People matter survey 2023

Have your say

Victorian Government Solicitor's Office
2023 people matter survey results report

People matter survey

2023

Have your say

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

Custom questions

- Questions requested by your organisation

Demographics

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

Victorian Public Sector Commission

VICTORIA State Government

Report overview

About your report

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

Report contents

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

Comparing data in this report

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

This means you'll be able to compare about 90% 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 1 of 2

What this is

This is a list of similar organisations to yours.

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

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

How we use this in your report

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

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

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

CenITex

Commission for Children and Young People

Court Services Victoria

Emergency Services Superannuation Board

Essential Services Commission

Family Violence Prevention Agency

Game Management Authority

Independent Broad-based Anti-corruption Commission

Infrastructure Victoria

Labour Hire Licensing Authority

Major Transport Infrastructure Authority

Office of Public Prosecutions

Office of the Chief Parliamentary Counsel

Office of the Governor Victoria

Office of the Legal Services Commissioner

Office of the Ombudsman Victoria

Office of the Victorian Electoral Commissioner

Office of the Victorian Government Architect

Office of the Victorian Information Commissioner

Office of the Victorian Inspectorate

Portable Long Service Authority

Public Record Office Victoria

Safe Transport Victoria

Safer Care Victoria

Service Victoria

Suburban Rail Loop Authority

Victorian Auditor-General's Office

Victorian Disability Worker Commission

Victorian Equal Opportunity and Human Rights Commission

Victorian Fisheries Authority

Victorian Gambling and Casino Control Commission

Report overview

Your comparator group 2 of 2

What this is

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Victorian Public Sector Commission

Victorian Responsible Gambling Foundation

Victorian Skills Authority

Wage Inspectorate Victoria

Report overview

Your response rate

What this is

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

Why this is important

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

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

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

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

How to read this

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

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

2022

53%
(170)

Comparator	53%
Public Sector	42%

2023

60%
(215)

Comparator	59%
Public Sector	57%

People matter survey

2023

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People outcomes

Scorecard: employee engagement index

What this is

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

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

The weightings for each engagement response are:

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

Why this is important

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

2022		2023	
73		**68**	
Comparator	73	Comparator	71
Public Sector	68	Public Sector	67

People outcomes

Engagement question results 1 of 2

What this is

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

Your organisation's engagement index

Your 2023 index is 68.

Why this is important

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

How to read this

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

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

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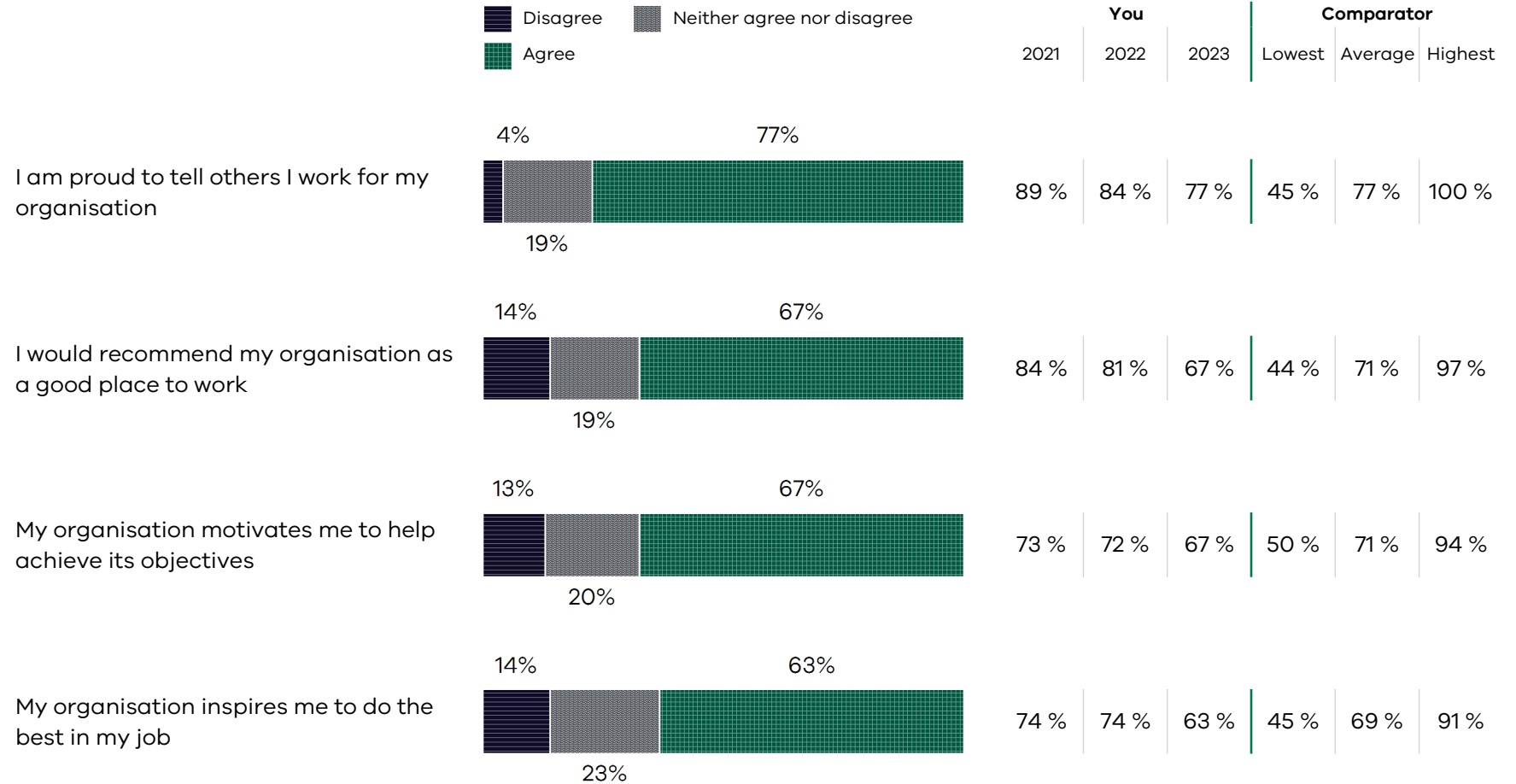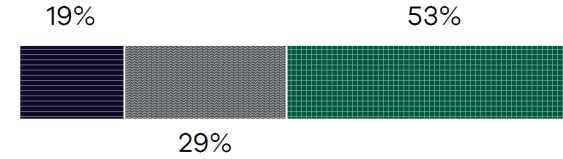
Example

77% of your staff who did the survey agreed or strongly agreed with 'I am proud to tell others I work for my organisation'.

| Survey question | Your results | Benchmark agree results |

Legend: ■ Disagree ■ Neither agree nor disagree ■ Agree

Survey question	Disagree	Neither	Agree	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
I am proud to tell others I work for my organisation	4%	19%	77%	89 %	84 %	77 %	45 %	77 %	100 %
I would recommend my organisation as a good place to work	14%	19%	67%	84 %	81 %	67 %	44 %	71 %	97 %
My organisation motivates me to help achieve its objectives	13%	20%	67%	73 %	72 %	67 %	50 %	71 %	94 %
My organisation inspires me to do the best in my job	14%	23%	63%	74 %	74 %	63 %	45 %	69 %	91 %

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 68.

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

53% of your staff who did the survey agreed or strongly agreed with 'I feel a strong personal attachment to my organisation'.
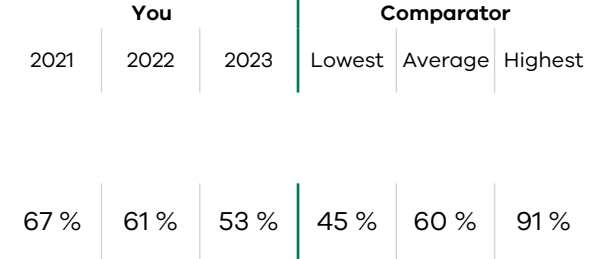
		Disagree		Neither agree nor disagree
		Agree		

Survey question		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
I feel a strong personal attachment to my organisation	19% / 29% / 53%	67 %	61 %	53 %	45 %	60 %	91 %

People outcomes

Scorecard: satisfaction, stress, intention to stay, inclusion

What this is

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

There are more people outcomes scorecards throughout this report.

Why this is important

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

How to read this

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

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

Example

In 2023:

- 79% of your staff who did the survey responded positively to questions about Inclusion which is down from 84% in 2022.

Compared to:

- 81% of staff at your comparator and 78% of staff across the public sector.
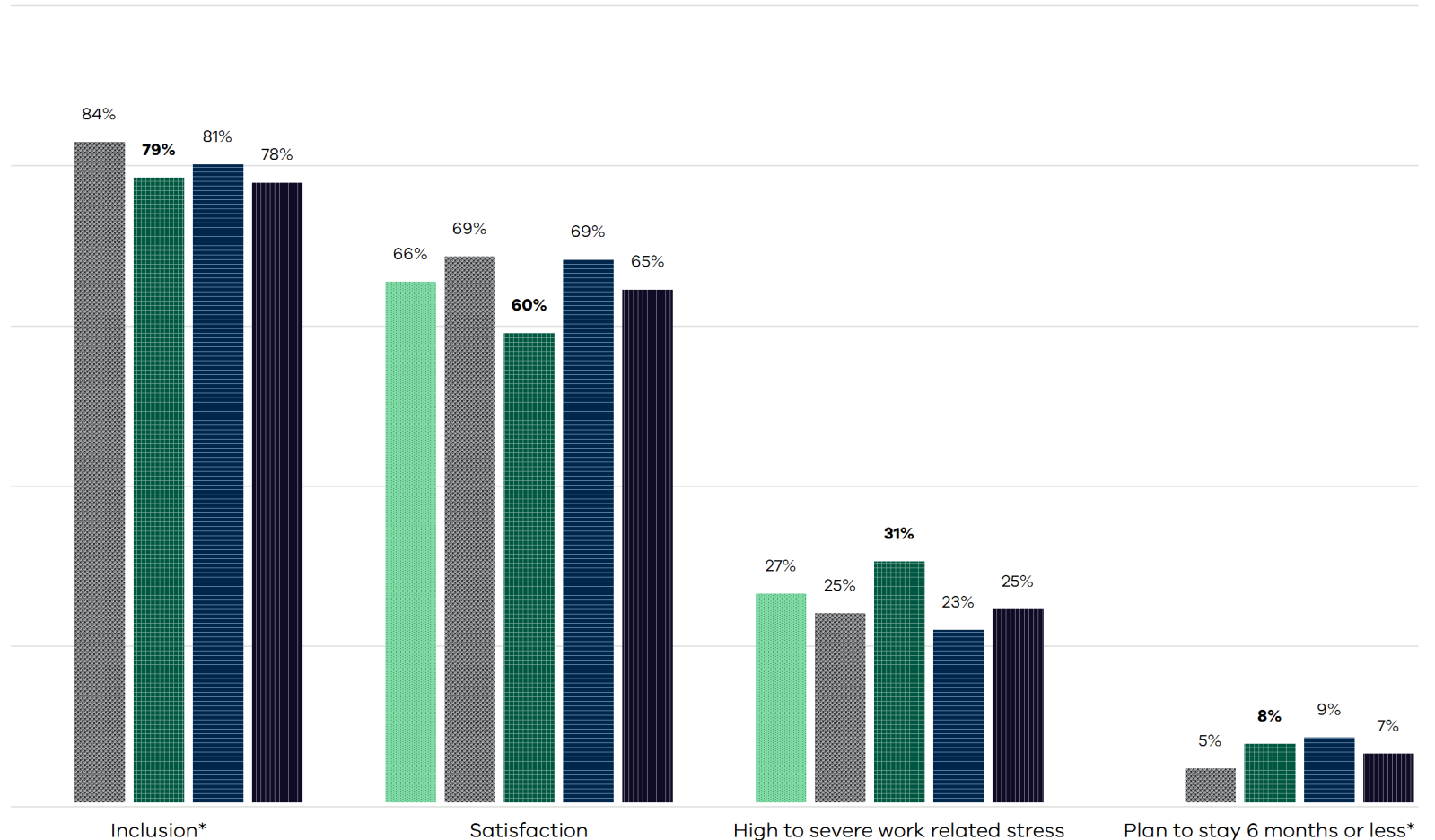
	Inclusion*	Satisfaction	High to severe work related stress	Plan to stay 6 months or less*
You 2021		66%	27%	
You 2022	84%	69%	25%	5%
You 2023	79%	60%	31%	8%
Comparator 2023	81%	69%	23%	9%
Public sector 2023	78%	65%	25%	7%

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

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

People outcomes

Satisfaction question results

What this is

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

Why this is important

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

How to read this

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

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

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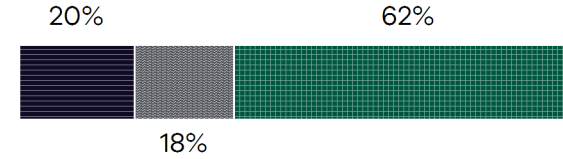
Example

62% of your staff who did the survey were satisfied or very satisfied with 'Considering everything, how satisfied are you with your current job'.
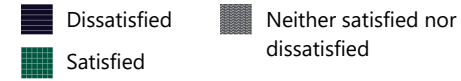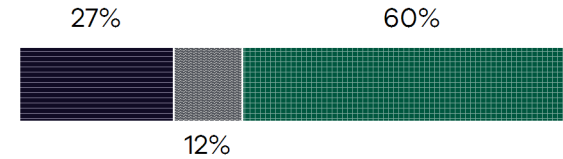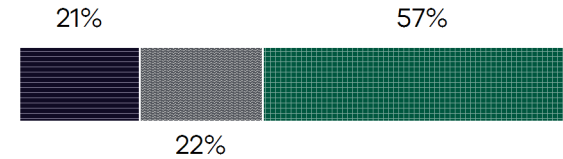
Survey question	Your results			You			Comparator		
				2021	2022	2023	Lowest	Average	Highest
Considering everything, how satisfied are you with your current job	Dissatisfied 20%, Neither 18%, Satisfied 62%			75 %	75 %	62 %	56 %	74 %	100 %
How satisfied are you with the work/life balance in your current job	Dissatisfied 27%, Neither 12%, Satisfied 60%			64 %	68 %	60 %	58 %	76 %	100 %
How satisfied are you with your career development within your current organisation	Dissatisfied 21%, Neither 22%, Satisfied 57%			60 %	65 %	57 %	41 %	57 %	83 %

Legend: Dissatisfied | Neither satisfied nor dissatisfied | Satisfied

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

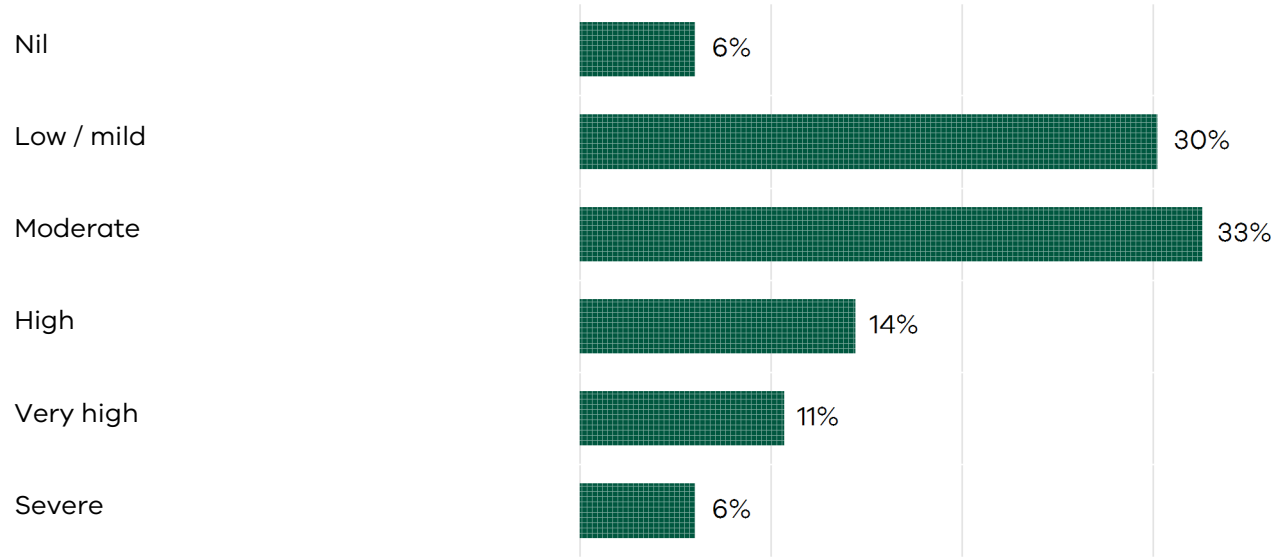In this survey we asked staff to tell us their stress level.

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.
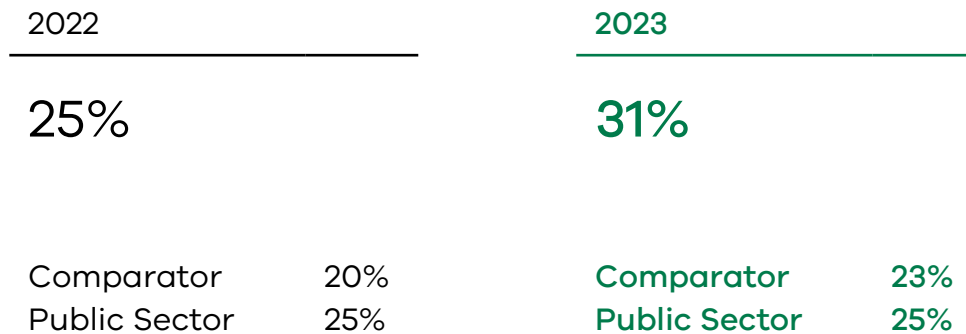
Example

31% of your staff who did the survey said they had high to severe stress in 2023. This is compared to 23% of staff in your comparator group and 25% of staff across the public sector.

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

Nil	6%
Low / mild	30%
Moderate	33%
High	14%
Very high	11%
Severe	6%

Reported levels of high to severe stress

2022	2023
25%	**31%**

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

People outcomes

Work-related stress causes

What this is

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

Why this is important

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

How to read this

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

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

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

Example

94% of your staff who did the survey said they experienced mild to severe stress.

Of that 94%, 64% said the top reason was 'Workload'.

	202	13
	94%	6%

■ Experienced some work-related stress   ▨ Did not experience some work-related stress
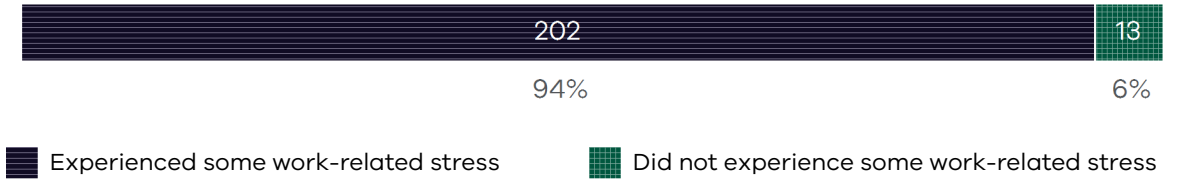
Of those that experienced work related stress it was from ...	You 2022	You 2023	Comparator 2023	Public sector 2023
Workload	54%	64%	45%	49%
Time pressure	61%	60%	41%	41%
Content, variety, or difficulty of work	26%	18%	14%	11%
Management of work (e.g. supervision, training, information, support)	7%	17%	11%	13%
Technology or equipment	0%	17%	5%	8%
Competing home and work responsibilities	17%	17%	13%	14%
Dealing with clients, patients or stakeholders	17%	13%	17%	15%
Social environment (e.g. relationships with colleagues, manager and/or senior leaders)	8%	13%	10%	11%
Other	5%	8%	10%	12%
Unclear job expectations	9%	7%	15%	14%

People outcomes

Intention to stay

What this is

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

Why this is important

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

How to read this

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

Example

15% of your staff who did the survey said they intended to work for your organisation for Over 6 months and up to 1 year.

■ Leaving your organisation   ▦ Leaving the sector   ▦ Staying

Employees plan to work at your organisation for …	You 2022	You 2023	Comparator 2023	Public sector 2023
6 months or less	5%	8%	9%	7%
Over 6 months and up to 1 year	13%	15%	13%	10%
Over 1 year and up to 3 years	37%	38%	30%	24%
Over 3 years and up to 5 years	18%	14%	17%	15%
Over 5 years	27%	24%	31%	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.

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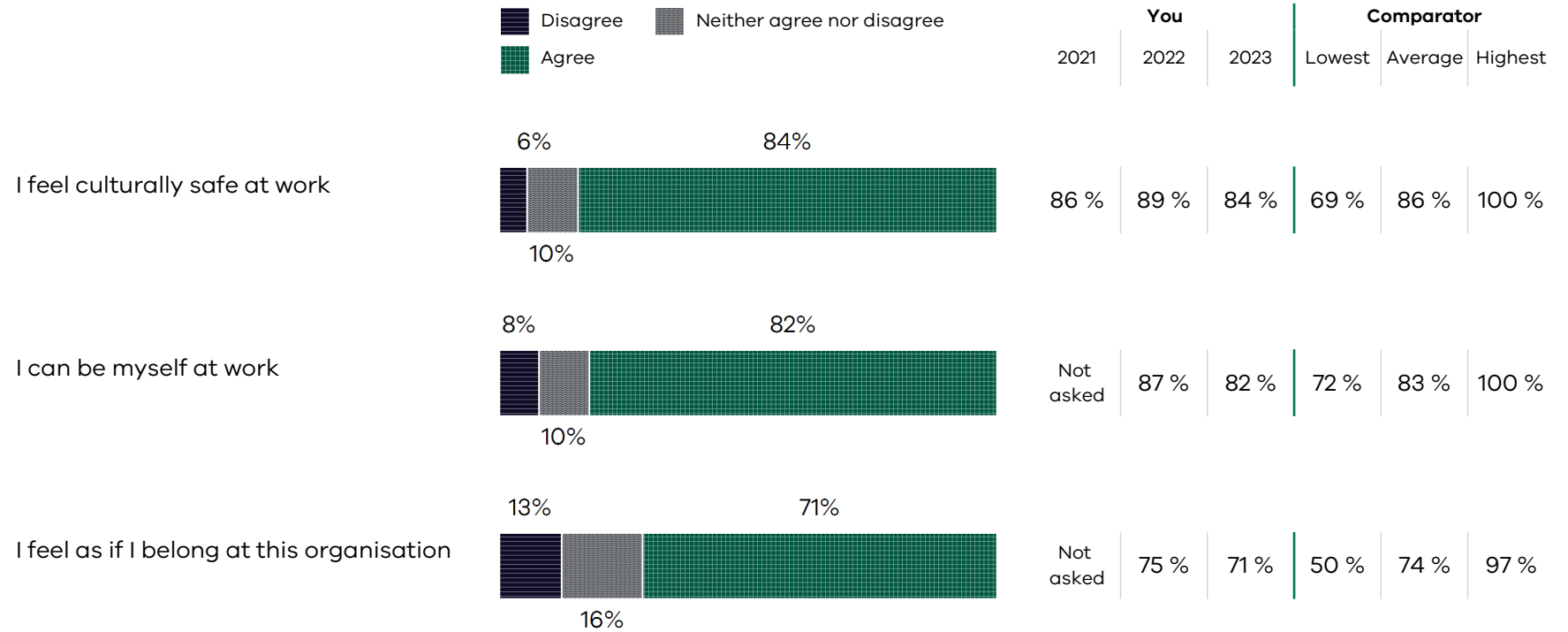
Example

84% of your staff who did the survey agreed or strongly agreed with 'I feel culturally safe at work'.

