

People matter survey

2023

Have your say



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Overview <ul style="list-style-type: none">• About your report• Privacy and anonymity• Survey's theoretical framework• Your comparator group	Scorecards <ul style="list-style-type: none">• Summary• Satisfaction, stress, intention to stay, inclusion• Engagement index• Emotional effects of work• Taking action• Negative behaviours• Organisation climate• Workgroup climate• Job and manager factors• Public sector values	Perpetrators of negative behaviour <ul style="list-style-type: none">• Bullying• Sexual harassment• Discrimination• Violence and aggression	Key differences <ul style="list-style-type: none">• Highest and lowest scoring• Most improved and declined• Positive and negative differences from comparator group	People outcomes <ul style="list-style-type: none">• Strongest group results• Weakest group results• Strongest demographic results• Weakest demographic results	Negative behaviour <ul style="list-style-type: none">• Strongest group results• Weakest group results• Strongest demographic results• Weakest demographic results



Report overview

About your report

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

Report contents

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

Comparing data in this report

Your organisation took part in the survey in 2021 and 2022.

This means you'll be able to compare about 92% of this year's survey with your previous results.

Rounding of percentages

In this report, we round numbers up or down to their nearest whole percentage.

This means some percentages may not add up to 100%.

Survey questions and definitions

Download Survey questions: [Survey questions: People matter survey 2023 \(DOCX, 83 pages\)](#) to see how we asked questions and defined concepts in the 2023 survey

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Report overview

Privacy and anonymity

To protect you, we:

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

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

Report overview

Survey's theoretical framework

What this is

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

Why this is important

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

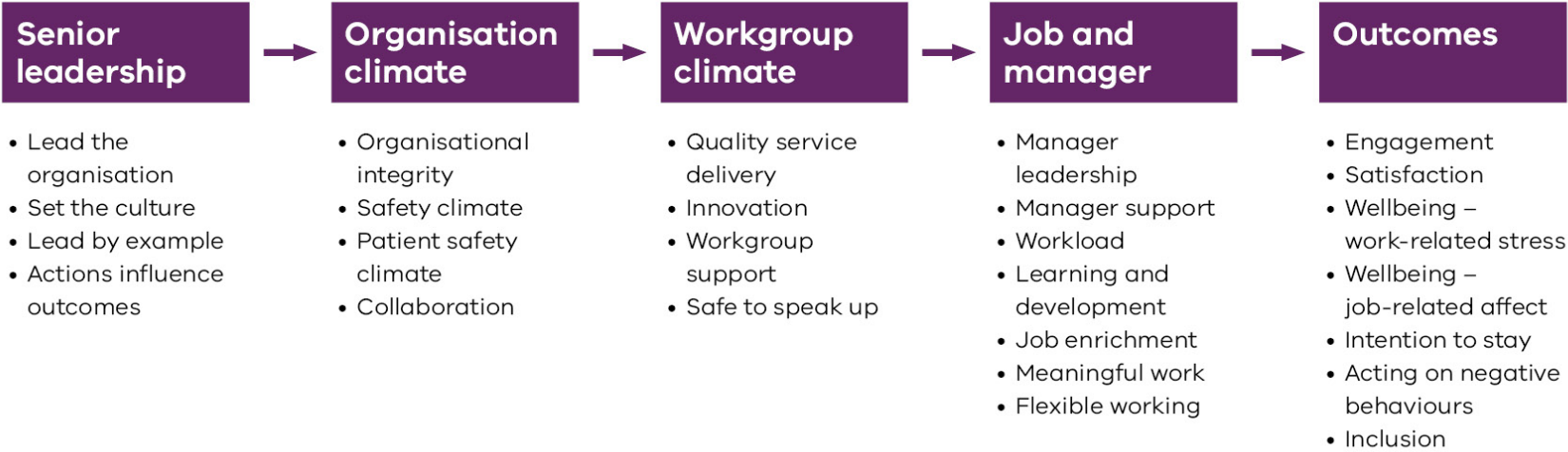
We developed the framework in consultation with stakeholders from the public sector and Deakin University.

Our public sector values

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

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

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



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



Report overview

Your comparator group

What this is

This is a list of similar organisations to yours.

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

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

How we use this in your report

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

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

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

Alexandra District Health	Kilmore and District Hospital	Tallangatta Health Service
Alpine Health	Kooweerup Regional Health Service	Terang and Mortlake Health Service
Beaufort and Skipton Health Service	Mallee Track Health and Community Service	Timboon and District Healthcare Service
Beechworth Health Service	Mansfield District Hospital	Yarram and District Health Service
Boort District Health	Moyne Health Services	Yarrawonga Health
Casterton Memorial Hospital	NCN Health	Yea and District Memorial Hospital
Central Highlands Rural Health	Omeo District Health	
Cohuna District Hospital	Orbost Regional Health	
Corryong Health	Robinvale District Health Services	
East Wimmera Health Service	Rochester and Elmore District Health Service	
Great Ocean Road Health	Rural Northwest Health	
Heathcote Health	Seymour Health	
Hesse Rural Health Service	South Gippsland Hospital	
Heywood Rural Health		
Inglewood and Districts Health 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 2023.
- 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

58%
(101)

Comparator	55%
Public Sector	34%

Engagement index

74

Comparator	72
Public Sector	68

Satisfaction

69%

Comparator	73%
Public Sector	66%

Inclusion

78%

Comparator	82%
Public Sector	79%

High-to-severe stress

13%

Comparator	16%
Public Sector	24%

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.

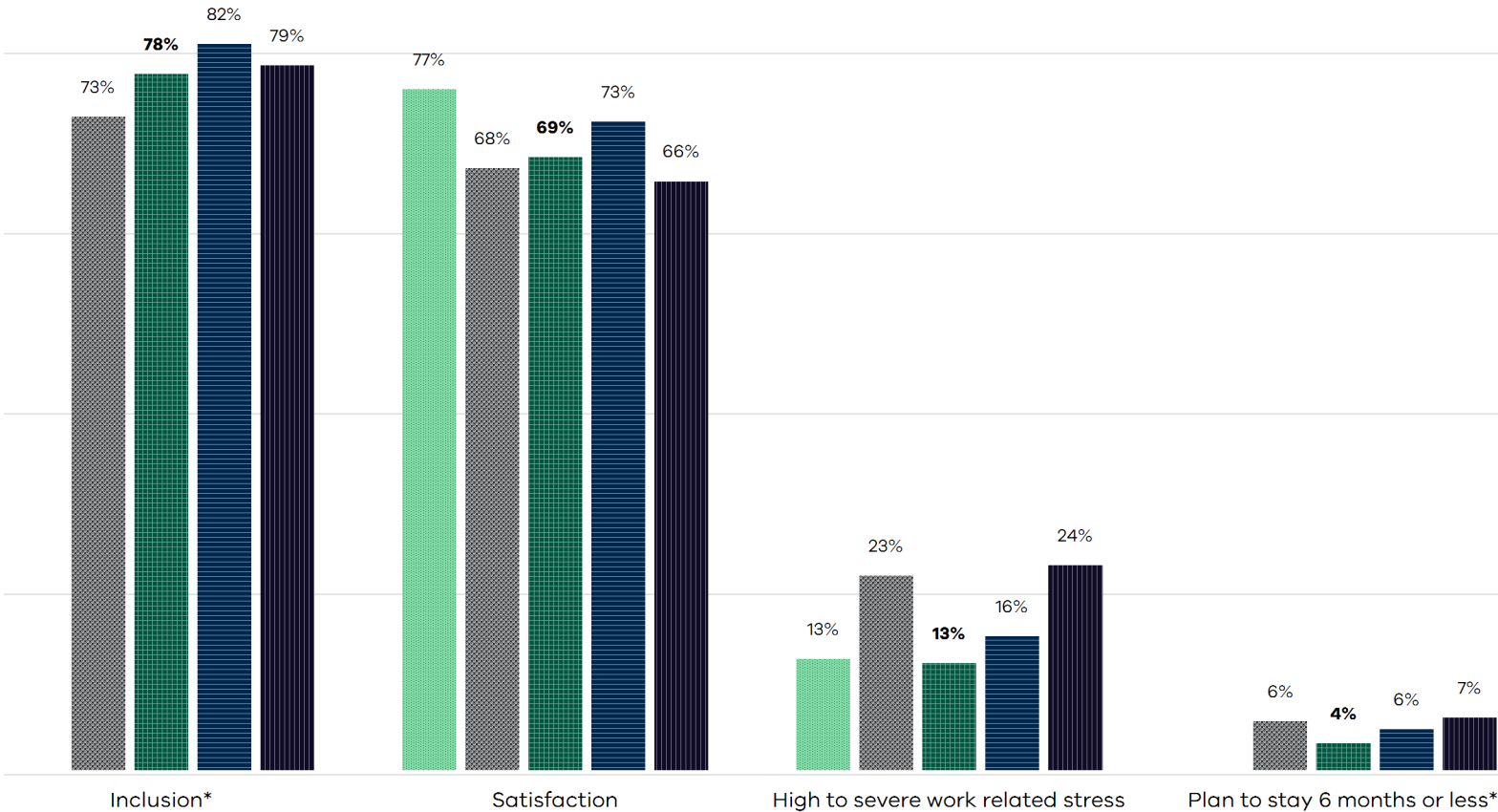
Example

In 2023:

- 78% of your staff who did the survey responded positively to questions about Inclusion which is up from 73% in 2022.

Compared to:

- 82% of staff at your comparator and 79% 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

You2021 You2022 You2023 Comparator 2023 Public sector 2023

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.

