



NT PEOPLE MATTER SURVEY 2021

RESPONSE
RATE:

69%

RESPONSES:

96
of 140

Department of Treasury and Finance



YOUR EMPLOYEE ENGAGEMENT SCORE:



71%

VARIANCE from 2018 SURVEY: +2

VARIANCE from NTPS: +6

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:



76%

VARIANCE from 2018 SURVEY: +4

VARIANCE from NTPS: +6



WHAT NOW?

1. EXPLORE
TAKE TIME TO
UNDERSTAND THE
RESULTS IN THIS
REPORT.

2. DISCUSS
IDENTIFY WITH YOUR
TEAM THE THINGS TO
CELEBRATE
(STRENGTHS) OR
IMPROVE (ACTION
AREAS).

3. DEVELOP
DEVELOP A PLAN OF
ACTION USING
TEMPLATE AT THE
BACK OF THIS
REPORT.



EEO GROUP ENGAGEMENT SCORES:

ENGAGEMENT
SCORES

ATSI - Yes

Restricted

DISABILITY - Yes

Restricted

AGE - 55+ YRS

Restricted



HIGHEST SCORING QUESTIONS:

% POSITIVE

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

97%

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

96%

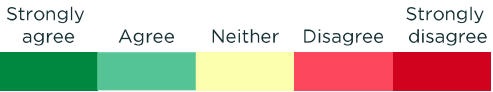
Q2d. I clearly understand what I am expected to do in this job

94%

GUIDE TO THIS REPORT

% POSITIVE

WHERE RESULTS ARE SHOWN AS POSITIVE PERCENTAGES (% POSITIVE), THESE ARE CALCULATED BY ADDING TOGETHER POSITIVE RESPONSES ("STRONGLY AGREE" + "AGREE") AND DIVIDING BY THE NUMBER OF RESPONDENTS WHO ANSWERED THE QUESTION.



POSITIVE
RESPONSE

Neutral
response

Negative
response

÷

number of respondents who
answered the question

=

% POSITIVE

ROUNDING

RESULTS ARE PRESENTED AS WHOLE NUMBERS FOR EASE OF READING, WITH ROUNDING PERFORMED AT THE LAST STAGE OF CALCULATION FOR MAXIMUM ACCURACY. VALUES FROM X.00 TO X.49 ARE ROUNDED DOWN AND VALUES FROM X.50 TO X.99 ARE ROUNDED UP. THEREFORE IN SOME INSTANCES, RESULTS MAY NOT TOTAL 100%.

	STRONGLY AGREE	AGREE	NEITHER	DISAGREE	STRONGLY DISAGREE	TOTAL
NUMBER OF RESPONSES	151	166	176	96	24	613
PERCENTAGE	24.63%	27.08%	28.71%	15.66%	3.92%	100%
ROUNDED PERCENTAGE	25%	27%	29%	16%	4%	101%
NUMBER OF POSITIVE	151 + 166 = 317					
% POSITIVE	317 ÷ 613 = 52%					

ANONYMITY

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

COMPARISONS TO COMPARATOR GROUP

WITHIN THIS REPORT A COMPARISON AGAINST COMPARATOR GROUP REFERS TO 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.

05.

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

What do you want employees to be saying about their working lives in the future?
















What should be put in place to achieve this?

The 'All questions' pages show every question asked in the survey and the proportion of colleagues responding positively (strongly agree + agree), neutrally (neither agree nor disagree) or negatively (disagree + strongly disagree). Look at how your positive score compares to your parent unit, and your last survey's results.

Is there room for improvement?

06.

HEADLINE SCORES

HIGHEST POSITIVE SCORING QUESTIONS	% POSITIVE	HIGHEST NEUTRAL SCORING QUESTIONS	% NEUTRAL	HIGHEST NEGATIVE SCORING QUESTIONS	% NEGATIVE
Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's stated outcomes	 97%	Q6h. My manger appropriately deals with employees who perform poorly	 39%	Q19m. My workplace has a flexible approach to work	 29%
Q10c. In my organisation, earning and sustaining a high level of public trust is seen as important	 96%	Q8a. I know what I need to do to make changes happen in my organisation	 36%	Q19b. Working flexibly is not a barrier to success in my organisation	 27%
Q2d. I clearly understand what I am expected to do in this job	 94%	Q8d. My organisation fairly considers recommendations from staff about how we could better operate	 33%	Q7f. I feel senior managers engage with employees at all levels of the organisation	 23%
Q2c. I seek out opportunities to improve my day-to-day performance	 92%	Q5g. My manager has talked to me about what I could do to improve my performance	 29%	Q16a. I believe my organisation will take action as a result of this survey	 23%
Q3d. People in my workgroup treat each other with respect	 91%	Q15c. I feel a strong personal attachment to my organisation	 29%	Q7g. I feel senior managers keep employees informed about what is going on	 19%



