People Matter Survey 2024

Have your say

Victorian Public Sector Commission

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People matter survey 2024

Have your say

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

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Report overview

About your report

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

Report contents

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

Comparing data in this report

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

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

Rounding of percentages

In this report, we round numbers up or down to their nearest whole percentage.

This means some percentages may not add up to 100%.

Survey questions and definitions

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

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Report overview

Privacy and anonymity

To protect you, we:

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

Read more in our privacy policy.

People matter survey | results

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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
• Lead the organisation • Set the culture • Lead by example • Actions influence outcomes	• Organisational integrity • Collaboration • Safety climate	• Quality service delivery • Innovation • Workgroup support • Safe to speak up	• Manager leadership • Manager support • Workload • Learning and development • Job enrichment • Meaningful work • Flexible working	• Engagement • Satisfaction • Wellbeing - work-related stress • Wellbeing - job related affect • Intention to stay • Acting on negative behaviours • Inclusion

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

Responsiveness Integrity Impartiality Accountability Respect Leadership Human Rights

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'.

Corangamite Catchment Management Authority

East Gippsland Catchment Management Authority

Glenelg Hopkins Catchment Management Authority

Goulburn Broken Catchment Management Authority

Mallee Catchment Management Authority

North Central Catchment Management Authority

North East Catchment Management Authority

West Gippsland Catchment Management Authority

Report overview

Your response rate

What this is

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

Why this is important

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

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

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

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

How to read this

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

2023		2024	
91%		**86%**	
(20)		**(19)**	
Comparator	79%	Comparator	87%
Public Sector	42%	Public Sector	65%

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2024

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People outcomes

Your employee engagement index

What is this

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

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

The weightings for each engagement response are:

- strongly agree is 100 points

- agree is 75 points

- neither agree nor disagree is 50 points

- disagree is 25 points

- strongly disagree is 0 points

Why this is important

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

2023	
90	
Comparator	75
Public Sector	68

2024	
89	
Comparator	74
Public Sector	68

People outcomes

Engagement question results 1 of 2

What is this

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

Your group's engagement index

Your 2024 index is 89.

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

95% of your staff who did the survey agreed or strongly agreed with 'My organisation motivates me to help achieve its objectives'.

Legend: Disagree | Neither agree nor disagree | Agree

Survey question	Your results	You 2022	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
I am proud to tell others I work for my organisation	5% / 95%	90%	95%	95%	78%	85%	95%
I would recommend my organisation as a good place to work	5% / 95%	95%	100%	95%	63%	80%	92%
My organisation motivates me to help achieve its objectives	5% / 95%	90%	90%	95%	66%	75%	86%
My organisation inspires me to do the best in my job	5% / 5% / 89%	95%	90%	89%	61%	72%	89%
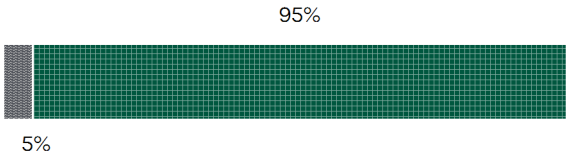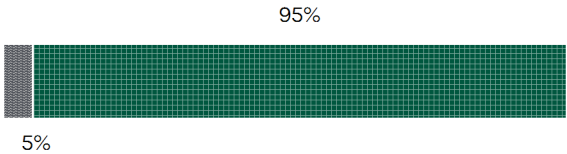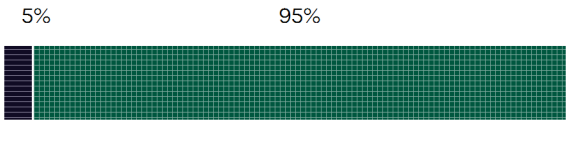
People outcomes

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 89.

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

89% of your staff who did the survey agreed or strongly agreed with 'I feel a strong personal attachment to my organisation'.

Survey question

Your results

| Disagree | | Neither agree nor disagree |
| Agree | | |

I feel a strong personal attachment to my organisation

89%

11%

Benchmark agree results

	You			Comparator		
2022	2023	2024	Lowest	Average	Highest
90%	95%	89%	56%	68%	84%

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:

- 94.7% of your staff who did the survey responded positively to questions about Inclusion.

Compared to:

- 87.6% of staff in your comparator group and 78.9% of staff across the public sector.

Inclusion
- 100.0%
- 96.7%
- **94.7%**
- 87.6%
- 78.9%

Satisfaction
- 88.3%
- 93.3%
- **87.7%**
- 74.5%
- 66.9%

High to severe work related stress
- 0.0%
- 5.0%
- **10.5%**
- 19.7%
- 22.8%

Plan to stay 6 months or less
- 0.0%
- **0.0%**
- 5.8%
- 7.0%

Legend: ■ You 2022 ■ You 2023 ■ You 2024 ■ Comparator 2024 ■ Public sector 2024
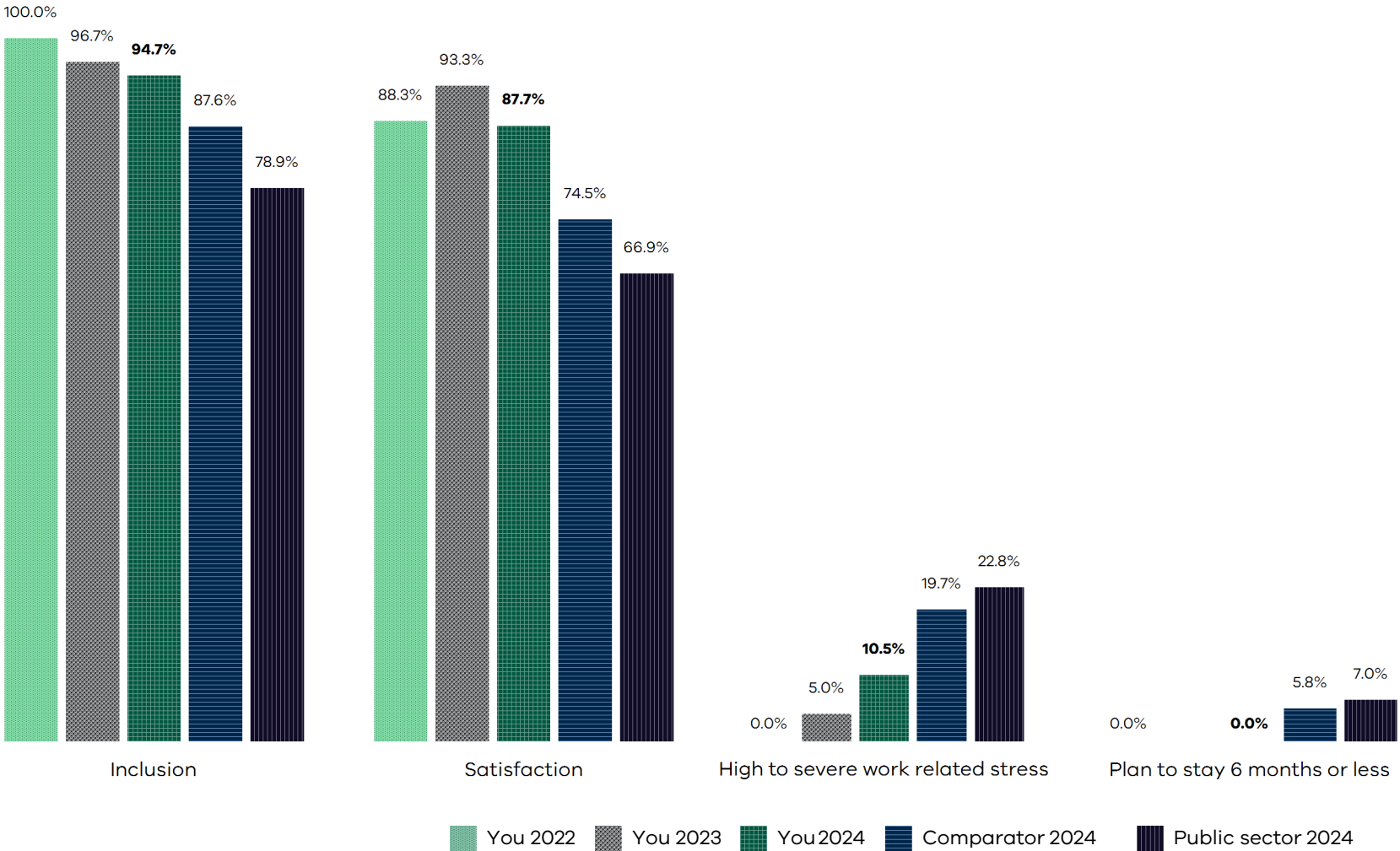
People outcomes

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

95% 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

Survey question		You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
Considering everything, how satisfied are you with your current job (5% / 95%)	90%	95%	95%	70%	80%	89%
How satisfied are you with the work/life balance in your current job (16% / 84%)	95%	100%	84%	72%	83%	92%
How satisfied are you with your career development within your current organisation (5% / 11% / 84%)	80%	85%	84%	51%	61%	76%

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People outcomes

Work-related stress levels

What is this

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

Why this is important

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

How to read this

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

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

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

Example

11% of your staff who did the survey said they had high to severe stress in 2024. This is compared to 20% of staff in your comparator group and 23% of staff across the public sector.

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

Nil	32%
Low or mild	47%
Moderate	11%
High	5%
Very high	0%
Severe	5%
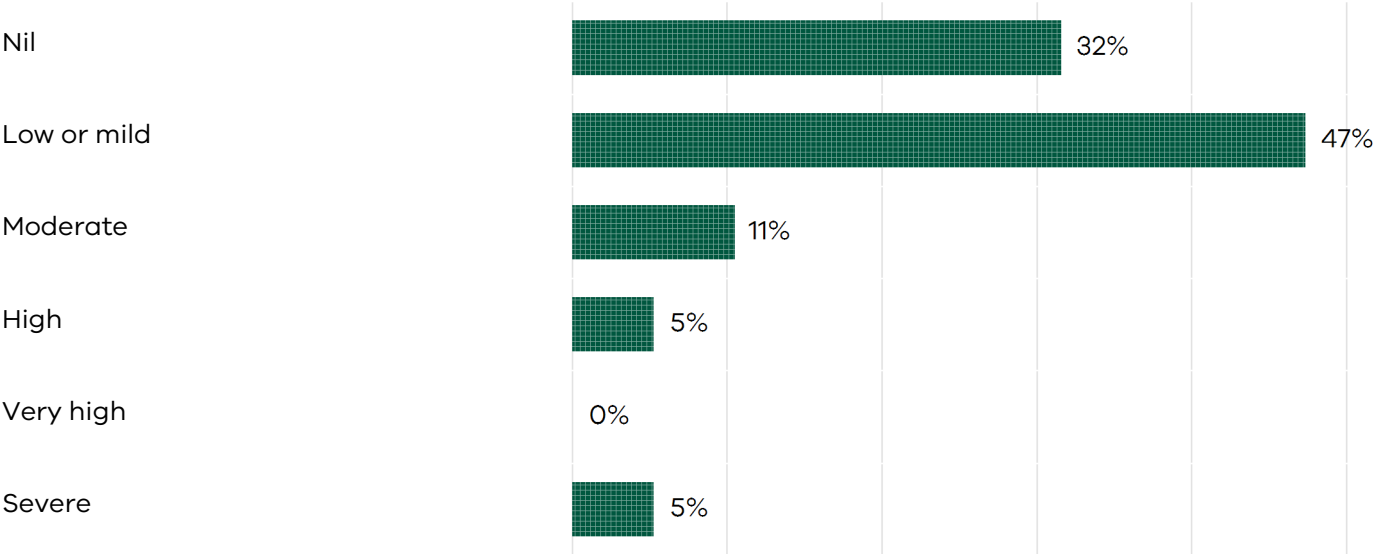
Reported levels of high to severe stress

2023		2024	
5%		**11%**	
Comparator	25%	Comparator	20%
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

68% of your staff who did the survey said they experienced mild to severe stress. Of that 68%, 62% said the top reason was 'Workload' .

	13	6
	68%	32%

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

Of those that experienced work related stress it was from ...	You 2023	You 2024	Comparator 2024	Public sector 2024
Workload	50%	62%	54%	47%
Time pressure	36%	38%	48%	42%
Competing home and work responsibilities	29%	38%	14%	13%
Dealing with clients, patients or stakeholders	21%	15%	19%	17%
Organisation or workplace change	-	15%	9%	15%
Other	7%	15%	18%	13%
Content, variety, or difficulty of work	-	8%	11%	12%
Work that doesn't match my skills or experience	14%	8%	6%	6%
Unclear job expectations	-	8%	6%	14%
Management of work (e.g. supervision, training, information, support)	-	8%	8%	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.
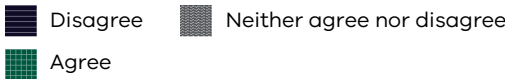
Example

95% of your staff who did the survey said the amount of stress in their job was manageable.

