



People Matter Survey

2024

Have your say

People matter survey

2024

Have your say

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

About your report

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

Report contents

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

Comparing data in this report

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

This means you'll be able to compare about 96% of this year's survey with your previous results.

Rounding of percentages

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

Survey questions and definitions

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

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Privacy and anonymity

To protect you, we:

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

Read more in [our privacy policy](#).

Report overview

Survey's theoretical framework

What this is

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

Why this is important

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

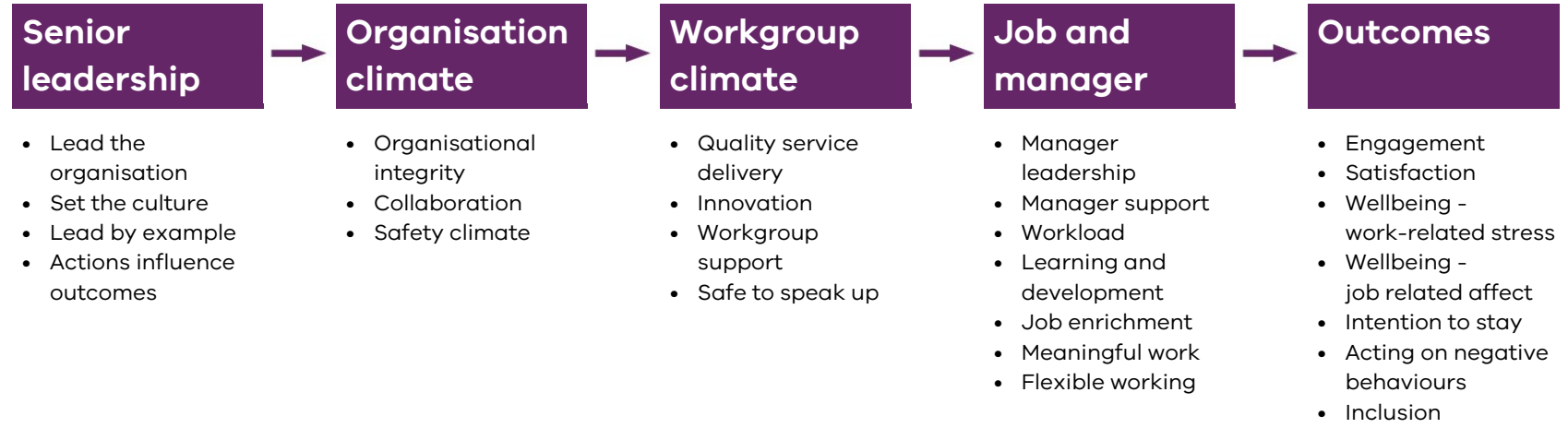
We developed the framework in consultation with stakeholders from the public sector and Deakin University.

Our public sector values

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

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

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



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



Responsiveness



Integrity



Impartiality



Accountability



Respect



Leadership



Human Rights

Report overview

Your comparator group

What this is

This is a list of similar organisations to yours.

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

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

How we use this in your report

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

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

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

Breakthrough Victoria

Launch Victoria

Melbourne Market Authority

Port of Hastings Corporation

Ports Victoria

Remembrance Parks Central Victoria

Southern Metropolitan Cemeteries Trust

State Trustees Limited

V/Line Corporation

Victoria Law Foundation

Victorian Institute of Teaching

Victorian Managed Insurance Authority

Victorian Rail Track Corporation

VITS LanguageLink

Yoorrook Justice Commission

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

75%
(259)

Comparator 58%
Public Sector 42%

2024

73%
(265)

Comparator 63%
Public Sector 65%

People matter survey

2024

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People outcomes

Your employee engagement index

What is this

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

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

The weightings for each engagement response are:

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

Why this is important

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

2023

67

Comparator 68
Public Sector 68

2024

67

Comparator 70
Public Sector 68

People outcomes

Engagement question results 1 of 2

What is this

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

Your group's engagement index

Your 2024 index is 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 groups overall, lowest and highest scores with your own.

Example

72% of your staff who did the survey agreed or strongly agreed with 'I am proud to tell others I work for my organisation'.

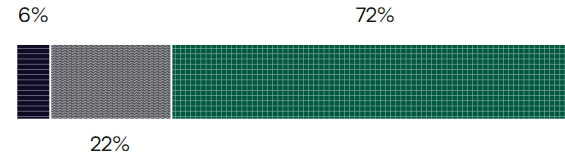
Survey question

Your results

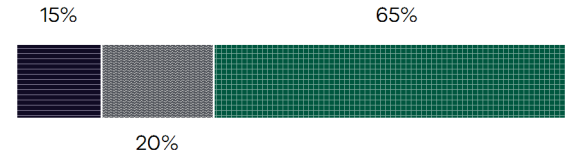
Benchmark agree results



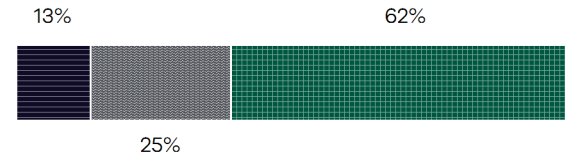
I am proud to tell others I work for my organisation



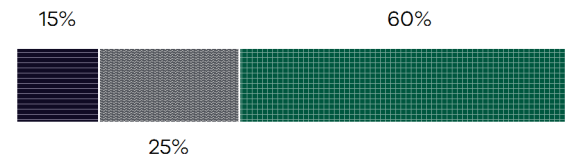
I would recommend my organisation as a good place to work



My organisation motivates me to help achieve its objectives



My organisation inspires me to do the best in my job



Year	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
I am proud to tell others I work for my organisation	78%	77%	72%	50%	74%	91%
I would recommend my organisation as a good place to work	69%	64%	65%	36%	72%	83%
My organisation motivates me to help achieve its objectives	68%	60%	62%	45%	66%	86%
My organisation inspires me to do the best in my job	66%	59%	60%	45%	65%	75%

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 groups overall, lowest and highest scores with your own.

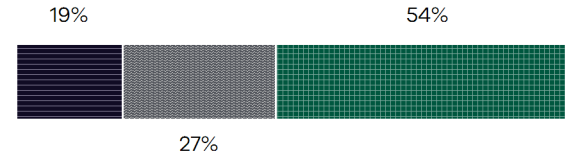
Example

54% of your staff who did the survey agreed or strongly agreed with 'I feel a strong personal attachment to my organisation'.

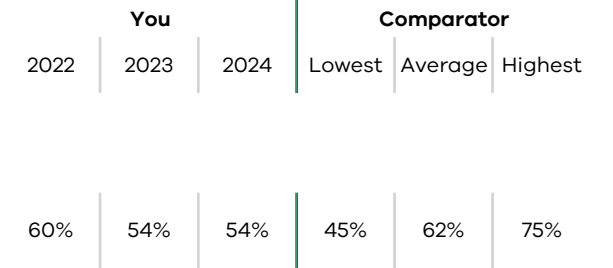
Survey question

I feel a strong personal attachment to my organisation

Your results



Benchmark agree results



People outcomes

Scorecard: satisfaction, stress, intention to stay, inclusion

What is this

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

Why this is important

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

How to read this

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

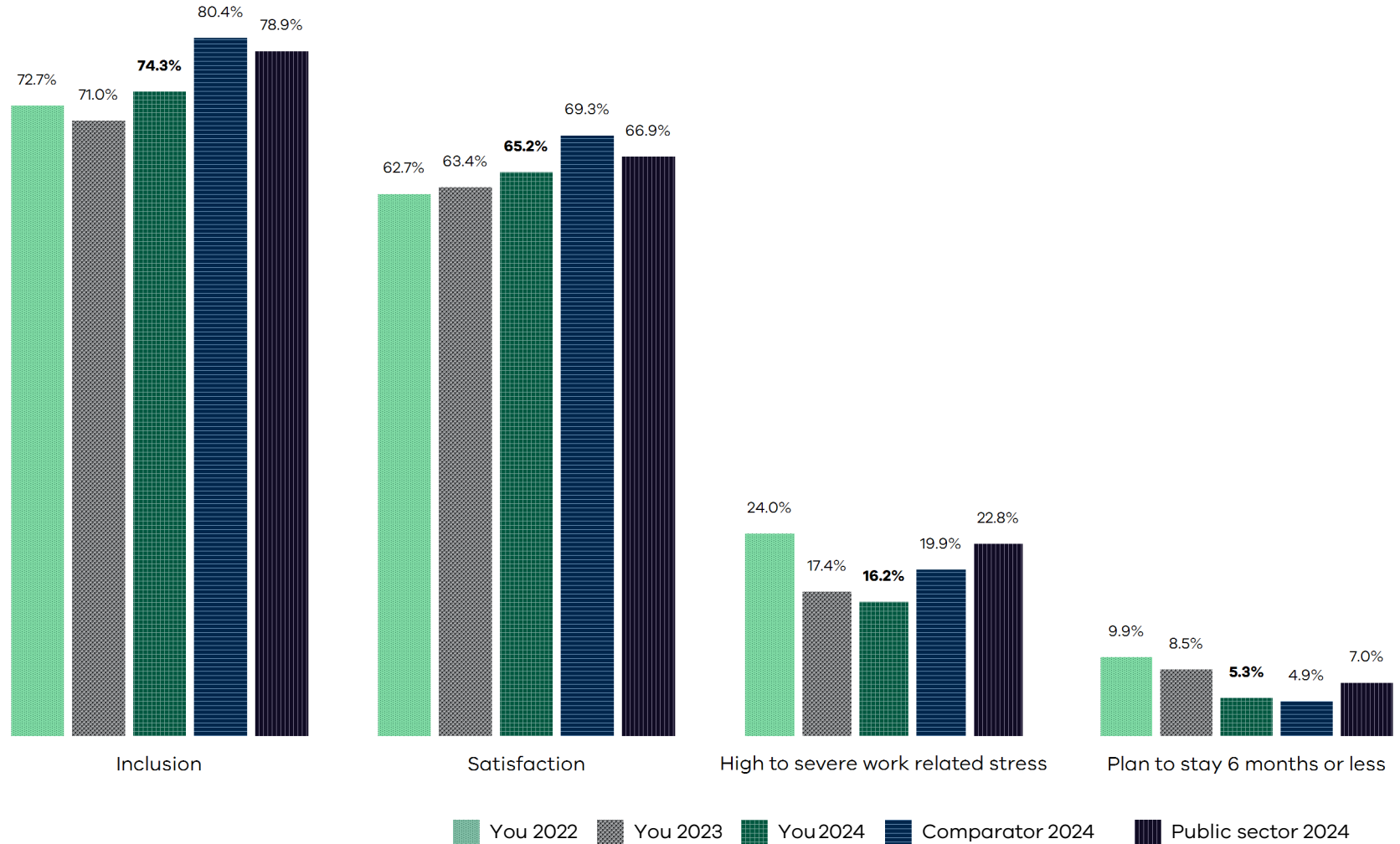
Example

In 2024:

- 74.3% of your staff who did the survey responded positively to questions about Inclusion.

Compared to:

- 80.4% of staff in your comparator group and 78.9% of staff across the public sector.



People outcomes

Satisfaction question results

What is this

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

Why this is important

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

How to read this

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

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

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

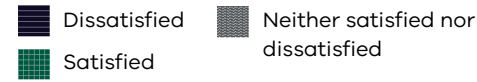
Example

76% of your staff who did the survey were satisfied or very satisfied with 'How satisfied are you with the work/life balance in your current job'.

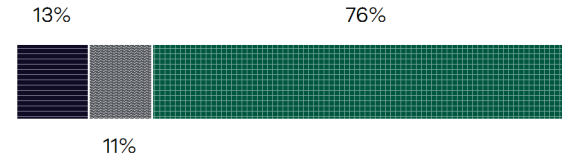
Survey question

Your results

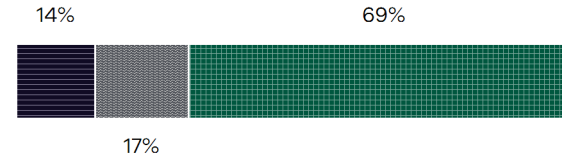
Benchmark satisfied results



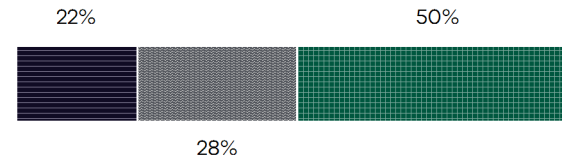
How satisfied are you with the work/life balance in your current job



Considering everything, how satisfied are you with your current job



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



	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
How satisfied are you with the work/life balance in your current job	69%	69%	76%	59%	74%	91%
Considering everything, how satisfied are you with your current job	71%	71%	69%	45%	76%	88%
How satisfied are you with your career development within your current organisation	48%	50%	50%	45%	58%	70%

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.

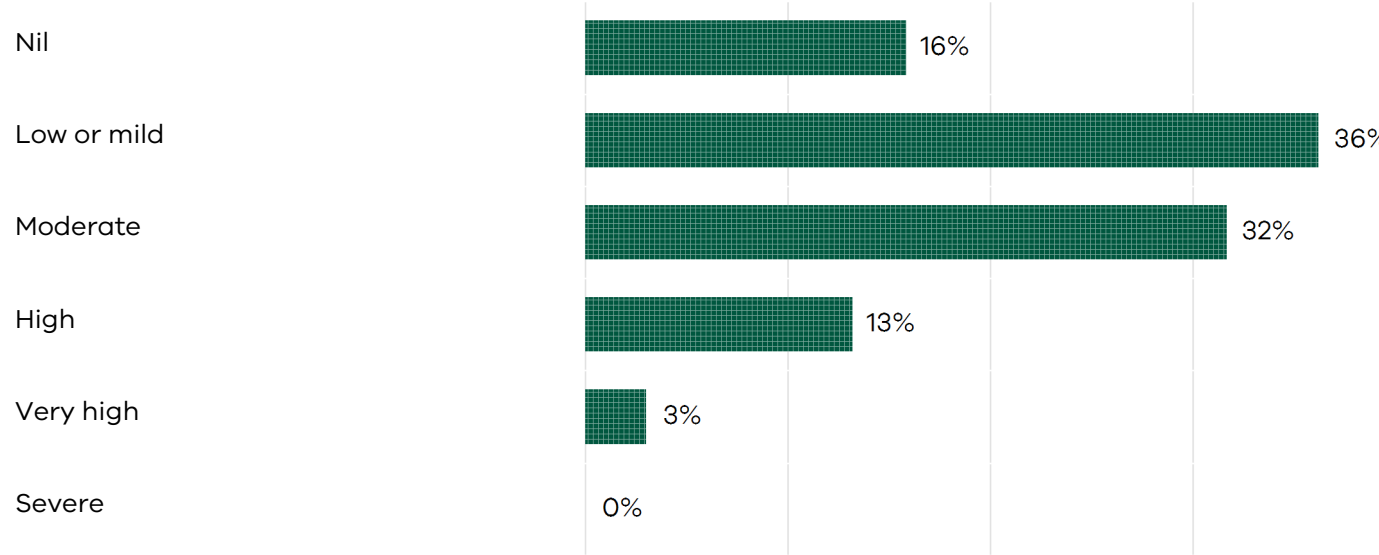
The graph at the top shows how staff in your group rated their current levels of work-related stress.

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.

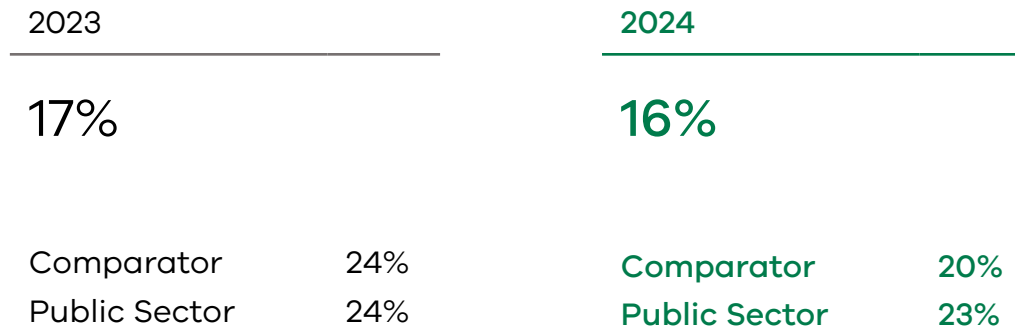
Example

16% of your staff who did the survey said they had high to severe stress in 2024. This is compared to 20% of staff in your comparator group and 23% of staff across the public sector.

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



Reported levels of high to severe stress



People outcomes

Work-related stress causes

What is this

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

Why this is important

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

How to read this

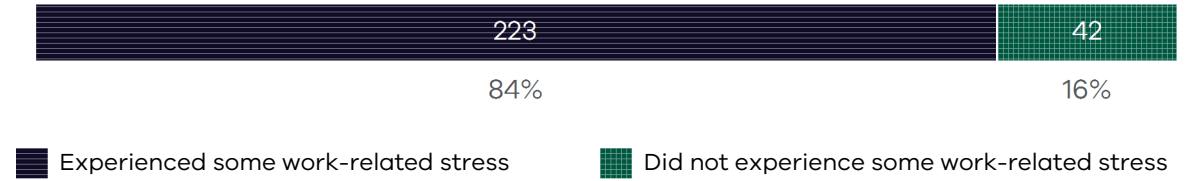
In the survey, we ask staff to tell us if they have experienced mild to severe stress at work, as shown in the visual above the table.

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

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

Example

84% of your staff who did the survey said they experienced mild to severe stress. Of that 84%, 37% said the top reason was 'Time pressure'.



Of those that experienced work related stress it was from ...	You 2023	You 2024	Comparator 2024	Public sector 2024
Time pressure	39%	37%	38%	42%
Workload	37%	33%	43%	47%
Dealing with clients, patients or stakeholders	19%	24%	19%	17%
Unclear job expectations	17%	17%	12%	14%
Management of work (e.g. supervision, training, information, support)	16%	17%	14%	12%
Other	9%	16%	13%	13%
Social environment (e.g. relationships with colleagues, manager or senior leaders)	18%	15%	11%	11%
Content, variety, or difficulty of work	10%	13%	11%	12%
Incivility, bullying, harassment or discrimination	6%	11%	6%	6%
Competing home and work responsibilities	8%	10%	10%	13%

People outcomes

Work-related stress

What is this

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

Why this is important

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

How to read this

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

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

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

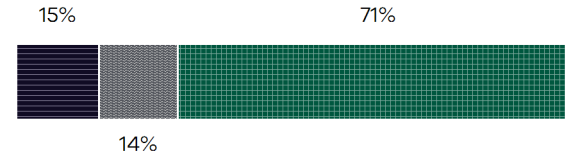
Example

71% of your staff who did the survey said the amount of stress in their job was manageable.

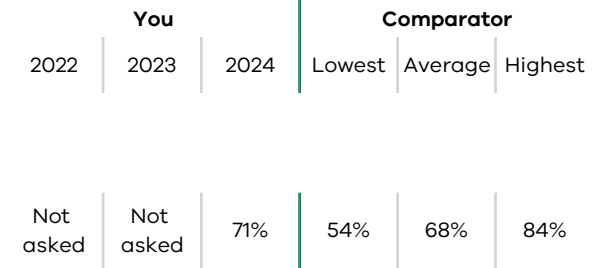
Survey question

The amount of stress in my job is manageable

Your results



Benchmark agree results



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

11% of your group who did the survey said they intended to work for your organisation for Over 6 months and up to 1 year.

Employees plan to work at your organisation for...	You 2023	You 2024	Comparator 2024	Public sector 2024
6 months or less	8%	5%	5%	7%
Over 6 months and up to 1 year	10%	11%	8%	10%
Over 1 year and up to 3 years	22%	26%	21%	25%
Over 3 years and up to 5 years	24%	22%	13%	16%
Over 5 years	36%	36%	53%	42%

People outcomes

Inclusion question results

What is this

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

Why this is important

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

How to read this

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

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

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

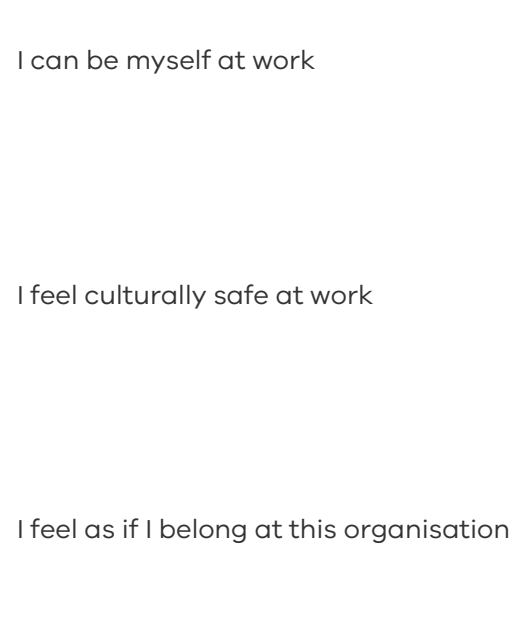
Example

77% of your staff who did the survey agreed or strongly agreed with 'I can be myself at work'.

