People Matter Survey Wellbeing Check

Have your say

16.0

Victorian Auditor-General's Office
Wellbeing check results report

Victorian Public Sector Commission

VICTORIA State Government

About your report

Welcome to your People Matter Survey 2020 Wellbeing Check report.

The coronavirus (COVID-19) has influenced working lives across the Victorian public sector and tested our resilience.

So we've changed this year's People Matter Survey into a shorter version focused on staff wellbeing.

This report will complement or give new data for use in planning.

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

If your organisation took part in the 2019 survey, you can compare about 80% of questions.

We've marked new questions or groups of questions we didn't include in the 2019 survey with an asterisk (*).

You can't compare new questions with your organisation's 2019 data.

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%.

Report overview

- The survey and coronavirus (COVID-19)
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- Your response rate

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How we protect your privacy and anonymity

We:

- de-identify all responses
- don't give individual survey responses to managers or your organisation
- don't release results for groups or teams with fewer than 10 responses
- don't release results for groups, such as age, gender and so on for organisations with fewer than 30 responses
- only give free-text comments to organisations in a report that isn't linked to you or any other survey information

We handle all information in accordance with the

- Data and Privacy Protection Act 2014
- Health Records Act 2001
- other applicable Victorian and Commonwealth legislation

Read the People Matter Survey data collection statement to find out more

Comparator group

What this is

Comparator group is a list of similar organisations to yours.

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

As it's optional for organisations to take part in the survey, some organisations in your comparator group change each year.

This means the comparator group data in this report 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'.

CenITex

Commercial Passenger Vehicles Victoria

Commission for Children and Young People

Essential Services Commission

Family Safety Victoria

Family Violence Prevention Agency

Game Management Authority

Independent Broad-based Anti-corruption Commission

Labour Hire Licensing Authority

Latrobe Valley Authority

Office of Projects Victoria

Office of Public Prosecutions

Office of the Governor of Victoria

Office of the Legal Services Commissioner

Office of the Ombudsman Victoria

Office of the Victorian Government Architect

Office of the Victorian Information Commissioner

Office of the Victorian Inspectorate

Portable Long Service Authority

Public Record Office Victoria

Public Transport Safety Victoria

Safer Care Victoria

Service Victoria

Victorian Agency for Health Information

Victorian Commission for Gambling and Liquor Regulation

Victorian Disability Worker Commission

Victorian Equal Opportunity and Human Rights Commission

Victorian Fisheries Authority

Victorian Government Solicitor's Office

Victorian Public Sector Commission

Victorian Responsible Gambling Foundation

Victorian Public Sector Commission

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Your response rate

What this is

This is how many staff in your organisation did the survey in 2020.

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, take into account the number of staff rather than the percentage.

This is because a small change in the response to a question has a large impact on the percentage.

Using a pretend example, let's say your organisation has 100 people in it but only 10 people did the survey.

Then let's say in one year, 7 of those people agreed with a question. But in the next year only 3 people agreed with the same question.

As only 10 people did your survey, it's better to say '4 more people disagreed' than a 40% decrease.

How to read this

The number in the brackets () shows how many staff completed the survey this year. We've also expressed this as a percentage of all the staff who work in your organisation.

2019	2020
72%	73%
(136)	(135)

	2019		2020
Comparator	72%	Comparator	70%
Public Sector	46%	Public Sector	49%

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Wellbeing indicators

Work-related stress levels

What this is

Work-related stress levels is a range of things that affect staff comfort and physical, mental, emotional and social health.

Why this is important

Lower work-related stress is linked to positive organisational outcomes, such as job retention and performance.

How to read this

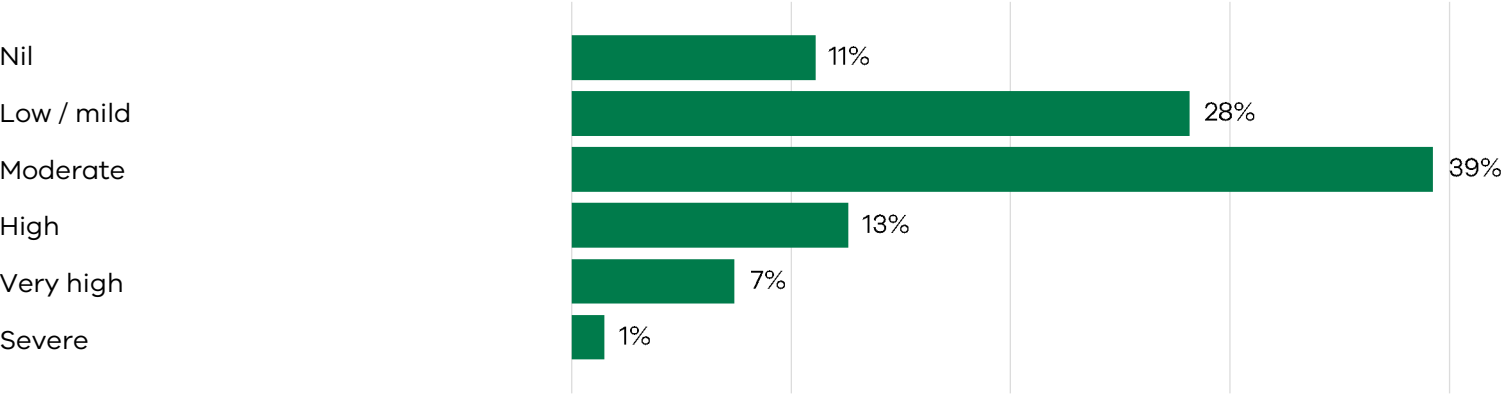In this survey we asked staff to tell us their stress level.

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

The numbers below show the percentage of staff in your organisation who said they experienced high to severe stress in 2020 compared to 2019 and your comparator.

Example

21% of your staff who did the survey said they had high to severe stress in 2020. This is compared to 25% of staff in your comparator group and 22% of staff across the public sector.

How would you rate your current level of work-related stress?

Rating	Percentage
Nil	11%
Low / mild	28%
Moderate	39%
High	13%
Very high	7%
Severe	1%

Reported levels of high to severe stress

2019		2020	
25 %		**21 %**	
Comparator	23 %	**Comparator**	**25 %**
Public Sector	20 %	**Public Sector**	**22 %**
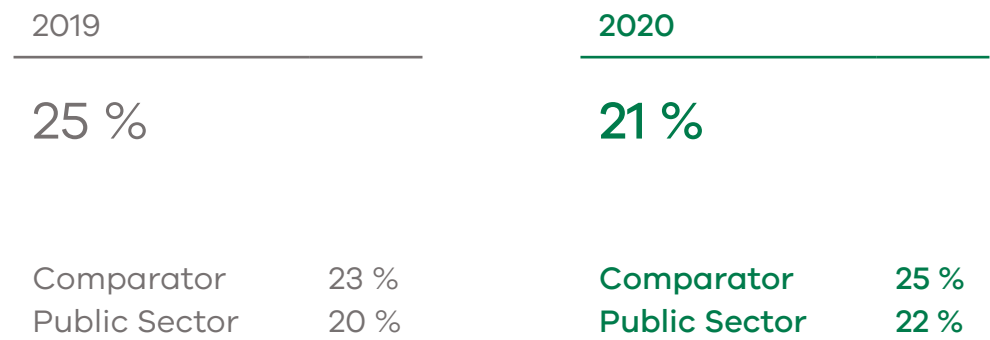
■ You 2020

Wellbeing indicators

Work-related stress causes

What this is

Work-related stress levels is a range of things that affect staff comfort and physical, mental, emotional and social health.

Why this is important

Good staff wellbeing is linked to organisational outcomes, such as job retention and performance.

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

89% of your staff who did the survey said they experienced mild to severe stress.

Of that 89%, 57% said it was from 'Time pressure'.

Number and percentage of people who did and did not experience work related stress

	120	15
	89%	11%

■ Experienced some work-related stress   ■ Did not experienced some work-related stress

Of those that experienced work related stress it was from …	You 2020	Comparator 2020	Public sector 2020
Time pressure	57%	41%	39%
Workload	38%	49%	46%
Competing home and work responsibilities	23%	17%	14%
Dealing with clients, patients or stakeholders	19%	13%	13%
Management of work (e.g. supervision, training, information, support)	14%	13%	12%
Content, variety, or difficulty of work	13%	13%	10%
Unclear job expectations	13%	12%	11%
Working from home	11%	10%	6%
Social environment (e.g. relationships with colleagues, manager and/or senior leaders)	9%	10%	13%
Other changes due to COVID-19	8%	11%	16%

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Wellbeing indicators

Emotional effects of work

What this is

Emotional effects of work explores the 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 or very often or always felt happy, enthusiastic, worried or miserable in the past 3 months.

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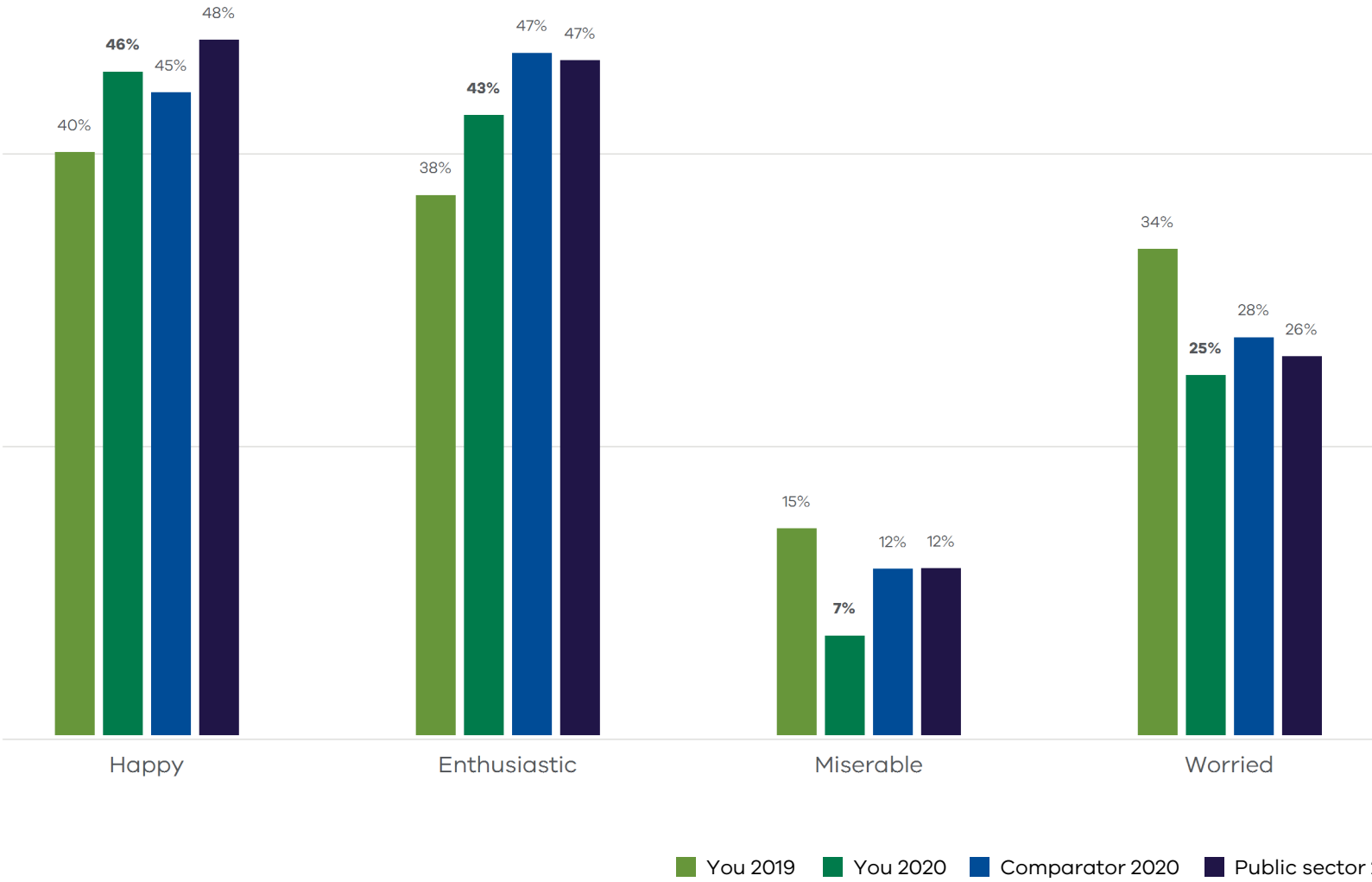
Example

In 2020:

- 46% of your staff who did the survey said work made them feel happy in 2020, which is up from 40% in 2019

Compared to:

- 45% of staff at your comparator and 48% of staff across the public sector.