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				71%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
SAY	Q15a. I would recommend my organisation as a great place to work	31	46	11	10	77%	+4	+17 ↑	+16 ↑
	Q15b. I am proud to tell others I work for my organisation	38	41	17		78%	+4	+14 ↑	+11 ↑
STAY	Q15c. I feel a strong personal attachment to my organisation	22	38	29	8	59%	+1	+7 ↑	-1
STRIVE	Q15d. My organisation motivates me to help it achieve its objectives	24	36	29	7	60%	+3	+9 ↑	+5 ↑
	Q15e. My organisation inspires me to do the best in my job	27	36	29		64%	+2	+11 ↑	+9 ↑

KEY

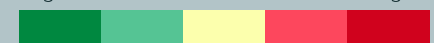


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



KEY DRIVERS OF ENGAGEMENT



WHAT TO FOCUS ON?

THESE QUESTIONS HAVE BEEN IDENTIFIED AS YOUR KEY DRIVERS OF ENGAGEMENT.

THEY ARE NOT NECESSARILY THE QUESTIONS WITH THE LOWEST SCORES.

SOME WILL BE AREAS TO IMPROVE UPON AND OTHERS WILL BE AREAS TO MAINTAIN. IN ORDER TO IMPROVE ENGAGEMENT DEVELOPING ACTIONS AND ACTIVITIES FOCUSED ON THESE QUESTIONS WILL HELP IMPROVE PERFORMANCE.

CONSIDER WHETHER THESE AREAS CAN BE ALIGNED WITH CURRENT PRIORITIES AND OBJECTIVES TO ENSURE ACTIONS CAN BE SUSTAINED.



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

%
POSITIVE

VARIANCE
FROM 2018
SURVEY

VARIANCE
FROM
COMPARATOR
GROUP

VARIANCE
FROM NTPS

.1

Q10a. I am given the support I need to deliver a high level of service to our clients/customers/stakeholders

74%

+4

+9↑

+9↑

.2

Q9d. I am satisfied with the policies/practices in place to help me manage my health and wellbeing

72%

-

+6↑

+8↑

.3

Q11b. Recruitment and promotion decisions in my workplace are based on merit

75%

-

+24↑

+28↑

.4

Q14a. I receive adequate recognition for doing a good job

68%

+2

+8↑

+8↑

.5

Q12j. In my organisation, engaging in improper conduct is not tolerated

86%

-

+16↑

+18↑

.6

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

71%

-

+7↑

+10↑

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		76%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
								+4	+8 ↑	+6 ↑
K	Q14a. I receive adequate recognition for doing a good job	25	43	21	7		68%	+2	+8 ↑	+8 ↑
	Q14b. I have the appropriate level of autonomy to do my job effectively	34	56	8			91%	+7 ↑	+13 ↑	+12 ↑
	Q14c. There are opportunities to be innovative in my job	25	44	22	8		69%	0	+2	-3
	Q14d. Overall, I am satisfied with my job	29	46	20			75%	+5 ↑	+7 ↑	+2
	Q14e. Overall, I am satisfied with my organisation as an employer	32	46	13			78%	+4	+11 ↑	+12 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

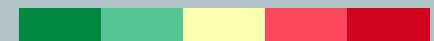


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



EMPLOYEE EXPERIENCE



EXPLORE THE FULL RESULTS

- THESE PAGES SHOW EVERY QUESTION ASKED IN THE SURVEY AND THE PROPORTION OF COLLEAGUES RESPONDING POSITIVELY (STRONGLY AGREE + AGREE), NEUTRALLY (NEITHER AGREE NOR DISAGREE) OR NEGATIVELY (DISAGREE + STRONGLY DISAGREE).

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

IS THERE ROOM FOR IMPROVEMENT?

PURPOSE		74%	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Motivation	Q2g. I believe the work that I do is important	41	46	11		86%	-	-2	-6 ↓
	Q15d. My organisation motivates me to help it achieve its objectives	24	36	29	7	60%	+3	+9 ↑	+5 ↑
Purpose	Q8b. I believe in the purpose and objectives of the organisation	33	51	14		84%	-3	+6 ↑	+4
	Q15e. My organisation inspires me to do the best in my job	27	36	29		64%	+2	+11 ↑	+9 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION



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Strongly agree Agree Neither Disagree Strongly disagree



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IS THERE ROOM FOR IMPROVEMENT?

