People Matter Survey 2024

Have your say

Coliban Region Water Corporation
2024 people matter survey results report

Victorian Public Sector Commission

VICTORIA State Government

People matter survey 2024

Have your say

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- Human rights

Topical questions

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

Custom questions

- Questions requested by your organisation

Demographics

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

Report overview

About your report

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

Report contents

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

Comparing data in this report

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

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

Rounding of percentages

In this report, we round numbers up or down to their nearest whole percentage.

This means some percentages may not add up to 100%.

Survey questions and definitions

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

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Privacy and anonymity

To protect you, we:

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

Read more in our privacy policy.

Report overview

Survey's theoretical framework

What this is

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

Why this is important

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

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

Our public sector values

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

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

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

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

- Lead the organisation
- Set the culture
- Lead by example
- Actions influence outcomes

- Organisational integrity
- Collaboration
- Safety climate

- 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

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'.

Barwon Asset Solutions Pty Ltd

Barwon Region Water Corporation

Central Highlands Region Water Corporation

East Gippsland Region Water Corporation

Gippsland and Southern Rural Water Corporation

Grampians Wimmera Mallee Water Corporation

Greater Western Water

Lower Murray Urban and Rural Water Corporation

North East Region Water Corporation

South East Water Corporation

South Gippsland Region Water Corporation

Wannon Region Water Corporation

Westernport Region Water Corporation

Report overview

Your response rate

What this is

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

Why this is important

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

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

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

How to read this

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

2023	
70% (172)	
Comparator	84%
Public Sector	42%

2024	
83% (230)	
Comparator	65%
Public Sector	65%

People matter survey 2024

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People outcomes

Your employee engagement index

What is this

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

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

The weightings for each engagement response are:

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

Why this is important

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

2023	
74	
Comparator	70
Public Sector	68

2024	
76	
Comparator	71
Public Sector	68

People outcomes

Engagement question results 1 of 2

What is this

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

Your group's engagement index

Your 2024 index is 76.

Why this is important

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

How to read this

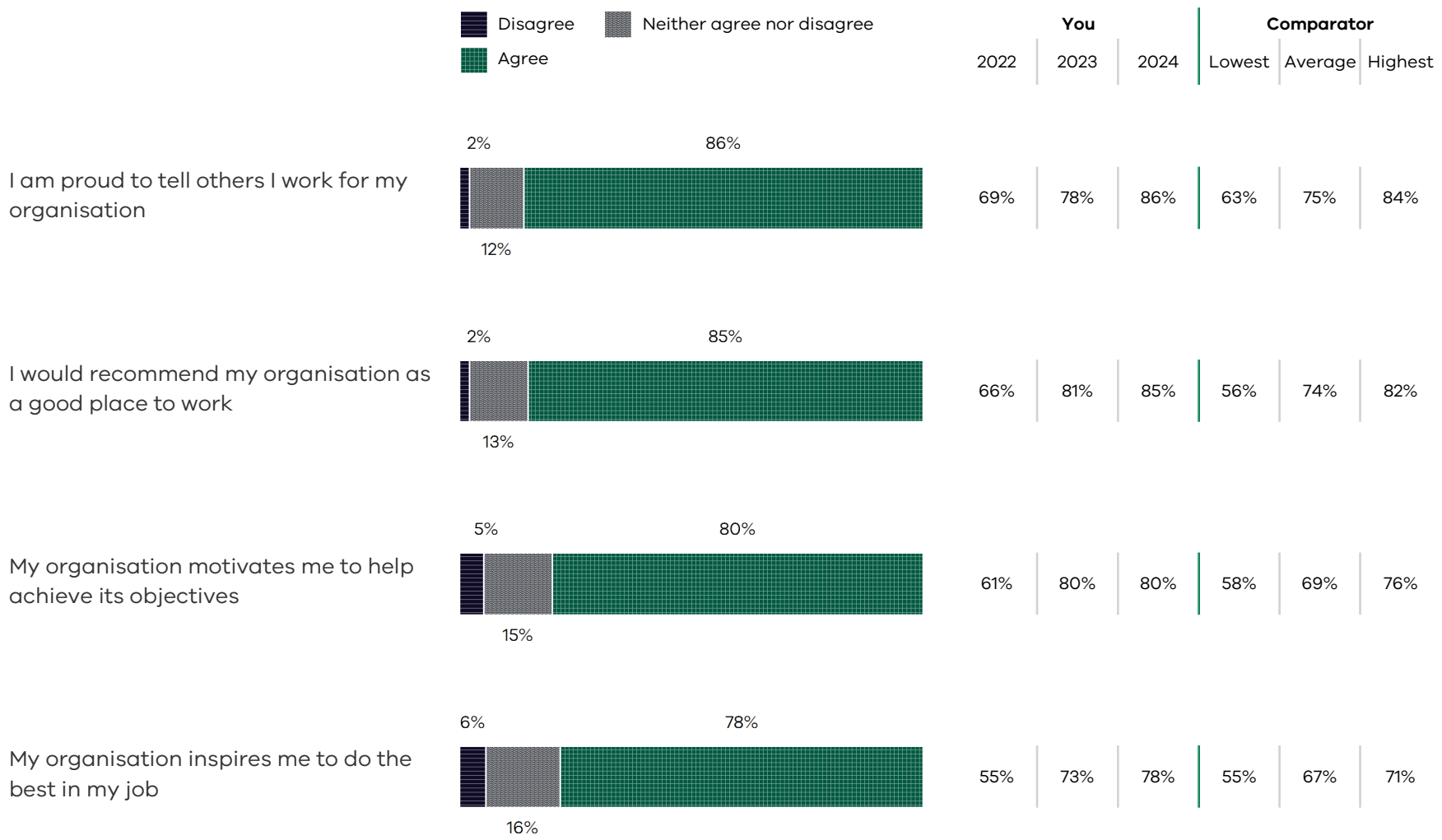
Under 'Your results', see results for each question in descending order by most agreed.

'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

86% of your staff who did the survey agreed or strongly agreed with 'I am proud to tell others I work for my organisation'.



People outcomes

Engagement question results 2 of 2

What is this

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

Your group's engagement index

Your 2024 index is 76.

Why this is important

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

How to read this

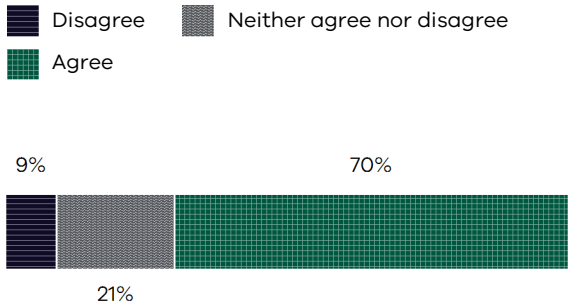
Under 'Your results', see results for each question in descending order by most agreed.

'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

70% of your staff who did the survey agreed or strongly agreed with 'I feel a strong personal attachment to my organisation'.

Survey question	Your results	Benchmark agree results					
		You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
I feel a strong personal attachment to my organisation		56%	63%	70%	54%	61%	67%

People outcomes

Scorecard: satisfaction, stress, intention to stay, inclusion

What is this

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

Why this is important

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

How to read this

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

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

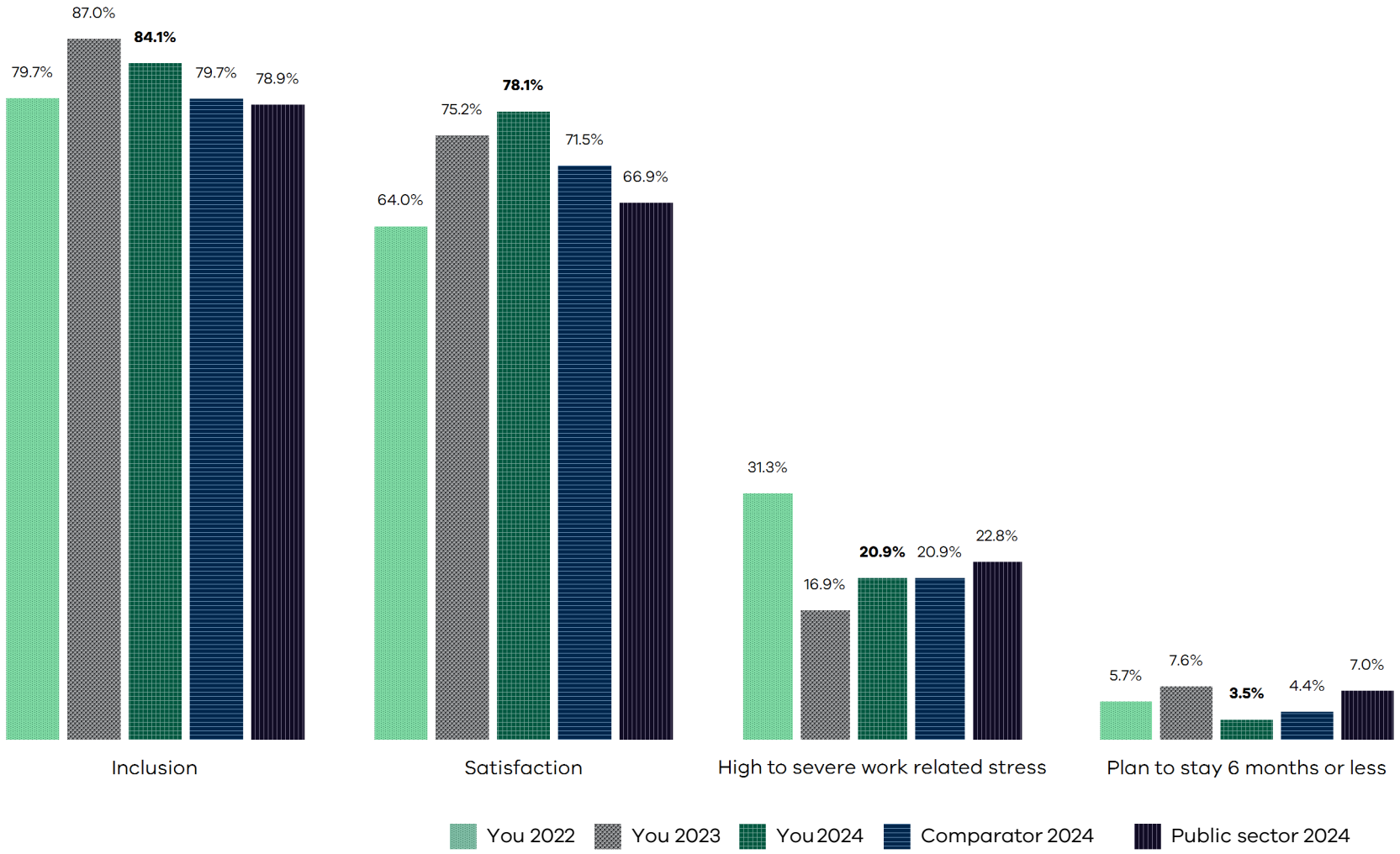
Example

In 2024:

- 84.1% of your staff who did the survey responded positively to questions about Inclusion.

Compared to:

- 79.7% of staff in your comparator group and 78.9% of staff across the public sector.



People outcomes

Satisfaction question results

What is this

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

Why this is important

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

How to read this

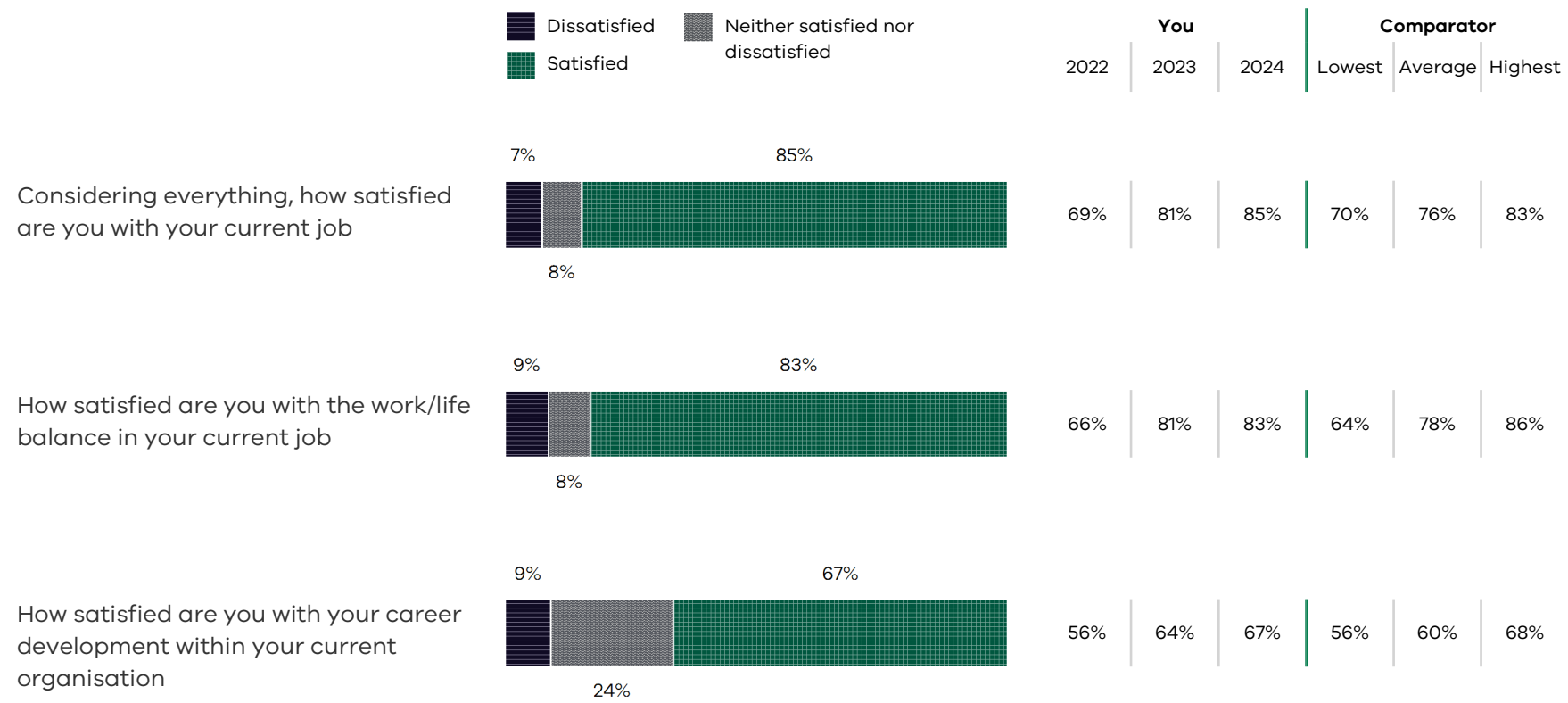
Under 'Your results" see results for each question in descending order by most satisfied.

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

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

Example

85% of your staff who did the survey were satisfied or very satisfied with 'Considering everything, how satisfied are you with your current job'.



People outcomes

Work-related stress levels

What is this

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

Why this is important

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

How to read this

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

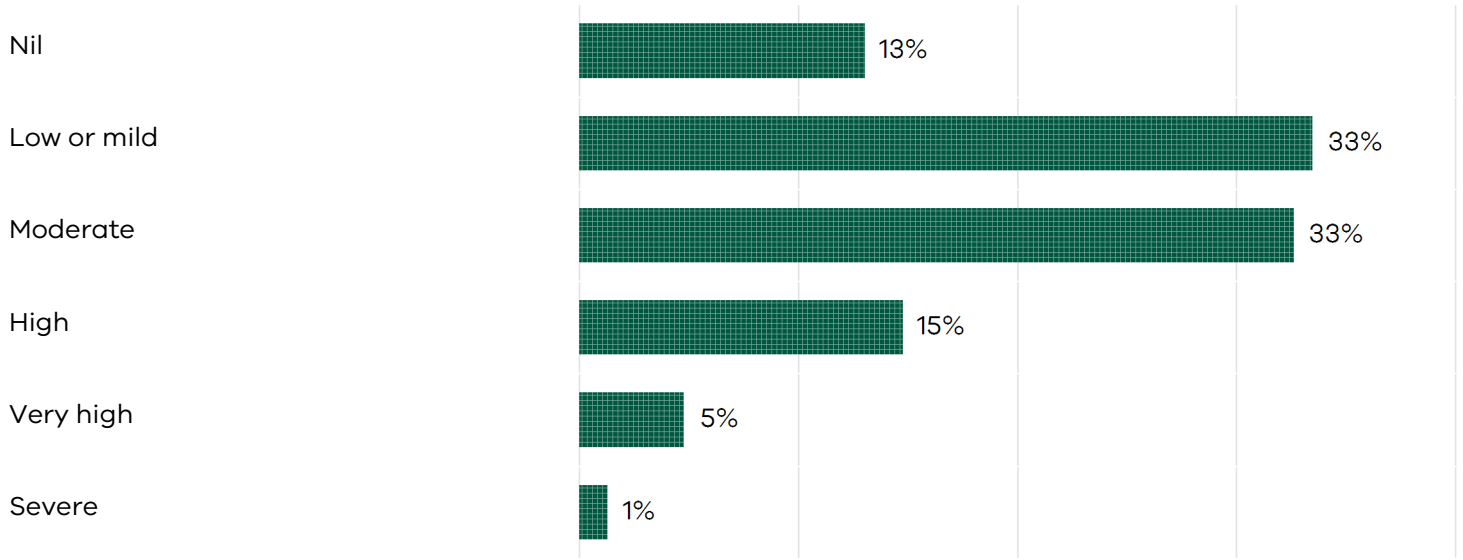
The graph at the top shows how staff in your group rated their current levels of work-related stress.

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

Example

21% of your staff who did the survey said they had high to severe stress in 2024. This is compared to 21% of staff in your comparator group and 23% of staff across the public sector.

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



Reported levels of high to severe stress

2023		2024	
17%		21%	
Comparator	21%	Comparator	21%
Public Sector	24%	Public Sector	23%

People outcomes

Work-related stress causes

What is this

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

Why this is important

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

How to read this

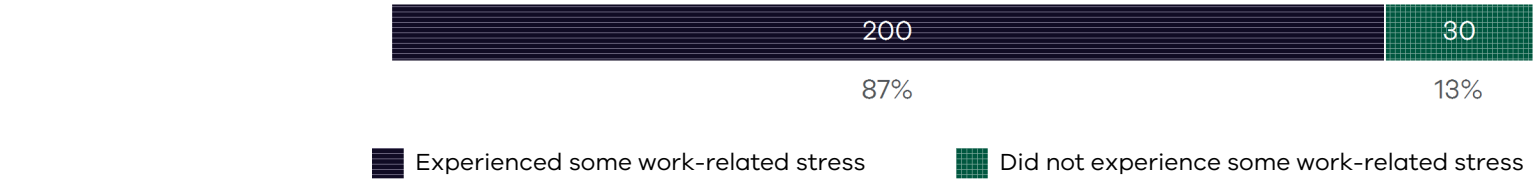
In the survey, we ask staff to tell us if they have experienced mild to severe stress at work, as shown in the visual above the table.

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

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

Example

87% of your staff who did the survey said they experienced mild to severe stress. Of that 87%, 48% said the top reason was 'Workload' .



Of those that experienced work related stress it was from ...	You 2023	You 2024	Comparator 2024	Public sector 2024
Workload	47%	48%	49%	47%
Time pressure	33%	45%	36%	42%
Dealing with clients, patients or stakeholders	13%	18%	14%	17%
Unclear job expectations	16%	17%	14%	14%
Competing home and work responsibilities	16%	15%	12%	13%
Content, variety, or difficulty of work	14%	13%	12%	12%
Organisation or workplace change	22%	13%	16%	15%
Other	16%	11%	12%	13%
Management of work (e.g. supervision, training, information, support)	7%	9%	13%	12%
Technology or equipment	11%	9%	11%	8%

People outcomes

Work-related stress

What is this

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

Why this is important

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

How to read this

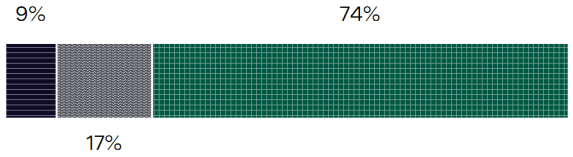
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

74% of your staff who did the survey said the amount of stress in their job was manageable.