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

Legend: You 2019 | You 2020 | Comparator 2020 | Public sector 2020

	Happy	Enthusiastic	Miserable	Worried
You 2019	40%	38%	15%	34%
You 2020	46%	43%	7%	25%
Comparator 2020	45%	47%	12%	28%
Public sector 2020	48%	47%	12%	26%

Wellbeing indicators

Psychosocial safety climate score

What this is

Psychosocial safety climate score reflects how well your organisation's workplace practices and processes support a climate for good psychological health.

How we work out your score

We work out your score from these 4 questions:

1. In my workplace, there is good communication about psychological safety issues that affect me
2. All levels of my organisation are involved in the prevention of stress
3. Senior leaders consider the psychological health of employees to be as important as productivity
4. Senior leaders show support for stress prevention through involvement and commitment

To work out your score, we rate each response and add them together

- strongly agree is 5
- agree is 4
- neither agree or disagree is 3
- disagree is 2
- strongly disagree is 1

How to interpret your score

Under 'Benchmark results', compare your organisation to your comparator and the highest and lowest score in your comparator group for 2020. We also show the lowest (4) and highest (20) scores possible.

A score of:

- 12 or less indicates a poor climate and a high risk of adverse outcomes
- 13 indicates a moderate climate and medium risk of adverse outcomes
- 14 or more indicates a high climate and low risk of adverse outcomes

Adverse outcomes can include:

- poor work quality
- negative acts such as bullying and harassment
- mental health problems such as depression, distress and emotional exhaustion
- sickness absence
- presenteeism (coming to work when sick)
- worker compensation
- reduced engagement

Benchmark results
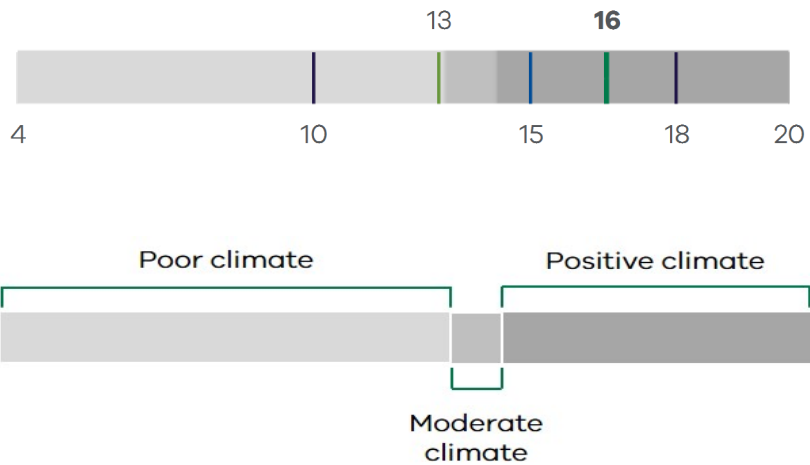
| ■ You 2019 | ■ You 2020 | ■ Comparator 2020 |

Wellbeing indicators

Psychosocial safety climate question results

What this is

Psychosocial safety climate question results is what staff said about how safe and secure they feel at their organisation.

Why this is important

A good safety climate leads to higher productivity and staff wellbeing.

How to read this

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

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

Under 'Benchmark results', compare your organisation to your comparator and the highest and lowest scores in your comparator group for 2020.

Example

89% of staff who did the survey agreed or strongly agreed with 'Senior leaders show support for stress prevention through involvement and commitment'.

Your results   **Benchmark results**

Question	Your results	Benchmark results
Senior leaders show support for stress prevention through involvement and commitment	5% / 6% / 89%	40% — 89% / 22% — 68% — 100%
Senior leaders consider the psychological health of employees to be as important as productivity	6% / 9% / 85%	46% — 85% / 33% — 69% — 98%
In my workplace, there is good communication about psychological safety issues that affect me	7% / 13% / 81%	46% — 81% / 22% — 64% — 93%
All levels of my organisation are involved in the prevention of stress	14% / 21% / 65%	36% — 65% / 11% — 52% — 80%

Legend: ■ Disagree ■ Neither agree nor disagree ■ Agree | ■ You 2019 ■ You 2020 ■ Comparator 2020

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Wellbeing indicators

Support measures

What this is

Support measures is how staff feel about their organisation's procedures on managing stress.

Why this is important

Knowing how supported your staff feel when stressed means you can better inform your organisation's planning.

How to read this

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

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

Under 'Benchmark results', compare your organisation to your comparator and the highest and lowest scores in your comparator group for 2020.

Example

72% of your staff who did the survey agreed or strongly agreed with 'My organisation has effective procedures in place to support employees who may experience stress'.

	Your results	Benchmark results
My organisation has effective procedures in place to support employees who may experience stress	8% 6% 14% 72%	54% **72%** — 19% 60% 93%
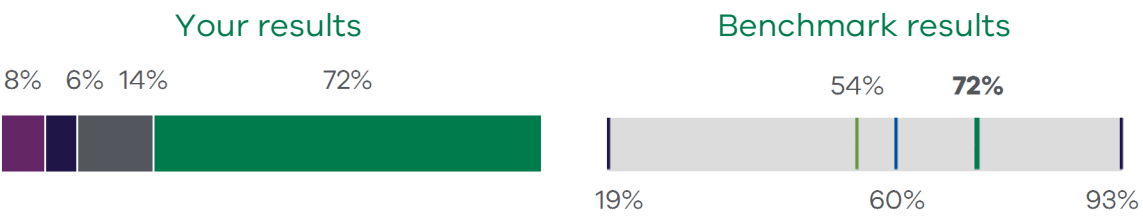
Legend: Disagree · Don't know · Neither agree nor disagree · Agree · You 2019 · You 2020 · Comparator 2020

Wellbeing indicators

Engagement index

What this is

Engagement score is an indicator of how engaged staff feel with their organisation as a result of the work they do.

The engagement score is out of 100 and is the average of these weighting for all engagement question responses:

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

Why this is important

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

Coronavirus (COVID-19) impact

Take care comparing your engagement score for 2020 with 2019.

The impact coronavirus (COVID-19) has had on your organisation or industry you work in may have changed your score in 2020 a lot.

For example, health sector staff may have more stress this year, which would impact the engagement score.

2019		2020	
66		**77**	
Comparator	68	Comparator	71
Public Sector	70	Public Sector	70

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Wellbeing indicators

Engagement question results

What this is

Engagement question results is what staff said about how engaged they feel with their organisation as a result of the work they do.

Your organisation's engagement index

Your 2020 index is 77.

Why this is important

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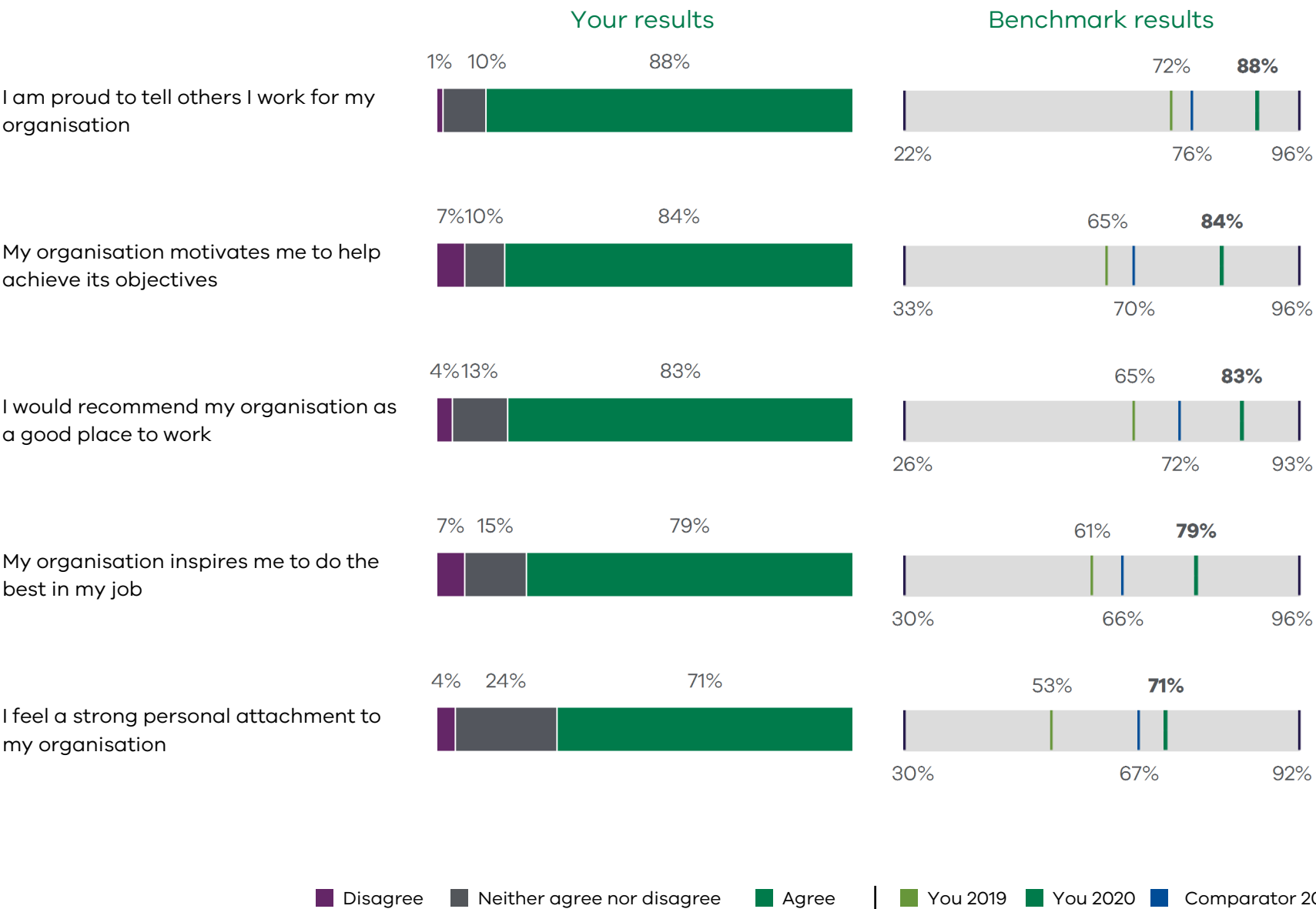
How to read this

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

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

Under 'Benchmark results', compare your organisation to your comparator and the highest and lowest scores in your comparator group for 2020.

Example

88% of your staff who did the survey agreed or strongly agreed with 'I am proud to tell others I work for my organisation'.

Your results

I am proud to tell others I work for my organisation
1% | 10% | 88%

My organisation motivates me to help achieve its objectives
7% | 10% | 84%

I would recommend my organisation as a good place to work
4% | 13% | 83%

My organisation inspires me to do the best in my job
7% | 15% | 79%

I feel a strong personal attachment to my organisation
4% | 24% | 71%

Benchmark results

I am proud to tell others I work for my organisation
72% | 88% | 22% — 76% — 96%

My organisation motivates me to help achieve its objectives
65% | 84% | 33% — 70% — 96%

I would recommend my organisation as a good place to work
65% | 83% | 26% — 72% — 93%

My organisation inspires me to do the best in my job
61% | 79% | 30% — 66% — 96%

I feel a strong personal attachment to my organisation
53% | 71% | 30% — 67% — 92%

Legend: ■ Disagree ■ Neither agree nor disagree ■ Agree | ■ You 2019 ■ You 2020 ■ Comparator 2020

Wellbeing indicators

Satisfaction score

What this is

Satisfaction score is an indicator of 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

The percentage score shows the average number of staff were satisfied or very satisfied with the 3 satisfaction questions.

2019	2020
60%	**67%**

2019		2020	
Comparator	65%	Comparator	66%
Public Sector	68%	Public Sector	68%

Wellbeing indicators

Satisfaction question results

What this is

Satisfaction question results is what staff said on how satisfied they are with their jobs, work-life balance and career development.

