East Wimmera Health Service
2024 people matter survey results report

Victorian Public Sector Commission

VICTORIA State Government

People matter survey 2024

Have your say

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Topical questions

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

Custom questions

- Questions requested by your organisation

Demographics

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

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 95% 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
- Patient 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'.

Alexandra District Health

Alpine Health

Beaufort and Skipton Health Service

Beechworth Health Service

Boort District Health

Casterton Memorial Hospital

Central Highlands Rural Health

Cohuna District Hospital

Corryong Health

Great Ocean Road Health

Heathcote Health

Hesse Rural Health Service

Heywood Rural Health

Inglewood and Districts Health Service

Kerang District Health

Kooweerup Regional Health Service

Mallee Track Health and Community Service

Mansfield District Hospital

Moyne Health Services

NCN Health

Omeo District Health

Orbost Regional Health

Robinvale District Health Services

Rochester and Elmore District Health Service

Rural Northwest Health

Seymour Health

South Gippsland Hospital

Tallangatta Health Service

Terang and Mortlake Health Service

Timboon and District Healthcare Service

Yarram and District Health Service

Yarrawonga Health

Yea and District Memorial Hospital

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	
50% (175)	
Comparator	56%
Public Sector	42%

2024	
36% (127)	
Comparator	57%
Public Sector	44%

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	
66	
Comparator	72
Public Sector	68

2024	
67	
Comparator	74
Public Sector	69

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 67.

Why this is important

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

How to read this

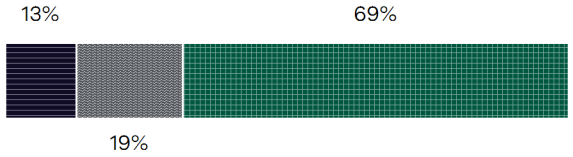
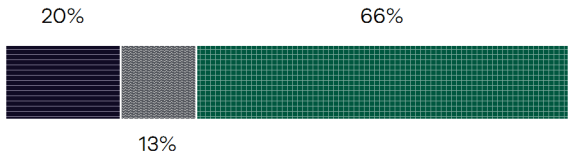
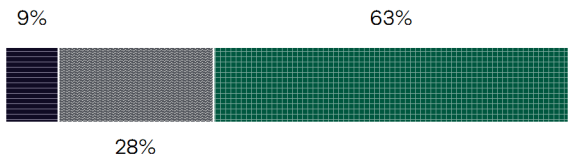
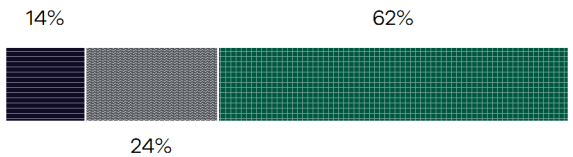
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

69% of your staff who did the survey agreed or strongly agreed with 'I am proud to tell others I work for my organisation'.

Survey question	Your results	You			Comparator		
	Disagree / Neither agree nor disagree / Agree	2022	2023	2024	Lowest	Average	Highest
I am proud to tell others I work for my organisation		62%	68%	69%	52%	79%	95%
I would recommend my organisation as a good place to work		53%	64%	66%	48%	75%	93%
My organisation inspires me to do the best in my job		59%	63%	63%	42%	72%	90%
I feel a strong personal attachment to my organisation		58%	55%	62%	49%	68%	84%

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 67.

Why this is important

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

How to read this

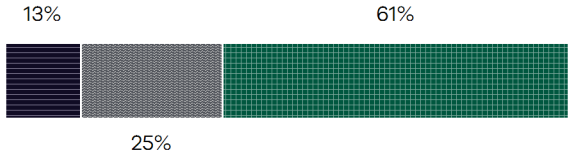
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

61% of your staff who did the survey agreed or strongly agreed with 'My organisation motivates me to help achieve its objectives'.

Survey question	Your results	Benchmark agree results					
	Disagree / Neither agree nor disagree / Agree	You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
My organisation motivates me to help achieve its objectives		51%	60%	61%	47%	71%	88%

People outcomes

Scorecard: satisfaction, stress, intention to stay, inclusion

What is this

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

Why this is important

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

How to read this

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

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

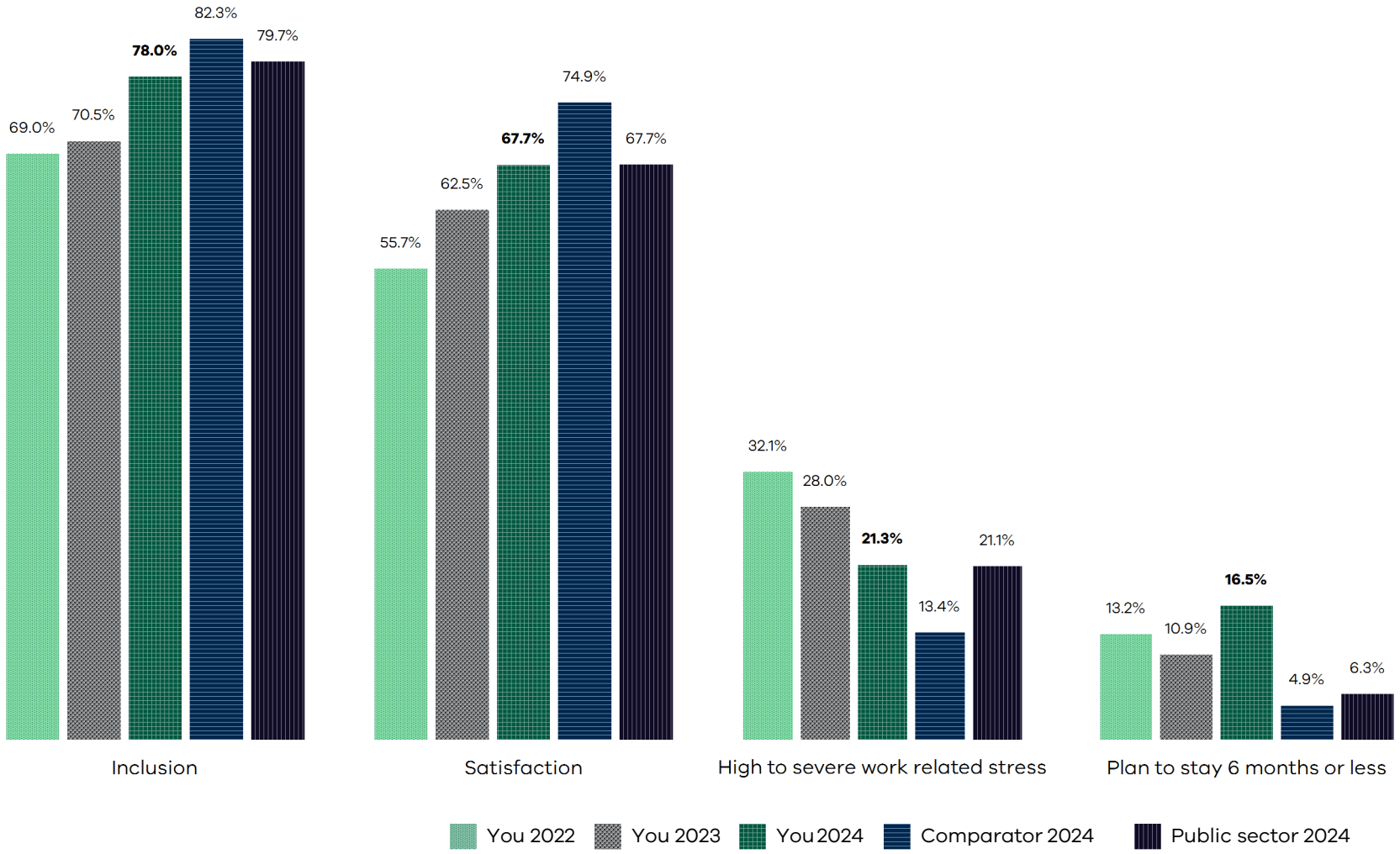
Example

In 2024:

- 78.0% of your staff who did the survey responded positively to questions about Inclusion.

Compared to:

- 82.3% of staff in your comparator group and 79.7% 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

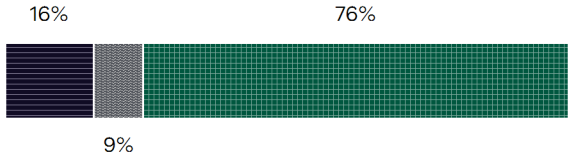
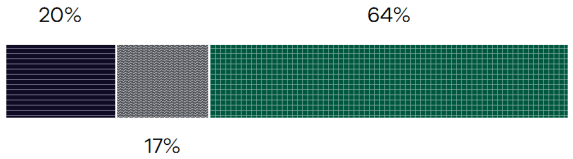
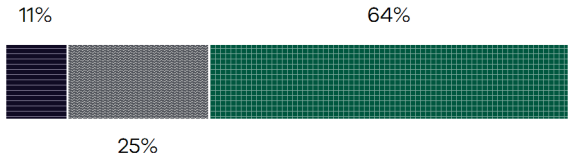
Under 'Your results" see results for each question in descending order by most satisfied.

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

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

Example

76% of your staff who did the survey were satisfied or very satisfied with 'Considering everything, how satisfied are you with your current job'.

Survey question	Your results	Benchmark satisfied results					
	Dissatisfied / Satisfied / Neither satisfied nor dissatisfied	You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
Considering everything, how satisfied are you with your current job		63%	69%	76%	65%	80%	93%
How satisfied are you with the work/life balance in your current job		50%	61%	64%	65%	76%	90%
How satisfied are you with your career development within your current organisation		53%	58%	64%	52%	69%	87%

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.

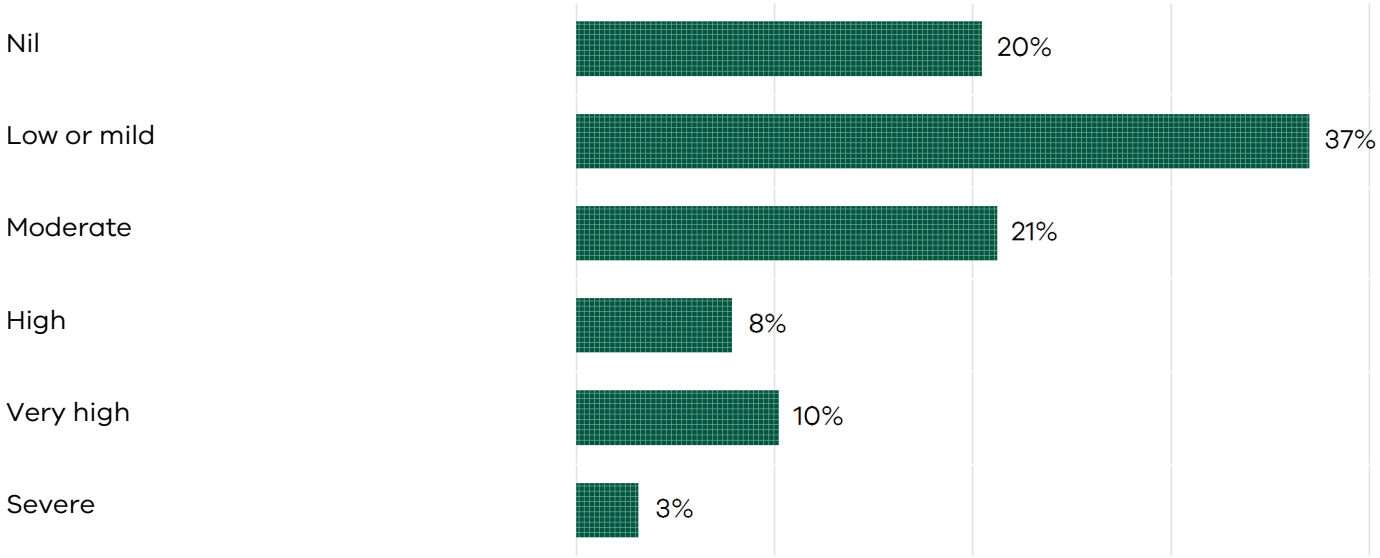
The graph at the top shows how staff in your group rated their current levels of work-related stress.

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 13% of staff in your comparator group and 21% 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	
28%		21%	
Comparator	15%	Comparator	13%
Public Sector	24%	Public Sector	21%

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

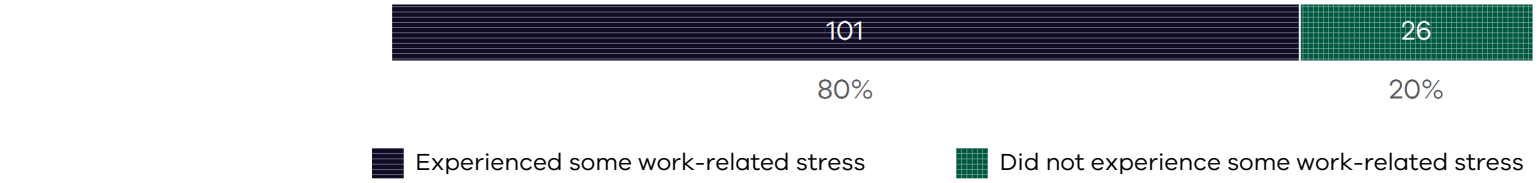
In the survey, we ask staff to tell us if they have experienced mild to severe stress at work, as shown in the visual above the table.

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

80% of your staff who did the survey said they experienced mild to severe stress. Of that 80%, 50% 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	41%	50%	43%	48%
Time pressure	27%	36%	39%	41%
Other	16%	20%	14%	13%
Competing home and work responsibilities	19%	19%	14%	13%
Social environment (e.g. relationships with colleagues, manager or senior leaders)	23%	17%	14%	13%
Management of work (e.g. supervision, training, information, support)	12%	16%	10%	12%
Incivility, bullying, harassment or discrimination	15%	14%	9%	7%
Dealing with clients, patients or stakeholders	20%	12%	16%	18%
Work schedule or hours	12%	12%	8%	7%
Organisation or workplace change	8%	11%	9%	12%

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

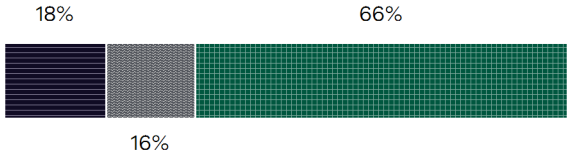
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

66% 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	66%	56%	70%	84%

People outcomes

Burnout levels

What is this

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

Why this is important

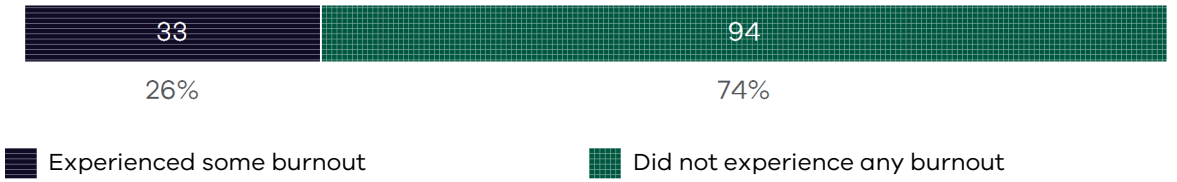
Burnout can affect negatively affect peoples health and wellbeing as well as their performance and behaviour.

How to read this

In the survey, we ask staff to tell us if they have experienced being burned out at work, as shown in the visual above the table.

Example

26% of your staff who did the survey said they felt burnout at work.
Of that 26%, 51% rated their level as 'Occasionally I am under stress, and I don't always have as much energy as I once did, but I don't feel burned out' .



Overall, based on your definition of burnout, how would you rate your level of burnout?	You 2023	You 2024	Comparator 2024	Public sector 2024
Occasionally I am under stress, and I don't always have as much energy as I once did, but I don't feel burned out	39%	51%	47%	49%
I enjoy my work. I have no symptoms of burnout	25%	23%	30%	20%
I am definitely burning out and have one or more symptoms of burnout, such as physical and emotional exhaustion	21%	17%	16%	21%
The symptoms of burnout that I am experiencing won't go away. I think about frustration at work a lot	9%	5%	4%	6%
I feel completely burned out and often wonder if I can go on. I am at the point where I may need some changes or may need to seek some help	6%	4%	2%	3%

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	11%	17%	5%	6%
Over 6 months and up to 1 year	9%	8%	8%	9%
Over 1 year and up to 3 years	23%	13%	22%	24%
Over 3 years and up to 5 years	13%	17%	17%	16%
Over 5 years	45%	45%	47%	45%

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

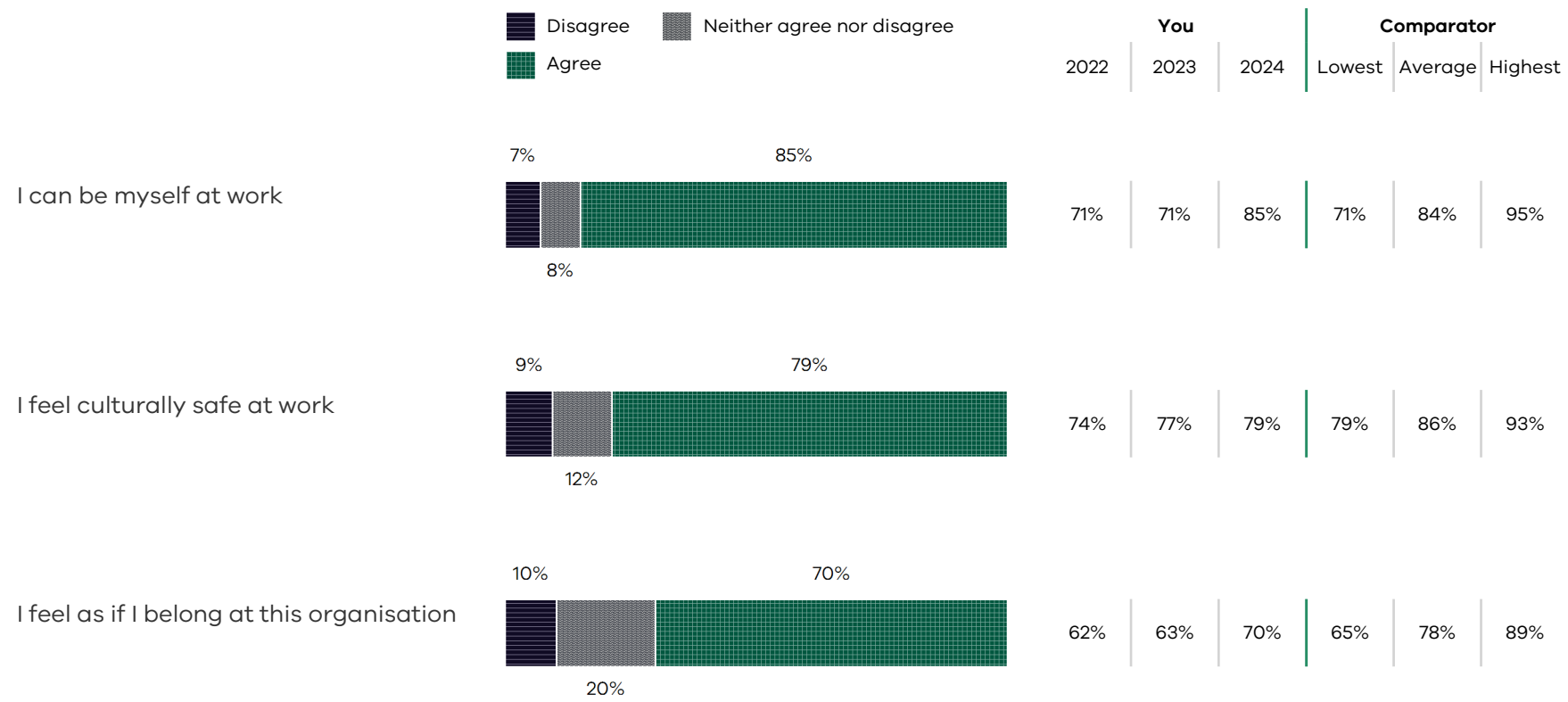
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

85% of your staff who did the survey agreed or strongly agreed with 'I can be myself 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.

