People matter survey 2023

Have your say

Victorian Arts Centre Trust
2023 people matter survey results report

People matter survey

2023

Have your say

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

VICTORIA State Government

Report overview

About your report

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

Report contents

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

Comparing data in this report

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

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

Rounding of percentages

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

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

Survey questions and definitions

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

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Report overview

Privacy and anonymity

To protect you, we:

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

Read more in our privacy policy.

Report overview

Survey's theoretical framework

What this is

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

Why this is important

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

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

Our public sector values

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

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

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

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

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

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

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

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

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

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

Responsiveness | Integrity | Impartiality | Accountability | Respect | Leadership | Human Rights

Report overview

Your comparator group

What this is

This is a list of similar organisations to yours.

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

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

How we use this in your report

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

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

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

Australian Centre for the Moving Image

Film Victoria

Geelong Performing Arts Centre Trust

Melbourne Recital Centre

Museums Victoria

National Gallery of Victoria

Shrine of Remembrance Trustees

Report overview

Your response rate

What this is

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

Why this is important

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

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

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

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

How to read this

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

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

2022		2023	
28%		**55%**	
(292)		**(252)**	
Comparator	43%	Comparator	34%
Public Sector	42%	Public Sector	34%

People matter survey

2023

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People outcomes

Scorecard: employee engagement index

What this is

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

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

The weightings for each engagement response are:

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

Why this is important

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

2022	
70	
Comparator	71
Public Sector	68

2023	
67	
Comparator	70
Public Sector	68

People outcomes

What this is

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

Your organisation's engagement index

Your 2023 index is 67.

Why this is important

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

How to read this

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

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

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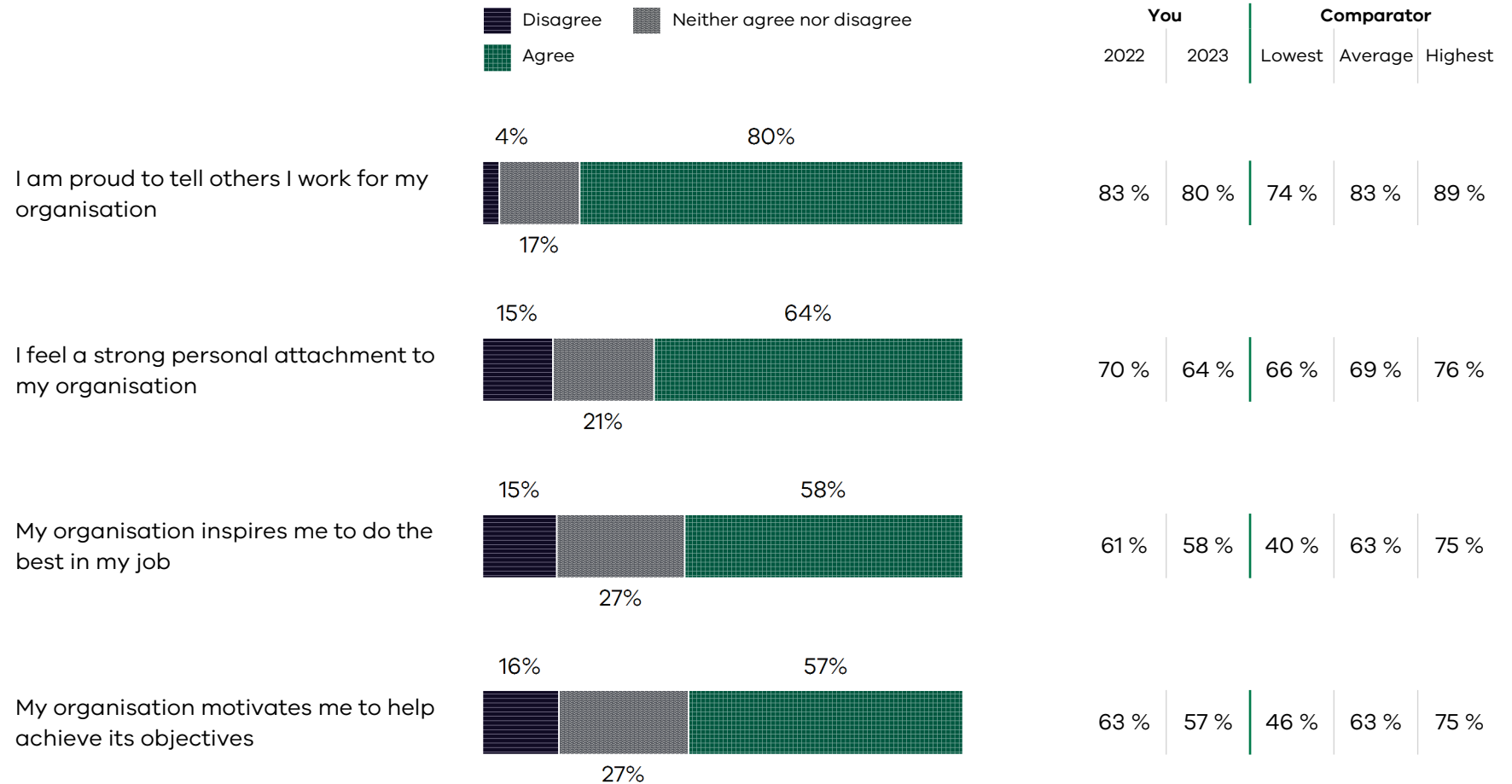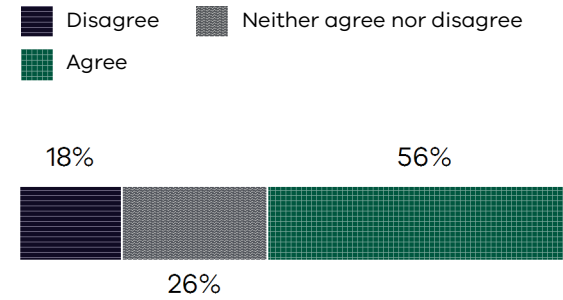
Example

80% of your staff who did the survey agreed or strongly agreed with 'I am proud to tell others I work for my organisation'.

Survey question | Your results | Benchmark agree results

Legend:
- Disagree
- Neither agree nor disagree
- Agree

Survey question	Your results	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
I am proud to tell others I work for my organisation	4% / 17% / 80%	83 %	80 %	74 %	83 %	89 %
I feel a strong personal attachment to my organisation	15% / 21% / 64%	70 %	64 %	66 %	69 %	76 %
My organisation inspires me to do the best in my job	15% / 27% / 58%	61 %	58 %	40 %	63 %	75 %
My organisation motivates me to help achieve its objectives	16% / 27% / 57%	63 %	57 %	46 %	63 %	75 %

People outcomes

Engagement question results 2 of 2

What this is

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

Your organisation's engagement index

Your 2023 index is 67.

Why this is important

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

How to read this

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

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

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

Example

56% of your staff who did the survey agreed or strongly agreed with 'I would recommend my organisation as a good place to work'.
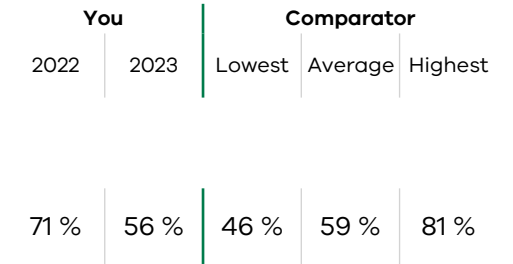
Survey question

Your results

■ Disagree   ▦ Neither agree nor disagree

▦ Agree

	18%		56%

I would recommend my organisation as a good place to work

26%

Benchmark agree results

	You		Comparator		
2022	2023	Lowest	Average	Highest
71 %	56 %	46 %	59 %	81 %

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Scorecard: satisfaction, stress, intention to stay, inclusion

What this is

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

There are more people outcomes scorecards throughout this report.

Why this is important

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

How to read this

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

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

Example

In 2023:

- 79% of your staff who did the survey responded positively to questions about Inclusion which is up from 75% in 2022.

Compared to:

- 79% of staff at your comparator and 79% of staff across the public sector.
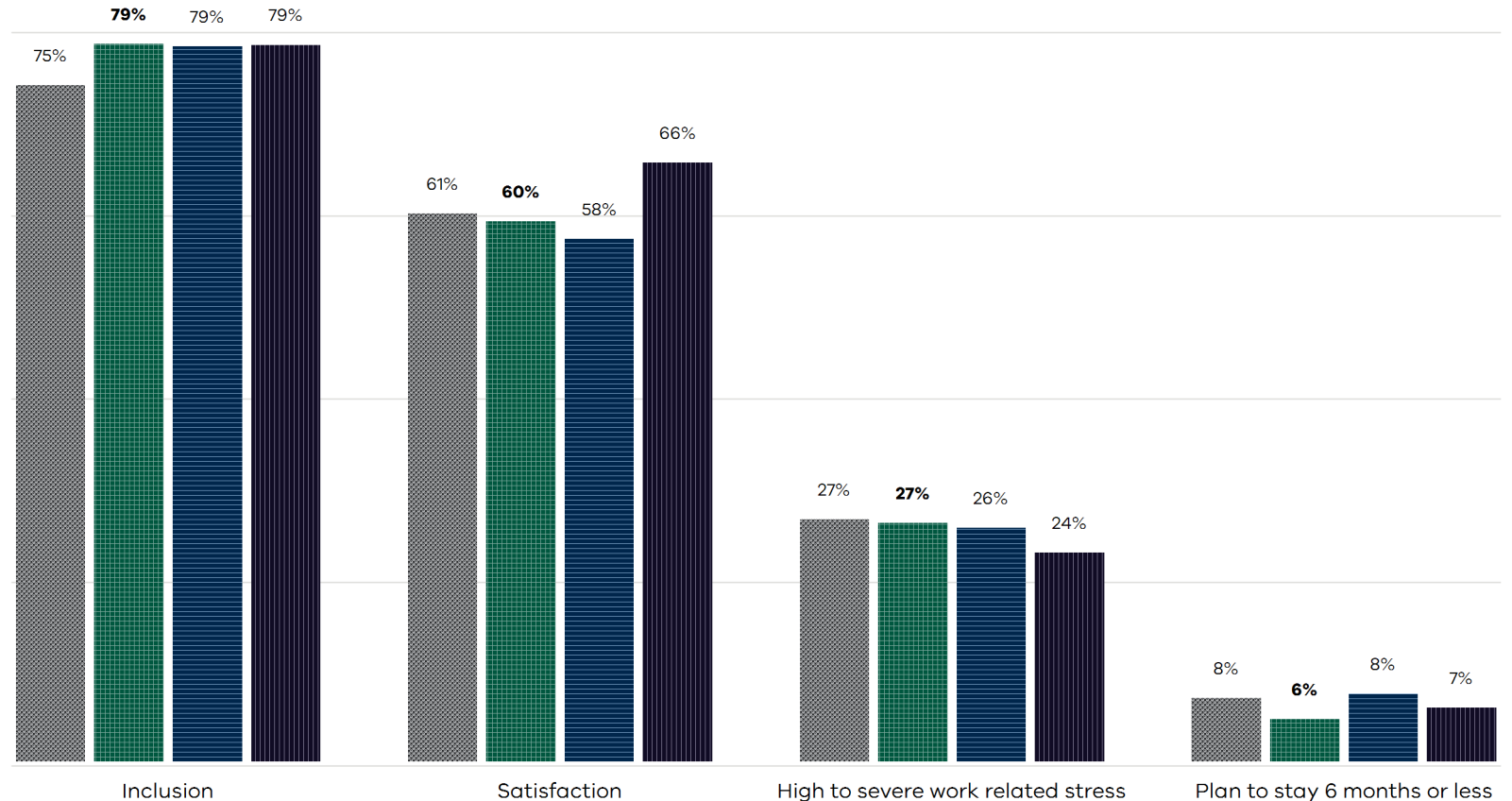
Chart data:

	Inclusion	Satisfaction	High to severe work related stress	Plan to stay 6 months or less
You 2022	75%	61%	27%	8%
You 2023	79%	60%	27%	6%
Comparator 2023	79%	58%	26%	8%
Public sector 2023	79%	66%	24%	7%

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

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

72% of your staff who did the survey were satisfied or very satisfied with 'How satisfied are you with the work/life balance in your current job'.

| Survey question | Your results | Benchmark satisfied results |

Legend: Dissatisfied | Neither satisfied nor dissatisfied | Satisfied

	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
How satisfied are you with the work/life balance in your current job (15% / 13% / 72%)	61 %	72 %	43 %	62 %	81 %
Considering everything, how satisfied are you with your current job (11% / 27% / 62%)	71 %	62 %	51 %	67 %	84 %
How satisfied are you with your career development within your current organisation (24% / 31% / 45%)	50 %	45 %	34 %	45 %	53 %

People outcomes

Work-related stress levels

What this is

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

Why this is important

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

How to read this

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

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

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

Example

27% of your staff who did the survey said they had high to severe stress in 2023. This is compared to 26% of staff in your comparator group and 24% of staff across the public sector.

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

Category	Percentage
Nil	8%
Low / mild	32%
Moderate	33%
High	16%
Very high	10%
Severe	1%
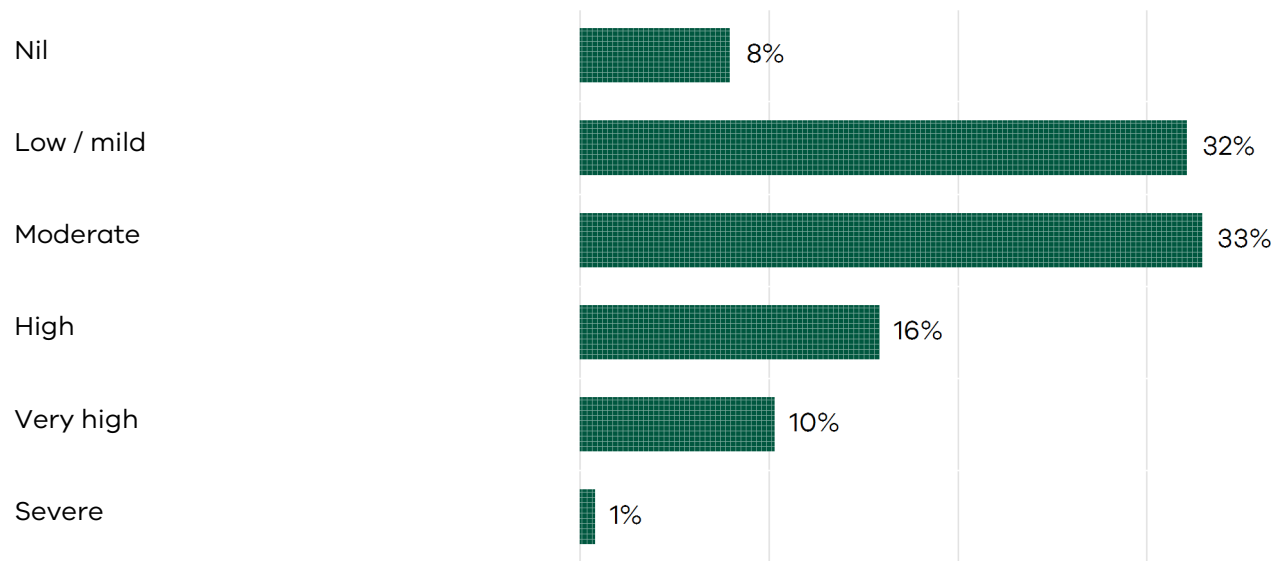
Reported levels of high to severe stress

2022	2023
27%	**27%**

Comparator	28%	Comparator	26%
Public Sector	25%	Public Sector	24%
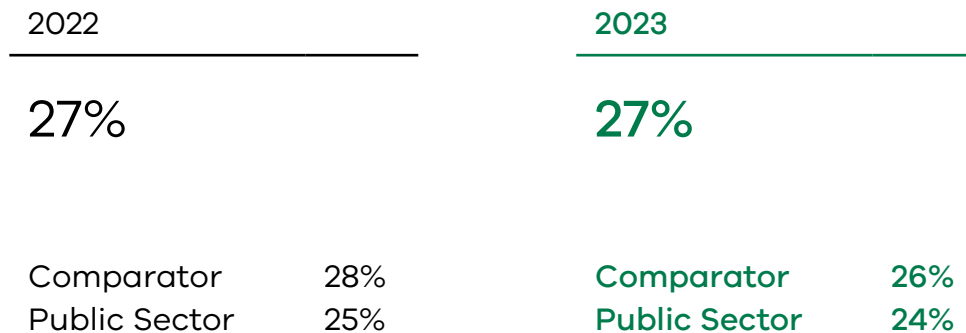
People outcomes

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

92% of your staff who did the survey said they experienced mild to severe stress.

Of that 92%, 40% said the top reason was 'Workload'.

232	20
92%	8%

■ Experienced some work-related stress ▦ Did not experience some work-related stress
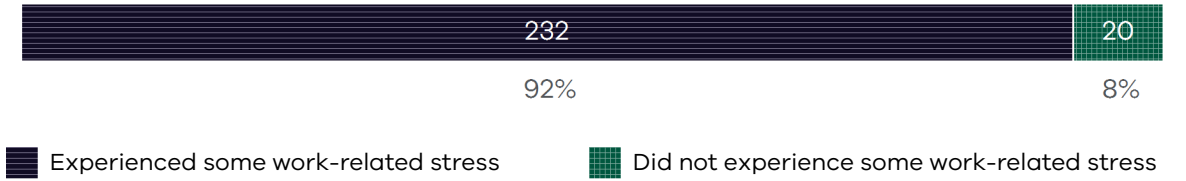
Of those that experienced work related stress it was from ...	You 2022	You 2023	Comparator 2023	Public sector 2023
Workload	41%	40%	43%	49%
Time pressure	39%	37%	44%	41%
Organisation or workplace change	12%	25%	12%	11%
Dealing with clients, patients or stakeholders	30%	20%	17%	16%
Job security	8%	19%	12%	10%
Unclear job expectations	11%	14%	13%	12%
Competing home and work responsibilities	14%	13%	12%	14%
Social environment (e.g. relationships with colleagues, manager and/or senior leaders)	10%	13%	16%	11%
Work schedule or hours	14%	13%	11%	7%
Content, variety, or difficulty of work	9%	11%	10%	11%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Intention to stay

What this is

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

Why this is important

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

How to read this

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

Example

19% of your staff who did the survey said they intended to work for your organisation for Over 6 months and up to 1 year.

Employees plan to work at your organisation for …	You 2022	You 2023	Comparator 2023	Public sector 2023
6 months or less	8%	6%	8%	7%
Over 6 months and up to 1 year	10%	19%	10%	9%
Over 1 year and up to 3 years	33%	33%	30%	24%
Over 3 years and up to 5 years	15%	14%	18%	15%
Over 5 years	33%	29%	33%	45%

People outcomes

Inclusion question results

What this is

This is how included staff feel in their workplace.

Why this is important

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

How to read this

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

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

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

Example

84% of your staff who did the survey agreed or strongly agreed with 'I can be myself at work'.

Survey question	Your results					

Your results

Legend: Disagree | Neither agree nor disagree | Agree

Survey question	Disagree	Neither	Agree
I can be myself at work	7%	9%	84%
I feel culturally safe at work	8%	10%	82%
I feel as if I belong at this organisation	10%	18%	72%

Benchmark agree results

Survey question	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
I can be myself at work	79 %	84 %	66 %	83 %	91 %
I feel culturally safe at work	75 %	82 %	69 %	84 %	94 %
I feel as if I belong at this organisation	71 %	72 %	54 %	70 %	82 %

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

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

Staff who experienced one or more barriers to success at work

90	162
36%	64%

■ Experienced barriers listed   ▦ Did not experience any of the barriers listed
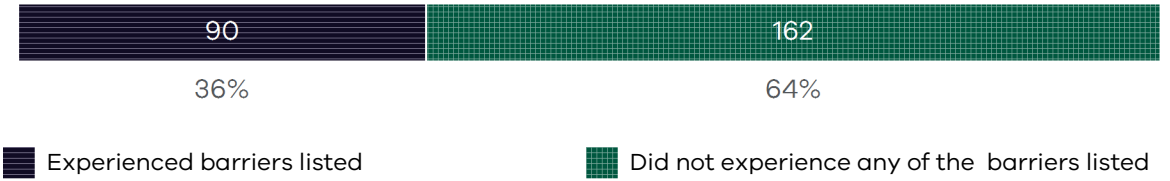
During the last 12 months, employees experienced barriers to their success due to ...	You 2022	You 2023	Comparator 2023	Public sector 2023
My mental health	15%	13%	9%	8%
My age	13%	10%	8%	7%
My sex	7%	10%	4%	5%
My flexible working	0%	8%	7%	7%
My caring responsibilities	9%	8%	7%	7%
My cultural background	4%	6%	3%	3%
My physical health	7%	4%	5%	4%

People outcomes

Inclusion - Witnessed barriers to success

What this is

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

Why this is important

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

How to read this

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

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

Example

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

Staff who witnessed one or more barriers to success at work

88	164
35%	65%

■ Witnessed barriers listed   ▦ Did not witness barriers listed
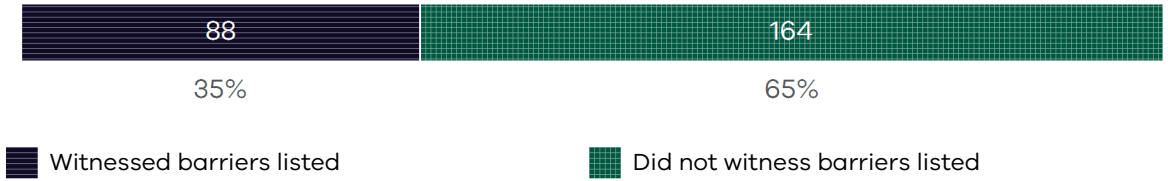
During the last 12 months, employees witnessed barriers to the success of other employees due to their...	You 2023	Comparator 2023	Public sector 2023
Mental health	13%	11%	7%
Sex	12%	7%	6%
Cultural background	12%	4%	4%
Gender identity	10%	4%	2%
Flexible working	9%	11%	10%
Age	8%	10%	6%
Race	8%	2%	3%
Caring responsibilities	7%	8%	7%
Physical health	6%	6%	4%
Disability	6%	4%	2%

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:

- 50% of your staff who did the survey said work made them feel happy in 2023, which is down from 61% in 2022

Compared to:

