People matter survey – 2025 (shorter September survey)

* Changes from the 2024 question set are noted where applicable.
* The questions will be arranged and presented differently in the final online survey.

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### Inclusion

| **Question** | **Response options** | **In survey explanation or routing** | **Changes from 2024** |
| --- | --- | --- | --- |
| I can be myself at work | * Strongly agree
* Agree
* Neither agree nor disagree
* Disagree
* Strongly disagree
 |  |  |
| I feel as if I belong at this organisation | * Strongly agree
* Agree
* Neither agree nor disagree
* Disagree
* Strongly disagree
 | Belonging refers to feeling accepted, valued, and included in your organisation. | Added definition to explain what belong means. |
| I feel culturally safe at work | * Strongly agree
* Agree
* Neither agree nor disagree
* Disagree
* Strongly disagree
 | A culturally safe environment is one that is spiritually, socially, emotionally and physically safe for all people.It is where there is no challenge or denial of a person’s identity, of who they are and what they need. This question relates to staff from all cultures, identities and backgrounds. | Update definition to clarify this relates to all cultures, identities and backgrounds not just First Nations staff. |
| During the last 12 months in your current organisation, have you experienced any barriers to your success at work due to any of the following (Select all that apply) | * My identity as an Aboriginal and/or Torres Strait Islander
* My age
* My cultural background
* My disability
* My mental health
* My physical health
* My sex
* My race
* My gender identity
* My sexual orientation
* My caring responsibilities
* My flexible working
* My industrial activity
* My physical features
* My political belief
* My religious belief
* My spent convictions
* None of the above
 |  |  |
| During the last 12 months in your current organisation, have you witnessed any barriers to the success of other employees related to any of the following (Select all that apply) | * Aboriginal and/or Torres Strait Islander status
* Age
* Cultural background
* Disability
* Mental health
* Physical health
* Sex
* Race
* Gender identity
* Sexual orientation
* Caring responsibilities
* Flexible working
* Industrial activity
* Physical features
* Political belief
* Religious belief
* Spent convictions
* None of the above
 |  |  |

## Organisation climate

### Organisational integrity

| **Question** | **Response options** | **In survey explanation or routing** | **Changes from 2024** |
| --- | --- | --- | --- |
| My organisation takes steps to eliminate bullying, harassment and discrimination | * Strongly agree
* Agree
* Neither agree nor disagree
* Disagree
* Strongly disagree
* Don’t know
 |  |  |
| My organisation encourages respectful workplace behaviours | * Strongly agree
* Agree
* Neither agree nor disagree
* Disagree
* Strongly disagree
* Don’t know
 |  |  |
| I have an equal chance at promotion in my organisation | * Strongly agree
* Agree
* Neither agree nor disagree
* Disagree
* Strongly disagree
* Don’t know
 |  |  |
| I believe the recruitment processes in my organisation are fair | * Strongly agree
* Agree
* Neither agree nor disagree
* Disagree
* Strongly disagree
* Don’t know
 |  |  |
| I believe the promotion processes in my organisation are fair | * Strongly agree
* Agree
* Neither agree nor disagree
* Disagree
* Strongly disagree
* Don’t know
 |  |  |
| End of table |  |  |  |

### Workgroup support

| **Question** | **Response options** | **In survey explanation or routing** | **Changes from 2024** |
| --- | --- | --- | --- |
| People in my workgroup treat each other with respect | * Strongly agree
* Agree
* Neither agree nor disagree
* Disagree
* Strongly disagree
* Don’t know
 |  |  |

### Safe to speak up

| **Question** | **Response options** | **In survey explanation or routing** | **Changes from 2024** |
| --- | --- | --- | --- |
| I feel safe to call out inappropriate behaviour at work | * Strongly agree
* Agree
* Neither agree nor disagree
* Disagree
* Strongly disagree
 |  | Changed ‘challenge’ to ‘call out’ in the question. |
| End of table |  |  |  |

### Learning and development

**New definition added in 2025 for this section:**

Learning and development refers to opportunities to build professional capability via a range of on-the-job and formal learning activities.

