People matter survey wellbeing check 2022

Have your say

Victorian Public Sector Commission

VICTORIA State Government

People matter survey wellbeing check 2022

Have your say

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Report overview

About your report

Welcome to your People matter survey 2022 report.

Your results help your organisation build a positive workplace culture with integrity that live the public sector values.

This report complements or gives you 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

Your organisation took part in the survey in 2020 and 2021.

This means you'll be able to compare about 76% of this year's survey with your previous results.

We've marked new questions for 2022 or returning questions from 2020 with an asterisk (*).

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%.

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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 results when fewer than 10 people in a work group have responded to the survey

- don't release employee opinion 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.

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Report overview

Survey's theoretical framework

What this is

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

Why this is important

Based on theory and research, the framework focuses on core themes that help guide organisations in creating better workplaces.
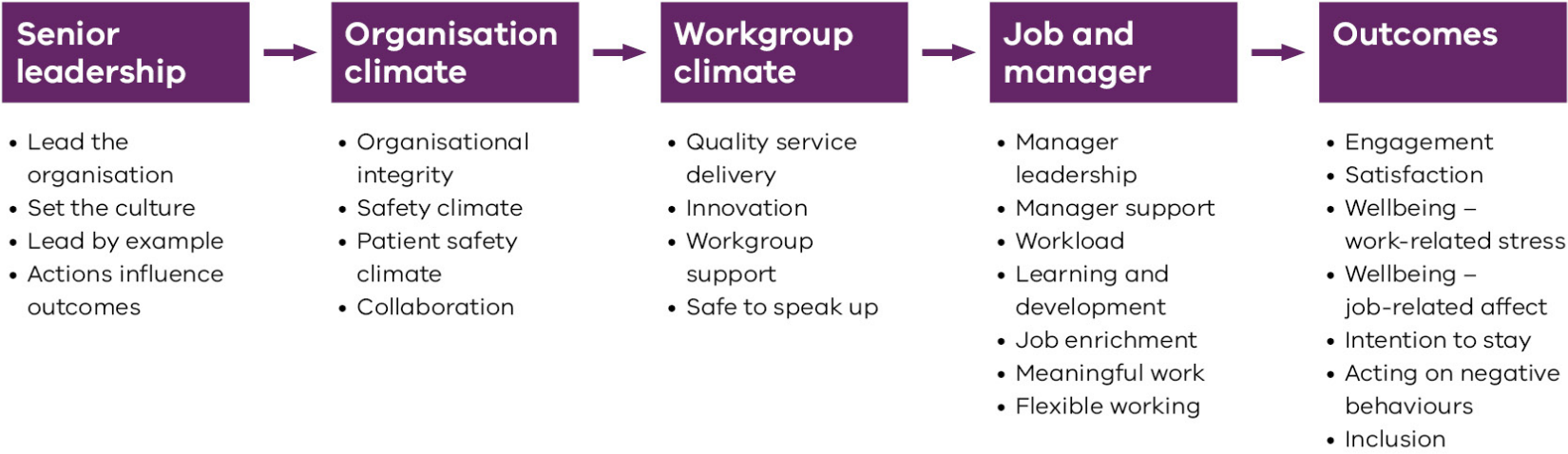
We developed the framework in consultation with stakeholders from the public sector and Deakin University.

Our public sector values

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

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

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

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

Senior leadership	Organisation climate	Workgroup climate	Job and manager	Outcomes
• Lead the organisation • Set the culture • Lead by example • Actions influence outcomes	• Organisational integrity • Safety climate • Patient safety climate • Collaboration	• Quality service delivery • Innovation • Workgroup support • Safe to speak up	• Manager leadership • Manager support • Workload • Learning and development • Job enrichment • Meaningful work • Flexible working	• Engagement • Satisfaction • Wellbeing – work-related stress • Wellbeing – job-related affect • Intention to stay • Acting on negative behaviours • Inclusion

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

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'.

Beaufort and Skipton Health Service

Boort District Health

Cohuna District Hospital

Corryong Health

East Wimmera Health Service

Heathcote Health

Hesse Rural Health Service

Inglewood and Districts Health Service

Kilmore and District Hospital

Mallee Track Health and Community Service

Mansfield District Hospital

Omeo District Health

Tallangatta Health Service

Timboon and District Healthcare Service

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Scorecard

Summary

What this is

This is a summary of your key results.

Why this is important

It gives you a high-level snapshot of the main survey findings.

How to read this

On the top row:

- Response rate is how many staff in your organisation did the survey in 2022.
- Satisfaction score is how satisfied staff are with their jobs, work-life balance and career.
- High to severe stress is the overall percentage of people with high to severe stress.

On the bottom row:

- The employee engagement index is a score out of 100. It is a weighting of all engagement question responses. Engaged employees are committed to their organisation's goals and values, and motivated to contribute to organisational success.
- Inclusion is how many of your staff feel as if they belong and can be themselves at work.

Response rate

**56%
(93)**

Comparator	49%
Public Sector	52%

Satisfaction

68%

Comparator	68%
Public Sector	67%

High-to-severe stress

23%

Comparator	23%
Public Sector	25%

Engagement index

69

Comparator	71
Public Sector	69

Inclusion

74%

Comparator	77%
Public Sector	78%

Scorecard

Scorecard: satisfaction, stress, intention to stay

What this is

This scorecard provides overall results for satisfaction, high to severe work-related stress, and intention to stay.

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

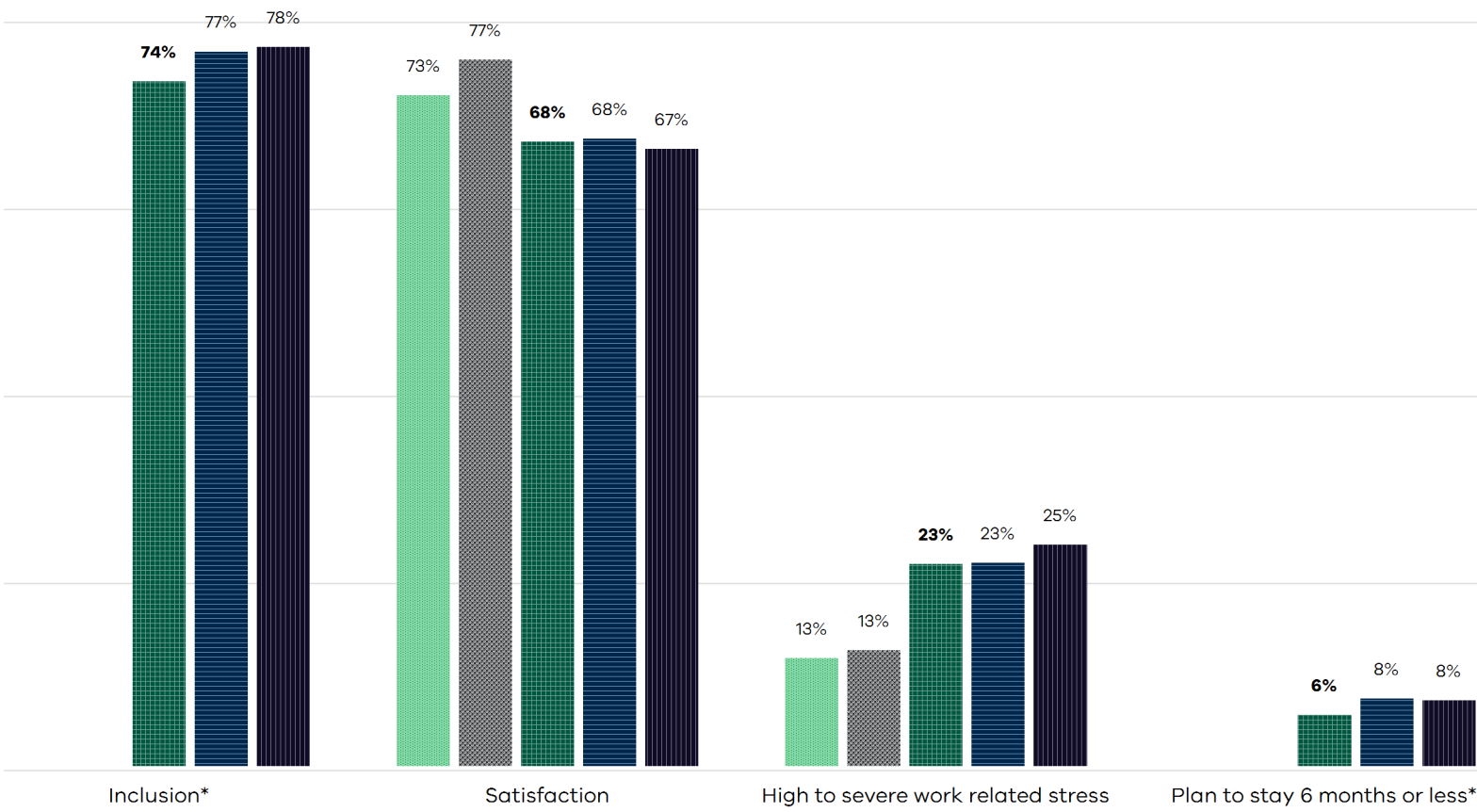Each label represents a group of questions in the survey about people outcomes.

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

Example

In 2022:

- 74% of your staff who did the survey responded positively to questions about Inclusion.

Compared to:

- 77% of staff at your comparator and 78% of staff across the public sector.