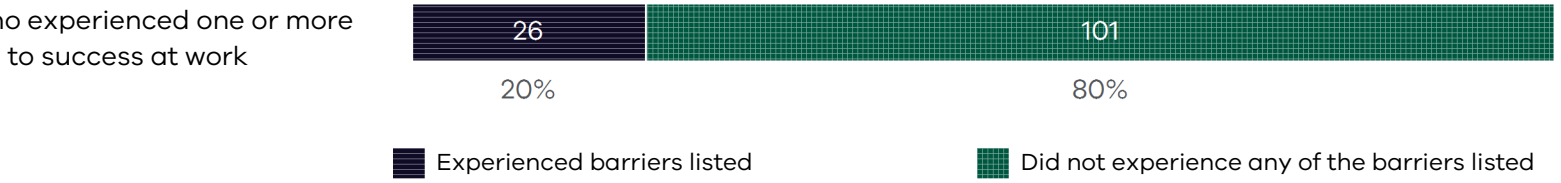
How to read this

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.

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 experienced one or more barriers to success at work



People outcomes

Inclusion - Witnessed barriers to success

What is this

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

Why this is important

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

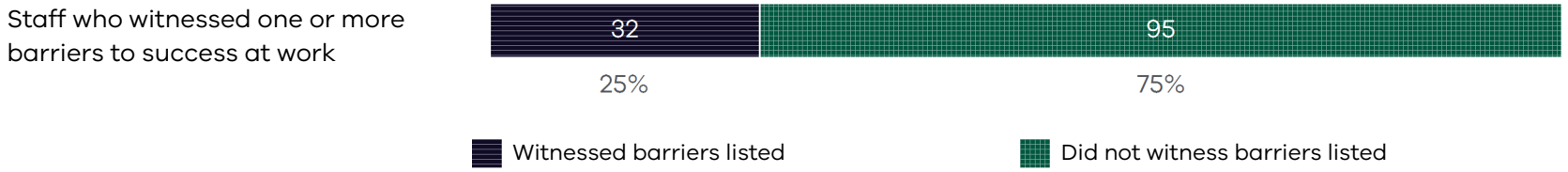
How to read this

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

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

Example

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



During the last 12 months, employees witnessed barriers to the success of other employees due to their ...	You 2023	You 2024	Comparator 2024	Public sector 2024
Cultural background	7%	10%	4%	5%

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

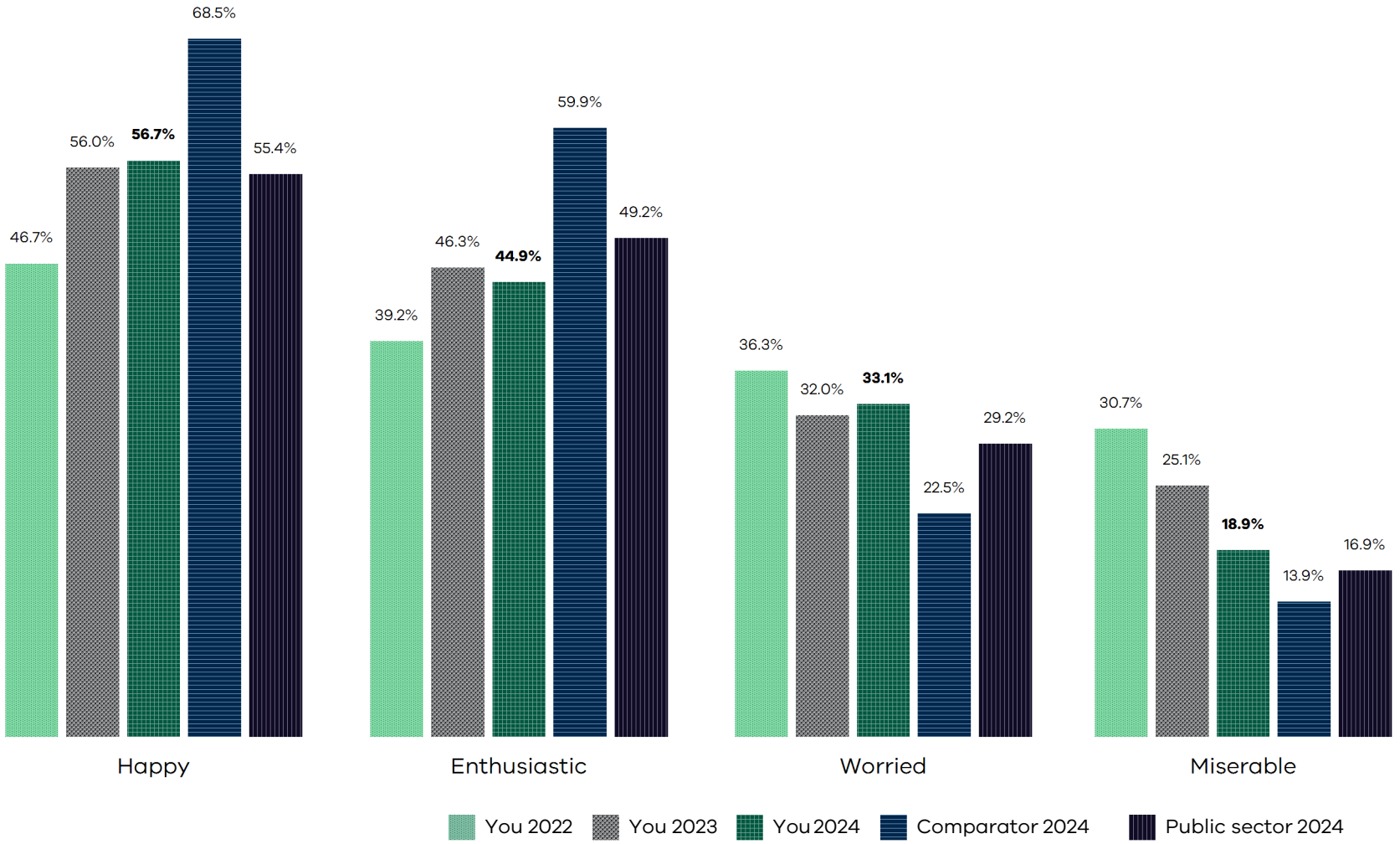
In 2024:

- 56.7% of your staff who did the survey said work made them feel happy.

Compared to:

- 68.5% of staff in your comparator group and 55.4% 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.

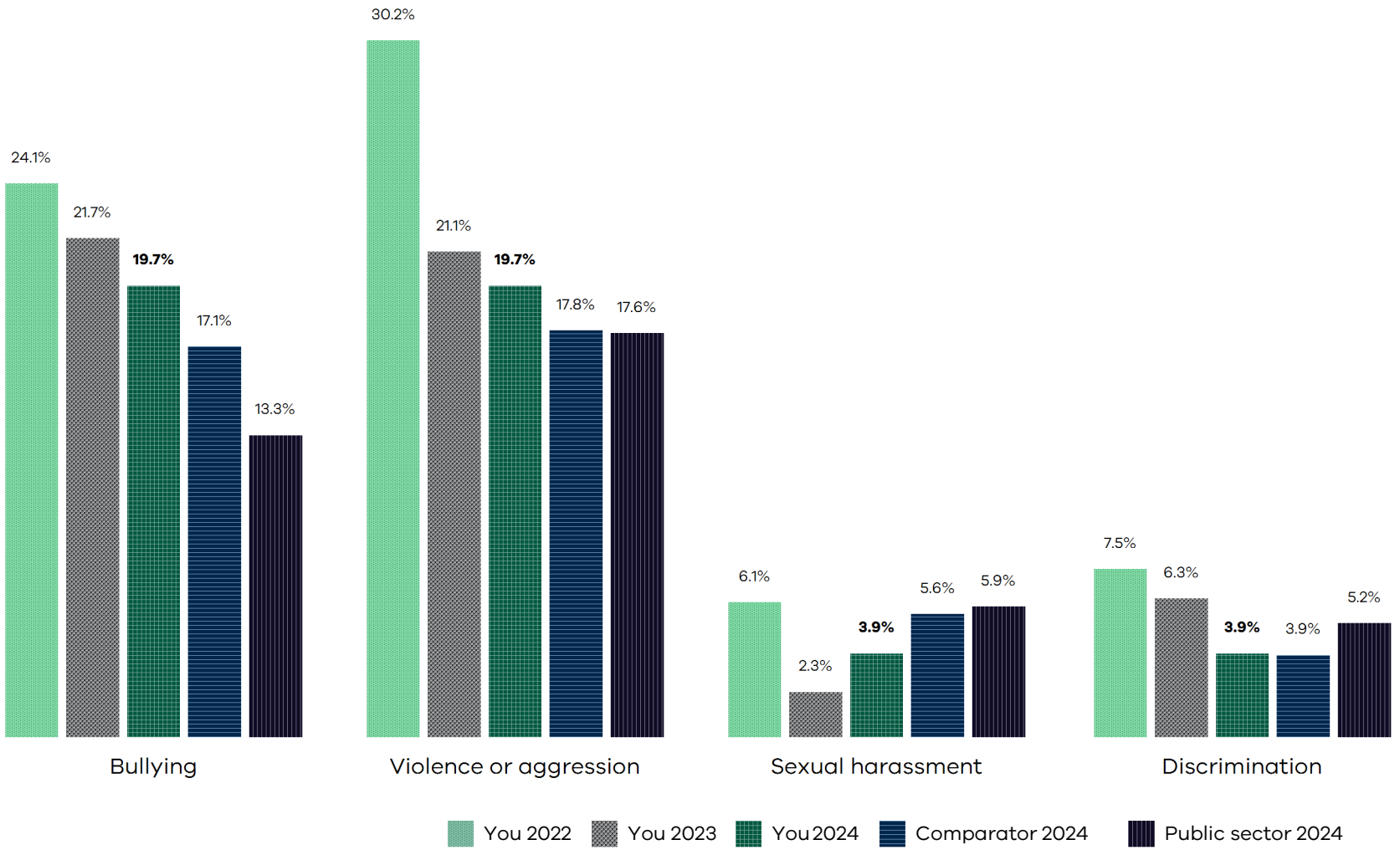
Example

In 2024:

- 19.7% of your staff who did the survey stated they experienced 'Bullying' in the last 12 months.

Compared to:

- 17.1% of staff in your comparator group and 13.3% of staff across the public sector.



People outcomes

Bullying

What is this

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

Why this is important

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

How to read this

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

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

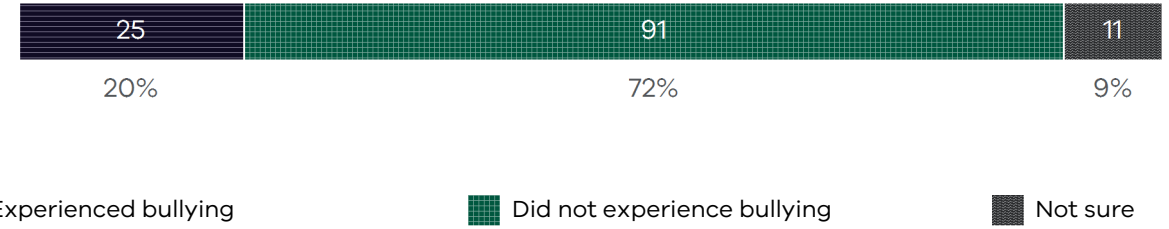
In descending order, the table shows the answers.

Example

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

Of that 20%, 64% said the top type was 'Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)'.

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



If you experienced bullying, what type of bullying did you experience?	You 2023	You 2024	Comparator 2024	Public sector 2024
Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)	74%	64%	63%	69%
Intimidation and/or threats	39%	52%	35%	30%
Exclusion or isolation	34%	48%	37%	42%
Withholding essential information for me to do my job	11%	40%	23%	28%
Verbal abuse	21%	28%	22%	21%
Interference with my personal property and/or work equipment	8%	20%	7%	4%
Other	8%	20%	17%	15%
Being given impossible assignment(s)	5%	12%	4%	9%
Being assigned meaningless tasks unrelated to my job	8%	8%	10%	13%

People outcomes

Telling someone about the bullying

What is this

This is if staff told someone when they experienced bullying.

Why this is important

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

How to read this

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

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

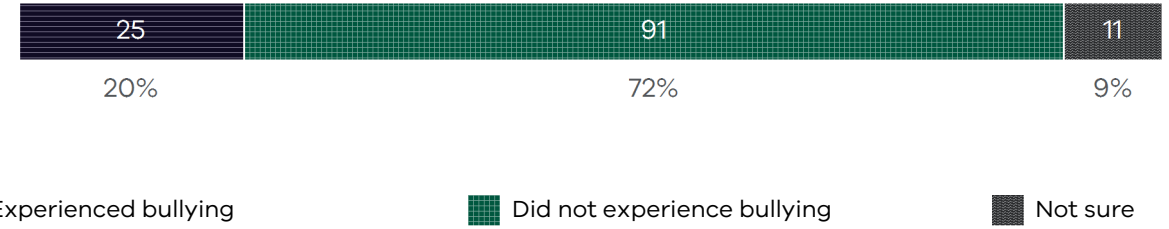
In descending order, the table shows the answers.

Example

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

- 56% said the top way they reported the bullying was 'Told a manager'.
- 80% said they didn't submit a formal complaint.

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



Did you tell anyone about the bullying?	You 2023	You 2024	Comparator 2024	Public sector 2024
Told a manager	39%	56%	42%	50%
Told a colleague	42%	52%	37%	41%
Told a friend or family member	39%	36%	32%	35%
Told human resources	8%	32%	18%	13%
Told the person the behaviour was not OK	18%	24%	12%	16%
Submitted a formal complaint	13%	20%	14%	12%
Told employee assistance program (EAP) or peer support	3%	12%	8%	10%
I did not tell anyone about the bullying	18%	8%	11%	12%
Told someone else	3%	0%	12%	11%

People outcomes

Bullying - reasons for not submitting a formal complaint

What is this

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

Why this is important

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

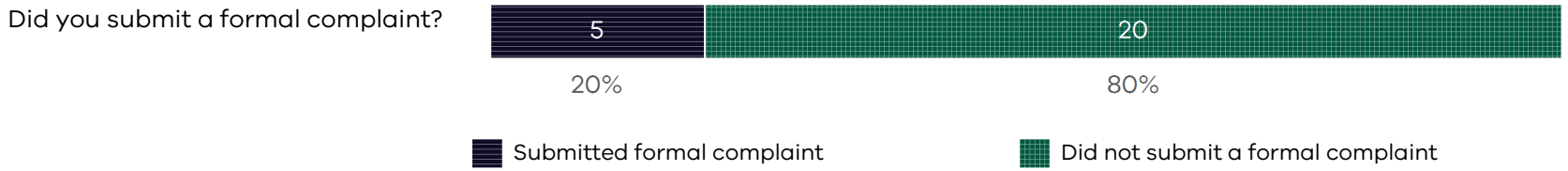
How to read this

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

Example

80% of your staff who experienced bullying did not submit a formal complaint, of which:

- 65% said the top reason was 'I didn't think it would make a difference'.



What was your reason for not submitting a formal complaint?	You 2023	You 2024	Comparator 2024	Public sector 2024
I didn't think it would make a difference	33%	65%	48%	52%
I believed there would be negative consequences for my reputation	45%	45%	41%	49%
I believed there would be negative consequences for my career	6%	35%	22%	38%
I didn't feel safe to report the incident	15%	25%	14%	20%
I didn't think it was serious enough	12%	15%	15%	18%
I thought the complaint process would be embarrassing or difficult	15%	15%	6%	12%
Other	12%	15%	19%	16%
I believed there would be negative consequences for the person I was going to complain about	6%	10%	7%	10%
I didn't know who to talk to	0%	10%	3%	5%
I didn't know how to make a complaint	0%	5%	2%	5%

People outcomes

Perpetrators of bullying

What is this

This is who staff have said are responsible for bullying.

Why this is important

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

How to read this

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

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

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

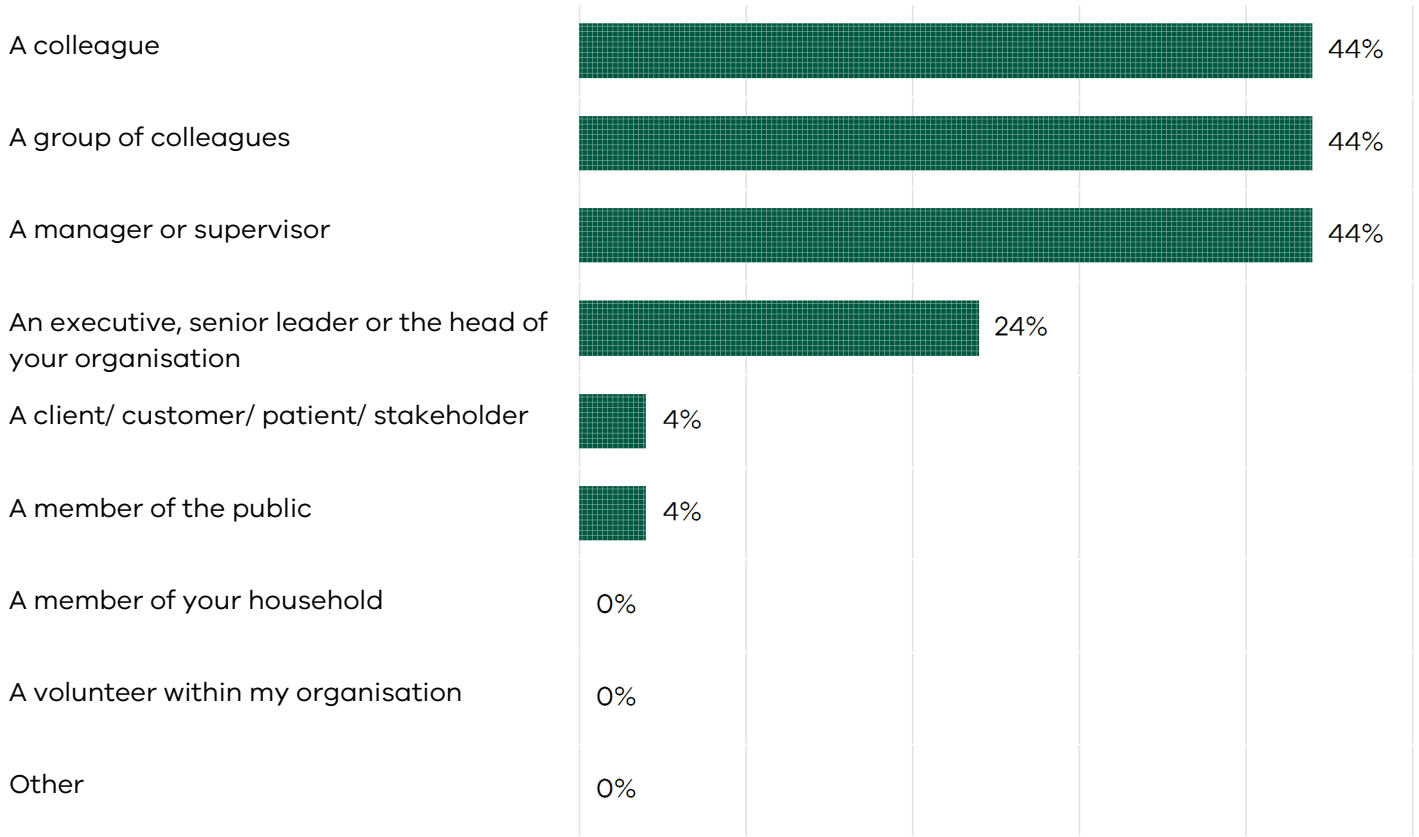
Each row is one perpetrator or group of perpetrators.

Example

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

Of that 20%, 44% said it was by 'A colleague'.

