## Suggested key messages

People matter survey 2025: short edition

### Overall messages

* The People matter survey 2025: short edition will run from **Monday 1 to Friday 19 September 2025**.
* The short edition only takes 10 minutes to complete and has a narrower focus.
* It’s a safe and anonymous way for employees to have their say and help shape their organisations.
* The shorter survey is focussed on meeting gender equality reporting requirements to provide to the Commission for Gender Equality in the Public Sector (CGEPS).
* The shorter survey also has free text questions, and a question focusing on burnout for health services.
* The Commission will compile results on behalf of all health services and other participating organisations to provide to CGEPS.
* Greater organisation participation improves the consistency of data collection across the public sector and improves annual reporting of whole-of-sector survey results.
* Increasing the number of participating organisations from across the public sector supports accountability across the whole of government.
* Participation for individuals is optional, however employees are encouraged to have their say.
* Access to timely, trusted data such as the People matter survey helps the sector collectively maintain an inclusive, high-performing and engaged workforce.

### Results reporting and publication

* The Victorian Public Sector Commission continues to improve the transparency of the survey results by publishing online high-level whole-of-public sector trends and results for individual public sector organisations.
* In line with the previous People matter surveys, the Victorian Public Sector Commission will publish each organisation’s result report on the Commission’s [website](https://www.vpsc.vic.gov.au/) in early 2026.
* The Victorian public sector’s commitment to transparency is balanced with the need to protect the anonymity of survey participants. Within organisations, survey results are not reported for workgroups of less than 10 employees because the results may identify individuals.

### Privacy and anonymity

* The Victorian Public Sector Commission runs the independent survey and uses strict rules to protect privacy and anonymity at every stage of the survey
* As protection, they:
  + use an anonymous survey link and everyone in an organisation receives the same survey link
  + de-identify all survey response data given to organisations
  + only provide organisations with survey results for teams or demographic groups when they have 10 or more responses
  + don’t collect an employee’s date of birth or employee ID
  + don’t link free-text comment reporting to any other survey information.
* All information is handled in line with Victorian and Commonwealth law.
* Employees are encouraged to respond honestly about their individual experience. And they always have the option to respond to demographic questions such as age or gender with ‘prefer not to say’.
* For more about privacy, a link to the Commission’s [data collection statement](https://www.vpsc.vic.gov.au/data-collection/about-the-people-matter-survey/data-collection-statement-people-matter-survey/) is included in the survey invitation.

### More information

If you have further questions about the People matter survey, please visit the Commission’s [website](https://www.vpsc.vic.gov.au/data-collection/about-the-people-matter-survey/data-collection-statement-people-matter-survey/) at vpsc.vic.gov.au, or contact the People matter survey team on [people.matter@vpsc.vic.gov.au](mailto:people.matter@vpsc.vic.gov.au).