People Matter Survey 2024

Have your say

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

Victorian Public Sector Commission

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Report overview

About your report

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

Report contents

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

Comparing data in this report

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

This means you'll be able to compare about 97% of this year's survey with your previous results.

Rounding of percentages

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

Survey questions and definitions

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

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Report overview

Privacy and anonymity

To protect you, we:

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

Read more in our privacy policy.

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Report overview

Survey's theoretical framework

What this is

The framework provides an overview of the workplace factors and outcomes that the survey measures.

Why this is important

Based on theory and research, the framework focuses on core themes that help guide organisations in creating better workplaces.

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

Our public sector values

The public sector values inform the professional and ethical conduct of everyone who works in the public sector.

As such, these values underpin the theoretical framework of the survey.

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

Senior leadership	Organisation climate	Workgroup climate	Job and manager	Outcomes

- **Senior leadership**
  - Lead the organisation
  - Set the culture
  - Lead by example
  - Actions influence outcomes

- **Organisation climate**
  - Organisational integrity
  - Collaboration
  - Safety climate

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

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

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

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

Responsiveness Integrity Impartiality Accountability Respect Leadership Human Rights

Report overview

Your comparator group

What this is

This is a list of similar organisations to yours.

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

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

How we use this in your report

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

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

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

Breakthrough Victoria

Launch Victoria

Melbourne Market Authority

Parliament of Victoria

Port of Hastings Corporation

Ports Victoria

Remembrance Parks Central Victoria

Southern Metropolitan Cemeteries Trust

State Trustees Limited

Victoria Law Foundation

Victorian Institute of Teaching

Victorian Managed Insurance Authority

Victorian Rail Track Corporation

VITS LanguageLink

Yoorrook Justice Commission

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

53% (1420)

Comparator	66%
Public Sector	42%

2024

56% (1633)

Comparator	72%
Public Sector	65%

People matter survey

2024

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- Taking action questions

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- Senior leadership questions

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- Scorecard
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- Safety climate

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- Scorecard
- Quality service delivery
- Innovation
- Workgroup support
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- Manager leadership
- Manager support
- Workload
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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	
66		**69**	
Comparator	70	Comparator	70
Public Sector	68	Public Sector	68

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People outcomes

Engagement question results 1 of 2

What is this

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

Your group's engagement index

Your 2024 index is 69.

Why this is important

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

How to read this

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

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

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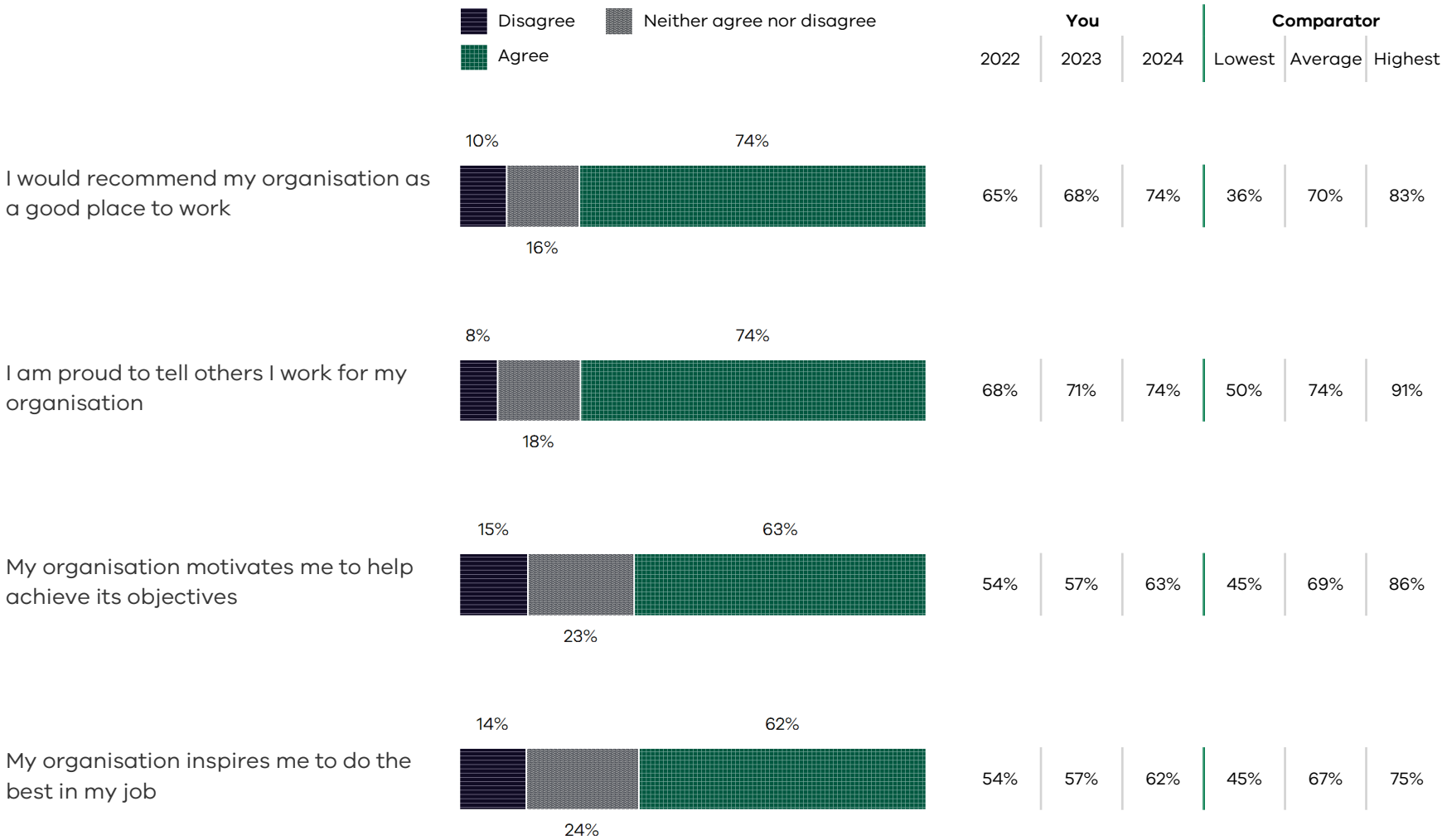
Example

74% of your staff who did the survey agreed or strongly agreed with 'I would recommend my organisation as a good place to work'.

Survey question / Your results / Benchmark agree results

Legend: Disagree ■ | Neither agree nor disagree ▨ | Agree ▨

Survey question	Your results	You 2022	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
I would recommend my organisation as a good place to work	10% / 16% / 74%	65%	68%	74%	36%	70%	83%
I am proud to tell others I work for my organisation	8% / 18% / 74%	68%	71%	74%	50%	74%	91%
My organisation motivates me to help achieve its objectives	15% / 23% / 63%	54%	57%	63%	45%	69%	86%
My organisation inspires me to do the best in my job	14% / 24% / 62%	54%	57%	62%	45%	67%	75%

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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 69.

Why this is important

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

How to read this

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

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

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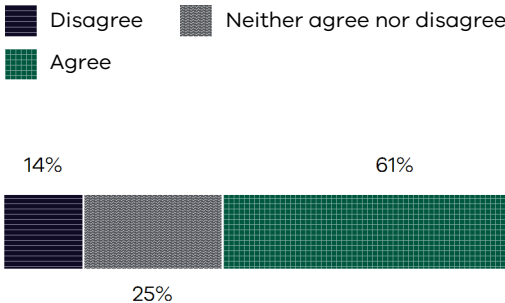
Example

61% of your staff who did the survey agreed or strongly agreed with 'I feel a strong personal attachment to my organisation'.

Disagree   Neither agree nor disagree

Agree

Survey question	Your results	You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
I feel a strong personal attachment to my organisation	14% / 25% / 61%	57%	58%	61%	45%	61%	75%

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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.
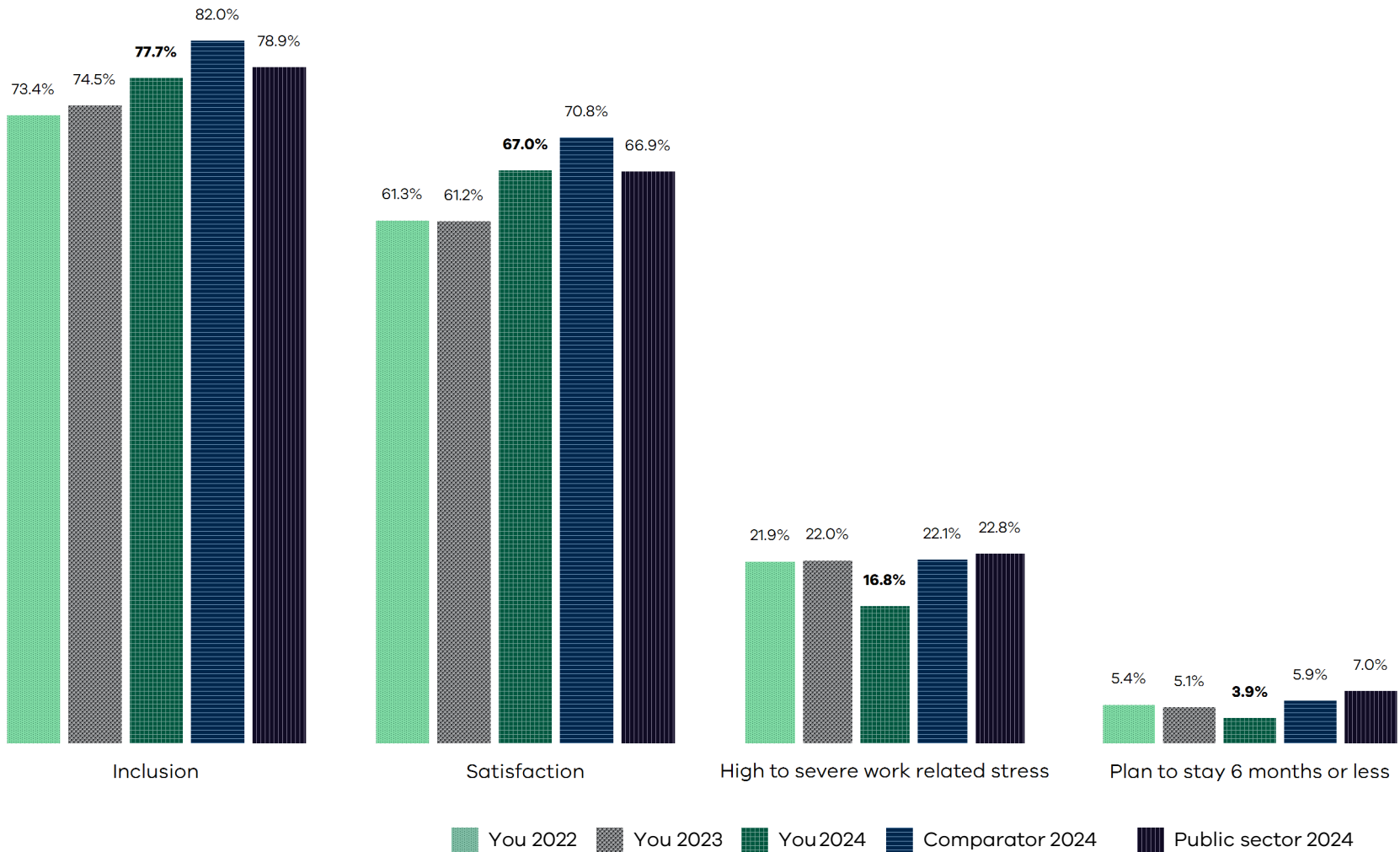
Example

In 2024:

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

Compared to:

- 82.0% of staff in your comparator group and 78.9% of staff across the public sector.

Inclusion
- You 2022: 73.4%
- You 2023: 74.5%
- You 2024: **77.7%**
- Comparator 2024: 82.0%
- Public sector 2024: 78.9%

Satisfaction
- You 2022: 61.3%
- You 2023: 61.2%
- You 2024: **67.0%**
- Comparator 2024: 70.8%
- Public sector 2024: 66.9%

High to severe work related stress
- You 2022: 21.9%
- You 2023: 22.0%
- You 2024: **16.8%**
- Comparator 2024: 22.1%
- Public sector 2024: 22.8%

Plan to stay 6 months or less
- You 2022: 5.4%
- You 2023: 5.1%
- You 2024: **3.9%**
- Comparator 2024: 5.9%
- Public sector 2024: 7.0%

Legend: ■ You 2022 ■ 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

75% of your staff who did the survey were satisfied or very satisfied with 'Considering everything, how satisfied are you with your current job'.
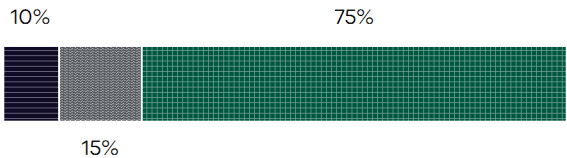
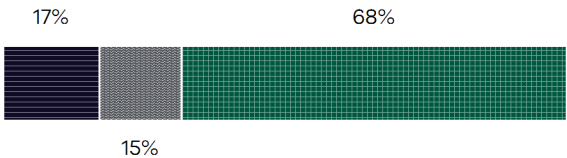| Survey question	Your results				Benchmark satisfied results					

Legend: Dissatisfied | Neither satisfied nor dissatisfied | Satisfied

		You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
Considering everything, how satisfied are you with your current job	10% / 15% / 75%	71%	71%	75%	45%	75%	88%
How satisfied are you with the work/life balance in your current job	17% / 15% / 68%	62%	61%	68%	59%	79%	91%
How satisfied are you with your career development within your current organisation	18% / 25% / 57%	51%	52%	57%	45%	58%	70%
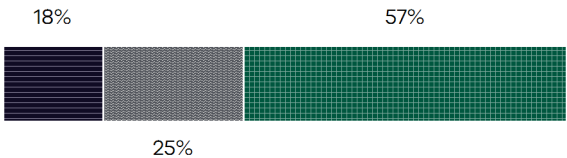
People outcomes

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

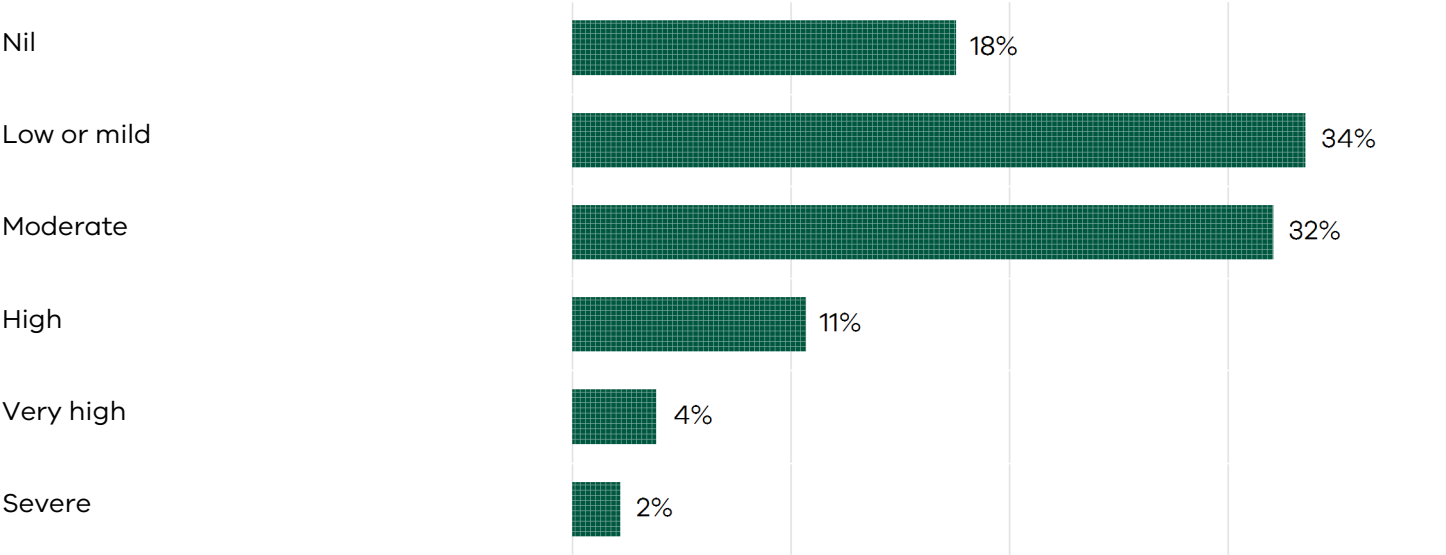In this survey we asked staff to tell us their stress level.

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.
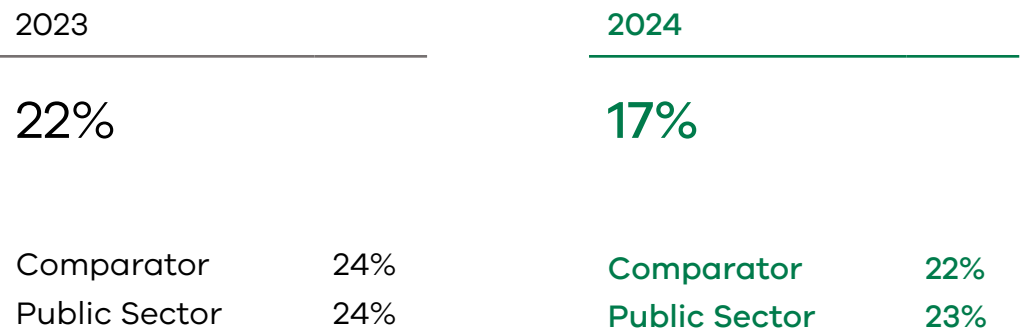
Example

17% of your staff who did the survey said they had high to severe stress in 2024. This is compared to 22% of staff in your comparator group and 23% of staff across the public sector.

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

Level	Percentage
Nil	18%
Low or mild	34%
Moderate	32%
High	11%
Very high	4%
Severe	2%

Reported levels of high to severe stress

2023		2024	
22%		**17%**	
Comparator	24%	Comparator	22%
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

82% of your staff who did the survey said they experienced mild to severe stress. Of that 82%, 34% said the top reason was 'Time pressure' .

	1346	287
	82%	18%

■ 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	35%	34%	42%	42%
Workload	37%	34%	50%	47%
Dealing with clients, patients or stakeholders	21%	23%	17%	17%
Management of work (e.g. supervision, training, information, support)	15%	15%	13%	12%
Other	14%	13%	13%	13%
Social environment (e.g. relationships with colleagues, manager or senior leaders)	11%	13%	10%	11%
Work schedule or hours	16%	13%	5%	5%
Competing home and work responsibilities	11%	12%	9%	13%
Unclear job expectations	13%	11%	13%	14%
Content, variety, or difficulty of work	11%	10%	12%	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.
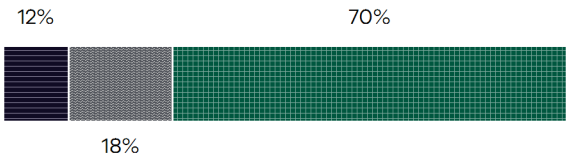
Example

70% of your staff who did the survey said the amount of stress in their job was manageable.

	Disagree		Neither agree nor disagree
	Don't know		Agree

The amount of stress in my job is manageable

12%   70%

18%

	You				Comparator	
2022	2023	2024	Lowest	Average	Highest
Not asked	Not asked	70%	54%	67%	84%

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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	5%	4%	6%	7%
Over 6 months and up to 1 year	5%	6%	10%	10%
Over 1 year and up to 3 years	18%	17%	25%	25%
Over 3 years and up to 5 years	13%	13%	14%	16%
Over 5 years	59%	61%	44%	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.
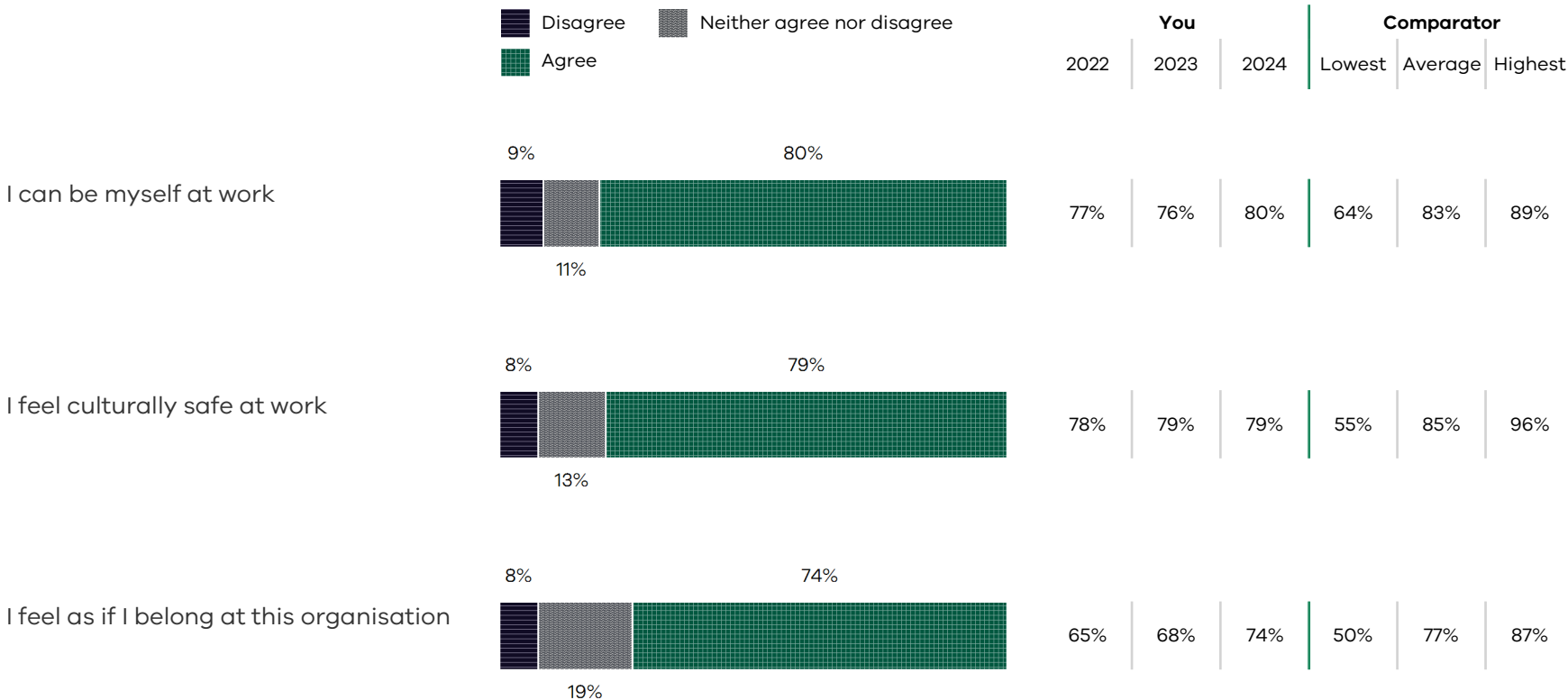
Example

80% of your staff who did the survey agreed or strongly agreed with 'I can be myself at work'.

