



NT PEOPLE MATTER SURVEY 2021

RESPONSE
RATE:

38%

Department of the Attorney General and
Justice

RESPONSES:

526
of 1380



YOUR EMPLOYEE ENGAGEMENT SCORE:



61%

VARIANCE from 2018 SURVEY: +1

VARIANCE from NTPS: -4

Employee engagement is about more than just satisfaction. It's a mutually beneficial relationship between the employee and organisation. Engagement is a good indicator of how connected they are to the organisation and in helping it to achieve its goals.

YOUR EMPLOYEE SATISFACTION SCORE:



62%

VARIANCE from 2018 SURVEY: +2

VARIANCE from NTPS: ↓ -8



WHAT NOW?

1. EXPLORE
TAKE TIME TO
UNDERSTAND THE
RESULTS IN THIS
REPORT.

2. DISCUSS
IDENTIFY WITH YOUR
TEAM THE THINGS TO
CELEBRATE
(STRENGTHS) OR
IMPROVE (ACTION
AREAS).

3. DEVELOP
DEVELOP A PLAN OF
ACTION USING
TEMPLATE AT THE
BACK OF THIS
REPORT.



EEO GROUP ENGAGEMENT SCORES:

ENGAGEMENT
SCORES

ATSI - Yes	55%
DISABILITY - Yes	57%
AGE - 55+ YRS	64%



HIGHEST SCORING QUESTIONS:

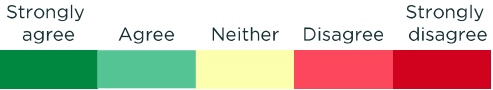
% POSITIVE

Q2c. I seek out opportunities to improve my day-to-day performance	90%
Q12g. My behaviour at work is informed by/guided by the Code of Conduct	90%
Q2g. I believe the work that I do is important	89%

GUIDE TO THIS REPORT

% POSITIVE

WHERE RESULTS ARE SHOWN AS POSITIVE PERCENTAGES (% POSITIVE), THESE ARE CALCULATED BY ADDING TOGETHER POSITIVE RESPONSES ("STRONGLY AGREE" + "AGREE") AND DIVIDING BY THE NUMBER OF RESPONDENTS WHO ANSWERED THE QUESTION.



POSITIVE
RESPONSE

Neutral
response

Negative
response

÷

number of respondents who
answered the question

=

% POSITIVE

ROUNDING

RESULTS ARE PRESENTED AS WHOLE NUMBERS FOR EASE OF READING, WITH ROUNDING PERFORMED AT THE LAST STAGE OF CALCULATION FOR MAXIMUM ACCURACY. VALUES FROM X.00 TO X.49 ARE ROUNDED DOWN AND VALUES FROM X.50 TO X.99 ARE ROUNDED UP. THEREFORE IN SOME INSTANCES, RESULTS MAY NOT TOTAL 100%.

	STRONGLY AGREE	AGREE	NEITHER	DISAGREE	STRONGLY DISAGREE	TOTAL
NUMBER OF RESPONSES	151	166	176	96	24	613
PERCENTAGE	24.63%	27.08%	28.71%	15.66%	3.92%	100%
ROUNDED PERCENTAGE	25%	27%	29%	16%	4%	101%
NUMBER OF POSITIVE	151 + 166 = 317					
% POSITIVE	317 ÷ 613 = 52%					

ANONYMITY

IT IS ENGINE'S PRACTICE NOT TO DISPLAY THE RESULTS OF GROUPS TO THE EXTENT WHERE THE ANONYMITY OF INDIVIDUALS MAY BE COMPROMISED. RESULTS FOR TEAMS WITH LESS THAN 10 WILL NOT RECEIVE AN INDIVIDUAL REPORT. HOWEVER, THEIR DATA WILL STILL CONTRIBUTE TO THE SCORES FOR THEIR GROUP AND THE ORGANISATION OVERALL.

COMPARISONS TO COMPARATOR GROUP

WITHIN THIS REPORT A COMPARISON AGAINST COMPARATOR GROUP REFERS TO CENTRAL AGENCY

DEFINITIONS

RESTRICTED - INDICATES A GROUP WITH LESS THAN 10 RESPONDENTS

'-' - INDICATES DATA NOT AVAILABLE

TIPS & SUGGESTIONS

01.

Take the time to digest the scores and identify the areas where you are performing well.

These will tend to be high scores which are notably above any comparative scores. These should be celebrated. Share the good news with employees.



UNDERSTANDING YOUR REPORT AND GETTING TO ACTION!

- THE SCORES ON THE FRONT PAGE GIVE YOU SOME SUMMARY INFORMATION. FIRST TAKE THE TIME TO FULLY UNDERSTAND THIS REPORT BEFORE SHARING WITH OTHERS.

- WHAT IS YOUR RESPONSE RATE? IF HIGH, THE RESULTS WILL BE REPRESENTATIVE OF THE VIEWS OF YOUR COLLEAGUES. IF LOW (<20%) TAKE CARE WHEN INTERPRETING THE RESULTS. ENCOURAGE ALL COLLEAGUES TO HELP WITH ACTION PLANNING AND HOPEFULLY THIS WILL ENCOURAGE THEM TO COMPLETE THE SURVEY NEXT TIME.

- HOW DO YOUR SCORES COMPARE TO YOUR PARENT UNIT OR THE ORGANISATION OVERALL?

ARE THERE ANY SCORES THAT ARE UNEXPECTED?

