People matter survey 2023

Have your say

People matter survey

2023

Have your say

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

Demographics

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

About your report

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

Report contents

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

Comparing data in this report

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

This means you'll be able to compare about NaN 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

- 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'.

Department of Education

Department of Energy, Environment and Climate Action

Department of Families, Fairness and Housing

Department of Health

Department of Jobs, Skills, Industry and Regions

Department of Justice and Community Safety

Department of Premier and Cabinet

Department of Transport and Planning

Department of Treasury and Finance

State Revenue Office

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.

2021	2023
31% (6889)	**37% (8090)**
Comparator 50%	Comparator 63%
Public Sector 39%	Public Sector 57%

People matter survey

2023

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People outcomes

Scorecard: employee engagement index

What this is

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

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

The weightings for each engagement response are:

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

Why this is important

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

2021		2023	
63		**55**	
Comparator	70	Comparator	67
Public Sector	70	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 55.

Why this is important

High engagement drives greater productivity, employee wellbeing and lower absences, turnover and workplace stress.

How to read this

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

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

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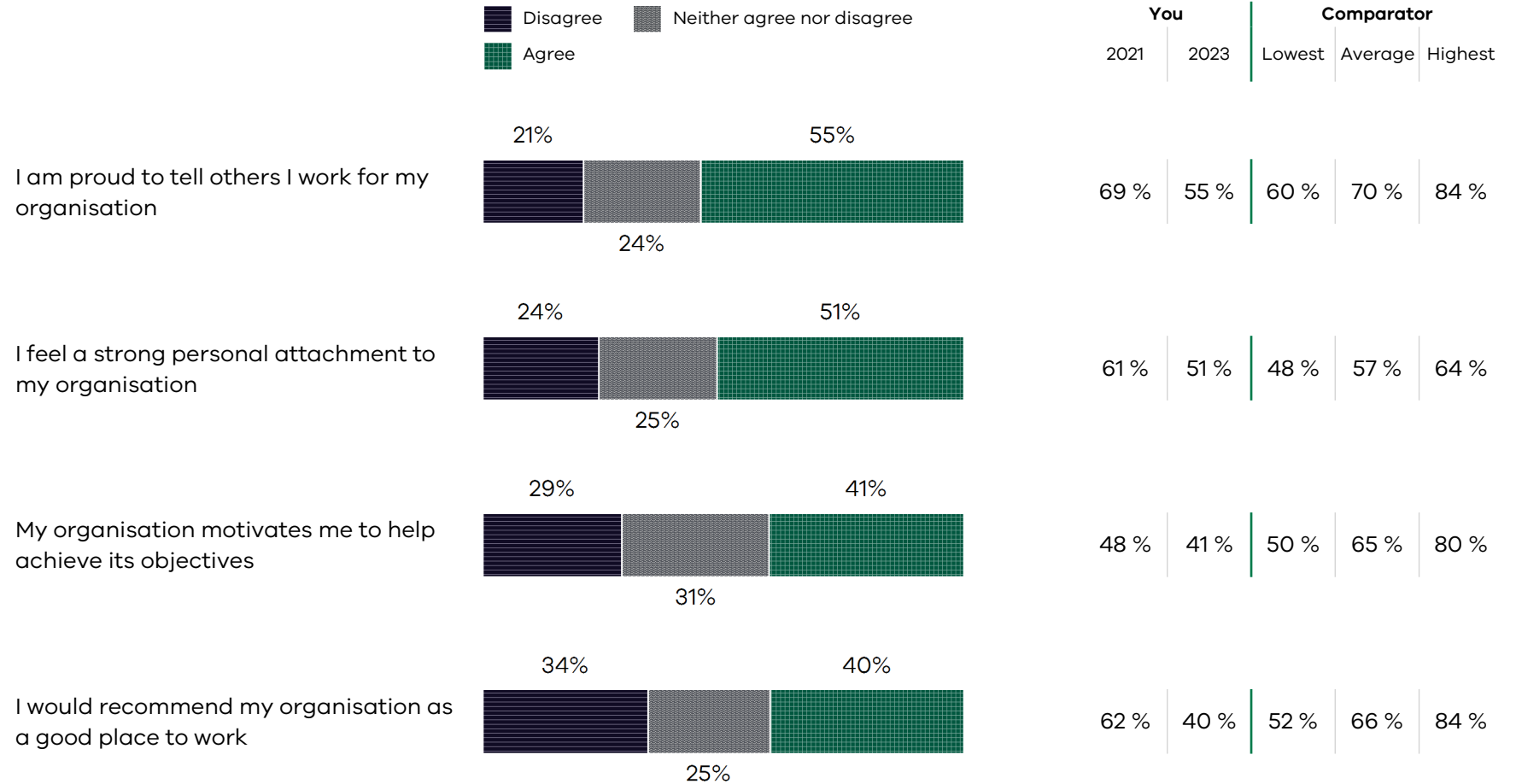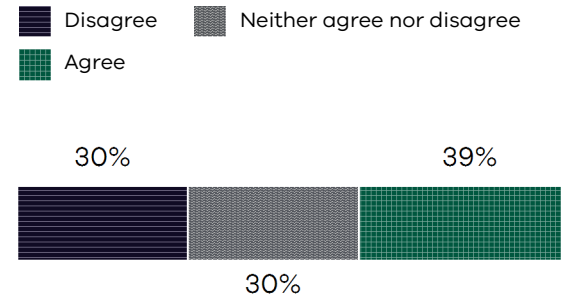
Example

55% of your staff who did the survey agreed or strongly agreed with 'I am proud to tell others I work for my organisation'.

Survey question

Your results

■ Disagree ▨ Neither agree nor disagree ▨ Agree

Benchmark agree results

	You		Comparator		
	2021	2023	Lowest	Average	Highest
I am proud to tell others I work for my organisation	69 %	55 %	60 %	70 %	84 %
I feel a strong personal attachment to my organisation	61 %	51 %	48 %	57 %	64 %
My organisation motivates me to help achieve its objectives	48 %	41 %	50 %	65 %	80 %
I would recommend my organisation as a good place to work	62 %	40 %	52 %	66 %	84 %

I am proud to tell others I work for my organisation — Disagree 21%, Neither agree nor disagree 24%, Agree 55%

I feel a strong personal attachment to my organisation — Disagree 24%, Neither agree nor disagree 25%, Agree 51%

My organisation motivates me to help achieve its objectives — Disagree 29%, Neither agree nor disagree 31%, Agree 41%

I would recommend my organisation as a good place to work — Disagree 34%, Neither agree nor disagree 25%, Agree 40%

People outcomes

Engagement question results 2 of 2

What this is

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

Your organisation's engagement index

Your 2023 index is 55.

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

39% of your staff who did the survey agreed or strongly agreed with 'My organisation inspires me to do the best in my job'.

Legend:
- Disagree
- Neither agree nor disagree
- Agree

Survey question	Your results	You		Comparator		
	Disagree / Neither / Agree	2021	2023	Lowest	Average	Highest
My organisation inspires me to do the best in my job	30% / 30% / 39%	47 %	39 %	49 %	63 %	78 %

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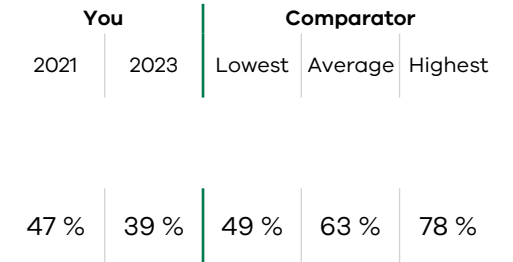
People outcomes

Scorecard: satisfaction, stress, intention to stay, inclusion

What this is

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

There are more people outcomes scorecards throughout this report.

Why this is important

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

How to read this

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

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

Example

In 2023:

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

Compared to:

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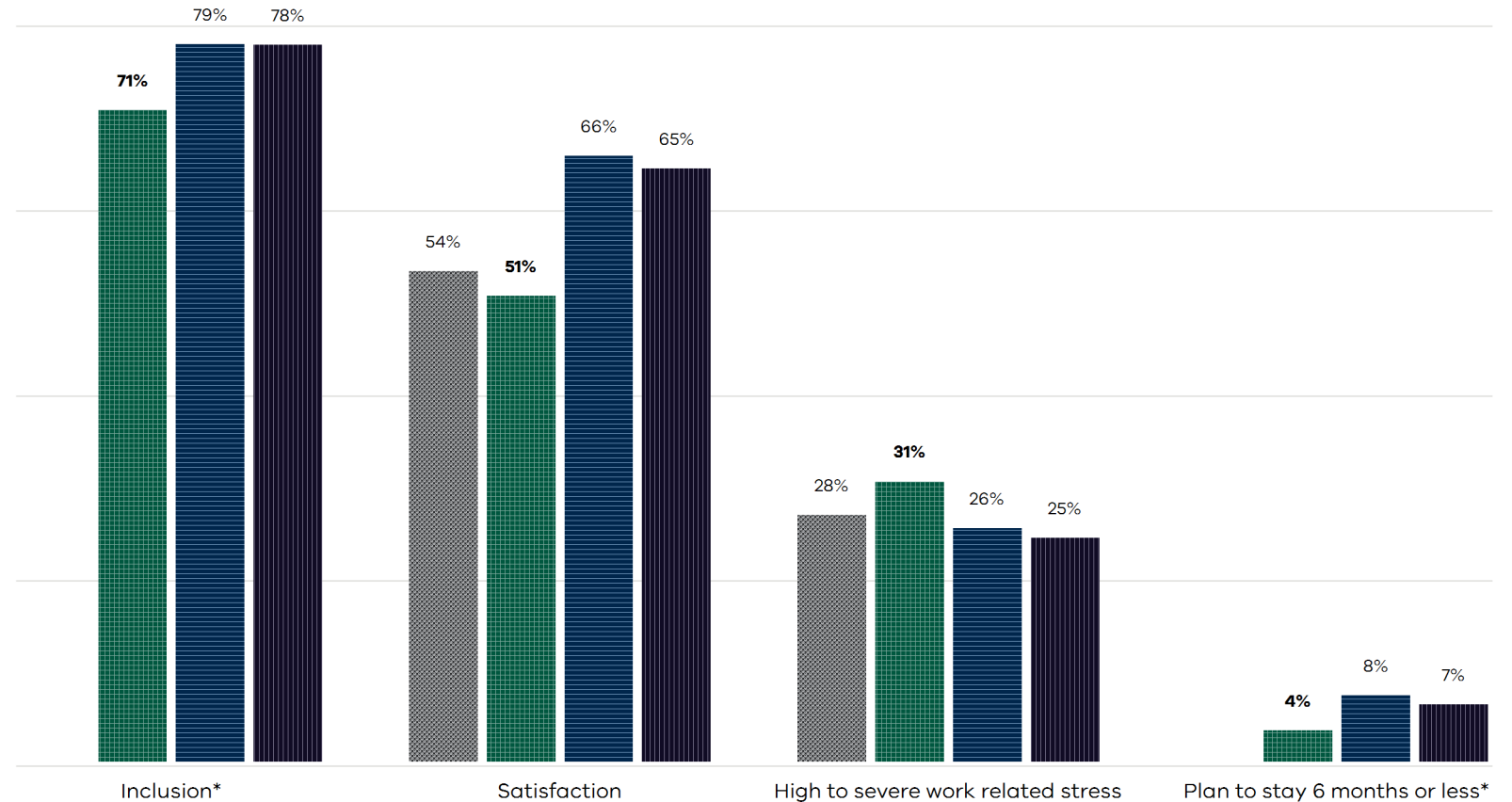
*We can't compare some data here because one or more questions were not asked in a previous survey

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

Chart values:
- Inclusion*: You 2023 71%, Comparator 2023 79%, Public sector 2023 78%
- Satisfaction: You 2021 54%, You 2023 51%, Comparator 2023 66%, Public sector 2023 65%
- High to severe work related stress: You 2021 28%, You 2023 31%, Comparator 2023 26%, Public sector 2023 25%
- Plan to stay 6 months or less*: You 2023 4%, Comparator 2023 8%, 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

59% 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				
				You		**Comparator**		
				2021	2023	Lowest	Average	Highest

Legend: Dissatisfied, Satisfied, Neither satisfied nor dissatisfied

Survey question	Dissatisfied	Satisfied	You 2021	You 2023	Lowest	Average	Highest
Considering everything, how satisfied are you with your current job	22% / 19% (neither)	59%	62 %	59 %	63 %	72 %	81 %
How satisfied are you with the work/life balance in your current job	32% / 18% (neither)	51%	57 %	51 %	62 %	70 %	86 %
How satisfied are you with your career development within your current organisation	28% / 27% (neither)	45%	43 %	45 %	48 %	57 %	66 %

People outcomes

Work-related stress levels

What this is

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

Why this is important

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

How to read this

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

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

The numbers below show the percentage of staff in your organisation who said they experienced high to severe stress in 2023 compared to 2021 and your comparator.

Example

31% of your staff who did the survey said they had high to severe stress in 2023. This is compared to 26% 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	9%
Low / mild	28%
Moderate	31%
High	17%
Very high	10%
Severe	5%
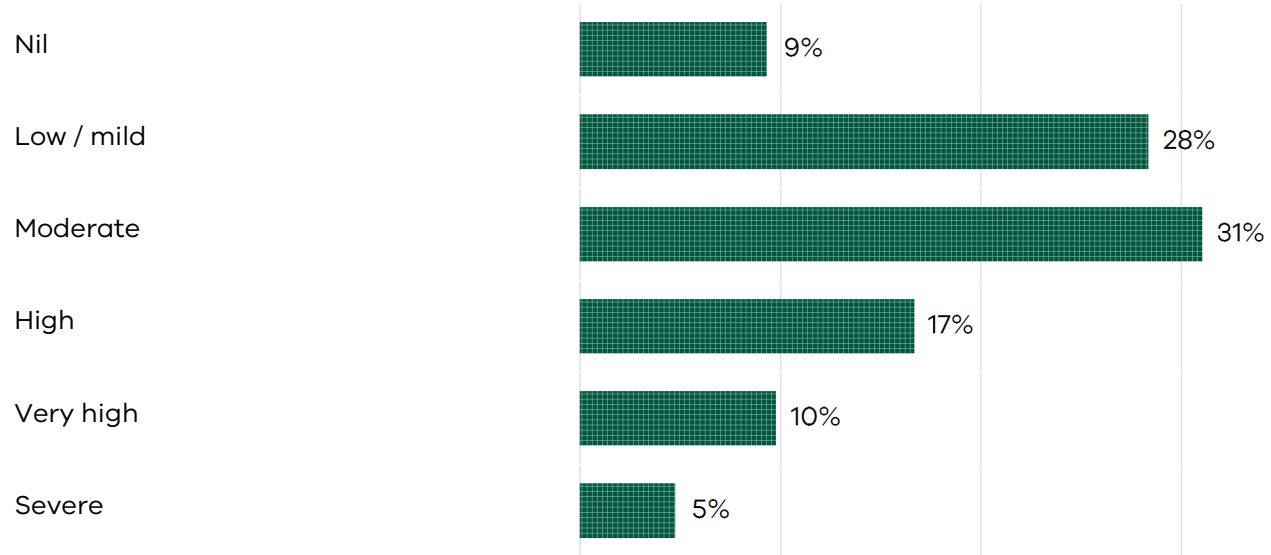
Reported levels of high to severe stress

2021		2023	
28%		**31%**	
Comparator	28%	Comparator	26%
Public Sector	26%	Public Sector	25%
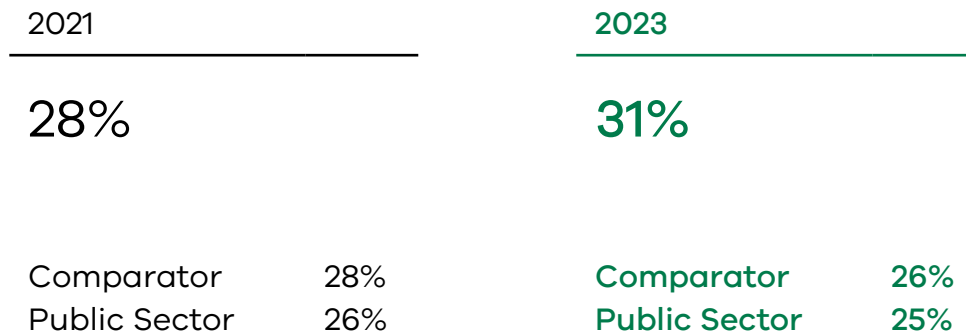
People outcomes

Work-related stress causes

What this is

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

Why this is important

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

How to read this

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

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

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

Example

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

Of that 91%, 54% said the top reason was 'Workload'.

	7335	755
	91%	9%

■ Experienced some work-related stress   ▨ Did not experience some work-related stress
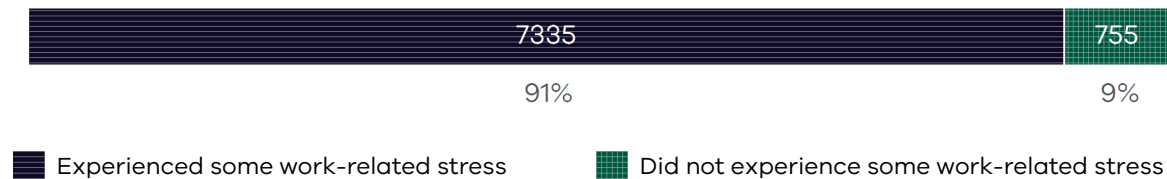
Of those that experienced work related stress it was from …	You 2021	You 2023	Comparator 2023	Public sector 2023
Workload	49%	54%	49%	49%
Time pressure	38%	40%	44%	41%
Management of work (e.g. supervision, training, information, support)	20%	17%	12%	13%
Other	12%	16%	11%	12%
Work schedule or hours	14%	16%	4%	7%
Competing home and work responsibilities	15%	16%	14%	14%
Technology or equipment	0%	14%	6%	8%
Dealing with clients, patients or stakeholders	12%	13%	15%	15%
Social environment (e.g. relationships with colleagues, manager and/or senior leaders)	15%	12%	10%	11%
Unclear job expectations	13%	11%	15%	14%

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.

Legend: ■ Leaving your organisation ▦ Leaving the sector ▦ Staying

Employees plan to work at your organisation for …	You 2023	Comparator 2023	Public sector 2023
6 months or less	4%	8%	7%
Over 6 months and up to 1 year	5%	11%	10%
Over 1 year and up to 3 years	15%	26%	24%
Over 3 years and up to 5 years	12%	15%	15%
Over 5 years	63%	41%	45%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Inclusion question results

What this is

This is how included staff feel in their workplace.

Why this is important

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

How to read this

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

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

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

Example

78% of your staff who did the survey agreed or strongly agreed with 'I feel culturally safe at work'.

Survey question	Your results		

Legend: Disagree | Neither agree nor disagree | Agree

Survey question		You		Comparator		
		2021	2023	Lowest	Average	Highest
I feel culturally safe at work	8% / 14% / 78%	73 %	78 %	73 %	83 %	91 %
I can be myself at work	13% / 13% / 74%	Not asked	74 %	71 %	82 %	88 %
I feel as if I belong at this organisation	13% / 24% / 63%	Not asked	63 %	61 %	71 %	81 %
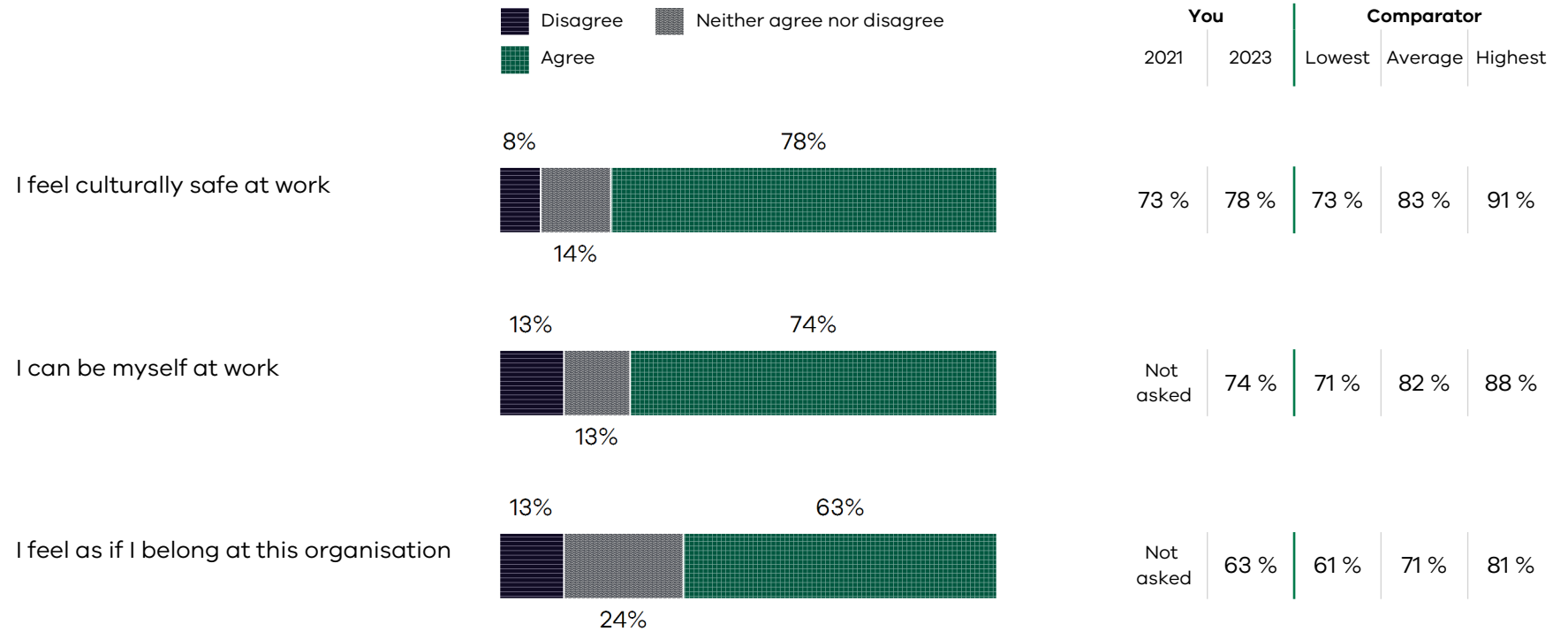
People outcomes

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

15% of your staff who did the survey said they have experienced barriers to success in the last 12 months due to 'My sex'.

