

# People matter survey

2023

Have your say



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- Your response rate

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- Respect
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- Human rights

### Topical questions

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

### Demographics

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



# 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 91% 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.

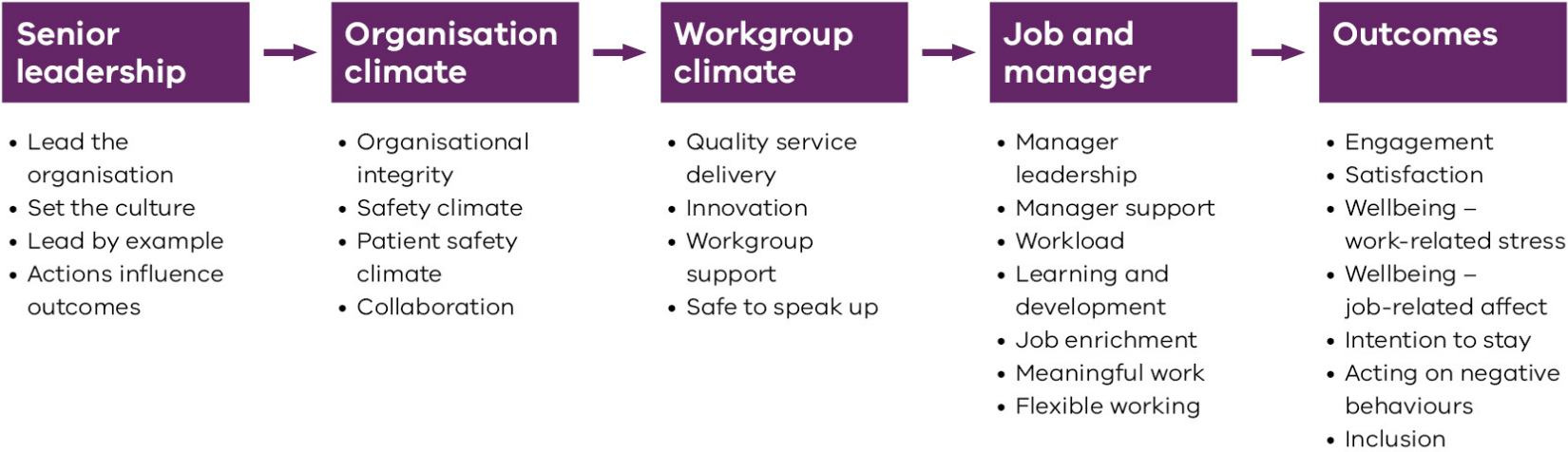
We developed the framework in consultation with stakeholders from the public sector and Deakin University.

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 group1 of 2

## 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'.

CenITex	Office of the Chief Parliamentary Counsel	Portable Long Service Authority
Commission for Children and Young People	Office of the Governor Victoria	Public Record Office Victoria
Court Services Victoria	Office of the Legal Services Commissioner	Safe Transport Victoria
Emergency Services Superannuation Board	Office of the Ombudsman Victoria	Safer Care Victoria
Essential Services Commission	Office of the Victorian Electoral Commissioner	Service Victoria
Family Violence Prevention Agency	Office of the Victorian Government Architect	Suburban Rail Loop Authority
Game Management Authority	Office of the Victorian Information Commissioner	Victorian Auditor-General's Office
Independent Broad-based Anti-corruption Commission	Office of the Victorian Inspectorate	Victorian Disability Worker Commission
Infrastructure Victoria		Victorian Equal Opportunity and Human Rights Commission
Labour Hire Licensing Authority		Victorian Fisheries Authority
Office of Public Prosecutions		Victorian Gambling and Casino Control Commission

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Your comparator group2 of 2

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- Victorian Government Solicitor's Office
- Victorian Public Sector Commission
- Victorian Responsible Gambling Foundation
- Victorian Skills Authority
- Wage Inspectorate Victoria



# 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

32%  
(890)

Comparator 67%  
Public Sector 42%

2023

54%  
(1548)

Comparator 61%  
Public Sector 57%





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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

74

Comparator 72  
Public Sector 68

2023

74

Comparator 70  
Public Sector 67



# 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 74.

### 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.

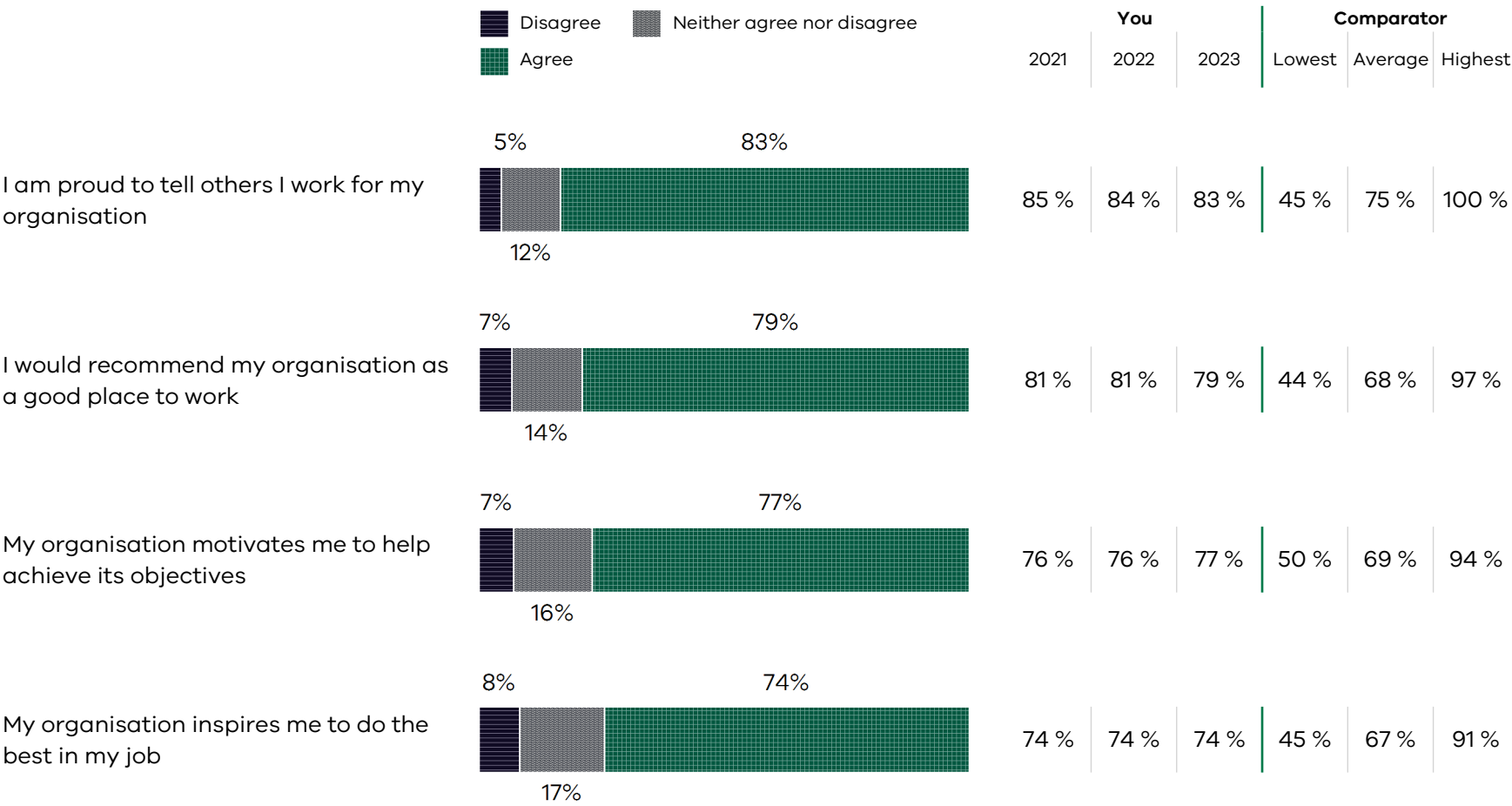
### Example

83% 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 74.

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

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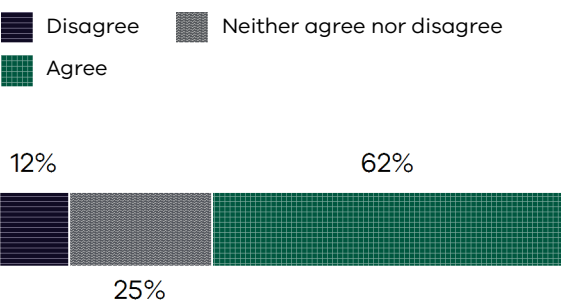
Example

62% of your staff who did the survey agreed or strongly agreed with 'I feel a strong personal attachment to my organisation'.

Survey question

I feel a strong personal attachment to my organisation

Your results



Benchmark agree results

	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
	65 %	62 %	62 %	45 %	59 %	91 %



# 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.

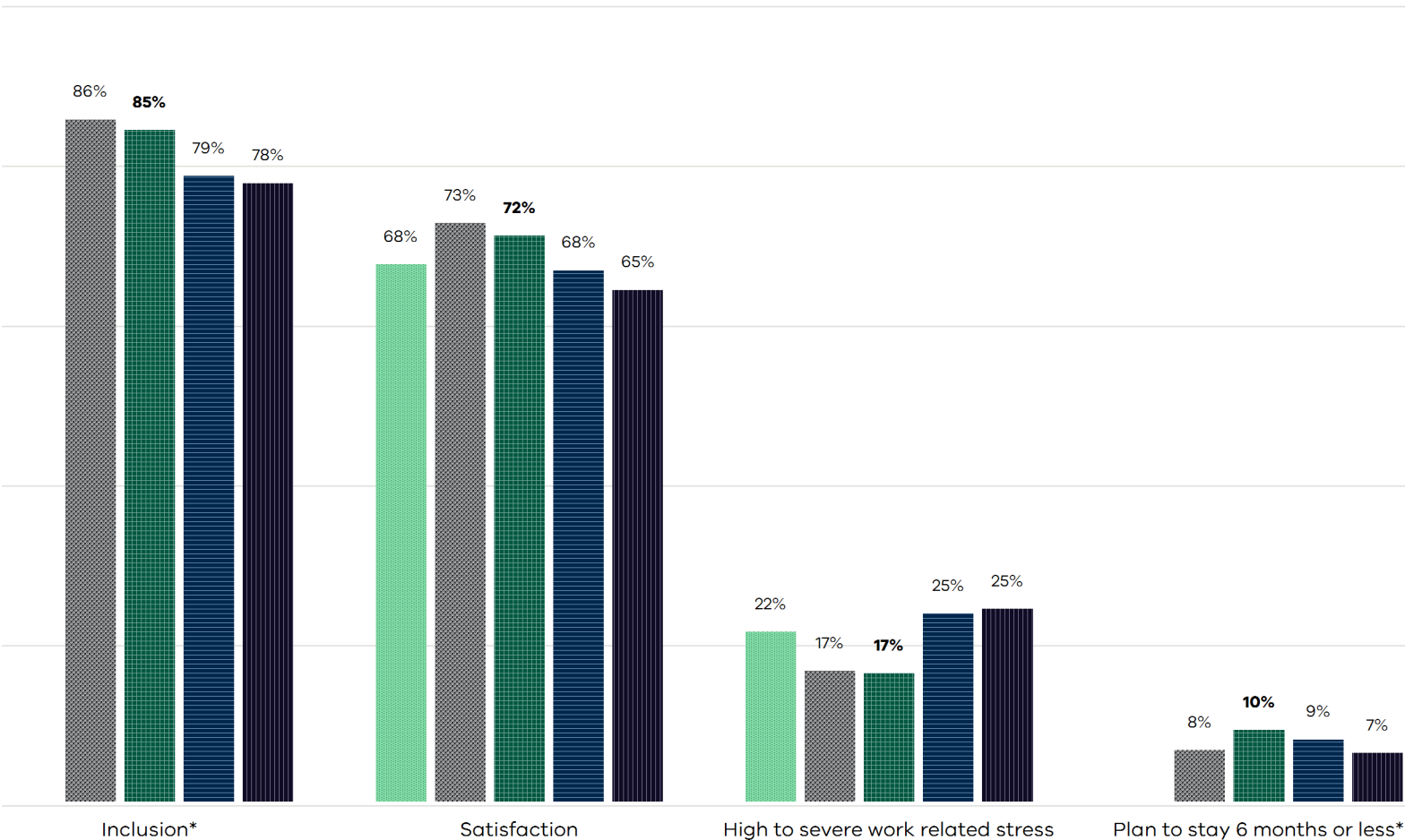
## Example

In 2023:

- 85% of your staff who did the survey responded positively to questions about Inclusion which is down from 86% in 2022.

Compared to:

- 79% 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

# 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.

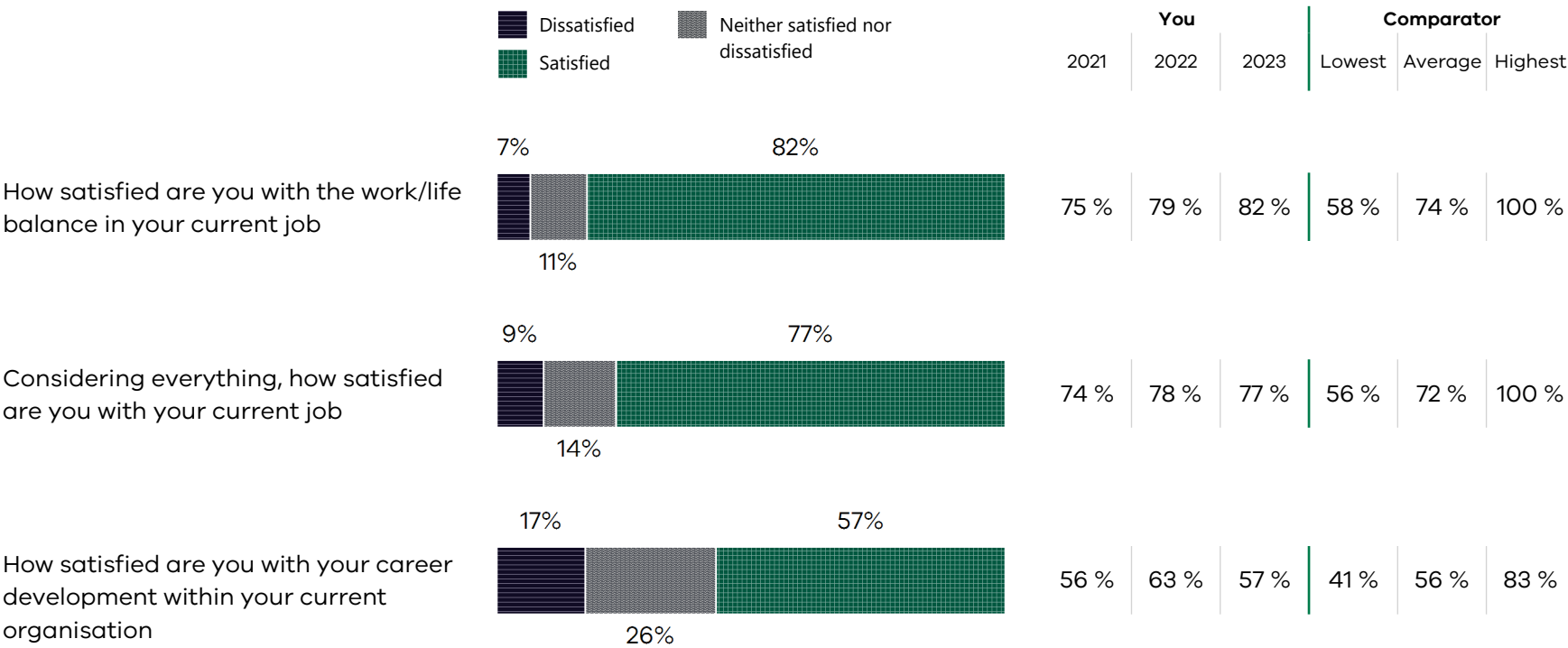
### Example

82% of your staff who did the survey were satisfied or very satisfied with 'How satisfied are you with the work/life balance in 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.

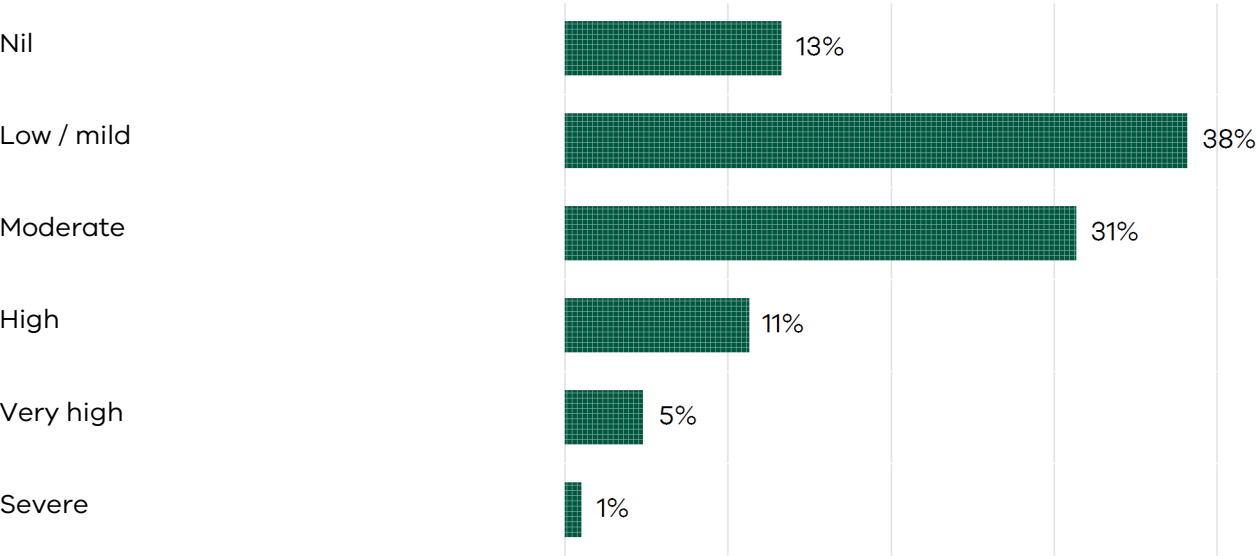
The graph at the top shows how staff in your organisation rated their current levels of work-related stress.

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.

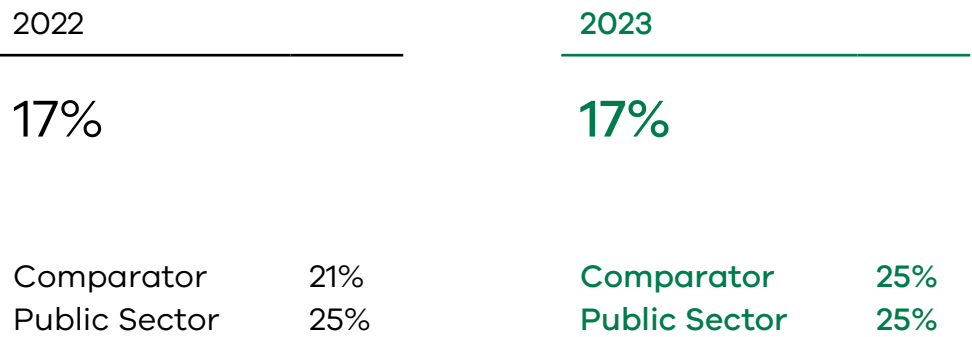
### Example

17% of your staff who did the survey said they had high to severe stress in 2023. This is compared to 25% of staff in your comparator group and 25% 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.

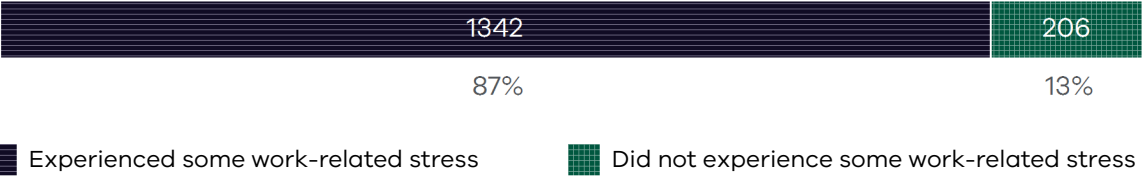
If they answer yes, we ask them to tell us what caused the stress. They can select more than one cause.

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

#### Example

87% of your staff who did the survey said they experienced mild to severe stress.

Of that 87%, 37% 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	47%	37%	43%	41%
Workload	46%	35%	48%	49%
Job security	7%	25%	12%	11%
Dealing with clients, patients or stakeholders	20%	21%	16%	15%
Organisation or workplace change	5%	17%	10%	12%
Competing home and work responsibilities	16%	14%	13%	14%
Unclear job expectations	15%	13%	15%	14%
Content, variety, or difficulty of work	12%	12%	14%	11%
Other	9%	10%	10%	12%
Social environment (e.g. relationships with colleagues, manager and/or senior leaders)	7%	8%	11%	11%



# 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

13% of your staff who did the survey said they intended to work for your organisation for Over 6 months and up to 1 year.

Leaving your organisation   Leaving the sector   Staying

Employees plan to work at your organisation for ...	You 2022	You 2023	Comparator 2023	Public sector 2023
6 months or less	8%	10%	9%	7%
Over 6 months and up to 1 year	11%	13%	13%	10%
Over 1 year and up to 3 years	33%	35%	29%	24%
Over 3 years and up to 5 years	21%	16%	16%	15%
Over 5 years	26%	26%	32%	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.

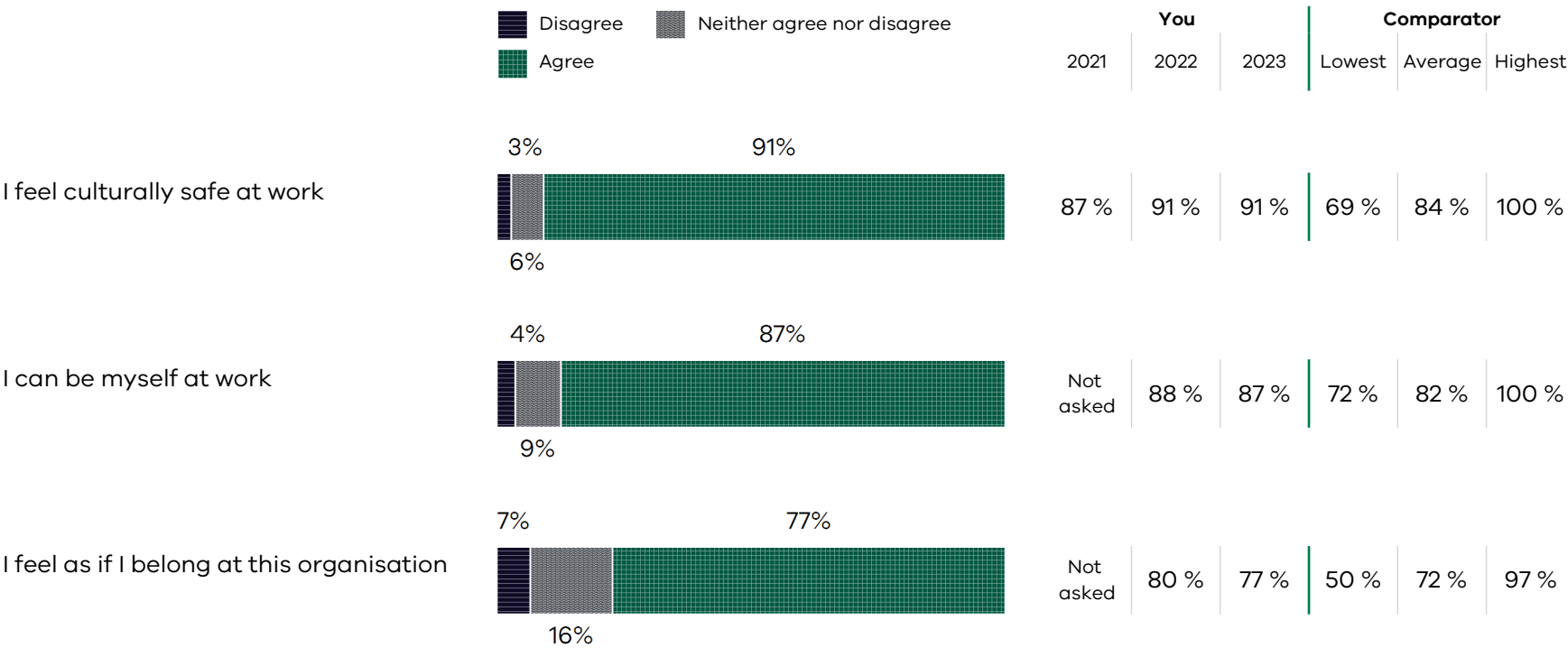
### Example

91% of your staff who did the survey agreed or strongly agreed with 'I feel culturally safe at work'.