BELONGING					74%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS			
Accepted	Q15c. I feel a strong personal attachment to my organisation					22	38	29	8	59%	+1	+7 ↑	-1
	Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's stated outcomes					44	53			97%	+6 ↑	+13 ↑	+12 ↑
Included	Q5f. My manager has talked to me about what I am doing well in my work					21	42	24	13	63%	-	+5 ↑	+4
	Q5g. My manager has talked to me about what I could do to improve my performance					15	44	29	13	58%	-	+11 ↑	+11 ↑
	Q6c. My manager involves me in decisions about my work					32	44	17		76%	-	+8 ↑	+7 ↑
	Q6b. My manager keeps me informed about changes which affect me					36	45	13		81%	+11 ↑	+9 ↑	+9 ↑
Respected	K Q14a. I receive adequate recognition for doing a good job					25	43	21	7	68%	+2	+8 ↑	+8 ↑
	Q3d. People in my workgroup treat each other with respect					56	34			91%	-	+17 ↑	+15 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

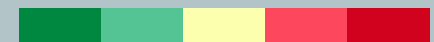


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AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



EMPLOYEE EXPERIENCE



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

IS THERE ROOM FOR IMPROVEMENT?

RECOGNITION		67%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
	Q2e. I contribute to my workplace outside of the requirements of my job description	42	40	16			81%	-	-5 ↓	-8 ↓
K	Q14a. I receive adequate recognition for doing a good job	25	43	21	7		68%	+2	+8 ↑	+8 ↑
	Q2f. I receive adequate recognition for the contributions I make outside of my job description	21	40	19	18		60%	-	+8 ↑	+11 ↑
	Q6h. My manger appropriately deals with employees who perform poorly	30	27	39			57%	-	+12 ↑	+13 ↑

KEY

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AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



EMPLOYEE EXPERIENCE



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

IS THERE ROOM FOR IMPROVEMENT?

EMPLOYEE HEALTH AND WELLBEING		81%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
K	Q9d. I am satisfied with the policies/practices in place to help me manage my health and wellbeing	19	53	15	9		72%	-	+6 ↑	+8 ↑
	Q9a. In my organisation, my manager considers the wellbeing of employees to be important	35	54				90%	-	+14 ↑	+13 ↑
K	Q9b. In my organisation, senior leaders consider the wellbeing of employees to be important	25	46	16	8		71%	-	+7 ↑	+10 ↑
	Q3d. People in my workgroup treat each other with respect	56	34				91%	-	+17 ↑	+15 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



BULLYING/HARASSMENT



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IS THERE ROOM FOR IMPROVEMENT?

BULLYING/HARASSMENT	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13a. Bullying is not tolerated in my organisation	36	45	16	81%	-	+15 ↑	+16 ↑

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

BULLYING/HARASSMENT



EXPLORE THE FULL RESULTS

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RESPONDED TO THEM.

IS THERE ROOM
FOR
IMPROVEMENT?

BULLYING/HARASSMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13d. Experienced bullying/harassment in the past 12 months		96				
Experienced bullying		8	8%	-	-10	-13
Experienced sexual harassment		1	1%	-	0	0
Experienced both bullying and sexual harassment		2	2%	-	-6	-4
No		76	79%	-	+16	+17
Prefer not to say		9	9%	-	0	+1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER
THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN
COMPARATOR

BULLYING/HARASSMENT



EXPLORE THE FULL RESULTS

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IS THERE ROOM
FOR
IMPROVEMENT?

BULLYING	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13f. Have you submitted a formal complaint regarding the bullying incident you personally experience?		10				
Yes		0	0%	-	-17 ↓	-16 ↓
No		10	100%	-	+17 ↑	+16 ↑
Q13i. Did the bullying/harassment you experienced cause you to take time off from work?		10				
Yes		1	10%	-	-24 ↓	-22 ↓
No		9	90%	-	+24 ↑	+22 ↑

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER
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AT LEAST 5 PERCENTAGE POINTS LESS THAN
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BULLYING/HARASSMENT



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FOR
IMPROVEMENT?

HARASSMENT		RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q13k. Have you submitted a formal complaint regarding the harassment/abuse you personally experienced?			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.						
Q13n. Did the harassment/abuse you experienced cause you to take time off from 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/HARASSMENT



EXPLORE THE FULL RESULTS

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IS THERE ROOM FOR IMPROVEMENT?

WITNESSED BULLYING/HARASSMENT

RESPONSE SCALE

RESPONSES

%

VARIANCE FROM 2018 SURVEY

VARIANCE FROM COMPARATOR GROUP

VARIANCE FROM NTPS

Q13b. In the past 12 months, have you witnessed bullying/sexual harassment at work?

96

Yes



5

5%

-

-23 ↓

-25 ↓

No



91

95%

-

+23 ↑

+25 ↑

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

9

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

CAPABILITY



EXPLORE THE FULL RESULTS

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

IS THERE ROOM FOR IMPROVEMENT?