Staff who experienced one or more barriers to success at work

3005	5085
37%	63%

■ Experienced barriers listed   ▦ Did not experience any of the barriers listed
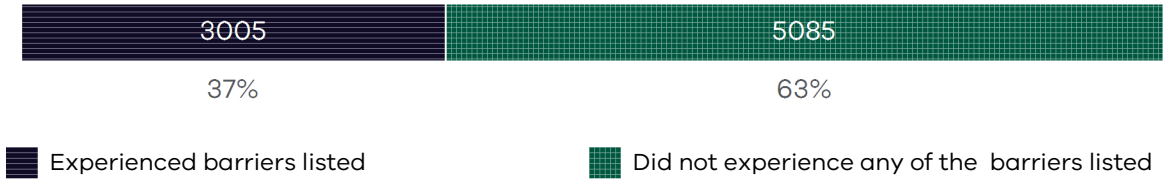
During the last 12 months, employees experienced barriers to their success due to …	You 2023	Comparator 2023	Public sector 2023
My sex	15%	5%	6%
My age	12%	8%	8%
My flexible working	9%	7%	7%
My caring responsibilities	9%	8%	7%
My mental health	9%	8%	8%
My physical health	4%	4%	4%
My cultural background	4%	3%	3%
My race	3%	2%	2%
My gender identity	2%	1%	1%
My physical features	2%	1%	1%

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

18% of your staff who did the survey said they have experienced barriers to success in the last 12 months due to 'Sex'.

Staff who witnessed one or more barriers to success at work

3165	4925
39%	61%

■ Witnessed barriers listed   ■ Did not witness barriers listed
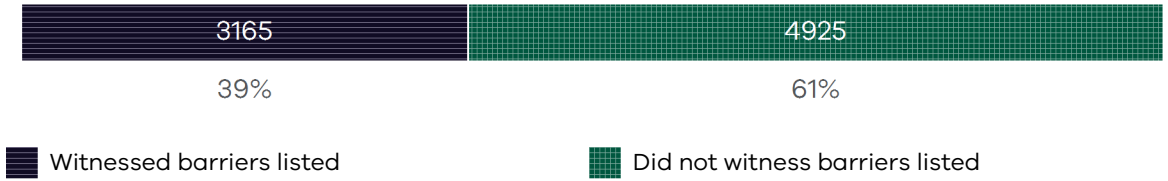
During the last 12 months, employees witnessed barriers to the success of other employees due to their...	You 2023	Comparator 2023	Public sector 2023
Sex	18%	5%	7%
Flexible working	16%	9%	10%
Caring responsibilities	11%	8%	7%
Mental health	10%	7%	8%
Age	10%	6%	6%
Physical health	4%	3%	3%
Cultural background	4%	5%	4%
Race	3%	2%	2%
Gender identity	3%	1%	2%
Sexual orientation	2%	1%	1%

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:

- 41% of your staff who did the survey said work made them feel happy in 2023, which is up from 41% in 2021

Compared to:

- 50% 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 2023 | Comparator 2023 | Public sector 2023

	Happy	Worried	Enthusiastic	Miserable
You 2021	41%	40%	39%	23%
You 2023	41%	38%	35%	28%
Comparator 2023	50%	32%	48%	17%
Public sector 2023	52%	31%	48%	18%
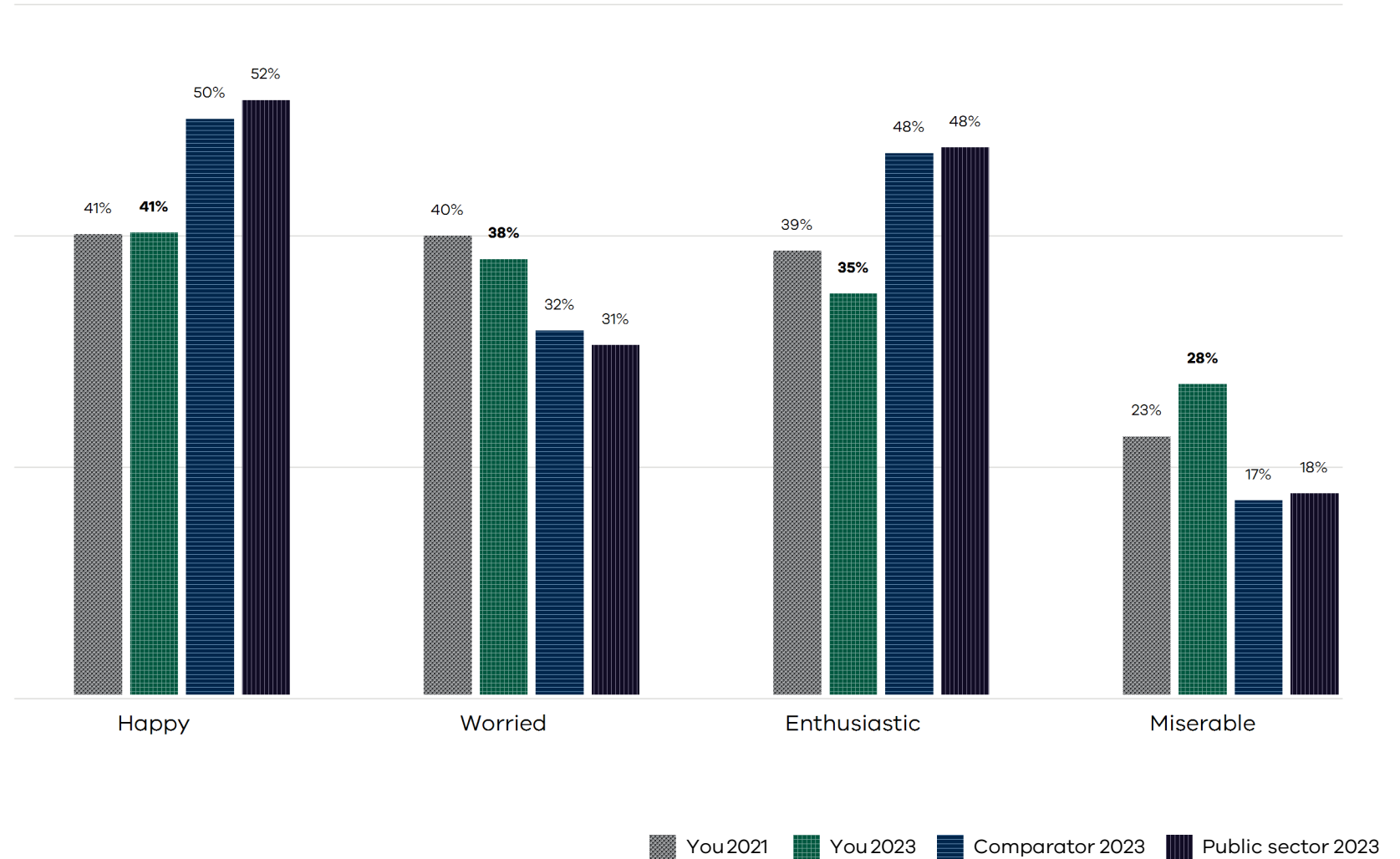
People outcomes

Scorecard: negative behaviours

What this is

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

Why this is important

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

How to read this

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

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

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

Example

In 2023:

- 22% of your staff who did the survey stated they experienced 'Violence or aggression' in the last 12 months which is up from 20% in 2021.

Compared to:

- 10% of staff at your comparator and 11% of staff across the public sector.
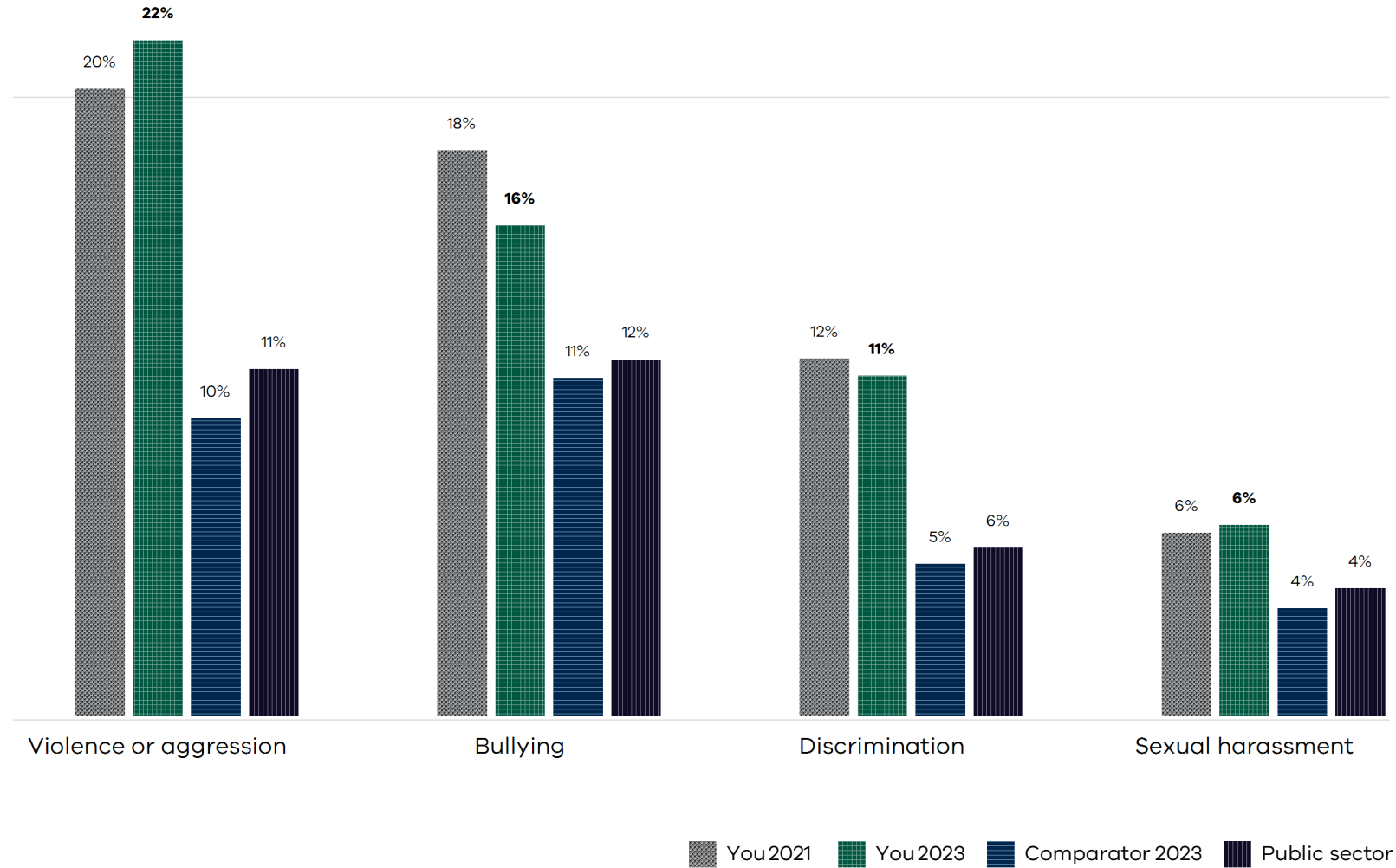
People outcomes

Bullying

What this is

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

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

16% of your staff who did the survey said they experienced bullying.

Of that 16%, 65% 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?

1297	6134	659
16%	76%	8%
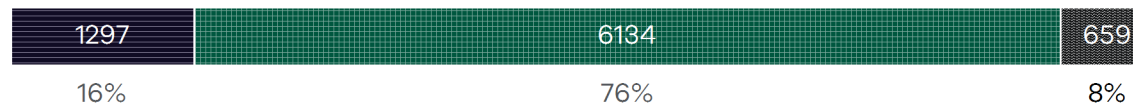
■ Experienced bullying   ▨ Did not experience bullying   ▨ Not sure

If you experienced bullying, what type of bullying did you experience?	You 2021	You 2023	Comparator 2023	Public sector 2023
Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)	59%	65%	73%	71%
Exclusion or isolation	50%	48%	45%	45%
Intimidation and/or threats	29%	28%	28%	29%
Other	25%	23%	15%	16%
Withholding essential information for me to do my job	23%	22%	33%	30%
Being assigned meaningless tasks unrelated to my job	16%	19%	17%	16%
Verbal abuse	18%	18%	18%	20%
Being given impossible assignment(s)	7%	10%	13%	11%
Interference with my personal property and/or work equipment	8%	9%	5%	6%

People outcomes

Telling someone about the bullying

What this is

This is if staff told someone when they experienced bullying.

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

16% of your staff who did the survey said they experienced bullying, of which

- 50% said the top way they reported the bullying was 'Told a manager'.
- 89% said they didn't submit a formal complaint.

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

1297	6134	659
16%	76%	8%

■ Experienced bullying ▦ Did not experience bullying ▦ Not sure
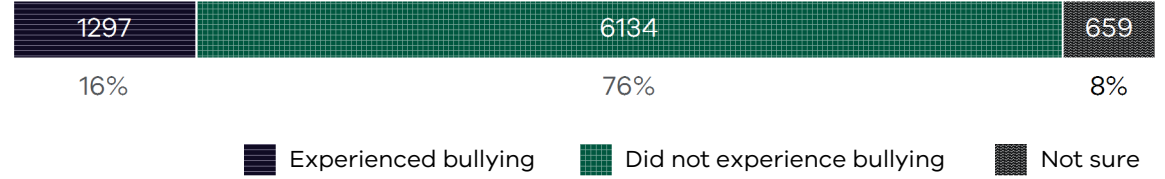
Did you tell anyone about the bullying?	You 2021	You 2023	Comparator 2023	Public sector 2023
Told a manager	48%	50%	49%	50%
Told a colleague	41%	42%	41%	41%
Told a friend or family member	34%	38%	34%	36%
Told someone else	14%	16%	12%	13%
I did not tell anyone about the bullying	15%	14%	12%	12%
Told the person the behaviour was not OK	14%	14%	18%	17%
Submitted a formal complaint	10%	11%	12%	12%
Told employee assistance program (EAP) or peer support	8%	8%	13%	10%
Told Human Resources	5%	4%	11%	13%

Victorian Public Sector Commission

VICTORIA State Government

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

89% of your staff who experienced bullying did not submit a formal complaint, of which:

- 60% said the top reason was 'I believed there would be negative consequences for my reputation'.

Did you submit a formal complaint?

138	1159
11%	89%

■ Submitted formal complaint   ■ Did not submit a formal complaint
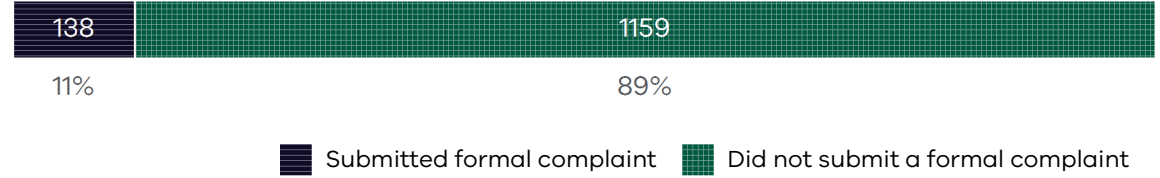
What was your reason for not submitting a formal complaint?	You 2021	You 2023	Comparator 2023	Public sector 2023
I believed there would be negative consequences for my reputation	59%	60%	56%	55%
I didn't think it would make a difference	50%	55%	50%	51%
I believed there would be negative consequences for my career	47%	49%	48%	45%
I didn't think it was serious enough	14%	17%	16%	16%
I didn't feel safe to report the incident	18%	16%	20%	19%
I thought the complaint process would be embarrassing or difficult	17%	15%	14%	13%
Other	12%	15%	14%	14%
I believed there would be negative consequences for the person I was going to complain about	8%	9%	10%	10%
I didn't need to because I no longer had contact with the person(s) who bullied me	9%	7%	8%	7%
I didn't need to because I made the bullying stop	8%	6%	6%	6%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Perpetrators of bullying

What this is

This is who staff have said are responsible for bullying.

Why this is important

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

How to read this

In this year's survey, 16% 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

16% of your staff who did the survey said they experienced bullying.

Of that 16%, 64% said it was by 'A manager or supervisor'.

1297 people (16% of staff) experienced bullying (You 2023)
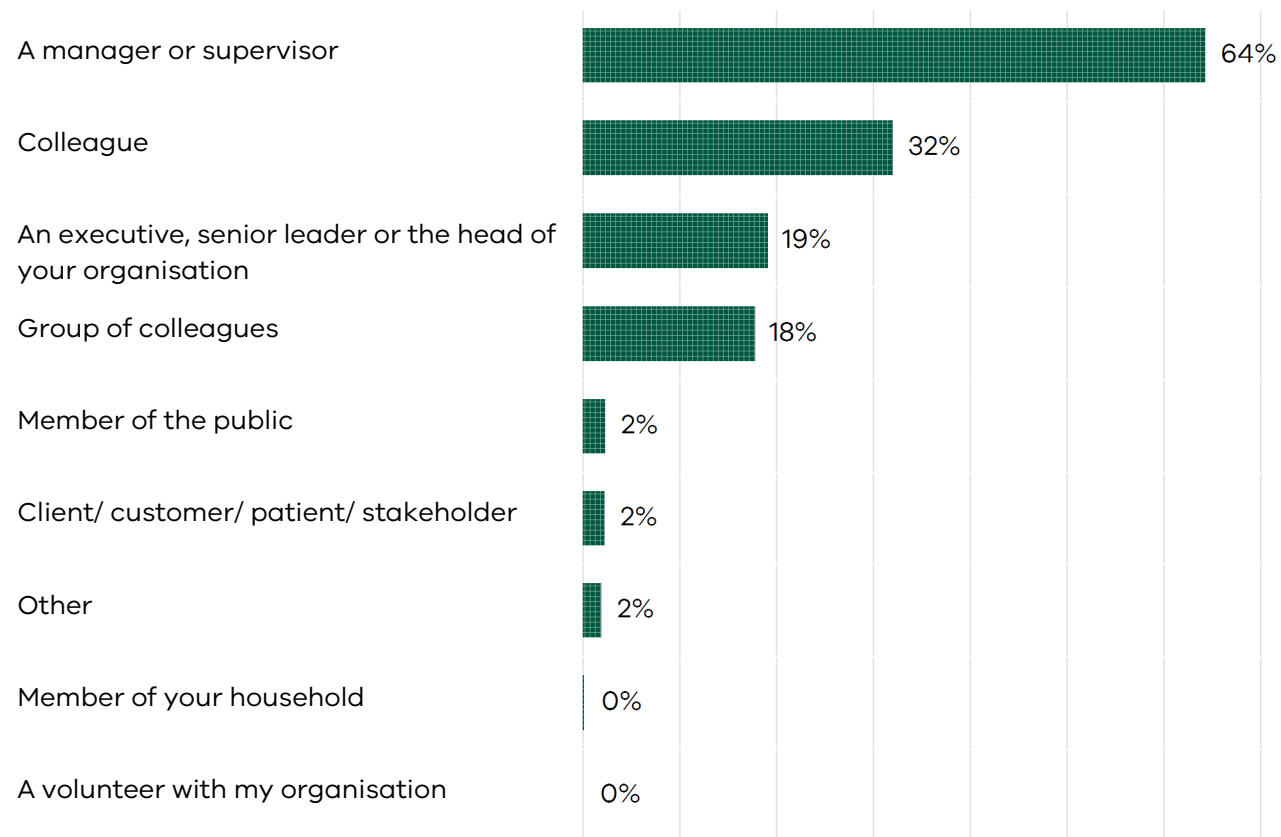
A manager or supervisor	64%
Colleague	32%
An executive, senior leader or the head of your organisation	19%
Group of colleagues	18%
Member of the public	2%
Client/ customer/ patient/ stakeholder	2%
Other	2%
Member of your household	0%
A volunteer with my organisation	0%

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, 16% 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

16% of your staff who did the survey said they experienced bullying.

Of that 16%, 98% said it was by someone within the organisation.

Of that 98%, 57% said it was 'They were in my workgroup'.

1273 people (98% of staff who experienced bullying) experienced bullying from within your organisation (You 2023)

They were in my workgroup	57%
They were my immediate manager or supervisor	47%
They were outside my workgroup	18%
They were someone I supervise or manage	5%
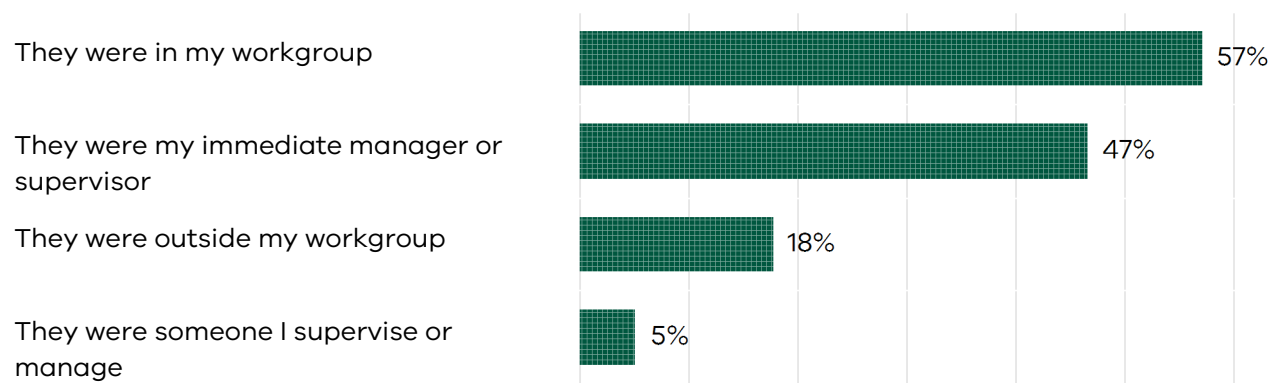
People outcomes

Sexual harassment

What this is

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

Why this is important

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

How to read this

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

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

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

Example

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

Of those, 53% said the top type was 'Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)'.

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

517	7573
6%	94%

■ Experienced sexual harassment   ▨ Did not experience sexual harassment
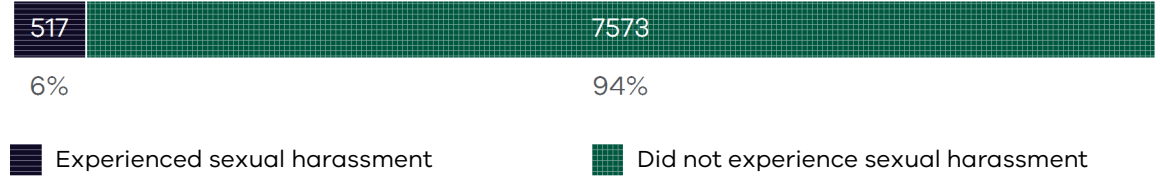
Behaviours reported	You 2021	You 2023	Comparator 2023	Public sector 2023
Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)	50%	53%	51%	50%
Intrusive questions about your private life or comments about your physical appearance	49%	49%	46%	45%
Inappropriate physical contact	13%	14%	13%	14%
Unwelcome touching, hugging, cornering or kissing	10%	13%	13%	14%
Inappropriate staring or leering that made you feel intimidated	13%	11%	16%	15%
Any other unwelcome conduct of a sexual nature	8%	8%	7%	8%
Repeated or inappropriate advances on email, social networking websites or internet chat rooms by a work colleague	3%	5%	4%	4%
Repeated or inappropriate invitations to go out on dates	4%	3%	4%	4%
Sexual gestures, indecent exposure or inappropriate display of the body	4%	3%	3%	3%
Sexually explicit email or SMS message	1%	3%	2%	2%

People outcomes

Response to sexual harassment

What this is

This is how staff responded when they experienced sexual harassment.

