People Matter Survey 2024

Have your say

Victorian Public Sector Commission

VICTORIA State Government

People matter survey 2024

Have your say

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- Age, gender, variations in sex characteristics and sexual orientation
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Report overview

About your report

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

Report contents

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

Comparing data in this report

Your organisation took part in the survey in 2023.

This means you'll be able to compare about 96% 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.

Senior leadership	Organisation climate	Workgroup climate	Job and manager	Outcomes

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

- Organisational integrity
- Collaboration
- Safety climate

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

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

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

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

Responsiveness   Integrity   Impartiality   Accountability   Respect   Leadership   Human Rights

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Report overview

Your comparator group

What this is

This is a list of similar organisations to yours.

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

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

How we use this in your report

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

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

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

Australian Grand Prix Corporation

Harness Racing Victoria

Melbourne and Olympic Parks Trust

Puffing Billy Railway Board

Royal Botanic Gardens Board

State Sport Centres Trust

Victorian Institute of Sport

Visit Victoria

Zoological Parks and Gardens Board

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	
51% (104)	
Comparator	61%
Public Sector	42%

2024	
82% (172)	
Comparator	59%
Public Sector	65%

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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		2024	
68		**76**	
Comparator	76	Comparator	73
Public Sector	68	Public Sector	68

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 76.

Why this is important

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

How to read this

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

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

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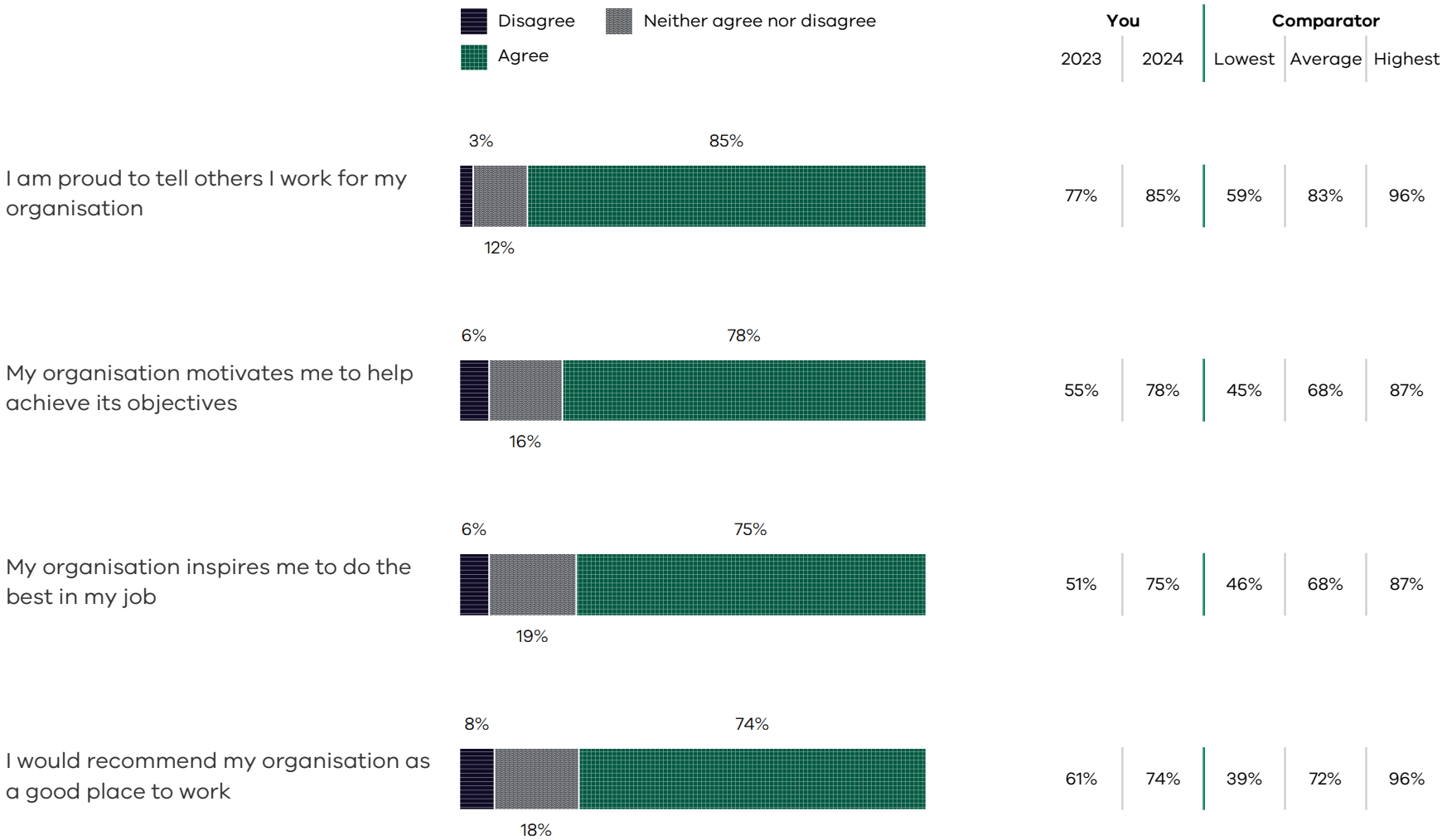
Example

85% of your staff who did the survey agreed or strongly agreed with 'I am proud to tell others I work for my organisation'.

Survey question

Your results

Benchmark agree results

Legend: Disagree · Neither agree nor disagree · Agree

Survey question		You		Comparator		
		2023	2024	Lowest	Average	Highest
I am proud to tell others I work for my organisation	3% / 12% / 85%	77%	85%	59%	83%	96%
My organisation motivates me to help achieve its objectives	6% / 16% / 78%	55%	78%	45%	68%	87%
My organisation inspires me to do the best in my job	6% / 19% / 75%	51%	75%	46%	68%	87%
I would recommend my organisation as a good place to work	8% / 18% / 74%	61%	74%	39%	72%	96%

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People outcomes

Engagement question results 2 of 2

What is this

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

Your group's engagement index

Your 2024 index is 76.

Why this is important

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

How to read this

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

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

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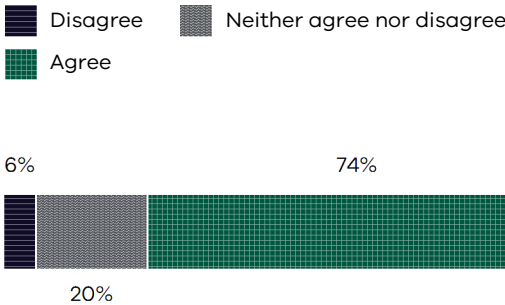
Example

74% of your staff who did the survey agreed or strongly agreed with 'I feel a strong personal attachment to my organisation'.

Disagree   Neither agree nor disagree

Agree

	You		Comparator		
	2023	2024	Lowest	Average	Highest
I feel a strong personal attachment to my organisation	58%	74%	49%	71%	85%

6%   74%

20%

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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.
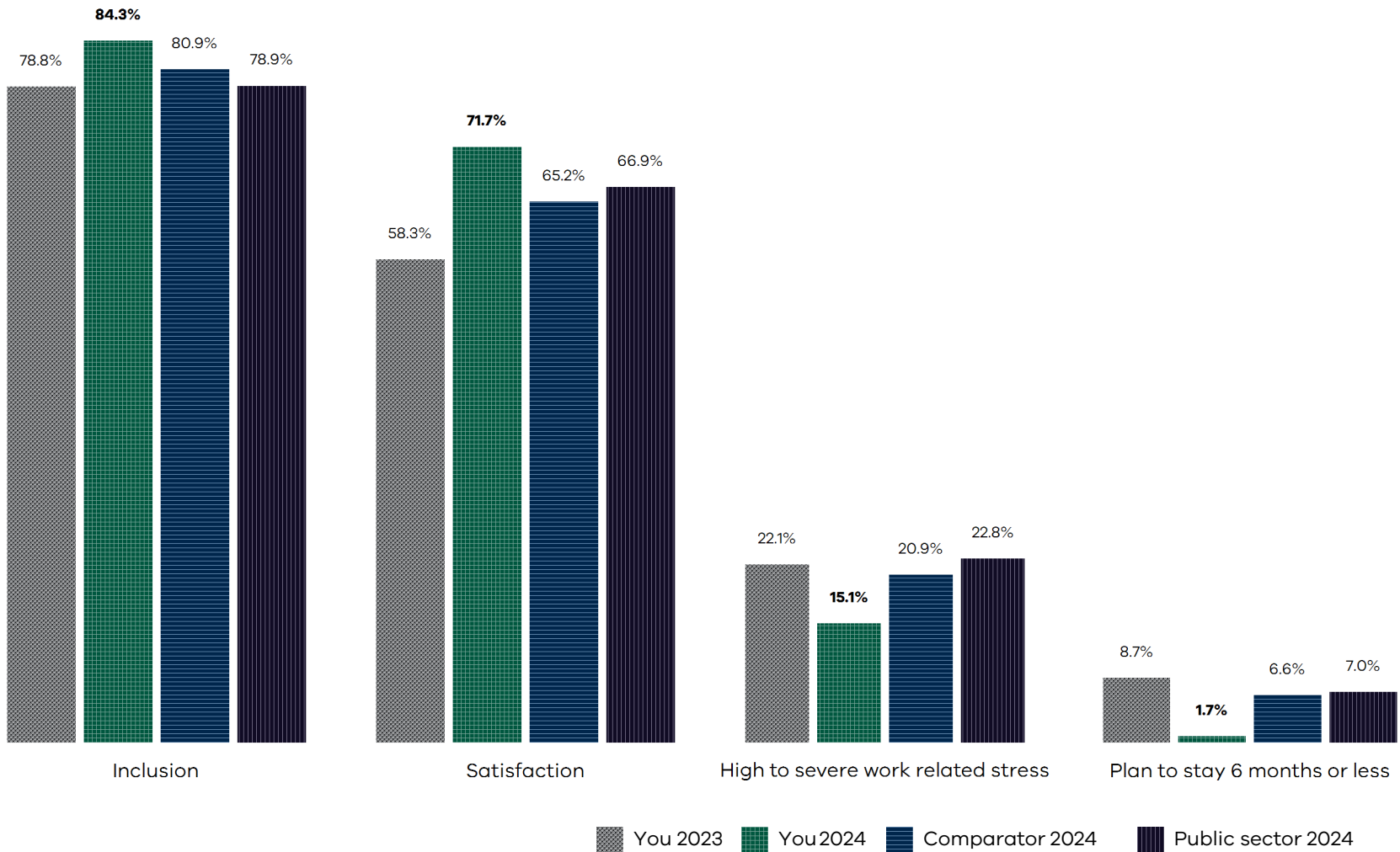
Why this is important

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:

- 84.3% of your staff who did the survey responded positively to questions about Inclusion.

Compared to:

- 80.9% of staff in your comparator group and 78.9% of staff across the public sector.

Inclusion: 78.8%, 84.3%, 80.9%, 78.9%

Satisfaction: 58.3%, 71.7%, 65.2%, 66.9%

High to severe work related stress: 22.1%, 15.1%, 20.9%, 22.8%

Plan to stay 6 months or less: 8.7%, 1.7%, 6.6%, 7.0%

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

People outcomes

Satisfaction question results

What is this

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

Why this is important

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

How to read this

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

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

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

Example

81% of your staff who did the survey were satisfied or very satisfied with 'Considering everything, how satisfied are you with your current job'.
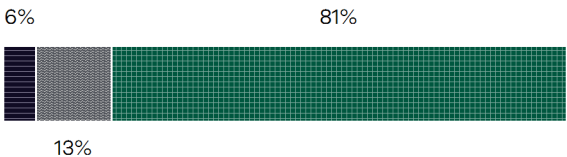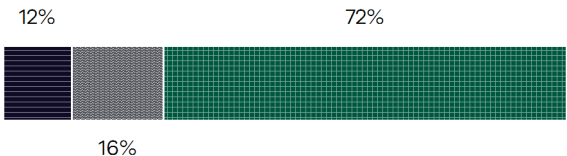
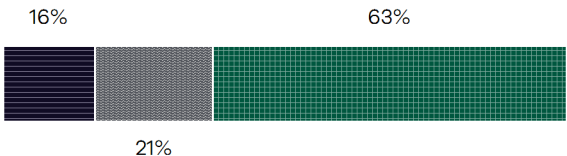## Survey question | Your results | Benchmark satisfied results

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

Survey question	Your results		You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
Considering everything, how satisfied are you with your current job	6% / 13% / 81%		69%	81%	61%	73%	90%
How satisfied are you with the work/life balance in your current job	12% / 16% / 72%		57%	72%	60%	68%	78%
How satisfied are you with your career development within your current organisation	16% / 21% / 63%		49%	63%	36%	54%	77%

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

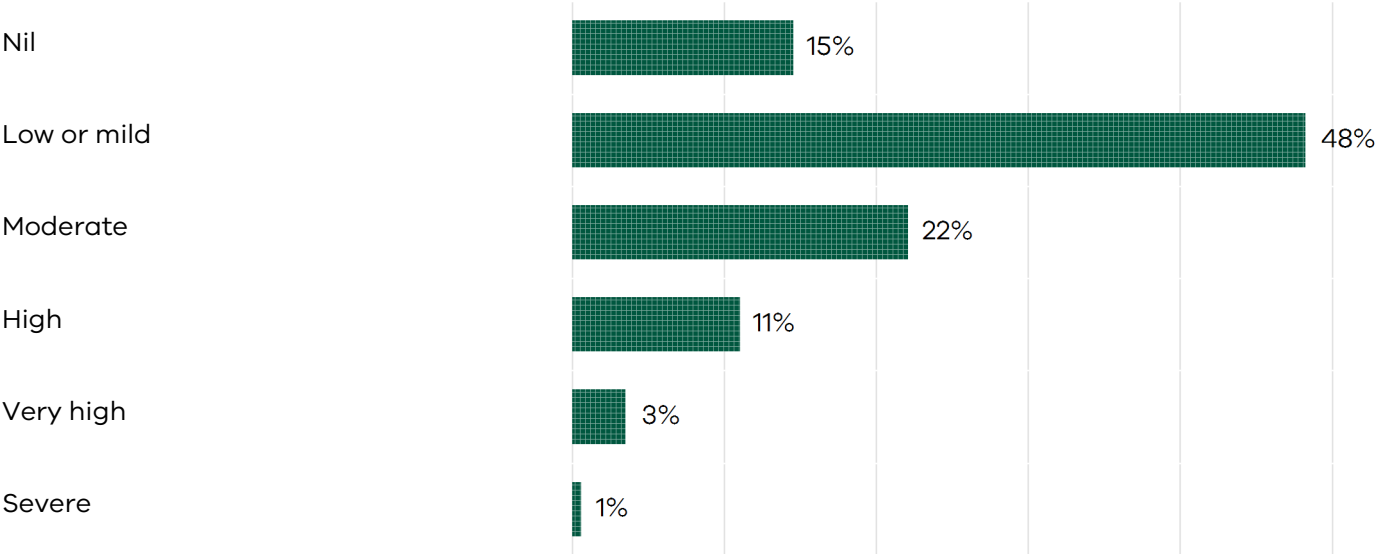In this survey we asked staff to tell us their stress level.

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.
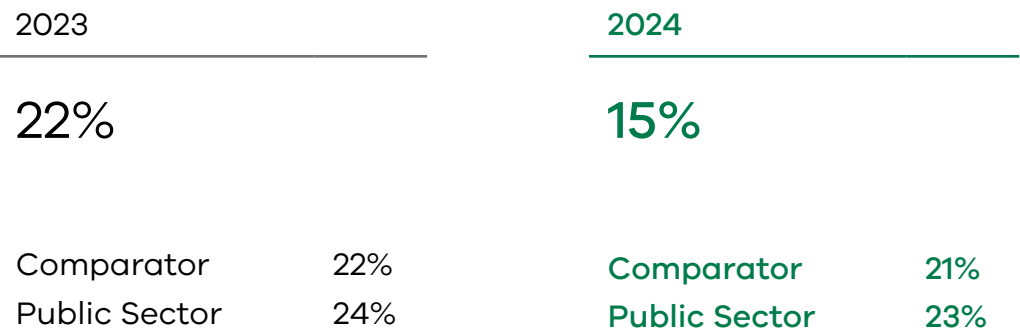
Example

15% of your staff who did the survey said they had high to severe stress in 2024. This is compared to 21% of staff in your comparator group and 23% of staff across the public sector.

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

Category	Percentage
Nil	15%
Low or mild	48%
Moderate	22%
High	11%
Very high	3%
Severe	1%

Reported levels of high to severe stress

2023		2024	
22%		**15%**	
Comparator	22%	Comparator	21%
Public Sector	24%	Public Sector	23%

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People outcomes

Work-related stress causes

What is this

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

Why this is important

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

How to read this

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

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

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

Example

85% of your staff who did the survey said they experienced mild to severe stress. Of that 85%, 37% said the top reason was 'Time pressure' .

147	25
85%	15%

■ Experienced some work-related stress   ▦ Did not experience some work-related stress
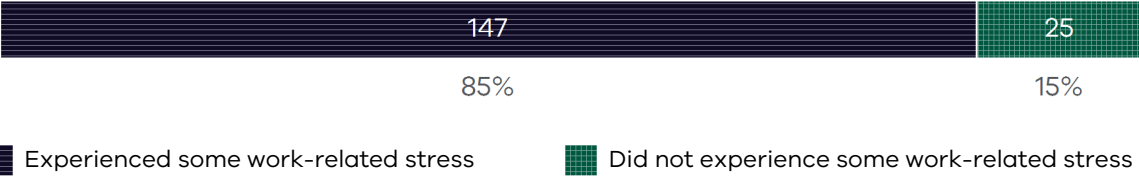
Of those that experienced work related stress it was from ...	You 2023	You 2024	Comparator 2024	Public sector 2024
Time pressure	19%	37%	33%	42%
Workload	34%	37%	41%	47%
Management of work (e.g. supervision, training, information, support)	15%	22%	12%	12%
Organisation or workplace change	44%	17%	13%	15%
Dealing with clients, patients or stakeholders	17%	15%	20%	17%
Unclear job expectations	22%	15%	12%	14%
Competing home and work responsibilities	14%	12%	13%	13%
Social environment (e.g. relationships with colleagues, manager or senior leaders)	11%	12%	19%	11%
Other	8%	12%	14%	13%
Content, variety, or difficulty of work	5%	10%	9%	12%

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People outcomes

Work-related stress

What is this

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

Why this is important

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

How to read this

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

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

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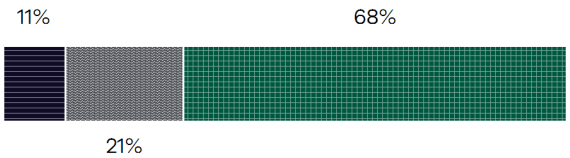
Example

68% 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

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

11%   68%

21%

Benchmark agree results

	You		Comparator	
	2023	2024	Lowest	Average	Highest
Not asked		68%	56%	70%	85%

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People outcomes

Intention to stay

What is this

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

Why this is important

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

How to read this

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

Example

6% 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	9%	2%	7%	7%
Over 6 months and up to 1 year	7%	6%	9%	10%
Over 1 year and up to 3 years	14%	19%	24%	25%
Over 3 years and up to 5 years	18%	17%	15%	16%
Over 5 years	52%	56%	45%	42%

People outcomes

Inclusion question results

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

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

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

'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.
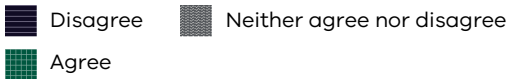Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.
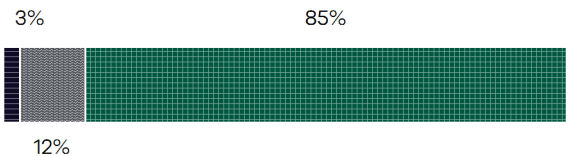
Example
85% of your staff who did the survey agreed or strongly agreed with 'I feel culturally safe at work'.
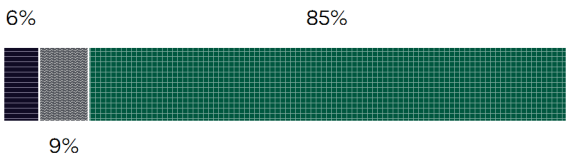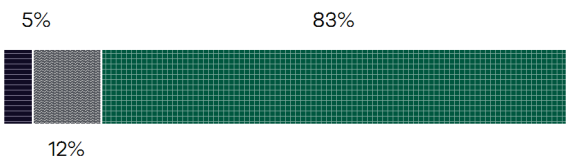
Survey question	Your results	Benchmark agree results

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

	You		Comparator		
	2023	2024	Lowest	Average	Highest

I feel culturally safe at work
3% / 85% / 12%

| 85% | 85% | 67% | 85% | 99% |

I can be myself at work
6% / 85% / 9%

| 79% | 85% | 74% | 83% | 96% |

I feel as if I belong at this organisation
5% / 83% / 12%

| 73% | 83% | 51% | 74% | 91% |

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

10% of your staff who did the survey said they have experienced barriers to success in the last 12 months due to 'My age'.