Identify areas that need improvement.

02.

These will be the lower scores, and/or those which are scoring notably below your comparators. Discuss these areas with your colleagues in focus groups or one2ones, gather their thoughts and solutions before deciding actions to take.

03.

High neutral responses (lots of employees ticking 'neither agree nor disagree')

Ask your colleagues about their views to find out what is causing this uncertainty. More communication and involvement may help to shift them to a positive frame of mind.

04.

It may be helpful to discuss with your manager or other colleagues (your peers, HR, subject experts) to share ideas before developing plans for action.

There are lots of websites of ideas and case studies to give you further inspiration and top tips.

05.

Some actions may be 'quick wins' and short term. However, in most instances, you will need to think longer term.

What do you want employees to be saying about their working lives in the future?
















What should be put in place to achieve this?

The 'All questions' pages show every question asked in the survey and the proportion of colleagues responding positively (strongly agree + agree), neutrally (neither agree nor disagree) or negatively (disagree + strongly disagree). Look at how your positive score compares to your parent unit, and your last survey's results.

Is there room for improvement?

06.

HEADLINE SCORES

HIGHEST POSITIVE SCORING QUESTIONS	% POSITIVE	HIGHEST NEUTRAL SCORING QUESTIONS	% NEUTRAL	HIGHEST NEGATIVE SCORING QUESTIONS	% NEGATIVE
Q2c. I seek out opportunities to improve my day-to-day performance	 90%	Q6h. My manager appropriately deals with employees who perform poorly	 34%	Q4g. My manager discusses my career plan with me	 37%
Q12g. My behaviour at work is informed by/guided by the Code of Conduct	 90%	Q8a. I know what I need to do to make changes happen in my organisation	 34%	Q5g. My manager has talked to me about what I could do to improve my performance	 36%
Q2g. I believe the work that I do is important	 89%	Q8f. There is good collaboration between my organisation and other agencies or organisations we work with	 33%	Q8c. I think it is safe to speak up and challenge the way things are done in this organisation	 34%
Q2e. I contribute to my workplace outside of the requirements of my job description	 87%	Q15d. My organisation motivates me to help it achieve its objectives	 32%	Q16a. I believe my organisation will take action as a result of this survey	 34%
Q2a. My behaviour at work is informed/guided by the NTPS values	 86%	Q16a. I believe my organisation will take action as a result of this survey	 32%	Q5e. I receive regular and timely feedback from my manager	 33%



FIND YOUR HIGHEST SCORES

THESE QUESTIONS ARE YOUR HIGHEST SCORING.

- WHAT ARE EMPLOYEES MOST POSITIVE ABOUT?
(STRENGTHS)

- WHAT ARE EMPLOYEES MOST NEUTRAL ABOUT? WHERE A LOT OF EMPLOYEES ARE RESPONDING 'NEITHER AGREE NOR DISAGREE' (% NEUTRAL), THIS MAY INDICATE MIXED VIEWS OR INCONSISTENT EXPERIENCES.
(AREAS OF POTENTIAL)

- WHAT ARE EMPLOYEES MOST NEGATIVE ABOUT?
(AREAS OF CONCERN)

EMPLOYEE ENGAGEMENT INDEX



HOW ENGAGED IS YOUR TEAM?

THESE RESULTS PROVIDE A MEASURE OF ENGAGEMENT FOR YOUR TEAM. YOUR ENGAGEMENT SCORE ISN'T JUST ABOUT HOW MUCH PEOPLE LIKE WORKING FOR YOU. IT ALSO MEASURES THE EMOTIONAL CONNECTION AND COMMITMENT COLLEAGUES HAVE TO WORKING FOR THE ORGANISATION.

THERE'S A LOT OF EVIDENCE TO SHOW A STRONG LINK BETWEEN ENGAGED COLLEAGUES AND IMPROVED BUSINESS PERFORMANCE.

EMPLOYEE ENGAGEMENT					61%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
SAY	Q15a. I would recommend my organisation as a great place to work	17	37	26	13	8	54%	0	-7 ↓	-7 ↓
	Q15b. I am proud to tell others I work for my organisation	21	41	28			62%	0	-2	-5 ↓
STAY	Q15c. I feel a strong personal attachment to my organisation	18	36	29	11		54%	+1	+2	-6 ↓
STRIVE	Q15d. My organisation motivates me to help it achieve its objectives	14	34	32	12	8	48%	+5 ↑	-4	-8 ↓
	Q15e. My organisation inspires me to do the best in my job	14	33	31	14	8	47%	+4	-5 ↓	-8 ↓

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



KEY DRIVERS OF ENGAGEMENT



WHAT TO FOCUS ON?

THESE QUESTIONS HAVE BEEN IDENTIFIED AS YOUR KEY DRIVERS OF ENGAGEMENT.

THEY ARE NOT NECESSARILY THE QUESTIONS WITH THE LOWEST SCORES.

SOME WILL BE AREAS TO IMPROVE UPON AND OTHERS WILL BE AREAS TO MAINTAIN. IN ORDER TO IMPROVE ENGAGEMENT DEVELOPING ACTIONS AND ACTIVITIES FOCUSED ON THESE QUESTIONS WILL HELP IMPROVE PERFORMANCE.

CONSIDER WHETHER THESE AREAS CAN BE ALIGNED WITH CURRENT PRIORITIES AND OBJECTIVES TO ENSURE ACTIONS CAN BE SUSTAINED.



