People Matter Survey 2024

Have your say

Victorian Public Sector Commission

VICTORIA State Government

People matter survey 2024

Have your say

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- Questions on topical issues including understanding the charter of human right and providing frank and impartial advice

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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

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Report overview

About your report

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

Report contents

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

Comparing data in this report

Your organisation took part in the survey in 2023.

This means you'll be able to compare about 95% 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 2024 (DOCX, 83 pages) to see how we asked questions and defined concepts in the 2024 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.

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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
- Collaboration
- Safety climate

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

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

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

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

Responsiveness   Integrity   Impartiality   Accountability   Respect   Leadership   Human Rights

Report overview

Your comparator group

What this is

This is a list of similar organisations to yours.

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

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

How we use this in your report

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

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

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

Remembrance Parks Central Victoria

Southern Metropolitan Cemeteries Trust

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Report overview

Your response rate

What this is

This is how many staff in your organisation did the survey in 2024.

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.

2023		2024	
77%		**57%**	
(37)		**(31)**	
Comparator	42%	Comparator	62%
Public Sector	42%	Public Sector	44%

People matter survey 2024

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- Highest scoring
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People outcomes

Your employee engagement index

What is this

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.

2023	
74	
Comparator	70
Public Sector	68

2024	
69	
Comparator	71
Public Sector	69

People outcomes

Engagement question results 1 of 2

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

Your group's engagement index
Your 2024 index is 69.

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 group's overall, lowest and highest scores with your own.
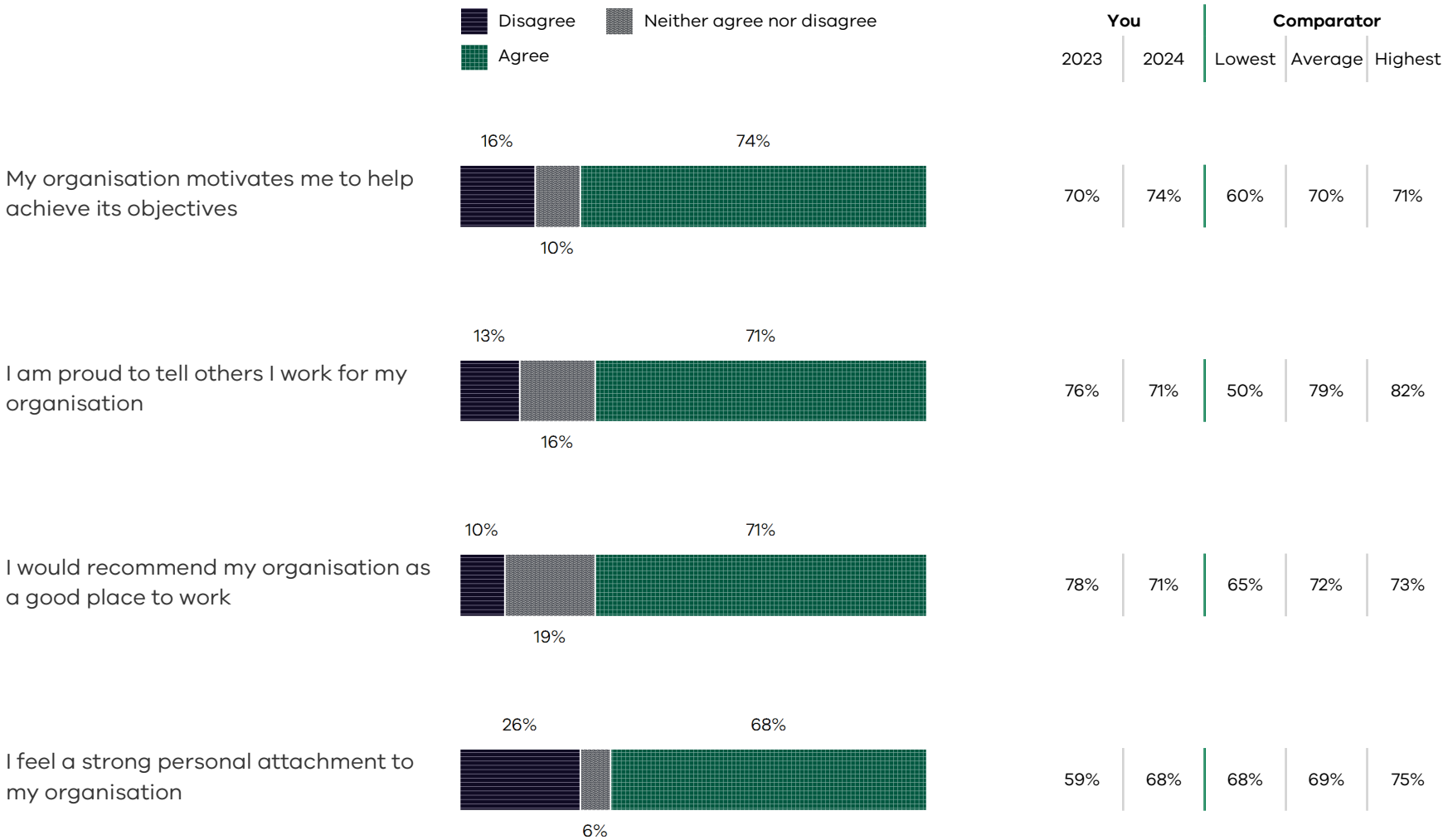
Example
74% of your staff who did the survey agreed or strongly agreed with 'My organisation motivates me to help achieve its objectives'.

Survey question / Your results / Benchmark agree results

Legend: Disagree | Neither agree nor disagree | Agree

Survey question	Disagree	Neither	Agree	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
My organisation motivates me to help achieve its objectives	16%	10%	74%	70%	74%	60%	70%	71%
I am proud to tell others I work for my organisation	13%	16%	71%	76%	71%	50%	79%	82%
I would recommend my organisation as a good place to work	10%	19%	71%	78%	71%	65%	72%	73%
I feel a strong personal attachment to my organisation	26%	6%	68%	59%	68%	68%	69%	75%

People outcomes

Engagement question results 2 of 2

What is this

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

Your group's engagement index

Your 2024 index is 69.

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 group's overall, lowest and highest scores with your own.
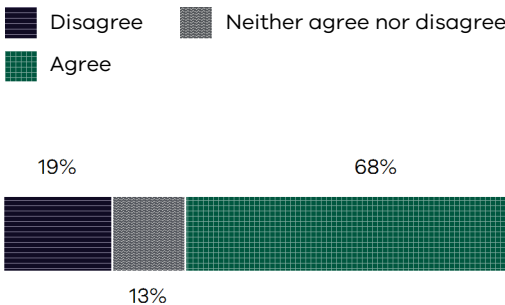
Example

68% of your staff who did the survey agreed or strongly agreed with 'My organisation inspires me to do the best in my job'.

	Disagree		Neither agree nor disagree
	Agree		

	You		Comparator		
	2023	2024	Lowest	Average	Highest

My organisation inspires me to do the best in my job

19%   68%

13%

	You		Comparator		
	2023	2024	Lowest	Average	Highest
	76%	68%	70%	71%	71%

People outcomes

Scorecard: satisfaction, stress, intention to stay, inclusion

What is this

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.
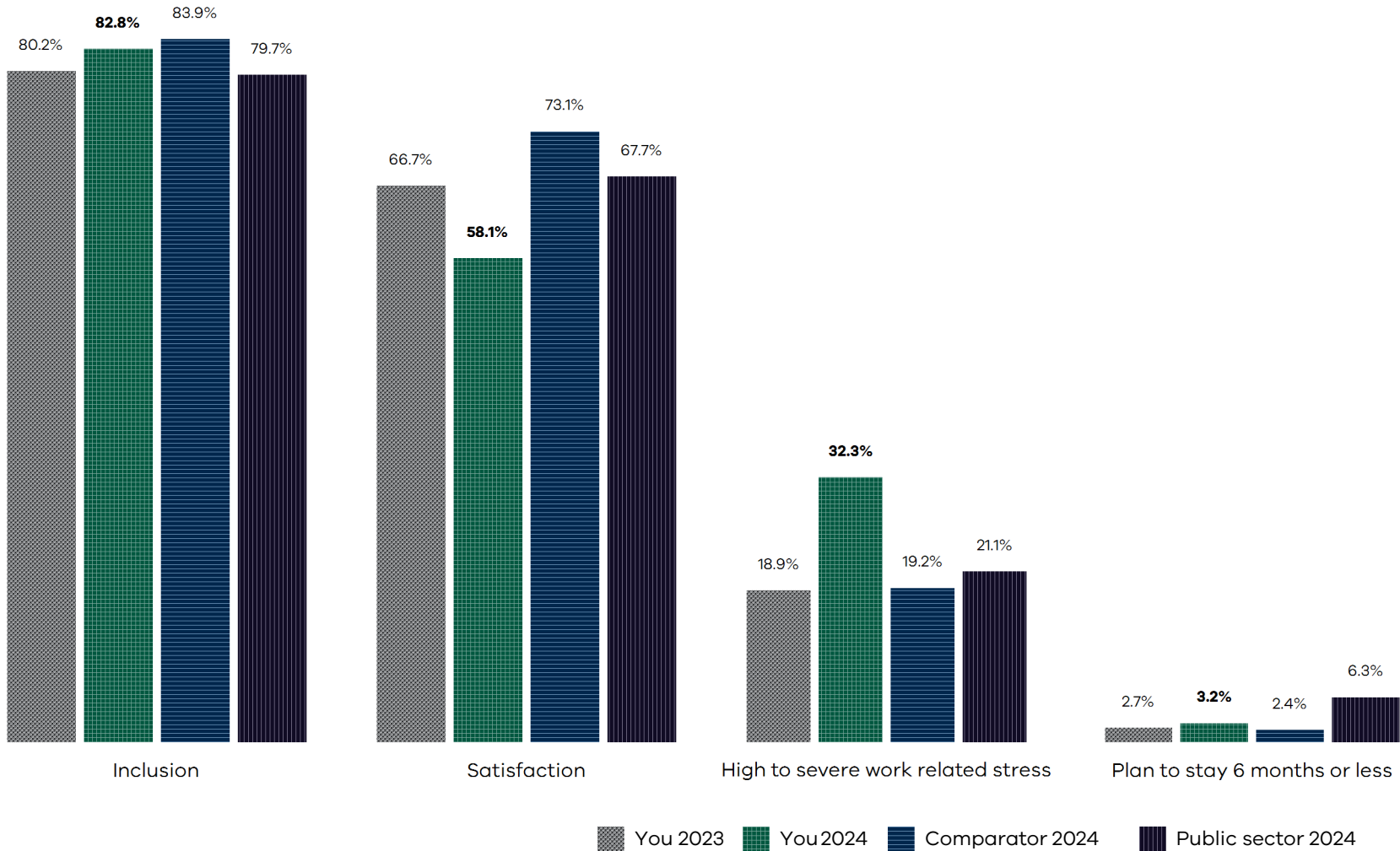
Why this is important

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 2024:

- 82.8% of your staff who did the survey responded positively to questions about Inclusion.

Compared to:

- 83.9% of staff in your comparator group and 79.7% of staff across the public sector.

	Inclusion	Satisfaction	High to severe work related stress	Plan to stay 6 months or less
You 2023	80.2%	66.7%	18.9%	2.7%
You 2024	82.8%	58.1%	32.3%	3.2%
Comparator 2024	83.9%	73.1%	19.2%	2.4%
Public sector 2024	79.7%	67.7%	21.1%	6.3%

Legend: You 2023 · You 2024 · Comparator 2024 · Public sector 2024

People outcomes

Satisfaction question results

What is this

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 group's overall, lowest and highest scores with your own.

Example

68% of your staff who did the survey were satisfied or very satisfied with 'Considering everything, how satisfied are you with your current job'.
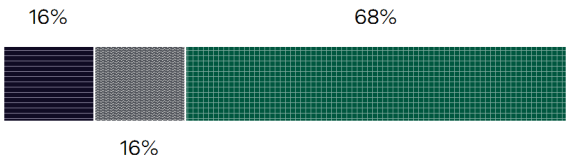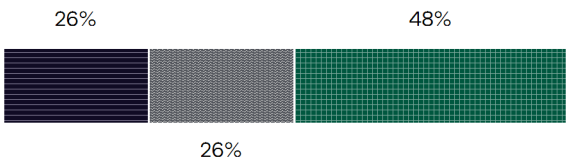
Survey question	Your results (Dissatisfied / Neither satisfied nor dissatisfied / Satisfied)	Benchmark satisfied results — You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
Considering everything, how satisfied are you with your current job	16% / 16% / 68%	73%	68%	79%	79%	80%
How satisfied are you with your career development within your current organisation	19% / 23% / 58%	65%	58%	63%	64%	70%
How satisfied are you with the work/life balance in your current job	26% / 26% / 48%	62%	48%	76%	77%	80%
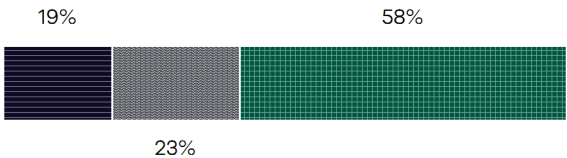
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People outcomes

Work-related stress levels

What is this

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 group rated their current levels of work-related stress.

The numbers below show the percentage of staff in your group who said they experienced high to severe stress in 2024 compared to 2023, your comparator and the public sector.
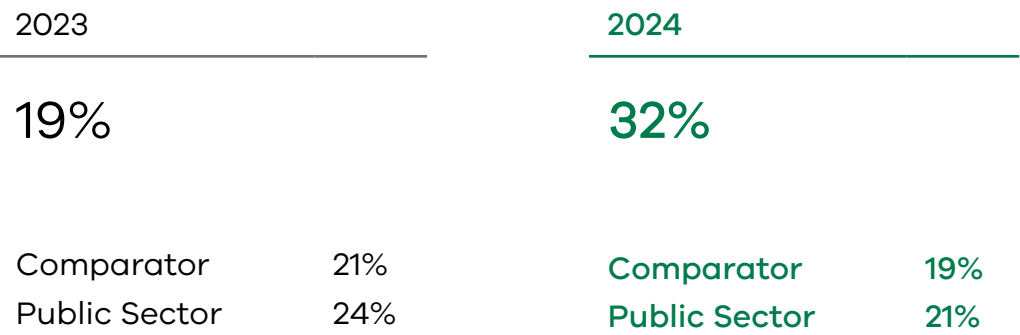
Example

32% of your staff who did the survey said they had high to severe stress in 2024. This is compared to 19% of staff in your comparator group and 21% of staff across the public sector.

How would you rate your current level of work-related stress? (You 2024)

Category	Value
Nil	23%
Low or mild	23%
Moderate	23%
High	19%
Very high	10%
Severe	3%
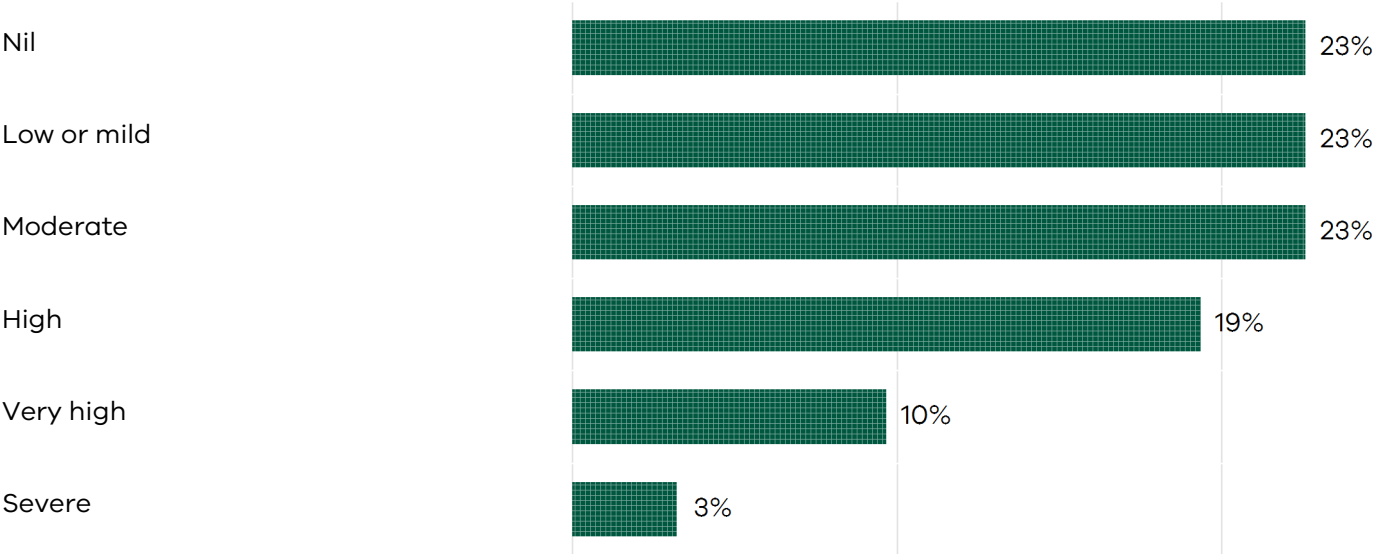
Reported levels of high to severe stress

2023		2024	
19%		**32%**	
Comparator	21%	Comparator	19%
Public Sector	24%	Public Sector	21%

People outcomes

Work-related stress causes

What is this

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

77% of your staff who did the survey said they experienced mild to severe stress. Of that 77%, 75% said the top reason was 'Workload' .

	24	7
	77%	23%

■ Experienced some work-related stress   ■ Did not experience some work-related stress

Of those that experienced work related stress it was from …	You 2023	You 2024	Comparator 2024	Public sector 2024
Workload	65%	75%	54%	48%
Time pressure	61%	67%	41%	41%
Ability to choose how my work is done	0%	17%	6%	5%
Unclear job expectations	3%	13%	12%	12%
Social environment (e.g. relationships with colleagues, manager or senior leaders)	10%	13%	9%	13%
Other	0%	13%	15%	13%
Competing home and work responsibilities	6%	8%	6%	13%
Content, variety, or difficulty of work	3%	4%	9%	11%
Management of work (e.g. supervision, training, information, support)	13%	4%	15%	12%
Incivility, bullying, harassment or discrimination	3%	4%	4%	7%

Victorian Public Sector Commission

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People outcomes

Work-related stress

What is this

This is how manageable your staff feels their stress at your organisation.

Why this is important

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

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 group's overall, lowest and highest scores with your own.
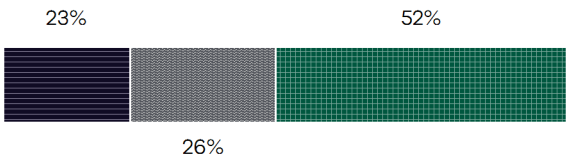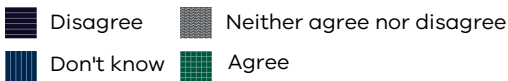
Example

52% of your staff who did the survey said the amount of stress in their job was manageable.

