

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

**Report overview**

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

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- Engagement
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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> <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>	<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>



# 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 96% 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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### 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

### 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.

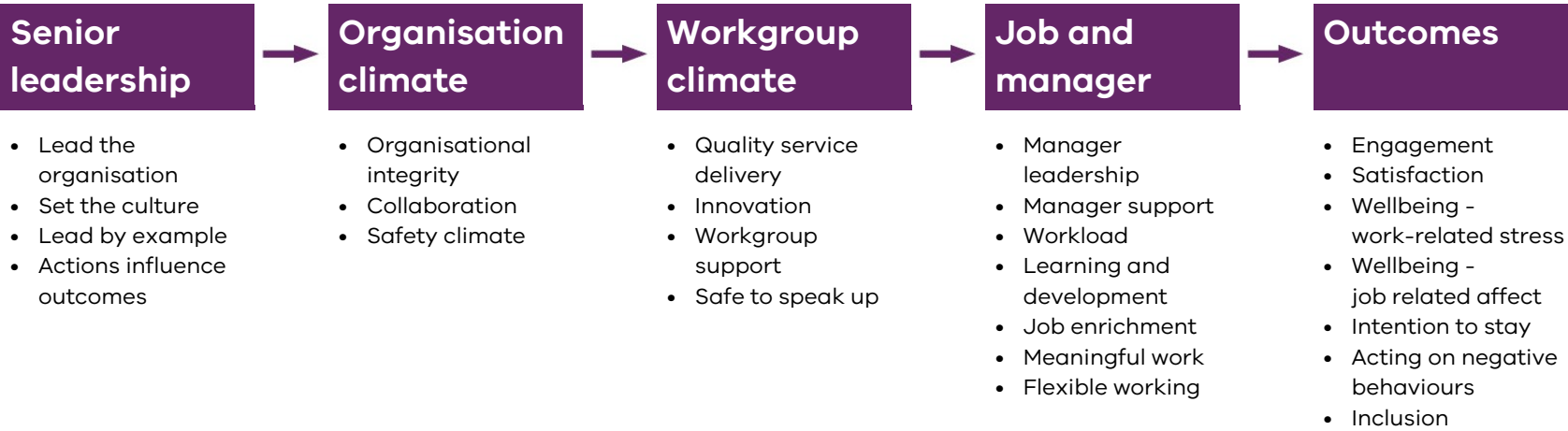
We developed the framework in consultation with stakeholders from the public sector and Deakin University.

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'.

- Sustainability Victoria
- Victorian Planning Authority

# Report overview

## Your response rate

### What this is

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

### Why this is important

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

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

### How to read this

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

2023

76%  
(273)

Comparator	81%
Public Sector	42%

2024

86%  
(297)

Comparator	91%
Public Sector	65%

# People matter survey

2024

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# People outcomes

## Your employee engagement index

### What is this

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

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

The weightings for each engagement response are:

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

### Why this is important

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

2023

73

Comparator	77
Public Sector	68

2024

66

Comparator	73
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 66.

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.

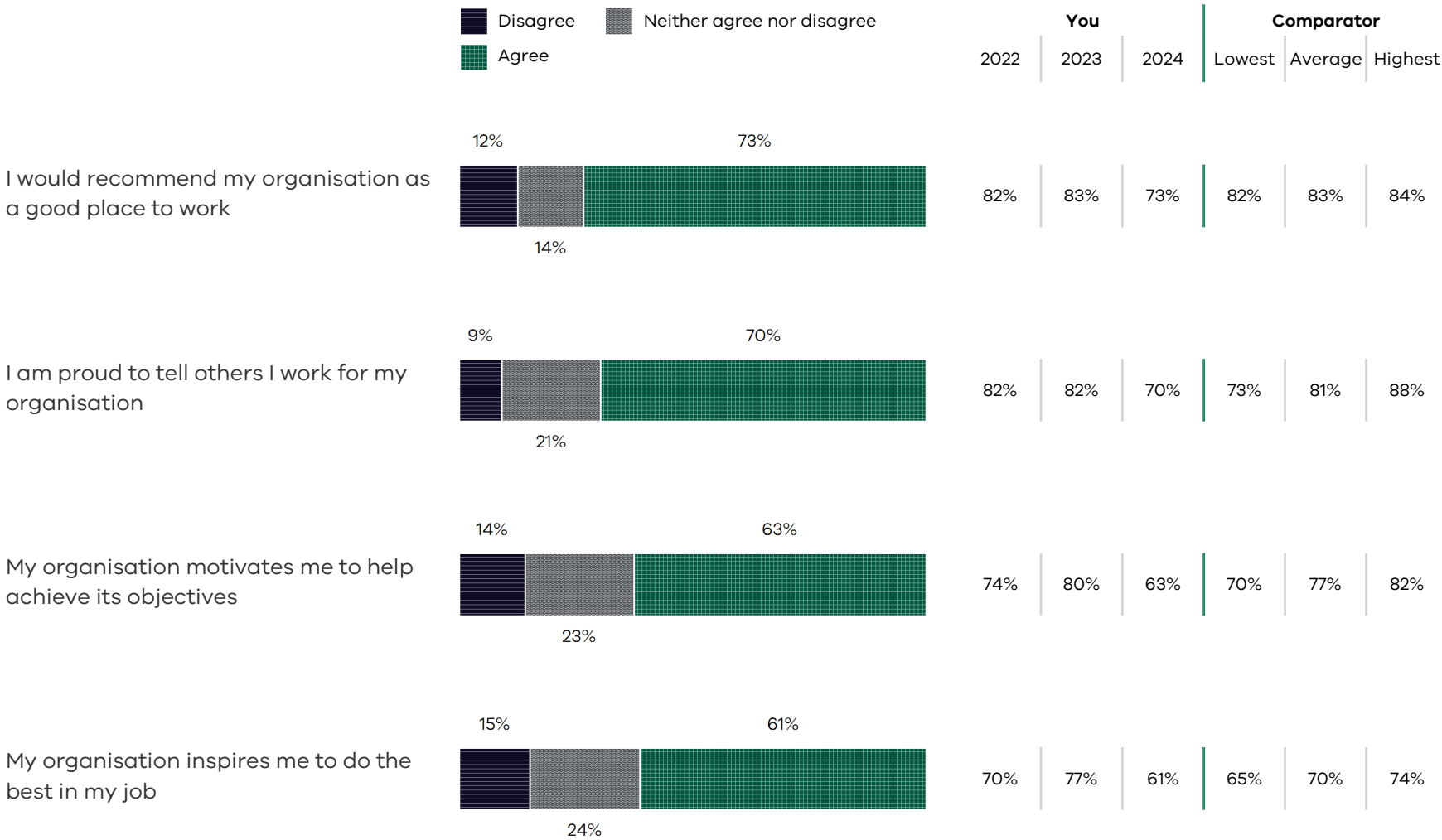
Example

73% of your staff who did the survey agreed or strongly agreed with 'I would recommend my organisation as a good place to work'.

Survey question

Your results

Benchmark agree results



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 66.

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.

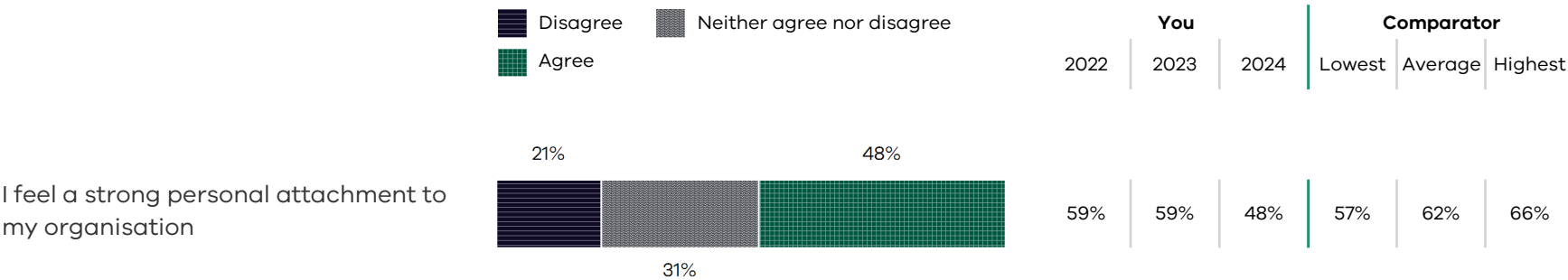
Example

48% 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

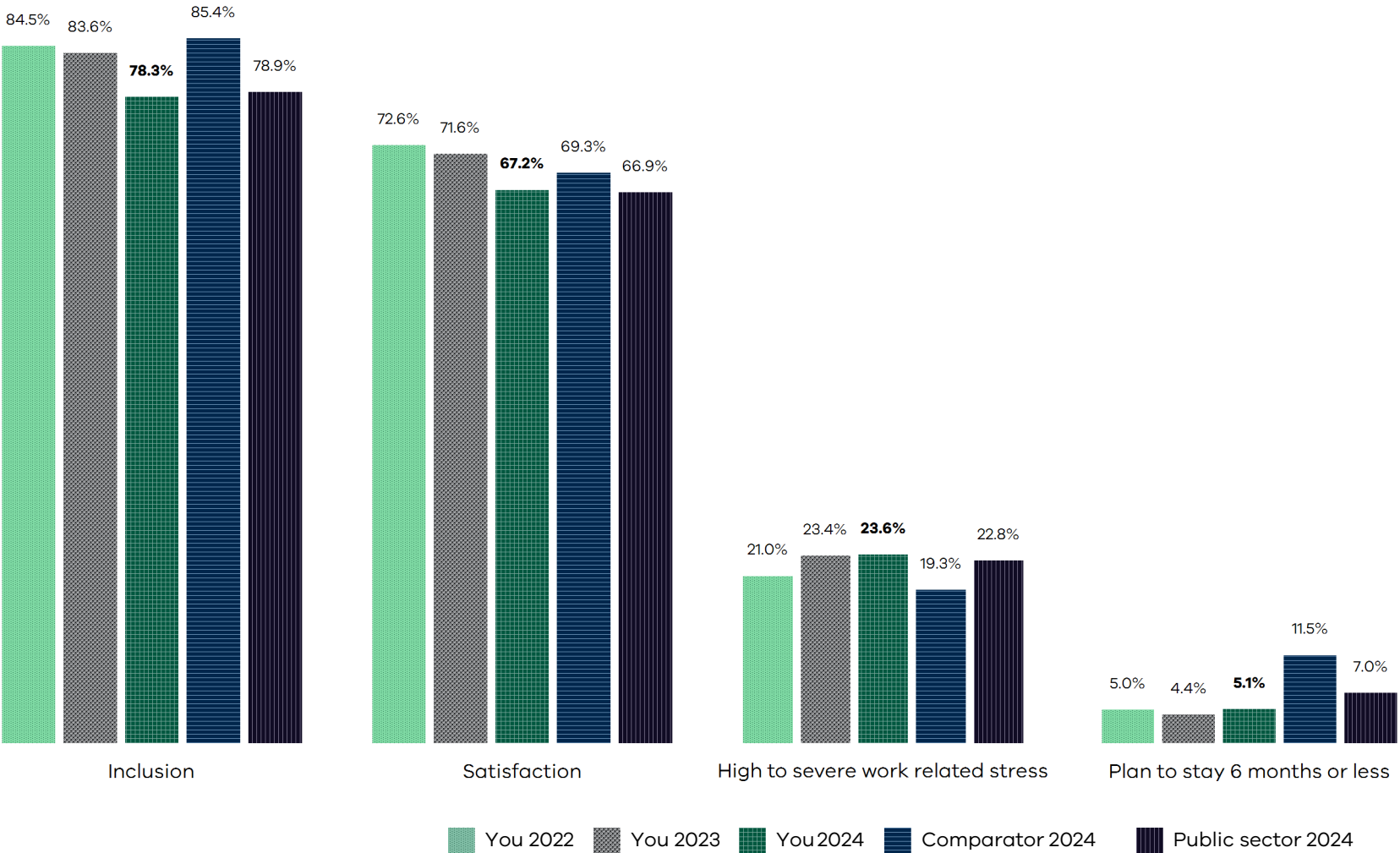
This page shows which outcomes are performing well and which outcomes you can look to improve.

### 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:
- 78.3% of your staff who did the survey responded positively to questions about Inclusion.
- Compared to:
- 85.4% 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

77% of your staff who did the survey were satisfied or very satisfied with 'How satisfied are you with the work/life balance in your current job'.

Survey question

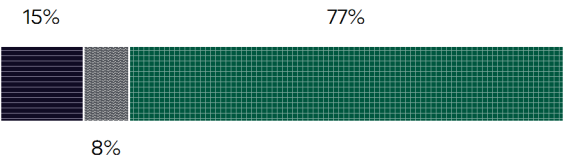
Your results

Benchmark satisfied results



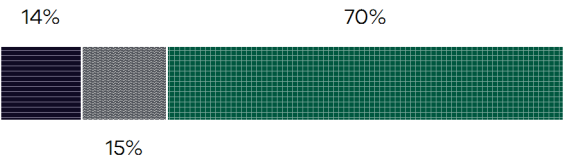
You			Comparator		
2022	2023	2024	Lowest	Average	Highest

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



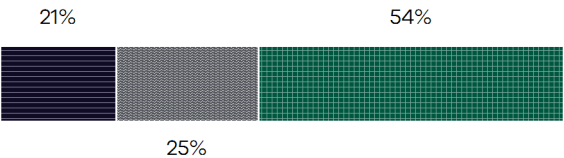
75%	77%	77%	82%	82%	83%
-----	-----	-----	-----	-----	-----

Considering everything, how satisfied are you with your current job



79%	76%	70%	69%	73%	77%
-----	-----	-----	-----	-----	-----

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



64%	62%	54%	50%	52%	55%
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People outcomes

Work-related stress levels

What is this

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

Why this is important

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

How to read this

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

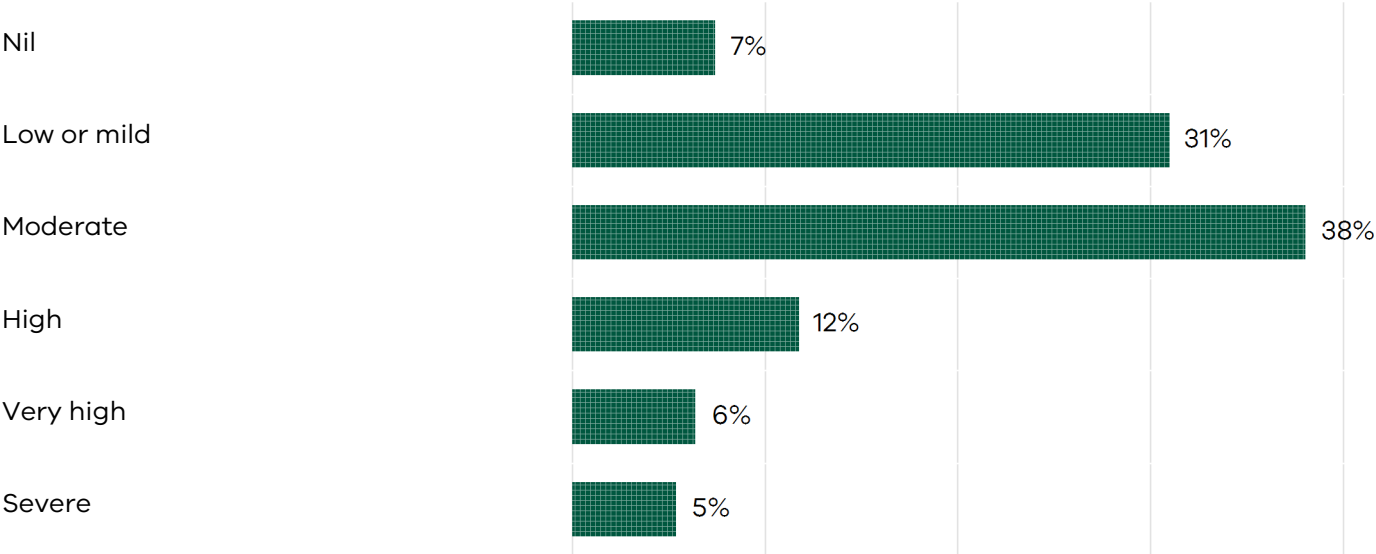
The graph at the top shows how staff in your group rated their current levels of work-related stress.

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

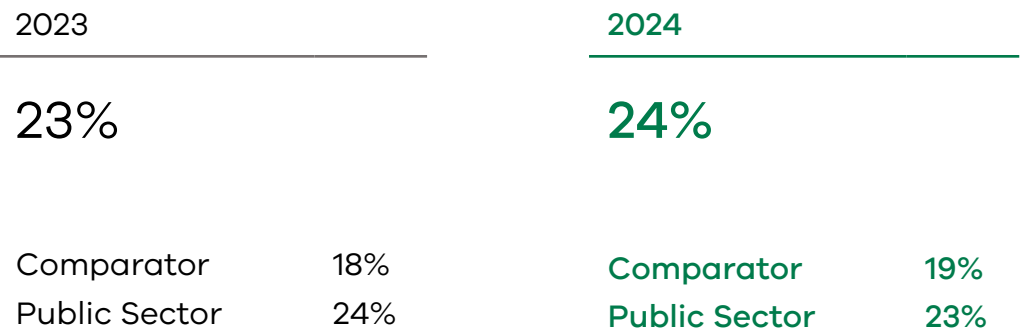
Example

24% of your staff who did the survey said they had high to severe stress in 2024. This is compared to 19% 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

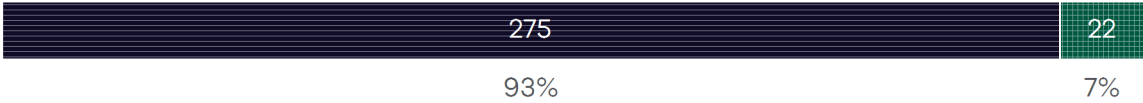
In the survey, we ask staff to tell us if they have experienced mild to severe stress at work, as shown in the visual above the table.

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

93% of your staff who did the survey said they experienced mild to severe stress. Of that 93%, 49% said the top reason was 'Workload' .



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

Of those that experienced work related stress it was from ...	You 2023	You 2024	Comparator 2024	Public sector 2024
Workload	53%	49%	40%	47%
Time pressure	48%	46%	47%	42%
Dealing with clients, patients or stakeholders	28%	21%	15%	17%
Unclear job expectations	16%	17%	14%	14%
Social environment (e.g. relationships with colleagues, manager or senior leaders)	11%	13%	10%	11%
Management of work (e.g. supervision, training, information, support)	10%	12%	9%	12%
Work that doesn't match my skills or experience	7%	11%	6%	6%
Ability to choose how my work is done	5%	10%	7%	5%
Competing home and work responsibilities	13%	10%	11%	13%
Organisation or workplace change	8%	10%	23%	15%

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.

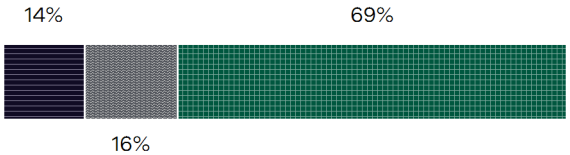
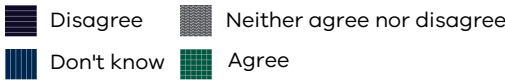
Example

69% 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		2024	Comparator		
	2023			Lowest	Average	Highest
	Not asked	Not asked	69%	73%	77%	79%

# 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

9% 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	4%	5%	12%	7%
Over 6 months and up to 1 year	7%	9%	22%	10%
Over 1 year and up to 3 years	31%	35%	35%	25%
Over 3 years and up to 5 years	24%	20%	15%	16%
Over 5 years	34%	31%	17%	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.