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



People outcomes

Relationship to perpetrator

What is this

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

Why this is important

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

How to read this

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

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

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

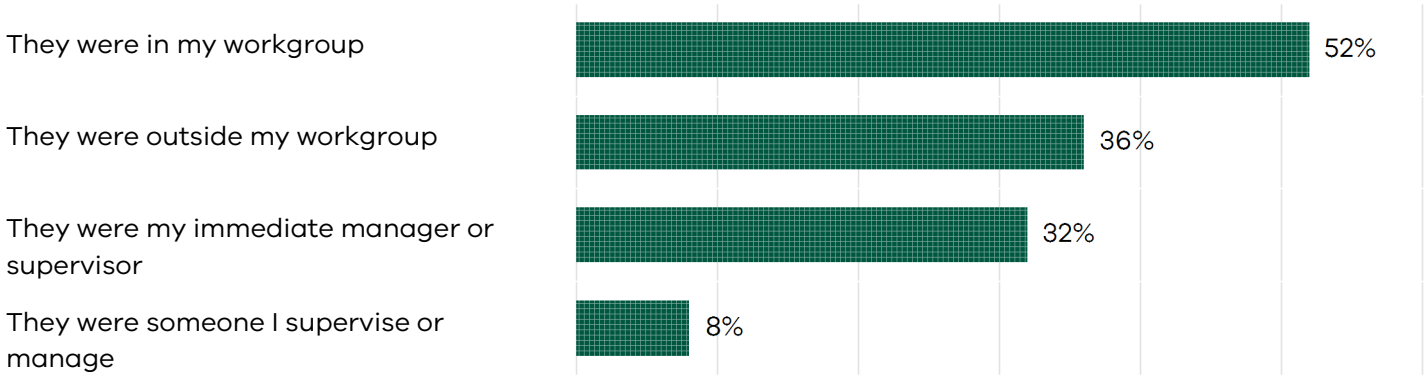
Example

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

Of that 20%, 100% said it was by someone within the organisation.

Of that 100%, 52% said it was 'They were in my workgroup'.

25 people (100% of staff who experienced bullying) experienced bullying from within your organisation (You 2024)



People outcomes

Sexual harassment

What is this

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

Why this is important

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

Why there is no data here

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

People outcomes

Discrimination

What is this

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

Why this is important

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

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.

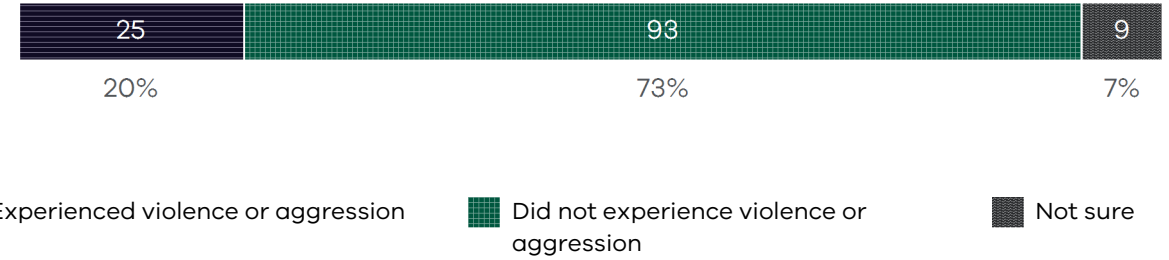
In descending order, the table shows the answers.

Example

20% of your staff who did the survey said they experienced violence or aggression.

Of that 20%, 84% said it was 'Abusive language'.

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



If you experienced violence or aggression, what type did you experience?	You 2023	You 2024	Comparator 2024	Public sector 2024
Abusive language	76%	84%	78%	81%
Intimidating behaviour	65%	60%	58%	71%
Threats of violence	30%	20%	23%	38%
Physical assault (e.g. spitting, hitting, pushing, tripping, grabbing, throwing objects)	24%	16%	30%	26%
Other	0%	8%	3%	3%
Damage to my property or work equipment	0%	0%	2%	9%
Stalking, including cyber-stalking	3%	0%	1%	1%

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.

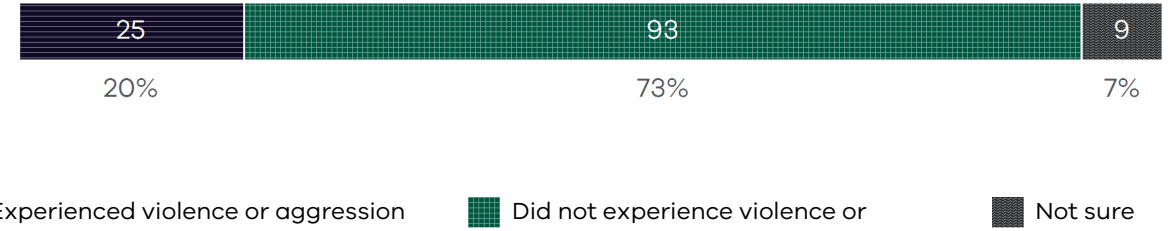
In descending order, the table shows the answers.

Example

20% 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'.
- 60% 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	41%	64%	53%	58%
Told a colleague	38%	60%	37%	45%
Submitted a formal incident report	49%	40%	41%	36%
Told the person the behaviour was not OK	24%	32%	30%	30%
Told a friend or family member	14%	24%	14%	19%
Told human resources	3%	16%	8%	4%
Told employee assistance program (EAP) or peer support	0%	4%	2%	4%
I did not tell anyone about the incident(s)	5%	4%	5%	7%
Told someone else	0%	0%	6%	5%

People outcomes

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

What is this

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

Why this is important

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

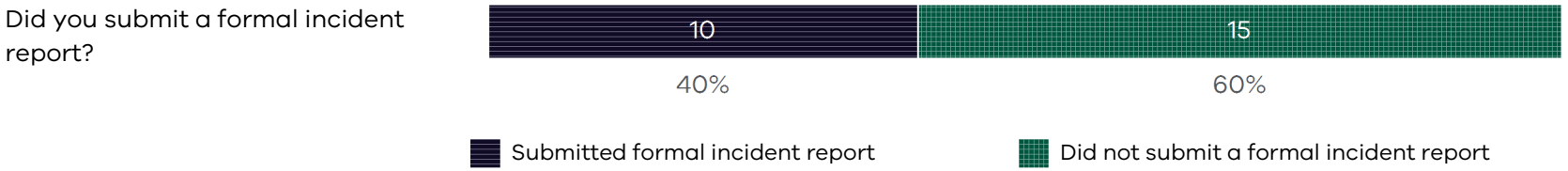
How to read this

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

Example

60% of your staff who experienced violence or aggression did not submit a formal incident report, of which:

- 60% said the top reason was 'Other'.



What was your reason for not submitting a formal incident report?	You 2023	You 2024	Comparator 2024	Public sector 2024
Other	11%	60%	30%	23%
I didn't think it would make a difference	37%	27%	36%	39%
I believed there would be negative consequences for my reputation	21%	20%	17%	15%
I believed there would be negative consequences for my career	16%	20%	11%	12%
I didn't feel safe to report the incident	11%	13%	6%	6%
I didn't think it was serious enough	21%	7%	28%	32%
I didn't need to because I made the violence or aggression stop	16%	7%	11%	14%
I didn't need to because I no longer had contact with the person(s) who was aggressive or violent to me	11%	7%	7%	14%
I believed there would be negative consequences for the person I was going to complain about	0%	0%	4%	4%
I didn't know how to make a complaint	0%	0%	2%	3%

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.

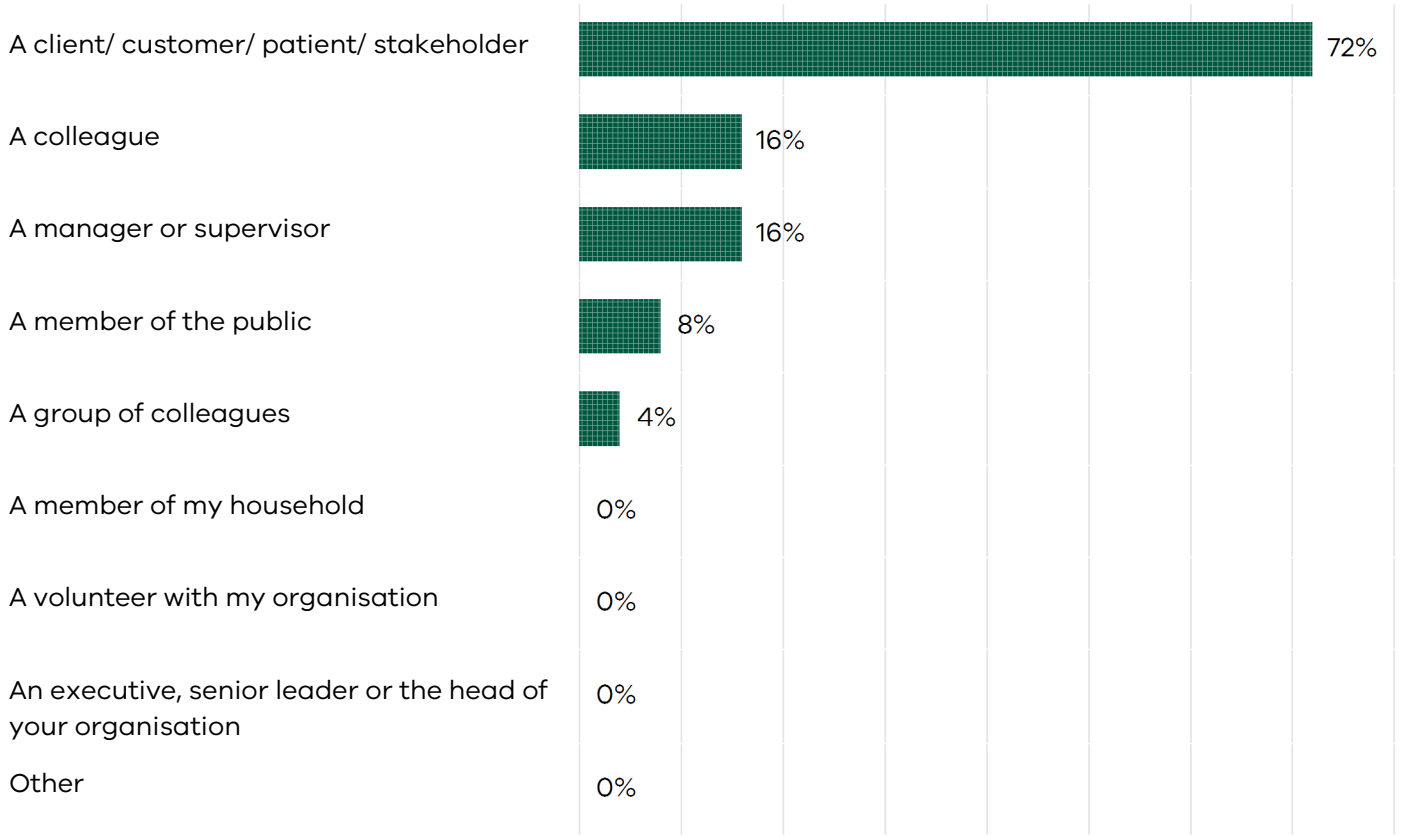
Each row is one perpetrator or group of perpetrators.

Example

20% of your staff who did the survey said they experienced violence or aggression.

Of that 20%, 72% said it was by 'A client/ customer/ patient/ stakeholder'.

25 people (20% 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.

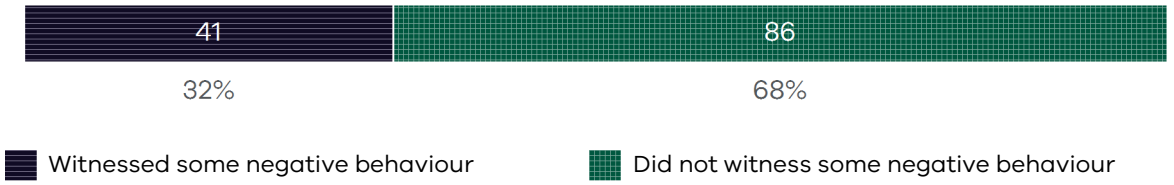
In descending order, the table shows the answers.

Example

32% of your staff who did the survey said they witnessed some negative behaviour at work.

68% 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	71%	68%	77%	77%
Bullying of a colleague	22%	24%	16%	15%
Discrimination against a colleague	15%	16%	8%	9%
Violence or aggression against a colleague	5%	5%	4%	6%
Sexual harassment of a colleague	1%	0%	1%	2%

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

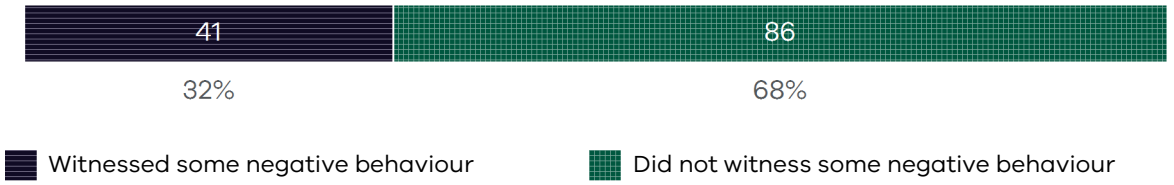
In the survey, we asked staff to tell us if they'd witnessed any negative behaviour at work.
If they did, they could tell us with one or more answers what action they took.
In descending order, the table shows the answers.

Example

32% of your staff who did the survey witnessed negative behaviour, of which:

- 73% 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	65%	73%	66%	71%
Told a manager	37%	41%	37%	40%

People outcomes

Negative behaviour - satisfaction with making a formal complaint

What is this

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

Why this is important

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

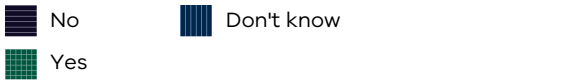
How to read this

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

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

Example

30% of staff were satisfied with the way your organisation handled their formal 'Violence or aggression' complaint.

Survey question	Your results	Benchmark satisfied results					
		You			Comparator		
Were you satisfied with the way your formal complaint was handled		2022	2023	2024	Lowest	Average	Highest
Violence or aggression		46%	28%	30%	38%	53%	90%

People matter survey 2024

Have your say

Overview

Report overview

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

Result summary

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

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

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- Taking action questions

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- Senior leadership questions

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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
- Categories
- Primary role

Key differences

Highest scoring questions

What is this

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

How to read this

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

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

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

Example

On the first row 'Meaningful work', the 'You 2024' column shows 96% of your staff who did the survey agreed with 'I can make a worthwhile contribution at work'. In the 'Change from 2023' column, you have a +5% change, which is a positive trend.

Question group	Highest scoring questions	You 2024	Change from 2023	Comparator 2024
Meaningful work	I can make a worthwhile contribution at work	96%	+5%	94%
Job enrichment	I understand how my job helps my organisation achieve its goals	95%	+3%	93%
Job enrichment	I can use my skills and knowledge in my job	94%	+4%	93%
Meaningful work	I achieve something important through my work	94%	+5%	94%
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	92%	-0%	89%
Job enrichment	I clearly understand what I am expected to do in this job	91%	-4%	91%
Topical	I understand how the Code of Conduct for Victorian public sector employees applies to my work	91%	-3%	90%
Topical	I am proud to work in the public sector	87%	Not asked	87%
Inclusion	I can be myself at work	85%	+14%	84%
Meaningful work	I get a sense of accomplishment from my work	85%	+1%	90%

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 37% 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 +4% 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	37%	+4%	45%
Safety climate	All levels of my organisation are involved in the prevention of stress	43%	-1%	57%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	46%	-2%	60%
Patient safety climate	This health service does a good job of training new and existing staff	48%	-3%	64%
Manager support	I receive meaningful recognition when I do good work	49%	-3%	67%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	50%	-4%	63%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	50%	+8%	59%
Organisational integrity	I believe the promotion processes in my organisation are fair	51%	+8%	55%
Taking action	I believe my organisation will make improvements based on the results of this year's survey	52%	+6%	60%
Senior leadership	Senior leaders provide clear strategy and direction	52%	-5%	66%

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 'Inclusion', the 'You 2024' column shows 85% of your staff who did the survey agreed with 'I can be myself at work'.

In the 'Increase from 2023' column, you have a 14% increase, which is a positive trend.

Question group	Most improved from last year	You 2024	Increase from 2023	Comparator 2024
Inclusion	I can be myself at work	85%	+14%	84%
Job enrichment	I have a say in how I do my work	79%	+12%	78%
Quality service delivery	My workgroup provides high quality advice and services	74%	+10%	82%
Workgroup support	People in my workgroup treat each other with respect	72%	+10%	77%
Workgroup support	People in my workgroup are honest, open and transparent in their dealings	69%	+9%	71%
Innovation	My workgroup encourages employee creativity	60%	+8%	70%
Organisational integrity	I believe the promotion processes in my organisation are fair	51%	+8%	55%
Innovation	My workgroup learns from failures and mistakes	69%	+8%	73%
Safe to speak up	People in my workgroup are able to bring up problems and tough issues	62%	+8%	71%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	50%	+8%	59%

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 'Collaboration', the 'You 2024' column shows 78% of your staff who did the survey agreed with 'I am able to work effectively with others outside my immediate workgroup'.
In the 'Decrease from 2023' column, you have a 7% decrease, which is a negative trend.

Question group	Largest decline from last year	You 2024	Decrease from 2023	Comparator 2024
Collaboration	I am able to work effectively with others outside my immediate workgroup	78%	-7%	87%
Organisational integrity	My organisation does not tolerate improper conduct	57%	-6%	73%
Senior leadership	Senior leaders provide clear strategy and direction	52%	-5%	66%
Patient safety climate	Patient care errors are handled appropriately in my work area	59%	-5%	72%
Organisational integrity	My organisation encourages employees to act in ways that are consistent with human rights	74%	-5%	85%
Senior leadership	Senior leaders model my organisation's values	58%	-5%	70%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	50%	-4%	63%
Job enrichment	I clearly understand what I am expected to do in this job	91%	-4%	91%
Patient safety climate	This health service does a good job of training new and existing staff	48%	-3%	64%
Collaboration	Workgroups across my organisation willingly share information with each other	54%	-3%	64%

Key differences

Biggest positive difference from comparator

What is this

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

How to read this

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

Example

On the first row 'Learning and development', the 'You 2024' column shows 81% of your staff who did the survey agreed with 'I am developing and learning in my role'.
The 'Difference' column, shows that agreement for this question was 3% higher than in your comparator.

Question group	Biggest positive difference from comparator	You 2024	Difference	Comparator 2024
Learning and development	I am developing and learning in my role	81%	+3%	78%
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	92%	+3%	89%
Job enrichment	I understand how my job helps my organisation achieve its goals	95%	+3%	93%
Job enrichment	I can use my skills and knowledge in my job	94%	+2%	93%
Meaningful work	I can make a worthwhile contribution at work	96%	+2%	94%
Inclusion	I can be myself at work	85%	+1%	84%
Topical	I understand how the Code of Conduct for Victorian public sector employees applies to my work	91%	+1%	90%
Job enrichment	I clearly understand what I am expected to do in this job	91%	+1%	91%
Job enrichment	I have a say in how I do my work	79%	+1%	78%

Key differences

Biggest negative difference from comparator

What is this

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

How to read this

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

Example

On the first row 'Flexible working', the 'You 2024' column shows 61% of your staff who did the survey agreed with 'My manager supports working flexibly'.

The 'Difference' column, shows that agreement for this question was 21% lower than in your comparator.