Survey question	Your results	Benchmark agree results					
	Disagree / Neither agree nor disagree / Don't know / Agree	You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
The amount of stress in my job is manageable		Not asked	Not asked	74%	58%	68%	77%

People outcomes

Intention to stay

What is this

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

Why this is important

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

How to read this

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

Example

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

Employees plan to work at your organisation for...	You 2023	You 2024	Comparator 2024	Public sector 2024
6 months or less	8%	3%	4%	7%
Over 6 months and up to 1 year	6%	8%	8%	10%
Over 1 year and up to 3 years	24%	20%	21%	25%
Over 3 years and up to 5 years	16%	16%	16%	16%
Over 5 years	46%	52%	50%	42%

People outcomes

Inclusion question results

What is this

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

Why this is important

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

How to read this

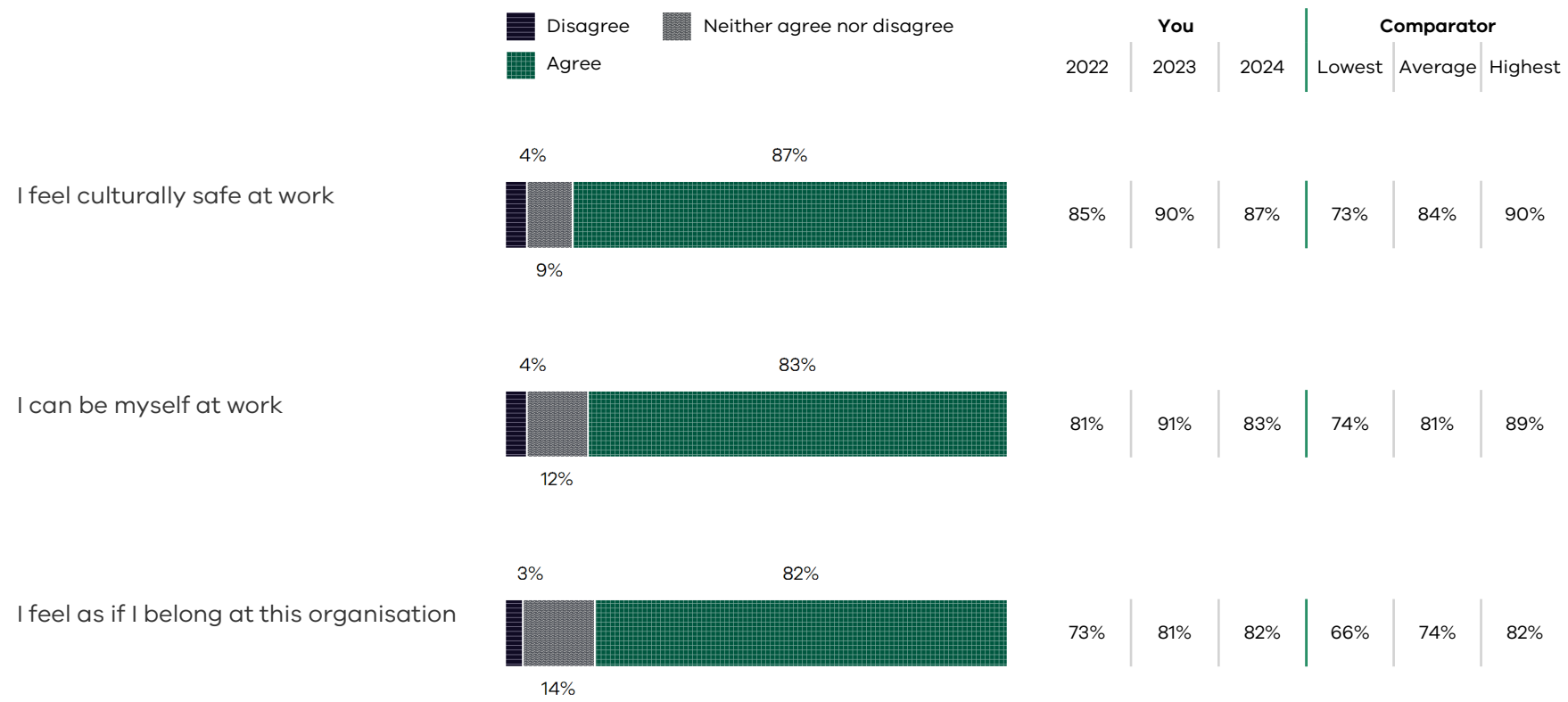
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

87% of your staff who did the survey agreed or strongly agreed with 'I feel culturally safe at work'.



People outcomes

Inclusion - Barriers to success

What is this

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

Why this is important

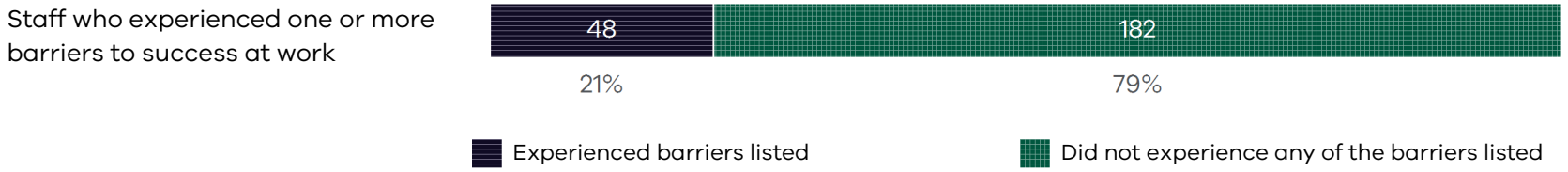
These results can show areas of focus for improvement to enable employee success in the workplace.

How to read this

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

Example

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



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

People outcomes

Inclusion - Witnessed barriers to success

What is this

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

Why this is important

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

How to read this

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

Why there are no further details

We've not published the results for individual response options.
We do this to protect participant anonymity.

Staff who witnessed one or more barriers to success at work

People outcomes

Scorecard: emotional effects of work

What is this

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

Why this is important

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

How to read this

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

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

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

Example

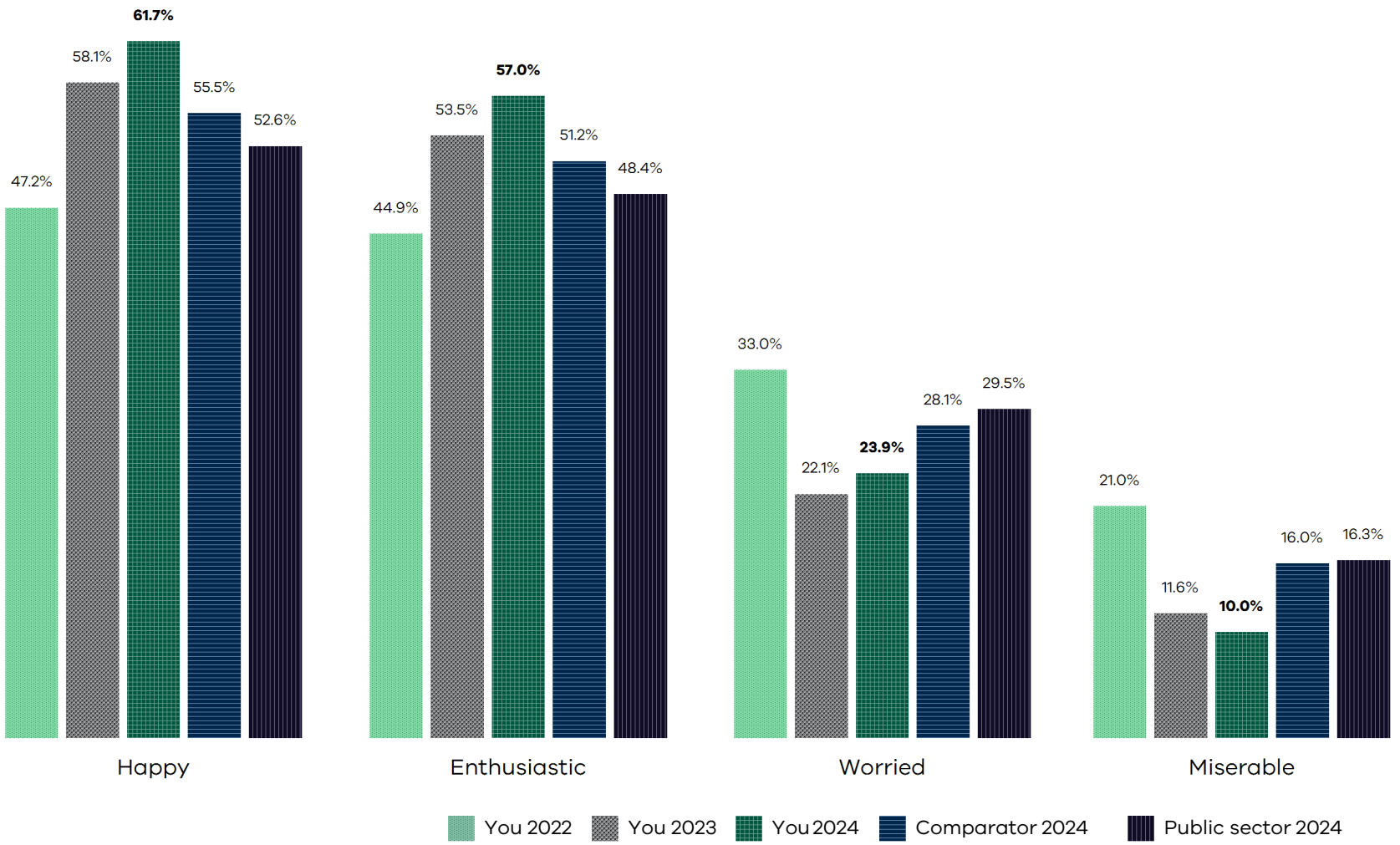
In 2024:

- 61.7% of your staff who did the survey said work made them feel happy.

Compared to:

- 55.5% of staff in your comparator group and 52.6% of staff across the public sector.

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



People outcomes

Scorecard: negative behaviours

What is this

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

Why this is important

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

How to read this

Each label represents a question in the survey about negative behaviour.
Each result is the percentage of staff who said they experienced bullying, sexual harassment, discrimination or violence and aggression in the past 12 months.

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

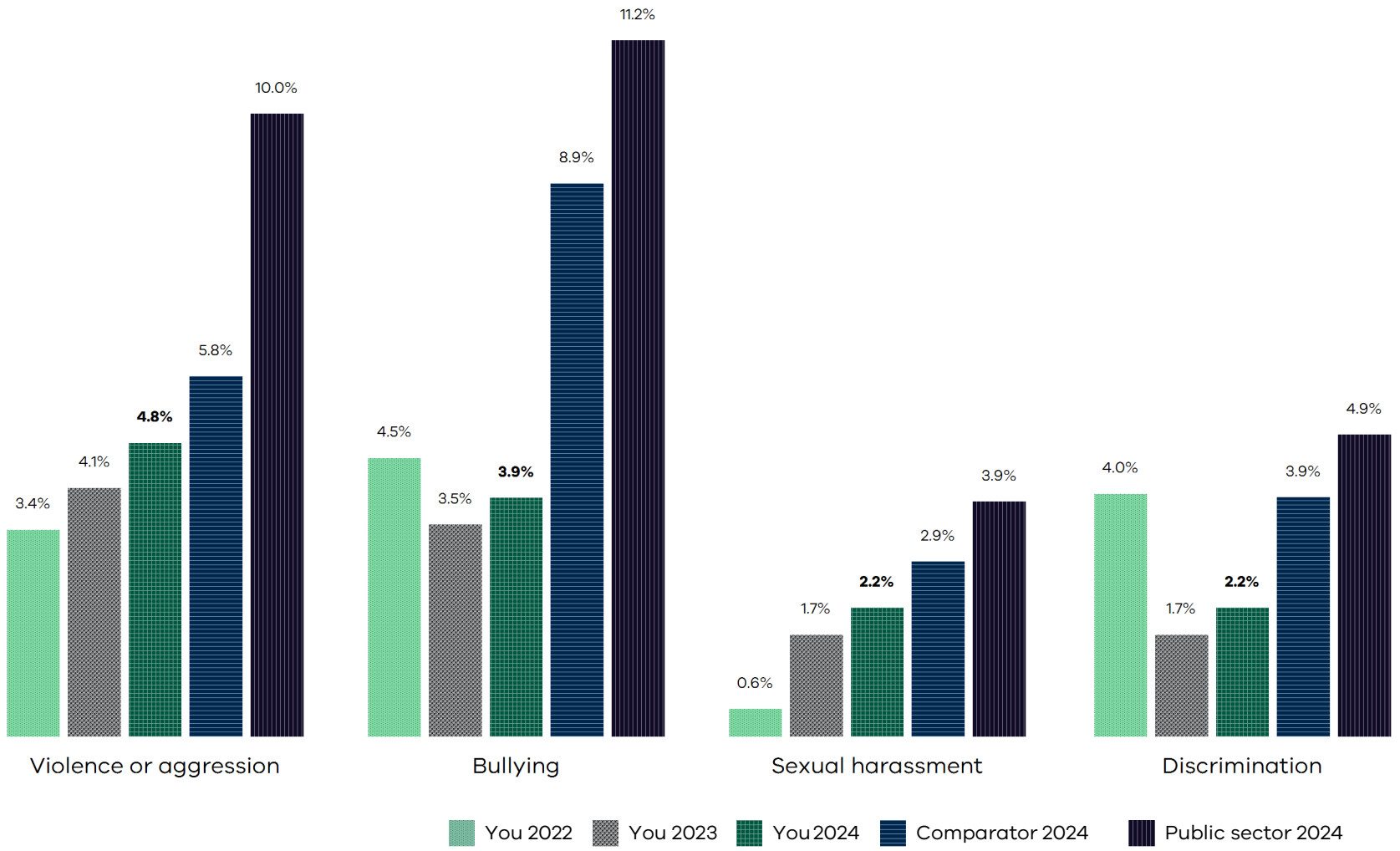
Example

In 2024:

- 4.8% of your staff who did the survey stated they experienced 'Violence or aggression' in the last 12 months.

Compared to:

- 5.8% of staff in your comparator group and 10.0% of staff across the public sector.



People outcomes

Bullying

What is this

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

Why this is important

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

Why there is no data here

We've not published the results for this section because less than 10 people said they experienced bullying.

We do this to protect the respondents.

People outcomes

Sexual harassment

What is this

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

Why this is important

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

Why there is no data here

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

People outcomes

Discrimination

What is this

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

Why this is important

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

Why there is no data here

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

People outcomes

Violence and aggression

What is this

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

Why this is important

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

How to read this

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

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

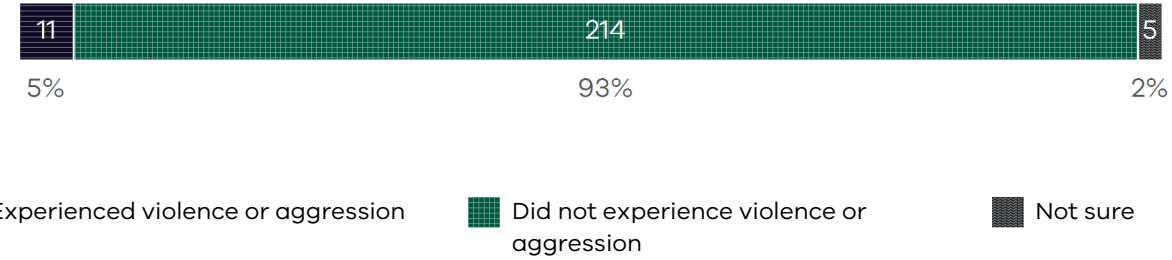
In descending order, the table shows the answers.

Example

5% of your staff who did the survey said they experienced violence or aggression.

Of that 5%, 73% said it was 'Intimidating behaviour'.

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



If you experienced violence or aggression, what type did you experience?	You 2023	You 2024	Comparator 2024	Public sector 2024
Intimidating behaviour	-	73%	70%	73%
Abusive language	-	45%	66%	72%
Physical assault (e.g. spitting, hitting, pushing, tripping, grabbing, throwing objects)	-	9%	3%	9%

People outcomes

Telling someone about violence and aggression

What is this

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

Why this is important

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

How to read this

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

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

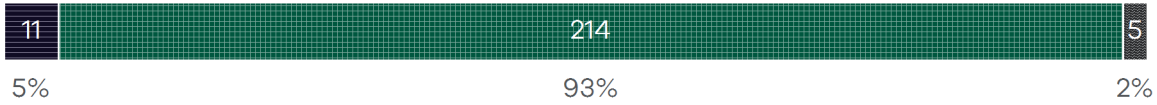
In descending order, the table shows the answers.

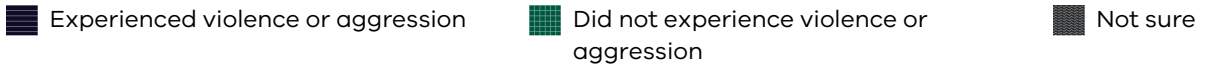
Example

5% of your staff who did the survey said they experienced violence or aggression, of which

- 64% said the top way they reported the violence or agression was 'Told a manager'.
- 82% said they didn't submit a formal incident report

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





Did you tell anyone about the incident?	You 2023	You 2024	Comparator 2024	Public sector 2024
Told a manager	-	64%	56%	64%
I did not tell anyone about the incident(s)	-	27%	9%	9%
Submitted a formal incident report	-	18%	17%	29%
Told a colleague	-	9%	39%	42%
Told human resources	-	9%	17%	8%
Told the person the behaviour was not OK	-	9%	14%	21%

People outcomes

Perpetrators of violence and aggression

What is this

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

Why this is important

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

How to read this

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

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

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

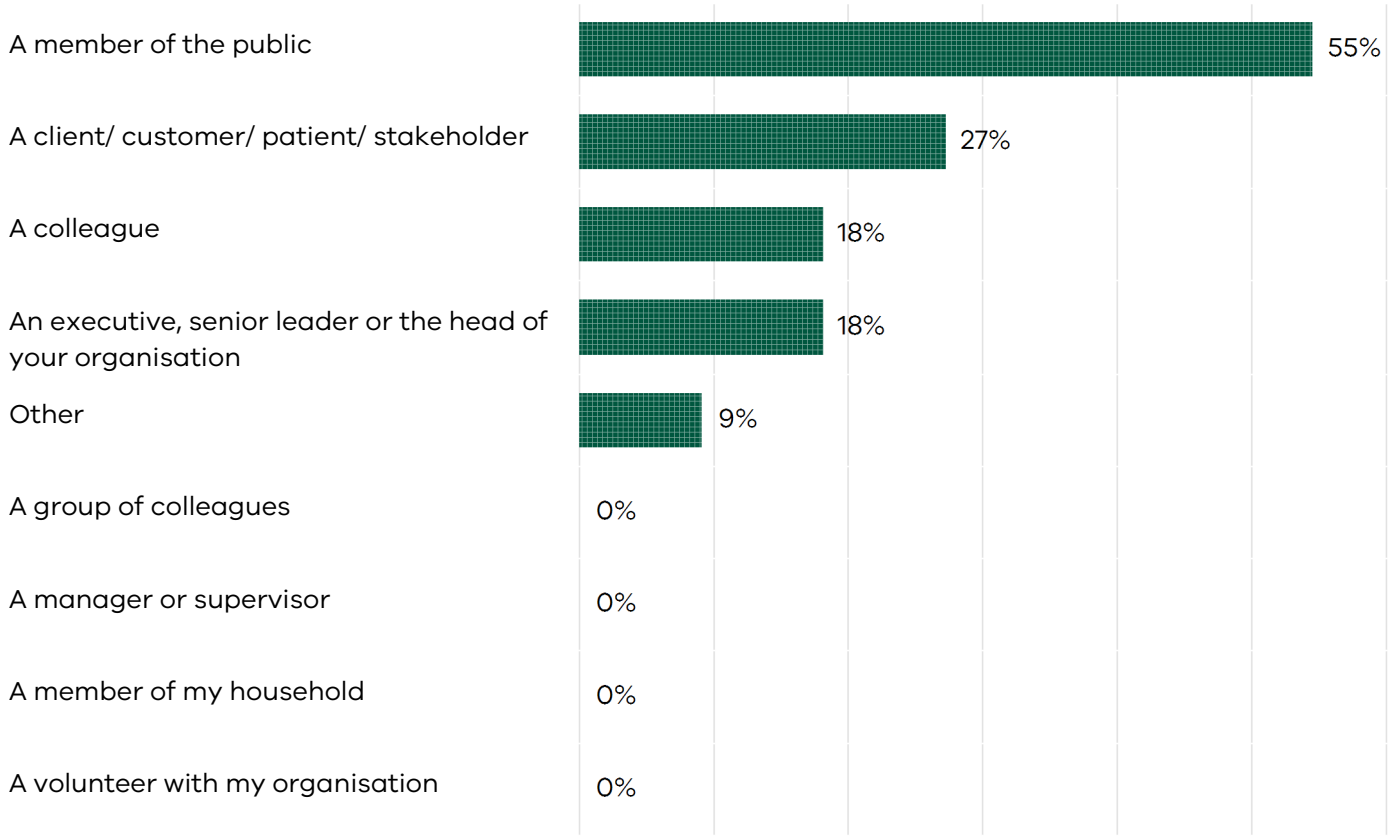
Each row is one perpetrator or group of perpetrators.