For example, working on challenging projects, job shadowing, higher duties (acting up opportunities), review and reflection, coaching and mentoring, courses, eLearns and/or seminars.

| **Question** | **Response options** | **In survey explanation or routing** | **Changes from 2024** |
| --- | --- | --- | --- |
| I am satisfied with the way my learning and development needs have been addressed in the last 12 months | * Strongly agree
* Agree
* Neither agree nor disagree
* Disagree
* Strongly disagree
 |  |  |
| I am satisfied with the opportunities to progress in my organisation | * Strongly agree
* Agree
* Neither agree nor disagree
* Disagree
* Strongly disagree
 |  |  |
| End of table |  |  |  |

### Manager leadership

These questions ask you about your direct line manager. This is the person in your workgroup, project or team to whom you report to on a daily basis. If you work for more than one team/work unit, think of the manager with whom you work with most frequently.

| **Question** | **Response options** | **In survey explanation or routing** | **Changes from 2024** |
| --- | --- | --- | --- |
| My direct line manager treats employees with dignity and respect | * Strongly agree
* Agree
* Neither agree nor disagree
* Disagree
* Strongly disagree
 |  | Changed “My manager” to “My direct line manager” |
| End of table |  |  |  |

### Flexible working

| **Question** | **Response options** | **In survey explanation or routing** | **Changes from 2024** |
| --- | --- | --- | --- |
| I am confident that if I requested a flexible work arrangement, it would be given due consideration | * Strongly agree
* Agree
* Neither agree nor disagree
* Disagree
* Strongly disagree
 |  |  |
| My direct line manager supports working flexibly | * Strongly agree
* Agree
* Neither agree nor disagree
* Disagree
* Strongly disagree
 |  | Changed “My manager” to “My direct line manager” |
| End of table |  |  |  |

##

## Other questions

| **Question** | **Response options** | **In survey explanation or routing** | **Changes from 2024** |
| --- | --- | --- | --- |
| My organisation uses inclusive and respectful images and language | * Strongly agree
* Agree
* Neither agree nor disagree
* Disagree
* Strongly disagree
* Don’t know
 |  | Question from 2023 returning for gender equality reporting |
| My organisation would support me if I needed to take family violence leave | * Strongly agree
* Agree
* Neither agree nor disagree
* Disagree
* Strongly disagree
* Don’t know
 |  | Question from 2023 returning for gender equality reporting |
| In my workgroup, work is allocated fairly, regardless of gender | * Strongly agree
* Agree
* Neither agree nor disagree
* Disagree
* Strongly disagree
* Don’t know
 |  | Question from 2023 returning for gender equality reporting |
| End of table |  |  |  |

## Negative behaviours

### Bullying

**Updated definition added in 2025 for this section with examples of what bullying is and is not:**

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

Examples of bullying include behaviours such as being intimidating, using abusive or offensive language, mocking or humiliating someone, unfair task allocation, or unreasonably excluding employees.

Bullying doesn’t include reasonable management action such as setting reasonable performance goals, giving constructive feedback, deciding not to select a worker for promotion where a reasonable process is followed and documented, or informing a worker about inappropriate behaviour in an objective and confidential way.

For a full list of examples, read WorkSafe Victoria’s [Workplace bullying and the law](https://www.worksafe.vic.gov.au/workplace-bullying-and-law).

