



NT PEOPLE MATTER SURVEY 2021

Territory Generation

RESPONSE
RATE:

64%

RESPONSES:

119
of 185



YOUR EMPLOYEE ENGAGEMENT SCORE:



62%

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:



64%

VARIANCE from 2018 SURVEY: 0

VARIANCE from NTPS: -6



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

Restricted

DISABILITY - Yes

Restricted

AGE - 55+ YRS

65%



HIGHEST SCORING QUESTIONS:

% POSITIVE

Q2g. I believe the work that I do is important

94%

Q2c. I seek out opportunities to improve my day-to-day performance

93%

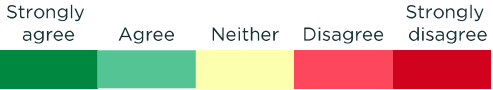
Q2e. I contribute to my workplace outside of the requirements of my job description

91%

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
Q2g. I believe the work that I do is important	94%	Q15e. My organisation inspires me to do the best in my job	41%	Q7e. I feel the senior managers in my organisation make timely decisions	45%
Q2c. I seek out opportunities to improve my day-to-day performance	93%	Q6h. My manger appropriately deals with employees who perform poorly	38%	Q7h. Communications about change from senior managers are timely	44%
Q2e. I contribute to my workplace outside of the requirements of my job description	91%	Q11a. People recruited to my organisation seem to have the right skills for the job	38%	Q7b. Senior managers provide clear strategy and direction	43%
Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's stated outcomes	87%	Q15d. My organisation motivates me to help it achieve its objectives	38%	Q7f. I feel senior managers engage with employees at all levels of the organisation	42%
Q12g. My behaviour at work is informed by/guided by the Code of Conduct	87%	Q10b. We act on the feedback we receive from clients/customers/stakeholders	37%	Q8e. There is good cooperation between teams across our organisation	41%



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					62%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
								-1	+1	-4
SAY	Q15a. I would recommend my organisation as a great place to work	16	38	29	13	54%	-2	-1	-7	↓
	Q15b. I am proud to tell others I work for my organisation	19	40	28	10	60%	+3	0	-7	↓
STAY	Q15c. I feel a strong personal attachment to my organisation	17	39	31	13	55%	-1	-2	-4	
STRIVE	Q15d. My organisation motivates me to help it achieve its objectives	11	32	38	17	43%	-5	-3	-12	↓
	Q15e. My organisation inspires me to do the best in my job	8	33	41	15	41%	-10	-4	-14	↓

KEY

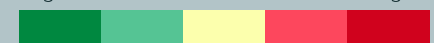


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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

Q12f. I am confident that if I reported improper conduct in my organisation, it would be investigated in a thorough and objective manner

50%

-

-2

-5↓

.2

Q7d. I feel that senior managers model the behaviours expected of employees

39%

-

-3

-17↓

.3

Q7a. I am confident that my leaders have the appropriate capabilities and skills to lead my organisation

46%

-

-3

-17↓

.4

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

28%

-

-2

-21↓

.5

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

59%

-

0

-2

.6

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

38%

-

+3

-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		64%		RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
							0	-1	-6 ⬇️
Q14a. I receive adequate recognition for doing a good job		10	43	27	15	53%	-1	-1	-7 ⬇️
Q14b. I have the appropriate level of autonomy to do my job effectively		14	61	14		76%	+4	+2	-3
Q14c. There are opportunities to be innovative in my job		15	47	24	11	62%	-2	-5 ⬇️	-9 ⬇️
Q14d. Overall, I am satisfied with my job		18	53	18		71%	+4	+1	-1
Q14e. Overall, I am satisfied with my organisation as an employer		16	44	23	13	60%	-3	-2	-7 ⬇️

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		64%	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	55 39			94%	-	+2	+1
	Q15d. My organisation motivates me to help it achieve its objectives	11	32	38 17	43%	-5 ↓	-3	-12 ↓
Purpose	Q8b. I believe in the purpose and objectives of the organisation	17	61	16	78%	+11 ↑	+8 ↑	-2
	Q15e. My organisation inspires me to do the best in my job	8	33	41 15	41%	-10 ↓	-4	-14 ↓

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?

