



People Matter Survey

2024

Have your say

People matter survey

2024

Have your say

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

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- Questions requested by your organisation

Demographics

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

About your report

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

Report contents

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

Comparing data in this report

Your organisation took part in the survey in 2023 and 2022.

This means you'll be able to compare about 98% of this year's survey with your previous results.

Rounding of percentages

In this report, we round numbers up or down to their nearest whole percentage. This means some percentages may not add up to 100%.

Survey questions and definitions

Download Survey questions: [Survey questions: People matter survey 2024 \(DOCX, 83 pages\)](#) to see how we asked questions and defined concepts in the 2024 survey.

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Report overview

Privacy and anonymity

To protect you, we:

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

Read more in [our privacy policy](#).

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.

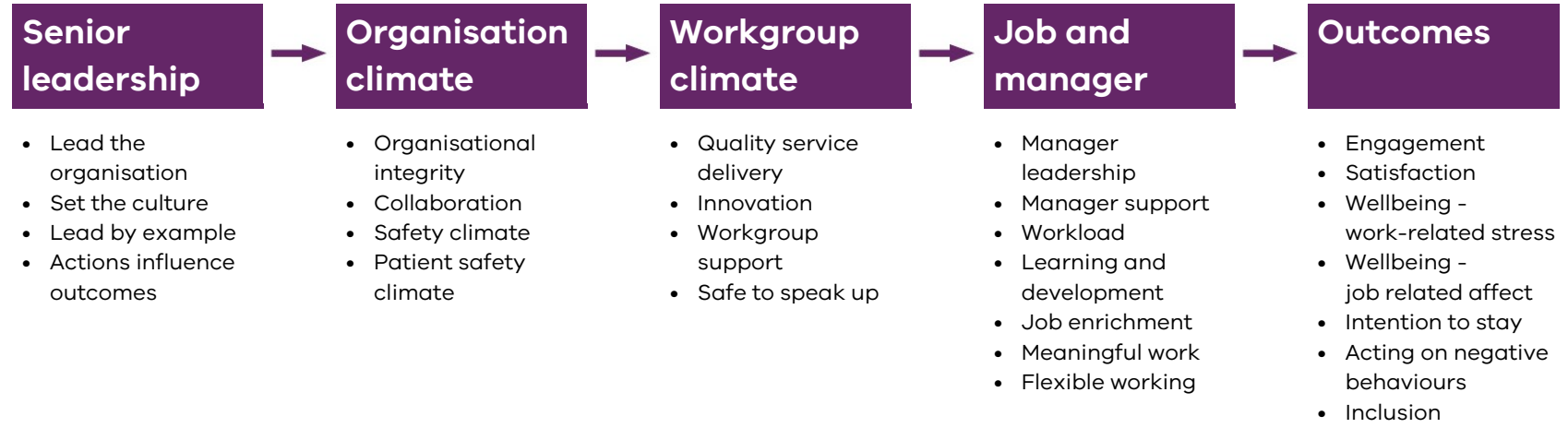
We developed the framework in consultation with stakeholders from the public sector and Deakin University.

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.



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'.

Alfred Health

Austin Health

Dental Health Services Victoria

Monash Health

Northern Health

Peninsula Health

Peter MacCallum Cancer Centre

Royal Children's Hospital

Royal Victorian Eye and Ear Hospital

Royal Women's Hospital

The Queen Elizabeth Centre

Tweddle Child and Family Health Service

Victorian Institute of Forensic Mental Health

Western Health

Report overview

Your response rate

What this is

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

Why this is important

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

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

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

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

How to read this

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

2023

41%
(3898)

Comparator 28%
Public Sector 42%

2024

48%
(4766)

Comparator 30%
Public Sector 44%

People matter survey

2024

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People outcomes

Your employee engagement index

What is this

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

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

The weightings for each engagement response are:

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

Why this is important

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

2023

75

Comparator 70
Public Sector 68

2024

74

Comparator 71
Public Sector 69

People outcomes

Engagement question results 1 of 2

What is this

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

Your group's engagement index

Your 2024 index is 74.

Why this is important

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

How to read this

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

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

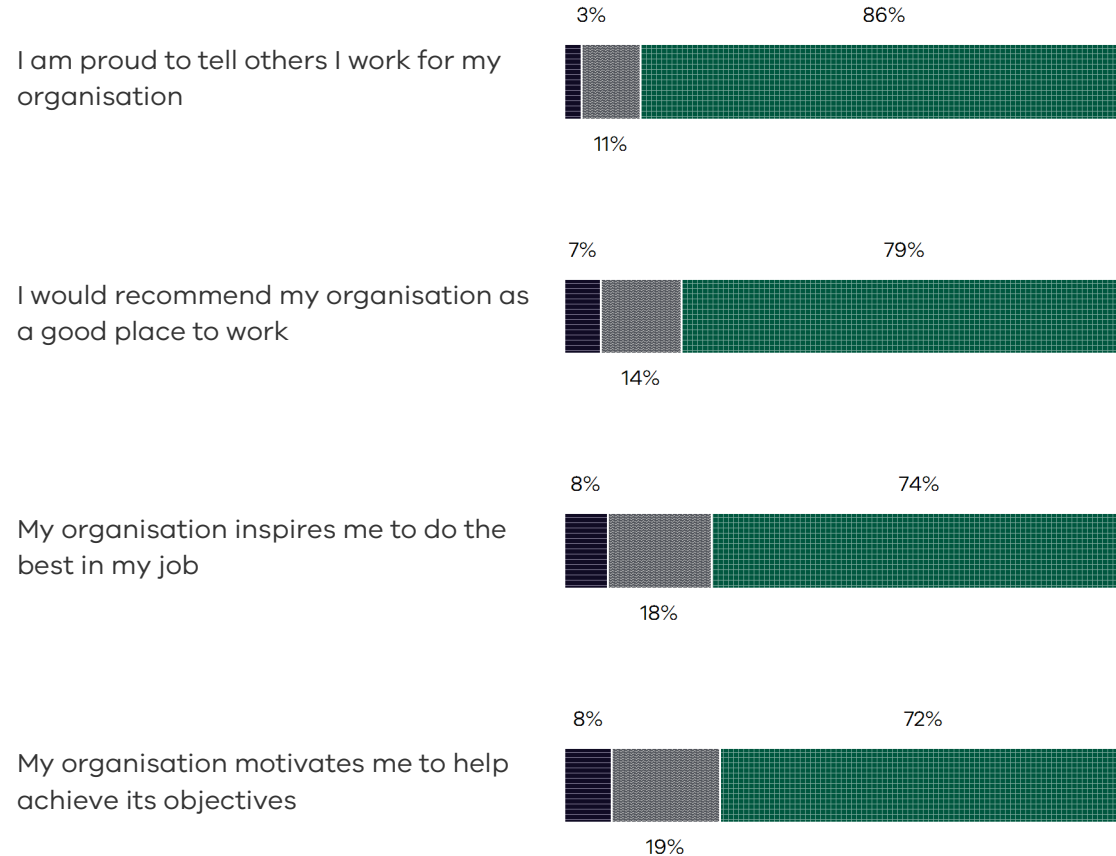
Under 'Benchmark results', compare your comparator group's overall, lowest and highest scores with your own.

Example

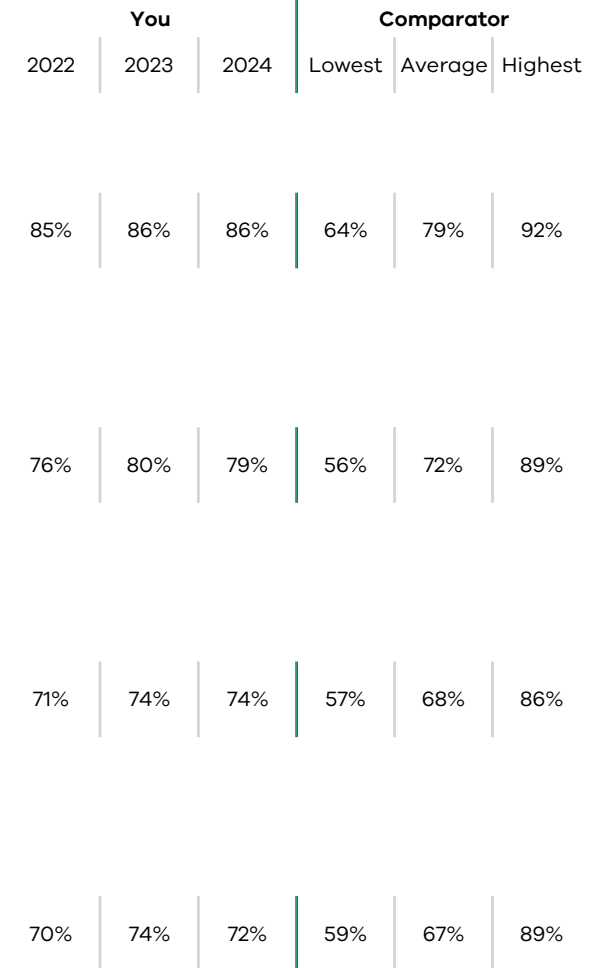
86% of your staff who did the survey agreed or strongly agreed with 'I am proud to tell others I work for my organisation'.

Survey question

Your results



Benchmark agree results



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 74.

Why this is important

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

How to read this

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

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

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

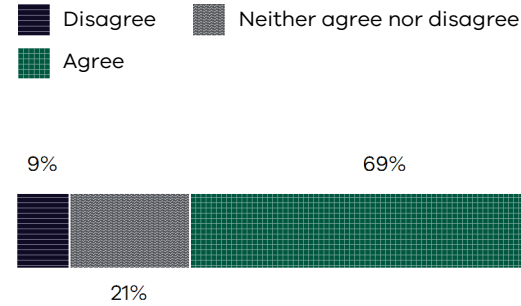
Example

69% of your staff who did the survey agreed or strongly agreed with 'I feel a strong personal attachment to my organisation'.

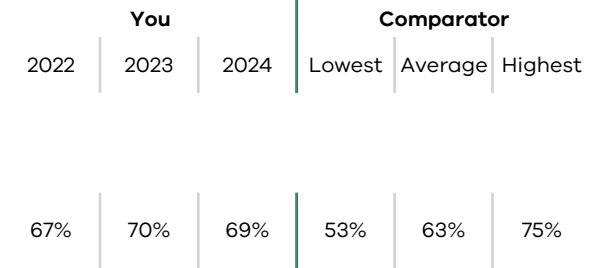
Survey question

I feel a strong personal attachment to my organisation

Your results



Benchmark agree results



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.

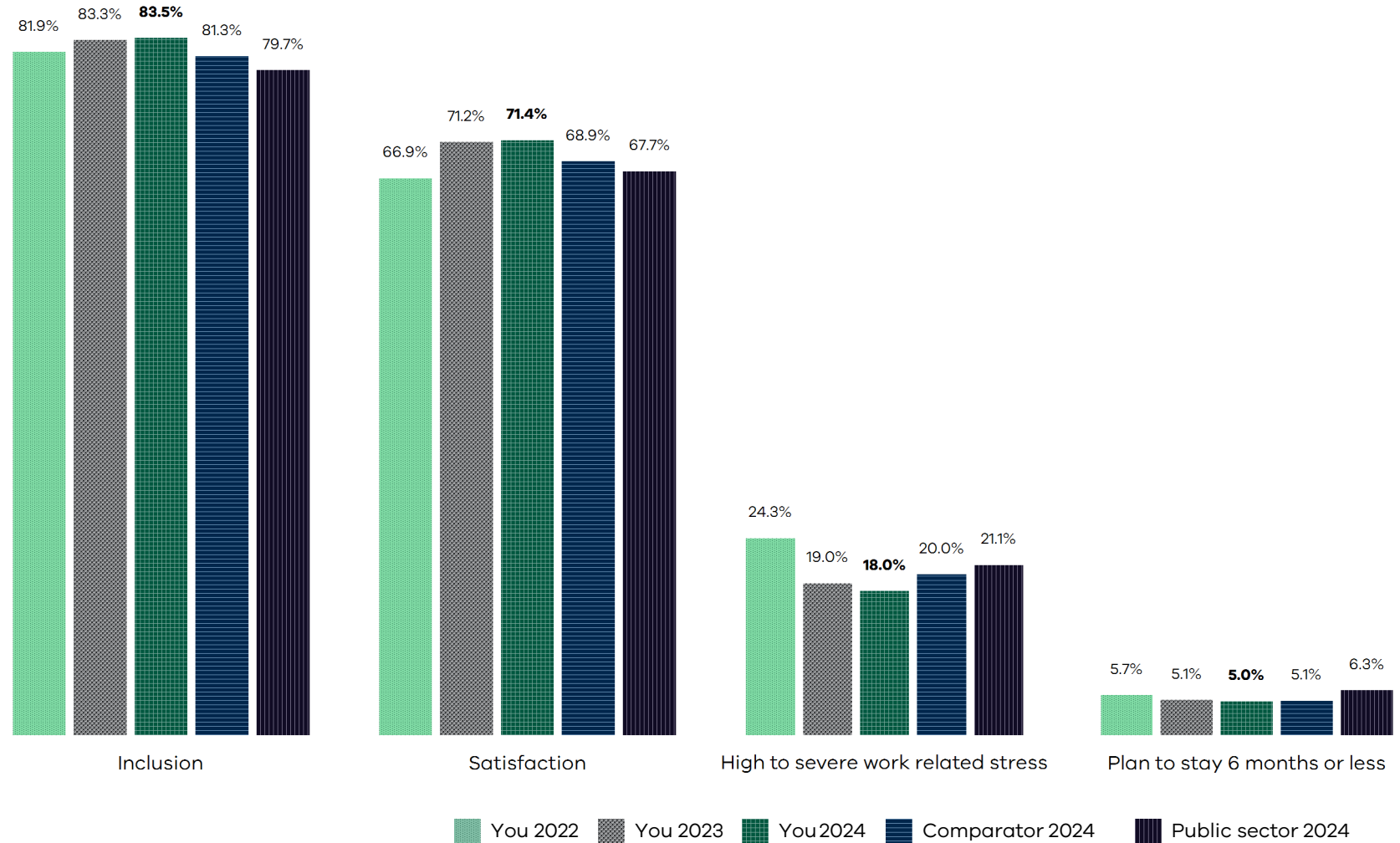
Example

In 2024:

- 83.5% of your staff who did the survey responded positively to questions about Inclusion.

Compared to:

- 81.3% of staff in your comparator group and 79.7% of staff across the public sector.



People outcomes

Satisfaction question results

What is this

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

Why this is important

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

How to read this

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

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

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

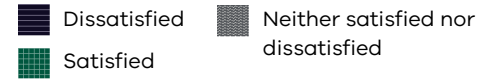
Example

78% of your staff who did the survey were satisfied or very satisfied with 'Considering everything, how satisfied are you with your current job'.

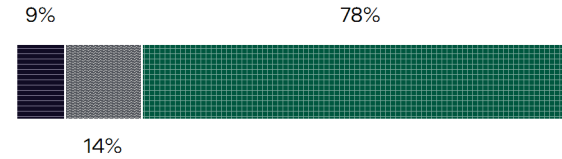
Survey question

Your results

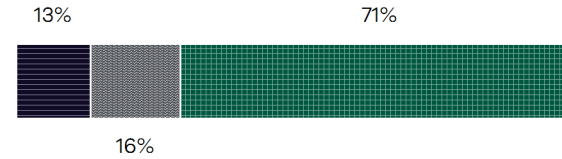
Benchmark satisfied results



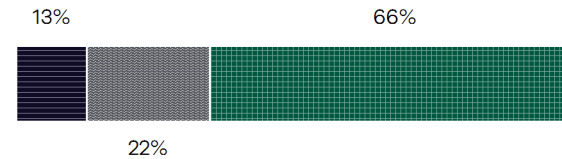
Considering everything, how satisfied are you with your current job



How satisfied are you with the work/life balance in your current job



How satisfied are you with your career development within your current organisation



	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
Considering everything, how satisfied are you with your current job	72%	77%	78%	71%	75%	86%
How satisfied are you with the work/life balance in your current job	64%	69%	71%	66%	70%	86%
How satisfied are you with your career development within your current organisation	64%	67%	66%	53%	62%	72%

People outcomes

Work-related stress levels

What is this

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

Why this is important

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

How to read this

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

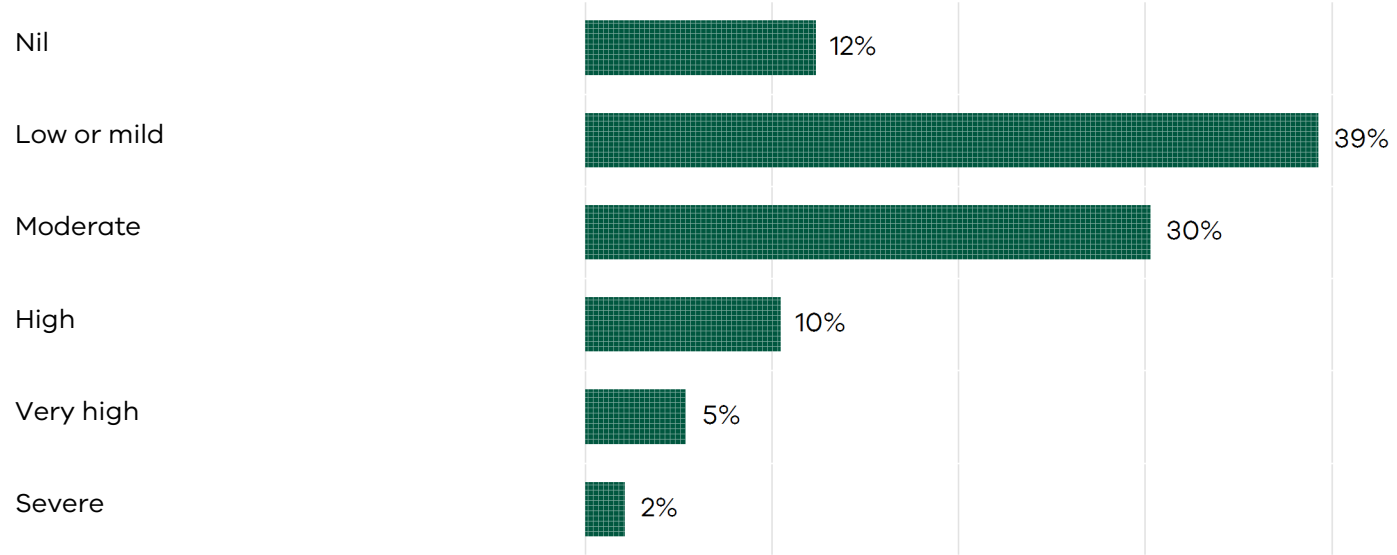
The graph at the top shows how staff in your group rated their current levels of work-related stress.

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

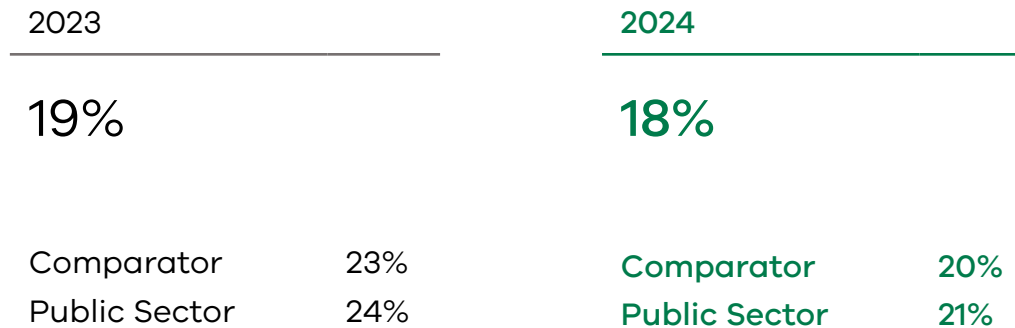
Example

18% of your staff who did the survey said they had high to severe stress in 2024. This is compared to 20% of staff in your comparator group and 21% of staff across the public sector.

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



Reported levels of high to severe stress



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

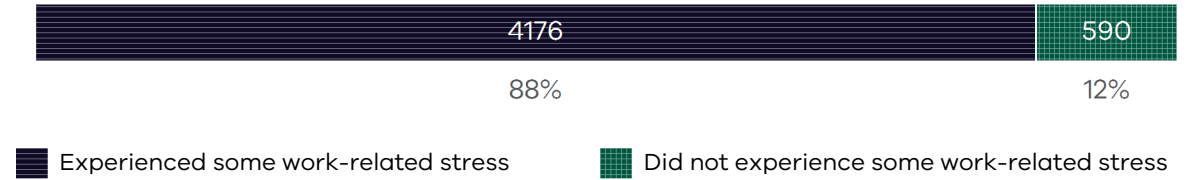
In the survey, we ask staff to tell us if they have experienced mild to severe stress at work, as shown in the visual above the table.

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

88% of your staff who did the survey said they experienced mild to severe stress. Of that 88%, 48% said the top reason was 'Workload' .



Of those that experienced work related stress it was from ...	You 2023	You 2024	Comparator 2024	Public sector 2024
Workload	51%	48%	51%	48%
Time pressure	42%	40%	40%	41%
Dealing with clients, patients or stakeholders	22%	24%	19%	18%
Social environment (e.g. relationships with colleagues, manager or senior leaders)	13%	14%	14%	13%
Competing home and work responsibilities	14%	14%	14%	13%
Content, variety, or difficulty of work	13%	13%	12%	11%
Other	10%	12%	14%	13%
Management of work (e.g. supervision, training, information, support)	12%	11%	12%	12%
Work schedule or hours	11%	10%	9%	7%
Job security	4%	8%	7%	9%

People outcomes

Work-related stress

What is this

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

Why this is important

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

How to read this

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

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

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

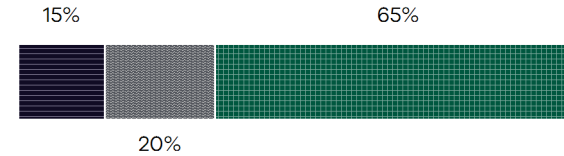
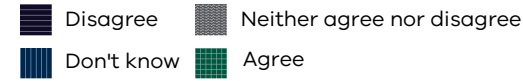
Example

65% of your staff who did the survey said the amount of stress in their job was manageable.

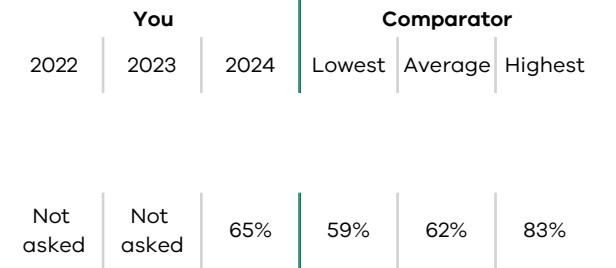
Survey question

The amount of stress in my job is manageable

Your results



Benchmark agree results



People outcomes

Burnout levels

What is this

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

Why this is important

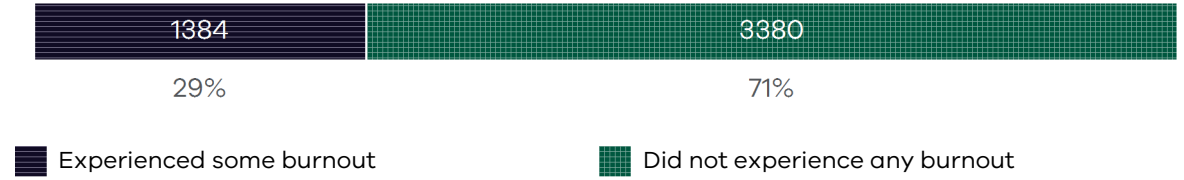
Burnout can negatively affect people's health and wellbeing as well as their performance and behaviour.

How to read this

In the survey, we ask staff to tell us if they have experienced being burned out at work, as shown in the visual above the table.

Example

29% of your staff who did the survey said they felt burnout at work. Of that 29%, 50% rated their level as 'Occasionally I am under stress, and I don't always have as much energy as I once did, but I don't feel burned out'.



Overall, based on your definition of burnout, how would you rate your level of burnout?	You 2023	You 2024	Comparator 2024	Public sector 2024
Occasionally I am under stress, and I don't always have as much energy as I once did, but I don't feel burned out	51%	50%	49%	49%
I enjoy my work. I have no symptoms of burnout	19%	21%	19%	20%
I am definitely burning out and have one or more symptoms of burnout, such as physical and emotional exhaustion	21%	20%	22%	21%
The symptoms of burnout that I am experiencing won't go away. I think about frustration at work a lot	6%	6%	6%	6%
I feel completely burned out and often wonder if I can go on. I am at the point where I may need some changes or may need to seek some help	3%	3%	3%	3%

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

7% of your group who did the survey said they intended to work for your organisation for Over 6 months and up to 1 year.

