

A photograph of two women in a brightly lit room with colorful decorations. One woman, with long dark hair in a ponytail and glasses on her head, is seen from the back. The other woman, with long brown hair, is smiling and looking towards the first woman. The background is filled with colorful paper decorations and streamers.

**People Matter Survey**

**2024**

**Have your say**

# People matter survey

2024

Have your say

## Overview

## Result summary

**Report overview**

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

People outcomes	Key differences	Taking action
<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><li>• Satisfaction with complaint processes</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 your comparator</li><li>• Biggest negative difference from your 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>	<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 including understanding the charter of human right and providing frank and impartial advice</li></ul> <p><b>Custom questions</b></p> <ul style="list-style-type: none"><li>• Questions requested by your organisation</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>



# Report overview

## About your report

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

## Report contents

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

## Comparing data in this report

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

This means you'll be able to compare about 94% of this year's survey with your previous results.

## Rounding of percentages

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

## Survey questions and definitions

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

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

### Key differences

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

### Taking action

- Taking action questions

## Detailed results

### Senior leadership

- Senior leadership questions

### Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

### Workgroup climate

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

### Job and manager factors

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

### Public sector values

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

### Topical questions

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

### Custom questions

- Questions requested by your organisation

### Demographics

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

## Report overview

### Privacy and anonymity

To protect you, we:

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

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

Report overview

Survey's theoretical framework

What this is

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

Why this is important

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

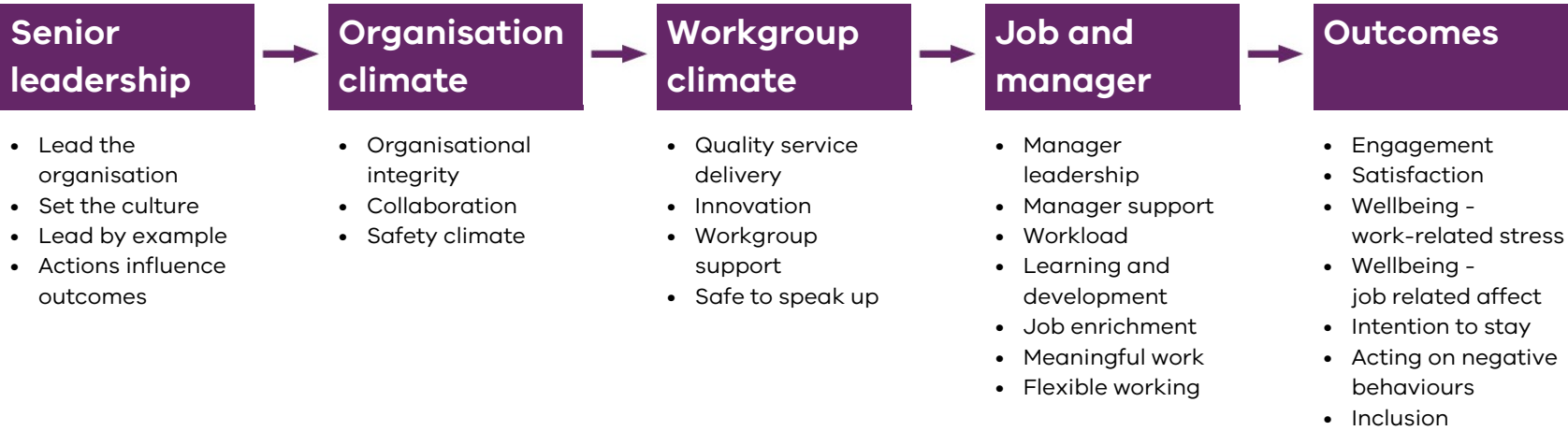
We developed the framework in consultation with stakeholders from the public sector and Deakin University.

Our public sector values

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

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

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



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



# Report overview

## Your comparator group

### What this is

This is a list of similar organisations to yours.

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

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

### How we use this in your report

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

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

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

- Bendigo Kangan Institute
- Box Hill Institute
- Chisholm Institute
- Gippsland Institute of TAFE
- Gordon Institute of TAFE
- Goulburn Ovens Institute of TAFE
- Holmesglen Institute
- Melbourne Polytechnic
- South West Institute of TAFE
- Sunraysia Institute of TAFE
- William Angliss Institute of TAFE
- Wodonga Institute of TAFE

# Report overview

## Your response rate

### What this is

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

### Why this is important

The higher the response rate, the more your results will reflect how staff feel. If less than 100 completed the survey, consider how much one person could change your results.

For example, if only 25 people did the survey, 1 person would account for 4% of any result. In this example, if your survey result and comparator group result or previous survey result are within 4% of each other, there is very little difference in the results.

### How to read this

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

2023

75%  
(347)

Comparator	64%
Public Sector	42%

2024

79%  
(386)

Comparator	65%
Public Sector	65%

# People matter survey

2024

Have your say

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- Scorecard: emotional effects of work
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- Bullying
- Sexual harassment
- Discrimination
- Violence and aggression
- Satisfaction with complaint processes

### Key differences

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

### Taking action

- Taking action questions

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- Senior leadership questions

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- Collaboration
- Safety climate

### Workgroup climate

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- Workgroup support
- Safe to speak up

### Job and manager factors

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- Manager leadership
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- Job enrichment
- Meaningful work
- Flexible working

### Public sector values

- Scorecard
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### Topical questions

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

### Custom questions

- Questions requested by your organisation

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- Disability
- Cultural diversity
- Employment
- Adjustments
- Caring



# People outcomes

## Your employee engagement index

### What is this

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

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

The weightings for each engagement response are:

- strongly agree is 100 points
- agree is 75 points
- neither agree nor disagree is 50 points
- disagree is 25 points
- strongly disagree is 0 points

### Why this is important

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

2023

77

Comparator	66
Public Sector	68

2024

78

Comparator	66
Public Sector	68

People outcomes

Engagement question results 1 of 2

What is this

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

Your group's engagement index

Your 2024 index is 78.

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.

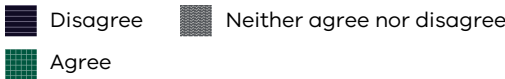
Example

87% of your staff who did the survey agreed or strongly agreed with 'I am proud to tell others I work for my organisation'.

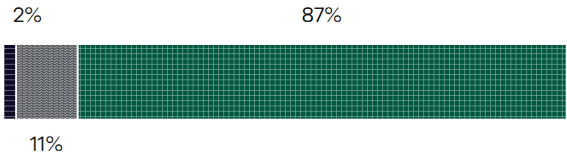
Survey question

Your results

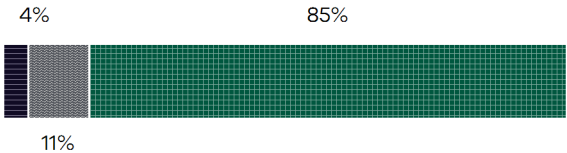
Benchmark agree results



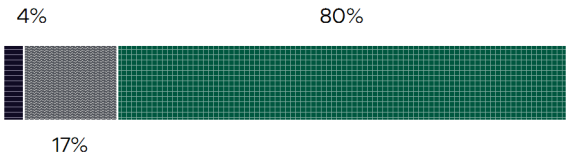
I am proud to tell others I work for my organisation



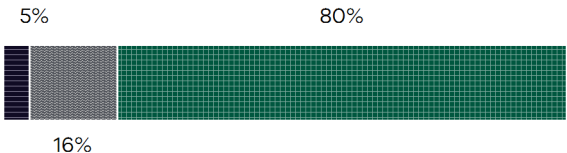
My organisation motivates me to help achieve its objectives



I would recommend my organisation as a good place to work



My organisation inspires me to do the best in my job



2022	You			Comparator		
	2023	2024		Lowest	Average	Highest

83%	87%	87%	44%	70%	79%
77%	81%	85%	41%	62%	68%
75%	79%	80%	35%	63%	76%
75%	81%	80%	38%	60%	68%

People outcomes

Engagement question results 2 of 2

What is this

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

Your group's engagement index

Your 2024 index is 78.

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.

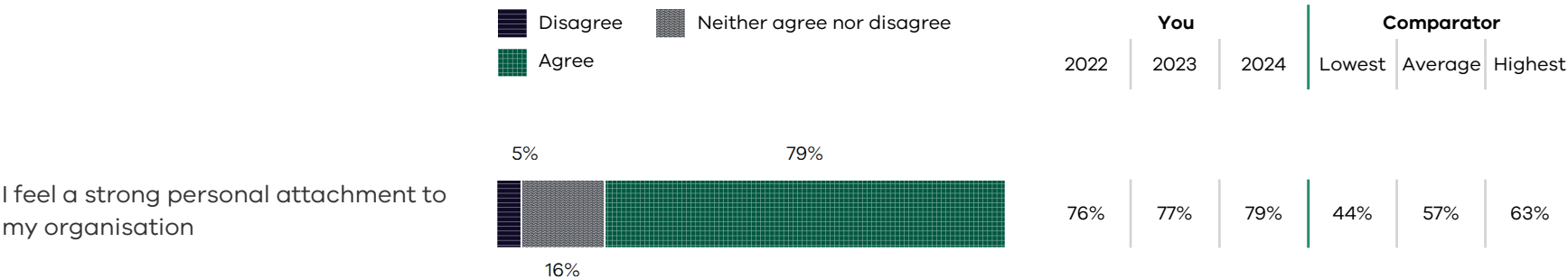
Example

79% of your staff who did the survey agreed or strongly agreed with 'I feel a strong personal attachment to my organisation'.

Survey question

Your results

Benchmark agree results



# People outcomes

## Scorecard: satisfaction, stress, intention to stay, inclusion

### What is this

This scorecard provides overall results for satisfaction, high to severe work-related stress, intention to stay and inclusion. There are more people outcomes scorecards throughout this report.

### Why this is important

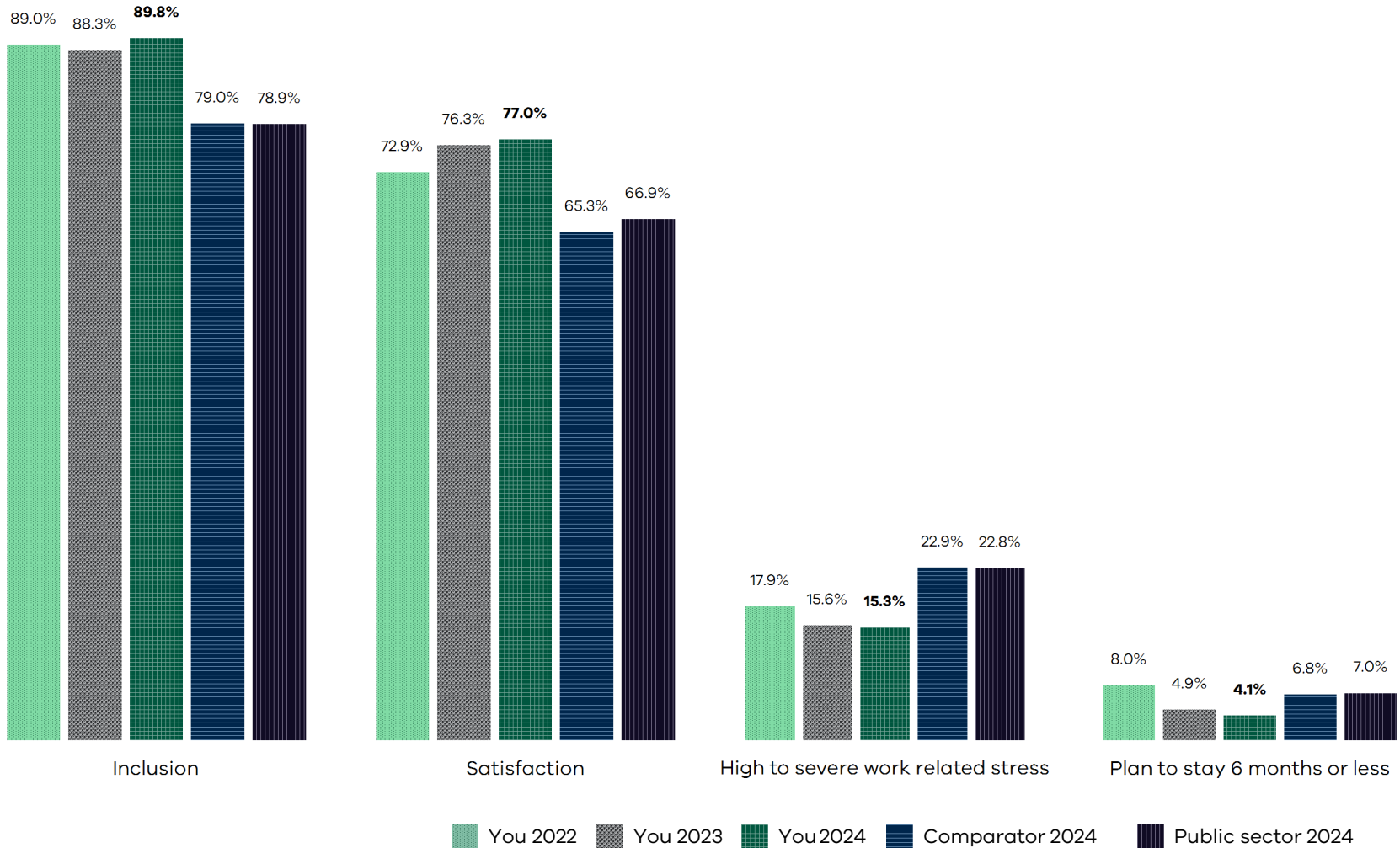
This page shows which outcomes are performing well and which outcomes you can look to improve.

### How to read this

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

### Example

- In 2024:
- 89.8% of your staff who did the survey responded positively to questions about Inclusion.
- Compared to:
- 79.0% of staff in your comparator group and 78.9% of staff across the public sector.



# People outcomes

## Satisfaction question results

### What is this

This is how satisfied staff are with their jobs, work-life balance and career development.

### Why this is important

High satisfaction may lead to improved engagement, performance and lower absences and turnover.

### How to read this

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

'Satisfied' combines responses for satisfied and very satisfied and 'Dissatisfied' combines responses for dissatisfied and very dissatisfied.

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

### Example

81% of your staff who did the survey were satisfied or very satisfied with 'Considering everything, how satisfied are you with your current job'.

## Survey question

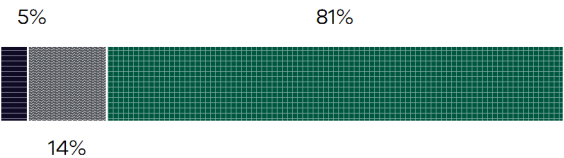
## Your results

## Benchmark satisfied results



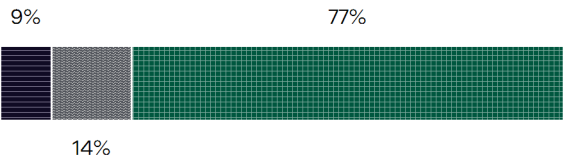
You			Comparator		
2022	2023	2024	Lowest	Average	Highest

Considering everything, how satisfied are you with your current job



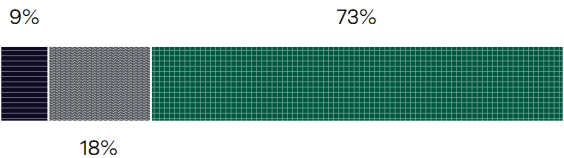
78%	82%	81%	58%	72%	78%
-----	-----	-----	-----	-----	-----

How satisfied are you with the work/life balance in your current job



76%	76%	77%	62%	68%	76%
-----	-----	-----	-----	-----	-----

How satisfied are you with your career development within your current organisation



65%	71%	73%	41%	56%	61%
-----	-----	-----	-----	-----	-----

People outcomes

Work-related stress levels

What is this

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

Why this is important

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

How to read this

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

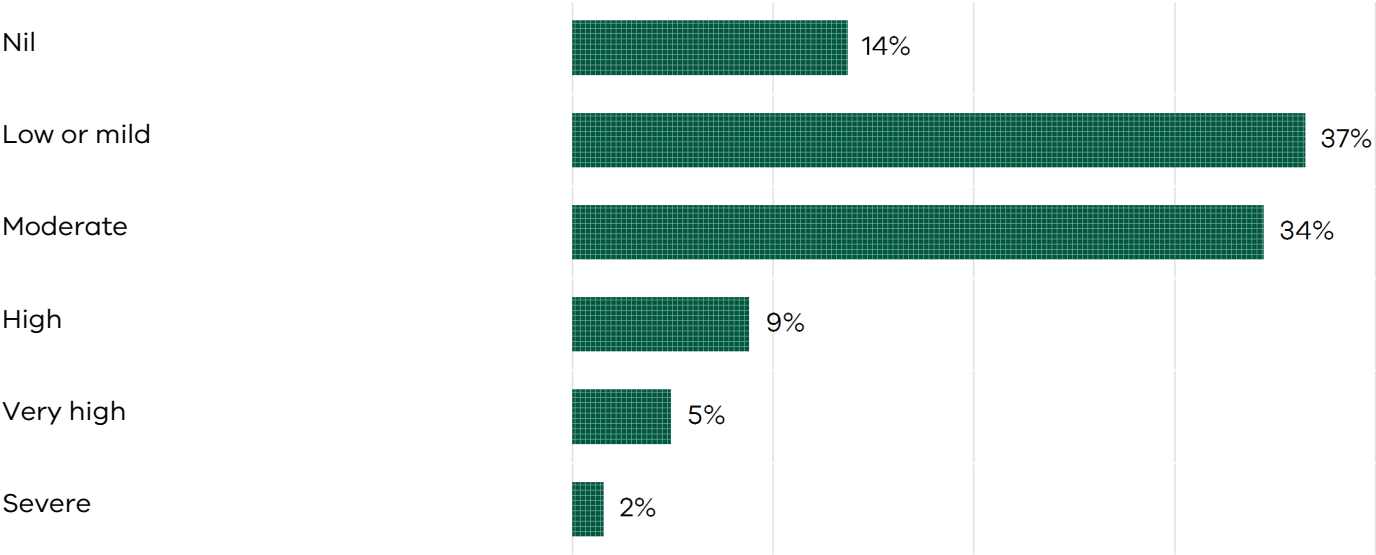
The graph at the top shows how staff in your group rated their current levels of work-related stress.

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

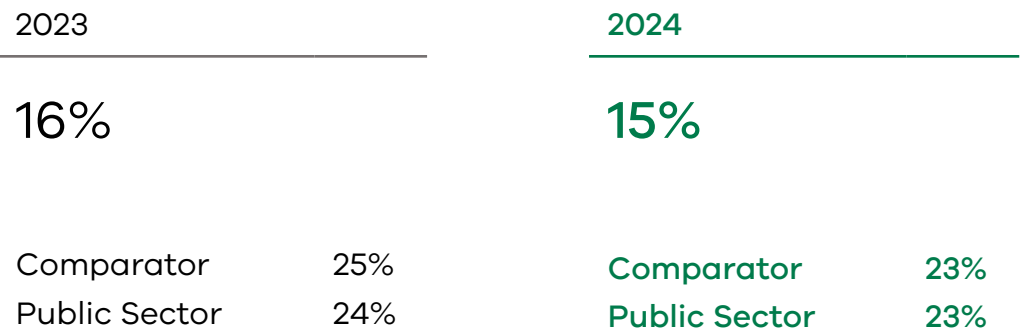
Example

15% of your staff who did the survey said they had high to severe stress in 2024. This is compared to 23% of staff in your comparator group and 23% of staff across the public sector.

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



Reported levels of high to severe stress



People outcomes

Work-related stress causes

What is this

This is the main work-related causes of stress reported by staff.

Why this is important

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

How to read this

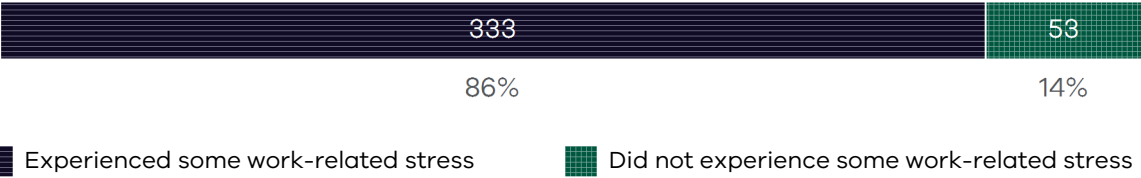
In the survey, we ask staff to tell us if they have experienced mild to severe stress at work, as shown in the visual above the table.

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

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

Example

86% of your staff who did the survey said they experienced mild to severe stress. Of that 86%, 57% said the top reason was 'Workload' .



Of those that experienced work related stress it was from ...	You 2023	You 2024	Comparator 2024	Public sector 2024
Workload	55%	57%	47%	47%
Time pressure	45%	35%	40%	42%
Dealing with clients, patients or stakeholders	19%	22%	15%	17%
Technology or equipment	10%	15%	11%	8%
Job security	11%	11%	10%	10%
Content, variety, or difficulty of work	9%	9%	10%	12%
Other	10%	9%	13%	13%
Unclear job expectations	12%	8%	14%	14%
Management of work (e.g. supervision, training, information, support)	9%	8%	12%	12%
Competing home and work responsibilities	9%	7%	10%	13%

People outcomes

Work-related stress

What is this

This is how manageable your staff feels their stress at your organisation.

