People Matter Survey 2024

Have your say

Victorian Public Sector Commission

VICTORIA State Government

People matter survey

2024

Have your say

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

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- Questions requested by your organisation

Demographics

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

About your report

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

Report contents

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

Comparing data in this report

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

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

Rounding of percentages

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

Survey questions and definitions

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

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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.

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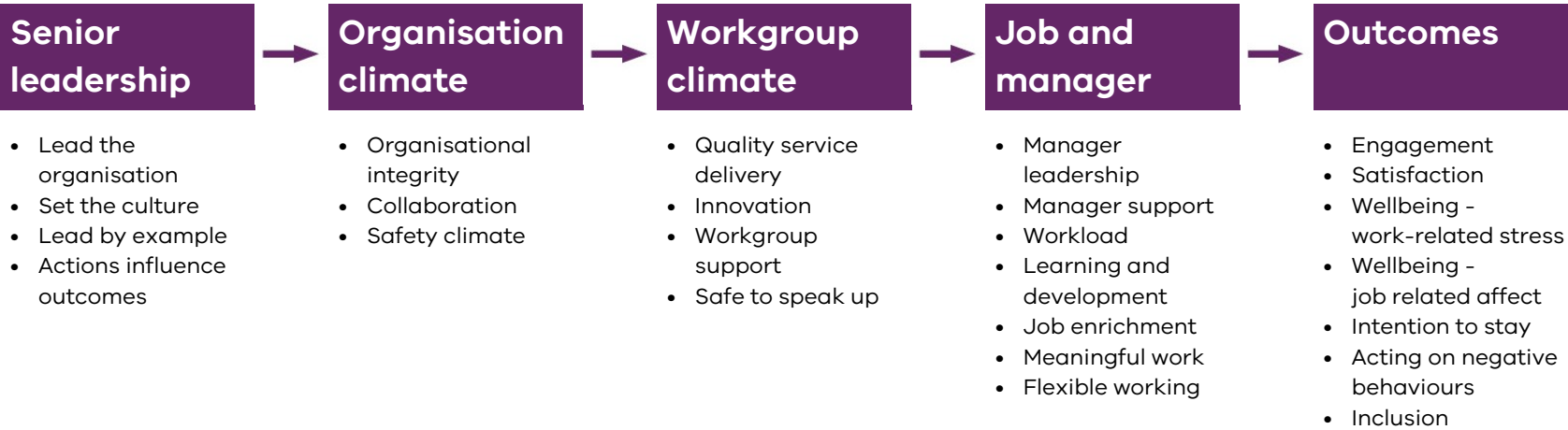
We developed the framework in consultation with stakeholders from the public sector and Deakin University.

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.

Senior leadership	Organisation climate	Workgroup climate	Job and manager	Outcomes

- **Senior leadership**
  - Lead the organisation
  - Set the culture
  - Lead by example
  - Actions influence outcomes

- **Organisation climate**
  - Organisational integrity
  - Collaboration
  - Safety climate

- **Workgroup climate**
  - Quality service delivery
  - Innovation
  - Workgroup support
  - Safe to speak up

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

- **Outcomes**
  - Engagement
  - Satisfaction
  - Wellbeing - work-related stress
  - Wellbeing - job related affect
  - Intention to stay
  - Acting on negative behaviours
  - Inclusion

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

Responsiveness   Integrity   Impartiality   Accountability   Respect   Leadership   Human Rights

Report overview

Your comparator group

What this is

This is a list of similar organisations to yours.

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

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

How we use this in your report

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

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

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

Bendigo Kangan Institute

Box Hill Institute

Chisholm Institute

Gippsland Institute of TAFE

Gordon Institute of TAFE

Goulburn Ovens Institute of TAFE

Holmesglen Institute

South West Institute of TAFE

Sunraysia Institute of TAFE

William Angliss Institute of TAFE

Wodonga Institute of TAFE

Report overview

Your response rate

What this is

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

Why this is important

The higher the response rate, the more your results will reflect how staff feel.

If less than 100 completed the survey, consider how much one person could change your results.

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

How to read this

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

2023

36% (406)

Comparator	68%
Public Sector	42%

2024

44% (580)

Comparator	68%
Public Sector	65%

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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	
60	
Comparator	66
Public Sector	68

2024	
63	
Comparator	67
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 63.

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.
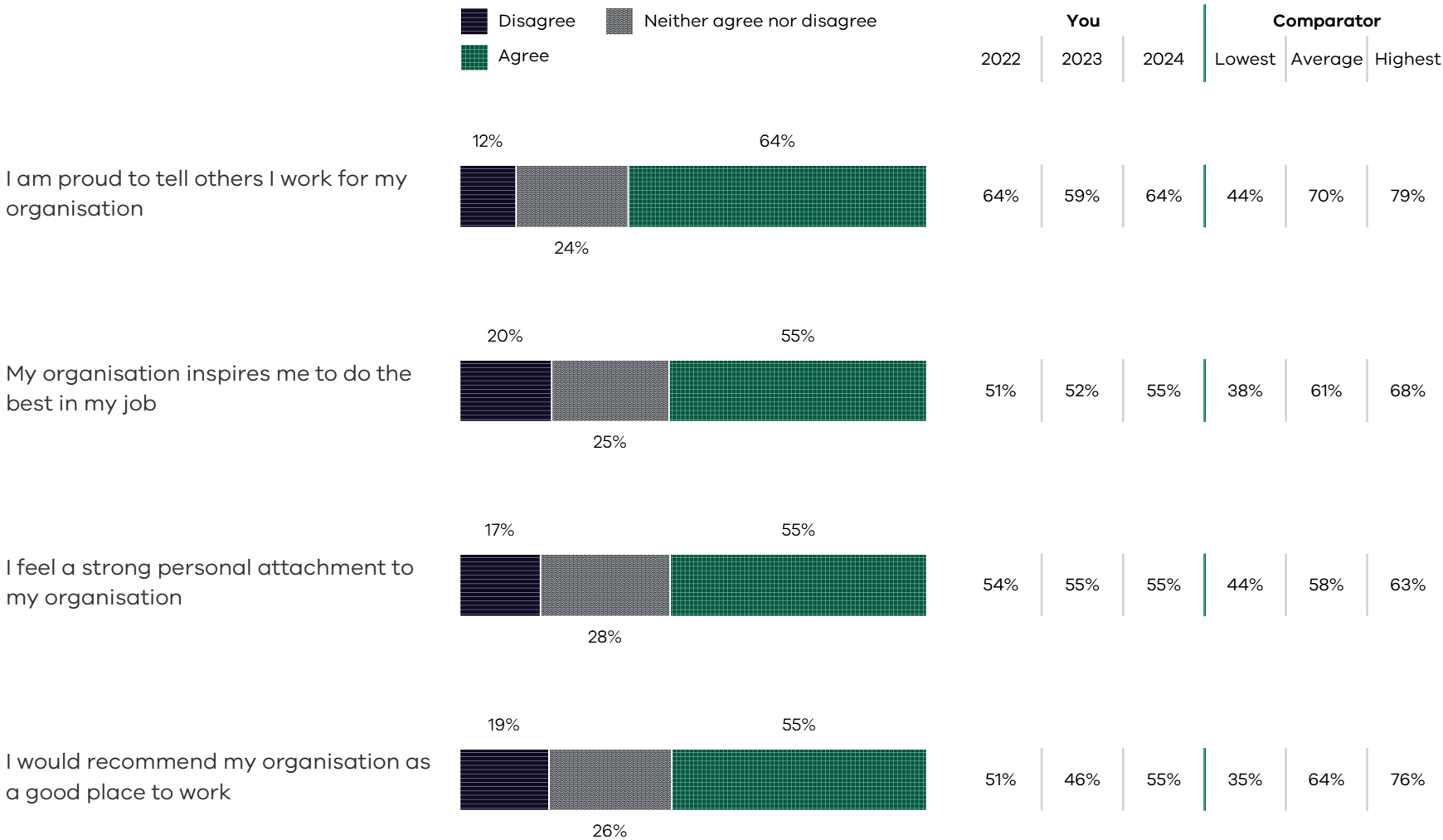
Example
64% of your staff who did the survey agreed or strongly agreed with 'I am proud to tell others I work for my organisation'.

Survey question | Your results | Benchmark agree results

Legend: Disagree | Neither agree nor disagree | Agree

Survey question		You 2022	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
I am proud to tell others I work for my organisation	12% / 24% / 64%	64%	59%	64%	44%	70%	79%
My organisation inspires me to do the best in my job	20% / 25% / 55%	51%	52%	55%	38%	61%	68%
I feel a strong personal attachment to my organisation	17% / 28% / 55%	54%	55%	55%	44%	58%	63%
I would recommend my organisation as a good place to work	19% / 26% / 55%	51%	46%	55%	35%	64%	76%

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 63.

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.
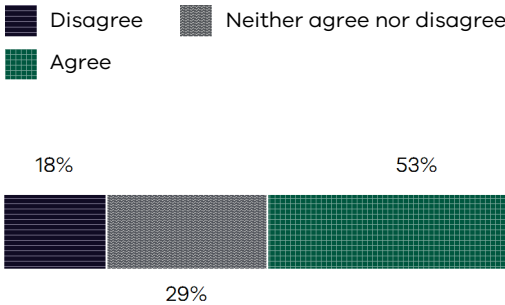
Example

53% of your staff who did the survey agreed or strongly agreed with 'My organisation motivates me to help achieve its objectives'.

Survey question

Your results

Benchmark agree results

Legend:
- Disagree
- Neither agree nor disagree
- Agree

Survey question	Your results	You 2022	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
My organisation motivates me to help achieve its objectives	18% / 29% / 53%	52%	53%	53%	41%	62%	68%

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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.
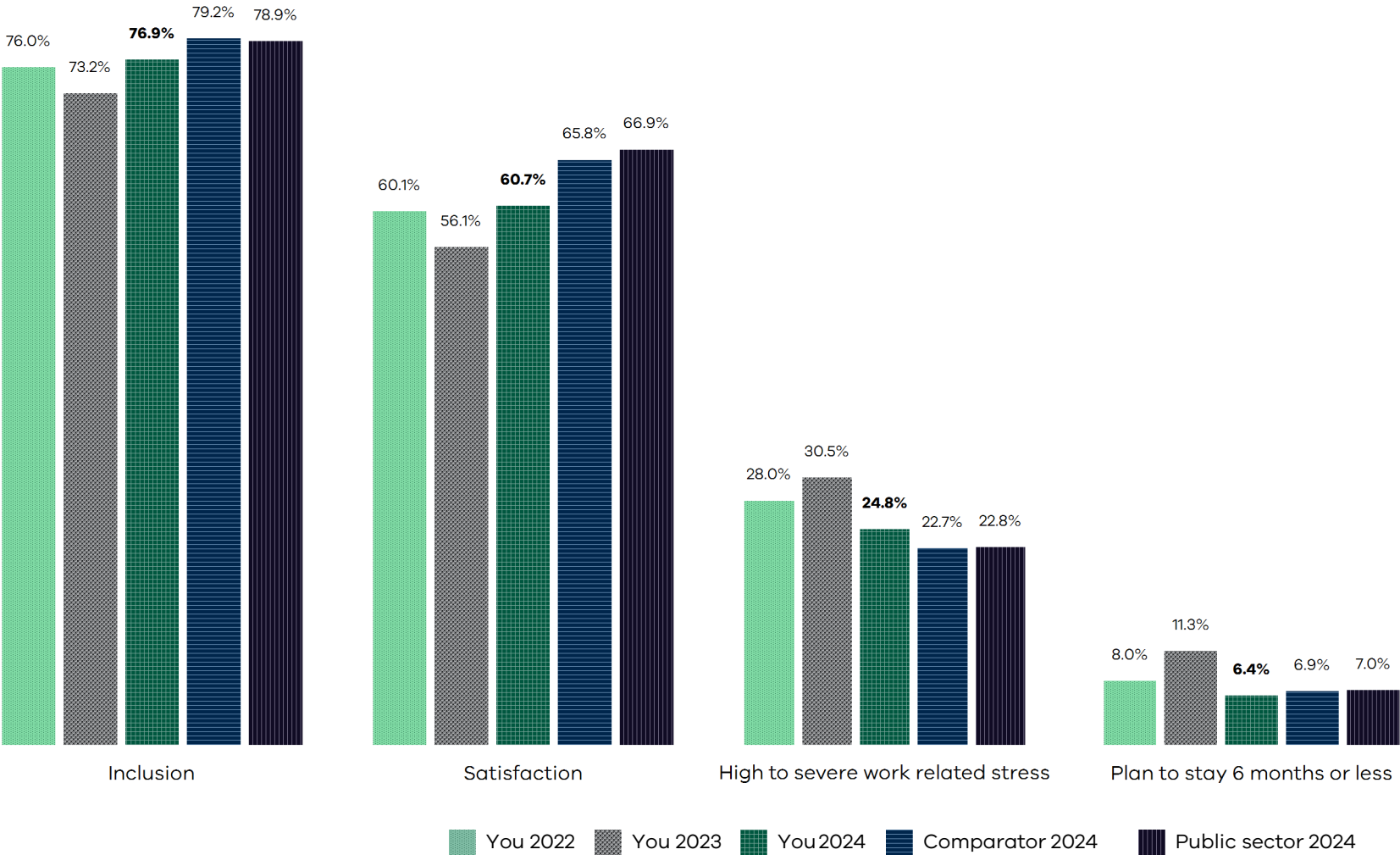
Example

In 2024:

- 76.9% of your staff who did the survey responded positively to questions about Inclusion.

Compared to:

- 79.2% of staff in your comparator group and 78.9% of staff across the public sector.

Inclusion: You 2022 76.0%, You 2023 73.2%, You 2024 **76.9%**, Comparator 2024 79.2%, Public sector 2024 78.9%

Satisfaction: You 2022 60.1%, You 2023 56.1%, You 2024 **60.7%**, Comparator 2024 65.8%, Public sector 2024 66.9%

High to severe work related stress: You 2022 28.0%, You 2023 30.5%, You 2024 **24.8%**, Comparator 2024 22.7%, Public sector 2024 22.8%

Plan to stay 6 months or less: You 2022 8.0%, You 2023 11.3%, You 2024 **6.4%**, Comparator 2024 6.9%, Public sector 2024 7.0%

Legend: You 2022 | You 2023 | You 2024 | Comparator 2024 | Public sector 2024

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

69% of your staff who did the survey were satisfied or very satisfied with 'Considering everything, how satisfied are you with your current job'.
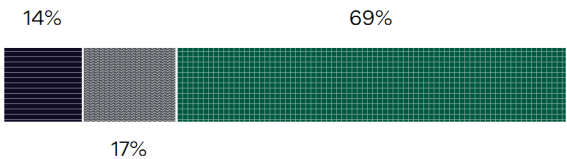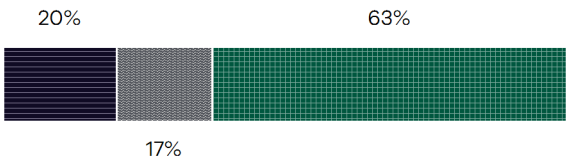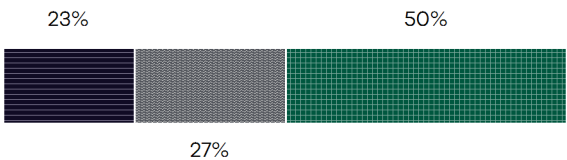
Survey question

Your results

Legend:
- Dissatisfied
- Neither satisfied nor dissatisfied
- Satisfied

Benchmark satisfied results

Survey question		You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
Considering everything, how satisfied are you with your current job (14% / 17% / 69%)		67%	64%	69%	58%	72%	78%
How satisfied are you with the work/life balance in your current job (20% / 17% / 63%)		66%	60%	63%	62%	69%	76%
How satisfied are you with your career development within your current organisation (23% / 27% / 50%)		47%	45%	50%	41%	56%	61%

People outcomes

Work-related stress levels

What is this

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

Why this is important

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

How to read this

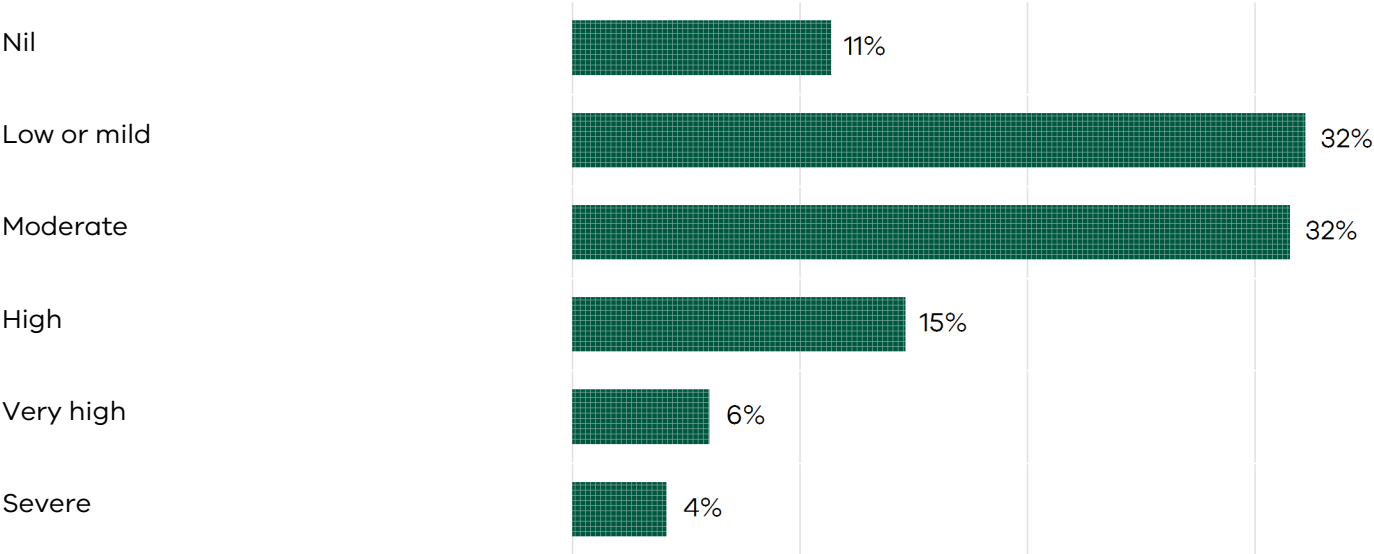In this survey we asked staff to tell us their stress level.

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

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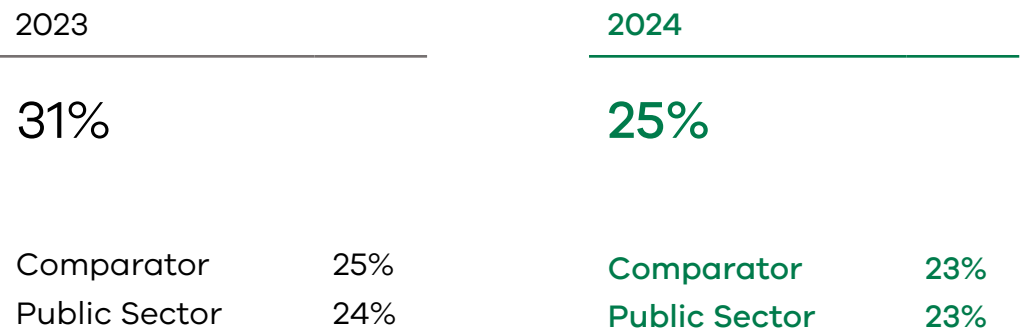
Example

25% of your staff who did the survey said they had high to severe stress in 2024. This is compared to 23% of staff in your comparator group and 23% of staff across the public sector.

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

Response	%
Nil	11%
Low or mild	32%
Moderate	32%
High	15%
Very high	6%
Severe	4%

Reported levels of high to severe stress

2023		2024	
31%		**25%**	
Comparator	25%	Comparator	23%
Public Sector	24%	Public Sector	23%

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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

89% of your staff who did the survey said they experienced mild to severe stress. Of that 89%, 48% said the top reason was 'Workload' .

	514	66
	89%	11%

■ Experienced some work-related stress   ▨ Did not experience some work-related stress
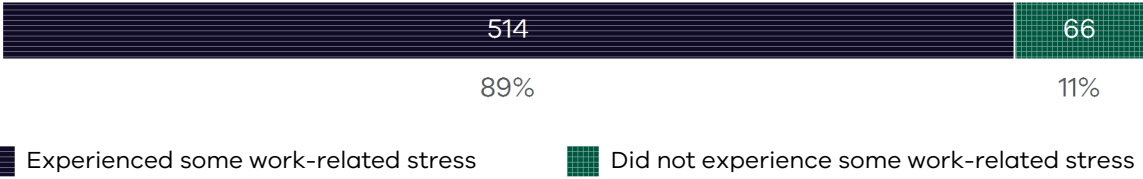
Of those that experienced work related stress it was from …	You 2023	You 2024	Comparator 2024	Public sector 2024
Workload	45%	48%	47%	47%
Time pressure	36%	38%	40%	42%
Other	19%	17%	13%	13%
Dealing with clients, patients or stakeholders	14%	16%	15%	17%
Job security	14%	15%	10%	10%
Management of work (e.g. supervision, training, information, support)	14%	15%	11%	12%
Unclear job expectations	15%	14%	13%	14%
Social environment (e.g. relationships with colleagues, manager or senior leaders)	12%	11%	12%	11%
Content, variety, or difficulty of work	9%	11%	10%	12%
Technology or equipment	14%	10%	11%	8%

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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.
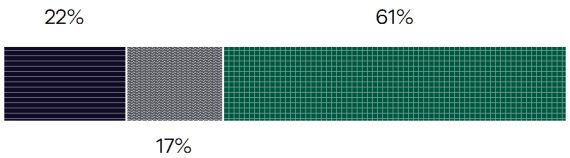
Example

61% of your staff who did the survey said the amount of stress in their job was manageable.