BELONGING					64%	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	17	39	31	13	55%	-1	-2	-4	
	Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's stated outcomes	37	50			87%	+8 ⬆	+9 ⬆	+3	
Included	Q5f. My manager has talked to me about what I am doing well in my work	18	40	19	10 12	59%	-	-4	+1	
	Q5g. My manager has talked to me about what I could do to improve my performance	13	38	29	9 11	50%	-	-3	+3	
	Q6c. My manager involves me in decisions about my work	25	39	15	13 8	65%	-	-3	-4	
	Q6b. My manager keeps me informed about changes which affect me	23	42	14	12 9	65%	+3	-4	-7 ⬇	
Respected	Q14a. I receive adequate recognition for doing a good job	10	43	27	15	53%	-1	-1	-7 ⬇	
	Q3d. People in my workgroup treat each other with respect	28	50	12		78%	-	+4	+2	

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

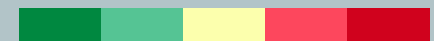


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



EMPLOYEE EXPERIENCE



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

IS THERE ROOM FOR IMPROVEMENT?

RECOGNITION		56%			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		45	45	8	91%	-	+2	+2		
Q14a. I receive adequate recognition for doing a good job		10	43	27	15	53%	-1	-1	-7 ↓	
Q2f. I receive adequate recognition for the contributions I make outside of my job description		8	31	33	14	13	40%	-	0	-10 ↓
Q6h. My manger appropriately deals with employees who perform poorly		14	24	38	11	13	39%	-	-4	-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



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		72%	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	17	56	15	8		73%	-	+3	+9 ↑
	Q9a. In my organisation, my manager considers the wellbeing of employees to be important	28	50	15			77%	-	0	+1
	Q9b. In my organisation, senior leaders consider the wellbeing of employees to be important	12	47	25	9		59%	-	0	-2
	Q3d. People in my workgroup treat each other with respect	28	50	12			78%	-	+4	+2

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

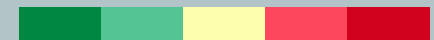


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



BULLYING/HARASSMENT



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- 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	23	45	14	16	67%	-	-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 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		119				
Experienced bullying		30	25%	-	+5	+3
Experienced sexual harassment		0	0%	-	-1	-1
Experienced both bullying and sexual harassment		4	3%	-	-2	-3
No		73	61%	-	-3	-1
Prefer not to say		12	10%	-	+1	+1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER
THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN
COMPARATOR

BULLYING/HARASSMENT



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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?		34				
Yes	<div></div>	8	24%	-	+5	+8
No	<div></div>	26	76%	-	-5	-8
Q13i. Did the bullying/harassment you experienced cause you to take time off from work?		34				
Yes	<div></div>	10	29%	-	-2	-3
No	<div></div>	24	71%	-	+2	+3

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?

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?		4				
Yes	The data for this question has been hidden for anonymity reasons.					
No	The data for this question has been hidden for anonymity reasons.					
Q13n. Did the harassment/abuse you experienced cause you to take time off from work?		4				
Yes	The data for this question has been hidden for anonymity reasons.					
No	The data for this question has been hidden for anonymity reasons.					

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?

