Local Health
Service Networks

Workforce survey findings

September 2025

VICTORIA
State Government

Overview
Demographics
What we heard

Workforce
Overview

Every person in Victoria should be able to access the right care, in the right place, at the right time – wherever they live.

From 1 July 2025, Local Health Service Networks were established across Victoria. These Networks will help hospitals and health services work more closely together.

The Networks group health services within a geographical region and are responsible for supporting coordinated and connected care for their community.

They are a key recommended pillar of the Health Services Plan. Each Network is responsible for:

- meeting their communities' care needs as close to home as possible
- supporting more equitable and consistent care for patients
- increasing consistency of quality and safety of care
- strengthening workforce attraction, retention and support
- delivering support services at scale

The workforce is central to ensuring health services are accessible, responsive, safe and of high-quality. A modern health system relies on a skilled, adaptable, and well-supported workforce to meet the evolving needs of populations.

The newly established Local Health Service Networks will create more opportunities for health workers to collaborate, learn and seek out new experiences throughout the Network.

We invited the community and health service workforce to share their experiences of healthcare to help inform how the new Local Health Service Networks will deliver care.

The survey was hosted on the Victorian Government's online consultation platform, Engage Victoria from 22 Apri to 8 June 2025. The survey was available in 11 languages. To view the consultation, visit engage.vic.gov.au/your-health-experience.

Visit the Engage.vic website

We asked the Victorian healthcare workforce about their priorities and the barriers and opportunities to delivering safe and high-quality care to the community.

The survey was an opportunity for the healthcare workforce to share their experience of healthcare in the last three years.

This is a summary of who we heard from and what we heard from the workforce about:

- delivering quality and safe care
- access to healthcare, health equity and patient flow
- increasing efficiency and reducing waste

This is an overview of feedback from the workforce members who completed the survey.

The data and insights captured through the survey will be shared with Health Services to help inform their Network Strategy and planning.

To receive this document in another format
email the Engagement team <engage@health.vic.gov.au>

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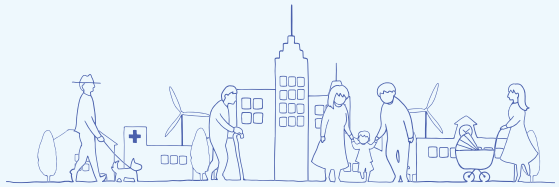
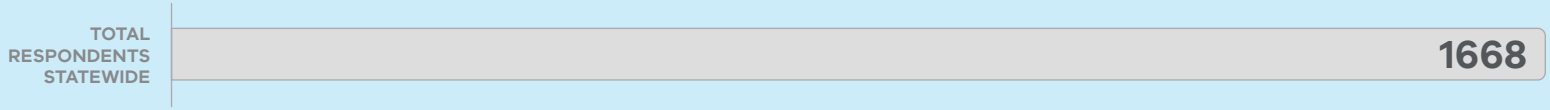
Overview
Demographics
What we heard

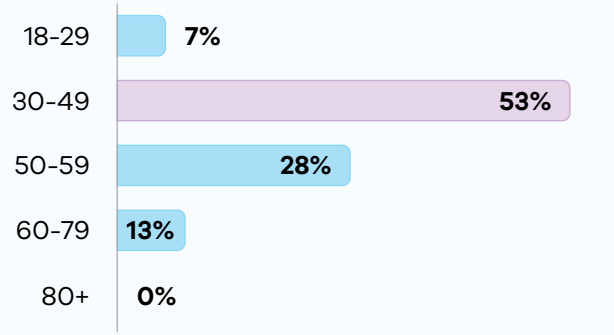
Who we heard from in Victorian health services