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree

The amount of stress in my job is manageable

Your results: 22% Disagree, 17% Neither agree nor disagree, 61% Agree

	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
	Not asked	Not asked	61%	47%	63%	71%

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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

12% 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	11%	6%	7%	7%
Over 6 months and up to 1 year	10%	12%	9%	10%
Over 1 year and up to 3 years	24%	27%	24%	25%
Over 3 years and up to 5 years	17%	17%	16%	16%
Over 5 years	38%	38%	44%	42%

People outcomes

Inclusion question results

What is this

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

Why this is important

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

How to read this

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

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

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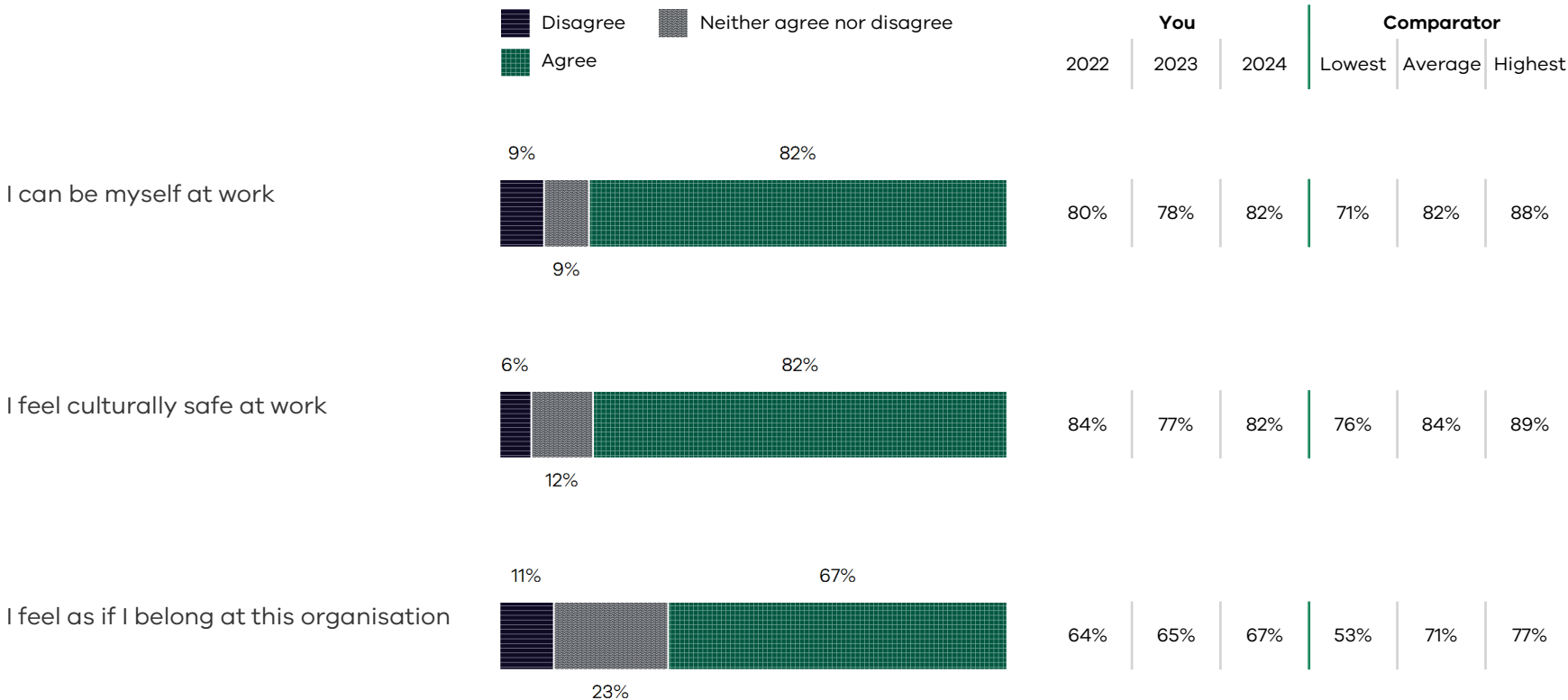
Example

82% of your staff who did the survey agreed or strongly agreed with 'I can be myself at work'.

Survey question

Your results

Legend: ■ Disagree | ▨ Neither agree nor disagree | ▨ Agree

I can be myself at work
9% | 82% | 9%

I feel culturally safe at work
6% | 82% | 12%

I feel as if I belong at this organisation
11% | 67% | 23%

Benchmark agree results

Survey question	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
I can be myself at work	80%	78%	82%	71%	82%	88%
I feel culturally safe at work	84%	77%	82%	76%	84%	89%
I feel as if I belong at this organisation	64%	65%	67%	53%	71%	77%

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

8% of your staff who did the survey said they have experienced barriers to success in the last 12 months due to 'My mental health'.

Staff who experienced one or more barriers to success at work

161	419
28%	72%

■ Experienced barriers listed   ■ Did not experience any of the barriers listed
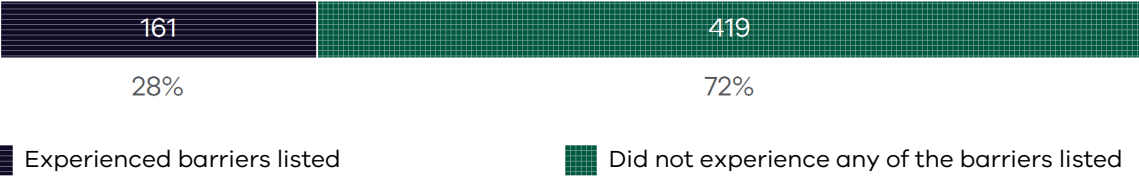
During the last 12 months, employees experienced barriers to their success due to ...	You 2023	You 2024	Comparator 2024	Public sector 2024
My mental health	9%	8%	8%	8%
My age	8%	6%	6%	7%
My physical health	3%	6%	4%	4%
My flexible working	9%	5%	6%	6%
My sex	3%	4%	3%	5%
My caring responsibilities	5%	4%	5%	7%
My cultural background	6%	3%	3%	3%
My industrial activity	-	3%	2%	1%
My disability	2%	2%	2%	2%
My political belief	-	2%	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

8% of your staff who did the survey said they have witnessed barriers to success of other employees in the last 12 months due to 'Cultural background'.

Staff who witnessed one or more barriers to success at work

157	423
27%	73%

■ Witnessed barriers listed   ■ Did not witness barriers listed
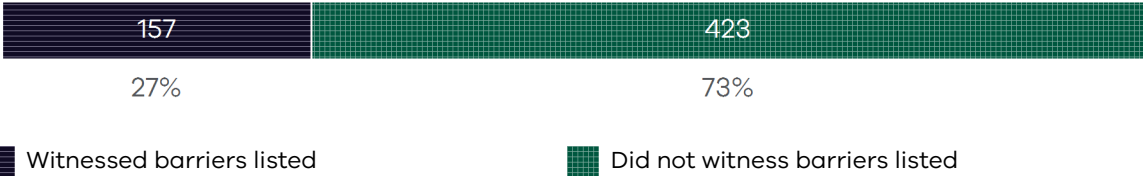
During the last 12 months, employees witnessed barriers to the success of other employees due to their ...	You 2023	You 2024	Comparator 2024	Public sector 2024
Cultural background	6%	8%	4%	4%
Flexible working	13%	8%	7%	8%
Mental health	10%	7%	7%	7%
Age	6%	7%	5%	6%
Caring responsibilities	4%	5%	5%	7%
Sex	4%	5%	3%	5%
Physical health	4%	3%	3%	3%
Gender identity	-	3%	1%	2%
Disability	3%	2%	2%	2%
Race	3%	2%	2%	2%

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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:

- 50.3% of your staff who did the survey said work made them feel happy.

Compared to:

- 56.7% of staff in your comparator group and 52.6% of staff across the public sector.

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

Legend: You 2022, You 2023, You 2024, Comparator 2024, Public sector 2024

	Happy	Enthusiastic	Worried	Miserable
You 2022	51.9%	42.1%	40.2%	23.6%
You 2023	48.8%	42.6%	38.2%	24.6%
You 2024	50.3%	45.9%	31.9%	20.7%
Comparator 2024	56.7%	51.9%	29.2%	17.4%
Public sector 2024	52.6%	48.4%	29.5%	16.3%
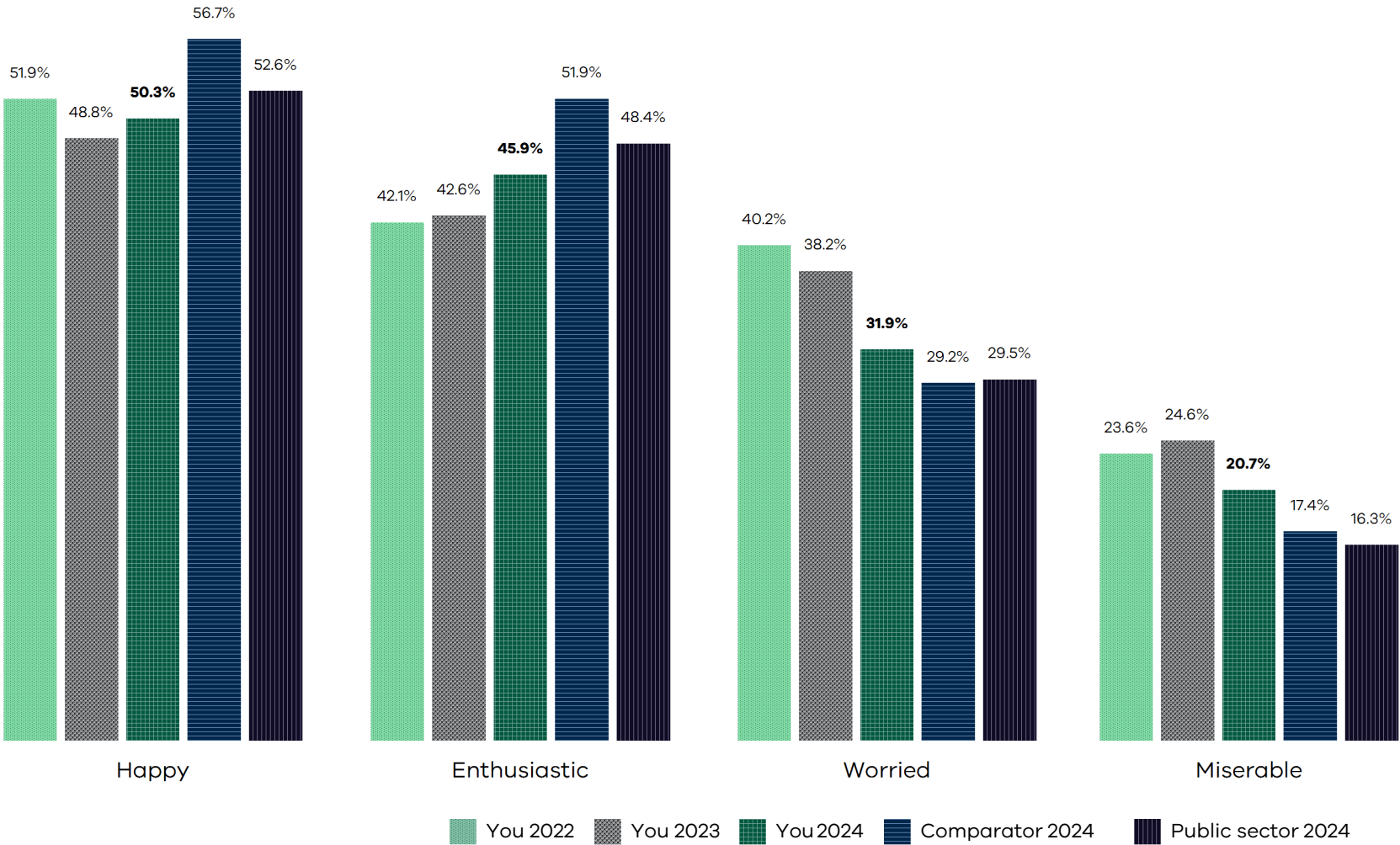
People outcomes

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:

- 15.0% of your staff who did the survey stated they experienced 'Bullying' in the last 12 months.

Compared to:

- 12.2% of staff in your comparator group and 11.2% of staff across the public sector.

Bullying

- 13.3%
- 17.5%
- **15.0%**
- 12.2%
- 11.2%

Violence or aggression

- 10.0%
- 11.8%
- **10.7%**
- 9.2%
- 10.0%

Discrimination

- 6.7%
- 6.9%
- **5.5%**
- 5.0%
- 4.9%

Sexual harassment

- 3.8%
- 3.9%
- **4.5%**
- 4.6%
- 3.9%

Legend: You 2022 | You 2023 | You 2024 | Comparator 2024 | Public sector 2024
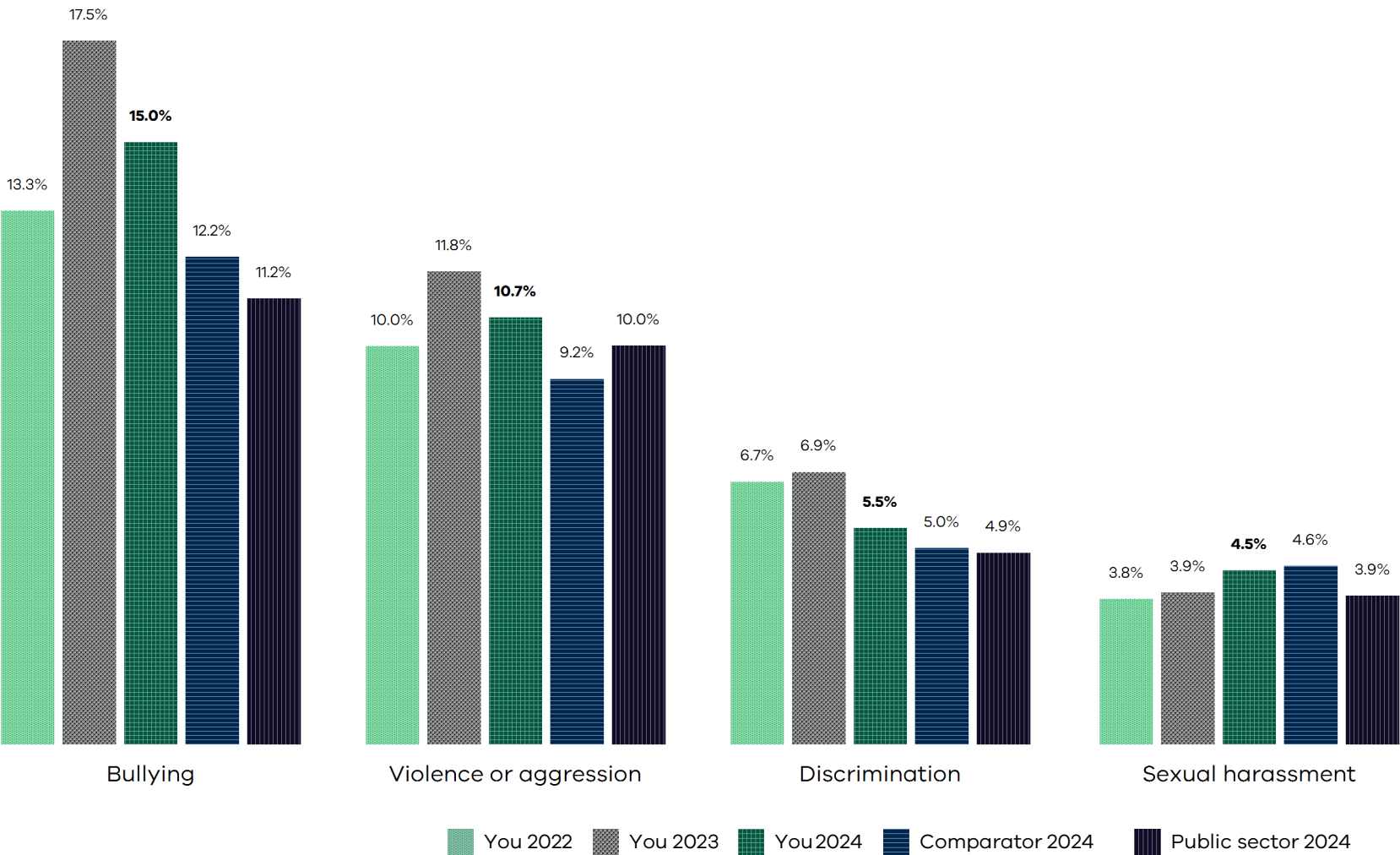
People outcomes

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%, 60% said the top type was 'Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)'.

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

87	445	48
15%	77%	8%

■ Experienced bullying   ■ Did not experience bullying   ■ Not sure

If you experienced bullying, what type of bullying did you experience?	You 2023	You 2024	Comparator 2024	Public sector 2024
Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)	61%	60%	58%	69%
Exclusion or isolation	46%	39%	42%	46%
Withholding essential information for me to do my job	39%	36%	31%	33%
Verbal abuse	21%	28%	26%	19%
Intimidation and/or threats	39%	26%	34%	28%
Other	15%	11%	13%	15%
Being given impossible assignment(s)	13%	10%	12%	11%
Being assigned meaningless tasks unrelated to my job	15%	9%	15%	16%
Interference with my personal property and/or work equipment	7%	8%	7%	4%

Victorian Public Sector Commission

VICTORIA State Government

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

- 52% said the top way they reported the bullying was 'Told a manager'.
- 86% said they didn't submit a formal complaint.

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

87	445	48
15%	77%	8%

■ 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 manager	61%	52%	47%	52%
Told a colleague	37%	38%	38%	41%
Told a friend or family member	34%	31%	27%	34%
Told human resources	10%	17%	15%	14%
Submitted a formal complaint	10%	14%	12%	12%
Told the person the behaviour was not OK	20%	10%	12%	16%
Told someone else	14%	10%	10%	12%
I did not tell anyone about the bullying	7%	9%	18%	12%
Told employee assistance program (EAP) or peer support	7%	3%	9%	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

86% of your staff who experienced bullying did not submit a formal complaint, of which:

- 47% said the top reason was 'I didn't think it would make a difference'.
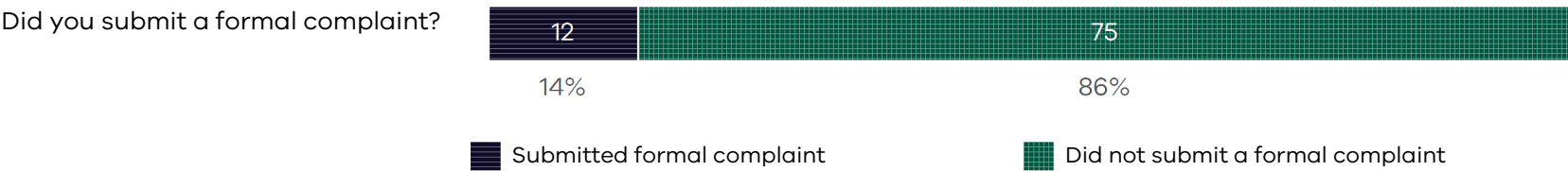
Did you submit a formal complaint?

12	75
14%	86%

■ Submitted formal complaint   ▦ Did not submit a formal complaint

What was your reason for not submitting a formal complaint?	You 2023	You 2024	Comparator 2024	Public sector 2024
I didn't think it would make a difference	42%	47%	52%	51%
I believed there would be negative consequences for my reputation	50%	37%	51%	54%
I believed there would be negative consequences for my career	33%	28%	42%	45%
Other	19%	19%	17%	16%
I didn't think it was serious enough	5%	17%	12%	16%
I thought the complaint process would be embarrassing or difficult	6%	11%	10%	13%
I didn't feel safe to report the incident	9%	11%	20%	21%
I believed there would be negative consequences for the person I was going to complain about	9%	9%	8%	10%
I didn't need to because I made the bullying stop	5%	7%	5%	5%
I was advised not to	5%	4%	5%	5%

Victorian Public Sector Commission

VICTORIA State Government

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%, 41% said it was by 'A colleague'.

87 people (15% of staff) experienced bullying (You 2024)
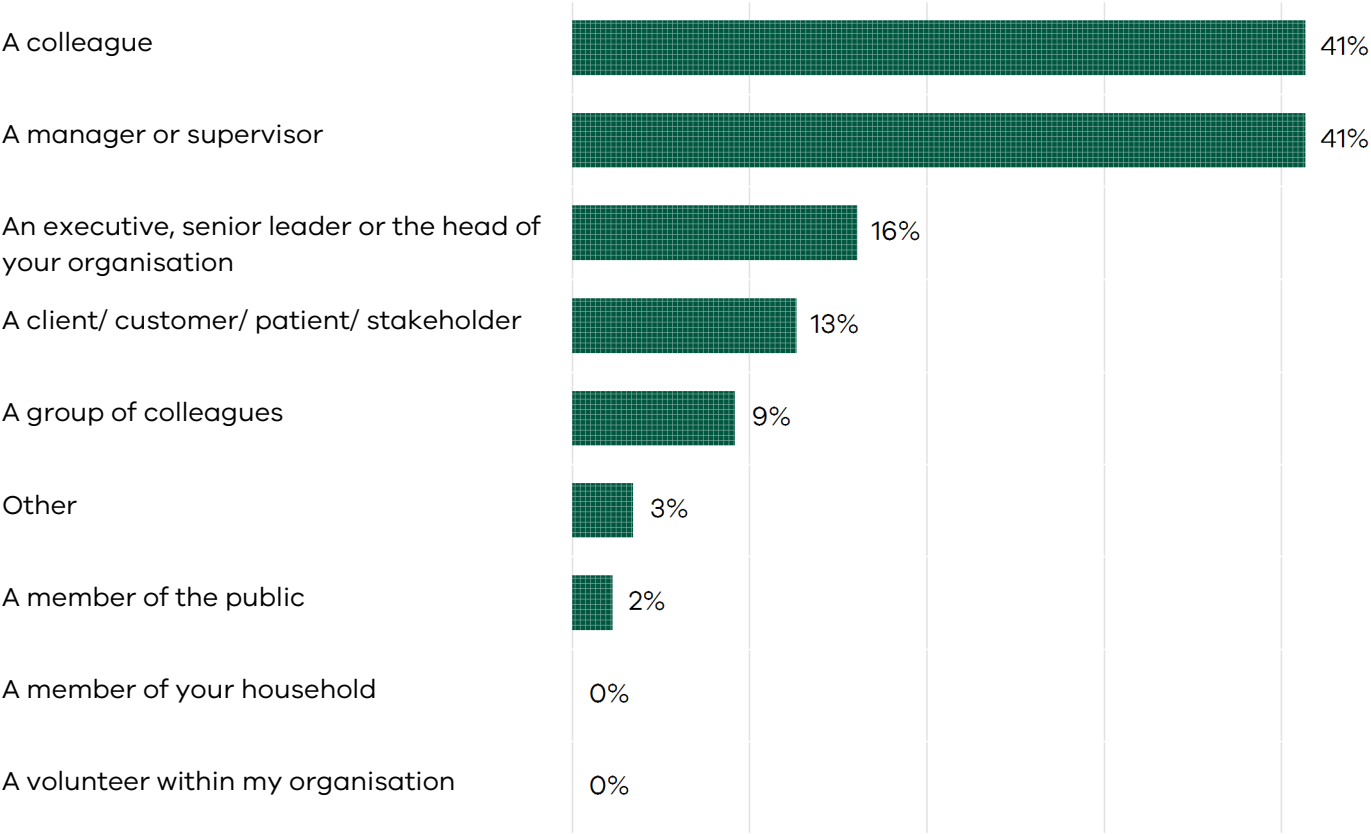
Perpetrator	Percentage
A colleague	41%
A manager or supervisor	41%
An executive, senior leader or the head of your organisation	16%
A client/ customer/ patient/ stakeholder	13%
A group of colleagues	9%
Other	3%
A member of the public	2%
A member of your household	0%
A volunteer within my organisation	0%

Victorian Public Sector Commission

VICTORIA State Government

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%, 93% said it was by someone within the organisation.

Of that 93%, 47% said it was 'They were in my workgroup'.