Why this is important

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

How to read this

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

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

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

Example

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

Of those, 47% said their top response was 'Pretended it didn't bother you'.

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

517	7573
6%	94%

■ Experienced sexual harassment ▦ Did not experience sexual harassment
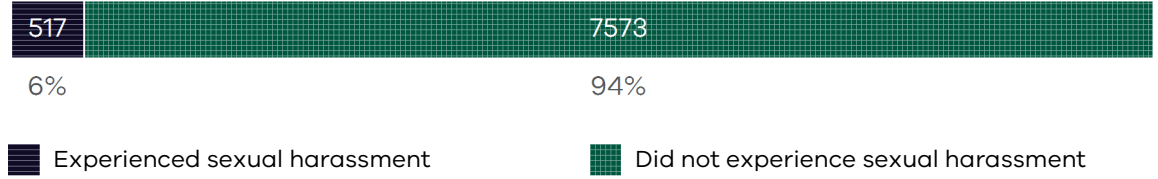
When the harassment happened to you, did you respond in any of the following ways?	You 2021	You 2023	Comparator 2023	Public sector 2023
Pretended it didn't bother you	46%	47%	44%	44%
Tried to laugh it off or forget about it	40%	42%	39%	40%
Avoided the person(s) by staying away from them	35%	36%	36%	36%
Told the person the behaviour was not OK	20%	23%	26%	23%
Told a colleague	23%	22%	23%	23%
Told a friend or family member	16%	18%	21%	21%
Told a manager	17%	17%	20%	20%
Avoided locations where the behaviour might occur	11%	12%	16%	14%
Took time off work	6%	6%	7%	6%
Other	5%	5%	5%	5%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Sexual harassment - reasons for not submitting a formal complaint

What this is

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

Why this is important

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

How to read this

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

Example

97% of your staff who experienced sexual harassment did not submit a formal complaint, of which:

- 45% said the top reason was 'I believed there would be negative consequences for my reputation'.

Did you submit a formal complaint?

15	502
3%	97%

■ Submitted formal complaint   ■ Did not submit a formal complaint
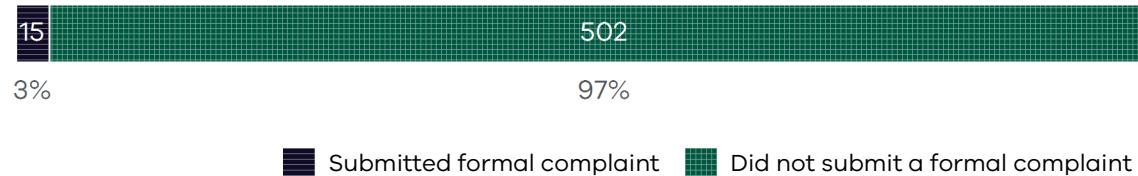
What was your reason for not submitting a formal complaint?	You 2021	You 2023	Comparator 2023	Public sector 2023
I believed there would be negative consequences for my reputation	44%	45%	38%	37%
I didn't think it would make a difference	39%	43%	38%	40%
I didn't think it was serious enough	35%	42%	47%	44%
I believed there would be negative consequences for my career	34%	30%	29%	27%
I believed there would be negative consequences for the person I was going to complain about	15%	12%	15%	13%
I thought the complaint process would be embarrassing or difficult	14%	10%	11%	11%
I didn't feel safe to report the incident	11%	10%	7%	9%
Other	12%	10%	10%	10%
I didn't need to because I made the harassment stop	10%	9%	12%	10%
I didn't need to because I no longer had contact with the person(s) who harassed me	8%	7%	6%	7%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Perpetrators of sexual harassment

What this is

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

Why this is important

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

How to read this

In this year's survey, 6% of your staff said they experienced sexual harassment.

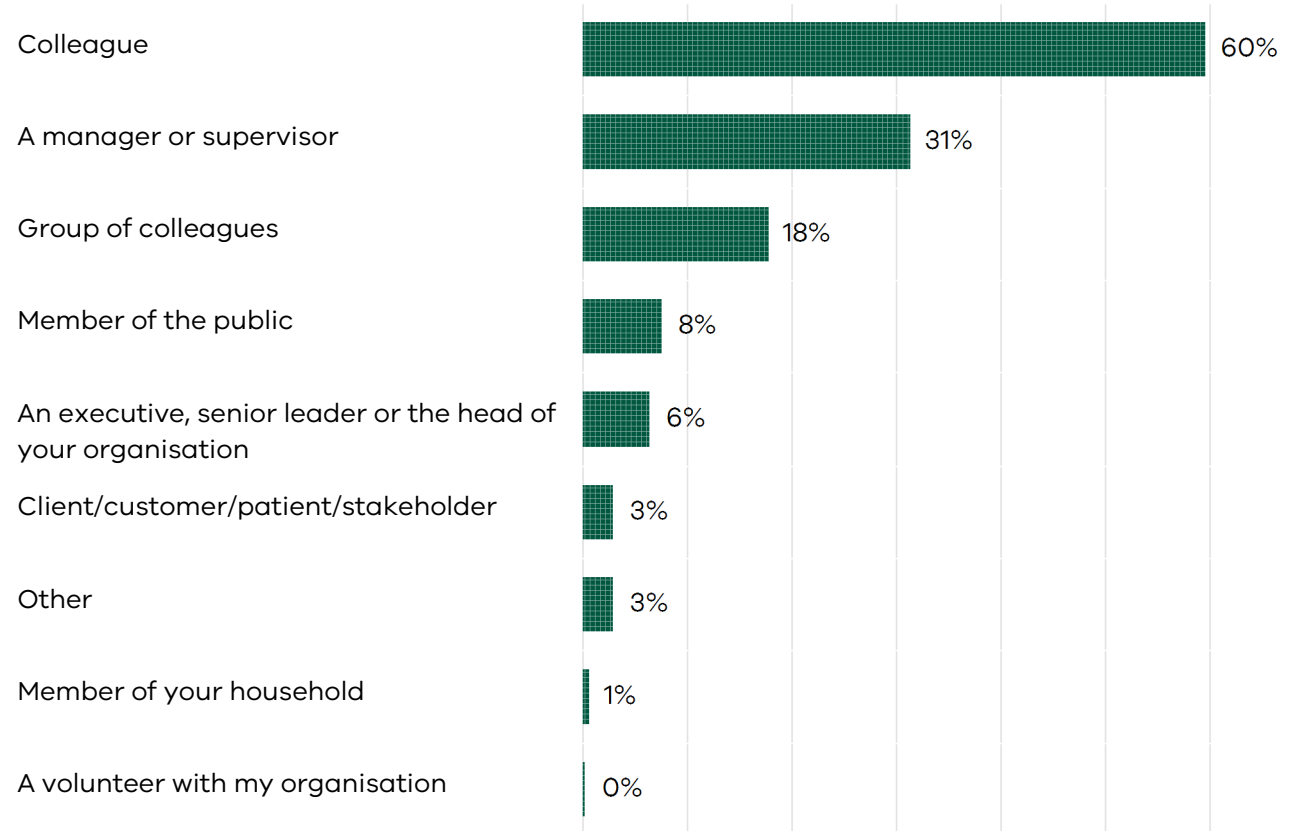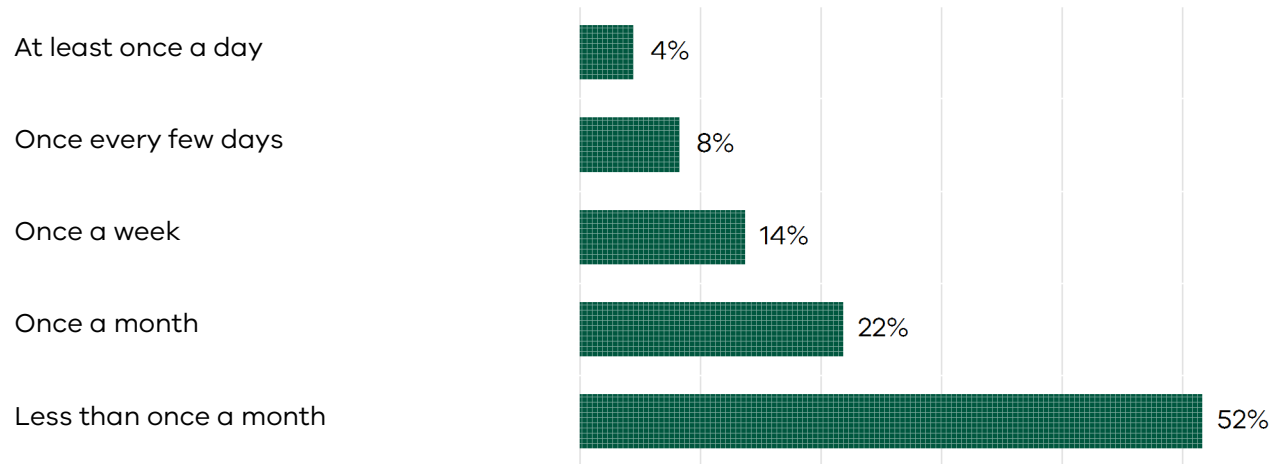If they did, they could tell us with one or more answers who the perpetrator was.

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

Each row is one perpetrator or group of perpetrators.

Example

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

Of that 6%, 60% said it was by 'Colleague'.

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

Perpetrator	Percentage
Colleague	60%
A manager or supervisor	31%
Group of colleagues	18%
Member of the public	8%
An executive, senior leader or the head of your organisation	6%
Client/customer/patient/stakeholder	3%
Other	3%
Member of your household	1%
A volunteer with my organisation	0%

People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

In this year's survey, 6% of your staff said they experienced sexual harassment.

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

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

Example

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

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

Of that 94%, 65% said it was 'They were in my workgroup'.

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

They were in my workgroup	65%
They were outside my workgroup	27%
They were my immediate manager or supervisor	16%
They were someone I supervise or manage	5%
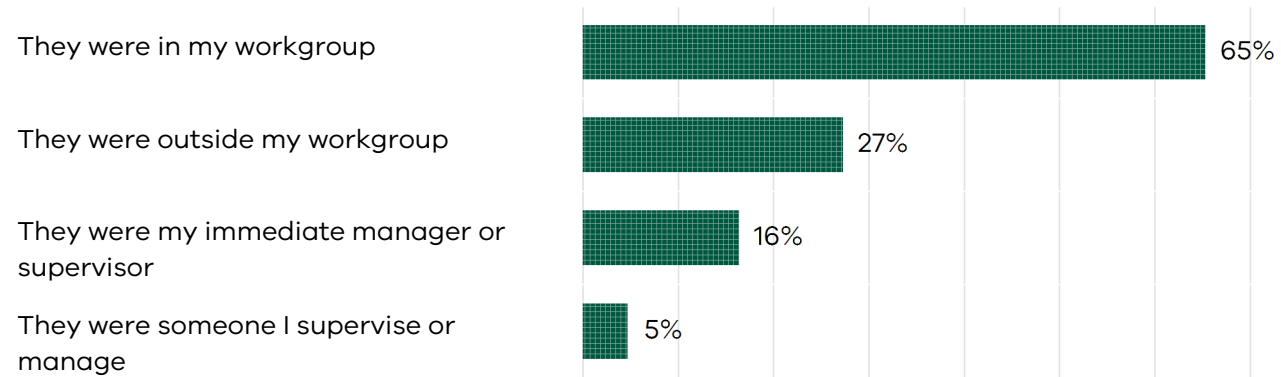
People outcomes

Frequency of sexual harassment

What this is

This is how often staff experienced sexual harassment.

Why this is important

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

How to read this

In this year's survey, 6% of your staff said they experienced sexual harassment.

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

The graph shows how often staff were experiencing sexual harassment.

Example

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

Of that 6%, 4% said it was 'At least once a day'.

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

Frequency	%
At least once a day	4%
Once every few days	8%
Once a week	14%
Once a month	22%
Less than once a month	52%

Victorian Public Sector Commission

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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.

How to read this

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

If they did, they could tell us with one or more answers what attributes the discrimination was based on.

What results are shown

Results for response options with 10 or more responses.

Example

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

Of that 11%, 40% said it was 'Sex'.

Have you experienced discrimination at work?

906	6120	1064
11%	76%	13%

■ Experienced discrimination ▦ Did not experience discrimination ▨ Not sure

Why were you discriminated against?	You 2021	You 2023	Comparator 2023	Public sector 2023
Sex	33%	40%	21%	26%
Age	25%	26%	31%	28%
Employment activity	21%	22%	27%	26%
Parent or carer status (including pregnancy and breastfeeding)	18%	18%	16%	15%
Race	9%	13%	17%	16%
Gender identity	12%	9%	8%	8%
Physical features	5%	7%	6%	7%
Disability	6%	7%	11%	10%
Personal association with someone who has any of the above attributes (whether as a relative or otherwise)	5%	6%	7%	6%
Industrial and/or political activity	6%	5%	7%	7%

People outcomes

Type of discrimination

What this is

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

Why this is important

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

How to read this

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

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

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

Example

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

Of that 11%, 44% said it was 'Opportunities for promotion'.

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

906	6120	1064
11%	76%	13%

■ Experienced discrimination ▦ Did not experience discrimination ▦ Not sure
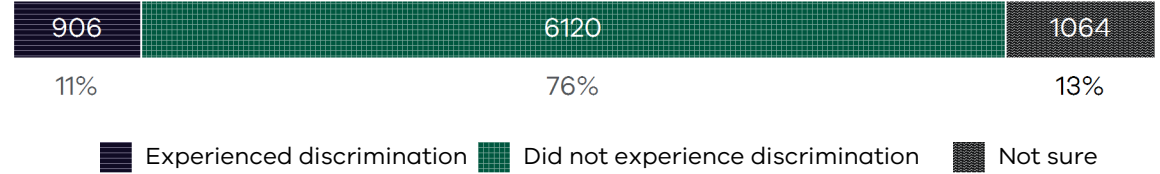
If you experienced discrimination, what type of discrimination did you experience?	You 2021	You 2023	Comparator 2023	Public sector 2023
Opportunities for promotion	42%	44%	44%	41%
Opportunities for transfer/secondment	38%	34%	20%	21%
Opportunities for training	28%	29%	24%	26%
Other	30%	27%	36%	36%
Denied flexible work arrangements or other adjustments	20%	24%	21%	22%
Access to leave	6%	9%	10%	9%
Employment security - threats of dismissal or termination	5%	8%	14%	13%
Pay or conditions offered by employer	7%	6%	10%	10%

People outcomes

Telling someone about the discrimination

What this is

This is who staff told about the discrimination they experienced.

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

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

- 37% said the top way they reported the discrimination was 'Told a colleague'.
- 95% said they didn't submit a formal complaint.

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

906	6120	1064
11%	76%	13%

■ Experienced discrimination ■ Did not experience discrimination ■ Not sure
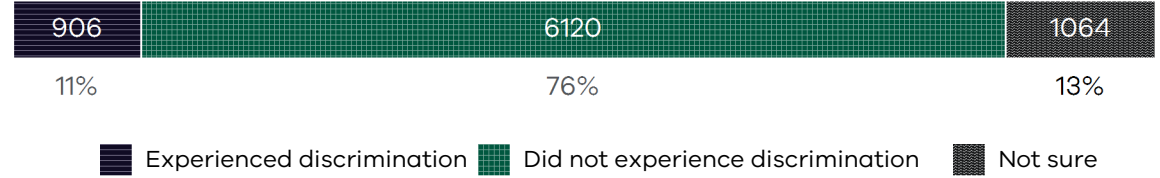
Did you tell anyone about the discrimination?	You 2021	You 2023	Comparator 2023	Public sector 2023
Told a colleague	37%	37%	35%	36%
Told a friend or family member	29%	32%	31%	31%
Told a manager	28%	32%	30%	30%
I did not tell anyone about the discrimination	31%	28%	23%	24%
Told someone else	15%	15%	14%	14%
Told the person the behaviour was not OK	7%	7%	10%	9%
Told employee assistance program (EAP) or peer support	6%	6%	11%	9%
Submitted a formal complaint	7%	5%	9%	8%
Told Human Resources	5%	4%	11%	11%

People outcomes

Discrimination - reasons for not submitting a formal complaint

What this is

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

Why this is important

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

How to read this

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

Example

95% of your staff who experienced discrimination did not submit a formal complaint, of which:

- 61% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal complaint?

48	858
5%	95%

■ Submitted formal complaint   ■ Did not submit a formal complaint

What was your reason for not submitting a formal complaint?	You 2021	You 2023	Comparator 2023	Public sector 2023
I didn't think it would make a difference	60%	61%	59%	59%
I believed there would be negative consequences for my career	57%	59%	55%	54%
I believed there would be negative consequences for my reputation	56%	58%	57%	56%
I didn't feel safe to report the incident	13%	15%	18%	18%
Other	12%	13%	11%	11%
I thought the complaint process would be embarrassing or difficult	11%	11%	11%	12%
I didn't think it was serious enough	8%	10%	12%	12%
I believed there would be negative consequences for the person I was going to complain about	6%	7%	9%	8%
I didn't know who to talk to	4%	5%	6%	6%
I didn't know how to make a complaint	4%	4%	6%	5%

People outcomes

Perpetrators of discrimination

What this is

This is who staff have said are responsible for discrimination.

Why this is important

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

How to read this

In this year's survey, 11% of your staff said they experienced discrimination.

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

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

Each row is one perpetrator or group of perpetrators.

Example

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

Of that 11%, 69% said it was by 'A manager or supervisor'.

906 people (11% of staff) experienced discrimination (You 2023)
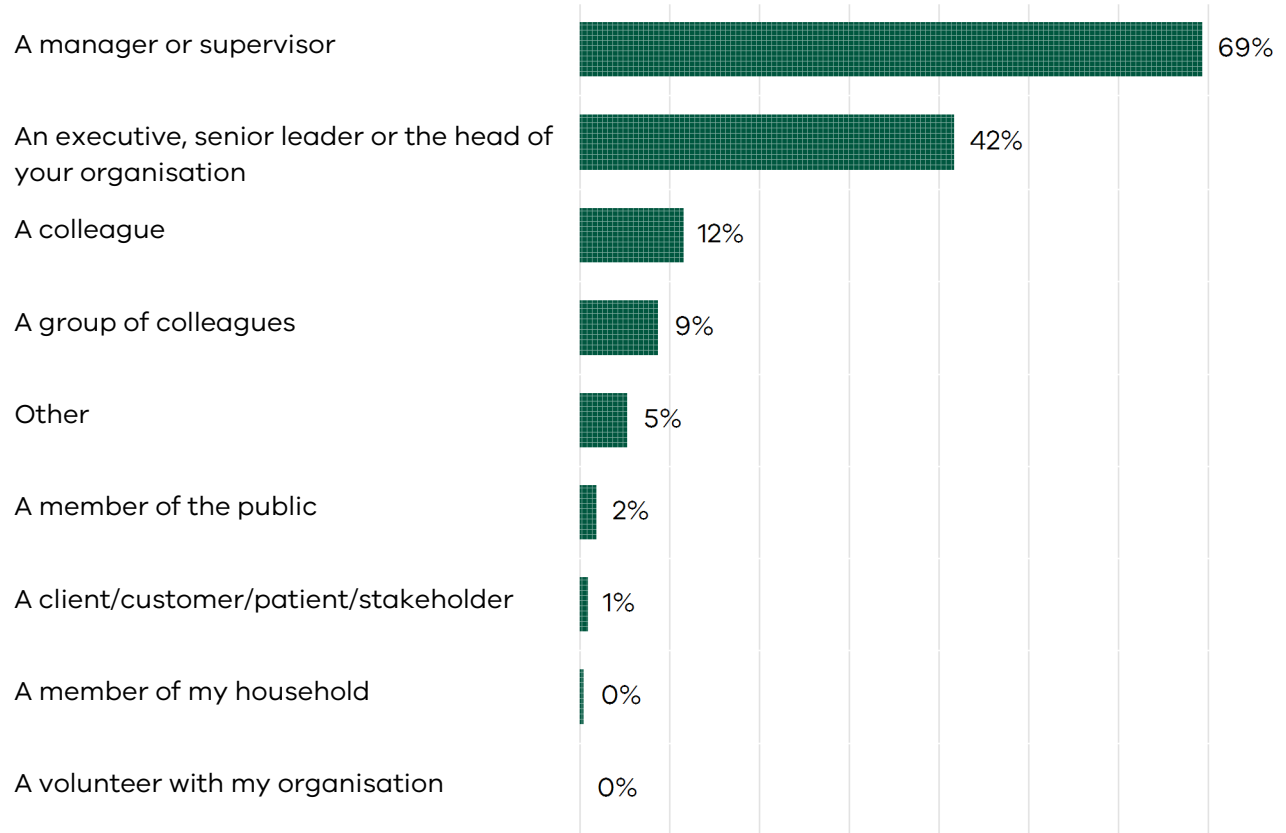
Perpetrator	Percentage
A manager or supervisor	69%
An executive, senior leader or the head of your organisation	42%
A colleague	12%
A group of colleagues	9%
Other	5%
A member of the public	2%
A client/customer/patient/stakeholder	1%
A member of my household	0%
A volunteer with my organisation	0%

Victorian Public Sector Commission

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People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

In this year's survey, 11% of your staff said they experienced discrimination.

If they experienced discrimination 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 discrimination to different workplace relationships.

Example

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

Of that 11%, 96% said it was by someone within the organisation.

Of that 96%, 45% said it was 'They were my immediate manager or supervisor'.

867 people (96% of staff who experienced discrimination) experienced discrimination from within your organisation (You2023)

Relationship	Percentage
They were my immediate manager or supervisor	45%
They were in my workgroup	42%
They were outside my workgroup	32%
They were someone I supervise or manage	3%
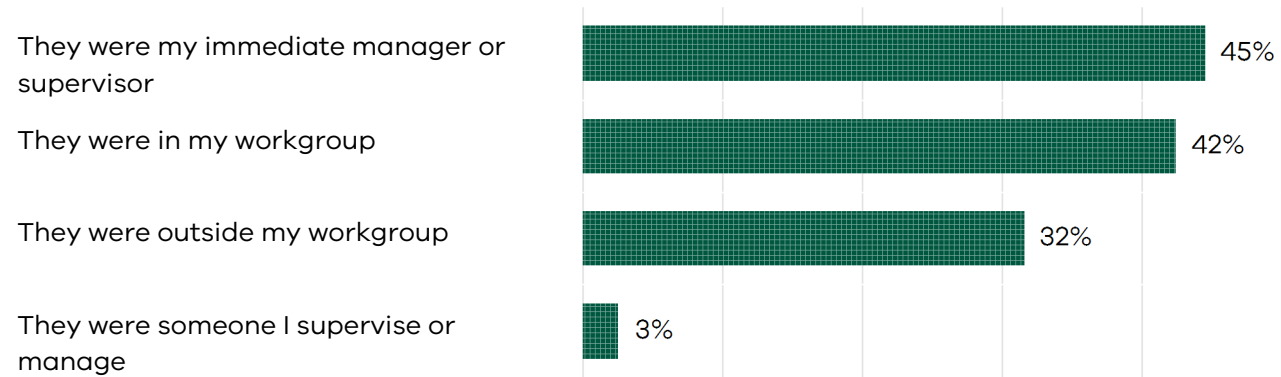
Negative behaviour

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

22% of your staff who did the survey said they experienced violence or aggression.

