People matter survey wellbeing check 2022

Have your say

Victorian Public Sector Commission

VICTORIA State Government

People matter survey wellbeing check 2022

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Report overview

About your report

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

Report contents

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

Comparing data in this report

Your organisation took part in the survey in 2021 but not 2020.

This means you'll be able to compare about 77% 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: People matter survey 2022 (DOCX, 55 pages) to see how we asked questions and defined concepts in the 2022 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 results when fewer than 10 people in a work group have responded to the survey
- don't release employee opinion results for demographic groups where organisations have fewer than 30 responses in total
- don't link the free-text comment reporting to any other survey information

Read more in our privacy policy.

Report overview

Survey's theoretical framework

What this is

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

Why this is important

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

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

Our public sector values

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

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

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

Senior leadership → **Organisation climate** → **Workgroup climate** → **Job and manager** → **Outcomes**

Senior leadership	Organisation climate	Workgroup climate	Job and manager	Outcomes
• Lead the organisation • Set the culture • Lead by example • Actions influence outcomes	• Organisational integrity • Safety climate • Patient safety climate • Collaboration	• Quality service delivery • Innovation • Workgroup support • Safe to speak up	• Manager leadership • Manager support • Workload • Learning and development • Job enrichment • Meaningful work • Flexible working	• 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'.

Albury Wodonga Health

Bairnsdale Regional Health Service

Barwon Health

Bendigo Health Care Group

Central Gippsland Health Service

Echuca Regional Health

Grampians Health

Latrobe Regional Hospital

Mildura Base Public Hospital

Northeast Health Wangaratta

South West Healthcare

Swan Hill District Health

West Gippsland Healthcare Group

Western District Health Service

Report overview

Your response rate

What this is

This is how many staff in your organisation did the survey in 2022.

Why this is important

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

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

For example, if only 25 people did the survey, 1 person would account for 4% of any result.

In this example, if your survey result and comparator group result or previous survey result are within 4% of each other, there is very little difference in the results.

How to read this

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

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

2021		2022	
36% (791)		36% (863)	
Comparator	27%	Comparator	34%
Public Sector	39%	Public Sector	42%

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People outcomes

Scorecard: employee engagement index

What this is

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

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

The weightings for each engagement response are:

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

Why this is important

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

2021	
69	
Comparator	67
Public Sector	70

2022	
63	
Comparator	65
Public Sector	68

People outcomes

Engagement question results 1 of 2

What this is

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

Your organisation's engagement index

Your 2022 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.
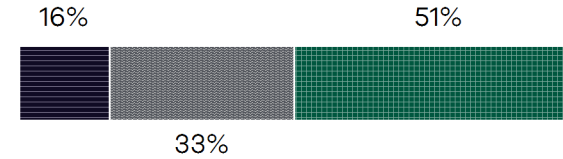
Example

62% 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				
			You		**Comparator**		
	Disagree / Neither agree nor disagree / Agree		2021	2022	Lowest	Average	Highest
I am proud to tell others I work for my organisation	15% / 23% / 62%		75 %	62 %	50 %	68 %	76 %
I would recommend my organisation as a good place to work	18% / 24% / 58%		72 %	58 %	46 %	63 %	70 %
My organisation inspires me to do the best in my job	14% / 30% / 55%		65 %	55 %	41 %	56 %	67 %
My organisation motivates me to help achieve its objectives	15% / 30% / 55%		64 %	55 %	41 %	55 %	65 %
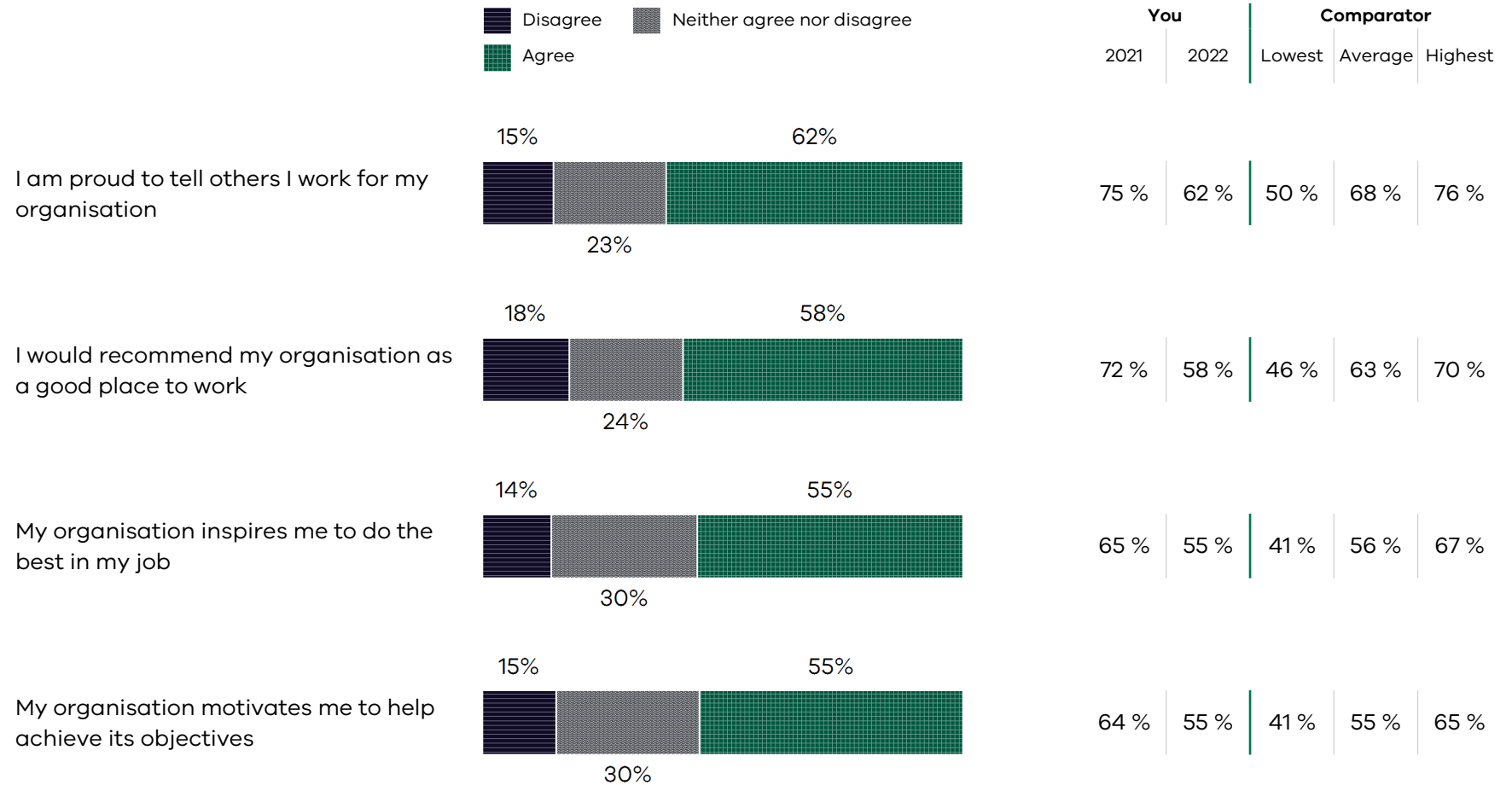
People outcomes

Engagement question results 2 of 2

What this is

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

Your organisation's engagement index

Your 2022 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

51% of your staff who did the survey agreed or strongly agreed with 'I feel a strong personal attachment to my organisation'.

Survey question	Your results					

Legend: ■ Disagree ▨ Neither agree nor disagree ▦ Agree

Benchmark agree results

	You		Comparator		
	2021	2022	Lowest	Average	Highest
I feel a strong personal attachment to my organisation	61 %	51 %	40 %	54 %	63 %

Your results: 16% Disagree | 33% Neither agree nor disagree | 51% Agree
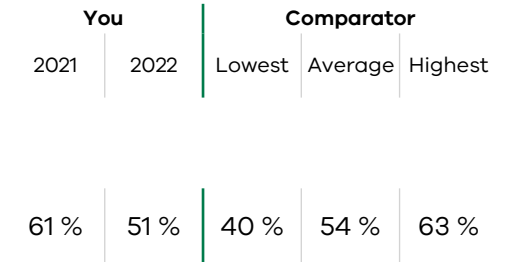
People outcomes

Scorecard: satisfaction, stress, intention to stay, inclusion

What this is

This scorecard provides overall results for satisfaction, high to severe work-related stress, intention to stay and inclusion.

There are more people outcomes scorecards throughout this report.

Why this is important

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

How to read this

Each label represents a group of questions in the survey about people outcomes.

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

Example

In 2022:

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

Compared to:

- 75% of staff at your comparator and 77% of staff across the public sector.
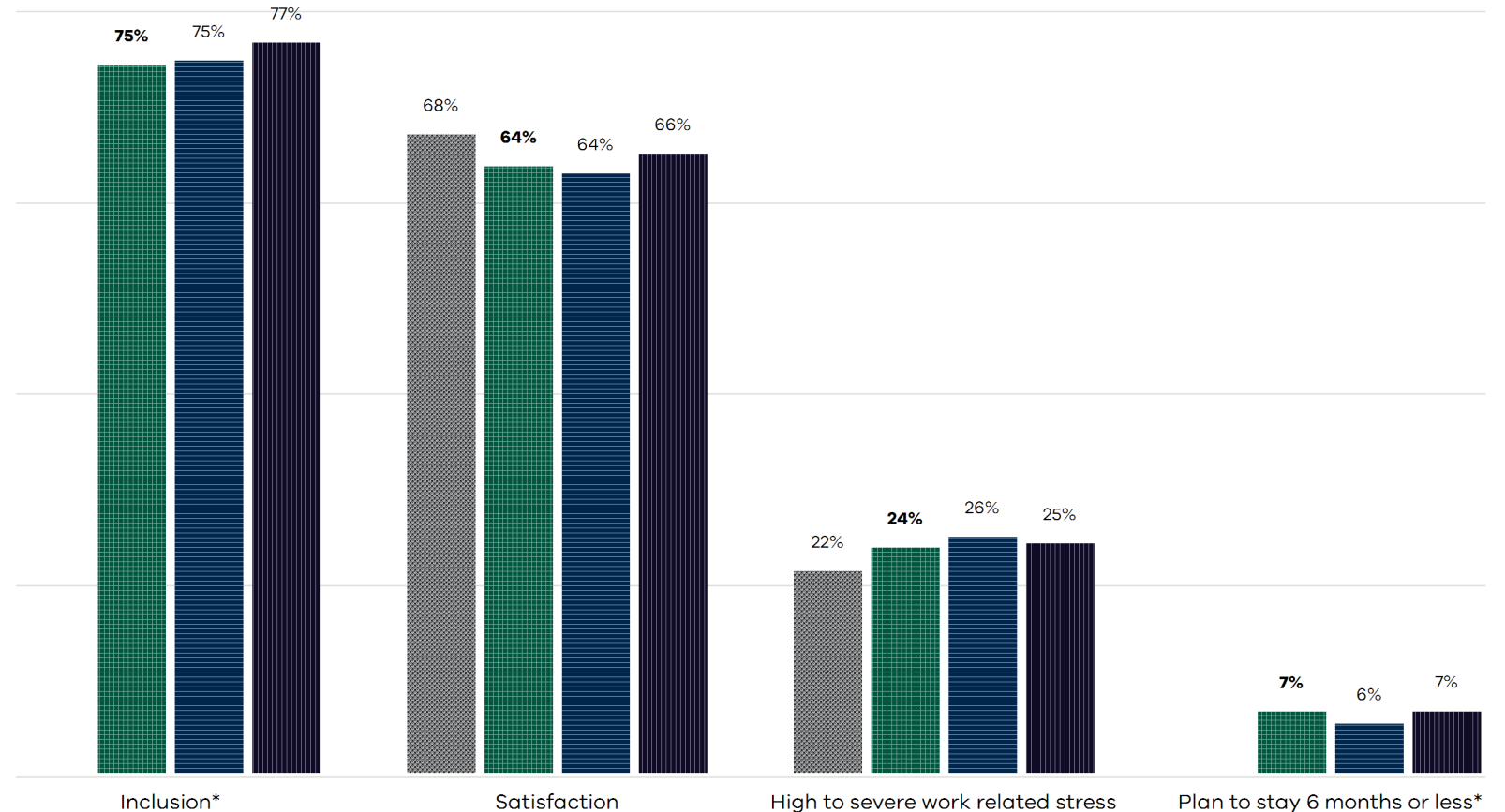
*We can't compare some data here because one or more questions were not asked in a previous survey

Legend: You 2021 | You 2022 | Comparator 2022 | Public sector 2022

Chart data:

	You 2021	You 2022	Comparator 2022	Public sector 2022
Inclusion*		75%	75%	77%
Satisfaction	68%	64%	64%	66%
High to severe work related stress	22%	24%	26%	25%
Plan to stay 6 months or less*		7%	6%	7%

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People outcomes

Satisfaction question results

What this is

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

Why this is important

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

How to read this

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

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

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

Example

68% of your staff who did the survey were satisfied or very satisfied with 'Considering everything, how satisfied are you with your current job'.
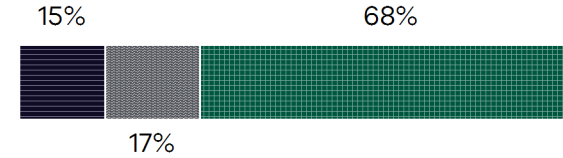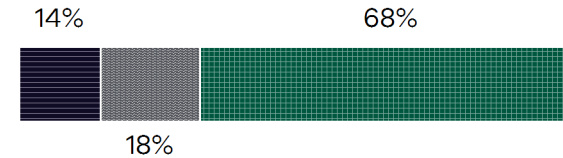
Survey question	Your results			Benchmark satisfied results				
				You		**Comparator**		
				2021	2022	Lowest	Average	Highest
Considering everything, how satisfied are you with your current job	15%	17%	68%	72 %	68 %	61 %	69 %	79 %
How satisfied are you with the work/life balance in your current job	14%	18%	68%	70 %	68 %	52 %	64 %	72 %
How satisfied are you with your career development within your current organisation	18%	25%	57%	60 %	57 %	45 %	58 %	69 %
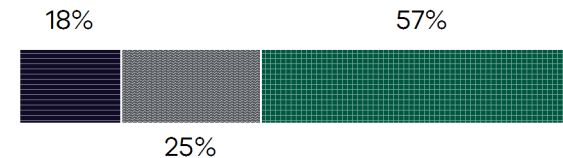
Legend: Dissatisfied / Neither satisfied nor dissatisfied / Satisfied

People outcomes

Work-related stress levels

What this is

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

Why this is important

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

How to read this

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

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

The numbers below show the percentage of staff in your organisation who said they experienced high to severe stress in 2022 compared to 2021 and your comparator.

Example

24% of your staff who did the survey said they had high to severe stress in 2022. This is compared to 26% of staff in your comparator group and 25% of staff across the public sector.

How would you rate your current level of work-related stress? (You 2022)

Nil	10%
Low / mild	33%
Moderate	33%
High	13%
Very high	8%
Severe	3%
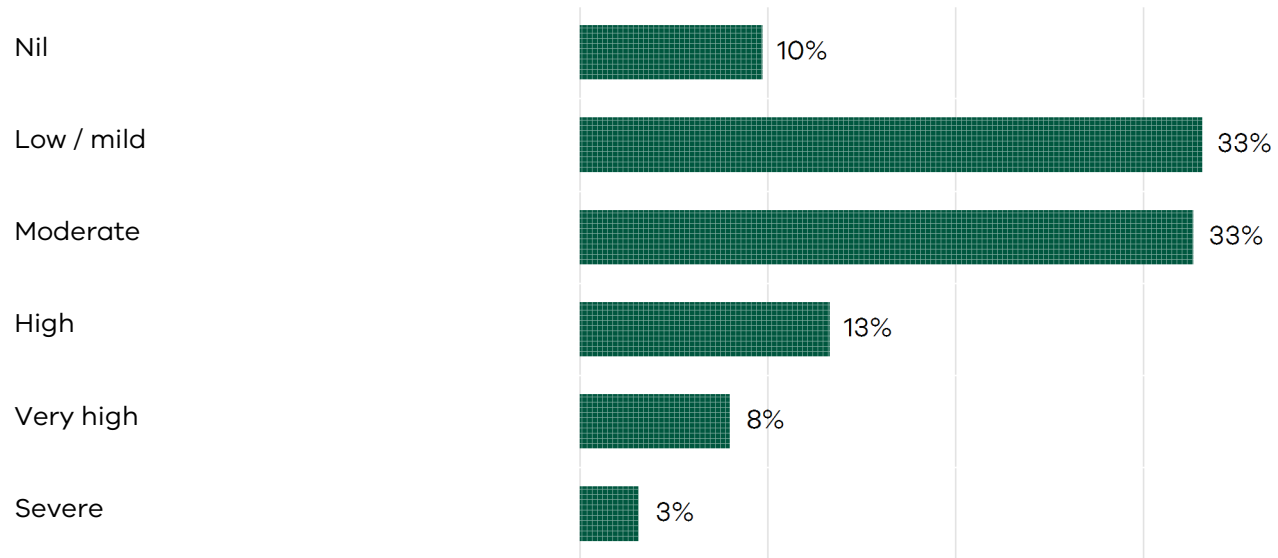
Reported levels of high to severe stress

2021		2022	
22%		**24%**	
Comparator	26%	Comparator	26%
Public Sector	26%	Public Sector	25%
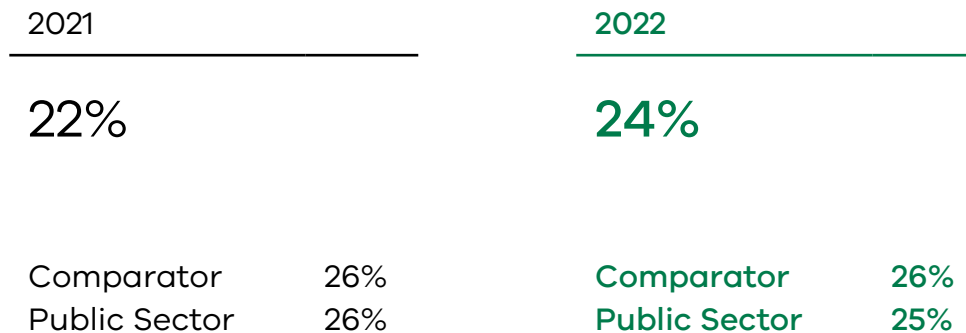
People outcomes

Work-related stress causes

What this is

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

Why this is important

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

How to read this

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

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

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

Example

90% of your staff who did the survey said they experienced mild to severe stress.

Of that 90%, 53% said the top reason was 'Workload'.

779	84
90%	10%

■ Experienced some work-related stress   ▨ Did not experience some work-related stress
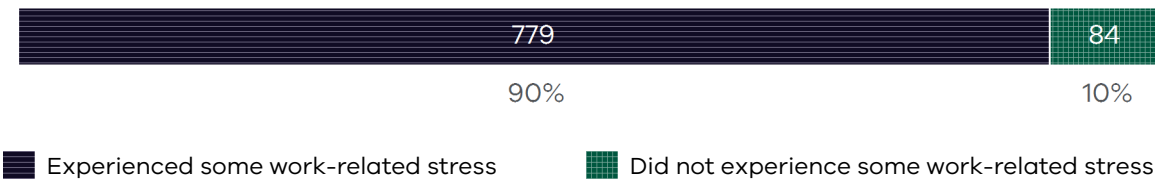
Of those that experienced work related stress it was from …	You 2021	You 2022	Comparator 2022	Public sector 2022
Workload	57%	53%	57%	53%
Time pressure	44%	39%	43%	43%
Dealing with clients, patients or stakeholders	14%	16%	16%	15%
Social environment (e.g. relationships with colleagues, manager and/or senior leaders)	16%	16%	13%	11%
Competing home and work responsibilities	12%	15%	15%	15%
Management of work (e.g. supervision, training, information, support)	13%	13%	13%	13%
Content, variety, or difficulty of work	11%	11%	11%	11%
Incivility, bullying, harassment or discrimination	11%	11%	9%	6%
Other	11%	10%	10%	9%
Other changes due to COVID-19	13%	9%	9%	8%

People outcomes

Intention to stay

What this is

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

Why this is important

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

How to read this

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

Example

8% of your staff who did the survey said they intended to work for your organisation for Over 6 months and up to 1 year.

Employees plan to work at your organisation for ...	You 2022	Comparator 2022	Public sector 2022
6 months or less	7%	6%	7%
Over 6 months and up to 1 year	8%	8%	10%
Over 1 year and up to 3 years	21%	20%	23%
Over 3 years and up to 5 years	14%	15%	16%
Over 5 years	50%	50%	44%

People outcomes

Inclusion question results

What this is

This is how included staff feel in their workplace.

Why this is important

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

How to read this

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

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

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

Example

80% of your staff who did the survey agreed or strongly agreed with 'I can be myself at work'.

| Survey question | Your results | Benchmark agree results |

Legend: ■ Disagree ▨ Neither agree nor disagree ▩ Agree
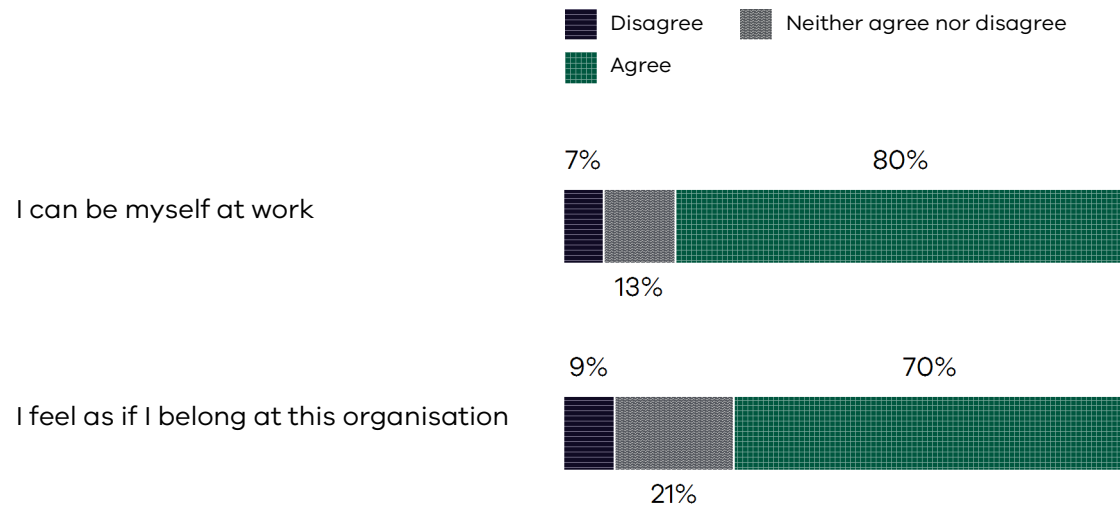
Survey question		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I can be myself at work	7% / 13% / 80%	Not asked	80 %	73 %	80 %	87 %
I feel as if I belong at this organisation	9% / 21% / 70%	Not asked	70 %	62 %	70 %	80 %

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People outcomes

Inclusion - Barriers to success

What this is

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

Why this is important

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

How to read this

In the survey, we ask staff to tell us if they have experienced any barriers to their success at work and what those barriers were. They can select more than one barrier.

In descending order, the table shows to 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 age'.

Staff who experienced one or more barriers to success at work

227	636
26%	74%

■ Experienced barriers   ▦ Did not experience barriers
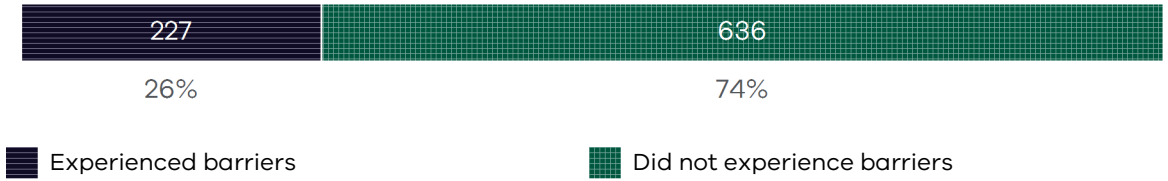
During the last 12 months, employees experienced barriers to their success due to ...	You 2022	Comparator 2022	Public sector 2022
My age	8%	7%	8%
My mental health	6%	7%	7%
My caring responsibilities	6%	8%	7%
My physical health	5%	5%	4%
Other	4%	5%	5%
My sex	3%	3%	4%
My cultural background	3%	2%	3%
My race	2%	1%	1%
My physical features	2%	1%	1%
My disability	1%	1%	1%

People outcomes

Scorecard: emotional effects of work

What this is

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

Why this is important

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

How to read this

Each label represents a question in the survey about emotional effects of work.