Legend: Disagree | Neither agree nor disagree | Agree

Survey question	Your results	You 2022	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
I can be myself at work	Disagree 9%, Neither 11%, Agree 80%	77%	76%	80%	64%	83%	89%
I feel culturally safe at work	Disagree 8%, Neither 13%, Agree 79%	78%	79%	79%	55%	85%	96%
I feel as if I belong at this organisation	Disagree 8%, Neither 19%, Agree 74%	65%	68%	74%	50%	77%	87%

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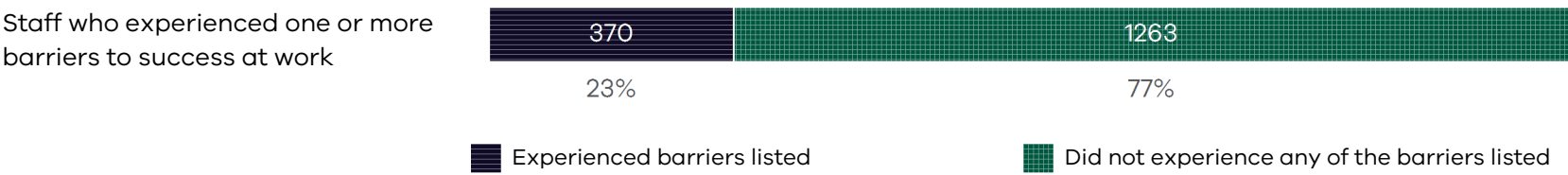
Why this is important
These results can show areas of focus for improvement to enable employee success in the workplace.

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
8% of your staff who did the survey said they have experienced barriers to success in the last 12 months due to 'My sex'.

Staff who experienced one or more barriers to success at work

370	1263
23%	77%

■ 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 sex	9%	8%	3%	5%
My age	8%	7%	6%	7%
My mental health	7%	6%	6%	8%
My caring responsibilities	5%	4%	5%	7%
My cultural background	4%	3%	3%	3%
My flexible working	5%	3%	5%	6%
My race	3%	3%	1%	1%
My physical health	3%	3%	3%	4%
My industrial activity	2%	2%	0%	1%
My physical features	2%	1%	0%	1%

People outcomes

Inclusion - Witnessed barriers to success

What is this

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

Why this is important

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

How to read this

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

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

Example

11% of your staff who did the survey said they have witnessed barriers to success of other employees in the last 12 months due to 'Sex'.

Staff who witnessed one or more barriers to success at work

371	1262
23%	77%

■ Witnessed barriers listed   ■ Did not witness barriers listed
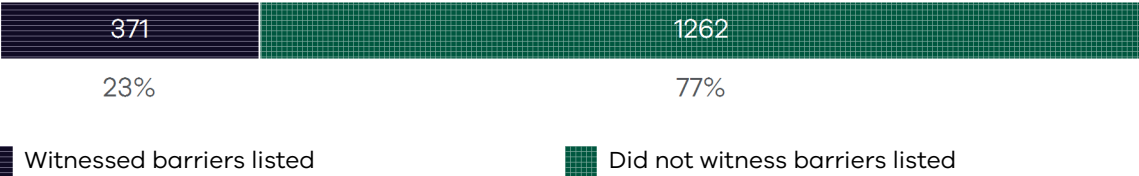
During the last 12 months, employees witnessed barriers to the success of other employees due to their …	You 2023	You 2024	Comparator 2024	Public sector 2024
Sex	12%	11%	4%	5%
Age	7%	6%	5%	6%
Flexible working	9%	6%	5%	8%
Mental health	6%	5%	6%	7%
Caring responsibilities	6%	5%	4%	7%
Cultural background	4%	4%	3%	4%
Race	3%	3%	1%	2%
Industrial activity	3%	3%	1%	1%
Physical health	3%	2%	2%	3%
Gender identity	3%	2%	1%	2%

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People outcomes

Scorecard: emotional effects of work

What is this

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

Why this is important

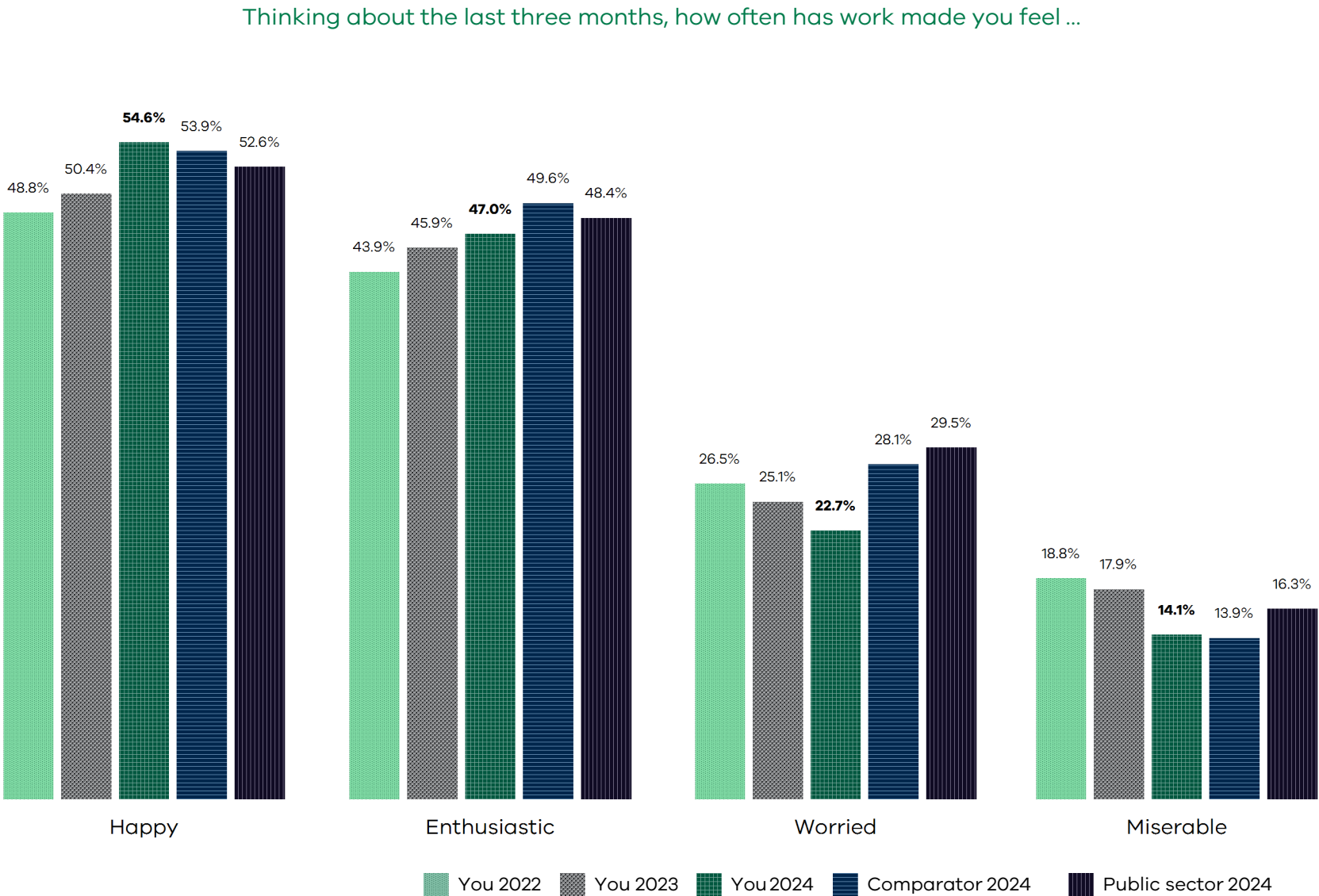Positive feelings can lead to higher wellbeing and job satisfaction and a lower chance of burnout.

How to read this

Each label represents a question in the survey about emotional effects of work.

Each result is the percentage of staff who said they often, very often or always felt happy, enthusiastic, worried or miserable in the past 3 months.

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

Example

In 2024:
- 54.6% of your staff who did the survey said work made them feel happy.

Compared to:
- 53.9% 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 …

Happy: You 2022 48.8%, You 2023 50.4%, You 2024 54.6%, Comparator 2024 53.9%, Public sector 2024 52.6%

Enthusiastic: You 2022 43.9%, You 2023 45.9%, You 2024 47.0%, Comparator 2024 49.6%, Public sector 2024 48.4%

Worried: You 2022 26.5%, You 2023 25.1%, You 2024 22.7%, Comparator 2024 28.1%, Public sector 2024 29.5%

Miserable: You 2022 18.8%, You 2023 17.9%, You 2024 14.1%, Comparator 2024 13.9%, Public sector 2024 16.3%

Legend: You 2022, You 2023, You 2024, Comparator 2024, Public sector 2024

People outcomes

Scorecard: negative behaviours

What is this

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

Why this is important

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

How to read this

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

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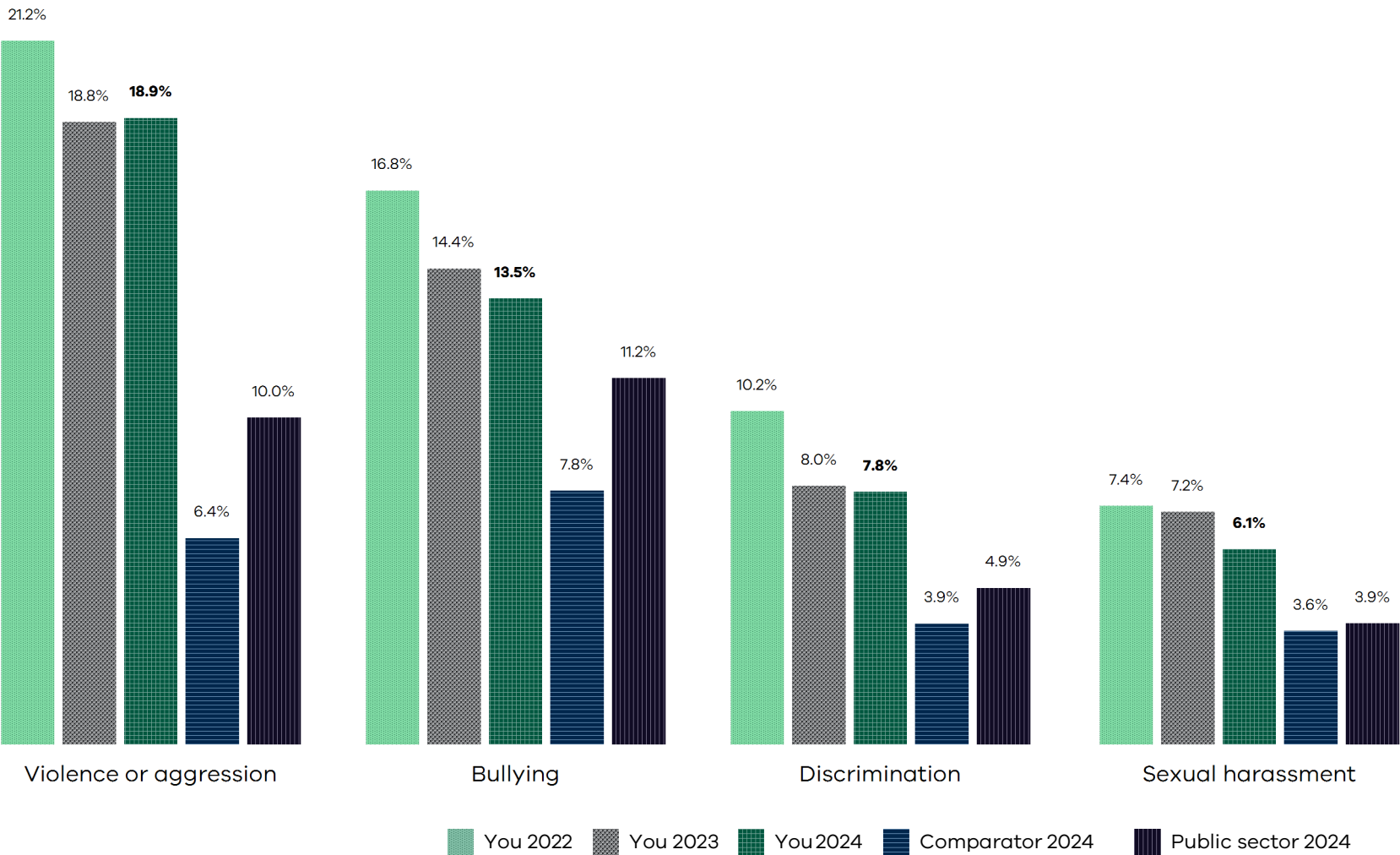
Example

In 2024:

- 18.9% of your staff who did the survey stated they experienced 'Violence or aggression' in the last 12 months.

Compared to:

- 6.4% of staff in your comparator group and 10.0% of staff across the public sector.

Violence or aggression
- 21.2% You 2022
- 18.8% You 2023
- **18.9%** You 2024
- 6.4% Comparator 2024
- 10.0% Public sector 2024

Bullying
- 16.8% You 2022
- 14.4% You 2023
- **13.5%** You 2024
- 7.8% Comparator 2024
- 11.2% Public sector 2024

Discrimination
- 10.2% You 2022
- 8.0% You 2023
- **7.8%** You 2024
- 3.9% Comparator 2024
- 4.9% Public sector 2024

Sexual harassment
- 7.4% You 2022
- 7.2% You 2023
- **6.1%** You 2024
- 3.6% Comparator 2024
- 3.9% Public sector 2024

Legend: You 2022 | You 2023 | You 2024 | Comparator 2024 | Public sector 2024

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People outcomes

Bullying

What is this

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

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

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

Of that 14%, 66% 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?	221	1271	141
	14%	78%	9%
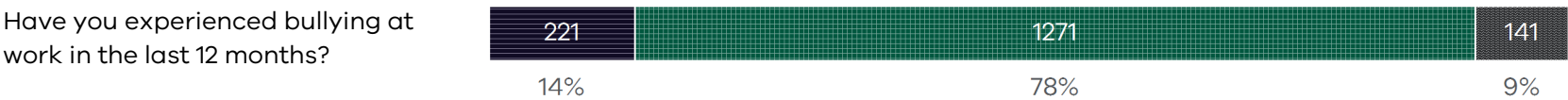
■ Experienced bullying   ■ Did not experience bullying   ■ Not sure

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)	62%	66%	65%	69%
Exclusion or isolation	48%	50%	45%	46%
Intimidation and/or threats	37%	44%	29%	28%
Verbal abuse	33%	40%	19%	19%
Withholding essential information for me to do my job	30%	30%	26%	33%
Being assigned meaningless tasks unrelated to my job	12%	14%	11%	16%
Other	15%	14%	17%	15%
Interference with my personal property and/or work equipment	5%	9%	3%	4%
Being given impossible assignment(s)	7%	6%	9%	11%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Telling someone about the bullying

What is this

This is if staff told someone when they experienced bullying.

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

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

- 49% said the top way they reported the bullying was 'Told a manager'.
- 83% said they didn't submit a formal complaint.

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

221	1271	141
14%	78%	9%
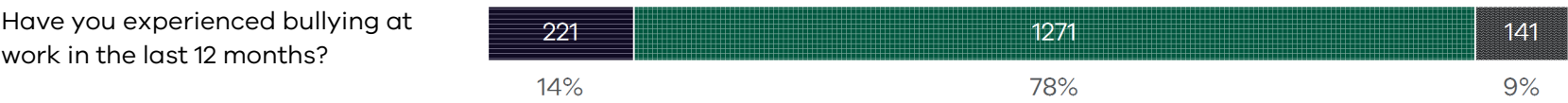
■ Experienced bullying　　■ Did not experience bullying　　■ Not sure

Did you tell anyone about the bullying?	You 2023	You 2024	Comparator 2024	Public sector 2024
Told a manager	43%	49%	51%	52%
Told a friend or family member	34%	38%	27%	34%
Told a colleague	36%	32%	41%	41%
Told the person the behaviour was not OK	18%	22%	16%	16%
Submitted a formal complaint	16%	17%	10%	12%
I did not tell anyone about the bullying	17%	15%	19%	12%
Told human resources	12%	14%	21%	14%
Told someone else	14%	12%	10%	12%
Told employee assistance program (EAP) or peer support	9%	11%	10%	12%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Bullying - reasons for not submitting a formal complaint

What is this

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

Why this is important

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

How to read this

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

Example

83% of your staff who experienced bullying did not submit a formal complaint, of which:

- 52% said the top reason was 'I didn't think it would make a difference'.
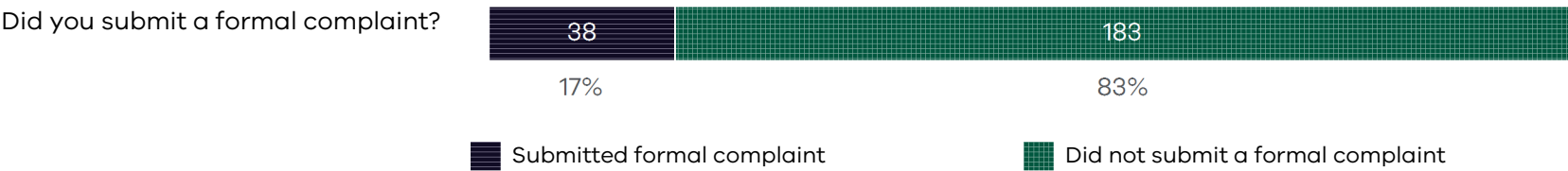
Did you submit a formal complaint?

38	183
17%	83%

■ 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	52%	52%	50%	51%
I believed there would be negative consequences for my reputation	58%	48%	54%	54%
I believed there would be negative consequences for my career	44%	42%	41%	45%
I didn't feel safe to report the incident	19%	18%	16%	21%
Other	15%	16%	16%	16%
I didn't think it was serious enough	12%	12%	16%	16%
I thought the complaint process would be embarrassing or difficult	14%	11%	9%	13%
I believed there would be negative consequences for the person I was going to complain about	11%	10%	9%	10%
I didn't need to because I no longer had contact with the person(s) who bullied me	5%	7%	6%	7%
I was advised not to	8%	6%	5%	5%

People outcomes

Perpetrators of bullying

What is this

This is who staff have said are responsible for bullying.

Why this is important

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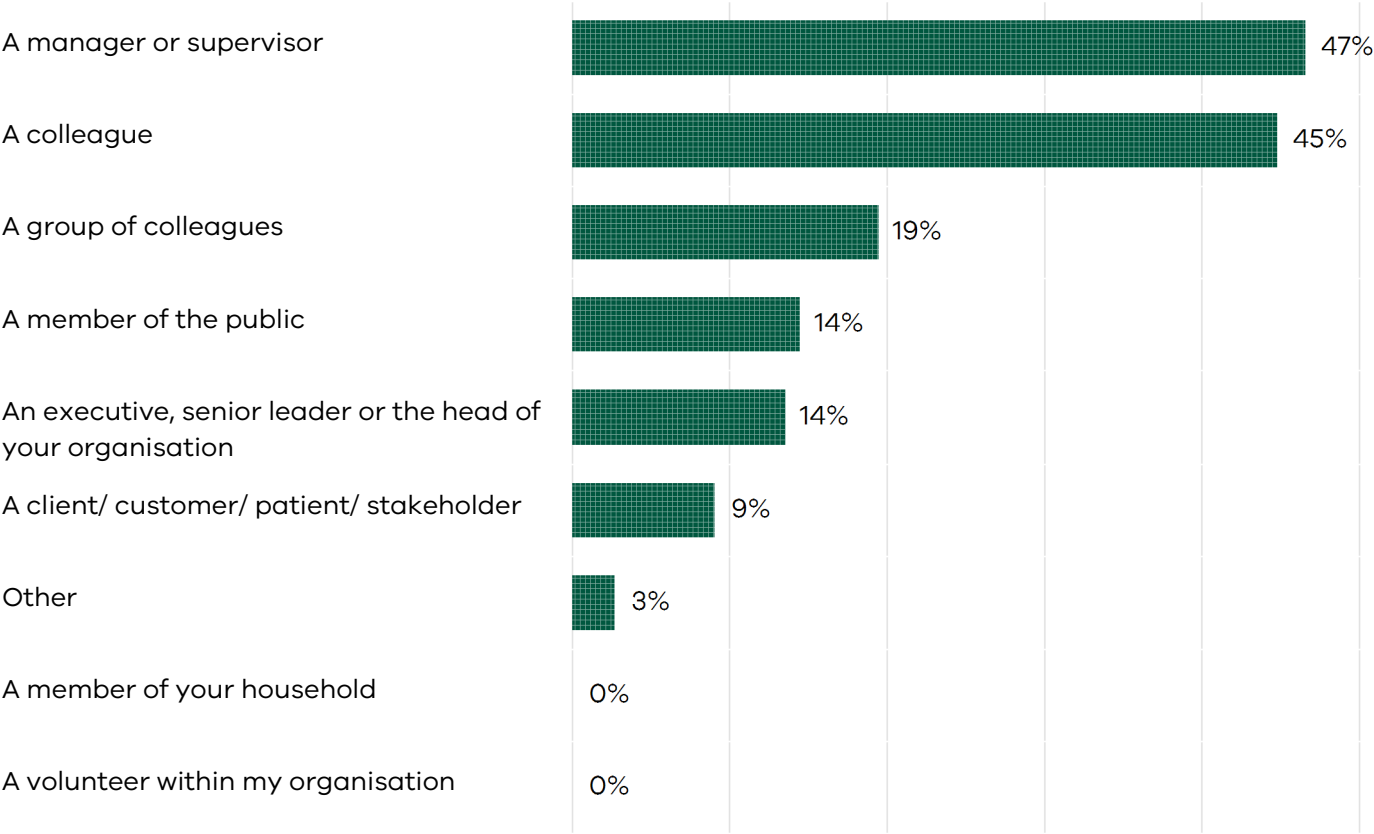
How to read this

In this year's survey, 14% of your staff said they experienced bullying.