Why this is important

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

How to read this

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

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

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

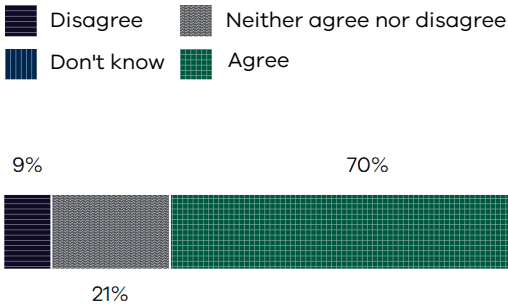
Example

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

Survey question

The amount of stress in my job is manageable

Your results



Benchmark agree results

2022	You			Comparator		
	2023	2024		Lowest	Average	Highest
	Not asked	Not asked	70%	47%	62%	71%

# People outcomes

## Intention to stay

### What is this

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

### Why this is important

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

### How to read this

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

### Example

11% of your group who did the survey said they intended to work for your organisation for Over 6 months and up to 1 year.

Employees plan to work at your organisation for...	You 2023	You 2024	Comparator 2024	Public sector 2024
6 months or less	5%	4%	7%	7%
Over 6 months and up to 1 year	13%	11%	9%	10%
Over 1 year and up to 3 years	25%	24%	24%	25%
Over 3 years and up to 5 years	13%	16%	16%	16%
Over 5 years	44%	45%	44%	42%

# People outcomes

## Inclusion question results

### What is this

This is how many staff experience that they belong, and can be themselves, at work.

### Why this is important

When people feel like they belong, they can bring their true selves and lived experience to their work and workplace. This leads to increased productivity, wellbeing and better outcomes for the community.

### How to read this

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

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

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

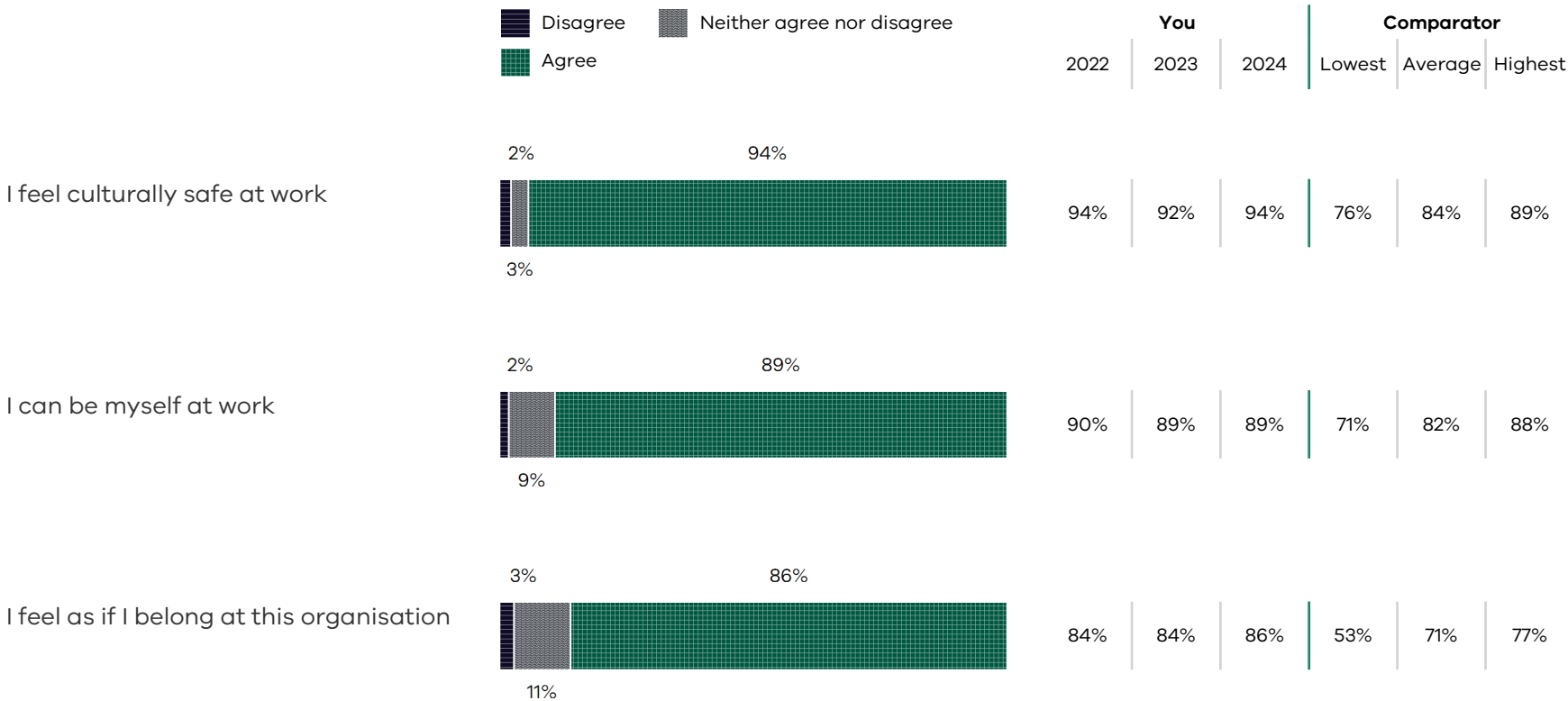
### Example

94% 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 is this

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

### Why this is important

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

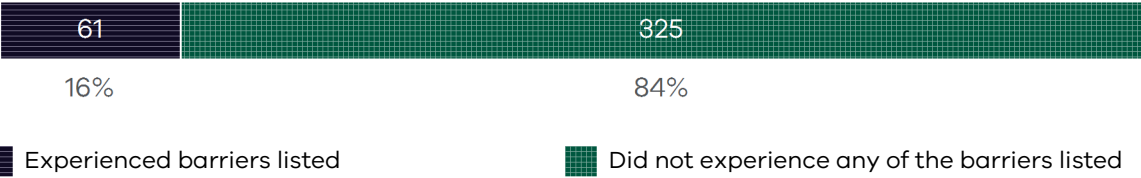
### How to read this

In the survey, we ask staff to select from a list, any barriers they have experienced and believe to have hindered their success at work. They can select more than one option.  
In descending order, the table shows the top 10 answers.

### Example

4% of your staff who did the survey said they have experienced barriers to success in the last 12 months due to 'My mental health'.

Staff who experienced one or more barriers to success at work



During the last 12 months, employees experienced barriers to their success due to ...	You 2023	You 2024	Comparator 2024	Public sector 2024
My mental health	-	4%	8%	8%
My cultural background	4%	4%	3%	3%
My flexible working	5%	3%	5%	6%
My age	4%	3%	6%	7%
My caring responsibilities	6%	3%	5%	7%

People outcomes

Inclusion - Witnessed barriers to success

What is this

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

Why this is important

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

How to read this

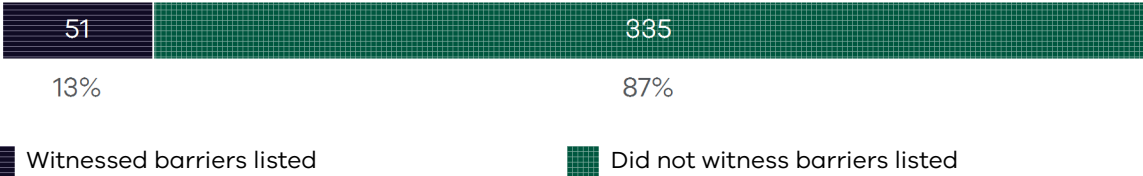
In the survey, we ask staff to choose from a list, any barriers that they may have witnessed that hinder the success of other employees at work. They can select more than one option.

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

Example

4% of your staff who did the survey said they have witnessed barriers to success of other employees in the last 12 months due to 'Cultural background'.

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	You 2024	Comparator 2024	Public sector 2024
Cultural background	4%	4%	4%	4%
Mental health	3%	3%	7%	7%
Flexible working	4%	3%	7%	8%

# People outcomes

## Scorecard: emotional effects of work

### What is this

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

### Why this is important

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

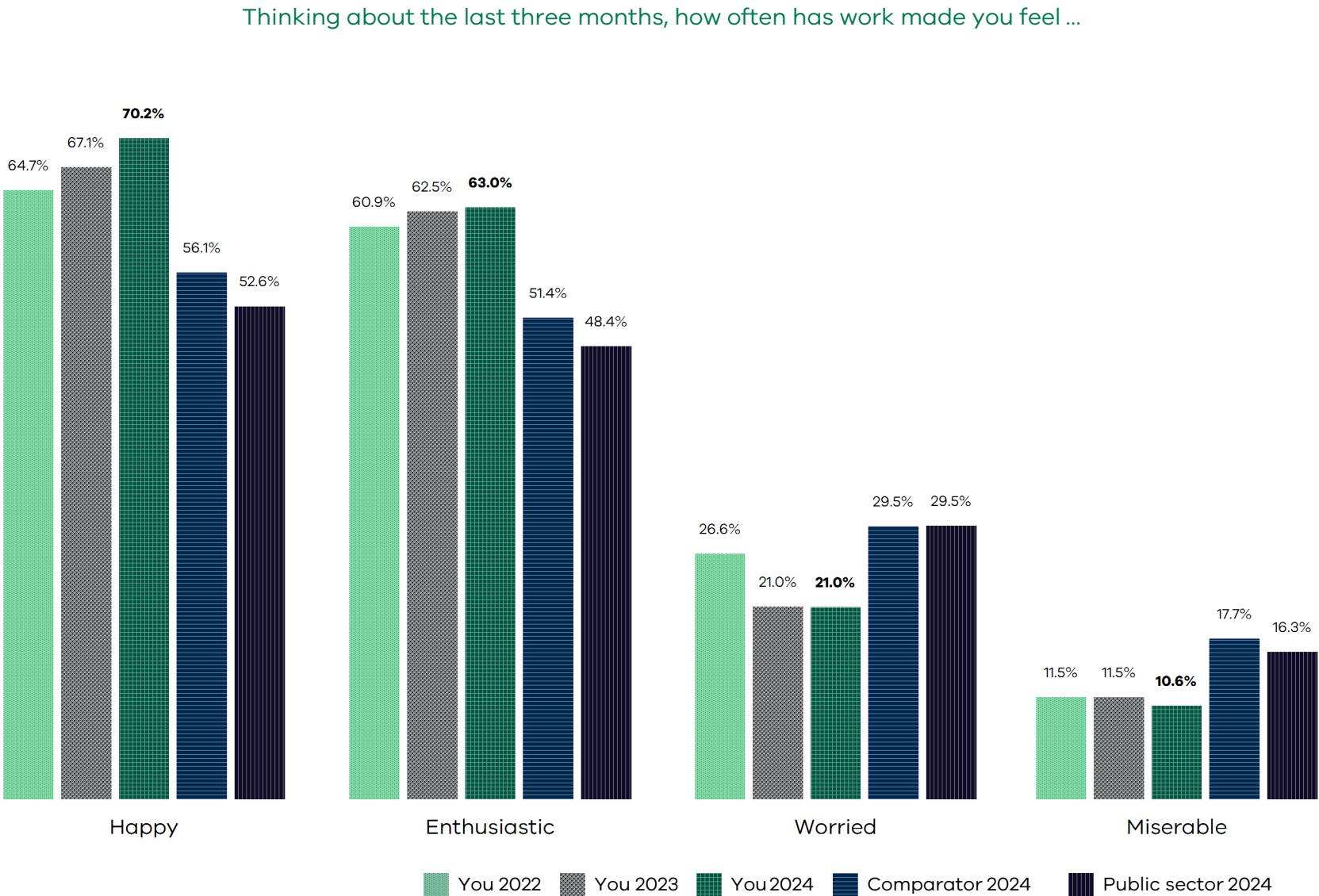
### How to read this

Each label represents a question in the survey about emotional effects of work. Each result is the percentage of staff who said they often, very often or always felt happy, enthusiastic, worried or miserable in the past 3 months.

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

### Example

- In 2024:
- 70.2% of your staff who did the survey said work made them feel happy.
- Compared to:
- 56.1% of staff in your comparator group and 52.6% of staff across the public sector.



# People outcomes

## Scorecard: negative behaviours

### What is this

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

### Why this is important

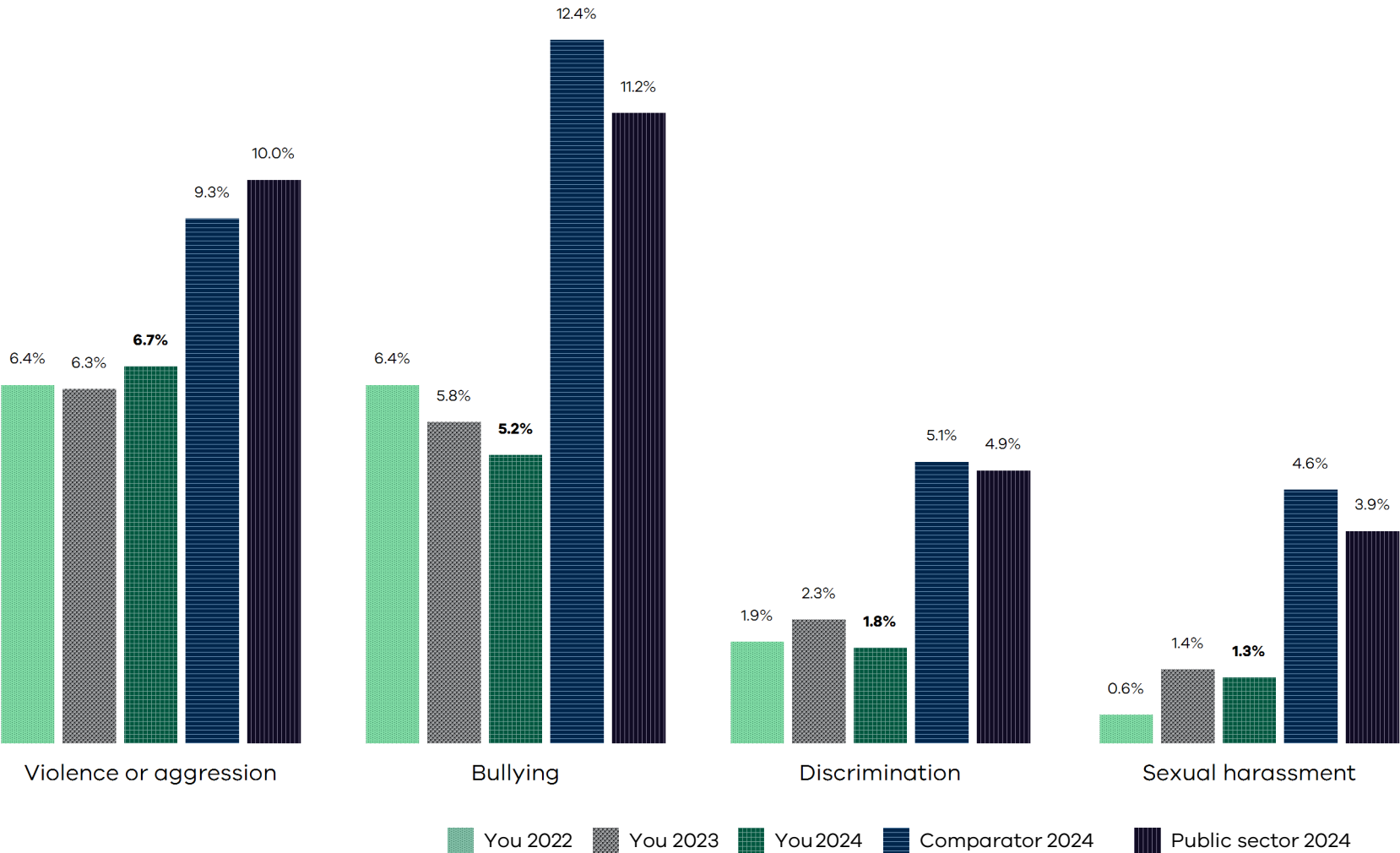
Negative behaviours can be detrimental to health and wellbeing as well as performance and behaviour.

### How to read this

Each label represents a question in the survey about negative behaviour. Each result is the percentage of staff who said they experienced bullying, sexual harassment, discrimination or violence and aggression in the past 12 months. You can compare these with your comparator group and the public sector.

### Example

- In 2024:
- 6.7% of your staff who did the survey stated they experienced 'Violence or aggression' in the last 12 months.
- Compared to:
- 9.3% of staff in your comparator group and 10.0% of staff across the public sector.



People outcomes

Bullying

What is this

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

Why this is important

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

How to read this

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

Example

5% of your staff who did the survey said they experienced bullying. Of that 5%, 60% said the top type was 'Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)'.



Experienced bullying      Did not experience bullying      Not sure

If you experienced bullying, what type of bullying did you experience?	You 2023	You 2024	Comparator 2024	Public sector 2024
Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)	40%	60%	58%	69%
Exclusion or isolation	30%	30%	42%	46%
Verbal abuse	40%	15%	26%	19%
Intimidation and/or threats	20%	15%	33%	28%
Withholding essential information for me to do my job	10%	15%	32%	33%
Other	15%	15%	13%	15%
Interference with my personal property and/or work equipment	5%	10%	7%	4%
Being assigned meaningless tasks unrelated to my job	5%	10%	14%	16%
Being given impossible assignment(s)	10%	5%	11%	11%

## People outcomes

### Telling someone about the bullying

#### What is this

This is if staff told someone when they experienced bullying.

#### Why this is important

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

#### How to read this

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

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

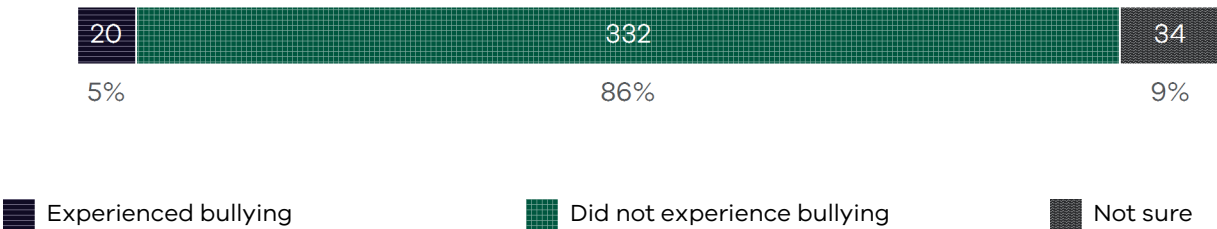
In descending order, the table shows the answers.

#### Example

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

- 60% said the top way they reported the bullying was 'Told a manager'.
- 75% 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 2023	You 2024	Comparator 2024	Public sector 2024
Told a manager	45%	60%	48%	52%
Submitted a formal complaint	15%	25%	12%	12%
Told a friend or family member	35%	25%	27%	34%
I did not tell anyone about the bullying	20%	25%	17%	12%
Told a colleague	25%	20%	38%	41%
Told the person the behaviour was not OK	10%	20%	12%	16%
Told human resources	25%	15%	15%	14%

People outcomes

Bullying - reasons for not submitting a formal complaint

What is this

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

Why this is important

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

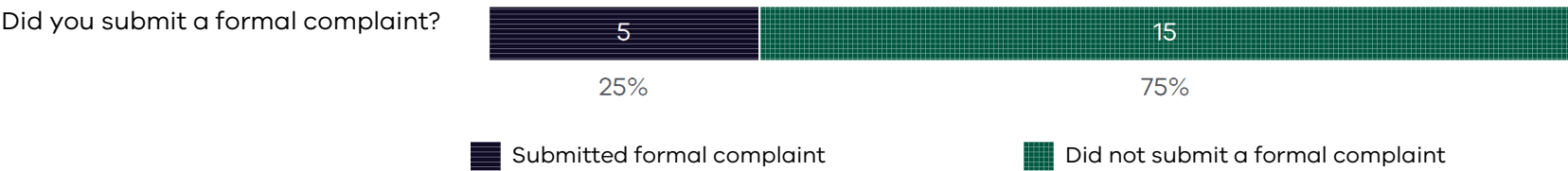
How to read this

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

Example

75% of your staff who experienced bullying did not submit a formal complaint, of which:

- 27% 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 2023	You 2024	Comparator 2024	Public sector 2024
I didn't think it would make a difference	41%	27%	52%	51%
I believed there would be negative consequences for my reputation	35%	27%	50%	54%
I didn't feel safe to report the incident	-	27%	19%	21%
Other	6%	27%	17%	16%
I believed there would be negative consequences for my career	18%	20%	40%	45%
I believed there would be negative consequences for the person I was going to complain about	12%	20%	8%	10%
I didn't think it was serious enough	12%	13%	12%	16%
I didn't know who to talk to	6%	13%	4%	5%
I was advised not to	6%	13%	5%	5%
I didn't need to because I made the bullying stop	24%	7%	5%	5%

# People outcomes

## Perpetrators of bullying

### What is this

This is who staff have said are responsible for bullying.