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

%
POSITIVE

VARIANCE
FROM 2018
SURVEY

VARIANCE
FROM
COMPARATOR
GROUP

VARIANCE
FROM NTPS

.1

Q7b. Senior managers provide clear strategy and direction

47%

-

-9↓

-8↓

.2

Q8d. My organisation fairly considers recommendations from staff about how we could better operate

42%

-

-6↓

-4

.3

Q9b. In my organisation, senior leaders consider the wellbeing of employees to be important

56%

-

-8↓

-6↓

.4

Q7c. I believe the senior management team has a clear vision for the future of this organisation

47%

0

-10↓

-9↓

.5

Q7e. I feel the senior managers in my organisation make timely decisions

46%

-

-5↓

-2

.6

Q7g. I feel senior managers keep employees informed about what is going on

42%

-

-9↓

-8↓

EMPLOYEE SATISFACTION INDEX



HOW SATISFIED IS YOUR TEAM?

THESE RESULTS PROVIDE A MEASURE OF EMPLOYEE SATISFACTION WITHIN YOUR TEAM. THIS SCORE REFLECTS HOW CONTENT EMPLOYEES ARE WITH THEIR JOBS AND THE WIDER ORGANISATION. FEELING CHALLENGED, RECEIVING AN APPROPRIATE LEVEL OF RECOGNITION AND HAVING AN ADEQUATE LEVEL OF RESPONSIBILITY ALL HAVE AN IMPACT ON EMPLOYEE SATISFACTION.

EMPLOYEE SATISFACTION		62%				RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
									+2	-6 ⬇️	-8 ⬇️
Q14a. I receive adequate recognition for doing a good job		14	37	24	16	8	52%	+2	-8 ⬇️	-8 ⬇️	
Q14b. I have the appropriate level of autonomy to do my job effectively		24	50	17	7		73%	+2	-4	-6 ⬇️	
Q14c. There are opportunities to be innovative in my job		18	40	23	13		58%	+3	-8 ⬇️	-13 ⬇️	
Q14d. Overall, I am satisfied with my job		20	45	20	11		65%	-1	-3	-8 ⬇️	
Q14e. Overall, I am satisfied with my organisation as an employer		18	42	20	13		60%	+6 ⬆️	-7 ⬇️	-6 ⬇️	

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree

Agree

Neither

Disagree

Strongly disagree



EMPLOYEE EXPERIENCE



EXPLORE THE FULL RESULTS

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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

PURPOSE		65% RESPONSE SCALE					% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Motivation	Q2g. I believe the work that I do is important	<div><div>49</div><div>40</div><div>7</div></div>					89%	-	0	-4
	Q15d. My organisation motivates me to help it achieve its objectives	<div><div>14</div><div>34</div><div>32</div><div>12</div><div>8</div></div>					48%	+5	-4	-8
Purpose	Q8b. I believe in the purpose and objectives of the organisation	<div><div>25</div><div>52</div><div>20</div></div>					77%	0	-2	-3
	Q15e. My organisation inspires me to do the best in my job	<div><div>14</div><div>33</div><div>31</div><div>14</div><div>8</div></div>					47%	+4	-5	-8

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree

Agree

Neither

Disagree

Strongly disagree



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IS THERE ROOM FOR IMPROVEMENT?

BELONGING					58%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Accepted	Q15c. I feel a strong personal attachment to my organisation	18	36	29	11		54%	+1	+2	-6 ↓
	Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's stated outcomes	33	50	9			83%	+5 ↑	-1	-1
Included	Q5f. My manager has talked to me about what I am doing well in my work	15	34	19	17	15	49%	-	-8 ↓	-9 ↓
	Q5g. My manager has talked to me about what I could do to improve my performance	12	29	24	21	14	41%	-	-7 ↓	-7 ↓
	Q6c. My manager involves me in decisions about my work	21	40	16	15	8	61%	-	-8 ↓	-8 ↓
	Q6b. My manager keeps me informed about changes which affect me	21	43	15	15		64%	+9 ↑	-8 ↓	-8 ↓
Respected	Q14a. I receive adequate recognition for doing a good job	14	37	24	16	8	52%	+2	-8 ↓	-8 ↓
	Q3d. People in my workgroup treat each other with respect	27	36	19	12		64%	-	-10 ↓	-12 ↓

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

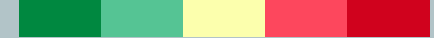


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



EMPLOYEE EXPERIENCE



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IS THERE ROOM FOR IMPROVEMENT?

RECOGNITION	55%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q2e. I contribute to my workplace outside of the requirements of my job description	48	38 10	87%	-	0	-2
Q14a. I receive adequate recognition for doing a good job	14	37 24 16 8	52%	+2	-8 ↓	-8 ↓
Q2f. I receive adequate recognition for the contributions I make outside of my job description	13	33 23 18 14	46%	-	-6 ↓	-4
Q6h. My manger appropriately deals with employees who perform poorly	13	23 34 13 16	37%	-	-9 ↓	-8 ↓

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION



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Strongly agree Agree Neither Disagree Strongly disagree



EMPLOYEE EXPERIENCE



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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

EMPLOYEE HEALTH AND WELLBEING		62%	RESPONSE SCALE					% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
K	Q9d. I am satisfied with the policies/practices in place to help me manage my health and wellbeing	16	44	17	13	10		60%	-	-7 ↓	-4
	Q9a. In my organisation, my manager considers the wellbeing of employees to be important	29	39	16	10	7		68%	-	-8 ↓	-9 ↓
	Q9b. In my organisation, senior leaders consider the wellbeing of employees to be important	20	36	21	14	9		56%	-	-8 ↓	-6 ↓
	Q3d. People in my workgroup treat each other with respect	27	36	19	12			64%	-	-10 ↓	-12 ↓

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

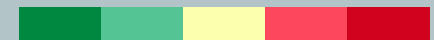


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



BULLYING/HARASSMENT



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IS THERE ROOM FOR IMPROVEMENT?