Of that 22%, 84% said it was from 'Abusive language'.

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

1778	6055	257
22%	75%	3%

■ Experienced violence or aggression   ■ Did not experience violence or aggression   ■ Not sure

If you experienced violence or aggression, what type did you experience?	You 2021	You 2023	Comparator 2023	Public sector 2023
Abusive language	84%	84%	74%	75%
Intimidating behaviour	71%	73%	75%	73%
Threats of violence	63%	67%	37%	39%
Physical assault (e.g. spitting, hitting, punching, pushing, tripping, grabbing, throwing objects)	44%	51%	11%	20%
Damage to my property or work equipment	7%	10%	3%	5%
Other	5%	5%	6%	6%
Stalking, including cyber-stalking	1%	2%	3%	2%

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

22% of your staff who did the survey said they experienced violence or aggression, of which

- 43% said the top way they reported the violence or agression was 'Told a manager'
- 64% said they didn't submit a formal incident report.

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

1778	6055	257
22%	75%	3%

■ Experienced violence or aggression ■ Did not experience violence or aggression ▨ Not sure
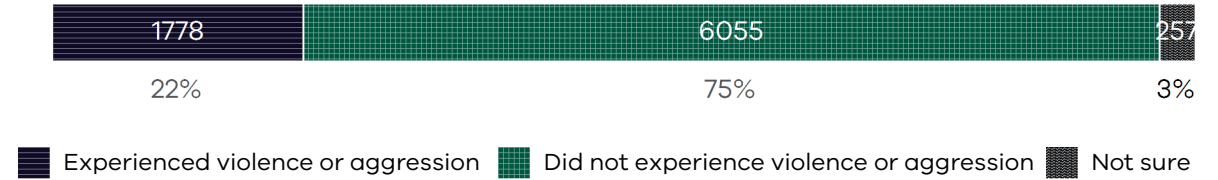
Did you tell anyone about the incident?	You 2021	You 2023	Comparator 2023	Public sector 2023
Told a manager	40%	43%	62%	56%
Submitted a formal incident report	31%	36%	33%	30%
Told a colleague	36%	35%	41%	40%
Told the person the behaviour was not OK	21%	19%	25%	23%
Told a friend or family member	18%	16%	19%	19%
I did not tell anyone about the incident(s)	16%	15%	7%	9%
Told someone else	6%	6%	6%	6%
Told employee assistance program (EAP) or peer support	3%	2%	7%	5%
Told Human Resources	2%	1%	5%	6%

Negative behaviour

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

What this is

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

Why this is important

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

How to read this

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

Example

64% of your staff who experienced violence or aggression did not submit a formal incident report, of which:

- 35% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal incident report?		
636	1142	
36%	64%	

■ Submitted formal incident report ■ Did not submit a formal incident report

What was your reason for not submitting a formal incident report?	You 2021	You 2023	Comparator 2023	Public sector 2023
I didn't think it would make a difference	30%	35%	41%	38%
Other	30%	31%	20%	22%
I didn't think it was serious enough	28%	23%	31%	28%
I didn't need to because I made the violence or aggression stop	21%	19%	12%	14%
I believed there would be negative consequences for my reputation	16%	17%	24%	21%
I didn't need to because I no longer had contact with the person(s) who was aggressive or violent to me	15%	14%	10%	13%
I believed there would be negative consequences for my career	14%	14%	21%	18%
I didn't feel safe to report the incident	4%	5%	7%	7%
I thought the complaint process would be embarrassing or difficult	3%	4%	5%	5%
I believed there would be negative consequences for the person I was going to complain about	2%	2%	5%	4%

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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

22% of your staff who did the survey said they experienced violence or aggression.

Of that 22%, 75% said it was 'Member of the public'.

1778 people (22% of staff) experienced violence or aggression (You2023)
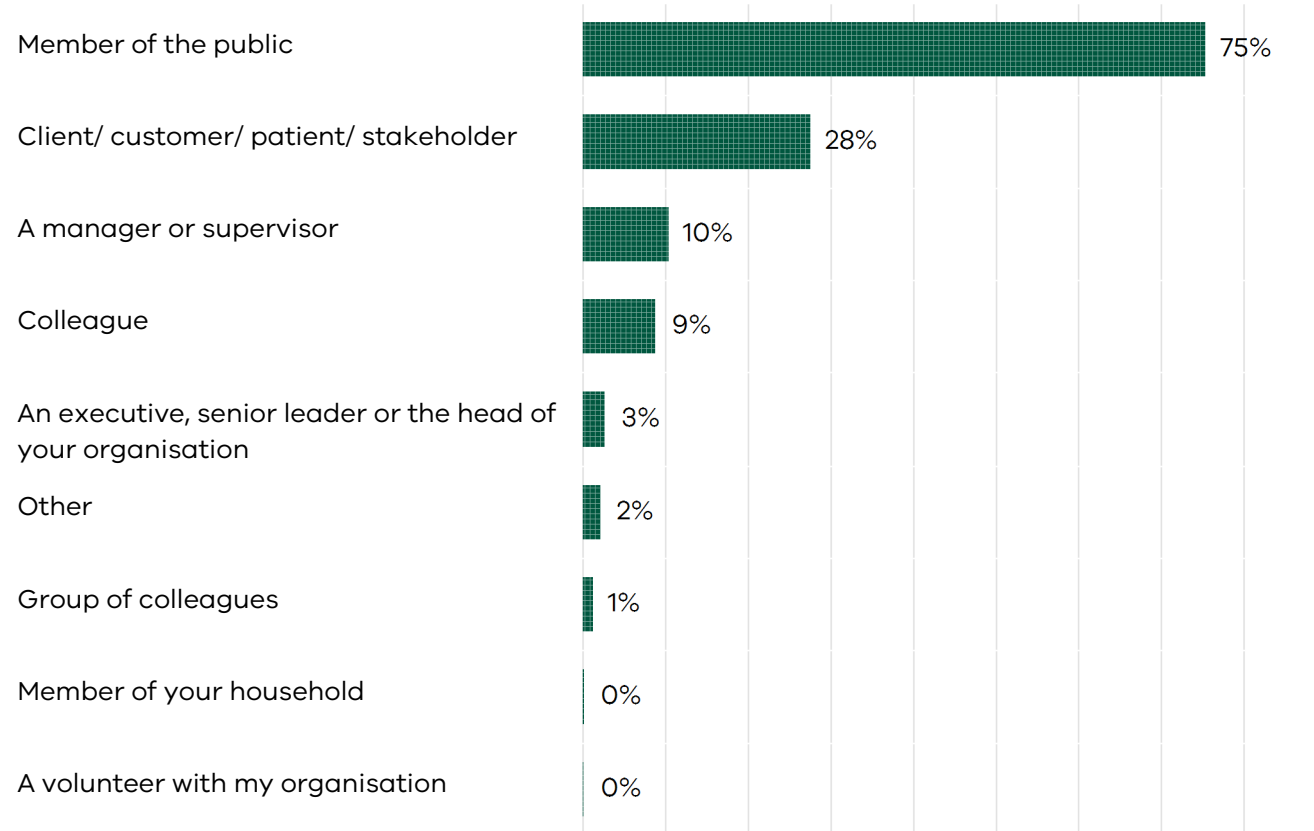
Perpetrator	Percentage
Member of the public	75%
Client/ customer/ patient/ stakeholder	28%
A manager or supervisor	10%
Colleague	9%
An executive, senior leader or the head of your organisation	3%
Other	2%
Group of colleagues	1%
Member of your household	0%
A volunteer with my organisation	0%

People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

In this year's survey, 22% of your staff said they experienced violence or aggression.

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

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

Example

22% of your staff who did the survey said they experienced violence or aggression.

Of that 22%, 19% said it was by someone within the organisation.

Of that 19%, 55% said it was 'They were in my workgroup'.

342 people (19% of staff who experienced violence or aggression) experienced violence or aggression from within your organisation (You2023)

They were in my workgroup	55%
They were my immediate manager or supervisor	34%
They were outside my workgroup	19%
They were someone I supervise or manage	8%
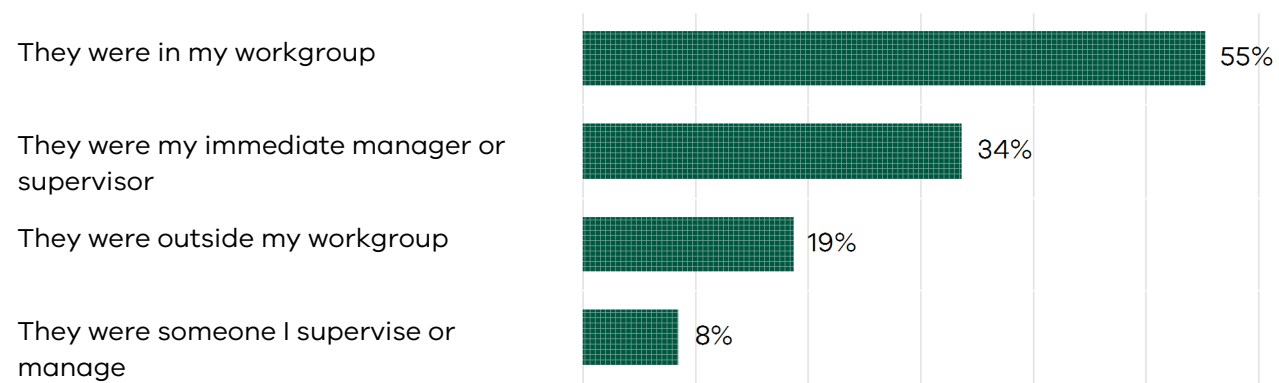
Negative behaviour

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

25% of your staff who did the survey said they witnessed some negative behaviour at work.

75% 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?

2021	6069
25%	75%

█ 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 2021	You 2023	Comparator 2023	Public sector 2023
No, I have not witnessed any of the situations above	75%	75%	84%	81%
Bullying of a colleague	17%	16%	12%	13%
Discrimination against a colleague	11%	12%	6%	7%
Violence or aggression against a colleague	4%	4%	3%	3%
Sexual harassment of a colleague	2%	2%	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

25% of your staff who did the survey witnessed negative behaviour, of which:

- 69% said the top action they took was 'Spoke to the person who experienced the behaviour'.

- 8% took no action.

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

2021	6069
25%	75%

■ 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 2021	You 2023	Comparator 2023	Public sector 2023
Spoke to the person who experienced the behaviour	68%	69%	72%	69%
Told a manager	35%	37%	41%	38%
Told the person the behaviour was not OK	23%	22%	19%	20%
Spoke to the person who behaved in a negative way	22%	21%	16%	17%
Told a colleague	19%	18%	20%	19%
Took no action	8%	8%	8%	8%
Other	9%	8%	6%	6%
Submitted a formal complaint	6%	7%	4%	5%
Told Human Resources	3%	3%	6%	7%

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People outcomes

Negative behaviour — satisfaction with making a formal complaint

What this is

This is how satisfied a staff member was with how your organisation managed their complaint.

Why this is important

When staff submit a formal complaint for negative behaviours, they should feel your organisation will manage it effectively and professionally.

How to read this

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

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

Example

67% of staff who did the survey were satisfied with the way your organisation handled their formal 'Violence or aggression' complaint.

Were you satisfied with the way your formal complaint was handled

	No		Don't know
	Yes		

Your results

Benchmark satisfied results

Survey question		You		Comparator		
		2021	2023	Lowest	Average	Highest
Violence or aggression	17% No / 17% Don't know / 67% Yes	72 %	67 %	0 %	49 %	75 %
Sexual harassment	27% No / 13% Don't know / 60% Yes	48 %	60 %	0 %	35 %	100 %
Bullying	64% No / 12% Don't know / 24% Yes	15 %	24 %	0 %	20 %	36 %
Discrimination	83% No / 6% Don't know / 10% Yes	15 %	10 %	0 %	10 %	33 %

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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 2021 scores and your 2023 comparator group.

Example

On the first row 'Job enrichment', the 'You 2023' column shows 89% of your staff agreed with 'I can use my skills and knowledge in my job'.
This question was not asked in 2021.

Question group	Highest scoring questions	You 2023	Change from 2021	Comparator 2023
Job enrichment	I can use my skills and knowledge in my job	89%	Not asked in 2021	90%
Meaningful work	I can make a worthwhile contribution at work	85%	Not asked in 2021	91%
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	85%	+4%	84%
Collaboration	I am able to work effectively with others outside my immediate workgroup	84%	-5%	84%
Organisational integrity	My organisation encourages employees to act in ways that are consistent with human rights	83%	+4%	84%
Job enrichment	I understand how my job helps my organisation achieve its goals	82%	Not asked in 2021	91%
Meaningful work	I achieve something important through my work	81%	+12%	89%
Manager leadership	My manager treats employees with dignity and respect	80%	+1%	89%
Workgroup support	People in my workgroup treat each other with respect	80%	+0%	85%
Job enrichment	I clearly understand what I am expected to do in this job	80%	+6%	82%

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 2021 scores and your 2023 comparator group.

Example

On the first row 'Organisational integrity', the 'You 2023' column shows 22% of your staff agreed with 'I believe the promotion processes in my organisation are fair'. This question was not asked in 2021.

Question subgroup	Lowest scoring questions	You 2023	Change from 2021	Comparator 2023
Organisational integrity	I believe the promotion processes in my organisation are fair	22%	Not asked in 2021	46%
Taking action	I believe my organisation will make improvements based on the results of this survey	22%	Not asked in 2021	48%
Safety climate	All levels of my organisation are involved in the prevention of stress	26%	-4%	45%
Organisational integrity	I have an equal chance at promotion in my organisation	28%	Not asked in 2021	51%
Other questions	My workgroup gives frank and fearless advice to our managers and leaders (including the Minister, where applicable)	31%	Not asked in 2021	58%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	32%	-3%	53%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	34%	-12%	50%
Organisational integrity	I believe the recruitment processes in my organisation are fair	34%	Not asked in 2021	60%
Learning and development	My organisation places a high priority on the learning and development of staff	35%	-4%	56%
Other questions	I am confident that if I requested to go on secondment to support urgent government work, it would be given due consideration	36%	Not asked in 2021	76%

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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 2021' column.

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

This is because the increase from 2021 shows you where the most positive changes are happening in your organisation.

Example

On the first row 'Meaningful work', the 'You 2023' column shows 81% of your staff agreed with 'I achieve something important through my work'.

In the 'Increase from 2021' column, you have a 12% increase, which is a positive trend.

Question group	Most improved from last survey	You 2023	Increase from 2021	Comparator 2023
Meaningful work	I achieve something important through my work	81%	+12%	89%
Workgroup support	People in my workgroup are politically impartial in their work	77%	+8%	82%
Collaboration	Workgroups across my organisation willingly share information with each other	51%	+8%	63%
Job enrichment	I clearly understand what I am expected to do in this job	80%	+6%	82%
Safe to speak up	I feel safe to challenge inappropriate behaviour at work	72%	+6%	72%
Inclusion	I feel culturally safe at work	78%	+5%	83%
Gender equality supporting measures	My organisation would support me if I needed to take family violence leave	69%	+4%	83%
Organisational integrity	My organisation encourages employees to act in ways that are consistent with human rights	83%	+4%	84%
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	85%	+4%	84%
Manager support	My manager provides me with enough support when I need it	72%	+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 2021' column.

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

This is because the decrease from 2021 shows you where the most negative changes are happening in your organisation.

Example

On the first row 'Engagement', the 'You 2023' column shows 40% of your staff agreed with 'I would recommend my organisation as a good place to work'.
In the 'Decrease from 2021' column, you have a 21% decrease, which is a negative trend.

Question subgroup	Largest decline from last survey	You 2023	Decrease from 2021	Comparator 2023
Engagement	I would recommend my organisation as a good place to work	40%	–21%	66%
Engagement	I am proud to tell others I work for my organisation	55%	–14%	70%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	34%	–12%	50%
Organisational integrity	My organisation is committed to earning a high level of public trust	68%	–10%	77%
Engagement	I feel a strong personal attachment to my organisation	51%	–10%	57%
Engagement	My organisation inspires me to do the best in my job	39%	–7%	63%
Engagement	My organisation motivates me to help achieve its objectives	41%	–7%	65%
Satisfaction	How satisfied are you with the work/life balance in your current job	51%	–6%	70%
Collaboration	I am able to work effectively with others outside my immediate workgroup	84%	–5%	84%
Gender equality supporting measures	My organisation uses inclusive and respectful images and language	73%	–5%	85%

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Key differences

Biggest positive difference from comparator

What this is

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

How to read this

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

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

Example

On the first row 'Human rights', the 'You 2023' column shows 85% of your staff agreed with 'I understand how the Charter of Human Rights and Responsibilities applies to my work'.

The 'difference' column, shows that agreement for this question was 0 percentage points higher in your organisation than in your comparator.

Question group	Biggest positive difference from comparator	You 2023	Difference	Comparator 2023
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	85%	+0%	84%
Safe to speak up	I feel safe to challenge inappropriate behaviour at work	72%	+0%	72%

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 'Other questions', the 'You 2023' column shows 36% of your staff agreed with 'I am confident that if I requested to go on secondment to support urgent government work, it would be given due consideration'.

The 'difference' column, shows that agreement for this question was 40 percentage points lower in your organisation than in your comparator.

Question subgroup	Biggest negative difference from comparator	You 2023	Difference	Comparator 2023
Other questions	I am confident that if I requested to go on secondment to support urgent government work, it would be given due consideration	36%	-40%	76%
Flexible working	I am confident that if I requested a flexible work arrangement, it would be given due consideration	48%	-31%	79%
Other questions	My workgroup gives frank and fearless advice to our managers and leaders (including the Minister, where applicable)	31%	-27%	58%
Manager support	I receive meaningful recognition when I do good work	43%	-26%	69%
Engagement	I would recommend my organisation as a good place to work	40%	-26%	66%
Taking action	I believe my organisation will make improvements based on the results of this survey	22%	-26%	48%
Organisational integrity	I believe the recruitment processes in my organisation are fair	34%	-26%	60%
Engagement	My organisation motivates me to help achieve its objectives	41%	-25%	65%
Organisational integrity	I believe the promotion processes in my organisation are fair	22%	-24%	46%
Engagement	My organisation inspires me to do the best in my job	39%	-24%	63%

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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.
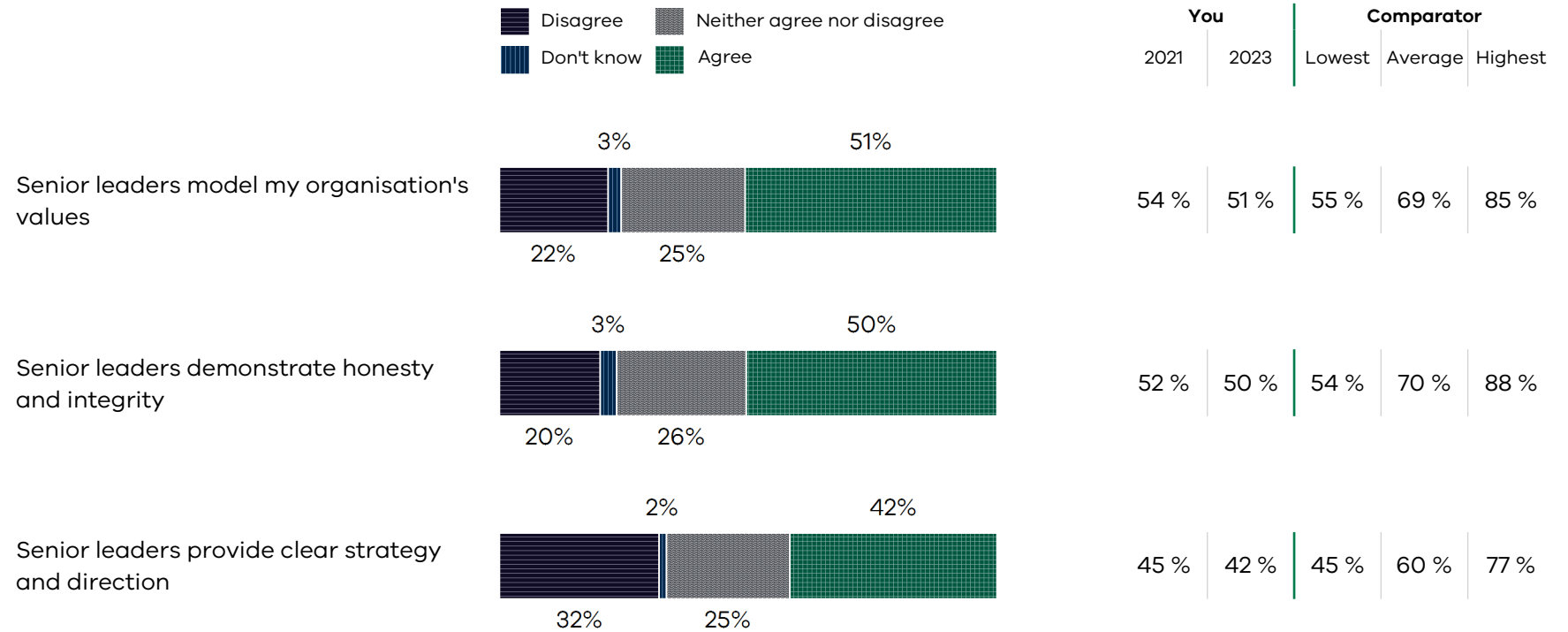
Example

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

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

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

50% | 22%
28%

	You		Comparator		
	2021	2023	Lowest	Average	Highest
	Not asked	22 %	36 %	48 %	69 %

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Senior leadership

Senior leadership

What this is

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

Why this is important

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

How to read this

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

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

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

Example

51% of your staff who did the survey agreed or strongly agreed with 'Senior leaders model my organisation's values'.