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

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

Each row is one perpetrator or group of perpetrators.

Example

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

Of that 14%, 47% said it was by 'A manager or supervisor'.

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

Perpetrator	Percentage
A manager or supervisor	47%
A colleague	45%
A group of colleagues	19%
A member of the public	14%
An executive, senior leader or the head of your organisation	14%
A client/ customer/ patient/ stakeholder	9%
Other	3%
A member of your household	0%
A volunteer within my organisation	0%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Relationship to perpetrator

What is this

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

Why this is important

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

How to read this

In this year's survey, 14% of your staff said they experienced bullying.

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

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

Example

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

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

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

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

Relationship	Percentage
They were in my workgroup	61%
They were my immediate manager or supervisor	37%
They were outside my workgroup	23%
They were someone I supervise or manage	4%

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

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

Of those, 60% said the top type was 'Sexually suggestive comments or jokes that made me feel offended (in either a group or one on one situation)'.

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

99	1534
6%	94%

■ Experienced sexual harassment   ▦ Did not experience sexual harassment
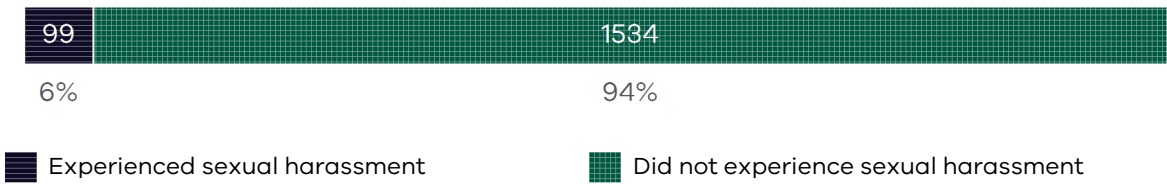
Behaviours reported	You 2023	You 2024	Comparator 2024	Public sector 2024
Sexually suggestive comments or jokes that made me feel offended (in either a group or one on one situation)	57%	60%	39%	48%
Intrusive questions about my private life or comments about my physical appearance	55%	48%	30%	46%
Inappropriate staring or leering that made me feel intimidated	14%	19%	19%	14%
Unwelcome touching, hugging, cornering or kissing	20%	17%	18%	17%
Inappropriate physical contact	16%	16%	19%	16%
Any other unwelcome conduct of a sexual nature	11%	10%	6%	8%
Sexual gestures, indecent exposure or inappropriate display of the body	2%	8%	6%	4%
Repeated or inappropriate invitations to go out on dates	4%	6%	1%	5%
Repeated or inappropriate advances on email, social networking websites or internet chat rooms by a work colleague	2%	6%	1%	4%
Sexually explicit email or SMS message	3%	5%	0%	2%

Victorian Public Sector Commission

VICTORIA State Government

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

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

Of those, 56% said the top response was 'Pretended it didn't bother me'.

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

99	1534
6%	94%

■ Experienced sexual harassment   ▦ Did not experience sexual harassment
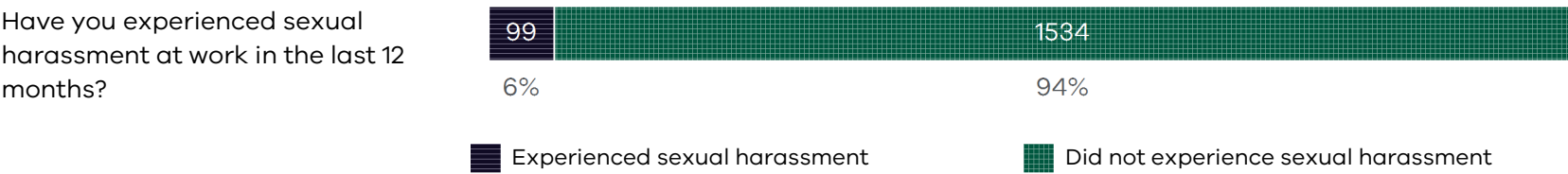
When the harassment happened to you, did you respond in any of the following ways?	You 2023	You 2024	Comparator 2024	Public sector 2024
Pretended it didn't bother me	41%	56%	36%	45%
Avoided the person(s) by staying away from them	49%	47%	43%	37%
Tried to laugh it off or forget about it	37%	40%	42%	39%
Told a friend or family member	20%	31%	15%	22%
Told the person the behaviour was not OK	23%	21%	21%	19%
Avoided locations where the behaviour might occur	21%	21%	13%	15%
Told a manager	19%	21%	13%	21%
Told a colleague	21%	20%	15%	25%
Took time off work	8%	10%	3%	7%
Submitted a formal complaint	6%	8%	1%	6%

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

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

- 43% said the top reason was 'I didn't think it would make a difference'.
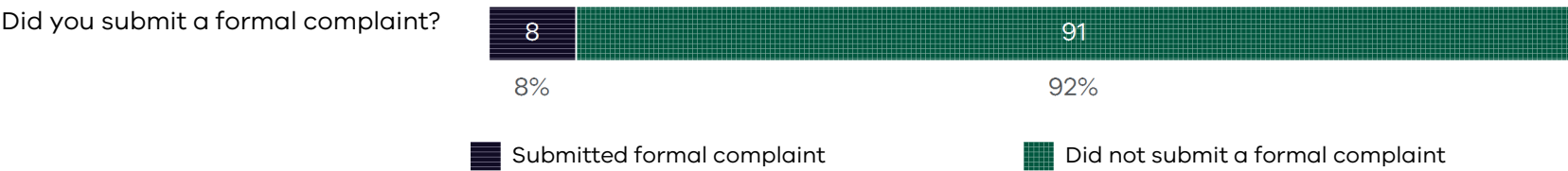
Did you submit a formal complaint?

8	91
8%	92%

■ 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	42%	43%	42%	40%
I believed there would be negative consequences for my reputation	46%	40%	36%	39%
I didn't think it was serious enough	24%	30%	44%	44%
I believed there would be negative consequences for my career	27%	25%	27%	28%
I believed there would be negative consequences for the person I was going to complain about	11%	16%	17%	14%
Other	13%	13%	12%	12%
I thought the complaint process would be embarrassing or difficult	11%	12%	14%	13%
I didn't feel safe to report the incident	13%	12%	9%	10%
I didn't need to because I no longer had contact with the person(s) who harassed me	7%	9%	3%	7%
I didn't know who to talk to	5%	9%	5%	5%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Perpetrators of sexual harassment

What is this

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

Why this is important

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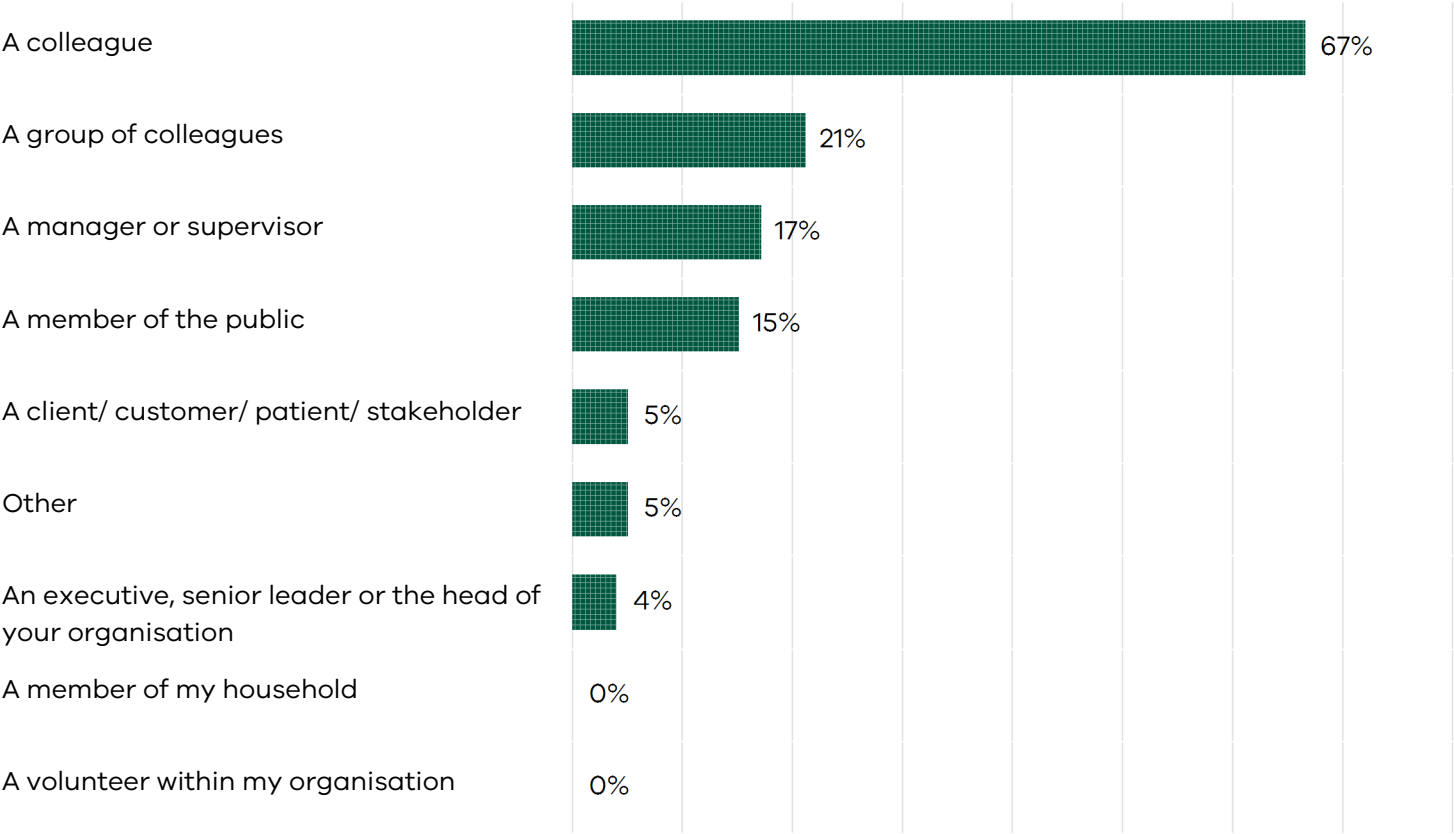
How to read this

In this year's survey, 6% 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

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

Of that 6%, 67% said it was by 'A colleague'.

99 people (6% of staff) experienced sexual harassment (You 2024)

Perpetrator	Percentage
A colleague	67%
A group of colleagues	21%
A manager or supervisor	17%
A member of the public	15%
A client/ customer/ patient/ stakeholder	5%
Other	5%
An executive, senior leader or the head of your organisation	4%
A member of my household	0%
A volunteer within my organisation	0%

People outcomes

Relationship to perpetrator

What is this

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

Why this is important

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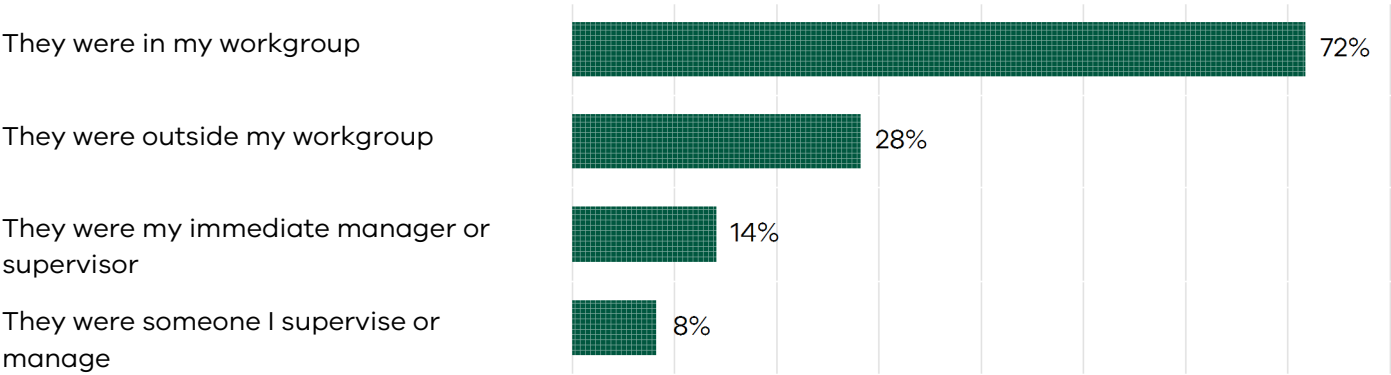
How to read this

In this year's survey, 6% 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

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

Of that 6%, 86% said it was by someone within the organisation.

Of that 86%, 72% said it was 'They were in my workgroup'.

85 people (86% of staff who experienced harassment) experienced harassment from within your organisation (You 2024)

Relationship	Percentage
They were in my workgroup	72%
They were outside my workgroup	28%
They were my immediate manager or supervisor	14%
They were someone I supervise or manage	8%

Victorian Public Sector Commission

VICTORIA State Government

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.
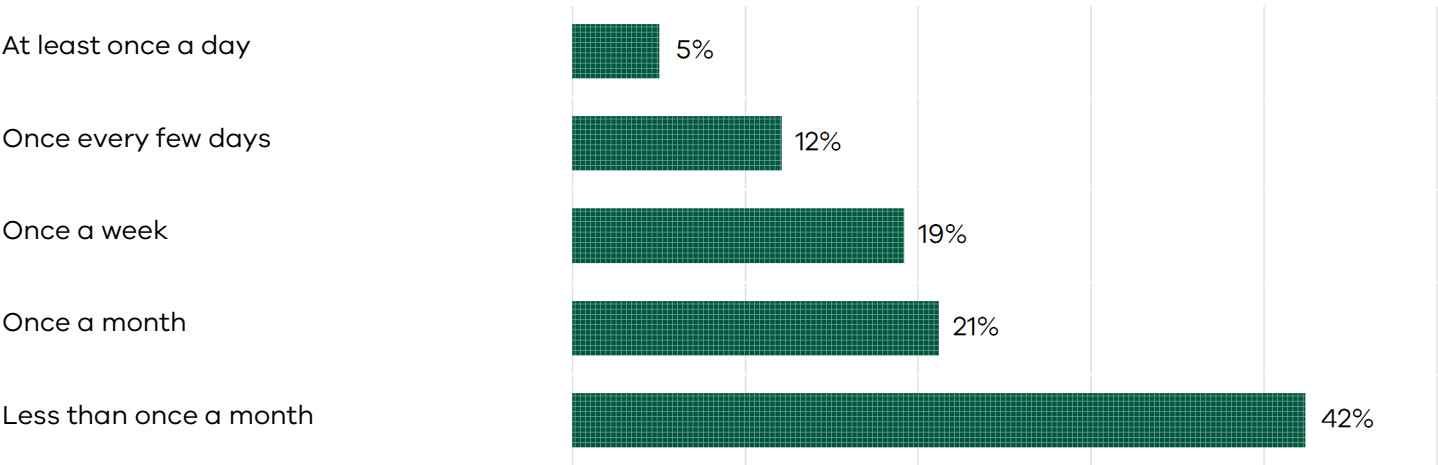
How to read this

In this year's survey, 6% 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

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

Of that 6%, 5% said it was 'At least once a day'.

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

Category	Percentage
At least once a day	5%
Once every few days	12%
Once a week	19%
Once a month	21%
Less than once a month	42%

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VICTORIA State Government

People outcomes

Discrimination

What is this

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

Why this is important

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

How to read this

In the survey, we asked staff to tell us if they'd experienced discrimination.
If they did, they could tell us with one or more answers what what attributes the discrimination was based on.
In descending order, the table shows the top 10 types.

What results are shown

Results for response options with 10 or more responses.

Example

8% of your staff who did the survey said they experienced discrimination.
Of that 8%, 32% said it was 'My sex'.

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

127	1308	198
8%	80%	12%

■ Experienced discrimination   ▦ Did not experience discrimination   ▨ Not sure
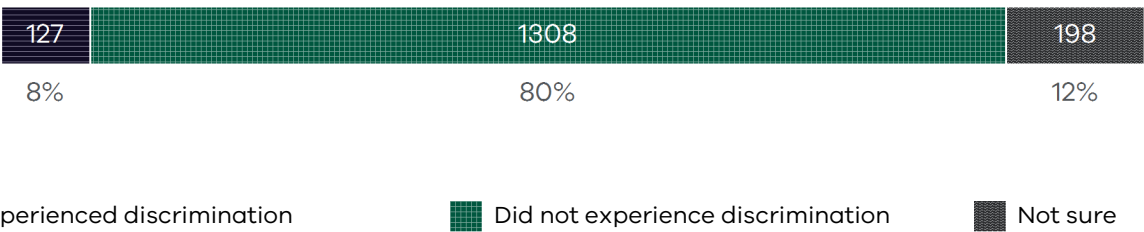
Why were you discriminated against?	You 2023	You 2024	Comparator 2024	Public sector 2024
My sex	35%	32%	25%	21%
My employment activity	30%	27%	38%	27%
My age	25%	22%	25%	30%
My race	18%	18%	25%	17%
My personal association with someone who has any of the above attributes (whether as a relative or otherwise)	-	13%	4%	7%
My gender identity	11%	11%	3%	7%
My parent or carer status (including pregnancy and breastfeeding)	10%	11%	7%	13%
My physical features	-	9%	3%	7%
My disability	-	8%	4%	13%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Type of discrimination

What is this

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

Why this is important

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

How to read this

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

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

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

Example

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

Of that 8%, 42% said it was 'Opportunities for promotion'.

Have you experienced discrimination at work in the last 12 months?	127	1308	198
	8%	80%	12%
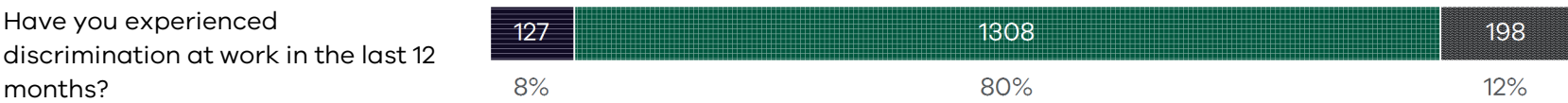
■ Experienced discrimination   ■ Did not experience discrimination   ■ Not sure

If you experienced discrimination, what type of discrimination did you experience?	You 2023	You 2024	Comparator 2024	Public sector 2024
Opportunities for promotion	43%	42%	45%	40%
Opportunities for training or professional development	31%	35%	30%	24%
Other	25%	31%	25%	38%
Denied flexible work arrangements or other adjustments	22%	16%	14%	20%
Opportunities for transfer/secondment	19%	14%	11%	16%
Employment security - threats of dismissal or termination	13%	13%	8%	13%
Pay or conditions offered by employer	12%	9%	21%	12%
Access to leave	11%	9%	4%	8%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Telling someone about the discrimination

What is this

This is who staff told about the discrimination they experienced.

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

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

- 37% said the top way they reported the discrimination was 'Told a manager'.
- 91% said they didn't submit a formal complaint.

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

127	1308	198
8%	80%	12%

■ Experienced discrimination   ■ Did not experience discrimination   ■ Not sure
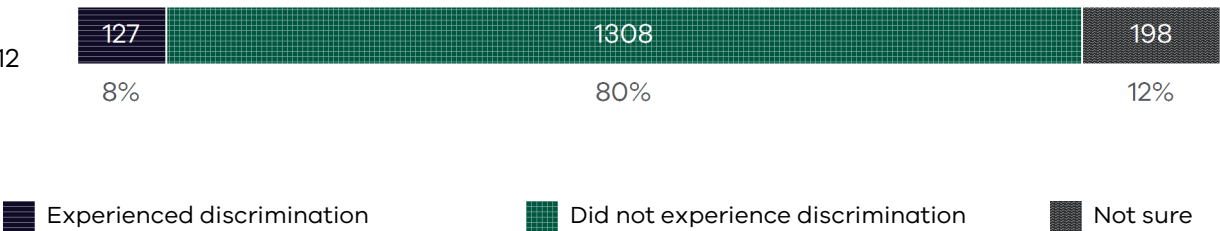
Did you tell anyone about the discrimination?	You 2023	You 2024	Comparator 2024	Public sector 2024
Told a manager	20%	37%	27%	32%
Told a friend or family member	21%	36%	28%	31%
Told a colleague	29%	32%	34%	38%
I did not tell anyone about the discrimination	35%	22%	25%	25%
Told someone else	11%	17%	25%	15%
Told the person the behaviour was not OK	12%	14%	13%	9%
Told human resources	10%	10%	15%	11%
Submitted a formal complaint	7%	9%	6%	8%
Told employee assistance program (EAP) or peer support	7%	9%	7%	10%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Discrimination - reasons for not submitting a formal complaint

What is this

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

Why this is important

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

How to read this

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

Example

91% of your staff who experienced discrimination did not submit a formal complaint, of which:

- 62% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal complaint?

12	115
9%	91%

◼ Submitted formal complaint   ▦ Did not submit a formal complaint
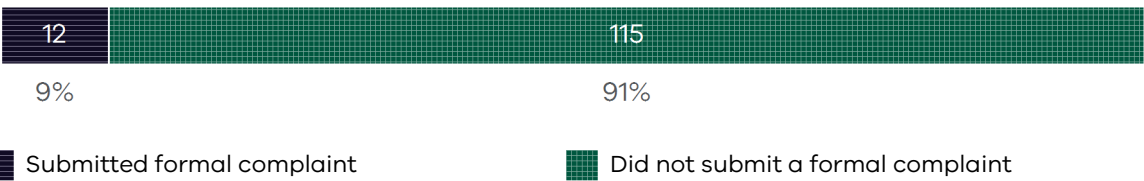
What was your reason for not submitting a formal complaint?	You 2023	You 2024	Comparator 2024	Public sector 2024
I didn't think it would make a difference	63%	62%	51%	59%
I believed there would be negative consequences for my career	57%	46%	40%	55%
I believed there would be negative consequences for my reputation	50%	42%	48%	56%
I didn't feel safe to report the incident	18%	18%	16%	21%
Other	13%	14%	16%	11%
I didn't think it was serious enough	7%	13%	24%	14%
I thought the complaint process would be embarrassing or difficult	5%	10%	15%	14%
I didn't know how to make a complaint	3%	10%	6%	6%
I believed there would be negative consequences for the person I was going to complain about	8%	7%	4%	9%
I didn't know who to talk to	3%	7%	6%	7%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Perpetrators of discrimination

What is this

This is who staff have said are responsible for discrimination.