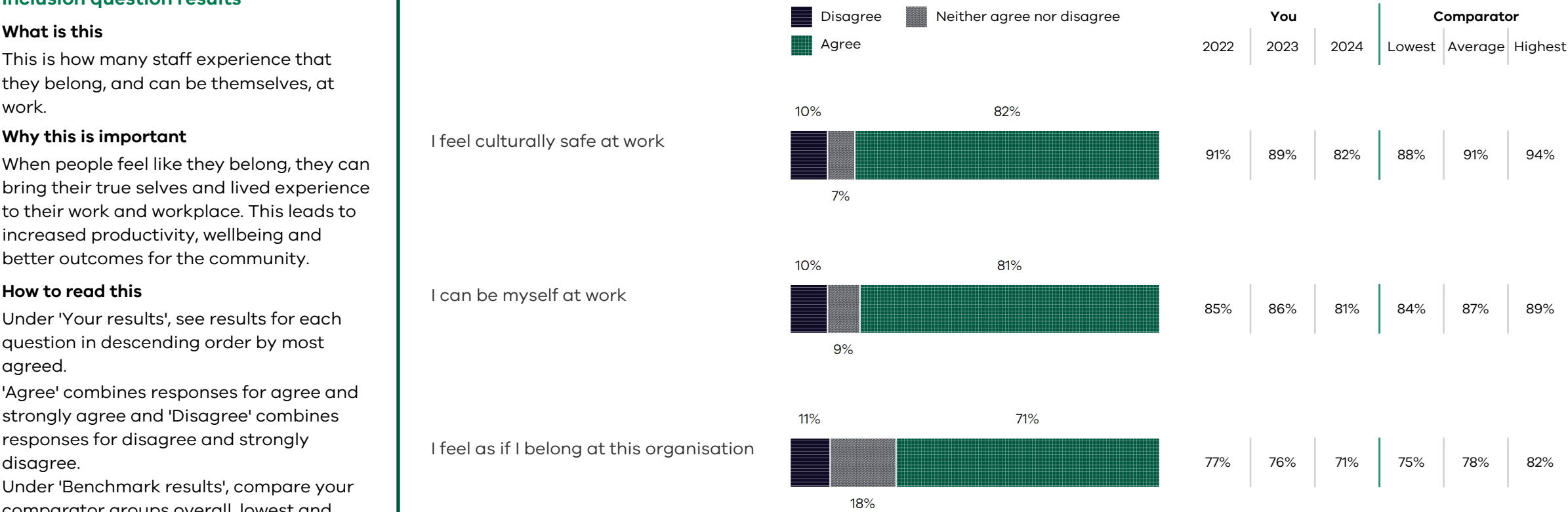
### Example

82% 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.

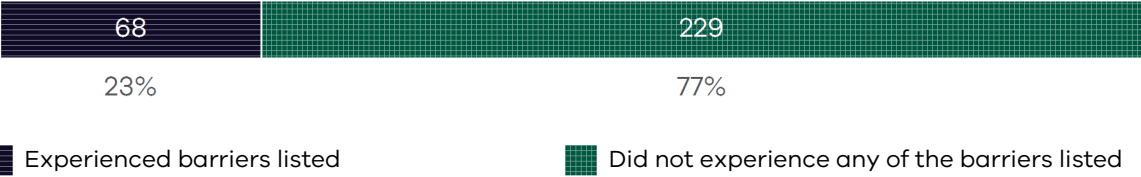
### How to read this

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

10% of your staff who did the survey said they have experienced barriers to success in the last 12 months due to 'My flexible working'.

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 flexible working	7%	10%	4%	6%
My caring responsibilities	8%	8%	5%	7%
My mental health	4%	6%	7%	8%
My age	5%	5%	4%	7%
My sex	4%	4%	3%	5%
My physical health	-	4%	3%	4%
My political belief	-	4%	1%	1%

## 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

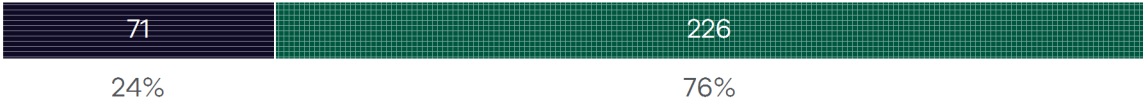
In the survey, we ask staff to choose from a list, any barriers that they may have witnessed that hinder the success of other employees at work. They can select more than one option.

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

#### Example

10% of your staff who did the survey said they have witnessed barriers to success of other employees in the last 12 months due to 'Caring responsibilities'.

Staff who witnessed one or more barriers to success at work



Witnessed barriers listed

Did not witness barriers listed

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

Caring responsibilities	7%	10%	4%	7%
Flexible working	7%	10%	5%	8%
Political belief	-	5%	0%	1%
Age	4%	5%	3%	6%
Mental health	-	5%	5%	7%
Sex	5%	5%	4%	5%
Cultural background	-	4%	2%	4%



# 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.

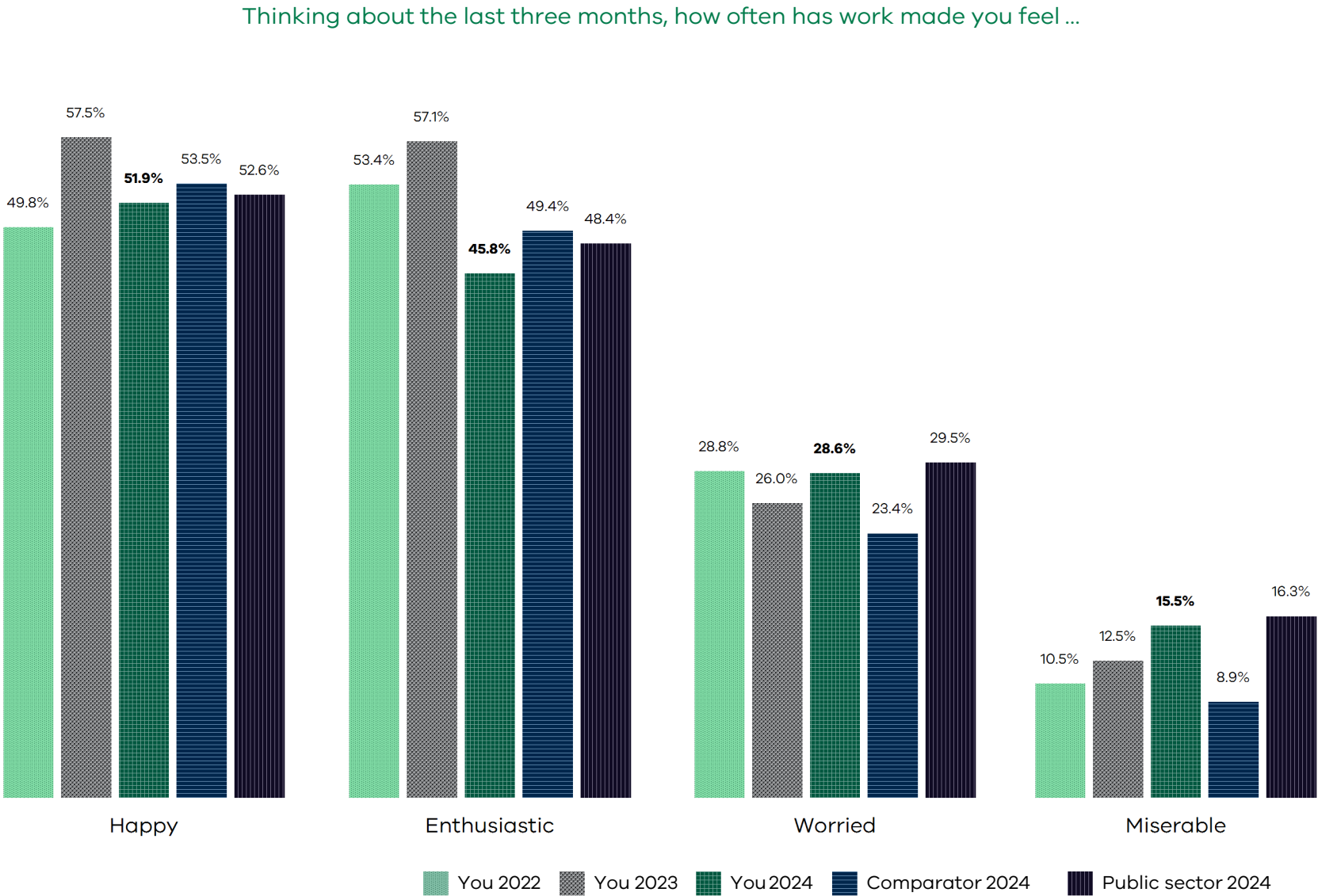
### How to read this

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:
- 51.9% of your staff who did the survey said work made them feel happy.
- Compared to:
- 53.5% 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.

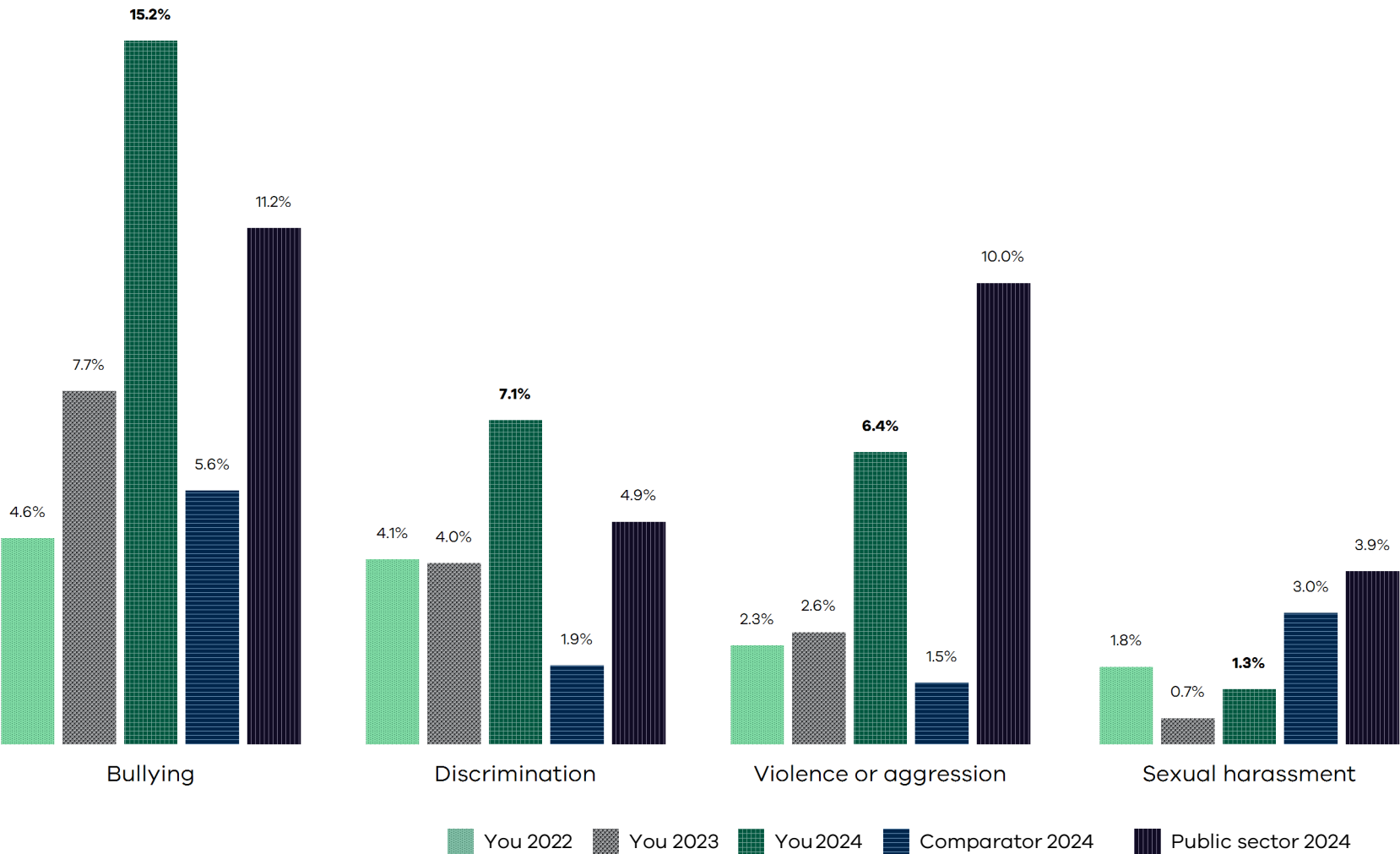
### Example

In 2024:

- 15.2% of your staff who did the survey stated they experienced 'Bullying' in the last 12 months.

Compared to:

- 5.6% of staff in your comparator group and 11.2% 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

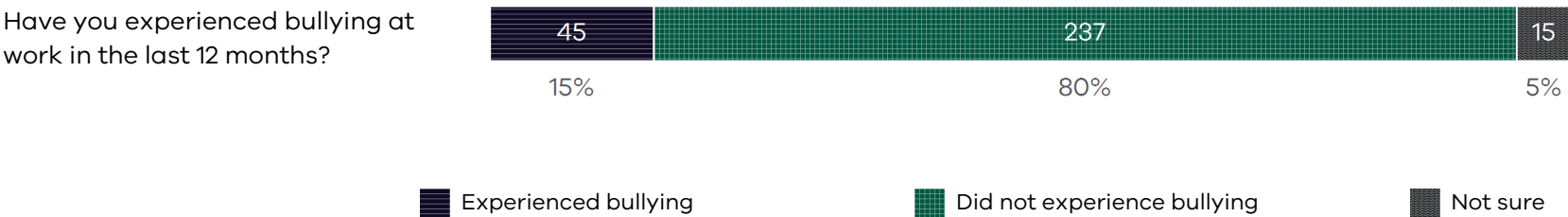
Bullying can have an immediate and longterm negative impact on those involved, including those who witness bullying.

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

15% of your staff who did the survey said they experienced bullying. Of that 15%, 82% said the top type was 'Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)'.



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)	95%	82%	73%	69%
Intimidation and/or threats	48%	44%	27%	28%
Exclusion or isolation	43%	33%	53%	46%
Being given impossible assignment(s)	24%	31%	7%	11%
Withholding essential information for me to do my job	57%	29%	40%	33%
Being assigned meaningless tasks unrelated to my job	29%	22%	27%	16%
Verbal abuse	10%	20%	7%	19%
Other	10%	7%	20%	15%

People outcomes

Telling someone about the bullying

What is this

This is if staff told someone when they experienced bullying.

Why this is important

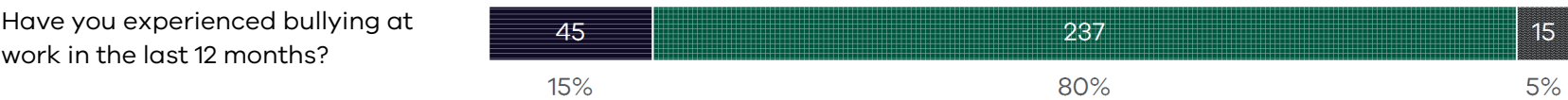
By understanding how staff report bullying, organisations can plan how to support and protect staff.

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

- 15% 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 friend or family member'.
  - 93% said they didn't submit a formal complaint.



Experienced bullying      Did not experience bullying      Not sure

Did you tell anyone about the bullying?	You 2023	You 2024	Comparator 2024	Public sector 2024
Told a friend or family member	71%	60%	27%	34%
Told a colleague	48%	58%	47%	41%
Told a manager	38%	44%	53%	52%
Told human resources	24%	18%	40%	14%
Told someone else	19%	16%	7%	12%
Told the person the behaviour was not OK	43%	11%	13%	16%
Told employee assistance program (EAP) or peer support	5%	9%	27%	12%
Submitted a formal complaint	-	7%	7%	12%
I did not tell anyone about the bullying	10%	2%	7%	12%

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.

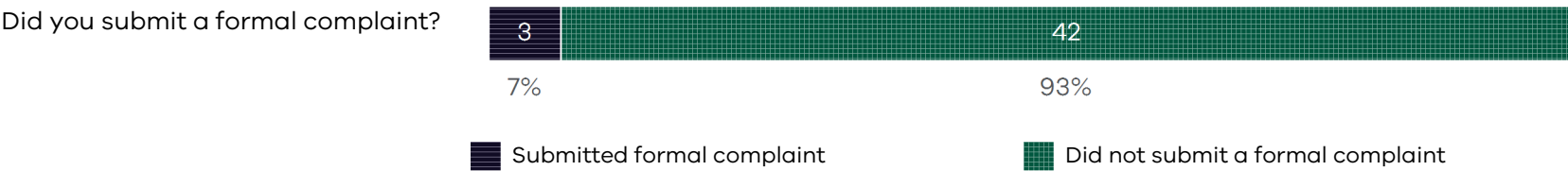
How to read this

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

93% of your staff who experienced bullying did not submit a formal complaint, of which:

- 67% 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 believed there would be negative consequences for my reputation	57%	67%	50%	54%
I believed there would be negative consequences for my career	57%	55%	50%	45%
I didn't think it would make a difference	48%	52%	36%	51%
I didn't feel safe to report the incident	24%	48%	21%	21%
I thought the complaint process would be embarrassing or difficult	-	29%	14%	13%
Other	19%	29%	14%	16%
I believed there would be negative consequences for the person I was going to complain about	5%	24%	21%	10%
I was advised not to	14%	19%	14%	5%
I didn't think it was serious enough	24%	17%	7%	16%
I didn't know how to make a complaint	-	7%	0%	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.

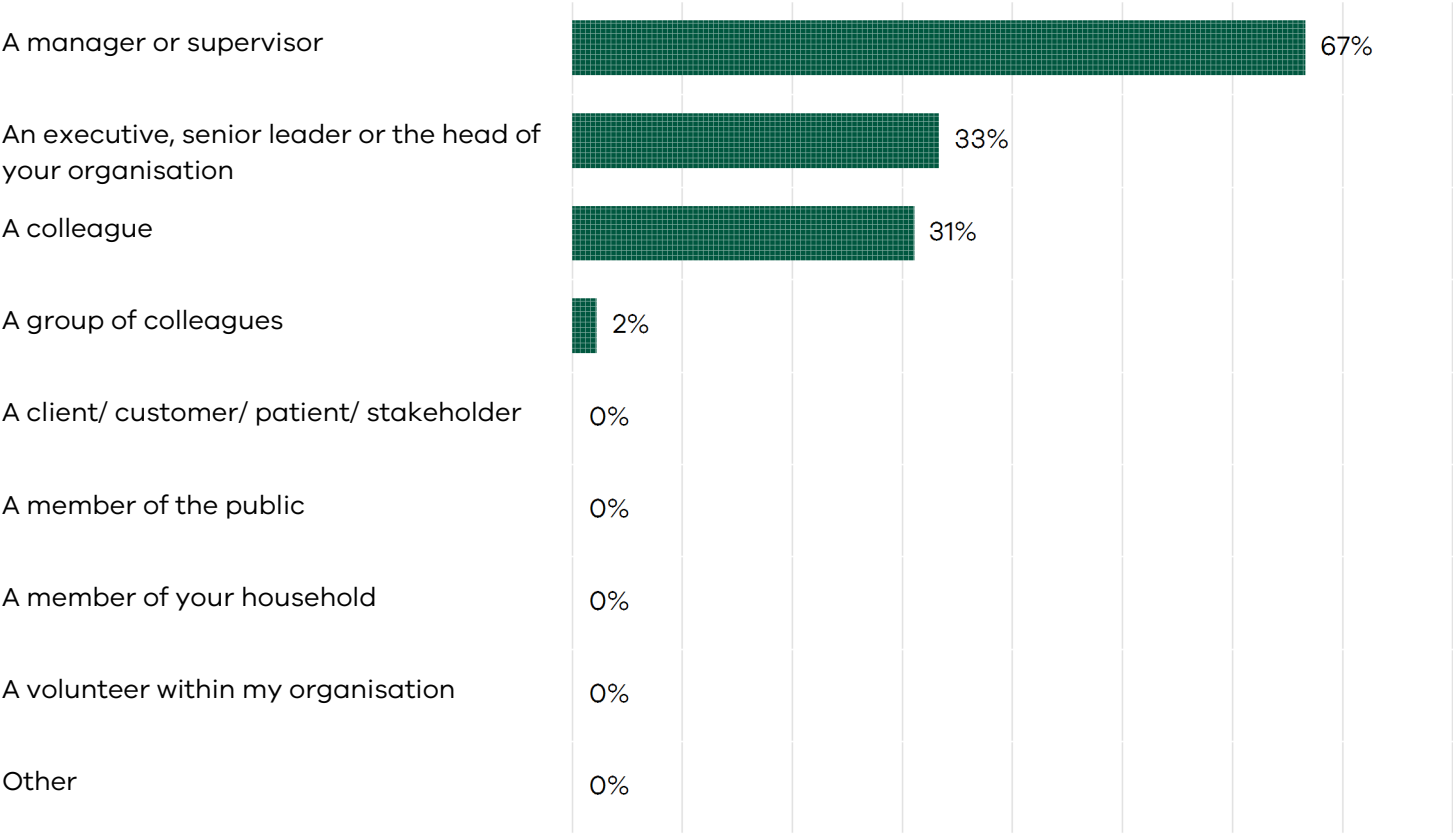
### How to read this

In this year’s survey, 15% 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

15% of your staff who did the survey said they experienced bullying.  
Of that 15%, 67% said it was by 'A manager or supervisor'.

