



NT PEOPLE MATTER SURVEY 2023

Department of Legislative Assembly

RESPONSE RATE:

93%

RESPONSES:

25
of 27

YOUR EMPLOYEE ENGAGEMENT SCORE:

73%



VARIANCE from 2021 SURVEY: +1

VARIANCE from NTPS: +9

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:

79%



VARIANCE from 2021 SURVEY: -3

VARIANCE from NTPS: +10



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

Restricted



HIGHEST SCORING QUESTIONS:

% POSITIVE

Q2b. My job allows me to use my skills, knowledge and abilities

100%

Q2d. I clearly understand what I'm expected to do in my job

100%

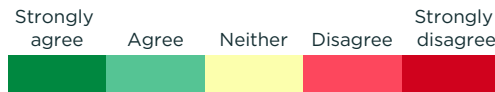
Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals

100%

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.



$$\frac{\text{number of respondents who answered the question}}{\text{number of respondents who answered the question}} = \% \text{ POSITIVE}$$

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	$317 \div 613 = 52\%$					

ANONYMITY

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

COMPARISONS TO COMPARATOR GROUP

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

DEFINITIONS

RESTRICTED - INDICATES A GROUP WITH LESS THAN 10 RESPONDENTS

'-' - INDICATES DATA NOT AVAILABLE

TIPS & SUGGESTIONS

01.

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

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



UNDERSTANDING YOUR REPORT AND GETTING TO ACTION!

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

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

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

ARE THERE ANY SCORES THAT ARE UNEXPECTED?

Identify areas that need improvement.

02.

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

03.

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

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

04.

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

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

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

05.

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

Q2b. My job allows me to use my skills, knowledge and abilities



Q2d. I clearly understand what I'm expected to do in my job



Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals



Q9a. My manager thinks employees' wellbeing is important



Q10c. In my organisation, earning and sustaining a high level of public trust is seen as important



HIGHEST NEUTRAL SCORING QUESTIONS

% NEUTRAL

Q16a. I believe my organisation took appropriate action from the last People Matter survey



Q6h. My manager appropriately deals with employees who perform poorly



Q8a. I know what I need to do to make changes happen in my organisation



Q8e. There is good cooperation between teams across our organisation



Q8f. There is good collaboration between my organisation and other agencies or organisations we work with



HIGHEST NEGATIVE SCORING QUESTIONS

% NEGATIVE

Q7d. Senior managers model the behaviours expected of employees



Q5d. My work performance is assessed against clear criteria



Q7b. Senior managers provide clear strategy and direction



Q7e. The senior managers in my organisation make timely decisions



Q7g. Senior managers keep employees informed about what's going on



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		73%	RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS	
SAY	Q15a. I would recommend my organisation as a great place to work	44	20	32	64%	-12 ↓	-1	+4	
	Q15b. I am proud to tell others I work for my organisation	48	32	16	80%	-1	+13 ↑	+14 ↑	
STAY	Q15c. I feel a strong personal attachment to my organisation	36	28	24	8	64%	-3	+12 ↑	+9 ↑
STRIVE	Q15d. My organisation motivates me to help it achieve its objectives	24	40	28	8	64%	-3	+7 ↑	+10 ↑
	Q15e. My organisation inspires me to do the best in my job	24	36	32	8	60%	-11 ↓	+4	+6 ↑

KEY

- ↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR
- ↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree

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 2021 SURVEY

VARIANCE FROM COMPARATOR GROUP

VARIANCE FROM NTPS

		% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
.1	Q11a. People recruited to my organisation seem to have the right skills for the job	56%	-11 ↓	+2	+4
.2	Q7d. Senior managers model the behaviours expected of employees	64%	-12 ↓	0	+6 ↑
.3	Q7e. The senior managers in my organisation make timely decisions	56%	-11 ↓	0	+7 ↑
.4	Q7i. My senior managers effectively lead and manage change	60%	-7 ↓	+2	+10 ↑
.5	Q8c. It is safe to speak up and challenge the way things are done in my organisation	68%	+16 ↑	+14 ↑	+19 ↑
.6	Q2b. My job allows me to use my skills, knowledge and abilities	100%	+10 ↑	+14 ↑	+14 ↑

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	79%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q14a. I receive adequate recognition for doing a good job	40	40 16	80%	+9 ↑	+18 ↑	+20 ↑
Q14b. I have the appropriate level of autonomy to do my job effectively	48	40 12	88%	+2	+6 ↑	+7 ↑
Q14c. There are opportunities to be innovative in my job	36	28 28 8	64%	-17 ↓	-3	-5 ↓
Q14d. Overall, I am satisfied with my job	28	60 8	88%	-2	+16 ↑	+16 ↑
Q14e. Overall, I am satisfied with my organisation as an employer	44	32 20	76%	-5 ↓	+6 ↑	+10 ↑

KEY

↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR
 Strongly agree
Agree
Neither
Disagree
Strongly disagree

↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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.

