

# People matter survey

2023

Have your say



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### Topical questions

- Questions on topical issues, includes additional questions that support the Gender Equality Act 2020

### Custom questions

- Questions requested by your organisation

### Demographics

- Age, gender, variations in sex characteristics and sexual orientation
- Aboriginal and/or Torres Strait Islander
- Disability
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# 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 2021 and 2022.

This means you'll be able to compare about 93% 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 2023 \(DOCX, 83 pages\)](#) to see how we asked questions and defined concepts in the 2023 survey

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## Report overview

### Privacy and anonymity

To protect you, we:

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

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

Report overview

Survey's theoretical framework

What this is

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

Why this is important

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

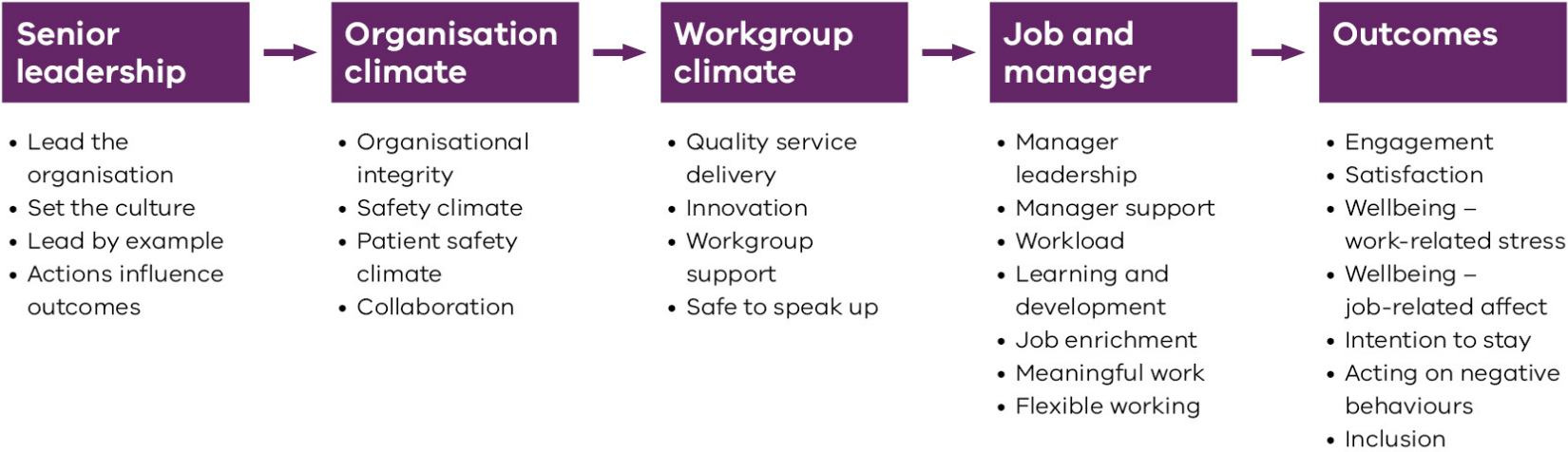
We developed the framework in consultation with stakeholders from the public sector and Deakin University.

Our public sector values

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

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

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



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



# 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'.

Alexandra District Health	Kilmore and District Hospital	Tallangatta Health Service
Alpine Health	Kooweerup Regional Health Service	Terang and Mortlake Health Service
Beaufort and Skipton Health Service	Mallee Track Health and Community Service	Timboon and District Healthcare Service
Beechworth Health Service	Mansfield District Hospital	Yarram and District Health Service
Boort District Health	Moyne Health Services	Yarrawonga Health
Casterton Memorial Hospital	NCN Health	Yea and District Memorial Hospital
Central Highlands Rural Health	Omeo District Health	
Cohuna District Hospital	Orbost Regional Health	
Corryong Health	Robinvale District Health Services	
East Wimmera Health Service	Rochester and Elmore District Health Service	
Great Ocean Road Health	Rural Northwest Health	
Hesse Rural Health Service	Seymour Health	
Heywood Rural Health	South Gippsland Hospital	
Inglewood and Districts Health Service		
Kerang District Health		

# Report overview

## Your response rate

### What this is

This is how many staff in your organisation did the survey in 2023.

### 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.

We've also expressed this as a percentage of all the staff who work in your organisation.

2022

57%  
(81)

Comparator 52%  
Public Sector 42%

2023

48%  
(66)

Comparator 55%  
Public Sector 34%



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## People outcomes

### Scorecard: employee engagement index

#### What this is

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.

2022

76

Comparator	71
Public Sector	68

2023

76

Comparator	72
Public Sector	68

People outcomes

Engagement question results 1 of 2

What this is

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

Your organisation's engagement index

Your 2023 index is 76.

Why this is important

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

How to read this

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

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

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

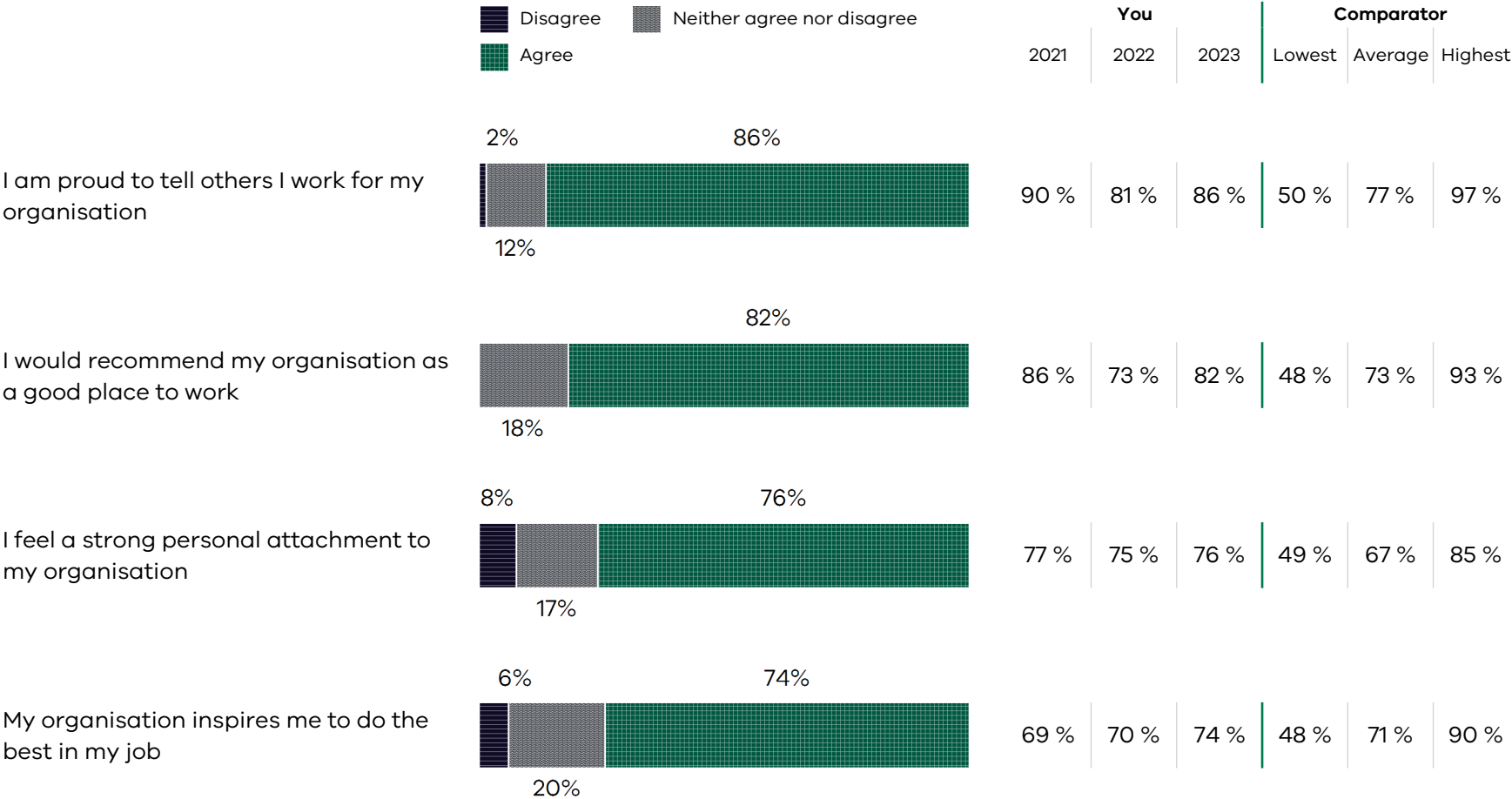
Example

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

Survey question

Your results

Benchmark agree results



People outcomes

Engagement question results 2 of 2

What this is

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

Your organisation's engagement index

Your 2023 index is 76.

Why this is important

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

How to read this

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

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

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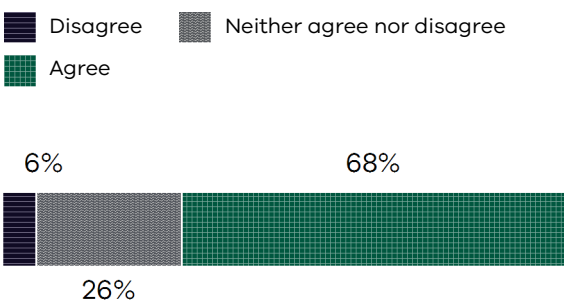
Example

68% of your staff who did the survey agreed or strongly agreed with 'My organisation motivates me to help achieve its objectives'.

Survey question

My organisation motivates me to help achieve its objectives

Your results



Benchmark agree results

	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
	67 %	69 %	68 %	48 %	69 %	87 %

# People outcomes

Scorecard: satisfaction, stress, intention to stay, inclusion

## What this is

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.

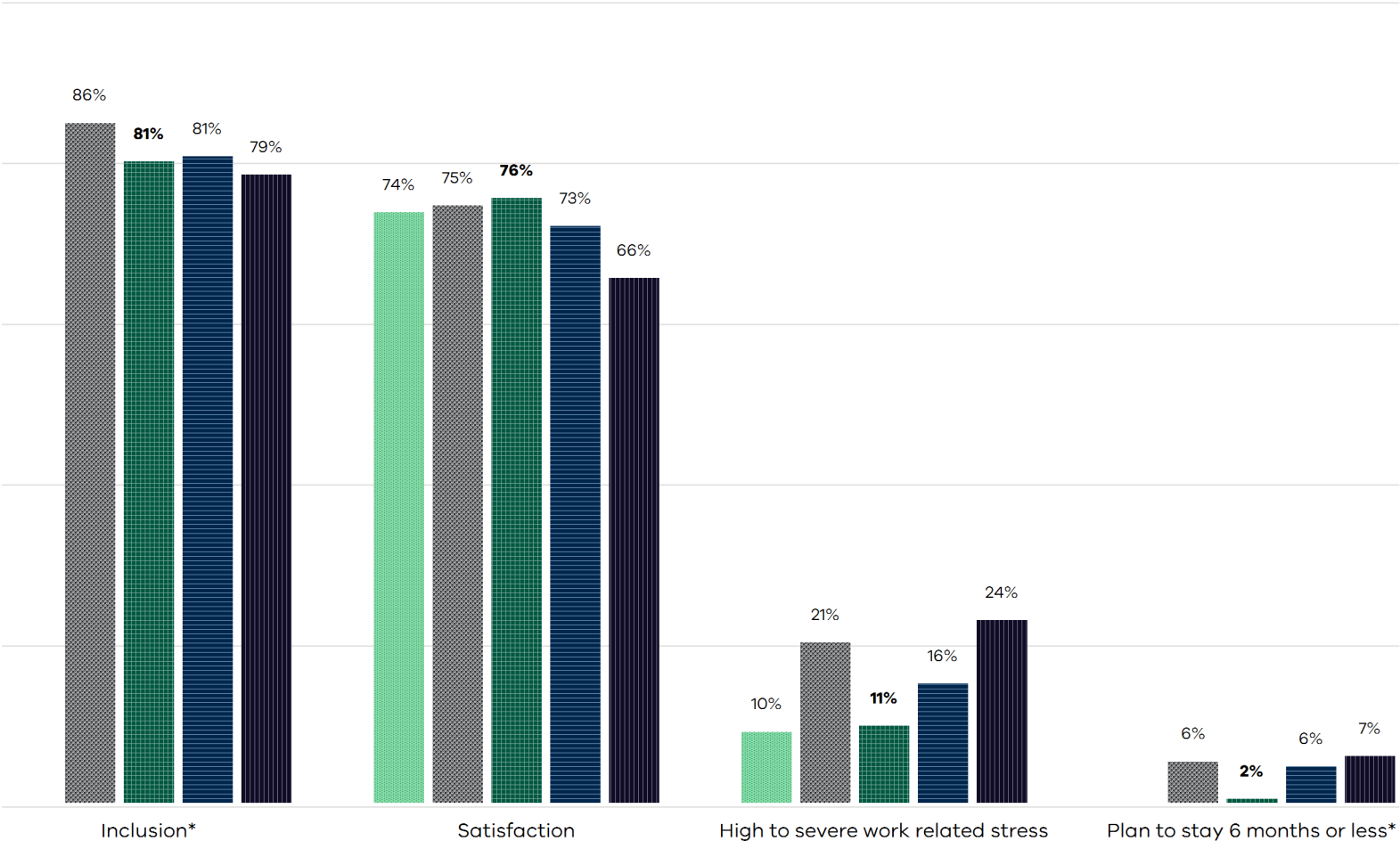
## Example

In 2023:

- 81% of your staff who did the survey responded positively to questions about Inclusion which is down from 86% in 2022.

Compared to:

- 81% of staff at your comparator and 79% of staff across the public sector.



\*We can't compare some data here because one or more questions were not asked in a previous survey

You2021 You2022 You2023 Comparator 2023 Public sector 2023



# People outcomes

## Satisfaction question results

### What this is

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.

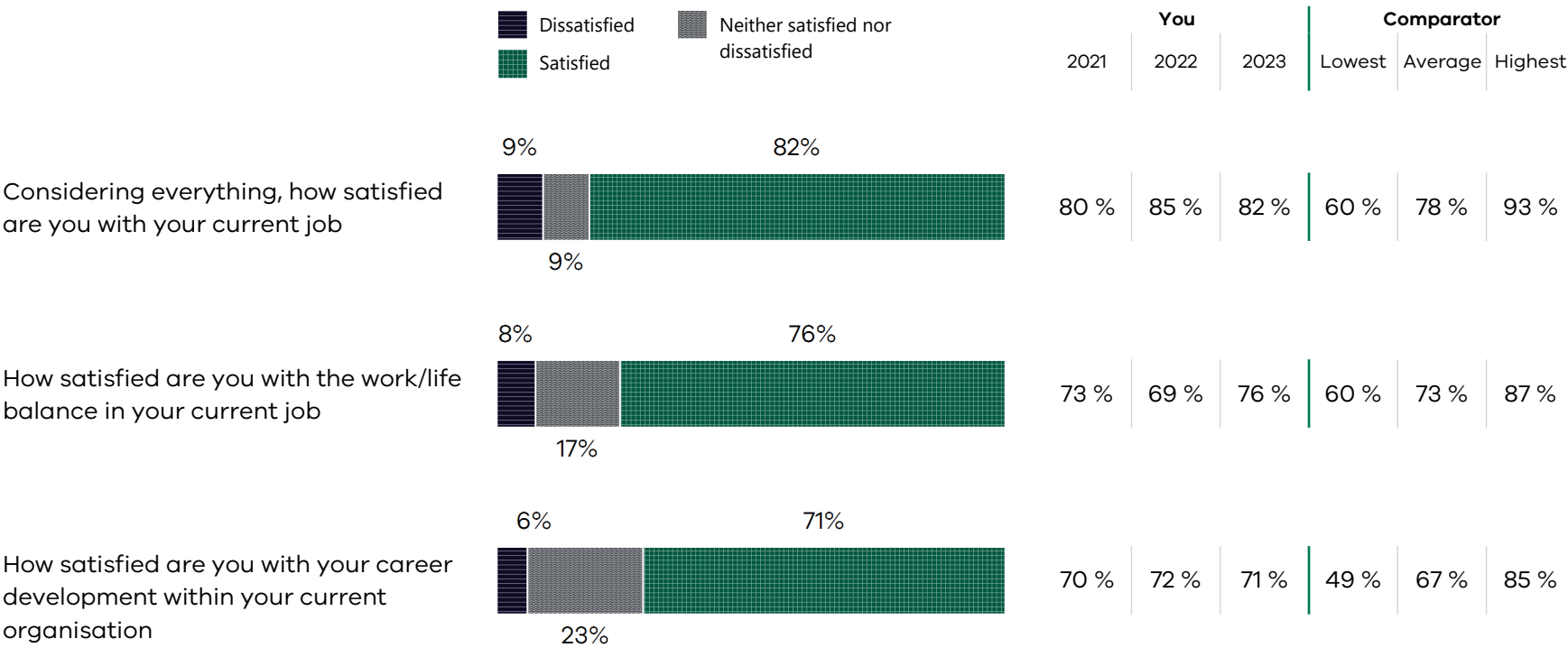
### Example

82% 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



# People outcomes

## Work-related stress levels

### What this is

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.

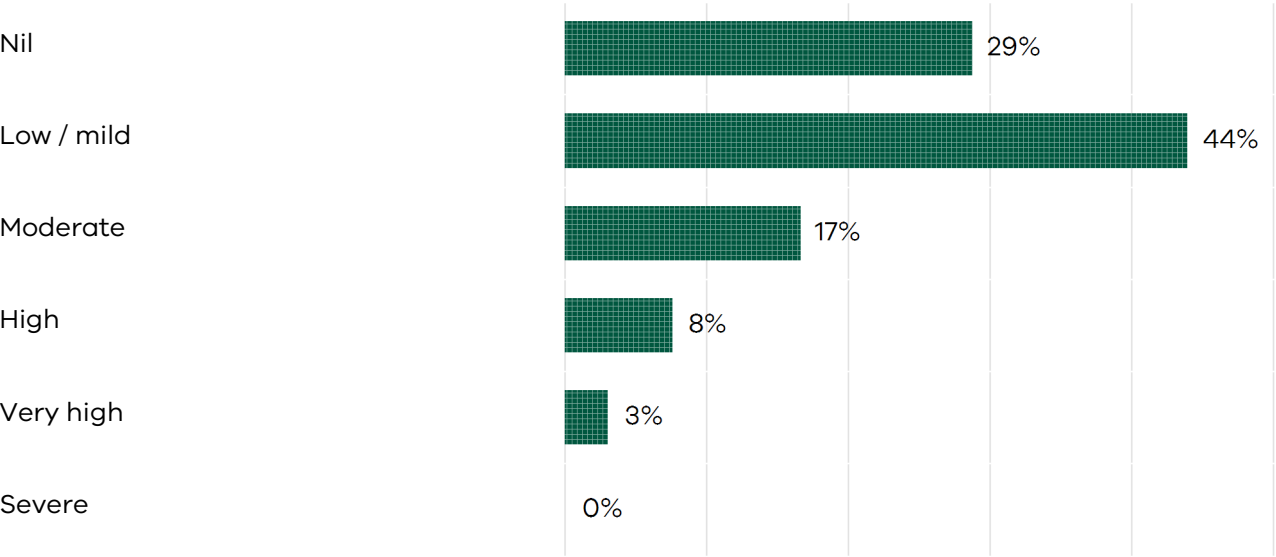
The graph at the top shows how staff in your organisation rated their current levels of work-related stress.

The numbers below show the percentage of staff in your organisation who said they experienced high to severe stress in 2023 compared to 2022 and your comparator.

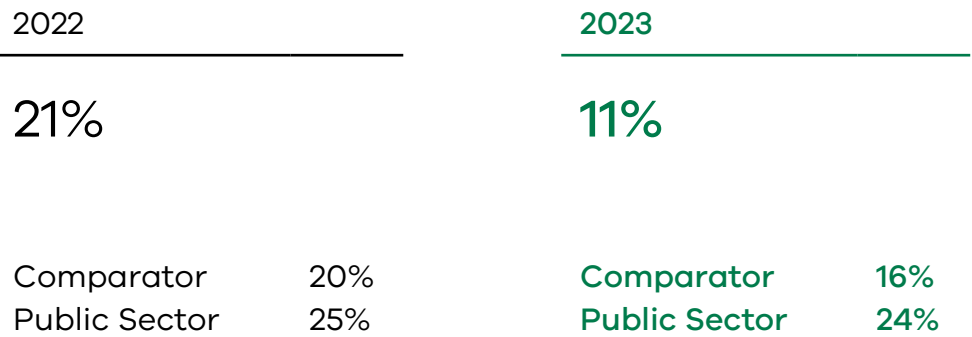
### Example

11% of your staff who did the survey said they had high to severe stress in 2023. This is compared to 16% of staff in your comparator group and 24% of staff across the public sector.

How would you rate your current level of work-related stress? (You 2023)



Reported levels of high to severe stress



## People outcomes

### Work-related stress causes

#### What this is

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

71% of your staff who did the survey said they experienced mild to severe stress.

Of that 71%, 49% said the top reason was 'Time pressure'.



