



NT PEOPLE MATTER SURVEY 2023

Jacana Energy

RESPONSE RATE:

82%

RESPONSES:

61
of 74

YOUR
EMPLOYEE
ENGAGEMENT
SCORE:

78%



VARIANCE from 2021 SURVEY: ↑ +20

VARIANCE from NTPS: ↑ +14

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:

83%



VARIANCE from 2021 SURVEY: ↑ +26

VARIANCE from NTPS: ↑ +14



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

Q12g. My behaviour at work is guided by the code of conduct

100%

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

98%

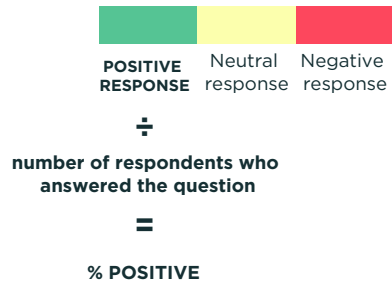
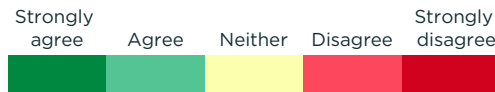
Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals

97%

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.



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.

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

Q12g. My behaviour at work is guided by the code of conduct



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



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



Q3d. People in my workgroup treat each other with respect



Q9c. There is an appropriate level of focus on safety at my workplace



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



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



Q11a. People recruited to my organisation seem to have the right skills for the job



Q12k. In my organisation, behaving impartially is important



HIGHEST NEGATIVE SCORING QUESTIONS

% NEGATIVE

Q5d. My work performance is assessed against clear criteria



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



Q4g. My manager discusses my career intentions with me



Q8e. There is good cooperation between teams across our organisation



Q14a. I receive adequate recognition for doing a good job



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		78%	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	49	33	10	8	82%	+33 ↑	+14 ↑	+21 ↑
	Q15b. I am proud to tell others I work for my organisation	46	36	8		82%	+33 ↑	+12 ↑	+16 ↑
STAY	Q15c. I feel a strong personal attachment to my organisation	34	39	20		74%	+17 ↑	+14 ↑	+18 ↑
STRIVE	Q15d. My organisation motivates me to help it achieve its objectives	39	41	11		80%	+39 ↑	+21 ↑	+26 ↑
	Q15e. My organisation inspires me to do the best in my job	43	38	13		80%	+39 ↑	+23 ↑	+26 ↑

KEY

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)

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	Q6d. My manager is objective when making decisions	84%	+17	+12	+15
.2	Q14c. There are opportunities to be innovative in my job	79%	+24	+5	+9
.3	Q8e. There is good cooperation between teams across our organisation	70%	+31	+21	+20
.4	Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders	75%	+13	+13	+15
.5	Q14b. I have the appropriate level of autonomy to do my job effectively	85%	+13	+7	+5
.6	Q5d. My work performance is assessed against clear criteria	80%	+35	+13	+28

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		83%	RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS	
	Q14a. I receive adequate recognition for doing a good job	39	41	13	80%	+27 ↑	+16 ↑	+20 ↑	
K	Q14b. I have the appropriate level of autonomy to do my job effectively	38	48	8	85%	+13 ↑	+7 ↑	+5 ↑	
K	Q14c. There are opportunities to be innovative in my job	41	38	10	8	79%	+24 ↑	+5 ↑	+9 ↑
	Q14d. Overall, I am satisfied with my job	41	41	8	10	82%	+23 ↑	+8 ↑	+10 ↑
	Q14e. Overall, I am satisfied with my organisation as an employer	52	38	8		90%	+41 ↑	+20 ↑	+25 ↑

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.