Why this is important

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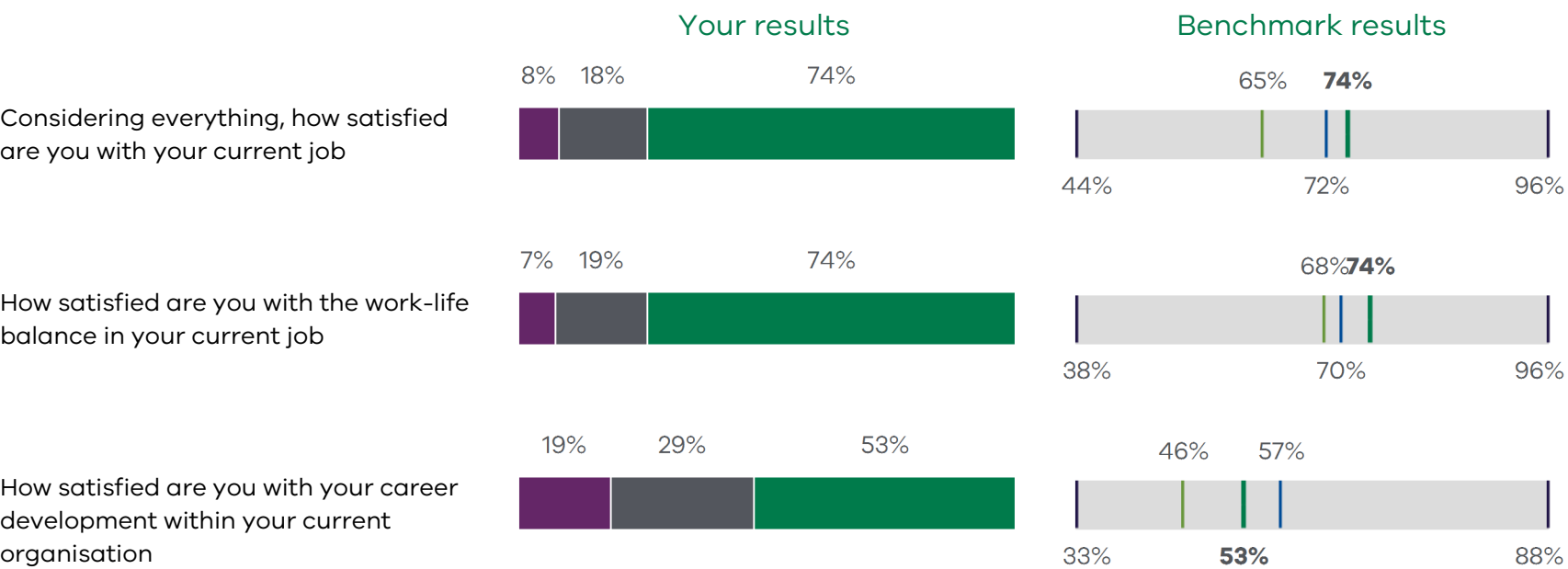
How to read this

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

In this report, 'Satisfied' combines responses for satisfied and very satisfied and 'Dissatisfied' combines responses for dissatisfied and very dissatisfied.

Under 'Benchmark results', compare your organisation to your comparator and the highest and lowest scores in your comparator group for 2020.

Example

74% of your staff who did the survey were satisfied or very satisfied with 'Considering everything, how satisfied are you with your current job'.

Your results

Considering everything, how satisfied are you with your current job

8% 18% 74%

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

7% 19% 74%

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

19% 29% 53%

Benchmark results

65% **74%**
44% 72% 96%

68% **74%**
38% 70% 96%

46% 57%
33% **53%** 88%

Legend: ■ Dissatisfied ■ Neither satisfied nor dissatisfied ■ Satisfied | ■ You 2019 ■ You 2020 ■ Comparator 2020

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Wellbeing indicators*

Most improved

What this is

Most improved is where staff feel their organisation has most improved.

How to read this

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

In this table, your trend is shown in the 'Increase from 2019' columns.

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

This is because the increase from 2019 shows you where the most positive changes are happening in your organisation.

Example

On the first row 'Psychosocial safety climate', the 'You 2020' column shows 89% of your staff agreed with 'Senior leaders show support for stress prevention through involvement and commitment'. In the 'Increase from 2019' column, you have a 48% increase, which is a positive trend.

Question group	Most improved from last year	You 2020	Increase from 2019	Comparator 2020
Psychosocial safety climate	Senior leaders show support for stress prevention through involvement and commitment	89%	+48%	68%
Psychosocial safety climate	Senior leaders consider the psychological health of employees to be as important as productivity	85%	+40%	69%
Senior leadership	Senior leaders support staff to work in an environment of change	95%	+35%	76%
Psychosocial safety climate	In my workplace, there is good communication about psychological safety issues that affect me	81%	+34%	64%
Psychosocial safety climate	All levels of my organisation are involved in the prevention of stress	65%	+29%	52%

*As this year's survey has less question groups, there may be trends from 2019 that have continued into 2020 but aren't reflected here.

Wellbeing indicators*

Most declined

What this is

Most declined is where staff feel their organisation has most declined.

How to read this

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

In this table, your trend is shown in the 'Decrease from 2019' columns.

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

This is because the decrease from 2019 shows you where the most negative changes are happening in your organisation.

Example

There has been no decline in any question.

As there is no decline in your results for wellbeing indicators, we have no data to show on this page.

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Coronavirus (COVID-19) support

Support received

What this is

Support received is how supported staff felt in 2020 as the coronavirus (COVID-19) pandemic developed.

Why this is important

Knowing how supported staff feel during this crisis means organisations can better inform their planning.

How to read this

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

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

Under 'Benchmark results', compare your organisation with your comparator and the highest and lowest scores in your comparator group.

Example

97% of your staff who did the survey agreed or strongly agreed with 'I received sufficient information on how changes due to COVID-19 would impact on me*.

Your results

Benchmark results

I received sufficient information on how changes due to COVID-19 would impact on me*

1% 1% 97%

97%

56% 85% 98%

I received adequate support during the changes due to COVID-19*

1% 4% 95%

95%

59% 82% 100%
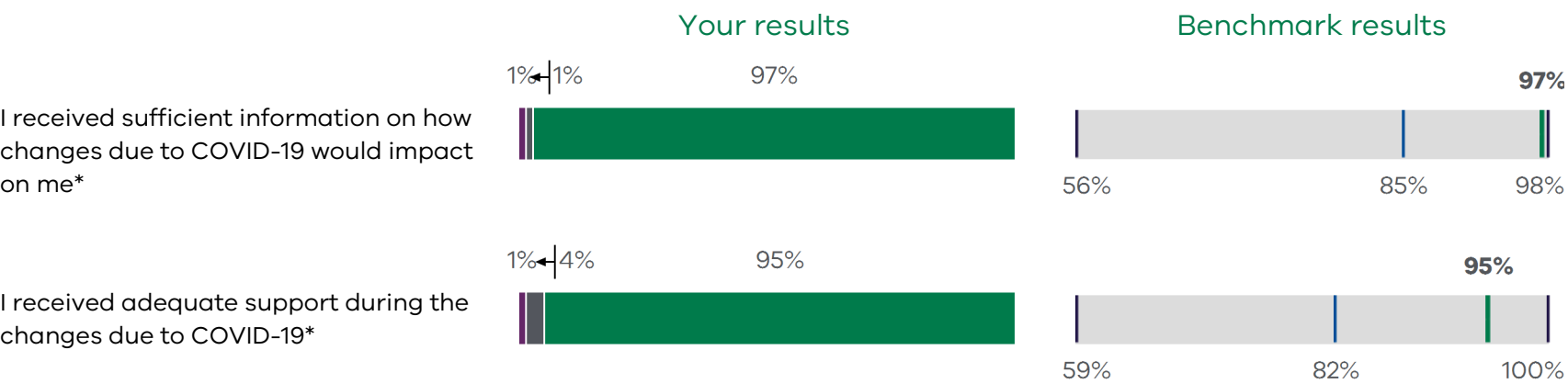
*This is a new question group in your 2020 survey, so we can't compare this with 2019 data

■ Disagree ■ Neither agree nor disagree ■ Agree | You 2020 ■ Comparator 2020

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Coronavirus (COVID-19) support

Changes at work

What this is

Changes at work is what staff report has changed for them as a result of the coronavirus (COVID-19) pandemic.

Why this is important

Knowing what changes staff say they've had in this crisis means organisations can better their planning.

How to read this

The table shows you what changes staff reported as a result of the coronavirus (COVID-19) pandemic.

Each row represents one reason. Staff can select more than one reason.

You can compare between your organisation, comparator and the public sector.

Example

99% of staff who did the survey said they experienced the change 'Worked from home'.

In the last 6 months, have you experienced any of the following changes due to the COVID-19 pandemic?	You 2020	Comparator 2020	Public sector 2020
Worked from home	99%	97%	65%
Substantial change in my type of work, work priorities, or how I am expected to do my work	48%	54%	59%
Diverted or redeployed to a different role or organisation	7%	9%	10%
Other change in physical workplace (e.g. moved to a new building)	3%	6%	9%
I have not experienced any of the above changes	1%	1%	11%

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Employee support

Summary

What this is

This is a summary of the positive responses by staff for questions that relate to employee support.
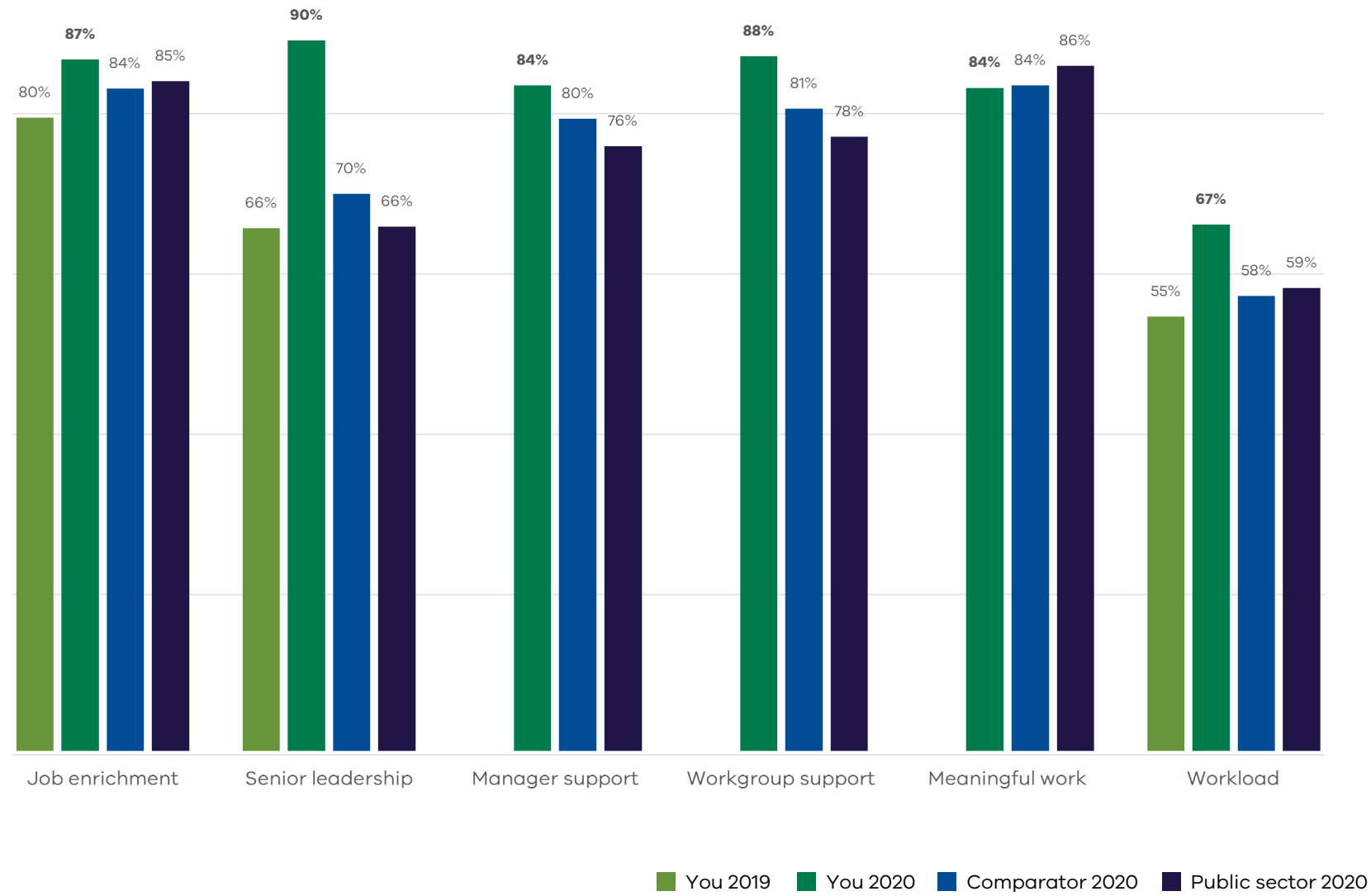
Why this is important

Higher scores mean staff feel more supported by their organisation.

