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

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

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.

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.

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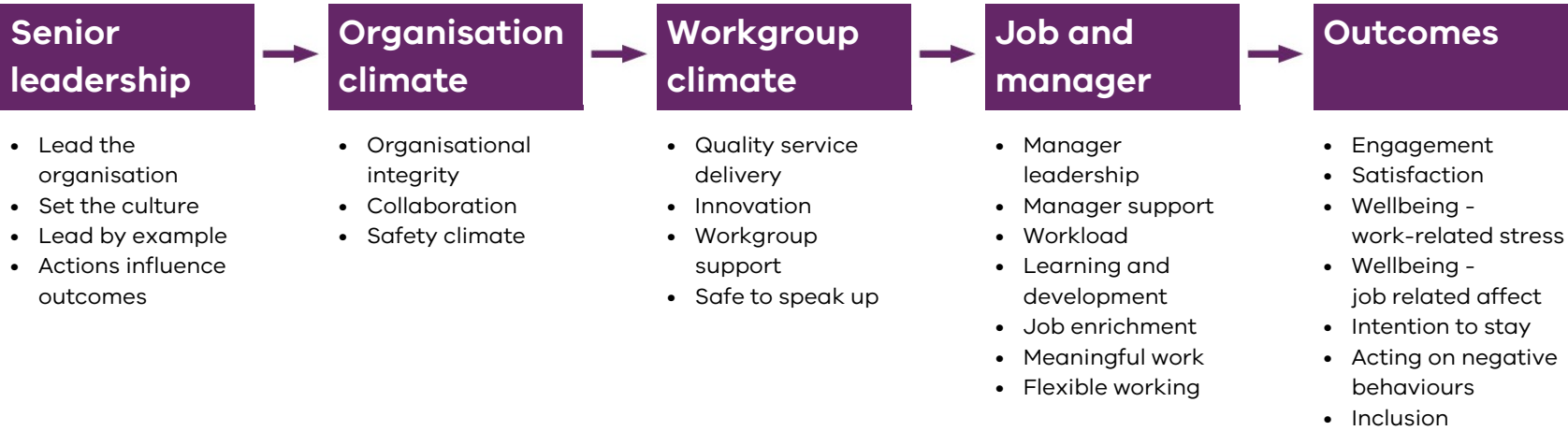
We developed the framework in consultation with stakeholders from the public sector and Deakin University.

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'.

Barwon Asset Solutions Pty Ltd

Barwon Region Water Corporation

Central Highlands Region Water Corporation

Coliban Region Water Corporation

East Gippsland Region Water Corporation

Gippsland and Southern Rural Water Corporation

Grampians Wimmera Mallee Water Corporation

Lower Murray Urban and Rural Water Corporation

North East Region Water Corporation

South East Water Corporation

South Gippsland Region Water Corporation

Wannon Region Water Corporation

Westernport Region Water Corporation

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.

2024

67%
(706)

| Comparator | 66% |
| Public Sector | 65% |

People matter survey

2024

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Key differences

- 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.

2024

72

Comparator	71
Public Sector	68

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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 72.

Why this is important

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

How to read this

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

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

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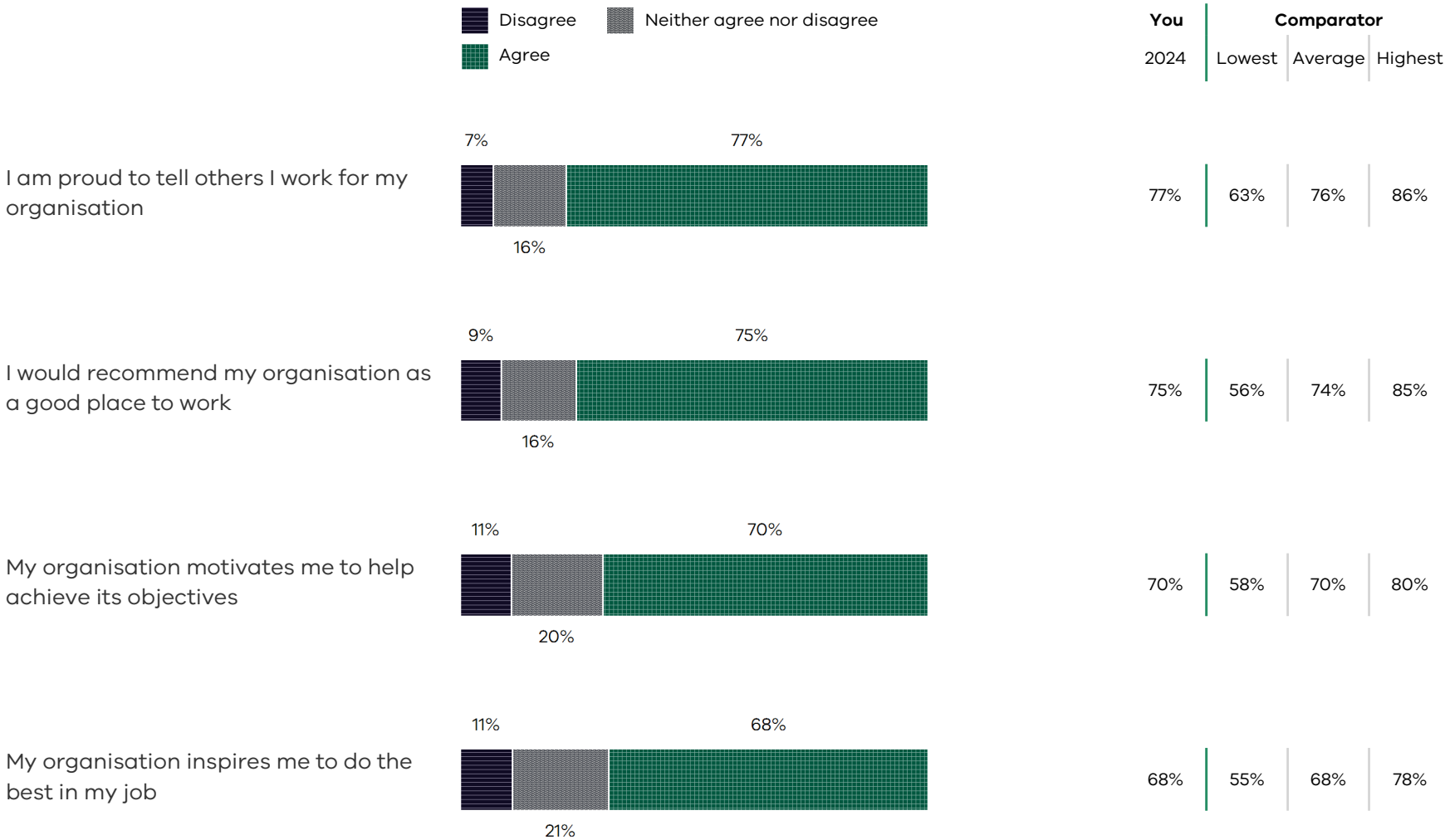
Example

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

Legend: ■ Disagree   ▨ Neither agree nor disagree   ▩ Agree

Survey question	Your results (Disagree / Neither / Agree)	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
I am proud to tell others I work for my organisation	7% / 16% / 77%	77%	63%	76%	86%
I would recommend my organisation as a good place to work	9% / 16% / 75%	75%	56%	74%	85%
My organisation motivates me to help achieve its objectives	11% / 20% / 70%	70%	58%	70%	80%
My organisation inspires me to do the best in my job	11% / 21% / 68%	68%	55%	68%	78%

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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 72.

Why this is important

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

How to read this

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

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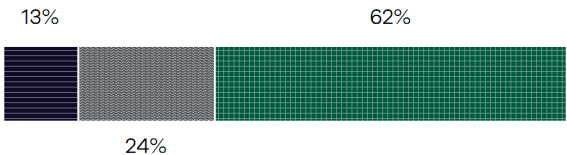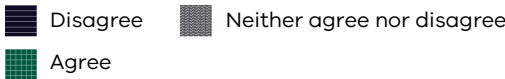
Example

62% of your staff who did the survey agreed or strongly agreed with 'I feel a strong personal attachment to my organisation'.

Survey question

Your results

Disagree	Neither agree nor disagree
Agree	

I feel a strong personal attachment to my organisation

13%   62%

24%

Benchmark agree results

You	Comparator		
2024	Lowest	Average	Highest
62%	54%	61%	70%

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.
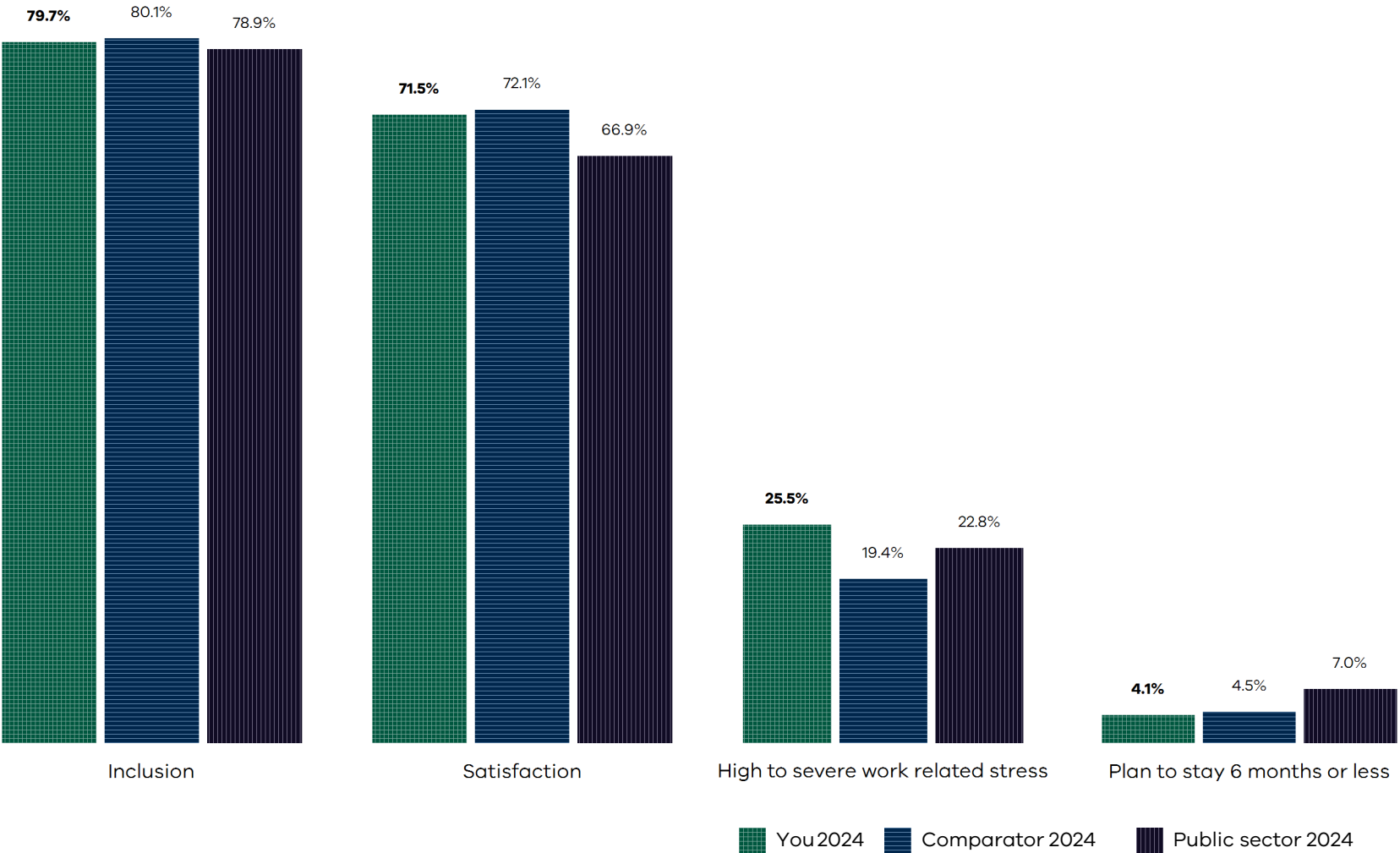
Why this is important

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:

- 79.7% of your staff who did the survey responded positively to questions about Inclusion.

Compared to:

- 80.1% of staff in your comparator group and 78.9% of staff across the public sector.

Chart data:

	You 2024	Comparator 2024	Public sector 2024
Inclusion	79.7%	80.1%	78.9%
Satisfaction	71.5%	72.1%	66.9%
High to severe work related stress	25.5%	19.4%	22.8%
Plan to stay 6 months or less	4.1%	4.5%	7.0%

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 groups overall, lowest and highest scores with your own.
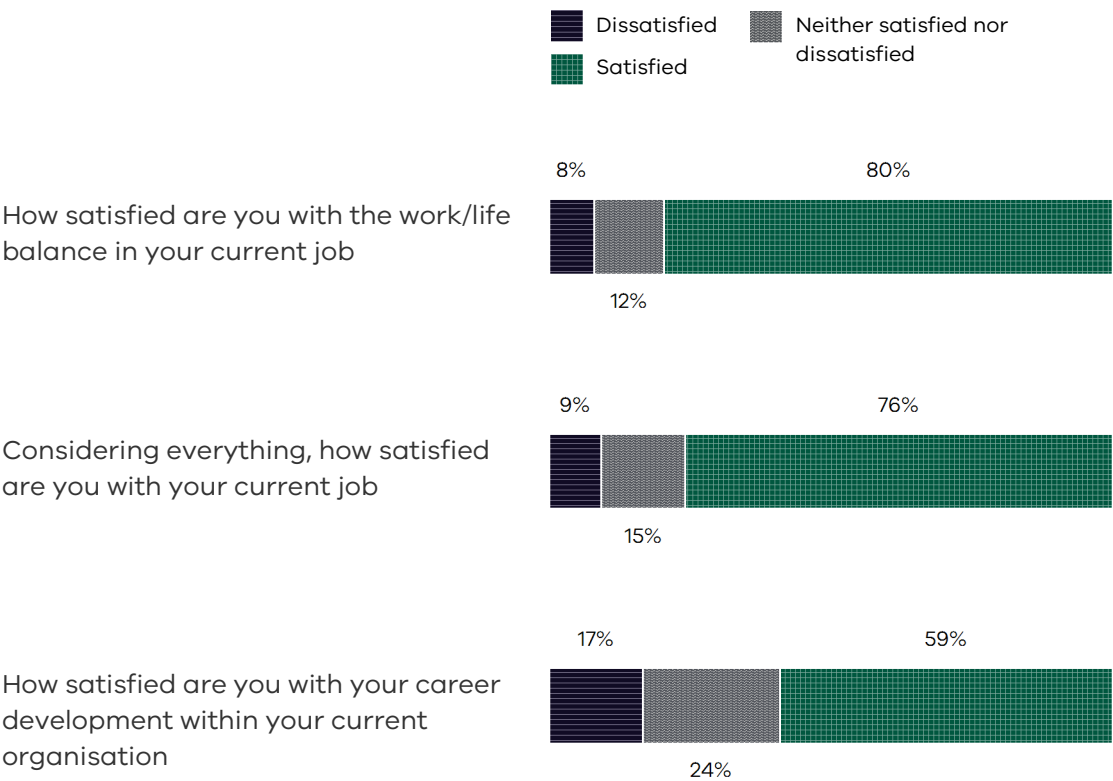
Example

80% of your staff who did the survey were satisfied or very satisfied with 'How satisfied are you with the work/life balance in your current job'.

| Survey question | Your results | Benchmark satisfied results |

Legend: Dissatisfied (dark navy) · Neither satisfied nor dissatisfied (grey) · Satisfied (green)

	You	Comparator		
	2024	Lowest	Average	Highest

How satisfied are you with the work/life balance in your current job
8% / 12% / 80%

| 80% | 64% | 78% | 86% |

Considering everything, how satisfied are you with your current job
9% / 15% / 76%

| 76% | 70% | 77% | 85% |

How satisfied are you with your career development within your current organisation
17% / 24% / 59%

| 59% | 56% | 61% | 68% |

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

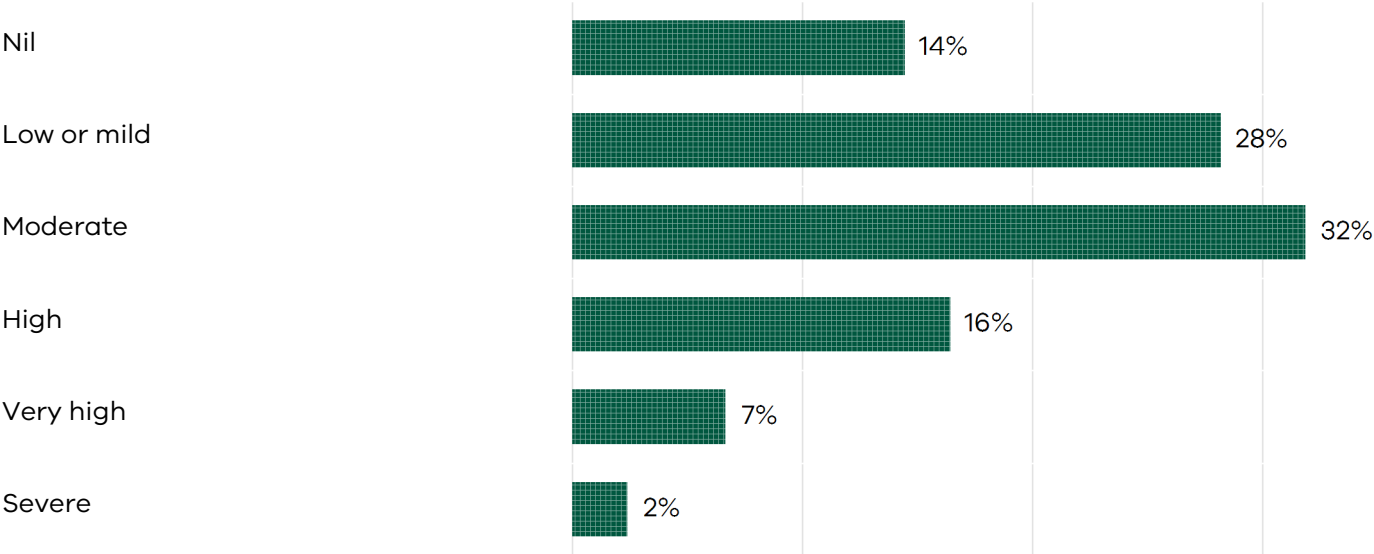In this survey we asked staff to tell us their stress level.

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 your comparator and the public sector.
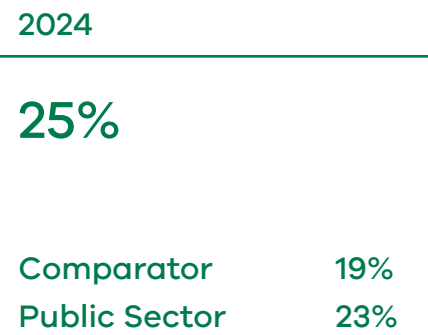
Example

25% 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 23% of staff across the public sector.

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

Level	Percentage
Nil	14%
Low or mild	28%
Moderate	32%
High	16%
Very high	7%
Severe	2%

Reported levels of high to severe stress

2024

25%

Comparator	19%
Public Sector	23%

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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

86% of your staff who did the survey said they experienced mild to severe stress. Of that 86%, 46% said the top reason was 'Workload' .

604	102
86%	14%

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

Of those that experienced work related stress it was from ...	You 2024	Comparator 2024	Public sector 2024
Workload	46%	50%	47%
Time pressure	36%	37%	42%
Organisation or workplace change	21%	14%	15%
Unclear job expectations	17%	13%	14%
Other	14%	11%	13%
Management of work (e.g. supervision, training, information, support)	14%	12%	12%
Dealing with clients, patients or stakeholders	13%	15%	17%
Content, variety, or difficulty of work	12%	12%	12%
Social environment (e.g. relationships with colleagues, manager or senior leaders)	10%	12%	11%
Competing home and work responsibilities	9%	14%	13%

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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 groups overall, lowest and highest scores with your own.

Example

70% of your staff who did the survey said the amount of stress in their job was manageable.
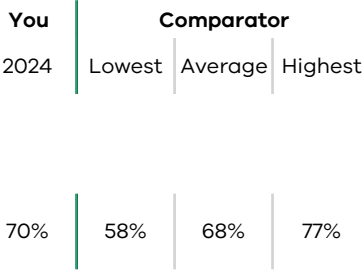
Legend	
▮ Disagree	▦ Neither agree nor disagree
▥ Don't know	▩ Agree

The amount of stress in my job is manageable

11%   70%

19%

	You	Comparator		
	2024	Lowest	Average	Highest
	70%	58%	68%	77%

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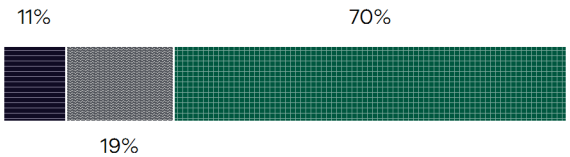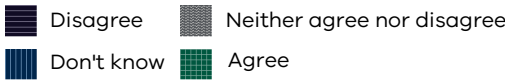
People outcomes

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

11% 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 2024	Comparator 2024	Public sector 2024
6 months or less	4%	4%	7%
Over 6 months and up to 1 year	11%	7%	10%
Over 1 year and up to 3 years	23%	21%	25%
Over 3 years and up to 5 years	15%	17%	16%
Over 5 years	47%	51%	42%

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 groups overall, lowest and highest scores with your own.
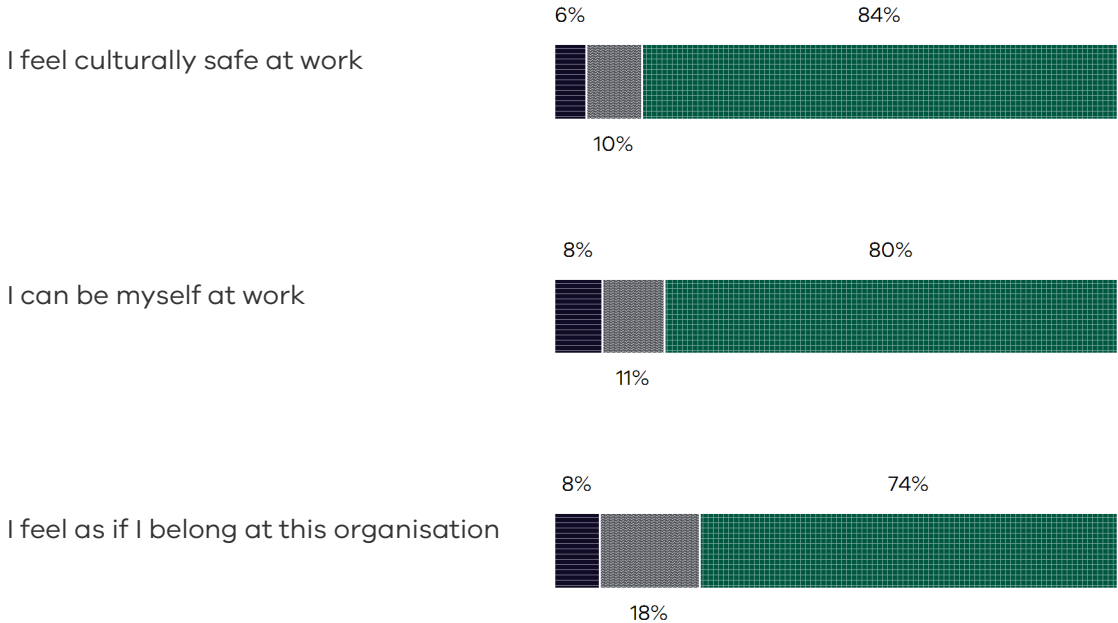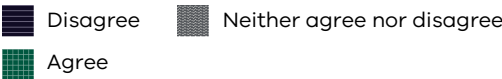
Example

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

Survey question

Your results

■ Disagree   ▨ Neither agree nor disagree
▨ Agree

I feel culturally safe at work	6% ... 84% / 10%
I can be myself at work	8% ... 80% / 11%
I feel as if I belong at this organisation	8% ... 74% / 18%

Benchmark agree results

| | You | Comparator | | |
	2024	Lowest	Average	Highest
I feel culturally safe at work	84%	73%	84%	90%
I can be myself at work	80%	74%	82%	89%
I feel as if I belong at this organisation	74%	66%	75%	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.
In descending order, the table shows the top 10 answers.

