



NT PEOPLE MATTER SURVEY 2021

Power and Water Corporation

RESPONSE
RATE:

37%

RESPONSES:

326
of 881



YOUR EMPLOYEE ENGAGEMENT SCORE:



61%

VARIANCE from 2018 SURVEY: -2

VARIANCE from NTPS: ↓ -5

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:



67%

VARIANCE from 2018 SURVEY: +2

VARIANCE from NTPS: -3



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	71%
AGE - 55+ YRS	58%



HIGHEST SCORING QUESTIONS:

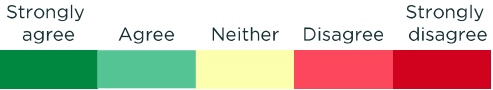
% POSITIVE

Q12g. My behaviour at work is informed by/guided by the Code of Conduct	91%
Q2g. I believe the work that I do is important	91%
Q2e. I contribute to my workplace outside of the requirements of my job description	88%

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 COMMERCIAL (OR INCLUDES A COMMERCIAL ELEMENT)

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
Q12g. My behaviour at work is informed by/guided by the Code of Conduct	 91%	Q8f. There is good collaboration between my organisation and other agencies or organisations we work with	 40%	Q7e. I feel the senior managers in my organisation make timely decisions	 43%
Q2g. I believe the work that I do is important	 91%	Q15d. My organisation motivates me to help it achieve its objectives	 35%	Q7b. Senior managers provide clear strategy and direction	 40%
Q2e. I contribute to my workplace outside of the requirements of my job description	 88%	Q15e. My organisation inspires me to do the best in my job	 35%	Q7h. Communications about change from senior managers are timely	 40%
Q2c. I seek out opportunities to improve my day-to-day performance	 88%	Q6h. My manger appropriately deals with employees who perform poorly	 34%	Q7f. I feel senior managers engage with employees at all levels of the organisation	 39%
Q9c. There is an appropriate level of focus on safety at my workplace	 84%	Q7c. I believe the senior management team has a clear vision for the future of this organisation	 33%	Q7g. I feel senior managers keep employees informed about what is going on	 39%



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	12	43	29	11	55%	-6	0	-6	
	Q15b. I am proud to tell others I work for my organisation	13	47	30		60%	-4	+1	-7	
STAY	Q15c. I feel a strong personal attachment to my organisation	13	44	29	8	58%	-4	0	-2	
STRIVE	Q15d. My organisation motivates me to help it achieve its objectives	9	37	35	13	46%	-4	0	-9	
	Q15e. My organisation inspires me to do the best in my job	8	37	35	13	45%	-3	0	-9	

KEY

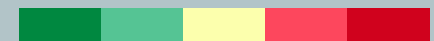


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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	33%	-	-3	-21↓
.2	Q7d. I feel that senior managers model the behaviours expected of employees	40%	-	-3	-16↓
.3	Q7c. I believe the senior management team has a clear vision for the future of this organisation	30%	-14↓	-6↓	-26↓
.4	Q8d. My organisation fairly considers recommendations from staff about how we could better operate	32%	-	-3	-14↓
.5	Q7a. I am confident that my leaders have the appropriate capabilities and skills to lead my organisation	47%	-	-2	-17↓
.6	Q9d. I am satisfied with the policies/practices in place to help me manage my health and wellbeing	69%	-	-1	+5↑

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		67%				RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
									+2	+1	-3
Q14a. I receive adequate recognition for doing a good job		10	44	27	13	55%		0	0	-5 ↓	
Q14b. I have the appropriate level of autonomy to do my job effectively		16	57	16	7	73%		+1	-1	-6 ↓	
Q14c. There are opportunities to be innovative in my job		18	52	17	7	70%		+7 ↑	+3	-1	
Q14d. Overall, I am satisfied with my job		16	56	16	8	72%		+6 ↑	+1	-1	
Q14e. Overall, I am satisfied with my organisation as an employer		13	50	16	14	63%		-2	+2	-3	

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

- THESE 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 THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

PURPOSE		62%	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	42	49			91%	-	-1	-2
	Q15d. My organisation motivates me to help it achieve its objectives	9	37	35	13	46%	-4	0	-9 ↓
Purpose	Q8b. I believe in the purpose and objectives of the organisation	13	52	25		65%	-9 ↓	-5 ↓	-15 ↓
	Q15e. My organisation inspires me to do the best in my job	8	37	35	13	45%	-3	0	-9 ↓