PURPOSE		86%	RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Motivation	Q2g. I believe the work I do is important	61	33		93%	-1	0	+1
	Q15d. My organisation motivates me to help it achieve its objectives	39	41	11	80%	+39 ↑	+21 ↑	+26 ↑
Purpose	Q8b. I believe in the purpose and objectives of my organisation	51	41		92%	+15 ↑	+14 ↑	+12 ↑
	Q15e. My organisation inspires me to do the best in my job	43	38	13	80%	+39 ↑	+23 ↑	+26 ↑

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



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

BELONGING		84%	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	34	39	20	74%	+17 ↑	+14 ↑	+18 ↑
	Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals	66	31		97%	+18 ↑	+9 ↑	+9 ↑
Included	Q5f. My manager has talked to me about what I am doing well in my work	44	36	15	80%	+23 ↑	+11 ↑	+20 ↑
	Q5g. My manager has talked to me about what I could do to improve my performance	33	41	18	74%	+23 ↑	+18 ↑	+24 ↑
	Q6c. My manager involves me in decisions about my work	51	33	8	84%	+19 ↑	+10 ↑	+15 ↑
	Q6b. My manager tells me about changes that affect me	49	36	8	85%	+26 ↑	+10 ↑	+12 ↑
Respected	Q14a. I receive adequate recognition for doing a good job	39	41	13	80%	+27 ↑	+16 ↑	+20 ↑
	Q3d. People in my workgroup treat each other with respect	67	30		97%	+30 ↑	+12 ↑	+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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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.

RECOGNITION	78%	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	57	34	92%	+11 ↑	+2	+5 ↑
Q14a. I receive adequate recognition for doing a good job	39	41	80%	+27 ↑	+16 ↑	+20 ↑
Q2f. I get adequate recognition for the contributions I make outside of my job description	40	35	75%	+38 ↑	+22 ↑	+25 ↑
Q6h. My manager appropriately deals with employees who perform poorly	41	23	64%	+9 ↑	+15 ↑	+19 ↑

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 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	92%	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	54	34	89%	+20 ↑	+9 ↑	+25 ↑
Q9a. My manager thinks employees' wellbeing is important	66	28	93%	+23 ↑	+8 ↑	+13 ↑
Q9b. Senior managers think employees' wellbeing is important	62	28	90%	+23 ↑	+18 ↑	+25 ↑
Q3d. People in my workgroup treat each other with respect	67	30	97%	+30 ↑	+12 ↑	+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		61				
Strongly agree		9	15%	-	+3	-2
Agree		7	11%	-	-12 ↓	-12 ↓
Neither agree nor disagree		10	16%	-	-7 ↓	-11 ↓
Disagree		25	41%	-	+9 ↑	+16 ↑
Strongly disagree		10	16%	-	+7 ↑	+10 ↑
Q9g. How often do you find work stressful		61				
Always		1	2%	-	-1	-6 ↓
Often		11	18%	-	-7 ↓	-13 ↓
Sometimes		34	56%	-	+3	+9 ↑
Rarely		13	21%	-	+4	+8 ↑
Never		2	3%	-	+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; align-items: center;"> <div style="width: 75%; height: 20px; background-color: #2e8b57; margin-right: 5px;"></div> <div style="width: 20%; height: 20px; background-color: #d4edda; margin-right: 5px;"></div> <div style="width: 5%; height: 20px; background-color: #fff3cd;"></div> </div>	95%	+23 ↑	+11 ↑	+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

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		61				
Experienced Bullying (all instances)		7	11%	-20 ↓	-6 ↓	-14 ↓
Experienced Physical Abuse (all instances)		0	0%	-	-	-1
Experienced Sexual Harassment (all instances)		0	0%	-12 ↓	-2	-6 ↓
No		49	80%	+23 ↑	+8 ↑	+15 ↑
Prefer not to say		5	8%	-4	-2	0

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
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Q13e. Who bullied you?

7

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?

7

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?

2

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?