| **Question** | **Response options** | **In survey explanation or routing** | **Changes from 2024** |
| --- | --- | --- | --- |
| During the last 12 months in your current organisation, have you personally experienced bullying at work? | * Yes - but I am not currently experiencing this behaviour
* Yes - and I am currently experiencing this behaviour
* No
* Not sure
 |  |  |
| What type of bullying did you experience? | * Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)
* Verbal abuse
* Intimidation and/or threats
* Exclusion or isolation
* Interference with my personal property and/or work equipment
* Withholding essential information for me to do my job
* Being assigned meaningless tasks unrelated to my job
* Being given impossible assignment(s)
* Other
 | This question is only asked if you selected a "Yes" response for bullying |  |
| Who behaved in that way? (Select all that apply) | * A colleague
* A group of colleagues
* A manager or supervisor
* An executive, senior leader or the head of your organisation
* A volunteer within my organisation
* A client, customer, patient or stakeholder
* A member of the public
* A member of my household
* Other
 | This question is only asked if you selected a "Yes" response for bullying |  |
| Did you tell anyone about the bullying? (Select all that apply) | * Submitted a formal complaint
* Told a colleague
* Told a manager
* Told Human Resources
* Told a friend or family member
* Told someone else
* I did not tell anyone about the bullying
* Told Employee Assistance Program or peer support
* Told the person the behaviour was not OK
 | This question is only asked if you selected a "Yes" response for bullying |  |
| What was your reason for not submitting a formal complaint? (Select all that apply) | * I didn't think it was serious enough
* I didn't think it would make a difference
* I believed there would be negative consequences for my reputation (e.g. that I would be blamed or not believed or thought to be overreacting)
* I believed there would be negative consequences for my career (e.g. opportunities for promotion, risk of being fired)
* I believed there would be negative consequences for the person I was going to complain about
* I didn't need to because I made the bullying stop
* I didn't need to because I no longer had contact with the person(s) who bullied me
* I thought the complaint process would be embarrassing or difficult
* I didn't know who to talk to
* I didn't know how to make a complaint
* I didn't feel safe to report the incident
* I was advised not to
* Other (please specify)
 | This question is only asked if you selected a "Yes" response for bullying ANDThis question is only asked if you did not select "Submitted a formal complaint" for "Did you tell anyone about the bullying?" |  |
| Were you satisfied with the way your formal complaint was handled? | * Yes
* No
* Don't know
 | This question is only asked if you selected a "Yes" response for bullying ANDThis question is only asked if you selected "Submitted a formal complaint" for "Did you tell anyone about the bullying?" |  |
|  |  | **If you need help**You can call:* Your organisation's Employee Assistance or Peer Support Program, if available
* Lifeline on 13 11 14
* 1800RESPECT
* Suicide call back service on 1300 659 467
* Qlife on 1800 184 527

Or go to beyondblue.org.au and chat online to a trained mental health professional. |  |
| End of table |  |  |  |