### Why this is important

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

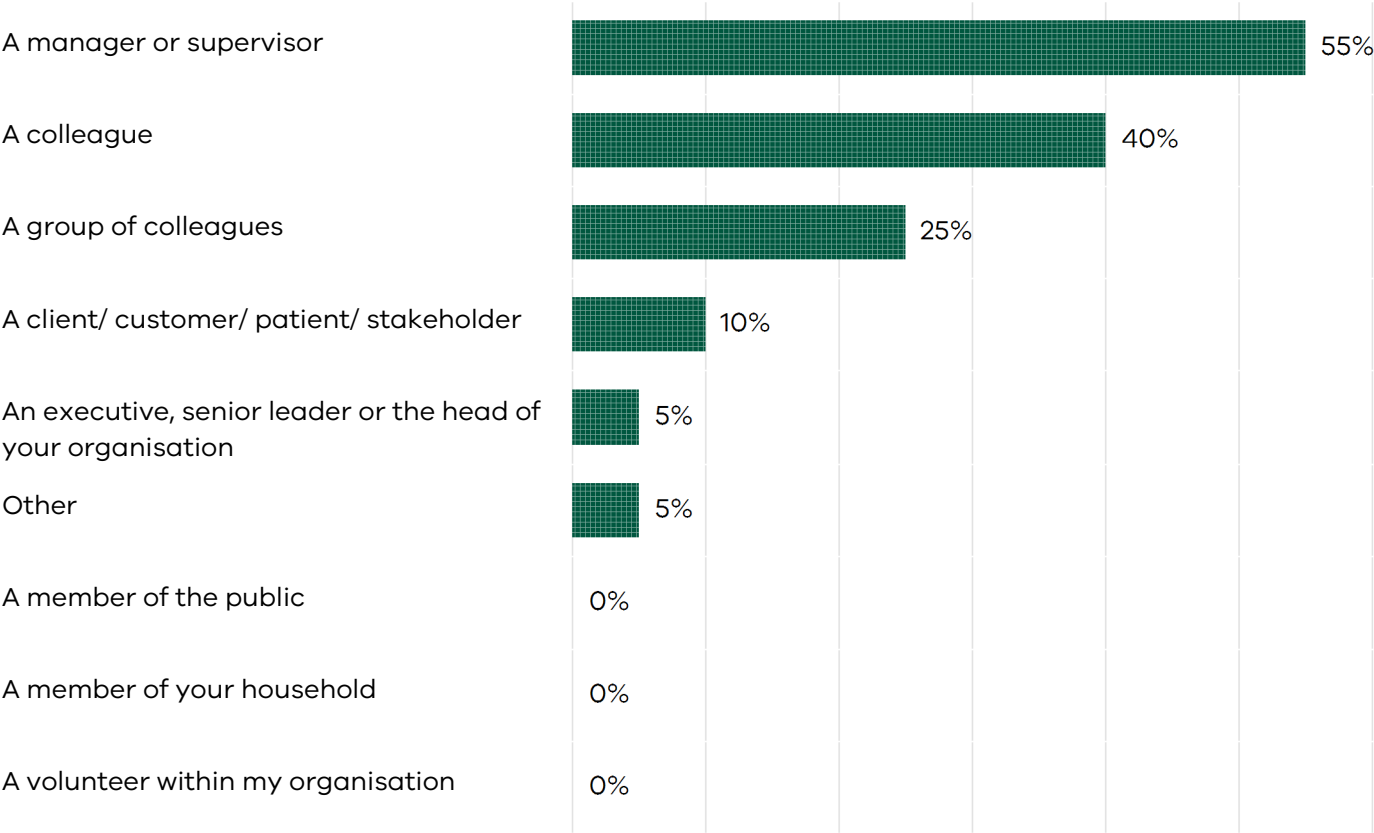
### How to read this

In this year's survey, 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%, 55% said it was by 'A manager or supervisor'.

20 people (5% of staff) experienced bullying (You 2024)



# People outcomes

## Relationship to perpetrator

### What is this

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

### Why this is important

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

### How to read this

In this year's survey, 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.

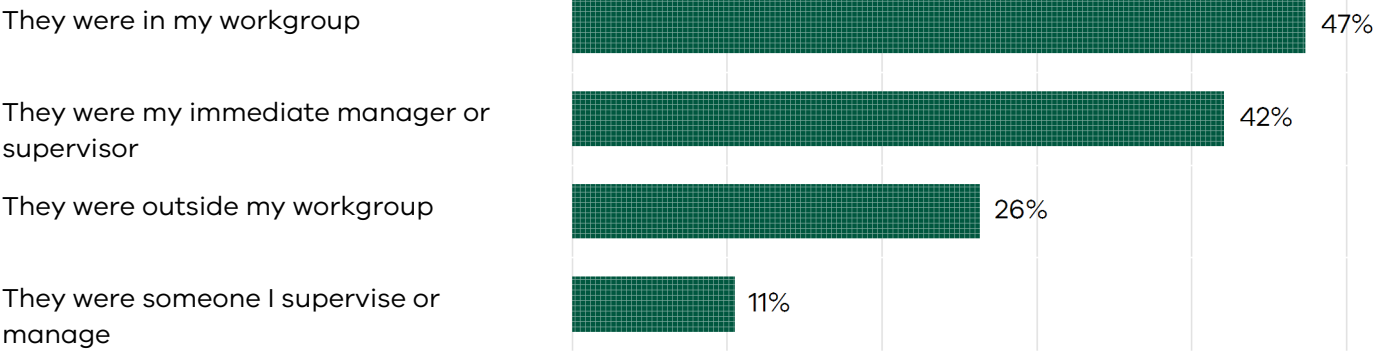
### Example

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

Of that 5%, 95% said it was by someone within the organisation.

Of that 95%, 47% said it was 'They were in my workgroup'.

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



# People outcomes

## Sexual harassment

### What is this

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

### Why this is important

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

### Why there is no data here

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

# People outcomes

## Discrimination

### What is this

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

### Why this is important

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

### Why there is no data here

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

People outcomes

Violence and aggression

What is this

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

Why this is important

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

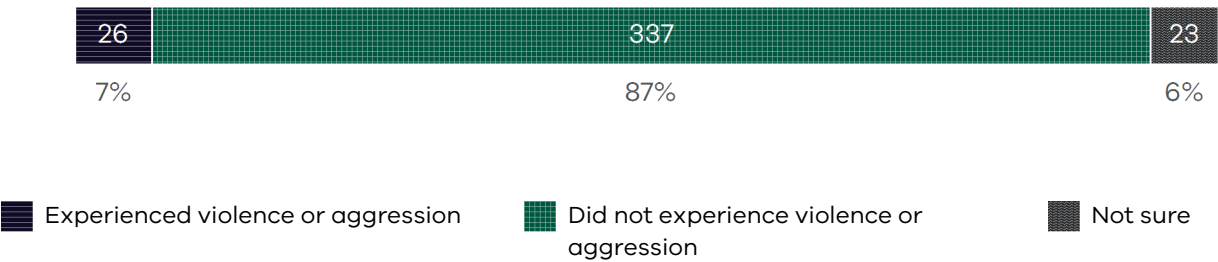
How to read this

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

7% of your staff who did the survey said they experienced violence or aggression. Of that 7%, 77% said it was 'Abusive language'.

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



If you experienced violence or aggression, what type did you experience?	You 2023	You 2024	Comparator 2024	Public sector 2024
Abusive language	73%	77%	59%	72%
Intimidating behaviour	55%	46%	74%	73%
Threats of violence	23%	19%	16%	30%
Damage to my property or work equipment	9%	8%	5%	4%
Other	5%	8%	7%	6%
Physical assault (e.g. spitting, hitting, pushing, tripping, grabbing, throwing objects)	5%	4%	6%	9%

People outcomes

Telling someone about violence and aggression

What is this

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

Why this is important

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

How to read this

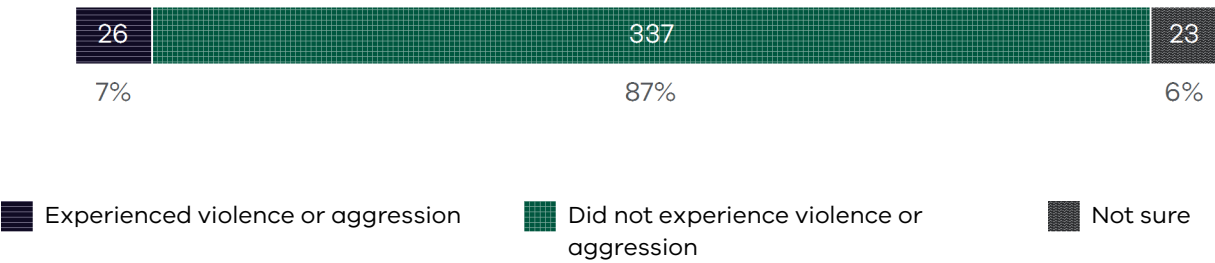
In the survey, we asked staff to tell us if they'd experienced violence or aggression. If they did, they could tell us with one or more answers who they told. In descending order, the table shows the answers.

Example

7% of your staff who did the survey said they experienced violence or aggression, of which

- 65% said the top way they reported the violence or aggression was 'Told a manager'.
- 58% said they didn't submit a formal incident report

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



Did you tell anyone about the incident?

	You 2023	You 2024	Comparator 2024	Public sector 2024
Told a manager	55%	65%	57%	64%
Submitted a formal incident report	32%	42%	22%	29%
Told the person the behaviour was not OK	18%	27%	19%	21%
Told a colleague	27%	15%	37%	42%
Told human resources	5%	12%	13%	8%
Told a friend or family member	-	4%	18%	20%
Told someone else	-	4%	6%	6%
I did not tell anyone about the incident(s)	-	4%	16%	9%

People outcomes

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

What is this

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

Why this is important

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

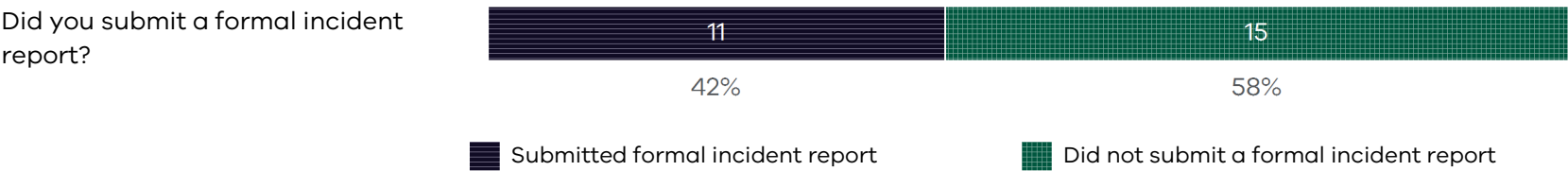
How to read this

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

Example

58% of your staff who experienced violence or aggression did not submit a formal incident report, of which:

- 33% said the top reason was 'I didn't think it was serious enough'.



What was your reason for not submitting a formal incident report?	You 2023	You 2024	Comparator 2024	Public sector 2024
I didn't think it was serious enough	27%	33%	22%	29%
I didn't think it would make a difference	20%	33%	44%	40%
I believed there would be negative consequences for my reputation	13%	27%	31%	23%
I believed there would be negative consequences for my career	13%	20%	29%	19%
I didn't need to because I made the violence or aggression stop	27%	20%	9%	12%
I didn't feel safe to report the incident	-	20%	10%	9%
I believed there would be negative consequences for the person I was going to complain about	7%	7%	7%	5%
I didn't need to because I no longer had contact with the person(s) who was aggressive or violent to me	27%	7%	8%	12%
I didn't know who to talk to	-	7%	3%	2%
I didn't know how to make a complaint	7%	7%	4%	4%

## People outcomes

### Perpetrators of violence and aggression

#### What is this

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

#### Why this is important

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

#### How to read this

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

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

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

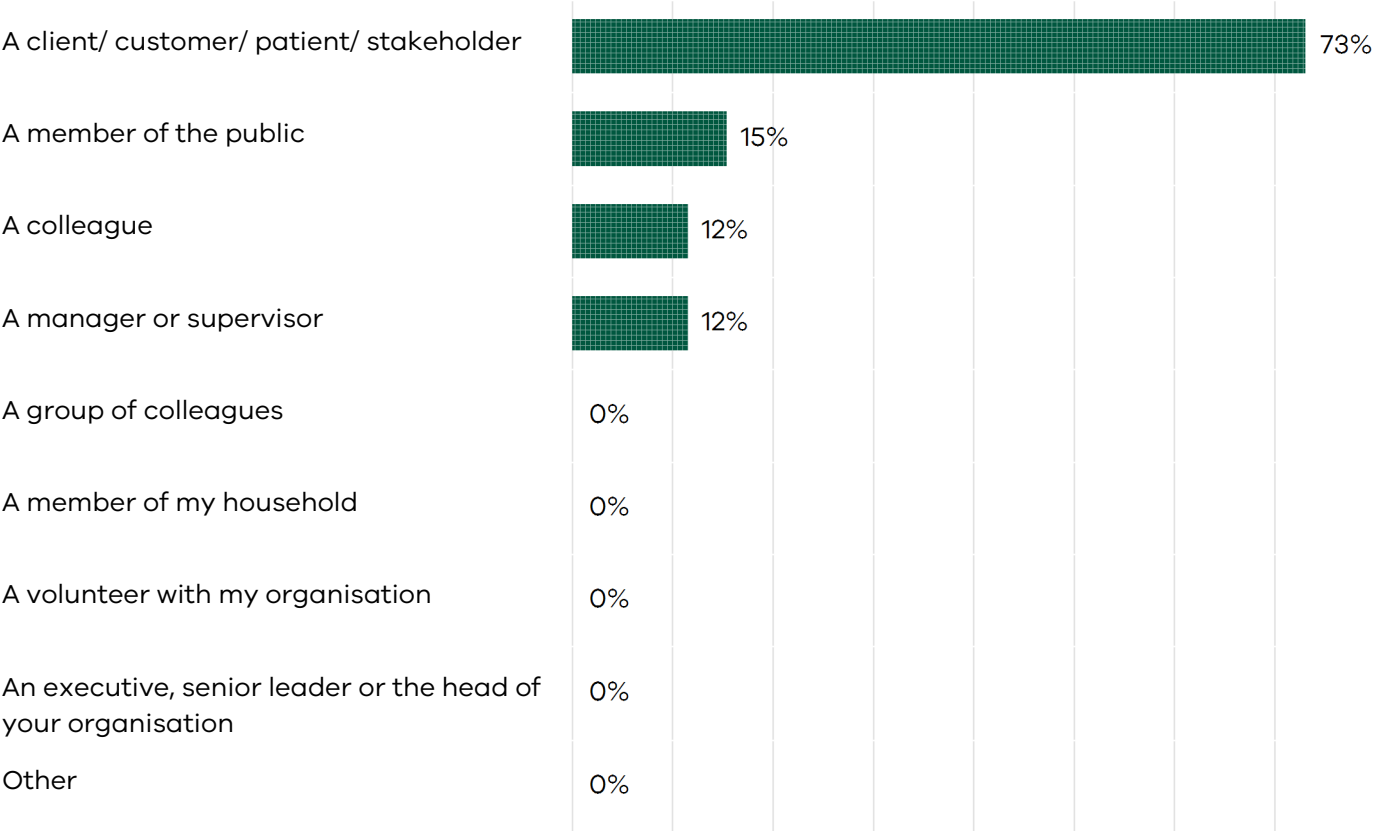
Each row is one perpetrator or group of perpetrators.

#### Example

7% of your staff who did the survey said they experienced violence or aggression.

Of that 7%, 73% said it was by 'A client/ customer/ patient/ stakeholder'.

26 people (7% of staff) experienced violence or aggression (You 2024)



# Negative behaviour

## Witnessing negative behaviours

**What is this**

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

**Why this is important**

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

**How to read this**

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

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

In descending order, the table shows the answers.

**Example**

10% of your staff who did the survey said they witnessed some negative behaviour at work.

90% said 'No, I have not witnessed any of the situations above'.



During the last 12 months in your current organisation, have you witnessed any of the following negative behaviours at work?	You 2023	You 2024	Comparator 2024	Public sector 2024
No, I have not witnessed any of the situations above	92%	90%	81%	81%
Bullying of a colleague	5%	5%	15%	14%
Discrimination against a colleague	3%	4%	8%	8%
Violence or aggression against a colleague	2%	3%	3%	3%
Sexual harassment of a colleague	-	0%	2%	1%

# Negative behaviour

## Taking action when witnessing negative behaviours

### What is this

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

### Why this is important

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

### How to read this

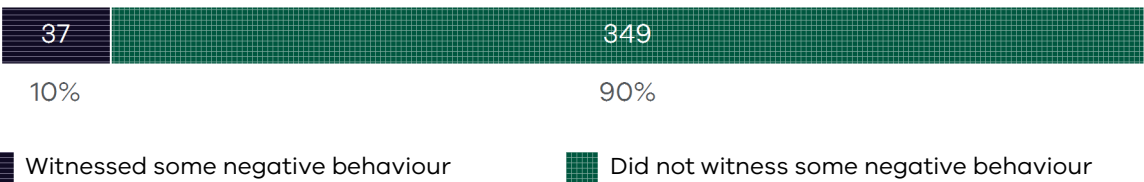
In the survey, we asked staff to tell us if they'd witnessed any negative behaviour at work.  
If they did, they could tell us with one or more answers what action they took.  
In descending order, the table shows the answers.

### Example

10% of your staff who did the survey witnessed negative behaviour, of which:

- 51% said the top action they took was 'Spoke to the person who experienced the behaviour'.

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



When you witnessed these behaviour(s), did you do any of the following?	You 2023	You 2024	Comparator 2024	Public sector 2024
Spoke to the person who experienced the behaviour	48%	51%	65%	71%
Told a manager	55%	35%	35%	40%

People outcomes

Negative behaviour - satisfaction with making a formal complaint

What is this

This is how satisfied a staff member was with how your organisation managed their complaint.

Why this is important

When staff submit a formal complaint for negative behaviours, they should feel your organisation will manage it effectively and professionally.

How to read this

Under 'Your results', see results for each type of negative behaviour in descending order by most satisfied.

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

Example

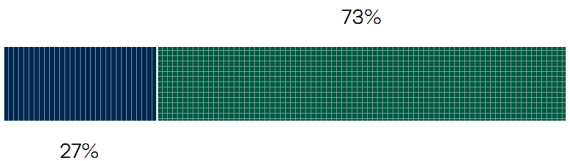
73% of staff were satisfied with the way your organisation handled their formal 'Violence or aggression' complaint.

Survey question

Were you satisfied with the way your formal complaint was handled



Violence or aggression



Your results

Benchmark satisfied results

You			Comparator		
2022	2023	2024	Lowest	Average	Highest
-	-	73%	30%	48%	67%

# People matter survey

2024

Have your say

## Overview

### Report overview

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

## Result summary

### People outcomes

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

### Key differences

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

### Taking action

- Taking action questions

## Detailed results

### Senior leadership

- Senior leadership questions

### Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

### Workgroup climate

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

### Job and manager factors

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

### Public sector values

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

### Topical questions

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

### Custom questions

- Questions requested by your organisation

### Demographics

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



## Key differences

### Highest scoring questions

#### What is this

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

#### How to read this

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

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

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

#### Example

On the first row 'Meaningful work', the 'You 2024' column shows 97% of your staff who did the survey agreed with 'I can make a worthwhile contribution at work'. In the 'Change from 2023' column, you have a +1% change, which is a positive trend.

Question group	Highest scoring questions	You 2024	Change from 2023	Comparator 2024
Meaningful work	I can make a worthwhile contribution at work	97%	+1%	91%
Job enrichment	I understand how my job helps my organisation achieve its goals	97%	+3%	90%
Meaningful work	I achieve something important through my work	97%	+1%	90%
Job enrichment	I can use my skills and knowledge in my job	96%	-1%	92%
Job enrichment	I clearly understand what I am expected to do in this job	95%	+0%	83%
Manager leadership	My manager treats employees with dignity and respect	95%	+2%	85%
Organisational integrity	My organisation encourages respectful workplace behaviours	95%	+2%	80%
Inclusion	I feel culturally safe at work	94%	+2%	84%
Manager leadership	My manager demonstrates honesty and integrity	94%	+4%	83%
Organisational integrity	My organisation encourages employees to act in ways that are consistent with human rights	93%	+2%	82%

# Key differences

## Lowest scoring questions

### What is this

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

### How to read this

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

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

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

### Example

On the first row 'Taking action', the 'You 2024' column shows 58% of your staff who did the survey agreed with 'My organisation has made improvements based on the survey results from last year'. In the 'Change from 2023' column, you have a +8% change, which is a positive trend.

Question group	Lowest scoring questions	You 2024	Change from 2023	Comparator 2024
Taking action	My organisation has made improvements based on the survey results from last year	58%	+8%	38%
Organisational integrity	I believe the promotion processes in my organisation are fair	65%	+1%	44%
Workload	I have enough time to do my job effectively	66%	+3%	55%
Workload	The workload I have is appropriate for the job that I do	67%	+2%	58%
Safety climate	All levels of my organisation are involved in the prevention of stress	68%	+2%	45%
Learning and development	I am satisfied with the opportunities to progress in my organisation	68%	-0%	48%
Organisational integrity	I have an equal chance at promotion in my organisation	69%	+5%	45%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	71%	+4%	51%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	71%	+0%	47%
Taking action	I believe my organisation will make improvements based on the results of this year's survey	72%	+4%	49%

# Key differences

## Most improved

### What is this

This is where staff feel their group has most improved.

### How to read this

Use this data to see if your organisation has a developing or changing trend.

In this table, your trend is shown in the 'Increase from 2023' column.

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

This is because the increase from 2023 shows you where the most positive changes are happening in your organisation.

### Example

On the first row 'Safety climate', the 'You 2024' column shows 73% of your staff who did the survey agreed with 'My organisation has effective procedures in place to support employees who may experience stress'.