Survey question	Your results					

Legend: Disagree / Neither agree nor disagree / Agree

		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
I feel culturally safe at work	6% / 10% / 84%	86 %	89 %	84 %	69 %	86 %	100 %
I can be myself at work	8% / 10% / 82%	Not asked	87 %	82 %	72 %	83 %	100 %
I feel as if I belong at this organisation	13% / 16% / 71%	Not asked	75 %	71 %	50 %	74 %	97 %

People outcomes

Inclusion - Barriers to success

What this is

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

Why this is important

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

How to read this

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

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

Example

12% 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

56	159
26%	74%

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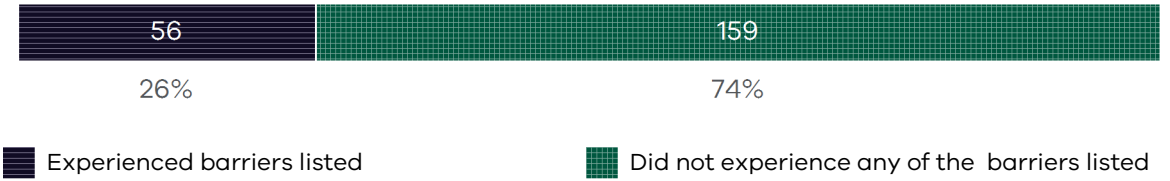
During the last 12 months, employees experienced barriers to their success due to ...	You 2022	You 2023	Comparator 2023	Public sector 2023
My mental health	11%	12%	7%	8%
My caring responsibilities	8%	9%	5%	7%
My flexible working	0%	7%	6%	7%
My physical health	0%	6%	3%	4%
My age	0%	5%	6%	8%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Inclusion - Witnessed barriers to success

What this is

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

Why this is important

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

How to read this

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

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

Example

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

Staff who witnessed one or more barriers to success at work

53	162
25%	75%

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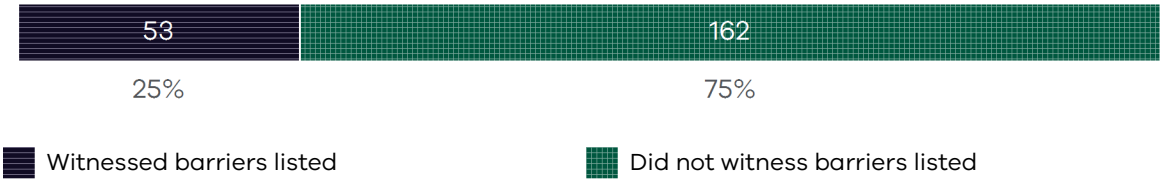
During the last 12 months, employees witnessed barriers to the success of other employees due to their...	You 2023	Comparator 2023	Public sector 2023
Mental health	9%	6%	8%
Caring responsibilities	9%	6%	7%
Flexible working	7%	8%	10%
Cultural background	5%	3%	4%

Victorian Public Sector Commission

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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.
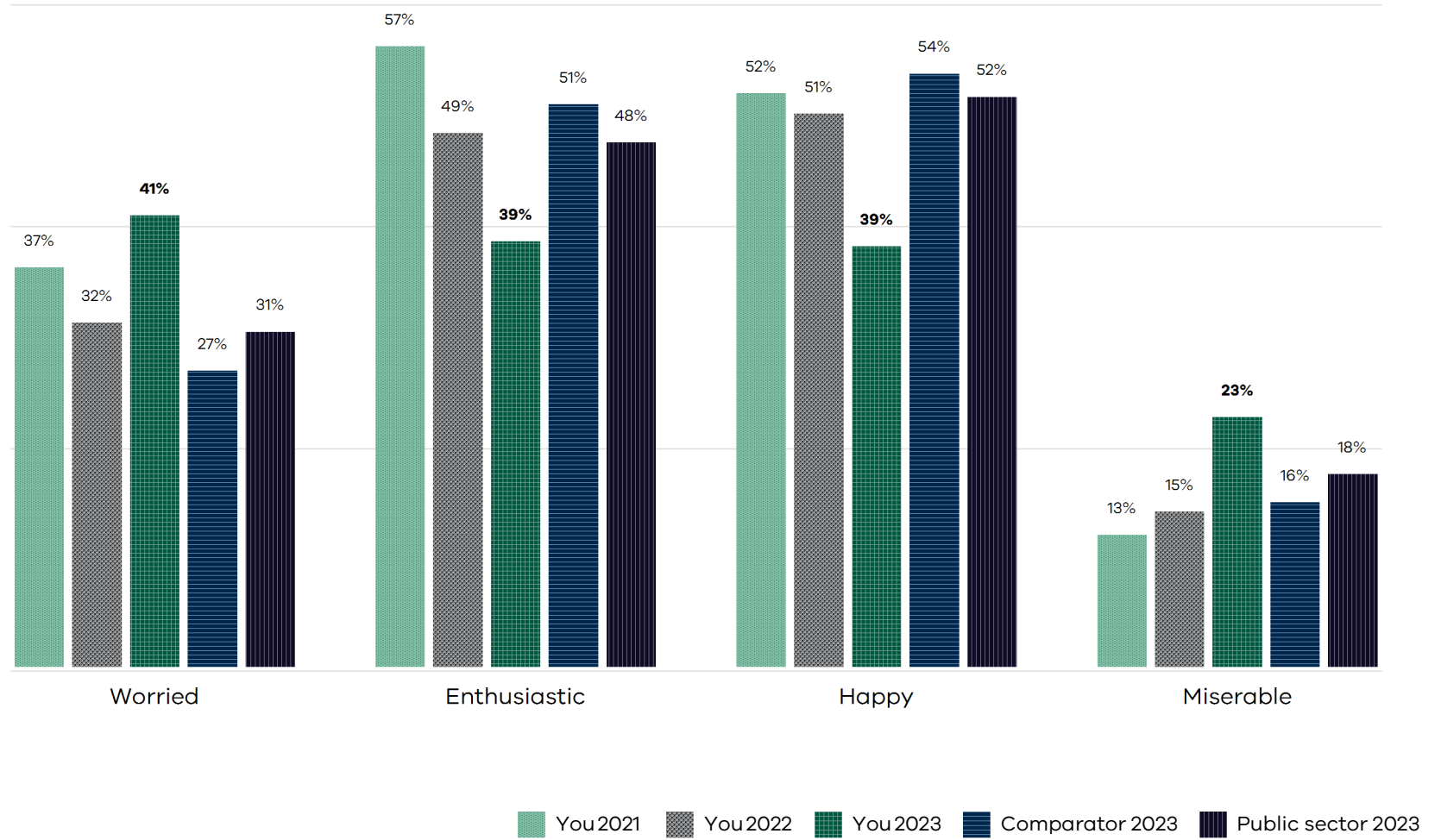
Example

In 2023:

* 39% of your staff who did the survey said work made them feel happy in 2023, which is down from 51% in 2022

Compared to:

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

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

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

Worried: 37%, 32%, 41%, 27%, 31%
Enthusiastic: 57%, 49%, 39%, 51%, 48%
Happy: 52%, 51%, 39%, 54%, 52%
Miserable: 13%, 15%, 23%, 16%, 18%

People outcomes

Scorecard: negative behaviours

What this is

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

Why this is important

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

How to read this

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

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

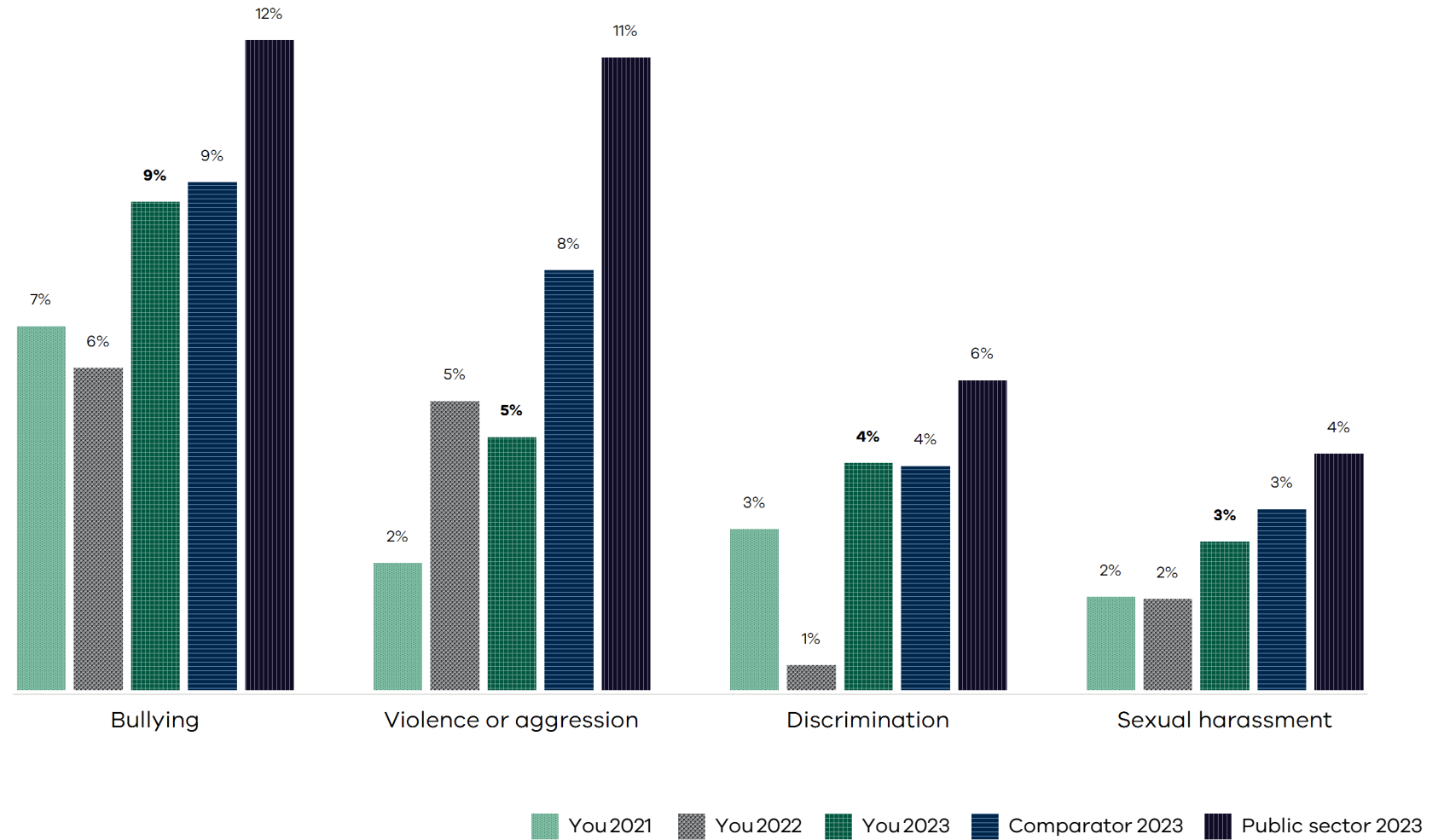You can compare these with your comparator and the public sector.

Example

In 2023:

- 9% of your staff who did the survey stated they experienced 'Bullying' in the last 12 months which is up from 6% in 2022.

Compared to:

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

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

Bullying: 7%, 6%, 9%, 9%, 12%
Violence or aggression: 2%, 5%, 5%, 8%, 11%
Discrimination: 3%, 1%, 4%, 4%, 6%
Sexual harassment: 2%, 2%, 3%, 3%, 4%

People outcomes

Bullying

What this is

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

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

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

Of that 9%, 79% 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?

19	185	11
9%	86%	5%

■ Experienced bullying   ▦ Did not experience bullying   ▨ Not sure
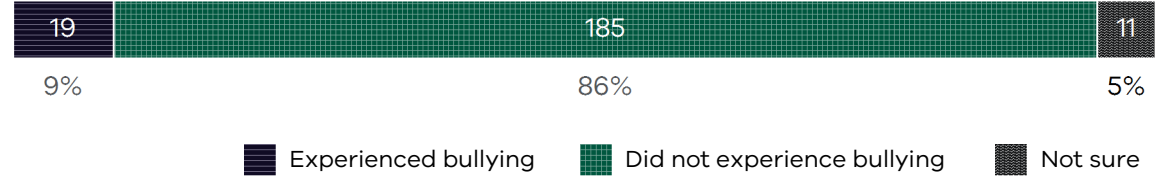
If you experienced bullying, what type of bullying did you experience?	You 2022	You 2023	Comparator 2023	Public sector 2023
Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)	80%	79%	79%	71%
Exclusion or isolation	50%	37%	50%	45%
Withholding essential information for me to do my job	0%	26%	36%	30%
Being given impossible assignment(s)	10%	21%	13%	11%
Being assigned meaningless tasks unrelated to my job	10%	16%	19%	16%
Intimidation and/or threats	0%	11%	27%	29%
Other	10%	5%	14%	16%
Verbal abuse	40%	5%	20%	20%

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VICTORIA State Government

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

9% of your staff who did the survey said they experienced bullying, of which

- 68% said the top way they reported the bullying was 'Told a colleague'.

- 84% said they didn't submit a formal complaint.

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

19	185	11
9%	86%	5%

■ Experienced bullying   ▦ Did not experience bullying   ▨ Not sure
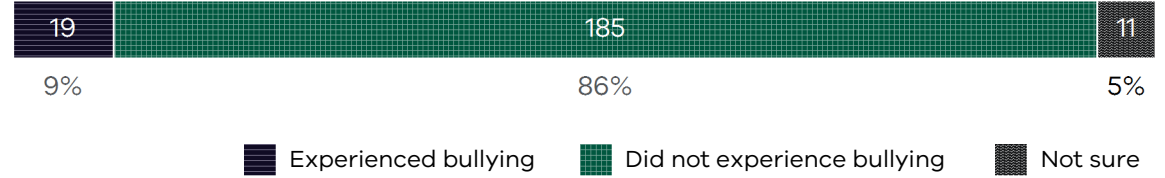
Did you tell anyone about the bullying?	You 2022	You 2023	Comparator 2023	Public sector 2023
Told a colleague	30%	68%	43%	41%
Told a manager	30%	53%	55%	50%
Told a friend or family member	30%	47%	39%	36%
Told employee assistance program (EAP) or peer support	10%	21%	12%	10%
Submitted a formal complaint	0%	16%	12%	12%
Told Human Resources	0%	16%	20%	13%
I did not tell anyone about the bullying	30%	11%	9%	12%
Told the person the behaviour was not OK	20%	11%	20%	17%
Told someone else	0%	5%	16%	13%

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

84% of your staff who experienced bullying did not submit a formal complaint, of which:

- 69% said the top reason was 'I believed there would be negative consequences for my reputation'.

Did you submit a formal complaint?

3	16
16%	84%

■ Submitted formal complaint ■ Did not submit a formal complaint
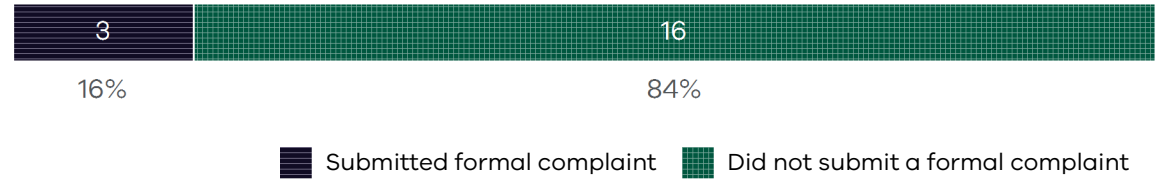
What was your reason for not submitting a formal complaint?	You 2022	You 2023	Comparator 2023	Public sector 2023
I believed there would be negative consequences for my reputation	30%	69%	58%	55%
I didn't think it would make a difference	40%	50%	51%	51%
I believed there would be negative consequences for my career	20%	44%	49%	45%
I didn't think it was serious enough	10%	38%	16%	16%
I didn't need to because I no longer had contact with the person(s) who bullied me	20%	19%	6%	7%
I thought the complaint process would be embarrassing or difficult	10%	13%	15%	13%
Other	20%	13%	15%	14%
I didn't know how to make a complaint	10%	6%	7%	6%
I didn't need to because I made the bullying stop	10%	6%	6%	6%
I was advised not to	0%	6%	3%	5%

Victorian Public Sector Commission

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People outcomes

Perpetrators of bullying

What this is

This is who staff have said are responsible for bullying.

Why this is important

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

How to read this

In this year's survey, 9% 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.
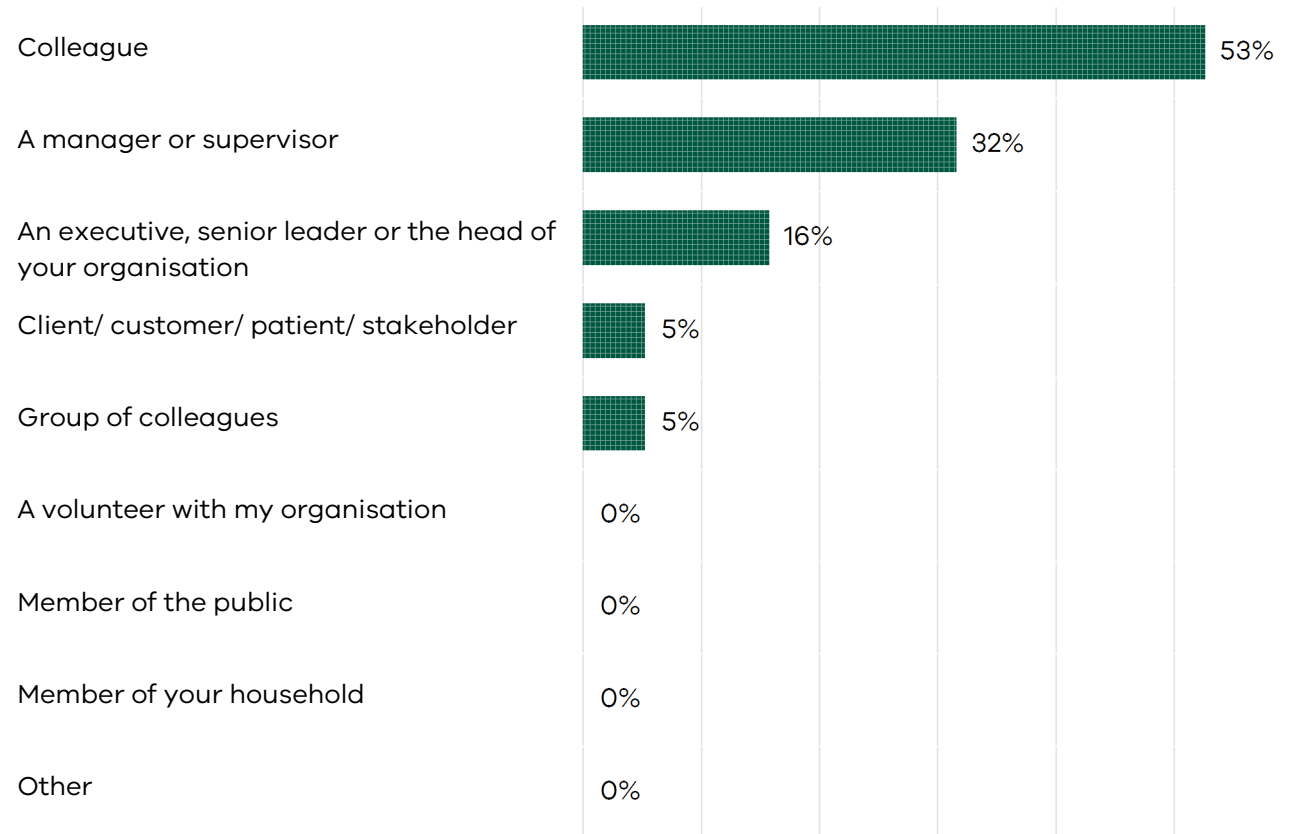
Each row is one perpetrator or group of perpetrators.

Example

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

Of that 9%, 53% said it was by 'Colleague'.

19 people (9% of staff) experienced bullying (You 2023)

Perpetrator	Percentage
Colleague	53%
A manager or supervisor	32%
An executive, senior leader or the head of your organisation	16%
Client/ customer/ patient/ stakeholder	5%
Group of colleagues	5%
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, 9% 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.
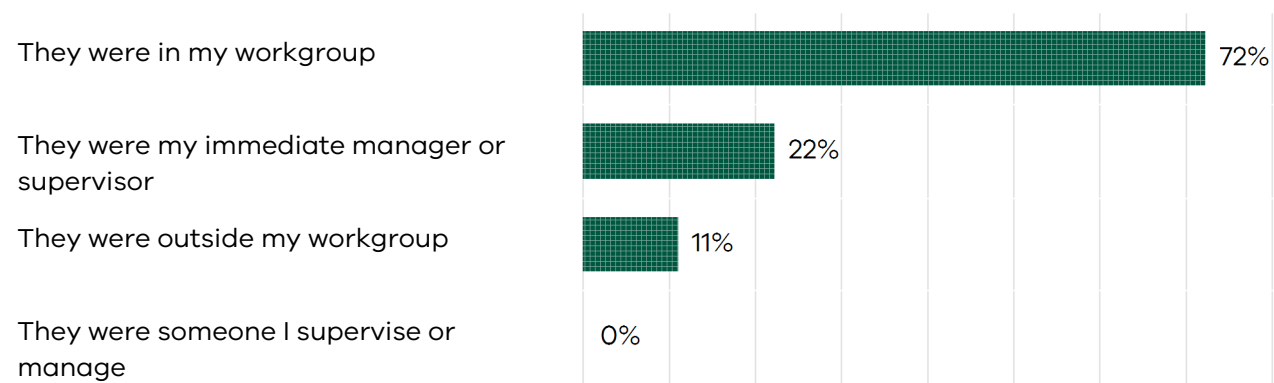
Example

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

Of that 9%, 95% said it was by someone within the organisation.