Survey question

Your results

Benchmark agree results



Year	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
I can be myself at work	73%	73%	77%	64%	82%	89%
I feel culturally safe at work	74%	77%	77%	55%	83%	96%
I feel as if I belong at this organisation	71%	64%	69%	50%	76%	87%

People outcomes

Inclusion - Barriers to success

What is this

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

Why this is important

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

How to read this

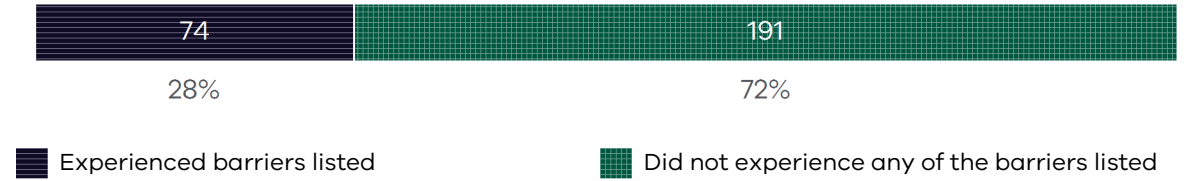
In the survey, we ask staff to select from a list, any barriers they have experienced and believe to have hindered their success at work. They can select more than one option.

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

Example

9% of your staff who did the survey said they have experienced barriers to success in the last 12 months due to 'My age'.

Staff who experienced one or more barriers to success at work



During the last 12 months, employees experienced barriers to their success due to ...

	You 2023	You 2024	Comparator 2024	Public sector 2024
My age	8%	9%	6%	7%
My flexible working	8%	8%	4%	6%
My mental health	11%	6%	6%	8%
My sex	4%	6%	5%	5%
My caring responsibilities	5%	5%	5%	7%
My cultural background	-	5%	3%	3%

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

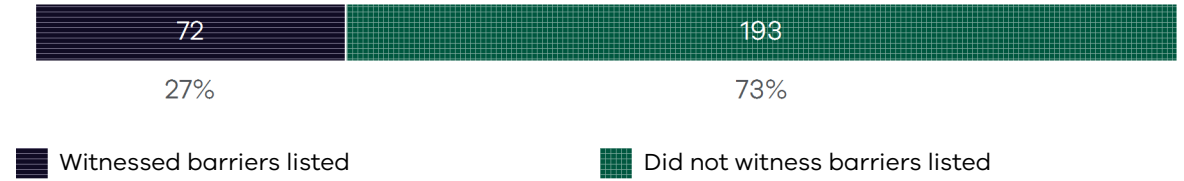
In the survey, we ask staff to choose from a list, any barriers that they may have witnessed that hinder the success of other employees at work. They can select more than one option.

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 'Flexible working'.

Staff who witnessed one or more barriers to success at work



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
Flexible working	12%	10%	6%	8%
Age	8%	9%	5%	6%
Sex	7%	8%	7%	5%
Caring responsibilities	8%	8%	4%	7%
Mental health	8%	7%	6%	7%
Cultural background	-	5%	3%	4%
Physical health	-	4%	2%	3%

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

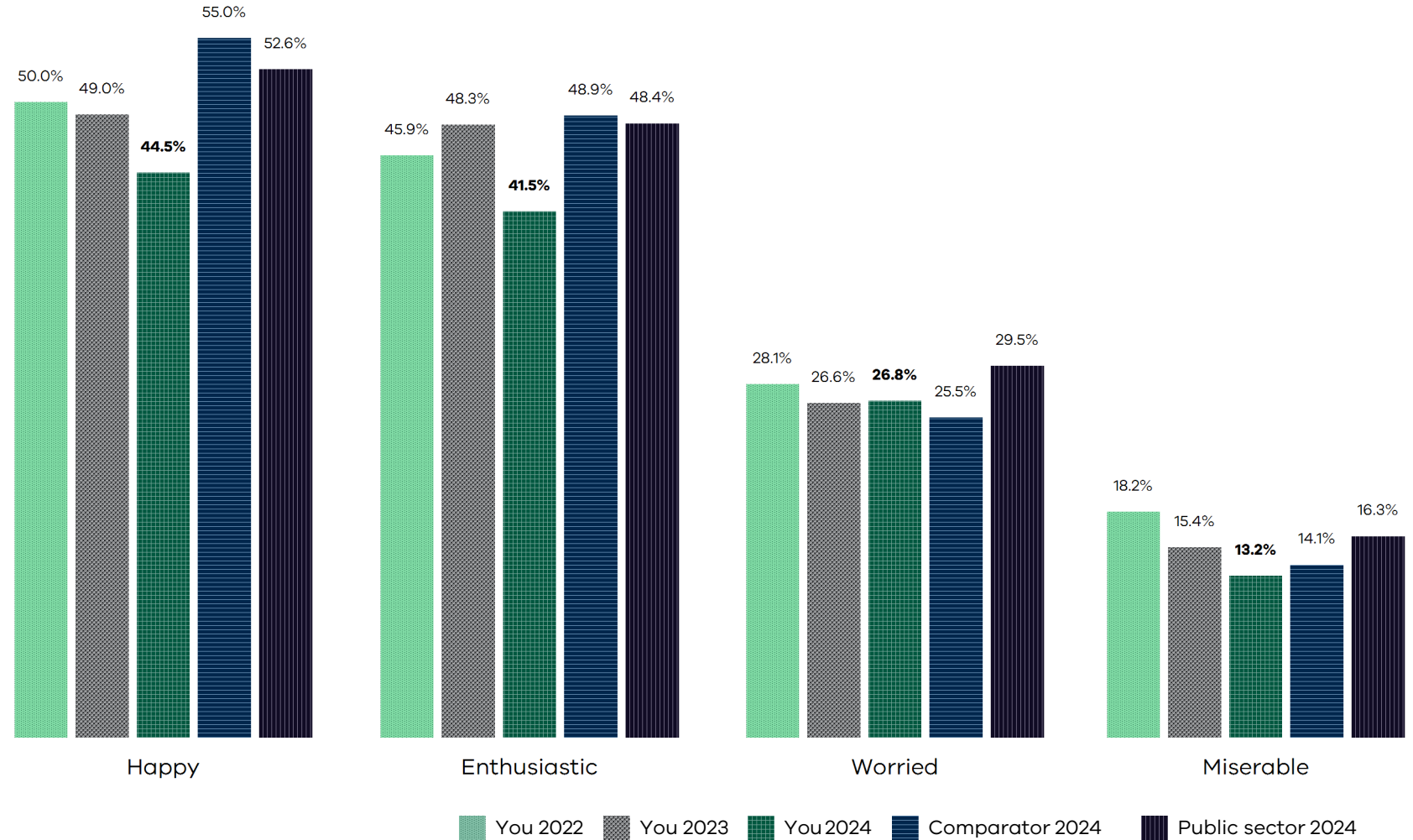
In 2024:

- 44.5% of your staff who did the survey said work made them feel happy.

Compared to:

- 55.0% of staff in your comparator group and 52.6% of staff across the public sector.

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



People outcomes

Scorecard: negative behaviours

What is this

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

Why this is important

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

How to read this

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

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

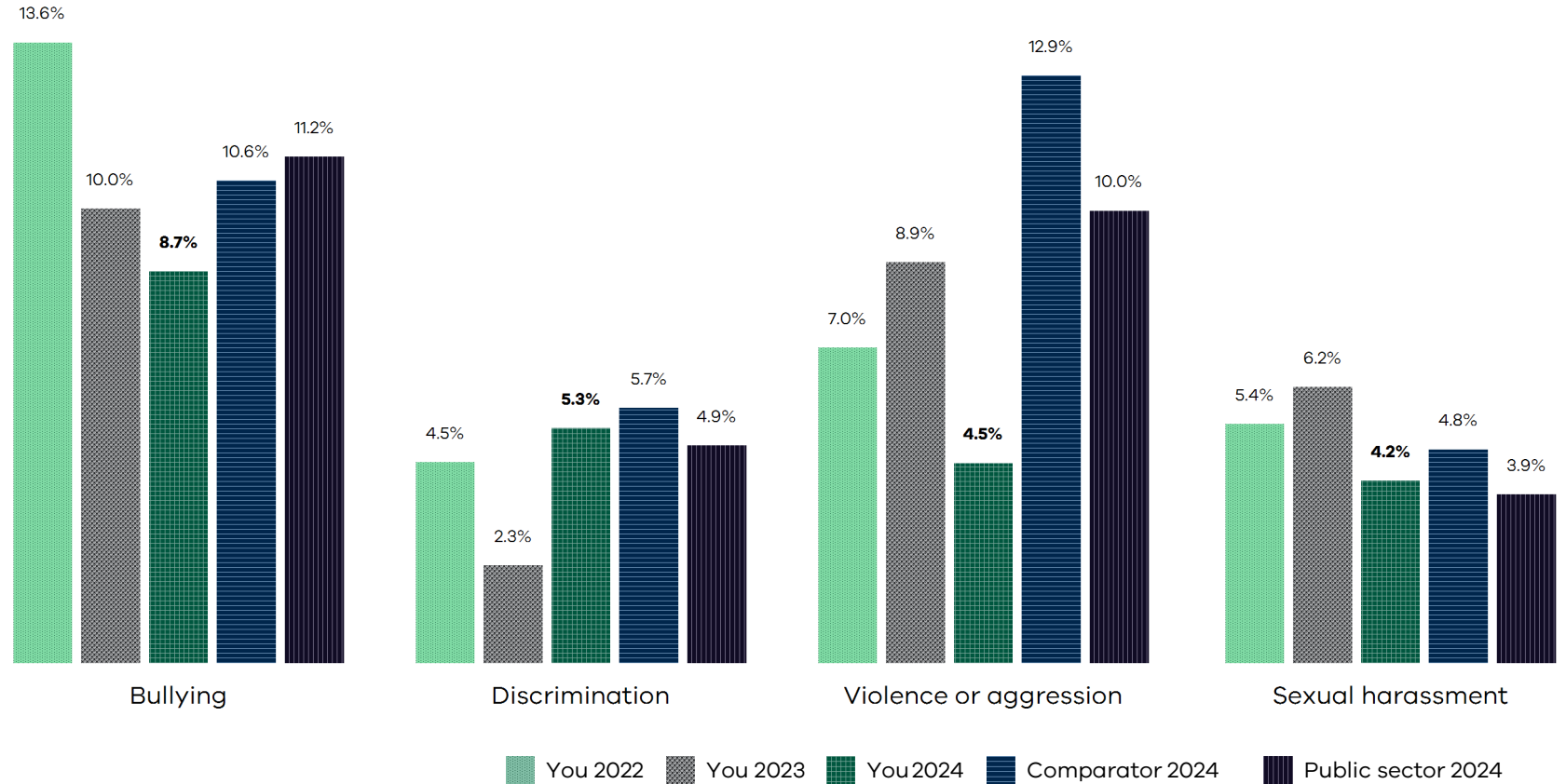
Example

In 2024:

- 8.7% of your staff who did the survey stated they experienced 'Bullying' in the last 12 months.

Compared to:

- 10.6% of staff in your comparator group and 11.2% of staff across the public sector.



People outcomes

Bullying

What is this

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

Why this is important

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

How to read this

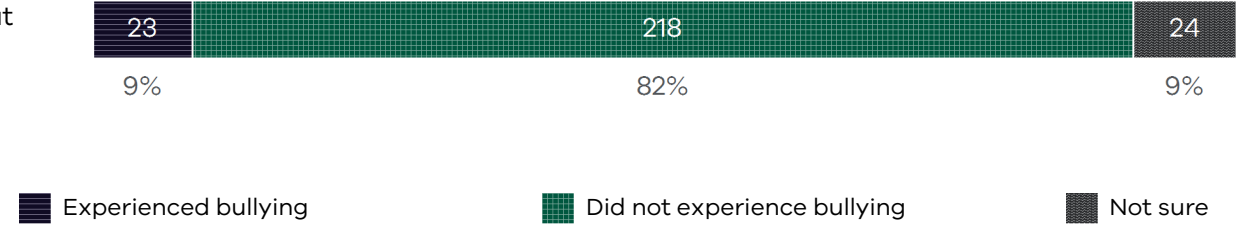
In the survey, we asked staff to tell us if they'd experienced bullying at work. If they did, they could tell us with one or more answers what they experienced. In descending order, the table shows the answers.

Example

9% of your staff who did the survey said they experienced bullying.

Of that 9%, 78% 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)	85%	78%	65%	69%
Withholding essential information for me to do my job	50%	43%	27%	33%
Exclusion or isolation	54%	39%	49%	46%
Intimidation and/or threats	8%	35%	39%	28%
Verbal abuse	15%	22%	32%	19%
Being assigned meaningless tasks unrelated to my job	15%	17%	13%	16%
Being given impossible assignment(s)	12%	17%	7%	11%
Other	12%	4%	16%	15%

People outcomes

Telling someone about the bullying

What is this

This is if staff told someone when they experienced bullying.

Why this is important

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

How to read this

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

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

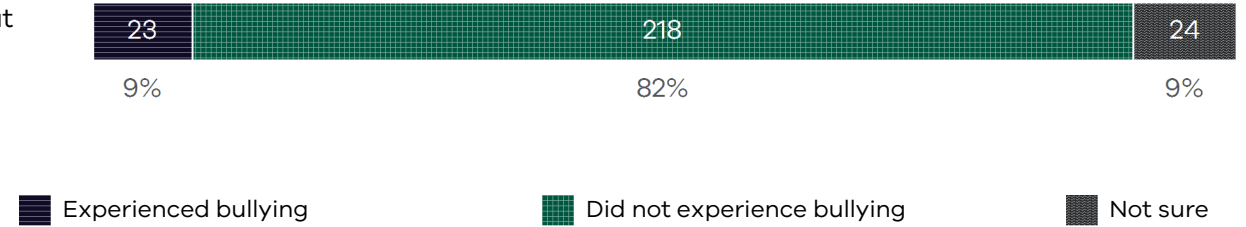
In descending order, the table shows the answers.

Example

9% of your staff who did the survey said they experienced bullying, of which

- 39% said the top way they reported the bullying was 'Told a colleague'.
- 87% 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 colleague	42%	39%	35%	41%
Told human resources	23%	35%	16%	14%
Told a manager	42%	30%	51%	52%
I did not tell anyone about the bullying	12%	30%	15%	12%
Told a friend or family member	23%	22%	34%	34%
Told the person the behaviour was not OK	15%	17%	20%	16%
Submitted a formal complaint	15%	13%	15%	12%
Told employee assistance program (EAP) or peer support	12%	13%	10%	12%
Told someone else	15%	4%	12%	12%

People outcomes

Bullying - reasons for not submitting a formal complaint

What is this

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

Why this is important

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

How to read this

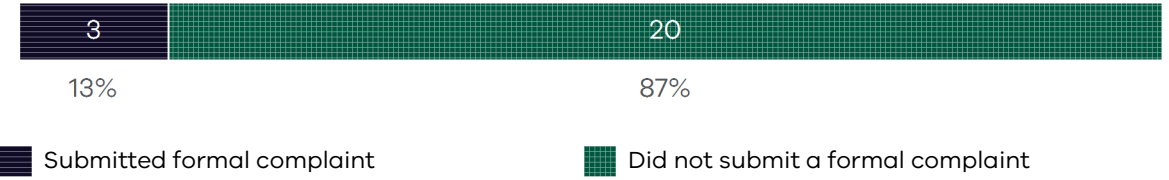
In the survey, we asked staff to tell us if they'd experienced bullying at work. We then asked them if they submitted a formal complaint. If they didn't, they could tell us with one or more answers why not. In descending order, the table shows the top 10 answers.

Example

87% of your staff who experienced bullying did not submit a formal complaint, of which:

- 45% said the top reason was 'I believed there would be negative consequences for my career'.

Did you submit a formal complaint?



What was your reason for not submitting a formal complaint?

	You 2023	You 2024	Comparator 2024	Public sector 2024
I believed there would be negative consequences for my reputation	41%	45%	51%	54%
I believed there would be negative consequences for my career	32%	45%	41%	45%
I didn't think it would make a difference	68%	40%	52%	51%
I thought the complaint process would be embarrassing or difficult	18%	30%	9%	13%
Other	18%	25%	16%	16%
I didn't feel safe to report the incident	18%	15%	17%	21%
I believed there would be negative consequences for the person I was going to complain about	5%	10%	10%	10%
I was advised not to	5%	10%	5%	5%
I didn't think it was serious enough	18%	5%	14%	16%
I didn't need to because I no longer had contact with the person(s) who bullied me	5%	5%	7%	7%

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, 9% 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.

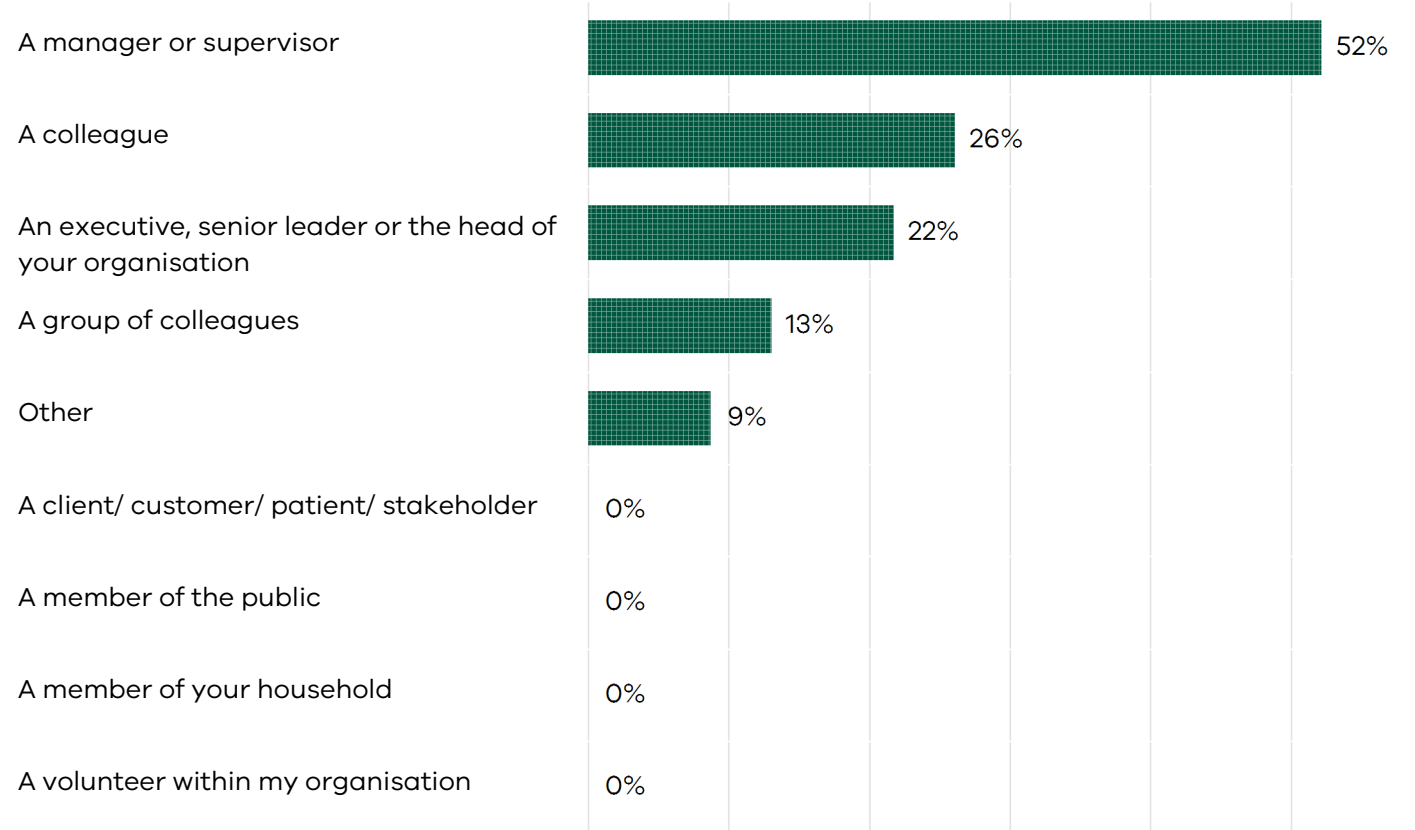
Each row is one perpetrator or group of perpetrators.

Example

9% of your staff who did the survey said they experienced bullying.

Of that 9%, 52% said it was by 'A manager or supervisor'.

23 people (9% 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, 9% 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.

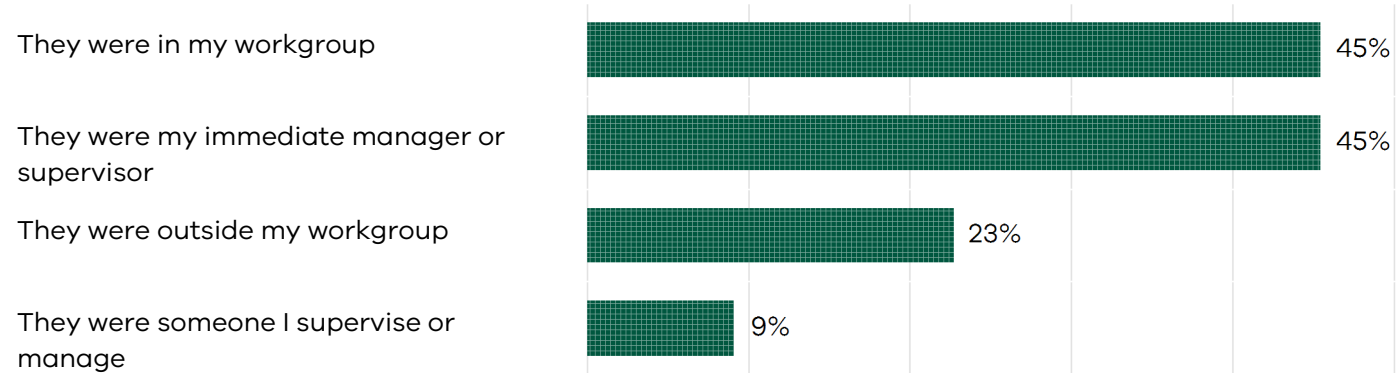
Example

9% of your staff who did the survey said they experienced bullying.