### Discrimination

| **Question** | **Response options** | **In survey explanation or routing** | **Changes from 2024** |
| --- | --- | --- | --- |
| During the last 12 months in your current organisation, have you personally experienced discrimination at work? | * Yes
* No
* Not sure
 | Discrimination is when a person treats, or plans to treat, someone unfavourably because of personal characteristics or attributes. |  |
| Why were you discriminated against? (Select all that apply) | * My age
* My disability
* My employment activity (e.g. making a reasonable request for information about my employment entitlements, or communicating concerns about the provision of these entitlements)
* My gender identity
* My industrial and/or political activity
* My marital status
* My parent or carer status (including pregnancy and breastfeeding)
* My physical features
* My race
* My religious belief or activity
* My sex
* My sexual orientation (including expunged homosexual conviction), or lawful sexual activity
* My personal association with someone who has any of the above attributes (whether as a relative or otherwise)
 | This question is only asked if you selected "Yes" for discrimination |  |
| What type of discrimination did you experience? (Select all that apply) | * Denied pay or conditions offered by employer
* Denied opportunities for promotion
* Denied opportunities for transfer/secondment
* Denied opportunities for training or professional development
* Denied flexible work arrangements or other adjustments
* Employment security - threats of dismissal or termination
* Denied access to leave
* Other
 | This question is only asked if you selected "Yes" for discrimination |  |
| Who behaved in that way? (Select all that apply) | * A colleague
* A group of colleagues
* A manager or supervisor
* An executive, senior leader or the head of your organisation
* A volunteer within my organisation
* A client, customer, patient or stakeholder
* A member of the public
* A member of my household
* Other
 | This question is only asked if you selected "Yes" for discrimination |  |
| Did you tell anyone about the discrimination? (Select all that apply) | * Submitted a formal complaint
* Told a colleague
* Told a manager
* Told Human Resources
* Told a friend or family member
* Told someone else
* I did not tell anyone about the discrimination
* Told Employee Assistance Program or peer support
* Told the person the behaviour was not OK
 | This question is only asked if you selected "Yes" for discrimination |  |
| What was your reason for not submitting a formal complaint? (Select all that apply) | * I didn't think it was serious enough
* I didn't think it would make a difference
* I believed there would be negative consequences for my reputation (e.g., that I would be blamed or not believed or thought to be overreacting)
* I believed there would be negative consequences for my career (e.g., opportunities for promotion, risk of being fired)
* I believed there would be negative consequences for the person I was going to complain about
* I didn't need to because I made the discrimination stop
* I didn't need to because I no longer had contact with the person(s) who discriminated against me
* I thought the complaint process would be embarrassing or difficult
* I didn't know who to talk to
* I didn't know how to make a complaint
* I didn't feel safe to report the incident
* I was advised not to
* Other (please specify)
 | This question is only asked if you selected "Yes" for discriminationANDThis question is only asked if you did not select "Submitted a formal complaint" for "Did you tell anyone about the discrimination?" |  |
| Were you satisfied with the way your formal complaint was handled? | * Yes
* No
* Don't know
 | This question is only asked if you selected "Yes" for discriminationANDThis question is only asked if you selected "Submitted a formal complaint" for "Did you tell anyone about the discrimination?" |  |
|  |  | **If you need help**You can call:* Your organisation's Employee Assistance or Peer Support Program, if available
* Lifeline on 13 11 14
* 1800RESPECT
* Suicide call back service on 1300 659 467
* Qlife on 1800 184 527

Or go to beyondblue.org.au and chat online to a trained mental health professional. |  |
| End of table |  |  |  |