BULLYING/HARASSMENT	RESPONSE SCALE					% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13a. Bullying is not tolerated in my organisation	23	33	20	16	9	56%	-	-11↓	-10↓

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

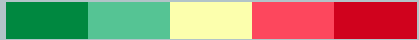


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



BULLYING/HARASSMENT



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RESPONDED TO THEM.

IS THERE ROOM
FOR
IMPROVEMENT?

BULLYING/HARASSMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13d. Experienced bullying/harassment in the past 12 months		526				
Experienced bullying		126	24%	-	+5	+2
Experienced sexual harassment		9	2%	-	0	+1
Experienced both bullying and sexual harassment		64	12%	-	+5	+6
No		271	52%	-	-12	-11
Prefer not to say		56	11%	-	+2	+2

KEY



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BULLYING/HARASSMENT



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FOR
IMPROVEMENT?

BULLYING	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13f. Have you submitted a formal complaint regarding the bullying incident you personally experience?		190				
Yes	<div></div>	40	21%	-	+5	+5
No	<div></div>	150	79%	-	-5	-5
Q13i. Did the bullying/harassment you experienced cause you to take time off from work?		190				
Yes	<div></div>	64	34%	-	0	+1
No	<div></div>	126	66%	-	0	-1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER
THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN
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BULLYING/HARASSMENT



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HARASSMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13k. Have you submitted a formal complaint regarding the harassment/abuse you personally experienced?		73				
Yes	<div></div>	11	15%	-	-2	-4
No	<div></div>	62	85%	-	+2	+4
Q13n. Did the harassment/abuse you experienced cause you to take time off from work?		73				
Yes	<div></div>	29	40%	-	+2	+6
No	<div></div>	44	60%	-	-2	-6

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER
THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN
COMPARATOR

BULLYING/HARASSMENT



EXPLORE THE FULL RESULTS

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IS THERE ROOM FOR IMPROVEMENT?

WITNESSED BULLYING/HARASSMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13b. In the past 12 months, have you witnessed bullying/sexual harassment at work?		526				
Yes	<div></div>	203	39%	-	+11	+8
No	<div></div>	323	61%	-	-11	-8
Q13c. What action did you take after witnessing this bullying/sexual harassment?		316				
Spoke about the matter to the person perceived to be the bully	<div></div>	49	16%	-	+2	0
Spoke about the matter to the person perceived to have been bullied	<div></div>	79	25%	-	-1	-1
Reported the matter formally or informally	<div></div>	105	33%	-	+1	+1
Made a note of the occurrence but took no action	<div></div>	49	16%	-	0	+3
Took no action	<div></div>	16	5%	-	-1	-2
Other	<div></div>	18	6%	-	-1	0

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

CAPABILITY



EXPLORE THE FULL RESULTS

- THESE PAGES SHOW EVERY QUESTION ASKED IN THE SURVEY AND HOW COLLEAGUES RESPONDED TO THEM.

IS THERE ROOM FOR IMPROVEMENT?

PERFORMANCE CONVERSATIONS

RESPONSE SCALE

RESPONSES

%

VARIANCE FROM 2018 SURVEY

VARIANCE FROM COMPARATOR GROUP

VARIANCE FROM NTPS

Q5a. I have a current performance agreement in place (e.g. My Plan, Capability Enhancement Plan, Workplace Participation Plan, Plan Do Review)

526

Yes	<div></div>	213	40%	-9↓	-25↓	-15↓
No	<div></div>	248	47%	+11↑	+21↑	+15↑
Not Sure	<div></div>	65	12%	-2	+4	0

Q5b. I have received formal feedback on individual performance

526

Yes	<div></div>	214	41%	-9↓	-15↓	-9↓
No	<div></div>	312	59%	+9↑	+15↑	+9↑

Q5c. I have received informal feedback on individual performance

526

Yes	<div></div>	354	67%	+2	-8↓	-8↓
No	<div></div>	172	33%	-2	+8↑	+8↑

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

CAPABILITY



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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

PERFORMANCE CONVERSATIONS	RESPONSE SCALE					% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q5e. I receive regular and timely feedback from my manager	14	27	25	20	13	42%	-6 ↓	-13 ↓	-12 ↓
Q5f. My manager has talked to me about what I am doing well in my work	15	34	19	17	15	49%	-	-8 ↓	-9 ↓
Q5g. My manager has talked to me about what I could do to improve my performance	12	29	24	21	14	41%	-	-7 ↓	-7 ↓
Q5d. My work performance is assessed against clear criteria	12	34	27	18	10	46%	-	-9 ↓	-5 ↓

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



CAPABILITY



EXPLORE THE FULL RESULTS

- THESE PAGES SHOW EVERY QUESTION ASKED IN THE SURVEY AND HOW COLLEAGUES RESPONDED TO THEM.

IS THERE ROOM FOR IMPROVEMENT?