Example

7% of your staff who did the survey said they have experienced barriers to success in the last 12 months due to 'My age'.

Staff who experienced one or more barriers to success at work

158	548
22%	78%

■ Experienced barriers listed ■ Did not experience any of the barriers listed
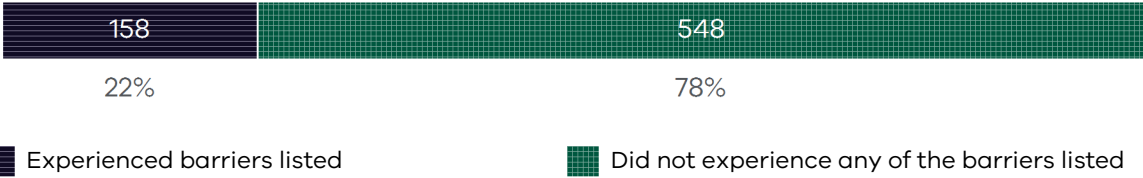
During the last 12 months, employees experienced barriers to their success due to ...	You 2024	Comparator 2024	Public sector 2024
My age	7%	6%	7%
My mental health	6%	7%	8%
My flexible working	5%	5%	6%
My sex	5%	5%	5%
My caring responsibilities	5%	5%	7%
My physical health	3%	3%	4%
My cultural background	3%	1%	3%
My disability	2%	1%	2%

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.

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

Example

7% of your staff who did the survey said they have witnessed barriers to success of other employees in the last 12 months due to 'Flexible working'.

Staff who witnessed one or more barriers to success at work	149	557
	21%	79%

■ Witnessed barriers listed   ■ Did not witness barriers listed
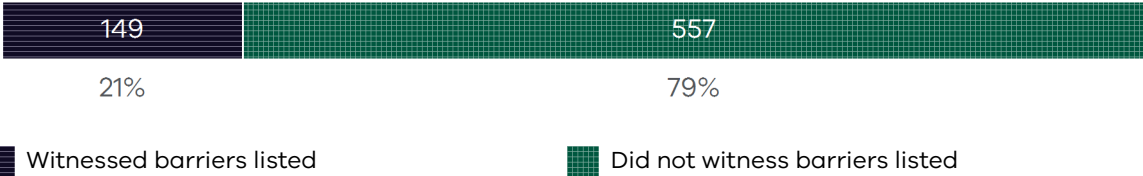
During the last 12 months, employees witnessed barriers to the success of other employees due to their ...	You 2024	Comparator 2024	Public sector 2024
Flexible working	7%	6%	8%
Caring responsibilities	6%	5%	7%
Mental health	6%	6%	7%
Sex	6%	7%	5%
Age	6%	6%	6%
Cultural background	4%	2%	4%
Disability	3%	1%	2%
Physical health	2%	2%	3%
Race	2%	1%	2%

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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

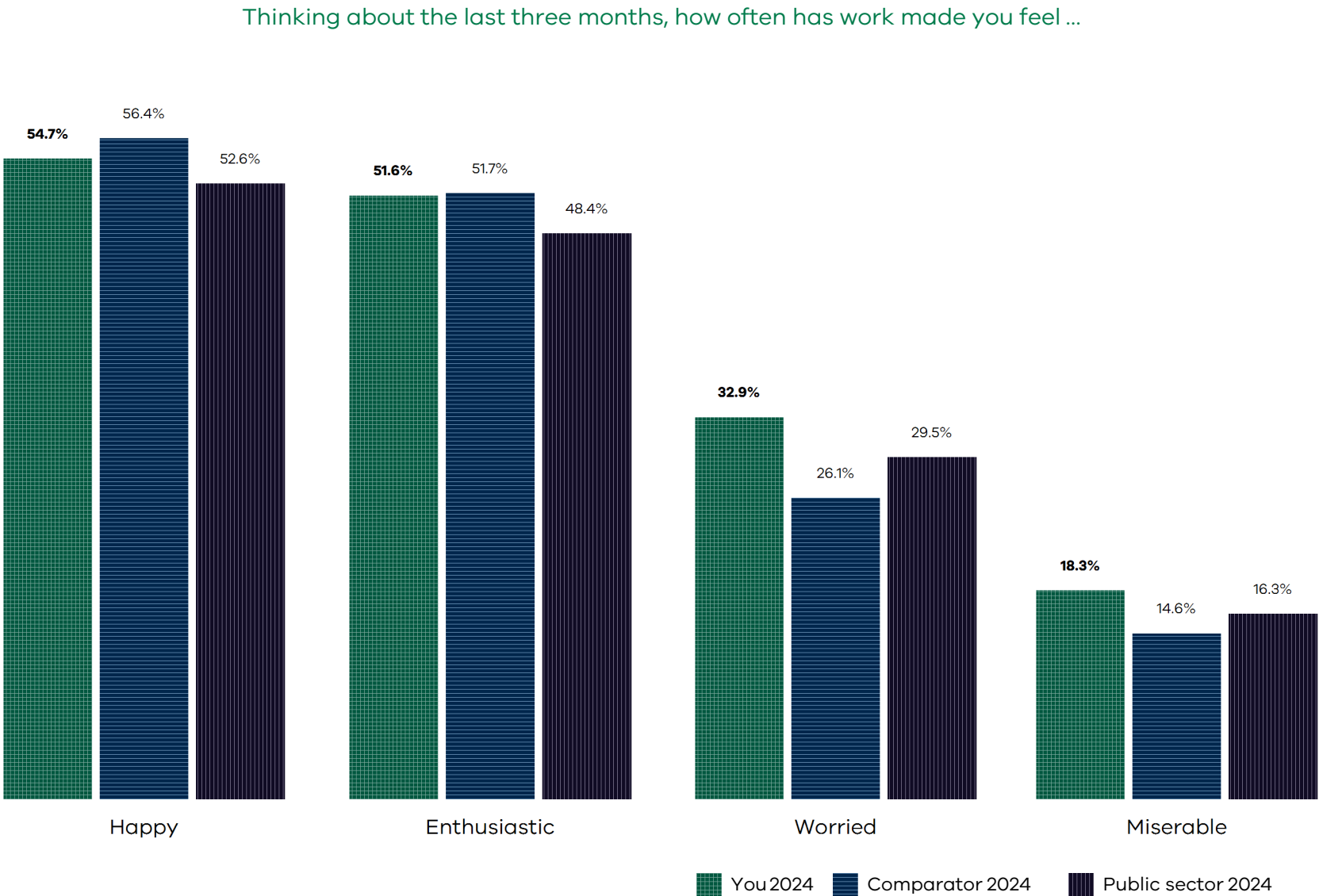Positive feelings can lead to higher wellbeing and job satisfaction and a lower chance of burnout.

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:

- 54.7% of your staff who did the survey said work made them feel happy.

Compared to:

- 56.4% of staff in your comparator group and 52.6% of staff across the public sector.

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

Grouped bar chart with categories Happy, Enthusiastic, Worried, Miserable.

Happy: You 2024 54.7%, Comparator 2024 56.4%, Public sector 2024 52.6%
Enthusiastic: You 2024 51.6%, Comparator 2024 51.7%, Public sector 2024 48.4%
Worried: You 2024 32.9%, Comparator 2024 26.1%, Public sector 2024 29.5%
Miserable: You 2024 18.3%, Comparator 2024 14.6%, Public sector 2024 16.3%

Legend: 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:

- 8.1% of your staff who did the survey stated they experienced 'Bullying' in the last 12 months.

Compared to:

- 8.6% of staff in your comparator group and 11.2% of staff across the public sector.

Bar chart showing negative behaviours by category:

- **Bullying:** You 2024 8.1%, Comparator 2024 8.6%, Public sector 2024 11.2%
- **Discrimination:** You 2024 3.7%, Comparator 2024 3.8%, Public sector 2024 4.9%
- **Violence or aggression:** You 2024 3.0%, Comparator 2024 6.7%, Public sector 2024 10.0%
- **Sexual harassment:** You 2024 1.6%, Comparator 2024 3.3%, Public sector 2024 3.9%

Legend: You 2024, Comparator 2024, Public sector 2024
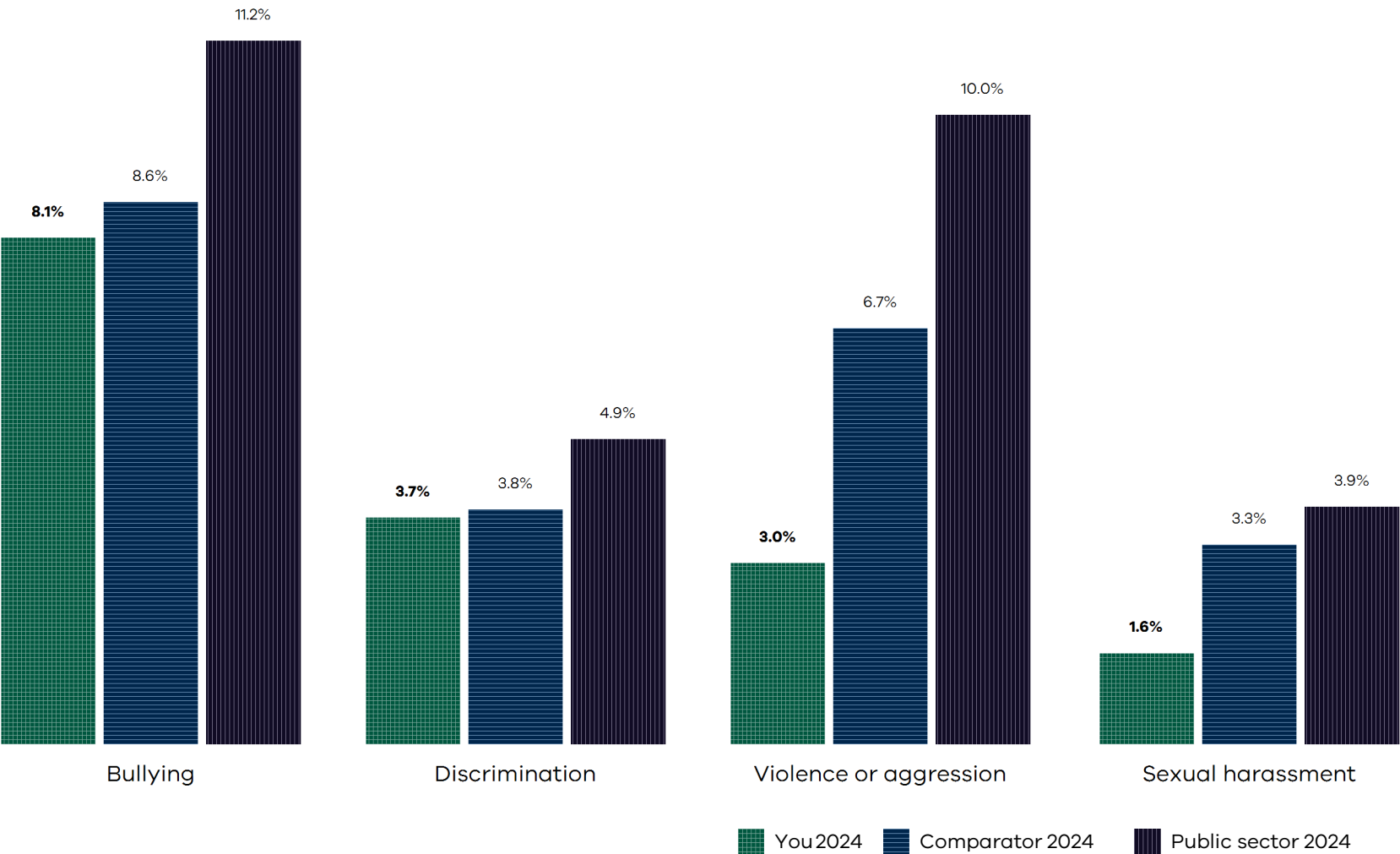
People outcomes

Bullying

What is this

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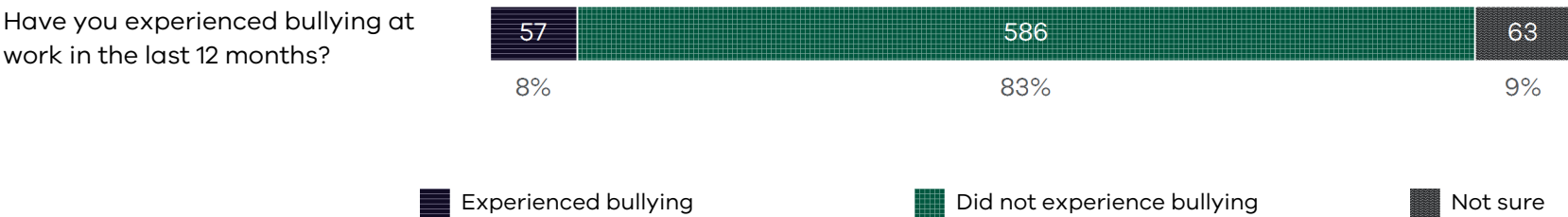
Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

8% of your staff who did the survey said they experienced bullying.

Of that 8%, 72% said the top type was 'Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)'.

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

57	586	63
8%	83%	9%

■ Experienced bullying   ▦ Did not experience bullying   ▦ Not sure

If you experienced bullying, what type of bullying did you experience?	You 2024	Comparator 2024	Public sector 2024
Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)	72%	69%	69%
Exclusion or isolation	40%	45%	46%
Intimidation and/or threats	30%	25%	28%
Withholding essential information for me to do my job	26%	27%	33%
Verbal abuse	18%	19%	19%
Being assigned meaningless tasks unrelated to my job	16%	17%	16%
Other	16%	14%	15%
Being given impossible assignment(s)	11%	8%	11%
Interference with my personal property and/or work equipment	4%	5%	4%

People outcomes

Telling someone about the bullying

What is this

This is if staff told someone when they experienced bullying.

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

8% of your staff who did the survey said they experienced bullying, of which

- 46% said the top way they reported the bullying was 'Told a colleague'.
- 89% said they didn't submit a formal complaint.

Have you experienced bullying at work in the last 12 months?		
57	586	63
8%	83%	9%

■ Experienced bullying   ■ Did not experience bullying   ■ Not sure

Did you tell anyone about the bullying?	You 2024	Comparator 2024	Public sector 2024
Told a colleague	46%	37%	41%
Told a friend or family member	40%	37%	34%
Told a manager	39%	47%	52%
Told human resources	21%	28%	14%
Told the person the behaviour was not OK	21%	16%	16%
Told someone else	18%	12%	12%
Submitted a formal complaint	11%	16%	12%
Told employee assistance program (EAP) or peer support	11%	9%	12%
I did not tell anyone about the bullying	5%	11%	12%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Bullying - reasons for not submitting a formal complaint

What is this

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

Why this is important

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

How to read this

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

Example

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

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

Did you submit a formal complaint?

6	51
11%	89%

■ Submitted formal complaint   ▦ Did not submit a formal complaint
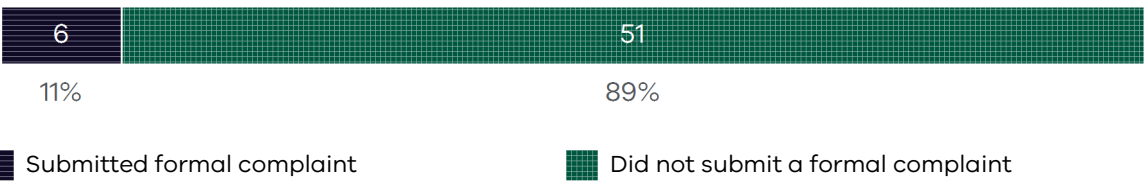
What was your reason for not submitting a formal complaint?	You 2024	Comparator 2024	Public sector 2024
I believed there would be negative consequences for my reputation	45%	47%	54%
I believed there would be negative consequences for my career	45%	32%	45%
I didn't think it would make a difference	41%	48%	51%
I didn't feel safe to report the incident	20%	13%	21%
I thought the complaint process would be embarrassing or difficult	18%	6%	13%
I didn't think it was serious enough	14%	18%	16%
I believed there would be negative consequences for the person I was going to complain about	12%	14%	10%
Other	12%	17%	16%
I didn't need to because I made the bullying stop	8%	6%	5%
I didn't know who to talk to	8%	6%	5%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Perpetrators of bullying

What is this

This is who staff have said are responsible for bullying.

Why this is important

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

How to read this

In this year's survey, 8% of your staff said they experienced bullying.

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

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

Each row is one perpetrator or group of perpetrators.

Example

8% of your staff who did the survey said they experienced bullying.

Of that 8%, 61% said it was by 'A manager or supervisor'.

57 people (8% of staff) experienced bullying (You 2024)
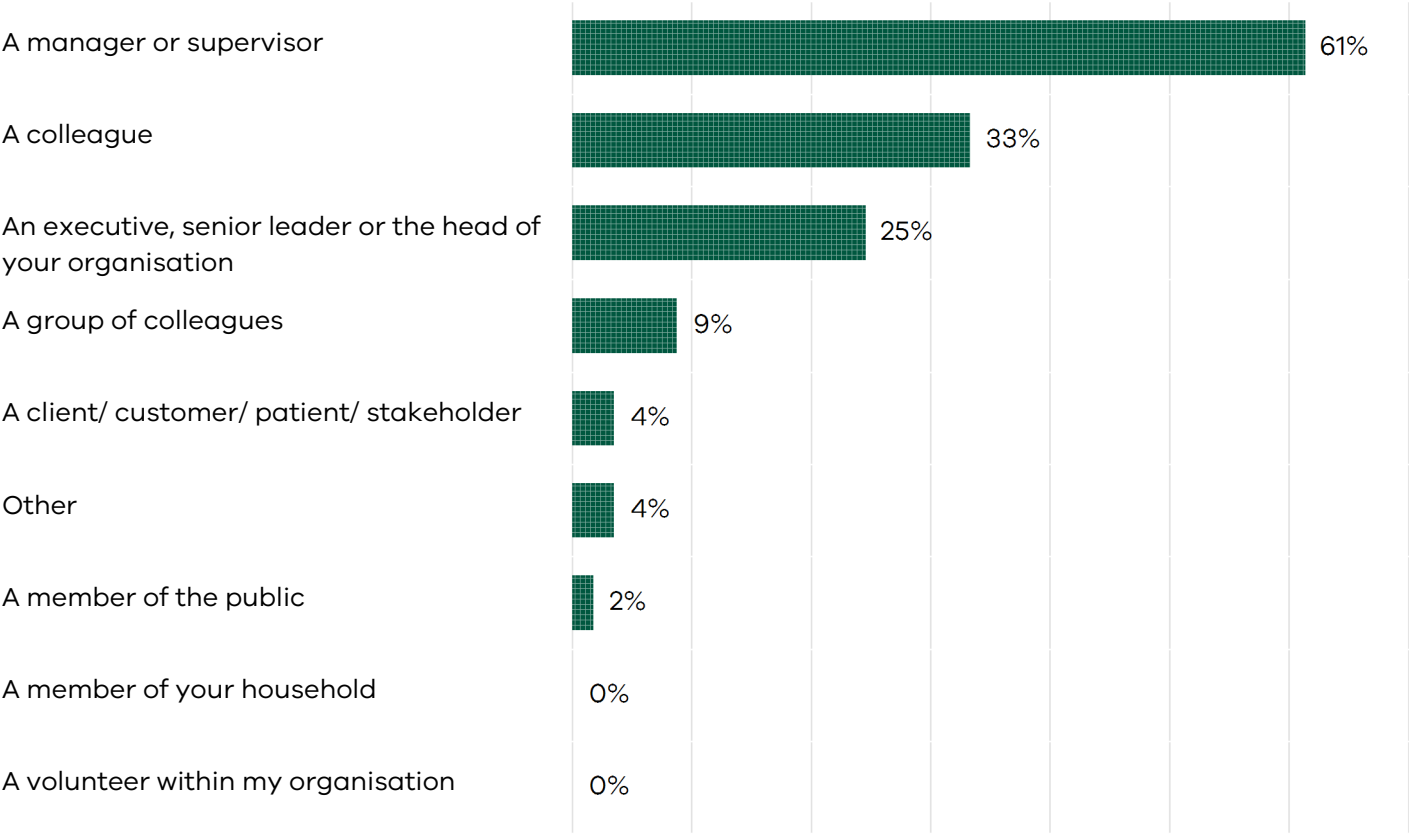
Perpetrator	%
A manager or supervisor	61%
A colleague	33%
An executive, senior leader or the head of your organisation	25%
A group of colleagues	9%
A client/ customer/ patient/ stakeholder	4%
Other	4%
A member of the public	2%
A member of your household	0%
A volunteer within my organisation	0%

People outcomes

Relationship to perpetrator

What is this

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

Why this is important

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

How to read this

In this year's survey, 8% of your staff said they experienced bullying.

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

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

Example

8% of your staff who did the survey said they experienced bullying.

Of that 8%, 95% said it was by someone within the organisation.

Of that 95%, 52% said it was 'They were in my workgroup'.

54 people (95% of staff who experienced bullying) experienced bullying from within your organisation (You 2024)

Relationship	Percentage
They were in my workgroup	52%
They were my immediate manager or supervisor	52%
They were outside my workgroup	19%
They were someone I supervise or manage	2%

Victorian Public Sector Commission

VICTORIA State Government

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.

How to read this

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

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

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

Example

2% of your staff who did the survey said they experienced sexual harassment.

Of those, 55% said the top type was 'Intrusive questions about my private life or comments about my physical appearance'.

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

11	695
2%	98%

- ▦ Experienced sexual harassment
- ▦ Did not experience sexual harassment
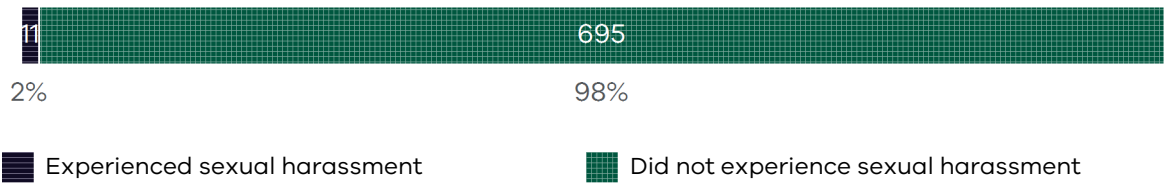
Behaviours reported	You 2024	Comparator 2024	Public sector 2024
Intrusive questions about my private life or comments about my physical appearance	55%	37%	46%
Sexually suggestive comments or jokes that made me feel offended (in either a group or one on one situation)	18%	51%	48%
Inappropriate staring or leering that made me feel intimidated	18%	13%	14%
Unwelcome touching, hugging, cornering or kissing	9%	14%	17%
Inappropriate physical contact	9%	11%	16%

People outcomes

Response to sexual harassment

What is this

This is how staff responded when they experienced sexual harassment.