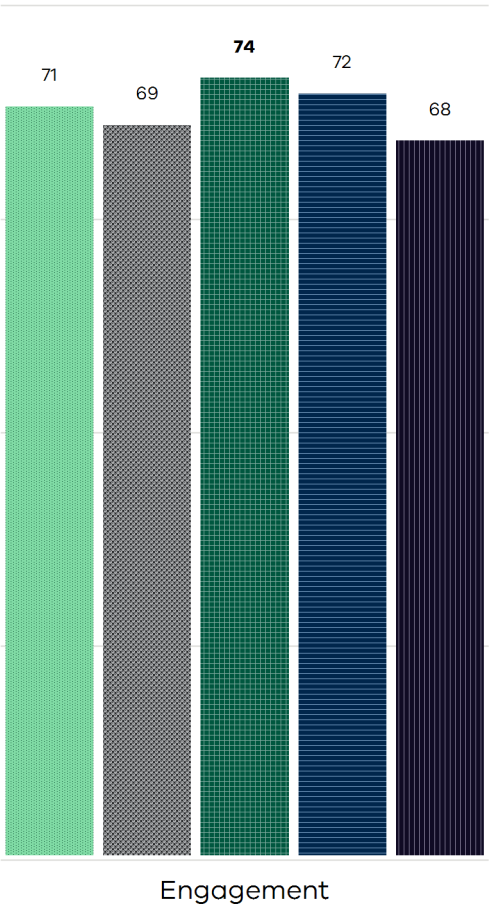
Example

In 2023:

- Your engagement index was 74

Compared to:

- 72 in your comparator and 68 across the public sector.



You2021 You2022 You2023 Comparator 2023 Public sector 2023

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

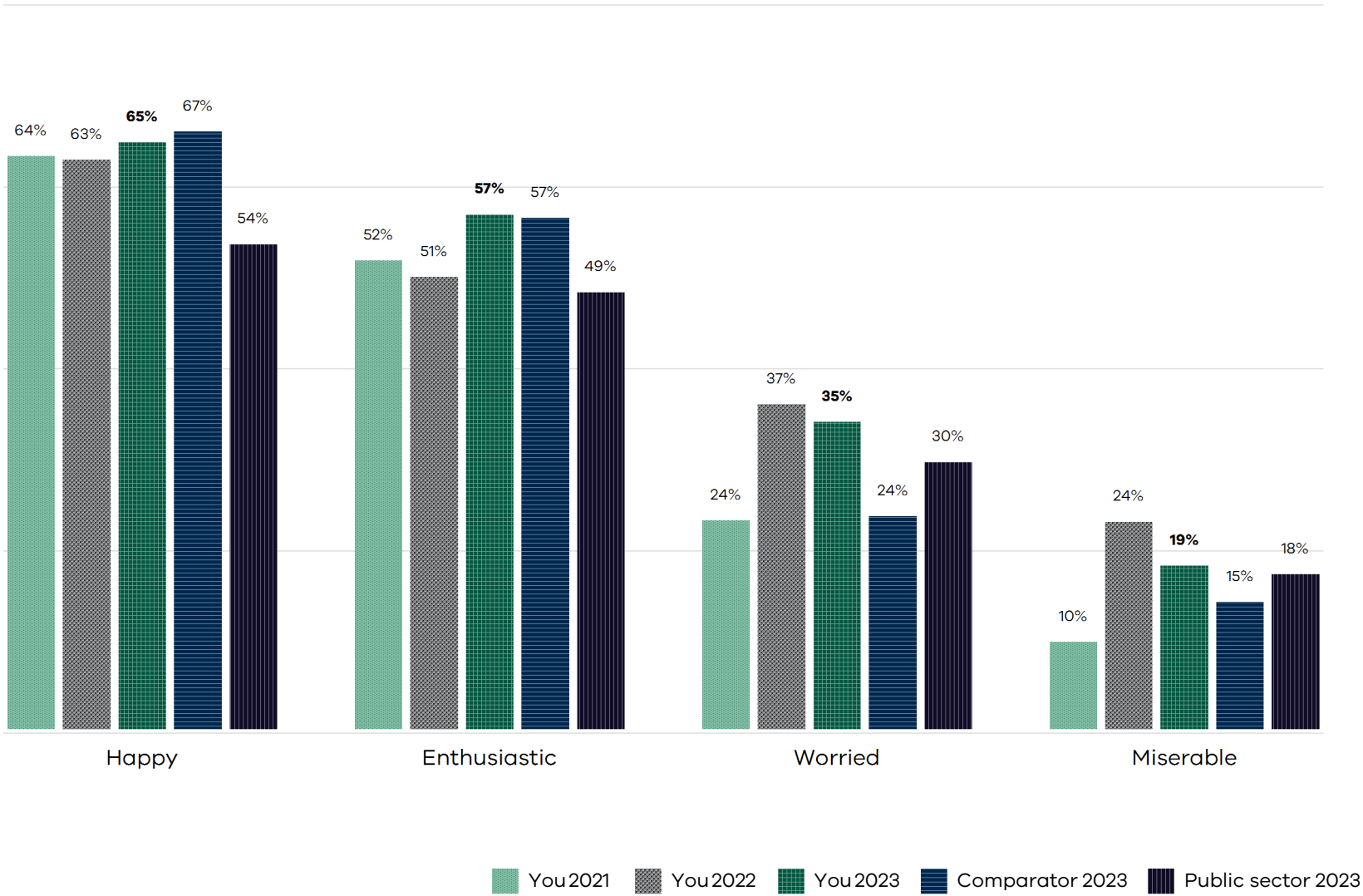
In 2023:

- 65% of your staff who did the survey said work made them feel happy in 2023, which is up from 63% in 2022

Compared to:

- 67% 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 ...



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.

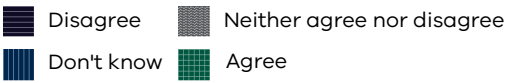
Example

59% 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'.

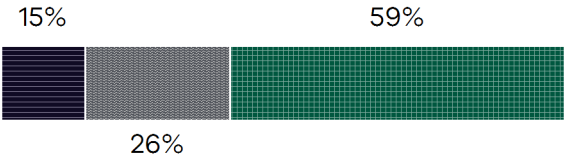
Survey question

Your results

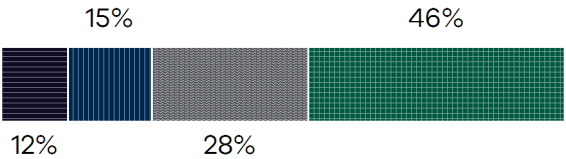
Benchmark agree results



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



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



	You			Comparator		
	2021	2022	2023	Lowest	Average	Highest
I believe my organisation will make improvements based on the results of this survey	Not asked	54 %	59 %	41 %	60 %	80 %
My organisation has made improvements based on the survey results from last year	Not asked	37 %	46 %	14 %	40 %	72 %

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.

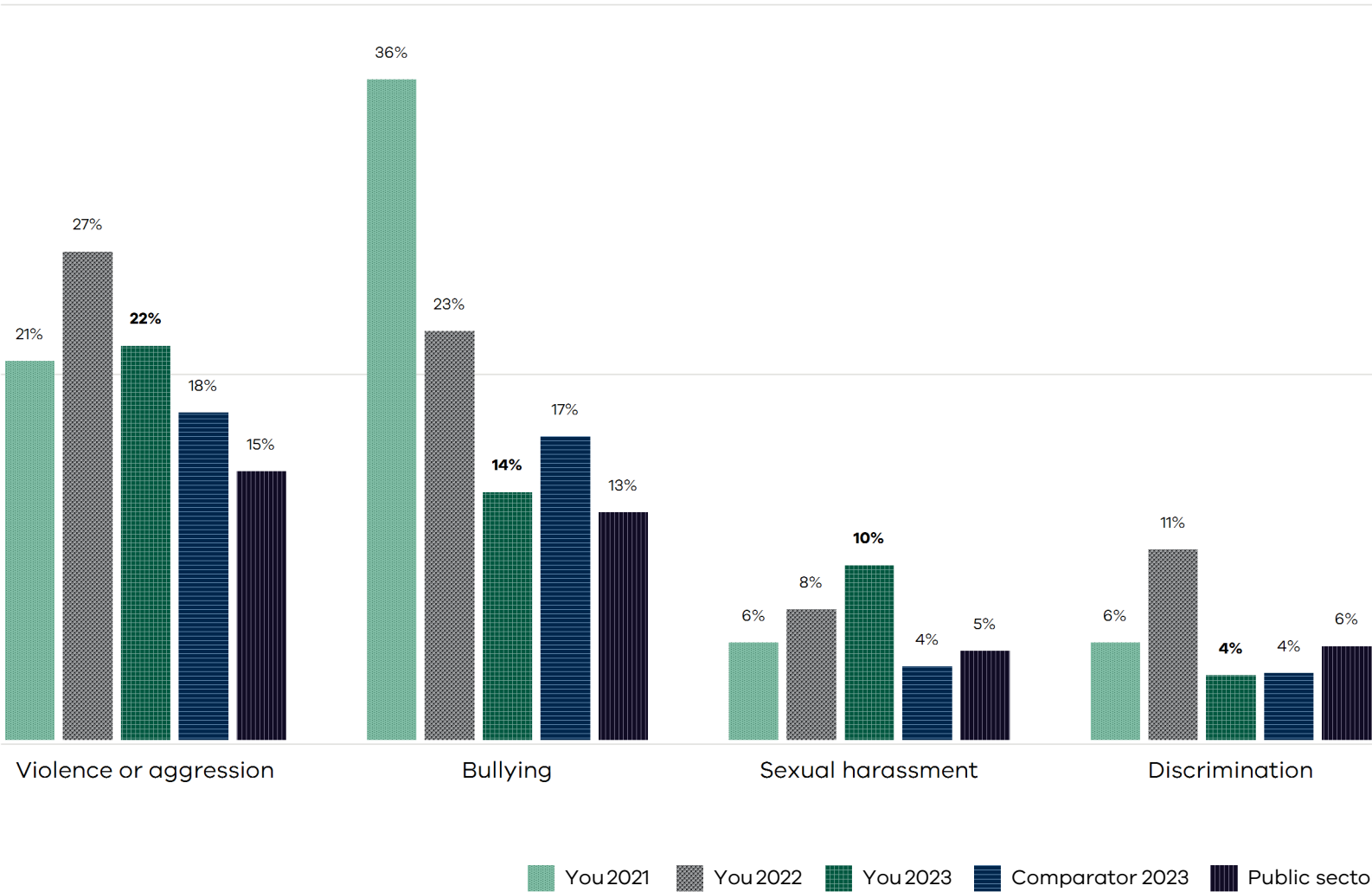
Example

In 2023:

- 22% of your staff who did the survey stated they experienced 'Violence or aggression' in the last 12 months which is down from 27% in 2022.