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

Survey question	Your results	You 2022	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
The amount of stress in my job is manageable	5% Disagree / 95% Agree	Not asked	Not asked	95%	71%	76%	89%
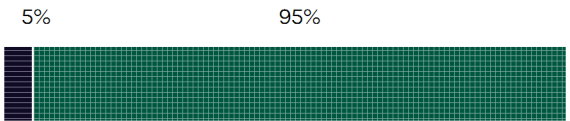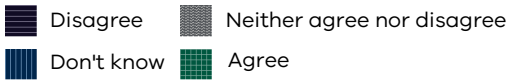
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People outcomes

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

5% 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
Over 6 months and up to 1 year	5%	5%	9%	10%
Over 1 year and up to 3 years	20%	16%	26%	25%
Over 3 years and up to 5 years	35%	21%	19%	16%
Over 5 years	40%	58%	40%	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
95% of your staff who did the survey agreed or strongly agreed with 'I can be myself at work'.

Survey question

Your results

Legend:
- Disagree
- Neither agree nor disagree
- Agree

Benchmark agree results
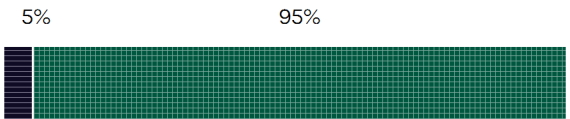
Survey question	Your results	You 2022	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
I can be myself at work	5% / 95%	100%	95%	95%	85%	88%	92%
I feel as if I belong at this organisation	5% / 95%	100%	95%	95%	75%	83%	92%
I feel culturally safe at work	5% / 95%	100%	100%	95%	85%	91%	96%
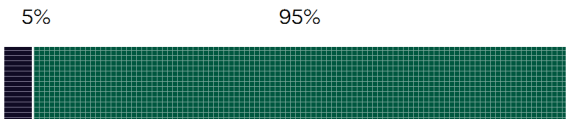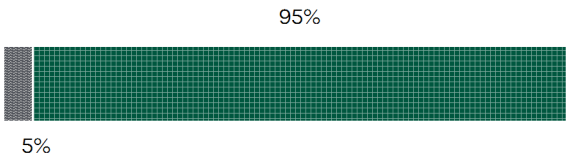
People outcomes

Inclusion - Barriers to success

What is this

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

Why this is important

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

How to read this

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

Why there are no further details

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

Staff who experienced one or more barriers to success at work

2	17
11%	89%

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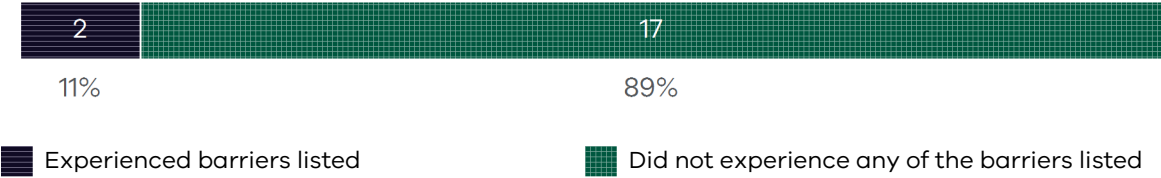
People outcomes

Inclusion - Witnessed barriers to success

What is this

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

Why this is important

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

How to read this

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

Why there are no further details

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

Staff who witnessed one or more barriers to success at work

1	18
5%	95%

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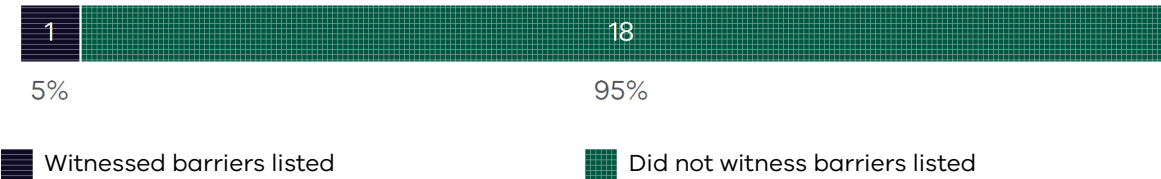
People outcomes

Scorecard: emotional effects of work

What is this

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

Why this is important

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

How to read this

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

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

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

Example

In 2024:

- 78.9% of your staff who did the survey said work made them feel happy.

Compared to:

- 61.8% of staff in your comparator group and 52.6% of staff across the public sector.

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

Chart showing emotional effects of work by category:

Enthusiastic: You 2022 80.0%, You 2023 80.0%, You 2024 89.5%, Comparator 2024 53.9%, Public sector 2024 48.4%

Happy: You 2022 80.0%, You 2023 95.0%, You 2024 78.9%, Comparator 2024 61.8%, Public sector 2024 52.6%

Worried: You 2022 5.0%, You 2023 5.0%, You 2024 10.5%, Comparator 2024 23.6%, Public sector 2024 29.5%

Miserable: You 2022 5.0%, You 2023 0.0%, You 2024 5.3%, Comparator 2024 11.5%, Public sector 2024 16.3%

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

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People outcomes

Scorecard: negative behaviours

What is this

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

Why this is important

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

How to read this

Each label represents a question in the survey about negative behaviour.

Each result is the percentage of staff who said they experienced bullying, sexual harassment, discrimination or violence and aggression in the past 12 months.

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

Example

In 2024:

- 0.0% of your staff who did the survey stated they experienced 'Bullying' in the last 12 months.

Compared to:

- 6.7% of staff in your comparator group and 11.2% of staff across the public sector.

Bar chart showing negative behaviours by category.

Bullying: You 2022 0.0%, You 2023 0.0%, You 2024 0.0%, Comparator 2024 6.7%, Public sector 2024 11.2%

Sexual harassment: You 2022 0.0%, You 2023 0.0%, You 2024 0.0%, Comparator 2024 2.7%, Public sector 2024 3.9%

Discrimination: You 2022 0.0%, You 2023 0.0%, You 2024 0.0%, Comparator 2024 2.1%, Public sector 2024 4.9%

Violence or aggression: You 2022 0.0%, You 2023 0.0%, You 2024 0.0%, Comparator 2024 7.3%, Public sector 2024 10.0%

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

People outcomes

Bullying

What is this

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

Why this is important

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

Why there is no data here

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

We do this to protect the respondents.

People outcomes

Sexual harassment

What is this

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

Why this is important

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

Why there is no data here

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

People outcomes

Discrimination

What is this

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

Why this is important

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

Why there is no data here

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

People outcomes

Violence and aggression

What is this

This is when staff are abused, threatened or assaulted in a situation related to their work.

Why this is important

Violence and aggression can have an immediate and long-term negative impact on those involved, including those who witness violence and aggression.

Why there is no data here

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

Negative behaviour

Witnessing negative behaviours

What is this

This is where staff witnessed people acting in a negative way against a colleague.

Why this is important

Witnessing negative behaviour can still have a negative impact on the person, as it does on the victim.

How to read this

In the survey, we asked staff to tell us if they'd witnessed any negative behaviour at work.

They could tell us with one or more answers if they witnessed negative behaviour and what type they witnessed.

In descending order, the table shows the answers.

Example

0% of your staff who did the survey said they witnessed some negative behaviour at work.

100% said 'No, I have not witnessed any of the situations above'.

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

	19
	100%
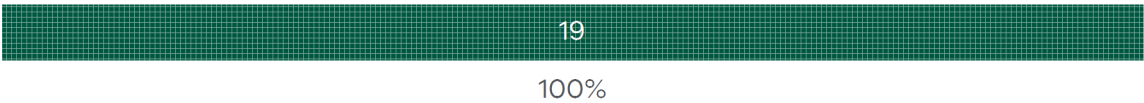
■ Witnessed some negative behaviour   ▦ Did not witness some negative behaviour

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	100%	100%	88%	81%

People matter survey

2024

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

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

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- Highest scoring
- Lowest scoring
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- Biggest positive difference from your comparator
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- Respect
- Leadership
- Human rights

Topical questions

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

Victorian Public Sector Commission

VICTORIA State Government

Key differences

Highest scoring questions

What is this

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

How to read this

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

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

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

Example

On the first row 'Job enrichment', the 'You 2024' column shows 100% of your staff who did the survey agreed with 'I can use my skills and knowledge in my job'. In the 'Change from 2023' column, you have a 0% change, which is a neutral trend.

Question group	Highest scoring questions	You 2024	Change from 2023	Comparator 2024
Job enrichment	I can use my skills and knowledge in my job	100%	0%	90%
Job enrichment	I understand how my job helps my organisation achieve its goals	100%	0%	93%
Job enrichment	I clearly understand what I am expected to do in this job	100%	0%	87%
Job enrichment	I have the authority to do my job effectively	100%	+5%	81%
Job enrichment	I have a say in how I do my work	100%	0%	87%
Quality service delivery	My workgroup provides high quality advice and services	100%	0%	94%
Topical	I understand how the Code of Conduct for Victorian public sector employees applies to my work	100%	0%	96%
Workgroup support	People in my workgroup treat each other with respect	100%	0%	91%
Workgroup support	People in my workgroup are honest, open and transparent in their dealings	100%	+10%	88%
Workgroup support	People in my workgroup appropriately manage conflicts of interest	100%	+5%	88%

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 'Organisational integrity', the 'You 2024' column shows 68% of your staff who did the survey agreed with 'I believe the promotion processes in my organisation are fair'. In the 'Change from 2023' column, you have a +3% change, which is a positive trend.

Question group	Lowest scoring questions	You 2024	Change from 2023	Comparator 2024
Organisational integrity	I believe the promotion processes in my organisation are fair	68%	+3%	61%
Organisational integrity	I have an equal chance at promotion in my organisation	68%	-22%	60%
Taking action	My organisation has made improvements based on the survey results from last year	68%	+13%	60%
Workload	I have enough time to do my job effectively	74%	-21%	59%
Learning and development	I am satisfied with the opportunities to progress in my organisation	79%	+9%	52%
Organisational integrity	I believe the recruitment processes in my organisation are fair	79%	-1%	79%
Satisfaction	How satisfied are you with your career development within your current organisation	84%	-1%	61%
Satisfaction	How satisfied are you with the work/life balance in your current job	84%	-16%	83%
Workload	The workload I have is appropriate for the job that I do	84%	-11%	63%
Organisational integrity	My organisation takes steps to eliminate bullying, harassment and discrimination	84%	-6%	85%

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 'Taking action', the 'You 2024' column shows 68% of your staff who did the survey agreed with 'My organisation has made improvements based on the survey results from last year'. In the 'Increase from 2023' column, you have a 13% increase, which is a positive trend.

Question group	Most improved from last year	You 2024	Increase from 2023	Comparator 2024
Taking action	My organisation has made improvements based on the survey results from last year	68%	+13%	60%
Workgroup support	People in my workgroup are honest, open and transparent in their dealings	100%	+10%	88%
Senior leadership	Senior leaders model my organisation's values	100%	+10%	80%
Innovation	My workgroup learns from failures and mistakes	95%	+10%	80%
Taking action	I believe my organisation will make improvements based on the results of this year's survey	89%	+9%	70%
Learning and development	I am satisfied with the opportunities to progress in my organisation	79%	+9%	52%
Job enrichment	I have the authority to do my job effectively	100%	+5%	81%
Workgroup support	People in my workgroup appropriately manage conflicts of interest	100%	+5%	88%
Safety climate	My organisation provides a physically safe work environment	100%	+5%	94%
Safe to speak up	People in my workgroup are able to bring up problems and tough issues	95%	+5%	85%

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 'Organisational integrity', the 'You 2024' column shows 68% of your staff who did the survey agreed with 'I have an equal chance at promotion in my organisation'.

In the 'Decrease from 2023' column, you have a 22% decrease, which is a negative trend.

Question group	Largest decline from last year	You 2024	Decrease from 2023	Comparator 2024
Organisational integrity	I have an equal chance at promotion in my organisation	68%	-22%	60%
Workload	I have enough time to do my job effectively	74%	-21%	59%
Satisfaction	How satisfied are you with the work/life balance in your current job	84%	-16%	83%
Workload	The workload I have is appropriate for the job that I do	84%	-11%	63%
Organisational integrity	My organisation takes steps to eliminate bullying, harassment and discrimination	84%	-6%	85%
Manager support	I receive meaningful recognition when I do good work	89%	-6%	75%
Learning and development	My organisation places a high priority on the learning and development of staff	89%	-6%	73%
Innovation	My workgroup encourages employee creativity	89%	-6%	78%
Quality service delivery	My workgroup uses its resources well	89%	-6%	82%
Quality service delivery	My workgroup has clear lines of responsibility	89%	-6%	82%

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 'Learning and development', the 'You 2024' column shows 79% of your staff who did the survey agreed with 'I am satisfied with the opportunities to progress in my organisation'.

The 'Difference' column, shows that agreement for this question was 27% higher than in your comparator.