Each result is the percentage of staff who said they often, very often or always felt happy, enthusiastic, worried or miserable in the past 3 months.

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

Example

In 2022:

- 52% of your staff who did the survey said work made them feel happy in 2022, which is down from 57% in 2021

Compared to:

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

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

Chart legend: You 2021, You 2022, Comparator 2022, Public sector 2022

	You 2021	You 2022	Comparator 2022	Public sector 2022
Happy	57%	52%	54%	54%
Enthusiastic	53%	42%	45%	48%
Worried	35%	34%	36%	33%
Miserable	19%	24%	23%	19%
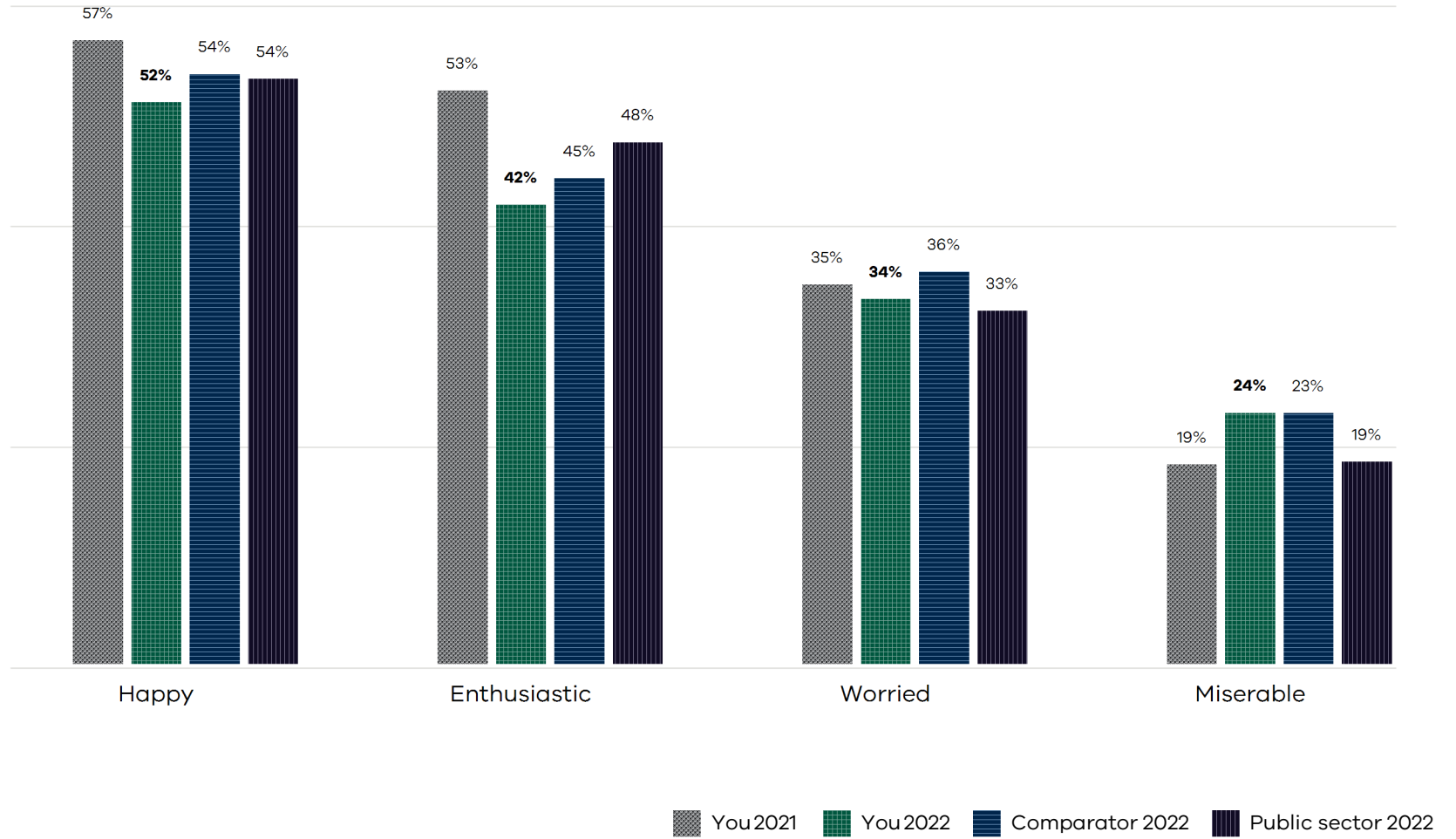
People outcomes

Scorecard: negative behaviours

What this is

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

Why this is important

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

How to read this

Each label represents a question in the survey about negative behaviour.

Each result is the percentage of staff who said they experienced bullying, sexual harassment, discrimination or violence and aggression in the past 12 months.

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

Example

In 2022:

- 28% of your staff who did the survey stated they experienced 'Violence or aggression' in the last 12 months which is down from 28% in 2021.

Compared to:

- 32% of staff at your comparator and 18% of staff across the public sector.

Legend: You 2021 | You 2022 | Comparator 2022 | Public sector 2022

Violence or aggression: 28%, 28%, 32%, 18%
Bullying: 20%, 20%, 19%, 13%
Discrimination: 5%, 6%, 6%, 5%
Sexual harassment: 5%, 6%, 8%, 5%
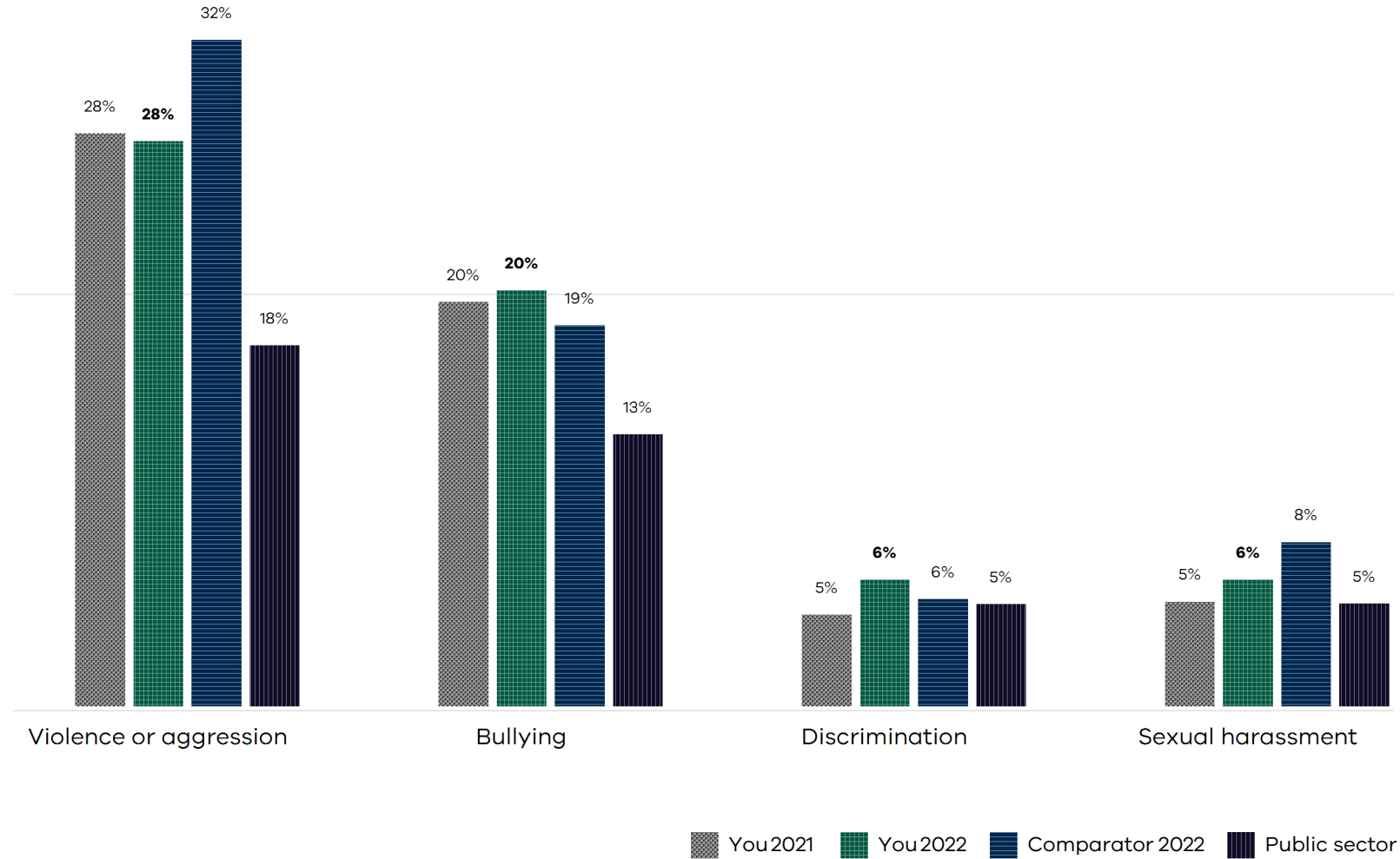
People outcomes

Bullying

What this is

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

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

20% of your staff who did the survey said they experienced bullying.

Of that 20%, 76% 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?	176	592	95
	20%	69%	11%

■ Experienced bullying   ▨ Did not experience bullying   ▨ Not sure
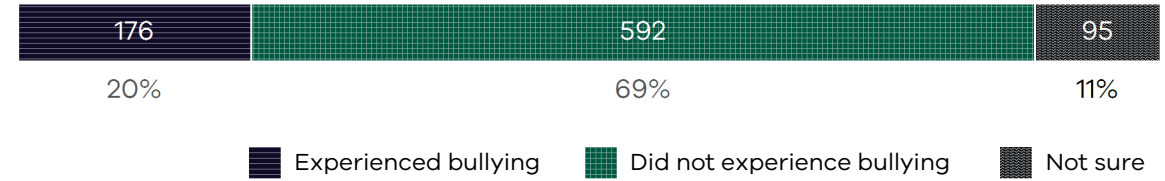
If you experienced bullying, what type of bullying did you experience?	You 2021	You 2022	Comparator 2022	Public sector 2022
Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)	65%	76%	70%	70%
Exclusion or isolation	40%	45%	40%	42%
Withholding essential information for me to do my job	22%	34%	25%	28%
Intimidation and/or threats	33%	28%	34%	31%
Verbal abuse	22%	18%	23%	20%
Other	18%	12%	14%	15%
Being assigned meaningless tasks unrelated to the job	4%	7%	11%	12%
Interference with my personal property and/or work equipment	5%	7%	4%	4%
Being given impossible assignment(s)	8%	5%	7%	9%

People outcomes

Telling someone about the bullying

What this is

This is if staff told someone when they experienced bullying.

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

20% of your staff who did the survey said they experienced bullying, of which

- 57% said the top way they reported the bullying was 'Told a manager'.

- 85% said they didn't submit a formal complaint.

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

176	592	95
20%	69%	11%

■ Experienced bullying ▨ Did not experience bullying ▨ Not sure
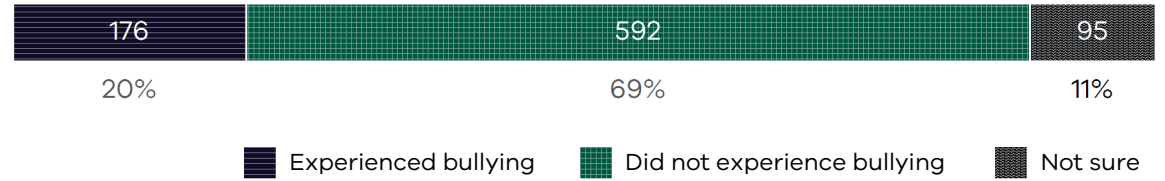
Did you tell anyone about the bullying?	You 2021	You 2022	Comparator 2022	Public sector 2022
Told a manager	55%	57%	47%	48%
Told a colleague	34%	34%	43%	41%
Told a friend or family member	28%	26%	35%	36%
Told someone else	10%	18%	11%	12%
Told the person the behaviour was not OK	22%	16%	16%	17%
Submitted a formal complaint	10%	15%	11%	11%
I did not tell anyone about the bullying	12%	13%	12%	12%
Told Human Resources	9%	13%	12%	12%
Told employee assistance program (EAP) or peer support	6%	6%	7%	9%

People outcomes

Bullying - reasons for not submitting a formal complaint

What this is

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

Why this is important

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

How to read this

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

Example

85% of your staff who experienced bullying did not submit a formal complaint, of which:

- 59% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal complaint?

26	150
15%	85%
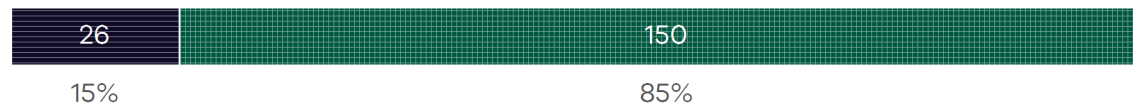
■ Submitted formal complaint   ■ Did not submit a formal complaint

What was your reason for not submitting a formal complaint?	You 2021	You 2022	Comparator 2022	Public sector 2022
I didn't think it would make a difference	54%	59%	55%	52%
I believed there would be negative consequences for my reputation	49%	47%	47%	49%
I believed there would be negative consequences for my career	32%	31%	29%	37%
I didn't feel safe to report the incident	14%	17%	16%	18%
I didn't think it was serious enough	14%	11%	15%	16%
I believed there would be negative consequences for the person I was going to complain about	10%	11%	7%	9%
Other	14%	9%	11%	11%
I thought the complaint process would be embarrassing or difficult	9%	7%	10%	12%
I didn't know how to make a complaint	2%	5%	4%	5%
I didn't know who to talk to	4%	4%	4%	5%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Perpetrators of bullying

What this is

This is who staff have said are responsible for bullying.

Why this is important

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

How to read this

In this year's survey, 20% of your staff said they experienced bullying.

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

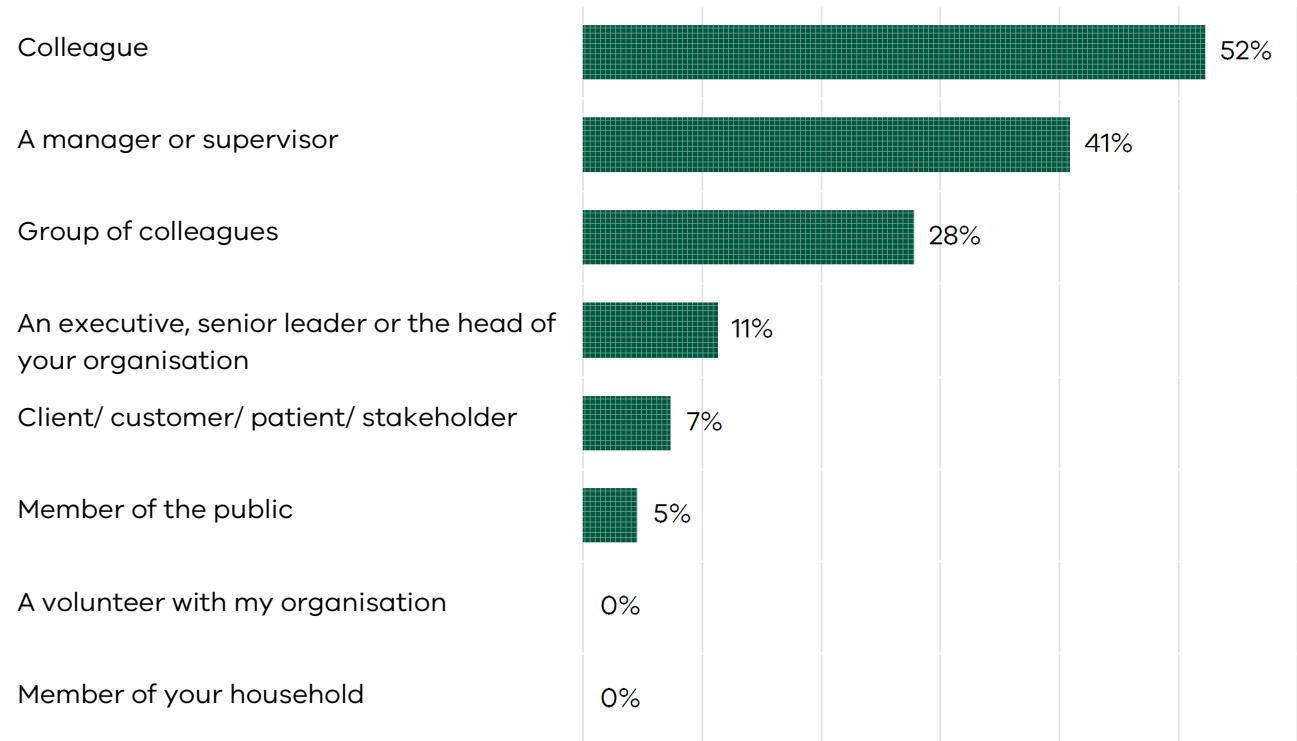In descending order, the bar chart shows the perpetrators with the largest number of responses.

Each row is one perpetrator or group of perpetrators.

Example

20% of your staff who did the survey said they experienced bullying.

Of that 20%, 52% said it was by 'Colleague'.

176 people (20% of staff) experienced bullying (You 2022)

Perpetrator	Percentage
Colleague	52%
A manager or supervisor	41%
Group of colleagues	28%
An executive, senior leader or the head of your organisation	11%
Client/ customer/ patient/ stakeholder	7%
Member of the public	5%
A volunteer with my organisation	0%
Member of your household	0%

People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

In this year's survey, 20% 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

20% of your staff who did the survey said they experienced bullying.

Of that 20%, 99% said it was by someone within the organisation.

Of that 99%, 67% said it was 'They were in my workgroup'.

174 people (99% of staff who experienced bullying) experienced bullying from within your organisation (You 2022)

They were in my workgroup	67%
They were my immediate manager or supervisor	32%
They were outside my workgroup	14%
They were someone I supervise or manage	7%
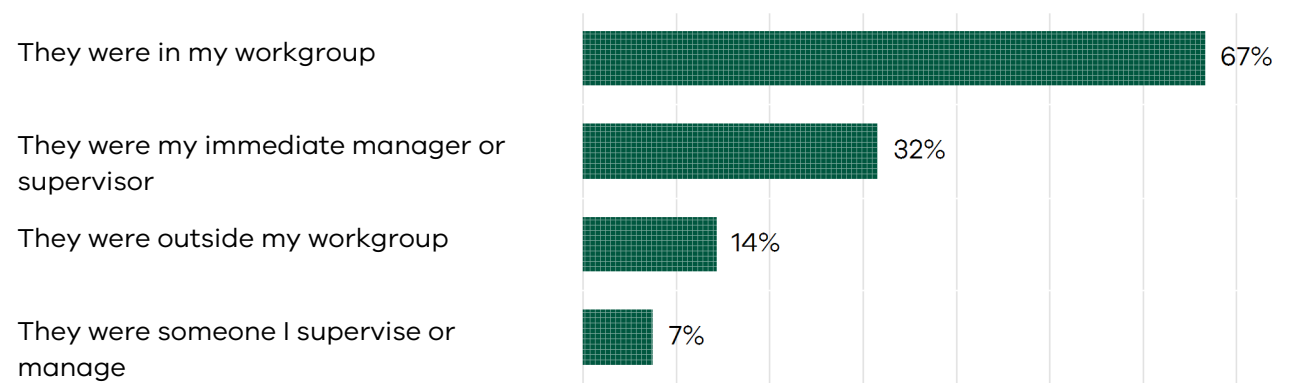
People outcomes

Sexual harassment

What this is

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

Why this is important

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

How to read this

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

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

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

Example

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

Of those, 59% said the top type was 'Intrusive questions about your private life or comments about your physical appearance'.

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

56	807
6%	94%

- ■ Experienced sexual harassment
- ▦ Did not experience sexual harassment
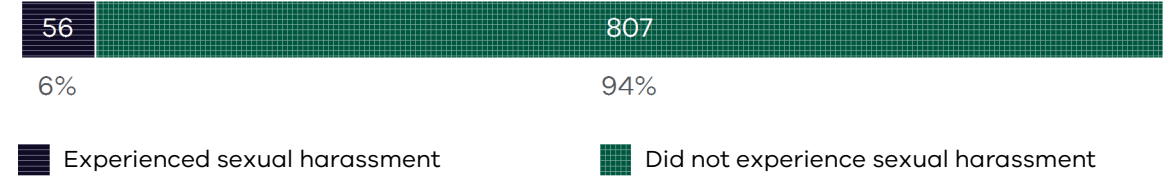
Behaviours reported	You 2021	You 2022	Comparator 2022	Public sector 2022
Intrusive questions about your private life or comments about your physical appearance	51%	59%	48%	48%
Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)	60%	48%	59%	53%
Inappropriate physical contact (including momentary or brief physical contact)	14%	25%	23%	20%
Inappropriate staring or leering that made you feel intimidated	19%	14%	17%	16%
Unwelcome touching, hugging, cornering or kissing	5%	11%	22%	16%
Sexual gestures, indecent exposure or inappropriate display of the body	5%	7%	10%	8%
Repeated or inappropriate invitations to go out on dates	2%	5%	4%	4%
Repeated or inappropriate advances on email, social networking websites or internet chat rooms by a work colleague	2%	4%	1%	2%
Any other unwelcome conduct of a sexual nature	5%	2%	8%	7%
Request or pressure for sex or other sexual acts	0%	0%	2%	2%

People outcomes

Response to sexual harassment

What this is

This is how staff responded when they experienced sexual harassment.

Why this is important

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

How to read this

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

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

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

Example

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

Of those, 41% said their top response was 'Avoided the person(s) by staying away from them'.

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

56	807
6%	94%

■ Experienced sexual harassment   ▦ Did not experience sexual harassment
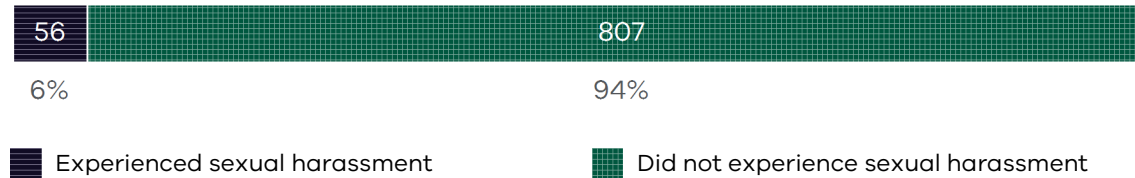
When the harassment happened to you, did you respond in any of the following ways?	You 2021	You 2022	Comparator 2022	Public sector 2022
Avoided the person(s) by staying away from them	33%	41%	33%	33%
Tried to laugh it off or forget about it	44%	41%	34%	36%
Pretended it didn't bother you	44%	36%	40%	41%
Told the person the behaviour was not OK	26%	34%	40%	33%
Told a colleague	33%	32%	31%	27%
Told a friend or family member	16%	23%	16%	20%
Told a manager	19%	16%	20%	20%
Avoided locations where the behaviour might occur	28%	14%	12%	12%
Submitted a formal complaint	5%	9%	5%	5%
Told someone else	5%	7%	5%	5%

People outcomes

Sexual harassment - reasons for not submitting a formal complaint

What this is

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

Why this is important

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

How to read this

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

Example

91% of your staff who experienced sexual harassment did not submit a formal complaint, of which:

- 55% said the top reason was 'I didn't think it was serious enough'.