	Inclusion*	Satisfaction	High to severe work related stress	Plan to stay 6 months or less*
You 2020		73%	13%	
You 2021		77%	13%	
You 2022	74%	68%	23%	6%
Comparator 2022	77%	68%	23%	8%
Public sector 2022	78%	67%	25%	8%

*We can't compare some data here because one or more questions were not asked in a previous survey

Legend: You 2020, You 2021, You 2022, Comparator 2022, Public sector 2022

Scorecard

Engagement index

What this is

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

The engagement index is a score out of 100.The weightings for each response to the 5 engagement questions 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, productivity and lower absences, turnover and workplace stress.

How to read this

Each result is the overall engagement index for your organisation, comparator and public sector.

Example
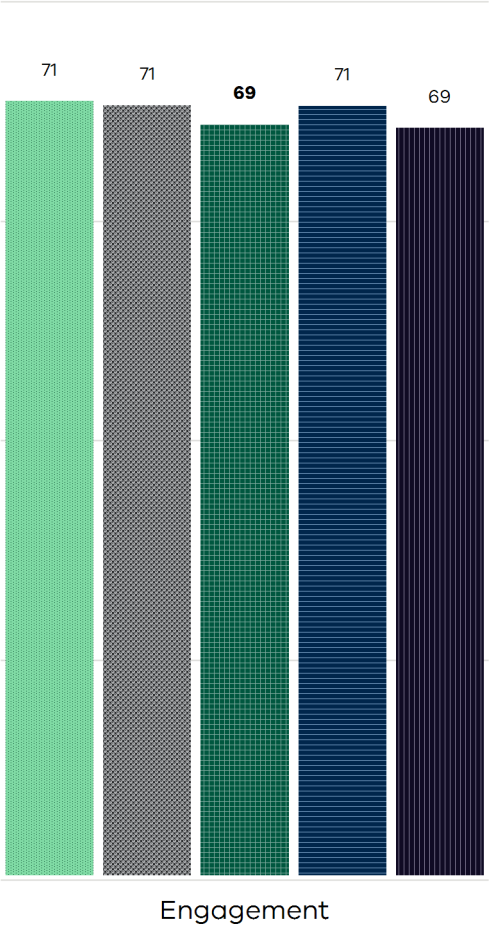
In 2022:

- Your engagement index was 69

Compared to:

- 71 in your comparator and 69 across the public sector.

Engagement

Legend: You 2020 · You 2021 · You 2022 · Comparator 2022 · Public sector 2022

Bar values: 71, 71, **69**, 71, 69

Scorecard

Emotional effects of work

What this is

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 and the public sector.
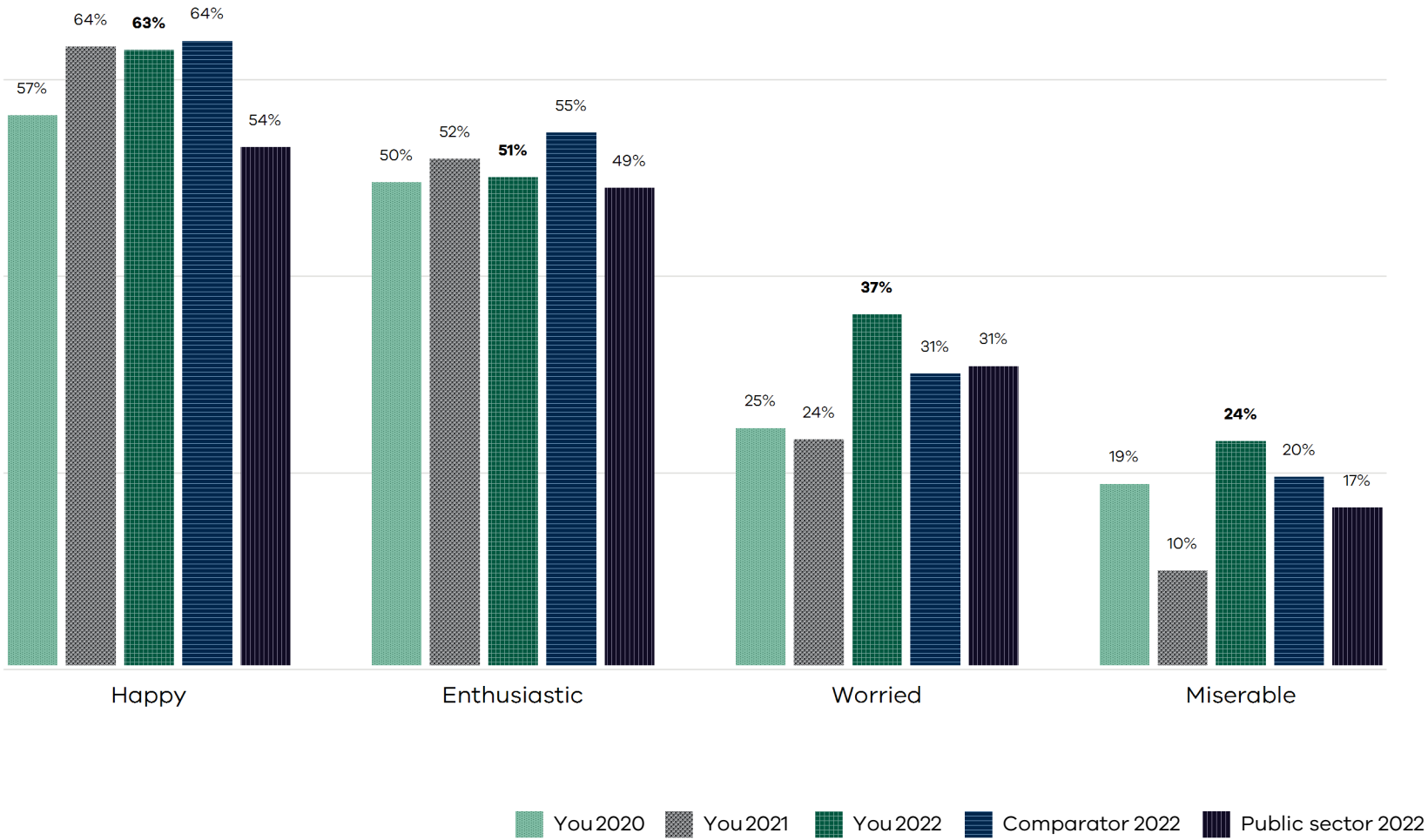
Example

In 2022:

- 63% of your staff who did the survey said work made them feel happy in 2022, which is down from 64% in 2021

Compared to:

- 64% of staff at your comparator and 54% of staff across the public sector.

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

Legend: You 2020, You 2021, You 2022, Comparator 2022, Public sector 2022

	Happy	Enthusiastic	Worried	Miserable
You 2020	57%	50%	25%	19%
You 2021	64%	52%	24%	10%
You 2022	63%	51%	37%	24%
Comparator 2022	64%	55%	31%	20%
Public sector 2022	54%	49%	31%	17%

Scorecard

Taking action

What this is

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

54% 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 survey'.

Legend:
- Disagree
- Don't know
- Neither agree nor disagree
- Agree

Survey question	Your results		You			Comparator		
			2020	2021	2022	Lowest	Average	Highest
I believe my organisation will make improvements based on the results of this survey	20% / 26% / 54%		Not asked	Not asked	54 %	34 %	56 %	84 %
My organisation has made improvements based on the survey results from last year	17% / 11% / 35% / 37%		Not asked	Not asked	37 %	22 %	37 %	59 %
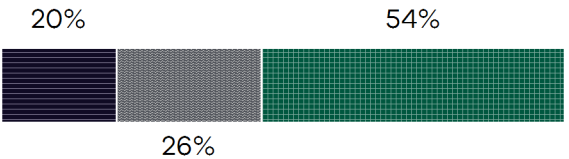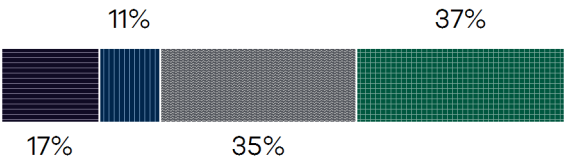
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Scorecard

Negative behaviours

What this is

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 and the public sector.

Example

In 2022:

- 27% of your staff who did the survey stated they experienced 'Violence or aggression' in the last 12 months which is up from 21% in 2021.

Compared to:

- 22% of staff at your comparator and 10% of staff across the public sector.