7

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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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

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

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?		61				
Yes		3	5%	-28 ↓	-14 ↓	-21 ↓
No		58	95%	+28 ↑	+14 ↑	+21 ↑
Q13c. What action did you take after witnessing this bullying/sexual harassment?		3				
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	92%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS	
Q3d. People in my workgroup treat each other with respect	67	30	97%	+30 ↑	+12 ↑	+17 ↑	
Q7f. Senior managers engage with employees at all levels of the organisation	56	34	90%	+49 ↑	+36 ↑	+39 ↑	
Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals	66	31	97%	+18 ↑	+9 ↑	+9 ↑	
Q3b. My workgroup always tries to improve its performance	54	41	95%	+24 ↑	+11 ↑	+14 ↑	
Q8d. My organisation fairly considers recommendations from staff about how we could operate better	41	36	15	77%	+44 ↑	+25 ↑	+30 ↑
Q7d. Senior managers model the behaviours expected of employees	56	34	8	90%	+29 ↑	+30 ↑	+32 ↑
Q19a. Personal background is not a barrier to success in my organisation (e.g., cultural, age, disability, sexual)	54	41	95%	+23 ↑	+23 ↑	+27 ↑	

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)

WORKPLACE INCLUSION AND WELLBEING



EXPLORE THE FULL RESULTS

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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		86%	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Job characteristics design and management	Q2b. My job allows me to use my skills, knowledge and abilities	49	34	8		84%	+11 ↑	+1	-3
	Q2d. I clearly understand what I'm expected to do in my job	54	36			90%	+22 ↑	+8 ↑	+5 ↑
	Q5f. My manager has talked to me about what I am doing well in my work	44	36	15		80%	+23 ↑	+11 ↑	+20 ↑
	Q6b. My manager tells me about changes that affect me	49	36	8		85%	+26 ↑	+10 ↑	+12 ↑
	Q6c. My manager involves me in decisions about my work	51	33	8		84%	+19 ↑	+10 ↑	+15 ↑
	Q7i. My senior managers effectively lead and manage change	48	34	11		82%	+49 ↑	+33 ↑	+32 ↑
	Q9e. My agency does a good job of promoting health and wellbeing	54	31	13		85%	-	+9 ↑	+31 ↑
	K Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders	36	39	16		75%	+13 ↑	+13 ↑	+15 ↑
	Q12j. In my organisation, improper conduct is not tolerated	54	33	8		87%	+12 ↑	+17 ↑	+24 ↑

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



EXPLORE THE FULL RESULTS

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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		86%	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	39	41	13	80%	+27 ↑	+16 ↑	+20 ↑	
	K Q14b. I have the appropriate level of autonomy to do my job effectively	38	48	8	85%	+13 ↑	+7 ↑	+5 ↑	
	Q18u. In my workplace, the physical environment is a barrier to my success	8	44	43	87%	+22 ↑	+17 ↑	+21 ↑	
Behaviours	Q3d. People in my workgroup treat each other with respect	67	30		97%	+30 ↑	+12 ↑	+17 ↑	
	Q6i. My manager's behaviour at work is guided by the NTPS values	51	38	11	89%	+26 ↑	+11 ↑	+12 ↑	
	Q6j. My manager encourages behaviours that are consistent with the NTPS values	48	43	8	90%	+20 ↑	+10 ↑	+13 ↑	
	Q7d. Senior managers model the behaviours expected of employees	56	34	8	90%	+29 ↑	+30 ↑	+32 ↑	

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

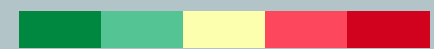


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



WORKPLACE INCLUSION AND WELLBEING



EXPLORE THE FULL RESULTS

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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	86%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q8c. It is safe to speak up and challenge the way things are done in my organisation			77%	+32 ↑	+20 ↑	+28 ↑
Q8d. My organisation fairly considers recommendations from staff about how we could operate better			77%	+44 ↑	+25 ↑	+30 ↑
Q9b. Senior managers think employees' wellbeing is important			90%	+23 ↑	+18 ↑	+25 ↑
Q9c. There is an appropriate level of focus on safety at my workplace			97%	+20 ↑	+10 ↑	+25 ↑
Q19m. My workplace has a flexible approach to work			90%	+20 ↑	+15 ↑	+28 ↑

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 (medium green) | Neither (yellow) | Disagree (red) | Strongly disagree (dark red)