Of that 95%, 72% said it was 'They were in my workgroup'.

18 people (95% of staff who experienced bullying) experienced bullying from within your organisation (You 2023)

They were in my workgroup	72%
They were my immediate manager or supervisor	22%
They were outside my workgroup	11%
They were someone I supervise or manage	0%

People outcomes

Sexual harassment

What this is

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

Why this is important

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

Why there is no data here

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

We do this to protect the respondents.

People outcomes

Discrimination

What this is

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

Why this is important

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

Why there is no data here

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

We do this to protect the respondents.

Negative behaviour

Violence and aggression

What this is

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

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

5% of your staff who did the survey said they experienced violence or aggression.

Of that 5%, 70% said it was from 'Abusive language'.

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

10	199	6
5%	93%	3%

■ Experienced violence or aggression   ▦ Did not experience violence or aggression   ▦ Not sure
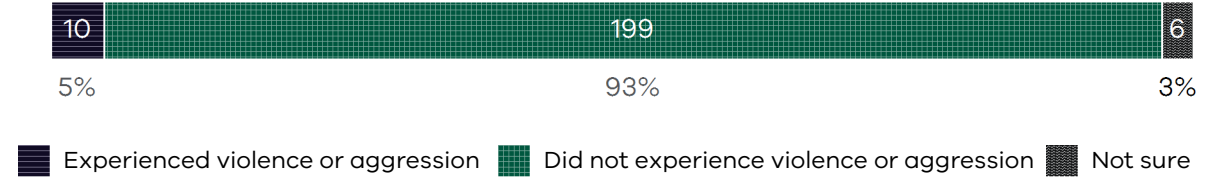
If you experienced violence or aggression, what type did you experience?	You 2023	Comparator 2023	Public sector 2023
Abusive language	70%	71%	75%
Intimidating behaviour	60%	75%	73%
Other	10%	7%	6%

Negative behaviour

Telling someone about violence and aggression

What this is

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

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

5% of your staff who did the survey said they experienced violence or aggression, of which

- 60% said the top way they reported the violence or agression was 'Told a colleague'

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

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

10	199	6
5%	93%	3%

■ Experienced violence or aggression   ■ Did not experience violence or aggression   ■ Not sure
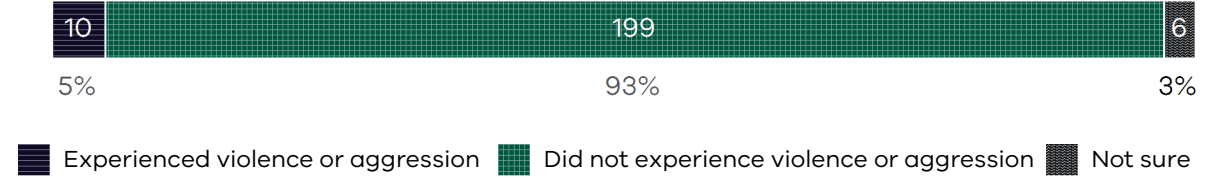
Did you tell anyone about the incident?	You 2023	Comparator 2023	Public sector 2023
Told a colleague	60%	51%	40%
Told a manager	60%	63%	56%
Told a friend or family member	40%	26%	19%
Told the person the behaviour was not OK	20%	25%	23%
Told someone else	10%	9%	6%

Negative behaviour

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

What this is

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

Why this is important

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

How to read this

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

Example

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

- 80% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal incident report?

	10
	100%

■ Submitted formal incident report   ■ Did not submit a formal incident report
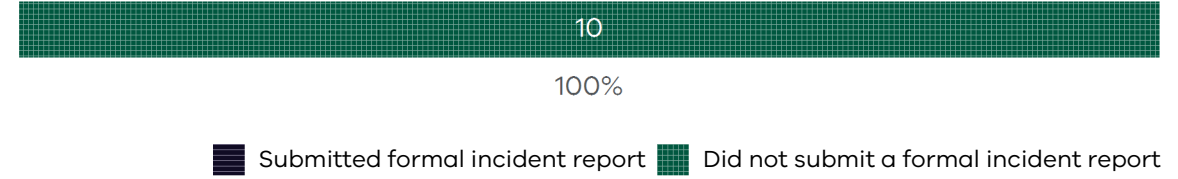
What was your reason for not submitting a formal incident report?	You 2023	Comparator 2023	Public sector 2023
I didn't think it would make a difference	80%	34%	38%
I believed there would be negative consequences for my career	30%	23%	18%
I didn't think it was serious enough	30%	33%	28%
I believed there would be negative consequences for my reputation	20%	24%	21%
I didn't need to because I no longer had contact with the person(s) who was aggressive or violent to me	20%	21%	13%
I didn't need to because I made the violence or aggression stop	10%	14%	14%
I thought the complaint process would be embarrassing or difficult	10%	6%	5%
Other	10%	21%	22%

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.

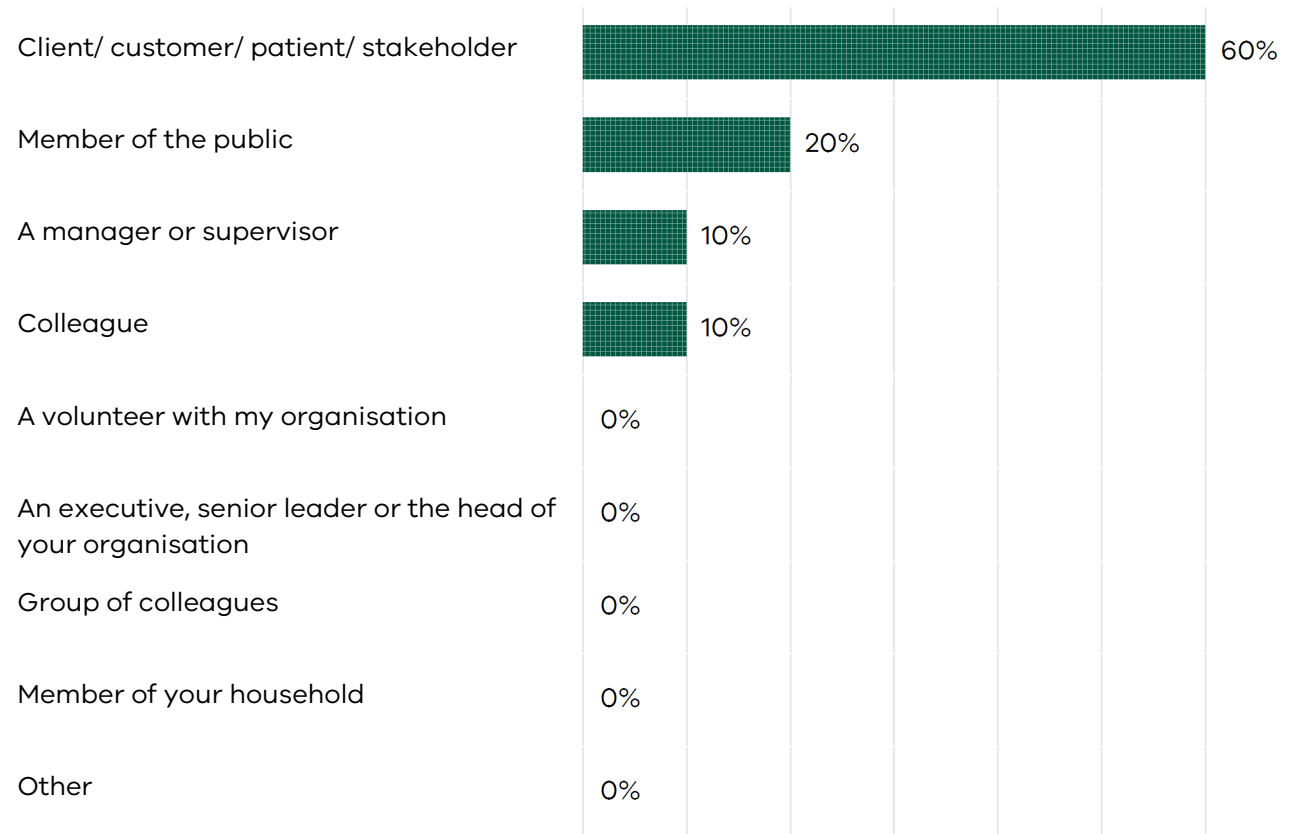In descending order, the bar chart shows the perpetrators with the largest number of responses.

Each row is one perpetrator or a group of perpetrators.

Example

5% of your staff who did the survey said they experienced violence or aggression.

Of that 5%, 60% said it was 'Client/ customer/ patient/ stakeholder'.

10 people (5% of staff) experienced violence or aggression (You2023)

Perpetrator	Percentage
Client/ customer/ patient/ stakeholder	60%
Member of the public	20%
A manager or supervisor	10%
Colleague	10%
A volunteer with my organisation	0%
An executive, senior leader or the head of your organisation	0%
Group of colleagues	0%
Member of your household	0%
Other	0%

Negative behaviour

Witnessing negative behaviours

What this is

This is where staff witnessed people acting in a negative way against a colleague.

Why this is important

Witnessing negative behaviour can still have a negative impact on the person, as it does on the victim.

How to read this

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

They could tell us with one or more answers if they witnessed negative behaviour and what type they witnessed.

In descending order, the table shows the answers.

Example

18% of your staff who did the survey said they witnessed some negative behaviour at work.

82% 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?

38	177
18%	82%

■ Witnessed some negative behaviour　　■ Did not witness some negative behaviour
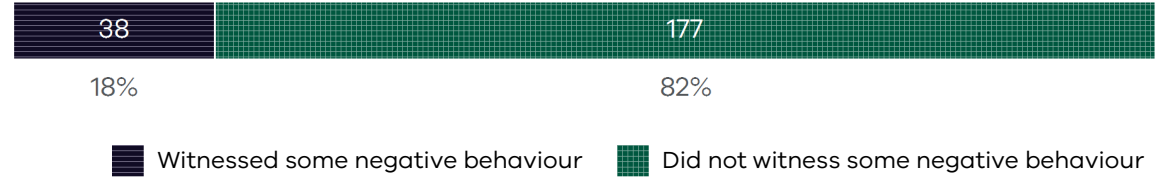
During the last 12 months in your current organisation, have you witnessed any of the following negative behaviours at work?	You 2023	Comparator 2023	Public sector 2023
No, I have not witnessed any of the situations above	82%	85%	81%
Bullying of a colleague	12%	11%	13%
Discrimination against a colleague	7%	6%	7%
Violence or aggression against a colleague	2%	3%	3%
Sexual harassment of a colleague	1%	1%	1%

Negative behaviour

Taking action when witnessing negative behaviours

What this is

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

Why this is important

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

How to read this

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

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

The table shows the answers in descending order.

Example

18% of your staff who did the survey witnessed negative behaviour, of which:

- 74% said the top action they took was 'Spoke to the person who experienced the behaviour'.

- 8% took no action.

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

38	177
18%	82%

■ 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	74%	73%	69%
Told a manager	37%	38%	38%
Told a colleague	18%	22%	19%
Told Human Resources	18%	12%	7%
Told the person the behaviour was not OK	8%	18%	20%
Took no action	8%	8%	8%
Spoke to the person who behaved in a negative way	5%	16%	17%
Submitted a formal complaint	3%	4%	5%

People matter survey

2023

Have your say

Overview

Result summary

Report overview

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

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- 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
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Workgroup climate

- Scorecard
- Quality service delivery
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Job and manager factors

- Scorecard
- Manager leadership
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- Scorecard
- Responsiveness
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Topical questions

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

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- 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

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 can use my skills and knowledge in my job'.
In the 'Change from 2022' column, you have a 0% increase, which is a positive trend.

Question group	Highest scoring questions	You 2023	Change from 2022	Comparator 2023
Job enrichment	I can use my skills and knowledge in my job	93%	+0%	90%
Safety climate	My organisation provides a physically safe work environment	93%	+0%	91%
Job enrichment	I understand how my job helps my organisation achieve its goals	92%	-2%	92%
Meaningful work	I can make a worthwhile contribution at work	92%	-4%	92%
Flexible working	My manager supports working flexibly	90%	-4%	90%
Manager leadership	My manager treats employees with dignity and respect	89%	-4%	90%
Other questions	I understand how the Code of Conduct for Victorian public sector employees applies to my work	88%	Not asked in 2022	91%
Manager leadership	My manager demonstrates honesty and integrity	88%	-4%	90%
Organisational integrity	My organisation is committed to earning a high level of public trust	88%	-1%	84%
Manager leadership	My manager models my organisation's values	87%	-6%	87%

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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 27% of your staff agreed with 'My organisation has made improvements based on the survey results from last year'.
In the 'Change from 2022' column, you have a 2% increase, which is a positive trend.

Question subgroup	Lowest scoring questions	You 2023	Change from 2022	Comparator 2023
Taking action	My organisation has made improvements based on the survey results from last year	27%	+2%	41%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	41%	-11%	55%
Organisational integrity	I believe the promotion processes in my organisation are fair	46%	-1%	47%
Learning and development	I am satisfied with the opportunities to progress in my organisation	46%	-10%	46%
Safety climate	All levels of my organisation are involved in the prevention of stress	46%	-6%	54%
Workload	I have enough time to do my job effectively	51%	-9%	65%
Taking action	I believe my organisation will make improvements based on the results of this survey	51%	+1%	56%
Organisational integrity	I have an equal chance at promotion in my organisation	52%	-5%	52%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	53%	-10%	58%
Engagement	I feel a strong personal attachment to my organisation	53%	-8%	60%

Key differences

Most improved

What this is

This is where staff feel their organisation has most improved.

How to read this

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

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

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

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

Example

On the first row 'Manager support', the 'You 2023' column shows 76% of your staff agreed with 'My manager gives me feedback that helps me improve my performance'.

In the 'Increase from 2022' column, you have a 3% increase, which is a positive trend.

Question group	Most improved from last year	You 2023	Increase from 2022	Comparator 2023
Manager support	My manager gives me feedback that helps me improve my performance	76%	+3%	76%
Taking action	My organisation has made improvements based on the survey results from last year	27%	+2%	41%
Senior leadership	Senior leaders demonstrate honesty and integrity	83%	+1%	73%
Workgroup support	People in my workgroup appropriately manage conflicts of interest	79%	+1%	80%
Workgroup support	People in my workgroup are politically impartial in their work	82%	+1%	85%
Taking action	I believe my organisation will make improvements based on the results of this survey	51%	+1%	56%
Safety climate	My organisation provides a physically safe work environment	93%	+0%	91%
Job enrichment	I can use my skills and knowledge in my job	93%	+0%	90%

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 'Innovation', the 'You 2023' column shows 61% of your staff agreed with 'My workgroup is quick to respond to opportunities to do things better'.
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
Innovation	My workgroup is quick to respond to opportunities to do things better	61%	-15%	75%
Satisfaction	Considering everything, how satisfied are you with your current job	62%	-13%	74%
Engagement	I would recommend my organisation as a good place to work	67%	-13%	71%
Quality service delivery	My workgroup uses its resources well	58%	-12%	72%
Senior leadership	Senior leaders provide clear strategy and direction	66%	-11%	65%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	41%	-11%	55%
Collaboration	Workgroups across my organisation willingly share information with each other	68%	-11%	65%
Engagement	My organisation inspires me to do the best in my job	63%	-11%	69%
Senior leadership	Senior leaders model my organisation's values	72%	-10%	71%
Safe to speak up	I feel safe to challenge inappropriate behaviour at work	67%	-10%	74%

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Key differences

Biggest positive difference from comparator

What this is

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

How to read this

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

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

Example

On the first row 'Other questions', the 'You 2023' column shows 70% 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 10 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)	70%	+10%	60%
Senior leadership	Senior leaders demonstrate honesty and integrity	83%	+10%	73%
Learning and development	My organisation places a high priority on the learning and development of staff	68%	+9%	60%
Learning and development	I am satisfied with the way my learning and development needs have been addressed in the last 12 months	67%	+8%	59%
Organisational integrity	My organisation is committed to earning a high level of public trust	88%	+4%	84%
Learning and development	I am developing and learning in my role	80%	+3%	76%
Collaboration	Workgroups across my organisation willingly share information with each other	68%	+3%	65%
Job enrichment	I can use my skills and knowledge in my job	93%	+3%	90%
Quality service delivery	My workgroup has clear lines of responsibility	76%	+2%	74%
Senior leadership	Senior leaders provide clear strategy and direction	66%	+1%	65%

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Key differences

Biggest negative difference from comparator

What this is

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

How to read this

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

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

Example

On the first row 'Satisfaction', the 'You 2023' column shows 60% of your staff were satisfied with 'How satisfied are you with the work/life balance in your current job'.

The 'difference' column, shows that agreement for this question was 16 percentage points lower in your organisation than in your comparator.

Question subgroup	Biggest negative difference from comparator	You 2023	Difference	Comparator 2023
Satisfaction	How satisfied are you with the work/life balance in your current job	60%	-16%	76%
Innovation	My workgroup is quick to respond to opportunities to do things better	61%	-14%	75%
Workload	I have enough time to do my job effectively	51%	-14%	65%
Quality service delivery	My workgroup uses its resources well	58%	-14%	72%
Innovation	My workgroup encourages employee creativity	58%	-14%	72%
Workload	The workload I have is appropriate for the job that I do	53%	-14%	67%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	41%	-13%	55%
Taking action	My organisation has made improvements based on the survey results from last year	27%	-13%	41%
Satisfaction	Considering everything, how satisfied are you with your current job	62%	-12%	74%
Gender equality supporting measures	In my workgroup work is allocated fairly, regardless of gender	75%	-11%	86%

People matter survey

2023

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Topical questions

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

Custom questions

- Questions requested by your organisation

Demographics

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

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

51% of your staff who did the survey agreed or strongly agreed with 'I believe my organisation will make improvements based on the results of this survey'.
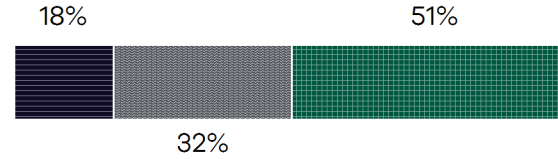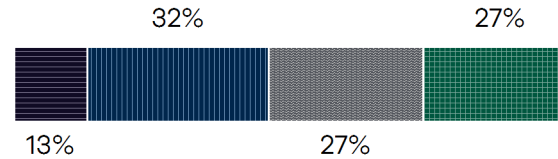
Survey question	Your results						

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

Benchmark agree results

	You			**Comparator**		
2021	2022	2023		Lowest	Average	Highest

Survey question	Your results	2021	2022	2023	Lowest	Average	Highest
I believe my organisation will make improvements based on the results of this survey	18% / 32% / 51%	Not asked	50 %	51 %	26 %	56 %	94 %
My organisation has made improvements based on the survey results from last year	13% / 32% / 27% / 27%	Not asked	26 %	27 %	20 %	41 %	80 %

People matter survey

2023

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

Custom questions

- Questions requested by your organisation

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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.

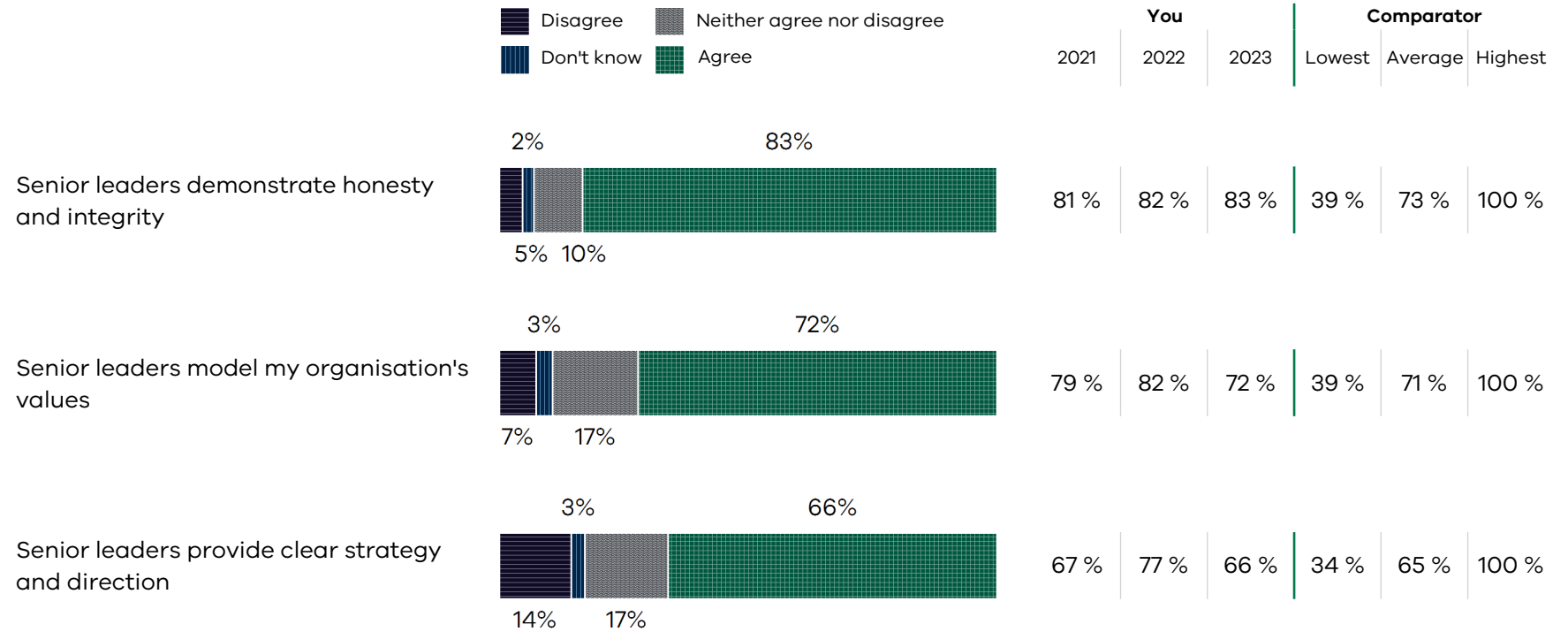Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

83% of your staff who did the survey agreed or strongly agreed with 'Senior leaders demonstrate honesty and integrity'.