Of that 9%, 96% said it was by someone within the organisation.

Of that 96%, 45% said it was 'They were in my workgroup'.

22 people (96% 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.

How to read this

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

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

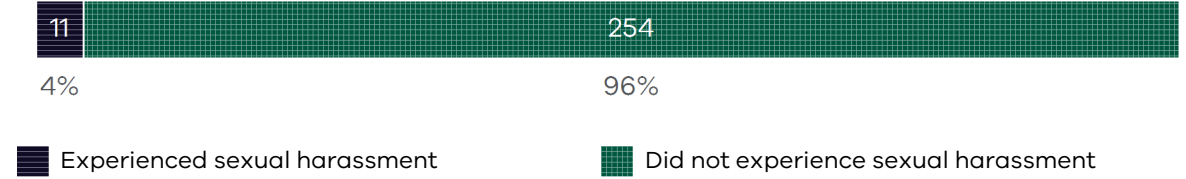
In descending order, the table shows the top 10 answers.

Example

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

Of those, 55% said the top type was 'Sexually suggestive comments or jokes that made me feel offended (in either a group or one on one situation)'.

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



Behaviours reported	You 2023	You 2024	Comparator 2024	Public sector 2024
Sexually suggestive comments or jokes that made me feel offended (in either a group or one on one situation)	56%	55%	51%	48%
Inappropriate physical contact	13%	36%	16%	16%
Intrusive questions about my private life or comments about my physical appearance	31%	27%	42%	46%
Inappropriate staring or leering that made me feel intimidated	13%	27%	19%	14%
Unwelcome touching, hugging, cornering or kissing	19%	18%	17%	17%
Any other unwelcome conduct of a sexual nature	13%	9%	8%	8%

People outcomes

Response to sexual harassment

What is this

This is how staff responded when they experienced sexual harassment.

Why this is important

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

How to read this

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

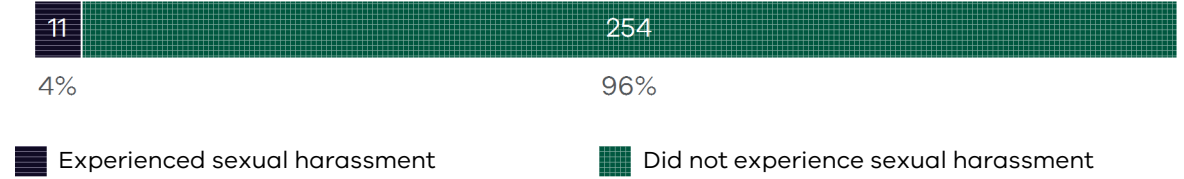
If they did, they could tell us with one or more answers how they responded.

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

Example

4% of your staff who did the survey said they experienced sexual harassment. Of those, 45% said the top response was 'Pretended it didn't bother me'.

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



When the harassment happened to you, did you respond in any of the following ways?

	You 2023	You 2024	Comparator 2024	Public sector 2024
Pretended it didn't bother me	56%	45%	48%	45%
Tried to laugh it off or forget about it	31%	36%	41%	39%
Avoided the person(s) by staying away from them	38%	27%	47%	37%
Told the person the behaviour was not OK	19%	18%	21%	19%
Avoided locations where the behaviour might occur	13%	18%	18%	15%
Told employee assistance program (EAP) or peer support	-	18%	4%	4%
Told a colleague	25%	9%	19%	25%

People outcomes

Sexual harassment - reasons for not submitting a formal complaint

What is this

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

Why this is important

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

How to read this

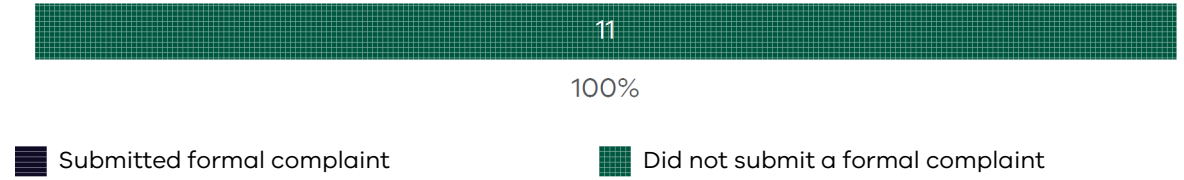
In the survey, we asked staff to tell us if they'd experienced sexual harassment at work. We then asked them if they submitted a formal complaint. If they did not, they could tell us with one or more answers why not. In descending order, the table shows the top 10 answers.

Example

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

- 45% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal complaint?



What was your reason for not submitting a formal complaint?	You 2023	You 2024	Comparator 2024	Public sector 2024
I didn't think it would make a difference	31%	45%	42%	40%
I didn't think it was serious enough	63%	36%	36%	44%
I believed there would be negative consequences for my career	-	18%	27%	28%
I believed there would be negative consequences for the person I was going to complain about	13%	18%	16%	14%
I believed there would be negative consequences for my reputation	13%	9%	40%	39%
I thought the complaint process would be embarrassing or difficult	13%	9%	13%	13%
I didn't feel safe to report the incident	6%	9%	11%	10%
Other	6%	9%	13%	12%

People outcomes

Perpetrators of sexual harassment

What is this

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

Why this is important

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

How to read this

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

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

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

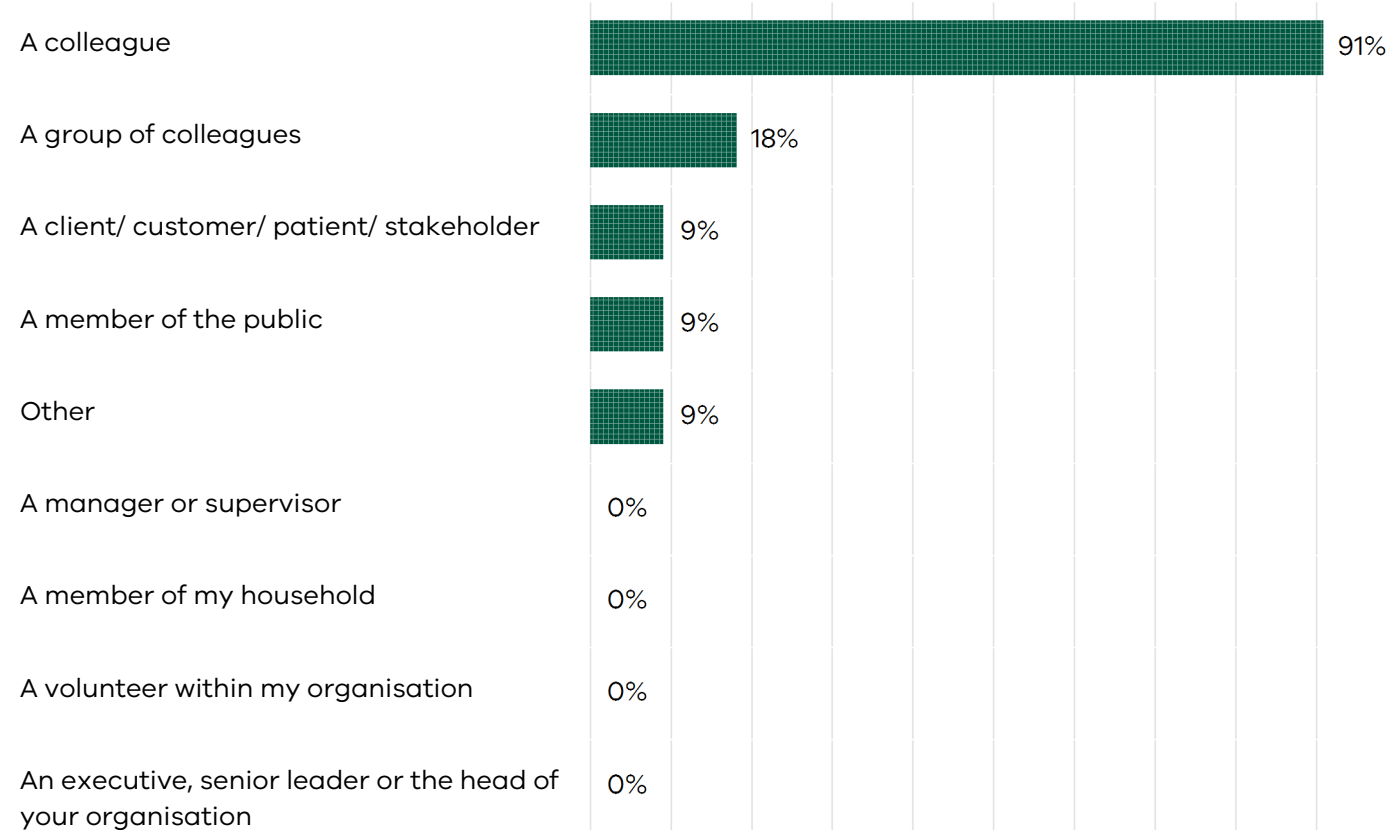
Each row is one perpetrator or group of perpetrators.

Example

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

Of that 4%, 91% said it was by 'A colleague'.

11 people (4% of staff) experienced sexual harassment (You 2024)



People outcomes

Relationship to perpetrator

What is this

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

Why this is important

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

How to read this

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

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

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

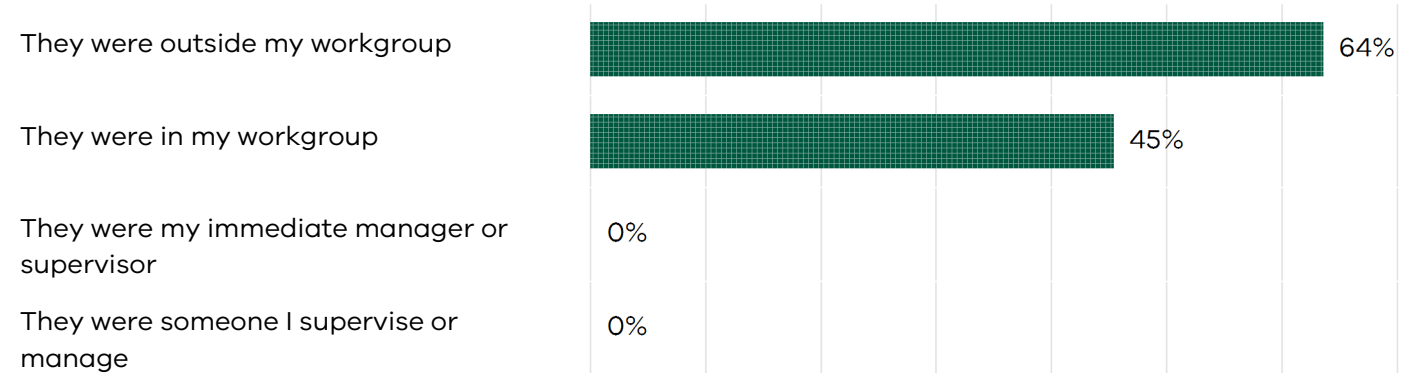
Example

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

Of that 4%, 100% said it was by someone within the organisation.

Of that 100%, 64% said it was 'They were outside my workgroup'.

11 people (100% of staff who experienced harassment) experienced harassment from within your organisation (You 2024)



People outcomes

Frequency of sexual harassment

What is this

This is how often staff experienced sexual harassment.

Why this is important

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

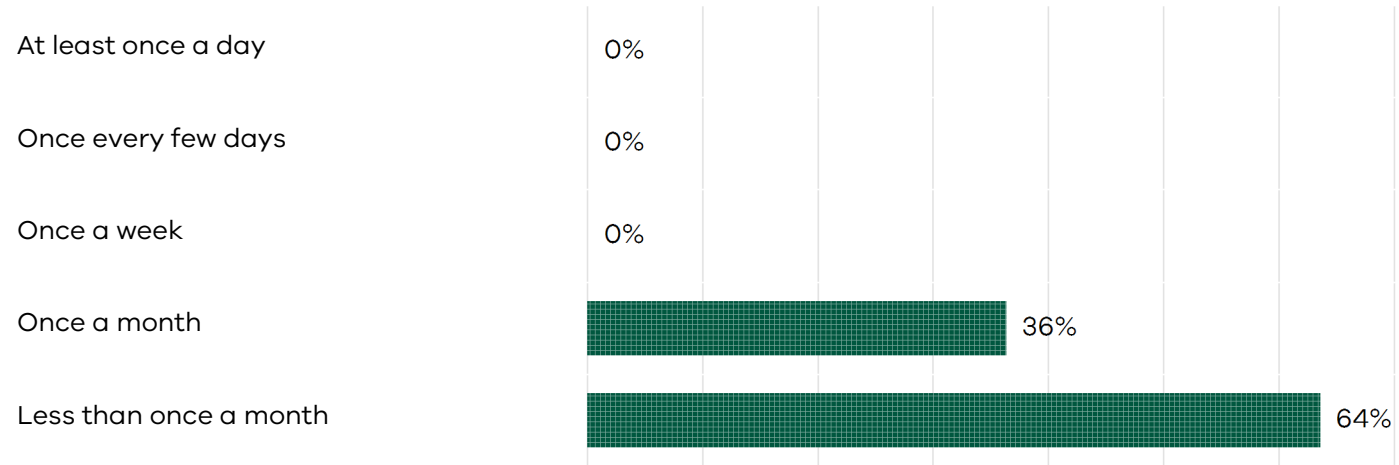
How to read this

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

Example

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

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



People outcomes

Type of discrimination

What is this

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

Why this is important

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

How to read this

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

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

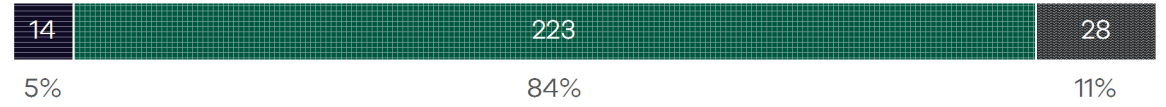
In descending order, the table shows the top 10 types.

Example

5% of your staff who did the survey said they experienced discrimination.

Of that 5%, 57% said it was 'Opportunities for promotion'.

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



■ Experienced discrimination ■ Did not experience discrimination ■ Not sure

If you experienced discrimination, what type of discrimination did you experience?

	You 2023	You 2024	Comparator 2024	Public sector 2024
Opportunities for promotion	-	57%	42%	40%
Opportunities for training or professional development	-	43%	33%	24%
Opportunities for transfer/secondment	-	21%	13%	16%
Other	-	21%	29%	38%
Pay or conditions offered by employer	-	7%	14%	12%
Denied flexible work arrangements or other adjustments	-	7%	16%	20%
Employment security - threats of dismissal or termination	-	7%	12%	13%

People outcomes

Telling someone about the discrimination

What is this

This is who staff told about the discrimination they experienced.

Why this is important

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

How to read this

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

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

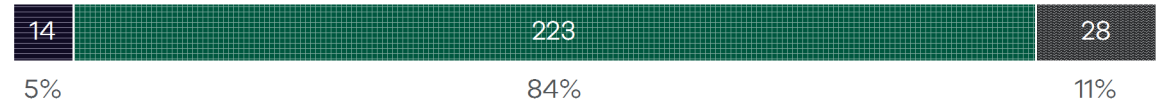
In descending order, the table shows the answers.

Example

5% of your staff who did the survey said they experienced discrimination, of which

- 29% said the top way they reported the discrimination was 'Told a colleague'.
- 93% said they didn't submit a formal complaint.

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



■ Experienced discrimination ■ Did not experience discrimination ■ Not sure

Did you tell anyone about the discrimination?

	You 2023	You 2024	Comparator 2024	Public sector 2024
Told a colleague	-	29%	33%	38%
Told human resources	-	29%	11%	11%
Told a friend or family member	-	21%	34%	31%
Told someone else	-	21%	20%	15%
I did not tell anyone about the discrimination	-	21%	23%	25%
Told a manager	-	14%	35%	32%
Submitted a formal complaint	-	7%	8%	8%
Told employee assistance program (EAP) or peer support	-	7%	9%	10%
Told the person the behaviour was not OK	-	7%	14%	9%

People outcomes

Discrimination - reasons for not submitting a formal complaint

What is this

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

Why this is important

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

How to read this

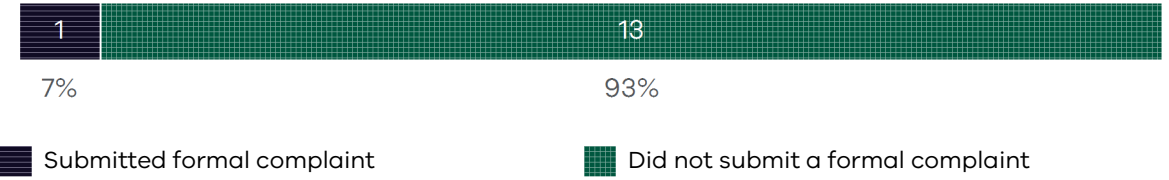
In the survey, we asked staff to tell us if they'd experienced discrimination at work. We then asked them if they submitted a formal complaint. If they did not, they could tell us with one or more answers why not. In descending order, the table shows the top 10 answers.

Example

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

- 46% said the top reason was 'I didn't think it would make a difference'.

Did you submit a formal complaint?



What was your reason for not submitting a formal complaint?

	You 2023	You 2024	Comparator 2024	Public sector 2024
I didn't think it would make a difference	-	46%	59%	59%
I didn't think it was serious enough	-	38%	15%	14%
I believed there would be negative consequences for my reputation	-	38%	44%	56%
I believed there would be negative consequences for my career	-	31%	45%	55%
I didn't feel safe to report the incident	-	31%	17%	21%
I thought the complaint process would be embarrassing or difficult	-	23%	11%	14%
I didn't know how to make a complaint	-	15%	8%	6%
I believed there would be negative consequences for the person I was going to complain about	-	8%	6%	9%
I didn't need to because I made the discrimination stop	-	8%	2%	3%
I didn't know who to talk to	-	8%	7%	7%

People outcomes

Perpetrators of discrimination

What is this

This is who staff have said are responsible for discrimination.

Why this is important

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

How to read this

In this year's survey, 5% of your staff said they experienced discrimination.

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

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

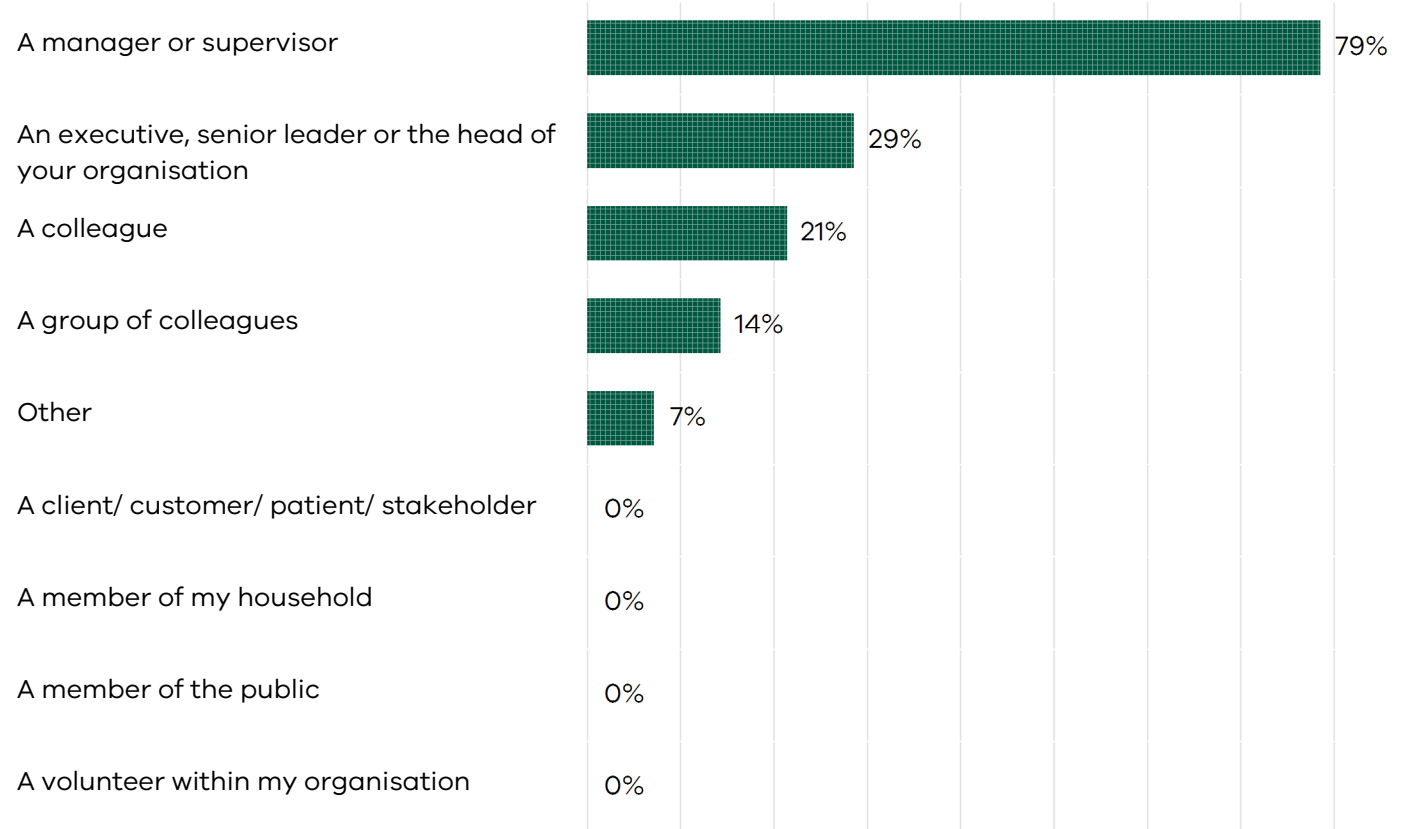
Each row is one perpetrator or group of perpetrators.