Survey question

Your results

Disagree	Neither agree nor disagree
Don't know	Agree

The amount of stress in my job is manageable

23%   52%

26%

Benchmark agree results

	You		Comparator		
	2023	2024	Lowest	Average	Highest
	Not asked	52%	65%	71%	71%

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People outcomes

Intention to stay

What is this

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

3% of your group who did the survey said they intended to work for your organisation for Over 6 months and up to 1 year.

Employees plan to work at your organisation for...	You 2023	You 2024	Comparator 2024	Public sector 2024
6 months or less	3%	3%	2%	6%
Over 6 months and up to 1 year	3%	3%	10%	9%
Over 1 year and up to 3 years	11%	19%	21%	24%
Over 3 years and up to 5 years	8%	6%	13%	16%
Over 5 years	76%	68%	54%	45%

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People outcomes

Inclusion question results

What is this

This is how many staff experience that they belong, and can be themselves, at work.

Why this is important

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

How to read this

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

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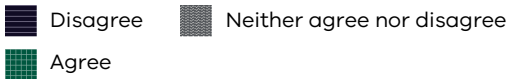
Under 'Benchmark results', compare your comparator group's overall, lowest and highest scores with your own.
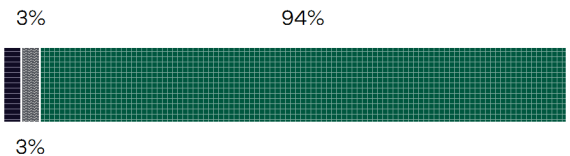
Example

94% of your staff who did the survey agreed or strongly agreed with 'I feel culturally safe at work'.
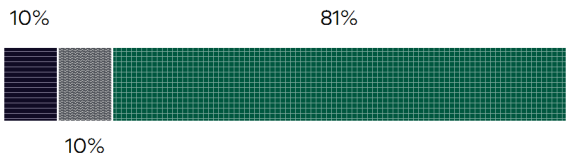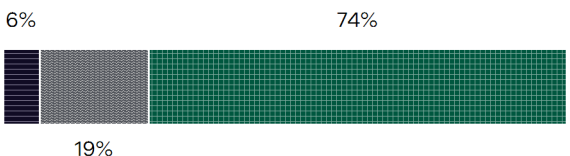
Survey question

Your results

Legend: ■ Disagree ▨ Neither agree nor disagree ▨ Agree

I feel culturally safe at work
3%   94%
3%

I can be myself at work
10%   81%
10%

I feel as if I belong at this organisation
6%   74%
19%

Benchmark agree results

| | You | | Comparator | | |
	2023	2024	Lowest	Average	Highest
I feel culturally safe at work	81%	94%	75%	87%	88%
I can be myself at work	92%	81%	84%	84%	85%
I feel as if I belong at this organisation	68%	74%	75%	81%	82%

People outcomes

Inclusion - Barriers to success

What is this

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

Why this is important

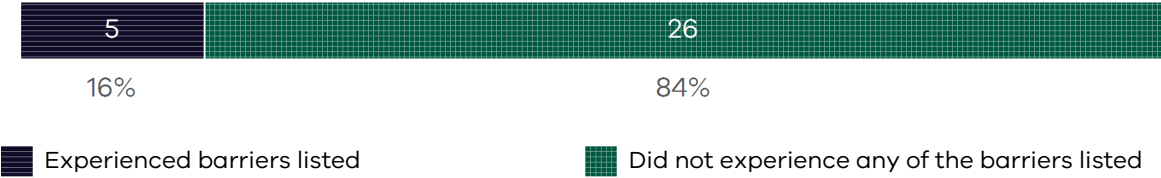These results can show areas of focus for improvement to enable employee success in the workplace.

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 option.

Why there are no further details

We've not published the results for individual response options.
We do this to protect participant anonymity.

Staff who experienced one or more barriers to success at work

5	26
16%	84%

■ Experienced barriers listed   ▦ Did not experience any of the barriers listed

People outcomes

Inclusion - Witnessed barriers to success

What is this

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 option.

Why there are no further details

We've not published the results for individual response options.
We do this to protect participant anonymity.

Staff who witnessed one or more barriers to success at work

8	23
26%	74%

■ Witnessed barriers listed   ■ Did not witness barriers listed
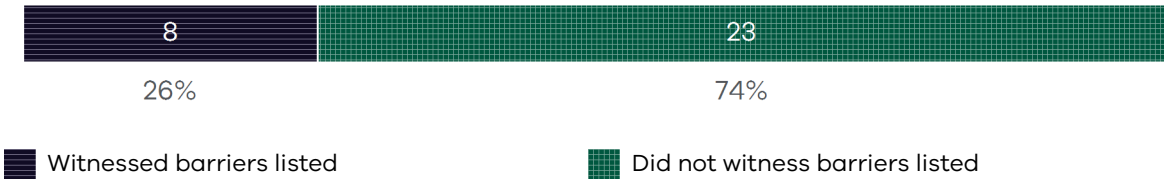
People outcomes

Scorecard: emotional effects of work

What is this

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

Why this is important

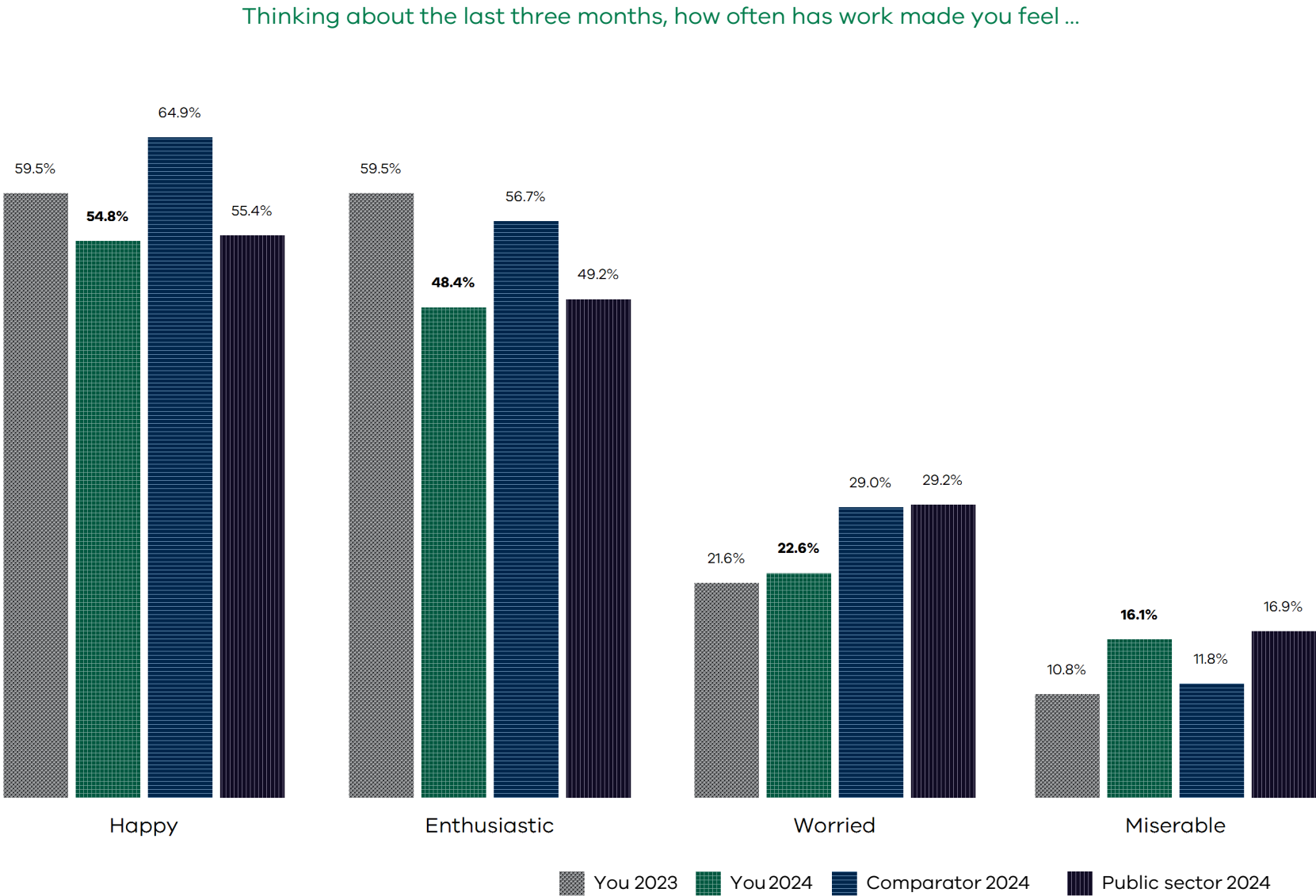Positive feelings can lead to higher wellbeing and job satisfaction and a lower chance of burnout.

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 group and the public sector.

Example

In 2024:

- 54.8% of your staff who did the survey said work made them feel happy.

Compared to:

- 64.9% of staff in your comparator group and 55.4% of staff across the public sector.

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

Happy: You 2023 59.5%, You 2024 54.8%, Comparator 2024 64.9%, Public sector 2024 55.4%

Enthusiastic: You 2023 59.5%, You 2024 48.4%, Comparator 2024 56.7%, Public sector 2024 49.2%

Worried: You 2023 21.6%, You 2024 22.6%, Comparator 2024 29.0%, Public sector 2024 29.2%

Miserable: You 2023 10.8%, You 2024 16.1%, Comparator 2024 11.8%, Public sector 2024 16.9%

Legend: You 2023 | You 2024 | Comparator 2024 | Public sector 2024

People outcomes

Scorecard: negative behaviours

What is this

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 group and the public sector.
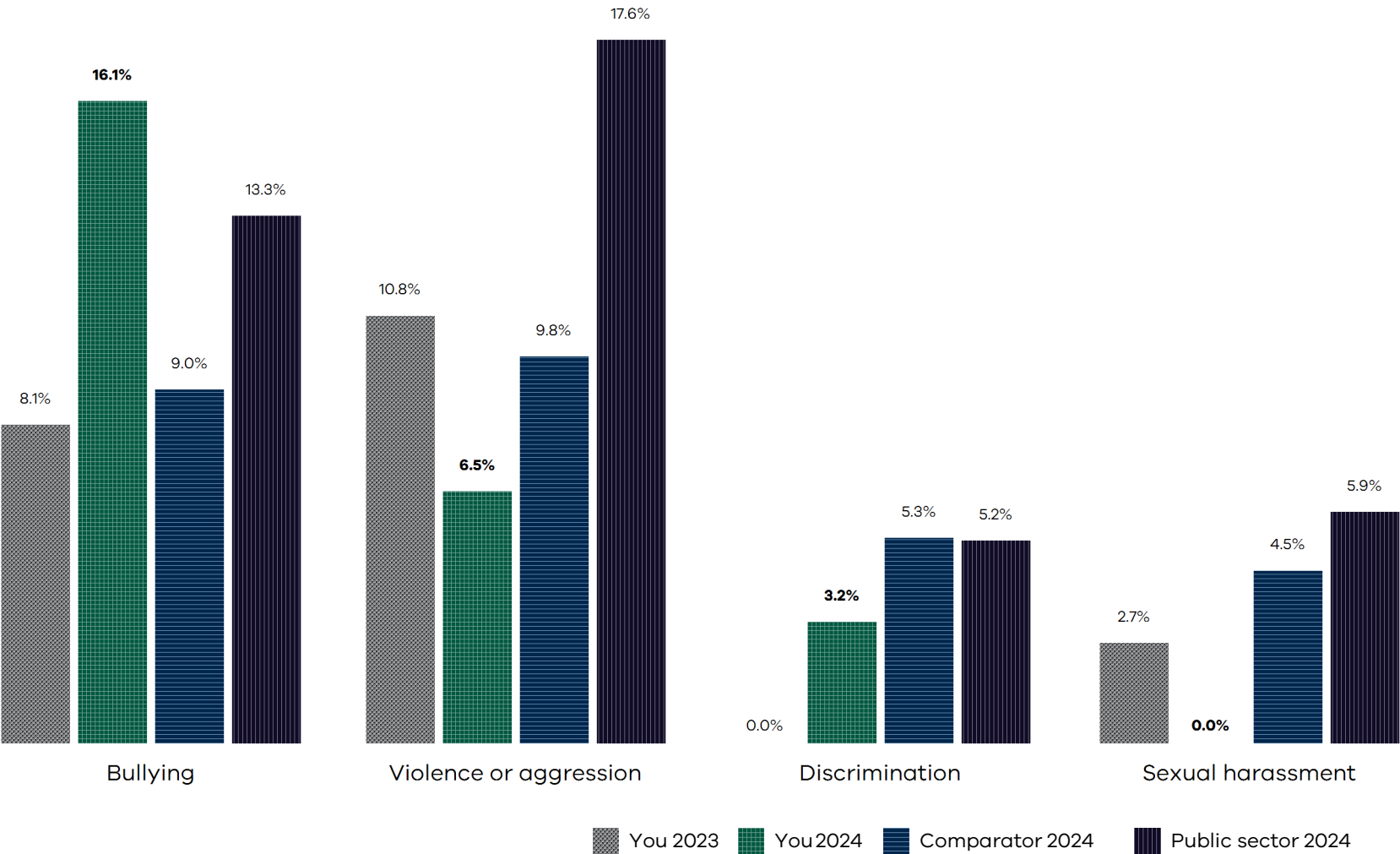
Example

In 2024:

- 16.1% of your staff who did the survey stated they experienced 'Bullying' in the last 12 months.

Compared to:

- 9.0% of staff in your comparator group and 13.3% of staff across the public sector.

Legend: You 2023 | You 2024 | Comparator 2024 | Public sector 2024

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Bullying

What is this

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 longterm negative impact on those involved, including those who witness bullying.

Why there is no data here

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

We do this to protect the respondents.

People outcomes

Sexual harassment

What is this

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.

Victorian
Public Sector
Commission

VICTORIA
State
Government

People outcomes

Discrimination

What is this

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.

Victorian
Public Sector
Commission

VICTORIA
State
Government

People outcomes

Violence and aggression

What is this

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 on those involved, including those who witness violence and aggression.

Why there is no data here

We've not published the results for this section because less than 10 people said they experienced violence or aggression. We do this to protect the respondents.

Negative behaviour

Witnessing negative behaviours

What is this

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.
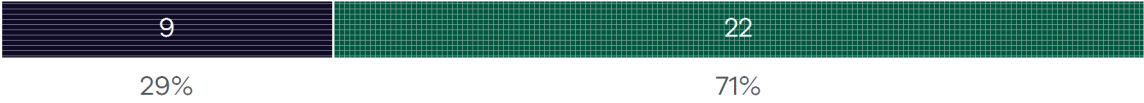
In descending order, the table shows the answers.

Example

29% of your staff who did the survey said they witnessed some negative behaviour at work.

71% said 'No, I have not witnessed any of the situations above'.

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

9	22
29%	71%

■ 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	You 2024	Comparator 2024	Public sector 2024
No, I have not witnessed any of the situations above	86%	71%	84%	77%
Bullying of a colleague	8%	26%	10%	15%
Discrimination against a colleague	5%	6%	7%	9%
Sexual harassment of a colleague	3%	3%	1%	2%
Violence or aggression against a colleague	0%	3%	2%	6%

Victorian Public Sector Commission

VICTORIA State Government

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- Discrimination
- Violence and aggression

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- Biggest positive difference from your comparator
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- Questions on topical issues including understanding the charter of human right and providing frank and impartial advice

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- Questions requested by your organisation

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- Aboriginal and/or Torres Strait Islander
- Disability
- Cultural diversity
- Employment
- Adjustments
- Caring

Victorian Public Sector Commission

VICTORIA State Government

Key differences

Highest scoring questions

What is this

These are the questions your group had the highest agreement or satisfaction with in 2024.

How to read this

Use this data to see where your group has the highest agreement or satisfaction with questions from the 2024 survey.

In this table, your score for this year is shown in the 'You 2024' column.

You can also compare your 2024 scores against your 2023 scores and your 2024 comparator group.

Example

On the first row 'Meaningful work', the 'You 2024' column shows 94% of your staff who did the survey agreed with 'I can make a worthwhile contribution at work'. In the 'Change from 2023' column, you have a +2% change, which is a positive trend.

Question group	Highest scoring questions	You 2024	Change from 2023	Comparator 2024
Meaningful work	I can make a worthwhile contribution at work	94%	+2%	93%
Job enrichment	I can use my skills and knowledge in my job	94%	-1%	96%
Inclusion	I feel culturally safe at work	94%	+12%	87%
Job enrichment	I understand how my job helps my organisation achieve its goals	94%	+2%	97%
Organisational integrity	My organisation encourages employees to act in ways that are consistent with human rights	90%	-4%	86%
Safety climate	My organisation provides a physically safe work environment	90%	+12%	89%
Meaningful work	I achieve something important through my work	87%	-2%	94%
Organisational integrity	My organisation is committed to earning a high level of public trust	87%	-5%	89%
Collaboration	I am able to work effectively with others outside my immediate workgroup	84%	+3%	87%
Job enrichment	I clearly understand what I am expected to do in this job	84%	-5%	91%

Key differences

Lowest scoring questions

What is this

These are the questions your group had the lowest agreement or satisfaction with in 2024.

How to read this

Use this data to see where your group has the lowest agreement or satisfaction with questions from the 2024 survey.

In this table, your score for this year is shown in the 'You 2024' column.

You can also compare your 2024 scores against your 2023 scores and your 2024 comparator group.

Example

On the first row 'Organisational integrity', the 'You 2024' column shows 45% of your staff who did the survey agreed with 'I have an equal chance at promotion in my organisation'. In the 'Change from 2023' column, you have a -6% change, which is a negative trend.

Question group	Lowest scoring questions	You 2024	Change from 2023	Comparator 2024
Organisational integrity	I have an equal chance at promotion in my organisation	45%	-6%	52%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	45%	-17%	60%
Satisfaction	How satisfied are you with the work/life balance in your current job	48%	-14%	77%
Organisational integrity	I believe the promotion processes in my organisation are fair	48%	-11%	53%
Workload	I have enough time to do my job effectively	48%	+5%	62%
Taking action	My organisation has made improvements based on the survey results from last year	48%	Not asked	33%
Workload	The workload I have is appropriate for the job that I do	48%	-0%	64%
Work-related stress	The amount of stress in my job is manageable	52%	Not asked	71%
Safety climate	All levels of my organisation are involved in the prevention of stress	55%	-10%	55%
Learning and development	I am satisfied with the opportunities to progress in my organisation	55%	-10%	57%

Key differences

Most improved

What is this

This is where staff feel their group 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 2023' column.