PERFORMANCE CONVERSATIONS

RESPONSE SCALE

RESPONSES

%

VARIANCE FROM 2018 SURVEY

VARIANCE FROM COMPARATOR GROUP

VARIANCE FROM NTPS

Q5a. I have a current performance agreement in place (e.g. My Plan, Capability Enhancement Plan, Workplace Participation Plan, Plan Do Review)

96

Yes	<div></div>	67	70%	-7 ↓	+4	+14 ↑
No	<div></div>	20	21%	+2	-5 ↓	-11 ↓
Not Sure	<div></div>	9	9%	+6 ↑	+1	-3

Q5b. I have received formal feedback on individual performance

96

Yes	<div></div>	62	65%	+1	+9 ↑	+15 ↑
No	<div></div>	34	35%	-1	-9 ↓	-15 ↓

Q5c. I have received informal feedback on individual performance

96

Yes	<div></div>	72	75%	-11 ↓	0	0
No	<div></div>	24	25%	+11 ↑	0	0

KEY



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AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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

IS THERE ROOM FOR IMPROVEMENT?

PERFORMANCE CONVERSATIONS	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q5e. I receive regular and timely feedback from my manager	22	48	16	14	70%	+7 ↑	+15 ↑	+16 ↑
Q5f. My manager has talked to me about what I am doing well in my work	21	42	24	13	63%	-	+5 ↑	+4
Q5g. My manager has talked to me about what I could do to improve my performance	15	44	29	13	58%	-	+11 ↑	+11 ↑
Q5d. My work performance is assessed against clear criteria	26	43	23	7	69%	-	+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 Agree Neither Disagree Strongly disagree



CAPABILITY



EXPLORE THE FULL RESULTS

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

IS THERE ROOM FOR IMPROVEMENT?

LEARNING AND DEVELOPMENT	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q4a. During the past 12 months, have your learning and development needs been identified and agreed with your supervisor?		96				
Yes	<div></div>	78	81%	+16	+8	+11
No	<div></div>	18	19%	-6	-8	-11
Q4b. In the past 12 months, have you undertaken any learning and development activities?		96				
Yes	<div></div>	58	60%	-	+3	-7
No	<div></div>	38	40%	-	-3	+7
Q4c. Were the learning and development activities linked to a documented learning plan/performance agreement (e.g. My Plan, Capability Enhancement Plan, Workplace Participation Plan, Plan Do Review)?		58				
Yes	<div></div>	39	67%	-	-4	0
No	<div></div>	19	33%	-	+4	0

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

CAPABILITY



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

IS THERE ROOM FOR IMPROVEMENT?

LEARNING AND DEVELOPMENT	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q4f. My manager helps to develop my capability (work related skills and knowledge)	31	42	20		73%	+7 ↑	+11 ↑	+10 ↑
Q4d. The learning and development I have undertaken has helped me advance my career	17	48	26	9	66%	+22 ↑	+9 ↑	+5 ↑
Q4e. The learning and development I have undertaken has helped me to do my job better	33	48	17		81%	+13 ↑	+2	-2

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



CAPABILITY



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IS THERE ROOM FOR IMPROVEMENT?

SKILLS UTILISATION	88%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS	
Q2g. I believe the work that I do is important	41	46	11	86%	-	-2	-6
Q2d. I clearly understand what I am expected to do in this job	42	52		94%	+2	+13	+10
Q14b. I have the appropriate level of autonomy to do my job effectively	34	56	8	91%	+7	+13	+12
Q2b. My job allows me to utilise my skills, knowledge and abilities	41	47	10	88%	+3	+7	+4
Q6g. My manager enables the team to do their best	40	40	17	79%	-	+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 Agree Neither Disagree Strongly disagree



INNOVATION



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

IS THERE ROOM FOR IMPROVEMENT?

AUTONOMY	91%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q2d. I clearly understand what I am expected to do in this job	42	52	94%	+2	+13 ↑	+10 ↑
Q14b. I have the appropriate level of autonomy to do my job effectively	34	56	91%	+7 ↑	+13 ↑	+12 ↑
Q2b. My job allows me to utilise my skills, knowledge and abilities	41	47	88%	+3	+7 ↑	+4

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

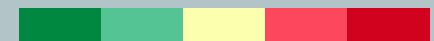


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



INNOVATION



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IS THERE ROOM FOR IMPROVEMENT?