LEARNING AND DEVELOPMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q4a. During the past 12 months, have your learning and development needs been identified and agreed with your supervisor?		526				
Yes	<div></div>	310	59%	+8	-14	-11
No	<div></div>	216	41%	+6	+14	+11
Q4b. In the past 12 months, have you undertaken any learning and development activities?		526				
Yes	<div></div>	312	59%	-	+2	-8
No	<div></div>	214	41%	-	-2	+8
Q4c. Were the learning and development activities linked to a documented learning plan/performance agreement (e.g. My Plan, Capability Enhancement Plan, Workplace Participation Plan, Plan Do Review)?		312				
Yes	<div></div>	181	58%	-	-14	-10
No	<div></div>	131	42%	-	+14	+10

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

LEARNING AND DEVELOPMENT	RESPONSE SCALE					% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q4f. My manager helps to develop my capability (work related skills and knowledge)	17	35	22	15	12	52%	0	-10 ↓	-11 ↓
Q4d. The learning and development I have undertaken has helped me advance my career	18	36	33	11		54%	+20 ↑	-2	-6 ↓
Q4e. The learning and development I have undertaken has helped me to do my job better	25	54	16			79%	+25 ↑	0	-4

KEY

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IS THERE ROOM FOR IMPROVEMENT?

SKILLS UTILISATION	77%			RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q2g. I believe the work that I do is important	49	40	7	89%	-	0	-4	
Q2d. I clearly understand what I am expected to do in this job	35	47	9	83%	-4	+2	-1	
Q14b. I have the appropriate level of autonomy to do my job effectively	24	50	17	73%	+2	-4	-6 ↓	
Q2b. My job allows me to utilise my skills, knowledge and abilities	32	46	11	78%	-2	-3	-5 ↓	
Q6g. My manager enables the team to do their best	24	39	19	63%	-	-7 ↓	-8 ↓	

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

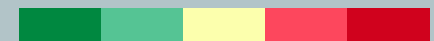


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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INNOVATION



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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

AUTONOMY			78%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q2d. I clearly understand what I am expected to do in this job	35	47	9		83%	-4	+2	-1
Q14b. I have the appropriate level of autonomy to do my job effectively	24	50	17	7	73%	+2	-4	-6 ↓
Q2b. My job allows me to utilise my skills, knowledge and abilities	32	46	11		78%	-2	-3	-5 ↓

KEY

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INNOVATION



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IS THERE ROOM FOR IMPROVEMENT?

CONTINUOUS IMPROVEMENT						55%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
K	Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders	17	40	20	16	7	57%	+2	-8 ⬇	-8 ⬇	
	Q16a. I believe my organisation will take action as a result of this survey	8	26	32	17	17	35%	-2	-12 ⬇	-8 ⬇	
	Q8a. I know what I need to do to make changes happen in my organisation	11	36	34	16		46%	+10 ⬆	-7 ⬇	-7 ⬇	
	Q2c. I seek out opportunities to improve my day-to-day performance	37	52	8			90%	-	-1	-2	
	Q8c. I think it is safe to speak up and challenge the way things are done in this organisation	13	33	20	18	16	46%	-	-5 ⬇	-3	
	Q8d. My organisation fairly considers recommendations from staff about how we could better operate	11	31	28	17	13	42%	-	-6 ⬇	-4	
	Q3b. My workgroup always tries to improve its performance	29	40	17	10		68%	-	-8 ⬇	-12 ⬇	
	Q14c. There are opportunities to be innovative in my job	18	40	23	13		58%	+3	-8 ⬇	-13 ⬇	
	Q10b. We act on the feedback we receive from clients/customers/stakeholders	17	40	28	11		57%	-2	-12 ⬇	-12 ⬇	

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

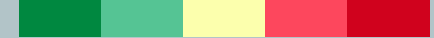


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



QUALITY SERVICE DELIVERY



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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

QUALITY SERVICE DELIVERY	62%	RESPONSE SCALE					% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders	17	40	20	16	7		57%	+2	-8 ↓	-8 ↓
Q10e. In my organisation we put the client/customer/stakeholder at the centre of everything we do	23	42	23	8			65%	+4	-5 ↓	-6 ↓
Q10c. In my organisation, earning and sustaining a high level of public trust is seen as important	37	44	13				80%	+8 ↑	-2	-4
Q10d. My organisation provides high quality services to the Northern Territory community	30	44	17				74%	+4	-3	-5 ↓
Q3c. People in my workgroup use their time and resources efficiently	21	40	19	14			61%	-	-7 ↓	-9 ↓
Q8f. There is good collaboration between my organisation and other agencies or organisations we work with	11	42	33	10			52%	-	-4	-1
Q8e. There is good cooperation between teams across our organisation	10	32	28	20	11		41%	-	-8 ↓	-8 ↓

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

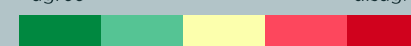


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



MANAGERS




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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

VISION AND PURPOSE	85%	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q2g. I believe the work that I do is important	<div><div>49</div><div>40</div><div>7</div></div>				89%	-	0	-4
Q2d. I clearly understand what I am expected to do in this job	<div><div>35</div><div>47</div><div>9</div></div>				83%	-4	+2	-1
Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's stated outcomes	<div><div>33</div><div>50</div><div>9</div></div>				83%	+5 	-1	-1

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

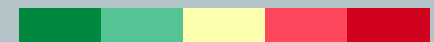


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AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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MANAGERS



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IS THERE ROOM FOR IMPROVEMENT?