## Survey question

## Your results

## Benchmark agree results



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.

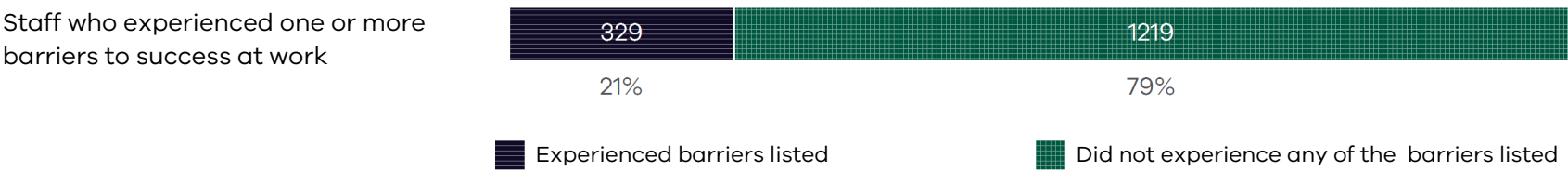
**How to read this**

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 barrier.

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

**Example**

6% of your staff who did the survey said they have experienced barriers to success in the last 12 months due to 'My sex'.



During the last 12 months, employees experienced barriers to their success due to ...	You 2022	You 2023	Comparator 2023	Public sector 2023
My sex	5%	6%	4%	6%
My flexible working	0%	6%	6%	7%
My age	7%	5%	6%	8%
My mental health	6%	4%	8%	8%
My caring responsibilities	5%	4%	6%	7%
My cultural background	3%	3%	2%	3%
My physical health	2%	2%	3%	4%
My race	1%	2%	1%	2%
My gender identity	0%	1%	1%	1%
My disability	1%	1%	2%	2%

## 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

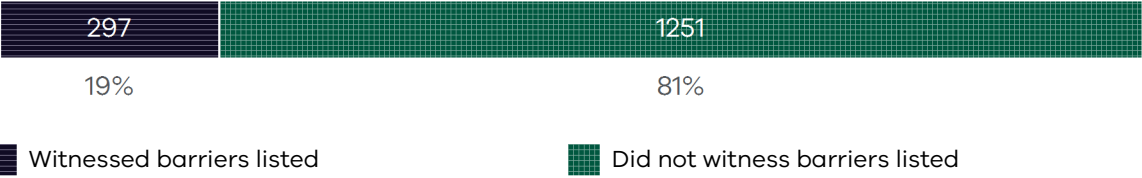
In the survey, we ask staff to choose from a list, any barriers that they may have witnessed that hinder the success of other employees at work. They can select more than one barrier.

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

#### Example

7% of your staff who did the survey said they have experienced barriers to success in the last 12 months due to 'Sex'.

Staff who witnessed one or more barriers to success at work



During the last 12 months, employees witnessed barriers to the success of other employees due to their...	You 2023	Comparator 2023	Public sector 2023
Sex	7%	5%	7%
Flexible working	7%	9%	10%
Cultural background	4%	3%	4%
Age	4%	5%	6%
Caring responsibilities	4%	6%	7%
Mental health	3%	7%	8%
Race	2%	2%	2%
Gender identity	1%	2%	2%
Physical health	1%	3%	3%
Aboriginal and/or Torres Strait Islander status	1%	1%	1%



# 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

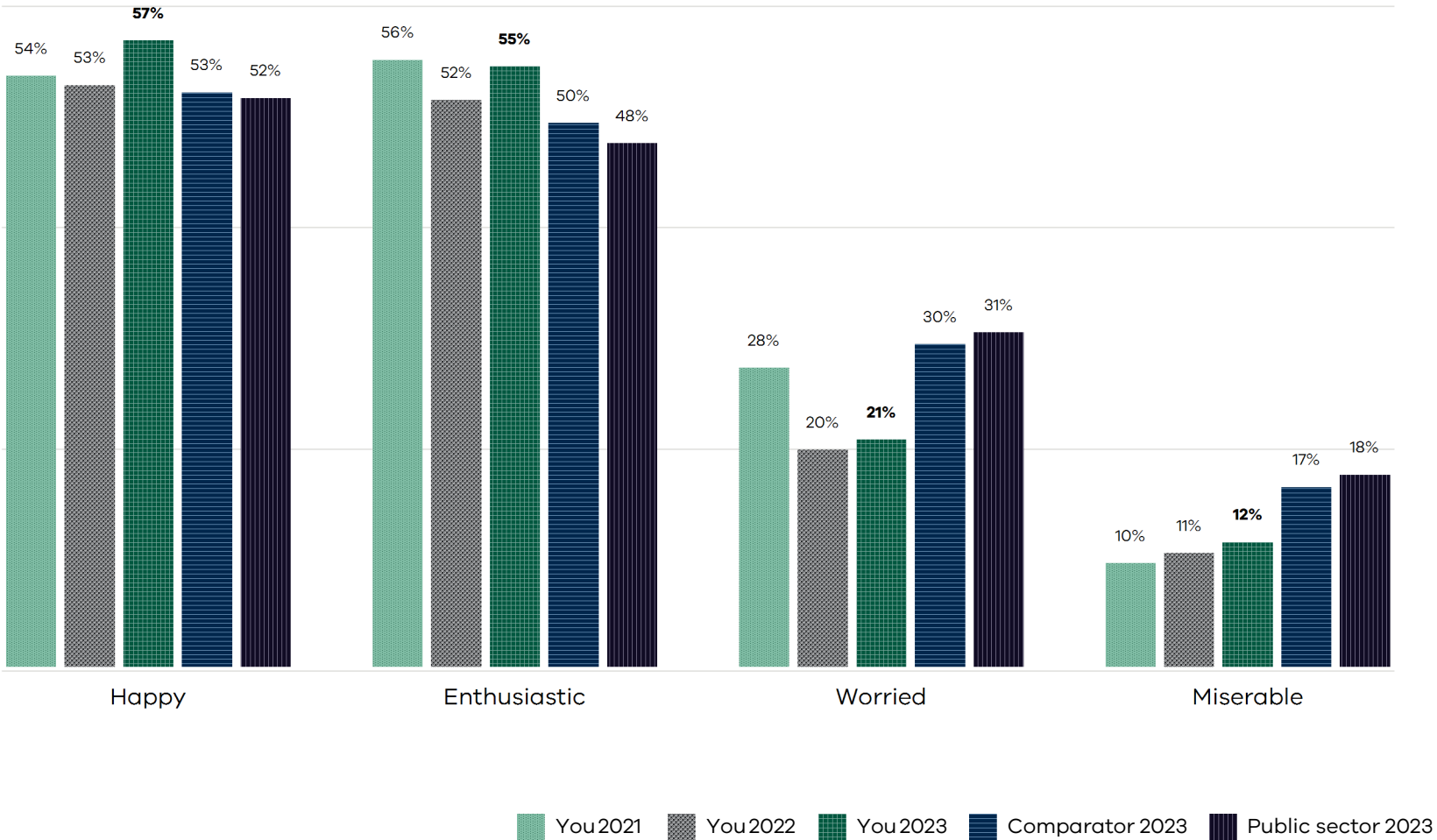
In 2023:

- 57% of your staff who did the survey said work made them feel happy in 2023, which is up from 53% in 2022

Compared to:

- 53% of staff at your comparator and 52% 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.

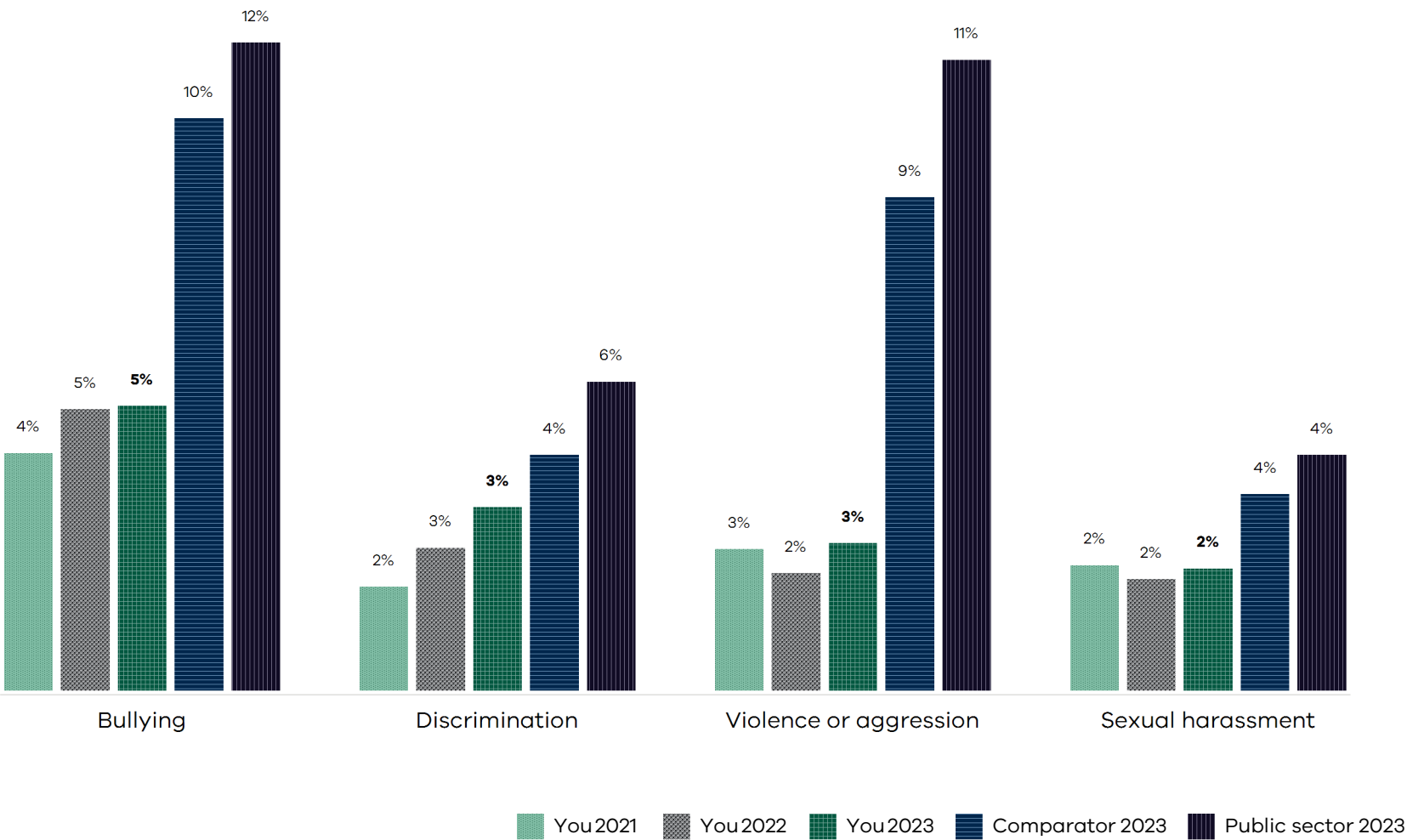
### Example

In 2023:

- 5% of your staff who did the survey stated they experienced 'Bullying' in the last 12 months which is up from 5% in 2022.

Compared to:

- 10% of staff at your comparator and 12% 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.

How to read this

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

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

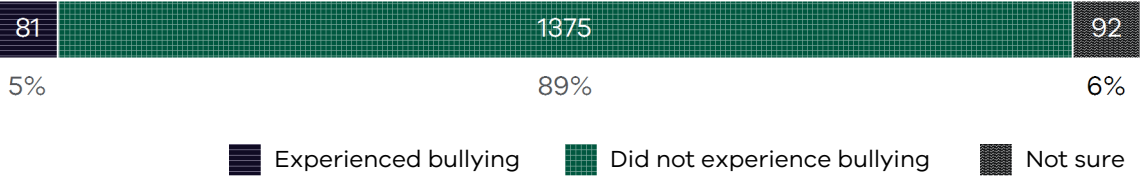
In descending order, the table shows the answers.

Example

5% of your staff who did the survey said they experienced bullying.

Of that 5%, 67% said the top type was 'Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)'.

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



If you experienced bullying, what type of bullying did you experience?	You 2022	You 2023	Comparator 2023	Public sector 2023
Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)	80%	67%	81%	71%
Exclusion or isolation	41%	48%	50%	45%
Withholding essential information for me to do my job	50%	43%	35%	30%
Intimidation and/or threats	37%	27%	26%	29%
Verbal abuse	24%	26%	18%	20%
Being assigned meaningless tasks unrelated to my job	22%	23%	18%	16%
Being given impossible assignment(s)	9%	14%	14%	11%
Other	9%	12%	14%	16%
Interference with my personal property and/or work equipment	2%	2%	3%	6%

## People outcomes

### Telling someone about the bullying

#### What this is

This is if staff told someone when they experienced bullying.

#### Why this is important

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

#### How to read this

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

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

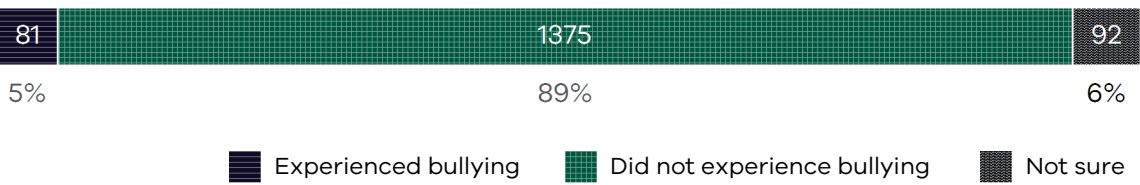
In descending order, the table shows the answers.

#### Example

5% of your staff who did the survey said they experienced bullying, of which

- 48% said the top way they reported the bullying was 'Told a manager'.
- 89% said they didn't submit a formal complaint.

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



Did you tell anyone about the bullying?	You 2022	You 2023	Comparator 2023	Public sector 2023
Told a manager	59%	48%	56%	50%
Told a colleague	28%	37%	45%	41%
Told a friend or family member	33%	32%	40%	36%
Told Human Resources	20%	21%	20%	13%
Told the person the behaviour was not OK	20%	21%	19%	17%
I did not tell anyone about the bullying	13%	15%	9%	12%
Submitted a formal complaint	9%	11%	12%	12%
Told someone else	11%	7%	16%	13%
Told employee assistance program (EAP) or peer support	11%	4%	14%	10%



## People outcomes

### Bullying - reasons for not submitting a formal complaint

#### What this is

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

#### Why this is important

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

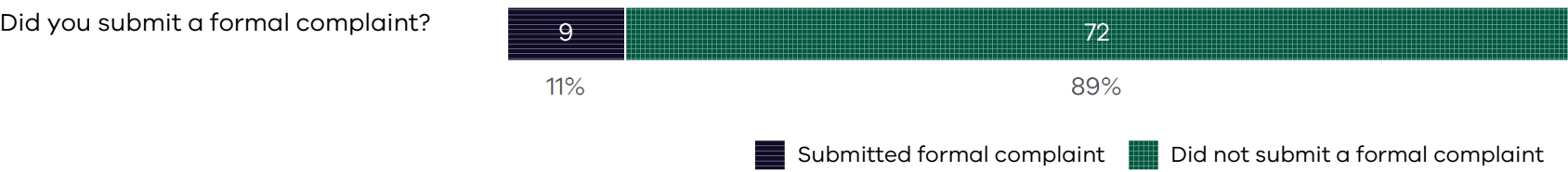
#### How to read this

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

#### Example

89% of your staff who experienced bullying did not submit a formal complaint, of which:

- 50% said the top reason was 'I believed there would be negative consequences for my reputation'.



What was your reason for not submitting a formal complaint?	You 2022	You 2023	Comparator 2023	Public sector 2023
I believed there would be negative consequences for my reputation	62%	50%	60%	55%
I didn't think it would make a difference	48%	49%	51%	51%
I believed there would be negative consequences for my career	57%	47%	49%	45%
I didn't feel safe to report the incident	19%	21%	27%	19%
I thought the complaint process would be embarrassing or difficult	14%	18%	14%	13%
I didn't think it was serious enough	26%	17%	17%	16%
I believed there would be negative consequences for the person I was going to complain about	21%	15%	9%	10%
Other	19%	15%	15%	14%
I didn't need to because I made the bullying stop	7%	13%	5%	6%
I didn't know how to make a complaint	12%	7%	7%	6%

# People outcomes

## Perpetrators of bullying

### What this is

This is who staff have said are responsible for bullying.

### Why this is important

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

### How to read this

In this year’s survey, 5% of your staff said they experienced bullying.

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

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

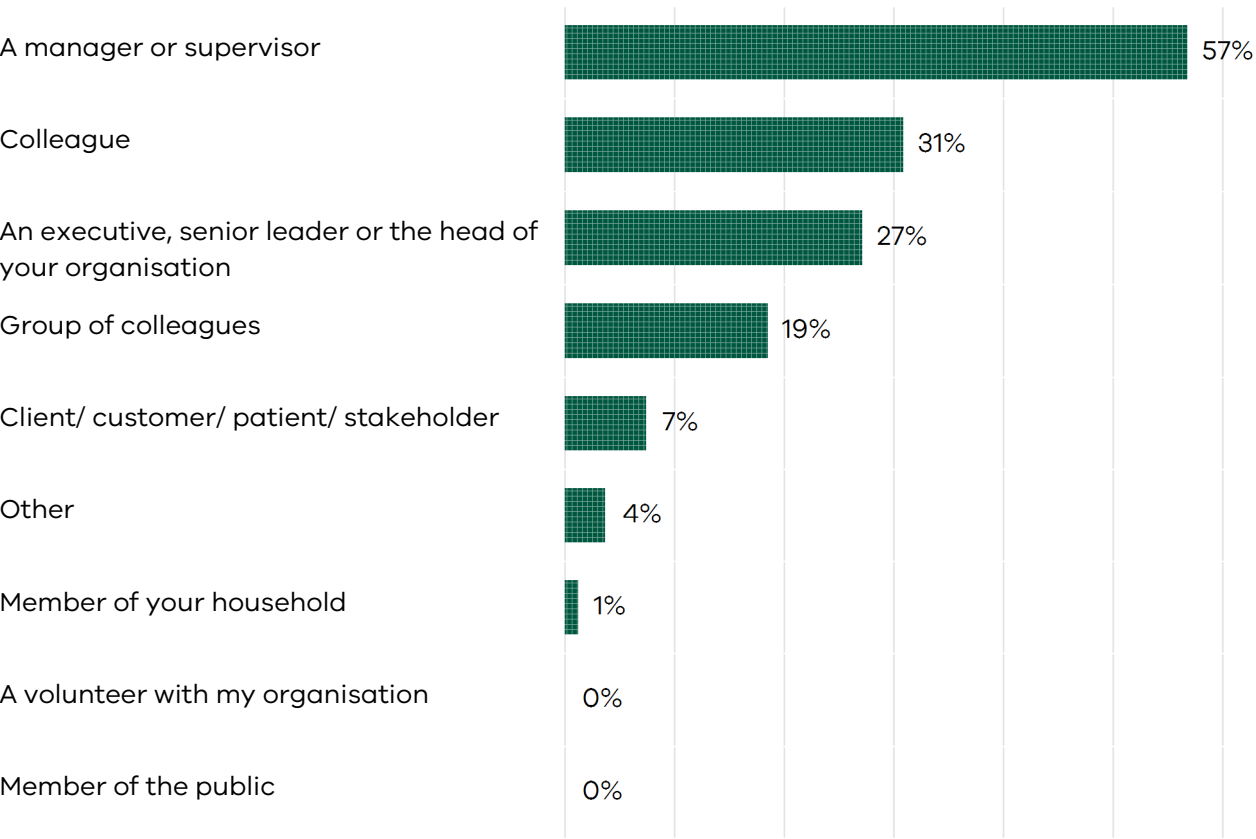
Each row is one perpetrator or group of perpetrators.

**Example**

5% of your staff who did the survey said they experienced bullying.

Of that 5%, 57% said it was by 'A manager or supervisor'.

81 people (5% of staff) experienced bullying (You2023)



## People outcomes

### Relationship to perpetrator

#### What this is

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

#### Why this is important

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

#### How to read this

In this year's survey, 5% of your staff said they experienced bullying.

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

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

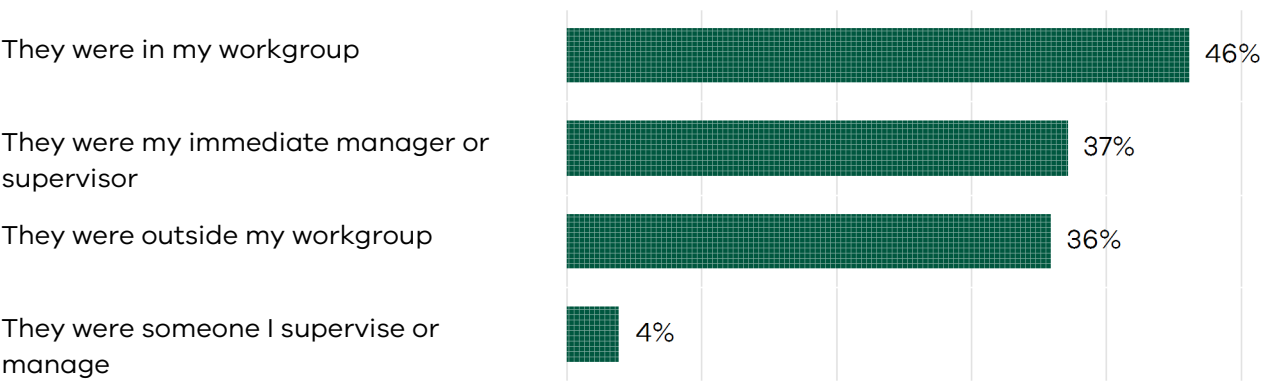
#### Example

5% of your staff who did the survey said they experienced bullying.

Of that 5%, 96% said it was by someone within the organisation.

Of that 96%, 46% said it was 'They were in my workgroup'.

78 people (96% of staff who experienced bullying) experienced bullying from within your organisation (You2023)



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.

How to read this

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

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

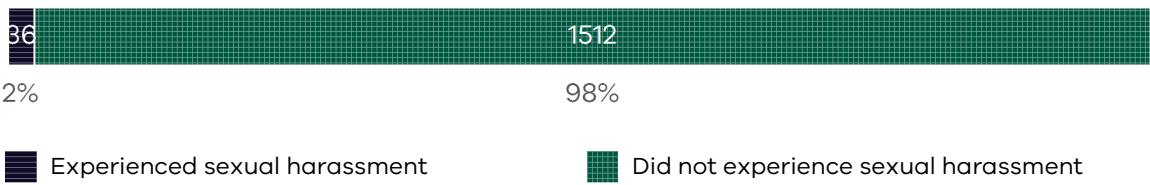
In descending order, the table shows the top 10 answers.

Example

2% of your staff who did the survey said they experienced sexual harassment.

Of those, 50% said the top type was 'Intrusive questions about your private life or comments about your physical appearance'.

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



Behaviours reported	You 2022	You 2023	Comparator 2023	Public sector 2023
Intrusive questions about your private life or comments about your physical appearance	53%	50%	43%	45%
Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)	16%	42%	52%	50%
Inappropriate staring or leering that made you feel intimidated	37%	11%	23%	15%
Repeated or inappropriate advances on email, social networking websites or internet chat rooms by a work colleague	0%	8%	5%	4%
Any other unwelcome conduct of a sexual nature	5%	6%	11%	8%
Unwelcome touching, hugging, cornering or kissing	5%	6%	10%	14%
Inappropriate physical contact	0%	6%	16%	14%
Repeated or inappropriate invitations to go out on dates	0%	3%	7%	4%
Request or pressure for sex or other sexual acts	0%	3%	1%	1%
Sexually explicit posts or messages on social media (including Facebook, Snapchat, Instagram etc)	0%	3%	0%	1%

People outcomes

Response to sexual harassment

What this is

This is how staff responded when they experienced sexual harassment.

Why this is important

How staff respond when they experience sexual harassment may help organisations work out what action they need to take.

How to read this

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

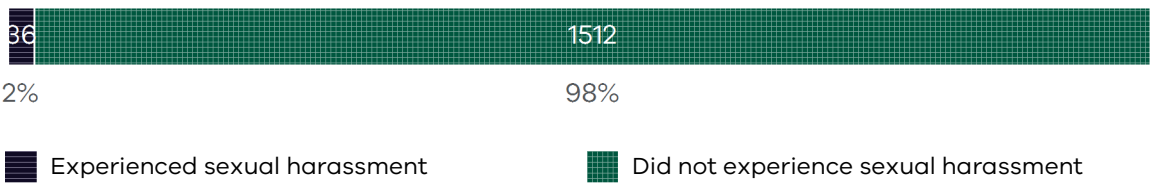
If they did, they could tell us with one or more answers how they responded.