Why this is important

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

How to read this

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

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

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

Example

2% of your staff who did the survey said they experienced sexual harassment.

Of those, 73% said the top response was 'Pretended it didn't bother me'.

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

11	695
2%	98%

■ Experienced sexual harassment   ■ Did not experience sexual harassment

When the harassment happened to you, did you respond in any of the following ways?	You 2024	Comparator 2024	Public sector 2024
Pretended it didn't bother me	73%	46%	45%
Tried to laugh it off or forget about it	18%	44%	39%
Avoided the person(s) by staying away from them	9%	28%	37%
Told the person the behaviour was not OK	9%	15%	19%
Sought a transfer to another role/location/roster	9%	1%	3%
Told a colleague	9%	14%	25%
Told human resources	9%	6%	5%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Sexual harassment - reasons for not submitting a formal complaint

What is this

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

Why this is important

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

How to read this

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

Example

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

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

Did you submit a formal complaint?

11

100%

■ Submitted formal complaint   ▦ Did not submit a formal complaint
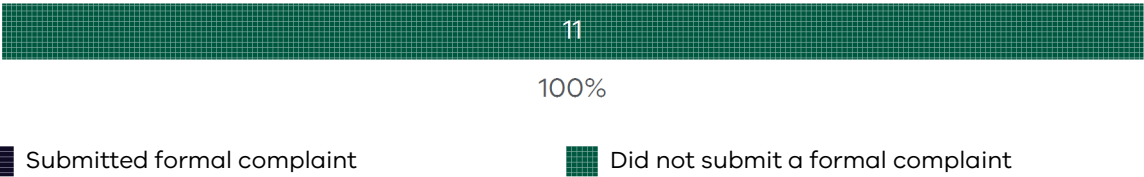
What was your reason for not submitting a formal complaint?	You 2024	Comparator 2024	Public sector 2024
I didn't think it was serious enough	45%	45%	44%
I believed there would be negative consequences for my reputation	45%	34%	39%
I believed there would be negative consequences for my career	45%	17%	28%
I didn't need to because I no longer had contact with the person(s) who harassed me	18%	3%	7%
I thought the complaint process would be embarrassing or difficult	18%	11%	13%
I didn't feel safe to report the incident	18%	5%	10%
I didn't think it would make a difference	9%	36%	40%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Perpetrators of sexual harassment

What is this

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

Why this is important

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

How to read this

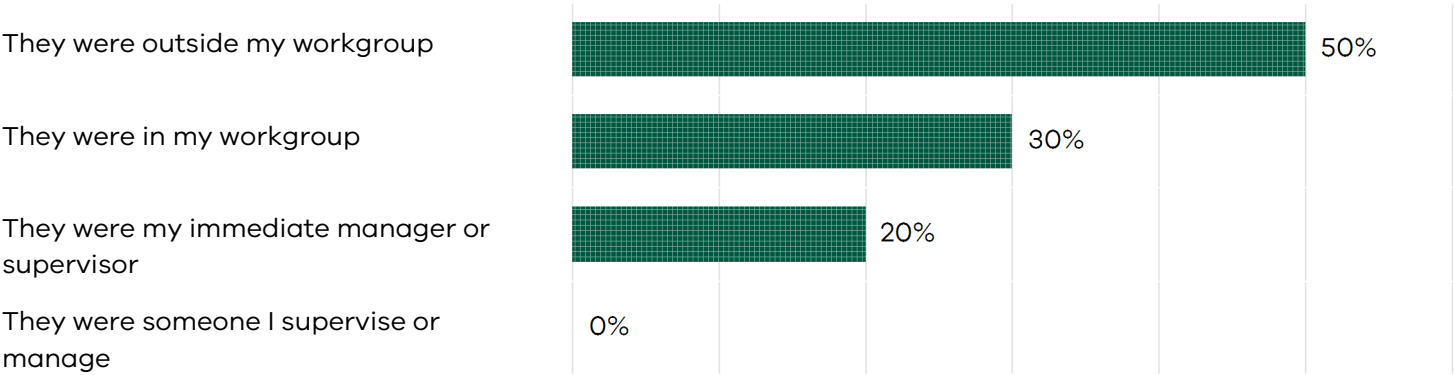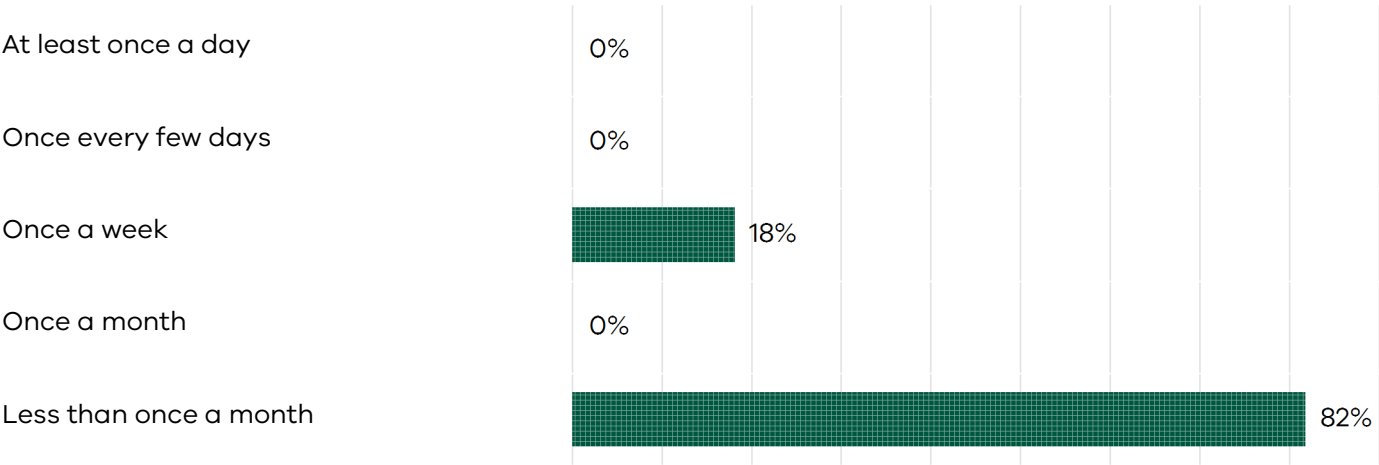In this year's survey, 2% of your staff said they experienced sexual harassment.

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

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

Each row is one perpetrator or group of perpetrators.

Example

2% of your staff who did the survey said they experienced sexual harassment.

Of that 2%, 64% said it was by 'A colleague'.

11 people (2% of staff) experienced sexual harassment (You 2024)
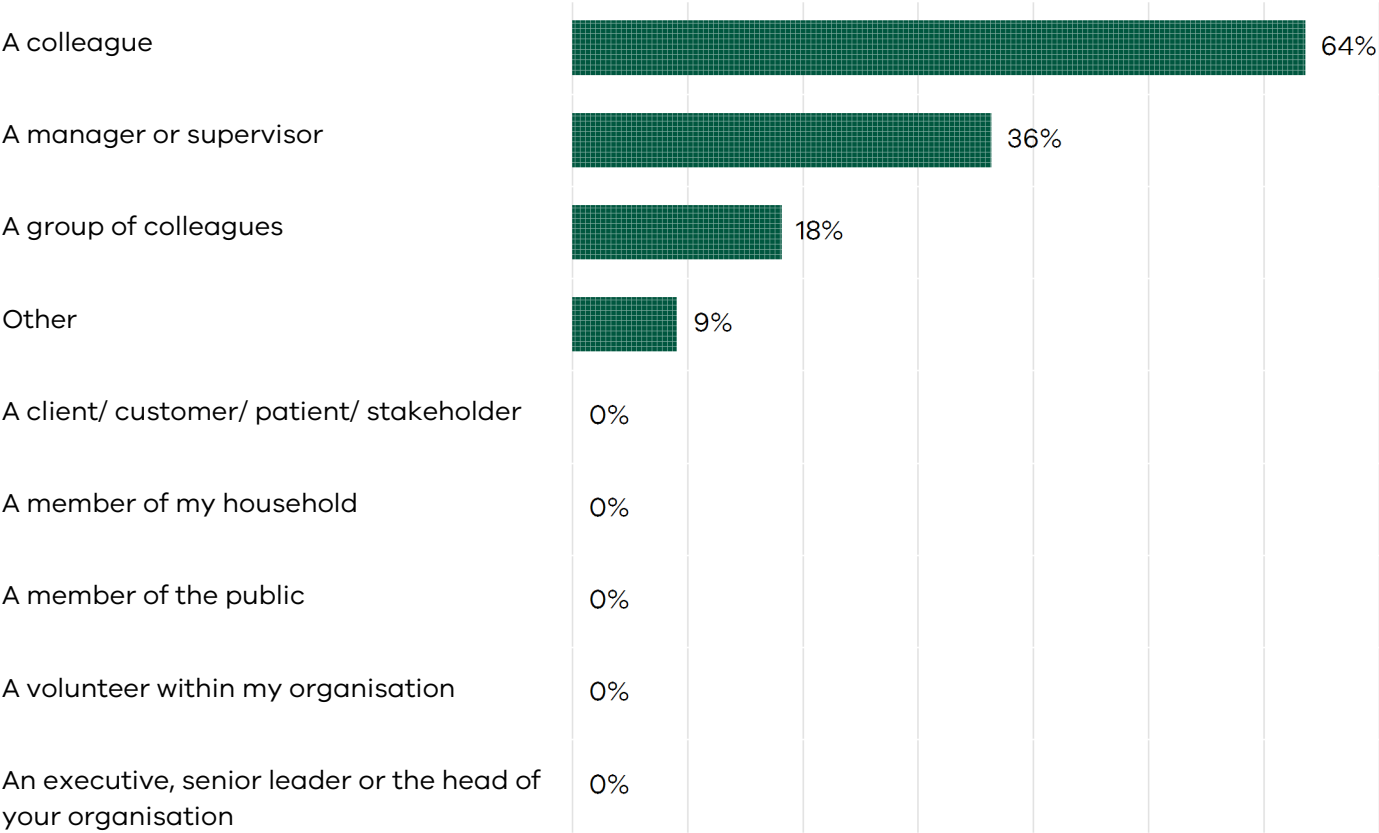
Perpetrator	Percentage
A colleague	64%
A manager or supervisor	36%
A group of colleagues	18%
Other	9%
A client/ customer/ patient/ stakeholder	0%
A member of my household	0%
A member of the public	0%
A volunteer within my organisation	0%
An executive, senior leader or the head of your organisation	0%

People outcomes

Relationship to perpetrator

What is this

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

Why this is important

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

How to read this

In this year's survey, 2% of your staff said they experienced sexual harassment.

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

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

Example

2% of your staff who did the survey said they experienced sexual harassment.

Of that 2%, 91% said it was by someone within the organisation.

Of that 91%, 50% said it was 'They were outside my workgroup'.

10 people (91% of staff who experienced harassment) experienced harassment from within your organisation (You 2024)

Relationship	Percentage
They were outside my workgroup	50%
They were in my workgroup	30%
They were my immediate manager or supervisor	20%
They were someone I supervise or manage	0%

People outcomes

Frequency of sexual harassment

What is this

This is how often staff experienced sexual harassment.

Why this is important

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

How to read this

In this year's survey, 2% of your staff said they experienced sexual harassment.

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

The graph shows how often staff were experiencing sexual harassment.

Example

2% of your staff who did the survey said they experienced sexual harassment.

Of that 2%, 0% said it was 'At least once a day'.

How often have you experienced the behaviour(s)? (You 2024)

Frequency	Percentage
At least once a day	0%
Once every few days	0%
Once a week	18%
Once a month	0%
Less than once a month	82%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Type of discrimination

What is this

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

Why this is important

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

How to read this

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

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

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

Example

4% of your staff who did the survey said they experienced discrimination.

Of that 4%, 38% said it was 'Other'.

Have you experienced discrimination at work in the last 12 months?	26	606	74
	4%	86%	10%

■ Experienced discrimination   ■ Did not experience discrimination   ■ Not sure
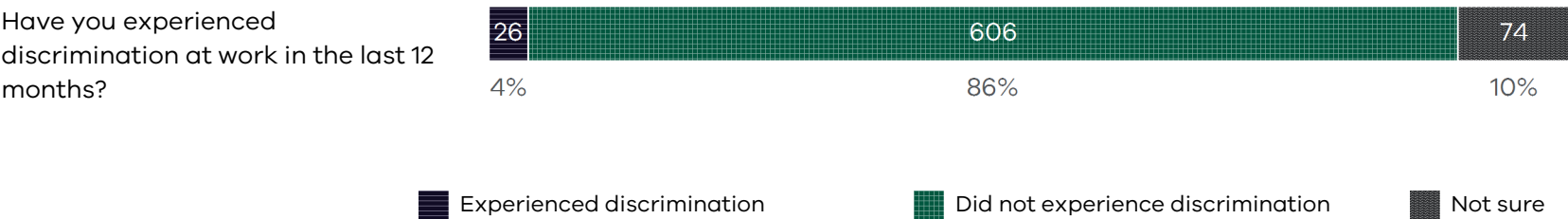
If you experienced discrimination, what type of discrimination did you experience?	You 2024	Comparator 2024	Public sector 2024
Other	38%	34%	38%
Opportunities for promotion	31%	42%	40%
Opportunities for training or professional development	31%	29%	24%
Denied flexible work arrangements or other adjustments	23%	18%	20%
Employment security - threats of dismissal or termination	12%	6%	13%
Access to leave	12%	7%	8%
Opportunities for transfer/secondment	8%	16%	16%
Pay or conditions offered by employer	4%	19%	12%

Victorian Public Sector Commission

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People outcomes

Telling someone about the discrimination

What is this

This is who staff told about the discrimination they experienced.

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

4% of your staff who did the survey said they experienced discrimination, of which

- 35% said the top way they reported the discrimination was 'Told a colleague'.
- 88% said they didn't submit a formal complaint.

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

26	606	74
4%	86%	10%

■ Experienced discrimination　　■ Did not experience discrimination　　■ Not sure
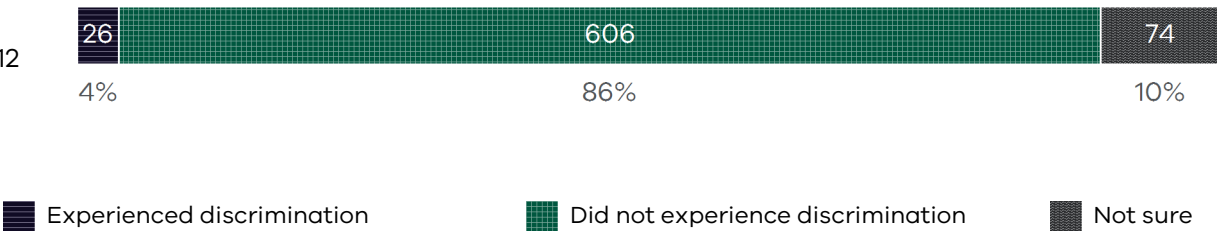
Did you tell anyone about the discrimination?	You 2024	Comparator 2024	Public sector 2024
Told a colleague	35%	34%	38%
Told a manager	35%	29%	32%
Told a friend or family member	35%	35%	31%
I did not tell anyone about the discrimination	27%	27%	25%
Told someone else	23%	12%	15%
Submitted a formal complaint	12%	11%	8%
Told human resources	12%	24%	11%
Told employee assistance program (EAP) or peer support	12%	10%	10%
Told the person the behaviour was not OK	8%	8%	9%

People outcomes

Discrimination - reasons for not submitting a formal complaint

What is this

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

Why this is important

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

How to read this

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

Example

88% of your staff who experienced discrimination did not submit a formal complaint, of which:

- 61% said the top reason was 'I didn't think it would make a difference'.
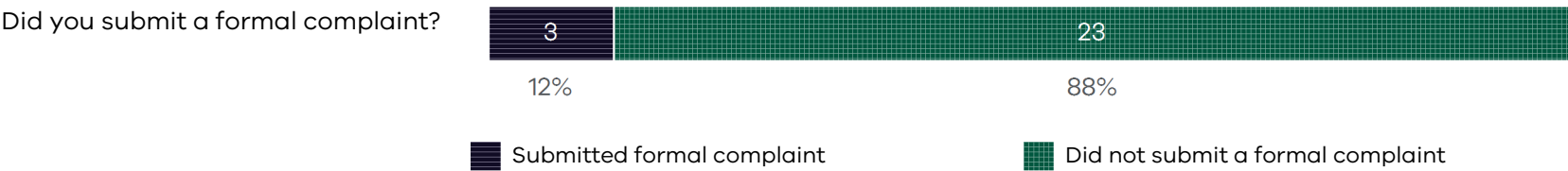
Did you submit a formal complaint?

3	23
12%	88%

■ Submitted formal complaint   ▨ Did not submit a formal complaint

What was your reason for not submitting a formal complaint?	You 2024	Comparator 2024	Public sector 2024
I didn't think it would make a difference	61%	59%	59%
I believed there would be negative consequences for my career	57%	46%	55%
I believed there would be negative consequences for my reputation	43%	50%	56%
I didn't feel safe to report the incident	22%	18%	21%
I thought the complaint process would be embarrassing or difficult	13%	7%	14%
I didn't know how to make a complaint	13%	5%	6%
I believed there would be negative consequences for the person I was going to complain about	9%	7%	9%
I didn't know who to talk to	9%	5%	7%
I didn't think it was serious enough	4%	15%	14%
I didn't need to because I made the discrimination stop	4%	4%	3%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Perpetrators of discrimination

What is this

This is who staff have said are responsible for discrimination.

Why this is important

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

How to read this

In this year's survey, 4% of your staff said they experienced discrimination.

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

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

Each row is one perpetrator or group of perpetrators.

Example

4% of your staff who did the survey said they experienced discrimination.

Of that 4%, 77% said it was by 'A manager or supervisor'.

26 people (4% of staff) experienced discrimination (You 2024)
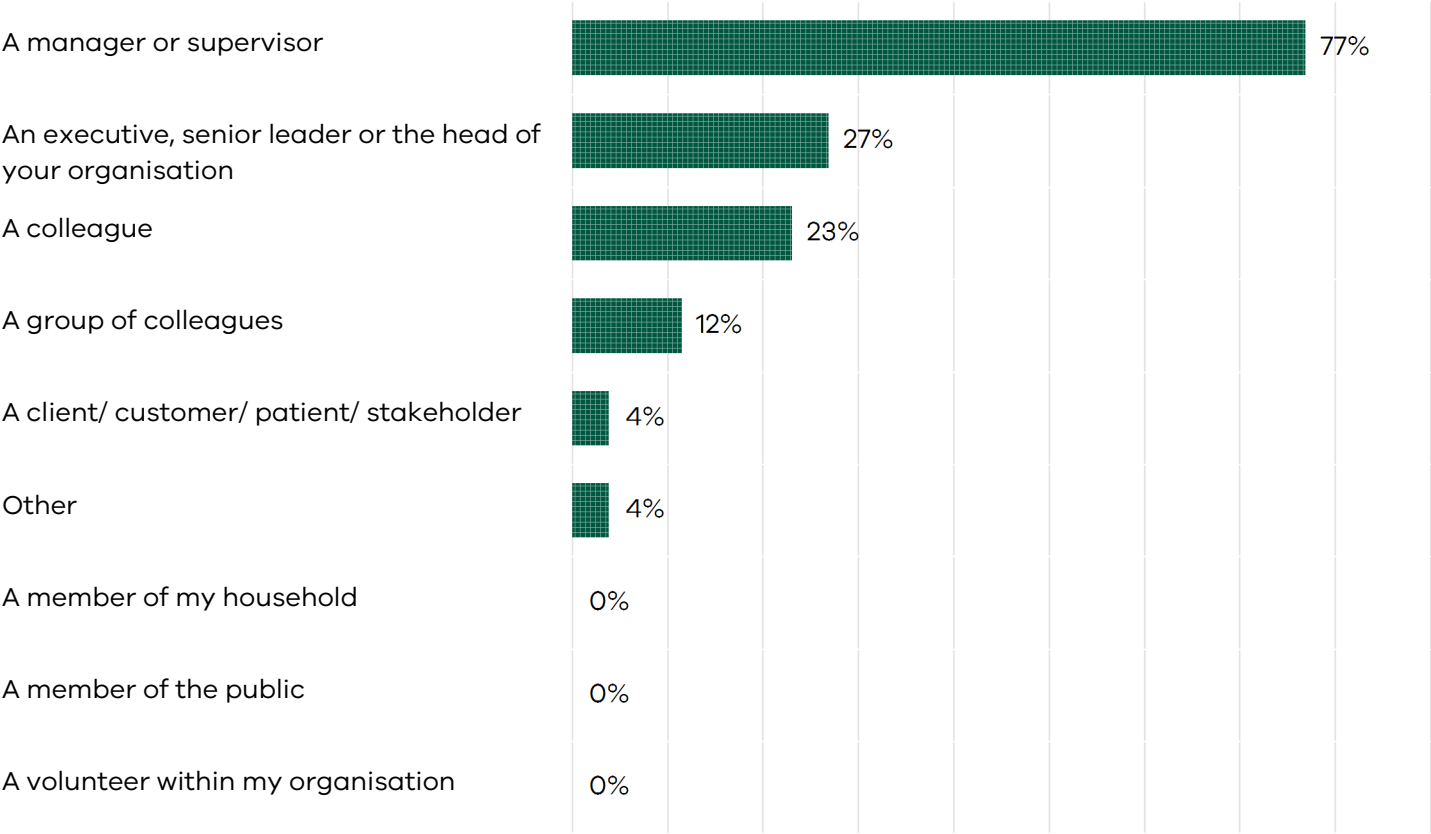
Perpetrator	Percentage
A manager or supervisor	77%
An executive, senior leader or the head of your organisation	27%
A colleague	23%
A group of colleagues	12%
A client/ customer/ patient/ stakeholder	4%
Other	4%
A member of my household	0%
A member of the public	0%
A volunteer within my organisation	0%

People outcomes

Relationship to perpetrator

What is this

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

Why this is important

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

How to read this

In this year's survey, 4% of your staff said they experienced discrimination.

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

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

Example

4% of your staff who did the survey said they experienced discrimination.

Of that 4%, 96% said it was by someone within the organisation.

Of that 96%, 60% said it was 'They were my immediate manager or supervisor'.

25 people (96% of staff who experienced discrimination) experienced discrimination from within your organisation (You 2024)

They were my immediate manager or supervisor	60%
They were in my workgroup	52%
They were outside my workgroup	16%
They were someone I supervise or manage	0%
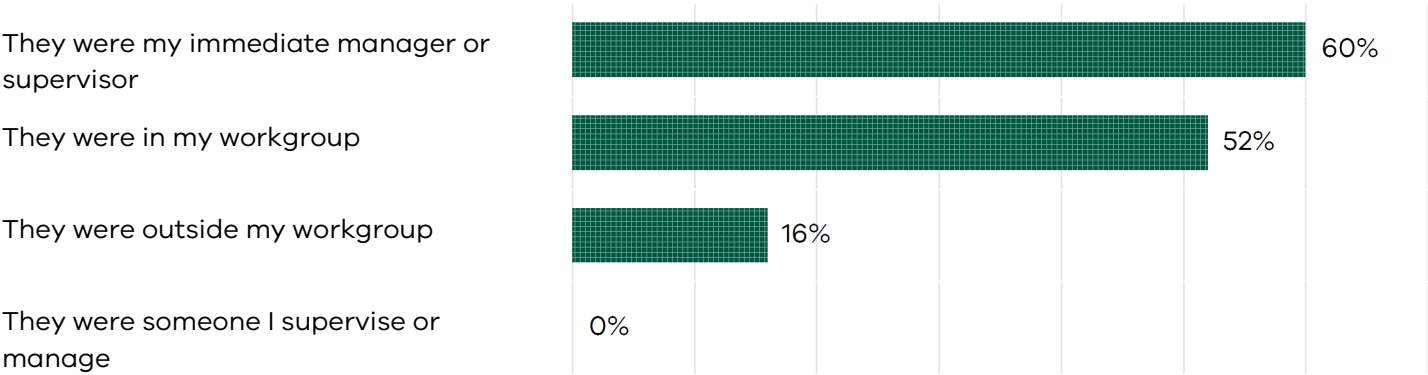
People outcomes

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.