Why this is important

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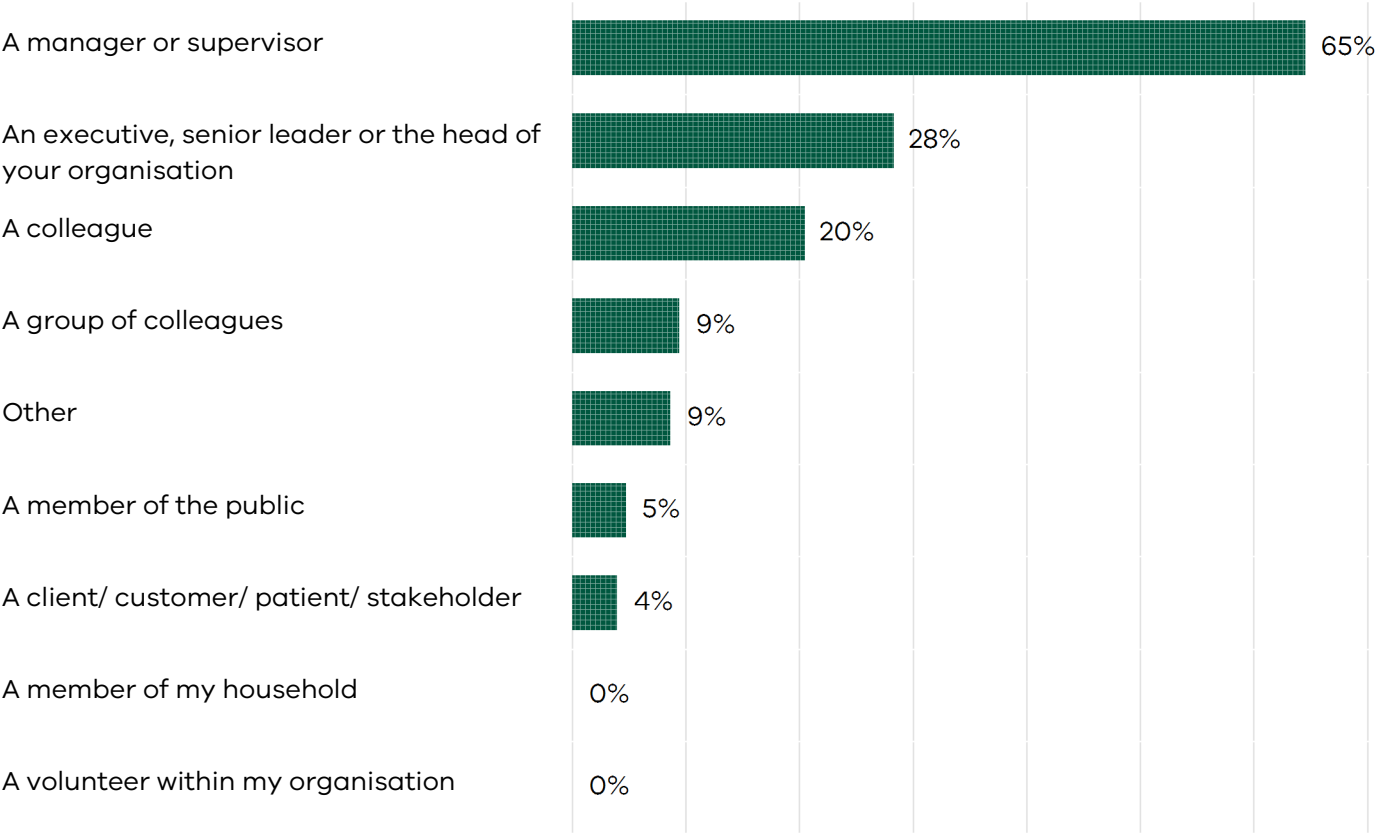
How to read this

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

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

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

Each row is one perpetrator or group of perpetrators.

Example

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

Of that 8%, 65% said it was by 'A manager or supervisor'.

127 people (8% of staff) experienced discrimination (You 2024)

Perpetrator	Percentage
A manager or supervisor	65%
An executive, senior leader or the head of your organisation	28%
A colleague	20%
A group of colleagues	9%
Other	9%
A member of the public	5%
A client/ customer/ patient/ stakeholder	4%
A member of my household	0%
A volunteer within my organisation	0%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Relationship to perpetrator

What is this

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

Why this is important

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

How to read this

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

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

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

Example

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

Of that 8%, 91% said it was by someone within the organisation.

Of that 91%, 56% said it was 'They were my immediate manager or supervisor'.

116 people (91% of staff who experienced discrimination) experienced discrimination from within your organisation (You 2024)

Relationship	%
They were my immediate manager or supervisor	56%
They were in my workgroup	47%
They were outside my workgroup	25%
They were someone I supervise or manage	2%
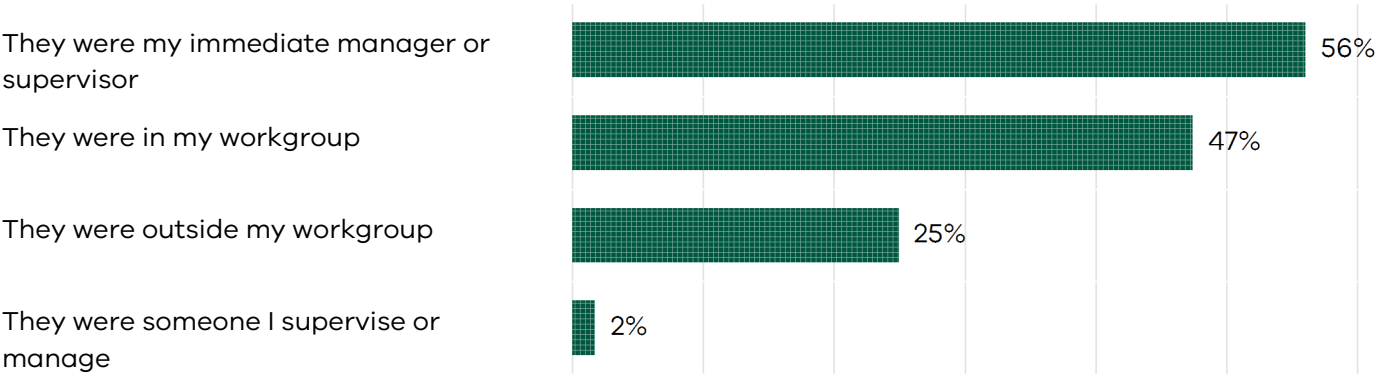
People outcomes

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

19% of your staff who did the survey said they experienced violence or aggression. Of that 19%, 84% said it was 'Abusive language'.

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

309	1255	69
19%	77%	4%

■ Experienced violence or aggression   ■ Did not experience violence or aggression   ■ Not sure
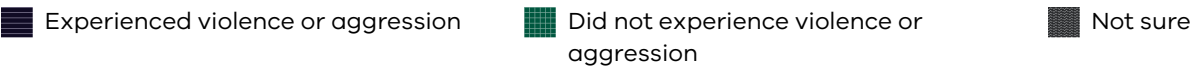
If you experienced violence or aggression, what type did you experience?	You 2023	You 2024	Comparator 2024	Public sector 2024
Abusive language	86%	84%	71%	72%
Intimidating behaviour	78%	74%	60%	73%
Threats of violence	52%	53%	23%	30%
Physical assault (e.g. spitting, hitting, pushing, tripping, grabbing, throwing objects)	19%	22%	7%	9%
Damage to my property or work equipment	9%	13%	4%	4%
Other	6%	4%	4%	6%
Stalking, including cyber-stalking	3%	3%	3%	2%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Telling someone about violence and aggression

What is this

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

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

19% of your staff who did the survey said they experienced violence or aggression, of which

- 60% said the top way they reported the violence or agression was 'Submitted a formal incident report'.
- 40% said they didn't submit a formal incident report

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

309	1255	69
19%	77%	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
Submitted a formal incident report	60%	60%	29%	29%
Told a manager	51%	52%	51%	64%
Told a colleague	33%	38%	40%	42%
Told a friend or family member	21%	28%	15%	20%
Told the person the behaviour was not OK	19%	17%	22%	21%
Told someone else	7%	9%	3%	6%
I did not tell anyone about the incident(s)	10%	9%	15%	9%
Told human resources	6%	6%	4%	8%
Told employee assistance program (EAP) or peer support	7%	6%	3%	6%

Victorian Public Sector Commission

VICTORIA State Government

41

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

40% of your staff who experienced violence or aggression did not submit a formal incident report, of which:

- 46% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal incident report?

185	124
60%	40%

■ Submitted formal incident report   ■ Did not submit a formal incident report
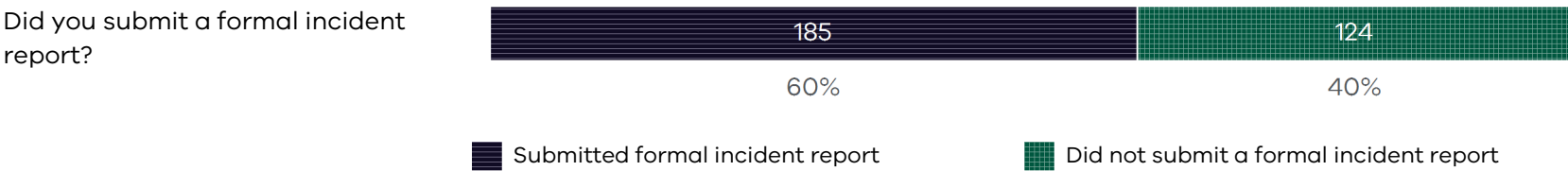
What was your reason for not submitting a formal incident report?	You 2023	You 2024	Comparator 2024	Public sector 2024
I didn't think it would make a difference	52%	46%	44%	40%
I believed there would be negative consequences for my reputation	31%	27%	20%	23%
I didn't think it was serious enough	20%	22%	30%	29%
I believed there would be negative consequences for my career	29%	21%	19%	19%
Other	18%	20%	23%	20%
I didn't need to because I no longer had contact with the person(s) who was aggressive or violent to me	7%	10%	12%	12%
I didn't feel safe to report the incident	8%	7%	5%	9%
I didn't need to because I made the violence or aggression stop	8%	6%	10%	12%
I didn't know who to talk to	1%	6%	0%	2%
I thought the complaint process would be embarrassing or difficult	1%	5%	7%	6%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Perpetrators of violence and aggression

What is this

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

Why this is important

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

How to read this

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

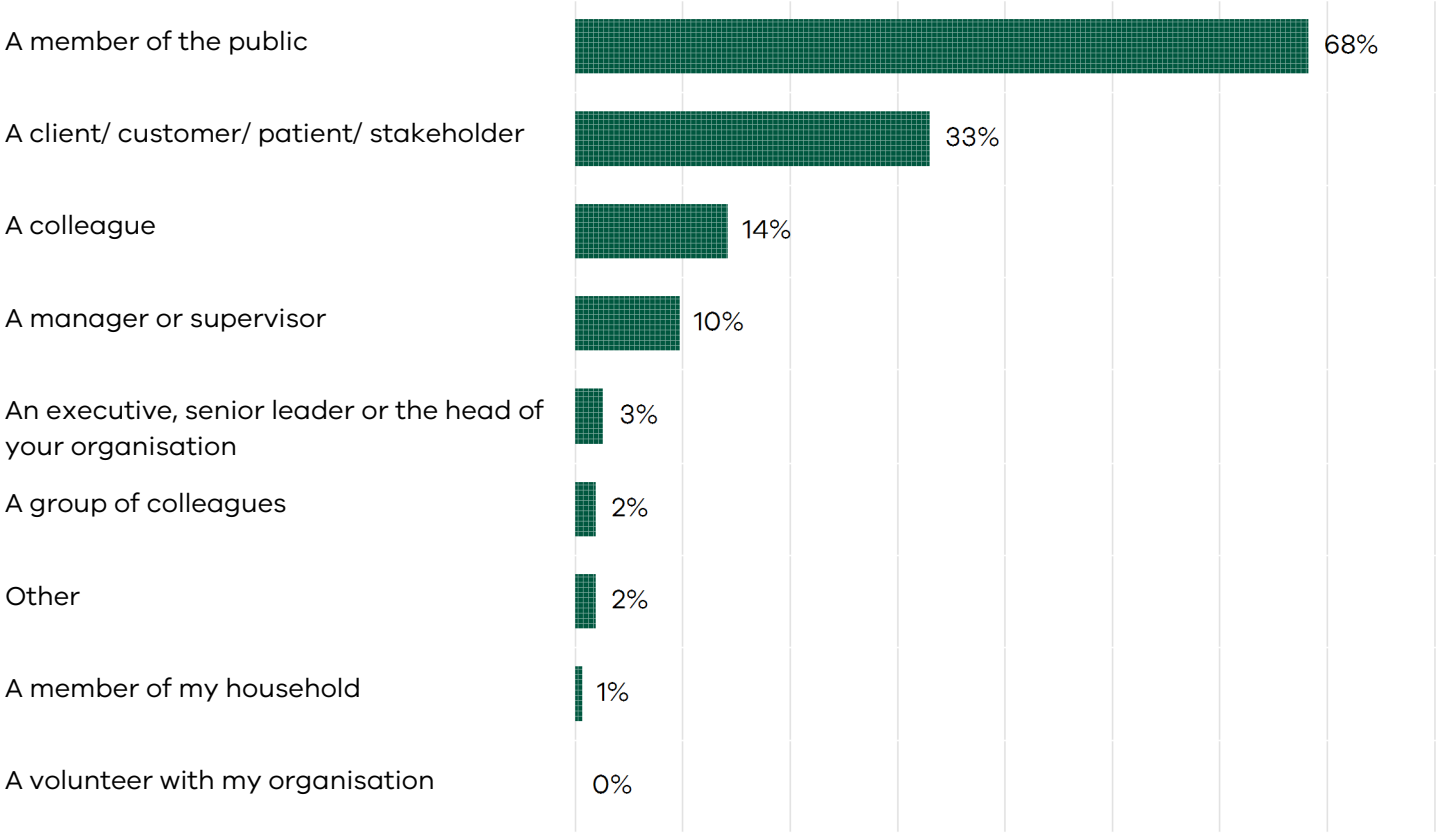If they did, they could tell us with one or more answers who the perpetrator was.

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

Each row is one perpetrator or group of perpetrators.

Example

19% of your staff who did the survey said they experienced violence or aggression.

Of that 19%, 68% said it was by 'A member of the public'.

309 people (19% of staff) experienced violence or aggression (You 2024)

Perpetrator	Percentage
A member of the public	68%
A client/ customer/ patient/ stakeholder	33%
A colleague	14%
A manager or supervisor	10%
An executive, senior leader or the head of your organisation	3%
A group of colleagues	2%
Other	2%
A member of my household	1%
A volunteer with my organisation	0%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Relationship to perpetrator

What is this

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

Why this is important

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

How to read this

In this year's survey, 19% of your staff said they experienced violence or aggression.

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

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

Example

19% of your staff who did the survey said they experienced violence or aggression.

Of that 19%, 25% said it was by someone within the organisation.

Of that 25%, 54% said it was 'They were in my workgroup'.

76 people (25% of staff who experienced violence or aggression) experienced violence or aggression from within your organisation (You 2024)

They were in my workgroup	54%
They were my immediate manager or supervisor	29%
They were outside my workgroup	28%
They were someone I supervise or manage	7%
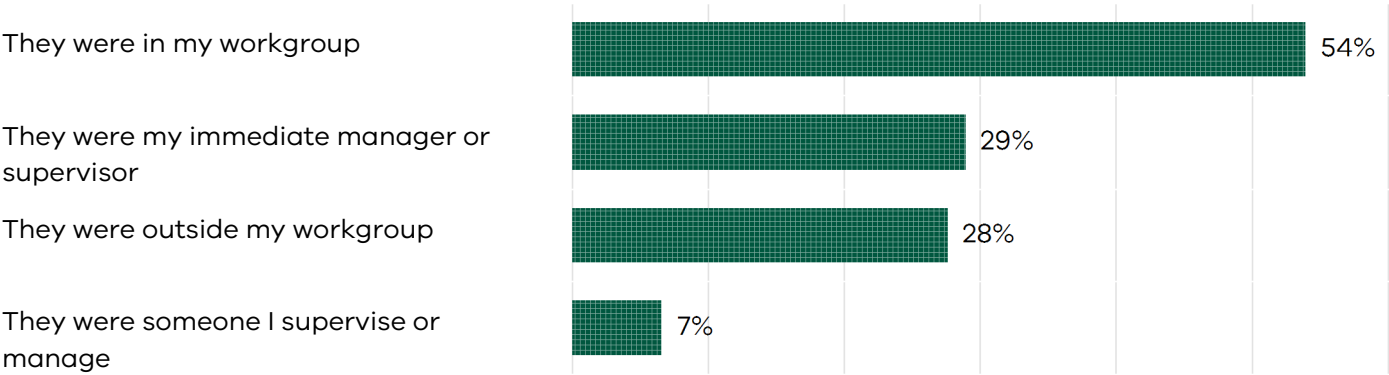
Negative behaviour

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?

358	1275
22%	78%

■ Witnessed some negative behaviour   ▦ Did not witness some negative behaviour
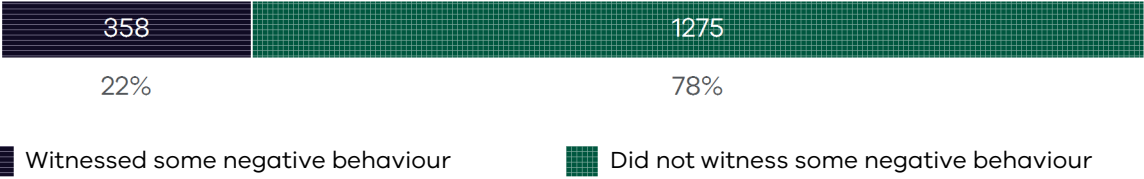
During the last 12 months in your current organisation, have you witnessed any of the following negative behaviours at work?	You 2023	You 2024	Comparator 2024	Public sector 2024
No, I have not witnessed any of the situations above	78%	78%	85%	81%
Bullying of a colleague	13%	15%	11%	14%
Discrimination against a colleague	11%	10%	6%	8%
Violence or aggression against a colleague	6%	6%	2%	3%
Sexual harassment of a colleague	3%	2%	1%	1%

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:

- 68% said the top action they took was 'Spoke to the person who experienced the behaviour'.
- 10% took no action.

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

358	1275
22%	78%
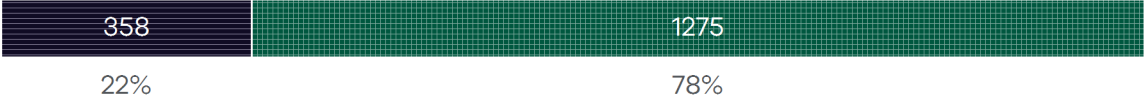
- Witnessed some negative behaviour
- Did not witness some negative behaviour

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	65%	68%	65%	71%
Told a manager	35%	38%	33%	40%
Told the person the behaviour was not OK	23%	22%	14%	19%
Spoke to the person who behaved in a negative way	21%	18%	13%	16%
Told a colleague	17%	18%	16%	20%
Submitted a formal complaint	5%	11%	4%	5%
Took no action	14%	10%	12%	8%
Told human resources	7%	8%	10%	8%
Other	5%	5%	8%	6%

Victorian Public Sector Commission

VICTORIA State Government

46

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

41% 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

Your results

Legend: No | Don't know | Yes

Violence or aggression
- 35% (No)
- 24% (Don't know)
- 41% (Yes)

Bullying
- 61% (No)
- 18% (Don't know)
- 21% (Yes)

Discrimination
- 58% (No)
- 33% (Don't know)
- 8% (Yes)

Benchmark satisfied results

Survey question	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
Violence or aggression	38%	42%	41%	68%	71%	68%
Bullying	9%	15%	21%	-	33%	-
Discrimination	6%	-	8%	-	0%	-

People matter survey

2024

Have your say

Overview

Result summary

Report overview

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

People outcomes

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

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 92% 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 +1% 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	92%	+1%	95%
Job enrichment	I can use my skills and knowledge in my job	91%	+2%	93%
Meaningful work	I can make a worthwhile contribution at work	89%	+0%	93%
Job enrichment	I clearly understand what I am expected to do in this job	88%	+4%	87%
Meaningful work	I achieve something important through my work	86%	+1%	91%
Collaboration	I am able to work effectively with others outside my immediate workgroup	84%	+2%	83%
Topical	I understand how the Code of Conduct for Victorian public sector employees applies to my work	83%	+2%	87%
Safety climate	My organisation provides a physically safe work environment	83%	+2%	92%
Manager leadership	My manager treats employees with dignity and respect	82%	+2%	89%
Inclusion	I can be myself at work	80%	+4%	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 39% of your staff who did the survey agreed with 'My organisation has made improvements based on the survey results from last year'. In the 'Change from 2023' column, you have a +8% change, which is a positive trend.

Question group	Lowest scoring questions	You 2024	Change from 2023	Comparator 2024
Taking action	My organisation has made improvements based on the survey results from last year	39%	+8%	44%
Organisational integrity	I believe the promotion processes in my organisation are fair	42%	+6%	50%
Organisational integrity	I have an equal chance at promotion in my organisation	45%	+3%	49%
Learning and development	I am satisfied with the opportunities to progress in my organisation	50%	+4%	49%
Taking action	I believe my organisation will make improvements based on the results of this year's survey	50%	+8%	57%
Safety climate	All levels of my organisation are involved in the prevention of stress	51%	+6%	54%
Topical	I am confident that if I requested to go on secondment to support urgent government work, it would be given due consideration	52%	-3%	59%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	52%	+8%	57%
Organisational integrity	I believe the recruitment processes in my organisation are fair	52%	+4%	67%
Learning and development	My organisation places a high priority on the learning and development of staff	53%	+9%	61%

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 'Flexible working', the 'You 2024' column shows 66% of your staff who did the survey agreed with 'I am confident that if I requested a flexible work arrangement, it would be given due consideration'.

