

1. FTE roles at Ambulance Victoria have increased from 5,295 to 6,085 from June 2020 to June 2022
2. Results from the June 2022 intake of the 'People Matter' survey of all Victorian public sector (VPS) staff provides some interesting (though worrying) insights. These are usefully reported at organisation-level, so specific insights can be made about how Ambulance Victoria is performing as an employer compared to the overall VPS average.
 1. 34% of ambulance staff (compared to just 25% among the broader VPS) reported experiencing high to severe work-related stress in 2022. Concerningly, this cohort has grown among ambulance staff; from 28% in 2020.
 2. Among underlying causes of this stress, ambulance staff reported notably higher incidences of the following factors than the broader VPS average:
 1. Work schedule or hours;
 2. Competing home and work responsibilities;
 3. Management of work (e.g. supervision, training, information, support);
 4. Work that doesn't match my skills or experience;
 5. Social environment (relationships with colleagues, managers, senior leaders);
 6. Organisation or workplace change; and
 7. Incivility, bullying, harassment or discrimination.
 3. Troublingly, among the 50% of ambulance staff who reported experiencing one or more barriers to success at work, 21% said this was due to their sex (vastly outweighing the VPS average of 4%). Other self-perceived barriers to success included:
 8. Age (19%, compared to 8% VPS average); and
 9. Caring responsibilities (12%, compared to 7% VPS average).
 4. Among the 384 Ambulance Victoria staff who reported in the survey to having been bullied, some 62% of such cases were allegedly perpetrated by managers or supervisors.
 5. Satisfaction with career development among ambulance staff has dropped, from 43% in 2020 to 34% in 2022. This is now almost half the level of satisfaction than at the best performing comparator organisation (not named, but in the broader public health system). Underlying such a result are findings such as just 17% of respondents believing they have an equal chance at promotion within Ambulance Victoria (compared to the 57% at best performing comparator organisation), and an even lower 11% believing the promotion processes are fair (again far lower than the 53% of respondents at the best performing comparator).
 6. Just 28% of ambulance staff believe their senior leaders consider the psychological health of employees to be as important as productivity. Related to this, just 55% of staff feel it is 'safe to speak up' about mistakes, concerns or poor behaviour without fear of retribution – well lower than the 75% VPS average.
 7. Arguably a corollary of all of the above developments, the incidence of 'work making me feel miserable' was highly concentrated among ambulance staff, with 33% of respondents reporting this, compared to a VPS average of 19%.