119

Yes	<div></div>	33	28%	-	-1	-2
No	<div></div>	86	72%	-	+1	+2

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

67

Spoke about the matter to the person perceived to be the bully	<div></div>	11	16%	-	-3	+1
Spoke about the matter to the person perceived to have been bullied	<div></div>	17	25%	-	0	-1
Reported the matter formally or informally	<div></div>	21	31%	-	-2	-1
Made a note of the occurrence but took no action	<div></div>	12	18%	-	+6	+5
Took no action	<div></div>	2	3%	-	-2	-4
Other	<div></div>	4	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)

119

Yes	<div></div>	114	96%	+22 ↑	+6 ↑	+40 ↑
No	<div></div>	3	3%	-18 ↓	-4	-29 ↓
Not Sure	<div></div>	2	2%	-3	-2	-11 ↓

Q5b. I have received formal feedback on individual performance

119

Yes	<div></div>	93	78%	+12 ↑	+3	+29 ↑
No	<div></div>	26	22%	-12 ↓	-3	-29 ↓

Q5c. I have received informal feedback on individual performance

119

Yes	<div></div>	88	74%	-5 ↓	-6 ↓	-1
No	<div></div>	31	26%	+5 ↑	+6 ↑	+1

KEY



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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?

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	17	45	20	11	62%	+5 ↑	+2	+9 ↑
Q5f. My manager has talked to me about what I am doing well in my work	18	40	19	10 12	59%	-	-4	+1
Q5g. My manager has talked to me about what I could do to improve my performance	13	38	29	9 11	50%	-	-3	+3
Q5d. My work performance is assessed against clear criteria	14	46	25	9	61%	-	+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



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?		119				
Yes	<div></div>	91	76%	+21	0	+7
No	<div></div>	28	24%	-10	0	-7
Q4b. In the past 12 months, have you undertaken any learning and development activities?		119				
Yes	<div></div>	72	61%	-	-3	-7
No	<div></div>	47	39%	-	+3	+7
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)?		72				
Yes	<div></div>	66	92%	-	+8	+24
No	<div></div>	6	8%	-	-8	-24

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?

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)	23	33	22	14	8	55%	0	-7 ↓	-8 ↓
Q4d. The learning and development I have undertaken has helped me advance my career	19	36	35			56%	+18 ↑	+1	-5 ↓
Q4e. The learning and development I have undertaken has helped me to do my job better	18	58	17			76%	+26 ↑	0	-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



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

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	55	39	94%	-	+2	+1
Q2d. I clearly understand what I am expected to do in this job	36	41	77%	-4	+5	-6
Q14b. I have the appropriate level of autonomy to do my job effectively	14	61	76%	+4	+2	-3
Q2b. My job allows me to utilise my skills, knowledge and abilities	27	51	78%	+2	+2	-5
Q6g. My manager enables the team to do their best	25	37	62%	-	-4	-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



INNOVATION



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

IS THERE ROOM FOR IMPROVEMENT?

AUTONOMY	77%	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	36	41	13	8		77%	-4	+5 ↑	-6 ↓
Q14b. I have the appropriate level of autonomy to do my job effectively	14	61	14			76%	+4	+2	-3
Q2b. My job allows me to utilise my skills, knowledge and abilities	27	51	12	8		78%	+2	+2	-5 ↓

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

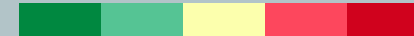


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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INNOVATION



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IS THERE ROOM FOR IMPROVEMENT?

CONTINUOUS IMPROVEMENT					57%	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					13	44	29	12	56%	-7 ↓	-1	-8 ↓		
Q16a. I believe my organisation will take action as a result of this survey					8	24	30	22	17	31%	-11 ↓	-7 ↓	-12 ↓	
Q8a. I know what I need to do to make changes happen in my organisation					11	46	25	13	57%	+6 ↑	+9 ↑	+3		
Q2c. I seek out opportunities to improve my day-to-day performance					37			56		93%	-	+4	+2	
Q8c. I think it is safe to speak up and challenge the way things are done in this organisation					11	38	16	18	17	49%	-	+2	0	
K	Q8d. My organisation fairly considers recommendations from staff about how we could better operate				8	29	30	20	12	38%	-	+3	-8 ↓	
	Q3b. My workgroup always tries to improve its performance				30			50		14	81%	-	+2	0
	Q14c. There are opportunities to be innovative in my job				15	47	24	11	62%	-2	-5 ↓	-9 ↓		
Q10b. We act on the feedback we receive from clients/customers/stakeholders					11	38	37	13	49%	-14 ↓	-8 ↓	-21 ↓		