Example

5% of your staff who did the survey said they experienced violence or aggression.

Of that 5%, 55% said it was by 'A member of the public'.

11 people (5% of staff) experienced violence or aggression (You 2024)



Negative behaviour

Witnessing negative behaviours

What is this

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

Why this is important

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

How to read this

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

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

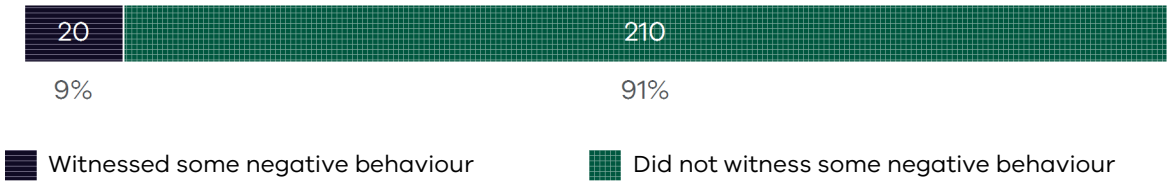
In descending order, the table shows the answers.

Example

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

91% said 'No, I have not witnessed any of the situations above'.

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



During the last 12 months in your current organisation, have you witnessed any of the following negative behaviours at work?	You 2023	You 2024	Comparator 2024	Public sector 2024
No, I have not witnessed any of the situations above	94%	91%	83%	81%
Bullying of a colleague	3%	7%	12%	14%
Violence or aggression against a colleague	1%	2%	2%	3%
Discrimination against a colleague	3%	0%	7%	8%

Negative behaviour

Taking action when witnessing negative behaviours

What is this

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

Why this is important

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

How to read this

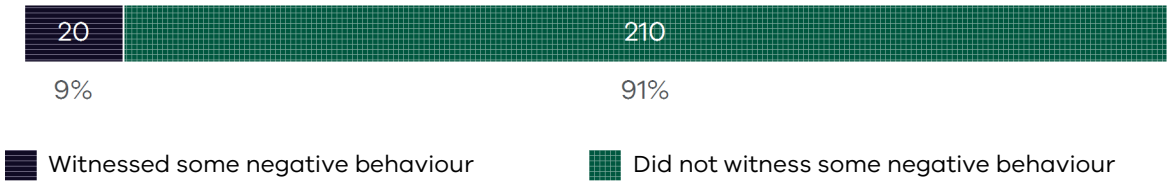
In the survey, we asked staff to tell us if they'd witnessed any negative behaviour at work.
If they did, they could tell us with one or more answers what action they took.
In descending order, the table shows the answers.

Example

9% of your staff who did the survey witnessed negative behaviour, of which:

- 85% said the top action they took was 'Spoke to the person who experienced the behaviour'.

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



When you witnessed these behaviour(s), did you do any of the following?	You 2023	You 2024	Comparator 2024	Public sector 2024
Spoke to the person who experienced the behaviour	-	85%	71%	71%

People matter survey 2024

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

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- Questions requested by your organisation

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- Age, gender, variations in sex characteristics and sexual orientation
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- Employment
- Adjustments
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Key differences

Highest scoring questions

What is this

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

How to read this

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

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

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

Example

On the first row 'Manager leadership', the 'You 2024' column shows 95% of your staff who did the survey agreed with 'My manager treats employees with dignity and respect'. In the 'Change from 2023' column, you have a -0% change, which is a neutral trend.

Question group	Highest scoring questions	You 2024	Change from 2023	Comparator 2024
Manager leadership	My manager treats employees with dignity and respect	95%	-0%	87%
Safety climate	My organisation provides a physically safe work environment	95%	+2%	93%
Organisational integrity	My organisation is committed to earning a high level of public trust	95%	+1%	86%
Meaningful work	I can make a worthwhile contribution at work	94%	-2%	93%
Organisational integrity	My organisation encourages respectful workplace behaviours	94%	+4%	88%
Job enrichment	I understand how my job helps my organisation achieve its goals	94%	-2%	94%
Organisational integrity	My organisation encourages employees to act in ways that are consistent with human rights	94%	+3%	88%
Meaningful work	I achieve something important through my work	93%	+1%	91%
Job enrichment	I can use my skills and knowledge in my job	93%	+0%	93%
Topical	I understand how the Code of Conduct for Victorian public sector employees applies to my work	93%	-0%	85%

Key differences

Lowest scoring questions

What is this

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

How to read this

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

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

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

Example

On the first row 'Taking action', the 'You 2024' column shows 45% of your staff who did the survey agreed with 'My organisation has made improvements based on the survey results from last year'. In the 'Change from 2023' column, you have a +5% change, which is a positive trend.

Question group	Lowest scoring questions	You 2024	Change from 2023	Comparator 2024
Taking action	My organisation has made improvements based on the survey results from last year	45%	+5%	39%
Organisational integrity	I believe the promotion processes in my organisation are fair	49%	+3%	48%
Organisational integrity	I have an equal chance at promotion in my organisation	50%	-5%	50%
Learning and development	I am satisfied with the opportunities to progress in my organisation	59%	+6%	54%
Safety climate	All levels of my organisation are involved in the prevention of stress	63%	+1%	56%
Taking action	I believe my organisation will make improvements based on the results of this year's survey	66%	+1%	55%
Learning and development	My organisation places a high priority on the learning and development of staff	66%	+4%	61%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	66%	-0%	60%
Satisfaction	How satisfied are you with your career development within your current organisation	67%	+3%	60%
Workload	I have enough time to do my job effectively	67%	+5%	60%

Key differences

Most improved

What is this

This is where staff feel their group has most improved.

How to read this

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

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

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

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

Example

On the first row 'Senior leadership', the 'You 2024' column shows 73% of your staff who did the survey agreed with 'Senior leaders provide clear strategy and direction'.

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

Question group	Most improved from last year	You 2024	Increase from 2023	Comparator 2024
Senior leadership	Senior leaders provide clear strategy and direction	73%	+9%	64%
Collaboration	Workgroups across my organisation willingly share information with each other	69%	+8%	65%
Engagement	I am proud to tell others I work for my organisation	86%	+8%	75%
Engagement	I feel a strong personal attachment to my organisation	70%	+7%	61%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	77%	+7%	66%
Learning and development	I am satisfied with the opportunities to progress in my organisation	59%	+6%	54%
Organisational integrity	My organisation takes steps to eliminate bullying, harassment and discrimination	86%	+6%	77%
Engagement	My organisation inspires me to do the best in my job	78%	+5%	67%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	70%	+5%	57%
Workload	I have enough time to do my job effectively	67%	+5%	60%

Key differences

Most declined

What is this

This is where staff feel their group has most declined.

How to read this

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

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

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

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

Example

On the first row 'Topical', the 'You 2024' column shows 79% of your staff who did the survey agreed with 'I am confident that if I requested to go on secondment to support urgent government work, it would be given due consideration'.
In the 'Decrease from 2023' column, you have a 9% decrease, which is a negative trend.

Question group	Largest decline from last year	You 2024	Decrease from 2023	Comparator 2024
Topical	I am confident that if I requested to go on secondment to support urgent government work, it would be given due consideration	79%	-9%	65%
Inclusion	I can be myself at work	83%	-7%	81%
Manager support	I receive meaningful recognition when I do good work	73%	-6%	65%
Workgroup support	People in my workgroup are politically impartial in their work	83%	-5%	78%
Innovation	My workgroup encourages employee creativity	80%	-5%	72%
Organisational integrity	I have an equal chance at promotion in my organisation	50%	-5%	50%
Workgroup support	People in my workgroup appropriately manage conflicts of interest	83%	-4%	78%
Manager leadership	My manager models my organisation's values	90%	-4%	84%
Inclusion	I feel culturally safe at work	87%	-3%	84%
Manager support	My manager listens to what I have to say	89%	-3%	84%

Key differences

Biggest positive difference from comparator

What is this

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

How to read this

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

Example

On the first row 'Senior leadership', the 'You 2024' column shows 83% of your staff who did the survey agreed with 'Senior leaders demonstrate honesty and integrity'.

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

Question group	Biggest positive difference from comparator	You 2024	Difference	Comparator 2024
Senior leadership	Senior leaders demonstrate honesty and integrity	83%	+14%	69%
Topical	I am confident that if I requested to go on secondment to support urgent government work, it would be given due consideration	79%	+14%	65%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	70%	+13%	57%
Engagement	I would recommend my organisation as a good place to work	85%	+12%	74%
Senior leadership	Senior leaders model my organisation's values	82%	+12%	70%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	74%	+11%	63%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	77%	+11%	66%
Taking action	I believe my organisation will make improvements based on the results of this year's survey	66%	+11%	55%
Engagement	My organisation motivates me to help achieve its objectives	80%	+11%	69%
Engagement	My organisation inspires me to do the best in my job	78%	+11%	67%

Key differences

Biggest negative difference from comparator

What is this

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

How to read this

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

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

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- Questions requested by your organisation

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Taking action

What is this

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

Why this is important

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

How to read this

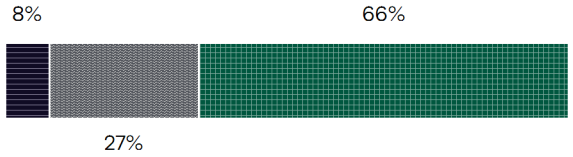
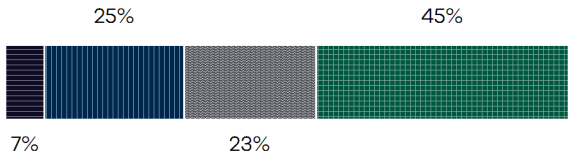
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

66% of your staff who did the survey agreed or strongly agreed with 'I believe my organisation will make improvements based on the results of this year's survey'.

Survey question	Your results	Benchmark agree results					
	Disagree, Neither agree nor disagree, Don't know, Agree	You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
I believe my organisation will make improvements based on the results of this year's survey		57%	65%	66%	44%	55%	61%
My organisation has made improvements based on the survey results from last year		40%	40%	45%	26%	39%	53%

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Senior leadership

Senior leadership

What is this

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

Why this is important

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

How to read this

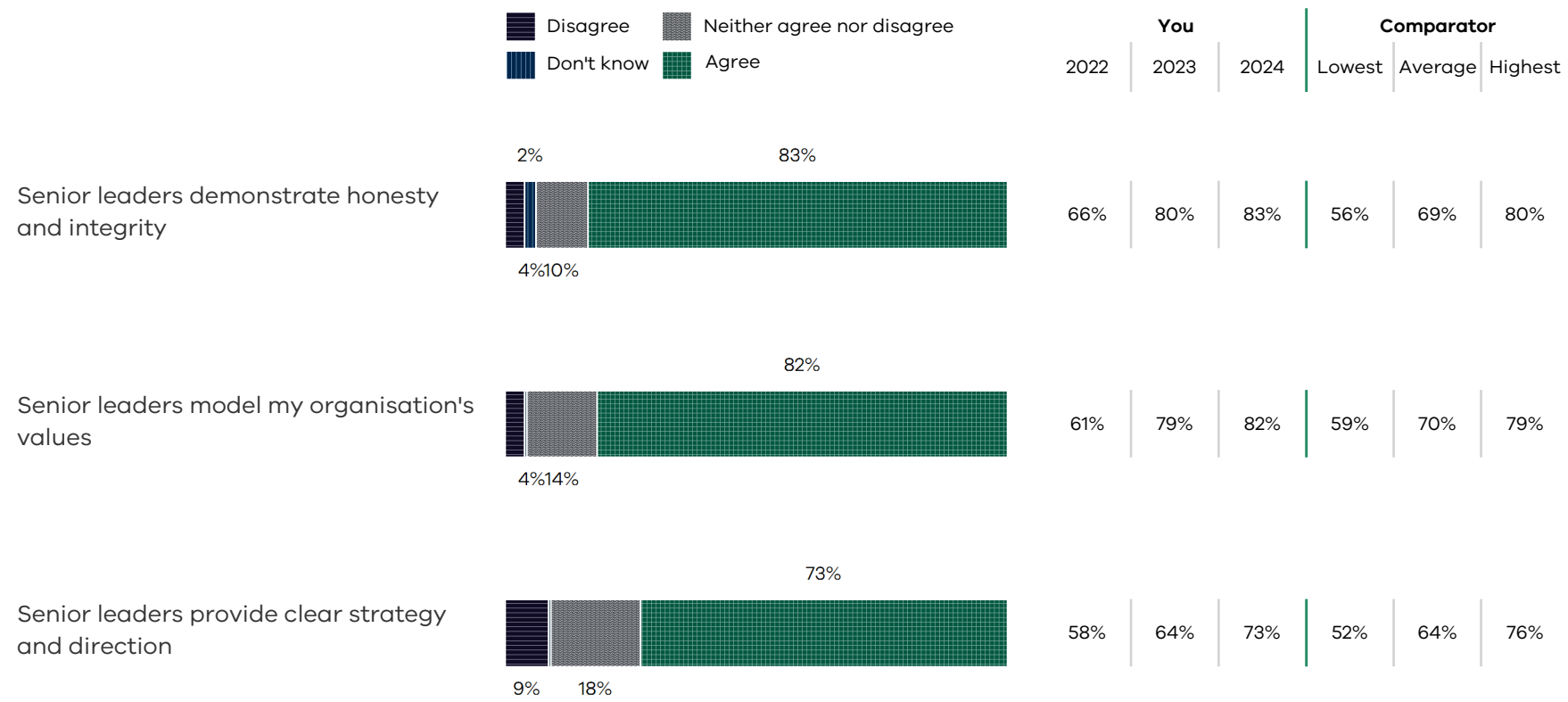
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

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



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Organisational climate

Scorecard

What is this

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

Why this is important

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

How to read this

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

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

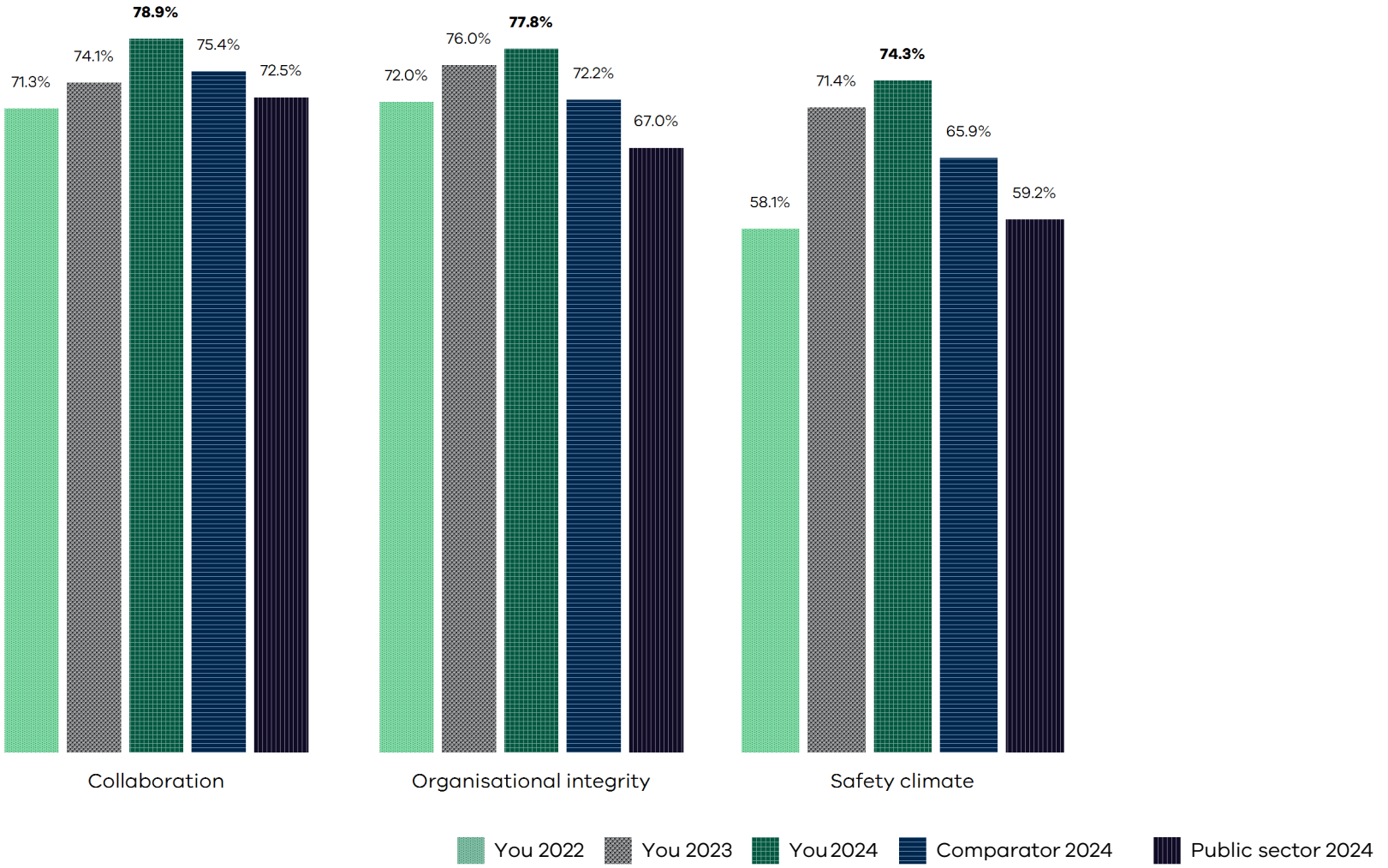
Example

In 2024:

- 78.9% of your staff who did the survey responded positively to questions about Collaboration.

Compared to:

- 75.4% of staff in your comparator group and 72.5% of staff across the public sector.



Organisational climate

Organisational integrity 1 of 2

What is this

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

Why this is important

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

How to read this

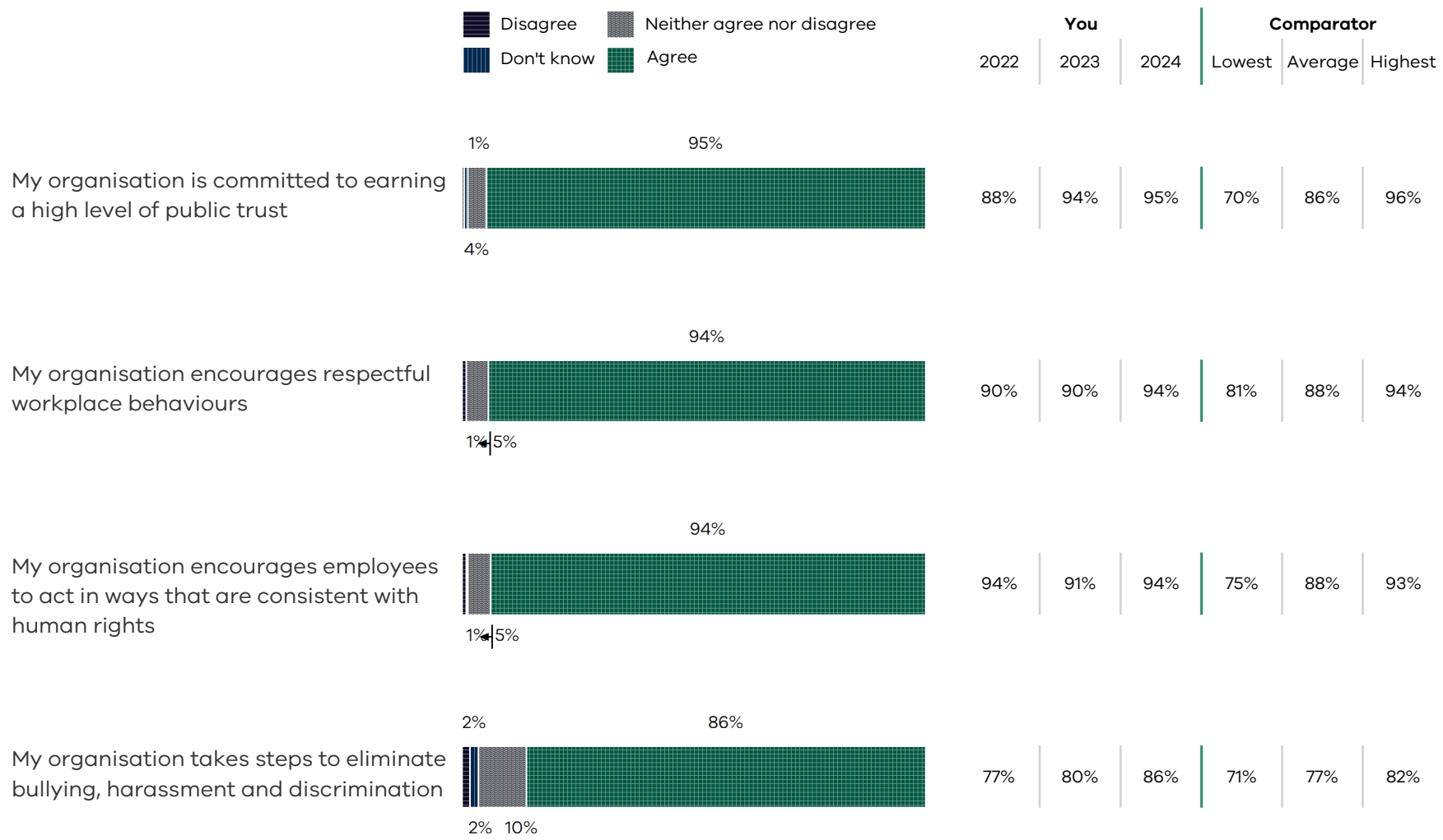
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

95% of your staff who did the survey agreed or strongly agreed with 'My organisation is committed to earning a high level of public trust'.