In the 'Increase from 2023' column, you have a 9% increase, which is a positive trend.

Question group	Most improved from last year	You 2024	Increase from 2023	Comparator 2024
Flexible working	I am confident that if I requested a flexible work arrangement, it would be given due consideration	66%	+9%	80%
Learning and development	My organisation places a high priority on the learning and development of staff	53%	+9%	61%
Taking action	My organisation has made improvements based on the survey results from last year	39%	+8%	44%
Taking action	I believe my organisation will make improvements based on the results of this year's survey	50%	+8%	57%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	52%	+8%	57%
Learning and development	I am satisfied with the way my learning and development needs have been addressed in the last 12 months	54%	+8%	61%
Senior leadership	Senior leaders provide clear strategy and direction	56%	+7%	64%
Satisfaction	How satisfied are you with the work/life balance in your current job	68%	+7%	79%
Workload	I have enough time to do my job effectively	68%	+7%	60%
Senior leadership	Senior leaders demonstrate honesty and integrity	61%	+6%	73%

Victorian Public Sector Commission

VICTORIA State Government

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 52% 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 3% 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	52%	-3%	59%
Organisational integrity	My organisation encourages employees to act in ways that are consistent with human rights	80%	-0%	86%

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 'Workload', the 'You 2024' column shows 68% of your staff who did the survey agreed with 'I have enough time to do my job effectively'.

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

Question group	Biggest positive difference from comparator	You 2024	Difference	Comparator 2024
Workload	I have enough time to do my job effectively	68%	+8%	60%
Workload	The workload I have is appropriate for the job that I do	70%	+7%	63%
Engagement	I would recommend my organisation as a good place to work	74%	+5%	70%
Job enrichment	I clearly understand what I am expected to do in this job	88%	+2%	87%
Collaboration	I am able to work effectively with others outside my immediate workgroup	84%	+1%	83%
Learning and development	I am satisfied with the opportunities to progress in my organisation	50%	+0%	49%
Engagement	I am proud to tell others I work for my organisation	74%	+0%	74%
Satisfaction	Considering everything, how satisfied are you with your current job	75%	+0%	75%

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 'Organisational integrity', the 'You 2024' column shows 52% of your staff who did the survey agreed with 'I believe the recruitment processes in my organisation are fair'.
The 'Difference' column, shows that agreement for this question was 15% lower than in your comparator.

Question group	Biggest negative difference from comparator	You 2024	Difference	Comparator 2024
Organisational integrity	I believe the recruitment processes in my organisation are fair	52%	-15%	67%
Flexible working	I am confident that if I requested a flexible work arrangement, it would be given due consideration	66%	-13%	80%
Flexible working	My manager supports working flexibly	76%	-12%	88%
Senior leadership	Senior leaders demonstrate honesty and integrity	61%	-12%	73%
Quality service delivery	My workgroup provides high quality advice and services	75%	-11%	86%
Organisational integrity	My organisation is committed to earning a high level of public trust	73%	-11%	84%
Satisfaction	How satisfied are you with the work/life balance in your current job	68%	-11%	79%
Workgroup support	People in my workgroup are politically impartial in their work	75%	-10%	84%
Innovation	My workgroup encourages employee creativity	62%	-9%	71%
Safety climate	My organisation provides a physically safe work environment	83%	-9%	92%

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

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

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- Questions requested by your organisation

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- Disability
- Cultural diversity
- Employment
- Adjustments
- Caring

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

50% 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

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

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

20%   50%
29%

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

17%   39%
17%   27%

Benchmark agree results

	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
I believe my organisation will make improvements based on the results of this year's survey	41%	42%	50%	36%	57%	79%
My organisation has made improvements based on the survey results from last year	25%	30%	39%	13%	44%	89%

Victorian Public Sector Commission

VICTORIA State Government

People matter survey 2024

Have your say

Overview

Report overview

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

Result summary

People outcomes

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

Victorian Public Sector Commission

VICTORIA State Government

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

62% of your staff who did the survey agreed or strongly agreed with 'Senior leaders model my organisation's values'.

Survey question	Your results		Benchmark agree results					

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

Survey question	Your results	You 2022	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
Senior leaders model my organisation's values	14% / 4% / 20% / 62%	50%	56%	62%	45%	71%	82%
Senior leaders demonstrate honesty and integrity	13% / 5% / 22% / 61%	50%	54%	61%	45%	73%	89%
Senior leaders provide clear strategy and direction	21% / 3% / 21% / 56%	45%	48%	56%	30%	64%	78%

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
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- Impartiality
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- Cultural diversity
- Employment
- Adjustments
- Caring

Victorian Public Sector Commission

VICTORIA State Government

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:

- 70.9% of your staff who did the survey responded positively to questions about Collaboration.

Compared to:

- 72.7% of staff in your comparator group and 72.5% of staff across the public sector.

Chart data:

Collaboration
- You 2022: 63.8%
- You 2023: 66.9%
- You 2024: 70.9%
- Comparator 2024: 72.7%
- Public sector 2024: 72.5%

Organisational integrity
- You 2022: 57.6%
- You 2023: 61.5%
- You 2024: 63.7%
- Comparator 2024: 71.8%
- Public sector 2024: 67.0%

Safety climate
- You 2022: 51.3%
- You 2023: 54.0%
- You 2024: 59.1%
- Comparator 2024: 64.3%
- Public sector 2024: 59.2%

Legend: You 2022 | You 2023 | You 2024 | Comparator 2024 | Public sector 2024

Victorian Public Sector Commission

VICTORIA State Government

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

80% of your staff who did the survey agreed or strongly agreed with 'My organisation encourages respectful workplace behaviours'.

Survey question

Your results

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

Benchmark agree results

Survey question		You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
My organisation encourages respectful workplace behaviours	Disagree 9%, Neither 11%, Don't know 1%, Agree 80%	77%	79%	80%	64%	86%	100%
My organisation encourages employees to act in ways that are consistent with human rights	Disagree 5%, Don't know 2%, Neither 13%, Agree 80%	76%	80%	80%	70%	86%	100%
My organisation is committed to earning a high level of public trust	Disagree 9%, Don't know 3%, Neither 15%, Agree 73%	64%	70%	73%	73%	84%	95%
My organisation does not tolerate improper conduct	Disagree 15%, Don't know 2%, Neither 12%, Agree 71%	65%	70%	71%	45%	77%	95%

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

67% of your staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.

Survey question · Your results · Benchmark agree results

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

Survey question		You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
My organisation takes steps to eliminate bullying, harassment and discrimination	Disagree 14%, Don't know, Neither 15%, Agree 67%, (4%)	60%	66%	67%	36%	75%	89%
I believe the recruitment processes in my organisation are fair	Disagree 25%, Neither 19%, Agree 52%, (4%)	44%	48%	52%	45%	67%	93%
I have an equal chance at promotion in my organisation	Disagree 24%, Neither 26%, Agree 45%, (6%)	41%	41%	45%	42%	49%	70%
I believe the promotion processes in my organisation are fair	Disagree 27%, Neither 25%, Agree 42%, (6%)	32%	36%	42%	28%	50%	68%

Victorian Public Sector Commission · VICTORIA State Government

Organisational climate

Collaboration

What is this

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

Why this is important

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

How to read this

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

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

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

Example

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

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree
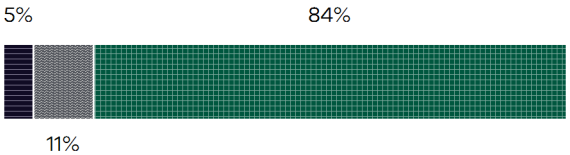
Survey question	Your results		You			Comparator		
		2022	2023	2024		Lowest	Average	Highest
I am able to work effectively with others outside my immediate workgroup	5% / 11% / 84%	79%	82%	84%		71%	83%	91%
Workgroups across my organisation willingly share information with each other	21% / 2% / 20% / 58%	48%	52%	58%		36%	62%	82%

Victorian Public Sector Commission

VICTORIA State Government

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

83% of your staff who did the survey agreed or strongly agreed with 'My organisation provides a physically safe work environment'.

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

Survey question	Your results	You 2022	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
My organisation provides a physically safe work environment	Disagree 10%, Neither 7%, Agree 83%	79%	81%	83%	82%	92%	100%
Senior leaders consider the psychological health of employees to be as important as productivity	Disagree 19%, Neither 24%, Agree 57%	46%	51%	57%	55%	64%	90%
In my workplace, there is good communication about psychological safety issues that affect me	Disagree 19%, Neither 25%, Agree 56%	50%	52%	56%	27%	60%	79%
My organisation has effective procedures in place to support employees who may experience stress	Disagree 18%, Don't know 6%, Neither 21%, Agree 55%	52%	51%	55%	36%	58%	87%
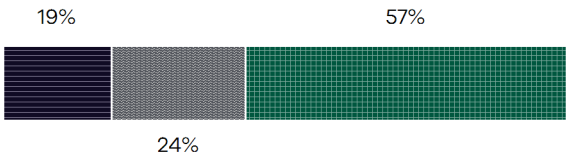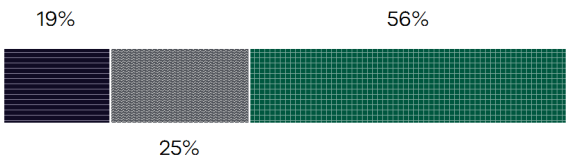
Safety climate 2 of 2

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

52% 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** · **Benchmark agree results**

Legend: Disagree · Neither agree nor disagree · Don't know · Agree
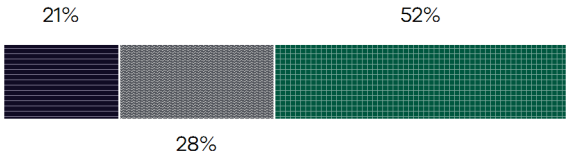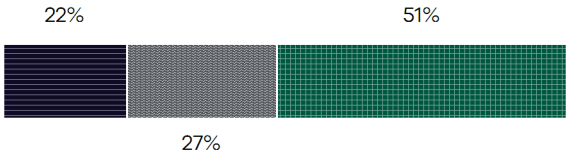
Survey question		You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
Senior leaders show support for stress prevention through involvement and commitment	21% / 28% / 52%	40%	44%	52%	27%	57%	79%
All levels of my organisation are involved in the prevention of stress	22% / 27% / 51%	40%	45%	51%	36%	54%	79%

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

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

Victorian Public Sector Commission

VICTORIA State Government

Workgroup climate

Scorecard

What is this

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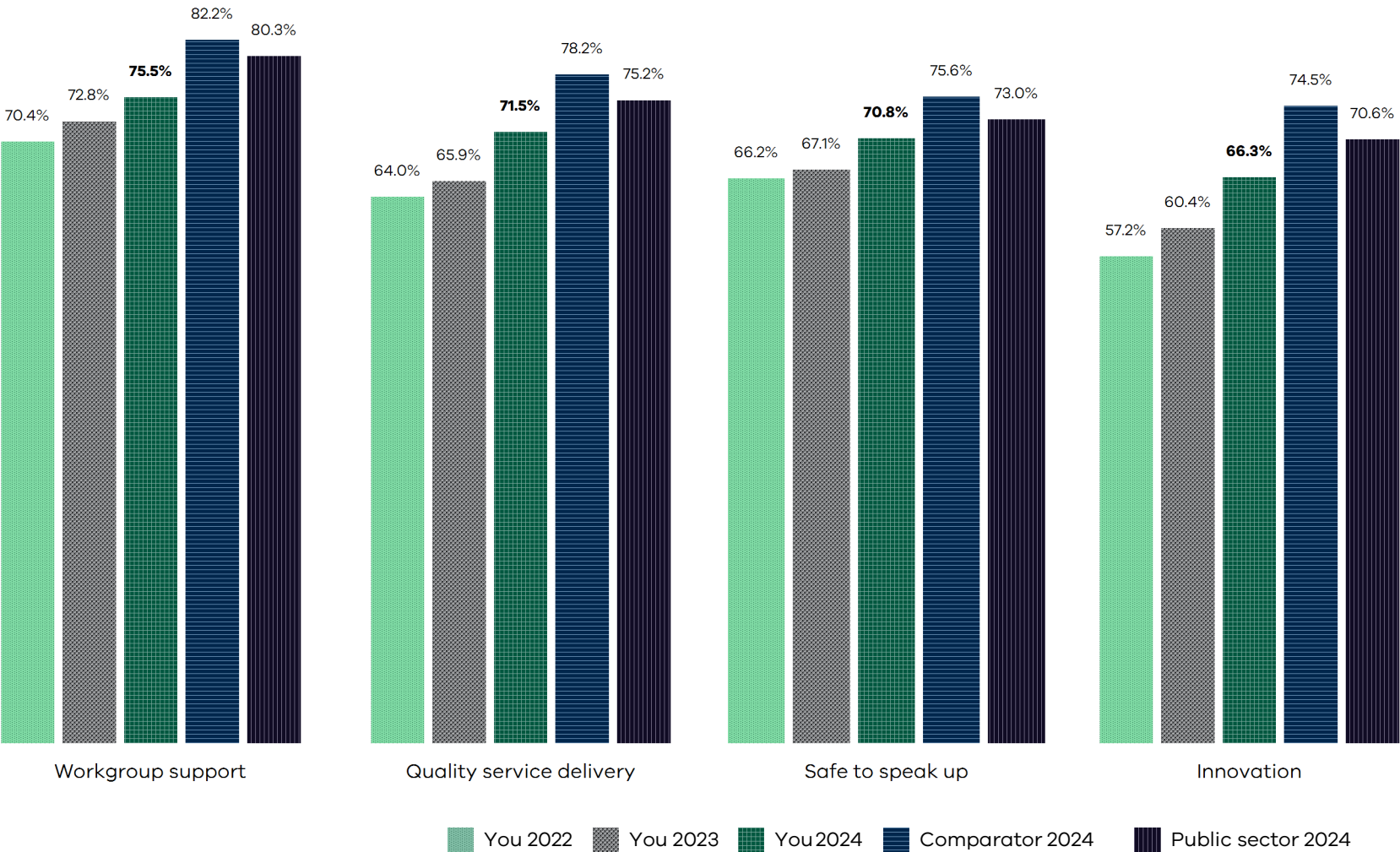
Why this is important

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

How to read this

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

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

Example

In 2024:

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

Compared to:

- 82.2% of staff in your comparator group and 80.3% of staff across the public sector.

Workgroup support
- You 2022: 70.4%
- You 2023: 72.8%
- You 2024: 75.5%
- Comparator 2024: 82.2%
- Public sector 2024: 80.3%

Quality service delivery
- You 2022: 64.0%
- You 2023: 65.9%
- You 2024: 71.5%
- Comparator 2024: 78.2%
- Public sector 2024: 75.2%

Safe to speak up
- You 2022: 66.2%
- You 2023: 67.1%
- You 2024: 70.8%
- Comparator 2024: 75.6%
- Public sector 2024: 73.0%

Innovation
- You 2022: 57.2%
- You 2023: 60.4%
- You 2024: 66.3%
- Comparator 2024: 74.5%
- Public sector 2024: 70.6%

Legend: You 2022 | 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.
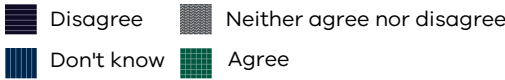
Example
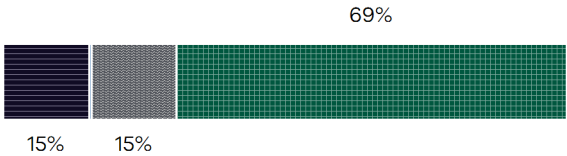75% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

Survey question

Your results

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

Benchmark agree results

Survey question	Disagree	Neither	Agree	You 2022	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup provides high quality advice and services	10%	15%	75%	68%	69%	75%	70%	86%	91%
My workgroup has clear lines of responsibility	12%	14%	73%	67%	68%	73%	48%	74%	93%
My workgroup acts fairly and without bias	14%	13%	72%	64%	66%	72%	63%	80%	85%
My workgroup uses its resources well	16%	17%	66%	58%	60%	66%	57%	73%	79%

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

69% of your staff who did the survey agreed or strongly agreed with 'My workgroup learns from failures and mistakes'.

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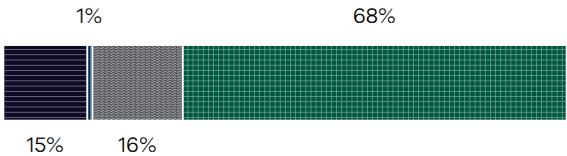- Don't know
- Neither agree nor disagree
- Agree

Survey question	Your results	You 2022	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup learns from failures and mistakes	Disagree 15%, Neither 15%, Agree 69%	61%	63%	69%	64%	76%	83%
My workgroup is quick to respond to opportunities to do things better	Disagree 15%, Don't know 1%, Neither 16%, Agree 68%	59%	63%	68%	57%	77%	83%
My workgroup encourages employee creativity	Disagree 17%, Don't know 1%, Neither 21%, Agree 62%	52%	56%	62%	57%	71%	91%
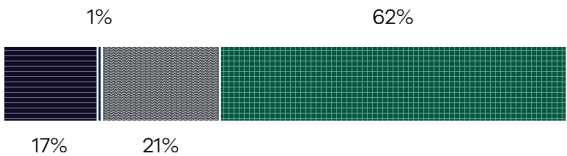
Victorian Public Sector Commission

VICTORIA State Government

69

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.

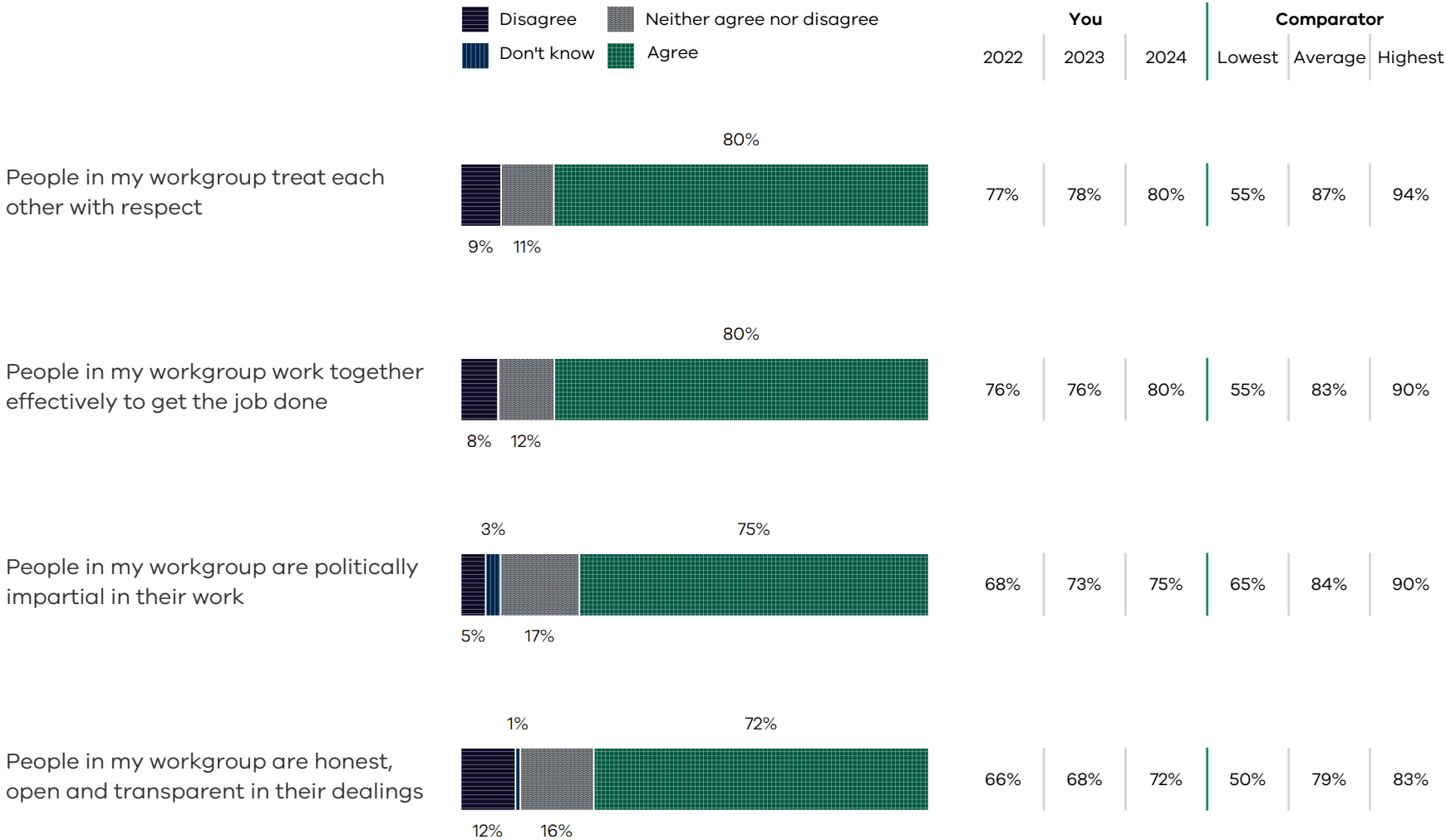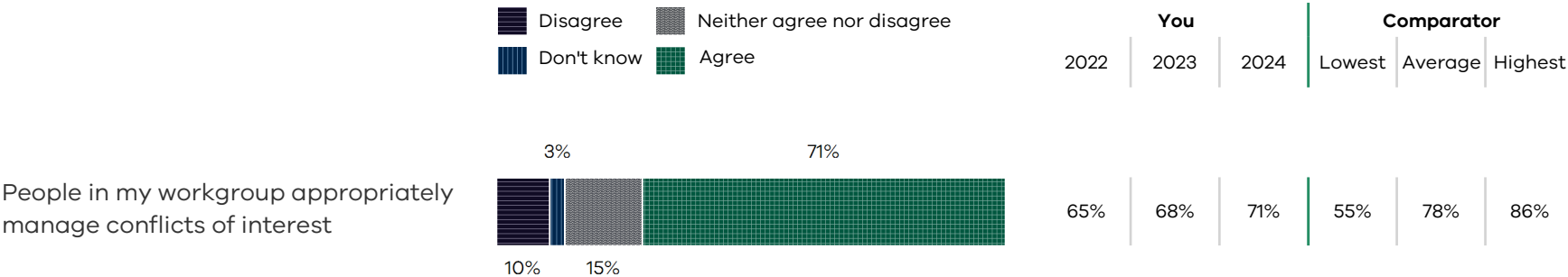Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

80% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup treat each other with respect'.