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

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

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

	Happy	Enthusiastic	Worried	Miserable
You 2022	61%	54%	36%	17%
You 2023	50%	43%	41%	17%
Comparator 2023	52%	48%	35%	20%
Public sector 2023	54%	49%	30%	18%
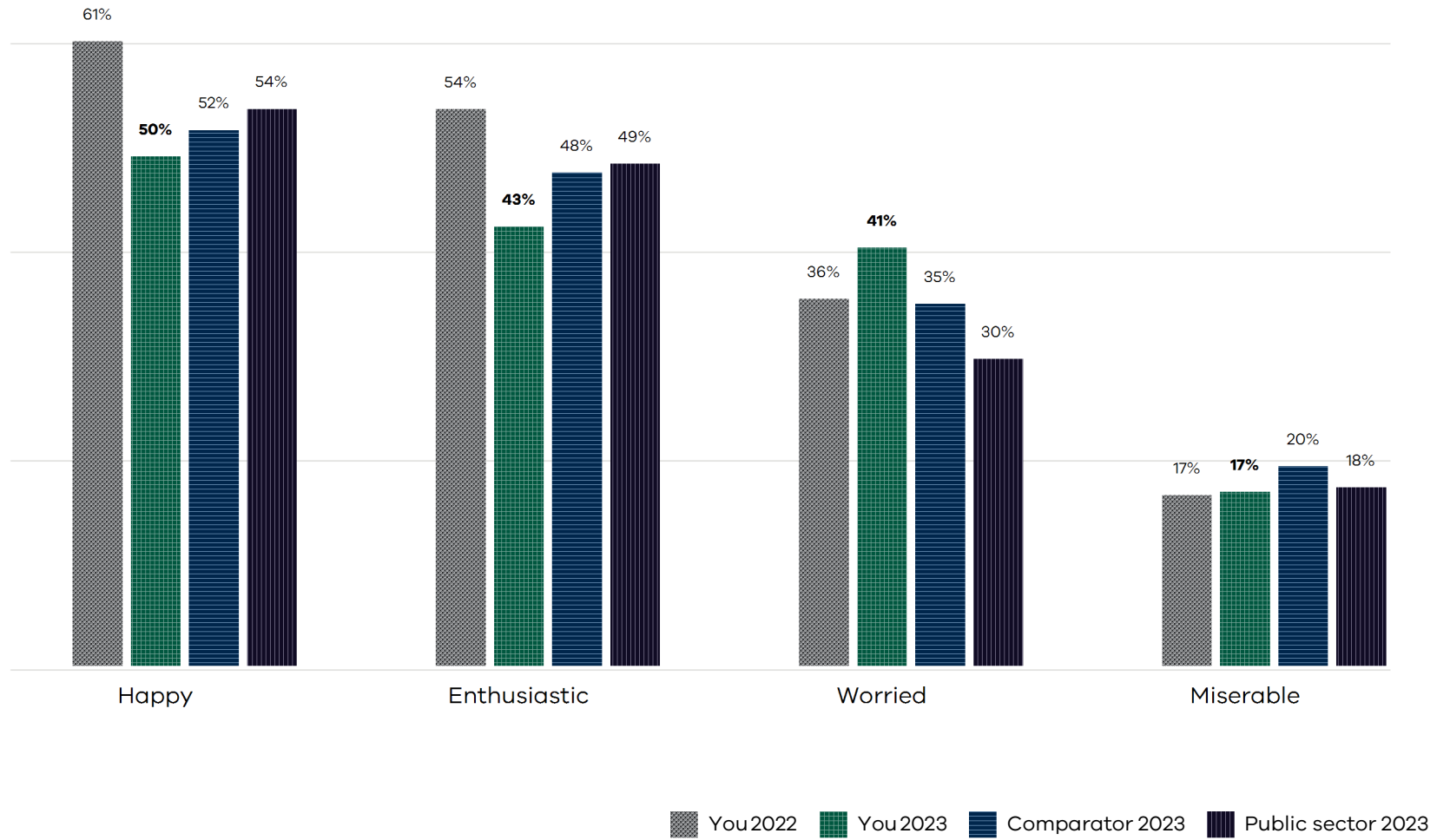
People outcomes

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:

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

Compared to:

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

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

Bullying: 13%, 12%, 12%, 13%
Sexual harassment: 12%, 9%, 8%, 5%
Discrimination: 8%, 6%, 5%, 6%
Violence or aggression: 21%, 6%, 7%, 15%
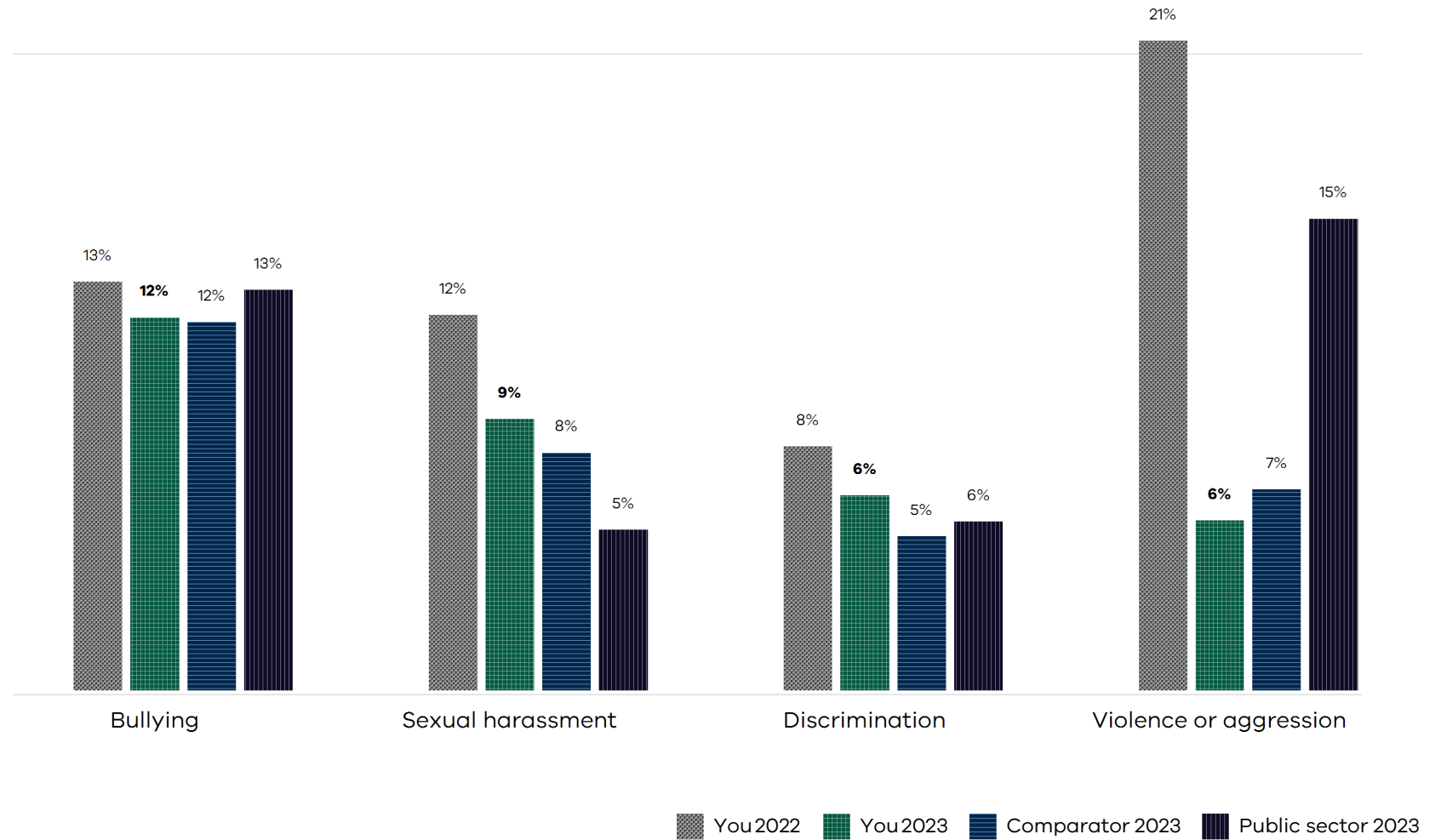
People outcomes

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

12% of your staff who did the survey said they experienced bullying.

Of that 12%, 80% 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?

30	197	25
12%	78%	10%

■ Experienced bullying ▨ Did not experience bullying ▨ Not sure
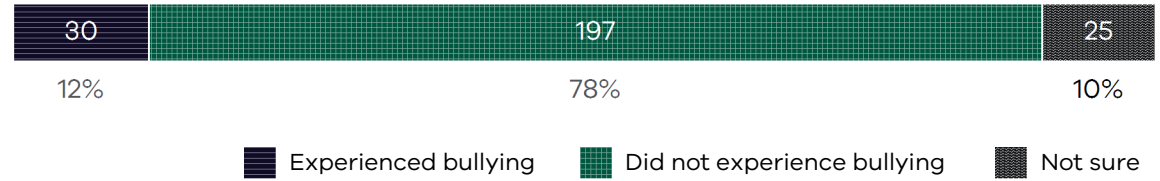
If you experienced bullying, what type of bullying did you experience?	You 2022	You 2023	Comparator 2023	Public sector 2023
Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)	76%	80%	81%	71%
Exclusion or isolation	26%	40%	46%	43%
Withholding essential information for me to do my job	26%	37%	38%	28%
Intimidation and/or threats	34%	20%	17%	29%
Being assigned meaningless tasks unrelated to my job	13%	17%	18%	14%
Verbal abuse	39%	17%	15%	20%
Being given impossible assignment(s)	0%	7%	10%	10%
Interference with my personal property and/or work equipment	5%	7%	3%	5%
Other	5%	3%	10%	15%

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

12% of your staff who did the survey said they experienced bullying, of which

- 63% said the top way they reported the bullying was 'Told a manager'.

- 87% said they didn't submit a formal complaint.

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

30	197	25
12%	78%	10%

■ Experienced bullying   ▓ Did not experience bullying   ▨ Not sure
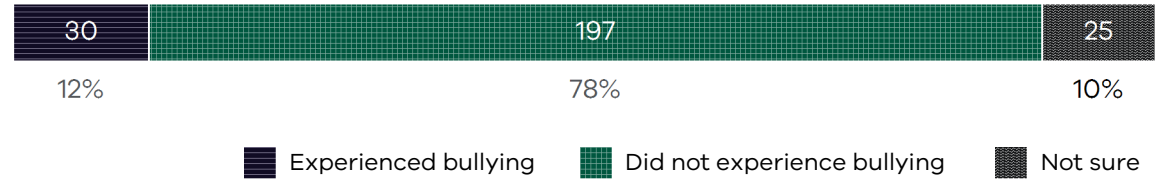
Did you tell anyone about the bullying?	You 2022	You 2023	Comparator 2023	Public sector 2023
Told a manager	42%	63%	40%	49%
Told a friend or family member	37%	37%	40%	35%
Told a colleague	42%	23%	44%	41%
Told Human Resources	18%	20%	8%	12%
Told the person the behaviour was not OK	24%	20%	8%	17%
Submitted a formal complaint	13%	13%	7%	12%
I did not tell anyone about the bullying	16%	10%	17%	12%
Told employee assistance program (EAP) or peer support	5%	7%	4%	9%
Told someone else	5%	7%	10%	12%

People outcomes

Bullying - reasons for not submitting a formal complaint

What this is

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

Why this is important

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

How to read this

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

Example

87% of your staff who experienced bullying did not submit a formal complaint, of which:

- 46% said the top reason was 'I believed there would be negative consequences for my reputation'.

Did you submit a formal complaint?
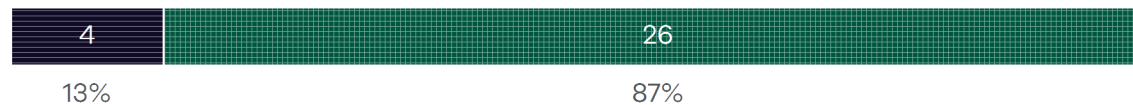
4	26
13%	87%

■ Submitted formal complaint   ■ Did not submit a formal complaint

What was your reason for not submitting a formal complaint?	You 2022	You 2023	Comparator 2023	Public sector 2023
I believed there would be negative consequences for my reputation	48%	46%	63%	52%
I believed there would be negative consequences for my career	45%	42%	55%	40%
I didn't think it would make a difference	39%	42%	58%	51%
I didn't feel safe to report the incident	18%	23%	21%	18%
I thought the complaint process would be embarrassing or difficult	12%	19%	15%	12%
I was advised not to	6%	19%	3%	5%
I believed there would be negative consequences for the person I was going to complain about	9%	15%	12%	10%
Other	3%	15%	4%	14%
I didn't think it was serious enough	18%	12%	19%	17%
I didn't know how to make a complaint	12%	4%	4%	5%

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, 12% 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

12% of your staff who did the survey said they experienced bullying.

Of that 12%, 40% said it was by 'A manager or supervisor'.

30 people (12% of staff) experienced bullying (You2023)
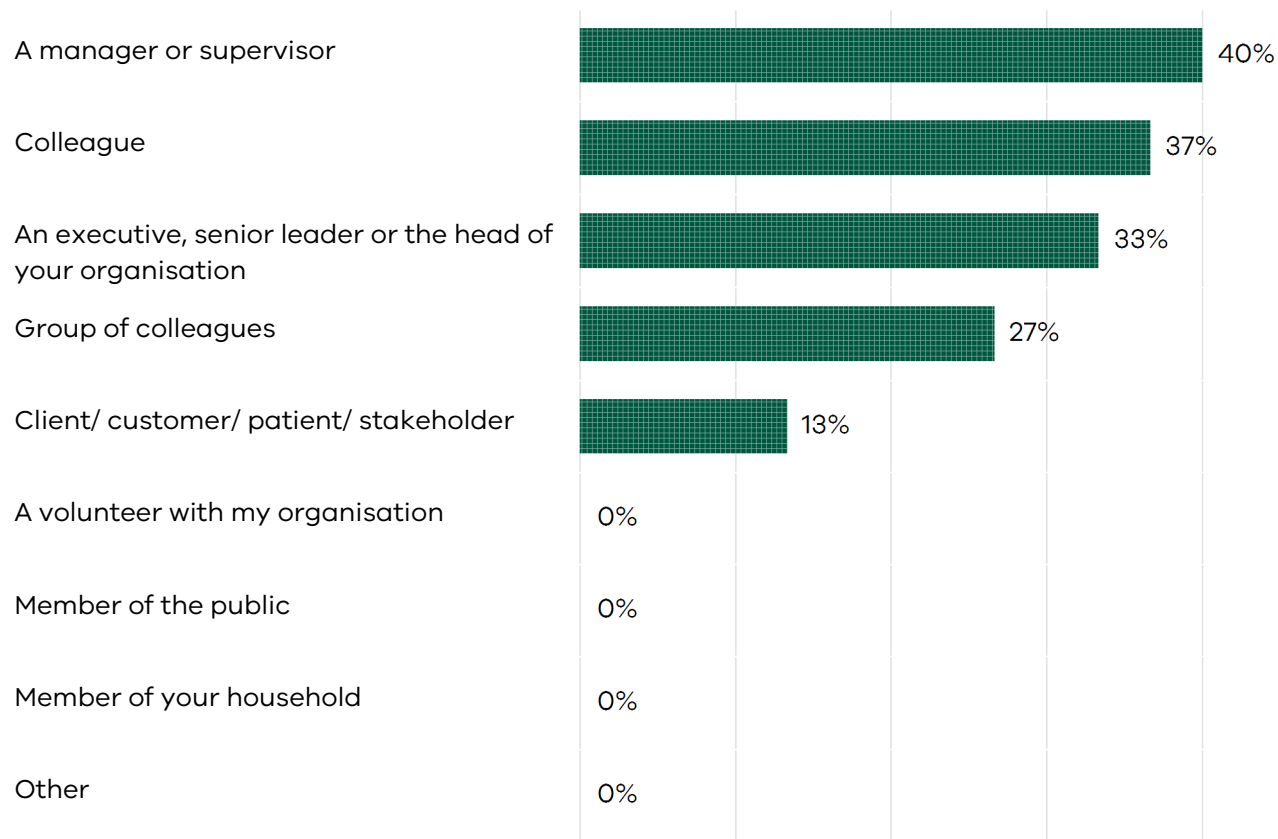
Perpetrator	Percentage
A manager or supervisor	40%
Colleague	37%
An executive, senior leader or the head of your organisation	33%
Group of colleagues	27%
Client/ customer/ patient/ stakeholder	13%
A volunteer with my organisation	0%
Member of the public	0%
Member of your household	0%
Other	0%

People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

In this year's survey, 12% 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

12% of your staff who did the survey said they experienced bullying.

Of that 12%, 93% said it was by someone within the organisation.

Of that 93%, 57% said it was 'They were in my workgroup'.

28 people (93% of staff who experienced bullying) experienced bullying from within your organisation (You 2023)

They were in my workgroup	57%
They were outside my workgroup	36%
They were my immediate manager or supervisor	29%
They were someone I supervise or manage	7%
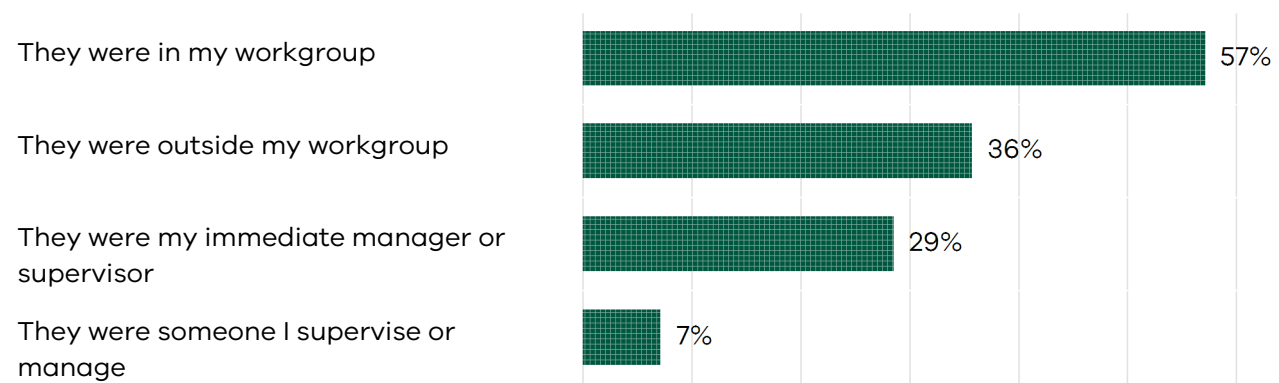
People outcomes

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

9% of your staff who did the survey said they experienced sexual harassment.

Of those, 64% 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?

22	230
9%	91%

■ Experienced sexual harassment   ▦ Did not experience sexual harassment
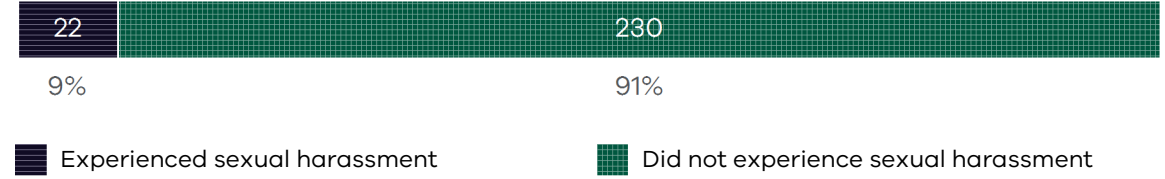
Behaviours reported	You 2022	You 2023	Comparator 2023	Public sector 2023
Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)	49%	64%	51%	52%
Intrusive questions about your private life or comments about your physical appearance	34%	23%	36%	47%
Inappropriate physical contact	29%	18%	6%	19%
Unwelcome touching, hugging, cornering or kissing	6%	14%	11%	17%
Inappropriate staring or leering that made you feel intimidated	23%	9%	21%	16%
Repeated or inappropriate invitations to go out on dates	11%	9%	4%	4%
Any other unwelcome conduct of a sexual nature	3%	5%	17%	8%
Repeated or inappropriate advances on email, social networking websites or internet chat rooms by a work colleague	3%	5%	9%	3%
Sexual gestures, indecent exposure or inappropriate display of the body	3%	0%	0%	6%
Request or pressure for sex or other sexual acts	0%	0%	0%	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

9% of your staff who did the survey said they experienced sexual harassment.

Of those, 55% said their top response was 'Pretended it didn't bother you'.

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

22	230
9%	91%

■ Experienced sexual harassment　▦ Did not experience sexual harassment
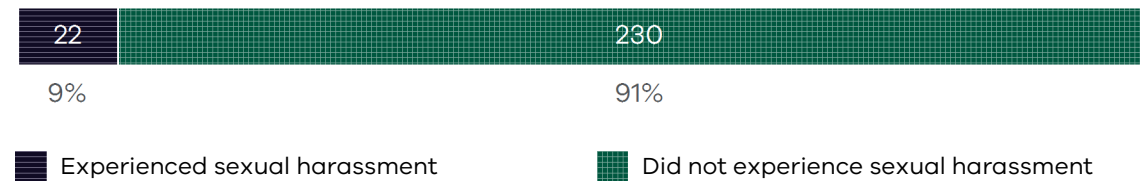
When the harassment happened to you, did you respond in any of the following ways?	You 2022	You 2023	Comparator 2023	Public sector 2023
Pretended it didn't bother you	43%	55%	43%	43%
Avoided the person(s) by staying away from them	54%	45%	30%	35%
Tried to laugh it off or forget about it	54%	36%	26%	39%
Told a colleague	31%	27%	21%	27%
Told a friend or family member	37%	27%	9%	20%
Told a manager	20%	23%	21%	22%
Told the person the behaviour was not OK	23%	14%	15%	30%
Other	3%	9%	2%	5%
Avoided locations where the behaviour might occur	14%	5%	11%	14%
Told employee assistance program (EAP) or peer support	9%	5%	0%	3%

People outcomes

Sexual harassment - reasons for not submitting a formal complaint

What this is

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

Why this is important

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

How to read this

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

Example

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

- 50% said the top reason was 'I didn't think it was serious enough'.

Did you submit a formal complaint?

22

100%

■ Submitted formal complaint   ■ Did not submit a formal complaint
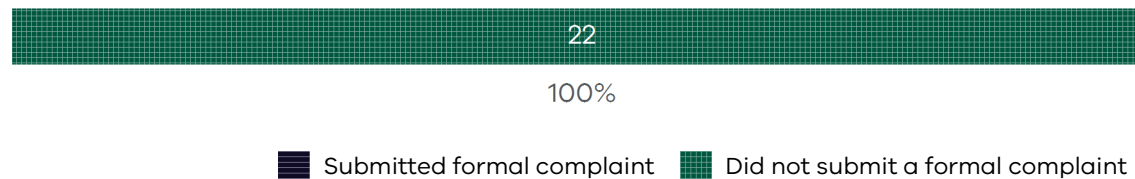
What was your reason for not submitting a formal complaint?	You 2022	You 2023	Comparator 2023	Public sector 2023
I didn't think it was serious enough	50%	50%	47%	46%
I believed there would be negative consequences for my reputation	29%	32%	30%	29%
I believed there would be negative consequences for the person I was going to complain about	21%	27%	7%	11%
I believed there would be negative consequences for my career	15%	18%	28%	20%
Other	12%	18%	12%	11%
I didn't think it would make a difference	29%	14%	44%	39%
I thought the complaint process would be embarrassing or difficult	29%	14%	9%	10%
I didn't feel safe to report the incident	9%	9%	14%	7%
I didn't need to because I no longer had contact with the person(s) who harassed me	29%	9%	12%	10%
I didn't know how to make a complaint	18%	5%	7%	4%

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, 9% of your staff said they experienced sexual harassment.