Of those that experienced work related stress it was from ...	You 2022	You 2023	Comparator 2023	Public sector 2023
Time pressure	56%	49%	36%	41%
Workload	51%	38%	46%	49%
Competing home and work responsibilities	19%	23%	16%	14%
Dealing with clients, patients or stakeholders	5%	21%	14%	16%
Social environment (e.g. relationships with colleagues, manager and/or senior leaders)	11%	13%	16%	11%
Content, variety, or difficulty of work	6%	11%	7%	11%
Unclear job expectations	3%	11%	9%	12%
Management of work (e.g. supervision, training, information, support)	10%	4%	11%	13%
Organisation or workplace change	5%	4%	10%	11%
Other	10%	4%	14%	12%

# People outcomes

## Burnout levels

### What this is

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

### Why this is important

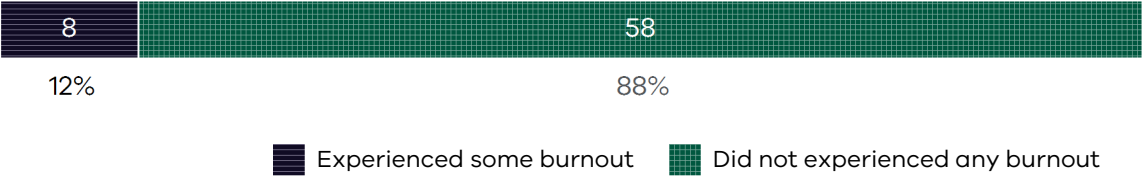
Burnout can affect negatively affect peoples health and wellbeing as well as their performance and behaviour.

### How to read this

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

### Example

12% of your staff who did the survey said they felt burnout at work in 2023.



Overall, based on your definition of burnout, how would you rate your level of burnout?	You 2022	You 2023	Comparator 2023	Public sector 2023
Occasionally I am under stress, and I don't always have as much energy as I once did, but I don't feel burned out	48%	64%	47%	48%
I enjoy my work. I have no symptoms of burnout	24%	24%	27%	21%
I am definitely burning out and have one or more symptoms of burnout, such as physical and emotional exhaustion	20%	9%	19%	22%
The symptoms of burnout that I am experiencing won't go away. I think about frustration at work a lot	5%	3%	5%	6%



## People outcomes

### Intention to stay

#### What this is

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

#### Why this is important

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

#### How to read this

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

#### Example

6% of your staff 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 2022	You 2023	Comparator 2023	Public sector 2023
6 months or less	6%	2%	6%	7%
Over 6 months and up to 1 year	9%	6%	8%	9%
Over 1 year and up to 3 years	20%	23%	23%	24%
Over 3 years and up to 5 years	12%	14%	16%	15%
Over 5 years	53%	56%	47%	45%

# People outcomes

## Inclusion question results

### What this is

This is how included staff feel in their workplace.

### 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.

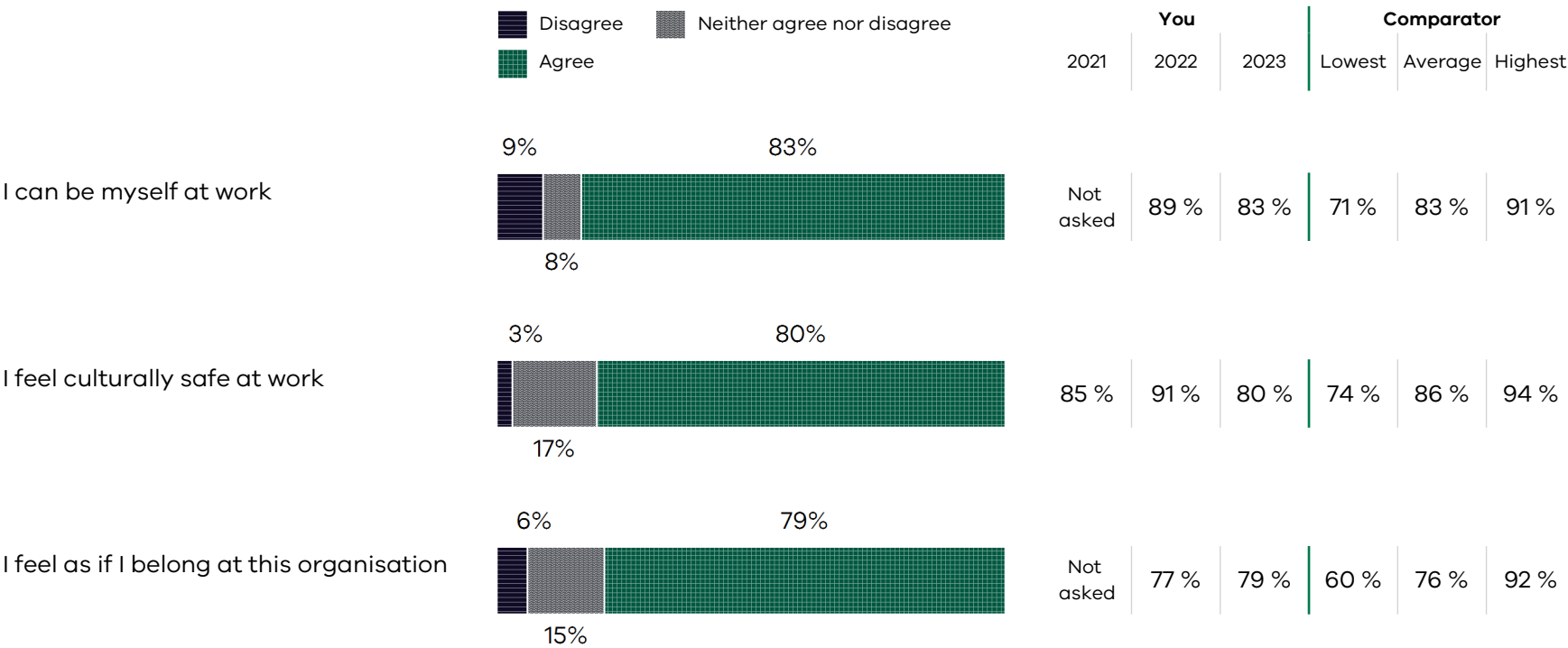
### Example

83% of your staff who did the survey agreed or strongly agreed with 'I can be myself at work'.

## Survey question

## Your results

## Benchmark agree results



# People outcomes

## Inclusion - Barriers to success

### What this is

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

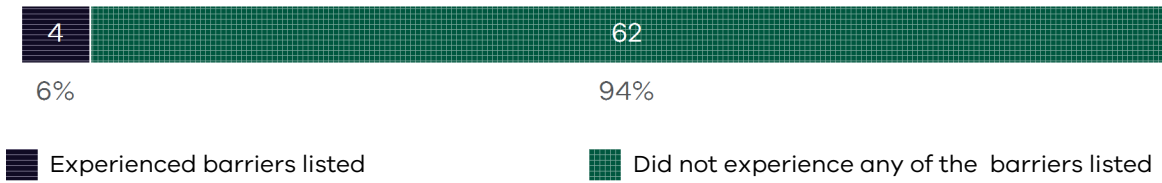
In the survey, we ask staff to select from a list, any barriers they have experienced and believe to have hindered their success at work. They can select more than one option.

### Why there are no further details

Results for response options with fewer than 10 responses have been suppressed to protect participant anonymity.

No response option has 10 or more responses.

Staff who experienced one or more barriers to success at work



# People outcomes

## Inclusion - Witnessed barriers to success

### What this is

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

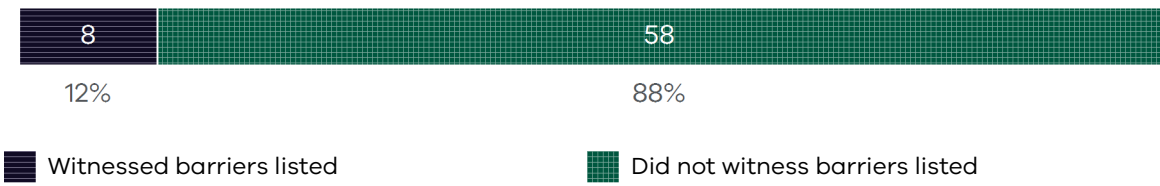
n the survey, we ask staff to choose from a list, any barriers that they may have witnessed that hinder the success of other employees at work. They can select more than one option.

### Why there are no further details

Results for response options with fewer than 10 responses have been suppressed to protect participant anonymity.

No response option has 10 or more responses

Staff who witnessed one or more barriers to success at work





# People outcomes

## Scorecard: emotional effects of work

### What this is

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 and the public sector.

### Example

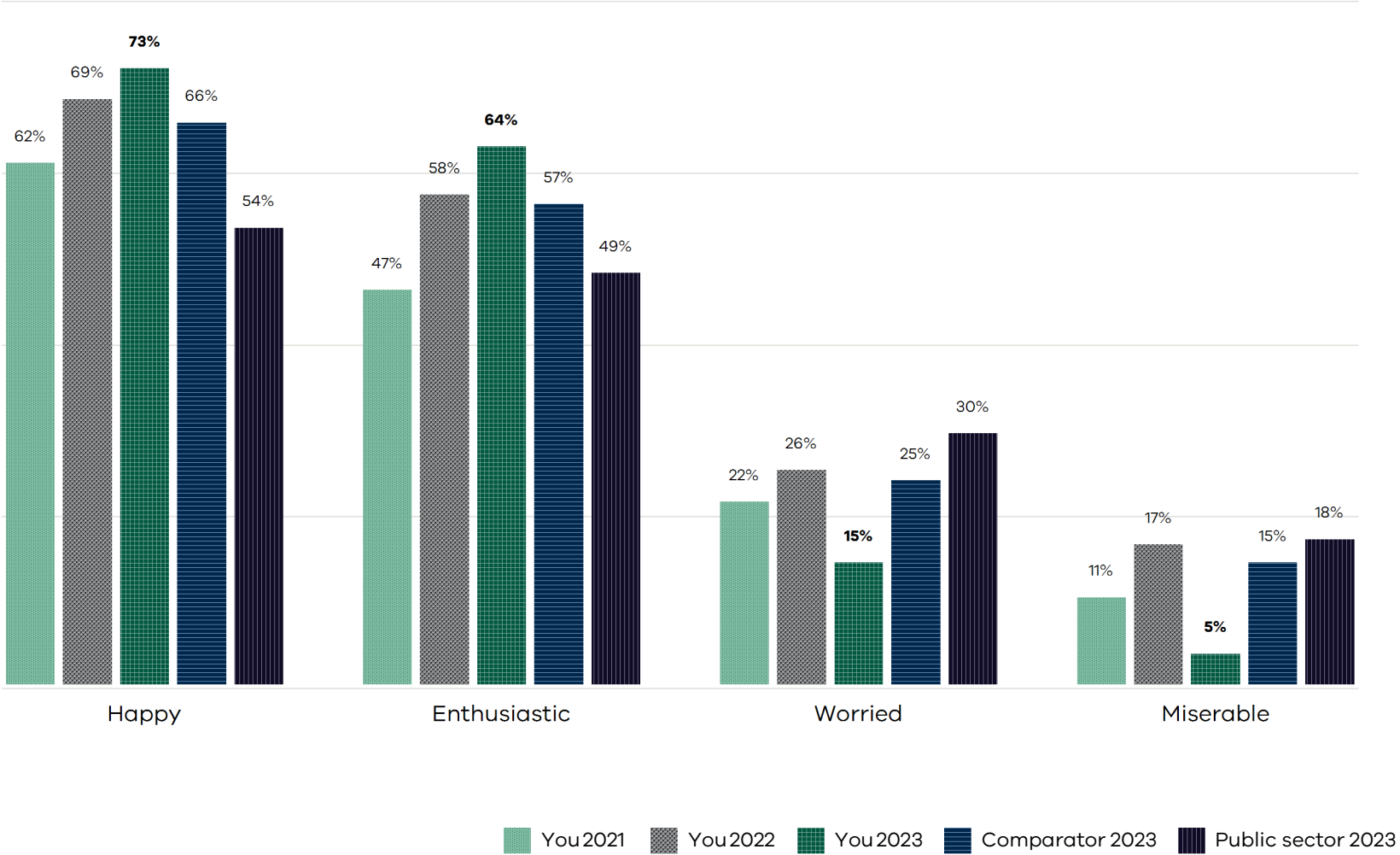
In 2023:

- 73% of your staff who did the survey said work made them feel happy in 2023, which is up from 69% in 2022

Compared to:

- 66% of staff at your comparator and 54% of staff across the public sector.

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



# People outcomes

## Scorecard: negative behaviours

### What this is

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 and the public sector.

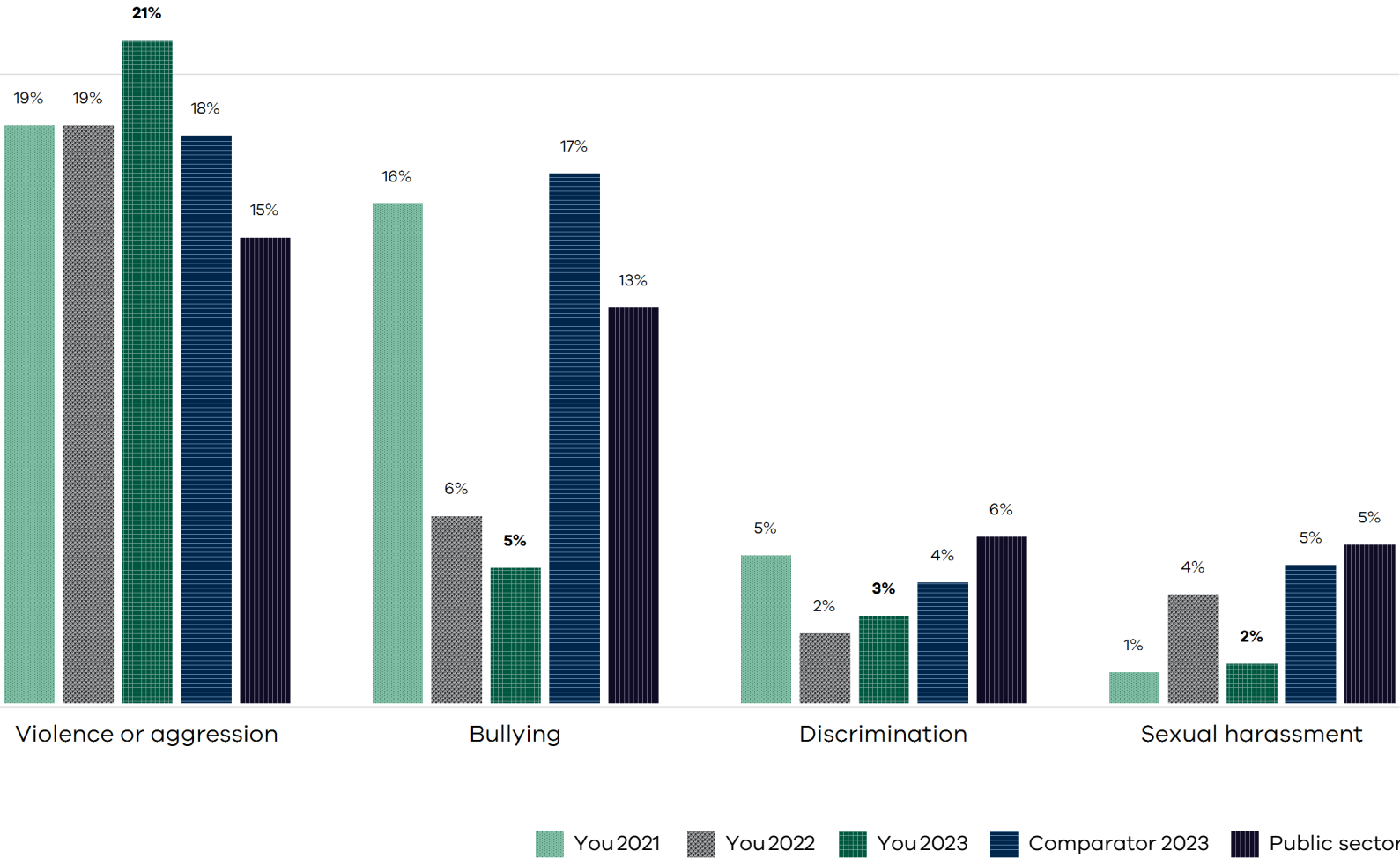
### Example

In 2023:

- 21% of your staff who did the survey stated they experienced 'Violence or aggression' in the last 12 months which is up from 19% in 2022.

Compared to:

- 18% of staff at your comparator and 15% of staff across the public sector.



# People outcomes

## Bullying

### What this is

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 long-term 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 this is

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 this is

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.

## Negative behaviour

### Violence and aggression

#### What this is

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 of those involved, including those who witness violence and aggression.

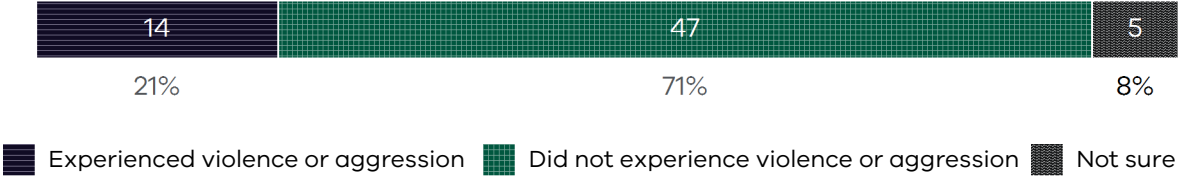
#### How to read this

In the survey, we asked staff to tell us if they'd experienced violence or aggression. If they did, they could tell us with one or more answers what they experienced. In descending order, the table shows the answers.

#### Example

21% of your staff who did the survey said they experienced violence or aggression. Of that 21%, 57% said it was from 'Abusive language'.

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



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

	You 2022	You 2023	Comparator 2023	Public sector 2023
Abusive language	80%	57%	76%	79%
Intimidating behaviour	33%	57%	53%	70%
Physical assault (e.g. spitting, hitting, punching, pushing, tripping, grabbing, throwing objects)	40%	50%	41%	27%
Threats of violence	20%	36%	26%	39%
Damage to my property or work equipment	0%	7%	2%	7%

**Negative behaviour**

Telling someone about violence and aggression

**What this is**

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

**Why this is important**

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

**How to read this**

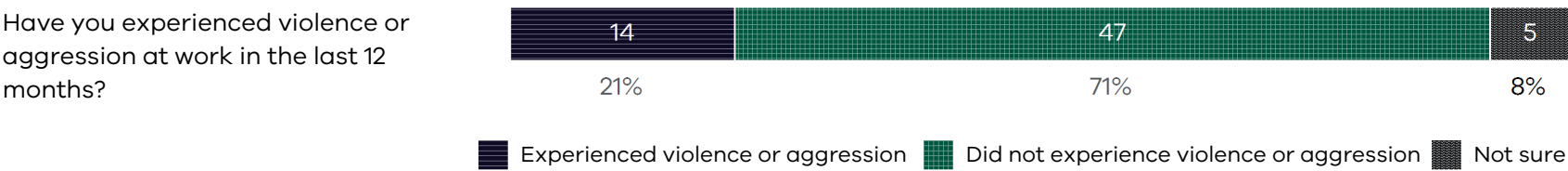
In the survey, we asked staff to tell us if they'd experienced violence or aggression. If they did, they could tell us with one or more answers who they told.

In descending order, the table shows the answers.

**Example**

21% of your staff who did the survey said they experienced violence or aggression, of which

- 50% said the top way they reported the violence or aggression was 'Told a colleague'
- 71% said they didn't submit a formal incident report.



Did you tell anyone about the incident?	You 2022	You 2023	Comparator 2023	Public sector 2023
Told a colleague	33%	50%	42%	44%
Told a manager	33%	50%	55%	56%
Told the person the behaviour was not OK	27%	43%	33%	29%
Submitted a formal incident report	33%	29%	42%	34%
I did not tell anyone about the incident(s)	7%	7%	3%	8%
Told a friend or family member	7%	7%	11%	19%

## Negative behaviour

### Violence and aggression - reasons for not submitting a formal incident report

#### What this is

This is why staff who experienced violence or aggression chose not to submit a formal incident report.

#### Why this is important

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

#### How to read this

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

#### Example

71% of your staff who experienced violence or aggression did not submit a formal incident report, of which:

- 30% said the top reason was 'I didn't need to because I made the violence or aggression stop'.

Did you submit a formal incident report?