## 45 people (15% 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, 15% 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.

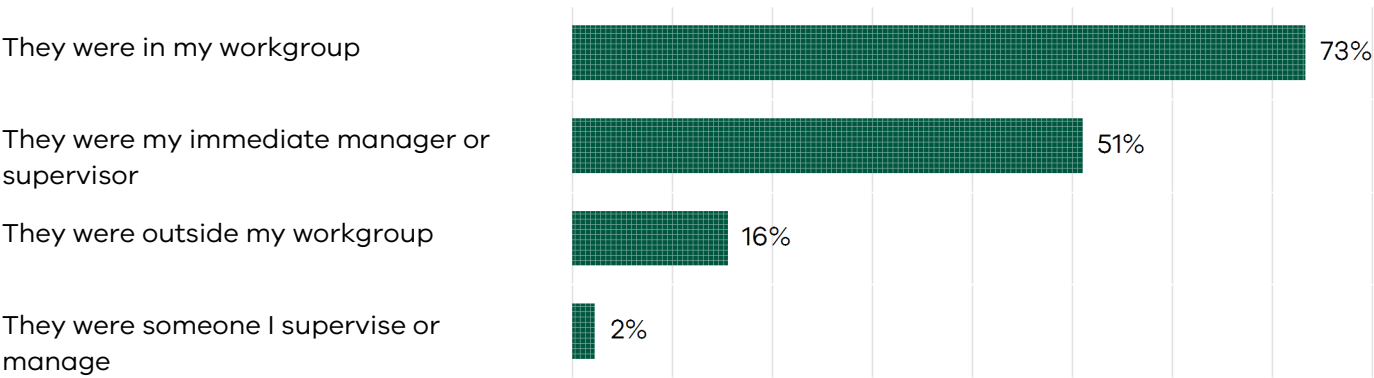
### Example

15% of your staff who did the survey said they experienced bullying.

Of that 15%, 100% said it was by someone within the organisation.

Of that 100%, 73% said it was 'They were in my workgroup'.

45 people (100% 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.

How to read this

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

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

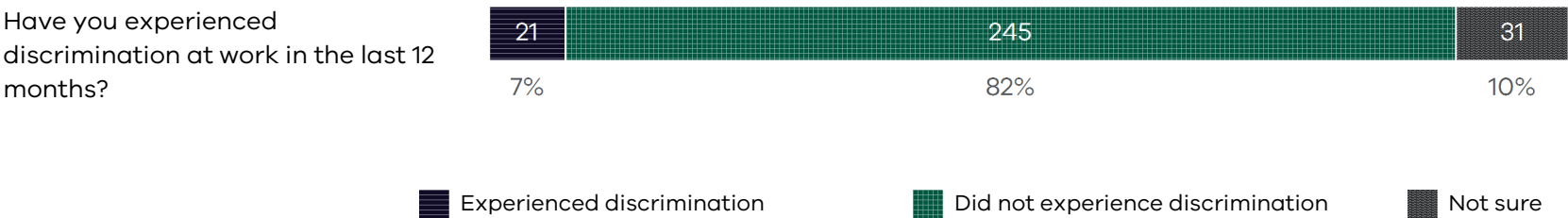
In descending order, the table shows the top 10 types.

What results are shown

Results for response options with 10 or more responses.

Example

7% of your staff who did the survey said they experienced discrimination. Of that 7%, 52% said it was 'My employment activity'.



Why were you discriminated against?	You 2023	You 2024	Comparator 2024	Public sector 2024
My employment activity	-	52%	0%	27%

People outcomes

Type of discrimination

What is this

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

Why this is important

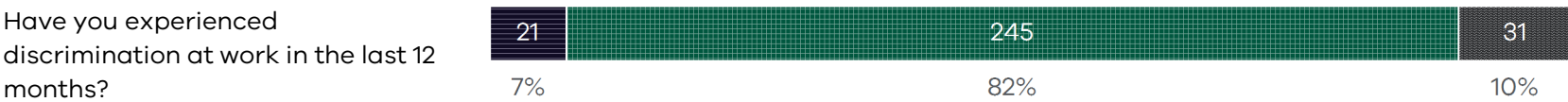
Understanding what types of discrimination happen means an organisation can work out what action to take.

How to read this

In the survey, we asked staff to tell us if they'd experienced discrimination. If they did, they could tell us with one or more answers what they experienced. In descending order, the table shows the top 10 types.

Example

7% of your staff who did the survey said they experienced discrimination. Of that 7%, 67% said it was 'Employment security - threats of dismissal or termination'.



Experienced discrimination      Did not experience discrimination      Not sure

If you experienced discrimination, what type of discrimination did you experience?	You 2023	You 2024	Comparator 2024	Public sector 2024
Employment security - threats of dismissal or termination	27%	67%	0%	13%
Access to leave	9%	62%	0%	8%
Denied flexible work arrangements or other adjustments	27%	38%	0%	20%
Other	45%	29%	60%	38%
Opportunities for training or professional development	9%	10%	0%	24%
Pay or conditions offered by employer	-	5%	0%	12%
Opportunities for promotion	18%	5%	60%	40%
Opportunities for transfer/secondment	-	5%	20%	16%

People outcomes

Telling someone about the discrimination

What is this

This is who staff told about the discrimination they experienced.

Why this is important

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

How to read this

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

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

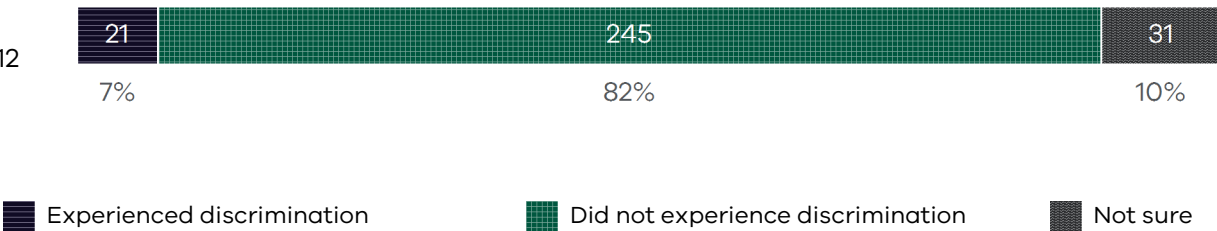
In descending order, the table shows the answers.

Example

7% of your staff who did the survey said they experienced discrimination, of which

- 71% said the top way they reported the discrimination was 'Told a friend or family member'.
- 95% said they didn't submit a formal complaint.

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



Did you tell anyone about the discrimination?

	You 2023	You 2024	Comparator 2024	Public sector 2024
Told a friend or family member	45%	71%	20%	31%
Told a colleague	73%	48%	40%	38%
Told someone else	9%	24%	0%	15%
Told a manager	36%	14%	20%	32%
I did not tell anyone about the discrimination	-	14%	20%	25%
Told human resources	-	10%	40%	11%
Submitted a formal complaint	-	5%	0%	8%
Told employee assistance program (EAP) or peer support	-	5%	0%	10%

People outcomes

Discrimination - reasons for not submitting a formal complaint

What is this

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

Why this is important

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

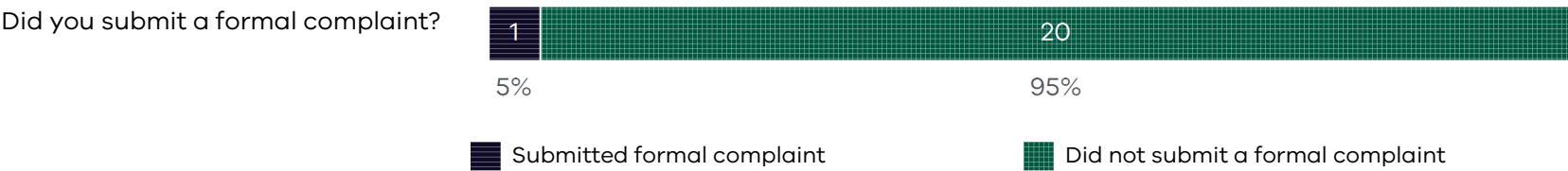
How to read this

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

Example

95% of your staff who experienced discrimination did not submit a formal complaint, of which:

- 80% said the top reason was 'I believed there would be negative consequences for my career'.



What was your reason for not submitting a formal complaint?	You 2023	You 2024	Comparator 2024	Public sector 2024
I believed there would be negative consequences for my career	82%	80%	60%	55%
I didn't think it would make a difference	55%	75%	80%	59%
I believed there would be negative consequences for my reputation	91%	70%	20%	56%
I didn't feel safe to report the incident	27%	65%	20%	21%
I thought the complaint process would be embarrassing or difficult	18%	40%	0%	14%
I believed there would be negative consequences for the person I was going to complain about	9%	25%	0%	9%
Other	-	25%	0%	11%
I was advised not to	-	20%	0%	5%
I didn't think it was serious enough	9%	10%	20%	14%
I didn't know how to make a complaint	9%	5%	0%	6%

# People outcomes

## Perpetrators of discrimination

### What is this

This is who staff have said are responsible for discrimination.

### Why this is important

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

### How to read this

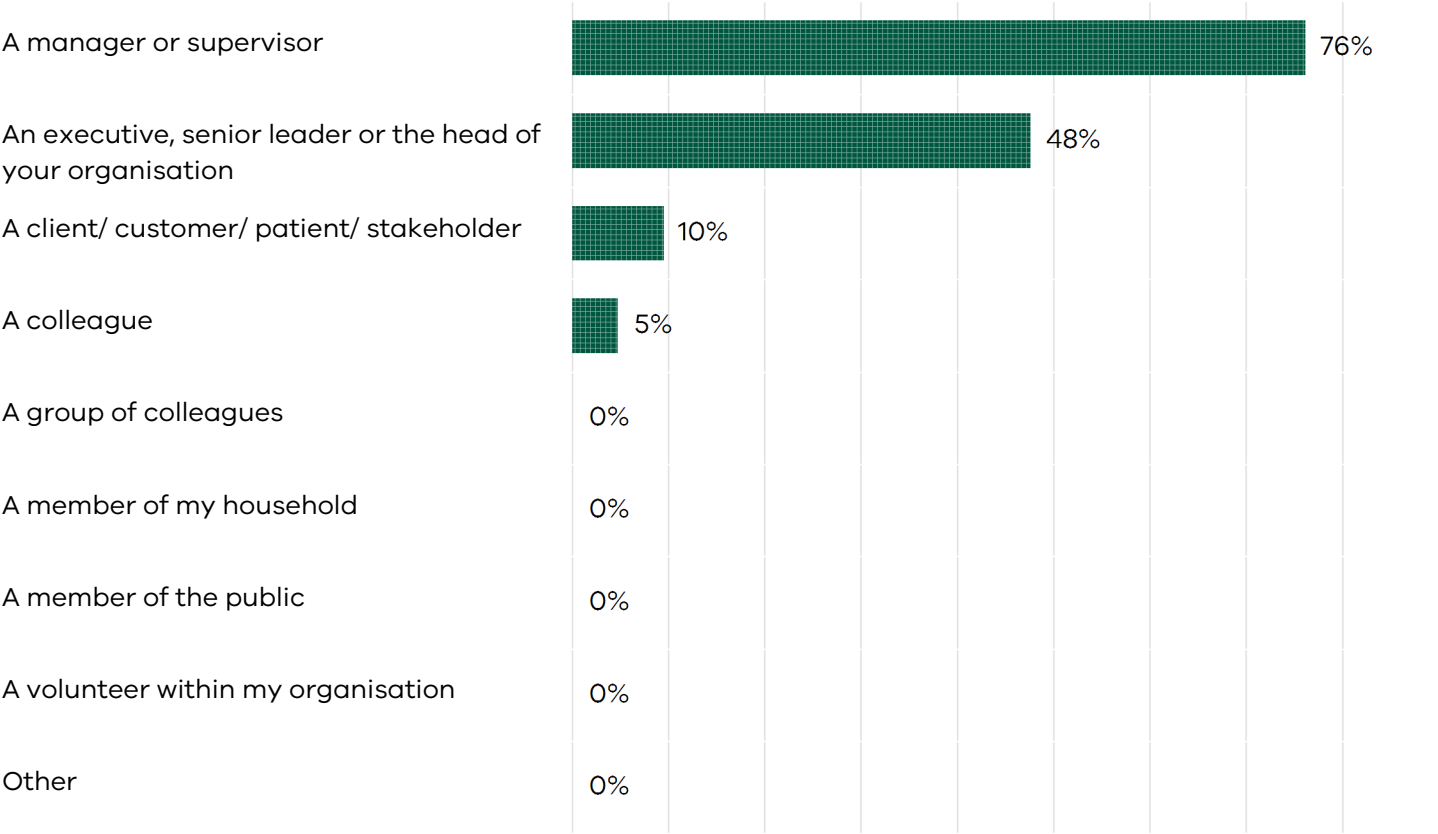
In this year’s survey, 7% of your staff said they experienced discrimination. If they did, they could tell us with one or more answers who the perpetrator was. In descending order, the bar chart shows the perpetrators with the largest number of responses.

Each row is one perpetrator or group of perpetrators.

### Example

7% of your staff who did the survey said they experienced discrimination. Of that 7%, 76% said it was by 'A manager or supervisor'.

## 21 people (7% of staff) experienced discrimination (You 2024)





People outcomes

Relationship to perpetrator

What is this

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

Why this is important

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

How to read this

In this year’s survey, 7% of your staff said they experienced discrimination.

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

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

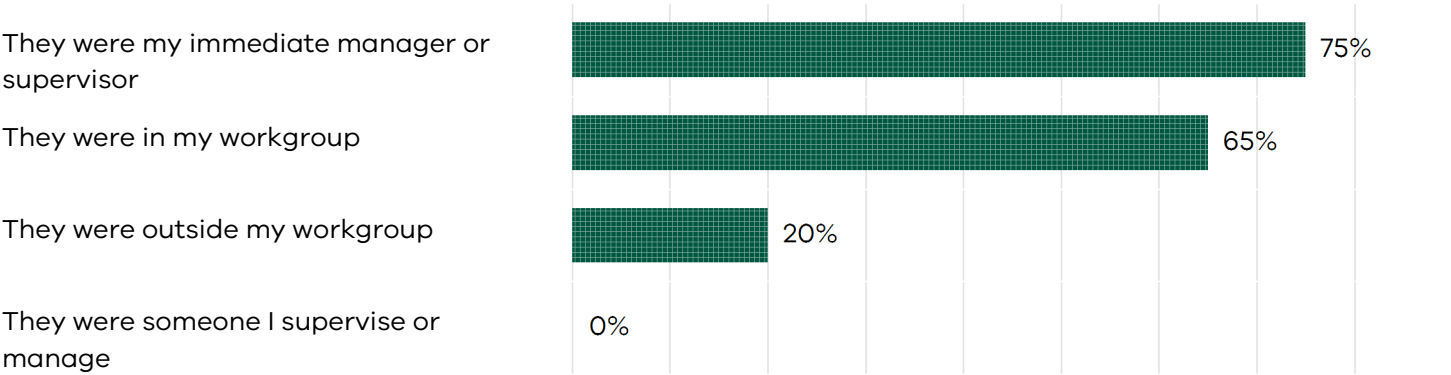
Example

7% of your staff who did the survey said they experienced discrimination.

Of that 7%, 95% said it was by someone within the organisation.

Of that 95%, 75% said it was 'They were my immediate manager or supervisor'.

20 people (95% of staff who experienced discrimination) experienced discrimination from within your organisation (You 2024)



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

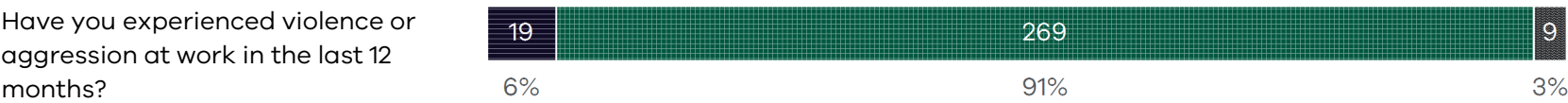
Violence and aggression can have an immediate and long-term negative impact on those involved, including those who witness violence and aggression.

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

6% of your staff who did the survey said they experienced violence or aggression. Of that 6%, 84% said it was 'Intimidating behaviour'.



■ Experienced violence or aggression    ■ Did not experience violence or aggression    ■ Not sure

If you experienced violence or aggression, what type did you experience?	You 2023	You 2024	Comparator 2024	Public sector 2024
Intimidating behaviour	-	84%	50%	73%
Abusive language	-	42%	25%	72%
Threats of violence	-	11%	0%	30%
Other	-	5%	50%	6%

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

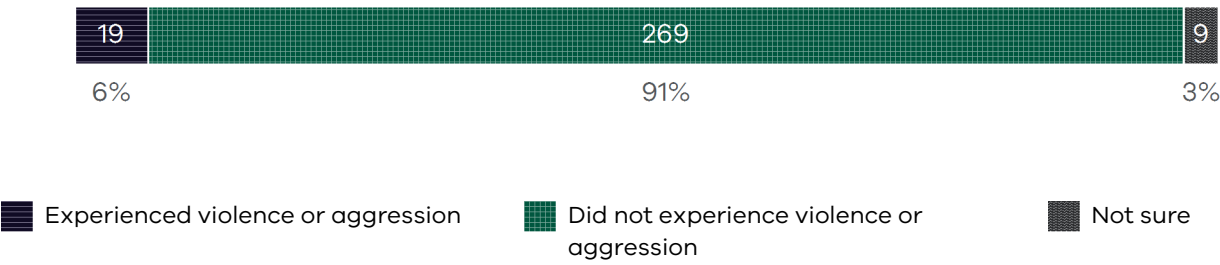
In the survey, we asked staff to tell us if they'd experienced violence or aggression. If they did, they could tell us with one or more answers who they told. In descending order, the table shows the answers.

Example

6% of your staff who did the survey said they experienced violence or aggression, of which

- 63% said the top way they reported the violence or aggression was 'Told a colleague'.
- 95% 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 colleague	-	63%	25%	42%
Told a friend or family member	-	53%	0%	20%
Told a manager	-	47%	100%	64%
Told human resources	-	21%	0%	8%
Told someone else	-	11%	0%	6%
Told employee assistance program (EAP) or peer support	-	11%	0%	6%
Submitted a formal incident report	-	5%	0%	29%
Told the person the behaviour was not OK	-	5%	0%	21%
I did not tell anyone about the incident(s)	-	5%	0%	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.

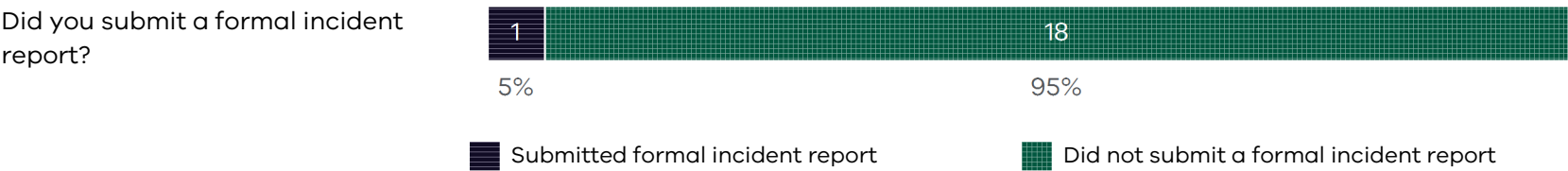
How to read this

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

95% of your staff who experienced violence or aggression did not submit a formal incident report, of which:

- 72% said the top reason was 'I didn't think it would make a difference'.