PURPOSE		75%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS	
Motivation	Q2g. I believe the work I do is important	56	40	96%	+1	+5 ↑	+3	
	Q15d. My organisation motivates me to help it achieve its objectives	24	40	28	8	64%	-3	+7 ↑
Purpose	Q8b. I believe in the purpose and objectives of my organisation	28	52	20	80%	-1	+1	+1
	Q15e. My organisation inspires me to do the best in my job	24	36	32	8	60%	-11 ↓	+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 (Dark Green) | Agree (Light Green) | Neither (Yellow) | Disagree (Red) | Strongly disagree (Dark Red)

EMPLOYEE EXPERIENCE



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

BELONGING		82%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Accepted	Q15c. I feel a strong personal attachment to my organisation	36	28	24	8	64%	-3	+12 ↑	+9 ↑	
	Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals	64	36			100%	+10 ↑	+11 ↑	+12 ↑	
Included	Q5f. My manager has talked to me about what I am doing well in my work	40	40	16		80%	+18 ↑	+16 ↑	+19 ↑	
	Q5g. My manager has talked to me about what I could do to improve my performance	32	44	20		76%	+19 ↑	+23 ↑	+27 ↑	
	Q6c. My manager involves me in decisions about my work	36	44	16		80%	-1	+10 ↑	+11 ↑	
	Q6b. My manager tells me about changes that affect me	36	44	8	12	80%	-1	+4	+7 ↑	
Respected	Q14a. I receive adequate recognition for doing a good job	40	40	16		80%	+9 ↑	+18 ↑	+20 ↑	
	Q3d. People in my workgroup treat each other with respect	76	20			96%	+15 ↑	+16 ↑	+17 ↑	

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.

RECOGNITION	72%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q2e. I contribute to my workplace outside of the requirements of my job description	60	16 20	76%	-10 ↓	-10 ↓	-11 ↓
Q14a. I receive adequate recognition for doing a good job	40	40 16	80%	+9 ↑	+18 ↑	+20 ↑
Q2f. I get adequate recognition for the contributions I make outside of my job description	38	42 17	79%	+13 ↑	+26 ↑	+30 ↑
Q6h. My manager appropriately deals with employees who perform poorly	16	36 40	52%	-5 ↓	+7 ↑	+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

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.

EMPLOYEE HEALTH AND WELLBEING	87%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS	
Q9d. I am satisfied with the policies/practices in place to help me manage my health and wellbeing	32	40	24	72%	-9 ↓	+4	+9 ↑
Q9a. My manager thinks employees' wellbeing is important	56	44		100%	+5 ↑	+18 ↑	+20 ↑
Q9b. Senior managers think employees' wellbeing is important	40	40	16	80%	+4	+11 ↑	+15 ↑
Q3d. People in my workgroup treat each other with respect	76	20		96%	+15 ↑	+16 ↑	+17 ↑

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 (Dark Green) | Agree (Light Green) | Neither (Yellow) | Disagree (Pink) | Strongly disagree (Red)

EMPLOYEE EXPERIENCE



EXPLORE THE FULL RESULTS

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

THE STRESS AND BURNOUT QUESTIONS ON THIS PAGE ARE REPORTED SEPARATELY AND ARE NOT INCLUDED IN THE OVERALL SCORE FOR EMPLOYEE HEALTH AND WELLBEING.

EMPLOYEE HEALTH AND WELLBEING	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q9f. I feel burned out by my work		25				
Strongly agree		2	8%	-	-5 ↓	-9 ↓
Agree		2	8%	-	-13 ↓	-16 ↓
Neither agree nor disagree		7	28%	-	-1	0
Disagree		9	36%	-	+8 ↑	+11 ↑
Strongly disagree		5	20%	-	+12 ↑	+13 ↑
Q9g. How often do you find work stressful		25				
Always		1	4%	-	-2	-3
Often		4	16%	-	-13 ↓	-15 ↓
Sometimes		8	32%	-	-15 ↓	-14 ↓
Rarely		11	44%	-	+28 ↑	+31 ↑
Never		1	4%	-	+2	+2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

BULLYING / PHYSICAL ABUSE / SEXUAL 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.

THE DATA IN THIS SECTION DOES NOT REPRESENT DOCUMENTED CASES OF BULLYING AND HARASSMENT IN THE WORKPLACE. INSTEAD, IT IS EMPLOYEES' PERCEPTIONS OF EXPERIENCING THESE BEHAVIOURS AT WORK. THIS IS AS IMPORTANT AS UNDERSTANDING THE NUMBER OF DOCUMENTED CASES, AS IT PROVIDES INSIGHT TO WORKPLACE CULTURE AND THE DYNAMICS OF A WORKPLACE.