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

Example

2% of your staff who did the survey said they experienced sexual harassment. Of those, 56% said their top response was 'Tried to laugh it off or forget about it'.

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



When the harassment happened to you, did you respond in any of the following ways?	You 2022	You 2023	Comparator 2023	Public sector 2023
Tried to laugh it off or forget about it	37%	56%	47%	40%
Pretended it didn't bother you	42%	47%	44%	44%
Avoided the person(s) by staying away from them	16%	31%	41%	36%
Told a colleague	11%	19%	28%	23%
Told a friend or family member	0%	19%	26%	21%
Told the person the behaviour was not OK	11%	19%	16%	23%
Avoided locations where the behaviour might occur	0%	14%	21%	14%
Told a manager	21%	14%	25%	20%
Other	5%	11%	4%	5%
Told someone else	11%	8%	10%	6%

## People outcomes

### Sexual harassment - reasons for not submitting a formal complaint

#### What this is

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

#### Why this is important

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

#### How to read this

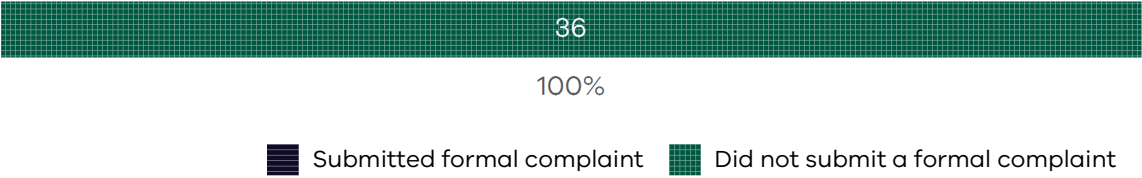
In the survey, we asked staff to tell us if they'd experienced sexual harassment at work. We then asked them if they submitted a formal complaint. If they did not, they could tell us with one or more answers why not. In descending order, the table shows the top 10 answers.

#### Example

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

- 67% said the top reason was 'I didn't think it was serious enough'.

Did you submit a formal complaint?



What was your reason for not submitting a formal complaint?	You 2022	You 2023	Comparator 2023	Public sector 2023
I didn't think it was serious enough	74%	67%	49%	44%
I believed there would be negative consequences for my reputation	21%	28%	38%	37%
I believed there would be negative consequences for my career	21%	22%	32%	27%
I didn't think it would make a difference	21%	22%	39%	40%
I thought the complaint process would be embarrassing or difficult	11%	17%	10%	11%
I believed there would be negative consequences for the person I was going to complain about	5%	14%	16%	13%
I didn't need to because I no longer had contact with the person(s) who harassed me	0%	14%	10%	7%
Other	16%	14%	13%	10%
I didn't feel safe to report the incident	5%	6%	9%	9%
I didn't need to because I made the harassment stop	5%	6%	10%	10%



# People outcomes

## Perpetrators of sexual harassment

### What this is

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

### Why this is important

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

### How to read this

In this year’s survey, 2% of your staff said they experienced sexual harassment.

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

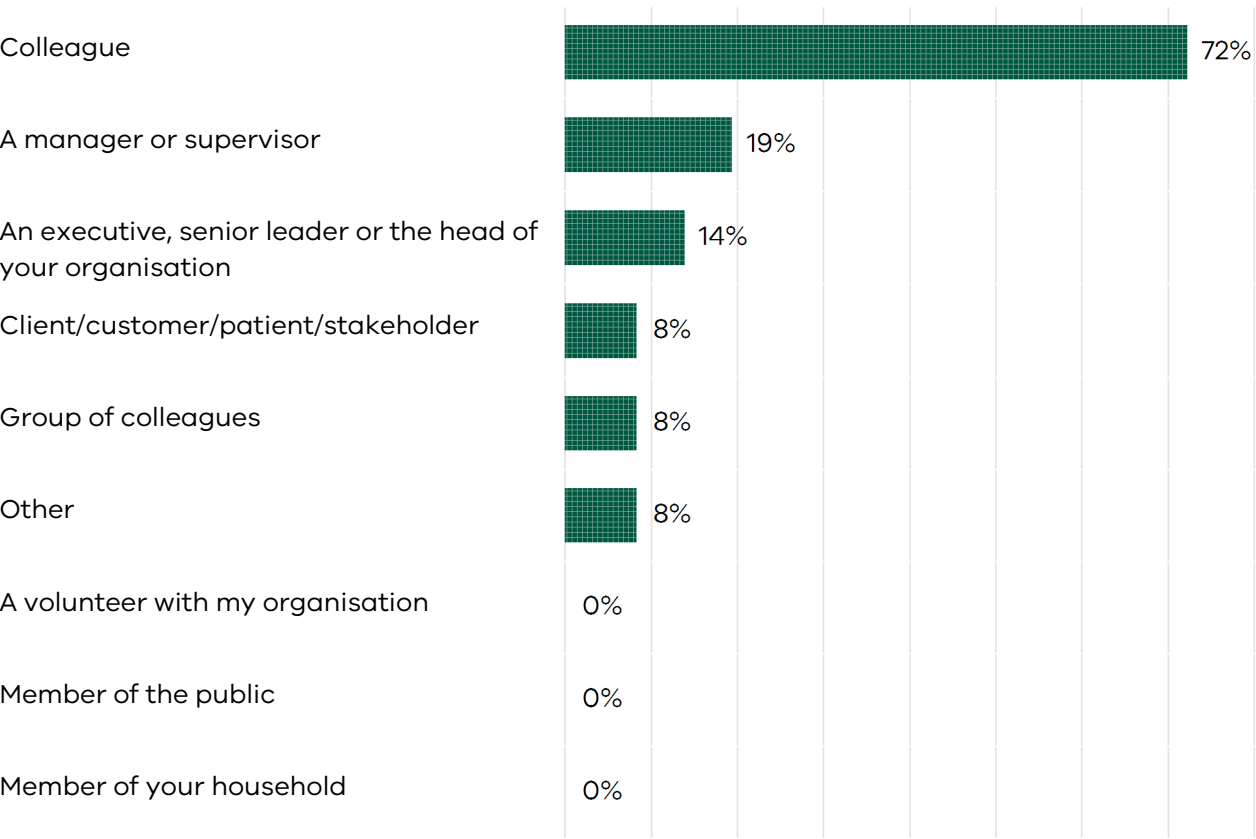
In descending order, the bar chart shows the perpetrators with the largest number of responses.

Each row is one perpetrator or group of perpetrators.

### Example

2% of your staff who did the survey said they experienced sexual harassment. Of that 2%, 72% said it was by 'Colleague'.

36 people (2% of staff) experienced sexual harassment (You2023)



## People outcomes

### Relationship to perpetrator

#### What this is

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

#### Why this is important

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

#### How to read this

In this year's survey, 2% of your staff said they experienced sexual harassment.

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

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

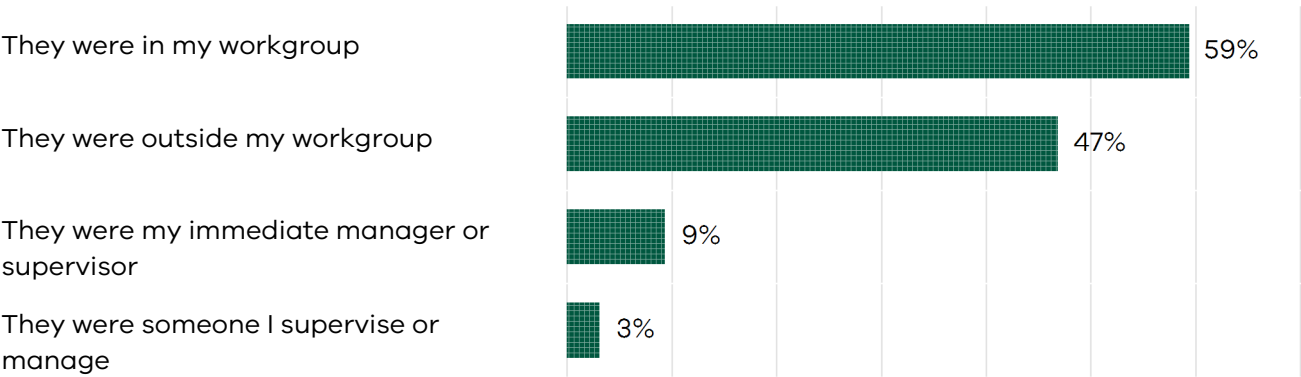
#### Example

2% of your staff who did the survey said they experienced sexual harassment.

Of that 2%, 89% said it was by someone within the organisation.

Of that 89%, 59% said it was 'They were in my workgroup'.

32 people (89% of staff who experienced harassment) experienced harassment from within your organisation (You2023)



## People outcomes

### Frequency of sexual harassment

#### What this is

This is how often staff experienced sexual harassment.

#### Why this is important

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

#### How to read this

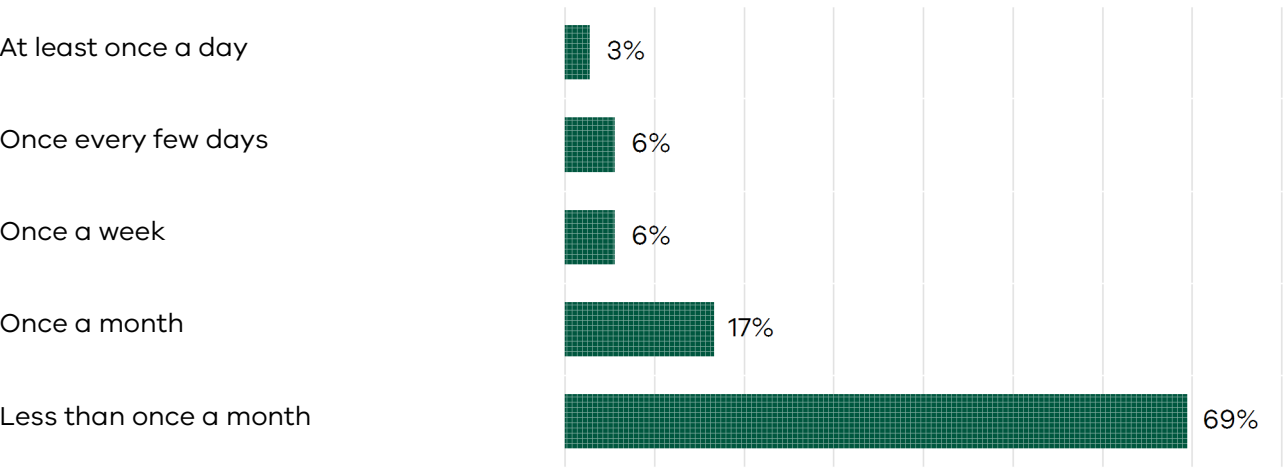
In this year's survey, 2% of your staff said they experienced sexual harassment. If they did, they could tell us how often they experienced this behaviour.

The graph shows how often staff were experiencing sexual harassment.

#### Example

2% of your staff who did the survey said they experienced sexual harassment. Of that 2%, 3% said it was 'At least once a day'.

How often have you experienced the behaviour(s)? (You2023)



## 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.

#### How to read this

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

If they did, they could tell us with one or more answers what attributes the discrimination was based on.

#### What results are shown

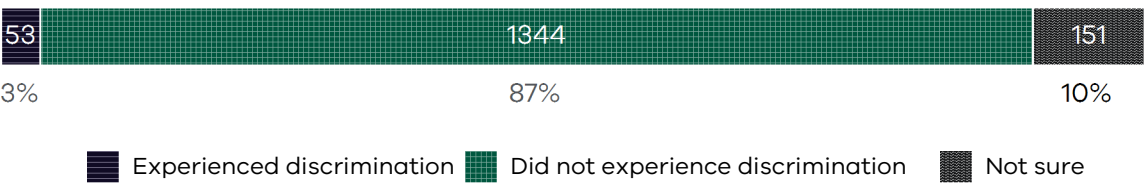
Results for response options with 10 or more responses.

#### Example

3% of your staff who did the survey said they experienced discrimination.

Of that 3%, 28% said it was 'Age'.

Have you experienced discrimination at work?



Why were you discriminated against?	You 2022	You 2023	Comparator 2023	Public sector 2023
Age	0%	28%	24%	28%
Race	0%	26%	19%	16%
Sex	46%	21%	22%	26%

## People outcomes

### Type of discrimination

#### What this is

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

#### Why this is important

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

#### How to read this

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

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

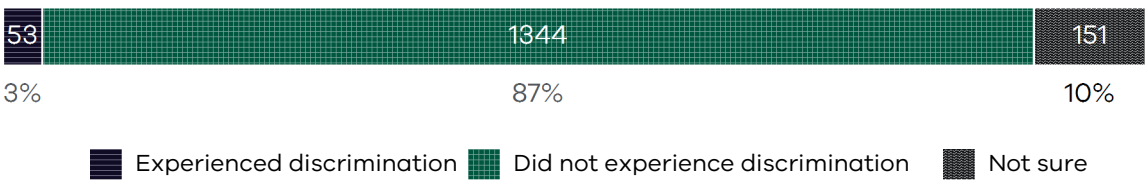
In descending order, the table shows the top 10 types.

#### Example

3% of your staff who did the survey said they experienced discrimination.

Of that 3%, 53% said it was 'Other'.

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



If you experienced discrimination, what type of discrimination did you experience?	You 2022	You 2023	Comparator 2023	Public sector 2023
Other	63%	53%	43%	36%
Opportunities for promotion	29%	28%	36%	41%
Opportunities for training	8%	25%	24%	26%
Denied flexible work arrangements or other adjustments	8%	15%	25%	22%
Employment security - threats of dismissal or termination	13%	13%	11%	13%
Opportunities for transfer/secondment	4%	9%	14%	21%
Pay or conditions offered by employer	13%	8%	8%	10%
Access to leave	0%	4%	8%	9%

## People outcomes

### Telling someone about the discrimination

#### What this is

This is who staff told about the discrimination they experienced.

#### Why this is important

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

#### How to read this

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

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

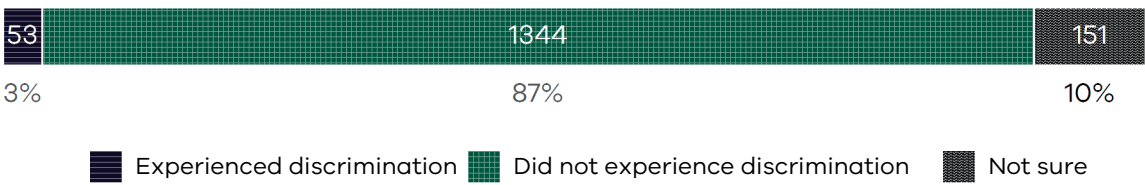
In descending order, the table shows the answers.

#### Example

3% of your staff who did the survey said they experienced discrimination, of which

- 42% said the top way they reported the discrimination was 'Told a manager'.
- 92% said they didn't submit a formal complaint.

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



Did you tell anyone about the discrimination?	You 2022	You 2023	Comparator 2023	Public sector 2023
Told a manager	29%	42%	35%	30%
Told a friend or family member	46%	34%	37%	31%
Told Human Resources	13%	30%	16%	11%
Told a colleague	17%	26%	42%	36%
I did not tell anyone about the discrimination	33%	23%	19%	24%
Told someone else	13%	19%	16%	14%
Told the person the behaviour was not OK	4%	9%	10%	9%
Submitted a formal complaint	0%	8%	8%	8%
Told employee assistance program (EAP) or peer support	4%	6%	11%	9%



## People outcomes

### Discrimination - reasons for not submitting a formal complaint

#### What this is

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

#### Why this is important

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

#### How to read this

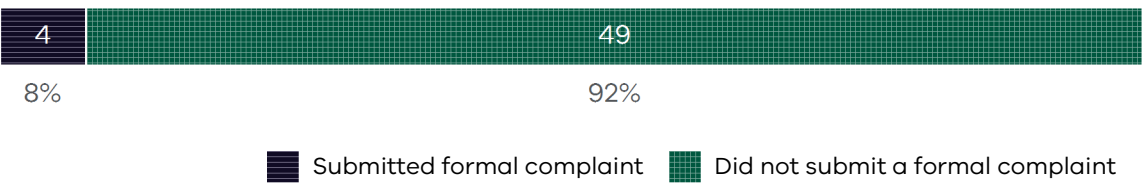
In the survey, we asked staff to tell us if they'd experienced discrimination at work. We then asked them if they submitted a formal complaint. If they did not, they could tell us with one or more answers why not. In descending order, the table shows the top 10 answers.

#### Example

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

- 57% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal complaint?



What was your reason for not submitting a formal complaint?	You 2022	You 2023	Comparator 2023	Public sector 2023
I didn't think it would make a difference	54%	57%	58%	59%
I believed there would be negative consequences for my reputation	54%	43%	62%	56%
I believed there would be negative consequences for my career	63%	37%	62%	54%
I didn't think it was serious enough	17%	24%	15%	12%
I thought the complaint process would be embarrassing or difficult	29%	16%	14%	12%
I didn't feel safe to report the incident	21%	14%	24%	18%
Other	17%	14%	8%	11%
I believed there would be negative consequences for the person I was going to complain about	8%	12%	10%	8%
I didn't know how to make a complaint	21%	10%	5%	5%
I didn't know who to talk to	13%	8%	7%	6%

# People outcomes

## Perpetrators of discrimination

### What this is

This is who staff have said are responsible for discrimination.

### Why this is important

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

### How to read this

In this year’s survey, 3% of your staff said they experienced discrimination.

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

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

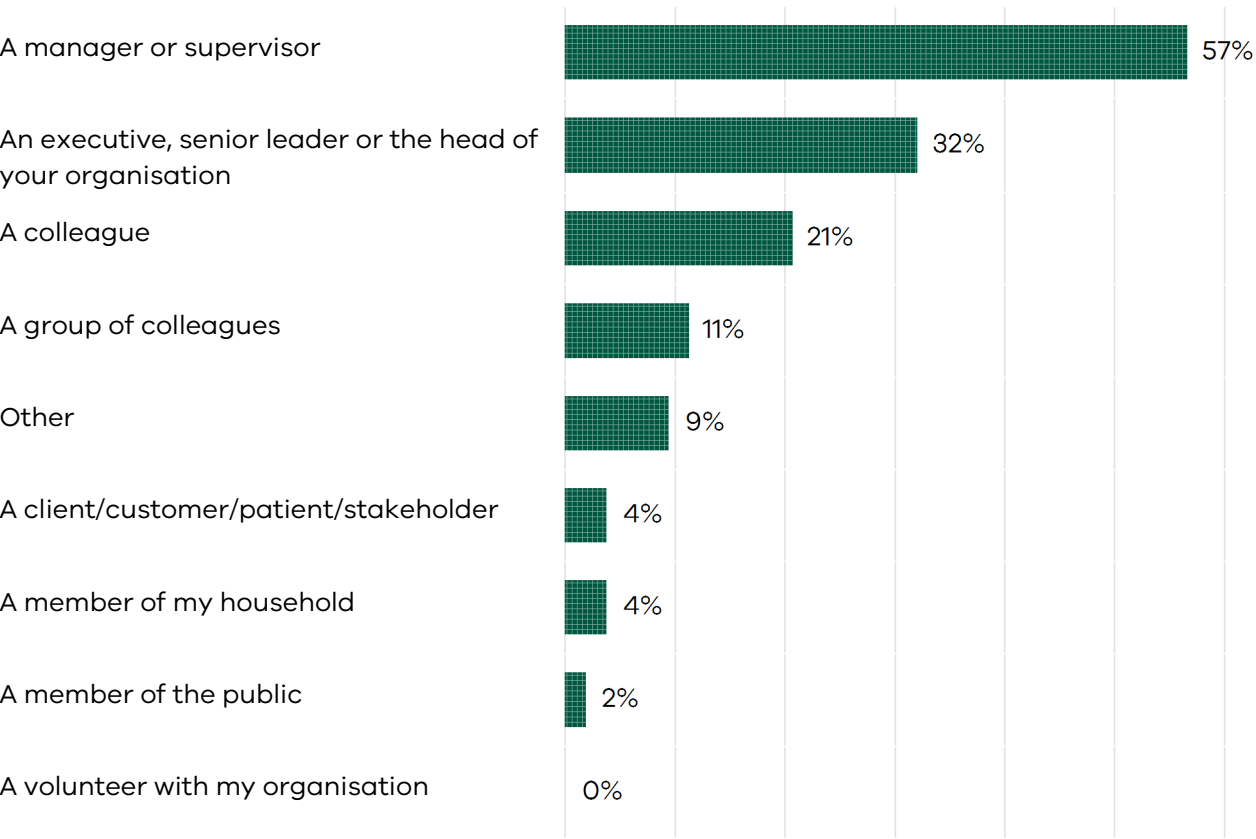
Each row is one perpetrator or group of perpetrators.

### Example

3% of your staff who did the survey said they experienced discrimination.

Of that 3%, 57% said it was by ‘A manager or supervisor’.

53 people (3% of staff) experienced discrimination (You2023)



## People outcomes

### Relationship to perpetrator

#### What this is

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

#### Why this is important

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

#### How to read this

In this year's survey, 3% of your staff said they experienced discrimination.

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

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

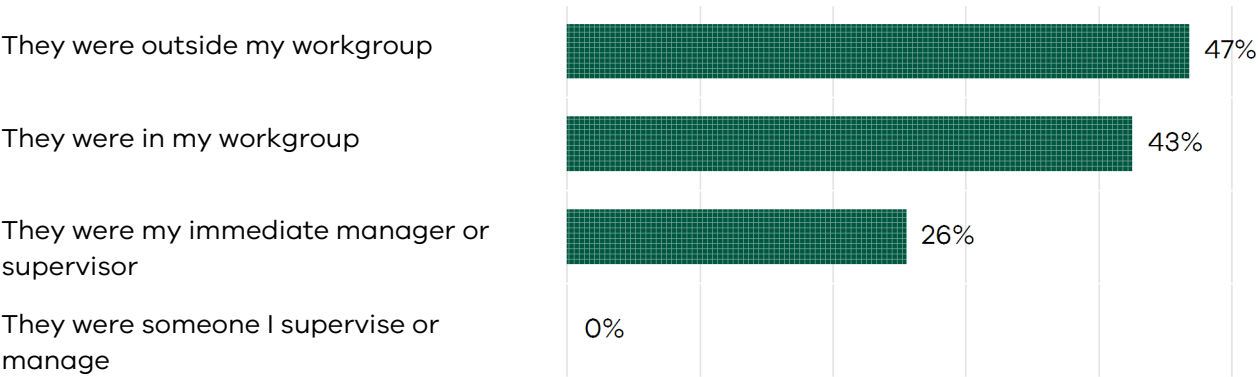
#### Example

3% of your staff who did the survey said they experienced discrimination.

Of that 3%, 89% said it was by someone within the organisation.

Of that 89%, 47% said it was 'They were outside my workgroup'.

47 people (89% of staff who experienced discrimination) experienced discrimination from within your organisation (You2023)



## 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.

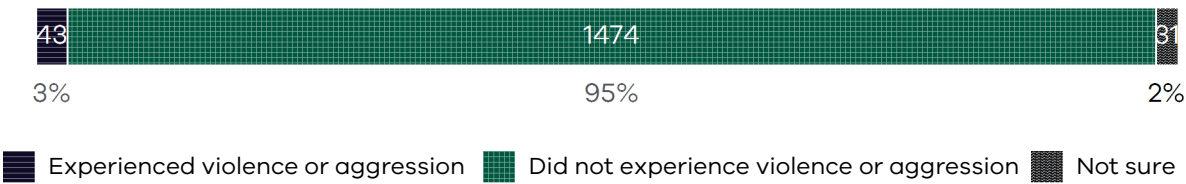
In descending order, the table shows the answers.

#### Example

3% of your staff who did the survey said they experienced violence or aggression.

Of that 3%, 74% said it was from 'Intimidating behaviour'.