How to read this

In the survey, we asked staff to tell us if they'd experienced violence or aggression. If they did, they could tell us with one or more answers what they experienced.

In descending order, the table shows the answers.

Example

3% of your staff who did the survey said they experienced violence or aggression.

Of that 3%, 81% said it was 'Intimidating behaviour'.

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

21	657	28
3%	93%	4%

■ Experienced violence or aggression   ■ Did not experience violence or aggression   ■ Not sure
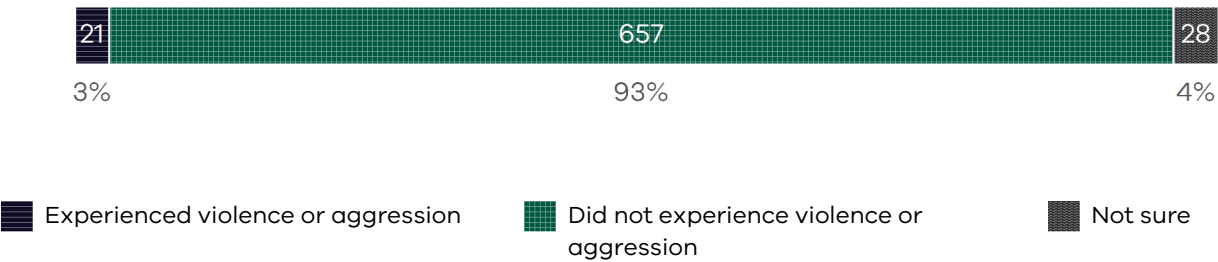
If you experienced violence or aggression, what type did you experience?	You 2024	Comparator 2024	Public sector 2024
Intimidating behaviour	81%	69%	73%
Abusive language	67%	65%	72%
Threats of violence	10%	10%	30%
Physical assault (e.g. spitting, hitting, pushing, tripping, grabbing, throwing objects)	10%	2%	9%
Other	5%	3%	6%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Telling someone about violence and aggression

What is this

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

Why this is important

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

How to read this

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

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

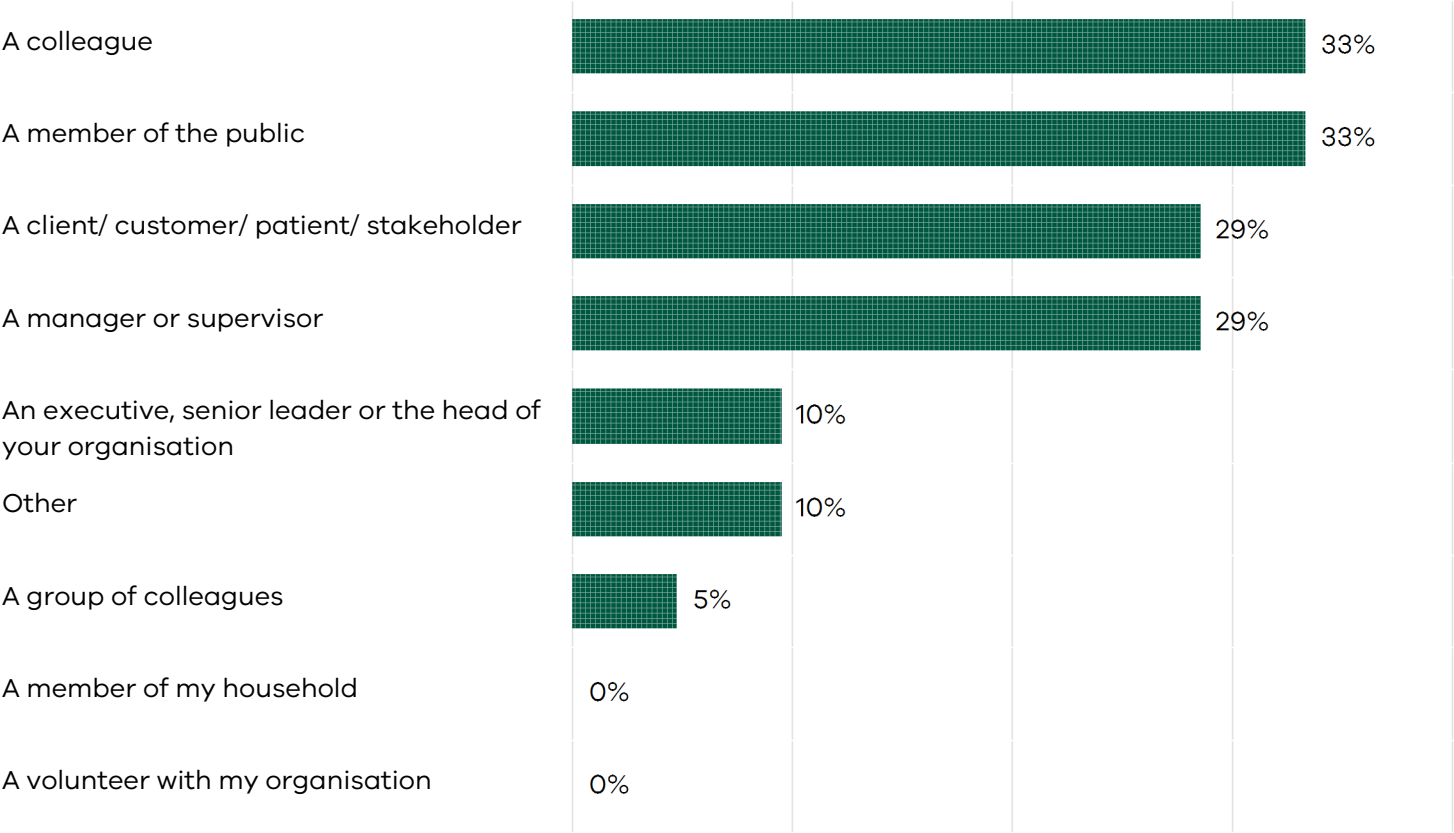In descending order, the table shows the answers.

Example

3% of your staff who did the survey said they experienced violence or aggression, of which

- 48% said the top way they reported the violence or agression was 'Told a manager'.
- 71% said they didn't submit a formal incident report

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

21	657	28
3%	93%	4%

■ Experienced violence or aggression   ▨ Did not experience violence or aggression   ▨ Not sure
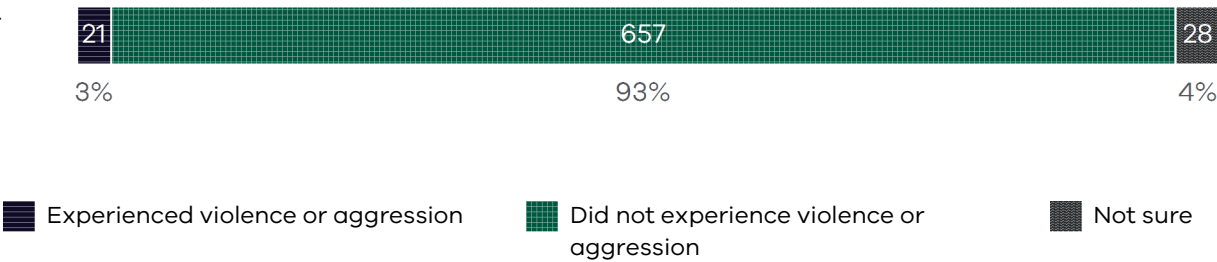
Did you tell anyone about the incident?	You 2024	Comparator 2024	Public sector 2024
Told a manager	48%	58%	64%
Told a colleague	43%	36%	42%
Submitted a formal incident report	29%	15%	29%
Told the person the behaviour was not OK	29%	12%	21%
Told a friend or family member	24%	13%	20%
Told someone else	19%	6%	6%
Told employee assistance program (EAP) or peer support	19%	4%	6%
Told human resources	10%	18%	8%

People outcomes

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

What is this

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

Why this is important

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

How to read this

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

Example

71% of your staff who experienced violence or aggression did not submit a formal incident report, of which:

- 27% said the top reason was 'I believed there would be negative consequences for my career'.

Did you submit a formal incident report?

6	15
29%	71%

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

What was your reason for not submitting a formal incident report?	You 2024	Comparator 2024	Public sector 2024
I didn't think it was serious enough	27%	29%	29%
I believed there would be negative consequences for my career	27%	12%	19%
I didn't think it would make a difference	20%	37%	40%
I didn't need to because I made the violence or aggression stop	20%	13%	12%
I didn't need to because I no longer had contact with the person(s) who was aggressive or violent to me	20%	12%	12%
Other	20%	15%	20%
I believed there would be negative consequences for my reputation	13%	18%	23%
I thought the complaint process would be embarrassing or difficult	13%	5%	6%
I didn't feel safe to report the incident	13%	6%	9%
I believed there would be negative consequences for the person I was going to complain about	7%	5%	5%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Perpetrators of violence and aggression

What is this

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

Why this is important

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

How to read this

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

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

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

Each row is one perpetrator or group of perpetrators.

Example

3% of your staff who did the survey said they experienced violence or aggression.

Of that 3%, 33% said it was by 'A colleague'.

21 people (3% of staff) experienced violence or aggression (You 2024)

Perpetrator	Percentage
A colleague	33%
A member of the public	33%
A client/ customer/ patient/ stakeholder	29%
A manager or supervisor	29%
An executive, senior leader or the head of your organisation	10%
Other	10%
A group of colleagues	5%
A member of my household	0%
A volunteer with my organisation	0%

People outcomes

Relationship to perpetrator

What is this

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

Why this is important

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

How to read this

In this year's survey, 3% of your staff said they experienced violence or aggression.

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

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

Example

3% of your staff who did the survey said they experienced violence or aggression.

Of that 3%, 52% said it was by someone within the organisation.

Of that 52%, 64% said it was 'They were in my workgroup'.

11 people (52% of staff who experienced violence or aggression) experienced violence or aggression from within your organisation (You 2024)

Relationship	Percentage
They were in my workgroup	64%
They were my immediate manager or supervisor	55%
They were outside my workgroup	18%
They were someone I supervise or manage	9%

Victorian Public Sector Commission

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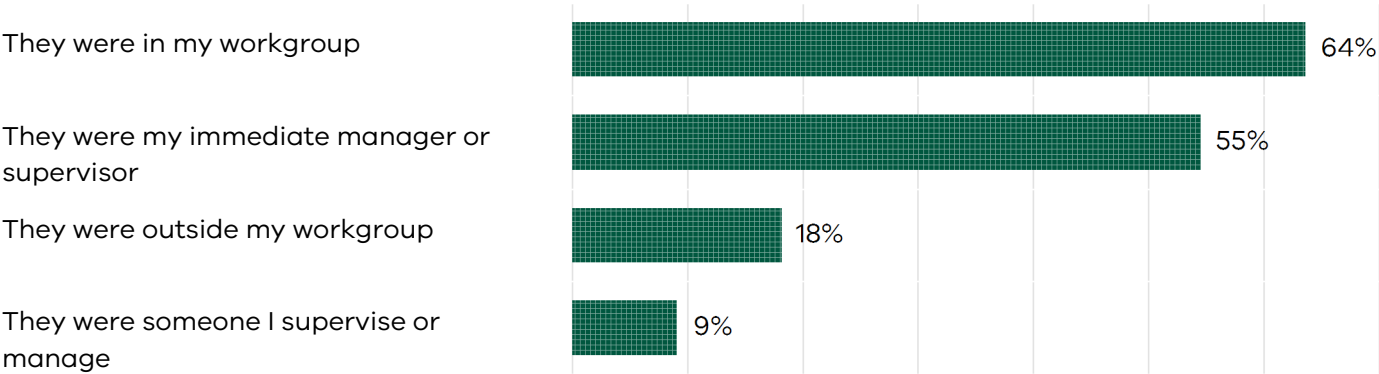
Negative behaviour

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

15% of your staff who did the survey said they witnessed some negative behaviour at work.

85% said 'No, I have not witnessed any of the situations above'.

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

103	603
15%	85%

■ Witnessed some negative behaviour   ▦ Did not witness some negative behaviour
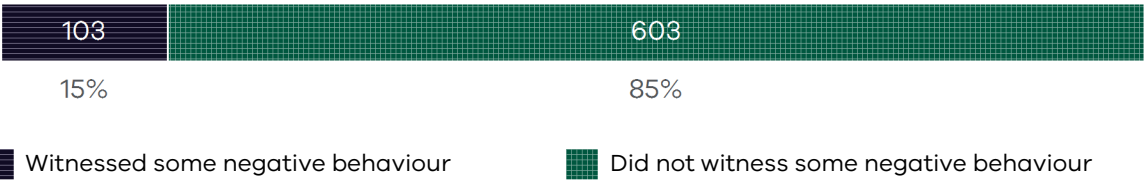
During the last 12 months in your current organisation, have you witnessed any of the following negative behaviours at work?	You 2024	Comparator 2024	Public sector 2024
No, I have not witnessed any of the situations above	85%	83%	81%
Bullying of a colleague	12%	11%	14%
Discrimination against a colleague	6%	7%	8%
Violence or aggression against a colleague	2%	3%	3%
Sexual harassment of a colleague	0%	1%	1%

Victorian Public Sector Commission

VICTORIA State Government

Negative behaviour

Taking action when witnessing negative behaviours

What is this

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

Why this is important

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

How to read this

In the survey, we asked staff to tell us if they'd witnessed any negative behaviour at work.
If they did, they could tell us with one or more answers what action they took.
In descending order, the table shows the answers.

Example

15% of your staff who did the survey witnessed negative behaviour, of which:

- 72% said the top action they took was 'Spoke to the person who experienced the behaviour'.

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

103	603
15%	85%

■ Witnessed some negative behaviour   ▨ Did not witness some negative behaviour

When you witnessed these behaviour(s), did you do any of the following?	You 2024	Comparator 2024	Public sector 2024
Spoke to the person who experienced the behaviour	72%	71%	71%
Told a manager	36%	32%	40%
Told the person the behaviour was not OK	25%	15%	19%
Told a colleague	19%	17%	20%
Spoke to the person who behaved in a negative way	13%	16%	16%

People matter survey

2024

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Victorian Public Sector Commission

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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 2024 comparator group.

Example

On the first row 'Job enrichment', the 'You 2024' column shows 94% of your staff who did the survey agreed with 'I understand how my job helps my organisation achieve its goals'.

Question group	Highest scoring questions	You 2024	Comparator 2024
Job enrichment	I understand how my job helps my organisation achieve its goals	94%	94%
Meaningful work	I can make a worthwhile contribution at work	93%	93%
Safety climate	My organisation provides a physically safe work environment	93%	93%
Meaningful work	I achieve something important through my work	92%	91%
Job enrichment	I can use my skills and knowledge in my job	91%	93%
Flexible working	My manager supports working flexibly	90%	89%
Organisational integrity	My organisation encourages respectful workplace behaviours	89%	89%
Manager leadership	My manager treats employees with dignity and respect	88%	88%
Organisational integrity	My organisation encourages employees to act in ways that are consistent with human rights	88%	89%
Manager leadership	My manager demonstrates honesty and integrity	87%	87%

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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 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 believe the promotion processes in my organisation are fair'.

Question group	Lowest scoring questions	You 2024	Comparator 2024
Organisational integrity	I believe the promotion processes in my organisation are fair	45%	49%
Organisational integrity	I have an equal chance at promotion in my organisation	48%	50%
Learning and development	I am satisfied with the opportunities to progress in my organisation	53%	55%
Learning and development	My organisation places a high priority on the learning and development of staff	55%	64%
Learning and development	I am satisfied with the way my learning and development needs have been addressed in the last 12 months	57%	61%
Satisfaction	How satisfied are you with your career development within your current organisation	59%	61%
Taking action	I believe my organisation will make improvements based on the results of this year's survey	59%	54%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	60%	58%
Safety climate	All levels of my organisation are involved in the prevention of stress	60%	56%
Senior leadership	Senior leaders provide clear strategy and direction	61%	66%

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 'Taking action', the 'You 2024' column shows 59% of your staff who did the survey agreed with 'I believe my organisation will make improvements based on the results of this year's survey'. The 'Difference' column, shows that agreement for this question was 5% higher than in your comparator.

Question group	Biggest positive difference from comparator	You 2024	Difference	Comparator 2024
Taking action	I believe my organisation will make improvements based on the results of this year's survey	59%	+5%	54%
Safety climate	All levels of my organisation are involved in the prevention of stress	60%	+4%	56%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	66%	+3%	63%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	63%	+2%	60%
Organisational integrity	My organisation takes steps to eliminate bullying, harassment and discrimination	79%	+2%	77%
Organisational integrity	My organisation does not tolerate improper conduct	80%	+2%	78%
Workload	I have enough time to do my job effectively	62%	+2%	60%
Safe to speak up	People in my workgroup are able to bring up problems and tough issues	79%	+2%	77%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	60%	+2%	58%
Satisfaction	How satisfied are you with the work/life balance in your current job	80%	+2%	78%

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 'Human rights', the 'You 2024' column shows 67% of your staff who did the survey agreed with 'I understand how the Charter of Human Rights and Responsibilities applies to my work'.

The 'Difference' column, shows that agreement for this question was 11% lower than in your comparator.

Question group	Biggest negative difference from comparator	You 2024	Difference	Comparator 2024
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	67%	-11%	78%
Learning and development	My organisation places a high priority on the learning and development of staff	55%	-8%	64%
Topical	I understand how the Code of Conduct for Victorian public sector employees applies to my work	80%	-7%	87%
Organisational integrity	My organisation is committed to earning a high level of public trust	82%	-6%	88%
Quality service delivery	My workgroup has clear lines of responsibility	69%	-5%	74%
Senior leadership	Senior leaders provide clear strategy and direction	61%	-5%	66%
Learning and development	I am satisfied with the way my learning and development needs have been addressed in the last 12 months	57%	-4%	61%
Organisational integrity	I believe the promotion processes in my organisation are fair	45%	-4%	49%
Topical	I am confident that if I requested to go on secondment to support urgent government work, it would be given due consideration	63%	-3%	67%
Job enrichment	I have the authority to do my job effectively	75%	-3%	78%

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People matter survey

2024

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- Questions requested by your organisation

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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 groups overall, lowest and highest scores with your own.
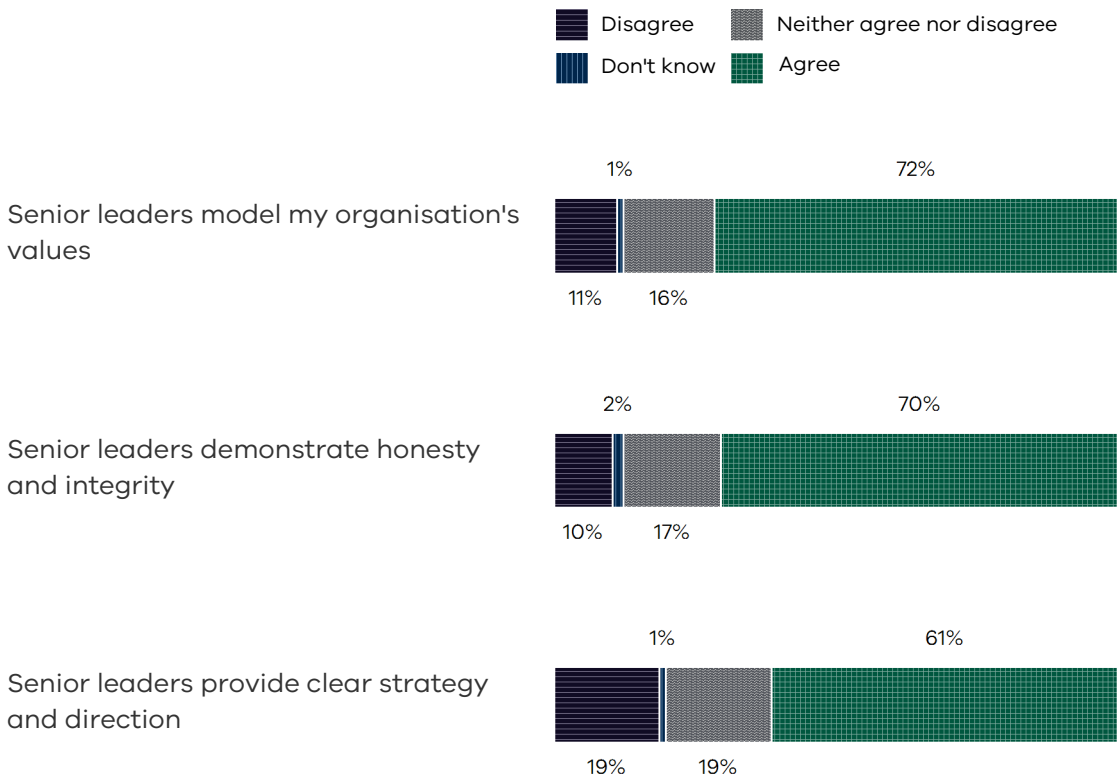
Example

59% of your staff who did the survey agreed or strongly agreed with 'My organisation has made improvements based on the survey results from last year'.

Survey question

Your results

Legend	
Disagree	Neither agree nor disagree
Don't know	Agree

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

17%   59%

23%
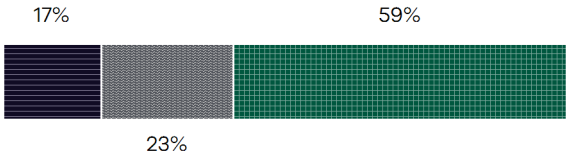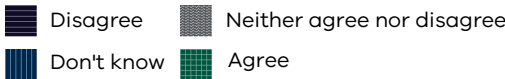
Benchmark agree results

You	Comparator		
2024	Lowest	Average	Highest
59%	44%	54%	66%

People matter survey
2024

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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.

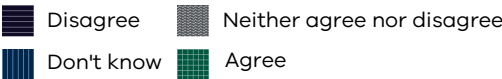Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

72% of your staff who did the survey agreed or strongly agreed with 'Senior leaders model my organisation's values'.

Survey question	Your results	Benchmark agree results

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

	You	Comparator		
Survey question	2024	Lowest	Average	Highest
Senior leaders model my organisation's values — Disagree 11%, Don't know 1%, Neither 16%, Agree 72%	72%	59%	71%	82%
Senior leaders demonstrate honesty and integrity — Disagree 10%, Don't know 2%, Neither 17%, Agree 70%	70%	56%	71%	83%
Senior leaders provide clear strategy and direction — Disagree 19%, Don't know 1%, Neither 19%, Agree 61%	61%	52%	66%	76%

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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:

- 75.7% of your staff who did the survey responded positively to questions about Collaboration.

Compared to:

- 75.6% of staff in your comparator group and 72.5% of staff across the public sector.