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 would make a difference	-	72%	25%	40%
I believed there would be negative consequences for my reputation	-	67%	25%	23%
I believed there would be negative consequences for my career	-	67%	0%	19%
I didn't feel safe to report the incident	-	67%	0%	9%
I thought the complaint process would be embarrassing or difficult	-	33%	50%	6%
I was advised not to	-	17%	0%	3%
Other	-	17%	25%	20%
I believed there would be negative consequences for the person I was going to complain about	-	11%	0%	5%
I didn't need to because I made the violence or aggression stop	-	6%	25%	12%
I didn't know who to talk to	-	6%	0%	2%

# 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.

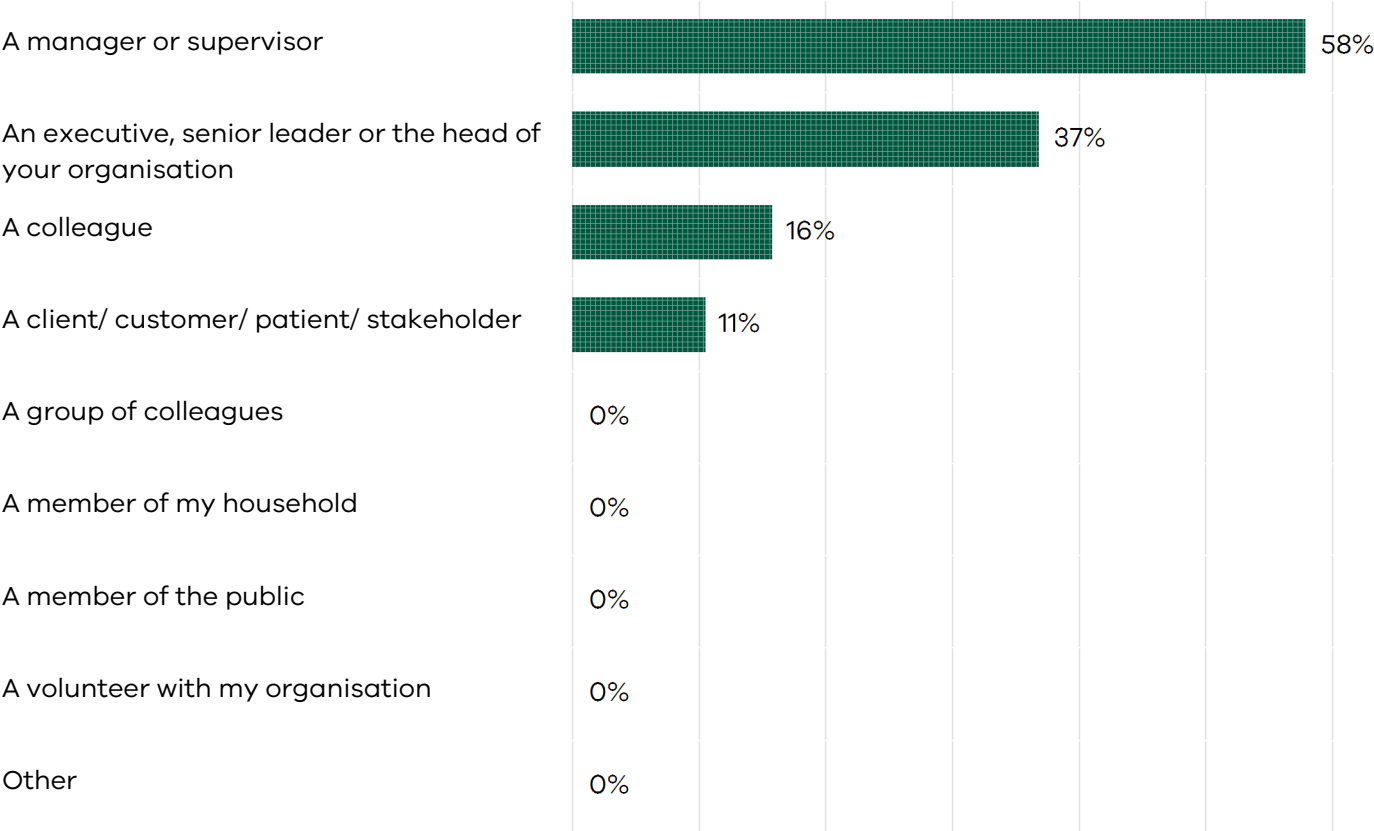
In descending order, the bar chart shows the perpetrators with the largest number of responses.

Each row is one perpetrator or group of perpetrators.

### Example

6% of your staff who did the survey said they experienced violence or aggression. Of that 6%, 58% said it was by 'A manager or supervisor'.

19 people (6% of staff) experienced violence or aggression (You 2024)



# People outcomes

## Relationship to perpetrator

### What is this

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

### Why this is important

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

### How to read this

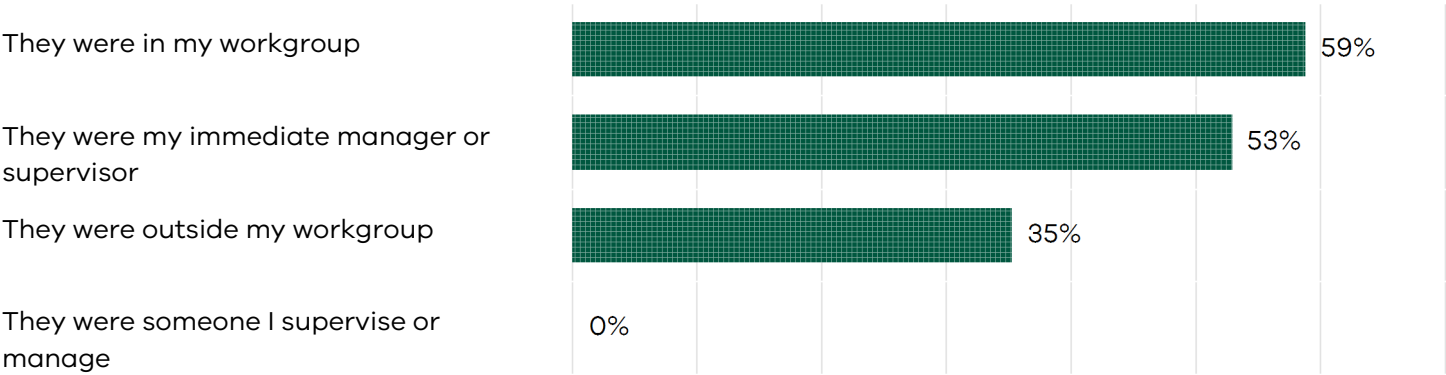
In this year's survey, 6% of your staff said they experienced violence or aggression. If they experienced violence or aggression from within the organisation, they could tell us their relationship to the perpetrator.

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

### Example

6% of your staff who did the survey said they experienced violence or aggression. Of that 6%, 89% said it was by someone within the organisation. Of that 89%, 59% said it was 'They were in my workgroup'.

17 people (89% of staff who experienced violence or aggression) experienced violence or aggression from within your organisation (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**

19% of your staff who did the survey said they witnessed some negative behaviour at work.

81% 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	86%	81%	89%	81%
Bullying of a colleague	12%	16%	7%	14%
Discrimination against a colleague	5%	9%	5%	8%
Violence or aggression against a colleague	-	4%	1%	3%

# 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

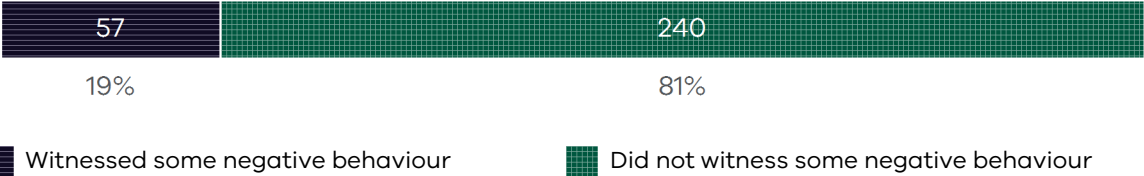
In the survey, we asked staff to tell us if they'd witnessed any negative behaviour at work. If they did, they could tell us with one or more answers what action they took. In descending order, the table shows the answers.

### Example

19% of your staff who did the survey witnessed negative behaviour, of which:

- 77% 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	74%	77%	77%	71%
Told a manager	33%	35%	37%	40%
Told a colleague	-	25%	37%	20%



# People matter survey

2024

Have your say

## OverviewResult summary

### Report overview

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

### People outcomes

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

### Key differences

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

### 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 'Safety climate', the 'You 2024' column shows 93% of your staff who did the survey agreed with 'My organisation provides a physically safe work environment'. In the 'Change from 2023' column, you have a -2% change, which is a negative trend.

Question group	Highest scoring questions	You 2024	Change from 2023	Comparator 2024
Safety climate	My organisation provides a physically safe work environment	93%	-2%	97%
Flexible working	My manager supports working flexibly	90%	-2%	94%
Job enrichment	I understand how my job helps my organisation achieve its goals	88%	-3%	93%
Manager leadership	My manager demonstrates honesty and integrity	88%	-2%	91%
Manager leadership	My manager treats employees with dignity and respect	87%	-2%	91%
Meaningful work	I can make a worthwhile contribution at work	87%	-4%	92%
Organisational integrity	My organisation encourages employees to act in ways that are consistent with human rights	87%	-2%	93%
Flexible working	I am confident that if I requested a flexible work arrangement, it would be given due consideration	86%	-4%	94%
Workgroup support	People in my workgroup treat each other with respect	86%	-2%	91%
Manager support	My manager listens to what I have to say	86%	-5%	87%

# Key differences

## Lowest scoring questions

### What is this

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

### How to read this

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

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

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

### Example

On the first row 'Organisational integrity', the 'You 2024' column shows 40% of your staff who did the survey agreed with 'I believe the promotion processes in my organisation are fair'. In the 'Change from 2023' column, you have a -6% change, which is a negative trend.

Question group	Lowest scoring questions	You 2024	Change from 2023	Comparator 2024
Organisational integrity	I believe the promotion processes in my organisation are fair	40%	-6%	47%
Learning and development	I am satisfied with the opportunities to progress in my organisation	42%	-12%	36%
Organisational integrity	I have an equal chance at promotion in my organisation	42%	-16%	47%
Engagement	I feel a strong personal attachment to my organisation	48%	-10%	62%
Taking action	My organisation has made improvements based on the survey results from last year	49%	+9%	59%
Learning and development	I am satisfied with the way my learning and development needs have been addressed in the last 12 months	49%	-10%	53%
Satisfaction	How satisfied are you with your career development within your current organisation	54%	-8%	52%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	54%	-11%	72%
Collaboration	Workgroups across my organisation willingly share information with each other	54%	-7%	78%
Senior leadership	Senior leaders provide clear strategy and direction	55%	-12%	77%

# Key differences

## Most improved

### What is this

This is where staff feel their group has most improved.

### How to read this

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

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

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

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

### Example

On the first row 'Taking action', the 'You 2024' column shows 49% of your staff who did the survey agreed with 'My organisation has made improvements based on the survey results from last year'. In the 'Increase from 2023' column, you have a 9% increase, which is a positive trend.

Question group	Most improved from last year	You 2024	Increase from 2023	Comparator 2024
Taking action	My organisation has made improvements based on the survey results from last year	49%	+9%	59%
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	76%	+3%	81%
Topical	I understand how the Code of Conduct for Victorian public sector employees applies to my work	83%	+3%	91%
Collaboration	I am able to work effectively with others outside my immediate workgroup	83%	+1%	86%
Satisfaction	How satisfied are you with the work/life balance in your current job	77%	+1%	82%

# 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 'Engagement', the 'You 2024' column shows 63% of your staff who did the survey agreed with 'My organisation motivates me to help achieve its objectives'.

In the 'Decrease from 2023' column, you have a 18% decrease, which is a negative trend.

Question group	Largest decline from last year	You 2024	Decrease from 2023	Comparator 2024
Engagement	My organisation motivates me to help achieve its objectives	63%	-18%	77%
Senior leadership	Senior leaders model my organisation's values	65%	-16%	82%
Organisational integrity	I have an equal chance at promotion in my organisation	42%	-16%	47%
Engagement	My organisation inspires me to do the best in my job	61%	-15%	70%
Senior leadership	Senior leaders demonstrate honesty and integrity	71%	-14%	81%
Organisational integrity	I believe the recruitment processes in my organisation are fair	60%	-13%	66%
Learning and development	I am satisfied with the opportunities to progress in my organisation	42%	-12%	36%
Engagement	I am proud to tell others I work for my organisation	70%	-12%	81%
Senior leadership	Senior leaders provide clear strategy and direction	55%	-12%	77%
Job enrichment	I have the authority to do my job effectively	63%	-12%	79%

## Key differences

### Biggest positive difference from comparator

#### What is this

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

#### How to read this

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

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

#### Example

On the first row 'Learning and development', the 'You2024' column shows 65% of your staff who did the survey agreed with 'My organisation places a high priority on the learning and development of staff'.

The 'Difference' column, shows that agreement for this question was 10% higher than in your comparator.

Question group	Biggest positive difference from comparator	You 2024	Difference	Comparator 2024
Learning and development	My organisation places a high priority on the learning and development of staff	65%	+10%	55%
Learning and development	I am satisfied with the opportunities to progress in my organisation	42%	+6%	36%
Satisfaction	How satisfied are you with your career development within your current organisation	54%	+2%	52%
Meaningful work	I achieve something important through my work	84%	+1%	82%

## Key differences

### Biggest negative difference from comparator

#### What is this

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

#### How to read this

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

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

#### Example

On the first row 'Collaboration', the 'You 2024' column shows 54% of your staff who did the survey agreed with 'Workgroups across my organisation willingly share information with each other'.

The 'Difference' column, shows that agreement for this question was 23% lower than in your comparator.

Question group	Biggest negative difference from comparator	You 2024	Difference	Comparator 2024
Collaboration	Workgroups across my organisation willingly share information with each other	54%	-23%	78%
Senior leadership	Senior leaders provide clear strategy and direction	55%	-22%	77%
Manager support	I receive meaningful recognition when I do good work	62%	-19%	81%
Topical	I am confident that if I requested to go on secondment to support urgent government work, it would be given due consideration	63%	-18%	81%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	54%	-18%	72%
Senior leadership	Senior leaders model my organisation's values	65%	-17%	82%
Innovation	My workgroup is quick to respond to opportunities to do things better	64%	-17%	81%
Safe to speak up	I feel safe to challenge inappropriate behaviour at work	69%	-16%	85%
Job enrichment	I have the authority to do my job effectively	63%	-16%	79%
Workgroup support	People in my workgroup work together effectively to get the job done	74%	-15%	89%

# People matter survey

2024

Have your say

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





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.

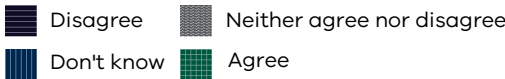
Example

57% 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'.

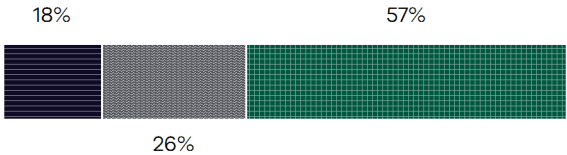
Survey question

Your results

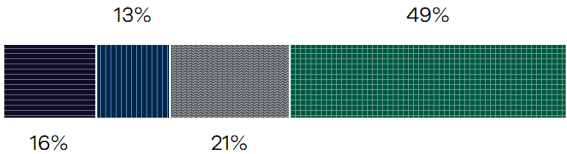
Benchmark agree results



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
	57%	64%	57%	70%	71%	72%
	37%	40%	49%	59%	59%	60%

# 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

### 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

### 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.

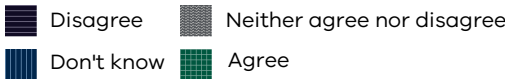
Example

71% of your staff who did the survey agreed or strongly agreed with 'Senior leaders demonstrate honesty and integrity'.

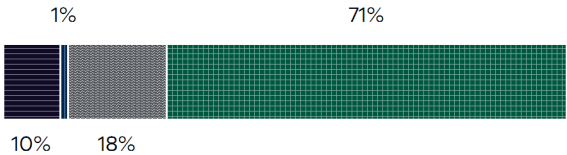
Survey question

Your results

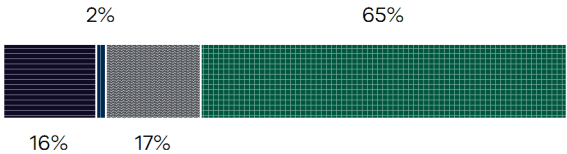
Benchmark agree results



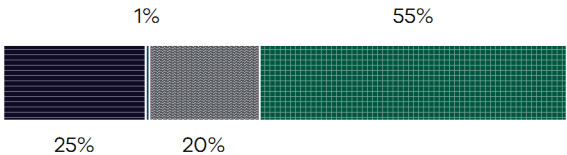
Senior leaders demonstrate honesty and integrity



Senior leaders model my organisation's values



Senior leaders provide clear strategy and direction



2022	You			Comparator		
	2023	2024		Lowest	Average	Highest
	84%	85%	71%	76%	81%	87%
	79%	81%	65%	78%	82%	87%
	66%	67%	55%	75%	77%	79%

# 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
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- Violence and aggression

### Key differences

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

### Taking action

- Taking action questions

## Detailed results

### Senior leadership

- Senior leadership questions

#### Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

### Workgroup climate

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

### Job and manager factors

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

### Public sector values

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- Respect
- Leadership
- Human rights

### Topical questions

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

### 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.

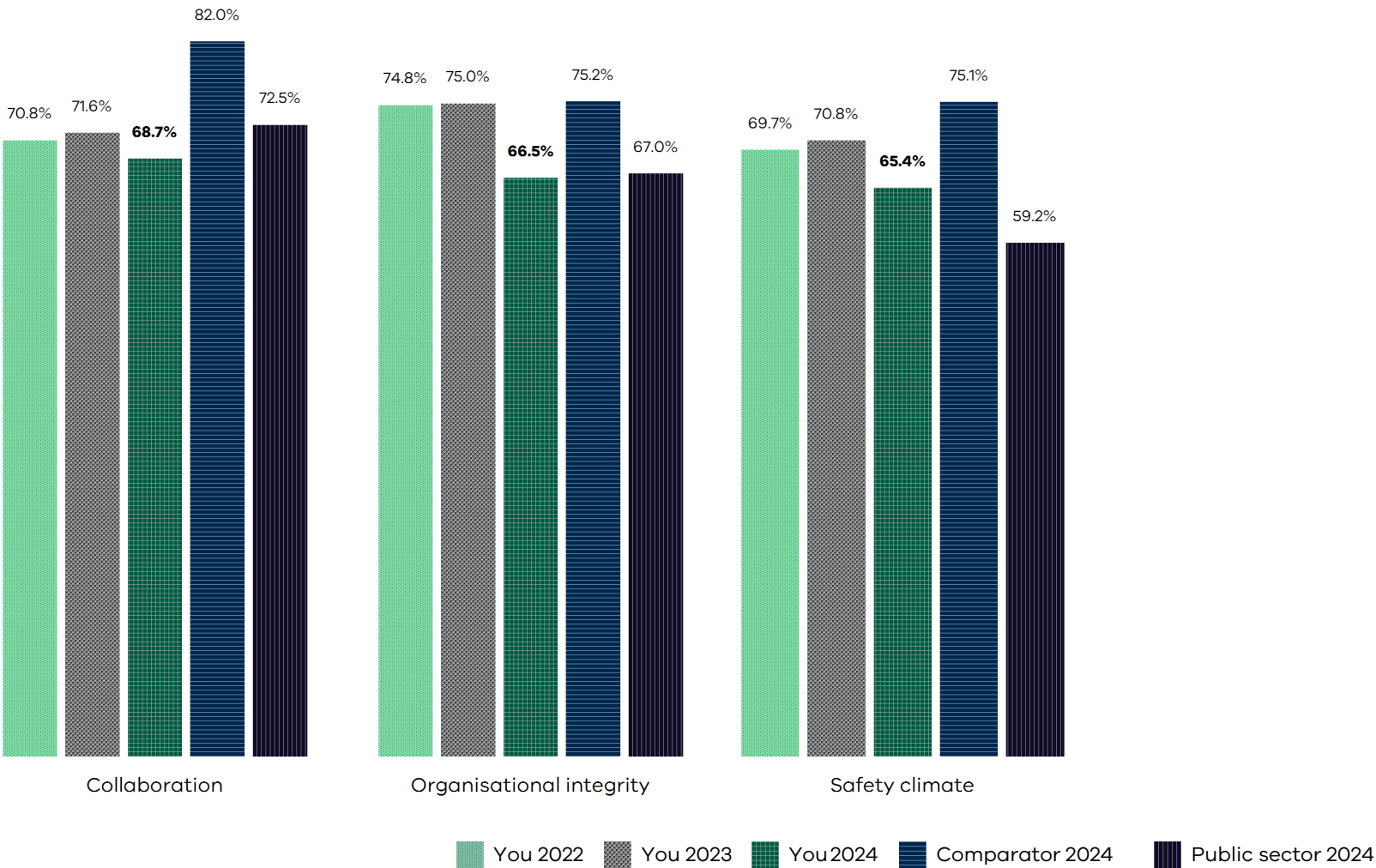
### Example

In 2024:

- 68.7% of your staff who did the survey responded positively to questions about Collaboration.