Organisational climate

Organisational integrity 2 of 2

What is this

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

Why this is important

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

How to read this

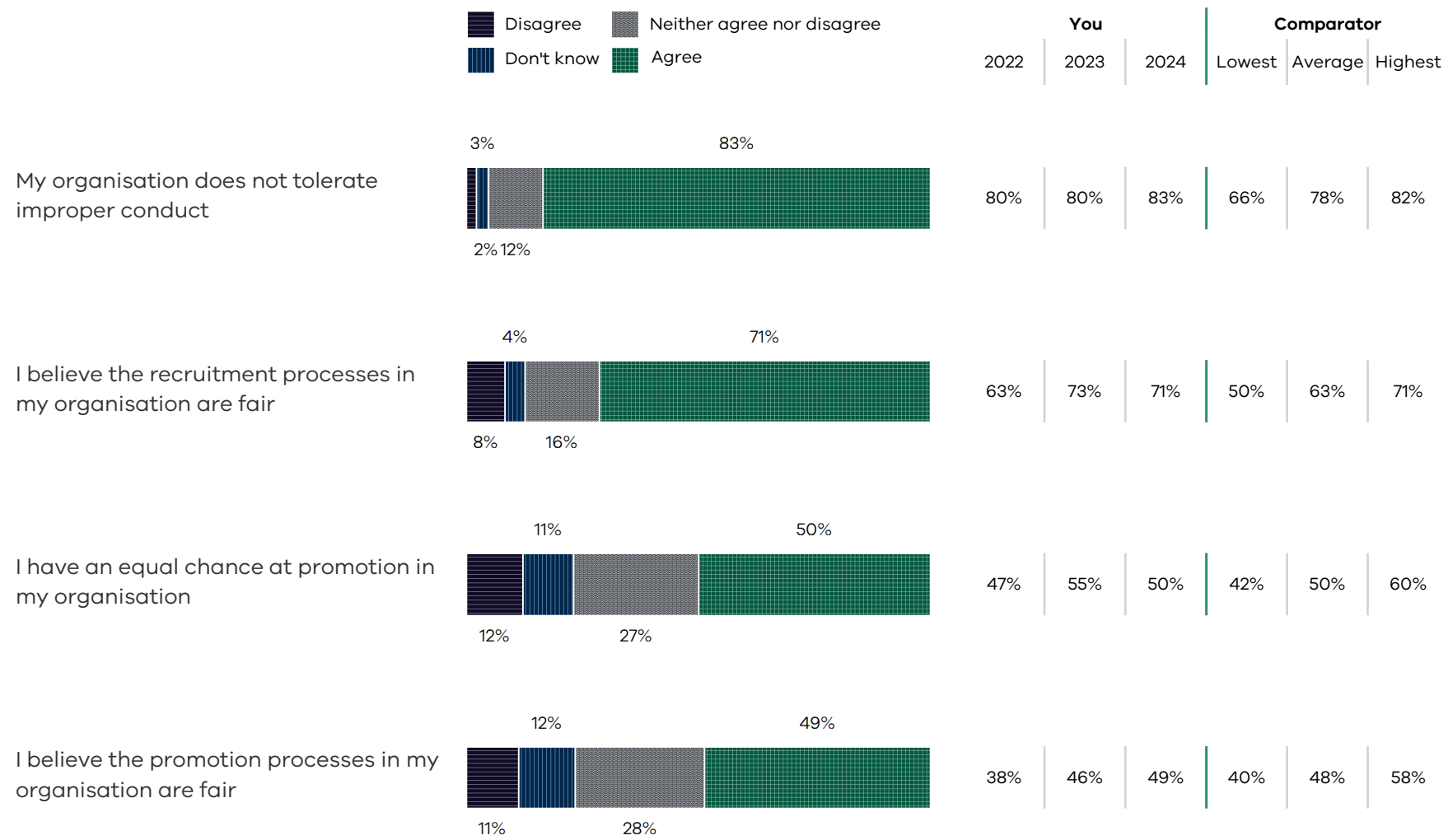
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

83% of your staff who did the survey agreed or strongly agreed with 'My organisation does not tolerate improper conduct'.



Organisational climate

Collaboration

What is this

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

Why this is important

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

How to read this

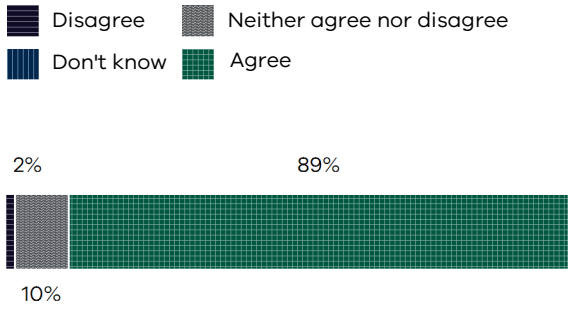
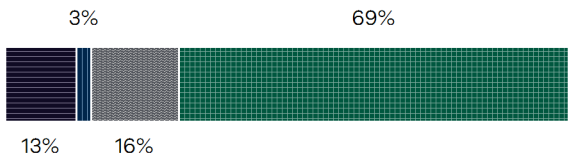
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

89% of your staff who did the survey agreed or strongly agreed with 'I am able to work effectively with others outside my immediate workgroup'.

Survey question	Your results	Benchmark agree results					
		You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
I am able to work effectively with others outside my immediate workgroup		86%	87%	89%	79%	86%	94%
Workgroups across my organisation willingly share information with each other		57%	61%	69%	52%	65%	77%

Organisational climate

Safety climate 1 of 2

What is this

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

Why this is important

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

How to read this

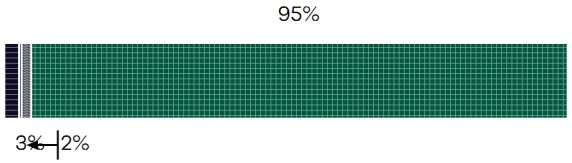
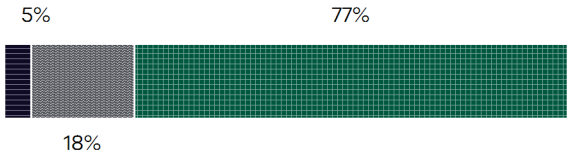
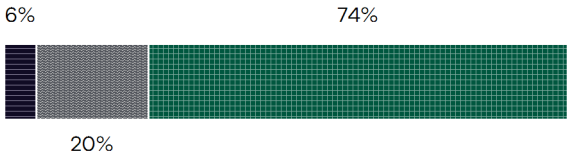
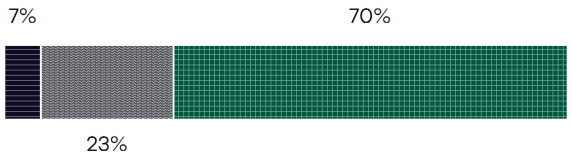
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

95% of your staff who did the survey agreed or strongly agreed with 'My organisation provides a physically safe work environment'.

Survey question	Your results	You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
My organisation provides a physically safe work environment		95%	94%	95%	82%	93%	98%
Senior leaders consider the psychological health of employees to be as important as productivity		51%	70%	77%	54%	66%	78%
In my workplace, there is good communication about psychological safety issues that affect me		59%	71%	74%	52%	63%	68%
Senior leaders show support for stress prevention through involvement and commitment		49%	65%	70%	47%	57%	68%

Organisational climate

Safety climate 2 of 2

What is this

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

Why this is important

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

How to read this

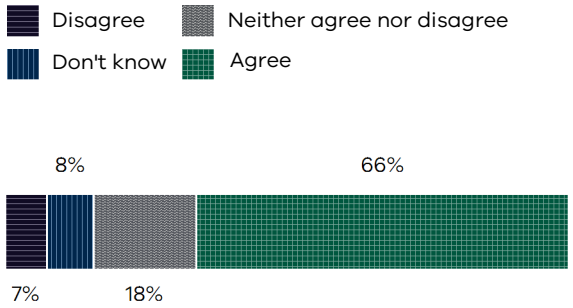
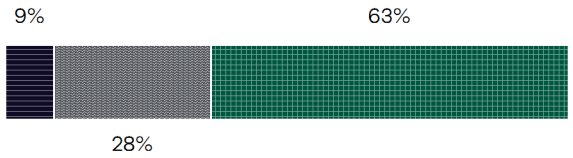
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

66% of your staff who did the survey agreed or strongly agreed with 'My organisation has effective procedures in place to support employees who may experience stress'.

Survey question	Your results	Benchmark agree results					
		You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
My organisation has effective procedures in place to support employees who may experience stress		52%	66%	66%	50%	60%	69%
All levels of my organisation are involved in the prevention of stress		44%	62%	63%	50%	56%	65%

People matter survey 2024

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- Accountability
- Respect
- Leadership
- Human rights

Topical questions

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

Custom questions

- Questions requested by your organisation

Demographics

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

Workgroup climate

Scorecard

What is this

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

Why this is important

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

How to read this

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

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

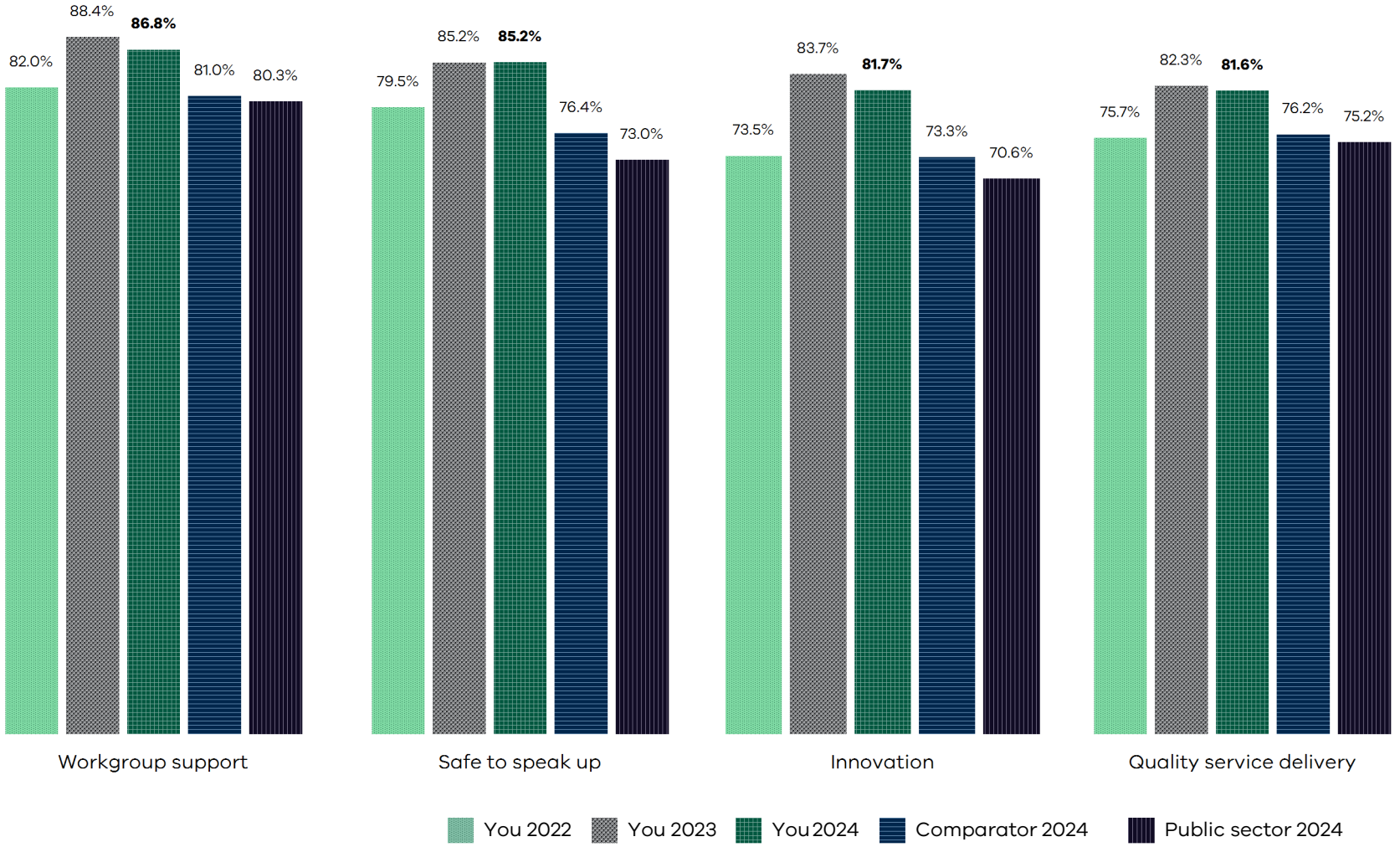
Example

In 2024:

- 86.8% of your staff who did the survey responded positively to questions about Workgroup support.

Compared to:

- 81.0% of staff in your comparator group and 80.3% of staff across the public sector.



Workgroup climate

Quality service delivery

What is this

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

Why this is important

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

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

How to read this

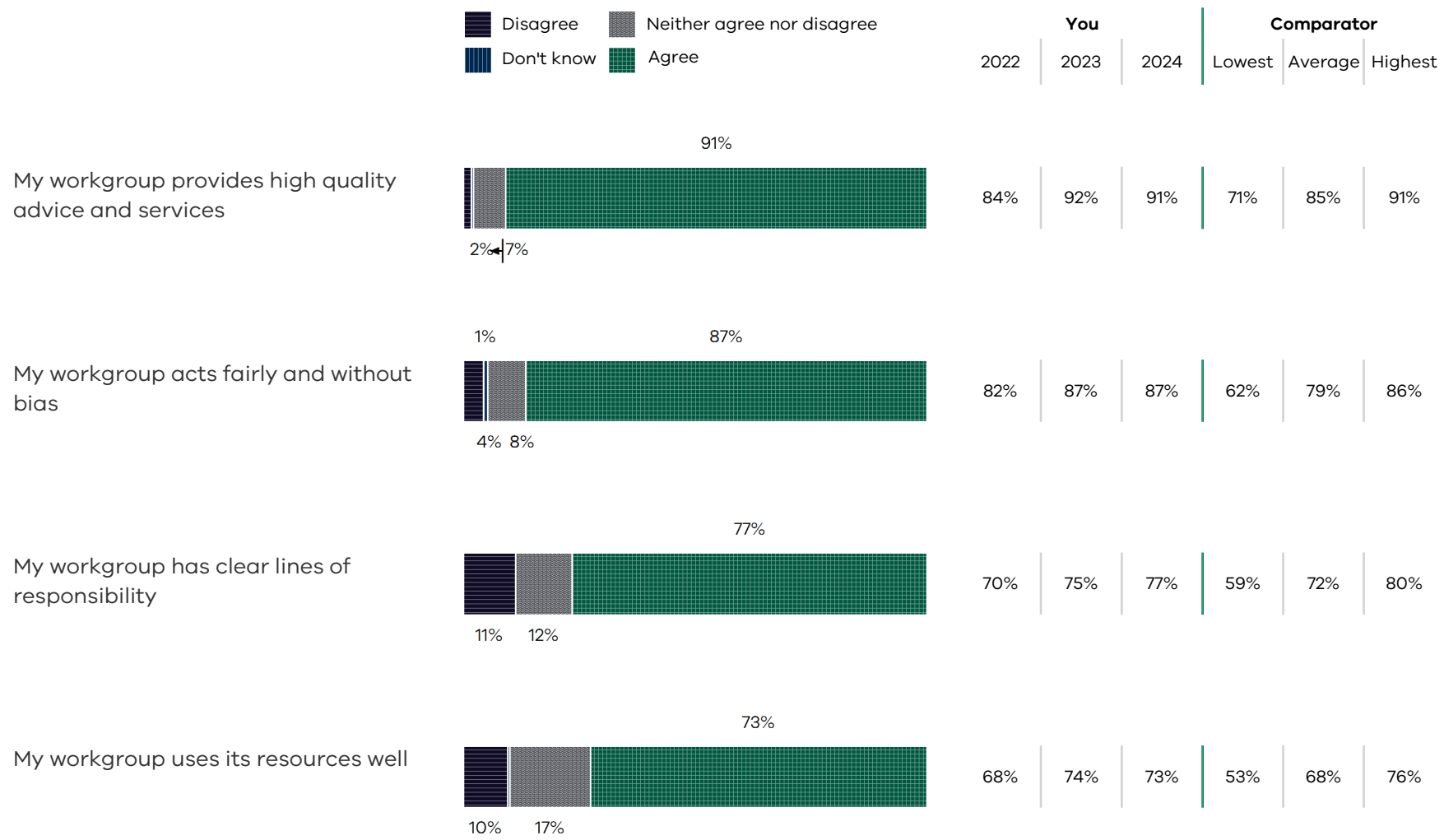
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

91% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.