Staff who experienced one or more barriers to success at work

43	129
25%	75%

■ Experienced barriers listed   ▨ Did not experience any of the barriers listed
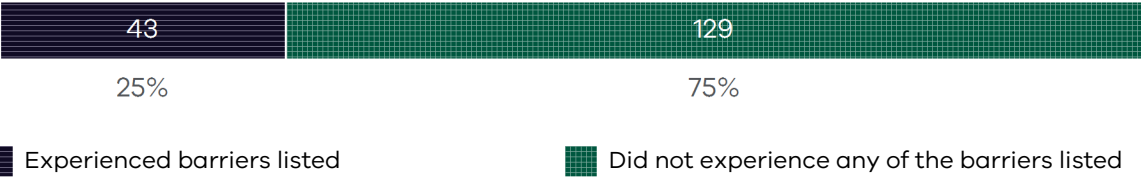
During the last 12 months, employees experienced barriers to their success due to ...	You 2023	You 2024	Comparator 2024	Public sector 2024
My age	-	10%	7%	7%
My mental health	14%	8%	9%	8%
My physical health	-	7%	5%	4%
My flexible working	-	6%	5%	6%

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

9% 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

36	136
21%	79%

■ Witnessed barriers listed   ▦ Did not witness barriers listed
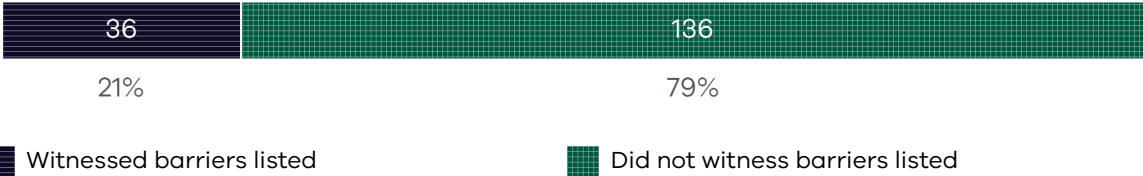
During the last 12 months, employees witnessed barriers to the success of other employees due to their ...	You 2023	You 2024	Comparator 2024	Public sector 2024
Flexible working	-	9%	7%	8%
Age	-	8%	7%	6%
Mental health	15%	8%	9%	7%
Caring responsibilities	10%	6%	6%	7%

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

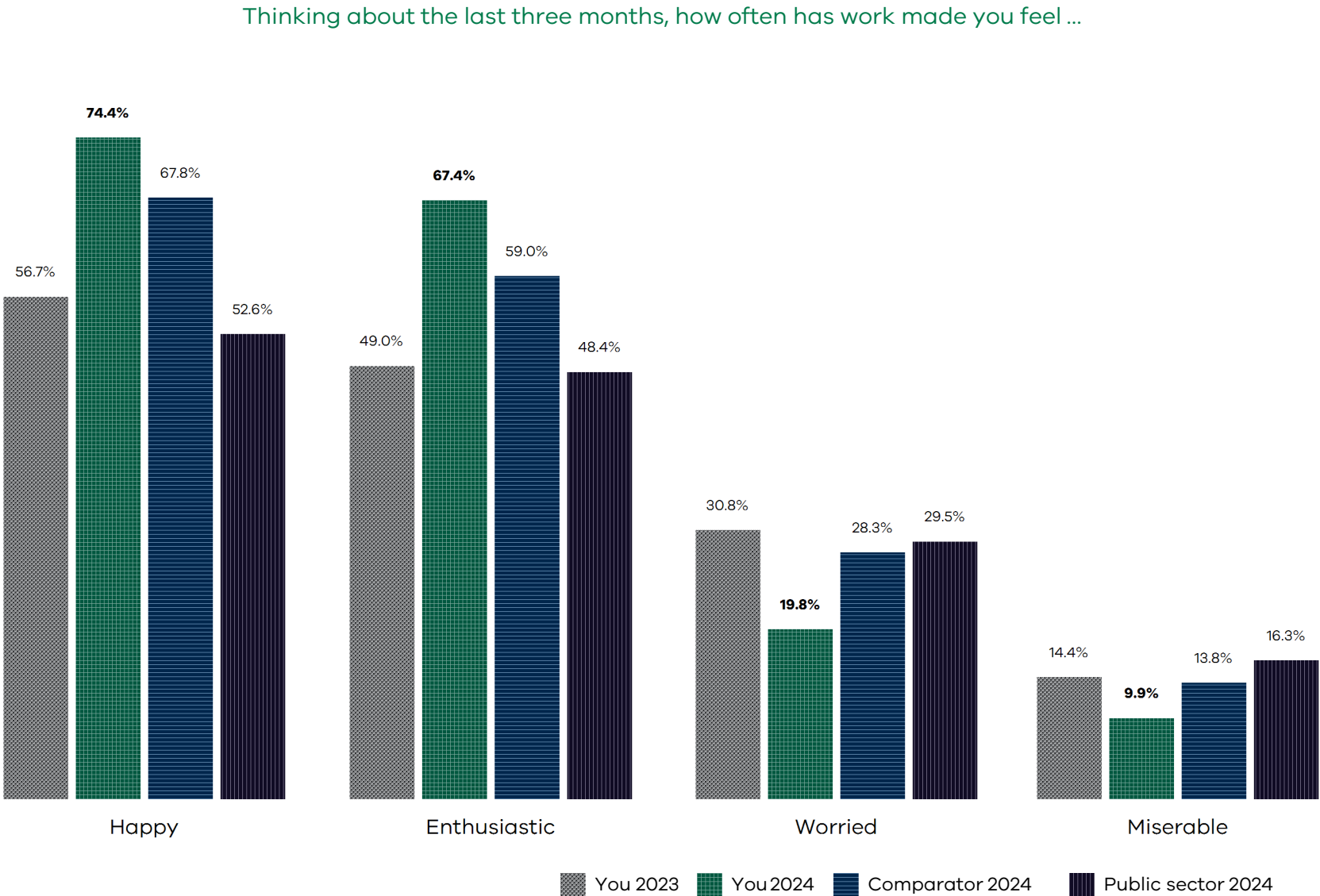Positive feelings can lead to higher wellbeing and job satisfaction and a lower chance of burnout.

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:
- 74.4% of your staff who did the survey said work made them feel happy.

Compared to:
- 67.8% of staff in your comparator group and 52.6% of staff across the public sector.

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

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

Happy: 56.7%, 74.4%, 67.8%, 52.6%
Enthusiastic: 49.0%, 67.4%, 59.0%, 48.4%
Worried: 30.8%, 19.8%, 28.3%, 29.5%
Miserable: 14.4%, 9.9%, 13.8%, 16.3%

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People outcomes

Scorecard: negative behaviours

What is this

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

Why this is important

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

How to read this

Each label represents a question in the survey about negative behaviour.
Each result is the percentage of staff who said they experienced bullying, sexual harassment, discrimination or violence and aggression in the past 12 months.

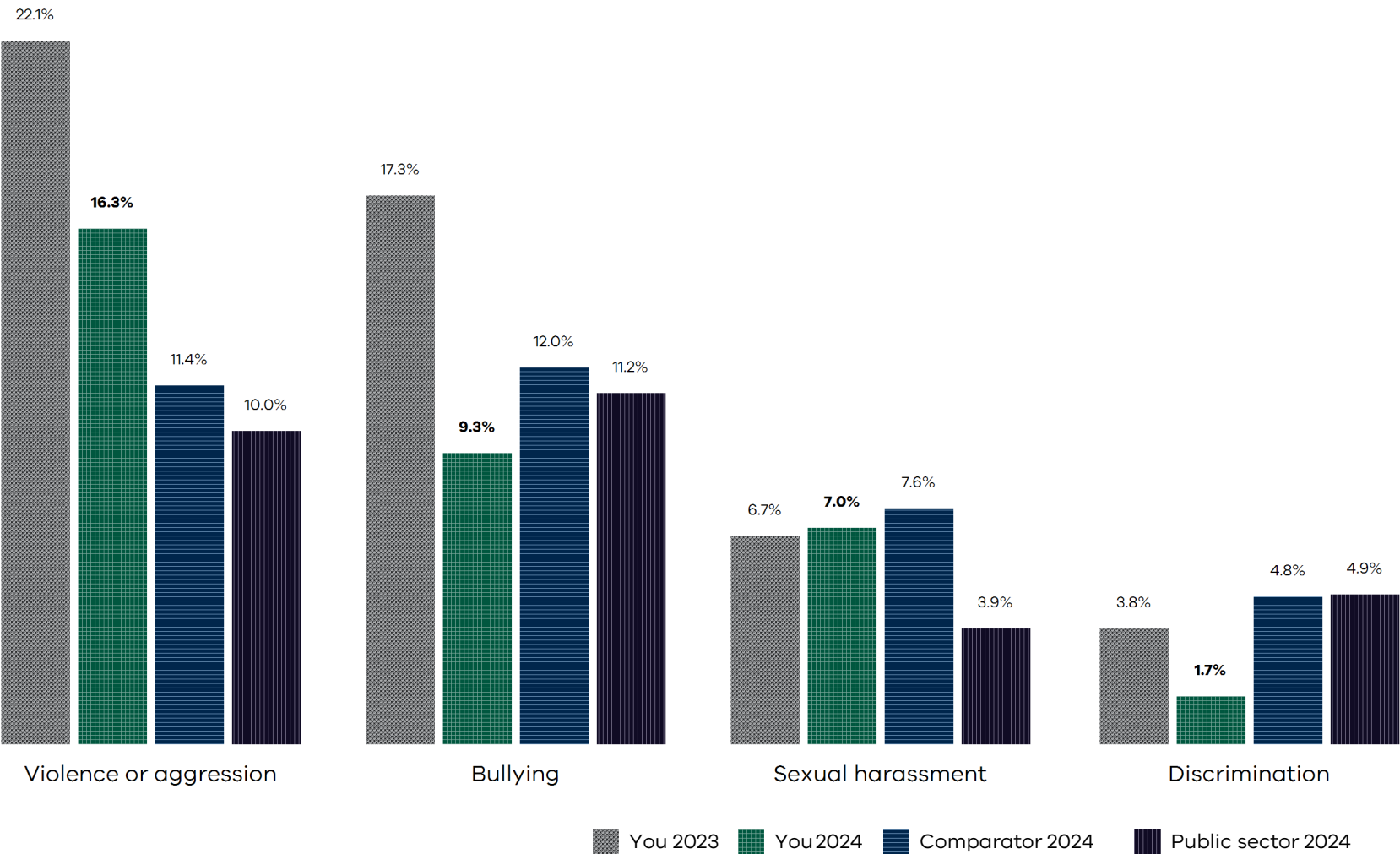You can compare these with your comparator group and the public sector.

Example

In 2024:

- 16.3% of your staff who did the survey stated they experienced 'Violence or aggression' in the last 12 months.

Compared to:

- 11.4% of staff in your comparator group and 10.0% of staff across the public sector.

Chart

Violence or aggression:
- You 2023: 22.1%
- You 2024: 16.3%
- Comparator 2024: 11.4%
- Public sector 2024: 10.0%

Bullying:
- You 2023: 17.3%
- You 2024: 9.3%
- Comparator 2024: 12.0%
- Public sector 2024: 11.2%

Sexual harassment:
- You 2023: 6.7%
- You 2024: 7.0%
- Comparator 2024: 7.6%
- Public sector 2024: 3.9%

Discrimination:
- You 2023: 3.8%
- You 2024: 1.7%
- Comparator 2024: 4.8%
- Public sector 2024: 4.9%

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

People outcomes

Bullying

What is this

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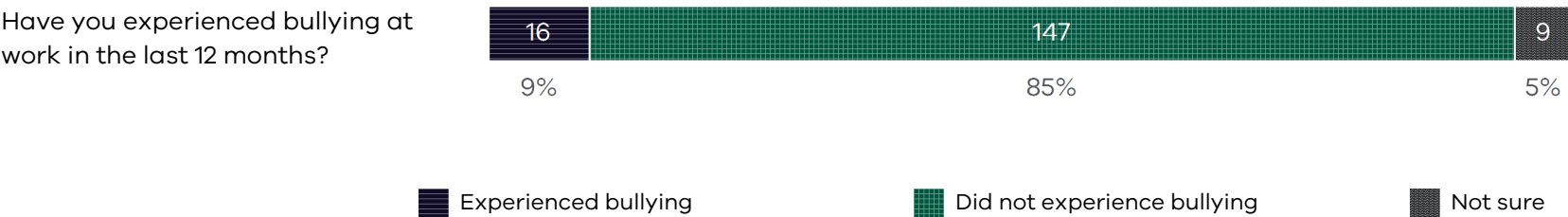
Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

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

Of that 9%, 63% 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?

16	147	9
9%	85%	5%

■ Experienced bullying   ■ Did not experience bullying   ■ Not sure

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)	78%	63%	77%	69%
Verbal abuse	50%	31%	23%	19%
Intimidation and/or threats	22%	25%	27%	28%
Exclusion or isolation	22%	25%	50%	46%
Withholding essential information for me to do my job	17%	19%	37%	33%
Being assigned meaningless tasks unrelated to my job	6%	13%	15%	16%
Other	6%	13%	12%	15%
Interference with my personal property and/or work equipment	11%	6%	6%	4%

People outcomes

Telling someone about the bullying

What is this

This is if staff told someone when they experienced bullying.
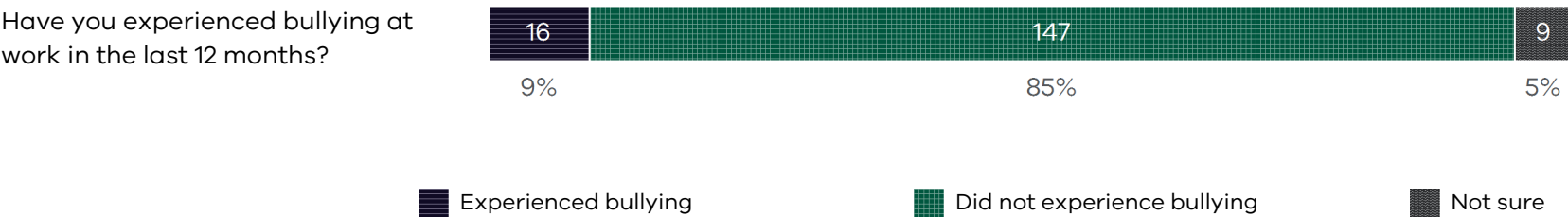
Why this is important

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

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

- 63% said the top way they reported the bullying was 'Told a manager'.
- 88% said they didn't submit a formal complaint.

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

16	147	9
9%	85%	5%

■ Experienced bullying   ■ Did not experience bullying   ■ Not sure

Did you tell anyone about the bullying?	You 2023	You 2024	Comparator 2024	Public sector 2024
Told a manager	56%	63%	53%	52%
Told a colleague	33%	44%	36%	41%
Told human resources	17%	38%	22%	14%
Told a friend or family member	17%	31%	34%	34%
Told the person the behaviour was not OK	28%	19%	18%	16%
Submitted a formal complaint	33%	13%	12%	12%

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

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

- 50% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal complaint?

2	14
13%	88%

■ Submitted formal complaint   ▨ Did not submit a formal complaint
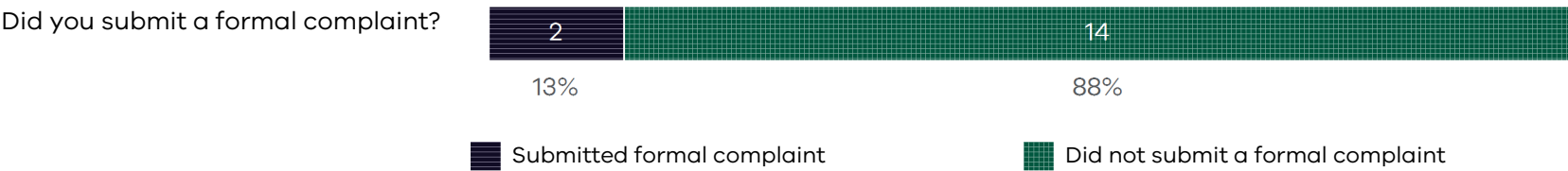
What was your reason for not submitting a formal complaint?	You 2023	You 2024	Comparator 2024	Public sector 2024
I didn't think it would make a difference	50%	50%	51%	51%
I believed there would be negative consequences for my career	33%	43%	44%	45%
I believed there would be negative consequences for my reputation	50%	29%	51%	54%
I thought the complaint process would be embarrassing or difficult	17%	14%	14%	13%
I didn't know how to make a complaint	8%	14%	5%	5%
I didn't think it was serious enough	25%	7%	16%	16%
I believed there would be negative consequences for the person I was going to complain about	17%	7%	12%	10%
I didn't need to because I no longer had contact with the person(s) who bullied me	17%	7%	4%	7%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Perpetrators of bullying

What is this

This is who staff have said are responsible for bullying.

Why this is important

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

How to read this

In this year's survey, 9% of your staff said they experienced bullying.

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

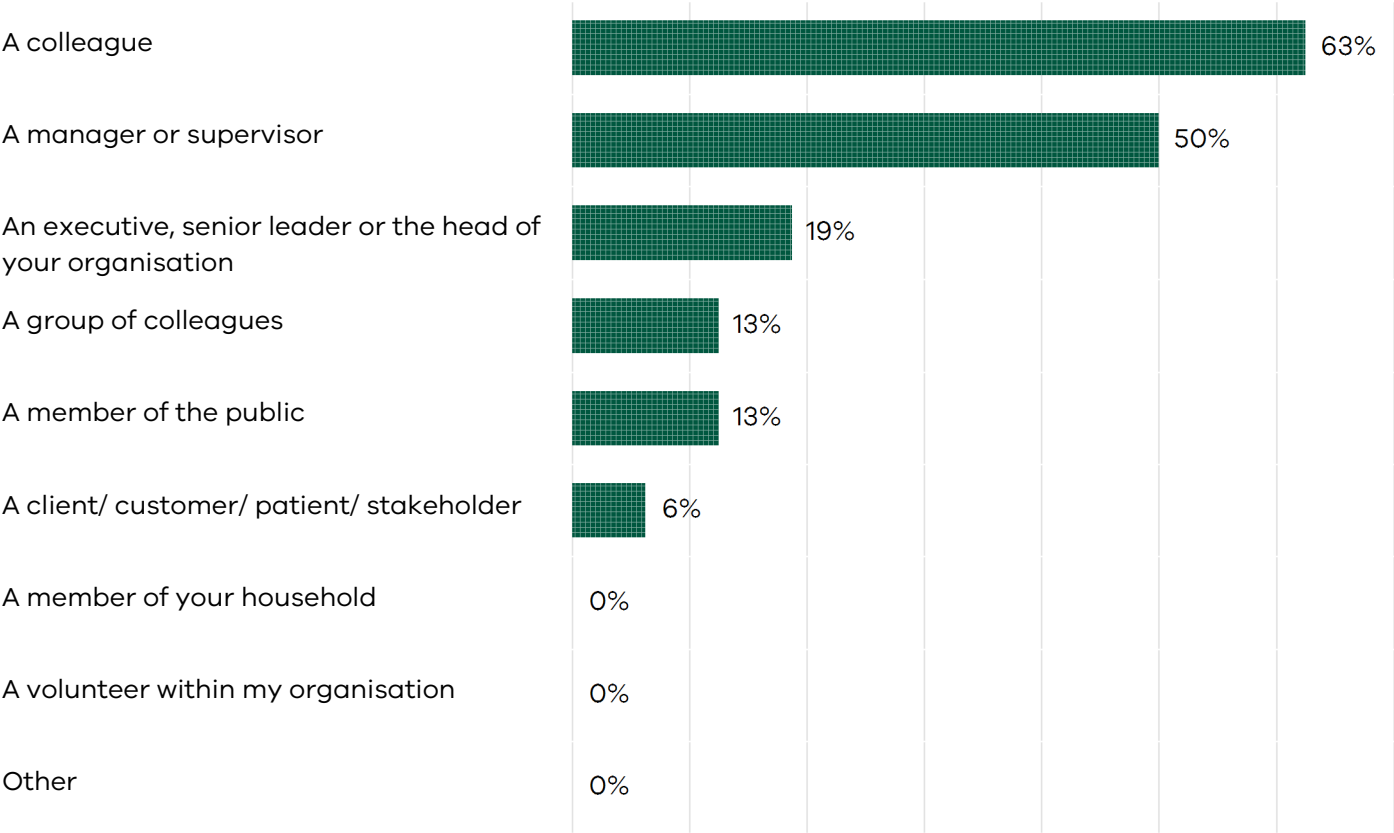In descending order, the bar chart shows the perpetrators with the largest number of responses.

Each row is one perpetrator or group of perpetrators.

Example

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

Of that 9%, 63% said it was by 'A colleague'.

16 people (9% of staff) experienced bullying (You 2024)

Perpetrator	Percentage
A colleague	63%
A manager or supervisor	50%
An executive, senior leader or the head of your organisation	19%
A group of colleagues	13%
A member of the public	13%
A client/ customer/ patient/ stakeholder	6%
A member of your household	0%
A volunteer within my organisation	0%
Other	0%

People outcomes

Relationship to perpetrator

What is this

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

Why this is important

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

How to read this

In this year's survey, 9% of your staff said they experienced bullying.