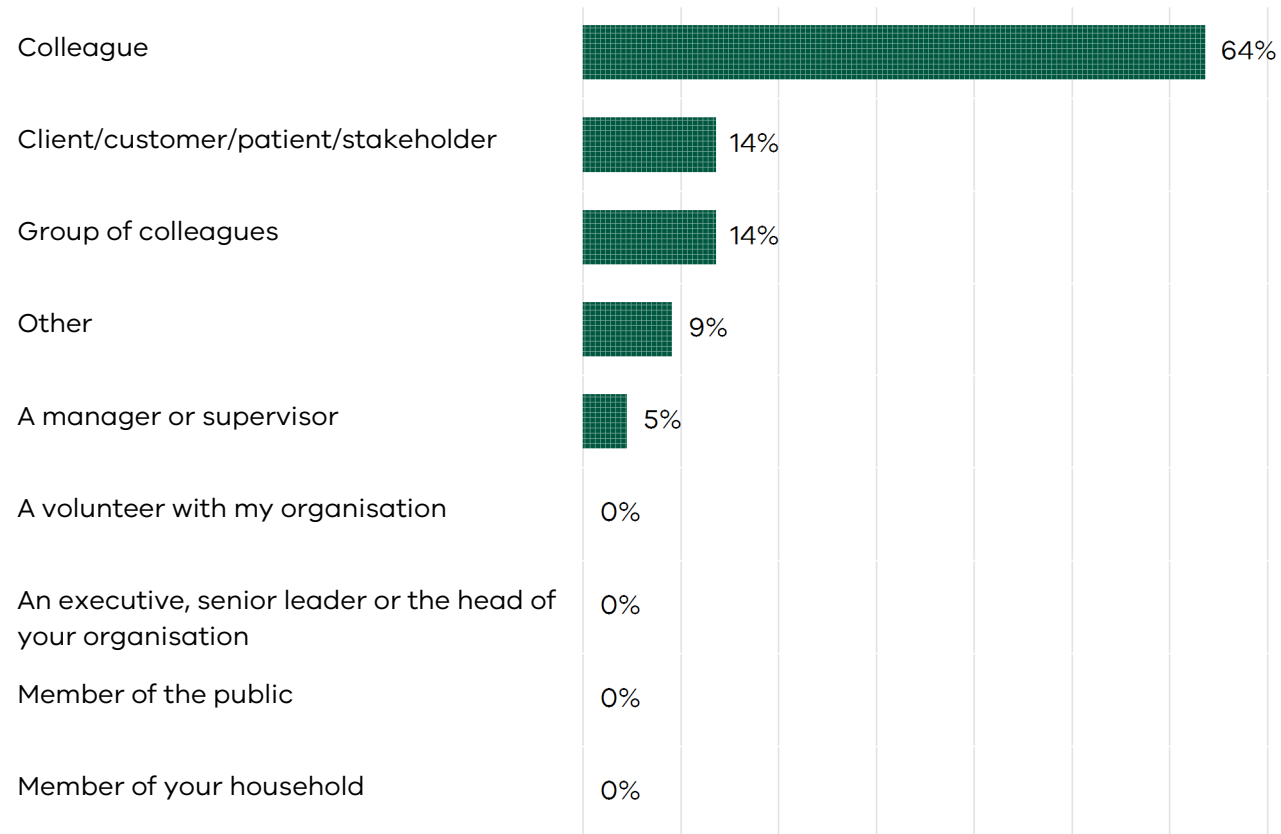If they did, they could tell us with one or more answers who the perpetrator was.

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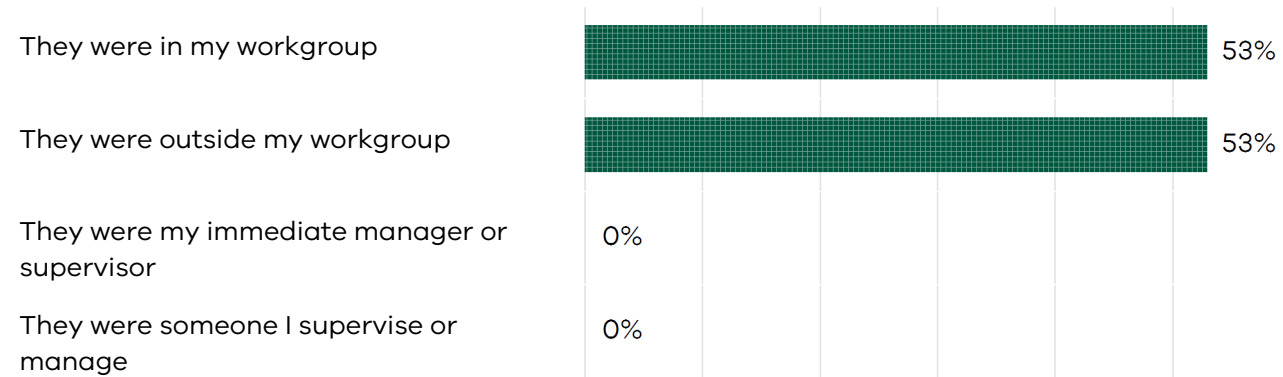
Each row is one perpetrator or group of perpetrators.

Example

9% of your staff who did the survey said they experienced sexual harassment.

Of that 9%, 64% said it was by 'Colleague'.

22 people (9% of staff) experienced sexual harassment (You2023)

Perpetrator	Percentage
Colleague	64%
Client/customer/patient/stakeholder	14%
Group of colleagues	14%
Other	9%
A manager or supervisor	5%
A volunteer with my organisation	0%
An executive, senior leader or the head of your organisation	0%
Member of the public	0%
Member of your household	0%

People outcomes

Relationship to perpetrator

What this is

This provides further detail on who staff have said are responsible for 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, 9% 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

9% of your staff who did the survey said they experienced sexual harassment.

Of that 9%, 77% said it was by someone within the organisation.

Of that 77%, 53% said it was 'They were in my workgroup'.

17 people (77% of staff who experienced harassment) experienced harassment from within your organisation (You 2023)

They were in my workgroup	53%
They were outside my workgroup	53%
They were my immediate manager or supervisor	0%
They were someone I supervise or manage	0%

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, 9% 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

9% of your staff who did the survey said they experienced sexual harassment.

Of that 9%, 0% said it was 'At least once a day'.

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

At least once a day	0%
Once every few days	5%
Once a week	23%
Once a month	5%
Less than once a month	68%
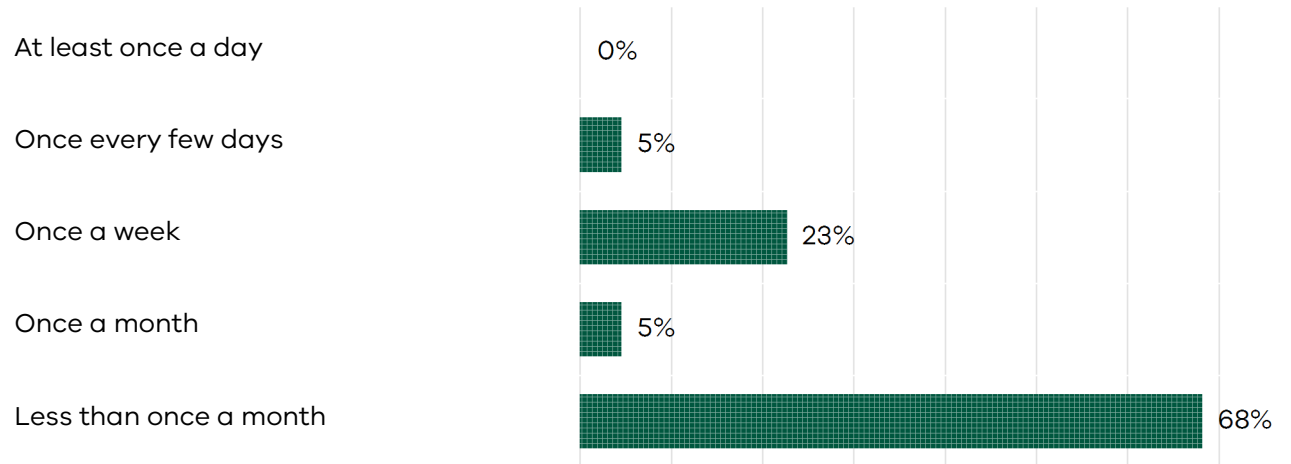
People outcomes

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

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

Of that 6%, 50% said it was 'Opportunities for promotion'.

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

16	205	31
6%	81%	12%

■ Experienced discrimination ▨ Did not experience discrimination ▨ Not sure
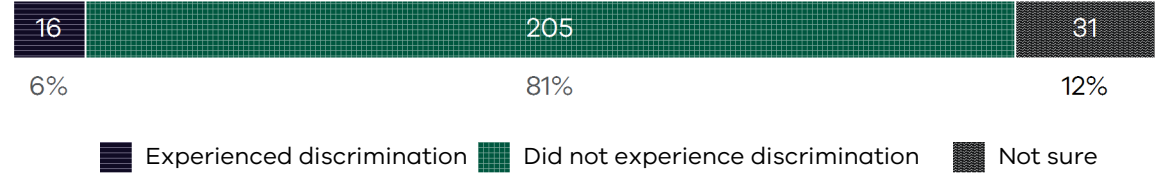
If you experienced discrimination, what type of discrimination did you experience?	You 2022	You 2023	Comparator 2023	Public sector 2023
Opportunities for promotion	30%	50%	32%	38%
Other	74%	44%	55%	37%
Opportunities for training	9%	25%	32%	25%
Opportunities for transfer/secondment	9%	13%	6%	18%
Denied flexible work arrangements or other adjustments	9%	6%	6%	23%
Pay or conditions offered by employer	0%	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

6% of your staff who did the survey said they experienced discrimination, of which

- 44% said the top way they reported the discrimination was 'Told a colleague'.
- 100% said they didn't submit a formal complaint.

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

16	205	31
6%	81%	12%

■ Experienced discrimination   ■ Did not experience discrimination   ■ Not sure
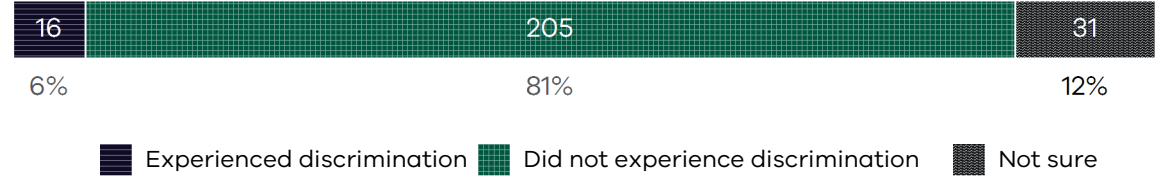
Did you tell anyone about the discrimination?	You 2022	You 2023	Comparator 2023	Public sector 2023
Told a colleague	57%	44%	32%	37%
Told a friend or family member	35%	38%	32%	32%
I did not tell anyone about the discrimination	17%	31%	23%	24%
Told a manager	35%	31%	29%	30%
Told employee assistance program (EAP) or peer support	17%	13%	0%	9%
Told the person the behaviour was not OK	17%	13%	3%	9%
Told Human Resources	13%	6%	6%	11%
Told someone else	17%	6%	19%	14%

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

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

- 63% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal complaint?
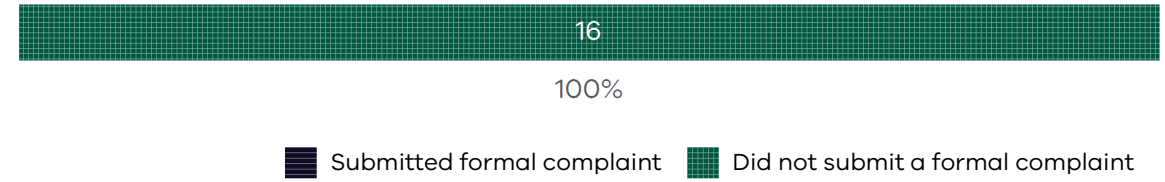
16
100%

■ Submitted formal complaint   ■ Did not submit a formal complaint

What was your reason for not submitting a formal complaint?	You 2022	You 2023	Comparator 2023	Public sector 2023
I didn't think it would make a difference	62%	63%	53%	59%
I believed there would be negative consequences for my career	48%	50%	50%	51%
I believed there would be negative consequences for my reputation	33%	50%	50%	53%
I didn't feel safe to report the incident	29%	44%	30%	18%
I didn't think it was serious enough	24%	25%	10%	12%
I thought the complaint process would be embarrassing or difficult	29%	19%	17%	11%
I believed there would be negative consequences for the person I was going to complain about	10%	13%	7%	8%
Other	5%	13%	7%	11%
I didn't know who to talk to	24%	6%	3%	6%

Victorian Public Sector Commission

VICTORIA State Government

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, 6% 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

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

Of that 6%, 56% said it was by 'A manager or supervisor'.

16 people (6% of staff) experienced discrimination (You 2023)
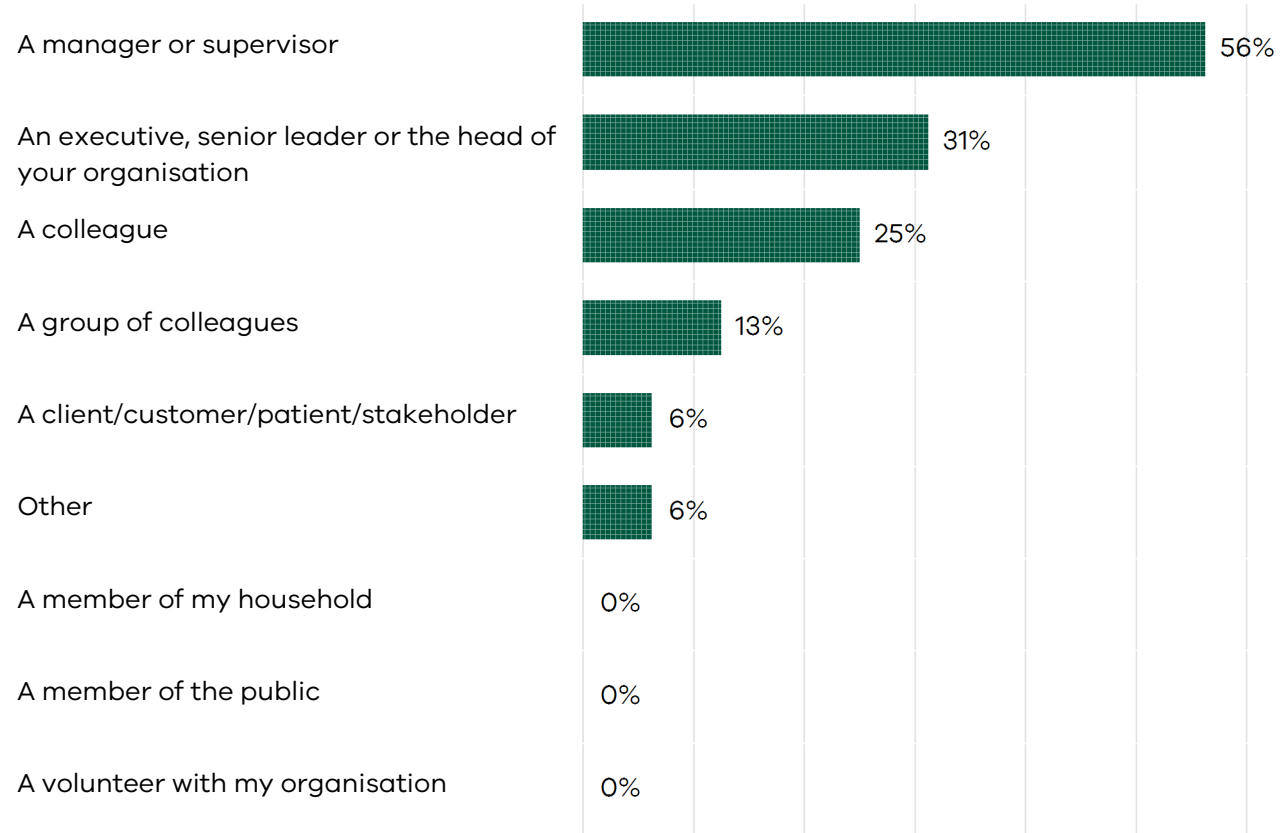
Perpetrator	Percentage
A manager or supervisor	56%
An executive, senior leader or the head of your organisation	31%
A colleague	25%
A group of colleagues	13%
A client/customer/patient/stakeholder	6%
Other	6%
A member of my household	0%
A member of the public	0%
A volunteer with my organisation	0%

People outcomes

Relationship to perpetrator

What this is

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

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

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

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

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

Relationship	
They were in my workgroup	60%
They were my immediate manager or supervisor	40%
They were outside my workgroup	7%
They were someone I supervise or manage	0%
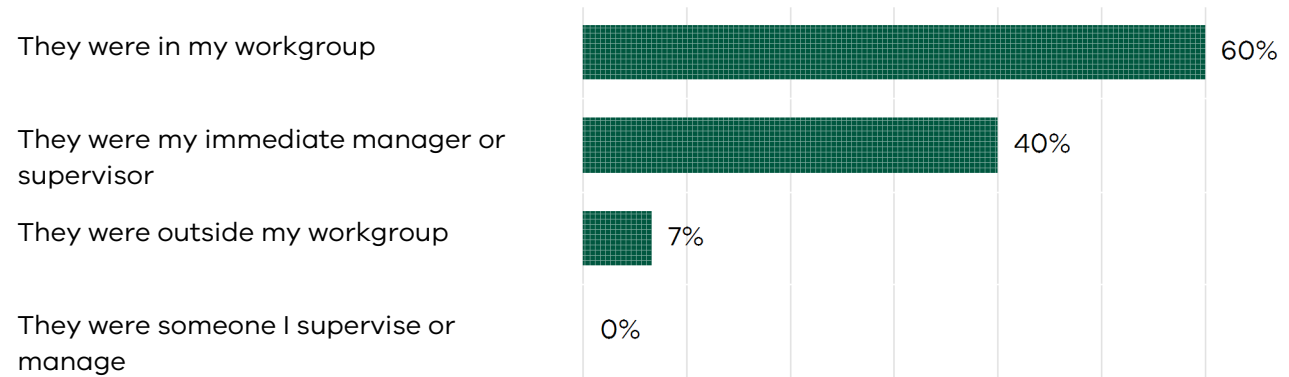
Negative behaviour

Violence and aggression

What this is

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

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

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

Of that 6%, 93% said it was from 'Intimidating behaviour'.

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

14	227	11
6%	90%	4%

■ Experienced violence or aggression   ▦ Did not experience violence or aggression   ▦ Not sure
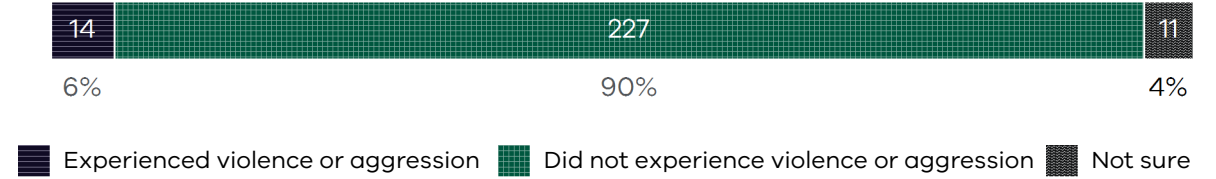
If you experienced violence or aggression, what type did you experience?	You 2022	You 2023	Comparator 2023	Public sector 2023
Intimidating behaviour	72%	93%	85%	70%
Abusive language	83%	64%	63%	79%

Negative behaviour

Telling someone about violence and aggression

What this is

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

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

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

- 71% said the top way they reported the violence or agression was 'Told a colleague'
- 86% said they didn't submit a formal incident report.

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

14	227	11
6%	90%	4%

■ Experienced violence or aggression   ■ Did not experience violence or aggression   ■ Not sure
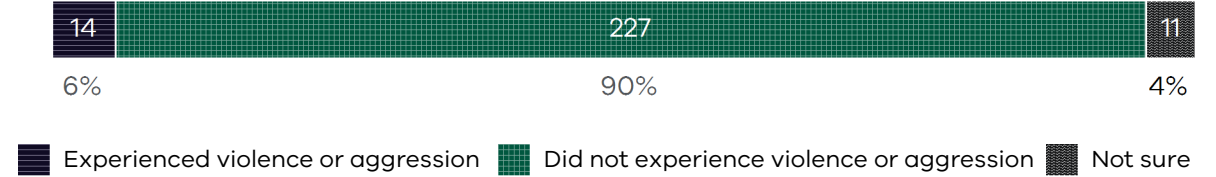
Did you tell anyone about the incident?	You 2022	You 2023	Comparator 2023	Public sector 2023
Told a colleague	48%	71%	45%	44%
Told a manager	58%	57%	38%	56%
Told a friend or family member	27%	36%	13%	19%
I did not tell anyone about the incident(s)	13%	14%	10%	8%
Submitted a formal incident report	12%	14%	10%	34%
Told Human Resources	5%	7%	5%	5%
Told someone else	5%	7%	10%	6%
Told the person the behaviour was not OK	17%	7%	10%	29%

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

86% of your staff who experienced violence or aggression did not submit a formal incident report, of which:

- 42% said the top reason was 'I didn't think it was serious enough'.

Did you submit a formal incident report?

2	12
14%	86%
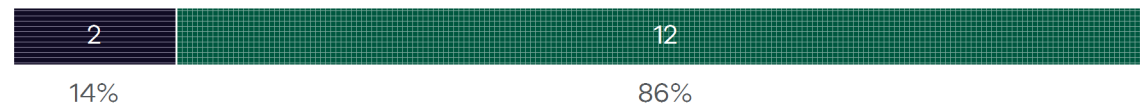
■ Submitted formal incident report   ▦ Did not submit a formal incident report

What was your reason for not submitting a formal incident report?	You 2022	You 2023	Comparator 2023	Public sector 2023
I didn't think it was serious enough	36%	42%	31%	31%
I didn't think it would make a difference	47%	42%	44%	38%
Other	13%	33%	6%	22%
I believed there would be negative consequences for my reputation	15%	25%	33%	17%
I believed there would be negative consequences for the person I was going to complain about	4%	25%	3%	4%
I believed there would be negative consequences for my career	9%	17%	31%	14%
I didn't feel safe to report the incident	0%	17%	17%	6%
I didn't know who to talk to	8%	8%	3%	2%
I didn't need to because I no longer had contact with the person(s) who was aggressive or violent to me	23%	8%	6%	14%
I thought the complaint process would be embarrassing or difficult	8%	8%	6%	4%

Negative behaviour

Perpetrators of violence and aggression

What this is

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

Why this is important

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

How to read this

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

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

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

Each row is one perpetrator or a group of perpetrators.

