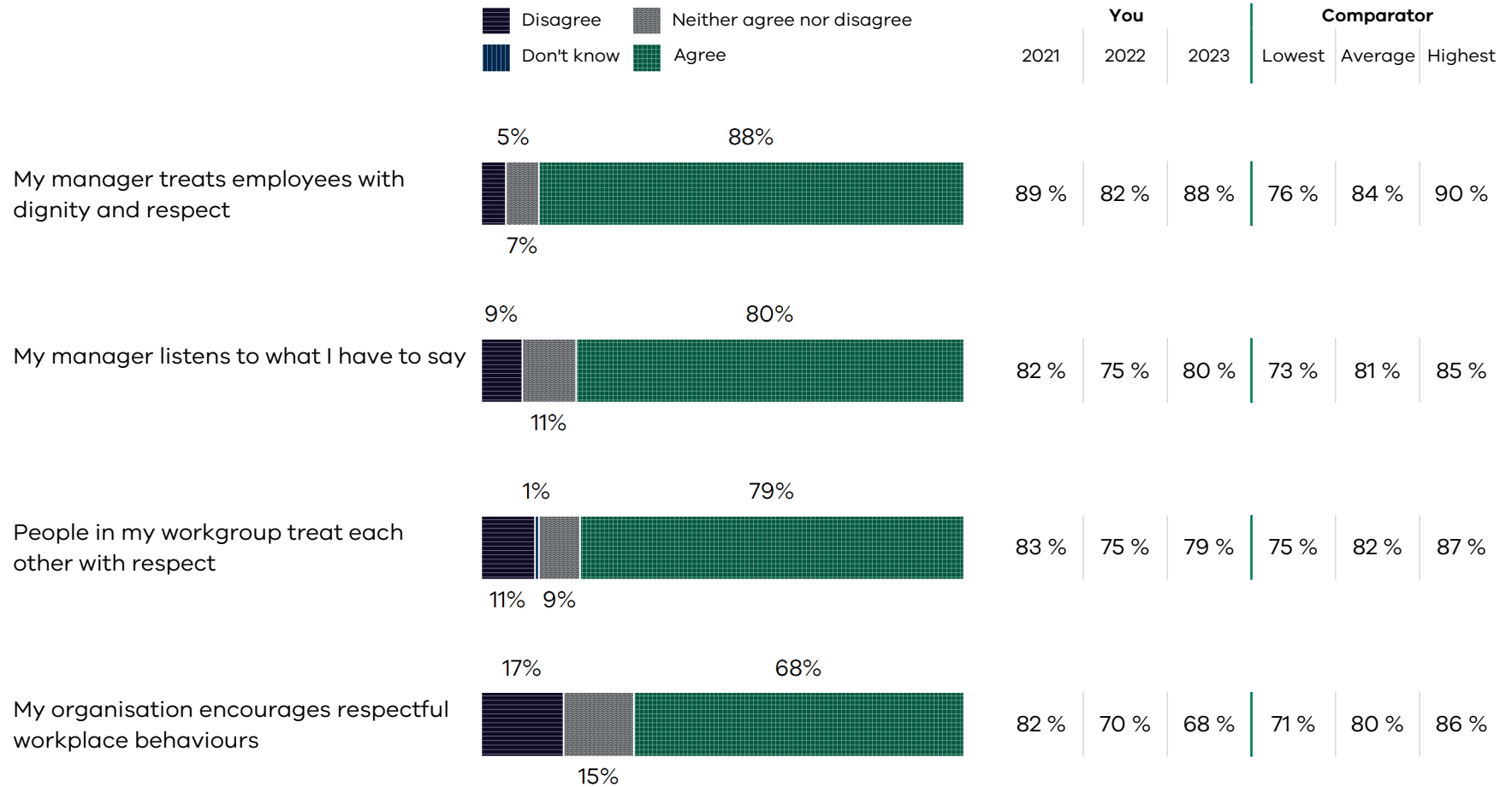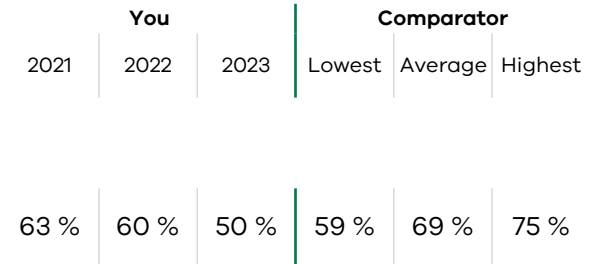
Example