Survey question	Your results		

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

Survey question	Your results	Benchmark agree results — You 2022	2023	2024	Comparator Lowest	Average	Highest
People in my workgroup treat each other with respect	9% / 11% / 80%	77%	78%	80%	55%	87%	94%
People in my workgroup work together effectively to get the job done	8% / 12% / 80%	76%	76%	80%	55%	83%	90%
People in my workgroup are politically impartial in their work	5% / 3% / 17% / 75%	68%	73%	75%	65%	84%	90%
People in my workgroup are honest, open and transparent in their dealings	12% / 1% / 16% / 72%	66%	68%	72%	50%	79%	83%

Workgroup climate

Workgroup support 2 of 2

What is this

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

Why this is important

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

How to read this

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

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

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

Example

71% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.

Survey question

Your results

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

People in my workgroup appropriately manage conflicts of interest

3% 71%

10% 15%

Benchmark agree results

	You			Comparator		
2022	2023	2024	Lowest	Average	Highest
65%	68%	71%	55%	78%	86%

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

71% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup are able to bring up problems and tough issues'.

Legend:
- Disagree (dark navy)
- Don't know (dark navy striped)
- Neither agree nor disagree (grey)
- Agree (green)

Survey question	Your results	You 2022	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup are able to bring up problems and tough issues	12% / 17% / 71%	67%	68%	71%	56%	77%	84%
I feel safe to challenge inappropriate behaviour at work	17% / 13% / 71%	65%	67%	71%	36%	74%	87%

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

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.
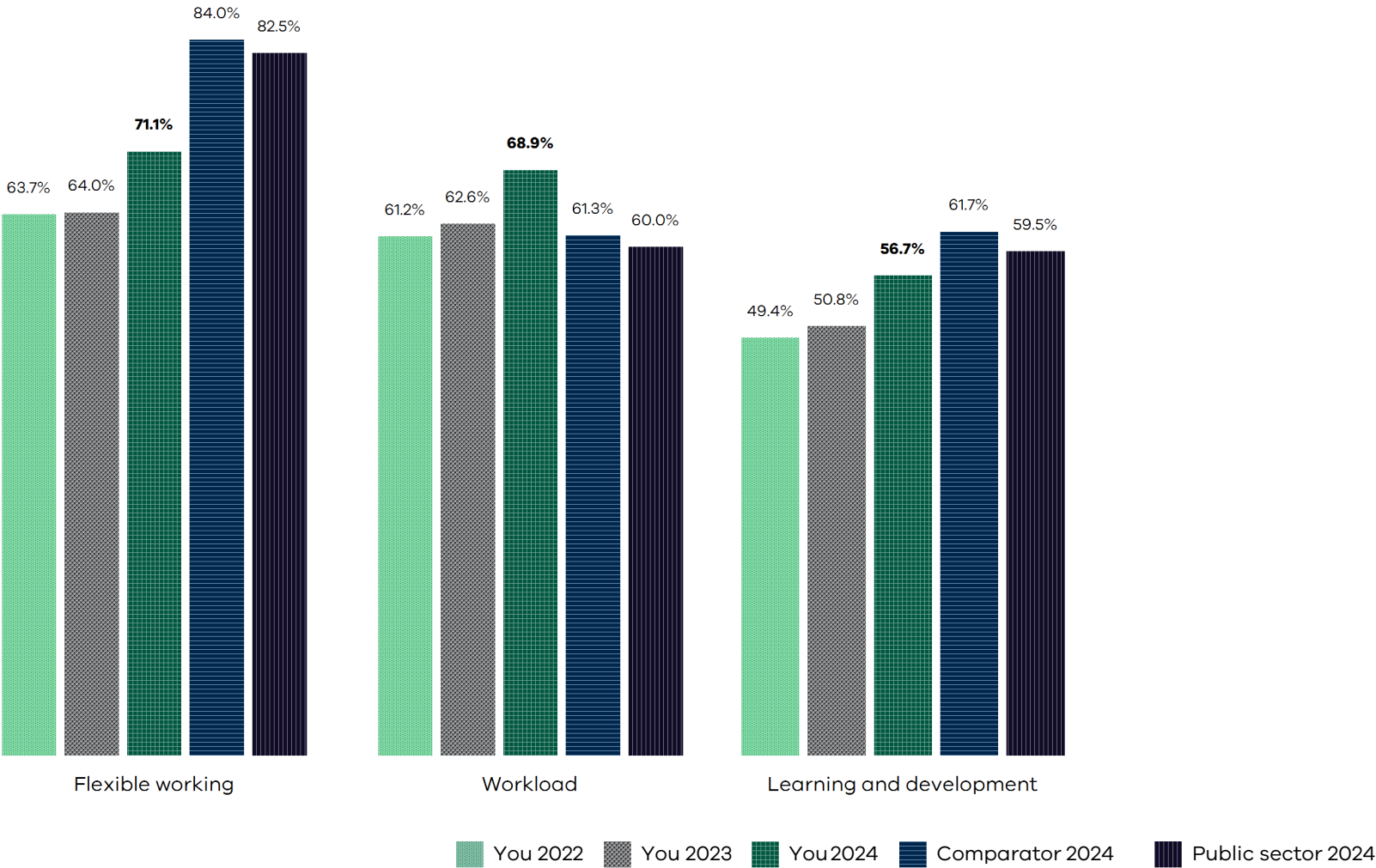
Example

In 2024:

- 84.9% of your staff who did the survey responded positively to questions about Meaningful work.

Compared to:

- 89.8% of staff in your comparator group and 87.4% of staff across the public sector.
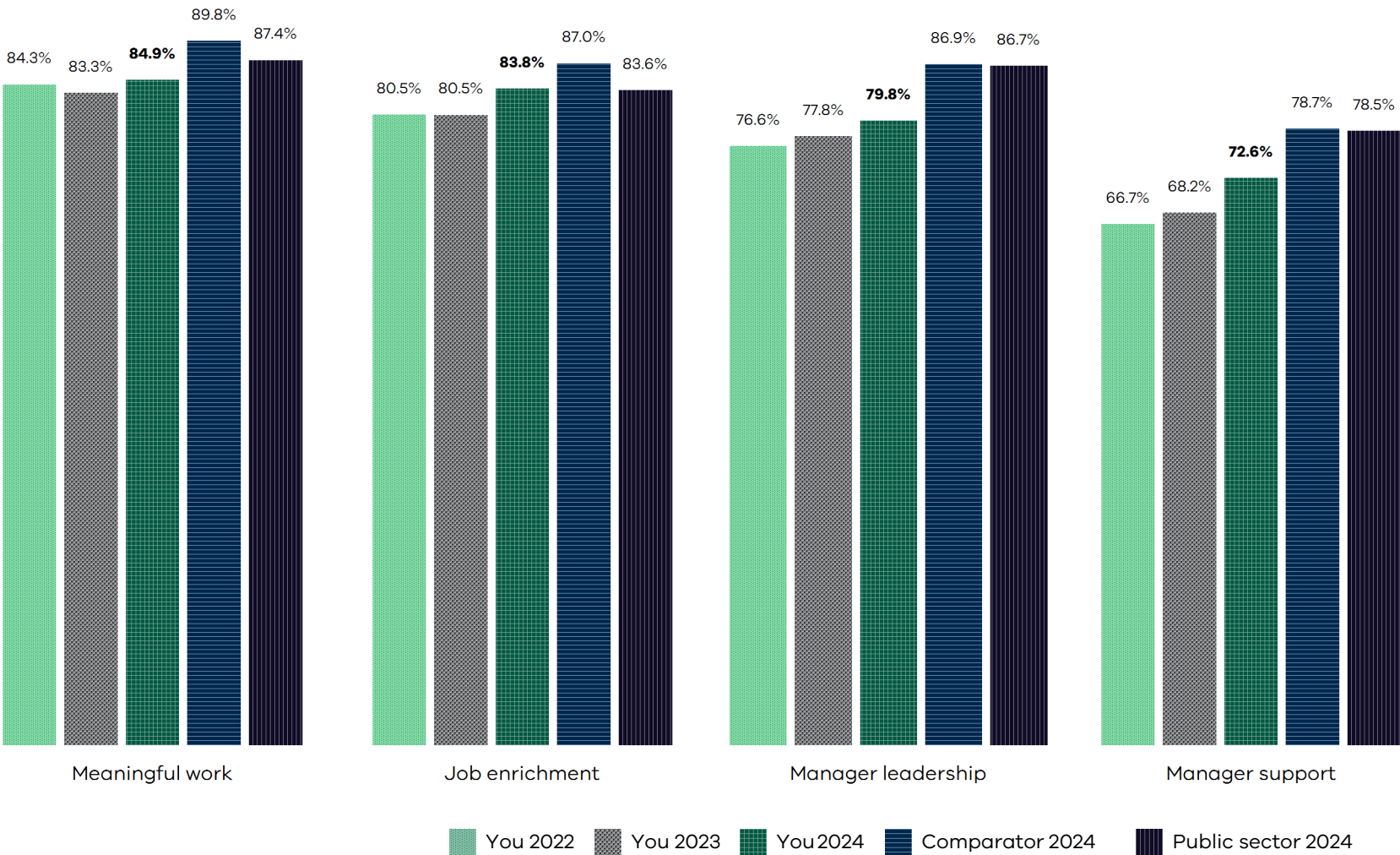
Bar chart showing percentages for four factors:

Meaningful work: 84.3%, 83.3%, 84.9%, 89.8%, 87.4%

Job enrichment: 80.5%, 80.5%, 83.8%, 87.0%, 83.6%

Manager leadership: 76.6%, 77.8%, 79.8%, 86.9%, 86.7%

Manager support: 66.7%, 68.2%, 72.6%, 78.7%, 78.5%

Legend: You 2022 | You 2023 | You 2024 | Comparator 2024 | Public sector 2024

Victorian Public Sector Commission

VICTORIA State Government

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:

- 71.1% of your staff who did the survey responded positively to questions about Flexible working.

Compared to:

- 84.0% of staff in your comparator group and 82.5% of staff across the public sector.

Chart

Flexible working
- You 2022: 63.7%
- You 2023: 64.0%
- You 2024: 71.1%
- Comparator 2024: 84.0%
- Public sector 2024: 82.5%

Workload
- You 2022: 61.2%
- You 2023: 62.6%
- You 2024: 68.9%
- Comparator 2024: 61.3%
- Public sector 2024: 60.0%

Learning and development
- You 2022: 49.4%
- You 2023: 50.8%
- You 2024: 56.7%
- Comparator 2024: 61.7%
- Public sector 2024: 59.5%

Legend: You 2022 | You 2023 | You 2024 | Comparator 2024 | Public sector 2024

Job and manager factors

Manager leadership

What is this

This is how well staff perceive their direct managers lead.

Why this is important

Great managers can foster the right environment for staff engagement.

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

How to read this

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

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

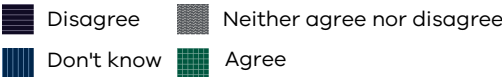Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

82% 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

Survey question		You 2022	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
My manager treats employees with dignity and respect	9% / 9% / 82%	79%	80%	82%	73%	89%	100%
My manager demonstrates honesty and integrity	10% / 10% / 80%	77%	77%	80%	70%	87%	93%
My manager models my organisation's values	10% / 13% / 77%	74%	77%	77%	61%	85%	90%

Victorian Public Sector Commission

VICTORIA State Government

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

79% of your staff who did the survey agreed or strongly agreed with 'I can discuss problems or issues with my manager'.

Survey question

Your results

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

Benchmark agree results

Survey question	Your results	You 2022	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
I can discuss problems or issues with my manager	11% / 10% / 79%	75%	76%	79%	73%	84%	93%
My manager listens to what I have to say	10% / 12% / 78%	75%	75%	78%	78%	85%	94%
My manager provides me with enough support when I need it	1% / 10% / 11% / 78%	72%	74%	78%	70%	84%	93%
My manager gives me feedback that helps me improve my performance	15% / 15% / 69%	63%	63%	69%	45%	76%	85%
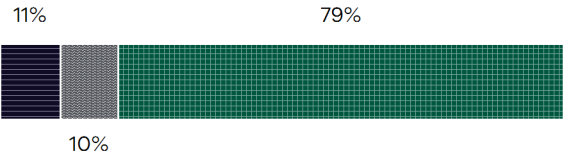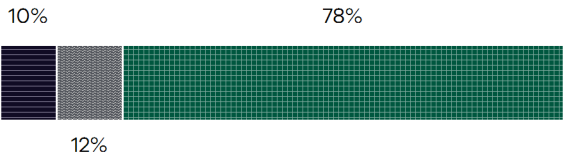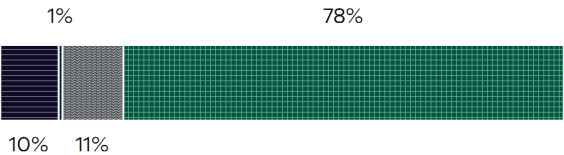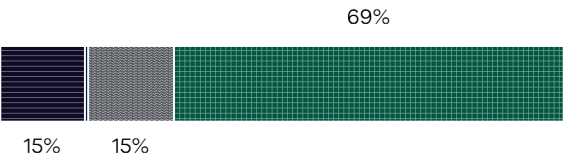
Job and manager factors

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.
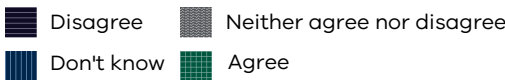
Example

58% of your staff who did the survey agreed or strongly agreed with 'I receive meaningful recognition when I do good work'.
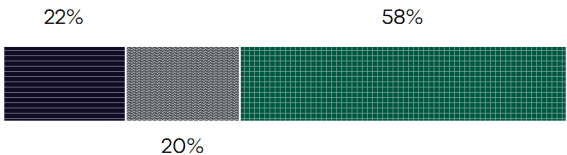
Legend:
- Disagree
- Neither agree nor disagree
- Don't know
- Agree

Survey question		You			Comparator		
	2022	2023	2024		Lowest	Average	Highest
I receive meaningful recognition when I do good work	48%	52%	58%		58%	65%	77%

Your results (stacked bar): 22% Disagree, 20% Neither agree nor disagree, 58% Agree

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.
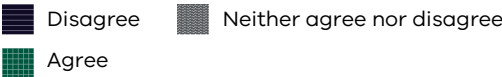
Example

70% of your staff who did the survey agreed or strongly agreed with 'The workload I have is appropriate for the job that I do'.
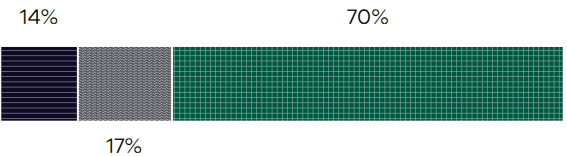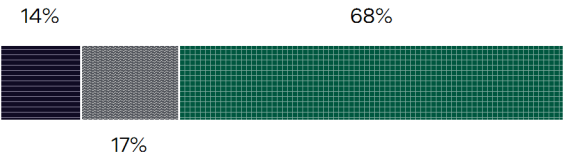
Survey question

Your results

| ■ Disagree | ▨ Neither agree nor disagree |
| ▧ Agree | |

Benchmark agree results

	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest

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

14%   17%   70%

| 64% | 64% | 70% | 53% | 63% | 84% |

I have enough time to do my job effectively

14%   17%   68%

| 59% | 62% | 68% | 43% | 60% | 84% |

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Learning and development

What is this

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

Why this is important

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

How to read this

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

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

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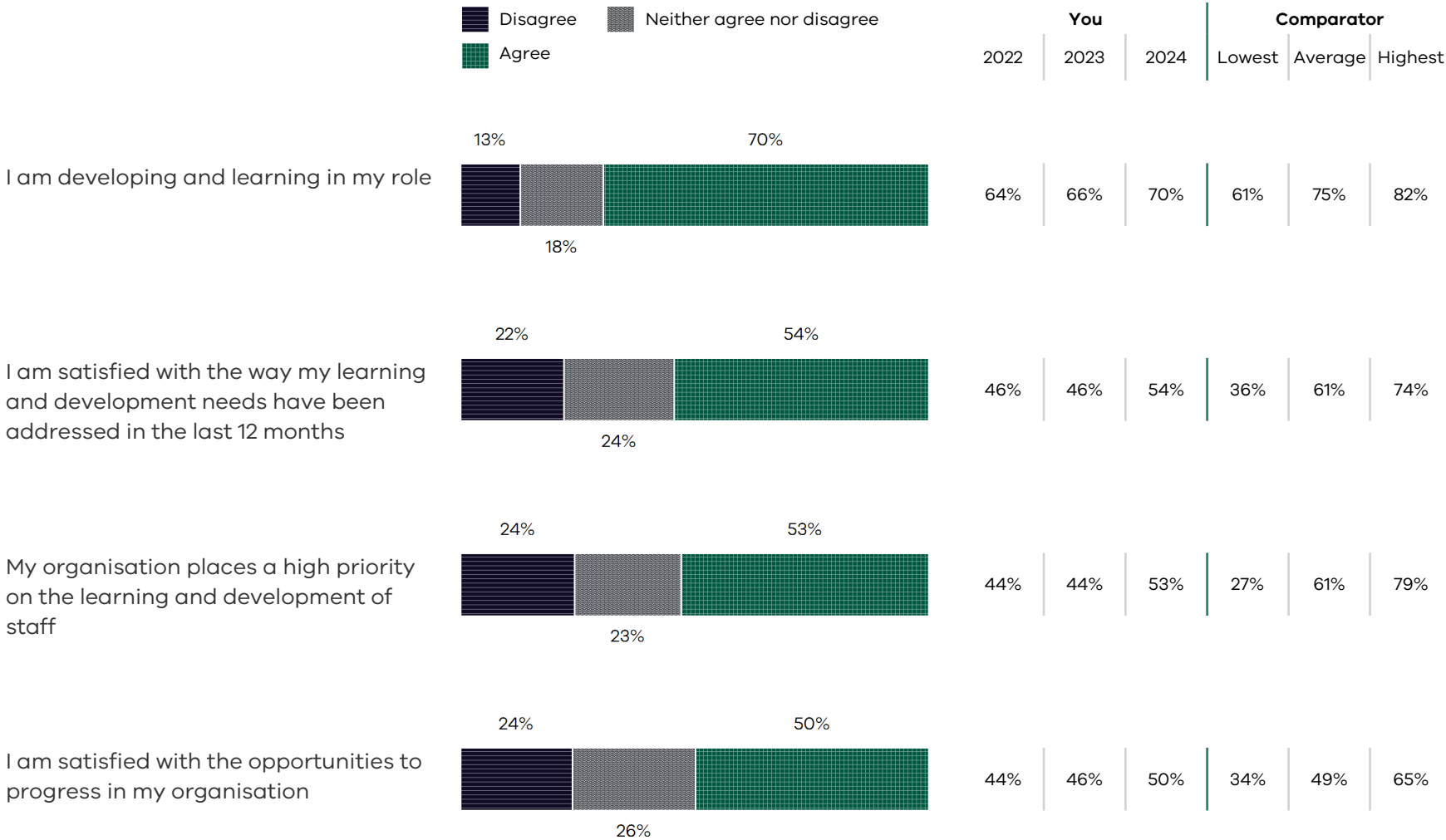
Example

70% 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 2022	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
I am developing and learning in my role	13%	18%	70%	64%	66%	70%	61%	75%	82%
I am satisfied with the way my learning and development needs have been addressed in the last 12 months	22%	24%	54%	46%	46%	54%	36%	61%	74%
My organisation places a high priority on the learning and development of staff	24%	23%	53%	44%	44%	53%	27%	61%	79%
I am satisfied with the opportunities to progress in my organisation	24%	26%	50%	44%	46%	50%	34%	49%	65%

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.
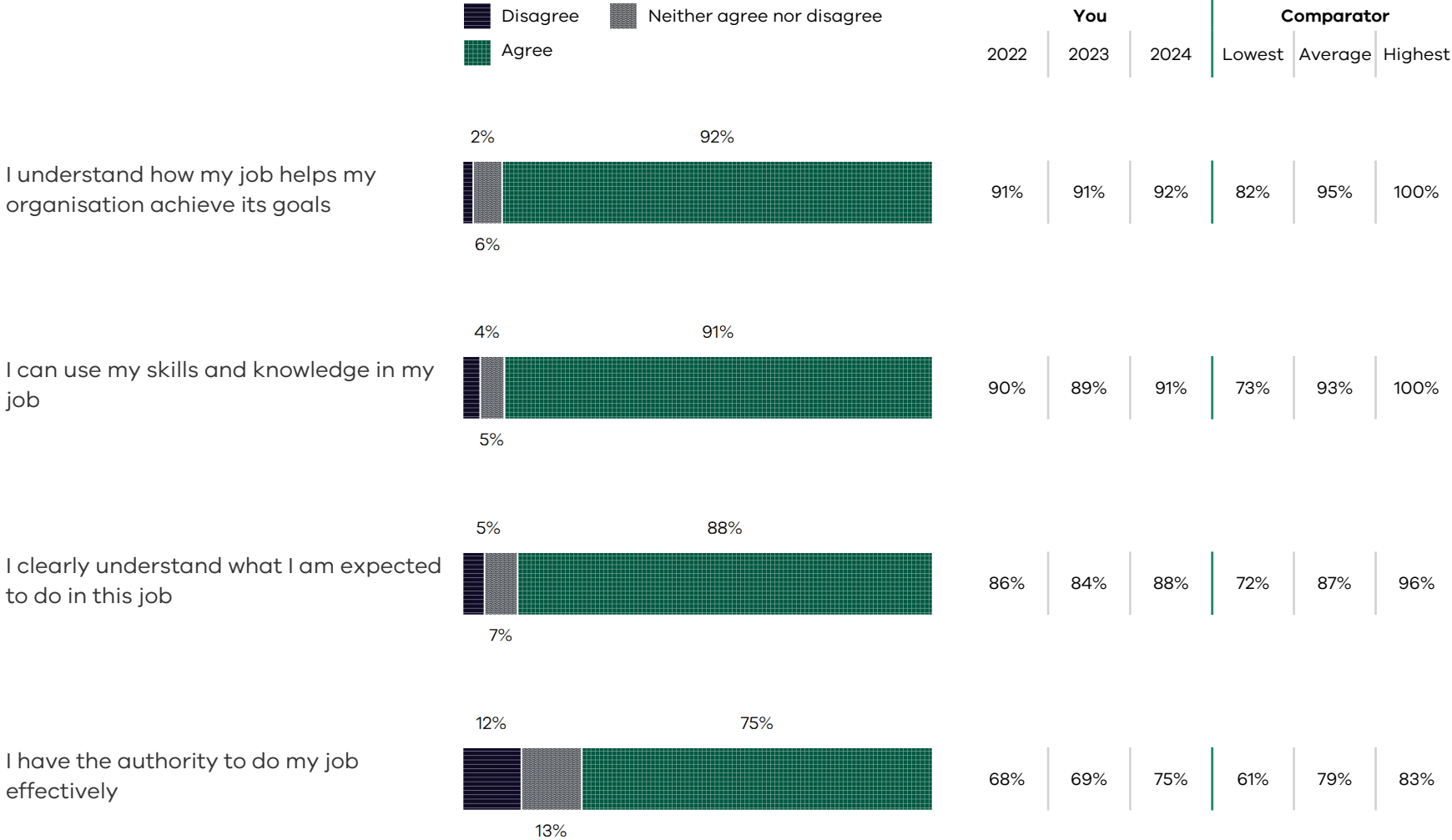
Example
92% of your staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve its goals'.