COMMUNICATION						53%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS			
Q4g. My manager discusses my career plan with me						11	27	24	19	18	38%	+7 ↑	-16 ↓	-14 ↓
Q6g. My manager enables the team to do their best						24	39	19	12		63%	-	-7 ↓	-8 ↓
Q5f. My manager has talked to me about what I am doing well in my work						15	34	19	17	15	49%	-	-8 ↓	-9 ↓
Q5g. My manager has talked to me about what I could do to improve my performance						12	29	24	21	14	41%	-	-7 ↓	-7 ↓
Q6c. My manager involves me in decisions about my work						21	40	16	15	8	61%	-	-8 ↓	-8 ↓
Q6b. My manager keeps me informed about changes which affect me						21	43	15	15		64%	+9 ↑	-8 ↓	-8 ↓

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

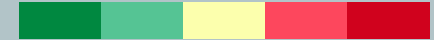


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MANAGERS



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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

INTEGRITY AND ACCOUNTABILITY	62%	RESPONSE SCALE					% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q12d. I would be confident in approaching my manager to discuss concerns and grievances	28	41	13	10	9		69%	-	-7 ↓	-9 ↓
Q6d. My manager demonstrates objectivity in decision-making	20	40	19	12	9		60%	-	-8 ↓	-8 ↓
Q6j. My manager encourages behaviours that are consistent with the NTPS values	29	40	20				69%	-	-7 ↓	-6 ↓
Q6e. My manager is an effective decision maker	26	37	20	8	9		63%	-	-7 ↓	-7 ↓
Q6a. My manager listens to what I have to say	28	41	16	9			69%	-	-8 ↓	-8 ↓
Q6f. My manager sees avoiding conflicts of interest as being important	28	37	22	7			65%	-	-6 ↓	-4
Q6h. My manager appropriately deals with employees who perform poorly	13	23	34	13	16		37%	-	-9 ↓	-8 ↓

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



SENIOR MANAGERS



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IS THERE ROOM FOR IMPROVEMENT?

VISION AND PURPOSE		57%	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
	Q8b. I believe in the purpose and objectives of the organisation	25	52	20		77%	0	-2	-3
K	Q7c. I believe the senior management team has a clear vision for the future of this organisation	13	34	29	13 12	47%	0	-10 ↓	-9 ↓
K	Q7b. Senior managers provide clear strategy and direction	14	33	26	16 11	47%	-	-9 ↓	-8 ↓

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION



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SENIOR MANAGERS



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IS THERE ROOM FOR IMPROVEMENT?

COMMUNICATION		44%	RESPONSE SCALE					% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
	Q7h. Communications about change from senior managers are timely	11	30	30	17	12		41%	+5 ↑	-9 ↓	-7 ↓
	Q7f. I feel senior managers engage with employees at all levels of the organisation	13	34	21	18	14		47%	-	-4	-2
K	Q7g. I feel senior managers keep employees informed about what is going on	11	31	26	16	15		42%	-	-9 ↓	-8 ↓
K	Q7e. I feel the senior managers in my organisation make timely decisions	12	34	24	18	11		46%	-	-5 ↓	-2

KEY

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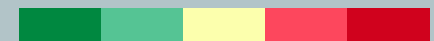


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SENIOR MANAGERS



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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

INTEGRITY AND ACCOUNTABILITY	60%	RESPONSE SCALE					% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q7a. I am confident that my leaders have the appropriate capabilities and skills to lead my organisation	20	37	23	11	9		57%	-	-8 ↓	-6 ↓
Q7d. I feel that senior managers model the behaviours expected of employees	17	35	23	14	11		52%	-	-8 ↓	-4
Q12k. In my organisation, behaving impartially is seen as important	26	43	21				68%	-	-3	+1
Q12j. In my organisation, engaging in improper conduct is not tolerated	24	37	21	10			62%	-	-9 ↓	-7 ↓

KEY

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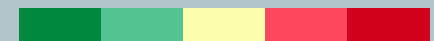


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GOVERNANCE



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IS THERE ROOM FOR IMPROVEMENT?

		RESPONSE SCALE					% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Change Management	Q7i. My senior manager effectively leads and manages change	14	35	26	13	12	49%	-2	-7 ↓	-5 ↓
	Q6b. My manager keeps me informed about changes which affect me	21	43	15	15		64%	+9 ↑	-8 ↓	-8 ↓
Code of Conduct	Q12g. My behaviour at work is informed by/guided by the Code of Conduct	36	54	9			90%	-	-3	-2
	Q12h. My manager's behaviour at work is informed by/guided by the Code of Conduct	29	45	17			75%	-	-7 ↓	-7 ↓
Merit	Q11a. People recruited to my organisation seem to have the right skills for the job	12	33	27	16	11	46%	-	-9 ↓	-7 ↓
	Q11b. Recruitment and promotion decisions in my workplace are based on merit	14	30	25	15	16	44%	-	-6 ↓	-3
Values	Q2a. My behaviour at work is informed/guided by the NTPS values	36	50	11			86%	-	-3	+1
	Q6i. My manager's behaviour at work is informed/guided by the NTPS values	27	38	22	7		66%	-	-8 ↓	-7 ↓
WHS	Q9c. There is an appropriate level of focus on safety at my workplace	20	44	17	11	8	64%	-	-9 ↓	-8 ↓

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION



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AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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IS THERE ROOM FOR IMPROVEMENT?