Did you submit a formal complaint?
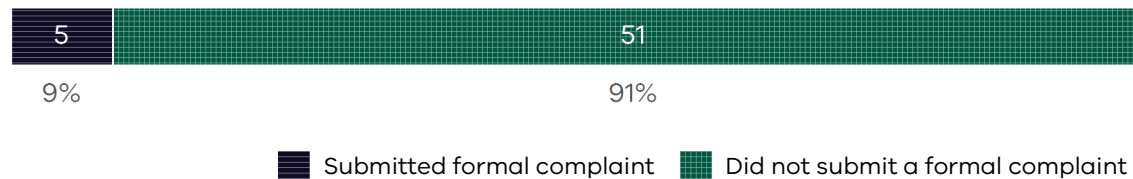
5	51
9%	91%

■ Submitted formal complaint ■ Did not submit a formal complaint

What was your reason for not submitting a formal complaint?	You 2021	You 2022	Comparator 2022	Public sector 2022
I didn't think it was serious enough	49%	55%	44%	46%
I didn't think it would make a difference	46%	45%	43%	40%
I believed there would be negative consequences for my reputation	22%	22%	20%	25%
I believed there would be negative consequences for my career	7%	16%	11%	17%
I didn't need to because I made the harassment stop	17%	14%	11%	11%
I didn't feel safe to report the incident	5%	10%	5%	7%
I didn't need to because I no longer had contact with the person(s) who harassed me	7%	8%	11%	9%
I thought the complaint process would be embarrassing or difficult	10%	8%	8%	10%
I believed there would be negative consequences for the person I was going to complain about	10%	6%	7%	10%
I didn't know how to make a complaint	5%	4%	3%	5%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Perpetrators of sexual harassment

What this is

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

Why this is important

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

How to read this

In this year's survey, 6% 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.
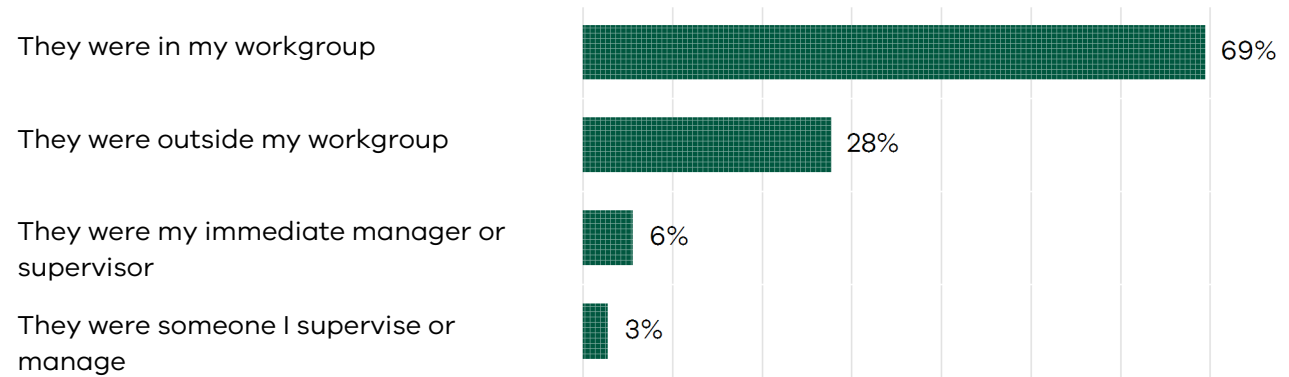
Each row is one perpetrator or group of perpetrators.

Example

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

Of that 6%, 45% said it was by 'Colleague'.

56 people (6% of staff) experienced sexual harassment (You2022)
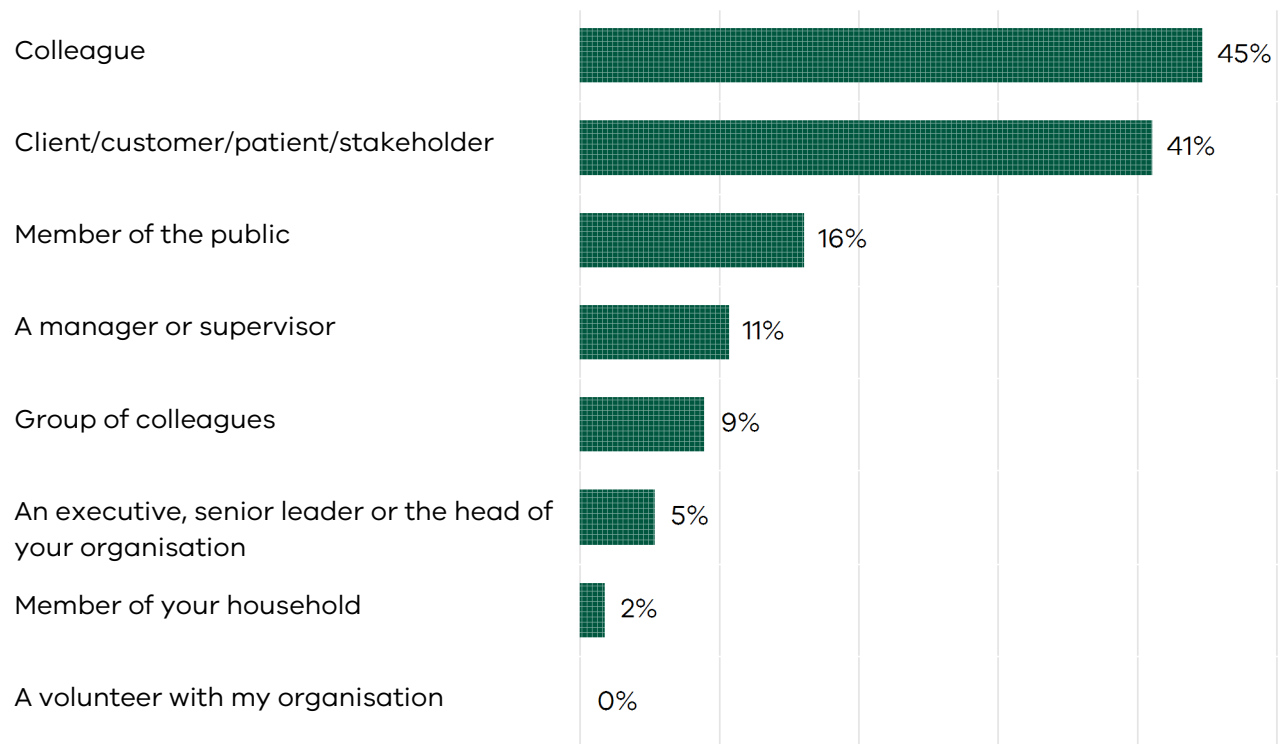
Perpetrator	Percentage
Colleague	45%
Client/customer/patient/stakeholder	41%
Member of the public	16%
A manager or supervisor	11%
Group of colleagues	9%
An executive, senior leader or the head of your organisation	5%
Member of your household	2%
A volunteer with my organisation	0%

People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

In this year's survey, 6% 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

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

Of that 6%, 64% said it was by someone within the organisation.

Of that 64%, 69% said it was 'They were in my workgroup'.

36 people (64% of staff who experienced harassment) experienced harassment from within your organisation (You 2022)

They were in my workgroup	69%
They were outside my workgroup	28%
They were my immediate manager or supervisor	6%
They were someone I supervise or manage	3%

People outcomes

Discrimination

What this is

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

Why this is important

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

How to read this

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

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

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

Example

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

Of that 6%, 34% said it was 'Age'.

Have you experienced discrimination at work?

56	710	97
6%	82%	11%

■ Experienced discrimination   ▦ Did not experience discrimination   ▨ Not sure
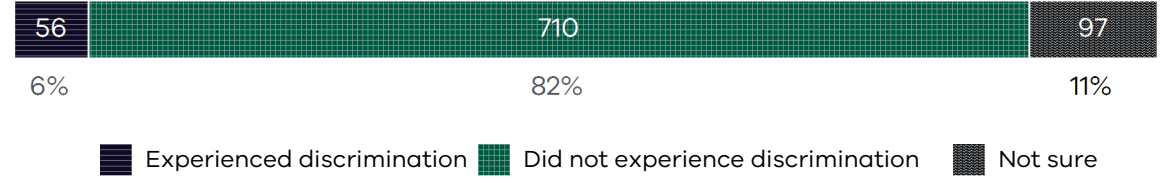
Why were you discriminated against?	You 2021	You 2022	Comparator 2022	Public sector 2022
Age	26%	34%	27%	28%
Employment activity	34%	30%	31%	30%
Race	26%	23%	13%	16%
Parent or carer status (including pregnancy and breastfeeding)	0%	18%	14%	13%

People outcomes

Type of discrimination

What this is

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

Why this is important

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

How to read this

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

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

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

Example

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

Of that 6%, 45% said it was 'Other'.

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

56	710	97
6%	82%	11%

■ Experienced discrimination ▦ Did not experience discrimination ▨ Not sure
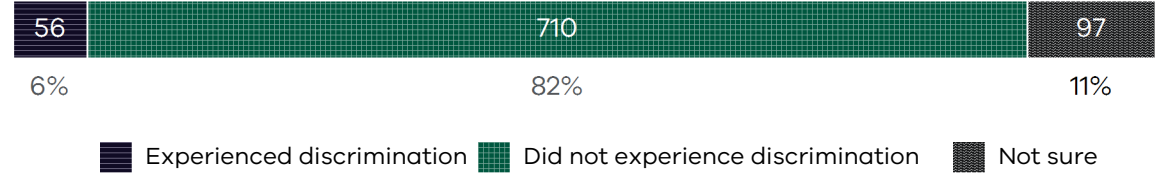
If you experienced discrimination, what type of discrimination did you experience?	You 2021	You 2022	Comparator 2022	Public sector 2022
Other	50%	45%	43%	39%
Denied flexible work arrangements or other adjustments	18%	30%	23%	22%
Opportunities for promotion	29%	27%	31%	36%
Opportunities for training	16%	23%	18%	22%
Opportunities for transfer/secondment	3%	13%	8%	12%
Access to leave	0%	11%	10%	9%
Pay or conditions offered by employer	8%	11%	11%	11%
Employment security - threats of dismissal or termination	8%	5%	11%	14%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Telling someone about the discrimination

What this is

This is who staff told about the discrimination they experienced.

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

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

- 32% said the top way they reported the discrimination was 'Told a friend or family member'.
- 84% said they didn't submit a formal complaint.

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

56	710	97
6%	82%	11%

■ Experienced discrimination ■ Did not experience discrimination ■ Not sure
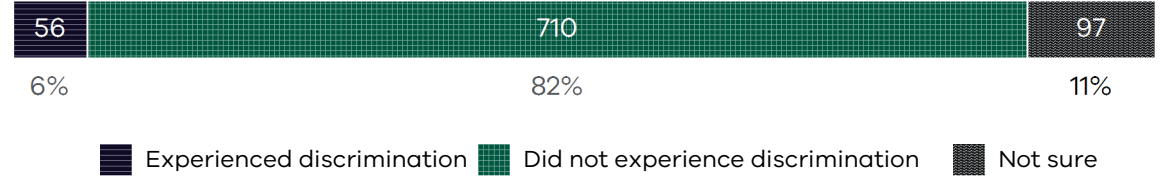
Did you tell anyone about the discrimination?	You 2021	You 2022	Comparator 2022	Public sector 2022
Told a friend or family member	45%	32%	32%	34%
Told a manager	26%	30%	24%	28%
I did not tell anyone about the discrimination	26%	27%	24%	24%
Told a colleague	32%	21%	39%	37%
Told Human Resources	3%	20%	12%	11%
Submitted a formal complaint	3%	16%	8%	8%
Told the person the behaviour was not OK	11%	11%	6%	9%
Told someone else	13%	9%	13%	14%
Told employee assistance program (EAP) or peer support	8%	5%	6%	8%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Discrimination - reasons for not submitting a formal complaint

What this is

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

Why this is important

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

How to read this

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

Example

84% of your staff who experienced discrimination did not submit a formal complaint, of which:

- 53% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal complaint?

9	47
16%	84%

■ Submitted formal complaint   ■ Did not submit a formal complaint
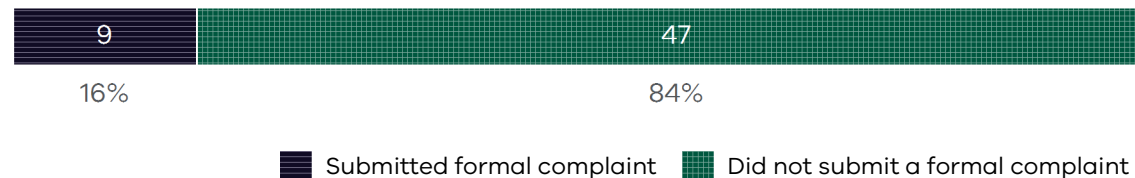
What was your reason for not submitting a formal complaint?	You 2021	You 2022	Comparator 2022	Public sector 2022
I didn't think it would make a difference	57%	53%	57%	59%
I believed there would be negative consequences for my reputation	59%	51%	42%	50%
I believed there would be negative consequences for my career	43%	38%	41%	49%
I didn't feel safe to report the incident	24%	19%	16%	19%
I believed there would be negative consequences for the person I was going to complain about	8%	15%	7%	8%
I thought the complaint process would be embarrassing or difficult	11%	15%	9%	12%
I didn't think it was serious enough	3%	11%	12%	13%
I didn't know who to talk to	3%	6%	5%	7%
I didn't need to because I no longer had contact with the person(s) who discriminated against me	0%	6%	4%	3%
Other	11%	4%	9%	8%

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Perpetrators of discrimination

What this is

This is who staff have said are responsible for discrimination.

Why this is important

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

How to read this

In this year's survey, 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%, 54% said it was by 'A manager or supervisor'.

56 people (6% of staff) experienced discrimination (You 2022)
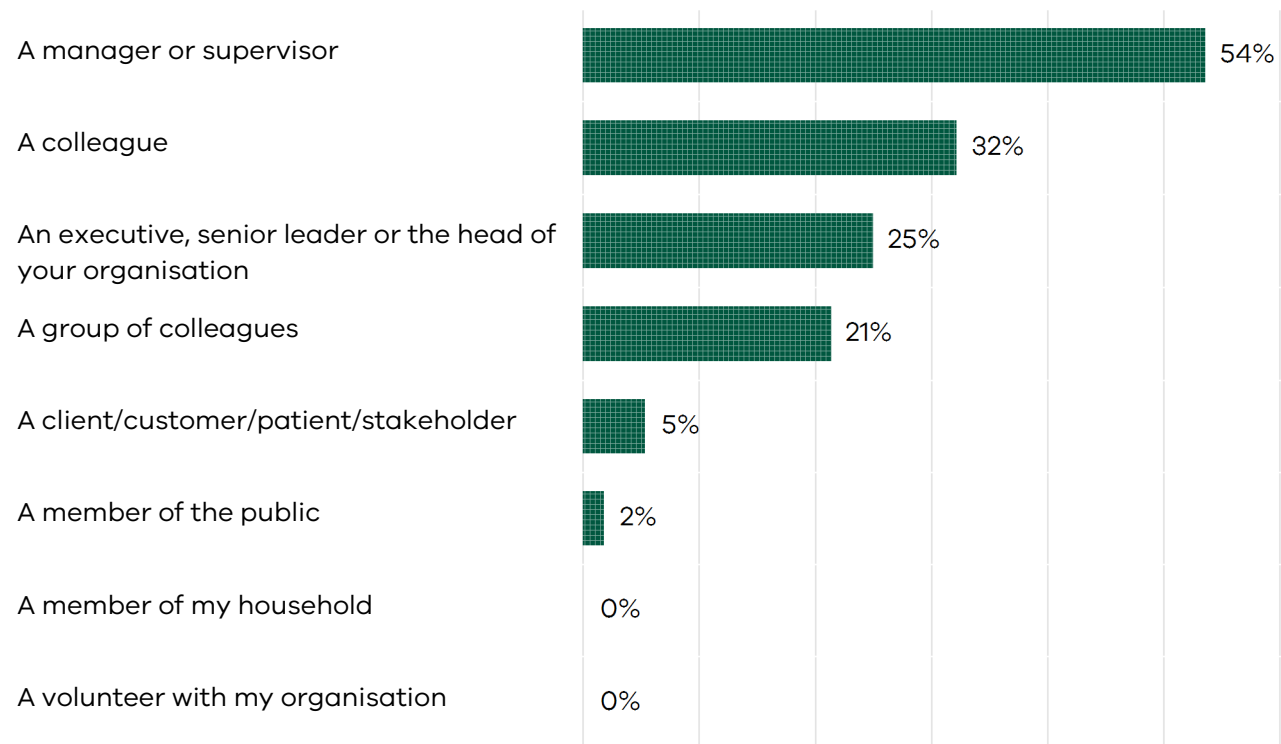
Perpetrator	Percentage
A manager or supervisor	54%
A colleague	32%
An executive, senior leader or the head of your organisation	25%
A group of colleagues	21%
A client/customer/patient/stakeholder	5%
A member of the public	2%
A member of my household	0%
A volunteer with my organisation	0%

Victorian Public Sector Commission

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People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

In this year's survey, 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%, 96% said it was by someone within the organisation.

Of that 96%, 52% said it was 'They were in my workgroup'.

54 people (96% of staff who experienced discrimination) experienced discrimination from within your organisation (You 2022)

Relationship	Percentage
They were in my workgroup	52%
They were my immediate manager or supervisor	43%
They were outside my workgroup	17%
They were someone I supervise or manage	2%
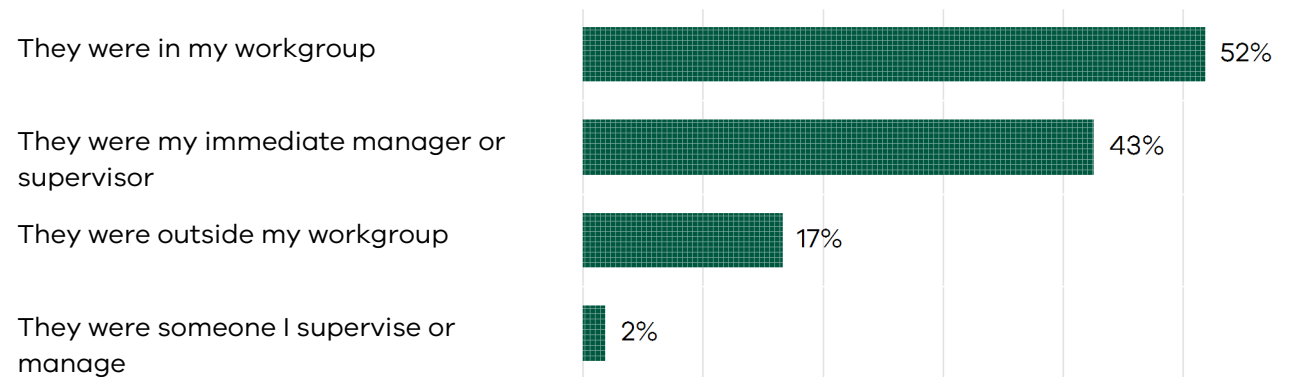
Negative behaviour

Violence and aggression

What this is

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

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

28% of your staff who did the survey said they experienced violence or aggression.

Of that 28%, 84% said it was from 'Abusive language'.

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

238	586	39
28%	68%	5%

■ Experienced violence or aggression ■ Did not experience violence or aggression ▨ Not sure
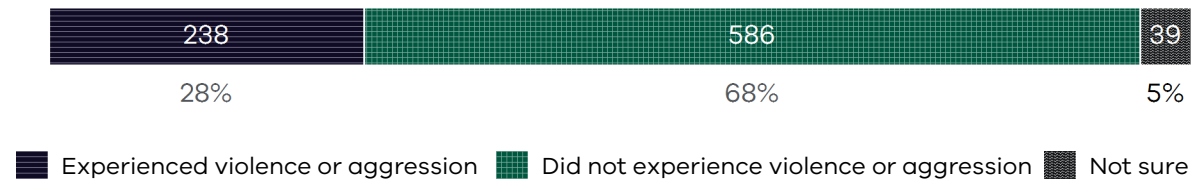
If you experienced violence or aggression, what type did you experience?	You 2021	You 2022	Comparator 2022	Public sector 2022
Abusive language	89%	84%	88%	82%
Intimidating behaviour	67%	64%	68%	68%
Threats of violence	41%	34%	46%	37%
Physical assault (e.g. spitting, hitting, punching, pushing, tripping, grabbing, throwing objects)	28%	30%	39%	28%
Damage to my property or work equipment	10%	6%	10%	8%
Other	2%	4%	2%	4%
Stalking, including cyber-stalking	1%	2%	1%	1%

Victorian Public Sector Commission

VICTORIA State Government

Negative behaviour

Telling someone about violence and aggression

What this is

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

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

28% of your staff who did the survey said they experienced violence or aggression, fo which

- 52% said the top way they reported the violence or agression was 'Told a manager'
- 70% said they didn't submit a formal incident report.

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

238	586	39
28%	68%	5%

■ Experienced violence or aggression   ■ Did not experience violence or aggression   ■ Not sure
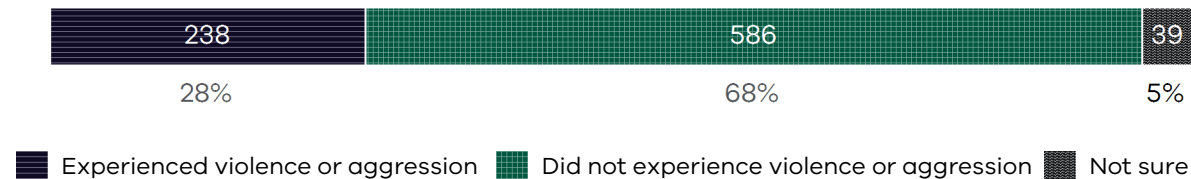
Did you tell anyone about the incident?	You 2021	You 2022	Comparator 2022	Public sector 2022
Told a manager	51%	52%	54%	56%
Told a colleague	44%	42%	49%	47%
Told the person the behaviour was not OK	37%	39%	38%	34%
Submitted a formal incident report	37%	30%	36%	32%
Told a friend or family member	16%	14%	18%	20%
I did not tell anyone about the incident(s)	4%	7%	6%	7%
Told Human Resources	1%	4%	3%	4%
Told someone else	5%	3%	5%	6%
Told employee assistance program (EAP) or peer support	3%	3%	3%	4%

Negative behaviour

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

What this is

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

Why this is important

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

How to read this

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

Example

70% of your staff who experienced violence or aggression did not submit a formal incident report, of which:

- 41% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal incident report?

71	167
30%	70%
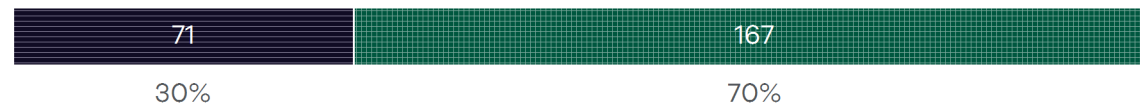
■ Submitted formal incident report   ■ Did not submit a formal incident report

What was your reason for not submitting a formal incident report?	You 2021	You 2022	Comparator 2022	Public sector 2022
I didn't think it would make a difference	30%	41%	41%	40%
I didn't think it was serious enough	33%	26%	30%	32%
Other	28%	22%	23%	20%
I didn't need to because I no longer had contact with the person(s) who was aggressive or violent to me	15%	17%	14%	16%
I didn't need to because I made the violence or aggression stop	24%	14%	15%	15%
I believed there would be negative consequences for my reputation	9%	13%	9%	14%
I believed there would be negative consequences for my career	4%	9%	6%	10%
I didn't feel safe to report the incident	1%	4%	2%	4%
I believed there would be negative consequences for the person I was going to complain about	4%	3%	2%	4%
I didn't know how to make a complaint	2%	3%	3%	4%

Negative behaviour

Perpetrators of violence and aggression

What this is

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

Why this is important

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

How to read this

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

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

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

Each row is one perpetrator or a group of perpetrators.