88% of staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

Survey question	Your results		Benchmark agree results					
			You			**Comparator**		
			2021	2022	2023	Lowest	Average	Highest
My manager treats employees with dignity and respect	5% ... 88% / 7%		89 %	82 %	88 %	76 %	84 %	90 %
My manager listens to what I have to say	9% ... 80% / 11%		82 %	75 %	80 %	73 %	81 %	85 %
People in my workgroup treat each other with respect	1% ... 79% / 11% 9%		83 %	75 %	79 %	75 %	82 %	87 %
My organisation encourages respectful workplace behaviours	17% ... 68% / 15%		82 %	70 %	68 %	71 %	80 %	86 %

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

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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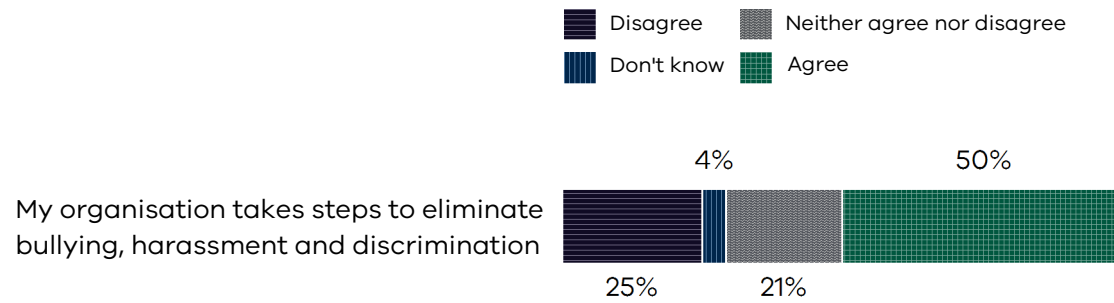
Example

50% of staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.

Survey question	Your results	Benchmark agree results

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

	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
My organisation takes steps to eliminate bullying, harassment and discrimination	63 %	60 %	50 %	59 %	69 %	75 %

Your results bar: Disagree 25%, Don't know 4%, Neither agree nor disagree 21%, Agree 50%

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

Leadership

What this is

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

Why this is important

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

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

How to read this

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

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

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

Example

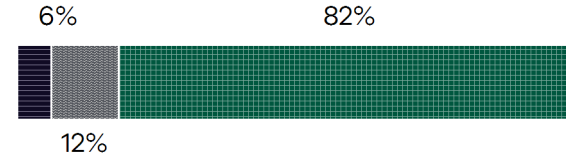82% of staff who did the survey agreed or strongly agreed with 'My manager models my organisation's values'.
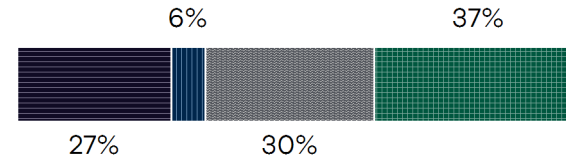
Survey question	Your results			

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

Survey question	Disagree	Neither	Agree
My manager models my organisation's values	6%	12%	82%
Senior leaders model my organisation's values	27%	6% / 30%	37%

Benchmark agree results

Survey question	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
My manager models my organisation's values	82 %	77 %	82 %	71 %	80 %	87 %
Senior leaders model my organisation's values	65 %	53 %	37 %	37 %	58 %	69 %