CONTINUOUS IMPROVEMENT 69%		RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2018 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	23	51	19	74%	+4	+9 ↑	+9 ↑
	Q16a. I believe my organisation will take action as a result of this survey	17	38	23 14 9	54%	-6 ↓	+7 ↑	+11 ↑
	Q8a. I know what I need to do to make changes happen in my organisation	17	38	36 7	54%	+7 ↑	+1	+1
	Q2c. I seek out opportunities to improve my day-to-day performance	40	52	7	92%	-	+1	0
	Q8c. I think it is safe to speak up and challenge the way things are done in this organisation	17	40	25 8 10	56%	-	+6 ↑	+8 ↑
	Q8d. My organisation fairly considers recommendations from staff about how we could better operate	16	39	33 7	54%	-	+7 ↑	+8 ↑
	Q3b. My workgroup always tries to improve its performance	43	42	14	84%	-	+8 ↑	+4
	Q14c. There are opportunities to be innovative in my job	25	44	22 8	69%	0	+2	-3
	Q10b. We act on the feedback we receive from clients/customers/stakeholders	31	49	18	80%	+2	+11 ↑	+10 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

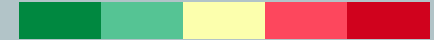


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



QUALITY SERVICE DELIVERY



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

IS THERE ROOM FOR IMPROVEMENT?

QUALITY SERVICE DELIVERY		80%	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2018 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	23	51	19		74%	+4	+9 ↑	+9 ↑
	Q10e. In my organisation we put the client/customer/stakeholder at the centre of everything we do	25	48	24		73%	+1	+3	+2
	Q10c. In my organisation, earning and sustaining a high level of public trust is seen as important	51	45			96%	+6 ↑	+14 ↑	+11 ↑
	Q10d. My organisation provides high quality services to the Northern Territory community	45	44	11		89%	+4	+11 ↑	+9 ↑
	Q3c. People in my workgroup use their time and resources efficiently	42	44	9		85%	-	+17 ↑	+15 ↑
	Q8f. There is good collaboration between my organisation and other agencies or organisations we work with	15	56	23		71%	-	+14 ↑	+18 ↑
	Q8e. There is good cooperation between teams across our organisation	11	59	22		71%	-	+21 ↑	+21 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

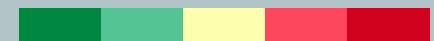


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



MANAGERS



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

IS THERE ROOM FOR IMPROVEMENT?

VISION AND PURPOSE	92%	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q2g. I believe the work that I do is important	<div><div>41</div><div>46</div><div>11</div></div>	41	46	11	86%	-	-2	-6 ↓
Q2d. I clearly understand what I am expected to do in this job	<div><div>42</div><div>52</div><div></div></div>	42	52		94%	+2	+13 ↑	+10 ↑
Q3a. I have a clear understanding of how my workgroup's role contributes to my organisation's stated outcomes	<div><div>44</div><div>53</div><div></div></div>	44	53		97%	+6 ↑	+13 ↑	+12 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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IS THERE ROOM FOR IMPROVEMENT?

COMMUNICATION		69%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q4g. My manager discusses my career plan with me		21	38	28	13	58%	+12 ⬆	+4	+6 ⬆	
Q6g. My manager enables the team to do their best		40	40	17	3	79%	-	+9 ⬆	+9 ⬆	
Q5f. My manager has talked to me about what I am doing well in my work		21	42	24	13	63%	-	+5 ⬆	+4	
Q5g. My manager has talked to me about what I could do to improve my performance		15	44	29	13	58%	-	+11 ⬆	+11 ⬆	
Q6c. My manager involves me in decisions about my work		32	44	17	7	76%	-	+8 ⬆	+7 ⬆	
Q6b. My manager keeps me informed about changes which affect me		36	45	13	6	81%	+11 ⬆	+9 ⬆	+9 ⬆	

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

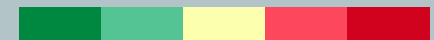


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AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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MANAGERS



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

IS THERE ROOM FOR IMPROVEMENT?

INTEGRITY AND ACCOUNTABILITY	82%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q12d. I would be confident in approaching my manager to discuss concerns and grievances	30	58	89%	-	+13 ↑	+11 ↑
Q6d. My manager demonstrates objectivity in decision-making	41	43	83%	-	+15 ↑	+15 ↑
Q6j. My manager encourages behaviours that are consistent with the NTPS values	40	49	89%	-	+13 ↑	+14 ↑
Q6e. My manager is an effective decision maker	45	41	85%	-	+15 ↑	+16 ↑
Q6a. My manager listens to what I have to say	41	48	89%	-	+12 ↑	+12 ↑
Q6f. My manager sees avoiding conflicts of interest as being important	48	38	85%	-	+14 ↑	+16 ↑
Q6h. My manager appropriately deals with employees who perform poorly	30	27	57%	-	+12 ↑	+13 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



SENIOR MANAGERS



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

IS THERE ROOM FOR IMPROVEMENT?