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

This is because the increase from 2023 shows you where the most positive changes are happening in your organisation.

Example

On the first row 'Topical', the 'You 2024' column shows 74% of your staff who did the survey agreed with 'I am confident that if I requested to go on secondment to support urgent government work, it would be given due consideration'.
In the 'Increase from 2023' column, you have a 17% increase, which is a positive trend.

Question group	Most improved from last year	You 2024	Increase from 2023	Comparator 2024
Topical	I am confident that if I requested to go on secondment to support urgent government work, it would be given due consideration	74%	+17%	58%
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	84%	+16%	74%
Workgroup support	People in my workgroup are politically impartial in their work	77%	+13%	78%
Inclusion	I feel culturally safe at work	94%	+12%	87%
Safety climate	My organisation provides a physically safe work environment	90%	+12%	89%
Workgroup support	People in my workgroup work together effectively to get the job done	81%	+10%	83%
Safe to speak up	People in my workgroup are able to bring up problems and tough issues	74%	+9%	78%
Workgroup support	People in my workgroup appropriately manage conflicts of interest	71%	+9%	73%
Engagement	I feel a strong personal attachment to my organisation	68%	+8%	69%
Quality service delivery	My workgroup has clear lines of responsibility	77%	+7%	76%

Key differences

Most declined

What is this

This is where staff feel their group 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 2023' column.

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

This is because the decrease from 2023 shows you where the most negative changes are happening in your organisation.

Example

On the first row 'Organisational integrity', the 'You 2024' column shows 68% of your staff who did the survey agreed with 'My organisation does not tolerate improper conduct'.

In the 'Decrease from 2023' column, you have a 19% decrease, which is a negative trend.

Question group	Largest decline from last year	You 2024	Decrease from 2023	Comparator 2024
Organisational integrity	My organisation does not tolerate improper conduct	68%	-19%	79%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	58%	-18%	67%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	45%	-17%	60%
Collaboration	Workgroups across my organisation willingly share information with each other	61%	-14%	64%
Flexible working	I am confident that if I requested a flexible work arrangement, it would be given due consideration	65%	-14%	71%
Flexible working	My manager supports working flexibly	65%	-14%	82%
Satisfaction	How satisfied are you with the work/life balance in your current job	48%	-14%	77%
Inclusion	I can be myself at work	81%	-11%	84%
Organisational integrity	I believe the promotion processes in my organisation are fair	48%	-11%	53%
Manager support	I can discuss problems or issues with my manager	68%	-11%	89%

Victorian Public Sector Commission

VICTORIA State Government

Key differences

Biggest positive difference from comparator

What is this

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 2024 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 'Topical', the 'You 2024' column shows 74% of your staff who did the survey agreed with 'I am confident that if I requested to go on secondment to support urgent government work, it would be given due consideration'.

The 'Difference' column, shows that agreement for this question was 17% higher than in your comparator.

Question group	Biggest positive difference from comparator	You 2024	Difference	Comparator 2024
Topical	I am confident that if I requested to go on secondment to support urgent government work, it would be given due consideration	74%	+17%	58%
Taking action	My organisation has made improvements based on the survey results from last year	48%	+15%	33%
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	84%	+10%	74%
Learning and development	My organisation places a high priority on the learning and development of staff	71%	+8%	63%
Inclusion	I feel culturally safe at work	94%	+7%	87%
Learning and development	I am satisfied with the way my learning and development needs have been addressed in the last 12 months	68%	+7%	61%
Senior leadership	Senior leaders provide clear strategy and direction	71%	+6%	64%
Manager support	I receive meaningful recognition when I do good work	71%	+4%	67%
Organisational integrity	My organisation encourages employees to act in ways that are consistent with human rights	90%	+4%	86%
Engagement	My organisation motivates me to help achieve its objectives	74%	+4%	70%

Victorian Public Sector Commission

VICTORIA State Government

Key differences

Biggest negative difference from comparator

What is this

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 2024 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 2024' column shows 48% of your staff who did the survey agreed with 'How satisfied are you with the work/life balance in your current job'.

The 'Difference' column, shows that agreement for this question was 28% lower than in your comparator.

Question group	Biggest negative difference from comparator	You 2024	Difference	Comparator 2024
Satisfaction	How satisfied are you with the work/life balance in your current job	48%	-28%	77%
Manager support	I can discuss problems or issues with my manager	68%	-21%	89%
Work-related stress	The amount of stress in my job is manageable	52%	-19%	71%
Manager leadership	My manager treats employees with dignity and respect	71%	-18%	89%
Flexible working	My manager supports working flexibly	65%	-18%	82%
Manager support	My manager provides me with enough support when I need it	68%	-17%	84%
Workload	The workload I have is appropriate for the job that I do	48%	-16%	64%
Safe to speak up	I feel safe to challenge inappropriate behaviour at work	65%	-15%	80%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	45%	-14%	60%
Manager support	My manager listens to what I have to say	71%	-14%	85%

Victorian Public Sector Commission

VICTORIA State Government

People matter survey 2024

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- Questions on topical issues including understanding the charter of human right and providing frank and impartial advice

Custom questions

- Questions requested by your organisation

Demographics

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

Taking action

What is this

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 group's overall, lowest and highest scores with your own.
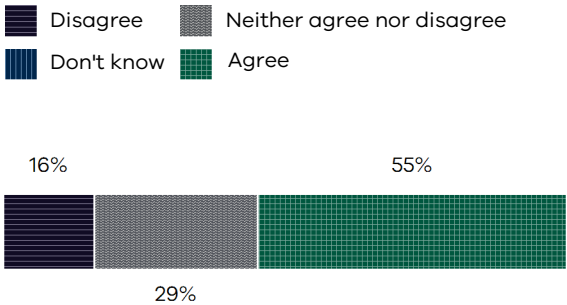
Example

55% 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 year's survey'.
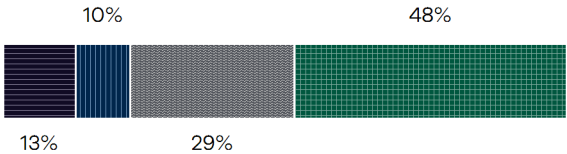
Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree

Survey question	Your results		You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
I believe my organisation will make improvements based on the results of this year's survey	16% / 29% / 55%		62%	55%	53%	55%	70%
My organisation has made improvements based on the survey results from last year	13% / 10% / 29% / 48%		Not asked	48%	33%	33%	35%

People matter survey

2024

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- Questions on topical issues including understanding the charter of human right and providing frank and impartial advice

Custom questions

- Questions requested by your organisation

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- Age, gender, variations in sex characteristics and sexual orientation
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- Caring

Senior leadership

Senior leadership

What is this

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.

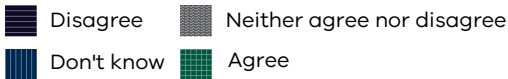Under 'Benchmark results', compare your comparator group's overall, lowest and highest scores with your own.

Example

71% of your staff who did the survey agreed or strongly agreed with 'Senior leaders demonstrate honesty and integrity'.
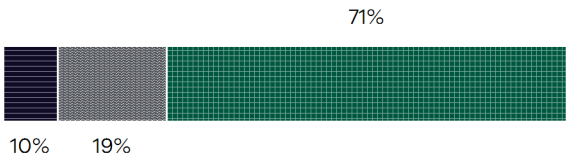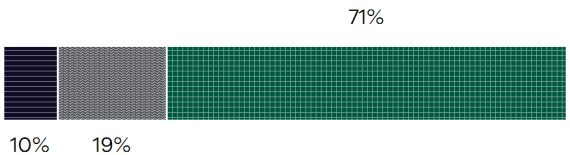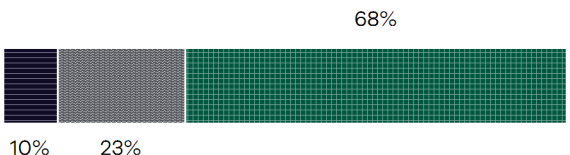
Survey question

Your results

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

Senior leaders demonstrate honesty and integrity
- 10%
- 19%
- 71%

Senior leaders provide clear strategy and direction
- 10%
- 19%
- 71%

Senior leaders model my organisation's values
- 10%
- 23%
- 68%

Benchmark agree results

Survey question	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
Senior leaders demonstrate honesty and integrity	78%	71%	72%	73%	80%
Senior leaders provide clear strategy and direction	70%	71%	64%	64%	65%
Senior leaders model my organisation's values	78%	68%	71%	71%	75%

People matter survey

2024

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Organisational climate

Scorecard

What is this

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.
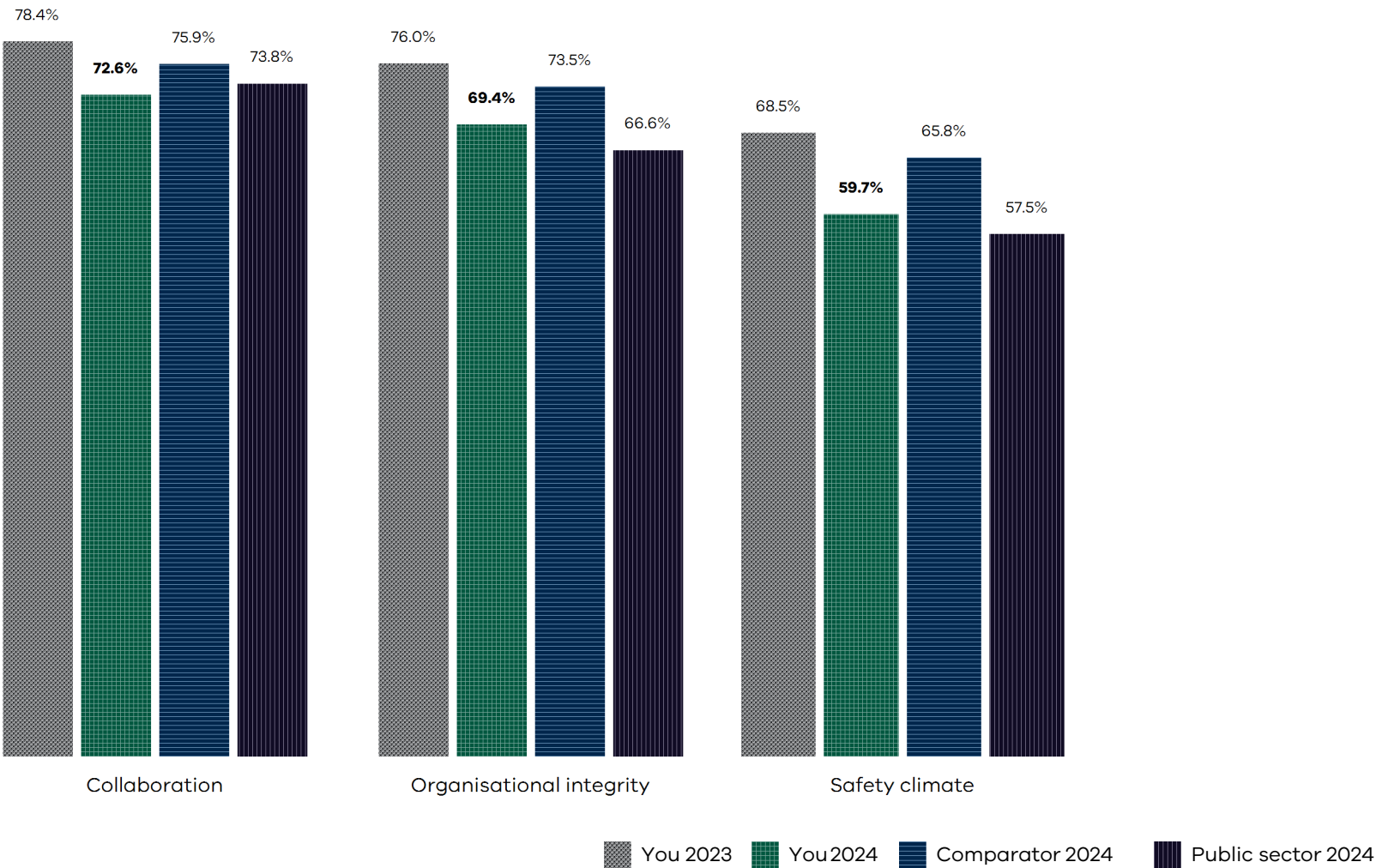
Example

In 2024:

- 72.6% of your staff who did the survey responded positively to questions about Collaboration.

Compared to:

- 75.9% of staff in your comparator group and 73.8% of staff across the public sector.

Collaboration
- You 2023: 78.4%
- You 2024: 72.6%
- Comparator 2024: 75.9%
- Public sector 2024: 73.8%

Organisational integrity
- You 2023: 76.0%
- You 2024: 69.4%
- Comparator 2024: 73.5%
- Public sector 2024: 66.6%

Safety climate
- You 2023: 68.5%
- You 2024: 59.7%
- Comparator 2024: 65.8%
- Public sector 2024: 57.5%

Legend: You 2023 | You 2024 | Comparator 2024 | Public sector 2024

Organisational climate

Organisational integrity 1 of 2

What is this

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 group's overall, lowest and highest scores with your own.
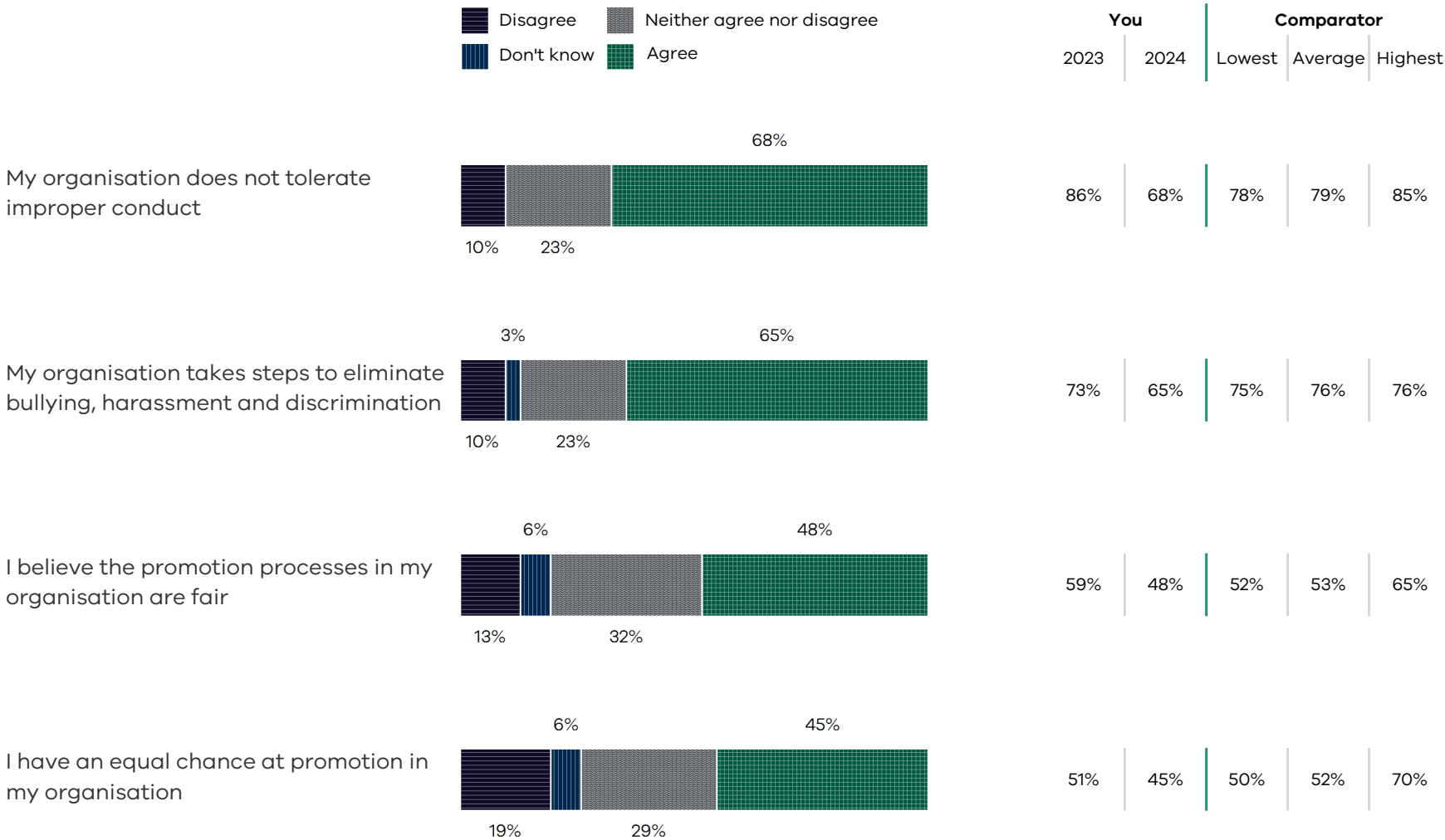
Example

90% of your staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.

Survey question

Your results

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

My organisation encourages employees to act in ways that are consistent with human rights
90%
3% 6%

My organisation is committed to earning a high level of public trust
87%
6% 6%

My organisation encourages respectful workplace behaviours
84%
6% 10%

I believe the recruitment processes in my organisation are fair
68%
6% 26%

Benchmark agree results

Survey question	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
My organisation encourages employees to act in ways that are consistent with human rights	95%	90%	70%	86%	88%
My organisation is committed to earning a high level of public trust	92%	87%	88%	89%	95%
My organisation encourages respectful workplace behaviours	89%	84%	85%	88%	88%
I believe the recruitment processes in my organisation are fair	62%	68%	65%	66%	66%

Victorian Public Sector Commission

VICTORIA State Government

Organisational climate

Organisational integrity 2 of 2

What is this

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 group's overall, lowest and highest scores with your own.
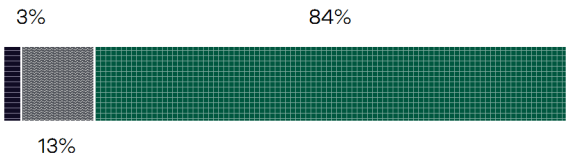
Example

68% of your staff who did the survey agreed or strongly agreed with 'My organisation does not tolerate improper conduct'.