BULLYING / SEXUAL HARASSMENT	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13a. Bullying/sexual harassment is not tolerated in my organisation	<div style="display: flex; justify-content: space-between;"> <div style="width: 20%; background-color: #008000; color: white; text-align: center;">40</div> <div style="width: 20%; background-color: #90EE90; color: black; text-align: center;">40</div> <div style="width: 20%; background-color: #FFFF00; color: black; text-align: center;">12</div> <div style="width: 20%; background-color: #FF0000; color: white; text-align: center;">12</div> </div>	80%	+4	-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

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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

THESE RESULTS ARE PRODUCED USING A RANGE OF BEHAVIOURS THAT RESPONDENTS CAN SELECT IN THE SURVEY. RESULTS INCLUDE ALL INSTANCES FOR THE CATEGORY. FOR EXAMPLE, IF AN EMPLOYEE SELECTED ONE BULLYING BEHAVIOUR AND ONE SEXUAL HARASSMENT BEHAVIOUR, THEY WILL BE COUNTED IN EACH CATEGORY'S TOTAL. AS MULTIPLE ANSWERS CAN BE SELECTED IN THIS RESPONSE, THE PERCENTAGE WILL NOT EQUAL 100%.

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13d. Experienced bullying / physical abuse / sexual harassment in the past 12 months		25				
Experienced Bullying (all instances)		3	12%	+2	-8	-13
Experienced Physical Abuse (all instances)		0	0%	-	0	-1
Experienced Sexual Harassment (all instances)		0	0%	0	-6	-6
No		22	88%	+7	+17	+23
Prefer not to say		0	0%	-10	-8	-8

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

BULLYING / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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

THE RESULTS FOR Q13E ARE PRODUCED BY GROUPING THE INDIVIDUAL RESPONSES TO THIS QUESTION INTO INTERNAL AND EXTERNAL GROUPS OF PEOPLE. FOR EXAMPLE, A CLIENT/CUSTOMER; MEMBER OF THE PUBLIC; CONSULTANT/SERVICE PROVIDER; AND REPRESENTATIVE OF ANOTHER ORGANISATION ARE ALL INCLUDED IN THE EXTERNAL RESULTS. MULTIPLE ANSWERS CAN BE SELECTED (I.E. A CLIENT/CUSTOMER, AS WELL AS A COLLEAGUE), THE PERCENTAGE WILL NOT EQUAL 100%.

BULLYING	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13e. Who bullied you?		3				
Internal people (all instances)	The data for this question has been hidden for anonymity reasons.					
External people (all instances)	The data for this question has been hidden for anonymity reasons.					
Q13f. Have you made a formal complaint about the bullying incident?		3				
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 / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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

BULLYING	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
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Q13g. If you made a formal complaint, were you satisfied with the way it was handled?

0

Yes	The data for this question has been hidden for anonymity reasons.					
No	The data for this question has been hidden for anonymity reasons.					
Don't Know	The data for this question has been hidden for anonymity reasons.					

Q13i. Did the bullying cause you to take time off work?

3

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 / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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

THE RESULTS FOR Q13J ARE PRODUCED BY GROUPING THE INDIVIDUAL RESPONSES TO THIS QUESTION INTO INTERNAL AND EXTERNAL GROUPS OF PEOPLE. FOR EXAMPLE, A CLIENT/CUSTOMER; MEMBER OF THE PUBLIC; CONSULTANT/SERVICE PROVIDER; AND REPRESENTATIVE OF ANOTHER ORGANISATION ARE ALL INCLUDED IN THE EXTERNAL RESULTS. MULTIPLE ANSWERS CAN BE SELECTED (I.E. A CLIENT/CUSTOMER, AS WELL AS A COLLEAGUE), THE PERCENTAGE WILL NOT EQUAL 100%.

PHYSICAL ABUSE	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13j. Who physically abused you?		0				
Internal people (all instances)	The data for this question has been hidden for anonymity reasons.					
External people (all instances)	The data for this question has been hidden for anonymity reasons.					
Q13k. Have you made a formal complaint about the physical abuse?		0				
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 / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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

PHYSICAL ABUSE	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
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Q13i. If you made a formal complaint, were you satisfied with the way it was handled?

0

Yes	The data for this question has been hidden for anonymity reasons.					
No	The data for this question has been hidden for anonymity reasons.					
Don't Know	The data for this question has been hidden for anonymity reasons.					

Q13n. Did the physical abuse cause you to take time off work?