Compared to:

- 18% of staff at your comparator and 15% of staff across the public sector.



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.

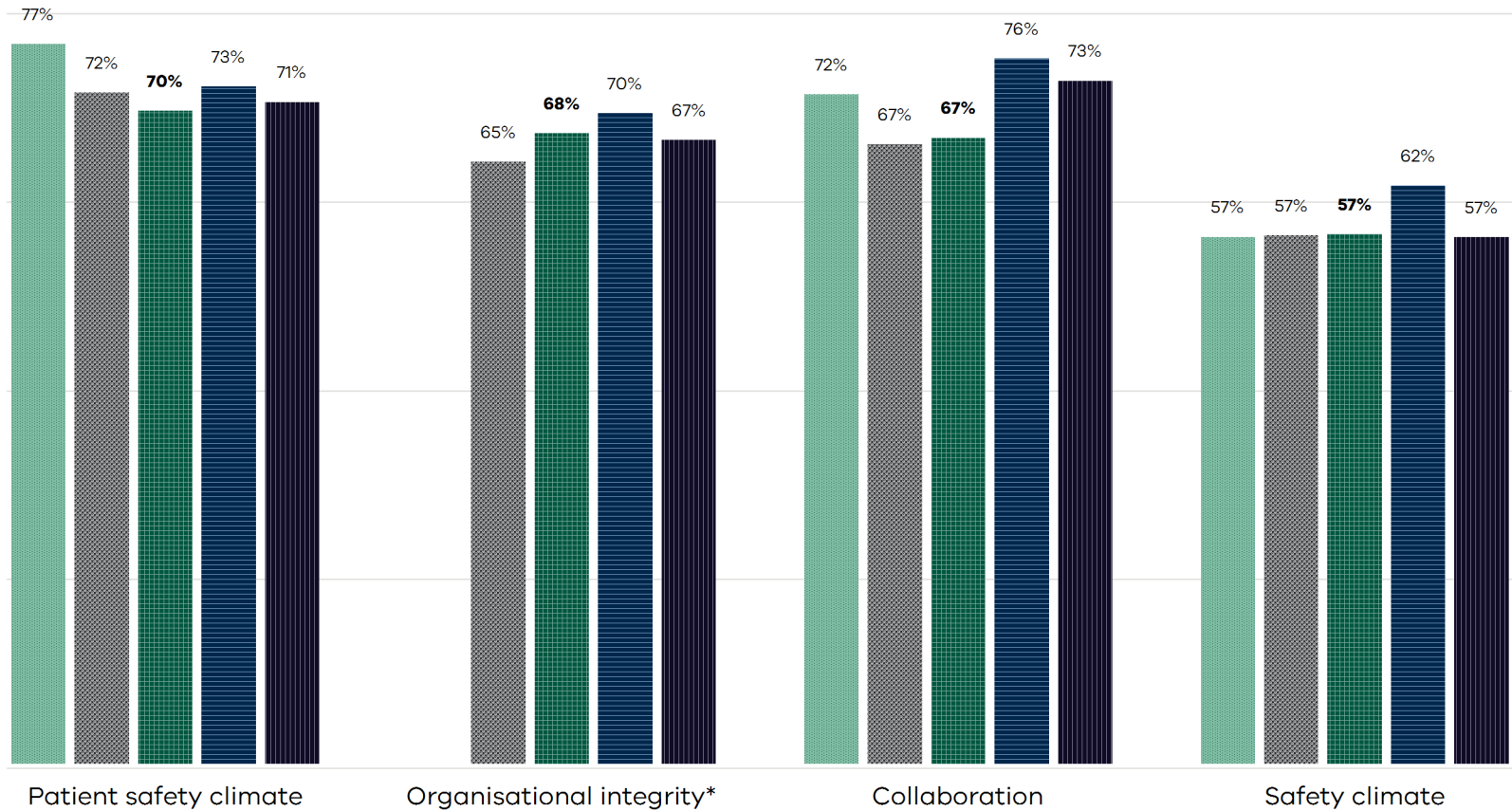
Example

In 2023:

- 70% of your staff who did the survey responded positively to questions about Patient safety climate which is down from 72% in 2022.

Compared to:

- 73% of staff at your comparator and 71% 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

You2021 You2022 You2023 Comparator 2023 Public sector 2023

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.

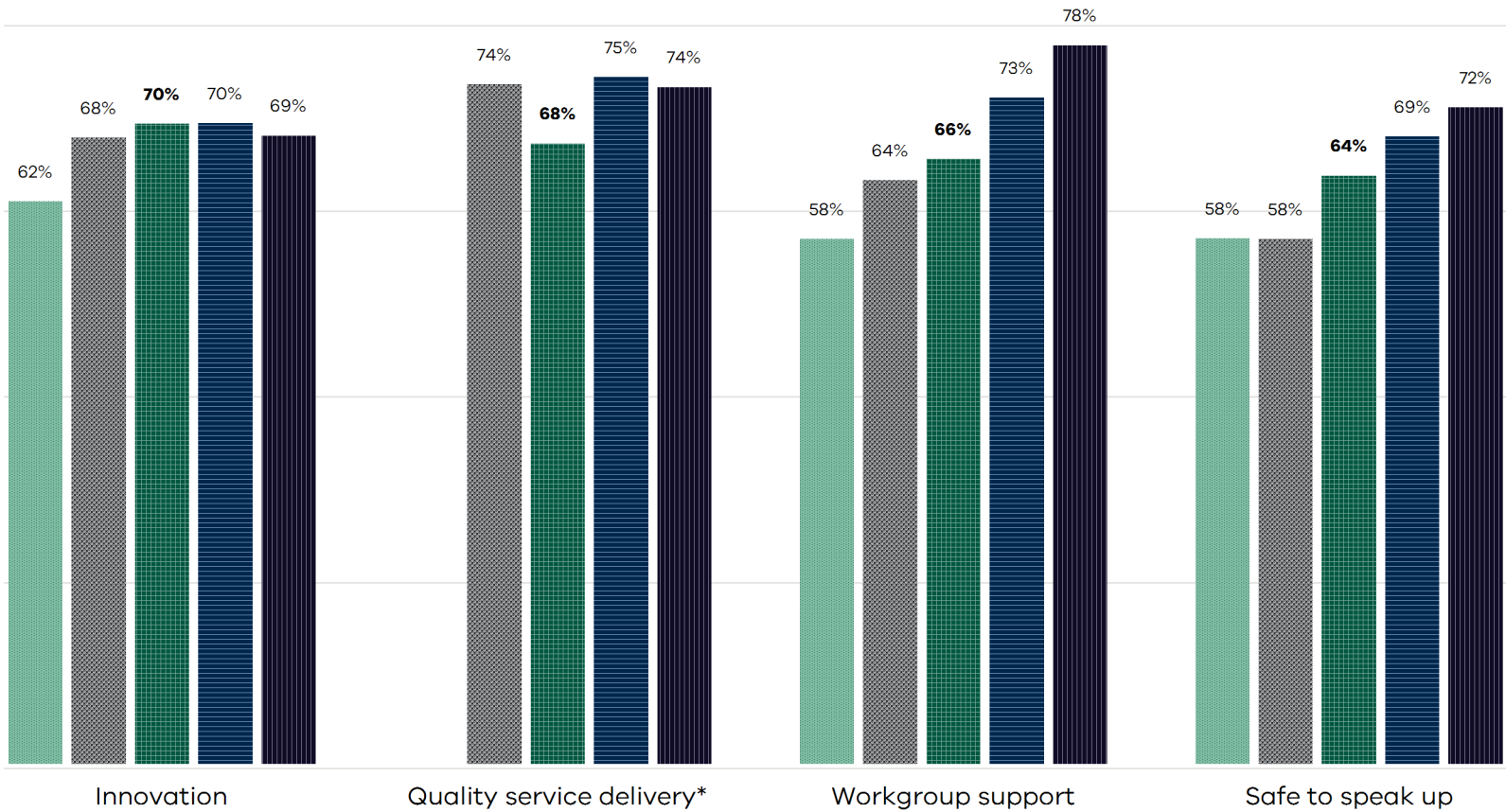
Example

In 2023:

- 70% of your staff who did the survey responded positively to questions about which is up from 68% in 2022.

Compared to:

- 70% of staff at your comparator and 69% 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

You 2021 You 2022 You 2023 Comparator 2023 Public sector 2023

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.