Employees plan to work at your organisation for...	You 2023	You 2024	Comparator 2024	Public sector 2024
6 months or less	5%	5%	5%	6%
Over 6 months and up to 1 year	8%	7%	8%	9%
Over 1 year and up to 3 years	23%	24%	22%	24%
Over 3 years and up to 5 years	16%	17%	16%	16%
Over 5 years	48%	47%	49%	45%

People outcomes

Inclusion question results

What is this

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

Why this is important

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

How to read this

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

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

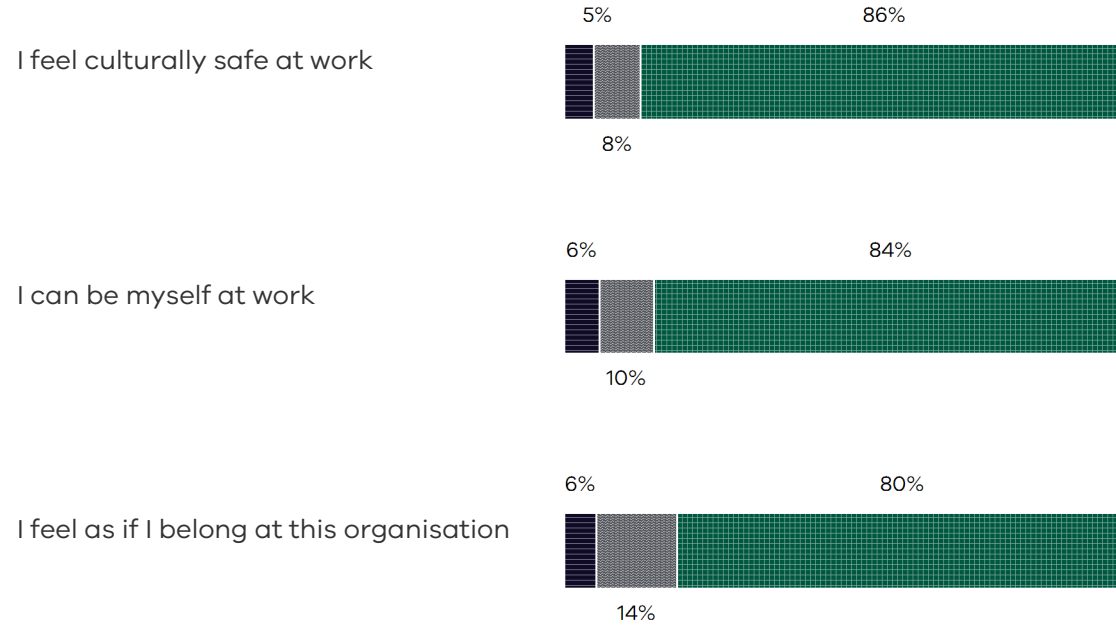
Under 'Benchmark results', compare your comparator group's overall, lowest and highest scores with your own.

Example

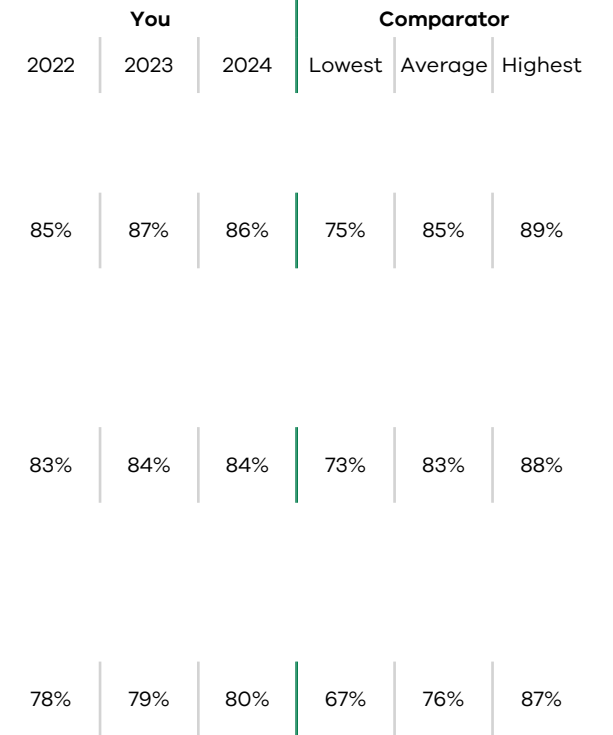
86% of your staff who did the survey agreed or strongly agreed with 'I feel culturally safe at work'.

Survey question

Your results



Benchmark agree results



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

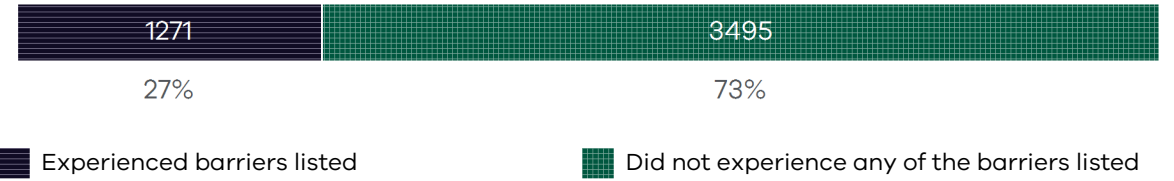
In the survey, we ask staff to select from a list, any barriers they have experienced and believe to have hindered their success at work. They can select more than one option.

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 caring responsibilities'.

Staff who experienced one or more barriers to success at work



During the last 12 months, employees experienced barriers to their success due to ...

	You 2023	You 2024	Comparator 2024	Public sector 2024
My caring responsibilities	7%	7%	7%	7%
My age	6%	6%	7%	7%
My flexible working	7%	6%	7%	6%
My mental health	6%	6%	7%	7%
My cultural background	4%	5%	4%	3%
My sex	4%	4%	3%	4%
My physical health	4%	4%	4%	4%
My race	3%	3%	2%	2%
My disability	1%	2%	1%	2%
My physical features	1%	1%	1%	1%

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

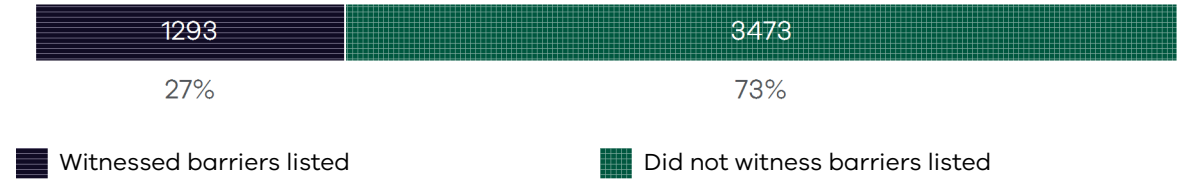
In the survey, we ask staff to choose from a list, any barriers that they may have witnessed that hinder the success of other employees at work. They can select more than one option.

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

Example

10% 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



During the last 12 months, employees witnessed barriers to the success of other employees due to their ...

	You 2023	You 2024	Comparator 2024	Public sector 2024
Flexible working	10%	10%	10%	9%
Caring responsibilities	8%	8%	8%	7%
Cultural background	7%	8%	7%	5%
Mental health	6%	7%	6%	7%
Age	5%	6%	6%	6%
Sex	5%	6%	4%	5%
Race	4%	5%	4%	3%
Physical health	4%	4%	4%	4%
Gender identity	2%	2%	1%	2%
Disability	2%	2%	2%	2%

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

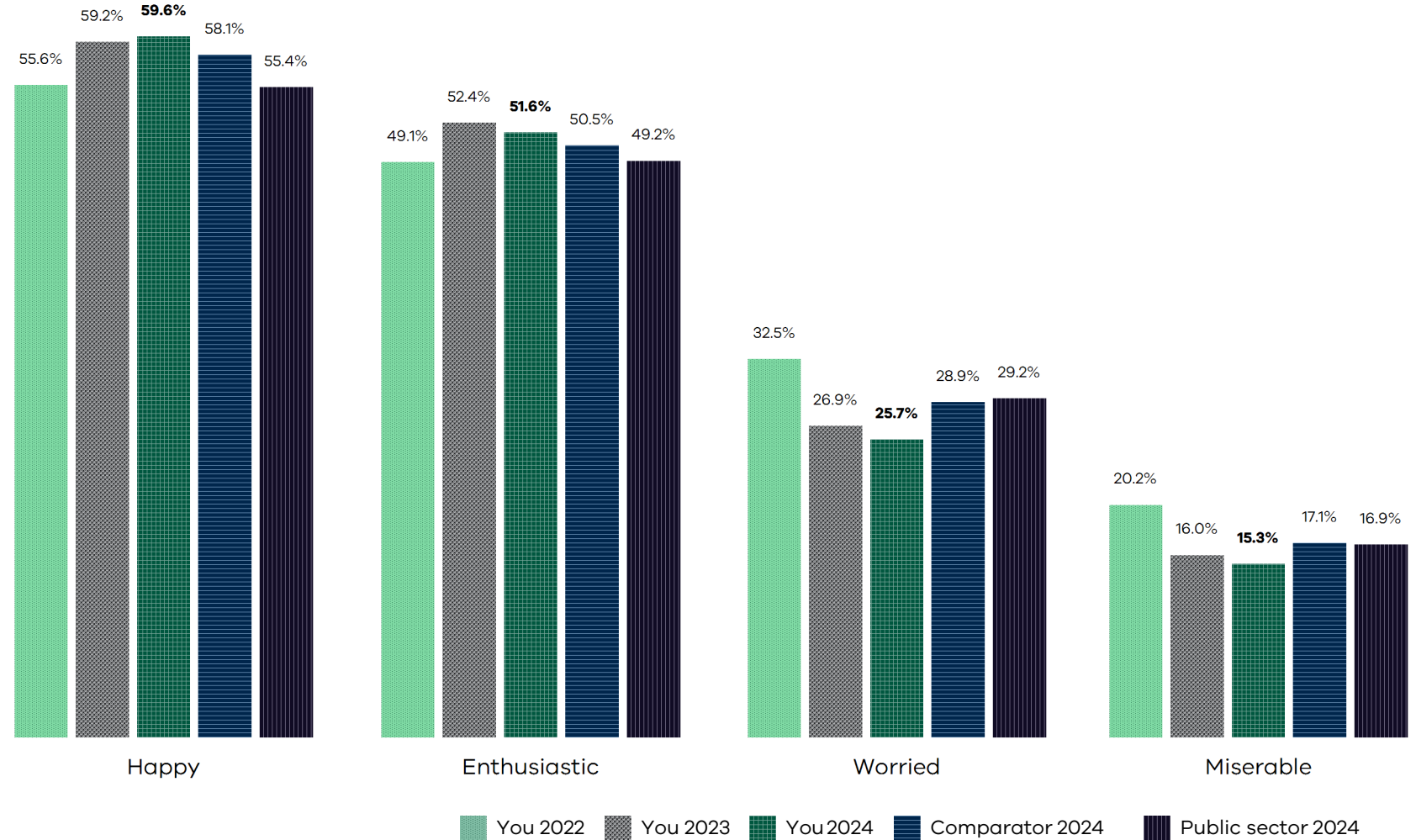
In 2024:

- 59.6% of your staff who did the survey said work made them feel happy.

Compared to:

- 58.1% of staff in your comparator group and 55.4% of staff across the public sector.

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



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.

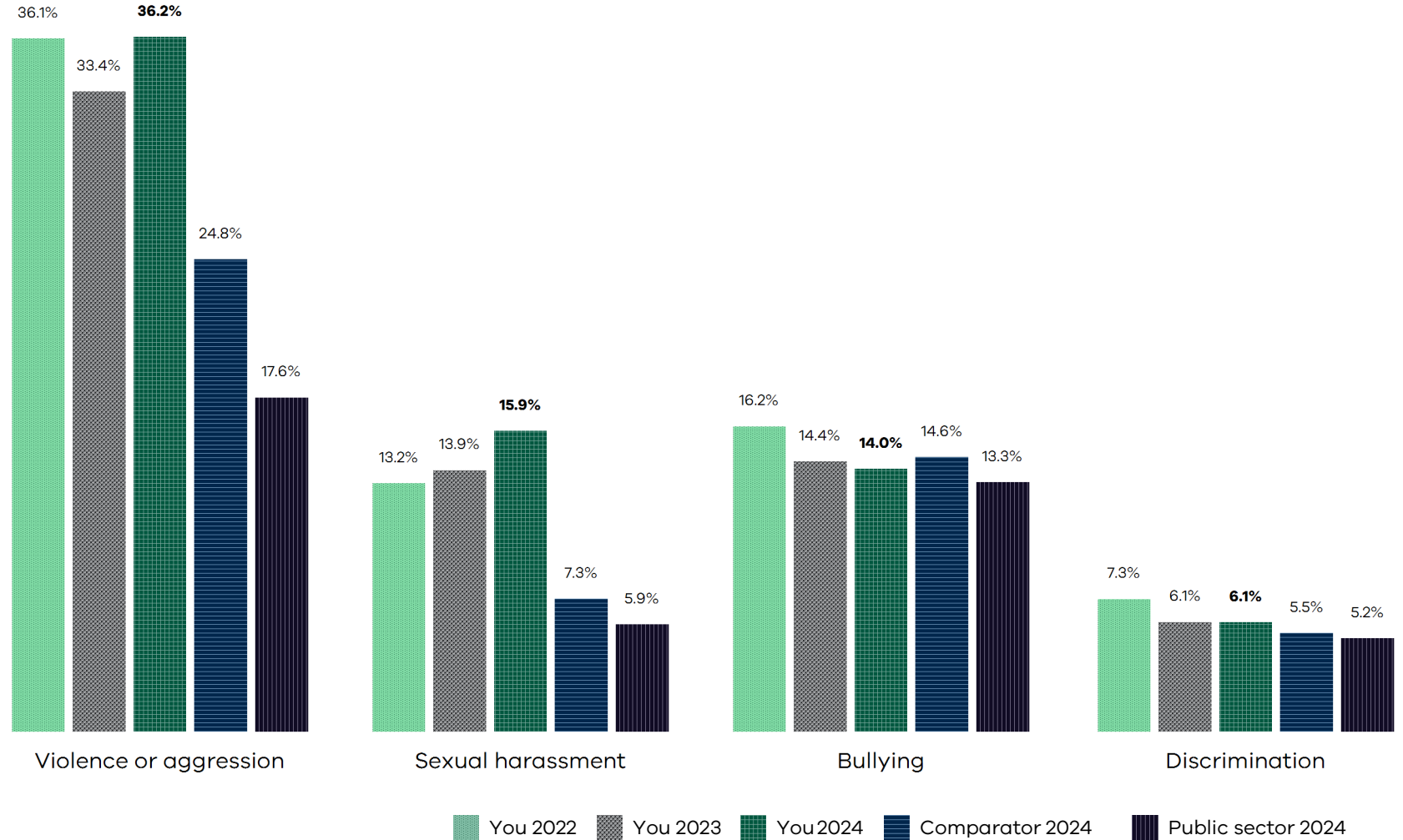
Example

In 2024:

- 36.2% of your staff who did the survey stated they experienced 'Violence or aggression' in the last 12 months.

Compared to:

- 24.8% of staff in your comparator group and 17.6% of staff across the public sector.



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.

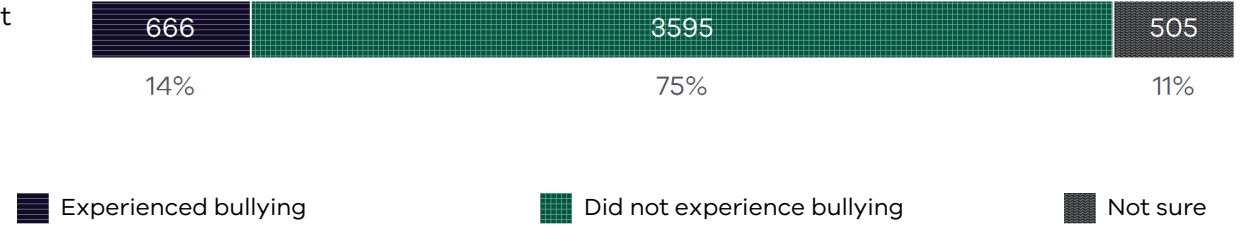
In descending order, the table shows the answers.

Example

14% of your staff who did the survey said they experienced bullying.

Of that 14%, 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?



If you experienced bullying, what type of bullying did you experience?	You 2023	You 2024	Comparator 2024	Public sector 2024
Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)	72%	72%	69%	69%
Exclusion or isolation	36%	35%	39%	42%
Intimidation and/or threats	30%	31%	29%	30%
Verbal abuse	24%	27%	21%	21%
Withholding essential information for me to do my job	23%	19%	23%	28%
Being assigned meaningless tasks unrelated to my job	11%	12%	13%	13%
Other	14%	12%	15%	15%
Being given impossible assignment(s)	7%	8%	7%	9%
Interference with my personal property and/or work equipment	3%	4%	4%	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.

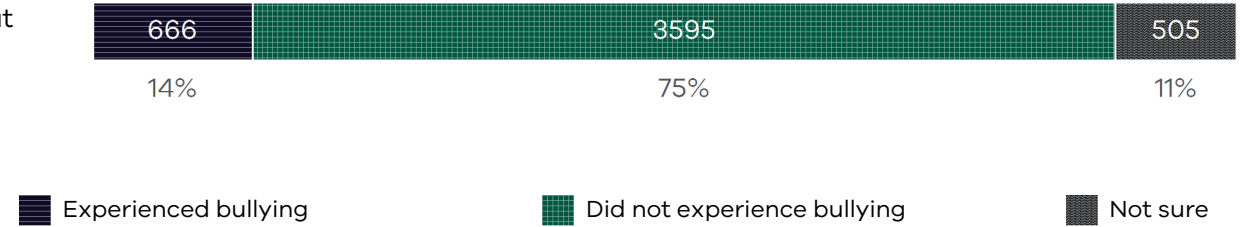
In descending order, the table shows the answers.

Example

14% of your staff who did the survey said they experienced bullying, of which

- 47% 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?



Did you tell anyone about the bullying?

	You 2023	You 2024	Comparator 2024	Public sector 2024
Told a colleague	42%	47%	42%	41%
Told a manager	46%	45%	48%	50%
Told a friend or family member	36%	36%	36%	35%
Told the person the behaviour was not OK	16%	16%	16%	16%
I did not tell anyone about the bullying	11%	13%	12%	12%
Submitted a formal complaint	11%	11%	13%	12%
Told someone else	13%	9%	11%	11%
Told human resources	8%	8%	11%	13%
Told employee assistance program (EAP) or peer support	6%	5%	8%	10%

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

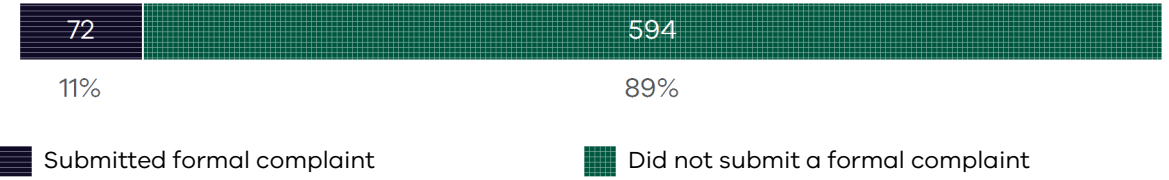
In the survey, we asked staff to tell us if they'd experienced bullying at work. We then asked them if they submitted a formal complaint. If they didn't, they could tell us with one or more answers why not. In descending order, the table shows the top 10 answers.

Example

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

- 51% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal complaint?



What was your reason for not submitting a formal complaint?

	You 2023	You 2024	Comparator 2024	Public sector 2024
I didn't think it would make a difference	49%	51%	53%	52%
I believed there would be negative consequences for my reputation	45%	45%	47%	49%
I believed there would be negative consequences for my career	33%	33%	35%	38%
I didn't think it was serious enough	23%	25%	20%	18%
I didn't feel safe to report the incident	18%	21%	20%	20%
Other	10%	13%	15%	16%
I thought the complaint process would be embarrassing or difficult	11%	12%	12%	12%
I believed there would be negative consequences for the person I was going to complain about	9%	11%	11%	10%
I didn't need to because I made the bullying stop	7%	7%	6%	6%
I didn't need to because I no longer had contact with the person(s) who bullied me	7%	7%	5%	5%

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, 14% 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.

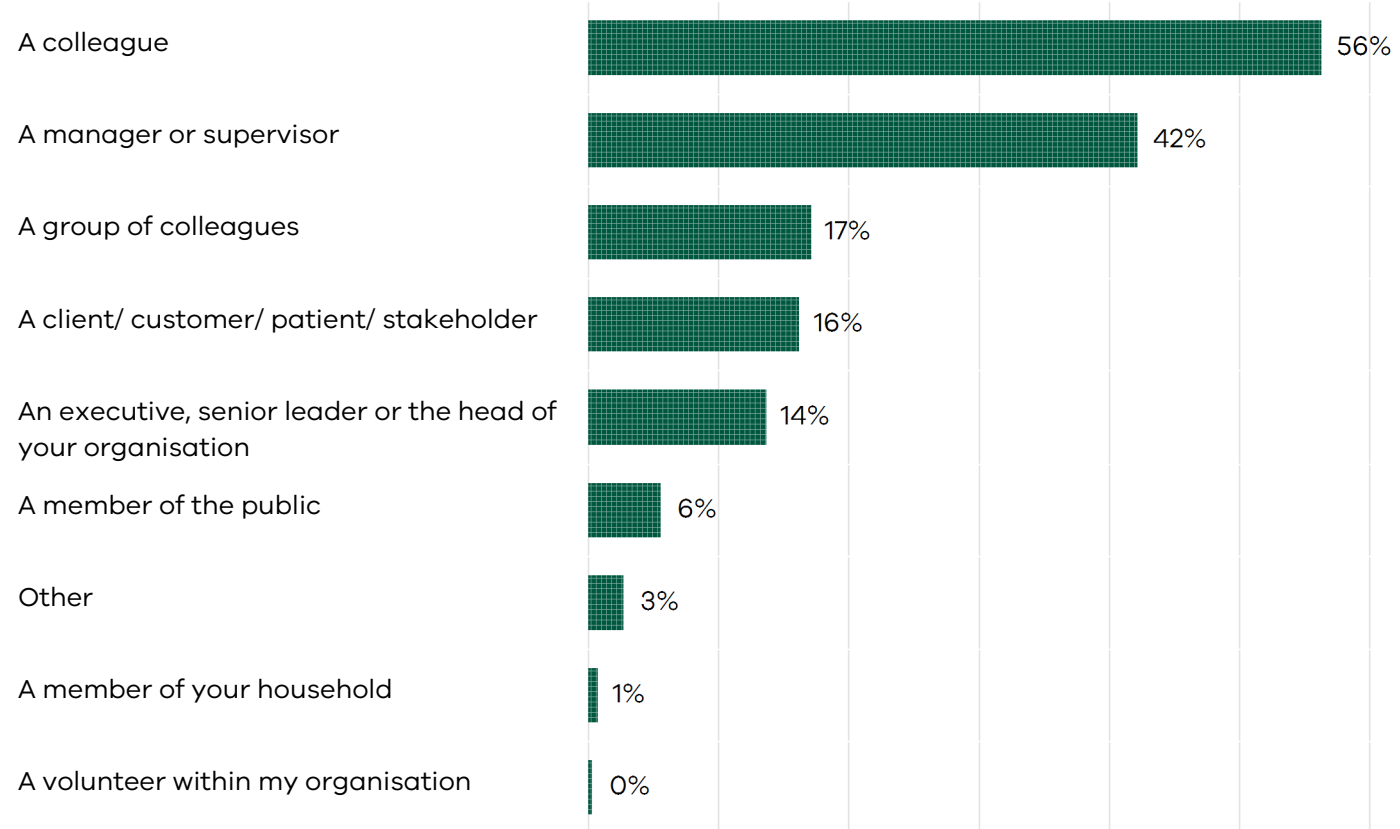
Each row is one perpetrator or group of perpetrators.

Example

14% of your staff who did the survey said they experienced bullying.

Of that 14%, 56% said it was by 'A colleague'.

666 people (14% of staff) experienced bullying (You 2024)



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, 14% 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.

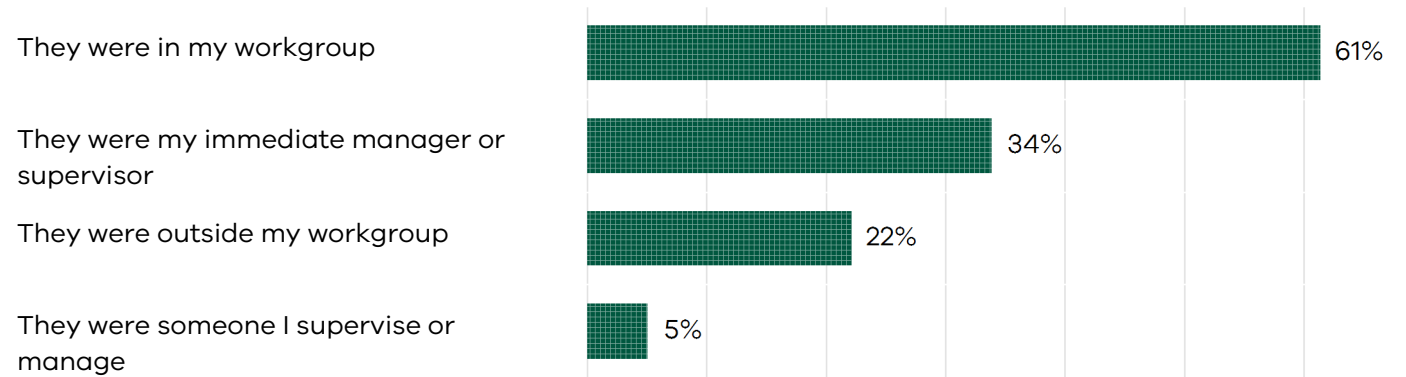
Example

14% of your staff who did the survey said they experienced bullying.