0

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 / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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

THE RESULTS FOR Q130 ARE PRODUCED BY GROUPING THE INDIVIDUAL RESPONSES TO THIS QUESTION INTO INTERNAL AND EXTERNAL GROUPS OF PEOPLE. FOR EXAMPLE, A CLIENT/CUSTOMER; MEMBER OF THE PUBLIC; CONSULTANT/SERVICE PROVIDER; AND REPRESENTATIVE OF ANOTHER ORGANISATION ARE ALL INCLUDED IN THE EXTERNAL RESULTS. MULTIPLE ANSWERS CAN BE SELECTED (I.E. A CLIENT/CUSTOMER, AS WELL AS A COLLEAGUE), THE PERCENTAGE WILL NOT EQUAL 100%.

SEXUAL HARASSMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13o. Who sexually harassed you?		0				
Internal people (all instances)	The data for this question has been hidden for anonymity reasons.					
External people (all instances)	The data for this question has been hidden for anonymity reasons.					
Q13p. Have you made a formal complaint about the sexual harassment?		0				
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 / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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SEXUAL HARASSMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
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Q13q. If you made a formal complaint, were you satisfied with the way it was handled?

0

Yes	The data for this question has been hidden for anonymity reasons.					
No	The data for this question has been hidden for anonymity reasons.					
Don't Know	The data for this question has been hidden for anonymity reasons.					

Q13s. Did the sexual harassment cause you to take time off work?

0

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 / PHYSICAL ABUSE / SEXUAL HARASSMENT



EXPLORE THE FULL RESULTS

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

DATA ON WITNESSED BULLYING AND HARASSMENT IN THE WORKPLACE CAN SEEM INFLATED. AN EMPLOYEE MAY HAVE WITNESSED A PARTICULAR BEHAVIOUR ANYWHERE DURING THE EMPLOYMENT AND NOT NECESSARILY IN THEIR OWN WORKPLACE. IT IS IMPORTANT TO CONSIDER THAT THERE COULD BE MULTIPLE PEOPLE WHO HAVE WITNESSED THE SAME INSTANCE/S OF PARTICULAR BEHAVIOUR/S, WITH EACH "WITNESSED" EVENT BEING REPORTED BY MULTIPLE INDIVIDUALS. THIS DEMONSTRATES THAT EVEN ONE INSTANCE OF PERCEIVED BULLYING OR SEXUAL HARASSMENT HAS A MUCH WIDER IMPACT IN THE WORKPLACE THAN THE INDIVIDUAL/S INVOLVED, WHICH IN TURN CAN HAVE SERIOUS CONSEQUENCES FOR OVERALL EMPLOYEE ENGAGEMENT AND WELLBEING.

WITNESSED BULLYING / SEXUAL HARASSMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13b. In the past 12 months, have you witnessed bullying/sexual harassment at work?		25				
Yes		4	16%	+6	-6	-10
No		21	84%	-6	+6	+10
Q13c. What action did you take after witnessing this bullying/sexual harassment?		4				
Spoke about the matter to the person perceived to be the bully		The data for this question has been hidden for anonymity reasons.				
Spoke about the matter to the person perceived to have been bullied		The data for this question has been hidden for anonymity reasons.				
Reported the matter formally or informally		The data for this question has been hidden for anonymity reasons.				
Made a note of the occurrence but took no action		The data for this question has been hidden for anonymity reasons.				
Took no action		The data for this question has been hidden for anonymity reasons.				
Other		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

WORKPLACE INCLUSION AND WELLBEING



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.

THESE RESULTS PROVIDE AN INSIGHT INTO WORKPLACE INCLUSION BY COLLECTIVELY GROUPING THE ABOVE RESPONSES TOGETHER. THIS IS NOT A COMPLETE PICTURE OF WORKPLACE INCLUSION, AND RESULTS SHOULD BE CONSIDERED IN CONTEXT OF OTHER RESULTS THAT PAINT A MORE COMPREHENSIVE PICTURE OF INCLUSION IN THE WORKPLACE, SUCH AS THE DIVERSITY OF THE WORKFORCE, AND THE OVERALL PERCEPTIONS AND ENGAGEMENT OF DIVERSE GROUPS WITHIN THE AGENCY.