What was your reason for not submitting a formal incident report?	You 2022	You 2023	Comparator 2023	Public sector 2023
I didn't need to because I made the violence or aggression stop	30%	30%	13%	15%
I didn't think it would make a difference	10%	30%	37%	38%
Other	40%	30%	20%	22%
I believed there would be negative consequences for the person I was going to complain about	10%	10%	3%	4%
I didn't think it was serious enough	10%	10%	33%	31%

# Negative behaviour

## Perpetrators of violence and aggression

### What this is

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

### Why this is important

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

### How to read this

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

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

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

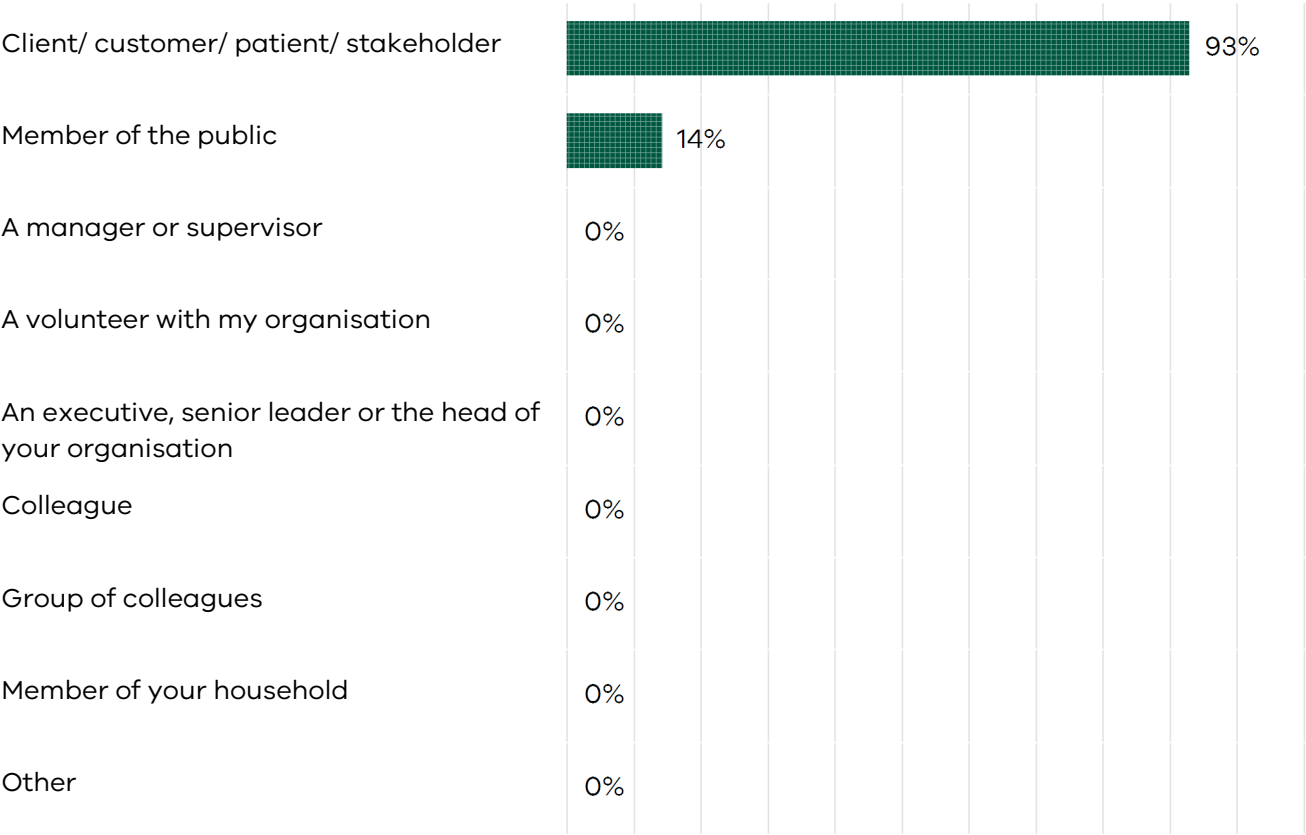
Each row is one perpetrator or a group of perpetrators.

### Example

21% of your staff who did the survey said they experienced violence or aggression.

Of that 21%, 93% said it was 'Client/ customer/ patient/ stakeholder'.

14 people (21% of staff) experienced violence or aggression (You2023)



## Negative behaviour

### Witnessing negative behaviours

#### What this is

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.

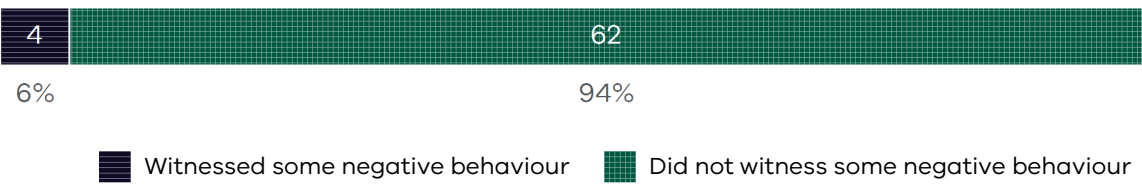
In descending order, the table shows the answers.

#### Example

6% of your staff who did the survey said they witnessed some negative behaviour at work.

94% said they witnessed No, I have not witnessed any of the situations above'.

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



### During the last 12 months in your current organisation, have you witnessed any of the following negative behaviours at work?

	You 2023	Comparator 2023	Public sector 2023
No, I have not witnessed any of the situations above	94%	76%	79%
Bullying of a colleague	5%	18%	14%
Discrimination against a colleague	2%	9%	8%

# People matter survey

2023

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- Questions on topical issues, includes additional questions that support the Gender Equality Act 2020

### Custom questions

- Questions requested by your organisation

### Demographics

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



## Key differences

### Highest scoring questions

#### What this is

These are the questions your organisation had the highest agreement or satisfaction with in 2023.

#### How to read this

Use this data to see where your organisation has the highest agreement or satisfaction with questions from the 2023 survey.

In this table, your score for this year is shown in the 'you 2023 column'.

You can also compare your 2023 scores against your 2022 scores and your 2023 comparator group.

#### Example

On the first row 'Meaningful work', the 'You 2023' column shows 100% of your staff agreed with 'I can make a worthwhile contribution at work'.

In the 'Change from 2022' column, you have a 1% increase, which is a positive trend.

Question group	Highest scoring questions	You 2023	Change from 2022	Comparator 2023
Meaningful work	I can make a worthwhile contribution at work	100%	+1%	95%
Meaningful work	I achieve something important through my work	98%	+5%	94%
Job enrichment	I understand how my job helps my organisation achieve its goals	94%	+0%	93%
Job enrichment	I can use my skills and knowledge in my job	92%	-1%	93%
Manager leadership	My manager treats employees with dignity and respect	89%	+4%	83%
Other questions	I understand how the Code of Conduct for Victorian public sector employees applies to my work	89%	Not asked in 2022	88%
Workgroup support	People in my workgroup work together effectively to get the job done	89%	+7%	80%
Flexible working	My manager supports working flexibly	88%	+6%	80%
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	88%	-3%	88%
Job enrichment	I clearly understand what I am expected to do in this job	88%	-7%	91%

## Key differences

### Lowest scoring questions

#### What this is

These are the questions your organisation had the lowest agreement or satisfaction with in 2023.

#### How to read this

Use this data to see where your organisation has the lowest agreement or satisfaction with questions from the 2023 survey.

In this table, your score for this year is shown in the 'you 2023 column'.

You can also compare your 2023 scores against your 2022 scores and your 2023 comparator group.

#### Example

On the first row 'Safety climate', the 'You 2023' column shows 42% of your staff agreed with 'In my workplace, there is good communication about psychological safety issues that affect me'.

In the 'Change from 2022' column, you have a 13% decrease, which is a negative trend.

Question subgroup	Lowest scoring questions	You 2023	Change from 2022	Comparator 2023
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	42%	-13%	56%
Safety climate	All levels of my organisation are involved in the prevention of stress	44%	-12%	56%
Taking action	My organisation has made improvements based on the survey results from last year	44%	+9%	40%
Taking action	I believe my organisation will make improvements based on the results of this survey	50%	-7%	60%
Organisational integrity	I believe the promotion processes in my organisation are fair	55%	-1%	51%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	55%	-3%	56%
Learning and development	I am satisfied with the opportunities to progress in my organisation	56%	-3%	58%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	56%	-7%	60%
Other questions	My workgroup gives frank and fearless advice to our managers and leaders (including the Minister, where applicable)	56%	Not asked in 2022	56%
Manager support	I receive meaningful recognition when I do good work	58%	-7%	65%

# Key differences

## Most improved

### What this is

This is where staff feel their organisation 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 2022' column.

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

This is because the increase from 2022 shows you where the most positive changes are happening in your organisation.

### Example

On the first row 'Learning and development', the 'You2023' column shows 64% of your staff agreed with 'My organisation places a high priority on the learning and development of staff'. In the 'Increase from 2022' column, you have a 11% increase, which is a positive trend.

Question group	Most improved from last year	You 2023	Increase from 2022	Comparator 2023
Learning and development	My organisation places a high priority on the learning and development of staff	64%	+11%	68%
Workgroup support	People in my workgroup treat each other with respect	88%	+10%	77%
Patient safety climate	Management is driving us to be a safety-centred organisation	80%	+10%	77%
Innovation	My workgroup is quick to respond to opportunities to do things better	67%	+10%	72%
Innovation	My workgroup learns from failures and mistakes	65%	+10%	72%
Taking action	My organisation has made improvements based on the survey results from last year	44%	+9%	40%
Engagement	I would recommend my organisation as a good place to work	82%	+9%	73%
Organisational integrity	My organisation encourages respectful workplace behaviours	86%	+9%	81%
Senior leadership	Senior leaders model my organisation's values	71%	+7%	67%
Workload	The workload I have is appropriate for the job that I do	71%	+7%	67%

## Key differences

### Most declined

#### What this is

This is where staff feel their organisation 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 2022' column.

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

This is because the decrease from 2022 shows you where the most negative changes are happening in your organisation.

#### Example

On the first row 'Safety climate', the 'You 2023' column shows 42% of your staff agreed with 'In my workplace, there is good communication about psychological safety issues that affect me'.

In the 'Decrease from 2022' column, you have a 13% decrease, which is a negative trend.

Question subgroup	Largest decline from last year	You 2023	Decrease from 2022	Comparator 2023
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	42%	-13%	56%
Safety climate	All levels of my organisation are involved in the prevention of stress	44%	-12%	56%
Inclusion	I feel culturally safe at work	80%	-11%	86%
Job enrichment	I have the authority to do my job effectively	85%	-8%	82%
Patient safety climate	The culture in my work area makes it easy to learn from the errors of others	61%	-7%	67%
Job enrichment	I clearly understand what I am expected to do in this job	88%	-7%	91%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	56%	-7%	60%
Taking action	I believe my organisation will make improvements based on the results of this survey	50%	-7%	60%
Manager support	I receive meaningful recognition when I do good work	58%	-7%	65%
Organisational integrity	My organisation is committed to earning a high level of public trust	79%	-6%	80%

## Key differences

### Biggest positive difference from comparator

#### What this is

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 2023 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 'Workgroup support', the 'You2023' column shows 88% of your staff agreed with 'People in my workgroup treat each other with respect'.

The 'difference' column, shows that agreement for this question was 11 percentage points higher in your organisation than in your comparator.

Question group	Biggest positive difference from comparator	You 2023	Difference	Comparator 2023
Workgroup support	People in my workgroup treat each other with respect	88%	+11%	77%
Engagement	I am proud to tell others I work for my organisation	86%	+9%	77%
Senior leadership	Senior leaders demonstrate honesty and integrity	74%	+9%	65%
Workgroup support	People in my workgroup work together effectively to get the job done	89%	+9%	80%
Engagement	I would recommend my organisation as a good place to work	82%	+9%	73%
Engagement	I feel a strong personal attachment to my organisation	76%	+8%	67%
Flexible working	My manager supports working flexibly	88%	+8%	80%
Patient safety climate	I would recommend a friend or relative to be treated as a patient here	85%	+7%	78%
Manager leadership	My manager treats employees with dignity and respect	89%	+6%	83%
Manager support	I can discuss problems or issues with my manager	86%	+6%	80%

## Key differences

### Biggest negative difference from comparator

#### What this is

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 2023 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 'Safety climate', the 'You 2023' column shows 42% of your staff agreed with 'In my workplace, there is good communication about psychological safety issues that affect me'.

The 'difference' column, shows that agreement for this question was 14 percentage points lower in your organisation than in your comparator.

Question subgroup	Biggest negative difference from comparator	You 2023	Difference	Comparator 2023
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	42%	-14%	56%
Gender equality supporting measures	In my workgroup work is allocated fairly, regardless of gender	71%	-12%	84%
Safety climate	All levels of my organisation are involved in the prevention of stress	44%	-12%	56%
Quality service delivery	My workgroup uses its resources well	62%	-10%	72%
Taking action	I believe my organisation will make improvements based on the results of this survey	50%	-10%	60%
Manager support	My manager gives me feedback that helps me improve my performance	65%	-9%	74%
Manager support	I receive meaningful recognition when I do good work	58%	-7%	65%
Innovation	My workgroup learns from failures and mistakes	65%	-7%	72%
Patient safety climate	The culture in my work area makes it easy to learn from the errors of others	61%	-6%	67%
Inclusion	I feel culturally safe at work	80%	-5%	86%

# People matter survey

2023

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- Questions on topical issues, includes additional questions that support the Gender Equality Act 2020

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- Questions requested by your organisation

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Taking action

What this is

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

Why this is important

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

How to read this

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

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

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

Example

50% of your staff who did the survey agreed or strongly agreed with 'I believe my organisation will make improvements based on the results of this survey'.

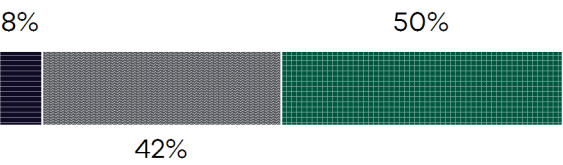
Survey question

Your results

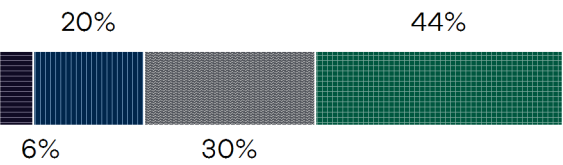
Benchmark agree results



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



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



	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
I believe my organisation will make improvements based on the results of this survey	Not asked	57 %	50 %	41 %	60 %	80 %
My organisation has made improvements based on the survey results from last year	Not asked	35 %	44 %	14 %	40 %	72 %

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- Questions requested by your organisation

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- Employment
- Adjustments
- Caring
- Categories
- Primary role

# Senior leadership

## Senior leadership

### What this is

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

74% of your staff who did the survey agreed or strongly agreed with 'Senior leaders demonstrate honesty and integrity'.

## Survey question

## Your results

## Benchmark agree results



You			Comparator		
2021	2022	2023	Lowest	Average	Highest
73 %	68 %	74 %	40 %	65 %	94 %
80 %	64 %	71 %	40 %	67 %	92 %
67 %	63 %	59 %	30 %	62 %	87 %

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# Organisational climate

## Scorecard

### What this is

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.

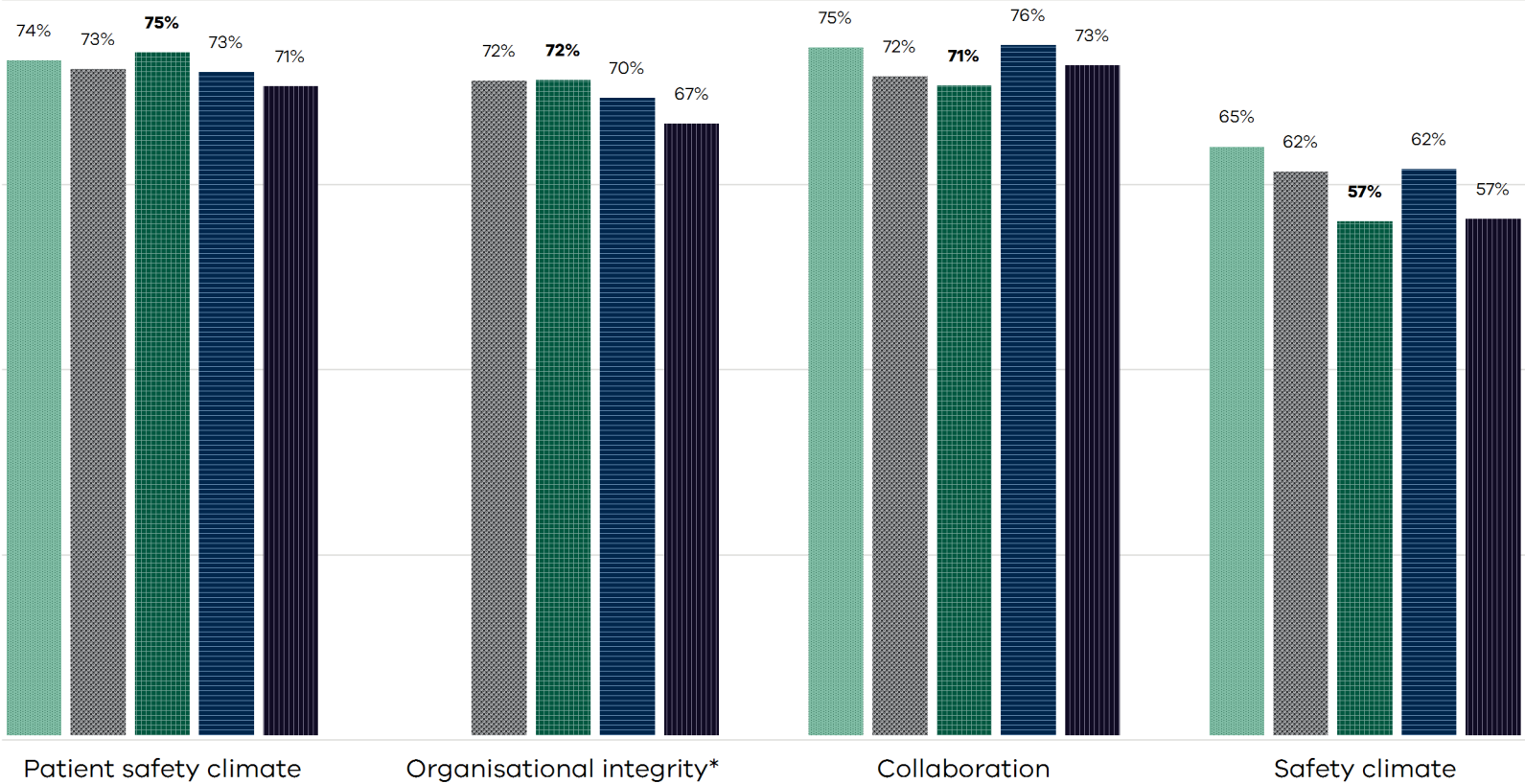
### Example

In 2023:

- 75% of your staff who did the survey responded positively to questions about Patient safety climate which is up from 73% in 2022.

Compared to:

- 73% of staff at your comparator and 71% of staff across the public sector.



\*We can't compare some data here because one or more questions were not asked in a previous survey

You2021 You2022 You2023 Comparator 2023 Public sector 2023

# Organisational climate

## Organisational integrity 1 of 2

### What this is

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.

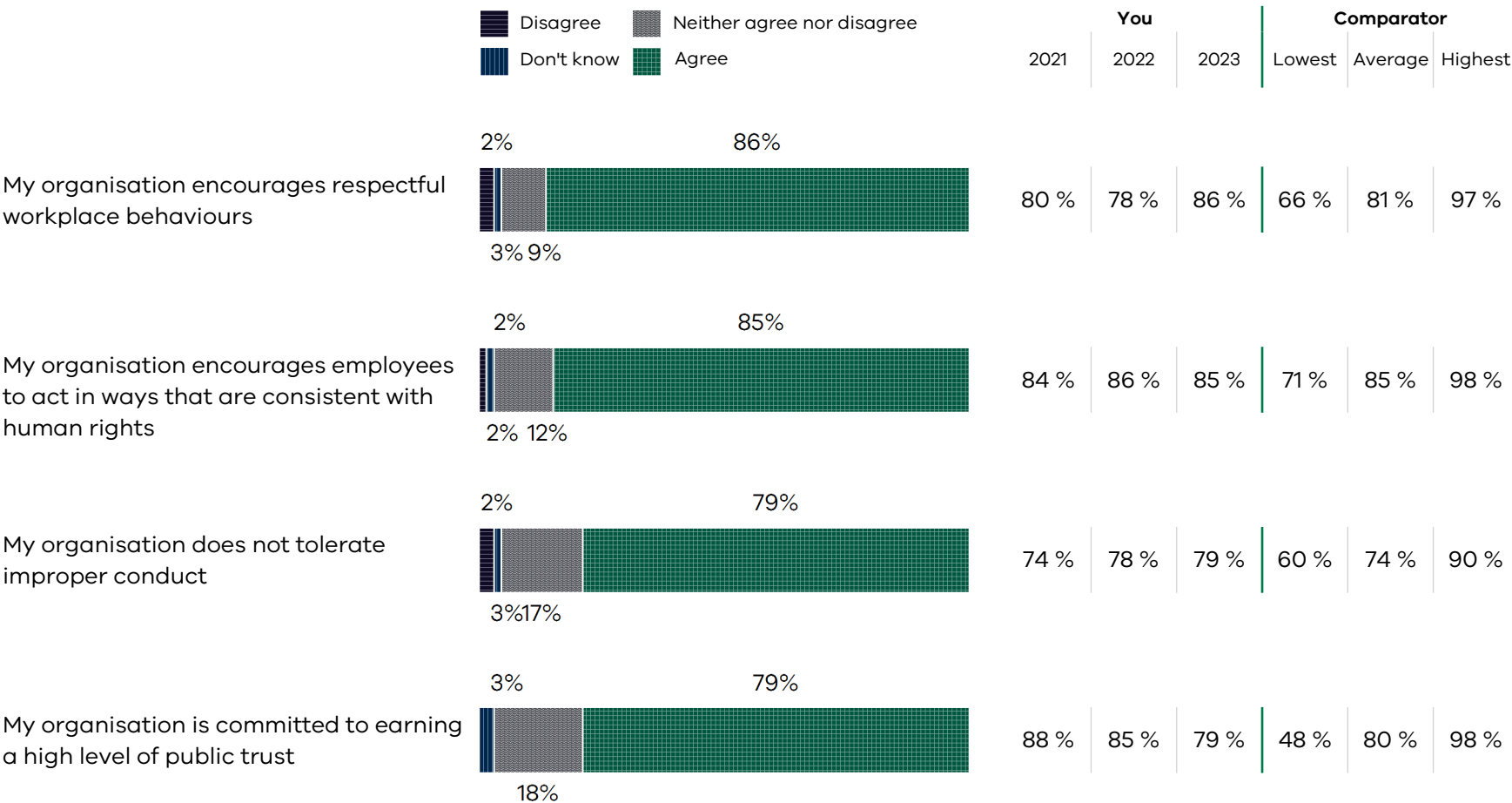
### Example

86% of your staff who did the survey agreed or strongly agreed with 'My organisation encourages respectful workplace behaviours'.

## Survey question

## Your results

## Benchmark agree results





# Organisational climate

## Organisational integrity 2 of 2

### What this is

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.