Of that 14%, 95% said it was by someone within the organisation.

Of that 95%, 61% said it was 'They were in my workgroup'.

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



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.

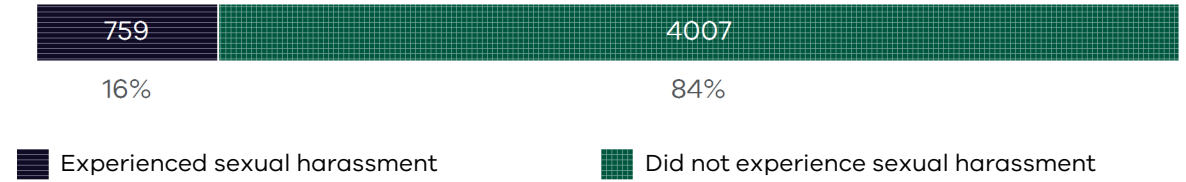
In descending order, the table shows the top 10 answers.

Example

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

Of those, 62% said the top type was 'Sexually suggestive comments or jokes that made me feel offended (in either a group or one on one situation)'.
 16% of your staff who did the survey said they experienced sexual harassment. Of those, 62% said the top type was 'Sexually suggestive comments or jokes that made me feel offended (in either a group or one on one situation)'.
 16% of your staff who did the survey said they experienced sexual harassment. Of those, 62% said the top type was 'Sexually suggestive comments or jokes that made me feel offended (in either a group or one on one situation)'.

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



Behaviours reported	You 2023	You 2024	Comparator 2024	Public sector 2024
Sexually suggestive comments or jokes that made me feel offended (in either a group or one on one situation)	58%	62%	52%	53%
Intrusive questions about my private life or comments about my physical appearance	54%	57%	51%	50%
Inappropriate physical contact	32%	32%	24%	23%
Inappropriate staring or leering that made me feel intimidated	20%	23%	18%	17%
Unwelcome touching, hugging, cornering or kissing	25%	23%	20%	20%
Sexual gestures, indecent exposure or inappropriate display of the body	18%	19%	10%	9%
Any other unwelcome conduct of a sexual nature	8%	14%	8%	9%
Repeated or inappropriate invitations to go out on dates	6%	7%	5%	5%
Request or pressure for sex or other sexual act	1%	3%	1%	2%
Repeated or inappropriate advances on email, social networking websites or internet chat rooms by a work colleague	3%	2%	2%	3%

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.

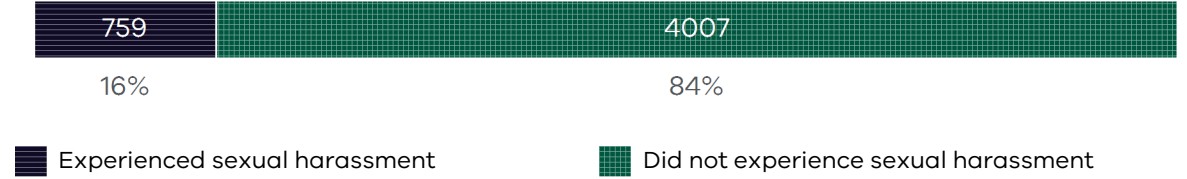
If they did, they could tell us with one or more answers how they responded.

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

Example

16% of your staff who did the survey said they experienced sexual harassment. Of those, 57% said the top response was 'Told the person the behaviour was not OK'.

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



When the harassment happened to you, did you respond in any of the following ways?

	You 2023	You 2024	Comparator 2024	Public sector 2024
Told the person the behaviour was not OK	49%	57%	37%	34%
Told a colleague	36%	40%	31%	30%
Tried to laugh it off or forget about it	36%	35%	40%	39%
Told a manager	31%	33%	24%	24%
Avoided the person(s) by staying away from them	30%	32%	38%	36%
Pretended it didn't bother me	38%	31%	39%	40%
Told a friend or family member	21%	23%	21%	21%
Submitted a formal complaint	12%	16%	7%	7%
Avoided locations where the behaviour might occur	11%	13%	14%	14%
Told someone else	4%	6%	5%	6%

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

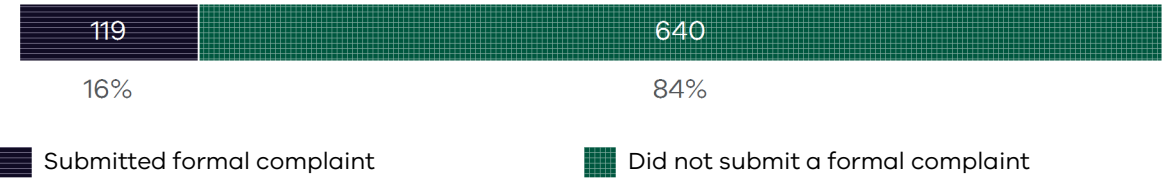
In the survey, we asked staff to tell us if they'd experienced sexual harassment at work. We then asked them if they submitted a formal complaint. If they did not, they could tell us with one or more answers why not. In descending order, the table shows the top 10 answers.

Example

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

- 52% said the top reason was 'I didn't think it was serious enough'.

Did you submit a formal complaint?



What was your reason for not submitting a formal complaint?

	You 2023	You 2024	Comparator 2024	Public sector 2024
I didn't think it was serious enough	52%	52%	51%	46%
I didn't think it would make a difference	33%	36%	40%	40%
I didn't need to because I made the harassment stop	14%	16%	10%	10%
Other	17%	16%	14%	14%
I didn't need to because I no longer had contact with the person(s) who harassed me	19%	15%	11%	10%
I believed there would be negative consequences for my reputation	14%	11%	22%	26%
I thought the complaint process would be embarrassing or difficult	9%	9%	9%	10%
I believed there would be negative consequences for the person I was going to complain about	7%	6%	10%	11%
I believed there would be negative consequences for my career	8%	5%	13%	17%
I didn't know how to make a complaint	4%	3%	4%	4%

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

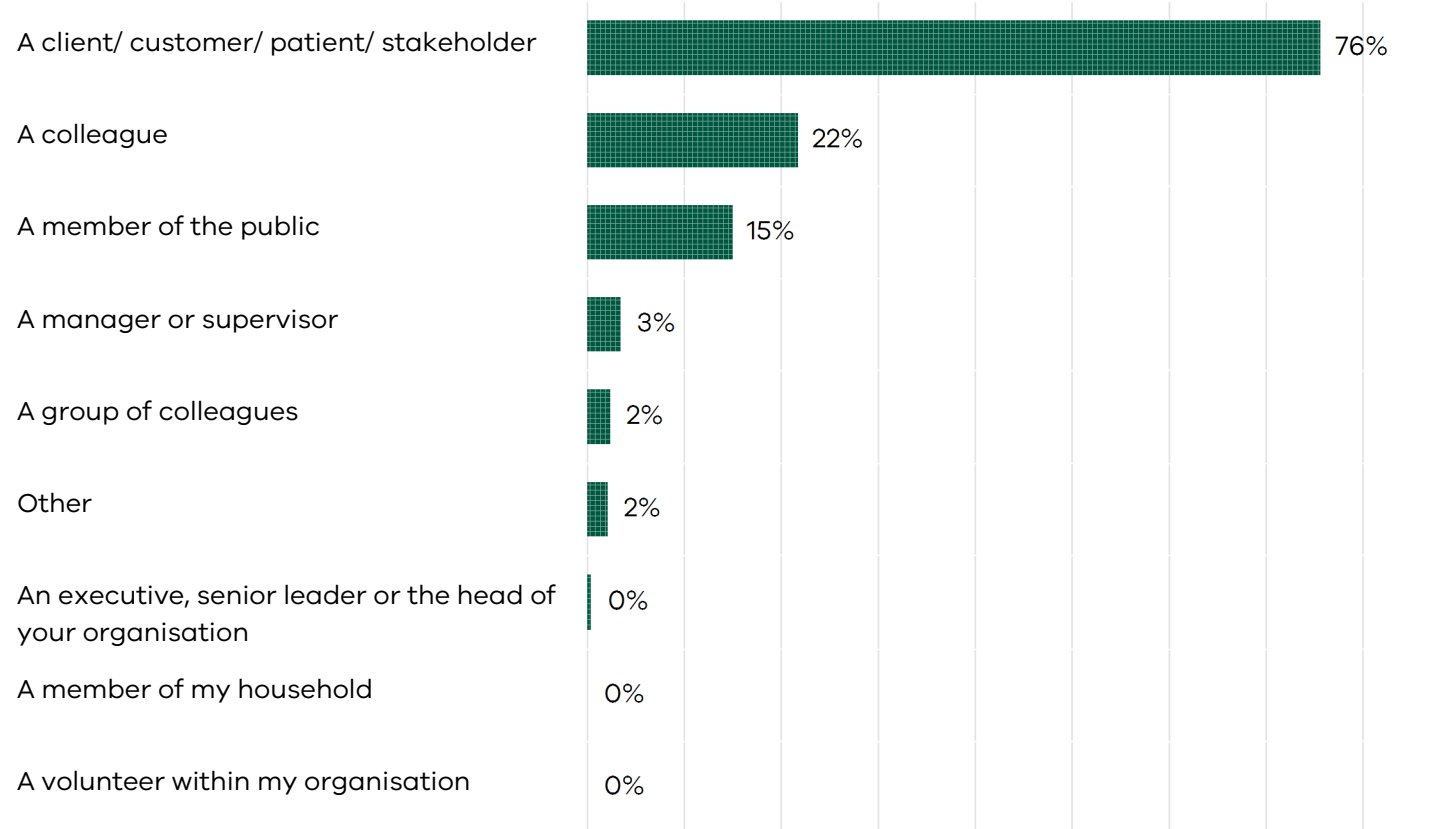
In this year's survey, 16% of your staff said they experienced sexual harassment. If they did, they could tell us with one or more answers who the perpetrator was. In descending order, the bar chart shows the perpetrators with the largest number of responses.

Each row is one perpetrator or group of perpetrators.

Example

16% of your staff who did the survey said they experienced sexual harassment. Of that 16%, 76% said it was by 'A client/ customer/ patient/ stakeholder'.

759 people (16% of staff) experienced sexual harassment (You 2024)



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, 16% 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.

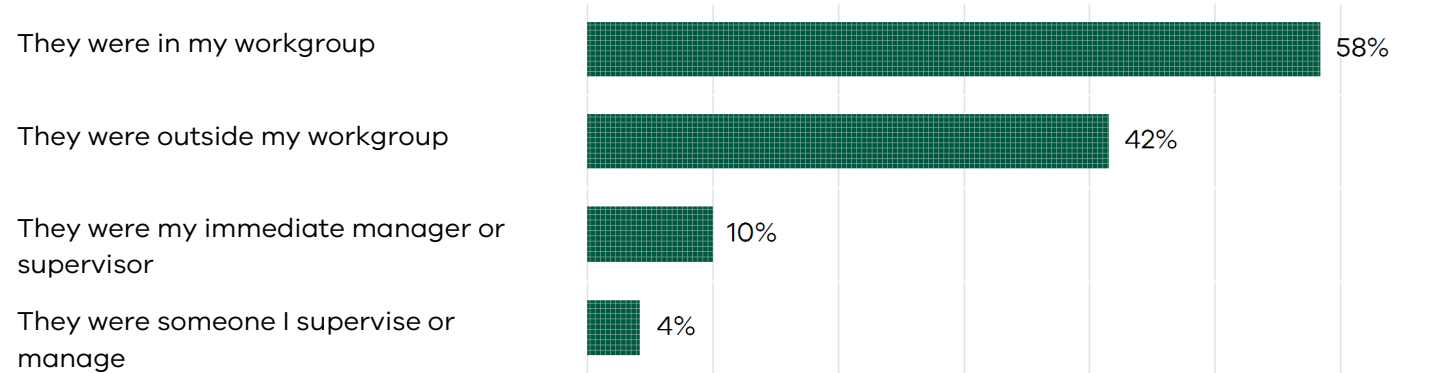
Example

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

Of that 16%, 25% said it was by someone within the organisation.

Of that 25%, 58% said it was 'They were in my workgroup'.

190 people (25% of staff who experienced harassment) experienced harassment from within your organisation (You 2024)



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, 16% of your staff said they experienced sexual harassment. If they did, they could tell us how often they experienced this behaviour.

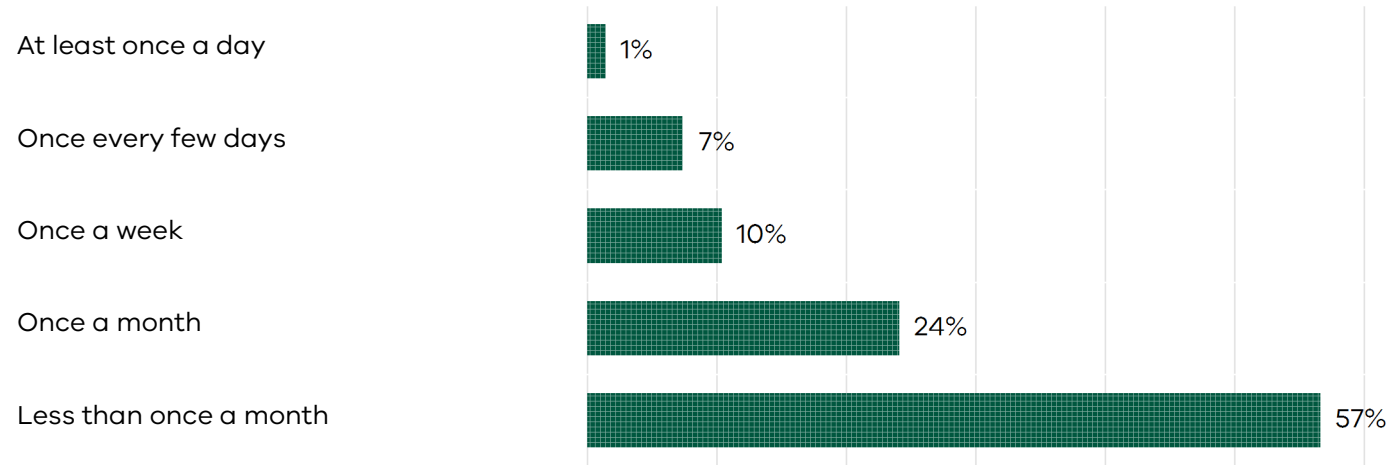
The graph shows how often staff were experiencing sexual harassment.

Example

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

Of that 16%, 1% said it was 'At least once a day'.

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



People outcomes

Discrimination

What is this

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

Why this is important

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

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 what attributes the discrimination was based on.

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

What results are shown

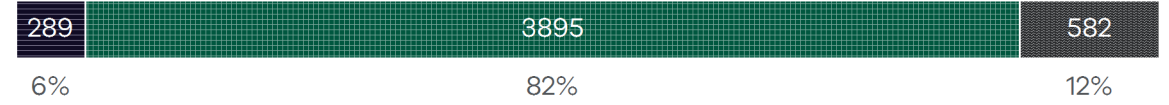
Results for response options with 10 or more responses.

Example

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

Of that 6%, 33% said it was 'My race'.

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



Experienced discrimination
 Did not experience discrimination
 Not sure

Why were you discriminated against?	You 2023	You 2024	Comparator 2024	Public sector 2024
My race	31%	33%	29%	21%
My employment activity	32%	24%	30%	28%
My age	22%	19%	25%	27%
My sex	15%	16%	12%	18%
My parent or carer status (including pregnancy and breastfeeding)	16%	16%	11%	13%
My disability	6%	9%	8%	11%
My personal association with someone who has any of the above attributes (whether as a relative or otherwise)	5%	8%	6%	7%
My gender identity	8%	7%	5%	6%
My physical features	7%	7%	8%	7%
My religious belief or activity	-	6%	4%	5%

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.

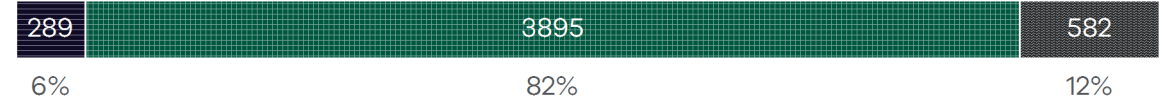
In descending order, the table shows the top 10 types.

Example

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

Of that 6%, 40% said it was 'Other'.

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



Experienced discrimination
 Did not experience discrimination
 Not sure

If you experienced discrimination, what type of discrimination did you experience?	You 2023	You 2024	Comparator 2024	Public sector 2024
Other	38%	40%	44%	41%
Opportunities for promotion	36%	35%	31%	35%
Opportunities for training or professional development	30%	31%	24%	24%
Denied flexible work arrangements or other adjustments	29%	22%	23%	22%
Access to leave	13%	13%	10%	8%
Pay or conditions offered by employer	11%	8%	8%	10%
Opportunities for transfer/secondment	12%	8%	7%	12%
Employment security - threats of dismissal or termination	13%	8%	10%	12%

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.

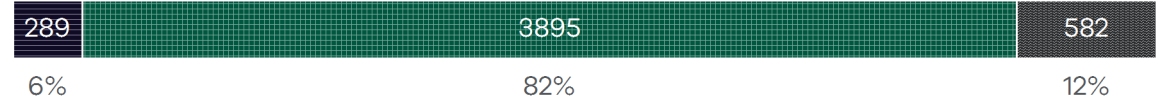
In descending order, the table shows the answers.

Example

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

- 39% said the top way they reported the discrimination was 'Told a colleague'.
- 92% said they didn't submit a formal complaint.

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



■ Experienced discrimination

■ Did not experience discrimination

■ Not sure

Did you tell anyone about the discrimination?

	You 2023	You 2024	Comparator 2024	Public sector 2024
Told a colleague	41%	39%	38%	38%
Told a friend or family member	41%	33%	31%	32%
Told a manager	27%	24%	26%	29%
I did not tell anyone about the discrimination	22%	23%	23%	24%
Told someone else	17%	13%	14%	14%
Told the person the behaviour was not OK	12%	12%	10%	9%
Submitted a formal complaint	13%	8%	8%	8%
Told human resources	11%	7%	9%	11%
Told employee assistance program (EAP) or peer support	8%	6%	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

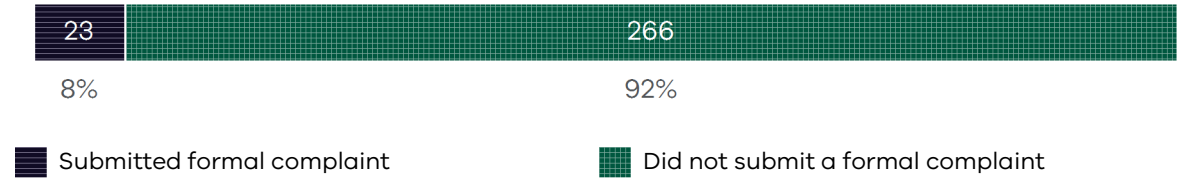
In the survey, we asked staff to tell us if they'd experienced discrimination at work. We then asked them if they submitted a formal complaint. If they did not, they could tell us with one or more answers why not. In descending order, the table shows the top 10 answers.

Example

92% of your staff who experienced discrimination did not submit a formal complaint, of which:

- 55% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal complaint?



What was your reason for not submitting a formal complaint?

	You 2023	You 2024	Comparator 2024	Public sector 2024
I didn't think it would make a difference	51%	55%	60%	59%
I believed there would be negative consequences for my reputation	44%	45%	45%	51%
I believed there would be negative consequences for my career	38%	44%	42%	49%
I didn't feel safe to report the incident	20%	23%	21%	20%
I didn't think it was serious enough	17%	18%	16%	14%
I thought the complaint process would be embarrassing or difficult	9%	11%	11%	13%
I believed there would be negative consequences for the person I was going to complain about	8%	10%	8%	8%
Other	11%	9%	11%	11%
I didn't need to because I no longer had contact with the person(s) who discriminated against me	7%	6%	3%	3%
I didn't know who to talk to	7%	5%	6%	6%

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, 6% of your staff said they experienced discrimination.

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

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

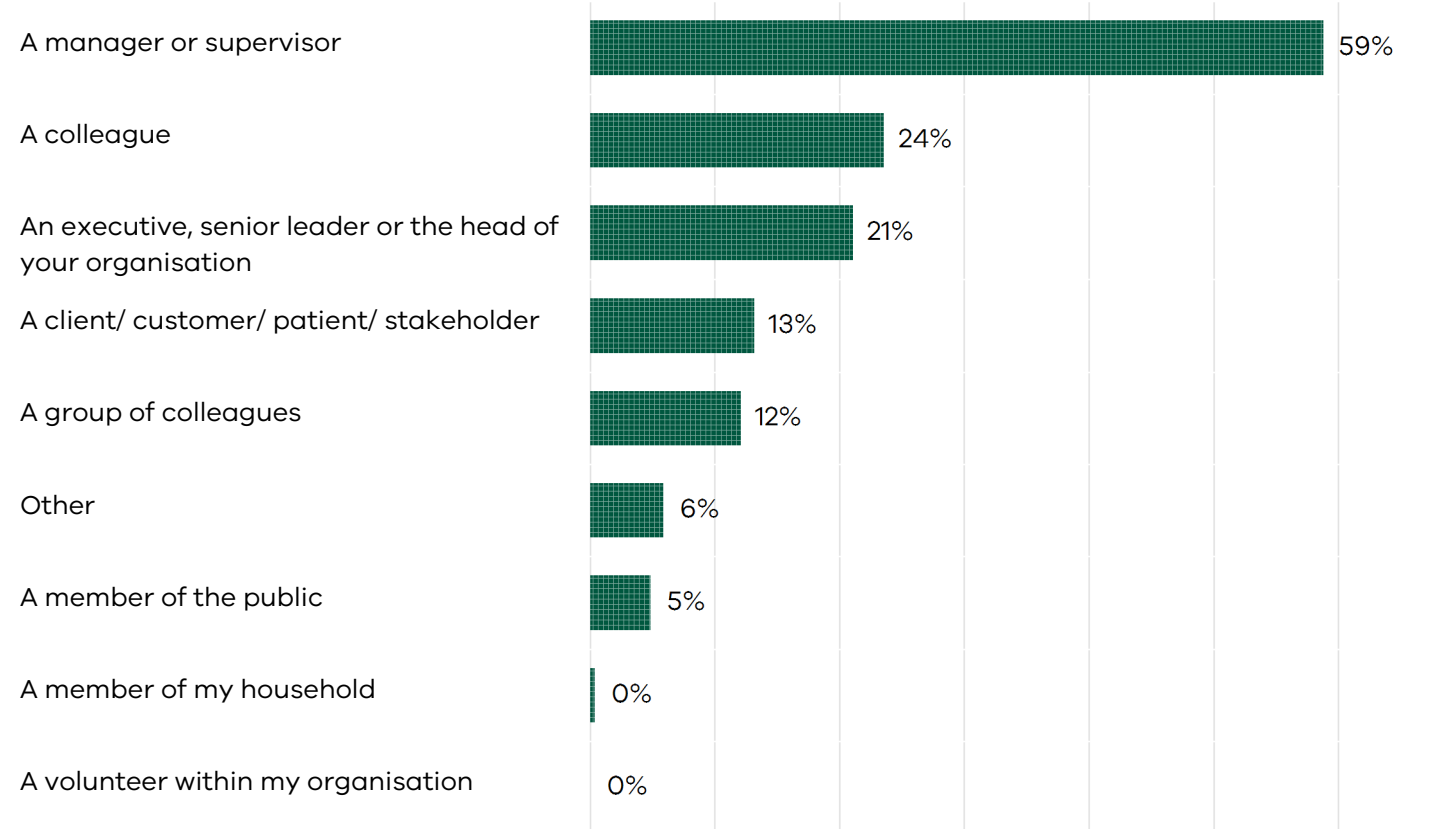
Each row is one perpetrator or group of perpetrators.

Example

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

Of that 6%, 59% said it was by 'A manager or supervisor'.

289 people (6% of staff) experienced discrimination (You 2024)



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, 6% of your staff said they experienced discrimination.