81 people (93% of staff who experienced bullying) experienced bullying from within your organisation (You 2024)

Relationship	Percentage
They were in my workgroup	47%
They were my immediate manager or supervisor	32%
They were outside my workgroup	28%
They were someone I supervise or manage	7%
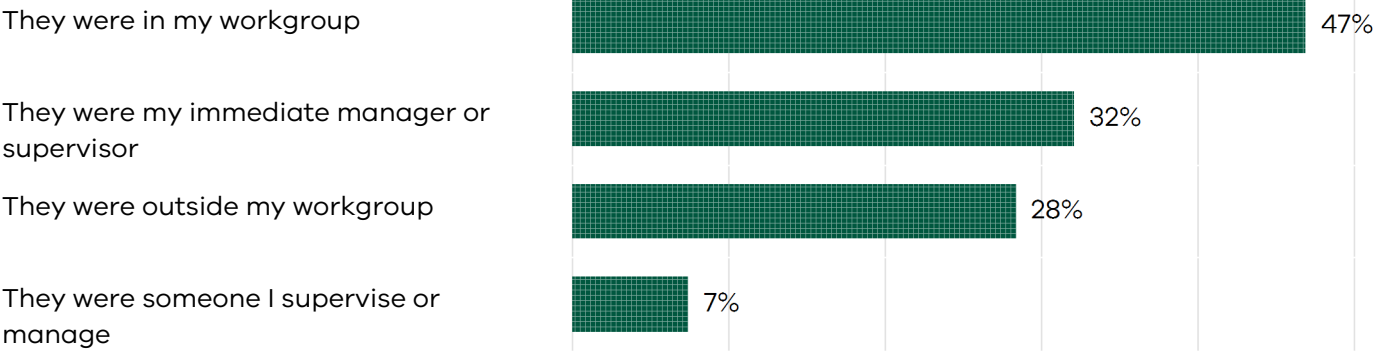
People outcomes

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.

How to read this

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

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

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

Example

4% of your staff who did the survey said they experienced sexual harassment.

Of those, 46% said the top type was 'Sexually suggestive comments or jokes that made me feel offended (in either a group or one on one situation)'.

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

26	554
4%	96%

■ Experienced sexual harassment   ▦ Did not experience sexual harassment
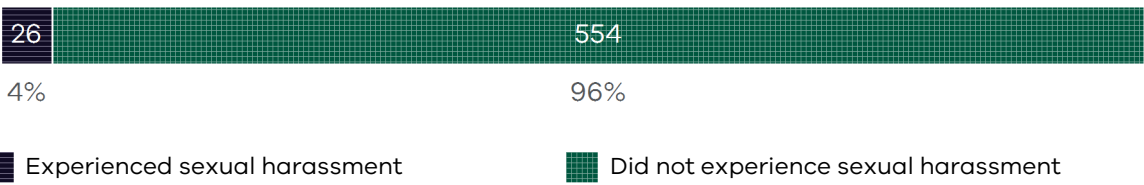
Behaviours reported	You 2023	You 2024	Comparator 2024	Public sector 2024
Sexually suggestive comments or jokes that made me feel offended (in either a group or one on one situation)	50%	46%	43%	48%
Intrusive questions about my private life or comments about my physical appearance	31%	35%	43%	46%
Inappropriate physical contact	-	15%	12%	16%
Inappropriate staring or leering that made me feel intimidated	25%	15%	9%	14%
Unwelcome touching, hugging, cornering or kissing	-	12%	15%	17%
Repeated or inappropriate invitations to go out on dates	-	8%	5%	5%
Sexual gestures, indecent exposure or inappropriate display of the body	-	8%	4%	4%
Any other unwelcome conduct of a sexual nature	6%	8%	6%	8%

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People outcomes

Response to sexual harassment

What is this

This is how staff responded when they experienced sexual harassment.

Why this is important

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

How to read this

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

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

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

Example

4% of your staff who did the survey said they experienced sexual harassment.

Of those, 46% said the top response was 'Pretended it didn't bother me'.

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

26	554
4%	96%

■ Experienced sexual harassment   ▦ Did not experience sexual harassment

When the harassment happened to you, did you respond in any of the following ways?	You 2023	You 2024	Comparator 2024	Public sector 2024
Pretended it didn't bother me	38%	46%	33%	45%
Tried to laugh it off or forget about it	25%	38%	25%	39%
Avoided the person(s) by staying away from them	56%	31%	24%	37%
Told a colleague	38%	27%	20%	25%
Told a manager	44%	27%	17%	21%
Told the person the behaviour was not OK	50%	19%	17%	19%
Told a friend or family member	38%	15%	17%	22%
Avoided locations where the behaviour might occur	6%	8%	10%	15%
Took time off work	19%	4%	7%	7%
Told someone else	13%	4%	19%	8%

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People outcomes

Sexual harassment - reasons for not submitting a formal complaint

What is this

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

Why this is important

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

How to read this

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

Example

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

- 42% said the top reason was 'I didn't think it was serious enough'.
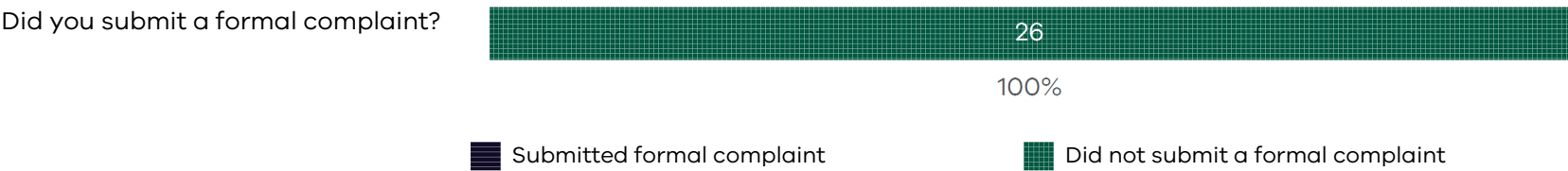
Did you submit a formal complaint?

26
100%

■ Submitted formal complaint   ▦ Did not submit a formal complaint

What was your reason for not submitting a formal complaint?	You 2023	You 2024	Comparator 2024	Public sector 2024
I didn't think it was serious enough	50%	42%	30%	44%
I didn't think it would make a difference	43%	31%	46%	40%
I believed there would be negative consequences for my reputation	43%	31%	44%	39%
I believed there would be negative consequences for my career	21%	19%	37%	28%
I believed there would be negative consequences for the person I was going to complain about	14%	19%	9%	14%
I thought the complaint process would be embarrassing or difficult	14%	19%	7%	13%
I didn't need to because I made the harassment stop	14%	12%	6%	9%
Other	21%	12%	12%	12%
I didn't need to because I no longer had contact with the person(s) who harassed me	36%	8%	5%	7%
I didn't know who to talk to	-	8%	4%	5%

People outcomes

Perpetrators of sexual harassment

What is this

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

Why this is important

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

How to read this

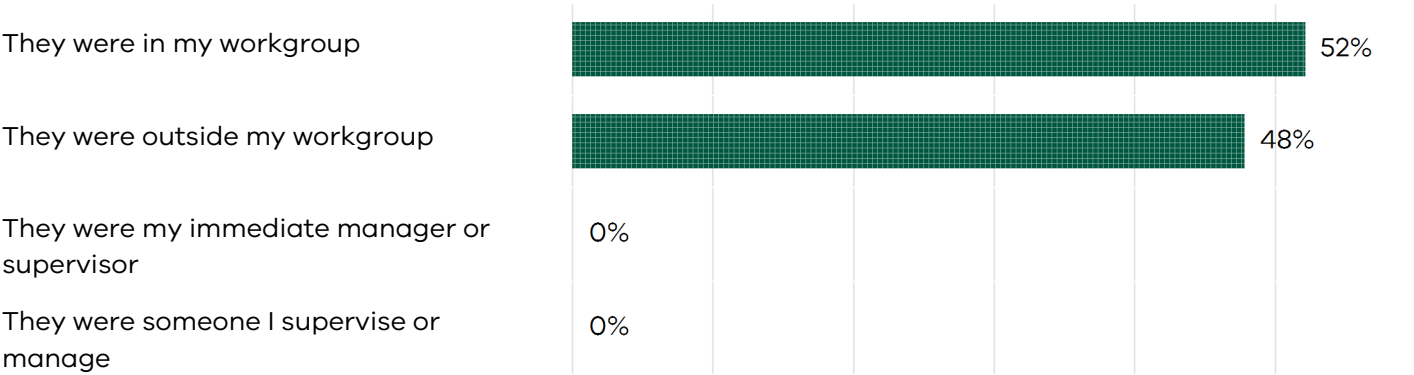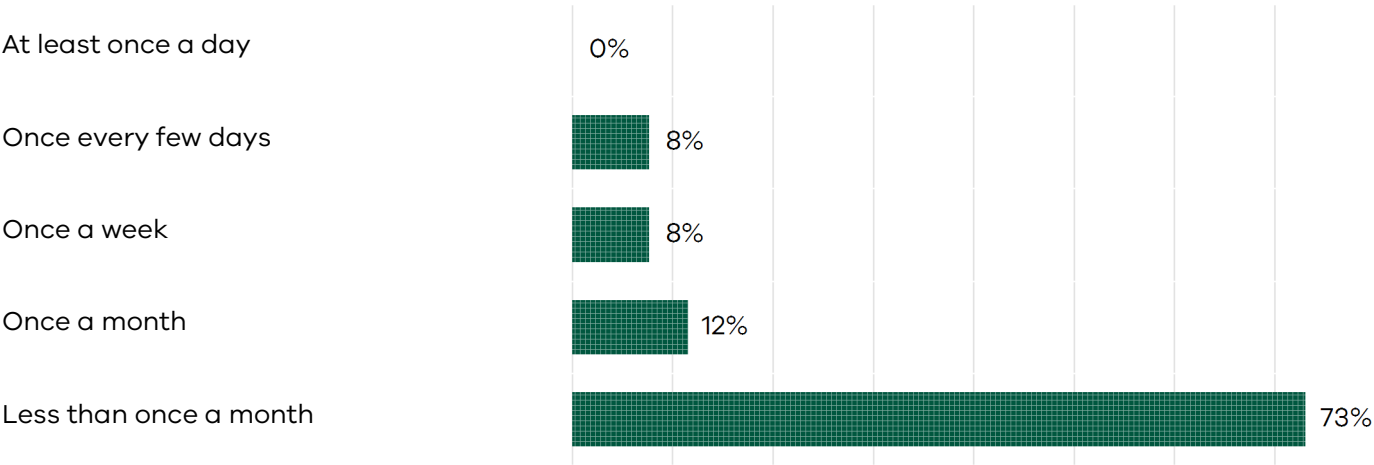In this year's survey, 4% of your staff said they experienced sexual harassment.

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

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

Each row is one perpetrator or group of perpetrators.

Example

4% of your staff who did the survey said they experienced sexual harassment.

Of that 4%, 65% said it was by 'A colleague'.

26 people (4% of staff) experienced sexual harassment (You 2024)
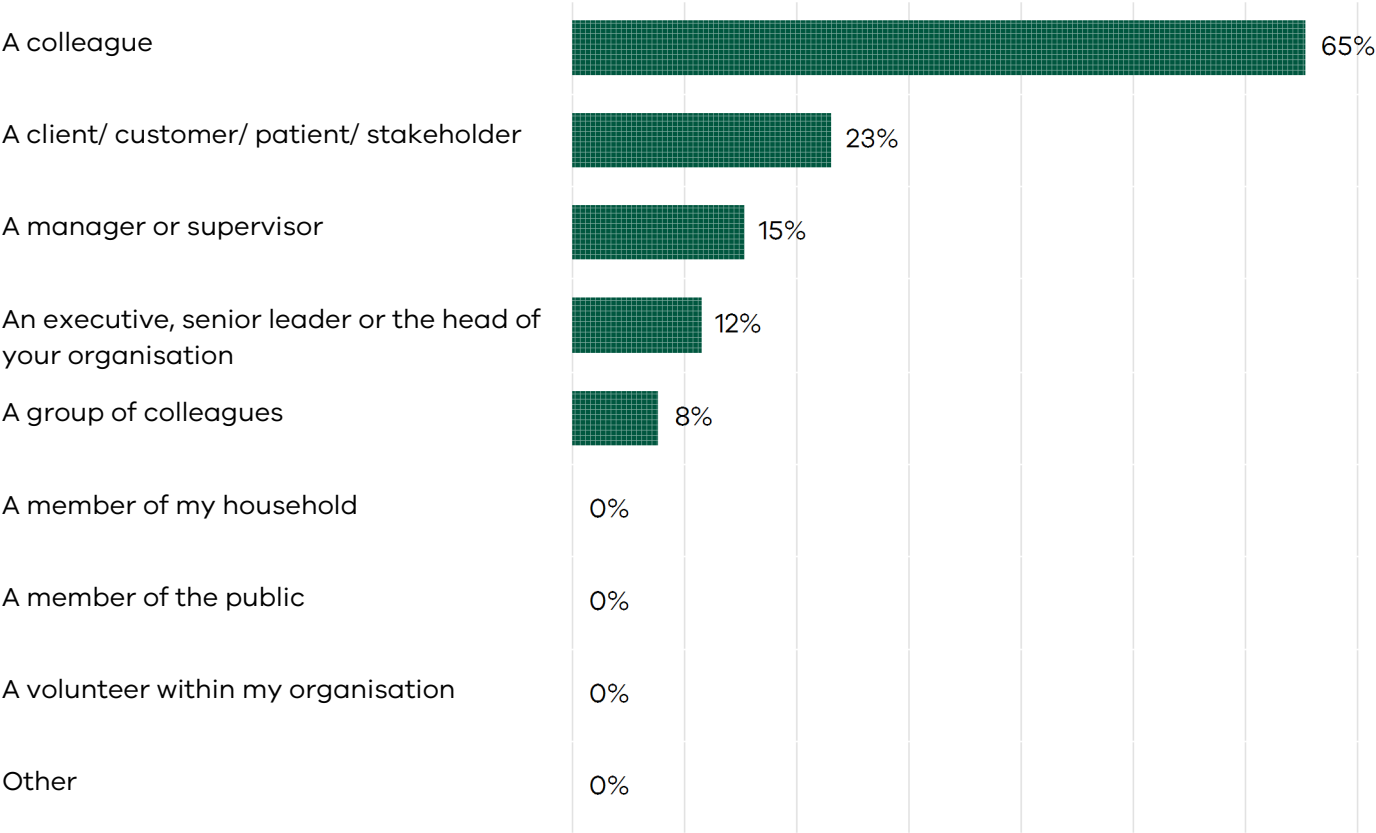
A colleague	65%
A client/ customer/ patient/ stakeholder	23%
A manager or supervisor	15%
An executive, senior leader or the head of your organisation	12%
A group of colleagues	8%
A member of my household	0%
A member of the public	0%
A volunteer within my organisation	0%
Other	0%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Relationship to perpetrator

What is this

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

Why this is important

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

How to read this

In this year's survey, 4% of your staff said they experienced sexual harassment.

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

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

Example

4% of your staff who did the survey said they experienced sexual harassment.

Of that 4%, 88% said it was by someone within the organisation.

Of that 88%, 52% said it was 'They were in my workgroup'.

23 people (88% of staff who experienced harassment) experienced harassment from within your organisation (You 2024)

They were in my workgroup	52%
They were outside my workgroup	48%
They were my immediate manager or supervisor	0%
They were someone I supervise or manage	0%

People outcomes

Frequency of sexual harassment

What is this

This is how often staff experienced sexual harassment.

Why this is important

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

How to read this

In this year's survey, 4% of your staff said they experienced sexual harassment.
If they did, they could tell us how often they experienced this behaviour.
The graph shows how often staff were experiencing sexual harassment.

Example

4% of your staff who did the survey said they experienced sexual harassment.
Of that 4%, 0% said it was 'At least once a day'.

How often have you experienced the behaviour(s)? (You 2024)

Frequency	Percentage
At least once a day	0%
Once every few days	8%
Once a week	8%
Once a month	12%
Less than once a month	73%

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

6% of your staff who did the survey said they experienced discrimination.
Of that 6%, 41% said it was 'My employment activity'.

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

32	473	75
6%	82%	13%

■ Experienced discrimination   ▓ Did not experience discrimination   ▒ Not sure
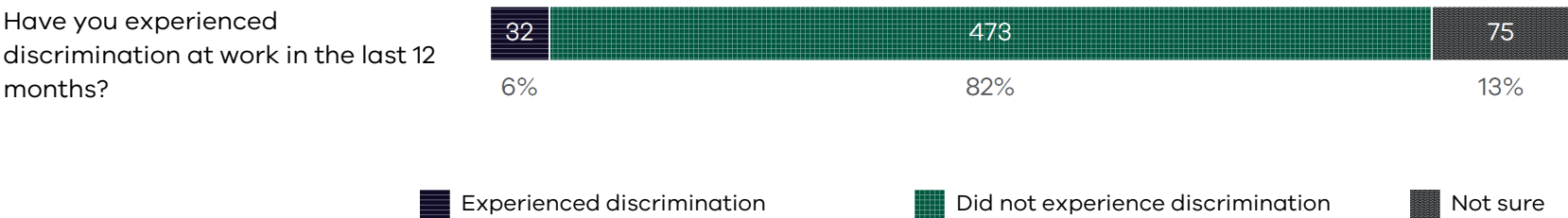
Why were you discriminated against?	You 2023	You 2024	Comparator 2024	Public sector 2024
My employment activity	–	41%	38%	27%

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VICTORIA State Government

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

6% of your staff who did the survey said they experienced discrimination.

Of that 6%, 50% said it was 'Other'.

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

32	473	75
6%	82%	13%
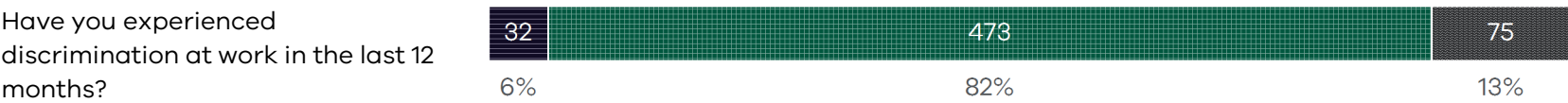
■ Experienced discrimination   ▦ Did not experience discrimination   ▨ Not sure

If you experienced discrimination, what type of discrimination did you experience?	You 2023	You 2024	Comparator 2024	Public sector 2024
Other	43%	50%	41%	38%
Denied flexible work arrangements or other adjustments	18%	28%	32%	20%
Opportunities for promotion	29%	16%	39%	40%
Employment security - threats of dismissal or termination	32%	13%	26%	13%
Access to leave	14%	13%	16%	8%
Pay or conditions offered by employer	7%	9%	22%	12%
Opportunities for training or professional development	21%	6%	31%	24%

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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.
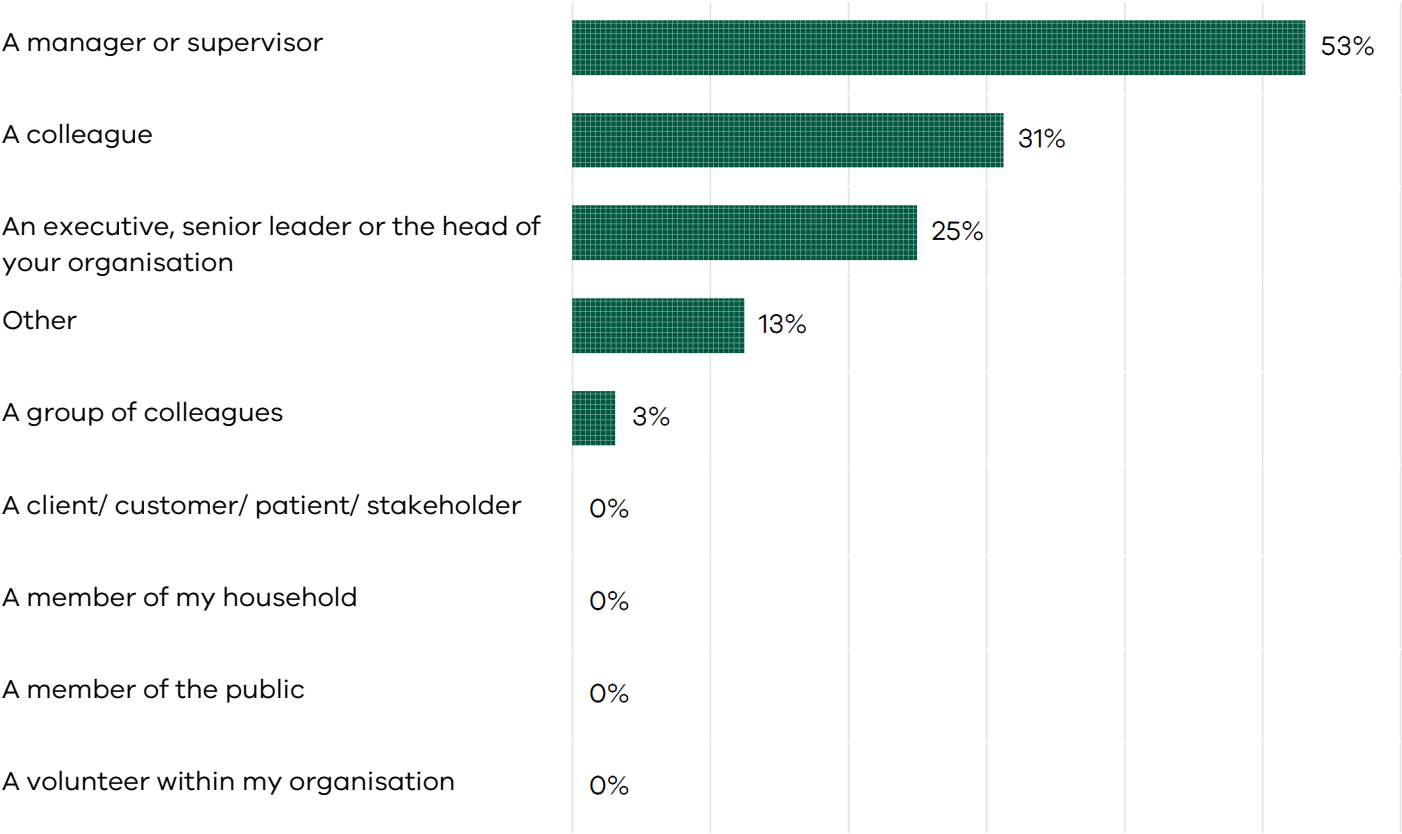
How to read this

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

6% of your staff who did the survey said they experienced discrimination, of which

- 34% said the top way they reported the discrimination was 'Told a colleague'.
- 97% said they didn't submit a formal complaint.

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

32	473	75
6%	82%	13%

■ Experienced discrimination   ■ Did not experience discrimination   ■ Not sure

Did you tell anyone about the discrimination?	You 2023	You 2024	Comparator 2024	Public sector 2024
Told a colleague	54%	34%	31%	38%
Told a friend or family member	29%	31%	24%	31%
Told a manager	36%	25%	29%	32%
I did not tell anyone about the discrimination	7%	22%	35%	25%
Told human resources	14%	13%	10%	11%
Told someone else	25%	13%	10%	15%
Told the person the behaviour was not OK	18%	6%	4%	9%
Submitted a formal complaint	18%	3%	9%	8%

Victorian Public Sector Commission

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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

97% of your staff who experienced discrimination did not submit a formal complaint, of which:

- 52% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal complaint?