Compared to:

- 82.0% 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.

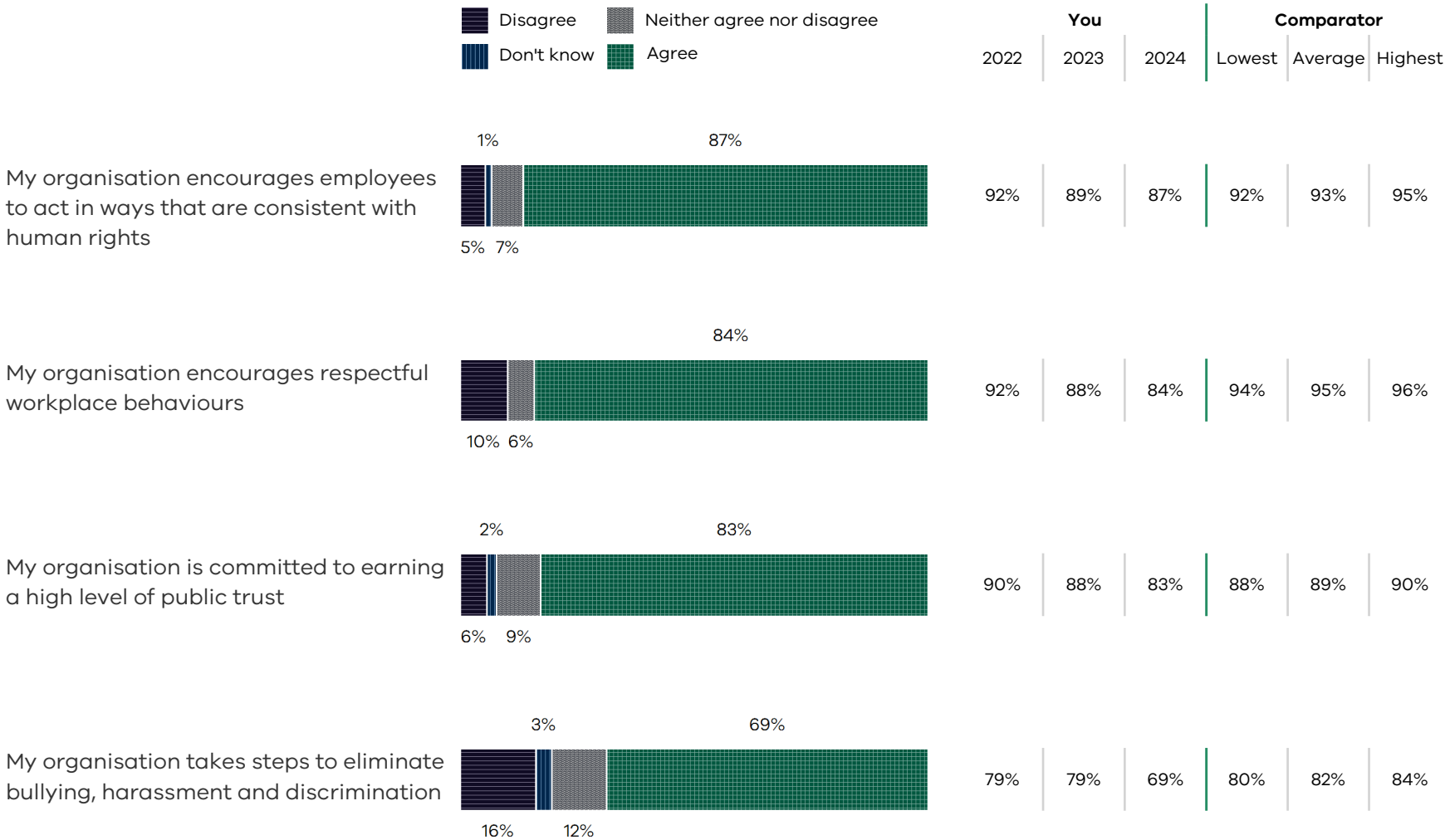
### Example

87% 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



# 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.

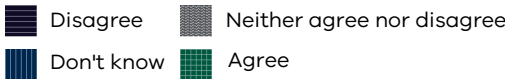
### Example

67% of your staff who did the survey agreed or strongly agreed with 'My organisation does not tolerate improper conduct'.

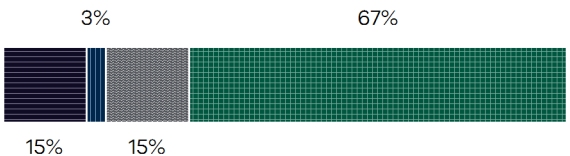
## Survey question

## Your results

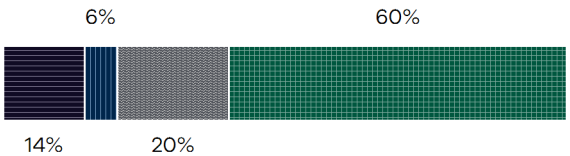
## Benchmark agree results



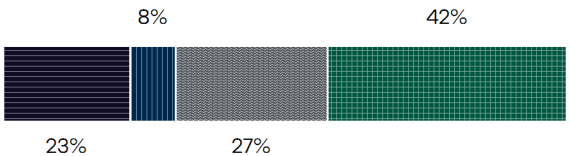
My organisation does not tolerate improper conduct



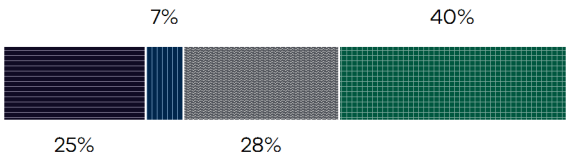
I believe the recruitment processes in my organisation are fair



I have an equal chance at promotion in my organisation



I believe the promotion processes in my organisation are fair



2022	You			Comparator		
	2023	2024		Lowest	Average	Highest
	77%	78%	67%	79%	82%	86%
	68%	73%	60%	63%	66%	69%
	57%	58%	42%	43%	47%	50%
	43%	47%	40%	45%	47%	49%



# 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.

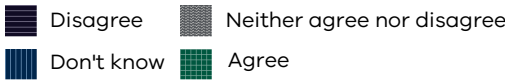
### Example

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

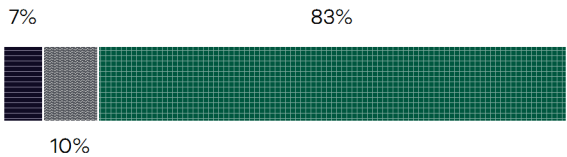
## Survey question

## Your results

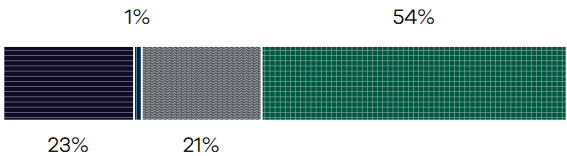
## Benchmark agree results



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



Workgroups across my organisation willingly share information with each other



2022	You			Comparator		
	2023	2024		Lowest	Average	Highest
	84%	82%	83%	84%	86%	88%
	57%	61%	54%	74%	78%	81%



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.

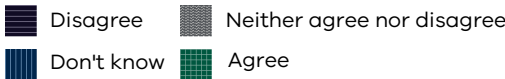
Example

93% of your staff who did the survey agreed or strongly agreed with 'My organisation provides a physically safe work environment'.

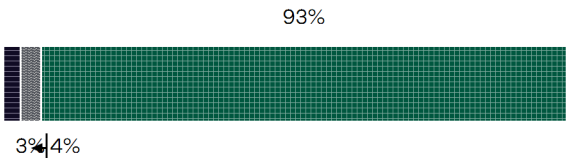
Survey question

Your results

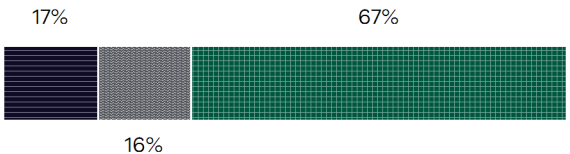
Benchmark agree results



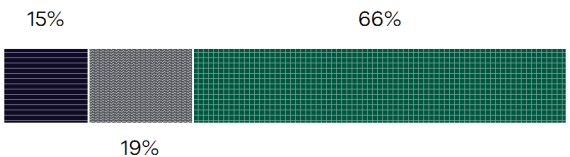
My organisation provides a physically safe work environment



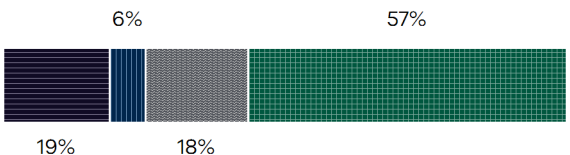
In my workplace, there is good communication about psychological safety issues that affect me



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



2022	You			Comparator		
	2023	2024		Lowest	Average	Highest
	97%	96%	93%	97%	97%	98%
	64%	70%	67%	65%	72%	81%
	75%	73%	66%	76%	78%	80%
	57%	60%	57%	64%	65%	66%

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.

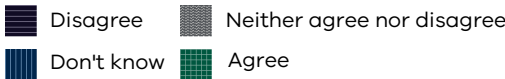
Example

55% of your staff who did the survey agreed or strongly agreed with 'All levels of my organisation are involved in the prevention of stress'.

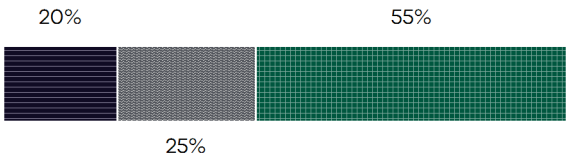
Survey question

Your results

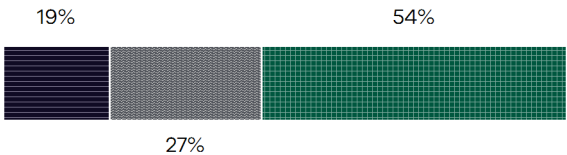
Benchmark agree results



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



Senior leaders show support for stress prevention through involvement and commitment



2022	You			Comparator		
	2023	2024		Lowest	Average	Highest
	58%	61%	55%	65%	66%	68%
	68%	65%	54%	68%	72%	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

## Result summary

### People outcomes

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

### Key differences

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

### Taking action

- Taking action questions

## Detailed results

### Senior leadership

- Senior leadership questions

### Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

### Workgroup climate

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

### Job and manager factors

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

### Public sector values

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

### Topical questions

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

### 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

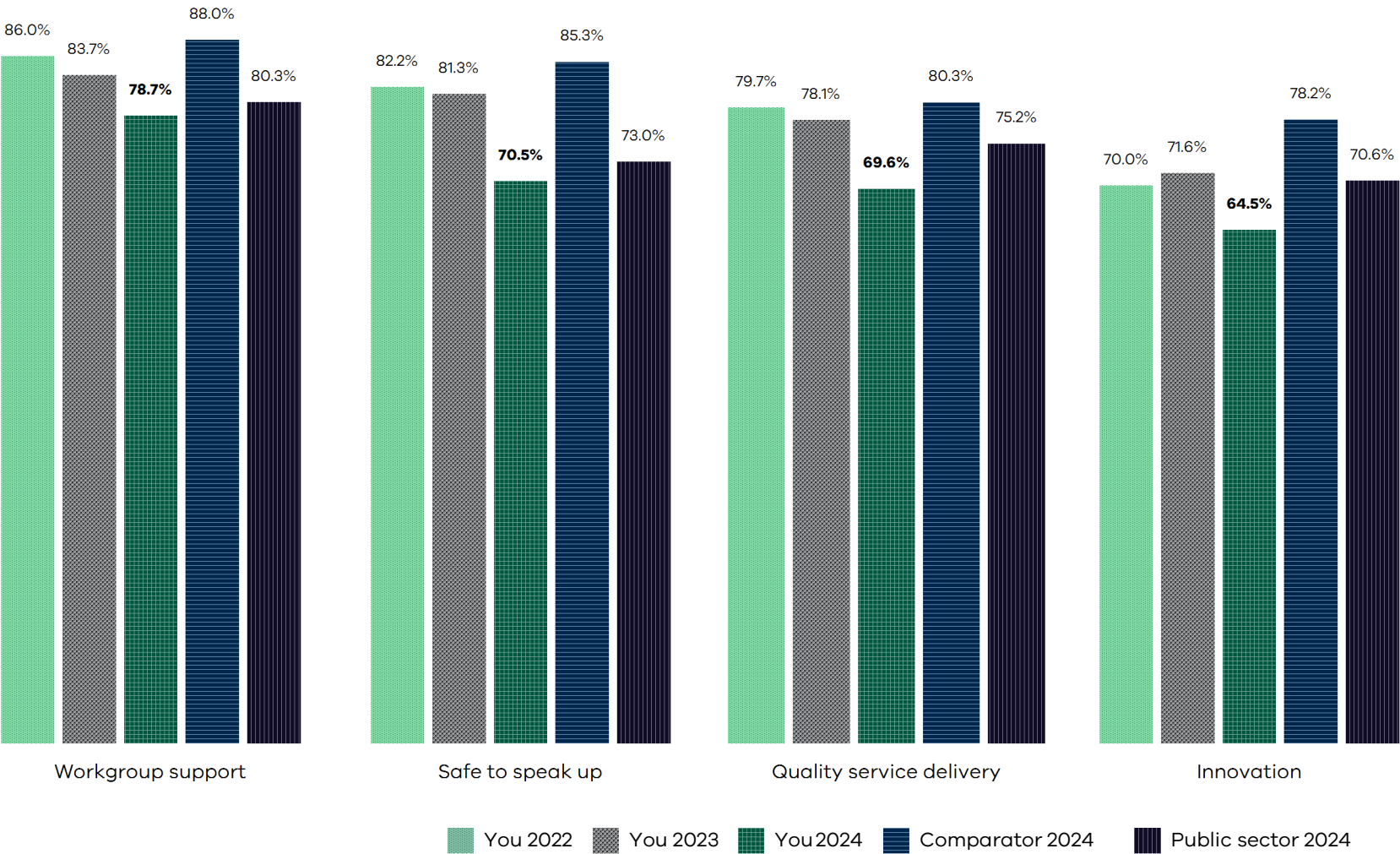
This page shows which factors are performing well and which factors you can look to improve.

### 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:
- 78.7% of your staff who did the survey responded positively to questions about Workgroup support
- Compared to:
- 88.0% 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.

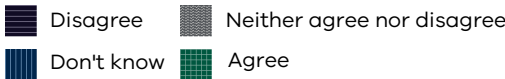
Example

82% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

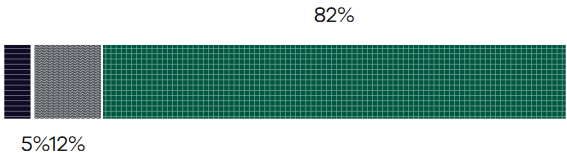
Survey question

Your results

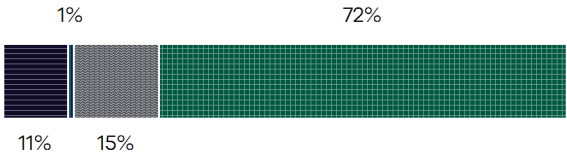
Benchmark agree results



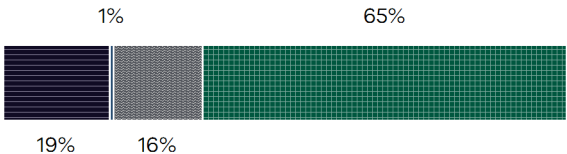
My workgroup provides high quality advice and services



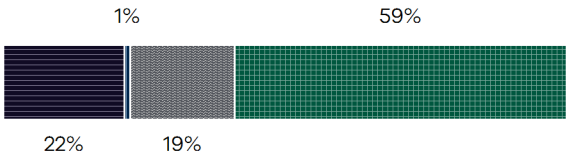
My workgroup acts fairly and without bias



My workgroup has clear lines of responsibility



My workgroup uses its resources well



2022	You			Comparator		
	2023	2024		Lowest	Average	Highest

87%	89%	82%	91%	92%	93%
-----	-----	-----	-----	-----	-----

82%	82%	72%	81%	83%	84%
-----	-----	-----	-----	-----	-----

79%	74%	65%	77%	77%	77%
-----	-----	-----	-----	-----	-----

71%	67%	59%	66%	70%	73%
-----	-----	-----	-----	-----	-----

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.

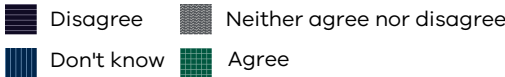
Example

65% of your staff who did the survey agreed or strongly agreed with 'My workgroup learns from failures and mistakes'.

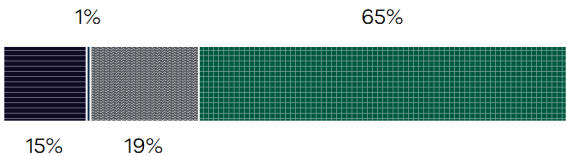
Survey question

Your results

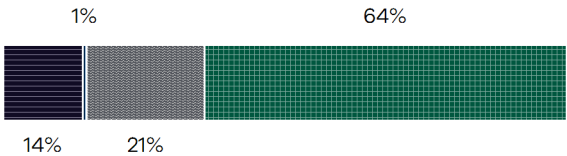
Benchmark agree results



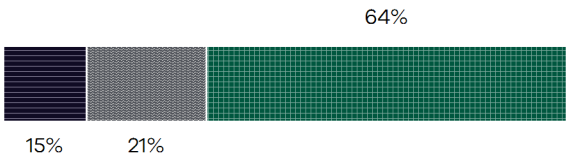
My workgroup learns from failures and mistakes



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



My workgroup encourages employee creativity



You			Comparator		
2022	2023	2024	Lowest	Average	Highest
72%	73%	65%	74%	75%	77%
67%	70%	64%	80%	81%	82%
71%	72%	64%	72%	78%	84%

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.

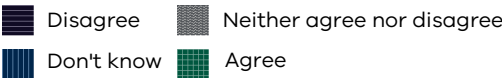
Example

86% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup treat each other with respect'.