Example

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

Of that 6%, 50% said it was 'Colleague'.

14 people (6% of staff) experienced violence or aggression (You2023)

Perpetrator	Percentage
Colleague	50%
Member of the public	36%
Client/ customer/ patient/ stakeholder	21%
A manager or supervisor	14%
An executive, senior leader or the head of your organisation	14%
A volunteer with my organisation	0%
Group of colleagues	0%
Member of your household	0%
Other	0%

Victorian Public Sector Commission

VICTORIA State Government
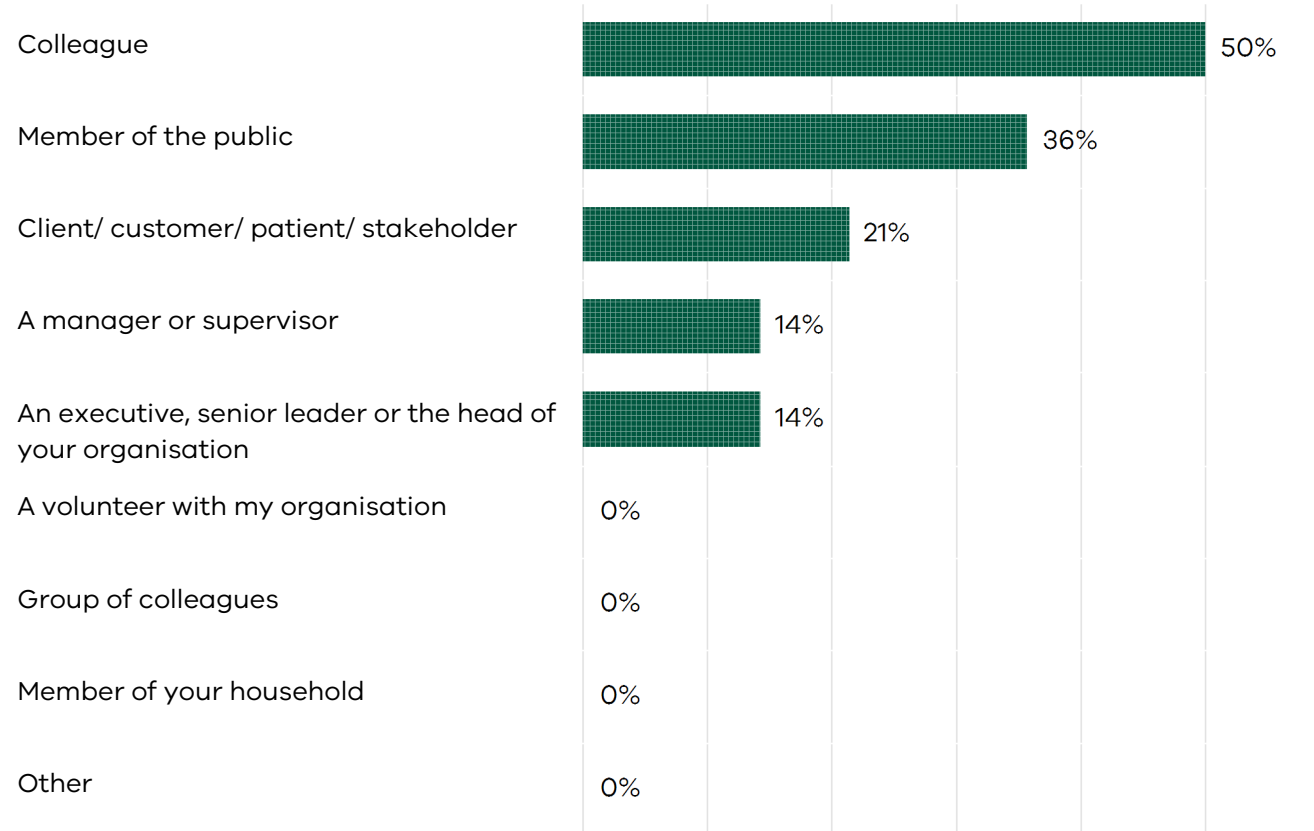
Negative behaviour

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?

62	190
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 2023	Comparator 2023	Public sector 2023
No, I have not witnessed any of the situations above	75%	77%	79%
Discrimination against a colleague	14%	8%	8%
Bullying of a colleague	11%	16%	14%
Violence or aggression against a colleague	4%	3%	5%
Sexual harassment of a colleague	3%	3%	1%

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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:

- 73% said the top action they took was 'Spoke to the person who experienced the behaviour'.
- 3% took no action.

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

62	190
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 2023	Comparator 2023	Public sector 2023
Spoke to the person who experienced the behaviour	73%	71%	70%
Told a manager	39%	32%	39%
Told a colleague	21%	24%	20%
Spoke to the person who behaved in a negative way	18%	14%	19%
Told the person the behaviour was not OK	18%	14%	22%
Told Human Resources	15%	10%	7%
Other	6%	6%	6%
Submitted a formal complaint	6%	4%	6%
Took no action	3%	9%	8%

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2023

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

Demographics

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

Key differences

Highest scoring questions

What this is

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

How to read this

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

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

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

Example

On the first row 'Job enrichment', the 'You 2023' column shows 93% of your staff agreed with 'I understand how my job helps my organisation achieve its goals'. In the 'Change from 2022' column, you have a 1% decrease, which is a negative trend.

Question group	Highest scoring questions	You 2023	Change from 2022	Comparator 2023
Job enrichment	I understand how my job helps my organisation achieve its goals	93%	–1%	90%
Meaningful work	I can make a worthwhile contribution at work	91%	–1%	92%
Safety climate	My organisation provides a physically safe work environment	91%	+9%	88%
Job enrichment	I can use my skills and knowledge in my job	88%	–2%	90%
Gender equality supporting measures	My organisation would support me if I needed to take family violence leave	88%	Not asked in 2022	83%
Organisational integrity	My organisation encourages employees to act in ways that are consistent with human rights	88%	+2%	78%
Manager leadership	My manager treats employees with dignity and respect	87%	+5%	86%
Organisational integrity	My organisation encourages respectful workplace behaviours	87%	+4%	74%
Manager leadership	My manager demonstrates honesty and integrity	87%	+6%	85%
Gender equality supporting measures	My organisation uses inclusive and respectful images and language	86%	Not asked in 2022	86%

Key differences

Lowest scoring questions

What this is

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

How to read this

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

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

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

Example

On the first row 'Taking action', the 'You 2023' column shows 26% of your staff agreed with 'My organisation has made improvements based on the survey results from last year'.
This question was not asked in 2022.

Question subgroup	Lowest scoring questions	You 2023	Change from 2022	Comparator 2023
Taking action	My organisation has made improvements based on the survey results from last year	26%	Not asked in 2022	21%
Senior leadership	Senior leaders provide clear strategy and direction	37%	-15%	54%
Learning and development	I am satisfied with the opportunities to progress in my organisation	38%	-7%	31%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	38%	-6%	36%
Organisational integrity	I believe the promotion processes in my organisation are fair	38%	-7%	37%
Taking action	I believe my organisation will make improvements based on the results of this survey	38%	-10%	39%
Safety climate	All levels of my organisation are involved in the prevention of stress	39%	+2%	32%
Collaboration	Workgroups across my organisation willingly share information with each other	44%	0%	55%
Organisational integrity	I have an equal chance at promotion in my organisation	44%	-10%	42%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	44%	-7%	42%

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Key differences

Most improved

What this is

This is where staff feel their organisation has most improved.

How to read this

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

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

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

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

Example

On the first row 'Job enrichment', the 'You 2023' column shows 85% of your staff agreed with 'I have a say in how I do my work'.

In the 'Increase from 2022' column, you have a 17% increase, which is a positive trend.

Question group	Most improved from last year	You 2023	Increase from 2022	Comparator 2023
Job enrichment	I have a say in how I do my work	85%	+17%	70%
Flexible working	I am confident that if I requested a flexible work arrangement, it would be given due consideration	81%	+15%	66%
Flexible working	My manager supports working flexibly	85%	+12%	78%
Innovation	My workgroup encourages employee creativity	70%	+12%	67%
Satisfaction	How satisfied are you with the work/life balance in your current job	72%	+11%	62%
Quality service delivery	My workgroup acts fairly and without bias	75%	+11%	75%
Organisational integrity	My organisation takes steps to eliminate bullying, harassment and discrimination	76%	+10%	60%
Workgroup support	People in my workgroup appropriately manage conflicts of interest	77%	+10%	70%
Safety climate	My organisation provides a physically safe work environment	91%	+9%	88%
Safe to speak up	I feel safe to challenge inappropriate behaviour at work	76%	+9%	64%

Key differences

Most declined

What this is

This is where staff feel their organisation has most declined.

How to read this

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

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

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

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

Example

On the first row 'Senior leadership', the 'You 2023' column shows 37% of your staff agreed with 'Senior leaders provide clear strategy and direction'.
In the 'Decrease from 2022' column, you have a 15% decrease, which is a negative trend.

Question subgroup	Largest decline from last year	You 2023	Decrease from 2022	Comparator 2023
Senior leadership	Senior leaders provide clear strategy and direction	37%	-15%	54%
Engagement	I would recommend my organisation as a good place to work	56%	-15%	59%
Taking action	I believe my organisation will make improvements based on the results of this survey	38%	-10%	39%
Organisational integrity	I have an equal chance at promotion in my organisation	44%	-10%	42%
Satisfaction	Considering everything, how satisfied are you with your current job	62%	-9%	67%
Learning and development	I am satisfied with the opportunities to progress in my organisation	38%	-7%	31%
Organisational integrity	I believe the promotion processes in my organisation are fair	38%	-7%	37%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	44%	-7%	42%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	38%	-6%	36%
Senior leadership	Senior leaders model my organisation's values	51%	-6%	58%

Key differences

Biggest positive difference from comparator

What this is

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

How to read this

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

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

Example

On the first row 'Other questions', the 'You 2023' column shows 59% of your staff agreed with 'My workgroup gives frank and fearless advice to our managers and leaders (including the Minister, where applicable)'.

The 'difference' column, shows that agreement for this question was 18 percentage points higher in your organisation than in your comparator.

Question group	Biggest positive difference from comparator	You 2023	Difference	Comparator 2023
Other questions	My workgroup gives frank and fearless advice to our managers and leaders (including the Minister, where applicable)	59%	+18%	41%
Flexible working	I am confident that if I requested a flexible work arrangement, it would be given due consideration	81%	+16%	66%
Organisational integrity	My organisation takes steps to eliminate bullying, harassment and discrimination	76%	+15%	60%
Job enrichment	I have a say in how I do my work	85%	+15%	70%
Other questions	I am confident that if I requested to go on secondment to support urgent government work, it would be given due consideration	70%	+14%	56%
Organisational integrity	My organisation encourages respectful workplace behaviours	87%	+13%	74%
Safe to speak up	I feel safe to challenge inappropriate behaviour at work	76%	+12%	64%
Organisational integrity	My organisation does not tolerate improper conduct	75%	+12%	63%
Safe to speak up	People in my workgroup are able to bring up problems and tough issues	75%	+11%	65%
Satisfaction	How satisfied are you with the work/life balance in your current job	72%	+10%	62%

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 'Senior leadership', the 'You 2023' column shows 37% of your staff agreed with 'Senior leaders provide clear strategy and direction'.

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

Question subgroup	Biggest negative difference from comparator	You 2023	Difference	Comparator 2023
Senior leadership	Senior leaders provide clear strategy and direction	37%	-17%	54%
Collaboration	Workgroups across my organisation willingly share information with each other	44%	-11%	55%
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	61%	-9%	70%
Senior leadership	Senior leaders model my organisation's values	51%	-6%	58%
Engagement	My organisation motivates me to help achieve its objectives	57%	-6%	63%
Other questions	I understand how the Code of Conduct for Victorian public sector employees applies to my work	75%	-6%	81%
Workgroup support	People in my workgroup are politically impartial in their work	71%	-5%	76%
Engagement	I feel a strong personal attachment to my organisation	64%	-5%	69%
Engagement	My organisation inspires me to do the best in my job	58%	-5%	63%
Satisfaction	Considering everything, how satisfied are you with your current job	62%	-5%	67%

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Demographics

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

What this is

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

Why this is important

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

How to read this

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

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

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

Example

38% 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

22% · 38% · 39%

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

20% · 26% · 23% · 31%
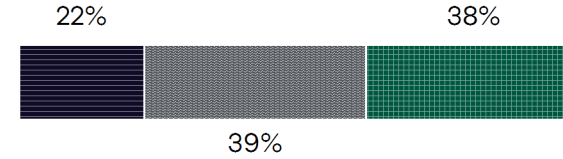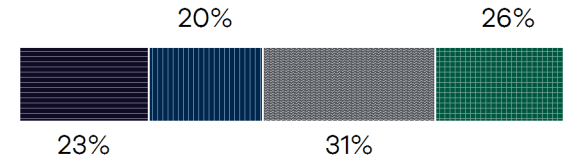
Survey question	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
I believe my organisation will make improvements based on the results of this survey	49 %	38 %	22 %	39 %	67 %
My organisation has made improvements based on the survey results from last year	Not asked	26 %	15 %	21 %	34 %

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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

54% of your staff who did the survey agreed or strongly agreed with 'Senior leaders demonstrate honesty and integrity'.

Survey question

Your results

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

Benchmark agree results
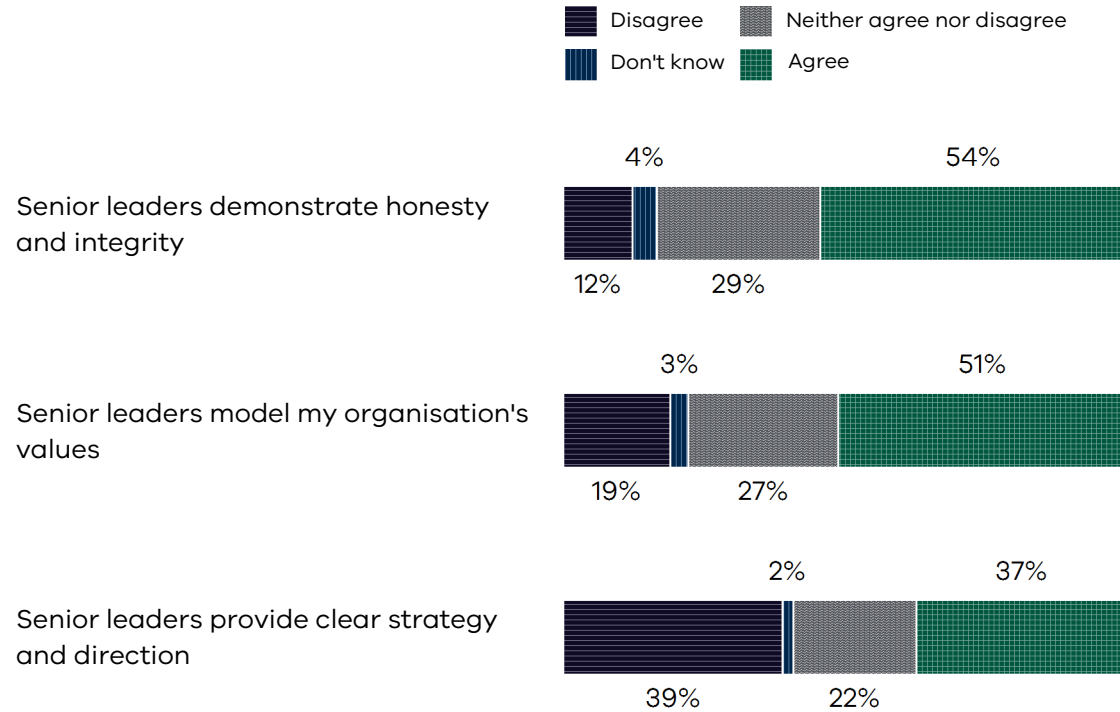
Survey question		You		Comparator		
	Your results	2022	2023	Lowest	Average	Highest
Senior leaders demonstrate honesty and integrity	12% · 4% · 29% · 54%	60 %	54 %	48 %	57 %	84 %
Senior leaders model my organisation's values	19% · 3% · 27% · 51%	57 %	51 %	40 %	58 %	83 %
Senior leaders provide clear strategy and direction	39% · 2% · 22% · 37%	52 %	37 %	39 %	54 %	87 %

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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:

- 68% of your staff who did the survey responded positively to questions about Organisational integrity which is up from 68% in 2022.

Compared to:

- 62% of staff at your comparator and 67% of staff across the public sector.
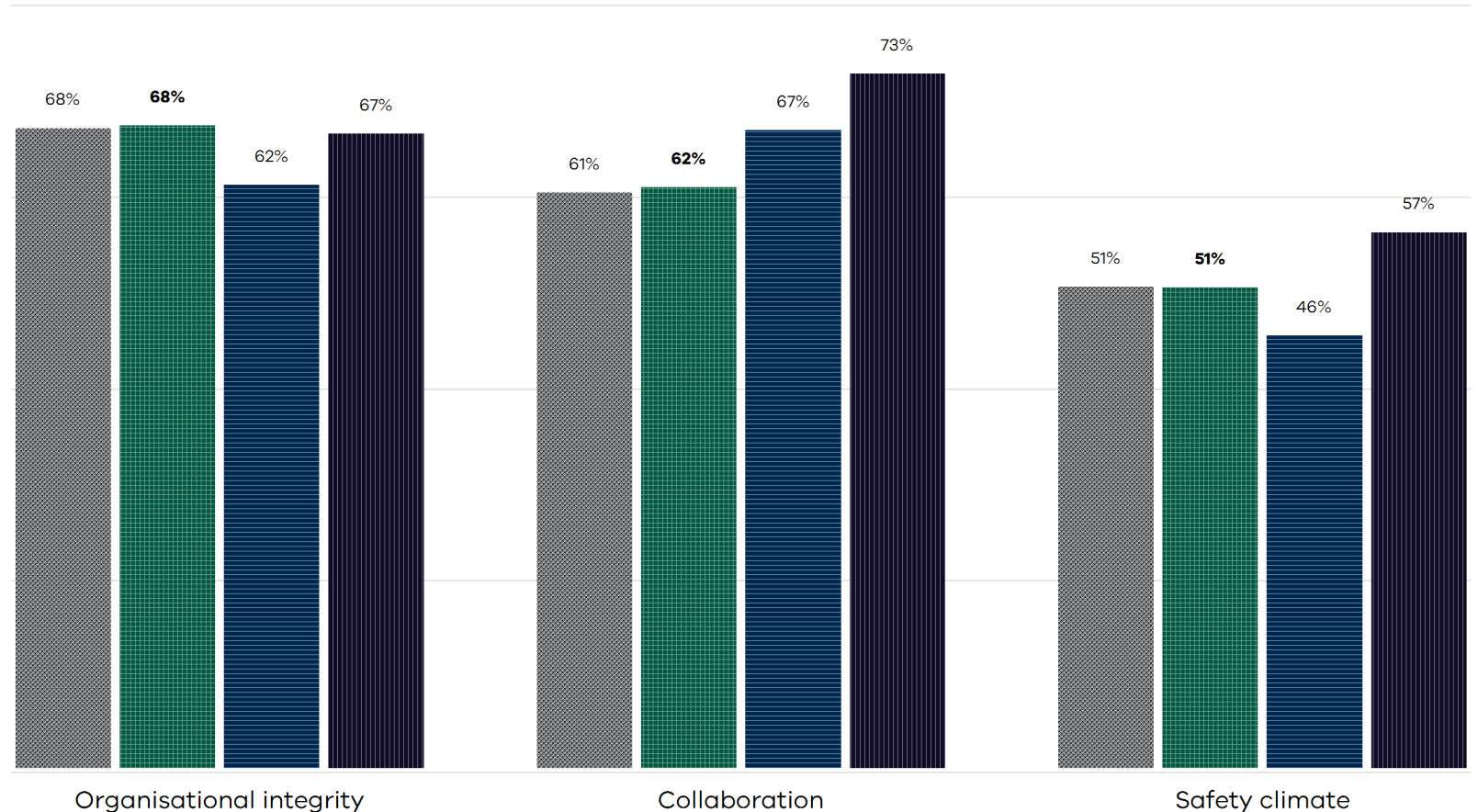
*We can't compare some data here because one or more questions were not asked in a previous survey

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

Organisational integrity: You 2022 68%, You 2023 68%, Comparator 2023 62%, Public sector 2023 67%

Collaboration: You 2022 61%, You 2023 62%, Comparator 2023 67%, Public sector 2023 73%

Safety climate: You 2022 51%, You 2023 51%, Comparator 2023 46%, Public sector 2023 57%

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.
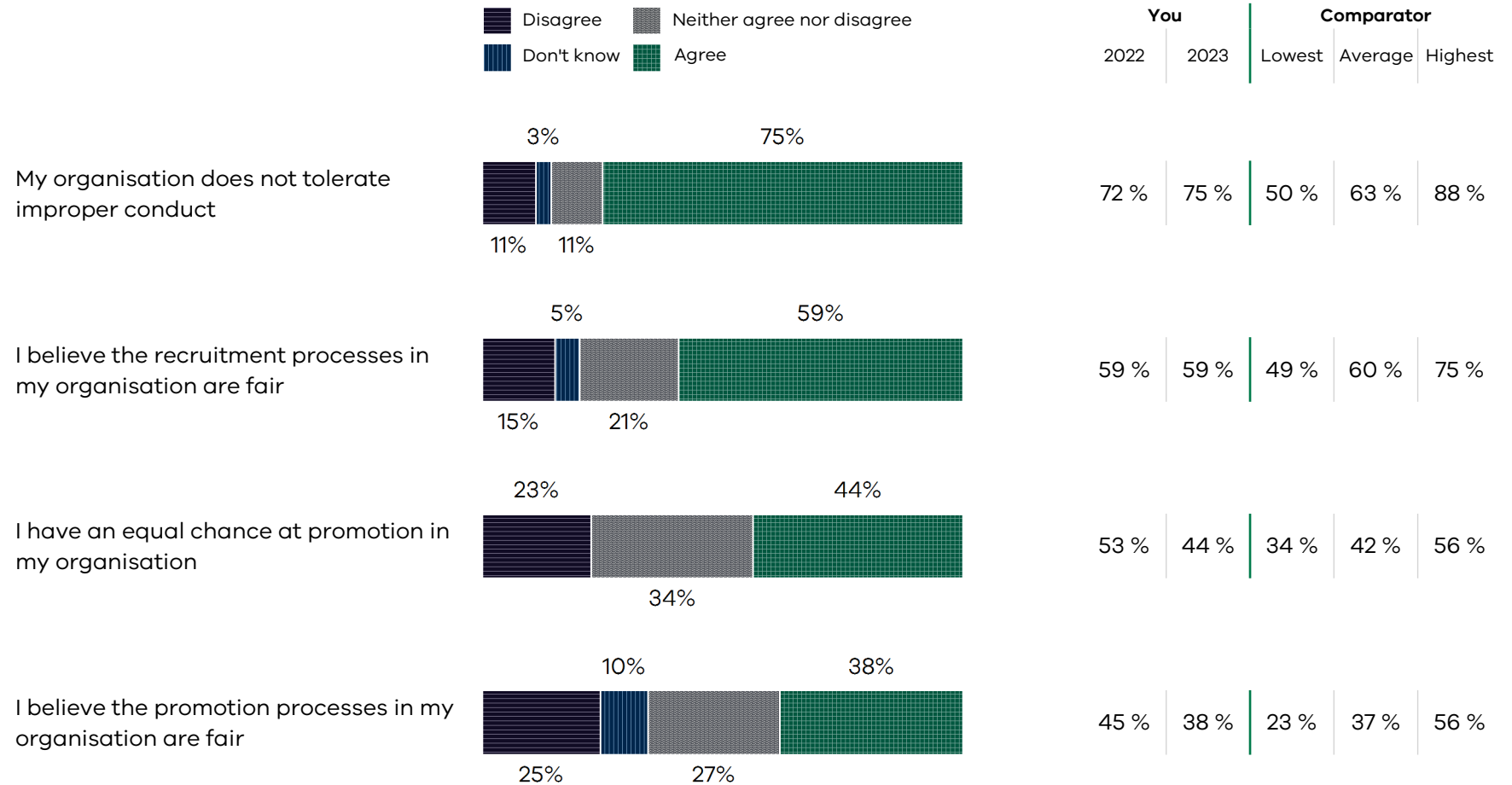
Example

88% of your staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.