This may lead to healthier, happier and more productive staff.

How to read this

Each label represents a group of questions in the survey about employee support.

The results for each question group is the average percentage of positive responses to questions in that group.

You can compare your organisation, your comparator and the public sector.

Example

In 2020:

- 87%% of your staff who did the survey responded positively to questions about 'Job enrichment', which is up from 80% in 2019

Compared to:

- 84% of staff at your comparator and 85% of staff across the public sector.

Chart legend: You 2019, You 2020, Comparator 2020, Public sector 2020

Category	You 2019	You 2020	Comparator 2020	Public sector 2020
Job enrichment	80%	87%	84%	85%
Senior leadership	66%	90%	70%	66%
Manager support		84%	80%	76%
Workgroup support		88%	81%	78%
Meaningful work		84%	84%	86%
Workload	55%	67%	58%	59%

Employee support

Senior leadership

What this is

Senior leadership 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.
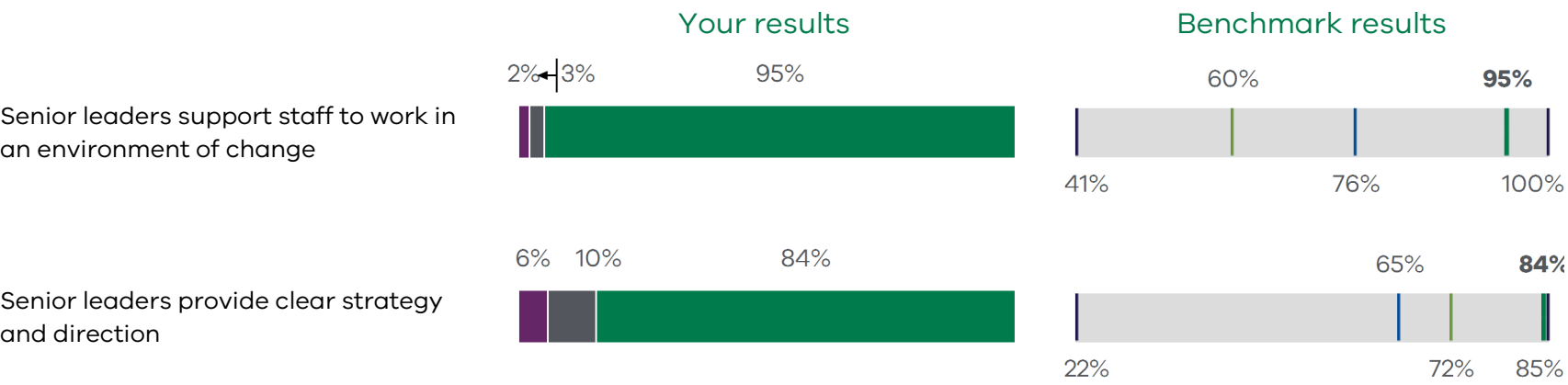
How to read this

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

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

Under 'Benchmark results', compare your organisation with your comparator and the highest and lowest scores in your comparator group for 2020.

Example

95% of your staff who did the survey agreed or strongly agreed with 'Senior leaders support staff to work in an environment of change'.

Your results

Benchmark results

Senior leaders support staff to work in an environment of change

Your results: 2% | 3% | 95%

Benchmark results: 41% | 60% | 76% | 95% | 100%

Senior leaders provide clear strategy and direction

Your results: 6% | 10% | 84%

Benchmark results: 22% | 65% | 72% | 84% | 85%

Legend: ■ Disagree ■ Don't know ■ Neither agree nor disagree ■ Agree | ■ You 2019 ■ You 2020 ■ Comparator 2020

Employee support

Manager support

What this is

Manager support is how supported staff feel by their managers.

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

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

Under 'Benchmark results', compare your organisation with your comparator and the highest and lowest scores in your comparator group for 2020.

Example

92% of your staff who did the survey agreed or strongly agreed with 'My manager listens to what I have to say'.

Your results

Benchmark results

My manager listens to what I have to say
4% 4% 92%
85% **92%**
70% 86% 100%

My manager keeps me informed about what's going on
6% 8% 86%
78% **86%**
62% 80% 100%

My manager involves me in decisions about my work
5% 10% 84%
77% **84%**
57% 81% 96%

My manager provides me with enough support when I need it*
6% 1% 9% 84%
84%
48% 80% 97%

My manager provides feedback to me in a way that helps me improve my performance
11% 1% 15% 73%
70% **73%**
44% 72% 95%

*This is a new question in your 2020 survey, so we can't compare this with 2019 data

Legend: ■ Disagree ■ Don't know ■ Neither agree nor disagree ■ Agree | You 2019 ■ You 2020 ■ Comparator 2020

Employee support

Workgroup support 1 of 2

What this is

Workgroup support is how well staff feel people work together in their organisation.

Why this is important

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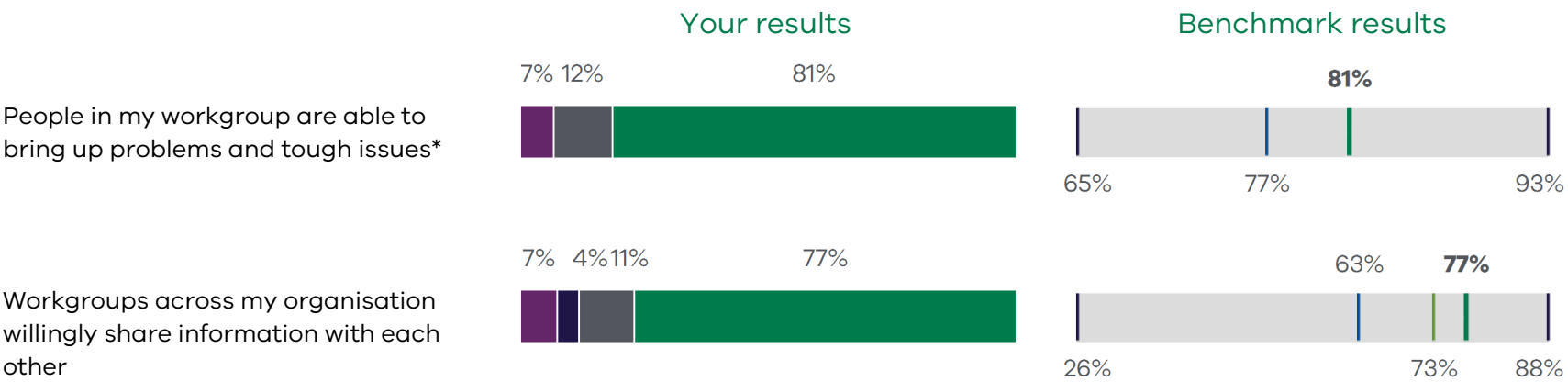
How to read this

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

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

Under 'Benchmark results', compare your organisation with your comparator and the highest and lowest scores in your comparator group for 2020.

Example

95% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup treat each other with respect'.

Your results

Benchmark results

People in my workgroup treat each other with respect
3% 2% 95%
90% 95%
80% 90% 98%

I am able to work effectively with others in my workgroup*
4% 4% 92%
92%
81% 91% 100%

People in my workgroup work together effectively to get the job done
4% 4% 91%
84% 91%
63% 85% 98%

People in my workgroup regularly reach out to support me and my wellbeing*
5% 6% 89%
89%
65% 79% 92%

I am able to work effectively with others outside my immediate workgroup*
4% 8% 88%
88%
48% 84% 100%

*This is a new question in your 2020 survey, so we can't compare this with 2019 data

■ Disagree ■ Don't know ■ Neither agree nor disagree ■ Agree | ■ You 2019 ■ You 2020 ■ Comparator 2020

Employee support

What this is

Workgroup support is how well staff feel people work together in their organisation.

Why this is important

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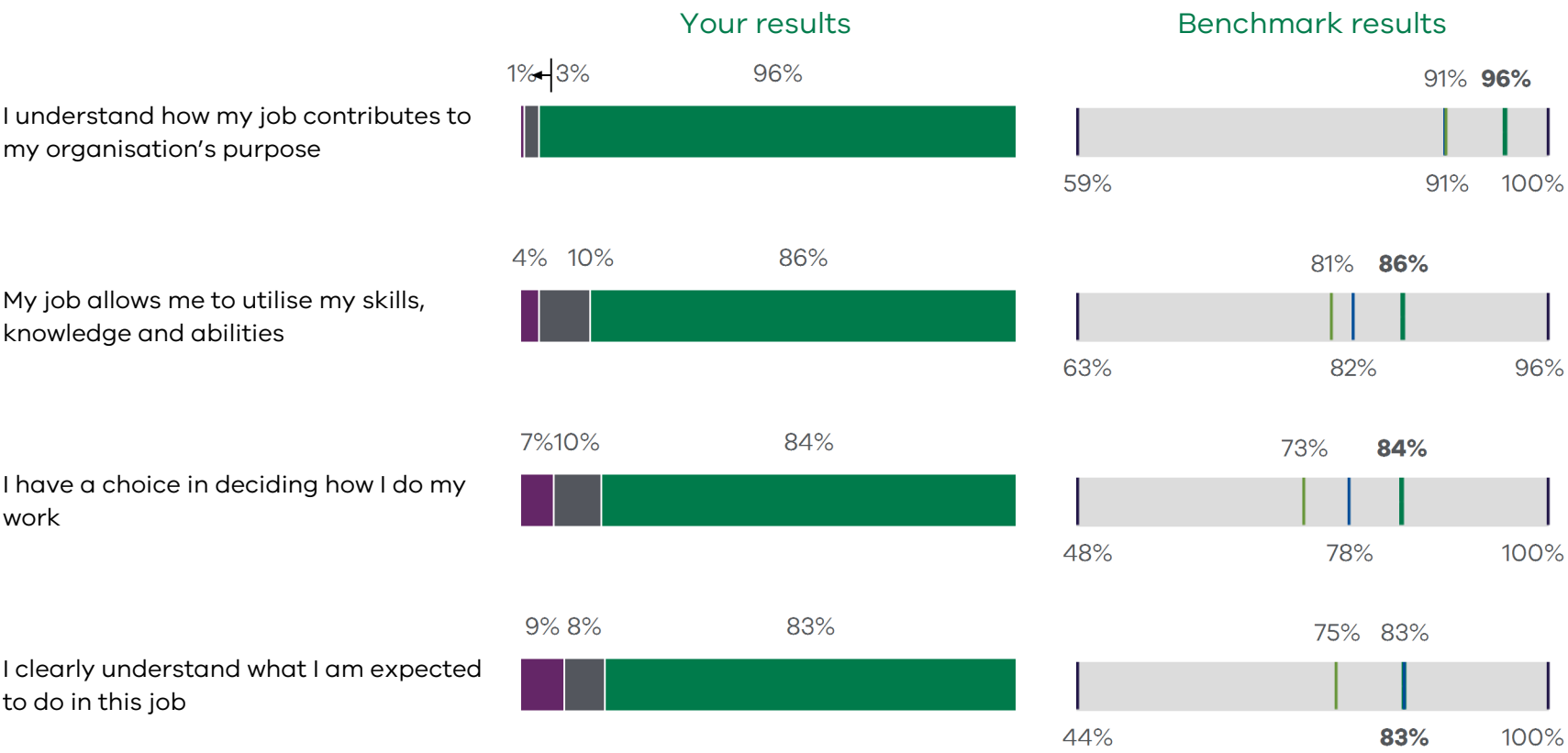
How to read this

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

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

Under 'Benchmark results', compare your organisation with your comparator and the highest and lowest scores in your comparator group for 2020.

Example

81% of your staff who did the survey agreed or strongly agreed with 'People in my workgroup are able to bring up problems and tough issues*'.

Your results

Benchmark results

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

7% 12% 81%

81%

65% 77% 93%

Workgroups across my organisation willingly share information with each other

7% 4% 11% 77%

63% 77%

26% 73% 88%

*This is a new question in your 2020 survey, so we can't compare this with 2019 data

■ Disagree ■ Don't know ■ Neither agree nor disagree ■ Agree | ■ You 2019 ■ You 2020 ■ Comparator 2020

Employee support

Job enrichment

What this is

Job enrichment is how staff feel about the purpose of their role and work they do at their organisation.

Why this is important

When staff have autonomy and clarity, this can lead to feelings of enrichment from their work.

How to read this

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

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

Under 'Benchmark results', compare your organisation with your comparator and the highest and lowest scores in your comparator group for 2020.

Example

96% of your staff who did the survey agreed or strongly agreed with 'I understand how my job contributes to my organisation's purpose'.