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

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

Example

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

Of that 9%, 100% said it was by someone within the organisation.

Of that 100%, 56% said it was 'They were in my workgroup'.

16 people (100% of staff who experienced bullying) experienced bullying from within your organisation (You 2024)

Relationship	Percentage
They were in my workgroup	56%
They were outside my workgroup	31%
They were my immediate manager or supervisor	19%
They were someone I supervise or manage	0%

Victorian Public Sector Commission

VICTORIA State Government
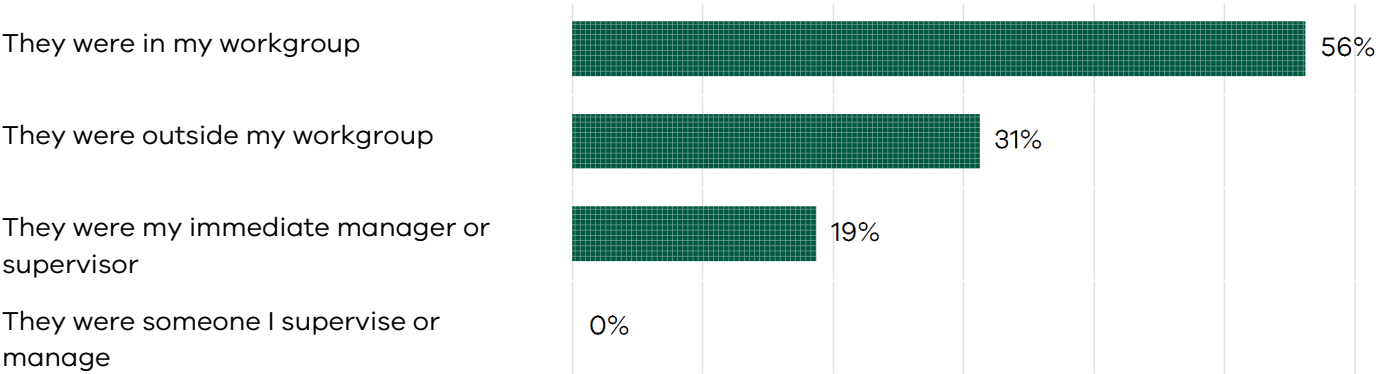
People outcomes

Sexual harassment

What is this

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

Why this is important

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

How to read this

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

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

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

Example

7% of your staff who did the survey said they experienced sexual harassment.

Of those, 67% said the top type was 'Intrusive questions about my private life or comments about my physical appearance'.

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

12	160
7%	93%

■ Experienced sexual harassment   ▦ Did not experience sexual harassment
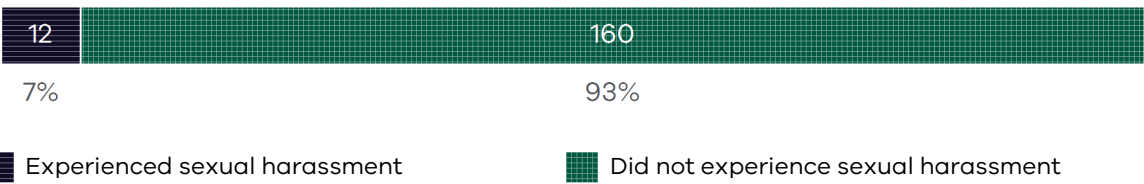
Behaviours reported	You 2023	You 2024	Comparator 2024	Public sector 2024
Intrusive questions about my private life or comments about my physical appearance	-	67%	51%	46%
Sexually suggestive comments or jokes that made me feel offended (in either a group or one on one situation)	-	25%	55%	48%
Unwelcome touching, hugging, cornering or kissing	-	25%	21%	17%
Inappropriate physical contact	-	17%	28%	16%
Repeated or inappropriate invitations to go out on dates	-	8%	7%	5%
Repeated or inappropriate advances on email, social networking websites or internet chat rooms by a work colleague	-	8%	5%	4%

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

7% of your staff who did the survey said they experienced sexual harassment.

Of those, 50% said the top response was 'Pretended it didn't bother me'.

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

12	160
7%	93%

- ■ Experienced sexual harassment
- ▨ Did not experience sexual harassment
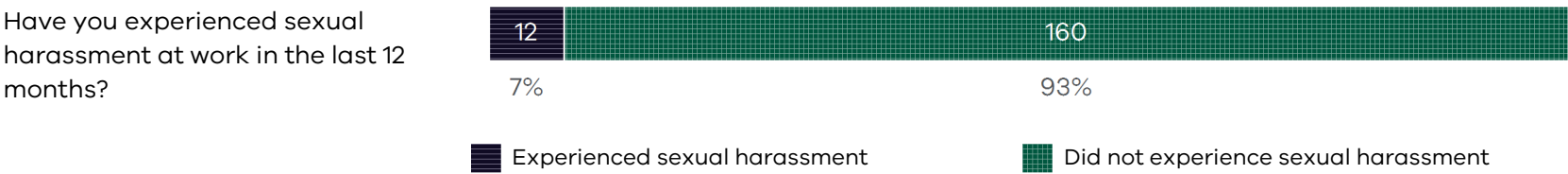
When the harassment happened to you, did you respond in any of the following ways?	You 2023	You 2024	Comparator 2024	Public sector 2024
Pretended it didn't bother me	-	50%	44%	45%
Told the person the behaviour was not OK	-	50%	20%	19%
Tried to laugh it off or forget about it	-	25%	52%	39%
Avoided the person(s) by staying away from them	-	25%	40%	37%
Told a manager	-	25%	18%	21%
Told a colleague	-	17%	31%	25%
Told a friend or family member	-	17%	25%	22%
Avoided locations where the behaviour might occur	-	8%	17%	15%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Sexual harassment - reasons for not submitting a formal complaint

What is this

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

Why this is important

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

How to read this

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

Example

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

- 50% said the top reason was 'I didn't think it was serious enough'.
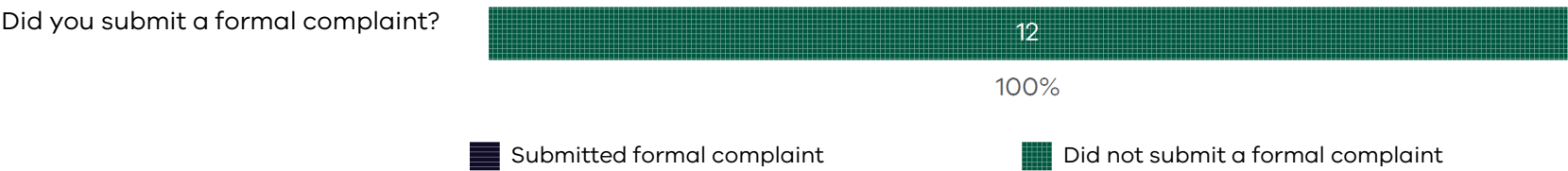
Did you submit a formal complaint?

	12

100%

▓ Submitted formal complaint   ▓ Did not 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	-	50%	50%	44%
I didn't think it would make a difference	-	33%	47%	40%
I believed there would be negative consequences for my reputation	-	33%	33%	39%
I believed there would be negative consequences for my career	-	8%	17%	28%
I believed there would be negative consequences for the person I was going to complain about	-	8%	16%	14%
I didn't need to because I made the harassment stop	-	8%	7%	9%
I didn't need to because I no longer had contact with the person(s) who harassed me	-	8%	13%	7%

Victorian Public Sector Commission

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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.
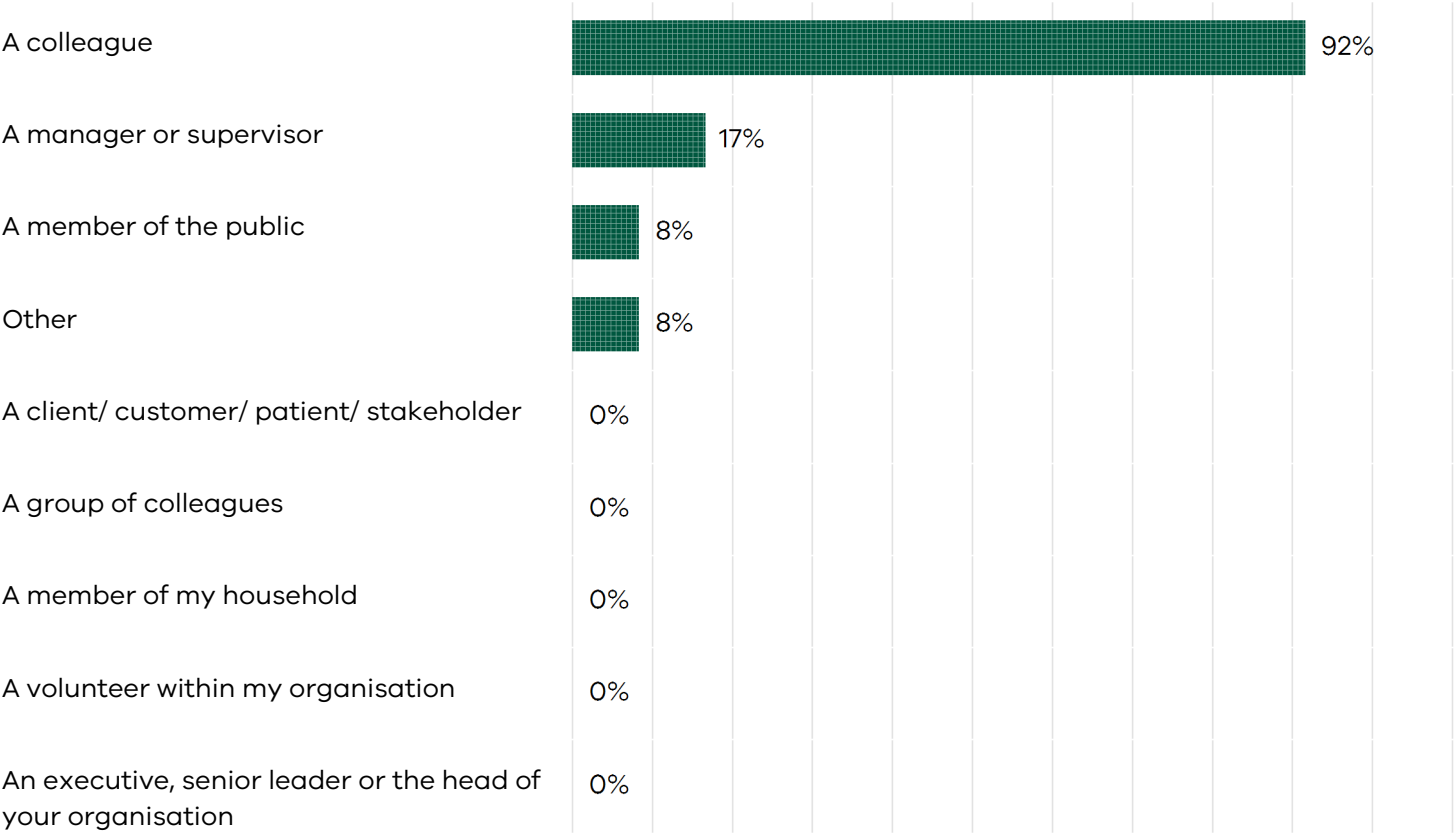
How to read this

In this year's survey, 7% 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

7% of your staff who did the survey said they experienced sexual harassment.
Of that 7%, 92% said it was by 'A colleague'.

12 people (7% of staff) experienced sexual harassment (You 2024)

Perpetrator	Percentage
A colleague	92%
A manager or supervisor	17%
A member of the public	8%
Other	8%
A client/ customer/ patient/ stakeholder	0%
A group of colleagues	0%
A member of my household	0%
A volunteer within my organisation	0%
An executive, senior leader or the head of your organisation	0%

People outcomes

Relationship to perpetrator

What is this

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

Why this is important

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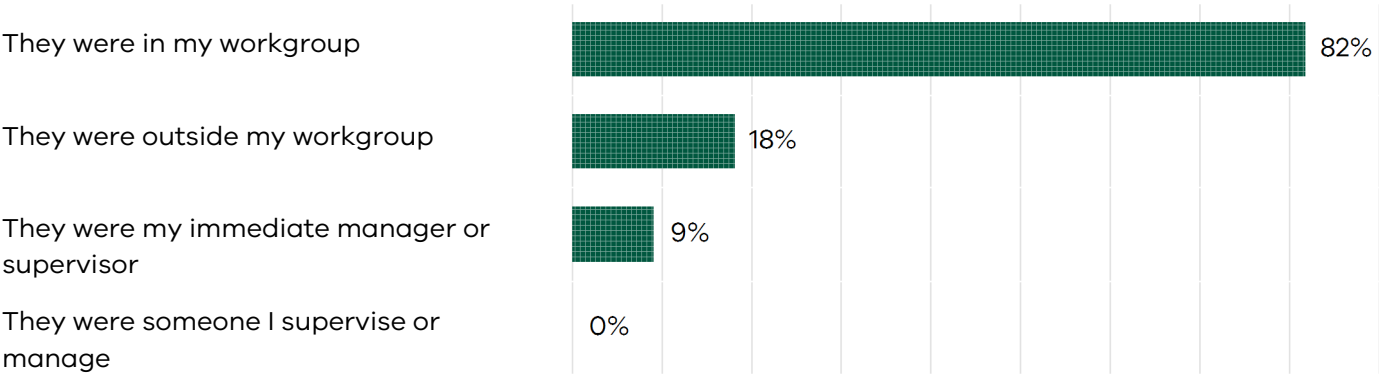
How to read this

In this year's survey, 7% 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

7% of your staff who did the survey said they experienced sexual harassment.

Of that 7%, 92% said it was by someone within the organisation.

Of that 92%, 82% said it was 'They were in my workgroup'.

11 people (92% of staff who experienced harassment) experienced harassment from within your organisation (You 2024)

Relationship	Percentage
They were in my workgroup	82%
They were outside my workgroup	18%
They were my immediate manager or supervisor	9%
They were someone I supervise or manage	0%

People outcomes

Frequency of sexual harassment

What is this

This is how often staff experienced sexual harassment.

Why this is important

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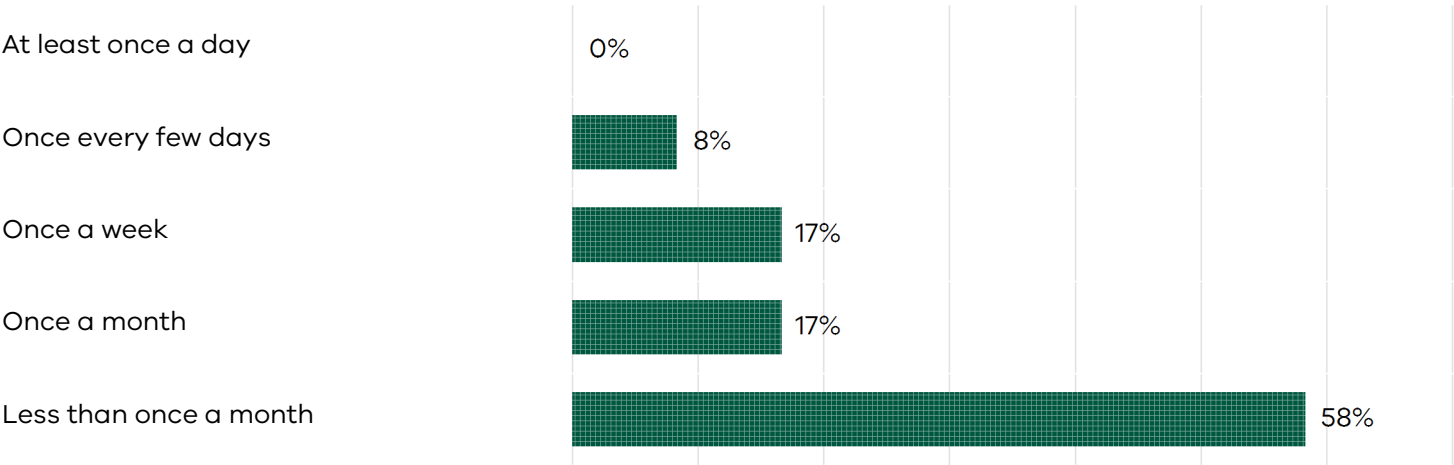
How to read this

In this year's survey, 7% 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

7% of your staff who did the survey said they experienced sexual harassment.

Of that 7%, 0% said it was 'At least once a day'.

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

Frequency	Percentage
At least once a day	0%
Once every few days	8%
Once a week	17%
Once a month	17%
Less than once a month	58%

People outcomes

Discrimination

What is this

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

Why this is important

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

Why there is no data here

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

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

16% of your staff who did the survey said they experienced violence or aggression.

Of that 16%, 79% said it was 'Abusive language'.

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

28	137	7
16%	80%	4%

■ Experienced violence or aggression   ■ Did not experience violence or aggression   ■ Not sure

If you experienced violence or aggression, what type did you experience?	You 2023	You 2024	Comparator 2024	Public sector 2024
Abusive language	83%	79%	74%	72%
Intimidating behaviour	83%	79%	84%	73%
Threats of violence	-	29%	22%	30%
Physical assault (e.g. spitting, hitting, pushing, tripping, grabbing, throwing objects)	-	18%	7%	9%
Other	4%	4%	7%	6%

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

16% of your staff who did the survey said they experienced violence or aggression, of which

- 68% said the top way they reported the violence or agression 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?

28	137	7
16%	80%	4%

■ Experienced violence or aggression   ▦ Did not experience violence or aggression   ▦ Not sure

Did you tell anyone about the incident?	You 2023	You 2024	Comparator 2024	Public sector 2024
Told a manager	61%	68%	62%	64%
Submitted a formal incident report	39%	46%	32%	29%
Told a colleague	43%	36%	47%	42%
Told a friend or family member	17%	32%	19%	20%
Told the person the behaviour was not OK	13%	32%	14%	21%
Told human resources	9%	4%	14%	8%
I did not tell anyone about the incident(s)	-	4%	8%	9%

Victorian Public Sector Commission

VICTORIA State Government

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:

- 53% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal incident report?

13	15
46%	54%

▨ Submitted formal incident report ▨ Did not submit a formal incident report
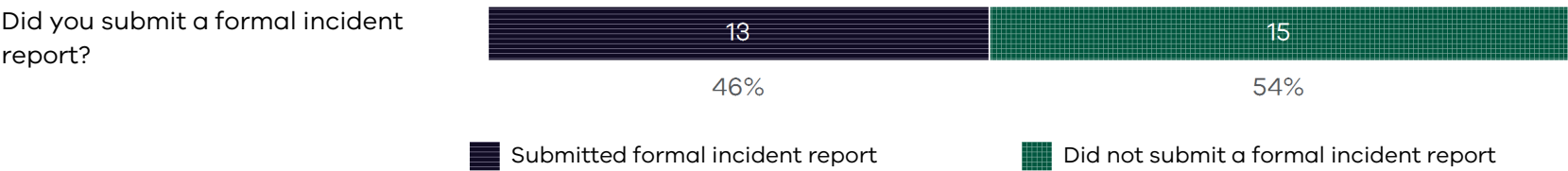
What was your reason for not submitting a formal incident report?	You 2023	You 2024	Comparator 2024	Public sector 2024
I didn't think it would make a difference	43%	53%	47%	40%
I didn't think it was serious enough	36%	33%	34%	29%
I believed there would be negative consequences for my reputation	21%	27%	19%	23%
I believed there would be negative consequences for my career	21%	20%	16%	19%
I didn't need to because I made the violence or aggression stop	14%	20%	12%	12%
Other	14%	13%	18%	20%
I didn't need to because I no longer had contact with the person(s) who was aggressive or violent to me	21%	7%	23%	12%
I didn't feel safe to report the incident	7%	7%	7%	9%

Victorian Public Sector Commission

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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.