Survey question	Your results		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
Senior leaders demonstrate honesty and integrity	2% ... 83% / 5% 10%	81 %	82 %	83 %	39 %	73 %	100 %
Senior leaders model my organisation's values	3% ... 72% / 7% 17%	79 %	82 %	72 %	39 %	71 %	100 %
Senior leaders provide clear strategy and direction	3% ... 66% / 14% 17%	67 %	77 %	66 %	34 %	65 %	100 %

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

People matter survey

2023

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Victorian Public Sector Commission

VICTORIA State Government

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.

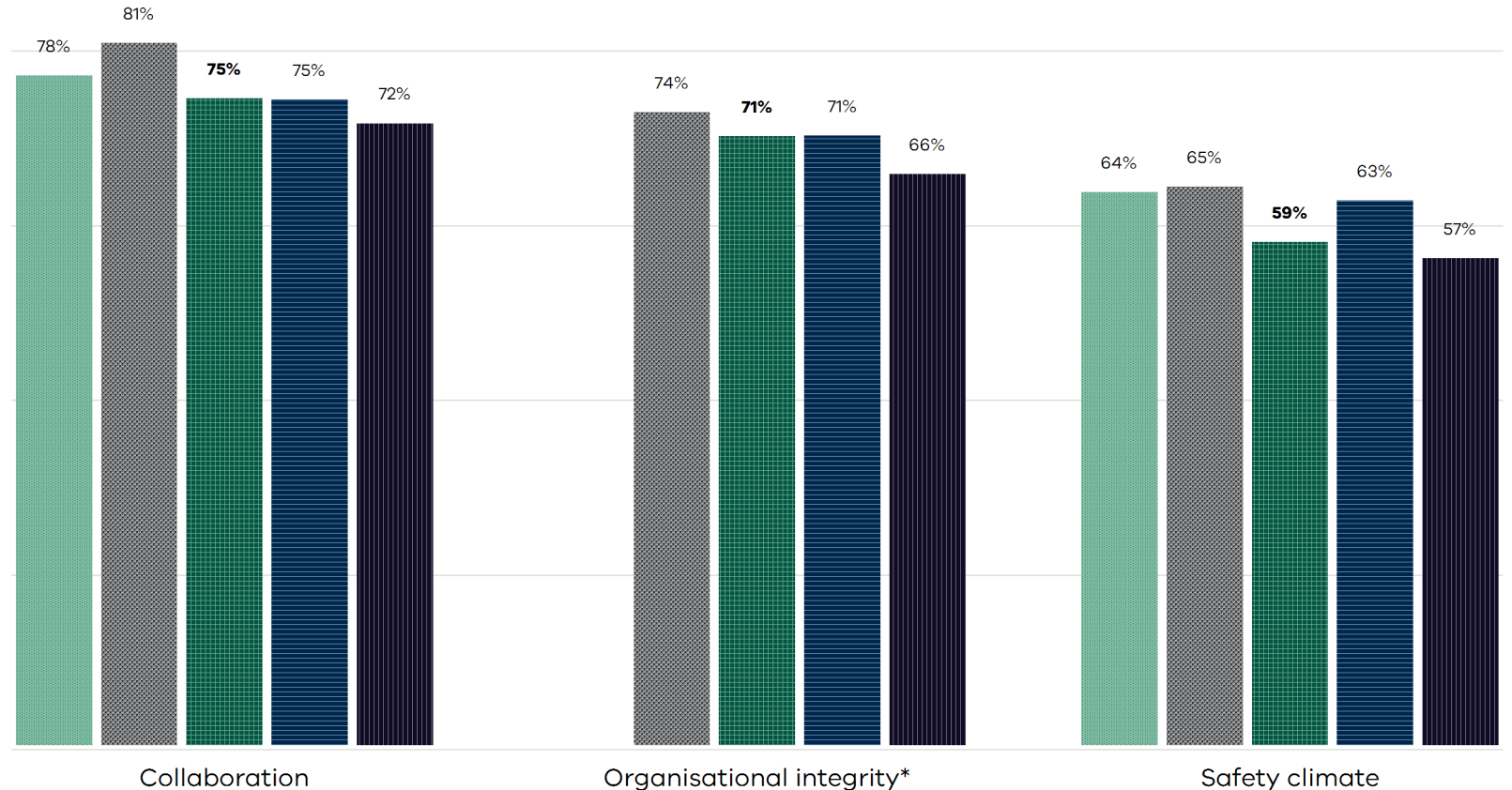Each result is the overall percentage of positive responses for your organisation, comparator and public sector.

Example

In 2023:

- 75% of your staff who did the survey responded positively to questions about Collaboration which is down from 81% in 2022.

Compared to:

- 75% of staff at your comparator and 72% of staff across the public sector.

Collaboration — 78%, 81%, **75%**, 75%, 72%

Organisational integrity* — 74%, **71%**, 71%, 66%

Safety climate — 64%, 65%, **59%**, 63%, 57%

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

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

Victorian Public Sector Commission

VICTORIA State Government

Organisational climate

Organisational integrity 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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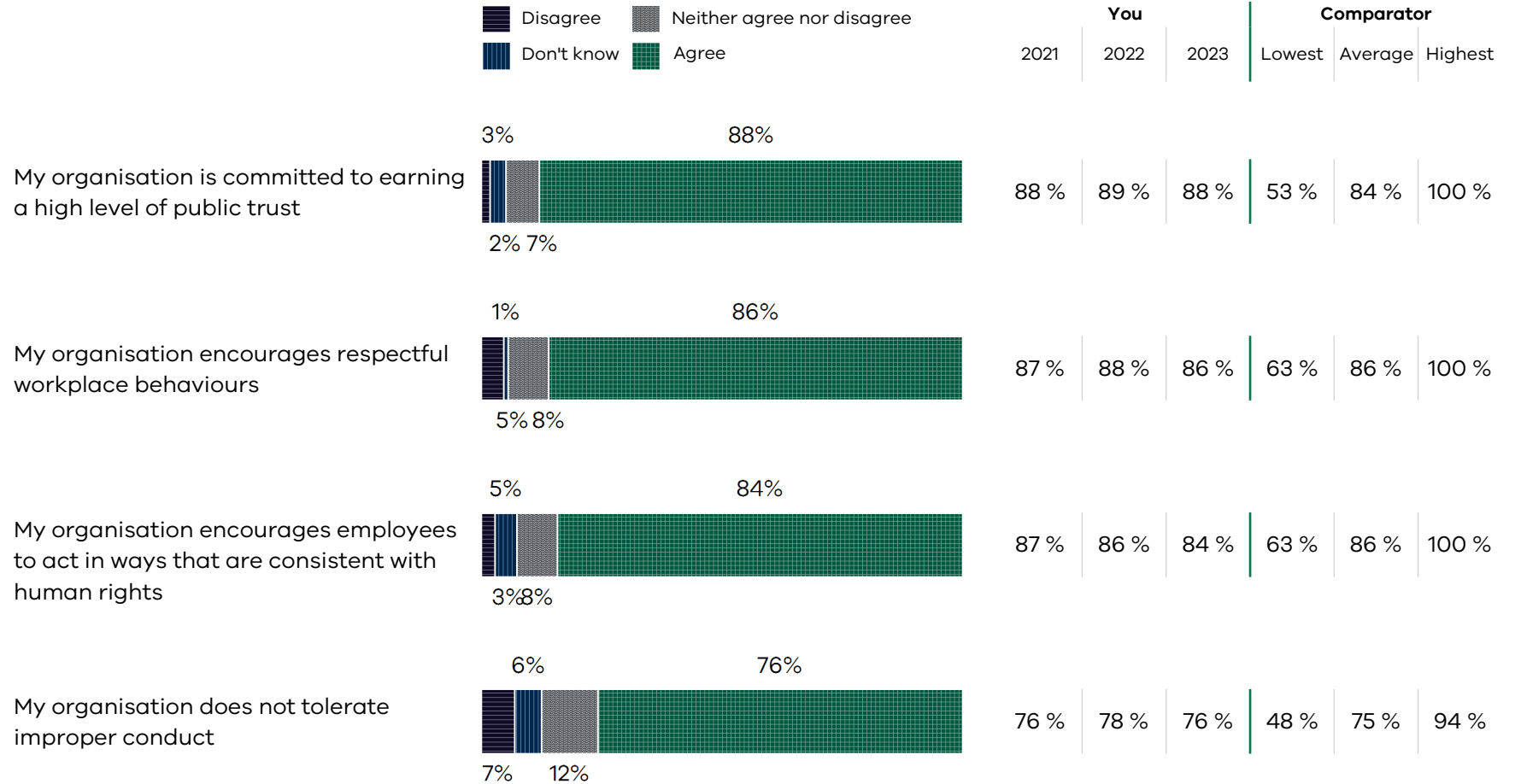
Example

88% of your staff who did the survey agreed or strongly agreed with 'My organisation is committed to earning a high level of public trust'.

Survey question	Your results		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
My organisation is committed to earning a high level of public trust	3% ... 88% (2% 7%)	88 %	89 %	88 %	53 %	84 %	100 %
My organisation encourages respectful workplace behaviours	1% ... 86% (5% 8%)	87 %	88 %	86 %	63 %	86 %	100 %
My organisation encourages employees to act in ways that are consistent with human rights	5% ... 84% (3% 8%)	87 %	86 %	84 %	63 %	86 %	100 %
My organisation does not tolerate improper conduct	6% ... 76% (7% 12%)	76 %	78 %	76 %	48 %	75 %	94 %

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

Victorian Public Sector Commission — VICTORIA State Government

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.
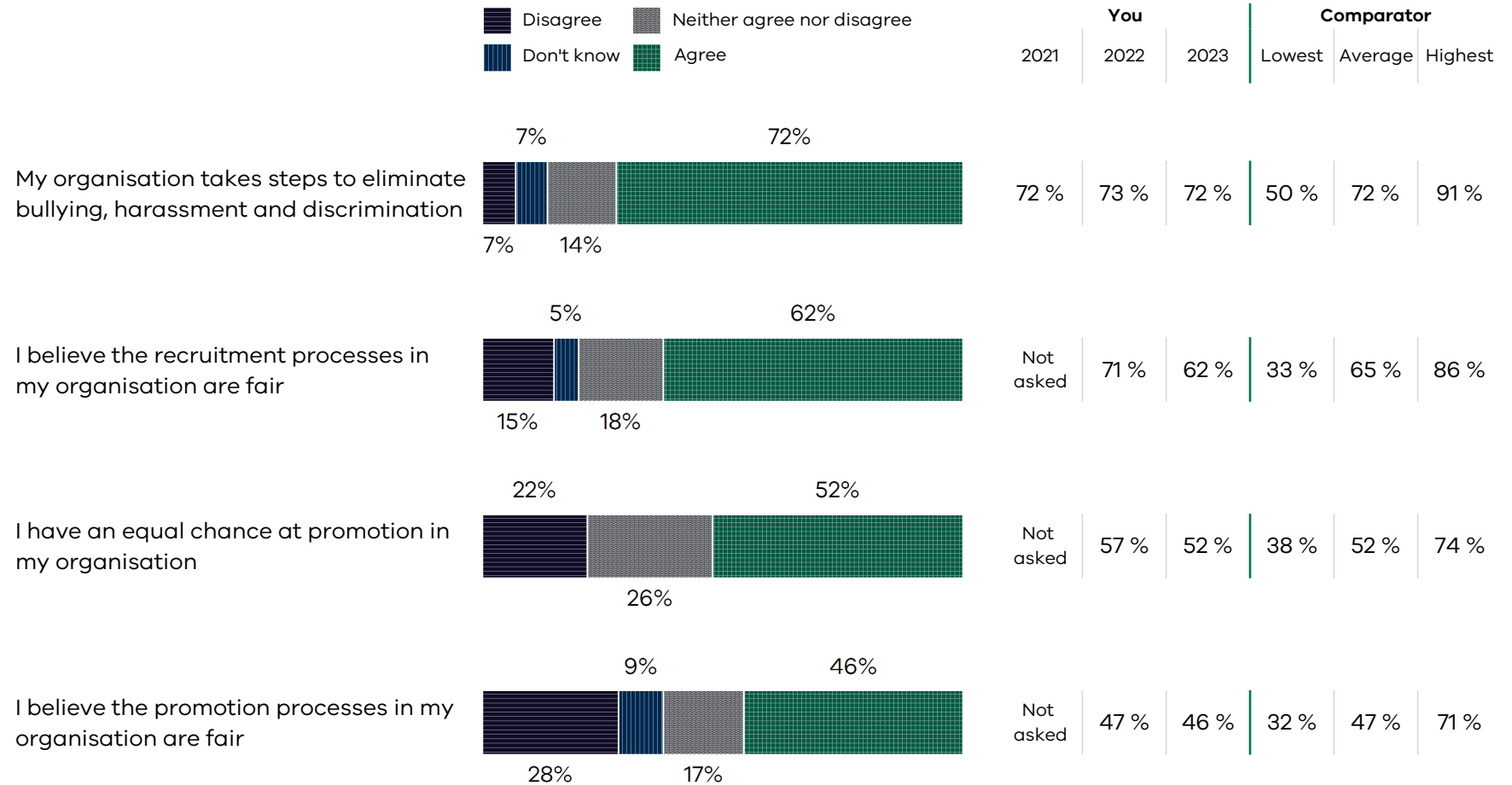
Example

72% of your 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

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

| Survey question | | You | | | Comparator | | |
	2021	2022	2023	Lowest	Average	Highest
My organisation takes steps to eliminate bullying, harassment and discrimination	72 %	73 %	72 %	50 %	72 %	91 %
I believe the recruitment processes in my organisation are fair	Not asked	71 %	62 %	33 %	65 %	86 %
I have an equal chance at promotion in my organisation	Not asked	57 %	52 %	38 %	52 %	74 %
I believe the promotion processes in my organisation are fair	Not asked	47 %	46 %	32 %	47 %	71 %

My organisation takes steps to eliminate bullying, harassment and discrimination: 7%, 7%, 14%, 72%

I believe the recruitment processes in my organisation are fair: 15%, 5%, 18%, 62%

I have an equal chance at promotion in my organisation: 22%, 26%, 52%

I believe the promotion processes in my organisation are fair: 28%, 9%, 17%, 46%

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

82% of your staff who did the survey agreed or strongly agreed with 'I am able to work effectively with others outside my immediate workgroup'.
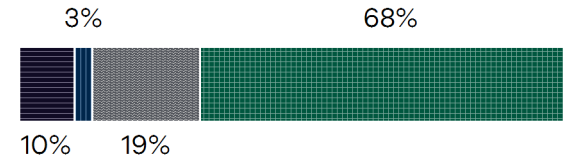
Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree
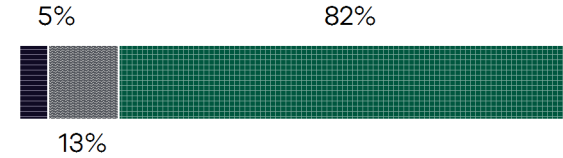
Survey question	Your results		You			Comparator		
		2021	2022	2023		Lowest	Average	Highest
I am able to work effectively with others outside my immediate workgroup	5% / 13% / 82%	87 %	84 %	82 %		68 %	85 %	94 %
Workgroups across my organisation willingly share information with each other	10% / 3% / 19% / 68%	68 %	79 %	68 %		41 %	65 %	97 %

Organisational climate

Safety climate 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

93% of your staff who did the survey agreed or strongly agreed with 'My organisation provides a physically safe work environment'.
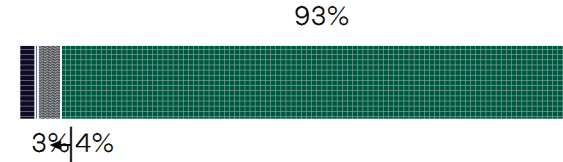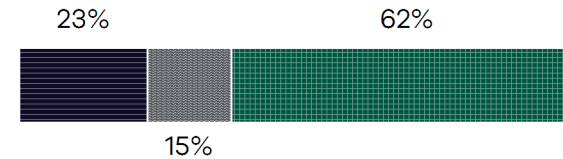
Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree

Survey question	Your results	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My organisation provides a physically safe work environment	93% (Agree), 3%, 4%	89 %	92 %	93 %	80 %	91 %	100 %
Senior leaders consider the psychological health of employees to be as important as productivity	23%, 15%, 62%	62 %	68 %	62 %	41 %	65 %	91 %
Senior leaders show support for stress prevention through involvement and commitment	22%, 20%, 57%	63 %	62 %	57 %	29 %	58 %	91 %
In my workplace, there is good communication about psychological safety issues that affect me	22%, 26%, 53%	60 %	62 %	53 %	32 %	58 %	89 %

Organisational climate

Safety climate 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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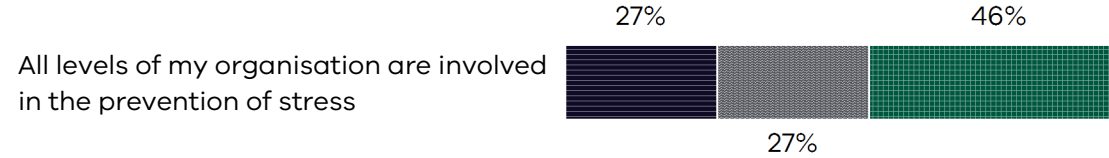
Example

46% of your staff who did the survey agreed or strongly agreed with 'All levels of my organisation are involved in the prevention of stress'.

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

Survey question	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
All levels of my organisation are involved in the prevention of stress (27% / 27% / 46%)	52 %	52 %	46 %	35 %	54 %	86 %
My organisation has effective procedures in place to support employees who may experience stress (26% / 9% / 24% / 41%)	59 %	52 %	41 %	34 %	55 %	80 %

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People matter survey

2023

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

Custom questions

- Questions requested by your organisation

Demographics

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Victorian Public Sector Commission

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Workgroup climate

Scorecard

What this is

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

Why this is important

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

How to read this

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

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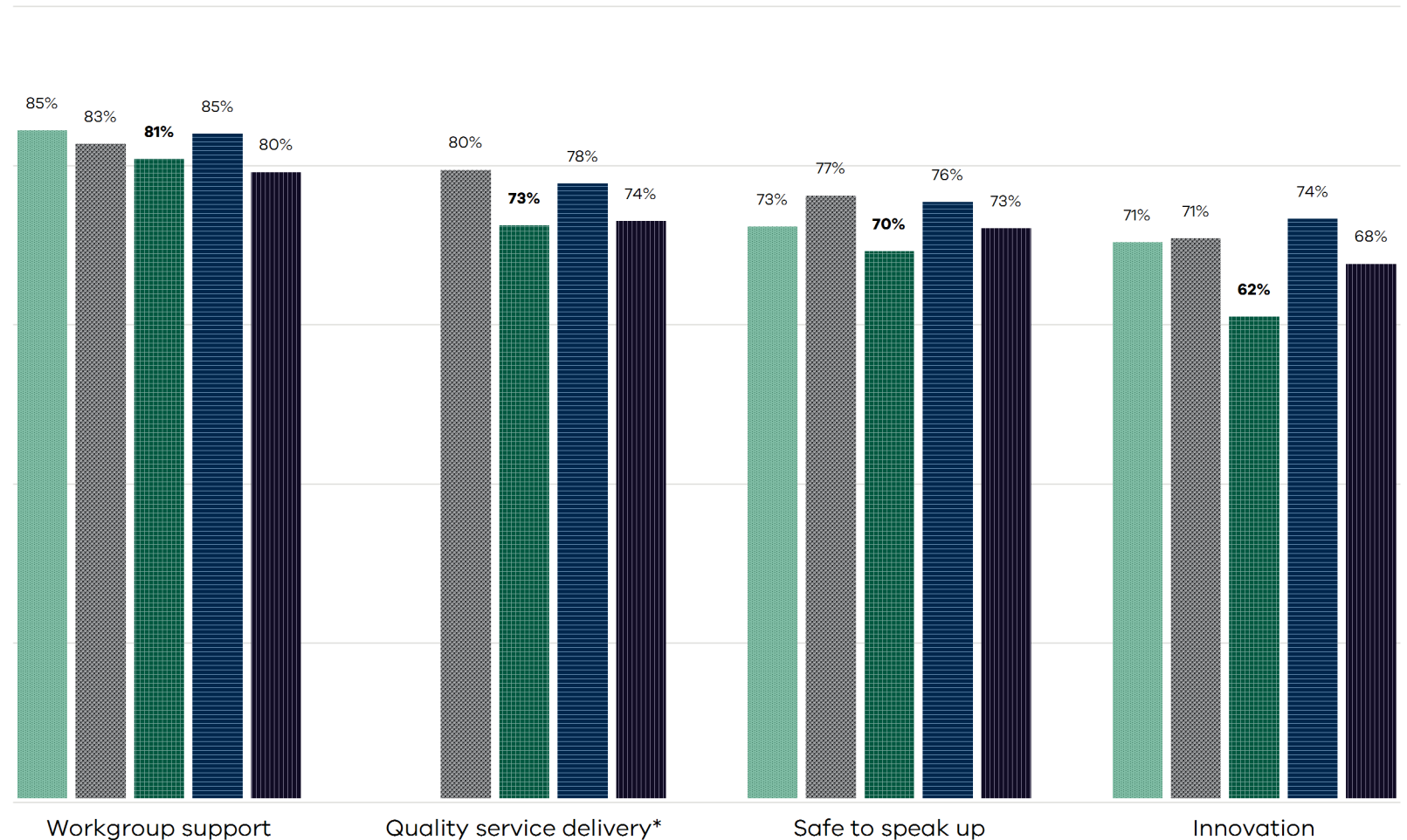
Example

In 2023:

- 81% of your staff who did the survey responded positively to questions about Workgroup support which is down from 83% in 2022.

Compared to:

- 85% of staff at your comparator and 80% of staff across the public sector.