Survey question	Your results	Benchmark agree results				
		You		**Comparator**		
		2021	2023	Lowest	Average	Highest
Senior leaders model my organisation's values	22% 3% 25% 51%	54 %	51 %	55 %	69 %	85 %
Senior leaders demonstrate honesty and integrity	20% 3% 26% 50%	52 %	50 %	54 %	70 %	88 %
Senior leaders provide clear strategy and direction	32% 2% 25% 42%	45 %	42 %	45 %	60 %	77 %

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

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Organisational climate

Scorecard

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2023:

- 67% of your staff who did the survey responded positively to questions about Collaboration which is up from 66% in 2021.

Compared to:

- 74% of staff at your comparator and 72% of staff across the public sector.
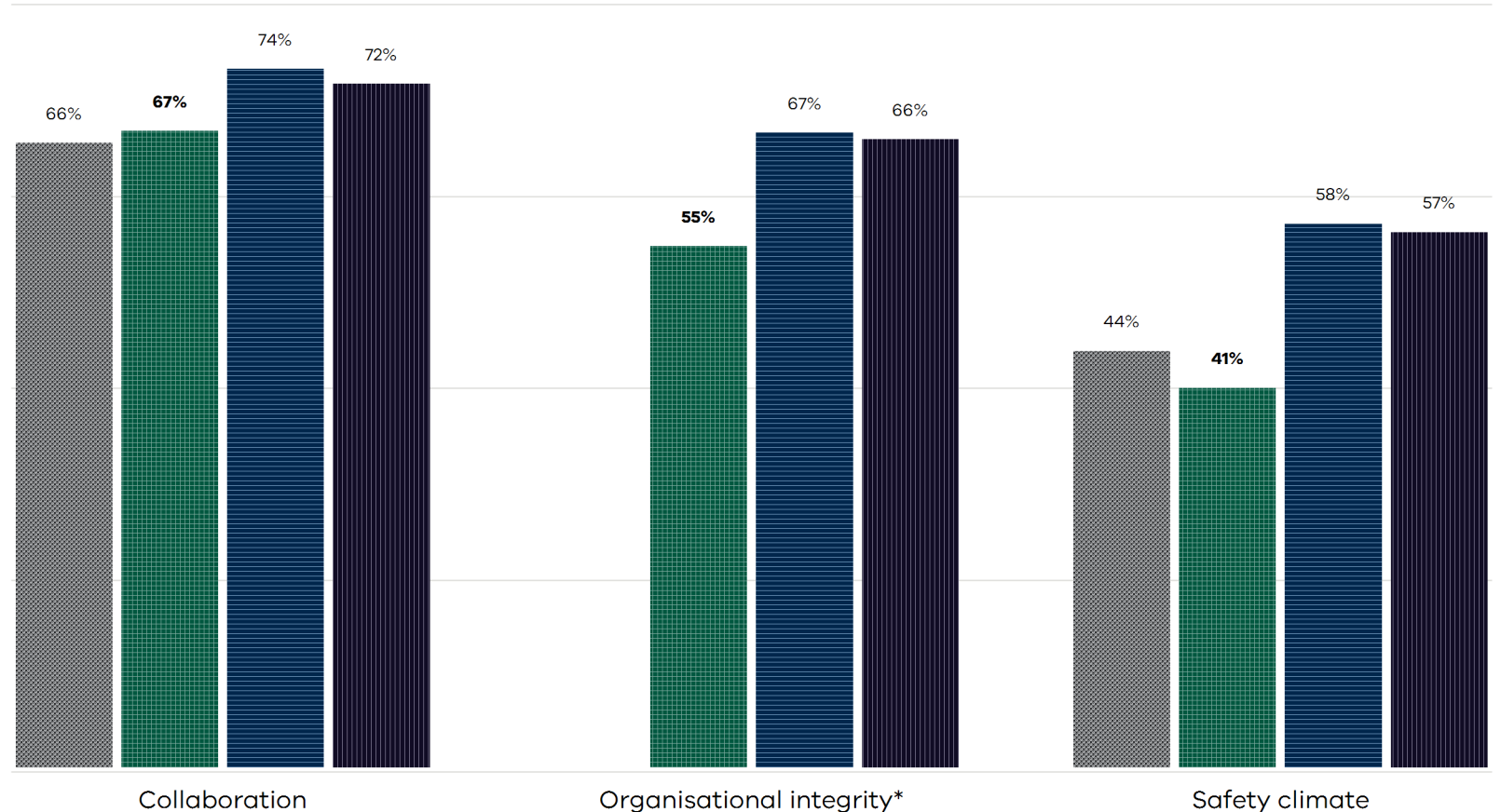
Collaboration: You 2021 66%, You 2023 67%, Comparator 2023 74%, Public sector 2023 72%

Organisational integrity*: You 2023 55%, Comparator 2023 67%, Public sector 2023 66%

Safety climate: You 2021 44%, You 2023 41%, Comparator 2023 58%, 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 2023 | Comparator 2023 | Public sector 2023

Victorian Public Sector Commission

VICTORIA State Government

Organisational climate

Organisational integrity 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

83% of your staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.

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

Survey question	Your results	You 2021	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My organisation encourages employees to act in ways that are consistent with human rights	Disagree 1%, Don't know 4%, Neither 12%, Agree 83%	79 %	83 %	76 %	84 %	90 %
My organisation encourages respectful workplace behaviours	Disagree 8%, Neither 13%, Agree 78%	82 %	78 %	73 %	83 %	90 %
My organisation is committed to earning a high level of public trust	Disagree 12%, Don't know 2%, Neither 18%, Agree 68%	78 %	68 %	64 %	77 %	88 %
My organisation does not tolerate improper conduct	Disagree 15%, Don't know 1%, Neither 17%, Agree 68%	67 %	68 %	57 %	69 %	79 %

Organisational climate

Survey question

Your results

Benchmark agree results

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

62% of your staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.

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

	You		Comparator		
	2021	2023	Lowest	Average	Highest

My organisation takes steps to eliminate bullying, harassment and discrimination
- 16% Disagree, 2% Don't know, 20% Neither, 62% Agree

| | 65 % | 62 % | 54 % | 67 % | 75 % |

I believe the recruitment processes in my organisation are fair
- 32% Disagree, 8% Don't know, 27% Neither, 34% Agree

| | Not asked | 34 % | 44 % | 60 % | 74 % |

I have an equal chance at promotion in my organisation
- 46% Disagree, 26% Neither, 28% Agree

| | Not asked | 28 % | 39 % | 51 % | 63 % |

I believe the promotion processes in my organisation are fair
- 51% Disagree, 4% Don't know, 23% Neither, 22% Agree
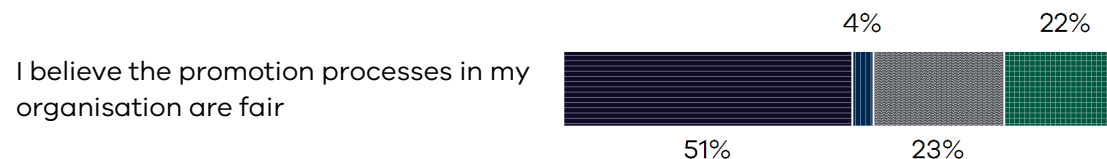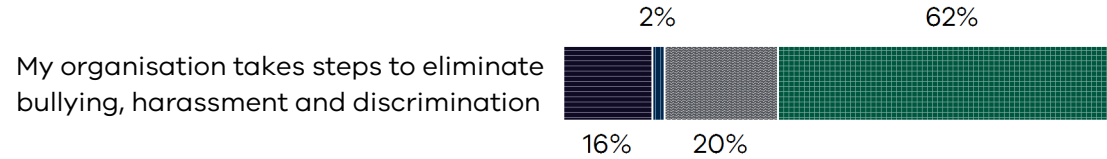
| | Not asked | 22 % | 33 % | 46 % | 59 % |

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

84% of your staff who did the survey agreed or strongly agreed with 'I am able to work effectively with others outside my immediate workgroup'.

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

Survey question	Your results	You 2021	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
I am able to work effectively with others outside my immediate workgroup	5% / 11% / 84%	89 %	84 %	80 %	84 %	90 %
Workgroups across my organisation willingly share information with each other	24% / 2% / 23% / 51%	43 %	51 %	53 %	63 %	78 %
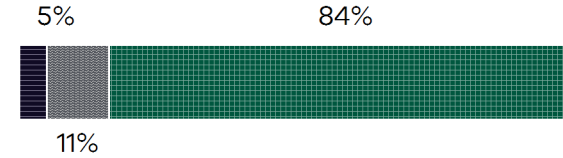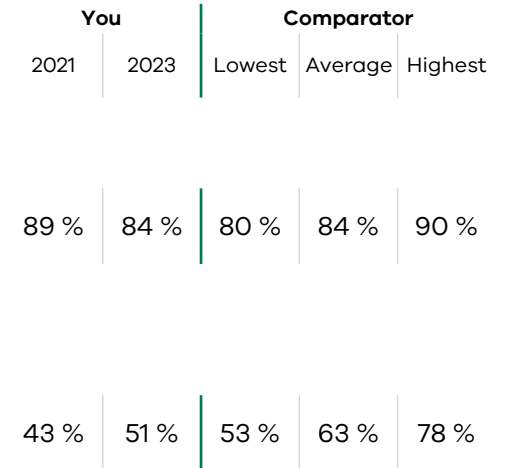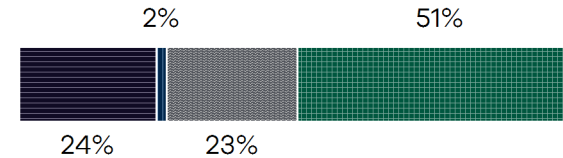
Organisational climate

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

71% 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
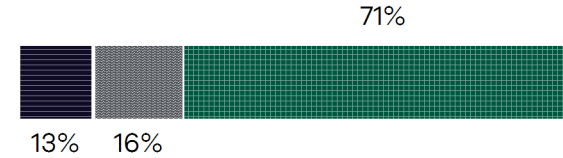
Survey question		You 2021	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My organisation provides a physically safe work environment	13% / 16% / 71%	73 %	71 %	70 %	86 %	93 %
In my workplace, there is good communication about psychological safety issues that affect me	30% / 27% / 43%	47 %	43 %	41 %	53 %	65 %
Senior leaders consider the psychological health of employees to be as important as productivity	39% / 24% / 37%	36 %	37 %	45 %	59 %	75 %
My organisation has effective procedures in place to support employees who may experience stress	41% / 4% / 21% / 34%	46 %	34 %	39 %	50 %	61 %
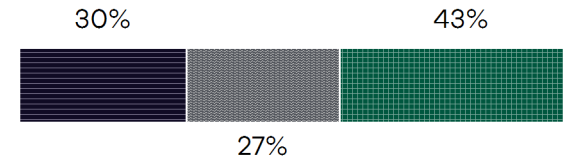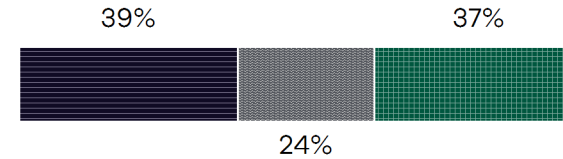
Victorian Public Sector Commission

VICTORIA State Government
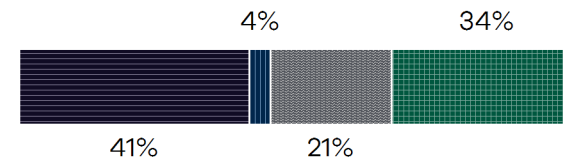
Organisational climate

Safety climate 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

32% of your staff who did the survey agreed or strongly agreed with 'Senior leaders show support for stress prevention through involvement and commitment'.

Legend: Disagree | Neither agree nor disagree | Don't know | Agree
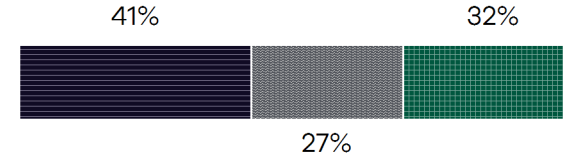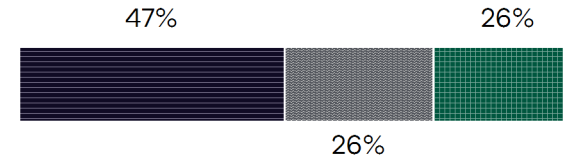
Survey question	Your results	You 2021	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
Senior leaders show support for stress prevention through involvement and commitment	Disagree 41%, Neither 27%, Agree 32%	35 %	32 %	39 %	53 %	70 %
All levels of my organisation are involved in the prevention of stress	Disagree 47%, Neither 26%, Agree 26%	30 %	26 %	33 %	45 %	62 %

People matter survey

2023

Have your say

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- Bullying
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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

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:

- 75% of your staff who did the survey responded positively to questions about Workgroup support which is up from 73% in 2021.

Compared to:

- 81% of staff at your comparator and 80% of staff across the public sector.
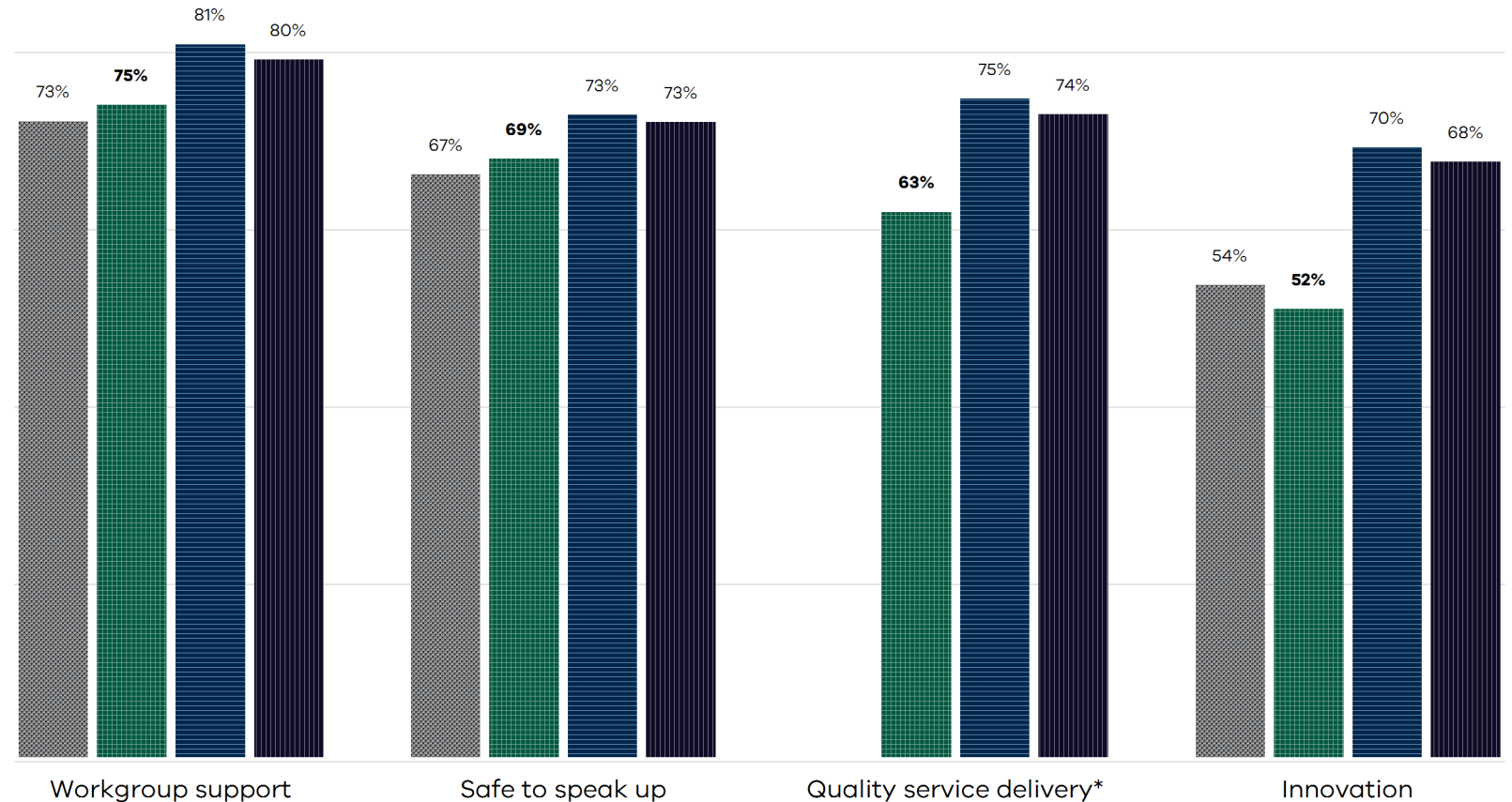
	Workgroup support	Safe to speak up	Quality service delivery*	Innovation
You 2021	73%	67%		54%
You 2023	75%	69%	63%	52%
Comparator 2023	81%	73%	75%	70%
Public sector 2023	80%	73%	74%	68%

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

■ You 2021 ■ 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

69% of your staff who did the survey agreed or strongly agreed with 'My workgroup has clear lines of responsibility'.

| Survey question | Your results | Benchmark agree results |
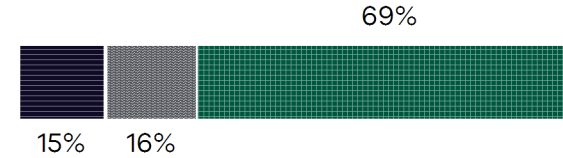
Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree
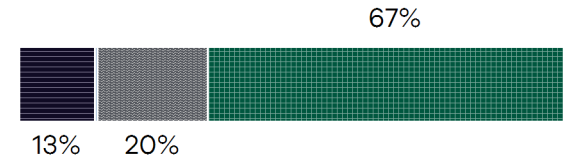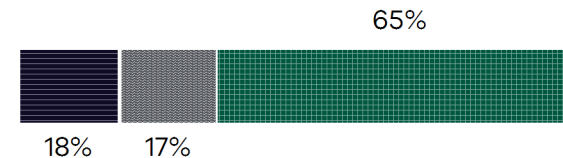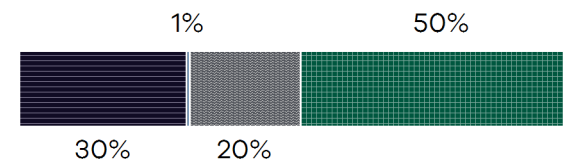
Survey question		You 2021	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup has clear lines of responsibility	15% / 16% / 69%	69 %	69 %	65 %	73 %	82 %
My workgroup provides high quality advice and services	13% / 20% / 67%	Not asked	67 %	70 %	84 %	95 %
My workgroup acts fairly and without bias	18% / 17% / 65%	Not asked	65 %	63 %	77 %	85 %
My workgroup uses its resources well	30% / 1% / 20% / 50%	Not asked	50 %	54 %	68 %	75 %

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.
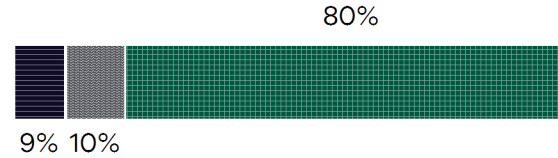
Example

56% of your staff who did the survey agreed or strongly agreed with 'My workgroup learns from failures and mistakes'.
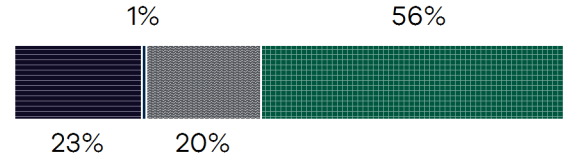
Survey question	Your results		Benchmark agree results				
			You		**Comparator**		
			2021	2023	Lowest	Average	Highest
My workgroup learns from failures and mistakes	1% 56% / 23% 20%		57 %	56 %	57 %	70 %	79 %
My workgroup is quick to respond to opportunities to do things better	1% 52% / 25% 22%		57 %	52 %	60 %	71 %	79 %
My workgroup encourages employee creativity	1% 46% / 26% 27%		49 %	46 %	54 %	68 %	78 %
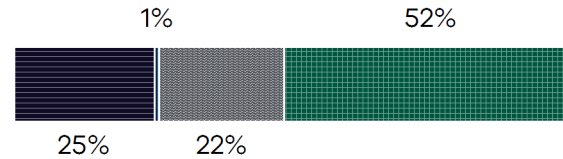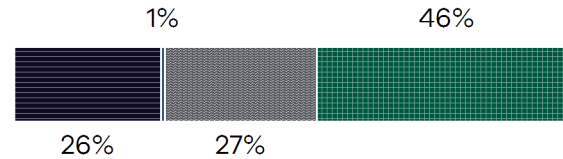
Legend: Disagree, Don't know, Neither agree nor disagree, Agree

Victorian Public Sector Commission

VICTORIA State Government

Workgroup climate

Workgroup support 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

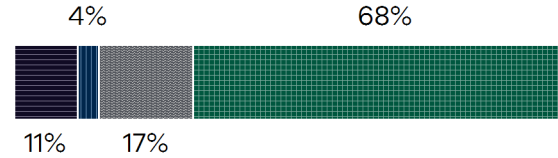Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

80% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup treat each other with respect'.

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

Survey question	Your results	You 2021	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup treat each other with respect	9% / 10% / 80%	80 %	80 %	75 %	85 %	94 %
People in my workgroup work together effectively to get the job done	10% / 12% / 78%	79 %	78 %	76 %	84 %	92 %
People in my workgroup are politically impartial in their work	2% / 6% / 15% / 77%	69 %	77 %	72 %	82 %	89 %
People in my workgroup are honest, open and transparent in their dealings	12% / 1% / 17% / 70%	67 %	70 %	65 %	79 %	91 %
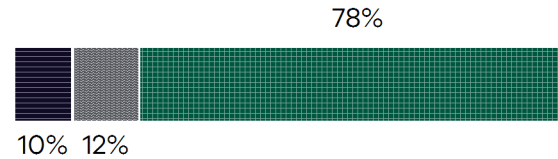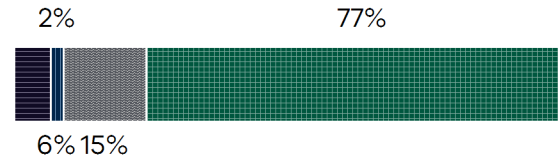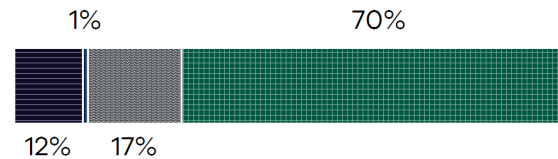
Workgroup climate

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

68% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.