1	31
3%	97%

■ Submitted formal complaint   ▦ Did not submit a formal complaint

What was your reason for not submitting a formal complaint?	You 2023	You 2024	Comparator 2024	Public sector 2024
I didn't think it would make a difference	48%	52%	62%	59%
I believed there would be negative consequences for my career	43%	32%	54%	55%
I believed there would be negative consequences for my reputation	61%	29%	60%	56%
Other	13%	19%	12%	11%
I didn't feel safe to report the incident	9%	13%	18%	21%
I didn't need to because I made the discrimination stop	4%	6%	3%	3%
I thought the complaint process would be embarrassing or difficult	-	6%	11%	14%
I was advised not to	-	6%	8%	5%
I believed there would be negative consequences for the person I was going to complain about	4%	3%	9%	9%
I didn't know how to make a complaint	4%	3%	6%	6%

Victorian Public Sector Commission

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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, 6% 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

6% of your staff who did the survey said they experienced discrimination.

Of that 6%, 53% said it was by 'A manager or supervisor'.

32 people (6% of staff) experienced discrimination (You 2024)

Perpetrator	Percentage
A manager or supervisor	53%
A colleague	31%
An executive, senior leader or the head of your organisation	25%
Other	13%
A group of colleagues	3%
A client/ customer/ patient/ stakeholder	0%
A member of my household	0%
A member of the public	0%
A volunteer within my organisation	0%

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, 6% 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

6% of your staff who did the survey said they experienced discrimination.

Of that 6%, 94% said it was by someone within the organisation.

Of that 94%, 47% said it was 'They were my immediate manager or supervisor'.

30 people (94% of staff who experienced discrimination) experienced discrimination from within your organisation (You 2024)

They were my immediate manager or supervisor	47%
They were in my workgroup	37%
They were outside my workgroup	27%
They were someone I supervise or manage	3%

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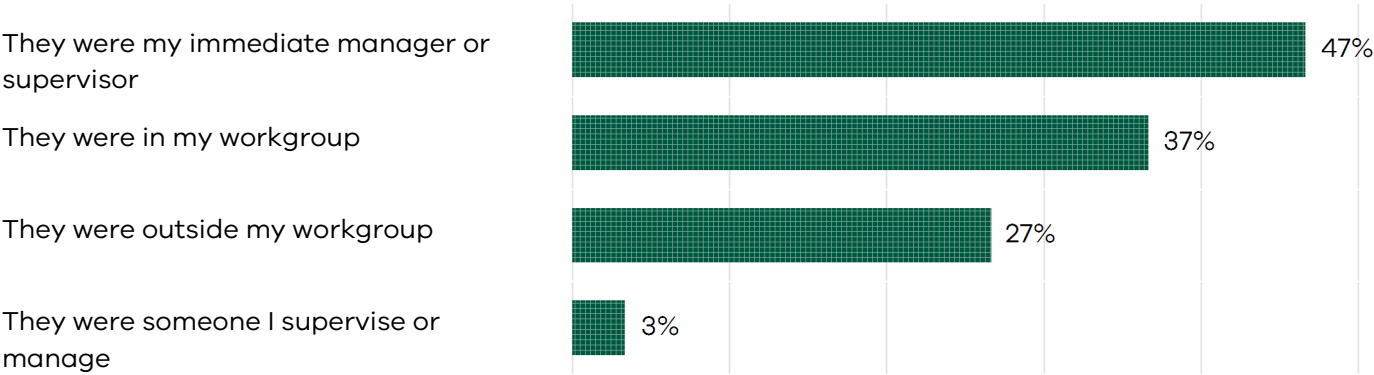
People outcomes

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

11% of your staff who did the survey said they experienced violence or aggression.

Of that 11%, 69% said it was 'Intimidating behaviour'.

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

62	479	39
11%	83%	7%

■ Experienced violence or aggression　　■ Did not experience violence or aggression　　■ Not sure
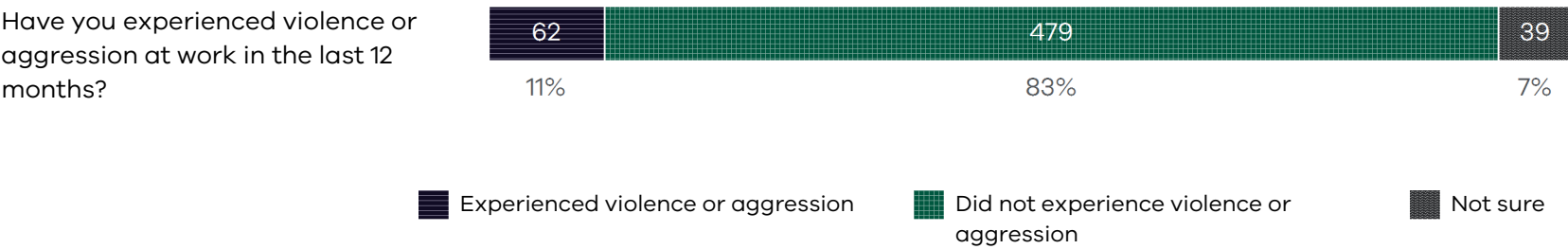
If you experienced violence or aggression, what type did you experience?	You 2023	You 2024	Comparator 2024	Public sector 2024
Intimidating behaviour	77%	69%	75%	73%
Abusive language	48%	55%	60%	72%
Threats of violence	4%	18%	15%	30%
Other	6%	8%	7%	6%
Damage to my property or work equipment	4%	5%	5%	4%
Physical assault (e.g. spitting, hitting, pushing, tripping, grabbing, throwing objects)	6%	2%	6%	9%

Victorian Public Sector Commission

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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

11% of your staff who did the survey said they experienced violence or aggression, of which

- 61% said the top way they reported the violence or agression was 'Told a manager'.
- 82% said they didn't submit a formal incident report

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

62	479	39
11%	83%	7%

■ Experienced violence or aggression   ■ Did not experience violence or aggression   ■ Not sure
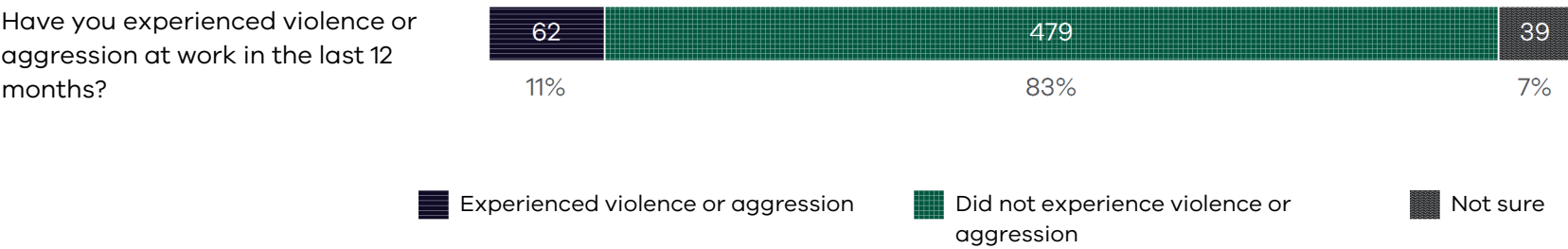
Did you tell anyone about the incident?	You 2023	You 2024	Comparator 2024	Public sector 2024
Told a manager	65%	61%	57%	64%
Told a colleague	56%	50%	36%	42%
Told a friend or family member	29%	27%	17%	20%
Told the person the behaviour was not OK	25%	21%	18%	21%
Submitted a formal incident report	17%	18%	22%	29%
Told someone else	6%	11%	6%	6%
Told human resources	13%	6%	14%	8%
Told employee assistance program (EAP) or peer support	6%	3%	5%	6%
I did not tell anyone about the incident(s)	8%	3%	18%	9%

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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

82% of your staff who experienced violence or aggression did not submit a formal incident report, of which:

- 33% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal incident report?

11	51
18%	82%

■ Submitted formal incident report   ■ Did not submit a formal incident report

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	28%	33%	45%	40%
I didn't think it was serious enough	28%	27%	21%	29%
I believed there would be negative consequences for my reputation	23%	20%	33%	23%
I believed there would be negative consequences for my career	10%	18%	31%	19%
Other	25%	18%	17%	20%
I thought the complaint process would be embarrassing or difficult	-	10%	4%	6%
I didn't know how to make a complaint	3%	10%	3%	4%
I believed there would be negative consequences for the person I was going to complain about	10%	8%	7%	5%
I didn't need to because I no longer had contact with the person(s) who was aggressive or violent to me	15%	8%	8%	12%
I didn't feel safe to report the incident	5%	8%	10%	9%

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

11% of your staff who did the survey said they experienced violence or aggression.

Of that 11%, 48% said it was by 'A client/ customer/ patient/ stakeholder'.

62 people (11% of staff) experienced violence or aggression (You 2024)
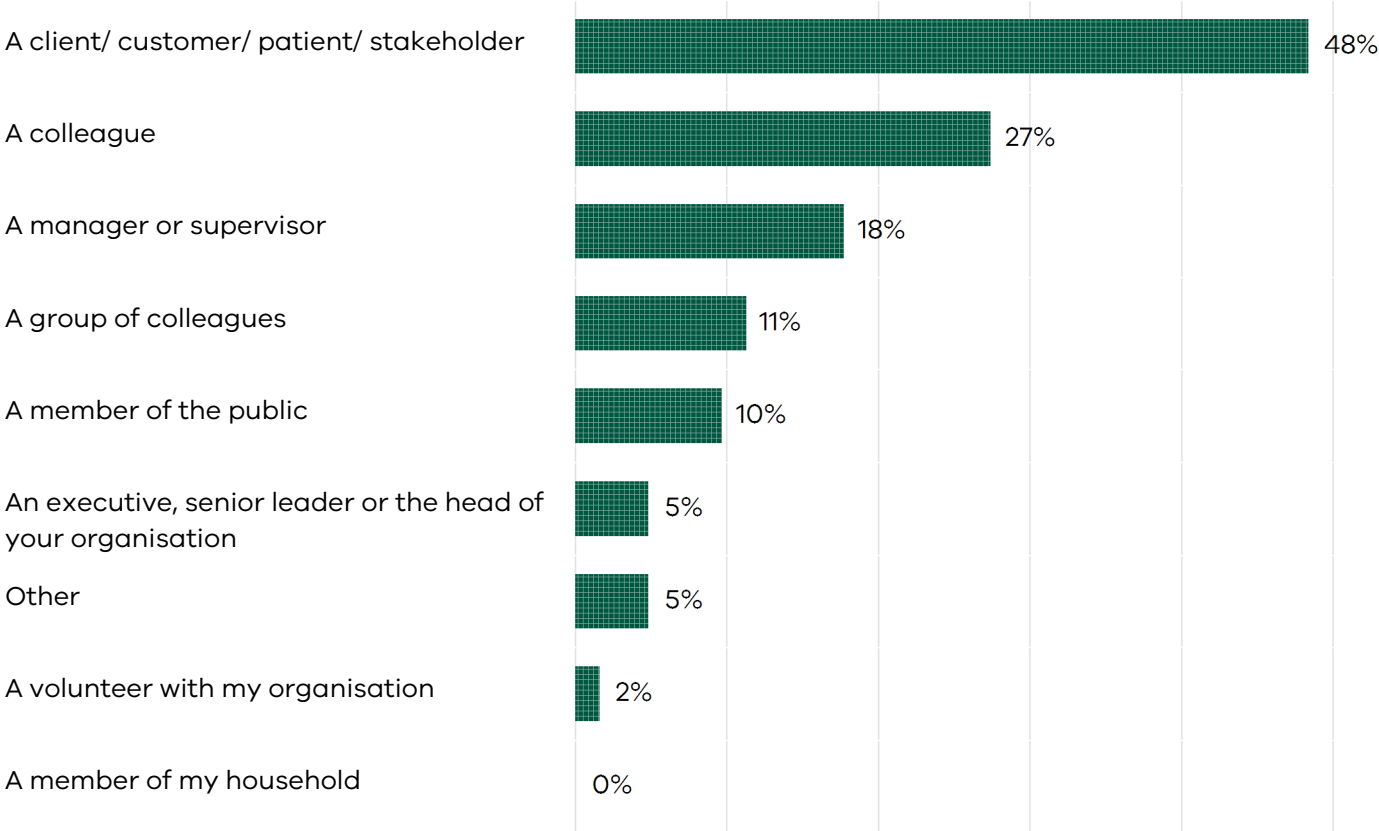
Perpetrator	Percentage
A client/ customer/ patient/ stakeholder	48%
A colleague	27%
A manager or supervisor	18%
A group of colleagues	11%
A member of the public	10%
An executive, senior leader or the head of your organisation	5%
Other	5%
A volunteer with my organisation	2%
A member of my household	0%

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, 11% 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

11% of your staff who did the survey said they experienced violence or aggression.

Of that 11%, 50% said it was by someone within the organisation.

Of that 50%, 39% said it was 'They were in my workgroup'.

31 people (50% of staff who experienced violence or aggression) experienced violence or aggression from within your organisation (You 2024)

They were in my workgroup	39%
They were outside my workgroup	26%
They were my immediate manager or supervisor	23%
They were someone I supervise or manage	19%
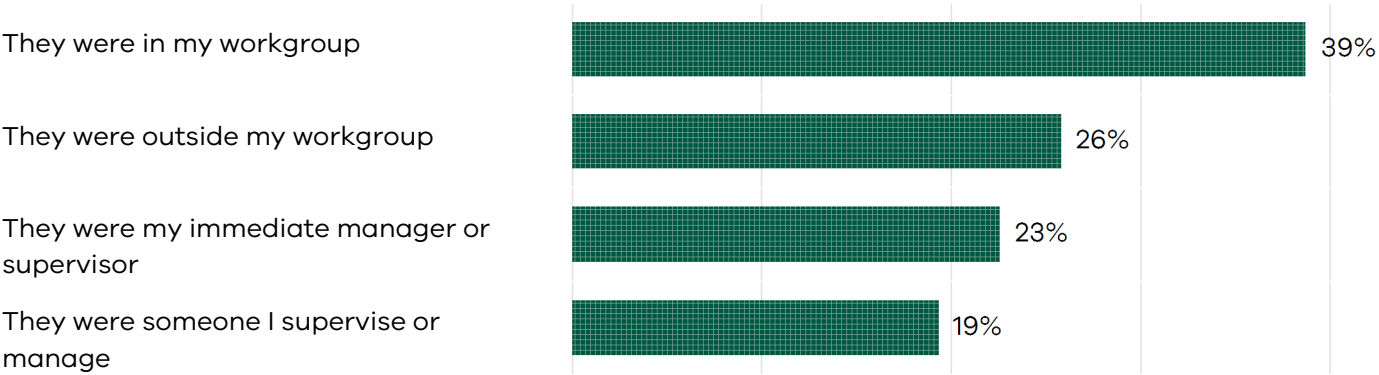
Negative behaviour

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

23% of your staff who did the survey said they witnessed some negative behaviour at work.

77% said 'No, I have not witnessed any of the situations above'.

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

135	445
23%	77%

█ Witnessed some negative behaviour   ▒ Did not witness some negative behaviour

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	76%	77%	81%	81%
Bullying of a colleague	17%	19%	14%	14%
Discrimination against a colleague	10%	7%	8%	8%
Violence or aggression against a colleague	3%	4%	3%	3%
Sexual harassment of a colleague	0%	1%	2%	1%

Negative behaviour

Taking action when witnessing negative behaviours

What is this

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

Why this is important

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

How to read this

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

Example

23% of your staff who did the survey witnessed negative behaviour, of which:

- 67% said the top action they took was 'Spoke to the person who experienced the behaviour'.
- 8% took no action.

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

135	445
23%	77%
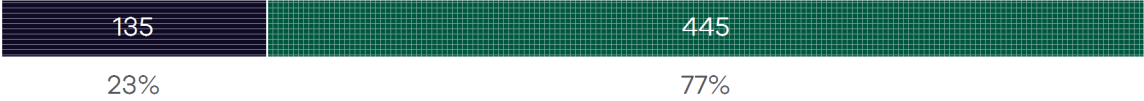
■ Witnessed some negative behaviour   ▦ Did not witness some negative behaviour

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	70%	67%	64%	71%
Told a manager	47%	34%	35%	40%
Told a colleague	16%	21%	19%	20%
Told the person the behaviour was not OK	20%	16%	19%	19%
Spoke to the person who behaved in a negative way	18%	10%	14%	16%
Told human resources	13%	10%	8%	8%
Other	-	10%	6%	6%
Took no action	-	8%	12%	8%

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People outcomes

Negative behaviour - satisfaction with making a formal complaint

What is this

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

Why this is important

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

How to read this

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

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

Example

45% of staff were satisfied with the way your organisation handled their formal 'Violence or aggression' complaint.

Were you satisfied with the way your formal complaint was handled

- No
- Don't know
- Yes

Survey question	Your results		You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
Violence or aggression	55% No / 45% Yes	54%	-	45%	30%	49%	67%
Bullying	58% No / 25% Don't know / 17% Yes	25%	-	17%	10%	21%	29%

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Custom questions

- Questions requested by your organisation

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Key differences

Highest scoring questions

What is this

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

How to read this

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

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

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

Example

On the first row 'Meaningful work', the 'You 2024' column shows 90% of your staff who did the survey agreed with 'I can make a worthwhile contribution at work'. In the 'Change from 2023' column, you have a +0% change, which is a neutral trend.

Question group	Highest scoring questions	You 2024	Change from 2023	Comparator 2024
Meaningful work	I can make a worthwhile contribution at work	90%	+0%	91%
Job enrichment	I can use my skills and knowledge in my job	88%	-1%	92%
Meaningful work	I achieve something important through my work	88%	-2%	90%
Job enrichment	I understand how my job helps my organisation achieve its goals	87%	-2%	90%
Manager leadership	My manager treats employees with dignity and respect	83%	+2%	85%
Flexible working	My manager supports working flexibly	83%	+9%	81%
Inclusion	I can be myself at work	82%	+5%	82%
Inclusion	I feel culturally safe at work	82%	+4%	84%
Manager leadership	My manager demonstrates honesty and integrity	82%	+4%	83%
Manager support	My manager listens to what I have to say	82%	+3%	82%

Key differences

Lowest scoring questions

What is this

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

How to read this

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

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

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

Example

On the first row 'Taking action', the 'You 2024' column shows 31% of your staff who did the survey agreed with 'My organisation has made improvements based on the survey results from last year'. In the 'Change from 2023' column, you have a -0% change, which is a neutral trend.

Question group	Lowest scoring questions	You 2024	Change from 2023	Comparator 2024
Taking action	My organisation has made improvements based on the survey results from last year	31%	-0%	39%
Organisational integrity	I believe the promotion processes in my organisation are fair	37%	+4%	45%
Safety climate	All levels of my organisation are involved in the prevention of stress	37%	+4%	46%
Organisational integrity	I have an equal chance at promotion in my organisation	37%	-4%	46%
Learning and development	I am satisfied with the opportunities to progress in my organisation	39%	+5%	48%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	41%	+8%	47%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	42%	+2%	52%
Taking action	I believe my organisation will make improvements based on the results of this year's survey	43%	+2%	50%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	44%	+6%	52%
Collaboration	Workgroups across my organisation willingly share information with each other	48%	+2%	55%

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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 'Flexible working', the 'You 2024' column shows 83% of your staff who did the survey agreed with 'My manager supports working flexibly'.

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
Flexible working	My manager supports working flexibly	83%	+9%	81%
Learning and development	My organisation places a high priority on the learning and development of staff	53%	+9%	59%
Engagement	I would recommend my organisation as a good place to work	55%	+8%	64%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	41%	+8%	47%
Organisational integrity	My organisation does not tolerate improper conduct	64%	+7%	71%
Manager support	My manager provides me with enough support when I need it	80%	+7%	79%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	49%	+6%	53%
Quality service delivery	My workgroup uses its resources well	67%	+6%	67%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	44%	+6%	52%
Satisfaction	Considering everything, how satisfied are you with your current job	69%	+6%	72%

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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 'Workgroup support', the 'You 2024' column shows 69% of your staff who did the survey agreed with 'People in my workgroup are politically impartial in their work'.

In the 'Decrease from 2023' column, you have a 6% decrease, which is a negative trend.

Question group	Largest decline from last year	You 2024	Decrease from 2023	Comparator 2024
Workgroup support	People in my workgroup are politically impartial in their work	69%	-6%	75%
Topical	I understand how the Code of Conduct for Victorian public sector employees applies to my work	70%	-4%	84%
Organisational integrity	I have an equal chance at promotion in my organisation	37%	-4%	46%
Job enrichment	I understand how my job helps my organisation achieve its goals	87%	-2%	90%
Meaningful work	I achieve something important through my work	88%	-2%	90%
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	67%	-1%	80%
Job enrichment	I can use my skills and knowledge in my job	88%	-1%	92%
Job enrichment	I clearly understand what I am expected to do in this job	81%	-1%	83%
Organisational integrity	My organisation is committed to earning a high level of public trust	63%	-1%	73%
Workgroup support	People in my workgroup appropriately manage conflicts of interest	64%	-1%	68%

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 'Flexible working', the 'You 2024' column shows 83% of your staff who did the survey agreed with 'My manager supports working flexibly'.

The 'Difference' column, shows that agreement for this question was 2% higher than in your comparator.

Question group	Biggest positive difference from comparator	You 2024	Difference	Comparator 2024
Flexible working	My manager supports working flexibly	83%	+2%	81%
Inclusion	I can be myself at work	82%	+1%	82%
Manager support	My manager provides me with enough support when I need it	80%	+0%	79%
Manager support	My manager listens to what I have to say	82%	+0%	82%

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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 'Human rights', the 'You 2024' column shows 67% of your staff who did the survey agreed with 'I understand how the Charter of Human Rights and Responsibilities applies to my work'.

The 'Difference' column, shows that agreement for this question was 14% lower than in your comparator.

Question group	Biggest negative difference from comparator	You 2024	Difference	Comparator 2024
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	67%	-14%	80%
Topical	I understand how the Code of Conduct for Victorian public sector employees applies to my work	70%	-14%	84%
Organisational integrity	My organisation is committed to earning a high level of public trust	63%	-10%	73%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	42%	-10%	52%
Engagement	My organisation motivates me to help achieve its objectives	53%	-9%	62%
Engagement	I would recommend my organisation as a good place to work	55%	-9%	64%
Senior leadership	Senior leaders model my organisation's values	51%	-9%	60%
Learning and development	I am satisfied with the opportunities to progress in my organisation	39%	-9%	48%
Organisational integrity	I have an equal chance at promotion in my organisation	37%	-9%	46%
Safety climate	All levels of my organisation are involved in the prevention of stress	37%	-9%	46%

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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.
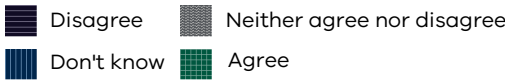
Example

43% 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'.