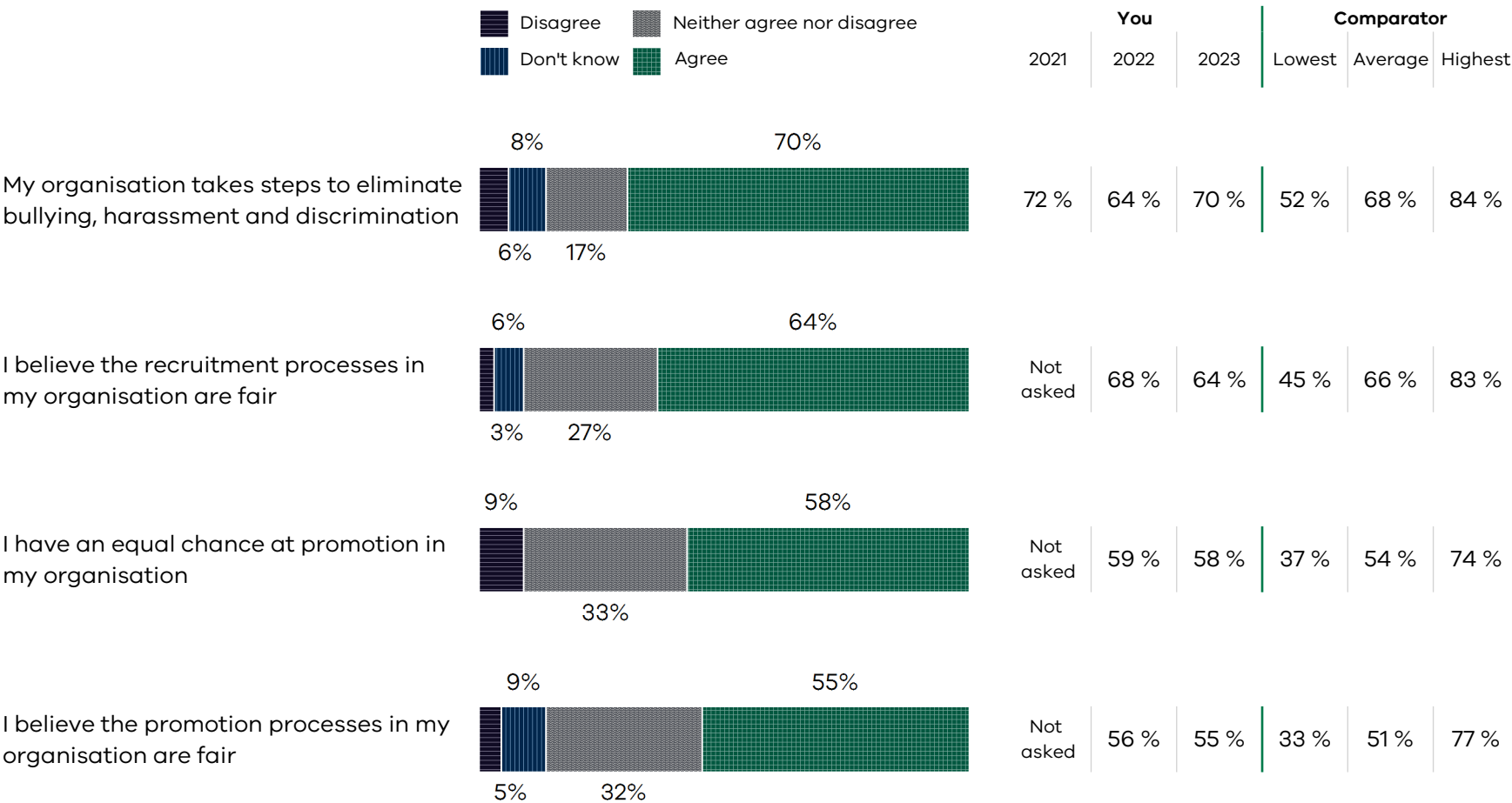
### Example

70% of your staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.

## Survey question

## Your results

## Benchmark agree results





# Organisational climate

## Collaboration

### What this is

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.

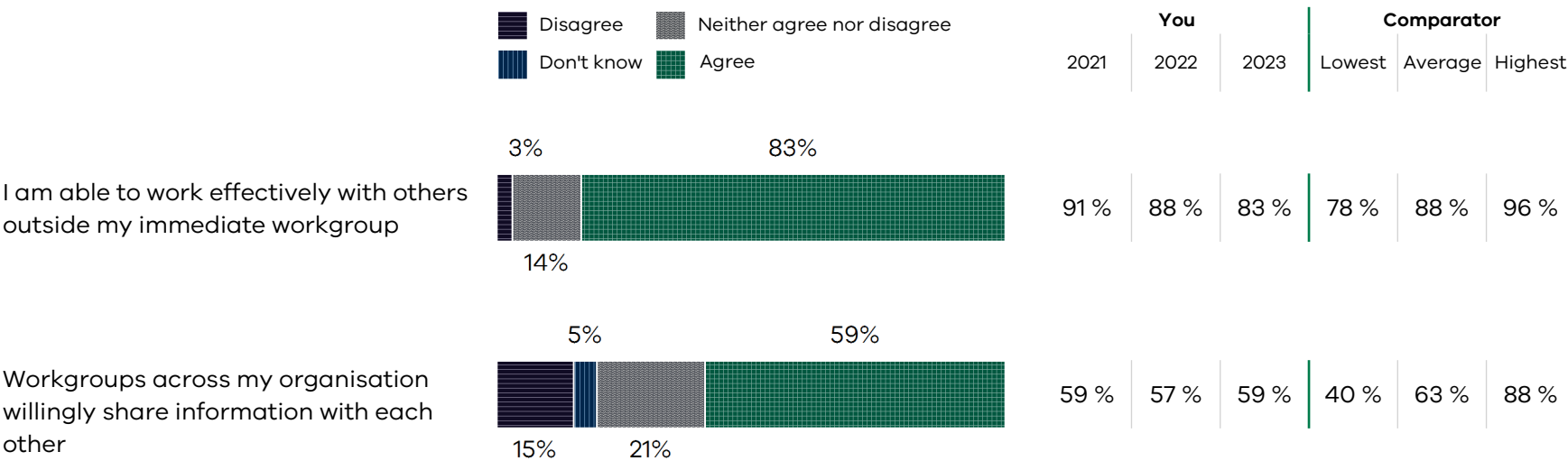
### Example

83% of your staff who did the survey agreed or strongly agreed with 'I am able to work effectively with others outside my immediate workgroup'.

## Survey question

## Your results

## Benchmark agree results



# Organisational climate

## Safety climate 1 of 2

### What this is

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.

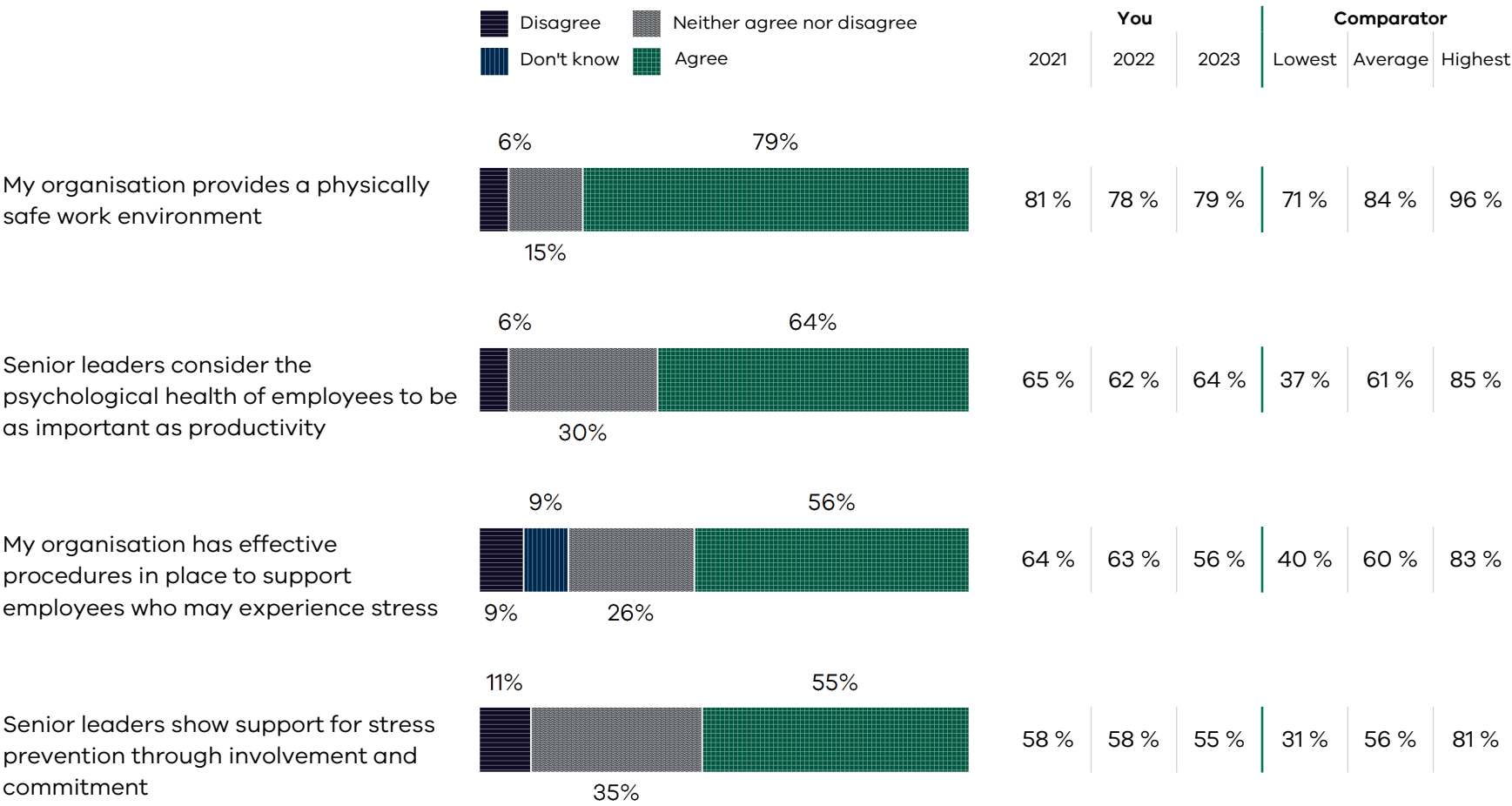
### Example

79% 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



# Organisational climate

## Safety climate 2 of 2

### What this is

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.

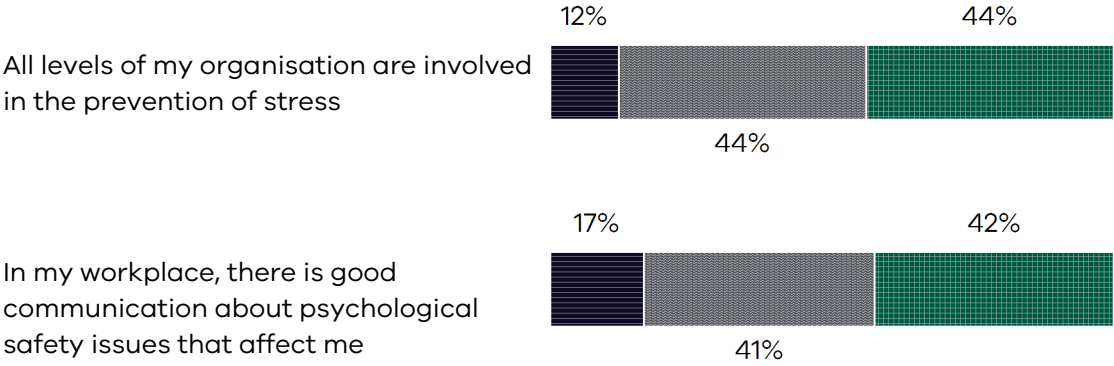
### Example

44% of your staff who did the survey agreed or strongly agreed with 'All levels of my organisation are involved in the prevention of stress'.

## Survey question

## Your results

## Benchmark agree results



You			Comparator		
2021	2022	2023	Lowest	Average	Highest
56 %	56 %	44 %	30 %	56 %	81 %
63 %	56 %	42 %	33 %	56 %	79 %

# Organisational climate

## Patient safety climate 1 of 2

### What this is

This is the safety culture in a healthcare workplace.

### Why this is important

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

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

### How to read this

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

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

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

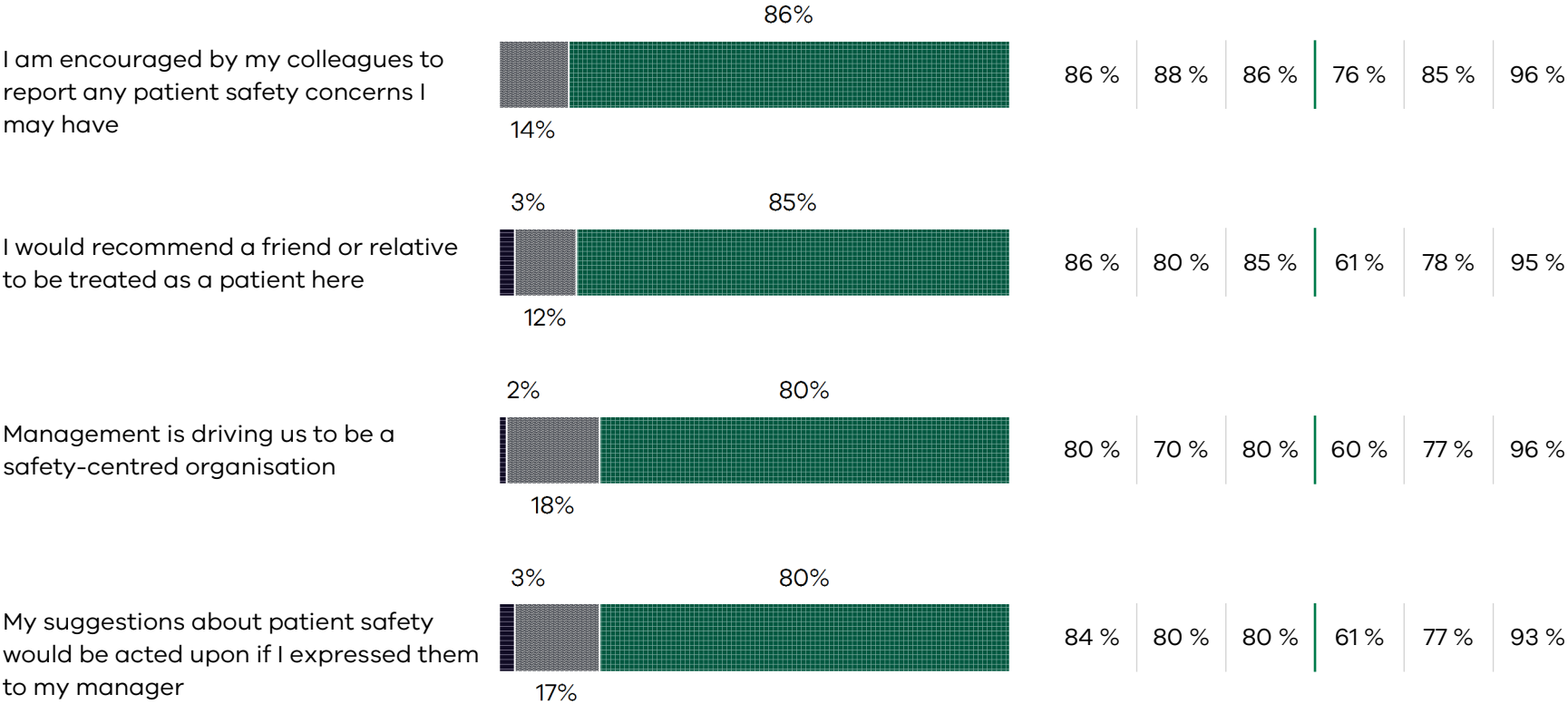
### Example

86% of your staff who did the survey agreed or strongly agreed with 'I am encouraged by my colleagues to report any patient safety concerns I may have'.

## Survey question

## Your results

## Benchmark agree results



# Organisational climate

## Patient safety climate 2 of 2

### What this is

This is the safety culture in a healthcare workplace.

### Why this is important

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

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

### How to read this

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

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

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

### Example

73% of your staff who did the survey agreed or strongly agreed with 'Patient care errors are handled appropriately in my work area'.

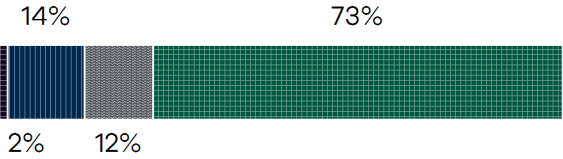
## Survey question

## Your results

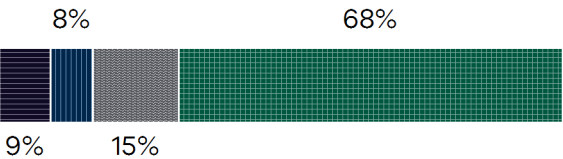
## Benchmark agree results



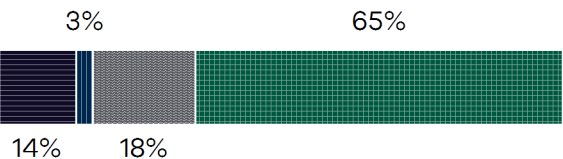
Patient care errors are handled appropriately in my work area



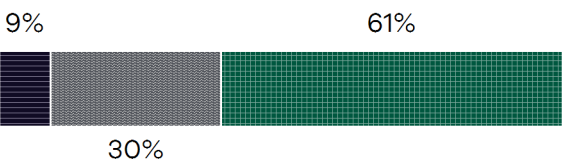
Trainees in my discipline are adequately supervised



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



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



You			Comparator		
2021	2022	2023	Lowest	Average	Highest
77 %	70 %	73 %	55 %	71 %	87 %
63 %	67 %	68 %	48 %	65 %	87 %
51 %	60 %	65 %	38 %	62 %	86 %
64 %	68 %	61 %	52 %	67 %	89 %

# People matter survey

2023

Have your say

## Overview

### Report overview

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

## Result summary

### People outcomes

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

### Key differences

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

### Taking action

- Taking action questions

## Detailed results

### Senior leadership

- Senior leadership questions

### Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate
- Patient safety climate

### Workgroup climate

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

### Job and manager factors

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

### Public sector values

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

### Topical questions

- Questions on topical issues, includes additional questions that support the Gender Equality Act 2020

### Custom questions

- Questions requested by your organisation

### Demographics

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



# Workgroup climate

## Scorecard

### What this is

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.

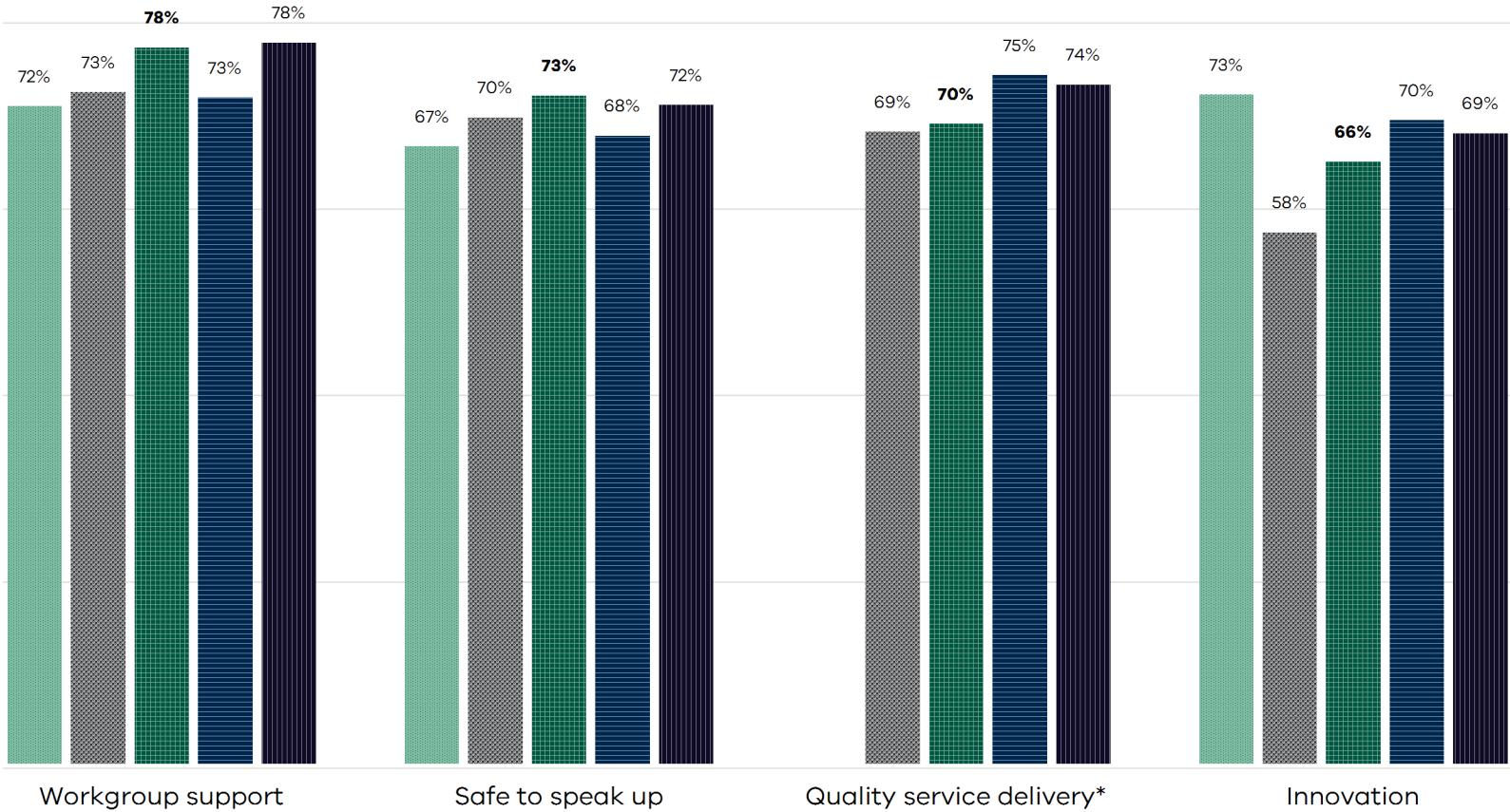
### Example

In 2023:

- 78% of your staff who did the survey responded positively to questions about Workgroup support which is up from 73% in 2022.