VISION AND PURPOSE	75%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q8b. I believe in the purpose and objectives of the organisation	33	51	14		84%	-3	+6 ↑	+4	
Q7c. I believe the senior management team has a clear vision for the future of this organisation	24	45	21	8	69%	-4	+12 ↑	+13 ↑	
Q7b. Senior managers provide clear strategy and direction	25	46	20	7	71%	-	+15 ↑	+16 ↑	

KEY

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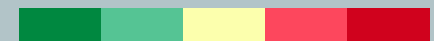


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



SENIOR MANAGERS



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IS THERE ROOM FOR IMPROVEMENT?

COMMUNICATION	57%	RESPONSE SCALE					% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Q7h. Communications about change from senior managers are timely	21	35	25	11	7		56%	+1	+6 ↑	+8 ↑
Q7f. I feel senior managers engage with employees at all levels of the organisation	23	28	26	14	9		51%	-	0	+3
Q7g. I feel senior managers keep employees informed about what is going on	20	36	25	15			56%	-	+5 ↑	+6 ↑
Q7e. I feel the senior managers in my organisation make timely decisions	28	34	27	7			63%	-	+11 ↑	+14 ↑

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



SENIOR MANAGERS



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IS THERE ROOM FOR IMPROVEMENT?

INTEGRITY AND ACCOUNTABILITY		82%	RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
	Q7a. I am confident that my leaders have the appropriate capabilities and skills to lead my organisation	35	45	11 8	80%	-	+15 ↑	+17 ↑
	Q7d. I feel that senior managers model the behaviours expected of employees	26	47	15 7	73%	-	+13 ↑	+17 ↑
	Q12k. In my organisation, behaving impartially is seen as important	41	46	13	86%	-	+15 ↑	+19 ↑
K	Q12j. In my organisation, engaging in improper conduct is not tolerated	35	51	11	86%	-	+16 ↑	+18 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION

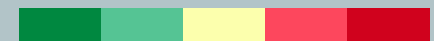


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GOVERNANCE



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IS THERE ROOM FOR IMPROVEMENT?

		RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
Change Management	Q7i. My senior manager effectively leads and manages change	27	38	22	7	65%	-5 ↓	+9 ↑	+11 ↑
	Q6b. My manager keeps me informed about changes which affect me	36	45	13		81%	+11 ↑	+9 ↑	+9 ↑
Code of Conduct	Q12g. My behaviour at work is informed by/guided by the Code of Conduct	33	55	9		89%	-	-4	-3
	Q12h. My manager's behaviour at work is informed by/guided by the Code of Conduct	30	58	10		89%	-	+7 ↑	+7 ↑
Merit	Q11a. People recruited to my organisation seem to have the right skills for the job	29	59	9		89%	-	+34 ↑	+35 ↑
	K Q11b. Recruitment and promotion decisions in my workplace are based on merit	26	49	18		75%	-	+24 ↑	+28 ↑
Values	Q2a. My behaviour at work is informed/guided by the NTPS values	33	50	13		83%	-	-5 ↓	-1
	Q6i. My manager's behaviour at work is informed/guided by the NTPS values	39	42	20		80%	-	+6 ↑	+7 ↑
WHS	Q9c. There is an appropriate level of focus on safety at my workplace	22	58	11		80%	-	+8 ↑	+8 ↑

KEY

K KEY DRIVER OF ENGAGEMENT QUESTION



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



GOVERNANCE



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

IS THERE ROOM
FOR
IMPROVEMENT?

ORGANISATIONAL ACCOUNTABILITY

RESPONSE SCALE

RESPONSES

%

VARIANCE
FROM 2018
SURVEY

VARIANCE
FROM
COMPARATOR
GROUP

VARIANCE
FROM NTPS

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

96

Yes	<div></div>	93	97%	-	-2	-1
No	<div></div>	3	3%	-	+2	+1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER
THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN
COMPARATOR

GOVERNANCE



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IS THERE ROOM FOR IMPROVEMENT?

ORGANISATIONAL ACCOUNTABILITY		79%	RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM COMPARATOR GROUP	VARIANCE FROM NTPS
	Q12d. I would be confident in approaching my manager to discuss concerns and grievances	30	58		89%	-	+13 ↑	+11 ↑
	Q12i. In my organisation, avoiding conflict of interest is seen as important	42	46	8	88%	-	+10 ↑	+14 ↑
K	Q12j. In my organisation, engaging in improper conduct is not tolerated	35	51	11	86%	-	+16 ↑	+18 ↑
	Q3c. People in my workgroup use their time and resources efficiently	42	44	9	85%	-	+17 ↑	+15 ↑
K	Q11b. Recruitment and promotion decisions in my workplace are based on merit	26	49	18	75%	-	+24 ↑	+28 ↑
	Q12e. I am confident that I would be protected from reprisal for reporting improper conduct	20	43	28	63%	-	+5 ↑	+4
	Q12f. I am confident that if I reported improper conduct in my organisation, it would be investigated in a thorough and objective manner	22	47	21	69%	-	+13 ↑	+14 ↑

KEY

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Strongly agree Agree Neither Disagree Strongly disagree



GOVERNANCE



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IS THERE ROOM FOR IMPROVEMENT?