Your results

I understand how my job contributes to my organisation's purpose
1% 3% 96%

My job allows me to utilise my skills, knowledge and abilities
4% 10% 86%

I have a choice in deciding how I do my work
7% 10% 84%

I clearly understand what I am expected to do in this job
9% 8% 83%

Benchmark results

I understand how my job contributes to my organisation's purpose
91% **96%**
59% 91% 100%

My job allows me to utilise my skills, knowledge and abilities
81% **86%**
63% 82% 96%

I have a choice in deciding how I do my work
73% **84%**
48% 78% 100%

I clearly understand what I am expected to do in this job
75% 83%
44% **83%** 100%

■ Disagree   ■ Neither agree nor disagree   ■ Agree | You 2019   ■ You 2020   ■ Comparator 2020

Employee support

Meaningful work

What this is

Meaningful work is how staff feel about the broader purpose of the work they do.

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

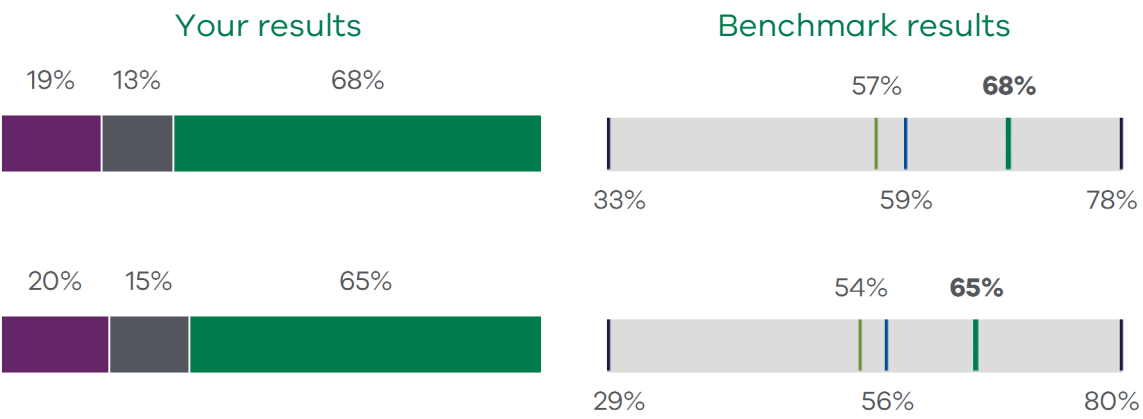In this report, 'Agree' combines agree and strongly agree and 'Disagree' combines disagree and strongly disagree.

Under 'Benchmark results', compare your organisation with your comparator and the highest and lowest scores in your comparator group for 2020.

Example

87% of your staff who did the survey agreed or strongly agreed with 'I feel that I can make a worthwhile contribution at work*'.

Your results

Benchmark results

I feel that I can make a worthwhile contribution at work*

3% 10% 87%

87%

63% 85% 96%

I am achieving something important through my work*
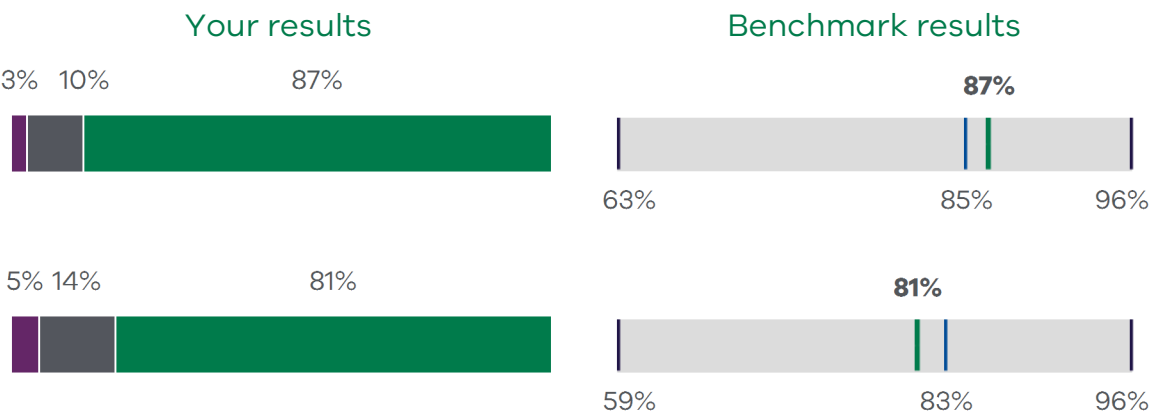
5% 14% 81%

81%

59% 83% 96%

*This is a new question in your 2020 survey, so we can't compare this with 2019 data

■ Disagree ■ Neither agree nor disagree ■ Agree | ■ You 2020 ■ Comparator 2020

Employee support

Workload

What this is

Workload is how much work staff feel they have as part of their job and the time they feel they have to do it.

Why this is important

High workloads or lack of time to do work may increase staff stress, unhappiness and wellbeing.

How to read this

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

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

Under 'Benchmark results', compare your organisation with your comparator and the highest and lowest scores in your comparator group for 2020.

Example

68% of your staff who did the survey agreed or strongly agreed with 'The workload I have is appropriate for the job that I do'.

Your results

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

| 19% | 13% | 68% |

I have enough time to do my job effectively

| 20% | 15% | 65% |

Benchmark results

The workload I have is appropriate for the job that I do
57% | **68%**
33% | 59% | 78%

I have enough time to do my job effectively
54% | **65%**
29% | 56% | 80%

Legend: ■ Disagree ■ Neither agree nor disagree ■ Agree | You 2019 ■ You 2020 ■ Comparator 2020

Employee support

Flexible work requests

What this is

Flexible work requests is how staff feel their manager would respond if they requested flexible work.

Why this is important

Comparing how staff feel about flexible work requests to organisation policies can show if they're working or not.

How to read this

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

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

Under 'Benchmark results', compare your organisation with your comparator and the highest and lowest scores in your comparator group for 2020.

Example

93% of your staff who did the survey agreed or strongly agreed with 'I am confident that if I requested a flexible work arrangement, it would be given due consideration'.

Your results	Benchmark results

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

Your results: 1% 5% 93%

Benchmark results: 52% 82% 84% 93% 100%
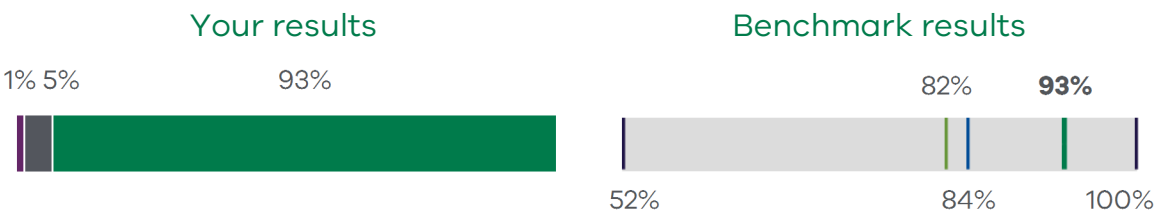
Legend: ■ Disagree ■ Neither agree nor disagree ■ Agree | ■ You 2019 ■ You 2020 ■ Comparator 2020

Employee support

Flexible work arrangements

What this is

Flexible work arrangements is what staff requested when they asked for flexible work.

Why this is important

Seeing what flexible work requests staff make can inform organisational planning.

How to read this

The table shows you what flexible work arrangements staff use.

Each row represents one use. Staff can select more than one.

You can compare between your organisation, comparator and the public sector.

Example

47% of staff who did the survey used the following 'Working remotely'.

Do you use any of the following flexible work arrangements?	You 2019	You 2020	Comparator 2020	Public sector 2020
Working remotely	36%	47%	40%	28%
Flexible start and finish times	50%	42%	29%	27%
No, I do not use any flexible work arrangements	32%	30%	38%	36%
Part-time	8%	13%	12%	22%
Using leave to work flexible hours	13%	10%	6%	8%
Study leave	11%	10%	3%	4%
Working more hours over fewer days	4%	4%	5%	5%
Purchased leave	1%	1%	4%	3%

Victorian Public Sector Commission

VICTORIA State Government

People Matter Survey Wellbeing Check

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- Senior Leadership
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- Benefits
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- Bullying
- Sexual harrassment
- Discrimination
- Violence and aggression

Demographics

- Personal characteristics
- Cultural identity and religion
- Employment characteristics
- Adjustments

Group results

Victorian Public Sector Commission

VICTORIA State Government

Working from home

Benefits

What this is

Benefits is what benefits staff feel they get from working from home.

Why this is important

The benefits staff feel they get from working from home can help inform organisation planning.

How to read this

In the survey, we asked staff to tell us if they had been working from home over the past 6 months, as shown in the visual on top.

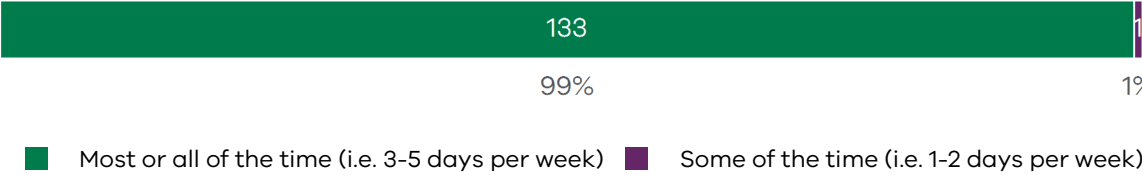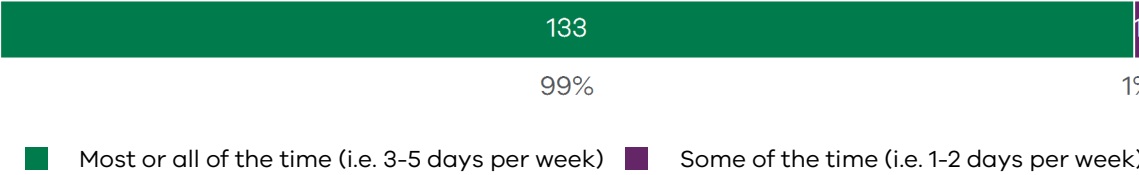If they said they had been working from home, we ask them to tell us the main benefits. They can select more than one benefit.

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

Example

99% of your staff who did the survey said they had worked from home over the past 6 months.

Of that 99%, 96% said 'No commuting time' was a benefit of working from home.

How often have you worked from home in the past 6 months?

133	1
99%	1%

■ Most or all of the time (i.e. 3-5 days per week)   ■ Some of the time (i.e. 1-2 days per week)

What benefits have you observed from working from home?	You 2020	Comparator 2020	Public sector 2020
No commuting time	96%	93%	85%
More flexibility in working hours	82%	76%	70%
Better work / life balance	51%	59%	58%
Fewer distractions	40%	46%	56%
Improved physical health	36%	32%	29%
More collaboration with my team or other teams	36%	22%	19%
More comfortable working space set up	32%	34%	33%
Opportunity to develop new skills	32%	31%	28%
Less travel time to work because roads / public transport is quieter	28%	29%	31%
Easier to communicate with others I work with	28%	18%	17%

Working from home

Barriers

What this is

Barriers is what staff feel stops them from working from home in an optimal way.

Why this is important

The barriers staff feel they have from working from home in an optimal way can help inform organisation planning.

How to read this

In the survey, we asked staff to tell us if they had been working from home over the past 6 months, as shown in the visual on top.

If they said they had been working from home, we ask them to tell us the main barriers. They can select more than one barrier.

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

Example

99% of your staff who did the survey said they had worked from home over the past 6 months.

Of that 99%, 49% said 'Difficulties in separating work from other aspects of my life' was the most significant barrier to working from home.

How often have you worked from home in the past 6 months?

133	
99%	1%

■ Most or all of the time (i.e. 3-5 days per week)   ■ Some of the time (i.e. 1-2 days per week)

Which of the following are currently the most significant barriers (if any) that prevent you performing optimally when working from home?	You 2020	Comparator 2020	Public sector 2020
Difficulties in separating work from other aspects of my life	49%	44%	34%
Limited social interactions with the team	48%	48%	52%
Increased family/household demands commitments (carer responsibilities, child education responsibilities)	33%	25%	24%
Communication processes	27%	24%	25%
Absence of visibility of team progress and deliverables	26%	21%	24%
Worse mental health or wellbeing	22%	23%	18%
Worse work / life balance	18%	16%	13%
Technology limitations	17%	39%	39%
Too many competing priorities	16%	27%	21%
Worse physical health	16%	16%	11%

People Matter Survey Wellbeing Check

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- Support received
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Working from home

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- Bullying
- Sexual harrassment
- Discrimination
- Violence and aggression

Demographics

- Personal characteristics
- Cultural identity and religion
- Employment characteristics
- Adjustments

Group results

Victorian Public Sector Commission

VICTORIA State Government

Negative behaviour

What this is

Negative behaviour is the experiences staff have with bullying, sexual harassment, discrimination, violence and aggression.