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

People in my workgroup appropriately manage conflicts of interest

11% | 4% | 17% | 68%

	You		Comparator		
	2021	2023	Lowest	Average	Highest
	68 %	68 %	64 %	77 %	85 %
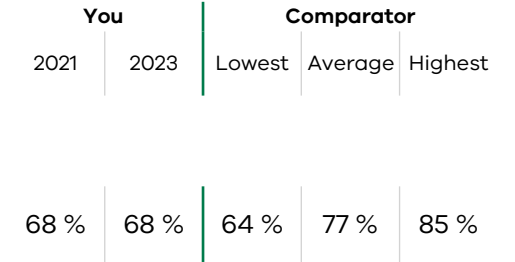
Workgroup climate

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

72% of your staff who did the survey agreed or strongly agreed with 'I feel safe to challenge inappropriate behaviour at work'.
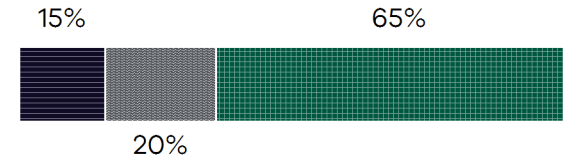
| | Disagree | | Neither agree nor disagree |
| | Don't know | | Agree |
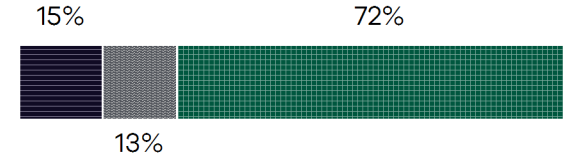
Survey question	Your results	You 2021	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
I feel safe to challenge inappropriate behaviour at work	15% / 13% / 72%	66 %	72 %	62 %	72 %	81 %
People in my workgroup are able to bring up problems and tough issues	15% / 20% / 65%	67 %	65 %	62 %	75 %	85 %

People matter survey

2023

Have your say

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- Your response rate

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- Satisfaction
- Work-related stress levels
- Work-related stress causes
- Intention to stay
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- Scorecard: negative behaviour
- Bullying
- Sexual harassment
- Discrimination
- Violence and aggression
- Satisfaction with complaint processes

Key differences

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

Taking action

- Taking action questions

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Workgroup climate

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- Safe to speak up

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- Meaningful work
- Flexible working

Public sector values

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

Topical questions

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

Demographics

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

Job and manager factors

Scorecard 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2023:

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

Compared to:

- 88% of staff at your comparator and 86% of staff across the public sector.

Bar chart showing percentages by factor:

- **Manager leadership**: You 2021 78%, You 2023 79%, Comparator 2023 88%, Public sector 2023 86%
- **Meaningful work***: You 2023 79%, Comparator 2023 87%, Public sector 2023 87%
- **Job enrichment***: You 2023 75%, Comparator 2023 83%, Public sector 2023 83%
- **Manager support***: You 2023 65%, Comparator 2023 79%, Public sector 2023 77%

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

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

Victorian Public Sector Commission

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Job and manager factors

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2023:

- 59% of your staff who did the survey responded positively to questions about Flexible working.

Compared to:

- 83% of staff at your comparator and 79% of staff across the public sector.
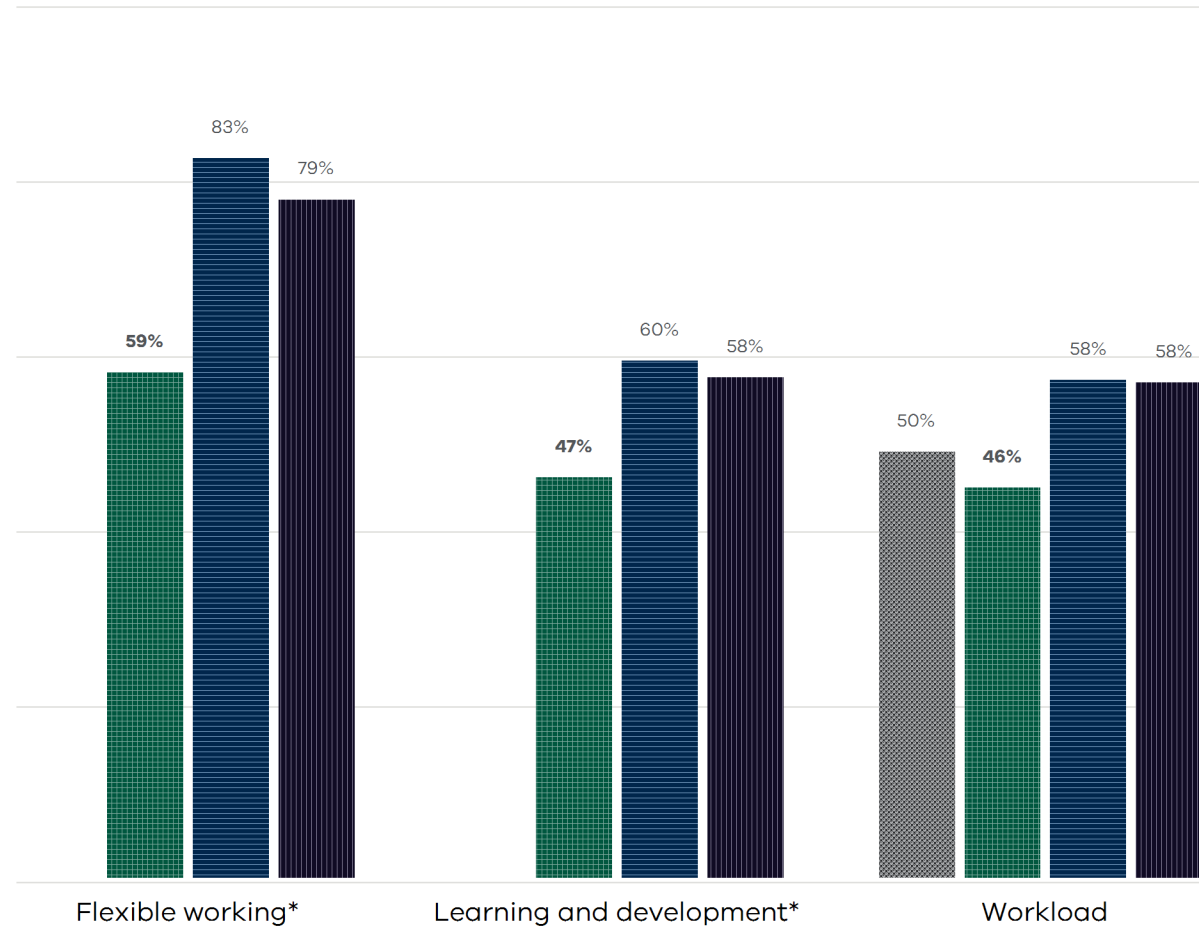
*We can't compare some data here because one or more questions were not asked in a previous survey

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

Job and manager factors

Manager leadership

What this is

This is how well staff perceive their direct managers lead.

Why this is important

Great managers can foster the right environment for staff engagement.

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

How to read this

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

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

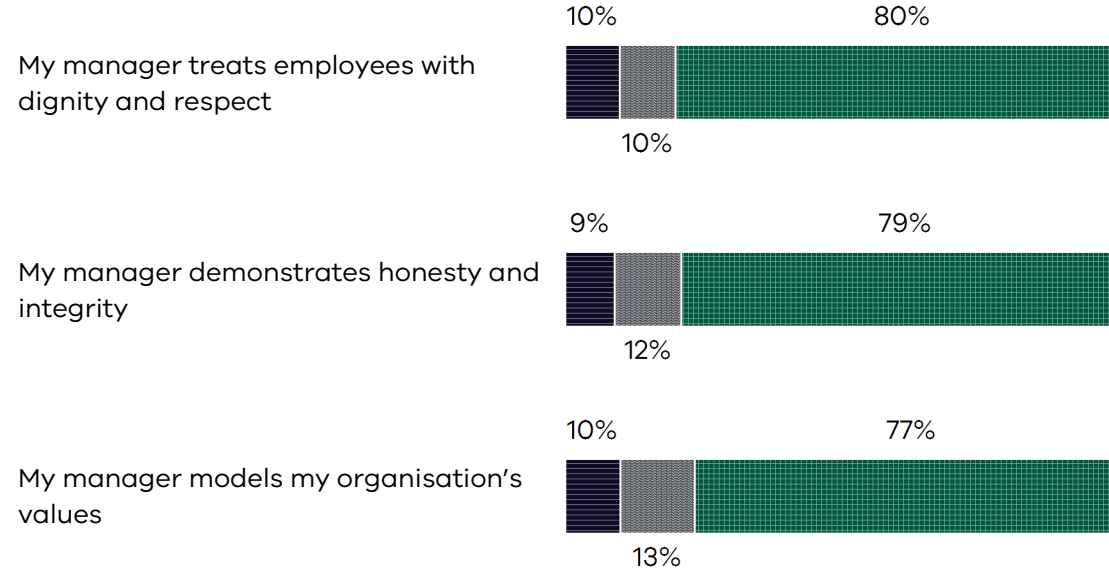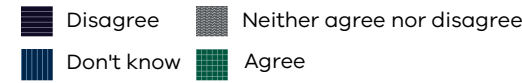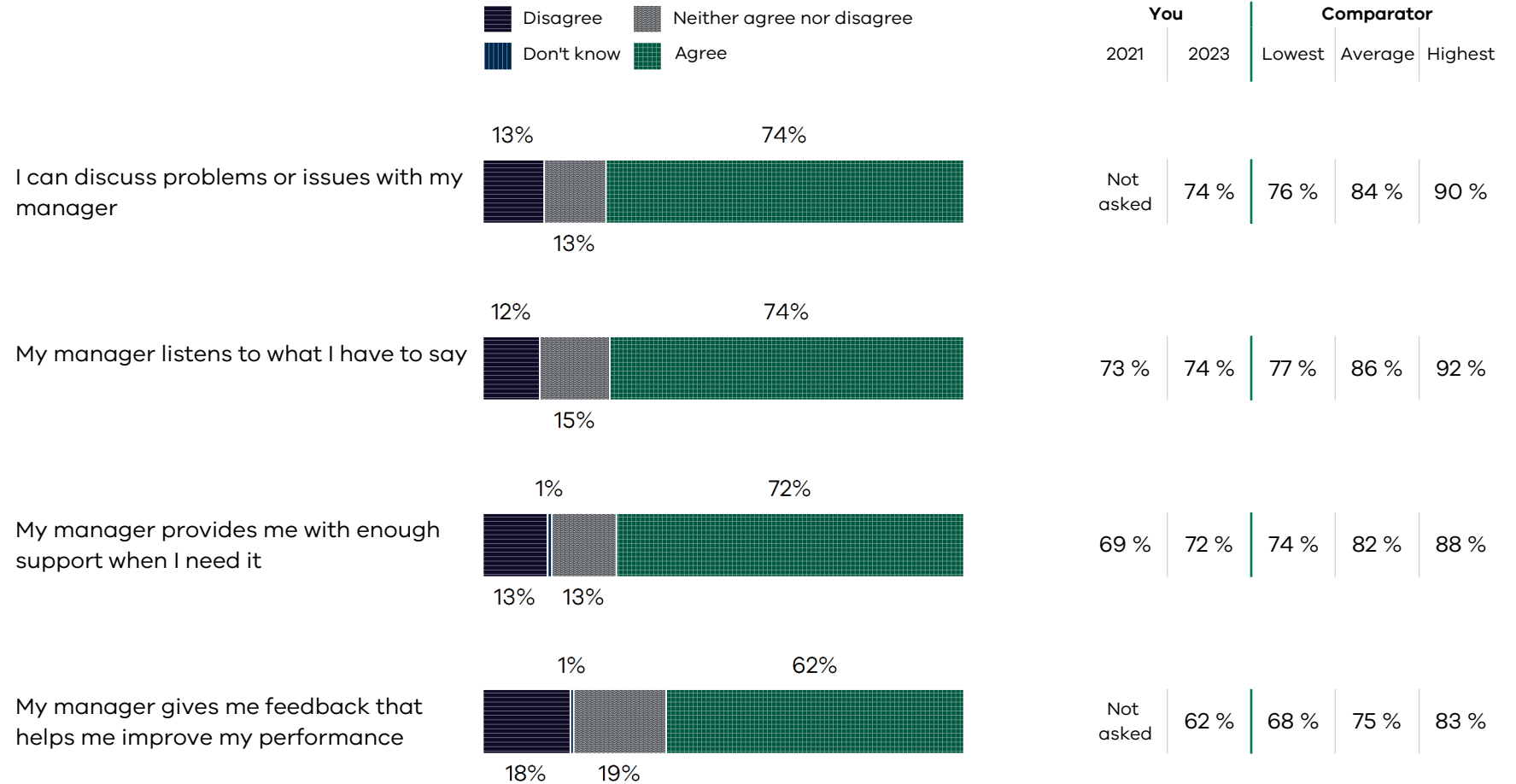Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

80% of your staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

Survey question	Your results					

	You		Comparator		
	2021	2023	Lowest	Average	Highest

Survey question — **Your results** — **Benchmark agree results**

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

Survey question	You 2021	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My manager treats employees with dignity and respect (10% / 10% / 80%)	80 %	80 %	81 %	89 %	95 %
My manager demonstrates honesty and integrity (9% / 12% / 79%)	79 %	79 %	79 %	88 %	94 %
My manager models my organisation's values (10% / 13% / 77%)	76 %	77 %	78 %	86 %	92 %

Job and manager factors

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

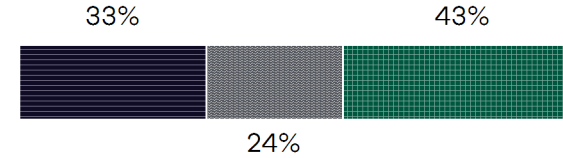Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

74% of your staff who did the survey agreed or strongly agreed with 'I can discuss problems or issues with my manager'.

Survey question | Your results | Benchmark agree results

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

Survey question		You		Comparator		
		2021	2023	Lowest	Average	Highest
I can discuss problems or issues with my manager	13% / 13% / 74%	Not asked	74 %	76 %	84 %	90 %
My manager listens to what I have to say	12% / 15% / 74%	73 %	74 %	77 %	86 %	92 %
My manager provides me with enough support when I need it	13% / 1% / 13% / 72%	69 %	72 %	74 %	82 %	88 %
My manager gives me feedback that helps me improve my performance	18% / 1% / 19% / 62%	Not asked	62 %	68 %	75 %	83 %

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Job and manager factors

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

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

Example

43% of your staff who did the survey agreed or strongly agreed with 'I receive meaningful recognition when I do good work'.

Survey question

Your results

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

33%   43%

I receive meaningful recognition when I do good work

24%

Benchmark agree results

	You		Comparator		
	2021	2023	Lowest	Average	Highest
	Not asked	43 %	54 %	69 %	80 %

Victorian Public Sector Commission

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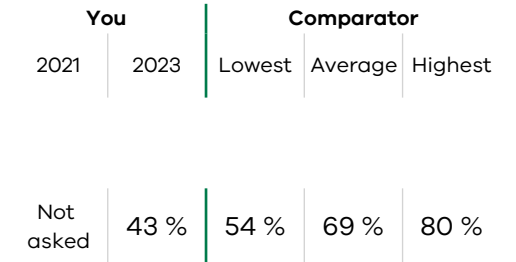
Job and manager factors

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.
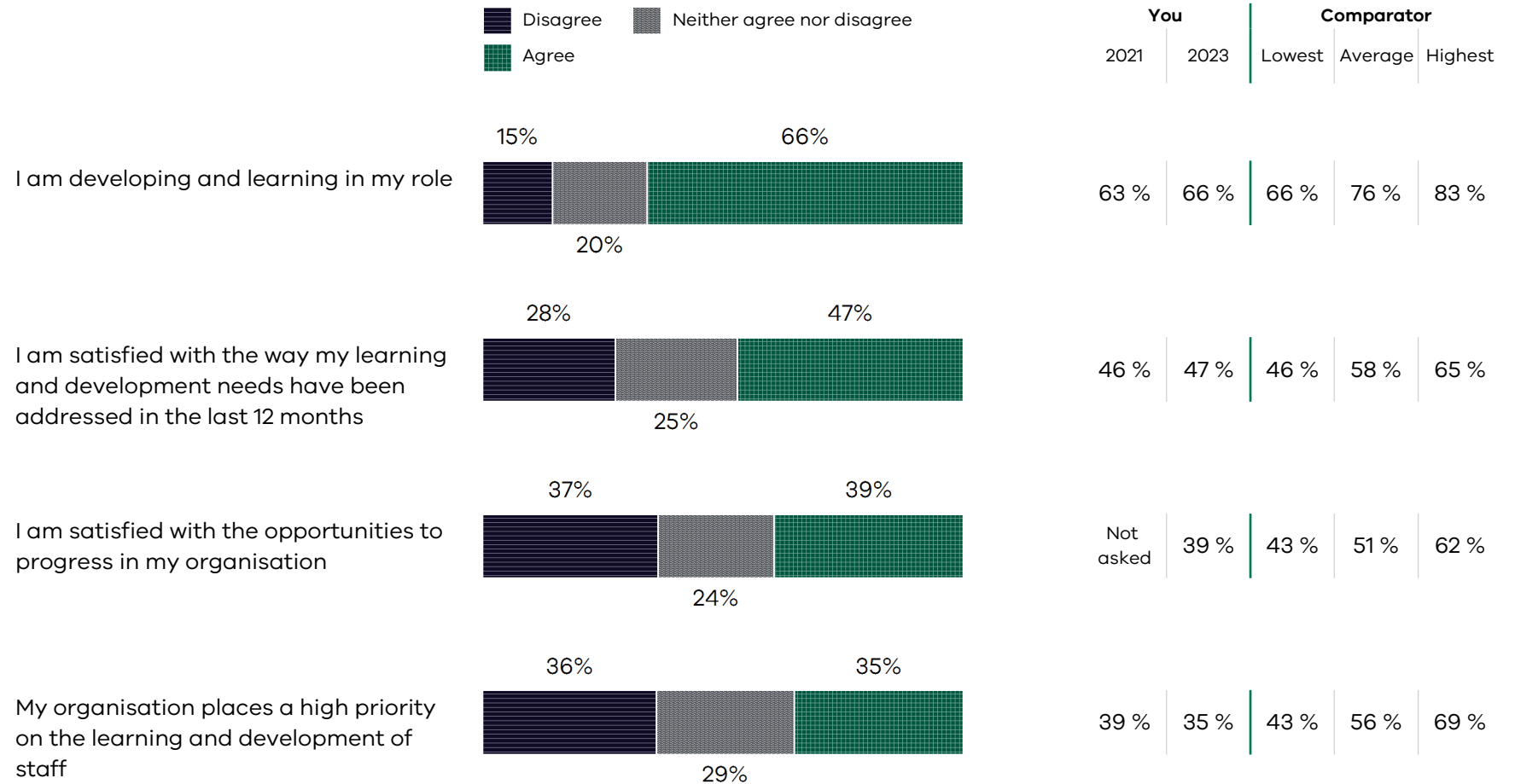
Example

49% 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		You		Comparator		
		2021	2023	Lowest	Average	Highest
The workload I have is appropriate for the job that I do	36% / 15% / 49%	53 %	49 %	52 %	60 %	76 %
I have enough time to do my job effectively	41% / 16% / 43%	47 %	43 %	47 %	56 %	71 %
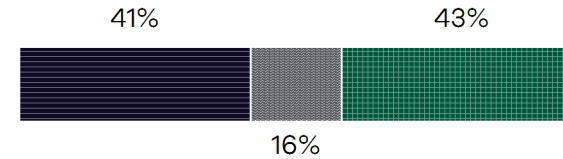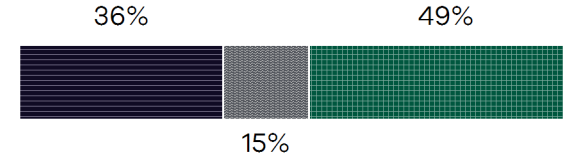
Victorian Public Sector Commission

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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

66% of your staff who did the survey agreed or strongly agreed with 'I am developing and learning in my role'.

Legend: ■ Disagree ▨ Neither agree nor disagree ▨ Agree

Survey question	You 2021	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
I am developing and learning in my role — Disagree 15%, Neither 20%, Agree 66%	63 %	66 %	66 %	76 %	83 %
I am satisfied with the way my learning and development needs have been addressed in the last 12 months — Disagree 28%, Neither 25%, Agree 47%	46 %	47 %	46 %	58 %	65 %
I am satisfied with the opportunities to progress in my organisation — Disagree 37%, Neither 24%, Agree 39%	Not asked	39 %	43 %	51 %	62 %
My organisation places a high priority on the learning and development of staff — Disagree 36%, Neither 29%, Agree 35%	39 %	35 %	43 %	56 %	69 %

Job and manager factors

What this is

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

Why this is important

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

How to read this

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

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

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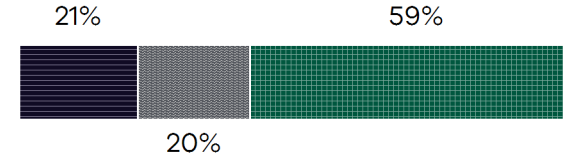
Example

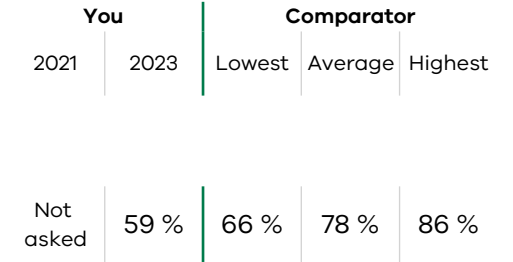89% of your staff who did the survey agreed or strongly agreed with 'I can use my skills and knowledge in my job'.
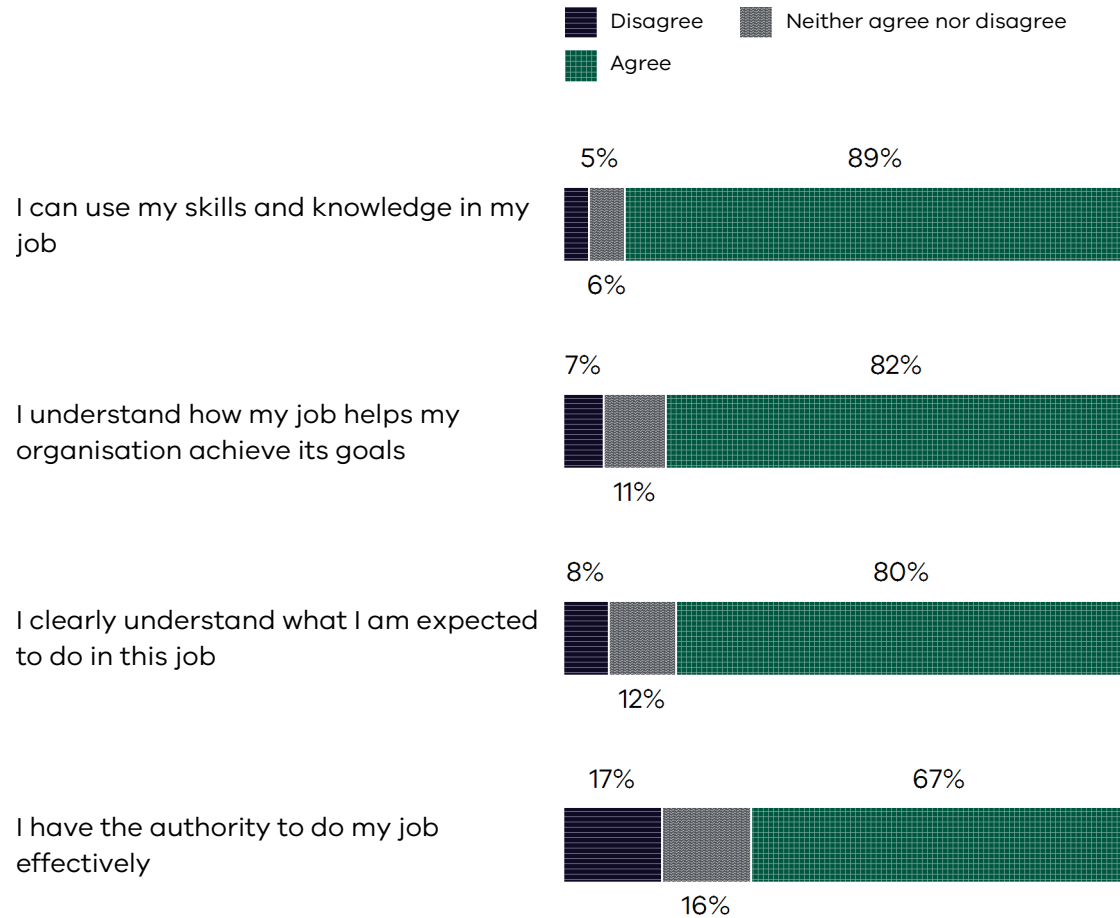
Survey question	Your results		Benchmark agree results				
			You		**Comparator**		
			2021	2023	Lowest	Average	Highest
I can use my skills and knowledge in my job	5% / 6% / 89%		Not asked	89 %	88 %	90 %	93 %
I understand how my job helps my organisation achieve its goals	7% / 11% / 82%		Not asked	82 %	85 %	91 %	97 %
I clearly understand what I am expected to do in this job	8% / 12% / 80%		73 %	80 %	79 %	82 %	90 %
I have the authority to do my job effectively	17% / 16% / 67%		71 %	67 %	64 %	74 %	85 %

Legend: ■ Disagree ▨ Neither agree nor disagree ▨ Agree

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

59% of your staff who did the survey agreed or strongly agreed with 'I have a say in how I do my work'.