Workgroup support
- You 2021: 85%
- You 2022: 83%
- You 2023: 81%
- Comparator 2023: 85%
- Public sector 2023: 80%

Quality service delivery*
- You 2022: 80%
- You 2023: 73%
- Comparator 2023: 78%
- Public sector 2023: 74%

Safe to speak up
- You 2021: 73%
- You 2022: 77%
- You 2023: 70%
- Comparator 2023: 76%
- Public sector 2023: 73%

Innovation
- You 2021: 71%
- You 2022: 71%
- You 2023: 62%
- Comparator 2023: 74%
- Public sector 2023: 68%

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

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

Victorian Public Sector Commission

VICTORIA State Government

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.
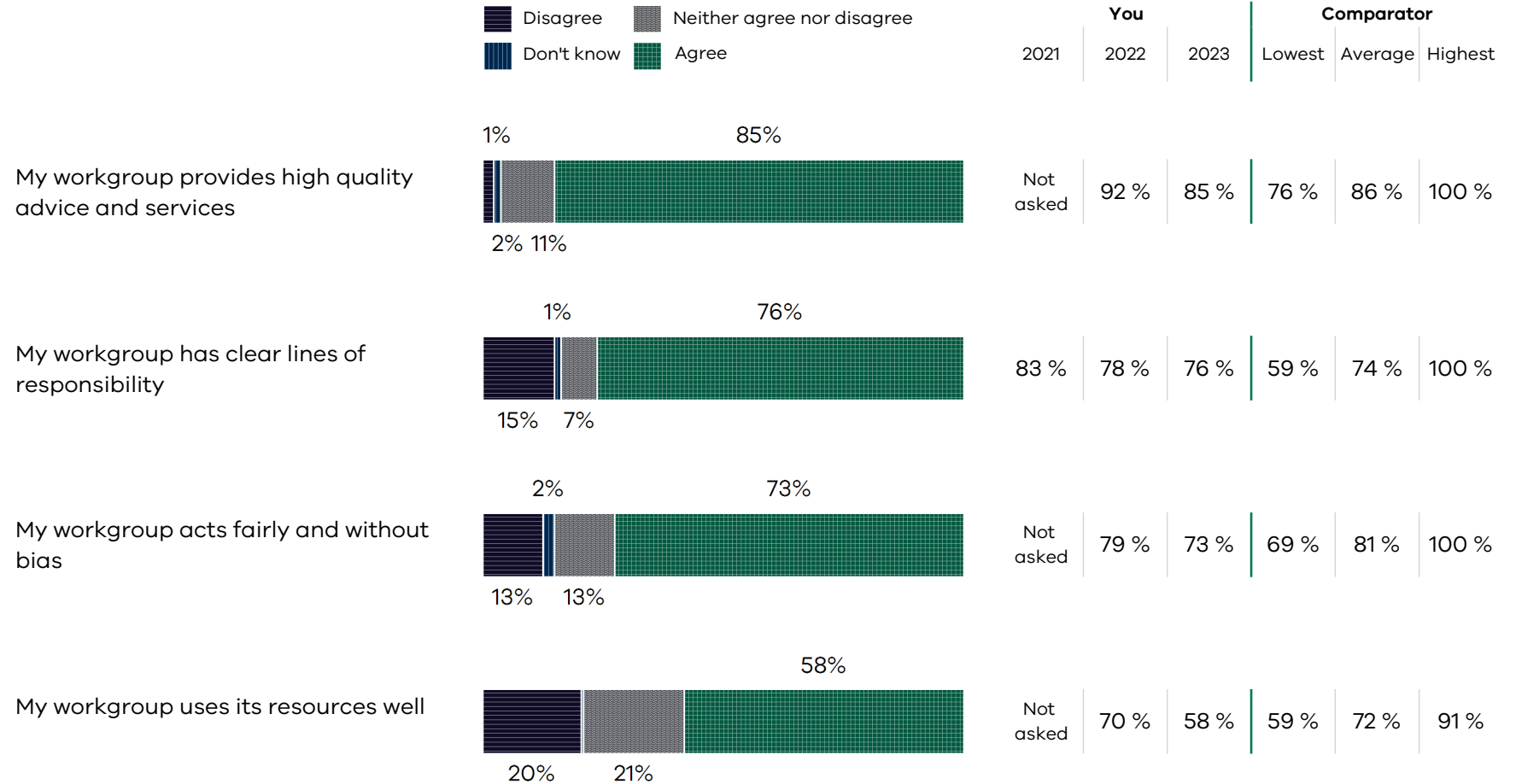
Example

85% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

Survey question	Your results	Benchmark agree results

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

Survey question		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
My workgroup provides high quality advice and services	1% / 2% / 11% / 85%	Not asked	92 %	85 %	76 %	86 %	100 %
My workgroup has clear lines of responsibility	15% / 1% / 7% / 76%	83 %	78 %	76 %	59 %	74 %	100 %
My workgroup acts fairly and without bias	13% / 2% / 13% / 73%	Not asked	79 %	73 %	69 %	81 %	100 %
My workgroup uses its resources well	20% / 21% / 58%	Not asked	70 %	58 %	59 %	72 %	91 %

Workgroup climate

Innovation

What this is

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

Why this is important

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

How to read this

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

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

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

Example

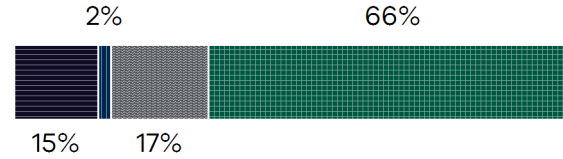66% of your staff who did the survey agreed or strongly agreed with 'My workgroup learns from failures and mistakes'.
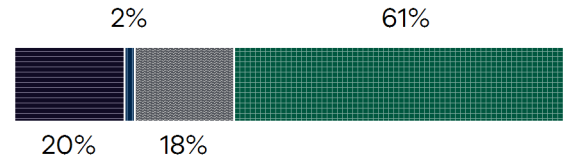
Legend: Disagree | Neither agree nor disagree | Don't know | Agree

Survey question	Your results	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup learns from failures and mistakes	15% / 2% / 17% / 66%	71 %	72 %	66 %	61 %	75 %	89 %
My workgroup is quick to respond to opportunities to do things better	20% / 2% / 18% / 61%	76 %	76 %	61 %	61 %	75 %	85 %
My workgroup encourages employee creativity	16% / 1% / 25% / 58%	66 %	66 %	58 %	59 %	72 %	93 %

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.

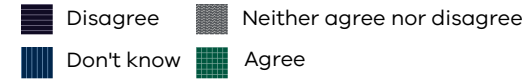Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

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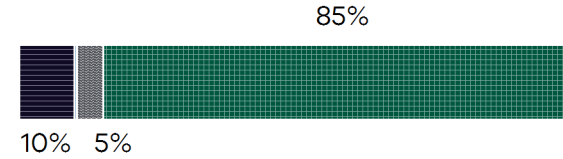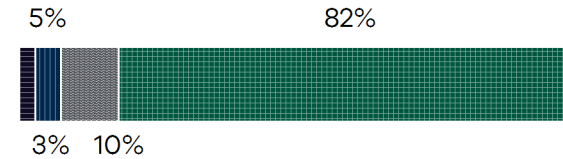
Survey question	Your results		Benchmark agree results					

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

		You			Comparator		
Survey question	Your results	2021	2022	2023	Lowest	Average	Highest
People in my workgroup treat each other with respect	10% / 5% / 85%	92 %	90 %	85 %	75 %	89 %	100 %
People in my workgroup are politically impartial in their work	5% / 3% / 10% / 82%	83 %	81 %	82 %	77 %	85 %	100 %
People in my workgroup work together effectively to get the job done	10% / 1% / 8% / 80%	90 %	85 %	80 %	75 %	86 %	100 %
People in my workgroup are honest, open and transparent in their dealings	3% / 5% / 12% / 80%	82 %	82 %	80 %	63 %	83 %	97 %

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

79% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.

Legend	
Disagree	Neither agree nor disagree
Don't know	Agree

Survey question	Your results		You			Comparator		
			2021	2022	2023	Lowest	Average	Highest
People in my workgroup appropriately manage conflicts of interest	7% 79% / 4% 11%		78 %	78 %	79 %	56 %	80 %	100 %

Workgroup climate

Safe to speak up

What this is

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

Why this is important

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

How to read this

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

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

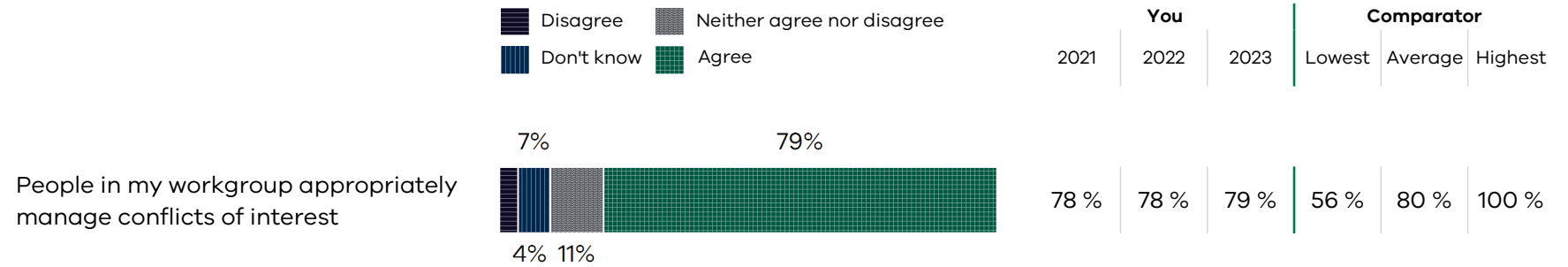Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

73% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup are able to bring up problems and tough issues'.

Survey question	Your results		You			Comparator		
		2021	2022	2023		Lowest	Average	Highest
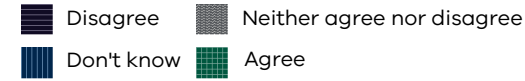
Legend: Disagree | Neither agree nor disagree | Don't know | Agree
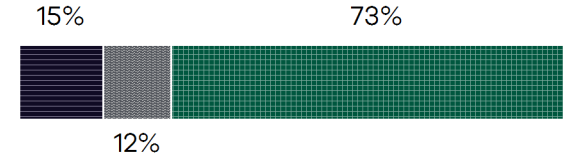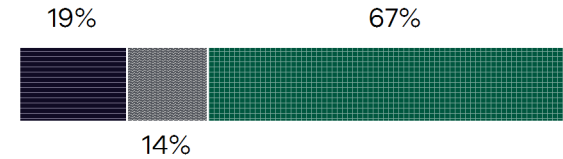
Survey question	15% / 12% / 73%	2021	2022	2023	Lowest	Average	Highest
People in my workgroup are able to bring up problems and tough issues	15%, 12%, 73%	74 %	77 %	73 %	63 %	78 %	97 %
I feel safe to challenge inappropriate behaviour at work	19%, 14%, 67%	72 %	76 %	67 %	53 %	74 %	94 %

People matter survey

2023

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

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

Job and manager factors

Scorecard 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2023:

- 88% of your staff who did the survey responded positively to questions about Manager leadership.

Compared to:

- 89% of staff at your comparator and 86% of staff across the public sector.

	Manager leadership	Meaningful work*	Flexible working*	Job enrichment*
You 2021	88%			
You 2022	93%	92%	88%	88%
You 2023	88%	87%	85%	83%
Comparator 2023	89%	88%	85%	84%
Public sector 2023	86%	87%	79%	83%

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

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

Victorian Public Sector Commission

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Job and manager factors

What this is

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

Why this is important

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

How to read this

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

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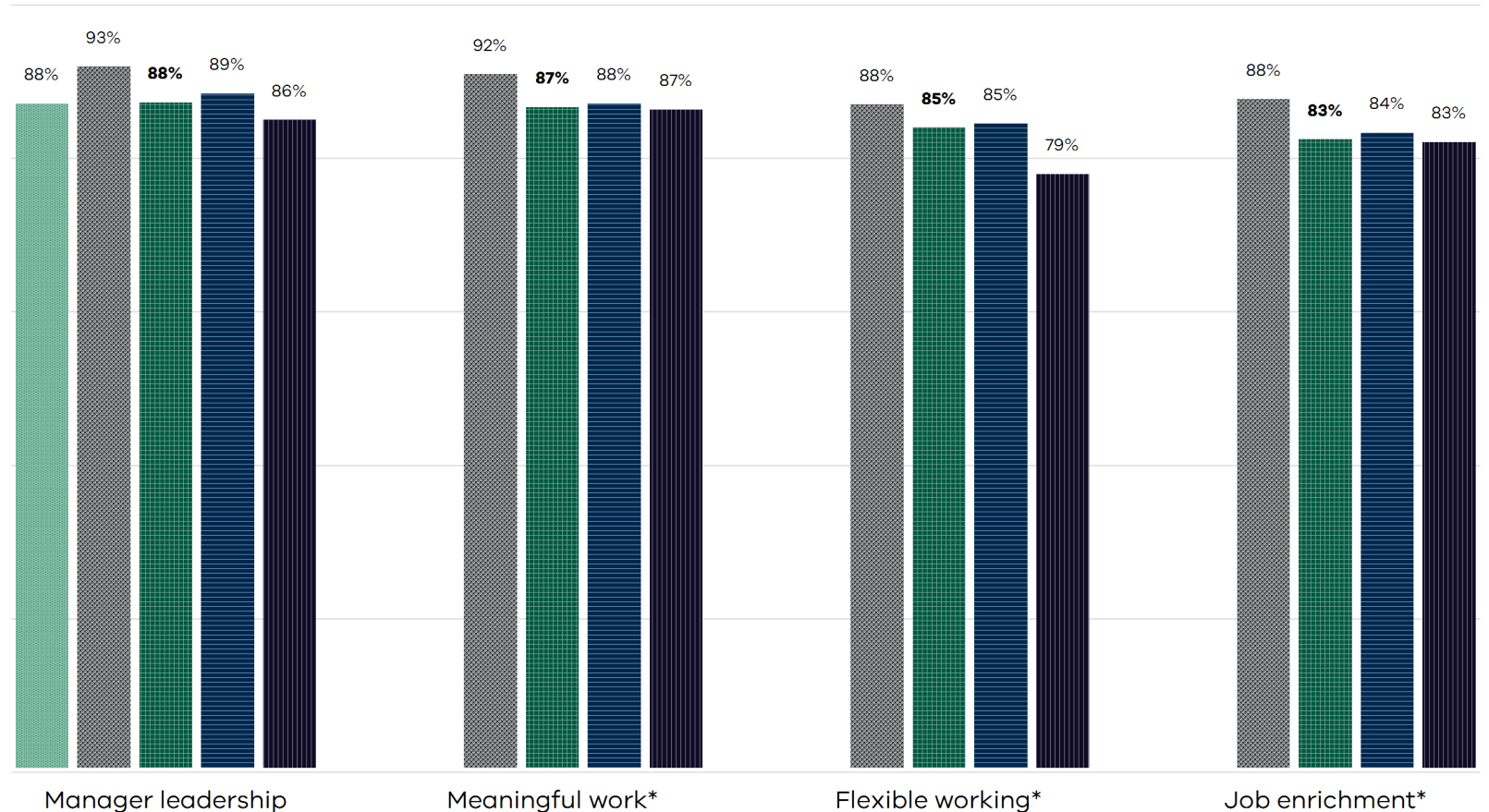
Example

In 2023:

- 78% of your staff who did the survey responded positively to questions about Manager support.

Compared to:

- 80% of staff at your comparator and 77% of staff across the public sector.
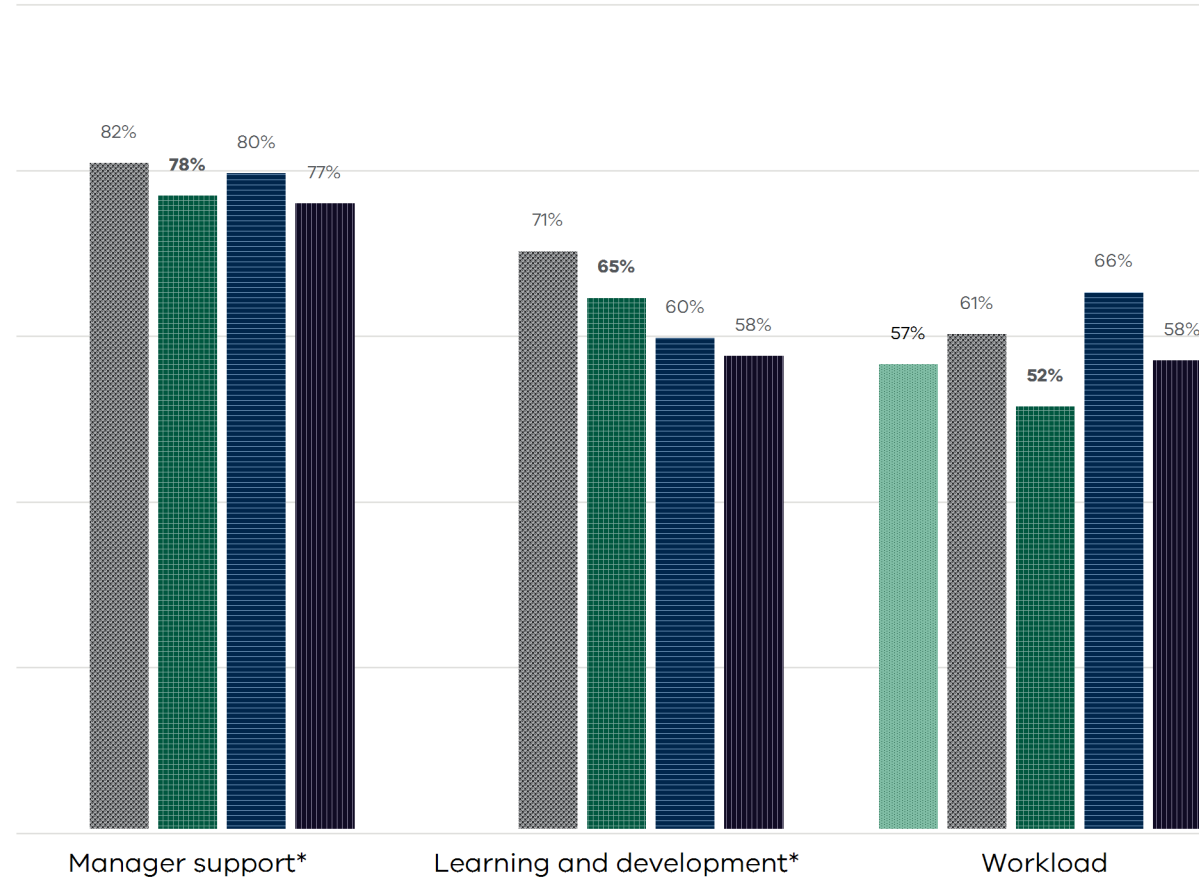
*We can't compare some data here because one or more questions were not asked in a previous survey

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

Manager support*: 82%, 78%, 80%, 77%
Learning and development*: 71%, 65%, 60%, 58%
Workload: 57%, 61%, 52%, 66%, 58%

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Manager leadership

What this is

This is how well staff perceive their direct managers lead.

Why this is important

Great managers can foster the right environment for staff engagement.

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

How to read this

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

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

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

Example

89% 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
- Don't know
- Neither agree nor disagree
- Agree

Benchmark agree results

Survey question		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
My manager treats employees with dignity and respect	4% / 89% / 7%	90 %	94 %	89 %	75 %	90 %	100 %
My manager demonstrates honesty and integrity	3% / 88% / 9%	88 %	92 %	88 %	75 %	90 %	100 %
My manager models my organisation's values	4% / 87% / 9%	86 %	92 %	87 %	75 %	87 %	96 %

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.

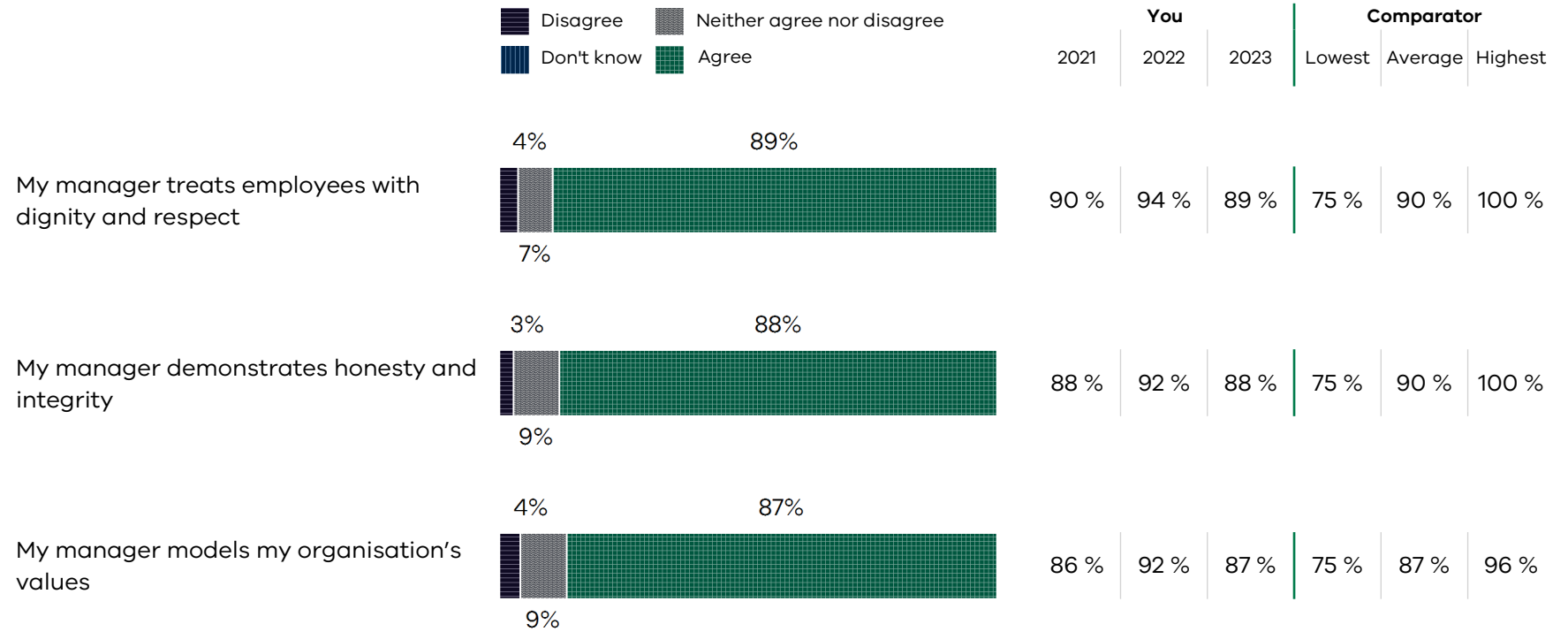Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

85% of your staff who did the survey agreed or strongly agreed with 'My manager listens to what I have to say'.