Example

5% of your staff who did the survey said they experienced discrimination.

Of that 5%, 79% said it was by 'A manager or supervisor'.

14 people (5% of staff) experienced discrimination (You 2024)



People outcomes

Relationship to perpetrator

What is this

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

Why this is important

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

How to read this

In this year's survey, 5% of your staff said they experienced discrimination.

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

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

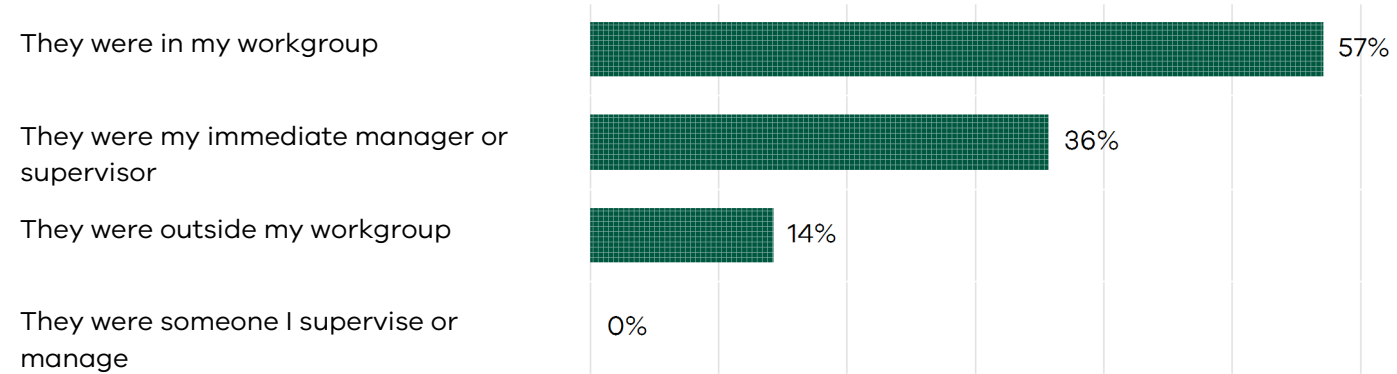
Example

5% of your staff who did the survey said they experienced discrimination.

Of that 5%, 100% said it was by someone within the organisation.

Of that 100%, 57% said it was 'They were in my workgroup'.

14 people (100% of staff who experienced discrimination) experienced discrimination from within your organisation (You 2024)



People outcomes

Violence and aggression

What is this

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

Why this is important

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

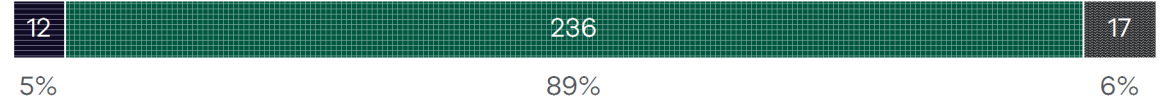
How to read this

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

Example

5% of your staff who did the survey said they experienced violence or aggression. Of that 5%, 75% said it was 'Abusive language'.

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



■ Experienced violence or aggression

■ Did not experience violence or aggression

■ Not sure

If you experienced violence or aggression, what type did you experience?

	You 2023	You 2024	Comparator 2024	Public sector 2024
Abusive language	52%	75%	80%	72%
Intimidating behaviour	61%	75%	70%	73%
Threats of violence	13%	17%	45%	30%
Physical assault (e.g. spitting, hitting, pushing, tripping, grabbing, throwing objects)	9%	8%	18%	9%

People outcomes

Telling someone about violence and aggression

What is this

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

Why this is important

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

How to read this

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

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

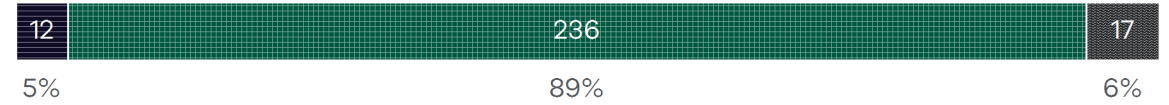
In descending order, the table shows the answers.

Example

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

- 58% said the top way they reported the violence or aggression was 'Told a manager'.
- 75% said they didn't submit a formal incident report

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



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

Did you tell anyone about the incident?

	You 2023	You 2024	Comparator 2024	Public sector 2024
Told a manager	35%	58%	51%	64%
Told a colleague	48%	50%	38%	42%
Told the person the behaviour was not OK	9%	50%	17%	21%
Told a friend or family member	9%	33%	24%	20%
Submitted a formal incident report	13%	25%	52%	29%
Told human resources	9%	25%	5%	8%
I did not tell anyone about the incident(s)	22%	17%	10%	9%
Told employee assistance program (EAP) or peer support	9%	8%	5%	6%

People outcomes

Perpetrators of violence and aggression

What is this

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

Why this is important

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

How to read this

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

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

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

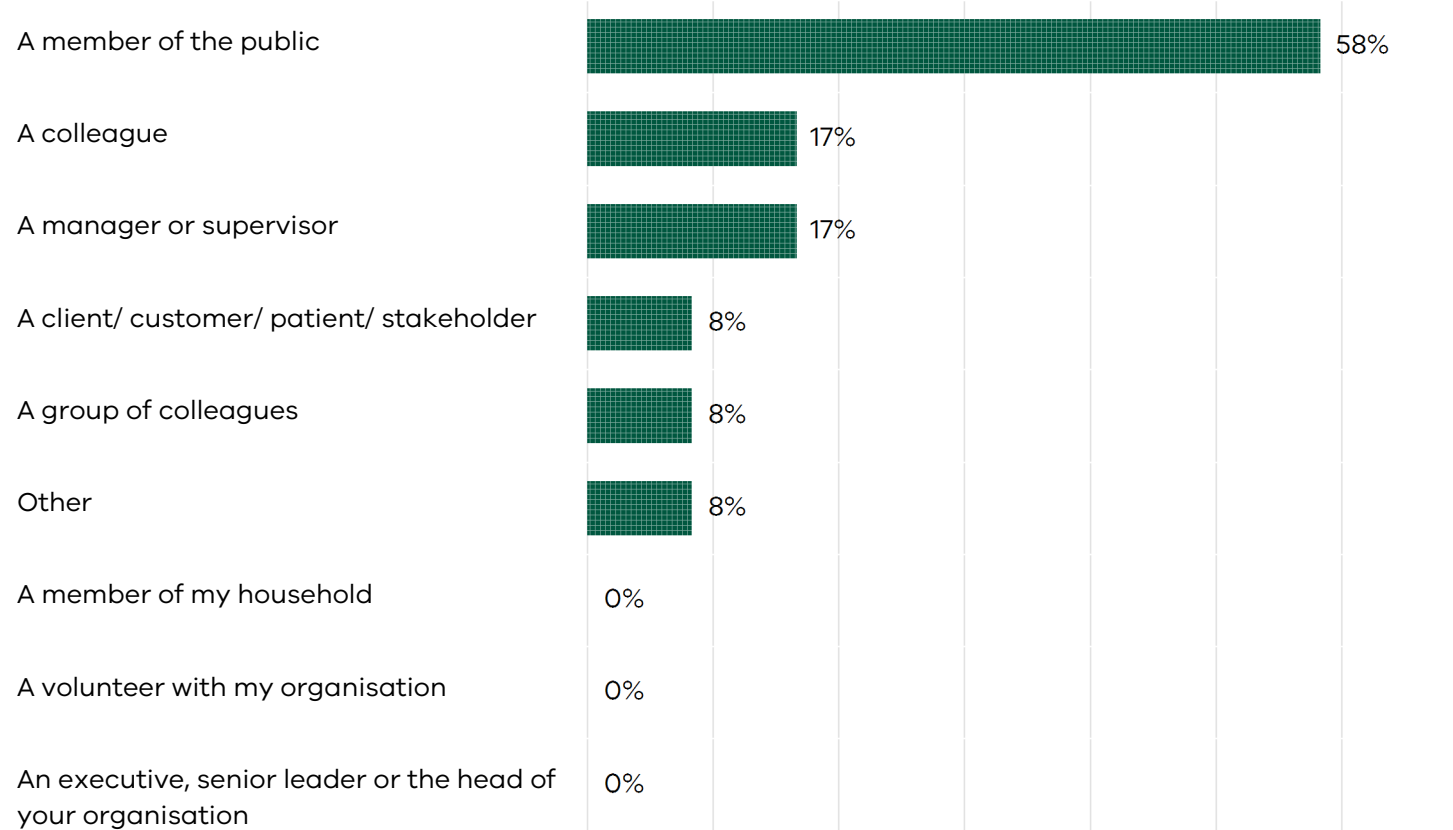
Each row is one perpetrator or group of perpetrators.

Example

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

Of that 5%, 58% said it was by 'A member of the public'.

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



Negative behaviour

Witnessing negative behaviours

What is this

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

Why this is important

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

How to read this

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

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

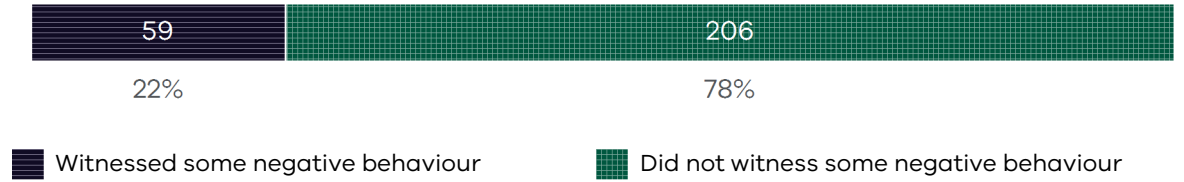
In descending order, the table shows the answers.

Example

22% of your staff who did the survey said they witnessed some negative behaviour at work.

78% 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	78%	78%	82%	81%
Bullying of a colleague	16%	16%	13%	14%
Discrimination against a colleague	7%	11%	8%	8%
Violence or aggression against a colleague	2%	3%	4%	3%

Negative behaviour

Taking action when witnessing negative behaviours

What is this

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

Why this is important

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

How to read this

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

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

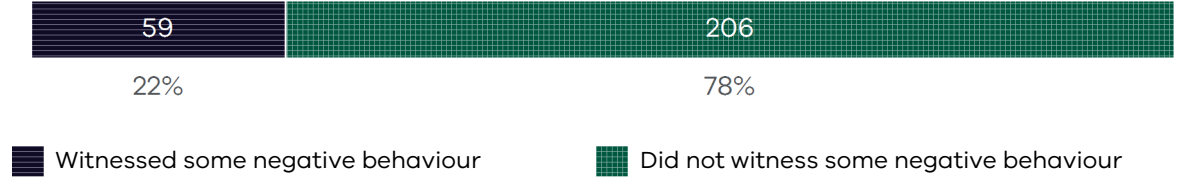
In descending order, the table shows the answers.

Example

22% of your staff who did the survey witnessed negative behaviour, of which:

- 66% 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	64%	66%	67%	71%
Told a manager	24%	24%	37%	40%
Told the person the behaviour was not OK	-	20%	18%	19%
Spoke to the person who behaved in a negative way	-	17%	16%	16%

People matter survey

2024

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Key differences

Highest scoring questions

What is this

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

How to read this

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

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

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

Example

On the first row 'Job enrichment', the 'You 2024' column shows 93% of your staff who did the survey agreed with 'I understand how my job helps my organisation achieve its goals'. In the 'Change from 2023' column, you have a -1% change, which is a negative trend.

Question group	Highest scoring questions	You 2024	Change from 2023	Comparator 2024
Job enrichment	I understand how my job helps my organisation achieve its goals	93%	-1%	93%
Workgroup support	People in my workgroup are politically impartial in their work	90%	+1%	79%
Meaningful work	I can make a worthwhile contribution at work	89%	-2%	91%
Job enrichment	I can use my skills and knowledge in my job	89%	-2%	93%
Safety climate	My organisation provides a physically safe work environment	89%	+3%	88%
Quality service delivery	My workgroup provides high quality advice and services	88%	-1%	80%
Topical	I understand how the Code of Conduct for Victorian public sector employees applies to my work	85%	+3%	85%
Manager leadership	My manager treats employees with dignity and respect	84%	-3%	86%
Manager leadership	My manager demonstrates honesty and integrity	84%	-2%	83%
Job enrichment	I clearly understand what I am expected to do in this job	83%	-1%	88%

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 'Learning and development', the 'You 2024' column shows 38% of your staff who did the survey agreed with 'I am satisfied with the opportunities to progress in my organisation'. In the 'Change from 2023' column, you have a -1% change, which is a negative trend.

Question group	Lowest scoring questions	You 2024	Change from 2023	Comparator 2024
Learning and development	I am satisfied with the opportunities to progress in my organisation	38%	-1%	51%
Taking action	My organisation has made improvements based on the survey results from last year	41%	+15%	42%
Organisational integrity	I have an equal chance at promotion in my organisation	43%	-6%	48%
Safety climate	All levels of my organisation are involved in the prevention of stress	46%	+7%	53%
Organisational integrity	I believe the promotion processes in my organisation are fair	47%	+2%	46%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	49%	+7%	55%
Satisfaction	How satisfied are you with your career development within your current organisation	50%	+0%	58%
Taking action	I believe my organisation will make improvements based on the results of this year's survey	50%	+8%	54%
Safety climate	My organisation has effective procedures in place to support employees who may experience stress	52%	+7%	57%
Collaboration	Workgroups across my organisation willingly share information with each other	53%	+1%	61%

Key differences

Most improved

What is this

This is where staff feel their group has most improved.

How to read this

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

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

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

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

Example

On the first row 'Taking action', the 'You 2024' column shows 41% of your staff who did the survey agreed with 'My organisation has made improvements based on the survey results from last year'. In the 'Increase from 2023' column, you have a 15% increase, which is a positive trend.

Question group	Most improved from last year	You 2024	Increase from 2023	Comparator 2024
Taking action	My organisation has made improvements based on the survey results from last year	41%	+15%	42%
Safety climate	In my workplace, there is good communication about psychological safety issues that affect me	54%	+11%	59%
Senior leadership	Senior leaders demonstrate honesty and integrity	69%	+8%	67%
Taking action	I believe my organisation will make improvements based on the results of this year's survey	50%	+8%	54%
Job enrichment	I have a say in how I do my work	78%	+8%	78%
Organisational integrity	My organisation takes steps to eliminate bullying, harassment and discrimination	65%	+8%	72%
Organisational integrity	My organisation does not tolerate improper conduct	68%	+8%	75%
Safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	55%	+8%	61%
Safety climate	All levels of my organisation are involved in the prevention of stress	46%	+7%	53%
Safety climate	Senior leaders show support for stress prevention through involvement and commitment	49%	+7%	55%

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 'Organisational integrity', the 'You 2024' column shows 43% of your staff who did the survey agreed with 'I have an equal chance at promotion in my organisation'.

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

Question group	Largest decline from last year	You 2024	Decrease from 2023	Comparator 2024
Organisational integrity	I have an equal chance at promotion in my organisation	43%	-6%	48%
Safe to speak up	People in my workgroup are able to bring up problems and tough issues	63%	-6%	75%
Workgroup support	People in my workgroup treat each other with respect	80%	-6%	84%
Engagement	I am proud to tell others I work for my organisation	72%	-5%	74%
Meaningful work	I achieve something important through my work	82%	-4%	89%
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	63%	-3%	77%
Workgroup support	People in my workgroup work together effectively to get the job done	81%	-3%	82%
Manager leadership	My manager treats employees with dignity and respect	84%	-3%	86%
Collaboration	I am able to work effectively with others outside my immediate workgroup	79%	-3%	84%
Organisational integrity	My organisation encourages employees to act in ways that are consistent with human rights	78%	-3%	84%

Key differences

Biggest positive difference from comparator

What is this

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

How to read this

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

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

Example

On the first row 'Organisational integrity', the 'You 2024' column shows 72% of your staff who did the survey agreed with 'I believe the recruitment processes in my organisation are fair'.

The 'Difference' column, shows that agreement for this question was 13% higher than in your comparator.

Question group	Biggest positive difference from comparator	You 2024	Difference	Comparator 2024
Organisational integrity	I believe the recruitment processes in my organisation are fair	72%	+13%	59%
Workgroup support	People in my workgroup are politically impartial in their work	90%	+11%	79%
Quality service delivery	My workgroup provides high quality advice and services	88%	+8%	80%
Workload	I have enough time to do my job effectively	68%	+5%	64%
Quality service delivery	My workgroup uses its resources well	73%	+4%	70%
Innovation	My workgroup is quick to respond to opportunities to do things better	76%	+3%	72%
Innovation	My workgroup learns from failures and mistakes	75%	+3%	73%
Senior leadership	Senior leaders demonstrate honesty and integrity	69%	+3%	67%
Workload	The workload I have is appropriate for the job that I do	68%	+2%	66%
Satisfaction	How satisfied are you with the work/life balance in your current job	76%	+2%	74%

Key differences

Biggest negative difference from comparator

What is this

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

How to read this

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

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

Example

On the first row 'Human rights', the 'You 2024' column shows 63% of your staff who did the survey agreed with 'I understand how the Charter of Human Rights and Responsibilities applies to my work'. The 'Difference' column, shows that agreement for this question was 14% lower than in your comparator.

Question group	Biggest negative difference from comparator	You 2024	Difference	Comparator 2024
Human rights	I understand how the Charter of Human Rights and Responsibilities applies to my work	63%	-14%	77%
Learning and development	I am satisfied with the opportunities to progress in my organisation	38%	-12%	51%
Safe to speak up	People in my workgroup are able to bring up problems and tough issues	63%	-12%	75%
Job enrichment	I have the authority to do my job effectively	68%	-10%	78%
Satisfaction	How satisfied are you with your career development within your current organisation	50%	-8%	58%
Engagement	I feel a strong personal attachment to my organisation	54%	-8%	62%
Collaboration	Workgroups across my organisation willingly share information with each other	53%	-8%	61%
Engagement	I would recommend my organisation as a good place to work	65%	-8%	72%
Meaningful work	I achieve something important through my work	82%	-7%	89%
Safety climate	All levels of my organisation are involved in the prevention of stress	46%	-7%	53%

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2024

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

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- Questions requested by your organisation

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Taking action

What is this

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

Why this is important

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

How to read this

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

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

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

Example

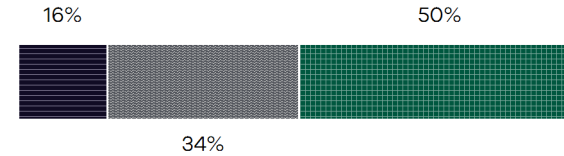
50% of your staff who did the survey agreed or strongly agreed with 'I believe my organisation will make improvements based on the results of this year's survey'.

Survey question

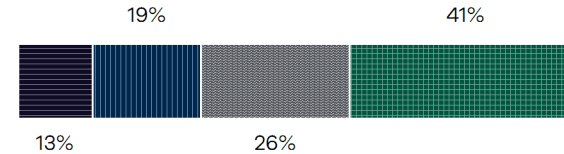
Your results



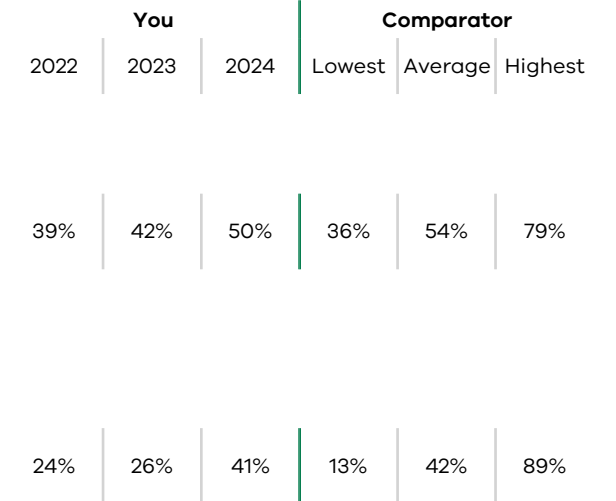
I believe my organisation will make improvements based on the results of this year's survey



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



Benchmark agree results



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Senior leadership

Senior leadership

What is this

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

Why this is important

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

How to read this

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

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

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

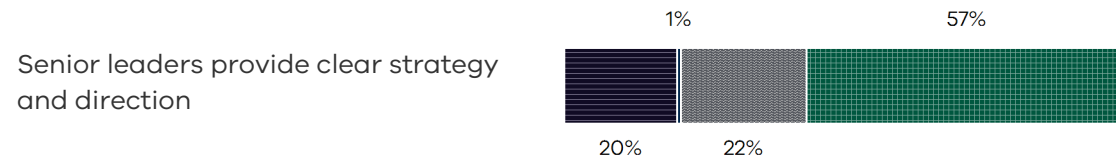
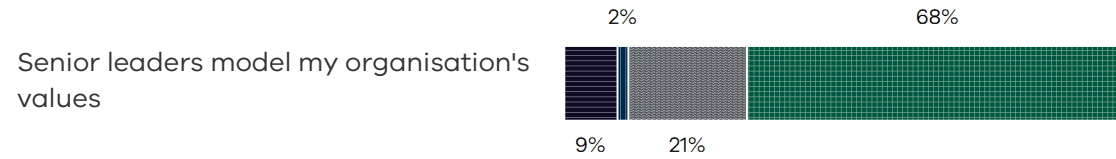
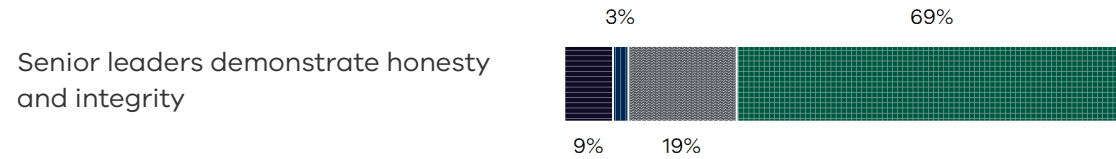
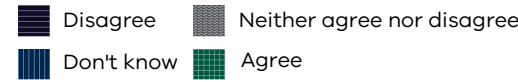
Example

69% of your staff who did the survey agreed or strongly agreed with 'Senior leaders demonstrate honesty and integrity'.