Legend: You 2020, You 2021, You 2022, Comparator 2022, Public sector 2022

Violence or aggression: 23%, 21%, 27%, 22%, 10%
Bullying: 19%, 36%, 23%, 19%, 11%
Discrimination: 3%, 6%, 11%, 4%, 5%
Sexual harassment: 2%, 6%, 8%, 6%, 4%
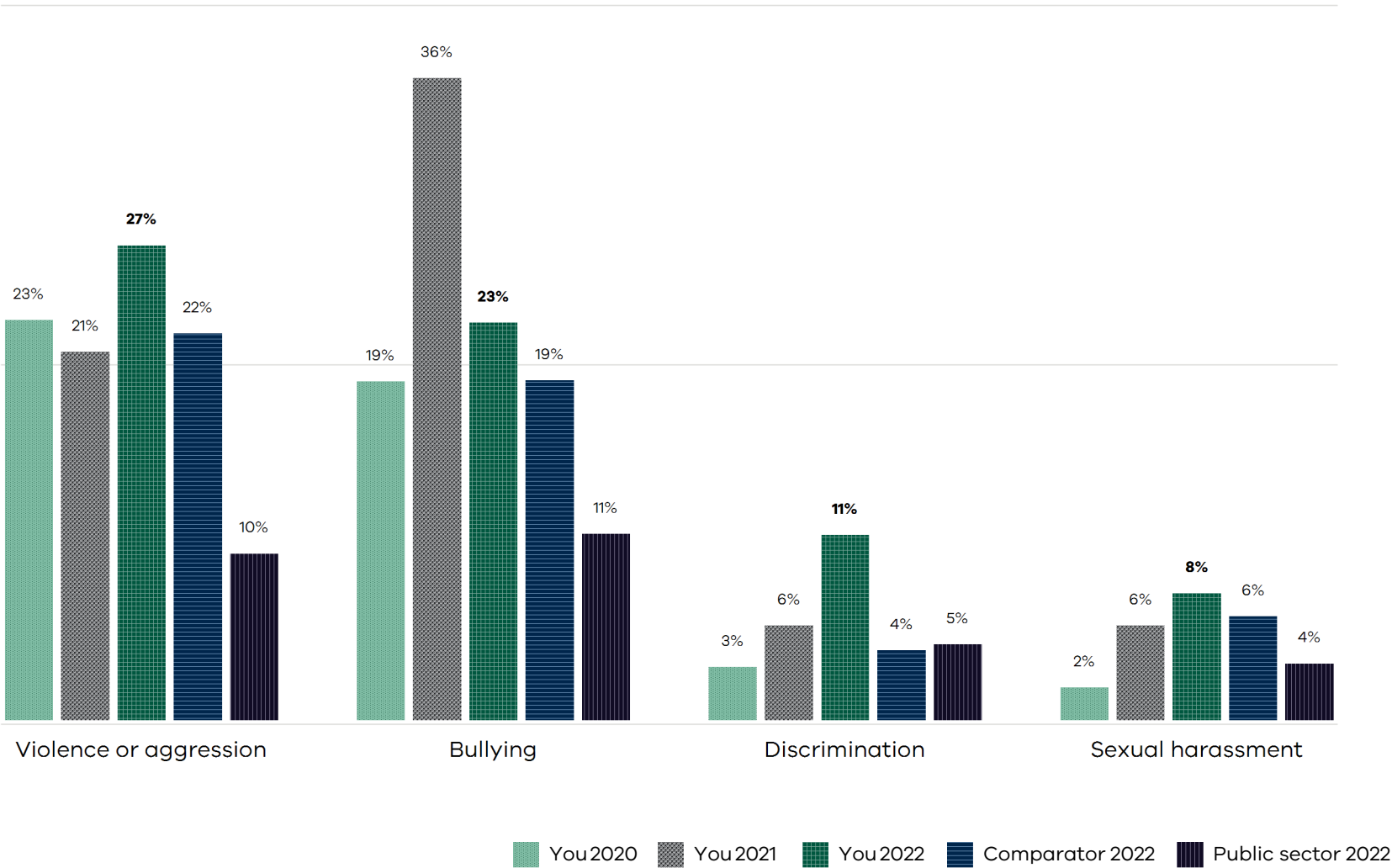
Scorecard

Organisation climate

What this is

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 2022:

- 72% of your staff who did the survey responded positively to questions about Patient safety climate which is down from 77% in 2021.

Compared to:

- 70% of staff at your comparator and 66% of staff across the public sector.

	Patient safety climate	Collaboration	Organisational integrity*	Safety climate*
You 2020	79%	73%		
You 2021	77%	72%		57%
You 2022	72%	67%	65%	57%
Comparator 2022	70%	75%	68%	59%
Public sector 2022	66%	73%	68%	58%

*We can't compare some data here because one or more questions were not asked in a previous survey

Legend: You 2020 · You 2021 · You 2022 · Comparator 2022 · Public sector 2022

Scorecard

Workgroup climate

What this is

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.

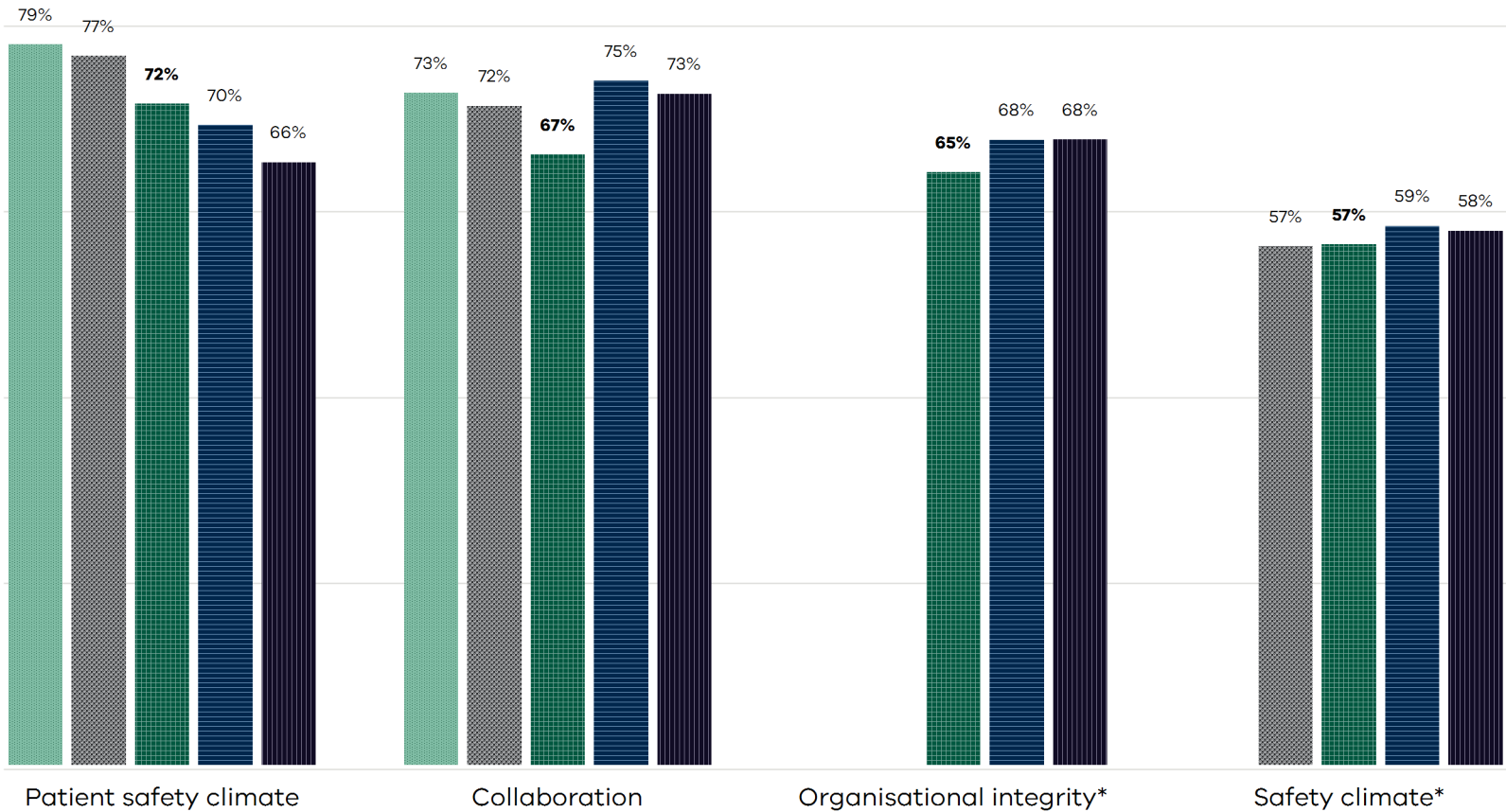Each result is the overall percentage of positive responses for your organisation, comparator and public sector.

Example

In 2022:

- 74% of your staff who did the survey responded positively to questions about .

Compared to:

- 70% of staff at your comparator and 76% of staff across the public sector.

	Quality service delivery*	Innovation*	Workgroup support*	Safe to speak up*
You 2020			58%	
You 2021		62%		63%
You 2022	74%	68%	64%	62%
Comparator 2022	70%	65%	68%	72%
Public sector 2022	76%	70%	80%	77%

*We can't compare some data here because one or more questions were not asked in a previous survey