Legend: Disagree | Neither agree nor disagree | Don't know | Agree

Survey question	Your results		You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
I believe my organisation will make improvements based on the results of this year's survey	Disagree 21%, Neither 35%, Agree 43%	45%	41%	43%	33%	50%	63%
My organisation has made improvements based on the survey results from last year	Disagree 19%, Don't know 24%, Neither 27%, Agree 31%	30%	31%	31%	20%	39%	52%

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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

51% 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

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree

Survey question		You 2022	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
Senior leaders provide clear strategy and direction	24% / 2% / 22% / 51%	47%	47%	51%	31%	57%	65%
Senior leaders model my organisation's values	17% / 6% / 26% / 51%	51%	47%	51%	32%	60%	72%
Senior leaders demonstrate honesty and integrity	16% / 7% / 27% / 50%	52%	49%	50%	35%	59%	72%

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Topical questions

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

Custom questions

- Questions requested by your organisation

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:

- 62.2% of your staff who did the survey responded positively to questions about Collaboration.

Compared to:

- 67.4% of staff in your comparator group and 72.5% of staff across the public sector.

Chart data:

Collaboration
- You 2022: 64.6%
- You 2023: 61.5%
- You 2024: **62.2%**
- Comparator 2024: 67.4%
- Public sector 2024: 72.5%

Organisational integrity
- You 2022: 58.4%
- You 2023: 56.2%
- You 2024: **58.8%**
- Comparator 2024: 66.0%
- Public sector 2024: 67.0%

Safety climate
- You 2022: 46.9%
- You 2023: 44.1%
- You 2024: **48.6%**
- Comparator 2024: 55.5%
- Public sector 2024: 59.2%

Legend: You 2022 ▪ You 2023 ▪ You 2024 ▪ Comparator 2024 ▪ Public sector 2024

Victorian Public Sector Commission · VICTORIA State Government

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

77% 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

Legend: Disagree | Neither agree nor disagree | Don't know | Agree

Benchmark agree results
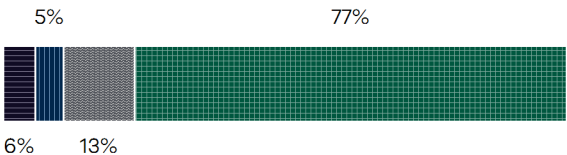
Survey question		You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
My organisation encourages employees to act in ways that are consistent with human rights	5% ... 77% / 6% 13%	79%	76%	77%	68%	83%	89%
My organisation encourages respectful workplace behaviours	2% ... 76% / 9% 13%	78%	71%	76%	60%	81%	86%
My organisation takes steps to eliminate bullying, harassment and discrimination	5% ... 64% / 13% 17%	63%	60%	64%	50%	70%	75%
My organisation does not tolerate improper conduct	5% ... 64% / 12% 19%	66%	56%	64%	46%	71%	77%
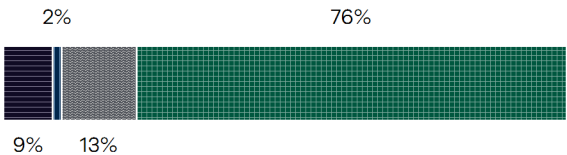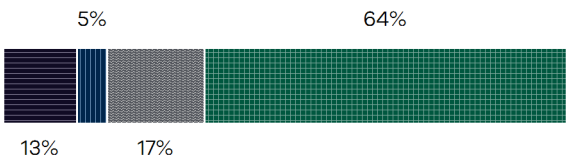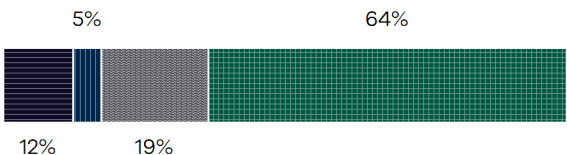
Organisational climate

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

63% of your staff who did the survey agreed or strongly agreed with 'My organisation is committed to earning a high level of public trust'.

Survey question | Your results | Benchmark agree results

Legend: Disagree | Neither agree nor disagree | Don't know | Agree
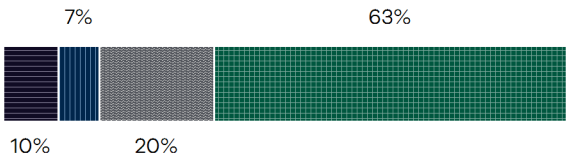
Survey question		You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
My organisation is committed to earning a high level of public trust	7% / 10% / 20% / 63%	64%	64%	63%	46%	73%	85%
I believe the recruitment processes in my organisation are fair	9% / 15% / 22% / 53%	51%	49%	53%	47%	61%	67%
I have an equal chance at promotion in my organisation	10% / 25% / 28% / 37%	37%	41%	37%	26%	46%	52%
I believe the promotion processes in my organisation are fair	11% / 25% / 27% / 37%	31%	33%	37%	29%	45%	50%
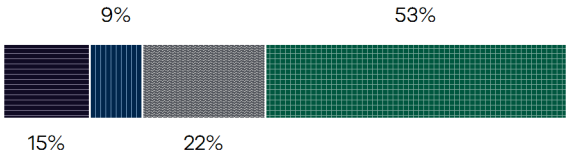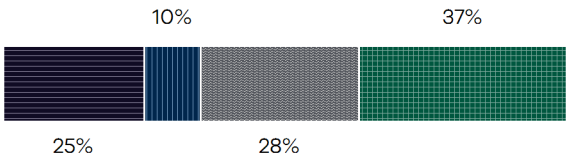
Victorian Public Sector Commission

VICTORIA State Government
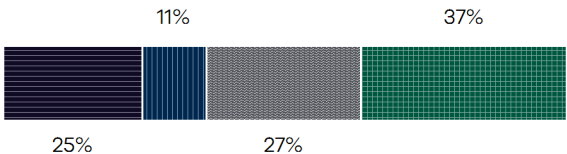
Organisational climate

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.
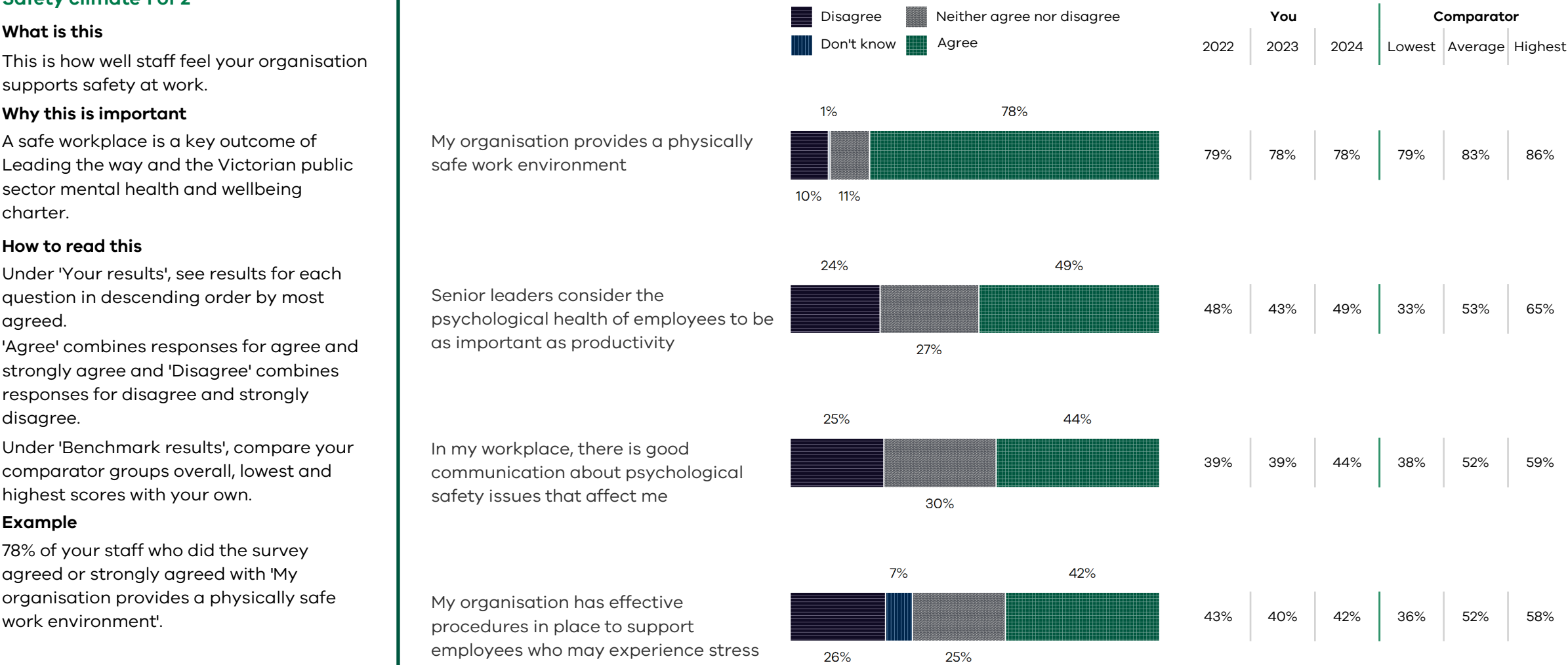
Example

77% of your staff who did the survey agreed or strongly agreed with 'I am able to work effectively with others outside my immediate workgroup'.

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree
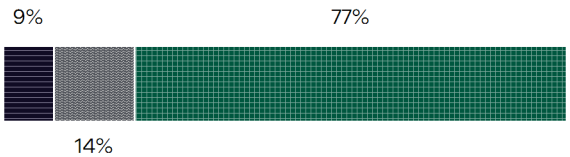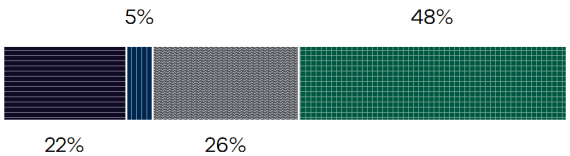
	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest

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

Your results: 9% Disagree, 14% Neither agree nor disagree, 77% Agree

| 80% | 77% | 77% | 65% | 80% | 85% |

Workgroups across my organisation willingly share information with each other

Your results: 22% Disagree, 5% Don't know, 26% Neither agree nor disagree, 48% Agree

| 49% | 46% | 48% | 29% | 55% | 63% |

Victorian Public Sector Commission

VICTORIA State Government

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

78% of your staff who did the survey agreed or strongly agreed with 'My organisation provides a physically safe work environment'.

Legend: Disagree | Neither agree nor disagree | Don't know | Agree

Survey question	Your results	You 2022	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
My organisation provides a physically safe work environment	1% / 10% / 11% / 78%	79%	78%	78%	79%	83%	86%
Senior leaders consider the psychological health of employees to be as important as productivity	24% / 27% / 49%	48%	43%	49%	33%	53%	65%
In my workplace, there is good communication about psychological safety issues that affect me	25% / 30% / 44%	39%	39%	44%	38%	52%	59%
My organisation has effective procedures in place to support employees who may experience stress	26% / 7% / 25% / 42%	43%	40%	42%	36%	52%	58%

Victorian Public Sector Commission

VICTORIA State Government

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

41% of your staff who did the survey agreed or strongly agreed with 'Senior leaders show support for stress prevention through involvement and commitment'.

Survey question · Your results · Benchmark agree results

Legend: Disagree · Neither agree nor disagree · Don't know · Agree
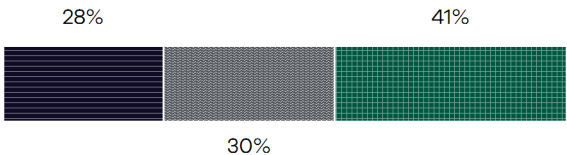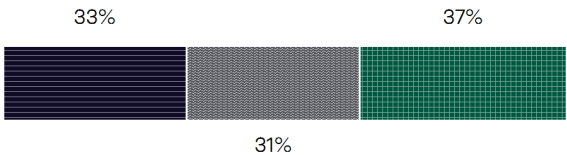
Survey question		You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
Senior leaders show support for stress prevention through involvement and commitment	Disagree 28%, Neither 30%, Agree 41%	40%	33%	41%	23%	47%	57%
All levels of my organisation are involved in the prevention of stress	Disagree 33%, Neither 31%, Agree 37%	33%	32%	37%	29%	46%	55%

People matter survey
2024

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

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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.
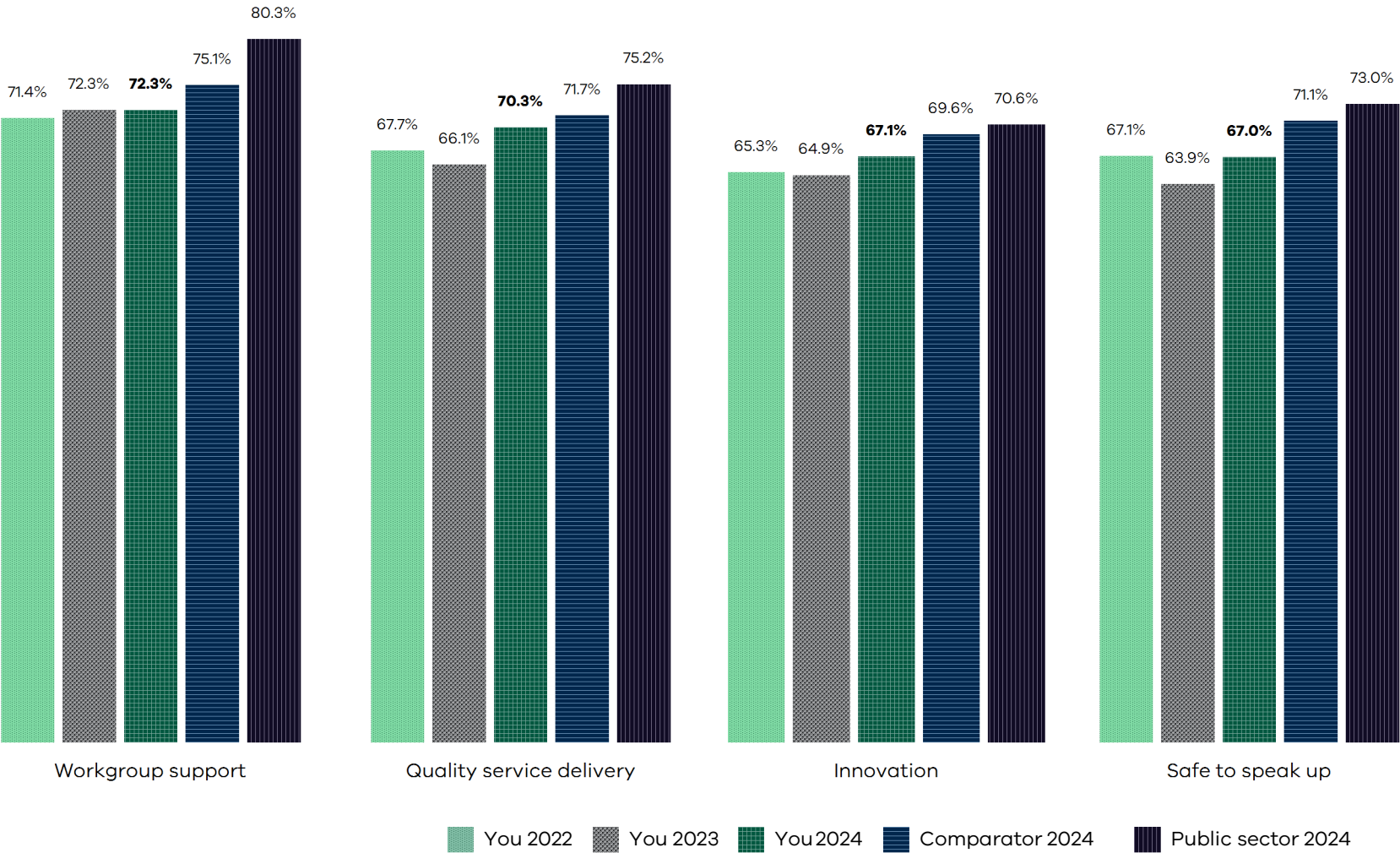
Why this is important

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:

- 72.3% of your staff who did the survey responded positively to questions about Workgroup support.

Compared to:

- 75.1% of staff in your comparator group and 80.3% of staff across the public sector.

Chart data:

Workgroup support
- You 2022: 71.4%
- You 2023: 72.3%
- You 2024: 72.3%
- Comparator 2024: 75.1%
- Public sector 2024: 80.3%

Quality service delivery
- You 2022: 67.7%
- You 2023: 66.1%
- You 2024: 70.3%
- Comparator 2024: 71.7%
- Public sector 2024: 75.2%

Innovation
- You 2022: 65.3%
- You 2023: 64.9%
- You 2024: 67.1%
- Comparator 2024: 69.6%
- Public sector 2024: 70.6%

Safe to speak up
- You 2022: 67.1%
- You 2023: 63.9%
- You 2024: 67.0%
- Comparator 2024: 71.1%
- Public sector 2024: 73.0%

Legend: You 2022 | You 2023 | You 2024 | Comparator 2024 | Public sector 2024

Victorian Public Sector Commission

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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.
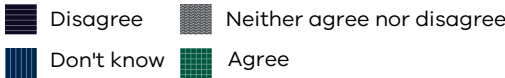
Example

74% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

Survey question	Your results

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree

Survey question	Disagree	Neither	Agree	You 2022	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup provides high quality advice and services	8%	17%	74% (1%)	73%	73%	74%	69%	77%	83%
My workgroup acts fairly and without bias	12%	14%	73% (1%)	70%	68%	73%	67%	74%	81%
My workgroup has clear lines of responsibility	15%	18%	68%	67%	63%	68%	58%	69%	75%
My workgroup uses its resources well	17%	16%	67% (1%)	61%	61%	67%	60%	67%	75%

Workgroup climate

Innovation

What is this

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

Why this is important

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

How to read this

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

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

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

Example

68% of your staff who did the survey agreed or strongly agreed with 'My workgroup is quick to respond to opportunities to do things better'.

Survey question / Your results / Benchmark agree results

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree
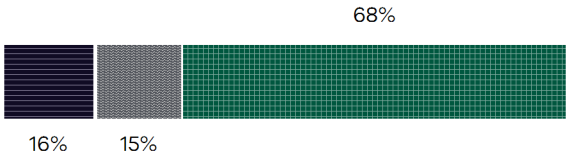
Survey question	Your results	You 2022	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup is quick to respond to opportunities to do things better	16% / 15% / 68%	65%	68%	68%	65%	70%	75%
My workgroup encourages employee creativity	15% / 1% / 18% / 67%	65%	65%	67%	63%	70%	75%
My workgroup learns from failures and mistakes	16% / 1% / 17% / 66%	66%	62%	66%	62%	69%	75%
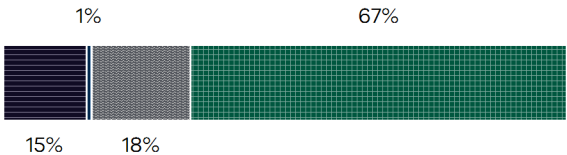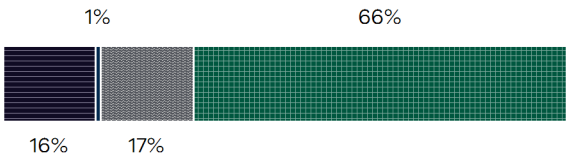
Workgroup climate

Workgroup support 1 of 2

What is this

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

Why this is important

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

How to read this

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

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

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

Example

81% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup treat each other with respect'.
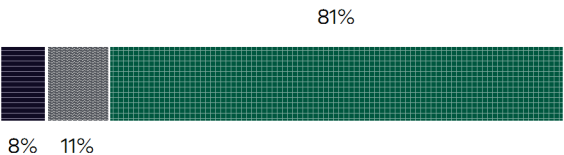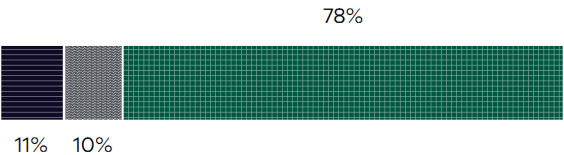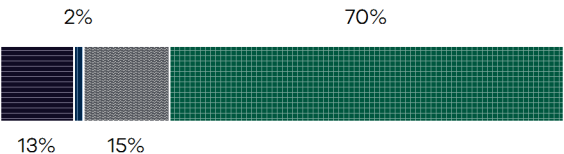
Survey question	Your results						

Benchmark agree results

Legend: Disagree, Neither agree nor disagree, Don't know, Agree
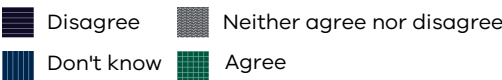
Survey question		You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
People in my workgroup treat each other with respect	8% / 11% / 81%	80%	77%	81%	75%	82%	86%
People in my workgroup work together effectively to get the job done	11% / 10% / 78%	75%	77%	78%	72%	78%	82%
People in my workgroup are honest, open and transparent in their dealings	13% / 2% / 15% / 70%	69%	69%	70%	63%	72%	77%
People in my workgroup are politically impartial in their work	8% / 5% / 19% / 69%	71%	74%	69%	69%	75%	82%

Victorian Public Sector Commission

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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.
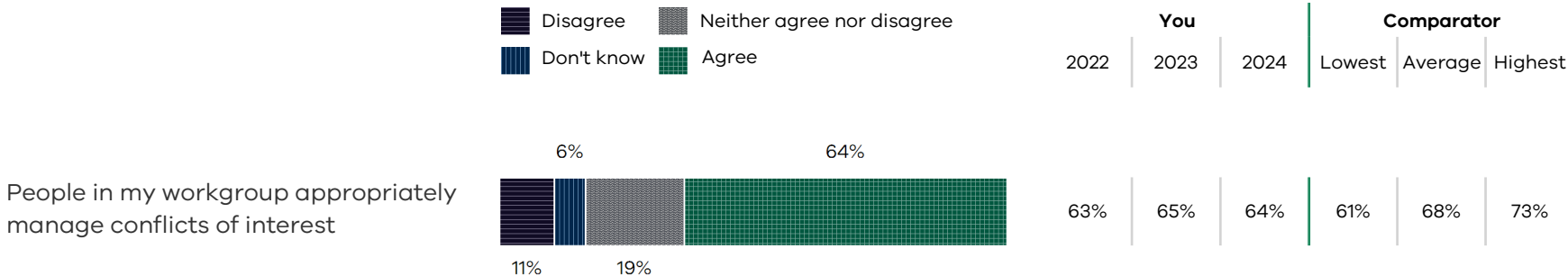
Example

64% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.