Survey question

Your results

Benchmark agree results



Year	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
Senior leaders demonstrate honesty and integrity	64%	61%	69%	45%	67%	89%
Senior leaders model my organisation's values	64%	60%	68%	45%	67%	82%
Senior leaders provide clear strategy and direction	55%	53%	57%	30%	60%	78%

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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.

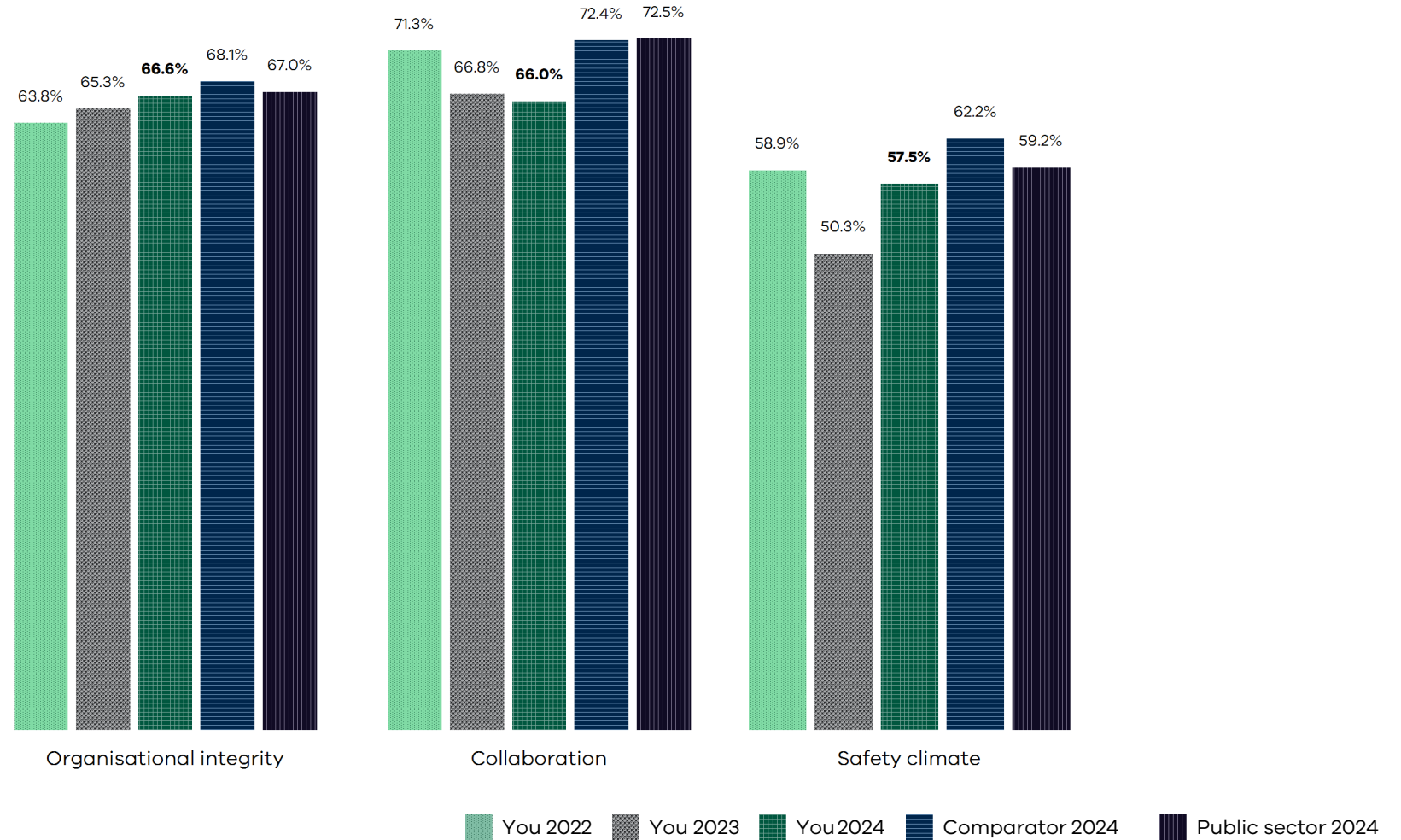
Example

In 2024:

- 66.6% of your staff who did the survey responded positively to questions about Organisational integrity.

Compared to:

- 68.1% of staff in your comparator group and 67.0% of staff across the public sector.



Organisational climate

Organisational integrity 1 of 2

What is this

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

Why this is important

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

How to read this

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

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

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

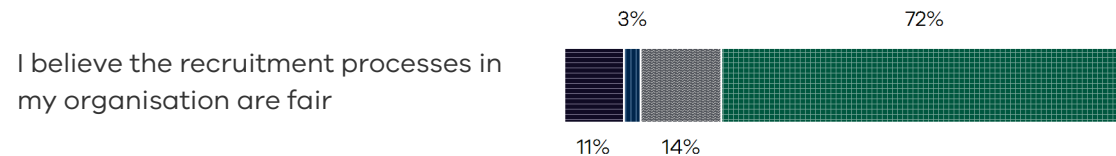
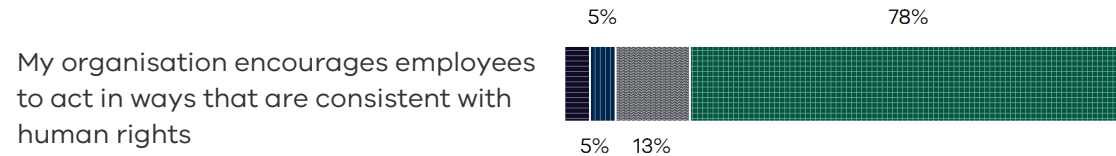
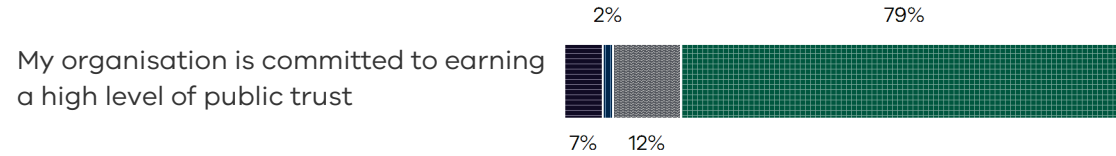
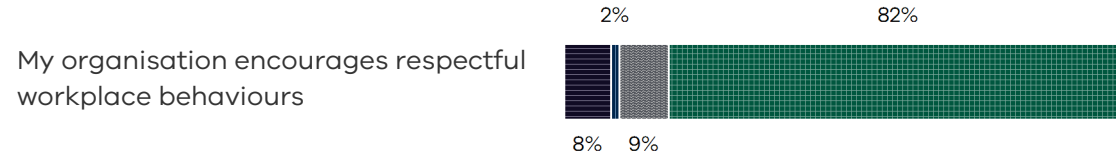
Example

82% of your staff who did the survey agreed or strongly agreed with 'My organisation encourages respectful workplace behaviours'.

Survey question

Your results

Benchmark agree results



Year	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
My organisation encourages respectful workplace behaviours	80%	82%	82%	64%	83%	100%
My organisation is committed to earning a high level of public trust	84%	81%	79%	73%	79%	95%
My organisation encourages employees to act in ways that are consistent with human rights	80%	80%	78%	70%	84%	100%
I believe the recruitment processes in my organisation are fair	66%	67%	72%	45%	59%	93%

Organisational climate

Organisational integrity 2 of 2

What is this

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

Why this is important

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

How to read this

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

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

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

Example

68% of your staff who did the survey agreed or strongly agreed with 'My organisation does not tolerate improper conduct'.

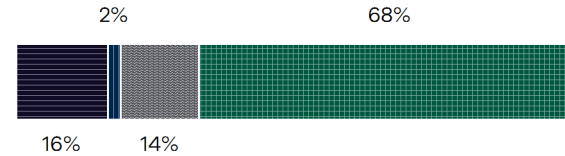
Survey question

Your results

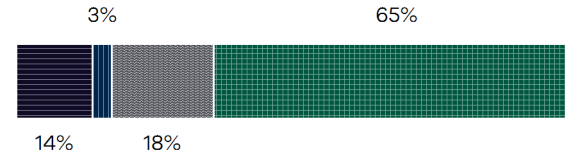
Benchmark agree results



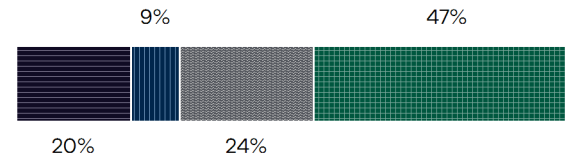
My organisation does not tolerate improper conduct



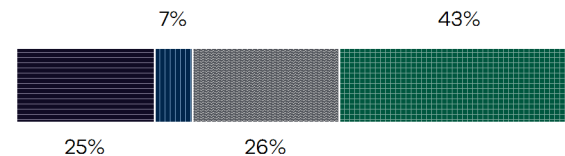
My organisation takes steps to eliminate bullying, harassment and discrimination



I believe the promotion processes in my organisation are fair



I have an equal chance at promotion in my organisation



Year	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
My organisation does not tolerate improper conduct	59%	60%	68%	45%	75%	95%
My organisation takes steps to eliminate bullying, harassment and discrimination	61%	57%	65%	36%	72%	89%
I believe the promotion processes in my organisation are fair	39%	46%	47%	28%	46%	68%
I have an equal chance at promotion in my organisation	41%	49%	43%	42%	48%	70%

Organisational climate

Collaboration

What is this

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

Why this is important

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

How to read this

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

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

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

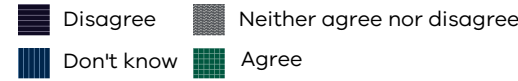
Example

79% of your staff who did the survey agreed or strongly agreed with 'I am able to work effectively with others outside my immediate workgroup'.

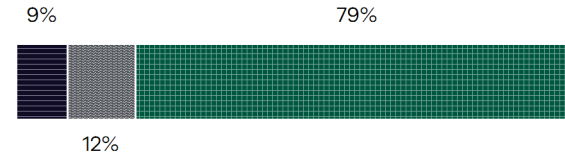
Survey question

Your results

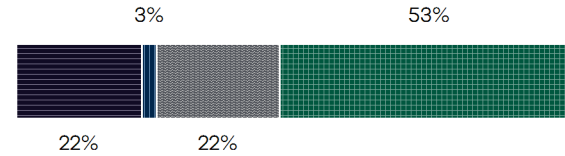
Benchmark agree results



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



Workgroups across my organisation willingly share information with each other



Year	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
I am able to work effectively with others outside my immediate workgroup	83%	81%	79%	71%	84%	91%
Workgroups across my organisation willingly share information with each other	60%	52%	53%	36%	61%	82%

Organisational climate

Safety climate 1 of 2

What is this

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

Why this is important

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

How to read this

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

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

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

Example

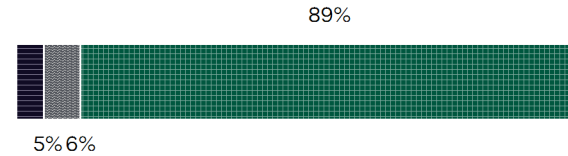
89% of your staff who did the survey agreed or strongly agreed with 'My organisation provides a physically safe work environment'.

Survey question

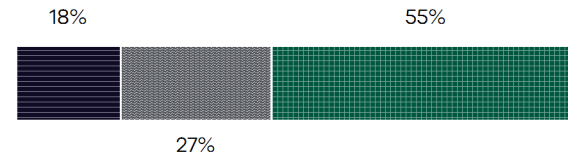
Your results



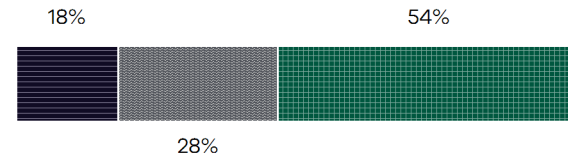
My organisation provides a physically safe work environment



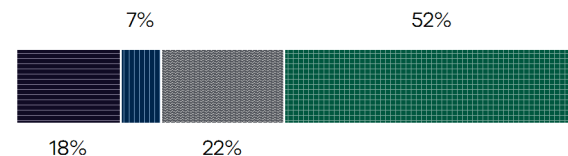
Senior leaders consider the psychological health of employees to be as important as productivity



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



My organisation has effective procedures in place to support employees who may experience stress



Benchmark agree results

Year	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest

90%	86%	89%	82%	88%	100%
-----	-----	-----	-----	-----	------

55%	47%	55%	55%	61%	90%
-----	-----	-----	-----	-----	-----

54%	43%	54%	27%	59%	79%
-----	-----	-----	-----	-----	-----

56%	45%	52%	36%	57%	87%
-----	-----	-----	-----	-----	-----

Organisational climate

Safety climate 2 of 2

What is this

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

Why this is important

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

How to read this

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

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

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

Example

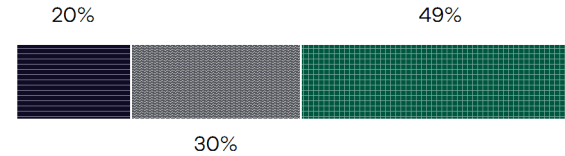
49% of your staff who did the survey agreed or strongly agreed with 'Senior leaders show support for stress prevention through involvement and commitment'.

Survey question

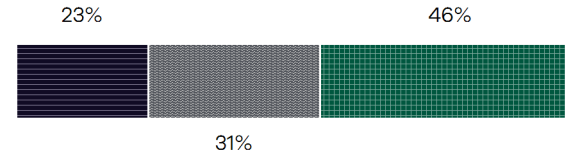
Your results



Senior leaders show support for stress prevention through involvement and commitment



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



Benchmark agree results

Year	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
Senior leaders show support for stress prevention through involvement and commitment	52%	42%	49%	27%	55%	79%
All levels of my organisation are involved in the prevention of stress	46%	39%	46%	36%	53%	79%

People matter survey

2024

Have your say

Overview

Report overview

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

Result summary

People outcomes

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Topical questions

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

Custom questions

- Questions requested by your organisation

Demographics

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

Workgroup climate

Scorecard

What is this

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

Why this is important

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

How to read this

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

Example

In 2024:

- 80.4% of your staff who did the survey responded positively to questions about Workgroup support

Compared to:

- 78.9% of staff in your comparator group and 80.3% of staff across the public sector.



Workgroup climate

Quality service delivery

What is this

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

Why this is important

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

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

How to read this

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

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

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

Example

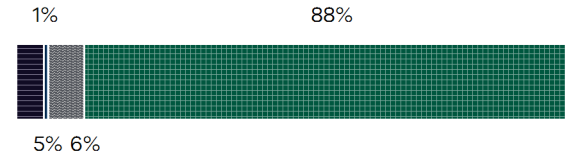
88% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

Survey question

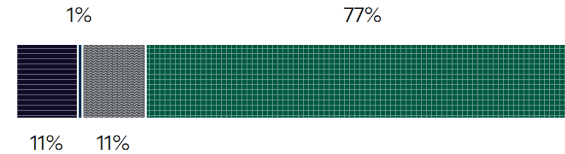
Your results



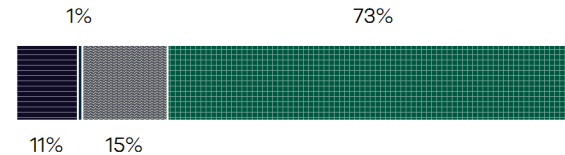
My workgroup provides high quality advice and services



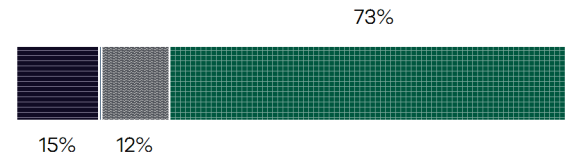
My workgroup acts fairly and without bias



My workgroup uses its resources well



My workgroup has clear lines of responsibility



Benchmark agree results



Workgroup climate

Innovation

What is this

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

Why this is important

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

How to read this

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

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

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

Example

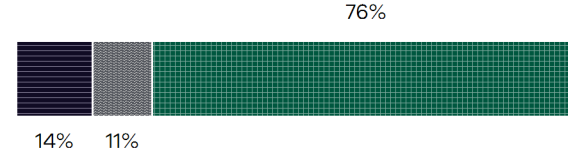
76% of your staff who did the survey agreed or strongly agreed with 'My workgroup is quick to respond to opportunities to do things better'.

Survey question

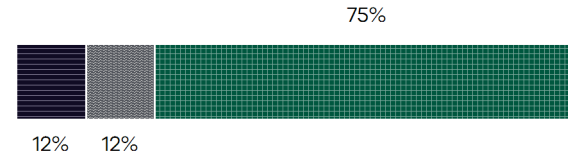
Your results



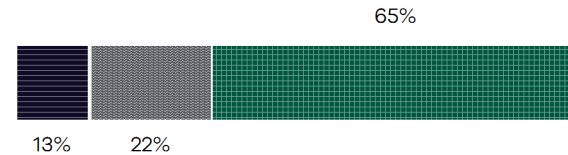
My workgroup is quick to respond to opportunities to do things better



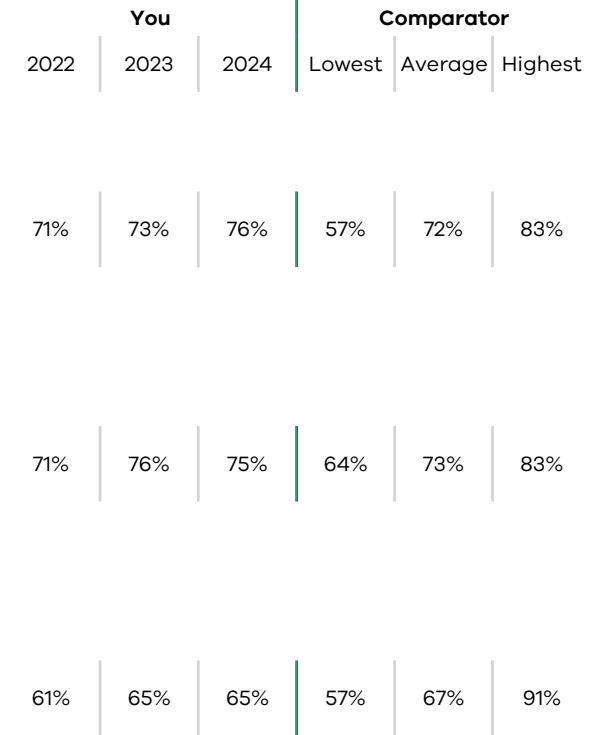
My workgroup learns from failures and mistakes



My workgroup encourages employee creativity



Benchmark agree results



Workgroup climate

Workgroup support 1 of 2

What is this

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

Why this is important

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

How to read this

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

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

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

Example

90% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.

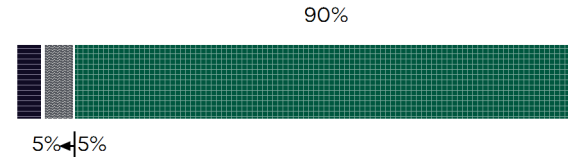
Survey question

Your results

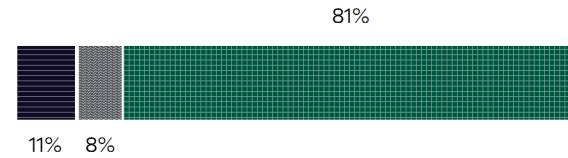
Benchmark agree results



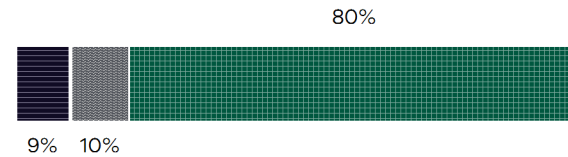
People in my workgroup are politically impartial in their work



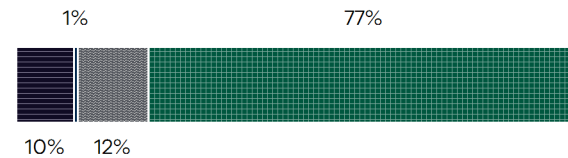
People in my workgroup work together effectively to get the job done



People in my workgroup treat each other with respect



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



Year	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest

88%	88%	90%	65%	79%	89%
-----	-----	-----	-----	-----	-----

79%	84%	81%	55%	82%	90%
-----	-----	-----	-----	-----	-----

80%	86%	80%	55%	84%	94%
-----	-----	-----	-----	-----	-----

71%	79%	77%	50%	75%	83%
-----	-----	-----	-----	-----	-----

Workgroup climate

Workgroup support 2 of 2

What is this

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

Why this is important

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

How to read this

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

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

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

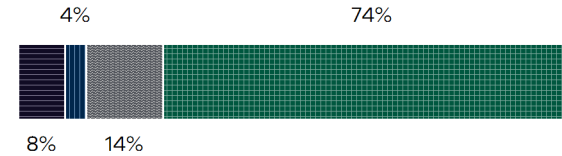
Example

74% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup appropriately manage conflicts of interest'.