Public sector values

Human rights

What this is

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

Why this is important

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

How to read this

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

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

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

Example

76% 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'.
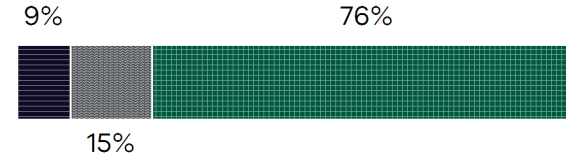
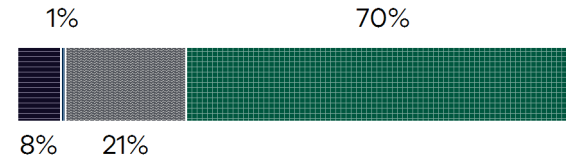| Survey question	Your results							

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

Benchmark agree results

Survey question		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
I understand how the Charter of Human Rights and Responsibilities applies to my work	9% / 15% / 76%	77 %	82 %	76 %	68 %	78 %	88 %
My organisation encourages employees to act in ways that are consistent with human rights	1% / 8% / 21% / 70%	77 %	76 %	70 %	75 %	82 %	89 %

Victorian Public Sector Commission

VICTORIA State Government

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
- Categories

Topical questions

What this is

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

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

Why this is important

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

How to read this

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

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

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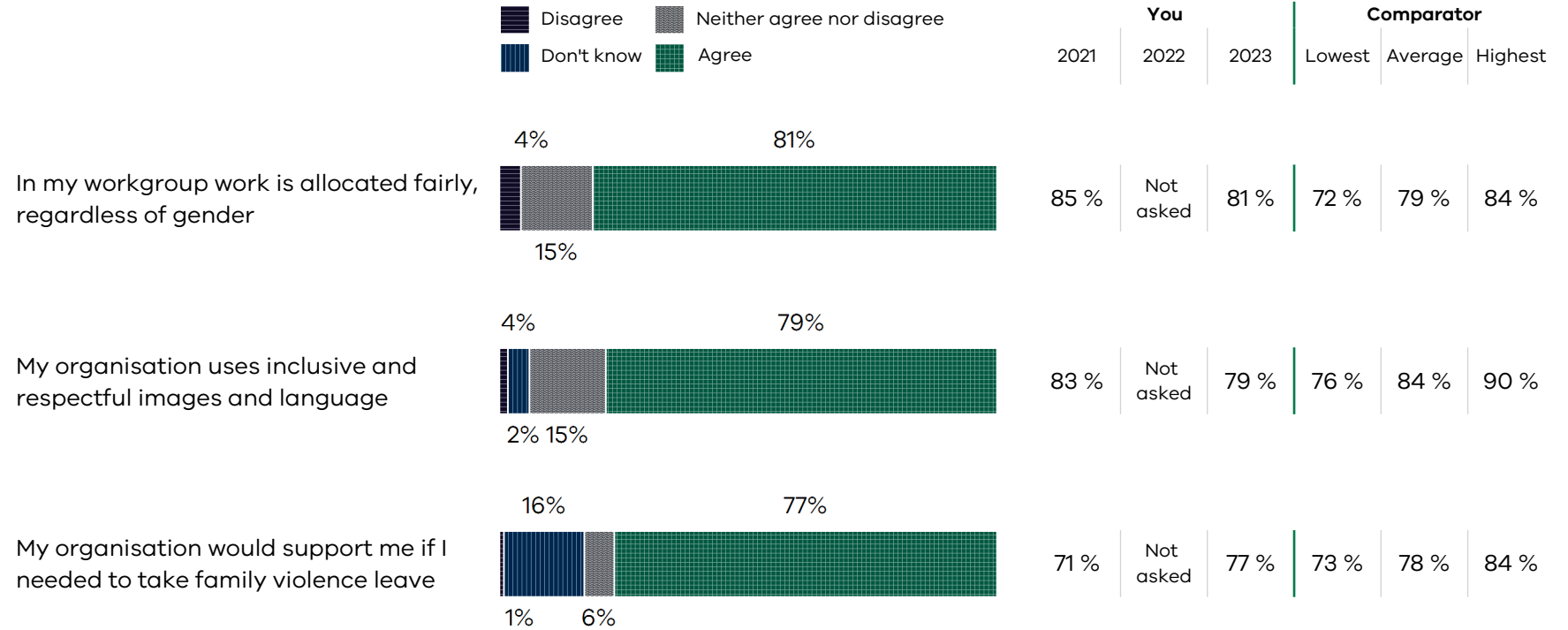
Example