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

Question group	Most improved from last year	You 2024	Increase from 2023	Comparator 2024
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	73%	+9%	51%
Taking action	My organisation has made improvements based on the survey results from last year	58%	+8%	38%
Senior leadership	Senior leaders provide clear strategy and direction	82%	+7%	57%
Learning and development	My organisation places a high priority on the learning and development of staff	75%	+7%	58%
Quality service delivery	My workgroup has clear lines of responsibility	87%	+5%	69%
Organisational integrity	I have an equal chance at promotion in my organisation	69%	+5%	45%
Senior leadership	Senior leaders model my organisation's values	83%	+5%	59%
Innovation	My workgroup encourages employee creativity	84%	+5%	69%
Quality service delivery	My workgroup acts fairly and without bias	85%	+4%	74%
Manager leadership	My manager models my organisation's values	91%	+4%	81%

## Key differences

### Most declined

#### What is this

This is where staff feel their group has most declined.

#### How to read this

Use this data to see if your organisation has a developing or changing trend.

In this table, your trend is shown in the 'Decrease from 2023' column.

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

This is because the decrease from 2023 shows you where the most negative changes are happening in your organisation.

#### Example

On the first row 'Safe to speak up', the 'You 2024' column shows 81% of your staff who did the survey agreed with 'I feel safe to challenge inappropriate behaviour at work'.

In the 'Decrease from 2023' column, you have a 2% decrease, which is a negative trend.

Question group	Largest decline from last year	You 2024	Decrease from 2023	Comparator 2024
Safe to speak up	I feel safe to challenge inappropriate behaviour at work	81%	-2%	70%
Learning and development	I am satisfied with the way my learning and development needs have been addressed in the last 12 months	75%	-2%	58%
Safety climate	My organisation provides a physically safe work environment	91%	-2%	83%
Collaboration	I am able to work effectively with others outside my immediate workgroup	92%	-1%	79%
Satisfaction	Considering everything, how satisfied are you with your current job	81%	-1%	72%
Engagement	My organisation inspires me to do the best in my job	80%	-1%	60%
Job enrichment	I can use my skills and knowledge in my job	96%	-1%	92%
Organisational integrity	My organisation takes steps to eliminate bullying, harassment and discrimination	86%	-1%	70%
Workgroup support	People in my workgroup appropriately manage conflicts of interest	83%	-1%	68%
Topical	I understand how the Code of Conduct for Victorian public sector employees applies to my work	85%	-1%	83%

## Key differences

### Biggest positive difference from comparator

#### What is this

This is where your staff have agreed more to a question compared to staff at similar organisations.

#### How to read this

Use this data to see where your organisation has the biggest positive difference with questions from the 2024 survey compared to your comparator group.

In this table, the difference to your comparator is shown in the 'Difference' column.

#### Example

On the first row 'Topical', the 'You2024' column shows 73% of your staff who did the survey agreed with 'I am confident that if I requested to go on secondment to support urgent government work, it would be given due consideration'.

The 'Difference' column, shows that agreement for this question was 0% higher than in your comparator.

Question group	Biggest positive difference from comparator	You 2024	Difference	Comparator 2024
Collaboration	Workgroups across my organisation willingly share information with each other	83%	+29%	55%
Senior leadership	Senior leaders demonstrate honesty and integrity	83%	+25%	58%
Senior leadership	Senior leaders provide clear strategy and direction	82%	+25%	57%
Senior leadership	Senior leaders model my organisation's values	83%	+24%	59%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	71%	+24%	47%
Organisational integrity	I have an equal chance at promotion in my organisation	69%	+24%	45%
Engagement	My organisation motivates me to help achieve its objectives	85%	+23%	62%
Safety climate	All levels of my organisation are involved in the prevention of stress	68%	+23%	45%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	75%	+22%	53%
Taking action	I believe my organisation will make improvements based on the results of this year's survey	72%	+22%	49%

# Key differences

## Biggest negative difference from comparator

### What is this

This is where your staff have agreed less to a question compared to staff at similar organisations.

### How to read this

Use this data to see where your organisation has the biggest negative difference with questions from the 2024 survey compared to your comparator group.  
In this table, the difference to your comparator is shown in the 'Difference' column.

As there are no questions with a negative difference from your comparator, there is no data to show on this page.

# People matter survey

2024

Have your say

Overview				
Result 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><li>Satisfaction with complaint processes</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 your comparator</li><li>Biggest negative difference from your comparator</li></ul>	<div><ul style="list-style-type: none"><li>Taking action questions</li></ul></div>

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>	<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>	<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 including understanding the charter of human right and providing frank and impartial advice</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>
<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>Custom questions</b> <ul style="list-style-type: none"><li>Questions requested by your organisation</li></ul>	



Taking action

What is this

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

Why this is important

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

How to read this

Under 'Your results', see results for each question in descending order by most agreed.  
'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.

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

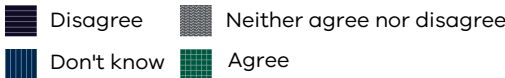
Example

72% of your staff who did the survey agreed or strongly agreed with 'I believe my organisation will make improvements based on the results of this year's survey'.

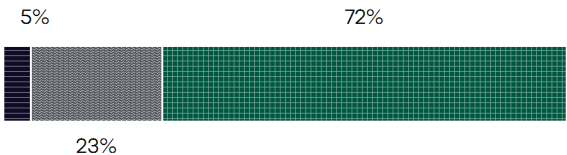
Survey question

Your results

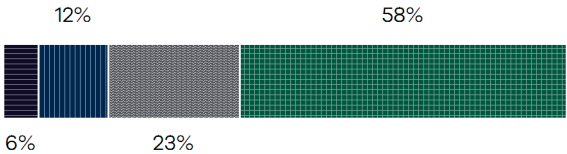
Benchmark agree results



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



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



2022	You			Comparator		
	2023	2024		Lowest	Average	Highest
	60%	68%	72%	33%	49%	63%
	43%	50%	58%	20%	38%	52%

# People matter survey

2024

Have your say

## Overview

## Result summary

### Report overview

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

### People outcomes

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

### Key differences

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

### Taking action

- Taking action questions

## Detailed results

### Senior leadership

- Senior leadership questions

### Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

### Workgroup climate

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

### Job and manager factors

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

### Public sector values

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

### Topical questions

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

### Custom questions

- Questions requested by your organisation

### Demographics

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



# Senior leadership

## Senior leadership

### What is this

This is how supported staff feel by senior leaders in their organisation and how well they believe senior leaders communicate.

### Why this is important

Supportive senior leaders who communicate well mean staff may feel more connected to their work and organisation.

### How to read this

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

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

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

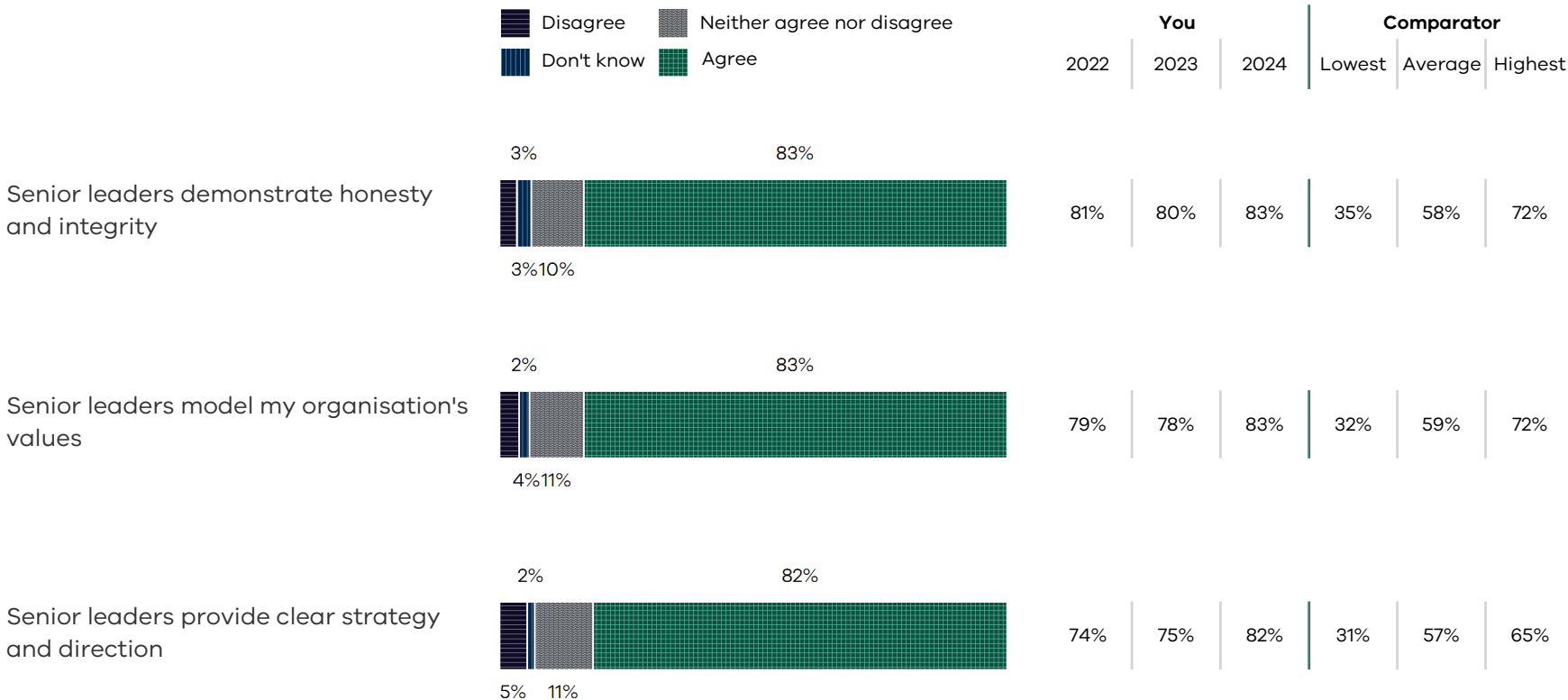
### Example

83% of your staff who did the survey agreed or strongly agreed with 'Senior leaders model my organisation's values'.

## Survey question

## Your results

## Benchmark agree results



# People matter survey

2024

Have your say

## Overview

### Report overview

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

## Result summary

### People outcomes

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

### Key differences

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

### Taking action

- Taking action questions

## Detailed results

### Senior leadership

- Senior leadership questions

#### Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

### Workgroup climate

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

### Job and manager factors

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

### Public sector values

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

### Topical questions

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

#### Custom questions

- Questions requested by your organisation

### Demographics

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



# Organisational climate

## Scorecard

### What is this

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

### Why this is important

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

### How to read this

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

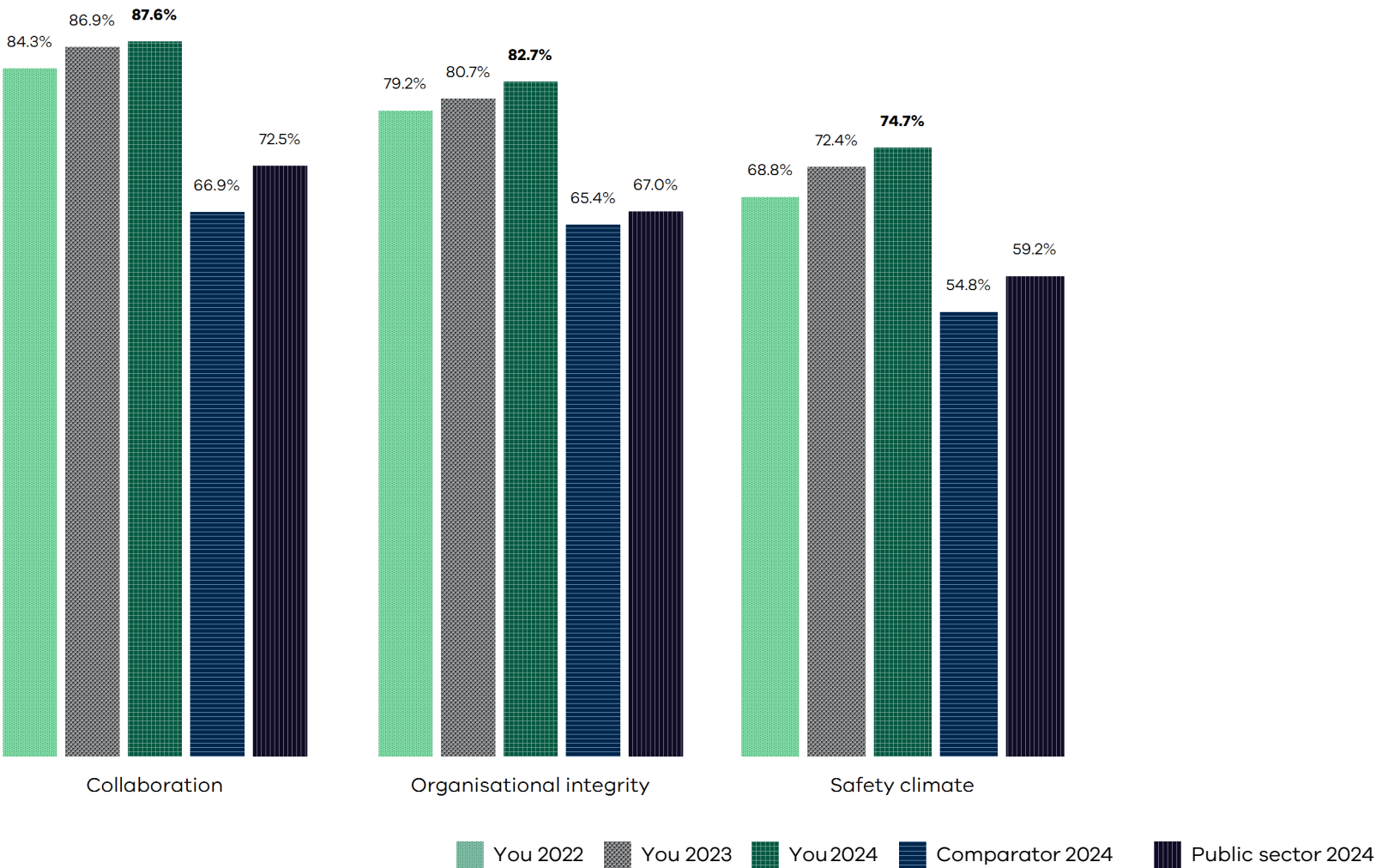
### Example

In 2024:

- 87.6% of your staff who did the survey responded positively to questions about Collaboration.

Compared to:

- 66.9% of staff in your comparator group and 72.5% of staff across the public sector.



# Organisational climate

## Organisational integrity 1 of 2

### What is this

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

### Why this is important

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

### How to read this

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

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

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

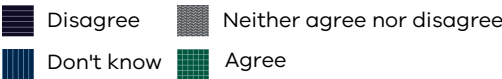
### Example

95% of your staff who did the survey agreed or strongly agreed with 'My organisation encourages respectful workplace behaviours'.

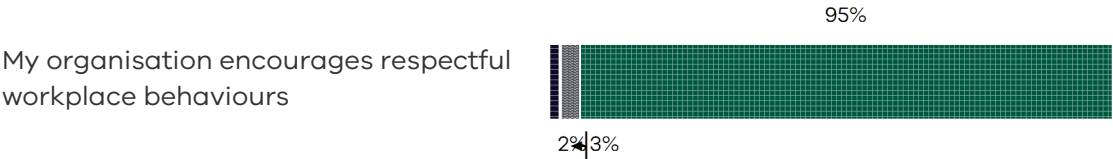
## Survey question

## Your results

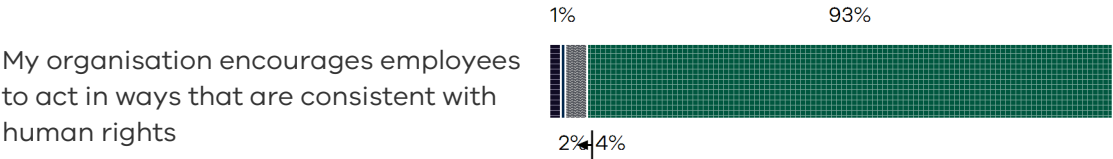
## Benchmark agree results



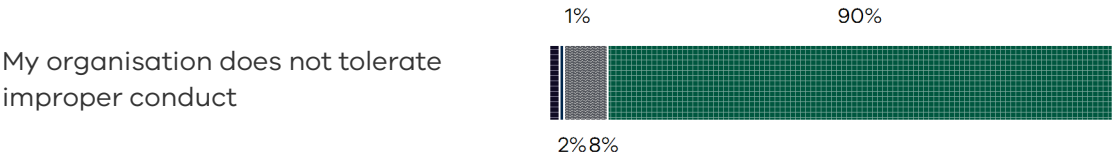
2022	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest



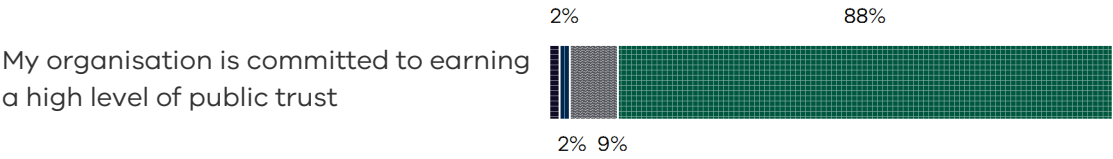
91%	92%	95%	60%	80%	86%
-----	-----	-----	-----	-----	-----



90%	91%	93%	68%	82%	89%
-----	-----	-----	-----	-----	-----



86%	88%	90%	46%	70%	77%
-----	-----	-----	-----	-----	-----



86%	87%	88%	46%	72%	85%
-----	-----	-----	-----	-----	-----

# Organisational climate

## Organisational integrity 2 of 2

### What is this

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

### Why this is important

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

### How to read this

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

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

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

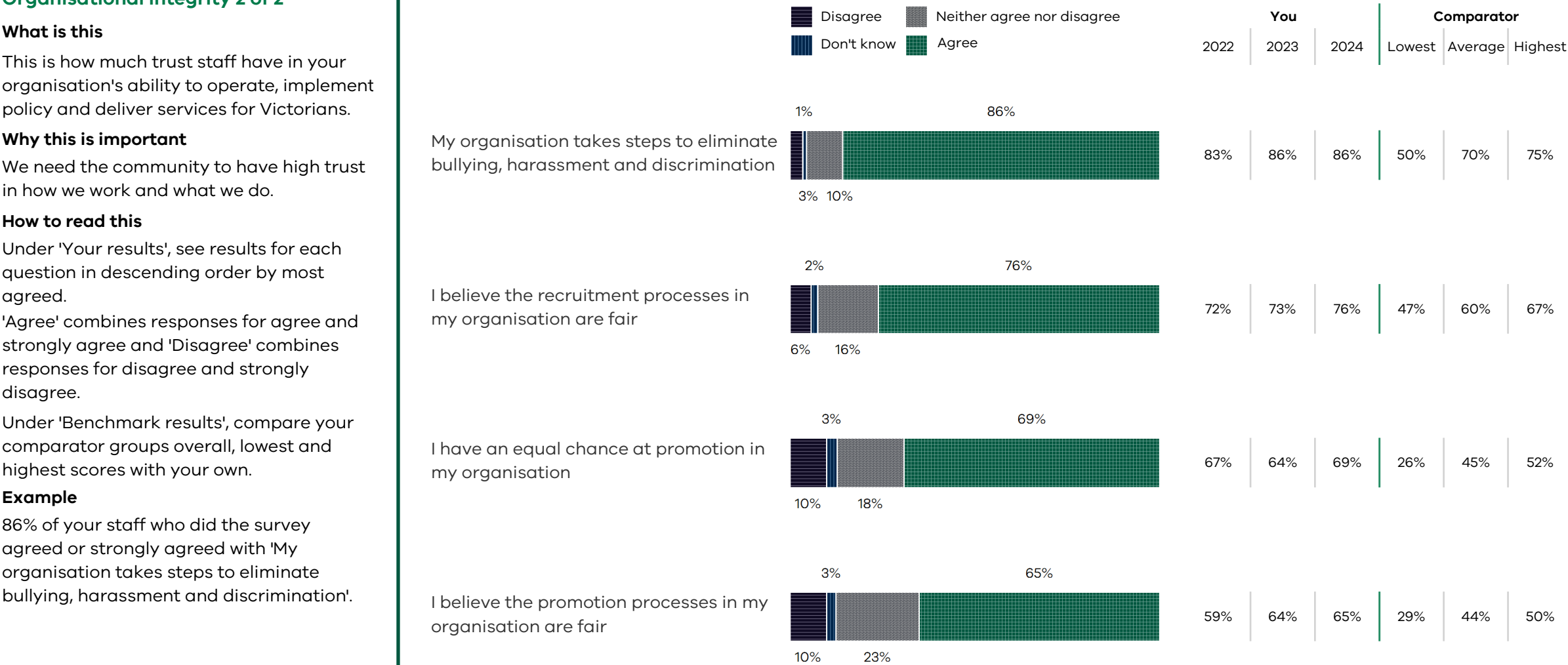
### Example

86% of your staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.

## Survey question

## Your results

## Benchmark agree results



# Organisational climate

## Collaboration

### What is this

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

### Why this is important

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

### How to read this

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

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

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

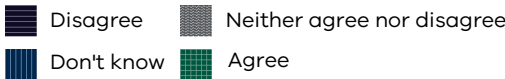
### Example

92% of your staff who did the survey agreed or strongly agreed with 'I am able to work effectively with others outside my immediate workgroup'.