Survey question

Your results

Legend: Disagree | Neither agree nor disagree | Agree

Benchmark agree results

Survey question		You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
I understand how my job helps my organisation achieve its goals	2% / 6% / 92%	91%	91%	92%	82%	95%	100%
I can use my skills and knowledge in my job	4% / 5% / 91%	90%	89%	91%	73%	93%	100%
I clearly understand what I am expected to do in this job	5% / 7% / 88%	86%	84%	88%	72%	87%	96%
I have the authority to do my job effectively	12% / 13% / 75%	68%	69%	75%	61%	79%	83%

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 a say in how I do my work'.

Survey question

I have a say in how I do my work

Your results

| Disagree | Neither agree nor disagree |
| Agree |

12%   73%

15%
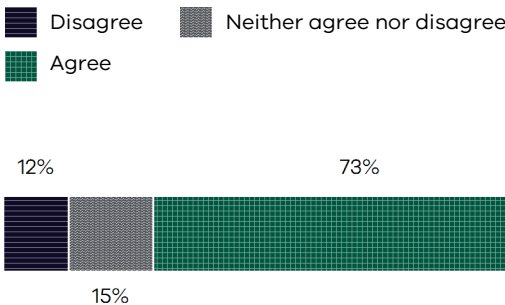
Benchmark agree results

	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
	67%	69%	73%	64%	82%	89%

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.
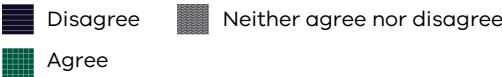
Example

89% of your staff who did the survey agreed or strongly agreed with 'I can make a worthwhile contribution at work'.
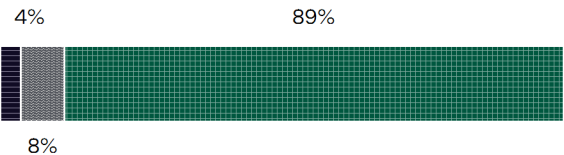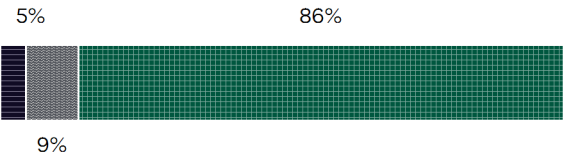
| Survey question	Your results						

Your results

■ Disagree ▨ Neither agree nor disagree ▨ Agree

Benchmark agree results

Survey question		You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
I can make a worthwhile contribution at work	4% / 8% / 89%	89%	88%	89%	73%	93%	100%
I achieve something important through my work	5% / 9% / 86%	86%	85%	86%	64%	91%	100%
I get a sense of accomplishment from my work	7% / 13% / 80%	79%	77%	80%	55%	85%	93%
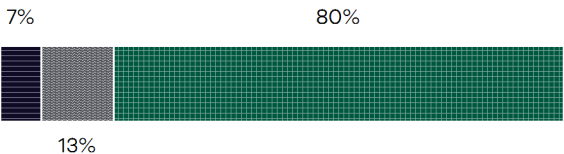
Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Flexible working

What is this

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

Why this is important

Supporting flexible working can improve employee wellbeing.

How to read this

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

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

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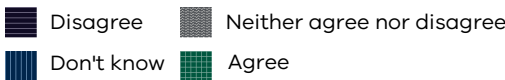
Example

76% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.
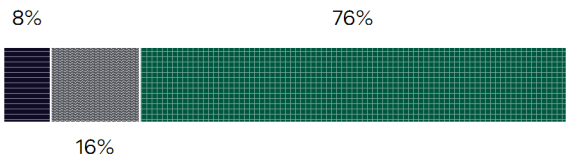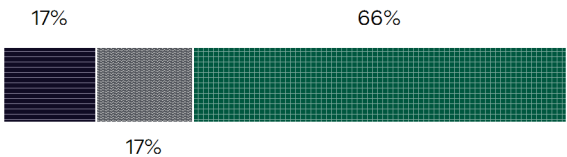
Survey question

Your results

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

My manager supports working flexibly

8% | 16% | 76%

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

17% | 17% | 66%

Benchmark agree results

Survey question	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
My manager supports working flexibly	69%	71%	76%	75%	88%	100%
I am confident that if I requested a flexible work arrangement, it would be given due consideration	58%	57%	66%	64%	80%	94%

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

Victorian Public Sector Commission

VICTORIA State Government

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.
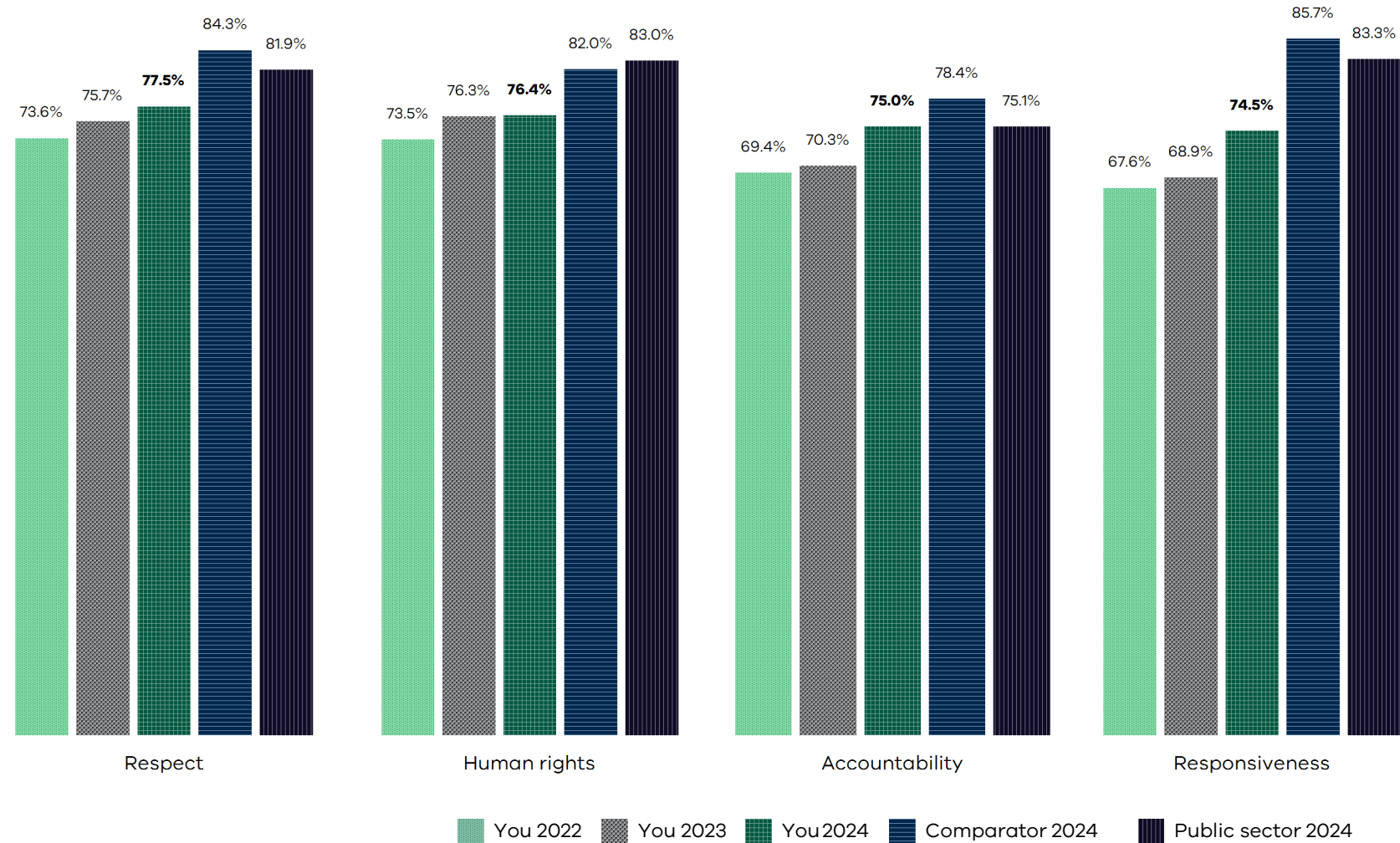
Why this is important

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:

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

Compared to:

- 84.3% of staff in your comparator group and 81.9% of staff across the public sector.

Chart data:

Respect: You 2022 73.6%, You 2023 75.7%, You 2024 **77.5%**, Comparator 2024 84.3%, Public sector 2024 81.9%

Human rights: You 2022 73.5%, You 2023 76.3%, You 2024 **76.4%**, Comparator 2024 82.0%, Public sector 2024 83.0%

Accountability: You 2022 69.4%, You 2023 70.3%, You 2024 **75.0%**, Comparator 2024 78.4%, Public sector 2024 75.1%

Responsiveness: You 2022 67.6%, You 2023 68.9%, You 2024 **74.5%**, Comparator 2024 85.7%, Public sector 2024 83.3%

Legend: You 2022 | You 2023 | You 2024 | Comparator 2024 | Public sector 2024

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

Scorecard 2 of 2

What is this

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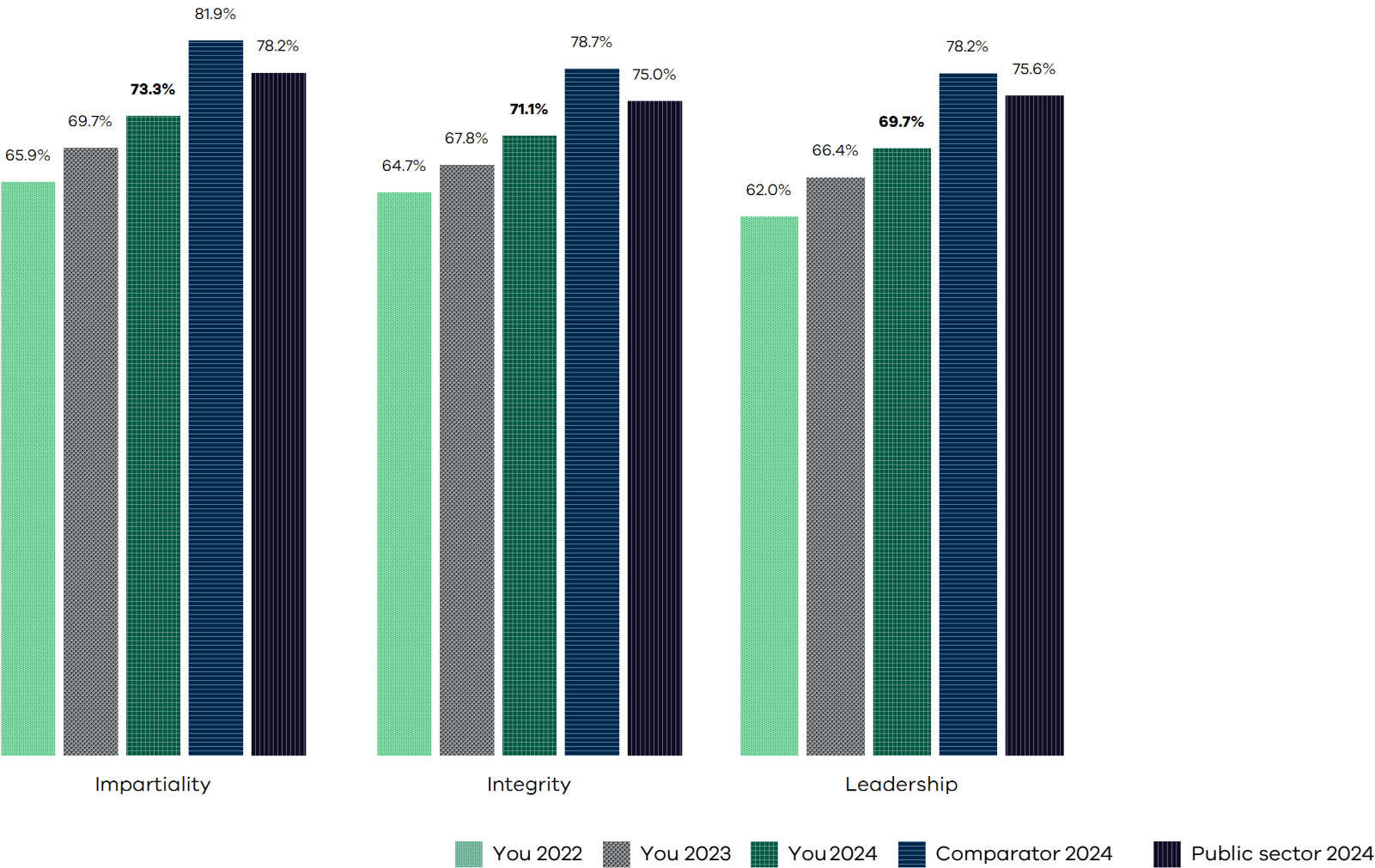
Why this is important

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

How to read this

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

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

Example

In 2024:

- 73.3% of your staff who did the survey responded positively to questions about Impartiality.

Compared to:

- 81.9% of staff in your comparator group and 78.2% of staff across the public sector.

Bar chart showing results for Impartiality, Integrity and Leadership.

Impartiality: You 2022 65.9%, You 2023 69.7%, You 2024 73.3%, Comparator 2024 81.9%, Public sector 2024 78.2%

Integrity: You 2022 64.7%, You 2023 67.8%, You 2024 71.1%, Comparator 2024 78.7%, Public sector 2024 75.0%

Leadership: You 2022 62.0%, You 2023 66.4%, You 2024 69.7%, Comparator 2024 78.2%, Public sector 2024 75.6%

Legend: You 2022 | You 2023 | You 2024 | Comparator 2024 | Public sector 2024

Victorian Public Sector Commission

VICTORIA State Government

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.
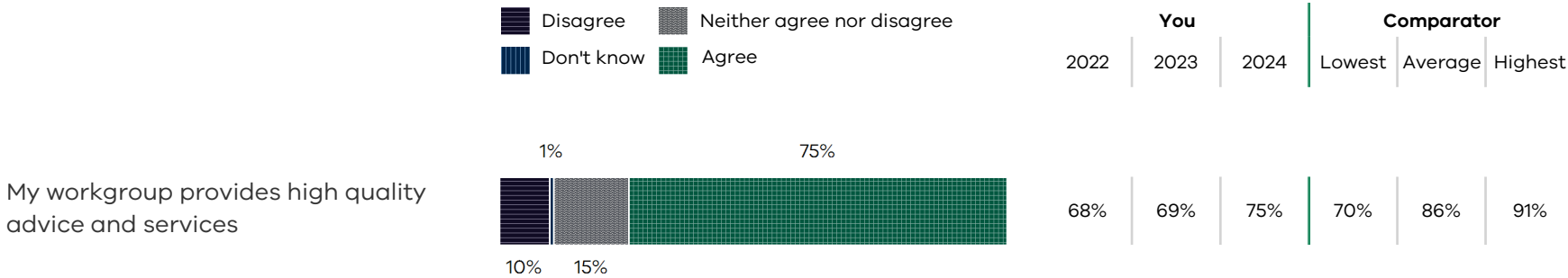
Example

75% 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%   75%

10%   15%

Benchmark agree results

	You			Comparator		
2022	2023	2024	Lowest	Average	Highest
68%	69%	75%	70%	86%	91%

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

80% of your staff who did the survey agreed or strongly agreed with 'My manager demonstrates honesty and integrity'.
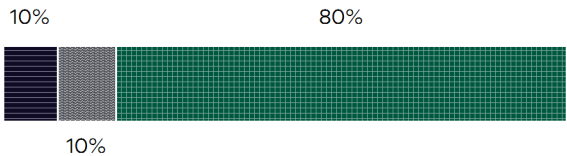
Legend: Disagree | Neither agree nor disagree | Don't know | Agree

Survey question	Your results	You 2022	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
My manager demonstrates honesty and integrity	Disagree 10%, Neither 10%, Agree 80%	77%	77%	80%	70%	87%	93%
My organisation is committed to earning a high level of public trust	Disagree 9%, Don't know 3%, Neither 15%, Agree 73%	64%	70%	73%	73%	84%	95%
People in my workgroup are honest, open and transparent in their dealings	Disagree 12%, Don't know 1%, Neither 16%, Agree 72%	66%	68%	72%	50%	79%	83%
People in my workgroup appropriately manage conflicts of interest	Disagree 10%, Don't know 3%, Neither 15%, Agree 71%	65%	68%	71%	55%	78%	86%
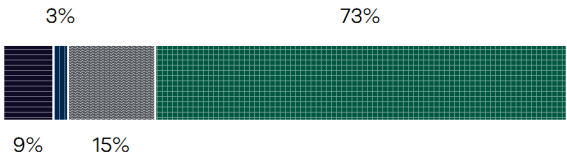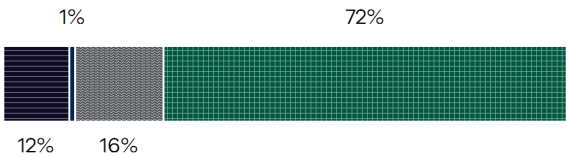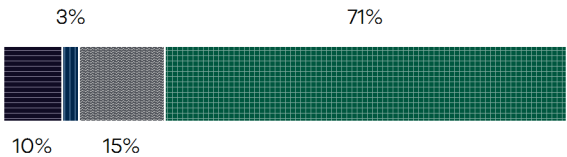
Public sector values

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.

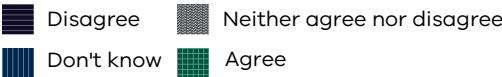Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

71% of your staff who did the survey agreed or strongly agreed with 'My organisation does not tolerate improper conduct'.
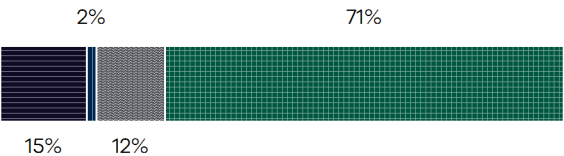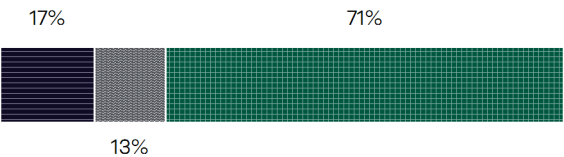
Legend: Disagree | Neither agree nor disagree | Don't know | Agree

Survey question	Your results (Disagree / Don't know / Neither / Agree)	You 2022	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
My organisation does not tolerate improper conduct	15% / 2% / 12% / 71%	65%	70%	71%	45%	77%	95%
I feel safe to challenge inappropriate behaviour at work	17% / 13% / 71%	65%	67%	71%	36%	74%	87%
Senior leaders demonstrate honesty and integrity	13% / 5% / 22% / 61%	50%	54%	61%	45%	73%	89%

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

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

Survey question

Your results

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

People in my workgroup are politically impartial in their work

3% | 75%
5% | 17%

My workgroup acts fairly and without bias

1% | 72%
14% | 13%

Benchmark agree results

Survey question	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
People in my workgroup are politically impartial in their work	68%	73%	75%	65%	84%	90%
My workgroup acts fairly and without bias	64%	66%	72%	63%	80%	85%

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.

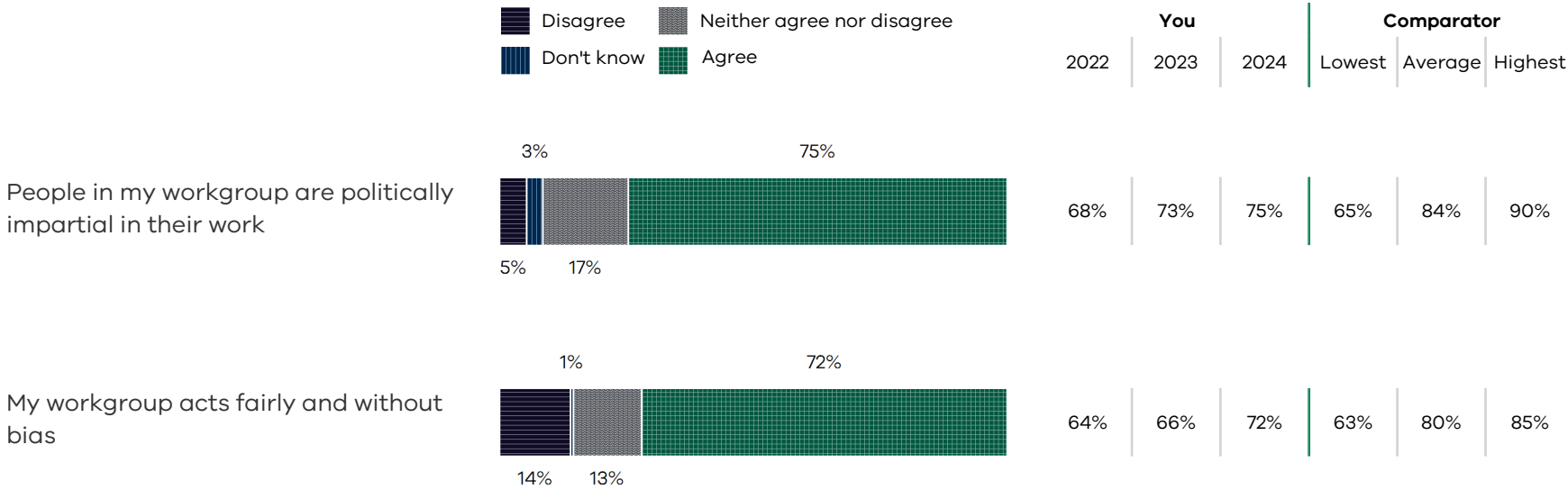Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

92% of your staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve its goals'.