ORGANISATIONAL ACCOUNTABILITY

RESPONSE SCALE

RESPONSES

%

VARIANCE FROM 2018 SURVEY

VARIANCE FROM COMPARATOR GROUP

VARIANCE FROM NTPS

Q12b. I have witnessed improper conduct

96

Yes	<div></div>	9	9%	-	-20	-24
No	<div></div>	87	91%	-	+20	+24

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

96

Yes	<div></div>	78	81%	-	-8	-7
No	<div></div>	18	19%	-	+8	+7

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

RESPONDENT PROFILE

This data is to help you consider how representative the survey is of your agency. It also can provide a diversity profile of your workforce.

Survey Responses : 96 NOTE: Respondent profiles may vary from the actual population due to respondents misidentifying or reporting information incorrectly.

Gender	Survey %	Do you have a disability?	Survey %	Where is your workplace located?	Survey %
Male	41	Yes	1	Darwin City (including Palmerston)	99
Female	55	No	99	Katherine	0
Self-Specified	4			Alice Springs	0
Age Recoded	Survey %	What is your current employment status?	Survey %	Tennant Creek	0
15-34 YRS	50	Ongoing	73	Nhulunbuy	0
35-54 YRS	43	Fixed Term	13	Darwin Region (including the Tiwi Islands and West Arnhem)	1
55-64 YRS	7	Casual	0	East Arnhem Region	0
65+ YRS	0	Executive Contract	15	Alice Springs Region	0
				Katherine Region	0
				Barkly Region	0
				Outside of the Northern Territory	0
Are you an Australian Aboriginal and/or Torres Strait Islander?	Survey %	Are you the manager of one or more employees?	Survey %	How long have you been employed in your current organisation?	Survey %
Yes	0	Yes	36	Less than 3 months	8
No	100	No	64	3 months to less than 12 months	7
				1 - 4 years	34
				5 - 9 years	14
				10 - 14 years	18
				15 - 19 years	8
				20 - 29 years	9
				30 years or more	1
Reassigned/experienced significant change in work priorities due to COVID-19?	Survey %	Do you spend some time each week providing care for another person?	Survey %		
Yes	21	Yes	32		
No	79	No	68		
Did your work arrangement change as a result of COVID-19?	Survey %	Do you work full-time or part-time?	Survey %		
Yes	7	Full-time	93		
No	93	Part-time	7		

RESPONDENT PROFILE

This data is to help you consider how representative the survey is of your agency. It also can provide a diversity profile of your workforce.

Survey Responses : 96 NOTE: Values that appear as 0 have been rounded down due to the size of the group. Respondent profiles may vary from the actual population due to respondents misidentifying or reporting information incorrectly.

What is your current Classification or occupational group?

	Survey %
Executive Contract Officer	17
Administration Stream	69
General NTPS – Professional Stream	4
Graduate	9
Other (please specify)	1

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

	Survey %
Strongly agree	32
Agree	46
Neither agree nor disagree	11
Disagree	6
Strongly disagree	4

Working flexibly is not a barrier to success in my organisation

	Survey %
Strongly agree	15
Agree	33
Neither agree nor disagree	25
Disagree	14
Strongly disagree	14

My workplace has a flexible approach to work

	Survey %
Strongly agree	10
Agree	39
Neither agree nor disagree	22
Disagree	22
Strongly disagree	7

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

	Survey %
Yes	27
No	73

SURVEY INDICIES BY DEMOGRAPHICS

		Number of respondents	Employee Engagement (% positive)	Employee Satisfaction (% positive)
<i>"Restricted" indicates a group with less than 10 respondents</i>				
Northern Territory Public Sector		9,581	65%	70%
Department of Treasury and Finance		96	71%	76%
ATSI	Yes	0	Restricted	Restricted
DISABILITY	Yes	1	Restricted	Restricted
GENDER	Male	39	74%	87%
	Female	53	70%	71%
	Self-Specified	4	Restricted	Restricted
AGE	15-34 YRS	48	71%	78%
	35-54 YRS	41	69%	73%
	55-64 YRS	7	Restricted	Restricted
	65+ YRS	0	Restricted	Restricted
AGENCY TENURE	Less than 3 months	15	74%	81%
	3 months to less than 12 months	12	80%	90%
	1 - 4 years	47	71%	74%
	5 - 9 years	13	65%	75%
	10 - 14 years	5	Restricted	Restricted
	15 - 19 years	3	Restricted	Restricted
	20 - 29 years	1	Restricted	Restricted
	30 years or more	0	Restricted	Restricted
FLEXIBLE WORKING	Yes	26	74%	72%
	No	70	70%	78%