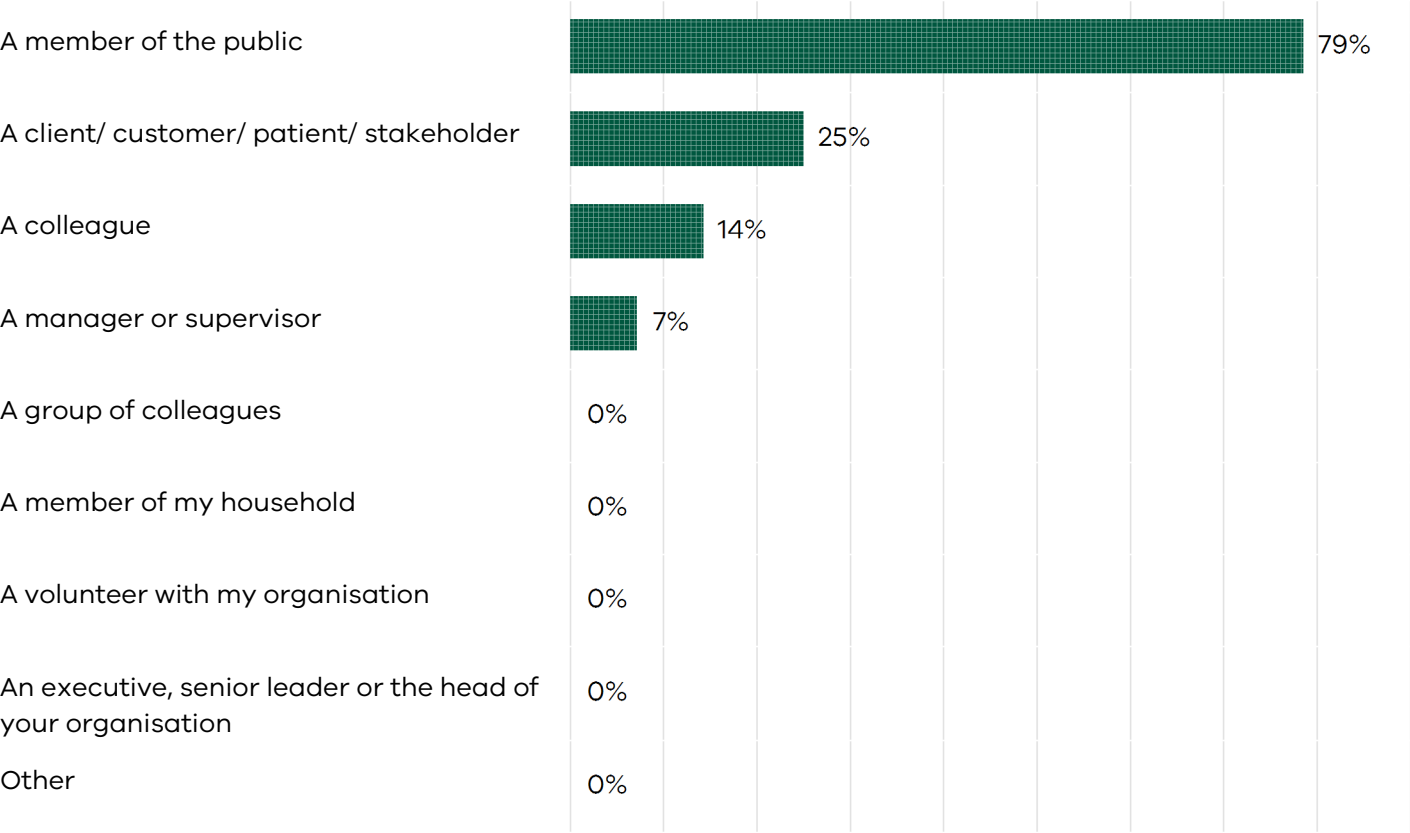If they did, they could tell us with one or more answers who the perpetrator was.

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

16% of your staff who did the survey said they experienced violence or aggression.

Of that 16%, 79% said it was by 'A member of the public'.

28 people (16% of staff) experienced violence or aggression (You 2024)

Perpetrator	Percentage
A member of the public	79%
A client/ customer/ patient/ stakeholder	25%
A colleague	14%
A manager or supervisor	7%
A group of colleagues	0%
A member of my household	0%
A volunteer with my organisation	0%
An executive, senior leader or the head of your organisation	0%
Other	0%

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

22% of your staff who did the survey said they witnessed some negative behaviour at work.

78% said 'No, I have not witnessed any of the situations above'.

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

37	135
22%	78%

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

During the last 12 months in your current organisation, have you witnessed any of the following negative behaviours at work?	You 2023	You 2024	Comparator 2024	Public sector 2024
No, I have not witnessed any of the situations above	78%	78%	78%	81%
Bullying of a colleague	16%	13%	15%	14%
Discrimination against a colleague	8%	8%	9%	8%
Violence or aggression against a colleague	9%	5%	5%	3%
Sexual harassment of a colleague	1%	3%	3%	1%

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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

22% of your staff who did the survey witnessed negative behaviour, of which:

- 65% said the top action they took was 'Spoke to the person who experienced the behaviour'.

Have you witnessed any negative behaviour at work in the last 12 months?		
37		135
22%		78%

■ Witnessed some negative behaviour   ▦ Did not witness some negative behaviour
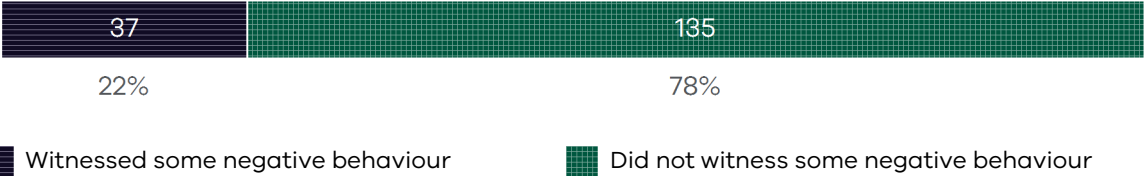
When you witnessed these behaviour(s), did you do any of the following?	You 2023	You 2024	Comparator 2024	Public sector 2024
Spoke to the person who experienced the behaviour	83%	65%	72%	71%
Told a manager	48%	41%	47%	40%
Spoke to the person who behaved in a negative way	-	32%	20%	16%
Told the person the behaviour was not OK	-	27%	18%	19%

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 groups overall, lowest and highest scores with your own.

Example

62% of staff were satisfied with the way your organisation handled their formal 'Violence or aggression' complaint.

Survey question

Were you satisfied with the way your formal complaint was handled

	No		Don't know
	Yes		

Your results

Violence or aggression

15% | 23% | 62%
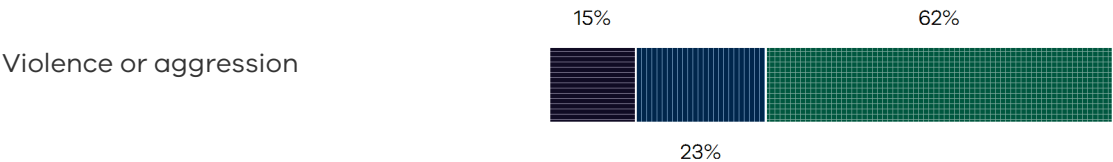
Benchmark satisfied results

	You		Comparator		
2023	2024		Lowest	Average	Highest
–	62%		13%	35%	40%

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
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Victorian Public Sector Commission

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Key differences

Highest scoring questions

What is this

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

How to read this

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

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

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

Example

On the first row 'Job enrichment', the 'You 2024' column shows 96% of your staff who did the survey agreed with 'I understand how my job helps my organisation achieve its goals'. In the 'Change from 2023' column, you have a +8% change, which is a positive trend.

Question group	Highest scoring questions	You 2024	Change from 2023	Comparator 2024
Job enrichment	I understand how my job helps my organisation achieve its goals	96%	+8%	93%
Meaningful work	I can make a worthwhile contribution at work	92%	+2%	92%
Workgroup support	People in my workgroup work together effectively to get the job done	91%	+6%	81%
Organisational integrity	My organisation encourages employees to act in ways that are consistent with human rights	91%	+6%	86%
Manager leadership	My manager treats employees with dignity and respect	90%	+8%	86%
Manager support	I can discuss problems or issues with my manager	89%	+11%	83%
Safety climate	My organisation provides a physically safe work environment	88%	+1%	84%
Meaningful work	I achieve something important through my work	88%	+1%	88%
Job enrichment	I can use my skills and knowledge in my job	88%	-1%	91%
Manager leadership	My manager demonstrates honesty and integrity	88%	+10%	83%

Victorian Public Sector Commission

VICTORIA State Government

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 30% of your staff who did the survey agreed with 'My organisation has made improvements based on the survey results from last year'.

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	30%	Not asked	39%
Organisational integrity	I have an equal chance at promotion in my organisation	46%	-1%	44%
Safety climate	All levels of my organisation are involved in the prevention of stress	51%	+14%	49%
Organisational integrity	I believe the promotion processes in my organisation are fair	52%	+14%	41%
Learning and development	I am satisfied with the opportunities to progress in my organisation	54%	+14%	43%
Taking action	I believe my organisation will make improvements based on the results of this year's survey	54%	+5%	54%
Learning and development	My organisation places a high priority on the learning and development of staff	56%	+14%	51%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	58%	+20%	50%
Learning and development	I am satisfied with the way my learning and development needs have been addressed in the last 12 months	59%	+11%	55%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	60%	+16%	53%

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 'Engagement', the 'You 2024' column shows 75% of your staff who did the survey agreed with 'My organisation inspires me to do the best in my job'.

In the 'Increase from 2023' column, you have a 24% increase, which is a positive trend.

Question group	Most improved from last year	You 2024	Increase from 2023	Comparator 2024
Engagement	My organisation inspires me to do the best in my job	75%	+24%	68%
Engagement	My organisation motivates me to help achieve its objectives	78%	+23%	68%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	58%	+20%	50%
Senior leadership	Senior leaders model my organisation's values	73%	+19%	65%
Senior leadership	Senior leaders provide clear strategy and direction	66%	+18%	57%
Collaboration	Workgroups across my organisation willingly share information with each other	64%	+17%	60%
Engagement	I feel a strong personal attachment to my organisation	74%	+17%	71%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	60%	+16%	53%
Senior leadership	Senior leaders demonstrate honesty and integrity	71%	+15%	65%
Satisfaction	How satisfied are you with the work/life balance in your current job	72%	+15%	68%

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 'Topical', the 'You 2024' column shows 64% of your staff who did the survey agreed with 'I am confident that if I requested to go on secondment to support urgent government work, it would be given due consideration'.
In the 'Decrease from 2023' column, you have a 4% decrease, which is a negative trend.

Question group	Largest decline from last year	You 2024	Decrease from 2023	Comparator 2024
Topical	I am confident that if I requested to go on secondment to support urgent government work, it would be given due consideration	64%	-4%	57%
Organisational integrity	I have an equal chance at promotion in my organisation	46%	-1%	44%
Job enrichment	I can use my skills and knowledge in my job	88%	-1%	91%

Victorian Public Sector Commission

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Key differences

Biggest positive difference from comparator

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

How to read this
Use this data to see where your organisation has the biggest positive difference with questions from the 2024 survey compared to your comparator group.

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

Example
On the first row 'Topical', the 'You 2024' column shows 85% 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'.

The 'Difference' column, shows that agreement for this question was 14% higher than in your comparator.

Question group	Biggest positive difference from comparator	You 2024	Difference	Comparator 2024
Topical	I understand how the Code of Conduct for Victorian public sector employees applies to my work	85%	+14%	72%
Organisational integrity	My organisation does not tolerate improper conduct	81%	+12%	69%
Learning and development	I am satisfied with the opportunities to progress in my organisation	54%	+11%	43%
Organisational integrity	I believe the promotion processes in my organisation are fair	52%	+11%	41%
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	80%	+10%	70%
Senior leadership	Senior leaders provide clear strategy and direction	66%	+10%	57%
Engagement	My organisation motivates me to help achieve its objectives	78%	+10%	68%
Workgroup support	People in my workgroup work together effectively to get the job done	91%	+9%	81%
Satisfaction	How satisfied are you with your career development within your current organisation	63%	+9%	54%
Senior leadership	Senior leaders model my organisation's values	73%	+9%	65%

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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 'Taking action', the 'You 2024' column shows 30% of your staff who did the survey agreed with 'My organisation has made improvements based on the survey results from last year'. The 'Difference' column, shows that agreement for this question was 9% lower than in your comparator.

Question group	Biggest negative difference from comparator	You 2024	Difference	Comparator 2024
Taking action	My organisation has made improvements based on the survey results from last year	30%	-9%	39%
Innovation	My workgroup encourages employee creativity	69%	-4%	73%
Job enrichment	I can use my skills and knowledge in my job	88%	-3%	91%
Job enrichment	I have the authority to do my job effectively	73%	-3%	76%
Workgroup support	People in my workgroup appropriately manage conflicts of interest	66%	-3%	69%
Job enrichment	I have a say in how I do my work	77%	-2%	79%
Organisational integrity	My organisation is committed to earning a high level of public trust	80%	-2%	82%
Manager support	I receive meaningful recognition when I do good work	64%	-1%	65%
Job enrichment	I clearly understand what I am expected to do in this job	86%	-1%	87%
Meaningful work	I achieve something important through my work	88%	-1%	88%

People matter survey 2024

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

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Victorian Public Sector Commission

VICTORIA State Government

Taking action

What is this

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

Why this is important

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

How to read this

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

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

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

Example

54% 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 | Benchmark agree results |

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

	You		Comparator		
	2023	2024	Lowest	Average	Highest

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

Your results: 12% | 34% | 54%

Benchmark: 49% | 54% | 32% | 54% | 79%

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

Your results: 11% | 26% | 34% | 30%
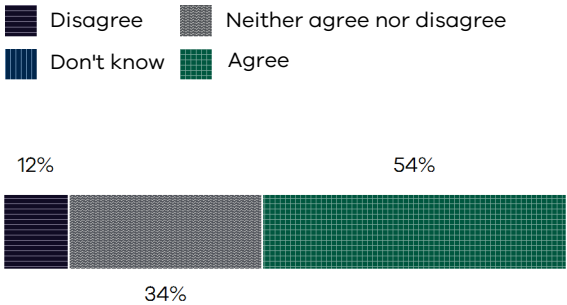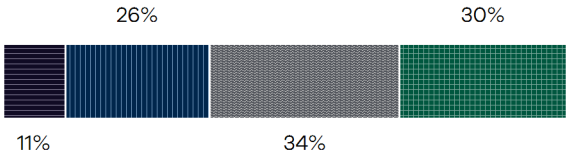
Benchmark: Not asked | 30% | 21% | 39% | 60%

People matter survey

2024

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Senior leadership

Senior leadership

What is this

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

Why this is important

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

How to read this

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

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

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

Example

73% of your staff who did the survey agreed or strongly agreed with 'Senior leaders model my organisation's values'.
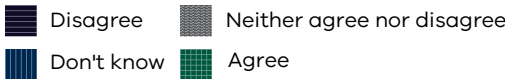
Survey question | Your results | Benchmark agree results

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree
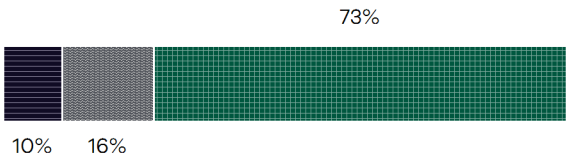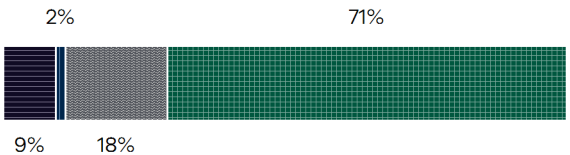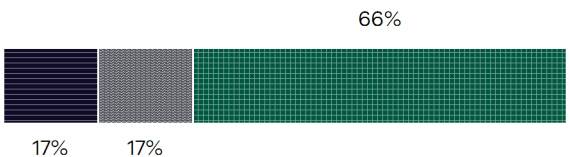
Survey question		You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
Senior leaders model my organisation's values	10% / 16% / 73%	54%	73%	41%	65%	91%
Senior leaders demonstrate honesty and integrity	2% / 9% / 18% / 71%	56%	71%	41%	65%	91%
Senior leaders provide clear strategy and direction	17% / 17% / 66%	48%	66%	26%	57%	87%

People matter survey

2024

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Organisational climate

Scorecard

What is this

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

Why this is important

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

How to read this

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

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

Example

In 2024:

- 75.6% of your staff who did the survey responded positively to questions about Collaboration.

Compared to:

- 72.0% of staff in your comparator group and 72.5% of staff across the public sector.

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

Collaboration: 66.3%, 75.6%, 72.0%, 72.5%

Organisational integrity: 63.3%, 72.8%, 67.0%, 67.0%

Safety climate: 51.3%, 63.7%, 58.0%, 59.2%

Victorian Public Sector Commission

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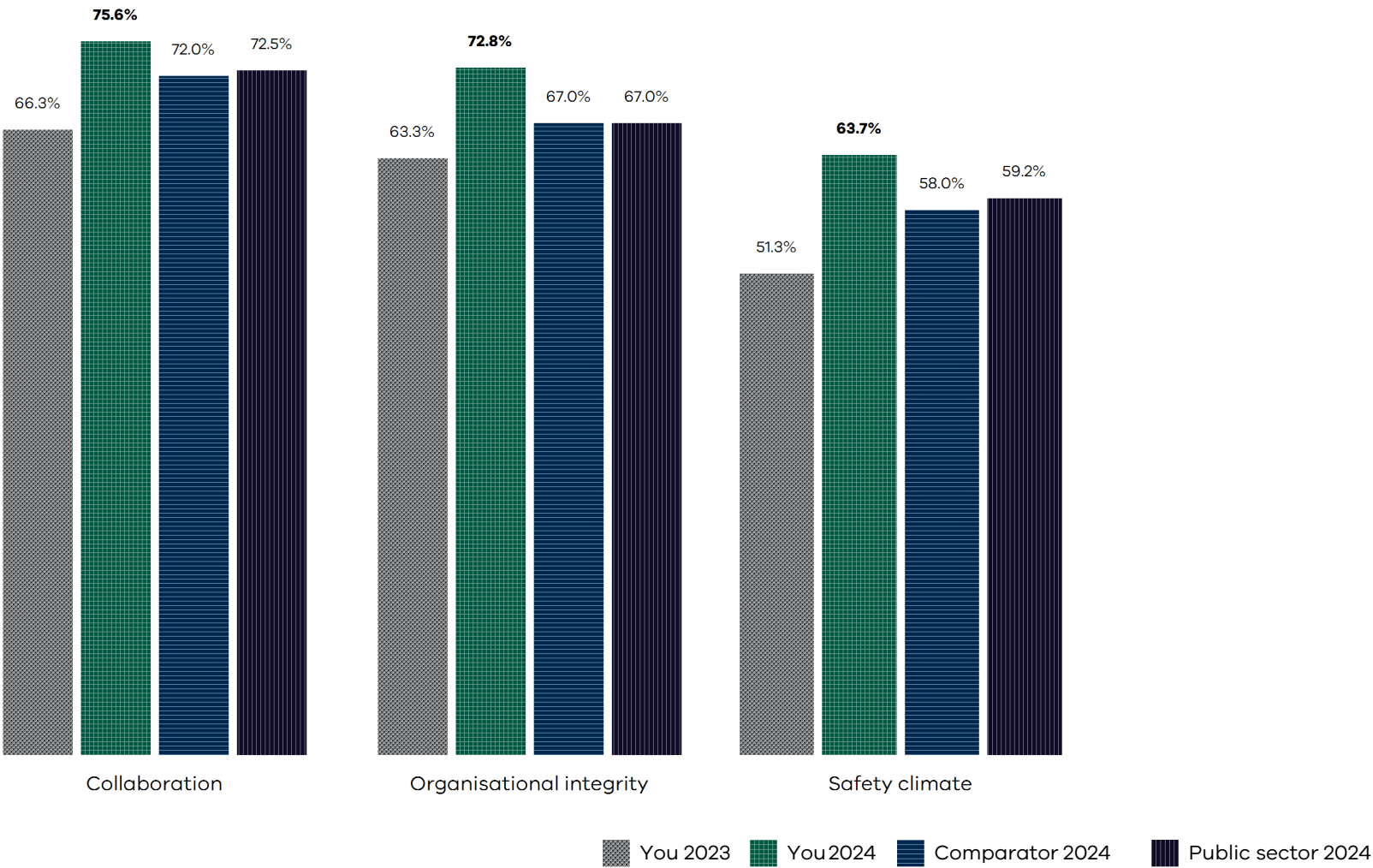
Organisational climate

Organisational integrity 1 of 2

What is this

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

Why this is important

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

How to read this

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

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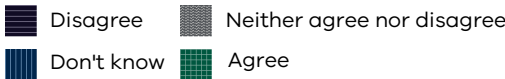
Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.
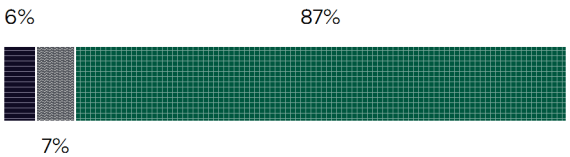
Example

91% 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'.

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

Survey question	Disagree	Neither	Don't know	Agree	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
My organisation encourages employees to act in ways that are consistent with human rights	2%	5%	2%	91%	85%	91%	62%	86%	98%
My organisation encourages respectful workplace behaviours	3%	9%		88%	76%	88%	65%	83%	99%
My organisation does not tolerate improper conduct	11%	8%		81%	67%	81%	51%	69%	91%
My organisation is committed to earning a high level of public trust	6%	12%	3%	80%	67%	80%	62%	82%	96%

Organisational climate

Organisational integrity 2 of 2

What is this

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

Why this is important

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

How to read this

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

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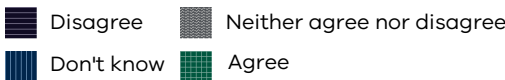
Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.
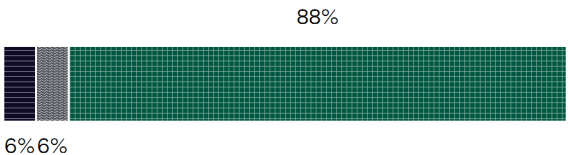
Example

78% of your staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.