Survey question

Your results

	Disagree		Neither agree nor disagree
	Don't know		Agree

People in my workgroup appropriately manage conflicts of interest

6% ... 64%
11% 19%

Benchmark agree results

	You			Comparator		
2022	2023	2024	Lowest	Average	Highest
63%	65%	64%	61%	68%	73%

Victorian Public Sector Commission

VICTORIA State Government

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

69% 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'.
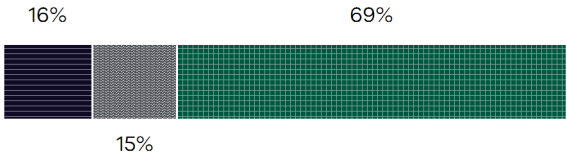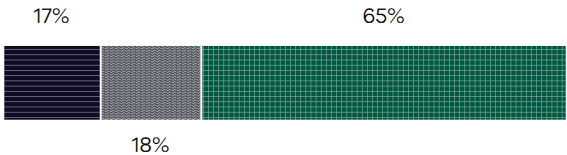
Survey question	Your results	Benchmark agree results

Your results legend: Disagree, Don't know, Neither agree nor disagree, Agree

Survey question	Disagree	Neither	Agree		You 2022	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup are able to bring up problems and tough issues	16%	15%	69%		68%	66%	69%	63%	71%	76%
I feel safe to challenge inappropriate behaviour at work	17%	18%	65%		66%	62%	65%	58%	71%	76%

People matter survey

2024

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- Biggest positive difference from your comparator
- Biggest negative difference from your comparator

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- Taking action questions

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- Senior leadership questions

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- Respect
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Topical questions

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

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- Disability
- Cultural diversity
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- Caring

Victorian Public Sector Commission

VICTORIA State Government

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.
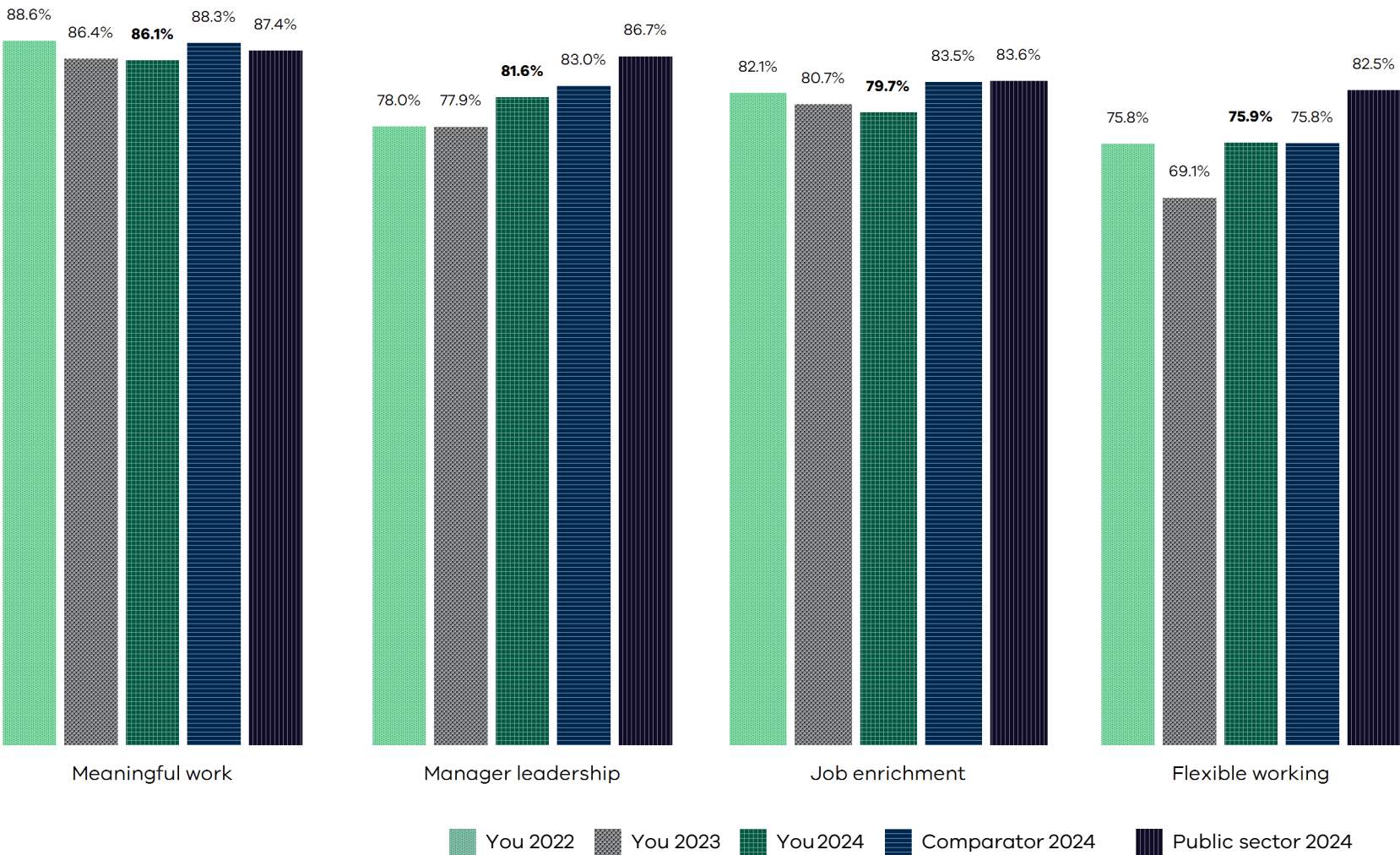
Example

In 2024:

- 86.1% of your staff who did the survey responded positively to questions about Meaningful work.

Compared to:

- 88.3% of staff in your comparator group and 87.4% of staff across the public sector.

Chart: Job and manager factors

Meaningful work: You 2022 88.6%, You 2023 86.4%, You 2024 86.1%, Comparator 2024 88.3%, Public sector 2024 87.4%

Manager leadership: You 2022 78.0%, You 2023 77.9%, You 2024 81.6%, Comparator 2024 83.0%, Public sector 2024 86.7%

Job enrichment: You 2022 82.1%, You 2023 80.7%, You 2024 79.7%, Comparator 2024 83.5%, Public sector 2024 83.6%

Flexible working: You 2022 75.8%, You 2023 69.1%, You 2024 75.9%, Comparator 2024 75.8%, Public sector 2024 82.5%

Legend: You 2022 | You 2023 | You 2024 | Comparator 2024 | Public sector 2024

Victorian Public Sector Commission

VICTORIA State Government

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.
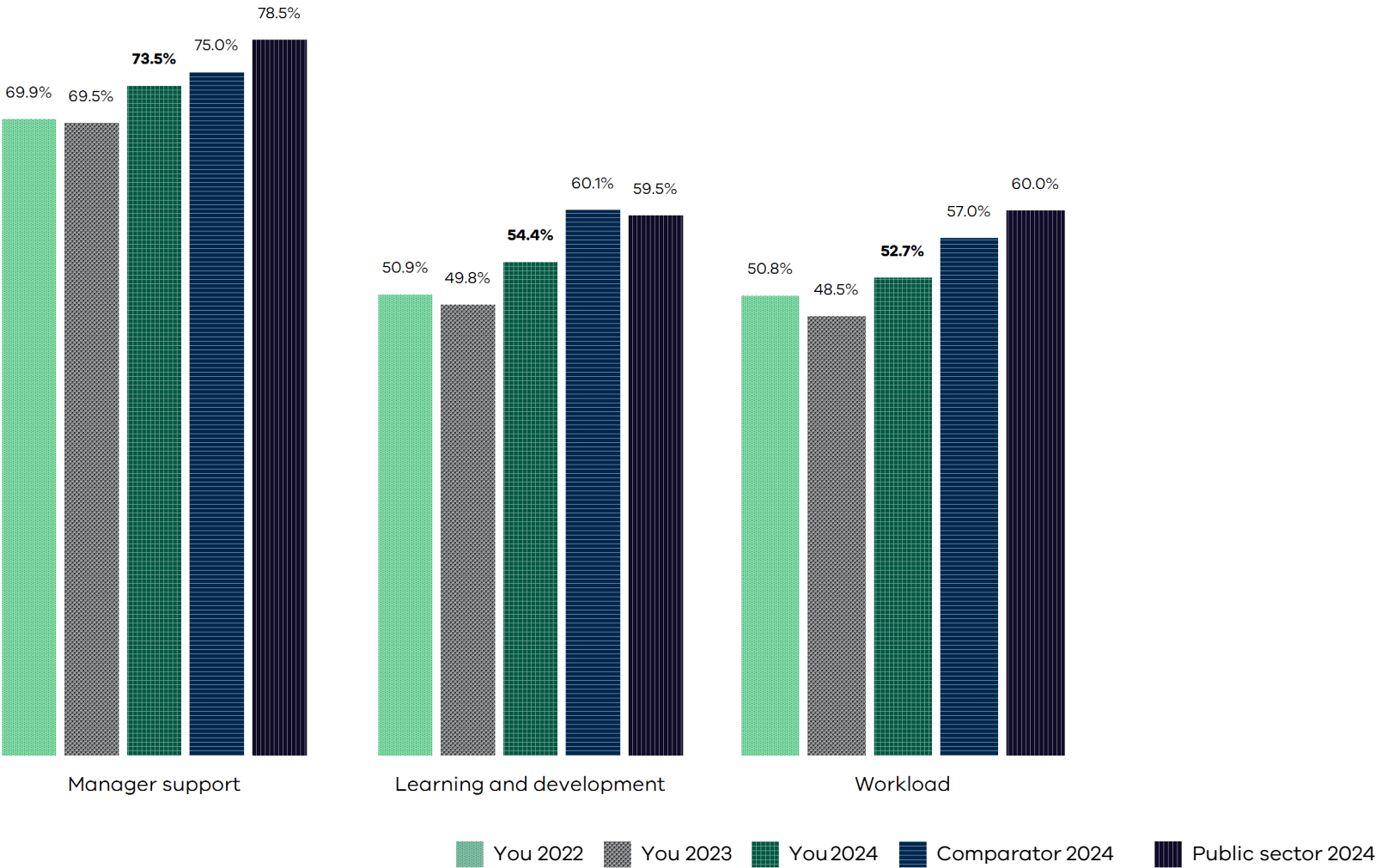
Example

In 2024:

- 73.5% of your staff who did the survey responded positively to questions about Manager support.

Compared to:

- 75.0% of staff in your comparator group and 78.5% of staff across the public sector.

Manager support
- You 2022: 69.9%
- You 2023: 69.5%
- You 2024: 73.5%
- Comparator 2024: 75.0%
- Public sector 2024: 78.5%

Learning and development
- You 2022: 50.9%
- You 2023: 49.8%
- You 2024: 54.4%
- Comparator 2024: 60.1%
- Public sector 2024: 59.5%

Workload
- You 2022: 50.8%
- You 2023: 48.5%
- You 2024: 52.7%
- Comparator 2024: 57.0%
- Public sector 2024: 60.0%

Legend: You 2022 | You 2023 | You 2024 | Comparator 2024 | Public sector 2024

Victorian Public Sector Commission

VICTORIA State Government

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

83% of your staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

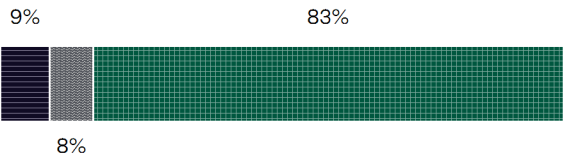**Legend:** Disagree · Neither agree nor disagree · Don't know · Agree

Survey question	Your results	You 2022	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
My manager treats employees with dignity and respect	9% / 8% / 83%	80%	81%	83%	75%	85%	90%
My manager demonstrates honesty and integrity	8% / 11% / 82%	78%	78%	82%	71%	83%	89%
My manager models my organisation's values	9% / 11% / 80%	75%	75%	80%	71%	81%	88%
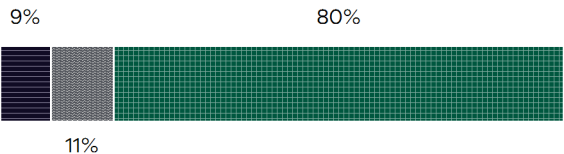
Job and manager factors

Manager support 1 of 2

What is this

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

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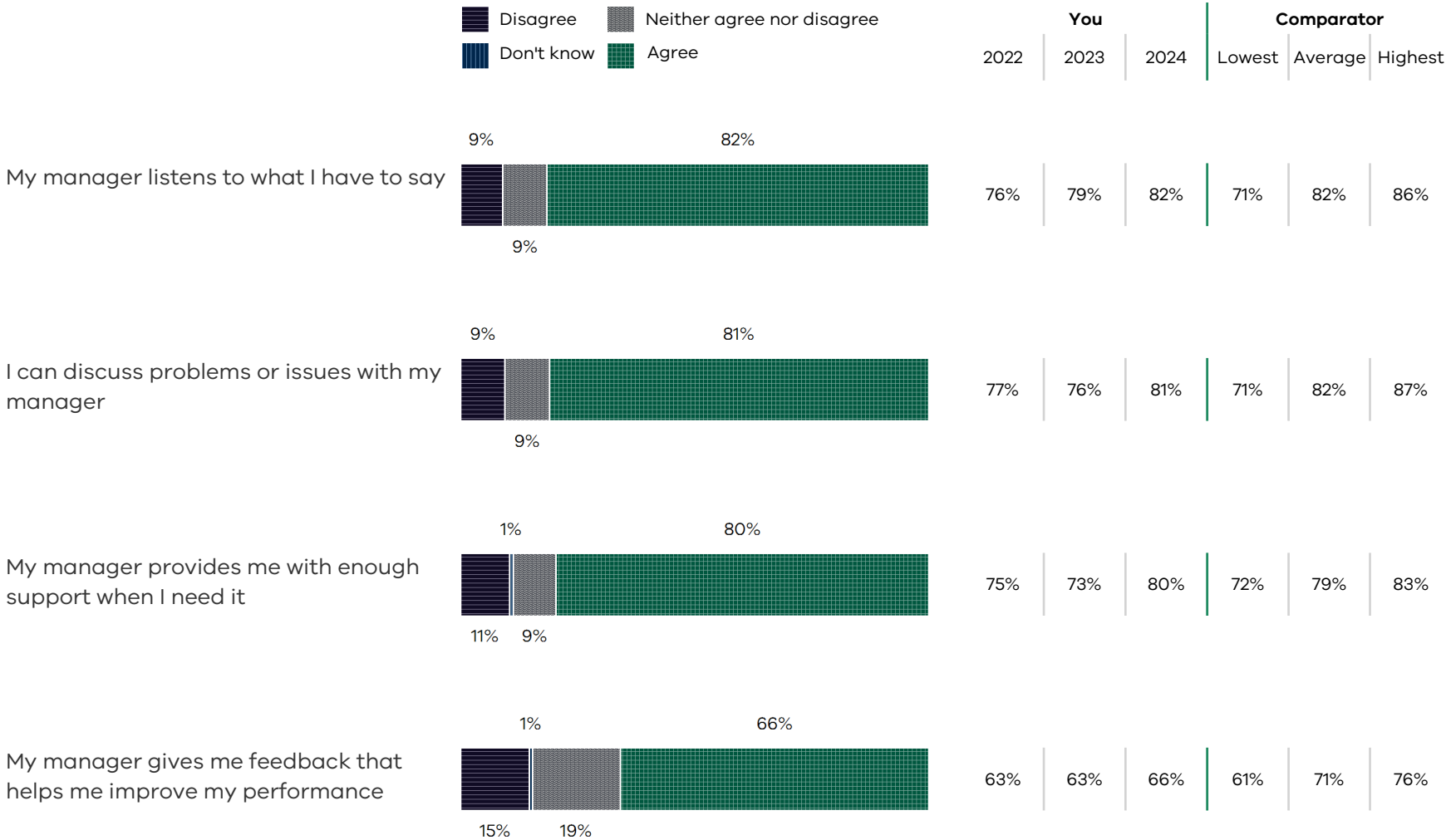
Example

82% of your staff who did the survey agreed or strongly agreed with 'My manager listens to what I have to say'.

Legend: Disagree | Neither agree nor disagree | Don't know | Agree

Survey question	Your results	You 2022	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
My manager listens to what I have to say	9% / 9% / 82%	76%	79%	82%	71%	82%	86%
I can discuss problems or issues with my manager	9% / 9% / 81%	77%	76%	81%	71%	82%	87%
My manager provides me with enough support when I need it	11% / 1% / 9% / 80%	75%	73%	80%	72%	79%	83%
My manager gives me feedback that helps me improve my performance	15% / 1% / 19% / 66%	63%	63%	66%	61%	71%	76%

Victorian Public Sector Commission

VICTORIA State Government

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.
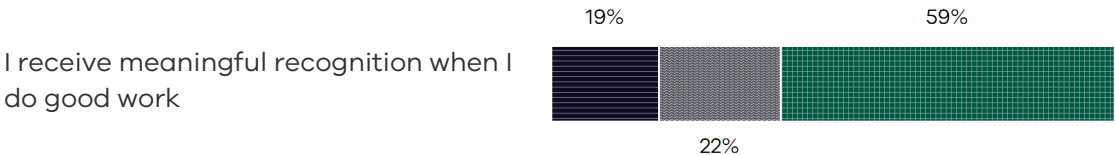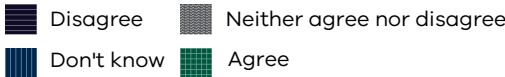
Example

59% 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

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree

I receive meaningful recognition when I do good work

19% — 22% — 59%

Benchmark agree results

	You			Comparator		
2022	2023	2024		Lowest	Average	Highest
58%	57%	59%		44%	61%	67%

Victorian Public Sector Commission

VICTORIA State Government

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.
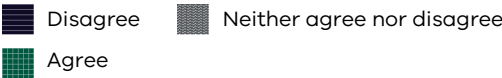
Example

54% of your staff who did the survey agreed or strongly agreed with 'The workload I have is appropriate for the job that I do'.
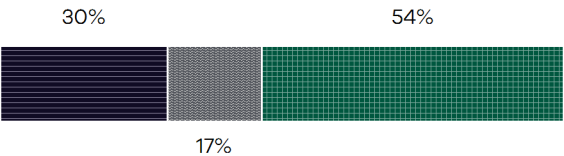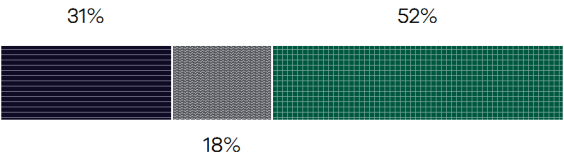
Survey question

Your results

Legend:
- Disagree
- Neither agree nor disagree
- Agree

Benchmark agree results

Survey question	Your results	You 2022	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
The workload I have is appropriate for the job that I do	Disagree 30%, Neither 17%, Agree 54%	53%	50%	54%	46%	59%	65%
I have enough time to do my job effectively	Disagree 31%, Neither 18%, Agree 52%	49%	47%	52%	44%	55%	62%

Victorian Public Sector Commission

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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.
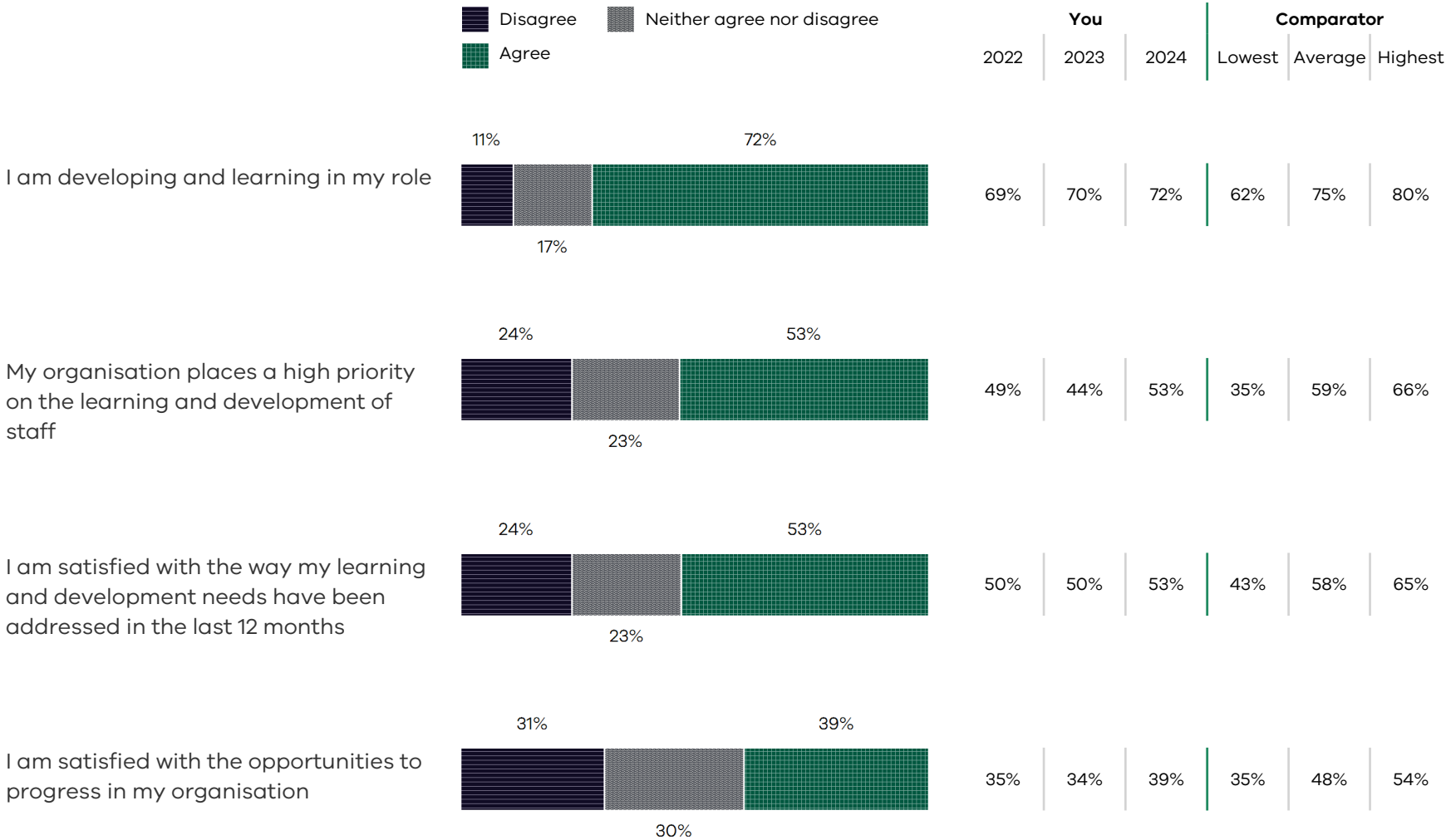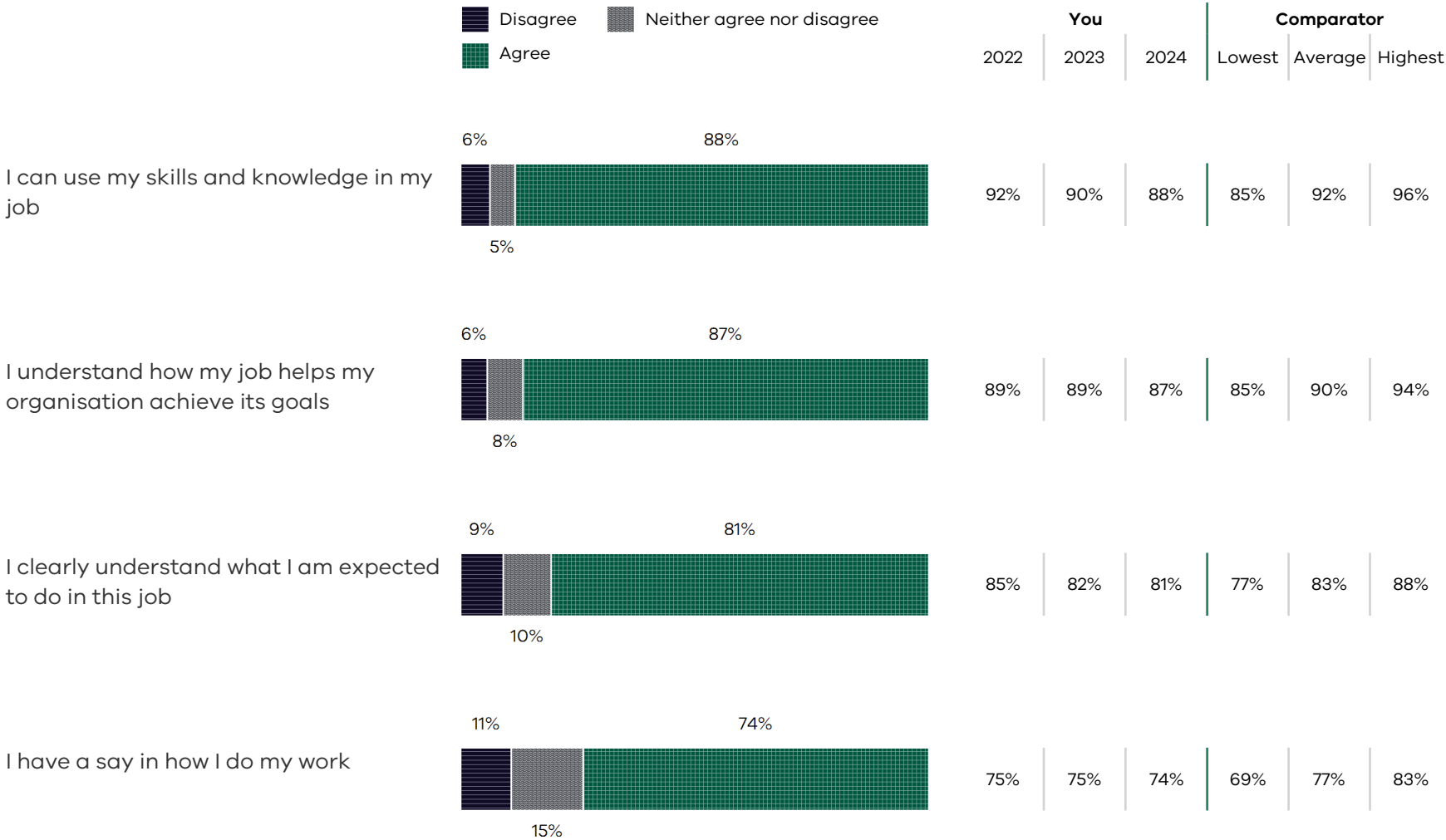
Example

72% of your staff who did the survey agreed or strongly agreed with 'I am developing and learning in my role'.