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

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

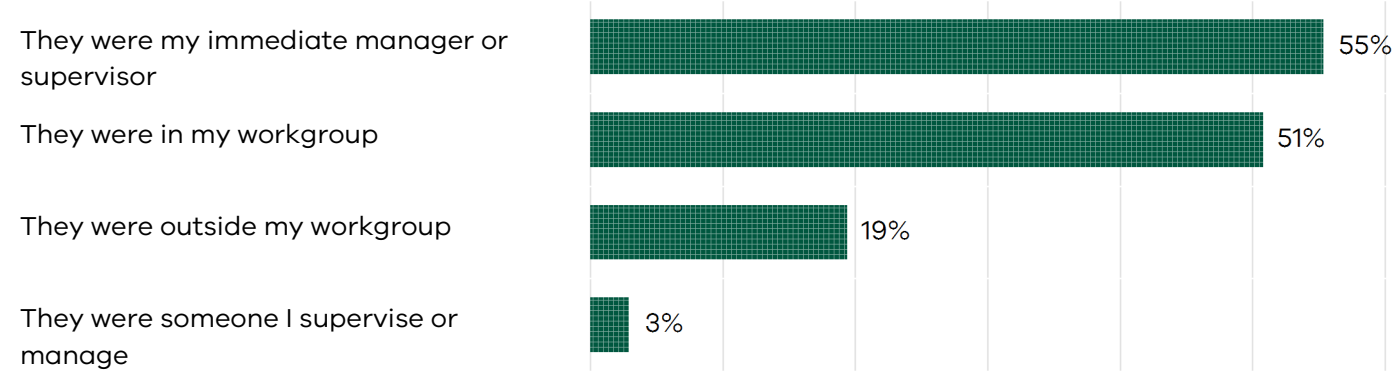
Example

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

Of that 6%, 84% said it was by someone within the organisation.

Of that 84%, 55% said it was 'They were my immediate manager or supervisor'.

242 people (84% of staff who experienced discrimination) experienced discrimination from within your organisation (You 2024)



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.

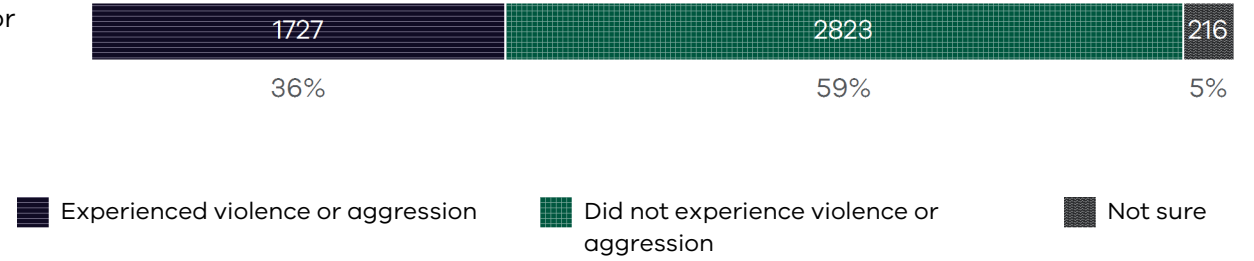
How to read this

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

36% of your staff who did the survey said they experienced violence or aggression. Of that 36%, 89% said it was 'Abusive language'.

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



If you experienced violence or aggression, what type did you experience?

	You 2023	You 2024	Comparator 2024	Public sector 2024
Abusive language	88%	89%	83%	81%
Intimidating behaviour	71%	72%	71%	71%
Threats of violence	50%	51%	38%	38%
Physical assault (e.g. spitting, hitting, pushing, tripping, grabbing, throwing objects)	44%	41%	31%	26%
Damage to my property or work equipment	12%	15%	11%	9%
Other	3%	2%	2%	3%
Stalking, including cyber-stalking	1%	1%	1%	1%

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.

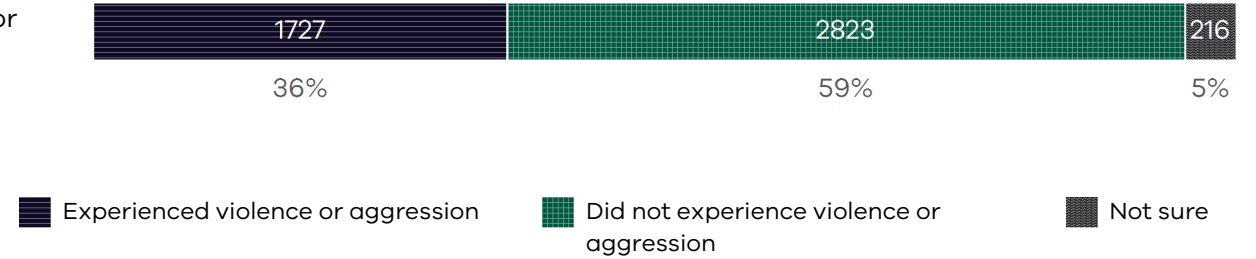
In descending order, the table shows the answers.

Example

36% of your staff who did the survey said they experienced violence or aggression, of which

- 56% said the top way they reported the violence or aggression was 'Told a manager'.
- 54% said they didn't submit a formal incident report

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



Did you tell anyone about the incident?

	You 2023	You 2024	Comparator 2024	Public sector 2024
Told a manager	56%	56%	58%	58%
Told a colleague	53%	54%	47%	45%
Submitted a formal incident report	45%	46%	38%	36%
Told the person the behaviour was not OK	37%	39%	34%	30%
Told a friend or family member	22%	24%	19%	19%
I did not tell anyone about the incident(s)	5%	6%	5%	7%
Told someone else	7%	5%	5%	5%
Told human resources	2%	2%	3%	4%
Told employee assistance program (EAP) or peer support	2%	2%	3%	4%

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

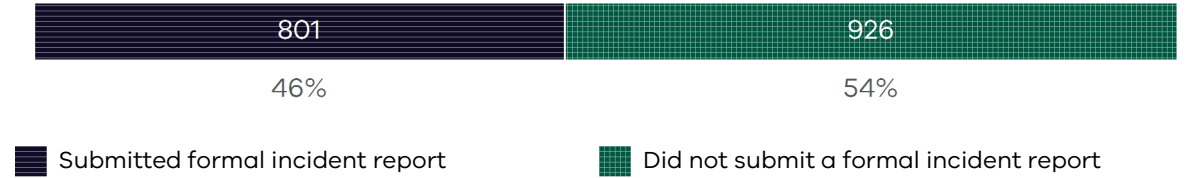
In the survey, we asked staff to tell us if they'd experienced violence or aggression at work. We then asked them if they submitted a formal incident report. If they did not, they could tell us with one or more answers why not. In descending order, the table shows the top 10 answers.

Example

54% of your staff who experienced violence or aggression did not submit a formal incident report, of which:

- 39% said the top reason was 'I didn't think it was serious enough'.

Did you submit a formal incident report?



What was your reason for not submitting a formal incident report?

	You 2023	You 2024	Comparator 2024	Public sector 2024
I didn't think it was serious enough	36%	39%	35%	32%
I didn't think it would make a difference	33%	33%	38%	39%
Other	25%	25%	24%	23%
I didn't need to because I made the violence or aggression stop	20%	17%	16%	14%
I didn't need to because I no longer had contact with the person(s) who was aggressive or violent to me	19%	16%	15%	14%
I believed there would be negative consequences for my reputation	7%	7%	12%	15%
I believed there would be negative consequences for my career	4%	5%	8%	12%
I thought the complaint process would be embarrassing or difficult	4%	4%	3%	4%
I didn't know how to make a complaint	3%	4%	3%	3%
I didn't feel safe to report the incident	4%	3%	4%	6%

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.

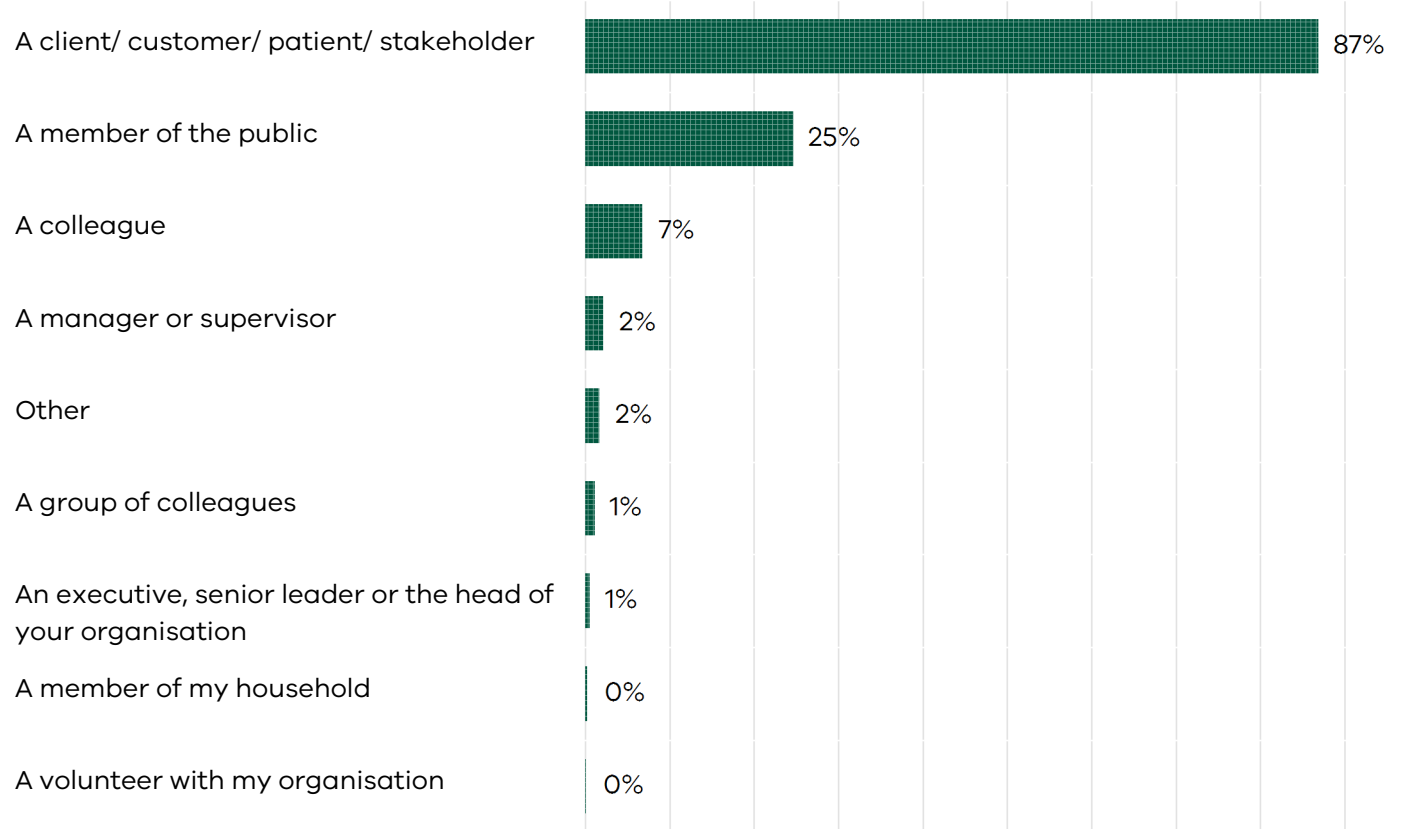
Each row is one perpetrator or group of perpetrators.

Example

36% of your staff who did the survey said they experienced violence or aggression.

Of that 36%, 87% said it was by 'A client/ customer/ patient/ stakeholder'.

1727 people (36% of staff) experienced violence or aggression (You 2024)



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, 36% 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.

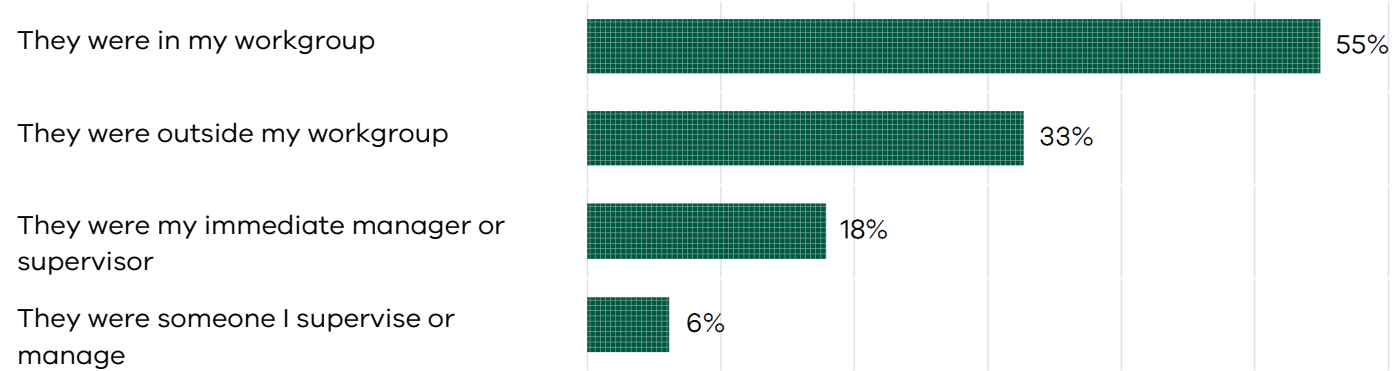
Example

36% of your staff who did the survey said they experienced violence or aggression.

Of that 36%, 9% said it was by someone within the organisation.

Of that 9%, 55% said it was 'They were in my workgroup'.

162 people (9% of staff who experienced violence or aggression) experienced violence or aggression from within your organisation (You 2024)



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.

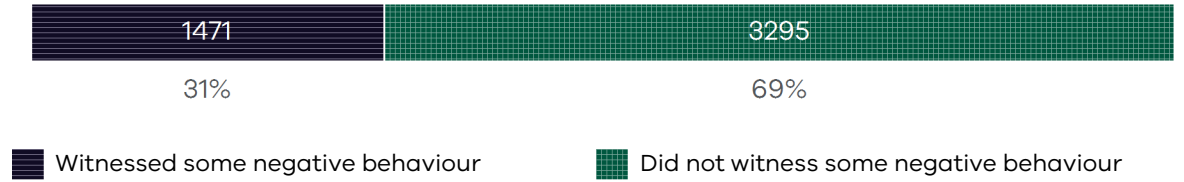
In descending order, the table shows the answers.

Example

31% of your staff who did the survey said they witnessed some negative behaviour at work.

69% said 'No, I have not witnessed any of the situations above'.

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



During the last 12 months in your current organisation, have you witnessed any of the following negative behaviours at work?	You 2023	You 2024	Comparator 2024	Public sector 2024
No, I have not witnessed any of the situations above	70%	69%	73%	77%
Bullying of a colleague	16%	15%	16%	15%
Violence or aggression against a colleague	12%	14%	8%	6%
Discrimination against a colleague	10%	11%	9%	9%
Sexual harassment of a colleague	3%	4%	2%	2%

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.

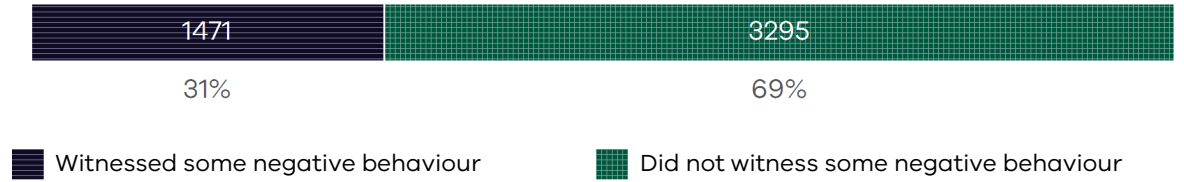
In descending order, the table shows the answers.

Example

31% of your staff who did the survey witnessed negative behaviour, of which:

- 73% said the top action they took was 'Spoke to the person who experienced the behaviour'.
- 7% took no action.

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



When you witnessed these behaviour(s), did you do any of the following?	You 2023	You 2024	Comparator 2024	Public sector 2024
Spoke to the person who experienced the behaviour	72%	73%	71%	71%
Told a manager	40%	40%	40%	40%
Told the person the behaviour was not OK	36%	34%	27%	24%
Spoke to the person who behaved in a negative way	29%	30%	23%	20%
Told a colleague	25%	26%	22%	21%
Submitted a formal complaint	10%	11%	7%	6%
Took no action	8%	7%	7%	7%
Other	6%	6%	6%	6%
Told human resources	4%	3%	6%	7%

People outcomes

Negative behaviour - satisfaction with making a formal complaint

What is this

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

Why this is important

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

How to read this

Under 'Your results', see results for each type of negative behaviour in descending order by most satisfied.

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

Example

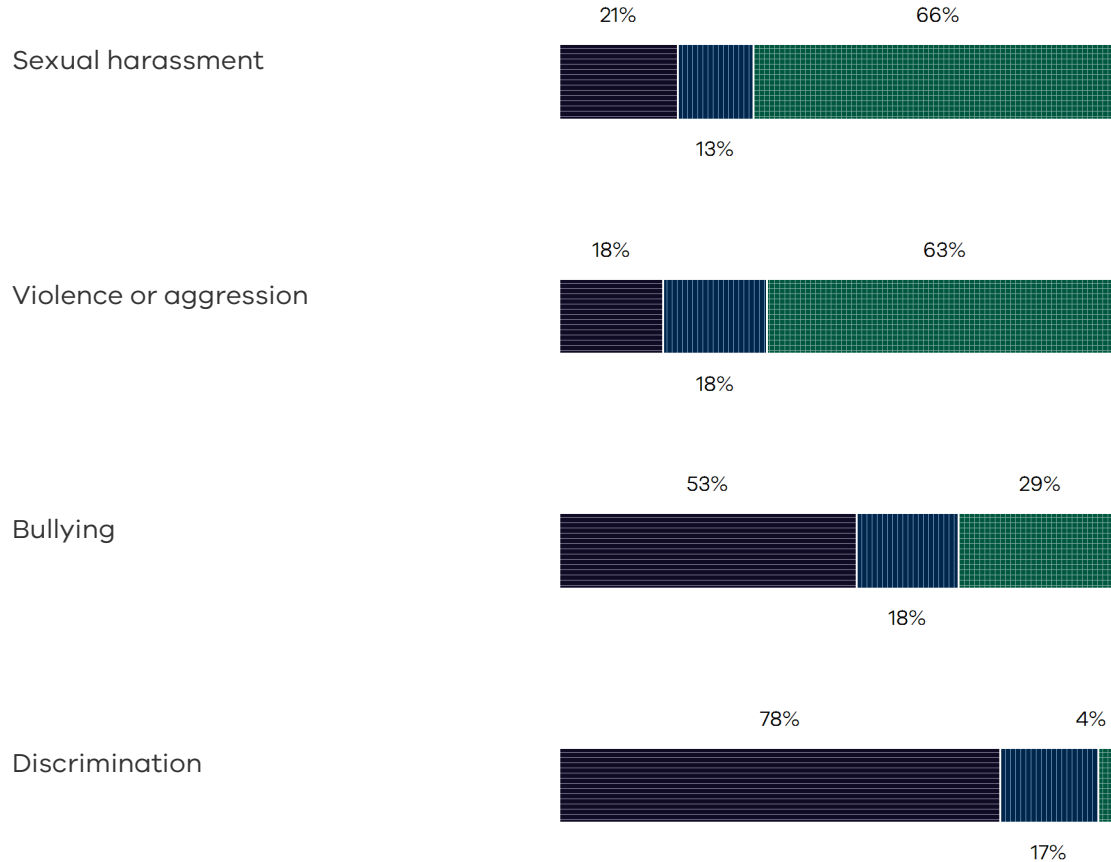
66% of staff were satisfied with the way your organisation handled their formal 'Sexual harassment' complaint.

Survey question

Were you satisfied with the way your formal complaint was handled



Your results



Benchmark satisfied results



People matter survey

2024

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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
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- Employment
- Adjustments
- Caring
- Categories
- Primary role

Key differences

Highest scoring questions

What is this

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

How to read this

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

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

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

Example

On the first row 'Job enrichment', the 'You 2024' column shows 95% of your staff who did the survey agreed with 'I can use my skills and knowledge in my job'. In the 'Change from 2023' column, you have a +1% change, which is a positive trend.

Question group	Highest scoring questions	You 2024	Change from 2023	Comparator 2024
Job enrichment	I can use my skills and knowledge in my job	95%	+1%	94%
Meaningful work	I can make a worthwhile contribution at work	94%	+0%	94%
Meaningful work	I achieve something important through my work	93%	+1%	93%
Job enrichment	I understand how my job helps my organisation achieve its goals	93%	-1%	92%
Job enrichment	I clearly understand what I am expected to do in this job	91%	-0%	91%
Topical	I am proud to work in the public sector	89%	Not asked	86%
Meaningful work	I get a sense of accomplishment from my work	88%	+1%	87%
Collaboration	I am able to work effectively with others outside my immediate workgroup	87%	-1%	86%
Manager leadership	My manager treats employees with dignity and respect	87%	+0%	86%
Organisational integrity	My organisation encourages employees to act in ways that are consistent with human rights	87%	-1%	85%

Key differences

Lowest scoring questions

What is this

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

How to read this

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

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

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

Example

On the first row 'Taking action', the 'You 2024' column shows 39% of your staff who did the survey agreed with 'My organisation has made improvements based on the survey results from last year'. In the 'Change from 2023' column, you have a +3% change, which is a positive trend.

Question group	Lowest scoring questions	You 2024	Change from 2023	Comparator 2024
Taking action	My organisation has made improvements based on the survey results from last year	39%	+3%	34%
Safety climate	All levels of my organisation are involved in the prevention of stress	50%	-2%	46%
Organisational integrity	I have an equal chance at promotion in my organisation	52%	-6%	50%
Organisational integrity	I believe the promotion processes in my organisation are fair	53%	-4%	49%
Taking action	I believe my organisation will make improvements based on the results of this year's survey	55%	-4%	48%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	57%	+0%	53%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	58%	-0%	53%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	58%	-2%	52%
Learning and development	I am satisfied with the opportunities to progress in my organisation	59%	-3%	55%
Workload	I have enough time to do my job effectively	62%	+2%	57%

Key differences

Most improved

What is this

This is where staff feel their group has most improved.

How to read this

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

In this table, your trend is shown in the 'Increase from 2023' column.

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

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

Example

On the first row 'Topical', the 'You 2024' column shows 77% of your staff who did the survey agreed with 'I understand how the Code of Conduct for Victorian public sector employees applies to my work'.

In the 'Increase from 2023' column, you have a 5% increase, which is a positive trend.

Question group	Most improved from last year	You 2024	Increase from 2023	Comparator 2024
Topical	I understand how the Code of Conduct for Victorian public sector employees applies to my work	77%	+5%	79%
Taking action	My organisation has made improvements based on the survey results from last year	39%	+3%	34%
Learning and development	I am satisfied with the way my learning and development needs have been addressed in the last 12 months	71%	+2%	66%
Satisfaction	How satisfied are you with the work/life balance in your current job	71%	+2%	70%
Workload	I have enough time to do my job effectively	62%	+2%	57%
Workgroup support	People in my workgroup are politically impartial in their work	75%	+2%	74%
Patient safety climate	Trainees in my discipline are adequately supervised	75%	+1%	68%
Quality service delivery	My workgroup has clear lines of responsibility	79%	+1%	76%
Manager support	My manager gives me feedback that helps me improve my performance	73%	+1%	71%
Patient safety climate	This health service does a good job of training new and existing staff	72%	+1%	64%

Key differences

Most declined

What is this

This is where staff feel their group has most declined.

How to read this

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

In this table, your trend is shown in the 'Decrease from 2023' column.

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

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

Example

On the first row 'Organisational integrity', the 'You 2024' column shows 52% of your staff who did the survey agreed with 'I have an equal chance at promotion in my organisation'.

In the 'Decrease from 2023' column, you have a 6% decrease, which is a negative trend.

Question group	Largest decline from last year	You 2024	Decrease from 2023	Comparator 2024
Organisational integrity	I have an equal chance at promotion in my organisation	52%	-6%	50%
Taking action	I believe my organisation will make improvements based on the results of this year's survey	55%	-4%	48%
Organisational integrity	I believe the recruitment processes in my organisation are fair	67%	-4%	64%
Organisational integrity	I believe the promotion processes in my organisation are fair	53%	-4%	49%
Senior leadership	Senior leaders provide clear strategy and direction	68%	-3%	62%
Learning and development	I am satisfied with the opportunities to progress in my organisation	59%	-3%	55%
Senior leadership	Senior leaders demonstrate honesty and integrity	69%	-3%	64%
Senior leadership	Senior leaders model my organisation's values	71%	-3%	66%
Patient safety climate	Management is driving us to be a safety-centred organisation	80%	-2%	76%
Organisational integrity	My organisation is committed to earning a high level of public trust	84%	-2%	79%

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 'Engagement', the 'You 2024' column shows 86% of your staff who did the survey agreed with 'I am proud to tell others I work for my organisation'.

The 'Difference' column, shows that agreement for this question was 8% higher than in your comparator.