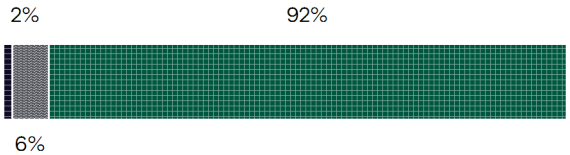
## Survey question

## Your results

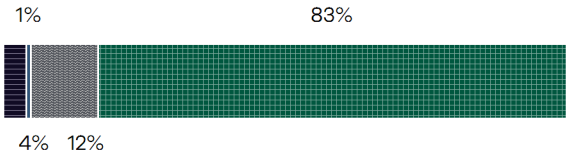
## Benchmark agree results



I am able to work effectively with others outside my immediate workgroup



Workgroups across my organisation willingly share information with each other



	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
I am able to work effectively with others outside my immediate workgroup	89%	93%	92%	65%	79%	85%
Workgroups across my organisation willingly share information with each other	79%	81%	83%	29%	55%	63%

# Organisational climate

## Safety climate 1 of 2

### What is this

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

### Why this is important

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

### How to read this

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

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

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

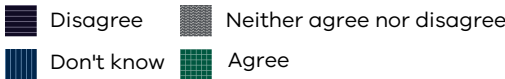
### Example

91% of your staff who did the survey agreed or strongly agreed with 'My organisation provides a physically safe work environment'.

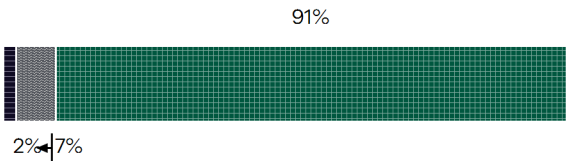
## Survey question

## Your results

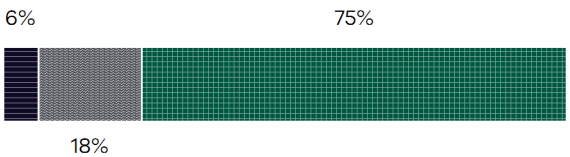
## Benchmark agree results



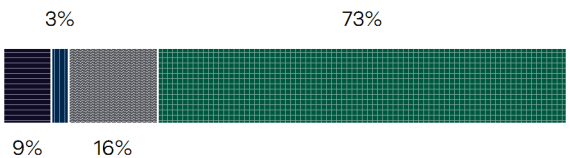
My organisation provides a physically safe work environment



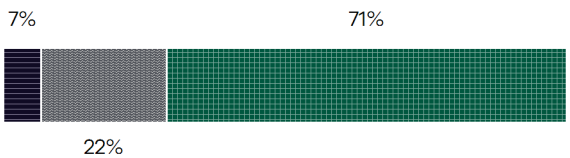
Senior leaders consider the psychological health of employees to be as important as productivity



My organisation has effective procedures in place to support employees who may experience stress



Senior leaders show support for stress prevention through involvement and commitment



2022	You			Comparator		
	2023	2024		Lowest	Average	Highest

91%	92%	91%	78%	83%	86%
-----	-----	-----	-----	-----	-----

73%	75%	75%	33%	53%	65%
-----	-----	-----	-----	-----	-----

60%	64%	73%	36%	51%	58%
-----	-----	-----	-----	-----	-----

66%	71%	71%	23%	47%	57%
-----	-----	-----	-----	-----	-----

# Organisational climate

## Safety climate 2 of 2

### What is this

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

### Why this is important

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

### How to read this

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

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

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

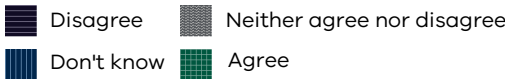
### Example

71% of your staff who did the survey agreed or strongly agreed with 'In my workplace, there is good communication about psychological safety issues that affect me'.

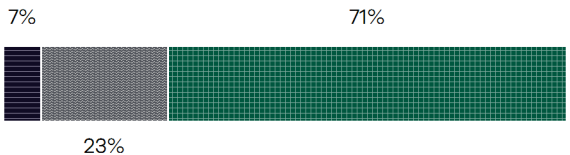
## Survey question

## Your results

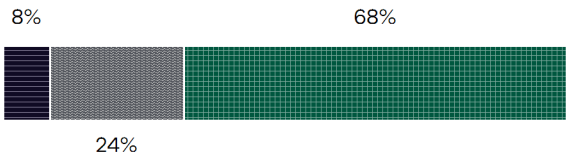
## Benchmark agree results



In my workplace, there is good communication about psychological safety issues that affect me



All levels of my organisation are involved in the prevention of stress



	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
In my workplace, there is good communication about psychological safety issues that affect me	62%	67%	71%	38%	51%	59%
All levels of my organisation are involved in the prevention of stress	62%	65%	68%	29%	45%	55%

# People matter survey

2024

Have your say

## Overview

### Report overview

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

## Result summary

### People outcomes

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

### Key differences

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

### Taking action

- Taking action questions

## Detailed results

### Senior leadership

- Senior leadership questions

### Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

### Workgroup climate

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

### Job and manager factors

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

### Public sector values

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

### Topical questions

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

### Custom questions

- Questions requested by your organisation

### Demographics

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



# Workgroup climate

## Scorecard

### What is this

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

### Why this is important

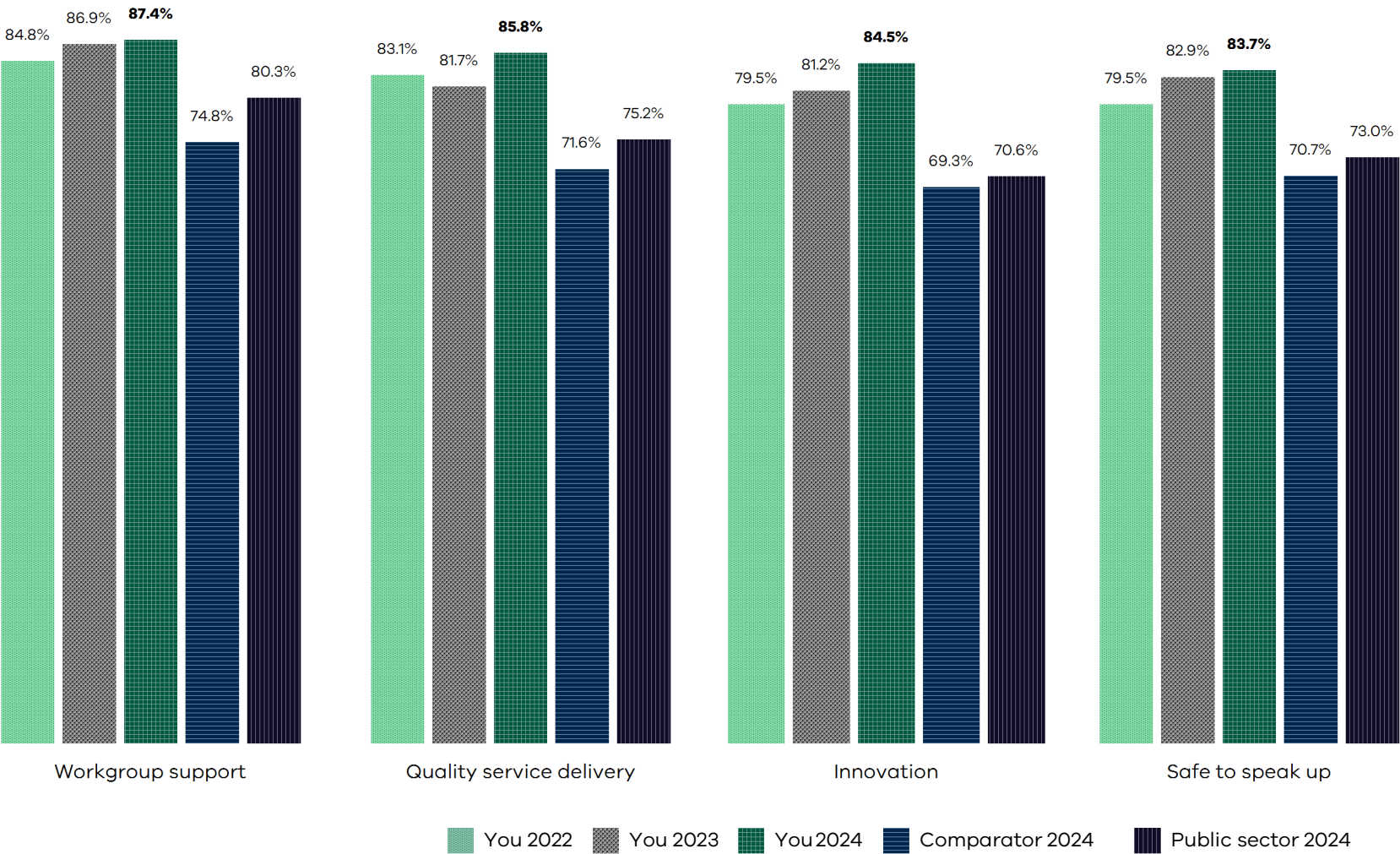
This page shows which factors are performing well and which factors you can look to improve.

### How to read this

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

### Example

- In 2024:
- 87.4% of your staff who did the survey responded positively to questions about Workgroup support
- Compared to:
- 74.8% of staff in your comparator group and 80.3% of staff across the public sector.



Workgroup climate

Quality service delivery

What is this

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

Why this is important

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

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

How to read this

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

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

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

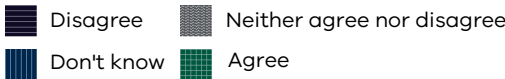
Example

87% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

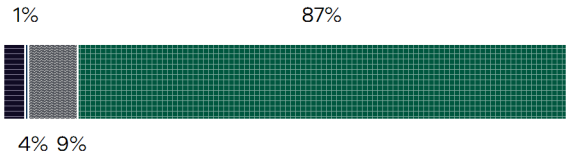
Survey question

Your results

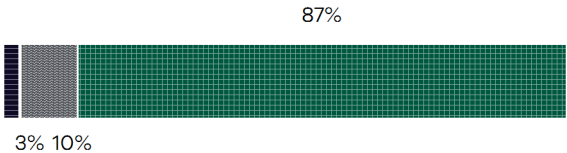
Benchmark agree results



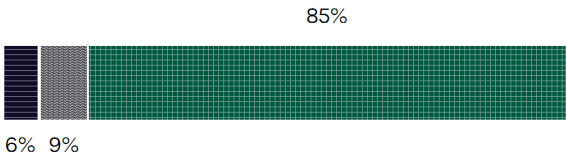
My workgroup has clear lines of responsibility



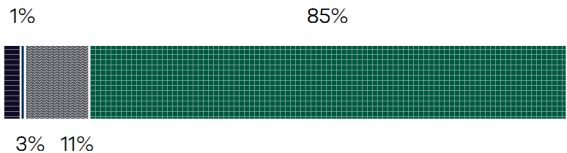
My workgroup provides high quality advice and services



My workgroup acts fairly and without bias



My workgroup uses its resources well



2022	You			Comparator		
	2023	2024		Lowest	Average	Highest
	84%	82%	87%	58%	69%	75%
	85%	84%	87%	69%	77%	83%
	83%	81%	85%	67%	74%	81%
	81%	81%	85%	60%	67%	75%

Workgroup climate

Innovation

What is this

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

Why this is important

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

How to read this

Under 'Your results', see results for each question in descending order by most agreed.  
'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.

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

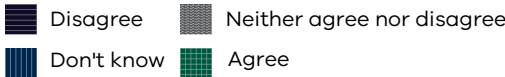
Example

86% of your staff who did the survey agreed or strongly agreed with 'My workgroup is quick to respond to opportunities to do things better'.

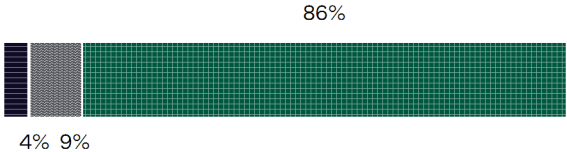
Survey question

Your results

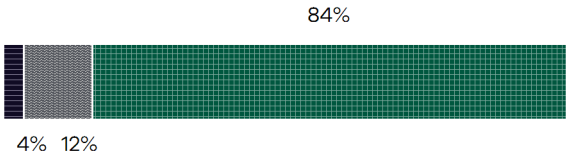
Benchmark agree results



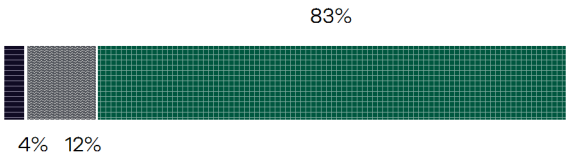
My workgroup is quick to respond to opportunities to do things better



My workgroup encourages employee creativity



My workgroup learns from failures and mistakes



You			Comparator		
2022	2023	2024	Lowest	Average	Highest

82%	83%	86%	65%	70%	75%
-----	-----	-----	-----	-----	-----

78%	79%	84%	63%	69%	75%
-----	-----	-----	-----	-----	-----

79%	81%	83%	62%	68%	75%
-----	-----	-----	-----	-----	-----

Workgroup climate

Workgroup support 1 of 2

What is this

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

Why this is important

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

How to read this

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

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

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

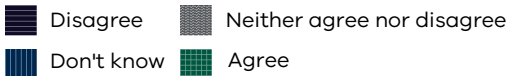
Example

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

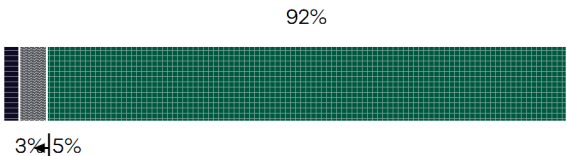
Survey question

Your results

Benchmark agree results



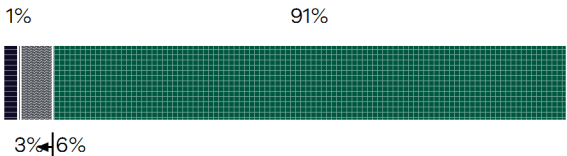
People in my workgroup treat each other with respect



You			Comparator		
2022	2023	2024	Lowest	Average	Highest

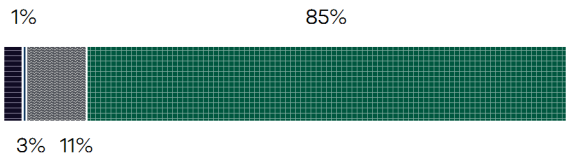
94%	93%	92%	75%	82%	86%
-----	-----	-----	-----	-----	-----

People in my workgroup work together effectively to get the job done



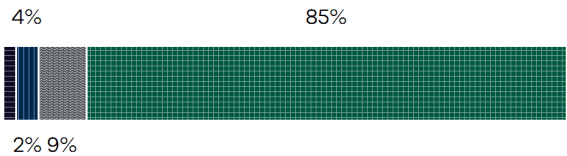
90%	89%	91%	72%	78%	82%
-----	-----	-----	-----	-----	-----

People in my workgroup are honest, open and transparent in their dealings



84%	86%	85%	63%	72%	77%
-----	-----	-----	-----	-----	-----

People in my workgroup are politically impartial in their work



79%	84%	85%	69%	75%	82%
-----	-----	-----	-----	-----	-----

Workgroup climate

Workgroup support 2 of 2

What is this

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

Why this is important

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

How to read this

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

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

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

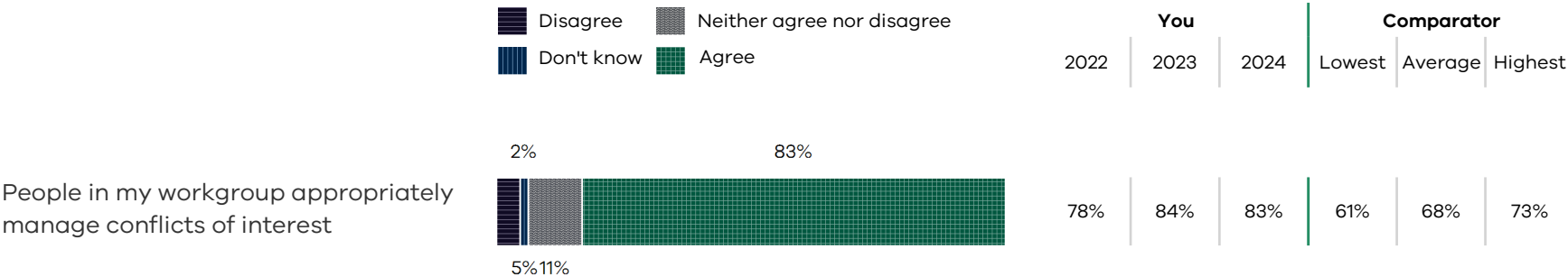
Example

83% 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 is this

This is how freely and confidently staff feel they can talk about issues without fear of retribution.

### Why this is important

Organisations with psychologically safe cultures empower staff to report negative behaviour and integrity issues.

### How to read this

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

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

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

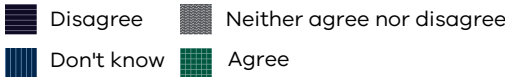
### Example

86% 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'.

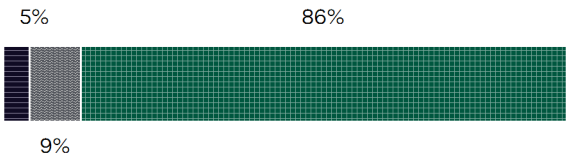
## Survey question

## Your results

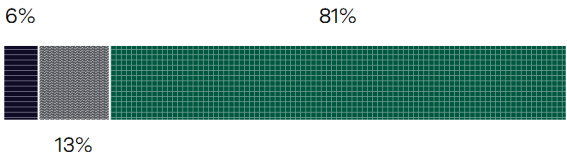
## Benchmark agree results



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



I feel safe to challenge inappropriate behaviour at work



You			Comparator		
2022	2023	2024	Lowest	Average	Highest
78%	83%	86%	63%	71%	76%
81%	83%	81%	58%	70%	76%

# People matter survey

2024

Have your say

## Overview

### Report overview

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

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

### Key differences

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

### Taking action

- Taking action questions

## Detailed results

### Senior leadership

- Senior leadership questions

### Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
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### Workgroup climate

- Scorecard
- Quality service delivery
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- Safe to speak up

### Job and manager factors

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

### Public sector values

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

### Topical questions

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

### Custom questions

- Questions requested by your organisation

### Demographics

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



# Job and manager factors

## Scorecard 1 of 2

### What is this

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

### Why this is important

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

### How to read this

Each label represents a group of questions in the survey about job and manager factors.

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

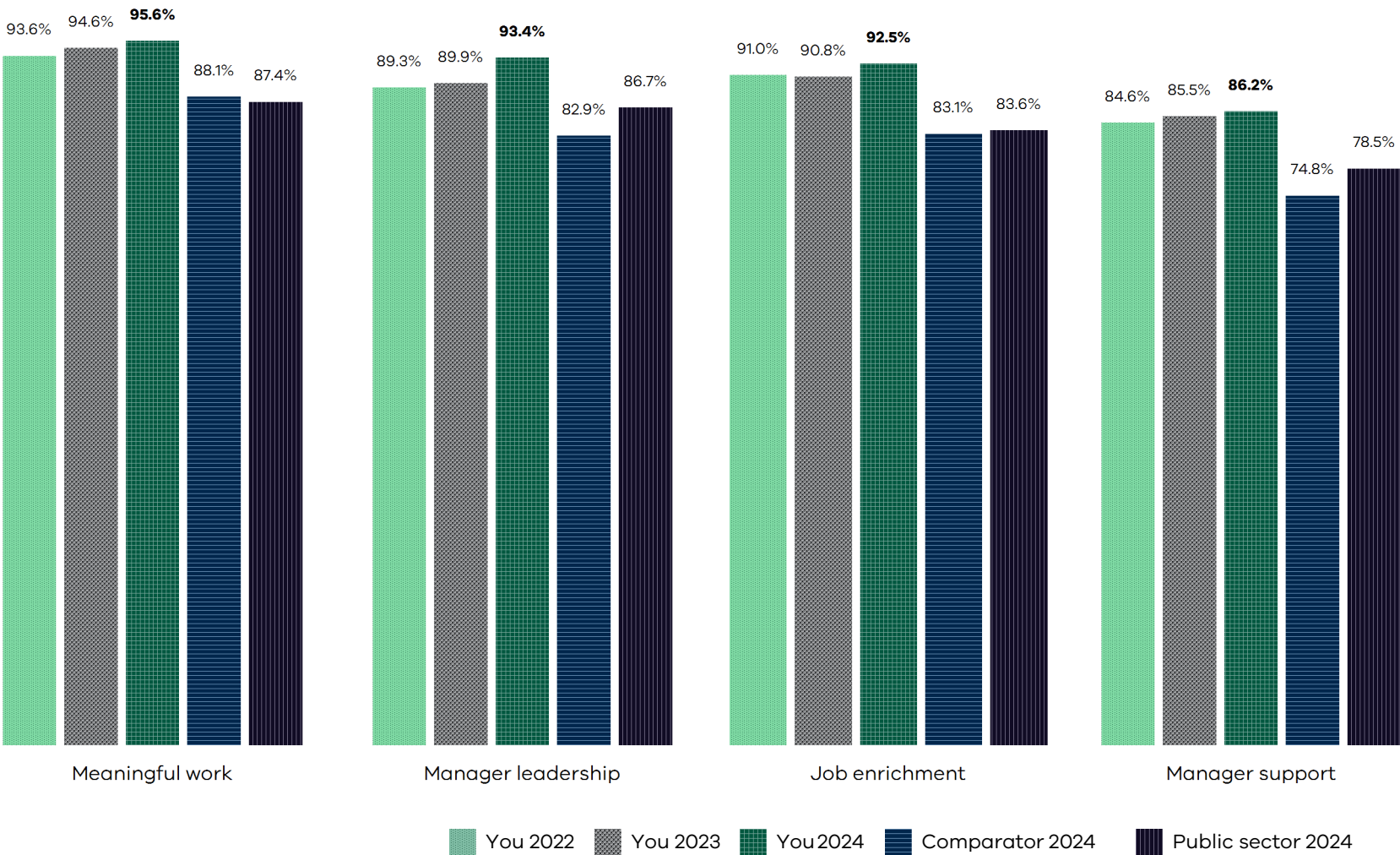
### Example

In 2024:

- 95.6% of your staff who did the survey responded positively to questions about Meaningful work.