Question group	Biggest positive difference from comparator	You 2024	Difference	Comparator 2024
Learning and development	I am satisfied with the opportunities to progress in my organisation	79%	+27%	52%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	95%	+27%	68%
Safety climate	All levels of my organisation are involved in the prevention of stress	89%	+24%	65%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	89%	+24%	66%
Senior leadership	Senior leaders provide clear strategy and direction	95%	+24%	71%
Satisfaction	How satisfied are you with your career development within your current organisation	84%	+23%	61%
Learning and development	I am satisfied with the way my learning and development needs have been addressed in the last 12 months	95%	+22%	73%
Workload	The workload I have is appropriate for the job that I do	84%	+21%	63%
Engagement	I feel a strong personal attachment to my organisation	89%	+21%	68%
Senior leadership	Senior leaders model my organisation's values	100%	+20%	80%

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 84% of your staff who did the survey agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'. The 'Difference' column, shows that agreement for this question was 1% lower than in your comparator.

Question group	Biggest negative difference from comparator	You 2024	Difference	Comparator 2024
Organisational integrity	My organisation takes steps to eliminate bullying, harassment and discrimination	84%	-1%	85%

People matter survey

2024

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Public sector values

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- Respect
- Leadership
- Human rights

Topical questions

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

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.
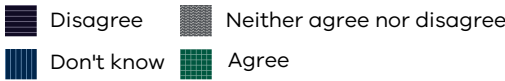
Example

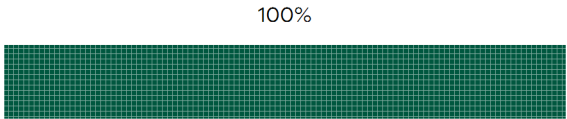89% of your staff who did the survey agreed or strongly agreed with 'I believe my organisation will make improvements based on the results of this year's survey'.

Survey question	Your results	Benchmark agree results
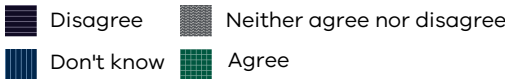
Your results legend: Disagree | Neither agree nor disagree | Don't know | Agree
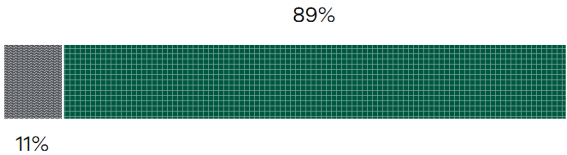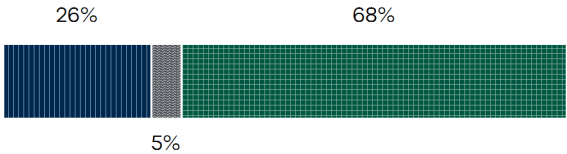
Survey question		You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
I believe my organisation will make improvements based on the results of this year's survey	89% / 11%	60%	80%	89%	50%	70%	88%
My organisation has made improvements based on the survey results from last year	26% / 5% / 68%	30%	55%	68%	39%	60%	85%

Victorian Public Sector Commission

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People matter survey

2024

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Public sector values

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Topical questions

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

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

100% of your staff who did the survey agreed or strongly agreed with 'Senior leaders model my organisation's values'.

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
Senior leaders model my organisation's values	100%	95%	90%	100%	63%	80%	94%
Senior leaders demonstrate honesty and integrity	95% (5%)	100%	90%	95%	71%	84%	95%
Senior leaders provide clear strategy and direction	95% (5%)	95%	90%	95%	46%	71%	92%
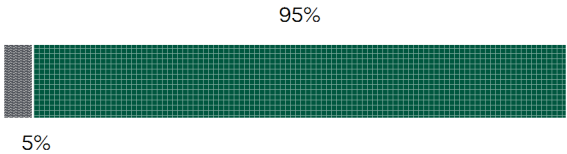
Victorian Public Sector Commission

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People matter survey 2024

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Topical questions

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Organisational climate

Scorecard

What is this

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

Why this is important

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

How to read this

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

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

Example

In 2024:

- 97.4% of your staff who did the survey responded positively to questions about Collaboration.

Compared to:

- 83.6% of staff in your comparator group and 72.5% of staff across the public sector.

Bar chart: Organisational climate scorecard

Collaboration
- You 2022: 97.5%
- You 2023: 100.0%
- You 2024: 97.4%
- Comparator 2024: 83.6%
- Public sector 2024: 72.5%

Safety climate
- You 2022: 90.0%
- You 2023: 90.8%
- You 2024: 93.0%
- Comparator 2024: 73.9%
- Public sector 2024: 59.2%

Organisational integrity
- You 2022: 87.5%
- You 2023: 90.0%
- You 2024: 84.9%
- Comparator 2024: 81.4%
- Public sector 2024: 67.0%

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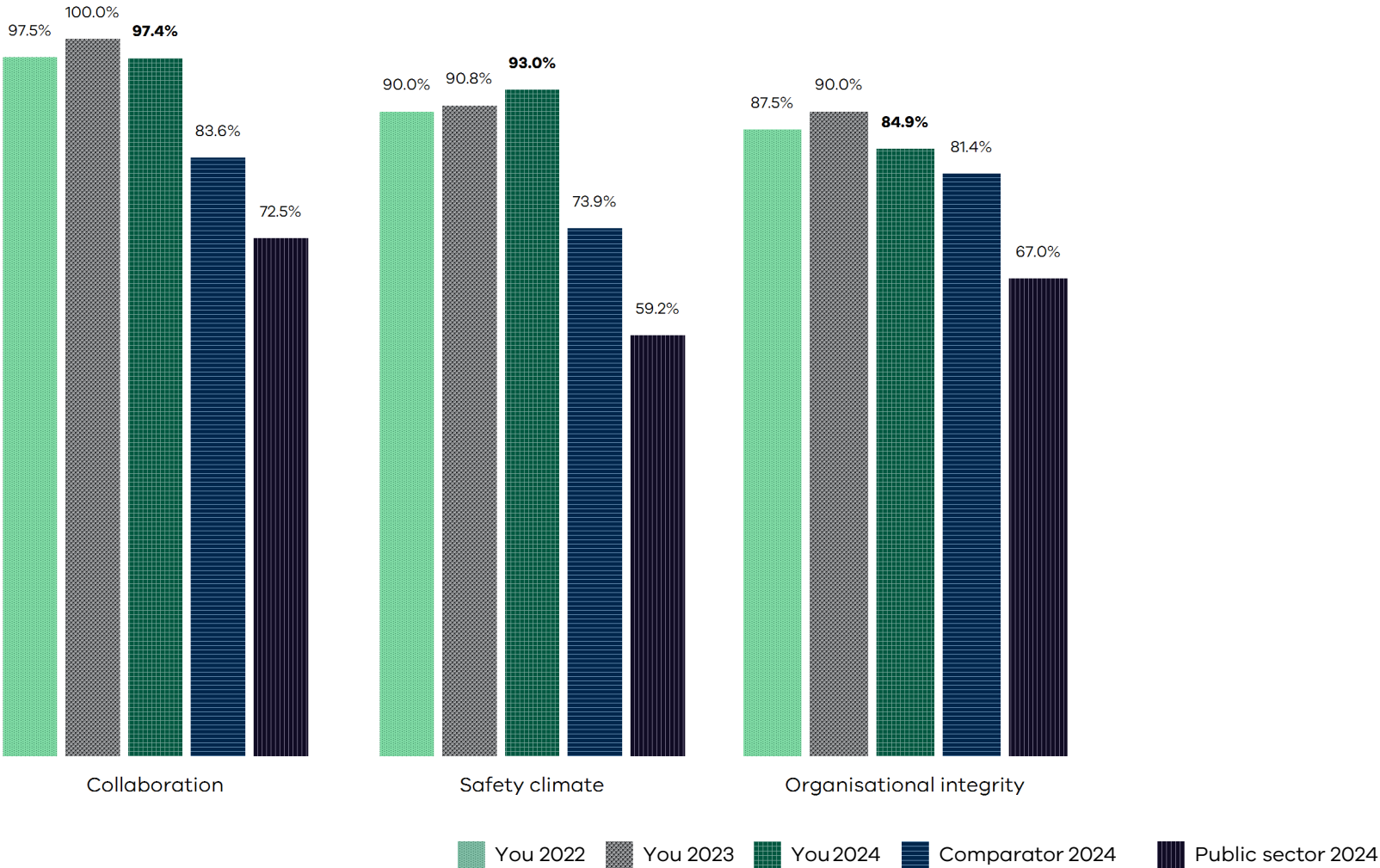
Organisational climate

Organisational integrity 1 of 2

What is this

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

Why this is important

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

How to read this

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

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

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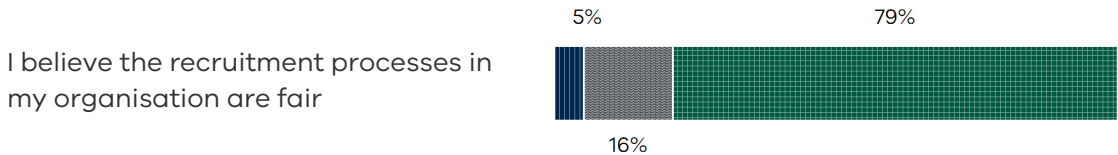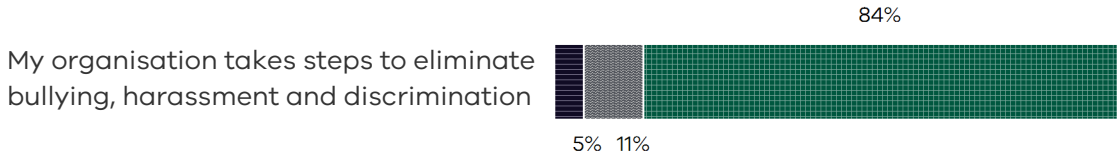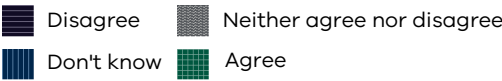
Example

100% 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
- 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 organisation encourages employees to act in ways that are consistent with human rights	100%	100%	100%	100%	92%	96%	100%
My organisation encourages respectful workplace behaviours	95% (5% neither)	100%	100%	95%	89%	94%	100%
My organisation is committed to earning a high level of public trust	95% (5% neither)	95%	100%	95%	89%	92%	98%
My organisation does not tolerate improper conduct	89% (11% neither)	95%	95%	89%	75%	85%	92%
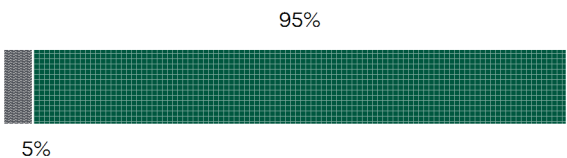
Victorian Public Sector Commission

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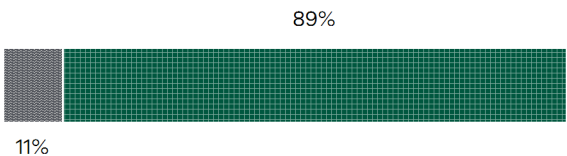
Organisational climate

Organisational integrity 2 of 2

What is this

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

Why this is important

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

How to read this

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

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

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

Example

84% of your staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.

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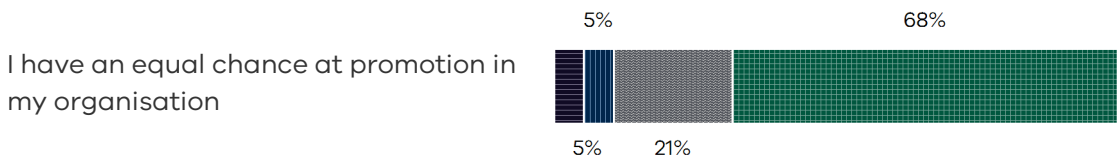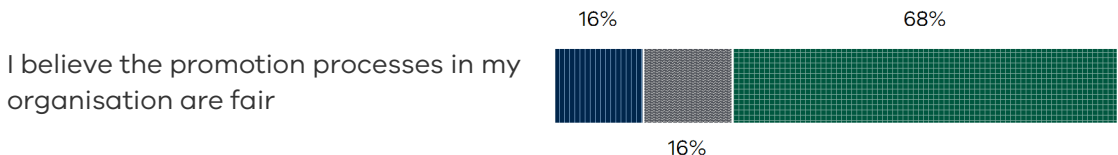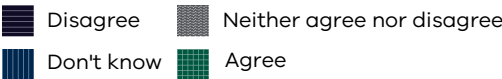
Legend: Disagree | Neither agree nor disagree | Don't know | Agree

Benchmark agree results

Survey question		You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
My organisation takes steps to eliminate bullying, harassment and discrimination	5% / 11% / 84%	100%	90%	84%	67%	85%	96%
I believe the recruitment processes in my organisation are fair	5% / 16% / 79%	80%	80%	79%	70%	79%	87%
I believe the promotion processes in my organisation are fair	16% / 16% / 68%	60%	65%	68%	43%	61%	85%
I have an equal chance at promotion in my organisation	5% / 5% / 21% / 68%	70%	90%	68%	48%	60%	74%

Victorian Public Sector Commission

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Organisational climate

Collaboration

What is this

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

Why this is important

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

How to read this

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

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

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

Example

100% of your staff who did the survey agreed or strongly agreed with 'I am able to work effectively with others outside my immediate workgroup'.