Compared to:

- 73% of staff at your comparator and 78% of staff across the public sector.



\*We can't compare some data here because one or more questions were not asked in a previous survey

You2021 You2022 You2023 Comparator 2023 Public sector 2023



Workgroup climate

Quality service delivery

What this is

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

Why this is important

The public sector must provide high-quality 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.

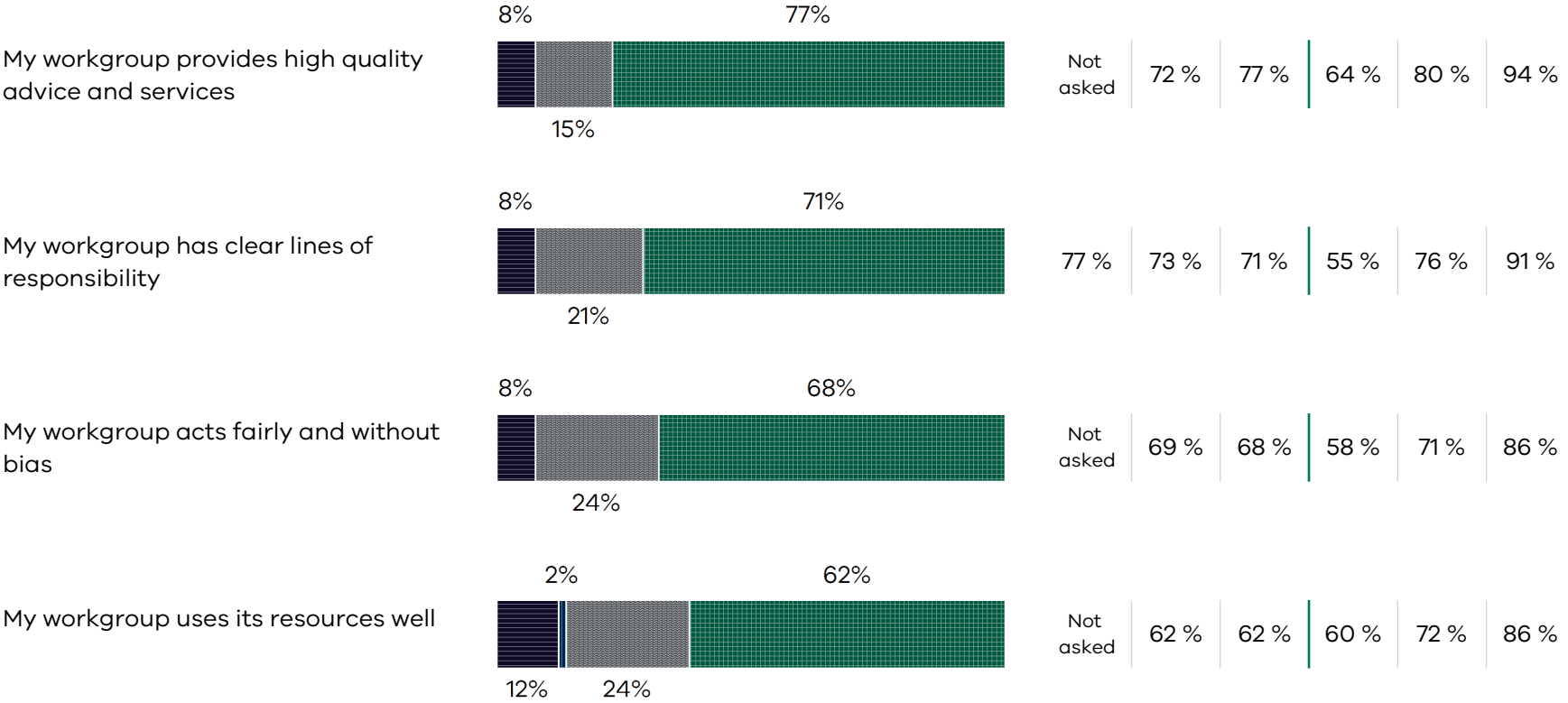
Example

77% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

Survey question

Your results

Benchmark agree results



Workgroup climate

Innovation

What this is

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 engagement.

How to read this

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

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

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

Example

67% of your staff who did the survey agreed or strongly agreed with 'My workgroup is quick to respond to opportunities to do things better'.

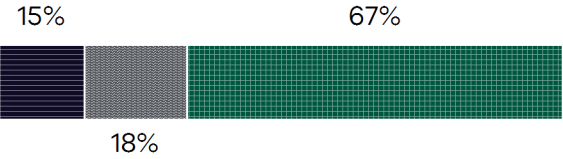
Survey question

Your results

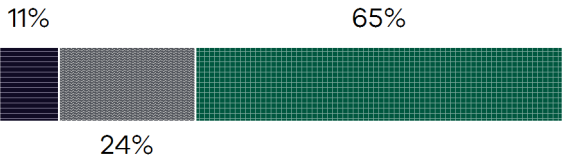
Benchmark agree results



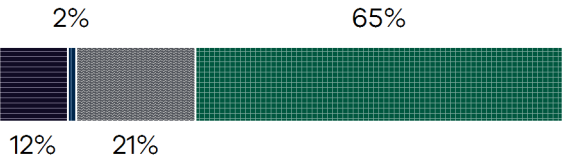
My workgroup is quick to respond to opportunities to do things better



My workgroup encourages employee creativity



My workgroup learns from failures and mistakes



2021	You		2023	Comparator		
	2022			Lowest	Average	Highest

77 %	57 %	67 %	54 %	72 %	90 %
------	------	------	------	------	------

69 %	62 %	65 %	51 %	66 %	85 %
------	------	------	------	------	------

73 %	56 %	65 %	58 %	72 %	89 %
------	------	------	------	------	------

# Workgroup climate

## Workgroup support 1 of 2

### What this is

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.

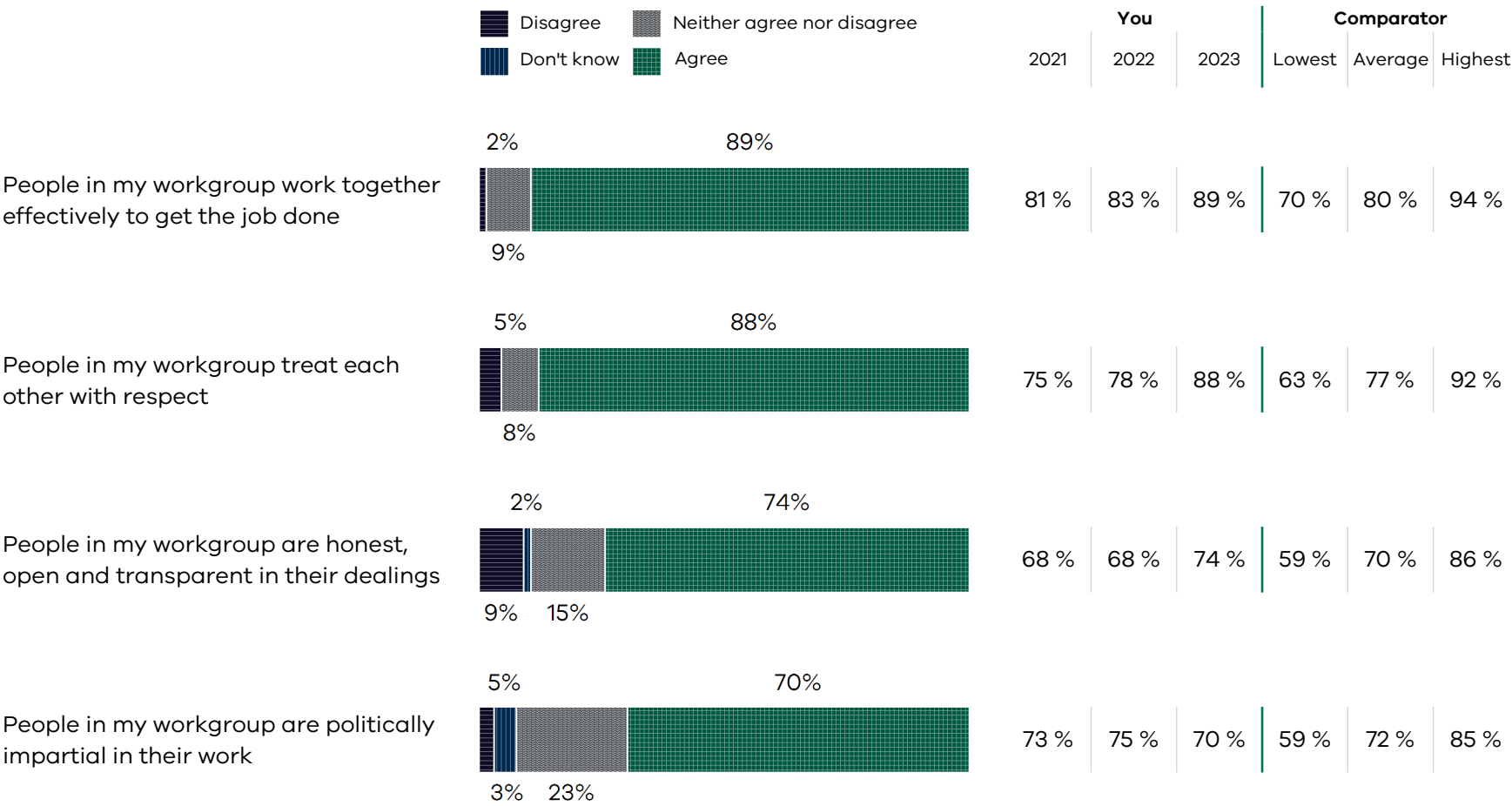
### Example

89% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup work together effectively to get the job done'.

## Survey question

## Your results

## Benchmark agree results



Workgroup climate

Workgroup support 2 of 2

What this is

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.

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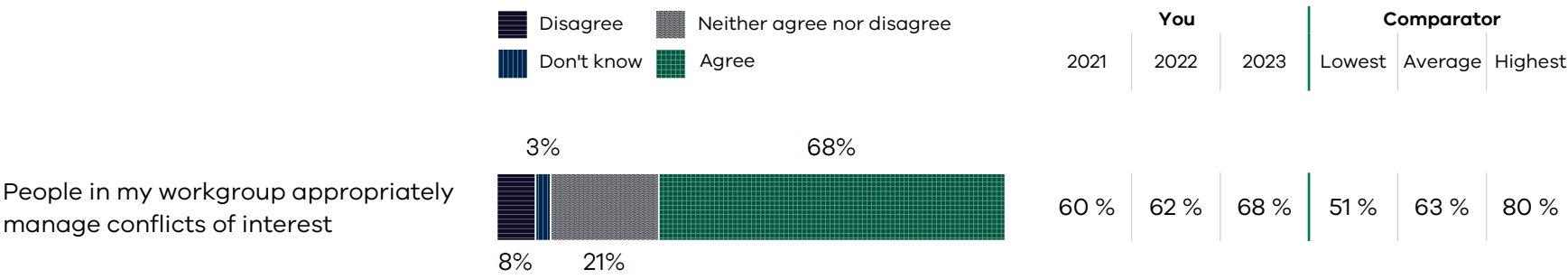
Example

68% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.

Survey question

Your results

Benchmark agree results



Workgroup climate

Safe to speak up

What this is

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

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

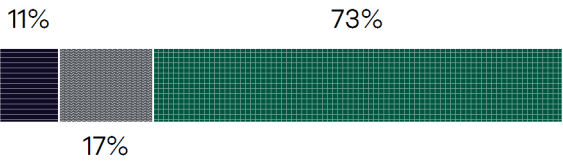
Survey question

Your results

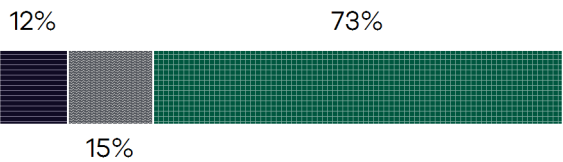
Benchmark agree results



I feel safe to challenge inappropriate behaviour at work



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



You			Comparator		
2021	2022	2023	Lowest	Average	Highest
68 %	74 %	73 %	55 %	68 %	85 %
67 %	67 %	73 %	54 %	69 %	84 %

# People matter survey

2023

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- Taking action questions

## Detailed results

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- Organisational integrity
- Collaboration
- Safety climate
- Patient safety climate

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- Scorecard
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- Innovation
- Workgroup support
- Safe to speak up

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

### Public sector values

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- Integrity
- Impartiality
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- Respect
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- Questions on topical issues, includes additional questions that support the Gender Equality Act 2020

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

# Job and manager factors

## Scorecard 1 of 2

### What this is

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.

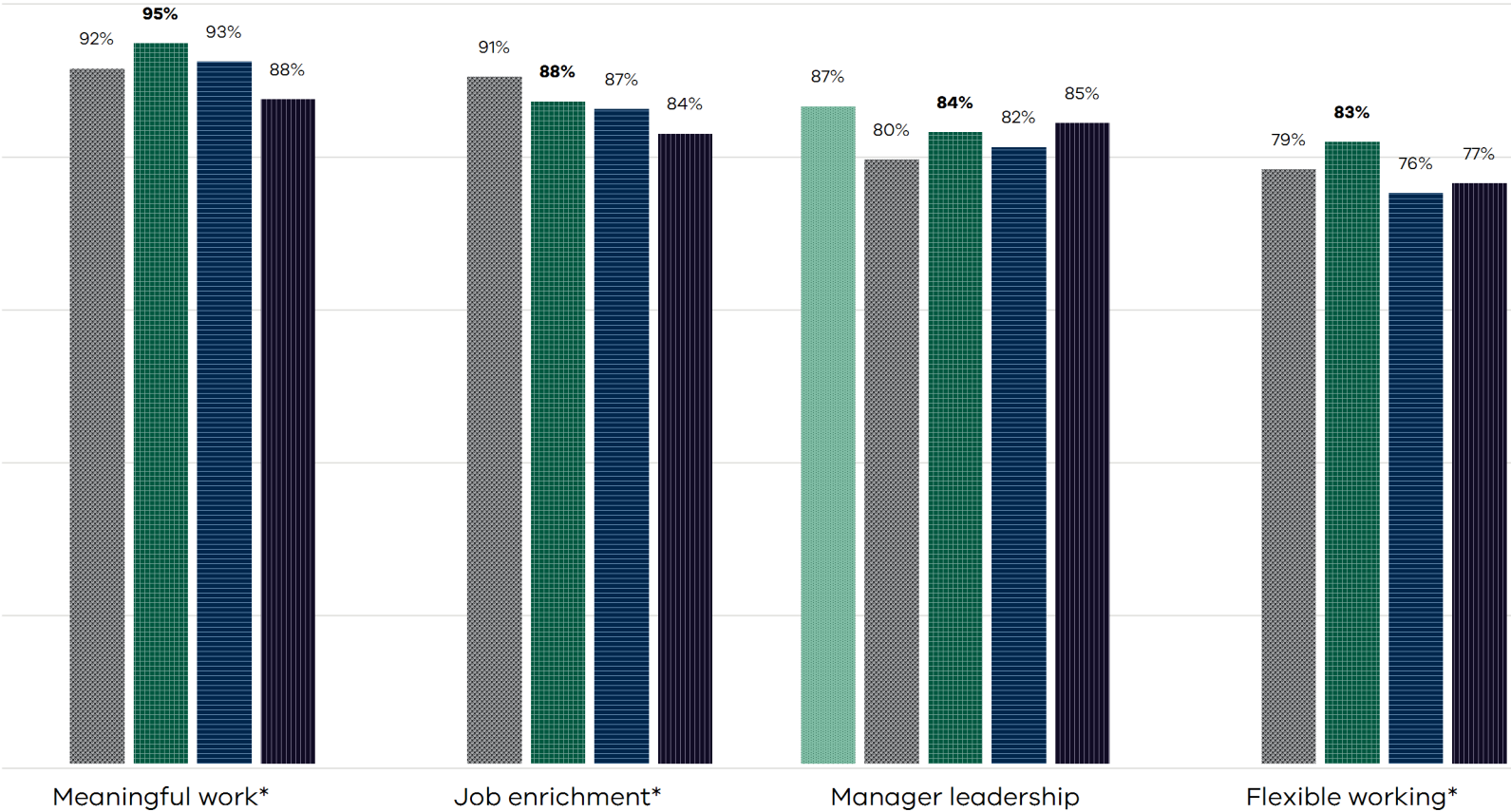
### Example

In 2023:

- 95% of your staff who did the survey responded positively to questions about Meaningful work.

Compared to:

- 93% of staff at your comparator and 88% of staff across the public sector.



\*We can't compare some data here because one or more questions were not asked in a previous survey

You2021 You2022 You2023 Comparator 2023 Public sector 2023



# Job and manager factors

## Scorecard 2 of 2

### What this is

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.

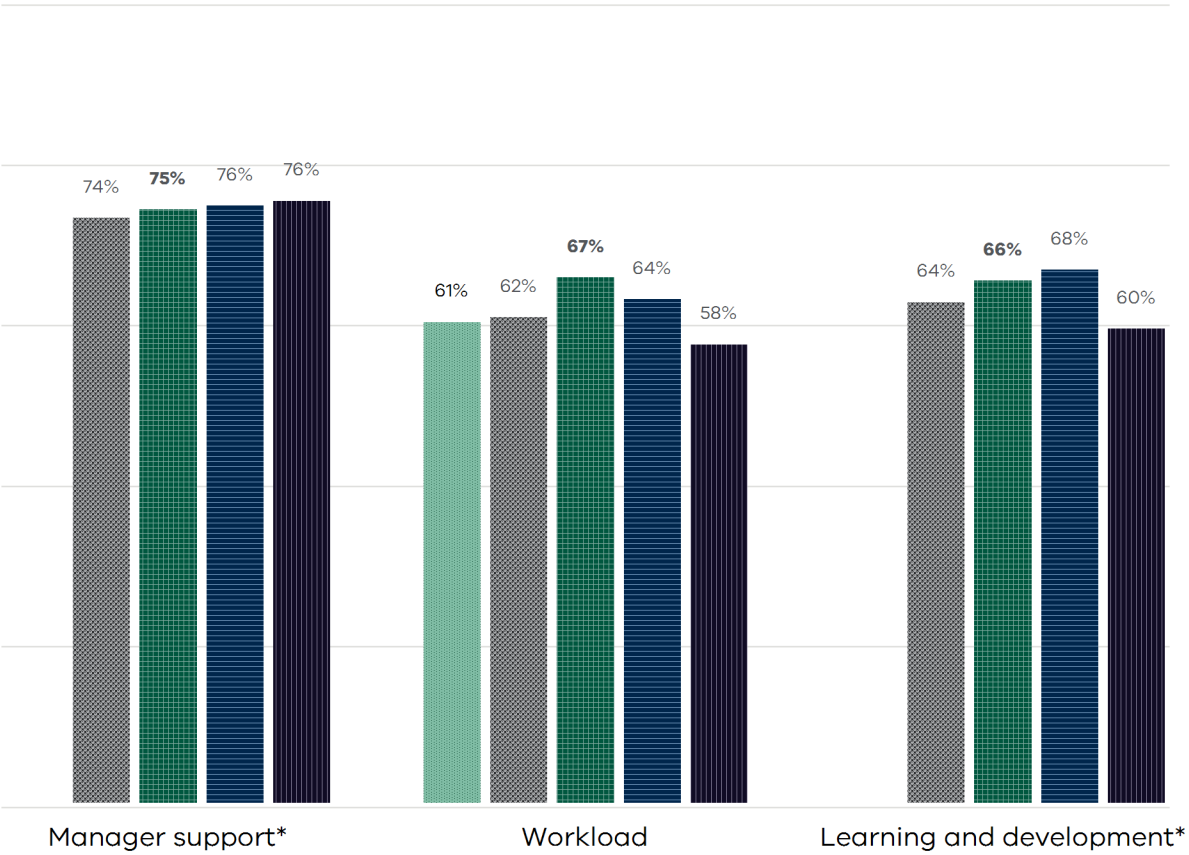
### Example

In 2023:

- 75% of your staff who did the survey responded positively to questions about Manager support.

Compared to:

- 76% of staff at your comparator and 76% of staff across the public sector.



\*We can't compare some data here because one or more questions were not asked in a previous survey

You2021 You2022 You2023 Comparator 2023 Public sector 2023

# Job and manager factors

## Manager leadership

### What this is

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

89% of your staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

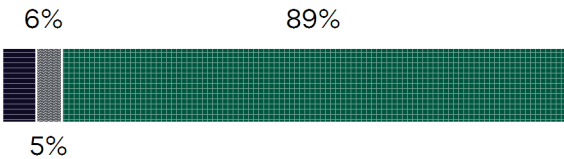
## Survey question

## Your results

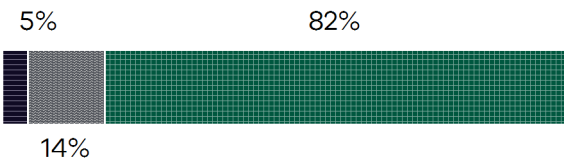
## Benchmark agree results



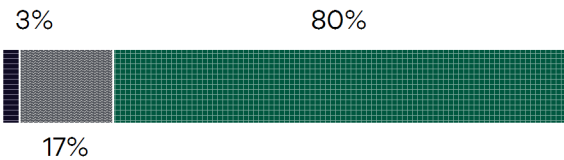
My manager treats employees with dignity and respect



My manager demonstrates honesty and integrity



My manager models my organisation’s values



You			Comparator		
2021	2022	2023	Lowest	Average	Highest

91 %	85 %	89 %	67 %	83 %	94 %
------	------	------	------	------	------

88 %	79 %	82 %	67 %	81 %	93 %
------	------	------	------	------	------

83 %	77 %	80 %	64 %	81 %	92 %
------	------	------	------	------	------

# Job and manager factors

## Manager support 1 of 2

### What this is

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.