SURVEY INDICIES BY DEMOGRAPHICS

		Number of respondents	Employee Engagement (% positive)	Employee Satisfaction (% positive)
<i>"Restricted" indicates a group with less than 10 respondents</i>				
Northern Territory Public Sector		9,581	65%	70%
Department of Treasury and Finance		96	71%	76%
MANAGER	Managers	35	73%	79%
	Non-managers	61	70%	74%
WORKING ARRANGEMENT	Ongoing	70	68%	72%
	Fixed Term	12	80%	92%
	Casual	0	Restricted	Restricted
	Executive Contract	14	80%	81%
EMPLOYMENT TYPE	Full-time	89	72%	78%
	Part-time	7	Restricted	Restricted
REGION	Darwin City (including Palmerston)	95	71%	76%
	Katherine	0	Restricted	Restricted
	Alice Springs	0	Restricted	Restricted
	Tennant Creek	0	Restricted	Restricted
	Nhulunbuy	0	Restricted	Restricted
	Darwin Region (including the Tiwi Islands and West Arnhem)	1	Restricted	Restricted
	East Arnhem Region	0	Restricted	Restricted
	Alice Springs Region	0	Restricted	Restricted
	Katherine Region	0	Restricted	Restricted
	Barkly Region	0	Restricted	Restricted
	Outside of the Northern Territory	0	Restricted	Restricted

APPENDIX A: METHODOLOGY

SURVEY TIMEFRAME

This report contains results for the 2021 People Matter Employee Survey which was open from 22 February to 14 March 2021.

INDEX CALCULATIONS

Where questions have been grouped together to form an index for example Employee Satisfaction, this has been calculated by adding the unrounded positive scores of all items in the group, and then dividing by the number of questions in the index to create a % positive average figure. For ease of reporting this figure has been rounded. Please note this does not apply to the Engagement Index which has been calculated using the method outlined below.

EMPLOYEE ENGAGEMENT INDEX

Scores are assigned to each of the question responses in the index (100% strongly Agree, 75% Agree, 50% Neither agree nor disagree, 25% Disagree, and 0 Strongly disagree). Once the scores are added together these are then divided by the number of respondents to create an average % positive. For ease of reporting this figure has been rounded.

KEY DRIVER ANALYSIS

Experience tells us that a successful response to survey results requires focus on key priorities. Key Driver Analysis (KDA) helps identify these priority areas. Statistical techniques including Pearson's correlation analysis identifies the individual questions with the strongest influence on your engagement index.

Pearson's correlation measures the strength of the relationship between variables and the direction of that relationship. For example, it measures the extent to which a strong response to one variable indicates a strong response in the other.

This approach is used to identify which questions have the strongest positive relationship with the engagement index, and therefore on engagement. Once we know the highest impacting questions, to simplify reporting we take the highest impacting questions to determine 6 Key Driver questions. the parent unit.

APPENDIX B: COMPARATOR GROUPS

Comparator Group - Agencies that have similar characteristics (eg central coordination, service delivery, regulation etc) are grouped together for the purpose of comparing results.

The 2021 comparator groups are:

Central Agency

Department of Corporate and Digital Development
Department of the Chief Minister and Cabinet
Office of the Commissioner for Public Employment
Department of Treasury and Finance
Department of Legislative Assembly
Department of the Attorney General and Justice

Commercial (or includes commercial element)

Jacana Energy
Power and Water Corporation
Land Development Corporation
Territory Generation

Statutory Authority

Independent Commissioner Against Corruption
Auditor General
Electoral Commission
Ombudsman
Aboriginal Areas Protection Authority

Industry Regulation &/or Public Infrastructure

Department of Environment Parks and Water Security
Department of Industry Tourism and Trade
Department of Infrastructure, Planning and Logistics

Service Delivery - Public facing

Department of Territory Families, Housing and Communities
NT Health - Department of Health, TEHS, CAHS
Northern Territory Police Fire and Emergency Services
Department of Education

TIME TO TAKE ACTION



CELEBRATE

The things we do well:

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



INVESTIGATE FURTHER WITH OUR TEAMS

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

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



OPPORTUNITIES

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

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



USE THIS PAGE TO START YOUR LOCAL ACTION PLANS

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

- PRIORITISE 3 AREAS TO TAKE FORWARD

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