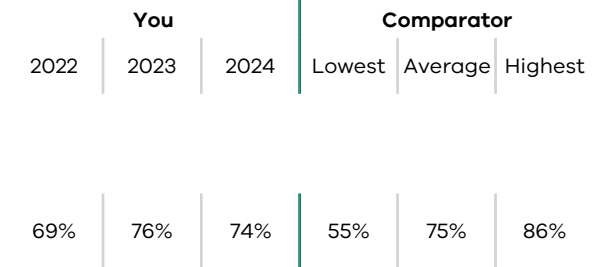
Survey question

People in my workgroup appropriately manage conflicts of interest

Your results



Benchmark agree results



Workgroup climate

Safe to speak up

What is this

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

Why this is important

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

How to read this

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

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

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

Example

66% of your staff who did the survey agreed or strongly agreed with 'I feel safe to challenge inappropriate behaviour at work'.

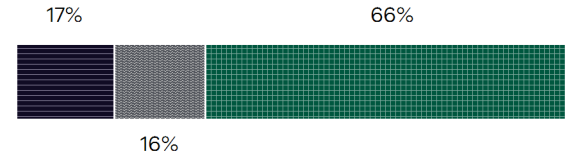
Survey question

Your results

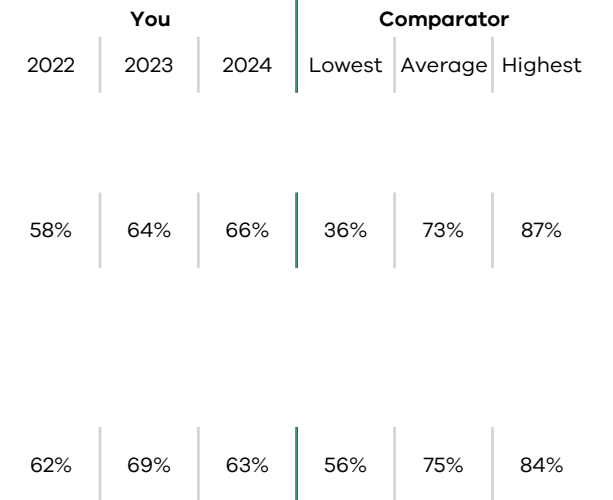
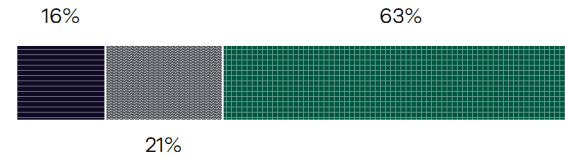
Benchmark agree results



I feel safe to challenge inappropriate behaviour at work



People in my workgroup are able to bring up problems and tough issues



People matter survey

2024

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Key differences

- Highest scoring
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- Taking action questions

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- Organisational integrity
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- Safety climate

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- Workgroup support
- Safe to speak up

Job and manager factors

- Scorecard
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- Flexible working

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- Human rights

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

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- Questions requested by your organisation

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- Aboriginal and/or Torres Strait Islander
- Disability
- Cultural diversity
- Employment
- Adjustments
- Caring

Job and manager factors

Scorecard 1 of 2

What is this

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

Why this is important

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

How to read this

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

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

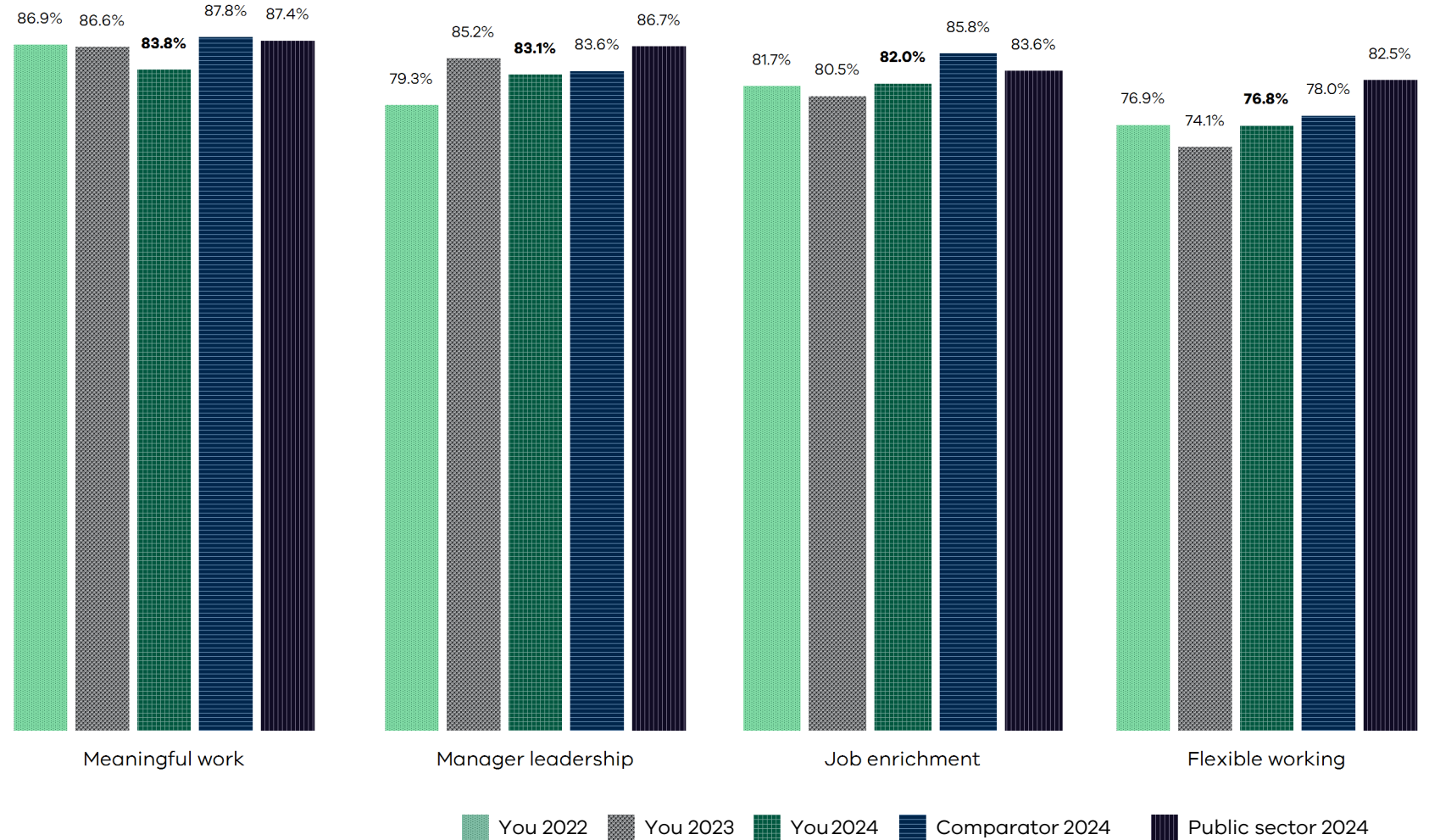
Example

In 2024:

- 83.8% of your staff who did the survey responded positively to questions about Meaningful work.

Compared to:

- 87.8% of staff in your comparator group and 87.4% 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.

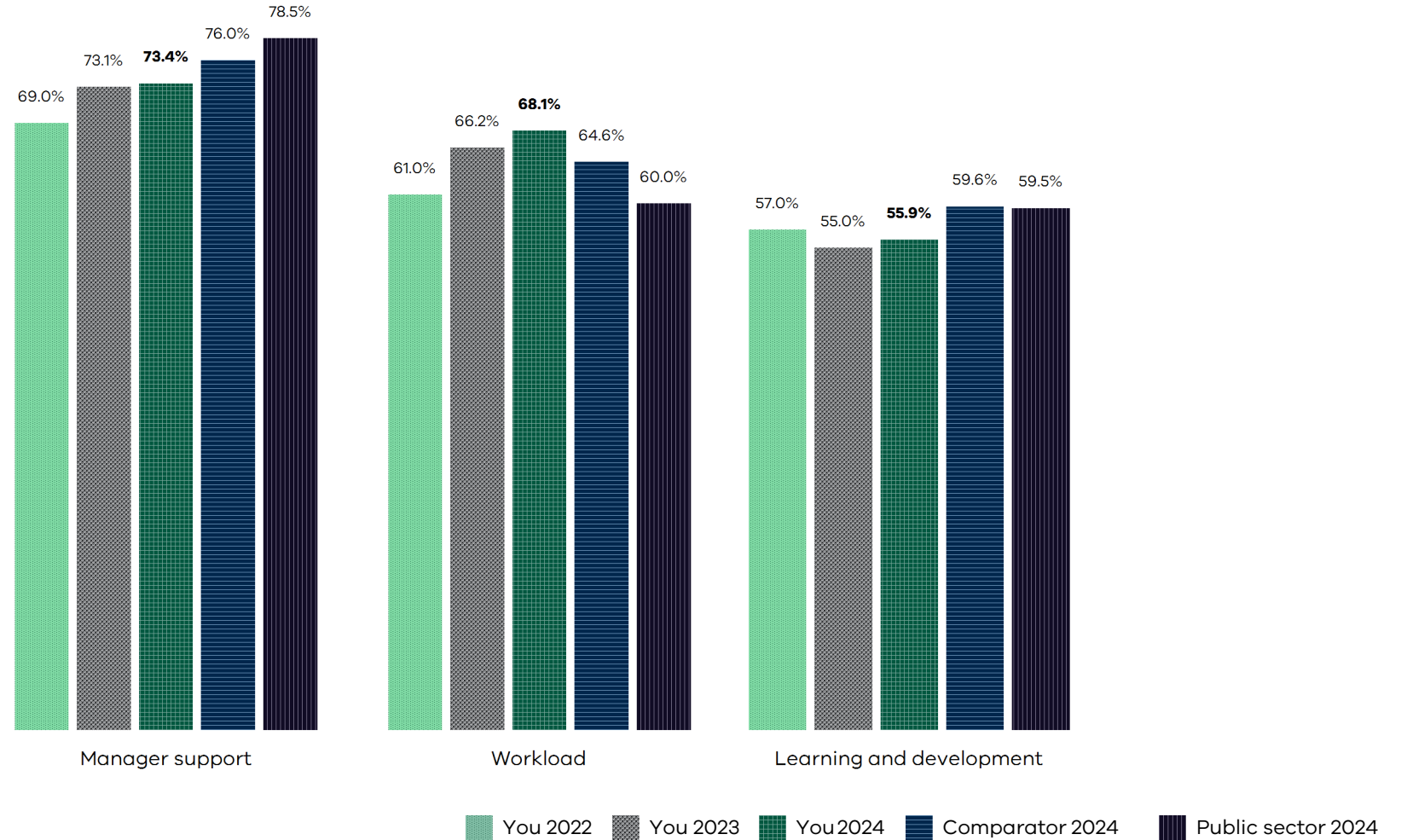
Example

In 2024:

- 73.4% of your staff who did the survey responded positively to questions about Manager support.

Compared to:

- 76.0% of staff in your comparator group and 78.5% of staff across the public sector.



Job and manager factors

Manager leadership

What is this

This is how well staff perceive their direct managers lead.

Why this is important

Great managers can foster the right environment for staff engagement. They can act as role models for your organisation's strategy and values.

How to read this

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

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

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

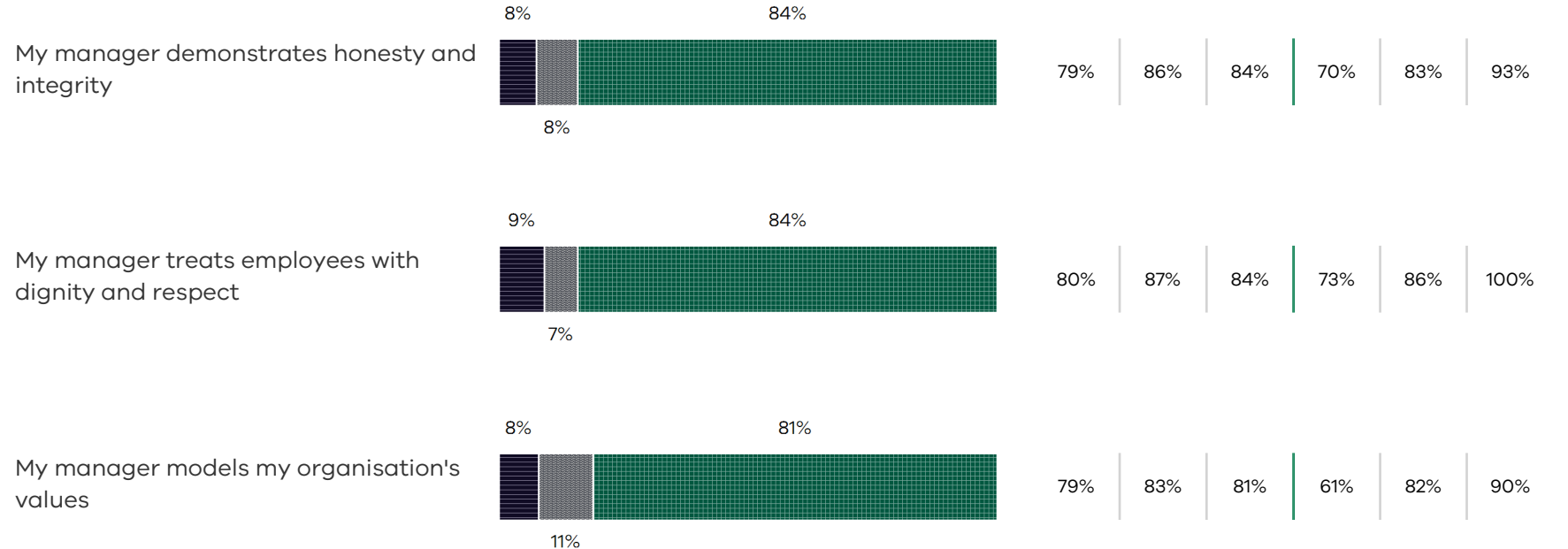
Example

84% of your staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

Survey question

Your results

Benchmark agree results



Job and manager factors

Manager support 1 of 2

What is this

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

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

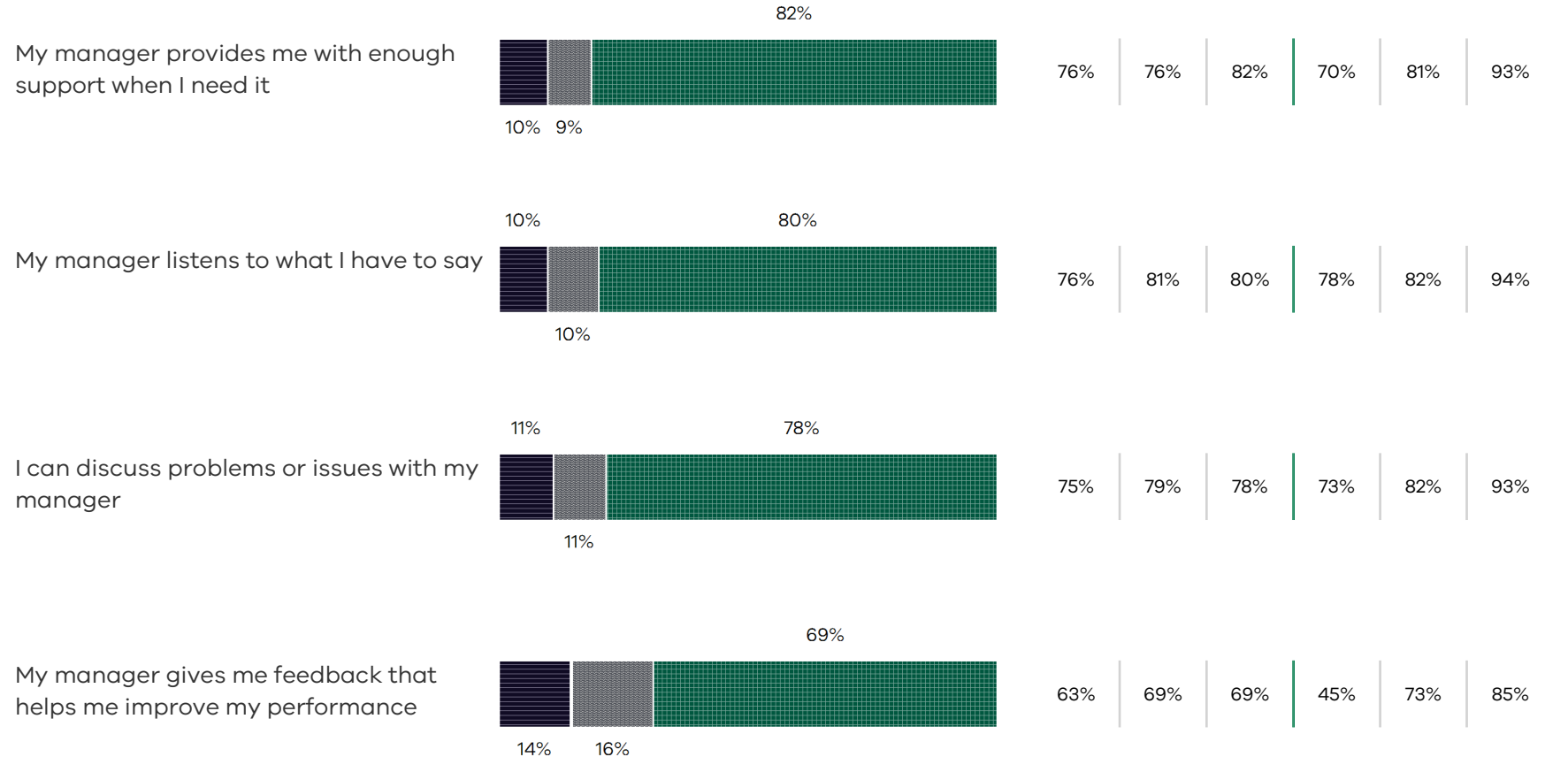
Example

82% of your staff who did the survey agreed or strongly agreed with 'My manager provides me with enough support when I need it'.

Survey question

Your results

Benchmark agree results



Job and manager factors

Manager support 2 of 2

What is this

This is how supported staff feel by their direct manager.

Why this is important

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

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

How to read this

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

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

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

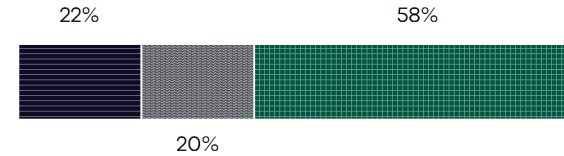
Example

58% of your staff who did the survey agreed or strongly agreed with 'I receive meaningful recognition when I do good work'.

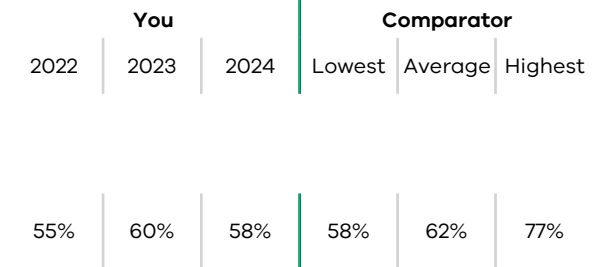
Survey question

I receive meaningful recognition when I do good work

Your results



Benchmark agree results



Job and manager factors

Workload

What is this

This is how staff feel about workload and time pressure.

Why this is important

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

How to read this

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

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

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

Example

68% of your staff who did the survey agreed or strongly agreed with 'I have enough time to do my job effectively'.

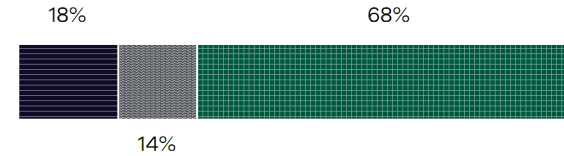
Survey question

Your results

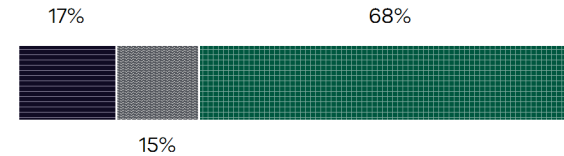
Benchmark agree results



I have enough time to do my job effectively



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



Year	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest

62%	67%	68%	43%	64%	84%
-----	-----	-----	-----	-----	-----

60%	66%	68%	53%	66%	84%
-----	-----	-----	-----	-----	-----

Job and manager factors

Learning and development

What is this

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

Why this is important

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

How to read this

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

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

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

Example

69% of your staff who did the survey agreed or strongly agreed with 'I am developing and learning in my role'.