ORGANISATIONAL ACCOUNTABILITY	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q12a. I am aware of my obligations under the NTPS Code of Conduct (or the code of conduct that applies to you)		526				
Yes	<div></div>	517	98%	-	-1	0
No	<div></div>	9	2%	-	+1	0

KEY



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GOVERNANCE



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IS THERE ROOM FOR IMPROVEMENT?

ORGANISATIONAL ACCOUNTABILITY	58%	RESPONSE SCALE					% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q12d. I would be confident in approaching my manager to discuss concerns and grievances	28	41	13	10	9	69%	-	-7 ↓	-9 ↓	
Q12i. In my organisation, avoiding conflict of interest is seen as important	31	41	19			72%	-	-6 ↓	-1	
Q12j. In my organisation, engaging in improper conduct is not tolerated	24	37	21	10		62%	-	-9 ↓	-7 ↓	
Q3c. People in my workgroup use their time and resources efficiently	21	40	19	14		61%	-	-7 ↓	-9 ↓	
Q11b. Recruitment and promotion decisions in my workplace are based on merit	14	30	25	15	16	44%	-	-6 ↓	-3	
Q12e. I am confident that I would be protected from reprisal for reporting improper conduct	19	32	24	13	13	50%	-	-7 ↓	-8 ↓	
Q12f. I am confident that if I reported improper conduct in my organisation, it would be investigated in a thorough and objective manner	16	31	29	13	12	47%	-	-9 ↓	-8 ↓	

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

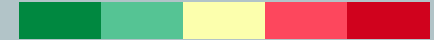


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AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



GOVERNANCE



EXPLORE THE FULL RESULTS

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EVERY QUESTION ASKED
IN THE SURVEY AND HOW
COLLEAGUES
RESPONDED TO THEM.

IS THERE ROOM
FOR
IMPROVEMENT?

ORGANISATIONAL ACCOUNTABILITY

RESPONSE SCALE

RESPONSES

%

VARIANCE
FROM 2018
SURVEY

VARIANCE
FROM
COMPARATOR
GROUP

VARIANCE
FROM NTPS

Q12b. I have witnessed improper conduct

526

Yes	<div></div>	207	39%	-	+10	+6
No	<div></div>	319	61%	-	-10	-6

Q12c. I know what to do to report improper conduct in my organisation

526

Yes	<div></div>	473	90%	-	0	+2
No	<div></div>	53	10%	-	0	-2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER
THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN
COMPARATOR

RESPONDENT PROFILE

This data is to help you consider how representative the survey is of your agency. It also can provide a diversity profile of your workforce.

Survey Responses : 526 NOTE: Respondent profiles may vary from the actual population due to respondents misidentifying or reporting information incorrectly.

Gender	Survey %	Do you have a disability?	Survey %	Where is your workplace located?	Survey %
Male	35	Yes	5	Darwin City (including Palmerston)	73
Female	62	No	95	Katherine	2
Self-Specified	3			Alice Springs	15
Age Recoded	Survey %	What is your current employment status?	Survey %	Tennant Creek	1
15-34 YRS	24	Ongoing	79	Nhulunbuy	2
35-54 YRS	53	Fixed Term	15	Darwin Region (including the Tiwi Islands and West Arnhem)	6
55-64 YRS	20	Casual	1	East Arnhem Region	0
65+ YRS	3	Executive Contract	5	Alice Springs Region	0
				Katherine Region	0
				Barkly Region	0
				Outside of the Northern Territory	0
Are you an Australian Aboriginal and/or Torres Strait Islander?	Survey %	Are you the manager of one or more employees?	Survey %	How long have you been employed in your current organisation?	Survey %
Yes	10	Yes	33	Less than 3 months	3
No	90	No	67	3 months to less than 12 months	11
Reassigned/experienced significant change in work priorities due to COVID-19?	Survey %	Do you spend some time each week providing care for another person?	Survey %	1 - 4 years	30
Yes	17	Yes	34	5 - 9 years	28
No	83	No	66	10 - 14 years	15
Did your work arrangement change as a result of COVID-19?	Survey %	Do you work full-time or part-time?	Survey %	15 - 19 years	6
Yes	23	Full-time	94	20 - 29 years	6
No	77	Part-time	6	30 years or more	1

RESPONDENT PROFILE

This data is to help you consider how representative the survey is of your agency. It also can provide a diversity profile of your workforce.

Survey Responses : 526 NOTE: Values that appear as 0 have been rounded down due to the size of the group. Respondent profiles may vary from the actual population due to respondents misidentifying or reporting information incorrectly.

What is your current Classification or occupational group?

	Survey %
Executive Contract Officer	5
Administration Stream	58
General NTPS – Professional Stream	13
General NTPS –Technical Stream	1
General NTPS- Physical Stream	0
Graduate	0
Trainees/NTPS Apprentices/NICP	0
Other (please specify)	1
Allied Health Professional (General NTPS Professional)	0
Admin & Corporate Services	0
Senior Corrections Officer (i.e. CCO, SUPT)	4
Corrections Officer (i.e. CO, SCO, SIO)	14
Corrections Educator	0
Trainee/Apprentice/Cadet	0
Other	2

Personal background is not a barrier to success in my organisation?

