

2022 Family Violence and Sexual Assault Workforce Pulse Survey

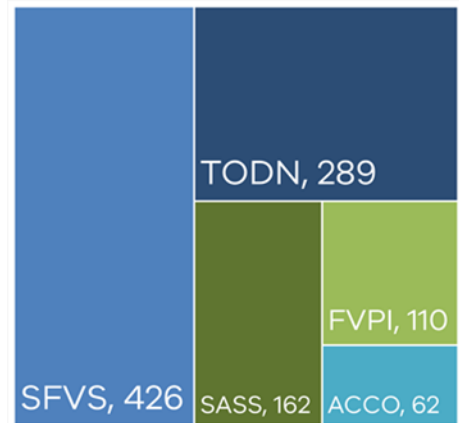
ABOUT THE SURVEY

1,049 workers responded to the survey, representing an estimated **35%** of all family violence and sexual assault specialists in Victoria.

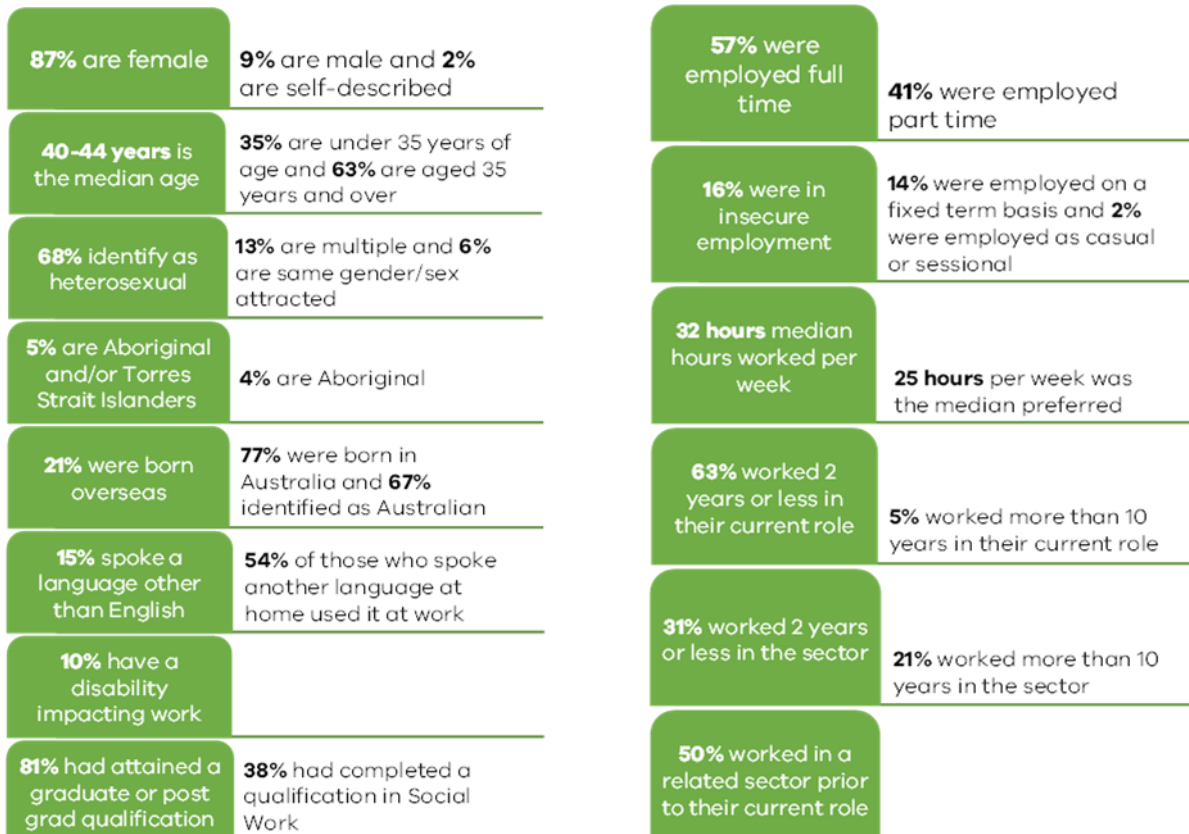
The sample involved workers from more than **100** funded agencies in Victoria.



Survey sample by type of sector*



ABOUT THE PARTICIPANTS



Annual salary

The median annual (individual) salary band was **\$81,000-\$90,000**, irrespective of whether the person responding delivered services into Melbourne or regional Victoria, whether the person was a young (under 35) or older person (35 and over), or whether or not they were employed on a secure basis.

* Specialist Family Violence Services (SFVS), The Orange Door network (TODN), Sexual Assault Support Services (SASS), Family Violence Perpetrator Interventions (FVPI) and Aboriginal Community Controlled Organisations (ACCO).

WORKPLACE BARRIERS

Top barriers against working optimally

(respondents nominated 3 reasons)

1	Staff issues (short staffed)	41%
2	Too many competing priorities	35%
3	Corporate processes (administrative burden)	30%
4	Case loads	26%
5	Administrative processes (leave and HR requirements)	17%
6	Decision making and authorisation processes	16%
7	Communication processes	12%
8	Poor work-life balance	10%
9	Technology limitations	8%
10	Insufficient autonomy	7%



81% had staff vacancies at their work.

50% said staff vacancies were having a high or very high impact at their work – **31%** said the impact was high and **19%** said the impact was very high.

A further **33%** said staff vacancies had a moderate impact at their work.

CAREER INTENTIONS



22% have plans to leave their current role in the next 12 months.

8% plan to leave their current role and sector within the next 12 months

4% will leave their role due to the end of their contract.

Top reasons for planning to leave

(nominated 3 reasons, from % respondents planning to leave)

1	Career prospects	31%
2	Excessive levels of demand	29%
3	Insufficient income / salary	23%
4	Lack of advancement opportunities	23%
5	Organisation not valuing my work	15%
6	Role requirements have a negative effect on my health and/or wellbeing	14%
7	Lack of organisational resources to adequately undertake role	14%
8	Location not favourable	14%
9	Relationship with manager/colleagues	12%
10	Further study	11%

More information

This survey utilised an opt-in, non-probability sampling approach. This was because random sampling was impracticable given the contact details of all (or many) family violence and sexual assault workers are not available to government.

Results for key subpopulations from the sample, such as younger workers, regional workers and insecure workers are available along with detailed methodology in the main report <<https://www.vic.gov.au/workforce-pulse-survey>>

The survey was conducted on behalf of the Centre of Workforce Excellence, Department of Families, Fairness and Housing. Questions about these findings can be directed to <workforcesurvey@familysafety.vic.gov.au>