Survey question

Your results

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

My organisation does not tolerate improper conduct

10% 23% 68%

My organisation takes steps to eliminate bullying, harassment and discrimination

3% 65% 10% 23%

I believe the promotion processes in my organisation are fair

6% 48% 13% 32%

I have an equal chance at promotion in my organisation

6% 45% 19% 29%

Benchmark agree results

Survey question	You		Comparator		
	2023	2024	Lowest	Average	Highest
My organisation does not tolerate improper conduct	86%	68%	78%	79%	85%
My organisation takes steps to eliminate bullying, harassment and discrimination	73%	65%	75%	76%	76%
I believe the promotion processes in my organisation are fair	59%	48%	52%	53%	65%
I have an equal chance at promotion in my organisation	51%	45%	50%	52%	70%

Victorian Public Sector Commission

VICTORIA State Government

Organisational climate

Collaboration

What is this

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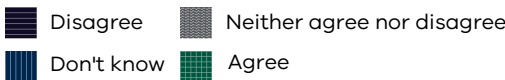
Under 'Benchmark results', compare your comparator group's overall, lowest and highest scores with your own.
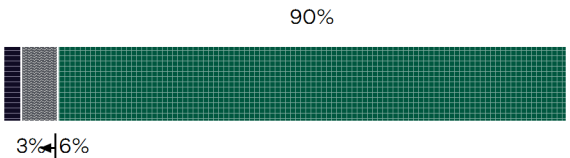
Example

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

Survey question

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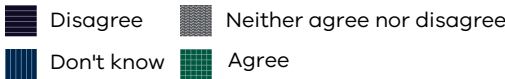
Legend:
- Disagree
- Neither agree nor disagree
- Don't know
- Agree

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

3% / 84% / 13%

Workgroups across my organisation willingly share information with each other

3% / 61% / 10% / 26%

Benchmark agree results
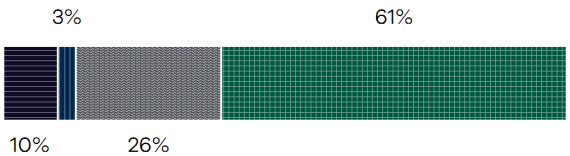
	You		Comparator		
	2023	2024	Lowest	Average	Highest
I am able to work effectively with others outside my immediate workgroup	81%	84%	85%	87%	88%
Workgroups across my organisation willingly share information with each other	76%	61%	50%	64%	66%

Organisational climate

Safety climate 1 of 2

What is this

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 group's overall, lowest and highest scores with your own.

Example

90% of your staff who did the survey agreed or strongly agreed with 'My organisation provides a physically safe work environment'.
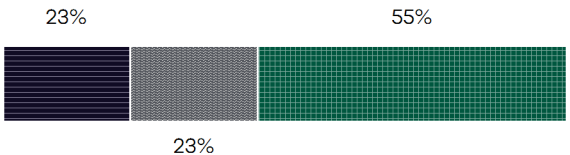
| Survey question | Your results | Benchmark agree results |

Legend: Disagree · Neither agree nor disagree · Don't know · Agree
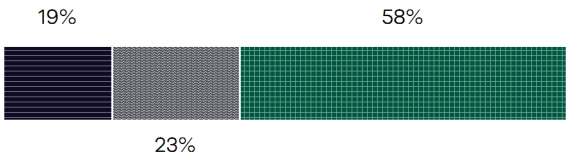
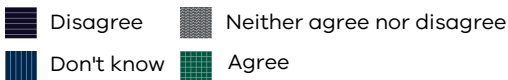|	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
My organisation provides a physically safe work environment — 90% Agree, 3% and 6%	78%	90%	88%	89%	90%
Senior leaders consider the psychological health of employees to be as important as productivity — 19% Disagree, 23% Neither, 58% Agree	76%	58%	65%	67%	90%
All levels of my organisation are involved in the prevention of stress — 23% Disagree, 23% Neither, 55% Agree	65%	55%	55%	55%	55%
In my workplace, there is good communication about psychological safety issues that affect me — 19% Disagree, 26% Neither, 55% Agree	65%	55%	50%	64%	65%
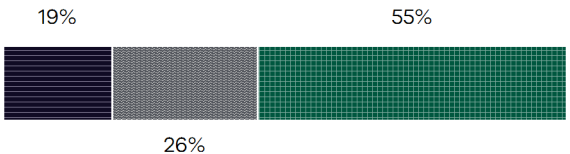
Victorian Public Sector Commission · VICTORIA State Government

Organisational climate

Safety climate 2 of 2

What is this

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 group's overall, lowest and highest scores with your own.
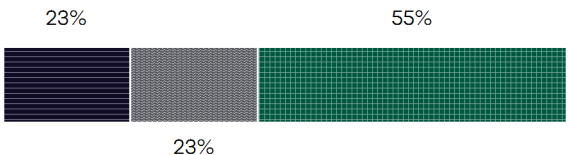
Example

55% of your staff who did the survey agreed or strongly agreed with 'Senior leaders show support for stress prevention through involvement and commitment'.
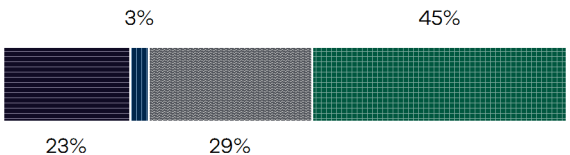
Survey question

Your results

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

Senior leaders show support for stress prevention through involvement and commitment

23% | 55%
23%

My organisation has effective procedures in place to support employees who may experience stress

3% | 45%
23% | 29%

Benchmark agree results

Survey question	You		Comparator		
	2023	2024	Lowest	Average	Highest
Senior leaders show support for stress prevention through involvement and commitment	65%	55%	60%	60%	70%
My organisation has effective procedures in place to support employees who may experience stress	62%	45%	55%	60%	60%

People matter survey

2024

Have your say

Overview

Report overview

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

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People outcomes

- Scorecard: engagement index
- Engagement
- Scorecard: satisfaction, stress, intention to stay, inclusion
- Satisfaction
- Work-related stress levels
- Work-related stress causes
- Intention to stay
- Inclusion
- Scorecard: emotional effects of work
- Scorecard: negative behaviour
- Bullying
- Sexual harassment
- Discrimination
- Violence and aggression

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Topical questions

- Questions on topical issues including understanding the charter of human right and providing frank and impartial advice

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

Workgroup climate

Scorecard

What is this

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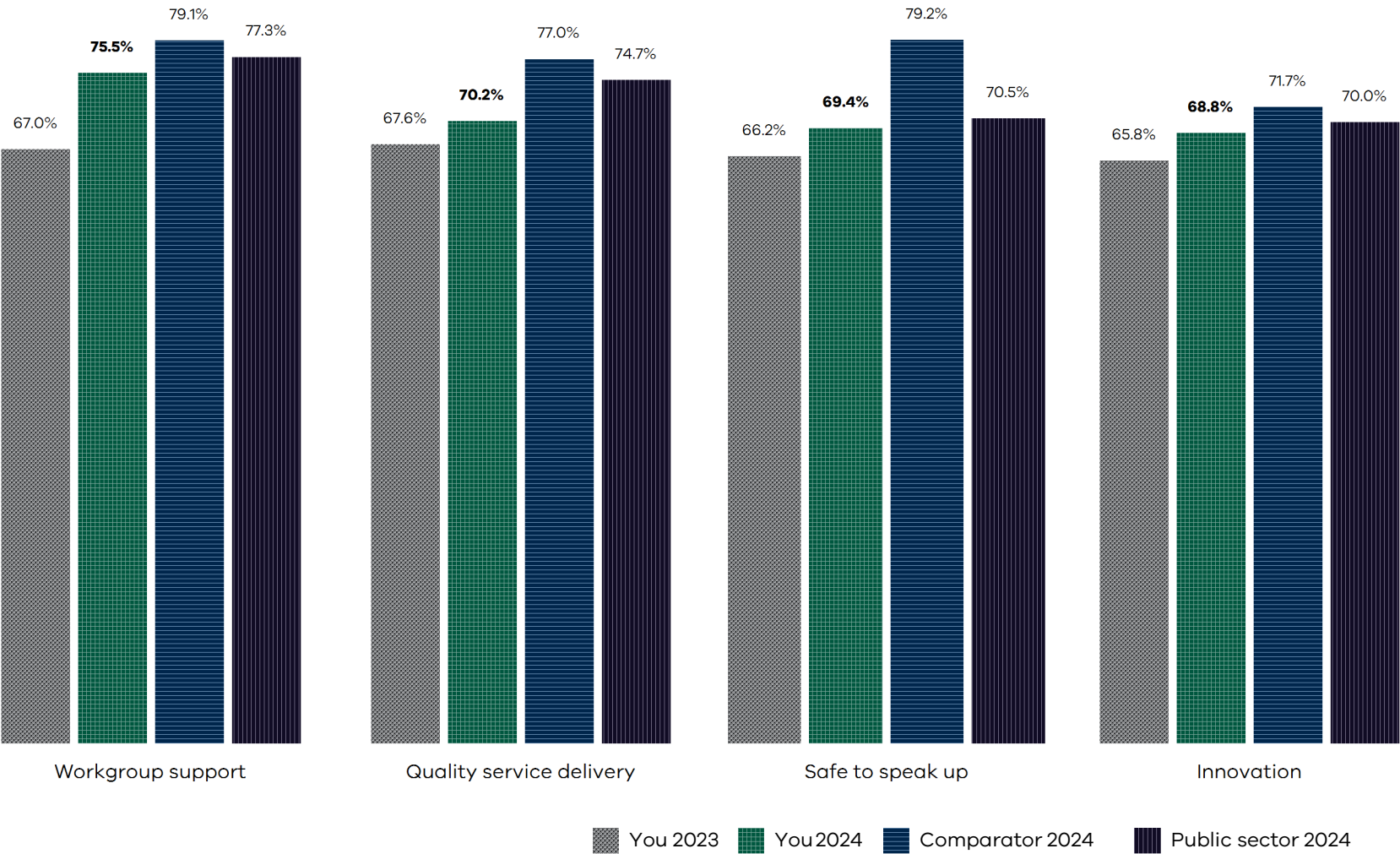
Why this is important

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 2024:

- 75.5% of your staff who did the survey responded positively to questions about Workgroup support.

Compared to:

- 79.1% of staff in your comparator group and 77.3% of staff across the public sector.

Chart data:

Workgroup support
- You 2023: 67.0%
- You 2024: 75.5%
- Comparator 2024: 79.1%
- Public sector 2024: 77.3%

Quality service delivery
- You 2023: 67.6%
- You 2024: 70.2%
- Comparator 2024: 77.0%
- Public sector 2024: 74.7%

Safe to speak up
- You 2023: 66.2%
- You 2024: 69.4%
- Comparator 2024: 79.2%
- Public sector 2024: 70.5%

Innovation
- You 2023: 65.8%
- You 2024: 68.8%
- Comparator 2024: 71.7%
- Public sector 2024: 70.0%

Legend: You 2023 | You 2024 | Comparator 2024 | Public sector 2024

Workgroup climate

Quality service delivery

What is this

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

Why this is important

The public sector must provide highquality 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 group's overall, lowest and highest scores with your own.

Example

77% of your staff who did the survey agreed or strongly agreed with 'My workgroup has clear lines of responsibility'.
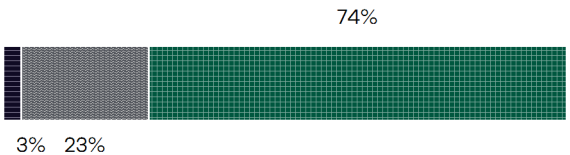
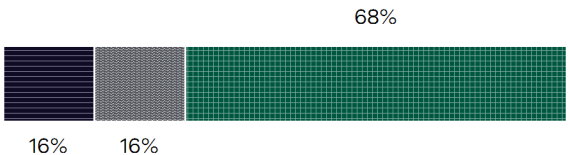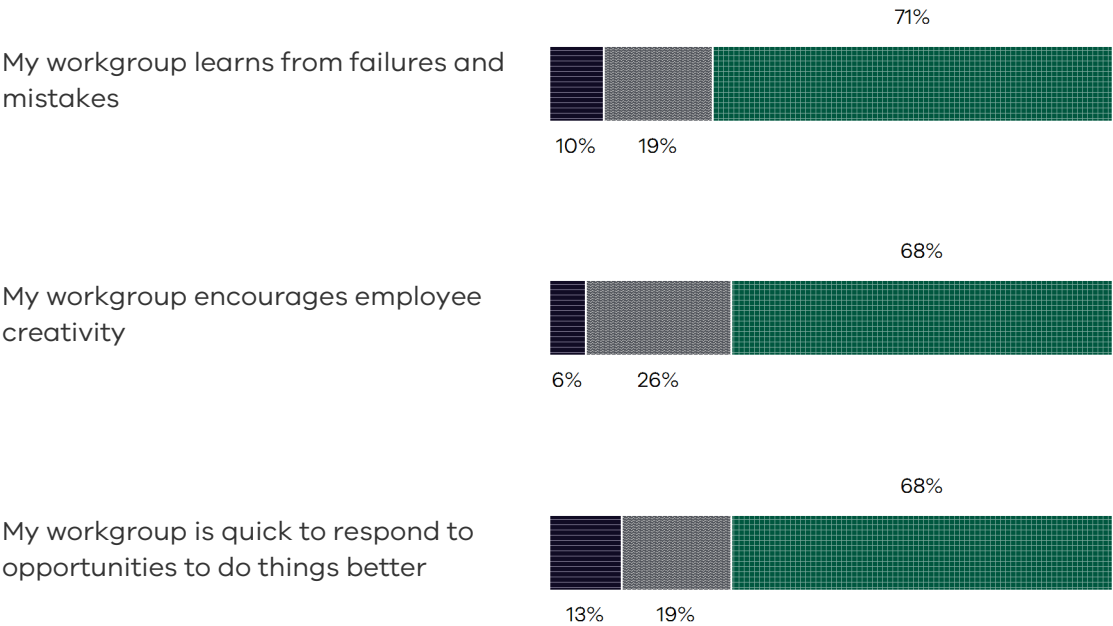## Survey question | Your results | Benchmark agree results

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

Survey question	Your results	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup has clear lines of responsibility	Disagree 10%, Neither 13%, Agree 77%	70%	77%	75%	76%	76%
My workgroup provides high quality advice and services	Disagree 3%, Neither 23%, Agree 74%	70%	74%	70%	82%	84%
My workgroup acts fairly and without bias	Disagree 16%, Neither 16%, Agree 68%	62%	68%	75%	79%	79%
My workgroup uses its resources well	Disagree 6%, Neither 32%, Agree 61%	68%	61%	65%	71%	72%

Victorian Public Sector Commission

VICTORIA State Government
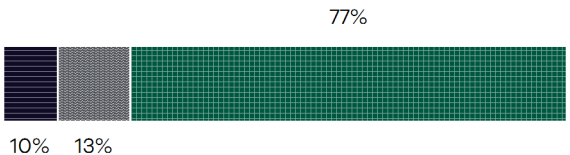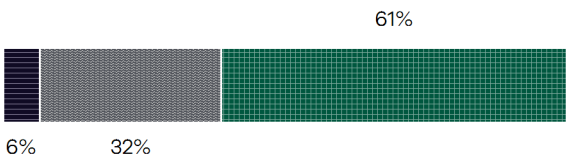
Workgroup climate

Innovation

What is this

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 quality services.

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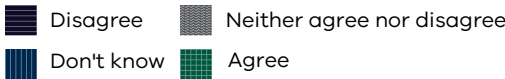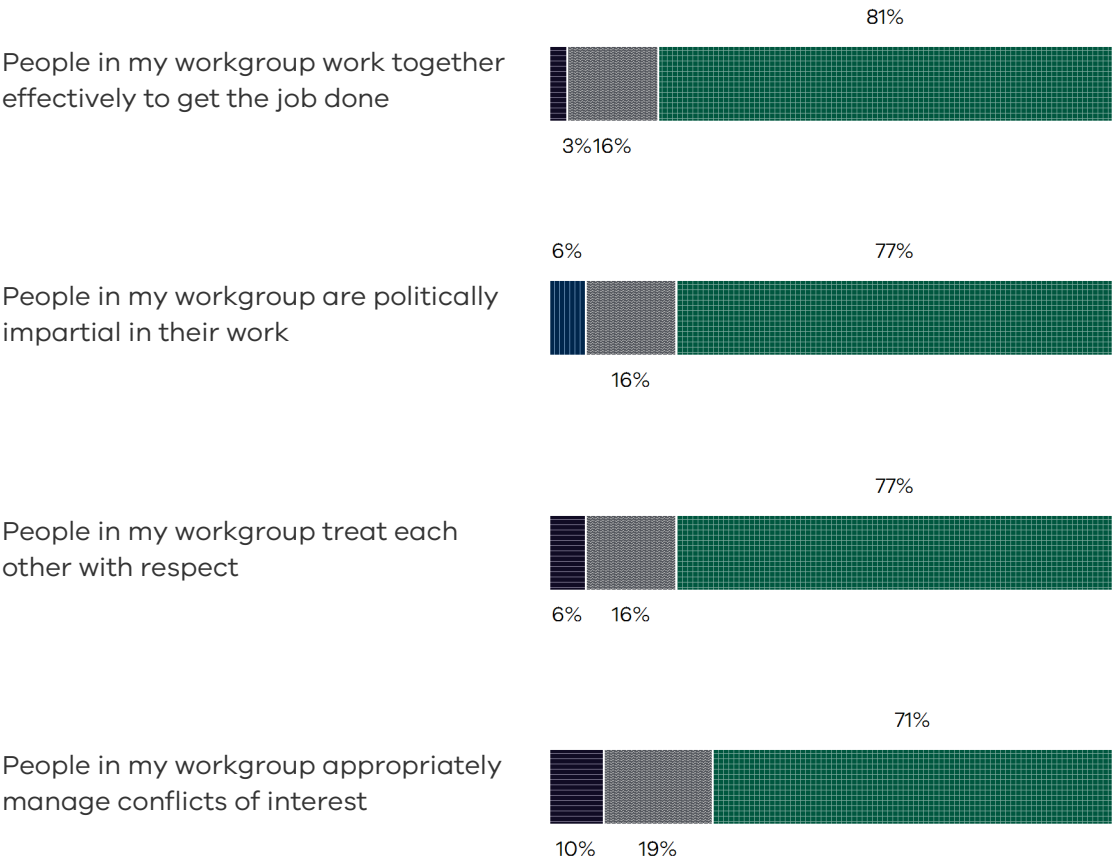
Under 'Benchmark results', compare your comparator group's overall, lowest and highest scores with your own.