Survey question	Your results						

Legend: Disagree | Neither agree nor disagree | Agree

Benchmark agree results

Survey question		You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
I am developing and learning in my role (Disagree 11%, Neither 17%, Agree 72%)		69%	70%	72%	62%	75%	80%
My organisation places a high priority on the learning and development of staff (Disagree 24%, Neither 23%, Agree 53%)		49%	44%	53%	35%	59%	66%
I am satisfied with the way my learning and development needs have been addressed in the last 12 months (Disagree 24%, Neither 23%, Agree 53%)		50%	50%	53%	43%	58%	65%
I am satisfied with the opportunities to progress in my organisation (Disagree 31%, Neither 30%, Agree 39%)		35%	34%	39%	35%	48%	54%

Victorian Public Sector Commission

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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.
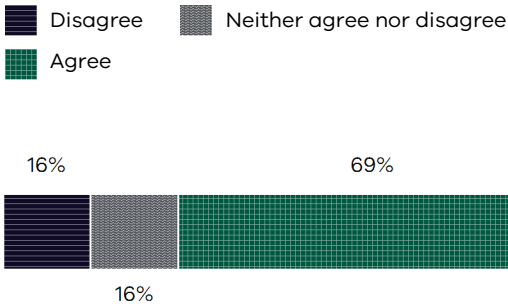
Example

88% of your staff who did the survey agreed or strongly agreed with 'I can use my skills and knowledge in my job'.

Survey question	Your results						

Legend: Disagree / Neither agree nor disagree / Agree

Benchmark agree results

Survey question		You 2022	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
I can use my skills and knowledge in my job	6% / 5% / 88%	92%	90%	88%	85%	92%	96%
I understand how my job helps my organisation achieve its goals	6% / 8% / 87%	89%	89%	87%	85%	90%	94%
I clearly understand what I am expected to do in this job	9% / 10% / 81%	85%	82%	81%	77%	83%	88%
I have a say in how I do my work	11% / 15% / 74%	75%	75%	74%	69%	77%	83%

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Job and manager factors

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.
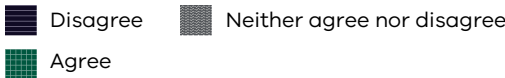
Example

69% of your staff who did the survey agreed or strongly agreed with 'I have the authority to do my job effectively'.

Survey question

Your results

Disagree | Neither agree nor disagree | Agree

I have the authority to do my job effectively

16% | 69%

16%

Benchmark agree results

	You			Comparator		
2022	2023	2024		Lowest	Average	Highest
70%	69%	69%		59%	75%	80%

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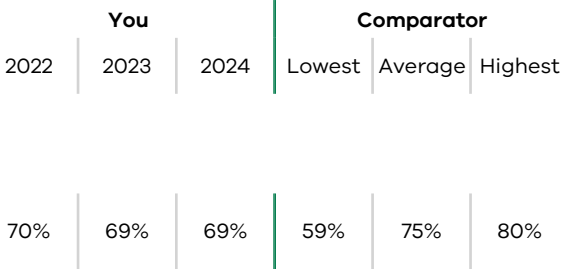
Job and manager factors

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

90% of your staff who did the survey agreed or strongly agreed with 'I can make a worthwhile contribution at work'.
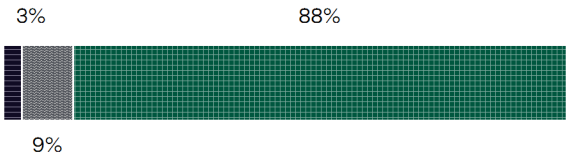
Survey question

Your results

■ Disagree   ▨ Neither agree nor disagree   ▨ Agree

I can make a worthwhile contribution at work
3% 90% 7%

I achieve something important through my work
3% 88% 9%

I get a sense of accomplishment from my work
7% 81% 12%

Benchmark agree results

Survey question	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
I can make a worthwhile contribution at work	92%	90%	90%	85%	91%	95%
I achieve something important through my work	90%	89%	88%	83%	90%	92%
I get a sense of accomplishment from my work	84%	80%	81%	78%	84%	87%
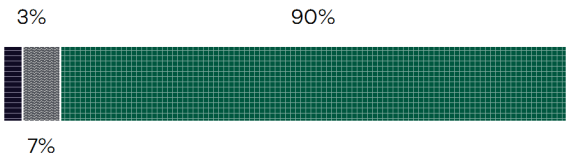
Victorian Public Sector Commission

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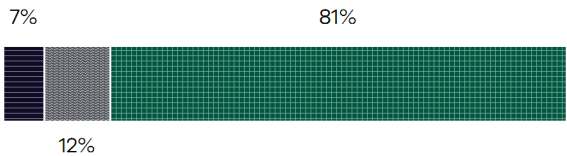
Job and manager factors

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

83% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.
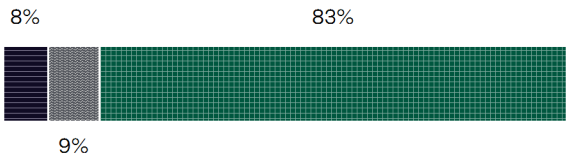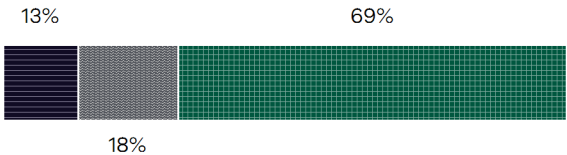
Legend: Disagree · Neither agree nor disagree · Don't know · Agree

Survey question	Your results	You 2022	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
My manager supports working flexibly	8% / 9% / 83%	80%	74%	83%	68%	81%	89%
I am confident that if I requested a flexible work arrangement, it would be given due consideration	13% / 18% / 69%	72%	65%	69%	60%	71%	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
- Satisfaction with complaint processes

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Topical questions

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

Custom questions

- Questions requested by your organisation

Demographics

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

Public sector values

Scorecard 1 of 2

What is this

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

Why this is important

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

How to read this

Each label represents a group of questions in the survey about public sector values.

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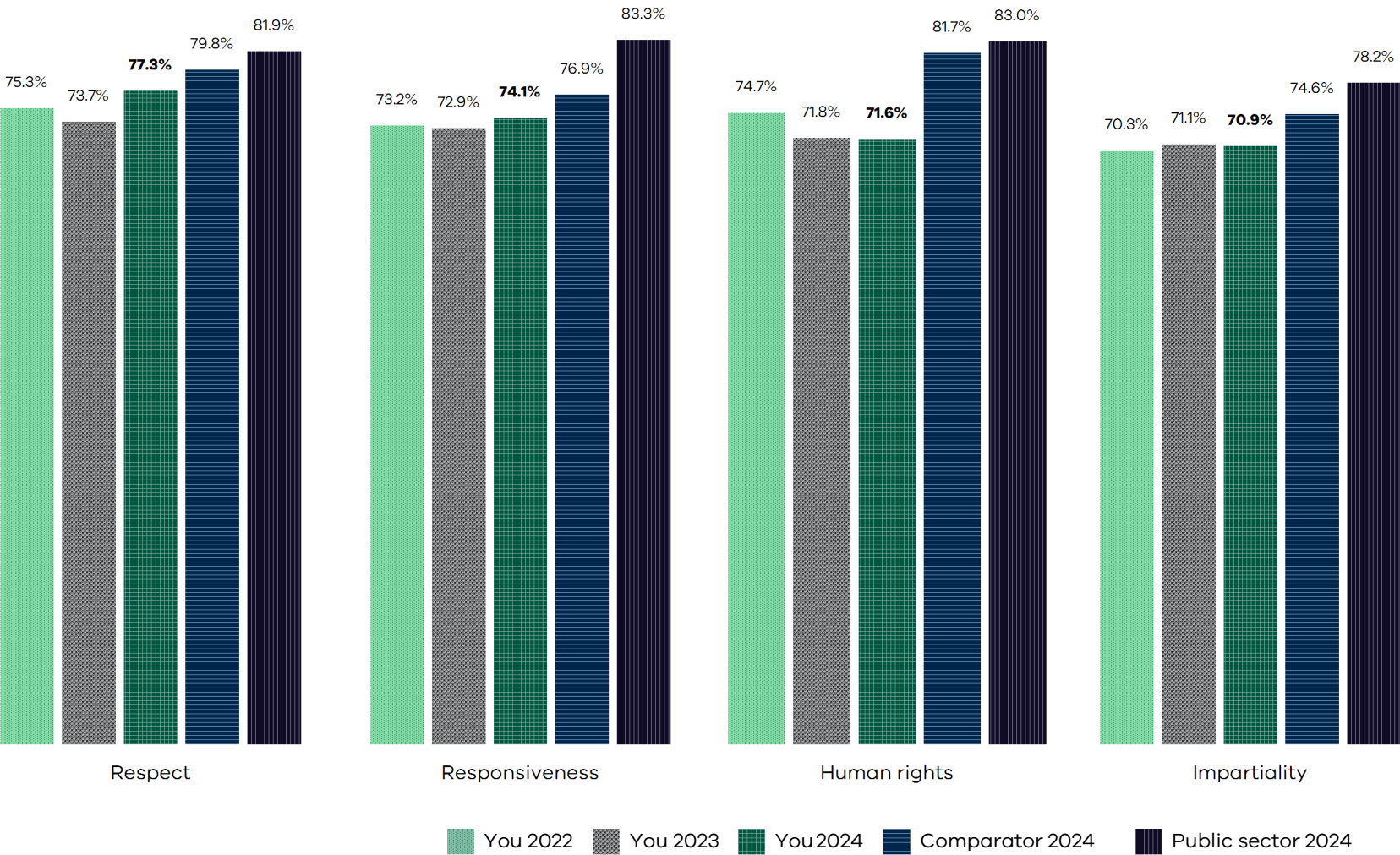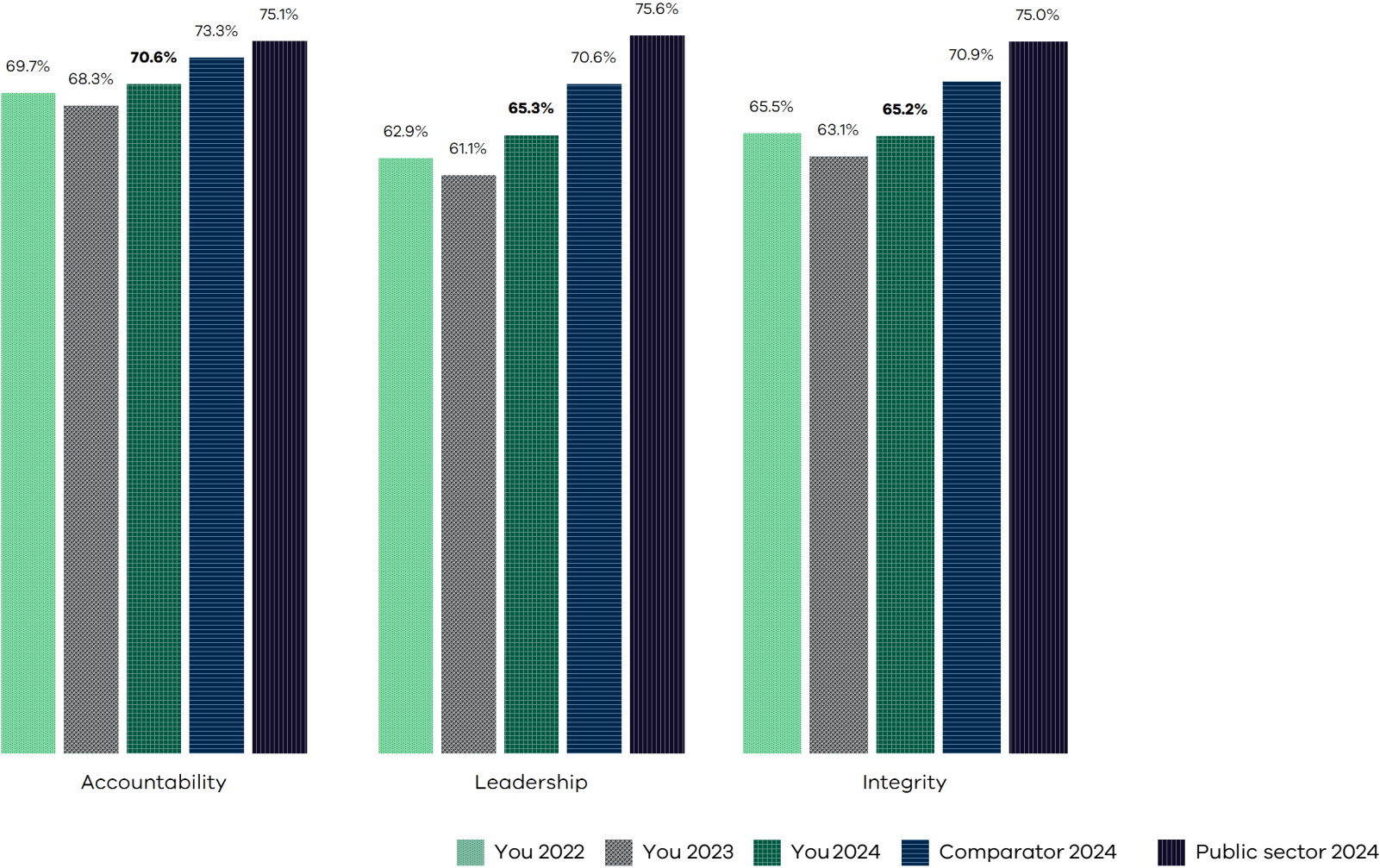
Example

In 2024:

- 77.3% of your staff who did the survey responded positively to questions about Respect.

Compared to:

- 79.8% of staff in your comparator group and 81.9% of staff across the public sector.

Respect: You 2022 75.3%, You 2023 73.7%, You 2024 77.3%, Comparator 2024 79.8%, Public sector 2024 81.9%

Responsiveness: You 2022 73.2%, You 2023 72.9%, You 2024 74.1%, Comparator 2024 76.9%, Public sector 2024 83.3%

Human rights: You 2022 74.7%, You 2023 71.8%, You 2024 71.6%, Comparator 2024 81.7%, Public sector 2024 83.0%

Impartiality: You 2022 70.3%, You 2023 71.1%, You 2024 70.9%, Comparator 2024 74.6%, Public sector 2024 78.2%

Legend: You 2022, You 2023, You 2024, Comparator 2024, Public sector 2024

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

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:

- 70.6% of your staff who did the survey responded positively to questions about Accountability.

Compared to:

- 73.3% of staff in your comparator group and 75.1% of staff across the public sector.

Accountability
- You 2022: 69.7%
- You 2023: 68.3%
- You 2024: **70.6%**
- Comparator 2024: 73.3%
- Public sector 2024: 75.1%

Leadership
- You 2022: 62.9%
- You 2023: 61.1%
- You 2024: **65.3%**
- Comparator 2024: 70.6%
- Public sector 2024: 75.6%

Integrity
- You 2022: 65.5%
- You 2023: 63.1%
- You 2024: **65.2%**
- Comparator 2024: 70.9%
- Public sector 2024: 75.0%

Legend: You 2022 | You 2023 | You 2024 | Comparator 2024 | Public sector 2024

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.
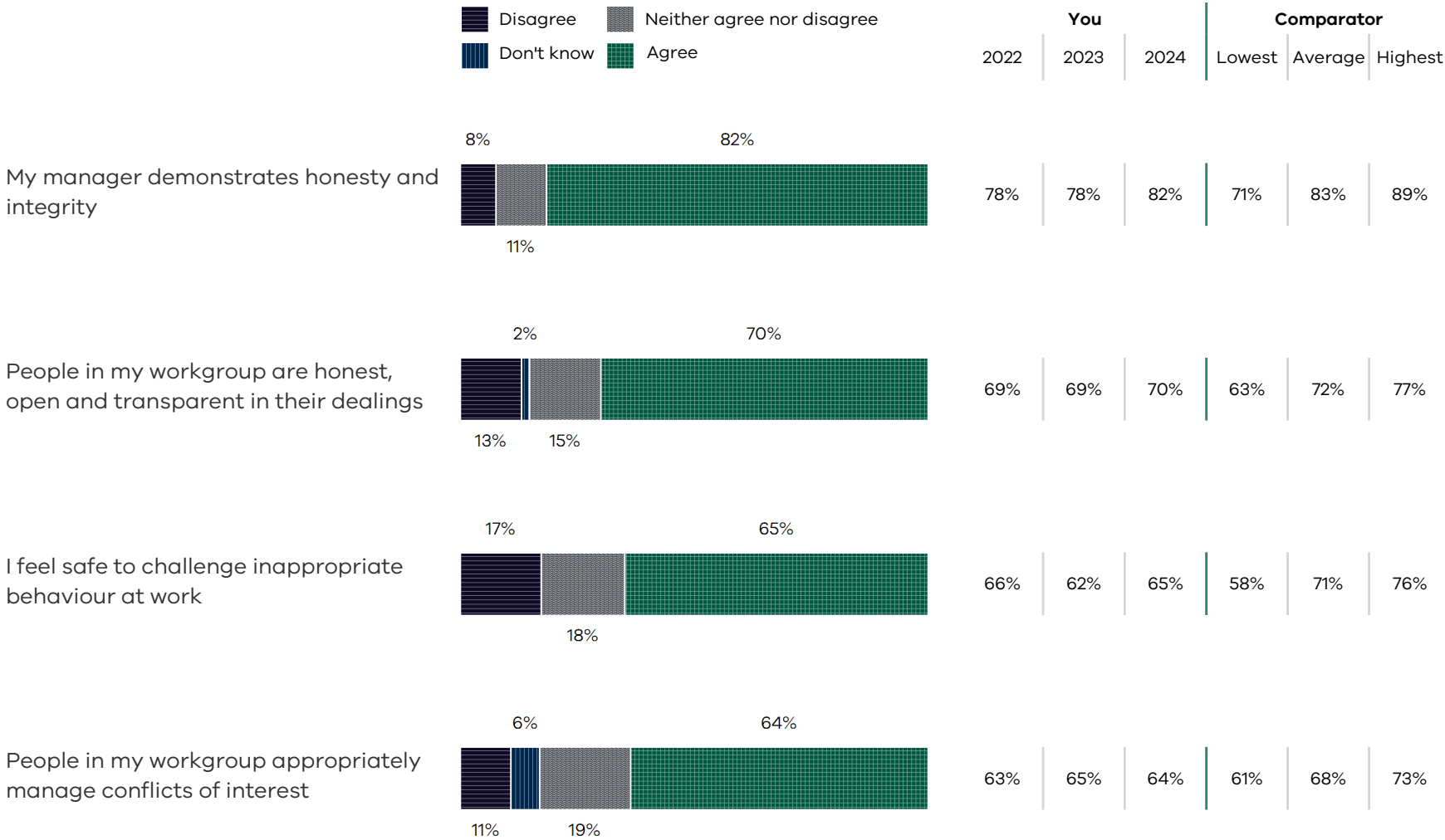
Example

74% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

Legend:
- Disagree
- Neither agree nor disagree
- Don't know
- Agree

Survey question	Your results		You			Comparator		
		2022	2023	2024		Lowest	Average	Highest
My workgroup provides high quality advice and services	1% Disagree, 8% Don't know, 17% Neither, 74% Agree	73%	73%	74%		69%	77%	83%

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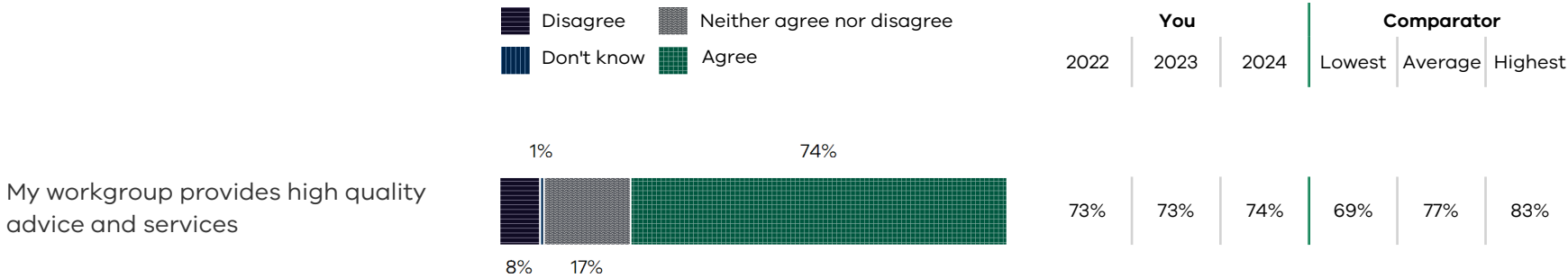
Public sector values

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.