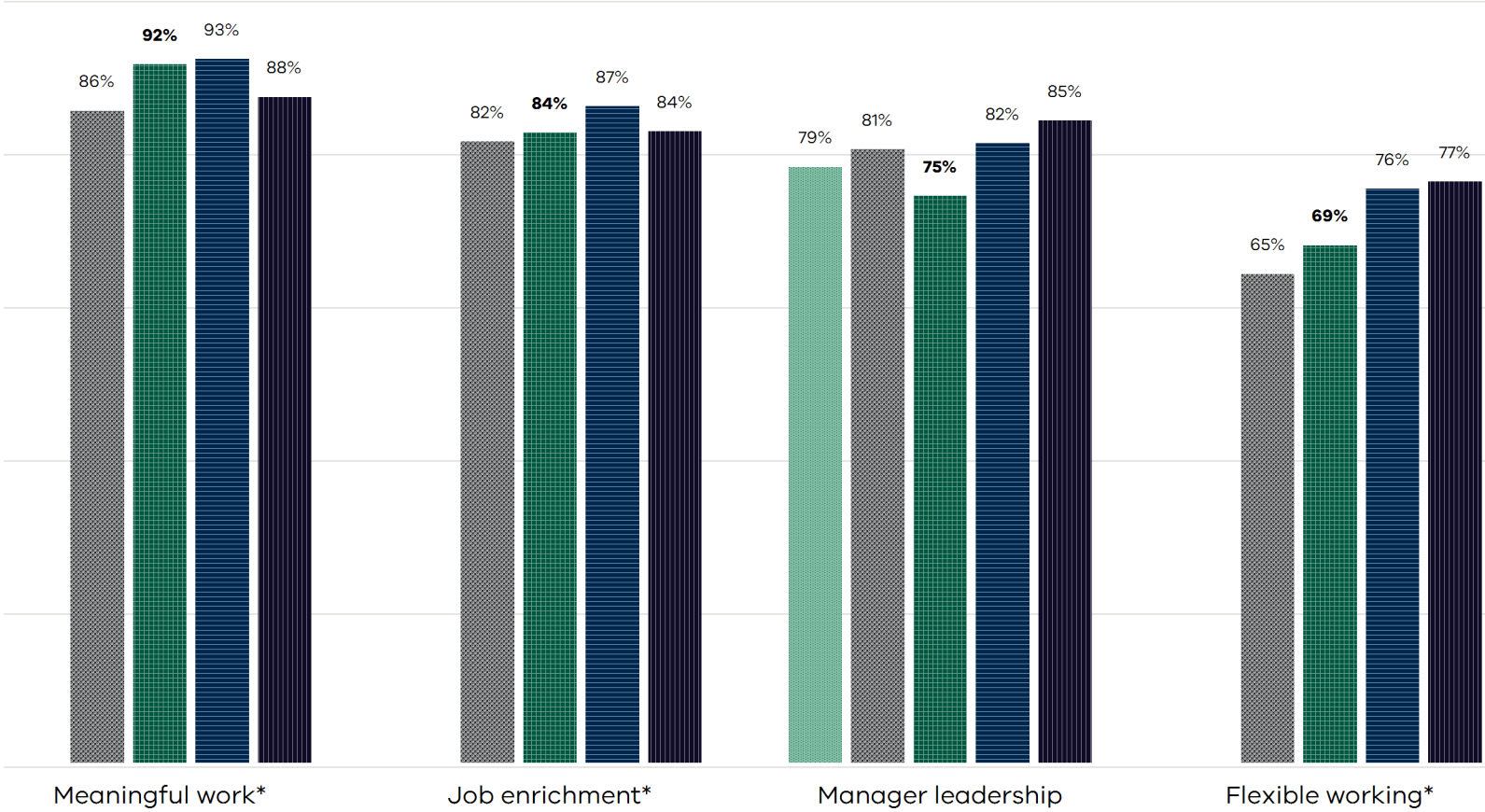
Example

In 2023:

- 92% of your staff who did the survey responded positively to questions about Meaningful work.

Compared to:

- 93% of staff at your comparator and 88% 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

You 2021 You 2022 You 2023 Comparator 2023 Public sector 2023

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.

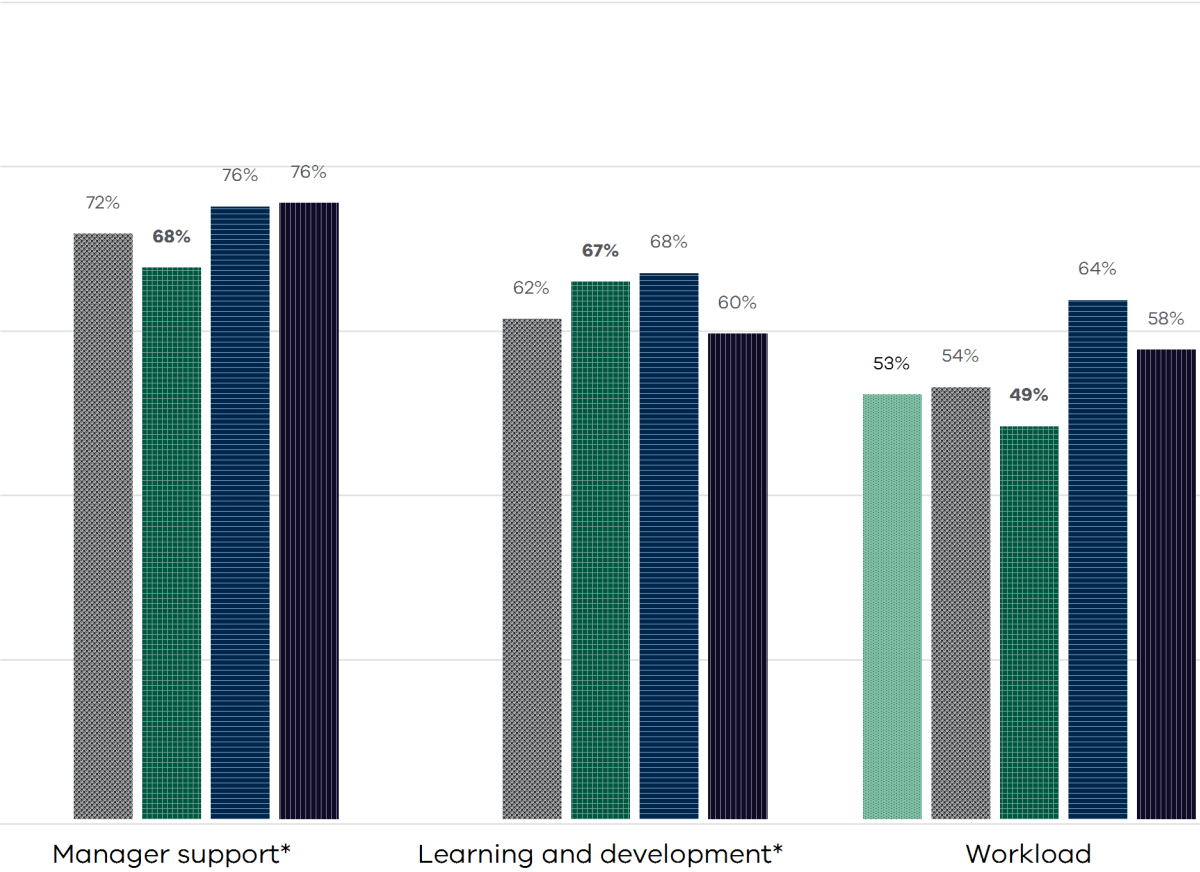
Example

In 2023:

- 68% of your staff who did the survey responded positively to questions about Manager support.

Compared to:

- 76% of staff at your comparator and 76% 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

You 2021 You 2022 You 2023 Comparator 2023 Public sector 2023

Scorecard

Public sector values 1 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.

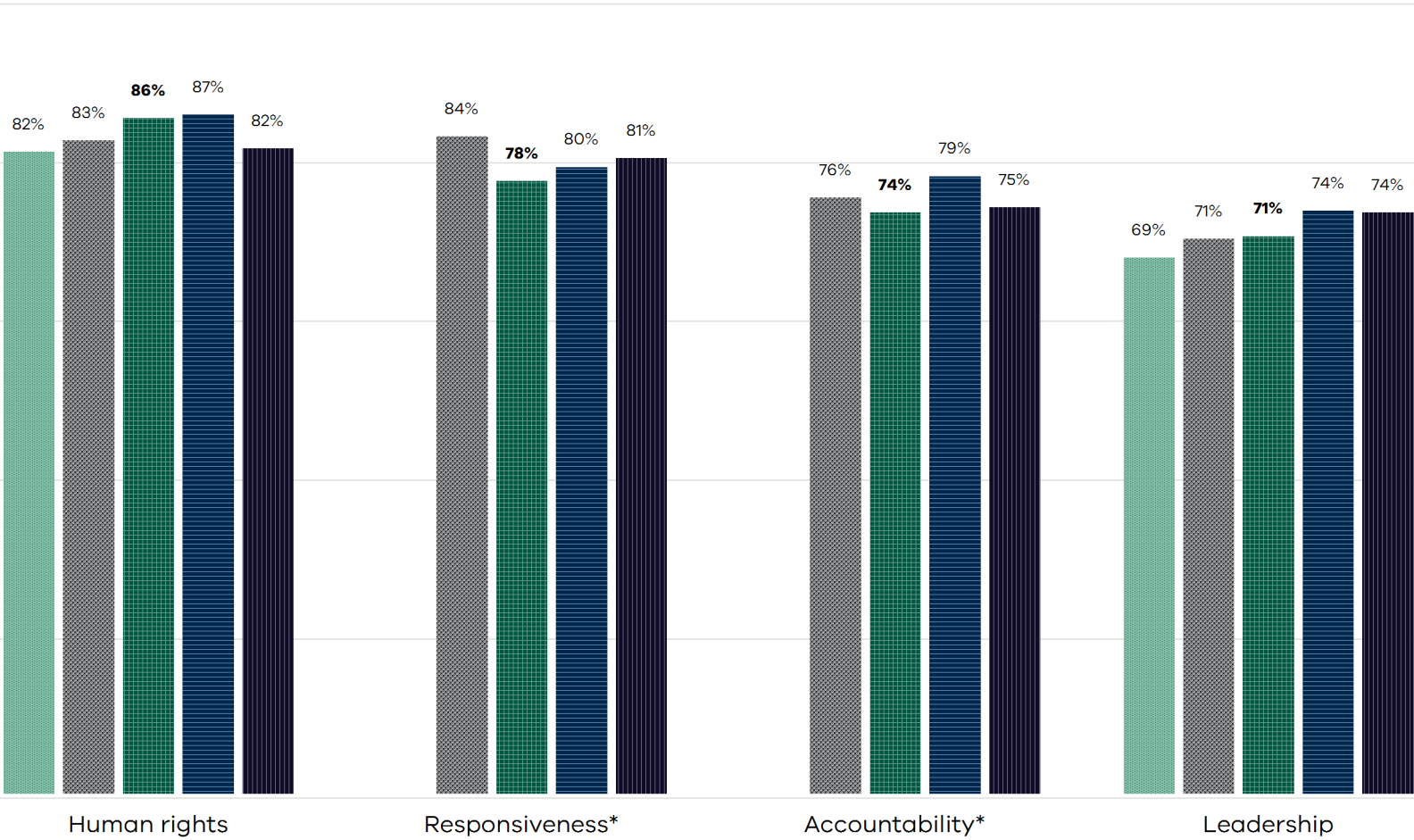
Example

In 2023:

- 86% of your staff who did the survey responded positively to questions about Human rights , which is up 3% in 2022.