### Sexual harassment

| **Question** | **Response options** | **In survey explanation or routing** | **Changes from 2024** |
| --- | --- | --- | --- |
| During the last 12 months in your current organisation, have you experienced any of the following behaviours at work? (Select all that apply) | * Sexually suggestive comments or jokes that made me feel offended (in either a group or one on one situation)
* Intrusive questions about my private life or comments about my physical appearance
* Unwelcome touching, hugging, cornering or kissing
* Inappropriate physical contact (including momentary or brief physical contact)
* Repeated or inappropriate invitations to go out on dates
* Sexual gestures, indecent exposure or inappropriate display of the body
* Repeated or inappropriate advances on email, social networking websites or internet chat rooms by a work colleague
* Sexually explicit email or SMS message
* Request or pressure for sex or other sexual act
* Sexually explicit pictures, posters or gifts that made me feel offended
* Sexually explicit posts or messages on social media (including Facebook, Snapchat, Instagram etc.)
* Inappropriate staring or leering that made me feel intimidated
* Any other unwelcome conduct of a sexual nature
* No, I have not experienced any of the above behaviours
 | Sexual harassment is non-consensual or unwelcome sexual behaviour that could make a person feel offended, humiliated or intimidated.It may be:* physical, spoken or written
* directed at and perpetrated by persons of any sex or gender
* a single incident or a pattern of behaviour.
 |  |
| How often have you experienced the behaviour(s)? | * At least once a day
* Once every few days
* Once a week
* Once a month
* Less than once a month
 |  |  |
| Who behaved in that way? (Select all that apply) | * A colleague
* A group of colleagues
* A manager or supervisor
* An executive, senior leader or the head of your organisation
* A volunteer within my organisation
* A client, customer, patient or stakeholder
* A member of the public
* A member of my household
* Other
 | This question is only asked if you did not select "No, I have not experienced any of the above behaviours" for harassment |  |
| How did you respond to the harassment? (Select all that apply) | * Tried to laugh it off or forget about it
* Pretended it didn’t bother me
* Avoided the person(s) by staying away from them
* Told the person the behaviour was not OK
* Avoided locations where the behaviour might occur
* Took time off work
* Sought a transfer to another role/location/roster
* Told a colleague
* Told a manager
* Told Human Resources
* Told a friend or family member
* Told someone else
* Submitted a formal complaint
* Told Employee Assistance Program or peer support
* Other
 | This question is only asked if you did not select "No, I have not experienced any of the above behaviours" for harassment |  |
| What was your reason for not submitting a formal complaint? (Select all that apply) | * I didn't think it was serious enough
* I didn't think it would make a difference
* I believed there would be negative consequences for my reputation (e.g., that I would be blamed or not believed or thought to be overreacting)
* I believed there would be negative consequences for my career (e.g., opportunities for promotion, risk of being fired)
* I believed there would be negative consequences for the person I was going to complain about
* I didn't need to because I made the harassment stop
* I didn't need to because I no longer had contact with the person(s) who harassed me
* I thought the complaint process would be embarrassing or difficult
* I didn't know who to talk to
* I didn't know how to make a complaint
* I didn't feel safe to report the incident
* I was advised not to
* Other (please specify)
 | This question is only asked if you did not select "No, I have not experienced any of the above behaviours" for harassmentANDThis question is only asked if you did not select "Submitted a formal complaint" for "How did you respond to the harassment?" |  |
| Were you satisfied with the way your formal complaint was handled? | * Yes
* No
* Don't know
 | This question is only asked if you did not select "No, I have not experienced any of the above behaviours" for harassmentANDThis question is only asked if you selected "Submitted a formal complaint" for "How did you respond to the harassment?" |  |
|  |  | **If you need help**You can call:* Your organisation's Employee Assistance or Peer Support Program, if available
* Lifeline on 13 11 14
* 1800RESPECT
* Suicide call back service on 1300 659 467
* Qlife on 1800 184 527

Or go to beyondblue.org.au and chat online to a trained mental health professional. |  |
| End of table |  |  |  |

## Have your say

| **Question** | **Response options** | **In survey explanation or routing** | **Changes from 2024** |
| --- | --- | --- | --- |
| What is one thing your organisation needs to improve? | Free text |  |  |
| What is one thing your organisation is doing well? | Free text |  |  |
| Any further feedback on your employee experience in the workplace? | Free text |  | Added ‘in the workplace’ to the end of the question for more clarity. |
| End of table |  |  |  |

## Demographics

### About you

| **Question** | **Response options** | **In survey explanation or routing** | **Changes from 2024** |
| --- | --- | --- | --- |
| What is your age range? | * 15-24 years
* 25-34 years
* 35-44 years
* 45-54 years
* 55-64 years
* 65+ years
* Prefer not to say
 |  |  |
| How do you describe your gender? | * Woman
* Man
* Non-binary
* I use a different term (please specify)
* Prefer not to say
 |  |  |
| Are you trans, non-binary or gender diverse? | * Yes
* No
* Prefer not to say
 |  |  |
| How do you describe your sexual orientation? | * Asexual
* Bisexual
* Gay or lesbian
* Pansexual
* Straight (heterosexual)
* I use a different term (please specify)
* Don't know
* Prefer not to say
 |  |  |
| Are you a person with disability? | * Yes
* No
* Prefer not to say
 | Disability includes long-term (lasting 6-months or more) physical. mental health, intellectual, neurological or sensory impairments which, in interaction with various attitudinal and environmental barriers, may hinder full and effective participation in society on an equal basis with others |  |
| Do you have responsibility for caring for any of the following people? (Select all that apply) | * Child(ren) - younger than preschool age
* Child(ren) - preschool age
* Child(ren) - primary school age
* Child(ren) - secondary school aged
* Person(s) with disability
* Person(s) with a medical condition
* Person(s) with a mental illness
* Frail or aged person(s)
* Other
* None of the above
* Prefer not to say
 |  |  |
| In which country were you born? | * Australia
* Afghanistan
* China (excluding self-administered regions)
* Germany
* Greece