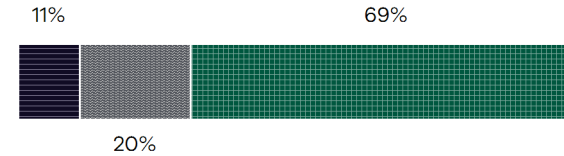
Survey question

Your results

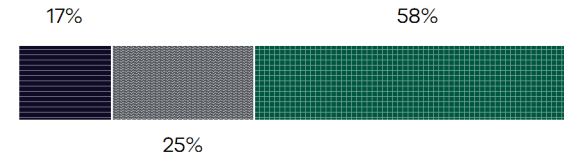
Benchmark agree results



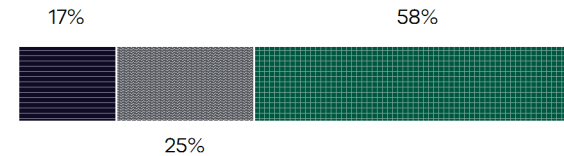
I am developing and learning in my role



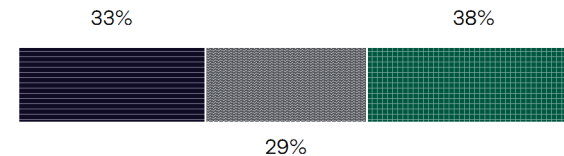
I am satisfied with the way my learning and development needs have been addressed in the last 12 months



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



I am satisfied with the opportunities to progress in my organisation



2022	You			Comparator		
	2023	2024		Lowest	Average	Highest

68%	71%	69%	61%	73%	82%
-----	-----	-----	-----	-----	-----

59%	54%	58%	36%	58%	74%
-----	-----	-----	-----	-----	-----

65%	56%	58%	27%	57%	79%
-----	-----	-----	-----	-----	-----

36%	39%	38%	34%	51%	65%
-----	-----	-----	-----	-----	-----

Job and manager factors

Job enrichment 1 of 2

What is this

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

Why this is important

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

How to read this

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

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

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

Example

93% of your staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve its goals'.

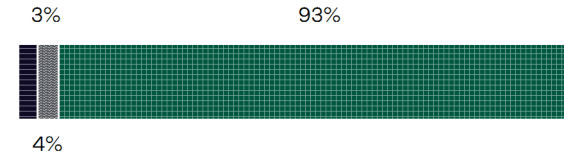
Survey question

Your results

Benchmark agree results



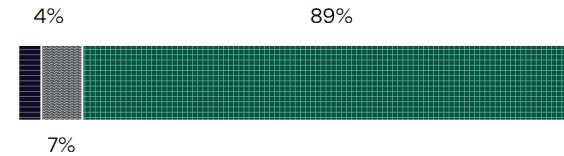
I understand how my job helps my organisation achieve its goals



You			Comparator		
2022	2023	2024	Lowest	Average	Highest

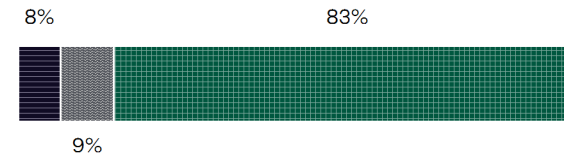
94%	93%	93%	82%	93%	100%
-----	-----	-----	-----	-----	------

I can use my skills and knowledge in my job



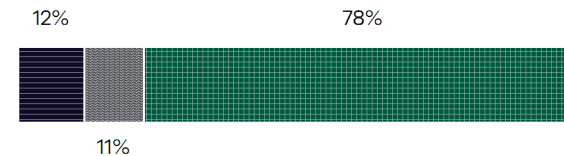
88%	91%	89%	73%	93%	100%
-----	-----	-----	-----	-----	------

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



83%	84%	83%	72%	88%	96%
-----	-----	-----	-----	-----	-----

I have a say in how I do my work



71%	70%	78%	64%	78%	89%
-----	-----	-----	-----	-----	-----

Job and manager factors

Job enrichment 2 of 2

What is this

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

Why this is important

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

How to read this

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

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

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

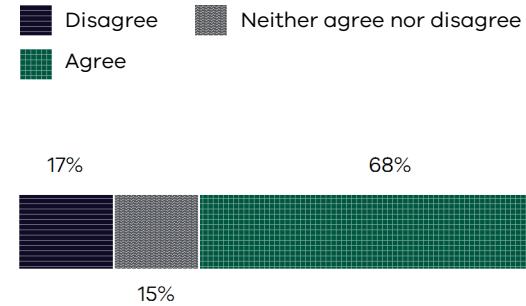
Example

68% of your staff who did the survey agreed or strongly agreed with 'I have the authority to do my job effectively'.

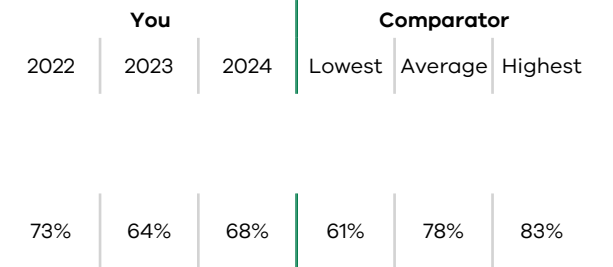
Survey question

I have the authority to do my job effectively

Your results



Benchmark agree results



Job and manager factors

Meaningful work

What is this

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

Why this is important

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

How to read this

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

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

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

Example

89% of your staff who did the survey agreed or strongly agreed with 'I can make a worthwhile contribution at work'.

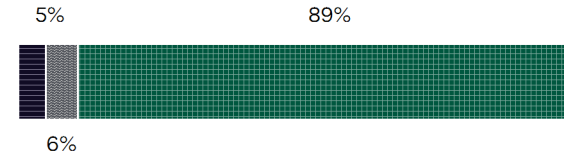
Survey question

Your results

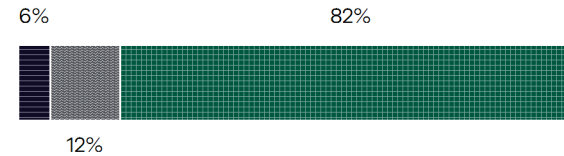
Benchmark agree results



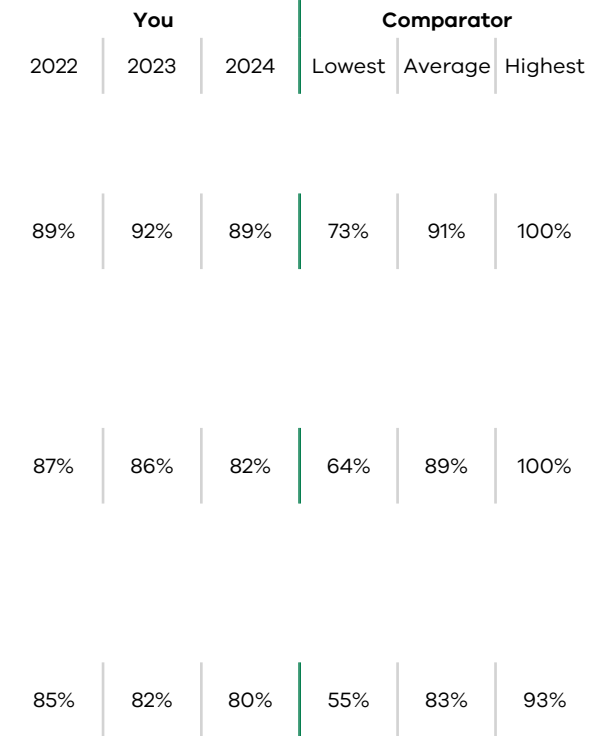
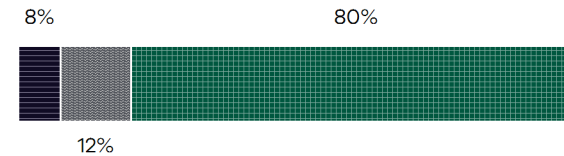
I can make a worthwhile contribution at work



I achieve something important through my work



I get a sense of accomplishment from my work



Job and manager factors

Flexible working

What is this

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

Why this is important

Supporting flexible working can improve employee wellbeing.

How to read this

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

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

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

Example

82% of your staff who did the survey agreed or strongly agreed with 'My manager supports working flexibly'.

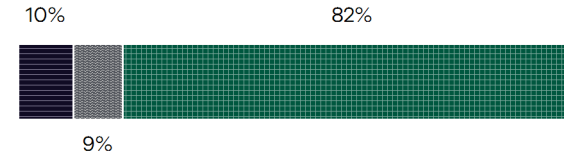
Survey question

Your results

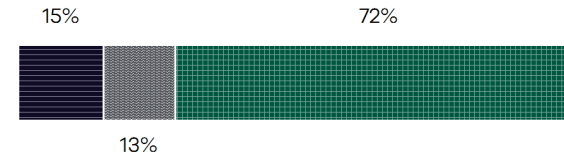
Benchmark agree results



My manager supports working flexibly



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



People matter survey

2024

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- Satisfaction
- Work-related stress levels
- Work-related stress causes
- Intention to stay
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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

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.

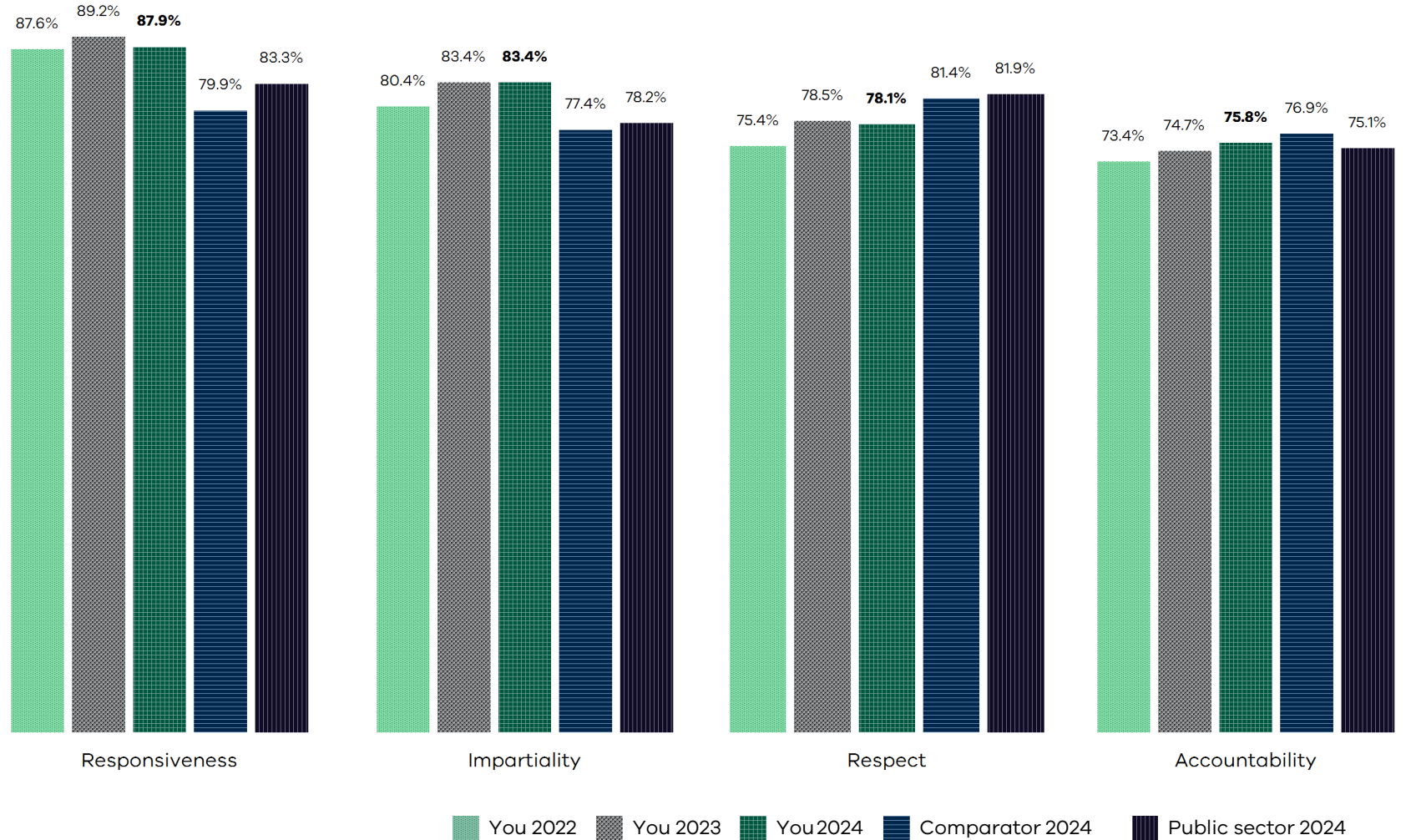
Example

In 2024:

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

Compared to:

- 79.9% of staff in your comparator group and 83.3% of staff across the public sector.



Public sector values

Scorecard 2 of 2

What is this

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

Why this is important

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

How to read this

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

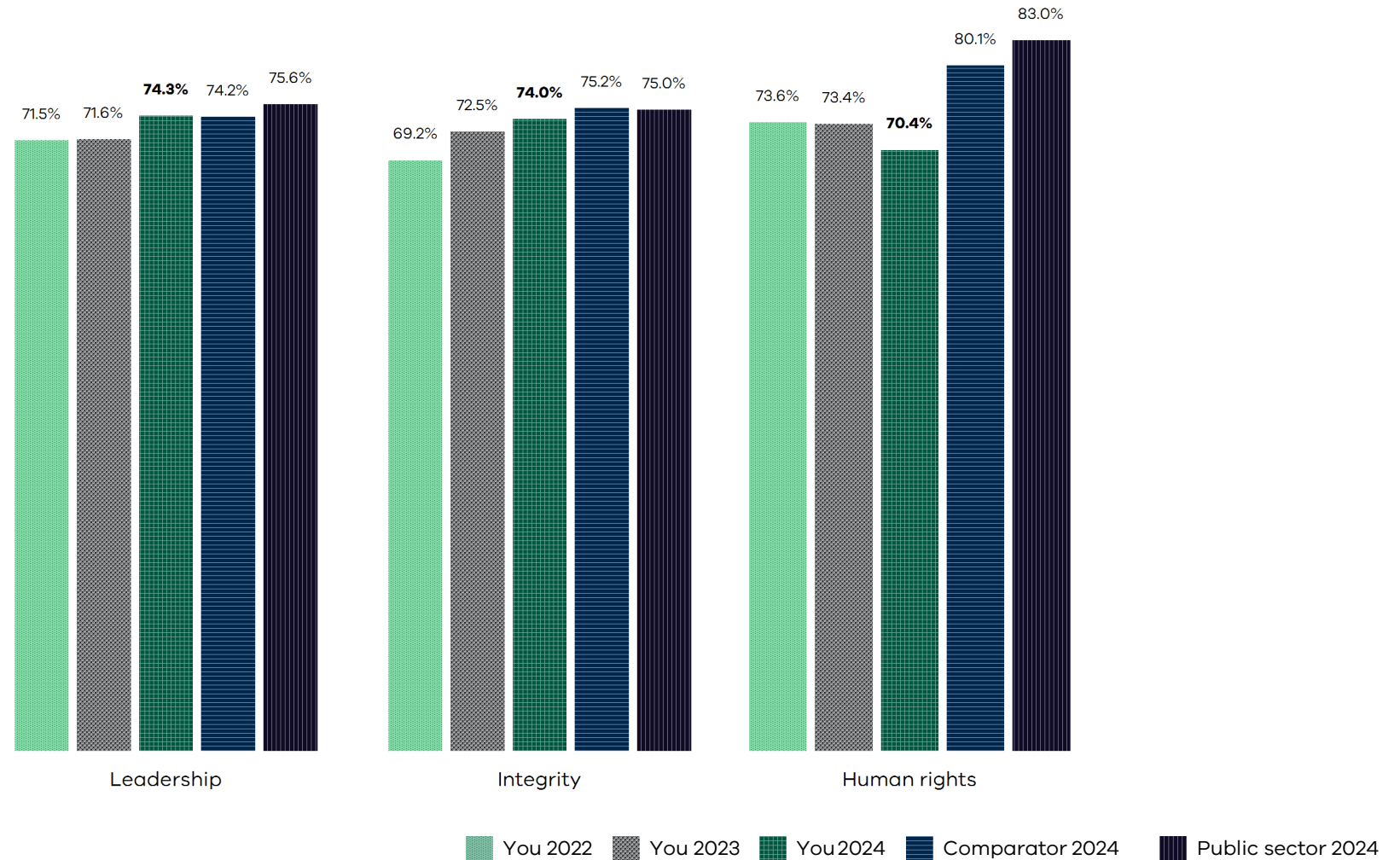
Example

In 2024:

- 74.3% of your staff who did the survey responded positively to questions about Leadership.

Compared to:

- 74.2% of staff in your comparator group and 75.6% of staff across the public sector.



Public sector values

Responsiveness

What is this

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

Why this is important

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

How to read this

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

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

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

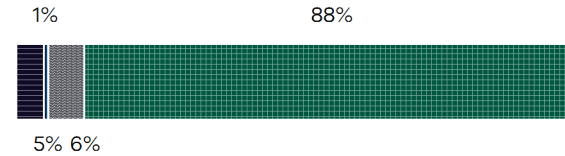
Example

88% of your staff who did the survey agreed or strongly agreed with 'My workgroup provides high quality advice and services'.

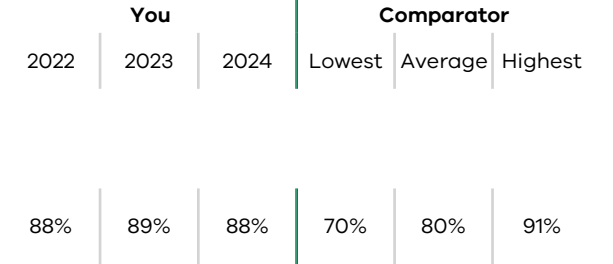
Survey question

My workgroup provides high quality advice and services

Your results



Benchmark agree results



Public sector values

Integrity 1 of 2

What is this

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

Why this is important

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

How to read this

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

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

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

Example

84% of your staff who did the survey agreed or strongly agreed with 'My manager demonstrates honesty and integrity'.

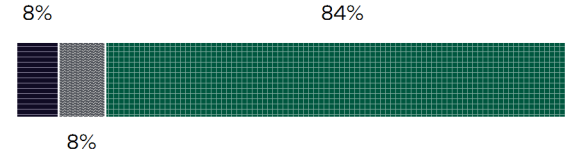
Survey question

Your results

Benchmark agree results



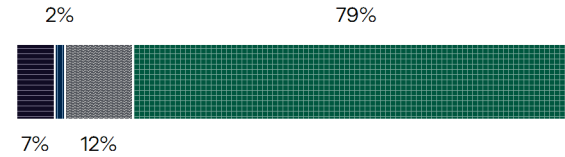
My manager demonstrates honesty and integrity



Year	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest

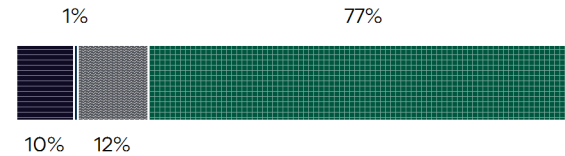
79%	86%	84%	70%	83%	93%
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My organisation is committed to earning a high level of public trust



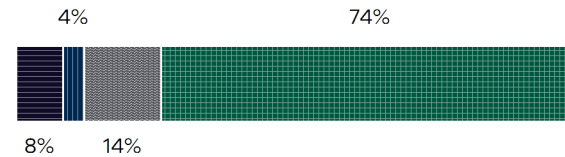
84%	81%	79%	73%	79%	95%
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People in my workgroup are honest, open and transparent in their dealings



71%	79%	77%	50%	75%	83%
-----	-----	-----	-----	-----	-----

People in my workgroup appropriately manage conflicts of interest



69%	76%	74%	55%	75%	86%
-----	-----	-----	-----	-----	-----

Public sector values

Integrity 2 of 2

What is this

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

Why this is important

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

How to read this

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

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

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

Example

69% of your staff who did the survey agreed or strongly agreed with 'Senior leaders demonstrate honesty and integrity'.

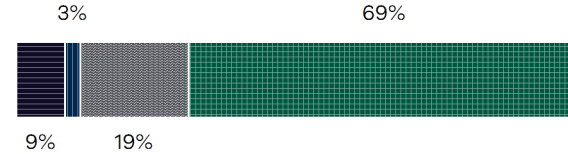
Survey question

Your results

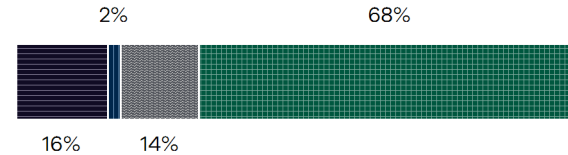
Benchmark agree results



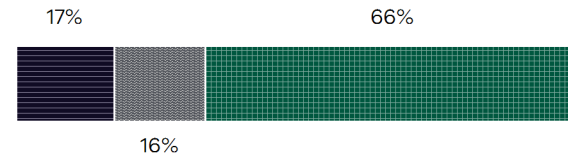
Senior leaders demonstrate honesty and integrity



My organisation does not tolerate improper conduct



I feel safe to challenge inappropriate behaviour at work



Year	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
Senior leaders demonstrate honesty and integrity	64%	61%	69%	45%	67%	89%
My organisation does not tolerate improper conduct	59%	60%	68%	45%	75%	95%
I feel safe to challenge inappropriate behaviour at work	58%	64%	66%	36%	73%	87%

Public sector values

Impartiality

What is this

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

Why this is important

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

How to read this

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

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

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

Example

90% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup are politically impartial in their work'.