Question group	Biggest negative difference from comparator	You 2024	Difference	Comparator 2024
Flexible working	My manager supports working flexibly	61%	-21%	82%
Flexible working	I am confident that if I requested a flexible work arrangement, it would be given due consideration	54%	-20%	74%
Manager support	I receive meaningful recognition when I do good work	49%	-18%	67%
Organisational integrity	My organisation does not tolerate improper conduct	57%	-16%	73%
Patient safety climate	This health service does a good job of training new and existing staff	48%	-16%	64%
Manager leadership	My manager models my organisation's values	68%	-15%	83%
Manager leadership	My manager treats employees with dignity and respect	70%	-14%	84%
Manager support	I can discuss problems or issues with my manager	68%	-14%	82%
Senior leadership	Senior leaders provide clear strategy and direction	52%	-14%	66%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	46%	-14%	60%

People matter survey 2024

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Topical questions

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

Custom questions

- Questions requested by your organisation

Demographics

- Age, gender, variations in sex characteristics and sexual orientation
- Aboriginal and/or Torres Strait Islander
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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

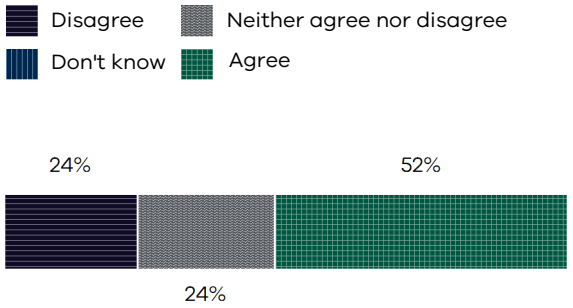
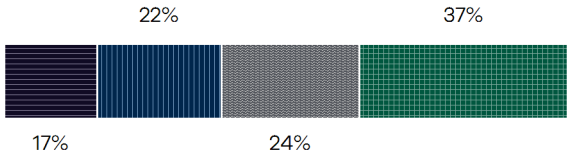
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

52% 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					
		You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
I believe my organisation will make improvements based on the results of this year's survey		40%	46%	52%	32%	60%	78%
My organisation has made improvements based on the survey results from last year		24%	33%	37%	16%	45%	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

Custom questions

- Questions requested by your organisation

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- Employment
- Adjustments
- Caring
- Categories
- Primary role

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

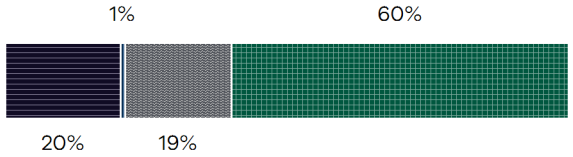
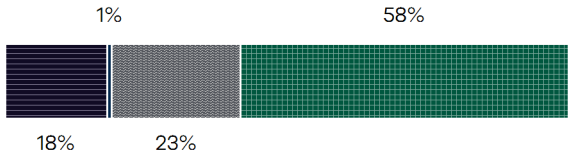
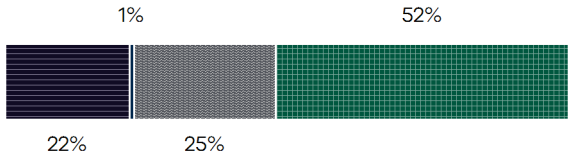
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

60% of your staff who did the survey agreed or strongly agreed with 'Senior leaders demonstrate honesty and integrity'.

Survey question	Your results	You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
Senior leaders demonstrate honesty and integrity		53%	59%	60%	48%	69%	88%
Senior leaders model my organisation's values		55%	63%	58%	51%	70%	88%
Senior leaders provide clear strategy and direction		53%	57%	52%	45%	66%	89%

People matter survey 2024

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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.

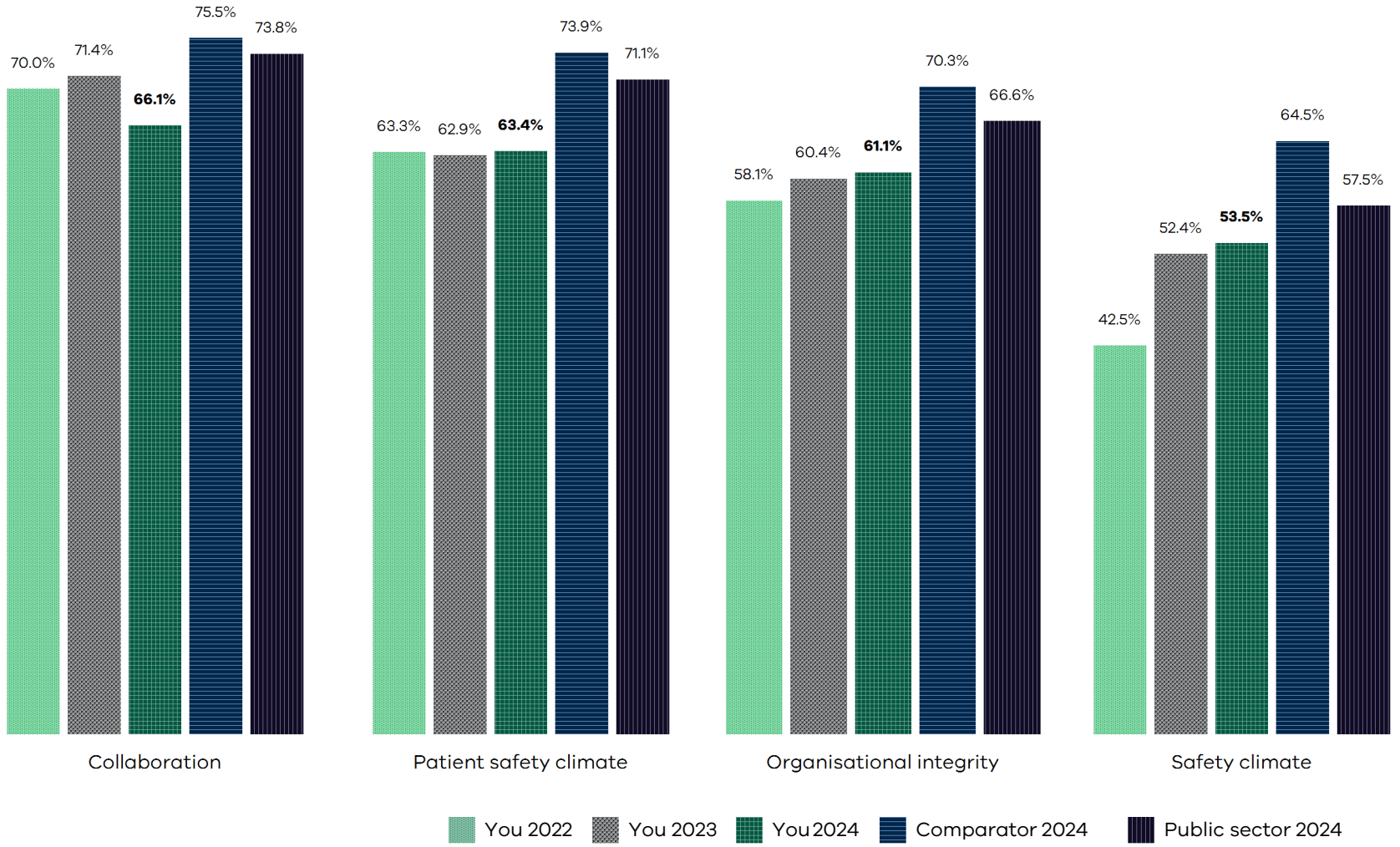
Example

In 2024:

- 66.1% of your staff who did the survey responded positively to questions about Collaboration.

Compared to:

- 75.5% of staff in your comparator group and 73.8% 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

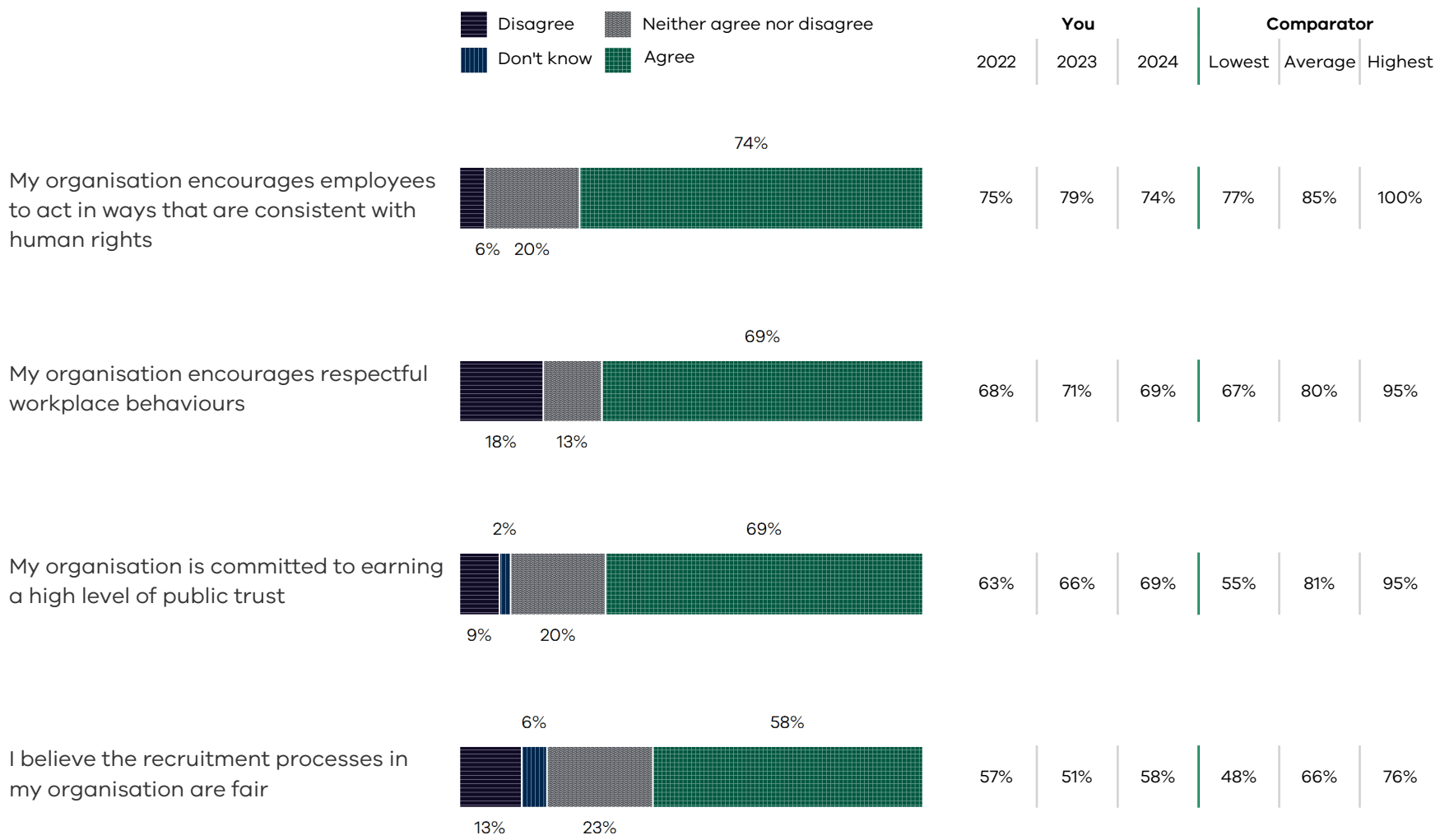
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

74% 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'.



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

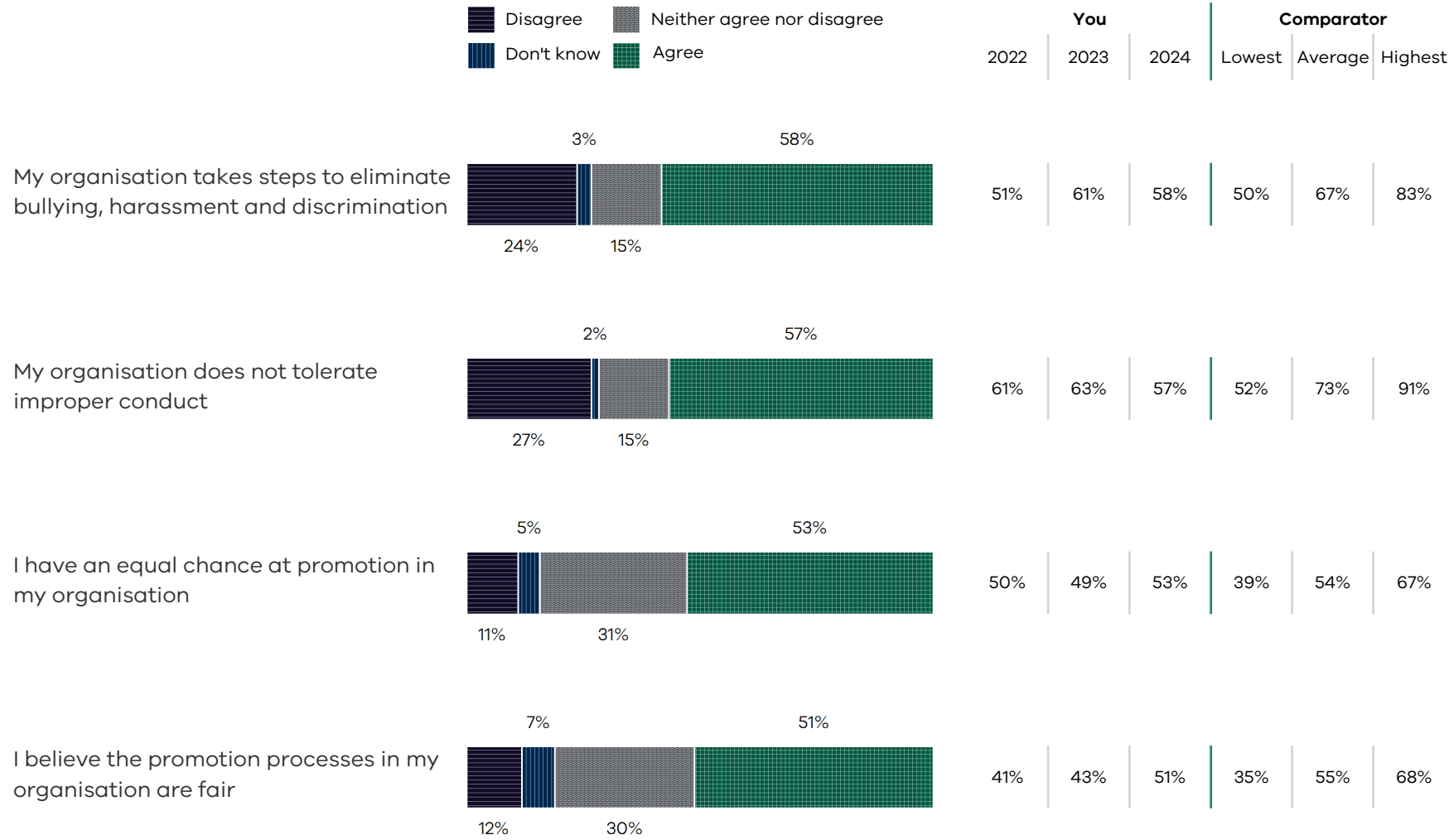
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

58% of your staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.



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

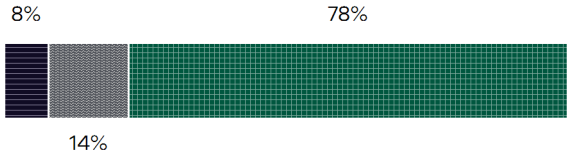
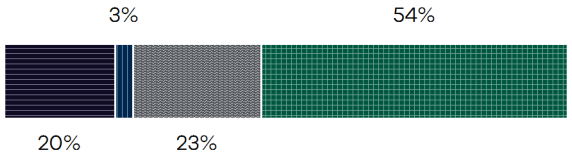
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

78% 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					
	Disagree, Neither agree nor disagree, Don't know, Agree	You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
I am able to work effectively with others outside my immediate workgroup		83%	85%	78%	77%	87%	96%
Workgroups across my organisation willingly share information with each other		57%	58%	54%	35%	64%	78%

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

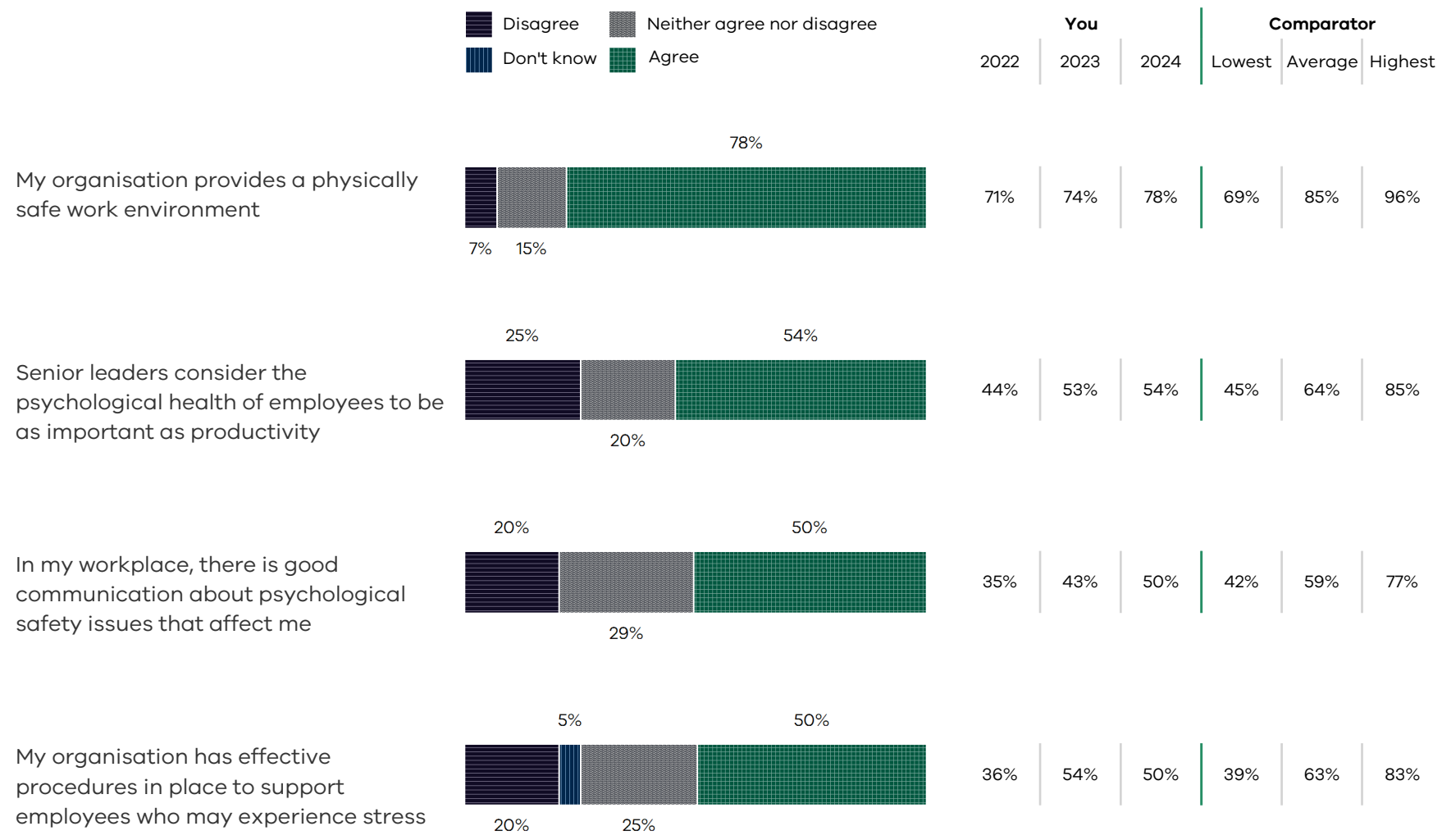
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

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



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 group's overall, lowest and highest scores with your own.

Example

46% of your staff who did the survey agreed or strongly agreed with 'Senior leaders show support for stress prevention through involvement and commitment'.