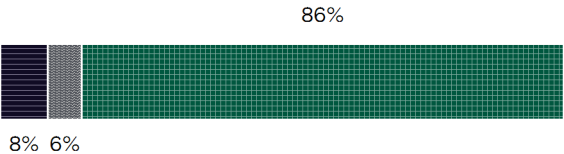
Survey question

Your results

Benchmark agree results



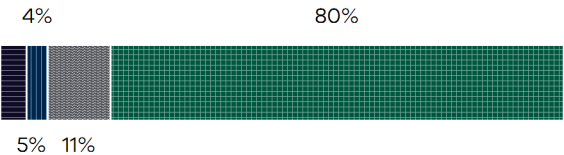
People in my workgroup treat each other with respect



You			Comparator		
2022	2023	2024	Lowest	Average	Highest

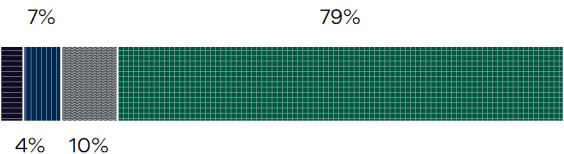
90%	87%	86%	91%	91%	91%
-----	-----	-----	-----	-----	-----

People in my workgroup are politically impartial in their work



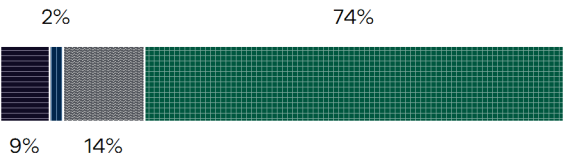
83%	81%	80%	83%	87%	90%
-----	-----	-----	-----	-----	-----

People in my workgroup appropriately manage conflicts of interest



88%	87%	79%	84%	85%	85%
-----	-----	-----	-----	-----	-----

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



85%	80%	74%	88%	88%	89%
-----	-----	-----	-----	-----	-----



# 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.

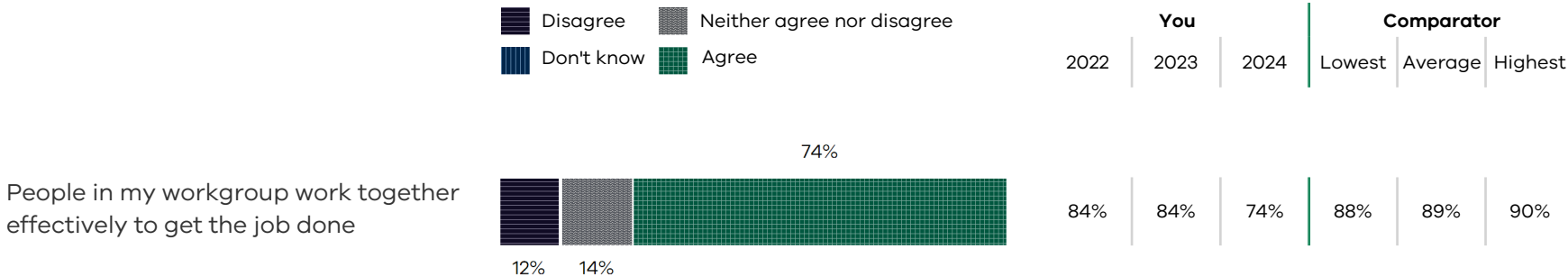
### Example

74% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup work together effectively to get the job done'.

## Survey question

## Your results

## Benchmark agree results





Workgroup climate

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.

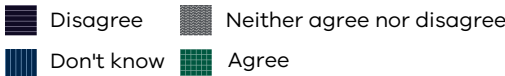
Example

72% 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'.

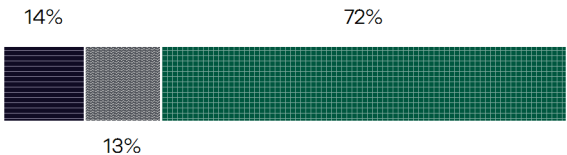
Survey question

Your results

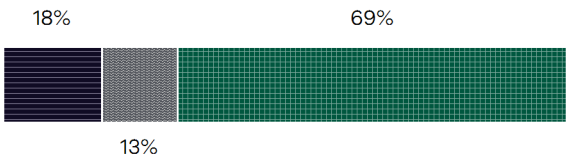
Benchmark agree results



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
82%	82%	72%	84%	86%	88%
82%	80%	69%	84%	85%	87%

# People matter survey

2024

Have your say

## Overview

### Report overview

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

## Result summary

### People outcomes

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

### Key differences

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

### Taking action

- Taking action questions

## Detailed results

### Senior leadership

- Senior leadership questions

### Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

### Workgroup climate

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

### Job and manager factors

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

### Public sector values

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

### Topical questions

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

### 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.

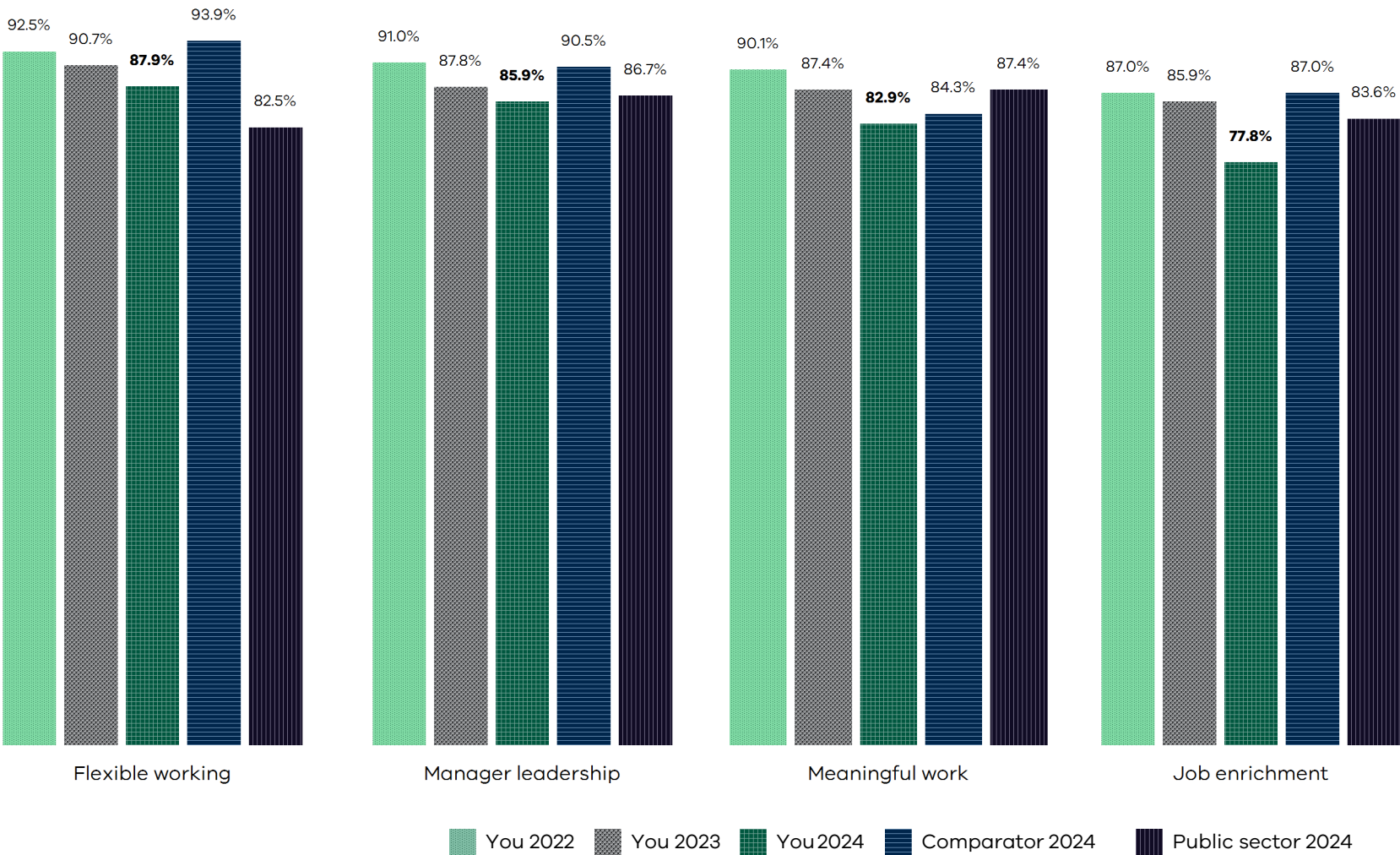
### Example

In 2024:

- 87.9% of your staff who did the survey responded positively to questions about Flexible working.

Compared to:

- 93.9% of staff in your comparator group and 82.5% 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.

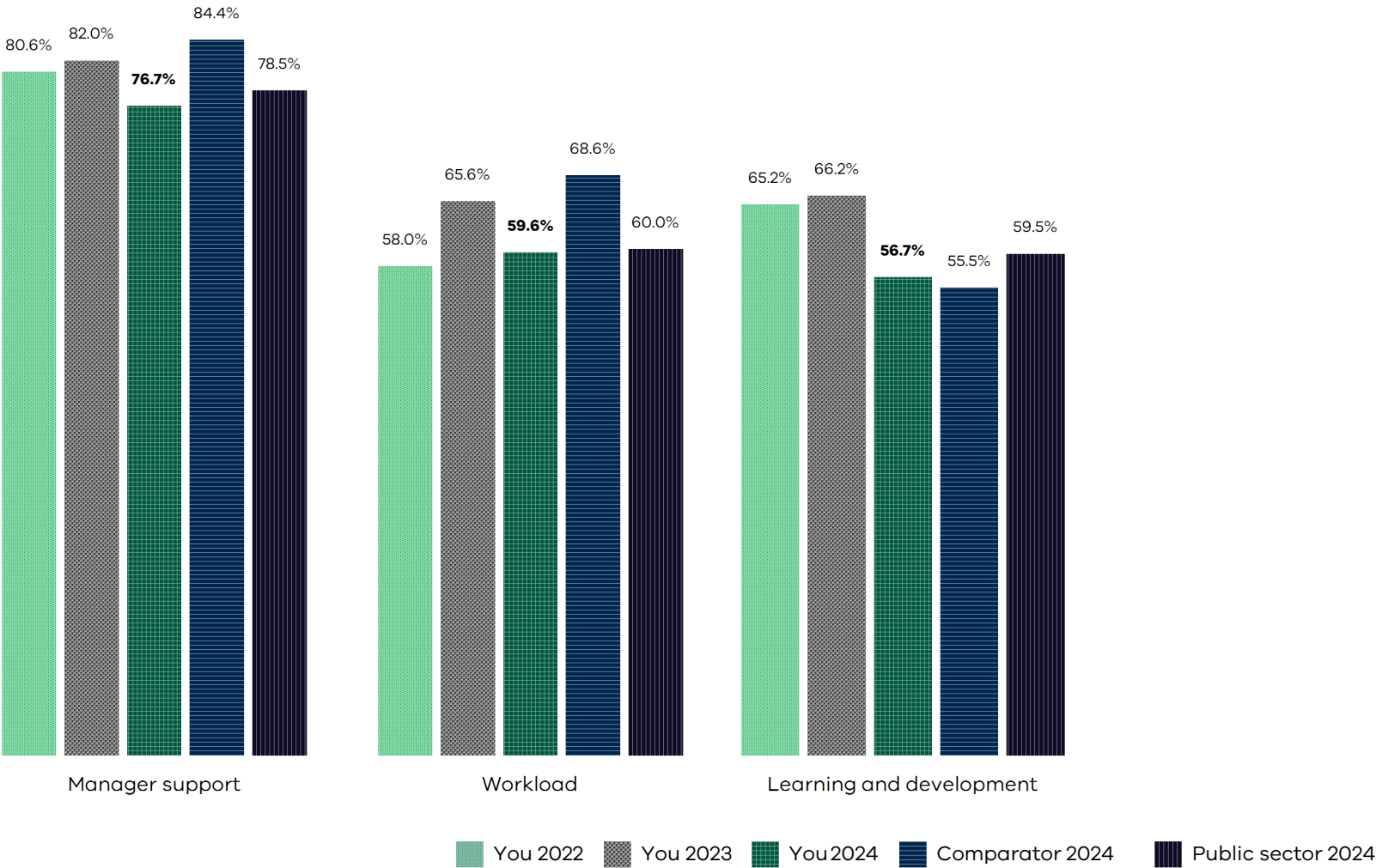
### Example

In 2024:

- 76.7% of your staff who did the survey responded positively to questions about Manager support.

Compared to:

- 84.4% of staff in your comparator group and 78.5% 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.

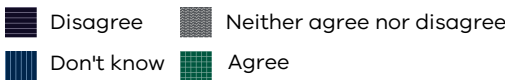
### Example

88% of your staff who did the survey agreed or strongly agreed with 'My manager demonstrates honesty and integrity'.

## Survey question

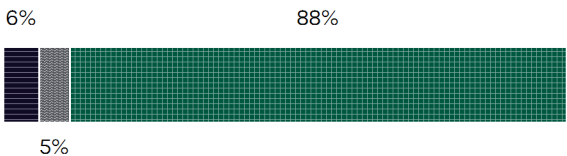
## Your results

## Benchmark agree results



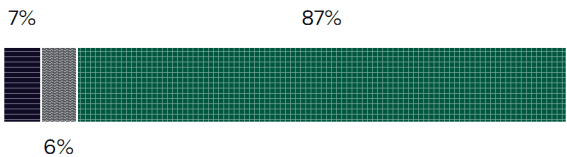
2022	You		2024	Comparator		
	2023			Lowest	Average	Highest

My manager demonstrates honesty and integrity



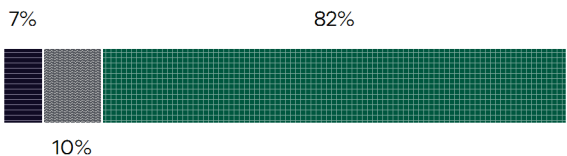
93%	90%	88%	91%	91%	91%
-----	-----	-----	-----	-----	-----

My manager treats employees with dignity and respect



91%	89%	87%	90%	91%	91%
-----	-----	-----	-----	-----	-----

My manager models my organisation's values



89%	85%	82%	89%	90%	90%
-----	-----	-----	-----	-----	-----

# 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.

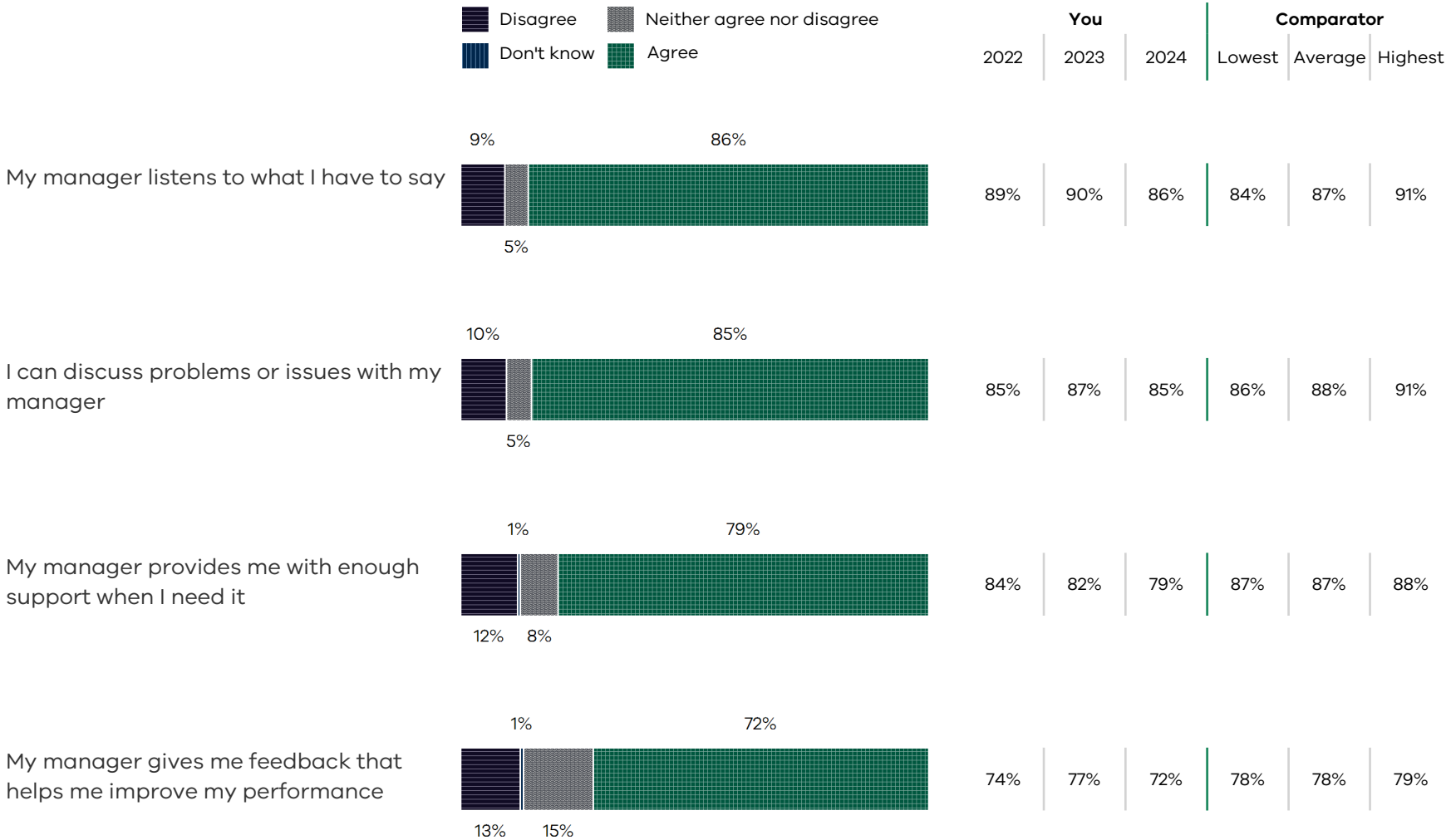
### Example

86% of your staff who did the survey agreed or strongly agreed with 'My manager listens to what I have to say'.

## Survey question

## Your results

## Benchmark agree results



Job and manager factors

Manager support 2 of 2

What 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.

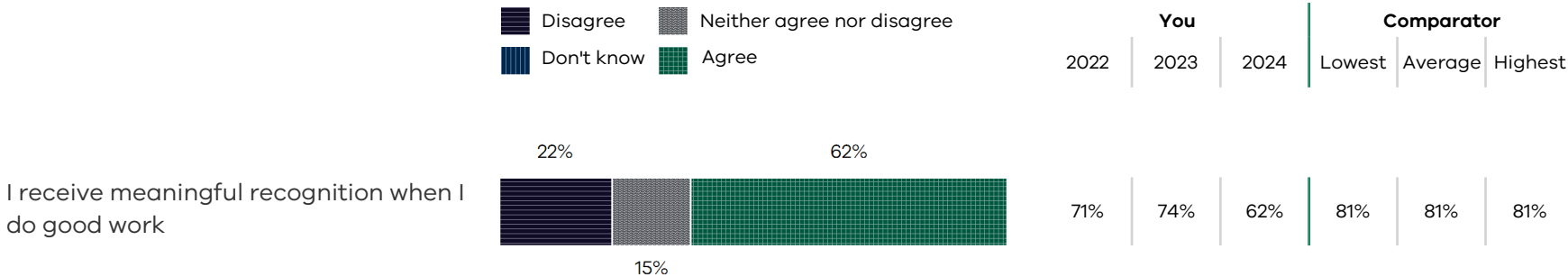
Example

62% 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.

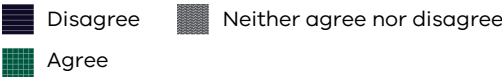
Example

62% of your staff who did the survey agreed or strongly agreed with 'The workload I have is appropriate for the job that I do'.

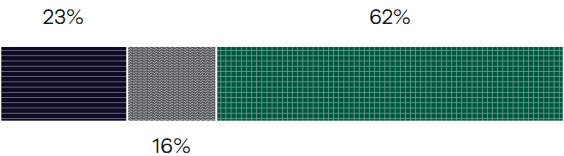
Survey question

Your results

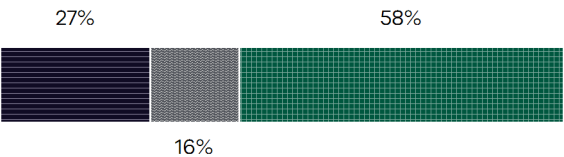
Benchmark agree results



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%	67%	62%	65%	70%	74%
-----	-----	-----	-----	-----	-----

53%	64%	58%	58%	67%	76%
-----	-----	-----	-----	-----	-----



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.

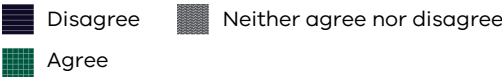
Example

71% of your staff who did the survey agreed or strongly agreed with 'I am developing and learning in my role'.