WORKPLACE INCLUSION	83%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS		
Q3d. People in my workgroup treat each other with respect	76	20	96%	+15 ↑	+16 ↑	+17 ↑		
Q7f. Senior managers engage with employees at all levels of the organisation	40	36	12	12	76%	+9 ↑	+18 ↑	+24 ↑
Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals	64	36	100%	+10 ↑	+11 ↑	+12 ↑		
Q3b. My workgroup always tries to improve its performance	56	40	96%	+6 ↑	+16 ↑	+15 ↑		
Q8d. My organisation fairly considers recommendations from staff about how we could operate better	28	40	20	12	68%	+11 ↑	+15 ↑	+21 ↑
K Q7d. Senior managers model the behaviours expected of employees	28	36	16	16	64%	-12 ↓	0	+6 ↑
Q19a. Personal background is not a barrier to success in my organisation (e.g., cultural, age, disability, sexual)	36	44	16	80%	+4	+10 ↑	+12 ↑	

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree

WORKPLACE INCLUSION AND WELLBEING



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

THESE RESULTS ARE GROUPED AS WORKPLACE FACTORS THAT RELATE TO SOME OF THE COMMON PSYCHOSOCIAL HAZARDS AT WORK. WHILE THIS PROVIDES AN INSIGHT INTO THE WELLBEING OF A WORKPLACE, RESULTS SHOULD NOT BE USED AS A COMPLETE RESOURCE FOR IDENTIFYING AND ADDRESSING PSYCHOSOCIAL HAZARDS AT WORK.

WORKPLACE WELLBEING		83%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS		
Job characteristics design and management	K Q2b. My job allows me to use my skills, knowledge and abilities	44	56	100%	+10 ↑	+14 ↑	+14 ↑		
	Q2d. I clearly understand what I'm expected to do in my job	52	48	100%	+10 ↑	+15 ↑	+15 ↑		
	Q5f. My manager has talked to me about what I am doing well in my work	40	40	16	80%	+18 ↑	+16 ↑	+19 ↑	
	Q6b. My manager tells me about changes that affect me	36	44	8	12	80%	-1	+4	+7 ↑
	Q6c. My manager involves me in decisions about my work	36	44	16	80%	-1	+10 ↑	+11 ↑	
	K Q7i. My senior managers effectively lead and manage change	32	28	28	8	60%	-7 ↓	+2	+10 ↑
	Q9e. My agency does a good job of promoting health and wellbeing	44	36	12	80%	-	+24 ↑	+26 ↑	
	Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders	28	56	12	84%	-2	+20 ↑	+24 ↑	
	Q12j. In my organisation, improper conduct is not tolerated	44	32	8	12	76%	-5 ↓	+8 ↑	+13 ↑

KEY

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↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree

WORKPLACE INCLUSION AND WELLBEING



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

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WORKPLACE WELLBEING		83%	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Job characteristics design and management	Q14a. I receive adequate recognition for doing a good job	40	40	16		80%	+9 ↑	+18 ↑	+20 ↑
	Q14b. I have the appropriate level of autonomy to do my job effectively	48	40	12		88%	+2	+6 ↑	+7 ↑
	Q18u. In my workplace, the physical environment is a barrier to my success	24	40	32		72%	-9 ↓	+3	+6 ↑
Behaviours	Q3d. People in my workgroup treat each other with respect	76	20			96%	+15 ↑	+16 ↑	+17 ↑
	Q6i. My manager's behaviour at work is guided by the NTPS values	40	52	8		92%	+6 ↑	+13 ↑	+16 ↑
	Q6j. My manager encourages behaviours that are consistent with the NTPS values	44	48	8		92%	+11 ↑	+13 ↑	+15 ↑
	K Q7d. Senior managers model the behaviours expected of employees	28	36	16	16	64%	-12 ↓	0	+6 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

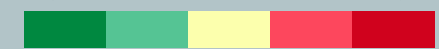


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



WORKPLACE INCLUSION AND WELLBEING



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

WORKPLACE CLIMATE REFERS TO THE OVERALL ATMOSPHERE, ENVIRONMENT, AND CONDITIONS WITHIN A WORKPLACE. IT ENCOMPASSES THE PREVAILING ATTITUDES, BEHAVIOURS, AND INTERACTIONS AMONG EMPLOYEES AND THEIR PERCEPTION OF THE ORGANISATIONAL CULTURE.

WORKPLACE CLIMATE		76%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
K	Q8c. It is safe to speak up and challenge the way things are done in my organisation	36	32	24	8	68%	+16 ↑	+14 ↑	+19 ↑	
	Q8d. My organisation fairly considers recommendations from staff about how we could operate better	28	40	20	12	68%	+11 ↑	+15 ↑	+21 ↑	
	Q9b. Senior managers think employees' wellbeing is important	40	40	16		80%	+4	+11 ↑	+15 ↑	
	Q9c. There is an appropriate level of focus on safety at my workplace	28	56	8	8	84%	+8 ↑	+9 ↑	+12 ↑	
	Q19m. My workplace has a flexible approach to work	12	68	12	8	80%	+18 ↑	+13 ↑	+18 ↑	

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

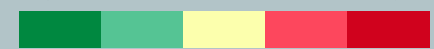


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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.