Compared to:

- 87% 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

You 2021 You 2022 You 2023 Comparator 2023 Public sector 2023

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.

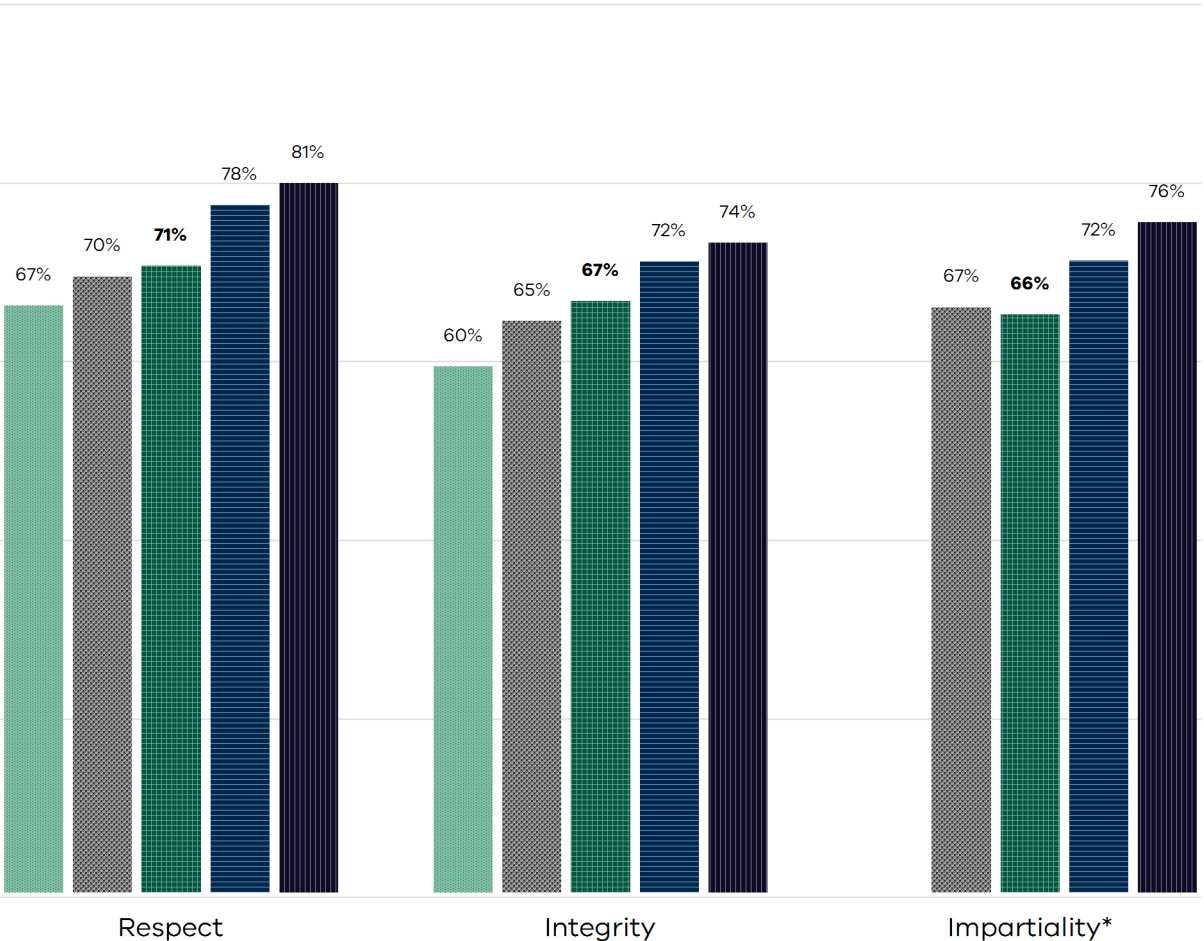
Example

In 2023:

- 71% of your staff who did the survey responded positively to questions about Respect, which is up 1% in 2022.

Compared to:

- 78% 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

You2021 You2022 You2023 Comparator 2023 Public sector 2023

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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, 14% 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.

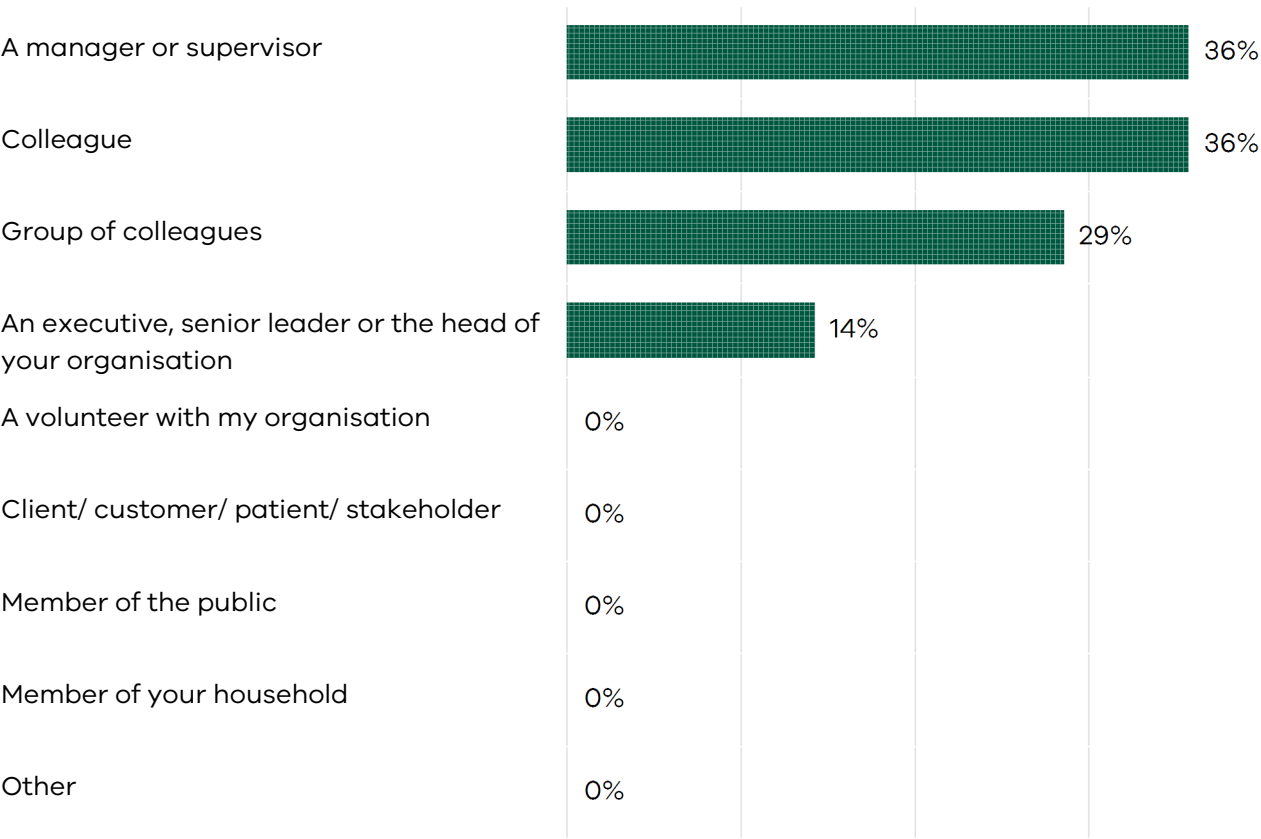
Each row is one perpetrator or group of perpetrators.

Example

14% of your staff who did the survey said they experienced bullying.

Of that 14%, 36% said it was by 'A manager or supervisor'.

14 people (14% of staff) experienced bullying (You2023)



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, 14% 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.

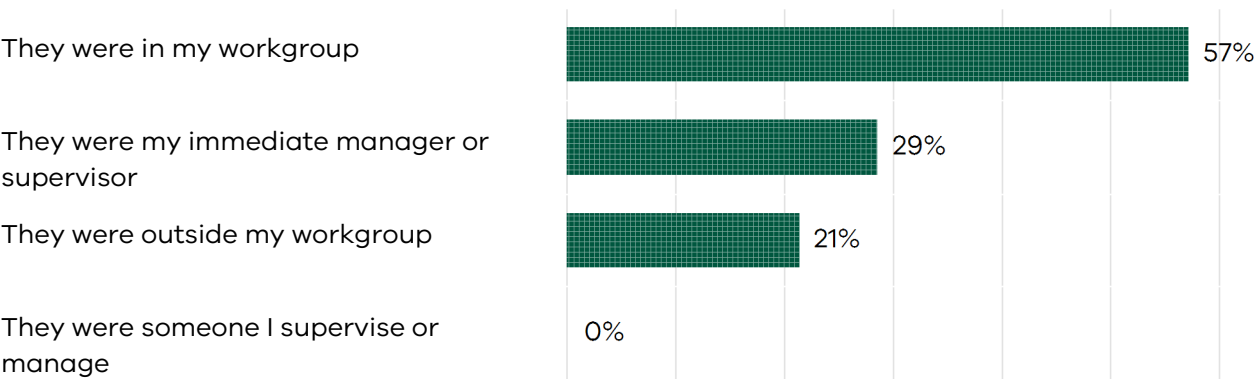
Example

14% of your staff who did the survey said they experienced bullying.

Of that 14%, 100% said it was by someone within the organisation.