Workgroup climate

Innovation

What is this

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

Why this is important

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

How to read this

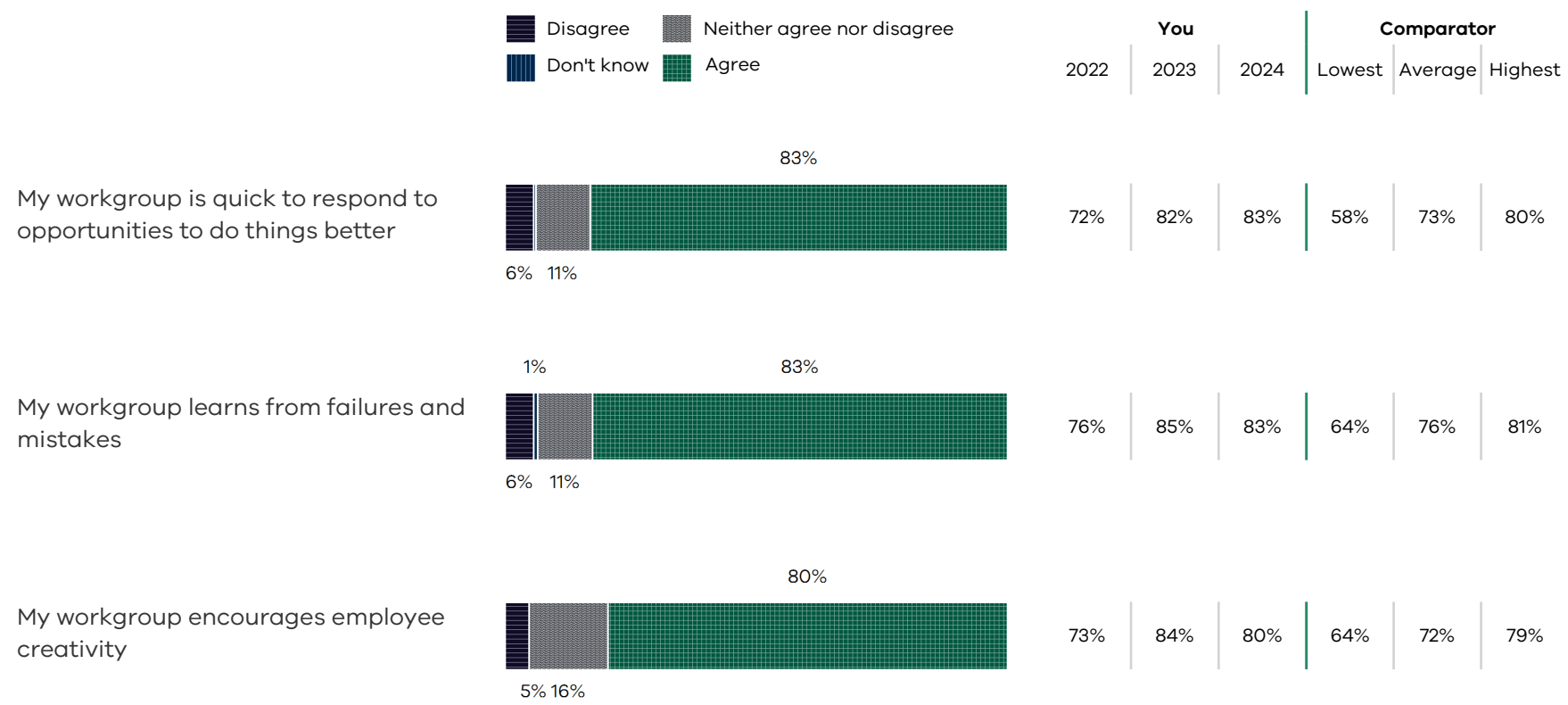
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

83% of your staff who did the survey agreed or strongly agreed with 'My workgroup is quick to respond to opportunities to do things better'.



Workgroup climate

Workgroup support 1 of 2

What is this

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

Why this is important

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

How to read this

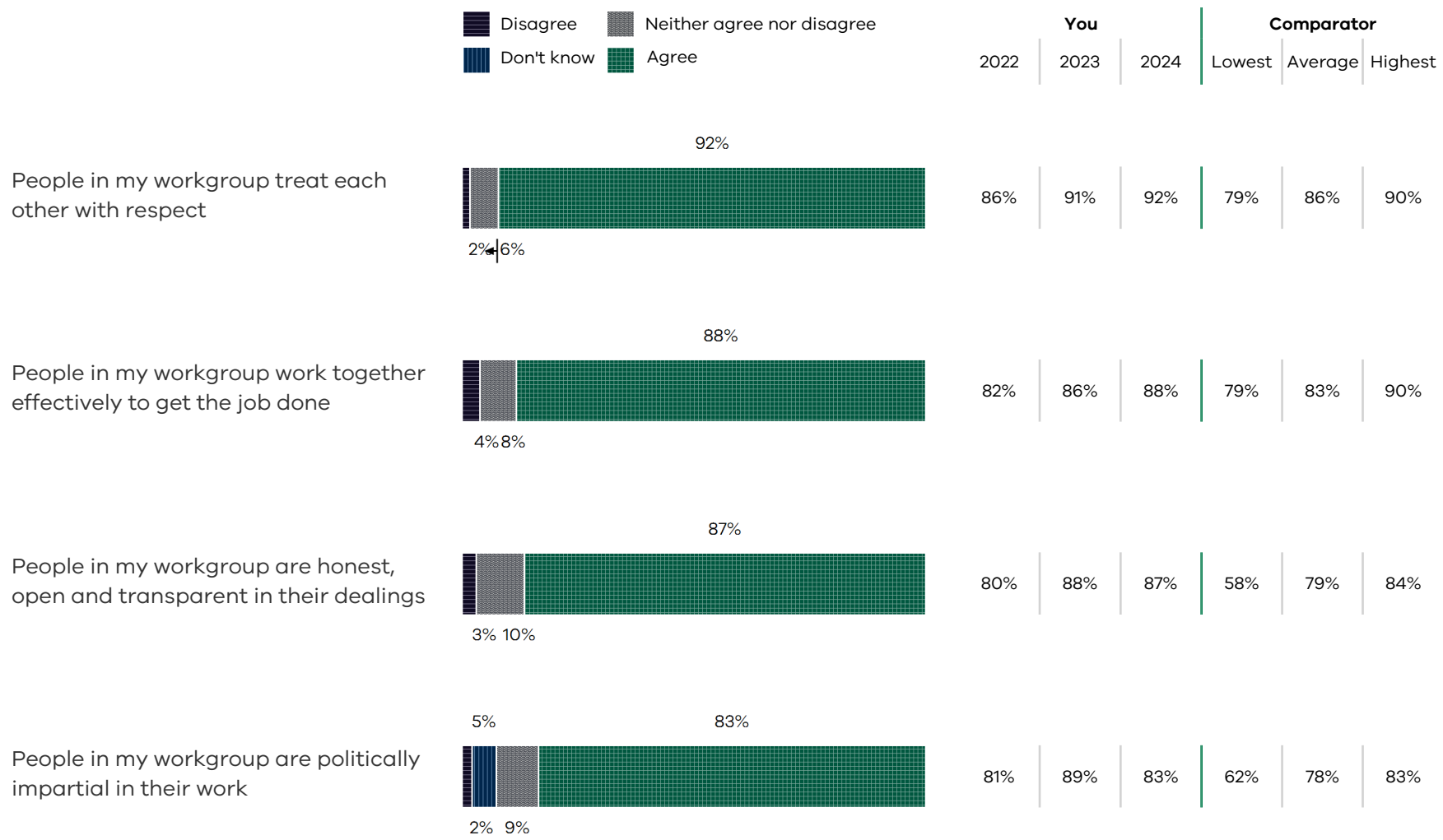
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

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



Workgroup climate

Workgroup support 2 of 2

What is this

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

Why this is important

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

How to read this

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

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

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

Example

83% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.

Survey question	Your results	Benchmark agree results					
	Disagree, Neither agree nor disagree, Don't know, Agree	You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
People in my workgroup appropriately manage conflicts of interest	3%, 83%, 2%, 12%	82%	88%	83%	62%	78%	83%

Workgroup climate

Safe to speak up

What is this

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

Why this is important

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

How to read this

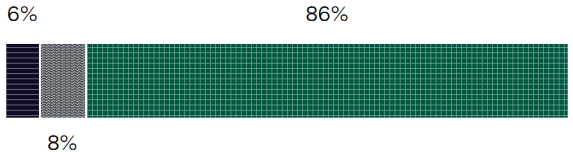
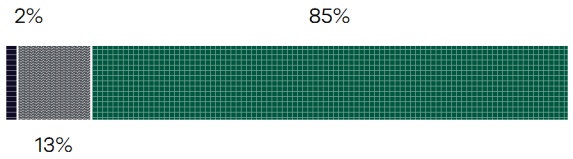
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

86% of your staff who did the survey agreed or strongly agreed with 'I feel safe to challenge inappropriate behaviour at work'.

Survey question	Your results	Benchmark agree results					
	Disagree, Neither agree nor disagree, Don't know, Agree	You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
I feel safe to challenge inappropriate behaviour at work		76%	87%	86%	66%	76%	80%
People in my workgroup are able to bring up problems and tough issues		83%	84%	85%	64%	77%	83%

People matter survey 2024

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- Cultural diversity
- Employment
- Adjustments
- Caring

Job and manager factors

Scorecard 1 of 2

What is this

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

Why this is important

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

How to read this

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

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

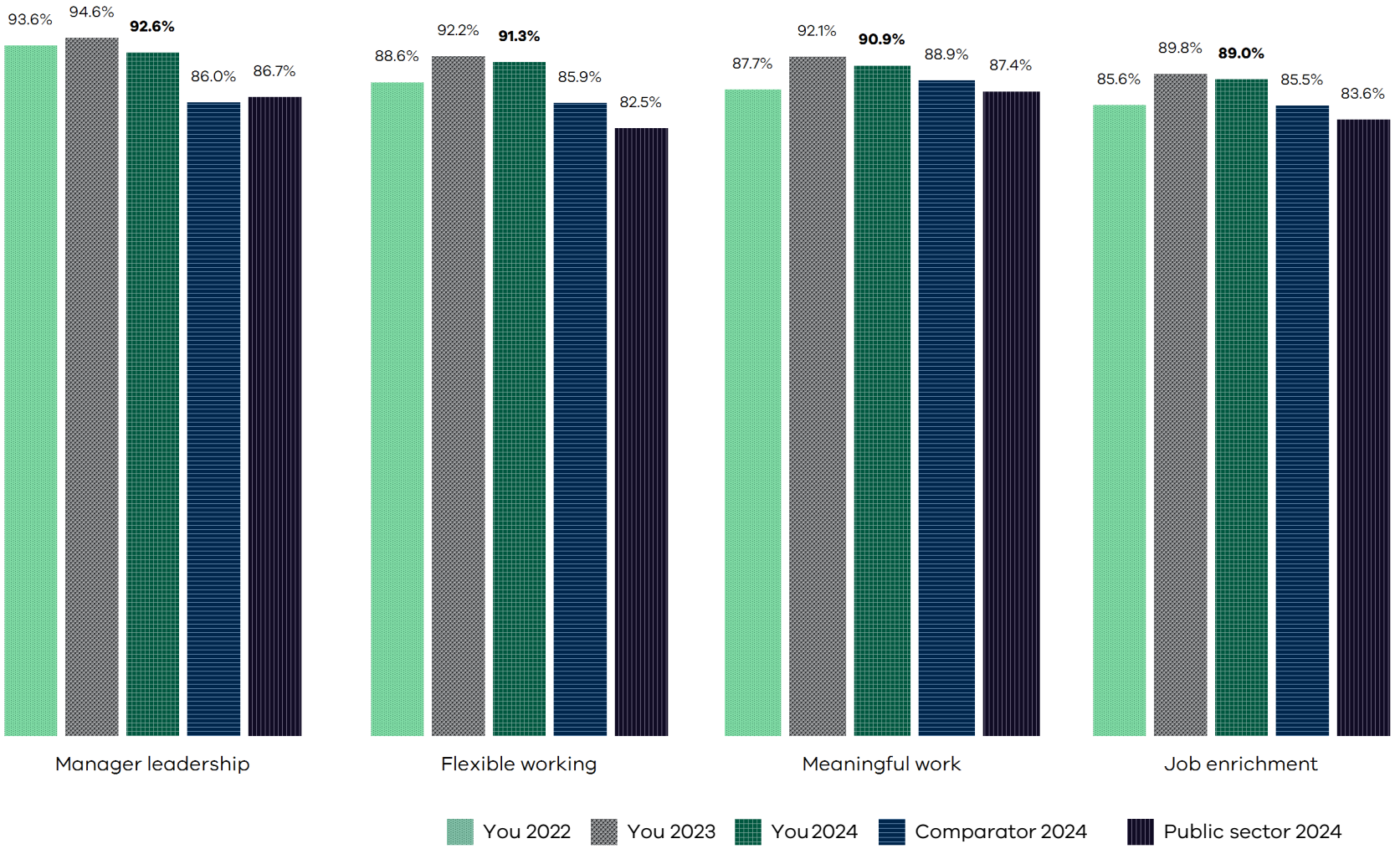
Example

In 2024:

- 92.6% of your staff who did the survey responded positively to questions about Manager leadership.

Compared to:

- 86.0% of staff in your comparator group and 86.7% of staff across the public sector.



Job and manager factors

Scorecard 2 of 2

What is this

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

Why this is important

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

How to read this

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

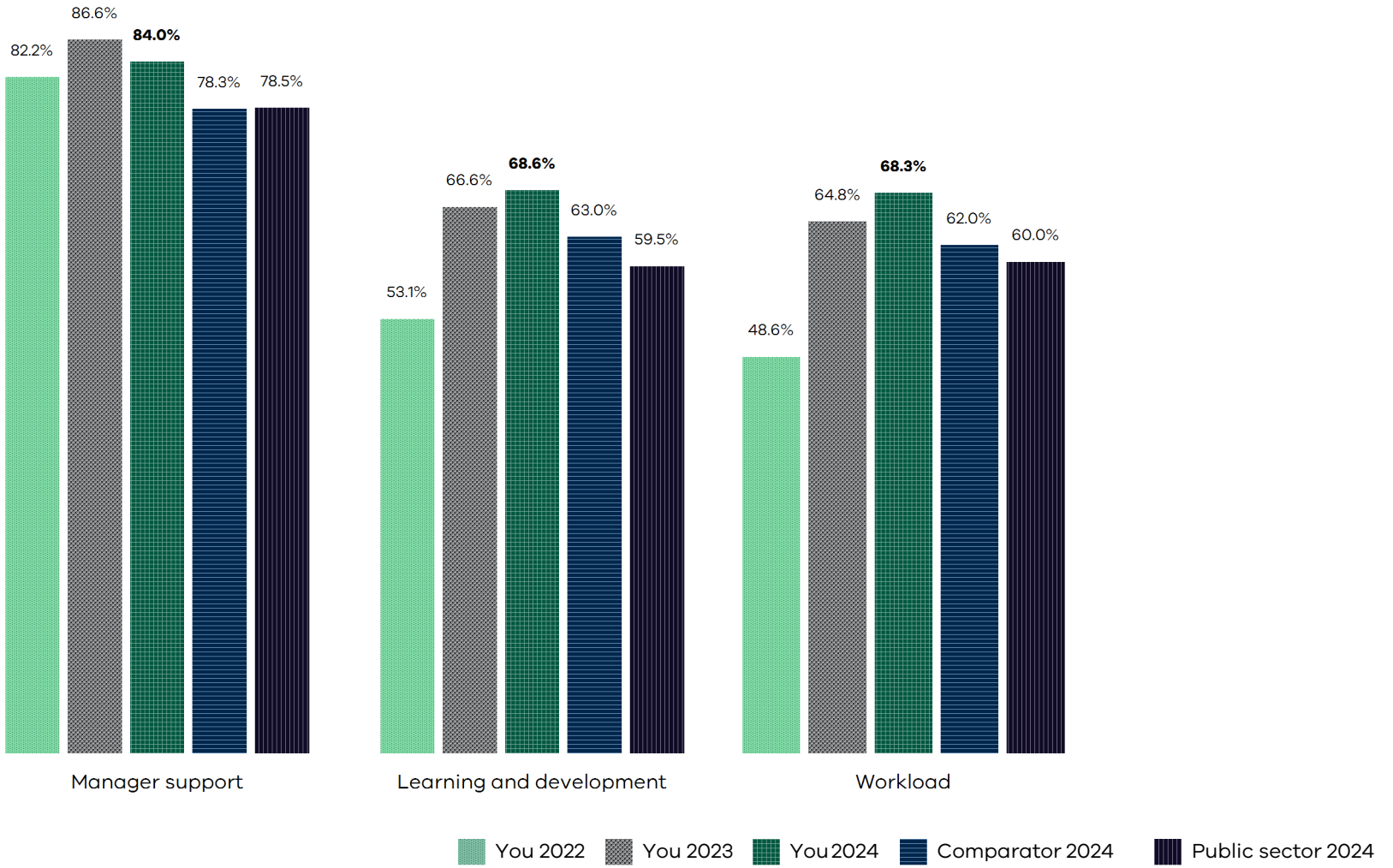
Example

In 2024:

- 84.0% of your staff who did the survey responded positively to questions about Manager support.

Compared to:

- 78.3% of staff in your comparator group and 78.5% of staff across the public sector.



Job and manager factors

Manager leadership

What is this

This is how well staff perceive their direct managers lead.

Why this is important

Great managers can foster the right environment for staff engagement.

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

How to read this

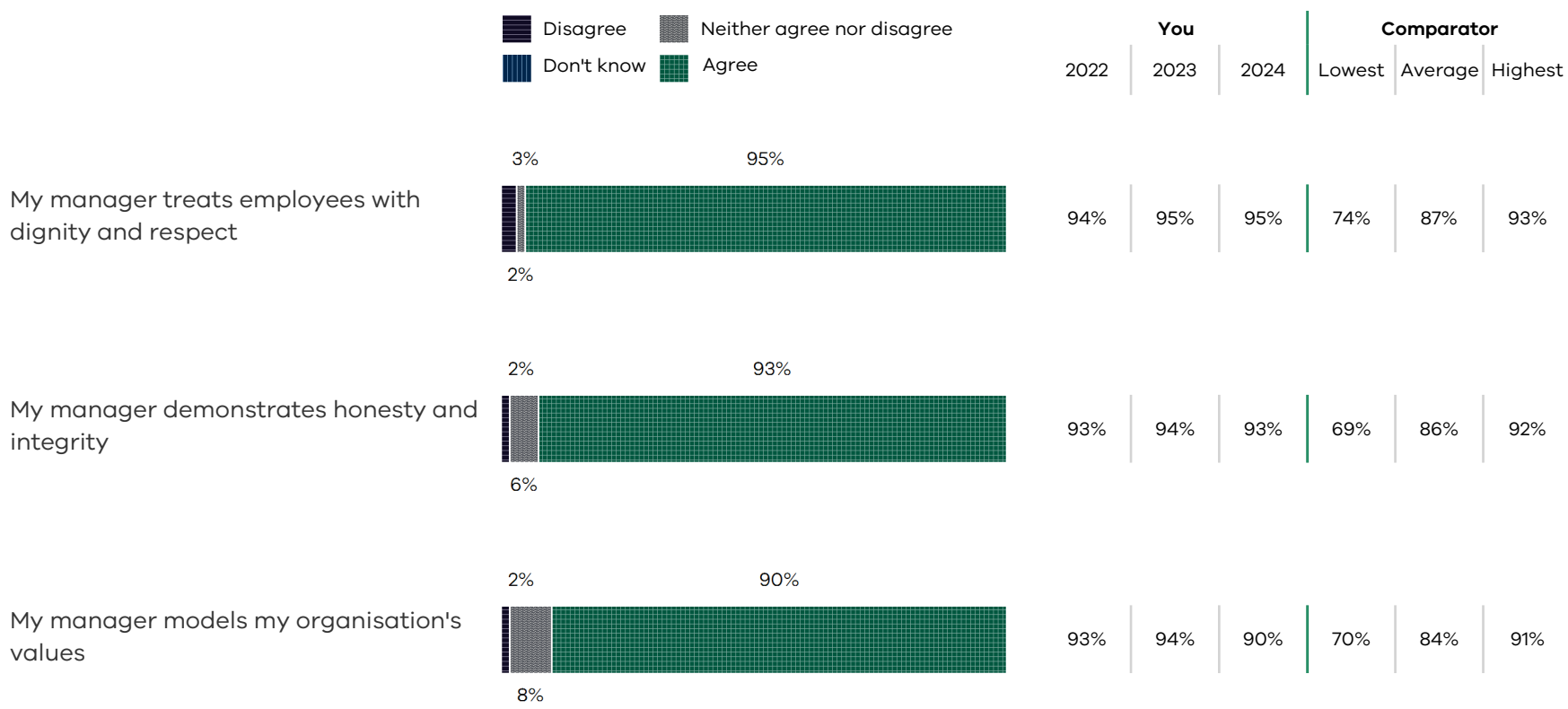
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

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



Job and manager factors

Manager support 1 of 2

What is this

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

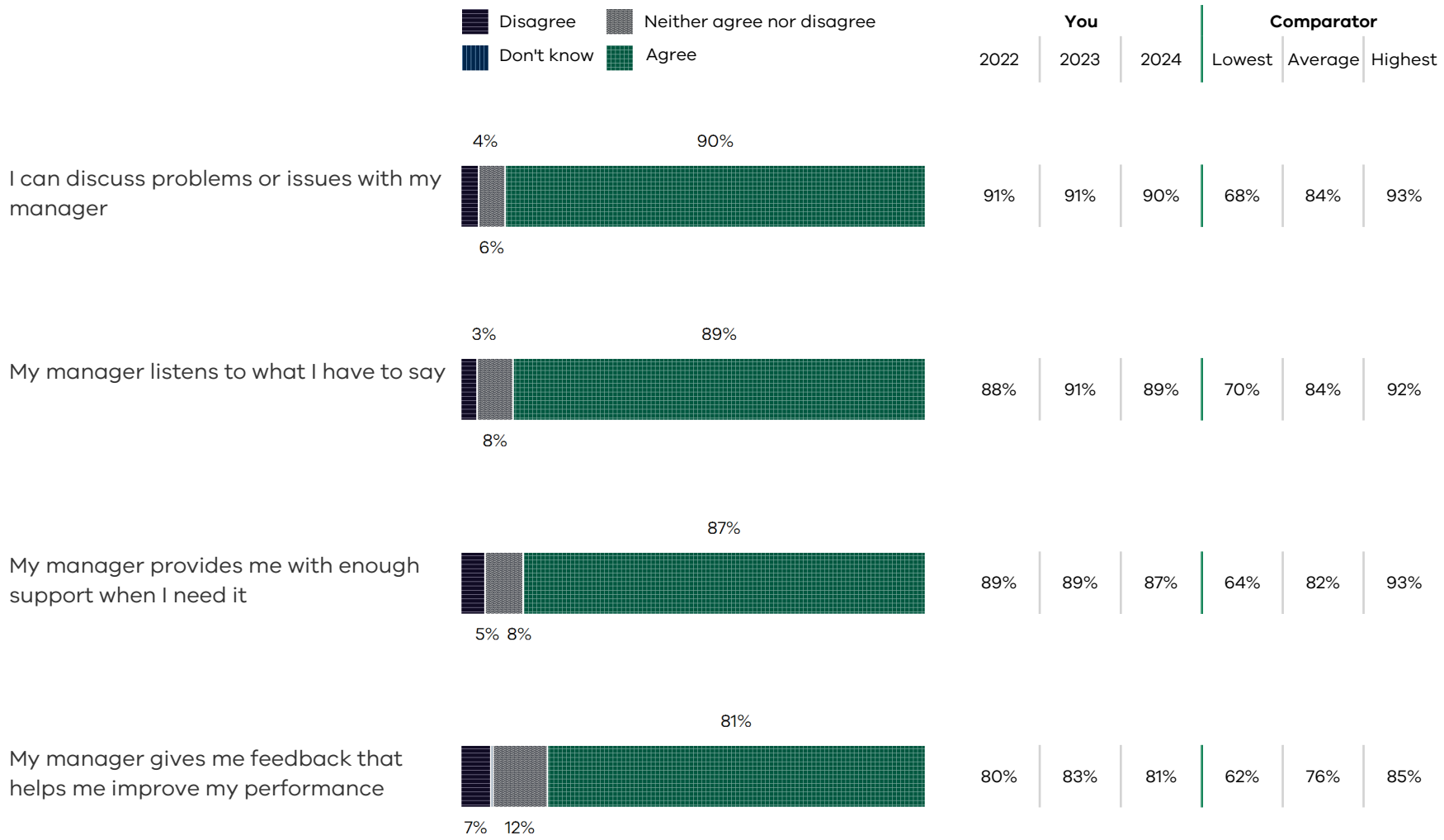
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

90% of your staff who did the survey agreed or strongly agreed with 'I can discuss problems or issues with my manager'.