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

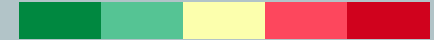


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



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		60%				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		13	44	29	12	56%	-7 ↓	-1	-8 ↓	
Q10e. In my organisation we put the client/customer/stakeholder at the centre of everything we do		16	40	33	8	56%	-7 ↓	-10 ↓	-15 ↓	
Q10c. In my organisation, earning and sustaining a high level of public trust is seen as important		29	54	15		82%	+12 ↑	+1	-2	
Q10d. My organisation provides high quality services to the Northern Territory community		33	50	11		83%	+7 ↑	+2	+4	
Q3c. People in my workgroup use their time and resources efficiently		23	44	17	13	66%	-	+1	-4	
Q8f. There is good collaboration between my organisation and other agencies or organisations we work with		34	35	16	10	39%	-	+1	-14 ↓	
Q8e. There is good cooperation between teams across our organisation		32	20	28	13	39%	-	-3	-11 ↓	

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	86%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q2g. I believe the work that I do is important	55	39	94%	-	+2	+1
Q2d. I clearly understand what I am expected to do in this job	36	41 13 8	77%	-4	+5 ↑	-6 ↓
Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's stated outcomes	37	50	87%	+8 ↑	+9 ↑	+3

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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MANAGERS



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

IS THERE ROOM FOR IMPROVEMENT?

COMMUNICATION	59%	RESPONSE SCALE					% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q4g. My manager discusses my career plan with me	23	30	19	16	12		53%	+8 ↑	-1	0
Q6g. My manager enables the team to do their best	25	37	23	10			62%	-	-4	-8 ↓
Q5f. My manager has talked to me about what I am doing well in my work	18	40	19	10	12		59%	-	-4	+1
Q5g. My manager has talked to me about what I could do to improve my performance	13	38	29	9	11		50%	-	-3	+3
Q6c. My manager involves me in decisions about my work	25	39	15	13	8		65%	-	-3	-4
Q6b. My manager keeps me informed about changes which affect me	23	42	14	12	9		65%	+3	-4	-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



MANAGERS



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IS THERE ROOM FOR IMPROVEMENT?

INTEGRITY AND ACCOUNTABILITY	63%	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	30	47	11	8	77%	-	0	0	
Q6d. My manager demonstrates objectivity in decision-making	21	41	18	13	8	62%	-	-6 ↓	-6 ↓
Q6j. My manager encourages behaviours that are consistent with the NTPS values	20	48	26		68%	-	-2	-7 ↓	
Q6e. My manager is an effective decision maker	25	30	24	12	9	55%	-	-8 ↓	-14 ↓
Q6a. My manager listens to what I have to say	29	42	13	11		71%	-	-6 ↓	-6 ↓
Q6f. My manager sees avoiding conflicts of interest as being important	21	44	20	11		65%	-	-2	-5 ↓
Q6h. My manger appropriately deals with employees who perform poorly	14	24	38	11	13	39%	-	-4	-6 ↓

KEY

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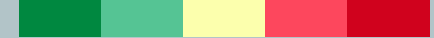


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



SENIOR MANAGERS



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

IS THERE ROOM FOR IMPROVEMENT?

VISION AND PURPOSE		48% 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		17	61	16	78%	+11 ↑	+8 ↑	-2		
Q7c. I believe the senior management team has a clear vision for the future of this organisation		8	28	25	26	13	35%	-8 ↓	-1	-20 ↓
Q7b. Senior managers provide clear strategy and direction		26	26	26	17	31%	-	-5 ↓	-23 ↓	

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

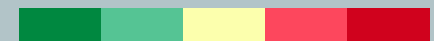


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



SENIOR MANAGERS



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- 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		29	22	25	18	34%	-3	+2	-14 ↓
	Q7f. I feel senior managers engage with employees at all levels of the organisation		27	25	23	19	33%	-	-5 ↓	-15 ↓
	Q7g. I feel senior managers keep employees informed about what is going on		33	21	24	16	39%	-	+1	-11 ↓
K	Q7e. I feel the senior managers in my organisation make timely decisions		22	27	28	18	28%	-	-2	-21 ↓

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

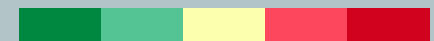


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



SENIOR MANAGERS



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IS THERE ROOM FOR IMPROVEMENT?