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



EXPLORE THE FULL RESULTS

- THESE 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 THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

BELONGING					65%	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	13	44	29	8	58%	-4	0	-2	
Included	Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's stated outcomes	25	50	13	7	75%	-7⬇️	-4	-10⬇️	
	Q5f. My manager has talked to me about what I am doing well in my work	15	50	20	9	65%	-	+2	+7⬆️	
	Q5g. My manager has talked to me about what I could do to improve my performance	11	44	28	11	56%	-	+2	+8⬆️	
	Q6c. My manager involves me in decisions about my work	20	48	16	10	68%	-	+1	0	
	Q6b. My manager keeps me informed about changes which affect me	21	50	13	10	71%	+13⬆️	+2	-1	
Respected	Q14a. I receive adequate recognition for doing a good job	10	44	27	13	55%	0	0	-5⬇️	
	Q3d. People in my workgroup treat each other with respect	27	46	16	7	74%	-	-1	-2	

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

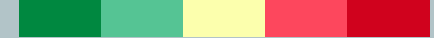


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



EMPLOYEE EXPERIENCE



EXPLORE THE FULL RESULTS

- THESE 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 THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

RECOGNITION		57%			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		39	49	9		88%	-	0	-1
Q14a. I receive adequate recognition for doing a good job		10	44	27	13	55%	0	0	-5 ↓
Q2f. I receive adequate recognition for the contributions I make outside of my job description		9	30	33	17 11	40%	-	0	-10 ↓
Q6h. My manger appropriately deals with employees who perform poorly		11	31	34	13 10	42%	-	-1	-3

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



EXPLORE THE FULL RESULTS

- THESE 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 THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

EMPLOYEE HEALTH AND WELLBEING		69%	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	18	51	15	10	7	69%	-	-1	+5 ↑	
	Q9a. In my organisation, my manager considers the wellbeing of employees to be important	27	52	10			78%	-	0	+1	
	Q9b. In my organisation, senior leaders consider the wellbeing of employees to be important	13	44	19	14	10	56%	-	-2	-5 ↓	
	Q3d. People in my workgroup treat each other with respect	27	46	16	7		74%	-	-1	-2	

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



EXPLORE THE FULL RESULTS

- THESE 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 THE AVAILABLE COMPARISONS.

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	18	48	18	9	67%	-	-1	+1

KEY	K	KEY DRIVER OF ENGAGEMENT QUESTION	AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	Strongly agree	Agree	Neither	Disagree	Strongly disagree
			AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR					

BULLYING/HARASSMENT



EXPLORE THE FULL RESULTS

- THESE PAGES SHOW
EVERY QUESTION ASKED
IN THE SURVEY AND HOW
COLLEAGUES
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		326				
Experienced bullying		64	20%	-	-1	-2
Experienced sexual harassment		4	1%	-	0	0
Experienced both bullying and sexual harassment		15	5%	-	-1	-2
No		214	66%	-	+1	+4
Prefer not to say		29	9%	-	0	0

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER
THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN
COMPARATOR

BULLYING/HARASSMENT



EXPLORE THE FULL RESULTS

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

IS THERE ROOM
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?		79				
Yes	<div></div>	15	19%	-	0	+3
No	<div></div>	64	81%	-	0	-3
Q13i. Did the bullying/harassment you experienced cause you to take time off from work?		79				
Yes	<div></div>	24	30%	-	-1	-2
No	<div></div>	55	70%	-	+1	+2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER
THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN
COMPARATOR

BULLYING/HARASSMENT



EXPLORE THE FULL RESULTS

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

IS THERE ROOM
FOR
IMPROVEMENT?

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?		19				
Yes	<div></div>	3	16%	-	+3	-3
No	<div></div>	16	84%	-	-3	+3
Q13n. Did the harassment/abuse you experienced cause you to take time off from work?		19				
Yes	<div></div>	5	26%	-	-8⬇	-8⬇
No	<div></div>	14	74%	-	+8⬆	+8⬆

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER
THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN
COMPARATOR

BULLYING/HARASSMENT



EXPLORE THE FULL RESULTS

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

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?

326

Yes	<div></div>	93	29%	-	0	-2
No	<div></div>	233	71%	-	0	+2

Q13c. What action did you take after witnessing this bullying/sexual harassment?