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

14 people (100% of staff who experienced bullying) experienced bullying from within your organisation (You2023)



Perpetrators of negative behaviour

Perpetrators of sexual harassment

What this is

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

Why this is important

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

How to read this

In this year’s survey, 10% 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.

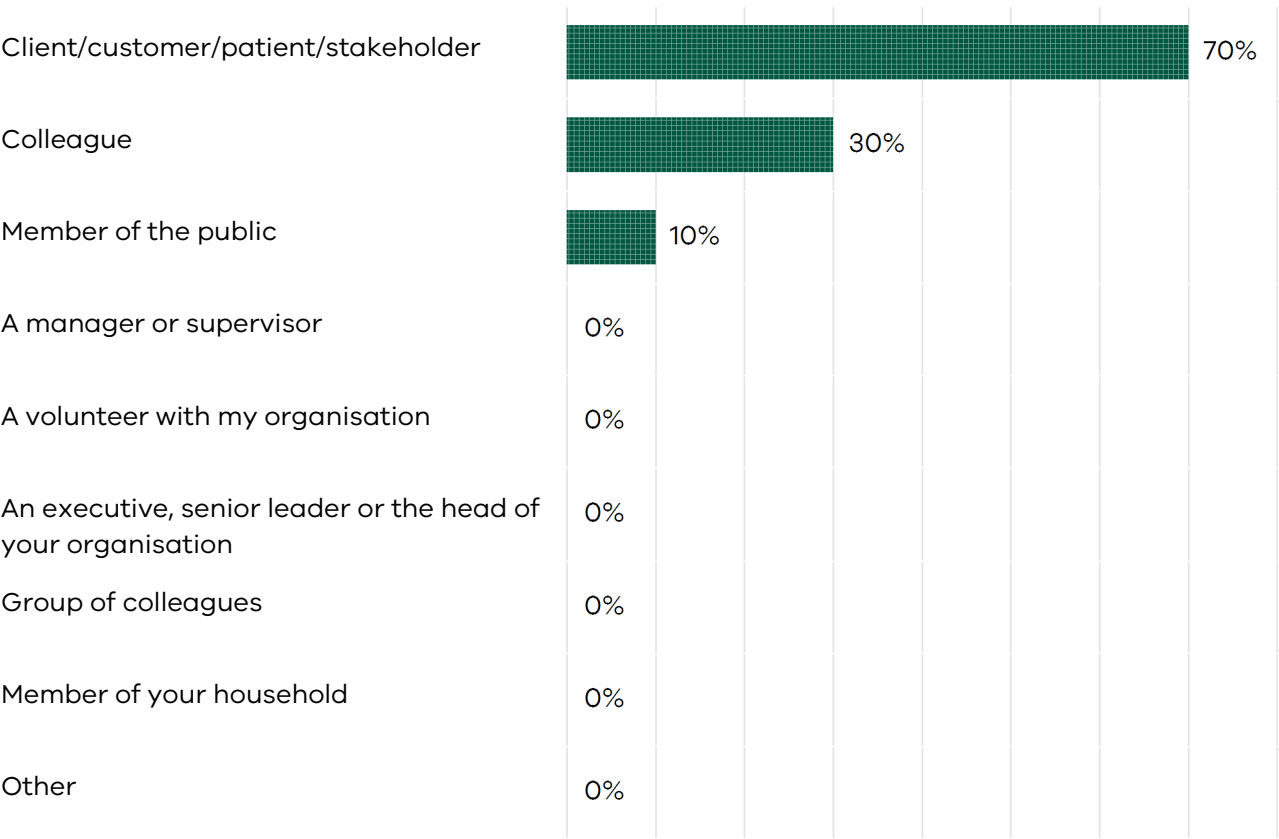
Each row is one perpetrator or group of perpetrators.

Example

10% of your staff who did the survey said they experienced sexual harassment.

Of that 10%, 70% said it was by ‘Client/customer/patient/stakeholder’.

10 people (10% of staff) experienced sexual harassment (You2023)



Perpetrators of negative behaviour

Discrimination

What this is

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

Why this is important

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

Why there is no data here

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

We do this to protect the respondents.

Perpetrators of negative behaviour

Perpetrators of violence and aggression

What this is

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

Why this is important

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

How to read this

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

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

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

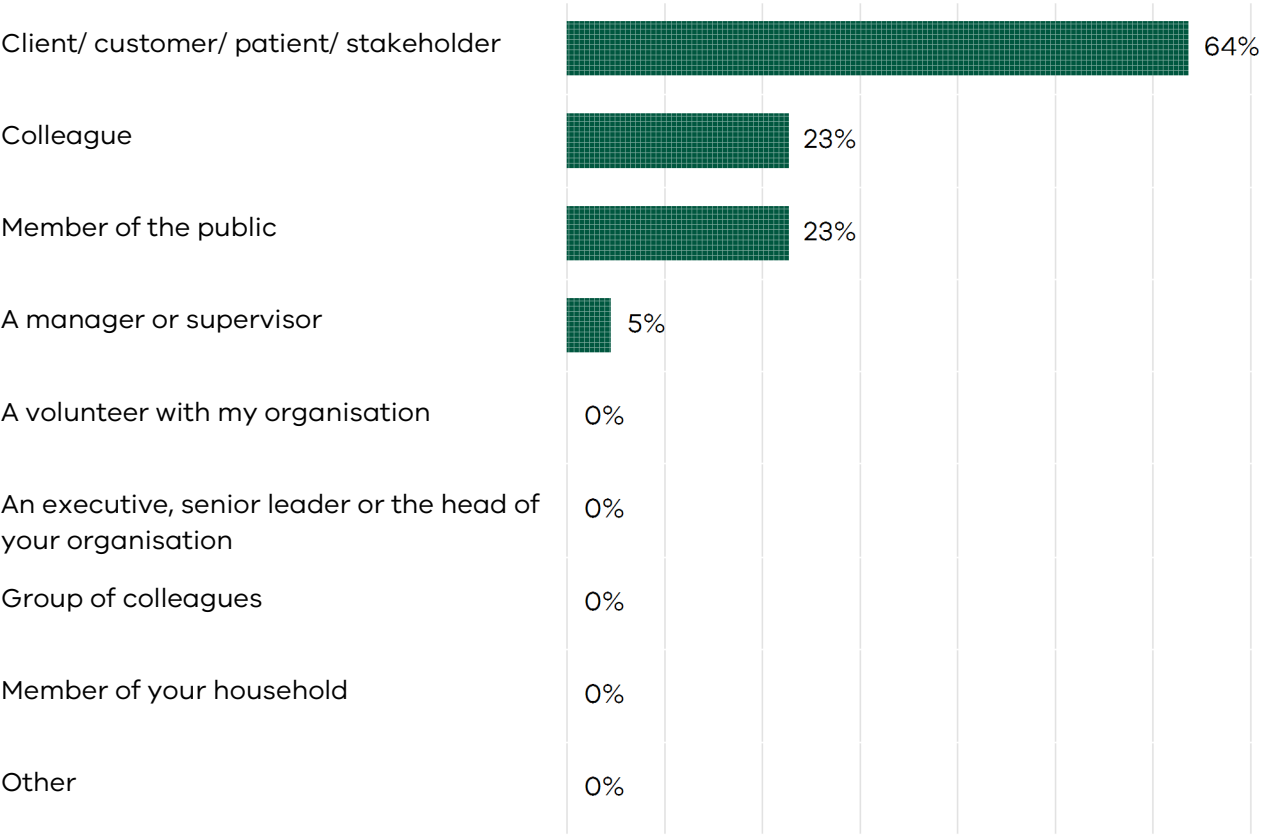
Each row is one perpetrator or a group of perpetrators.

Example

22% of your staff who did the survey said they experienced violence or aggression.

Of that 22%, 64% said it was by 'Client/ customer/ patient/ stakeholder'.

22 people (22% of staff) experienced violence or aggression (You2023)



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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 2023.

How to read this

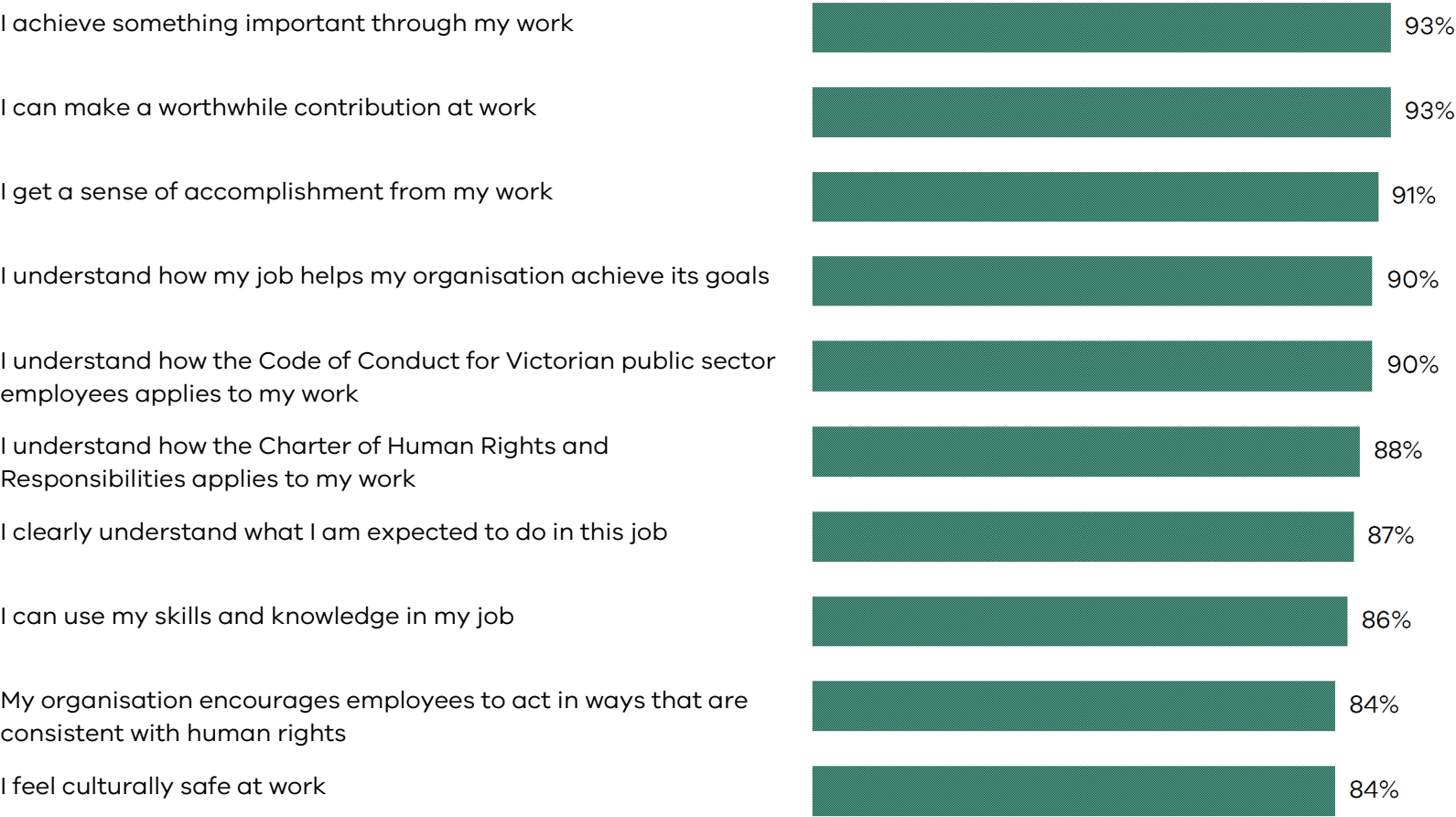
In descending order, you can see which questions had the highest agreement or satisfaction in 2023.