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
Intimidating behaviour	70%	74%	75%	73%
Abusive language	60%	47%	73%	75%
Threats of violence	0%	9%	21%	39%
Other	5%	5%	8%	6%
Stalking, including cyber-stalking	0%	2%	2%	2%

**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**

3% of your staff who did the survey said they experienced violence or aggression, of which

- 60% said the top way they reported the violence or aggression was 'Told a manager'
- 91% 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 manager	35%	60%	63%	56%
Told a colleague	35%	40%	52%	40%
I did not tell anyone about the incident(s)	35%	16%	10%	9%
Told a friend or family member	15%	16%	27%	19%
Told Human Resources	10%	14%	8%	6%
Told the person the behaviour was not OK	15%	12%	26%	23%
Submitted a formal incident report	5%	9%	12%	30%
Told employee assistance program (EAP) or peer support	10%	5%	5%	5%
Told someone else	10%	5%	9%	6%

## 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

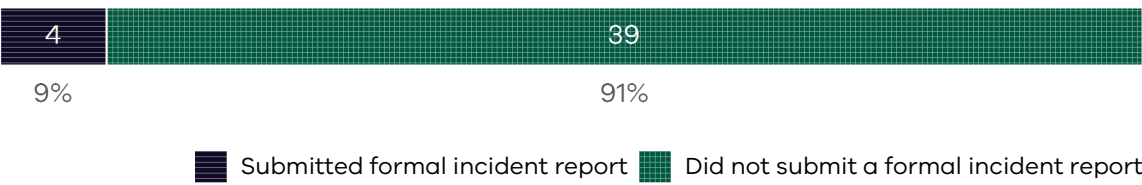
In the survey, we asked staff to tell us if they'd experienced violence or aggression at work. We then asked them if they submitted a formal incident report. If they did not, they could tell us with one or more answers why not. In descending order, the table shows the top 10 answers.

#### Example

91% of your staff who experienced violence or aggression did not submit a formal incident report, of which:

- 36% said the top reason was 'I believed there would be negative consequences for my career'.

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 believed there would be negative consequences for my career	42%	36%	22%	18%
I didn't think it would make a difference	37%	33%	35%	38%
I believed there would be negative consequences for my reputation	37%	31%	23%	21%
I didn't think it was serious enough	47%	28%	33%	28%
Other	0%	15%	22%	22%
I didn't feel safe to report the incident	16%	10%	10%	7%
I didn't know how to make a complaint	11%	10%	5%	4%
I didn't need to because I made the violence or aggression stop	21%	10%	14%	14%
I thought the complaint process would be embarrassing or difficult	16%	10%	6%	5%
I believed there would be negative consequences for the person I was going to complain about	16%	8%	1%	4%



# 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.

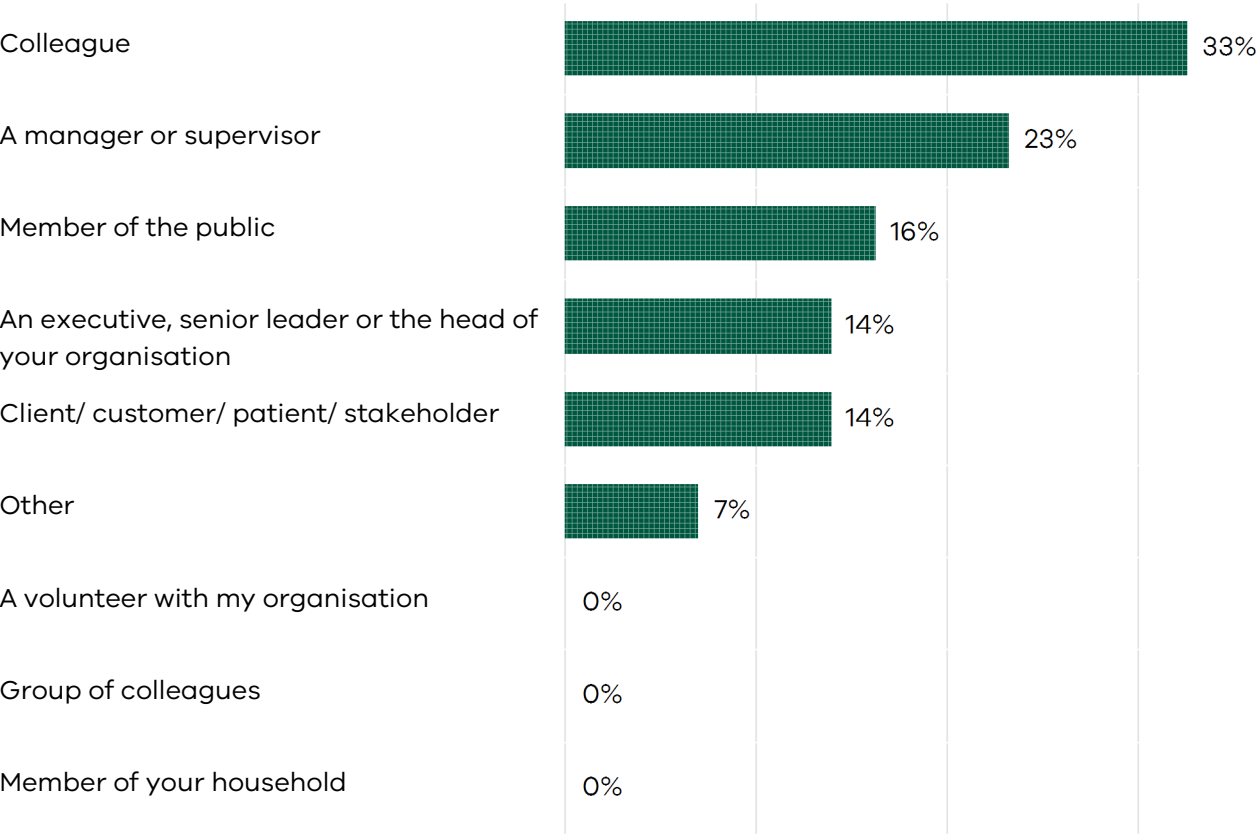
In descending order, the bar chart shows the perpetrators with the largest number of responses.

Each row is one perpetrator or a group of perpetrators.

### Example

3% of your staff who did the survey said they experienced violence or aggression. Of that 3%, 33% said it was 'Colleague'.

43 people (3% of staff) experienced violence or aggression (You2023)



# People outcomes

## Relationship to perpetrator

### What this is

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

### Why this is important

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

### How to read this

In this year’s survey, 3% of your staff said they experienced violence or aggression.

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

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

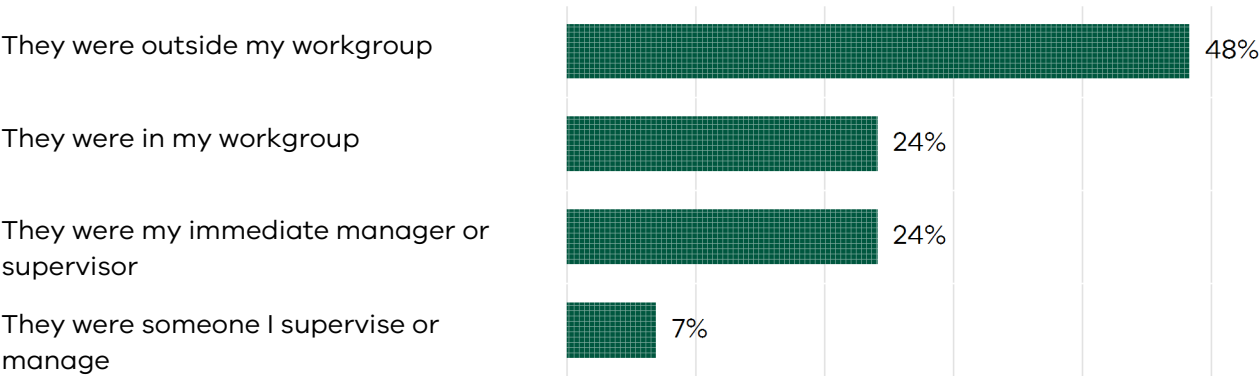
### Example

3% of your staff who did the survey said they experienced violence or aggression.

Of that 3%, 67% said it was by someone within the organisation.

Of that 67%, 48% said it was 'They were outside my workgroup'.

29 people (67% of staff who experienced violence or aggression) experienced violence or aggression from within your organisation (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.

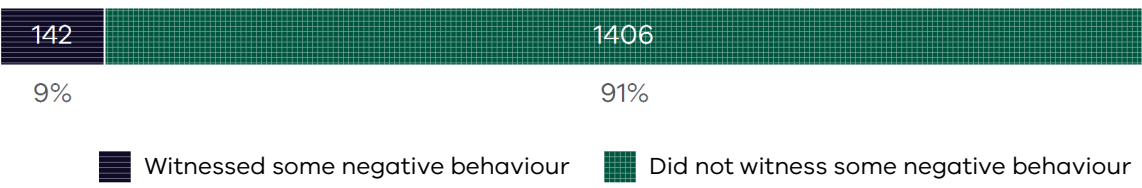
In descending order, the table shows the answers.

### Example

9% of your staff who did the survey said they witnessed some negative behaviour at work.

91% 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	91%	83%	81%
Bullying of a colleague	6%	12%	13%
Discrimination against a colleague	4%	7%	7%
Violence or aggression against a colleague	1%	3%	3%
Sexual harassment of a colleague	0%	1%	1%

# Negative behaviour

## Taking action when witnessing negative behaviours

**What this is**

This is what your staff did when they witnessed negative behaviour at work.

**Why this is important**

What staff do when they witness negative behaviour may help organisations understand what support their staff need.

**How to read this**

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

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

The table shows the answers in descending order.

- Example**
- 9% of your staff who did the survey witnessed negative behaviour, of which:
- 67% said the top action they took was 'Spoke to the person who experienced the behaviour'.
  - 9% took no action.



When you witnessed the above behaviour(s), did you do any of the following?	You 2023	Comparator 2023	Public sector 2023
Spoke to the person who experienced the behaviour	67%	74%	69%
Told a manager	33%	38%	38%
Spoke to the person who behaved in a negative way	22%	15%	17%
Told the person the behaviour was not OK	20%	17%	20%
Told a colleague	17%	22%	19%
Told Human Resources	11%	12%	7%
Took no action	9%	8%	8%
Other	7%	5%	6%
Submitted a formal complaint	2%	5%	5%

# People matter survey

2023

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### Topical questions

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

### Demographics

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

## Key differences

### Highest scoring questions

#### What 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 'Safety climate', the 'You 2023' column shows 97% of your staff agreed with 'My organisation provides a physically safe work environment'. In the 'Change from 2022' column, you have a 2% increase, which is a positive trend.

Question group	Highest scoring questions	You 2023	Change from 2022	Comparator 2023
Safety climate	My organisation provides a physically safe work environment	97%	+2%	90%
Manager leadership	My manager treats employees with dignity and respect	93%	+1%	89%
Flexible working	My manager supports working flexibly	93%	+0%	89%
Manager leadership	My manager demonstrates honesty and integrity	93%	+0%	89%
Workgroup support	People in my workgroup treat each other with respect	92%	-1%	87%
Job enrichment	I understand how my job helps my organisation achieve its goals	91%	-2%	92%
Meaningful work	I can make a worthwhile contribution at work	91%	0%	92%
Inclusion	I feel culturally safe at work	91%	-1%	84%
Organisational integrity	My organisation encourages respectful workplace behaviours	91%	+0%	84%
Other questions	I understand how the Code of Conduct for Victorian public sector employees applies to my work	91%	Not asked in 2022	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 'Taking action', the 'You 2023' column shows 32% of your staff agreed with 'My organisation has made improvements based on the survey results from last year'.

In the 'Change from 2022' column, you have a 4% increase, which is a positive trend.

Question subgroup	Lowest scoring questions	You 2023	Change from 2022	Comparator 2023
Taking action	My organisation has made improvements based on the survey results from last year	32%	+4%	44%
Learning and development	I am satisfied with the opportunities to progress in my organisation	47%	-4%	46%
Organisational integrity	I believe the promotion processes in my organisation are fair	47%	-3%	47%
Organisational integrity	I have an equal chance at promotion in my organisation	51%	-3%	52%
Taking action	I believe my organisation will make improvements based on the results of this survey	54%	0%	57%
Satisfaction	How satisfied are you with your career development within your current organisation	57%	-6%	56%
Safety climate	All levels of my organisation are involved in the prevention of stress	60%	+5%	52%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	62%	+2%	52%
Engagement	I feel a strong personal attachment to my organisation	62%	+0%	59%
Learning and development	I am satisfied with the way my learning and development needs have been addressed in the last 12 months	62%	-2%	59%

## 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 'Workload', the 'You 2023' column shows 76% of your staff agreed with 'I have enough time to do my job effectively'.

In the 'Increase from 2022' column, you have a 7% increase, which is a positive trend.

Question group	Most improved from last year	You 2023	Increase from 2022	Comparator 2023
Workload	I have enough time to do my job effectively	76%	+7%	61%
Safety climate	All levels of my organisation are involved in the prevention of stress	60%	+5%	52%
Taking action	My organisation has made improvements based on the survey results from last year	32%	+4%	44%
Innovation	My workgroup is quick to respond to opportunities to do things better	80%	+4%	73%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	72%	+3%	63%
Organisational integrity	My organisation encourages employees to act in ways that are consistent with human rights	90%	+3%	85%
Satisfaction	How satisfied are you with the work/life balance in your current job	82%	+3%	74%
Workload	The workload I have is appropriate for the job that I do	76%	+3%	64%
Innovation	My workgroup encourages employee creativity	77%	+3%	70%
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	74%	+2%	79%

# 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 'Satisfaction', the 'You 2023' column shows 57% of your staff were satisfied with 'How satisfied are you with your career development within your current organisation'.

In the 'Decrease from 2022' column, you have a 6% decrease, which is a negative trend.

Question subgroup	Largest decline from last year	You 2023	Decrease from 2022	Comparator 2023
Satisfaction	How satisfied are you with your career development within your current organisation	57%	-6%	56%
Senior leadership	Senior leaders provide clear strategy and direction	68%	-5%	64%
Manager support	I receive meaningful recognition when I do good work	71%	-5%	68%
Learning and development	I am satisfied with the opportunities to progress in my organisation	47%	-4%	46%
Organisational integrity	I believe the recruitment processes in my organisation are fair	70%	-4%	64%
Organisational integrity	I have an equal chance at promotion in my organisation	51%	-3%	52%
Inclusion	I feel as if I belong at this organisation	77%	-3%	72%
Organisational integrity	I believe the promotion processes in my organisation are fair	47%	-3%	47%
Senior leadership	Senior leaders demonstrate honesty and integrity	79%	-3%	72%
Learning and development	My organisation places a high priority on the learning and development of staff	65%	-2%	58%

## 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 'Workload', the 'You 2023' column shows 76% of your staff agreed with 'I have enough time to do my job effectively'.

The 'difference' column, shows that agreement for this question was 16 percentage points higher in your organisation than in your comparator.

Question group	Biggest positive difference from comparator	You 2023	Difference	Comparator 2023
Workload	I have enough time to do my job effectively	76%	+16%	61%
Workload	The workload I have is appropriate for the job that I do	76%	+12%	64%
Organisational integrity	My organisation does not tolerate improper conduct	84%	+12%	72%
Engagement	I would recommend my organisation as a good place to work	79%	+11%	68%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	62%	+10%	52%
Safe to speak up	I feel safe to challenge inappropriate behaviour at work	81%	+10%	71%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	72%	+9%	63%
Safe to speak up	People in my workgroup are able to bring up problems and tough issues	85%	+9%	76%
Safety climate	All levels of my organisation are involved in the prevention of stress	60%	+9%	52%
Satisfaction	How satisfied are you with the work/life balance in your current job	82%	+8%	74%

## 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 'Taking action', the 'You 2023' column shows 32% of your staff agreed with 'My organisation has made improvements based on the survey results from last year'.

The 'difference' column, shows that agreement for this question was 12 percentage points lower in your organisation than in your comparator.

Question subgroup	Biggest negative difference from comparator	You 2023	Difference	Comparator 2023
Taking action	My organisation has made improvements based on the survey results from last year	32%	-12%	44%
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	74%	-5%	79%
Taking action	I believe my organisation will make improvements based on the results of this survey	54%	-2%	57%
Organisational integrity	I have an equal chance at promotion in my organisation	51%	-1%	52%
Meaningful work	I achieve something important through my work	88%	-1%	89%
Meaningful work	I can make a worthwhile contribution at work	91%	-1%	92%
Other questions	I understand how the Code of Conduct for Victorian public sector employees applies to my work	91%	-1%	91%
Job enrichment	I can use my skills and knowledge in my job	90%	-1%	91%
Job enrichment	I understand how my job helps my organisation achieve its goals	91%	-1%	92%
Organisational integrity	I believe the promotion processes in my organisation are fair	47%	0%	47%

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### Topical questions

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

### Demographics

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- Employment
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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

54% of your staff who did the survey agreed or strongly agreed with 'I believe my organisation will make improvements based on the results of this survey'.

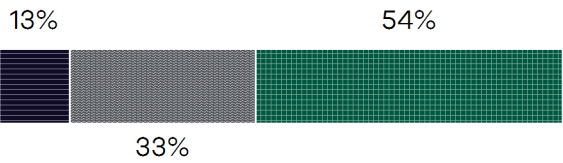
Survey question

Your results

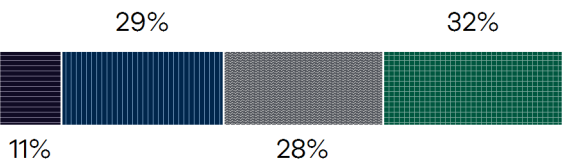
Benchmark agree results



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	55 %	54 %	26 %	57 %	94 %
My organisation has made improvements based on the survey results from last year	Not asked	28 %	32 %	20 %	44 %	80 %



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- Employment
- Adjustments
- Caring

# 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

79% 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
79 %	82 %	79 %	39 %	72 %	100 %
75 %	78 %	76 %	39 %	70 %	100 %
70 %	74 %	68 %	34 %	64 %	100 %

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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.

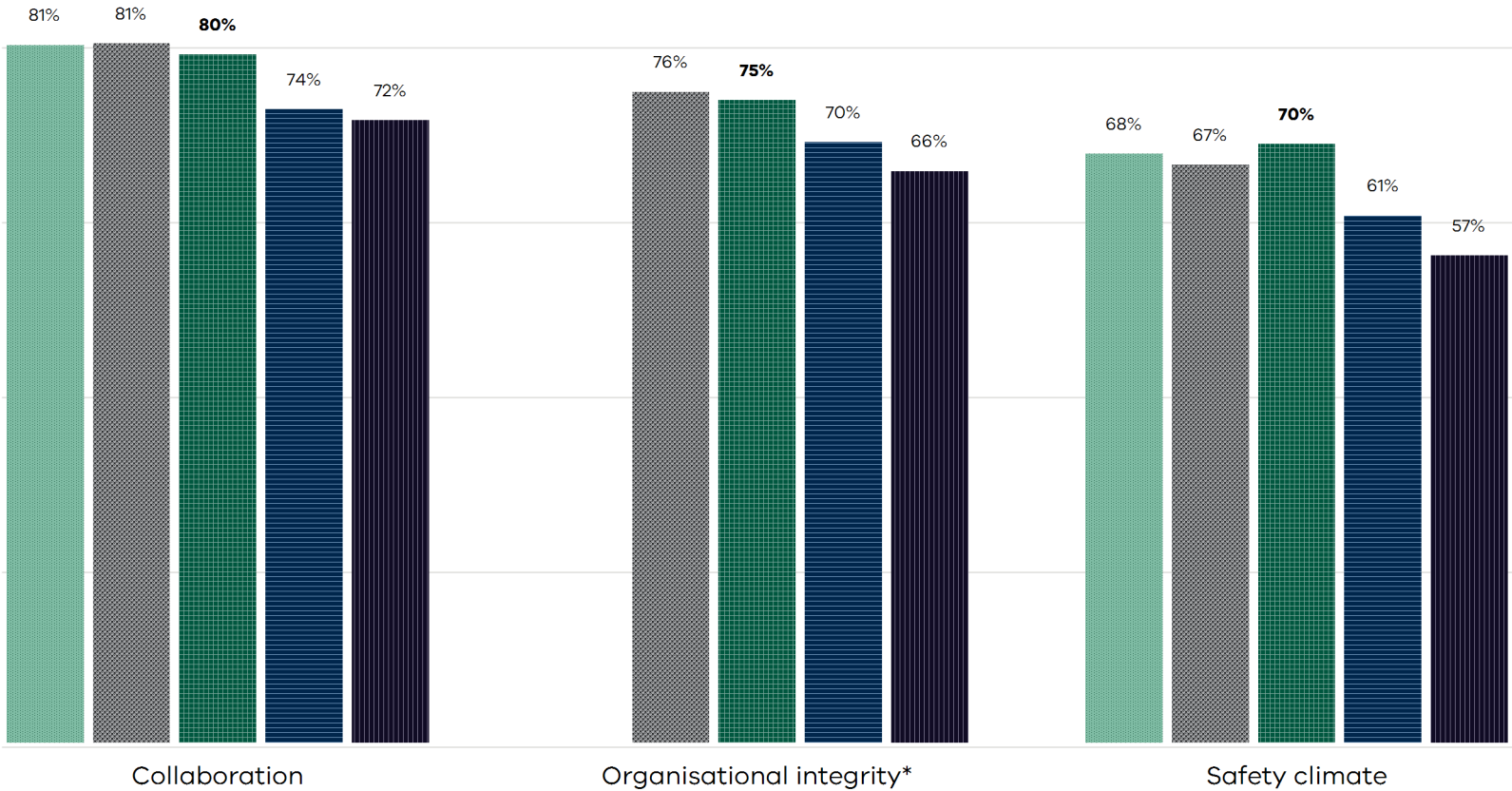
### Example

In 2023:

- 80% of your staff who did the survey responded positively to questions about Collaboration which is down from 81% in 2022.

Compared to:

- 74% of staff at your comparator and 72% 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.

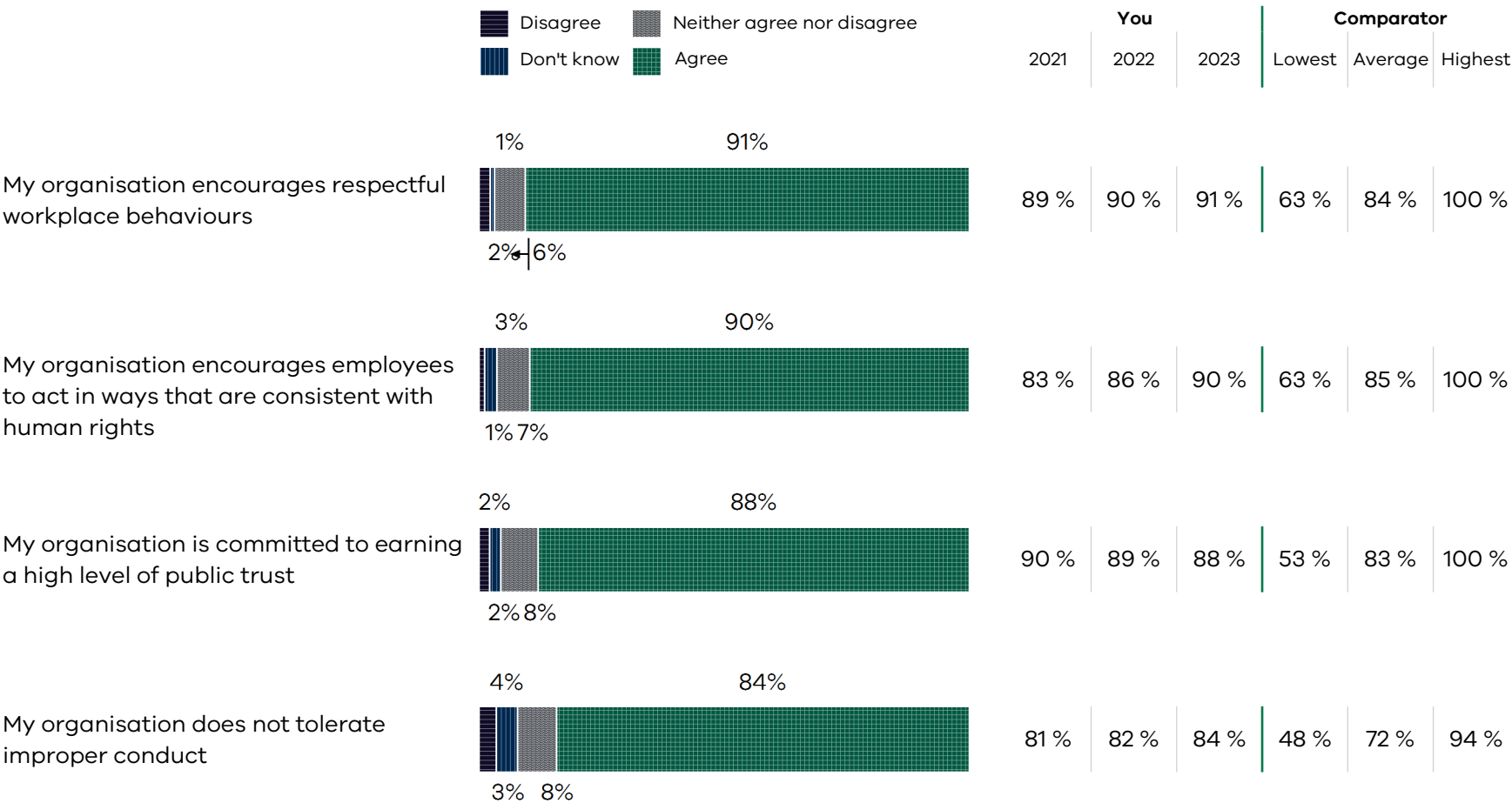
### Example

91% 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.