Survey question	Your results		

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

Survey question	Your results	Benchmark agree results — You			Benchmark agree results — Comparator		
		2022	**2023**	**2024**	Lowest	Average	Highest
I am able to work effectively with others outside my immediate workgroup	100%	100%	100%	100%	84%	90%	97%
Workgroups across my organisation willingly share information with each other	95% (5%)	95%	100%	95%	68%	77%	84%

Victorian Public Sector Commission

VICTORIA State Government
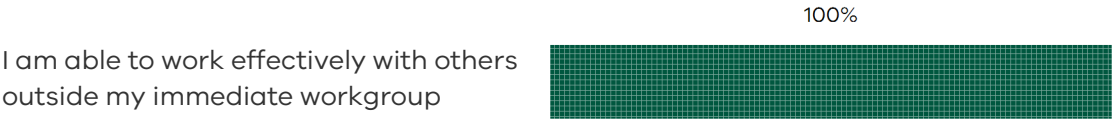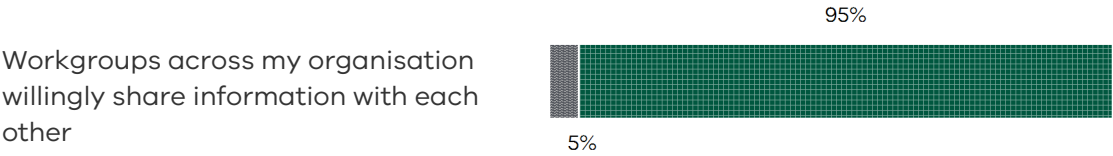
Organisational climate

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

100% of your staff who did the survey agreed or strongly agreed with 'My organisation provides a physically safe work environment'.

Survey question	Your results	Benchmark agree results

Legend: Disagree | Neither agree nor disagree | Don't know | Agree
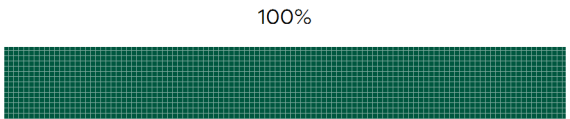
Survey question		You 2022	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
My organisation provides a physically safe work environment	100%	100%	95%	100%	84%	94%	100%
Senior leaders consider the psychological health of employees to be as important as productivity	5% / 95%	95%	90%	95%	65%	77%	95%
Senior leaders show support for stress prevention through involvement and commitment	5% / 95%	95%	90%	95%	50%	68%	89%
All levels of my organisation are involved in the prevention of stress	5% / 89% / 5%	90%	95%	89%	49%	65%	95%
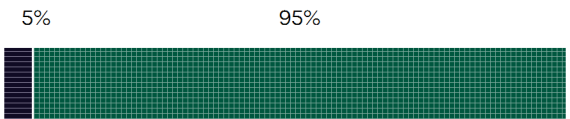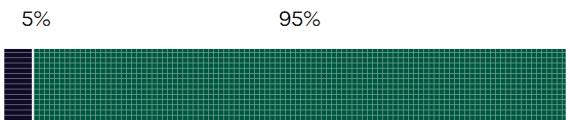
Victorian Public Sector Commission

VICTORIA State Government
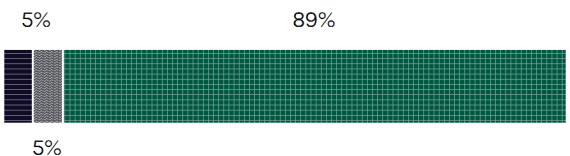
Organisational climate

Safety climate 2 of 2

What is this

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

Why this is important

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

How to read this

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

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

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

Example

89% of your staff who did the survey agreed or strongly agreed with 'My organisation has effective procedures in place to support employees who may experience stress'.

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

Survey question	Your results		You			Comparator		
			2022	2023	2024	Lowest	Average	Highest
In my workplace, there is good communication about psychological safety issues that affect me	5% / 89% / 5%		75%	85%	89%	60%	72%	89%
My organisation has effective procedures in place to support employees who may experience stress	5% / 89% / 5%		85%	90%	89%	53%	66%	86%
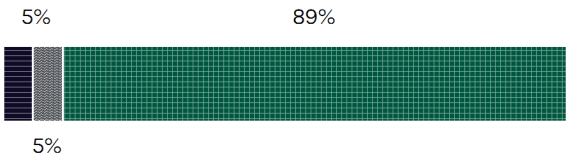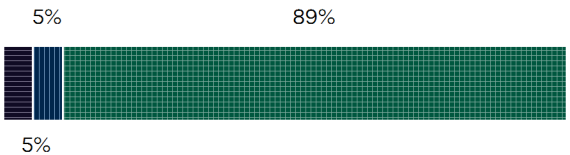
People matter survey

2024

Have your say

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- Survey's theoretical framework
- Your comparator group
- Your response rate

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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Job and manager factors

- Scorecard
- Manager leadership
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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

Victorian Public Sector Commission

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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.
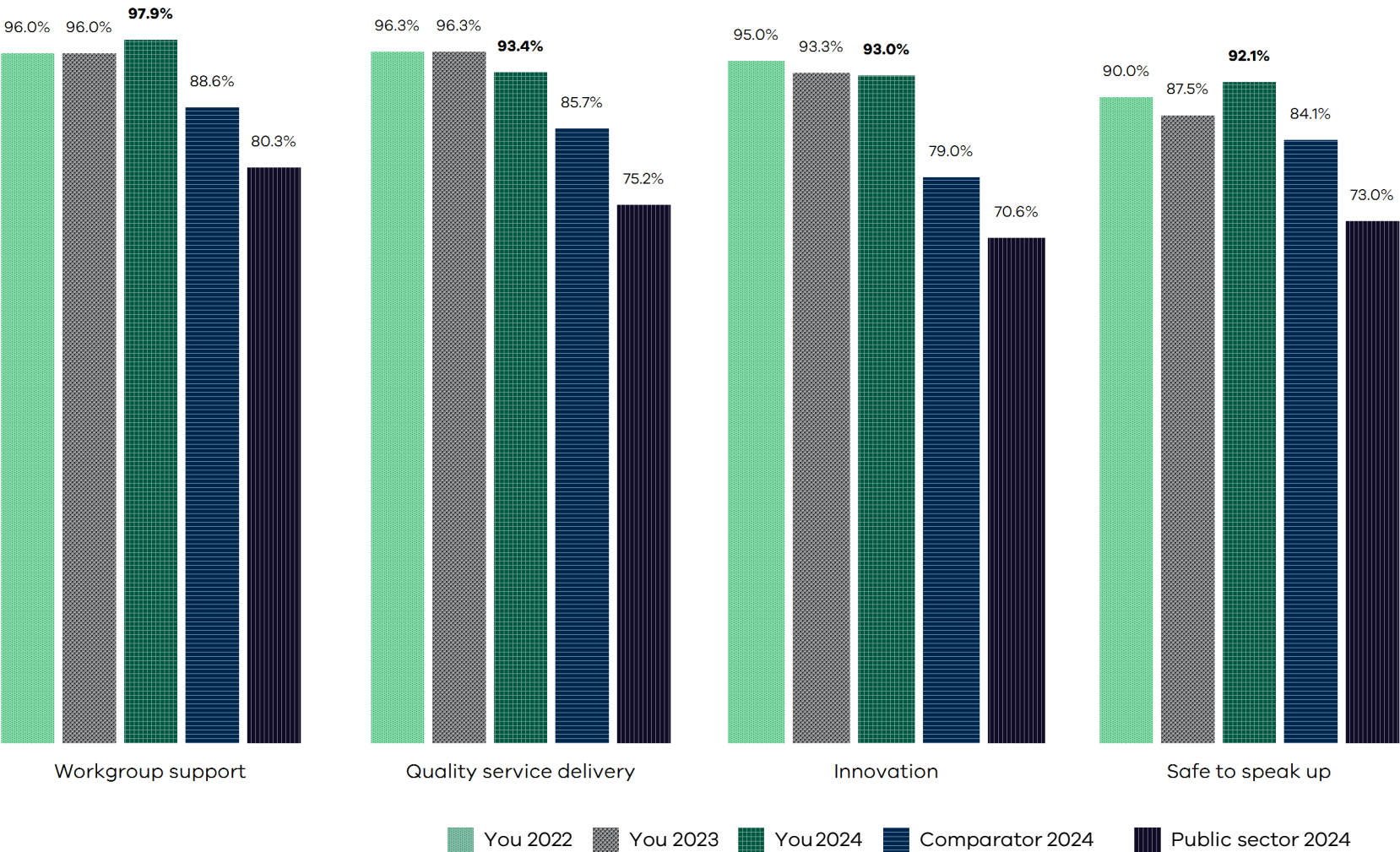
Why this is important

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:

- 97.9% of your staff who did the survey responded positively to questions about Workgroup support.

Compared to:

- 88.6% of staff in your comparator group and 80.3% of staff across the public sector.

Chart — percentage of positive responses by factor:

Workgroup support: You 2022 96.0%, You 2023 96.0%, You 2024 97.9%, Comparator 2024 88.6%, Public sector 2024 80.3%

Quality service delivery: You 2022 96.3%, You 2023 96.3%, You 2024 93.4%, Comparator 2024 85.7%, Public sector 2024 75.2%

Innovation: You 2022 95.0%, You 2023 93.3%, You 2024 93.0%, Comparator 2024 79.0%, Public sector 2024 70.6%

Safe to speak up: You 2022 90.0%, You 2023 87.5%, You 2024 92.1%, Comparator 2024 84.1%, Public sector 2024 73.0%

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

Workgroup climate

Quality service delivery

What is this

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

Why this is important

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

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

How to read this

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

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

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

Example

100% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

Legend: Disagree | Neither agree nor disagree | Don't know | Agree
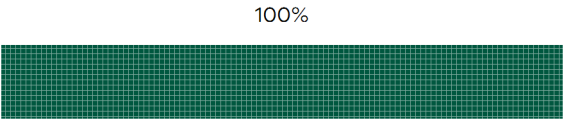
Survey question	Your results	You 2022	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup provides high quality advice and services	100%	100%	100%	100%	91%	94%	95%
My workgroup acts fairly and without bias	95% / 5%	90%	95%	95%	76%	85%	95%
My workgroup has clear lines of responsibility	89% / 11%	100%	95%	89%	73%	82%	94%
My workgroup uses its resources well	89% / 11%	95%	95%	89%	70%	82%	91%
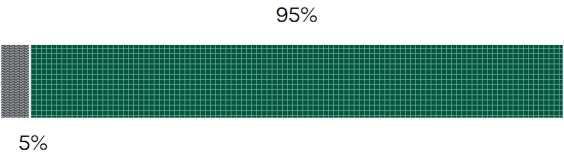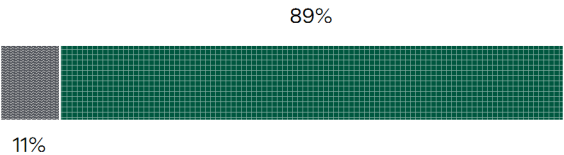
Victorian Public Sector Commission

VICTORIA State Government
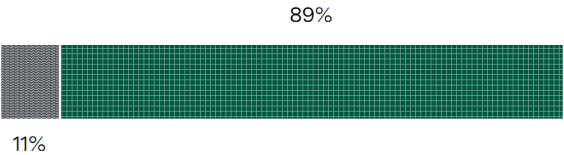
Workgroup climate

Innovation

What is this

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

Why this is important

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

How to read this

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

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

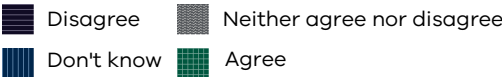Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

95% of your staff who did the survey agreed or strongly agreed with 'My workgroup is quick to respond to opportunities to do things better'.