Responses from the Victorian healthcare workforce

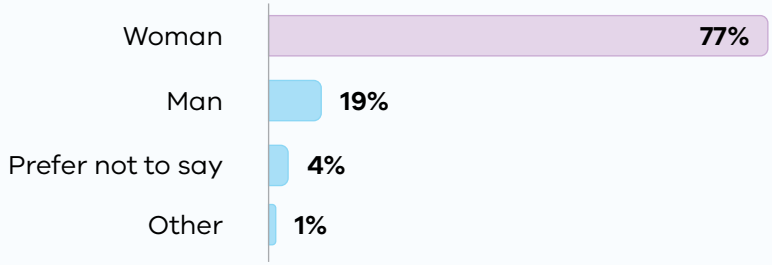


Age



Total = 101% due to rounding

Gender



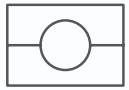
Total = 101% due to rounding

Diversity

7%
respondents identify as **LGBTIQA+**

16%
respondents identify as **culturally and/or linguistically diverse**

1%
respondents identify as **Aboriginal and/or Torres Strait Islander**

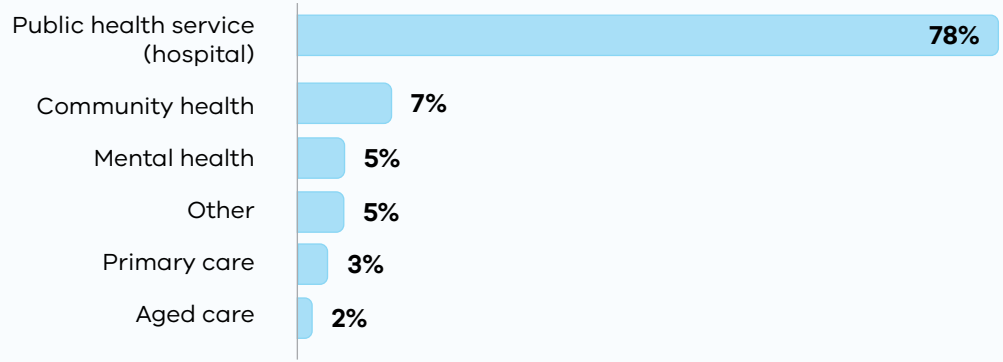


Note: number of total responses for each question equals 1668.

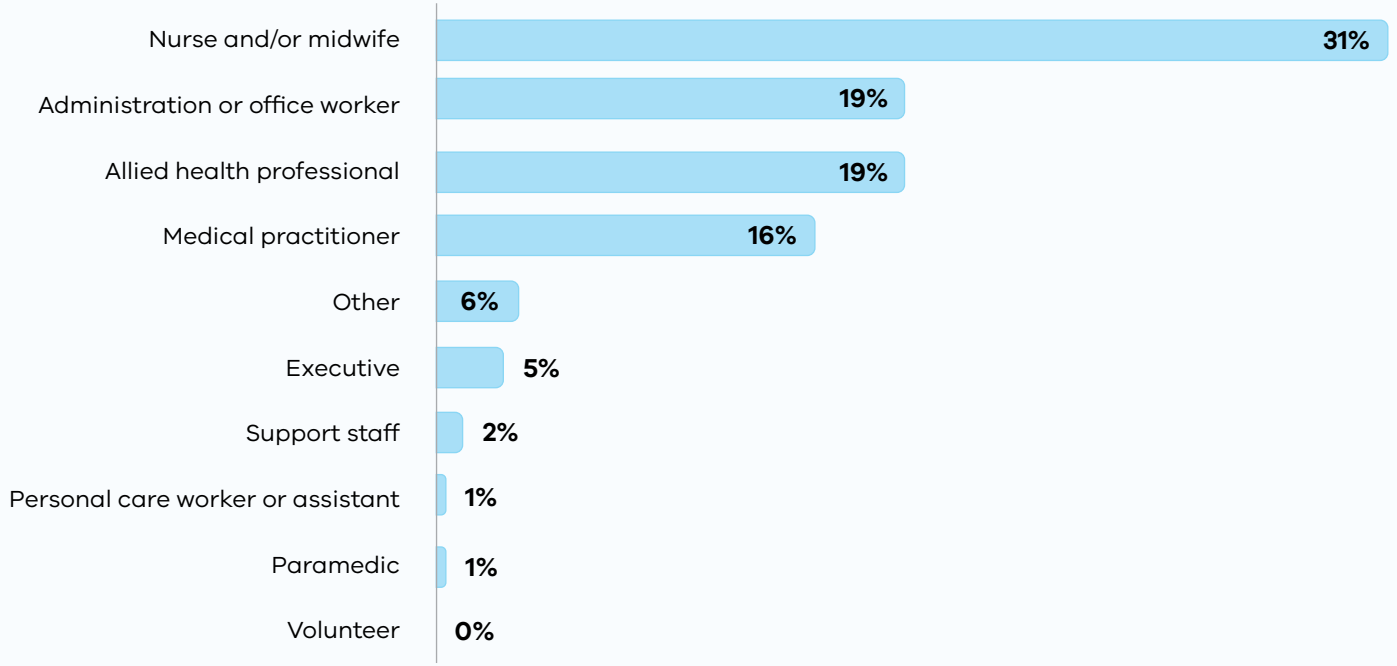
Overview
Demographics
What we heard

Who we heard from in health services

Healthcare workforce respondents primarily worked in:



The professions across the workforce respondents were:

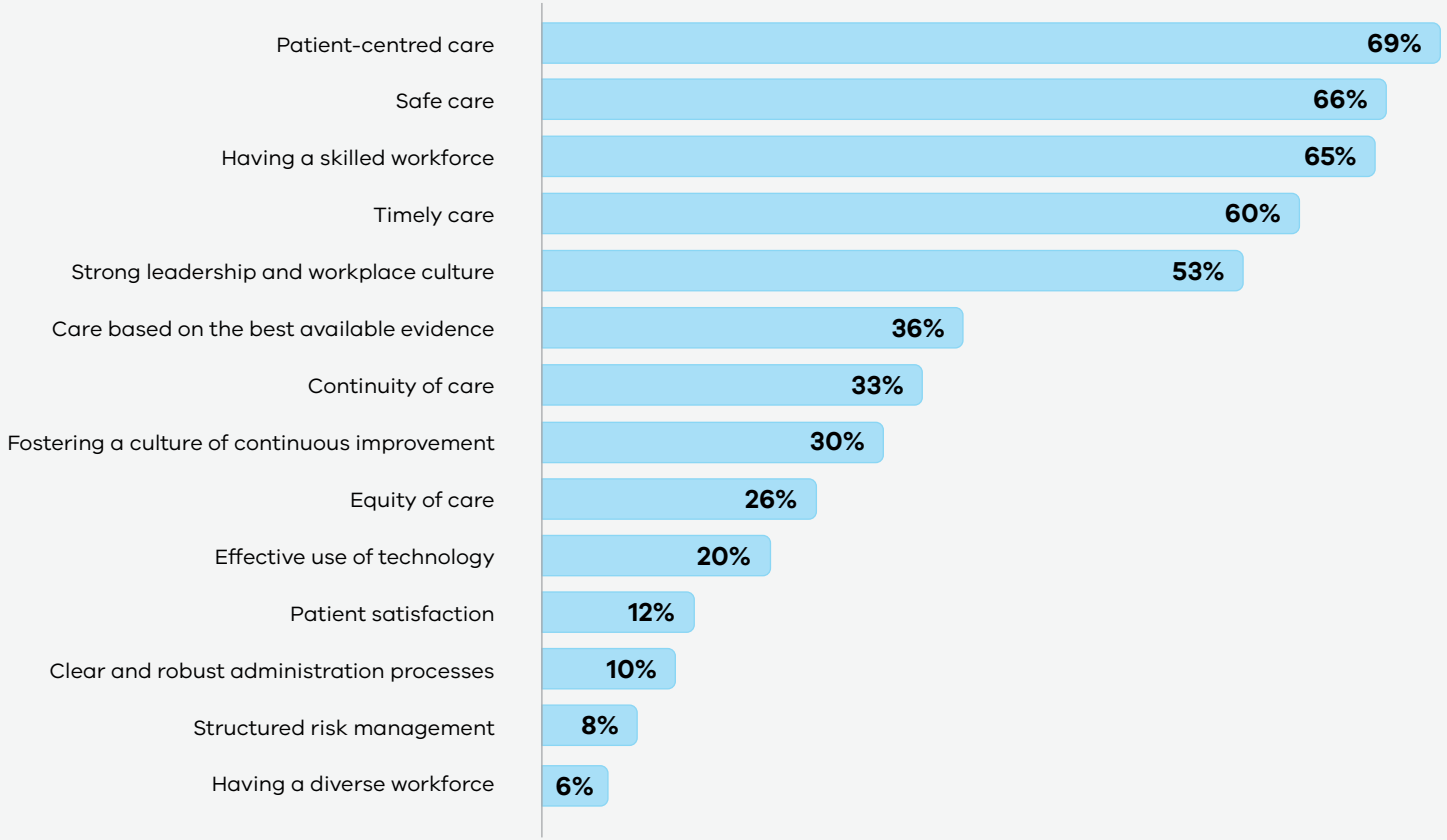


Overview
Demographics
What we heard

What we heard
Delivering quality and safe care

We asked the workforce what is most important when delivering safe and high-quality healthcare in Victoria