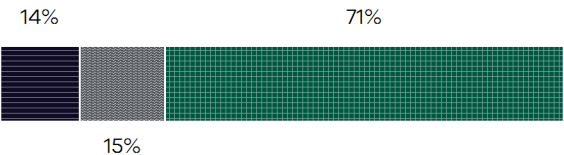
Survey question

Your results

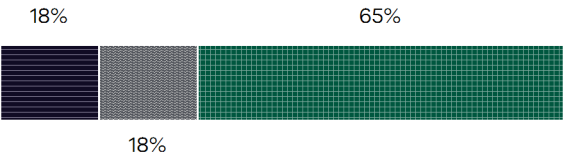
Benchmark agree results



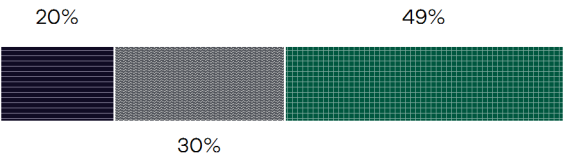
I am developing and learning in my role



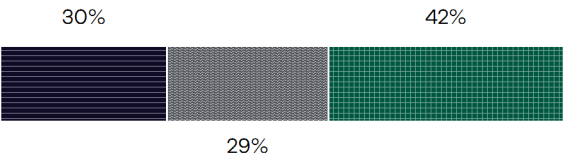
My organisation places a high priority on the learning and development of staff



I am satisfied with the way my learning and development needs have been addressed in the last 12 months



I am satisfied with the opportunities to progress in my organisation



2022	You		2024	Comparator		
	2023			Lowest	Average	Highest

81%	77%	71%	77%	78%	79%
-----	-----	-----	-----	-----	-----

66%	74%	65%	43%	55%	70%
-----	-----	-----	-----	-----	-----

57%	60%	49%	43%	53%	64%
-----	-----	-----	-----	-----	-----

56%	54%	42%	29%	36%	43%
-----	-----	-----	-----	-----	-----

# 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.

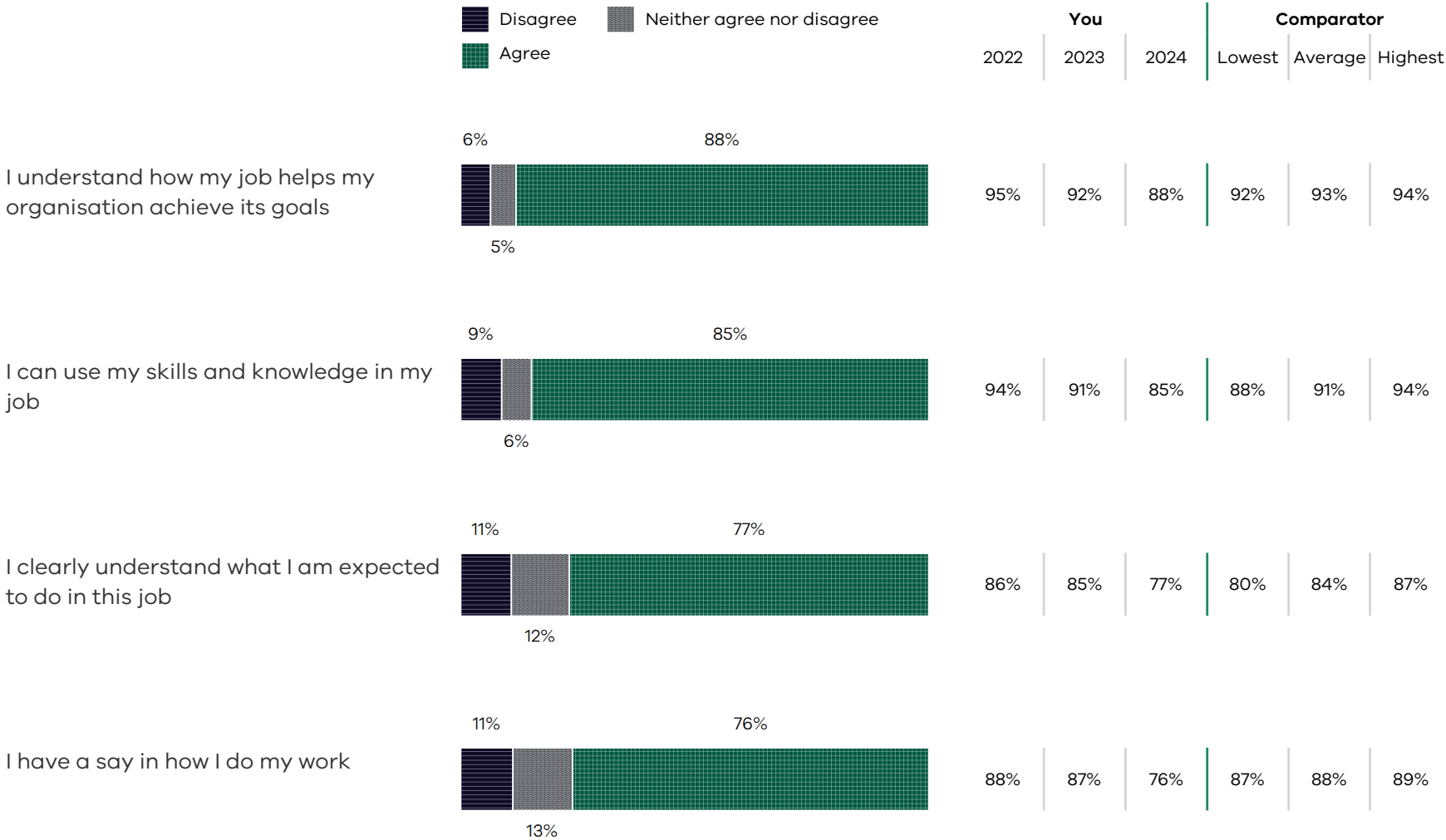
### Example

88% of your staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve its goals'.

## Survey question

## Your results

## Benchmark agree results



# Job and manager factors

## Job enrichment 2 of 2

### What 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.

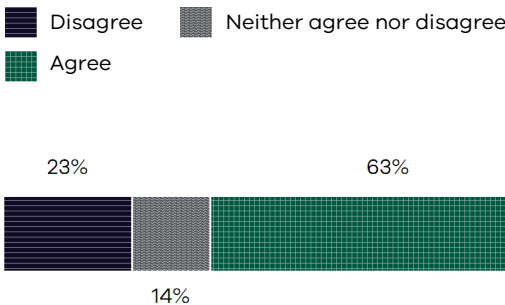
### Example

63% of your staff who did the survey agreed or strongly agreed with 'I have the authority to do my job effectively'.

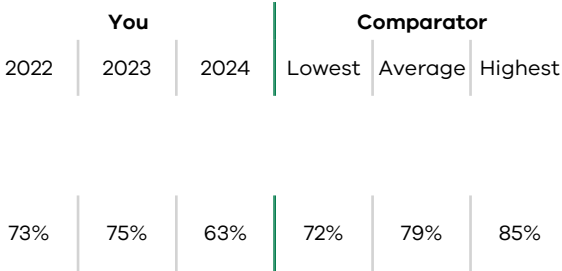
## Survey question

I have the authority to do my job effectively

## Your results



## Benchmark agree results



# 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.

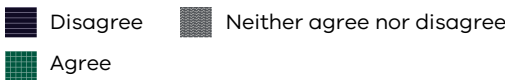
### Example

87% of your staff who did the survey agreed or strongly agreed with 'I can make a worthwhile contribution at work'.

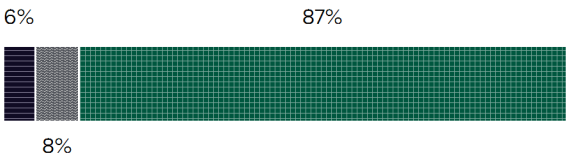
## Survey question

## Your results

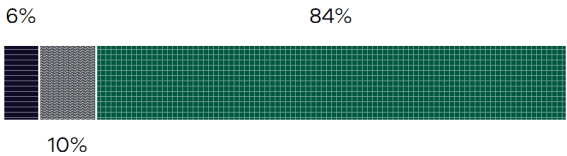
## Benchmark agree results



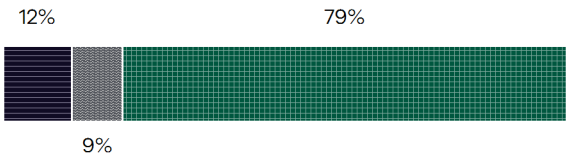
I can make a worthwhile contribution at work



I achieve something important through my work



I get a sense of accomplishment from my work



You			Comparator		
2022	2023	2024	Lowest	Average	Highest
95%	90%	87%	90%	92%	94%
90%	88%	84%	77%	82%	87%
85%	85%	79%	75%	79%	82%

# 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.

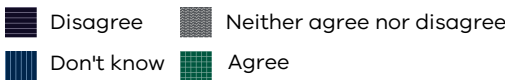
### Example

90% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.

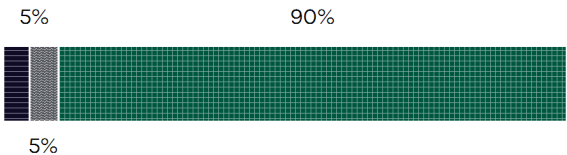
## Survey question

## Your results

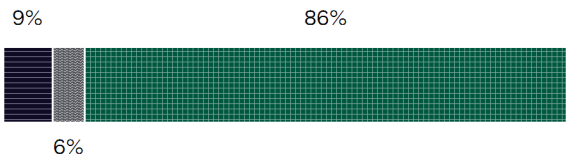
## Benchmark agree results



My manager supports working flexibly



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



You			Comparator		
2022	2023	2024	Lowest	Average	Highest
94%	92%	90%	93%	94%	95%
91%	89%	86%	91%	94%	96%

# People matter survey

2024

Have your say

## Overview

### Report overview

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

## Result summary

### People outcomes

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

### Key differences

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

### Taking action

- Taking action questions

## Detailed results

### Senior leadership

- Senior leadership questions

### Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

### Workgroup climate

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

### Job and manager factors

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

### Public sector values

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

### Topical questions

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

### 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.

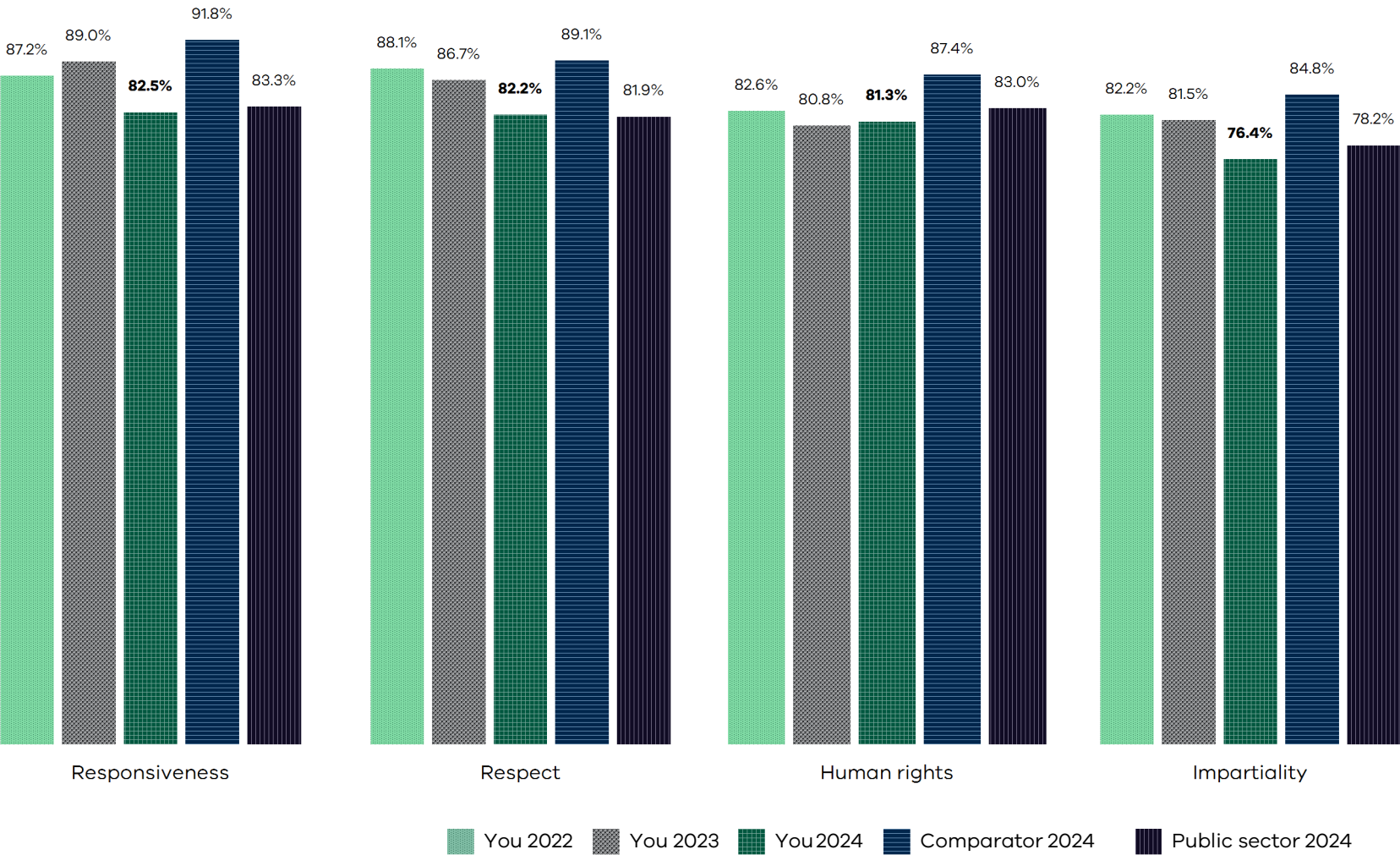
### Example

In 2024:

- 82.5% of your staff who did the survey responded positively to questions about Responsiveness.

Compared to:

- 91.8% of staff in your comparator group and 83.3% 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.

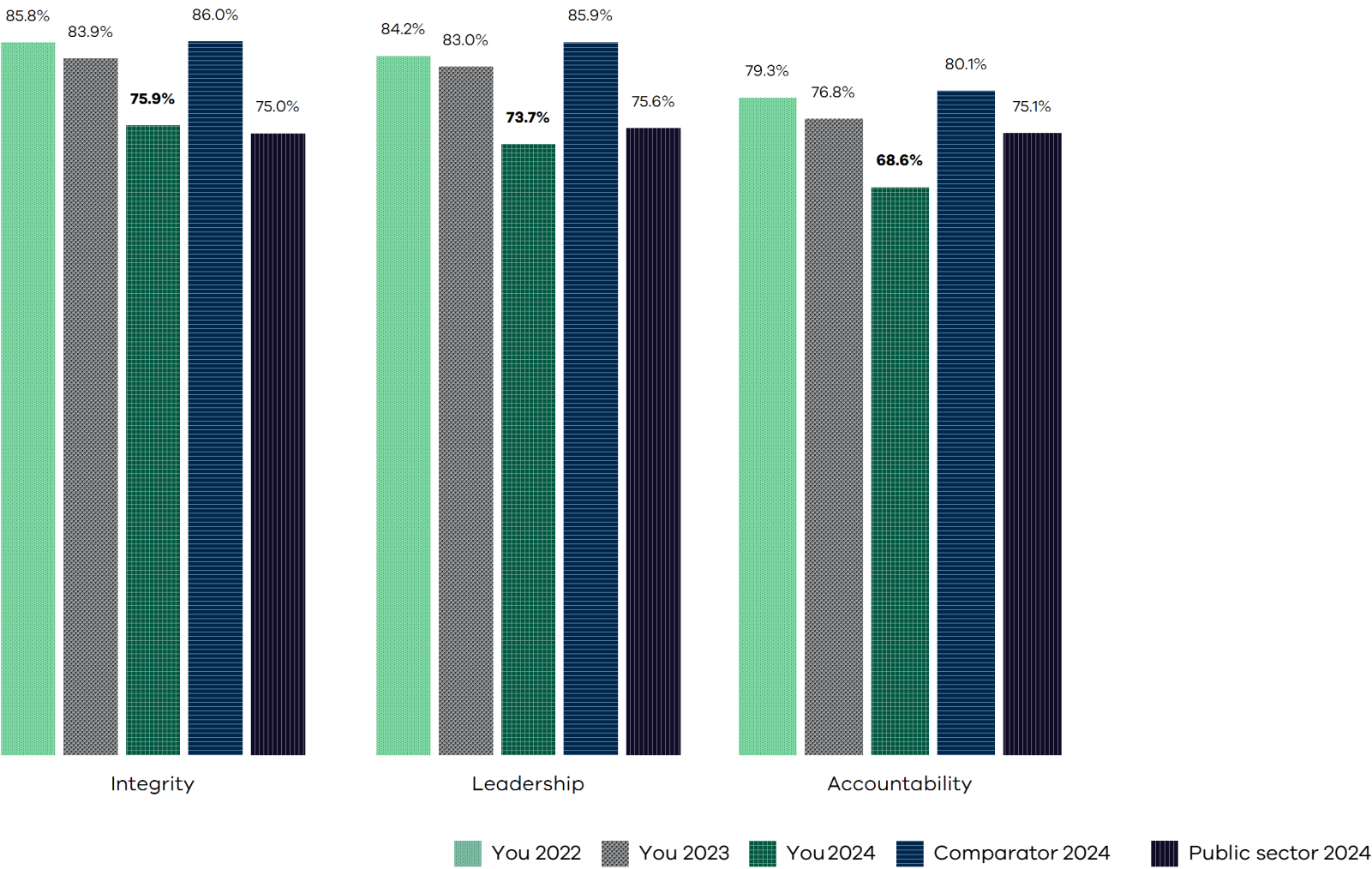
### Example

In 2024:

- 75.9% of your staff who did the survey responded positively to questions about Integrity.

Compared to:

- 86.0% of staff in your comparator group and 75.0% 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.

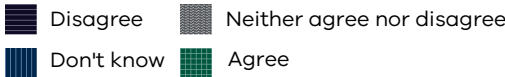
Example

82% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

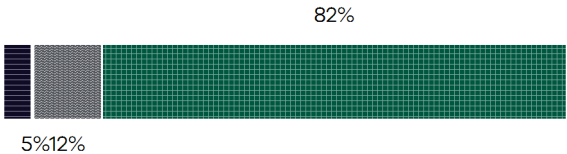
Survey question

Your results

Benchmark agree results



My workgroup provides high quality advice and services



You			Comparator		
2022	2023	2024	Lowest	Average	Highest

87%	89%	82%	91%	92%	93%
-----	-----	-----	-----	-----	-----

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.

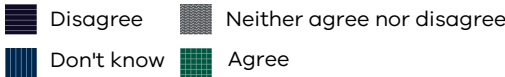
Example

88% of your staff who did the survey agreed or strongly agreed with 'My manager demonstrates honesty and integrity'.

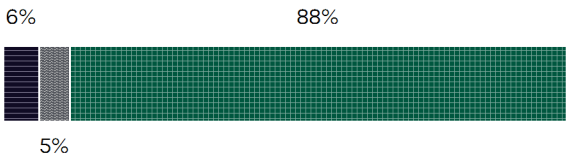
Survey question

Your results

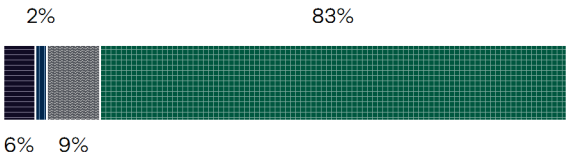
Benchmark agree results



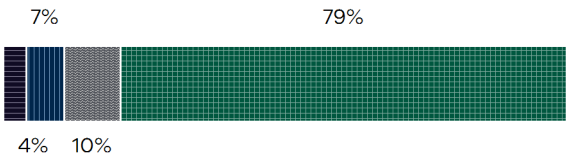
My manager demonstrates honesty and integrity



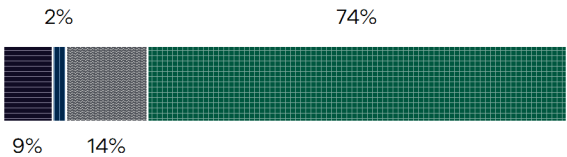
My organisation is committed to earning a high level of public trust



People in my workgroup appropriately manage conflicts of interest



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



You			Comparator		
2022	2023	2024	Lowest	Average	Highest

93%	90%	88%	91%	91%	91%
-----	-----	-----	-----	-----	-----

90%	88%	83%	88%	89%	90%
-----	-----	-----	-----	-----	-----

88%	87%	79%	84%	85%	85%
-----	-----	-----	-----	-----	-----

85%	80%	74%	88%	88%	89%
-----	-----	-----	-----	-----	-----

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.