Survey question

Your results

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

Benchmark agree results

Survey question		You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
My workgroup is quick to respond to opportunities to do things better	95% (5%)	95%	100%	95%	67%	79%	92%
My workgroup learns from failures and mistakes	95% (5%)	95%	85%	95%	73%	80%	92%
My workgroup encourages employee creativity	89% (5% 5%)	95%	95%	89%	70%	78%	89%

Victorian Public Sector Commission

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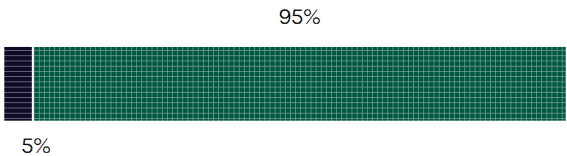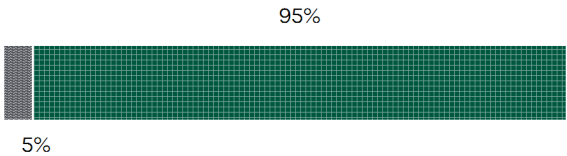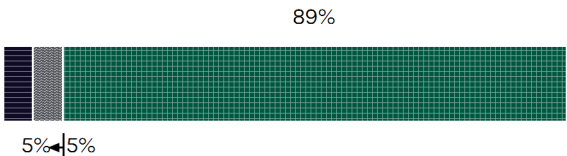
Workgroup climate

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

100% 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

Benchmark agree results

Survey question		You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
People in my workgroup appropriately manage conflicts of interest	100%	85%	95%	100%	78%	88%	97%
People in my workgroup are honest, open and transparent in their dealings	100%	95%	90%	100%	78%	88%	93%
People in my workgroup treat each other with respect	100%	100%	100%	100%	76%	91%	100%
People in my workgroup work together effectively to get the job done	95% / 5%	100%	95%	95%	76%	88%	97%
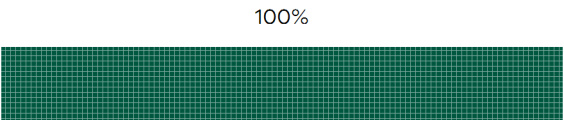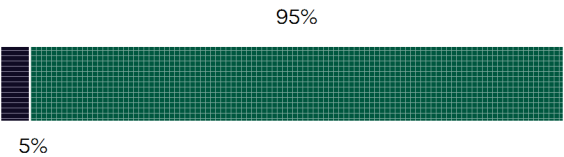
Workgroup climate

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

95% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.
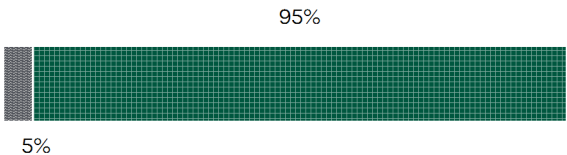
Disagree	Neither agree nor disagree
Don't know	Agree

Survey question	Your results	You 2022	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup are politically impartial in their work	95% / 5%	100%	100%	95%	78%	88%	93%

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

95% 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'.
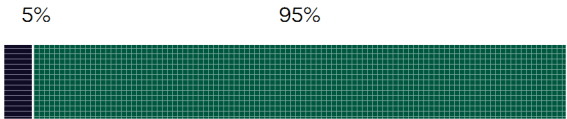
Legend:
- Disagree
- Don't know
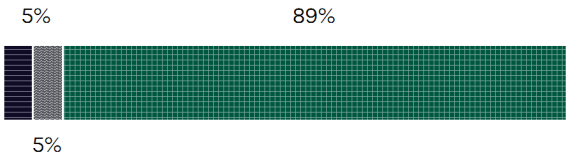- Neither agree nor disagree
- Agree

Survey question	Your results		You			Comparator		
			2022	2023	2024	Lowest	Average	Highest
People in my workgroup are able to bring up problems and tough issues	5% / 95%		90%	90%	95%	63%	85%	95%
I feel safe to challenge inappropriate behaviour at work	5% / 89% / 5%		90%	85%	89%	72%	83%	89%

People matter survey

2024

Have your say

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- Survey's theoretical framework
- Your comparator group
- Your response rate

Result summary

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

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Senior leadership

- Senior leadership questions

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Job and manager factors

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- 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

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.
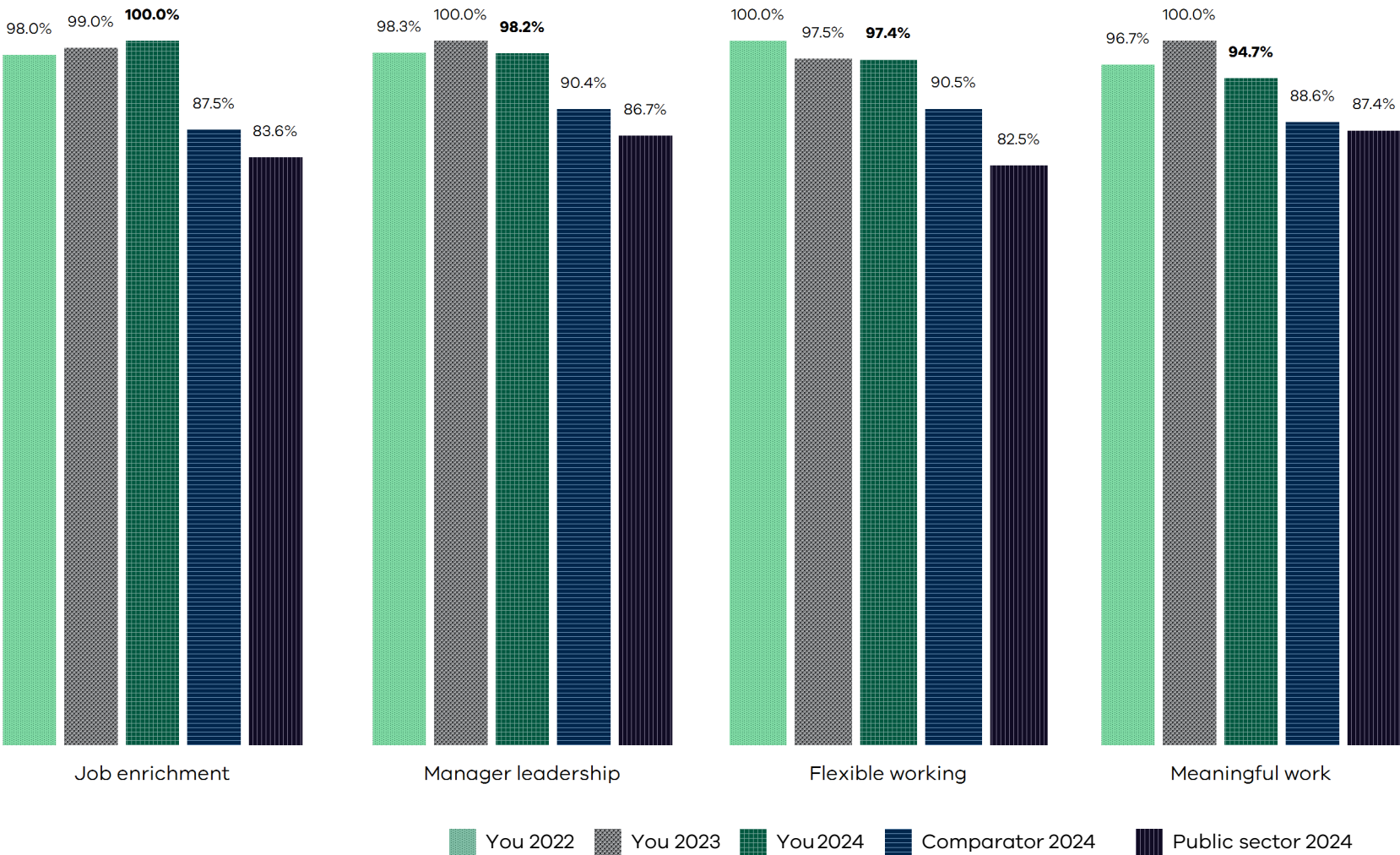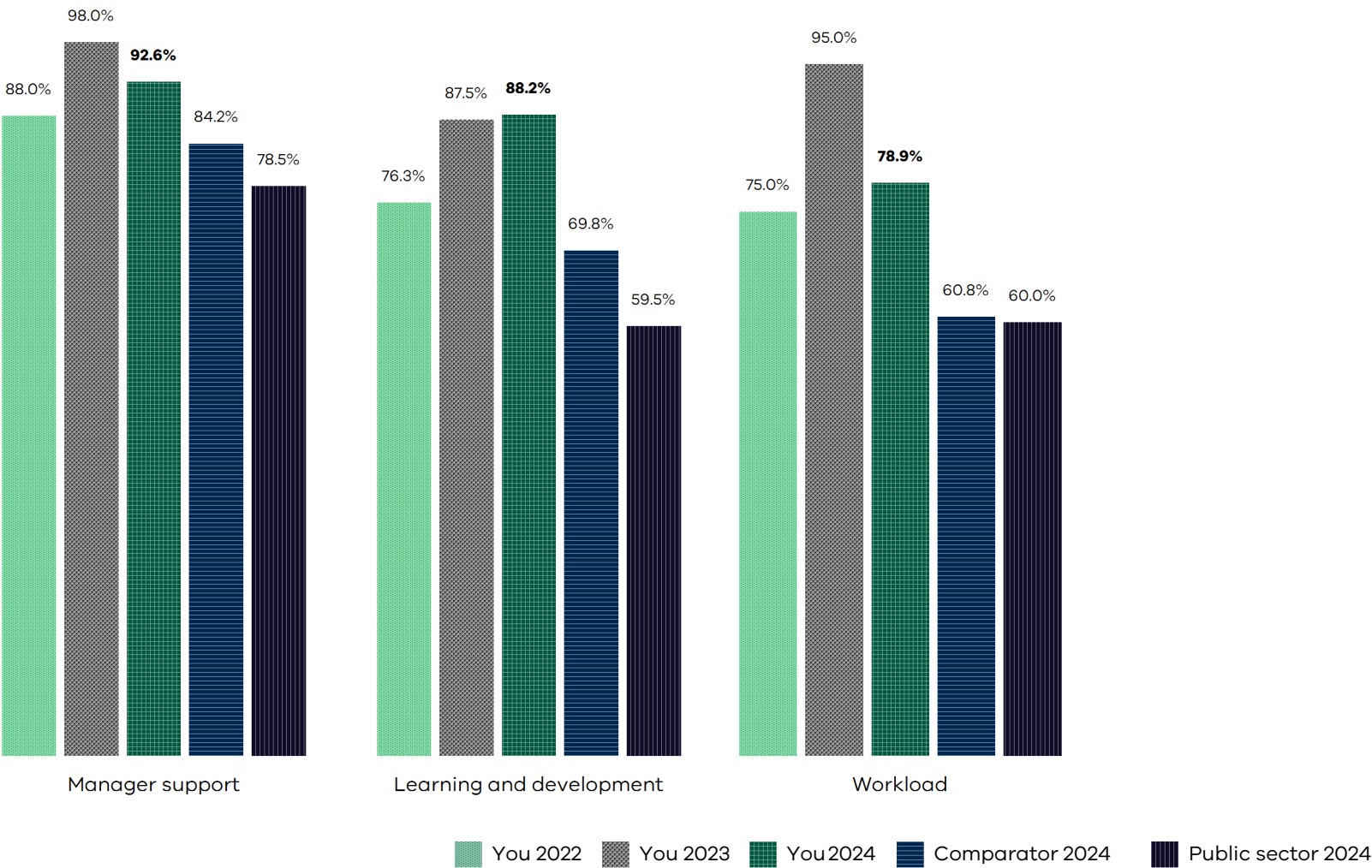
Example

In 2024:

- 100.0% of your staff who did the survey responded positively to questions about Job enrichment.

Compared to:

- 87.5% of staff in your comparator group and 83.6% of staff across the public sector.

Chart showing percentage of positive responses by factor:

Job enrichment: You 2022 98.0%, You 2023 99.0%, You 2024 100.0%, Comparator 2024 87.5%, Public sector 2024 83.6%

Manager leadership: You 2022 98.3%, You 2023 100.0%, You 2024 98.2%, Comparator 2024 90.4%, Public sector 2024 86.7%

Flexible working: You 2022 100.0%, You 2023 97.5%, You 2024 97.4%, Comparator 2024 90.5%, Public sector 2024 82.5%

Meaningful work: You 2022 96.7%, You 2023 100.0%, You 2024 94.7%, Comparator 2024 88.6%, Public sector 2024 87.4%

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

Job and manager factors

What is this

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

Why this is important

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

How to read this

Each label represents a group of questions in the survey about job and manager factors.
Each result is the overall percentage of positive responses for your organisation, comparator and public sector.

Example

In 2024:

- 92.6% of your staff who did the survey responded positively to questions about Manager support.

Compared to:

- 84.2% of staff in your comparator group and 78.5% of staff across the public sector.

Chart: Job and manager factors

Manager support
- You 2022: 88.0%
- You 2023: 98.0%
- You 2024: 92.6%
- Comparator 2024: 84.2%
- Public sector 2024: 78.5%

Learning and development
- You 2022: 76.3%
- You 2023: 87.5%
- You 2024: 88.2%
- Comparator 2024: 69.8%
- Public sector 2024: 59.5%

Workload
- You 2022: 75.0%
- You 2023: 95.0%
- You 2024: 78.9%
- Comparator 2024: 60.8%
- Public sector 2024: 60.0%

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

100% of your staff who did the survey agreed or strongly agreed with 'My manager models my organisation's values'.