Question group	Biggest positive difference from comparator	You 2024	Difference	Comparator 2024
Engagement	I am proud to tell others I work for my organisation	86%	+8%	79%
Patient safety climate	This health service does a good job of training new and existing staff	72%	+8%	64%
Patient safety climate	I would recommend a friend or relative to be treated as a patient here	83%	+8%	76%
Engagement	I would recommend my organisation as a good place to work	79%	+8%	72%
Learning and development	My organisation places a high priority on the learning and development of staff	71%	+7%	64%
Engagement	My organisation inspires me to do the best in my job	74%	+6%	68%
Taking action	I believe my organisation will make improvements based on the results of this year's survey	55%	+6%	48%
Patient safety climate	Trainees in my discipline are adequately supervised	75%	+6%	68%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	58%	+6%	52%
Engagement	I feel a strong personal attachment to my organisation	69%	+6%	63%

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 72% 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 3% 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	72%	-3%	75%
Topical	I understand how the Code of Conduct for Victorian public sector employees applies to my work	77%	-3%	79%

People matter survey

2024

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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
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- Employment
- Adjustments
- Caring
- Categories
- Primary role

Taking action

What is this

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

Why this is important

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

How to read this

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

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

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

Example

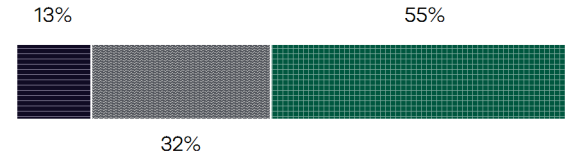
55% of your staff who did the survey agreed or strongly agreed with 'I believe my organisation will make improvements based on the results of this year's survey'.

Survey question

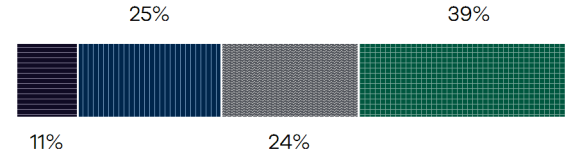
Your results



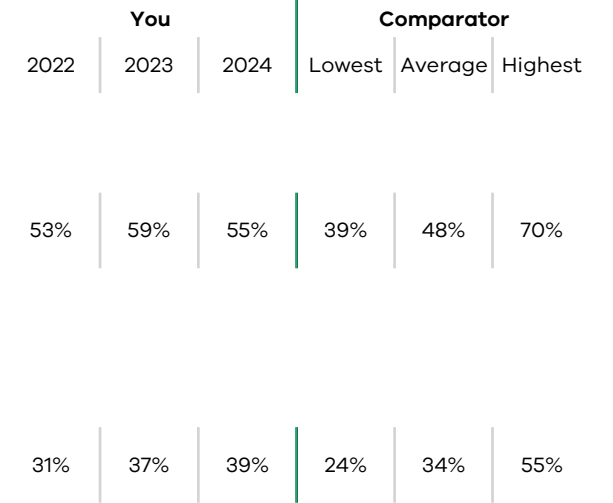
I believe my organisation will make improvements based on the results of this year's survey



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



Benchmark agree results



People matter survey

2024

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- 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

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- Cultural diversity
- Employment
- Adjustments
- Caring
- Categories
- Primary role

Senior leadership

Senior leadership

What is this

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

Why this is important

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

How to read this

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

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

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

Example

71% of your staff who did the survey agreed or strongly agreed with 'Senior leaders model my organisation's values'.

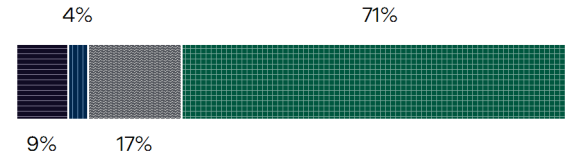
Survey question

Your results

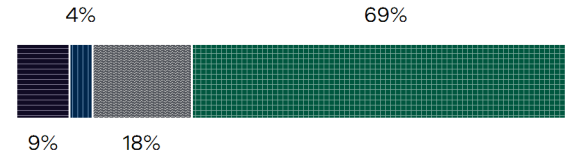
Benchmark agree results



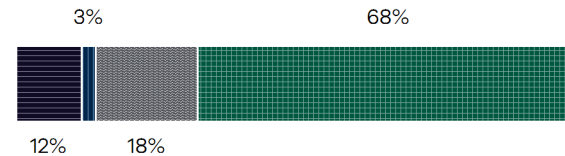
Senior leaders model my organisation's values



Senior leaders demonstrate honesty and integrity



Senior leaders provide clear strategy and direction



	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
Senior leaders model my organisation's values	72%	73%	71%	55%	66%	90%
Senior leaders demonstrate honesty and integrity	70%	71%	69%	53%	64%	87%
Senior leaders provide clear strategy and direction	69%	71%	68%	49%	62%	87%

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2024

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- Primary role

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.

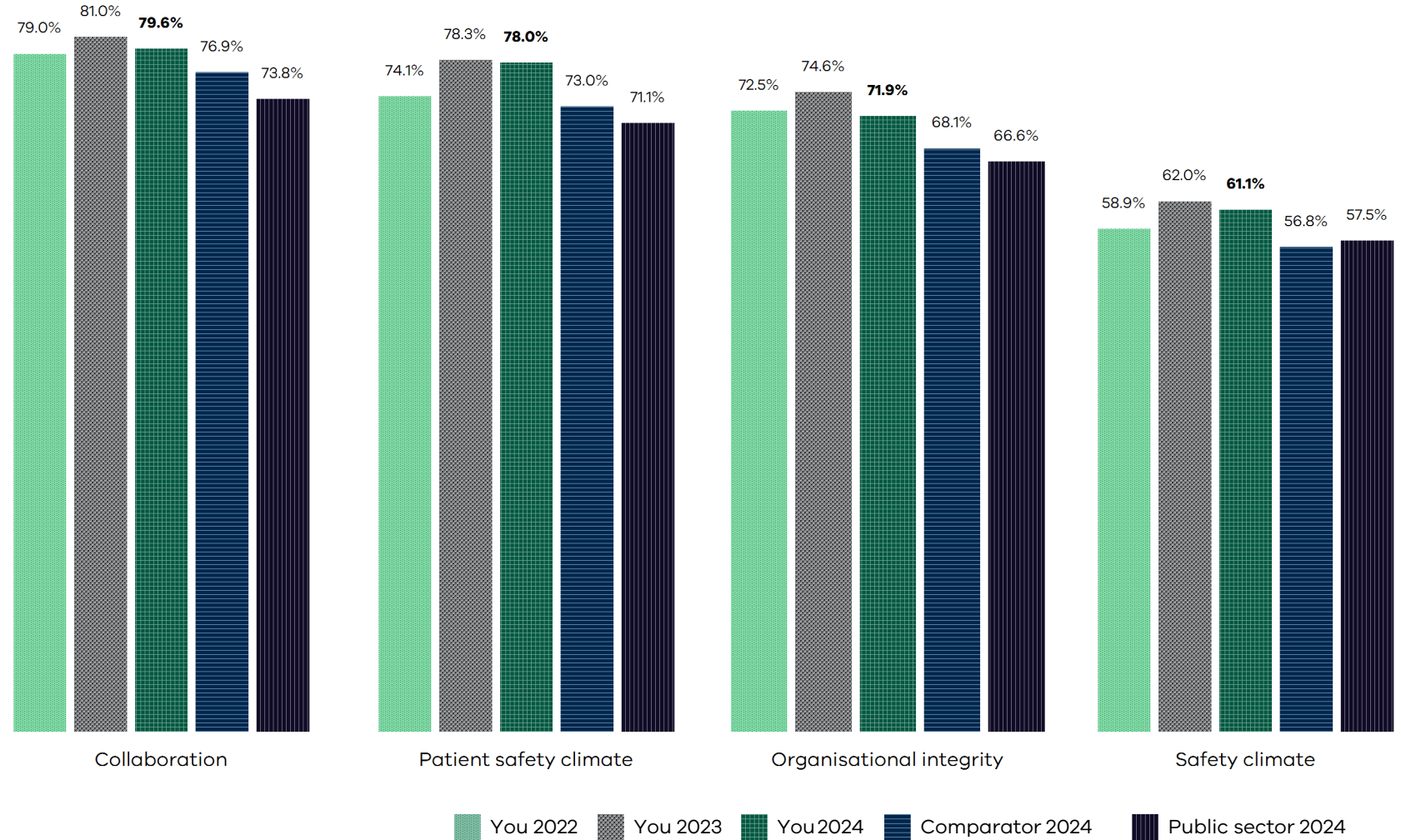
Example

In 2024:

- 79.6% of your staff who did the survey responded positively to questions about Collaboration.

Compared to:

- 76.9% of staff in your comparator group and 73.8% of staff across the public sector.



Organisational climate

Organisational integrity 1 of 2

What is this

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

Why this is important

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

How to read this

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

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

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

Example

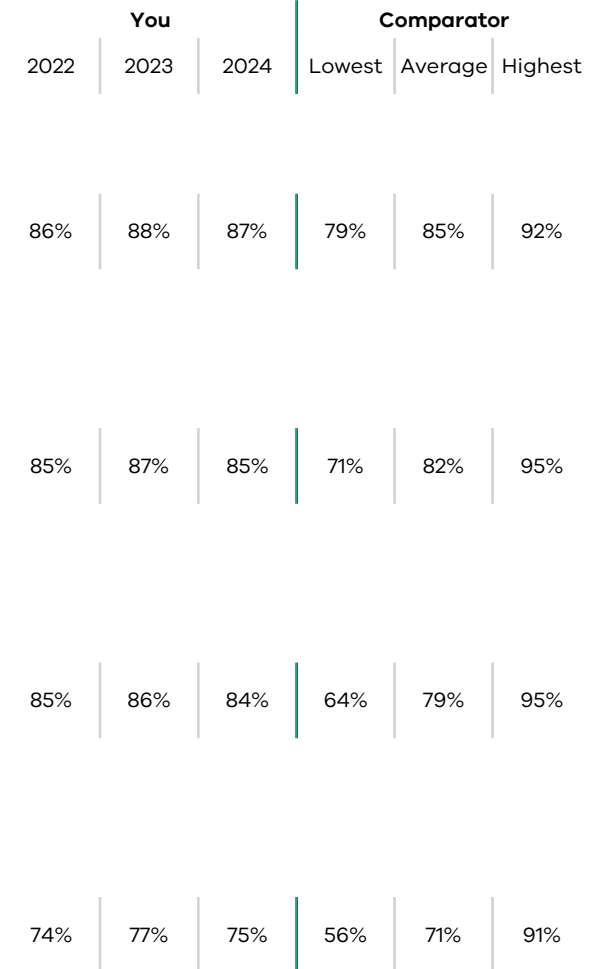
87% of your staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.

Survey question

Your results



Benchmark agree results



Organisational climate

Organisational integrity 2 of 2

What is this

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

Why this is important

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

How to read this

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

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

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

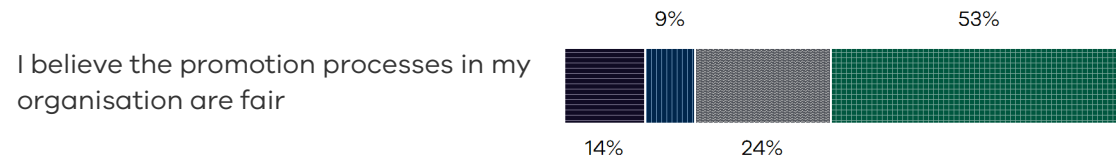
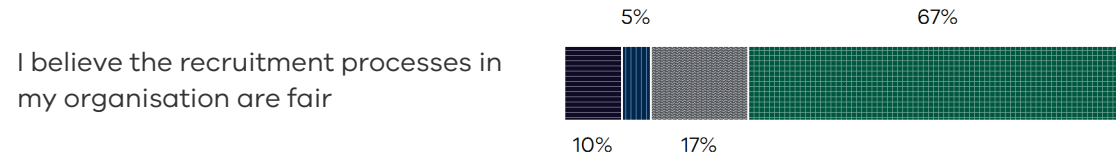
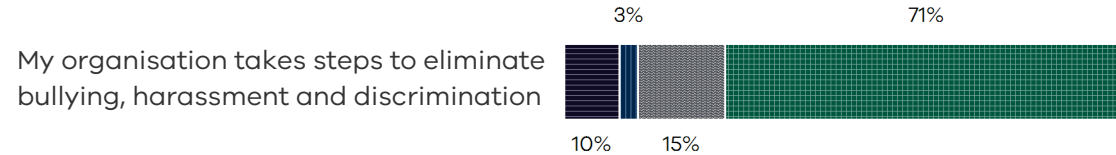
Example

71% 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



Year	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
My organisation takes steps to eliminate bullying, harassment and discrimination	71%	73%	71%	57%	66%	85%
I believe the recruitment processes in my organisation are fair	69%	71%	67%	59%	64%	79%
I believe the promotion processes in my organisation are fair	53%	56%	53%	40%	49%	57%
I have an equal chance at promotion in my organisation	57%	58%	52%	40%	50%	54%

Organisational climate

Collaboration

What is this

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

Why this is important

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

How to read this

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

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

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

Example

87% of your staff who did the survey agreed or strongly agreed with 'I am able to work effectively with others outside my immediate workgroup'.

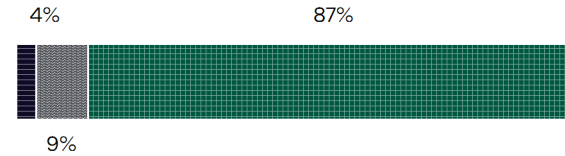
Survey question

Your results

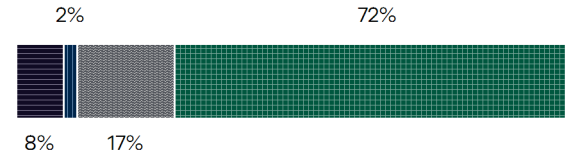
Benchmark agree results



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



Workgroups across my organisation willingly share information with each other



	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
I am able to work effectively with others outside my immediate workgroup	87%	89%	87%	81%	86%	93%
Workgroups across my organisation willingly share information with each other	71%	73%	72%	51%	68%	76%

Organisational climate

Safety climate 1 of 2

What is this

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

Why this is important

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

How to read this

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

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

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

Example

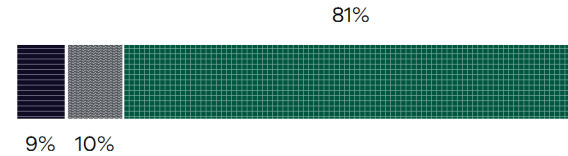
81% of your staff who did the survey agreed or strongly agreed with 'My organisation provides a physically safe work environment'.

Survey question

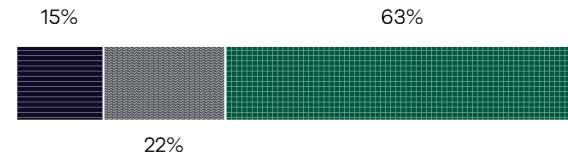
Your results



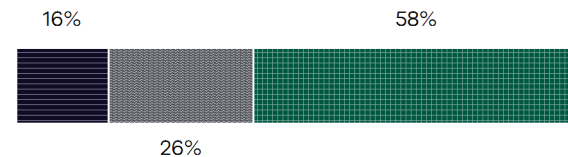
My organisation provides a physically safe work environment



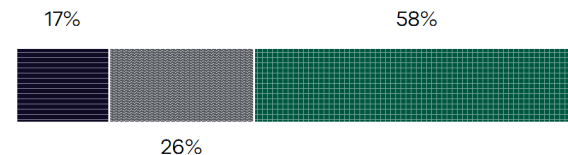
Senior leaders consider the psychological health of employees to be as important as productivity



Senior leaders show support for stress prevention through involvement and commitment



In my workplace, there is good communication about psychological safety issues that affect me



Benchmark agree results

Year	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest

2022	79%	83%	81%	53%	80%	92%
------	-----	-----	-----	-----	-----	-----

2022	62%	64%	63%	49%	57%	83%
------	-----	-----	-----	-----	-----	-----

2022	57%	60%	58%	46%	52%	73%
------	-----	-----	-----	-----	-----	-----

2022	54%	58%	58%	47%	53%	72%
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Organisational climate

Safety climate 2 of 2

What is this

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

Why this is important

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

How to read this

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

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

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

Example

57% of your staff who did the survey agreed or strongly agreed with 'My organisation has effective procedures in place to support employees who may experience stress'.

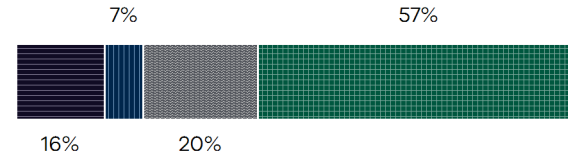
Survey question

Your results

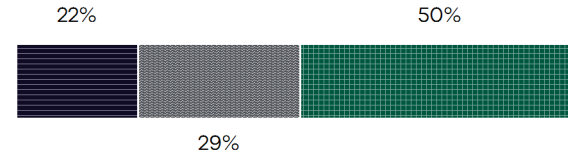
Benchmark agree results



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



All levels of my organisation are involved in the prevention of stress



Year	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
My organisation has effective procedures in place to support employees who may experience stress	54%	57%	57%	46%	53%	66%
All levels of my organisation are involved in the prevention of stress	47%	51%	50%	40%	46%	72%

Organisational climate

Patient safety climate 1 of 2

What is this

This is the safety culture in a healthcare workplace.

Why this is important

A good patient safety climate means safe, high-quality care and experiences.

The Victorian Managed Insurance Authority and the Victorian Quality Council developed these tools.

How to read this

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

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

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

Example

84% of your staff who did the survey agreed or strongly agreed with 'I am encouraged by my colleagues to report any patient safety concerns I may have'.

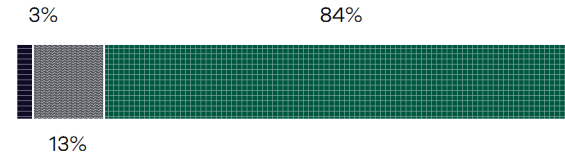
Survey question

Your results

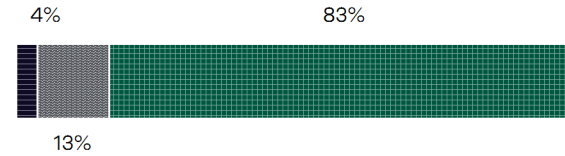
Benchmark agree results



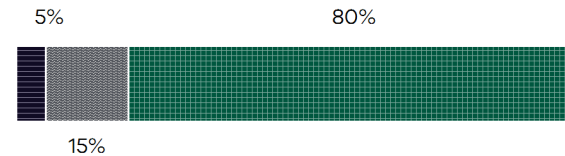
I am encouraged by my colleagues to report any patient safety concerns I may have



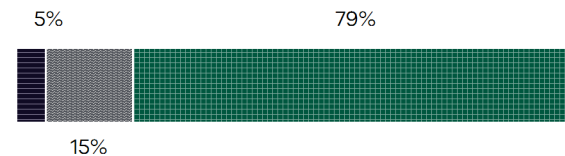
I would recommend a friend or relative to be treated as a patient here



Management is driving us to be a safety-centred organisation



My suggestions about patient safety would be acted upon if I expressed them to my manager



Year	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
I am encouraged by my colleagues to report any patient safety concerns I may have	82%	85%	84%	71%	83%	96%
I would recommend a friend or relative to be treated as a patient here	81%	85%	83%	34%	76%	93%
Management is driving us to be a safety-centred organisation	79%	82%	80%	64%	76%	89%
My suggestions about patient safety would be acted upon if I expressed them to my manager	77%	80%	79%	64%	75%	82%

Organisational climate

Patient safety climate 2 of 2

What is this

This is the safety culture in a healthcare workplace.

Why this is important

A good patient safety climate means safe, high-quality care and experiences.

The Victorian Managed Insurance Authority and the Victorian Quality Council developed these tools.

How to read this

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

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

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

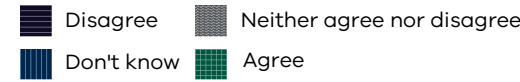
Example

76% of your staff who did the survey agreed or strongly agreed with 'Patient care errors are handled appropriately in my work area'.

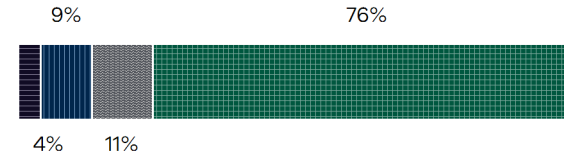
Survey question

Your results

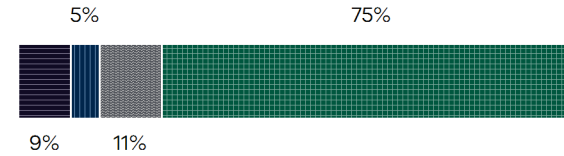
Benchmark agree results



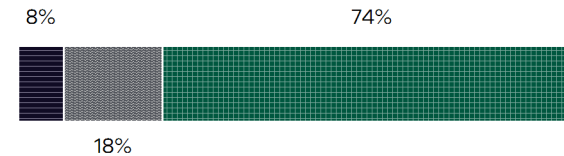
Patient care errors are handled appropriately in my work area



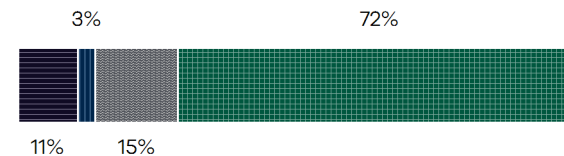
Trainees in my discipline are adequately supervised



The culture in my work area makes it easy to learn from the errors of others



This health service does a good job of training new and existing staff



Year	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
Patient care errors are handled appropriately in my work area	71%	76%	76%	54%	72%	76%
Trainees in my discipline are adequately supervised	67%	73%	75%	53%	68%	74%
The culture in my work area makes it easy to learn from the errors of others	70%	75%	74%	56%	70%	76%
This health service does a good job of training new and existing staff	65%	70%	72%	51%	64%	78%

People matter survey

2024

Have your say

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- Your response rate

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 - Bullying
 - Sexual harassment
 - Discrimination
 - Violence and aggression
 - Satisfaction with complaint processes

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

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- Taking action questions

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- Senior leadership questions

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- Scorecard
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Job and manager factors

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Public sector values

- Scorecard
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- Integrity
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- 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
- Categories
- Primary role

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.

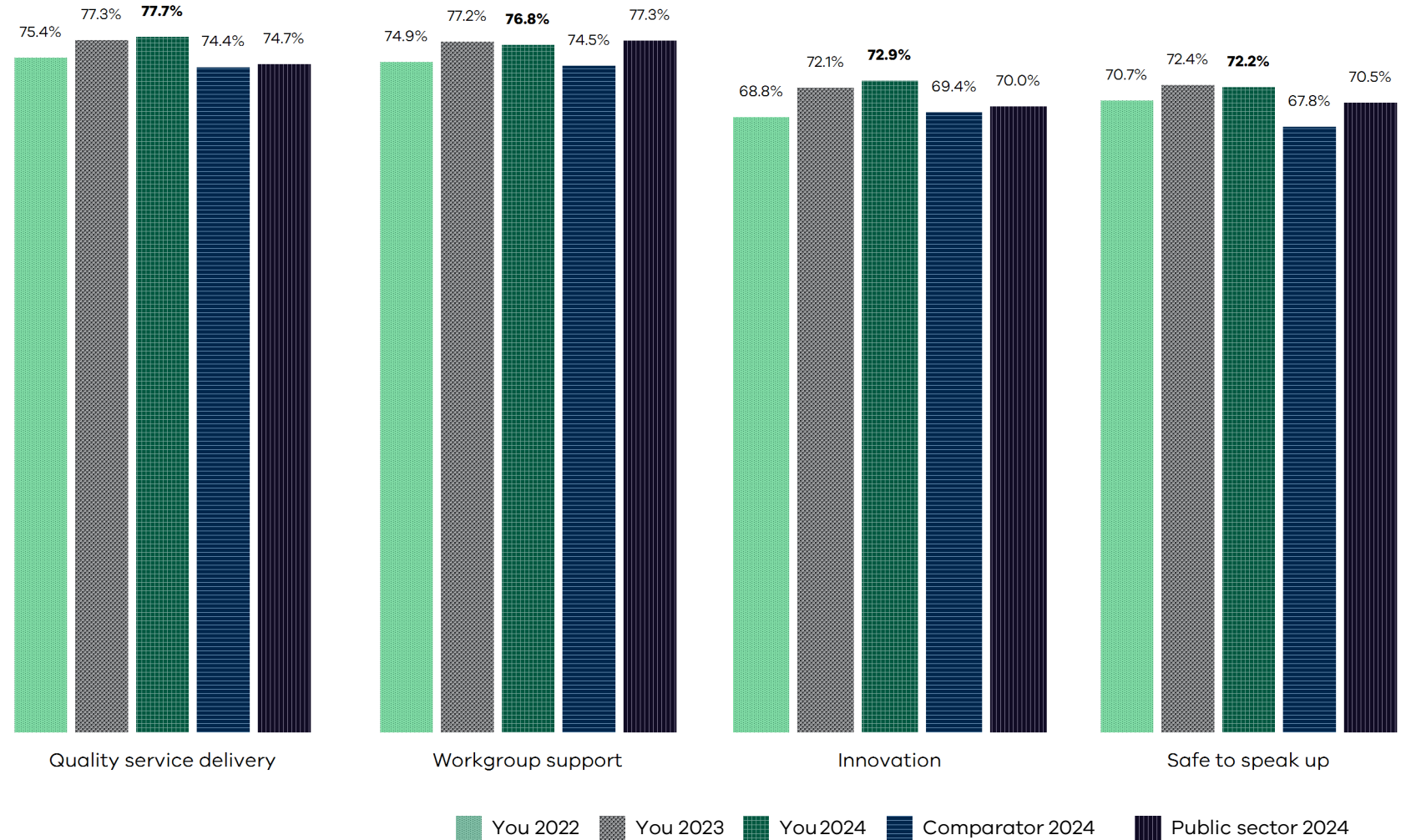
Example

In 2024:

- 77.7% of your staff who did the survey responded positively to questions about Quality service delivery.