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

Survey question	Disagree	Neither	Don't know	Agree	You 2022	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
I understand how my job helps my organisation achieve its goals	2%	6%		92%	91%	91%	92%	82%	95%	100%
I clearly understand what I am expected to do in this job	5%	7%		88%	86%	84%	88%	72%	87%	96%
My workgroup has clear lines of responsibility	12%	14%		73%	67%	68%	73%	48%	74%	93%
My workgroup uses its resources well	16%	17%		66%	58%	60%	66%	57%	73%	79%

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.

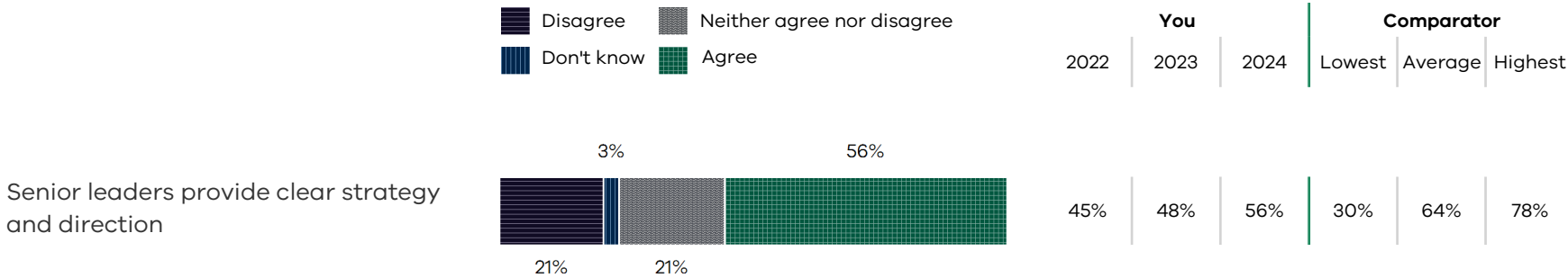Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

56% of your staff who did the survey agreed or strongly agreed with 'Senior leaders provide clear strategy and direction'.

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

Senior leaders provide clear strategy and direction

	3%		56%
21%		21%	

Benchmark agree results

	You			Comparator		
2022	2023	2024		Lowest	Average	Highest
45%	48%	56%		30%	64%	78%

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

82% of your staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.
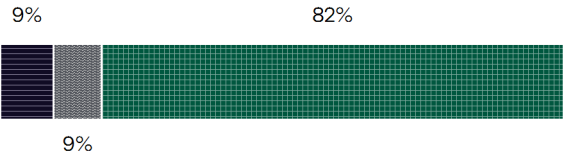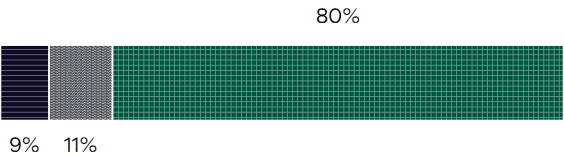
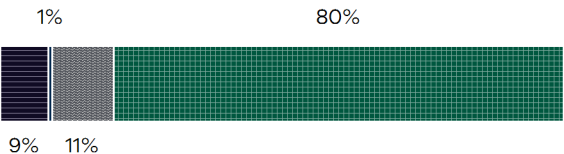| Survey question	Your results	Benchmark agree results

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

	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
My manager treats employees with dignity and respect	79%	80%	82%	73%	89%	100%
People in my workgroup treat each other with respect	77%	78%	80%	55%	87%	94%
My organisation encourages respectful workplace behaviours	77%	79%	80%	64%	86%	100%
My manager listens to what I have to say	75%	75%	78%	78%	85%	94%

Your results bars:
- My manager treats employees with dignity and respect: 9% (top), 9% (bottom), 82%
- People in my workgroup treat each other with respect: 80%, 9%, 11%
- My organisation encourages respectful workplace behaviours: 1%, 80%, 9%, 11%
- My manager listens to what I have to say: 10%, 78%, 12%

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

Respect 2 of 2

What is this

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

Why this is important

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

How to read this

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

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

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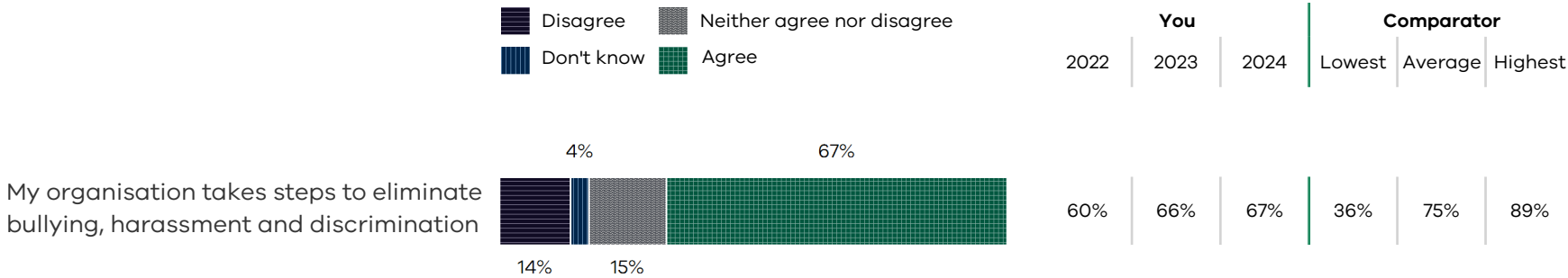
Example

67% 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

Disagree   Neither agree nor disagree

Don't know   Agree

My organisation takes steps to eliminate bullying, harassment and discrimination

4%   67%

14%   15%

Benchmark agree results

	You			Comparator		
2022	2023	2024		Lowest	Average	Highest
60%	66%	67%		36%	75%	89%

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

Leadership

What is this

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

Why this is important

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

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

How to read this

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

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

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

Example

77% of your staff who did the survey agreed or strongly agreed with 'My manager models my organisation's values'.
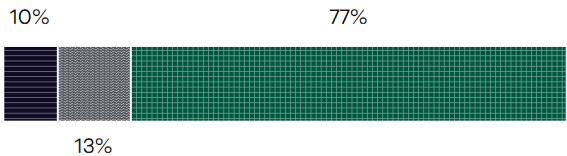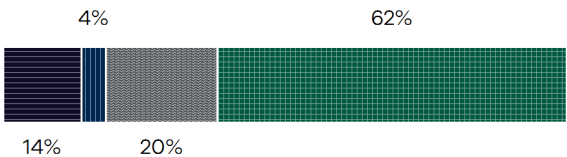
Legend: Disagree | Neither agree nor disagree | Don't know | Agree

Survey question	Your results	You 2022	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
My manager models my organisation's values	Disagree 10%, Neither 13%, Agree 77%	74%	77%	77%	61%	85%	90%
Senior leaders model my organisation's values	Disagree 14%, Don't know 4%, Neither 20%, Agree 62%	50%	56%	62%	45%	71%	82%

Victorian Public Sector Commission

VICTORIA State Government

96

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

80% 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'.
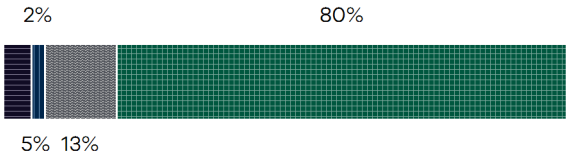
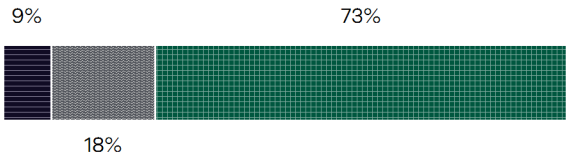**Legend:** Disagree · Neither agree nor disagree · Don't know · Agree

Survey question	Your results	You 2022	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% / 13% / 80%	76%	80%	80%	70%	86%	100%
I understand how the Charter of Human Rights and Responsibilities applies to my work	9% / 18% / 73%	71%	73%	73%	39%	78%	89%

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

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.
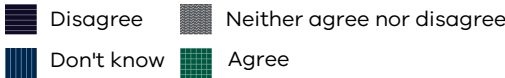
Example
83% of your staff who did the survey agreed or strongly agreed with 'I understand how the Code of Conduct for Victorian public sector employees applies to my work'.

Survey question

Your results

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

Benchmark agree results

	You			Comparator		
2022	2023	2024		Lowest	Average	Highest

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

Your results: 2%, 83%, 4%, 10%
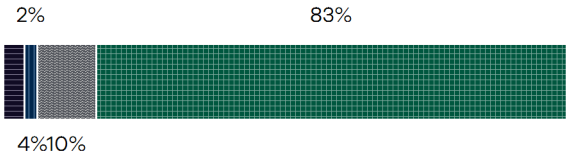
| Not asked | 82% | 83% | 44% | 87% | 97% |

I am proud to work in the public sector

Your results: 6%, 77%, 17%
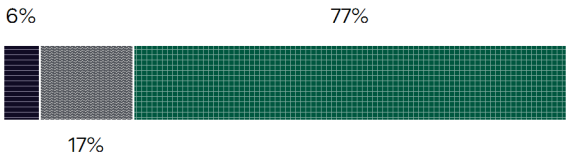
| Not asked | Not asked | 77% | 57% | 80% | 89% |

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

Your results: 12%, 52%, 12%, 24%

| Not asked | 55% | 52% | 32% | 59% | 70% |

Victorian Public Sector Commission

VICTORIA State Government

People matter survey

2024

Have your say

Overview

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Result summary

People outcomes

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

Public sector values

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

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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

78% of staff who did the survey responded favourably to 'If I have a concern about integrity, I know how to report it'.

Survey question	Your results	Benchmark agree results
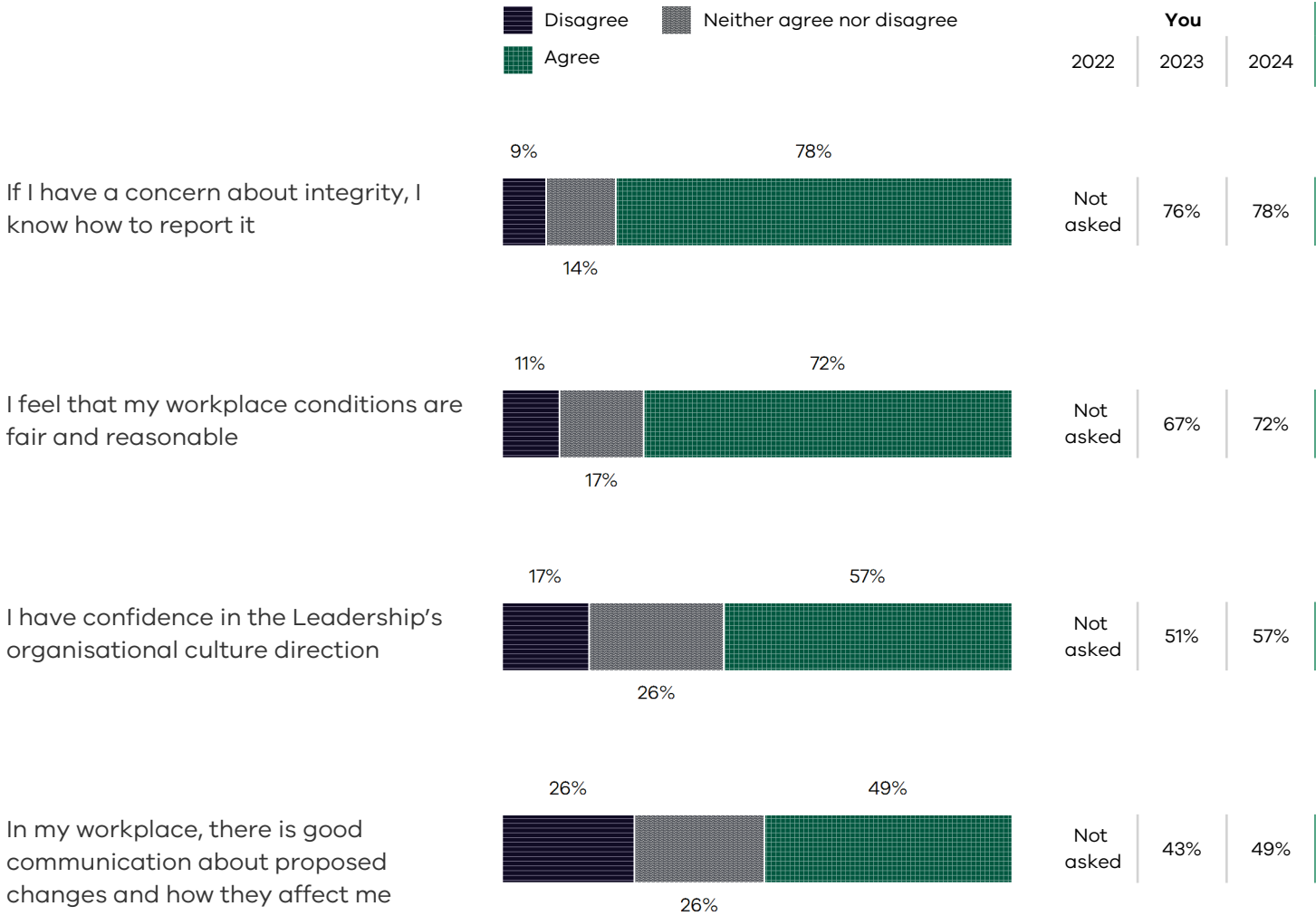
Legend:
- ■ Disagree
- ▨ Neither agree nor disagree
- ▦ Agree

Benchmark agree results — You

Survey question	Disagree	Neither	Agree	2022	2023	2024
If I have a concern about integrity, I know how to report it	9%	14%	78%	Not asked	76%	78%
I feel that my workplace conditions are fair and reasonable	11%	17%	72%	Not asked	67%	72%
I have confidence in the Leadership's organisational culture direction	17%	26%	57%	Not asked	51%	57%
In my workplace, there is good communication about proposed changes and how they affect me	26%	26%	49%	Not asked	43%	49%

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

The table shows you responses to the question 'During the last 12 months in your current organisation, have you been encouraged to bend rules at work?'.

Example

78% of staff who did the survey responded 'No' to the question.

During the last 12 months in your current organisation, have you been encouraged to bend rules at work?	You 2023	You 2024
No	74%	78%
Not sure	13%	11%
Yes	13%	11%

People matter survey
2024

Have your say

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- Senior leadership questions

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- Safety climate

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

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- 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

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- Cultural diversity
- Employment
- Adjustments
- Caring

Victorian Public Sector Commission

VICTORIA State Government

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	302	18%
35-54 years	866	53%
55+ years	261	16%
Prefer not to say	204	12%

Gender	(n)	%
Man	962	59%
Woman	407	25%
Prefer not to say	235	14%
Non-binary and I use a different term	29	2%

Are you trans, non-binary or gender diverse?	(n)	%
Yes	18	1%
No	1378	84%
Prefer not to say	237	15%

To your knowledge, do you have innate variation(s) of sex characteristics (often called intersex)?	(n)	%
Yes	4	0%
No	1336	82%
Don't know	68	4%
Prefer not to say	225	14%

How do you describe your sexual orientation?	(n)	%
Straight (heterosexual)	1119	69%
Prefer not to say	335	21%
Gay or lesbian	53	3%
Bisexual	41	3%
Asexual	28	2%
Don't know	24	1%
I use a different term	17	1%
Pansexual	16	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

- 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.

Aboriginal and/or Torres Strait Islander	(n)	%
Yes	30	2%
Non Aboriginal and/or Torres Strait Islander	1415	87%
Prefer not to say	188	12%

Identified as Aboriginal and/or Torres Strait Islander on your organisations HR system?	(n)	%
Yes	10	33%
No	16	53%
Don't know	2	7%
Prefer not to say	2	7%

Demographics

Disability

What is this

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

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

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

Are you a person with disability?	(n)	%
Yes	88	5%
No	1378	84%
Prefer not to say	167	10%

Have you shared your disability information within your organisation (e.g. to your manager or Human Resources staff)?	(n)	%
Yes	51	58%
No	33	38%
Prefer not to say	4	5%

Which statement most accurately reflects your decision not to share your disability information within your organisation?	(n)	%
I feel that sharing my disability information will reflect negatively on me	14	42%
My disability does not impact on my ability to perform my role	11	33%
I do not require any adjustments to be made to perform my role	7	21%
Other	1	3%

Demographics

Cultural diversity 1 of 2

What is this

These are the personal characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

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

Country of birth	(n)	%
Born in Australia	**1100**	67%
Not born in Australia	**293**	18%
Prefer not to say	**240**	15%

Language other than English spoken with family or community	(n)	%
Yes	**309**	19%
No	**1103**	68%
Prefer not to say	**221**	14%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Other	**94**	30%
Hindi	**53**	17%
Mandarin	**25**	8%
Arabic	**20**	6%
Italian	**19**	6%
Greek	**18**	6%
Cantonese	**18**	6%
Urdu	**17**	6%
Punjabi	**16**	5%
Vietnamese	**10**	3%
Tamil	**10**	3%
Persian	**9**	3%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Sinhalese	**9**	3%
Spanish	**9**	3%
Filipino	**8**	3%
Gujarati	**8**	3%
Macedonian	**8**	3%
Telugu	**7**	2%
Malayalam	**7**	2%
Tagalog	**4**	1%
Turkish	**4**	1%
Auslan	**1**	0%
Australian Indigenous Language	**1**	0%

Victorian Public Sector Commission

VICTORIA State Government

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
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Cultural identity	(n)	%
Australian	1006	62%
Prefer not to say	269	16%
English, Irish, Scottish and/or Welsh	135	8%
European (including Western, Eastern and South-Eastern European, and Scandinavian)	115	7%
East and/or South-East Asian	80	5%
South Asian	78	5%
Other	25	2%
Middle Eastern	25	2%
Aboriginal and/or Torres Strait Islander	23	1%
New Zealander	20	1%
African	17	1%
Central Asian	16	1%
Central and/or South American	6	0%
Maori	5	0%
Pacific Islander	4	0%
North American	3	0%

Religion	(n)	%
No religion	727	45%
Christianity	392	24%
Prefer not to say	323	20%
Hinduism	52	3%
Islam	47	3%
Other	46	3%
Buddhism	27	2%
Sikhism	11	1%
Judaism	8	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.

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Working arrangement	(n)	%
Full-Time	1558	95%
Part-Time	75	5%

Gross base salary (ongoing/fixed term only)	(n)	%
Below $80k	80	5%
$80k to $120k	550	34%
$120k to $160k	323	20%
$160k to $200k	221	14%
$200k or more	80	5%
Prefer not to say	363	22%

Organisational tenure	(n)	%
<1 year	210	13%
1 to less than 2 years	244	15%
2 to less than 5 years	388	24%
5 to less than 10 years	401	25%
10 to less than 20 years	253	15%
More than 20 years	137	8%

Management responsibility	(n)	%
Non-manager	1274	78%
Other manager	197	12%
Manager of other manager(s)	162	10%

Employment type	(n)	%
Ongoing and executive	1404	86%
Fixed term	160	10%
Other	69	4%

Frontline worker	(n)	%
No	904	55%
Yes	729	45%

Demographics

Employment characteristics 2 of 2

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Primary workplace location over the last 3 months	(n)	%
Melbourne CBD	857	52%
Large regional city	407	25%
Rural	193	12%
Melbourne: Suburbs	149	9%
Other	27	2%

What have been your main places of work over the last 3-months?	(n)	%
Your employer's office	919	56%
A frontline or service delivery location	603	37%
Home or private location	501	31%
A shared office space (where two or more organisations share the same workspace)	90	6%
Isolated or remote location/s where access to communications and help from others is difficult	81	5%
Other	74	5%

Flexible work	(n)	%
I do not use any flexible work arrangements	655	40%
Working from an alternative location (e.g. home, hub/shared work space)	486	30%
Shift swap	293	18%
Flexible start and finish times	282	17%
Working more hours over fewer days	72	4%
Using leave (including annual leave, long-service leave, personal leave, leave without pay and/or personal leave) to work flexible hours	70	4%
Part-time	49	3%
Other	30	2%
Purchased leave	30	2%
Job sharing	13	1%
Study leave	6	0%

Victorian Public Sector Commission

VICTORIA State Government

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

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Have you requested any of the following adjustments at work?	(n)	%
No, I have not requested adjustments	1312	80%
Flexible working arrangements	247	15%
Physical modifications or improvements to the workplace	59	4%
Career development support strategies	38	2%
Job redesign or role sharing	14	1%
Accessible communications technologies	7	0%
Other	6	0%

Why did you make this request?	(n)	%
Work-life balance	164	51%
Family responsibilities	104	32%
Caring responsibilities	94	29%
Health	88	27%
Other	27	8%
Disability	15	5%
Study commitments	9	3%

What was your experience with making this request?	(n)	%
The adjustments I needed were made and the process was satisfactory	213	66%
The adjustments I needed were not made	64	20%
The adjustments I needed were made but the process was unsatisfactory	44	14%

Demographics

Caring

What is this

These are staff-reported caring responsibilities.

Why this is important

This shows organisations what caring responsibilities their staff have.

How to read this

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Caring responsibilities	(n)	%
None of the above	**513**	31%
Primary school aged child(ren)	**336**	21%
Prefer not to say	**283**	17%
Secondary school aged child(ren)	**276**	17%
Child(ren) - younger than preschool age	**207**	13%
Frail or aged person(s)	**125**	8%
Preschool aged child(ren)	**117**	7%
Person(s) with a medical condition	**77**	5%
Person(s) with disability	**67**	4%
Person(s) with a mental illness	**60**	4%
Other	**37**	2%

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