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

Survey question	Your results		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
In my workgroup work is allocated fairly, regardless of gender	4% Disagree, 15% Neither, 81% Agree	85 %	Not asked	81 %	72 %	79 %	84 %
My organisation uses inclusive and respectful images and language	4% / 2% / 15% / 79% Agree	83 %	Not asked	79 %	76 %	84 %	90 %
My organisation would support me if I needed to take family violence leave	16% / 1% / 6% / 77% Agree	71 %	Not asked	77 %	73 %	78 %	84 %

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

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

88% 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'.
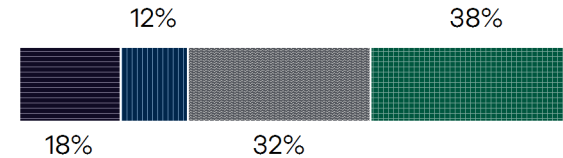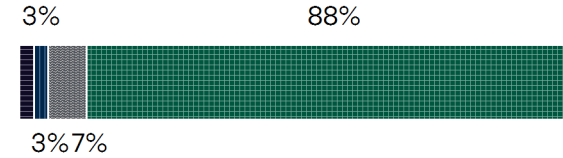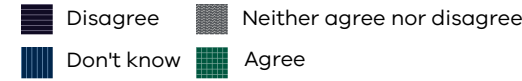
Survey question	Your results						

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

Benchmark agree results

	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest

Survey question	Your results	2021	2022	2023	Lowest	Average	Highest
I understand how the Code of Conduct for Victorian public sector employees applies to my work	3% / 3% 7% / 88%	Not asked	Not asked	88 %	74 %	82 %	91 %
My workgroup gives frank and fearless advice to our managers and leaders (including the Minister, where applicable)	18% / 12% / 32% / 38%	Not asked	Not asked	38 %	39 %	48 %	51 %

People matter survey

2023

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Demographics

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

Demographics

Age, gender, variations in sex characteristics and sexual orientation

What this is

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

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

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

Age	(n)	%
15-34 years	22	19%
35-54 years	62	53%
55+ years	20	17%
Prefer not to say	13	11%

How would you describe your gender?	(n)	%
Woman	64	55%
Man	36	31%
Prefer not to say	17	15%

Are you trans, non-binary or gender diverse?	(n)	%
No	104	89%
Prefer not to say	13	11%

To your knowledge, do you have innate variation(s) of sex characteristics (often called intersex)?*	(n)	%
Yes	2	2%
No	97	83%
Don't know	4	3%
Prefer not to say	14	12%

How do you describe your sexual orientation?	(n)	%
Straight (heterosexual)	84	72%
Prefer not to say	25	21%
Bisexual	3	3%
Asexual	2	2%
I use a different term	2	2%
Pansexual	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

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Aboriginal and/or Torres Strait Islander	(n)	%
Yes	**2**	2%
Non Aboriginal and/or Torres Strait Islander	**102**	87%
Prefer not to say	**13**	11%

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:
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- 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	**8**	7%
No	**97**	83%
Prefer not to say	**12**	10%

Demographics

Cultural diversity 1 of 2

What this is

These are the personal characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

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

Country of birth	(n)	%
Born in Australia	103	88%
Not born in Australia	10	9%
Prefer not to say	4	3%

Language other than English spoken with family or community	(n)	%
Yes	4	3%
No	103	88%
Prefer not to say	10	9%

Demographics

Cultural diversity 2 of 2

What this is

This is the cultural identity and religion of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

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

Cultural identity	(n)	%
Australian	**97**	83%
Prefer not to say	**9**	8%
English, Irish, Scottish and/or Welsh	**8**	7%
European (including Western, Eastern and South-Eastern Europe, and Scandinavia)	**4**	3%
North American	**2**	2%
Pacific Islander	**2**	2%
Aboriginal and/or Torres Strait Islander	**2**	2%
East and/or South-East Asian	**1**	1%