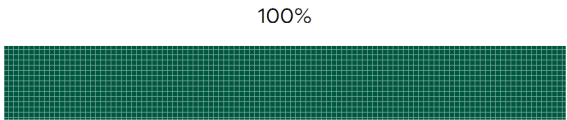| Survey question	Your results						
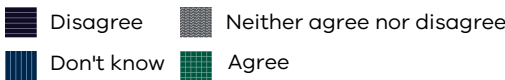
Your results legend: ■ Disagree ▨ Neither agree nor disagree ■ Don't know ▨ Agree
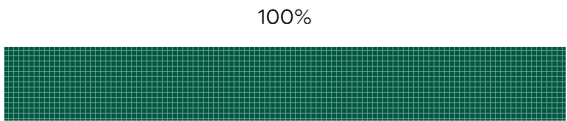
Survey question	Your results	You 2022	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
My manager demonstrates honesty and integrity	100%	100%	100%	100%	83%	91%	98%
My manager models my organisation's values	100%	95%	100%	100%	80%	89%	97%
My manager treats employees with dignity and respect	95% (5%)	100%	100%	95%	78%	91%	98%
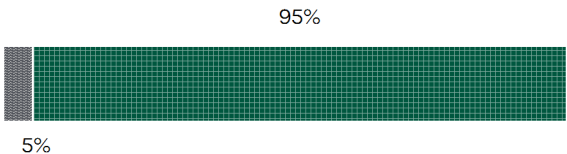
Job and manager factors

Manager support 1 of 2

What is this

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

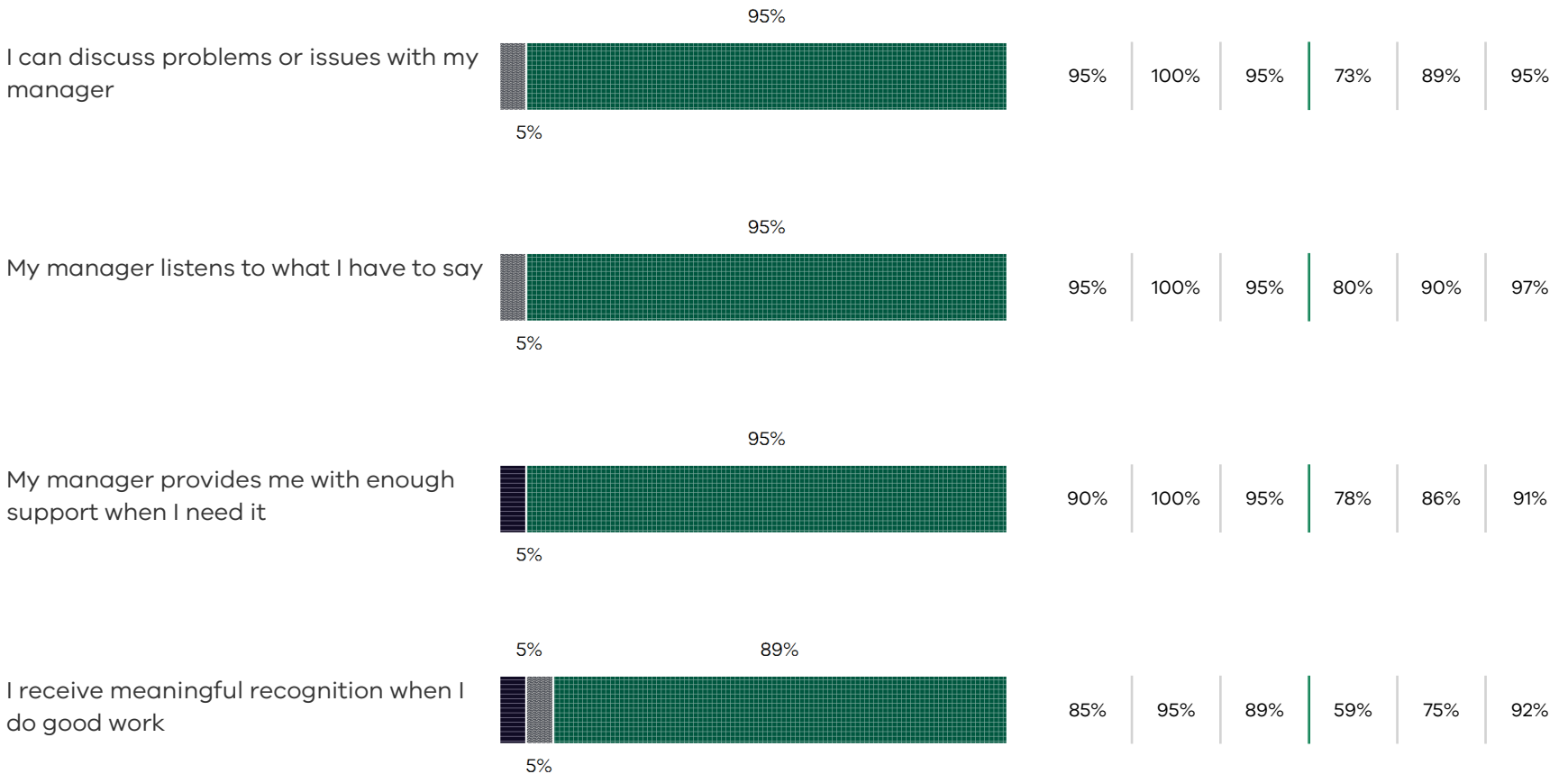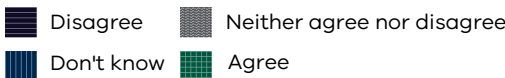Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

95% of your staff who did the survey agreed or strongly agreed with 'My manager provides me with enough support when I need it'.

Survey question	Your results	You 2022	2023	2024	Comparator Lowest	Average	Highest
	Disagree / **Neither agree nor disagree** / **Don't know** / **Agree**						
I can discuss problems or issues with my manager	95% (5%)	95%	100%	95%	73%	89%	95%
My manager listens to what I have to say	95% (5%)	95%	100%	95%	80%	90%	97%
My manager provides me with enough support when I need it	95% (5%)	90%	100%	95%	78%	86%	91%
I receive meaningful recognition when I do good work	5% / 89% (5%)	85%	95%	89%	59%	75%	92%

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Job and manager factors

Manager support 2 of 2

What is this

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

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

Example

89% of your staff who did the survey agreed or strongly agreed with 'My manager gives me feedback that helps me improve my performance'.

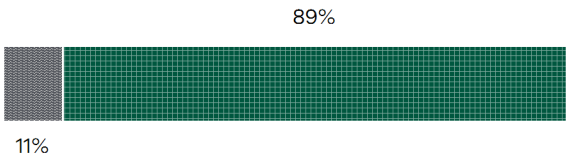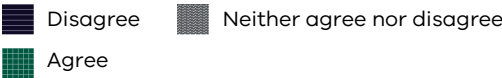Legend: Disagree · Neither agree nor disagree · Don't know · Agree

My manager gives me feedback that helps me improve my performance

89%

11%
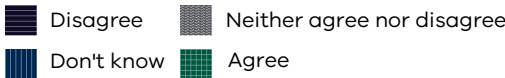
	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
	75%	95%	89%	71%	81%	94%

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Workload

What is this

This is how staff feel about workload and time pressure.

Why this is important

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

How to read this

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

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

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

Example

84% of your staff who did the survey agreed or strongly agreed with 'The workload I have is appropriate for the job that I do'.
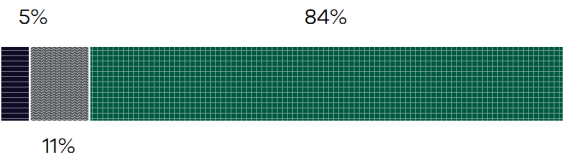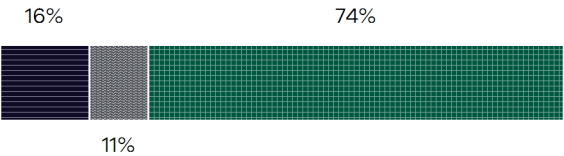
Survey question

Your results

Disagree   Neither agree nor disagree

Agree

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

5%   84%

11%

I have enough time to do my job effectively

16%   74%

11%

Benchmark agree results

	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
The workload I have is appropriate for the job that I do	75%	95%	84%	44%	63%	84%
I have enough time to do my job effectively	75%	95%	74%	39%	59%	86%

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.
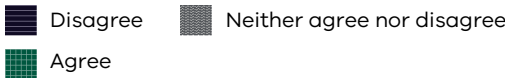
Example

95% of your staff who did the survey agreed or strongly agreed with 'I am satisfied with the way my learning and development needs have been addressed in the last 12 months'.
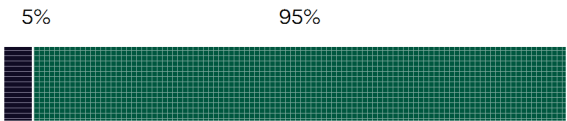
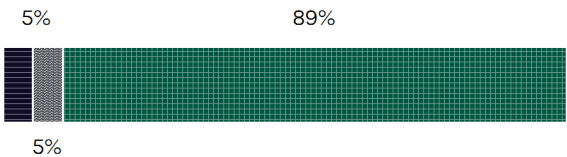| Survey question | Your results | Benchmark agree results |

Your results legend: ■ Disagree ▨ Neither agree nor disagree ■ Agree

Survey question	You 2022	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
I am satisfied with the way my learning and development needs have been addressed in the last 12 months (5% / 95%)	80%	95%	95%	63%	73%	88%
I am developing and learning in my role (5% / 89% / 5%)	80%	90%	89%	74%	82%	89%
My organisation places a high priority on the learning and development of staff (11% / 89%)	85%	95%	89%	58%	73%	94%
I am satisfied with the opportunities to progress in my organisation (11% / 11% / 79%)	60%	70%	79%	42%	52%	64%
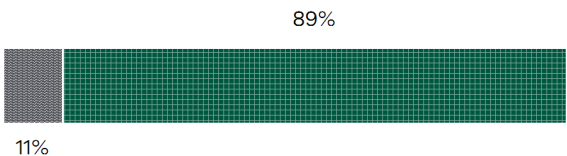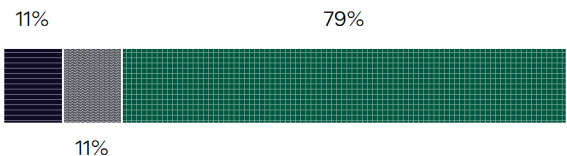
Job and manager factors

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.
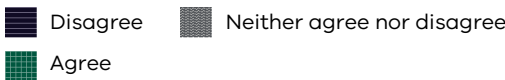
Example

100% of your staff who did the survey agreed or strongly agreed with 'I can use my skills and knowledge in my job'.

Survey question	Your results	You 2022	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
	Disagree ▆ Neither agree nor disagree ▨ Agree ▨						
I can use my skills and knowledge in my job	100%	100%	100%	100%	84%	90%	96%
I clearly understand what I am expected to do in this job	100%	95%	100%	100%	76%	87%	97%
I have the authority to do my job effectively	100%	95%	95%	100%	55%	81%	95%
I understand how my job helps my organisation achieve its goals	100%	100%	100%	100%	84%	93%	98%

Victorian Public Sector Commission

VICTORIA State Government

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.
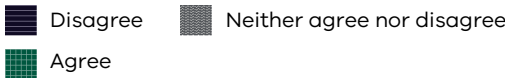
Example

100% of your staff who did the survey agreed or strongly agreed with 'I have a say in how I do my work'.

Survey question

Your results

Benchmark agree results

Disagree		Neither agree nor disagree
Agree		

	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest

I have a say in how I do my work

100%

2022	2023	2024	Lowest	Average	Highest
100%	100%	100%	73%	87%	96%

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

95% of your staff who did the survey agreed or strongly agreed with 'I can make a worthwhile contribution at work'.
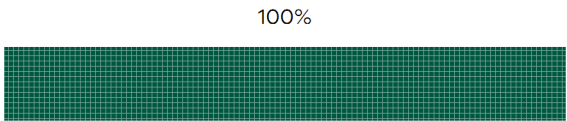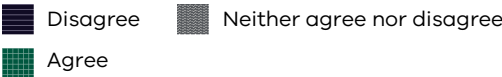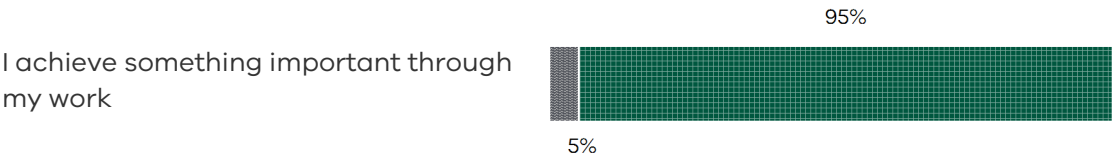
Legend:
- Disagree
- Neither agree nor disagree
- Agree

Survey question	Your results	You 2022	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
I achieve something important through my work	95% agree, 5% neither	100%	100%	95%	80%	90%	94%
I can make a worthwhile contribution at work	95% agree, 5% neither	100%	100%	95%	80%	92%	96%
I get a sense of accomplishment from my work	95% agree, 5% neither	90%	100%	95%	75%	84%	89%

Victorian Public Sector Commission

VICTORIA State Government
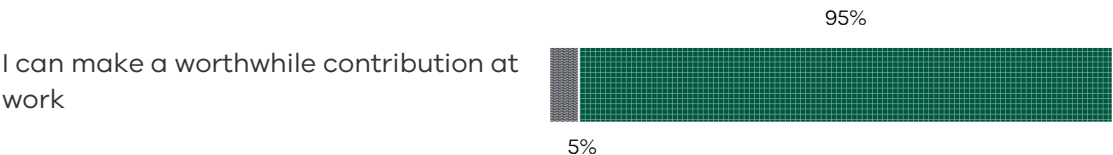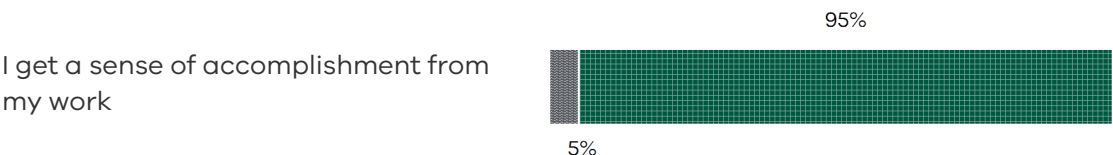
Job and manager factors

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

100% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree
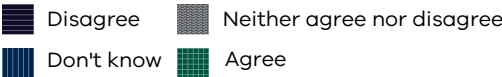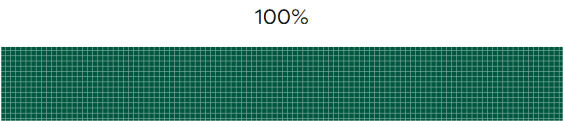
Survey question	Your results	You 2022	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
My manager supports working flexibly	100% (Agree)	100%	100%	100%	78%	94%	100%
I am confident that if I requested a flexible work arrangement, it would be given due consideration	95% (Agree), 5% (Neither agree nor disagree)	100%	95%	95%	60%	87%	98%
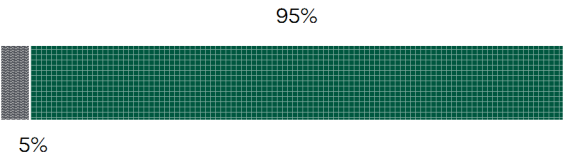
People matter survey 2024

Have your say

Overview

Report overview

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

Result summary

People outcomes

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Topical questions

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

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

Scorecard 1 of 2

What is this

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

Why this is important

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

How to read this

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

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

Example

In 2024:

- 100.0% of your staff who did the survey responded positively to questions about Leadership.