Legend: ■ You 2020 ■ You 2021 ■ You 2022 ■ Comparator 2022 ■ Public sector 2022

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Scorecard

Job and manager factors 1 of 2

What this is

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.
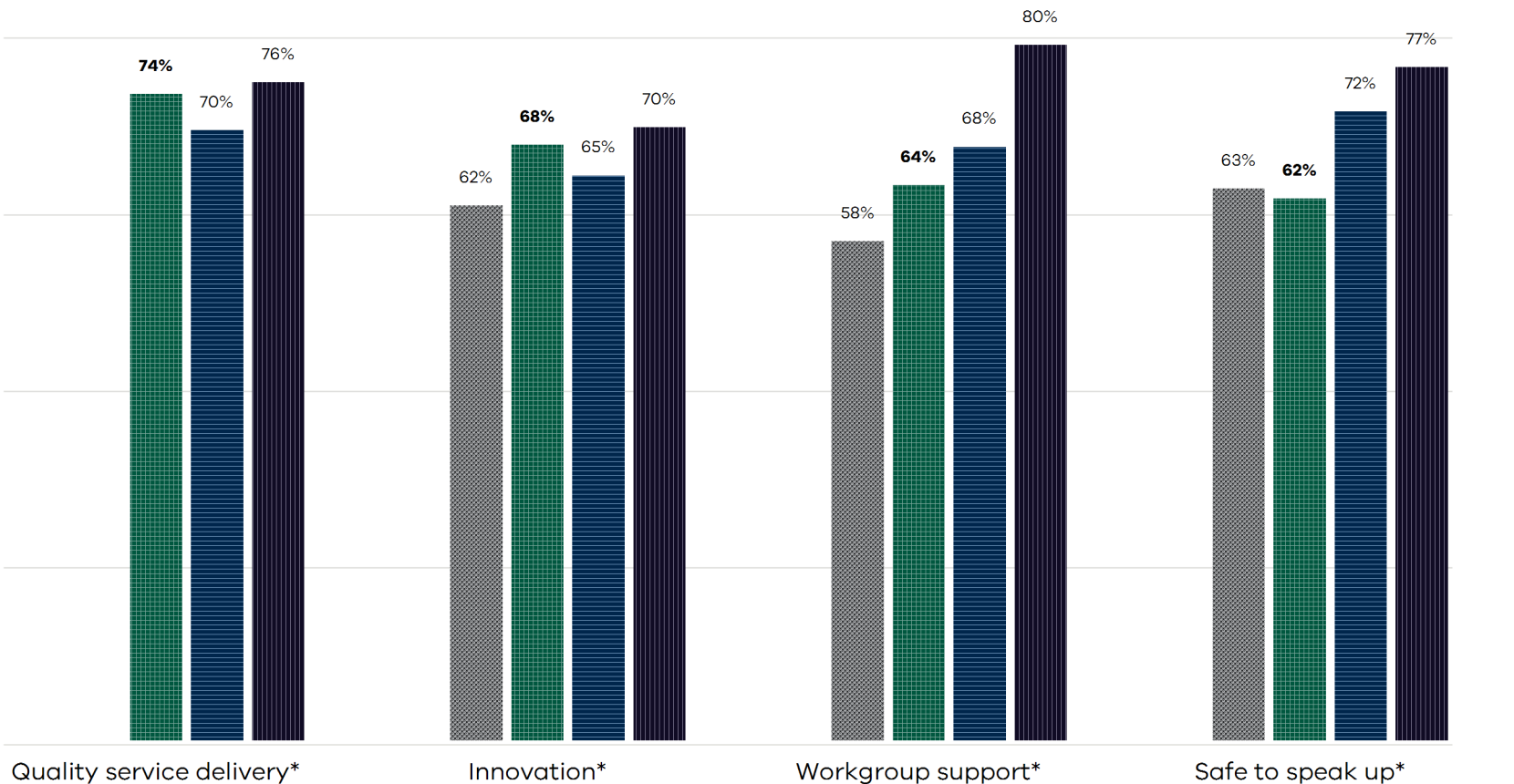
Example

In 2022:

- 86% of your staff who did the survey responded positively to questions about Meaningful work.

Compared to:

- 91% of staff at your comparator and 89% of staff across the public sector.
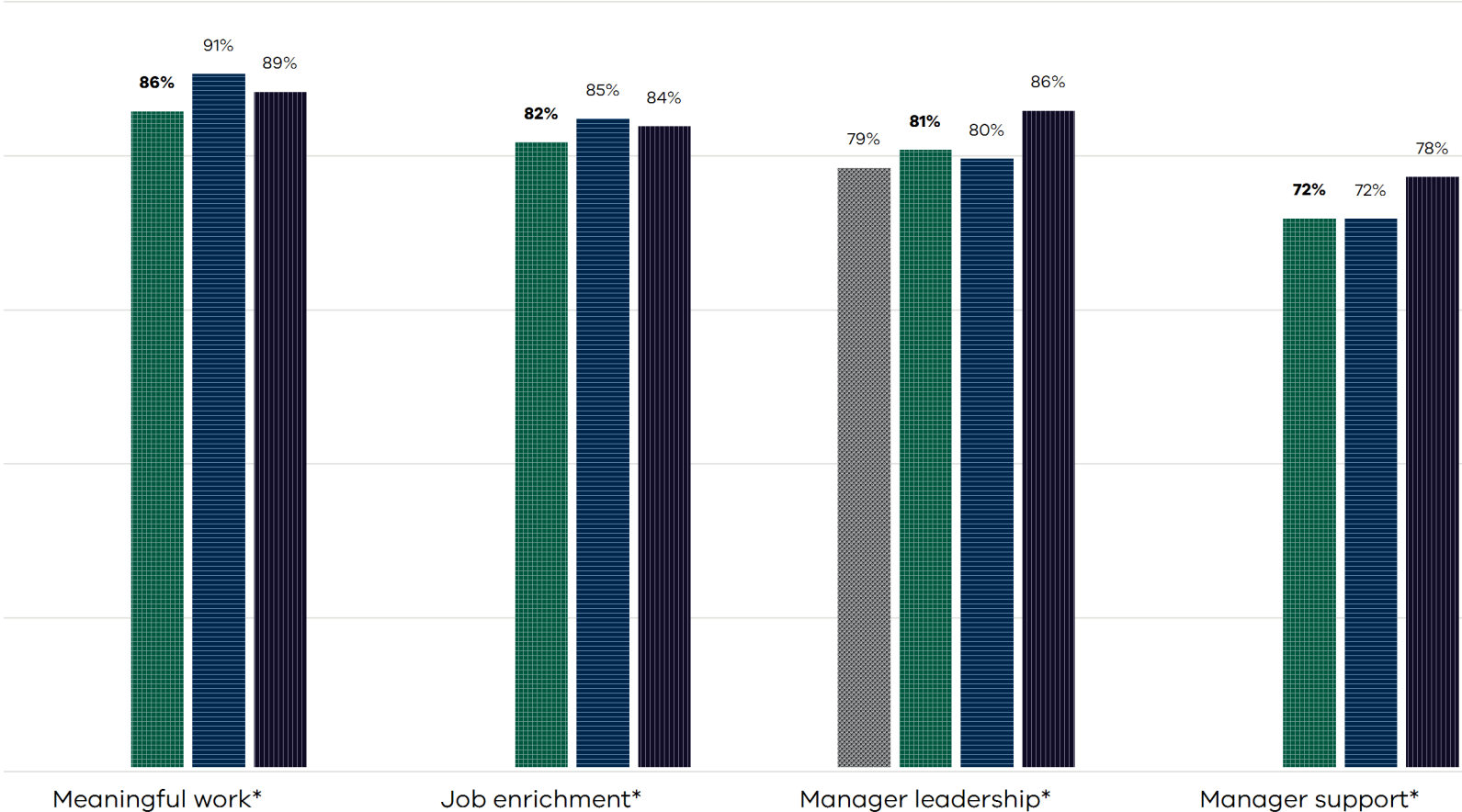
*We can't compare some data here because one or more questions were not asked in a previous survey

Legend: You 2020 | You 2021 | You 2022 | Comparator 2022 | Public sector 2022

Meaningful work*: 86%, 91%, 89%
Job enrichment*: 82%, 85%, 84%
Manager leadership*: 79%, 81%, 80%, 86%
Manager support*: 72%, 72%, 78%

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Scorecard

Job and manager factors 2 of 2

What this is

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 2022:

- 65% of your staff who did the survey responded positively to questions about Flexible working.

Compared to:

- 74% of staff at your comparator and 81% of staff across the public sector.

*We can't compare some data here because one or more questions were not asked in a previous survey

Legend: You 2020 | You 2021 | You 2022 | Comparator 2022 | Public sector 2022

Chart data:

Flexible working*: You 2022 = 65%, Comparator 2022 = 74%, Public sector 2022 = 81%

Learning and development*: You 2022 = 62%, Comparator 2022 = 63%, Public sector 2022 = 59%

Workload: You 2020 = 58%, You 2021 = 53%, You 2022 = 54%, Comparator 2022 = 55%, Public sector 2022 = 57%

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Scorecard

What this is

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.