Example

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

Survey question	Your results						

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

Benchmark agree results

Survey question	You		Comparator		
	2023	2024	Lowest	Average	Highest
My workgroup learns from failures and mistakes — 10% / 19% / 71%	70%	71%	70%	76%	76%
My workgroup encourages employee creativity — 6% / 26% / 68%	62%	68%	65%	67%	67%
My workgroup is quick to respond to opportunities to do things better — 13% / 19% / 68%	65%	68%	65%	72%	73%

Victorian Public Sector Commission

VICTORIA State Government

Workgroup climate

Workgroup support 1 of 2

What is this

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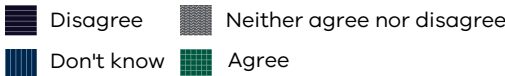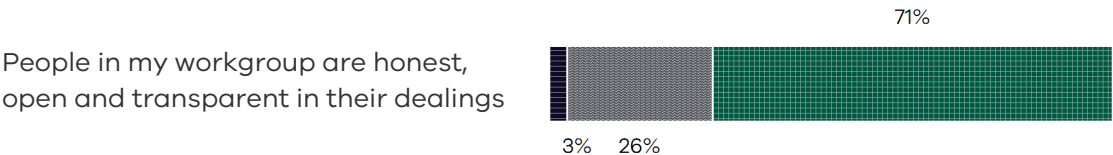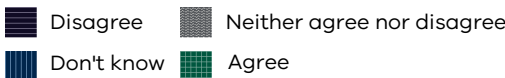
Under 'Benchmark results', compare your comparator group's overall, lowest and highest scores with your own.

Example

81% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup work together effectively to get the job done'.

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

Survey question	Your results	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup work together effectively to get the job done	3% / 16% / 81%	70%	81%	55%	83%	86%
People in my workgroup are politically impartial in their work	6% / 16% / 77%	65%	77%	65%	78%	79%
People in my workgroup treat each other with respect	6% / 16% / 77%	73%	77%	55%	84%	87%
People in my workgroup appropriately manage conflicts of interest	10% / 19% / 71%	62%	71%	55%	73%	75%

Victorian Public Sector Commission · Victoria State Government

Workgroup climate

Workgroup support 2 of 2

What is this

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 group's overall, lowest and highest scores with your own.
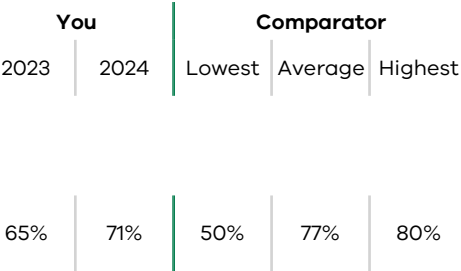
Example

71% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup are honest, open and transparent in their dealings'.

Survey question

Your results

Disagree	Neither agree nor disagree
Don't know	Agree

People in my workgroup are honest, open and transparent in their dealings

71%

3%   26%

Benchmark agree results

	You		Comparator		
2023	2024	Lowest	Average	Highest
65%	71%	50%	77%	80%

Victorian Public Sector Commission

VICTORIA State Government

Workgroup climate

Safe to speak up

What is this

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 group's overall, lowest and highest scores with your own.

Example

74% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup are able to bring up problems and tough issues'.
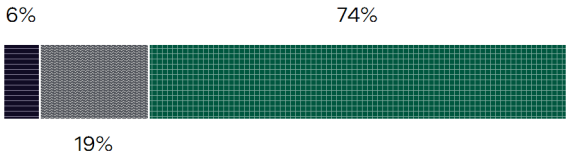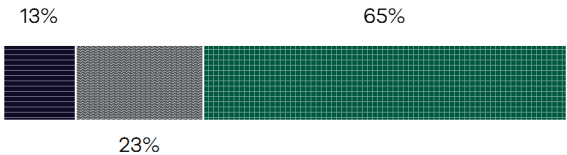
Survey question	Your results	Benchmark agree results

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

	You		Comparator		
	2023	2024	Lowest	Average	Highest

People in my workgroup are able to bring up problems and tough issues

6% / 19% / 74%

| | 65% | 74% | 78% | 78% | 80% |

I feel safe to challenge inappropriate behaviour at work

13% / 23% / 65%

| | 68% | 65% | 80% | 80% | 80% |

People matter survey

2024

Have your say

Overview

Report overview

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

Result summary

People outcomes

- Scorecard: engagement index
- Engagement
- Scorecard: satisfaction, stress, intention to stay, inclusion
- Satisfaction
- Work-related stress levels
- Work-related stress causes
- Intention to stay
- Inclusion
- Scorecard: emotional effects of work
- Scorecard: negative behaviour
- Bullying
- Sexual harassment
- Discrimination
- Violence and aggression

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Topical questions

- Questions on topical issues including understanding the charter of human right and providing frank and impartial advice

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

Job and manager factors

Scorecard 1 of 2

What is this

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.
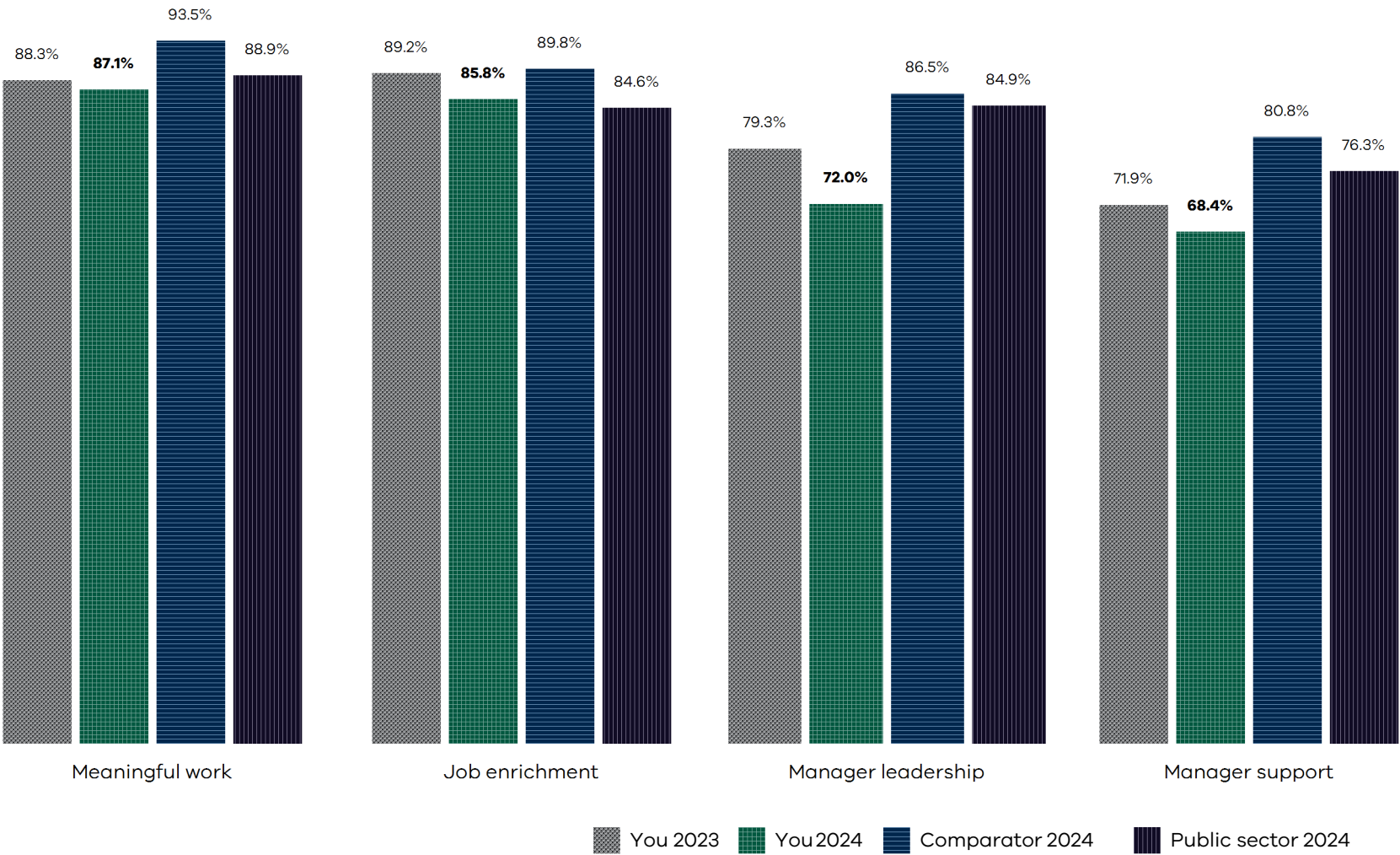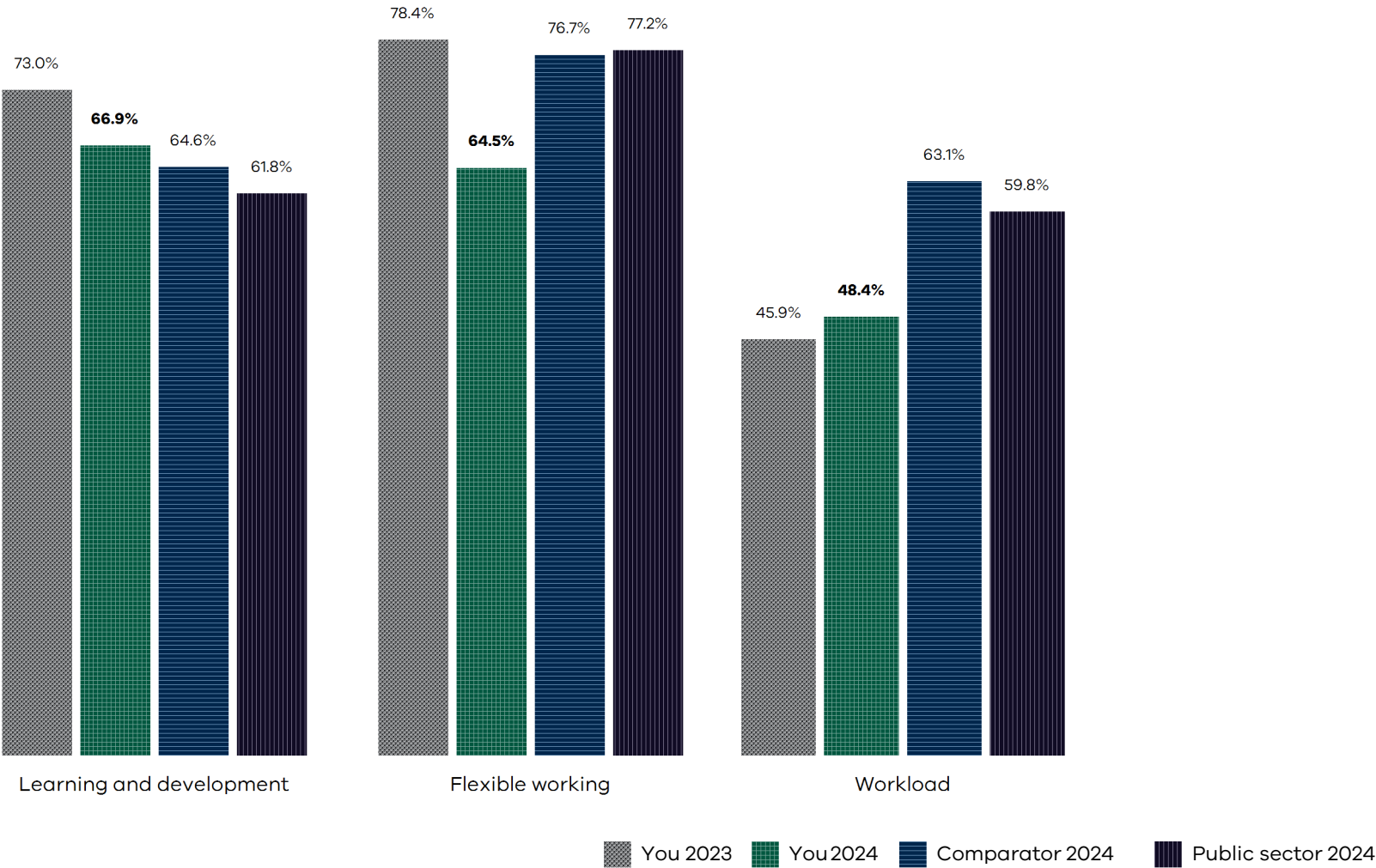
Example

In 2024:

- 87.1% of your staff who did the survey responded positively to questions about Meaningful work.

Compared to:

- 93.5% of staff in your comparator group and 88.9% of staff across the public sector.

Meaningful work: You 2023 88.3%, You 2024 87.1%, Comparator 2024 93.5%, Public sector 2024 88.9%

Job enrichment: You 2023 89.2%, You 2024 85.8%, Comparator 2024 89.8%, Public sector 2024 84.6%

Manager leadership: You 2023 79.3%, You 2024 72.0%, Comparator 2024 86.5%, Public sector 2024 84.9%

Manager support: You 2023 71.9%, You 2024 68.4%, Comparator 2024 80.8%, Public sector 2024 76.3%

Legend: You 2023 | You 2024 | Comparator 2024 | Public sector 2024

Job and manager factors

What is this

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 2024:

- 66.9% of your staff who did the survey responded positively to questions about Learning and development.

Compared to:

- 64.6% of staff in your comparator group and 61.8% of staff across the public sector.

Learning and development: You 2023 73.0%, You 2024 66.9%, Comparator 2024 64.6%, Public sector 2024 61.8%

Flexible working: You 2023 78.4%, You 2024 64.5%, Comparator 2024 76.7%, Public sector 2024 77.2%

Workload: You 2023 45.9%, You 2024 48.4%, Comparator 2024 63.1%, Public sector 2024 59.8%

Legend: You 2023 | You 2024 | Comparator 2024 | Public sector 2024

Job and manager factors

Manager leadership

What is this

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.

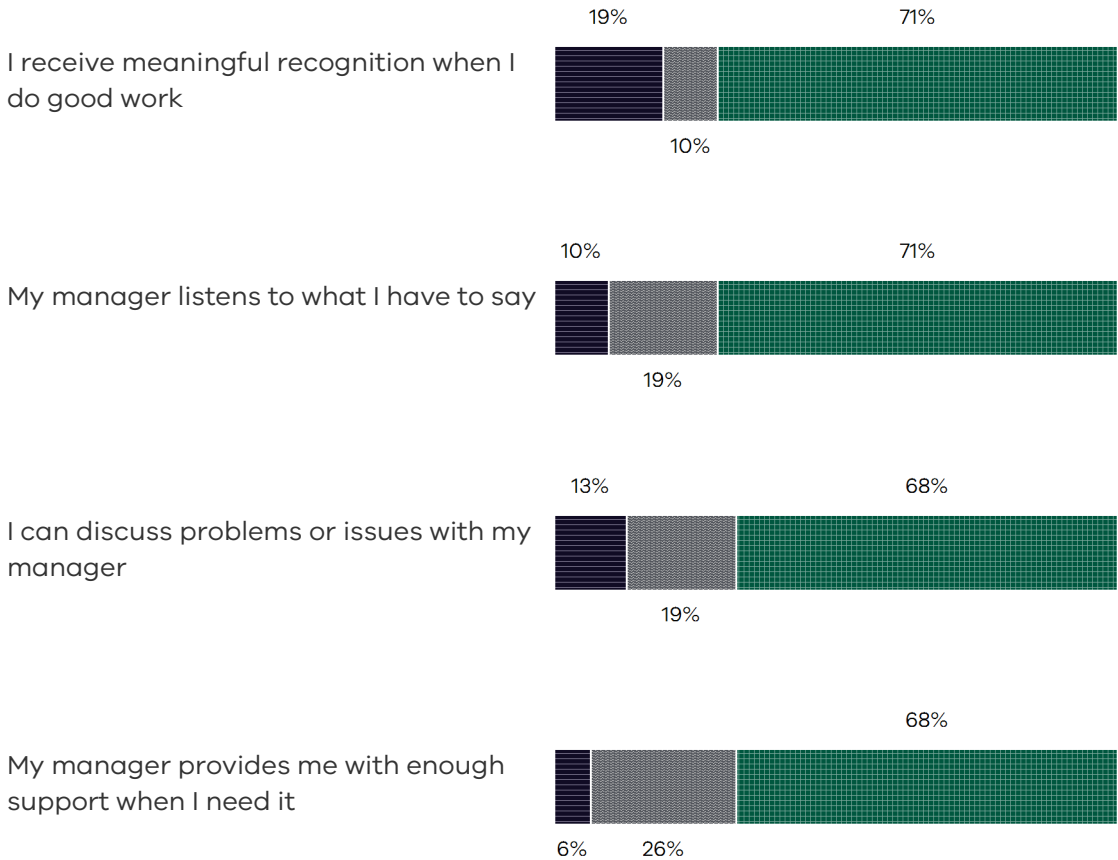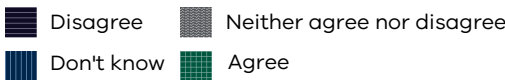Under 'Benchmark results', compare your comparator group's overall, lowest and highest scores with your own.

Example

74% of your staff who did the survey agreed or strongly agreed with 'My manager demonstrates honesty and integrity'.
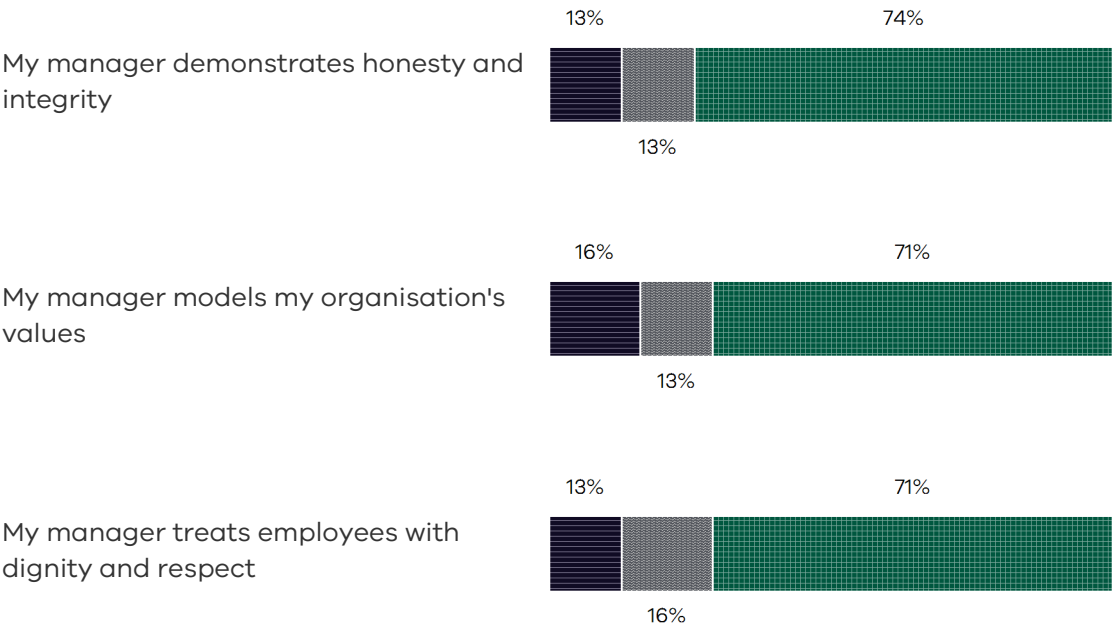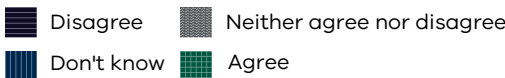
Survey question

Your results

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

My manager demonstrates honesty and integrity
13% | 13% | 74%

My manager models my organisation's values
16% | 13% | 71%

My manager treats employees with dignity and respect
13% | 16% | 71%

Benchmark agree results

Survey question	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
My manager demonstrates honesty and integrity	76%	74%	80%	86%	87%
My manager models my organisation's values	81%	71%	75%	84%	85%
My manager treats employees with dignity and respect	81%	71%	85%	89%	90%

Job and manager factors

Manager support 1 of 2

What is this

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 group's overall, lowest and highest scores with your own.