Compared to:

- 74.4% of staff in your comparator group and 74.7% of staff across the public sector.



Workgroup climate

Quality service delivery

What is this

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

Why this is important

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

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

How to read this

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

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

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

Example

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

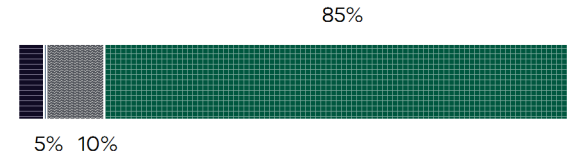
Survey question

Your results

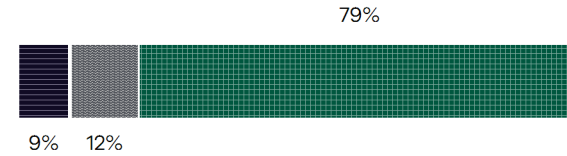


Benchmark agree results

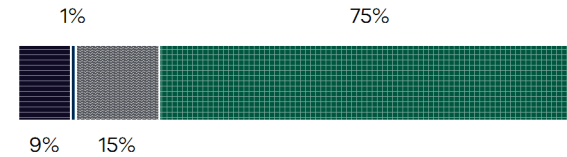
My workgroup provides high quality advice and services



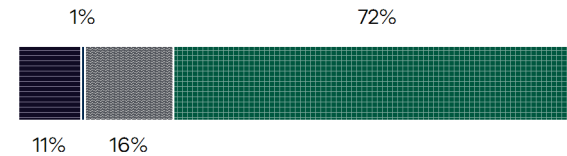
My workgroup has clear lines of responsibility



My workgroup uses its resources well



My workgroup acts fairly and without bias



	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
My workgroup provides high quality advice and services	83%	85%	85%	73%	81%	90%
My workgroup has clear lines of responsibility	78%	77%	79%	66%	76%	85%
My workgroup uses its resources well	72%	74%	75%	61%	71%	85%
My workgroup acts fairly and without bias	70%	73%	72%	62%	70%	85%

Workgroup climate

Innovation

What is this

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

Why this is important

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

How to read this

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

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

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

Example

77% of your staff who did the survey agreed or strongly agreed with 'My workgroup learns from failures and mistakes'.

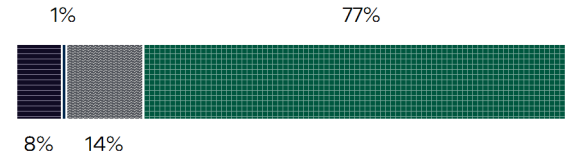
Survey question

Your results

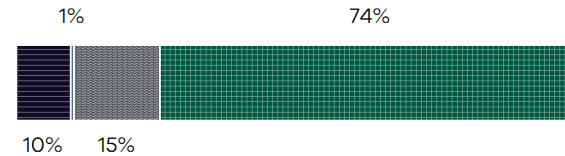
Benchmark agree results



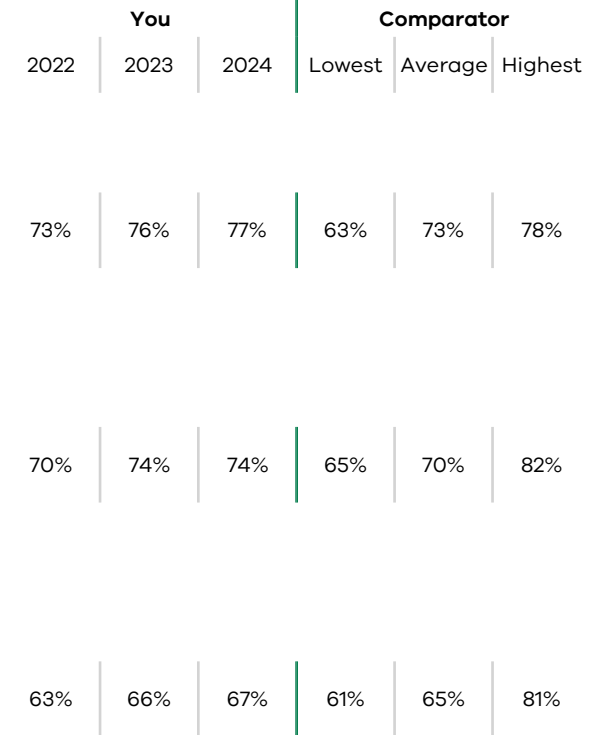
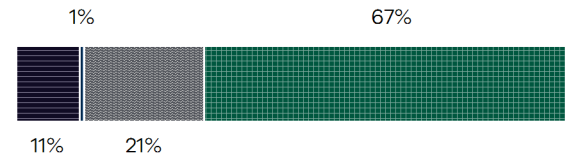
My workgroup learns from failures and mistakes



My workgroup is quick to respond to opportunities to do things better



My workgroup encourages employee creativity



Workgroup climate

Workgroup support 1 of 2

What is this

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

Why this is important

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

How to read this

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

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

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

Example

84% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup work together effectively to get the job done'.

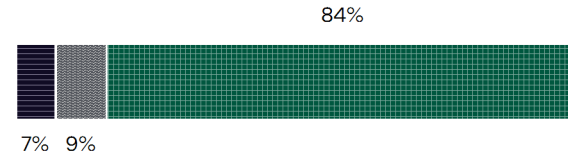
Survey question

Your results

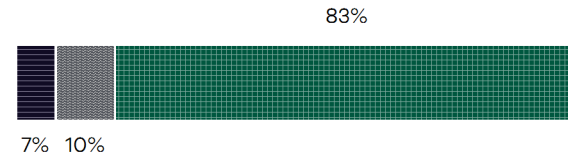
Benchmark agree results



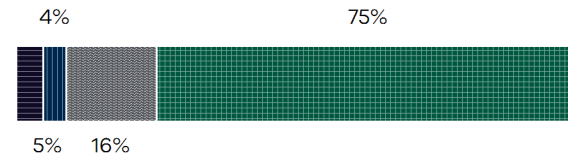
People in my workgroup work together effectively to get the job done



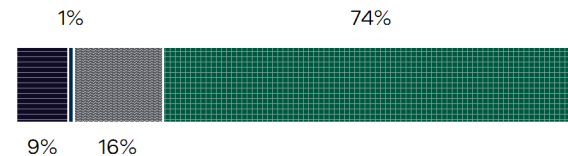
People in my workgroup treat each other with respect



People in my workgroup are politically impartial in their work



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



Year	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
People in my workgroup work together effectively to get the job done	83%	85%	84%	73%	81%	92%
People in my workgroup treat each other with respect	81%	84%	83%	75%	80%	95%
People in my workgroup are politically impartial in their work	73%	73%	75%	68%	74%	83%
People in my workgroup are honest, open and transparent in their dealings	72%	75%	74%	64%	71%	88%

Workgroup climate

Workgroup support 2 of 2

What is this

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

Why this is important

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

How to read this

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

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

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

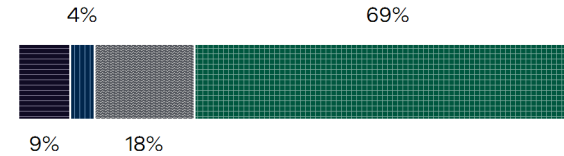
Example

69% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.

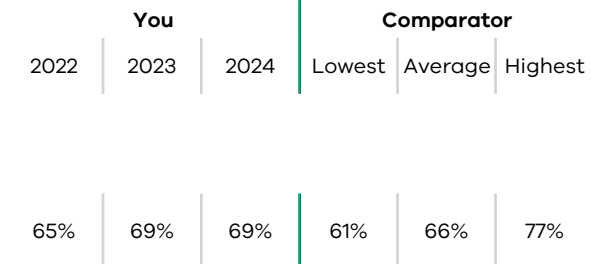
Survey question

People in my workgroup appropriately manage conflicts of interest

Your results



Benchmark agree results



Workgroup climate

Safe to speak up

What is this

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

Why this is important

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

How to read this

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

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

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

Example

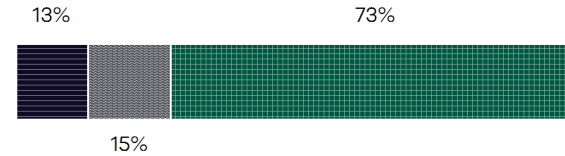
73% of your staff who did the survey agreed or strongly agreed with 'I feel safe to challenge inappropriate behaviour at work'.

Survey question

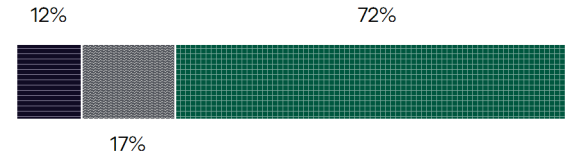
Your results



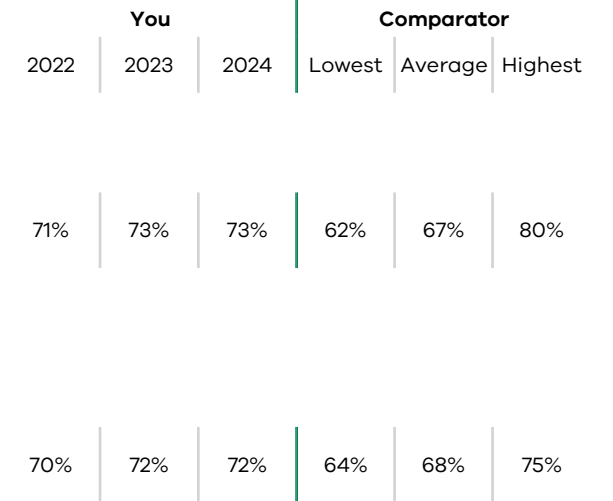
I feel safe to challenge inappropriate behaviour at work



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



Benchmark agree results



People matter survey

2024

Have your say

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- Sexual harassment
- Discrimination
- Violence and aggression
- Satisfaction with complaint processes

Key differences

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

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- Taking action questions

Detailed results

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- Senior leadership questions

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- Collaboration
- Safety climate
- Patient 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
- Categories
- Primary role

Job and manager factors

Scorecard 1 of 2

What is this

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

Why this is important

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

How to read this

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

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

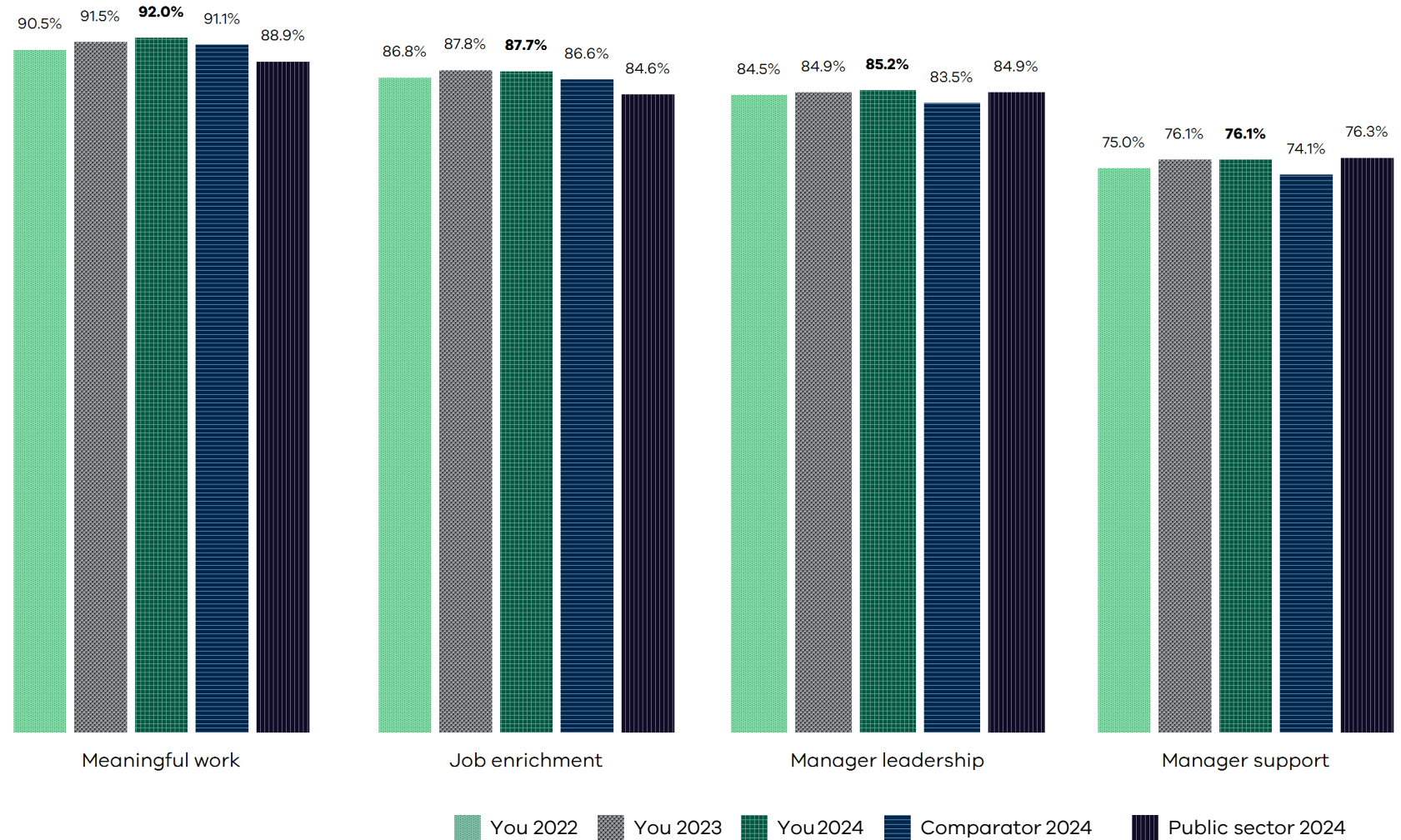
Example

In 2024:

- 92.0% of your staff who did the survey responded positively to questions about Meaningful work.

Compared to:

- 91.1% of staff in your comparator group and 88.9% of staff across the public sector.



Job and manager factors

Scorecard 2 of 2

What is this

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

Why this is important

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

How to read this

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

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

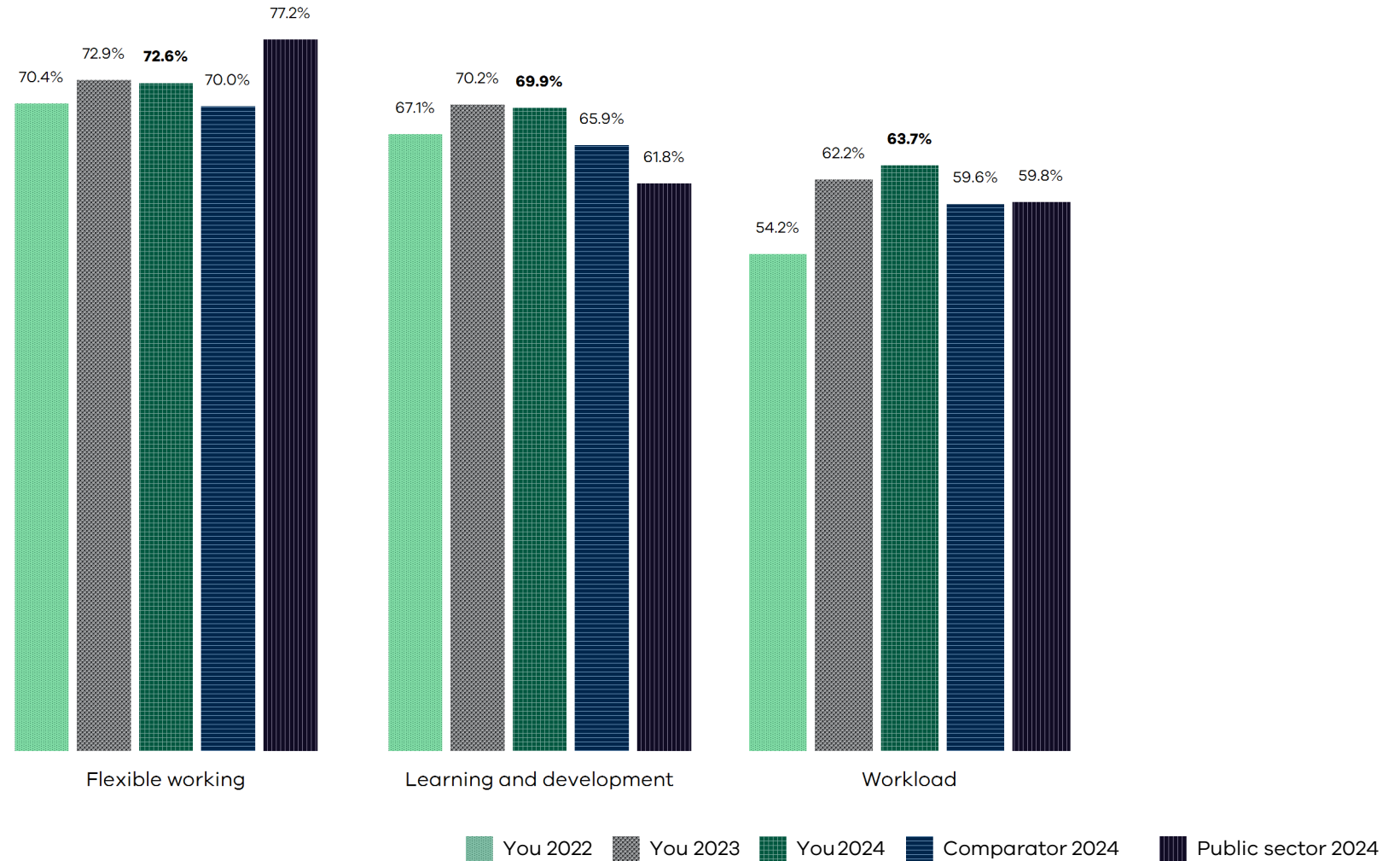
Example

In 2024:

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

Compared to:

- 70.0% of staff in your comparator group and 77.2% of staff across the public sector.



Job and manager factors

Manager leadership

What is this

This is how well staff perceive their direct managers lead.

Why this is important

Great managers can foster the right environment for staff engagement. They can act as role models for your organisation's strategy and values.

How to read this

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

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

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

Example

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

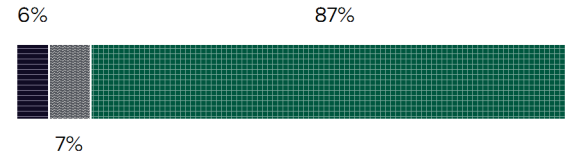
Survey question

Your results

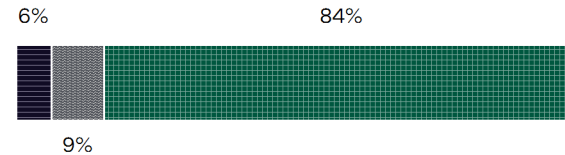
Benchmark agree results



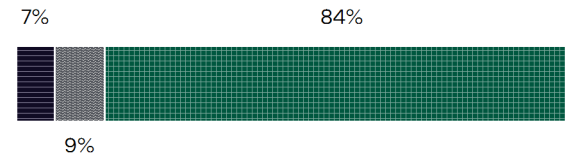
My manager treats employees with dignity and respect



My manager models my organisation's values



My manager demonstrates honesty and integrity



Year	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
My manager treats employees with dignity and respect	86%	86%	87%	84%	86%	94%
My manager models my organisation's values	83%	84%	84%	80%	83%	92%
My manager demonstrates honesty and integrity	84%	84%	84%	80%	82%	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 group's overall, lowest and highest scores with your own.

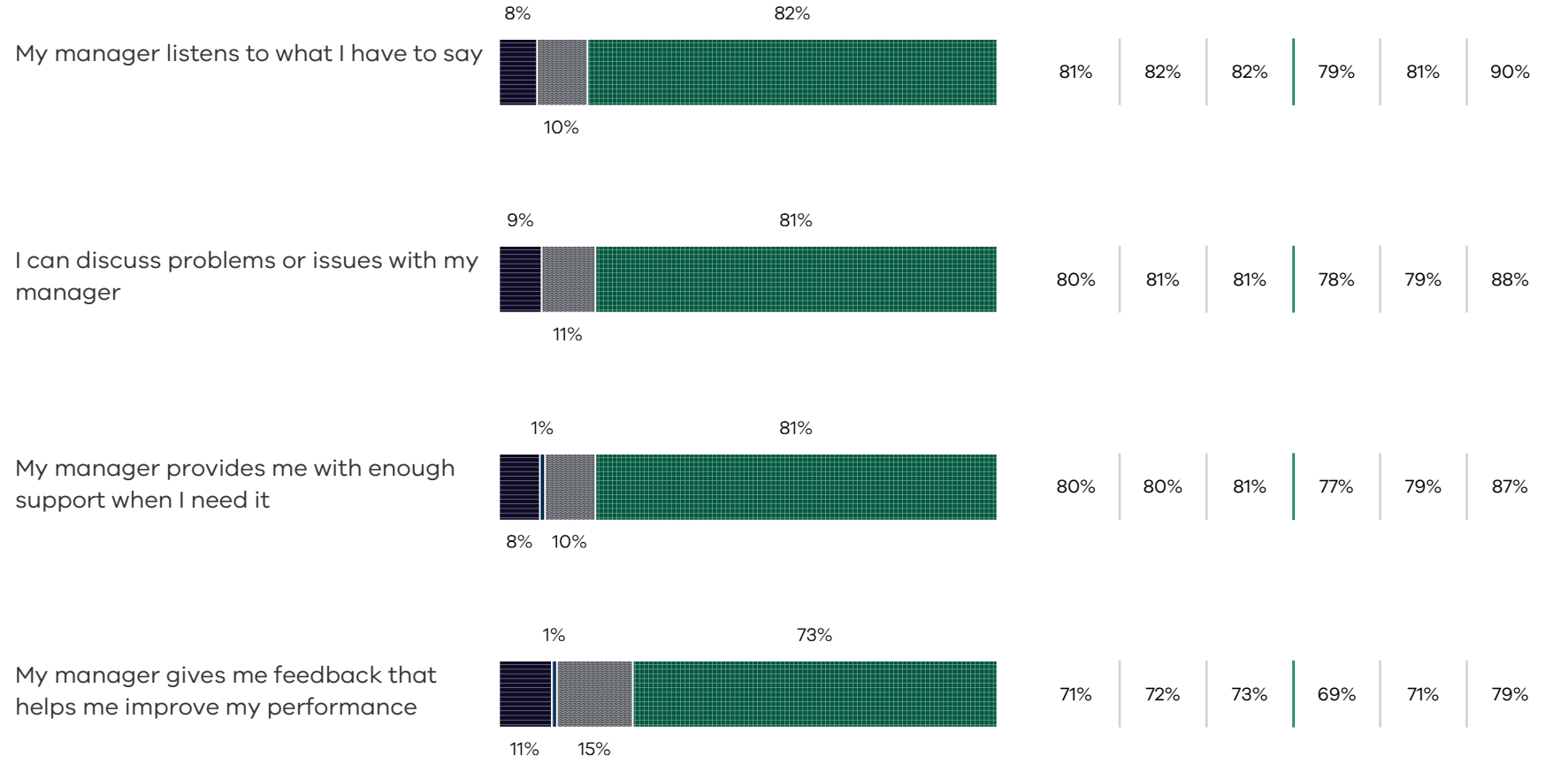
Example

82% of your staff who did the survey agreed or strongly agreed with 'My manager listens to what I have to say'.

Survey question

Your results

Benchmark agree results



Job and manager factors

Manager support 2 of 2

What is this

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

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

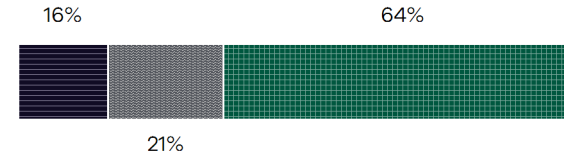
Example

64% of your staff who did the survey agreed or strongly agreed with 'I receive meaningful recognition when I do good work'.