Survey question	Your results		Benchmark agree results				

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

Survey question	Your results	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My organisation encourages employees to act in ways that are consistent with human rights	3% / 3% / 6% / 88%	85 %	88 %	54 %	78 %	94 %
My organisation encourages respectful workplace behaviours	4% / 9% / 87%	84 %	87 %	51 %	74 %	87 %
My organisation is committed to earning a high level of public trust	3% / 4% / 15% / 77%	77 %	77 %	71 %	79 %	97 %
My organisation takes steps to eliminate bullying, harassment and discrimination	6% / 7% / 12% / 76%	65 %	76 %	49 %	60 %	84 %

Organisational climate

Organisational integrity 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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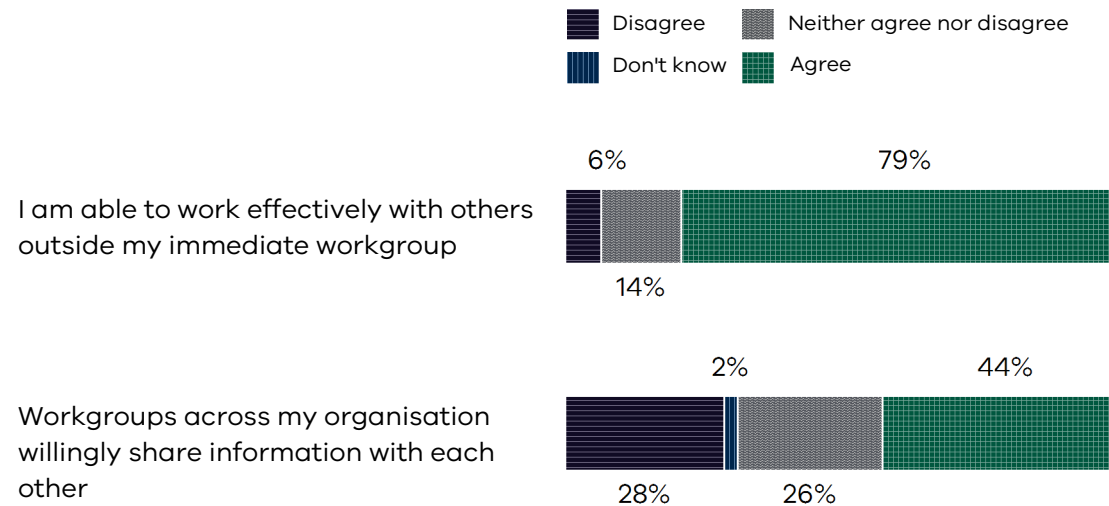
Example

75% of your staff who did the survey agreed or strongly agreed with 'My organisation does not tolerate improper conduct'.

Survey question

Your results

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

Benchmark agree results

Survey question		You		Comparator		
		2022	2023	Lowest	Average	Highest
My organisation does not tolerate improper conduct	3% / 75% / 11% / 11%	72 %	75 %	50 %	63 %	88 %
I believe the recruitment processes in my organisation are fair	5% / 59% / 15% / 21%	59 %	59 %	49 %	60 %	75 %
I have an equal chance at promotion in my organisation	23% / 44% / 34%	53 %	44 %	34 %	42 %	56 %
I believe the promotion processes in my organisation are fair	10% / 38% / 25% / 27%	45 %	38 %	23 %	37 %	56 %

Organisational climate

Collaboration

What this is

This shows how well the workgroups in your organisation work together and share information.

Why this is important

Improving these results can improve the cohesiveness of your organisation and allow for greater intra-organisational collaboration.

How to read this

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

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

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

Example

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

Survey question

Your results

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

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

6% / 79% / 14%

Workgroups across my organisation willingly share information with each other

2% / 44% / 28% / 26%

Benchmark agree results

Survey question	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
I am able to work effectively with others outside my immediate workgroup	78 %	79 %	69 %	80 %	91 %
Workgroups across my organisation willingly share information with each other	44 %	44 %	43 %	55 %	59 %

Victorian Public Sector Commission

VICTORIA State Government

Organisational climate

What this is

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

Why this is important

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

How to read this

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

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

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

Example

91% of your staff who did the survey agreed or strongly agreed with 'My organisation provides a physically safe work environment'.

Survey question	Your results				Benchmark agree results				

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

	You		Comparator		
	2022	2023	Lowest	Average	Highest
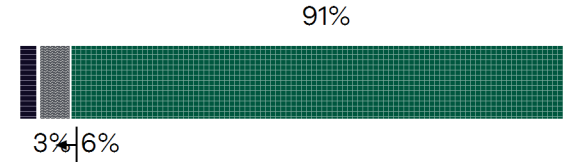
Survey question	Your results	2022	2023	Lowest	Average	Highest
My organisation provides a physically safe work environment	91% (3% / 6%)	82 %	91 %	69 %	88 %	96 %
In my workplace, there is good communication about psychological safety issues that affect me	21% / 31% / 48%	48 %	48 %	31 %	40 %	69 %
My organisation has effective procedures in place to support employees who may experience stress	25% / 9% / 19% / 47%	45 %	47 %	28 %	38 %	59 %
Senior leaders consider the psychological health of employees to be as important as productivity	23% / 32% / 44%	51 %	44 %	31 %	42 %	69 %
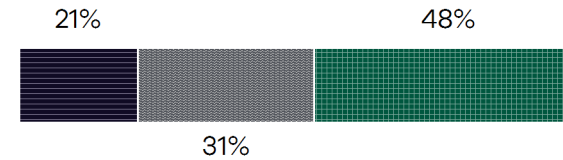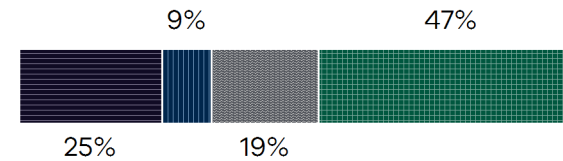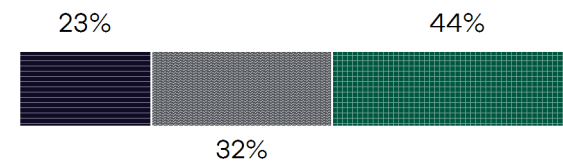
Organisational climate

What this is

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

Why this is important

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

How to read this

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

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

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

Example

39% of your staff who did the survey agreed or strongly agreed with 'All levels of my organisation are involved in the prevention of stress'.

Survey question	Your results	Benchmark agree results				
		You		**Comparator**		
		2022	2023	Lowest	Average	Highest
All levels of my organisation are involved in the prevention of stress	29% / 32% / 39%	37 %	39 %	23 %	32 %	52 %
Senior leaders show support for stress prevention through involvement and commitment	27% / 35% / 38%	44 %	38 %	24 %	36 %	56 %

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

Victorian Public Sector Commission

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People matter survey

2023

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- Highest scoring
- Lowest scoring
- Most improved
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- Biggest positive difference from comparator
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- Taking action questions

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Workgroup climate

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Job and manager factors

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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

Victorian Public Sector Commission

VICTORIA State Government

Workgroup climate

Scorecard

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2023:

- 78% of your staff who did the survey responded positively to questions about Workgroup support which is up from 75% in 2022.

Compared to:

- 78% of staff at your comparator and 78% of staff across the public sector.
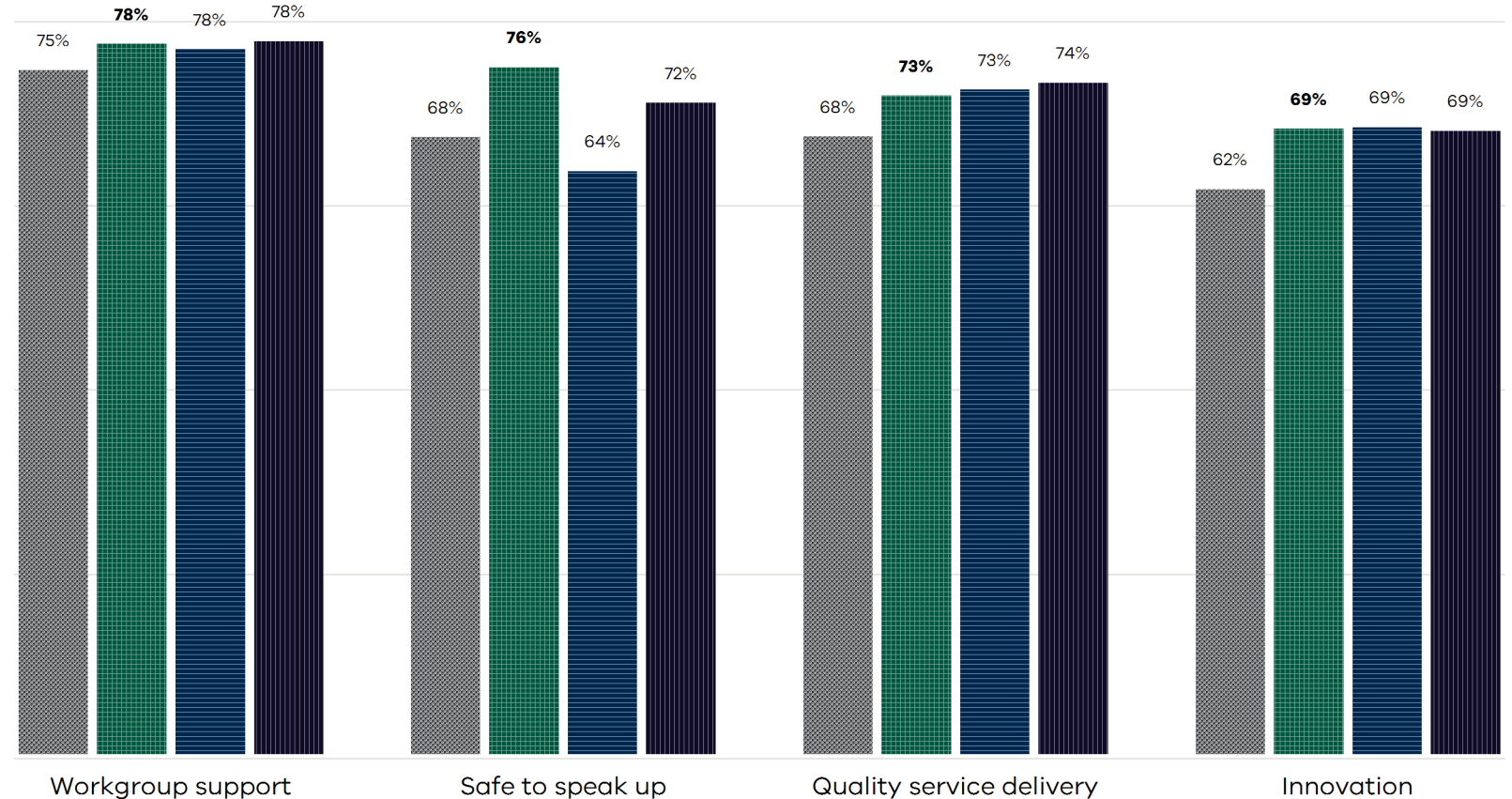
	Workgroup support	Safe to speak up	Quality service delivery	Innovation
You 2022	75%	68%	68%	62%
You 2023	78%	76%	73%	69%
Comparator 2023	78%	64%	73%	69%
Public sector 2023	78%	72%	74%	69%

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

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

Workgroup climate

Quality service delivery

What this is

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

Why this is important

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

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

How to read this

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

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

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

Example

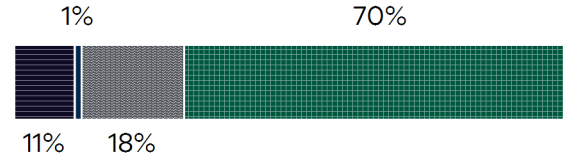80% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

Survey question	Your results	Benchmark agree results				
		You		**Comparator**		
		2022	2023	Lowest	Average	Highest
My workgroup provides high quality advice and services	Disagree 6% · Neither 13% · Agree 80% (Don't know 1%)	75 %	80 %	69 %	82 %	93 %
My workgroup acts fairly and without bias	Disagree 12% · Neither 13% · Agree 75%	64 %	75 %	68 %	75 %	85 %
My workgroup uses its resources well	Disagree 13% · Neither 17% · Agree 68% (Don't know 1%)	60 %	68 %	51 %	69 %	78 %
My workgroup has clear lines of responsibility	Disagree 19% · Neither 13% · Agree 67%	73 %	67 %	49 %	66 %	76 %
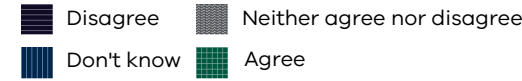
Legend: Disagree · Don't know · Neither agree nor disagree · Agree
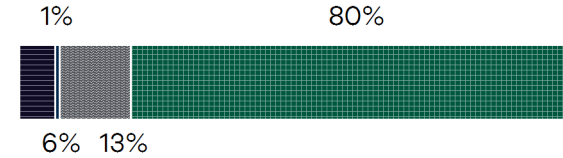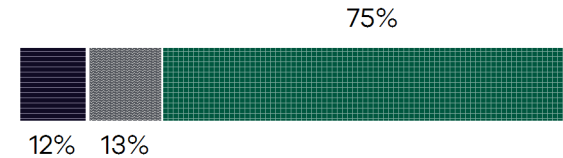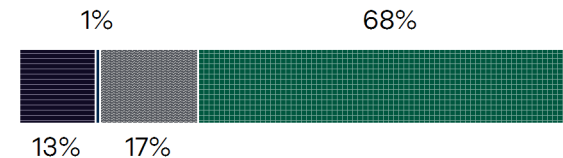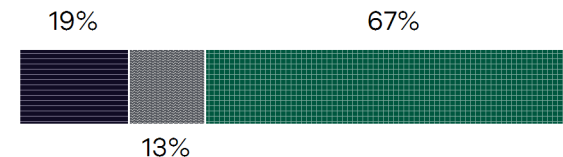
Workgroup climate

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

70% of your staff who did the survey agreed or strongly agreed with 'My workgroup encourages employee creativity'.
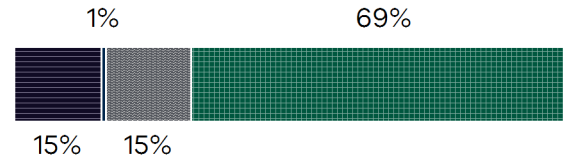
Legend: Disagree | Neither agree nor disagree | Don't know | Agree

Survey question	Your results	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup encourages employee creativity	11% / 1% / 18% / 70%	58 %	70 %	49 %	67 %	83 %
My workgroup learns from failures and mistakes	15% / 1% / 15% / 69%	67 %	69 %	49 %	70 %	81 %
My workgroup is quick to respond to opportunities to do things better	13% / 19% / 68%	62 %	68 %	43 %	70 %	89 %
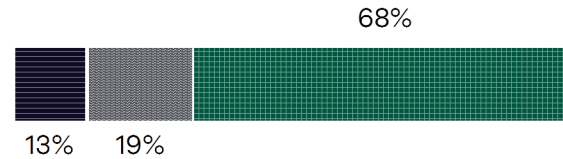
Workgroup climate

What this is

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

Why this is important

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

How to read this

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

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

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

Example

85% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup treat each other with respect'.
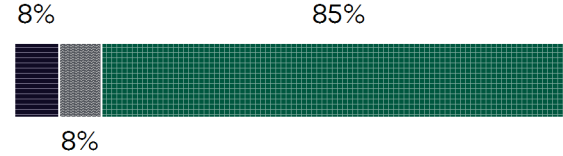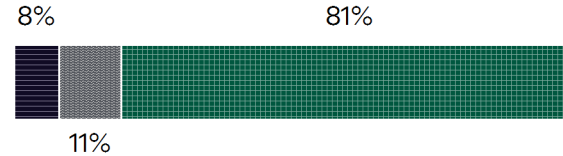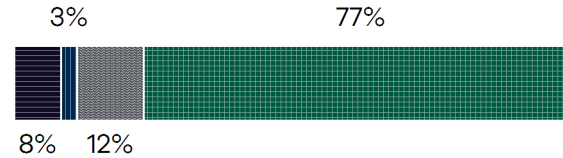
Survey question	Your results						

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

Survey question	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup treat each other with respect (8% / 8% / 85%)	81 %	85 %	71 %	83 %	94 %
People in my workgroup work together effectively to get the job done (8% / 11% / 81%)	85 %	81 %	71 %	83 %	91 %
People in my workgroup appropriately manage conflicts of interest (3% / 8% / 12% / 77%)	67 %	77 %	60 %	70 %	85 %
People in my workgroup are honest, open and transparent in their dealings (10% / 13% / 77%)	74 %	77 %	63 %	74 %	83 %

Victorian Public Sector Commission

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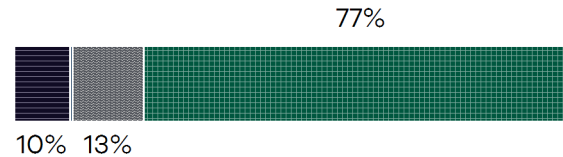
Workgroup climate

Workgroup support 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

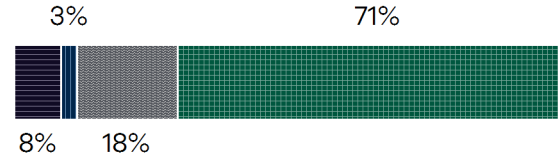Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

71% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.
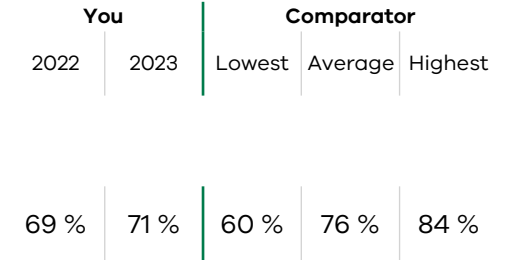
Legend	
Disagree	Neither agree nor disagree
Don't know	Agree

People in my workgroup are politically impartial in their work

3% 71%

8% 18%

	You		Comparator		
	2022	2023	Lowest	Average	Highest
	69 %	71 %	60 %	76 %	84 %

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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

76% of your staff who did the survey agreed or strongly agreed with 'I feel safe to challenge inappropriate behaviour at work'.
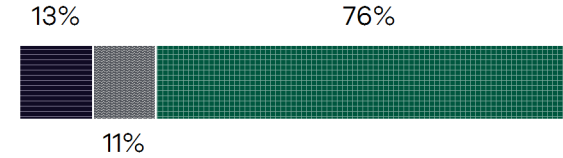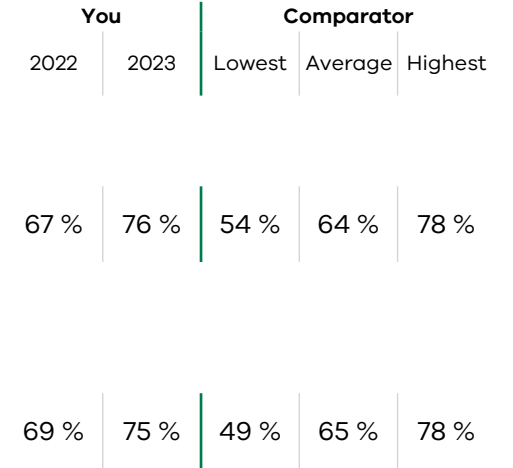
Survey question	Your results						

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

Benchmark agree results

Survey question	Disagree	Neither	Agree	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
I feel safe to challenge inappropriate behaviour at work	13%	11%	76%	67 %	76 %	54 %	64 %	78 %
People in my workgroup are able to bring up problems and tough issues	10%	14%	75%	69 %	75 %	49 %	65 %	78 %

Victorian Public Sector Commission

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People matter survey

2023

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- Inclusion
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- Scorecard: negative behaviour
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- Sexual harassment
- Discrimination
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Key differences

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

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- Taking action questions

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Workgroup climate

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- Job enrichment
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- 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

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:

- 86% of your staff who did the survey responded positively to questions about Manager leadership.