Compared to:

- 88.1% of staff in your comparator group and 87.4% of staff across the public sector.



# Job and manager factors

## Scorecard 2 of 2

### What is this

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

### Why this is important

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

### How to read this

Each label represents a group of questions in the survey about job and manager factors.

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

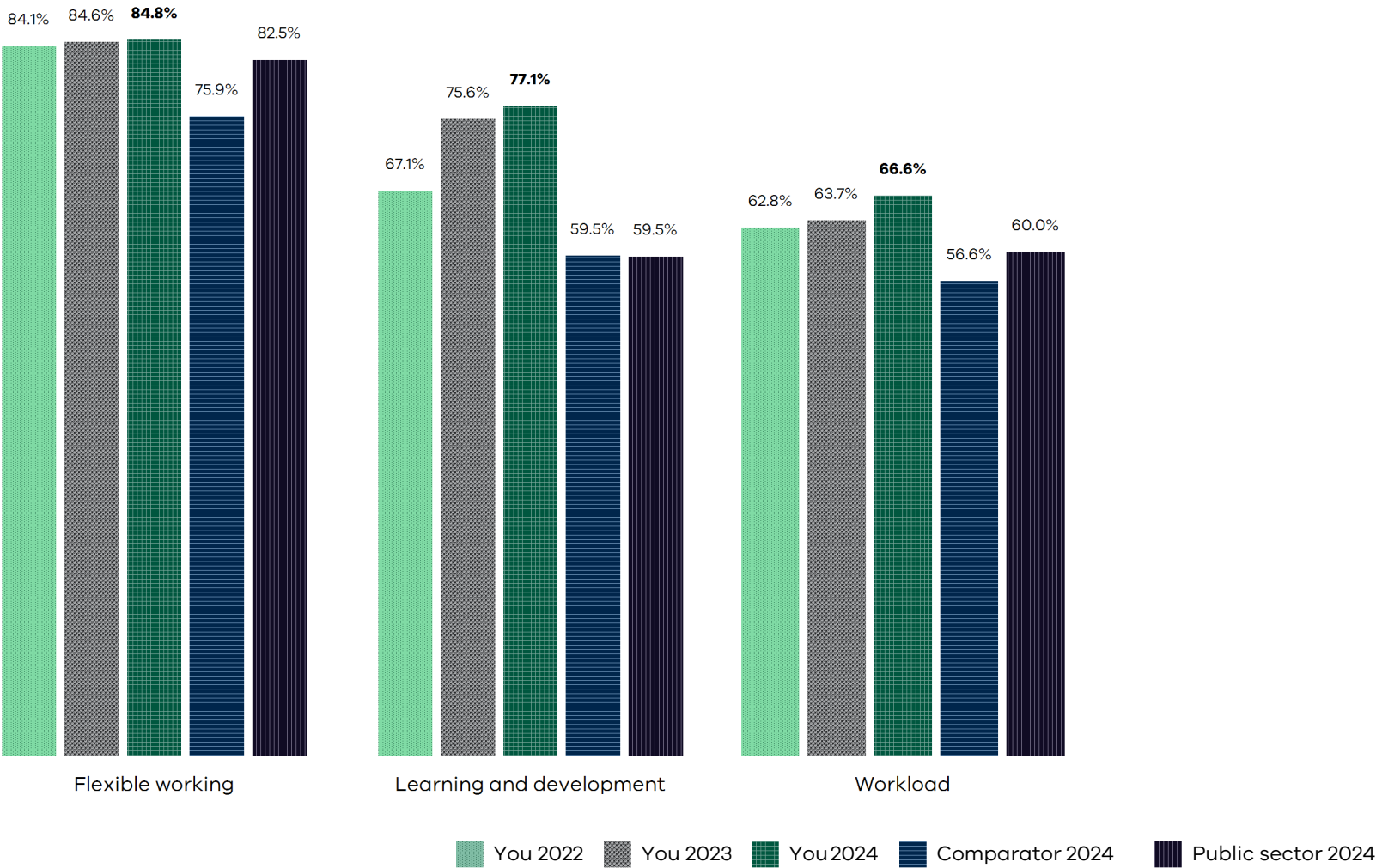
### Example

In 2024:

- 84.8% of your staff who did the survey responded positively to questions about Flexible working.

Compared to:

- 75.9% of staff in your comparator group and 82.5% of staff across the public sector.



# Job and manager factors

## Manager leadership

### What is this

This is how well staff perceive their direct managers lead.

### Why this is important

Great managers can foster the right environment for staff engagement. They can act as role models for your organisation’s strategy and values.

### How to read this

Under 'Your results', see results for each question in descending order by most agreed. 'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree. Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

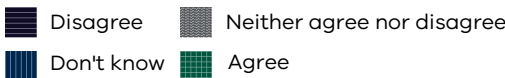
### Example

95% of your staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

## Survey question

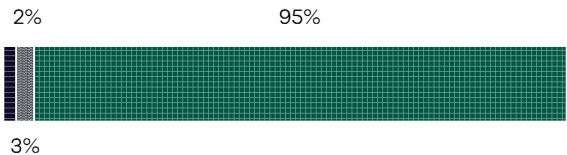
## Your results

## Benchmark agree results



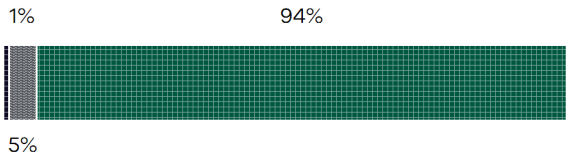
You			Comparator		
2022	2023	2024	Lowest	Average	Highest

My manager treats employees with dignity and respect



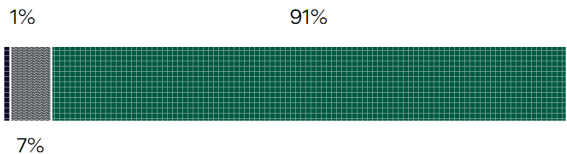
89%	93%	95%	75%	85%	90%
-----	-----	-----	-----	-----	-----

My manager demonstrates honesty and integrity



90%	90%	94%	71%	83%	89%
-----	-----	-----	-----	-----	-----

My manager models my organisation's values



89%	87%	91%	71%	81%	88%
-----	-----	-----	-----	-----	-----

Job and manager factors

Manager support 1 of 2

What is this

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

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

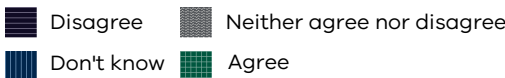
Example

91% of your staff who did the survey agreed or strongly agreed with 'I can discuss problems or issues with my manager'.

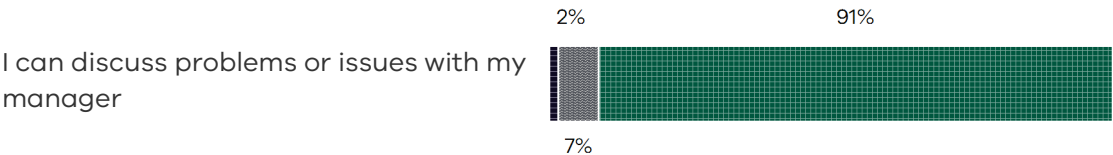
Survey question

Your results

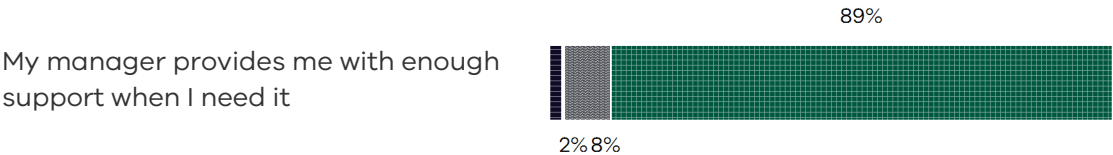
Benchmark agree results



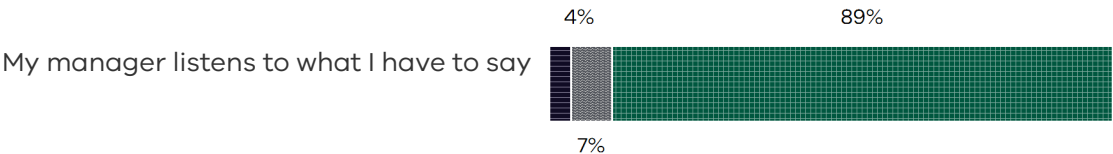
You			Comparator		
2022	2023	2024	Lowest	Average	Highest



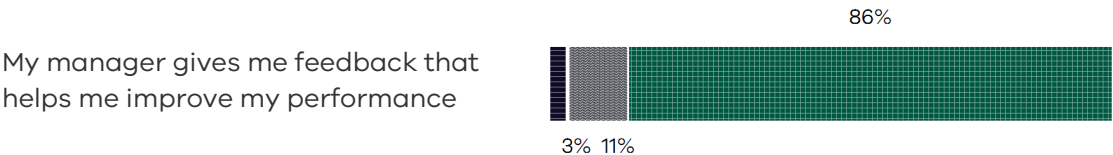
90%	90%	91%	71%	82%	87%
-----	-----	-----	-----	-----	-----



88%	88%	89%	72%	79%	83%
-----	-----	-----	-----	-----	-----



88%	88%	89%	71%	82%	86%
-----	-----	-----	-----	-----	-----



82%	85%	86%	61%	71%	76%
-----	-----	-----	-----	-----	-----

# Job and manager factors

## Manager support 2 of 2

### What is this

This is how supported staff feel by their direct manager.

### Why this is important

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

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

### How to read this

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

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

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

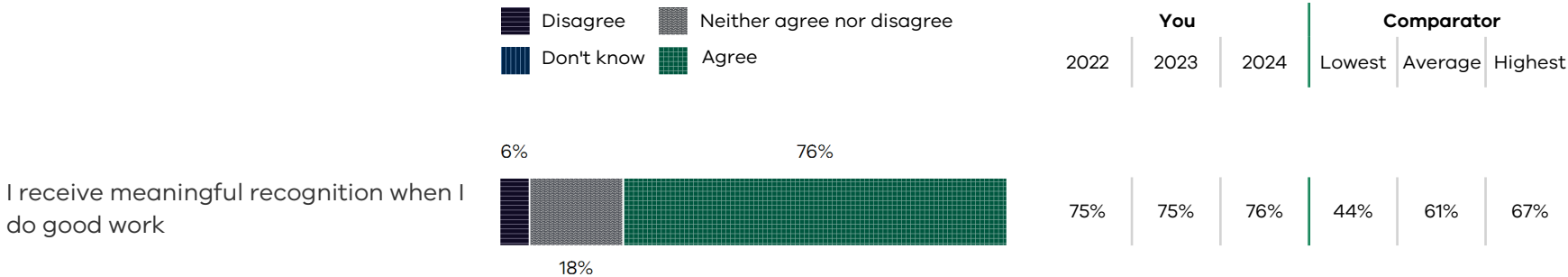
### Example

76% 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 is this

This is how staff feel about workload and time pressure.

### Why this is important

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

### How to read this

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

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

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

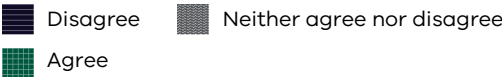
### Example

67% of your staff who did the survey agreed or strongly agreed with 'The workload I have is appropriate for the job that I do'.

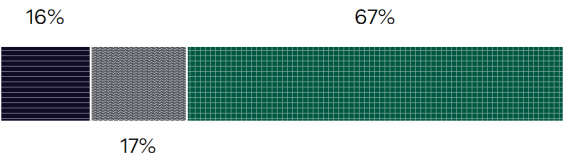
## Survey question

## Your results

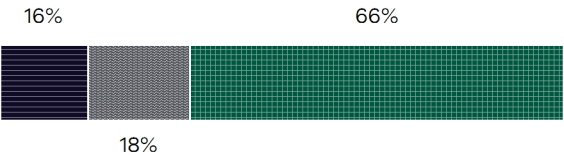
## Benchmark agree results



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



I have enough time to do my job effectively



2022	You		2024	Comparator		
	2023			Lowest	Average	Highest
	63%	65%	67%	46%	58%	65%
	63%	63%	66%	44%	55%	62%

# Job and manager factors

## Learning and development

### What is this

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

### Why this is important

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

### How to read this

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

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

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

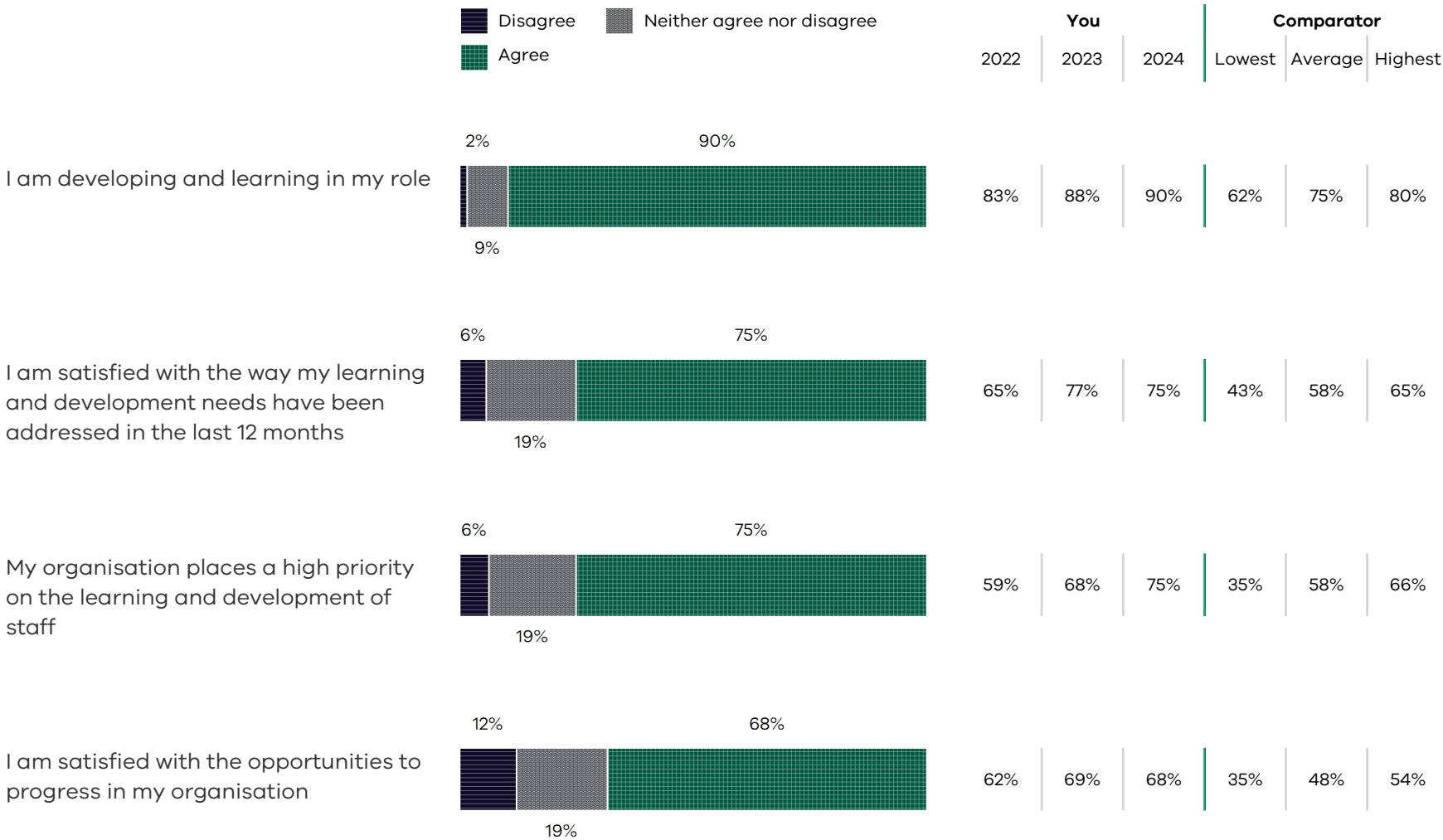
### Example

90% 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 is this

This is how staff feel about their autonomy at work and role clarity.

### Why this is important

Job enrichment is one of the main drivers of employee engagement and workplace wellbeing.

### How to read this

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

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

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

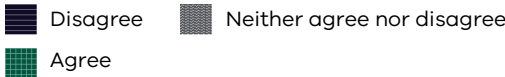
### Example

97% of your staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve its goals'.

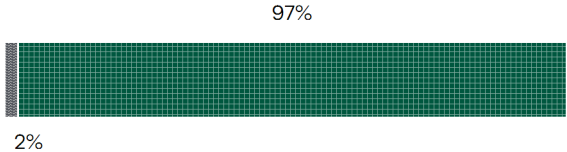
## Survey question

## Your results

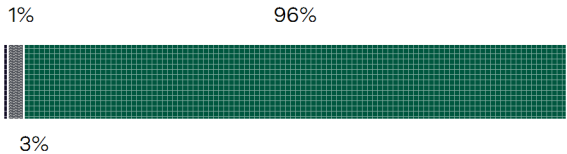
## Benchmark agree results



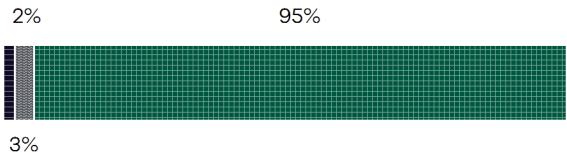
I understand how my job helps my organisation achieve its goals



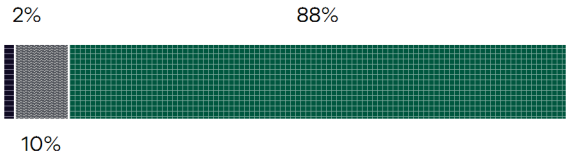
I can use my skills and knowledge in my job



I clearly understand what I am expected to do in this job



I have the authority to do my job effectively



You			Comparator		
2022	2023	2024	Lowest	Average	Highest

96%	94%	97%	85%	90%	94%
-----	-----	-----	-----	-----	-----

96%	97%	96%	85%	92%	96%
-----	-----	-----	-----	-----	-----

91%	94%	95%	77%	83%	88%
-----	-----	-----	-----	-----	-----

89%	86%	88%	59%	74%	80%
-----	-----	-----	-----	-----	-----

# Job and manager factors

## Job enrichment 2 of 2

### What is this

This is how staff feel about their autonomy at work and role clarity.

### Why this is important

Job enrichment is one of the main drivers of employee engagement and workplace wellbeing.

### How to read this

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

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

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

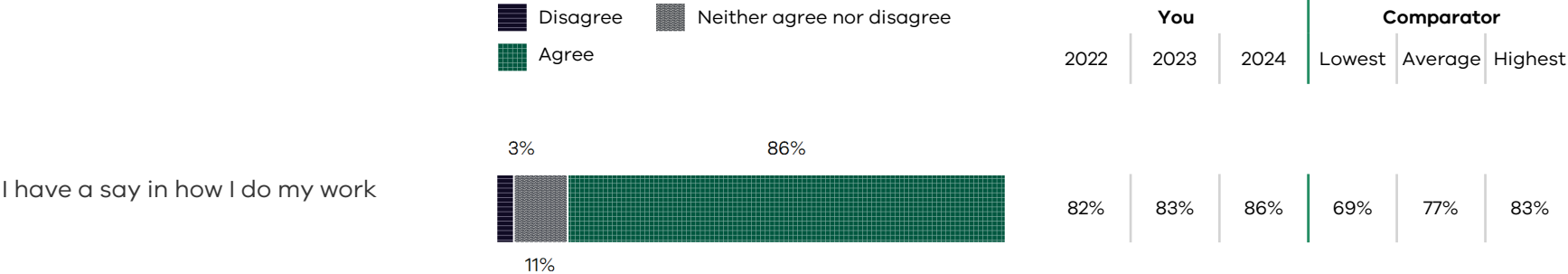
### Example

86% of your staff who did the survey agreed or strongly agreed with 'I have a say in how I do my work'.

## Survey question

## Your results

## Benchmark agree results



# Job and manager factors

## Meaningful work

### What is this

This is how staff feel about their contribution and how worthwhile their work is.

### Why this is important

Staff who feel their work is meaningful can help achieve individual, team and organisational outcomes.

### How to read this

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

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

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

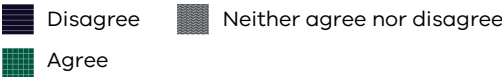
### Example

97% of your staff who did the survey agreed or strongly agreed with 'I can make a worthwhile contribution at work'.