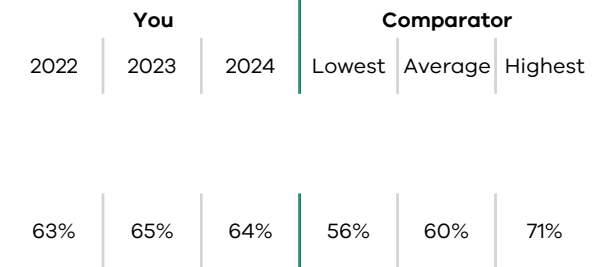
Survey question

I receive meaningful recognition when I do good work

Your results



Benchmark agree results



Job and manager factors

Workload

What is this

This is how staff feel about workload and time pressure.

Why this is important

Workload and time pressure are the most prominent causes of work-related stress.

How to read this

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

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

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

Example

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'.

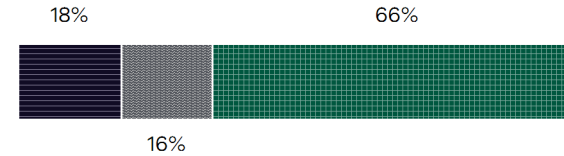
Survey question

Your results

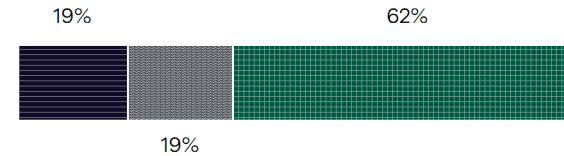
Benchmark agree results



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



I have enough time to do my job effectively



Year	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
	56%	64%	66%	59%	62%	71%
	52%	60%	62%	54%	57%	66%

Job and manager factors

Learning and development

What is this

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

Why this is important

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

How to read this

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

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

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

Example

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

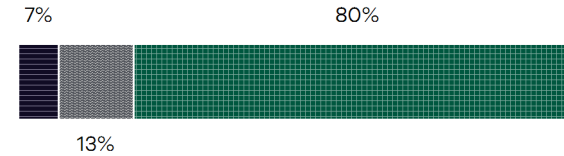
Survey question

Your results

Benchmark agree results



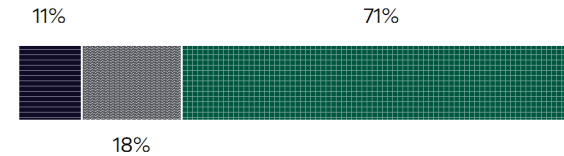
I am developing and learning in my role



Year	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest

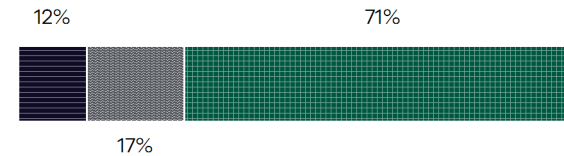
79%	80%	80%	66%	78%	90%
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My organisation places a high priority on the learning and development of staff



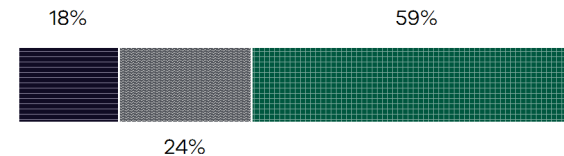
68%	70%	71%	47%	64%	82%
-----	-----	-----	-----	-----	-----

I am satisfied with the way my learning and development needs have been addressed in the last 12 months



64%	68%	71%	56%	66%	75%
-----	-----	-----	-----	-----	-----

I am satisfied with the opportunities to progress in my organisation



58%	62%	59%	43%	55%	60%
-----	-----	-----	-----	-----	-----

Job and manager factors

Job enrichment 1 of 2

What is this

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

Why this is important

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

How to read this

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

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

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

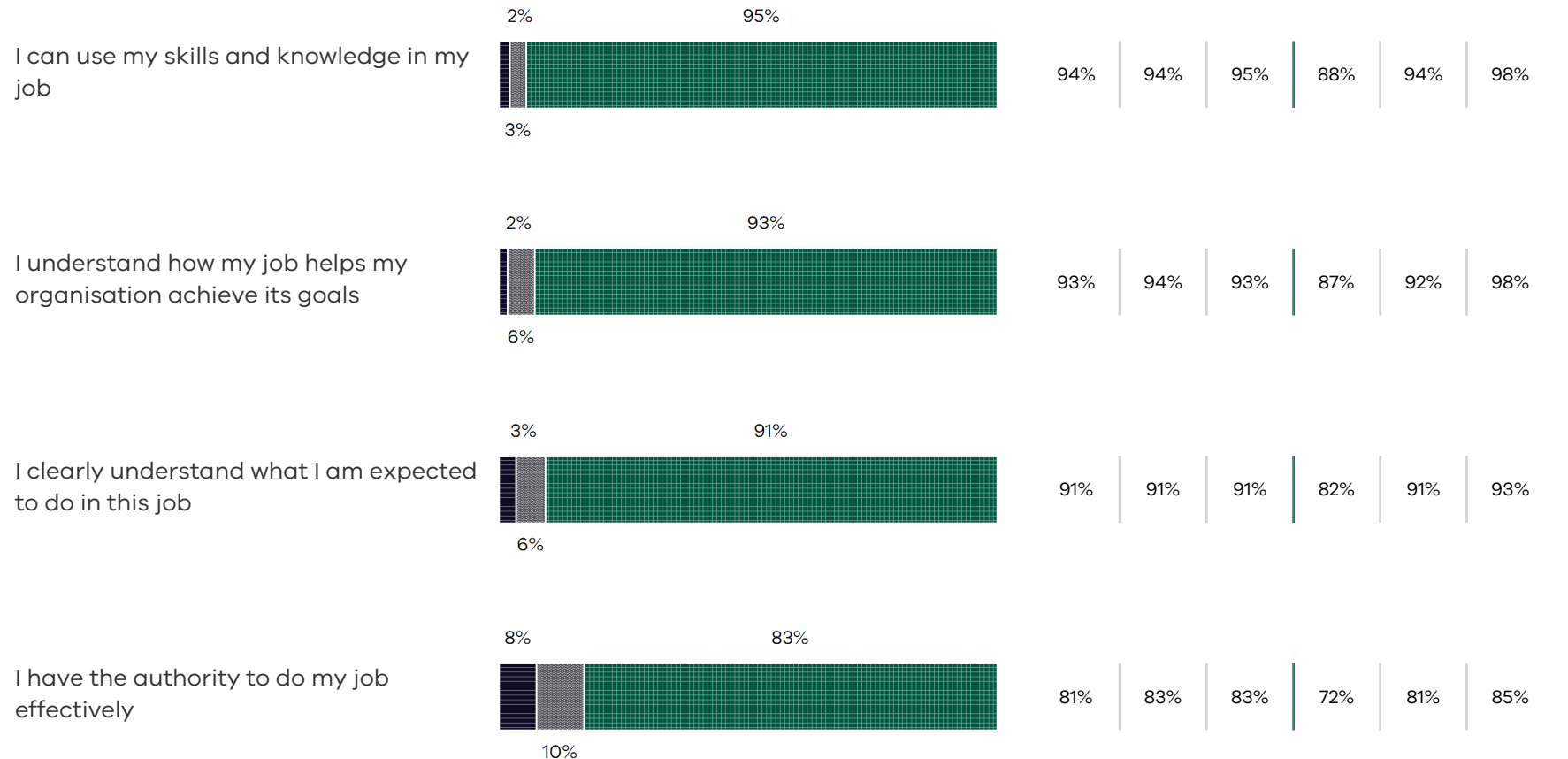
Example

95% of your staff who did the survey agreed or strongly agreed with 'I can use my skills and knowledge in my job'.

Survey question

Your results

Benchmark agree results



Job and manager factors

Job enrichment 2 of 2

What is this

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

Why this is important

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

How to read this

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

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

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

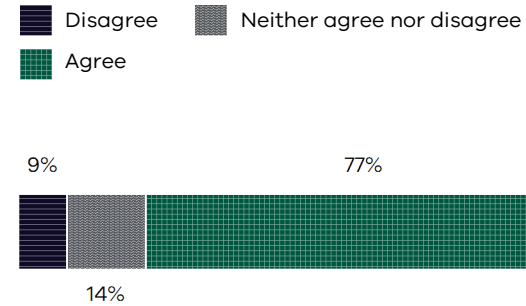
Example

77% of your staff who did the survey agreed or strongly agreed with 'I have a say in how I do my work'.

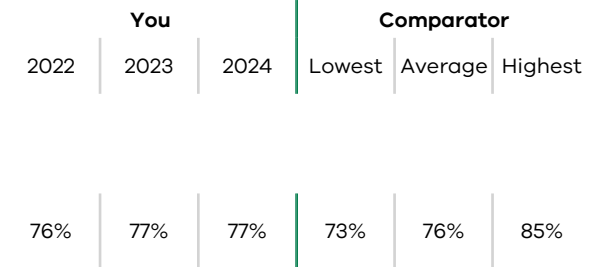
Survey question

I have a say in how I do my work

Your results



Benchmark agree results



Job and manager factors

Meaningful work

What is this

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

Why this is important

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

How to read this

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

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

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

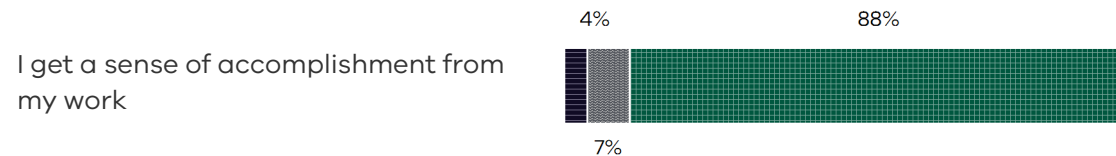
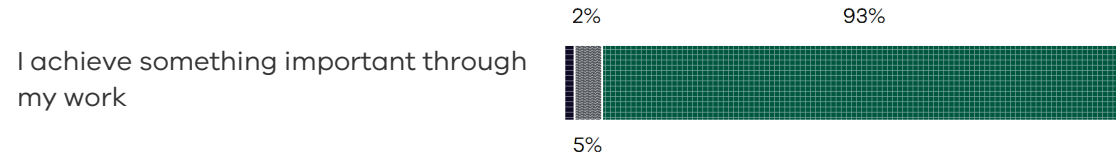
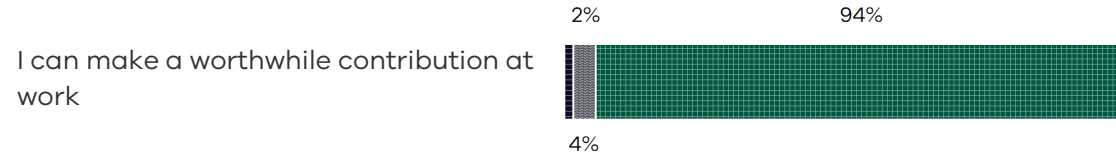
Example

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

Survey question

Your results

Benchmark agree results



Year	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
I can make a worthwhile contribution at work	94%	94%	94%	87%	94%	96%
I achieve something important through my work	92%	93%	93%	86%	93%	98%
I get a sense of accomplishment from my work	85%	88%	88%	77%	87%	95%

Job and manager factors

Flexible working

What is this

This is how well your organisation supports staff to work flexibly.

Why this is important

Supporting flexible working can improve employee wellbeing.

How to read this

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

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

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

Example

77% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.

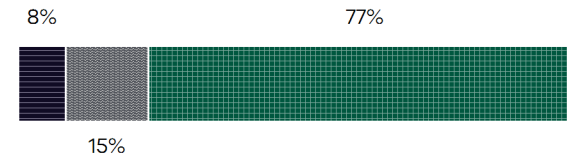
Survey question

Your results

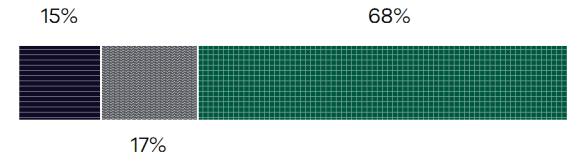
Benchmark agree results



My manager supports working flexibly



I am confident that if I requested a flexible work arrangement, it would be given due consideration



You			Comparator		
2022	2023	2024	Lowest	Average	Highest

77%	77%	77%	73%	76%	83%
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64%	68%	68%	58%	64%	75%
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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

Result summary

People outcomes

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

Key differences

- Highest scoring
- Lowest scoring
- Most improved
- Most declined
- Biggest positive difference from 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
- Patient 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
- Categories
- Primary role

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.

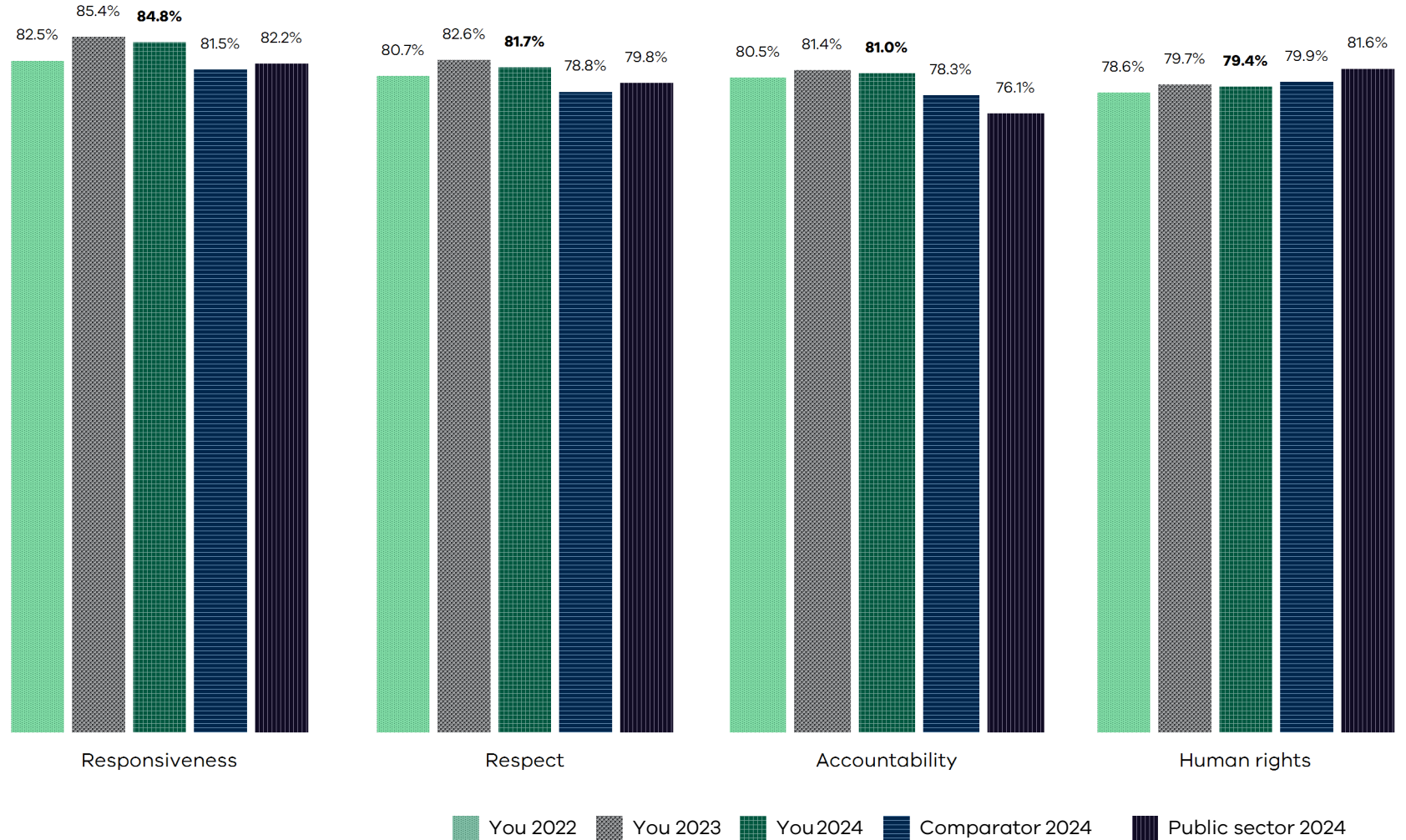
Example

In 2024:

- 84.8% of your staff who did the survey responded positively to questions about Responsiveness.

Compared to:

- 81.5% of staff in your comparator group and 82.2% of staff across the public sector.



Public sector values

Scorecard 2 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.

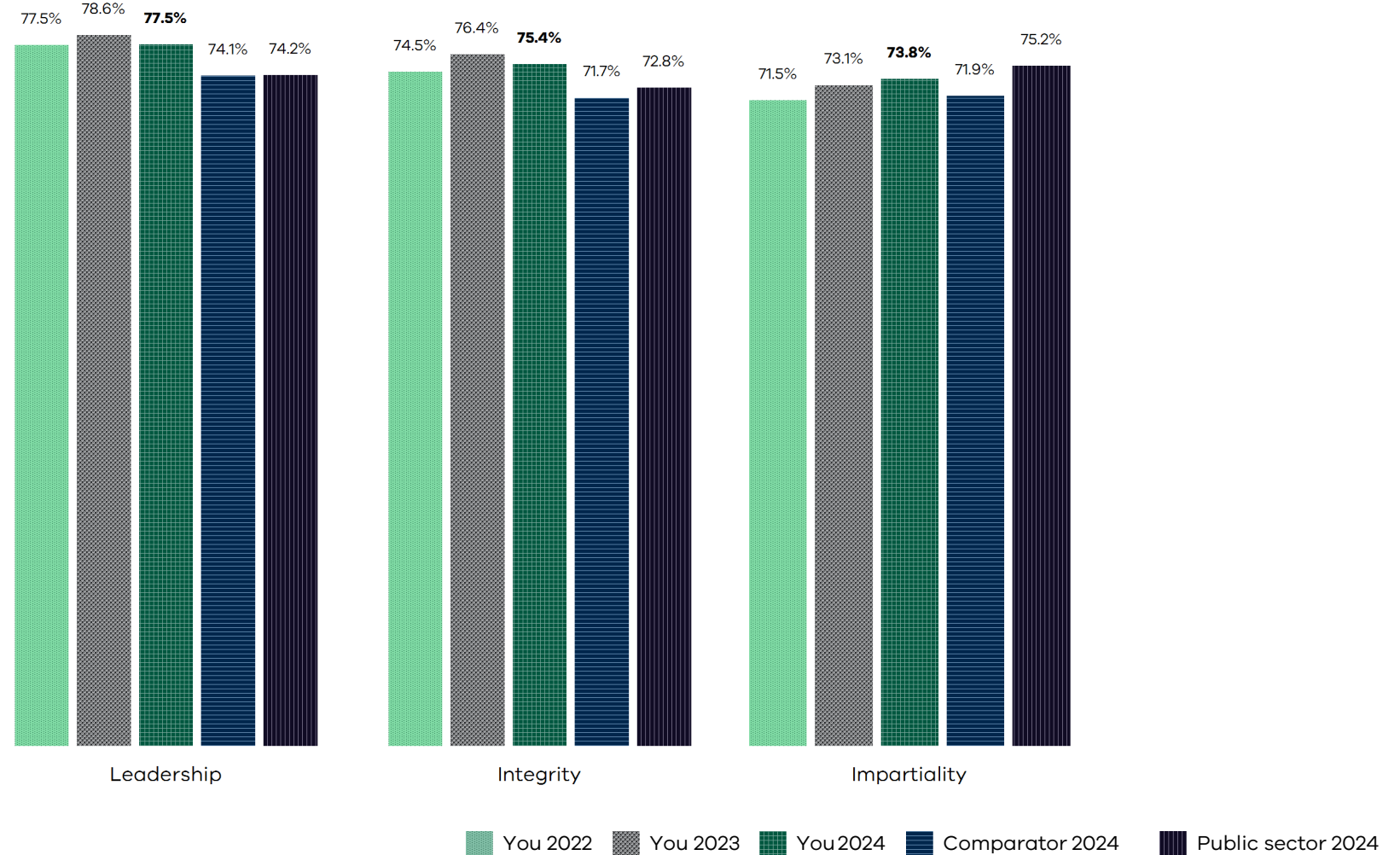
Example

In 2024:

- 77.5% of your staff who did the survey responded positively to questions about Leadership.

Compared to:

- 74.1% of staff in your comparator group and 74.2% of staff across the public sector.



Public sector values

Responsiveness

What is this

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

Why this is important

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

How to read this

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

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

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

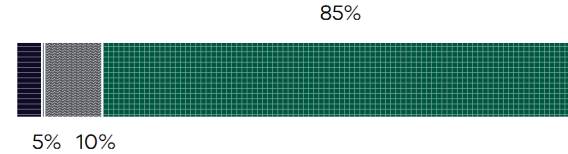
Example

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

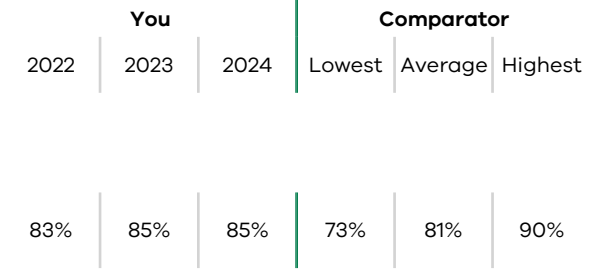
Survey question

My workgroup provides high quality advice and services

Your results



Benchmark agree results



Public sector values

Integrity 1 of 2

What is this

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

Why this is important

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

How to read this

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

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

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

Example

84% of your staff who did the survey agreed or strongly agreed with 'My manager demonstrates honesty and integrity'.

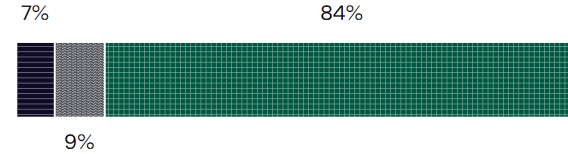
Survey question

Your results

Benchmark agree results



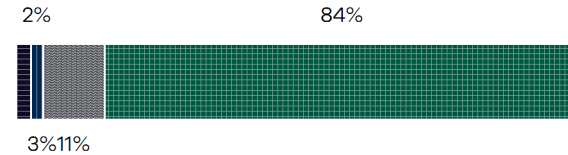
My manager demonstrates honesty and integrity



Year	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest

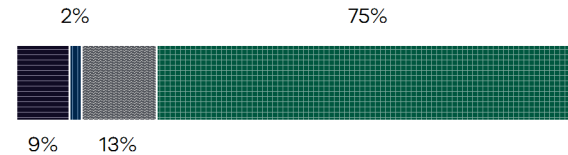
84%	84%	84%	80%	82%	91%
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My organisation is committed to earning a high level of public trust



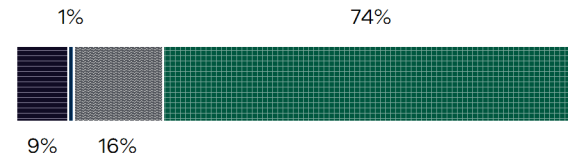
85%	86%	84%	64%	79%	95%
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My organisation does not tolerate improper conduct



74%	77%	75%	56%	71%	91%
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People in my workgroup are honest, open and transparent in their dealings



72%	75%	74%	64%	71%	88%
-----	-----	-----	-----	-----	-----

Public sector values

Integrity 2 of 2

What is this

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

Why this is important

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

How to read this

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

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

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

Example

73% of your staff who did the survey agreed or strongly agreed with 'I feel safe to challenge inappropriate behaviour at work'.

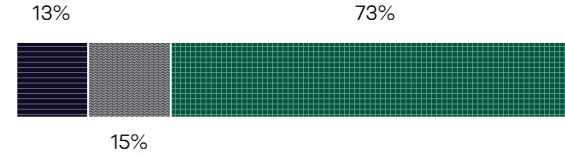
Survey question

Your results

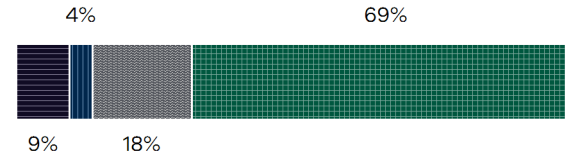
Benchmark agree results



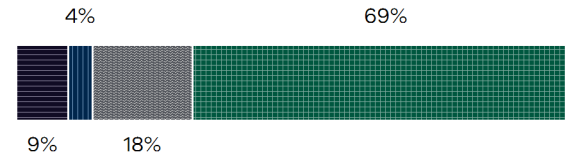
I feel safe to challenge inappropriate behaviour at work



Senior leaders demonstrate honesty and integrity



People in my workgroup appropriately manage conflicts of interest



Year	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
I feel safe to challenge inappropriate behaviour at work	71%	73%	73%	62%	67%	80%
Senior leaders demonstrate honesty and integrity	70%	71%	69%	53%	64%	87%
People in my workgroup appropriately manage conflicts of interest	65%	69%	69%	61%	66%	77%

Public sector values

Impartiality

What is this

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

Why this is important

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

How to read this

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

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

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

Example

75% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.