PERFORMANCE CONVERSATIONS	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 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, or Plan Do Review)		25				
Yes		15	60%	-21↓	-3	+5↑
No		9	36%	+17↑	+7↑	+2
Not Sure		1	4%	+4	-5↓	-6↓
Q5b. I've received formal feedback on my performance		25				
Yes		17	68%	-8↓	+6↑	+16↑
No		8	32%	+8↑	-6↓	-16↓
Q5c. I've received informal feedback on my performance		25				
Yes		24	96%	+1	+17↑	+19↑
No		1	4%	-1	-17↓	-19↓

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.

PERFORMANCE CONVERSATIONS	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS	
Q5e. I receive regular and timely feedback from my manager	36	40	20	76%	+19 ↑	+16 ↑	+20 ↑	
Q5f. My manager has talked to me about what I am doing well in my work	40	40	16	80%	+18 ↑	+16 ↑	+19 ↑	
Q5g. My manager has talked to me about what I could do to improve my performance	32	44	20	76%	+19 ↑	+23 ↑	+27 ↑	
Q5d. My work performance is assessed against clear criteria	12	64	8	16	76%	+9 ↑	+18 ↑	+23 ↑
Q4g. My manager discusses my career intentions with me	28	44	28	72%	+1	+16 ↑	+17 ↑	

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree (Dark Green) | Agree (Light Green) | Neither (Yellow) | Disagree (Pink) | Strongly disagree (Red)

CAPABILITY



EXPLORE THE FULL RESULTS

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

LEARNING AND DEVELOPMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 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?		25				
Yes		21	84%	+3	+8	+13
No		4	16%	-3	-8	-13
Q4b. In the past 12 months, have you done any learning and development activities?		25				
Yes		21	84%	+36	+12	+10
No		4	16%	-36	-12	-10
Q4c. Were the activities linked to a documented learning plan/performance agreement (e.g. My Plan, Capability Enhancement Plan, Workplace Participation Plan, or Plan Do Review)?		21				
Yes		14	67%	-3	-4	0
No		7	33%	+3	+4	0

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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CAPABILITY



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

LEARNING AND DEVELOPMENT	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q4f. My manager helps to develop my capability (work-related skills and knowledge)	36	52	8	88%	+21 ↑	+22 ↑	+23 ↑
Q4d. The learning and development I've done has helped me advance my career	19	33	33	52%	-8 ↓	-9 ↓	-11 ↓
Q4e. The learning and development I've done has helped me do my job better	43	38	14	81%	+1	0	-2

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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 AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree (Dark Green) | Agree (Light Green) | Neither (Yellow) | Disagree (Pink) | Strongly disagree (Red)

CAPABILITY



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

SKILLS UTILISATION		95%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
	Q2g. I believe the work I do is important	56	40	96%	+1	+5 ↑	+3
	Q2d. I clearly understand what I'm expected to do in my job	52	48	100%	+10 ↑	+15 ↑	+15 ↑
	Q14b. I have the appropriate level of autonomy to do my job effectively	48	40	88%	+2	+6 ↑	+7 ↑
K	Q2b. My job allows me to use my skills, knowledge and abilities	44	56	100%	+10 ↑	+14 ↑	+14 ↑
	Q6g. My manager enables the team to do its best	52	40	92%	+6 ↑	+19 ↑	+21 ↑

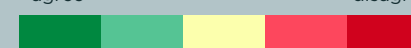
KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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Strongly agree Agree Neither Disagree Strongly disagree



INNOVATION



EXPLORE THE FULL RESULTS

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

AUTONOMY		96%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
	Q2d. I clearly understand what I'm expected to do in my job	52	48	100%	+10 ↑	+15 ↑	+15 ↑
	Q14b. I have the appropriate level of autonomy to do my job effectively	48	40 12	88%	+2	+6 ↑	+7 ↑
K	Q2b. My job allows me to use my skills, knowledge and abilities	44	56	100%	+10 ↑	+14 ↑	+14 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