Survey question
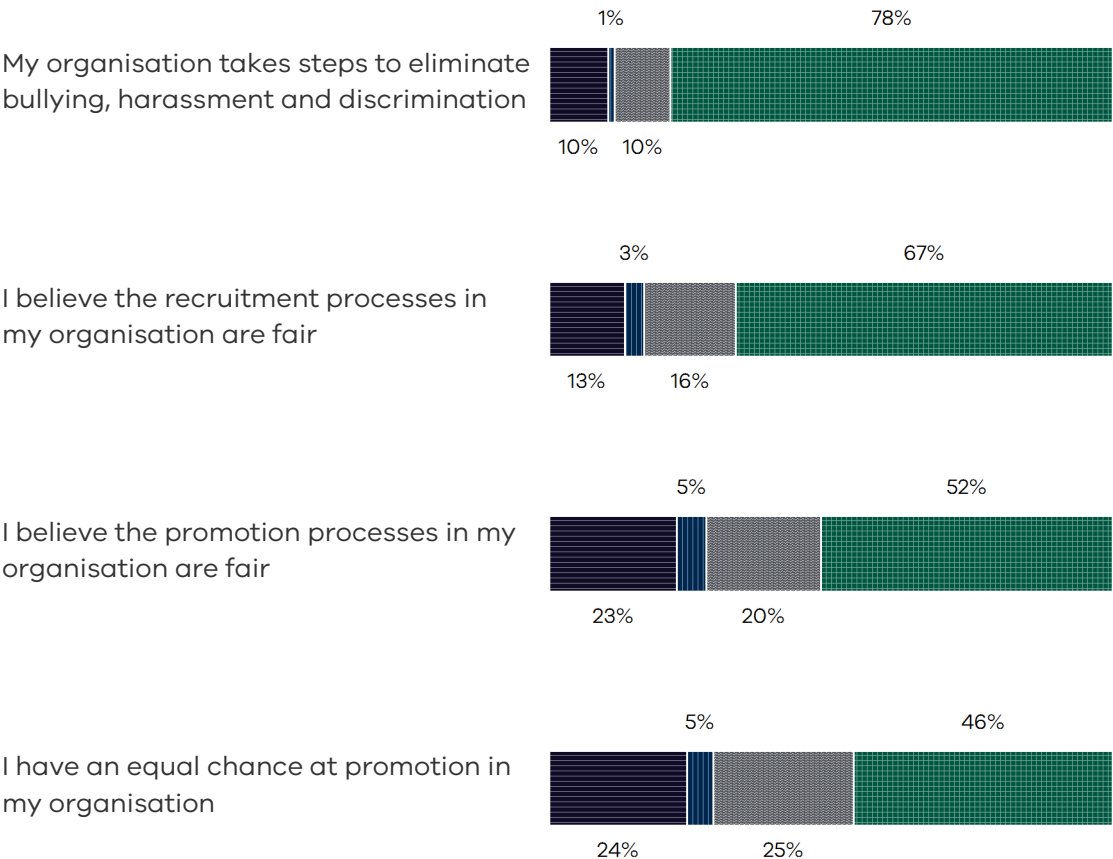
Your results

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

Benchmark agree results

	You		Comparator		
	2023	2024	Lowest	Average	Highest

My organisation takes steps to eliminate bullying, harassment and discrimination
Your results: 1%, 10%, 10%, 78%

| | 68% | 78% | 48% | 70% | 97% |

I believe the recruitment processes in my organisation are fair
Your results: 3%, 13%, 16%, 67%

| | 59% | 67% | 54% | 60% | 85% |

I believe the promotion processes in my organisation are fair
Your results: 5%, 23%, 20%, 52%

| | 38% | 52% | 32% | 41% | 64% |

I have an equal chance at promotion in my organisation
Your results: 5%, 24%, 25%, 46%

| | 47% | 46% | 30% | 44% | 63% |

Victorian Public Sector Commission

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Organisational climate

Collaboration

What is this

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

Why this is important

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

How to read this

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

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

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

Example

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

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree
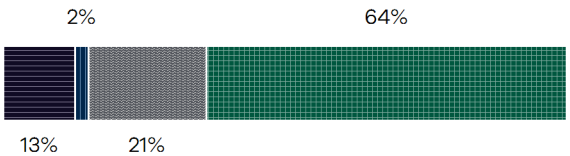
Survey question		You		Comparator		
		2023	2024	Lowest	Average	Highest
I am able to work effectively with others outside my immediate workgroup	6% / 7% / 87%	86%	87%	62%	84%	97%
Workgroups across my organisation willingly share information with each other	13% / 2% / 21% / 64%	47%	64%	36%	60%	96%

Organisational climate

Safety climate 1 of 2

What is this

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

Why this is important

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

How to read this

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

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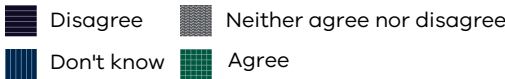
Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.
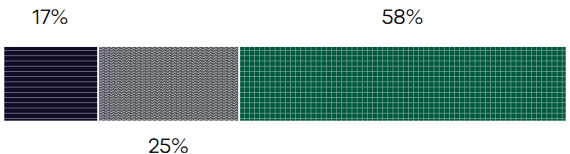
Example

88% of your staff who did the survey agreed or strongly agreed with 'My organisation provides a physically safe work environment'.

Survey question

Your results

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

Benchmark agree results

Survey question		You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
My organisation provides a physically safe work environment	6% / 6% / 88%	88%	88%	66%	84%	100%
Senior leaders consider the psychological health of employees to be as important as productivity	14% / 22% / 65%	50%	65%	30%	58%	88%
In my workplace, there is good communication about psychological safety issues that affect me	15% / 25% / 60%	51%	60%	35%	52%	79%
My organisation has effective procedures in place to support employees who may experience stress	20% / 6% / 15% / 60%	44%	60%	32%	53%	85%
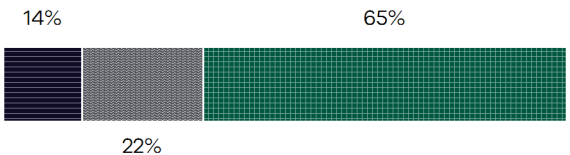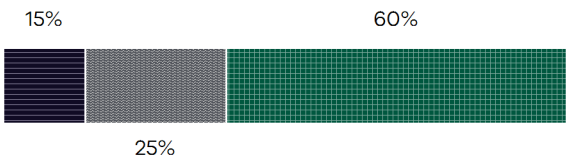
Victorian Public Sector Commission · VICTORIA State Government
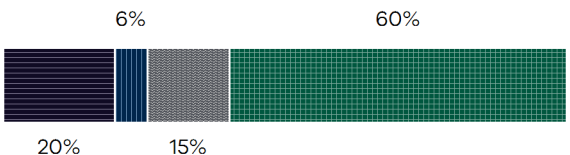
Organisational climate

Safety climate 2 of 2

What is this

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

Why this is important

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

How to read this

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

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

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

Example

58% of your staff who did the survey agreed or strongly agreed with 'Senior leaders show support for stress prevention through involvement and commitment'.

Survey question — Your results

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

Senior leaders show support for stress prevention through involvement and commitment
- 17% Disagree
- 25% Neither agree nor disagree
- 58% Agree

All levels of my organisation are involved in the prevention of stress
- 20% Disagree
- 29% Neither agree nor disagree
- 51% Agree

Benchmark agree results
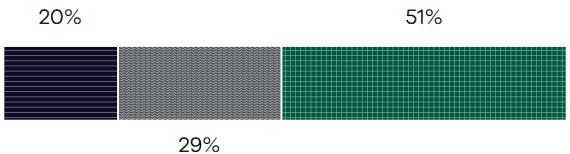
Survey question	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
Senior leaders show support for stress prevention through involvement and commitment	38%	58%	29%	50%	74%
All levels of my organisation are involved in the prevention of stress	37%	51%	32%	49%	77%

People matter survey

2024

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- Your response rate

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

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

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- Collaboration
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Workgroup climate

- Scorecard
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- Scorecard
- Manager leadership
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- Workload
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- Meaningful work
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Public sector values

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- Responsiveness
- 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

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.
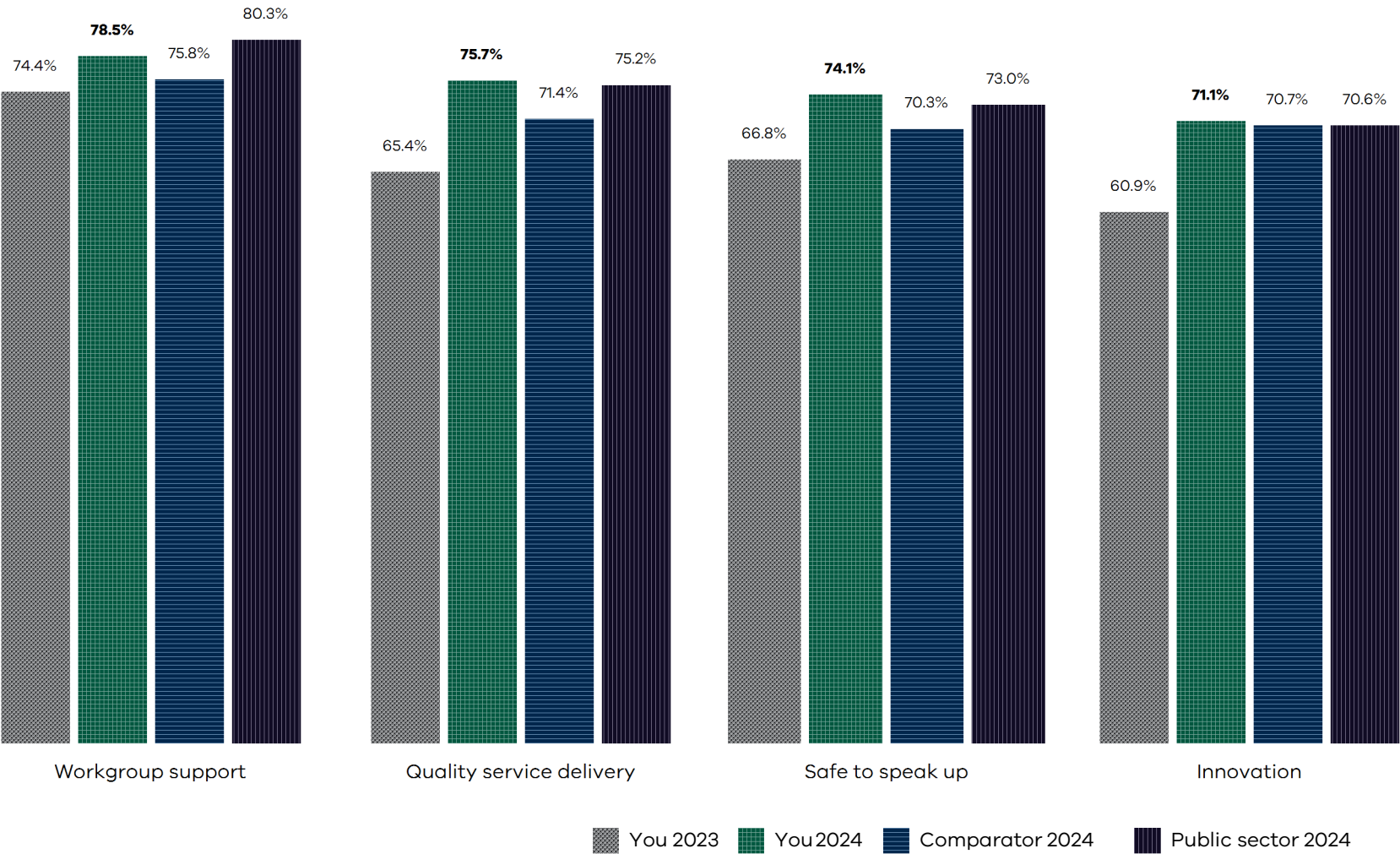
Why this is important

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:

- 78.5% of your staff who did the survey responded positively to questions about Workgroup support.

Compared to:

- 75.8% of staff in your comparator group and 80.3% of staff across the public sector.

Bar chart showing:

Workgroup support: You 2023 74.4%, You 2024 78.5%, Comparator 2024 75.8%, Public sector 2024 80.3%

Quality service delivery: You 2023 65.4%, You 2024 75.7%, Comparator 2024 71.4%, Public sector 2024 75.2%

Safe to speak up: You 2023 66.8%, You 2024 74.1%, Comparator 2024 70.3%, Public sector 2024 73.0%

Innovation: You 2023 60.9%, You 2024 71.1%, Comparator 2024 70.7%, Public sector 2024 70.6%

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

Victorian Public Sector Commission

VICTORIA State Government

Workgroup climate

Quality service delivery

What is this

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

Why this is important

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

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

How to read this

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

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

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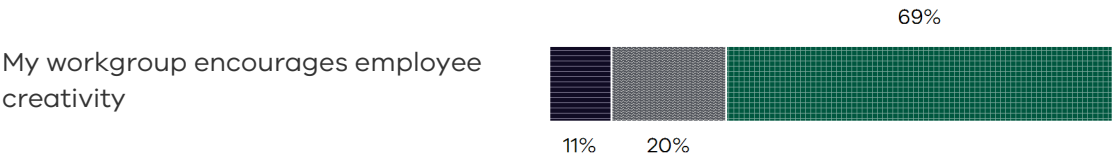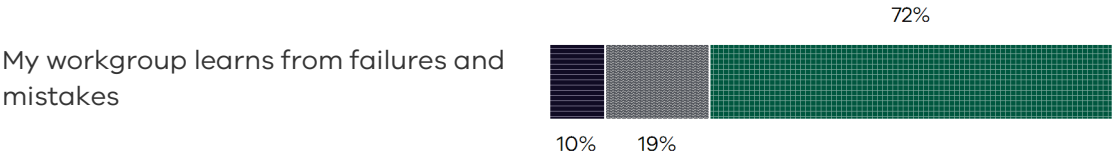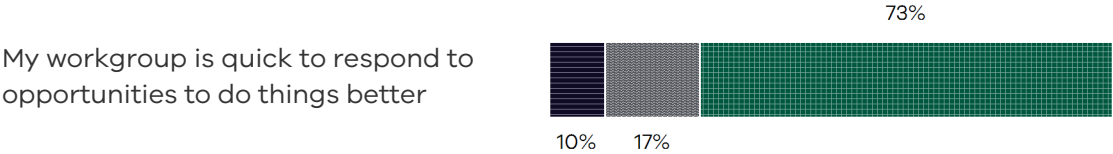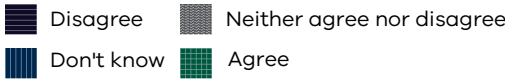
Example

81% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

Survey question

Your results

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

Benchmark agree results

Survey question	Your results	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup provides high quality advice and services	1% 81% 6% 13%	68%	81%	71%	80%	96%
My workgroup acts fairly and without bias	1% 78% 9% 12%	65%	78%	61%	70%	93%
My workgroup has clear lines of responsibility	74% 13% 13%	62%	74%	63%	70%	88%
My workgroup uses its resources well	1% 70% 12% 16%	66%	70%	51%	65%	87%

Workgroup climate

Innovation

What is this

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

Why this is important

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

How to read this

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

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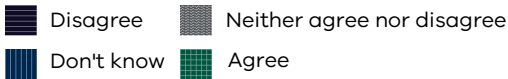
Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

73% of your staff who did the survey agreed or strongly agreed with 'My workgroup is quick to respond to opportunities to do things better'.

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

Survey question	Disagree	Neither	Agree	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup is quick to respond to opportunities to do things better	10%	17%	73%	64%	73%	57%	68%	86%
My workgroup learns from failures and mistakes	10%	19%	72%	62%	72%	61%	71%	93%
My workgroup encourages employee creativity	11%	20%	69%	57%	69%	62%	73%	89%

Workgroup climate

Workgroup support 1 of 2

What is this

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

Why this is important

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

How to read this

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

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

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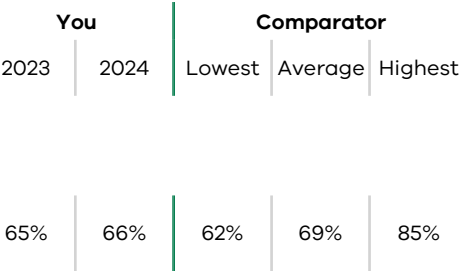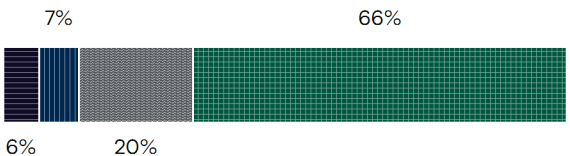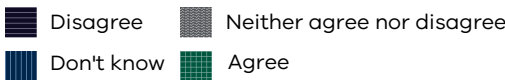
Example

91% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup work together effectively to get the job done'.

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

Survey question	Your results (Agree)	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup work together effectively to get the job done	91% (Disagree 3%, Neither 6%)	85%	91%	71%	81%	94%
People in my workgroup treat each other with respect	82% (Disagree 4%, Neither 14%)	77%	82%	74%	80%	96%
People in my workgroup are politically impartial in their work	78% (Disagree 3%, Don't know 2%, Neither 17%)	77%	78%	65%	75%	88%
People in my workgroup are honest, open and transparent in their dealings	76% (Disagree 2%, Don't know 5%, Neither 17%)	68%	76%	64%	73%	94%

Workgroup climate

Workgroup support 2 of 2

What is this

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

Why this is important

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

How to read this

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

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

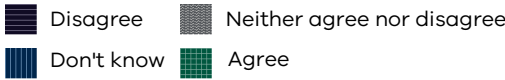Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

66% 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

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

7%   66%
6%   20%

Benchmark agree results

	You		Comparator		
2023	2024	Lowest	Average	Highest
65%	66%	62%	69%	85%

Victorian Public Sector Commission

VICTORIA State Government

Workgroup climate

Safe to speak up

What is this

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

Why this is important

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

How to read this

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

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

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

Example

78% of your staff who did the survey agreed or strongly agreed with 'I feel safe to challenge inappropriate behaviour at work'.
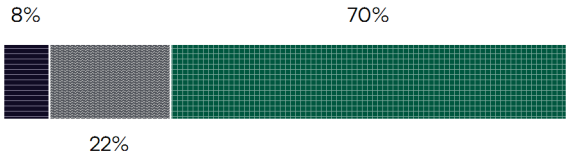
Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree
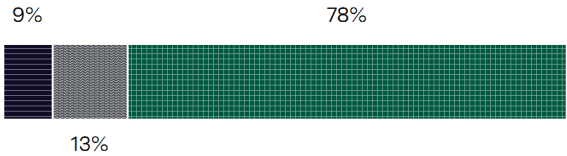
Survey question	Your results	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
I feel safe to challenge inappropriate behaviour at work	9% / 13% / 78%	73%	78%	61%	72%	91%
People in my workgroup are able to bring up problems and tough issues	8% / 22% / 70%	61%	70%	63%	69%	87%

Victorian Public Sector Commission

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People matter survey

2024

Have your say

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- About your report
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- Your response rate

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- Engagement
- Scorecard: satisfaction, stress, intention to stay, inclusion
- Satisfaction
- Work-related stress levels
- Work-related stress causes
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- Inclusion
- Scorecard: emotional effects of work
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- 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

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Job and manager factors

- Scorecard
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- Meaningful work
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Public sector values

- Scorecard
- Responsiveness
- Integrity
- Impartiality
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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

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- Age, gender, variations in sex characteristics and sexual orientation
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- Disability
- Cultural diversity
- Employment
- Adjustments
- Caring