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)		61				
Yes		48	79%	+16	-5	+23
No		7	11%	-18	+1	-23
Not Sure		6	10%	+2	+4	0
Q5b. I've received formal feedback on my performance		61				
Yes		44	72%	+9	-3	+21
No		17	28%	-9	+3	-21
Q5c. I've received informal feedback on my performance		61				
Yes		56	92%	+11	+8	+15
No		5	8%	-11	-8	-15

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	38	43	11		80%	+35 ↑	+12 ↑	+24 ↑
Q5f. My manager has talked to me about what I am doing well in my work	44	36	15		80%	+23 ↑	+11 ↑	+20 ↑
Q5g. My manager has talked to me about what I could do to improve my performance	33	41	18		74%	+23 ↑	+18 ↑	+24 ↑
K Q5d. My work performance is assessed against clear criteria	36	44	13		80%	+35 ↑	+13 ↑	+28 ↑
Q4g. My manager discusses my career intentions with me	38	36	13	10	74%	+31 ↑	+14 ↑	+19 ↑

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)

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?		61				
Yes		48	79%	+20	0	+7
No		13	21%	-20	0	-7
Q4b. In the past 12 months, have you done any learning and development activities?		61				
Yes		47	77%	+20	+4	+3
No		14	23%	-20	-4	-3
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)?		47				
Yes		37	79%	+6	-3	+12
No		10	21%	-6	+3	-12

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.

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)	44	34	15	79%	+24 ↑	+10 ↑	+13 ↑
Q4d. The learning and development I've done has helped me advance my career	47	36	13	83%	+35 ↑	+17 ↑	+20 ↑
Q4e. The learning and development I've done has helped me do my job better	49	45		94%	+28 ↑	+11 ↑	+11 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



CAPABILITY



EXPLORE THE FULL RESULTS

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

SKILLS UTILISATION		87%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
	Q2g. I believe the work I do is important	61	33	93%	-1	0	+1
	Q2d. I clearly understand what I'm expected to do in my job	54	36	90%	+22 ↑	+8 ↑	+5 ↑
K	Q14b. I have the appropriate level of autonomy to do my job effectively	38	48	85%	+13 ↑	+7 ↑	+5 ↑
	Q2b. My job allows me to use my skills, knowledge and abilities	49	34	84%	+11 ↑	+1	-3
	Q6g. My manager enables the team to do its best	48	33	80%	+14 ↑	+6 ↑	+9 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree

INNOVATION



EXPLORE THE FULL RESULTS

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

AUTONOMY		86%	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	54	36	90%	+22 ↑	+8 ↑	+5 ↑
K	Q14b. I have the appropriate level of autonomy to do my job effectively	38	48	85%	+13 ↑	+7 ↑	+5 ↑
	Q2b. My job allows me to use my skills, knowledge and abilities	49	34	84%	+11 ↑	+1	-3

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

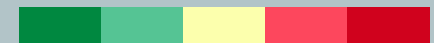


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



INNOVATION



EXPLORE THE FULL RESULTS

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

CONTINUOUS IMPROVEMENT		83%	RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
K	Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders	36	39	16	75%	+13 ↑	+13 ↑	+15 ↑
	Q16b. I believe my organisation will take action as a result of this survey	36	44	15	80%	+31 ↑	+32 ↑	+40 ↑
	Q8a. I know what I need to do to make changes happen in my organisation	39	41	13	80%	+31 ↑	+21 ↑	+28 ↑
	Q2c. I seek out opportunities to improve my day-to-day performance	59	39		98%	+10 ↑	+8 ↑	+7 ↑
	Q8c. It is safe to speak up and challenge the way things are done in my organisation	39	38	11 8	77%	+32 ↑	+20 ↑	+28 ↑
	Q8d. My organisation fairly considers recommendations from staff about how we could operate better	41	36	15	77%	+44 ↑	+25 ↑	+30 ↑
	Q3b. My workgroup always tries to improve its performance	54	41		95%	+24 ↑	+11 ↑	+14 ↑
K	Q14c. There are opportunities to be innovative in my job	41	38	10 8	79%	+24 ↑	+5 ↑	+9 ↑
	Q10b. My team acts on the feedback we receive from our clients/customers/stakeholders	39	48	10	87%	+26 ↑	+15 ↑	+15 ↑