Compared to:

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

	Manager leadership	Meaningful work	Job enrichment	Flexible working
You 2022	80%	84%	83%	69%
You 2023	86%	86%	84%	83%
Comparator 2023	85%	86%	80%	72%
Public sector 2023	85%	88%	84%	77%

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

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

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.
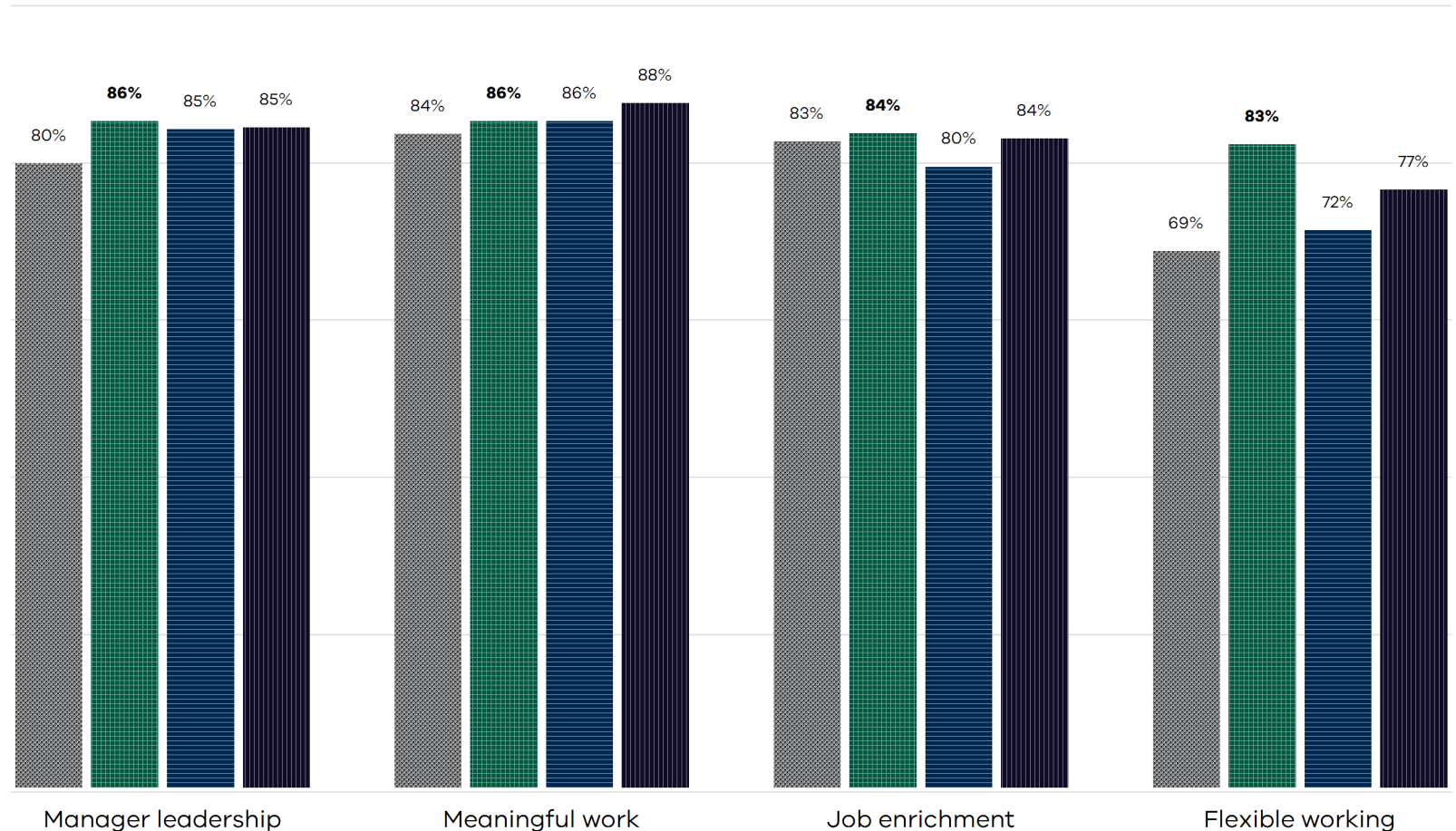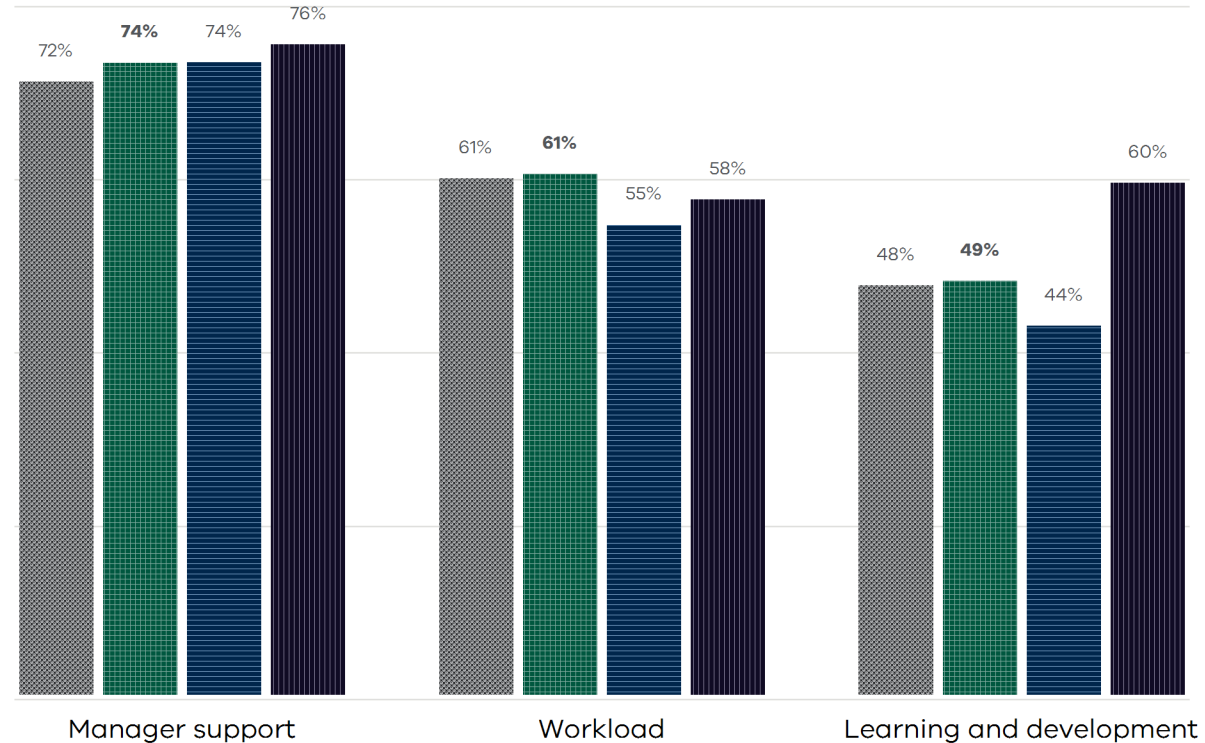
Example

In 2023:

- 74% of your staff who did the survey responded positively to questions about Manager support.

Compared to:

- 74% of staff at your comparator and 76% 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 2022 | You 2023 | Comparator 2023 | Public sector 2023

Factor	You 2022	You 2023	Comparator 2023	Public sector 2023
Manager support	72%	74%	74%	76%
Workload	61%	61%	55%	58%
Learning and development	48%	49%	44%	60%

Victorian Public Sector Commission

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Job and manager factors

Manager leadership

What this is

This is how well staff perceive their direct managers lead.

Why this is important

Great managers can foster the right environment for staff engagement.

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

How to read this

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

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

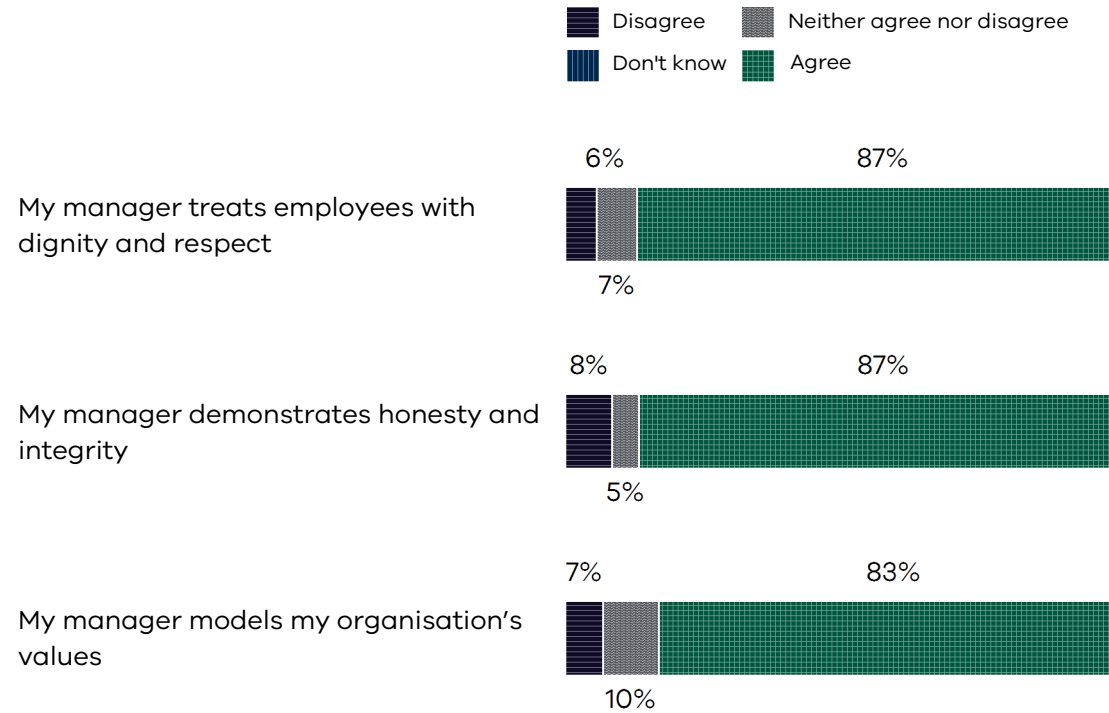Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

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

Survey question	Your results					

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

Benchmark agree results

	You		Comparator		
	2022	2023	Lowest	Average	Highest
My manager treats employees with dignity and respect (6% / 7% / 87%)	83 %	87 %	71 %	86 %	94 %
My manager demonstrates honesty and integrity (8% / 5% / 87%)	81 %	87 %	69 %	85 %	94 %
My manager models my organisation's values (7% / 10% / 83%)	78 %	83 %	66 %	83 %	94 %

Job and manager factors

Manager support 1 of 2

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

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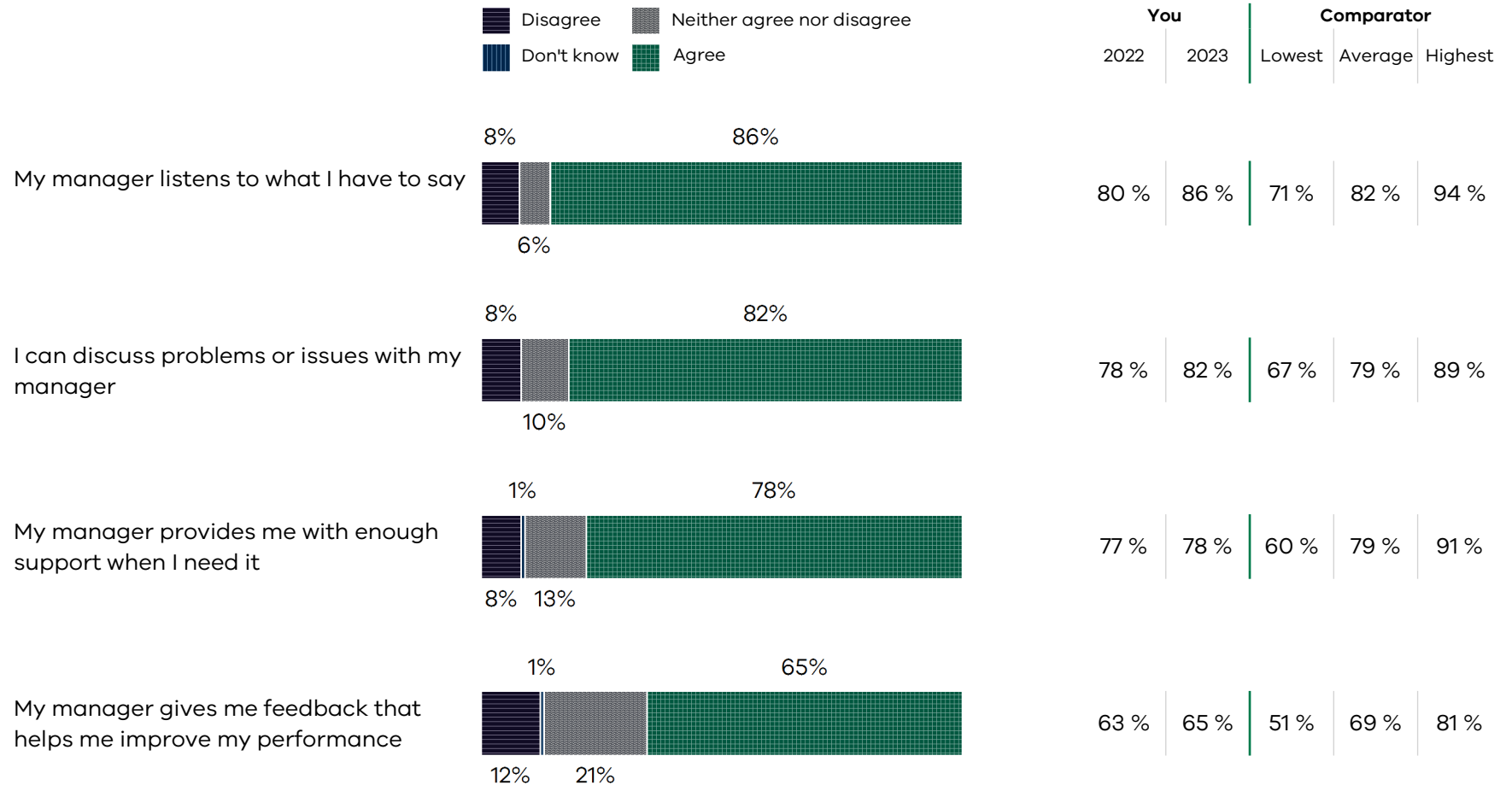
Example

86% of your staff who did the survey agreed or strongly agreed with 'My manager listens to what I have to say'.

Survey question	Your results	Benchmark agree results

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

Survey question	Your results	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My manager listens to what I have to say	8% / 6% / 86%	80 %	86 %	71 %	82 %	94 %
I can discuss problems or issues with my manager	8% / 10% / 82%	78 %	82 %	67 %	79 %	89 %
My manager provides me with enough support when I need it	1% / 8% / 13% / 78%	77 %	78 %	60 %	79 %	91 %
My manager gives me feedback that helps me improve my performance	1% / 12% / 21% / 65%	63 %	65 %	51 %	69 %	81 %

Victorian Public Sector Commission

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Job and manager factors

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

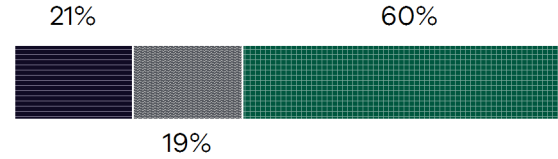Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

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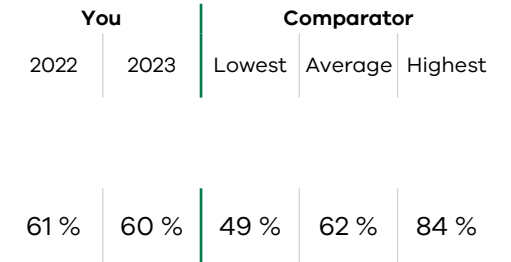
Survey question

Your results

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

I receive meaningful recognition when I do good work

21% 60%

19%

Benchmark agree results

	You		Comparator		
	2022	2023	Lowest	Average	Highest
	61 %	60 %	49 %	62 %	84 %

Victorian Public Sector Commission

VICTORIA State Government

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.
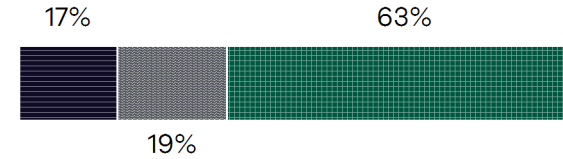
Example

63% of your staff who did the survey agreed or strongly agreed with 'The workload I have is appropriate for the job that I do'.
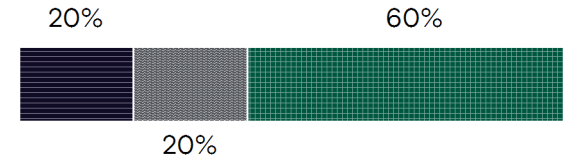
Legend: Disagree | Neither agree nor disagree | Agree

Survey question	Your results	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
The workload I have is appropriate for the job that I do	17% / 19% / 63%	64 %	63 %	51 %	59 %	69 %
I have enough time to do my job effectively	20% / 20% / 60%	58 %	60 %	46 %	52 %	70 %

Job and manager factors

Learning and development

What this is

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

Why this is important

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

How to read this

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

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

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

Example

65% of your staff who did the survey agreed or strongly agreed with 'I am developing and learning in my role'.

Survey question	Your results			You		Comparator		
	Disagree	Neither agree nor disagree	Agree	2022	2023	Lowest	Average	Highest
I am developing and learning in my role	16%	19%	65%	67 %	65 %	43 %	64 %	78 %
I am satisfied with the way my learning and development needs have been addressed in the last 12 months	27%	26%	47%	40 %	47 %	34 %	44 %	54 %
My organisation places a high priority on the learning and development of staff	24%	30%	46%	41 %	46 %	29 %	36 %	47 %
I am satisfied with the opportunities to progress in my organisation	40%	22%	38%	45 %	38 %	17 %	31 %	41 %

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Job enrichment 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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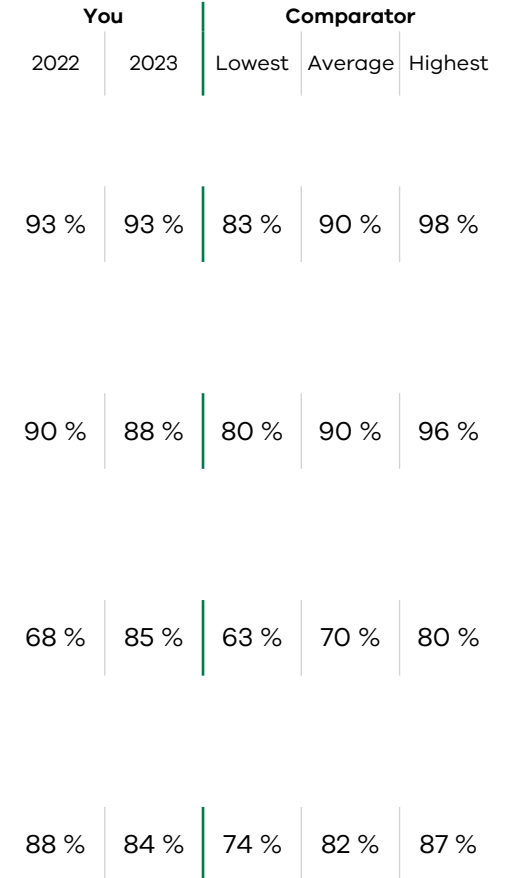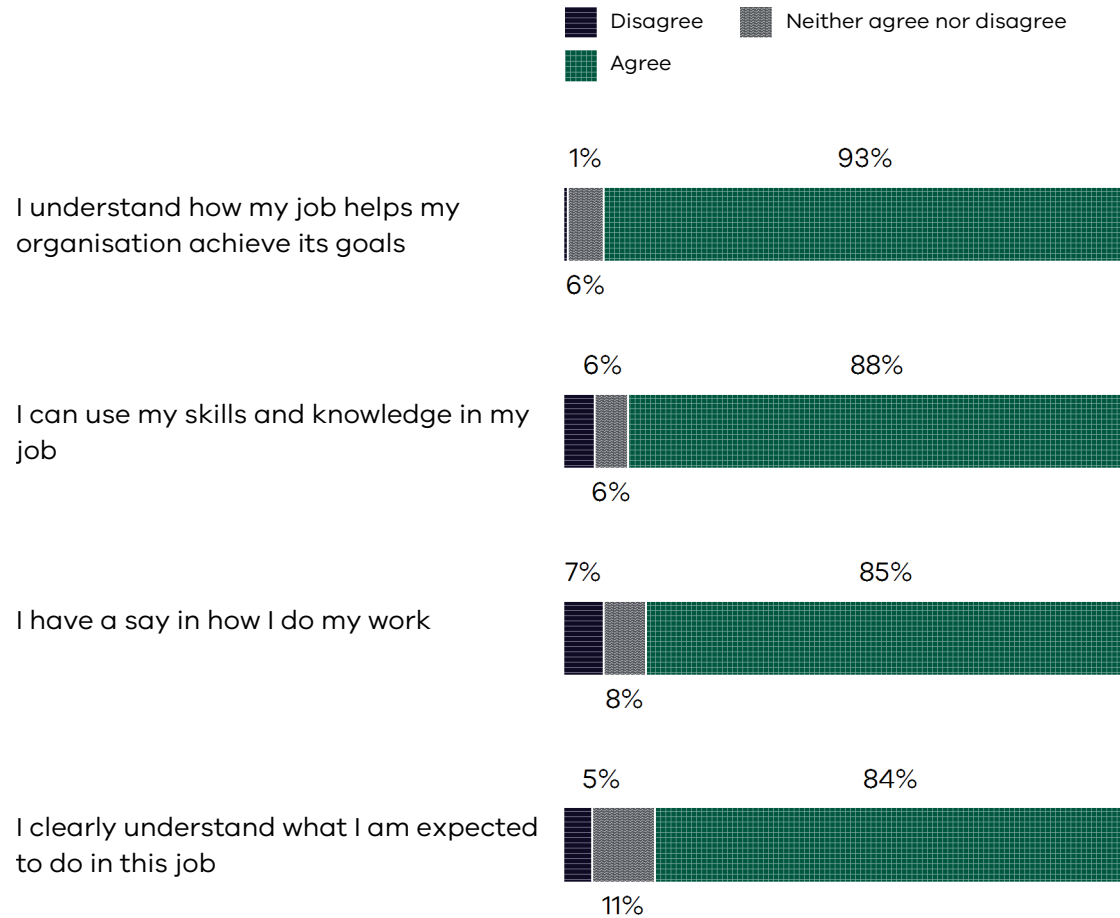
Example

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

Survey question	Your results					

Your results

Legend: Disagree · Neither agree nor disagree · Agree

Survey question	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
I understand how my job helps my organisation achieve its goals (1% / 93% / 6%)	93 %	93 %	83 %	90 %	98 %
I can use my skills and knowledge in my job (6% / 88% / 6%)	90 %	88 %	80 %	90 %	96 %
I have a say in how I do my work (7% / 85% / 8%)	68 %	85 %	63 %	70 %	80 %
I clearly understand what I am expected to do in this job (5% / 84% / 11%)	88 %	84 %	74 %	82 %	87 %

Victorian Public Sector Commission

VICTORIA State Government

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.
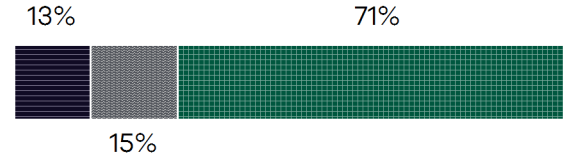
Example

71% of your staff who did the survey agreed or strongly agreed with 'I have the authority to do my job effectively'.
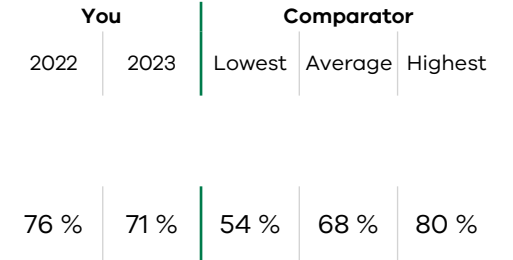
| Survey question | Your results | Benchmark agree results |

Survey question

I have the authority to do my job effectively

Your results

■ Disagree ▨ Neither agree nor disagree ▦ Agree

13% 71%

15%

Benchmark agree results

	You		Comparator		
	2022	2023	Lowest	Average	Highest
	76 %	71 %	54 %	68 %	80 %

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Meaningful work

What this is

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

Why this is important

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

How to read this

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

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

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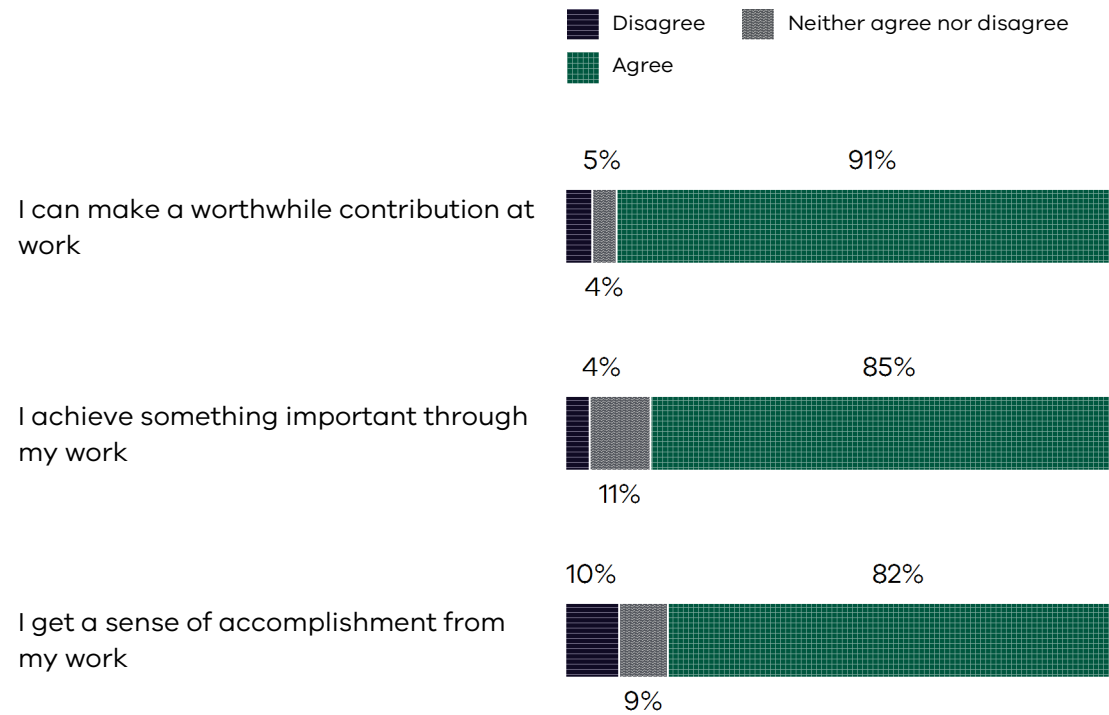
Example

91% of your staff who did the survey agreed or strongly agreed with 'I can make a worthwhile contribution at work'.