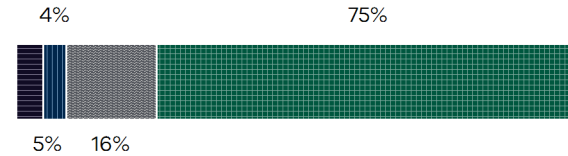
Survey question

Your results

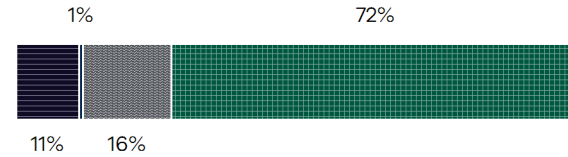
Benchmark agree results



People in my workgroup are politically impartial in their work



My workgroup acts fairly and without bias



	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
People in my workgroup are politically impartial in their work	73%	73%	75%	68%	74%	83%
My workgroup acts fairly and without bias	70%	73%	72%	62%	70%	85%

Public sector values

Accountability 1 of 2

What is this

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

Why this is important

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

How to read this

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

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

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

Example

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

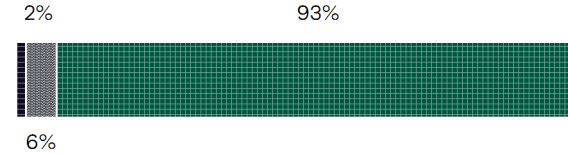
Survey question

Your results

Benchmark agree results



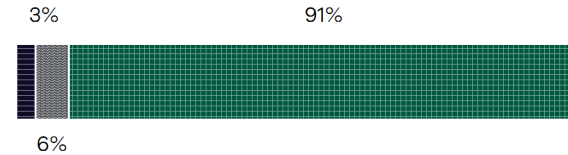
I understand how my job helps my organisation achieve its goals



Year	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest

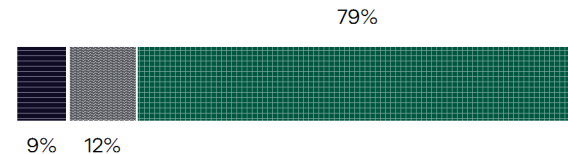
93%	94%	93%	87%	92%	98%
-----	-----	-----	-----	-----	-----

I clearly understand what I am expected to do in this job



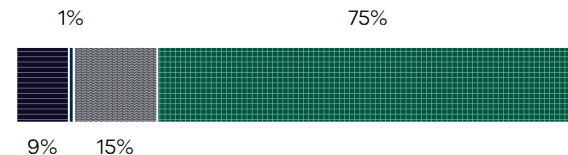
91%	91%	91%	82%	91%	93%
-----	-----	-----	-----	-----	-----

My workgroup has clear lines of responsibility



78%	77%	79%	66%	76%	85%
-----	-----	-----	-----	-----	-----

My workgroup uses its resources well



72%	74%	75%	61%	71%	85%
-----	-----	-----	-----	-----	-----

Public sector values

Accountability 2 of 2

What is this

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

Why this is important

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

How to read this

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

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

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

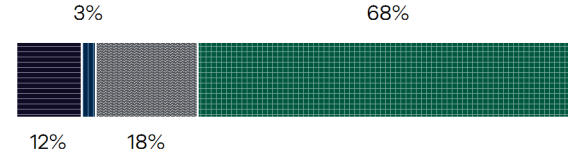
Example

68% of your staff who did the survey agreed or strongly agreed with 'Senior leaders provide clear strategy and direction'.

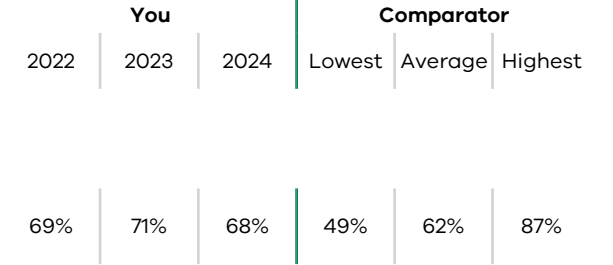
Survey question

Senior leaders provide clear strategy and direction

Your results



Benchmark agree results



Public sector values

Respect 1 of 2

What is this

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

Why this is important

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

How to read this

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

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

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

Example

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

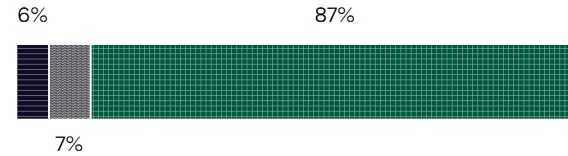
Survey question

Your results

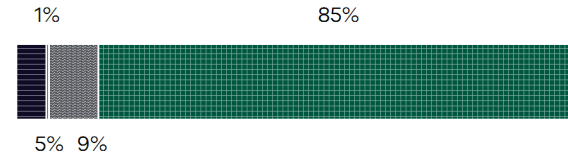
Benchmark agree results



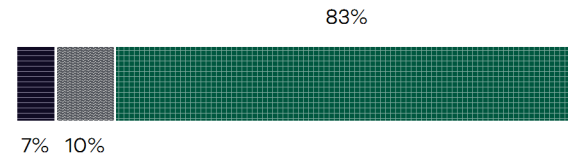
My manager treats employees with dignity and respect



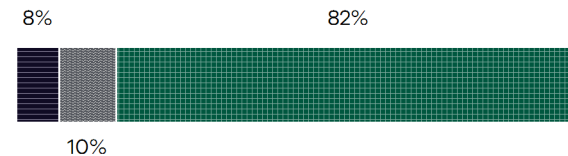
My organisation encourages respectful workplace behaviours



People in my workgroup treat each other with respect



My manager listens to what I have to say



Year	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
	86%	86%	87%	84%	86%	94%
	85%	87%	85%	71%	82%	95%
	81%	84%	83%	75%	80%	95%
	81%	82%	82%	79%	81%	90%

Public sector values

Respect 2 of 2

What is this

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

Why this is important

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

How to read this

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

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

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

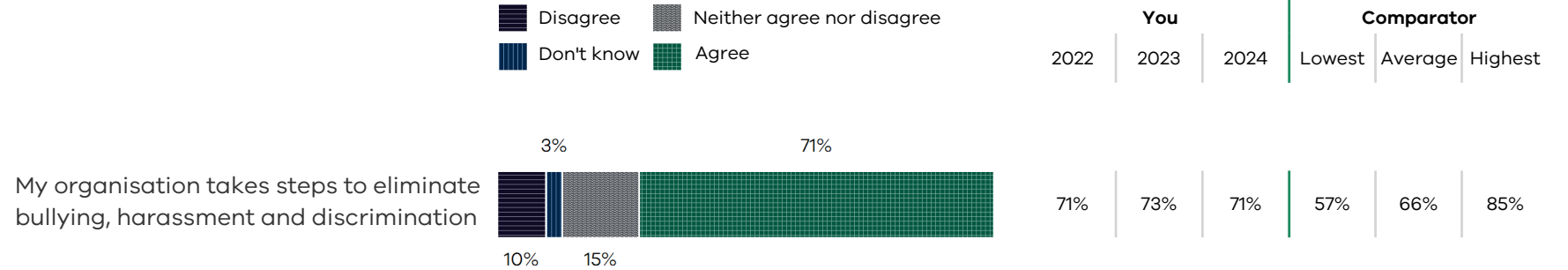
Example

71% 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



Public sector values

Leadership

What is this

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

Why this is important

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

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

How to read this

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

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

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

Example

84% of your staff who did the survey agreed or strongly agreed with 'My manager models my organisation's values'.

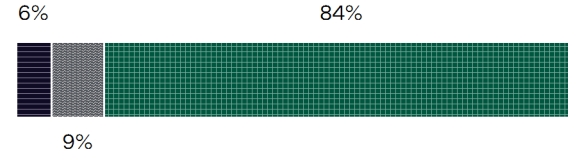
Survey question

Your results

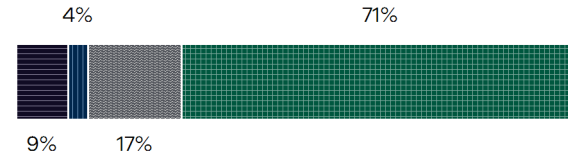
Benchmark agree results



My manager models my organisation's values



Senior leaders model my organisation's values



You			Comparator		
2022	2023	2024	Lowest	Average	Highest

83%	84%	84%	80%	83%	92%
-----	-----	-----	-----	-----	-----

72%	73%	71%	55%	66%	90%
-----	-----	-----	-----	-----	-----

Public sector values

Human rights

What is this

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

Why this is important

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

How to read this

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

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

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

Example

87% of your staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.

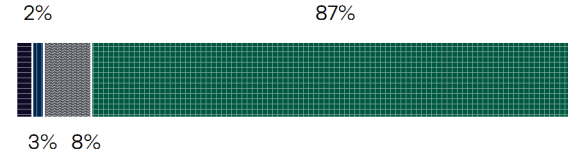
Survey question

Your results

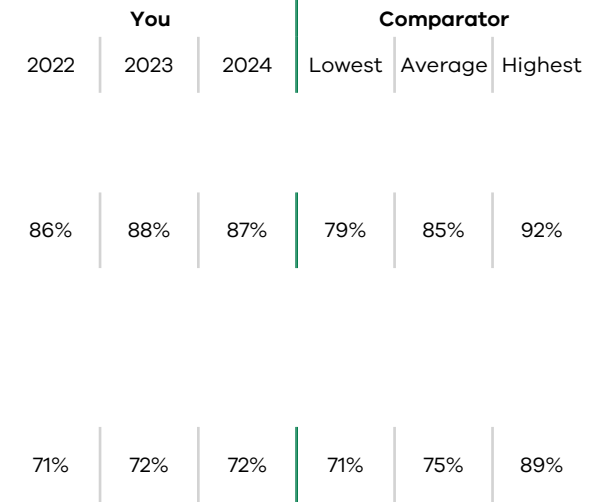
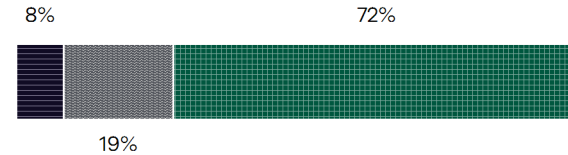
Benchmark agree results



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



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



People matter survey

2024

Have your say

Overview

Report overview

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

Result summary

People outcomes

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

Key differences

- Highest scoring
- Lowest scoring
- Most improved
- Most declined
- Biggest positive difference from 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
- Patient 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
- Categories
- Primary role

Topical questions

Topical questions

What is this

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

Why this is important

Answers to these questions provide useful information to help you understand your employees.

How to read this

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

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

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

Example

89% of your staff who did the survey agreed or strongly agreed with 'I am proud to work in the public sector'.

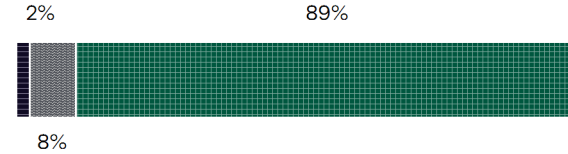
Survey question

Your results

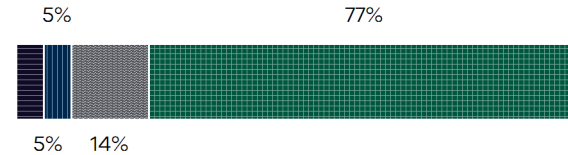
Benchmark agree results



I am proud to work in the public sector



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



Year	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
I am proud to work in the public sector	Not asked	Not asked	89%	77%	86%	93%
I understand how the Code of Conduct for Victorian public sector employees applies to my work	Not asked	71%	77%	75%	79%	94%

People matter survey

2024

Have your say

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

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- Questions requested by your organisation

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- Employment
- Adjustments
- Caring
- Categories
- Primary role

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.

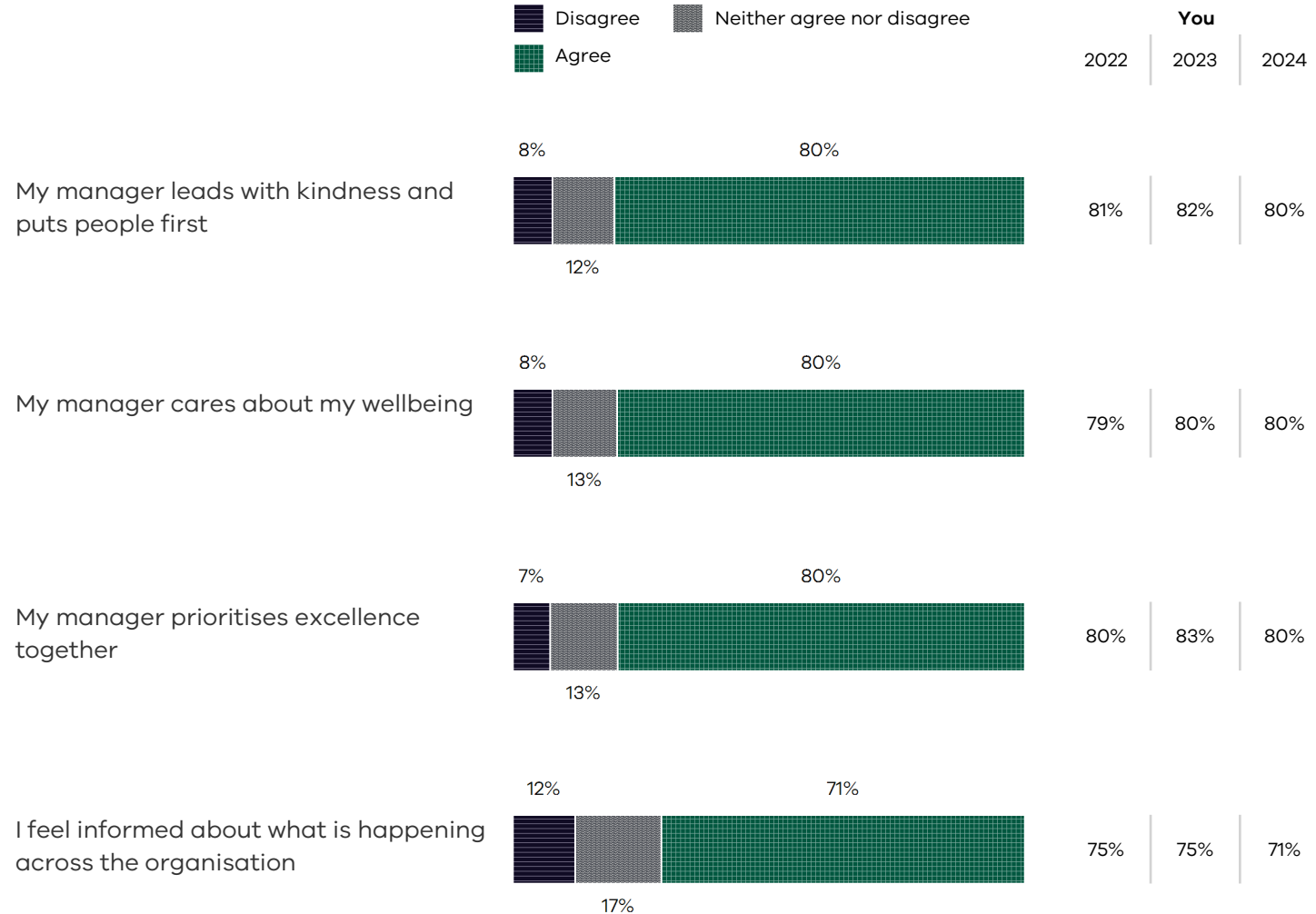
Example

80% of staff who did the survey agreed with the question 'My manager leads with kindness and puts people first'.

Survey question

Your results

Benchmark agree results



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.

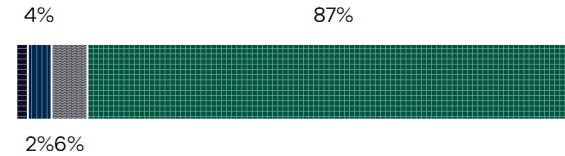
Example

87% of staff who did the survey agreed with the question 'My team strive to ensure patients receive safe, timely, effective and person centred care'.

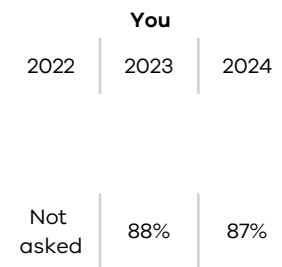
Survey question

My team strive to ensure patients receive safe, timely, effective and person centred care

Your results



Benchmark favourable results



People matter survey

2024

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- Taking action questions

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- Safe to speak up

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- Cultural diversity
- Employment
- Adjustments
- Caring
- Categories
- Primary role

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	1711	36%
35-54 years	2062	43%
55+ years	613	13%
Prefer not to say	380	8%

Gender	(n)	%
Woman	3216	67%
Man	1084	23%
Prefer not to say	411	9%
Non-binary and I use a different term	55	1%

Are you trans, non-binary or gender diverse?	(n)	%
Yes	58	1%
No	4264	89%
Prefer not to say	444	9%

To your knowledge, do you have innate variation(s) of sex characteristics (often called intersex)?

	(n)	%
Yes	18	0%
No	4193	88%
Don't know	145	3%
Prefer not to say	410	9%

How do you describe your sexual orientation?

	(n)	%
Straight (heterosexual)	3370	71%
Prefer not to say	750	16%
Gay or lesbian	190	4%
Bisexual	177	4%
Asexual	116	2%
Don't know	70	1%
I use a different term	48	1%
Pansexual	45	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.

How we protect anonymity and privacy

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Aboriginal and/or Torres Strait Islander	(n)	%
Yes	37	1%
Non Aboriginal and/or Torres Strait Islander	4441	93%
Prefer not to say	288	6%

Identified as Aboriginal and/or Torres Strait Islander on your organisations HR system?	(n)	%
Yes	22	59%
No	10	27%
Don't know	3	8%
Prefer not to say	2	5%

Demographics

Disability

What is this

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

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

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

Are you a person with disability?	(n)	%
Yes	254	5%
No	4235	89%
Prefer not to say	277	6%

Have you shared your disability information within your organisation (e.g. to your manager or Human Resources staff)?	(n)	%
Yes	134	53%
No	111	44%
Prefer not to say	9	4%

Which statement most accurately reflects your decision not to share your disability information within your organisation?	(n)	%
My disability does not impact on my ability to perform my role	39	35%
I feel that sharing my disability information will reflect negatively on me	36	32%
I do not require any adjustments to be made to perform my role	31	28%
Other	5	5%

Demographics

Cultural diversity 1 of 2

What is this

These are the personal characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

- 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

Country of birth	(n)	%
Born in Australia	2654	56%
Not born in Australia	1446	30%
Prefer not to say	666	14%

If you use another language with your family or community, what language(s) do you use?	(n)	%
Other	440	31%
Mandarin	149	11%
Filipino	148	11%
Italian	96	7%
Cantonese	93	7%
Hindi	91	6%
Vietnamese	89	6%
Tagalog	78	6%
Arabic	62	4%
Malayalam	61	4%
Spanish	56	4%
Greek	52	4%

Language other than English used with family or community	(n)	%
Yes	1403	29%
No	2845	60%
Prefer not to say	518	11%

If you use another language with your family or community, what language(s) do you use?	(n)	%
Punjabi	39	3%
Tamil	37	3%
Sinhalese	34	2%
Macedonian	23	2%
Gujarati	19	1%
Turkish	13	1%
Urdu	11	1%
Persian	9	1%
Telugu	9	1%
Auslan	5	0%
Australian Indigenous Language	3	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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- don't release employee experience results for demographic groups where organisations have fewer than 30 responses in total

Cultural identity	(n)	%
Australian	2550	54%
Prefer not to say	726	15%
East and/or South-East Asian	550	12%
English, Irish, Scottish and/or Welsh	416	9%
European (including Western, Eastern and South-Eastern European, and Scandinavian)	402	8%
South Asian	223	5%
Other	157	3%
New Zealander	118	2%
Central Asian	89	2%
African	78	2%
Middle Eastern	51	1%
Central and/or South American	44	1%
North American	37	1%
Aboriginal and/or Torres Strait Islander	24	1%
Pacific Islander	16	0%
Maori	10	0%

Religion	(n)	%
No religion	2160	45%
Christianity	1401	29%
Prefer not to say	649	14%
Buddhism	147	3%
Other	142	3%
Hinduism	127	3%
Islam	84	2%
Sikhism	31	1%
Judaism	25	1%

Demographics

Employment characteristics 1 of 2

What is this

These are the employment characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

- de-identify all survey response data provided to your organisation
- 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

Working arrangement	(n)	%
Full-Time	2254	47%
Part-Time	2512	53%

Gross base salary (ongoing/fixed term only)	(n)	%
Below \$80k	1586	35%
\$80k to \$120k	1583	35%
\$120k to \$160k	458	10%
\$160k to \$200k	97	2%
\$200k or more	191	4%
Prefer not to say	650	14%

Organisational tenure	(n)	%
<1 year	623	13%
1 to less than 2 years	703	15%
2 to less than 5 years	1121	24%
5 to less than 10 years	909	19%
10 to less than 20 years	896	19%
More than 20 years	514	11%

Management responsibility	(n)	%
Non-manager	4013	84%
Other manager	523	11%
Manager of other manager(s)	230	5%

Employment type	(n)	%
Ongoing and executive	3762	79%
Fixed term	687	14%
Other	317	7%

Frontline worker	(n)	%
Yes	3208	67%
No	1558	33%

Demographics

Employment characteristics 2 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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Primary workplace location over the last 3 months

	(n)	%
Melbourne CBD	3602	76%
Melbourne: Suburbs	1078	23%
Other	66	1%
Rural	11	0%
Large regional city	9	0%

What have been your main places of work over the last 3-months?

	(n)	%
Your employer's office	1795	38%
A frontline or service delivery location	2508	53%
Home or private location	429	9%
A shared office space (where two or more organisations share the same workspace)	545	11%
Isolated or remote location/s where access to communications and help from others is difficult	27	1%
Other	397	8%

Flexible work

	(n)	%
Part-time	1565	33%
I do not use any flexible work arrangements	1407	30%
Shift swap	1337	28%
Flexible start and finish times	784	16%
Working from an alternative location (e.g. home, hub/shared work space)	737	15%
Using leave (including annual leave, long-service leave, personal leave, and/or leave without pay) to work flexible hours	713	15%
Study leave	487	10%
Working more hours over fewer days	354	7%
Other	151	3%
Job sharing	69	1%
Purchased leave	19	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	3544	74%
Flexible working arrangements	929	19%
Physical modifications or improvements to the workplace	245	5%
Career development support strategies	137	3%
Other	76	2%
Job redesign or role sharing	65	1%
Accessible communications technologies	23	0%

Why did you make this request?

	(n)	%
Work-life balance	501	41%
Caring responsibilities	423	35%
Health	389	32%
Family responsibilities	344	28%
Other	120	10%
Study commitments	111	9%
Disability	62	5%

What was your experience with making this request?

	(n)	%
The adjustments I needed were made and the process was satisfactory	905	74%
The adjustments I needed were not made	188	15%
The adjustments I needed were made but the process was unsatisfactory	129	11%

Demographics

Caring

What is this

These are staff-reported caring responsibilities.

Why this is important

This shows organisations what caring responsibilities their staff have.

How to read this

Each table shows the breakdown of responses from your survey.

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

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Caring responsibilities	(n)	%
None of the above	2196	46%
Primary school aged child(ren)	715	15%
Secondary school aged child(ren)	588	12%
Prefer not to say	577	12%
Child(ren) - younger than preschool age	413	9%
Frail or aged person(s)	390	8%
Preschool aged child(ren)	282	6%
Person(s) with a medical condition	205	4%
Person(s) with a mental illness	168	4%
Person(s) with disability	168	4%
Other	98	2%

Demographics

Employment categories

What is this

This shows how many people in each employee category responded to the survey.

Why this is important

This helps you assess how representative of your organisation your survey was.

How to read this

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

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

How we protect anonymity and privacy

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

Which of the following categories best describes your current position?

	(n)	%
Nursing employees	1873	39%
Management, Administration and Corporate support	776	16%
Allied health - therapy discipline	561	12%
Medical employees	478	10%
Allied health - science discipline	439	9%
Support services	300	6%
Other health and social care	151	3%
Allied health - assistant	146	3%
Lived experience specific worker	28	1%
Community development	5	0%
Counselling	4	0%
Pastoral / spiritual care	3	0%

Demographics

Primary role

What is this

This shows the primary role of your staff.

Why this is important

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

How to read this

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

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

How we protect anonymity and privacy

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Which of the following best describes the primary operational area in which you work?

	(n)	%
Hospital-based services	3911	82%
Community-based services	297	6%
Mental health care services	276	6%
Corporate services	231	5%
Residential aged care services	44	1%
Prison-based services	5	0%

Is your primary work role in one of the following areas?

	(n)	%
Administration	668	14%
Aged care	246	5%
Critical care	350	7%
Drug and alcohol	7	0%
Emergency	215	5%
Maternity care	2	0%
Medical	802	17%
Mental health	422	9%
Mixed medical/surgical	184	4%
Neonatal care	1	0%
Palliative care	40	1%
Paediatrics	0	0%
Peri-operative	226	5%
Rehabilitation	177	4%
Surgical	472	10%
Other	952	20%



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