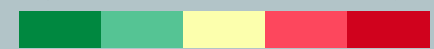


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



INNOVATION



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

CONTINUOUS IMPROVEMENT		76%	RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2021 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	28	56	12	84%	-2	+20 ↑	+24 ↑	
	Q16b. I believe my organisation will take action as a result of this survey	28	44	28	72%	+1	+21 ↑	+32 ↑	
	Q8a. I know what I need to do to make changes happen in my organisation	16	40	40	56%	-11 ↓	+2	+4	
	Q2c. I seek out opportunities to improve my day-to-day performance	44	48	8	92%	+16 ↑	+2	+1	
K	Q8c. It is safe to speak up and challenge the way things are done in my organisation	36	32	24	8	68%	+16 ↑	+14 ↑	+19 ↑
	Q8d. My organisation fairly considers recommendations from staff about how we could operate better	28	40	20	12	68%	+11 ↑	+15 ↑	+21 ↑
	Q3b. My workgroup always tries to improve its performance	56	40		96%	+6 ↑	+16 ↑	+15 ↑	
	Q14c. There are opportunities to be innovative in my job	36	28	28	8	64%	-17 ↓	-3	-5 ↓
	Q10b. My team acts on the feedback we receive from our clients/customers/stakeholders	36	44	20	80%	-10 ↓	+8 ↑	+8 ↑	

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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Strongly agree Agree Neither Disagree Strongly disagree



QUALITY SERVICE DELIVERY



EXPLORE THE FULL RESULTS

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

QUALITY SERVICE DELIVERY	80%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 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	28	56	12	84%	-2	+20 ↑ +24 ↑
Q10e. In my organisation, we put the client/customer/stakeholder at the centre of everything we do	40	48	12	88%	+12 ↑	+16 ↑ +18 ↑
Q10c. In my organisation, earning and sustaining a high level of public trust is seen as important	56	44		100%	+5 ↑	+18 ↑ +17 ↑
Q10d. My organisation provides high-quality services to the Northern Territory community	48	40	12	88%	-2	+11 ↑ +11 ↑
Q3c. People in my workgroup use their time and resources efficiently	52	40	8	92%	+16 ↑	+21 ↑ +21 ↑
Q8f. There is good collaboration between my organisation and other agencies or organisations we work with	16	44	40	60%	+3	+3 +8 ↑
Q8e. There is good cooperation between teams across our organisation	20	28	40	8	48%	-23 ↓ -5 ↓ -2

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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Strongly agree Agree Neither Disagree Strongly disagree

MANAGERS



EXPLORE THE FULL RESULTS

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

VISION AND PURPOSE	99%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q2g. I believe the work I do is important		56 / 40	96%	+1	+5 ↑	+3
Q2d. I clearly understand what I'm expected to do in my job		52 / 48	100%	+10 ↑	+15 ↑	+15 ↑
Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals		64 / 36	100%	+10 ↑	+11 ↑	+12 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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 AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree (Dark Green) | Agree (Light Green) | Neither (Yellow) | Disagree (Pink) | Strongly disagree (Red)

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.

COMMUNICATION	80%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q4g. My manager discusses my career intentions with me	28	44 28	72%	+1	+16 ↑	+17 ↑
Q6g. My manager enables the team to do its best	52	40 8	92%	+6 ↑	+19 ↑	+21 ↑
Q5f. My manager has talked to me about what I am doing well in my work	40	40 16	80%	+18 ↑	+16 ↑	+19 ↑
Q5g. My manager has talked to me about what I could do to improve my performance	32	44 20	76%	+19 ↑	+23 ↑	+27 ↑
Q6c. My manager involves me in decisions about my work	36	44 16	80%	-1	+10 ↑	+11 ↑
Q6b. My manager tells me about changes that affect me	36	44 8 12	80%	-1	+4	+7 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

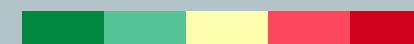


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



MANAGERS



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INTEGRITY AND ACCOUNTABILITY	82%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS	
Q12d. I would be confident to approach my manager to discuss concerns or grievances	40	40	16	80%	+4	-1	+1
Q6d. My manager is objective when making decisions	36	48	12	84%	-2	+12 ↑	+16 ↑
Q6j. My manager encourages behaviours that are consistent with the NTPS values	44	48	8	92%	+11 ↑	+13 ↑	+15 ↑
Q6e. My manager is an effective decision maker	44	40	12	84%	+13 ↑	+11 ↑	+14 ↑
Q6a. My manager listens to what I have to say	40	52	8	92%	+6 ↑	+12 ↑	+14 ↑
Q6f. My manager thinks avoiding conflicts of interest is important	48	40	12	88%	+7 ↑	+14 ↑	+18 ↑
Q6h. My manager appropriately deals with employees who perform poorly	16	36	40	52%	-5 ↓	+7 ↑	+7 ↑

KEY

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↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree (Dark Green) | Agree (Light Green) | Neither (Yellow) | Disagree (Pink) | Strongly disagree (Red)

SENIOR MANAGERS



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VISION AND PURPOSE	68%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS		
Q8b. I believe in the purpose and objectives of my organisation	28	52	20	80%	-1	+1	+1	
Q7c. The senior management team has a clear vision for the future of the organisation	28	32	36	60%	-2	0	+5 ↑	
Q7b. Senior managers provide clear strategy and direction	36	28	20	12	64%	-12 ↓	+3	+8 ↑