Survey question	Your results	Benchmark agree results					
	Disagree, Neither agree nor disagree, Don't know, Agree	You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
Senior leaders show support for stress prevention through involvement and commitment	28% / 27% / 46%	38%	47%	46%	35%	60%	83%
All levels of my organisation are involved in the prevention of stress	28% / 29% / 43%	31%	44%	43%	32%	57%	80%

Organisational climate

Patient safety climate 1 of 2

What is this

This is the safety culture in a healthcare workplace.

Why this is important

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

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

How to read this

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

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

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

Example

82% of your staff who did the survey agreed or strongly agreed with 'I am encouraged by my colleagues to report any patient safety concerns I may have'.

Survey question	Your results	Benchmark agree results					
	Disagree / Neither agree nor disagree / Don't know / Agree	You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
I am encouraged by my colleagues to report any patient safety concerns I may have	3% / 15% / 82%	80%	77%	82%	74%	85%	96%
My suggestions about patient safety would be acted upon if I expressed them to my manager	11% / 19% / 70%	66%	65%	70%	66%	79%	96%
I would recommend a friend or relative to be treated as a patient here	15% / 18% / 67%	66%	67%	67%	58%	79%	94%
Management is driving us to be a safety-centred organisation	7% / 28% / 65%	64%	64%	65%	61%	78%	96%

Organisational climate

Patient safety climate 2 of 2

What is this

This is the safety culture in a healthcare workplace.

Why this is important

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

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

How to read this

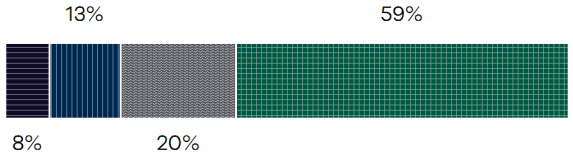
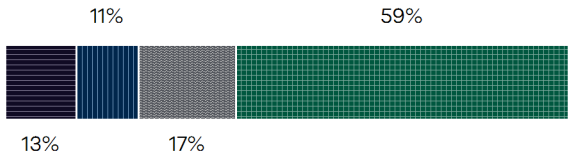
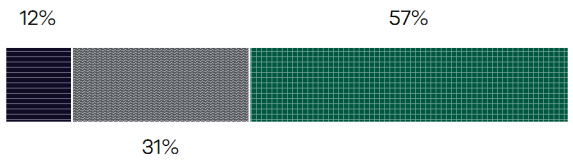
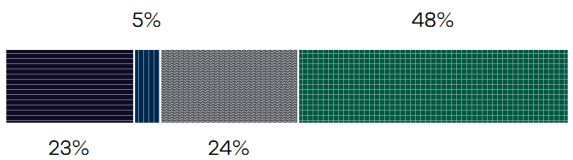
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

59% of your staff who did the survey agreed or strongly agreed with 'Patient care errors are handled appropriately in my work area'.

Survey question	Your results	You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
Patient care errors are handled appropriately in my work area		67%	64%	59%	57%	72%	87%
Trainees in my discipline are adequately supervised		61%	58%	59%	44%	67%	84%
The culture in my work area makes it easy to learn from the errors of others		53%	57%	57%	52%	68%	83%
This health service does a good job of training new and existing staff		50%	51%	48%	41%	64%	88%

People matter survey 2024

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- 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
- Categories
- Primary role

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.

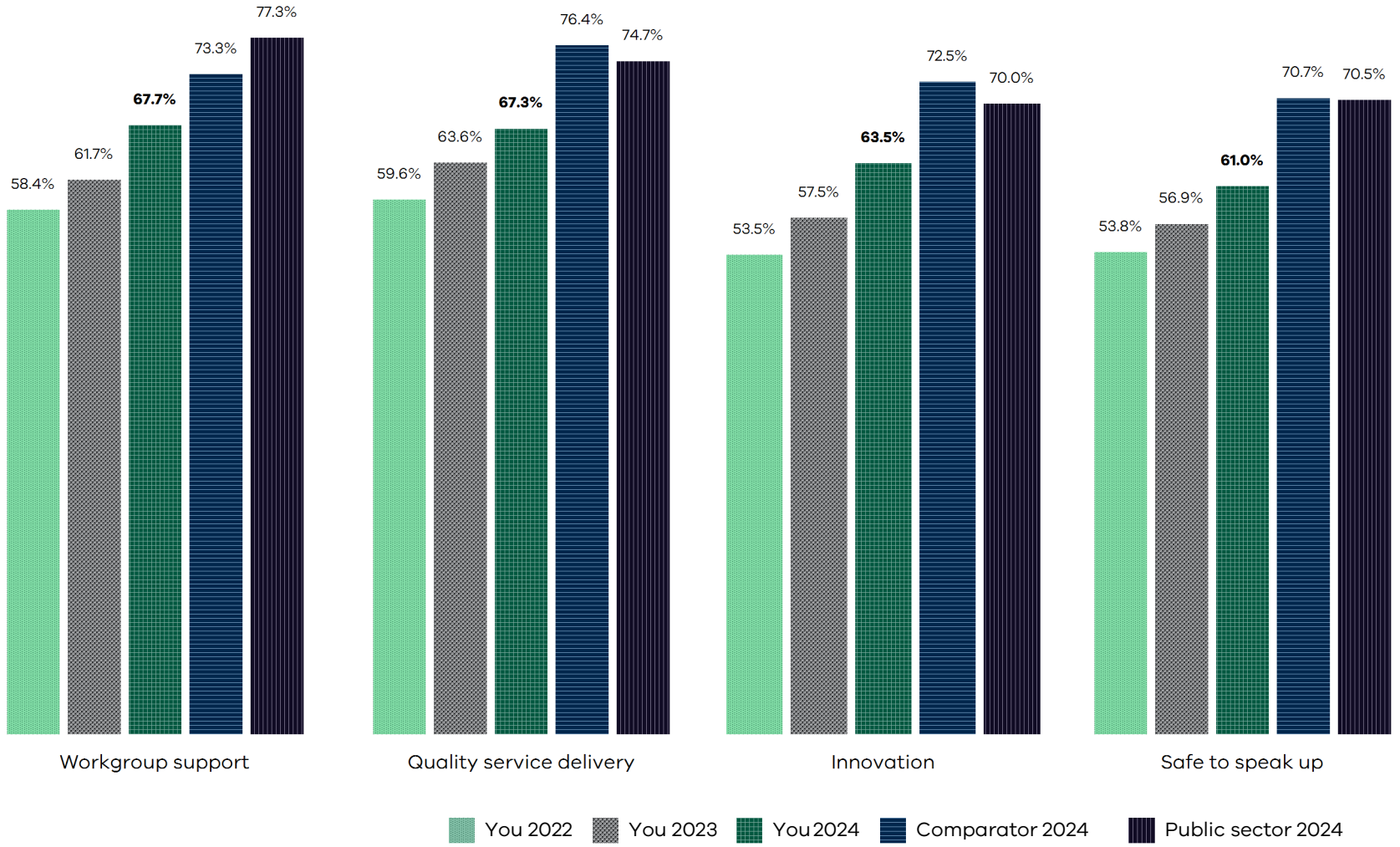
Example

In 2024:

- 67.7% of your staff who did the survey responded positively to questions about Workgroup support.

Compared to:

- 73.3% of staff in your comparator group and 77.3% 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

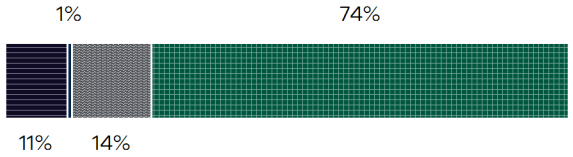
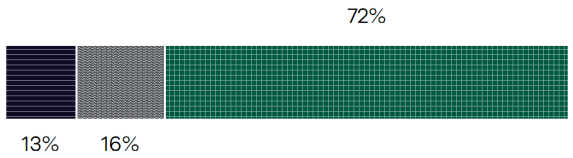
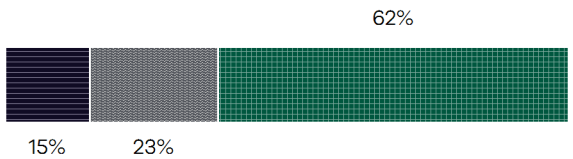
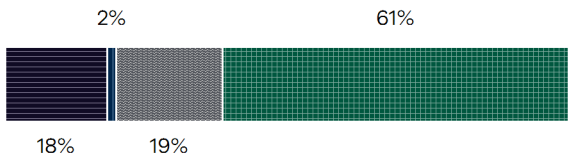
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

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

Survey question	Your results	You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
My workgroup provides high quality advice and services		63%	64%	74%	62%	82%	95%
My workgroup has clear lines of responsibility		68%	70%	72%	52%	77%	89%
My workgroup uses its resources well		56%	63%	62%	60%	75%	93%
My workgroup acts fairly and without bias		51%	58%	61%	55%	72%	87%

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

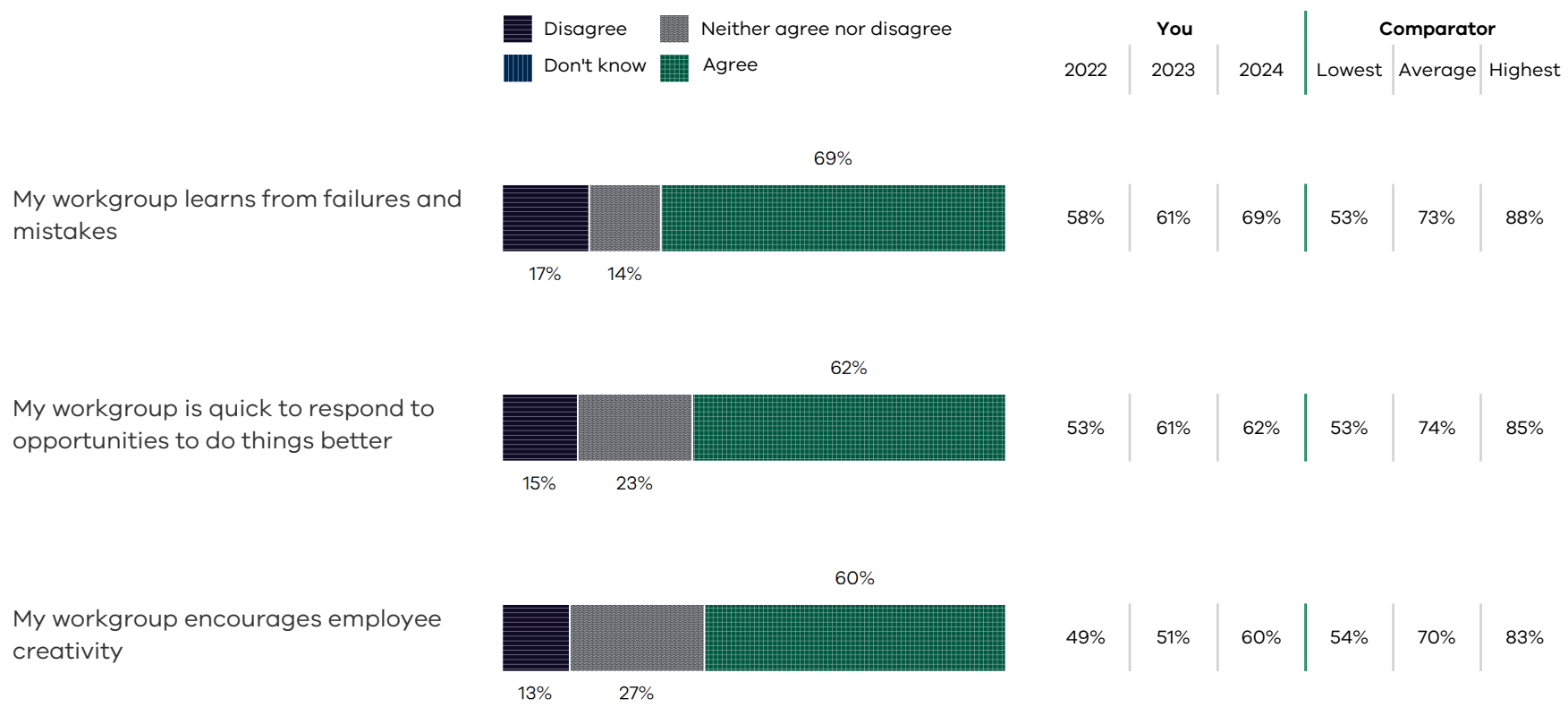
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

69% of your staff who did the survey agreed or strongly agreed with 'My workgroup learns from failures and mistakes'.



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

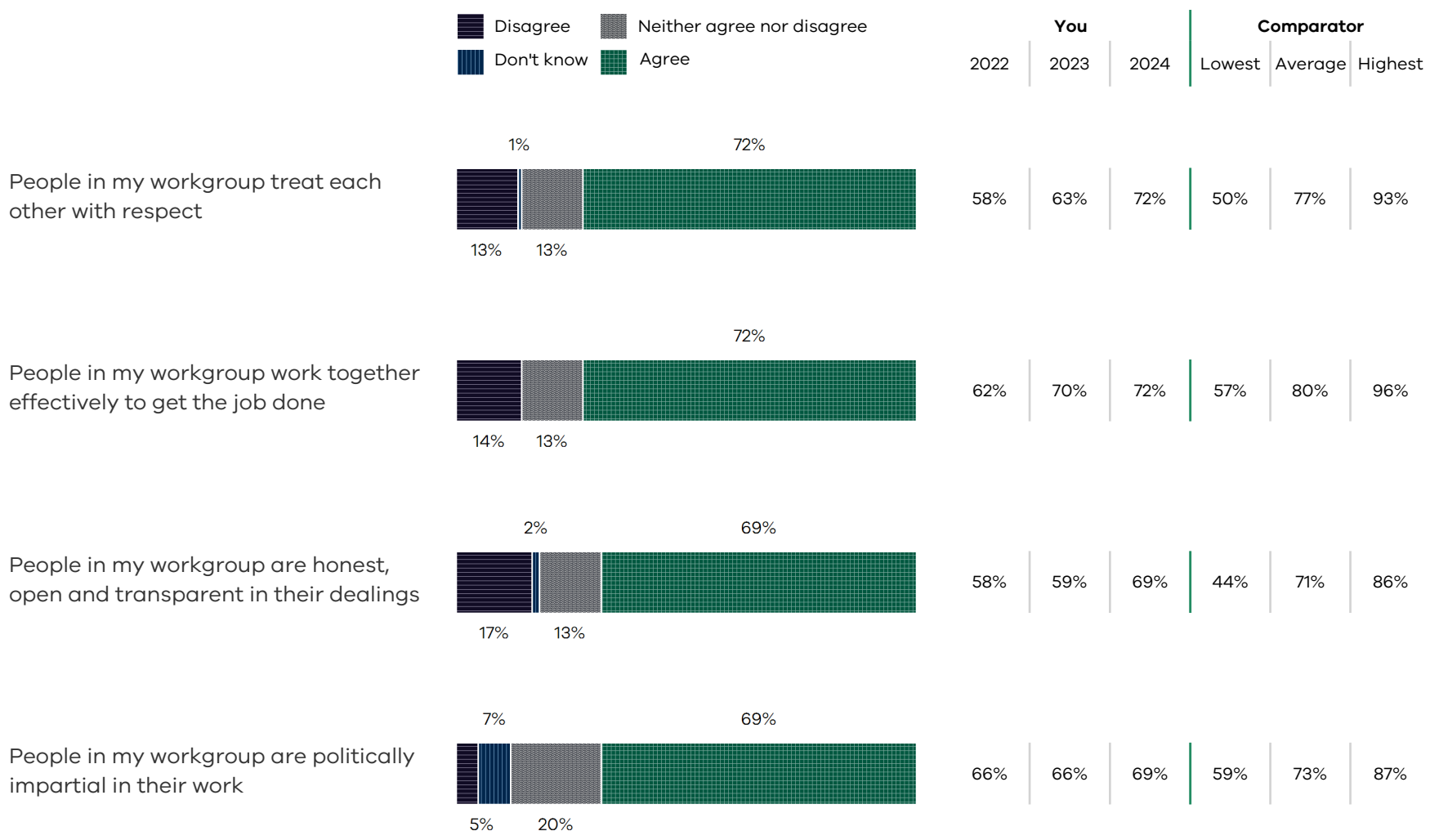
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

72% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup 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 group's overall, lowest and highest scores with your own.

Example

57% 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	5%, 57%, 17%, 22%	48%	51%	57%	45%	65%	80%

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

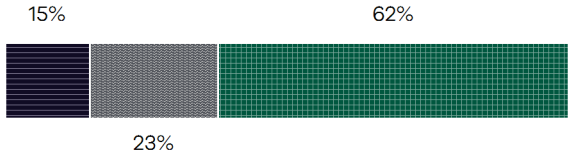
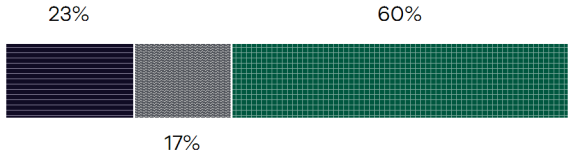
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

62% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup are able to bring up problems and tough issues'.

Survey question	Your results	Benchmark agree results					
	Disagree, Neither agree nor disagree, Don't know, Agree	You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
People in my workgroup are able to bring up problems and tough issues		52%	54%	62%	50%	71%	86%
I feel safe to challenge inappropriate behaviour at work		55%	59%	60%	54%	71%	87%

People matter survey 2024

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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.

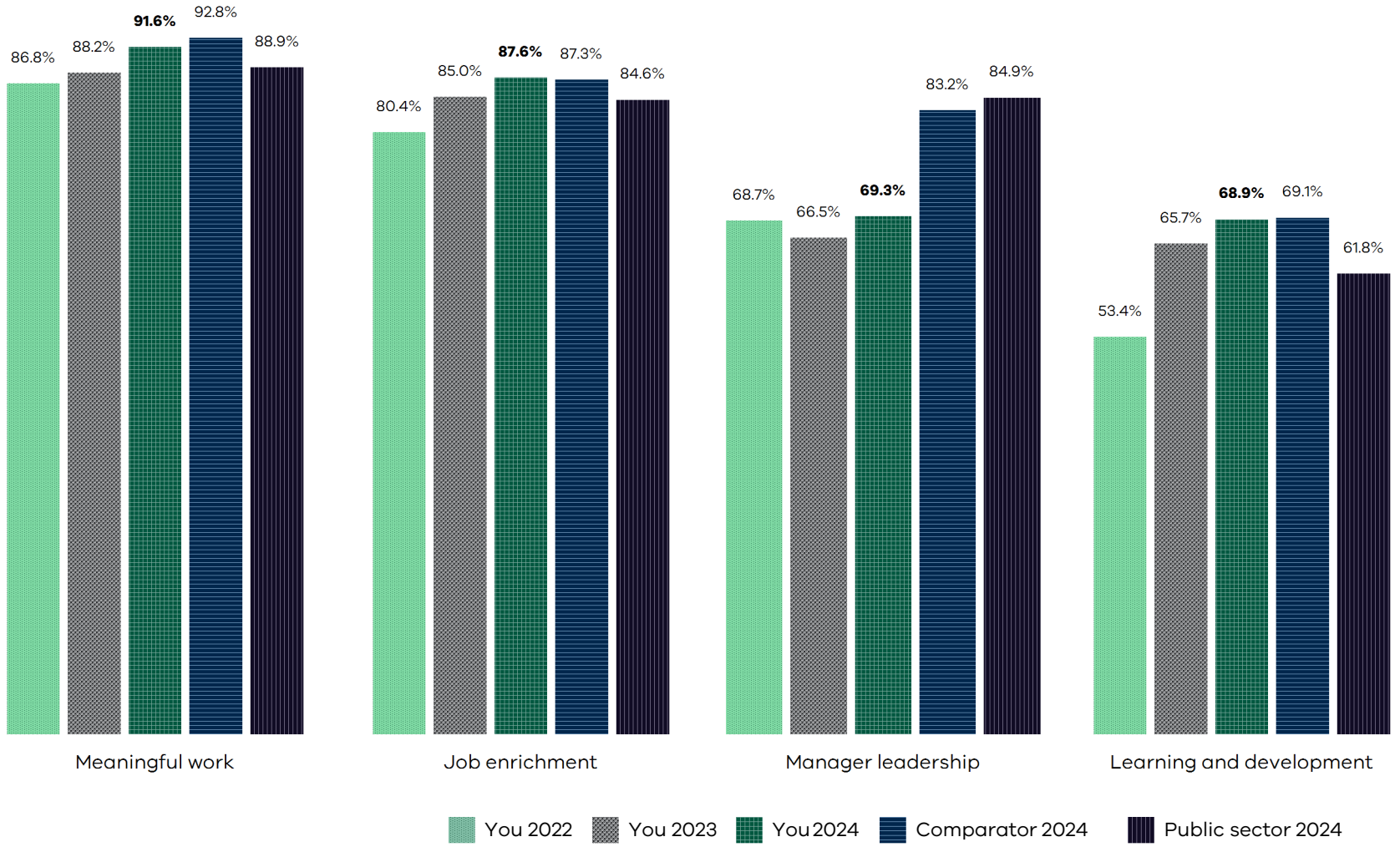
Example

In 2024:

- 91.6% of your staff who did the survey responded positively to questions about Meaningful work.