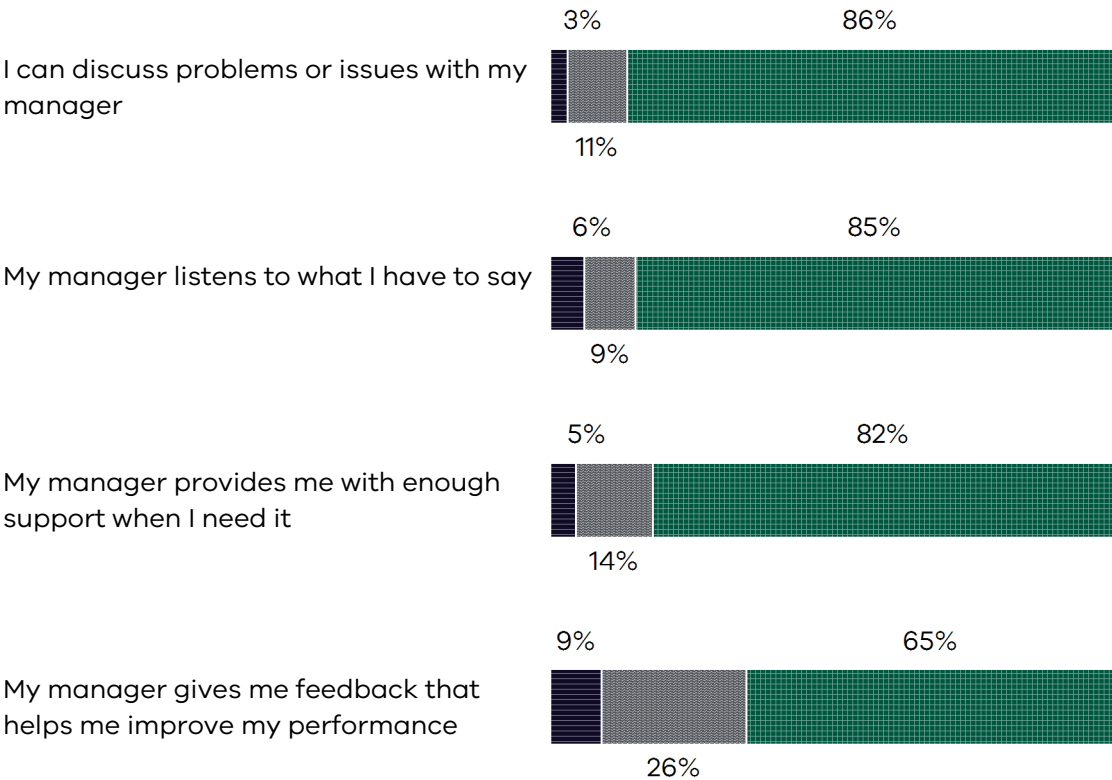
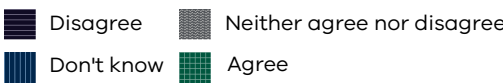
### Example

86% of your staff who did the survey agreed or strongly agreed with 'I can discuss problems or issues with my manager'.

## Survey question

## Your results

## Benchmark agree results



2021	You		Comparator		
	2022	2023	Lowest	Average	Highest
Not asked	85 %	86 %	65 %	80 %	89 %
90 %	83 %	85 %	63 %	80 %	91 %
77 %	75 %	82 %	64 %	79 %	92 %
Not asked	63 %	65 %	57 %	74 %	89 %

Job and manager factors

Manager support 2 of 2

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

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

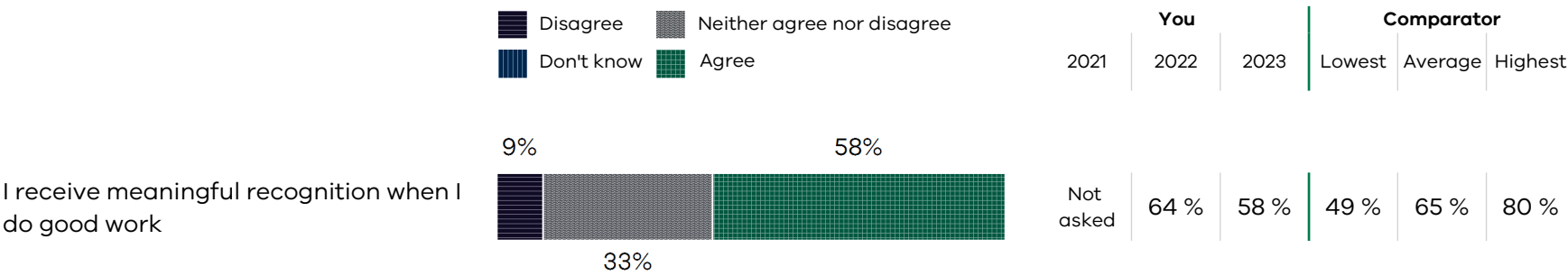
Example

58% of your staff who did the survey agreed or strongly agreed with 'I receive meaningful recognition when I do good work'.

Survey question

Your results

Benchmark agree results



# Job and manager factors

## Workload

### What this is

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

71% of your staff who did the survey agreed or strongly agreed with 'The workload I have is appropriate for the job that I do'.

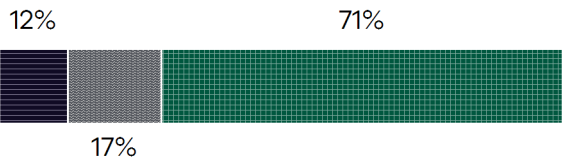
## Survey question

## Your results

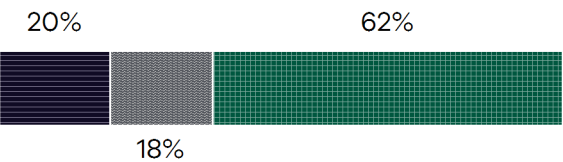
## Benchmark agree results



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



I have enough time to do my job effectively



You			Comparator		
2021	2022	2023	Lowest	Average	Highest
65 %	64 %	71 %	45 %	67 %	85 %
57 %	59 %	62 %	42 %	61 %	79 %

# Job and manager factors

## Learning and development

### What this is

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.

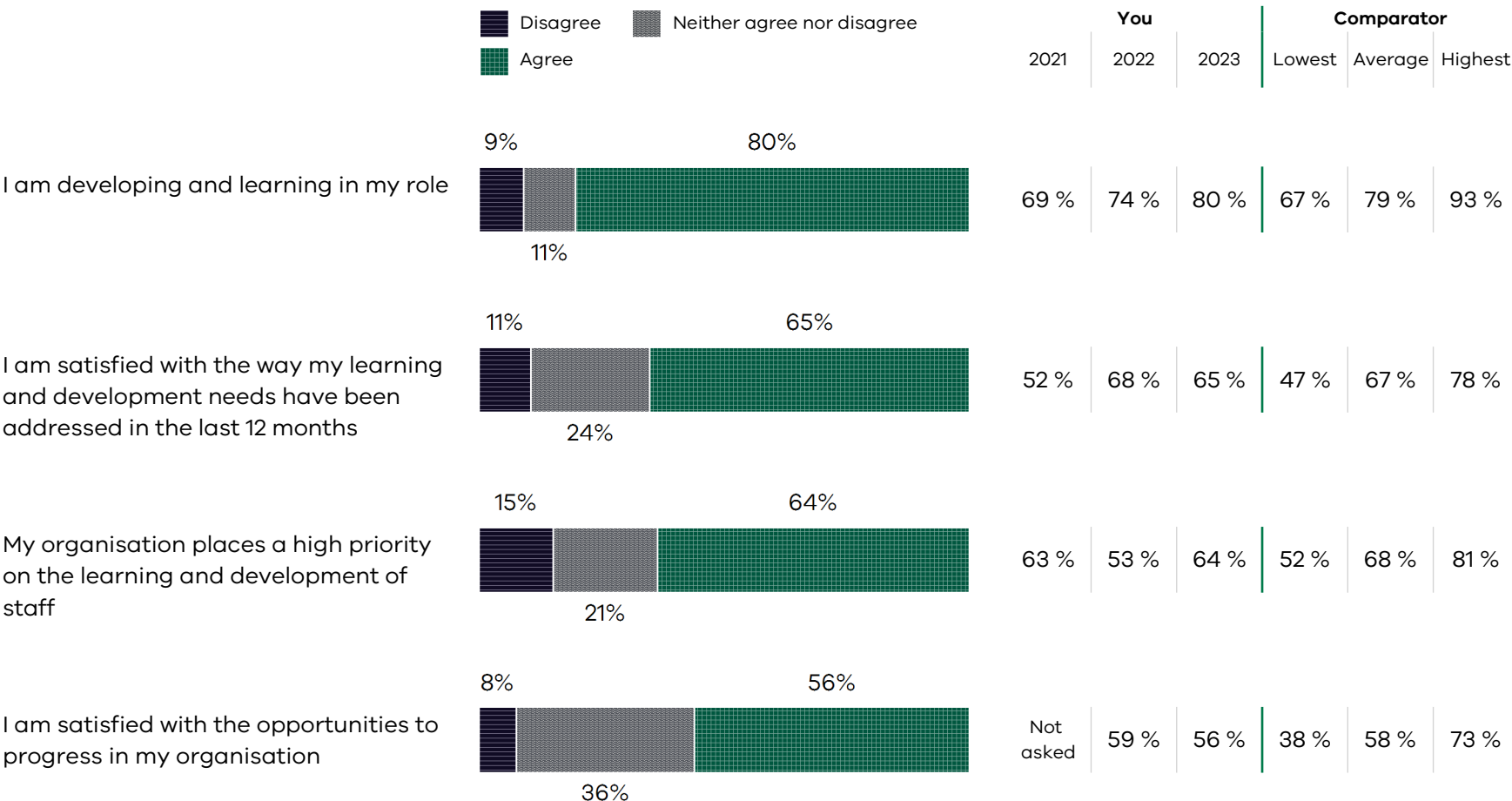
### Example

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

## Survey question

## Your results

## Benchmark agree results



# Job and manager factors

## Job enrichment 1 of 2

### What this is

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.

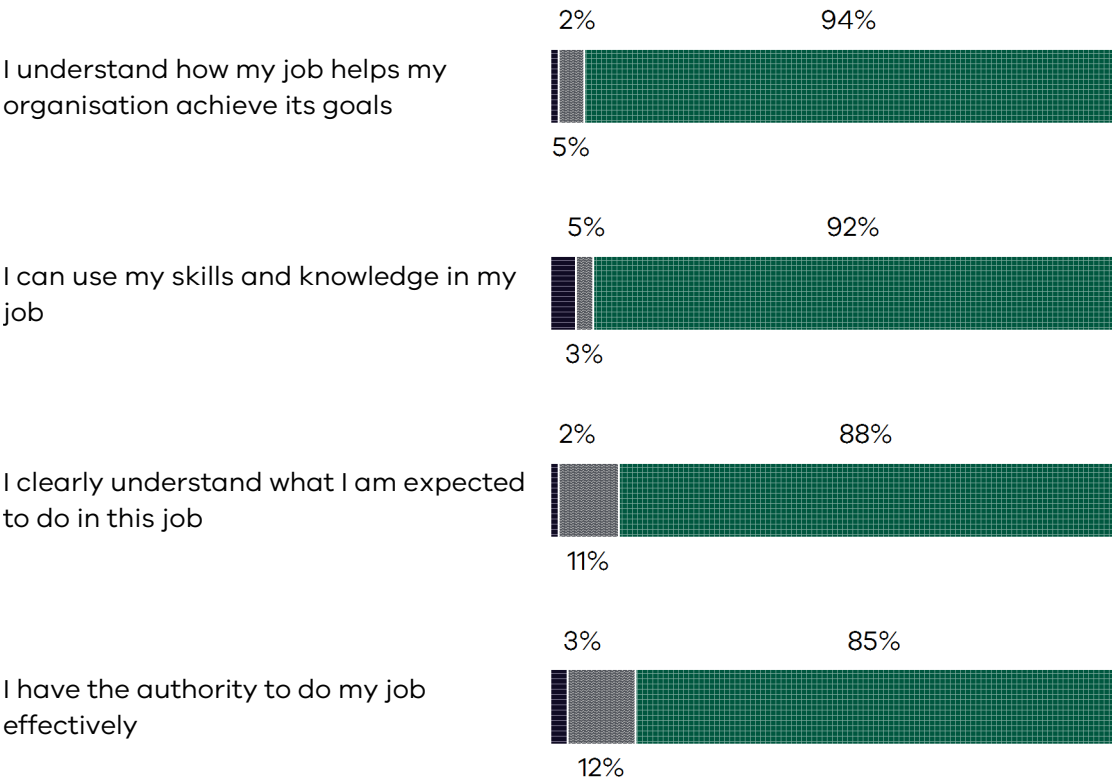
### Example

94% of your staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve its goals'.

## Survey question

## Your results

## Benchmark agree results



2021	You		Comparator		
	2022	2023	Lowest	Average	Highest
Not asked	94 %	94 %	81 %	93 %	100 %
Not asked	94 %	92 %	83 %	93 %	98 %
89 %	95 %	88 %	67 %	91 %	97 %
91 %	93 %	85 %	50 %	82 %	94 %



# Job and manager factors

## Job enrichment 2 of 2

### What this is

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.

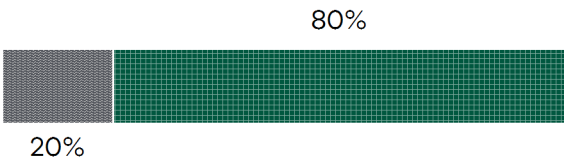
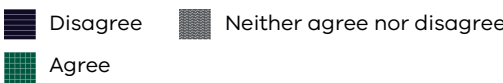
### Example

80% of your staff who did the survey agreed or strongly agreed with 'I have a say in how I do my work'.

## Survey question

I have a say in how I do my work

## Your results



## Benchmark agree results

2021	You		Comparator		
	2022	2023	Lowest	Average	Highest
Not asked	80 %	80 %	57 %	76 %	89 %

# Job and manager factors

## Meaningful work

### What this is

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.

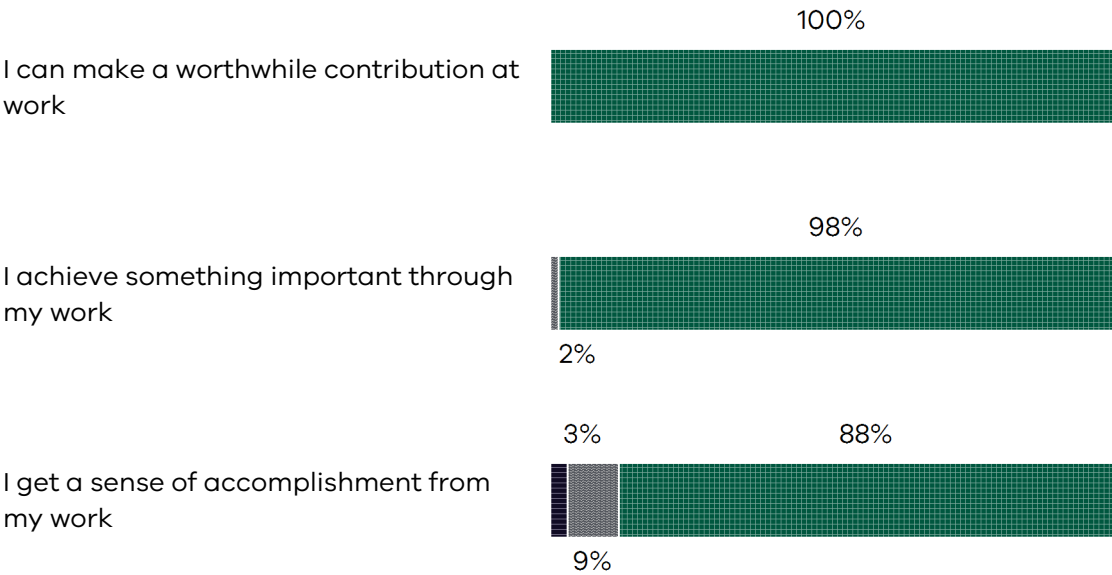
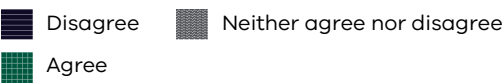
### Example

100% of your staff who did the survey agreed or strongly agreed with 'I can make a worthwhile contribution at work'.

## Survey question

## Your results

## Benchmark agree results



2021	You		Comparator		
	2022	2023	Lowest	Average	Highest
Not asked	99 %	100 %	83 %	95 %	98 %
91 %	94 %	98 %	83 %	94 %	100 %
89 %	84 %	88 %	71 %	90 %	98 %

# Job and manager factors

## Flexible working

### What this is

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

88% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.

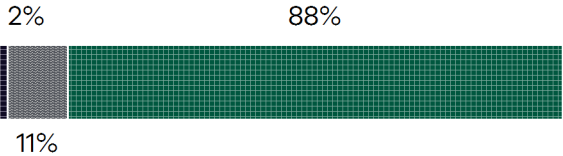
## Survey question

## Your results

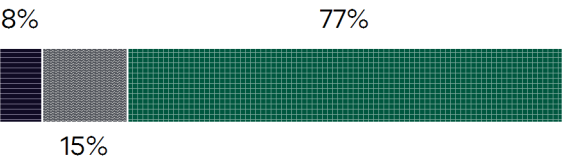
## Benchmark agree results



My manager supports working flexibly



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



	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
My manager supports working flexibly	Not asked	81 %	88 %	59 %	80 %	94 %
I am confident that if I requested a flexible work arrangement, it would be given due consideration	77 %	77 %	77 %	51 %	72 %	89 %

# People matter survey

2023

Have your say

## Overview

### Report overview

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

## Result summary

### People outcomes

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

### Key differences

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

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- Taking action questions

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### Senior leadership

- Senior leadership questions

### Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate
- Patient safety climate

### Workgroup climate

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

### Job and manager factors

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

### Public sector values

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

### Topical questions

- Questions on topical issues, includes additional questions that support the Gender Equality Act 2020

### Custom questions

- Questions requested by your organisation

### Demographics

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

# Public sector values

## Scorecard 1 of 2

### What this is

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.

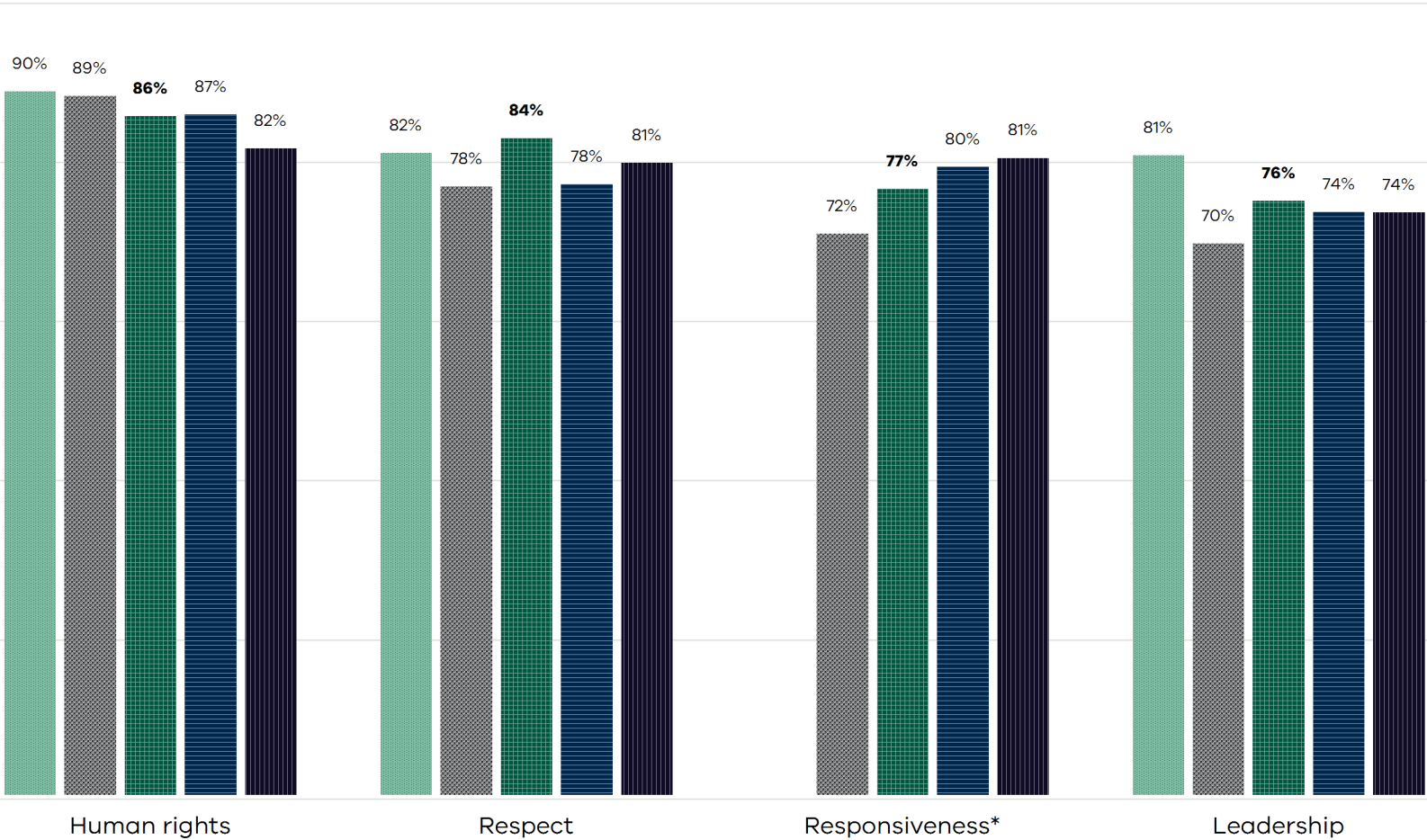
### Example

In 2023:

- 86% of your staff who did the survey responded positively to questions about Human rights , which is down 3% in 2022.