Survey question

I have a say in how I do my work

Your results

Disagree ▪ Neither agree nor disagree ▪
Agree ▪

21% 59%

20%

Benchmark agree results

	You		Comparator		
	2021	2023	Lowest	Average	Highest
	Not asked	59 %	66 %	78 %	86 %

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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

85% of your staff who did the survey agreed or strongly agreed with 'I can make a worthwhile contribution at work'.
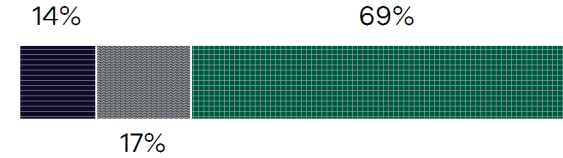
Survey question	Your results				

Legend: ■ Disagree ▨ Neither agree nor disagree ▦ Agree

Benchmark agree results
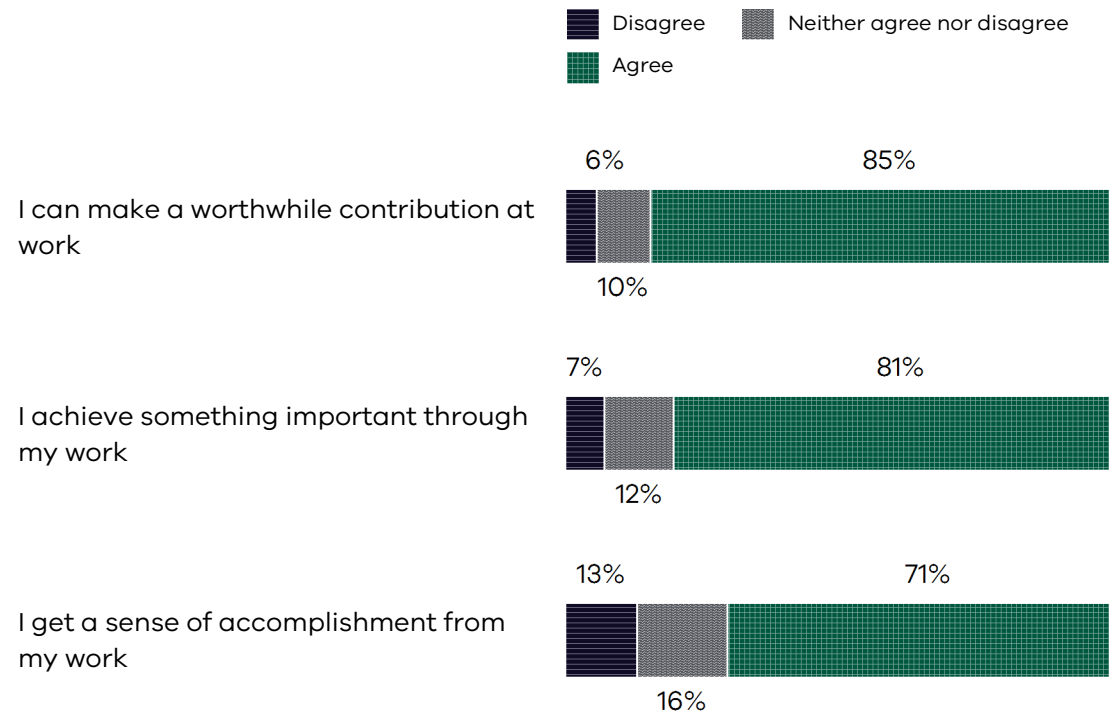
Survey question	You		Comparator		
	2021	2023	Lowest	Average	Highest
I can make a worthwhile contribution at work (6% / 10% / 85%)	Not asked	85 %	87 %	91 %	94 %
I achieve something important through my work (7% / 12% / 81%)	69 %	81 %	83 %	89 %	91 %
I get a sense of accomplishment from my work (13% / 16% / 71%)	68 %	71 %	75 %	82 %	87 %

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

69% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.

Legend: Disagree | Neither agree nor disagree | Don't know | Agree
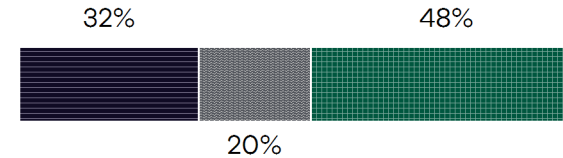
Survey question	Your results	You 2021	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My manager supports working flexibly	Disagree 14%, Don't know 17%, Agree 69%	Not asked	69 %	74 %	88 %	96 %
I am confident that if I requested a flexible work arrangement, it would be given due consideration	Disagree 32%, Don't know 20%, Agree 48%	52 %	48 %	61 %	79 %	91 %

People matter survey

2023

Have your say

Overview

Report overview

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

Result summary

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Topical questions

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

Demographics

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

Public sector values

Scorecard 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2023:

- 84% of your staff who did the survey responded positively to questions about Human rights , which is up 4% in 2021.

Compared to:

- 84% of staff at your comparator and 83% of staff across the public sector.

Human rights — 80%, 84%, 84%, 83%
Respect — 76%, 75%, 82%, 81%
Impartiality* — 71%, 80%, 78%
Integrity — 68%, 68%, 76%, 75%

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

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

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:

- 67% of your staff who did the survey responded positively to questions about Responsiveness .

Compared to:

- 84% of staff at your comparator and 81% of staff across the public sector.
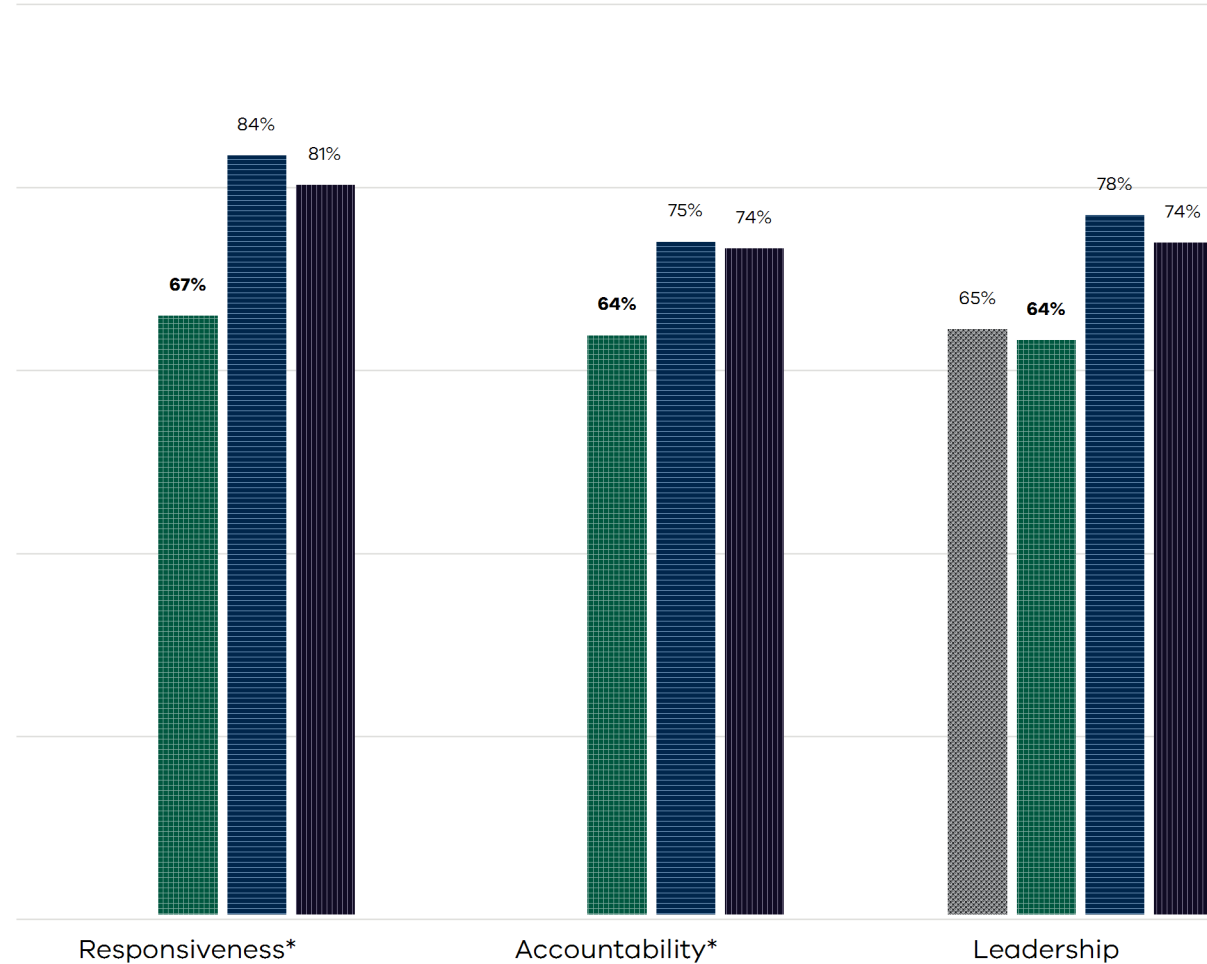
*We can't compare some data here because one or more questions were not asked in a previous survey

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

Public sector values

Responsiveness

What this is

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

Why this is important

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

How to read this

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

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

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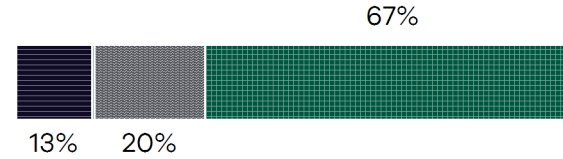
Example

67% of staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.
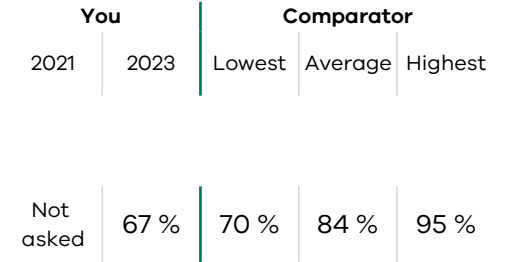
Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree

My workgroup provides high quality advice and services

67%

13%   20%

	You		Comparator		
	2021	2023	Lowest	Average	Highest
	Not asked	67 %	70 %	84 %	95 %

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.
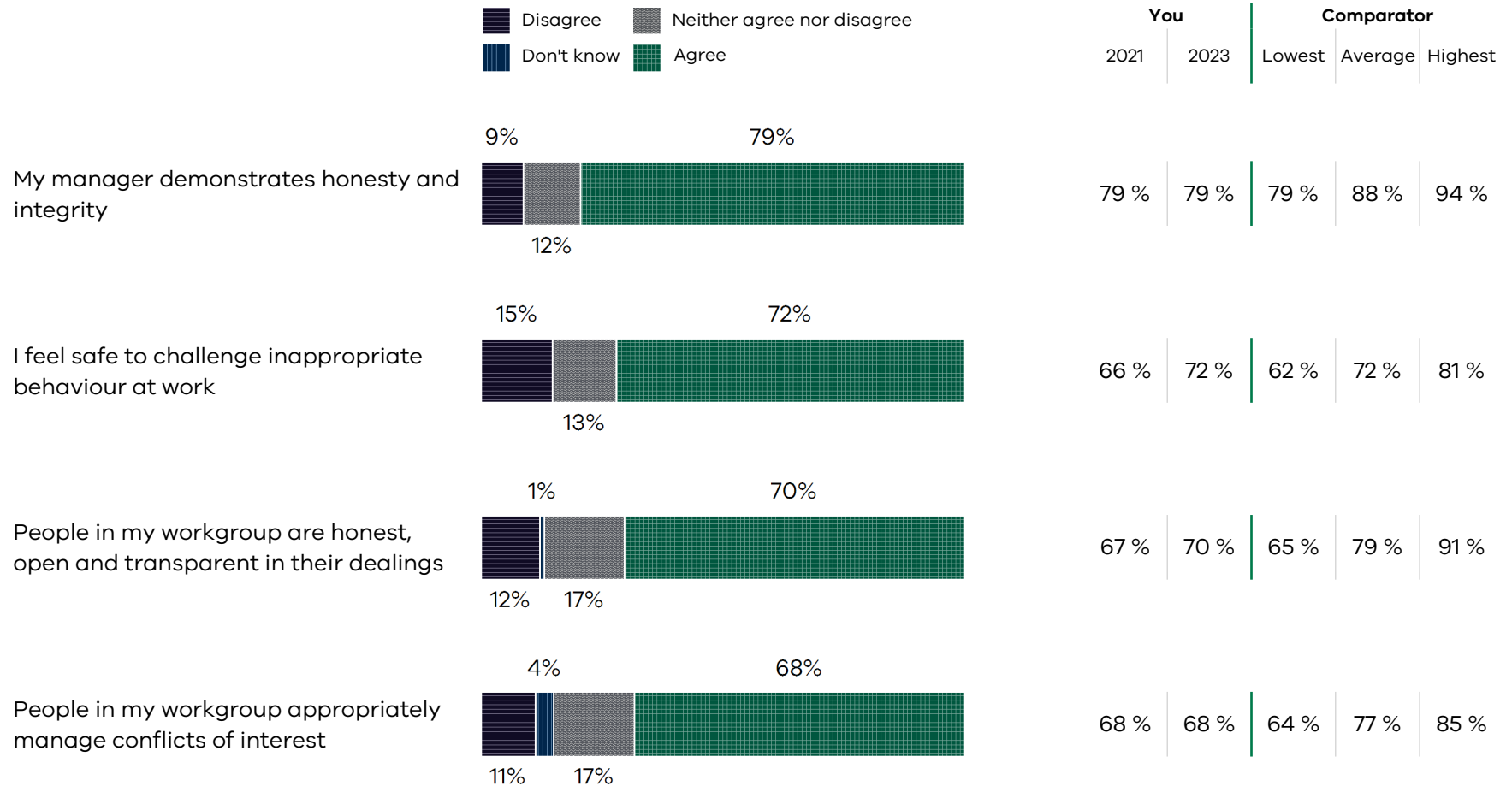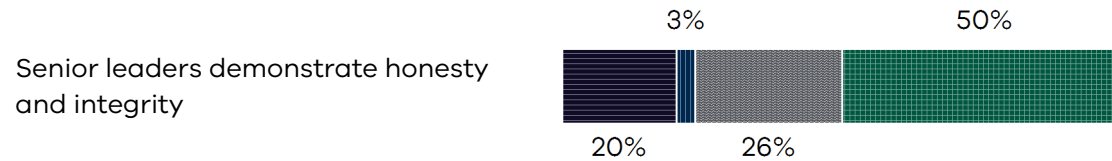
Example

79% 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
- Don't know
- Neither agree nor disagree
- Agree

Survey question	You 2021	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My manager demonstrates honesty and integrity (9% / 12% / 79%)	79 %	79 %	79 %	88 %	94 %
I feel safe to challenge inappropriate behaviour at work (15% / 13% / 72%)	66 %	72 %	62 %	72 %	81 %
People in my workgroup are honest, open and transparent in their dealings (12% / 1% / 17% / 70%)	67 %	70 %	65 %	79 %	91 %
People in my workgroup appropriately manage conflicts of interest (11% / 4% / 17% / 68%)	68 %	68 %	64 %	77 %	85 %

Public sector values

Integrity 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

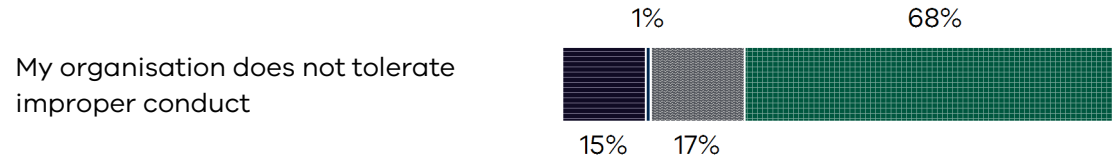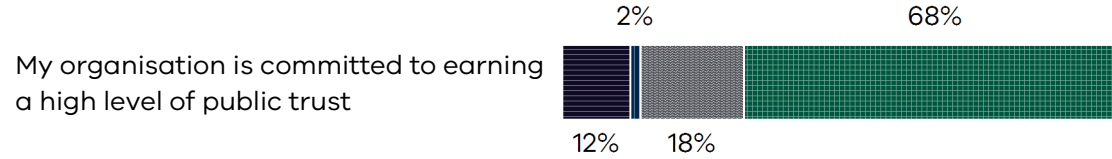Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

68% of staff who did the survey agreed or strongly agreed with 'My organisation is committed to earning a high level of public trust'.

Survey question	Your results		You		Comparator		
			2021	2023	Lowest	Average	Highest
My organisation is committed to earning a high level of public trust	12% / 2% / 18% / 68%		78 %	68 %	64 %	77 %	88 %
My organisation does not tolerate improper conduct	15% / 1% / 17% / 68%		67 %	68 %	57 %	69 %	79 %
Senior leaders demonstrate honesty and integrity	20% / 3% / 26% / 50%		52 %	50 %	54 %	70 %	88 %

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

Victorian Public Sector Commission

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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

77% of staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.
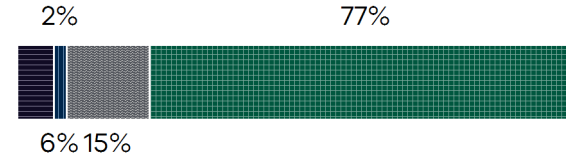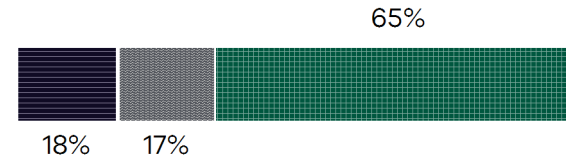
Survey question	Your results	Benchmark agree results

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

	You		Comparator		
	2021	2023	Lowest	Average	Highest
People in my workgroup are politically impartial in their work	69 %	77 %	72 %	82 %	89 %
My workgroup acts fairly and without bias	Not asked	65 %	63 %	77 %	85 %

People in my workgroup are politically impartial in their work: 2% Disagree, 6%, 15% Neither agree nor disagree, 77% Agree

My workgroup acts fairly and without bias: 18% Disagree, 17% Neither agree nor disagree, 65% Agree

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

82% of staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve its goals'.
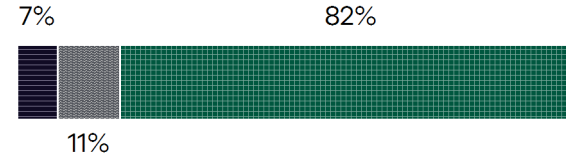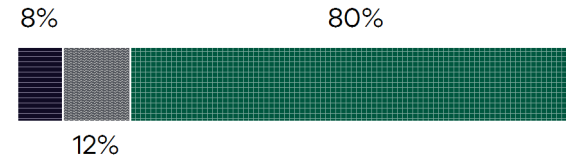
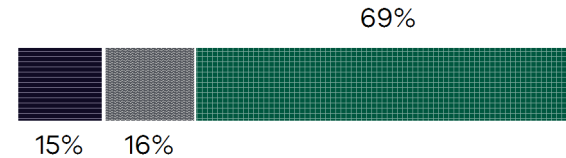## Survey question — Your results — Benchmark agree results

Legend: Disagree | Neither agree nor disagree | Don't know | Agree
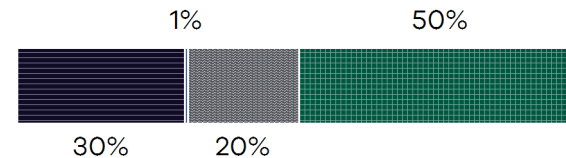
Survey question	Your results	You 2021	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
I understand how my job helps my organisation achieve its goals	7% Disagree, 11% Neither, 82% Agree	Not asked	82 %	85 %	91 %	97 %
I clearly understand what I am expected to do in this job	8% Disagree, 12% Neither, 80% Agree	73 %	80 %	79 %	82 %	90 %
My workgroup has clear lines of responsibility	15% Disagree, 16% Neither, 69% Agree	69 %	69 %	65 %	73 %	82 %
My workgroup uses its resources well	30% Disagree, 1% Don't know, 20% Neither, 50% Agree	Not asked	50 %	54 %	68 %	75 %

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.