Survey question	Your results					

Your results legend: ■ Disagree ▦ Neither agree nor disagree ▦ Agree

Benchmark agree results

Survey question	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
I can make a worthwhile contribution at work (5% / 91% / 4%)	91 %	91 %	80 %	92 %	98 %
I achieve something important through my work (4% / 85% / 11%)	81 %	85 %	81 %	87 %	96 %
I get a sense of accomplishment from my work (10% / 82% / 9%)	80 %	82 %	69 %	79 %	85 %

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.
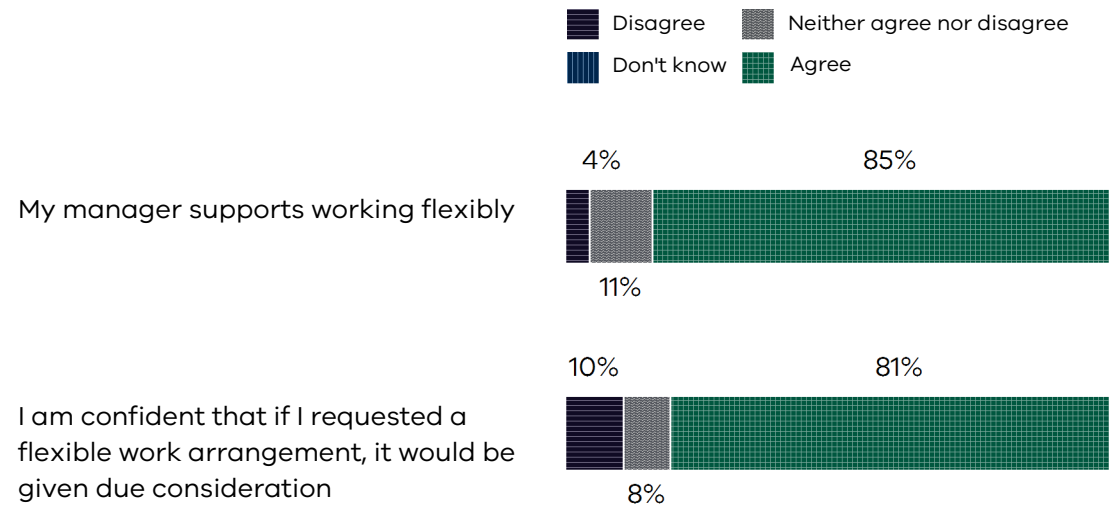
Example

85% 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 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My manager supports working flexibly	4% / 11% / 85%	73 %	85 %	62 %	78 %	96 %
I am confident that if I requested a flexible work arrangement, it would be given due consideration	10% / 8% / 81%	66 %	81 %	49 %	66 %	91 %

People matter survey

2023

Have your say

Overview

Report overview

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

Result summary

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Topical questions

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

Demographics

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

Public sector values

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.
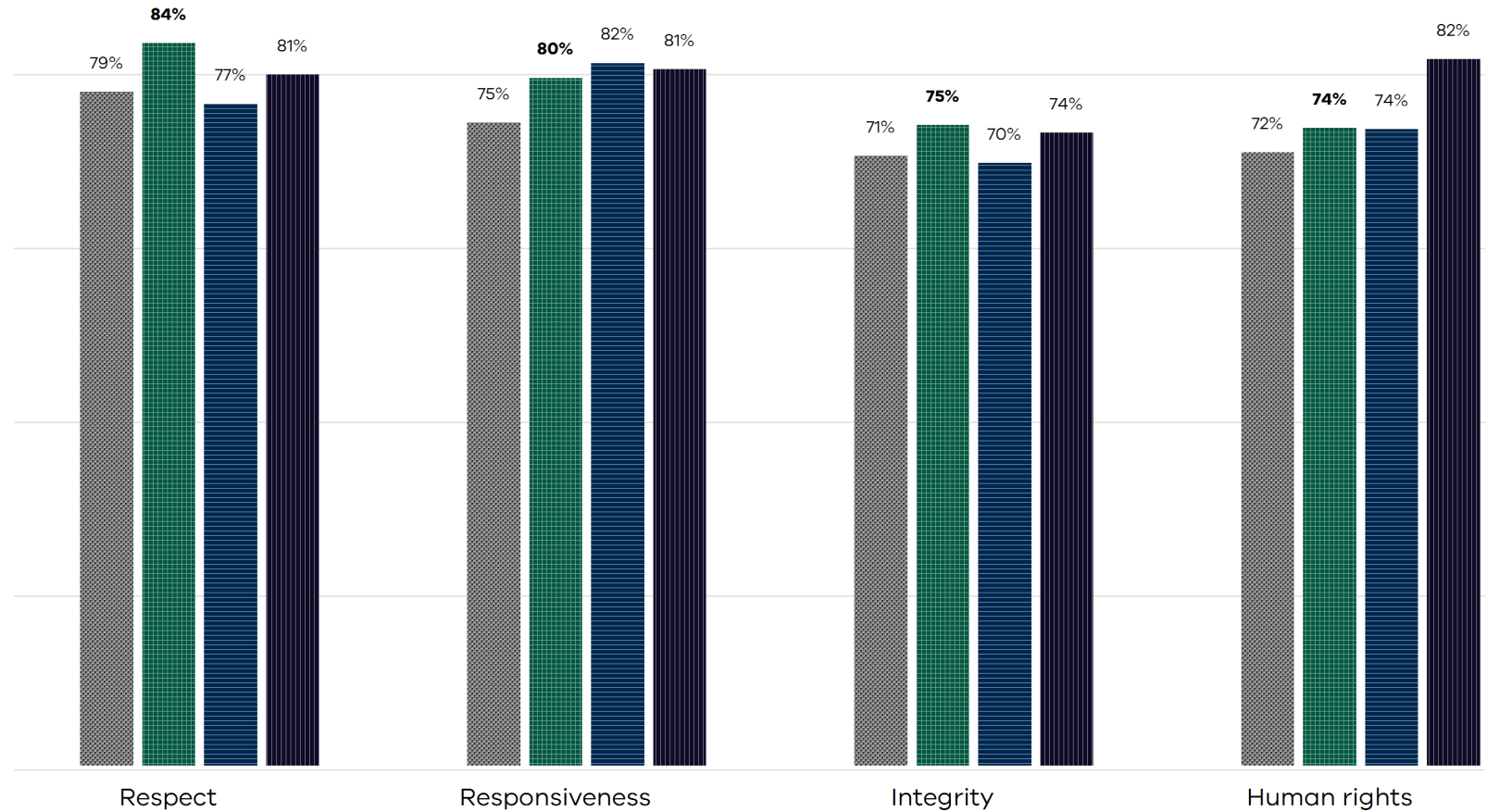
Example

In 2023:

- 84% of your staff who did the survey responded positively to questions about Respect , which is up 6% in 2022.

Compared to:

- 77% 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 2022 | You 2023 | Comparator 2023 | Public sector 2023

	Respect	Responsiveness	Integrity	Human rights
You 2022	79%	75%	71%	72%
You 2023	84%	80%	75%	74%
Comparator 2023	77%	82%	70%	74%
Public sector 2023	81%	81%	74%	82%

Public sector values

What this is

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

Why this is important

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

How to read this

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

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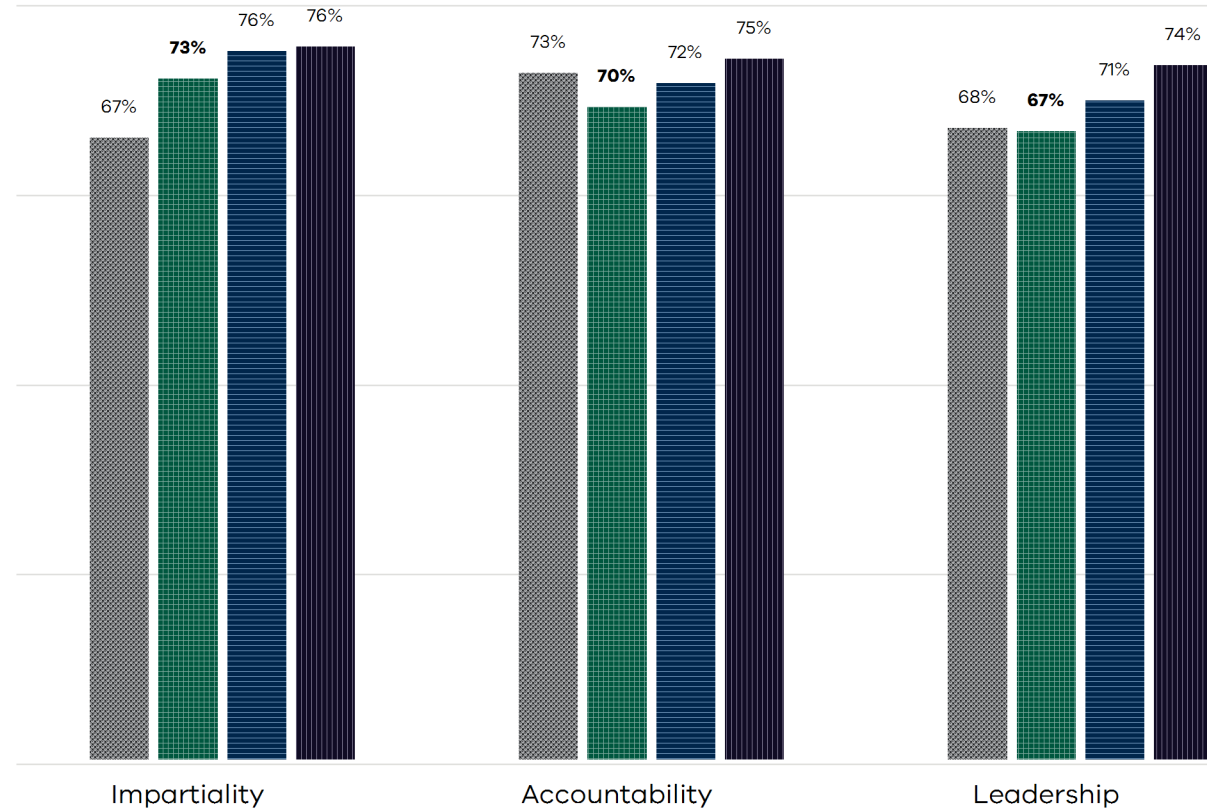
Example

In 2023:

- 73% of your staff who did the survey responded positively to questions about Impartiality , which is up 6% in 2022.

Compared to:

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

Impartiality: You 2022 67%, You 2023 73%, Comparator 2023 76%, Public sector 2023 76%

Accountability: You 2022 73%, You 2023 70%, Comparator 2023 72%, Public sector 2023 75%

Leadership: You 2022 68%, You 2023 67%, Comparator 2023 71%, Public sector 2023 74%

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

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

Public sector values

Responsiveness

What this is

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

Why this is important

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

How to read this

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

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

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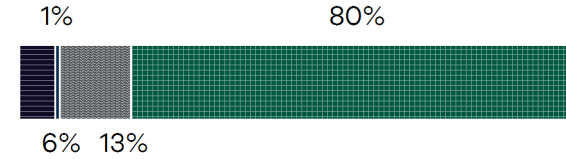
Example

80% of staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.
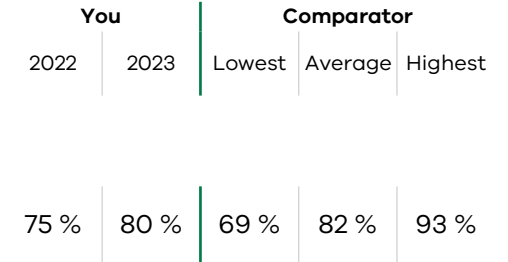
| Disagree | Neither agree nor disagree |
| Don't know | Agree |

Survey question: My workgroup provides high quality advice and services

1% 6% 13% 80%

	You		Comparator		
	2022	2023	Lowest	Average	Highest
	75 %	80 %	69 %	82 %	93 %

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.
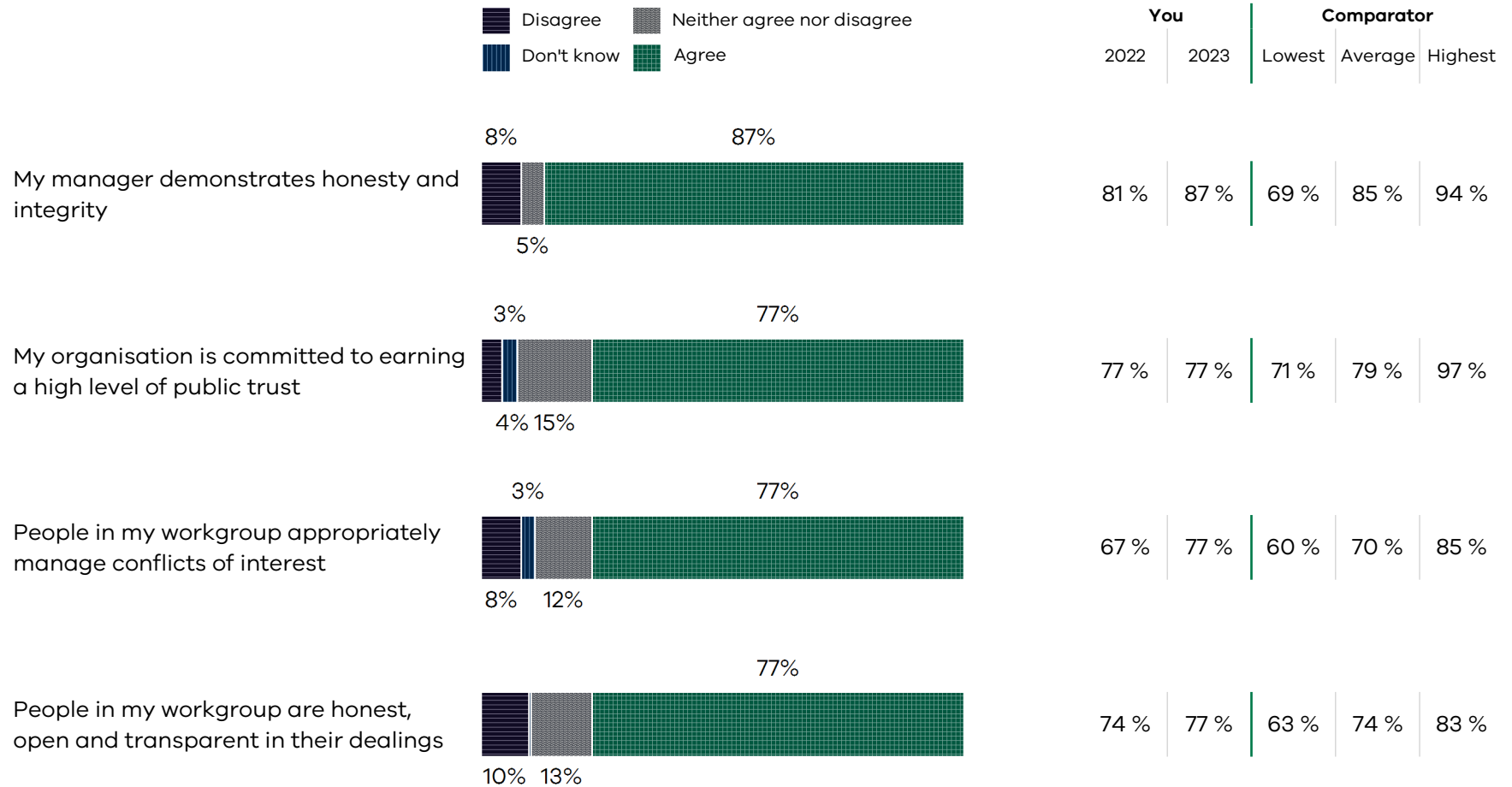
Example

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

Survey question	Your results		You		Comparator		
			2022	2023	Lowest	Average	Highest
My manager demonstrates honesty and integrity	8% Disagree, 5% Neither, 87% Agree		81 %	87 %	69 %	85 %	94 %
My organisation is committed to earning a high level of public trust	3%, 4%, 15%, 77% Agree		77 %	77 %	71 %	79 %	97 %
People in my workgroup appropriately manage conflicts of interest	3%, 8%, 12%, 77% Agree		67 %	77 %	60 %	70 %	85 %
People in my workgroup are honest, open and transparent in their dealings	10%, 13%, 77% Agree		74 %	77 %	63 %	74 %	83 %

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

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

76% of staff who did the survey agreed or strongly agreed with 'I feel safe to challenge inappropriate behaviour at work'.
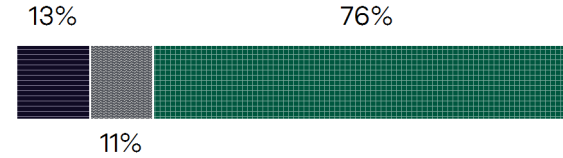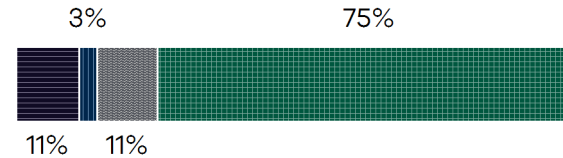
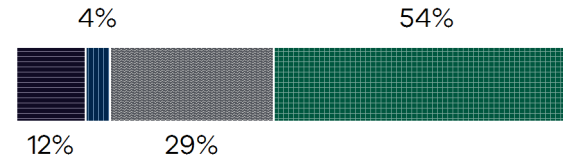## Survey question | Your results | Benchmark agree results

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

Survey question	13% / 11% / 76%	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
I feel safe to challenge inappropriate behaviour at work	13% / 11% / 76%	67 %	76 %	54 %	64 %	78 %
My organisation does not tolerate improper conduct	11% / 3% / 11% / 75%	72 %	75 %	50 %	63 %	88 %
Senior leaders demonstrate honesty and integrity	12% / 4% / 29% / 54%	60 %	54 %	48 %	57 %	84 %

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

Impartiality

What this is

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

Why this is important

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

How to read this

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

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

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

Example

75% of staff who did the survey agreed or strongly agreed with 'My workgroup acts fairly and without bias'.
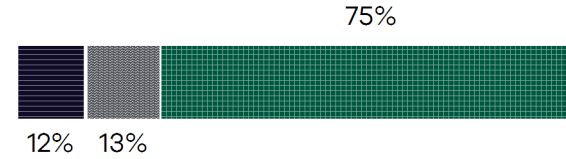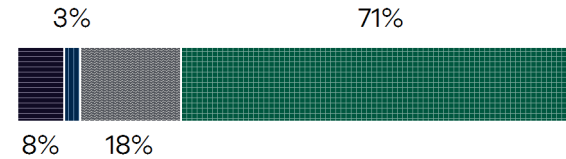
Survey question	Your results		Benchmark agree results				

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

Survey question		You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup acts fairly and without bias	75% (12% / 13%)	64 %	75 %	68 %	75 %	85 %
People in my workgroup are politically impartial in their work	71% (3% / 8% / 18%)	69 %	71 %	60 %	76 %	84 %

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

Accountability 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

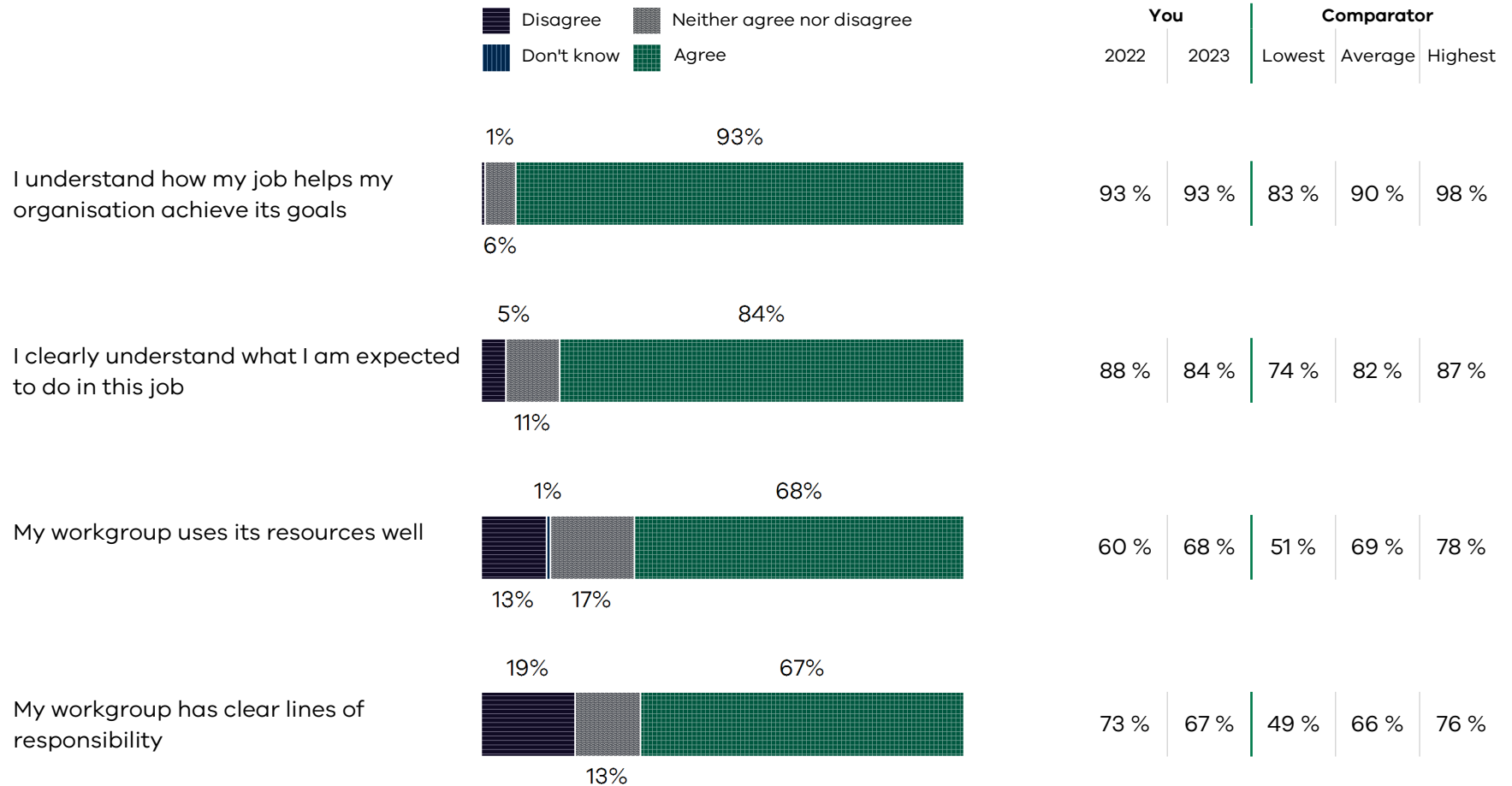Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

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

| Survey question | Your results | Benchmark agree results |

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

Survey question	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
I understand how my job helps my organisation achieve its goals — 1%, 93%, 6%	93 %	93 %	83 %	90 %	98 %
I clearly understand what I am expected to do in this job — 5%, 84%, 11%	88 %	84 %	74 %	82 %	87 %
My workgroup uses its resources well — 1%, 68%, 13%, 17%	60 %	68 %	51 %	69 %	78 %
My workgroup has clear lines of responsibility — 19%, 67%, 13%	73 %	67 %	49 %	66 %	76 %

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.