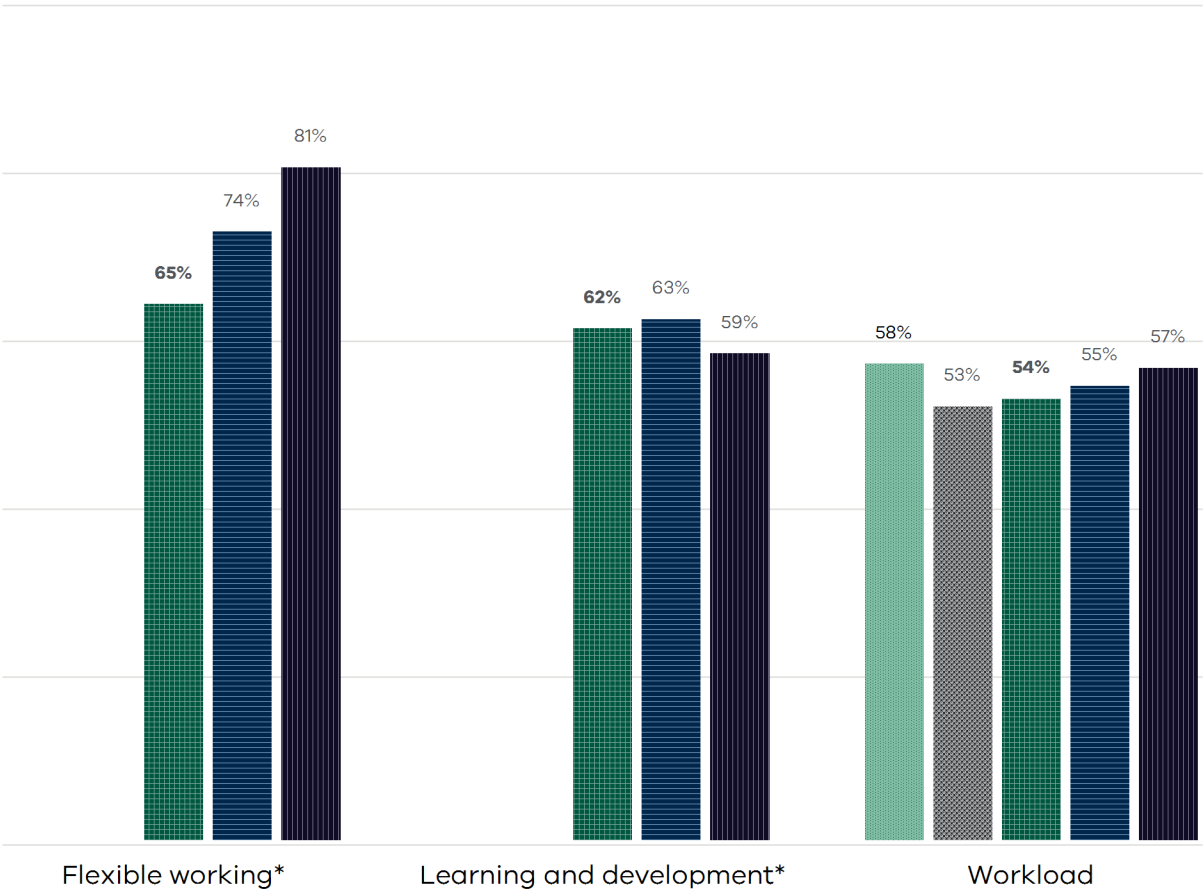Each result is the overall percentage of positive responses for your organisation, comparator and public sector.

Example

In 2022:

- 84% of your staff who did the survey responded positively to questions about Responsiveness .

Compared to:

- 74% of staff at your comparator and 83% of staff across the public sector.

	Responsiveness*	Human rights*	Accountability*	Leadership*
You 2020				
You 2021		82%		69%
You 2022	84%	83%	76%	71%
Comparator 2022	74%	85%	77%	74%
Public sector 2022	83%	83%	76%	76%

*We can't compare some data here because one or more questions were not asked in a previous survey

Legend: You 2020, You 2021, You 2022, Comparator 2022, Public sector 2022

Scorecard

Public sector values 2 of 2

What this is

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.
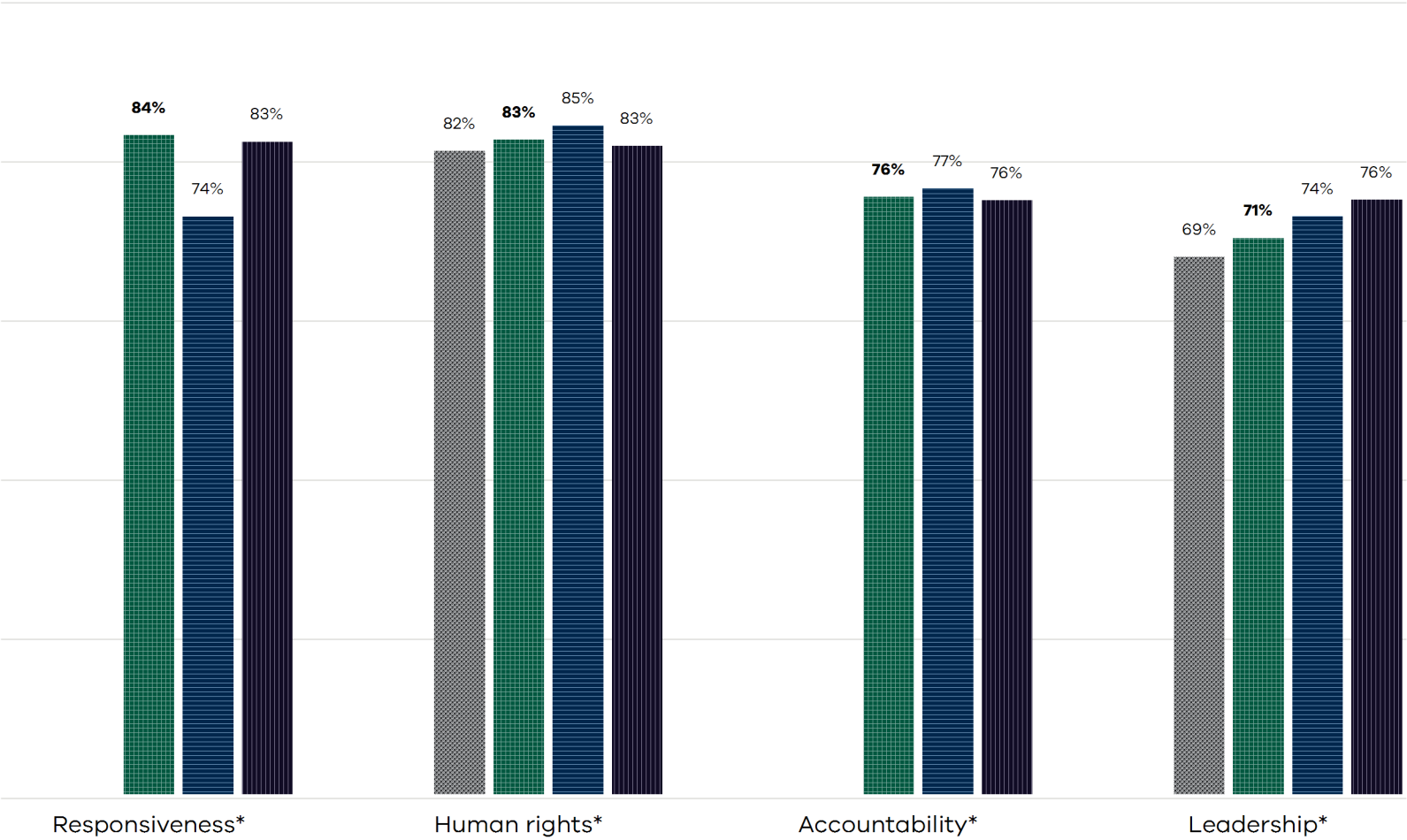
Example

In 2022:

- 70% of your staff who did the survey responded positively to questions about Respect , which is up 3% in 2021.

Compared to:

- 75% of staff at your comparator and 82% of staff across the public sector.

*We can't compare some data here because one or more questions were not asked in a previous survey

Legend: You 2020 | You 2021 | You 2022 | Comparator 2022 | Public sector 2022

Chart values:
- Respect*: 67%, 70%, 75%, 82%
- Impartiality*: 67%, 68%, 78%
- Integrity*: 60%, 65%, 70%, 76%

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Perpetrators of negative behaviour

Perpetrators of bullying

What this is

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, 23% 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

23% of your staff who did the survey said they experienced bullying.

Of that 23%, 52% said it was by 'Colleague'.

21 people (23% of staff) experienced bullying (You2022)

Perpetrator	Percentage
Colleague	52%
A manager or supervisor	33%
Group of colleagues	29%
An executive, senior leader or the head of your organisation	24%
A volunteer with my organisation	10%
Client/ customer/ patient/ stakeholder	0%
Member of the public	0%
Member of your household	0%
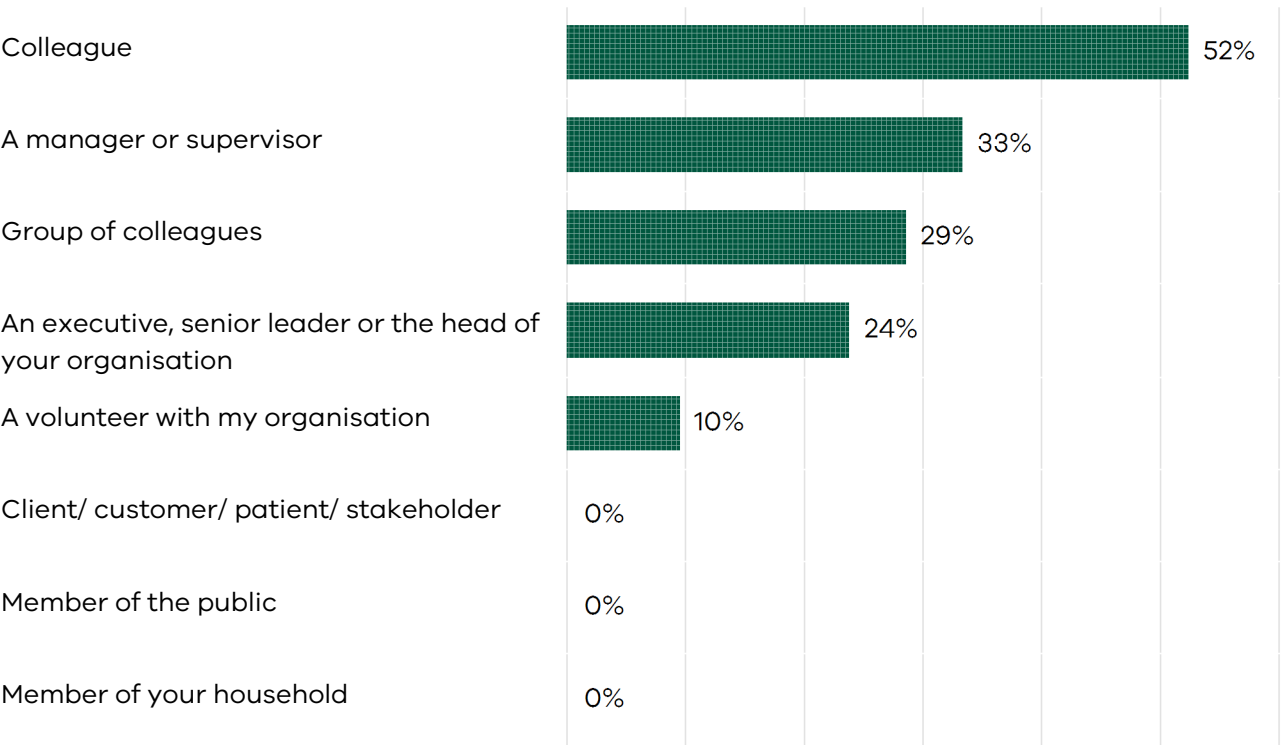
Perpetrators of negative behaviour

Relationship to perpetrator (bullying)

What this is

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, 23% 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

23% of your staff who did the survey said they experienced bullying.