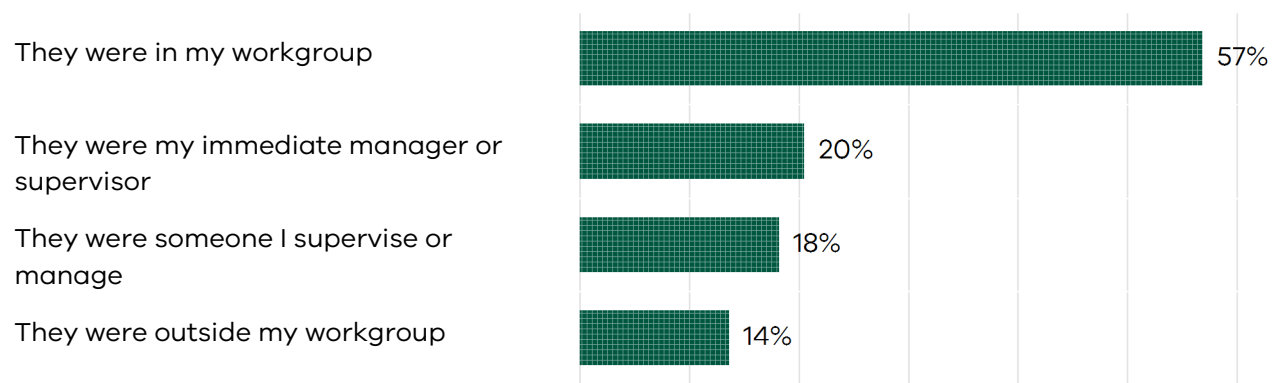**Example**

28% of your staff who did the survey said they experienced violence or aggression.

Of that 28%, 74% said it was 'Client/ customer/ patient/ stakeholder'.

238 people (28% of staff) experienced violence or aggression (You2022)
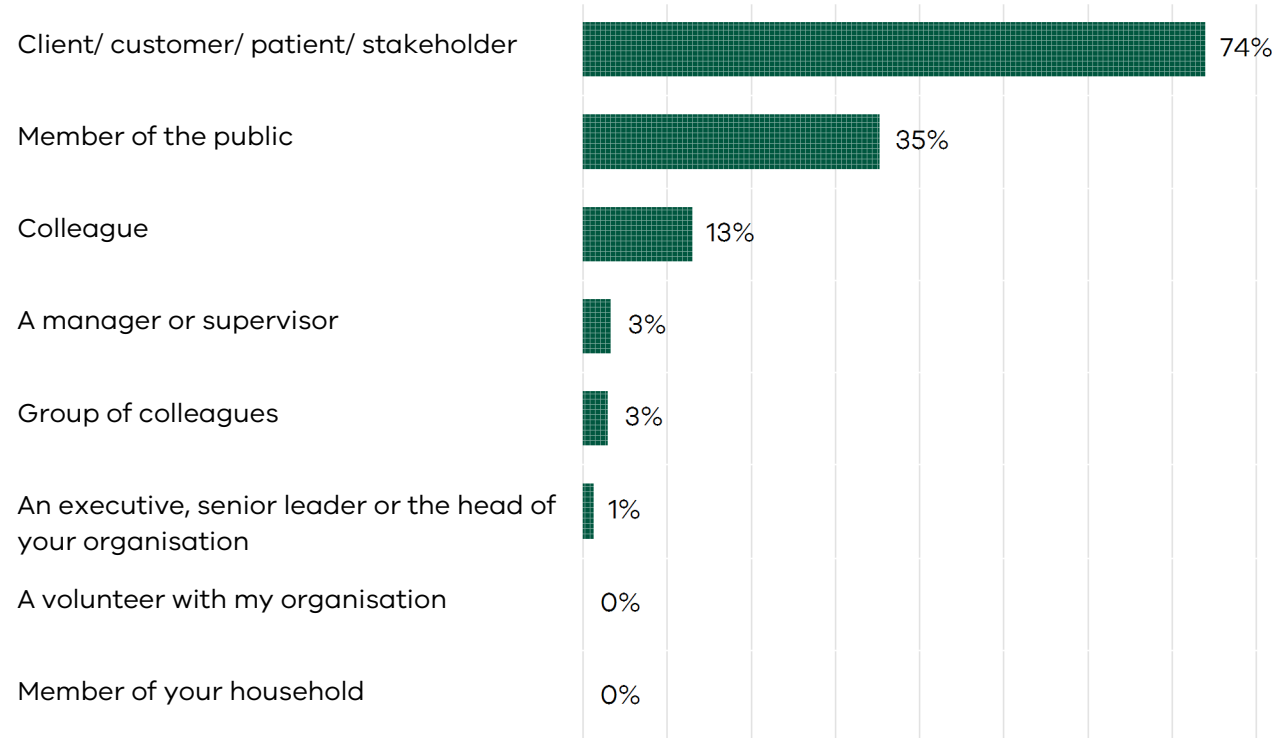
Perpetrator	%
Client/ customer/ patient/ stakeholder	74%
Member of the public	35%
Colleague	13%
A manager or supervisor	3%
Group of colleagues	3%
An executive, senior leader or the head of your organisation	1%
A volunteer with my organisation	0%
Member of your household	0%

People outcomes

Relationship to perpetrator

What this is

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

Why this is important

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

How to read this

In this year's survey, 28% 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

28% of your staff who did the survey said they experienced violence or aggression.

Of that 28%, 18% said it was by someone within the organisation.

Of that 18%, 57% said it was 'They were in my workgroup'.

44 people (18% of staff who experienced violence or aggression) experienced violence or aggression from within your organisation (You2022)

They were in my workgroup — 57%

They were my immediate manager or supervisor — 20%

They were someone I supervise or manage — 18%

They were outside my workgroup — 14%

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People outcomes

Negative behaviour — satisfaction with making a formal complaint

What this is

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 question in descending order by yes.

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

Example

42% of staff who did the survey were satisfied with the way your organisation handled their formal 'Violence or aggression' complaint.

Your results

Benchmark satisfied results

Were you satisfied with the way your formal complaint was handled

■ No   ▥ Don't know   ▦ Yes

	You		Comparator		
	2021	2022	Lowest	Average	Highest
Violence or aggression	67 %	42 %	27 %	47 %	68 %
Bullying	27 %	15 %	0 %	26 %	44 %

Violence or aggression: 23% 42% 35%

Bullying: 81% 15% 4%

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Key differences

Highest scoring questions

What this is

These are the questions your organisation had the highest agreement or satisfaction with in 2022.

How to read this

Use this data to see where your organisation has the highest agreement or satisfaction with questions from the 2022 survey.

In this table, your score for this year is shown in the 'you 2022 column'.

You can also compare your 2022 scores against your 2021 scores and your 2022 comparator group.

Example

On the first row 'Job enrichment', the 'You 2022' column shows 94% of your staff agreed with 'I can use my skills and knowledge in my job'.
This question was not asked in 2021.

Question group	Highest scoring questions	You 2022	Change from 2021	Comparator 2022
Job enrichment	I can use my skills and knowledge in my job	94%	Not asked in 2021	93%
Meaningful work	I can make a worthwhile contribution at work	94%	Not asked in 2021	93%
Meaningful work	I achieve something important through my work	92%	+7%	92%
Job enrichment	I clearly understand what I am expected to do in this job	91%	+5%	88%
Job enrichment	I understand how my job helps my organisation achieve it's goals	90%	Not asked in 2021	89%
Collaboration	I am able to work effectively with others outside my immediate workgroup	86%	-5%	84%
Meaningful work	I get a sense of accomplishment from my work	84%	+0%	84%
Safe to speak up	I feel culturally safe at work	83%	+7%	83%
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	82%	-4%	76%
Organisational integrity	My organisation encourages employees to act in ways that are consistent with human rights	81%	-1%	81%

Key differences

Lowest scoring questions

What this is

These are the questions your organisation had the lowest agreement or satisfaction with in 2022.

How to read this

Use this data to see where your organisation has the lowest agreement or satisfaction with questions from the 2022 survey.

In this table, your score for this year is shown in the 'you 2022 column'.

You can also compare your 2022 scores against your 2021 scores and your 2022 comparator group.

Example

On the first row 'Taking action', the 'You 2022' column shows 26% of your staff agreed with 'My organisation has made improvements based on the survey results from last year'.
This question was not asked in 2021.

Question subgroup	Lowest scoring questions	You 2022	Change from 2021	Comparator 2022
Taking action	My organisation has made improvements based on the survey results from last year	26%	Not asked in 2021	24%
Taking action	I believe my organisation will make improvements based on the results of this survey	40%	Not asked in 2021	41%
Safety climate	All levels of my organisation are involved in the prevention of stress	41%	+2%	36%
Organisational integrity	I believe the promotion processes in my organisation are fair	43%	Not asked in 2021	43%
Organisational integrity	I have an equal chance at promotion in my organisation	47%	Not asked in 2021	47%
Learning and development	I am satisfied with the opportunities to progress in my organisation	48%	Not asked in 2021	50%
Patient safety climate	This health service does a good job of training new and existing staff	48%	-6%	52%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	48%	-1%	43%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	49%	-1%	44%
Learning and development	My organisation places a high priority on the learning and development of staff	50%	-9%	54%

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Key differences

Most improved

What this is

This is where staff feel their organisation has most improved.

How to read this

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

In this table, your trend is shown in the 'Increase from 2021' column.

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

This is because the increase from 2021 shows you where the most positive changes are happening in your organisation.

Example

On the first row 'Safe to speak up', the 'You 2022' column shows 83% of your staff agreed with 'I feel culturally safe at work'. In the 'Increase from 2021' column, you have a 7% increase, which is a positive trend.

Question group	Most improved from last year	You 2022	Increase from 2021	Comparator 2022
Safe to speak up	I feel culturally safe at work	83%	+7%	83%
Meaningful work	I achieve something important through my work	92%	+7%	92%
Job enrichment	I clearly understand what I am expected to do in this job	91%	+5%	88%
Safe to speak up	I feel safe to challenge inappropriate behaviour at work	62%	+3%	64%
Safety climate	My organisation provides a physically safe work environment	79%	+2%	74%
Manager support	My manager provides me with enough support when I need it	76%	+2%	75%
Workload	I have enough time to do my job effectively	53%	+2%	49%
Safety climate	All levels of my organisation are involved in the prevention of stress	41%	+2%	36%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	52%	+1%	48%
Collaboration	Workgroups across my organisation willingly share information with each other	59%	+1%	59%

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Key differences

Most declined

What this is

This is where staff feel their organisation has most declined.

How to read this

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

In this table, your trend is shown in the 'Decrease from 2021' column.

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

This is because the decrease from 2021 shows you where the most negative changes are happening in your organisation.

Example

On the first row 'Engagement', the 'You 2022' column shows 62% of your staff agreed with 'I am proud to tell others I work for my organisation'.
In the 'Decrease from 2021' column, you have a 13% decrease, which is a negative trend.

Question subgroup	Largest decline from last year	You 2022	Decrease from 2021	Comparator 2022
Engagement	I am proud to tell others I work for my organisation	62%	-13%	68%
Engagement	I would recommend my organisation as a good place to work	58%	-13%	63%
Engagement	I feel a strong personal attachment to my organisation	51%	-10%	54%
Engagement	My organisation inspires me to do the best in my job	55%	-10%	56%
Engagement	My organisation motivates me to help achieve its objectives	55%	-9%	55%
Senior leadership	Senior leaders model my organisation's values	60%	-9%	57%
Patient safety climate	Patient care errors are handled appropriately in my work area	60%	-9%	64%
Learning and development	My organisation places a high priority on the learning and development of staff	50%	-9%	54%
Organisational integrity	My organisation is committed to earning a high level of public trust	67%	-7%	72%
Patient safety climate	I would recommend a friend or relative to be treated as a patient here	51%	-7%	67%

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Key differences

Biggest positive difference from comparator

What this is

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

How to read this

Use this data to see where your organisation has the biggest positive difference with questions from the 2022 survey compared to your comparator group.

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

Example

On the first row 'Safety climate', the 'You 2022' column shows 51% of your staff agreed with 'My organisation has effective procedures in place to support employees who may experience stress'.

The 'difference' column, shows that agreement for this question was 6 percentage points higher in your organisation than in your comparator.

Question group	Biggest positive difference from comparator	You 2022	Difference	Comparator 2022
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	51%	+6%	45%
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	82%	+6%	76%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	48%	+5%	43%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	49%	+5%	44%
Safety climate	My organisation provides a physically safe work environment	79%	+5%	74%
Safety climate	All levels of my organisation are involved in the prevention of stress	41%	+5%	36%
Satisfaction	How satisfied are you with the work/life balance in your current job	68%	+4%	64%
Workload	I have enough time to do my job effectively	53%	+4%	49%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	52%	+4%	48%
Workload	The workload I have is appropriate for the job that I do	56%	+4%	53%

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Key differences

Biggest negative difference from comparator

What this is

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

How to read this

Use this data to see where your organisation has the biggest negative difference with questions from the 2022 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 'Patient safety climate', the 'You 2022' column shows 51% of your staff agreed with 'I would recommend a friend or relative to be treated as a patient here'.

The 'difference' column, shows that agreement for this question was 15 percentage points lower in your organisation than in your comparator.

Question subgroup	Biggest negative difference from comparator	You 2022	Difference	Comparator 2022
Patient safety climate	I would recommend a friend or relative to be treated as a patient here	51%	-15%	67%
Engagement	I am proud to tell others I work for my organisation	62%	-6%	68%
Organisational integrity	My organisation is committed to earning a high level of public trust	67%	-5%	72%
Patient safety climate	I am encouraged by my colleagues to report any patient safety concerns I may have	74%	-5%	79%
Patient safety climate	My suggestions about patient safety would be acted upon if I expressed them to my manager	65%	-5%	70%
Engagement	I would recommend my organisation as a good place to work	58%	-4%	63%
Learning and development	My organisation places a high priority on the learning and development of staff	50%	-4%	54%
Patient safety climate	Patient care errors are handled appropriately in my work area	60%	-4%	64%
Patient safety climate	This health service does a good job of training new and existing staff	48%	-4%	52%
Workgroup support	People in my workgroup work together effectively to get the job done	77%	-3%	80%

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Taking action

What this is

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

Why this is important

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

How to read this

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

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

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

Example

40% of your staff who did the survey agreed or strongly agreed with 'I believe my organisation will make improvements based on the results of this survey'.

Survey question	Your results	Benchmark agree results

Legend: Disagree · Don't know · Neither agree nor disagree · Agree
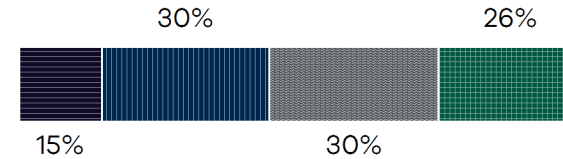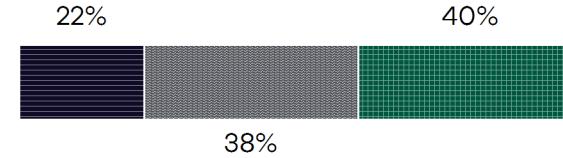
	You		Comparator		
	2021	2022	Lowest	Average	Highest

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

Your results: 22% / 38% / 40%

| Not asked | 40 % | 27 % | 41 % | 61 % |

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

Your results: 15% / 30% / 30% / 26%

| Not asked | 26 % | 14 % | 24 % | 46 % |

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Senior leadership

Senior leadership

What this is

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

Why this is important

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

How to read this

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

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

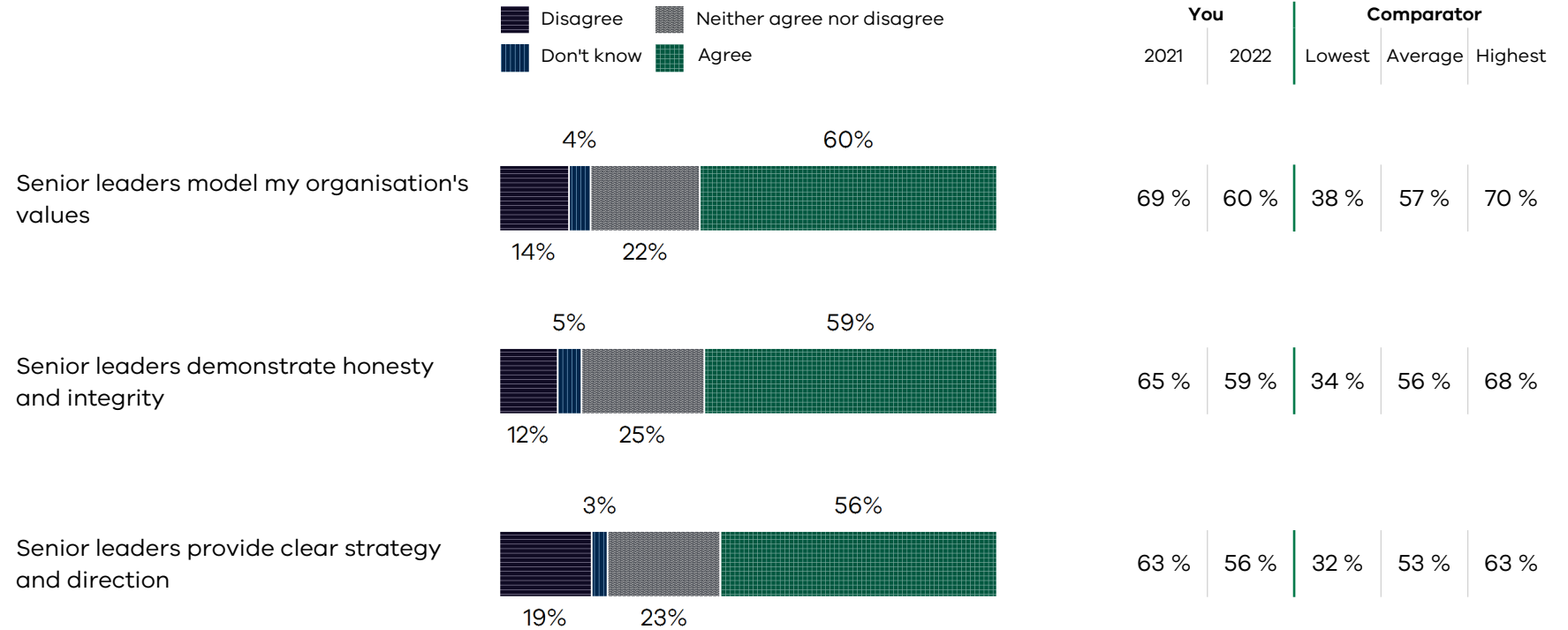Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

60% of your staff who did the survey agreed or strongly agreed with 'Senior leaders model my organisation's values'.

Survey question	Your results			Benchmark agree results				

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

	You		Comparator		
	2021	2022	Lowest	Average	Highest
Senior leaders model my organisation's values	69 %	60 %	38 %	57 %	70 %
Senior leaders demonstrate honesty and integrity	65 %	59 %	34 %	56 %	68 %
Senior leaders provide clear strategy and direction	63 %	56 %	32 %	53 %	63 %

Senior leaders model my organisation's values: 14% Disagree, 4% Don't know, 22% Neither agree nor disagree, 60% Agree

Senior leaders demonstrate honesty and integrity: 12% Disagree, 5% Don't know, 25% Neither agree nor disagree, 59% Agree

Senior leaders provide clear strategy and direction: 19% Disagree, 3% Don't know, 23% Neither agree nor disagree, 56% Agree

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Organisational climate

Scorecard

What this is

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

Why this is important

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

How to read this

Each label represents a group of questions in the survey about organisational climate.

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

Example

In 2022:

- 72% of your staff who did the survey responded positively to questions about Collaboration which is down from 74% in 2021.

Compared to:

- 72% of staff at your comparator and 73% of staff across the public sector.
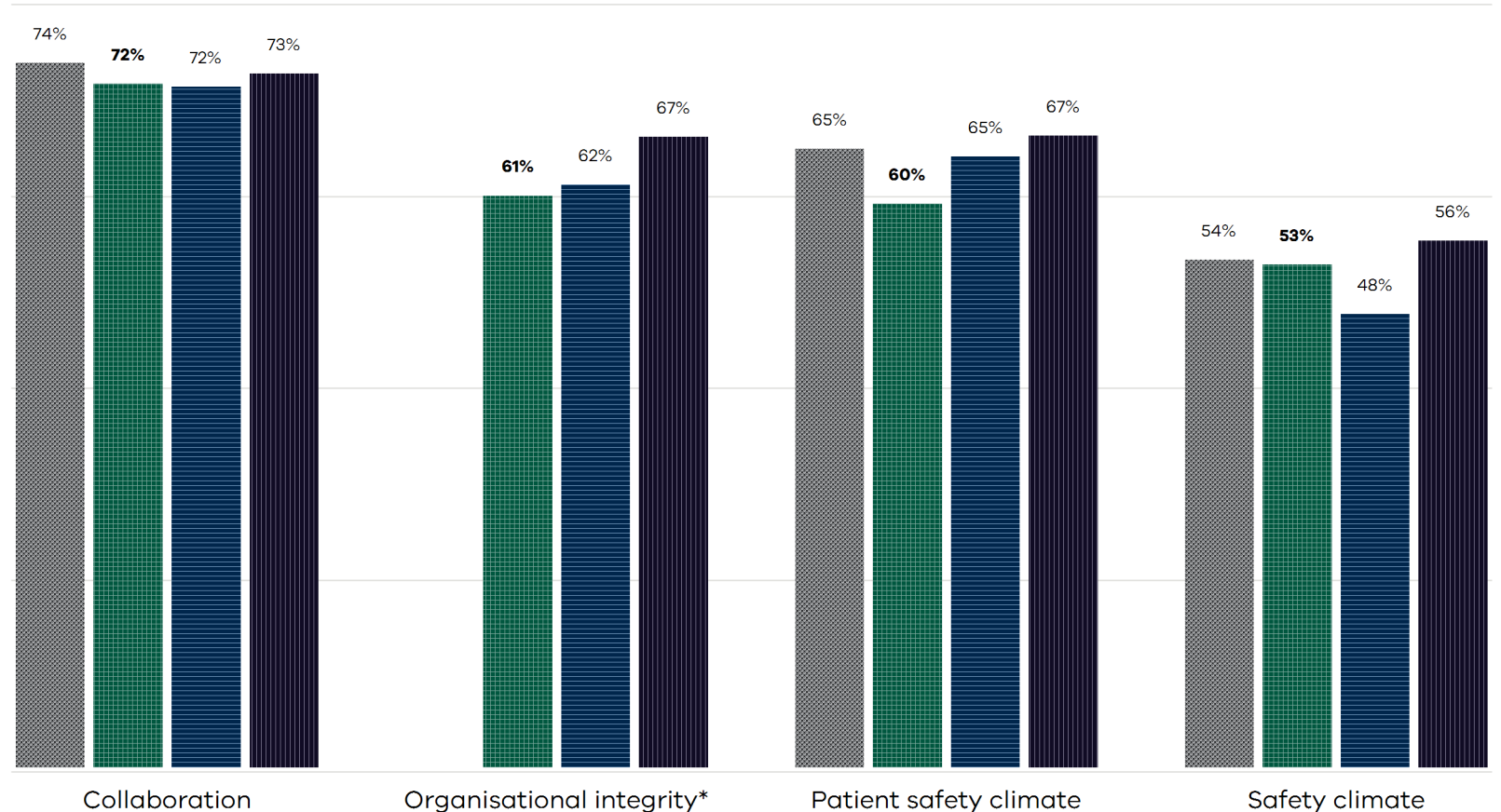
*We can't compare some data here because one or more questions were not asked in a previous survey

Legend: You 2021 | You 2022 | Comparator 2022 | Public sector 2022

Chart data:
- Collaboration: You 2021 74%, You 2022 72%, Comparator 2022 72%, Public sector 2022 73%
- Organisational integrity*: You 2022 61%, Comparator 2022 62%, Public sector 2022 67%
- Patient safety climate: You 2021 65%, You 2022 60%, Comparator 2022 65%, Public sector 2022 67%
- Safety climate: You 2021 54%, You 2022 53%, Comparator 2022 48%, Public sector 2022 56%

Organisational climate

Organisational integrity 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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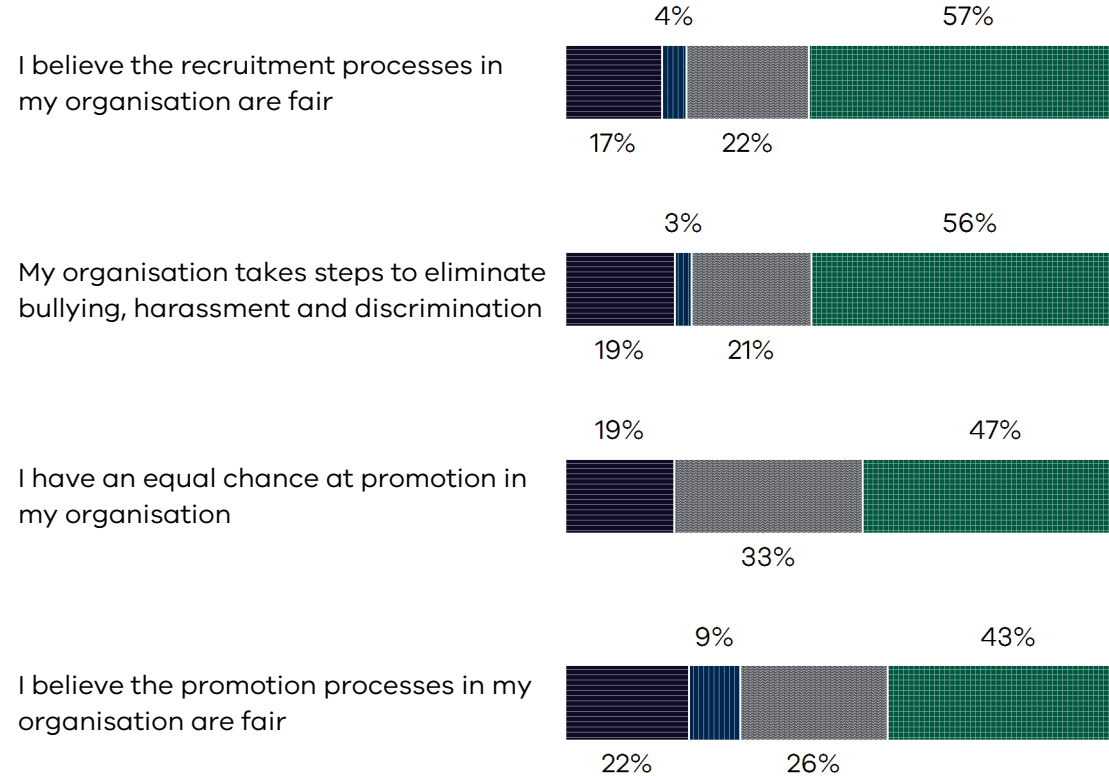
Example

81% of your staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.