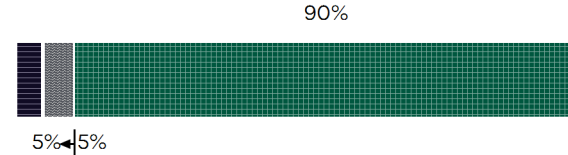
Survey question

Your results

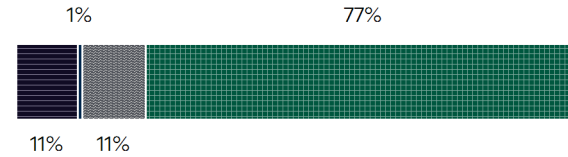
Benchmark agree results



People in my workgroup are politically impartial in their work



My workgroup acts fairly and without bias



You			Comparator		
2022	2023	2024	Lowest	Average	Highest

88%	88%	90%	65%	79%	89%
-----	-----	-----	-----	-----	-----

73%	78%	77%	63%	76%	85%
-----	-----	-----	-----	-----	-----

Public sector values

Accountability 1 of 2

What is this

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

Why this is important

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

How to read this

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

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

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

Example

93% of your staff who did the survey agreed or strongly agreed with 'I understand how my job helps my organisation achieve its goals'.

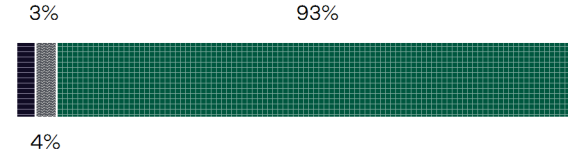
Survey question

Your results

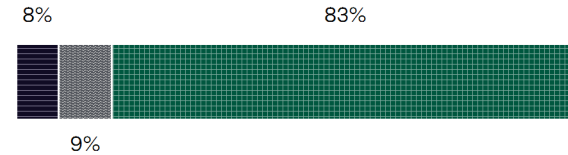
Benchmark agree results



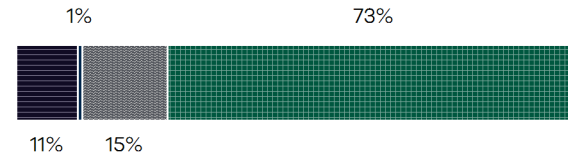
I understand how my job helps my organisation achieve its goals



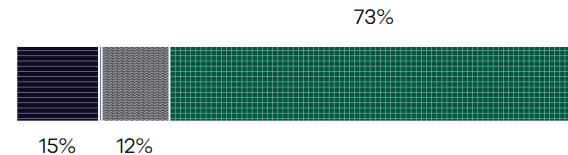
I clearly understand what I am expected to do in this job



My workgroup uses its resources well



My workgroup has clear lines of responsibility



Year	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
	94%	93%	93%	82%	93%	100%
	83%	84%	83%	72%	88%	96%
	69%	74%	73%	57%	70%	79%
	66%	69%	73%	48%	74%	93%

Public sector values

Accountability 2 of 2

What is this

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

Why this is important

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

How to read this

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

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

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

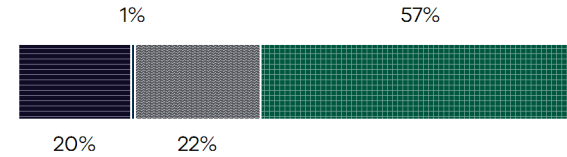
Example

57% of your staff who did the survey agreed or strongly agreed with 'Senior leaders provide clear strategy and direction'.

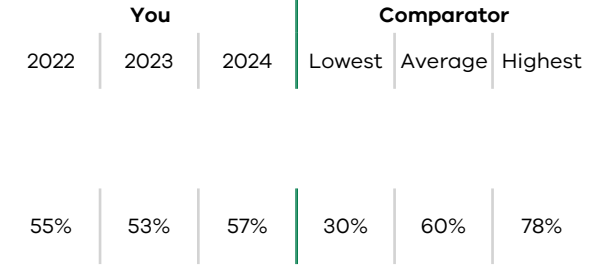
Survey question

Senior leaders provide clear strategy and direction

Your results



Benchmark agree results



Public sector values

Respect 1 of 2

What is this

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

Why this is important

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

How to read this

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

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

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

Example

84% of your staff who did the survey agreed or strongly agreed with 'My manager treats employees with dignity and respect'.

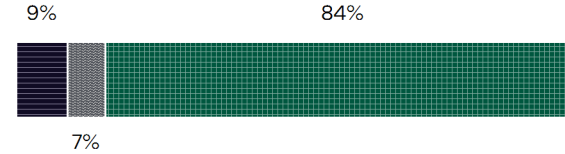
Survey question

Your results

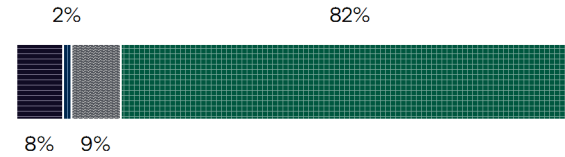
Benchmark agree results



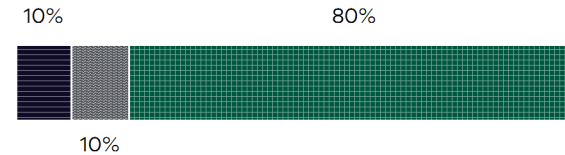
My manager treats employees with dignity and respect



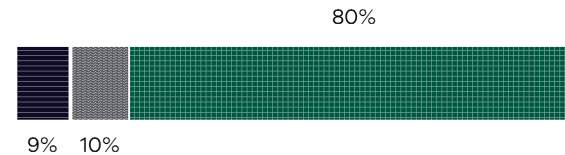
My organisation encourages respectful workplace behaviours



My manager listens to what I have to say



People in my workgroup treat each other with respect



Year	You			Comparator		
	2022	2023	2024	Lowest	Average	Highest
My manager treats employees with dignity and respect	80%	87%	84%	73%	86%	100%
My organisation encourages respectful workplace behaviours	80%	82%	82%	64%	83%	100%
My manager listens to what I have to say	76%	81%	80%	78%	82%	94%
People in my workgroup treat each other with respect	80%	86%	80%	55%	84%	94%

Public sector values

Respect 2 of 2

What is this

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

Why this is important

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

How to read this

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

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

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

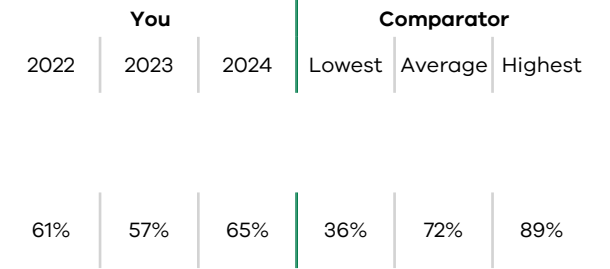
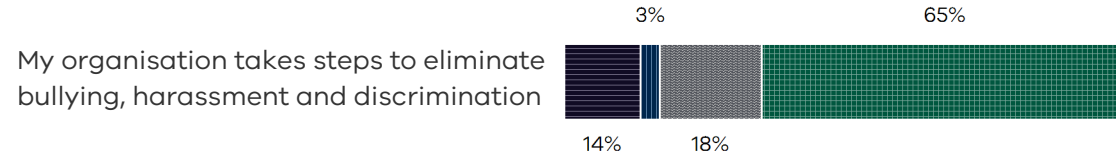
Example

65% of your staff who did the survey agreed or strongly agreed with 'My organisation takes steps to eliminate bullying, harassment and discrimination'.

Survey question

Your results

Benchmark agree results



Public sector values

Leadership

What is this

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

Why this is important

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

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

How to read this

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

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

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

Example

81% of your staff who did the survey agreed or strongly agreed with 'My manager models my organisation's values'.

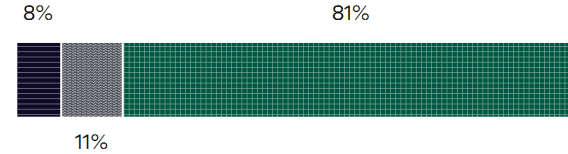
Survey question

Your results

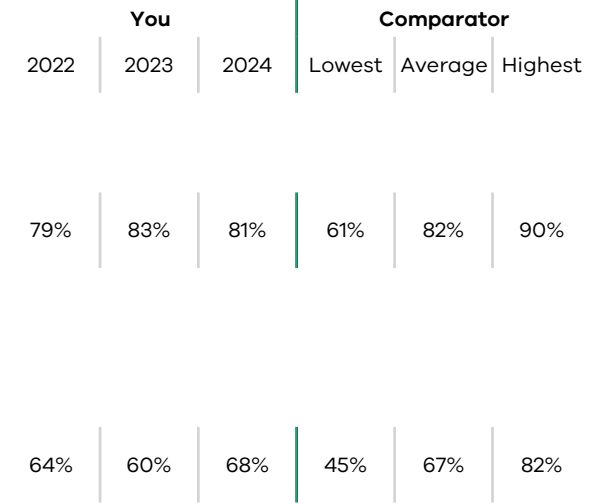
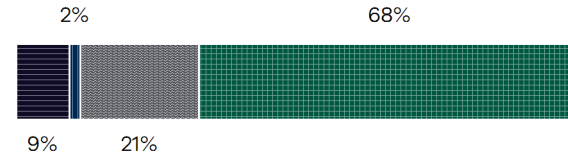
Benchmark agree results



My manager models my organisation's values



Senior leaders model my organisation's values



Public sector values

Human rights

What is this

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

Why this is important

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

How to read this

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

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

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

Example

78% of your staff who did the survey agreed or strongly agreed with 'My organisation encourages employees to act in ways that are consistent with human rights'.

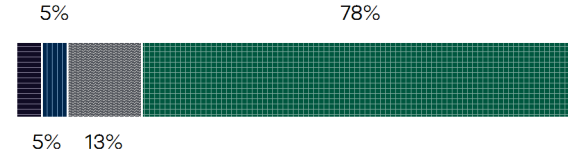
Survey question

Your results

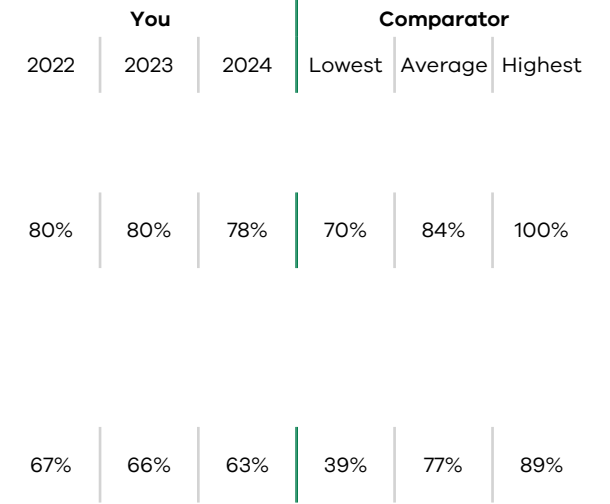
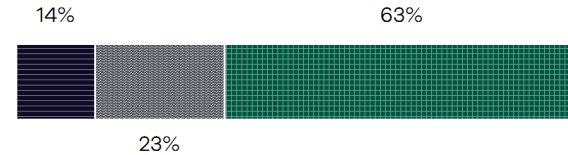
Benchmark agree results



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



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



People matter survey

2024

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- Highest scoring
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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

Topical questions

Topical questions

What is this

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

Why this is important

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

How to read this

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

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

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

Example

85% of your staff who did the survey agreed or strongly agreed with 'I understand how the Code of Conduct for Victorian public sector employees applies to my work'.

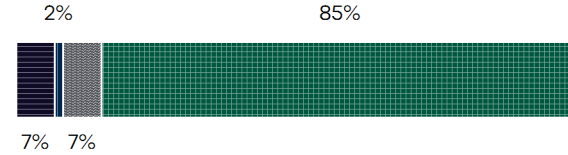
Survey question

Your results

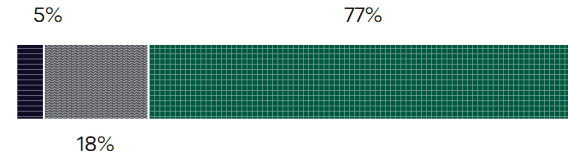
Benchmark agree results



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



I am proud to work in the public sector



	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	82%	85%	44%	85%	97%
I am proud to work in the public sector	Not asked	Not asked	77%	57%	79%	89%

People matter survey

2024

Have your say

Overview

Report overview

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

Result summary

People outcomes

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

Key differences

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

Taking action

- Taking action questions

Detailed results

Senior leadership

- Senior leadership questions

Organisational climate

- Scorecard
- Organisational integrity
- Collaboration
- Safety climate

Workgroup climate

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

Job and manager factors

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

Public sector values

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

Topical questions

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

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

Custom questions

What is this

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

Why this is important

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

How to read this

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

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

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

Example

66% of staff who did the survey responded favourably to 'I feel confident my organisation would make reasonable adjustments to support me in managing my mental health'.

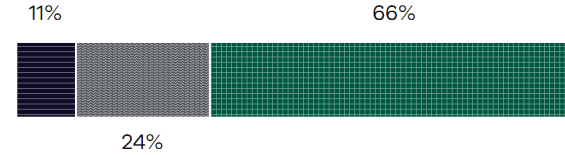
Survey question

Your results

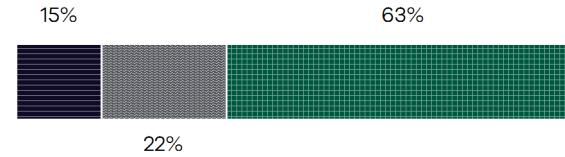
Benchmark agree results



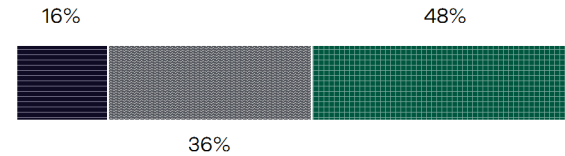
I feel confident my organisation would make reasonable adjustments to support me in managing my mental health



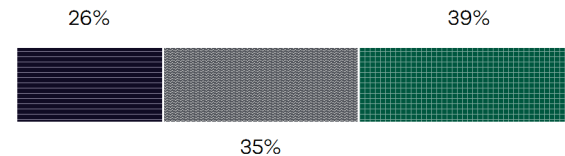
I can openly discuss mental health challenges and concerns with my immediate manager



Senior leaders in our organisation prioritise mental health at work



I feel comfortable talking about my mental health with others inside our organisation



You		
2022	2023	2024
52%	64%	66%

57%	65%	63%
-----	-----	-----

49%	42%	48%
-----	-----	-----

44%	41%	39%
-----	-----	-----

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 your responses to the question 'My work makes me feel stressed'.

Example

39% of staff who did the survey responded 'A little of the time' to the question.

My work makes me feel stressed	You 2023	You 2024
A little of the time	36%	39%
Some of the time	35%	37%
None of the time	18%	15%
Most of the time	9%	8%
All of the time	2%	0%

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

Demographics

Age, gender, variations in sex characteristics and sexual orientation

What is this

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

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

How we protect anonymity and privacy

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

Age	(n)	%
15-34 years	62	23%
35-54 years	134	51%
55+ years	41	15%
Prefer not to say	28	11%

Gender	(n)	%
Woman	116	44%
Man	111	42%
Prefer not to say	35	13%
Non-binary and I use a different term	3	1%

Are you trans, non-binary or gender diverse?	(n)	%
Yes	1	0%
No	235	89%
Prefer not to say	29	11%

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

	(n)	%
Yes	0	0%
No	231	87%
Don't know	9	3%
Prefer not to say	25	9%

How do you describe your sexual orientation?

	(n)	%
Straight (heterosexual)	175	66%
Prefer not to say	53	20%
Gay or lesbian	12	5%
Bisexual	9	3%
Asexual	7	3%
Pansexual	4	2%
I use a different term	3	1%
Don't know	2	1%

Demographics

Aboriginal and/or Torres Strait Islander employees

What is this

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

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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Aboriginal and/or Torres Strait Islander	(n)	%
Yes	0	0%
Non Aboriginal and/or Torres Strait Islander	247	93%
Prefer not to say	18	7%

Demographics

Disability

What is this

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

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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

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

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Are you a person with disability?	(n)	%
Yes	22	8%
No	216	82%
Prefer not to say	27	10%

Have you shared your disability information within your organisation (e.g. to your manager or Human Resources staff)?	(n)	%
Yes	11	50%
No	10	45%
Prefer not to say	1	5%

Which statement most accurately reflects your decision not to share your disability information within your organisation?	(n)	%
I do not require any adjustments to be made to perform my role	4	40%
Other	3	30%
I feel that sharing my disability information will reflect negatively on me	2	20%
My disability does not impact on my ability to perform my role	1	10%

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.

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Country of birth	(n)	%
Born in Australia	184	69%
Not born in Australia	46	17%
Prefer not to say	35	13%

If you speak another language with your family or community, what language(s) do you speak?

	(n)	%
Other	10	24%
Hindi	9	22%
Italian	5	12%
Greek	4	10%
Punjabi	4	10%
Vietnamese	4	10%
Cantonese	4	10%
Filipino	4	10%
Urdu	3	7%
Tagalog	2	5%
Arabic	2	5%
Gujarati	1	2%

Language other than English spoken with family or community

	(n)	%
Yes	41	15%
No	190	72%
Prefer not to say	34	13%

If you speak another language with your family or community, what language(s) do you speak?

	(n)	%
Telugu	1	2%
Macedonian	1	2%
Spanish	1	2%
Mandarin	1	2%
Australian Indigenous Language	0	0%
Turkish	0	0%
Persian	0	0%
Auslan	0	0%
Sinhalese	0	0%
Tamil	0	0%
Malayalam	0	0%

Demographics

Cultural diversity 2 of 2

What is this

This is the cultural identity and religion of staff.

Why this is important

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

How to read this

Each table shows the breakdown of responses from your survey.

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How we protect anonymity and privacy

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Cultural identity	(n)	%
Australian	178	67%
Prefer not to say	41	15%
English, Irish, Scottish and/or Welsh	31	12%
European (including Western, Eastern and South-Eastern European, and Scandinavian)	20	8%
East and/or South-East Asian	14	5%
New Zealander	7	3%
Other	7	3%
South Asian	4	2%
North American	4	2%
Central Asian	3	1%
Central and/or South American	2	1%
Maori	1	0%
Middle Eastern	1	0%
Pacific Islander	1	0%
Aboriginal and/or Torres Strait Islander	0	0%
African	0	0%

Religion	(n)	%
No religion	144	54%
Christianity	53	20%
Prefer not to say	49	18%
Other	6	2%
Hinduism	4	2%
Sikhism	4	2%
Buddhism	4	2%
Islam	1	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.

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Working arrangement	(n)	%
Full-Time	232	88%
Part-Time	33	12%

Gross base salary (ongoing/fixed term only)	(n)	%
Below \$80k	28	11%
\$80k to \$120k	127	49%
\$120k to \$160k	51	20%
\$160k to \$200k	7	3%
\$200k or more	3	1%
Prefer not to say	41	16%

Organisational tenure	(n)	%
<1 year	47	18%
1 to less than 2 years	52	20%
2 to less than 5 years	54	20%
5 to less than 10 years	54	20%
10 to less than 20 years	40	15%
More than 20 years	18	7%

Management responsibility	(n)	%
Non-manager	189	71%
Other manager	45	17%
Manager of other manager(s)	31	12%

Employment type	(n)	%
Ongoing and executive	232	88%
Fixed term	18	7%
Other	15	6%

Frontline worker	(n)	%
No	225	85%
Yes	40	15%

Demographics

Employment characteristics 2 of 2

What is this

These are the employment characteristics of staff.

Why this is important

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Primary workplace location over the last 3 months	(n)	%
Melbourne CBD	239	90%
Melbourne: Suburbs	21	8%
Other	2	1%
Large regional city	2	1%
Rural	1	0%

What have been your main places of work over the last 3-months?	(n)	%
Your employer's office	238	90%
A frontline or service delivery location	27	10%
Home or private location	138	52%
A shared office space (where two or more organisations share the same workspace)	8	3%
Isolated or remote location/s where access to communications and help from others is difficult	1	0%
Other	1	0%

Flexible work	(n)	%
Working from an alternative location (e.g. home, hub/shared work space)	132	50%
Flexible start and finish times	101	38%
I do not use any flexible work arrangements	69	26%
Part-time	21	8%
Using leave (including annual leave, long-service leave, personal leave, leave without pay and/or personal leave) to work flexible hours	17	6%
Working more hours over fewer days	13	5%
Purchased leave	5	2%
Other	5	2%
Study leave	3	1%
Job sharing	2	1%
Shift swap	2	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	194	73%
Flexible working arrangements	59	22%
Physical modifications or improvements to the workplace	18	7%
Career development support strategies	4	2%
Job redesign or role sharing	4	2%
Accessible communications technologies	2	1%
Other	0	0%

Why did you make this request?

	(n)	%
Work-life balance	30	42%
Caring responsibilities	24	34%
Health	23	32%
Family responsibilities	15	21%
Other	7	10%
Disability	3	4%
Study commitments	1	1%

What was your experience with making this request?

	(n)	%
The adjustments I needed were made and the process was satisfactory	53	75%
The adjustments I needed were not made	12	17%
The adjustments I needed were made but the process was unsatisfactory	6	8%

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.

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Caring responsibilities	(n)	%
None of the above	114	43%
Prefer not to say	45	17%
Secondary school aged child(ren)	36	14%
Primary school aged child(ren)	29	11%
Frail or aged person(s)	22	8%
Person(s) with disability	16	6%
Person(s) with a medical condition	15	6%
Child(ren) - younger than preschool age	14	5%
Preschool aged child(ren)	13	5%
Person(s) with a mental illness	10	4%
Other	5	2%



**Victorian
Public Sector
Commission**



vpsc.vic.gov.au/peoplemattersurvey