Of that 23%, 100% said it was by someone within the organisation.

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

21 people (100% of staff who experienced bullying) experienced bullying from within your organisation (You 2022)

Relationship	%
They were in my workgroup	57%
They were my immediate manager or supervisor	33%
They were outside my workgroup	24%
They were someone I supervise or manage	10%

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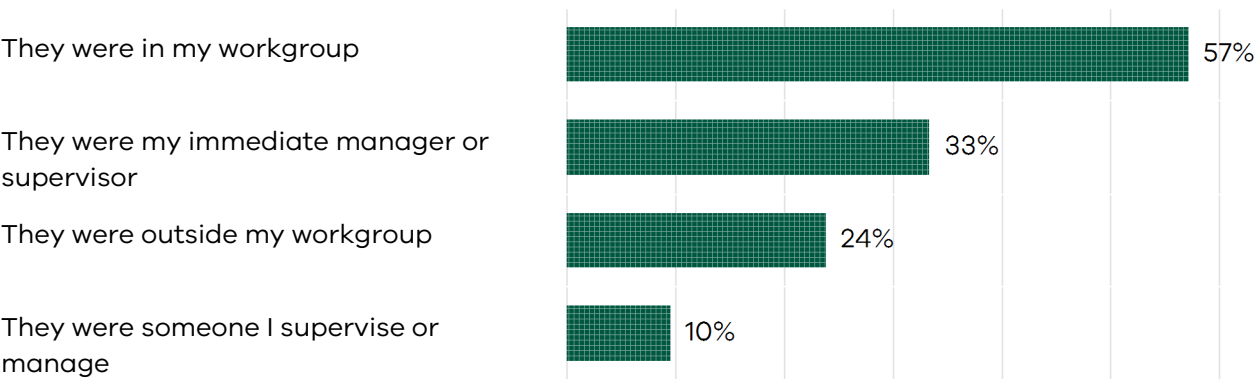
Perpetrators of negative behaviour

Sexual harassment

What this is

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

Why this is important

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

Why there is no data here

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

We do this to protect the respondents.

Perpetrators of negative behaviour

Perpetrators of discrimination

What this is

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, 11% 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

11% of your staff who did the survey said they experienced discrimination.

Of that 11%, 50% said it was by 'A group of colleagues'.

10 people (11% of staff) experienced discrimination (You 2022)

Perpetrator	Percentage
A group of colleagues	50%
A manager or supervisor	50%
An executive, senior leader or the head of your organisation	30%
A colleague	20%
A client/customer/patient/stakeholder	0%
A member of my household	0%
A member of the public	0%
A volunteer with my organisation	0%
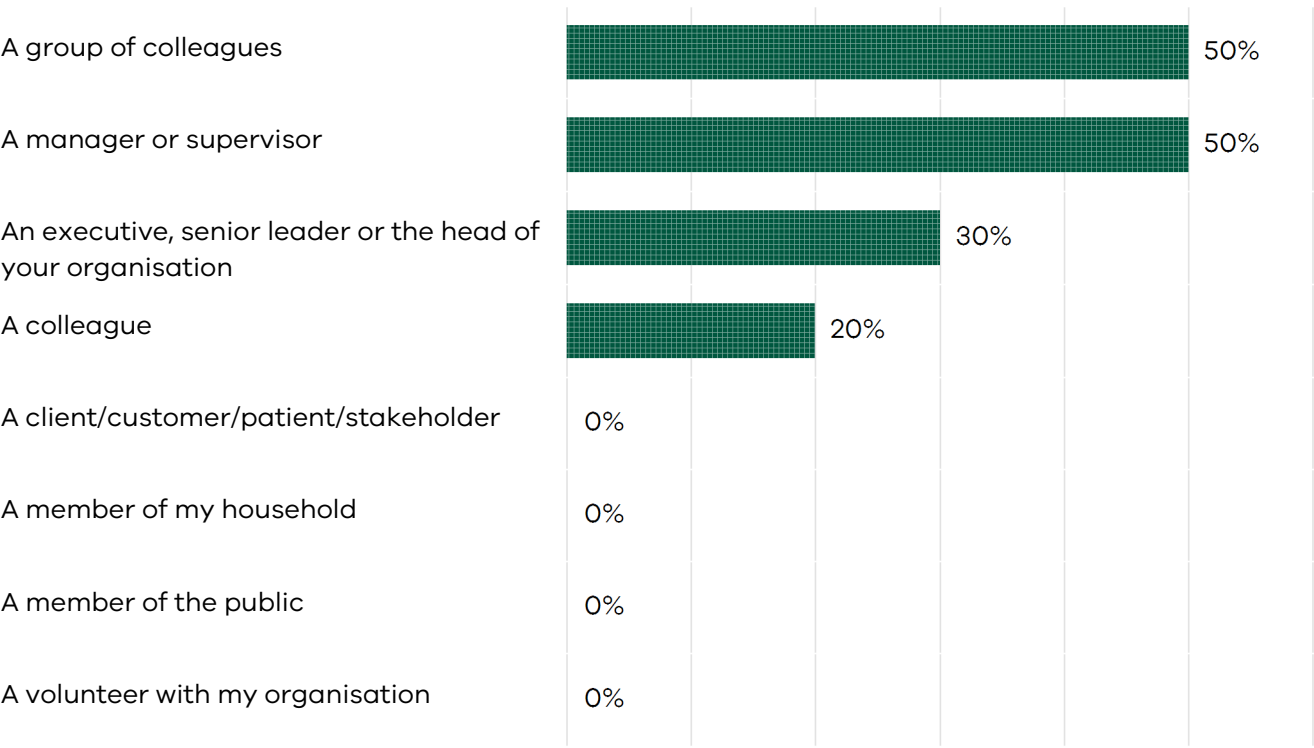
Perpetrators of negative behaviour

Relationship to perpetrator (discrimination)

What this is

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, 11% 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

11% of your staff who did the survey said they experienced discrimination.

Of that 11%, 100% said it was by someone within the organisation.

Of that 100%, 40% said it was 'They were in my workgroup'.

10 people (100% of staff who experienced discrimination) experienced discrimination from within your organisation (You 2022)

They were in my workgroup — 40%

They were my immediate manager or supervisor — 30%

They were outside my workgroup — 30%

They were someone I supervise or manage — 10%
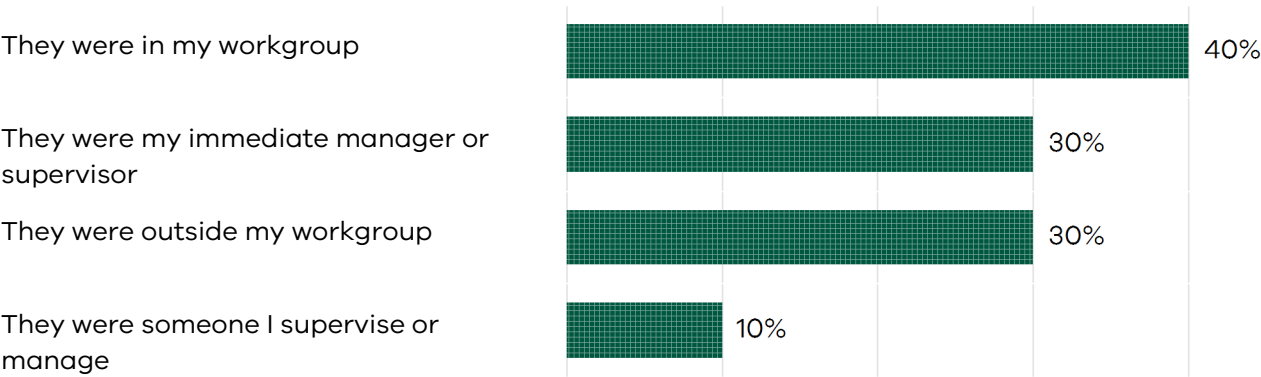
Perpetrators of negative behaviour

Relationship to perpetrator (violence or aggression)

What this is

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

Why this is important

Understanding where violence or aggression happens means organisations can work out what action to take.

How to read this

In this year's survey, 27% of your staff said they experienced violence or aggression.

If they experienced violence or aggression 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 violence or aggression to different workplace relationships.

Example

27% of your staff who did the survey said they experienced violence or aggression.

Of that 27%, 16% said it was by someone within the organisation.

Of that 16%, 75% said it was 'They were in my workgroup'.