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

Example

93% of staff who did the survey agreed with I achieve something important through my work.

Highest results



Key differences

Lowest scoring

What this is

These are the questions your organisation had the lowest agreement or satisfaction with in 2023.

How to read this

In descending order, you can see which questions had the lowest agreement or satisfaction in 2023.

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

Example

43% of staff who did the survey agreed with I have enough time to do my job effectively.

Lowest results



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 biggest improvement in agreement or satisfaction in 2023, compared to 2022.

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 I feel culturally safe at work in your organisation was 12 percentage points higher than in 2022.

Improvement from 2022



Key differences

Most declined

What this is

This is where staff feel their organisation has most declined.

How to read this

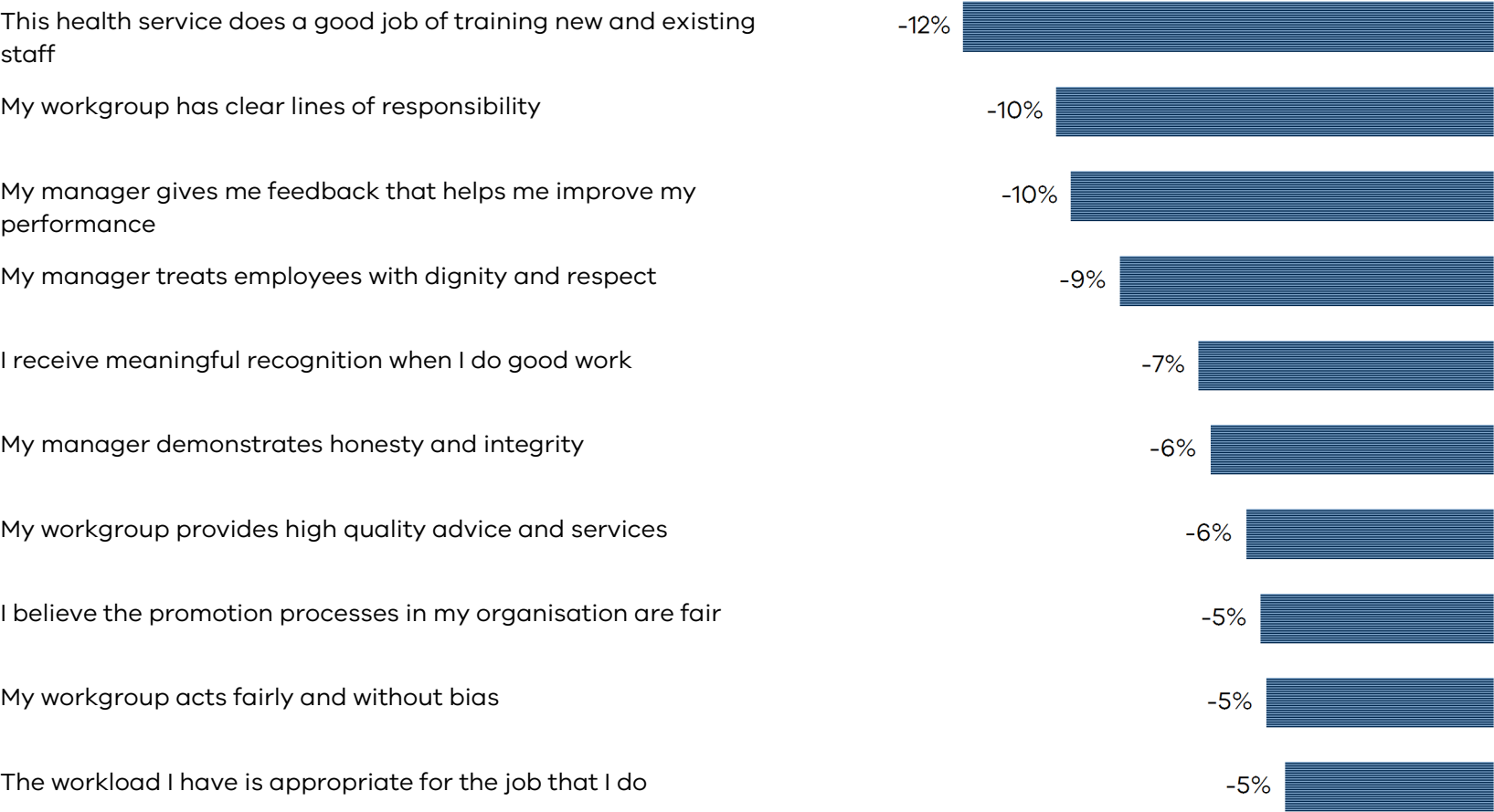
In descending order, you can see which questions had the biggest decrease in agreement or satisfaction in 2023, compared to 2022.

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 This health service does a good job of training new and existing staff in your organisation was 12 percentage points lower than in 2022.

Decline from 2022



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 2023.

How to read this

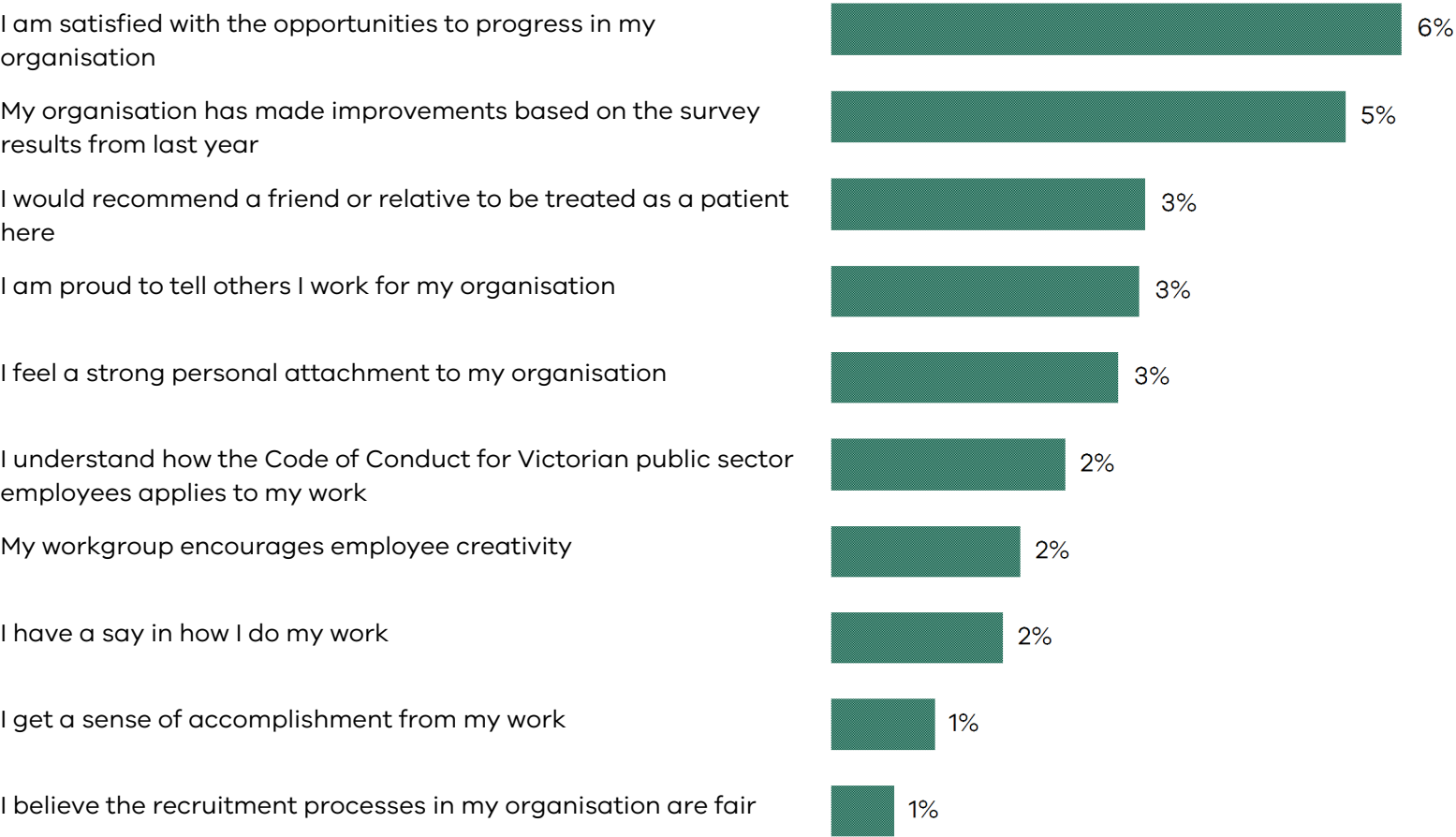
In descending order, you can see how much greater the percentage of staff in your organisation agreed or were satisfied with a question, compared to your comparator.