Compared to:

- 84.8% of staff in your comparator group and 75.6% of staff across the public sector.

Chart showing percentages by value group:

Responsiveness: You 2022 100.0%, You 2023 100.0%, You 2024 100.0%, Comparator 2024 93.6%, Public sector 2024 83.3%

Leadership: You 2022 95.0%, You 2023 95.0%, You 2024 100.0%, Comparator 2024 84.8%, Public sector 2024 75.6%

Human rights: You 2022 100.0%, You 2023 100.0%, You 2024 97.4%, Comparator 2024 94.1%, Public sector 2024 83.0%

Integrity: You 2022 94.3%, You 2023 93.6%, You 2024 95.5%, Comparator 2024 87.2%, Public sector 2024 75.0%

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

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.
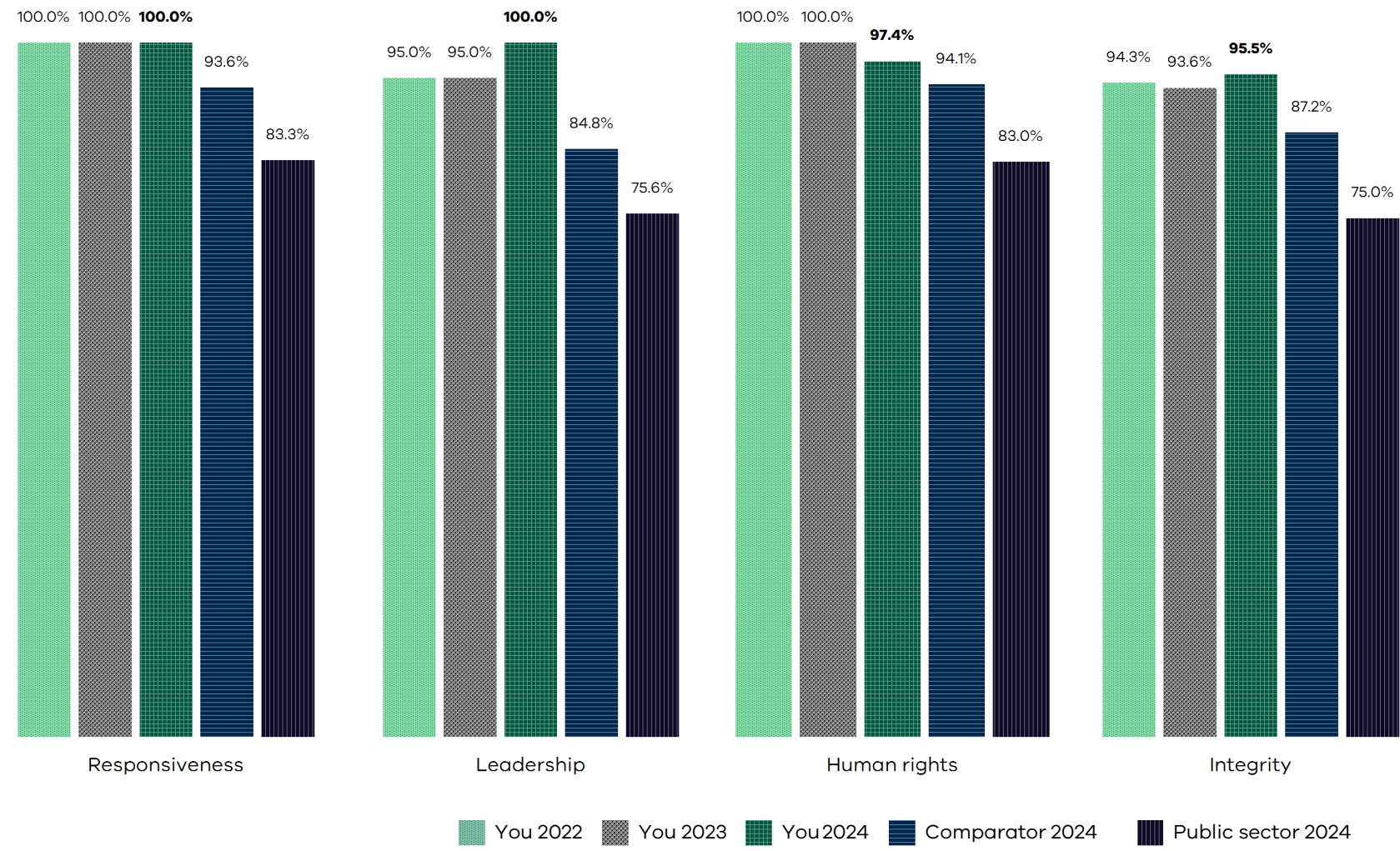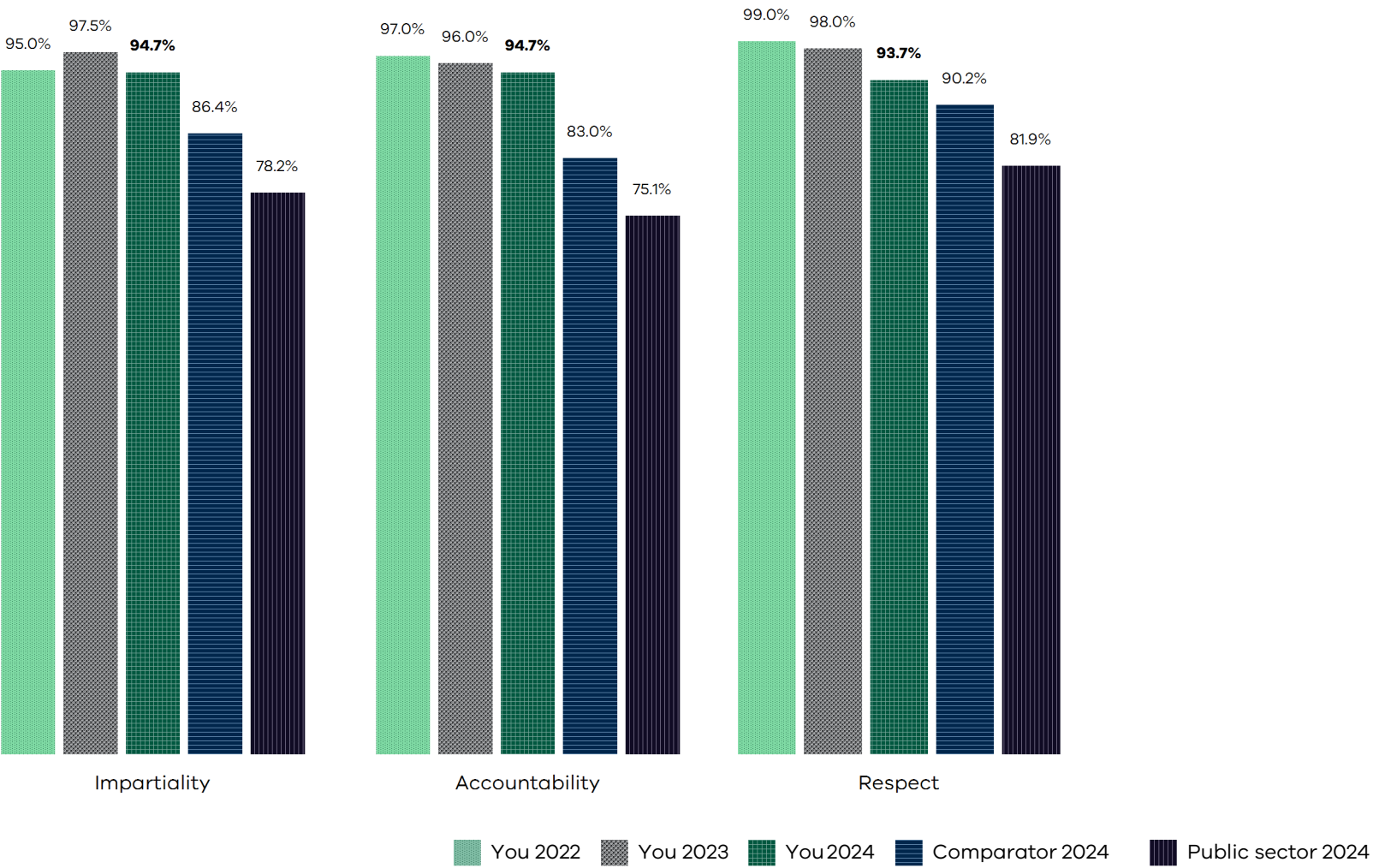
Why this is important

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:

- 94.7% of your staff who did the survey responded positively to questions about Accountability.

Compared to:

- 83.0% of staff in your comparator group and 75.1% of staff across the public sector.

Bar chart — Impartiality: You 2022 95.0%, You 2023 97.5%, **You 2024 94.7%**, Comparator 2024 86.4%, Public sector 2024 78.2%. Accountability: You 2022 97.0%, You 2023 96.0%, **You 2024 94.7%**, Comparator 2024 83.0%, Public sector 2024 75.1%. Respect: You 2022 99.0%, You 2023 98.0%, **You 2024 93.7%**, Comparator 2024 90.2%, Public sector 2024 81.9%.

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

100% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.
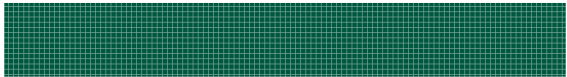
Survey question

Your results

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

My workgroup provides high quality advice and services

100%

Benchmark agree results

	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
	100%	100%	100%	91%	94%	95%

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

Integrity 1 of 2

What is this

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

Why this is important

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

How to read this

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

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

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

Example

100% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup are honest, open and transparent in their dealings'.