Survey question · Your results · Benchmark agree results

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

Survey question		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My organisation encourages employees to act in ways that are consistent with human rights	2% / 4% / 14% / 81%	83 %	81 %	67 %	81 %	87 %
My organisation encourages respectful workplace behaviours	10% / 16% / 74%	80 %	74 %	60 %	75 %	84 %
My organisation is committed to earning a high level of public trust	9% / 3% / 21% / 67%	74 %	67 %	55 %	72 %	82 %
My organisation does not tolerate improper conduct	17% / 2% / 22% / 60%	62 %	60 %	42 %	62 %	75 %

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Organisational climate

Organisational integrity 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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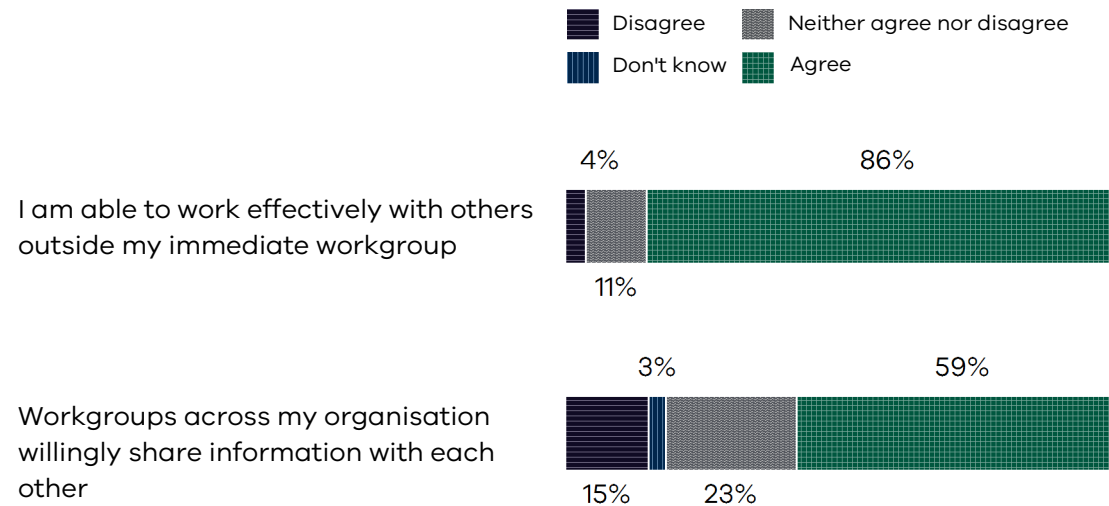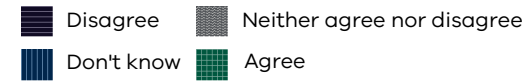
Example

57% of your staff who did the survey agreed or strongly agreed with 'I believe the recruitment processes in my organisation are fair'.

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

Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I believe the recruitment processes in my organisation are fair	Disagree 17%, Don't know 4%, Neither 22%, Agree 57%	Not asked	57 %	39 %	57 %	67 %
My organisation takes steps to eliminate bullying, harassment and discrimination	Disagree 19%, Don't know 3%, Neither 21%, Agree 56%	62 %	56 %	36 %	57 %	69 %
I have an equal chance at promotion in my organisation	Disagree 19%, Neither 33%, Agree 47%	Not asked	47 %	39 %	47 %	58 %
I believe the promotion processes in my organisation are fair	Disagree 22%, Don't know 9%, Neither 26%, Agree 43%	Not asked	43 %	32 %	43 %	55 %

Organisational climate

Collaboration

What this is

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

Why this is important

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

How to read this

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

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

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

Example

86% of your staff who did the survey agreed or strongly agreed with 'I am able to work effectively with others outside my immediate workgroup'.

Survey question

Your results

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

I am able to work effectively with others outside my immediate workgroup
4% | 86% | 11%

Workgroups across my organisation willingly share information with each other
3% | 59% | 15% | 23%

Benchmark agree results

Survey question	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I am able to work effectively with others outside my immediate workgroup	91 %	86 %	76 %	84 %	89 %
Workgroups across my organisation willingly share information with each other	58 %	59 %	48 %	59 %	66 %

Organisational climate

Safety climate 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

79% of your staff who did the survey agreed or strongly agreed with 'My organisation provides a physically safe work environment'.

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree
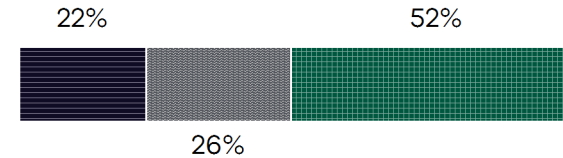
Survey question	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My organisation provides a physically safe work environment (Disagree 9%, Don't know 1%, Neither 11%, Agree 79%)	77 %	79 %	64 %	74 %	82 %
Senior leaders consider the psychological health of employees to be as important as productivity (Disagree 22%, Neither 26%, Agree 52%)	50 %	52 %	33 %	48 %	60 %
My organisation has effective procedures in place to support employees who may experience stress (Disagree 20%, Don't know 6%, Neither 23%, Agree 51%)	57 %	51 %	32 %	45 %	55 %
Senior leaders show support for stress prevention through involvement and commitment (Disagree 24%, Neither 27%, Agree 49%)	50 %	49 %	27 %	44 %	58 %

Organisational climate

Safety climate 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

48% of your staff who did the survey agreed or strongly agreed with 'In my workplace, there is good communication about psychological safety issues that affect me'.

Survey question · Your results · Benchmark agree results

Legend: Disagree · Neither agree nor disagree · Don't know · Agree
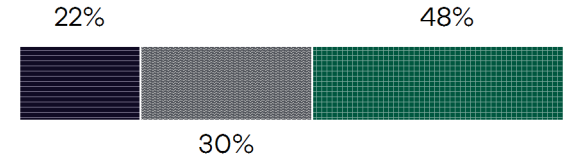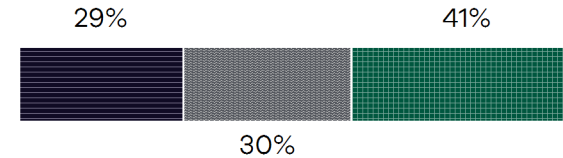
Survey question	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
In my workplace, there is good communication about psychological safety issues that affect me — 22% / 30% / 48%	49 %	48 %	33 %	43 %	53 %
All levels of my organisation are involved in the prevention of stress — 29% / 30% / 41%	39 %	41 %	30 %	36 %	48 %

Organisational climate

Patient safety climate 1 of 2

What this is

This is the safety culture in a healthcare workplace.

Why this is important

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

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

How to read this

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

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

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

Example

74% of your staff who did the survey agreed or strongly agreed with 'I am encouraged by my colleagues to report any patient safety concerns I may have'.

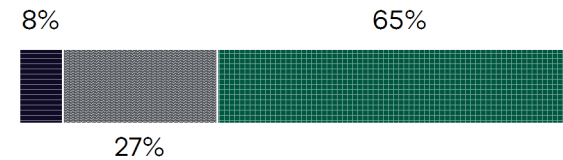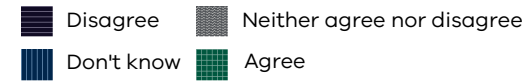## Survey question · Your results · Benchmark agree results
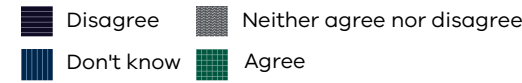
Legend: Disagree | Neither agree nor disagree | Don't know | Agree
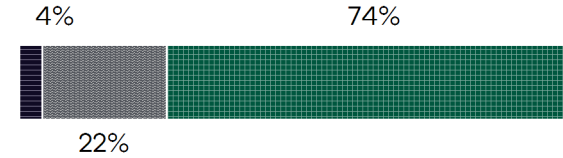
Survey question		You		Comparator		
		2021	2022	Lowest	Average	Highest
I am encouraged by my colleagues to report any patient safety concerns I may have	4% / 22% / 74%	78 %	74 %	73 %	79 %	85 %
Management is driving us to be a safety-centred organisation	6% / 29% / 65%	69 %	65 %	54 %	65 %	74 %
My suggestions about patient safety would be acted upon if I expressed them to my manager	8% / 27% / 65%	70 %	65 %	62 %	70 %	78 %
Patient care errors are handled appropriately in my work area	7% / 14% / 19% / 60%	69 %	60 %	54 %	64 %	69 %

Victorian Public Sector Commission · VICTORIA State Government

Organisational climate

Patient safety climate 2 of 2

What this is

This is the safety culture in a healthcare workplace.

Why this is important

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

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

How to read this

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

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

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

Example

59% of your staff who did the survey agreed or strongly agreed with 'The culture in my work area makes it easy to learn from the errors of others'.
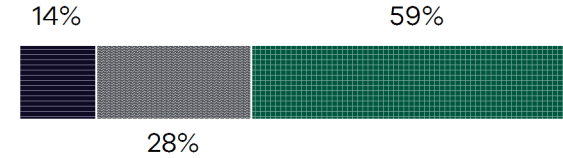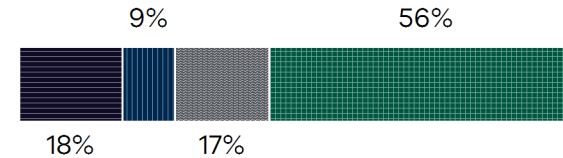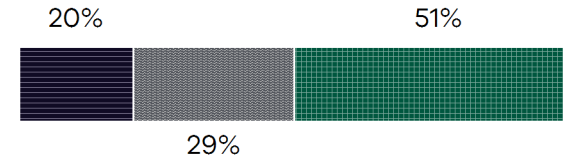
Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
The culture in my work area makes it easy to learn from the errors of others	14% / 28% / 59%	66 %	59 %	52 %	62 %	69 %
Trainees in my discipline are adequately supervised	18% / 9% / 17% / 56%	59 %	56 %	48 %	58 %	63 %
I would recommend a friend or relative to be treated as a patient here	20% / 29% / 51%	59 %	51 %	46 %	67 %	75 %
This health service does a good job of training new and existing staff	22% / 5% / 25% / 48%	54 %	48 %	36 %	52 %	57 %

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

Victorian Public Sector Commission

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People matter survey wellbeing check 2022

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

Workgroup climate

Scorecard

What this is

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

Why this is important

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

How to read this

Each label represents a group of questions in the survey about workgroup climate.

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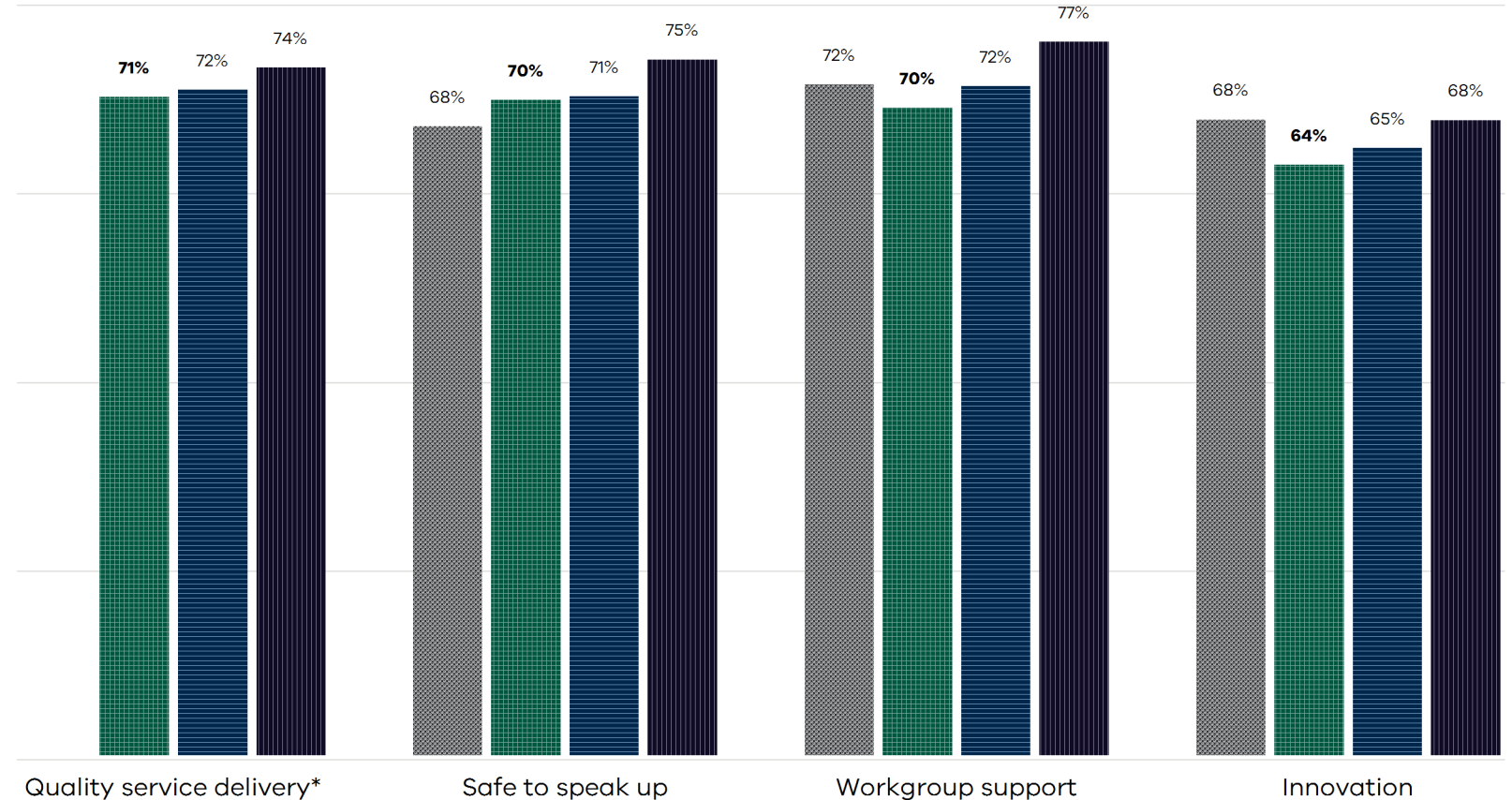
Example

In 2022:

- 71% of your staff who did the survey responded positively to questions about Quality service delivery.

Compared to:

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

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

Legend: You 2021 | You 2022 | Comparator 2022 | Public sector 2022

Quality service delivery*: You 2022 71%, Comparator 2022 72%, Public sector 2022 74%

Safe to speak up: You 2021 68%, You 2022 70%, Comparator 2022 71%, Public sector 2022 75%

Workgroup support: You 2021 72%, You 2022 70%, Comparator 2022 72%, Public sector 2022 77%

Innovation: You 2021 68%, You 2022 64%, Comparator 2022 65%, Public sector 2022 68%

Workgroup climate

Quality service delivery

What this is

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

Why this is important

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

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

How to read this

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

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

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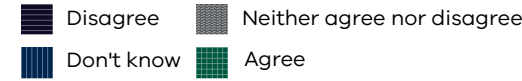
Example

76% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.
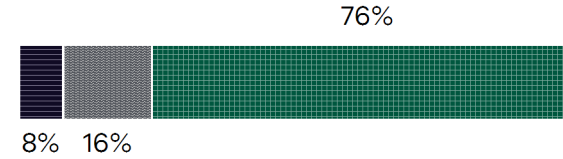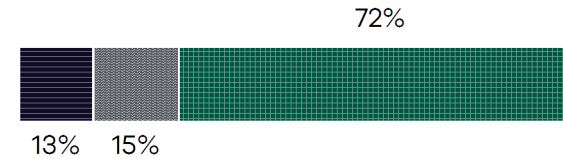
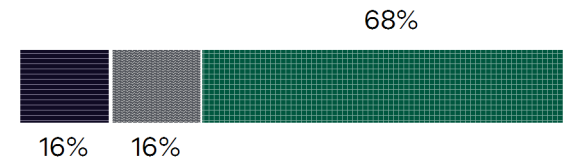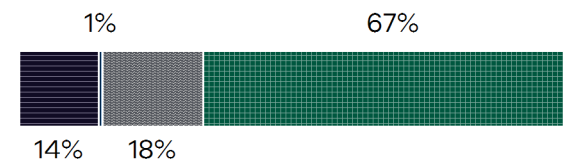| Survey question	Your results		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
	Legend: Disagree / Don't know / Neither agree nor disagree / Agree						
My workgroup provides high quality advice and services	8% / 16% / 76%		Not asked	76 %	72 %	78 %	82 %
My workgroup has clear lines of responsibility	13% / 15% / 72%		76 %	72 %	63 %	72 %	77 %
My workgroup acts fairly and without bias	16% / 16% / 68%		Not asked	68 %	61 %	68 %	73 %
My workgroup uses its resources well	14% / 18% / 1% / 67%		Not asked	67 %	60 %	68 %	76 %

Workgroup climate

Innovation

What this is

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

Why this is important

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

How to read this

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

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

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

Example

67% of your staff who did the survey agreed or strongly agreed with 'My workgroup learns from failures and mistakes'.

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

Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My workgroup learns from failures and mistakes	13% / 19% / 67% (1%)	72 %	67 %	60 %	69 %	75 %
My workgroup is quick to respond to opportunities to do things better	14% / 21% / 65%	71 %	65 %	60 %	66 %	75 %
My workgroup encourages employee creativity	14% / 27% / 59%	62 %	59 %	56 %	61 %	67 %
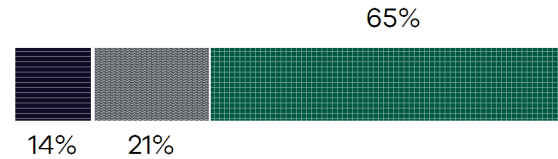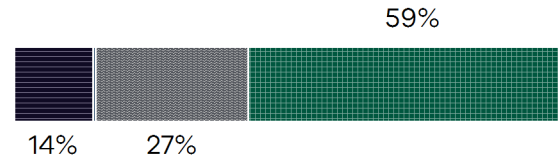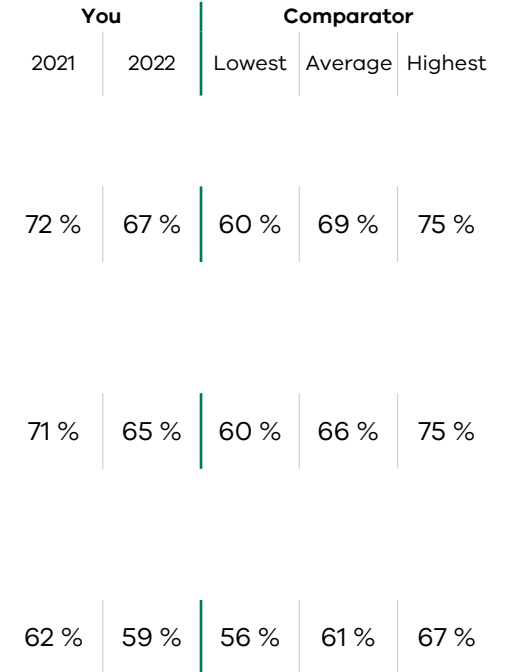
Workgroup climate

Workgroup support 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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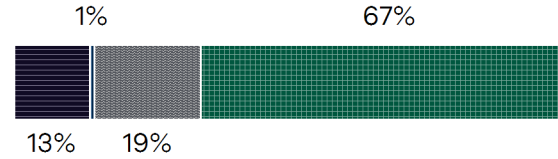
Example

77% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup work together effectively to get the job done'.

Survey question	Your results	Benchmark agree results

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

Survey question	Your results	You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
People in my workgroup work together effectively to get the job done	9% / 14% / 77%	79 %	77 %	74 %	80 %	83 %
People in my workgroup treat each other with respect	11% / 14% / 75%	76 %	75 %	66 %	77 %	81 %
People in my workgroup are politically impartial in their work	6% / 5% / 20% / 70%	72 %	70 %	64 %	72 %	77 %
People in my workgroup are honest, open and transparent in their dealings	12% / 1% / 20% / 67%	70 %	67 %	61 %	69 %	76 %

Workgroup climate

Workgroup support 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

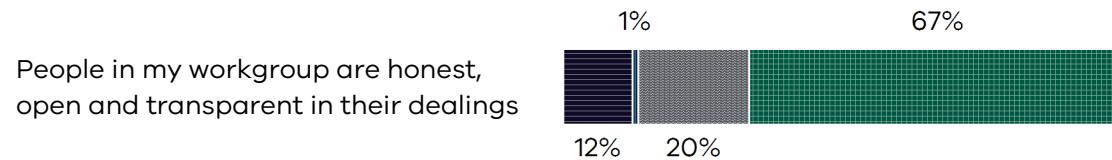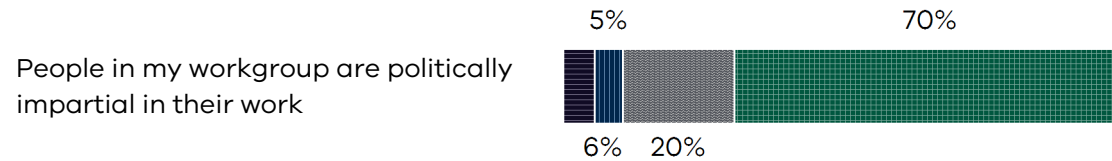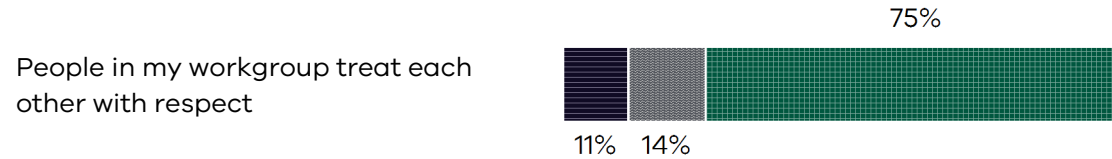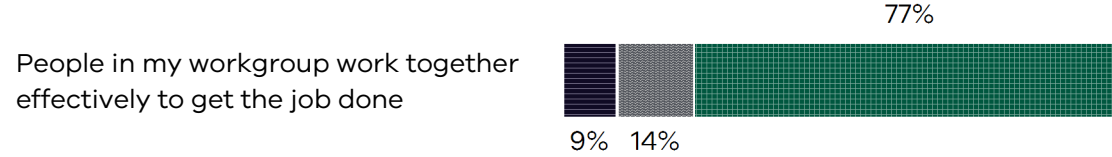Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

60% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.

| Survey question | Your results | | | Benchmark agree results | | | | |

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

		You		Comparator		
		2021	2022	Lowest	Average	Highest
People in my workgroup appropriately manage conflicts of interest	15% / 3% / 22% / 60%	64 %	60 %	57 %	62 %	68 %

Victorian Public Sector Commission

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Workgroup climate

Safe to speak up

What this is

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

Why this is important

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

How to read this

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

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

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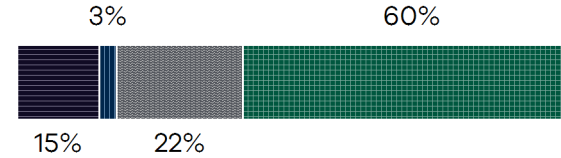
Example

83% of your staff who did the survey agreed or strongly agreed with 'I feel culturally safe at work'.