Why this is important

Negative behaviours can have a significant impact on staff and lead to anxiety and depression.

How to read this

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

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

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

Example

In 2020:

- 4% of your staff who did the survey said they experienced Bullying in the last 12 months, which is down from 10% in 2019

Compared to:

- 13% of staff at your comparator and 16% of staff across the public sector.

Legend: ■ You 2019 ■ You 2020 ■ Comparator 2020 ■ Public sector 2020
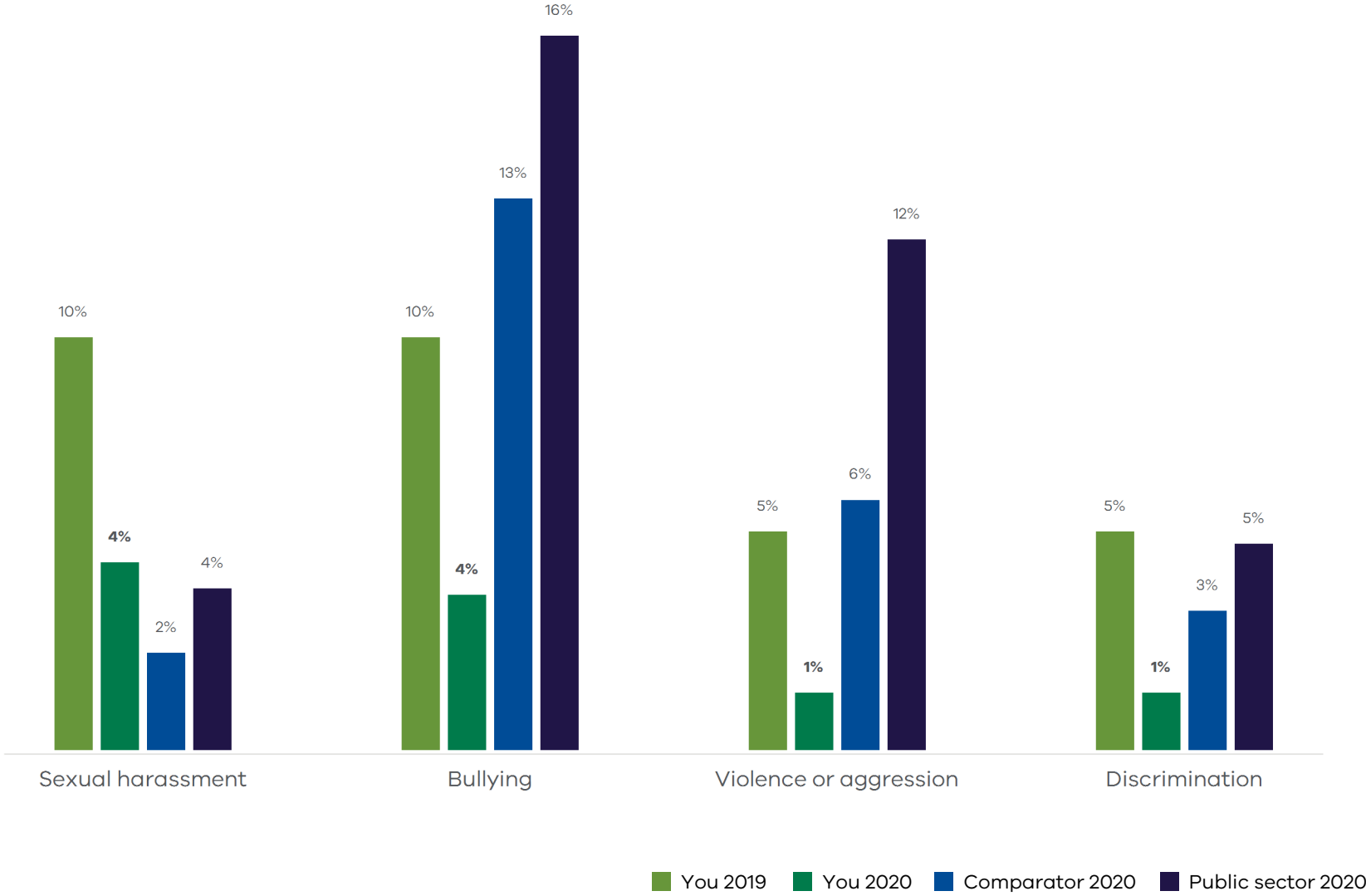
Negative behaviour

Bullying

What this is

Type of bullying is a deliberate and ongoing misuse of power through repeated negative action.

Why this is important

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

How to read this

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

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

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

Example

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

Of that 4%, 80% 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?

5	124	6
4%	92%	4%
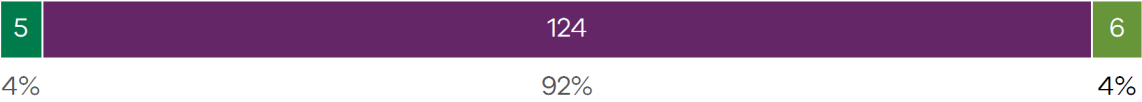
■ Experienced bullying ■ Did not experience bullying ■ Not sure

If you experienced bullying, what type of bullying did you experience?	You 2020	Comparator 2020	Public sector 2020
Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)	80%	75%	68%
Being given impossible assignment(s)	40%	13%	10%
Being assigned meaningless tasks unrelated to the job	20%	13%	10%
Exclusion or isolation	20%	39%	40%
Intimidation and/or threats	20%	15%	28%
Other	20%	9%	14%
Verbal abuse	20%	11%	16%

Negative behaviour

Telling someone about the bullying

What this is

Telling someone about the bullying 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

4% of your staff who did the survey said they experienced bullying, of which

- 60% said the top way they reported the bullying was 'Told a colleague'.
- 100% said they didn't submit a formal complaint.

Have you experienced bullying at work?

5	124	6
4%	92%	4%

■ Experienced bullying   ■ Did not experience bullying   ■ Not sure
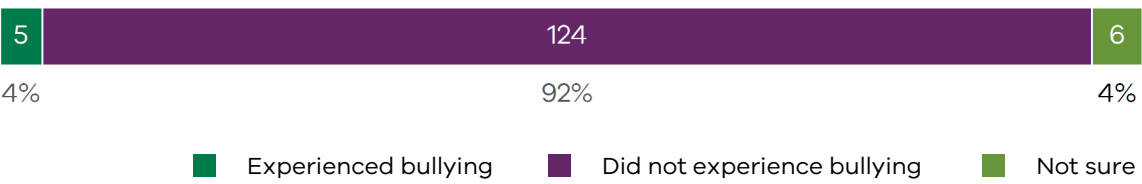
Did you tell anyone about the bullying?	You 2019	You 2020	Comparator 2020	Public sector 2020
Told a colleague	8%	60%	47%	46%
Told a manager	54%	60%	47%	44%
Told a friend or family member	23%	20%	40%	34%
Told Human Resources	15%	20%	17%	17%

Victorian Public Sector Commission

VICTORIA State Government

Negative behaviour

Perpetrators of bullying

What this is

Perpetrators of bullying is where staff feel individuals or groups 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, 4% of your staff said they experienced bullying.

We then asked them to tell us who the perpetrator was. They could select more than one perpetrator.

In descending order, the bar chart shows the perpetrators with the largest number of responses.
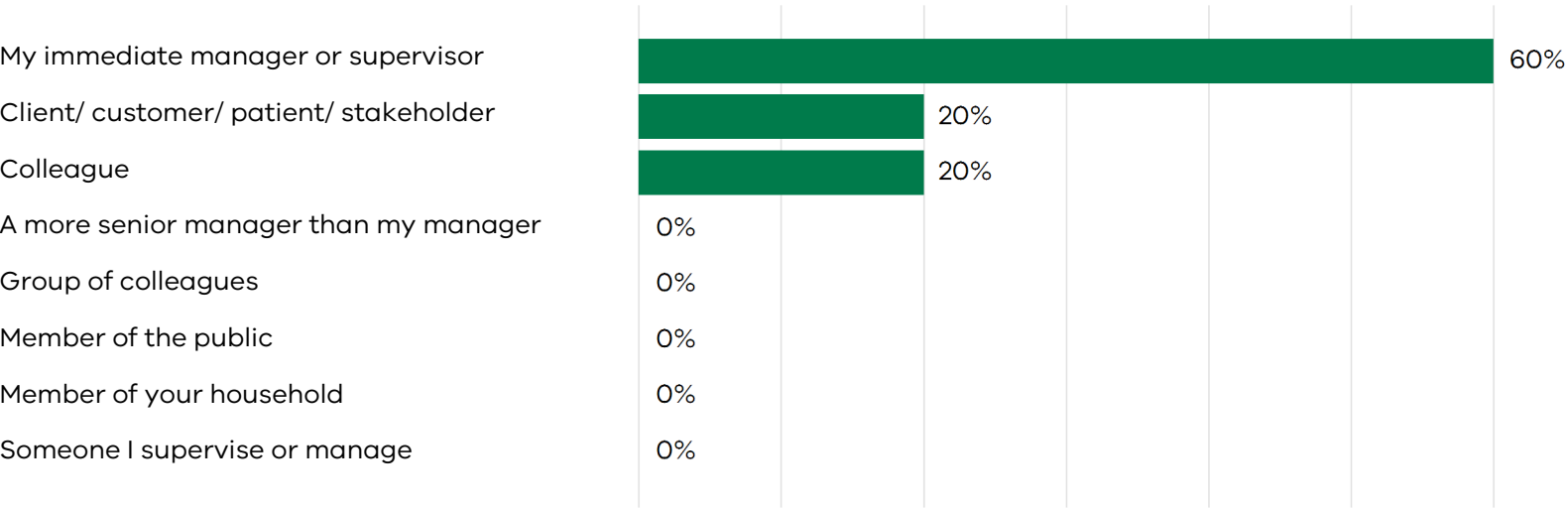
Each row is one perpetrator or group of perpetrators.

Example

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

Of that 4%, 60% said it was by 'My immediate manager or supervisor'.

5 people (4% of staff) experienced bullying

My immediate manager or supervisor	60%
Client/ customer/ patient/ stakeholder	20%
Colleague	20%
A more senior manager than my manager	0%
Group of colleagues	0%
Member of the public	0%
Member of your household	0%
Someone I supervise or manage	0%

■ You 2020

Victorian Public Sector Commission

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Negative behaviour

Sexual harassment

What this is

Type of sexual harassment is the unwelcome sexual advance, request for sexual favours or other unwelcome conduct that offends, humiliates and/or intimidates staff.

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.

4% said the top type was 'Intrusive questions about your private life or comments about your physical appearance'.

Have you experienced sexual harassment at work?

6	129
4%	96%

■ Experienced sexual harassment   ■ Did not experience sexual harassment
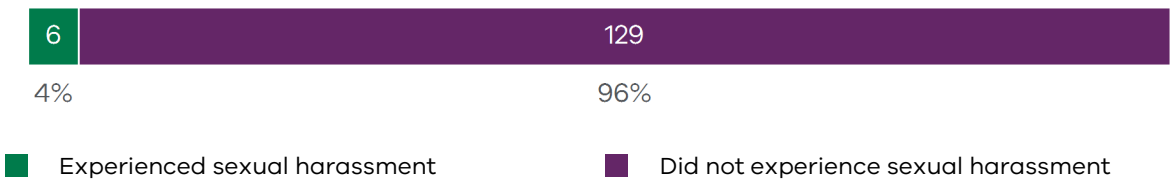
What type sexual harassment did you experience?	You 2019	You 2020	Comparator 2020	Public sector 2020
Intrusive questions about your private life or comments about your physical appearance	2%	4%	1%	2%
Any other unwelcome conduct of a sexual nature	0%	1%	0%	0%
Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)	4%	1%	1%	2%

Negative behaviour

Response to sexual harassment

What this is

Response to sexual harassment is how staff respond to this behaviour when they encounter it.

Why this is important

By understanding how staff respond to sexual harassment, 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 sexual harassment.

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

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

Example

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

- 67% said their top response was 'Pretended it didn't bother you'.
- 100% said they didn't submit a formal complaint.

Have you experienced sexual harassment at work?