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Scorecard 1 of 2

What is this

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

Why this is important

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

How to read this

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

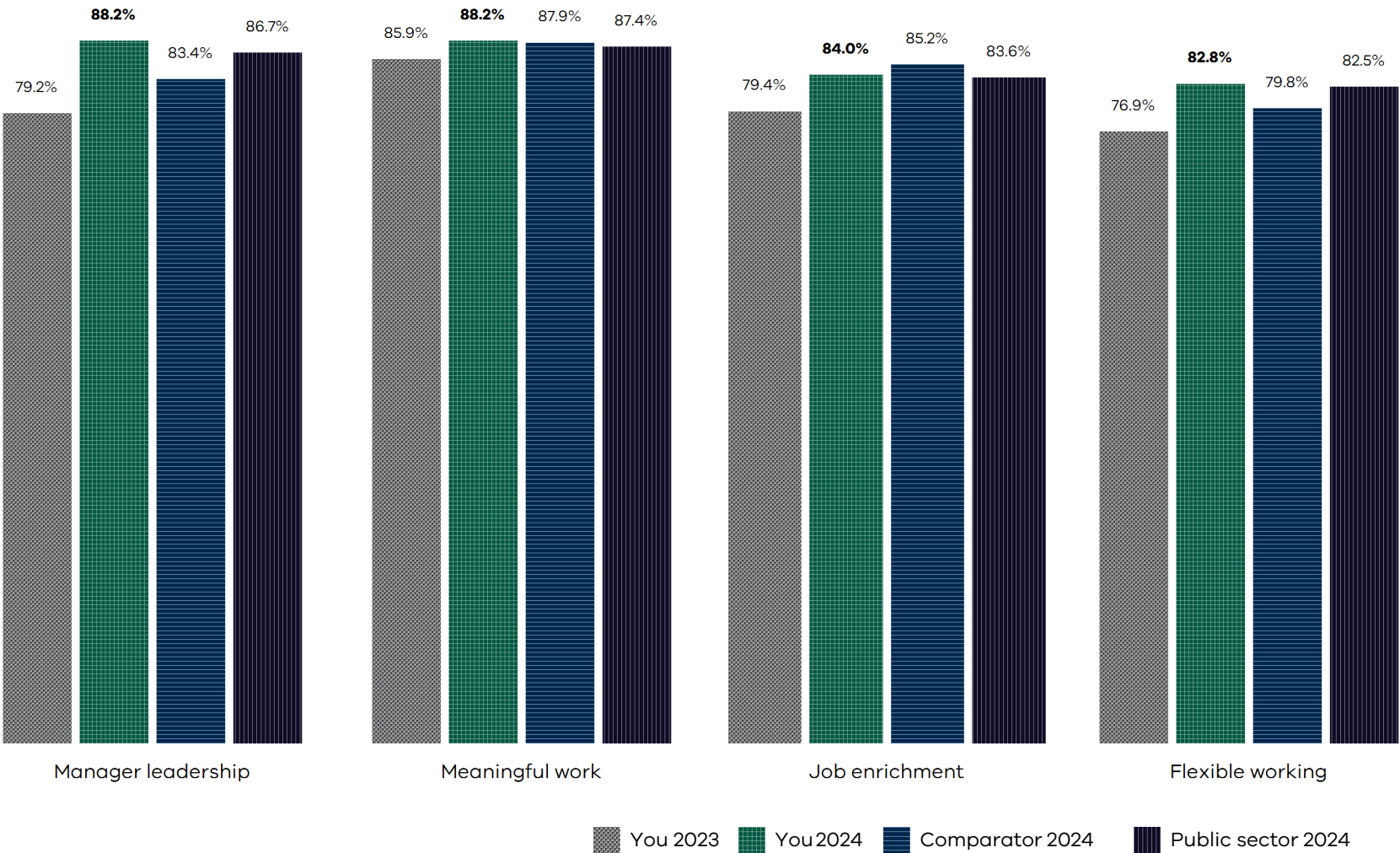Each result is the overall percentage of positive responses for your organisation, comparator and public sector.
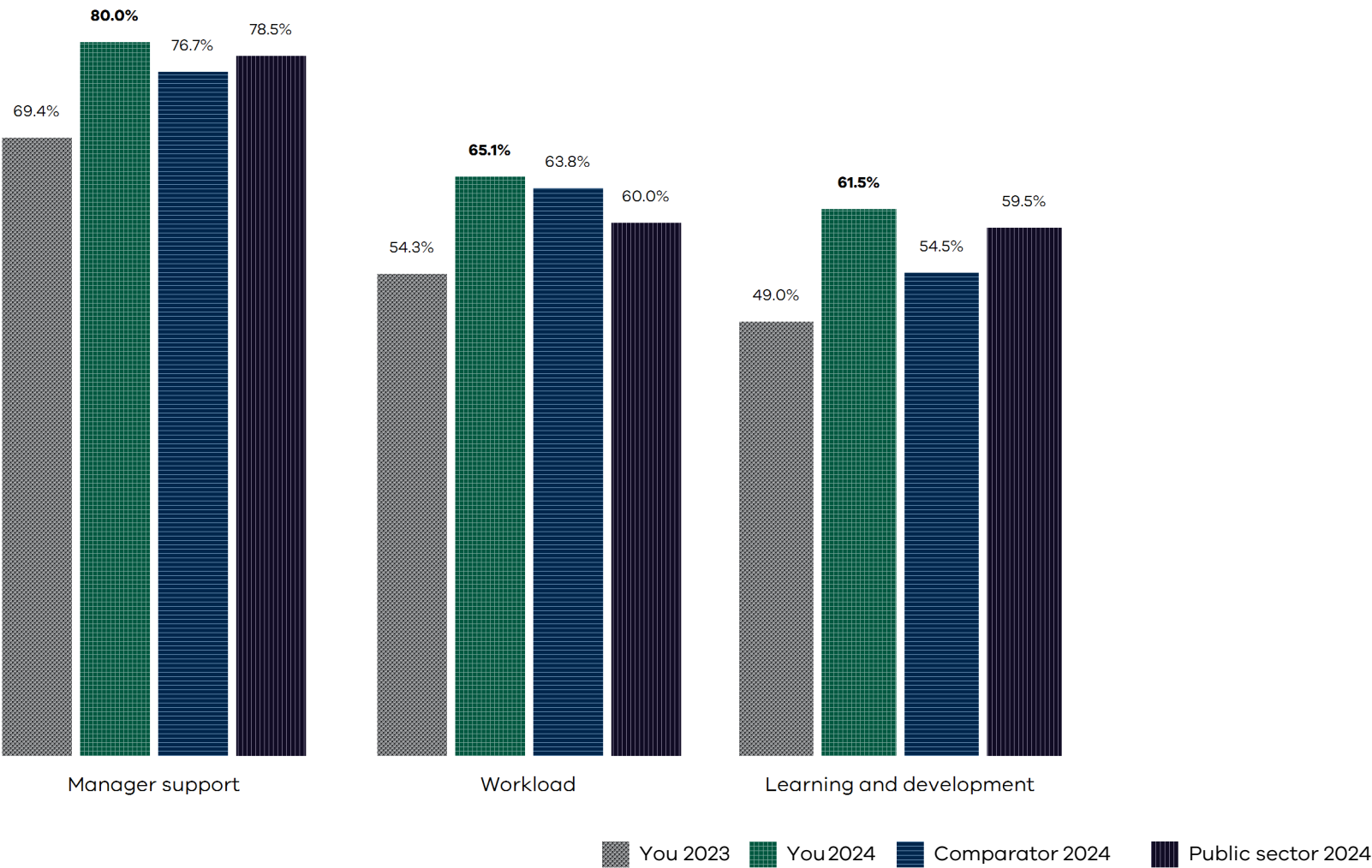
Example

In 2024:

- 88.2% of your staff who did the survey responded positively to questions about Manager leadership.

Compared to:

- 83.4% of staff in your comparator group and 86.7% of staff across the public sector.

Manager leadership: You 2023 79.2%, You 2024 88.2%, Comparator 2024 83.4%, Public sector 2024 86.7%

Meaningful work: You 2023 85.9%, You 2024 88.2%, Comparator 2024 87.9%, Public sector 2024 87.4%

Job enrichment: You 2023 79.4%, You 2024 84.0%, Comparator 2024 85.2%, Public sector 2024 83.6%

Flexible working: You 2023 76.9%, You 2024 82.8%, Comparator 2024 79.8%, Public sector 2024 82.5%

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

Job and manager factors

What is this

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

Why this is important

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

How to read this

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

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

Example

In 2024:

- 80.0% of your staff who did the survey responded positively to questions about Manager support.

Compared to:

- 76.7% of staff in your comparator group and 78.5% of staff across the public sector.

Chart: Job and manager factors

Manager support
- You 2023: 69.4%
- You 2024: 80.0%
- Comparator 2024: 76.7%
- Public sector 2024: 78.5%

Workload
- You 2023: 54.3%
- You 2024: 65.1%
- Comparator 2024: 63.8%
- Public sector 2024: 60.0%

Learning and development
- You 2023: 49.0%
- You 2024: 61.5%
- Comparator 2024: 54.5%
- Public sector 2024: 59.5%

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

Victorian Public Sector Commission

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Job and manager factors

Manager leadership

What is this

This is how well staff perceive their direct managers lead.

Why this is important

Great managers can foster the right environment for staff engagement.

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

How to read this

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

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

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

Example

90% of your staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.
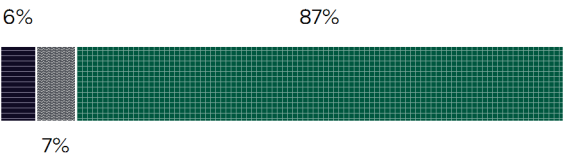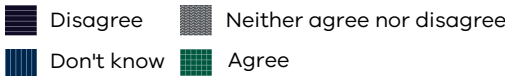
Survey question	Your results					

Survey question   **Your results**   **Benchmark agree results**

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

Survey question	Your results	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
My manager treats employees with dignity and respect	5% / 90% / 5%	82%	90%	81%	86%	94%
My manager demonstrates honesty and integrity	5% / 88% / 8%	78%	88%	76%	83%	95%
My manager models my organisation's values	6% / 87% / 7%	78%	87%	77%	82%	93%

Job and manager factors

Manager support 1 of 2

What is this

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

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

Example

89% of your staff who did the survey agreed or strongly agreed with 'I can discuss problems or issues with my manager'.

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

Survey question	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
I can discuss problems or issues with my manager (8% / 3% / 89%)	78%	89%	76%	83%	93%
My manager listens to what I have to say (8% / 6% / 87%)	77%	87%	78%	84%	94%
My manager provides me with enough support when I need it (9% / 5% / 85%)	72%	85%	76%	80%	89%
My manager gives me feedback that helps me improve my performance (8% / 15% / 76%)	65%	76%	66%	72%	81%

Victorian Public Sector Commission

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Job and manager factors

Manager support 2 of 2

What is this

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

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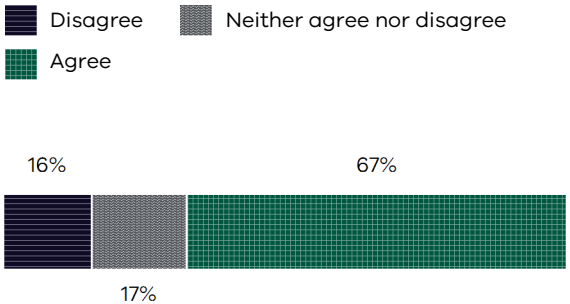
Example

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

Survey question

Your results

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

I receive meaningful recognition when I do good work

16%   64%

20%

Benchmark agree results
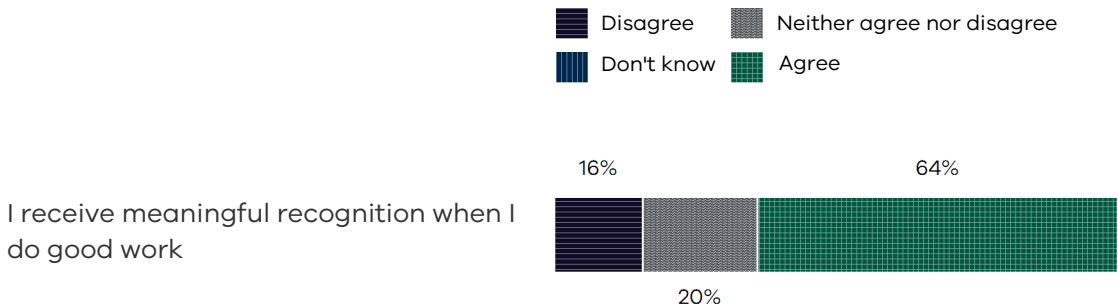
You		Comparator		
2023	2024	Lowest	Average	Highest
55%	64%	50%	65%	83%

Job and manager factors

Workload

What is this

This is how staff feel about workload and time pressure.

Why this is important

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

How to read this

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

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

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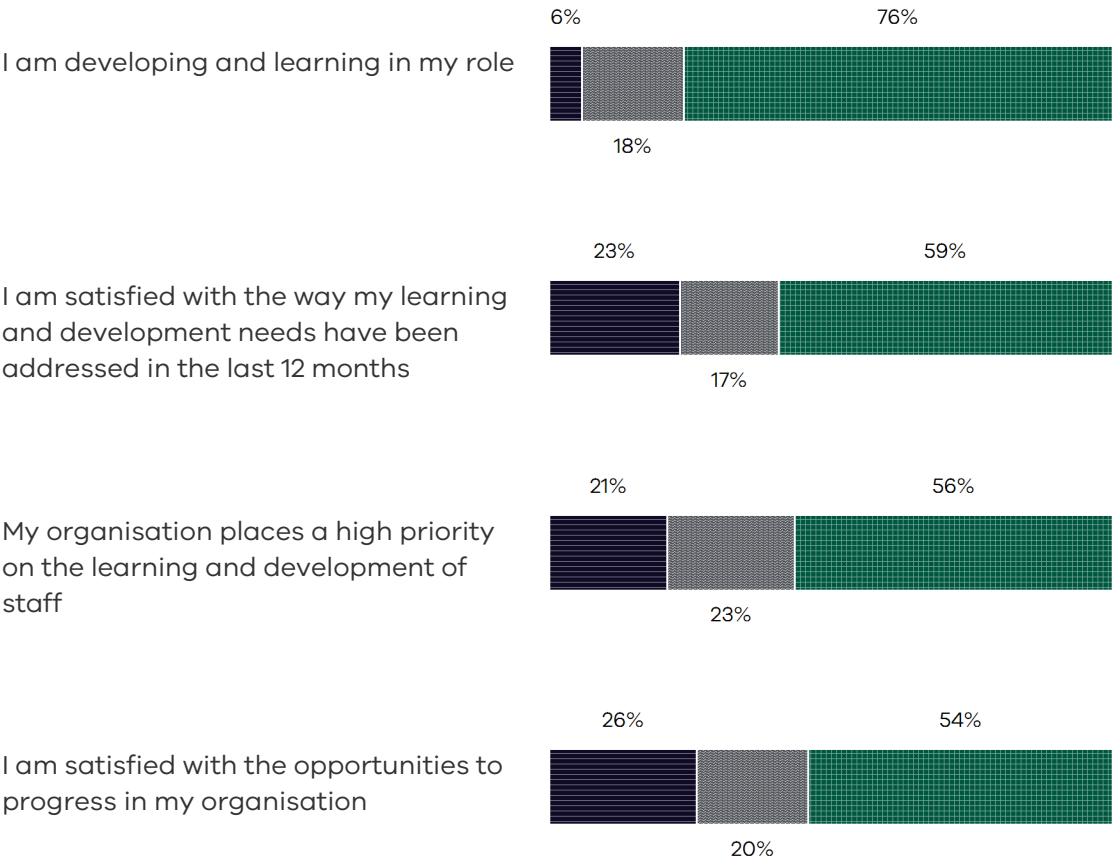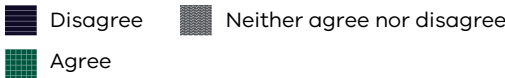
Example

67% of your staff who did the survey agreed or strongly agreed with 'The workload I have is appropriate for the job that I do'.

Survey question

Your results

Disagree   Neither agree nor disagree

Agree

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

16%   17%   67%

I have enough time to do my job effectively

23%   15%   63%

Benchmark agree results

	You		Comparator		
	2023	2024	Lowest	Average	Highest
The workload I have is appropriate for the job that I do	59%	67%	54%	65%	76%
I have enough time to do my job effectively	50%	63%	46%	62%	79%

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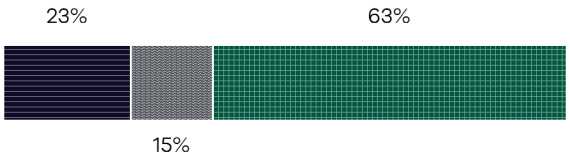
Job and manager factors

Learning and development

What is this

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

Why this is important

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

How to read this

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

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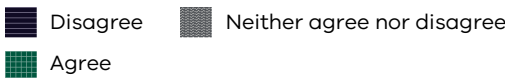
Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.
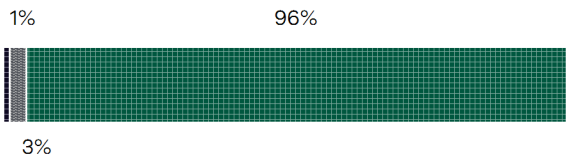
Example

76% of your staff who did the survey agreed or strongly agreed with 'I am developing and learning in my role'.

Legend: ■ Disagree   ▦ Neither agree nor disagree   ▦ Agree

Survey question	Disagree	Neither	Agree	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
I am developing and learning in my role	6%	18%	76%	65%	76%	54%	69%	87%
I am satisfied with the way my learning and development needs have been addressed in the last 12 months	23%	17%	59%	48%	59%	34%	55%	70%
My organisation places a high priority on the learning and development of staff	21%	23%	56%	42%	56%	22%	51%	80%
I am satisfied with the opportunities to progress in my organisation	26%	20%	54%	40%	54%	26%	43%	55%

Victorian Public Sector Commission

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Job and manager factors

Job enrichment 1 of 2

What is this

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

Why this is important

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

How to read this

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

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

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

Example

96% of your staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve its goals'.

Survey question	Your results					

Your results

Legend: Disagree | Neither agree nor disagree | Agree

Benchmark agree results

	You		Comparator		
	2023	2024	Lowest	Average	Highest
I understand how my job helps my organisation achieve its goals	88%	96%	87%	93%	98%
I can use my skills and knowledge in my job	88%	88%	83%	91%	98%
I clearly understand what I am expected to do in this job	86%	86%	78%	87%	96%
I have a say in how I do my work	65%	77%	61%	79%	99%

Your results bars:
- I understand how my job helps my organisation achieve its goals: 1% Disagree, 3% Neither, 96% Agree
- I can use my skills and knowledge in my job: 3% Disagree, 9% Neither, 88% Agree
- I clearly understand what I am expected to do in this job: 5% Disagree, 9% Neither, 86% Agree
- I have a say in how I do my work: 11% Disagree, 12% Neither, 77% Agree

Job and manager factors

Job enrichment 2 of 2

What is this

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

Why this is important

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

How to read this

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

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

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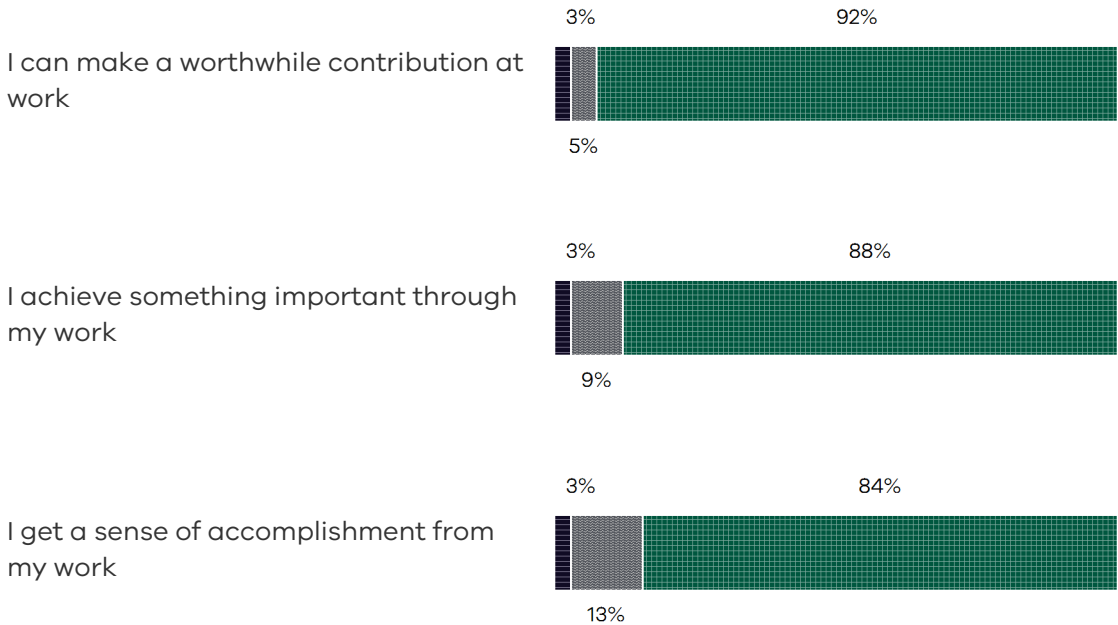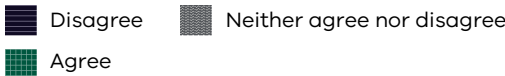
Example

73% of your staff who did the survey agreed or strongly agreed with 'I have the authority to do my job effectively'.

■ Disagree   ▨ Neither agree nor disagree
▨ Agree

I have the authority to do my job effectively

12%   73%

15%
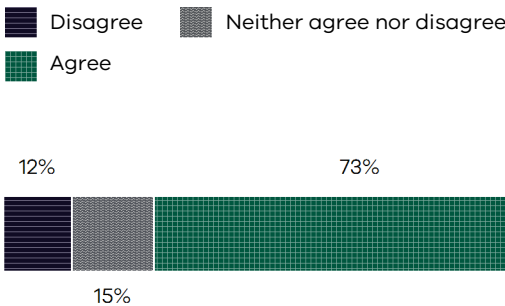
	You		Comparator		
	2023	2024	Lowest	Average	Highest
	70%	73%	56%	76%	97%

Job and manager factors

Meaningful work

What is this

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

Why this is important

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

How to read this

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

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

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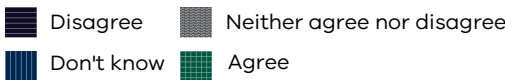
Example

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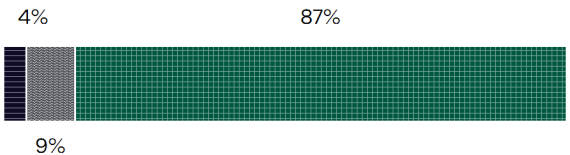
Survey question	Your results	Benchmark agree results

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

	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
I can make a worthwhile contribution at work — 3% / 92% / 5%	90%	92%	85%	92%	100%
I achieve something important through my work — 3% / 88% / 9%	87%	88%	78%	88%	96%
I get a sense of accomplishment from my work — 3% / 84% / 13%	81%	84%	74%	84%	94%

Job and manager factors

Flexible working

What is this

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

Why this is important

Supporting flexible working can improve employee wellbeing.