Example

71% 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 | Neither agree nor disagree | Don't know | Agree

Survey question		You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
I receive meaningful recognition when I do good work	19% / 10% / 71%	70%	71%	65%	67%	67%
My manager listens to what I have to say	10% / 19% / 71%	76%	71%	85%	85%	85%
I can discuss problems or issues with my manager	13% / 19% / 68%	78%	68%	89%	89%	90%
My manager provides me with enough support when I need it	6% / 26% / 68%	68%	68%	84%	84%	90%

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Manager support 2 of 2

What is this

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 group's overall, lowest and highest scores with your own.
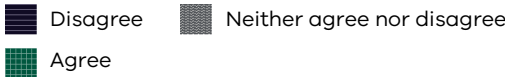
Example

65% of your staff who did the survey agreed or strongly agreed with 'My manager gives me feedback that helps me improve my performance'.

Survey question

My manager gives me feedback that helps me improve my performance

Your results

Disagree | Neither agree nor disagree

Don't know | Agree

65%

13%   23%

Benchmark agree results
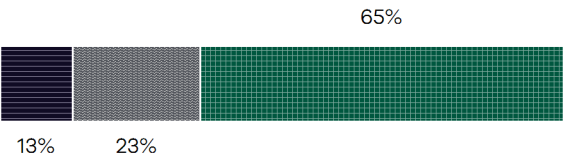
	You		Comparator		
	2023	2024	Lowest	Average	Highest
	68%	65%	78%	79%	85%

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Workload

What is this

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 group's overall, lowest and highest scores with your own.
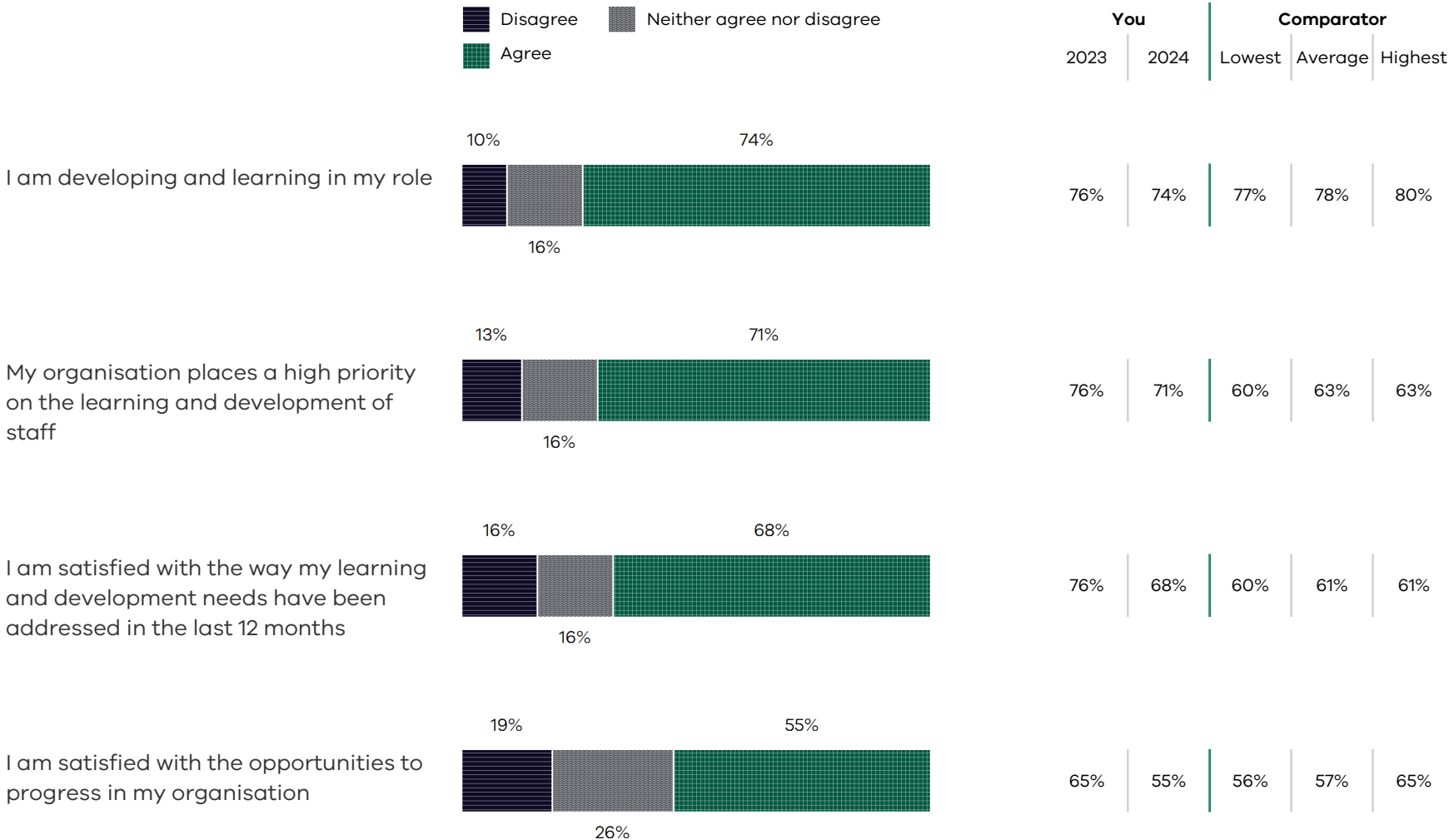
Example

48% of your staff who did the survey agreed or strongly agreed with 'I have enough time to do my job effectively'.

Legend	
Disagree	Neither agree nor disagree
Agree	

	You		Comparator		
	2023	2024	Lowest	Average	Highest

I have enough time to do my job effectively

Disagree 26%, Neither agree nor disagree 26%, Agree 48%

| 43% | 48% | 61% | 62% | 70% |

The workload I have is appropriate for the job that I do

Disagree 29%, Neither agree nor disagree 23%, Agree 48%
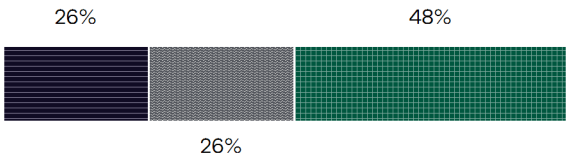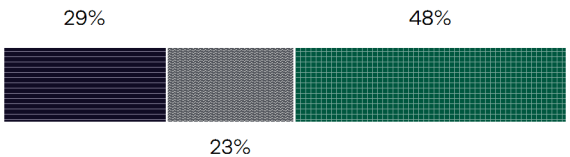
| 49% | 48% | 64% | 64% | 70% |

Job and manager factors

Learning and development

What is this

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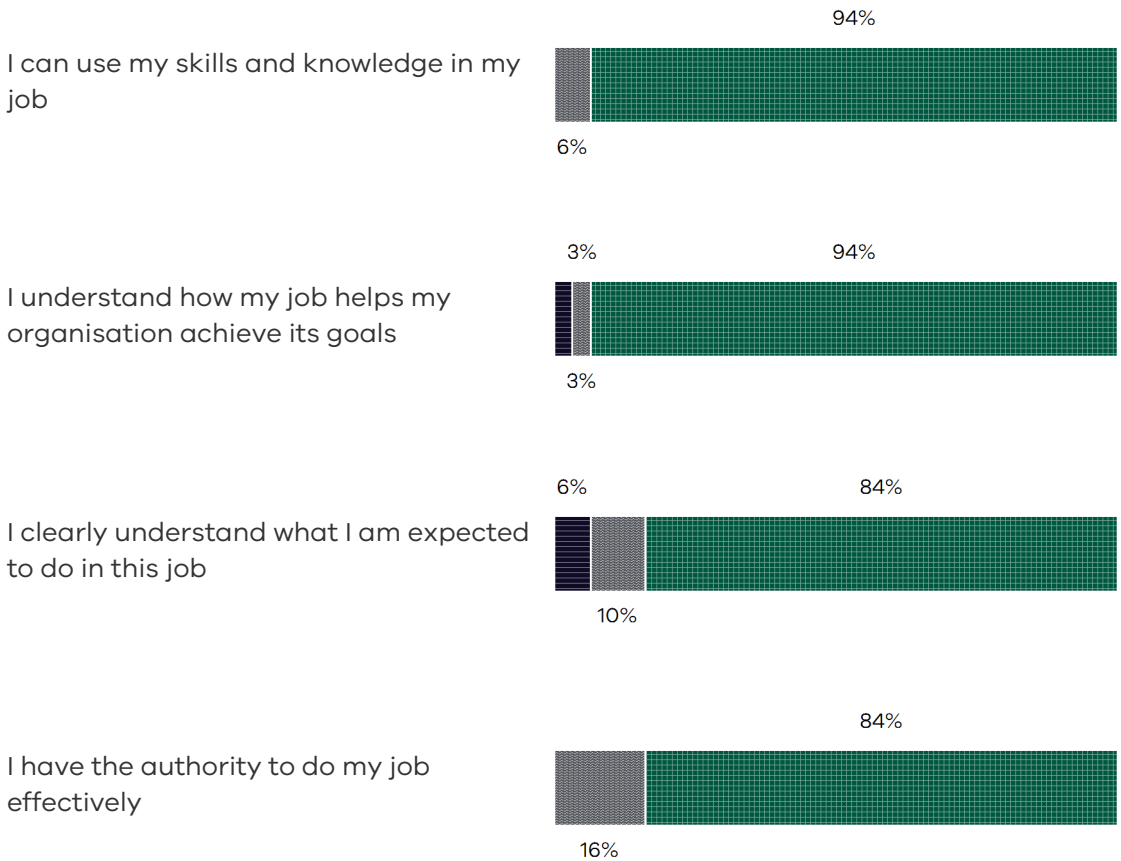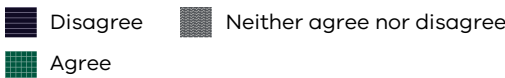
Under 'Benchmark results', compare your comparator group's overall, lowest and highest scores with your own.

Example

74% of your staff who did the survey agreed or strongly agreed with 'I am developing and learning in my role'.

Survey question	Your results						

Your results legend:
- Disagree (dark navy)
- Neither agree nor disagree (grey)
- Agree (green)

Survey question	Disagree	Neither	Agree	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
I am developing and learning in my role	10%	16%	74%	76%	74%	77%	78%	80%
My organisation places a high priority on the learning and development of staff	13%	16%	71%	76%	71%	60%	63%	63%
I am satisfied with the way my learning and development needs have been addressed in the last 12 months	16%	16%	68%	76%	68%	60%	61%	61%
I am satisfied with the opportunities to progress in my organisation	19%	26%	55%	65%	55%	56%	57%	65%

Benchmark agree results — headers: You (2023, 2024) | Comparator (Lowest, Average, Highest)

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Job enrichment 1 of 2

What is this

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 group's overall, lowest and highest scores with your own.
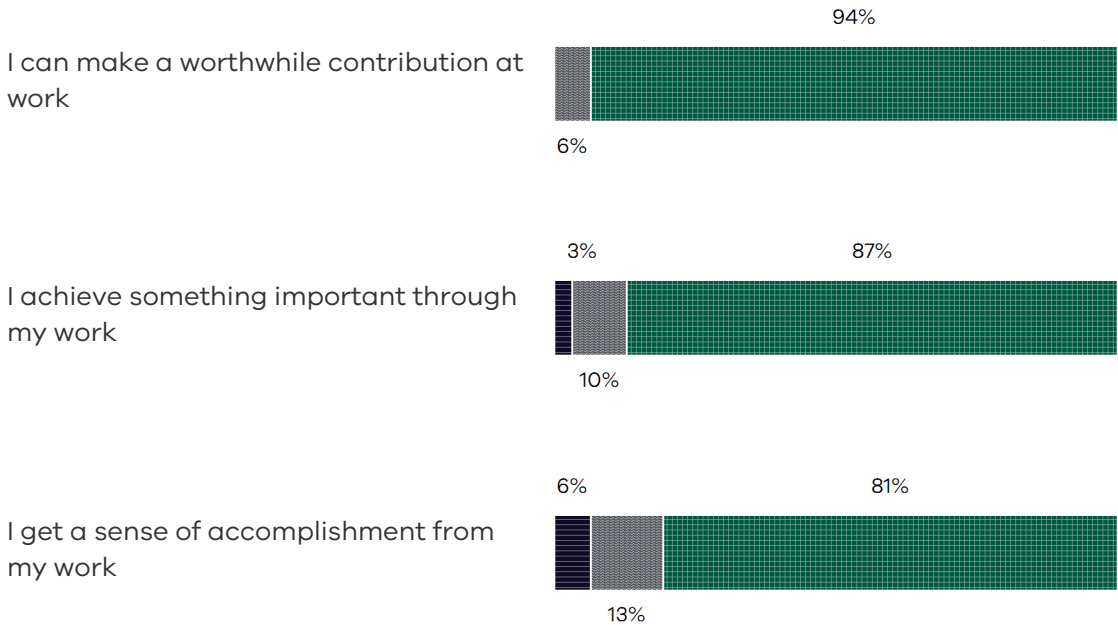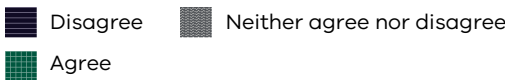
Example

94% 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

Legend: Disagree | Neither agree nor disagree | Agree

Survey question	Disagree	Neither	Agree
I can use my skills and knowledge in my job		6%	94%
I understand how my job helps my organisation achieve its goals	3%	3%	94%
I clearly understand what I am expected to do in this job	6%	10%	84%
I have the authority to do my job effectively		16%	84%

Benchmark agree results

Survey question	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
I can use my skills and knowledge in my job	95%	94%	95%	96%	96%
I understand how my job helps my organisation achieve its goals	92%	94%	97%	97%	100%
I clearly understand what I am expected to do in this job	89%	84%	85%	91%	91%
I have the authority to do my job effectively	86%	84%	80%	82%	82%

Job and manager factors

Job enrichment 2 of 2

What is this

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 group's 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

I have a say in how I do my work

Your results

- Disagree
- Neither agree nor disagree
- Agree

13%   74%

13%
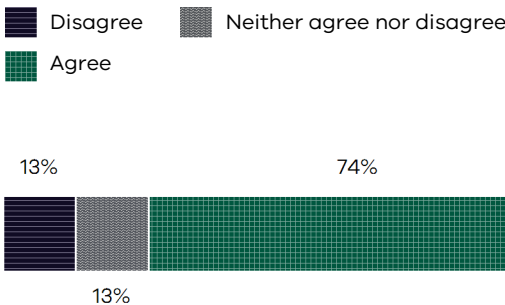
Benchmark agree results

	You		Comparator		
2023	2024		Lowest	Average	Highest
84%	74%		84%	84%	85%

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Meaningful work

What is this

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 group's overall, lowest and highest scores with your own.
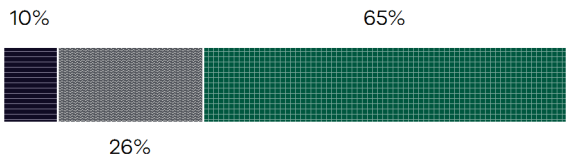
Example

94% of your staff who did the survey agreed or strongly agreed with 'I can make a worthwhile contribution at work'.

Survey question

Your results

Legend: Disagree | Neither agree nor disagree | Agree

I can make a worthwhile contribution at work
- 94% Agree
- 6% Neither

I achieve something important through my work
- 3% Disagree
- 87% Agree
- 10% Neither

I get a sense of accomplishment from my work
- 6% Disagree
- 81% Agree
- 13% Neither

Benchmark agree results

Survey question	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
I can make a worthwhile contribution at work	92%	94%	93%	93%	100%
I achieve something important through my work	89%	87%	94%	94%	95%
I get a sense of accomplishment from my work	84%	81%	90%	93%	93%

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Flexible working

What is this

This is how well your 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 group's overall, lowest and highest scores with your own.

Example

65% of your staff who did the survey agreed or strongly agreed with 'I am confident that if I requested a flexible work arrangement, it would be given due consideration'.

Legend: ■ Disagree ▨ Neither agree nor disagree ▥ Don't know ▨ Agree
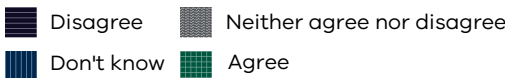
Survey question		You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
I am confident that if I requested a flexible work arrangement, it would be given due consideration	10% / 26% / 65%	78%	65%	71%	71%	80%
My manager supports working flexibly	16% / 19% / 65%	78%	65%	82%	82%	85%

People matter survey

2024

Have your say

Overview

Report overview

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

Result summary

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Topical questions

- Questions on topical issues including understanding the charter of human right and providing frank and impartial advice

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

Scorecard 1 of 2

What is this

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 2024:

- 87.1% of your staff who did the survey responded positively to questions about Human rights.