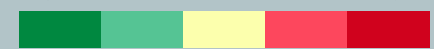
KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

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↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



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	
K	Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders	36	39	16	75%	+13 ↑	+13 ↑	+15 ↑
	Q10e. In my organisation, we put the client/customer/stakeholder at the centre of everything we do	54	38		92%	+19 ↑	+21 ↑	+22 ↑
	Q10c. In my organisation, earning and sustaining a high level of public trust is seen as important	56	34		90%	+14 ↑	+9 ↑	+8 ↑
	Q10d. My organisation provides high-quality services to the Northern Territory community	48	38		85%	+7 ↑	+2	+8 ↑
	Q3c. People in my workgroup use their time and resources efficiently	48	39		87%	+26 ↑	+13 ↑	+16 ↑
	Q8f. There is good collaboration between my organisation and other agencies or organisations we work with	33	30	21	62%	+17 ↑	+15 ↑	+10 ↑
K	Q8e. There is good cooperation between teams across our organisation	46	25	16	70%	+31 ↑	+21 ↑	+20 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

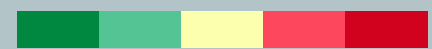


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



MANAGERS



EXPLORE THE FULL RESULTS

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

VISION AND PURPOSE	93%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q2g. I believe the work I do is important	61	33	93%	-1	0	+1
Q2d. I clearly understand what I'm expected to do in my job	54	36	90%	+22 ↑	+8 ↑	+5 ↑
Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's goals	66	31	97%	+18 ↑	+9 ↑	+9 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR
 AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree (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	38	36 13 10	74%	+31 ↑	+14 ↑	+19 ↑
Q6g. My manager enables the team to do its best	48	33 13	80%	+14 ↑	+6 ↑	+9 ↑
Q5f. My manager has talked to me about what I am doing well in my work	44	36 15	80%	+23 ↑	+11 ↑	+20 ↑
Q5g. My manager has talked to me about what I could do to improve my performance	33	41 18	74%	+23 ↑	+18 ↑	+24 ↑
Q6c. My manager involves me in decisions about my work	51	33 8	84%	+19 ↑	+10 ↑	+15 ↑
Q6b. My manager tells me about changes that affect me	49	36 8	85%	+26 ↑	+10 ↑	+12 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

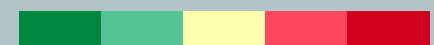


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



MANAGERS



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INTEGRITY AND ACCOUNTABILITY		81%	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	51	34	8		85%	+13 ↑	+3	+6 ↑
K	Q6d. My manager is objective when making decisions	48	36	11		84%	+17 ↑	+12 ↑	+15 ↑
	Q6j. My manager encourages behaviours that are consistent with the NTPS values	48	43	8		90%	+20 ↑	+10 ↑	+13 ↑
	Q6e. My manager is an effective decision maker	52	26	13		79%	+8 ↑	+5 ↑	+8 ↑
	Q6a. My manager listens to what I have to say	57	30	8		87%	+16 ↑	+5 ↑	+8 ↑
	Q6f. My manager thinks avoiding conflicts of interest is important	46	34	10	8	80%	+18 ↑	+13 ↑	+11 ↑
	Q6h. My manager appropriately deals with employees who perform poorly	41	23	30		64%	+9 ↑	+15 ↑	+19 ↑

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↓ 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.