Collaboration: You 2024 75.7%, Comparator 2024 75.6%, Public sector 2024 72.5%

Organisational integrity: You 2024 71.9%, Comparator 2024 72.9%, Public sector 2024 67.0%

Safety climate: You 2024 68.2%, Comparator 2024 66.0%, Public sector 2024 59.2%

Legend: You 2024 | Comparator 2024 | Public sector 2024
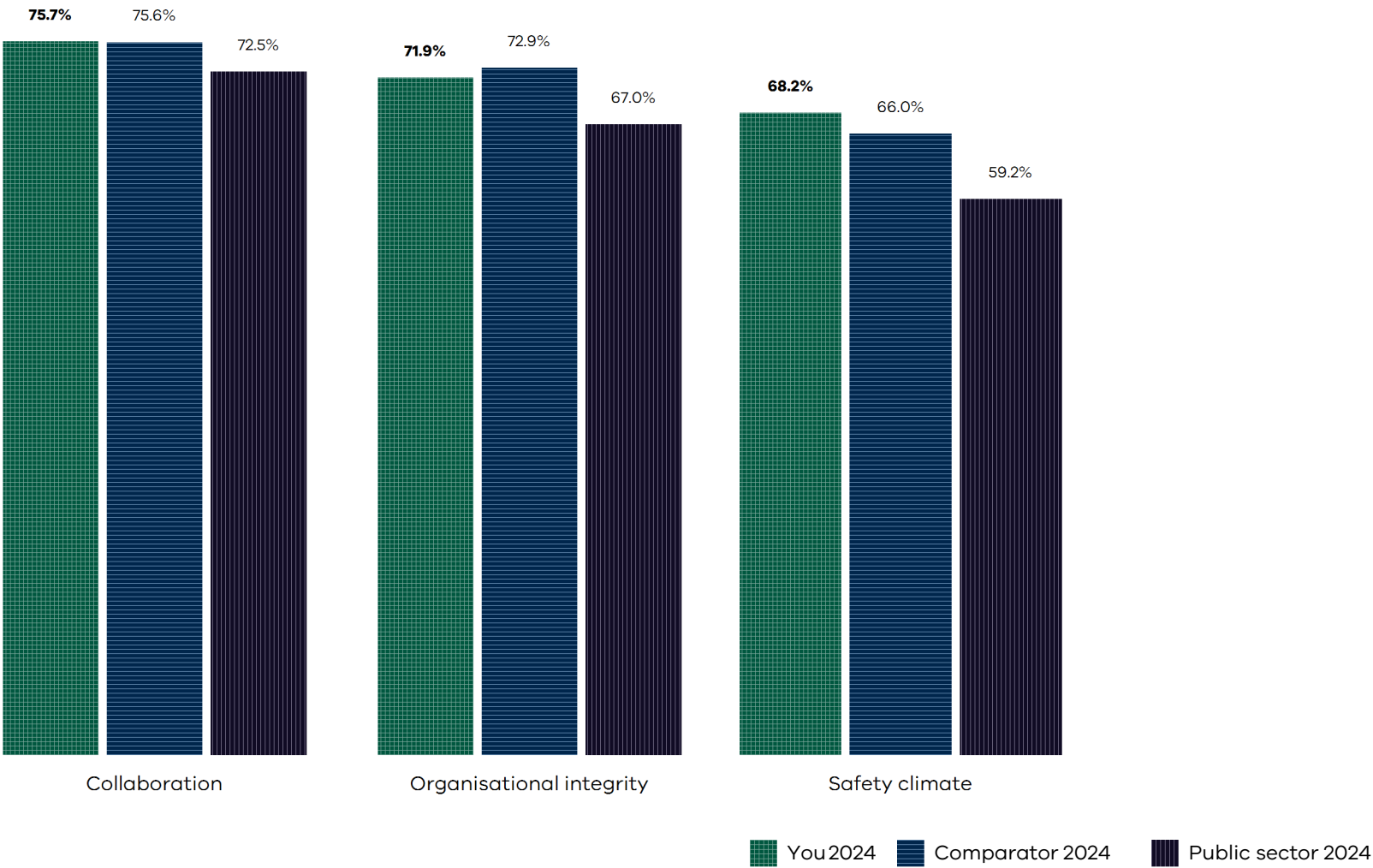
Organisational climate

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 groups overall, lowest and highest scores with your own.

Example

89% of your staff who did the survey agreed or strongly agreed with 'My organisation encourages respectful workplace behaviours'.

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

Survey question	Your results	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
My organisation encourages respectful workplace behaviours	89% (4% 7%)	89%	81%	89%	94%
My organisation encourages employees to act in ways that are consistent with human rights	88% (2% 4% 7%)	88%	75%	89%	94%
My organisation is committed to earning a high level of public trust	82% (1% 5% 12%)	82%	70%	88%	96%
My organisation does not tolerate improper conduct	80% (2% 7% 10%)	80%	66%	78%	83%

Victorian Public Sector Commission

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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 groups overall, lowest and highest scores with your own.
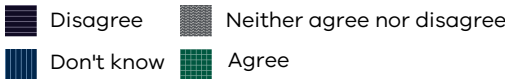
Example

79% of your staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.

Survey question	Your results		Benchmark agree results			
			You	**Comparator**		
			2024	Lowest	Average	Highest

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

Survey question	Disagree	Neither	Agree	You 2024	Lowest	Average	Highest
My organisation takes steps to eliminate bullying, harassment and discrimination	8%	3% / 10%	79%	79%	71%	77%	86%
I believe the recruitment processes in my organisation are fair	13%	5% / 18%	64%	64%	50%	63%	71%
I have an equal chance at promotion in my organisation	20%	8% / 25%	48%	48%	42%	50%	60%
I believe the promotion processes in my organisation are fair	18%	8% / 28%	45%	45%	40%	49%	58%

Victorian Public Sector Commission

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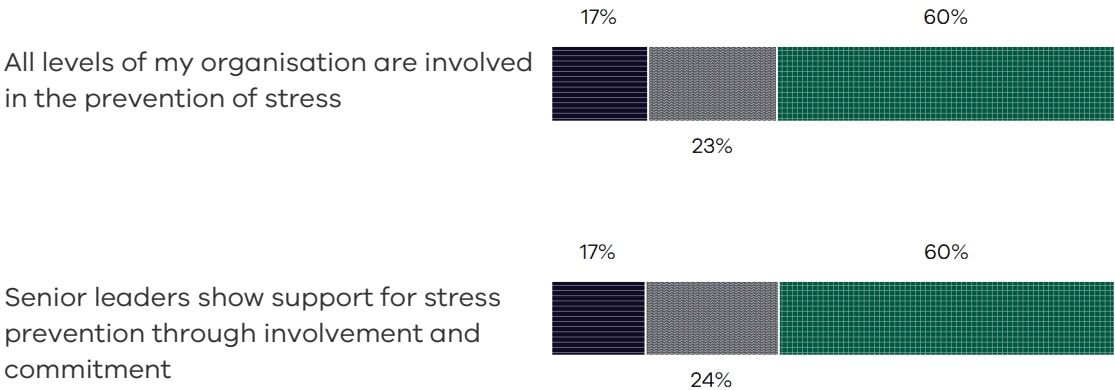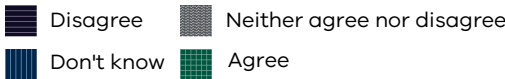
Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

85% of your staff who did the survey agreed or strongly agreed with 'I am able to work effectively with others outside my immediate workgroup'.

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree
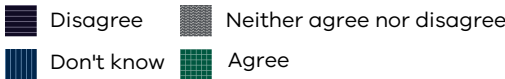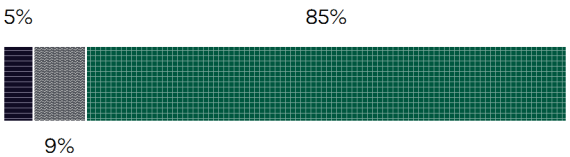
Survey question	Your results	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
I am able to work effectively with others outside my immediate workgroup	5% / 9% / 85%	85%	79%	86%	94%
Workgroups across my organisation willingly share information with each other	1% / 13% / 20% / 66%	66%	52%	65%	77%
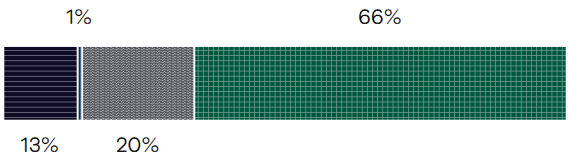
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Organisational climate

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 groups overall, lowest and highest scores with your own.

Example

93% of your staff who did the survey agreed or strongly agreed with 'My organisation provides a physically safe work environment'.

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

Survey question	Your results	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
My organisation provides a physically safe work environment	Agree 93%, Disagree 3%, Neither 4%	93%	82%	93%	98%
Senior leaders consider the psychological health of employees to be as important as productivity	Agree 68%, Disagree 13%, Neither 19%	68%	54%	66%	78%
In my workplace, there is good communication about psychological safety issues that affect me	Agree 66%, Disagree 13%, Neither 20%	66%	52%	63%	74%
My organisation has effective procedures in place to support employees who may experience stress	Agree 63%, Disagree 13%, Don't know 6%, Neither 18%	63%	50%	60%	69%

Victorian Public Sector Commission

VICTORIA State Government
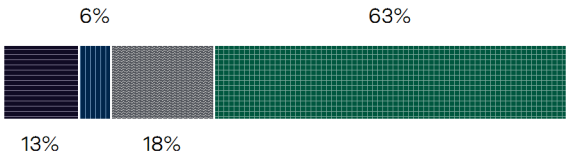
Organisational climate

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 groups overall, lowest and highest scores with your own.

Example

60% of your staff who did the survey agreed or strongly agreed with 'All levels of my organisation are involved in the prevention of stress'.

Survey question

Your results

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

All levels of my organisation are involved in the prevention of stress
17% | 60% | 23%

Senior leaders show support for stress prevention through involvement and commitment
17% | 60% | 24%

Benchmark agree results

	You	Comparator		
	2024	Lowest	Average	Highest
All levels of my organisation are involved in the prevention of stress	60%	50%	56%	65%
Senior leaders show support for stress prevention through involvement and commitment	60%	47%	58%	70%

Victorian Public Sector Commission

VICTORIA State Government

People matter survey

2024

Have your say

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:

- 81.1% of your staff who did the survey responded positively to questions about Workgroup support.

Compared to:

- 81.5% of staff in your comparator group and 80.3% of staff across the public sector.

Chart data:

Factor	You 2024	Comparator 2024	Public sector 2024
Workgroup support	81.1%	81.5%	80.3%
Safe to speak up	77.6%	76.9%	73.0%
Quality service delivery	74.5%	77.3%	75.2%
Innovation	73.1%	74.3%	70.6%

Victorian Public Sector Commission

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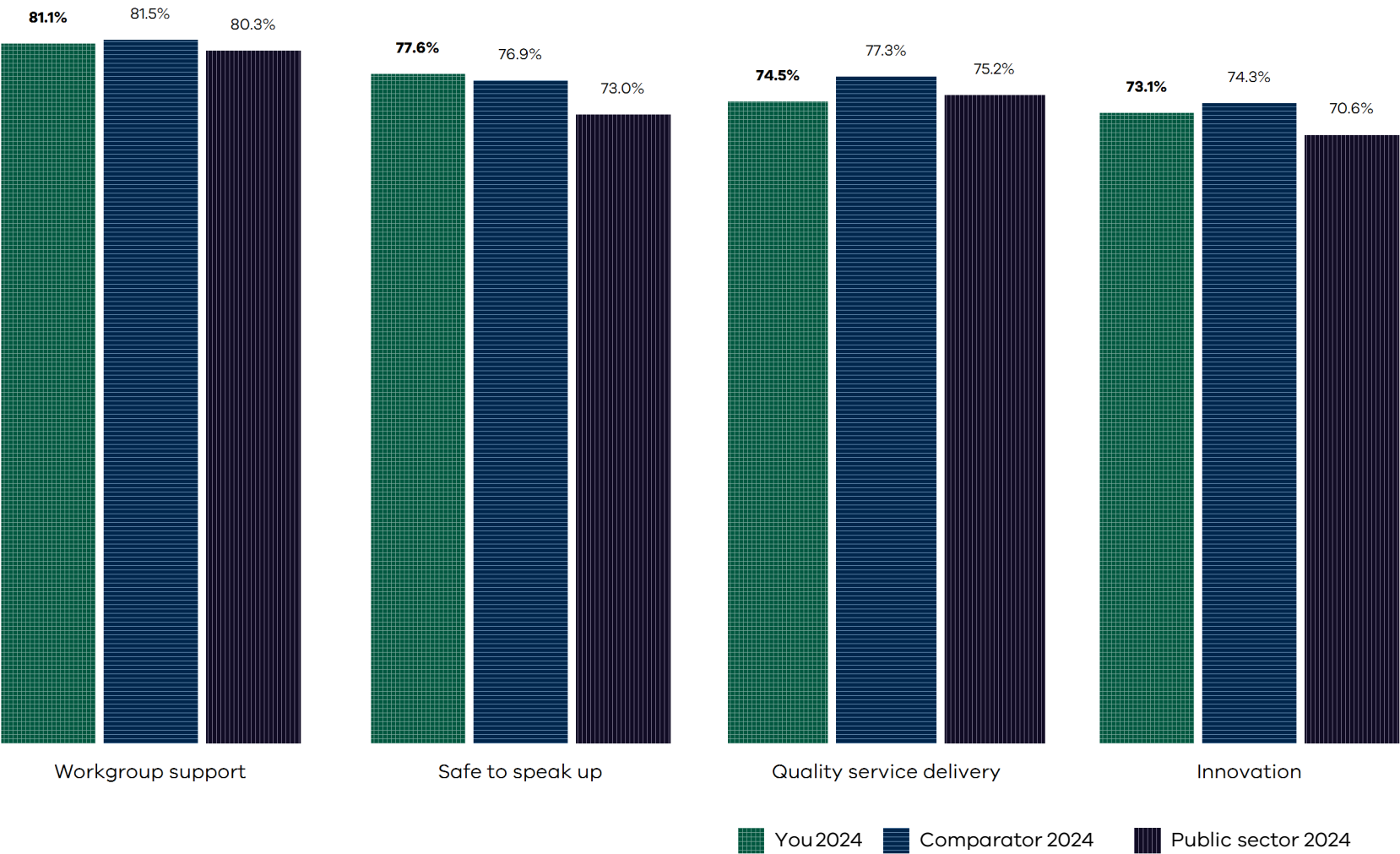
Workgroup climate

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 groups overall, lowest and highest scores with your own.

Example

84% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.
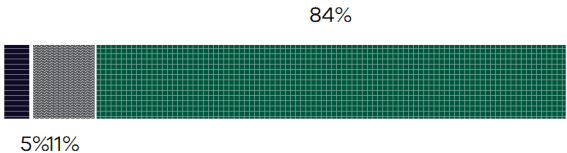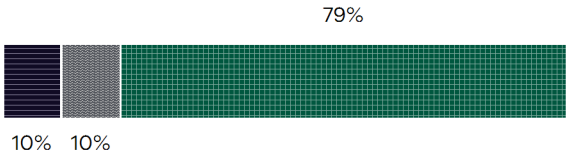
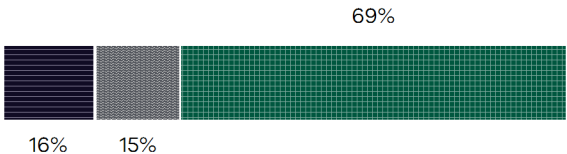| Survey question	Your results				

Your results legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree
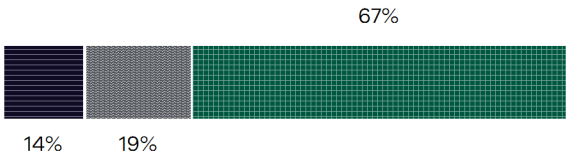
Survey question	Your results (Agree)	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup provides high quality advice and services	84% (5% 11%)	84%	71%	86%	91%
My workgroup acts fairly and without bias	79% (10% 10%)	79%	62%	80%	87%
My workgroup has clear lines of responsibility	69% (16% 15%)	69%	59%	74%	80%
My workgroup uses its resources well	67% (14% 19%)	67%	53%	69%	76%

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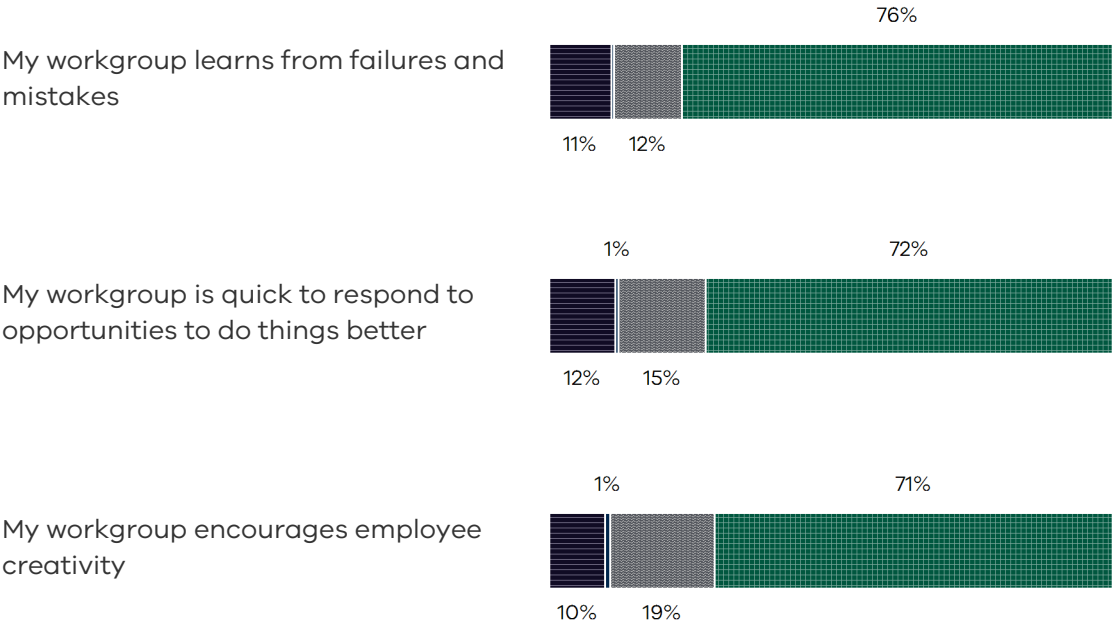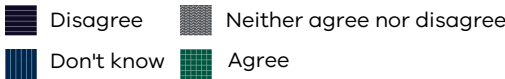
Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.
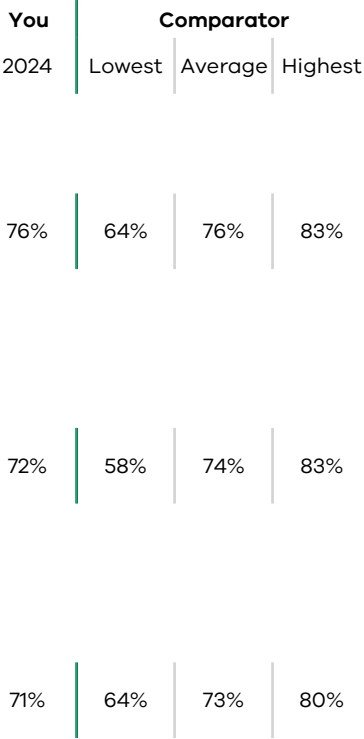
Example

76% of your staff who did the survey agreed or strongly agreed with 'My workgroup learns from failures and mistakes'.

Survey question	Your results		Benchmark agree results			
			You	**Comparator**		
			2024	Lowest	Average	Highest

Legend: Disagree ■ (dark) | Neither agree nor disagree ■ (grey) | Don't know ■ (dark blue) | Agree ■ (green)

Survey question	Disagree	Neither	Agree	You 2024	Lowest	Average	Highest
My workgroup learns from failures and mistakes	11%	12%	76%	76%	64%	76%	83%
My workgroup is quick to respond to opportunities to do things better	12%	15%	72% (1%)	72%	58%	74%	83%
My workgroup encourages employee creativity	10%	19%	71% (1%)	71%	64%	73%	80%

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.

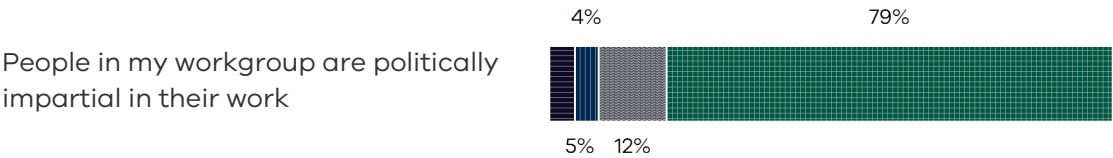Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.
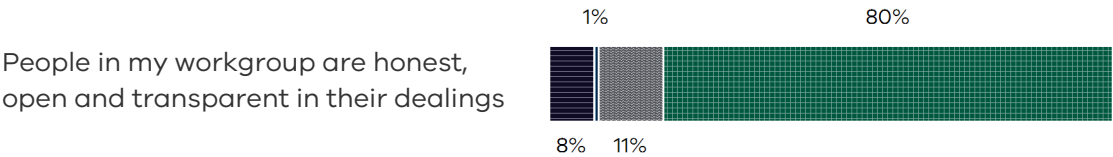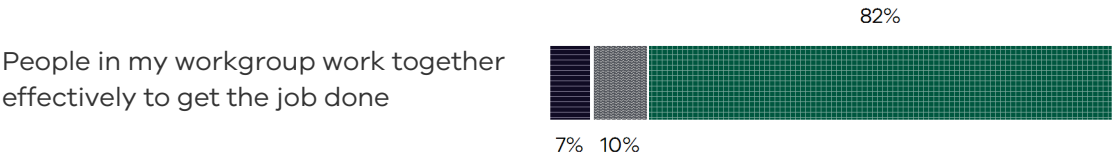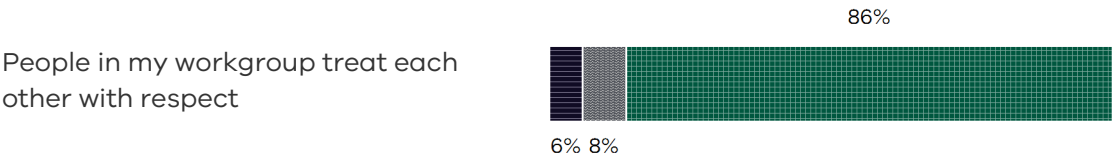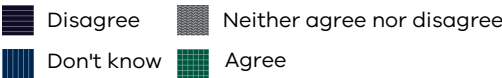
Example

86% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup treat each other with respect'.

Survey question · Your results · Benchmark agree results

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

Survey question	Your results (Agree)	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup treat each other with respect	86% (6% Disagree, 8% Neither)	86%	79%	87%	92%
People in my workgroup work together effectively to get the job done	82% (7% Disagree, 10% Neither)	82%	79%	84%	90%
People in my workgroup are honest, open and transparent in their dealings	80% (8% Disagree, 1% Don't know, 11% Neither)	80%	58%	80%	87%
People in my workgroup are politically impartial in their work	79% (5% Disagree, 4% Don't know, 12% Neither)	79%	62%	79%	83%

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.