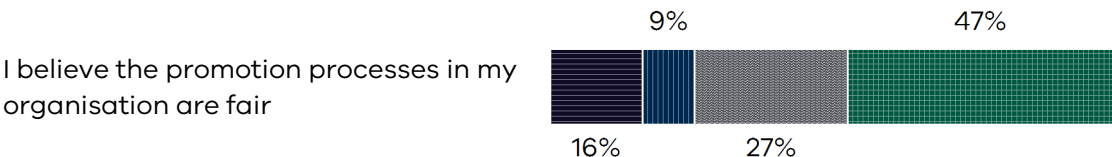
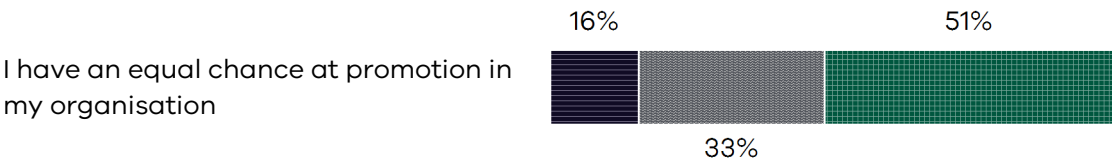
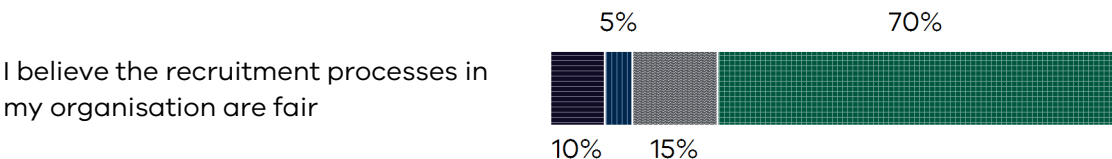
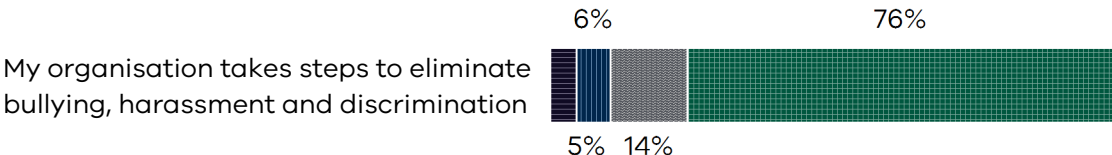
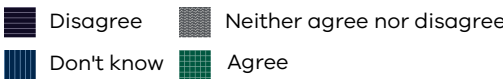
### Example

76% 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



2021	You		Benchmark agree results		
	2022	2023	Lowest	Average	Highest
74 %	77 %	76 %	50 %	70 %	91 %
Not asked	75 %	70 %	33 %	64 %	86 %
Not asked	55 %	51 %	38 %	52 %	74 %
Not asked	50 %	47 %	32 %	47 %	71 %



# 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.

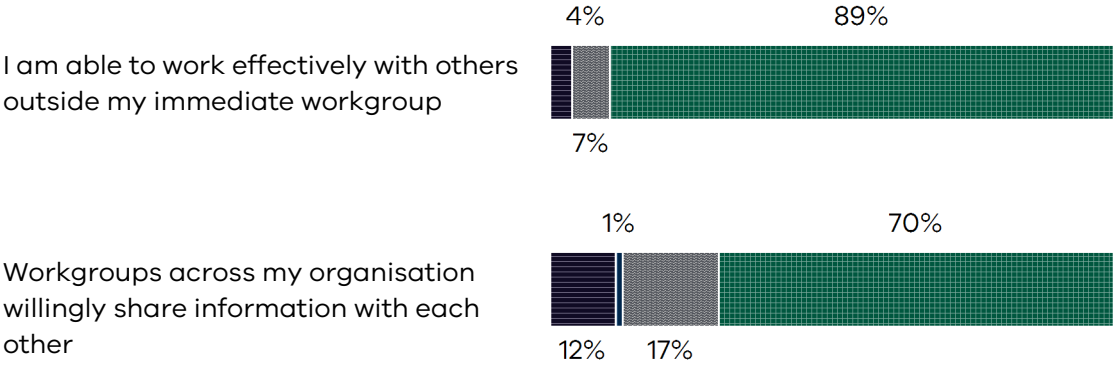
### Example

89% 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



You			Comparator		
2021	2022	2023	Lowest	Average	Highest
91 %	90 %	89 %	68 %	84 %	94 %
71 %	72 %	70 %	41 %	63 %	97 %

# 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.

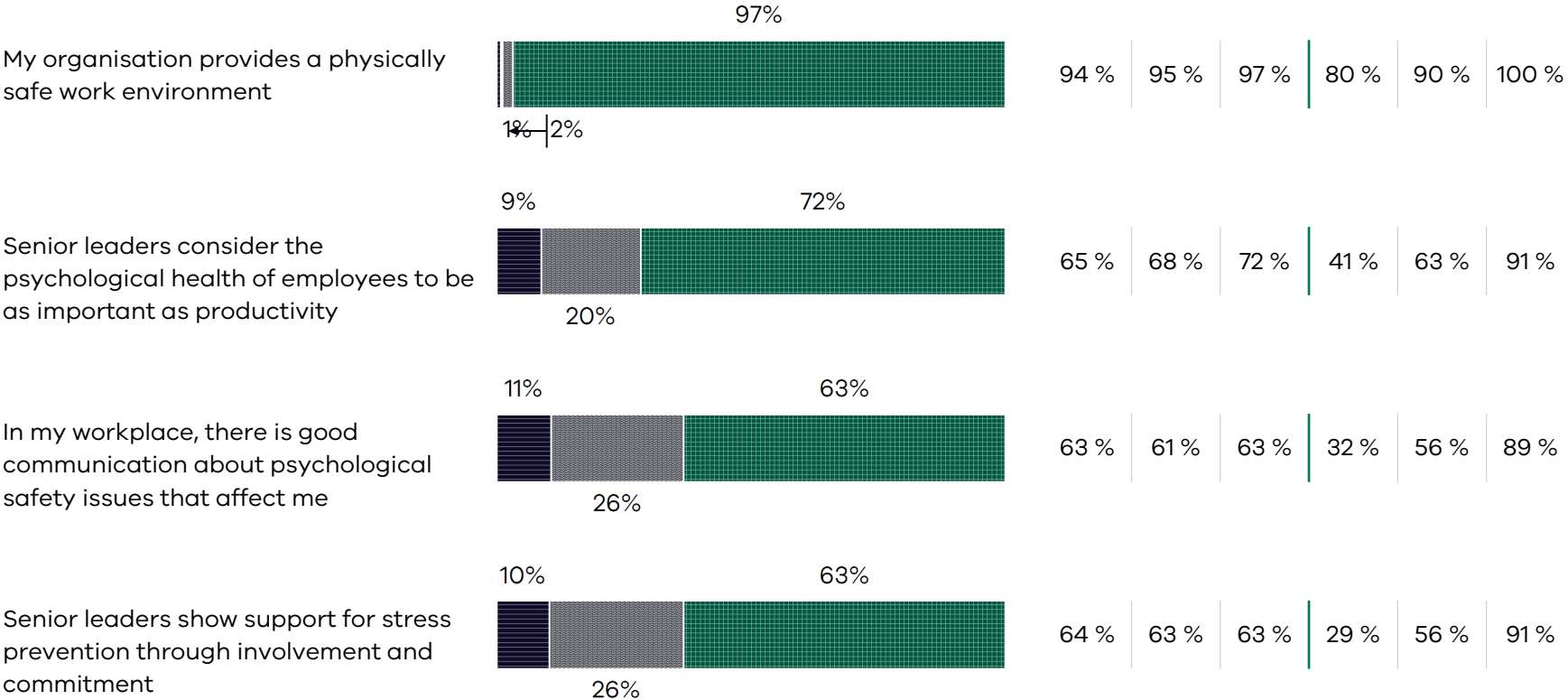
### Example

97% 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.

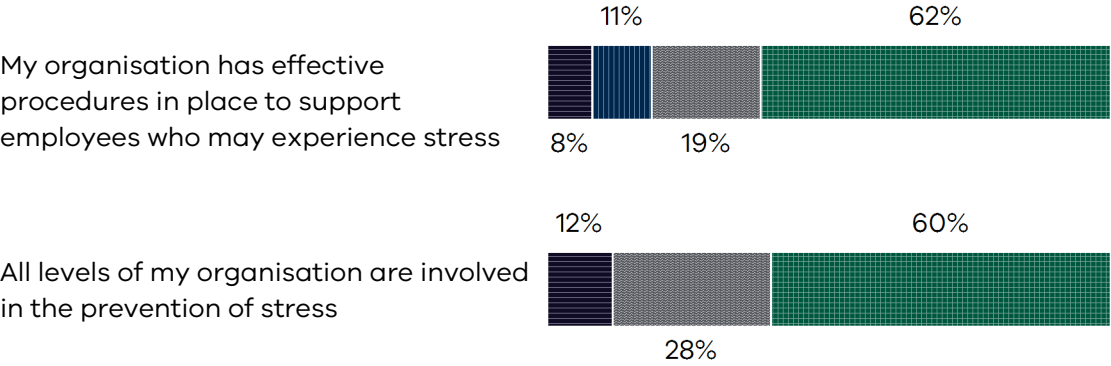
### Example

62% of your staff who did the survey agreed or strongly agreed with 'My organisation has effective procedures in place to support employees who may experience stress'.

## Survey question

## Your results

## Benchmark agree results



You			Comparator		
2021	2022	2023	Lowest	Average	Highest
70 %	60 %	62 %	34 %	52 %	80 %
54 %	56 %	60 %	35 %	52 %	86 %

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2023

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- 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

### 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

### Demographics

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



# Workgroup climate

## Scorecard

### What 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.

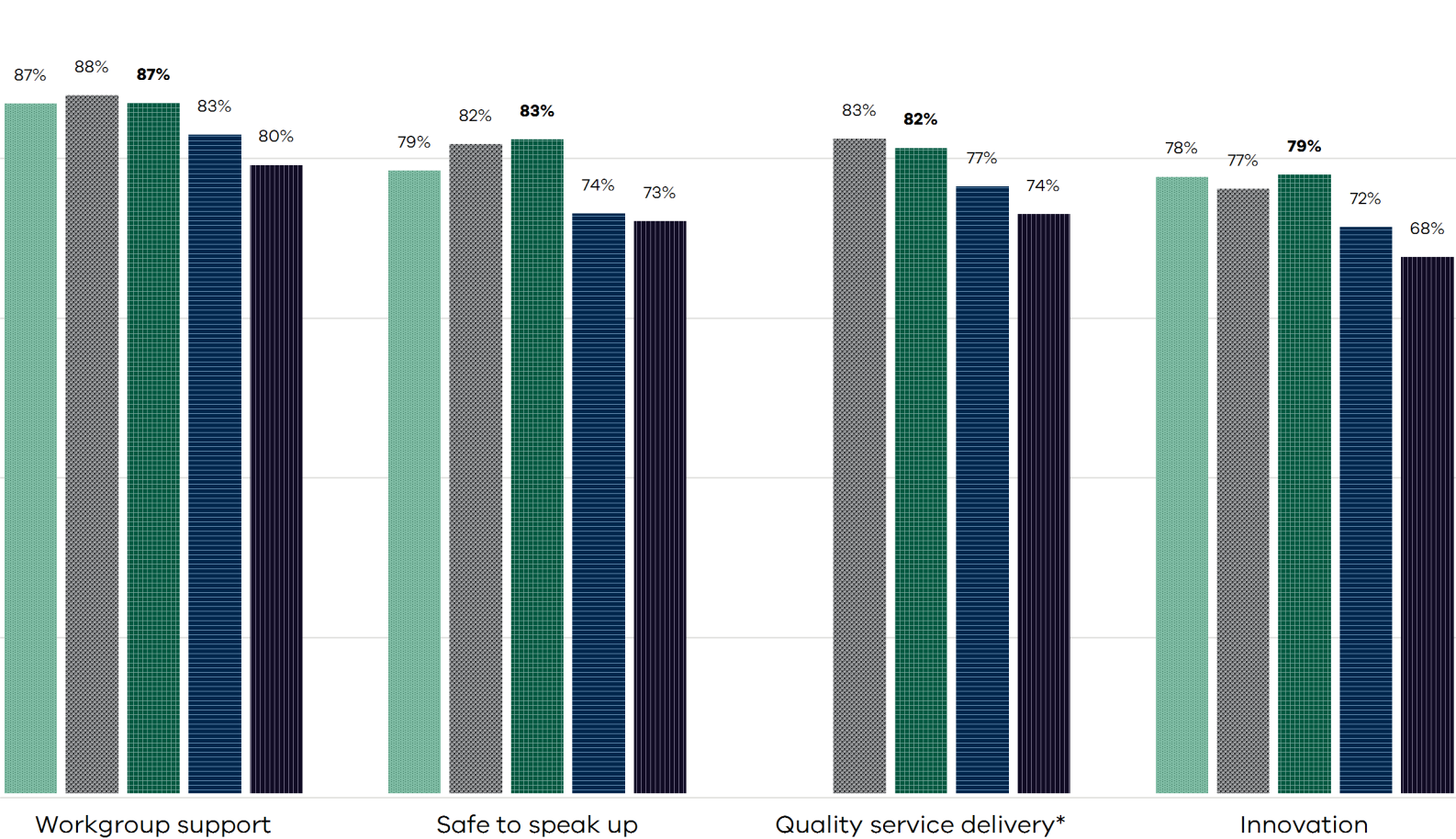
### Example

In 2023:

- 87% of your staff who did the survey responded positively to questions about Workgroup support which is down from 88% in 2022.

Compared to:

- 83% of staff at your comparator and 80% 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

89% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

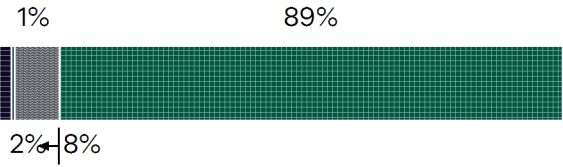
## Survey question

## Your results

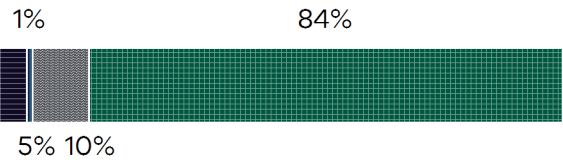
## Benchmark agree results



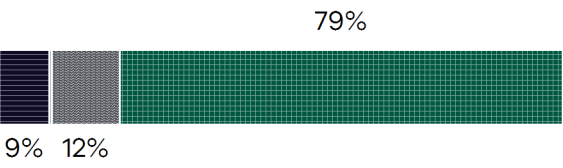
My workgroup provides high quality advice and services



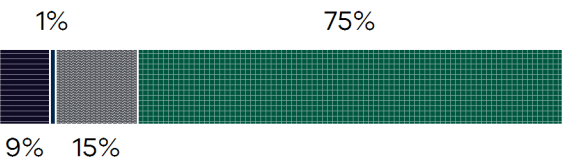
My workgroup acts fairly and without bias



My workgroup has clear lines of responsibility



My workgroup uses its resources well



	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
My workgroup provides high quality advice and services	Not asked	90 %	89 %	76 %	85 %	100 %
My workgroup acts fairly and without bias	Not asked	86 %	84 %	69 %	80 %	100 %
My workgroup has clear lines of responsibility	80 %	81 %	79 %	59 %	73 %	100 %
My workgroup uses its resources well	Not asked	76 %	75 %	58 %	70 %	91 %

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

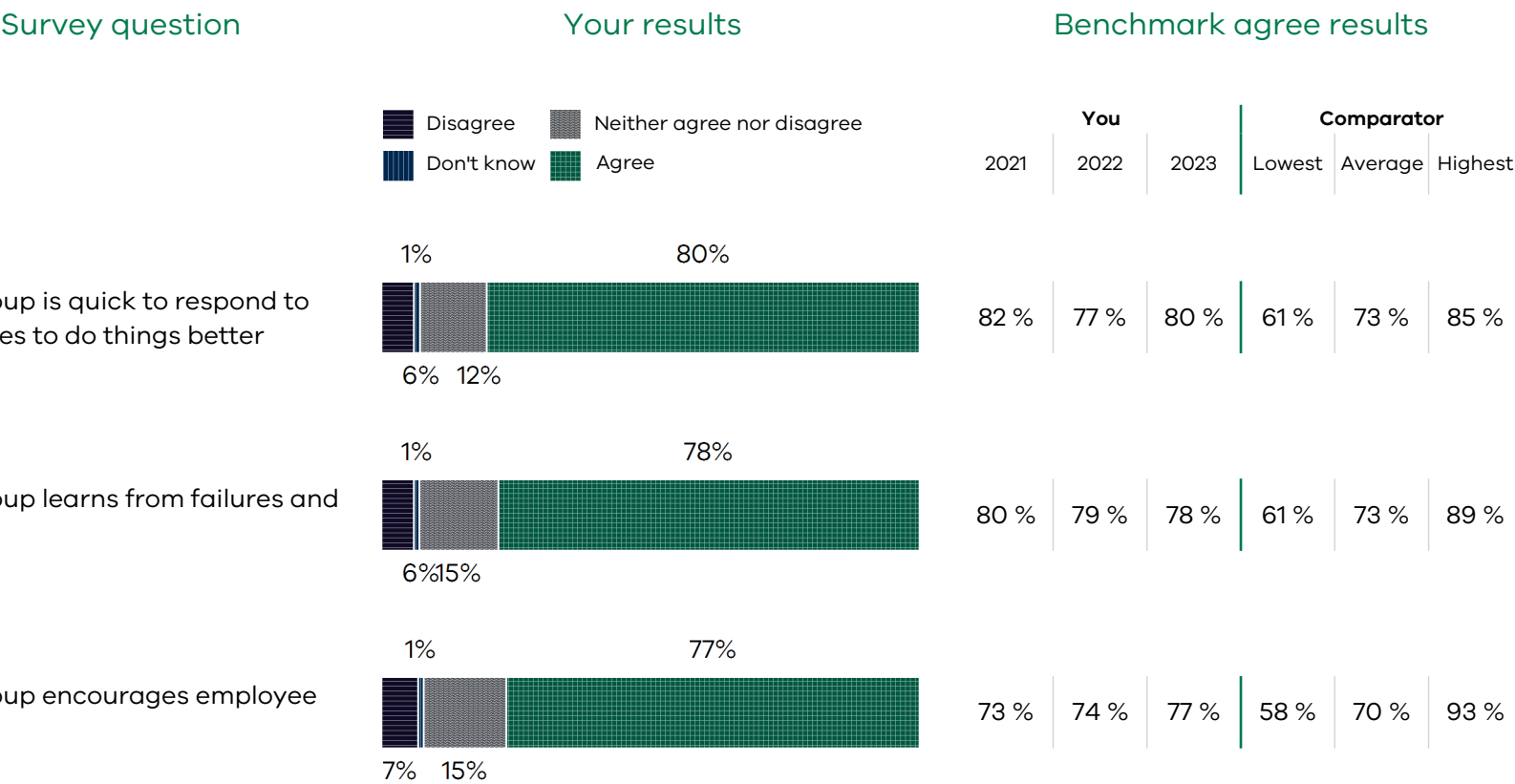
Under 'Your results', see results for each question in descending order by most agreed.

'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

80% of your staff who did the survey agreed or strongly agreed with 'My workgroup is quick to respond to opportunities to do things better'.



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.

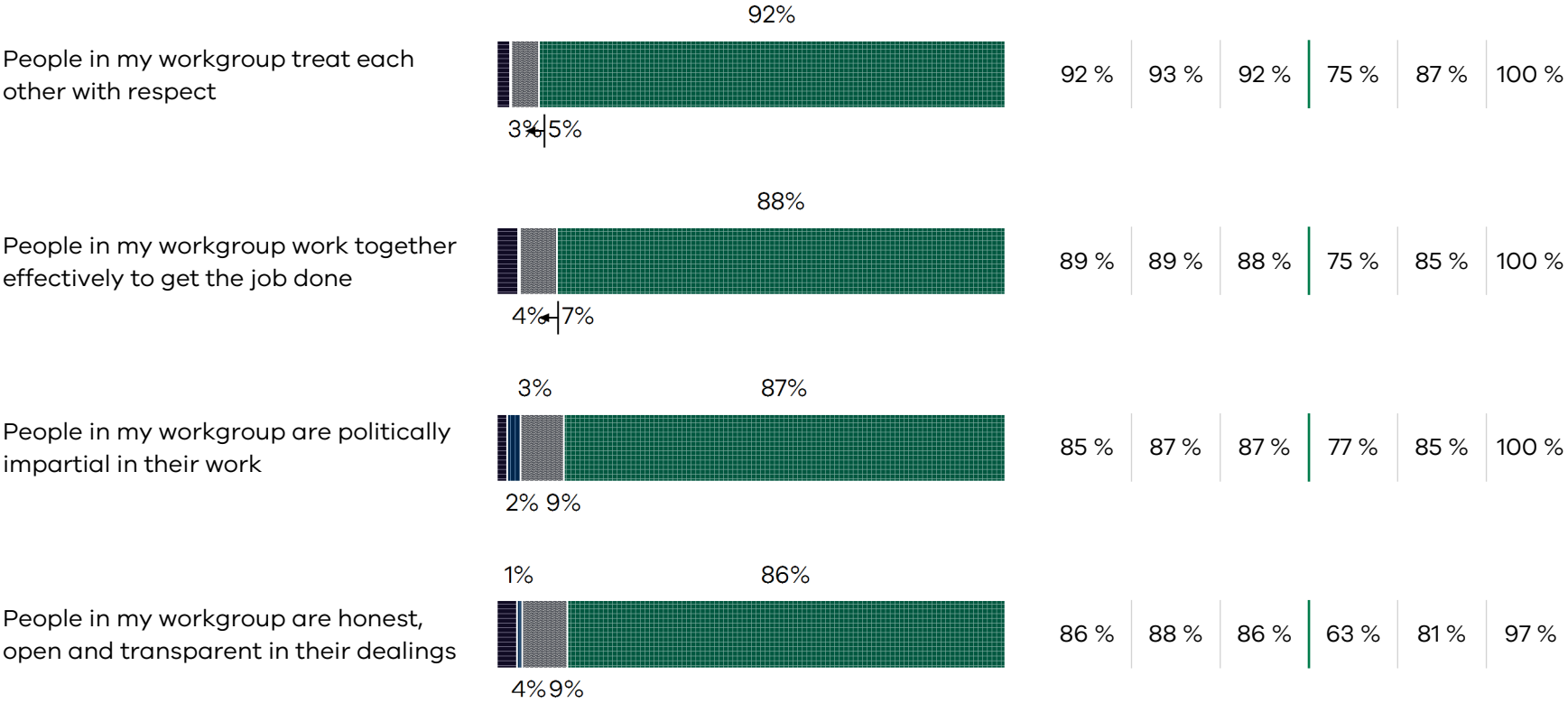
Example

92% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup treat each other with respect'.

Survey question

Your results

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.

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

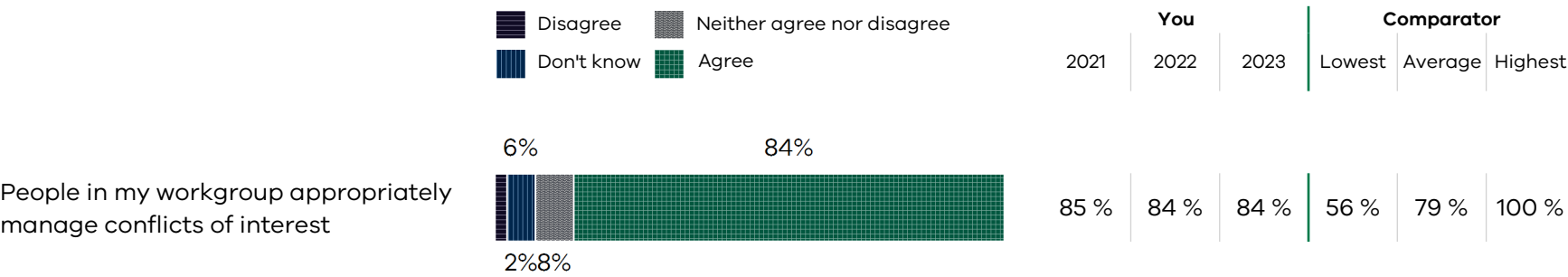
Example

84% of your staff who did the survey agreed or strongly agreed with '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

85% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup are able to bring up problems and tough issues'.