VISION AND PURPOSE	91%	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	51	41	92%	+15 ↑	+14 ↑	+12 ↑
Q7c. The senior management team has a clear vision for the future of the organisation	59	33	92%	+29 ↑	+34 ↑	+37 ↑
Q7b. Senior managers provide clear strategy and direction	49	39	89%	+38 ↑	+34 ↑	+33 ↑

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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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COMMUNICATION	84%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q7h. Communications about change from senior managers are timely		51 31 10 8	82%	+55 ↑	+32 ↑	+32 ↑
Q7f. Senior managers engage with employees at all levels of the organisation		56 34	90%	+49 ↑	+36 ↑	+39 ↑
Q7g. Senior managers keep employees informed about what's going on		52 33 11	85%	+58 ↑	+31 ↑	+32 ↑
Q7e. The senior managers in my organisation make timely decisions		48 30 18	77%	+46 ↑	+33 ↑	+28 ↑

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SENIOR MANAGERS



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INTEGRITY AND ACCOUNTABILITY	86%	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	57	31 10	89%	+30 ↑	+27 ↑	+26 ↑
Q7d. Senior managers model the behaviours expected of employees	56	34 8	90%	+29 ↑	+30 ↑	+32 ↑
Q12k. In my organisation, behaving impartially is important	44	34 20	79%	+16 ↑	+14 ↑	+8 ↑
Q12j. In my organisation, improper conduct is not tolerated	54	33 8	87%	+12 ↑	+17 ↑	+24 ↑

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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	Q7i. My senior managers effectively lead and manage change		82%	+49 ↑	+33 ↑	+32 ↑
	Q6b. My manager tells me about changes that affect me		85%	+26 ↑	+10 ↑	+12 ↑
Code of Conduct	Q12g. My behaviour at work is guided by the code of conduct		100%	+12 ↑	+9 ↑	+7 ↑
	Q12h. My manager's behaviour at work is guided by the code of conduct		97%	+20 ↑	+9 ↑	+13 ↑
Merit	Q11a. People recruited to my organisation seem to have the right skills for the job		72%	+23 ↑	+15 ↑	+20 ↑
	Q11b. Recruitment and promotion decisions in my workplace are based on merit		77%	+30 ↑	+27 ↑	+28 ↑
NTPS Values	Q2a. My behaviour at work is guided by the NTPS values		89%	-2	+10 ↑	+1
	Q6i. My manager's behaviour at work is guided by the NTPS values		89%	+26 ↑	+11 ↑	+12 ↑
WHS	Q9c. There is an appropriate level of focus on safety at my workplace		97%	+20 ↑	+10 ↑	+25 ↑

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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)		61				
Yes		61	100%	+8	+2	+2
No		0	0%	-8	-2	-2

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ORGANISATIONAL ACCOUNTABILITY	85%	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	51	34 8	85%	+13 ↑	+3	+6 ↑
Q12i. In my organisation, avoiding conflict of interest is seen as important	59	30	89%	+18 ↑	+12 ↑	+12 ↑
Q12j. In my organisation, improper conduct is not tolerated	54	33 8	87%	+12 ↑	+17 ↑	+24 ↑
Q3c. People in my workgroup use their time and resources efficiently	48	39	87%	+26 ↑	+13 ↑	+16 ↑
Q11b. Recruitment and promotion decisions in my workplace are based on merit	34	43 18	77%	+30 ↑	+27 ↑	+28 ↑
Q12e. I am confident that I would be protected from reprisal for reporting improper conduct	44	38 11	82%	+21 ↑	+17 ↑	+24 ↑
Q12f. I am confident that if I reported improper conduct in my organisation, it would be investigated in a thorough and objective way	43	43 8	85%	+28 ↑	+27 ↑	+33 ↑

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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		61				
Yes		8	13%	-22 ↓	-14 ↓	-21 ↓
No		53	87%	+22 ↑	+14 ↑	+21 ↑
Q12c. I know what to do to report improper conduct in my organisation		61				
Yes		61	100%	+6 ↑	+4	+9 ↑
No		0	0%	-6 ↓	-4	-9 ↓

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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	33	34	33	67%	-	+31 ↑	+38 ↑
Q16b. I believe my organisation will take action as a result of this survey	36	44	15	80%	+31 ↑	+32 ↑	+40 ↑

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