

COMMISSIONER'S BULLETIN 1/2012

Publication of 2011 NTPS Staff Survey Result

I am pleased to present the whole-of-government results of the 2011 NTPS Employee Survey.

The survey was designed to elicit staff perceptions about workplace culture and human resource management practices across the public sector. The results will inform human resource management priorities and programs for OCPE and agencies in working to ensure that the NTPS is an employer of choice.

The survey results include some very positive findings: there is a strong commitment to community service; staff are confident they know how to get their job done; the quality of working relationships and mutual respect is high; and there is generally a strong feeling amongst staff that they make an important contribution to achieving workplace and agency outcomes. A large majority of staff also perceive that NTPS employment is open to all and that the principles of fairness and equity are upheld in employment. A large majority also had confidence that the NTPS operated in an apolitical, impartial and ethical way and that their workplace was safe. The availability of flexible workplace arrangements also received positive feedback.

NTPS employees under 30 years of age generally had a very positive view of their working environment, which bodes well for the capacity of the NTPS to attract young people in the labour market. Less positive were the perceptions of employees over 60 years. The NTPS needs to retain the knowledge and skills of these employees over the next few years so this is an area we need to address.

There are several areas where we need to work towards improved results.

Staff confidence in the degree to which NTPS employment is based on merit, while very similar to results in other jurisdictions, is lower than it should be. Based on this feedback, OCPE will be working in co-operation with agencies to implement strategies to improve merit-based selection practice and staff confidence in the process.

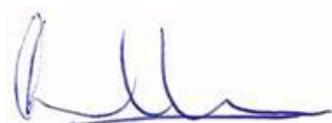
The percentage of staff who report receiving formal performance feedback is unacceptably low at 50%. I will be seeking the commitment of agency Chief Executives to make improved performance management practice a priority for 2012.

Although close to 60% of staff expressed confidence in the quality of agency and workplace leadership, less than 50% of staff believed that change was managed well in their workplace. OCPE will work in co-operation with agency Chief Executives to make the improvement of change management skills a priority for 2012.

Agency Chief Executives and their senior management teams will be considering what follow-up action is needed in individual agencies.

Thank you to all staff who participated in the survey and thanks to all agencies for their assistance in promoting the survey. The overall participation rate was up on 2009.

The full report is available through the OCPE website at www.ocpe.nt.gov.au



GRAHAM SYMONS
Commissioner for Public Employment

02 February 2012