Compared to:

- 92.8% of staff in your comparator group and 88.9% 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.

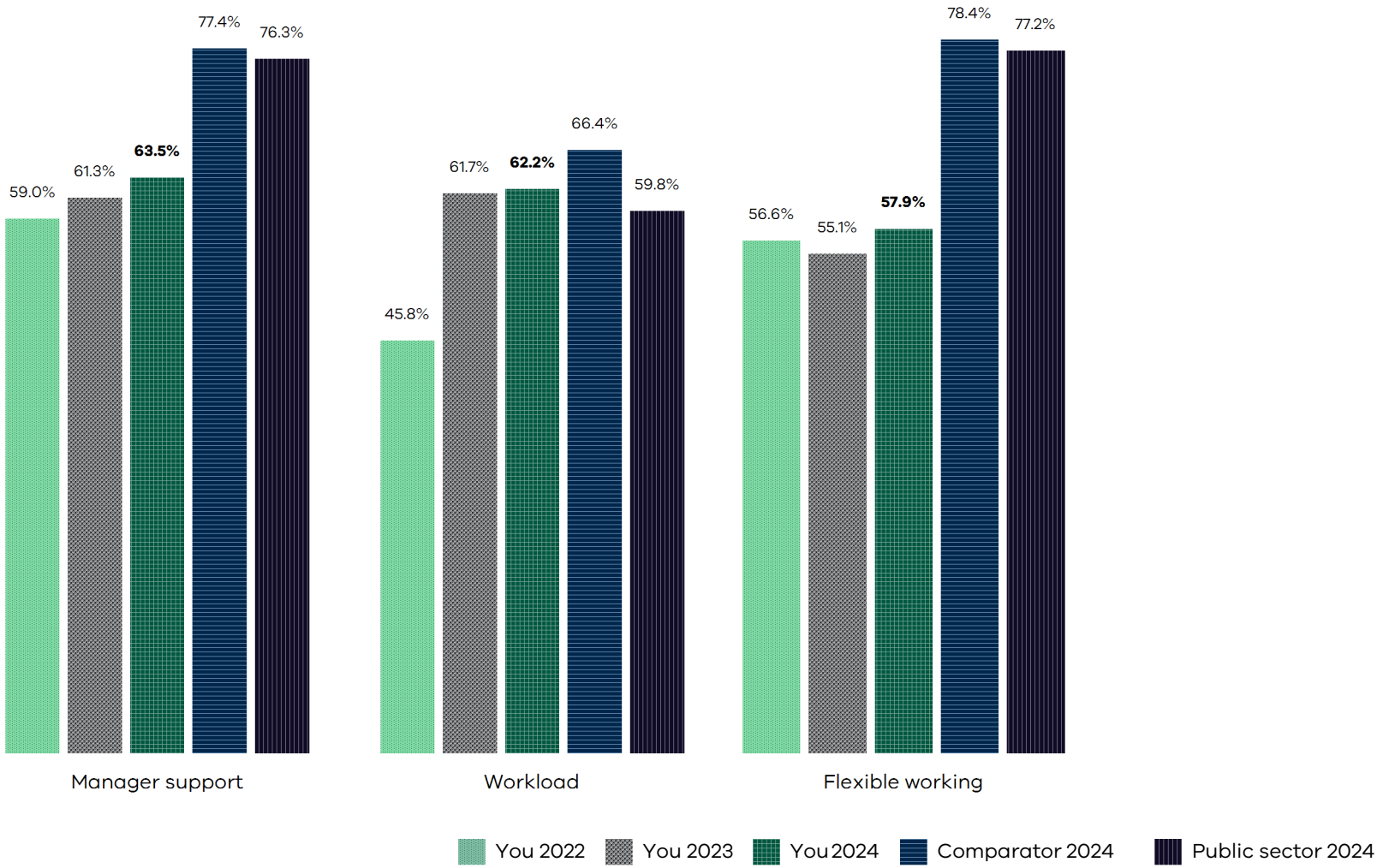
Example

In 2024:

- 63.5% of your staff who did the survey responded positively to questions about Manager support.

Compared to:

- 77.4% of staff in your comparator group and 76.3% 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

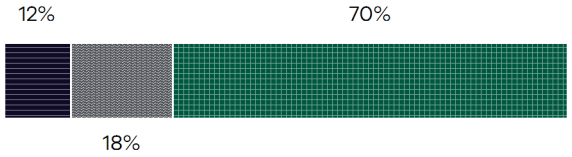
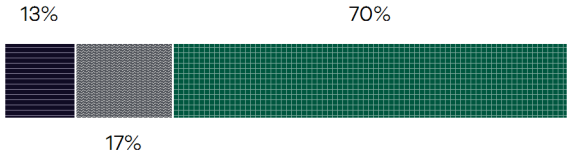
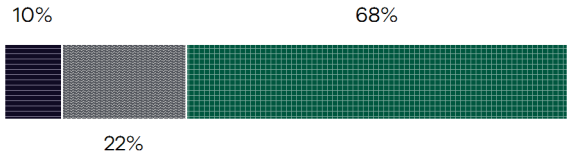
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

70% of your staff who did the survey agreed or strongly agreed with 'My manager demonstrates honesty and integrity'.

Survey question	Your results	Benchmark agree results					
	Disagree, Neither agree nor disagree, Don't know, Agree	You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
My manager demonstrates honesty and integrity		68%	67%	70%	67%	83%	93%
My manager treats employees with dignity and respect		69%	67%	70%	69%	84%	95%
My manager models my organisation's values		69%	65%	68%	68%	83%	93%

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

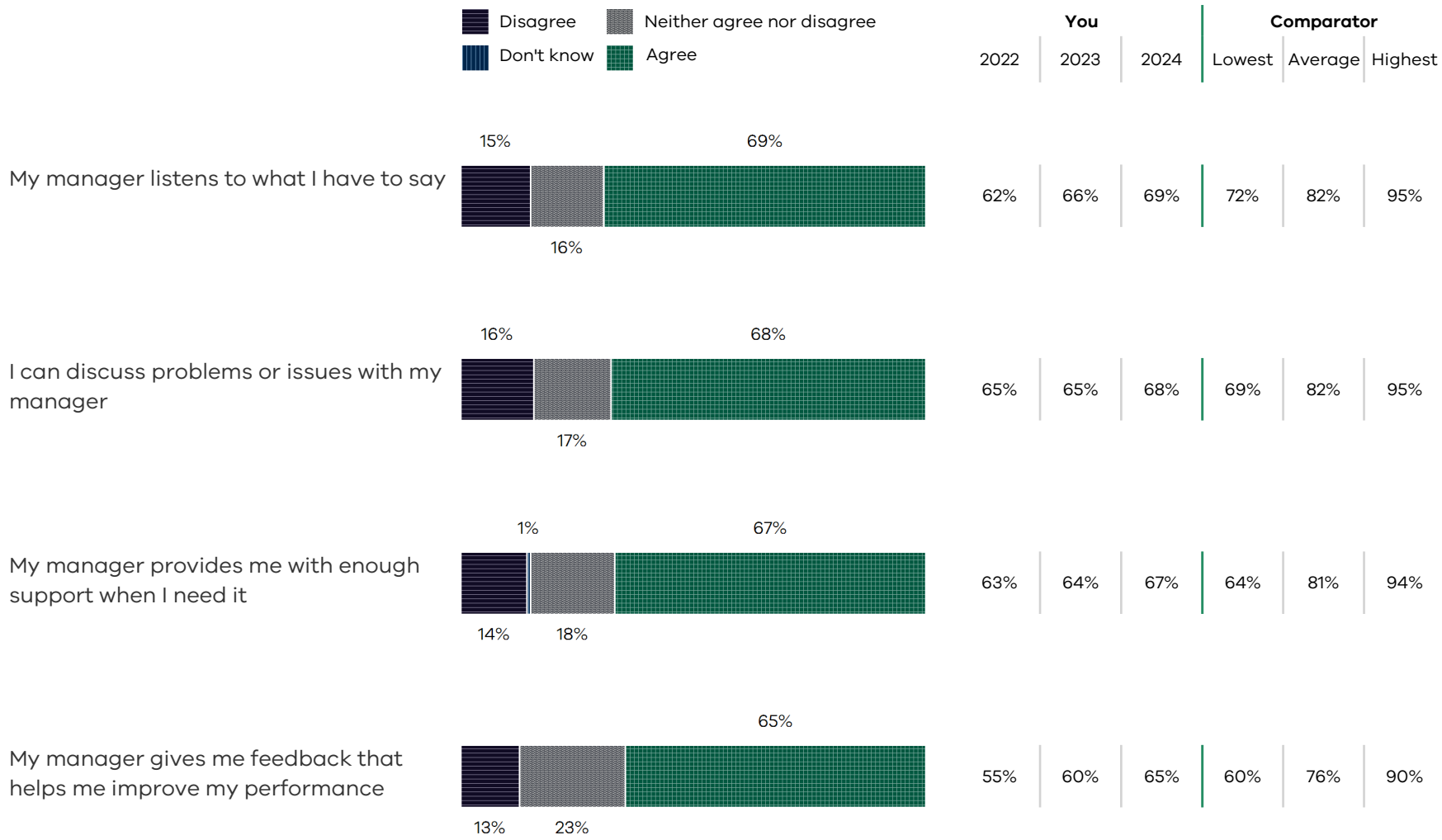
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

69% of your staff who did the survey agreed or strongly agreed with 'My manager listens to what I have to say'.



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 group's overall, lowest and highest scores with your own.

Example

49% 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					
	Disagree, Neither agree nor disagree, Don't know, Agree	You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
I receive meaningful recognition when I do good work	22%, 49%, 29%	50%	52%	49%	52%	67%	81%

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

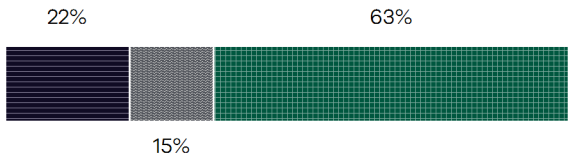
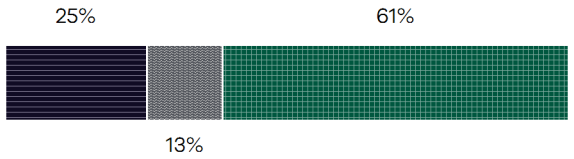
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

63% 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					
		You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
The workload I have is appropriate for the job that I do		50%	65%	63%	58%	68%	87%
I have enough time to do my job effectively		42%	59%	61%	48%	64%	85%

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

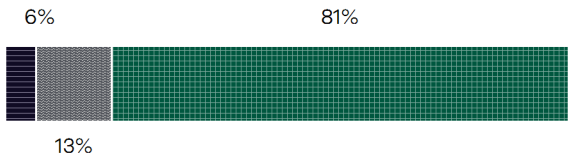
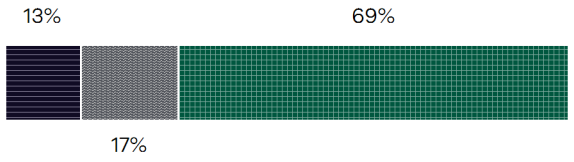
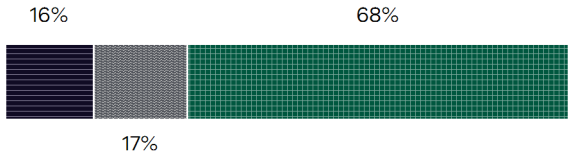
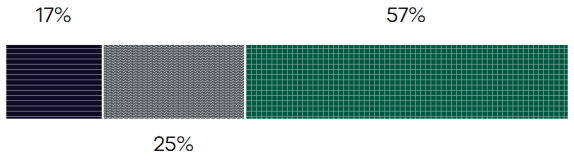
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

81% 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		66%	74%	81%	64%	78%	91%
I am satisfied with the way my learning and development needs have been addressed in the last 12 months		51%	67%	69%	47%	69%	88%
My organisation places a high priority on the learning and development of staff		52%	69%	68%	46%	70%	90%
I am satisfied with the opportunities to progress in my organisation		44%	52%	57%	44%	59%	78%

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

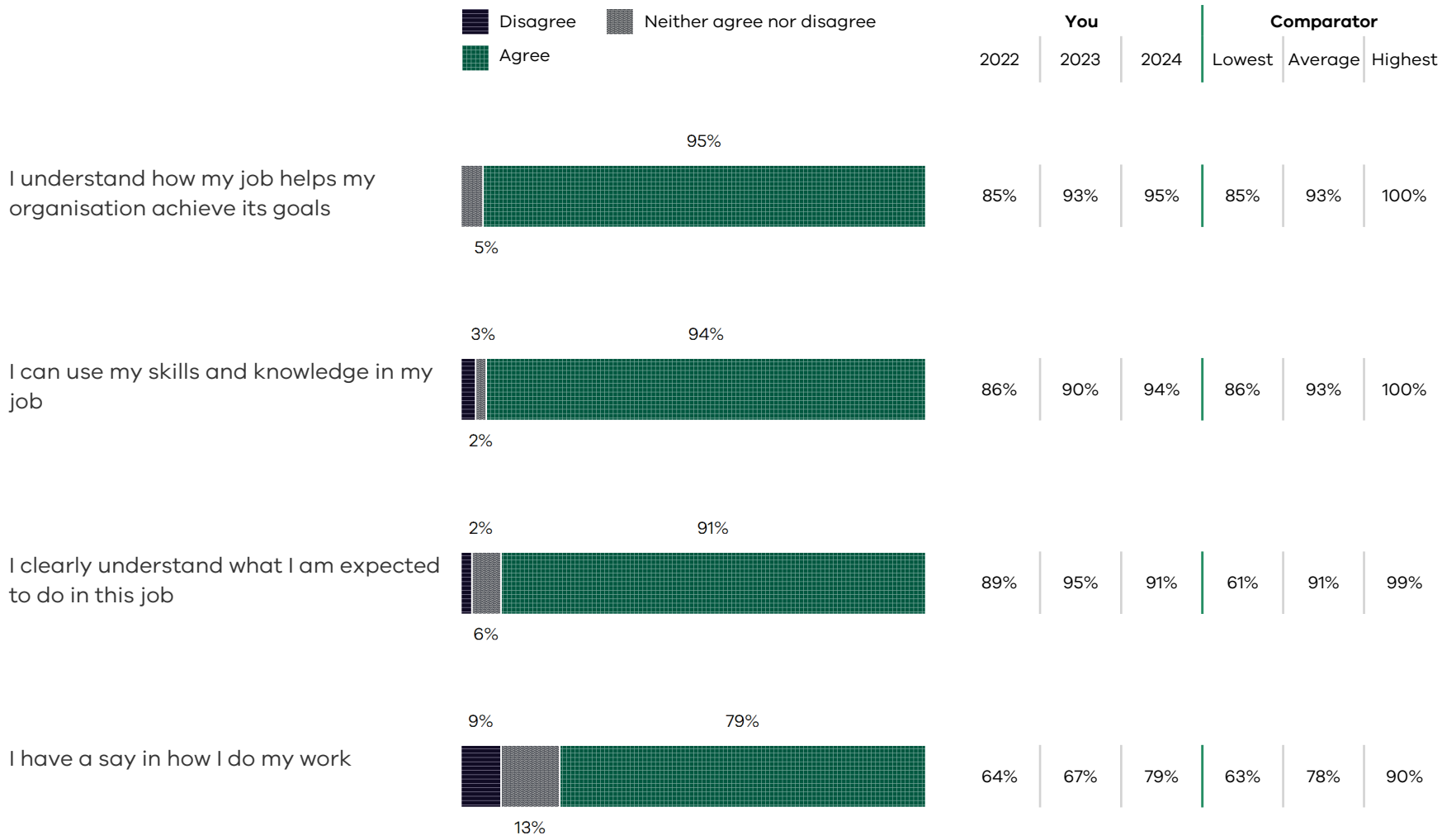
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

95% 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

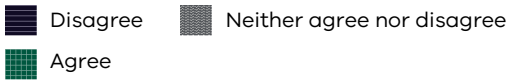
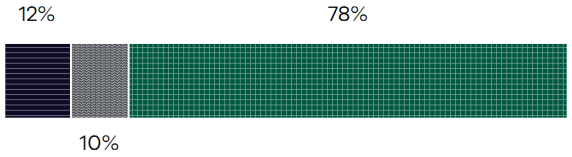
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

78% 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		77%	81%	78%	55%	82%	94%

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

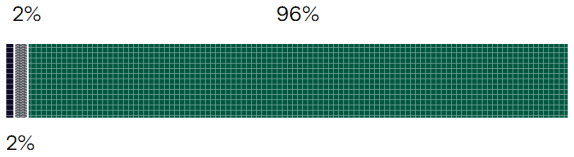
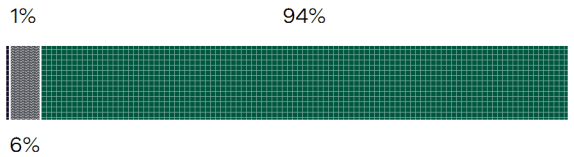
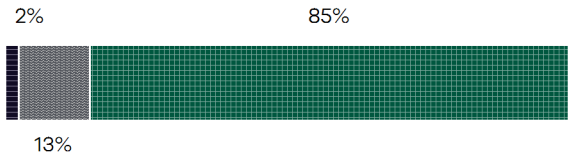
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

96% of your staff who did the survey agreed or strongly agreed with 'I can make a worthwhile contribution at work'.

Survey question	Your results	Benchmark agree results					
	Disagree / Neither agree nor disagree / Agree	You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
I can make a worthwhile contribution at work		91%	91%	96%	84%	94%	100%
I achieve something important through my work		90%	89%	94%	88%	94%	100%
I get a sense of accomplishment from my work		80%	84%	85%	84%	90%	97%

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

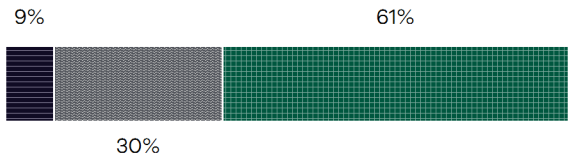
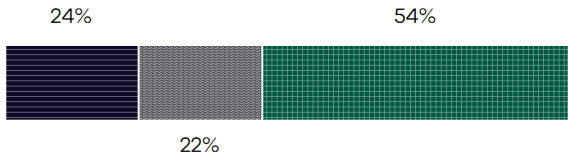
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

61% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.

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 manager supports working flexibly		65%	59%	61%	70%	82%	94%
I am confident that if I requested a flexible work arrangement, it would be given due consideration		49%	51%	54%	60%	74%	87%

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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.