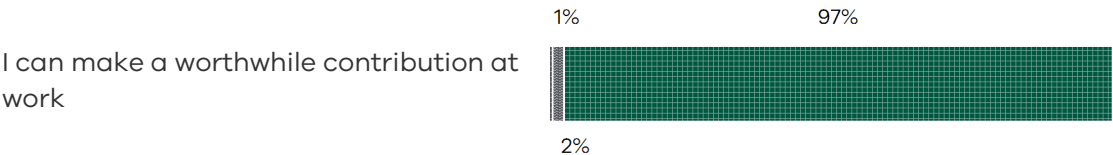
## Survey question

## Your results

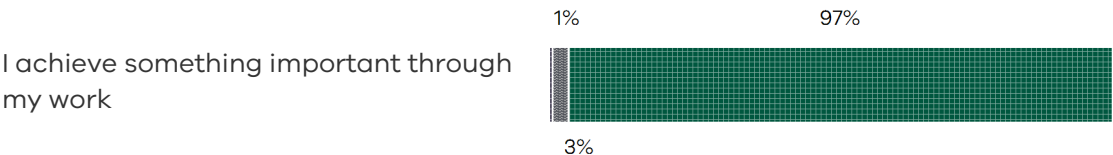
## Benchmark agree results



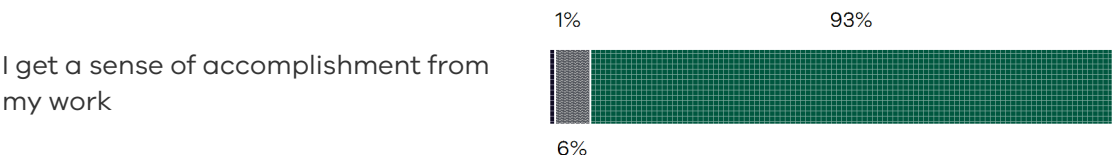
You			Comparator		
2022	2023	2024	Lowest	Average	Highest



95%	96%	97%	85%	91%	95%
-----	-----	-----	-----	-----	-----



94%	96%	97%	83%	90%	92%
-----	-----	-----	-----	-----	-----



91%	92%	93%	78%	84%	87%
-----	-----	-----	-----	-----	-----

# Job and manager factors

## Flexible working

### What is this

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

### Why this is important

Supporting flexible working can improve employee wellbeing.

### How to read this

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

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

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

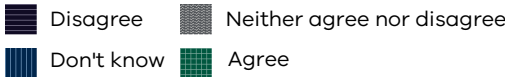
### Example

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

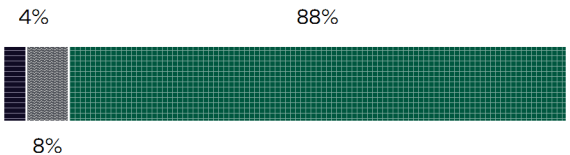
## Survey question

## Your results

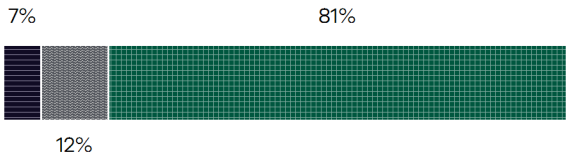
## Benchmark agree results



My manager supports working flexibly



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



2022	You			Comparator		
	2023	2024		Lowest	Average	Highest

88%	87%	88%		68%	81%	89%
-----	-----	-----	--	-----	-----	-----

80%	82%	81%		60%	70%	76%
-----	-----	-----	--	-----	-----	-----

# People matter survey

2024

Have your say

## Overview

### Report overview

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

## Result summary

### People outcomes

- Scorecard: engagement index
- Engagement
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- Satisfaction
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- Intention to stay
- Inclusion
- Scorecard: emotional effects of work
- Scorecard: negative behaviour
- Bullying
- Sexual harassment
- Discrimination
- Violence and aggression
- Satisfaction with complaint processes

### Key differences

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

### Taking action

- Taking action questions

## Detailed results

### Senior leadership

- Senior leadership questions

### Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

### Workgroup climate

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

### Job and manager factors

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

### Public sector values

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

### Topical questions

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

### Custom questions

- Questions requested by your organisation

### Demographics

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



# Public sector values

## Scorecard 1 of 2

### What is this

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

### Why this is important

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

### How to read this

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

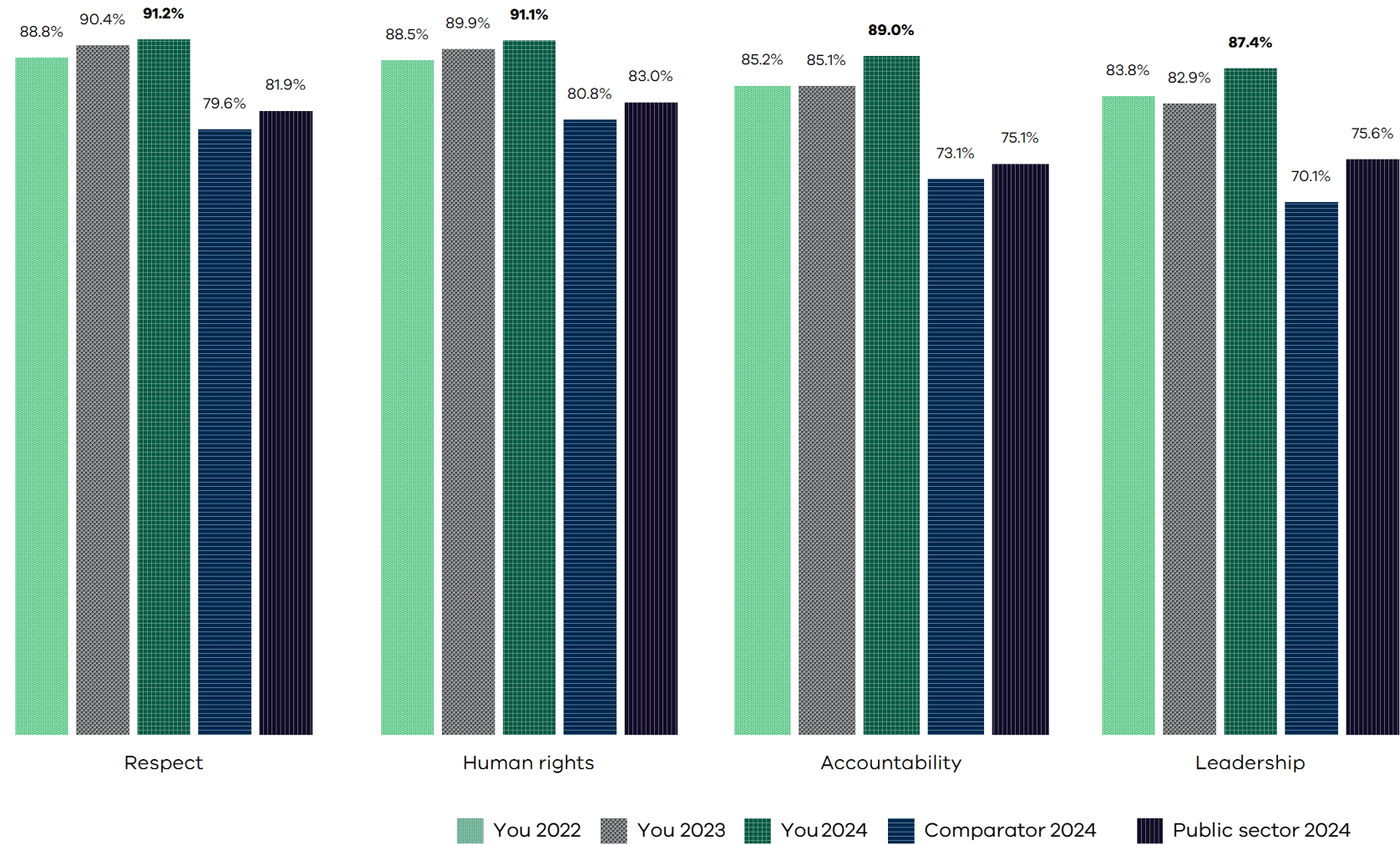
### Example

In 2024:

- 91.2% of your staff who did the survey responded positively to questions about Respect.

Compared to:

- 79.6% of staff in your comparator group and 81.9% of staff across the public sector.



# Public sector values

## Scorecard 2 of 2

### What is this

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

### Why this is important

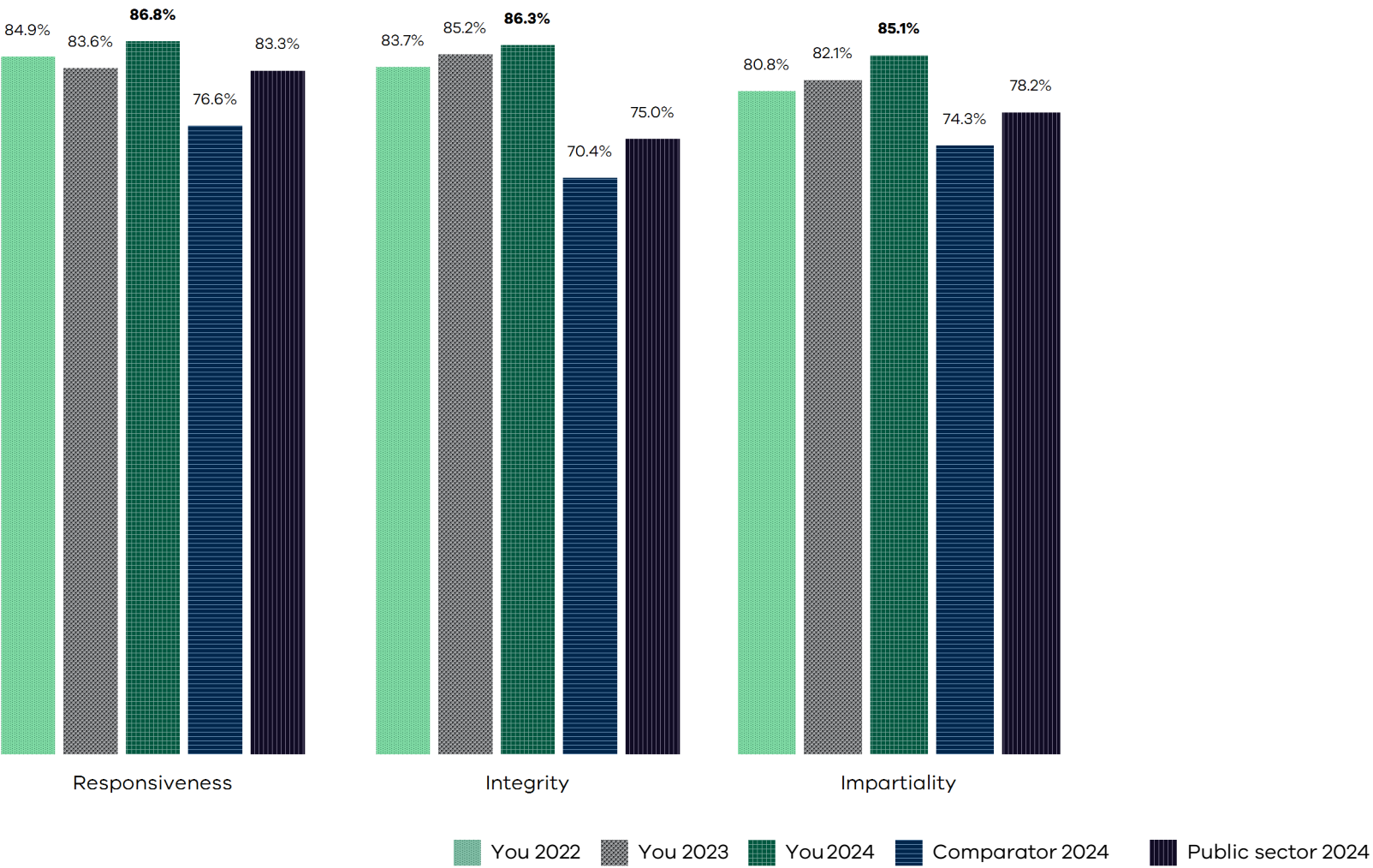
There's a strong link between workplace culture and how staff perceive their organisation lives the public sector values.

### How to read this

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

### Example

- In 2024:
- 86.8% of your staff who did the survey responded positively to questions about Responsiveness.
- Compared to:
- 76.6% of staff in your comparator group and 83.3% of staff across the public sector.



Public sector values

Responsiveness

What is this

This is how responsive your staff feel they are to the community.

Why this is important

Staff need to feel they can adapt to the changing demands and circumstances of our clients and stakeholders.

How to read this

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

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

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

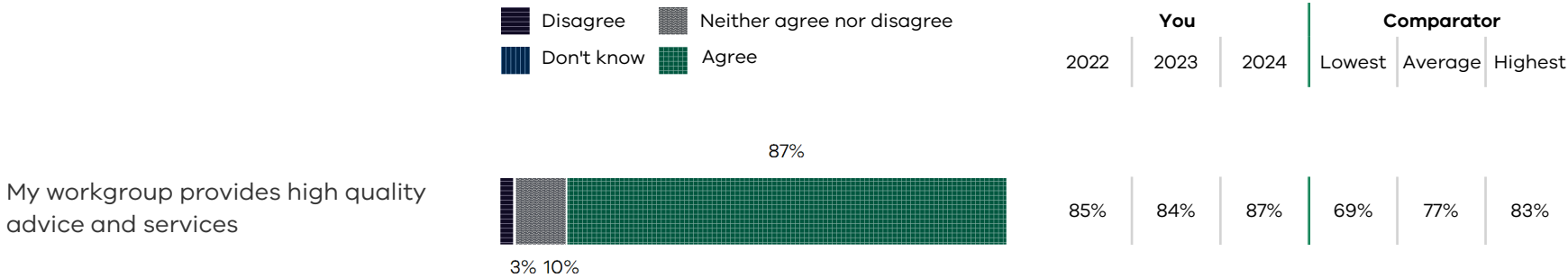
Example

87% 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



Public sector values

Integrity 1 of 2

What is this

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

Why this is important

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

How to read this

Under 'Your results', see results for each question in descending order by most agreed.  
'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.

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

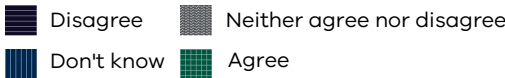
Example

94% of your staff who did the survey agreed or strongly agreed with 'My manager demonstrates honesty and integrity'.

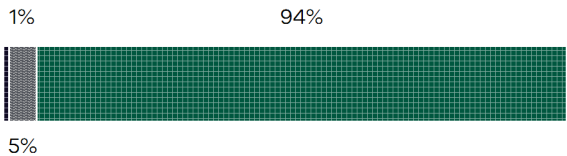
Survey question

Your results

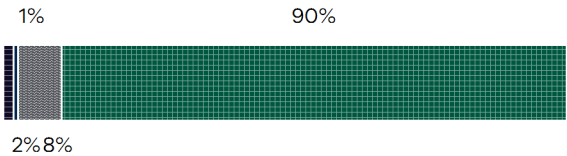
Benchmark agree results



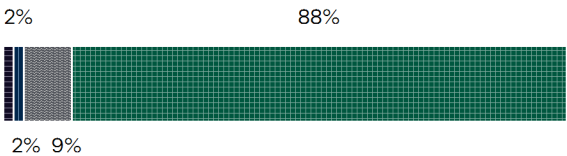
My manager demonstrates honesty and integrity



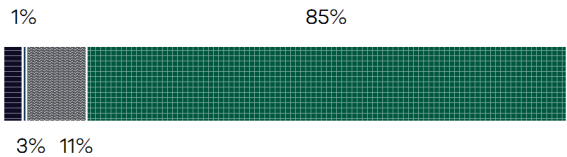
My organisation does not tolerate improper conduct



My organisation is committed to earning a high level of public trust



People in my workgroup are honest, open and transparent in their dealings



You			Comparator		
2022	2023	2024	Lowest	Average	Highest

90%	90%	94%	71%	83%	89%
-----	-----	-----	-----	-----	-----

86%	88%	90%	46%	70%	77%
-----	-----	-----	-----	-----	-----

86%	87%	88%	46%	72%	85%
-----	-----	-----	-----	-----	-----

84%	86%	85%	63%	72%	77%
-----	-----	-----	-----	-----	-----

Public sector values

Integrity 2 of 2

What is this

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

Why this is important

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

How to read this

Under 'Your results', see results for each question in descending order by most agreed.  
'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.

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

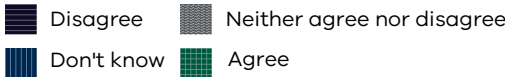
Example

83% of your staff who did the survey agreed or strongly agreed with 'Senior leaders demonstrate honesty and integrity'.

Survey question

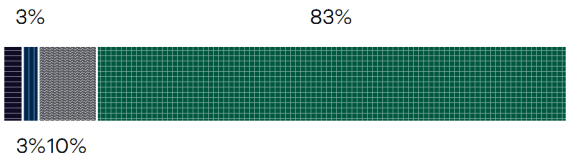
Your results

Benchmark agree results



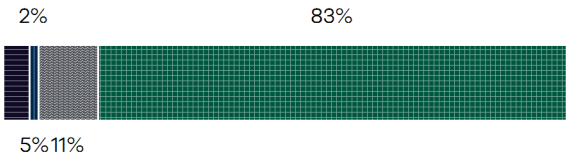
You			Comparator		
2022	2023	2024	Lowest	Average	Highest

Senior leaders demonstrate honesty and integrity



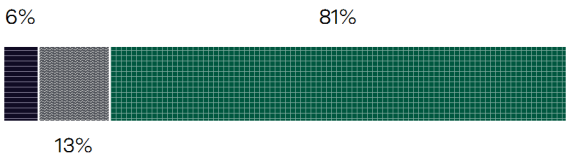
81%	80%	83%	35%	58%	72%
-----	-----	-----	-----	-----	-----

People in my workgroup appropriately manage conflicts of interest



78%	84%	83%	61%	68%	73%
-----	-----	-----	-----	-----	-----

I feel safe to challenge inappropriate behaviour at work



81%	83%	81%	58%	70%	76%
-----	-----	-----	-----	-----	-----

Public sector values

Impartiality

What is this

Impartiality is how your staff feel an organisation makes informed decisions and provides stable advice on merit, without bias, favouritism or self interest.

Why this is important

We all have an obligation to be impartial and make objective and fair decisions that are open to scrutiny.

How to read this

Under 'Your results', see results for each question in descending order by most agreed.  
'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.  
Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

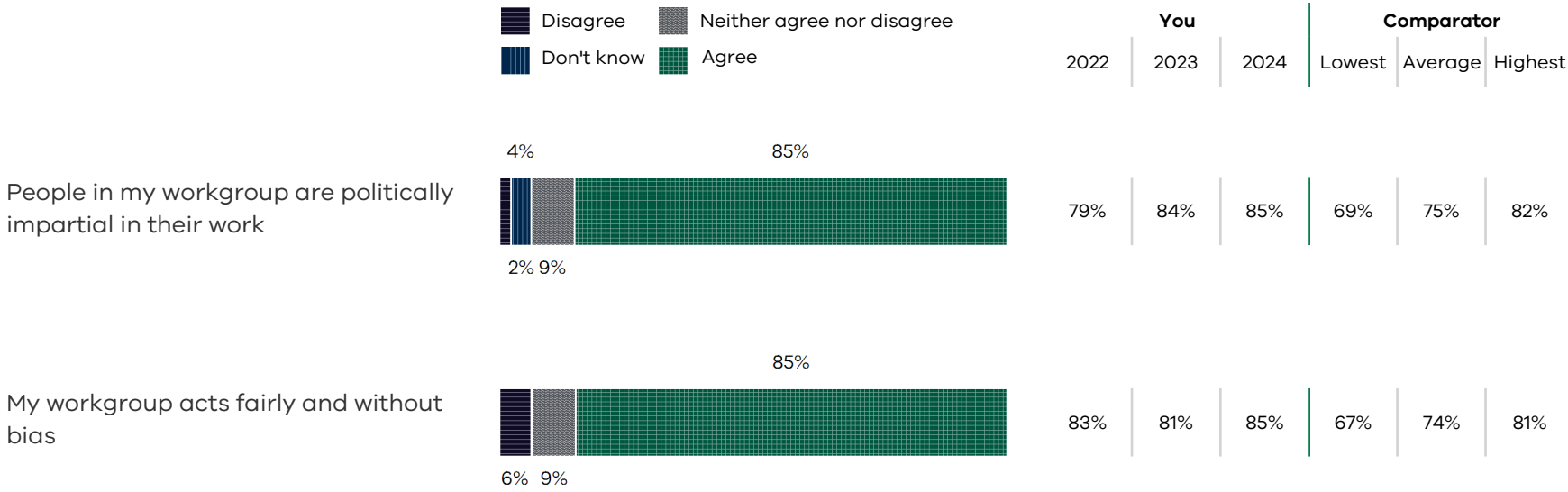
Example

85% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.

Survey question

Your results

Benchmark agree results



Public sector values

Accountability 1 of 2

What is this

Accountability is if your staff feel they work to clear objectives in a transparent manner and can accept responsibility for decisions.

Why this is important

As we all make decisions on behalf of Victorians, we must be accountable in the resources we use.