Survey question	Your results					

Legend: Disagree | Neither agree nor disagree | Don't know | Agree
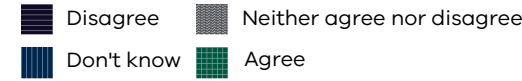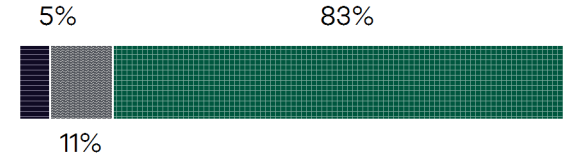
Survey question		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I feel culturally safe at work	5% / 11% / 83%	76 %	83 %	77 %	83 %	87 %
People in my workgroup are able to bring up problems and tough issues	15% / 19% / 66%	68 %	66 %	60 %	66 %	72 %
I feel safe to challenge inappropriate behaviour at work	21% / 17% / 62%	59 %	62 %	52 %	64 %	75 %
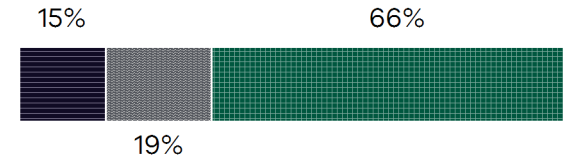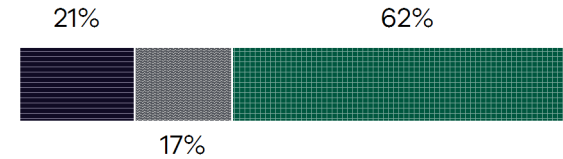
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Public sector values

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- Integrity
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- Accountability
- Respect
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- Human rights

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
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- Primary role

Job and manager factors

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2022:

- 90% of your staff who did the survey responded positively to questions about Meaningful work.

Compared to:

- 90% of staff at your comparator and 89% of staff across the public sector.
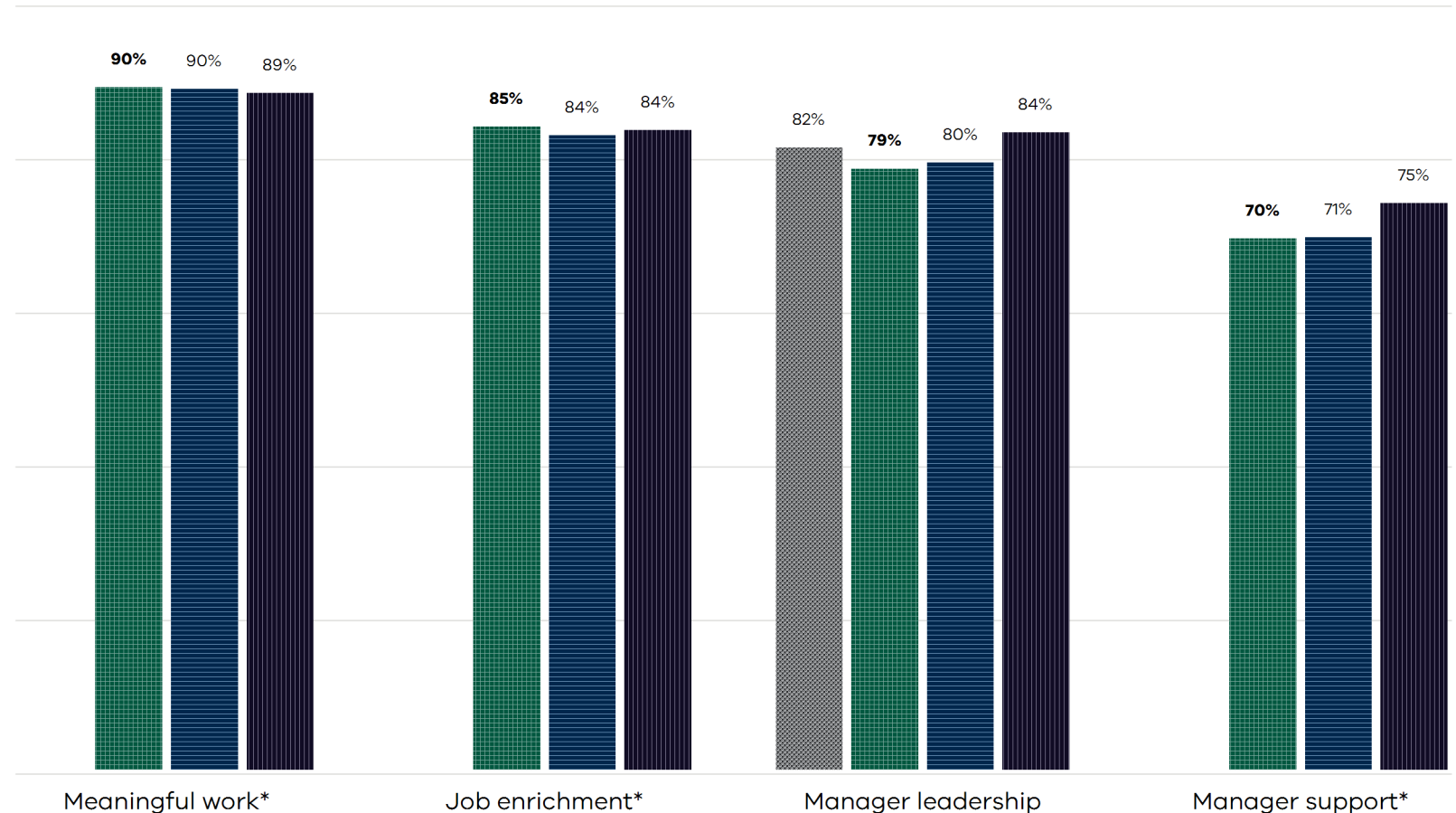
	Meaningful work*	Job enrichment*	Manager leadership	Manager support*
You 2021			82%	
You 2022	90%	85%	79%	70%
Comparator 2022	90%	84%	80%	71%
Public sector 2022	89%	84%	84%	75%

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

Legend: You 2021 | You 2022 | Comparator 2022 | Public sector 2022

Job and manager factors

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2022:

- 69% of your staff who did the survey responded positively to questions about Flexible working.

Compared to:

- 67% of staff at your comparator and 75% of staff across the public sector.

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

Legend: You 2021 | You 2022 | Comparator 2022 | Public sector 2022

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Manager leadership

What this is

This is how well staff perceive their direct managers lead.

Why this is important

Great managers can foster the right environment for staff engagement.

They can act as role models for your organisation's strategy and values.

How to read this

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

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

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

Example

81% of your staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

| Survey question | Your results | Benchmark agree results |

Legend:
- Disagree (dark navy)
- Neither agree nor disagree (grey)
- Don't know (blue)
- Agree (green)

Survey question		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager treats employees with dignity and respect	9% / 10% / 81%	84 %	81 %	73 %	82 %	89 %
My manager demonstrates honesty and integrity	10% / 11% / 79%	82 %	79 %	71 %	80 %	86 %
My manager models my organisation's values	9% / 13% / 78%	81 %	78 %	71 %	79 %	85 %

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Manager support 1 of 2

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

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

Example

78% of your staff who did the survey agreed or strongly agreed with 'I can discuss problems or issues with my manager'.

| Survey question | Your results | Benchmark agree results |

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

Survey question		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I can discuss problems or issues with my manager	11% / 11% / 78%	Not asked	78 %	69 %	78 %	83 %
My manager listens to what I have to say	10% / 12% / 77%	80 %	77 %	69 %	78 %	83 %
My manager provides me with enough support when I need it	12% / 12% / 76%	74 %	76 %	66 %	75 %	80 %
My manager gives me feedback that helps me improve my performance	16% / 17% / 1% / 67%	Not asked	67 %	56 %	67 %	76 %

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

What this is

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

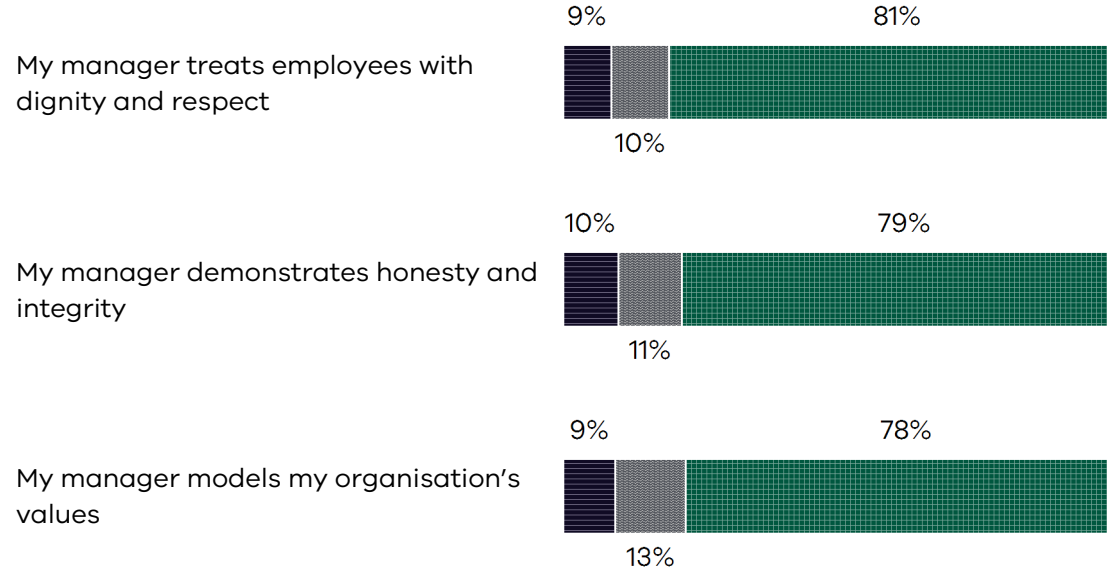Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

54% of your staff who did the survey agreed or strongly agreed with 'I receive meaningful recognition when I do good work'.

Survey question	Your results	Benchmark agree results

Survey question | **Your results** | **Benchmark agree results**

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

	You		Comparator		
	2021	2022	Lowest	Average	Highest
I receive meaningful recognition when I do good work	Not asked	54 %	45 %	56 %	68 %

Your results chart: Disagree 21%, Neither agree nor disagree 25%, Agree 54%

Victorian Public Sector Commission

VICTORIA State Government
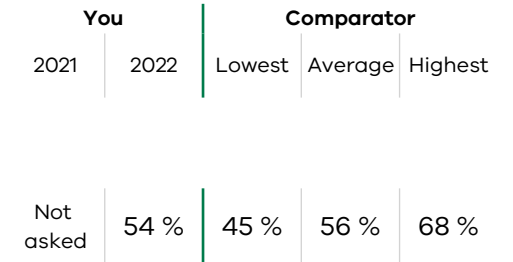
Job and manager factors

Workload

What this is

This is how staff feel about workload and time pressure.

Why this is important

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

How to read this

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

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

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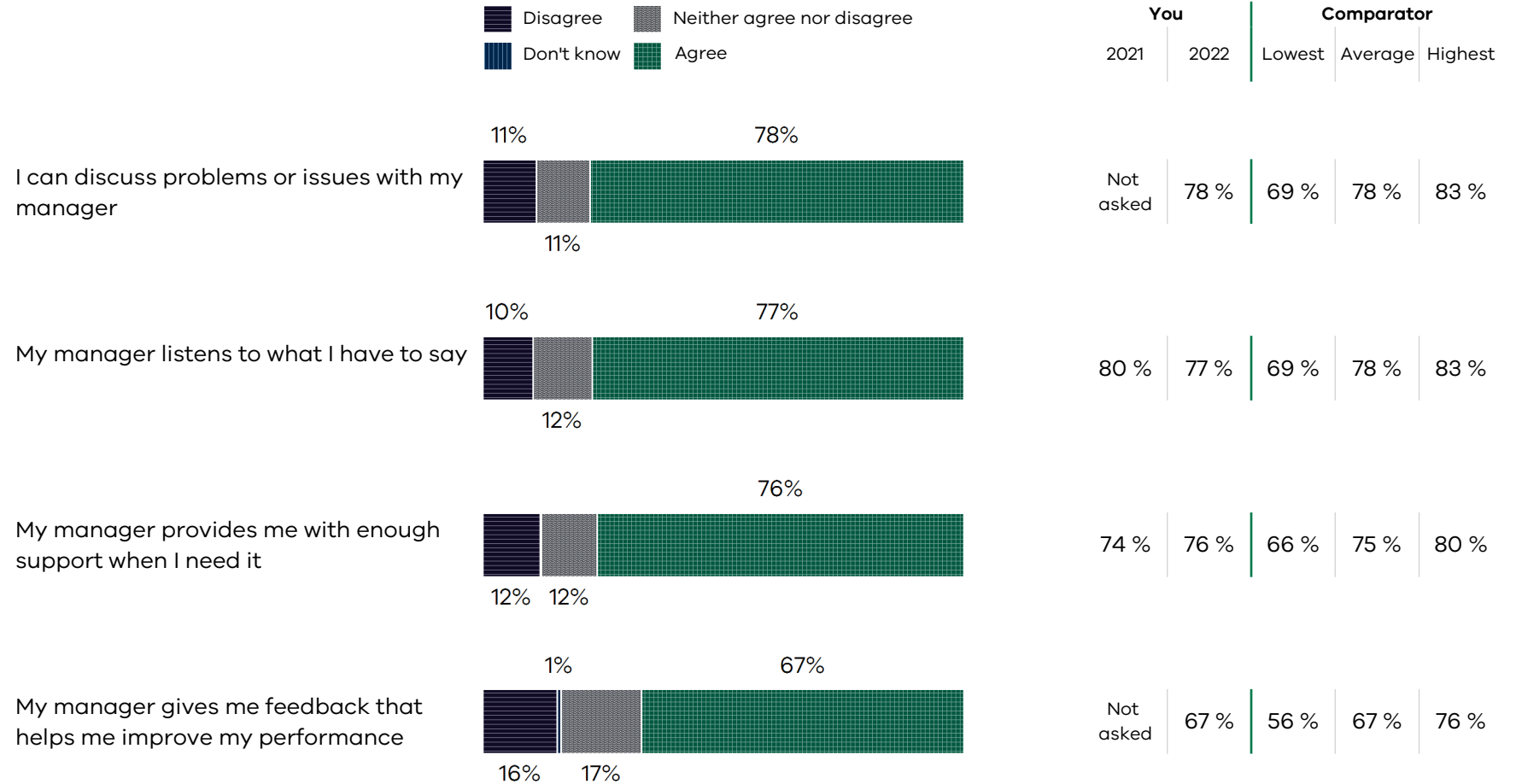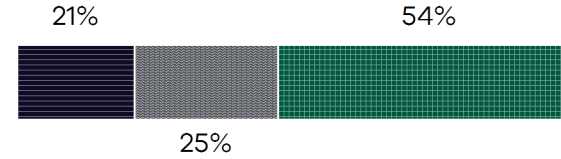
Example

56% of your staff who did the survey agreed or strongly agreed with 'The workload I have is appropriate for the job that I do'.

Legend:
- Disagree (dark navy)
- Neither agree nor disagree (grey)
- Agree (green)

	You		Comparator		
	2021	2022	Lowest	Average	Highest

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

- Disagree: 26%
- Neither agree nor disagree: 18%
- Agree: 56%
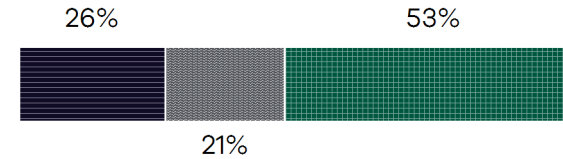
	2021	2022	Lowest	Average	Highest
	58 %	56 %	48 %	53 %	59 %

I have enough time to do my job effectively

- Disagree: 26%
- Neither agree nor disagree: 21%
- Agree: 53%

	2021	2022	Lowest	Average	Highest
	51 %	53 %	42 %	49 %	57 %

Job and manager factors

Learning and development

What this is

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

Why this is important

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

How to read this

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

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

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

Example

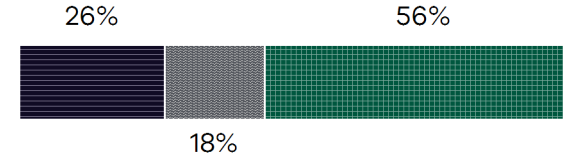73% of your staff who did the survey agreed or strongly agreed with 'I am developing and learning in my role'.

Survey question	Your results		You		Comparator		
	Disagree / Neither agree nor disagree / Agree		2021	2022	Lowest	Average	Highest
I am developing and learning in my role	10% / 17% / 73%		74 %	73 %	66 %	75 %	82 %
I am satisfied with the way my learning and development needs have been addressed in the last 12 months	21% / 24% / 55%		58 %	55 %	41 %	55 %	65 %
My organisation places a high priority on the learning and development of staff	23% / 27% / 50%		58 %	50 %	34 %	54 %	66 %
I am satisfied with the opportunities to progress in my organisation	24% / 28% / 48%		Not asked	48 %	38 %	50 %	61 %

Survey question

Your results

Benchmark agree results

Legend: Disagree | Neither agree nor disagree | Agree

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Job enrichment 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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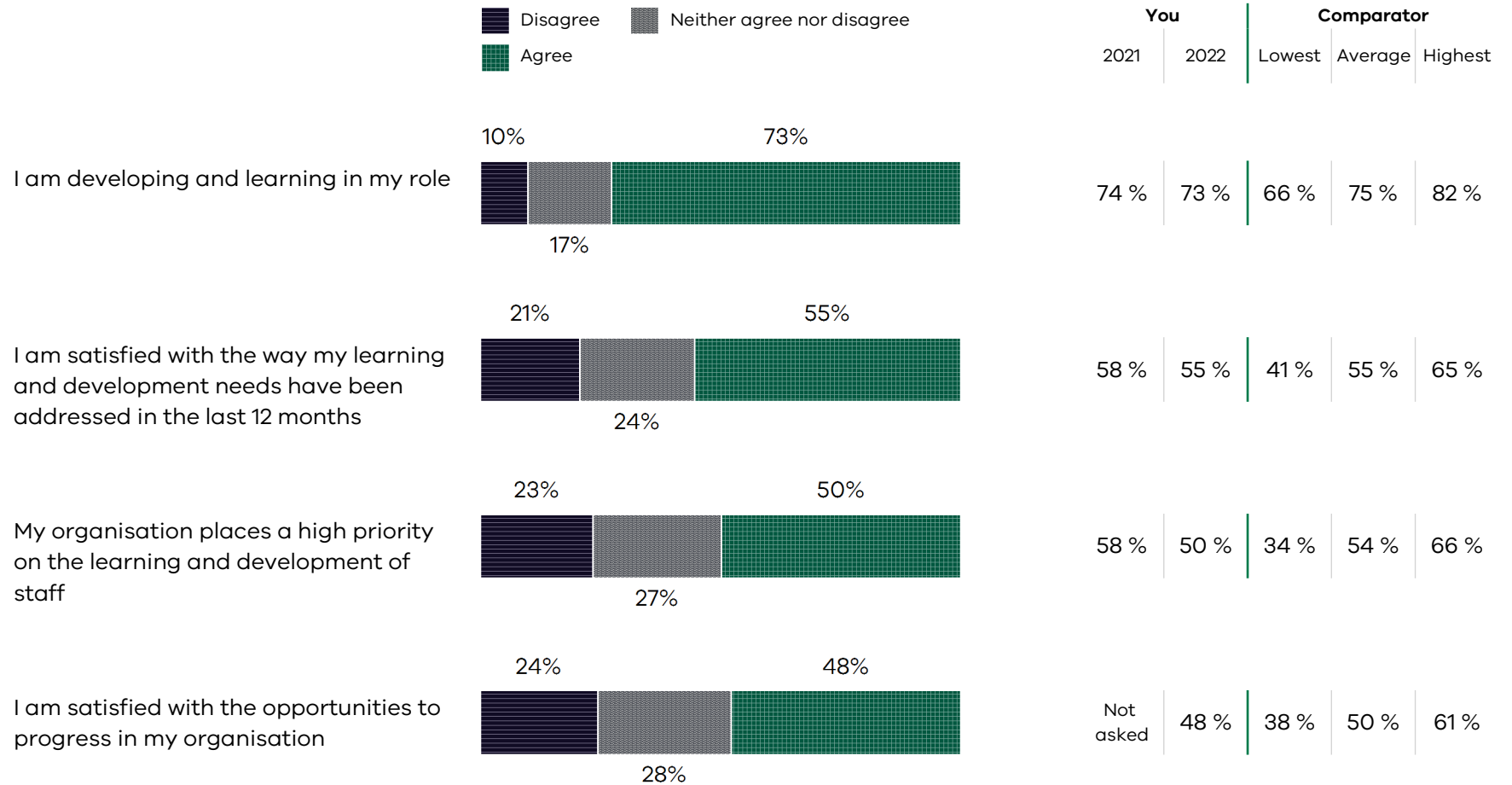
Example

94% of your staff who did the survey agreed or strongly agreed with 'I can use my skills and knowledge in my job'.