	Survey %
Strongly agree	21
Agree	47
Neither agree nor disagree	21
Disagree	7
Strongly disagree	4

Working flexibly is not a barrier to success in my organisation

	Survey %
Strongly agree	15
Agree	36
Neither agree nor disagree	30
Disagree	13
Strongly disagree	6

My workplace has a flexible approach to work

	Survey %
Strongly agree	14
Agree	39
Neither agree nor disagree	25
Disagree	13
Strongly disagree	8

In the past 12 months, have you worked flexibly for any period of time?

	Survey %
Yes	32
No	68

SURVEY INDICIES BY DEMOGRAPHICS

		Number of respondents	Employee Engagement (% positive)	Employee Satisfaction (% positive)
<i>"Restricted" indicates a group with less than 10 respondents</i>				
Northern Territory Public Sector		9,581	65%	70%
Department of the Attorney General and Justice		526	61%	62%
ATSI	Yes	54	55%	57%
DISABILITY	Yes	26	57%	58%
GENDER	Male	183	57%	55%
	Female	328	65%	67%
	Self-Specified	15	35%	29%
AGE	15-34 YRS	127	61%	61%
	35-54 YRS	279	60%	61%
	55-64 YRS	106	64%	65%
	65+ YRS	14	59%	61%
AGENCY TENURE	Less than 3 months	36	77%	83%
	3 months to less than 12 months	86	67%	73%
	1 - 4 years	199	61%	61%
	5 - 9 years	125	55%	55%
	10 - 14 years	48	57%	53%
	15 - 19 years	14	48%	34%
	20 - 29 years	13	55%	54%
	30 years or more	5	Restricted	Restricted
FLEXIBLE WORKING	Yes	170	65%	70%
	No	356	59%	58%

SURVEY INDICIES BY DEMOGRAPHICS

		Number of respondents	Employee Engagement (% positive)	Employee Satisfaction (% positive)
<i>"Restricted" indicates a group with less than 10 respondents</i>				
Northern Territory Public Sector		9,581	65%	70%
Department of the Attorney General and Justice		526	61%	62%
MANAGER	Managers	172	64%	68%
	Non-managers	354	60%	59%
WORKING ARRANGEMENT	Ongoing	415	58%	58%
	Fixed Term	77	68%	73%
	Casual	7	Restricted	Restricted
	Executive Contract	27	79%	85%
EMPLOYMENT TYPE	Full-time	492	61%	61%
	Part-time	34	66%	76%
REGION	Darwin City (including Palmerston)	386	62%	64%
	Katherine	11	55%	65%
	Alice Springs	80	51%	42%
	Tennant Creek	7	Restricted	Restricted
	Nhulunbuy	8	Restricted	Restricted
	Darwin Region (including the Tiwi Islands and West Arnhem)	30	71%	75%
	East Arnhem Region	2	Restricted	Restricted
	Alice Springs Region	1	Restricted	Restricted
	Katherine Region	0	Restricted	Restricted
	Barkly Region	1	Restricted	Restricted
	Outside of the Northern Territory	0	Restricted	Restricted

APPENDIX A: METHODOLOGY

SURVEY TIMEFRAME

This report contains results for the 2021 People Matter Employee Survey which was open from 22 February to 14 March 2021.

INDEX CALCULATIONS

Where questions have been grouped together to form an index for example Employee Satisfaction, this has been calculated by adding the unrounded positive scores of all items in the group, and then dividing by the number of questions in the index to create a % positive average figure. For ease of reporting this figure has been rounded. Please note this does not apply to the Engagement Index which has been calculated using the method outlined below.

EMPLOYEE ENGAGEMENT INDEX

Scores are assigned to each of the question responses in the index (100% strongly Agree, 75% Agree, 50% Neither agree nor disagree, 25% Disagree, and 0 Strongly disagree). Once the scores are added together these are then divided by the number of respondents to create an average % positive. For ease of reporting this figure has been rounded.

KEY DRIVER ANALYSIS

Experience tells us that a successful response to survey results requires focus on key priorities. Key Driver Analysis (KDA) helps identify these priority areas. Statistical techniques including Pearson's correlation analysis identifies the individual questions with the strongest influence on your engagement index.

Pearson's correlation measures the strength of the relationship between variables and the direction of that relationship. For example, it measures the extent to which a strong response to one variable indicates a strong response in the other.

This approach is used to identify which questions have the strongest positive relationship with the engagement index, and therefore on engagement. Once we know the highest impacting questions, to simplify reporting we take the highest impacting questions to determine 6 Key Driver questions. the parent unit.

APPENDIX B: COMPARATOR GROUPS

Comparator Group - Agencies that have similar characteristics (eg central coordination, service delivery, regulation etc) are grouped together for the purpose of comparing results.

The 2021 comparator groups are:

Central Agency

Department of Corporate and Digital Development
Department of the Chief Minister and Cabinet
Office of the Commissioner for Public Employment
Department of Treasury and Finance
Department of Legislative Assembly
Department of the Attorney General and Justice

Commercial (or includes commercial element)

Jacana Energy
Power and Water Corporation
Land Development Corporation
Territory Generation

Statutory Authority

Independent Commissioner Against Corruption
Auditor General
Electoral Commission
Ombudsman
Aboriginal Areas Protection Authority

Industry Regulation &/or Public Infrastructure

Department of Environment Parks and Water Security
Department of Industry Tourism and Trade
Department of Infrastructure, Planning and Logistics

Service Delivery - Public facing

Department of Territory Families, Housing and Communities
NT Health - Department of Health, TEHS, CAHS
Northern Territory Police Fire and Emergency Services
Department of Education