157

Spoke about the matter to the person perceived to be the bully	<div></div>	32	20%	-	+1	+5
Spoke about the matter to the person perceived to have been bullied	<div></div>	41	26%	-	0	0
Reported the matter formally or informally	<div></div>	52	33%	-	0	+1
Made a note of the occurrence but took no action	<div></div>	15	10%	-	-2	-3
Took no action	<div></div>	8	5%	-	0	-2
Other	<div></div>	9	6%	-	0	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)

326

Yes	<div></div>	305	94%	+27	+4	+38
No	<div></div>	11	3%	-26	-3	-29
Not Sure	<div></div>	10	3%	0	0	-9

Q5b. I have received formal feedback on individual performance

326

Yes	<div></div>	253	78%	+4	+2	+28
No	<div></div>	73	22%	-4	-2	-28

Q5c. I have received informal feedback on individual performance

326

Yes	<div></div>	267	82%	+6	+2	+7
No	<div></div>	59	18%	-6	-2	-7

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 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 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	48	21	10	62%	+9 ↑	+2	+8 ↑
Q5f. My manager has talked to me about what I am doing well in my work	15	50	20	9	65%	-	+2	+7 ↑
Q5g. My manager has talked to me about what I could do to improve my performance	11	44	28	11	56%	-	+2	+8 ↑
Q5d. My work performance is assessed against clear criteria	10	47	22	15	57%	-	+1	+7 ↑

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?		326				
Yes	<div></div>	258	79%	+26	+3	+9
No	<div></div>	68	21%	-16	-3	-9
Q4b. In the past 12 months, have you undertaken any learning and development activities?		326				
Yes	<div></div>	220	67%	-	+4	0
No	<div></div>	106	33%	-	-4	0
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)?		220				
Yes	<div></div>	183	83%	-	-1	+16
No	<div></div>	37	17%	-	+1	-16

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 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 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)	16	49	19	9	7	65%	+11 ↑	+3	+2
Q4d. The learning and development I have undertaken has helped me advance my career	11	43	32	12		55%	+17 ↑	0	-6 ↓
Q4e. The learning and development I have undertaken has helped me to do my job better	16	61	17			78%	+22 ↑	+1	-6 ↓

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 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 THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

SKILLS UTILISATION	75%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q2g. I believe the work that I do is important	42	49	91%	-	-1	-2
Q2d. I clearly understand what I am expected to do in this job	18	52	71%	-11 ↓	-2	-13 ↓
Q14b. I have the appropriate level of autonomy to do my job effectively	16	57	73%	+1	-1	-6 ↓
Q2b. My job allows me to utilise my skills, knowledge and abilities	17	58	75%	-5 ↓	-1	-9 ↓
Q6g. My manager enables the team to do their best	21	46	67%	-	+1	-3

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



INNOVATION



EXPLORE THE FULL RESULTS

- THESE 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 THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

AUTONOMY	73%	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	18	52	13	12		71%	-11 ↓	-2	-13 ↓
Q14b. I have the appropriate level of autonomy to do my job effectively	16	57	16	7		73%	+1	-1	-6 ↓
Q2b. My job allows me to utilise my skills, knowledge and abilities	17	58	12	10		75%	-5 ↓	-1	-9 ↓

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

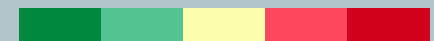


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



INNOVATION



EXPLORE THE FULL RESULTS

- THESE 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 THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

CONTINUOUS IMPROVEMENT					56%	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					10	45	23	14	7	55%	-2	-2	-9 ↓
Q16a. I believe my organisation will take action as a result of this survey					9	28	27	19	17	37%	-1	-1	-6 ↓
Q8a. I know what I need to do to make changes happen in my organisation					8	35	31	18	9	42%	-1	-5 ↓	-11 ↓
Q2c. I seek out opportunities to improve my day-to-day performance					23	64	11			88%	-	-1	-4
Q8c. I think it is safe to speak up and challenge the way things are done in this organisation					9	36	25	15	15	45%	-	-2	-4
K	Q8d. My organisation fairly considers recommendations from staff about how we could better operate					28	30	21	16	32%	-	-3	-14 ↓
Q3b. My workgroup always tries to improve its performance					30	49	13			79%	-	0	-1
Q14c. There are opportunities to be innovative in my job					18	52	17	7		70%	+7 ↑	+3	-1
Q10b. We act on the feedback we receive from clients/customers/stakeholders					10	48	29	10		57%	-20 ↓	+1	-12 ↓