Survey question / Your results / Benchmark agree results

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

Survey question		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
My manager listens to what I have to say	7% / 8% / 85%	89 %	89 %	85 %	72 %	87 %	97 %
I can discuss problems or issues with my manager	8% / 11% / 81%	Not asked	88 %	81 %	69 %	86 %	100 %
My manager provides me with enough support when I need it	2% / 10% / 7% / 80%	77 %	84 %	80 %	71 %	84 %	100 %
My manager gives me feedback that helps me improve my performance	1% / 12% / 11% / 76%	Not asked	73 %	76 %	62 %	76 %	96 %

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.
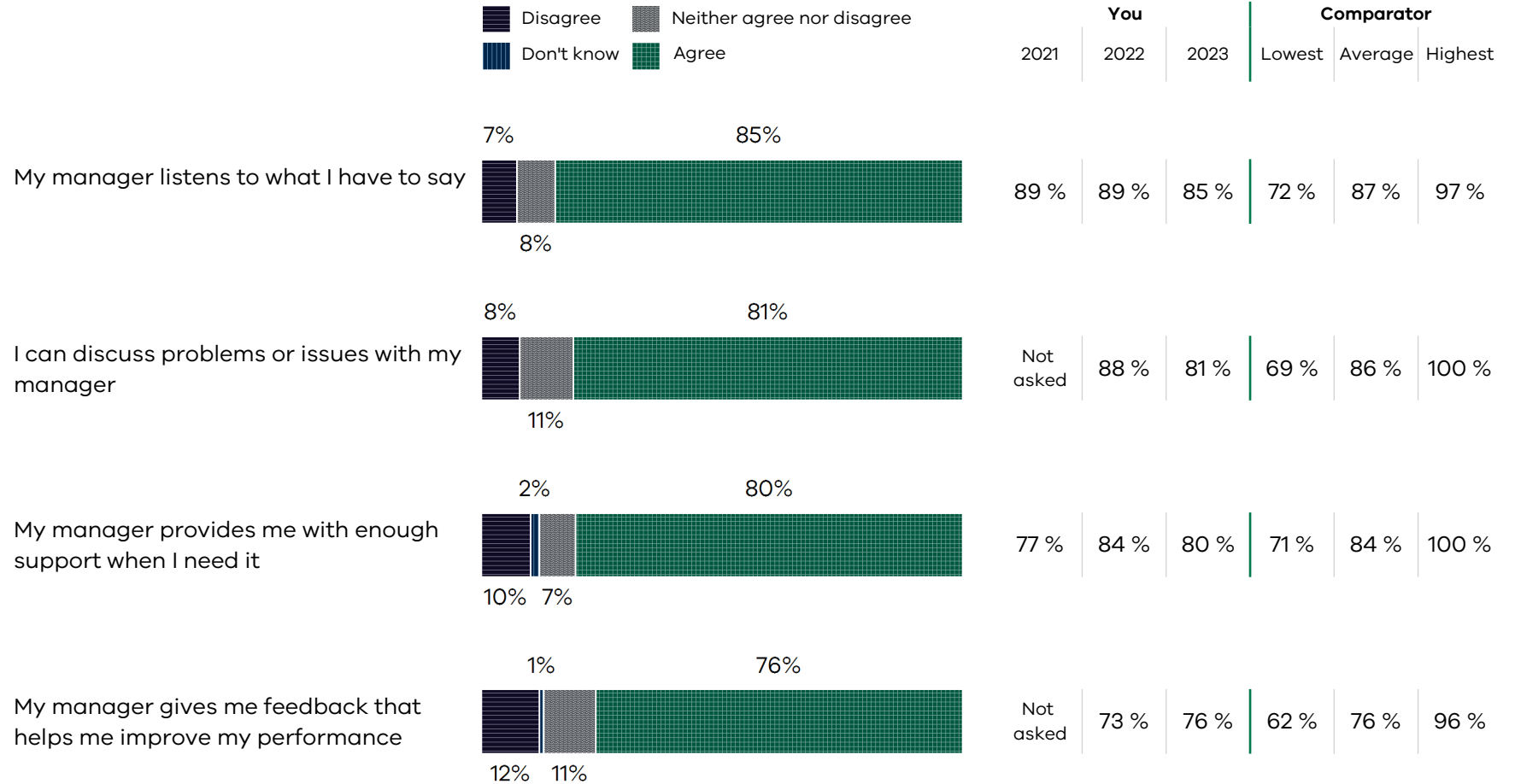
Example

66% of your staff who did the survey agreed or strongly agreed with 'I receive meaningful recognition when I do good work'.

Survey question	Your results	Benchmark agree results

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

I receive meaningful recognition when I do good work

18% 17% 66%

	You			Comparator		
2021	2022	2023		Lowest	Average	Highest
Not asked	75 %	66 %		52 %	69 %	91 %

Victorian Public Sector Commission

VICTORIA State Government
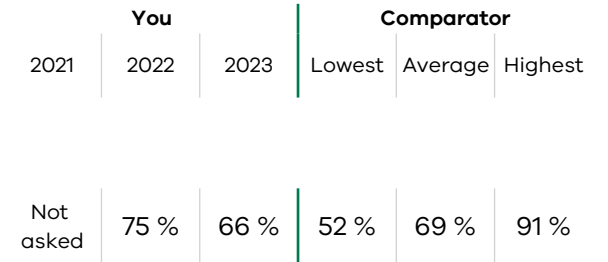
Job and manager factors

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.
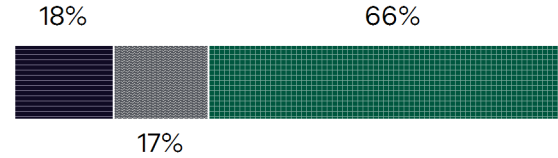
Example

53% of your staff who did the survey agreed or strongly agreed with 'The workload I have is appropriate for the job that I do'.

Survey question	Your results	Benchmark agree results

Legend: ■ Disagree ▦ Neither agree nor disagree ▦ Agree

	You			Comparator		
2021	2022	2023	Lowest	Average	Highest
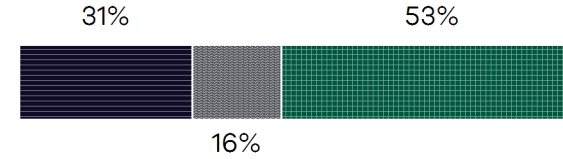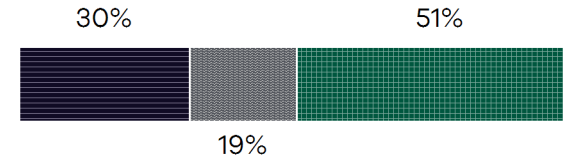
Survey question	Disagree	Neither	Agree	2021	2022	2023	Lowest	Average	Highest
The workload I have is appropriate for the job that I do	31%	16%	53%	61 %	62 %	53 %	45 %	67 %	96 %
I have enough time to do my job effectively	30%	19%	51%	54 %	59 %	51 %	43 %	65 %	81 %

Victorian Public Sector Commission

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Job and manager factors

Learning and development

What this is

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

Why this is important

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

How to read this

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

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

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

Example

80% of your staff who did the survey agreed or strongly agreed with 'I am developing and learning in my role'.

Survey question	Your results	Benchmark agree results					

Legend: Disagree | Neither agree nor disagree | Agree

		You			Comparator		
		2021	2022	2023	Lowest	Average	Highest
I am developing and learning in my role	9% / 12% / 80%	83 %	81 %	80 %	63 %	76 %	96 %
My organisation places a high priority on the learning and development of staff	12% / 20% / 68%	73 %	74 %	68 %	32 %	60 %	100 %
I am satisfied with the way my learning and development needs have been addressed in the last 12 months	19% / 14% / 67%	69 %	73 %	67 %	39 %	59 %	91 %
I am satisfied with the opportunities to progress in my organisation	29% / 25% / 46%	Not asked	56 %	46 %	27 %	46 %	74 %

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.
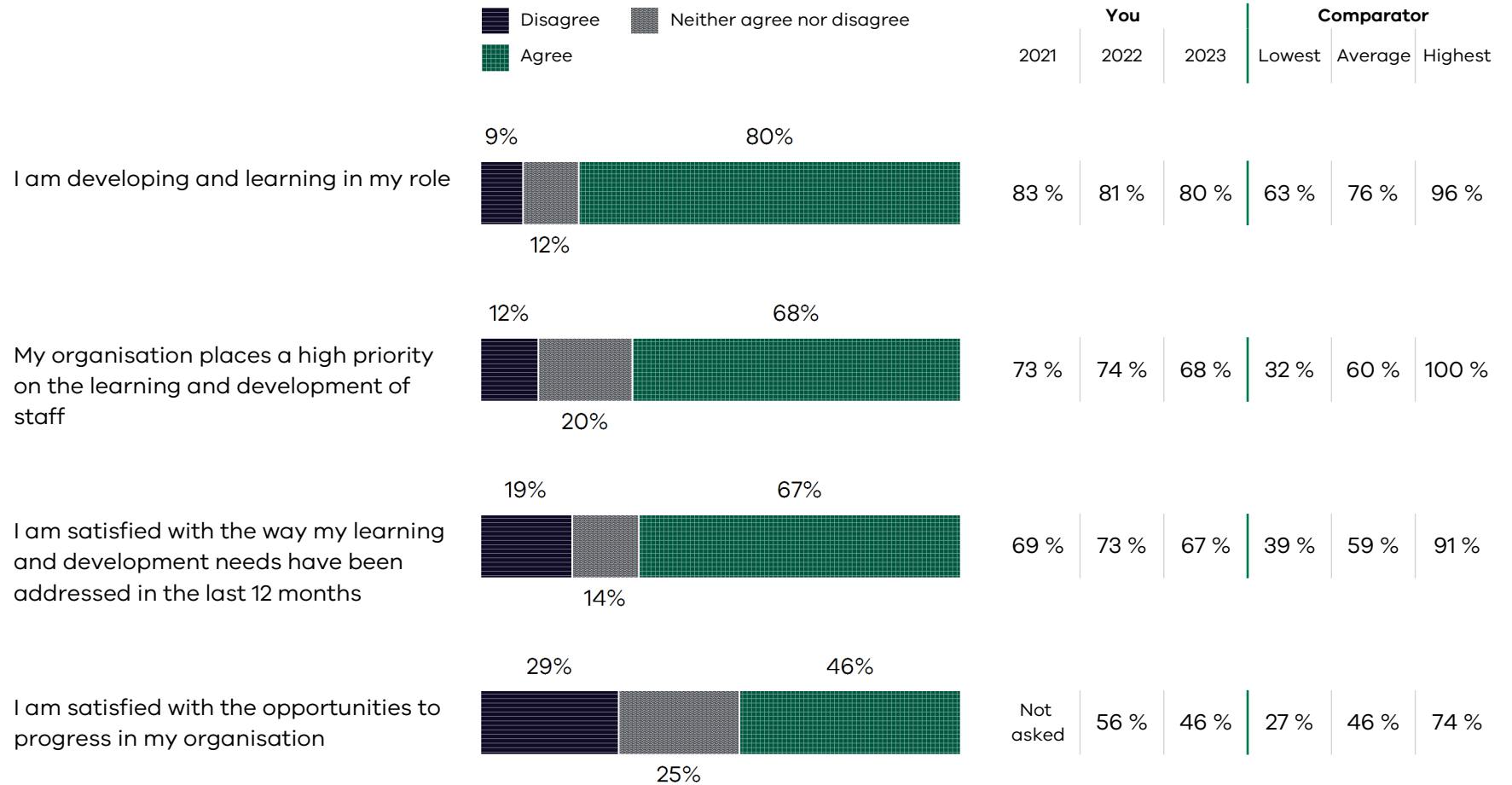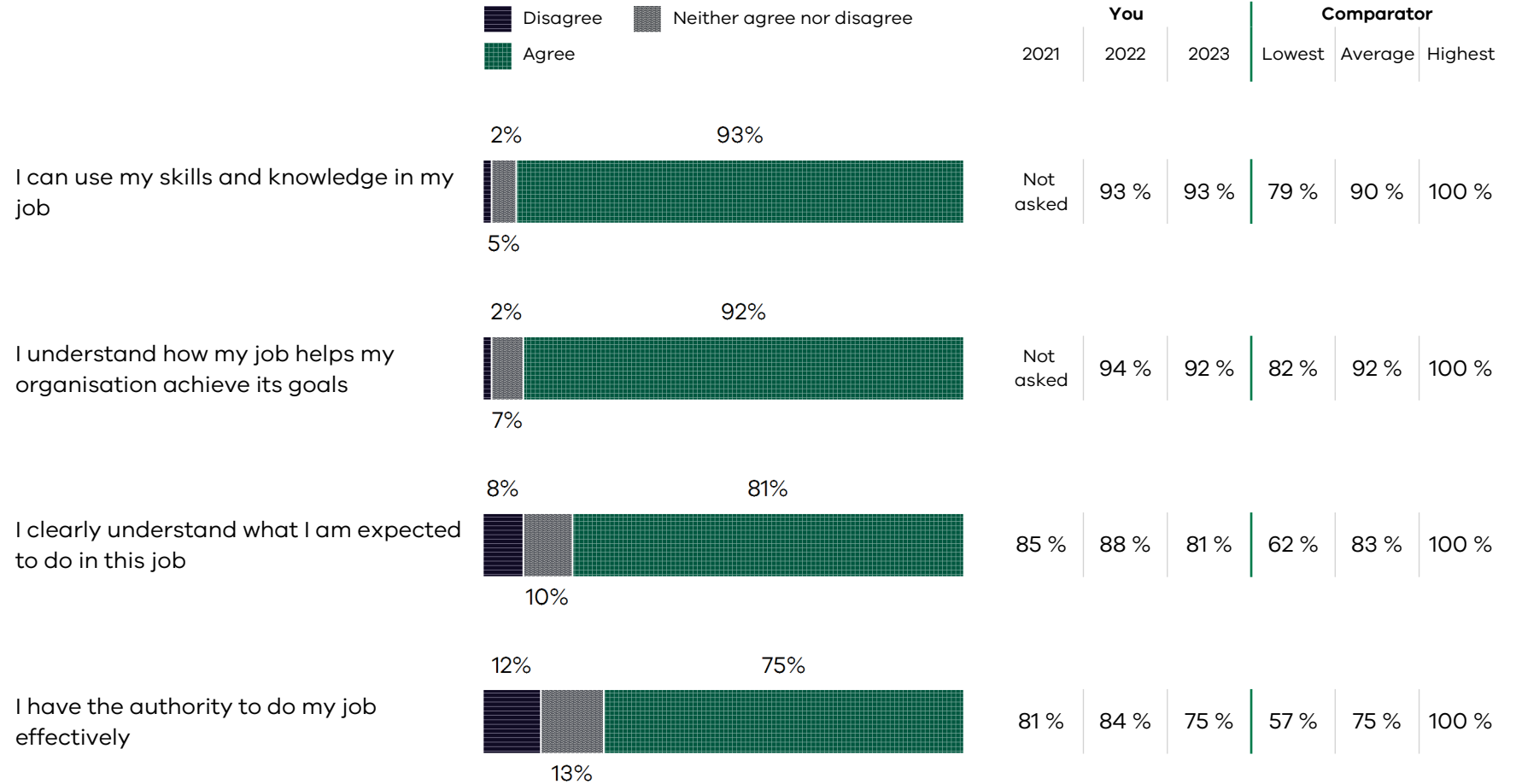
Example

93% of your staff who did the survey agreed or strongly agreed with 'I can use my skills and knowledge in my job'.

Survey question	Your results		Benchmark agree results					

Legend: ■ Disagree ▦ Neither agree nor disagree ▦ Agree

Survey question	Your results	2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
I can use my skills and knowledge in my job	2% / 5% / 93%	Not asked	93 %	93 %	79 %	90 %	100 %
I understand how my job helps my organisation achieve its goals	2% / 7% / 92%	Not asked	94 %	92 %	82 %	92 %	100 %
I clearly understand what I am expected to do in this job	8% / 10% / 81%	85 %	88 %	81 %	62 %	83 %	100 %
I have the authority to do my job effectively	12% / 13% / 75%	81 %	84 %	75 %	57 %	75 %	100 %

Victorian Public Sector Commission

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Job and manager factors

What this is

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

Why this is important

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

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

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

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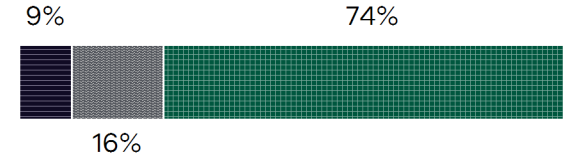
Example

74% of your staff who did the survey agreed or strongly agreed with 'I have a say in how I do my work'.

Survey question	Your results	Benchmark agree results

Survey question

I have a say in how I do my work

Your results

- Disagree
- Neither agree nor disagree
- Agree

9%   74%

16%

Benchmark agree results

	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
Not asked		84 %	74 %	63 %	79 %	94 %

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

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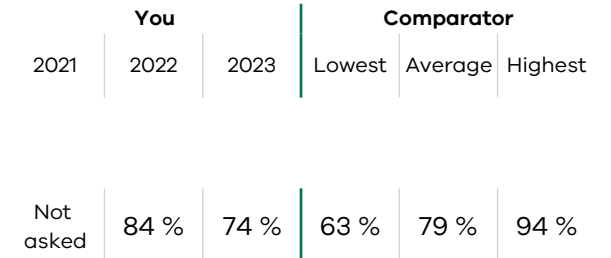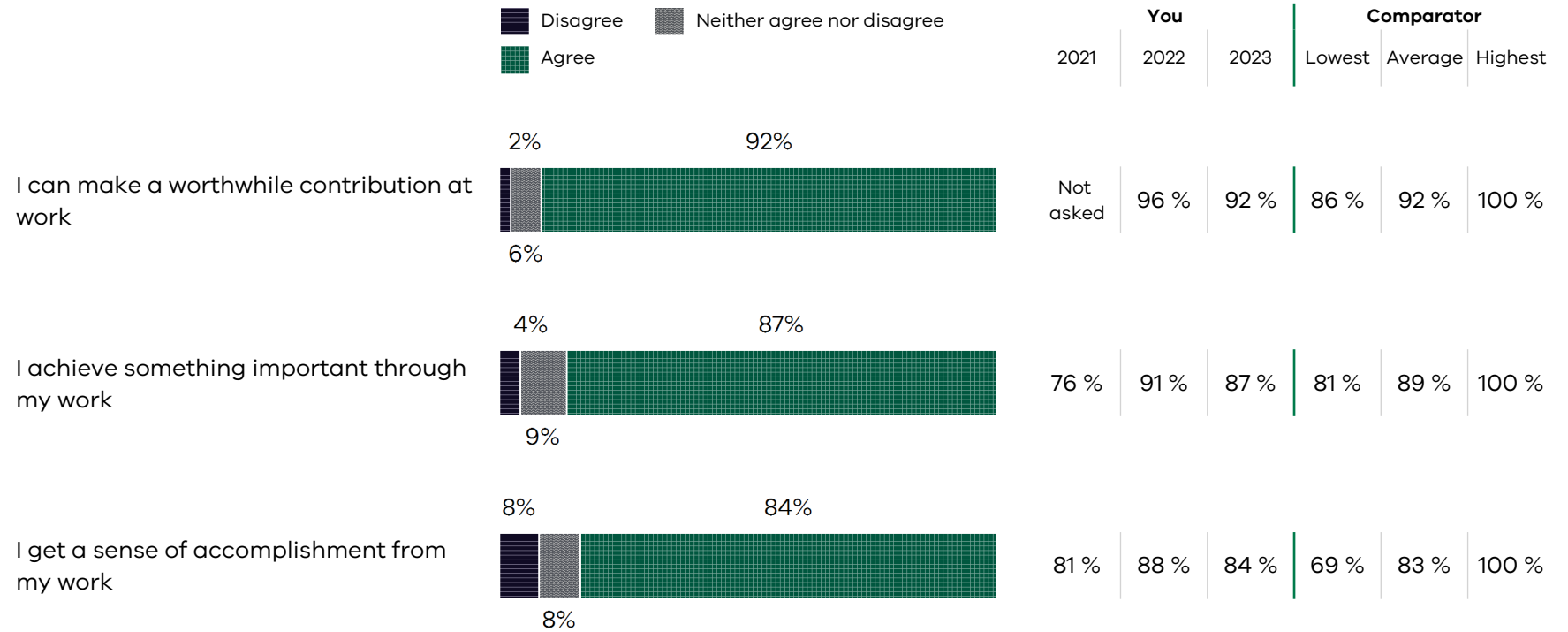
Survey question	Your results				

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

Benchmark agree results

Survey question	2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
I can make a worthwhile contribution at work (2%, 6%, 92%)	Not asked	96 %	92 %	86 %	92 %	100 %
I achieve something important through my work (4%, 9%, 87%)	76 %	91 %	87 %	81 %	89 %	100 %
I get a sense of accomplishment from my work (8%, 8%, 84%)	81 %	88 %	84 %	69 %	83 %	100 %

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

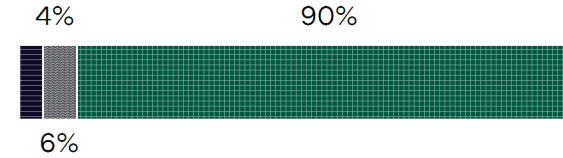90% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.
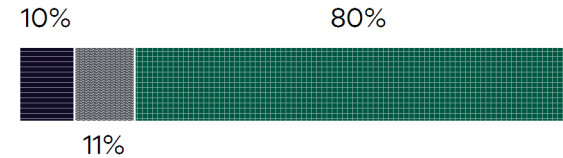
Survey question

Your results

| ▉ Disagree | ▓ Neither agree nor disagree |
| ▉ Don't know | ▒ Agree |

Benchmark agree results

	You			Comparator		
2021	2022	2023		Lowest	Average	Highest

Survey question	Your results	2021	2022	2023	Lowest	Average	Highest
My manager supports working flexibly	4% / 6% / 90%	Not asked	94 %	90 %	77 %	90 %	100 %
I am confident that if I requested a flexible work arrangement, it would be given due consideration	10% / 11% / 80%	81 %	82 %	80 %	63 %	81 %	98 %

People matter survey

2023

Have your say

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- Satisfaction
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- 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

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Workgroup climate

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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