How to read this

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

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

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

Example

87% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.
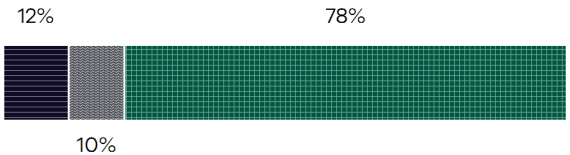
Survey question

Your results

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

My manager supports working flexibly

4% | 87%
9%

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

12% | 78%
10%

Benchmark agree results

| | You | | Comparator | | |
	2023	2024	Lowest	Average	Highest
My manager supports working flexibly	84%	87%	80%	85%	95%
I am confident that if I requested a flexible work arrangement, it would be given due consideration	70%	78%	64%	75%	90%

People matter survey

2024

Have your say

Overview

Report overview

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

Result summary

People outcomes

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

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Topical questions

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

Custom questions

- Questions requested by your organisation

Demographics

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

Public sector values

What is this

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

Why this is important

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

How to read this

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

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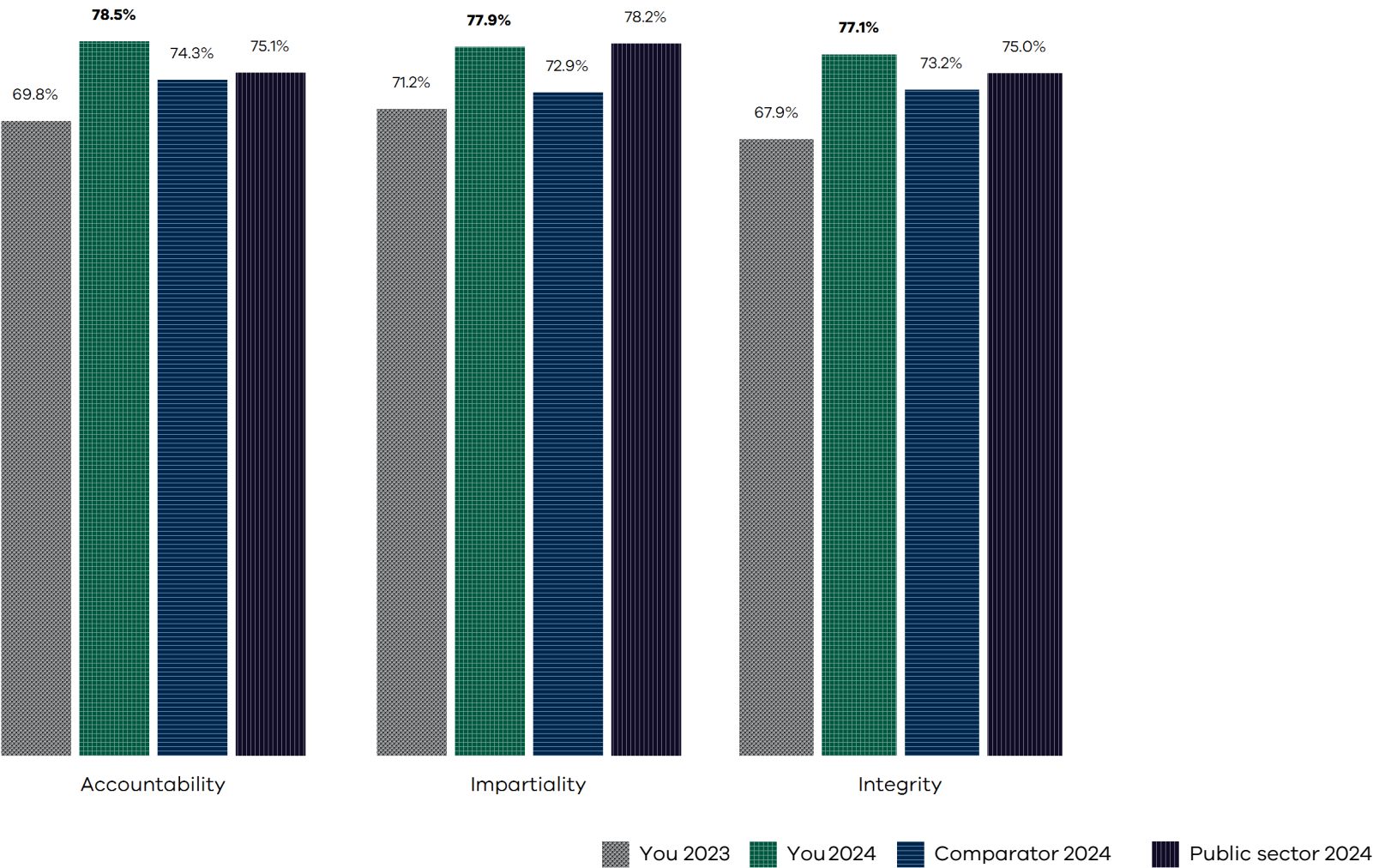
Example

In 2024:

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

Compared to:

- 78.0% of staff in your comparator group and 83.0% of staff across the public sector.
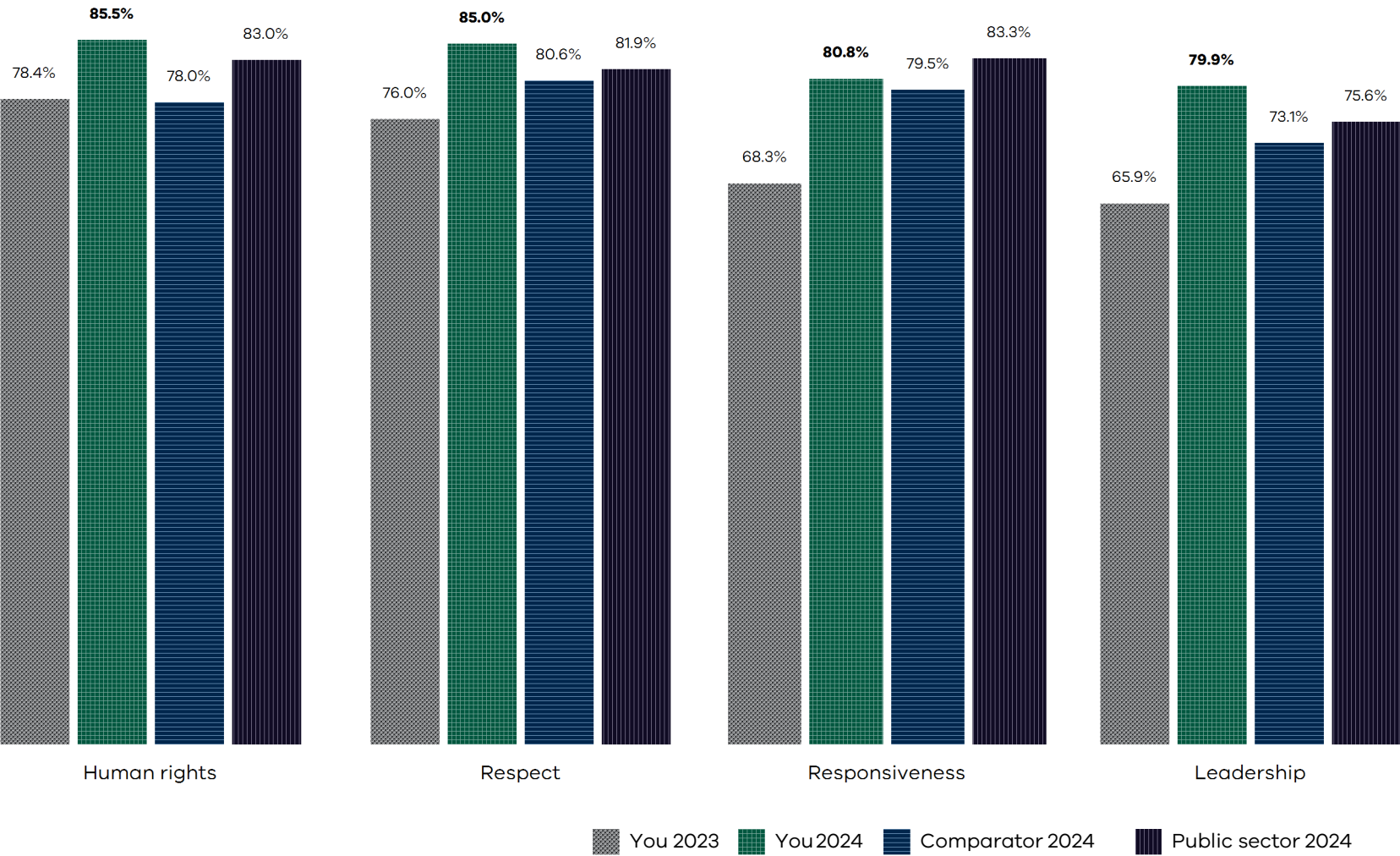
Chart data:

	You 2023	You 2024	Comparator 2024	Public sector 2024
Human rights	78.4%	85.5%	78.0%	83.0%
Respect	76.0%	85.0%	80.6%	81.9%
Responsiveness	68.3%	80.8%	79.5%	83.3%
Leadership	65.9%	79.9%	73.1%	75.6%

Public sector values

What is this

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

Why this is important

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

How to read this

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

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

Example

In 2024:

- 78.5% of your staff who did the survey responded positively to questions about Accountability.

Compared to:

- 74.3% of staff in your comparator group and 75.1% of staff across the public sector.

Accountability: You 2023 69.8%, You 2024 78.5%, Comparator 2024 74.3%, Public sector 2024 75.1%

Impartiality: You 2023 71.2%, You 2024 77.9%, Comparator 2024 72.9%, Public sector 2024 78.2%

Integrity: You 2023 67.9%, You 2024 77.1%, Comparator 2024 73.2%, Public sector 2024 75.0%

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

Public sector values

Responsiveness

What is this

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

Why this is important

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

How to read this

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

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

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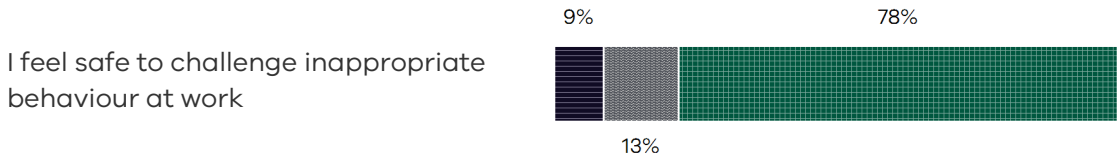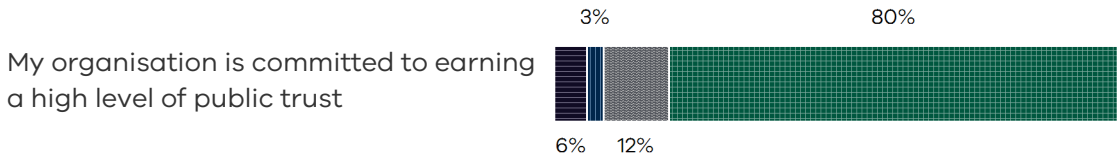
Example

81% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

Survey question

Your results

	Disagree		Neither agree nor disagree
	Don't know		Agree

My workgroup provides high quality advice and services

1%   81%

6%   13%

Benchmark agree results

You		Comparator		
2023	2024	Lowest	Average	Highest
68%	81%	71%	80%	96%

Victorian Public Sector Commission

VICTORIA State Government
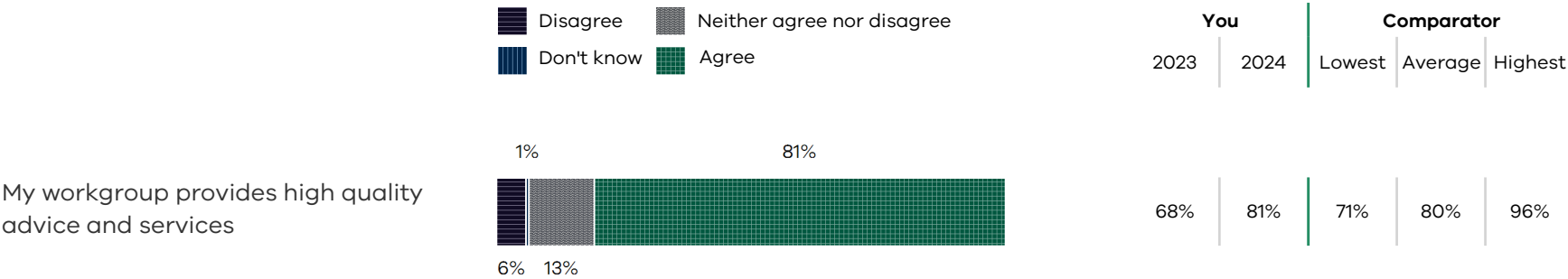
Public sector values

Integrity 1 of 2

What is this

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

Why this is important

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

How to read this

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

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

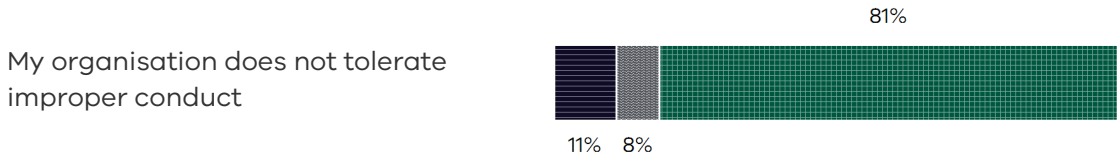Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.
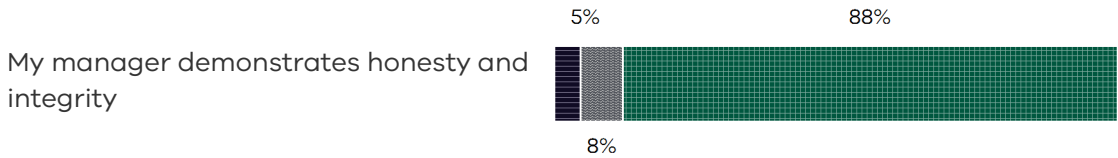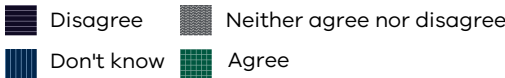
Example

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

Survey question

Your results

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

My manager demonstrates honesty and integrity
5% | 88% | 8%

My organisation does not tolerate improper conduct
81% | 11% | 8%

My organisation is committed to earning a high level of public trust
3% | 80% | 6% | 12%

I feel safe to challenge inappropriate behaviour at work
9% | 78% | 13%

Benchmark agree results

Survey question	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
My manager demonstrates honesty and integrity	78%	88%	76%	83%	95%
My organisation does not tolerate improper conduct	67%	81%	51%	69%	91%
My organisation is committed to earning a high level of public trust	67%	80%	62%	82%	96%
I feel safe to challenge inappropriate behaviour at work	73%	78%	61%	72%	91%

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

Integrity 2 of 2

What is this

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

Why this is important

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

How to read this

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

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

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

Example

76% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup are honest, open and transparent in their dealings'.
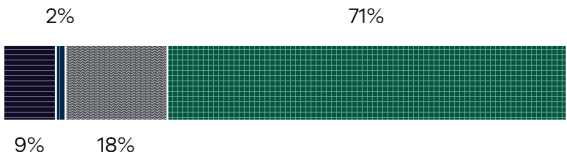
Survey question

Your results

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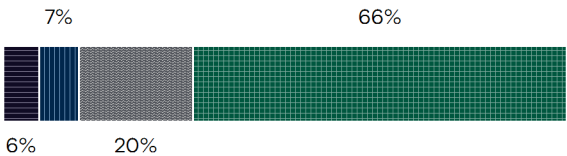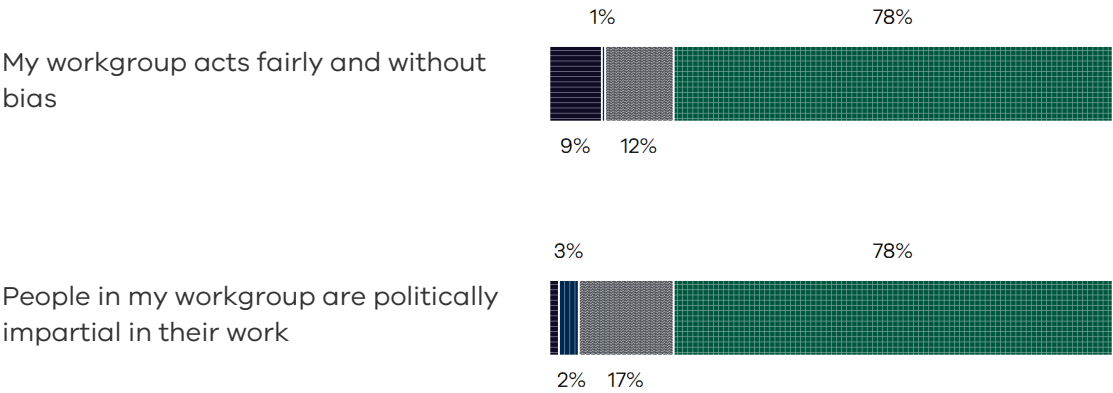- Don't know
- Neither agree nor disagree
- Agree

People in my workgroup are honest, open and transparent in their dealings
- 2%
- 5%
- 17%
- 76%

Senior leaders demonstrate honesty and integrity
- 2%
- 9%
- 18%
- 71%

People in my workgroup appropriately manage conflicts of interest
- 7%
- 6%
- 20%
- 66%

Benchmark agree results

Survey question	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup are honest, open and transparent in their dealings	68%	76%	64%	73%	94%
Senior leaders demonstrate honesty and integrity	56%	71%	41%	65%	91%
People in my workgroup appropriately manage conflicts of interest	65%	66%	62%	69%	85%

Victorian Public Sector Commission

VICTORIA State Government
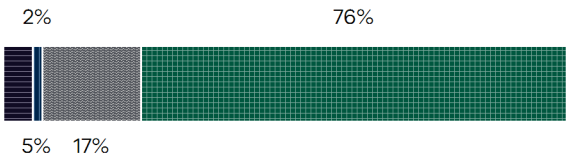
Public sector values

Impartiality

What is this

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

Why this is important

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

How to read this

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

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

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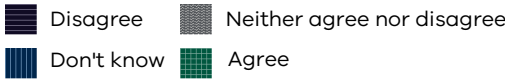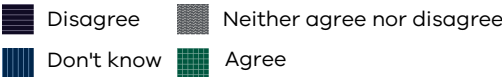
Example

78% of your staff who did the survey agreed or strongly agreed with 'My workgroup acts fairly and without bias'.

| Survey question | Your results | Benchmark agree results |

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

Survey question	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup acts fairly and without bias	65%	78%	61%	70%	93%
People in my workgroup are politically impartial in their work	77%	78%	65%	75%	88%

My workgroup acts fairly and without bias: 1% / 78% (top), 9% / 12% (bottom)

People in my workgroup are politically impartial in their work: 3% / 78% (top), 2% / 17% (bottom)

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

Accountability 1 of 2

What is this

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

Why this is important

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

How to read this

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

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

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

Example

96% of your staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve its goals'.
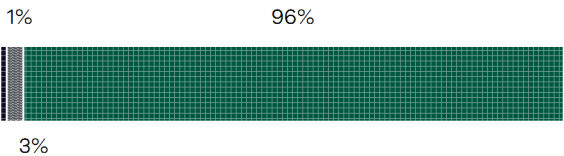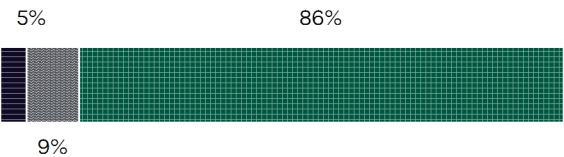
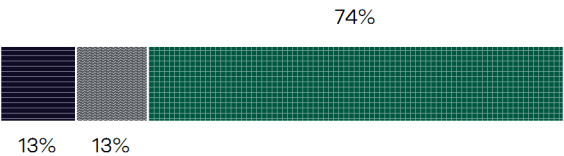## Survey question

Your results

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

I understand how my job helps my organisation achieve its goals
1% 96% 3%

I clearly understand what I am expected to do in this job
5% 86% 9%

My workgroup has clear lines of responsibility
74% 13% 13%

My workgroup uses its resources well
1% 70% 12% 16%

Benchmark agree results

Survey question	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
I understand how my job helps my organisation achieve its goals	88%	96%	87%	93%	98%
I clearly understand what I am expected to do in this job	86%	86%	78%	87%	96%
My workgroup has clear lines of responsibility	62%	74%	63%	70%	88%
My workgroup uses its resources well	66%	70%	51%	65%	87%

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

Accountability 2 of 2

What is this

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

Why this is important

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

How to read this

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

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

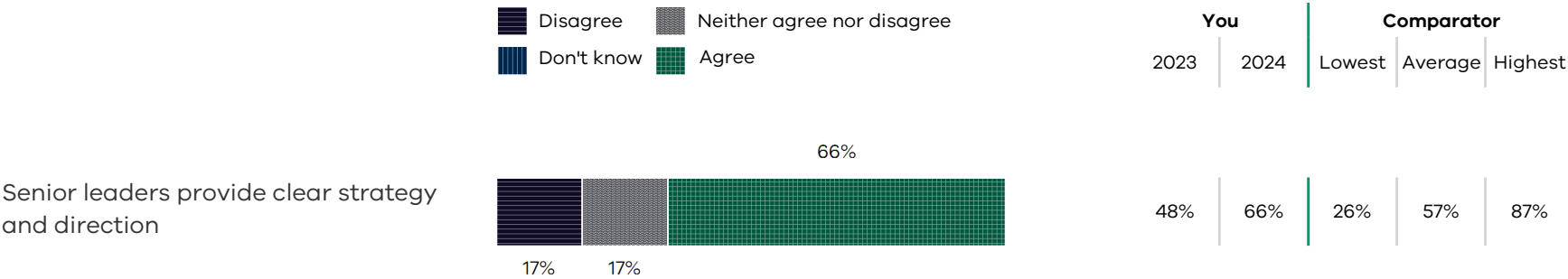Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

66% of your staff who did the survey agreed or strongly agreed with 'Senior leaders provide clear strategy and direction'.