6	129
4%	96%

■ Experienced sexual harassment   ■ Did not experience sexual harassment
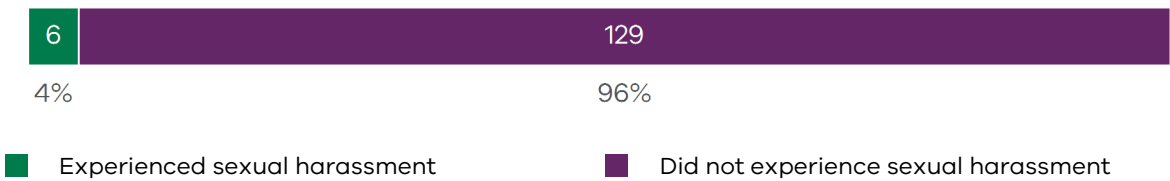
When the harassment happened to you, did you respond in any of the following ways?	You 2019	You 2020	Comparator 2020	Public sector 2020
Pretended it didn't bother you	38%	67%	56%	43%
Tried to laugh it off or forget about it	38%	67%	59%	41%
Avoided the person(s) by staying away from them	31%	17%	36%	31%
Told a colleague	31%	17%	43%	28%

Victorian Public Sector Commission

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Negative behaviour

Perpetrators of sexual harassment

What this is

Perpetrators of sexual harassment 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.
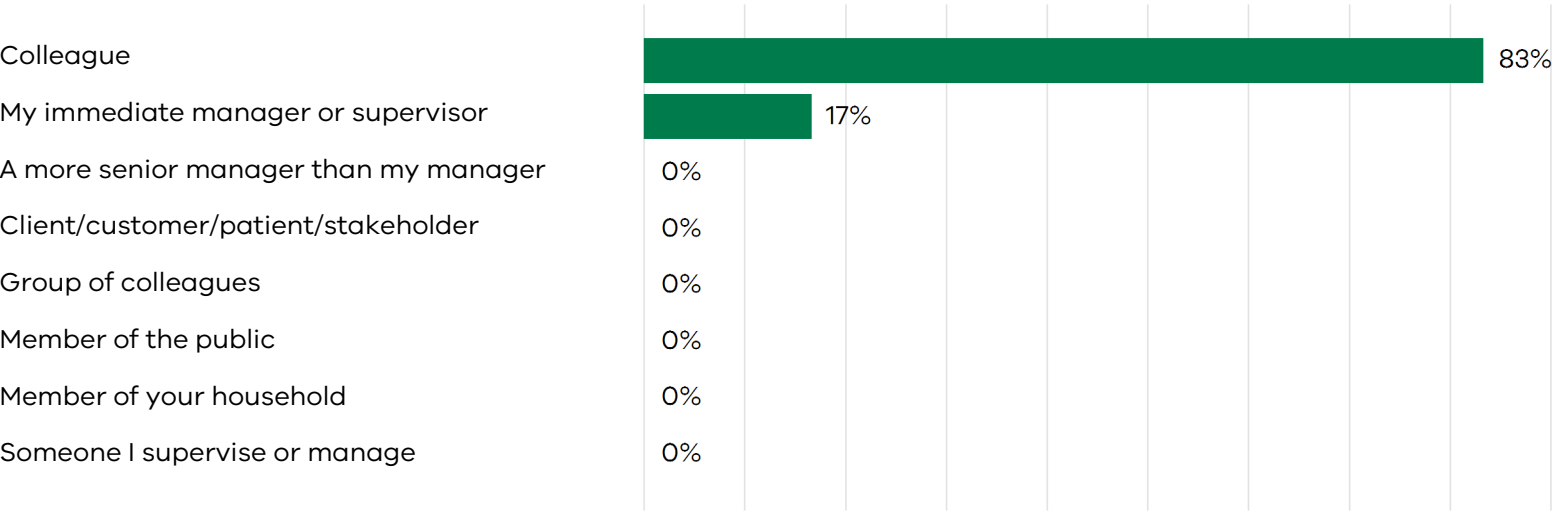
Each row is one perpetrator or group of perpetrators.

Example

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

Of that 4%, 83% said it was by 'Colleague'.

6 people (4% of staff) experienced sexual harassment

Colleague	83%
My immediate manager or supervisor	17%
A more senior manager than my manager	0%
Client/customer/patient/stakeholder	0%
Group of colleagues	0%
Member of the public	0%
Member of your household	0%
Someone I supervise or manage	0%

■ You 2020

Victorian Public Sector Commission

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Negative behaviour

Type of discrimination

What this is

Type of discrimination 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

1% of your staff who did the survey said they experienced discrimination.

Of that 1%, 50% said it was 'Access to leave'.

Have you experienced discrimination at work?

2	129	4
1%	96%	3%

■ Experienced discrimination ■ Did not experience discrimination ■ Not sure
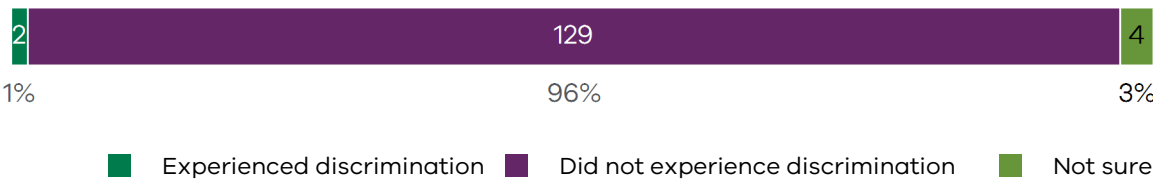
If you experienced discrimination, what type of discrimination did you experience?	You 2019	You 2020	Comparator 2020	Public sector 2020
Access to leave	0%	50%	11%	9%
Other	43%	50%	40%	49%

Victorian Public Sector Commission

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Negative behaviour

Telling someone about the discrimination

What this is

Telling someone about the discrimination 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

1% of your staff who did the survey said they experienced discrimination, of which

- 50% said the top way they reported the discrimination was 'Told a colleague'.

- 100% said they didn't submit a formal complaint.

Have you experienced discrimination at work?

2	129		4
1%	96%		3%

■ Experienced discrimination ■ Did not experience discrimination ■ Not sure
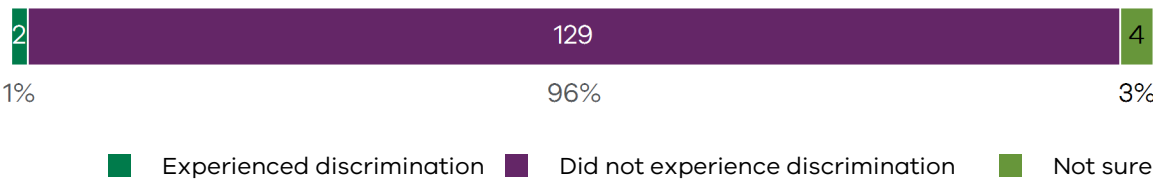
Did you tell anyone about the discrimination?	You 2019	You 2020	Comparator 2020	Public sector 2020
Told a colleague	29%	50%	45%	42%
Told a manager	43%	50%	32%	31%

Victorian Public Sector Commission

VICTORIA State Government

Negative behaviour

Violence and aggression

What this is

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

Why this is important

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

How to read this

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

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

In descending order, the table shows the answers.

Example

1% of your staff who did the survey said they experienced violence or aggression.

Of that 1%, 50% said it was from 'Abusive language'.

Have you experienced violence or aggression at work?

2	130	3
1%	96%	2%

■ Experienced violence or aggression   ■ Did not experience violence or aggression   ■ Not sure
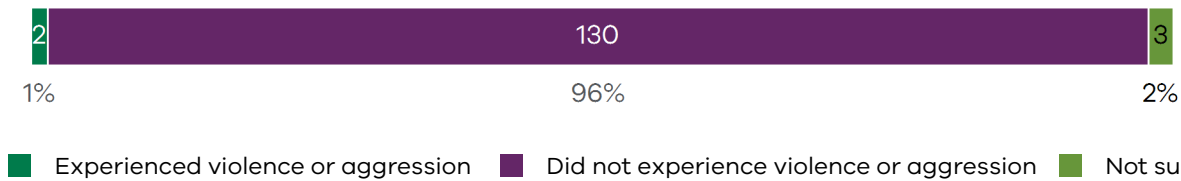
If you experienced violence or aggression, what type did you experience?	You 2020	Comparator 2020	Public sector 2020
Abusive language	50%	65%	63%
Intimidating behaviour	50%	69%	69%
Other	50%	11%	6%

Negative behaviour

Telling someone about violence and aggression

What this is

Telling someone about the violence or aggression is who staff told about what they experienced.

Why this is important

Understanding who staff tell about violence or aggression 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

1% of your staff who did the survey said they experienced violence or aggression, fo which

- 100% said the top way they reported the violence or agression was 'Told a manager'

- 100% said they didn't submit a formal complaint.

Have you experienced violence or aggression at work?

2	130	3
1%	96%	2%

■ Experienced violence or aggression   ■ Did not experience violence or aggression   ■ Not sure
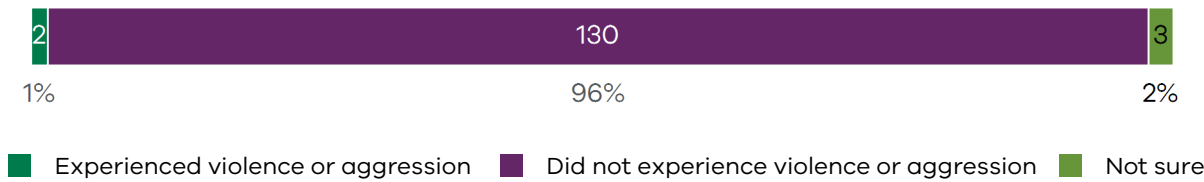
Did you tell anyone about the incident?	You 2020	Comparator 2020	Public sector 2020
Told a manager	100%	65%	59%
Told Human Resources	50%	16%	12%

Negative behaviour

Perpetrators of violence and aggression

What this is

Perpetrators of violence and aggression is where staff feel individuals or groups are responsible for violence and aggression.

Why this is important

Understanding where violence and aggression happens means organisations can plan how to support and protect staff.

How to read this

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

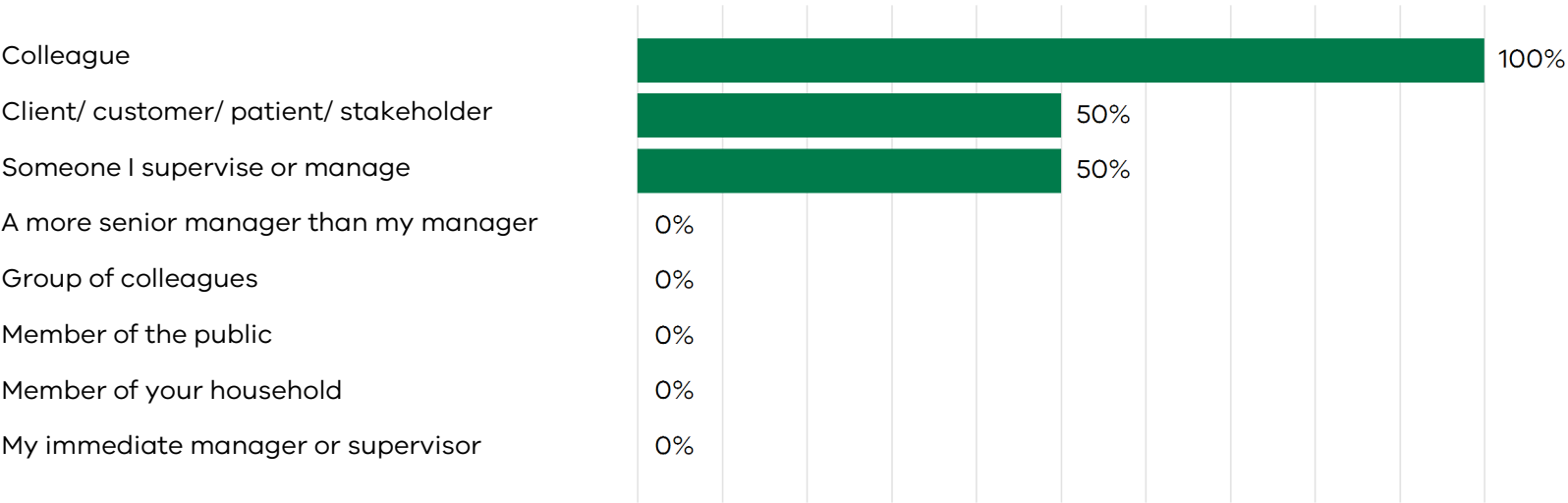If they did, they could tell us with one or more answers who the perpetrator was.