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 I am satisfied with the opportunities to progress in my organisation in your organisation was 6 percentage points higher than your comparator group.

Biggest positive differences from comparator group



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 2023.

How to read this

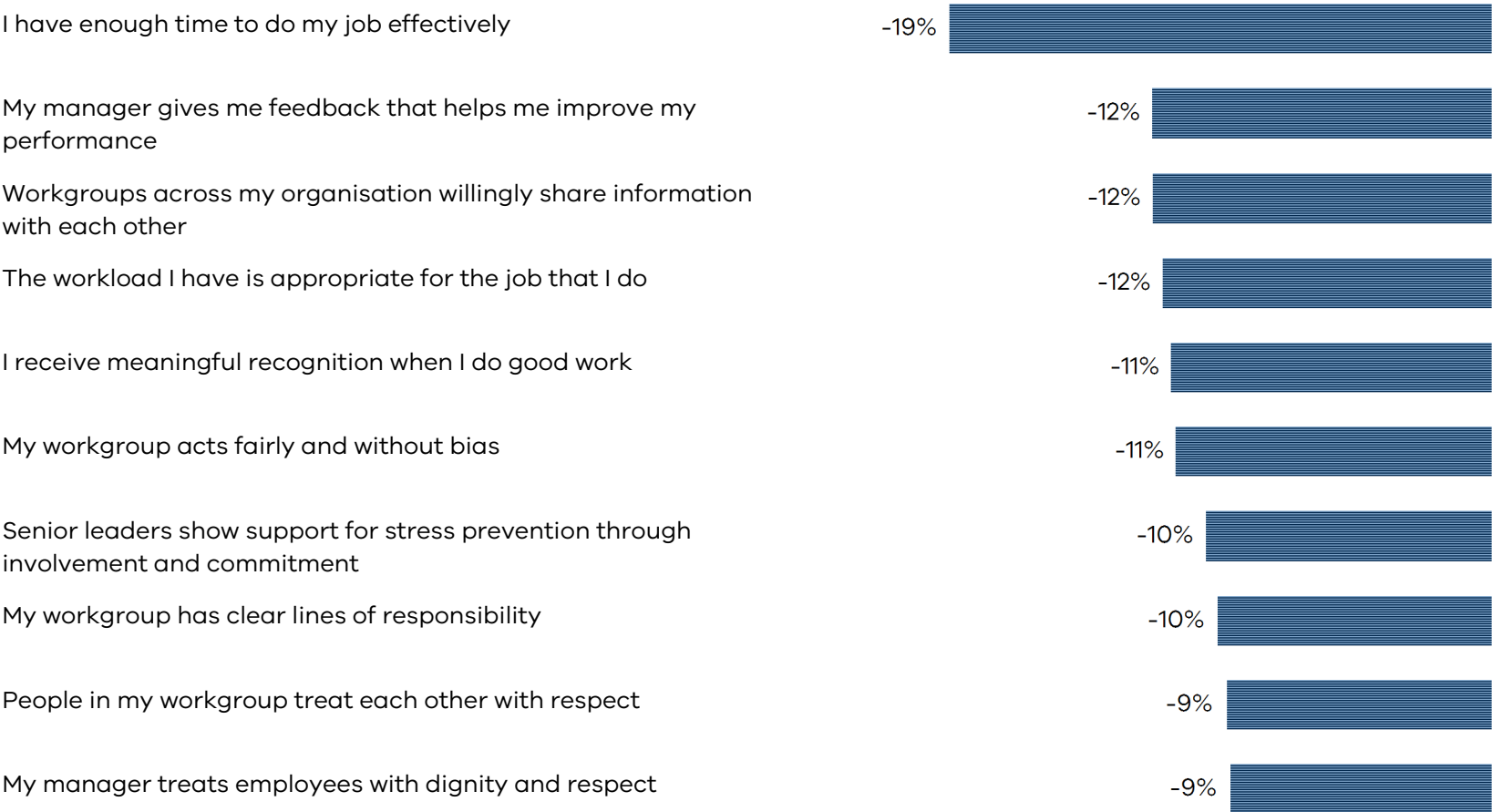
In descending order, you can see how much less the percentage of staff in your organisation agreed or were satisfied with a question, compared to your comparator.

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 I have enough time to do my job effectively in your organisation was 19 percentage points lower than your comparator group.

Biggest negative differences from comparator group



People matter survey

2023

Have your say

Overview	Result summary			Heatmaps	
Overview <ul style="list-style-type: none">• About your report• Privacy and anonymity• Survey's theoretical framework• Your comparator group	Scorecards <ul style="list-style-type: none">• Summary• Satisfaction, stress, intention to stay, inclusion• Engagement index• Emotional effects of work• Taking action• Negative behaviours• Organisation climate• Workgroup climate• Job and manager factors• Public sector values	Perpetrators of negative behaviour <ul style="list-style-type: none">• Bullying• Sexual harassment• Discrimination• Violence and aggression	Key differences <ul style="list-style-type: none">• Highest and lowest scoring• Most improved and declined• Positive and negative differences from comparator group	People outcomes <ul style="list-style-type: none">• Strongest group results• Weakest group results• Strongest demographic results• Weakest demographic results	Negative behaviour <ul style="list-style-type: none">• Strongest group results• Weakest group results• Strongest demographic results• Weakest demographic results

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 'Administration/Maintenance' had an overall 'Satisfaction' of 11 points above your organisation's average.

	Engagement	Satisfaction	High to severe Job-related stress	Negative feelings	Intend to stay 6 months or less
Administration/Maintenance		11	-13	-2	-4
Acute/Theatre/Chemo	7	7		-3	-4
Glenarm					0

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 'Catering and Domestic' had an overall 'Engagement' of -11 points below your organisation's average.

	Engagement	Satisfaction	High to severe Job-related stress	Negative feelings	Intend to stay 6 months or less
Catering and Domestic	-11	-8	14	1	14
Glenarm	-6	-15	1	7	
Acute/Theatre/Chemo			1		
Administration/Maintenance	-1				

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.

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 'Flexible work: Flexible start and finish times' had an overall 'Satisfaction' of 12 points above your organisation's average.

	Engagement	Satisfaction	High to severe Job-related stress	Negative feelings	Intend to stay 6 months or less
Flexible work: Flexible start and finish times	7	12	-4	-1	-4
Religion: Christianity	6	9	-3	-9	-4
Flexible work: Shift swap	3	3	-3	-1	-4
Caring responsibility: Child(ren) - younger than preschool age	7	7		-18	-4
2 to less than 5 years tenure	0		-7	-8	-4
Caring responsibility: None of the above		0	-1	-2	-2
<1 year tenure	9	21		-20	
Non-ongoing employment	5	6		-14	
Caring responsibility: Primary school aged child(ren)	7	11		-6	
Flexible work: No, I do not use any flexible work arrangements		0	-9	-4	

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 'Caring responsibility: Person(s) with disability' had an overall 'Satisfaction' of -32 points below your organisation's average.

	Engagement	Satisfaction	High to severe Job-related stress	Negative feelings	Intend to stay 6 months or less
Caring responsibility: Person(s) with disability	-21	-32	27	33	6
More than 20 years tenure	-11	-19	20	32	4
Caring responsibility: Person(s) with a medical condition	-12	-16		15	4
Flexible work: Using leave to work flexible hours	-4	-11	5	10	
Main places of work over the last 3- months: A frontline or service delivery location		-2	3	2	0
All managers			12	3	11
Flexible work: Part-time		-2	3	10	
Caring responsibility: Secondary school aged child(ren)		-5	9		10
1 to less than 2 years tenure		-5	0	7	
Full-time worker	0		1		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 'Sexual harassment' of -10 points below your organisation's average.

	Bullying	Sexual harassment	Discrimination	Violence and aggression
Catering and Domestic		-10	-4	-4
Administration/Maintenance	-3	-10		-5
Acute/Theatre/Chemo	-7		-4	-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.

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 'Sexual harassment' of 8 points above your organisation's average.



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 '<1 year tenure' had an overall 'Violence and aggression' of -15 points below your organisation's average.

	Bullying	Sexual harassment	Discrimination	Violence and aggression
<1 year tenure	-14	-3	-4	-15
Flexible work: No, I do not use any flexible work arrangements	-14	-10	-4	0
Non-ongoing employment	-6	-2	-4	-5
Non-manager	-3	-2	0	-1
Cultural background: Australian	-2	0	-2	-2
Caring responsibility: Child(ren) - younger than preschool age	-14	-1	-4	
5 to less than 10 years tenure	-4		-4	-2
Woman		-1	0	-1
Part-time worker	0		0	-1
2 to less than 5 years tenure	-8		-4	

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 'Caring responsibility: Person(s) with disability' had an overall 'Bullying' of 16 points above your organisation's average.

	Bullying	Sexual harassment	Discrimination	Violence and aggression
Caring responsibility: Person(s) with disability	16	10	16	8
Flexible work: Part-time	9	3	4	12
All managers	11	10	1	3
Ongoing employment	1	0	1	1
1 to less than 2 years tenure	19	3	9	
Caring responsibility: Person(s) with a medical condition	19	7		12
Flexible work: Flexible start and finish times	12	7	5	
10 to less than 20 years tenure	3		0	12
Flexible work: Shift swap	3	11		6
Religion: Christianity	6	10	1	



**Victorian
Public Sector
Commission**



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