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.
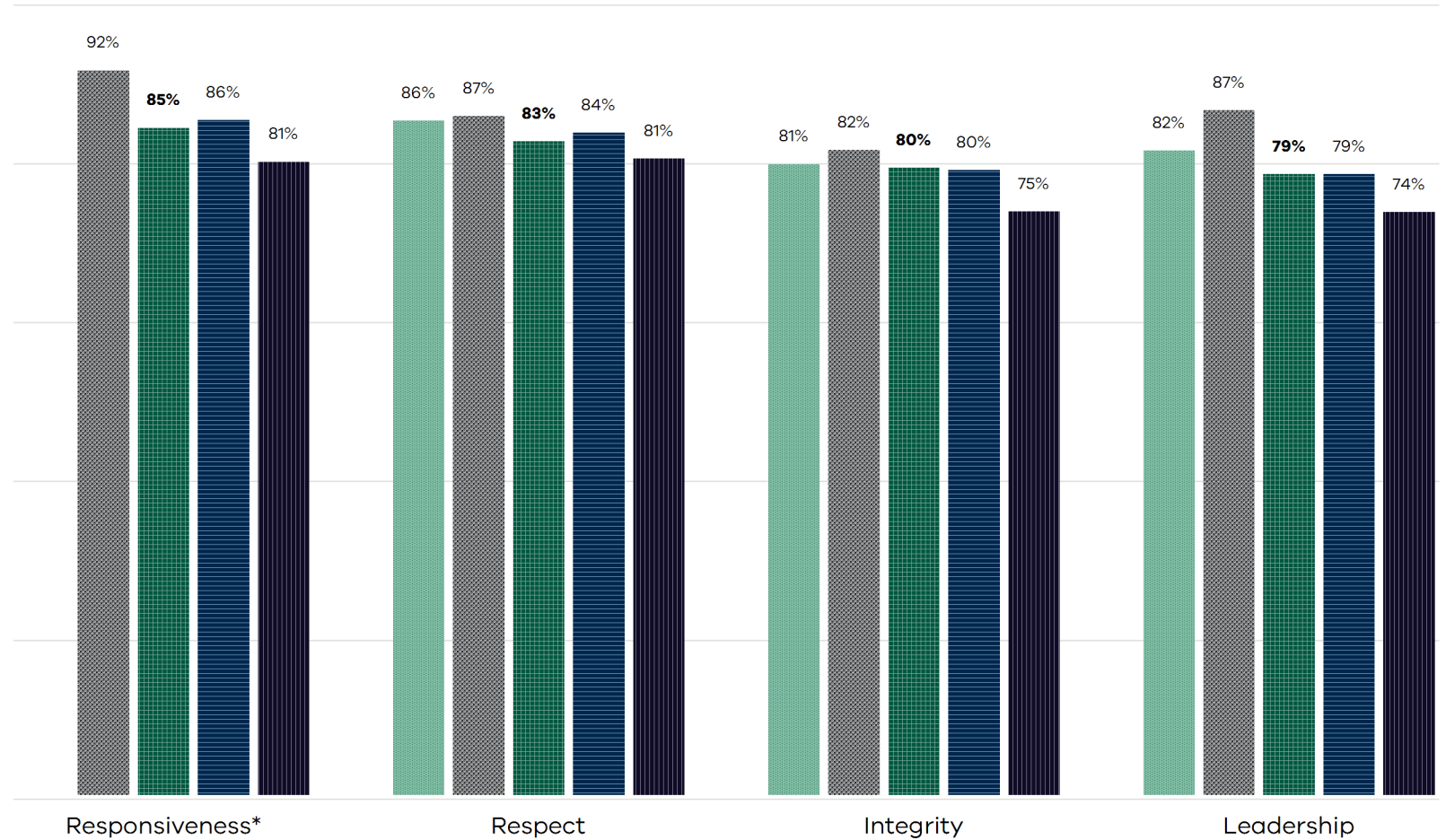
Example

In 2023:

- 85% of your staff who did the survey responded positively to questions about Responsiveness , which is down 7% in 2022.

Compared to:

- 86% of staff at your comparator and 81% of staff across the public sector.

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

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

Responsiveness*: 92%, 85%, 86%, 81%
Respect: 86%, 87%, 83%, 84%, 81%
Integrity: 81%, 82%, 80%, 80%, 75%
Leadership: 82%, 87%, 79%, 79%, 74%

Public sector values

What this is

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

Why this is important

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

How to read this

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

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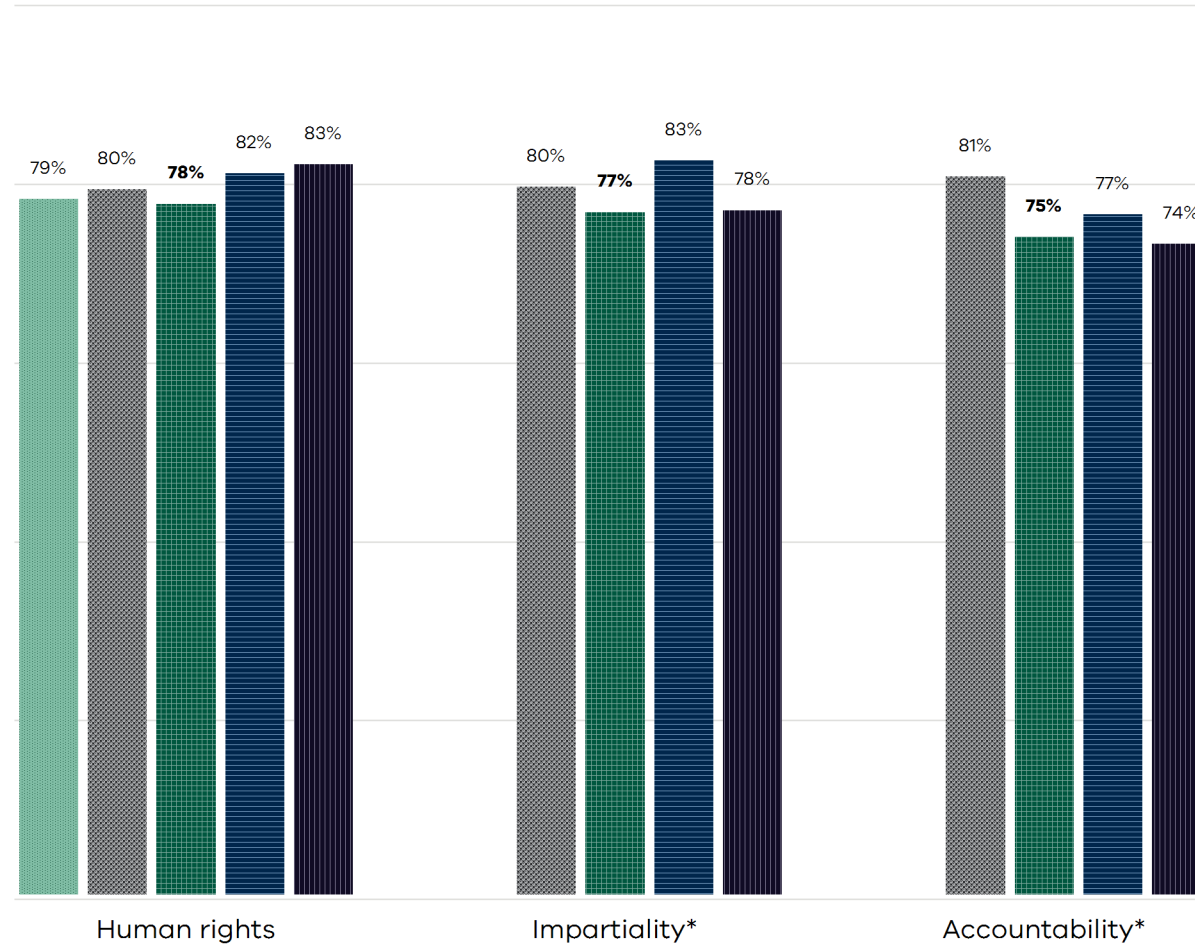
Example

In 2023:

- 78% of your staff who did the survey responded positively to questions about Human rights , which is down 2% in 2022.

Compared to:

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

Human rights You 2021: 79%, You 2022: 80%, You 2023: 78%, Comparator 2023: 82%, Public sector 2023: 83%

Impartiality* You 2022: 80%, You 2023: 77%, Comparator 2023: 83%, Public sector 2023: 78%

Accountability* You 2022: 81%, You 2023: 75%, Comparator 2023: 77%, 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 2021, 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

85% of staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

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

My workgroup provides high quality advice and services

1%   85%

2% 11%

	You			**Comparator**		
2021	2022	2023		Lowest	Average	Highest
Not asked	92 %	85 %		76 %	86 %	100 %
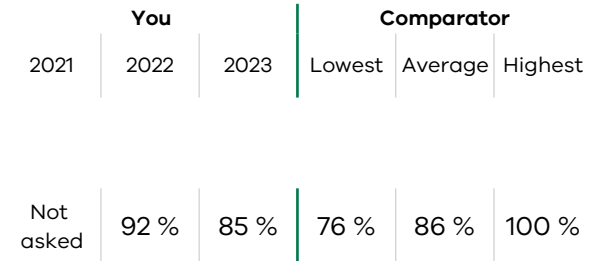
Public sector values

Integrity 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

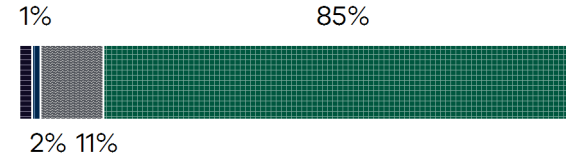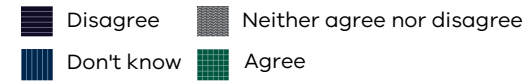Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

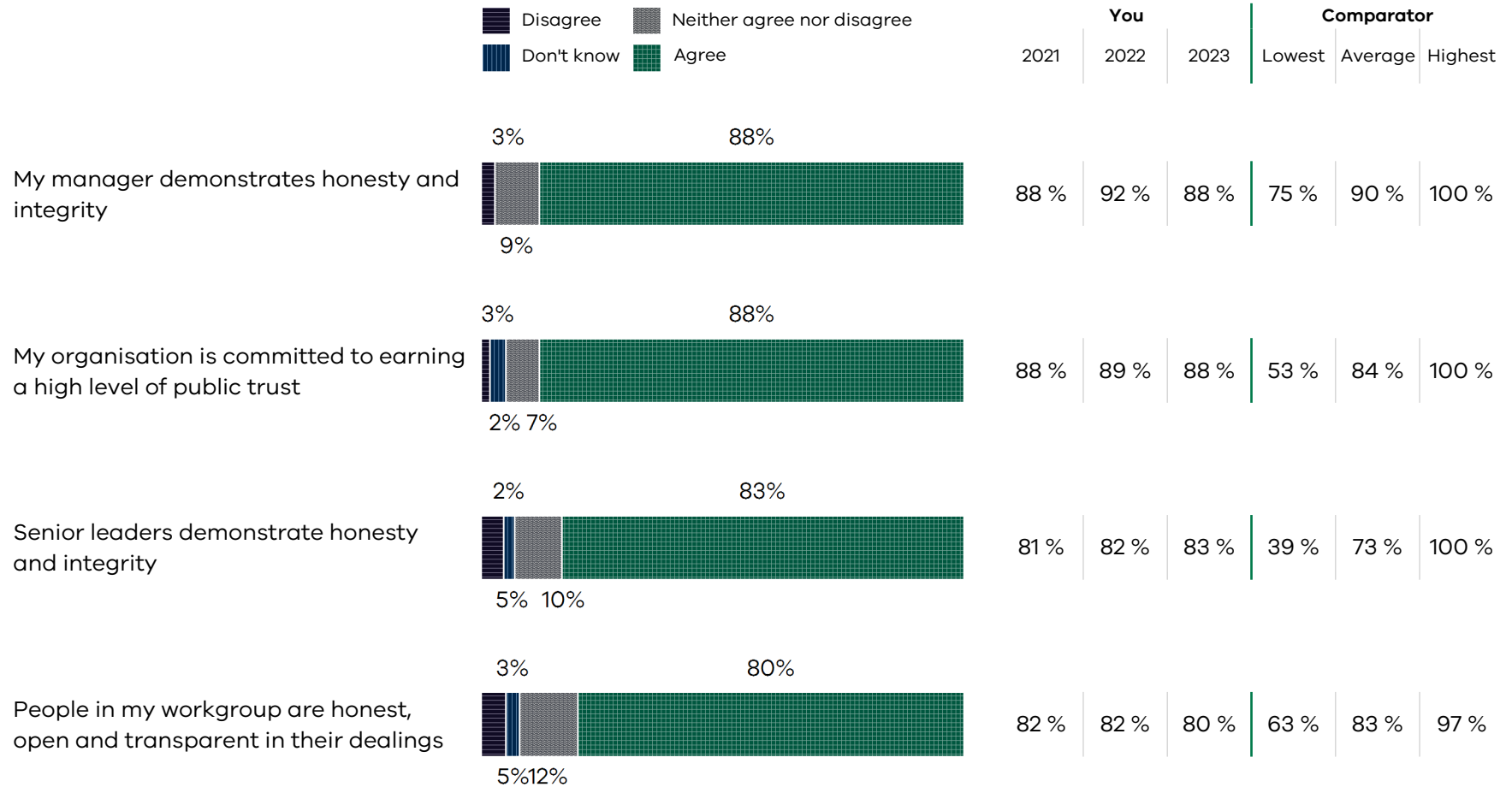88% of staff who did the survey agreed or strongly agreed with 'My manager demonstrates honesty and integrity'.

Survey question	Your results			You			Comparator		
				2021	2022	2023	Lowest	Average	Highest

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

Survey question	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My manager demonstrates honesty and integrity (3% / 88% / 9%)	88 %	92 %	88 %	75 %	90 %	100 %
My organisation is committed to earning a high level of public trust (3% / 88% / 2% 7%)	88 %	89 %	88 %	53 %	84 %	100 %
Senior leaders demonstrate honesty and integrity (2% / 83% / 5% 10%)	81 %	82 %	83 %	39 %	73 %	100 %
People in my workgroup are honest, open and transparent in their dealings (3% / 80% / 5%12%)	82 %	82 %	80 %	63 %	83 %	97 %

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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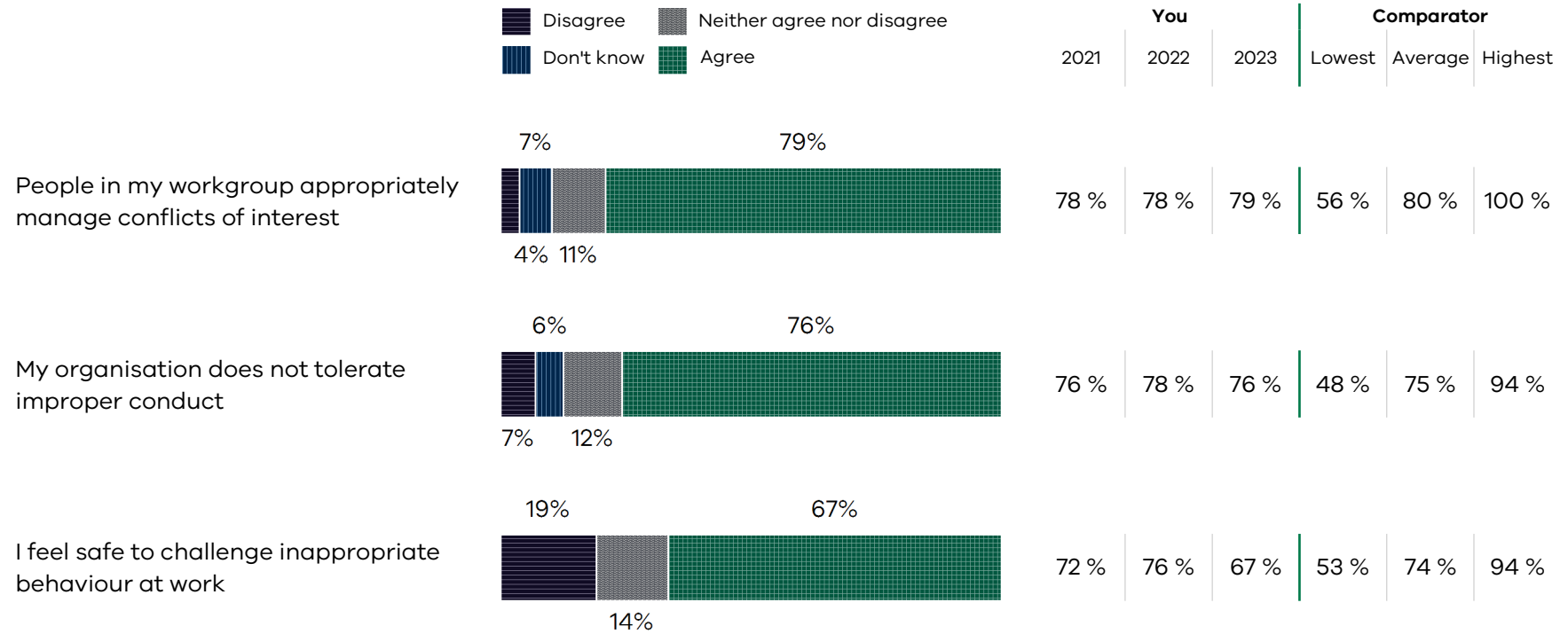
Example

79% of staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.

Survey question	Your results		You			Comparator		
			2021	2022	2023	Lowest	Average	Highest
People in my workgroup appropriately manage conflicts of interest	7% Disagree, 4%, 11%, 79% Agree		78 %	78 %	79 %	56 %	80 %	100 %
My organisation does not tolerate improper conduct	6%, 7%, 12%, 76%		76 %	78 %	76 %	48 %	75 %	94 %
I feel safe to challenge inappropriate behaviour at work	19%, 14%, 67%		72 %	76 %	67 %	53 %	74 %	94 %

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

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

82% of staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.
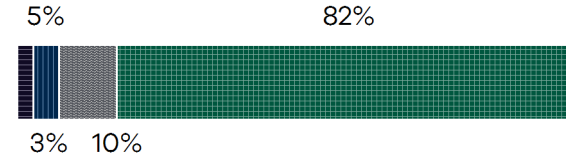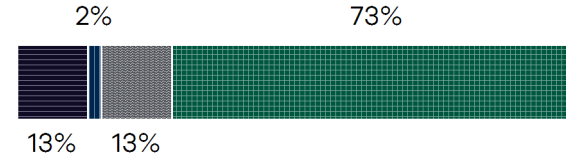
Survey question	Your results	Benchmark agree results

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

		You			Comparator		
Survey question		2021	2022	2023	Lowest	Average	Highest
People in my workgroup are politically impartial in their work	5% / 82% / 3% / 10%	83 %	81 %	82 %	77 %	85 %	100 %
My workgroup acts fairly and without bias	2% / 73% / 13% / 13%	Not asked	79 %	73 %	69 %	81 %	100 %

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

92% of staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve its goals'.
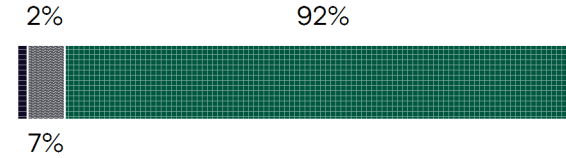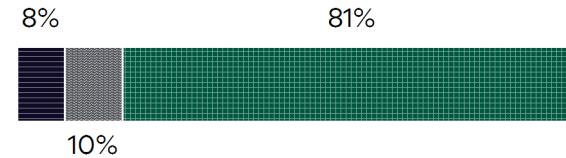
Survey question	Your results		You				Comparator	
		2021	2022	2023		Lowest	Average	Highest

Legend: Disagree | Neither agree nor disagree | Don't know | Agree
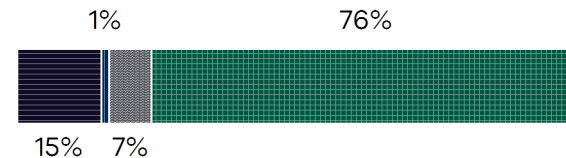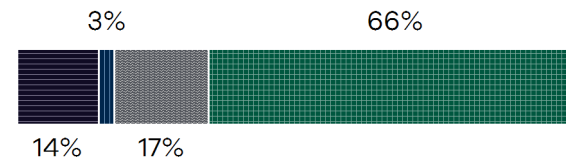
Survey question	2021	2022	2023	Lowest	Average	Highest
I understand how my job helps my organisation achieve its goals (2% / 7% / 92%)	Not asked	94 %	92 %	82 %	92 %	100 %
I clearly understand what I am expected to do in this job (8% / 10% / 81%)	85 %	88 %	81 %	62 %	83 %	100 %
My workgroup has clear lines of responsibility (15% / 1% / 7% / 76%)	83 %	78 %	76 %	59 %	74 %	100 %
Senior leaders provide clear strategy and direction (14% / 3% / 17% / 66%)	67 %	77 %	66 %	34 %	65 %	100 %

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

58% of staff who did the survey agreed or strongly agreed with 'My workgroup uses its resources well'.