Compared to:

- 80.2% of staff in your comparator group and 81.6% of staff across the public sector.
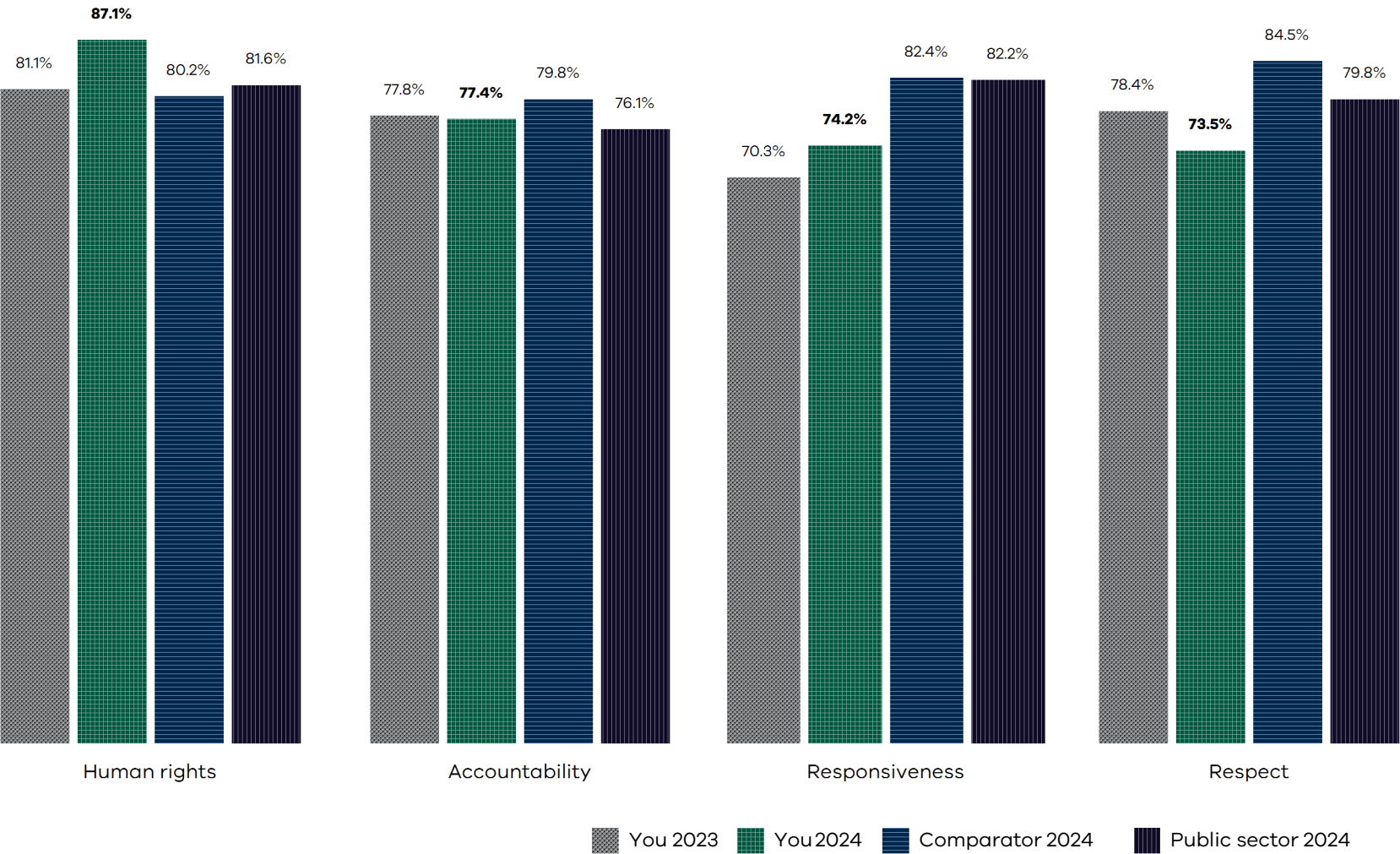
Chart data:

Human rights: You 2023: 81.1%, You 2024: 87.1%, Comparator 2024: 80.2%, Public sector 2024: 81.6%

Accountability: You 2023: 77.8%, You 2024: 77.4%, Comparator 2024: 79.8%, Public sector 2024: 76.1%

Responsiveness: You 2023: 70.3%, You 2024: 74.2%, Comparator 2024: 82.4%, Public sector 2024: 82.2%

Respect: You 2023: 78.4%, You 2024: 73.5%, Comparator 2024: 84.5%, Public sector 2024: 79.8%

Legend: You 2023 | You 2024 | Comparator 2024 | Public sector 2024

Public sector values

What is this

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 2024:

- 72.6% of your staff who did the survey responded positively to questions about Impartiality.

Compared to:

- 78.4% of staff in your comparator group and 75.2% of staff across the public sector.

Legend: You 2023 | You 2024 | Comparator 2024 | Public sector 2024

Impartiality: 63.5%, 72.6%, 78.4%, 75.2%
Integrity: 75.3%, 72.4%, 79.5%, 72.8%
Leadership: 79.7%, 69.4%, 77.6%, 74.2%
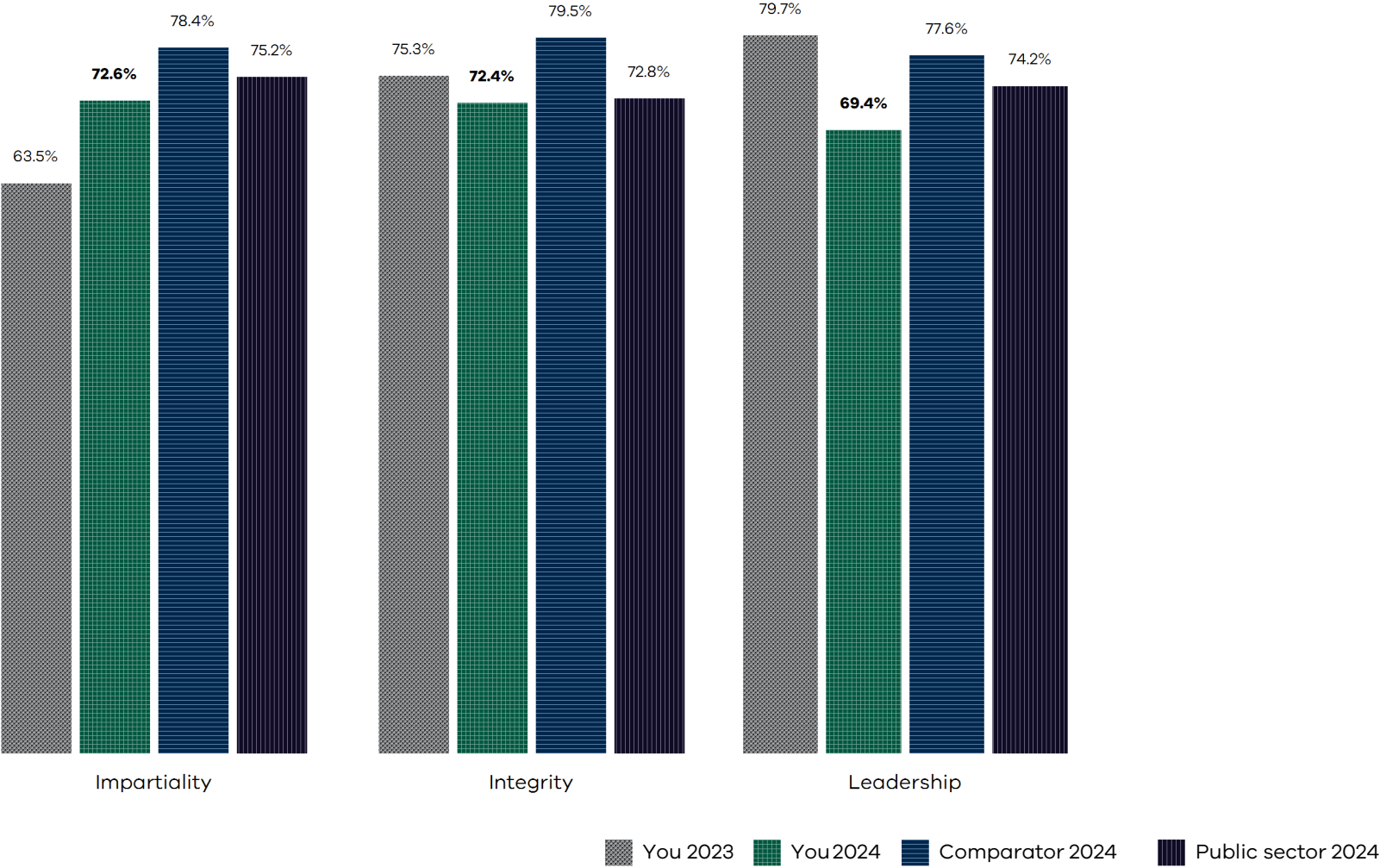
Public sector values

Responsiveness

What is this

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.

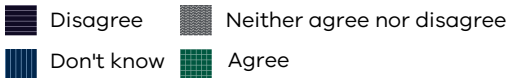'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.

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

Example

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

Survey question

Your results

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

My workgroup provides high quality advice and services

74%

3%   23%

Benchmark agree results

You		Comparator		
2023	2024	Lowest	Average	Highest
70%	74%	70%	82%	84%

Victorian Public Sector Commission

VICTORIA State Government
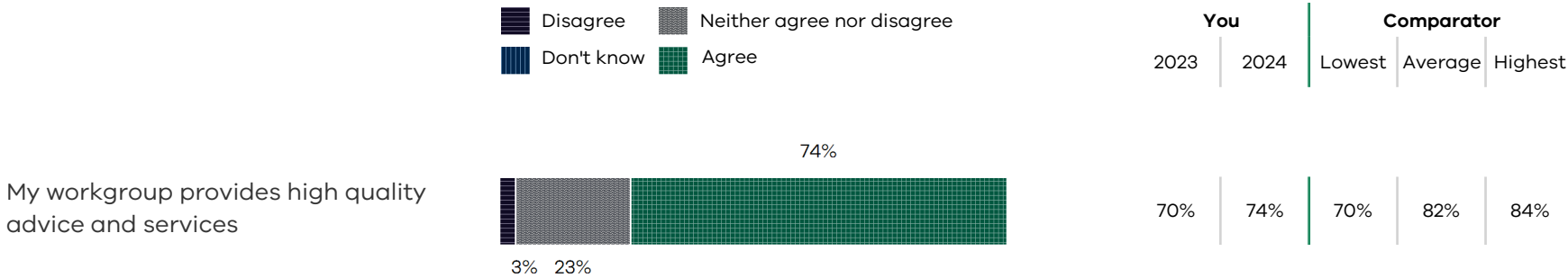
Public sector values

Integrity 1 of 2

What is this

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

Why this is important

The Victorian community needs 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.
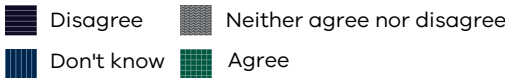
Under 'Benchmark results', compare your comparator group's overall, lowest and highest scores with your own.
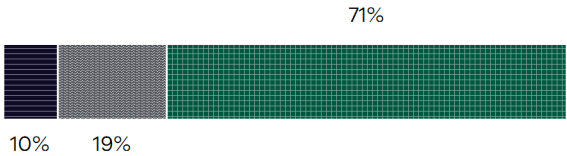
Example

87% 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					

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

Survey question	Your results (Agree %)	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
My organisation is committed to earning a high level of public trust	87% (6% / 6%)	92%	87%	88%	89%	95%
My manager demonstrates honesty and integrity	74% (13% / 13%)	76%	74%	80%	86%	87%
People in my workgroup appropriately manage conflicts of interest	71% (10% / 19%)	62%	71%	55%	73%	75%
People in my workgroup are honest, open and transparent in their dealings	71% (3% / 26%)	65%	71%	50%	77%	80%

Victorian Public Sector Commission

VICTORIA State Government
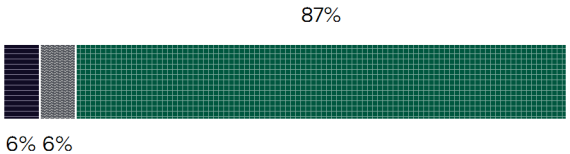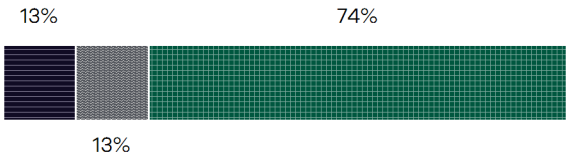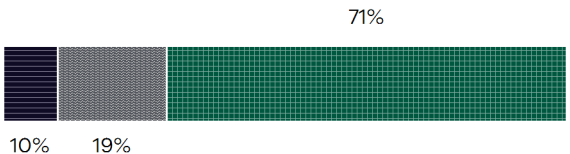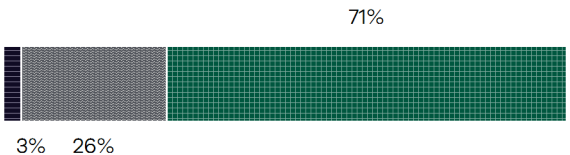
Public sector values

Integrity 2 of 2

What is this

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

Why this is important

The Victorian community needs 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 group's overall, lowest and highest scores with your own.

Example

71% of your staff who did the survey agreed or strongly agreed with 'Senior leaders demonstrate honesty and integrity'.

Survey question	Your results				

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

Benchmark agree results

Survey question	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
Senior leaders demonstrate honesty and integrity	78%	71%	72%	73%	80%
My organisation does not tolerate improper conduct	86%	68%	78%	79%	85%
I feel safe to challenge inappropriate behaviour at work	68%	65%	80%	80%	80%

Your results bars:
- Senior leaders demonstrate honesty and integrity: 10%, 19%, 71%
- My organisation does not tolerate improper conduct: 10%, 23%, 68%
- I feel safe to challenge inappropriate behaviour at work: 13%, 23%, 65%

Public sector values

Impartiality

What is this

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 group's overall, lowest and highest scores with your own.

Example

77% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.

Survey question

Your results

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

People in my workgroup are politically impartial in their work

6% | 77%
16%

My workgroup acts fairly and without bias

68%
16% | 16%

Benchmark agree results
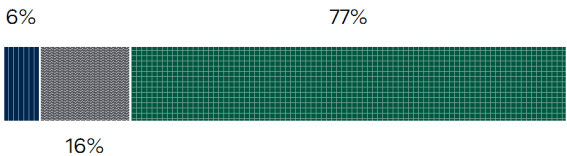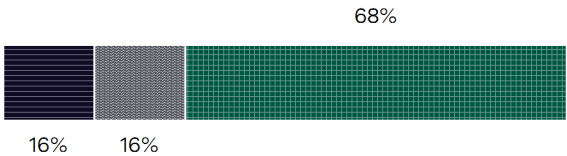
	You		Comparator		
	2023	2024	Lowest	Average	Highest
People in my workgroup are politically impartial	65%	77%	65%	78%	79%
My workgroup acts fairly and without bias	62%	68%	75%	79%	79%

Public sector values

Accountability 1 of 2

What is this

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 group's overall, lowest and highest scores with your own.

Example

94% of your staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve its goals'.
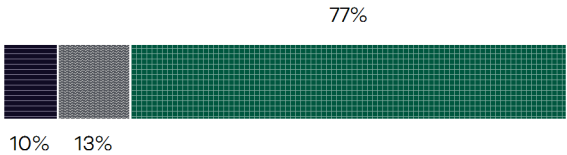
Survey question

Your results

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

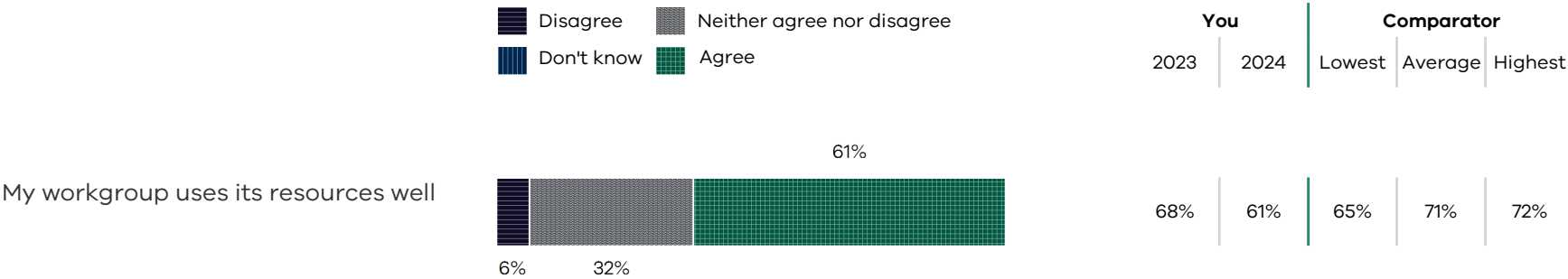**I understand how my job helps my organisation achieve its goals**
- 3%
- 94%
- 3%

I clearly understand what I am expected to do in this job
- 6%
- 84%
- 10%

My workgroup has clear lines of responsibility
- 77%
- 10%
- 13%

Senior leaders provide clear strategy and direction
- 71%
- 10%
- 19%

Benchmark agree results
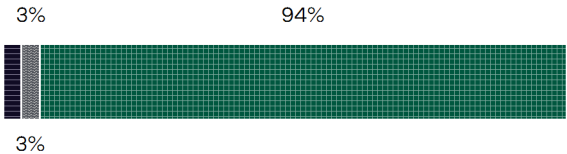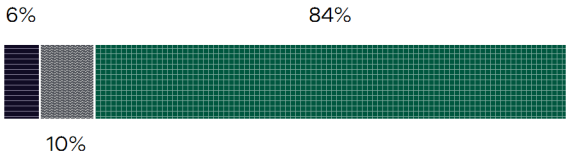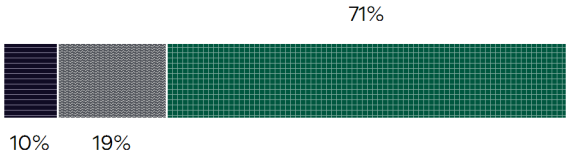
Survey question	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
I understand how my job helps my organisation achieve its goals	92%	94%	97%	97%	100%
I clearly understand what I am expected to do in this job	89%	84%	85%	91%	91%
My workgroup has clear lines of responsibility	70%	77%	75%	76%	76%
Senior leaders provide clear strategy and direction	70%	71%	64%	64%	65%

Public sector values

Accountability 2 of 2

What is this

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.