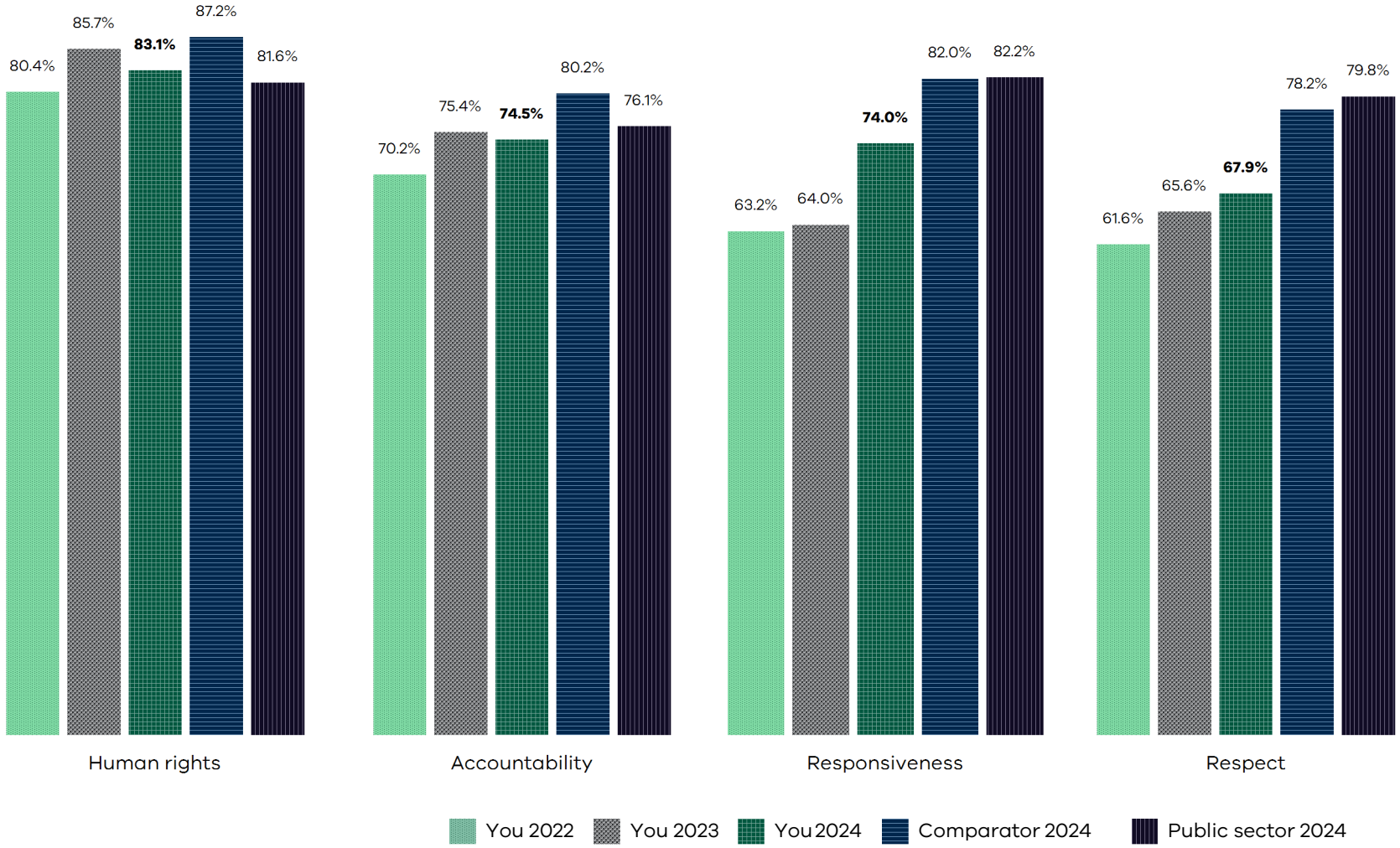
Example

In 2024:

- 83.1% of your staff who did the survey responded positively to questions about Human rights.

Compared to:

- 87.2% of staff in your comparator group and 81.6% 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.

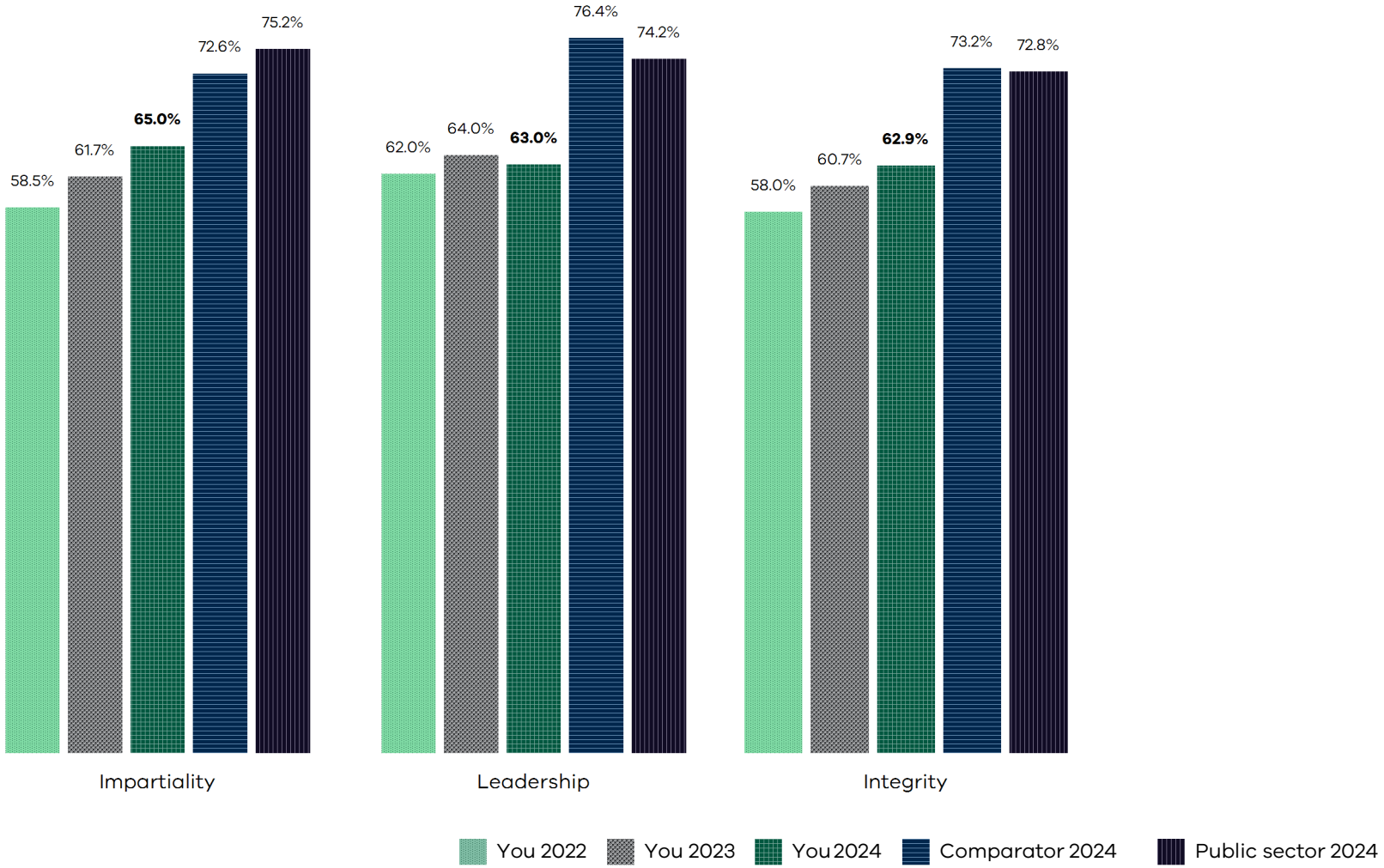
Example

In 2024:

- 65.0% of your staff who did the survey responded positively to questions about Impartiality.

Compared to:

- 72.6% of staff in your comparator group and 75.2% 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

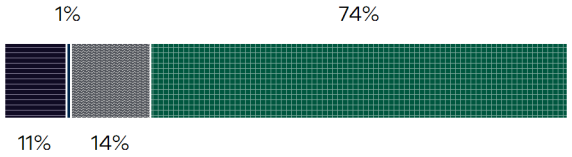
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

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

Survey question	Your results	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		63%	64%	74%	62%	82%	95%

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

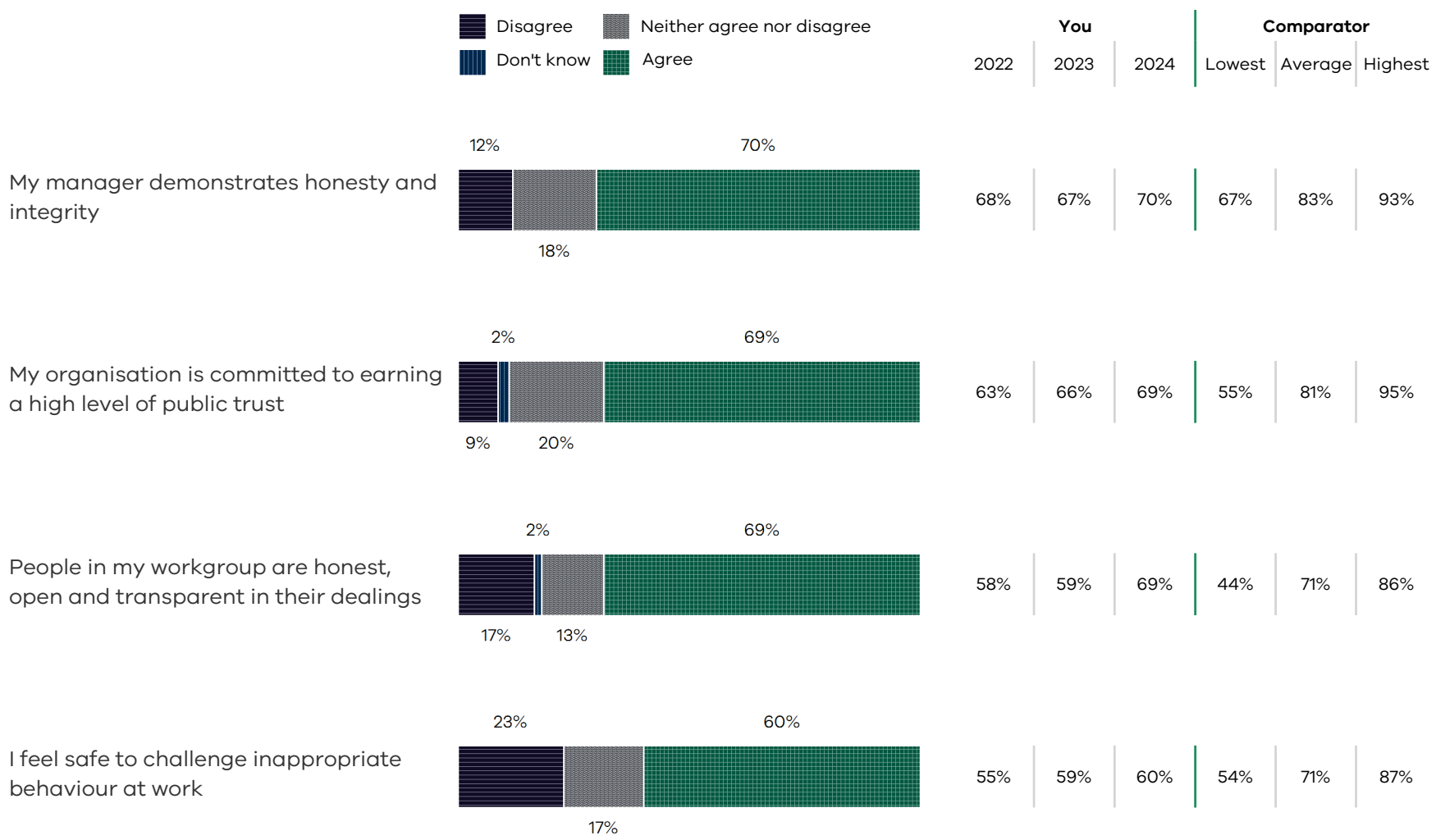
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

70% of your staff who did the survey agreed or strongly agreed with 'My manager demonstrates honesty and integrity'.



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

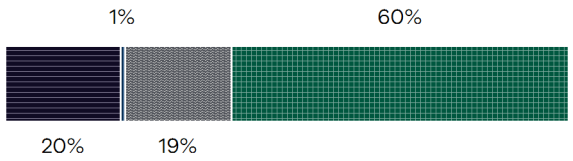
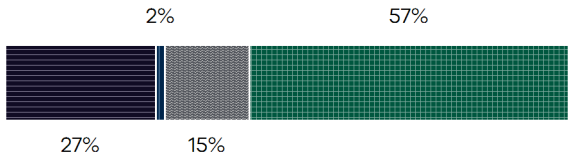
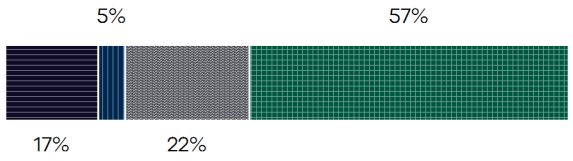
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

60% of your staff who did the survey agreed or strongly agreed with 'Senior leaders demonstrate honesty and integrity'.

Survey question	Your results	You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
Senior leaders demonstrate honesty and integrity		53%	59%	60%	48%	69%	88%
My organisation does not tolerate improper conduct		61%	63%	57%	52%	73%	91%
People in my workgroup appropriately manage conflicts of interest		48%	51%	57%	45%	65%	80%

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

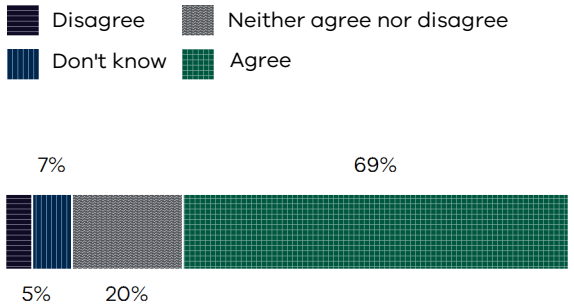
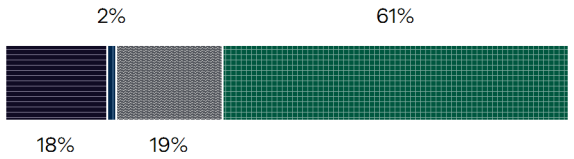
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

69% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.

Survey question	Your results	Benchmark agree results					
		You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
People in my workgroup are politically impartial in their work		66%	66%	69%	59%	73%	87%
My workgroup acts fairly and without bias		51%	58%	61%	55%	72%	87%

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

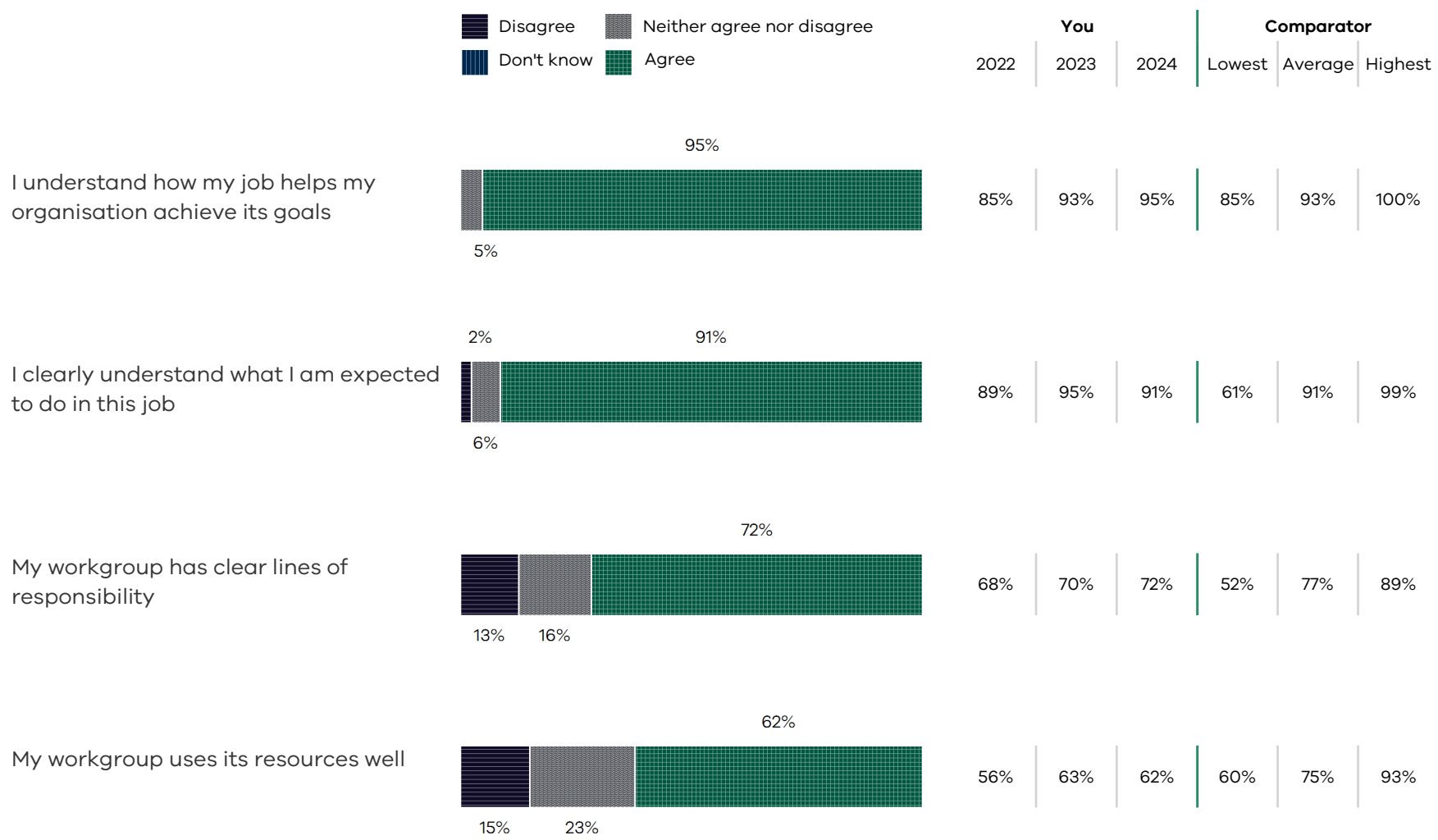
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

95% 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

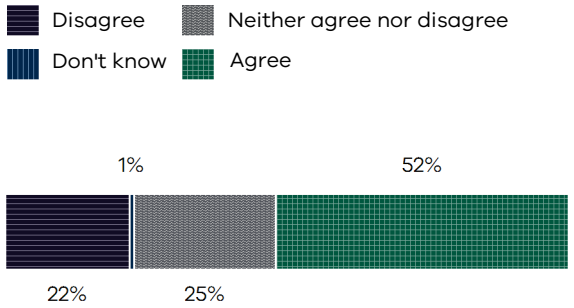
Under 'Your results'' see results for each question in descending order by most agreed.

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

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

Example

52% of your staff who did the survey agreed or strongly agreed with 'Senior leaders provide clear strategy and direction'.