4 people (16% of staff who experienced violence or aggression) experienced violence or aggression from within your organisation (You2022)

They were in my workgroup	75%
They were my immediate manager or supervisor	25%
They were outside my workgroup	0%
They were someone I supervise or manage	0%

People matter survey

wellbeing check 2022

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Key differences

Highest scoring

What this is

These are the questions your organisation had the highest agreement or satisfaction with in 2022.

How to read this

In descending order, you can see which questions had the highest agreement or satisfaction in 2022.

In this report, 'Agree' combines responses for agree and strongly agree, and 'Satisfied' combines responses for satisfied and very satisfied.

Example

92% of staff who did the survey agreed with I can make a worthwhile contribution at work.

Highest results

I can make a worthwhile contribution at work	92%
I clearly understand what I am expected to do in this job	91%
I understand how the Charter of Human Rights and Responsibilities applies to my work	88%
I can use my skills and knowledge in my job	88%
I understand how my job helps my organisation achieve it's goals	88%
I am able to work effectively with others outside my immediate workgroup	86%
I achieve something important through my work	84%
My organisation provides a physically safe work environment	84%
My workgroup provides high quality advice and services	84%
My manager treats employees with dignity and respect	83%

Key differences

Lowest scoring

What this is

These are the questions your organisation had the lowest agreement or satisfaction with in 2022.

How to read this

In descending order, you can see which questions had the lowest agreement or satisfaction in 2022.

In this report, 'Agree' combines responses for agree and strongly agree, and 'Satisfied' combines responses for satisfied and very satisfied.

Example

37% of staff who did the survey agreed with My organisation has made improvements based on the survey results from last year.

Lowest results

My organisation has made improvements based on the survey results from last year	37%
All levels of my organisation are involved in the prevention of stress	46%
I have enough time to do my job effectively	47%
Workgroups across my organisation willingly share information with each other	47%
Senior leaders show support for stress prevention through involvement and commitment	49%
Senior leaders consider the psychological health of employees to be as important as productivity	51%
I have an equal chance at promotion in my organisation	52%
In my workplace, there is good communication about psychological safety issues that affect me	53%
My organisation takes steps to eliminate bullying, harassment and discrimination	54%
I believe my organisation will make improvements based on the results of this survey	54%

Key differences

Most improved

What this is

This is where staff feel their organisation has most improved.

How to read this

In descending order, you can see which questions had the bigest improvement in agreement or satisfaction in 2022, compared to 2021.

In this report, 'Agree' combines responses for agree and strongly agree, and 'Satisfied' combines responses for satisfied and very satisfied.

Example

The percentage of staff who did the survey who agreed with My workgroup learns from failures and mistakes in your organisation was 13 percentage points higher than in 2021.

Improvement from 2021

My workgroup learns from failures and mistakes	13%
People in my workgroup appropriately manage conflicts of interest	12%
My organisation does not tolerate improper conduct	9%
My organisation inspires me to do the best in my job	8%
My workgroup encourages employee creativity	7%
People in my workgroup are honest, open and transparent in their dealings	7%
My organisation provides a physically safe work environment	7%
People in my workgroup work together effectively to get the job done	6%
Senior leaders demonstrate honesty and integrity	6%
My manager listens to what I have to say	6%

Key differences

Most declined

What this is

This is where staff feel their organisation has most declined.

How to read this

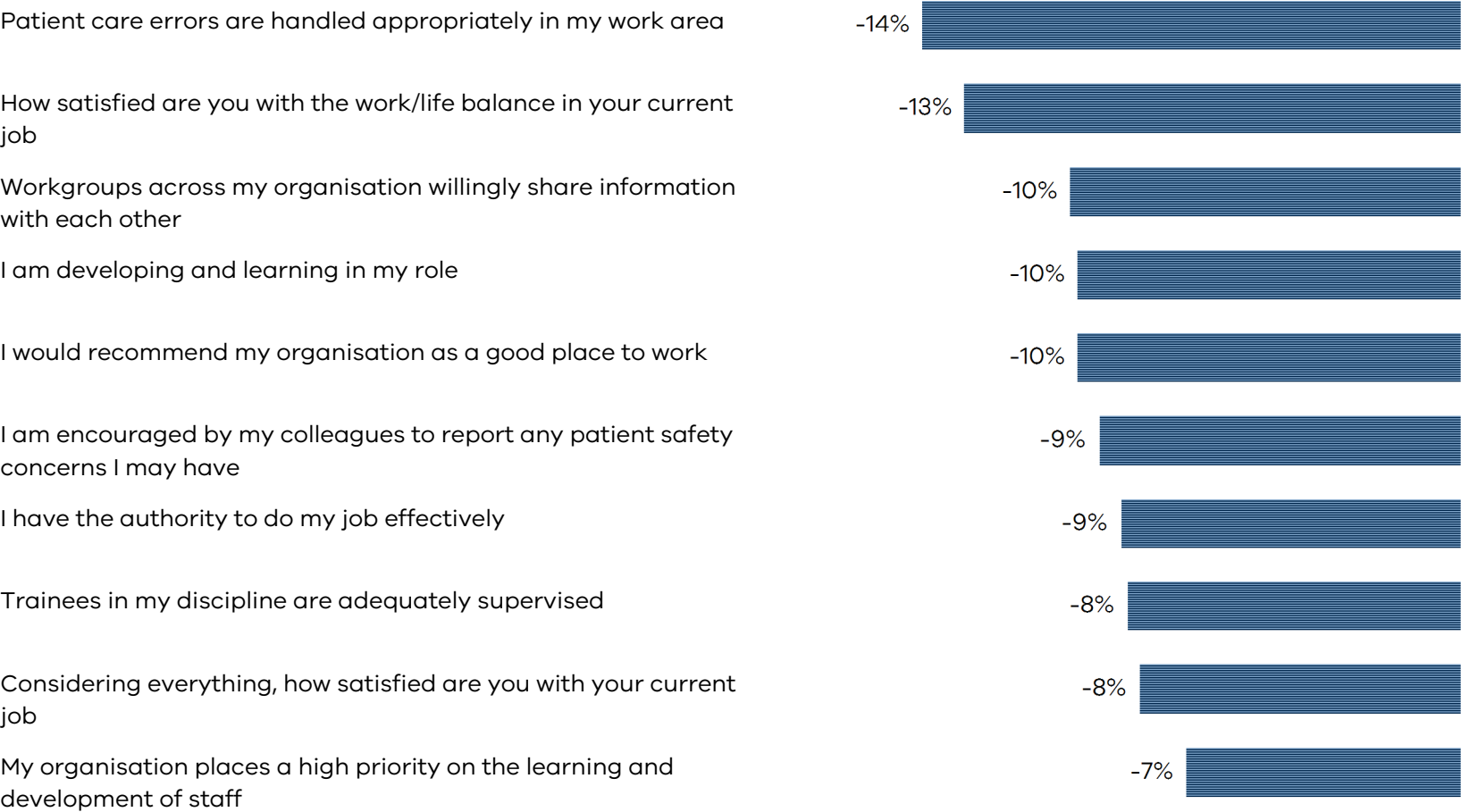In descending order, you can see which questions had the bigest decrease in agreement or satisfaction in 2022, compared to 2021.

In this report, 'Agree' combines responses for agree and strongly agree, and 'Satisfied' combines responses for satisfied and very satisfied.

Example

The percentage of staff who did the survey who agreed with Patient care errors are handled appropriately in my work area in your organisation was 14 percentage points lower than in 2021.

Decline from 2021

Question	Decline
Patient care errors are handled appropriately in my work area	-14%
How satisfied are you with the work/life balance in your current job	-13%
Workgroups across my organisation willingly share information with each other	-10%
I am developing and learning in my role	-10%
I would recommend my organisation as a good place to work	-10%
I am encouraged by my colleagues to report any patient safety concerns I may have	-9%
I have the authority to do my job effectively	-9%
Trainees in my discipline are adequately supervised	-8%
Considering everything, how satisfied are you with your current job	-8%
My organisation places a high priority on the learning and development of staff	-7%

Key differences

Biggest positive difference from comparator

What this is

This is where your staff have agreed more to a question compared to staff at similar organisations in 2022.

How to read this

In descending order, you can see how much greater the percentage of staff in your organisation agreed or were satisfied with a question, compared to your comparator.

In this report, 'Agree' combines responses for agree and strongly agree, and 'Satisfied' combines responses for satisfied and very satisfied.

Example

The percentage of staff who did the survey agreed with This health service does a good job of training new and existing staff in your organisation was 13 percentage points higher than your comparator group.