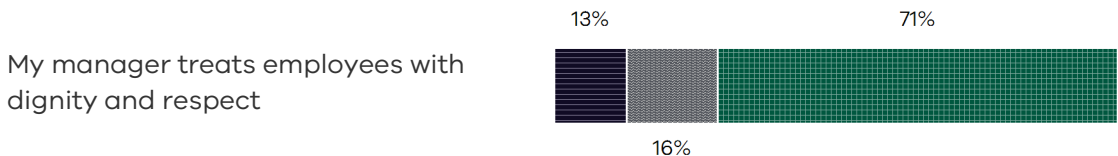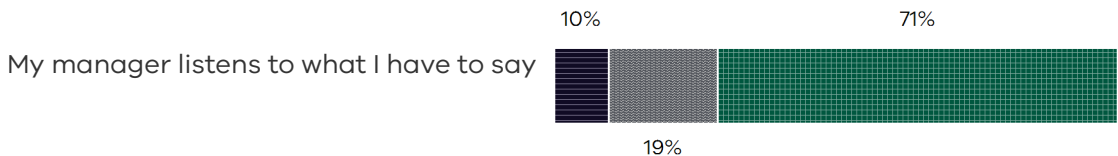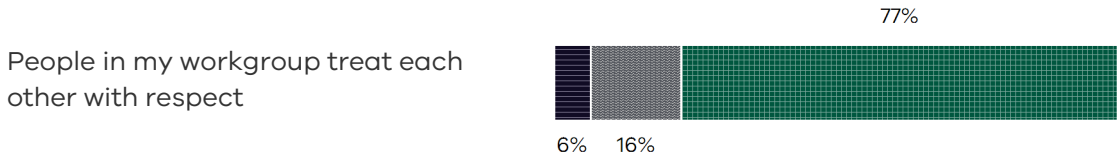Under 'Benchmark results', compare your comparator group's overall, lowest and highest scores with your own.
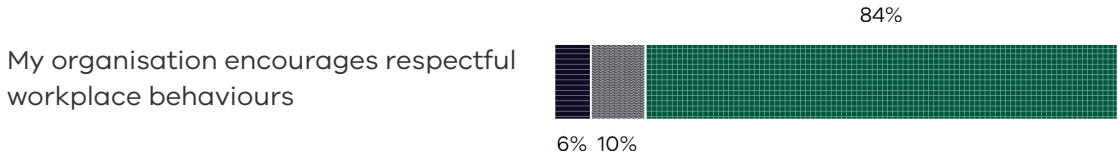
Example

61% of your staff who did the survey agreed or strongly agreed with 'My workgroup uses its resources well'.

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

Survey question: My workgroup uses its resources well

Your results: 6% | 32% | 61%

Benchmark agree results

	You		Comparator		
	2023	2024	Lowest	Average	Highest
	68%	61%	65%	71%	72%

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

Respect 1 of 2

What is this

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 group's overall, lowest and highest scores with your own.
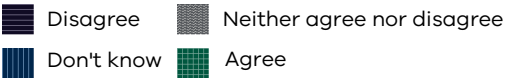
Example

84% of your staff who did the survey agreed or strongly agreed with 'My organisation encourages respectful workplace behaviours'.

| Survey question | Your results | Benchmark agree results |

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

Survey question	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
My organisation encourages respectful workplace behaviours — Disagree 6%, Neither 10%, Agree 84%	89%	84%	85%	88%	88%
People in my workgroup treat each other with respect — Disagree 6%, Neither 16%, Agree 77%	73%	77%	55%	84%	87%
My manager listens to what I have to say — Disagree 10%, Neither 19%, Agree 71%	76%	71%	85%	85%	85%
My manager treats employees with dignity and respect — Disagree 13%, Neither 16%, Agree 71%	81%	71%	85%	89%	90%

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

Respect 2 of 2

What is this

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.

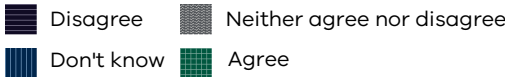Under 'Benchmark results', compare your comparator group's overall, lowest and highest scores with your own.

Example

65% of your staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.
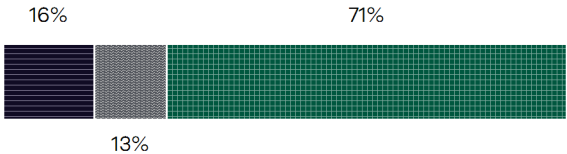
Survey question

My organisation takes steps to eliminate bullying, harassment and discrimination

Your results

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

3%
65%
10%
23%

Benchmark agree results
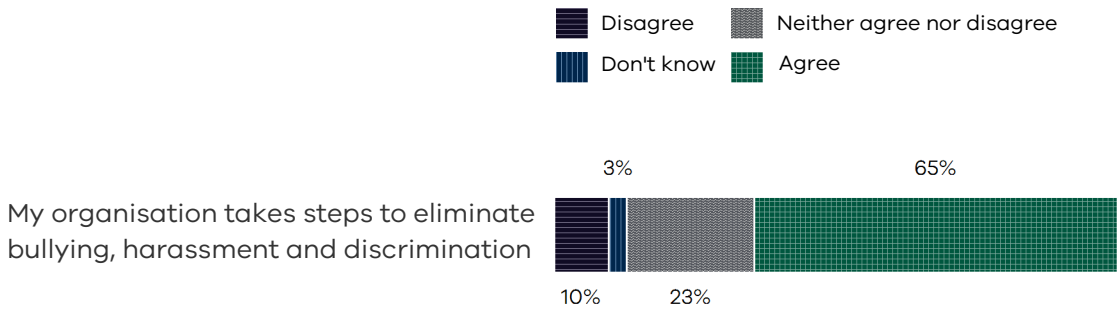
	You		Comparator		
2023	2024		Lowest	Average	Highest
73%	65%		75%	76%	76%

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

Leadership

What is this

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 group's overall, lowest and highest scores with your own.

Example

71% of your staff who did the survey agreed or strongly agreed with 'My manager models my organisation's values'.

Your results

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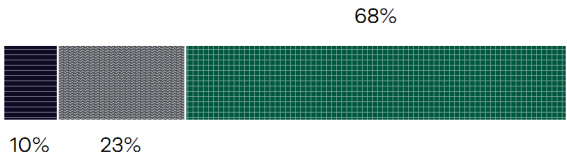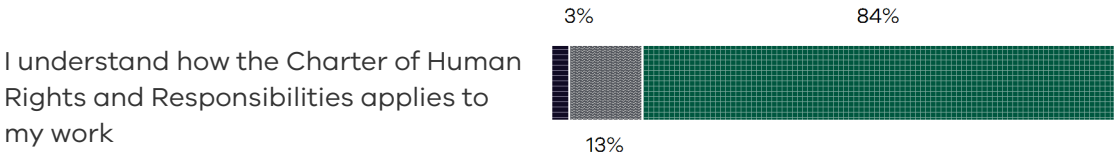
Legend: Disagree | Neither agree nor disagree | Don't know | Agree

Survey question	Your results	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
My manager models my organisation's values	Disagree 16%, 13%, Agree 71%	81%	71%	75%	84%	85%
Senior leaders model my organisation's values	10%, 23%, Agree 68%	78%	68%	71%	71%	75%

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

Human rights

What is this

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 group's overall, lowest and highest scores with your own.
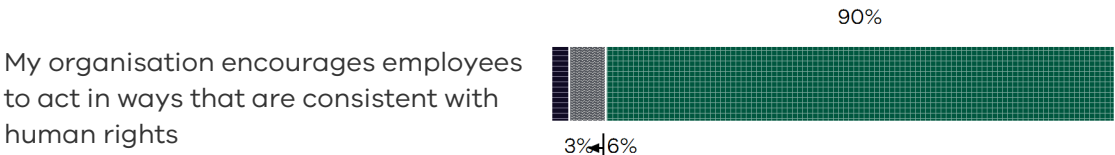
Example

90% of your staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.

Survey question

Your results

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

My organisation encourages employees to act in ways that are consistent with human rights
- 90%
- 3% ◄ 6%

I understand how the Charter of Human Rights and Responsibilities applies to my work
- 3%
- 84%
- 13%

Benchmark agree results

	You		Comparator		
	2023	2024	Lowest	Average	Highest
My organisation encourages employees to act in ways that are consistent with human rights	95%	90%	70%	86%	88%
I understand how the Charter of Human Rights and Responsibilities applies to my work	68%	84%	70%	74%	75%

Victorian Public Sector Commission

VICTORIA State Government

People matter survey 2024

Have your say

Overview

Report overview

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

Result summary

People outcomes

- Scorecard: engagement index
- Engagement
- Scorecard: satisfaction, stress, intention to stay, inclusion
- Satisfaction
- Work-related stress levels
- Work-related stress causes
- Intention to stay
- Inclusion
- Scorecard: emotional effects of work
- Scorecard: negative behaviour
- Bullying
- Sexual harassment
- Discrimination
- Violence and aggression

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Topical questions

- Questions on topical issues including understanding the charter of human right and providing frank and impartial advice

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

Topical questions

What is this
This is a group of survey questions that don't fit into our existing factor groups.

Why this is important
Answers to these questions provide useful information to help you understand your employees.

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 group's 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 work in the public sector'.

Survey question

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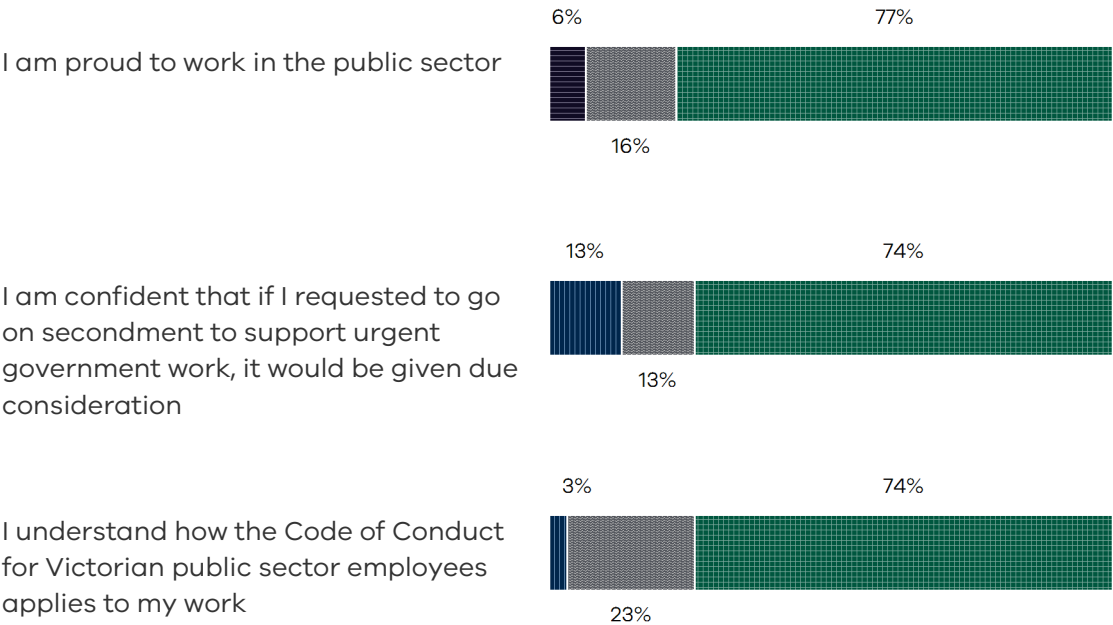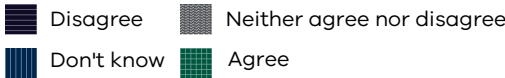
Legend: Disagree | Neither agree nor disagree | Don't know | Agree

Benchmark agree results

	You		Comparator		
	2023	2024	Lowest	Average	Highest

I am proud to work in the public sector
6% · 16% · 77%

| | Not asked | 77% | 70% | 80% | 80% |

I am confident that if I requested to go on secondment to support urgent government work, it would be given due consideration
13% · 13% · 74%

| | 57% | 74% | 57% | 58% | 60% |

I understand how the Code of Conduct for Victorian public sector employees applies to my work
3% · 23% · 74%

| | 70% | 74% | 65% | 80% | 81% |

People matter survey

2024

Have your say

Overview

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- Your response rate

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- Scorecard: satisfaction, stress, intention to stay, inclusion
- Satisfaction
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- Intention to stay

- Inclusion
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- Bullying
- Sexual harassment
- Discrimination
- Violence and aggression

Key differences

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

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- Taking action questions

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Public sector values

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

Topical questions

- Questions on topical issues including understanding the charter of human right and providing frank and impartial advice

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

Custom questions

What is this

Your organisation asked1 custom questions as part of the 2024 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 responded favourably to each question.

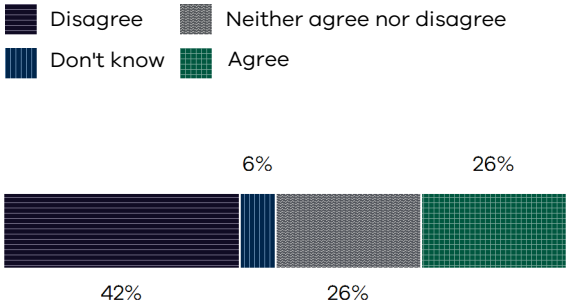In this report, 'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.

Example

26% of staff who did the survey agreed with the question 'The changes implemented to address workload and time pressure, which impact psychological health as raised in the last survey, have been effective!'.

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

The changes implemented to address workload and time pressure, which impact psychological health as raised in the last survey, have been effective.

Your results: 42%, 6%, 26%, 26%

Benchmark agree results:

	You	
	2023	2024
	Not asked	26%

Victorian Public Sector Commission

VICTORIA State Government

People matter survey

2024

Have your say

Demographics

Age, gender, variations in sex characteristics and sexual orientation

What is this

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

- 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	9	29%
35-54 years	10	32%
55+ years	8	26%
Prefer not to say	4	13%

Gender	(n)	%
Man	20	65%
Woman	8	26%
Prefer not to say	3	10%
Non-binary and I use a different term	0	0%

Are you trans, non-binary or gender diverse?	(n)	%
Yes	0	0%
No	28	90%
Prefer not to say	3	10%

To your knowledge, do you have innate variation(s) of sex characteristics (often called intersex)?	(n)	%
Yes	0	0%
No	27	87%
Don't know	1	3%
Prefer not to say	3	10%

How do you describe your sexual orientation?	(n)	%
Straight (heterosexual)	21	68%
Prefer not to say	4	13%
Asexual	2	6%
Bisexual	1	3%
Don't know	1	3%
Gay or lesbian	1	3%
I use a different term	1	3%
Pansexual	0	0%

Demographics

Aboriginal and/or Torres Strait Islander employees

What is this

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

Why this is important

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

How to read this

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

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Aboriginal and/or Torres Strait Islander	(n)	%
Yes	0	0%
Non Aboriginal and/or Torres Strait Islander	28	90%
Prefer not to say	3	10%

Demographics

Disability

What is this

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

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.
This is staff who identify as a person with disability and how they share that information.
The (n) column shows the number of respondents in each category.

How we protect anonymity and privacy

- 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.

Are you a person with disability?	(n)	%
Yes	1	3%
No	27	87%
Prefer not to say	3	10%

Demographics

Cultural diversity 1 of 2

What is this

These are the personal characteristics of staff.

Why this is important

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

How to read this

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

How we protect anonymity and privacy

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Country of birth	(n)	%
Born in Australia	26	84%
Not born in Australia	2	6%
Prefer not to say	3	10%

Language other than English used with family or community	(n)	%
Yes	4	13%
No	22	71%
Prefer not to say	5	16%

Demographics

Cultural diversity 2 of 2

What is this

This is the cultural identity and religion of staff.

Why this is important

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

How to read this

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

How we protect anonymity and privacy

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

Cultural identity	(n)	%
Australian	23	74%
Prefer not to say	5	16%
European (including Western, Eastern and South-Eastern European, and Scandinavian)	3	10%
New Zealander	1	3%
Aboriginal and/or Torres Strait Islander	0	0%
African	0	0%
Central and/or South American	0	0%
Central Asian	0	0%
East and/or South-East Asian	0	0%
English, Irish, Scottish and/or Welsh	0	0%
Maori	0	0%
Middle Eastern	0	0%
North American	0	0%
Other	0	0%
Pacific Islander	0	0%
South Asian	0	0%

Religion	(n)	%
No religion	18	58%
Christianity	6	19%
Prefer not to say	5	16%
Other	2	6%
Buddhism	0	0%
Hinduism	0	0%
Islam	0	0%
Judaism	0	0%
Sikhism	0	0%

Demographics

Employment characteristics 1 of 2

What is this

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

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

Working arrangement	(n)	%
Full-Time	28	90%
Part-Time	3	10%

Gross base salary (ongoing/fixed term only)	(n)	%
Below $80k	13	42%
$80k to $120k	9	29%
$120k to $160k	2	6%
$160k to $200k	0	0%
$200k or more	1	3%
Prefer not to say	6	19%

Organisational tenure	(n)	%
<1 year	4	13%
1 to less than 2 years	1	3%
2 to less than 5 years	8	26%
5 to less than 10 years	7	23%
10 to less than 20 years	9	29%
More than 20 years	2	6%

Management responsibility	(n)	%
Non-manager	22	71%
Other manager	5	16%
Manager of other manager(s)	4	13%

Employment type	(n)	%
Ongoing and executive	27	87%
Fixed term	3	10%
Other	1	3%

Frontline worker	(n)	%
No	18	58%
Yes	13	42%

Victorian Public Sector Commission

VICTORIA State Government

Demographics

Employment characteristics 2 of 2

What is this

These are the employment characteristics of staff.

Why this is important

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- don't release employee experience results when fewer than 10 people in a demographic group have responded to the survey
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Primary workplace location over the last 3 months	(n)	%
Large regional city	30	97%
Rural	1	3%
Melbourne CBD	0	0%
Melbourne: Suburbs	0	0%
Other	0	0%

What have been your main places of work over the last 3-months?	(n)	%
Your employer's office	18	58%
A frontline or service delivery location	7	23%
Home or private location	2	6%
A shared office space (where two or more organisations share the same workspace)	3	10%
Isolated or remote location/s where access to communications and help from others is difficult	3	10%
Other	3	10%

Flexible work	(n)	%
I do not use any flexible work arrangements	22	71%
Flexible start and finish times	3	10%
Part-time	3	10%
Working from an alternative location (e.g. home, hub/shared work space)	3	10%
Other	1	3%
Job sharing	0	0%
Purchased leave	0	0%
Shift swap	0	0%
Study leave	0	0%
Using leave (including annual leave, long-service leave, personal leave, and/or leave without pay) to work flexible hours	0	0%
Working more hours over fewer days	0	0%

Demographics

Adjustments

What is this

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 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

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

Have you requested any of the following adjustments at work?	(n)	%
No, I have not requested adjustments	28	90%
Flexible working arrangements	3	10%
Career development support strategies	1	3%
Job redesign or role sharing	1	3%
Physical modifications or improvements to the workplace	1	3%
Accessible communications technologies	0	0%
Other	0	0%

Demographics

Caring

What is this

These are staff-reported caring responsibilities.

Why this is important

This shows organisations what caring responsibilities their staff have.

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

- 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

Caring responsibilities	(n)	%
None of the above	16	52%
Prefer not to say	7	23%
Secondary school aged child(ren)	4	13%
Frail or aged person(s)	3	10%
Primary school aged child(ren)	3	10%
Preschool aged child(ren)	1	3%
Child(ren) - younger than preschool age	0	0%
Other	0	0%
Person(s) with a medical condition	0	0%
Person(s) with a mental illness	0	0%
Person(s) with disability	0	0%

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