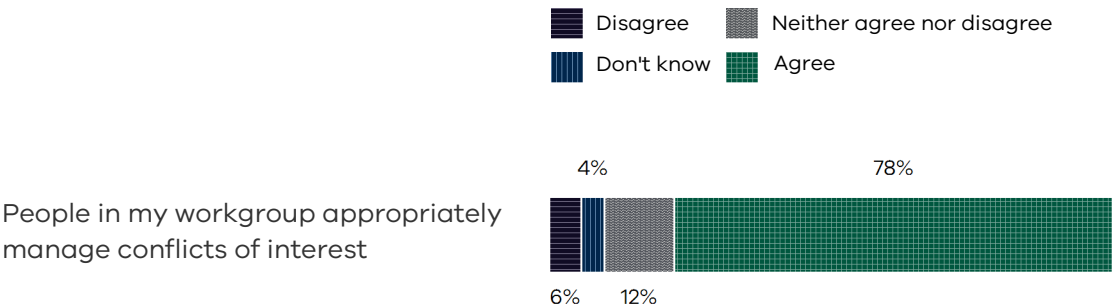Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

78% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.

| Survey question | Your results | Benchmark agree results |

Survey question — People in my workgroup appropriately manage conflicts of interest

Your results

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

4% Disagree, 6% Don't know, 12% Neither agree nor disagree, 78% Agree

Benchmark agree results

	You	Comparator		
	2024	Lowest	Average	Highest
	78%	62%	78%	83%

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.

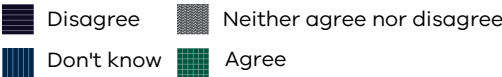Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

79% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup are able to bring up problems and tough issues'.
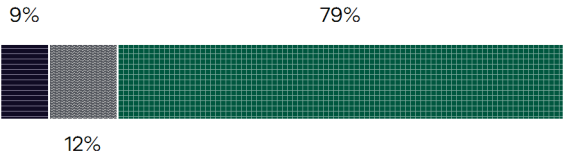
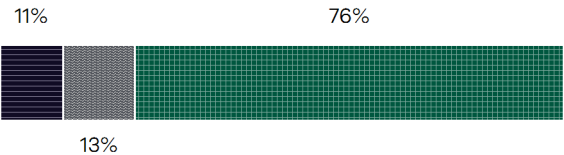Legend: Disagree | Neither agree nor disagree | Don't know | Agree

Survey question	Your results	You 2024	Comparator Lowest	Average	Highest
People in my workgroup are able to bring up problems and tough issues	9% / 12% / 79%	79%	64%	77%	85%
I feel safe to challenge inappropriate behaviour at work	11% / 13% / 76%	76%	66%	76%	86%

Victorian Public Sector Commission

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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
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- Scorecard: satisfaction, stress, intention to stay, inclusion
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- Work-related stress levels
- Work-related stress causes
- Intention to stay

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

Key differences

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

Taking action

- Taking action questions

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- Quality service delivery
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- Safe to speak up

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- Meaningful work
- Flexible working

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- Accountability
- Respect
- Leadership
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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

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.
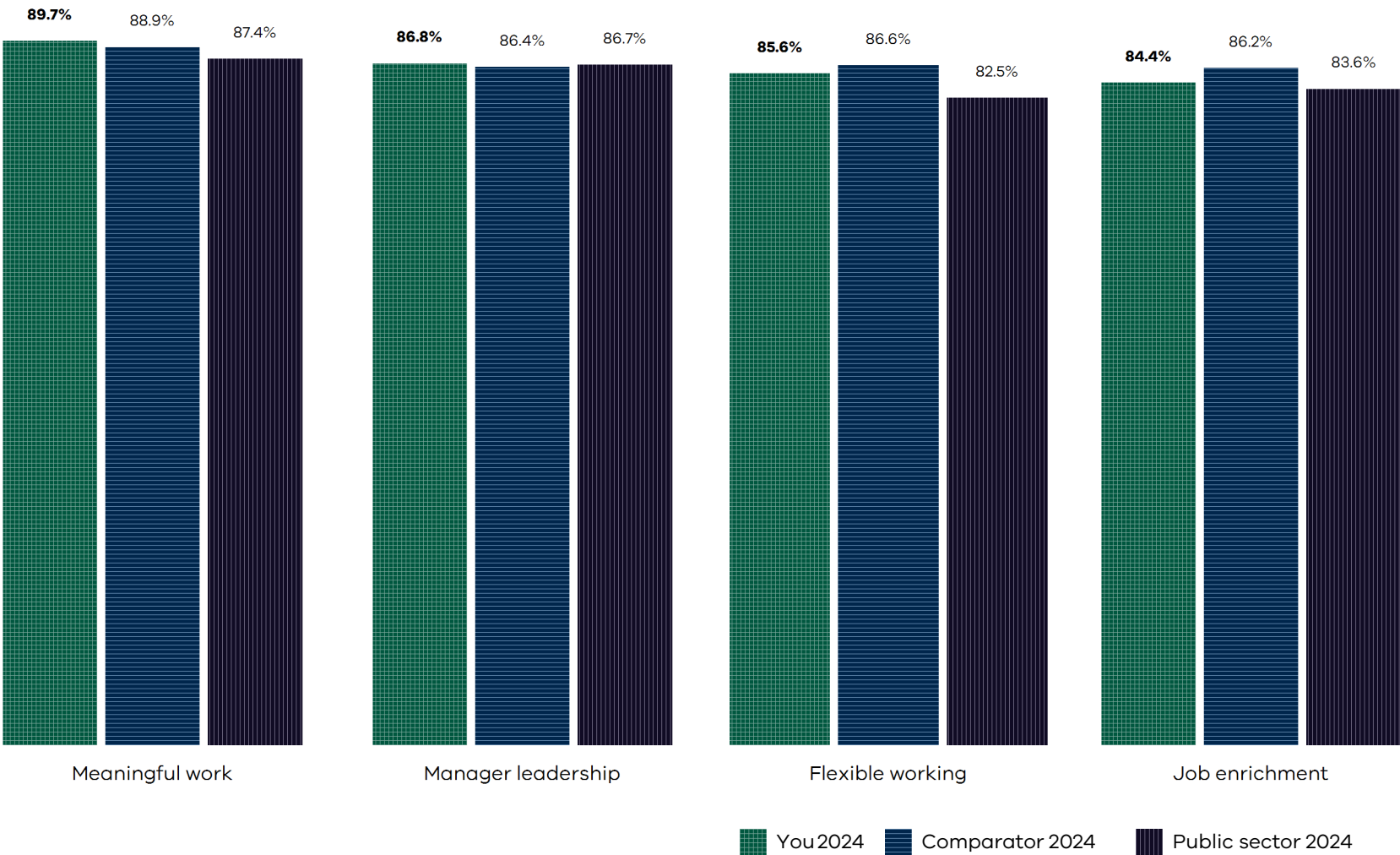
Example

In 2024:

- 89.7% of your staff who did the survey responded positively to questions about Meaningful work.

Compared to:

- 88.9% of staff in your comparator group and 87.4% of staff across the public sector.

	Meaningful work	Manager leadership	Flexible working	Job enrichment
You 2024	89.7%	86.8%	85.6%	84.4%
Comparator 2024	88.9%	86.4%	86.6%	86.2%
Public sector 2024	87.4%	86.7%	82.5%	83.6%

■ You 2024   ■ Comparator 2024   ■ Public sector 2024

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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.
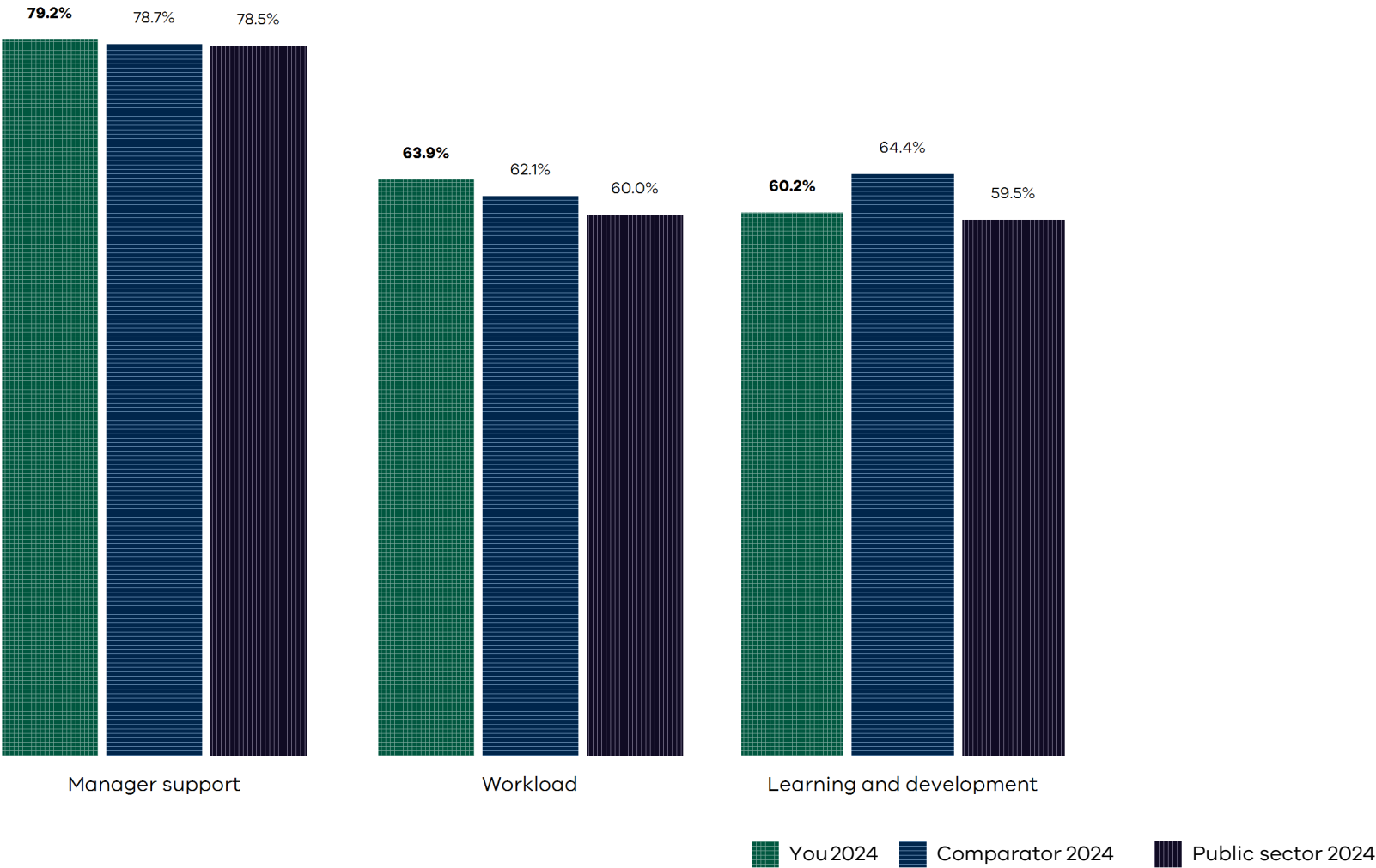
Example

In 2024:

- 79.2% of your staff who did the survey responded positively to questions about Manager support.

Compared to:

- 78.7% of staff in your comparator group and 78.5% of staff across the public sector.

Chart — Manager support: You 2024 79.2%, Comparator 2024 78.7%, Public sector 2024 78.5%. Workload: You 2024 63.9%, Comparator 2024 62.1%, Public sector 2024 60.0%. Learning and development: You 2024 60.2%, Comparator 2024 64.4%, Public sector 2024 59.5%.

Legend: You 2024 | Comparator 2024 | Public sector 2024

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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.

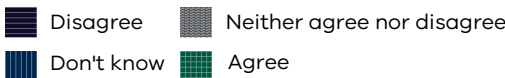Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

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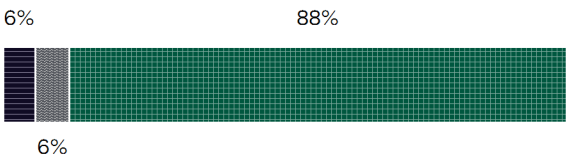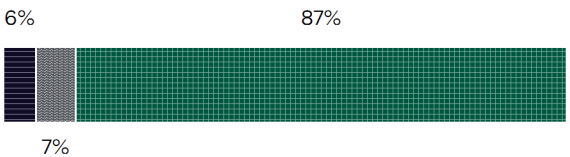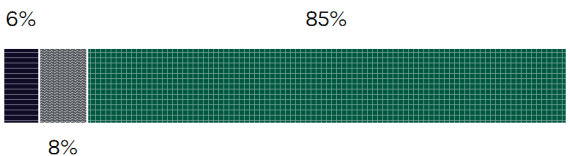
Survey question	Your results				

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

Benchmark agree results

Survey question	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
My manager treats employees with dignity and respect (6% / 6% / 88%)	88%	74%	88%	95%
My manager demonstrates honesty and integrity (6% / 7% / 87%)	87%	69%	87%	93%
My manager models my organisation's values (6% / 8% / 85%)	85%	70%	85%	91%

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 groups overall, lowest and highest scores with your own.
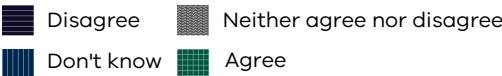
Example

85% of your staff who did the survey agreed or strongly agreed with 'I can discuss problems or issues with my manager'.

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

Survey question	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
I can discuss problems or issues with my manager (7% / 8% / 85%)	85%	68%	84%	93%
My manager listens to what I have to say (7% / 9% / 85%)	85%	70%	85%	92%
My manager provides me with enough support when I need it (8% / 10% / 83%)	83%	64%	82%	93%
My manager gives me feedback that helps me improve my performance (9% / 14% / 1% / 77%)	77%	62%	77%	85%

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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 groups overall, lowest and highest scores with your own.
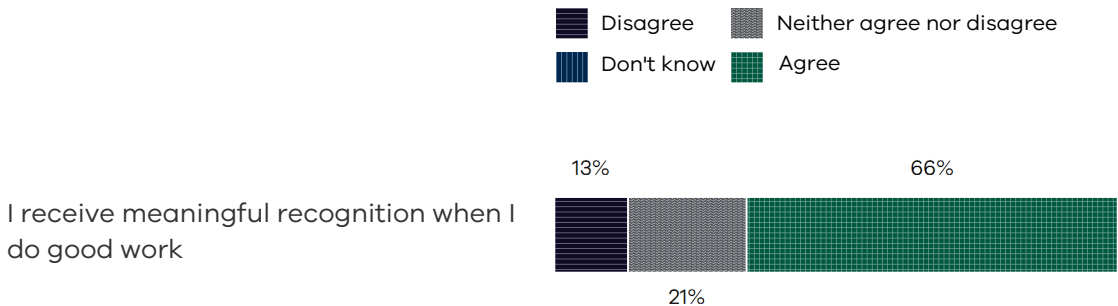
Example

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

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

I receive meaningful recognition when I do good work

13% | 21% | 66%

	You	Comparator		
	2024	Lowest	Average	Highest
	66%	53%	65%	73%

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 groups overall, lowest and highest scores with your own.
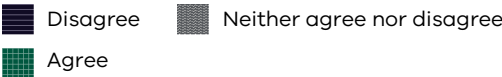
Example

66% of your staff who did the survey agreed or strongly agreed with 'The workload I have is appropriate for the job that I do'.
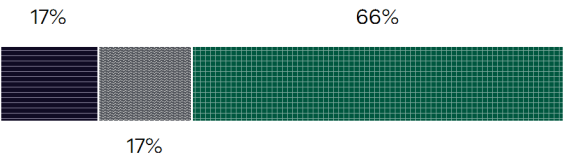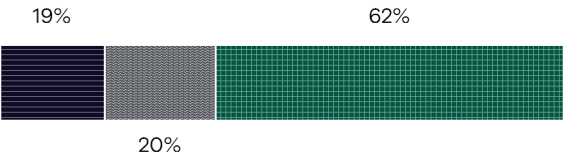
Survey question

Your results

■ Disagree   ▨ Neither agree nor disagree
▨ Agree

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

17%   66%

17%

I have enough time to do my job effectively

19%   62%

20%

Benchmark agree results

	You	Comparator		
	2024	Lowest	Average	Highest
The workload I have is appropriate for the job that I do	66%	52%	64%	70%
I have enough time to do my job effectively	62%	50%	60%	71%

Victorian Public Sector Commission

VICTORIA State Government

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 groups overall, lowest and highest scores with your own.
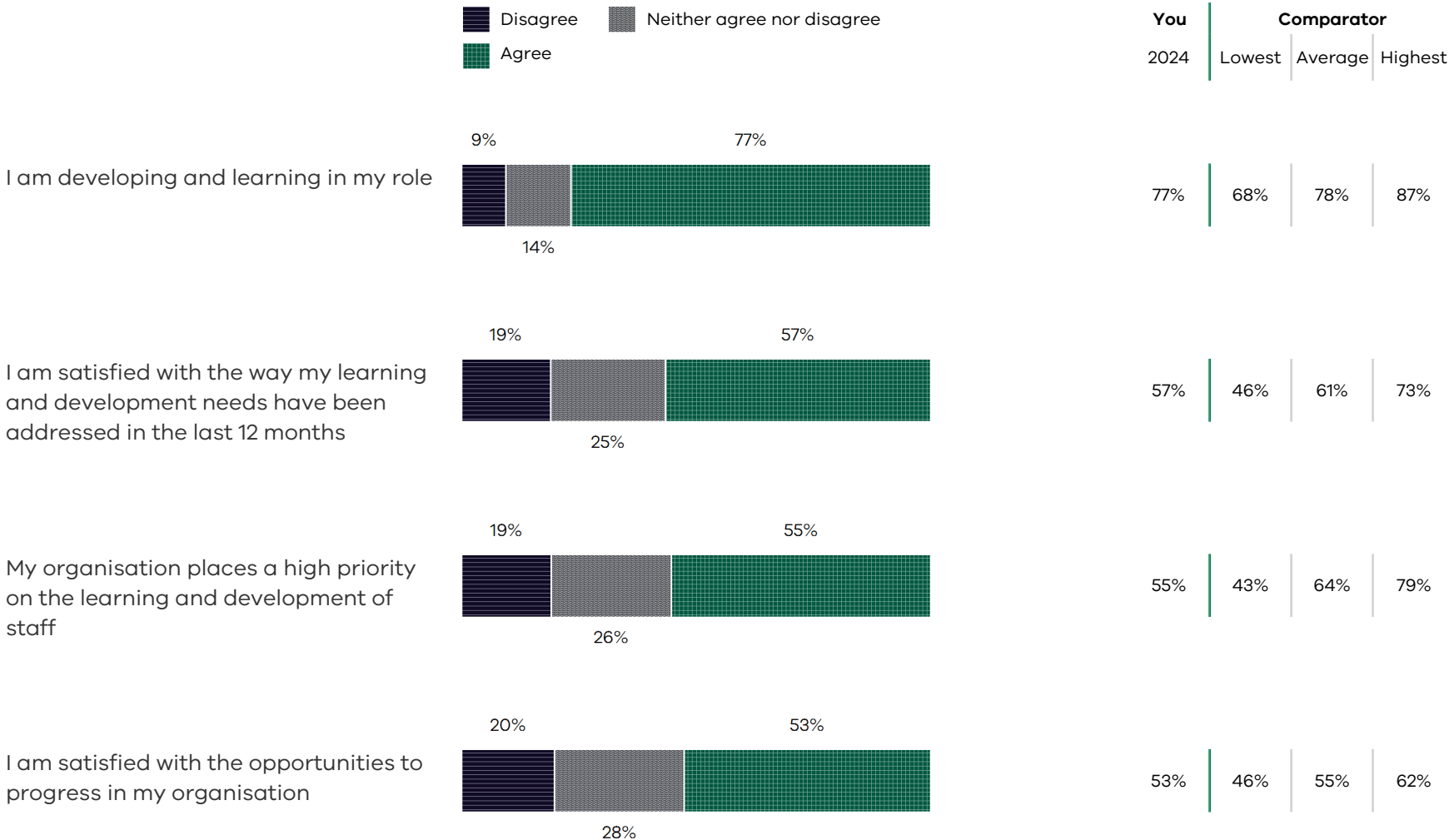
Example

77% of your staff who did the survey agreed or strongly agreed with 'I am developing and learning in my role'.