Compared to:

- 87% of staff at your comparator and 82% of staff across the public sector.



\*We can't compare some data here because one or more questions were not asked in a previous survey

You2021 You2022 You2023 Comparator 2023 Public sector 2023

# Public sector values

## Scorecard 2 of 2

### What this is

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.

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

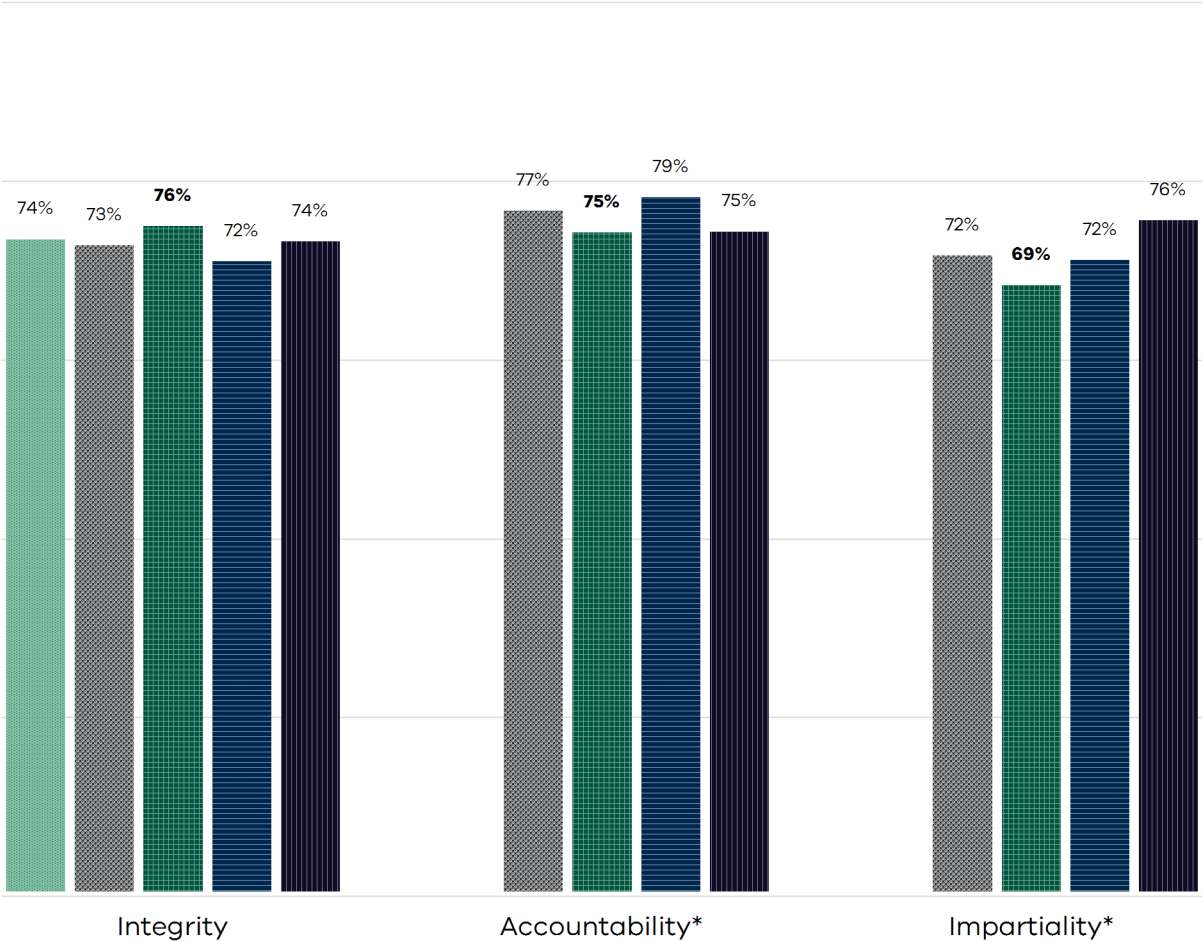
### Example

In 2023:

- 76% of your staff who did the survey responded positively to questions about Integrity , which is up 2% in 2022.

Compared to:

- 72% of staff at your comparator and 74% of staff across the public sector.



\*We can't compare some data here because one or more questions were not asked in a previous survey

You 2021 You 2022 You 2023 Comparator 2023 Public sector 2023

Public sector values

Responsiveness

What this is

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

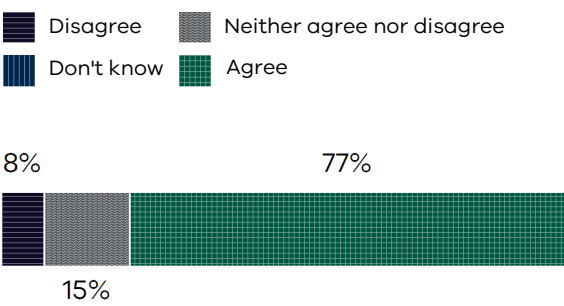
77% of staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

Survey question

Your results

Benchmark agree results

My workgroup provides high quality advice and services



You			Comparator		
2021	2022	2023	Lowest	Average	Highest
Not asked	72 %	77 %	64 %	80 %	94 %



Public sector values

Integrity 1 of 2

What this is

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

Why this is important

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

How to read this

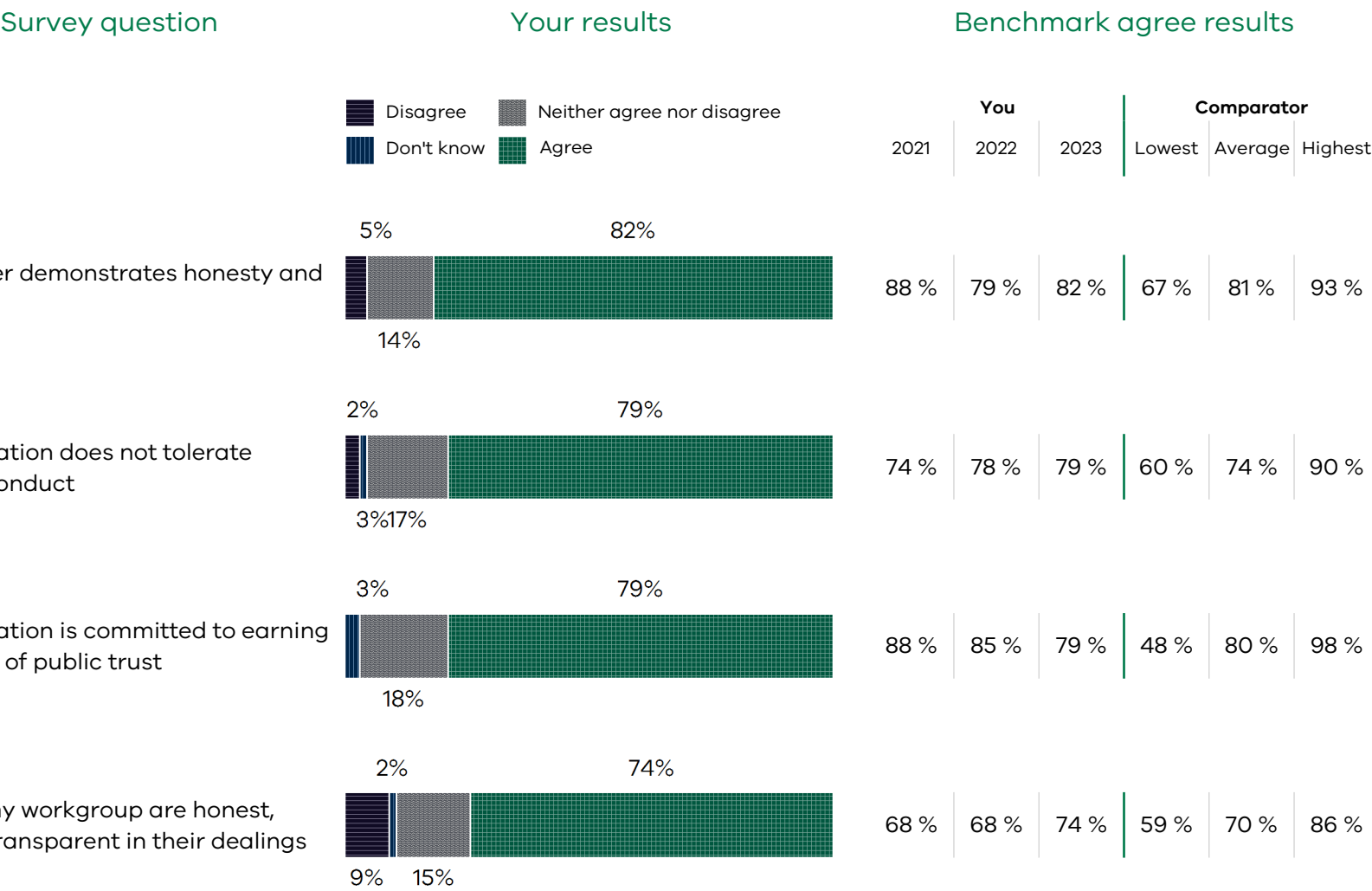
Under 'Your results', see results for each question in descending order by most agreed.

'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

82% of staff who did the survey agreed or strongly agreed with 'My manager demonstrates honesty and integrity'.



# Public sector values

## Integrity 2 of 2

### What this is

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

### Why this is important

The Victorian community need 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.

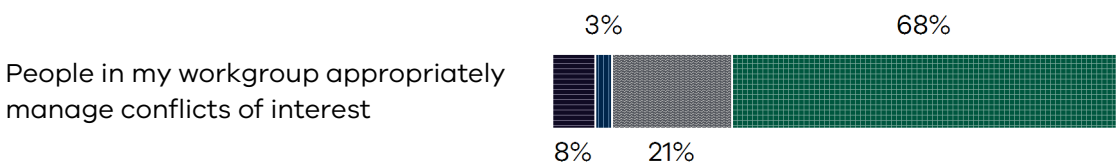
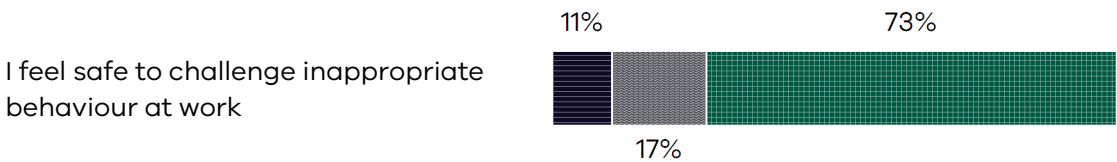
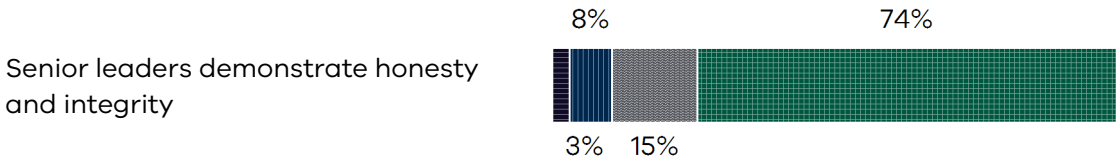
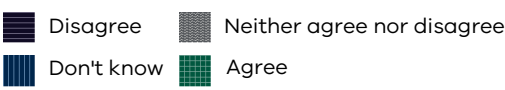
### Example

74% of staff who did the survey agreed or strongly agreed with 'Senior leaders demonstrate honesty and integrity'.

## Survey question

## Your results

## Benchmark agree results



You			Comparator		
2021	2022	2023	Lowest	Average	Highest
73 %	68 %	74 %	40 %	65 %	94 %
68 %	74 %	73 %	55 %	68 %	85 %
60 %	62 %	68 %	51 %	63 %	80 %

Public sector values

Impartiality

What this is

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

70% of staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.

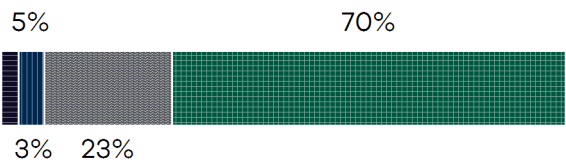
Survey question

Your results

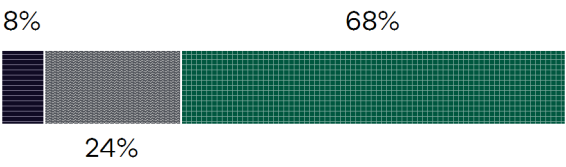
Benchmark agree results



People in my workgroup are politically impartial in their work



My workgroup acts fairly and without bias



You			Comparator		
2021	2022	2023	Lowest	Average	Highest
73 %	75 %	70 %	59 %	72 %	85 %
Not asked	69 %	68 %	58 %	71 %	86 %

Public sector values

Accountability 1 of 2

What this is

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

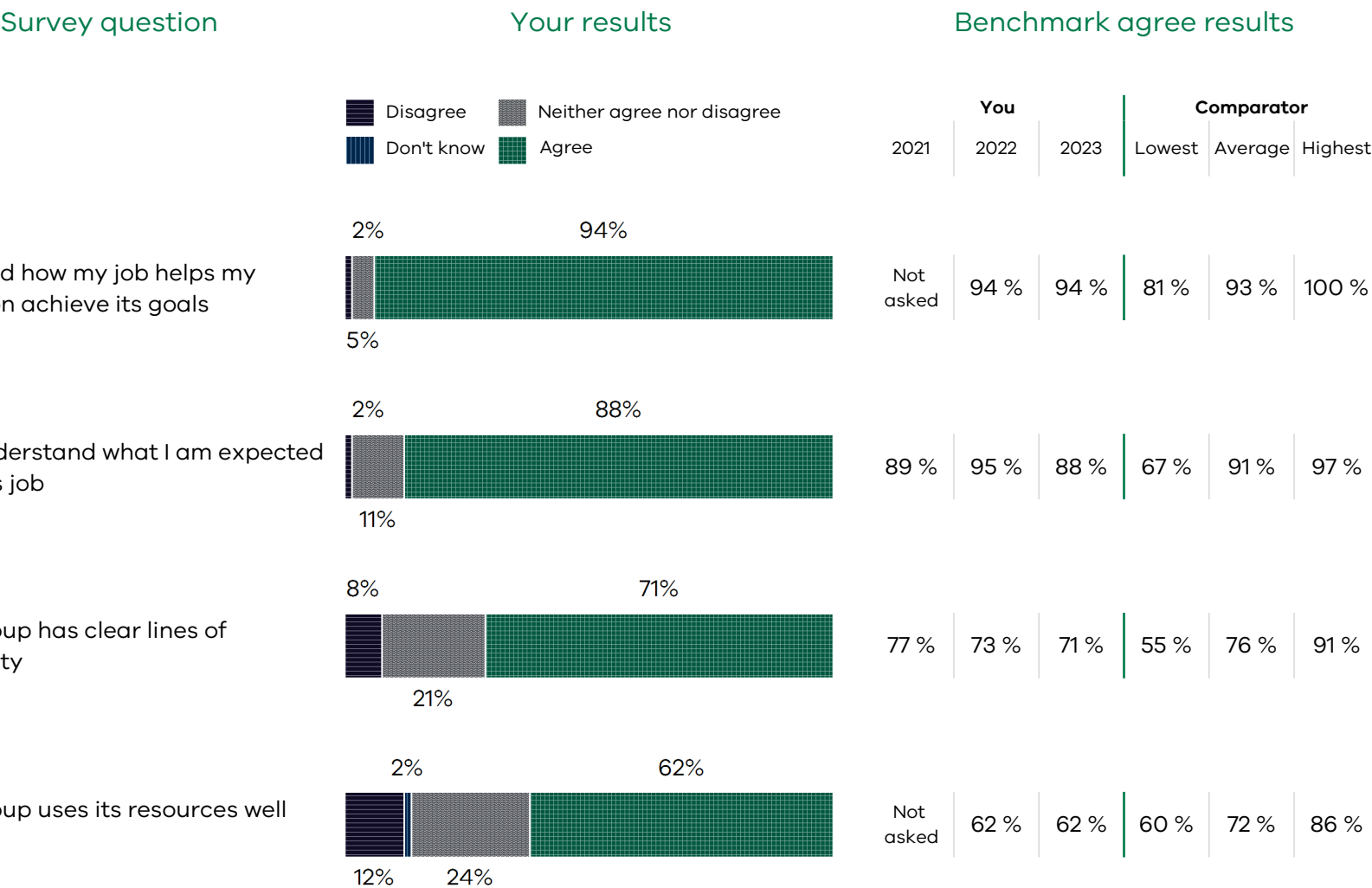
Under 'Your results', see results for each question in descending order by most agreed.

'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

94% of staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve its goals'.



Public sector values

Accountability 2 of 2

What this is

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.

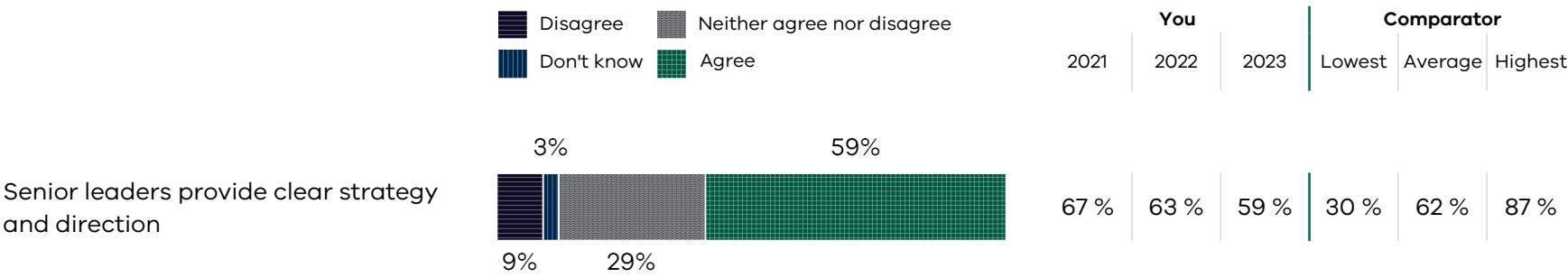
Example

59% of staff who did the survey agreed or strongly agreed with 'Senior leaders provide clear strategy and direction'.

Survey question

Your results

Benchmark agree results



Public sector values

Respect 1 of 2

What this is

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

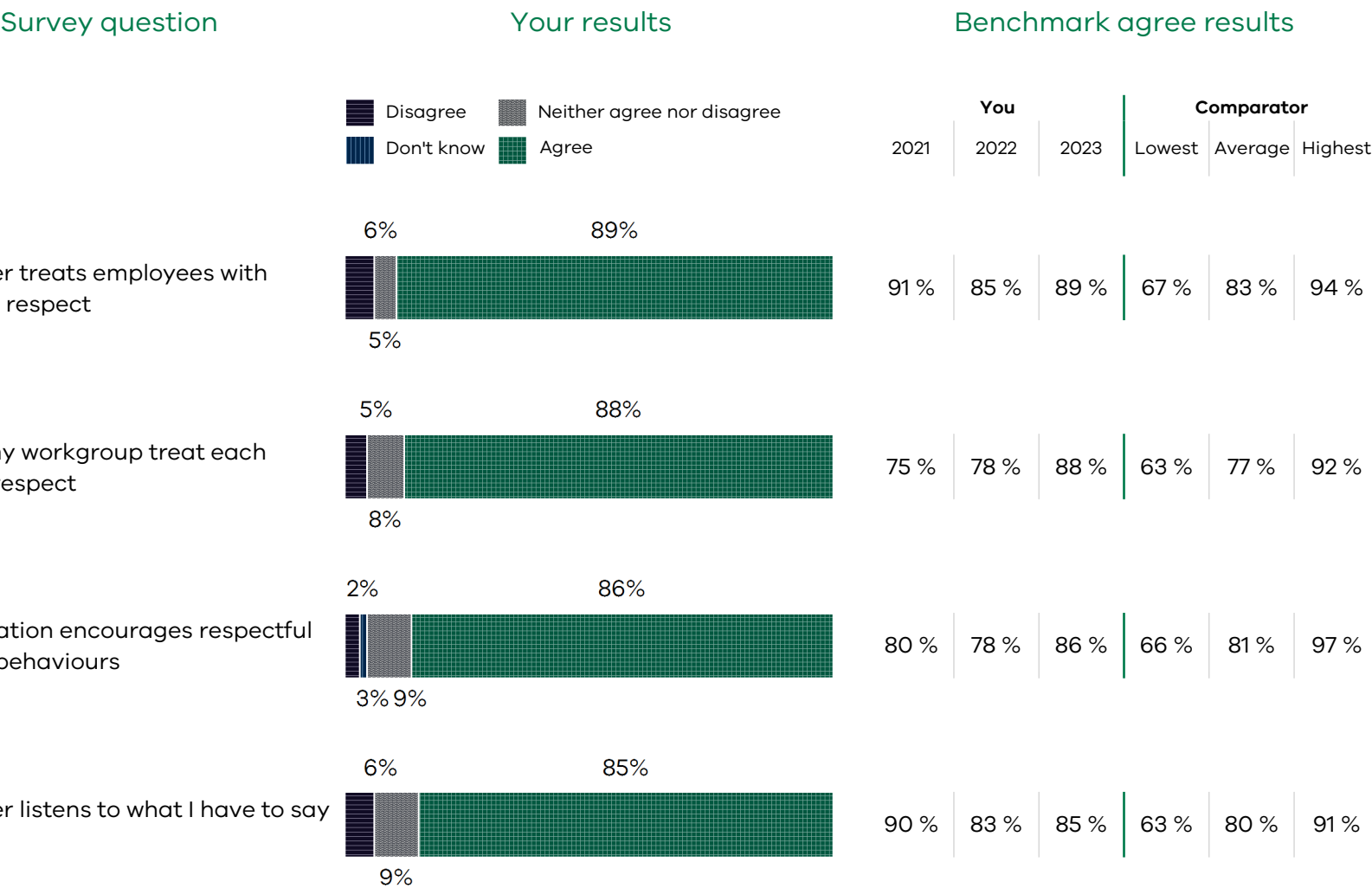
Under 'Your results', see results for each question in descending order by most agreed.