Hong Kong (self-administered region of China)* India
* Iran
* Iraq
* Italy
* Malaysia
* New Zealand
* Pakistan
* Philippines
* South Africa
* Sri Lanka
* Thailand
* United Kingdom
* United States of America
* Vietnam
* Other (please specify)
* Prefer not to say
 |  |  |
| How would you describe your cultural identity? (Select all that apply) | * Aboriginal and/or Torres Strait Islander
* African
* Australian
* Central and/or South American
* Central Asian
* East and/or South-East Asian
* English, Irish, Scottish and/or Welsh
* European (including Western, Eastern and South-Eastern European, and Scandinavian)
* Maori
* Middle Eastern
* New Zealander
* North American
* Pacific Islander
* South Asian (includes Afghanistan, Bangladesh, Bhutan, India, Maldives, Nepal, Pakistan and Sri Lanka)
* Other (please specify)
* Prefer not to say
 | Your cultural identity is the group to which you feel you belong. This might be the same as your parents, grandparents or ancestors, or it may be different based on your individual experiences |  |
| Do you identify as Aboriginal and/or Torres Strait Islander? | * Yes
* No
* Prefer not to say
 | A person of Aboriginal and/or Torres Strait Islander origin identifies as such and is accepted as such by the community with which they are associated. |  |
| Do you use a language other than English with your family or community? | * Yes
* No
* Prefer not to say
 |  |  |
| What is your religion? | * No religion
* Buddhism
* Christianity
* Hinduism
* Islam
* Judaism
* Sikhism
* Other (please specify)
* Prefer not to say
 |  |  |
| End of table |  |  |  |