Survey question	Your results					

Legend: ■ Disagree ▓ Neither agree nor disagree ▩ Agree
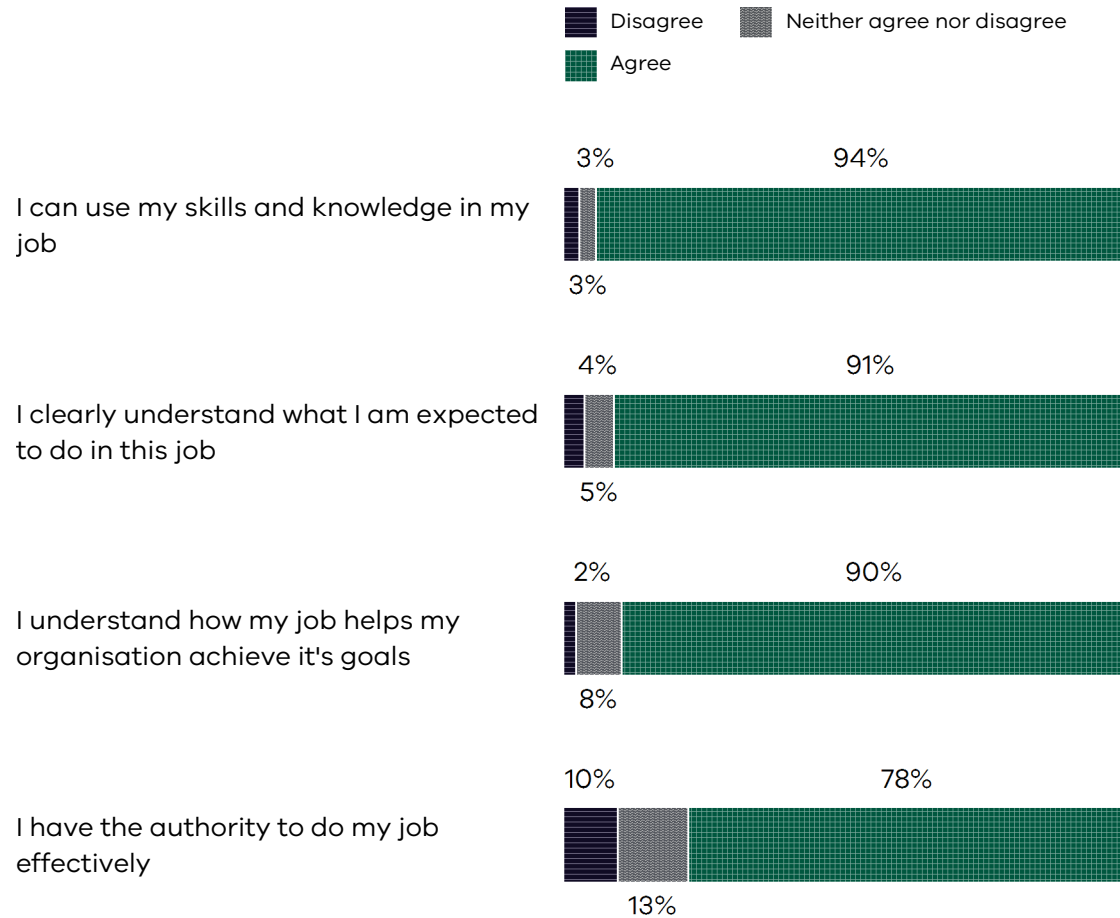
	You		Comparator		
	2021	2022	Lowest	Average	Highest
I can use my skills and knowledge in my job	Not asked	94 %	87 %	93 %	96 %
I clearly understand what I am expected to do in this job	86 %	91 %	82 %	88 %	91 %
I understand how my job helps my organisation achieve it's goals	Not asked	90 %	85 %	89 %	92 %
I have the authority to do my job effectively	81 %	78 %	66 %	78 %	83 %

Your results bars:
- I can use my skills and knowledge in my job: 3% / 3% / 94%
- I clearly understand what I am expected to do in this job: 4% / 5% / 91%
- I understand how my job helps my organisation achieve it's goals: 2% / 8% / 90%
- I have the authority to do my job effectively: 10% / 13% / 78%

Victorian Public Sector Commission

VICTORIA State Government

Job and manager factors

Job enrichment 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

72% of your staff who did the survey agreed or strongly agreed with 'I have a say in how I do my work'.

Survey question	Your results	Benchmark agree results

Survey question

I have a say in how I do my work

Your results

Disagree Neither agree nor disagree Agree

10%   72%

19%

Benchmark agree results

	You		Comparator		
	2021	2022	Lowest	Average	Highest
	Not asked	72 %	65 %	72 %	79 %

Job and manager factors

Meaningful work

What this is

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

Why this is important

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

How to read this

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

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

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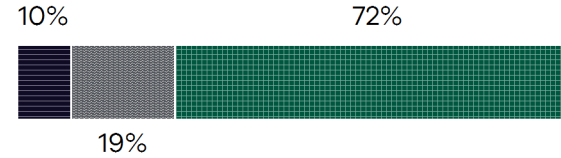
Example

94% of your staff who did the survey agreed or strongly agreed with 'I can make a worthwhile contribution at work'.
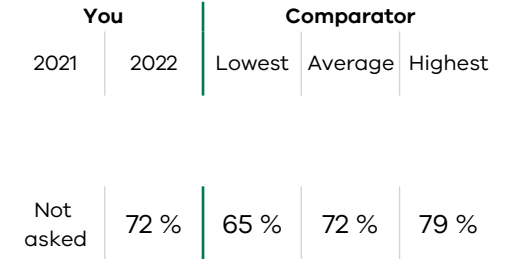
Survey question	Your results					

Your results

■ Disagree ▦ Neither agree nor disagree ▦ Agree

Benchmark agree results
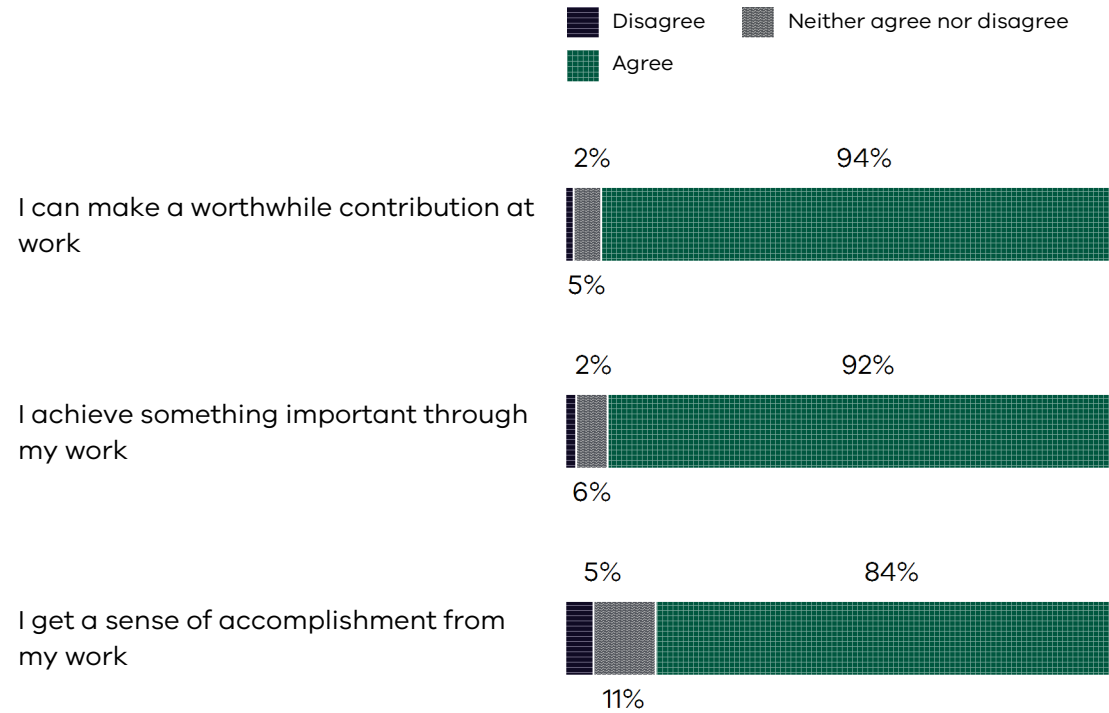
Survey question	You		Comparator		
	2021	2022	Lowest	Average	Highest
I can make a worthwhile contribution at work — 2% / 94% / 5%	Not asked	94 %	83 %	93 %	97 %
I achieve something important through my work — 2% / 92% / 6%	86 %	92 %	88 %	92 %	97 %
I get a sense of accomplishment from my work — 5% / 84% / 11%	84 %	84 %	77 %	84 %	89 %

Job and manager factors

Flexible working

What this is

This is how well you 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

75% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.

Survey question	Your results	Benchmark agree results

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

	You		Comparator		
	2021	2022	Lowest	Average	Highest
My manager supports working flexibly	Not asked	75 %	68 %	74 %	82 %
I am confident that if I requested a flexible work arrangement, it would be given due consideration	65 %	63 %	53 %	60 %	69 %

My manager supports working flexibly: 9% / 16% / 75%

I am confident that if I requested a flexible work arrangement, it would be given due consideration: 18% / 19% / 63%

People matter survey

wellbeing check 2022

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 comparator
- Biggest negative difference from comparator

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

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

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Custom questions

- Questions requested by your organisation

Demographics

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

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

Example

In 2022:

- 81% of your staff who did the survey responded positively to questions about Human rights , which is down 2% in 2021.

Compared to:

- 78% of staff at your comparator and 81% of staff across the public sector.

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

Legend: You 2021 | You 2022 | Comparator 2022 | Public sector 2022

Chart categories: Human rights (84%, 81%, 78%, 81%), Responsiveness* (76%, 78%, 81%), Accountability* (75%, 74%, 76%), Respect (76%, 73%, 74%, 79%)

Public sector values

What this is

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

Why this is important

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

How to read this

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

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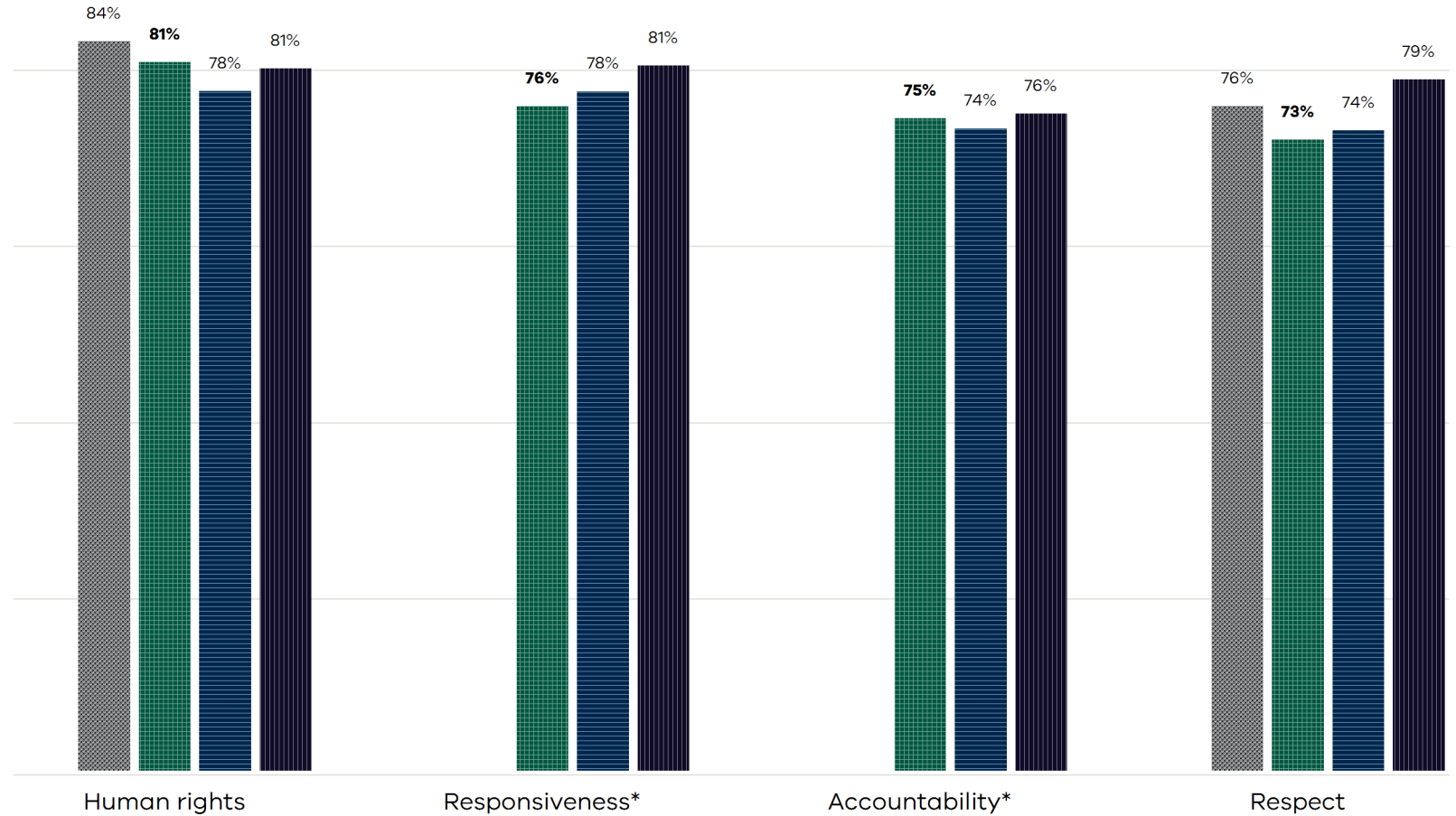
Example

In 2022:

- 69% of your staff who did the survey responded positively to questions about Leadership , which is down 6% in 2021.

Compared to:

- 68% of staff at your comparator and 73% of staff across the public sector.
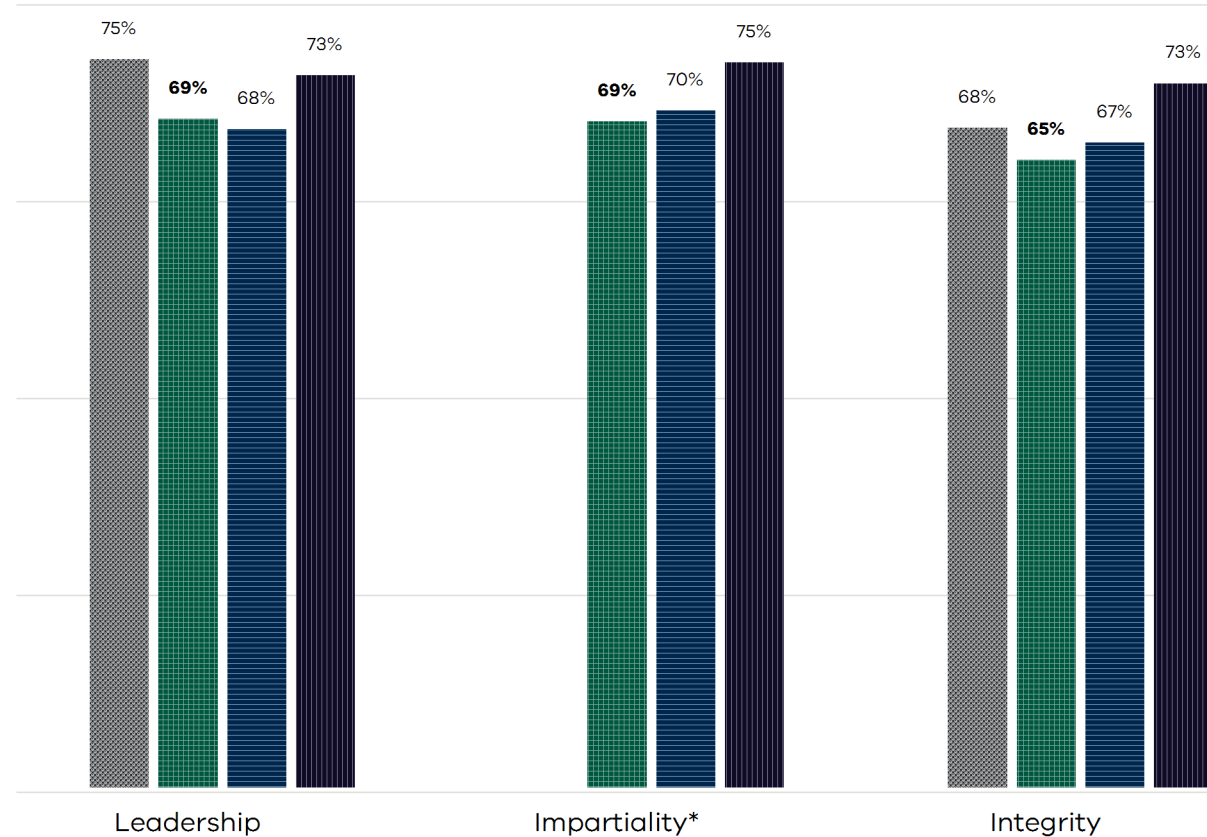
Leadership: 75%, 69%, 68%, 73%
Impartiality*: 69%, 70%, 75%
Integrity: 68%, 65%, 67%, 73%

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

Legend: You 2021 | You 2022 | Comparator 2022 | Public sector 2022

Public sector values

Responsiveness

What this is

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

Why this is important

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

How to read this

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

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

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

Example

76% of staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

Survey question

Your results

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

My workgroup provides high quality advice and services

76%

8%   16%

Benchmark agree results

You		Comparator		
2021	2022	Lowest	Average	Highest
Not asked	76 %	72 %	78 %	82 %

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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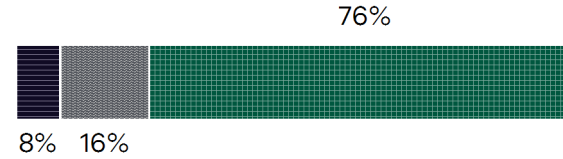
Example

79% of 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
- Don't know
- Neither agree nor disagree
- Agree

Survey question		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
My manager demonstrates honesty and integrity	10% / 11% / 79%	82 %	79 %	71 %	80 %	86 %
People in my workgroup are honest, open and transparent in their dealings	12% / 1% / 20% / 67%	70 %	67 %	61 %	69 %	76 %
My organisation is committed to earning a high level of public trust	9% / 3% / 21% / 67%	74 %	67 %	55 %	72 %	82 %
I feel safe to challenge inappropriate behaviour at work	21% / 17% / 62%	59 %	62 %	52 %	64 %	75 %

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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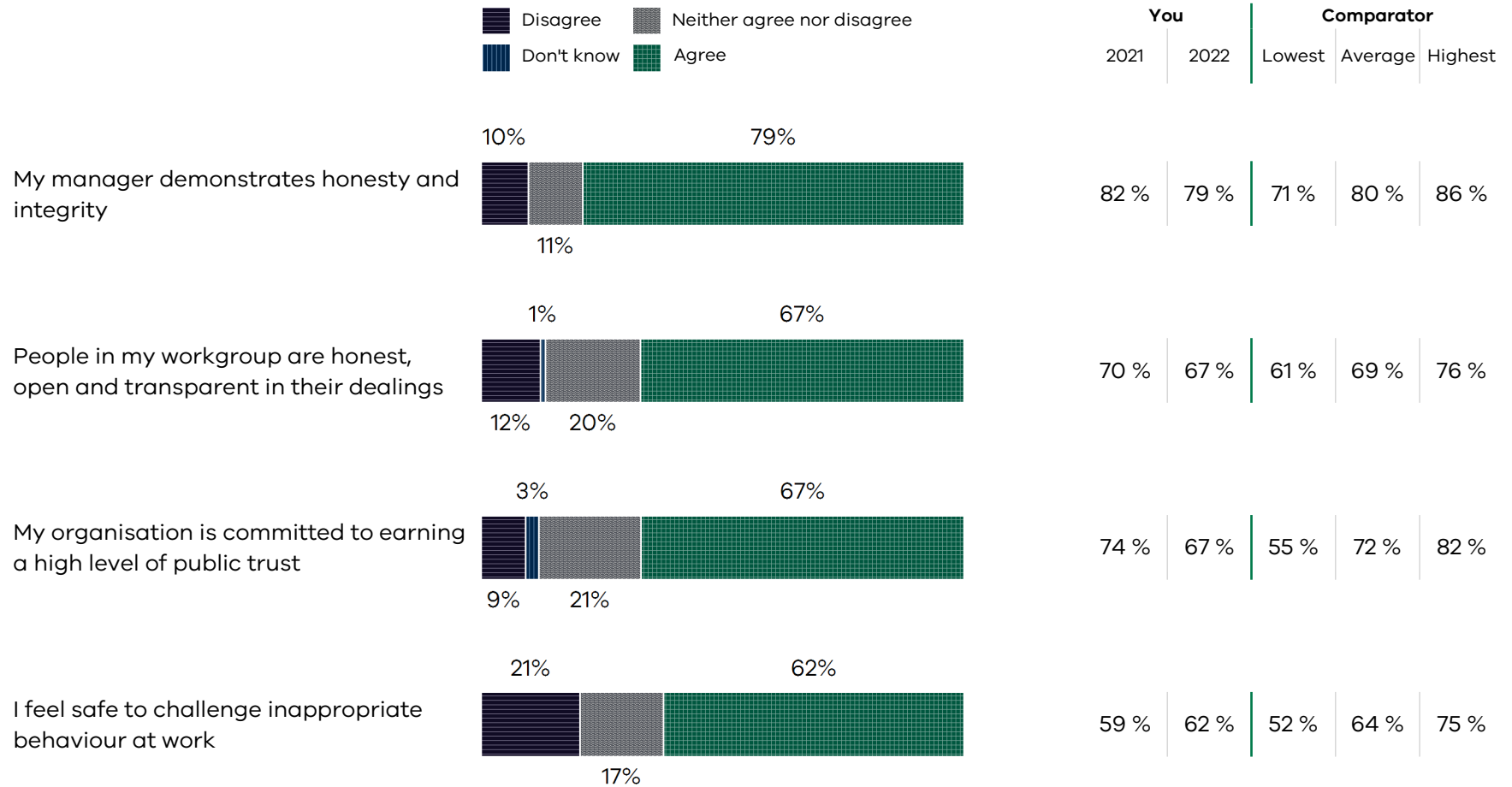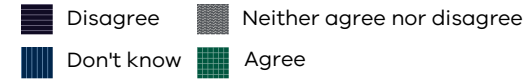
Example

60% of staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.

Survey question

Your results

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

People in my workgroup appropriately manage conflicts of interest
3% | 60%
15% | 22%

My organisation does not tolerate improper conduct
2% | 60%
17% | 22%

Senior leaders demonstrate honesty and integrity
5% | 59%
12% | 25%

Benchmark agree results

	You		Comparator		
	2021	2022	Lowest	Average	Highest
People in my workgroup appropriately manage conflicts of interest	64 %	60 %	57 %	62 %	68 %
My organisation does not tolerate improper conduct	62 %	60 %	42 %	62 %	75 %
Senior leaders demonstrate honesty and integrity	65 %	59 %	34 %	56 %	68 %

Victorian Public Sector Commission

VICTORIA State Government
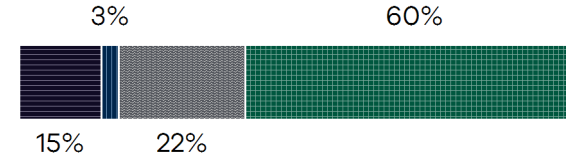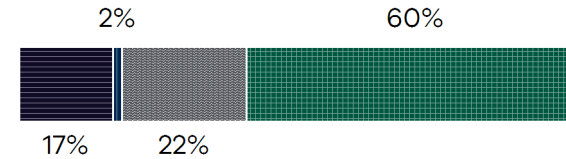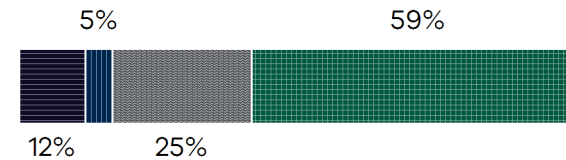
Public sector values

Impartiality

What this is

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

Why this is important

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

How to read this

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

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

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

Example

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

Survey question	Your results	Benchmark agree results				

Legend: Disagree | Neither agree nor disagree | Don't know | Agree
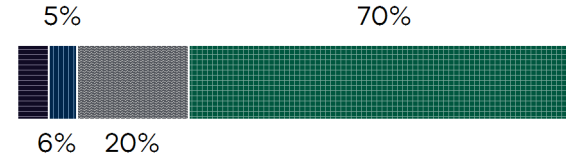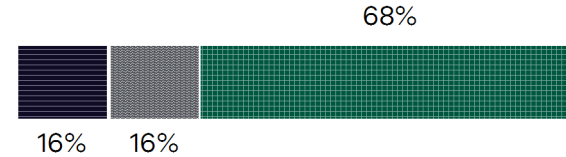
		You		Comparator		
		2021	2022	Lowest	Average	Highest
People in my workgroup are politically impartial in their work	5% / 6% / 20% / 70%	72 %	70 %	64 %	72 %	77 %
My workgroup acts fairly and without bias	16% / 16% / 68%	Not asked	68 %	61 %	68 %	73 %

Public sector values

Accountability 1 of 2

What this is

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

Why this is important

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

How to read this

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

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

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

Example

91% of staff who did the survey agreed or strongly agreed with 'I clearly understand what I am expected to do in this job'.