'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

89% of staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.



Public sector values

Respect 2 of 2

What this is

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.

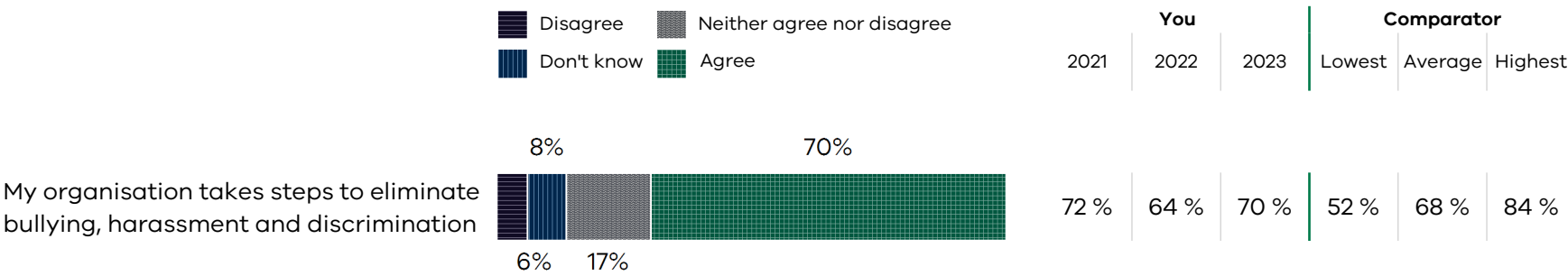
Example

70% of staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.

Survey question

Your results

Benchmark agree results





Public sector values

Leadership

What this is

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

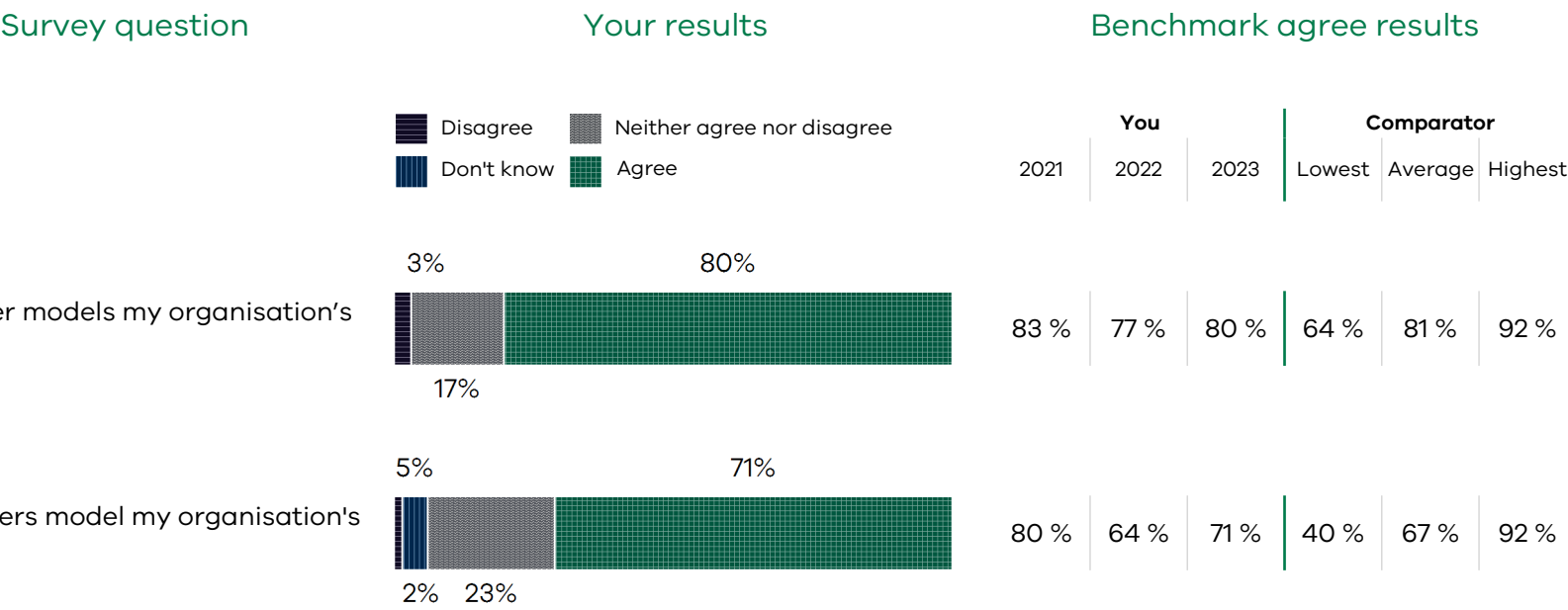
Under 'Your results', see results for each question in descending order by most agreed.

'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

80% of staff who did the survey agreed or strongly agreed with 'My manager models my organisation's values'.



## Human rights

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

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

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.

88% of staff who did the survey agreed or strongly agreed with 'I understand how the Charter of Human Rights and Responsibilities applies to my work'.

## Benchmark agree results



# People matter survey

2023

Have your say

## Overview

### Report overview

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

### Key differences

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

### Taking action

- Taking action questions

## Detailed results

### Senior leadership

- Senior leadership questions

### Organisational climate

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- Patient safety climate

### Workgroup climate

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

### Job and manager factors

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

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### Topical questions

- Questions on topical issues, includes additional questions that support the Gender Equality Act 2020

### Custom questions

- Questions requested by your organisation

### Demographics

- Age, gender, variations in sex characteristics and sexual orientation
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- Employment
- Adjustments
- Caring
- Categories
- Primary role

Topical questions

What this is

These are additional questions to support Workplace Gender Audits, in addition to existing survey questions on gender equality.

Detailed results for all gender equality questions are provided to your Human Resources area in separate Excel reports..

Why this is important

Under the Gender Equality Act 2020, organisations have obligations to promote gender equality in the workplace.

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

86% of your staff who did the survey agreed or strongly agreed with 'My organisation would support me if I needed to take family violence leave'.

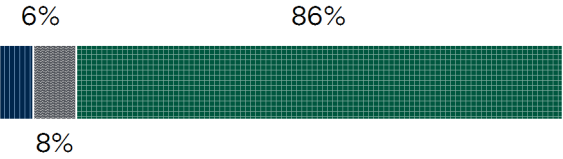
Survey question

Your results

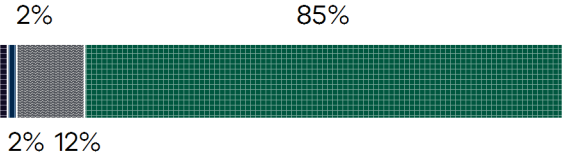
Benchmark agree results



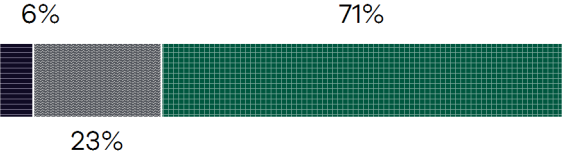
My organisation would support me if I needed to take family violence leave



My organisation uses inclusive and respectful images and language



In my workgroup work is allocated fairly, regardless of gender



You			Comparator		
2021	2022	2023	Lowest	Average	Highest
80 %	Not asked	86 %	73 %	86 %	99 %
86 %	Not asked	85 %	74 %	85 %	95 %
81 %	Not asked	71 %	71 %	84 %	94 %

Topical questions

What this is

Results for additional questions that gather data on whole of Government sector issues.

Why this is important

The People matter survey is an efficient way to gather data on public sector issues, avoiding additional surveys.

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

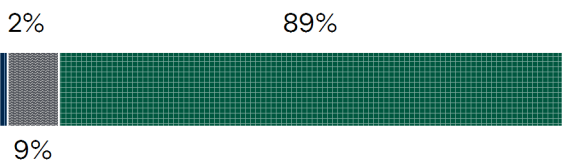
Survey question

Your results

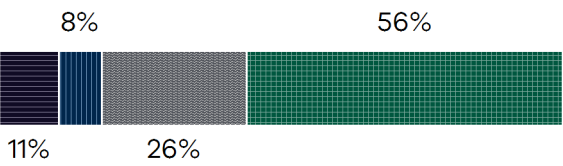
Benchmark agree results



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



My workgroup gives frank and fearless advice to our managers and leaders (including the Minister, where applicable)



You			Comparator		
2021	2022	2023	Lowest	Average	Highest
Not asked	Not asked	89 %	75 %	88 %	96 %
Not asked	Not asked	56 %	42 %	56 %	74 %

# People matter survey

2023

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- Taking action questions

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- Questions on topical issues, includes additional questions that support the Gender Equality Act 2020

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

## Custom questions

### What this is

Your organisation asked 4 custom questions as part of the 2023 survey.

### Why this is important

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

### How to read this

Under 'Your results' in descending order, you can see the percentage of staff who agreed or disagreed with each question.

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

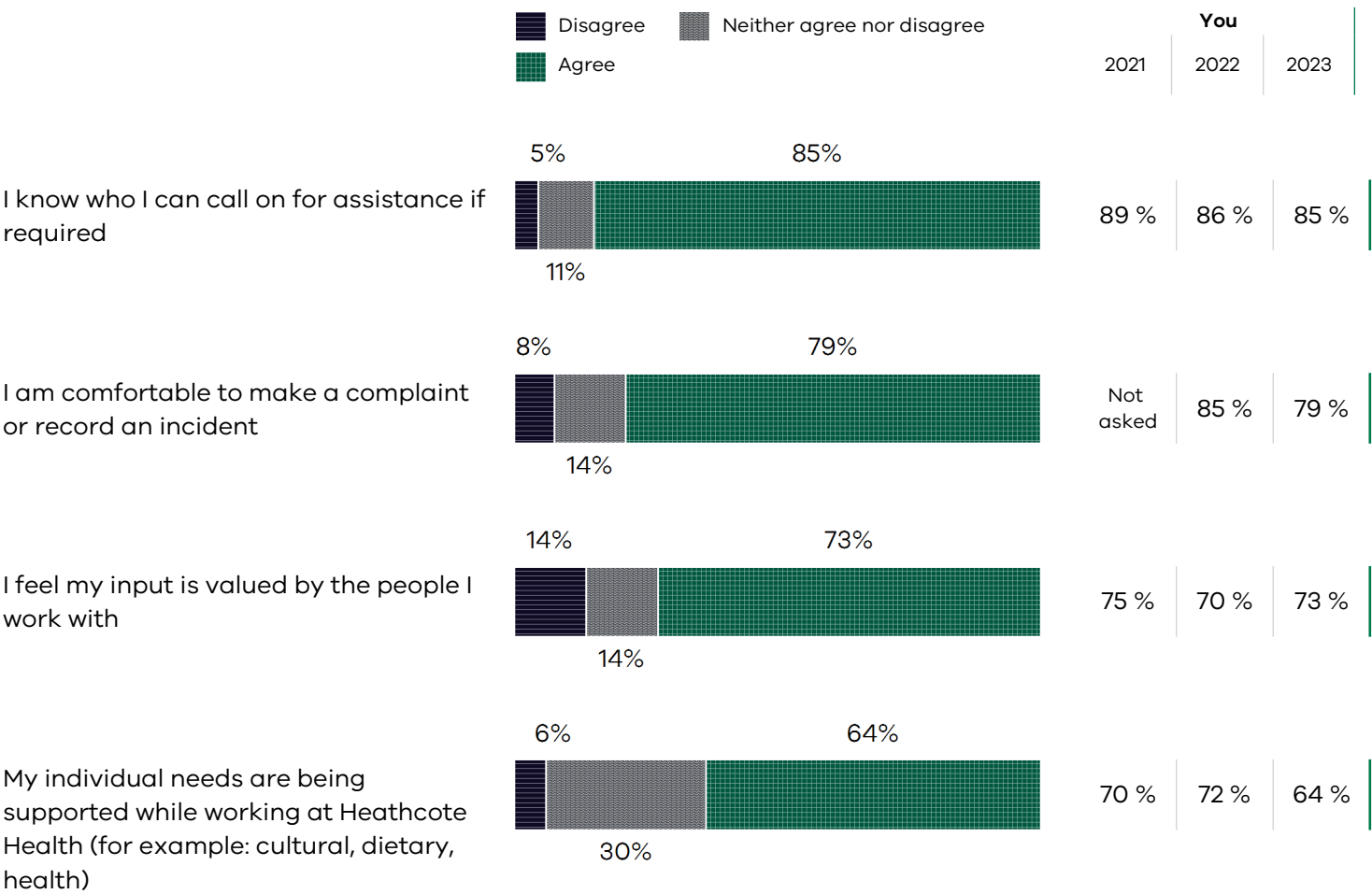
### Example

85% of staff who did the survey agreed or strongly agreed with 'I know who I can call on for assistance if required'.

## Survey question

## Your results

## Benchmark results





# People matter survey

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- Categories
- Primary role

## Demographics

Age, gender, variations in sex characteristics and sexual orientation

### What this is

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

### Why this is important

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

### How to read this

Each table shows the breakdown of responses from your survey.

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

### How we protect anonymity and privacy

To protect you, we:

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

Age	(n)	%
15-34 years	7	11%
35-54 years	26	39%
55+ years	26	39%
Prefer not to say	7	11%

How would you describe your gender?	(n)	%
Woman	51	77%
Man	10	15%
Prefer not to say	5	8%

Are you trans, non-binary or gender diverse?	(n)	%
No	60	91%
Prefer not to say	6	9%

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

	(n)	%
Yes	1	2%
No	59	89%
Prefer not to say	6	9%

How do you describe your sexual orientation?

	(n)	%
Straight (heterosexual)	58	88%
Prefer not to say	7	11%
Asexual	1	2%

## Demographics

### Aboriginal and/or Torres Strait Islander employees

#### What this is

This is staff who identify as Aboriginal and/or Torres Strait Islander.

#### Why this is important

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

#### How to read this

Each table shows the breakdown of responses from your survey.

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

#### How we protect anonymity and privacy

To protect you, we:

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

Aboriginal and/or Torres Strait Islander	(n)	%
Yes	1	2%
Non Aboriginal and/or Torres Strait Islander	60	91%
Prefer not to say	5	8%

# Demographics

## Disability

### What this is

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

### Why this is important

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

### How to read this

Each table shows the breakdown of responses from your survey.  
This is staff who identify as a person with disability and how they share that information  
The (n) column shows the number of respondents in each category.

### How we protect anonymity and privacy

- To protect you, we:
- de-identify all survey response data provided to your organisation
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Do you identify as a person with a disability?	(n)	%
Yes	4	6%
No	57	86%
Prefer not to say	5	8%

## Demographics

### Cultural diversity 1 of 2

#### What this is

These are the personal characteristics of staff.

#### Why this is important

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

#### How to read this

Each table shows the breakdown of responses from your survey.

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

#### How we protect anonymity and privacy

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Country of birth	(n)	%
Born in Australia	52	79%
Not born in Australia	10	15%
Prefer not to say	4	6%

Language other than English spoken with family or community	(n)	%
Yes	2	3%
No	60	91%
Prefer not to say	4	6%

## Demographics

### Cultural diversity 2 of 2

#### What this is

This is the cultural identity and religion of staff.

#### Why this is important

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

#### How to read this

Each table shows the breakdown of responses from your survey.

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

#### How we protect anonymity and privacy

To protect you, we:

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Cultural identity	(n)	%
Australian	57	86%
English, Irish, Scottish and/or Welsh	8	12%
Prefer not to say	5	8%
New Zealander	2	3%
European (including Western, Eastern and South-Eastern Europe, and Scandinavia)	2	3%
North American	1	2%
Aboriginal and/or Torres Strait Islander	1	2%

Religion	(n)	%
No religion	30	45%
Christianity	23	35%
Prefer not to say	10	15%
Other	3	5%

## Demographics

### Employment characteristics 1 of 2

#### What this is

These are the employment characteristics of staff.

#### Why this is important

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

#### How to read this

Each table shows the breakdown of responses from your survey.

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

#### How we protect anonymity and privacy

To protect you, we:

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Working arrangement	(n)	%
Full-Time	12	18%
Part-Time	54	82%

Gross base salary (ongoing/fixed term only)	(n)	%
Prefer not to say	13	24%
Below \$80k	30	55%
\$80k to \$120k	8	15%
\$120k to \$160k	2	4%
\$160k to \$200k	1	2%
\$200k or more	1	2%

Organisational tenure	(n)	%
<1 year	10	15%
1 to less than 2 years	6	9%
2 to less than 5 years	14	21%
5 to less than 10 years	12	18%
10 to less than 20 years	20	30%
More than 20 years	4	6%

Management responsibility	(n)	%
Non-manager	50	76%
Other manager	10	15%
Manager of other manager(s)	6	9%

Employment type	(n)	%
Ongoing and executive	52	79%
Other	11	17%
Fixed term	3	5%



## Demographics

### Employment characteristics 2 of 2

#### What this is

These are the employment characteristics of staff.

#### Why this is important

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

#### How to read this

Each table shows the breakdown of responses from your survey.

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

#### How we protect anonymity and privacy

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#### Primary workplace location over the last 3 months

	(n)	%
Rural	57	86%
Large regional city	7	11%
Melbourne: Suburbs	1	2%
Other	1	2%

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

	(n)	%
Your employer's office	17	26%
A frontline or service delivery location	45	68%
Home or private location	5	8%
A shared office space (where two or more organisations share the same workspace e.g. Gov hubs, suburban hubs etc.)	2	3%
Other	6	9%

#### Flexible work

	(n)	%
No, I do not use any flexible work arrangements	22	33%
Part-time	22	33%
Shift swap	17	26%
Flexible start and finish times	14	21%
Using leave to work flexible hours	11	17%
Working from an alternative location (e.g. home, hub/shared work space)	5	8%
Study leave	5	8%
Other	2	3%
Working more hours over fewer days	2	3%

# Demographics

## Adjustments

### What this is

These are adjustments staff requested to perform in their role.

### Why this is important

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

### How to read this

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

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

### How we protect anonymity and privacy

To protect you, we:

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## Have you requested any of the following adjustments at work?\*

	(n)	%
No, I have not requested adjustments	55	83%
Flexible working arrangements	7	11%
Physical modifications or improvements to the workplace	3	5%
Career development support strategies	2	3%
Job redesign or role sharing	1	2%

## Why did you make this request?

	(n)	%
Work-life balance	6	55%
Family responsibilities	5	45%
Caring responsibilities	4	36%
Health	3	27%
Study commitments	3	27%
Disability	1	9%
Other	1	9%

## What was your experience with making the request?

	(n)	%
The adjustments I needed were made and the process was satisfactory	9	82%
The adjustments I needed were made but the process was unsatisfactory	1	9%
The adjustments I needed were not made	1	9%

# Demographics

## Caring

### What this is

These are staff-reported caring responsibilities.

### Why this is important

This shows organisations what caring responsibilities their staff have.

### How to read this

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

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

### How we protect anonymity and privacy

To protect you, we:

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Caring responsibility	(n)	%
None of the above	22	33%
Secondary school aged child(ren)	13	20%
Frail or aged person(s)	11	17%
Primary school aged child(ren)	8	12%
Child(ren) - younger than preschool age	7	11%
Prefer not to say	6	9%
Preschool aged child(ren)	6	9%
Person(s) with a medical condition	5	8%
Person(s) with a mental illness	5	8%
Person(s) with disability	3	5%
Other	3	5%

## Demographics

### Employment categories

#### What is this

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

#### Why this is important

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

#### How to read this

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

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

#### How we protect anonymity and privacy

To protect you, we:

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### Which of the following categories best describes your current position?

	(n)	%
Nursing Employees	31	47%
Support services	14	21%
Management, Administration and Corporate support	9	14%
Allied health - assistant	9	14%
Other health and social care	2	3%
Community development	1	2%

## Demographics

### Primary role

#### What is this

This shows the primary role of your staff.

#### Why this is important

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

#### How to read this

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

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

#### How we protect anonymity and privacy

To protect you, we:

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

	(n)	%
Hospital-based services	27	41%
Corporate services	3	5%
Community-based services	16	24%
Residential aged care services	19	29%
Mental health care services	1	2%

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

	(n)	%
Aged care	30	45%
Critical care	1	2%
Emergency	2	3%
Medical	11	17%
Mental health	1	2%
Mixed medical/surgical	1	2%
Rehabilitation	1	2%
Other	10	15%
Administration	9	14%



**Victorian  
Public Sector  
Commission**



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