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	100%	100%	100%	100%	83%	91%	98%
People in my workgroup appropriately manage conflicts of interest	100%	85%	95%	100%	78%	88%	97%
People in my workgroup are honest, open and transparent in their dealings	100%	95%	90%	100%	78%	88%	93%
Senior leaders demonstrate honesty and integrity	95% (5%)	100%	90%	95%	71%	84%	95%

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

95% of your staff who did the survey agreed or strongly agreed with 'My organisation is committed to earning a high level of public trust'.
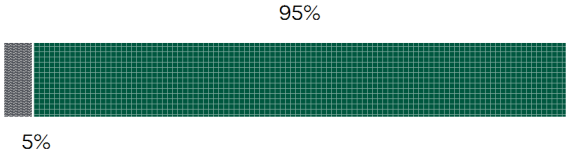
Survey question

Your results

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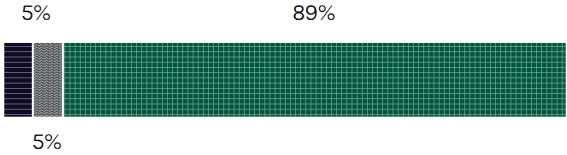- Neither agree nor disagree
- Don't know
- Agree

Benchmark agree results

Survey question		You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
My organisation is committed to earning a high level of public trust	95% (Agree), 5% (Neither)	95%	100%	95%	89%	92%	98%
I feel safe to challenge inappropriate behaviour at work	89% (Agree), 5% (Neither), 5% (Disagree)	90%	85%	89%	72%	83%	89%
My organisation does not tolerate improper conduct	89% (Agree), 11% (Neither)	95%	95%	89%	75%	85%	92%
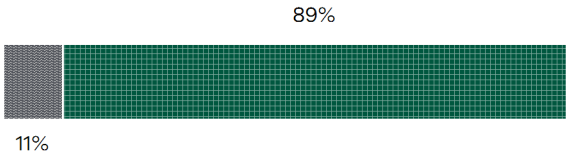
Public sector values

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

95% of your staff who did the survey agreed or strongly agreed with 'My workgroup acts fairly and without bias'.
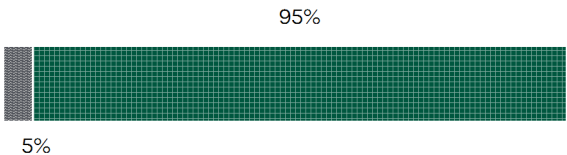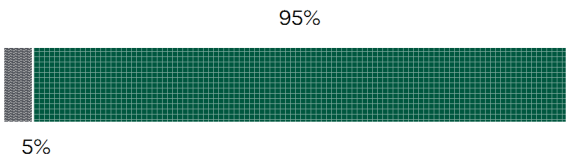
Survey question

Your results

Disagree   Neither agree nor disagree

Don't know   Agree

My workgroup acts fairly and without bias

95%

5%

People in my workgroup are politically impartial in their work

95%

5%

Benchmark agree results

	You			Comparator		
2022	2023	2024	Lowest	Average	Highest
90%	95%	95%	76%	85%	95%
100%	100%	95%	78%	88%	93%

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.
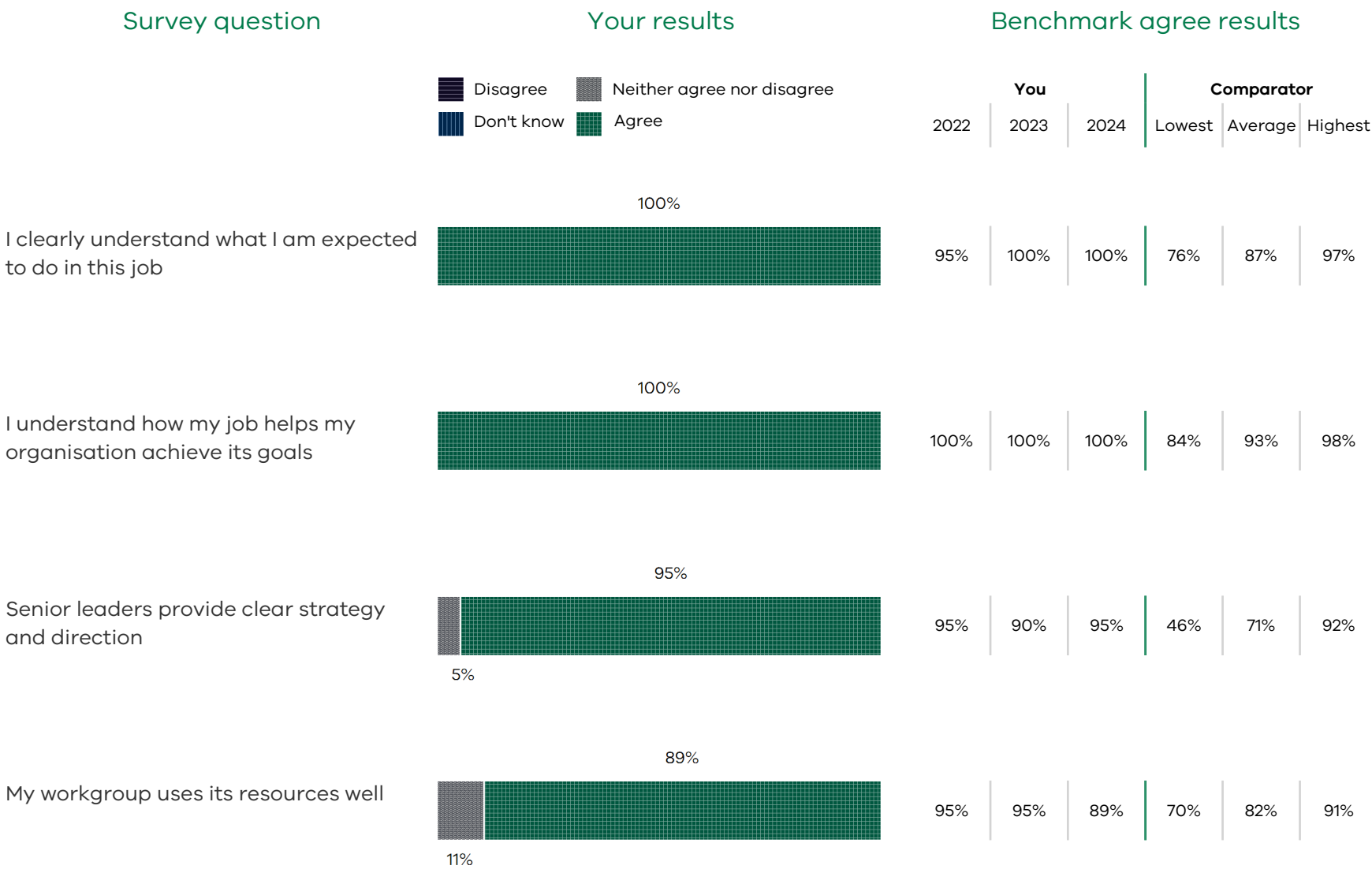
How to read this

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

100% of your staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve its goals'.

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

Survey question	Your results	You 2022	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
I clearly understand what I am expected to do in this job	100%	95%	100%	100%	76%	87%	97%
I understand how my job helps my organisation achieve its goals	100%	100%	100%	100%	84%	93%	98%
Senior leaders provide clear strategy and direction	95% (5%)	95%	90%	95%	46%	71%	92%
My workgroup uses its resources well	89% (11%)	95%	95%	89%	70%	82%	91%

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.

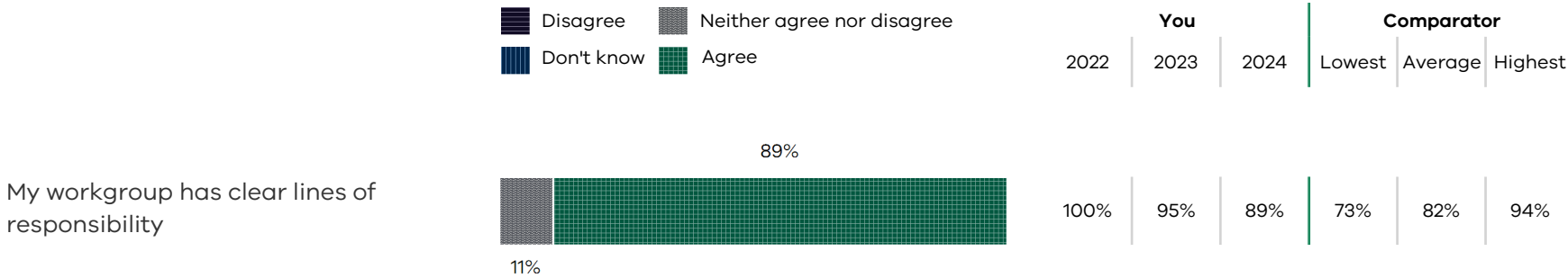Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

89% of your staff who did the survey agreed or strongly agreed with 'My workgroup has clear lines of responsibility'.

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

My workgroup has clear lines of responsibility

89%

11%

	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
	100%	95%	89%	73%	82%	94%

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

Respect 1 of 2

What is this

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

Why this is important

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

How to read this

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

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

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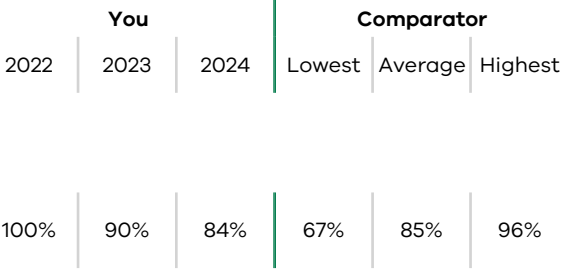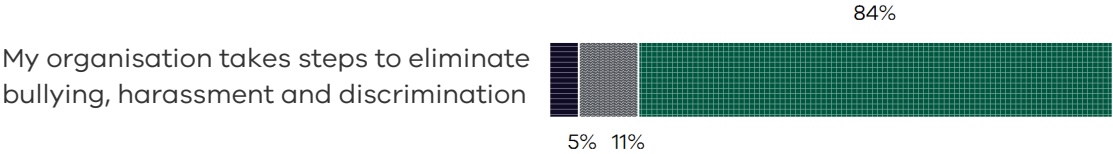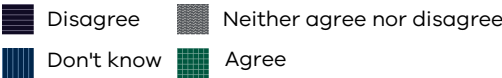
Example

100% 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
- Don't know
- Neither agree nor disagree
- Agree

Benchmark agree results

	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
People in my workgroup treat each other with respect	100%	100%	100%	76%	91%	100%
My manager listens to what I have to say	95%	100%	95%	80%	90%	97%
My manager treats employees with dignity and respect	100%	100%	95%	78%	91%	98%
My organisation encourages respectful workplace behaviours	100%	100%	95%	89%	94%	100%

Your results bars:
- People in my workgroup treat each other with respect: 100%
- My manager listens to what I have to say: 95% (5% Don't know)
- My manager treats employees with dignity and respect: 95% (5%)
- My organisation encourages respectful workplace behaviours: 95% (5%)

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.

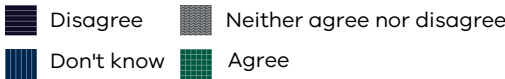Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

84% of your staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.

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

My organisation takes steps to eliminate bullying, harassment and discrimination

84%

5% 11%

	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
	100%	90%	84%	67%	85%	96%

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

100% of your staff who did the survey agreed or strongly agreed with 'My manager models my organisation's values'.
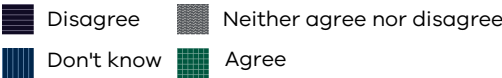
Legend: ■ Disagree ▦ Neither agree nor disagree ▥ Don't know ▦ Agree

Survey question	Your results	You 2022	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
My manager models my organisation's values	100%	95%	100%	100%	80%	89%	97%
Senior leaders model my organisation's values	100%	95%	90%	100%	63%	80%	94%
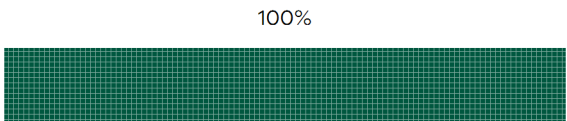
Public sector values

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

100% of your staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.
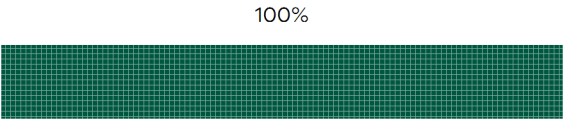
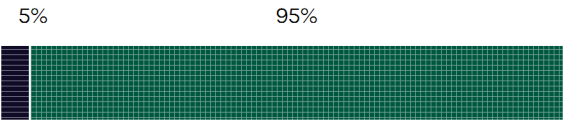| Survey question	Your results						

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

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	100% Agree	100%	100%	100%	92%	96%	100%
I understand how the Charter of Human Rights and Responsibilities applies to my work	5% Disagree, 95% Agree	100%	100%	95%	84%	92%	98%

People matter survey 2024

Have your say

Overview

Report overview

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

Result summary

People outcomes

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Topical questions

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

Victorian Public Sector Commission

VICTORIA State Government

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.
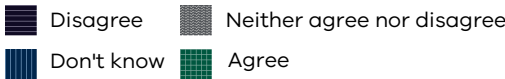
Example

100% of your staff who did the survey agreed or strongly agreed with 'I understand how the Code of Conduct for Victorian public sector employees applies to my work'.
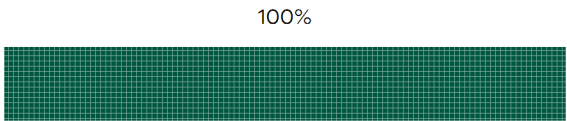
Legend: Disagree · Don't know · Neither agree nor disagree · Agree

Survey question	Your results	You 2022	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
I understand how the Code of Conduct for Victorian public sector employees applies to my work	100% Agree	Not asked	100%	100%	92%	96%	100%
I am proud to work in the public sector	89% Agree, 11% Neither	Not asked	Not asked	89%	73%	76%	82%
I am confident that if I requested to go on secondment to support urgent government work, it would be given due consideration	84% Agree, 5% Neither, 11% Disagree/Don't know	Not asked	80%	84%	48%	83%	98%
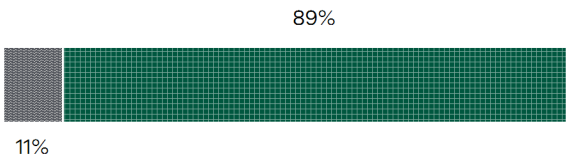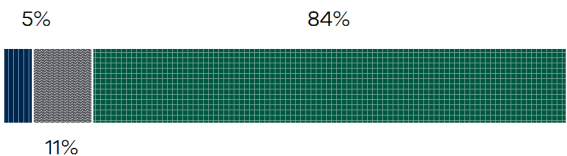
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