Survey question

Your results

Benchmark agree results

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

My workgroup uses its resources well

20% 21% 58%

	You			Comparator		
2021	2022	2023		Lowest	Average	Highest
Not asked	70 %	58 %		59 %	72 %	91 %
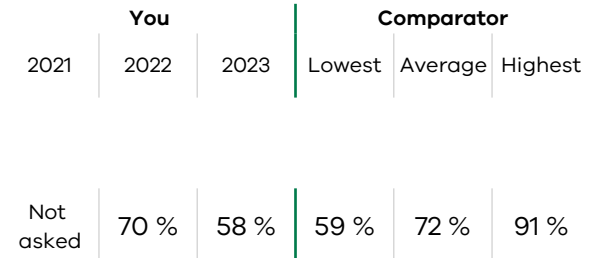
Public sector values

Respect 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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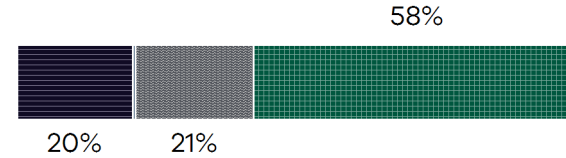
Example

89% of staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

Survey question	Your results						

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

Survey question	Your results	Benchmark agree results					
		You			**Comparator**		
		2021	2022	2023	Lowest	Average	Highest
My manager treats employees with dignity and respect	4% / 7% / 89%	90 %	94 %	89 %	75 %	90 %	100 %
My organisation encourages respectful workplace behaviours	1% / 5% 8% / 86%	87 %	88 %	86 %	63 %	86 %	100 %
People in my workgroup treat each other with respect	10% / 5% / 85%	92 %	90 %	85 %	75 %	89 %	100 %
My manager listens to what I have to say	7% / 8% / 85%	89 %	89 %	85 %	72 %	87 %	97 %

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.
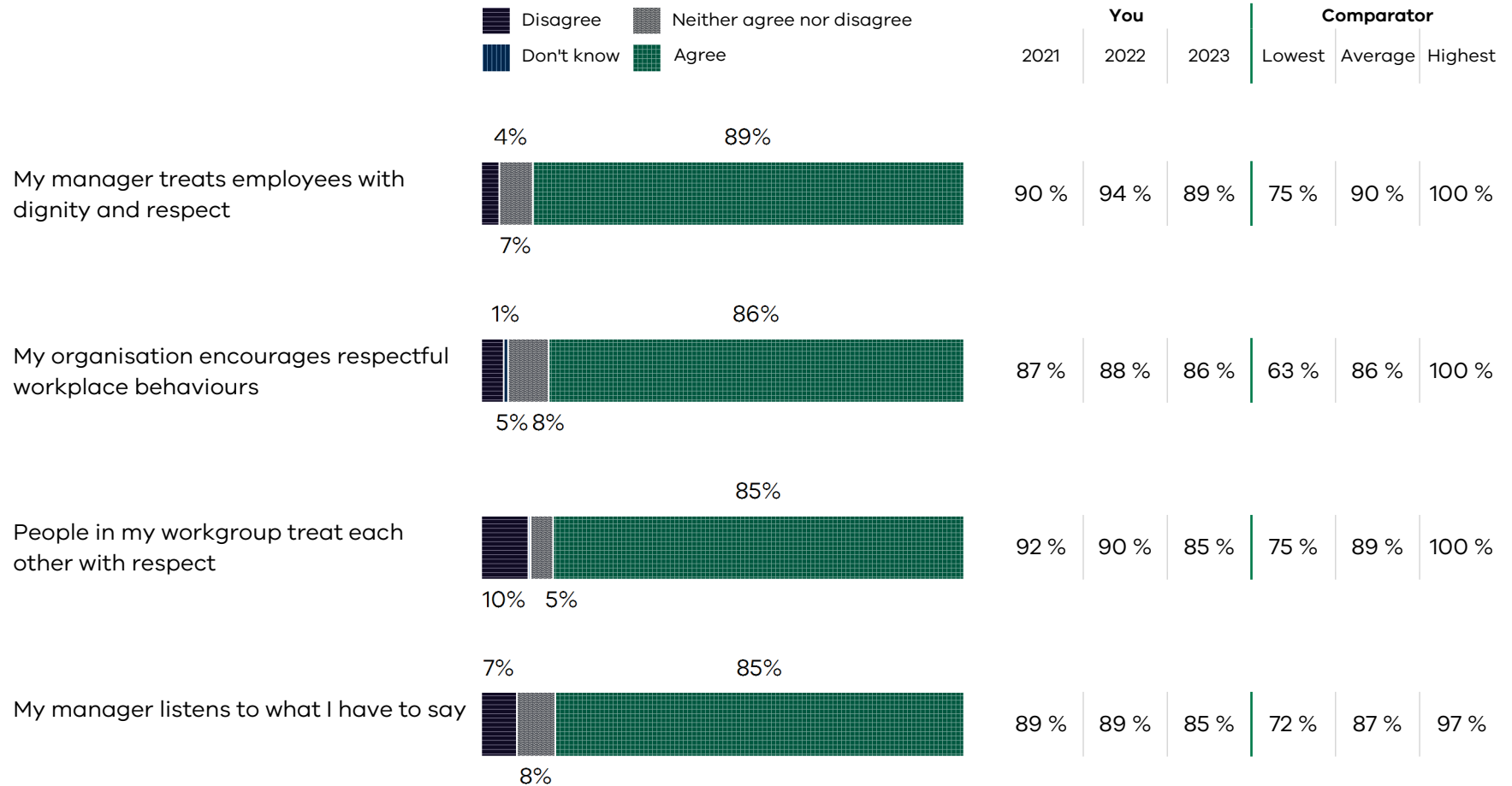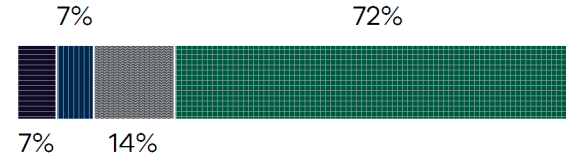
Example

72% 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

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

Survey question	Your results		You			Comparator		
		2021	2022	2023		Lowest	Average	Highest
My organisation takes steps to eliminate bullying, harassment and discrimination	7% / 7% / 14% / 72%	72 %	73 %	72 %		50 %	72 %	91 %

Victorian Public Sector Commission

VICTORIA State Government
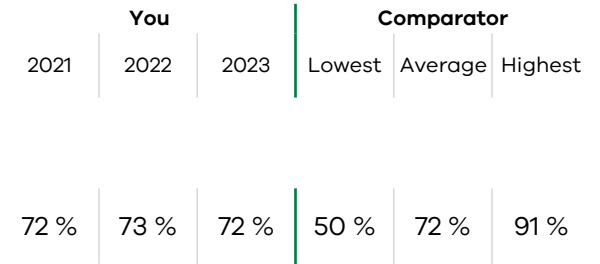
Public sector values

Leadership

What this is

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

Why this is important

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

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

How to read this

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

'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.
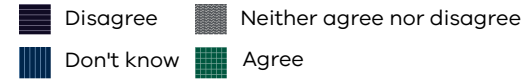
Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

87% of staff who did the survey agreed or strongly agreed with 'My manager models my organisation's values'.

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

Survey question	Your results	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My manager models my organisation's values	4% / 9% / 87%	86 %	92 %	87 %	75 %	87 %	96 %
Senior leaders model my organisation's values	3% / 7% / 17% / 72%	79 %	82 %	72 %	39 %	71 %	100 %

Public sector values

Human rights

What this is

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

Why this is important

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

How to read this

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

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

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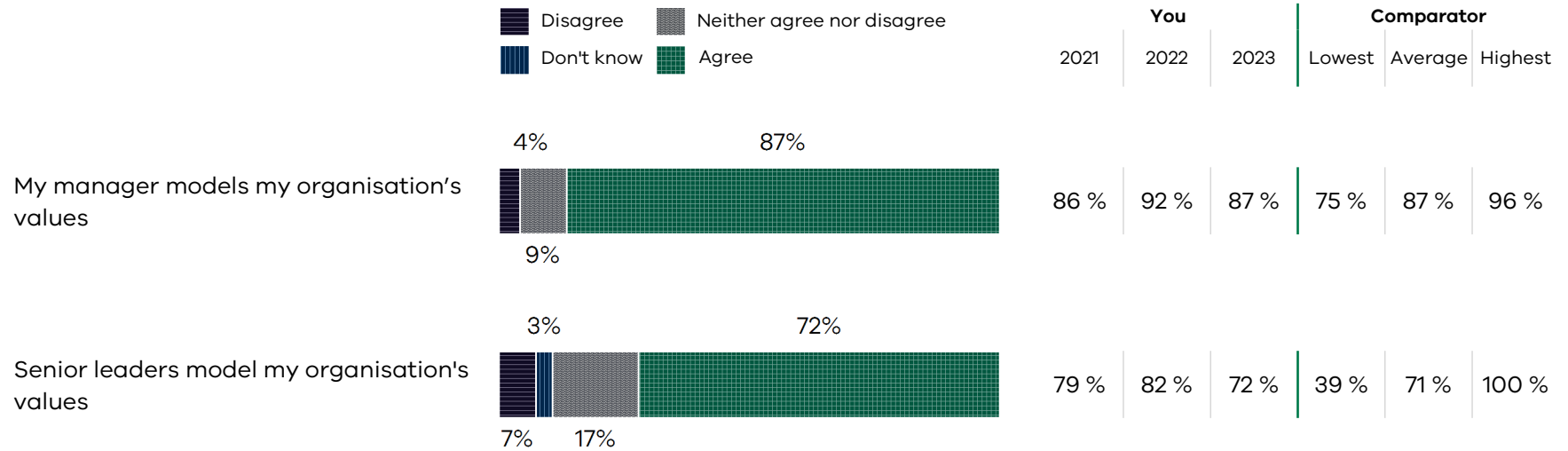
Example

84% 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
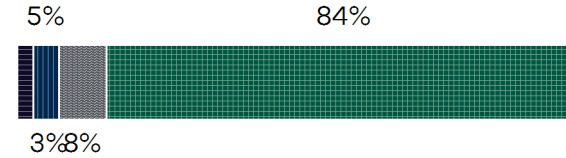
Survey question	Your results	You 2021	You 2022	You 2023	Comparator Lowest	Comparator Average	Comparator Highest
My organisation encourages employees to act in ways that are consistent with human rights	5% ... 84% / 3% 8%	87 %	86 %	84 %	63 %	86 %	100 %
I understand how the Charter of Human Rights and Responsibilities applies to my work	9% ... 73% / 18%	71 %	74 %	73 %	63 %	78 %	95 %

People matter survey

2023

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- Your comparator group
- Your response rate

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- Scorecard: satisfaction, stress, intention to stay, inclusion
- Satisfaction
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- Biggest negative difference from comparator

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Topical questions

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

Custom questions

- Questions requested by your organisation

Demographics

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

Topical questions

What this is

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

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

Why this is important

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

How to read this

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

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

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

Example

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

Survey question	Your results		You			Comparator		
			2021	2022	2023	Lowest	Average	Highest
My organisation uses inclusive and respectful images and language	3% / 2% / 9% / 86%		88 %	Not asked	86 %	63 %	87 %	100 %
My organisation would support me if I needed to take family violence leave	8% / 7% / 85%		80 %	Not asked	85 %	63 %	84 %	100 %
In my workgroup work is allocated fairly, regardless of gender	8% / 16% / 75%		86 %	Not asked	75 %	77 %	86 %	100 %

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

Topical questions

What this is

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

Why this is important

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

How to read this

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

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

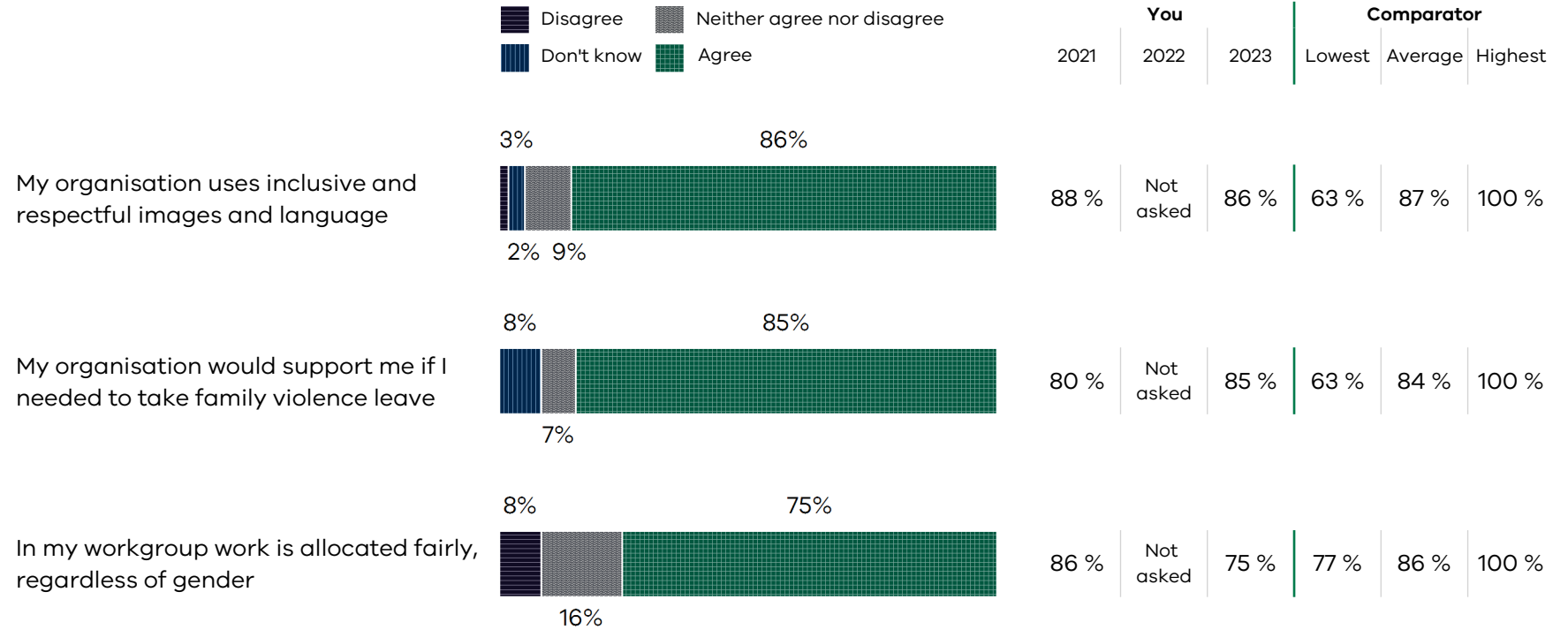Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

88% of your staff who did the survey agreed or strongly agreed with 'I understand how the Code of Conduct for Victorian public sector employees applies to my work'.

Survey question	Your results		Benchmark agree results					

Your results legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree
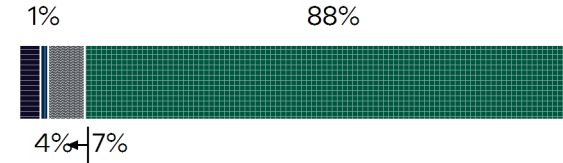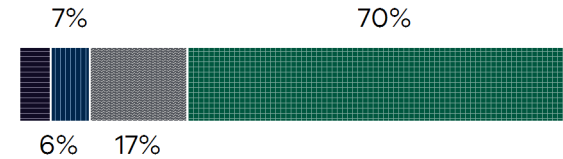
		You			**Comparator**		
Survey question		2021	2022	2023	Lowest	Average	Highest
I understand how the Code of Conduct for Victorian public sector employees applies to my work	1% ... 88% / 4% ... 7%	Not asked	Not asked	88 %	78 %	91 %	100 %
My workgroup gives frank and fearless advice to our managers and leaders (including the Minister, where applicable)	7% ... 70% / 6% ... 17%	Not asked	Not asked	70 %	44 %	60 %	88 %
I am confident that if I requested to go on secondment to support urgent government work, it would be given due consideration	10% ... 68% / 9% ... 13%	Not asked	Not asked	68 %	38 %	72 %	95 %

People matter survey

2023

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Victorian Public Sector Commission

VICTORIA State Government

Custom questions

What this is

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

Why this is important

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

How to read this

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

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

Example

87% of staff who did the survey agreed or strongly agreed with 'I am aware of the health and wellbeing supports that are available at VGSO'.

Survey question	Your results	Benchmark results

Legend: ■ Disagree ▨ Neither agree nor disagree ▨ Agree

	2021	2022 (You)	2023 (You)
I am aware of the health and wellbeing supports that are available at VGSO — 6% Disagree, 8% Neither, 87% Agree	Not asked	Not asked	87 %
My manager has regular and meaningful conversations with me about my wellbeing — 20% Disagree, 17% Neither, 63% Agree	Not asked	64 %	63 %
If I am experiencing stress, I feel comfortable asking for help — 23% Disagree, 15% Neither, 62% Agree	Not asked	65 %	62 %
I would feel confident requesting a flexible work arrangement for reasons outside of carer or family responsibilities — 19% Disagree, 20% Neither, 60% Agree	Not asked	62 %	60 %

Custom questions

What this is

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

Why this is important

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

How to read this

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

Example

30% of staff who did the survey agreed with 'In the past 12 months, I have utilised one of VGSO's wellbeing supports (including Employee Wellbeing Services, Proactive Wellbeing Service, FBG 24/7 Hotline, Mental Health First Aider)'.

No   Don't know
Yes

You

	2021	2022	2023

In the past 12 months, I have utilised one of VGSO's wellbeing supports (including Employee Wellbeing Services, Proactive Wellbeing Service, FBG 24/7 Hotline, Mental Health First Aider)

70%   30%

Not asked	Not asked	30 %

People matter survey

2023

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Victorian Public Sector Commission

VICTORIA State Government

Demographics

Age, gender, variations in sex characteristics and sexual orientation

What this is

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

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

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

Age	(n)	%
15-34 years	106	49%
35-54 years	76	35%
55+ years	5	2%
Prefer not to say	28	13%

How would you describe your gender?	(n)	%
Woman	145	67%
Man	41	19%
Prefer not to say	28	13%
Non-binary and I use a different term	1	0%

Are you trans, non-binary or gender diverse?	(n)	%
Yes	1	0%
No	187	87%
Prefer not to say	27	13%

To your knowledge, do you have innate variation(s) of sex characteristics (often called intersex)?*	(n)	%
No	190	88%
Don't know	2	1%
Prefer not to say	23	11%

How do you describe your sexual orientation?	(n)	%
Straight (heterosexual)	150	70%
Prefer not to say	40	19%
Bisexual	11	5%
Gay or lesbian	11	5%
Pansexual	2	1%
I use a different term	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.

How we protect anonymity and privacy

To protect you, we:
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Aboriginal and/or Torres Strait Islander	(n)	%
Yes	**0**	0%
Non Aboriginal and/or Torres Strait Islander	**196**	91%
Prefer not to say	**19**	9%

Demographics

Disability

What this is

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

Why this is important

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

How to read this

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

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

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Do you identify as a person with a disability?	(n)	%
Yes	**13**	6%
No	**181**	84%
Prefer not to say	**21**	10%

If so, have you shared your disability information within your organisation (e.g. to your manager or Human Resources staff)?	(n)	%
Yes	**9**	69%
No	**4**	31%

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.

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Country of birth	(n)	%
Born in Australia	**164**	76%
Not born in Australia	**22**	10%
Prefer not to say	**29**	13%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Other	**12**	32%
Italian	**5**	13%
Cantonese	**3**	8%
Greek	**3**	8%
Mandarin	**3**	8%
Vietnamese	**3**	8%
Hindi	**2**	5%
Urdu	**2**	5%
Arabic	**1**	3%
Filipino	**1**	3%
Gujarati	**1**	3%
Macedonian	**1**	3%

Language other than English spoken with family or community	(n)	%
Yes	**38**	18%
No	**147**	68%
Prefer not to say	**30**	14%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Malayalam	**1**	3%
Punjabi	**1**	3%
Sinhalese	**1**	3%
Spanish	**1**	3%
Tamil	**1**	3%
Turkish	**1**	3%

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.

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Cultural identity	(n)	%
Australian	**135**	63%
Prefer not to say	**40**	19%
European (including Western, Eastern and South-Eastern Europe, and Scandinavia)	**32**	15%
English, Irish, Scottish and/or Welsh	**26**	12%
Other	**10**	5%
East and/or South-East Asian	**10**	5%
South Asian	**5**	2%
New Zealander	**3**	1%
Pacific Islander	**2**	1%
Middle Eastern	**2**	1%
North American	**1**	0%
Central and/or South American	**1**	0%
Central Asian	**1**	0%

Religion	(n)	%
No religion	**109**	51%
Christianity	**50**	23%
Prefer not to say	**36**	17%
Judaism	**7**	3%
Hinduism	**5**	2%
Buddhism	**3**	1%
Islam	**2**	1%
Other	**2**	1%
Sikhism	**1**	0%

Victorian Public Sector Commission

VICTORIA State Government

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	182	85%
Part-Time	33	15%

Gross base salary (ongoing/fixed term only)	(n)	%
Prefer not to say	28	13%
Below $80k	64	30%
$80k to $120k	73	34%
$120k to $160k	32	15%
$160k to $200k	13	6%
$200k or more	3	1%

Organisational tenure	(n)	%
<1 year	55	26%
1 to less than 2 years	49	23%
2 to less than 5 years	56	26%
5 to less than 10 years	31	14%
10 to less than 20 years	22	10%
More than 20 years	2	1%

Management responsibility	(n)	%
Non-manager	157	73%
Other manager	41	19%
Manager of other manager(s)	17	8%

Employment type	(n)	%
Ongoing and executive	199	93%
Fixed term	14	7%
Other	2	1%

Demographics

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

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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	166	77%
Melbourne: Suburbs	46	21%
Large regional city	2	1%
Other	1	0%

What have been your main places of work over the last 3-months?	(n)	%
Your employer's office	185	86%
A frontline or service delivery location	2	1%
Home or private location	156	73%
A shared office space (where two or more organisations share the same workspace e.g. Gov hubs, suburban hubs etc.)	2	1%
Other	1	0%

Flexible work	(n)	%
No, I do not use any flexible work arrangements	86	40%
Working from an alternative location (e.g. home, hub/shared work space)	80	37%
Flexible start and finish times	36	17%
Part-time	33	15%
Working more hours over fewer days	12	6%
Study leave	9	4%
Using leave to work flexible hours	8	4%
Other	7	3%

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.

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Have you requested any of the following adjustments at work?*	(n)	%
No, I have not requested adjustments	152	71%
Flexible working arrangements	49	23%
Physical modifications or improvements to the workplace	24	11%
Job redesign or role sharing	2	1%
Accessible communications technologies	2	1%
Career development support strategies	2	1%

Why did you make this request?	(n)	%
Health	22	35%
Family responsibilities	20	32%
Work-life balance	20	32%
Caring responsibilities	17	27%
Study commitments	8	13%
Disability	7	11%
Other	7	11%

What was your experience with making the request?	(n)	%
The adjustments I needed were made and the process was satisfactory	54	86%
The adjustments I needed were not made	5	8%
The adjustments I needed were made but the process was unsatisfactory	4	6%

Demographics

Caring

What this is

These are staff-reported caring responsibilities.

Why this is important

This shows organisations what caring responsibilities their staff have.

How to read this

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

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

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Caring responsibility	(n)	%
None of the above	**102**	47%
Prefer not to say	**33**	15%
Primary school aged child(ren)	**26**	12%
Secondary school aged child(ren)	**21**	10%
Frail or aged person(s)	**19**	9%
Child(ren) - younger than preschool age	**16**	7%
Person(s) with a medical condition	**13**	6%
Preschool aged child(ren)	**9**	4%
Person(s) with a mental illness	**6**	3%
Other	**6**	3%
Person(s) with disability	**4**	2%

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