INTEGRITY AND ACCOUNTABILITY		52%	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	13	34	24	18	11		46%	-	-3	-17 ↓
K	Q7d. I feel that senior managers model the behaviours expected of employees		34	29	16	16		39%	-	-3	-17 ↓
	Q12k. In my organisation, behaving impartially is seen as important	9	46	35	8			55%	-	-6 ↓	-12 ↓
	Q12j. In my organisation, engaging in improper conduct is not tolerated	18	49	21	10			66%	-	0	-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



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	9	30	33	13	15	39%	-12 ↓	-1	-14 ↓
	Q6b. My manager keeps me informed about changes which affect me	23	42	14	12	9	65%	+3	-4	-7 ↓
Code of Conduct	Q12g. My behaviour at work is informed by/guided by the Code of Conduct	29	58	13			87%	-	-3	-4
	Q12h. My manager's behaviour at work is informed by/guided by the Code of Conduct	22	55	15			76%	-	-4	-5 ↓
Merit	Q11a. People recruited to my organisation seem to have the right skills for the job	29	38	21			34%	-	-7 ↓	-19 ↓
	Q11b. Recruitment and promotion decisions in my workplace are based on merit	28	33	25	8		34%	-	-3	-14 ↓
Values	Q2a. My behaviour at work is informed/guided by the NTPS values	23	59	17			82%	-	+5 ↑	-3
	Q6i. My manager's behaviour at work is informed/guided by the NTPS values	18	50	23			68%	-	0	-5 ↓
WHS	Q9c. There is an appropriate level of focus on safety at my workplace	32	55	8			87%	-	+3	+14 ↑

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



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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)

119

Yes	<div></div>	118	99%	-	+1	+1
No	<div></div>	1	1%	-	-1	-1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER
THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN
COMPARATOR

GOVERNANCE



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IS THERE ROOM FOR IMPROVEMENT?

ORGANISATIONAL ACCOUNTABILITY		60%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
K	Q12d. I would be confident in approaching my manager to discuss concerns and grievances	30	47	11	8		77%	-	0	0
	Q12i. In my organisation, avoiding conflict of interest is seen as important	16	53	24	8		69%	-	-2	-5↓
	Q12j. In my organisation, engaging in improper conduct is not tolerated	18	49	21	10		66%	-	0	-2
	Q3c. People in my workgroup use their time and resources efficiently	23	44	17	13		66%	-	+1	-4
	Q11b. Recruitment and promotion decisions in my workplace are based on merit	28	33	25	8		34%	-	-3	-14↓
	Q12e. I am confident that I would be protected from reprisal for reporting improper conduct	14	44	17	16	9	58%	-	+2	0
	Q12f. I am confident that if I reported improper conduct in my organisation, it would be investigated in a thorough and objective manner	16	34	24	18	8	50%	-	-2	-5↓

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

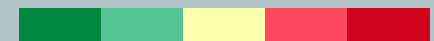


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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Strongly agree Agree Neither Disagree Strongly disagree



GOVERNANCE



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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