Religion	(n)	%
No religion	**62**	53%
Christianity	**30**	26%
Prefer not to say	**20**	17%
Other	**4**	3%
Islam	**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

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

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

Working arrangement	(n)	%
Full-Time	**100**	85%
Part-Time	**17**	15%

Gross base salary (ongoing/fixed term only)	(n)	%
Prefer not to say	**16**	14%
Below $80k	**46**	41%
$80k to $120k	**48**	42%
$120k to $160k	**3**	3%

Organisational tenure	(n)	%
<1 year	**16**	14%
1 to less than 2 years	**14**	12%
2 to less than 5 years	**32**	27%
5 to less than 10 years	**28**	24%
10 to less than 20 years	**24**	21%
More than 20 years	**3**	3%

Management responsibility	(n)	%
Non-manager	**101**	86%
Other manager	**9**	8%
Manager of other manager(s)	**7**	6%

Employment type	(n)	%
Ongoing and executive	**110**	94%
Other	**4**	3%
Fixed term	**3**	3%

Demographics

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

Primary workplace location over the last 3 months	(n)	%
Rural	83	71%
Large regional city	28	24%
Other	5	4%
Melbourne: Suburbs	1	1%

What have been your main places of work over the last 3-months?	(n)	%
Your employer's office	89	76%
A frontline or service delivery location	19	16%
Home or private location	13	11%
A shared office space (where two or more organisations share the same workspace e.g. Gov hubs, suburban hubs etc.)	12	10%
Other	3	3%

Flexible work	(n)	%
No, I do not use any flexible work arrangements	51	44%
Working from an alternative location (e.g. home, hub/shared work space)	37	32%
Flexible start and finish times	26	22%
Part-time	14	12%
Study leave	10	9%
Other	5	4%
Job sharing	4	3%
Using leave to work flexible hours	4	3%
Purchased leave	2	2%
Shift swap	1	1%
Working more hours over fewer days	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.

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.

Have you requested any of the following adjustments at work?*	(n)	%
No, I have not requested adjustments	87	74%
Flexible working arrangements	20	17%
Physical modifications or improvements to the workplace	10	9%
Career development support strategies	5	4%
Accessible communications technologies	4	3%
Job redesign or role sharing	1	1%

Why did you make this request?	(n)	%
Work-life balance	14	47%
Health	11	37%
Family responsibilities	9	30%
Caring responsibilities	8	27%
Study commitments	5	17%
Other	2	7%

What was your experience with making the request?	(n)	%
The adjustments I needed were made and the process was satisfactory	22	73%
The adjustments I needed were not made	5	17%
The adjustments I needed were made but the process was unsatisfactory	3	10%

Demographics

Caring

What this is

These are staff-reported caring responsibilities.

Why this is important

This shows organisations what caring responsibilities their staff have.

How to read this

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

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

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Caring responsibility	(n)	%
None of the above	**37**	32%
Secondary school aged child(ren)	**28**	24%
Primary school aged child(ren)	**22**	19%
Prefer not to say	**20**	17%
Child(ren) - younger than preschool age	**11**	9%
Frail or aged person(s)	**8**	7%
Preschool aged child(ren)	**7**	6%
Person(s) with disability	**5**	4%
Person(s) with a medical condition	**5**	4%
Person(s) with a mental illness	**5**	4%
Other	**1**	1%

Victorian Public Sector Commission

VICTORIA State Government

Demographics

Employment categories

What is this

This shows how many people in each employee category responded to the survey.

Why this is important

This helps you assess how representative of your organisation your survey was.

How to read this

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

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

How we protect anonymity and privacy

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Which of the following categories best describes your current position?	(n)	%
Vocational education teacher	**50**	43%
Professional or administrative worker	**39**	33%
Manager or senior leader	**13**	11%
Other	**12**	10%
Higher education teacher	**2**	2%
Foundation teacher or EAL teacher	**1**	1%

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