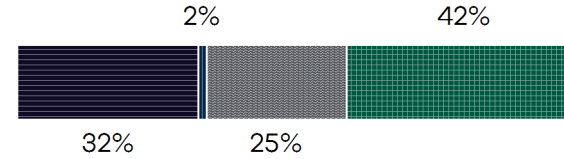Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

42% of staff who did the survey agreed or strongly agreed with 'Senior leaders provide clear strategy and direction'.

Survey question

Your results

	Disagree		Neither agree nor disagree
	Don't know		Agree

Senior leaders provide clear strategy and direction

2% 42%

32% 25%

Benchmark agree results

You		Comparator		
2021	2023	Lowest	Average	Highest
45 %	42 %	45 %	60 %	77 %

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

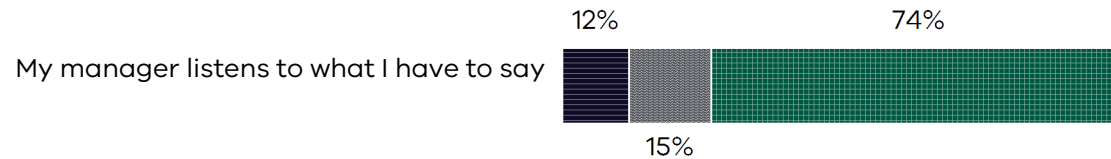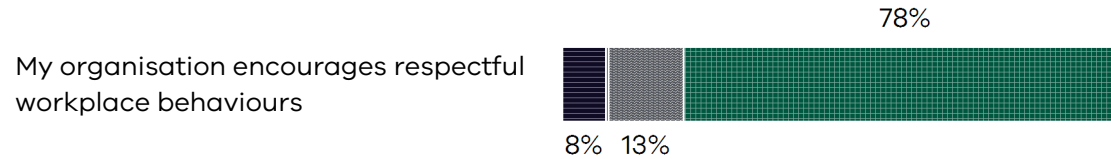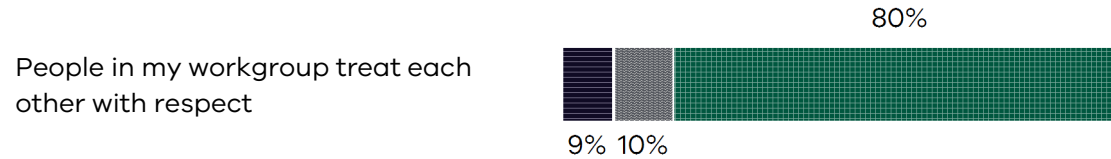80% of staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

Survey question	Your results	Benchmark agree results				
		You		**Comparator**		
		2021	2023	Lowest	Average	Highest
My manager treats employees with dignity and respect	Disagree 10% / Neither 10% / Agree 80%	80 %	80 %	81 %	89 %	95 %
People in my workgroup treat each other with respect	Disagree 9% / Neither 10% / Agree 80%	80 %	80 %	75 %	85 %	94 %
My organisation encourages respectful workplace behaviours	Disagree 8% / Neither 13% / Agree 78%	82 %	78 %	73 %	83 %	90 %
My manager listens to what I have to say	Disagree 12% / Neither 15% / Agree 74%	73 %	74 %	77 %	86 %	92 %

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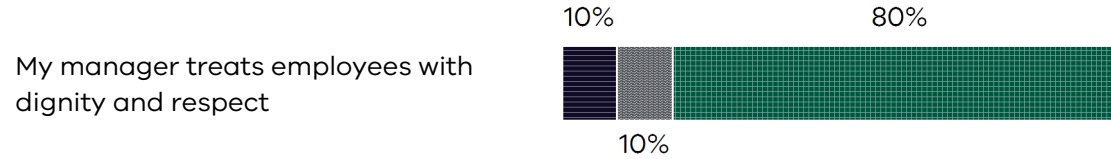
Example

62% 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	2023	Lowest	Average	Highest
My organisation takes steps to eliminate bullying, harassment and discrimination	65 %	62 %	54 %	67 %	75 %

Your results bar: Disagree 16%, Don't know 2%, Neither agree nor disagree 20%, Agree 62%
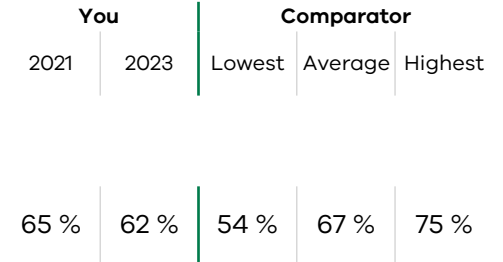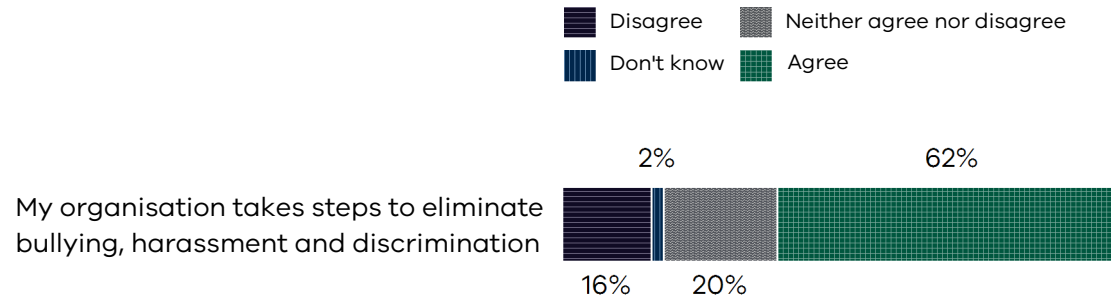
Public sector values

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.
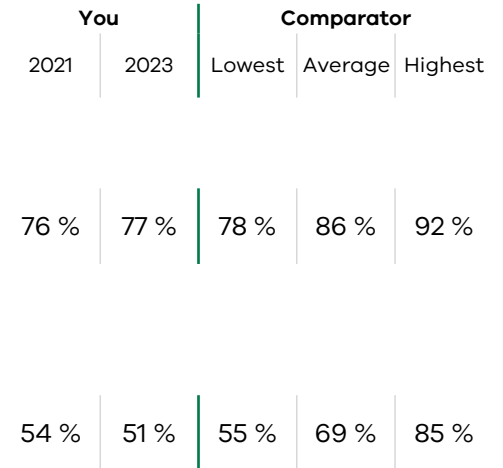
Example

77% of staff who did the survey agreed or strongly agreed with 'My manager models my organisation's values'.

Survey question | Your results | Benchmark agree results

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

Survey question	You 2021	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My manager models my organisation's values (Disagree 10%, Neither 13%, Agree 77%)	76 %	77 %	78 %	86 %	92 %
Senior leaders model my organisation's values (Disagree 22%, Don't know 3%, Neither 25%, Agree 51%)	54 %	51 %	55 %	69 %	85 %

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.
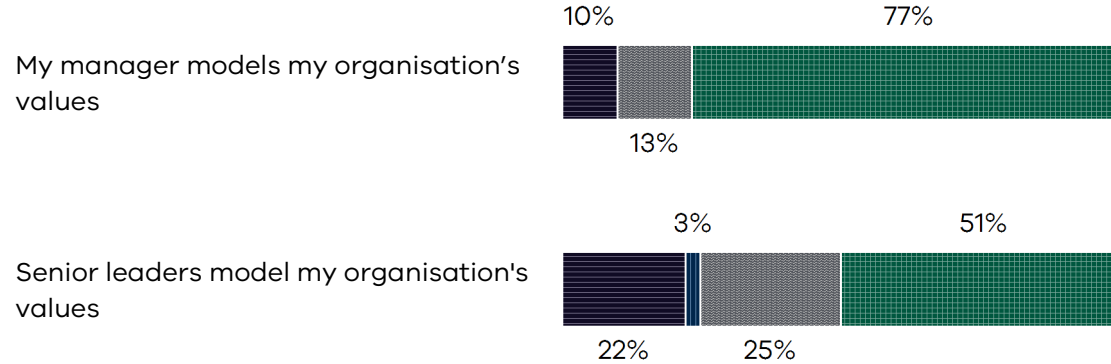
Example

85% 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					

Your results legend: Disagree · Neither agree nor disagree · Don't know · Agree
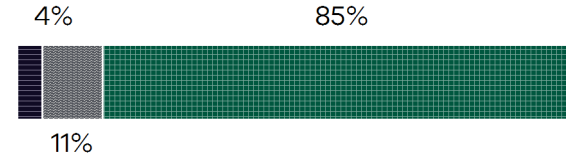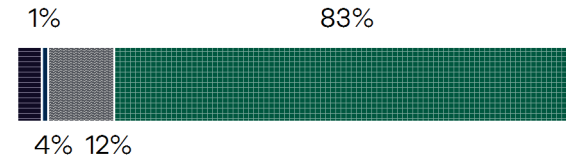
	Your results	You 2021	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
I understand how the Charter of Human Rights and Responsibilities applies to my work	4% / 11% / 85%	81 %	85 %	77 %	84 %	92 %
My organisation encourages employees to act in ways that are consistent with human rights	1% / 4% / 12% / 83%	79 %	83 %	76 %	84 %	90 %

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
- Satisfaction with complaint processes

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Topical questions

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

Custom questions

- Questions requested by your organisation

Demographics

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

Topical questions

What this is

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

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

Why this is important

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

How to read this

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

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

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

Example

73% of your staff who did the survey agreed or strongly agreed with 'My organisation uses inclusive and respectful images and language'.

Survey question	Your results	You		Comparator		
		2021	2023	Lowest	Average	Highest
My organisation uses inclusive and respectful images and language	3% / 5% / 19% / 73%	78 %	73 %	75 %	85 %	90 %
In my workgroup work is allocated fairly, regardless of gender	15% / 14% / 72%	73 %	72 %	73 %	83 %	92 %
My organisation would support me if I needed to take family violence leave	13% / 4% / 13% / 69%	65 %	69 %	74 %	83 %	88 %

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

Victorian Public Sector Commission

VICTORIA State Government

Topical questions

What this is

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

Why this is important

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

How to read this

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

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

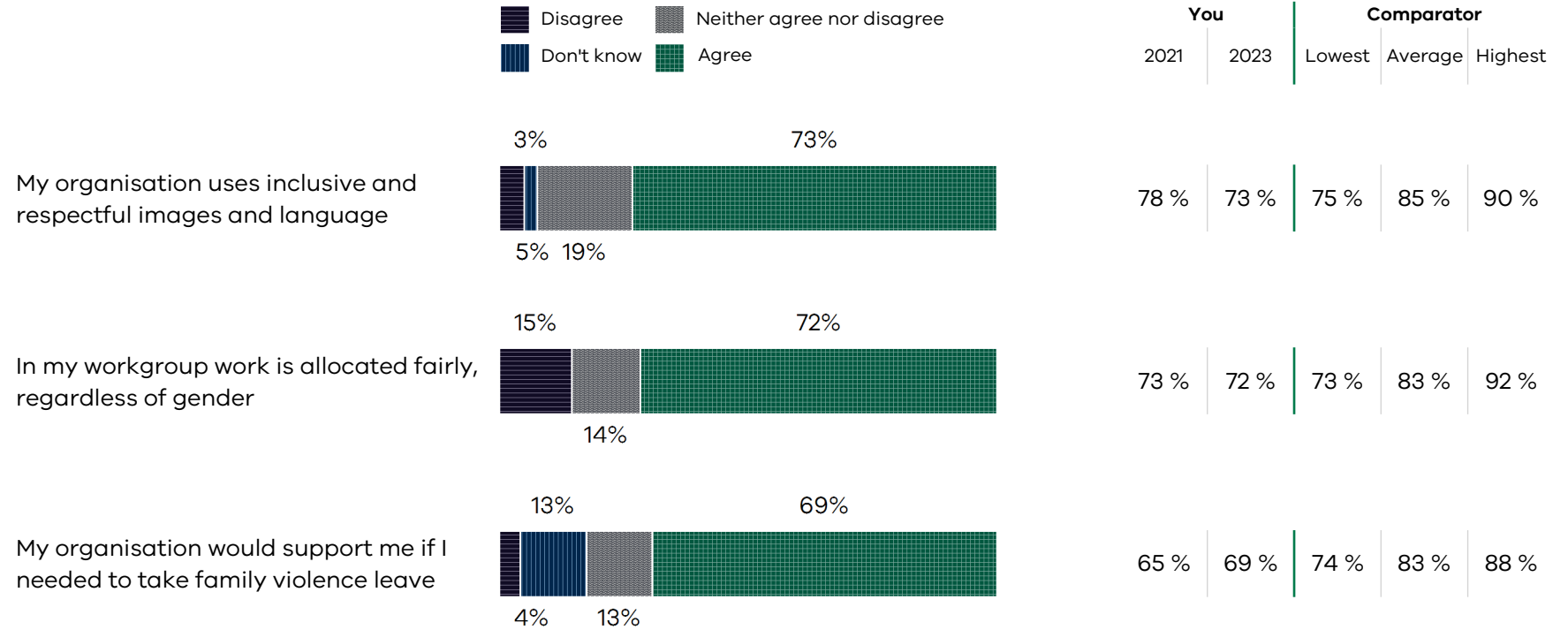Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.
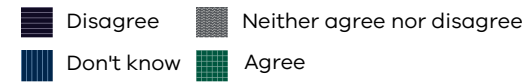
Example

77% of your staff who did the survey agreed or strongly agreed with 'I understand how the Code of Conduct for Victorian public sector employees applies to my work'.
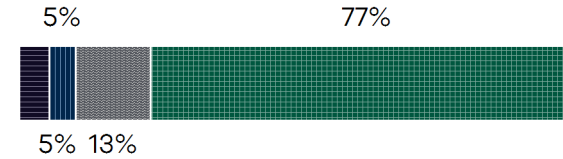
Survey question

Your results

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

Benchmark agree results
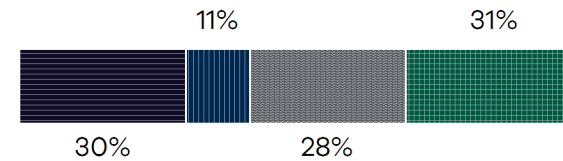
	You		Comparator		
	2021	2023	Lowest	Average	Highest

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

5% — 77%
5% 13%

| Not asked | 77 % | 90 % | 93 % | 96 % |

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

13% — 36%
29% 22%

| Not asked | 36 % | 68 % | 76 % | 84 % |

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

11% — 31%
30% 28%

| Not asked | 31 % | 53 % | 58 % | 77 % |

Victorian Public Sector Commission

VICTORIA State Government

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2023

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Demographics

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

Demographics

Age, gender, variations in sex characteristics and sexual orientation

What this is

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

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

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

Age	(n)	%
15-34 years	1958	24%
35-54 years	4369	54%
55+ years	1203	15%
Prefer not to say	560	7%

How would you describe your gender?	(n)	%
Man	4529	56%
Woman	2701	33%
Prefer not to say	775	10%
Non-binary and I use a different term	85	1%

Are you trans, non-binary or gender diverse?	(n)	%
Yes	51	1%
No	7370	91%
Prefer not to say	669	8%

To your knowledge, do you have innate variation(s) of sex characteristics (often called intersex)?*	(n)	%
Yes	17	0%
No	7244	90%
Don't know	219	3%
Prefer not to say	610	8%

How do you describe your sexual orientation?	(n)	%
Straight (heterosexual)	6315	78%
Prefer not to say	1067	13%
Gay or lesbian	217	3%
Bisexual	178	2%
Asexual	137	2%
I use a different term	83	1%
Don't know	52	1%
Pansexual	41	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	**95**	1%
Non Aboriginal and/or Torres Strait Islander	**7483**	92%
Prefer not to say	**512**	6%

Identified as Aboriginal and/or Torres Strait Islander on your organisations HR system?*	(n)	%
Yes	**39**	41%
No	**46**	48%
Don't know	**7**	7%
Prefer not to say	**3**	3%

Demographics

Disability

What this is

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

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

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Do you identify as a person with a disability?

	(n)	%
Yes	**357**	4%
No	**7251**	90%
Prefer not to say	**482**	6%

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

	(n)	%
Yes	**231**	65%
No	**109**	31%
Prefer not to say	**17**	5%

If not, which statement most accurately reflects your decision not to share your disability information within your organisation?

	(n)	%
I feel that sharing my disability information will reflect negatively on me	**39**	36%
My disability does not impact on my ability to perform my role	**37**	34%
I do not require any adjustments to be made to perform my role	**23**	21%
Other	**10**	9%

Demographics

Cultural diversity 1 of 2

What this is

These are the personal characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

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Country of birth	(n)	%
Born in Australia	**6619**	82%
Not born in Australia	**875**	11%
Prefer not to say	**596**	7%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Other	**297**	34%
Hindi	**111**	13%
Italian	**107**	12%
Greek	**94**	11%
Punjabi	**79**	9%
Spanish	**41**	5%
Mandarin	**36**	4%
Vietnamese	**34**	4%
Arabic	**33**	4%
Urdu	**30**	3%
Cantonese	**29**	3%
Macedonian	**23**	3%

Language other than English spoken with family or community	(n)	%
Yes	**864**	11%
No	**6645**	82%
Prefer not to say	**581**	7%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Sinhalese	**22**	3%
Filipino	**15**	2%
Gujarati	**13**	2%
Tamil	**13**	2%
Turkish	**12**	1%
Malayalam	**11**	1%
Tagalog	**11**	1%
Auslan	**7**	1%
Telugu	**7**	1%
Australian Indigenous Language	**5**	1%
Persian (excluding Dari)	**5**	1%

Demographics

What this is

This is the cultural identity and religion of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

To protect you, we:

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

Cultural identity	(n)	%
Australian	6296	78%
English, Irish, Scottish and/or Welsh	774	10%
Prefer not to say	707	9%
European (including Western, Eastern and South-Eastern Europe, and Scandinavia)	612	8%
East and/or South-East Asian	163	2%
South Asian	124	2%
Other	106	1%
New Zealander	100	1%
Aboriginal and/or Torres Strait Islander	95	1%
Central Asian	47	1%
Middle Eastern	43	1%
African	31	0%
Maori	25	0%
Central and/or South American	23	0%
North American	22	0%
Pacific Islander	20	0%

Religion	(n)	%
No religion	4343	54%
Christianity	2306	29%
Prefer not to say	922	11%
Other	242	3%
Hinduism	78	1%
Buddhism	71	1%
Islam	59	1%
Sikhism	44	1%
Judaism	25	0%

Demographics

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

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.

Working arrangement	(n)	%
Full-time	**7521**	93%
Part-time	**569**	7%

Gross base salary (ongoing/fixed term only)	(n)	%
Prefer not to say	**729**	9%
Below $80k	**1113**	14%
$80k to $120k	**3582**	45%
$120k to $160k	**2126**	27%
$160k to $200k	**364**	5%
$200k or more	**75**	1%

Organisational tenure	(n)	%
<1 year	**486**	6%
1 to less than 2 years	**339**	4%
2 to less than 5 years	**1222**	15%
5 to less than 10 years	**1653**	20%
10 to less than 20 years	**2083**	26%
More than 20 years	**2307**	29%

Management responsibility	(n)	%
Non-manager	**5394**	67%
Other manager	**1635**	20%
Manager of other manager(s)	**1061**	13%

Employment type	(n)	%
Ongoing and executive	**7684**	95%
Fixed term	**305**	4%
Other	**101**	1%

Demographics

Employment characteristics 2 of 2

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

To protect you, we:

- 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.

Primary workplace location over the last 3 months	(n)	%
Melbourne: Suburbs	3350	41%
Melbourne CBD	2971	37%
Rural	898	11%
Large regional city	780	10%
Other	91	1%

What have been your main places of work over the last 3-months?	(n)	%
Your employer's office	4708	58%
A frontline or service delivery location	3664	45%
Home or private location	638	8%
A shared office space (where two or more organisations share the same workspace e.g. Gov hubs, suburban hubs etc.)	226	3%
Other	125	2%

Flexible work	(n)	%
No, I do not use any flexible work arrangements	4179	52%
Flexible start and finish times	1343	17%
Working from an alternative location (e.g. home, hub/shared work space)	1266	16%
Shift swap	686	8%
Purchased leave	595	7%
Working more hours over fewer days	567	7%
Part-time	495	6%
Using leave to work flexible hours	432	5%
Other	204	3%
Study leave	28	0%
Job sharing	14	0%

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

Have you requested any of the following adjustments at work?*	(n)	%
No, I have not requested adjustments	**5708**	71%
Flexible working arrangements	**1846**	23%
Physical modifications or improvements to the workplace	**501**	6%
Career development support strategies	**221**	3%
Other	**119**	1%
Job redesign or role sharing	**69**	1%
Accessible communications technologies	**59**	1%

Why did you make this request?	(n)	%
Work-life balance	**985**	41%
Caring responsibilities	**961**	40%
Family responsibilities	**726**	30%
Health	**687**	29%
Other	**243**	10%
Disability	**101**	4%
Study commitments	**58**	2%

What was your experience with making the request?	(n)	%
The adjustments I needed were made and the process was satisfactory	**1406**	59%
The adjustments I needed were not made	**575**	24%
The adjustments I needed were made but the process was unsatisfactory	**401**	17%

Demographics

Caring

What this is

These are staff-reported caring responsibilities.

Why this is important

This shows organisations what caring responsibilities their staff have.

How to read this

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

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

How we protect anonymity and privacy

To protect you, we:
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Caring responsibility	(n)	%
None of the above	**2834**	35%
Primary school aged child(ren)	**1763**	22%
Secondary school aged child(ren)	**1612**	20%
Child(ren) - younger than preschool age	**965**	12%
Frail or aged person(s)	**744**	9%
Prefer not to say	**720**	9%
Preschool aged child(ren)	**701**	9%
Person(s) with a medical condition	**381**	5%
Person(s) with a mental illness	**299**	4%
Person(s) with disability	**293**	4%
Other	**177**	2%

Victorian Public Sector Commission

VICTORIA State Government

Demographics

Rank and grade

What is this

This shows the rank or grade of your staff.

Why this is important

Understanding how many people you have in each level helps you understand if you have the right balance of 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.

Which of the following categories best describes your current position?	(n)	%
Police	5508	68%
Protective Services Officer	325	4%
VPS Employee	2257	28%

What is your rank?	(n)	%
Recruit	32	1%
Reservist	4	0%
Constable/Senior Constable	3091	56%
Sergeant	1388	25%
Senior Sergeant	587	11%
Officer (Inspector and above)	342	6%
Probationary Constable (PCET)	64	1%

What is your grade?	(n)	%
VPSG 1-2	471	21%
VPSG 3	535	24%
VPSG 4	466	21%
VPSG 5	280	12%
VPSG 6-7	246	11%
EO 1-3	25	1%
FO 1-2	37	2%
FO 3-4	88	4%
FO 5-7	27	1%
PCO	60	3%
Supervising PCO	22	1%

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