How to read this

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

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

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

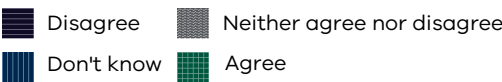
Example

97% 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

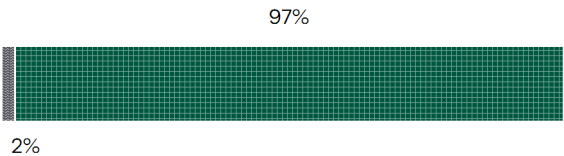
Your results

Benchmark agree results



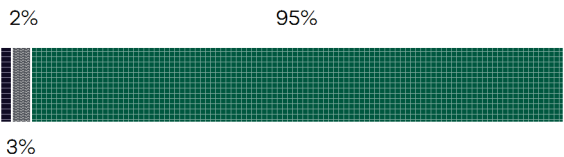
You			Comparator		
2022	2023	2024	Lowest	Average	Highest

I understand how my job helps my organisation achieve its goals



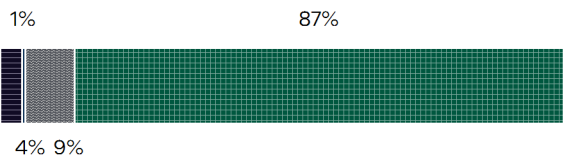
96%	94%	97%	85%	90%	94%
-----	-----	-----	-----	-----	-----

I clearly understand what I am expected to do in this job



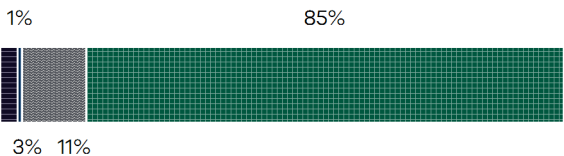
91%	94%	95%	77%	83%	88%
-----	-----	-----	-----	-----	-----

My workgroup has clear lines of responsibility



84%	82%	87%	58%	69%	75%
-----	-----	-----	-----	-----	-----

My workgroup uses its resources well



81%	81%	85%	60%	67%	75%
-----	-----	-----	-----	-----	-----

Public sector values

Accountability 2 of 2

What is this

Accountability is if your staff feel they work to clear objectives in a transparent manner and can accept responsibility for decisions.

Why this is important

As we all make decisions on behalf of Victorians, we must be accountable in the resources we use.

How to read this

Under 'Your results' see results for each question in descending order by most agreed.  
'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.  
Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

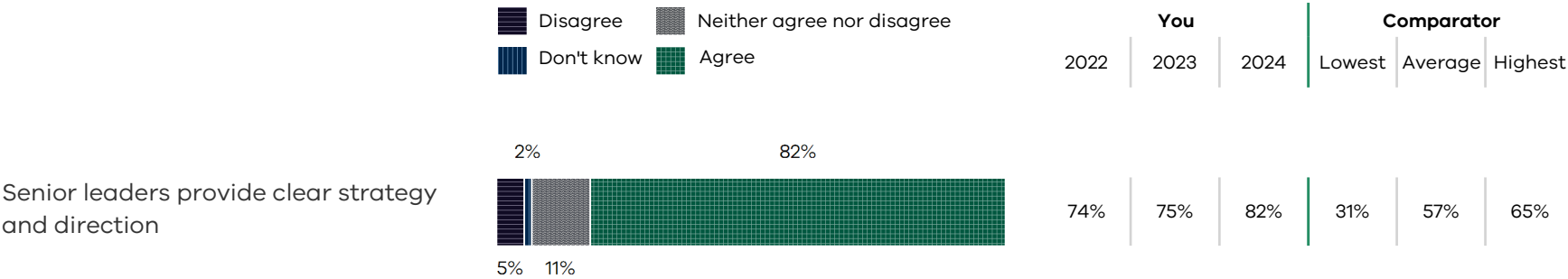
Example

82% of your 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 is this

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

Why this is important

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

How to read this

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

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

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

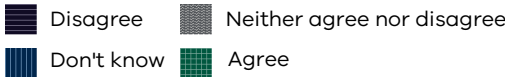
Example

95% of your staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

Survey question

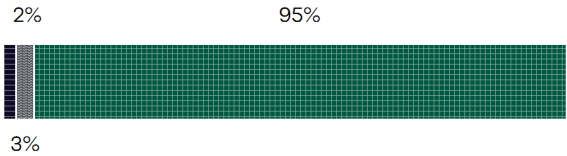
Your results

Benchmark agree results



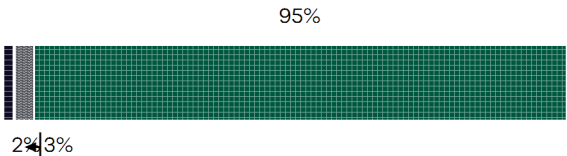
You			Comparator		
2022	2023	2024	Lowest	Average	Highest

My manager treats employees with dignity and respect



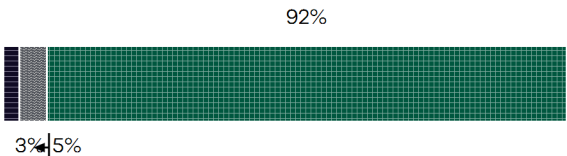
89%	93%	95%	75%	85%	90%
-----	-----	-----	-----	-----	-----

My organisation encourages respectful workplace behaviours



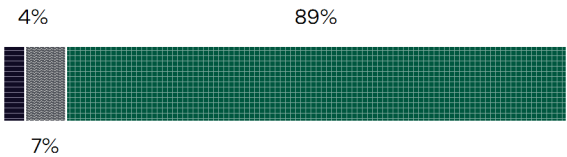
91%	92%	95%	60%	80%	86%
-----	-----	-----	-----	-----	-----

People in my workgroup treat each other with respect



94%	93%	92%	75%	82%	86%
-----	-----	-----	-----	-----	-----

My manager listens to what I have to say



88%	88%	89%	71%	82%	86%
-----	-----	-----	-----	-----	-----

Public sector values

Respect 2 of 2

What is this

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

Why this is important

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

How to read this

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

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

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

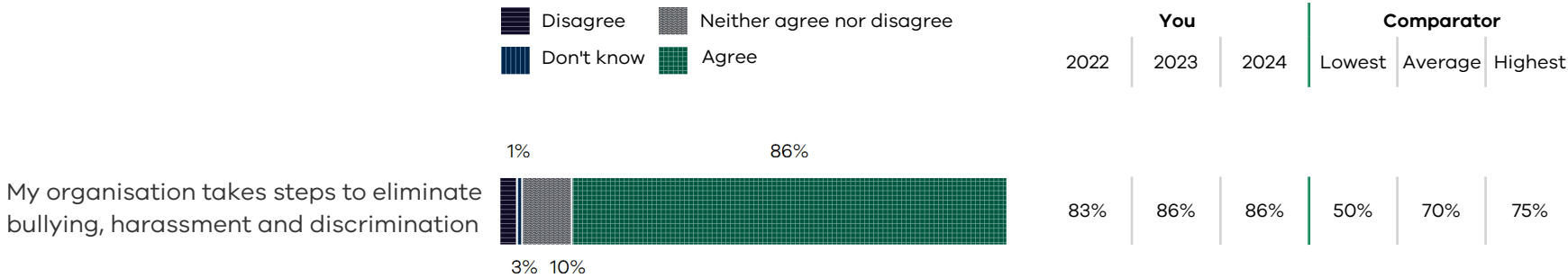
Example

86% 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



Public sector values

Leadership

What is this

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

Why this is important

Good leadership plays a role in the development of workplace culture. It also gives Victorians confidence that staff in the public sector behave to a high standard.

How to read this

Under 'Your results', see results for each question in descending order by most agreed. 'Agree' combines responses for agree and strongly agree and 'Disagree' combines responses for disagree and strongly disagree.

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

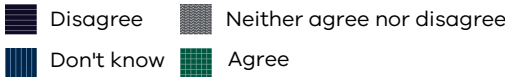
Example

91% of your staff who did the survey agreed or strongly agreed with 'My manager models my organisation's values'.

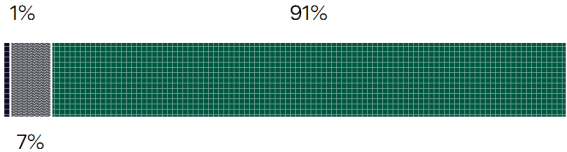
Survey question

Your results

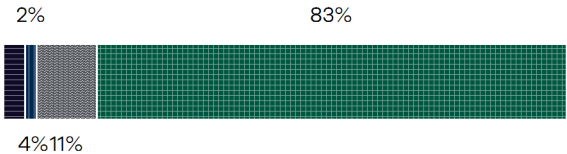
Benchmark agree results



My manager models my organisation's values



Senior leaders model my organisation's values



You			Comparator		
2022	2023	2024	Lowest	Average	Highest

89%	87%	91%	71%	81%	88%
79%	78%	83%	32%	59%	72%

Public sector values

Human rights

What is this

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

Why this is important

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

How to read this

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

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

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

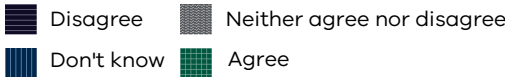
Example

93% of your staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.

Survey question

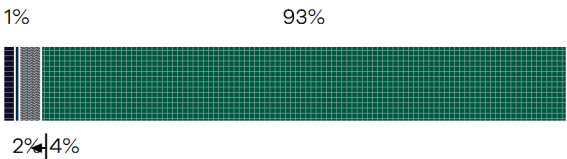
Your results

Benchmark agree results



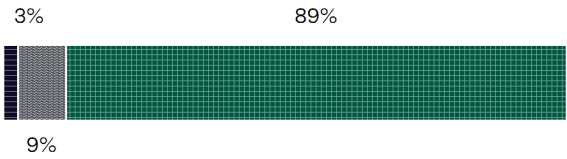
You			Comparator		
2022	2023	2024	Lowest	Average	Highest

My organisation encourages employees to act in ways that are consistent with human rights



90%	91%	93%	68%	82%	89%
-----	-----	-----	-----	-----	-----

I understand how the Charter of Human Rights and Responsibilities applies to my work



87%	89%	89%	67%	79%	89%
-----	-----	-----	-----	-----	-----

# People matter survey

2024

Have your say

## Overview

### Report overview

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

## Result summary

### People outcomes

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

### Key differences

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

### Taking action

- Taking action questions

## Detailed results

### Senior leadership

- Senior leadership questions

### Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

### Workgroup climate

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

### Job and manager factors

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

### Public sector values

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

### Topical questions

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

### Custom questions

- Questions requested by your organisation

### Demographics

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



# Topical questions

## Topical questions

### What is this

This is a group of survey questions that don't fit into our existing factor groups.

### Why this is important

Answers to these questions provide useful information to help you understand your employees.

### How to read this

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

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

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

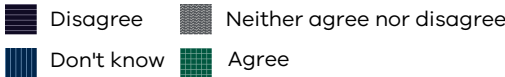
### Example

89% of your staff who did the survey agreed or strongly agreed with 'I am proud to work in the public sector'.

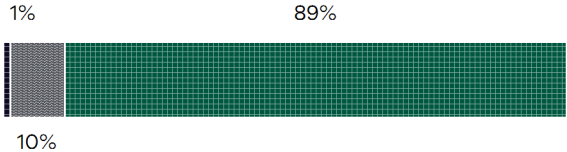
## Survey question

## Your results

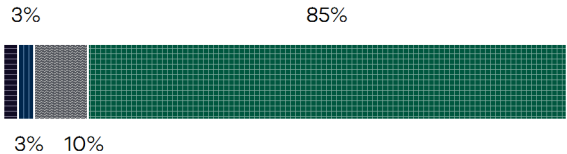
## Benchmark agree results



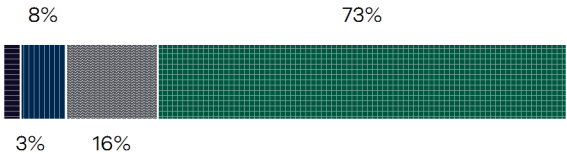
I am proud to work in the public sector



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



You			Comparator		
2022	2023	2024	Lowest	Average	Highest
Not asked	Not asked	89%	62%	74%	79%
Not asked	86%	85%	70%	83%	92%
Not asked	72%	73%	-	-	-

# People matter survey

2024

Have your say

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- Scorecard: negative behaviour
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### Key differences

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- Taking action questions

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- Scorecard
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- Accountability
- Respect
- Leadership
- Human rights

### Topical questions

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

### Custom questions

- Questions requested by your organisation

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- Age, gender, variations in sex characteristics and sexual orientation
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- Disability
- Cultural diversity
- Employment
- Adjustments
- Caring



# Custom questions

## What is this

Your organisation asked 3 custom questions as part of the 2024 survey.

## Why this is important

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

## How to read this

The table shows you responses to the question 'On balance, is your organisation a "truly great place to work"?'.

## Example

90% of staff who did the survey responded 'Yes' to the question.

On balance, is your organisation a "truly great place to work"?	You 2023	You 2024
Yes	88%	90%
No	12%	10%

# Custom questions

## What is this

Your organisation asked 3 custom questions as part of the 2024 survey.

## Why this is important

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

## How to read this

The table shows you responses to the question 'I understand the AMES Strategic Plan 2023-26 and how the strategic actions support the AMES vision'.

## Example

87% of staff who did the survey responded 'Yes' to the question.

I understand the AMES Strategic Plan 2023-26 and how the strategic actions support the AMES vision

You 2024

Yes	87%
No	13%

# Custom questions

## What is this

Your organisation asked 3 custom questions as part of the 2024 survey.

## Why this is important

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

## How to read this

The table shows you responses to the question 'I feel that AMES current technology and tools support me to fulfill my work effectively'.

## Example

73% of staff who did the survey responded 'Yes' to the question.

I feel that AMES current technology and tools support me to fulfill my work effectively	You 2024
Yes	73%
No	27%

People matter survey

2024

Have your say

Overview

Report overview

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- Discrimination
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Key differences

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- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

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- Job enrichment
- Meaningful work
- Flexible working

Public sector values

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

Topical questions

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

Custom questions

- Questions requested by your organisation

Demographics

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



## Demographics

### Age, gender, variations in sex characteristics and sexual orientation

#### What is this

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

#### Why this is important

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

#### How to read this

Each table shows the breakdown of responses from your survey.

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

#### How we protect anonymity and privacy

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

Age	(n)	%
15-34 years	84	22%
35-54 years	196	51%
55+ years	75	19%
Prefer not to say	31	8%

Gender	(n)	%
Woman	241	62%
Man	112	29%
Prefer not to say	31	8%
Non-binary and I use a different term	2	1%

Are you trans, non-binary or gender diverse?	(n)	%
Yes	1	0%
No	347	90%
Prefer not to say	38	10%

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

	(n)	%
Yes	3	1%
No	334	87%
Don't know	18	5%
Prefer not to say	31	8%

### How do you describe your sexual orientation?

	(n)	%
Straight (heterosexual)	249	65%
Prefer not to say	90	23%
Don't know	17	4%
Bisexual	16	4%
Asexual	7	2%
Gay or lesbian	4	1%
I use a different term	3	1%
Pansexual	0	0%

## Demographics

### Aboriginal and/or Torres Strait Islander employees

#### What is this

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

#### Why this is important

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

#### How to read this

Each table shows the breakdown of responses from your survey.

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

#### How we protect anonymity and privacy

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

Aboriginal and/or Torres Strait Islander	(n)	%
Yes	8	2%
Non Aboriginal and/or Torres Strait Islander	351	91%
Prefer not to say	27	7%

# Demographics

## Disability

### What is this

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

### Why this is important

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

### How to read this

Each table shows the breakdown of responses from your survey.

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

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

### How we protect anonymity and privacy

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Are you a person with disability?	(n)	%
Yes	11	3%
No	352	91%
Prefer not to say	23	6%

Have you shared your disability information within your organisation (e.g. to your manager or Human Resources staff)?	(n)	%
Yes	8	73%
No	3	27%
Prefer not to say	0	0%

# Demographics

## Cultural diversity 1 of 2

### What is this

These are the personal characteristics of staff.

### Why this is important

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

### How to read this

Each table shows the breakdown of responses from your survey.  
The (n) column shows the number of respondents in each category.

### How we protect anonymity and privacy

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Country of birth	(n)	%
Born in Australia	76	20%
Not born in Australia	221	57%
Prefer not to say	89	23%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Other	87	35%
Vietnamese	37	15%
Arabic	32	13%
Mandarin	25	10%
Hindi	21	8%
Cantonese	15	6%
Urdu	14	6%
Persian	13	5%
Spanish	9	4%
Punjabi	8	3%
Italian	8	3%
Tamil	7	3%

Language other than English spoken with family or community	(n)	%
Yes	251	65%
No	77	20%
Prefer not to say	58	15%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Turkish	7	3%
Sinhalese	5	2%
Filipino	4	2%
Tagalog	3	1%
Gujarati	2	1%
Telugu	2	1%
Macedonian	1	0%
Greek	1	0%
Malayalam	1	0%
Australian Indigenous Language	0	0%
Auslan	0	0%

# Demographics

## Cultural diversity 2 of 2

### What is this

This is the cultural identity and religion of staff.

### Why this is important

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

### How to read this

Each table shows the breakdown of responses from your survey.  
The (n) column shows the number of respondents in each category.

### How we protect anonymity and privacy

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Cultural identity	(n)	%
Australian	92	24%
East and/or South-East Asian	91	24%
Prefer not to say	78	20%
South Asian	35	9%
European (including Western, Eastern and South-Eastern European, and Scandinavian)	32	8%
Other	23	6%
Middle Eastern	22	6%
Central Asian	16	4%
English, Irish, Scottish and/or Welsh	14	4%
African	8	2%
Central and/or South American	7	2%
Aboriginal and/or Torres Strait Islander	6	2%
New Zealander	3	1%
Pacific Islander	2	1%
Maori	0	0%
North American	0	0%

Religion	(n)	%
Christianity	108	28%
No religion	81	21%
Prefer not to say	70	18%
Islam	51	13%
Buddhism	31	8%
Hinduism	20	5%
Other	18	5%
Sikhism	7	2%
Judaism	0	0%

# Demographics

## Employment characteristics 1 of 2

### What is this

These are the employment characteristics of staff.

### Why this is important

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

### How to read this

Each table shows the breakdown of responses from your survey.  
The (n) column shows the number of respondents in each category.

### How we protect anonymity and privacy

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Working arrangement	(n)	%
Full-Time	299	77%
Part-Time	87	23%
Gross base salary (ongoing/fixed term only)	(n)	%
Below \$80k	202	60%
\$80k to \$120k	78	23%
\$120k to \$160k	11	3%
\$160k to \$200k	2	1%
\$200k or more	5	1%
Prefer not to say	38	11%
Organisational tenure	(n)	%
<1 year	75	19%
1 to less than 2 years	79	20%
2 to less than 5 years	85	22%
5 to less than 10 years	80	21%
10 to less than 20 years	54	14%
More than 20 years	13	3%

Management responsibility	(n)	%
Non-manager	302	78%
Other manager	51	13%
Manager of other manager(s)	33	9%

Employment type	(n)	%
Ongoing and executive	192	50%
Fixed term	133	34%
Other	61	16%

Frontline worker	(n)	%
No	238	62%
Yes	148	38%

# Demographics

## Employment characteristics 2 of 2

### What is this

These are the employment characteristics of staff.

### Why this is important

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

### How to read this

Each table shows the breakdown of responses from your survey.

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

### How we protect anonymity and privacy

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Primary workplace location over the last 3 months	(n)	%
Melbourne: Suburbs	211	55%
Other	85	22%
Melbourne CBD	82	21%
Large regional city	6	2%
Rural	2	1%

What have been your main places of work over the last 3-months?	(n)	%
Your employer's office	288	75%
A frontline or service delivery location	50	13%
Home or private location	109	28%
A shared office space (where two or more organisations share the same workspace)	24	6%
Isolated or remote location/s where access to communications and help from others is difficult	3	1%
Other	12	3%

Flexible work	(n)	%
I do not use any flexible work arrangements	148	38%
Working from an alternative location (e.g. home, hub/shared work space)	143	37%
Flexible start and finish times	63	16%
Part-time	47	12%
Using leave (including annual leave, long-service leave, personal leave, leave without pay and/or personal leave) to work flexible hours	30	8%
Other	19	5%
Working more hours over fewer days	12	3%
Shift swap	7	2%
Study leave	6	2%
Job sharing	3	1%
Purchased leave	1	0%

# Demographics

## Adjustments

### What is this

These are adjustments staff requested to perform in their role.

### Why this is important

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

### How to read this

Each table shows the breakdown of responses from your survey.

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

### How we protect anonymity and privacy

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Have you requested any of the following adjustments at work?	(n)	%
No, I have not requested adjustments	295	76%
Flexible working arrangements	72	19%
Physical modifications or improvements to the workplace	16	4%
Career development support strategies	10	3%
Other	9	2%
Job redesign or role sharing	5	1%
Accessible communications technologies	0	0%

Why did you make this request?	(n)	%
Work-life balance	52	57%
Caring responsibilities	22	24%
Health	19	21%
Family responsibilities	17	19%
Study commitments	11	12%
Other	10	11%
Disability	1	1%

What was your experience with making this request?	(n)	%
The adjustments I needed were made and the process was satisfactory	68	75%
The adjustments I needed were not made	18	20%
The adjustments I needed were made but the process was unsatisfactory	5	5%

# Demographics

## Caring

### What is this

These are staff-reported caring responsibilities.

**Why this is important**

This shows organisations what caring responsibilities their staff have.

### How to read this

Each table shows the breakdown of responses from your survey.

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

### How we protect anonymity and privacy

- de-identify all survey response data provided to your organisation
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Caring responsibilities	(n)	%
None of the above	147	38%
Secondary school aged child(ren)	70	18%
Primary school aged child(ren)	66	17%
Prefer not to say	59	15%
Child(ren) - younger than preschool age	30	8%
Frail or aged person(s)	24	6%
Preschool aged child(ren)	20	5%
Person(s) with a medical condition	14	4%
Person(s) with disability	12	3%
Other	6	2%
Person(s) with a mental illness	4	1%



**Victorian  
Public Sector  
Commission**



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