Survey question

Your results

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

Senior leaders provide clear strategy and direction

17%   17%   66%

Benchmark agree results

You		Comparator		
2023	2024	Lowest	Average	Highest
48%	66%	26%	57%	87%

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

Respect 1 of 2

What is this

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

Why this is important

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

How to read this

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

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

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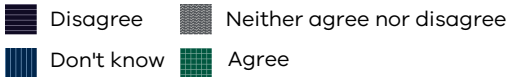
Example

90% of your staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.
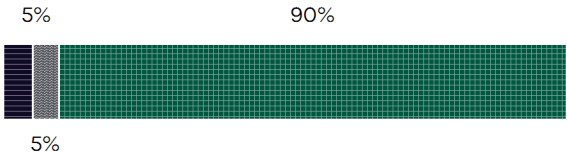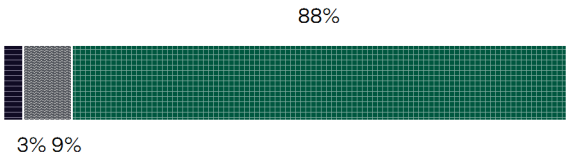
Survey question
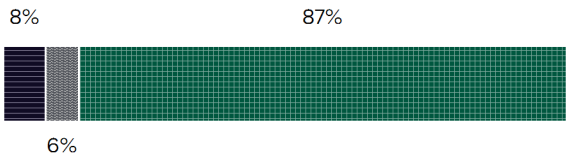
Your results

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

Benchmark agree results

Survey question	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
My manager treats employees with dignity and respect (5% / 90% / 5%)	82%	90%	81%	86%	94%
My organisation encourages respectful workplace behaviours (88% / 3% 9%)	76%	88%	65%	83%	99%
My manager listens to what I have to say (8% / 87% / 6%)	77%	87%	78%	84%	94%
People in my workgroup treat each other with respect (82% / 4% 14%)	77%	82%	74%	80%	96%

Public sector values

Respect 2 of 2

What is this

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

Why this is important

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

How to read this

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

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

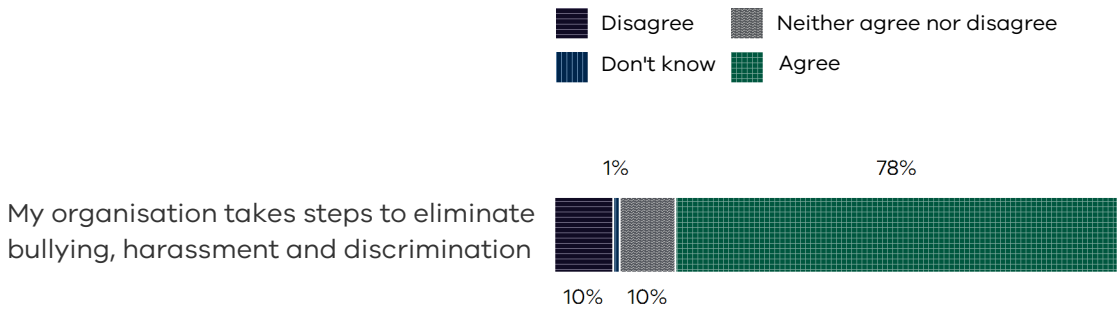Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

78% of your staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.

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

My organisation takes steps to eliminate bullying, harassment and discrimination

1% | 78%
10% | 10%

	You		Comparator		
2023	2024	Lowest	Average	Highest
68%	78%	48%	70%	97%

Public sector values

Leadership

What is this

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

Why this is important

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

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

How to read this

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

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

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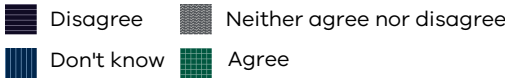
Example

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

Legend: Disagree | Neither agree nor disagree | Don't know | Agree
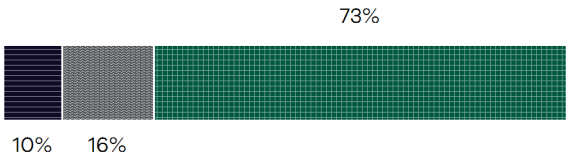
Survey question	Your results	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
My manager models my organisation's values	6% / 7% / 87%	78%	87%	77%	82%	93%
Senior leaders model my organisation's values	10% / 16% / 73%	54%	73%	41%	65%	91%

Public sector values

Human rights

What is this

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

Why this is important

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

How to read this

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

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

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

Example

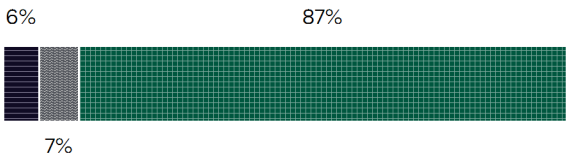91% of your staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.

Survey question

Your results

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

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

2% | 91%
2% 5%

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

5% | 80%
15%

Benchmark agree results
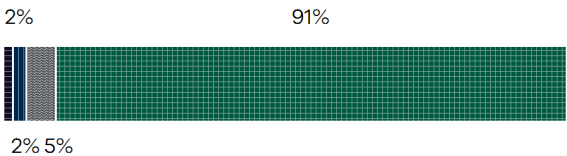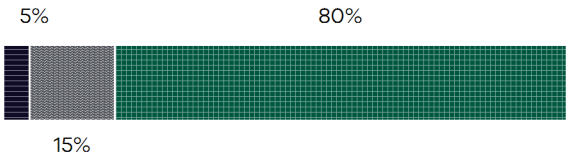
| | You | | Comparator | | |
	2023	2024	Lowest	Average	Highest
	85%	91%	62%	86%	98%
	72%	80%	54%	70%	91%

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People matter survey 2024

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

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- Age, gender, variations in sex characteristics and sexual orientation
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Topical questions

Topical questions

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

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

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

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

Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.
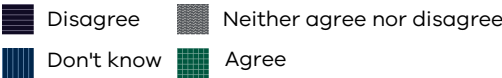
Example
85% of your staff who did the survey agreed or strongly agreed with 'I understand how the Code of Conduct for Victorian public sector employees applies to my work'.

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree
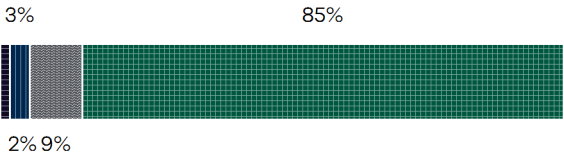
Survey question	Your results	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
I understand how the Code of Conduct for Victorian public sector employees applies to my work	3% / 2% / 9% / 85%	80%	85%	54%	72%	96%
I am proud to work in the public sector	3% / 24% / 73%	Not asked	73%	49%	67%	73%
I am confident that if I requested to go on secondment to support urgent government work, it would be given due consideration	13% / 6% / 16% / 64%	68%	64%	34%	57%	69%

Victorian Public Sector Commission

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People matter survey

2024

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Custom questions

What is this

Your organisation asked 5 custom questions as part of the 2024 survey.

Why this is important

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

How to read this

Under 'Your results' in descending order, you can see the percentage of staff who responded favourably to each question.

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

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

Example

98% of staff who did the survey responded favourably to 'I know and understand acceptable and unacceptable behaviours that align with our organisations values'.

Survey question	Your results	Benchmark agree results

Legend: ■ Disagree ▨ Neither agree nor disagree ▨ Agree

Benchmark: You — 2023 | 2024

I know and understand acceptable and unacceptable behaviours that align with our organisations values
1% / 98% / 2%
Benchmark: 92% | 98%

I know our organisation's core values
2% / 93% / 5%
Benchmark: 86% | 93%

My peers and co-workers model my organisation's
3% / 80% / 17%
Benchmark: 70% | 80%

I feel informed regarding changes occurring in the workspace
13% / 68% / 19%
Benchmark: 62% | 68%

Victorian Public Sector Commission

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Custom questions

What is this

Your organisation asked 5 custom questions as part of the 2024 survey.

Why this is important

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

How to read this

Under 'Your results' in descending order, you can see the percentage of staff who responded favourably to each question.

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

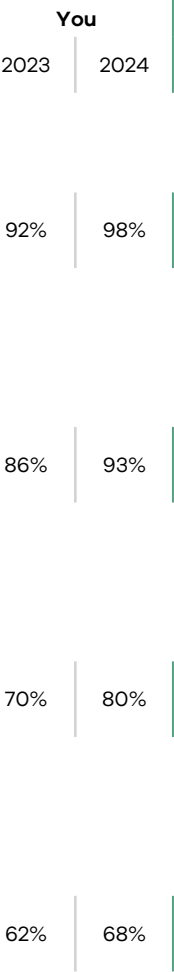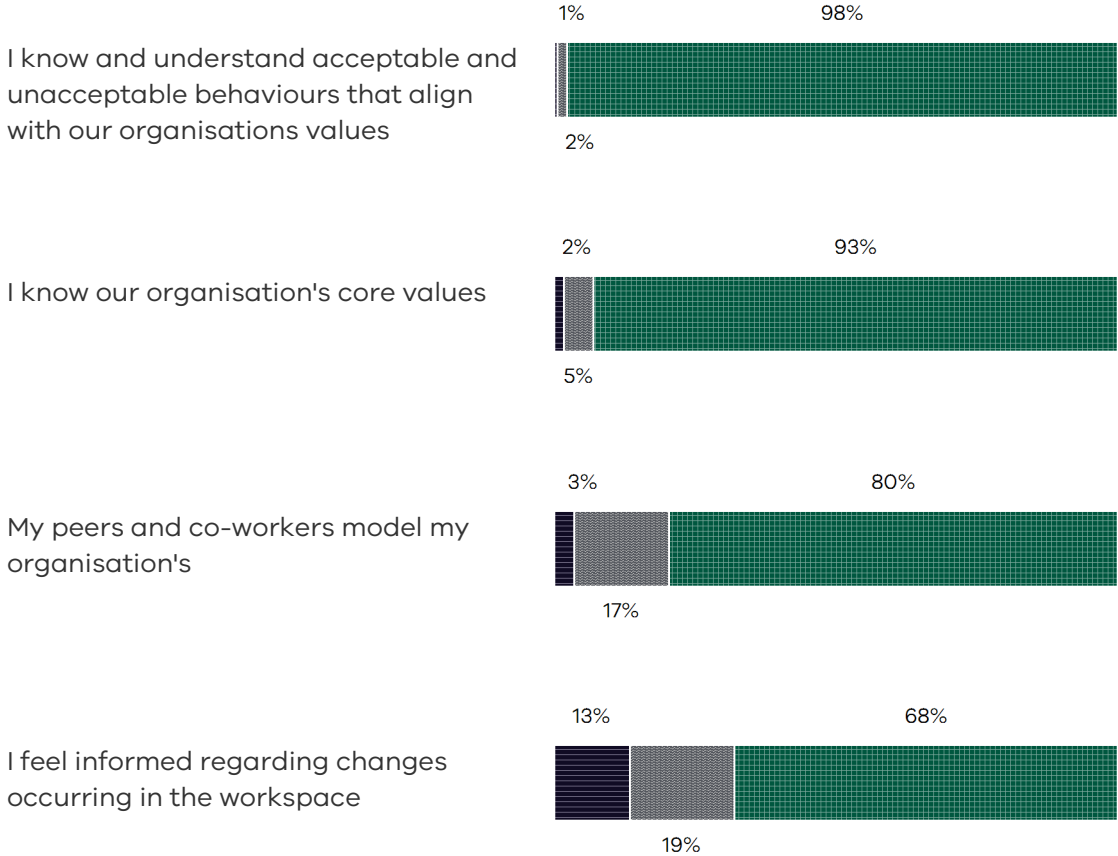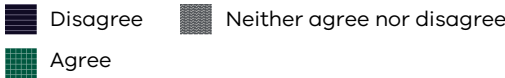Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

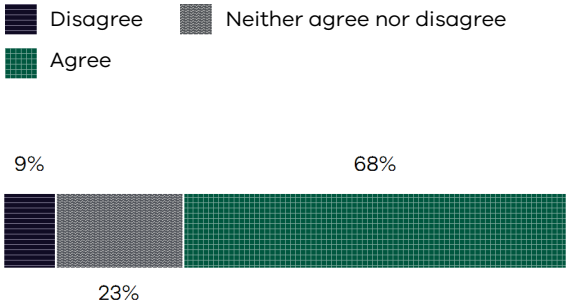## Example

68% of staff who did the survey responded favourably to 'I feel that changes made are consistent with our values and strategic plans'.

Legend: Disagree | Neither agree nor disagree | Agree

You

2023 | 2024

I feel that changes made are consistent with our values and strategic plans

9% | 23% | 68%

44% | 68%

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Demographics

Age, gender, variations in sex characteristics and sexual orientation

What is this

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

Why this is important

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

How to read this

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

How we protect anonymity and privacy

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

Age	(n)	%
15-34 years	37	22%
35-54 years	74	43%
55+ years	44	26%
Prefer not to say	17	10%

Gender	(n)	%
Woman	89	52%
Man	53	31%
Prefer not to say	29	17%
Non-binary and I use a different term	1	1%

Are you trans, non-binary or gender diverse?	(n)	%
Yes	2	1%
No	150	87%
Prefer not to say	20	12%

To your knowledge, do you have innate variation(s) of sex characteristics (often called intersex)?	(n)	%
Yes	0	0%
No	144	84%
Don't know	9	5%
Prefer not to say	19	11%

How do you describe your sexual orientation?	(n)	%
Straight (heterosexual)	122	71%
Prefer not to say	31	18%
Bisexual	6	3%
Asexual	5	3%
Don't know	4	2%
Gay or lesbian	2	1%
I use a different term	1	1%
Pansexual	1	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	**3**	2%
Non Aboriginal and/or Torres Strait Islander	**156**	91%
Prefer not to say	**13**	8%

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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Are you a person with disability?	(n)	%
Yes	**10**	6%
No	**148**	86%
Prefer not to say	**14**	8%

Have you shared your disability information within your organisation (e.g. to your manager or Human Resources staff)?	(n)	%
Yes	**10**	100%
No	**0**	0%
Prefer not to say	**0**	0%

Demographics

Cultural diversity 1 of 2

What is this

These are the personal characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

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Country of birth	(n)	%
Born in Australia	**144**	84%
Not born in Australia	**16**	9%
Prefer not to say	**12**	7%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Other	**6**	55%
Vietnamese	**1**	9%
Auslan	**1**	9%
Greek	**1**	9%
Urdu	**1**	9%
Sinhalese	**1**	9%
Australian Indigenous Language	**0**	0%
Malayalam	**0**	0%
Hindi	**0**	0%
Arabic	**0**	0%
Persian	**0**	0%
Telugu	**0**	0%

Language other than English spoken with family or community	(n)	%
Yes	**11**	6%
No	**149**	87%
Prefer not to say	**12**	7%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Punjabi	**0**	0%
Tamil	**0**	0%
Filipino	**0**	0%
Italian	**0**	0%
Tagalog	**0**	0%
Turkish	**0**	0%
Cantonese	**0**	0%
Gujarati	**0**	0%
Macedonian	**0**	0%
Spanish	**0**	0%
Mandarin	**0**	0%

Demographics

Cultural diversity 2 of 2

What is this

This is the cultural identity and religion of staff.

Why this is important

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

How to read this

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

How we protect anonymity and privacy

- 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

Cultural identity	(n)	%
Australian	134	78%
Prefer not to say	18	10%
English, Irish, Scottish and/or Welsh	13	8%
European (including Western, Eastern and South-Eastern European, and Scandinavian)	10	6%
South Asian	3	2%
Aboriginal and/or Torres Strait Islander	3	2%
North American	2	1%
Central Asian	1	1%
Pacific Islander	1	1%
Other	1	1%
New Zealander	1	1%
Central and/or South American	0	0%
Middle Eastern	0	0%
East and/or South-East Asian	0	0%
Maori	0	0%
African	0	0%

Religion	(n)	%
No religion	106	62%
Christianity	32	19%
Prefer not to say	26	15%
Other	4	2%
Buddhism	2	1%
Judaism	1	1%
Islam	1	1%
Hinduism	0	0%
Sikhism	0	0%

Demographics

Employment characteristics 1 of 2

What is this

These are the employment characteristics of staff.

Why this is important

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

How to read this

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

How we protect anonymity and privacy

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Working arrangement	(n)	%
Full-Time	**99**	58%
Part-Time	**73**	42%

Gross base salary (ongoing/fixed term only)	(n)	%
Below $80k	**97**	60%
$80k to $120k	**28**	17%
$120k to $160k	**12**	7%
$160k to $200k	**1**	1%
$200k or more	**1**	1%
Prefer not to say	**23**	14%

Organisational tenure	(n)	%
<1 year	**35**	20%
1 to less than 2 years	**29**	17%
2 to less than 5 years	**37**	22%
5 to less than 10 years	**38**	22%
10 to less than 20 years	**20**	12%
More than 20 years	**13**	8%

Management responsibility	(n)	%
Non-manager	**134**	78%
Other manager	**28**	16%
Manager of other manager(s)	**10**	6%

Employment type	(n)	%
Ongoing and executive	**142**	83%
Fixed term	**17**	10%
Other	**13**	8%

Frontline worker	(n)	%
No	**89**	52%
Yes	**83**	48%

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.

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

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Primary workplace location over the last 3 months	(n)	%
Rural	140	81%
Large regional city	18	10%
Melbourne: Suburbs	8	5%
Other	6	3%
Melbourne CBD	0	0%

What have been your main places of work over the last 3-months?	(n)	%
Your employer's office	84	49%
A frontline or service delivery location	77	45%
Home or private location	40	23%
A shared office space (where two or more organisations share the same workspace)	13	8%
Isolated or remote location/s where access to communications and help from others is difficult	7	4%
Other	14	8%

Flexible work	(n)	%
I do not use any flexible work arrangements	52	30%
Part-time	48	28%
Flexible start and finish times	46	27%
Shift swap	41	24%
Working from an alternative location (e.g. home, hub/shared work space)	40	23%
Using leave (including annual leave, long-service leave, personal leave, leave without pay and/or personal leave) to work flexible hours	12	7%
Working more hours over fewer days	8	5%
Purchased leave	4	2%
Other	4	2%
Job sharing	3	2%
Study leave	1	1%

Demographics

Adjustments

What is this

These are adjustments staff requested to perform in their role.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

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

Have you requested any of the following adjustments at work?	(n)	%
No, I have not requested adjustments	121	70%
Flexible working arrangements	39	23%
Physical modifications or improvements to the workplace	10	6%
Career development support strategies	9	5%
Job redesign or role sharing	6	3%
Other	2	1%
Accessible communications technologies	0	0%

Why did you make this request?	(n)	%
Work-life balance	26	51%
Health	18	35%
Caring responsibilities	17	33%
Family responsibilities	15	29%
Other	10	20%
Study commitments	7	14%
Disability	2	4%

What was your experience with making this request?	(n)	%
The adjustments I needed were made and the process was satisfactory	36	71%
The adjustments I needed were not made	11	22%
The adjustments I needed were made but the process was unsatisfactory	4	8%

Demographics

Caring

What is this

These are staff-reported caring responsibilities.

Why this is important

This shows organisations what caring responsibilities their staff have.

How to read this

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	**66**	38%
Primary school aged child(ren)	**36**	21%
Secondary school aged child(ren)	**25**	15%
Prefer not to say	**21**	12%
Frail or aged person(s)	**17**	10%
Child(ren) - younger than preschool age	**14**	8%
Preschool aged child(ren)	**10**	6%
Person(s) with a medical condition	**7**	4%
Person(s) with disability	**7**	4%
Other	**5**	3%
Person(s) with a mental illness	**3**	2%

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