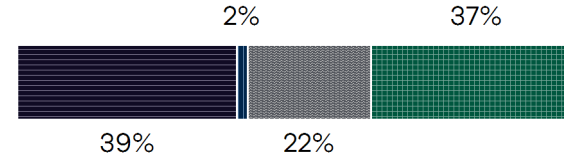Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

37% of staff who did the survey agreed or strongly agreed with 'Senior leaders provide clear strategy and direction'.
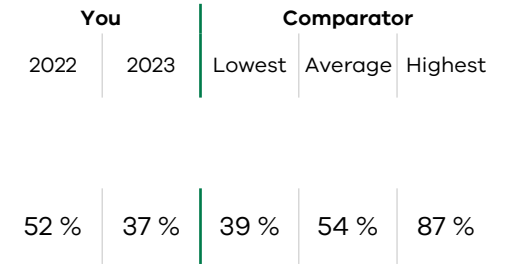
Survey question

Your results

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

Senior leaders provide clear strategy and direction

2% · 37%

39% · 22%

Benchmark agree results

	You		Comparator		
	2022	2023	Lowest	Average	Highest
	52 %	37 %	39 %	54 %	87 %

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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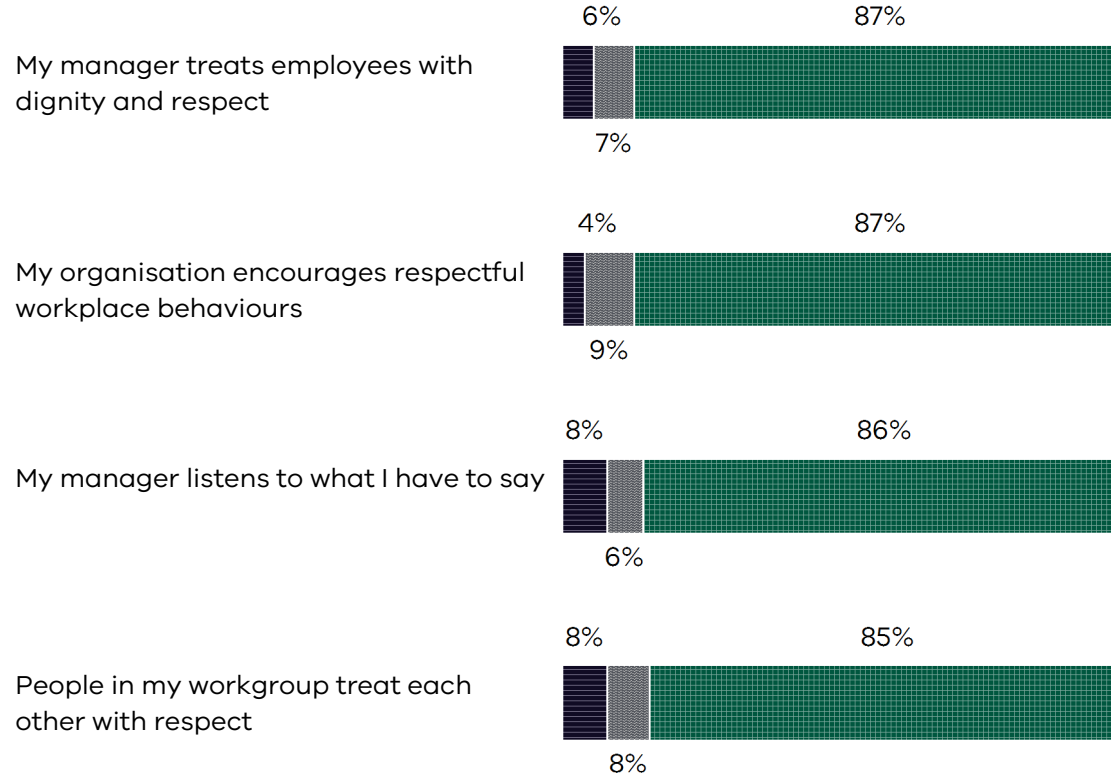
Example

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

Survey question	Your results		Benchmark agree results				
			You		**Comparator**		
			2022	2023	Lowest	Average	Highest
My manager treats employees with dignity and respect	6% / 87% / 7%		83 %	87 %	71 %	86 %	94 %
My organisation encourages respectful workplace behaviours	4% / 87% / 9%		84 %	87 %	51 %	74 %	87 %
My manager listens to what I have to say	8% / 86% / 6%		80 %	86 %	71 %	82 %	94 %
People in my workgroup treat each other with respect	8% / 85% / 8%		81 %	85 %	71 %	83 %	94 %

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

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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

Example

76% 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		
	2022	2023	Lowest	Average	Highest
My organisation takes steps to eliminate bullying, harassment and discrimination	65 %	76 %	49 %	60 %	84 %

My organisation takes steps to eliminate bullying, harassment and discrimination — 7% Disagree, 6% Don't know, 12% Neither agree nor disagree, 76% Agree
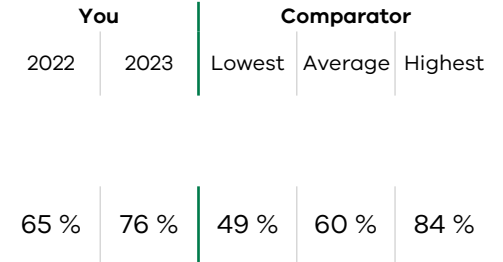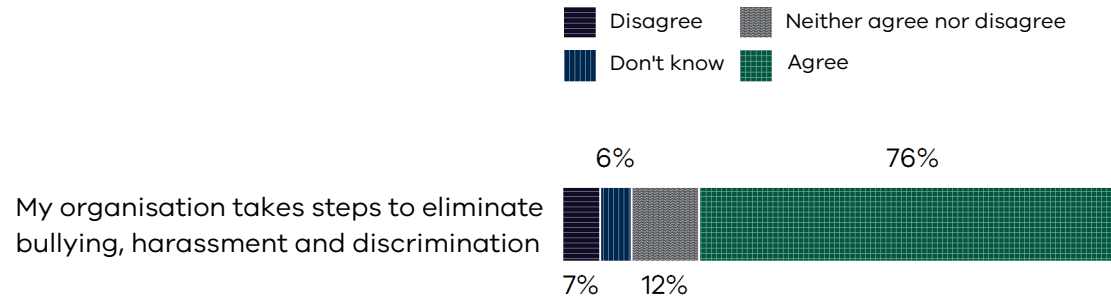
Public sector values

Leadership

What this is

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

Why this is important

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

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

How to read this

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

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

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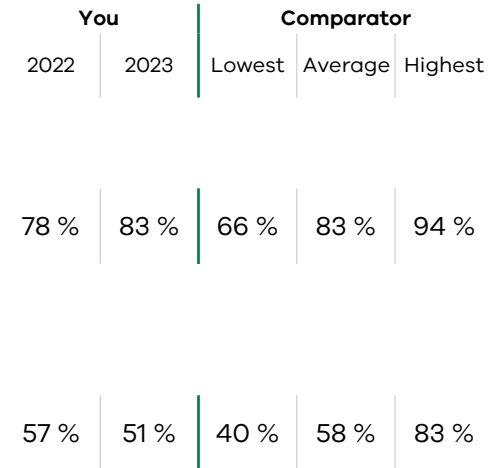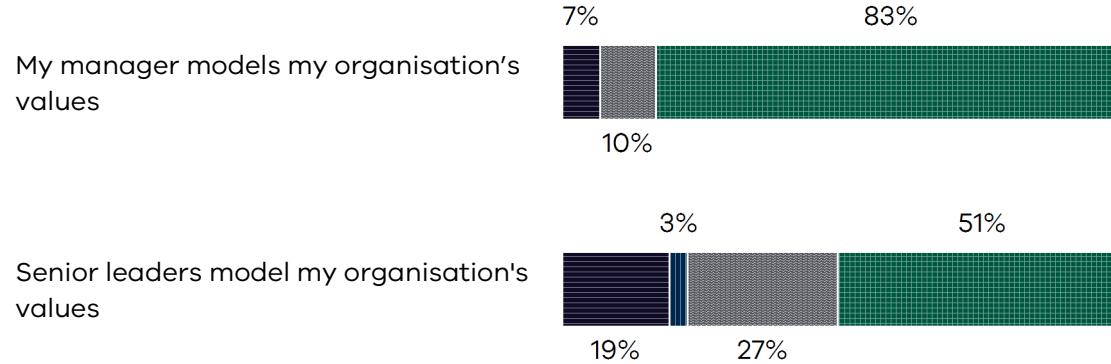
Example

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

Survey question | Your results | Benchmark agree results

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

Survey question	Disagree	Neither/Don't know	Agree	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My manager models my organisation's values	7%	10%	83%	78 %	83 %	66 %	83 %	94 %
Senior leaders model my organisation's values	19%	27% / 3%	51%	57 %	51 %	40 %	58 %	83 %

Public sector values

Human rights

What this is

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

Why this is important

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

How to read this

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

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

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

Example

88% of staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.
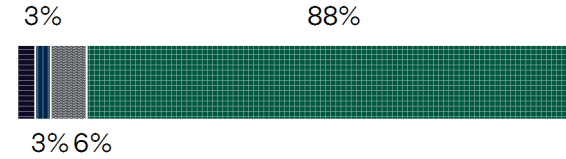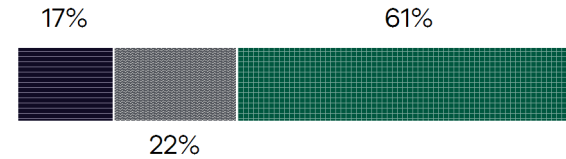
Survey question

Your results

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

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

3% 88%
3% 6%

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

17% 61%
22%

Benchmark agree results

Survey question	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My organisation encourages employees to act in ways that are consistent with human rights	85 %	88 %	54 %	78 %	94 %
I understand how the Charter of Human Rights and Responsibilities applies to my work	58 %	61 %	64 %	70 %	80 %

People matter survey

2023

Have your say

Overview

Report overview

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

Result summary

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Topical questions

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

Custom questions

- Questions requested by your organisation

Demographics

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

Topical questions

What this is

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

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

Why this is important

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

How to read this

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

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

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

Example

88% of your staff who did the survey agreed or strongly agreed with 'My organisation would support me if I needed to take family violence leave'.
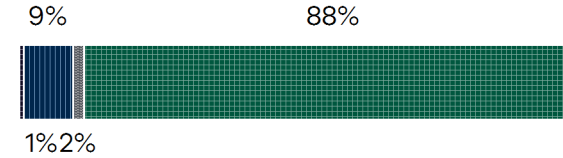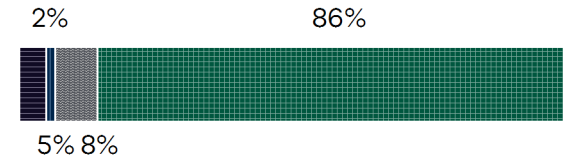
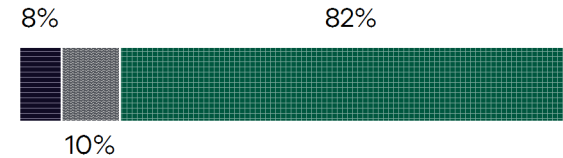| Survey question | Your results | Benchmark agree results |

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

Survey question		You		Comparator		
		2022	2023	Lowest	Average	Highest
My organisation would support me if I needed to take family violence leave	9% ... 88% / 1% 2%	Not asked	88 %	66 %	83 %	97 %
My organisation uses inclusive and respectful images and language	2% ... 86% / 5% 8%	Not asked	86 %	69 %	86 %	93 %
In my workgroup work is allocated fairly, regardless of gender	8% ... 82% / 10%	Not asked	82 %	69 %	79 %	89 %

Topical questions

What this is

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

Why this is important

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

How to read this

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

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

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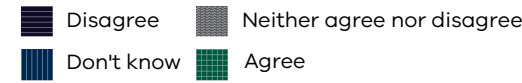
Example

75% 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'.
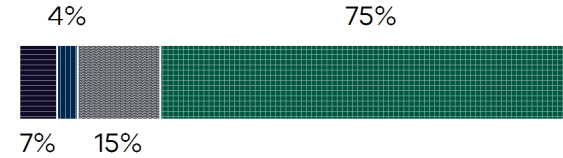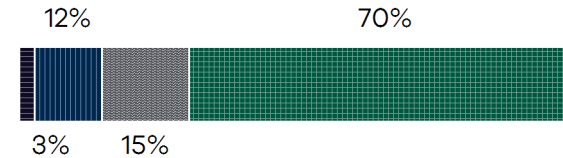
Survey question	Your results		

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

Benchmark agree results

	You		Comparator		
	2022	2023	Lowest	Average	Highest

I understand how the Code of Conduct for Victorian public sector employees applies to my work
Your results: 7% / 4% / 15% / 75%
Benchmark: Not asked | 75 % | 57 % | 81 % | 94 %

I am confident that if I requested to go on secondment to support urgent government work, it would be given due consideration
Your results: 3% / 12% / 15% / 70%
Benchmark: Not asked | 70 % | 31 % | 56 % | 78 %

My workgroup gives frank and fearless advice to our managers and leaders (including the Minister, where applicable)
Your results: 18% / 4% / 19% / 59%
Benchmark: Not asked | 59 % | 35 % | 41 % | 63 %

Victorian Public Sector Commission

VICTORIA State Government

People matter survey

2023

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- 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
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Age	(n)	%
15-34 years	77	31%
35-54 years	120	48%
55+ years	29	12%
Prefer not to say	26	10%

How would you describe your gender?	(n)	%
Woman	135	54%
Man	83	33%
Prefer not to say	28	11%
Non-binary and I use a different term	6	2%

Are you trans, non-binary or gender diverse?	(n)	%
Yes	6	2%
No	215	85%
Prefer not to say	31	12%

To your knowledge, do you have innate variation(s) of sex characteristics (often called intersex)?*	(n)	%
Yes	1	0%
No	215	85%
Don't know	11	4%
Prefer not to say	25	10%

How do you describe your sexual orientation?	(n)	%
Straight (heterosexual)	151	60%
Prefer not to say	50	20%
Bisexual	20	8%
Gay or lesbian	19	8%
I use a different term	5	2%
Asexual	4	2%
Pansexual	2	1%
Don't know	1	0%

Demographics

Aboriginal and/or Torres Strait Islander employees

What this is

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

Why this is important

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

How to read this

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

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Aboriginal and/or Torres Strait Islander	(n)	%
Yes	**4**	2%
Non Aboriginal and/or Torres Strait Islander	**232**	92%
Prefer not to say	**16**	6%

Demographics

Disability

What this is

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

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

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Do you identify as a person with a disability?	(n)	%
Yes	**26**	10%
No	**198**	79%
Prefer not to say	**28**	11%

If so, have you shared your disability information within your organisation (e.g. to your manager or Human Resources staff)?	(n)	%
Yes	**9**	35%
No	**15**	58%
Prefer not to say	**2**	8%

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	**8**	53%
My disability does not impact on my ability to perform my role	**3**	20%
I do not require any adjustments to be made to perform my role	**2**	13%
Other	**2**	13%

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	**171**	68%
Not born in Australia	**58**	23%
Prefer not to say	**23**	9%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Other	**15**	36%
Spanish	**5**	12%
Hindi	**4**	10%
Italian	**4**	10%
Arabic	**3**	7%
Sinhalese	**3**	7%
Tagalog	**3**	7%
Vietnamese	**3**	7%
Cantonese	**2**	5%
Filipino	**2**	5%
Mandarin	**2**	5%
Punjabi	**2**	5%

Language other than English spoken with family or community	(n)	%
Yes	**42**	17%
No	**189**	75%
Prefer not to say	**21**	8%

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

Demographics

Cultural diversity 2 of 2

What this is

This is the cultural identity and religion of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

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Cultural identity	(n)	%
Australian	155	62%
English, Irish, Scottish and/or Welsh	48	19%
European (including Western, Eastern and South-Eastern Europe, and Scandinavia)	32	13%
Prefer not to say	28	11%
New Zealander	15	6%
East and/or South-East Asian	12	5%
South Asian	11	4%
Other	8	3%
Aboriginal and/or Torres Strait Islander	7	3%
Central and/or South American	5	2%
Pacific Islander	4	2%
Middle Eastern	4	2%
North American	2	1%
African	2	1%
Maori	2	1%
Central Asian	1	0%

Religion	(n)	%
No religion	166	66%
Christianity	42	17%
Prefer not to say	30	12%
Buddhism	7	3%
Other	4	2%
Hinduism	2	1%
Islam	1	0%

Demographics

Employment characteristics 1 of 2

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

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Working arrangement	(n)	%
Full-Time	**197**	78%
Part-Time	**55**	22%

Gross base salary (ongoing/fixed term only)	(n)	%
Prefer not to say	**19**	8%
Below $80k	**71**	29%
$80k to $120k	**113**	47%
$120k to $160k	**26**	11%
$160k to $200k	**9**	4%
$200k or more	**3**	1%

Organisational tenure	(n)	%
<1 year	**38**	15%
1 to less than 2 years	**50**	20%
2 to less than 5 years	**45**	18%
5 to less than 10 years	**57**	23%
10 to less than 20 years	**39**	15%
More than 20 years	**23**	9%

Management responsibility	(n)	%
Non-manager	**141**	56%
Other manager	**59**	23%
Manager of other manager(s)	**52**	21%

Employment type	(n)	%
Ongoing and executive	**207**	82%
Fixed term	**34**	13%
Other	**11**	4%

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.

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Primary workplace location over the last 3 months	(n)	%
Melbourne CBD	208	83%
Melbourne: Suburbs	38	15%
Other	2	1%
Rural	2	1%
Large regional city	2	1%

What have been your main places of work over the last 3-months?	(n)	%
Your employer's office	189	75%
A frontline or service delivery location	37	15%
Home or private location	131	52%
A shared office space (where two or more organisations share the same workspace e.g. Gov hubs, suburban hubs etc.)	35	14%
Other	9	4%

Flexible work	(n)	%
Working from an alternative location (e.g. home, hub/shared work space)	149	59%
Flexible start and finish times	100	40%
No, I do not use any flexible work arrangements	55	22%
Using leave to work flexible hours	35	14%
Part-time	33	13%
Working more hours over fewer days	15	6%
Shift swap	12	5%
Purchased leave	10	4%
Other	4	2%
Study leave	3	1%
Job sharing	2	1%

Demographics

Adjustments

What this is

These are adjustments staff requested to perform in their role.

Why this is important

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

How to read this

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

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

How we protect anonymity and privacy

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	184	73%
Flexible working arrangements	59	23%
Physical modifications or improvements to the workplace	13	5%
Career development support strategies	8	3%
Job redesign or role sharing	3	1%
Other	3	1%
Accessible communications technologies	1	0%

Why did you make this request?	(n)	%
Work-life balance	39	57%
Family responsibilities	22	32%
Caring responsibilities	18	26%
Health	17	25%
Disability	6	9%
Other	5	7%
Study commitments	2	3%

What was your experience with making the request?	(n)	%
The adjustments I needed were made and the process was satisfactory	52	76%
The adjustments I needed were not made	10	15%
The adjustments I needed were made but the process was unsatisfactory	6	9%

Demographics

Caring

What this is

These are staff-reported caring responsibilities.

Why this is important

This shows organisations what caring responsibilities their staff have.

How to read this

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

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

How we protect anonymity and privacy

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Caring responsibility	(n)	%
None of the above	**111**	44%
Primary school aged child(ren)	**37**	15%
Prefer not to say	**32**	13%
Secondary school aged child(ren)	**28**	11%
Child(ren) - younger than preschool age	**27**	11%
Frail or aged person(s)	**17**	7%
Preschool aged child(ren)	**16**	6%
Person(s) with a medical condition	**14**	6%
Person(s) with disability	**10**	4%
Person(s) with a mental illness	**10**	4%
Other	**8**	3%

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