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

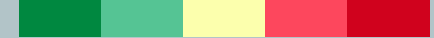


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



QUALITY SERVICE DELIVERY



EXPLORE THE FULL RESULTS

- THESE 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 THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

QUALITY SERVICE DELIVERY		61%					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		10	45	23	14	7	55%	-2	-2	-9	⬇️
Q10e. In my organisation we put the client/customer/stakeholder at the centre of everything we do		15	52	22			67%	-4	+2	-4	
Q10c. In my organisation, earning and sustaining a high level of public trust is seen as important		24	57	13			81%	-1	0	-4	
Q10d. My organisation provides high quality services to the Northern Territory community		26	55	13			81%	-3	-1	+2	
Q3c. People in my workgroup use their time and resources efficiently		15	49	21	12		64%	-	-1	-6	⬇️
Q8f. There is good collaboration between my organisation and other agencies or organisations we work with			30	40	17	8	35%	-	-3	-18	⬇️
Q8e. There is good cooperation between teams across our organisation			36	27	20	12	41%	-	-1	-9	⬇️

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



EXPLORE THE FULL RESULTS

- THESE 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 THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

VISION AND PURPOSE	79%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q2g. I believe the work that I do is important	42	49	91%	-	-1	-2
Q2d. I clearly understand what I am expected to do in this job	18	52	71%	-11 ↓	-2	-13 ↓
Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's stated outcomes	25	50	75%	-7 ↓	-4	-10 ↓

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

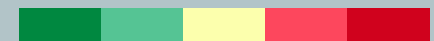


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



MANAGERS



EXPLORE THE FULL RESULTS

- THESE 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 THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

COMMUNICATION		64%				RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q4g. My manager discusses my career plan with me		14	41	25	12	8	56%	+16 ⬆	+2	+3	
Q6g. My manager enables the team to do their best		21	46	21			67%	-	+1	-3	
Q5f. My manager has talked to me about what I am doing well in my work		15	50	20	9		65%	-	+2	+7 ⬆	
Q5g. My manager has talked to me about what I could do to improve my performance		11	44	28	11		56%	-	+2	+8 ⬆	
Q6c. My manager involves me in decisions about my work		20	48	16	10		68%	-	+1	0	
Q6b. My manager keeps me informed about changes which affect me		21	50	13	10		71%	+13 ⬆	+2	-1	

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

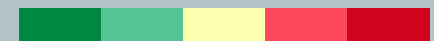


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



MANAGERS



EXPLORE THE FULL RESULTS

- THESE 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 THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

INTEGRITY AND ACCOUNTABILITY	67%	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	49	10	9	77%	- 0 0
Q6d. My manager demonstrates objectivity in decision-making	20	50	17	9	69%	- +1 +1
Q6j. My manager encourages behaviours that are consistent with the NTPS values	21	50	22		70%	- 0 -5 ↓
Q6e. My manager is an effective decision maker	21	43	20	8 8	64%	- +1 -5 ↓
Q6a. My manager listens to what I have to say	25	55	10		80%	- +2 +3
Q6f. My manager sees avoiding conflicts of interest as being important	23	44	22	8	67%	- 0 -3
Q6h. My manager appropriately deals with employees who perform poorly	11	31	34	13 10	42%	- -1 -3

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



EXPLORE THE FULL RESULTS

- THESE 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 THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

VISION AND PURPOSE		43%	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	13	52	25			65%	-9 ↓	-5 ↓	-15 ↓
K	Q7c. I believe the senior management team has a clear vision for the future of this organisation	24	33	21	16		30%	-14 ↓	-6 ↓	-26 ↓
K	Q7b. Senior managers provide clear strategy and direction	27	27	25	15		33%	-	-3	-21 ↓

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



EXPLORE THE FULL RESULTS

- THESE 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 THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

COMMUNICATION	33%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q7h. Communications about change from senior managers are timely		25	30	20	20	30%	-3	-2	-18 ↓
Q7f. I feel senior managers engage with employees at all levels of the organisation		30	25	21	17	36%	-	-1	-12 ↓
Q7g. I feel senior managers keep employees informed about what is going on		30	25	21	17	36%	-	-1	-14 ↓
Q7e. I feel the senior managers in my organisation make timely decisions		25	29	22	21	28%	-	-2	-20 ↓