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

Each row is one perpetrator or a group of perpetrators.

Example

1% of your staff who did the survey said they experienced violence or aggression.

Of that 1%, 100% said it was by 'Colleague'.

2 people (1% of staff) experienced violence or aggression

Colleague	100%
Client/ customer/ patient/ stakeholder	50%
Someone I supervise or manage	50%
A more senior manager than my manager	0%
Group of colleagues	0%
Member of the public	0%
Member of your household	0%
My immediate manager or supervisor	0%

■ You 2020

People Matter Survey Wellbeing Check

Have your say

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Group results

Victorian Auditor-General's Office
Wellbeing check results report

Victorian Public Sector Commission

VICTORIA State Government

Demographics

Personal characteristics

What this is

These are the personal characteristics of staff.

Why this is important

This helps organisations understand the diversity of their 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

We:
- don't link this to other responses
- de-identify all responses
- don't release results for groups or teams with fewer than 10 responses
- don't release results on any personal information, such as age, gender, diversity, cultural identity and so on, for organisations with fewer than 30 responses
- don't give individual survey responses to managers or organisations

Gender	(n)	%
Woman	63	47%
Man	61	45%
Prefer not to say	11	8%

Age	(n)	%
15-34 years	54	40%
35-54 years	74	55%
55+ years	7	5%

LGBTIQ	(n)	%
Yes	11	8%
No	112	83%
Prefer not to say	12	9%

Country of birth	(n)	%
Born in Australia	74	55%
Not born in Australia	42	31%
Prefer not to say	19	14%

Language other than English spoken at home	(n)	%
Yes	50	37%
No	71	53%
Prefer not to say	14	10%

Demographics

Cultural identity and religion

What this is

This is the cultural identity and religion of staff.

Why this is important

This helps organisations understand the diversity of their staff.

How to read this

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Cultural identity	(n)	%
Australian	78	58%
African (including Central, West, Southern and East African)	5	4%
British and/or Irish	7	5%
East and/or South-East Asian	22	16%
European (including Western, Eastern and South-Eastern Europe, and Scandinavia)	7	5%
Middle Eastern and/or North African	2	1%
New Zealander	1	1%
South Asian	9	7%
Other	2	1%
Prefer not to say	19	14%

Religion	(n)	%
Christianity	29	21%
Buddhism	9	7%
Hinduism	7	5%
Islam	4	3%
Judaism	2	1%
No religion	68	50%
Prefer not to say	16	12%

Demographics

What this is

These are the employment characteristics of staff.

Why this is important

This helps organisations understand the diversity of their 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.

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Working arrangement	(n)	%
Full-Time	117	87%
Part-Time	18	13%

Gross base salary (ongoing/fixed term only)	(n)	%
Below $65k	6	5%
$65k to $95k	49	37%
$95k to $125k	39	29%
$125k or more	39	29%

Organisation tenure	(n)	%
<1 year	22	17%
1 to less than 2 years	25	19%
2 to less than 5 years	41	31%
5 to less than 10 years	23	17%
10 to less than 20 years	19	14%
More than 20 years	3	2%

Management responsibility	(n)	%
Manager of other manager(s)	23	17%
Other manager	31	23%
Non-manager	81	60%

Employment type	(n)	%
Ongoing and executive	117	87%
Fixed term	16	12%
Other	2	1%

Demographics

Employment characteristics 2 of 2

What this is

These are the employment characteristics of staff.

Why this is important

This helps organisations understand the diversity of their staff.

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

We:
- don't link this to other responses
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Workplace location	(n)	%
Melbourne CBD	**121**	90%
Melbourne: Suburbs	**13**	10%
Other city or town	**1**	1%

Demographics

Adjustments

What this is

These are adjustments staff requested to perform in their role.

Why this is important

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

How to read this

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

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

How we protect anonymity and privacy

We:
- don't link this to other responses
- de-identify all responses
- don't release results for groups or teams with fewer than 10 responses
- don't release results on any personal information, such as age, gender, diversity, cultural identity and so on, for organisations with fewer than 30 responses
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Do you identify as a person with a disability?	(n)	%
Yes	**6**	4%
No	**122**	90%
Prefer not to say	**7**	5%

As a person with disability, do you need reasonable adjustments in the workplace?	(n)	%
Yes	**1**	17%
No	**4**	67%
Prefer not to say	**1**	17%

If you need reasonable adjustments, did you ask your organisation to make them?	(n)	%
Yes	**1**	100%

If you asked for reasonable adjustments, how was your experience with the process?	(n)	%
The adjustments I needed were made and the process was satisfactory	**1**	100%

Demographics

Caring

What this is

These are staff-reported caring responsibilities.

Why this is important

This shows organisations what caring responsibilities their staff have.

How to read this

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

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

How we protect anonymity and privacy

We:
- don't link this to other responses
- de-identify all responses
- don't release results for groups or teams with fewer than 10 responses
- don't release results on any personal information, such as age, gender, diversity, cultural identity and so on, for organisations with fewer than 30 responses
- don't give individual survey responses to managers or organisations

Caring responsibility	(n)	%
Child(ren) younger than preschool age	15	11%
Preschool aged child(ren)	14	10%
Primary school aged child(ren)	34	25%
Secondary school aged child(ren)	14	10%
Parent(s)	19	14%
Partner	15	11%
Other relative(s)	4	3%
Other	4	3%
None of the above	49	36%
Prefer not to say	11	8%

People Matter Survey Wellbeing Check

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Group results

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Strongest group results

What this is

Strongest group results is an organisation's best performing groups over the 5 people outcomes.

How to read this

This heatmap shows you the groups in your organisation that had the biggest difference in their scores from your organisation's average.

In this heatmap positive affect measures how often work made respondents feel happy or enthusiastic in the last three months of the survey period.

Negative affect measures how often work made respondents feel worried or miserable in the last three months of the survey period.

The darker the colour, the further these are from your organisation's average.

We only show the groups that feature in the top 5 of at least one people outcome.

Example

The group 'Office of the Auditor-General' had an overall ' Positive affect' of 19 points above your organisation's average.

	Engagement	Satisfaction	Positive affect	Negative affect	High to severe Job-related stress
Office of the Auditor-General	2	7	19	-4	0
Corporate	7	13	16	-6	-15
Performance Audit		1	3		-4

People outcomes

Weakest group results

What this is

Weakest group results is an organisation's groups most in need of improvement over the 5 people outcomes.

How to read this

This heatmap shows you the groups in your organisation that had the biggest difference in their scores from your organisation's average.

In this heatmap positive affect measures how often work made respondents feel happy or enthusiastic in the last three months of the survey period.

Negative affect measures how often work made respondents feel worried or miserable in the last three months of the survey period.

The darker the colour, the further these are from your organisation's average.

We only show the groups that feature in the top 5 of at least one people outcome.

Example

The group 'Financial Audit' had an overall ' Positive affect' of -18 points below your organisation's average.

	Engagement	Satisfaction	Positive affect	Negative affect	High to severe Job-related stress
Financial Audit	-2	-9	-18	4	7
Performance Audit	-2			1	

People outcomes

Strongest demographic results

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The darker the colour, the further these are from your organisation's average.

We only show the groups that feature in the top 5 of at least one people outcome.

Example

The group 'Lesbian, gay, bisexual, trans and gender diverse, intersex, queer or questioning' had an overall 'Positive affect' of 19 points above your organisation's average.

	Engagement	Satisfaction	Positive affect	Negative affect	High to severe Job-related stress
Lesbian, gay, bisexual, trans and gender diverse, intersex, queer or questioning	11	15	19	–12	–3
Non-ongoing employment	5	14	18	–8	–9
Caring responsibility: None of the above	3	8	5	–6	–15
LOTE - No	4	10	2	–2	–3
Caring responsibility: Child(ren) younger than preschool age	2	6	2	–6	–1
Not born in Australia	6	1	4	–3	–5
No religion	1	2	3	–2	–4
Manager of other manager(s)	7	10	21	–1	
Part-time worker		11	8	–5	–10
Caring responsibility: Primary school aged child(ren)	3	8	7	–3	

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People outcomes

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Negative affect measures how often work made respondents feel worried or miserable in the last three months of the survey period.

The darker the colour, the further these are from your organisation's average.

We only show the groups that feature in the top 5 of at least one people outcome.

Example

The group 'Caring responsibility: Parent(s)' had an overall 'Satisfaction' of -16 points below your organisation's average.

	Engagement	Satisfaction	Positive affect	Negative affect	High to severe Job-related stress
Caring responsibility: Parent(s)	-6	-16	-15	15	26
Cultural background: East and/or South-East Asian	-1	-12	-10	2	1
Ongoing employment	-1	-4	-6	2	3
Changes due to COVID: Substantial change in my type of work, work priorities, or how I am expected to do my work	-2		-8	2	9
Non-manager	-2	-4	-5	2	
Full-time worker		-2	-1	1	2
Changes due to COVID: Worked from home		0	0	0	0
Caring responsibility: Partner		-14		7	25
Caring responsibility: Preschool aged child(ren)	-2			2	14
Cultural background: Australian			0	2	3

Victorian Public Sector Commission

VICTORIA State Government

Negative behaviour

Strongest group results

What this is

Strongest group results is an organisation's best performing groups over the 4 negative behaviours.

How to read this

This heatmap shows you the groups in your organisation that had the biggest difference in their scores from your organisation's average.

The darker the colour, the further these are from your organisation's average.

We only show the groups that feature in the top 5 of at least one people outcome.

Example

The group 'Corporate' had an overall 'Sexual harassment' of -4 points below your organisation's average.

	Bullying	Sexual harassment	Discrimination	Violence and aggression
Corporate		-4	-1	-1
Performance Audit	-1	-2		-1
Office of the Auditor-General	-1	-1	-1	

Negative behaviour

Weakest group results

What this is

Weakest group results is an organisation's groups most in need of improvement over the 4 negative behaviour outcomes.

How to read this

This heatmap shows you the groups in your organisation that had the biggest difference in their scores from your organisation's average.

The darker the colour, the further these are from your organisation's average.

We only show the groups that feature in the top 5 of at least one negative behaviour.

Example

The group 'Financial Audit' had an overall 'Sexual harassment' of 3 points above your organisation's average.

	Bullying	Sexual harassment	Discrimination	Violence and aggression
Financial Audit	0	3	0	0
Corporate	3			
Office of the Auditor-General				2
Performance Audit			1	

Negative behaviour

Strongest demographic results

What this is

Strongest demographic results is an organisation's best performing groups over the 4 negative behaviours.

How to read this

This heatmap shows you the groups in your organisation that had the biggest difference in their scores from your organisation's average.

The darker the colour, the further these are from your organisation's average.

We only show the groups that feature in the top 5 of at least one negative behaviours.

Example

The group 'Caring responsibility: Child(ren) younger than preschool age' had an overall 'Sexual harassment' of -4 points below your organisation's average.

	Bullying	Sexual harassment	Discrimination	Violence and aggression
Caring responsibility: Child(ren) younger than preschool age	-4	-4	-1	-1
Caring responsibility: Preschool aged child(ren)	-4	-4	-1	-1
Part-time worker	-4	-4	-1	-1
Other manager	-4	-1	-1	-1
LOTE - No	-2	-2	-1	0
Born in Australia	-1	0	-1	0
Caring responsibility: Secondary school aged child(ren)		-4	-1	-1
Manager of other manager(s)	-4	0	-1	
Religion: Christianity	-4		-1	-1
Non-ongoing employment	-4	-1	-1	

Negative behaviour

Weakest demographic results

What this is

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How to read this

This heatmap shows you the groups in your organisation that had the biggest difference in their scores from your organisation's average.

The darker the colour, the further these are from your organisation's average.

We only show the groups that feature in the top 5 of at least one people outcome.

Example

The group 'Changes due to COVID: Substantial change in my type of work, work priorities, or how I am expected to do my work' had an overall 'Sexual harassment' of 3 points above your organisation's average.

	Bullying	Sexual harassment	Discrimination	Violence and aggression
Changes due to COVID: Substantial change in my type of work, work priorities, or how I am expected to do my work	2	3	0	2
Full-time worker	1	1	0	0
Changes due to COVID: Worked from home	0	0	0	0
Cultural background: East and/or South-East Asian	1	5	3	
Woman	3		0	0
LOTE - Yes	0	2	3	
Non-manager	2	0	1	
Man		2	0	0
Ongoing employment	1	0	0	
Lesbian, gay, bisexual, trans and gender diverse, intersex, queer or questioning		5		8

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