Job and manager factors

Manager support 2 of 2

What is this

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

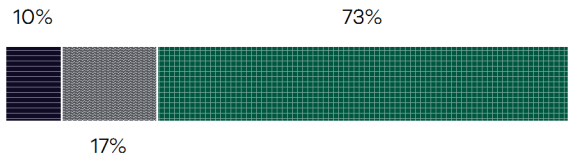
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

73% 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					
		You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
I receive meaningful recognition when I do good work		63%	79%	73%	53%	65%	73%

Job and manager factors

Workload

What is this

This is how staff feel about workload and time pressure.

Why this is important

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

How to read this

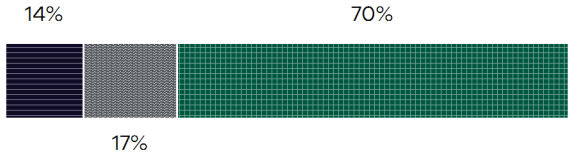
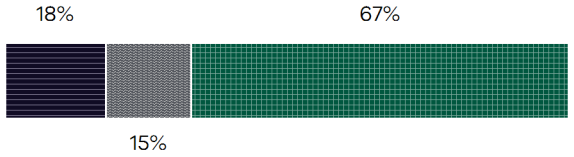
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

70% of your staff who did the survey agreed or strongly agreed with 'The workload I have is appropriate for the job that I do'.

Survey question	Your results	Benchmark agree results					
	Disagree / Neither agree nor disagree / Agree	You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
The workload I have is appropriate for the job that I do		52%	67%	70%	52%	64%	70%
I have enough time to do my job effectively		45%	62%	67%	50%	60%	71%

Job and manager factors

Learning and development

What is this

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

Why this is important

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

How to read this

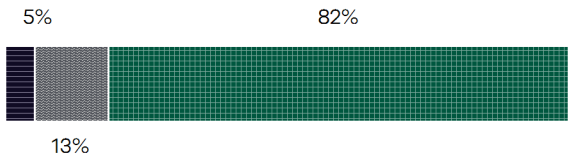
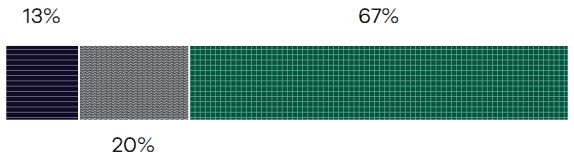
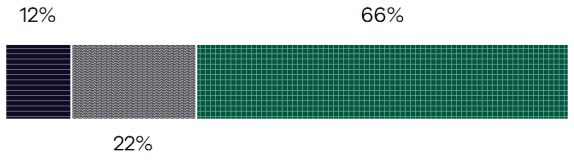
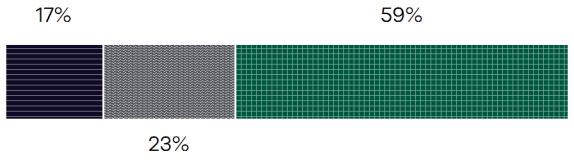
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

82% 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		
		2022	2023	2024	Lowest	Average	Highest
I am developing and learning in my role		74%	84%	82%	68%	77%	87%
I am satisfied with the way my learning and development needs have been addressed in the last 12 months		53%	67%	67%	46%	59%	73%
My organisation places a high priority on the learning and development of staff		43%	62%	66%	43%	61%	79%
I am satisfied with the opportunities to progress in my organisation		43%	53%	59%	46%	54%	62%

Job and manager factors

Job enrichment 1 of 2

What is this

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

Why this is important

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

How to read this

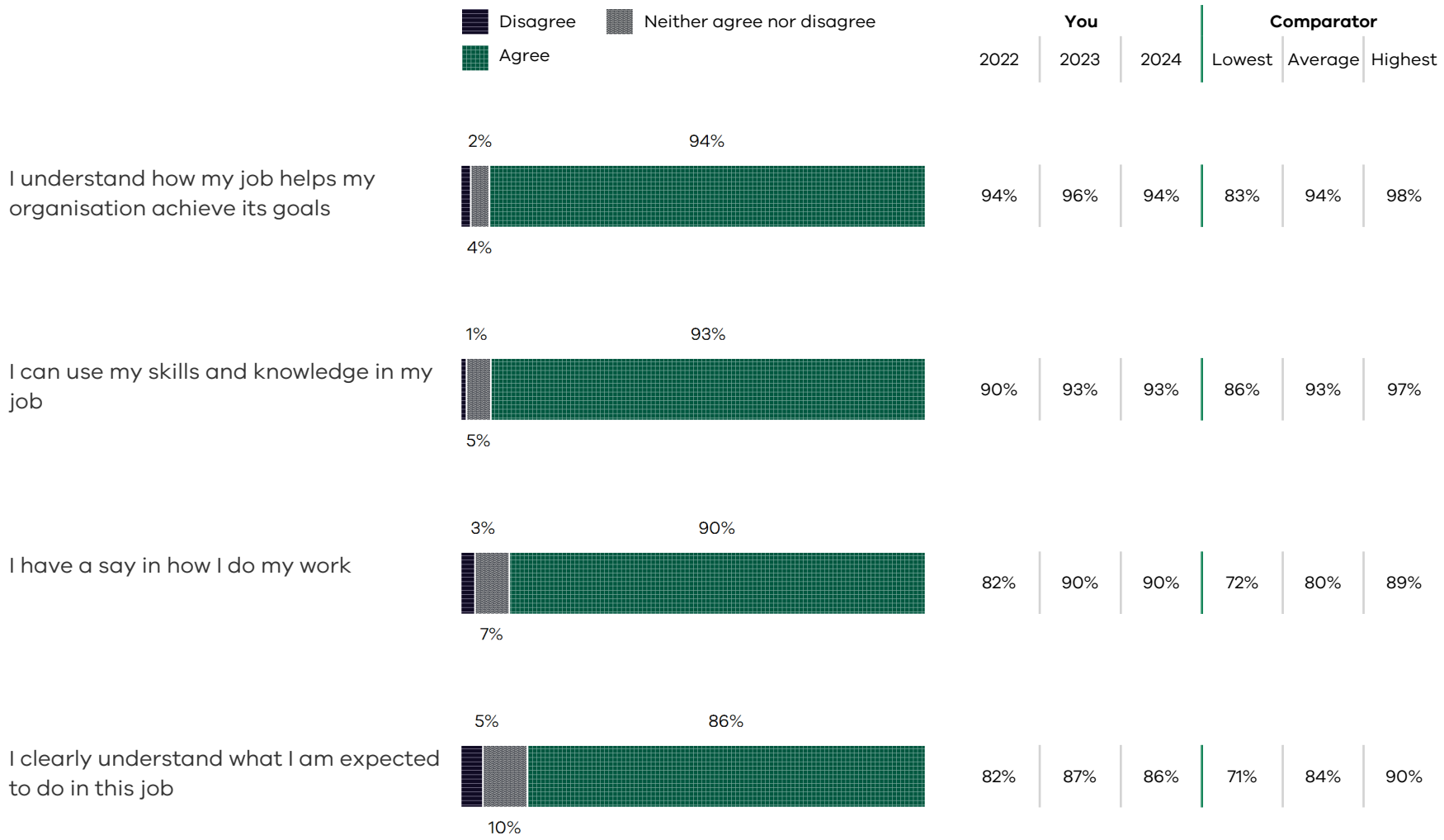
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

94% of your staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve its goals'.



Job and manager factors

Job enrichment 2 of 2

What is this

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

Why this is important

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

How to read this

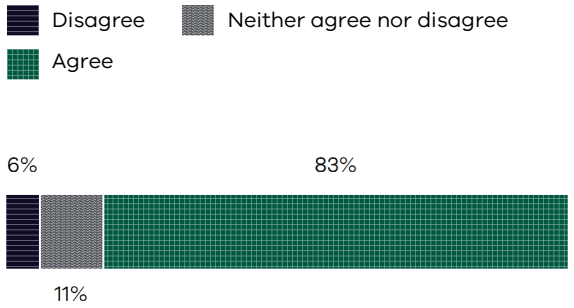
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

83% of your staff who did the survey agreed or strongly agreed with 'I have the authority to do my job effectively'.

Survey question	Your results	Benchmark agree results					
		You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
I have the authority to do my job effectively		80%	83%	83%	61%	76%	84%

Job and manager factors

Meaningful work

What is this

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

Why this is important

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

How to read this

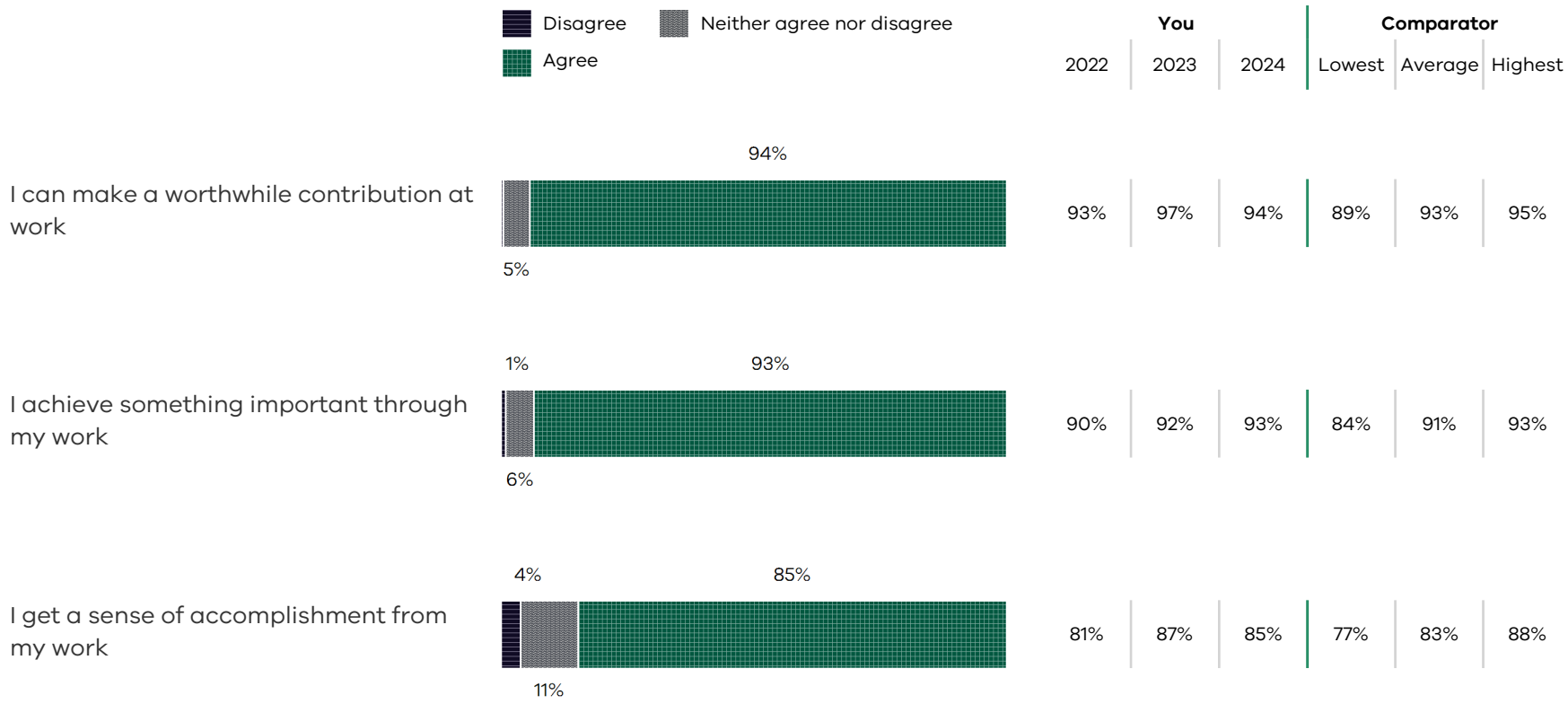
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

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



Job and manager factors

Flexible working

What is this

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

Why this is important

Supporting flexible working can improve employee wellbeing.

How to read this

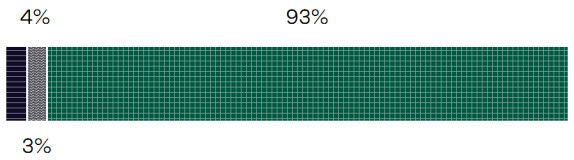
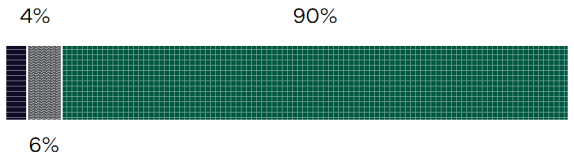
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

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

Survey question	Your results	Benchmark agree results					
		You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
My manager supports working flexibly		91%	95%	93%	70%	89%	98%
I am confident that if I requested a flexible work arrangement, it would be given due consideration		86%	90%	90%	63%	83%	92%

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Public sector values

Scorecard 1 of 2

What is this

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

Why this is important

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

How to read this

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

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

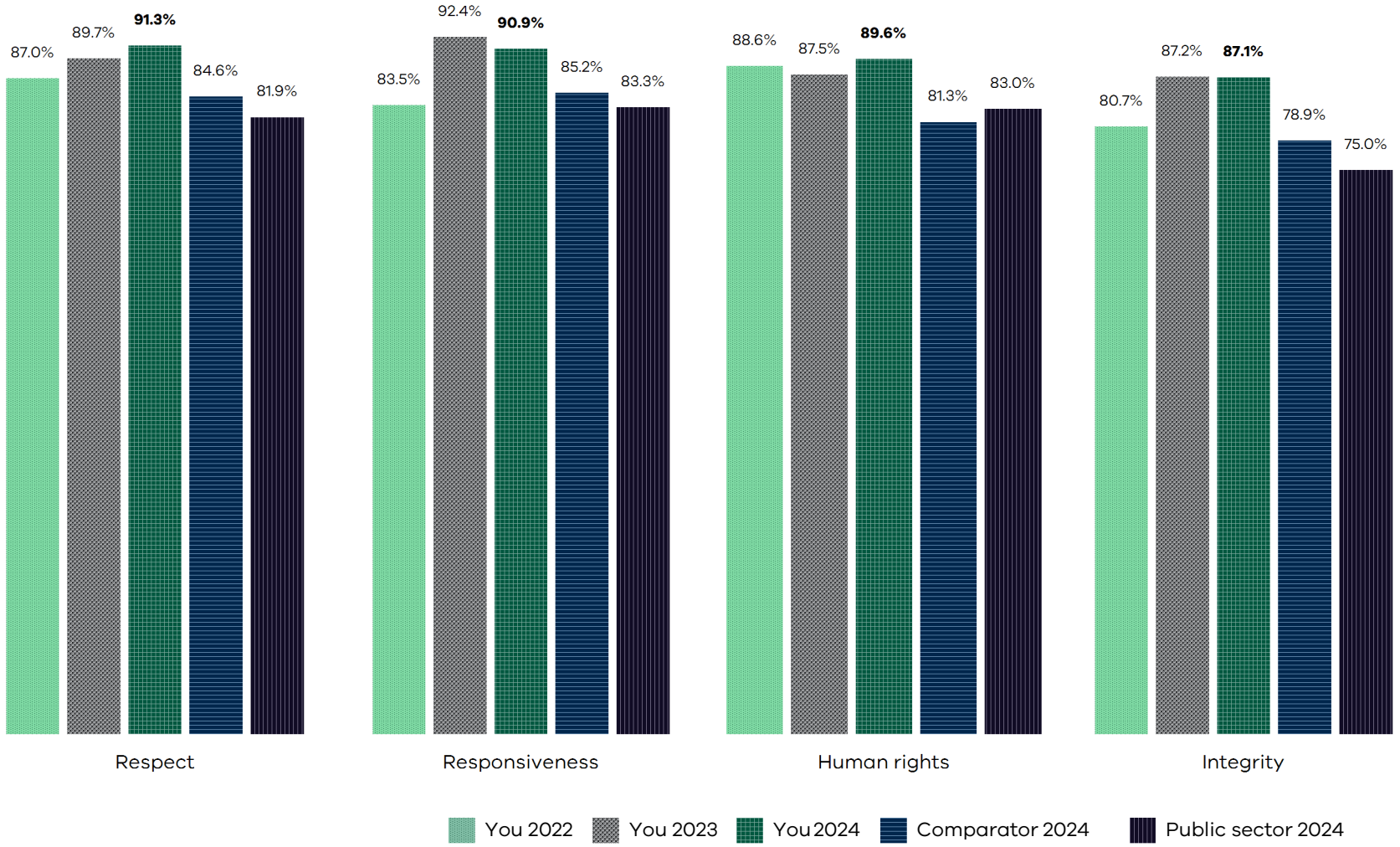
Example

In 2024:

- 91.3% of your staff who did the survey responded positively to questions about Respect.

Compared to:

- 84.6% of staff in your comparator group and 81.9% of staff across the public sector.