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

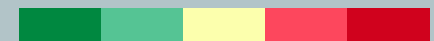


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



SENIOR MANAGERS



EXPLORE THE FULL RESULTS

- THESE 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 THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

INTEGRITY AND ACCOUNTABILITY		53%	RESPONSE SCALE					% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
K	Q7a. I am confident that my leaders have the appropriate capabilities and skills to lead my organisation	9	38	22	19	13		47%	-	-2	-17 ↓
K	Q7d. I feel that senior managers model the behaviours expected of employees	9	31	30	16	14		40%	-	-3	-16 ↓
	Q12k. In my organisation, behaving impartially is seen as important	16	47	33				62%	-	+1	-5 ↓
	Q12j. In my organisation, engaging in improper conduct is not tolerated	17	47	25	8			63%	-	-2	-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



GOVERNANCE



EXPLORE THE FULL RESULTS

- THESE 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 THE AVAILABLE COMPARISONS.

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	10 31 26 15 19	40%	-11↓	-1	-13↓
	Q6b. My manager keeps me informed about changes which affect me	21 50 13 10	71%	+13↑	+2	-1
Code of Conduct	Q12g. My behaviour at work is informed by/guided by the Code of Conduct	24 67	91%	-	+1	0
	Q12h. My manager's behaviour at work is informed by/guided by the Code of Conduct	22 60 14	82%	-	+2	0
Merit	Q11a. People recruited to my organisation seem to have the right skills for the job	37 28 21 11	41%	-	-1	-12↓
	Q11b. Recruitment and promotion decisions in my workplace are based on merit	28 29 19 18	34%	-	-3	-14↓
Values	Q2a. My behaviour at work is informed/guided by the NTPS values	17 55 23	72%	-	-5↓	-13↓
	Q6i. My manager's behaviour at work is informed/guided by the NTPS values	19 49 24	68%	-	0	-5↓
WHS	Q9c. There is an appropriate level of focus on safety at my workplace	34 50 10	84%	-	0	+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



GOVERNANCE



EXPLORE THE FULL RESULTS

- THESE PAGES SHOW
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

Q12a. I am aware of my obligations under the NTPS Code of Conduct (or the code of conduct that applies to you)

326

Yes	<div></div>	322	99%	-	+1	+1
No	<div></div>	4	1%	-	-1	-1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER
THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN
COMPARATOR

GOVERNANCE



EXPLORE THE FULL RESULTS

- THESE 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 THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

ORGANISATIONAL ACCOUNTABILITY	59%	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	49	10	9	77%	-	0	0	
Q12i. In my organisation, avoiding conflict of interest is seen as important	20	51	19	7	71%	-	0	-2	
Q12j. In my organisation, engaging in improper conduct is not tolerated	17	47	25	8	63%	-	-2	-5 ↓	
Q3c. People in my workgroup use their time and resources efficiently	15	49	21	12	64%	-	-1	-6 ↓	
Q11b. Recruitment and promotion decisions in my workplace are based on merit	28	29	19	18	34%	-	-3	-14 ↓	
Q12e. I am confident that I would be protected from reprisal for reporting improper conduct	18	36	23	13	54%	-	-3	-5 ↓	
Q12f. I am confident that if I reported improper conduct in my organisation, it would be investigated in a thorough and objective manner	13	37	23	16	50%	-	-1	-4	

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



GOVERNANCE



EXPLORE THE FULL RESULTS

- THESE PAGES SHOW
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

326

Yes	<div></div>	108	33%	-	0	-1
No	<div></div>	218	67%	-	0	+1

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

326

Yes	<div></div>	298	91%	-	0	+3
No	<div></div>	28	9%	-	0	-3

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 : 326 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	60	Yes	3	Darwin City (including Palmerston)	82
Female	36	No	97	Katherine	2
Self-Specified	4			Alice Springs	11
Age Recoded	Survey %	What is your current employment status?	Survey %	Tennant Creek	1
15-34 YRS	17	Ongoing	74	Nhulunbuy	0
35-54 YRS	58	Fixed Term	19	Darwin Region (including the Tiwi Islands and West Arnhem)	3
55-64 YRS	23	Casual	1	East Arnhem Region	0
65+ YRS	3	Executive Contract	6	Alice Springs Region	1
				Katherine Region	1
				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	8	Yes	26	Less than 3 months	3
No	92	No	74	3 months to less than 12 months	9
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	17
Yes	18	Yes	30	5 - 9 years	30
No	82	No	70	10 - 14 years	20
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	30	Full-time	97	20 - 29 years	10
No	70	Part-time	3	30 years or more	5