Survey question	Your results	Benchmark agree results					
		You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
Senior leaders provide clear strategy and direction		53%	57%	52%	45%	66%	89%

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

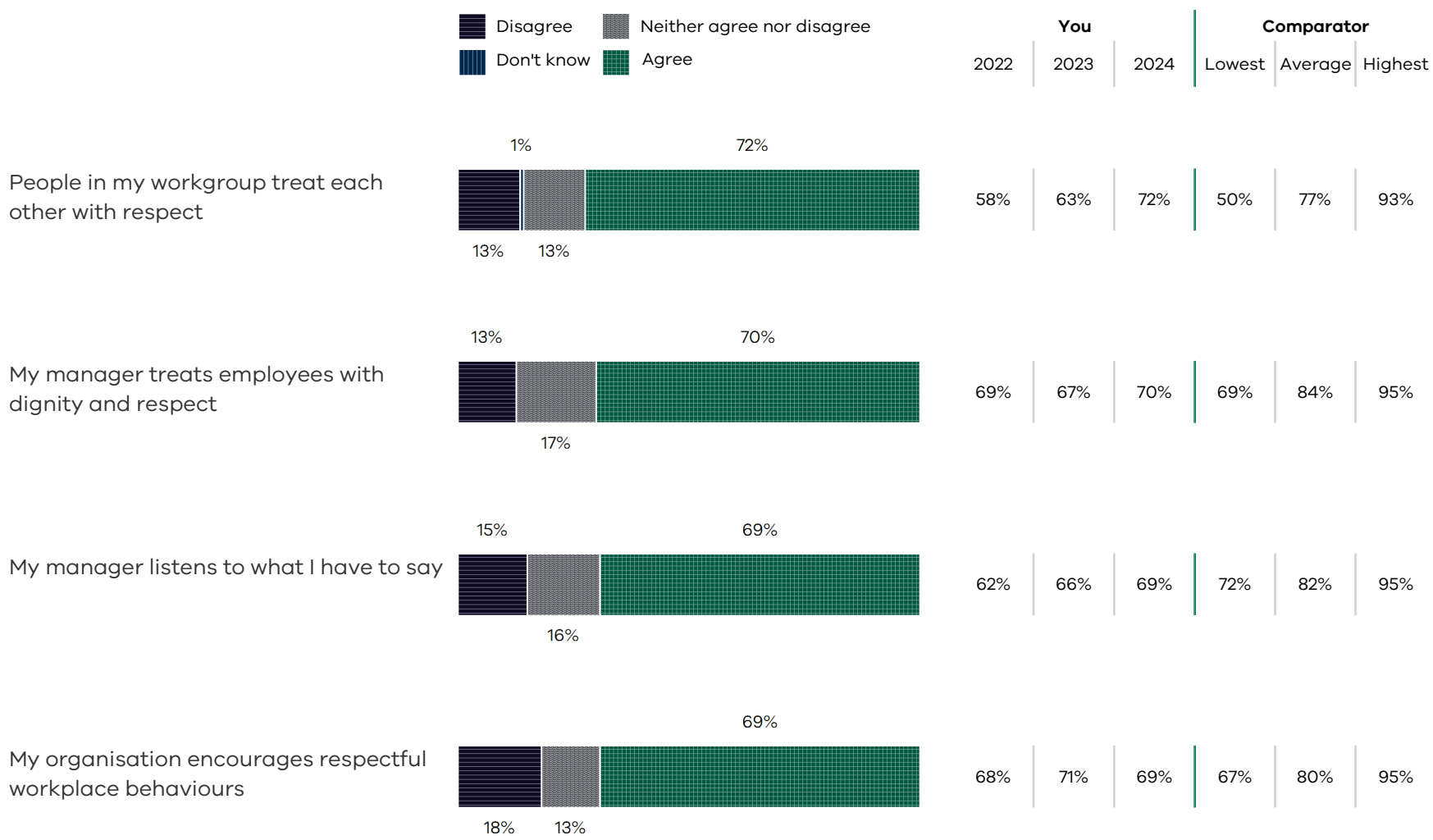
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

72% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup treat each other with 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

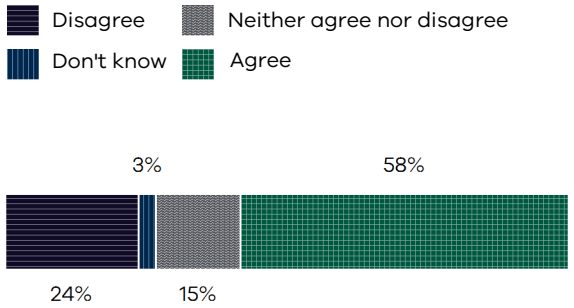
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

58% 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		51%	61%	58%	50%	67%	83%

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

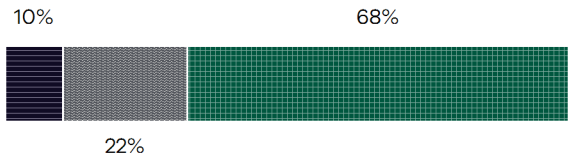
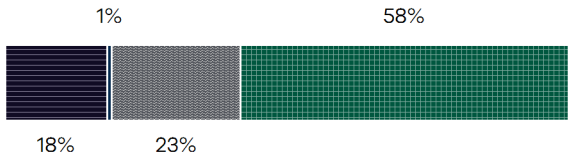
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

68% of your staff who did the survey agreed or strongly agreed with 'My manager models my organisation's values'.

Survey question	Your results	Benchmark agree results					
		You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
My manager models my organisation's values		69%	65%	68%	68%	83%	93%
Senior leaders model my organisation's values		55%	63%	58%	51%	70%	88%

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

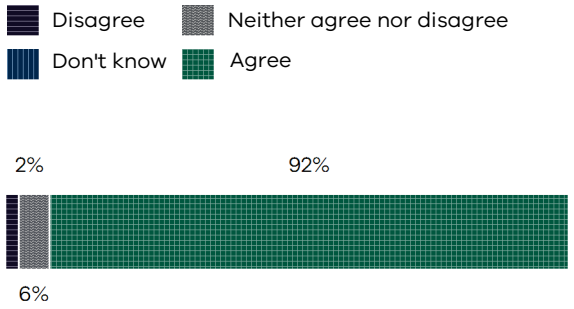
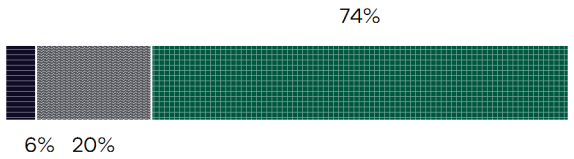
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

92% of your staff who did the survey agreed or strongly agreed with 'I understand how the Charter of Human Rights and Responsibilities applies to my work'.

Survey question	Your results	Benchmark agree results					
		You			Comparator		
		2022	2023	2024	Lowest	Average	Highest
I understand how the Charter of Human Rights and Responsibilities applies to my work		86%	93%	92%	78%	89%	97%
My organisation encourages employees to act in ways that are consistent with human rights		75%	79%	74%	77%	85%	100%

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- Respect
- Leadership
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- 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
- Categories
- Primary role

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

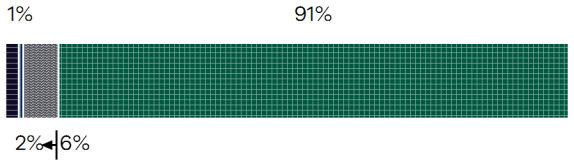
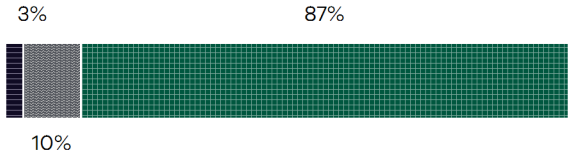
Under 'Your results', see results for each question in descending order by most agreed.

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

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

Example

91% 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		Not asked	93%	91%	80%	90%	97%
I am proud to work in the public sector		Not asked	Not asked	87%	71%	87%	98%

People matter survey 2024

Have your say

Overview

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- Privacy and anonymity
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- Your comparator group
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- Scorecard: satisfaction, stress, intention to stay, inclusion
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- Highest scoring
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- Taking action questions

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Public sector values

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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
- Categories
- Primary role

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.

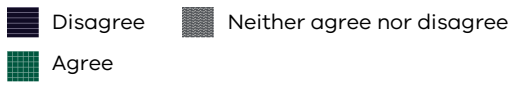
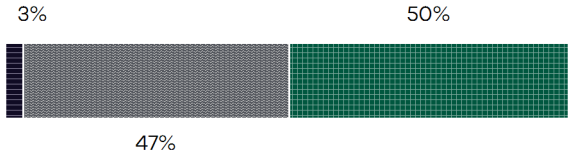
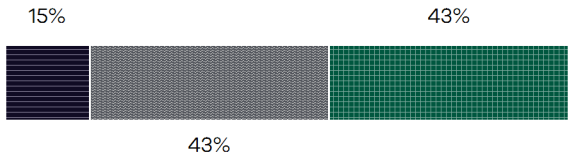
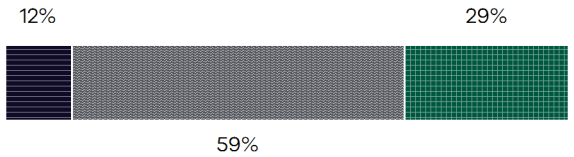
How to read this

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.

Example

50% of staff who did the survey agreed with the question 'The Primary Care Transition Project "catalyst" run across 2023/2024 will benefit the Health Service'.

Survey question	Your results	Benchmark agree results
		You: 2022 / 2023 / 2024
The Primary Care Transition Project "catalyst" run across 2023/2024 will benefit the Health Service		Not asked / Not asked / 50%
I got benefit from the Resilience Project Gratitude, Empathy, and Mindfullness days run across 2023/2024 at EWHS		Not asked / Not asked / 43%
I got benefit from the Primary Care Transition Project "catalyst" run across 2023/2024		Not asked / Not asked / 29%

Custom questions

What is this

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Why this is important

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

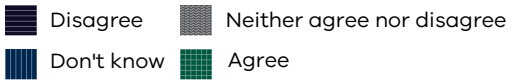
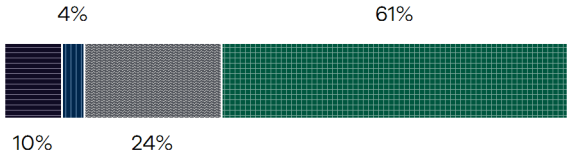
How to read this

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.

Example

61% of staff who did the survey agreed with the question 'RESPECT@EWHS program helped me to understand what is expected of me and how others ought to be treated'.

Survey question	Your results	Benchmark agree results
		
RESPECT@EWHS program helped me to understand what is expected of me and how others ought to be treated		

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

The table shows you responses to the question 'The Resilience Project helped me at/with:'.

Example

57% of staff who did the survey responded 'Work' to the question.

The Resilience Project helped me at/with:	You 2023	You 2024
Work	58%	57%
Other	35%	31%
Home	29%	29%
Family	25%	25%
Community	13%	13%
Sport	5%	5%

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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
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Age	(n)	%
15-34 years	**18**	14%
35-54 years	**49**	39%
55+ years	**43**	34%
Prefer not to say	**17**	13%

Gender	(n)	%
Woman	**96**	76%
Prefer not to say	**20**	16%
Man	**11**	9%
Non-binary and I use a different term	**0**	0%

Are you trans, non-binary or gender diverse?	(n)	%
Yes	**0**	0%
No	**111**	87%
Prefer not to say	**16**	13%

To your knowledge, do you have innate variation(s) of sex characteristics (often called intersex)?	(n)	%
Yes	**0**	0%
No	**108**	85%
Don't know	**4**	3%
Prefer not to say	**15**	12%

How do you describe your sexual orientation?	(n)	%
Straight (heterosexual)	**92**	72%
Prefer not to say	**29**	23%
Asexual	**3**	2%
Bisexual	**1**	1%
Gay or lesbian	**1**	1%
Pansexual	**1**	1%
Don't know	**0**	0%
I use a different term	**0**	0%

Demographics

Aboriginal and/or Torres Strait Islander employees

What is this

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

Why this is important

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

How to read this

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

How we protect anonymity and privacy

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Aboriginal and/or Torres Strait Islander	(n)	%
Yes	**1**	1%
Non Aboriginal and/or Torres Strait Islander	**116**	91%
Prefer not to say	**10**	8%

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	**10**	8%
No	**106**	83%
Prefer not to say	**11**	9%

Have you shared your disability information within your organisation (e.g. to your manager or Human Resources staff)?	(n)	%
Yes	**9**	90%
No	**1**	10%
Prefer not to say	**0**	0%

Demographics

Cultural diversity 1 of 2

What is this

These are the personal characteristics of staff.

Why this is important

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

How to read this

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

How we protect anonymity and privacy

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Country of birth	(n)	%
Born in Australia	**107**	84%
Not born in Australia	**12**	9%
Prefer not to say	**8**	6%

Language other than English used with family or community	(n)	%
Yes	**12**	9%
No	**106**	83%
Prefer not to say	**9**	7%

If you use another language with your family or community, what language(s) do you use?	(n)	%
Malayalam	**5**	42%
Mandarin	**2**	17%
Other	**2**	17%
Tamil	**2**	17%
Arabic	**1**	8%
Hindi	**1**	8%
Punjabi	**1**	8%
Spanish	**1**	8%
Tagalog	**1**	8%
Auslan	**0**	0%
Australian Indigenous Language	**0**	0%
Cantonese	**0**	0%

If you use another language with your family or community, what language(s) do you use?	(n)	%
Filipino	**0**	0%
Greek	**0**	0%
Gujarati	**0**	0%
Italian	**0**	0%
Macedonian	**0**	0%
Persian	**0**	0%
Sinhalese	**0**	0%
Telugu	**0**	0%
Turkish	**0**	0%
Urdu	**0**	0%
Vietnamese	**0**	0%

Demographics

Cultural diversity 2 of 2

What is this

This is the cultural identity and religion of staff.

Why this is important

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

How to read this

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

How we protect anonymity and privacy

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Cultural identity	(n)	%
Australian	**103**	81%
Prefer not to say	**13**	10%
East and/or South-East Asian	**5**	4%
South Asian	**4**	3%
English, Irish, Scottish and/or Welsh	**3**	2%
Aboriginal and/or Torres Strait Islander	**2**	2%
European (including Western, Eastern and South-Eastern European, and Scandinavian)	**1**	1%
Other	**1**	1%
African	**0**	0%
Central and/or South American	**0**	0%
Central Asian	**0**	0%
Maori	**0**	0%
Middle Eastern	**0**	0%
New Zealander	**0**	0%
North American	**0**	0%
Pacific Islander	**0**	0%

Religion	(n)	%
Christianity	**56**	44%
No religion	**47**	37%
Prefer not to say	**19**	15%
Other	**4**	3%
Sikhism	**1**	1%
Buddhism	**0**	0%
Hinduism	**0**	0%
Islam	**0**	0%
Judaism	**0**	0%

Demographics

Employment characteristics 1 of 2

What is this

These are the employment characteristics of staff.

Why this is important

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

How to read this

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

How we protect anonymity and privacy

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Working arrangement	(n)	%
Full-Time	**51**	40%
Part-Time	**76**	60%

Gross base salary (ongoing/fixed term only)	(n)	%
Below $80k	**64**	54%
$80k to $120k	**24**	20%
$120k to $160k	**8**	7%
$160k to $200k	**1**	1%
$200k or more	**0**	0%
Prefer not to say	**21**	18%

Organisational tenure	(n)	%
<1 year	**21**	17%
1 to less than 2 years	**12**	9%
2 to less than 5 years	**24**	19%
5 to less than 10 years	**17**	13%
10 to less than 20 years	**31**	24%
More than 20 years	**22**	17%

Management responsibility	(n)	%
Non-manager	**99**	78%
Other manager	**15**	12%
Manager of other manager(s)	**13**	10%

Employment type	(n)	%
Ongoing and executive	**101**	80%
Other	**15**	12%
Fixed term	**11**	9%

Frontline worker	(n)	%
Yes	**72**	57%
No	**55**	43%

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)	%
Rural	**122**	96%
Large regional city	**2**	2%
Melbourne CBD	**1**	1%
Melbourne: Suburbs	**1**	1%
Other	**1**	1%

What have been your main places of work over the last 3-months?	(n)	%
Your employer's office	**65**	51%
A frontline or service delivery location	**43**	34%
Home or private location	**6**	5%
A shared office space (where two or more organisations share the same workspace)	**11**	9%
Isolated or remote location/s where access to communications and help from others is difficult	**2**	2%
Other	**12**	9%

Flexible work	(n)	%
I do not use any flexible work arrangements	**47**	37%
Part-time	**45**	35%
Shift swap	**29**	23%
Flexible start and finish times	**14**	11%
Working from an alternative location (e.g. home, hub/shared work space)	**13**	10%
Using leave (including annual leave, long-service leave, personal leave, and/or leave without pay) to work flexible hours	**12**	9%
Job sharing	**6**	5%
Study leave	**6**	5%
Working more hours over fewer days	**5**	4%
Other	**2**	2%
Purchased leave	**1**	1%

Demographics

Adjustments

What is this

These are adjustments staff requested to perform in their role.

Why this is important

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

How to read this

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

How we protect anonymity and privacy

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Have you requested any of the following adjustments at work?	(n)	%
No, I have not requested adjustments	**92**	72%
Flexible working arrangements	**20**	16%
Physical modifications or improvements to the workplace	**9**	7%
Job redesign or role sharing	**4**	3%
Career development support strategies	**3**	2%
Accessible communications technologies	**2**	2%
Other	**1**	1%

Why did you make this request?	(n)	%
Health	**12**	34%
Work-life balance	**12**	34%
Caring responsibilities	**8**	23%
Family responsibilities	**8**	23%
Disability	**4**	11%
Other	**3**	9%
Study commitments	**3**	9%

What was your experience with making this request?	(n)	%
The adjustments I needed were made and the process was satisfactory	**21**	60%
The adjustments I needed were made but the process was unsatisfactory	**12**	34%
The adjustments I needed were not made	**2**	6%

Demographics

Caring

What is this

These are staff-reported caring responsibilities.

Why this is important

This shows organisations what caring responsibilities their staff have.

How to read this

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

How we protect anonymity and privacy

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Caring responsibilities	(n)	%
None of the above	**51**	40%
Secondary school aged child(ren)	**25**	20%
Prefer not to say	**21**	17%
Frail or aged person(s)	**17**	13%
Primary school aged child(ren)	**14**	11%
Child(ren) - younger than preschool age	**8**	6%
Person(s) with a medical condition	**8**	6%
Person(s) with a mental illness	**5**	4%
Person(s) with disability	**4**	3%
Preschool aged child(ren)	**3**	2%
Other	**2**	2%

Demographics

Employment categories

What is this

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

Why this is important

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

How to read this

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

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

How we protect anonymity and privacy

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Which of the following categories best describes your current position?	(n)	%
Nursing employees	**49**	39%
Management, Administration and Corporate support	**36**	28%
Support services	**18**	14%
Allied health - therapy discipline	**11**	9%
Other health and social care	**4**	3%
Allied health - assistant	**3**	2%
Allied health - science discipline	**3**	2%
Community development	**2**	2%
Counselling	**1**	1%
Lived experience specific worker	**0**	0%
Medical employees	**0**	0%
Pastoral / spiritual care	**0**	0%

Demographics

Primary role

What is this

This shows the primary role of your staff.

Why this is important

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

How to read this

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

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

How we protect anonymity and privacy

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Which of the following best describes the primary operational area in which you work?	(n)	%
Hospital-based services	**58**	46%
Residential aged care services	**32**	25%
Community-based services	**23**	18%
Corporate services	**11**	9%
Mental health care services	**3**	2%
Prison-based services	**0**	0%

Is your primary work role in one of the following areas?	(n)	%
Administration	**32**	25%
Aged care	**55**	43%
Critical care	**0**	0%
Drug and alcohol	**0**	0%
Emergency	**4**	3%
Maternity care	**0**	0%
Medical	**9**	7%
Mental health	**3**	2%
Mixed medical/surgical	**0**	0%
Neonatal care	**0**	0%
Palliative care	**0**	0%
Paediatrics	**0**	0%
Peri-operative	**0**	0%
Rehabilitation	**1**	1%
Surgical	**0**	0%
Other	**23**	18%

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