Survey question	Your results				

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

Benchmark agree results

Survey question	Disagree	Neither	Agree	You 2024	Lowest	Average	Highest
I am developing and learning in my role	9%	14%	77%	77%	68%	78%	87%
I am satisfied with the way my learning and development needs have been addressed in the last 12 months	19%	25%	57%	57%	46%	61%	73%
My organisation places a high priority on the learning and development of staff	19%	26%	55%	55%	43%	64%	79%
I am satisfied with the opportunities to progress in my organisation	20%	28%	53%	53%	46%	55%	62%

Comparator: Lowest, Average, Highest

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 groups overall, lowest and highest scores with your own.
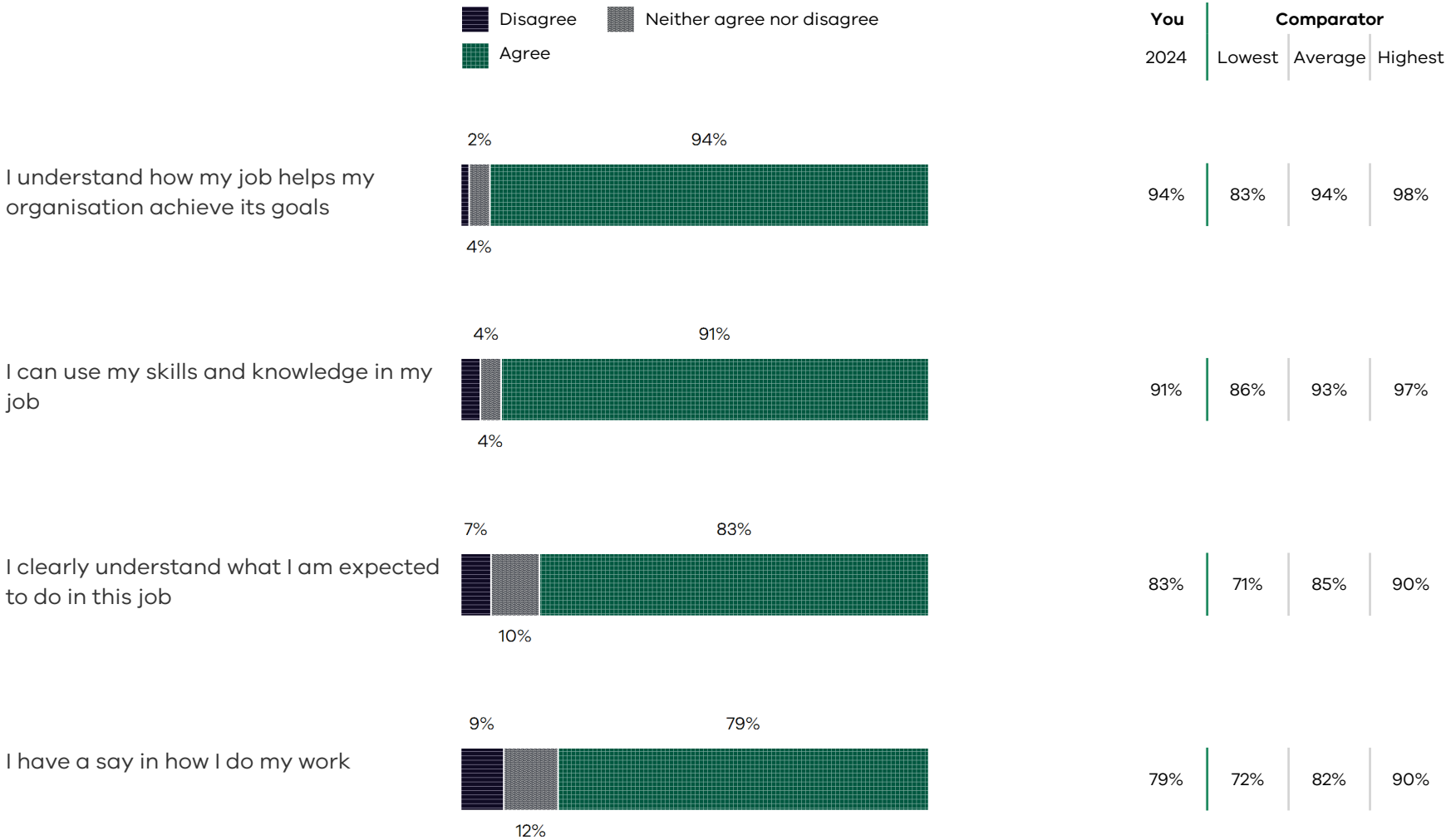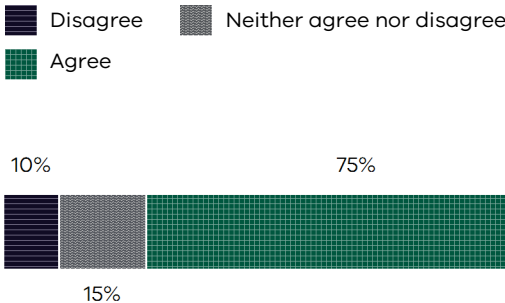
Example

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 ▨ Neither agree nor disagree ▩ Agree

I understand how my job helps my organisation achieve its goals
- Disagree: 2%
- Neither: 4%
- Agree: 94%

I can use my skills and knowledge in my job
- Disagree: 4%
- Neither: 4%
- Agree: 91%

I clearly understand what I am expected to do in this job
- Disagree: 7%
- Neither: 10%
- Agree: 83%

I have a say in how I do my work
- Disagree: 9%
- Neither: 12%
- Agree: 79%

Benchmark agree results

Survey question	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
I understand how my job helps my organisation achieve its goals	94%	83%	94%	98%
I can use my skills and knowledge in my job	91%	86%	93%	97%
I clearly understand what I am expected to do in this job	83%	71%	85%	90%
I have a say in how I do my work	79%	72%	82%	90%

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 groups overall, lowest and highest scores with your own.
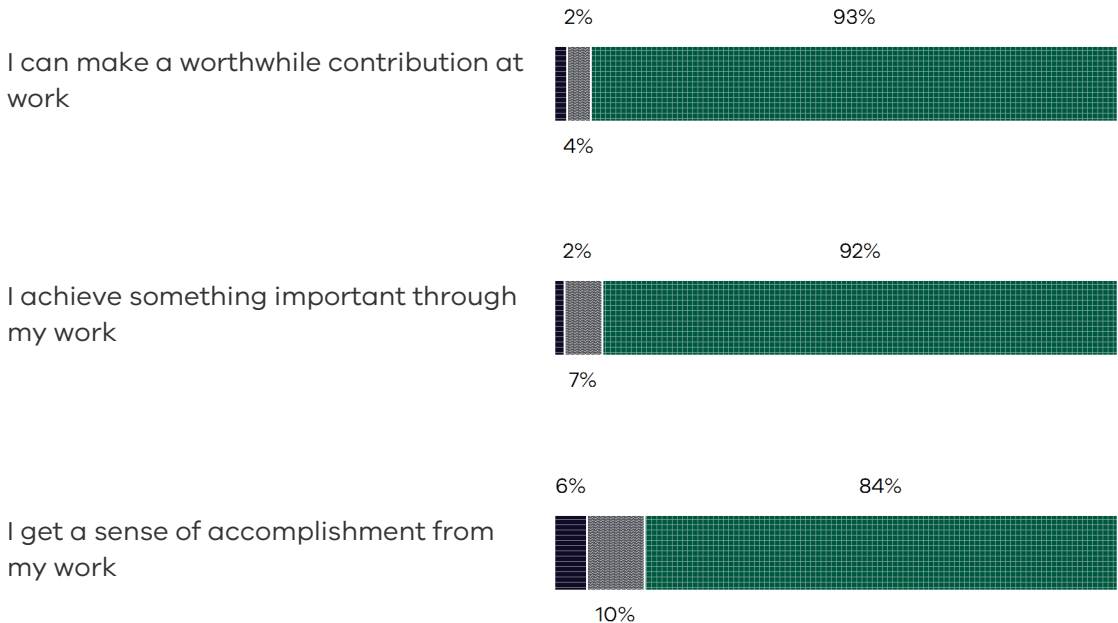
Example

75% of your staff who did the survey agreed or strongly agreed with 'I have the authority to do my job effectively'.

Survey question

Your results

Disagree ▮ Neither agree nor disagree ▦

Agree ▦

10%   75%

I have the authority to do my job effectively

15%

Benchmark agree results

	You	Comparator		
	2024	Lowest	Average	Highest
	75%	61%	78%	84%

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 groups overall, lowest and highest scores with your own.
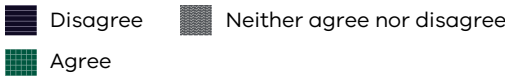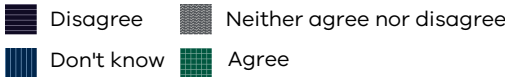
Example

93% of your staff who did the survey agreed or strongly agreed with 'I can make a worthwhile contribution at work'.

| Survey question | Your results | Benchmark agree results |

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

Survey question		You 2024	Lowest	Average	Highest
I can make a worthwhile contribution at work	2% / 93% / 4%	93%	89%	93%	95%
I achieve something important through my work	2% / 92% / 7%	92%	84%	91%	93%
I get a sense of accomplishment from my work	6% / 84% / 10%	84%	77%	83%	88%

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 groups overall, lowest and highest scores with your own.

Example

90% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.
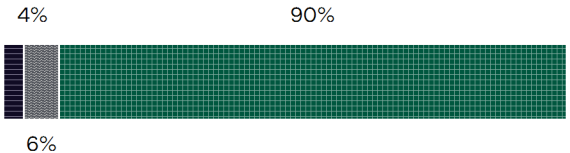
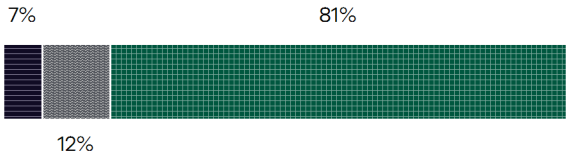| | Disagree | | Neither agree nor disagree |
| | Don't know | | Agree |

	You	Comparator		
	2024	Lowest	Average	Highest

Survey question	4%	90%	You 2024	Lowest	Average	Highest
My manager supports working flexibly	6%		90%	70%	89%	98%
I am confident that if I requested a flexible work arrangement, it would be given due consideration	7% / 12%	81%	81%	63%	84%	92%

People matter survey

2024

Have your say

Overview

Result summary

Report overview

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

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
- 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

Victorian Public Sector Commission

VICTORIA State Government

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.
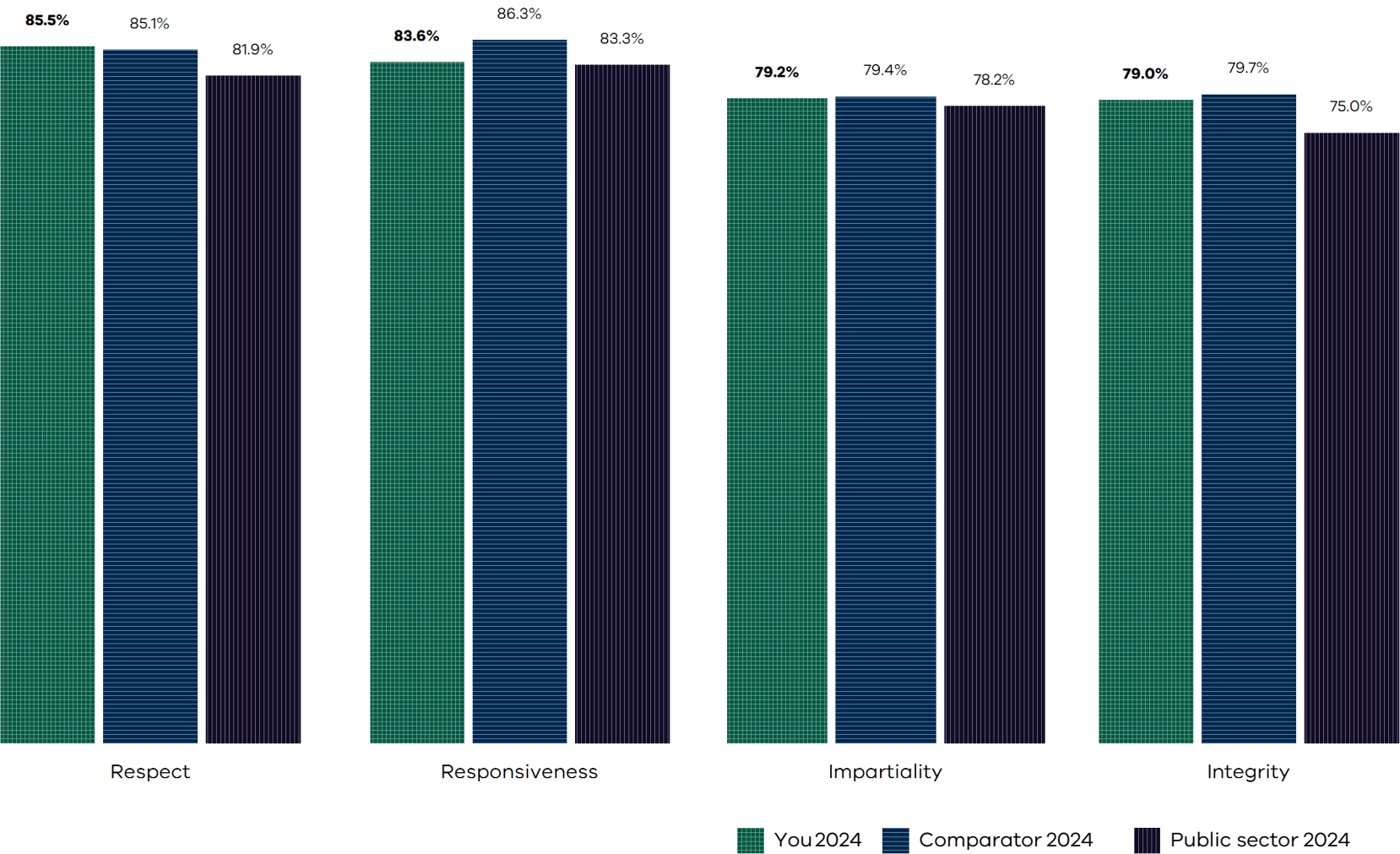
Example

In 2024:

- 85.5% of your staff who did the survey responded positively to questions about Respect.

Compared to:

- 85.1% of staff in your comparator group and 81.9% of staff across the public sector.

Bar chart — Public sector values

Value	You 2024	Comparator 2024	Public sector 2024
Respect	85.5%	85.1%	81.9%
Responsiveness	83.6%	86.3%	83.3%
Impartiality	79.2%	79.4%	78.2%
Integrity	79.0%	79.7%	75.0%

Legend: 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.
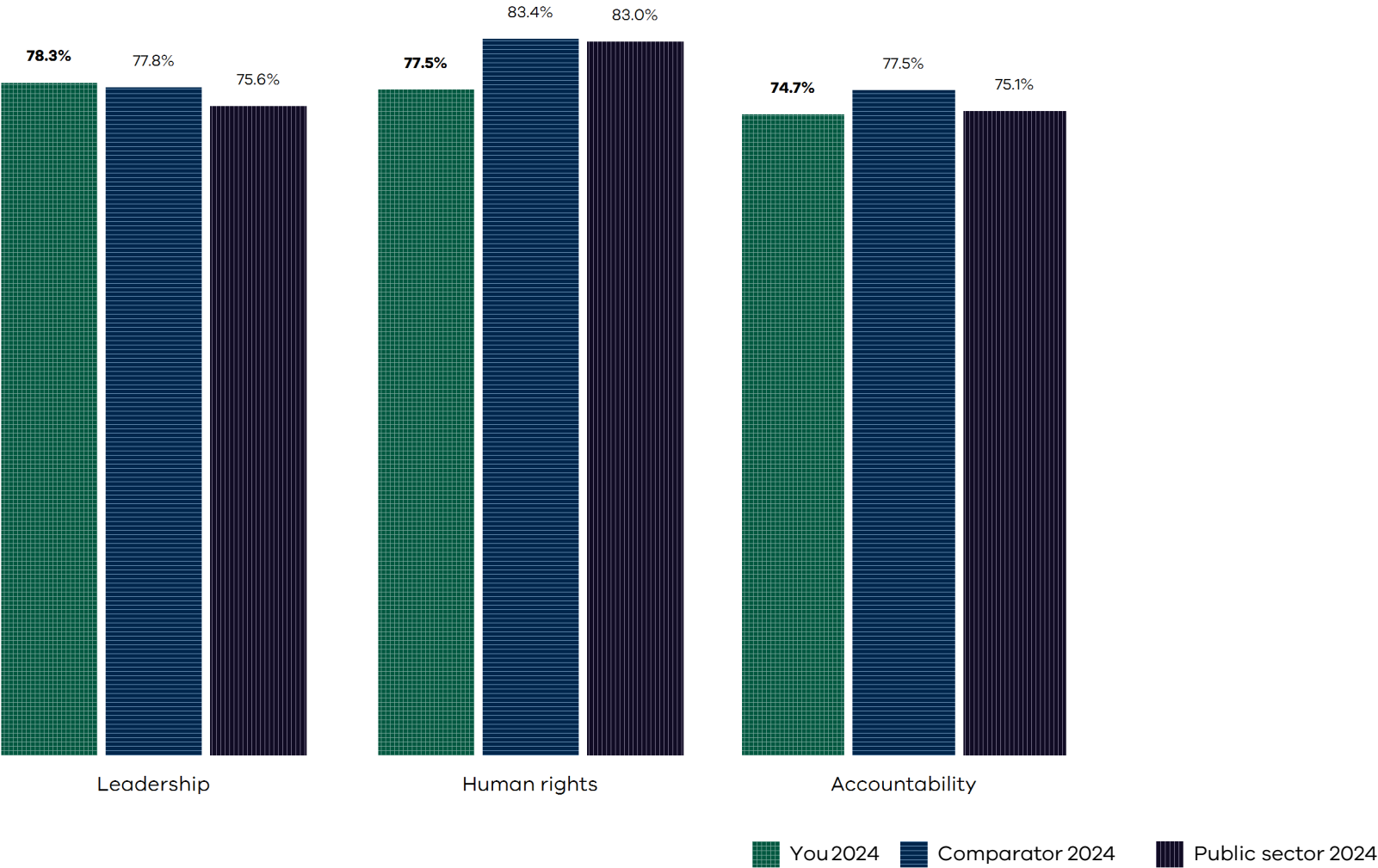
Example

In 2024:

- 78.3% of your staff who did the survey responded positively to questions about Leadership.

Compared to:

- 77.8% of staff in your comparator group and 75.6% of staff across the public sector.

Bar chart. Leadership: You 2024 78.3%, Comparator 2024 77.8%, Public sector 2024 75.6%. Human rights: You 2024 77.5%, Comparator 2024 83.4%, Public sector 2024 83.0%. Accountability: You 2024 74.7%, Comparator 2024 77.5%, Public sector 2024 75.1%.

Legend: You 2024 | Comparator 2024 | Public sector 2024

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 groups overall, lowest and highest scores with your own.
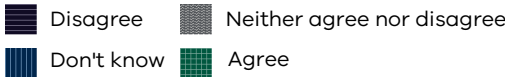
Example

84% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.
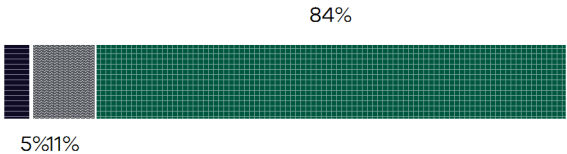
Legend	
Disagree	Neither agree nor disagree
Don't know	Agree

My workgroup provides high quality advice and services

84%

5% 11%

	You	Comparator		
	2024	Lowest	Average	Highest
	84%	71%	86%	91%

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.

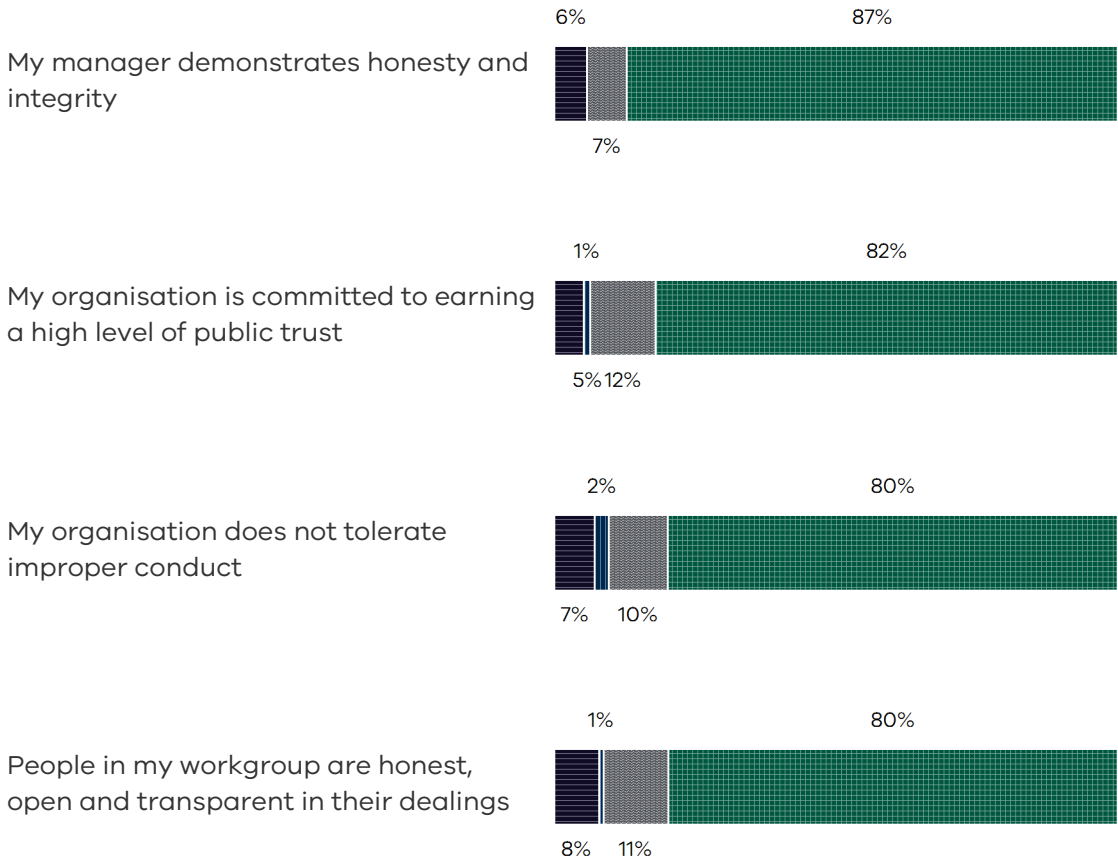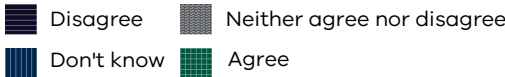Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

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

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

Survey question	Your results	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
My manager demonstrates honesty and integrity	6% / 7% / 87%	87%	69%	87%	93%
My organisation is committed to earning a high level of public trust	1% / 5% / 12% / 82%	82%	70%	88%	96%
My organisation does not tolerate improper conduct	2% / 7% / 10% / 80%	80%	66%	78%	83%
People in my workgroup are honest, open and transparent in their dealings	1% / 8% / 11% / 80%	80%	58%	80%	87%

Victorian Public Sector Commission

VICTORIA State Government

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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.

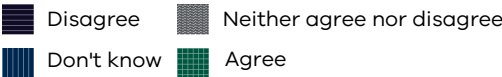Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

78% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.

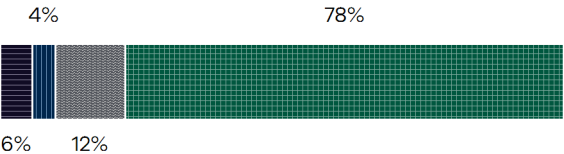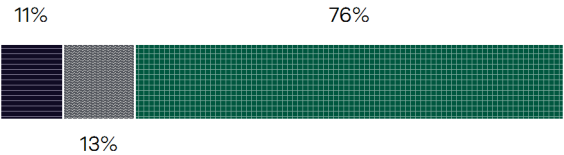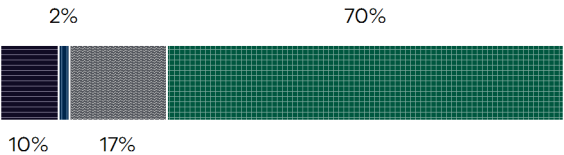## Survey question

Your results

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

People in my workgroup appropriately manage conflicts of interest
4% / 78% / 6% / 12%

I feel safe to challenge inappropriate behaviour at work
11% / 76% / 13%

Senior leaders demonstrate honesty and integrity
2% / 70% / 10% / 17%

Benchmark agree results

Survey question	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup appropriately manage conflicts of interest	78%	62%	78%	83%
I feel safe to challenge inappropriate behaviour at work	76%	66%	76%	86%
Senior leaders demonstrate honesty and integrity	70%	56%	71%	83%

Victorian Public Sector Commission

VICTORIA State Government

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 groups overall, lowest and highest scores with your own.
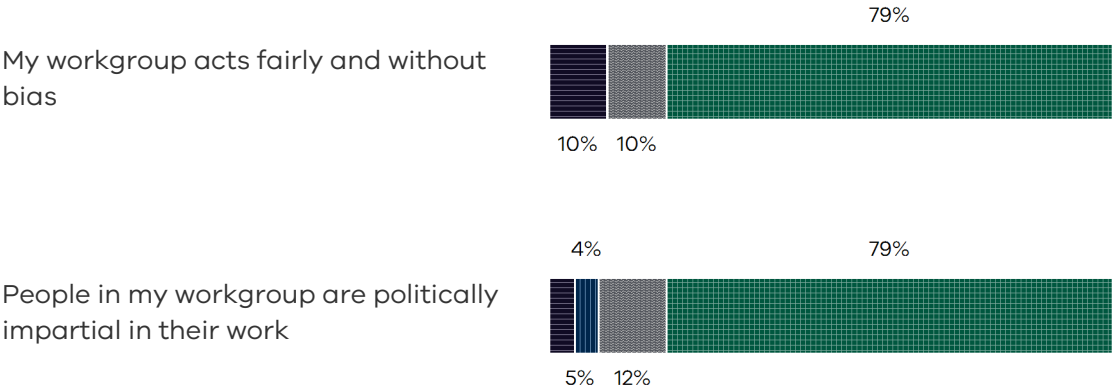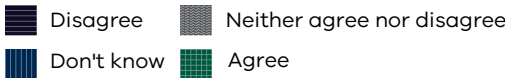
Example

79% of your staff who did the survey agreed or strongly agreed with 'My workgroup acts fairly and without bias'.