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 : 326 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	4
Administration Stream	5
General NTPS – Professional Stream	2
General NTPS – Technical Stream	2
Graduate	1
Trainees/NTPS Apprentices/NICP	0
Other (please specify)	1
Executive Contract Manager	3
Admin & Corporate Services	31
Technical Coordinator	13
Science and Engineering	17
Technical Specialist	10
Operator	2
Trade Technical	9
Other	1

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

	Survey %
Strongly agree	20
Agree	52
Neither agree nor disagree	19
Disagree	6
Strongly disagree	3

Working flexibly is not a barrier to success in my organisation

	Survey %
Strongly agree	14
Agree	52
Neither agree nor disagree	25
Disagree	6
Strongly disagree	4

My workplace has a flexible approach to work

	Survey %
Strongly agree	16
Agree	54
Neither agree nor disagree	19
Disagree	6
Strongly disagree	5

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

	Survey %
Yes	49
No	51

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%
Power and Water Corporation		326	61%	67%
ATSI	Yes	26	55%	60%
DISABILITY	Yes	11	71%	73%
GENDER	Male	197	58%	64%
	Female	116	66%	72%
	Self-Specified	13	54%	52%
AGE	15-34 YRS	54	62%	69%
	35-54 YRS	188	61%	67%
	55-64 YRS	75	59%	66%
	65+ YRS	9	Restricted	Restricted
AGENCY TENURE	Less than 3 months	14	70%	74%
	3 months to less than 12 months	56	66%	80%
	1 - 4 years	94	63%	69%
	5 - 9 years	79	59%	62%
	10 - 14 years	46	53%	57%
	15 - 19 years	14	58%	70%
	20 - 29 years	15	49%	45%
	30 years or more	8	Restricted	Restricted
FLEXIBLE WORKING	Yes	161	62%	69%
	No	165	60%	64%

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%
Power and Water Corporation		326	61%	67%
MANAGER	Managers	85	65%	72%
	Non-managers	241	59%	64%
WORKING ARRANGEMENT	Ongoing	241	58%	63%
	Fixed Term	61	67%	78%
	Casual	4	Restricted	Restricted
	Executive Contract	20	74%	77%
EMPLOYMENT TYPE	Full-time	315	61%	66%
	Part-time	11	61%	75%
REGION	Darwin City (including Palmerston)	266	61%	67%
	Katherine	8	Restricted	Restricted
	Alice Springs	35	59%	63%
	Tennant Creek	2	Restricted	Restricted
	Nhulunbuy	0	Restricted	Restricted
	Darwin Region (including the Tiwi Islands and West Arnhem)	9	Restricted	Restricted
	East Arnhem Region	0	Restricted	Restricted
	Alice Springs Region	3	Restricted	Restricted
	Katherine Region	3	Restricted	Restricted
	Barkly Region	0	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

TIME TO TAKE ACTION



CELEBRATE

The things we do well:

THINK ABOUT HOW WE CAN BUILD ON OUR STRENGTHS AND LEARN FROM WHAT WE ARE GOOD AT.



INVESTIGATE FURTHER WITH OUR TEAMS

Are there any other opportunities coming out of the results that we want to explore further?

HOW COULD WE INVESTIGATE? THROUGH LOOKING AT THE DATA IN MORE DETAIL OR THROUGH DISCUSSIONS WITH STAFF?



OPPORTUNITIES

Areas we need to focus on and turn into action plans:

WHAT ARE THE KEY THINGS WE NEED TO IMPROVE TO MAKE WORKING HERE BETTER?



USE THIS PAGE TO START YOUR LOCAL ACTION PLANS

- IDENTIFY AREAS TO CELEBRATE, OPPORTUNITIES FOR IMPROVEMENT AND AREAS WHICH YOU NEED TO INVESTIGATE FURTHER.

- PRIORITISE 3 AREAS TO TAKE FORWARD

PRIORITISE 3 AREAS FOR ACTION	TIMESCALES	OWNER	RESOURCES REQUIRED	TARGET / SUCCESS MEASURE
01.				
02.				
03.				