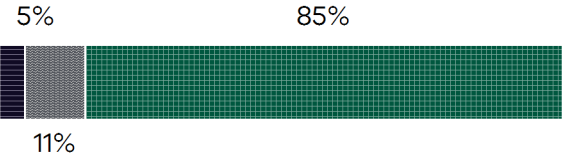
Survey question

Your results

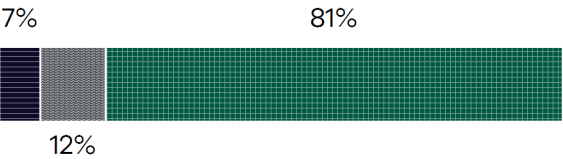
Benchmark agree results



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



I feel safe to challenge inappropriate behaviour at work



You			Comparator		
2021	2022	2023	Lowest	Average	Highest
82 %	84 %	85 %	63 %	76 %	97 %
76 %	81 %	81 %	53 %	71 %	94 %



# People matter survey

2023

Have your say

## OverviewResult summary

Report overview	People outcomes	Key differences	Taking action
<ul style="list-style-type: none"><li>• About your report</li><li>• Privacy and anonymity</li><li>• Survey's theoretical framework</li><li>• Your comparator group</li><li>• Your response rate</li></ul>	<ul style="list-style-type: none"><li>• Scorecard: engagement index</li><li>• Engagement</li><li>• Scorecard: satisfaction, stress, intention to stay, inclusion</li><li>• Satisfaction</li><li>• Work-related stress levels</li><li>• Work-related stress causes</li><li>• Intention to stay</li></ul>	<ul style="list-style-type: none"><li>• Inclusion</li><li>• Scorecard: emotional effects of work</li><li>• Scorecard: negative behaviour</li><li>• Bullying</li><li>• Sexual harassment</li><li>• Discrimination</li><li>• Violence and aggression</li></ul>	<ul style="list-style-type: none"><li>• Highest scoring</li><li>• Lowest scoring</li><li>• Most improved</li><li>• Most declined</li><li>• Biggest positive difference from comparator</li><li>• Biggest negative difference from comparator</li></ul>
			<ul style="list-style-type: none"><li>• Taking action questions</li></ul>

## Detailed results

Senior leadership	Workgroup climate	Job and manager factors	Public sector values	Topical questions	Demographics
<ul style="list-style-type: none"><li>• Senior leadership questions</li></ul> <p><b>Organisational climate</b></p> <ul style="list-style-type: none"><li>• Scorecard</li><li>• Organisational integrity</li><li>• Collaboration</li><li>• Safety climate</li></ul>	<ul style="list-style-type: none"><li>• Scorecard</li><li>• Quality service delivery</li><li>• Innovation</li><li>• Workgroup support</li><li>• Safe to speak up</li></ul>	<ul style="list-style-type: none"><li>• Scorecard</li><li>• Manager leadership</li><li>• Manager support</li><li>• Workload</li><li>• Learning and development</li><li>• Job enrichment</li><li>• Meaningful work</li><li>• Flexible working</li></ul>	<p><b>Public sector values</b></p> <ul style="list-style-type: none"><li>• Scorecard</li><li>• Responsiveness</li><li>• Integrity</li><li>• Impartiality</li><li>• Accountability</li><li>• Respect</li><li>• Leadership</li><li>• Human rights</li></ul>	<ul style="list-style-type: none"><li>• Questions on topical issues, includes additional questions that support the Gender Equality Act 2020</li></ul>	<ul style="list-style-type: none"><li>• Age, gender, variations in sex characteristics and sexual orientation</li><li>• Aboriginal and/or Torres Strait Islander</li><li>• Disability</li><li>• Cultural diversity</li><li>• Employment</li><li>• Adjustments</li><li>• Caring</li></ul>

# 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.

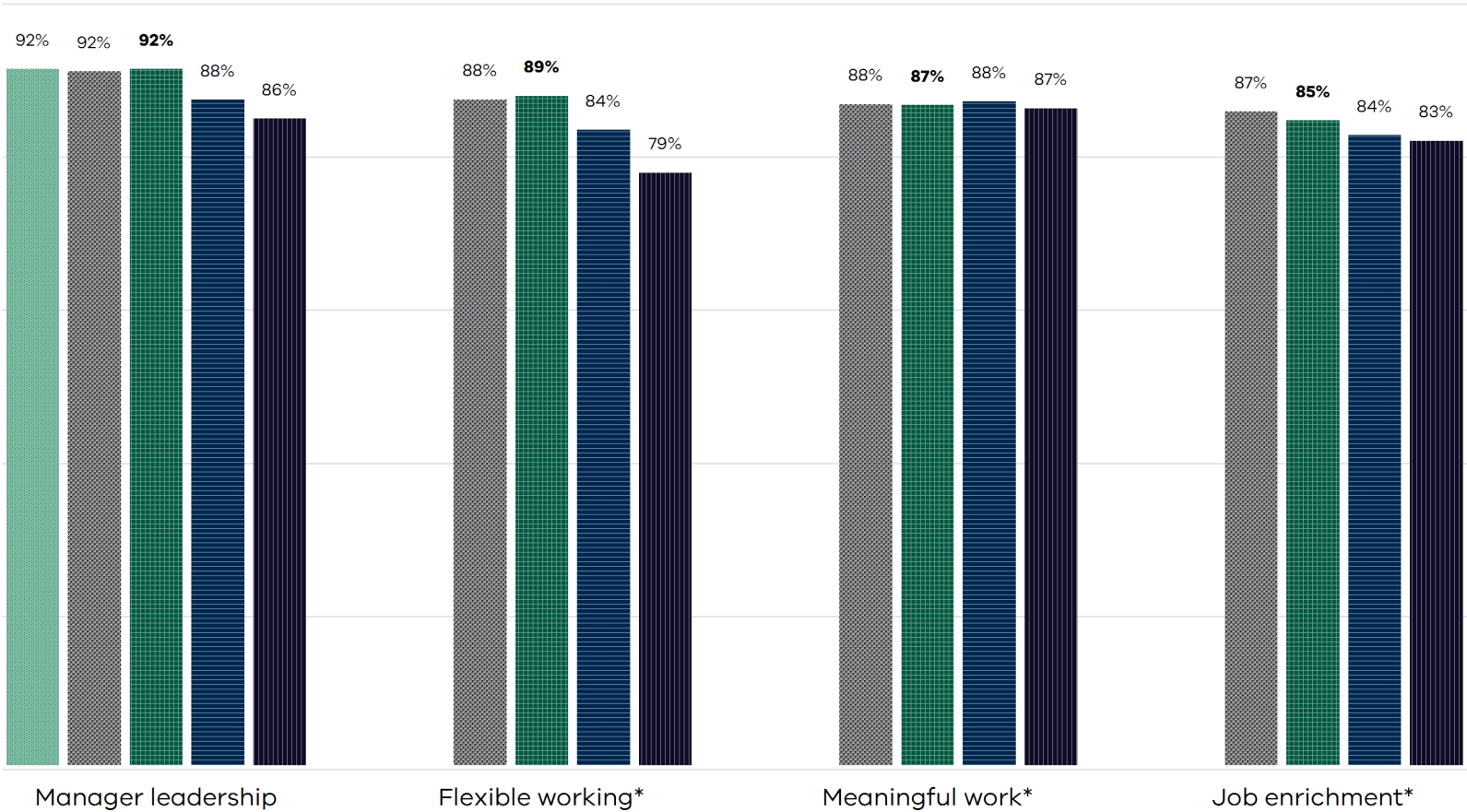
### Example

In 2023:

- 92% of your staff who did the survey responded positively to questions about Manager leadership.

Compared to:

- 88% of staff at your comparator and 86% 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.

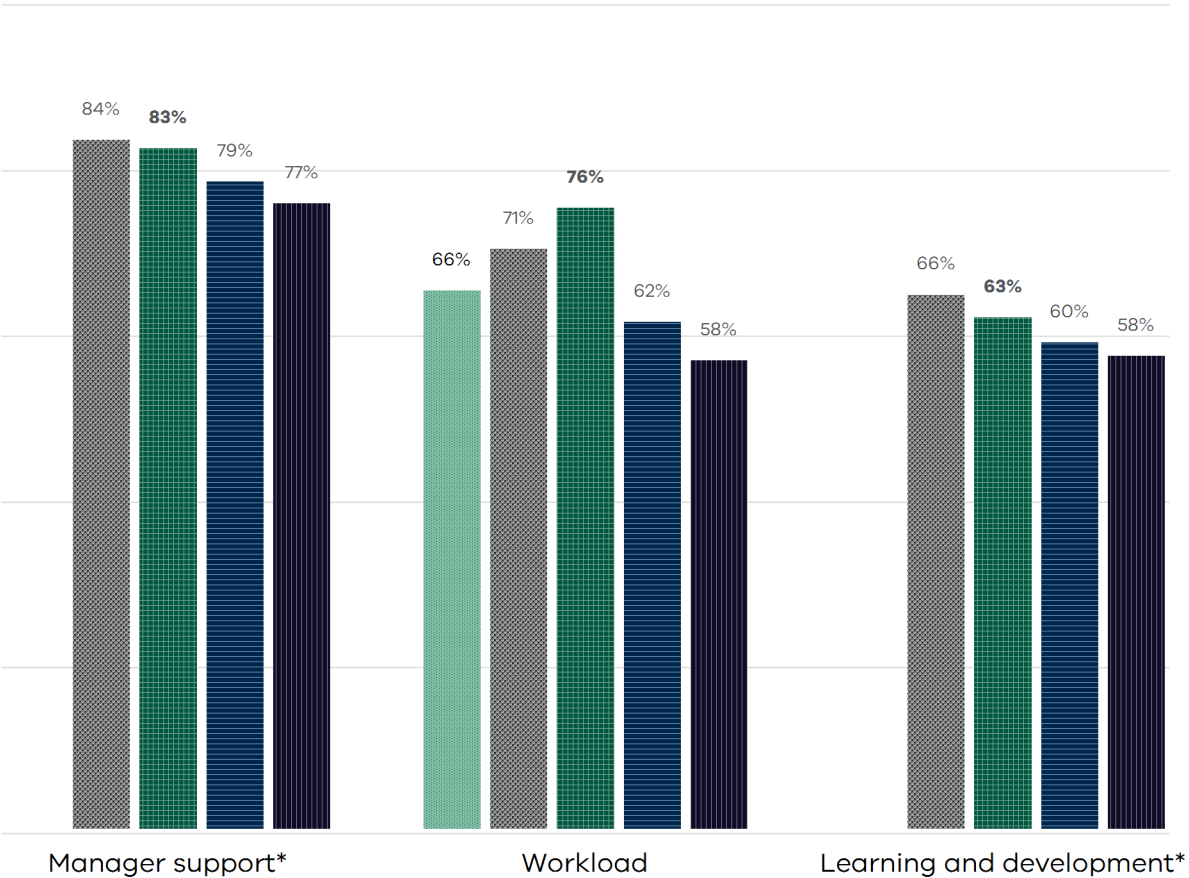
### Example

In 2023:

- 83% of your staff who did the survey responded positively to questions about Manager support.

Compared to:

- 79% of staff at your comparator and 77% 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.

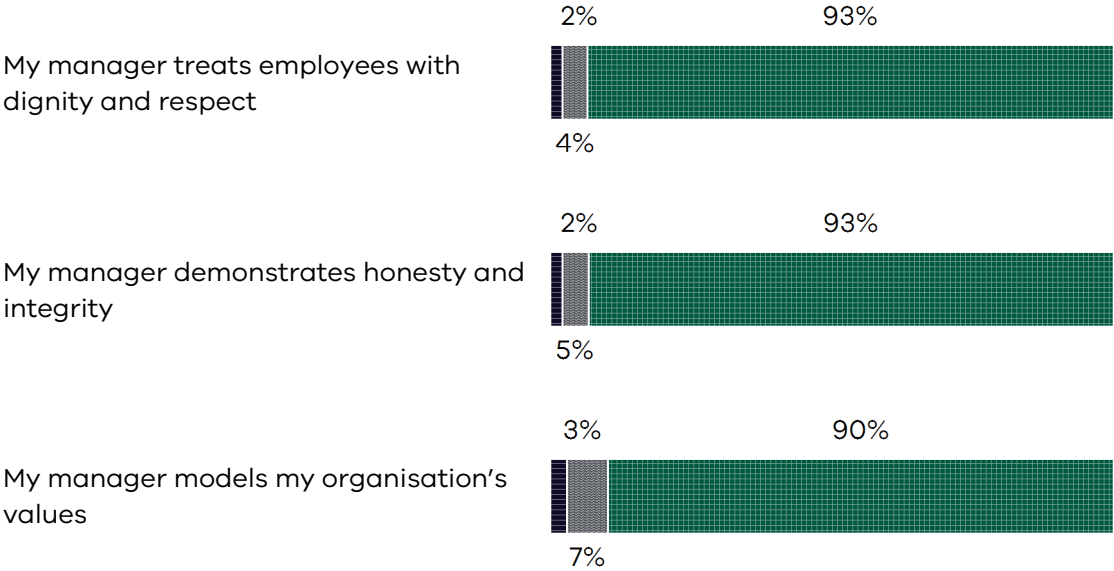
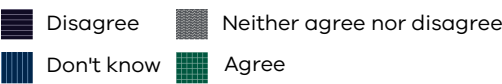
### Example

93% 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



You			Comparator		
2021	2022	2023	Lowest	Average	Highest
93 %	93 %	93 %	75 %	89 %	100 %
94 %	93 %	93 %	75 %	89 %	100 %
90 %	90 %	90 %	75 %	87 %	96 %

# 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.

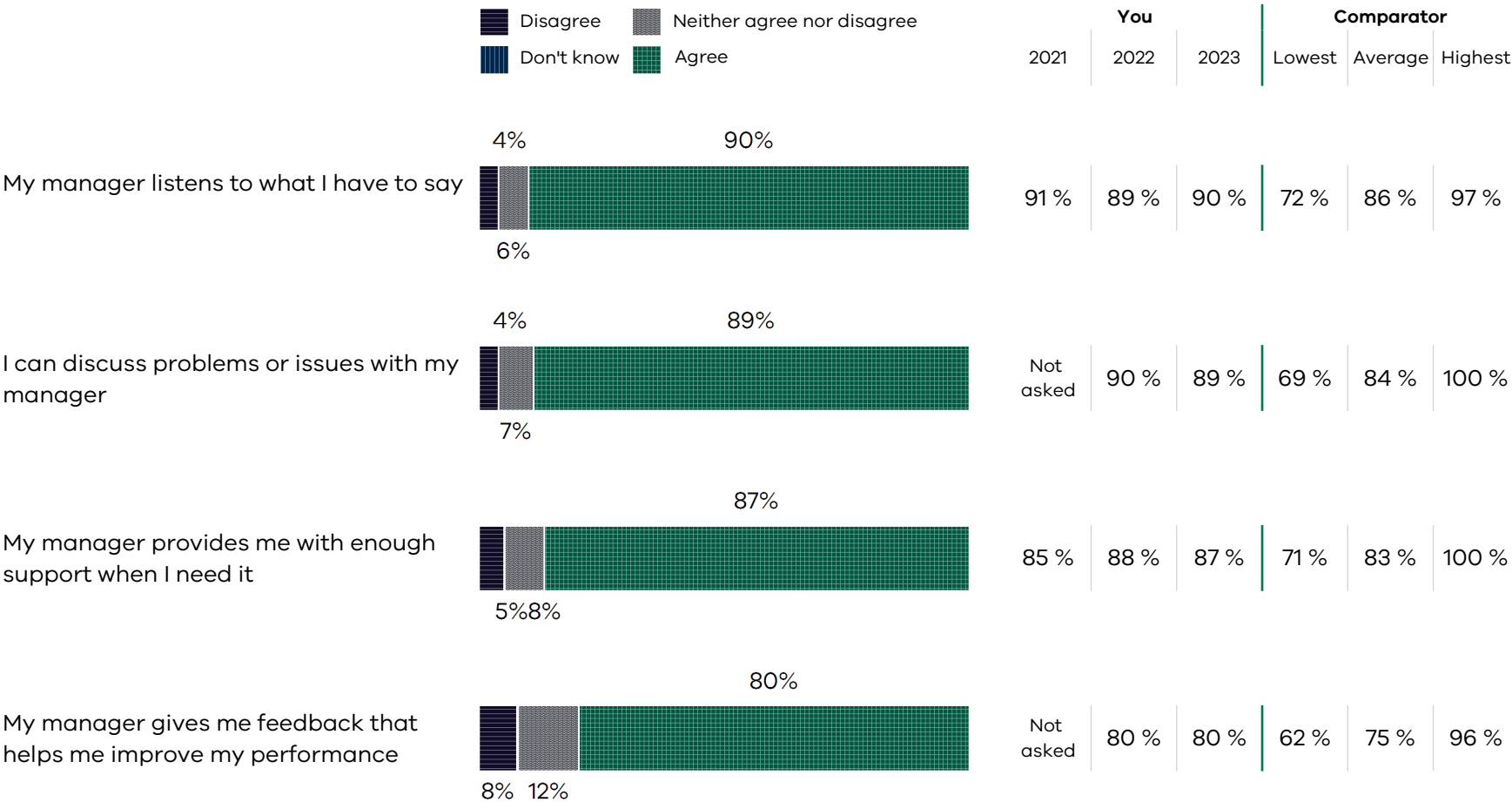
### Example

90% of your staff who did the survey agreed or strongly agreed with 'My manager listens to what I have to say'.

## Survey question

## Your results

## Benchmark agree results



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.

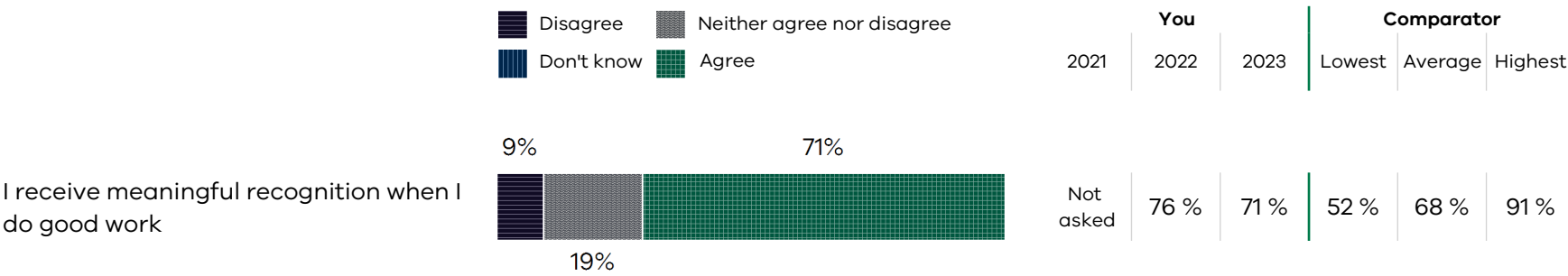
Example

71% 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

76% of your staff who did the survey agreed or strongly agreed with 'I have enough time to do my job effectively'.

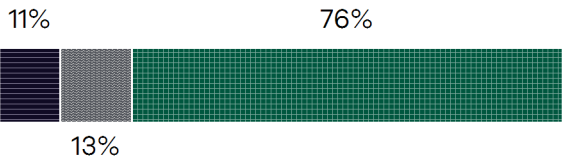
## Survey question

## Your results

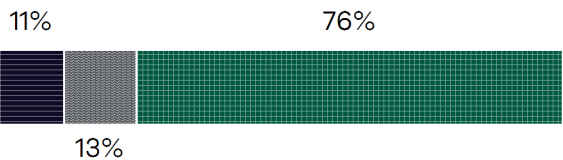
## Benchmark agree results



I have enough time to do my job effectively



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



You			Comparator		
2021	2022	2023	Lowest	Average	Highest
66 %	69 %	76 %	43 %	61 %	81 %
67 %	73 %	76 %	45 %	64 %	96 %



# 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.

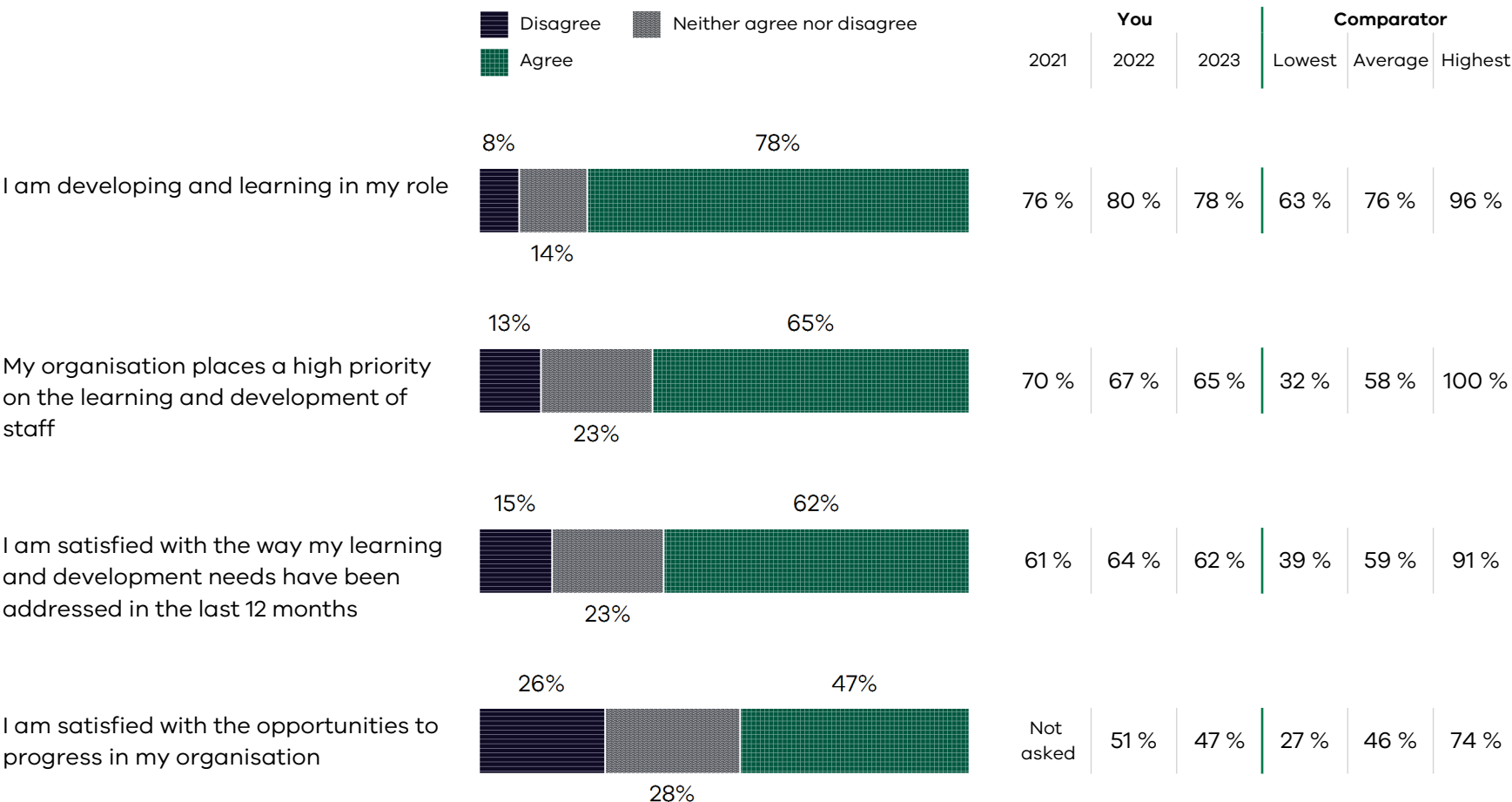
### Example

78% 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.