Biggest positive differences from comparator group

Question	%
This health service does a good job of training new and existing staff	13%
My workgroup provides high quality advice and services	10%
I would recommend a friend or relative to be treated as a patient here	6%
My workgroup is quick to respond to opportunities to do things better	4%
How satisfied are you with your career development within your current organisation	4%
My organisation provides a physically safe work environment	4%
My workgroup uses its resources well	4%
My organisation has effective procedures in place to support employees who may experience stress	4%
My workgroup learns from failures and mistakes	3%
My workgroup has clear lines of responsibility	3%

Key differences

Biggest negative difference from comparator

What this is

This is where less of your staff have agreed to a question compared to staff at similar organisations in 2022.
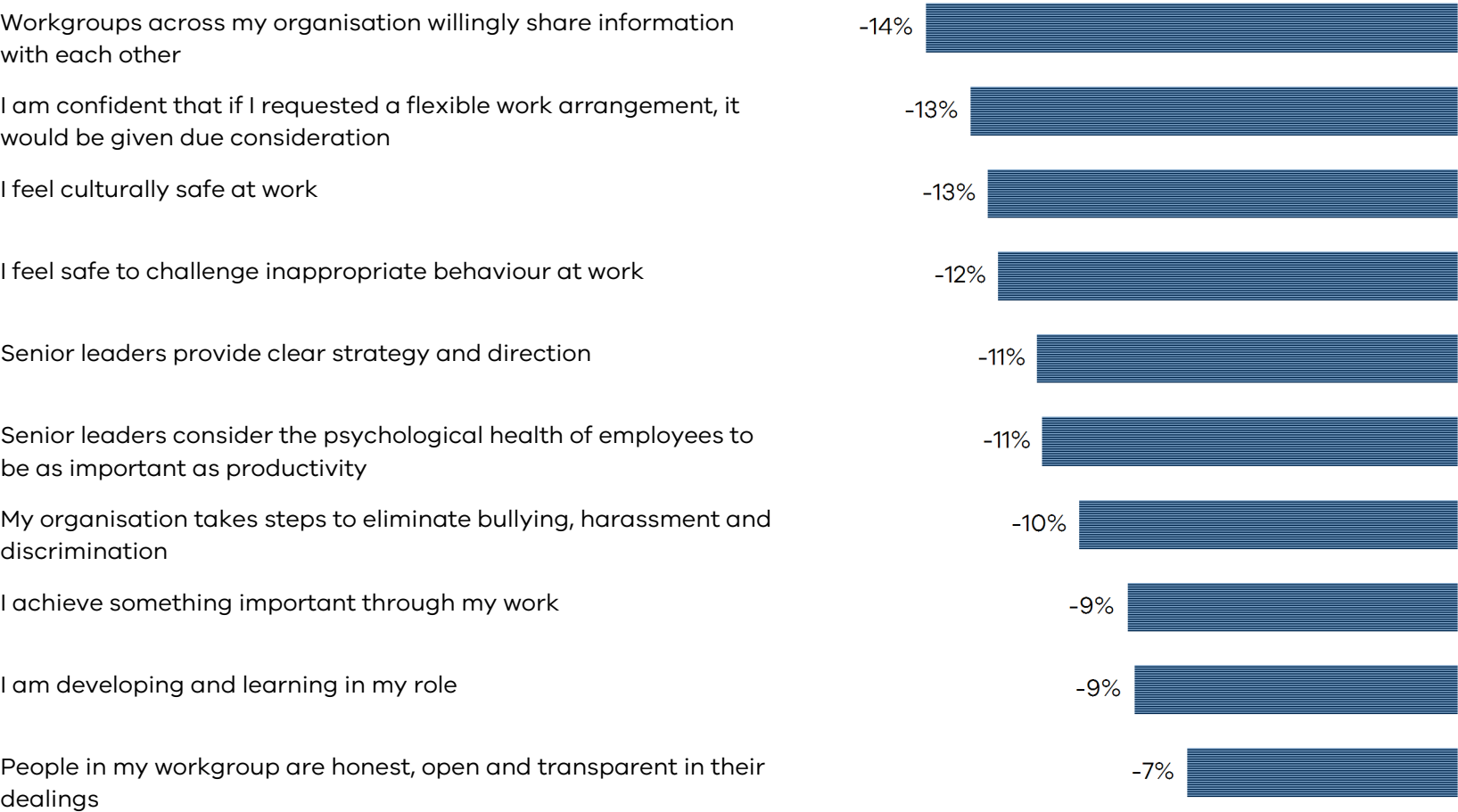
How to read this

In descending order, you can see how much less the percentage of staff in your organisation agreed or were satisfied with a question, compared to your comparator.

In this report, 'Agree' combines responses for agree and strongly agree, and 'Satisfied' combines responses for satisfied and very satisfied.

Example

The percentage of staff who did the survey agreed with Workgroups across my organisation willingly share information with each other in your organisation was 14 percentage points lower than your comparator group.

Biggest negative differences from comparator group

Statement	Difference
Workgroups across my organisation willingly share information with each other	-14%
I am confident that if I requested a flexible work arrangement, it would be given due consideration	-13%
I feel culturally safe at work	-13%
I feel safe to challenge inappropriate behaviour at work	-12%
Senior leaders provide clear strategy and direction	-11%
Senior leaders consider the psychological health of employees to be as important as productivity	-11%
My organisation takes steps to eliminate bullying, harassment and discrimination	-10%
I achieve something important through my work	-9%
I am developing and learning in my role	-9%
People in my workgroup are honest, open and transparent in their dealings	-7%

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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.

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.

In this heatmap negative feelings is how many respondents felt work frequently made them feel worried or miserable in 3 months prior to the survey period. Less negative feeling is a positive result.

Example

The group 'Acute/Theatre/Chemo' had an overall ' Engagement' of 6 points above your organisation's average.

	Engagement	Satisfaction	High to severe Job-related stress	Negative feelings	Intend to stay 6 months or less
Acute/Theatre/Chemo	6	3	-7	0	-2
Administration/Maintenance	6	2	-13	-15	
Catering and Domestic		14	-4	-7	-6

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.

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.

In this heatmap negative feelings is how many respondents felt work frequently made them feel worried or miserable in 3 months prior to the survey period. High negative feelings is a poor result.

Example

The group 'Glenarm' had an overall 'Satisfaction' of -14 points below your organisation's average.

	Engagement	Satisfaction	High to severe Job-related stress	Negative feelings	Intend to stay 6 months or less
Glenarm	-9	-14	25	31	7
Catering and Domestic	-10				
Administration/Maintenance					4

Victorian Public Sector Commission

VICTORIA State Government

People outcomes

Strongest demographic results

What this is

Strongest demographic 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.

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

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In this heatmap negative feelings is how many respondents felt work frequently made them feel worried or miserable in 3 months prior to the survey period. Less negative feeling is a positive result.

Example

The group '15-34 years old' had an overall 'Engagement' of 9 points above your organisation's average.

	Engagement	Satisfaction	High to severe Job-related stress	Negative feelings	Intend to stay 6 months or less
15-34 years old	9	3	-4	-14	0
Caring responsibility: Primary school aged child(ren)	2	13	-2	-4	-6
Flexible work: Study leave	7	12	-3	-10	-6
Caring responsibility: None of the above	3	9	-6	-6	-2
Cultural background: Australian	1	1	-2	-3	0
Caring responsibility: Child(ren) - younger than preschool age	13	6	-23	-25	
Flexible work: Flexible start and finish times	18	19	-16	-13	
No religion	3	1		-11	-3
Full-time worker		1	-8	-8	-1
Flexible work: Part-time	5	2		-6	-1

People outcomes

Weakest demographic results

What this is

Weakest demographic 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.

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.

In this heatmap negative feelings is how many respondents felt work frequently made them feel worried or miserable in 3 months prior to the survey period. High negative feelings is a poor result.

Example

The group 'Flexible work: Using leave to work flexible hours' had an overall 'Satisfaction' of -34 points below your organisation's average.

	Engagement	Satisfaction	High to severe Job-related stress	Negative feelings	Intend to stay 6 months or less
Flexible work: Using leave to work flexible hours	-7	-34	20	9	1
Caring responsibility: Secondary school aged child(ren)	-12	-19	24	8	1
Flexible work: No, I do not use any flexible work arrangements	-9	-2	2	8	4
Part-time worker		0	2	2	0
Religion: Christianity		0		5	5
55+ years old	-4			3	1
Ongoing employment	0	-1	1		
Flexible work: Shift swap		-5	12		
Non-ongoing employment				5	4
35-54 years old		6			

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 negative behaviours.

Example

The group 'Catering and Domestic' had an overall 'Violence and aggression' of -27 points below your organisation's average.

	Bullying	Sexual harassment	Discrimination	Violence and aggression
Catering and Domestic	-13	-8	-11	-27
Administration/Maintenance	-13	-8	-1	-17
Acute/Theatre/Chemo	-7			
Glenarm		-3		

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.

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 'Glenarm' had an overall 'Bullying' of 25 points above your organisation's average.

	Bullying	Sexual harassment	Discrimination	Violence and aggression
Glenarm	25		7	21
Acute/Theatre/Chemo		8	1	17

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 'Bullying' of -23 points below your organisation's average.

	Bullying	Sexual harassment	Discrimination	Violence and aggression
Caring responsibility: Child(ren) - younger than preschool age	-23	-8	-11	-7
Cultural background: Australian	-2	-1	-1	-5
Flexible work: Flexible start and finish times	-16	-1	-11	
Full-time worker	-8		-1	-12
Non-ongoing employment	-3	-3		-7
35-54 years old	-3	-5		-1
No religion	0		-1	-5
Caring responsibility: None of the above	-1		-1	0
Flexible work: Study leave	-13		-11	
15-34 years old	-10		-11	

Negative behaviour

Weakest demographic results

What this is

Weakest demographic results is an organisation's groups most in need of improvement 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 behaviour.

Example

The group 'Flexible work: Using leave to work flexible hours' had an overall 'Sexual harassment' of 21 points above your organisation's average.

	Bullying	Sexual harassment	Discrimination	Violence and aggression
Flexible work: Using leave to work flexible hours	20	21	4	16
Religion: Christianity	4	0	1	0
Caring responsibility: Secondary school aged child(ren)	8	0	12	
Flexible work: Shift swap	2	8		4
55+ years old	7		4	3
Part-time worker	2		0	3
Ongoing employment	1	1		2
Flexible work: Study leave		12		3
15-34 years old		11		4
Flexible work: Part-time		5		9

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