Public sector values

Scorecard 2 of 2

What is this

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

Why this is important

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

How to read this

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

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

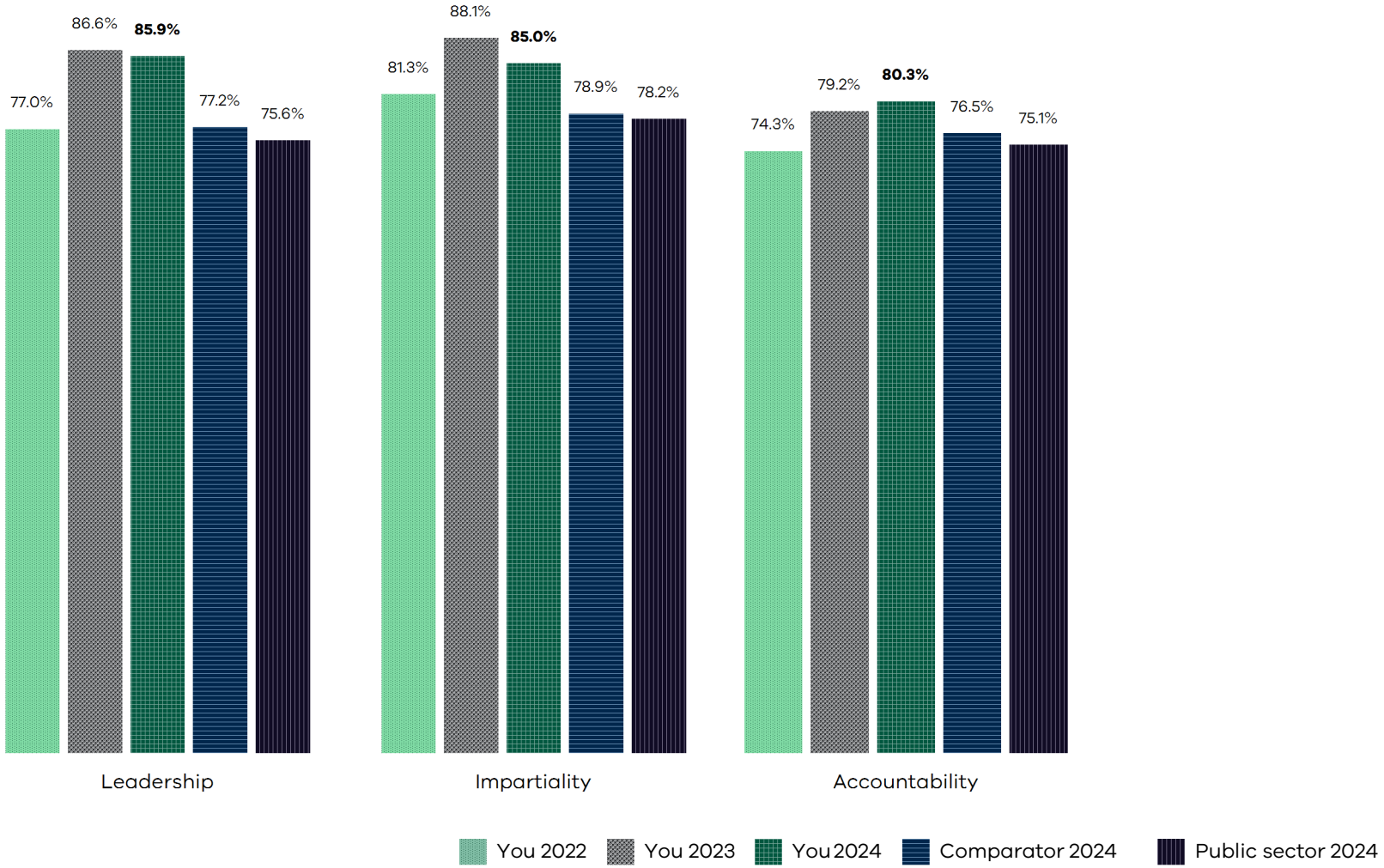
Example

In 2024:

- 85.9% of your staff who did the survey responded positively to questions about Leadership.

Compared to:

- 77.2% of staff in your comparator group and 75.6% of staff across the public sector.



Public sector values

Responsiveness

What is this

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

Why this is important

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

How to read this

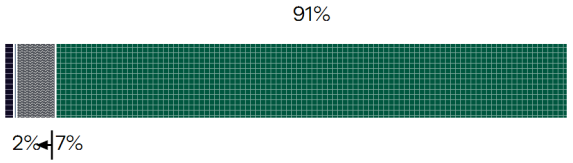
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

91% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

Survey question	Your results	Benchmark agree results					
	Disagree, Neither agree nor disagree, Don't know, Agree	You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
My workgroup provides high quality advice and services		84%	92%	91%	71%	85%	91%

Public sector values

Integrity 1 of 2

What is this

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

Why this is important

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

How to read this

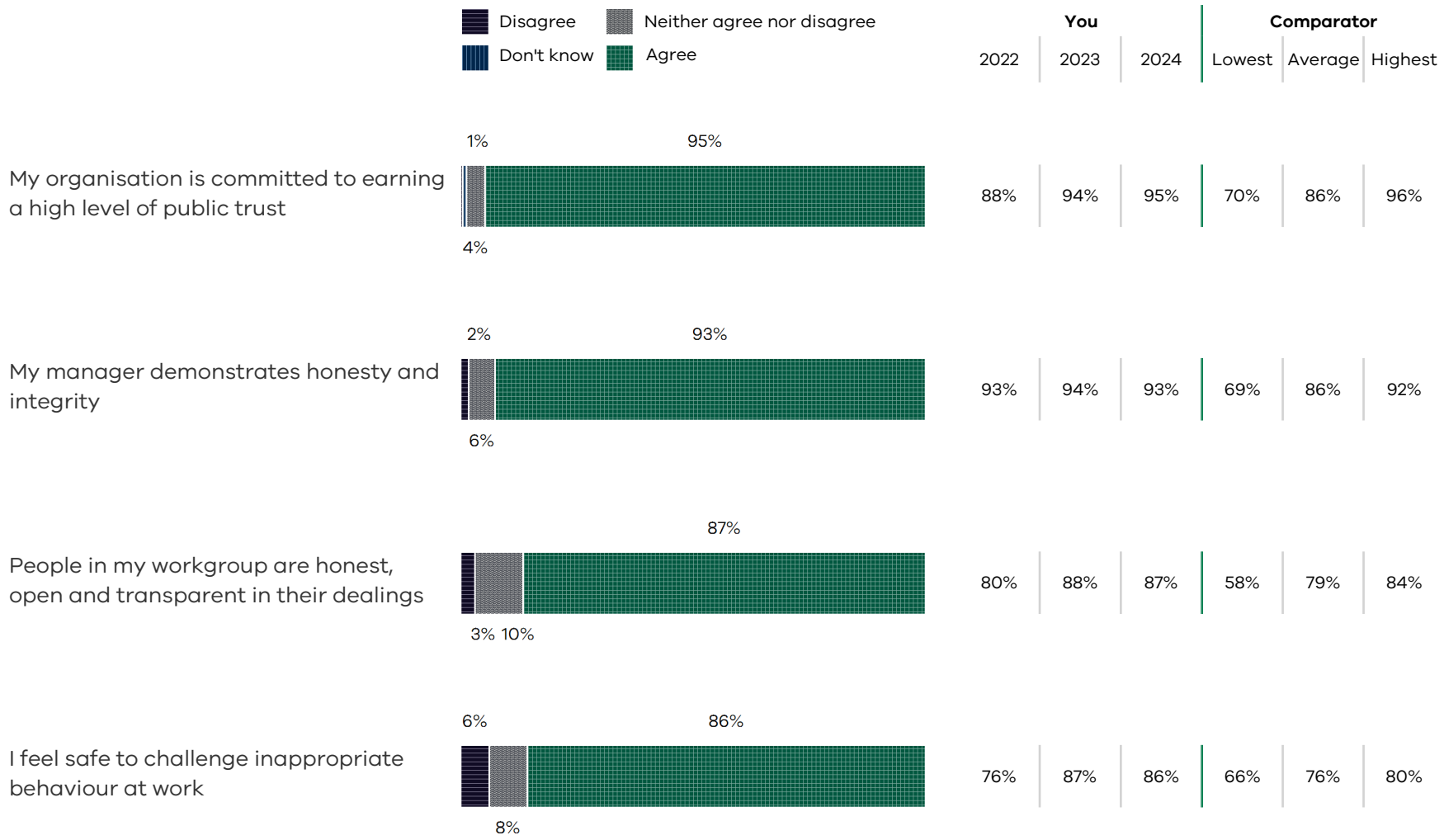
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

95% of your staff who did the survey agreed or strongly agreed with 'My organisation is committed to earning a high level of public trust'.



Public sector values

Integrity 2 of 2

What is this

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

Why this is important

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

How to read this

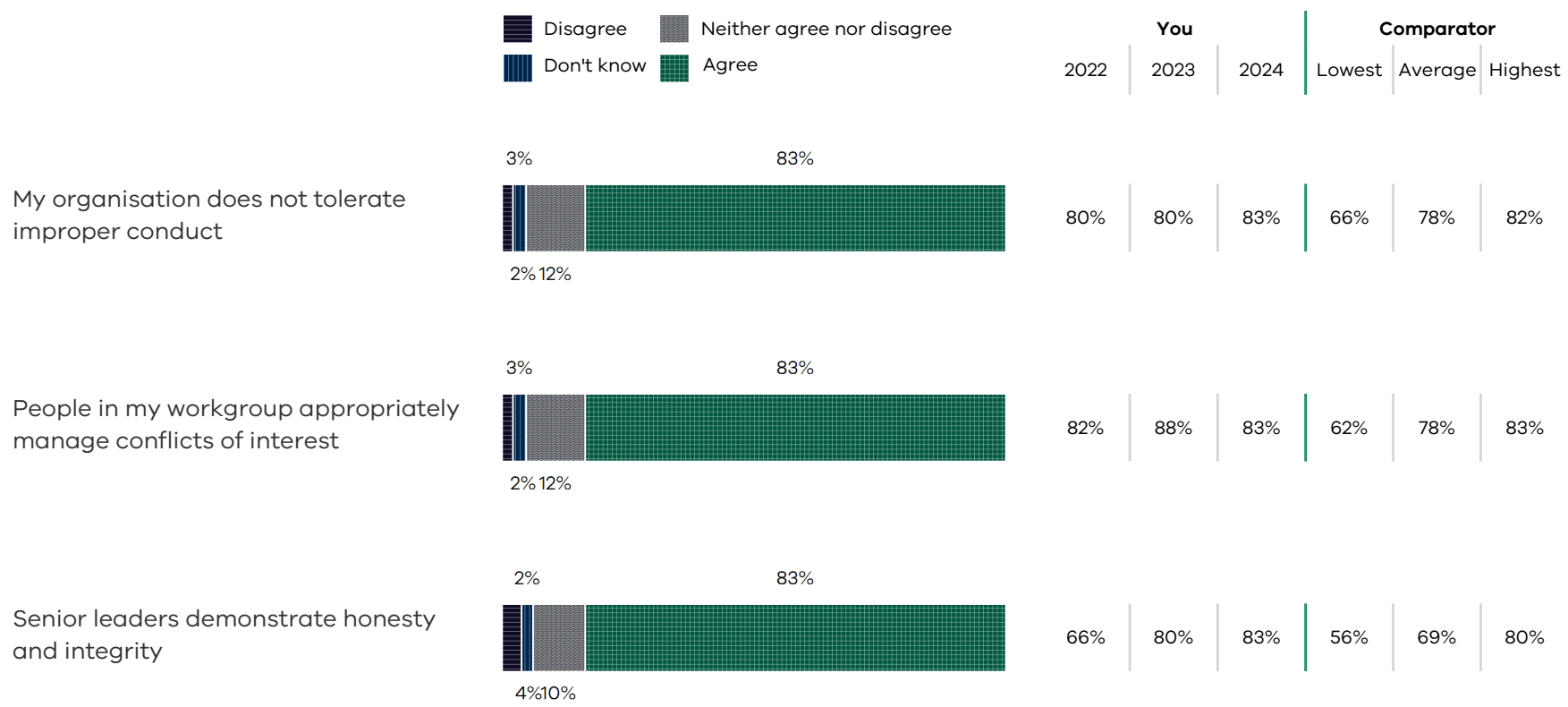
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

83% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.



Public sector values

Impartiality

What is this

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

Why this is important

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

How to read this

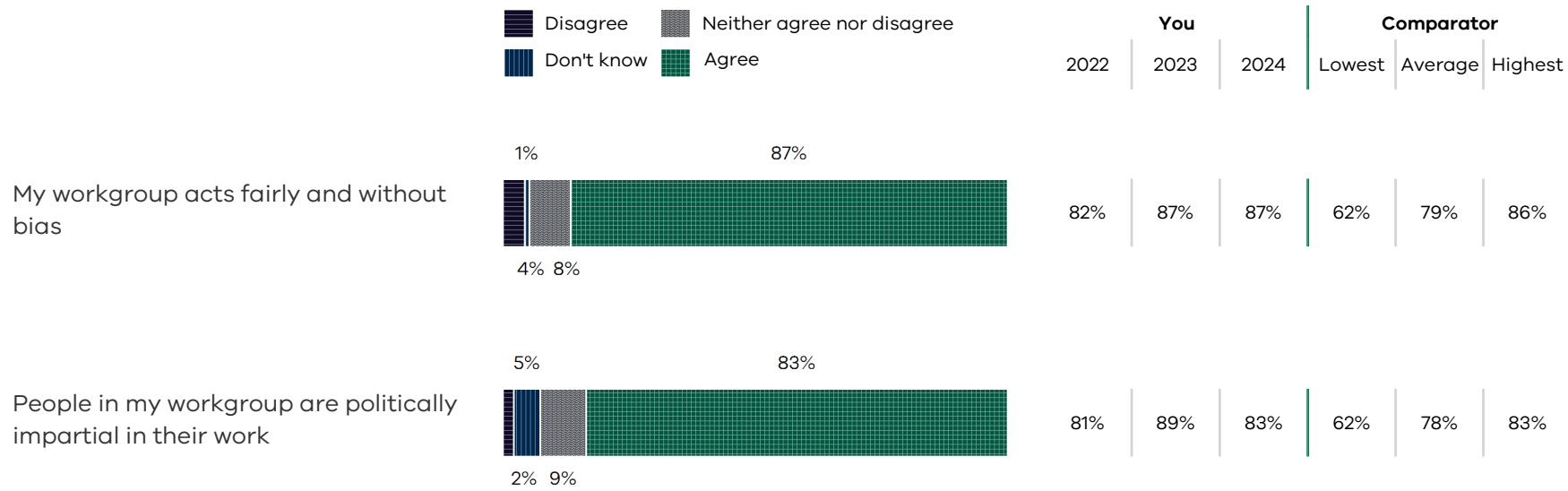
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

87% of your staff who did the survey agreed or strongly agreed with 'My workgroup acts fairly and without bias'.



Public sector values

Accountability 1 of 2

What is this

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

Why this is important

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

How to read this

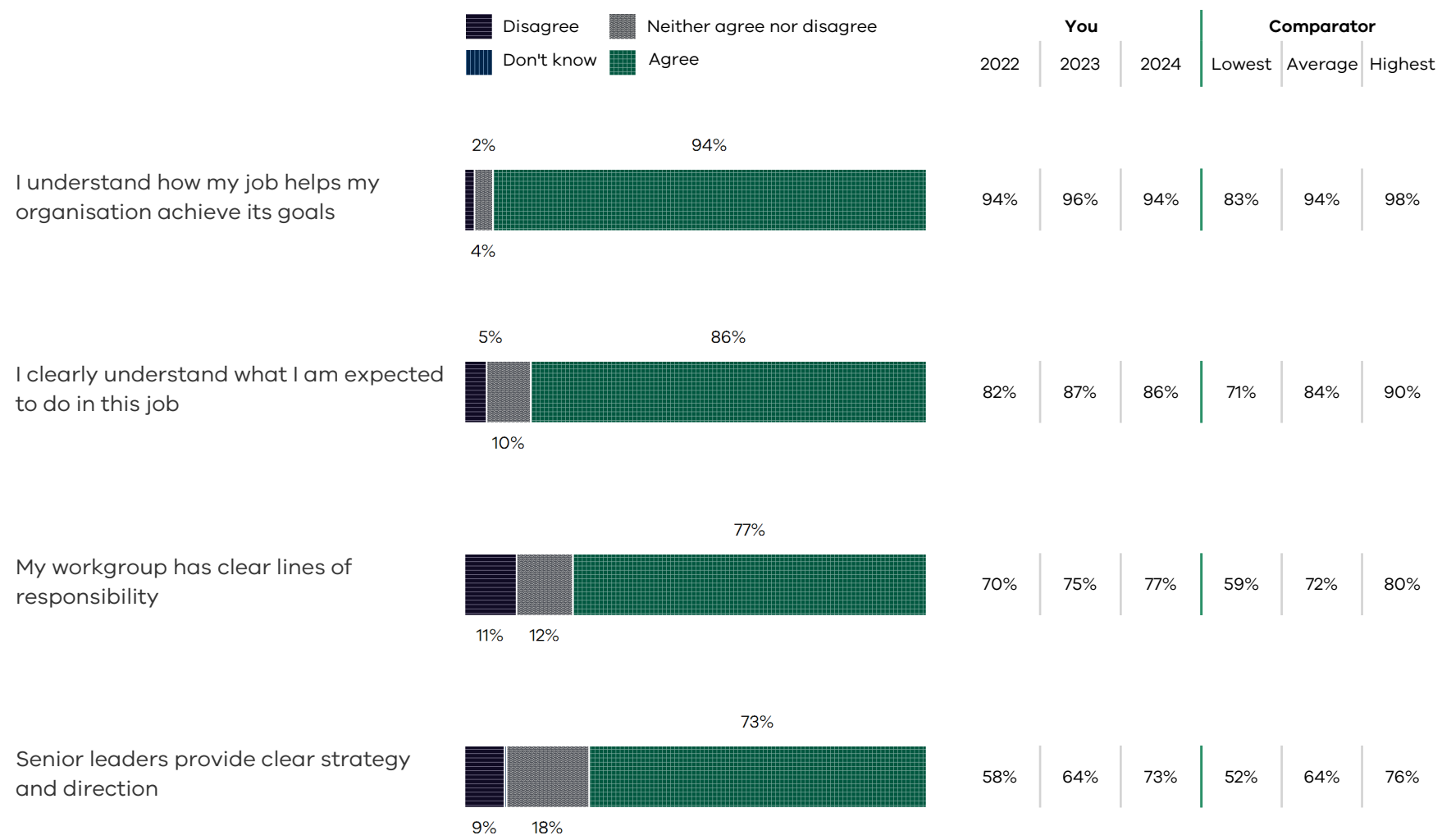
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

94% of your staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve its goals'.



Public sector values

Accountability 2 of 2

What is this

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

Why this is important

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

How to read this

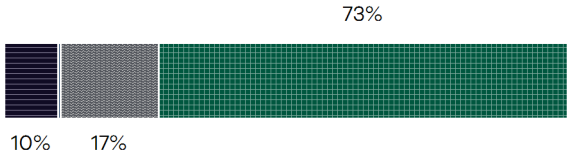
Under 'Your results'' see results for each question in descending order by most agreed.

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

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

Example

73% of your staff who did the survey agreed or strongly agreed with 'My workgroup uses its resources well'.