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

Survey question	Your results	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup acts fairly and without bias	Disagree 10%, Neither 10%, Agree 79%	79%	62%	80%	87%
People in my workgroup are politically impartial in their work	Disagree 4%, Don't know 5%, Neither 12%, Agree 79%	79%	62%	79%	83%

Victorian Public Sector Commission

VICTORIA State Government

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.

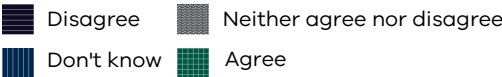Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

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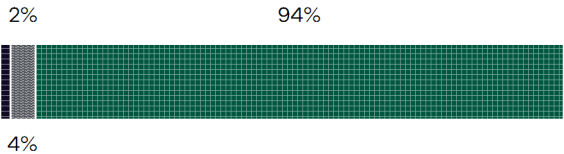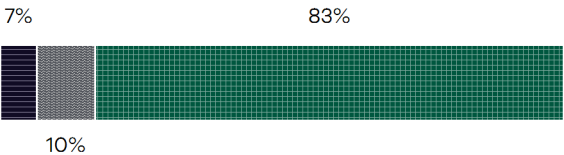
Legend: Disagree | Neither agree nor disagree | Don't know | Agree

Survey question	Your results	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
I understand how my job helps my organisation achieve its goals	2% / 4% / 94%	94%	83%	94%	98%
I clearly understand what I am expected to do in this job	7% / 10% / 83%	83%	71%	85%	90%
My workgroup has clear lines of responsibility	16% / 15% / 69%	69%	59%	74%	80%
My workgroup uses its resources well	14% / 19% / 67%	67%	53%	69%	76%

Victorian Public Sector Commission

VICTORIA State Government

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 groups overall, lowest and highest scores with your own.

Example

61% of your staff who did the survey agreed or strongly agreed with 'Senior leaders provide clear strategy and direction'.

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

Senior leaders provide clear strategy and direction

1%
61%
19%
19%

	You	Comparator		
	2024	Lowest	Average	Highest
	61%	52%	66%	76%

Victorian Public Sector Commission

VICTORIA State Government

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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 groups overall, lowest and highest scores with your own.
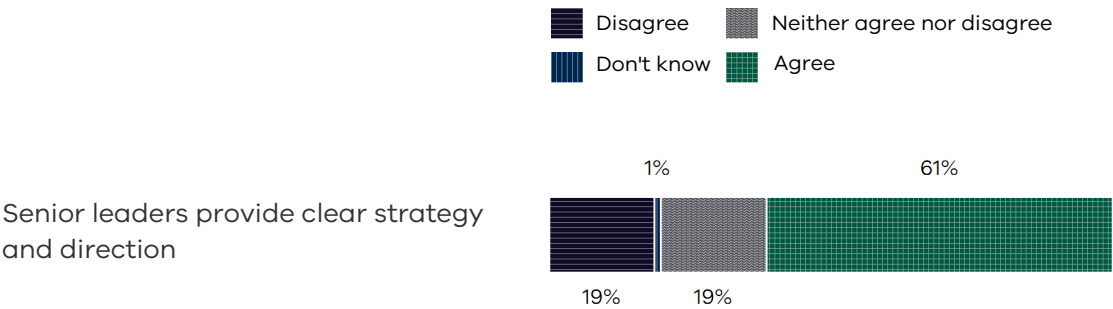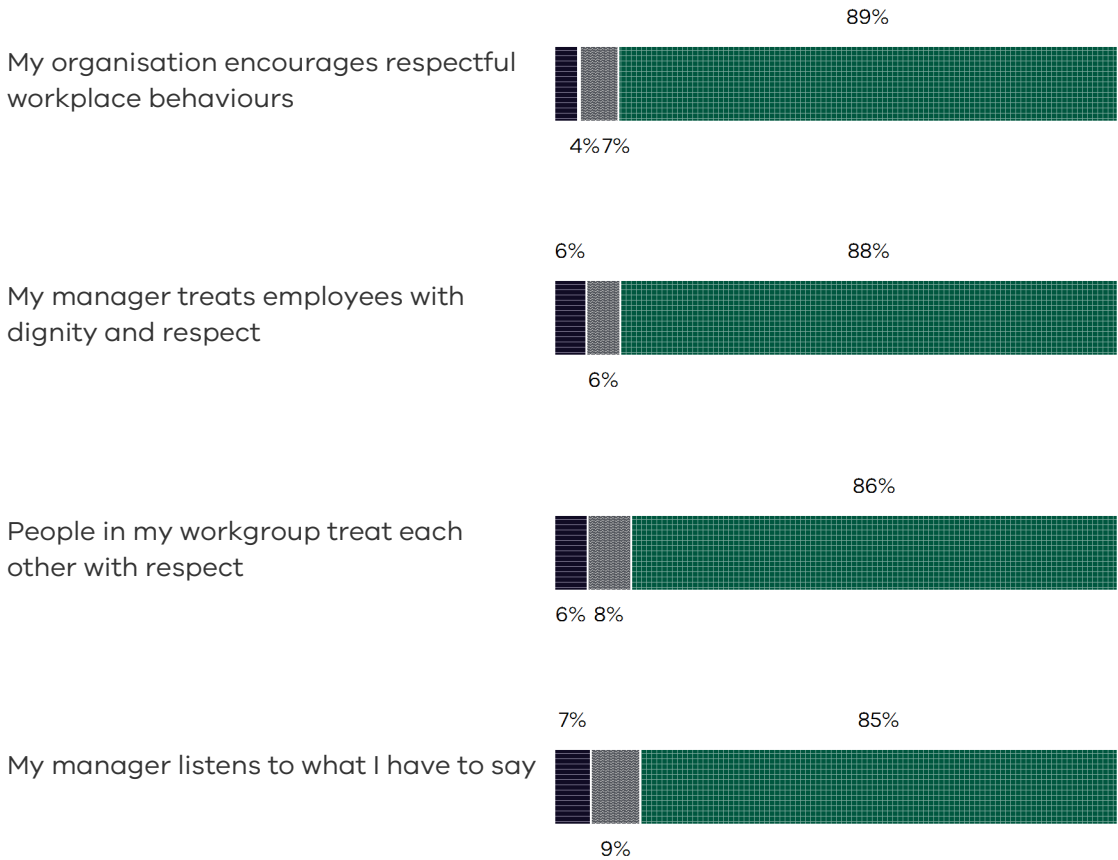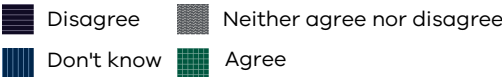
Example

89% of your staff who did the survey agreed or strongly agreed with 'My organisation encourages respectful workplace behaviours'.

Survey question

Your results

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

Benchmark agree results

	You	Comparator		
	2024	Lowest	Average	Highest
My organisation encourages respectful workplace behaviours	89%	81%	89%	94%
My manager treats employees with dignity and respect	88%	74%	88%	95%
People in my workgroup treat each other with respect	86%	79%	87%	92%
My manager listens to what I have to say	85%	70%	85%	92%

Your results bar values:
- My organisation encourages respectful workplace behaviours: 4% / 7% / 89%
- My manager treats employees with dignity and respect: 6% / 6% / 88%
- People in my workgroup treat each other with respect: 6% / 8% / 86%
- My manager listens to what I have to say: 7% / 9% / 85%

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 groups overall, lowest and highest scores with your own.
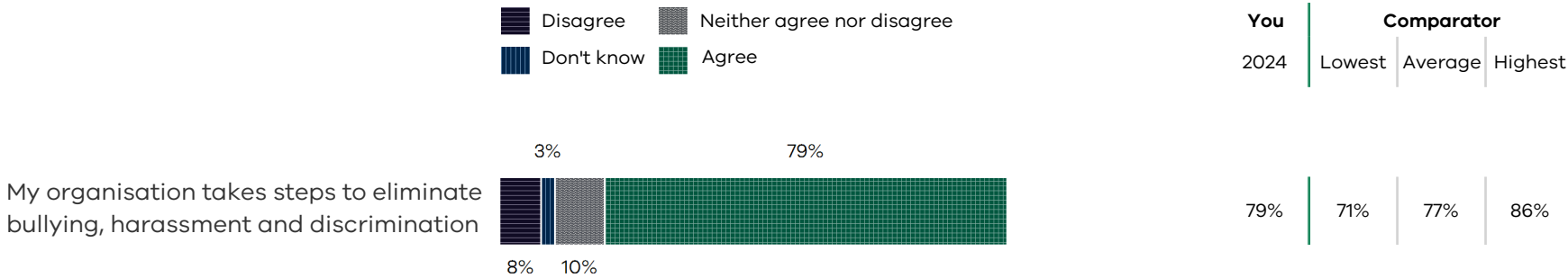
Example

79% of your staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.

Your results

Disagree	Neither agree nor disagree
Don't know	Agree

My organisation takes steps to eliminate bullying, harassment and discrimination

3%   79%

8%   10%

Benchmark agree results

You	Comparator		
2024	Lowest	Average	Highest
79%	71%	77%	86%

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 groups overall, lowest and highest scores with your own.
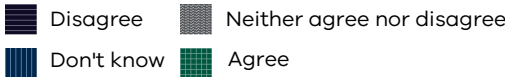
Example

85% of your staff who did the survey agreed or strongly agreed with 'My manager models my organisation's values'.
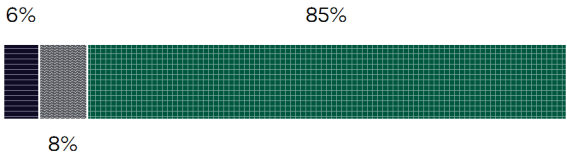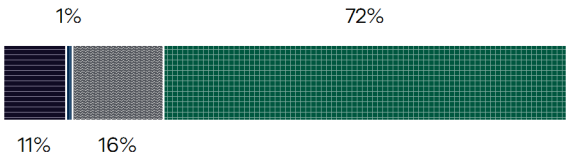
| Survey question | Your results | | Benchmark agree results | | | |

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

	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
My manager models my organisation's values	85%	70%	85%	91%
Senior leaders model my organisation's values	72%	59%	71%	82%

My manager models my organisation's values: 6% Disagree, 8% Neither agree nor disagree, 85% Agree

Senior leaders model my organisation's values: 11% Disagree, 1% Don't know, 16% Neither agree nor disagree, 72% Agree

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 groups overall, lowest and highest scores with your own.
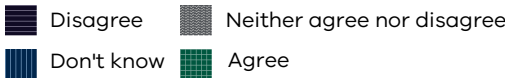
Example

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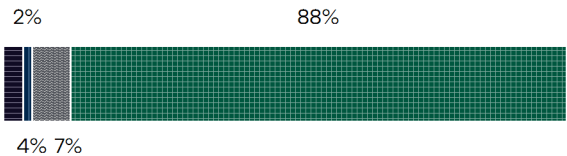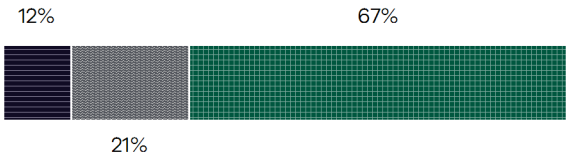
Survey question

Your results

	Disagree		Neither agree nor disagree
	Don't know		Agree

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

2% ... 88%
4% 7%

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

12% ... 67%
21%

Benchmark agree results

	You	Comparator		
	2024	Lowest	Average	Highest
My organisation encourages employees to act in ways that are consistent with human rights	88%	75%	89%	94%
I understand how the Charter of Human Rights and Responsibilities applies to my work	67%	70%	78%	87%

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

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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 groups overall, lowest and highest scores with your own.
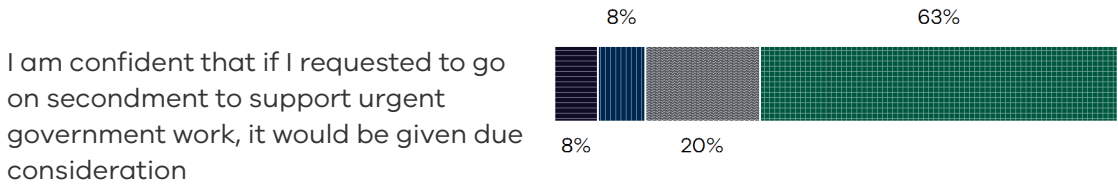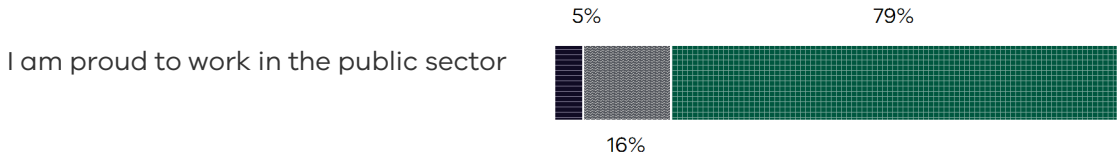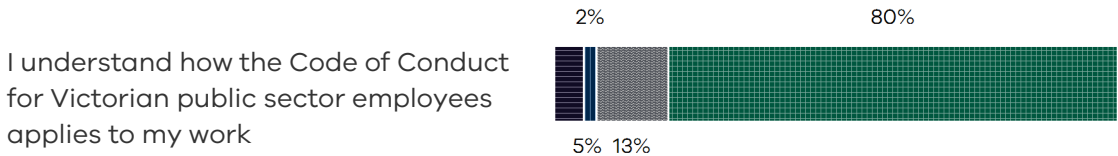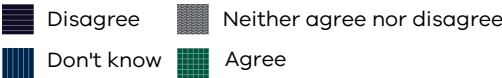
Example
80% of your staff who did the survey agreed or strongly agreed with 'I understand how the Code of Conduct for Victorian public sector employees applies to my work'.

Survey question

Your results

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

I understand how the Code of Conduct for Victorian public sector employees applies to my work
- 2% / 80%
- 5% 13%

I am proud to work in the public sector
- 5% / 79%
- 16%

I am confident that if I requested to go on secondment to support urgent government work, it would be given due consideration
- 8% / 63%
- 8% 20%

Benchmark agree results

	You	Comparator		
	2024	Lowest	Average	Highest
I understand how the Code of Conduct...	80%	81%	87%	93%
I am proud to work in the public sector	79%	63%	75%	83%
I am confident that if I requested to go on secondment...	63%	50%	67%	80%

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Custom questions

What is this

Your organisation asked 5 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.

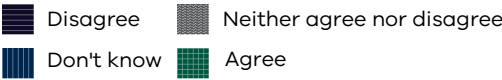Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

82% of staff who did the survey responded favourably to 'I understand the health and safety risks of my role and how to control them'.

Survey question	Your results	Benchmark agree results

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

You 2024
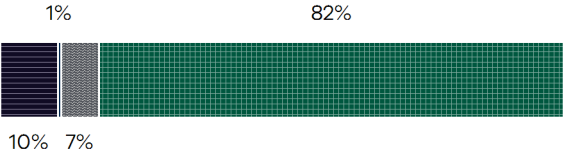
I understand the health and safety risks of my role and how to control them
1% / 82% / 10% / 7%
Benchmark: 82%

My people leader demonstrates the importance of risk management and compliance obligations in team discussions and performance reporting
2% / 80% / 5% / 13%
Benchmark: 80%
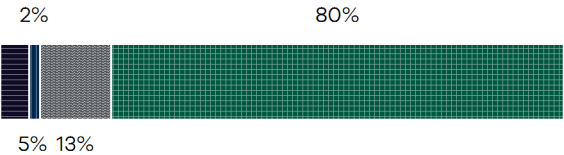
Risk management is a core part of GWW's decision making
2% / 77% / 8% / 13%
Benchmark: 77%

I am comfortable speaking up if I identify a risk
1% / 76% / 17% / 7%
Benchmark: 76%

Custom questions

What is this

Your organisation asked 5 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.
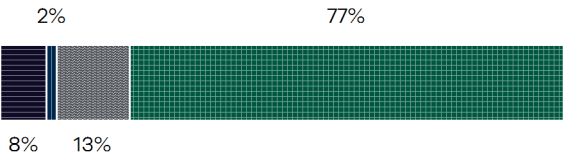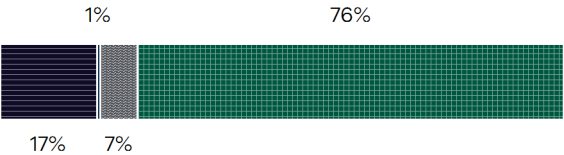
In this report, 'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.

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

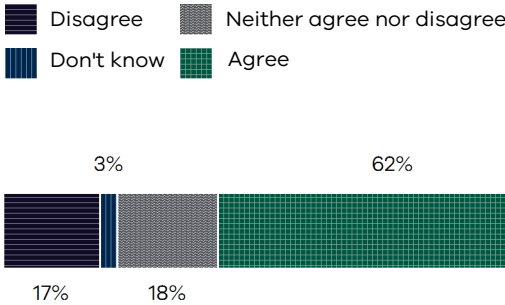**Example**

62% of staff who did the survey responded favourably to 'I have access to the resources I need to manage risk and compliance obligations'.

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

You

2024

I have access to the resources I need to manage risk and compliance obligations

3%   62%

17%   18%

62%

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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	130	18%
35-54 years	388	55%
55+ years	95	13%
Prefer not to say	93	13%

Gender	(n)	%
Man	322	46%
Woman	285	40%
Prefer not to say	92	13%
Non-binary and I use a different term	7	1%

Are you trans, non-binary or gender diverse?	(n)	%
Yes	4	1%
No	609	86%
Prefer not to say	93	13%

To your knowledge, do you have innate variation(s) of sex characteristics (often called intersex)?	(n)	%
Yes	3	0%
No	600	85%
Don't know	17	2%
Prefer not to say	86	12%

How do you describe your sexual orientation?	(n)	%
Straight (heterosexual)	523	74%
Prefer not to say	132	19%
Gay or lesbian	17	2%
Bisexual	15	2%
Don't know	6	1%
Pansexual	5	1%
I use a different term	4	1%
Asexual	4	1%

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	**8**	1%
Non Aboriginal and/or Torres Strait Islander	**633**	90%
Prefer not to say	**65**	9%

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.

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Are you a person with disability?	(n)	%
Yes	60	8%
No	574	81%
Prefer not to say	72	10%

Have you shared your disability information within your organisation (e.g. to your manager or Human Resources staff)?	(n)	%
Yes	37	62%
No	20	33%
Prefer not to say	3	5%

Which statement most accurately reflects your decision not to share your disability information within your organisation?	(n)	%
I feel that sharing my disability information will reflect negatively on me	9	45%
My disability does not impact on my ability to perform my role	7	35%
I do not require any adjustments to be made to perform my role	4	20%
Other	0	0%

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.

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How we protect anonymity and privacy

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Country of birth	(n)	%
Born in Australia	**430**	61%
Not born in Australia	**167**	24%
Prefer not to say	**109**	15%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Other	**67**	35%
Hindi	**29**	15%
Italian	**19**	10%
Mandarin	**12**	6%
Tamil	**12**	6%
Telugu	**11**	6%
Filipino	**10**	5%
Vietnamese	**8**	4%
Macedonian	**7**	4%
Cantonese	**7**	4%
Spanish	**6**	3%
Arabic	**6**	3%

Language other than English spoken with family or community	(n)	%
Yes	**189**	27%
No	**415**	59%
Prefer not to say	**102**	14%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Punjabi	**6**	3%
Gujarati	**5**	3%
Greek	**5**	3%
Sinhalese	**4**	2%
Urdu	**3**	2%
Australian Indigenous Language	**2**	1%
Persian	**2**	1%
Tagalog	**2**	1%
Malayalam	**1**	1%
Turkish	**0**	0%
Auslan	**0**	0%

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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Cultural identity	(n)	%
Australian	393	56%
Prefer not to say	116	16%
European (including Western, Eastern and South-Eastern European, and Scandinavian)	75	11%
South Asian	58	8%
English, Irish, Scottish and/or Welsh	57	8%
East and/or South-East Asian	45	6%
Other	18	3%
New Zealander	17	2%
Central Asian	10	1%
Aboriginal and/or Torres Strait Islander	9	1%
African	7	1%
Middle Eastern	7	1%
Pacific Islander	6	1%
Central and/or South American	5	1%
Maori	2	0%
North American	2	0%

Religion	(n)	%
No religion	289	41%
Christianity	188	27%
Prefer not to say	131	19%
Hinduism	39	6%
Other	28	4%
Islam	15	2%
Buddhism	10	1%
Sikhism	5	1%
Judaism	1	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.
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Working arrangement	(n)	%
Full-Time	612	87%
Part-Time	94	13%

Gross base salary (ongoing/fixed term only)	(n)	%
Below $80k	92	13%
$80k to $120k	214	31%
$120k to $160k	170	25%
$160k to $200k	53	8%
$200k or more	28	4%
Prefer not to say	134	19%

Organisational tenure	(n)	%
<1 year	112	16%
1 to less than 2 years	115	16%
2 to less than 5 years	192	27%
5 to less than 10 years	125	18%
10 to less than 20 years	121	17%
More than 20 years	41	6%

Management responsibility	(n)	%
Non-manager	550	78%
Other manager	97	14%
Manager of other manager(s)	59	8%

Employment type	(n)	%
Ongoing and executive	597	85%
Fixed term	67	9%
Other	42	6%

Frontline worker	(n)	%
No	543	77%
Yes	163	23%

Demographics

Employment characteristics 2 of 2

What is this

These are the employment characteristics of staff.

Why this is important

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Primary workplace location over the last 3 months	(n)	%
Melbourne: Suburbs	597	85%
Melbourne CBD	37	5%
Rural	36	5%
Large regional city	19	3%
Other	17	2%

What have been your main places of work over the last 3-months?	(n)	%
Your employer's office	509	72%
A frontline or service delivery location	85	12%
Home or private location	506	72%
A shared office space (where two or more organisations share the same workspace)	12	2%
Isolated or remote location/s where access to communications and help from others is difficult	17	2%
Other	11	2%

Flexible work	(n)	%
Working from an alternative location (e.g. home, hub/shared work space)	287	41%
Flexible start and finish times	230	33%
I do not use any flexible work arrangements	210	30%
Working more hours over fewer days	127	18%
Part-time	72	10%
Other	43	6%
Using leave (including annual leave, long-service leave, personal leave, leave without pay and/or personal leave) to work flexible hours	32	5%
Purchased leave	26	4%
Study leave	5	1%
Shift swap	4	1%
Job sharing	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

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Have you requested any of the following adjustments at work?	(n)	%
No, I have not requested adjustments	529	75%
Flexible working arrangements	150	21%
Physical modifications or improvements to the workplace	24	3%
Career development support strategies	10	1%
Accessible communications technologies	8	1%
Other	4	1%
Job redesign or role sharing	2	0%

Why did you make this request?	(n)	%
Work-life balance	93	53%
Caring responsibilities	61	34%
Family responsibilities	48	27%
Health	35	20%
Disability	15	8%
Other	8	5%
Study commitments	2	1%

What was your experience with making this request?	(n)	%
The adjustments I needed were made and the process was satisfactory	146	82%
The adjustments I needed were made but the process was unsatisfactory	17	10%
The adjustments I needed were not made	14	8%

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

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Caring responsibilities	(n)	%
None of the above	211	30%
Primary school aged child(ren)	156	22%
Secondary school aged child(ren)	124	18%
Prefer not to say	101	14%
Child(ren) - younger than preschool age	80	11%
Preschool aged child(ren)	65	9%
Frail or aged person(s)	62	9%
Person(s) with a medical condition	40	6%
Person(s) with disability	26	4%
Person(s) with a mental illness	24	3%
Other	14	2%

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