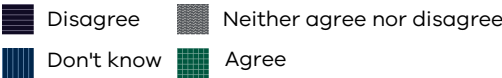Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

82% 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

Legend: Disagree · Neither agree nor disagree · Don't know · Agree

Survey question		You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
My manager demonstrates honesty and integrity	8% / 11% / 82%	78%	78%	82%	71%	83%	89%
People in my workgroup are honest, open and transparent in their dealings	13% / 2% / 15% / 70%	69%	69%	70%	63%	72%	77%
I feel safe to challenge inappropriate behaviour at work	17% / 18% / 65%	66%	62%	65%	58%	71%	76%
People in my workgroup appropriately manage conflicts of interest	11% / 6% / 19% / 64%	63%	65%	64%	61%	68%	73%

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.

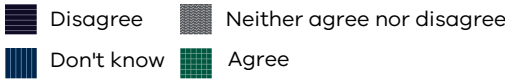Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

64% of your staff who did the survey agreed or strongly agreed with 'My organisation does not tolerate improper conduct'.

Survey question	Your results						

Legend: ■ Disagree ▨ Neither agree nor disagree ▨ Don't know ▨ Agree

Benchmark agree results

	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
My organisation does not tolerate improper conduct (5% / 12% / 19% / 64%)	66%	56%	64%	46%	71%	77%
My organisation is committed to earning a high level of public trust (7% / 10% / 20% / 63%)	64%	64%	63%	46%	73%	85%
Senior leaders demonstrate honesty and integrity (7% / 16% / 27% / 50%)	52%	49%	50%	35%	59%	72%

Victorian Public Sector Commission

VICTORIA State Government
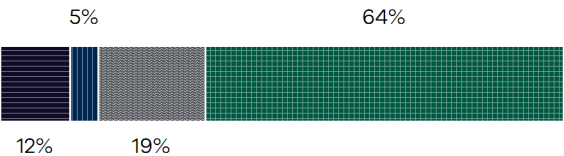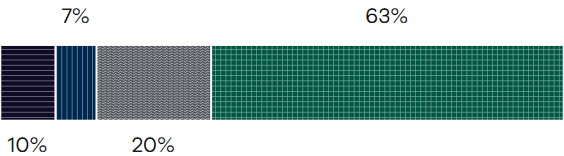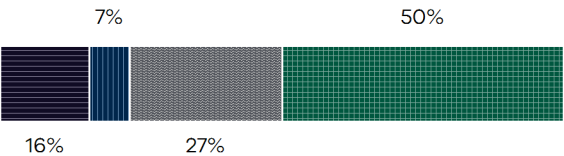
Public sector values

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

73% of your staff who did the survey agreed or strongly agreed with 'My workgroup acts fairly and without bias'.
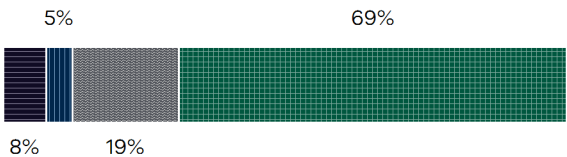
Survey question

Your results

Legend: Disagree | Neither agree nor disagree | Don't know | Agree

My workgroup acts fairly and without bias

1% · 73% · 12% · 14%

People in my workgroup are politically impartial in their work

5% · 69% · 8% · 19%

Benchmark agree results
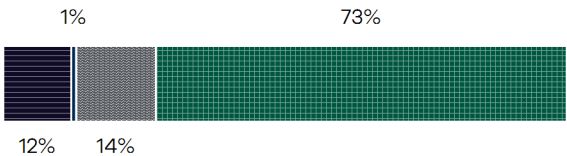
	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
My workgroup acts fairly and without bias	70%	68%	73%	67%	74%	81%
People in my workgroup are politically impartial in their work	71%	74%	69%	69%	75%	82%

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

87% of your staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve its goals'.
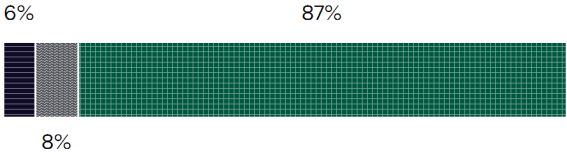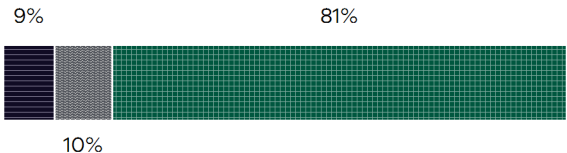
Survey question

Your results

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree

Benchmark agree results

Survey question		You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
I understand how my job helps my organisation achieve its goals	6% / 8% / 87%	89%	89%	87%	85%	90%	94%
I clearly understand what I am expected to do in this job	9% / 10% / 81%	85%	82%	81%	77%	83%	88%
My workgroup has clear lines of responsibility	15% / 18% / 68%	67%	63%	68%	58%	69%	75%
My workgroup uses its resources well	1% / 17% / 16% / 67%	61%	61%	67%	60%	67%	75%
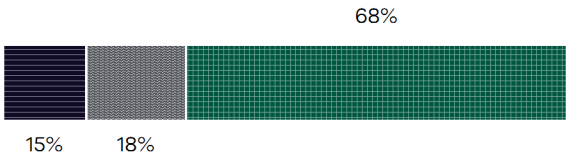
Victorian Public Sector Commission

VICTORIA State Government
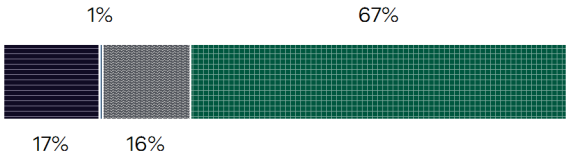
Public sector values

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.

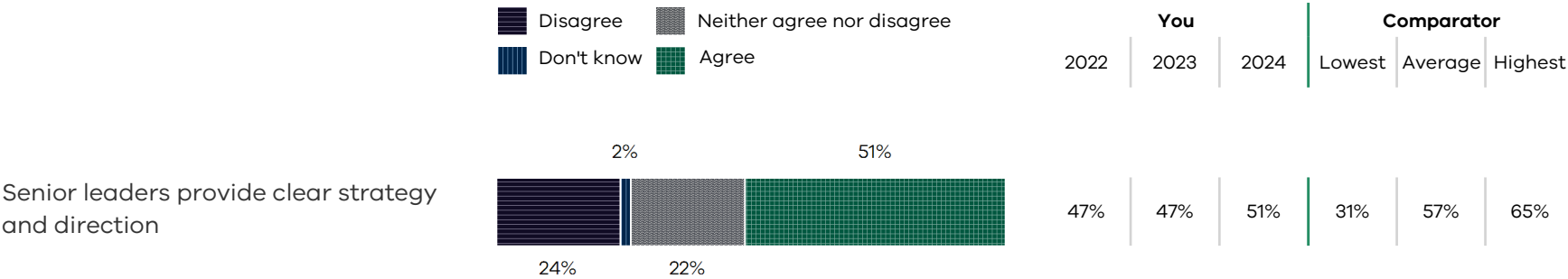Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

51% of your staff who did the survey agreed or strongly agreed with 'Senior leaders provide clear strategy and direction'.

Survey question

Your results

Disagree	Neither agree nor disagree
Don't know	Agree

Senior leaders provide clear strategy and direction

2%   51%

24%   22%

Benchmark agree results

	You			Comparator		
2022	2023	2024	Lowest	Average	Highest
47%	47%	51%	31%	57%	65%

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

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.
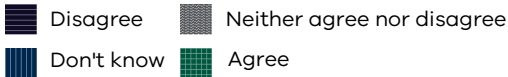
Example

83% of your staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.
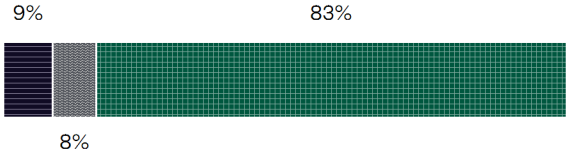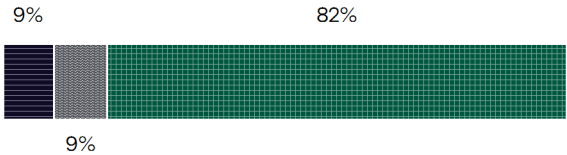
Survey question	Your results							

Legend: Disagree | Neither agree nor disagree | Don't know | Agree

Benchmark agree results

Survey question		You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
My manager treats employees with dignity and respect	9% / 8% / 83%	80%	81%	83%	75%	85%	90%
My manager listens to what I have to say	9% / 9% / 82%	76%	79%	82%	71%	82%	86%
People in my workgroup treat each other with respect	8% / 11% / 81%	80%	77%	81%	75%	82%	86%
My organisation encourages respectful workplace behaviours	9% / 2% / 13% / 76%	78%	71%	76%	60%	81%	86%
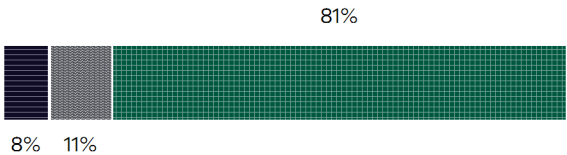
Victorian Public Sector Commission

VICTORIA State Government
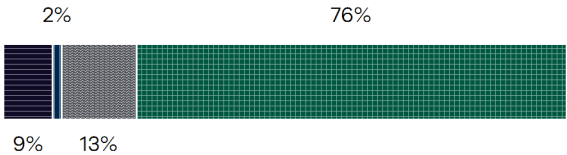
Public sector values

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.
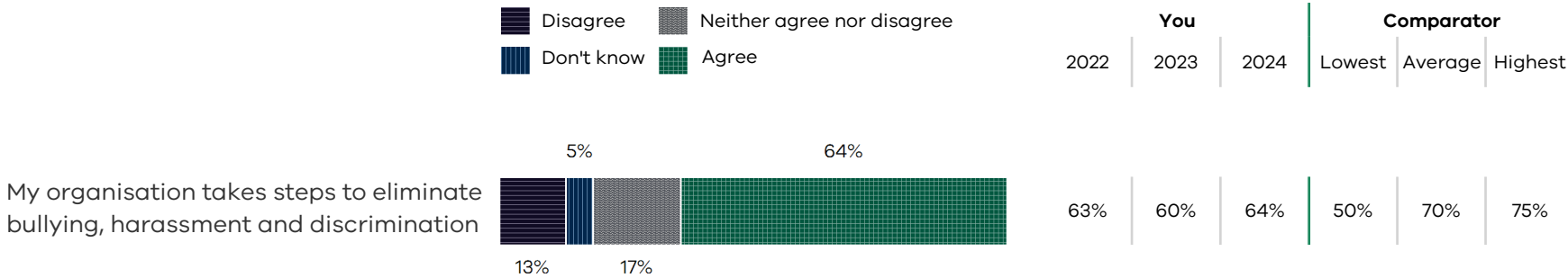
Example

64% 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

	Disagree		Neither agree nor disagree
	Don't know		Agree

My organisation takes steps to eliminate bullying, harassment and discrimination

5% 64%

13% 17%

Benchmark agree results

	You			Comparator		
2022	2023	2024	Lowest	Average	Highest
63%	60%	64%	50%	70%	75%

Victorian Public Sector Commission

VICTORIA State Government

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

80% of your staff who did the survey agreed or strongly agreed with 'My manager models my organisation's values'.
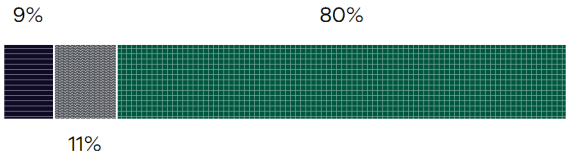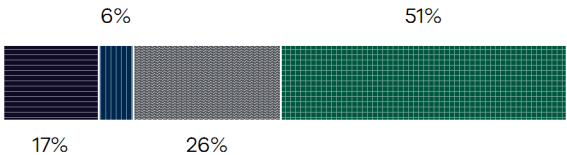
Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree

Survey question	Your results		You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
My manager models my organisation's values	Disagree 9%, Neither 11%, Agree 80%		75%	75%	80%	71%	81%	88%
Senior leaders model my organisation's values	Disagree 17%, Don't know 6%, Neither 26%, Agree 51%		51%	47%	51%	32%	60%	72%

Public sector values

Human rights

What is this

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

Why this is important

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

How to read this

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

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

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

Example

77% 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'.
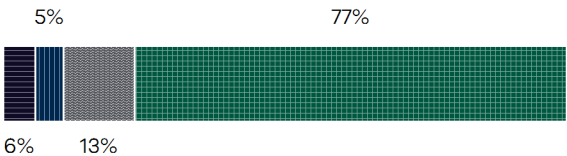
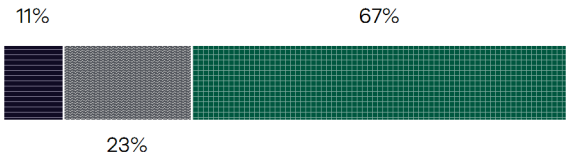Legend: ■ Disagree | ▦ Neither agree nor disagree | ▮ Don't know | ▨ Agree

Survey question		You 2022	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
My organisation encourages employees to act in ways that are consistent with human rights	5% / 6% / 13% / 77%	79%	76%	77%	68%	83%	89%
I understand how the Charter of Human Rights and Responsibilities applies to my work	11% / 23% / 67%	70%	68%	67%	73%	80%	89%

Victorian Public Sector Commission

VICTORIA State Government

People matter survey

2024

Have your say

Overview

Report overview

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

Result summary

People outcomes

- Scorecard: engagement index
- Engagement
- Scorecard: satisfaction, stress, intention to stay, inclusion
- Satisfaction
- Work-related stress levels
- Work-related stress causes
- Intention to stay

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Topical questions

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

Custom questions

- Questions requested by your organisation

Demographics

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

Topical questions

Topical questions

What is this

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

Why this is important

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

How to read this

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

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

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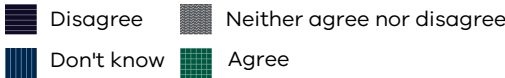
Example

72% of your staff who did the survey agreed or strongly agreed with 'I am proud to work in the public sector'.

Legend: Disagree | Neither agree nor disagree | Don't know | Agree

Survey question	Your results	You 2022	You 2023	You 2024	Comparator Lowest	Comparator Average	Comparator Highest
I am proud to work in the public sector	6% / 21% / 72%	Not asked	Not asked	72%	62%	75%	79%
I understand how the Code of Conduct for Victorian public sector employees applies to my work	4% / 8% / 18% / 70%	Not asked	74%	70%	76%	84%	92%

Victorian Public Sector Commission

VICTORIA State Government

People matter survey

2024

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Custom questions

What is this

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

Why this is important

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

How to read this

The table shows you responses to the question 'When did you last receive feedback from your manager?'.

Example

34% of staff who did the survey responded 'In the past week' to the question.

When did you last receive feedback from your manager?	You 2023	You 2024
In the past week	32%	34%
In the past month	25%	25%
More than a year ago or not at all	17%	15%
This year	15%	15%
Today	11%	11%

Custom questions

What is this

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

Why this is important

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

How to read this

The table shows you responses to the question 'Which of MP's values do you see demonstrated the most'.

Example

42% of staff who did the survey responded 'Welcoming' to the question.

Which of MP's values do you see demonstrated the most	You 2024
Welcoming	42%
Collaborative	31%
Accountable	14%
Curious	13%

Custom questions

What is this

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

Why this is important

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

How to read this

The table shows you responses to the question 'Have you observed efforts to improve Melbourne Polytechnic's Culture in 2024?'.

Example

49% of staff who did the survey responded 'Yes' to the question.

Have you observed efforts to improve Melbourne Polytechnic's Culture in 2024?	You 2024
Yes	49%
Unsure	29%
No	22%

People matter survey
2024

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- Caring

Victorian Public Sector Commission

VICTORIA State Government

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	83	14%
35-54 years	254	44%
55+ years	166	29%
Prefer not to say	77	13%

Gender	(n)	%
Woman	294	51%
Man	207	36%
Prefer not to say	68	12%
Non-binary and I use a different term	11	2%

Are you trans, non-binary or gender diverse?	(n)	%
Yes	10	2%
No	503	87%
Prefer not to say	67	12%

To your knowledge, do you have innate variation(s) of sex characteristics (often called intersex)?	(n)	%
Yes	0	0%
No	498	86%
Don't know	20	3%
Prefer not to say	62	11%

How do you describe your sexual orientation?	(n)	%
Straight (heterosexual)	417	72%
Prefer not to say	103	18%
Bisexual	17	3%
Gay or lesbian	14	2%
Don't know	9	2%
Pansexual	9	2%
I use a different term	7	1%
Asexual	4	1%

Demographics

Aboriginal and/or Torres Strait Islander employees

What is this

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

Why this is important

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

How to read this

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

How we protect anonymity and privacy

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

Aboriginal and/or Torres Strait Islander	(n)	%
Yes	**5**	1%
Non Aboriginal and/or Torres Strait Islander	**535**	92%
Prefer not to say	**40**	7%

Demographics

Disability

What is this

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

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

How we protect anonymity and privacy

- 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.

Are you a person with disability?	(n)	%
Yes	47	8%
No	488	84%
Prefer not to say	45	8%

Have you shared your disability information within your organisation (e.g. to your manager or Human Resources staff)?	(n)	%
Yes	28	60%
No	16	34%
Prefer not to say	3	6%

Which statement most accurately reflects your decision not to share your disability information within your organisation?	(n)	%
I feel that sharing my disability information will reflect negatively on me	6	38%
I do not require any adjustments to be made to perform my role	4	25%
My disability does not impact on my ability to perform my role	4	25%
Other	2	13%

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

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

Country of birth	(n)	%
Born in Australia	**364**	63%
Not born in Australia	**126**	22%
Prefer not to say	**90**	16%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Other	**37**	25%
Italian	**23**	16%
Hindi	**18**	12%
Mandarin	**13**	9%
Auslan	**11**	7%
Spanish	**10**	7%
Cantonese	**9**	6%
Punjabi	**8**	5%
Arabic	**8**	5%
Tamil	**6**	4%
Greek	**6**	4%
Vietnamese	**5**	3%

Language other than English spoken with family or community	(n)	%
Yes	**147**	25%
No	**358**	62%
Prefer not to say	**75**	13%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Sinhalese	**4**	3%
Urdu	**4**	3%
Turkish	**3**	2%
Tagalog	**2**	1%
Filipino	**2**	1%
Persian	**2**	1%
Macedonian	**2**	1%
Gujarati	**1**	1%
Telugu	**1**	1%
Malayalam	**1**	1%
Australian Indigenous Language	**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.
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Cultural identity	(n)	%
Australian	356	61%
Prefer not to say	77	13%
European (including Western, Eastern and South-Eastern European, and Scandinavian)	64	11%
English, Irish, Scottish and/or Welsh	46	8%
East and/or South-East Asian	30	5%
South Asian	27	5%
Other	22	4%
Middle Eastern	10	2%
Aboriginal and/or Torres Strait Islander	7	1%
New Zealander	7	1%
Central and/or South American	5	1%
Central Asian	5	1%
African	4	1%
North American	4	1%
Pacific Islander	1	0%
Maori	1	0%

Religion	(n)	%
No religion	267	46%
Christianity	144	25%
Prefer not to say	94	16%
Other	24	4%
Hinduism	18	3%
Islam	15	3%
Buddhism	10	2%
Judaism	4	1%
Sikhism	4	1%

Victorian Public Sector Commission

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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.

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Working arrangement	(n)	%
Full-Time	423	73%
Part-Time	157	27%

Gross base salary (ongoing/fixed term only)	(n)	%
Below $80k	165	30%
$80k to $120k	230	42%
$120k to $160k	57	11%
$160k to $200k	12	2%
$200k or more	4	1%
Prefer not to say	74	14%

Organisational tenure	(n)	%
<1 year	68	12%
1 to less than 2 years	68	12%
2 to less than 5 years	94	16%
5 to less than 10 years	170	29%
10 to less than 20 years	124	21%
More than 20 years	56	10%

Management responsibility	(n)	%
Non-manager	431	74%
Other manager	107	18%
Manager of other manager(s)	42	7%

Employment type	(n)	%
Ongoing and executive	450	78%
Fixed term	69	12%
Other	61	11%

Frontline worker	(n)	%
No	336	58%
Yes	244	42%

Demographics

Employment characteristics 2 of 2

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Primary workplace location over the last 3 months	(n)	%
Melbourne: Suburbs	544	94%
Melbourne CBD	16	3%
Rural	8	1%
Large regional city	8	1%
Other	4	1%

What have been your main places of work over the last 3-months?	(n)	%
Your employer's office	419	72%
A frontline or service delivery location	117	20%
Home or private location	167	29%
A shared office space (where two or more organisations share the same workspace)	51	9%
Isolated or remote location/s where access to communications and help from others is difficult	5	1%
Other	24	4%

Flexible work	(n)	%
Working from an alternative location (e.g. home, hub/shared work space)	292	50%
I do not use any flexible work arrangements	176	30%
Flexible start and finish times	147	25%
Part-time	77	13%
Working more hours over fewer days	31	5%
Using leave (including annual leave, long-service leave, personal leave, leave without pay and/or personal leave) to work flexible hours	25	4%
Other	16	3%
Shift swap	10	2%
Purchased leave	10	2%
Study leave	9	2%
Job sharing	2	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.

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Have you requested any of the following adjustments at work?	(n)	%
No, I have not requested adjustments	339	58%
Flexible working arrangements	194	33%
Physical modifications or improvements to the workplace	57	10%
Job redesign or role sharing	14	2%
Career development support strategies	13	2%
Accessible communications technologies	7	1%
Other	6	1%

Why did you make this request?	(n)	%
Work-life balance	127	53%
Health	66	27%
Caring responsibilities	61	25%
Family responsibilities	60	25%
Other	22	9%
Study commitments	16	7%
Disability	14	6%

What was your experience with making this request?	(n)	%
The adjustments I needed were made and the process was satisfactory	184	76%
The adjustments I needed were not made	33	14%
The adjustments I needed were made but the process was unsatisfactory	24	10%

Demographics

Caring

What is this

These are staff-reported caring responsibilities.

Why this is important

This shows organisations what caring responsibilities their staff have.

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Caring responsibilities	(n)	%
None of the above	**219**	38%
Secondary school aged child(ren)	**112**	19%
Primary school aged child(ren)	**90**	16%
Prefer not to say	**72**	12%
Frail or aged person(s)	**67**	12%
Child(ren) - younger than preschool age	**36**	6%
Person(s) with a medical condition	**32**	6%
Person(s) with a mental illness	**29**	5%
Preschool aged child(ren)	**27**	5%
Person(s) with disability	**21**	4%
Other	**18**	3%

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