Survey question / Your results / Benchmark agree results

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

Survey question		You 2021	You 2022	Comparator Lowest	Comparator Average	Comparator Highest
I clearly understand what I am expected to do in this job	4% / 5% Disagree, 91% Agree	86 %	91 %	82 %	88 %	91 %
I understand how my job helps my organisation achieve it's goals	2% / 8%, 90% Agree	Not asked	90 %	85 %	89 %	92 %
My workgroup has clear lines of responsibility	13% / 15%, 72% Agree	76 %	72 %	63 %	72 %	77 %
My workgroup uses its resources well	14% / 18% / 1%, 67% Agree	Not asked	67 %	60 %	68 %	76 %

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

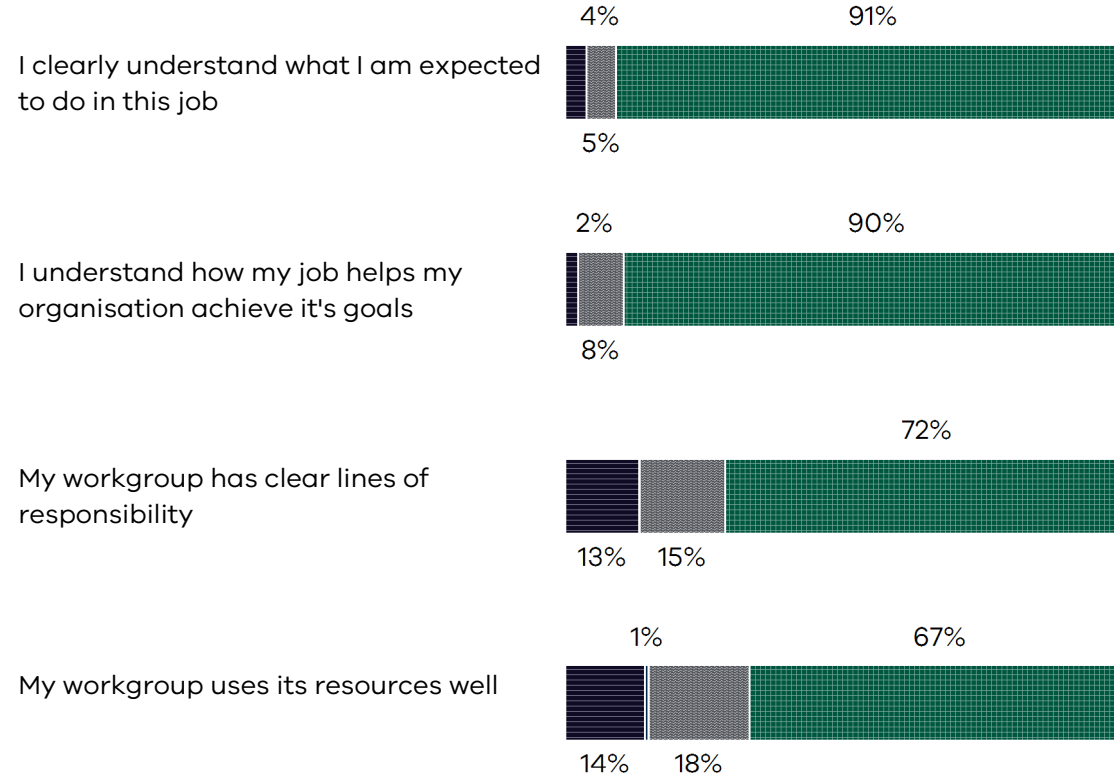Under 'Benchmark results', compare your comparator groups overall, lowest and highest scores with your own.

Example

56% of 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

3%   56%

19%   23%

Benchmark agree results

	You		Comparator		
	2021	2022	Lowest	Average	Highest
	63 %	56 %	32 %	53 %	63 %

Victorian Public Sector Commission

VICTORIA State Government

Public sector values

What this is

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

Why this is important

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

How to read this

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

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

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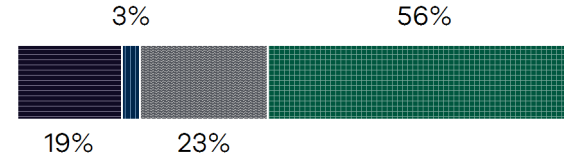
Example

81% of staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

Survey question	Your results	Benchmark agree results				
		You		**Comparator**		
		2021	2022	Lowest	Average	Highest
My manager treats employees with dignity and respect	9% / 10% / 81%	84 %	81 %	73 %	82 %	89 %
My manager listens to what I have to say	10% / 12% / 77%	80 %	77 %	69 %	78 %	83 %
People in my workgroup treat each other with respect	11% / 14% / 75%	76 %	75 %	66 %	77 %	81 %
My organisation encourages respectful workplace behaviours	10% / 16% / 74%	80 %	74 %	60 %	75 %	84 %

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

Public sector values

Respect 2 of 2

What this is

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

Why this is important

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

How to read this

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

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

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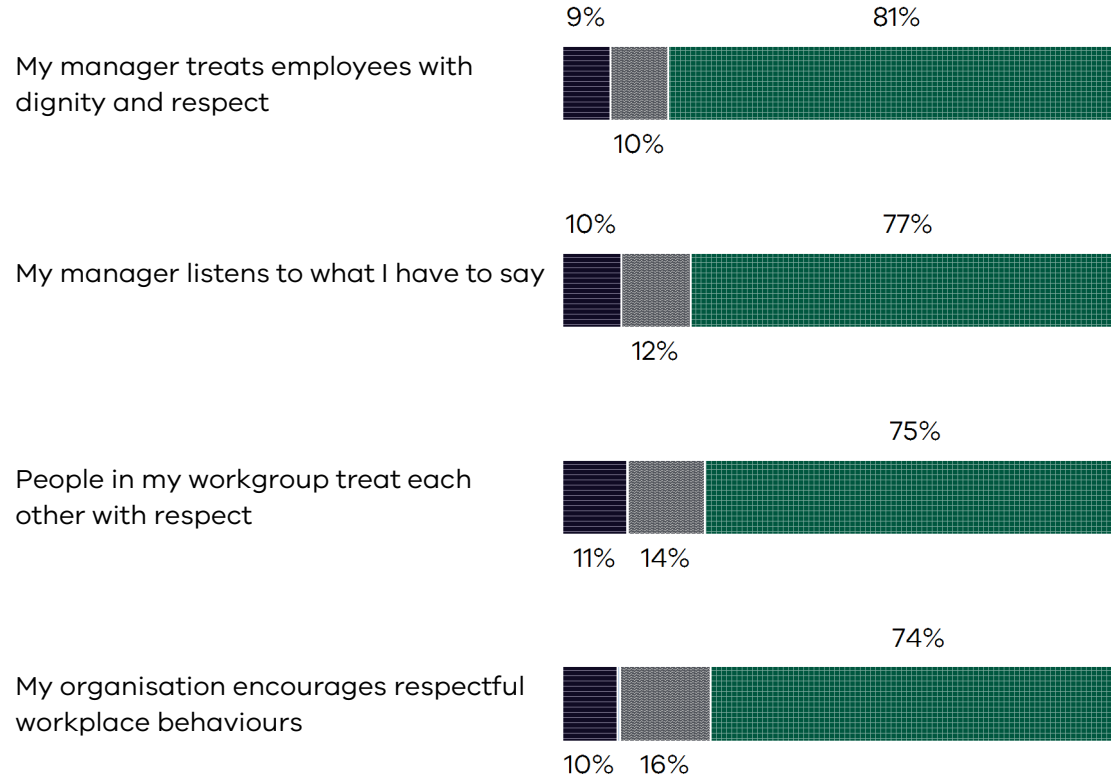
Example

56% of staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.

Survey question	Your results	Benchmark agree results

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

My organisation takes steps to eliminate bullying, harassment and discrimination

19% 3% 21% 56%

	You		Comparator		
	2021	2022	Lowest	Average	Highest
	62 %	56 %	36 %	57 %	69 %
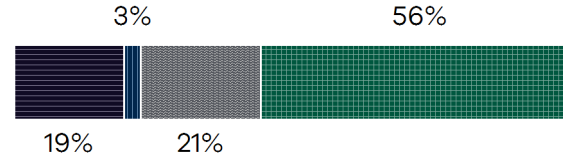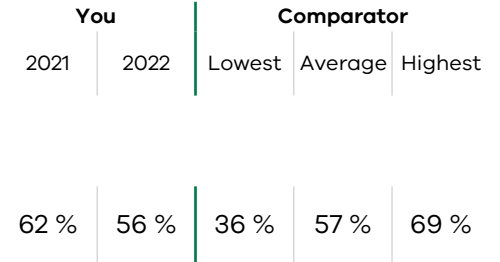
Public sector values

Leadership

What this is

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

Why this is important

Good leadership plays a role in the development of workplace culture.

It also gives Victorians confidence that staff in the public sector behave to a high standard.

How to read this

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

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

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

Example

78% of staff who did the survey agreed or strongly agreed with 'My manager models my organisation's values'.

Survey question	Your results	Benchmark agree results

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

	You		Comparator		
	2021	2022	Lowest	Average	Highest
My manager models my organisation's values	81 %	78 %	71 %	79 %	85 %
Senior leaders model my organisation's values	69 %	60 %	38 %	57 %	70 %

My manager models my organisation's values — Disagree 9%, Neither agree nor disagree 13%, Agree 78%
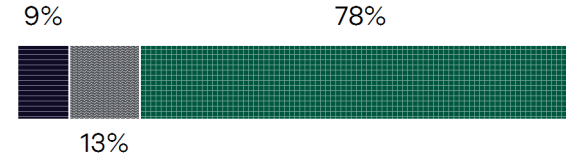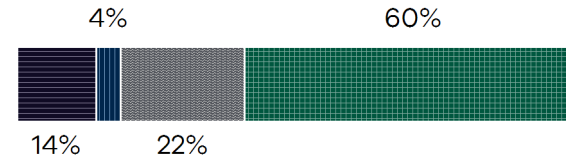
Senior leaders model my organisation's values — Disagree 14%, Don't know 4%, Neither agree nor disagree 22%, Agree 60%

Public sector values

Human rights

What this is

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

Why this is important

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

How to read this

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

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

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

Example

82% of staff who did the survey agreed or strongly agreed with 'I understand how the Charter of Human Rights and Responsibilities applies to my work'.

Survey question	Your results					

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

Benchmark agree results

	You		Comparator		
Survey question	2021	2022	Lowest	Average	Highest
I understand how the Charter of Human Rights and Responsibilities applies to my work (5% / 13% / 82%)	85 %	82 %	70 %	76 %	85 %
My organisation encourages employees to act in ways that are consistent with human rights (2% / 4% / 14% / 81%)	83 %	81 %	67 %	81 %	87 %

Victorian Public Sector Commission

VICTORIA State Government

People matter survey wellbeing check 2022

Have your say

Overview

Result summary

Report overview

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

People outcomes

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

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

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

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Custom questions

- Questions requested by your organisation

Demographics

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

Custom questions

What this is

Your organisation asked 3 custom questions as part of the 2022 survey.

Why this is important

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

How to read this

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

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

Example

61% of staff who did the survey agreed or strongly agreed with 'I have sufficient 1 to 1 time with my manager to discuss things that matter to me'.

Legend: Disagree | Neither agree nor disagree | Agree

I have sufficient 1 to 1 time with my manager to discuss things that matter to me
- 21%
- 18%
- 61%

Benchmark: You — 2021 Not asked | 2022 61%

I feel there is good visibility of Senior Leaders at GV Health
- 29%
- 27%
- 43%

Benchmark: You — 2021 Not asked | 2022 43%
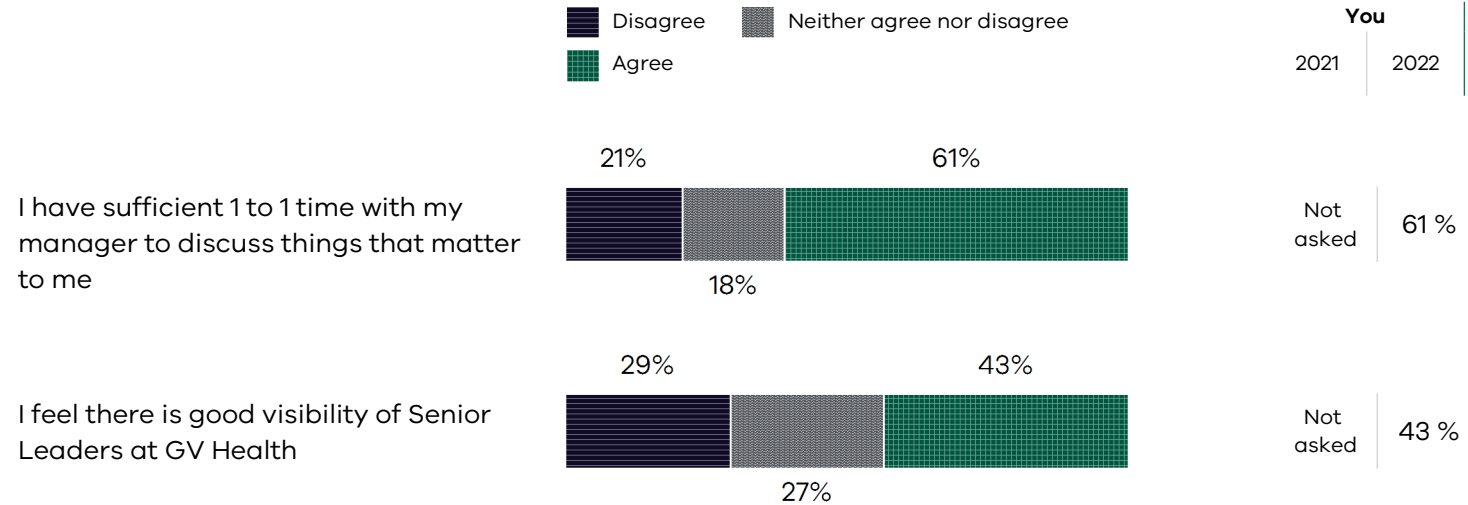
Custom questions

What this is

Your organisation asked 3 custom questions as part of the 2022 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 'Thinking of managers you have reported to, what leadership capabilities do you most value from a manager Select all that apply'.

Example

74% of staff who did the survey

responded 'Effective communication and feedback' to the question.

Thinking of managers you have reported to, what leadership capabilities do you most value from a manager Select all that apply	You 2022
Effective communication and feedback	74%
Leading with care	63%
Team building and engagement	51%
Setting clear expectations	49%
Problem solving	45%
Role models the organisation's values	41%
Leading effectively through change	40%
Investing in my development	37%
Coaching and mentoring	36%
Collaborating and partnering	35%

Victorian Public Sector Commission

VICTORIA State Government

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Public sector values

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- Questions requested by your organisation

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- Employment
- Adjustments
- Caring
- Categories
- Primary role

Demographics

Age, gender, variations in sex characteristics and sexual orientation

What this is

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

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

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

Age	(n)	%
15-34 years	218	25%
35-54 years	414	48%
55+ years	189	22%
Prefer not to say	42	5%

How would you describe your gender?	(n)	%
Woman	677	78%
Man	136	16%
Prefer not to say	46	5%
Non-binary and I use a different term	4	0%

Are you trans, non-binary or gender diverse?	(n)	%
Yes	4	0%
No	814	94%
Prefer not to say	45	5%

To your knowledge, do you have innate variation(s) of sex characteristics (often called intersex)?*	(n)	%
Yes	2	0%
No	793	92%
Don't know	27	3%
Prefer not to say	41	5%

How do you describe your sexual orientation?	(n)	%
Straight (heterosexual)	744	86%
Prefer not to say	73	8%
Bisexual	17	2%
Don't know	9	1%
Gay or lesbian	8	1%
Pansexual	5	1%
I use a different term	5	1%
Asexual	2	0%

Demographics

Aboriginal and/or Torres Strait Islander employees

What this is

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

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.
The (n) column shows the number of respondents in each category.
An asterisk (*) means this is a new question for the 2022 survey.

How we protect anonymity and privacy

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Aboriginal and/or Torres Strait Islander	(n)	%
Yes	**8**	1%
Non Aboriginal and/or Torres Strait Islander	**825**	96%
Prefer not to say	**30**	3%

Victorian Public Sector Commission

VICTORIA State Government

Demographics

Disability

What this is

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

Why this is important

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

How to read this

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

How we protect anonymity and privacy

To protect you, we:
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Do you identify as a person with a disability?

	(n)	%
Yes	**49**	6%
No	**778**	90%
Prefer not to say	**36**	4%

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

	(n)	%
Yes	**32**	65%
No	**13**	27%
Prefer not to say	**4**	8%

If not, 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	**5**	38%
I do not require any adjustments to be made to perform my role	**4**	31%
My disability does not impact on my ability to perform my role	**3**	23%
Other	**1**	8%

Demographics

Cultural diversity 1 of 2

What this is

These are the personal characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

An asterisk (*) means this is a new question for the 2022 survey.

How we protect anonymity and privacy

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Country of birth	(n)	%
Born in Australia	**689**	80%
Not born in Australia	**130**	15%
Prefer not to say	**44**	5%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Other	**50**	45%
Hindi	**17**	15%
Filipino	**11**	10%
Punjabi	**11**	10%
Italian	**10**	9%
Tagalog	**7**	6%
Mandarin	**6**	5%
Tamil	**5**	4%
Sinhalese	**4**	4%
Cantonese	**3**	3%
Spanish	**3**	3%
Urdu	**3**	3%

Language other than English spoken with family or community	(n)	%
Yes	**112**	13%
No	**715**	83%
Prefer not to say	**36**	4%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Australian Indigenous Language	**2**	2%
Auslan	**1**	1%
French	**1**	1%
German	**1**	1%
Greek	**1**	1%
Korean	**1**	1%
Macedonian	**1**	1%

Demographics

What this is

This is the cultural identity and religion of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

An asterisk (*) means this is a new question for the 2022 survey.

How we protect anonymity and privacy

To protect you, we:

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Cultural identity	(n)	%
Australian	669	78%
English, Irish, Scottish and/or Welsh	66	8%
Prefer not to say	47	5%
South Asian	39	5%
European (including Western, Eastern and South-Eastern Europe, and Scandinavia)	33	4%
East and/or South-East Asian	25	3%
New Zealander	17	2%
Other	13	2%
Aboriginal and/or Torres Strait Islander	8	1%
Central Asian	8	1%
North American	4	0%
African	4	0%
Middle Eastern	4	0%
Pacific Islander	2	0%
Maori	2	0%
Central and/or South American	1	0%

Religion	(n)	%
No religion	372	43%
Christianity	334	39%
Prefer not to say	77	9%
Other	46	5%
Hinduism	15	2%
Sikhism	8	1%
Buddhism	6	1%
Islam	4	0%
Judaism	1	0%

Demographics

Employment characteristics 1 of 2

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

An asterisk (*) means this is a new question for the 2022 survey.

How we protect anonymity and privacy

To protect you, we:

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- don't release employee opinion results for demographic groups where organisations have fewer than 30 responses in total.

Working arrangement	(n)	%
Full-Time	**366**	42%
Part-Time	**497**	58%

Gross base salary (ongoing/fixed term only)	(n)	%
Below $65k	**257**	31%
$65k to $95k	**277**	34%
$95k to $125k	**132**	16%
$125k or more	**58**	7%
Prefer not to say	**100**	12%

Organisational tenure	(n)	%
<1 year	**117**	14%
1 to less than 2 years	**101**	12%
2 to less than 5 years	**175**	20%
5 to less than 10 years	**156**	18%
10 to less than 20 years	**191**	22%
More than 20 years	**123**	14%

Management responsibility	(n)	%
Non-manager	**694**	80%
Other manager	**119**	14%
Manager of other manager(s)	**50**	6%

Employment type	(n)	%
Ongoing and executive	**694**	80%
Fixed term	**130**	15%
Other	**39**	5%

Demographics

Employment characteristics 2 of 2

What this is

These are the employment characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

An asterisk (*) means this is a new question for the 2021 survey

How we protect anonymity and privacy

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

Primary workplace location over the last 3 months	(n)	%
Large regional city	523	61%
Rural	301	35%
Other	30	3%
Melbourne: Suburbs	8	1%
Melbourne CBD	1	0%

What have been your main places of work over the last 3-months?	(n)	%
Your employer's office	342	40%
A frontline or service delivery location	437	51%
Home or private location	97	11%
A shared office space (where two or more organisations share the same workspace e.g. Gov hubs, suburban hubs etc.)	92	11%
Other	42	5%

Flexible work	(n)	%
No, I do not use any flexible work arrangements	320	37%
Part-time	262	30%
Flexible start and finish times	164	19%
Shift swap	153	18%
Study leave	84	10%
Using leave to work flexible hours	83	10%
Working from an alternative location (e.g. home, hub/shared work space)	69	8%
Working more hours over fewer days	45	5%
Other	29	3%
Job sharing	15	2%
Purchased leave	6	1%

Demographics

Adjustments

What this is

These are adjustments staff requested to perform in their role.

Why this is important

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

How to read this

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

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

How we protect anonymity and privacy

To protect you, we:
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- don't release employee opinion results for demographic groups where organisations have fewer than 30 responses in total

Have you requested any of the following adjustments at work?*	(n)	%
No, I have not requested adjustments	**618**	72%
Flexible working arrangements	**171**	20%
Physical modifications or improvements to the workplace	**72**	8%
Career development support strategies	**22**	3%
Other	**18**	2%
Job redesign or role sharing	**16**	2%
Accessible communications technologies	**7**	1%

Why did you make this request?	(n)	%
Work-life balance	**99**	40%
Health	**79**	32%
Family responsibilities	**76**	31%
Caring responsibilities	**70**	29%
Other	**31**	13%
Study commitments	**21**	9%
Disability	**9**	4%

What was your experience with making the request?	(n)	%
The adjustments I needed were made and the process was satisfactory	**160**	65%
The adjustments I needed were not made	**48**	20%
The adjustments I needed were made but the process was unsatisfactory	**37**	15%

Victorian Public Sector Commission

VICTORIA State Government

Demographics

Caring

What this is

These are staff-reported caring responsibilities.

Why this is important

This shows organisations what caring responsibilities their staff have.

How to read this

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

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

How we protect anonymity and privacy

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Caring responsibility	(n)	%
None of the above	**322**	37%
Primary school aged child(ren)	**201**	23%
Secondary school aged child(ren)	**190**	22%
Frail or aged person(s)	**92**	11%
Child(ren) - younger than preschool age	**91**	11%
Preschool aged child(ren)	**67**	8%
Person(s) with disability	**50**	6%
Person(s) with a medical condition	**49**	6%
Person(s) with a mental illness	**49**	6%
Prefer not to say	**44**	5%
Other	**19**	2%

Victorian Public Sector Commission

VICTORIA State Government

Demographics

Employment categories

What is this

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

Why this is important

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

How to read this

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

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

How we protect anonymity and privacy

To protect you, we:

- de-identify all survey response data provided to your organisation
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Which of the following categories best describes your current position?	(n)	%
Nursing Employees	**320**	37%
Management, Administration and Corporate support	**260**	30%
Allied health professional	**112**	13%
Other health professional	**57**	7%
Support services	**53**	6%
Medical Employees	**39**	5%
Personal service worker	**15**	2%
Lived experience specific worker	**4**	0%

Demographics

Primary role

What is this

This shows the primary role of your staff.

Why this is important

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

How to read this

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

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

How we protect anonymity and privacy

To protect you, we:

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Which of the following best describes the primary operational area in which you work?	(n)	%
Hospital-based services	**611**	71%
Corporate services	**69**	8%
Community-based services	**180**	21%

Is your primary work role in one of the following areas?	(n)	%
Aged care	**68**	8%
Critical care	**29**	3%
Drug and alcohol	**8**	1%
Emergency	**47**	5%
Maternity care	**24**	3%
Medical	**59**	7%
Mental health	**49**	6%
Mixed medical/surgical	**9**	1%
Neonatal care	**2**	0%
Palliative care	**4**	0%
Paediatrics	**27**	3%
Peri-operative	**30**	3%
Rehabilitation	**37**	4%
Surgical	**23**	3%
Other	**251**	29%
Administration	**193**	22%

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