### About your work

| **Question** | **Response options** | **In survey explanation or routing** | **Changes from 2024** |
| --- | --- | --- | --- |
| What have been your main places of work over the last 3-months? (Select all that apply) | * Your employer’s office
* A frontline or service delivery location
* Home or private location
* A shared office space (where two or more organisations share the same workspace
* Isolated or remote location/s where access to communications and help from others is difficult
* International office
* Other (please specify)
 |  | Added ‘International office’ as a work location. |
| How many years have you been employed in your current organisation? | * Less than 1 year
* 1 to less than 2 years
* 2 to less than 5 years
* 5 to less than 10 years
* 10 to less than 20 years
* More than 20 years
 | Including under different organisation names or administrative arrangements. |  |
| Do you work full-time or part-time? | * Full-time
* Part-time
 | Full-time work refers to employees usually working 38 hours or more per week. |  |
| Do you use any of the following flexible work arrangements? (Select all that apply) | * Shift swap
* Working more hours over fewer days
* Flexible start and finish times
* Working from an alternative location (e.g. home, shared work space)
* Part-time
* Job sharing
* Study leave
* Purchased leave
* Using leave (including annual leave, long-service leave, personal leave, and/or leave without pay) to work flexible hours
* Other
* I do not use any flexible work arrangements
 |  |  |
| Have you requested any of the following adjustments at work? (Select all that apply) | * Physical modifications or improvements to the workplace, e.g. non-standard equipment such as standing desk, accessible lift, lighting, ramps, dedicated office workspace
* Flexible working arrangements, e.g. adjustments to working hours, work location, regular breaks
* Job redesign or role sharing
* Accessible communications technologies, e.g. screen reader, vertical mouse, live captions, Auslan interpreter
* Career development support strategies
* Other (please specify)
* No, I have not requested adjustments
 | Adjustments allow employees to work safely and effectively. They can include adjustments to working hours, regular breaks or non-standard equipment (e.g., standing desk, screen reader, vertical mouse, Auslan interpreter, accessible lift, lighting, ramps). |  |
| Why did you make this request? (Select all that apply) | * Caring responsibilities
* Disability
* Family responsibilities
* Health
* Study commitments
* Work-life balance
* Other (please specify)
 | Only asked if any option other than "No" for "Have you requested any of the following adjustments at work?" |  |
| What was your experience with making this request? | * The adjustments I needed were made and the process was satisfactory
* The adjustments I needed were made but the process was unsatisfactory
* The adjustments I needed were not made
 | Only asked if any option other than "No" for "Have you requested any of the following adjustments at work?" |  |
| What is your current employment status? | * Ongoing
* Fixed Term
* Casual
* Sessional
* Executive contract
* Don't know
 |  |  |
| What is your gross annual salary (non-executive) or total annual remuneration package (executive)? | * Less than $60,000
* $60,000-$79,999
* $80,000-$99,999
* $100,000-$119,999
* $120,000-$139,999
* $140,000-$159,999
* $160,000-$179,999
* $180,000-$199,999
* $200,000 or more
* Prefer not to say
 | Convert to full time equivalent if part-time or on a 48/52 type arrangement.Only asked if "Casual" and "Sessional" NOT selected for "What is your current employment status?" |  |
| Are you the manager of one or more employees? | * Yes, and I manage other managers
* Yes, but I do not manage other managers
* No
 |  |  |
| Which of the following best describes the primary operational area in which you work? | * Hospital-based services
* Community-based services
* Prison-based services
* Corporate services
* Residential aged care services
* Mental health care services
 | Health only |  |
| Which of the following categories best describes your current position?  | * Allied health - therapy discipline (e.g., art therapy, chiropractic, dietetics, exercise physiology, music therapy, occupational therapy, oral health (not dentistry), orthotics and prosthetics, osteopathy, physiotherapy, podiatry, psychology, social work, speech therapy)
* Allied health - science discipline (e.g. audiology, biomedical science, diagnostic imaging medical physics, medical laboratory science, nuclear medicine, optometry, orthoptics, radiation oncology medical physics, pharmacy, radiation therapy, radiography, sonography)
* Allied health - assistant (e.g. nursing assistant, personal care worker, pharmacy technician)
* Community development
* Counselling
* Lived experience specific worker
* Management, Administration and Corporate support (e.g. executive, managerial, clerical, reception, finance/accounting, HR/payroll, engineer, IT, legal, public relations, health information)
* Medical employees (e.g. medical practitioners, VMOs, interns)
* Nursing employees (e.g. nurse educator, midwifery & nursing professionals, enrolled and mothercraft nurses)
* Other health and social care
* Pastoral / spiritual care
* Support services (e.g. environmental services, food services, cleaning, laundry, gardens/grounds, building/equipment maintenance, vehicles/transport, security, workshop)
 | Health, and Community Health Services |  |
| Is your primary work role in one of the following areas?  | * Administration
* Aged care
* Critical care
* Drug and alcohol
* Emergency
* Maternity care
* Medical
* Mental health
* Mixed medical/surgical
* Neonatal care
* Palliative care
* Paediatrics
* Peri-operative
* Rehabilitation
* Surgical
* Other
 | Health only |  |
| What is your current VPS classification | * Secretary / Commissioner / Chief Executive
* Senior Executive Service
* VPS 1-3, including Cadet
* VPS 4
* VPS 5
* VPS 6-7
* Senior Technical Specialist
* Other / Not listed
* Don't Know
 | VPS only |  |

End of table

### What you do at work (Victorian Public Service only)

| **Question** | **Response options** | **In survey explanation or routing** | **Changes from 2024** |
| --- | --- | --- | --- |
| Which of these best describes the type of work you do day-to-day? | * Accounting and finance
* Administration
* Business services
* Communications and community engagement
* Community services
* Data analytics and research
* Digital and technology
* Economics
* Emergency management
* Engineering
* Health
* Human resources
* Legal
* Policing
* Policy and strategy
* Project and program management
* Regulation, governance and risk
* Science
* Service delivery to the public (e.g. teaching, customer support or corrections)
* Other (please specify)
 |  | Added “Policing” as a work option |

End of table