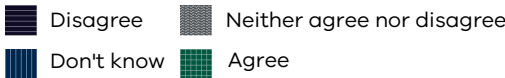
Example

71% of your staff who did the survey agreed or strongly agreed with 'Senior leaders demonstrate honesty and integrity'.

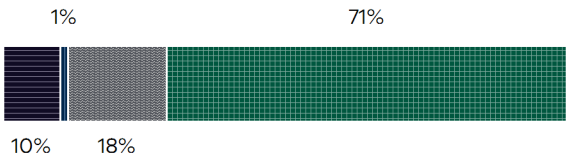
Survey question

Your results

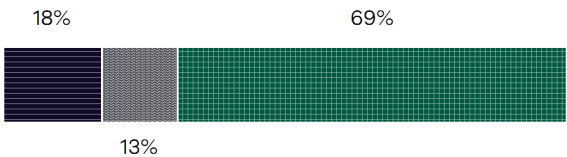
Benchmark agree results



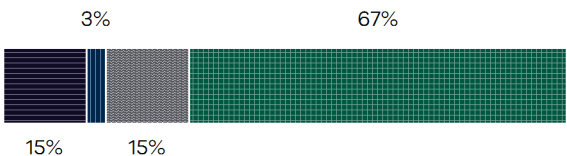
Senior leaders demonstrate honesty and integrity



I feel safe to challenge inappropriate behaviour at work



My organisation does not tolerate improper conduct



2022	You		Comparator		
	2023	2024	Lowest	Average	Highest
	84%	85%	71%	76%	81%
	82%	80%	69%	84%	85%
	77%	78%	67%	79%	82%

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.

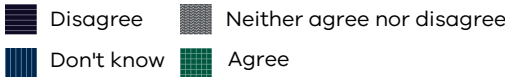
**Example**

80% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.

Survey question

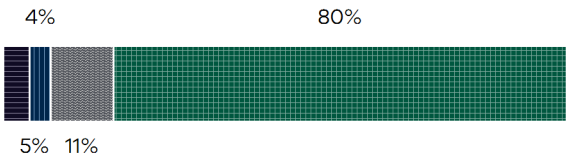
Your results

Benchmark agree results



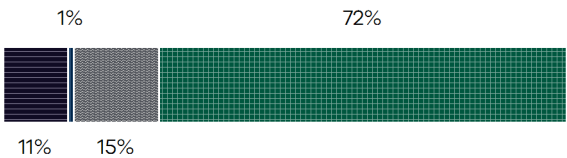
You			Comparator		
2022	2023	2024	Lowest	Average	Highest

People in my workgroup are politically impartial in their work



83%	81%	80%	83%	87%	90%
-----	-----	-----	-----	-----	-----

My workgroup acts fairly and without bias



82%	82%	72%	81%	83%	84%
-----	-----	-----	-----	-----	-----

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.

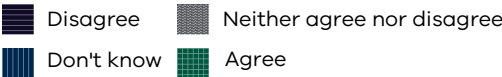
Example

88% 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

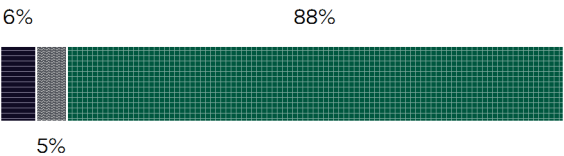
Your results

Benchmark agree results



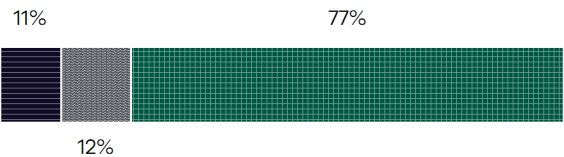
You			Comparator		
2022	2023	2024	Lowest	Average	Highest

I understand how my job helps my organisation achieve its goals



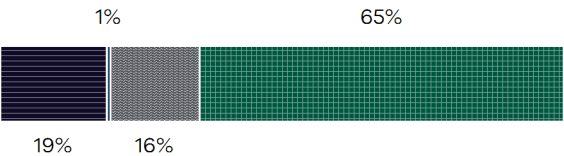
95%	92%	88%	92%	93%	94%
-----	-----	-----	-----	-----	-----

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



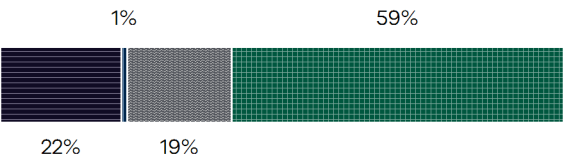
86%	85%	77%	80%	84%	87%
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My workgroup has clear lines of responsibility



79%	74%	65%	77%	77%	77%
-----	-----	-----	-----	-----	-----

My workgroup uses its resources well



71%	67%	59%	66%	70%	73%
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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.

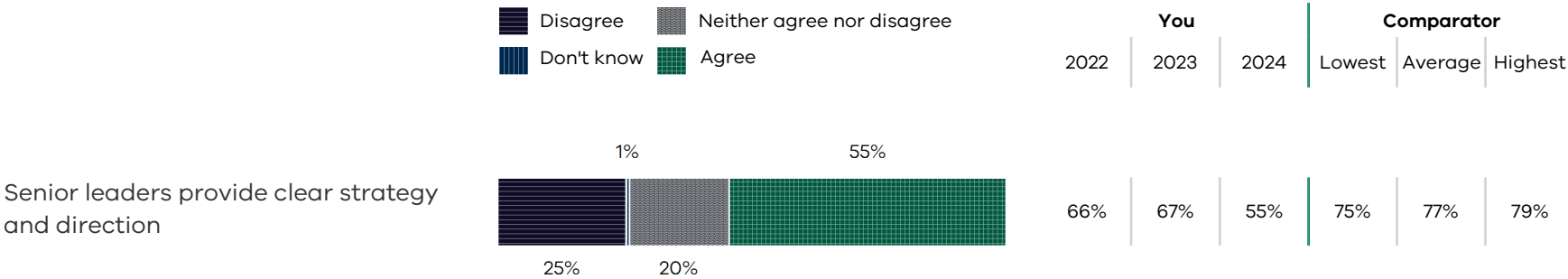
Example

55% 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.

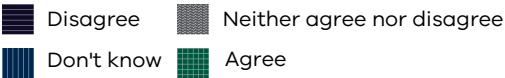
Example

87% of your staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

Survey question

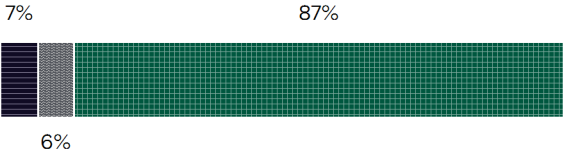
Your results

Benchmark agree results



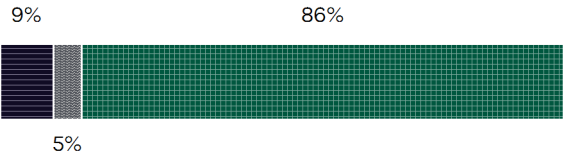
You			Comparator		
2022	2023	2024	Lowest	Average	Highest

My manager treats employees with dignity and respect



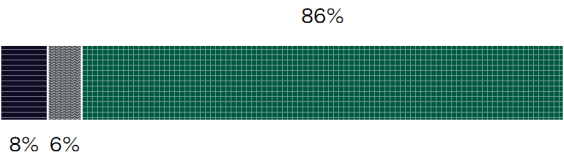
91%	89%	87%	90%	91%	91%
-----	-----	-----	-----	-----	-----

My manager listens to what I have to say



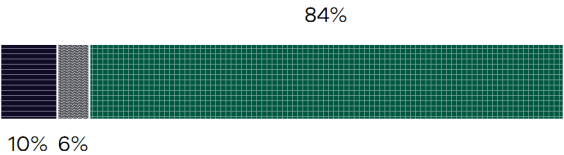
89%	90%	86%	84%	87%	91%
-----	-----	-----	-----	-----	-----

People in my workgroup treat each other with respect



90%	87%	86%	91%	91%	91%
-----	-----	-----	-----	-----	-----

My organisation encourages respectful workplace behaviours



92%	88%	84%	94%	95%	96%
-----	-----	-----	-----	-----	-----

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.

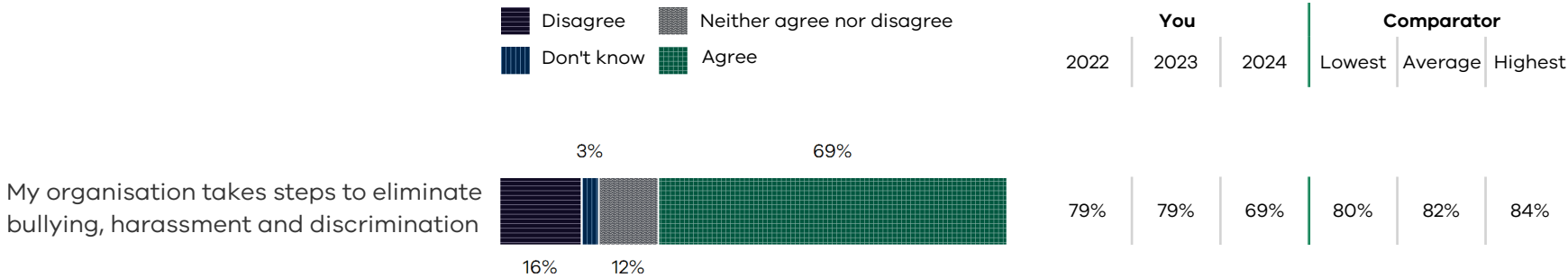
Example

69% 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.

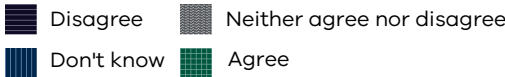
Example

82% of your staff who did the survey agreed or strongly agreed with 'My manager models my organisation's values'.

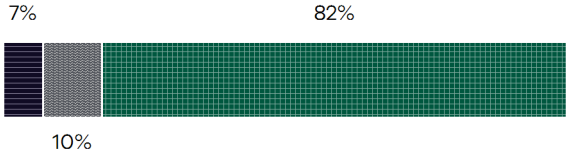
Survey question

Your results

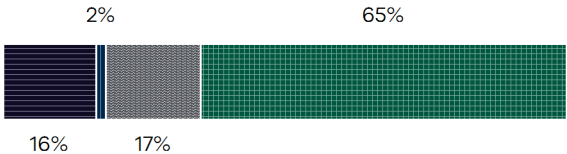
Benchmark agree results



My manager models my organisation's values



Senior leaders model my organisation's values



You			Comparator		
2022	2023	2024	Lowest	Average	Highest
89%	85%	82%	89%	90%	90%
79%	81%	65%	78%	82%	87%

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.

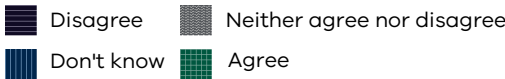
Example

87% 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

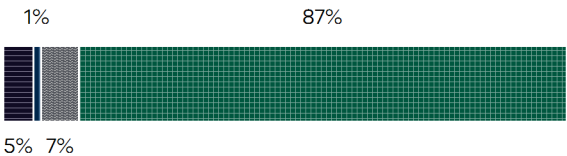
Your results

Benchmark agree results



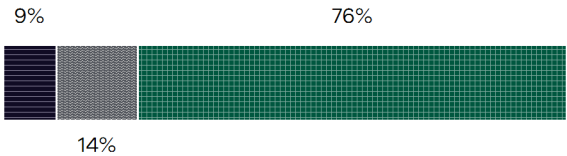
2022	You		2024	Comparator		
	2023			Lowest	Average	Highest

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



92%	89%	87%	92%	93%	95%
-----	-----	-----	-----	-----	-----

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



74%	73%	76%	80%	81%	83%
-----	-----	-----	-----	-----	-----

# 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
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- Work-related stress causes
- Intention to stay
- Inclusion
- Scorecard: emotional effects of work
- Scorecard: negative behaviour
- Bullying
- Sexual harassment
- Discrimination
- Violence and aggression

### 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
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- 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

### 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.

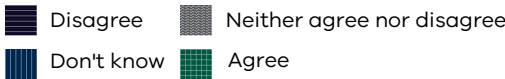
### Example

83% of your staff who did the survey agreed or strongly agreed with 'I understand how the Code of Conduct for Victorian public sector employees applies to my work'.

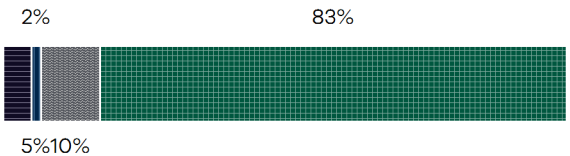
## Survey question

## Your results

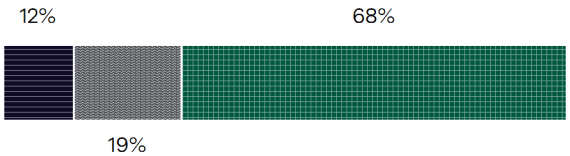
## Benchmark agree results



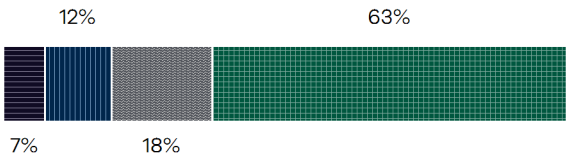
I understand how the Code of Conduct for Victorian public sector employees applies to my work



I am proud to work in the public sector



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



2022	You		Comparator		
	2023	2024	Lowest	Average	Highest
Not asked	80%	83%	89%	91%	93%
Not asked	Not asked	68%	79%	81%	83%
Not asked	70%	63%	80%	81%	82%

# People matter survey

2024

Have your say

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- Senior leadership questions

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- Manager leadership
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- Flexible working

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- 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

### 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	89	30%
35-54 years	156	53%
55+ years	20	7%
Prefer not to say	32	11%

Gender	(n)	%
Woman	146	49%
Man	114	38%
Prefer not to say	36	12%
Non-binary and I use a different term	1	0%

Are you trans, non-binary or gender diverse?	(n)	%
Yes	1	0%
No	270	91%
Prefer not to say	26	9%

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

	(n)	%
Yes	0	0%
No	270	91%
Don't know	5	2%
Prefer not to say	22	7%

### How do you describe your sexual orientation?

	(n)	%
Straight (heterosexual)	219	74%
Prefer not to say	45	15%
Gay or lesbian	17	6%
Asexual	10	3%
Bisexual	5	2%
Pansexual	1	0%
Don't know	0	0%
I use a different term	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

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Aboriginal and/or Torres Strait Islander	(n)	%
Yes	0	0%
Non Aboriginal and/or Torres Strait Islander	282	95%
Prefer not to say	15	5%

# 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

- de-identify all survey response data provided to your organisation
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Are you a person with disability?	(n)	%
Yes	20	7%
No	257	87%
Prefer not to say	20	7%

Have you shared your disability information within your organisation (e.g. to your manager or Human Resources staff)?	(n)	%
Yes	8	40%
No	12	60%
Prefer not to say	0	0%

Which statement most accurately reflects your decision not to share your disability information within your organisation?	(n)	%
I do not require any adjustments to be made to perform my role	6	50%
My disability does not impact on my ability to perform my role	4	33%
I feel that sharing my disability information will reflect negatively on me	2	17%
Other	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	190	64%
Not born in Australia	64	22%
Prefer not to say	43	14%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Other	17	30%
Mandarin	15	27%
Cantonese	8	14%
Hindi	4	7%
Greek	4	7%
Arabic	3	5%
Gujarati	2	4%
Filipino	2	4%
Italian	2	4%
Turkish	2	4%
Malayalam	1	2%
Tamil	1	2%

Language other than English spoken with family or community	(n)	%
Yes	56	19%
No	213	72%
Prefer not to say	28	9%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Sinhalese	1	2%
Punjabi	1	2%
Australian Indigenous Language	1	2%
Vietnamese	1	2%
Urdu	1	2%
Spanish	1	2%
Persian	1	2%
Tagalog	1	2%
Macedonian	0	0%
Telugu	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	181	61%
Prefer not to say	37	12%
English, Irish, Scottish and/or Welsh	31	10%
European (including Western, Eastern and South-Eastern European, and Scandinavian)	29	10%
East and/or South-East Asian	23	8%
South Asian	13	4%
Other	8	3%
New Zealander	7	2%
Middle Eastern	4	1%
African	3	1%
North American	2	1%
Central Asian	2	1%
Maori	1	0%
Pacific Islander	1	0%
Aboriginal and/or Torres Strait Islander	0	0%
Central and/or South American	0	0%

Religion	(n)	%
No religion	156	53%
Christianity	81	27%
Prefer not to say	36	12%
Buddhism	7	2%
Judaism	5	2%
Hinduism	4	1%
Islam	4	1%
Other	4	1%
Sikhism	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	262	88%
Part-Time	35	12%

Gross base salary (ongoing/fixed term only)	(n)	%
Below \$80k	6	2%
\$80k to \$120k	51	17%
\$120k to \$160k	74	25%
\$160k to \$200k	47	16%
\$200k or more	65	22%
Prefer not to say	54	18%

Organisational tenure	(n)	%
<1 year	57	19%
1 to less than 2 years	66	22%
2 to less than 5 years	89	30%
5 to less than 10 years	57	19%
10 to less than 20 years	20	7%
More than 20 years	8	3%

Management responsibility	(n)	%
Non-manager	163	55%
Other manager	71	24%
Manager of other manager(s)	63	21%

Employment type	(n)	%
Ongoing and executive	256	86%
Fixed term	38	13%
Other	3	1%

Frontline worker	(n)	%
No	285	96%
Yes	12	4%

# 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.

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### How we protect anonymity and privacy

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Primary workplace location over the last 3 months	(n)	%
Melbourne CBD	210	71%
Melbourne: Suburbs	73	25%
Large regional city	9	3%
Rural	4	1%
Other	1	0%

What have been your main places of work over the last 3-months?	(n)	%
Your employer's office	256	86%
A frontline or service delivery location	12	4%
Home or private location	210	71%
A shared office space (where two or more organisations share the same workspace)	17	6%
Isolated or remote location/s where access to communications and help from others is difficult	0	0%
Other	2	1%

Flexible work	(n)	%
Working from an alternative location (e.g. home, hub/shared work space)	180	61%
Flexible start and finish times	98	33%
I do not use any flexible work arrangements	71	24%
Part-time	33	11%
Purchased leave	18	6%
Working more hours over fewer days	15	5%
Using leave (including annual leave, long-service leave, personal leave, leave without pay and/or personal leave) to work flexible hours	11	4%
Study leave	4	1%
Other	3	1%
Job sharing	3	1%
Shift swap	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	236	79%
Flexible working arrangements	58	20%
Career development support strategies	5	2%
Physical modifications or improvements to the workplace	4	1%
Other	1	0%
Accessible communications technologies	0	0%
Job redesign or role sharing	0	0%

### Why did you make this request?

	(n)	%
Work-life balance	35	57%
Family responsibilities	21	34%
Caring responsibilities	20	33%
Health	9	15%
Study commitments	4	7%
Disability	3	5%
Other	3	5%

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

	(n)	%
The adjustments I needed were made and the process was satisfactory	46	75%
The adjustments I needed were made but the process was unsatisfactory	8	13%
The adjustments I needed were not made	7	11%

# 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

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Caring responsibilities	(n)	%
None of the above	121	41%
Primary school aged child(ren)	56	19%
Prefer not to say	38	13%
Secondary school aged child(ren)	36	12%
Frail or aged person(s)	34	11%
Child(ren) - younger than preschool age	30	10%
Preschool aged child(ren)	23	8%
Person(s) with a medical condition	10	3%
Person(s) with disability	7	2%
Person(s) with a mental illness	4	1%
Other	3	1%



**Victorian  
Public Sector  
Commission**



[vpsc.vic.gov.au/peoplemattersurvey](https://vpsc.vic.gov.au/peoplemattersurvey)