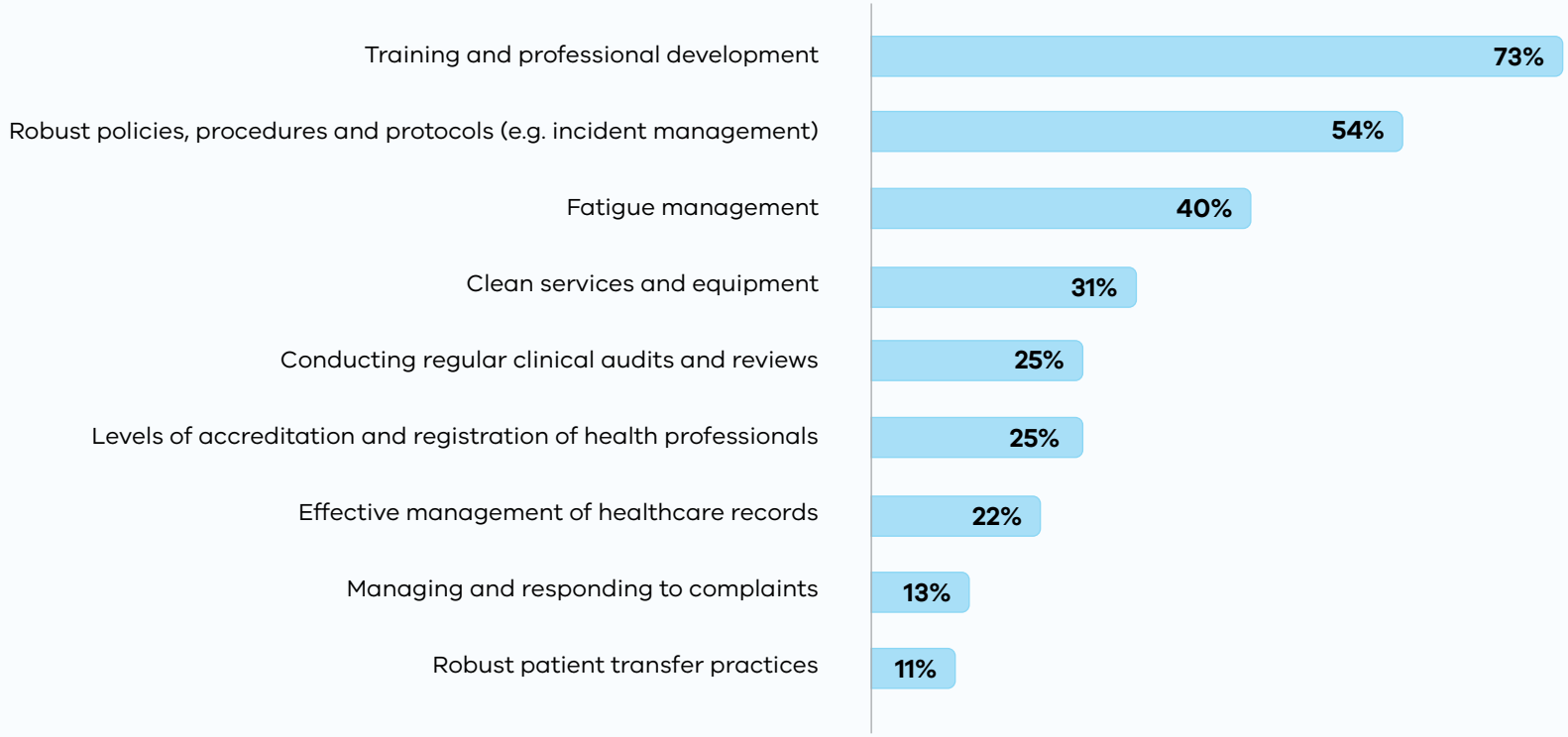
The most important factors for delivering quality care were:



Question: What do you believe is most important to enable quality healthcare? Select the five that you believe are most important

What we heard
Delivering quality and safe care

The most important factors for delivering safe care were:



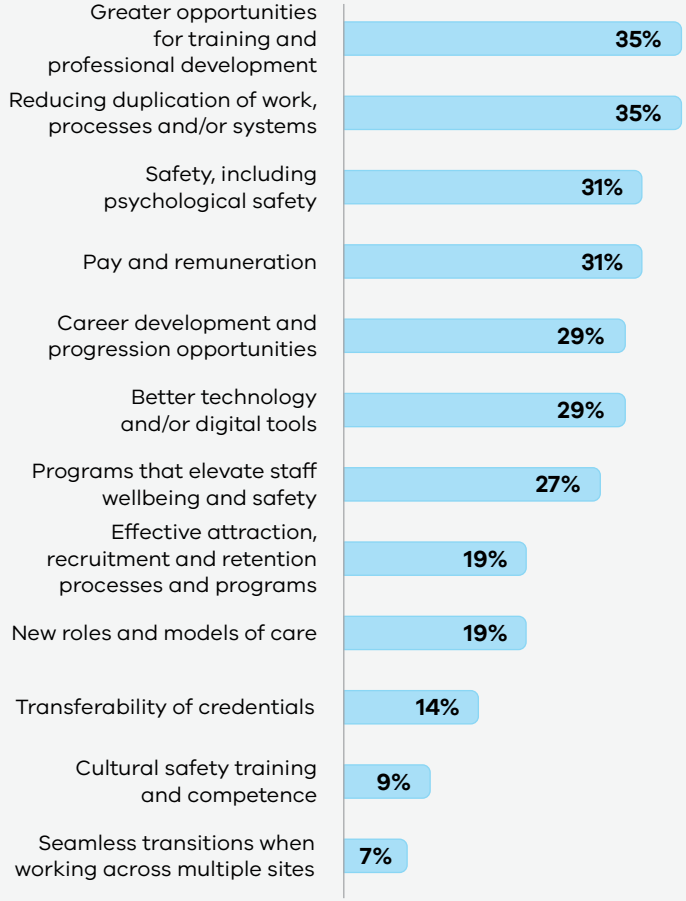
Question: From the below, what do you believe is most important to deliver safe healthcare? Select your top three responses

Overview
Demographics
What we heard

What we heard
Access to healthcare, health equity and patient flow

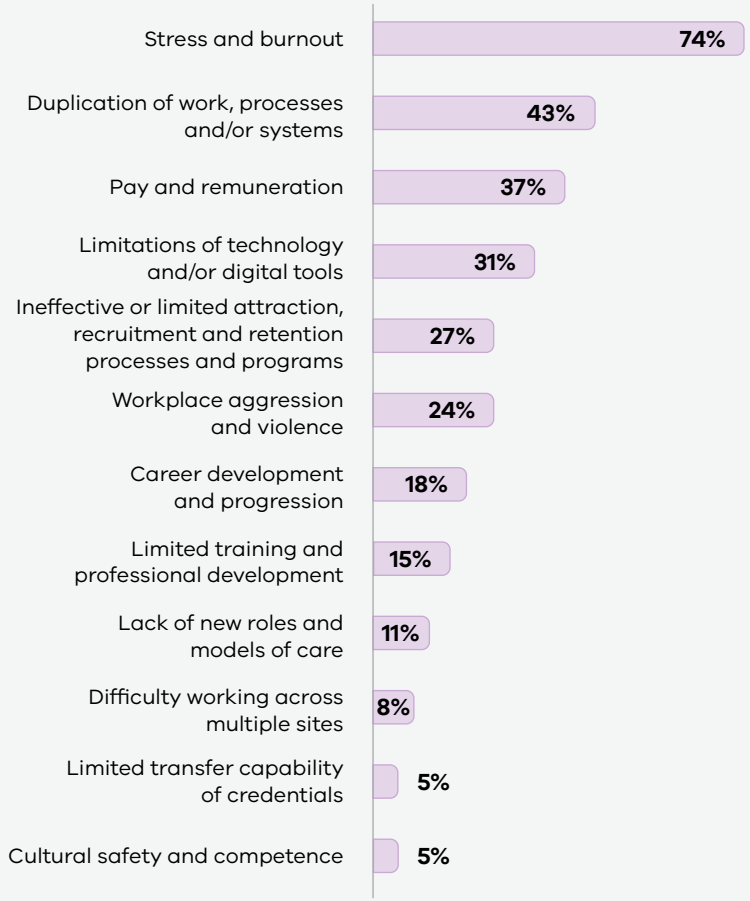
We asked the workforce about the issues, barriers and opportunities they face when providing care to the community

Factors having a positive impact on the workforce:



Question: What do you believe is currently having the most positive impact on the healthcare workforce? Select your top three responses

Barriers impacting the workforce:



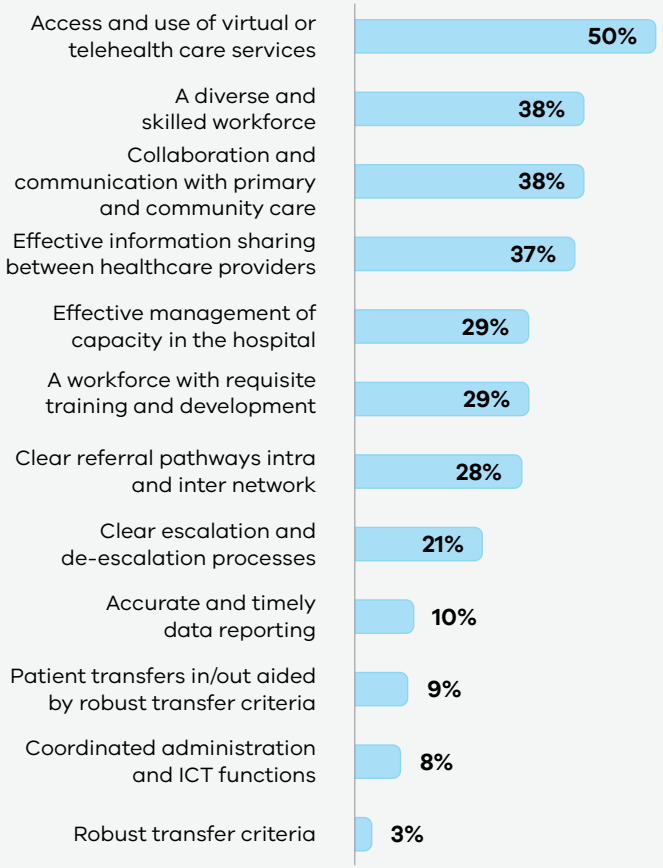
Question: What do you believe are the current barriers for the healthcare workforce? Select your top three responses

Overview
Demographics
What we heard

What we heard
Access to healthcare, health equity and patient flow

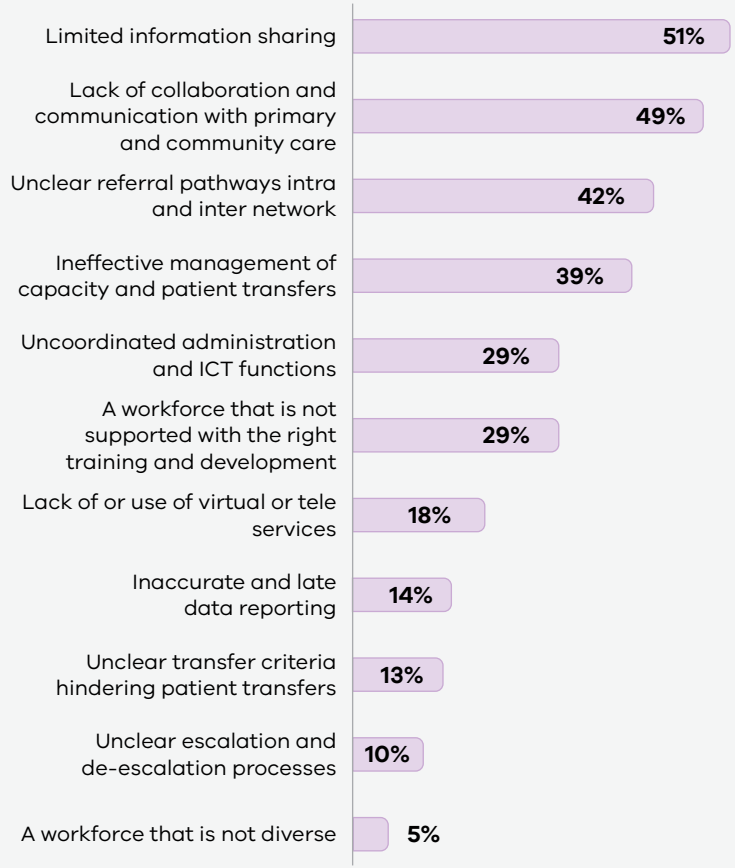
The workforce told us the key factors contributing to patients accessing care

Factors having a positive impact on patients accessing care:



Question: What do you believe currently has the greatest positive impact on your patients' ability to access care? Select your top three responses

Barriers to patients accessing care:

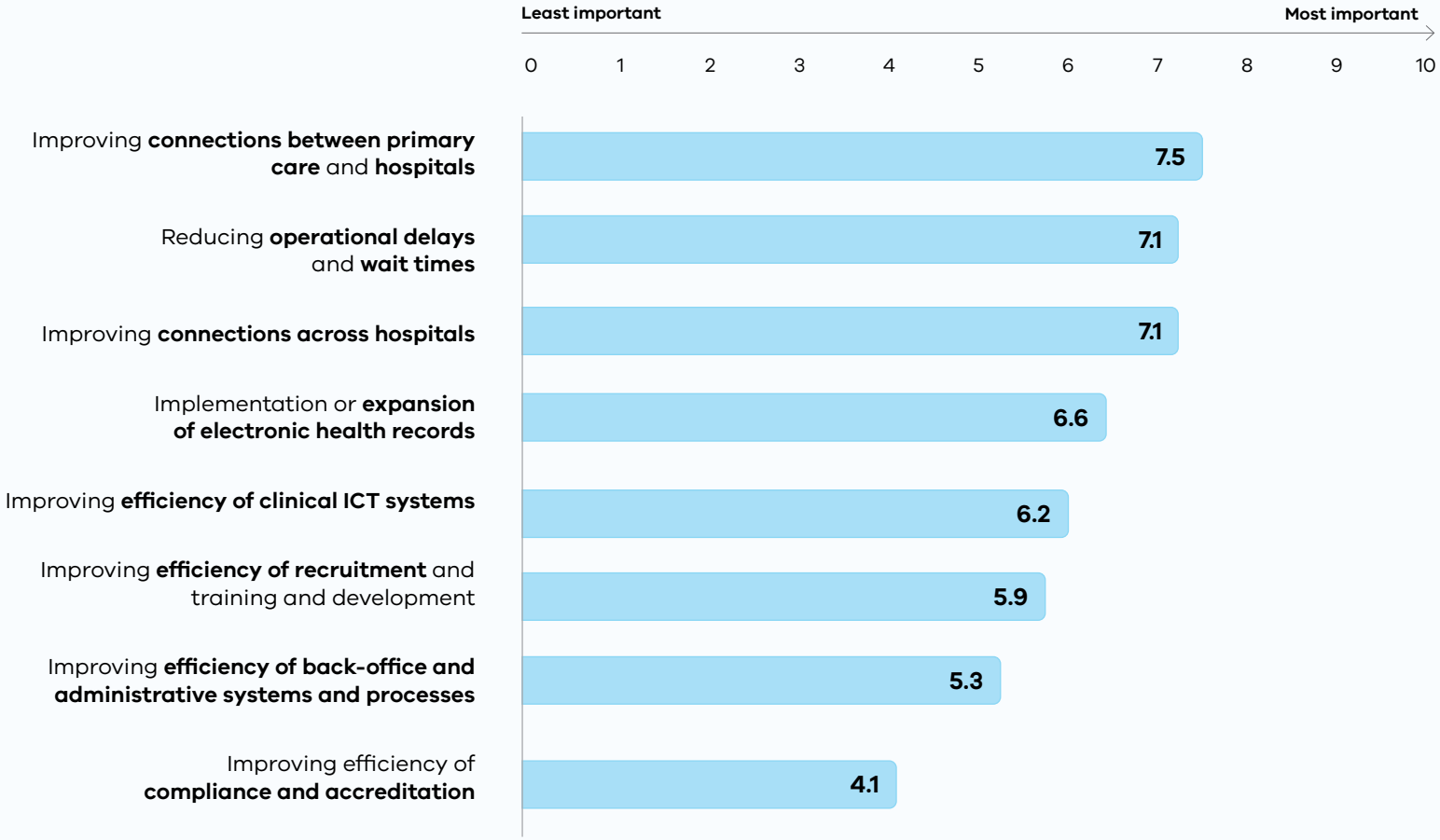


Question: What do you believe are the current barriers to patients accessing care? Select your top three responses

Overview
Demographics
What we heard

What we heard
Increased efficiency and reducing waste

We asked the healthcare workforce what are the greatest opportunities to increase efficiency and reduce waste across Local Health Service Networks



Question: Where do you believe the greatest opportunities are to increase efficiency and reduce waste across your Local Health Service Network?
Note: Respondents were asked to organise the responses in order of importance, from 1 to 10 (giving each option an average rating out of 10).