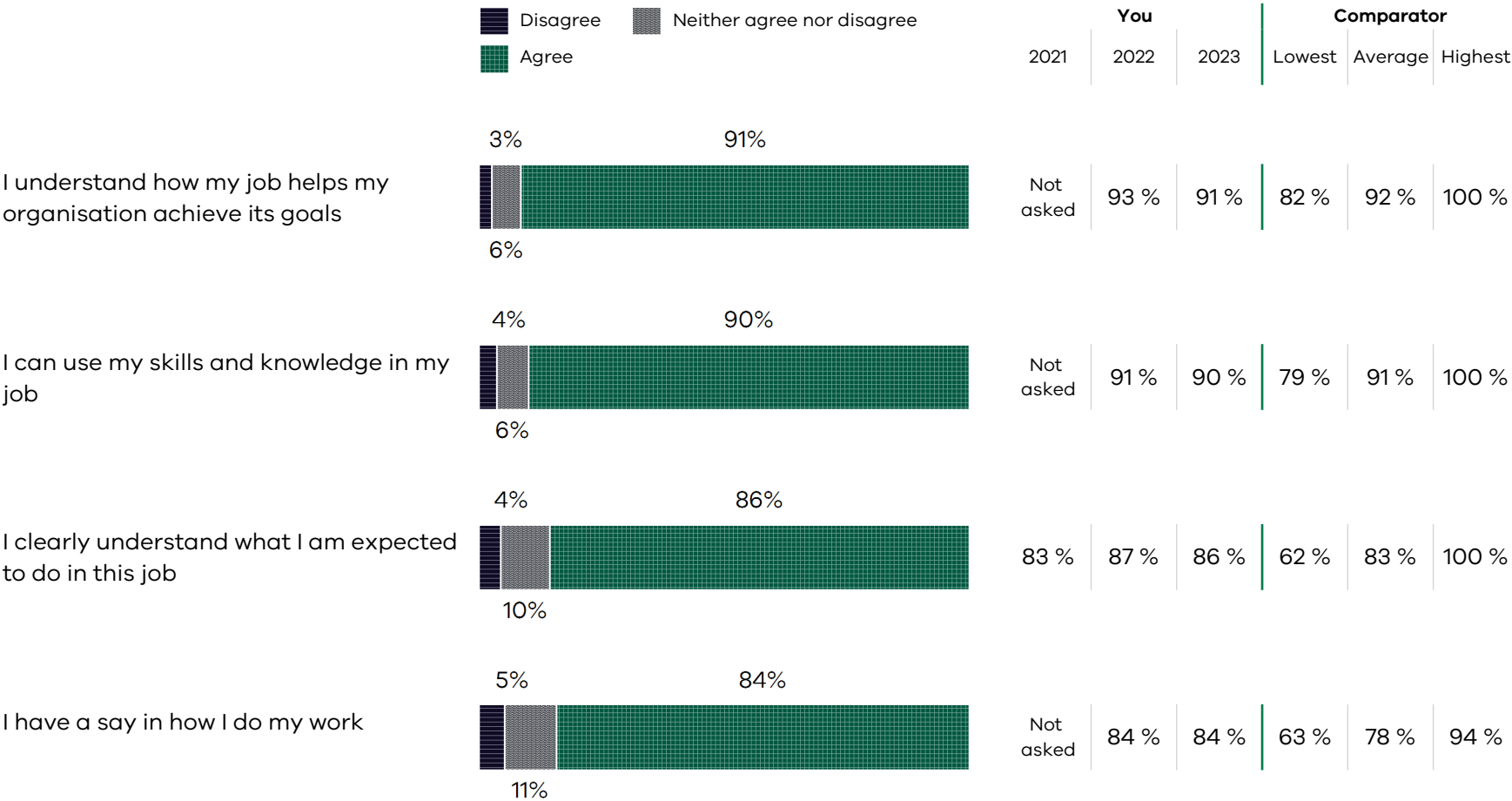
#### Example

91% 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



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.

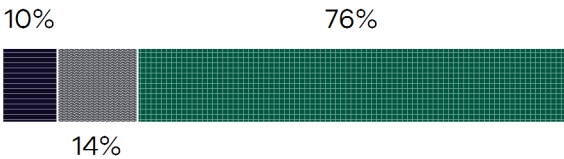
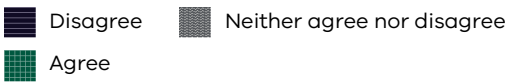
Example

76% of your staff who did the survey agreed or strongly agreed with 'I have the authority to do my job effectively'.

Survey question

I have the authority to do my job effectively

Your results



Benchmark agree results

You			Comparator		
2021	2022	2023	Lowest	Average	Highest
74 %	77 %	76 %	57 %	75 %	100 %

## 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.

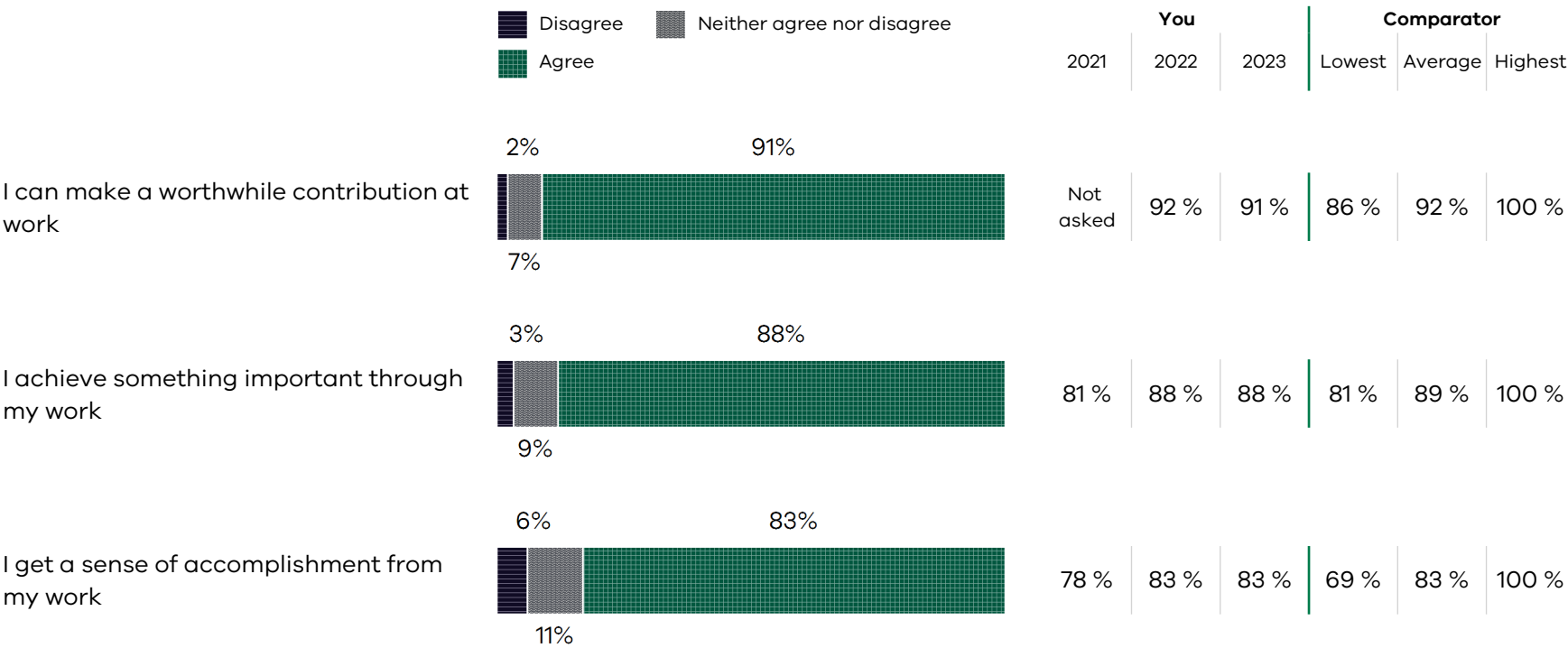
#### Example

91% 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



# 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.

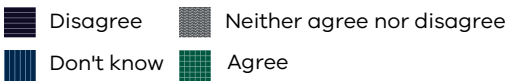
### Example

93% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.

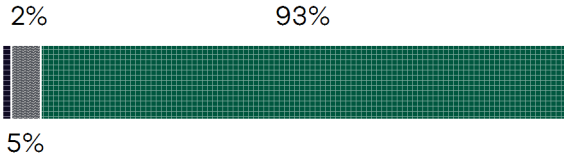
## Survey question

## Your results

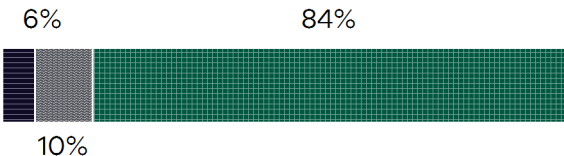
## Benchmark agree results



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	93 %	93 %	77 %	89 %	100 %
I am confident that if I requested a flexible work arrangement, it would be given due consideration	80 %	83 %	84 %	63 %	80 %	98 %

# People matter survey

2023

Have your say

## OverviewResult summary

### Report overview

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

### People outcomes

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

### 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

### 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

### Demographics

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

# Public sector values

## 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.

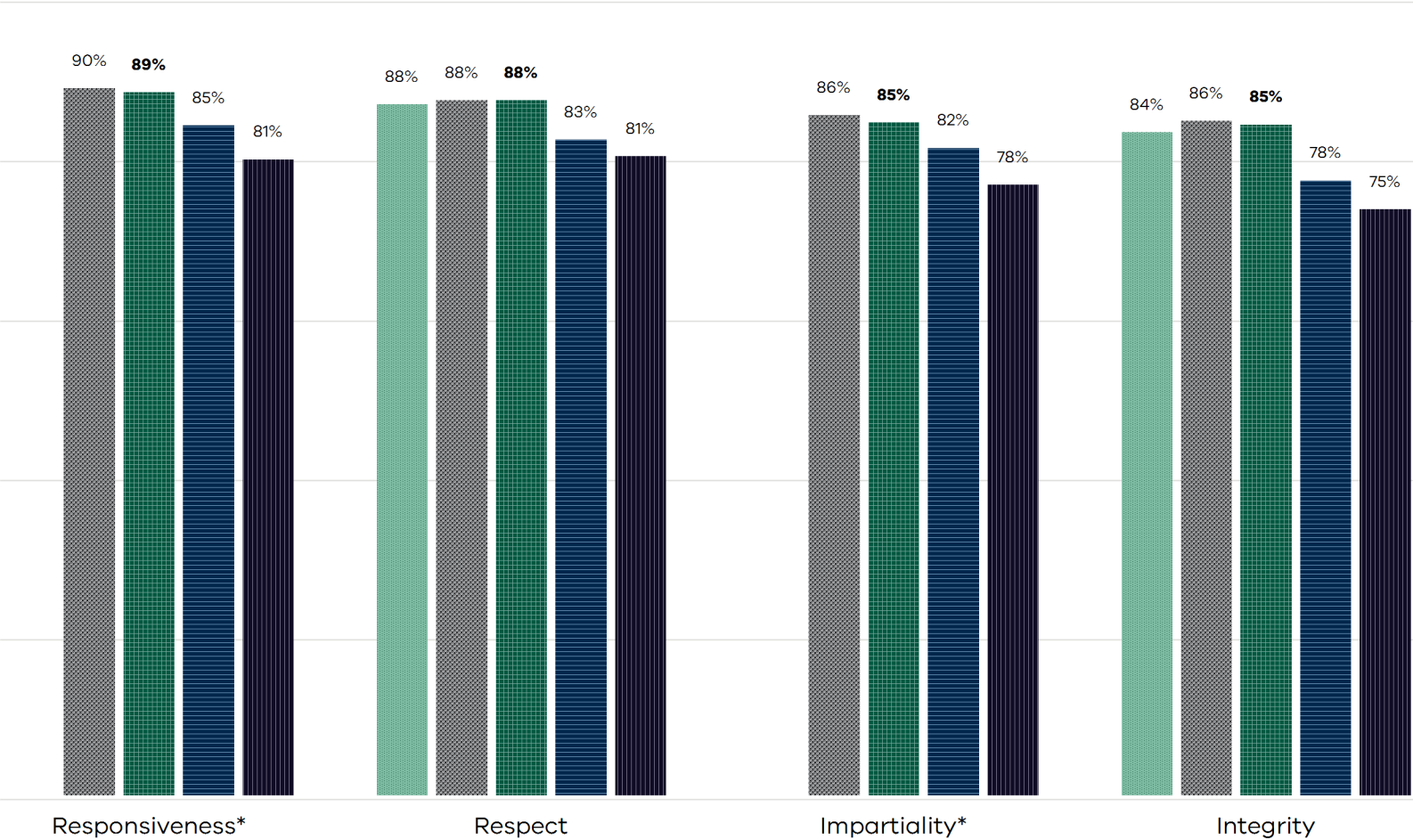
### Example

In 2023:

- 89% of your staff who did the survey responded positively to questions about Responsiveness , which is down 0% in 2022.

Compared to:

- 85% of staff at your comparator and 81% 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

## 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.

### 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.

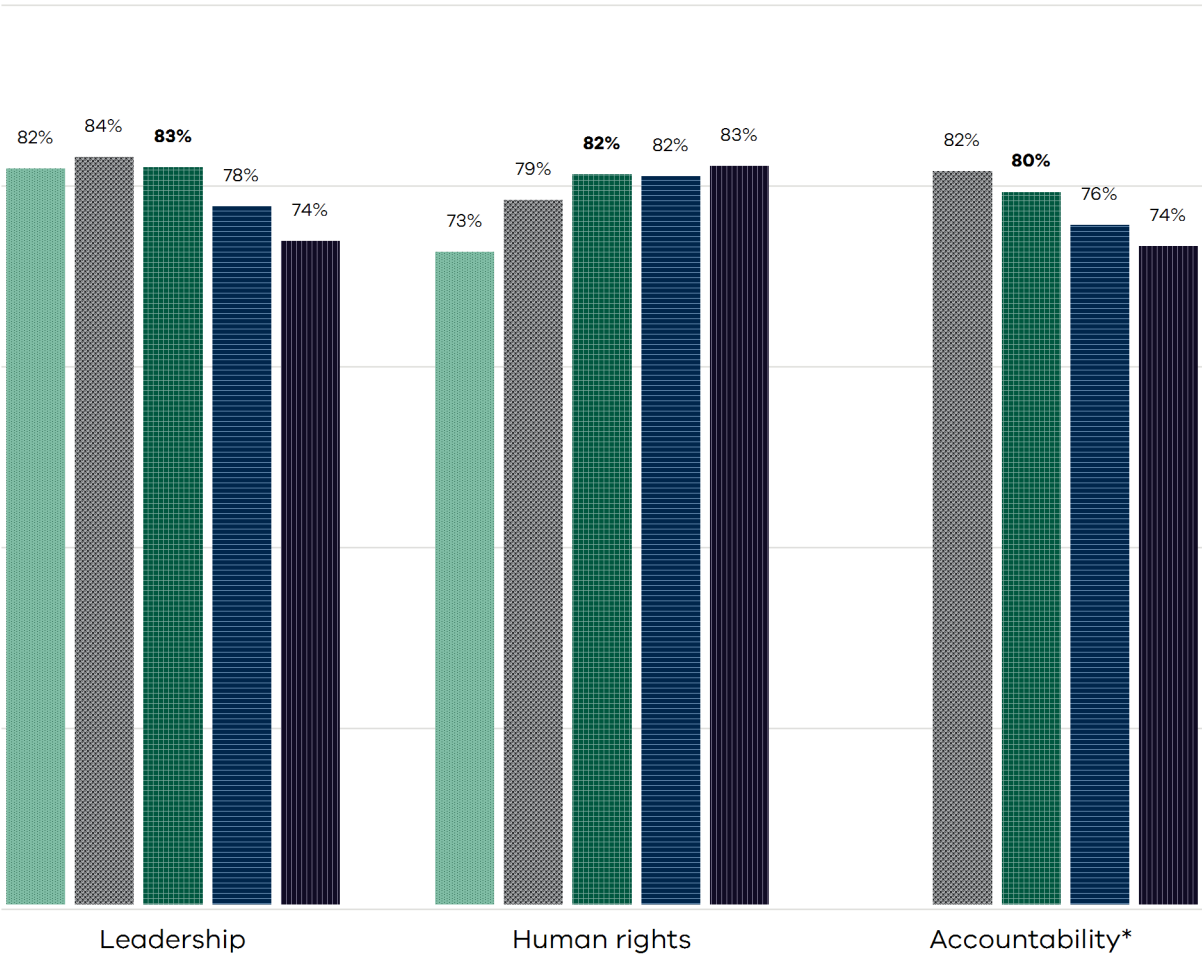
### Example

In 2023:

- 83% of your staff who did the survey responded positively to questions about Leadership , which is down 1% in 2022.

Compared to:

- 78% 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

You2021 You2022 You2023 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

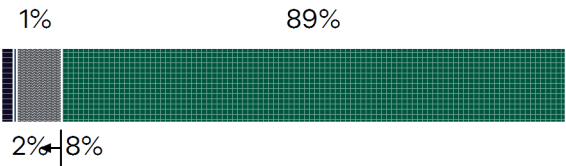
89% of staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

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	90 %	89 %	76 %	85 %	100 %



# 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

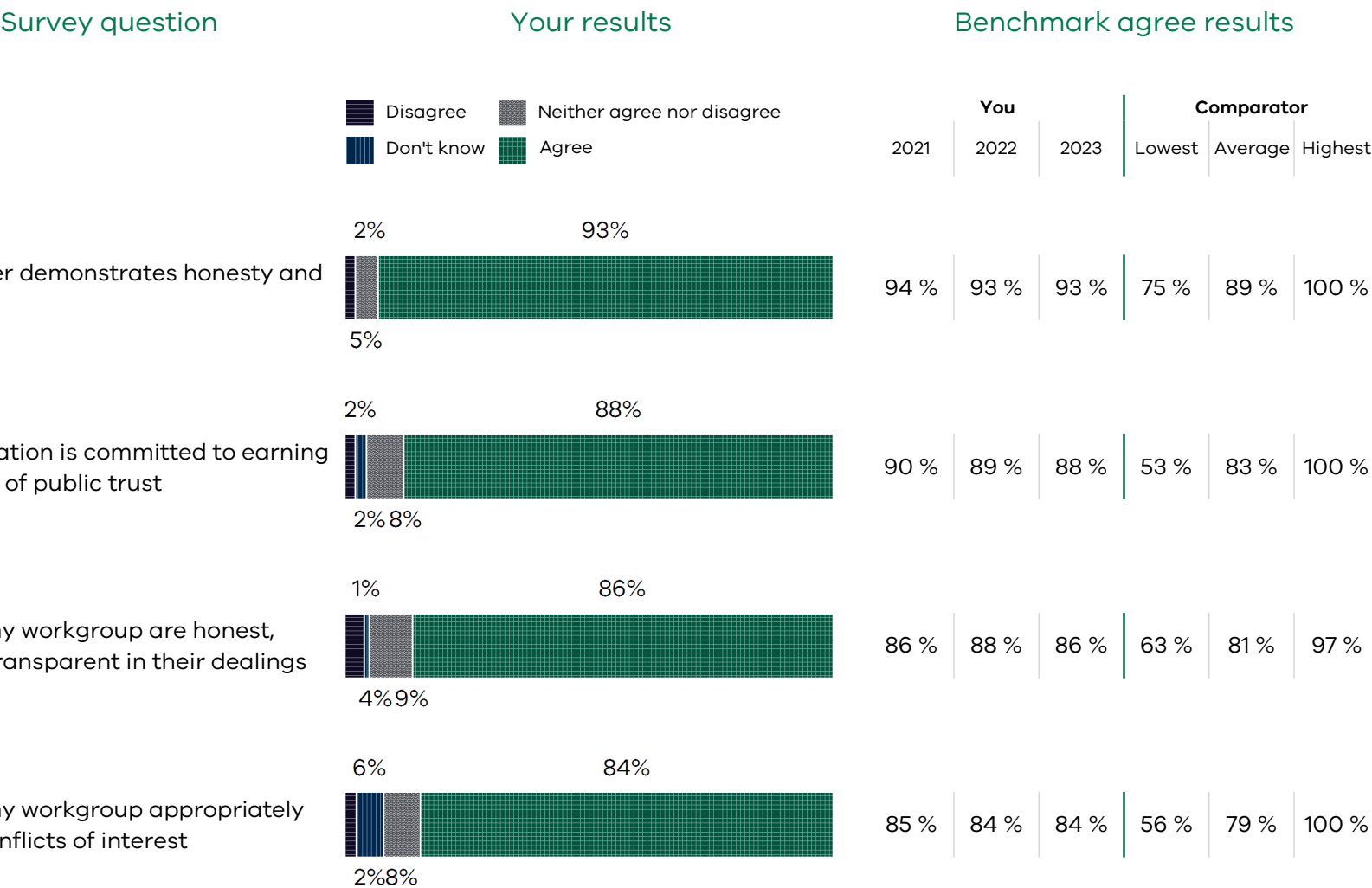
Under 'Your results', see results for each question in descending order by most agreed.

'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

93% 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.

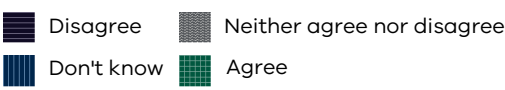
### Example

84% of staff who did the survey agreed or strongly agreed with 'My organisation does not tolerate improper conduct'.

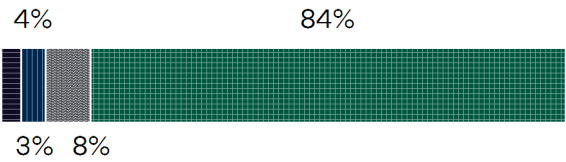
## Survey question

## Your results

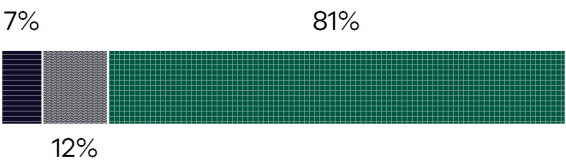
## Benchmark agree results



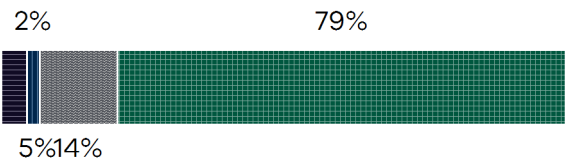
My organisation does not tolerate improper conduct



I feel safe to challenge inappropriate behaviour at work



Senior leaders demonstrate honesty and integrity



2021	You		2023	Comparator		
	2022			Lowest	Average	Highest
	81 %	82 %	84 %	48 %	72 %	94 %
	76 %	81 %	81 %	53 %	71 %	94 %
	79 %	82 %	79 %	39 %	72 %	100 %

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

87% of staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.

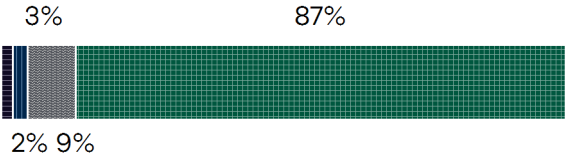
Survey question

Your results

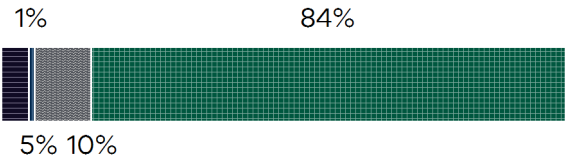
Benchmark agree results



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
85 %	87 %	87 %	77 %	85 %	100 %
Not asked	86 %	84 %	69 %	80 %	100 %

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.

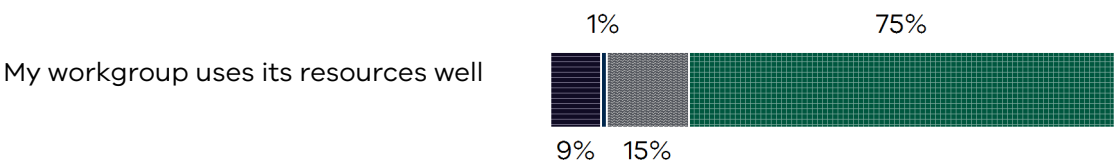
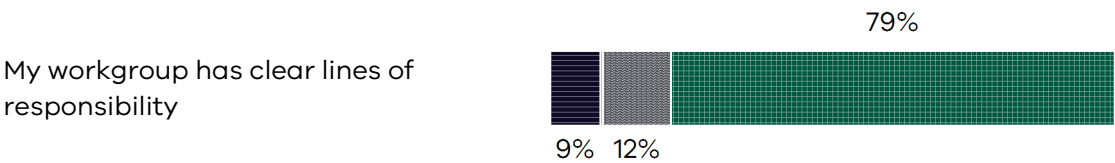
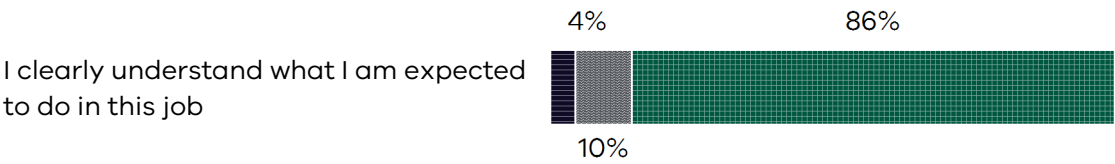
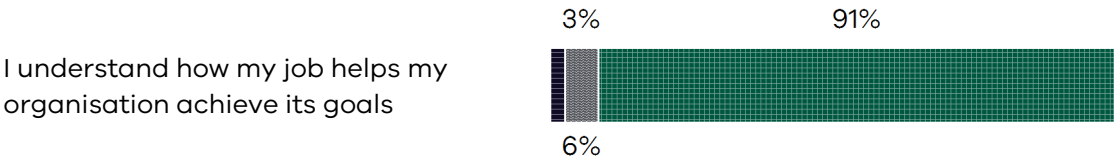
Example

91% of 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	93 %	91 %	82 %	92 %	100 %
83 %	87 %	86 %	62 %	83 %	100 %
80 %	81 %	79 %	59 %	73 %	100 %
Not asked	76 %	75 %	58 %	70 %	91 %

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.