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SENIOR MANAGERS



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COMMUNICATION		60%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
	Q7h. Communications about change from senior managers are timely	32	20	32	16	52%	-24 ↓	-6 ↓	+2	
	Q7f. Senior managers engage with employees at all levels of the organisation	40	36	12	12	76%	+9 ↑	+18 ↑	+24 ↑	
	Q7g. Senior managers keep employees informed about what's going on	32	24	28	12	56%	-25 ↓	-4	+3	
K	Q7e. The senior managers in my organisation make timely decisions	28	28	28	12	56%	-11 ↓	0	+7 ↑	

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INTEGRITY AND ACCOUNTABILITY		79%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS		
	Q7a. I'm confident that my senior managers have the appropriate capabilities and skills to lead my organisation	40	40	12	80%	+4	+10 ↑	+17 ↑	
K	Q7d. Senior managers model the behaviours expected of employees	28	36	16	16	64%	-12 ↓	0	+6 ↑
	Q12k. In my organisation, behaving impartially is important	64	32		96%	+6 ↑	+20 ↑	+26 ↑	
	Q12j. In my organisation, improper conduct is not tolerated	44	32	8	12	76%	-5 ↓	+8 ↑	+13 ↑

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GOVERNANCE



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		RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Change Management	K Q7i. My senior managers effectively lead and manage change	32	28	28	8	60%	-7 ↓	+2	+10 ↑
	Q6b. My manager tells me about changes that affect me	36	44	8	12	80%	-1	+4	+7 ↑
Code of Conduct	Q12g. My behaviour at work is guided by the code of conduct	36	56	8		92%	-3	-2	-1
	Q12h. My manager's behaviour at work is guided by the code of conduct	40	56			96%	+1	+12 ↑	+13 ↑
Merit	K Q11a. People recruited to my organisation seem to have the right skills for the job	20	36	28	16	56%	-11 ↓	+2	+4
	Q11b. Recruitment and promotion decisions in my workplace are based on merit	20	36	32	12	56%	-6 ↓	+3	+7 ↑
NTPS Values	Q2a. My behaviour at work is guided by the NTPS values	24	72			96%	+15 ↑	+6 ↑	+9 ↑
	Q6i. My manager's behaviour at work is guided by the NTPS values	40	52	8		92%	+6 ↑	+13 ↑	+16 ↑
WHS	Q9c. There is an appropriate level of focus on safety at my workplace	28	56	8	8	84%	+8 ↑	+9 ↑	+12 ↑

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GOVERNANCE



EXPLORE THE FULL RESULTS

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

ORGANISATIONAL ACCOUNTABILITY	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 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)		25				
Yes		23	92%	-8 ↓	-7 ↓	-6 ↓
No		2	8%	+8	+7 ↑	+6 ↑

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ORGANISATIONAL ACCOUNTABILITY	73%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS		
Q12d. I would be confident to approach my manager to discuss concerns or grievances	40	40	16	80%	+4	-1	+1	
Q12i. In my organisation, avoiding conflict of interest is seen as important	52	36	8	88%	+2	+8 ↑	+12 ↑	
Q12j. In my organisation, improper conduct is not tolerated	44	32	8	12	76%	-5 ↓	+8 ↑	+13 ↑
Q3c. People in my workgroup use their time and resources efficiently	52	40	8	92%	+16 ↑	+21 ↑	+21 ↑	
Q11b. Recruitment and promotion decisions in my workplace are based on merit	20	36	32	12	56%	-6 ↓	+3	+7 ↑
Q12e. I am confident that I would be protected from reprisal for reporting improper conduct	28	36	28	8	64%	-3	+2	+6 ↑
Q12f. I am confident that if I reported improper conduct in my organisation, it would be investigated in a thorough and objective way	20	32	40		52%	-10 ↓	-6 ↓	0

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GOVERNANCE



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ORGANISATIONAL ACCOUNTABILITY	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q12b. I have witnessed improper conduct		25				
Yes		4	16%	-8 ↓	-12 ↓	-18 ↓
No		21	84%	+8 ↑	+12 ↑	+18 ↑
Q12c. I know what to do to report improper conduct in my organisation		25				
Yes		24	96%	+1	+2	+5 ↑
No		1	4%	-1	-2	-5 ↓

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TAKING ACTION



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TAKING ACTION	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q16a. I believe my organisation took appropriate action from the last People Matter survey	16	28	52	44%	-	+5 ↑	+15 ↑
Q16b. I believe my organisation will take action as a result of this survey	28	44	28	72%	+1	+21 ↑	+32 ↑

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