Q12b. I have witnessed improper conduct

119

Yes	<div></div>	42	35%	-	+2	+2
No	<div></div>	77	65%	-	-2	-2

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

119

Yes	<div></div>	110	92%	-	+1	+4
No	<div></div>	9	8%	-	-1	-4

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 : 119 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	73	Yes	3	Darwin City (including Palmerston)	72
Female	20	No	97	Katherine	2
Self-Specified	7			Alice Springs	11
Age Recoded	Survey %	What is your current employment status?	Survey %	Tennant Creek	3
15-34 YRS	23	Ongoing	77	Nhulunbuy	0
35-54 YRS	55	Fixed Term	13	Darwin Region (including the Tiwi Islands and West Arnhem)	9
55-64 YRS	20	Casual	0	East Arnhem Region	1
65+ YRS	3	Executive Contract	9	Alice Springs Region	3
				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	3	Yes	29	Less than 3 months	0
No	97	No	71	3 months to less than 12 months	7
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	32
Yes	19	Yes	36	5 - 9 years	25
No	81	No	64	10 - 14 years	21
Did your work arrangement change as a result of COVID-19?	Survey %	Do you work full-time or part-time?	Survey %	15 - 19 years	8
Yes	45	Full-time	97	20 - 29 years	6
No	55	Part-time	3	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 : 119 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	6
Administration Stream	3
General NTPS – Professional Stream	2
General NTPS – Technical Stream	1
Executive Contract Manager	8
Admin & Corporate Services	29
Technical Coordinator	11
Science and Engineering	7
Technical Specialist	3
Operator	19
Trade Technical	11
Other	2

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

	Survey %
Strongly agree	25
Agree	44
Neither agree nor disagree	21
Disagree	6
Strongly disagree	4

Working flexibly is not a barrier to success in my organisation

	Survey %
Strongly agree	20
Agree	40
Neither agree nor disagree	28
Disagree	11
Strongly disagree	1

My workplace has a flexible approach to work

	Survey %
Strongly agree	13
Agree	42
Neither agree nor disagree	26
Disagree	13
Strongly disagree	6

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

	Survey %
Yes	51
No	49

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%
Territory Generation		119	62%	64%
ATSI	Yes	3	<i>Restricted</i>	<i>Restricted</i>
DISABILITY	Yes	4	<i>Restricted</i>	<i>Restricted</i>
GENDER	Male	87	63%	67%
	Female	24	59%	66%
	Self-Specified	8	<i>Restricted</i>	<i>Restricted</i>
AGE	15-34 YRS	27	62%	65%
	35-54 YRS	65	60%	63%
	55-64 YRS	24	66%	69%
	65+ YRS	3	<i>Restricted</i>	<i>Restricted</i>
AGENCY TENURE	Less than 3 months	1	<i>Restricted</i>	<i>Restricted</i>
	3 months to less than 12 months	13	65%	66%
	1 - 4 years	54	62%	64%
	5 - 9 years	28	62%	70%
	10 - 14 years	13	60%	57%
	15 - 19 years	8	<i>Restricted</i>	<i>Restricted</i>
	20 - 29 years	2	<i>Restricted</i>	<i>Restricted</i>
	30 years or more	0	<i>Restricted</i>	<i>Restricted</i>
FLEXIBLE WORKING	Yes	61	64%	66%
	No	58	59%	63%

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%
Territory Generation		119	62%	64%
MANAGER	Managers	34	65%	71%
	Non-managers	85	60%	62%
WORKING ARRANGEMENT	Ongoing	92	58%	61%
	Fixed Term	16	71%	78%
	Casual	0	Restricted	Restricted
	Executive Contract	11	73%	73%
EMPLOYMENT TYPE	Full-time	115	62%	64%
	Part-time	4	Restricted	Restricted
REGION	Darwin City (including Palmerston)	86	62%	64%
	Katherine	2	Restricted	Restricted
	Alice Springs	13	58%	57%
	Tennant Creek	3	Restricted	Restricted
	Nhulunbuy	0	Restricted	Restricted
	Darwin Region (including the Tiwi Islands and West Arnhem)	11	63%	76%
	East Arnhem Region	1	Restricted	Restricted
	Alice Springs Region	3	Restricted	Restricted
	Katherine Region	0	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.				