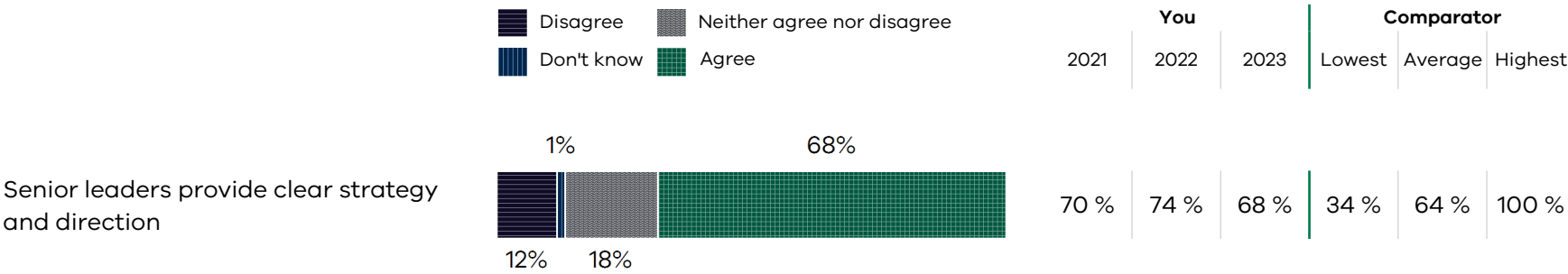
Example

68% 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

93% of staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

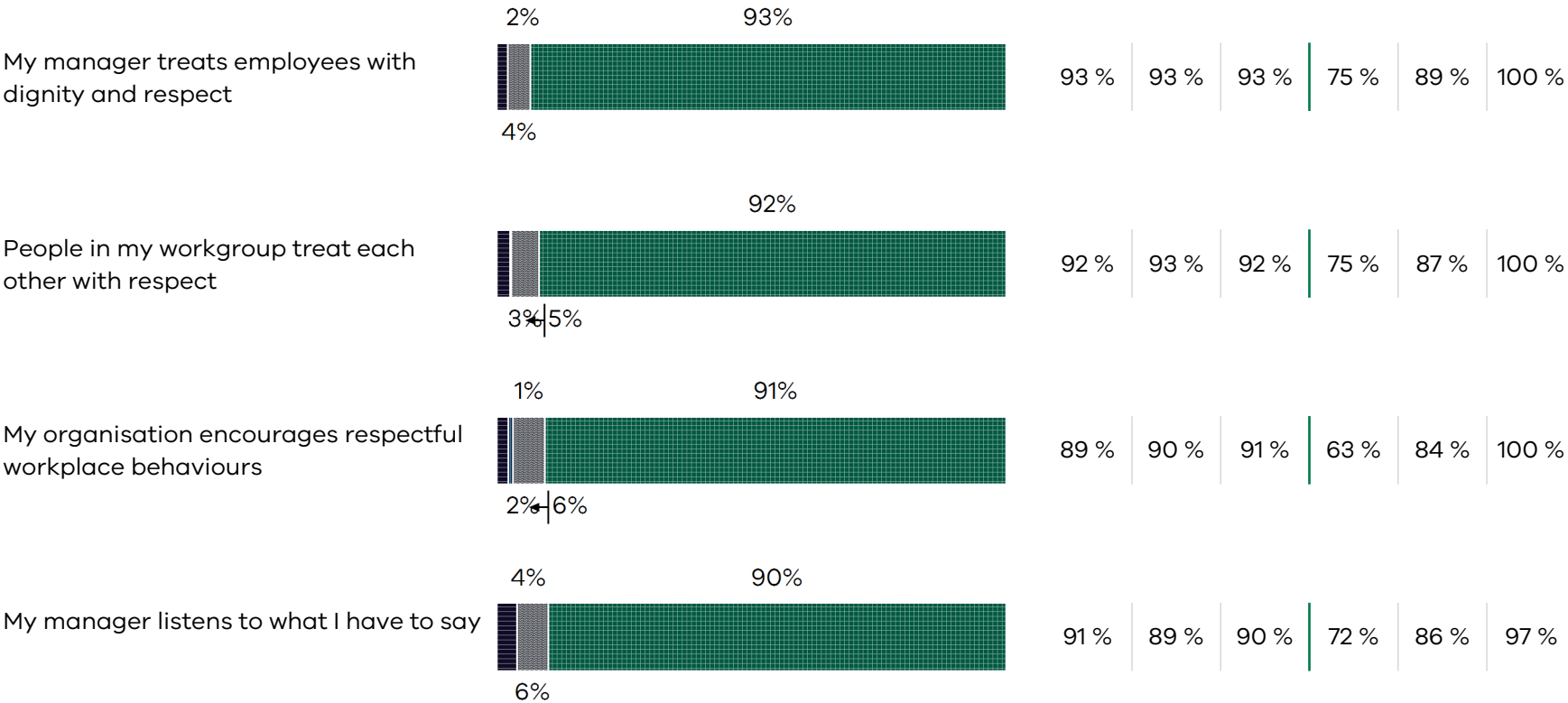
## Survey question

## Your results

## Benchmark agree results



2021	You		2023	Comparator		
	2022			Lowest	Average	Highest



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.

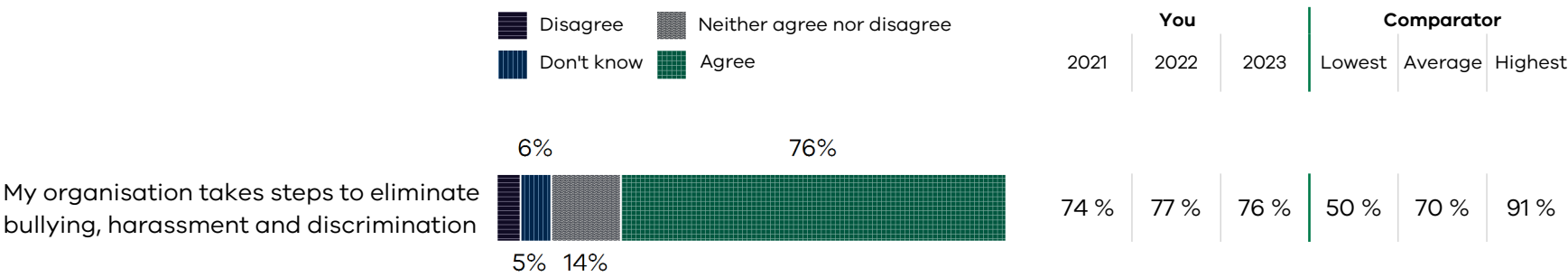
Example

76% 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

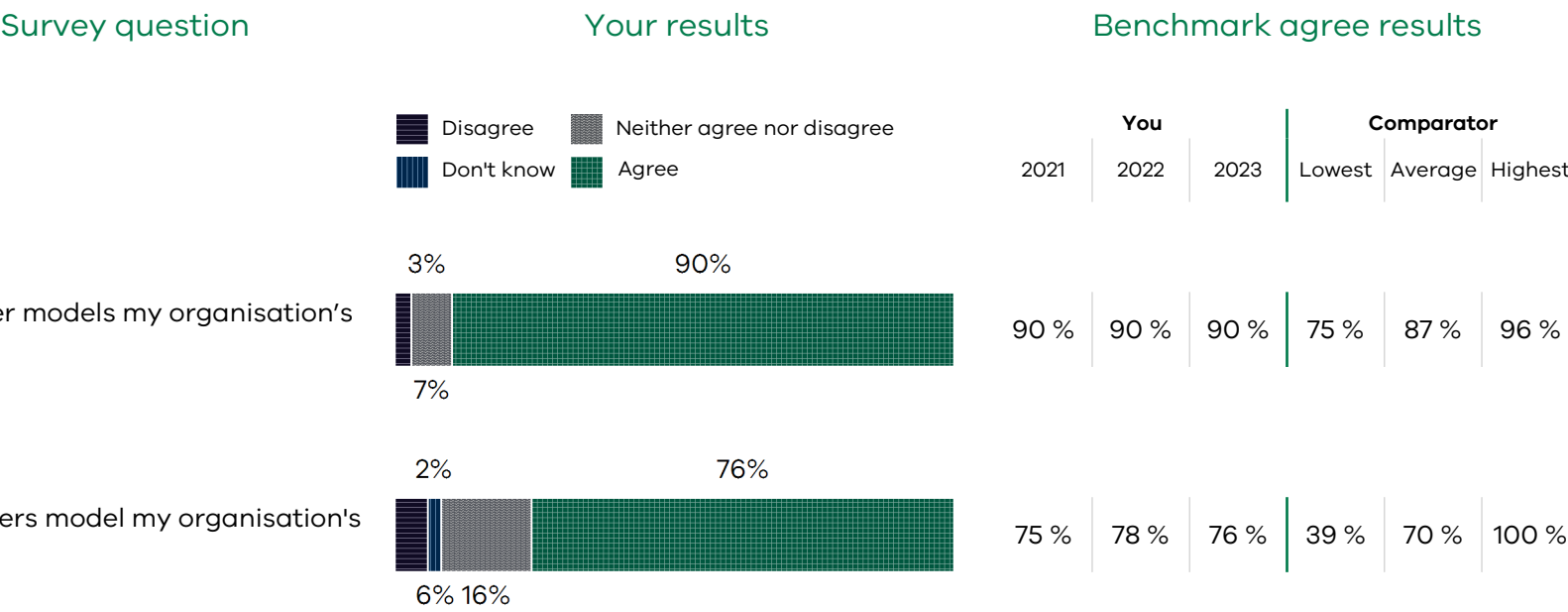
Under 'Your results', see results for each question in descending order by most agreed.

'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

90% of staff who did the survey agreed or strongly agreed with 'My manager models my organisation's values'.



Public sector values

Human rights

What this is

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

Why this is important

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

How to read this

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

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

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

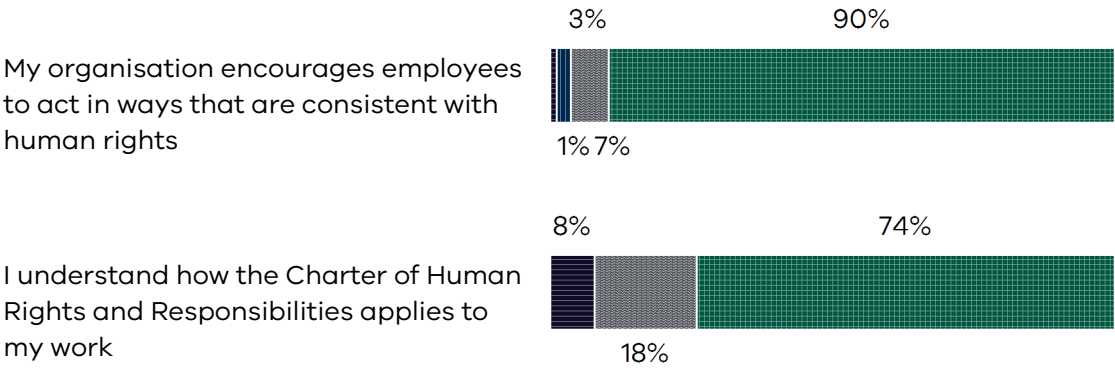
Example

90% of staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.

Survey question

Your results

Benchmark agree results



You			Comparator		
2021	2022	2023	Lowest	Average	Highest
83 %	86 %	90 %	63 %	85 %	100 %
63 %	72 %	74 %	63 %	79 %	95 %

# 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
- 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

### 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

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.

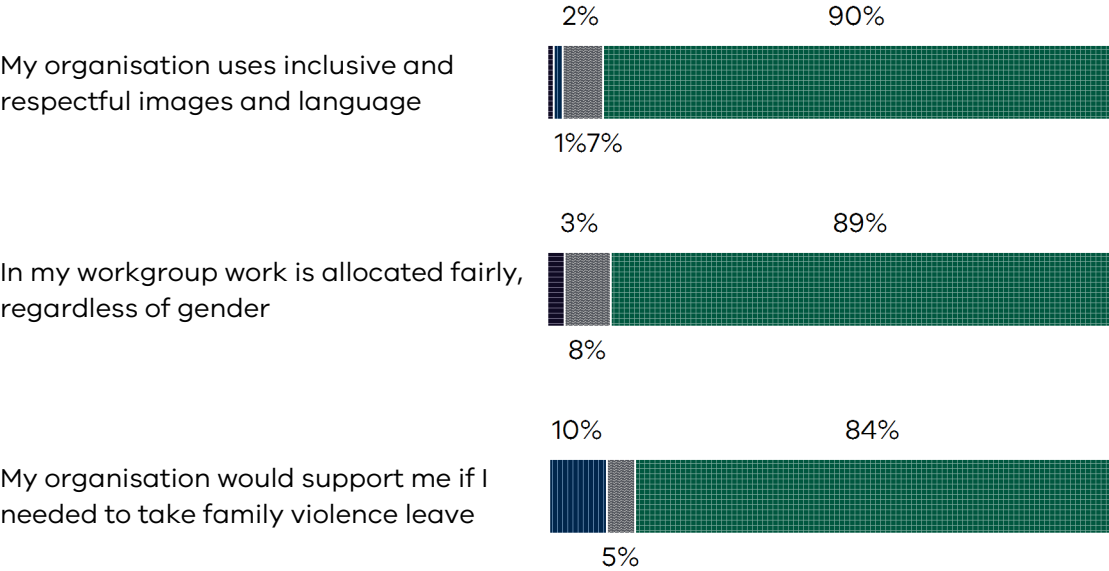
Example

90% of your staff who did the survey agreed or strongly agreed with 'My organisation uses inclusive and respectful images and language'.

Survey question

Your results

Benchmark agree results



You			Comparator		
2021	2022	2023	Lowest	Average	Highest
88 %	Not asked	90 %	63 %	86 %	100 %
88 %	Not asked	89 %	75 %	85 %	100 %
78 %	Not asked	84 %	63 %	83 %	100 %

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

91% 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'.

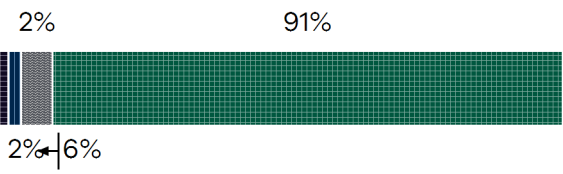
Survey question

Your results

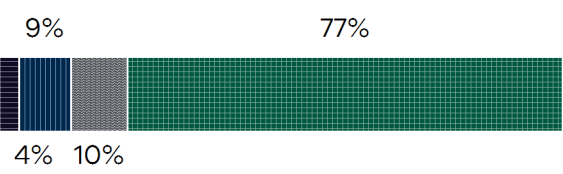
Benchmark agree results



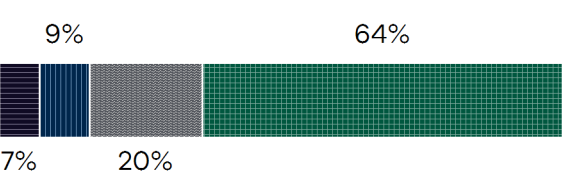
I understand how the Code of Conduct for Victorian public sector employees applies to my work



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



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	91 %	78 %	91 %	100 %
Not asked	Not asked	77 %	38 %	70 %	95 %
Not asked	Not asked	64 %	44 %	59 %	88 %

# People matter survey

2023

Have your say

Overview		Result summary		
<b>Report overview</b> <ul style="list-style-type: none"><li>• About your report</li><li>• Privacy and anonymity</li><li>• Survey's theoretical framework</li><li>• Your comparator group</li><li>• Your response rate</li></ul>	<b>People outcomes</b> <ul style="list-style-type: none"><li>• Scorecard: engagement index</li><li>• Engagement</li><li>• Scorecard: satisfaction, stress, intention to stay, inclusion</li><li>• Satisfaction</li><li>• Work-related stress levels</li><li>• Work-related stress causes</li><li>• Intention to stay</li></ul>	<b>Key differences</b> <ul style="list-style-type: none"><li>• Inclusion</li><li>• Scorecard: emotional effects of work</li><li>• Scorecard: negative behaviour</li><li>• Bullying</li><li>• Sexual harassment</li><li>• Discrimination</li><li>• Violence and aggression</li></ul>	<b>Taking action</b> <ul style="list-style-type: none"><li>• Taking action questions</li></ul>	

Detailed results					
<b>Senior leadership</b> <ul style="list-style-type: none"><li>• Senior leadership questions</li></ul> <b>Organisational climate</b> <ul style="list-style-type: none"><li>• Scorecard</li><li>• Organisational integrity</li><li>• Collaboration</li><li>• Safety climate</li></ul>	<b>Workgroup climate</b> <ul style="list-style-type: none"><li>• Scorecard</li><li>• Quality service delivery</li><li>• Innovation</li><li>• Workgroup support</li><li>• Safe to speak up</li></ul>	<b>Job and manager factors</b> <ul style="list-style-type: none"><li>• Scorecard</li><li>• Manager leadership</li><li>• Manager support</li><li>• Workload</li><li>• Learning and development</li><li>• Job enrichment</li><li>• Meaningful work</li><li>• Flexible working</li></ul>	<b>Public sector values</b> <ul style="list-style-type: none"><li>• Scorecard</li><li>• Responsiveness</li><li>• Integrity</li><li>• Impartiality</li><li>• Accountability</li><li>• Respect</li><li>• Leadership</li><li>• Human rights</li></ul>	<b>Topical questions</b> <ul style="list-style-type: none"><li>• Questions on topical issues, includes additional questions that support the Gender Equality Act 2020</li></ul>	<b>Demographics</b> <ul style="list-style-type: none"><li>• Age, gender, variations in sex characteristics and sexual orientation</li><li>• Aboriginal and/or Torres Strait Islander</li><li>• Disability</li><li>• Cultural diversity</li><li>• Employment</li><li>• Adjustments</li><li>• Caring</li></ul>

## 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	491	32%
35-54 years	800	52%
55+ years	121	8%
Prefer not to say	136	9%

How would you describe your gender?	(n)	%
Man	770	50%
Woman	629	41%
Prefer not to say	137	9%
Non-binary and I use a different term	12	1%

Are you trans, non-binary or gender diverse?	(n)	%
Yes	12	1%
No	1418	92%
Prefer not to say	118	8%

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

	(n)	%
Yes	2	0%
No	1392	90%
Don't know	35	2%
Prefer not to say	119	8%

How do you describe your sexual orientation?

	(n)	%
Straight (heterosexual)	1125	73%
Prefer not to say	237	15%
Gay or lesbian	53	3%
Bisexual	45	3%
Asexual	41	3%
Don't know	21	1%
Pansexual	13	1%
I use a different term	13	1%



## 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	6	0%
Non Aboriginal and/or Torres Strait Islander	1454	94%
Prefer not to say	88	6%

## 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
- 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.

#### Do you identify as a person with a disability?

	(n)	%
Yes	63	4%
No	1381	89%
Prefer not to say	104	7%

#### If so, have you shared your disability information within your organisation (e.g. to your manager or Human Resources staff)?

	(n)	%
Yes	29	46%
No	31	49%
Prefer not to say	3	5%

#### If not, which statement most accurately reflects your decision not to share your disability information within your organisation?

	(n)	%
I do not require any adjustments to be made to perform my role	13	42%
I feel that sharing my disability information will reflect negatively on me	7	23%
Other	7	23%
My disability does not impact on my ability to perform my role	4	13%

## 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

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.

Country of birth	(n)	%
Born in Australia	964	62%
Not born in Australia	399	26%
Prefer not to say	185	12%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Other	112	28%
Mandarin	66	16%
Cantonese	44	11%
Hindi	43	11%
Arabic	30	7%
Italian	21	5%
Vietnamese	21	5%
Spanish	20	5%
Tamil	20	5%
Greek	19	5%
Urdu	19	5%
Sinhalese	17	4%

Language other than English spoken with family or community	(n)	%
Yes	407	26%
No	980	63%
Prefer not to say	161	10%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Punjabi	14	3%
Gujarati	10	2%
Malayalam	9	2%
Telugu	7	2%
Filipino	6	1%
Persian (excluding Dari)	5	1%
Tagalog	5	1%
Macedonian	3	1%
Turkish	3	1%
Auslan	1	0%

## 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:

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

Cultural identity	(n)	%
Australian	951	61%
Prefer not to say	186	12%
East and/or South-East Asian	151	10%
English, Irish, Scottish and/or Welsh	139	9%
European (including Western, Eastern and South-Eastern Europe, and Scandinavia)	137	9%
South Asian	76	5%
Other	57	4%
Middle Eastern	33	2%
New Zealander	30	2%
Central Asian	21	1%
African	15	1%
Central and/or South American	10	1%
North American	8	1%
Aboriginal and/or Torres Strait Islander	7	0%
Pacific Islander	3	0%
Maori	2	0%

Religion	(n)	%
No religion	781	50%
Christianity	365	24%
Prefer not to say	208	13%
Hinduism	51	3%
Islam	46	3%
Buddhism	44	3%
Other	34	2%
Judaism	14	1%
Sikhism	5	0%

## 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:

- 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.

Working arrangement	(n)	%
Full-Time	1450	94%
Part-Time	98	6%

Gross base salary (ongoing/fixed term only)	(n)	%
Prefer not to say	220	15%
Below \$80k	173	12%
\$80k to \$120k	438	29%
\$120k to \$160k	254	17%
\$160k to \$200k	192	13%
\$200k or more	214	14%

Organisational tenure	(n)	%
<1 year	407	26%
1 to less than 2 years	318	21%
2 to less than 5 years	537	35%
5 to less than 10 years	237	15%
10 to less than 20 years	35	2%
More than 20 years	14	1%

Management responsibility	(n)	%
Non-manager	918	59%
Other manager	325	21%
Manager of other manager(s)	305	20%

Employment type	(n)	%
Fixed term	999	65%
Ongoing and executive	492	32%
Other	57	4%

## 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

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.

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

	(n)	%
Melbourne CBD	1118	72%
Melbourne: Suburbs	337	22%
Large regional city	46	3%
Rural	36	2%
Other	11	1%

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

	(n)	%
Your employer's office	1347	87%
A frontline or service delivery location	144	9%
Home or private location	907	59%
A shared office space (where two or more organisations share the same workspace e.g. Gov hubs, suburban hubs etc.)	97	6%
Other	37	2%

#### Flexible work

	(n)	%
Working from an alternative location (e.g. home, hub/shared work space)	1084	70%
Flexible start and finish times	396	26%
No, I do not use any flexible work arrangements	284	18%
Part-time	90	6%
Using leave to work flexible hours	76	5%
Working more hours over fewer days	54	3%
Purchased leave	45	3%
Study leave	24	2%
Other	15	1%
Job sharing	4	0%
Shift swap	3	0%

## 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

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

	(n)	%
No, I have not requested adjustments	1018	66%
Flexible working arrangements	485	31%
Physical modifications or improvements to the workplace	60	4%
Career development support strategies	17	1%
Other	10	1%
Job redesign or role sharing	6	0%
Accessible communications technologies	6	0%

### Why did you make this request?

	(n)	%
Work-life balance	327	62%
Family responsibilities	154	29%
Caring responsibilities	128	24%
Health	94	18%
Other	42	8%
Study commitments	32	6%
Disability	14	3%

### What was your experience with making the request?

	(n)	%
The adjustments I needed were made and the process was satisfactory	451	85%
The adjustments I needed were made but the process was unsatisfactory	48	9%
The adjustments I needed were not made	31	6%



## 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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- 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.

Caring responsibility	(n)	%
None of the above	643	42%
Primary school aged child(ren)	316	20%
Secondary school aged child(ren)	216	14%
Child(ren) - younger than preschool age	182	12%
Prefer not to say	156	10%
Preschool aged child(ren)	119	8%
Frail or aged person(s)	118	8%
Person(s) with a medical condition	51	3%
Person(s) with disability	30	2%
Other	30	2%
Person(s) with a mental illness	25	2%



**Victorian  
Public Sector  
Commission**



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