Survey question	Your results	Benchmark agree results					
	Disagree, Neither agree nor disagree, Don't know, Agree	You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
My workgroup uses its resources well		68%	74%	73%	53%	68%	76%

Public sector values

Respect 1 of 2

What is this

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

Why this is important

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

How to read this

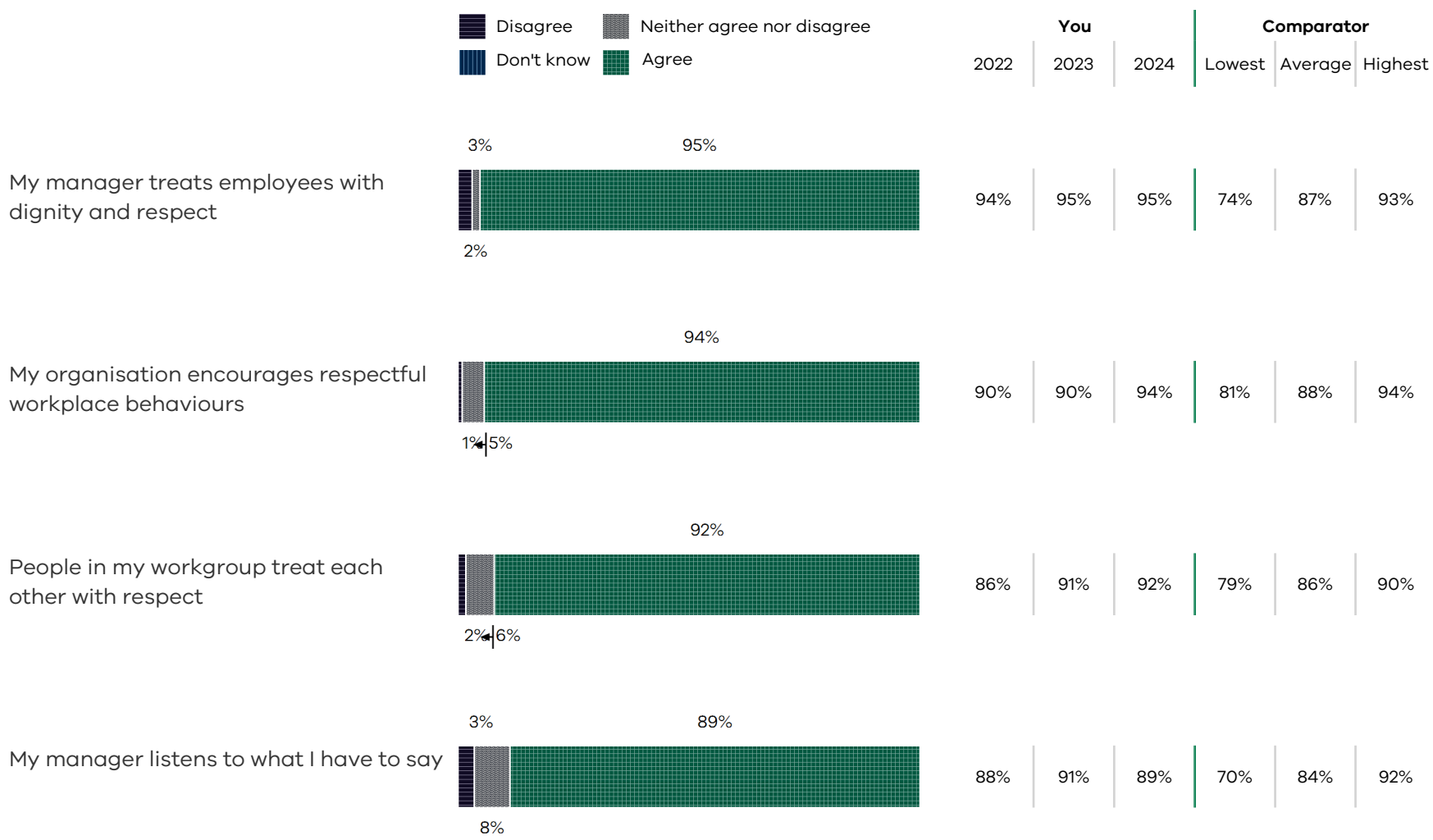
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

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



Public sector values

Respect 2 of 2

What is this

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

Why this is important

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

How to read this

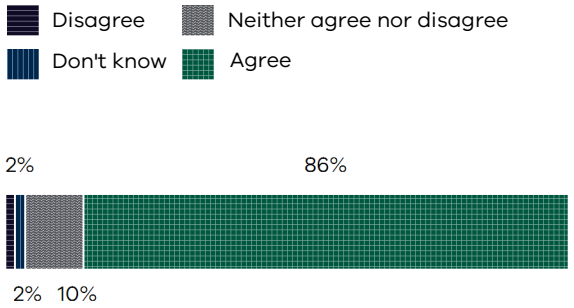
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

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

Survey question	Your results	Benchmark agree results					
		You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
My organisation takes steps to eliminate bullying, harassment and discrimination		77%	80%	86%	71%	77%	82%

Public sector values

Leadership

What is this

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

Why this is important

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

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

How to read this

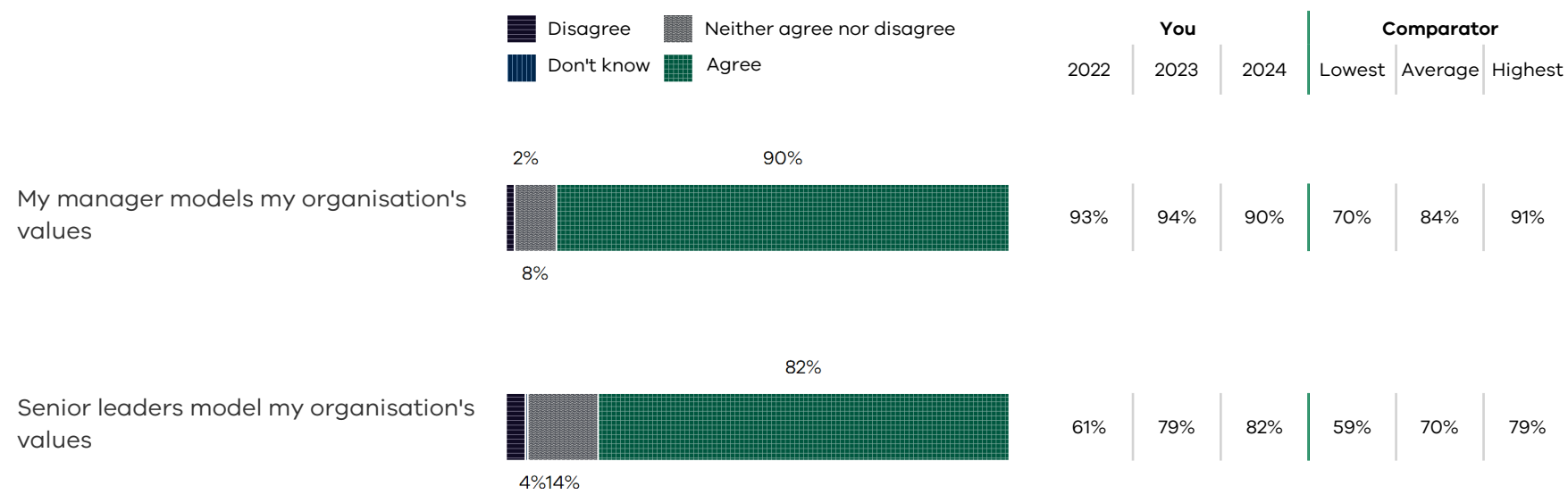
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

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



Public sector values

Human rights

What is this

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

Why this is important

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

How to read this

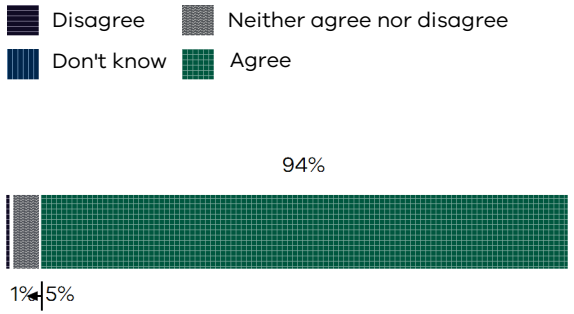
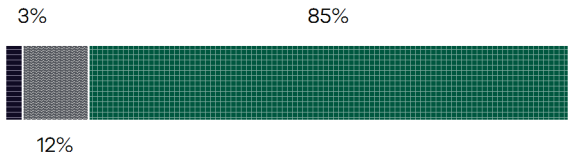
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

94% of your staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.

Survey question	Your results	Benchmark agree results					
		You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
My organisation encourages employees to act in ways that are consistent with human rights		94%	91%	94%	75%	88%	93%
I understand how the Charter of Human Rights and Responsibilities applies to my work		84%	84%	85%	67%	74%	87%

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- Questions requested by your organisation

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

Topical questions

Topical questions

What is this

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

Why this is important

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

How to read this

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

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

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

Example

93% of your staff who did the survey agreed or strongly agreed with 'I understand how the Code of Conduct for Victorian public sector employees applies to my work'.

Survey question	Your results	Benchmark agree results					
	Disagree, Neither agree nor disagree, Don't know, Agree	You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
I understand how the Code of Conduct for Victorian public sector employees applies to my work	1% 93% 6%	Not asked	93%	93%	80%	85%	90%
I am proud to work in the public sector	2% 83% 15%	Not asked	Not asked	83%	63%	76%	80%
I am confident that if I requested to go on secondment to support urgent government work, it would be given due consideration	9% 79% 4% 8%	Not asked	87%	79%	50%	65%	80%

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

Custom questions

What is this

Your organisation asked 5 custom questions as part of the 2024 survey.

Why this is important

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

How to read this

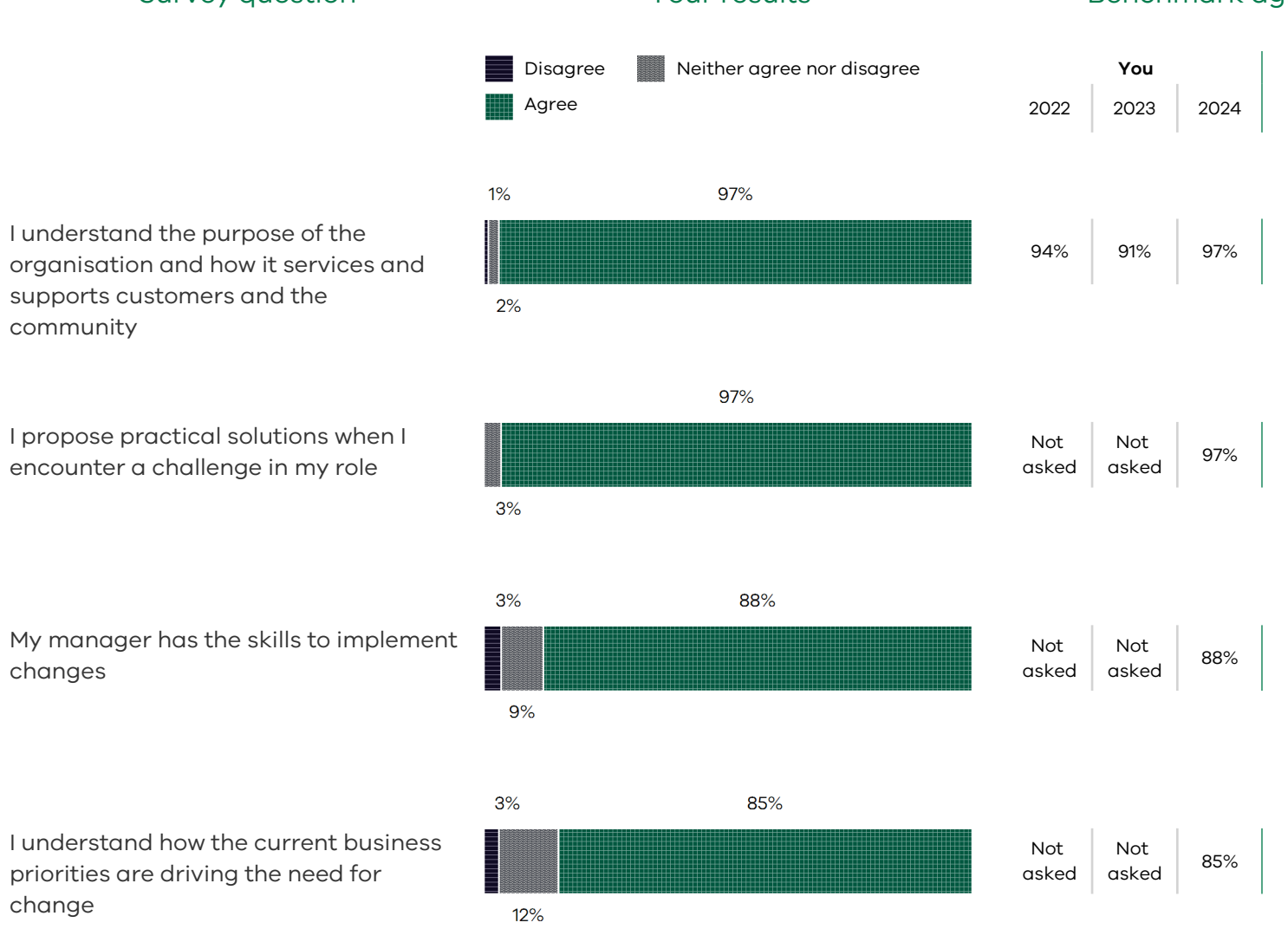
Under 'Your results' in descending order, you can see the percentage of staff who responded favourably to each question.

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

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

Example

97% of staff who did the survey responded favourably to 'I understand the purpose of the organisation and how it services and supports customers and the community'.



Custom questions

What is this

Your organisation asked 5 custom questions as part of the 2024 survey.

Why this is important

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

How to read this

Under 'Your results' in descending order, you can see the percentage of staff who responded favourably to each question.

In this report, '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 responded favourably to 'I actively engage in the change process whenever possible'.

Survey question	Your results	Benchmark agree results
	Disagree / Neither agree nor disagree / Agree	You: 2022 / 2023 / 2024
I actively engage in the change process whenever possible	3% / 15% / 82%	Not asked / Not asked / 82%

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Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Topical questions

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

Custom questions

- Questions requested by your organisation

Demographics

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

Demographics

Age, gender, variations in sex characteristics and sexual orientation

What is this

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

Why this is important

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

How to read this

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

How we protect anonymity and privacy

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

Age	(n)	%
15-34 years	**54**	23%
35-54 years	**128**	56%
55+ years	**20**	9%
Prefer not to say	**28**	12%

Gender	(n)	%
Man	**108**	47%
Woman	**93**	40%
Prefer not to say	**28**	12%
Non-binary and I use a different term	**1**	0%

Are you trans, non-binary or gender diverse?	(n)	%
Yes	**1**	0%
No	**203**	88%
Prefer not to say	**26**	11%

To your knowledge, do you have innate variation(s) of sex characteristics (often called intersex)?	(n)	%
Yes	**0**	0%
No	**203**	88%
Don't know	**2**	1%
Prefer not to say	**25**	11%

How do you describe your sexual orientation?	(n)	%
Straight (heterosexual)	**170**	74%
Prefer not to say	**39**	17%
Bisexual	**11**	5%
Asexual	**4**	2%
I use a different term	**4**	2%
Don't know	**1**	0%
Pansexual	**1**	0%
Gay or lesbian	**0**	0%

Demographics

Aboriginal and/or Torres Strait Islander employees

What is this

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

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.
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Aboriginal and/or Torres Strait Islander	(n)	%
Yes	**1**	0%
Non Aboriginal and/or Torres Strait Islander	**207**	90%
Prefer not to say	**22**	10%

Demographics

Disability

What is this

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

Why this is important

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

How to read this

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

How we protect anonymity and privacy

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Are you a person with disability?	(n)	%
Yes	**18**	8%
No	**187**	81%
Prefer not to say	**25**	11%

Have you shared your disability information within your organisation (e.g. to your manager or Human Resources staff)?	(n)	%
Yes	**8**	44%
No	**9**	50%
Prefer not to say	**1**	6%

Demographics

Cultural diversity 1 of 2

What is this

These are the personal characteristics of staff.

Why this is important

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

How to read this

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

How we protect anonymity and privacy

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Country of birth	(n)	%
Born in Australia	**185**	80%
Not born in Australia	**28**	12%
Prefer not to say	**17**	7%

Language other than English spoken with family or community	(n)	%
Yes	**24**	10%
No	**186**	81%
Prefer not to say	**20**	9%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Other	**10**	42%
Hindi	**5**	21%
Gujarati	**3**	13%
Sinhalese	**2**	8%
Tamil	**1**	4%
Punjabi	**1**	4%
Australian Indigenous Language	**1**	4%
Telugu	**1**	4%
Macedonian	**1**	4%
Spanish	**1**	4%
Urdu	**1**	4%
Cantonese	**1**	4%

If you speak another language with your family or community, what language(s) do you speak?	(n)	%
Vietnamese	**1**	4%
Tagalog	**0**	0%
Persian	**0**	0%
Arabic	**0**	0%
Filipino	**0**	0%
Greek	**0**	0%
Italian	**0**	0%
Turkish	**0**	0%
Mandarin	**0**	0%
Malayalam	**0**	0%
Auslan	**0**	0%

Demographics

Cultural diversity 2 of 2

What is this

This is the cultural identity and religion of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.
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Cultural identity	(n)	%
Australian	**179**	78%
Prefer not to say	**20**	9%
English, Irish, Scottish and/or Welsh	**18**	8%
South Asian	**13**	6%
European (including Western, Eastern and South-Eastern European, and Scandinavian)	**9**	4%
New Zealander	**4**	2%
East and/or South-East Asian	**4**	2%
Aboriginal and/or Torres Strait Islander	**3**	1%
Other	**2**	1%
North American	**1**	0%
Central Asian	**1**	0%
Maori	**0**	0%
Pacific Islander	**0**	0%
Central and/or South American	**0**	0%
African	**0**	0%
Middle Eastern	**0**	0%

Religion	(n)	%
No religion	**122**	53%
Christianity	**55**	24%
Prefer not to say	**36**	16%
Hinduism	**9**	4%
Islam	**4**	2%
Buddhism	**3**	1%
Other	**1**	0%
Judaism	**0**	0%
Sikhism	**0**	0%

Demographics

Employment characteristics 1 of 2

What is this

These are the employment characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.
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Working arrangement	(n)	%
Full-Time	**203**	88%
Part-Time	**27**	12%

Gross base salary (ongoing/fixed term only)	(n)	%
Below $80k	**44**	19%
$80k to $120k	**91**	40%
$120k to $160k	**44**	19%
$160k to $200k	**16**	7%
$200k or more	**8**	3%
Prefer not to say	**26**	11%

Organisational tenure	(n)	%
<1 year	**55**	24%
1 to less than 2 years	**46**	20%
2 to less than 5 years	**37**	16%
5 to less than 10 years	**36**	16%
10 to less than 20 years	**44**	19%
More than 20 years	**12**	5%

Management responsibility	(n)	%
Non-manager	**155**	67%
Manager of other manager(s)	**39**	17%
Other manager	**36**	16%

Employment type	(n)	%
Ongoing and executive	**194**	84%
Fixed term	**32**	14%
Other	**4**	2%

Frontline worker	(n)	%
No	**182**	79%
Yes	**48**	21%

Demographics

Employment characteristics 2 of 2

What is this

These are the employment characteristics of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.
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Primary workplace location over the last 3 months	(n)	%
Large regional city	**210**	91%
Rural	**15**	7%
Melbourne: Suburbs	**3**	1%
Other	**1**	0%
Melbourne CBD	**1**	0%

What have been your main places of work over the last 3-months?	(n)	%
Your employer's office	**212**	92%
A frontline or service delivery location	**23**	10%
Home or private location	**108**	47%
A shared office space (where two or more organisations share the same workspace)	**6**	3%
Isolated or remote location/s where access to communications and help from others is difficult	**7**	3%
Other	**1**	0%

Flexible work	(n)	%
Working from an alternative location (e.g. home, hub/shared work space)	**154**	67%
Flexible start and finish times	**88**	38%
I do not use any flexible work arrangements	**47**	20%
Part-time	**25**	11%
Using leave (including annual leave, long-service leave, personal leave, leave without pay and/or personal leave) to work flexible hours	**17**	7%
Purchased leave	**10**	4%
Working more hours over fewer days	**9**	4%
Other	**4**	2%
Shift swap	**1**	0%
Study leave	**1**	0%
Job sharing	**1**	0%

Demographics

Adjustments

What is this

These are adjustments staff requested to perform in their role.

Why this is important

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

How to read this

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Have you requested any of the following adjustments at work?	(n)	%
No, I have not requested adjustments	**147**	64%
Flexible working arrangements	**74**	32%
Physical modifications or improvements to the workplace	**21**	9%
Career development support strategies	**4**	2%
Accessible communications technologies	**1**	0%
Other	**1**	0%
Job redesign or role sharing	**1**	0%

Why did you make this request?	(n)	%
Work-life balance	**54**	65%
Health	**26**	31%
Caring responsibilities	**26**	31%
Family responsibilities	**25**	30%
Other	**6**	7%
Disability	**2**	2%
Study commitments	**2**	2%

What was your experience with making this request?	(n)	%
The adjustments I needed were made and the process was satisfactory	**78**	94%
The adjustments I needed were made but the process was unsatisfactory	**4**	5%
The adjustments I needed were not made	**1**	1%

Demographics

Caring

What is this

These are staff-reported caring responsibilities.

Why this is important

This shows organisations what caring responsibilities their staff have.

How to read this

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Caring responsibilities	(n)	%
None of the above	**73**	32%
Primary school aged child(ren)	**71**	31%
Secondary school aged child(ren)	**47**	20%
Child(ren) - younger than preschool age	**28**	12%
Prefer not to say	**25**	11%
Preschool aged child(ren)	**21**	9%
Frail or aged person(s)	**15**	7%
Person(s) with a mental illness	**10**	4%
Person(s) with a medical condition	**10**	4%
Person(s) with disability	**10**	4%
Other	**3**	1%

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